



Women in the Economy



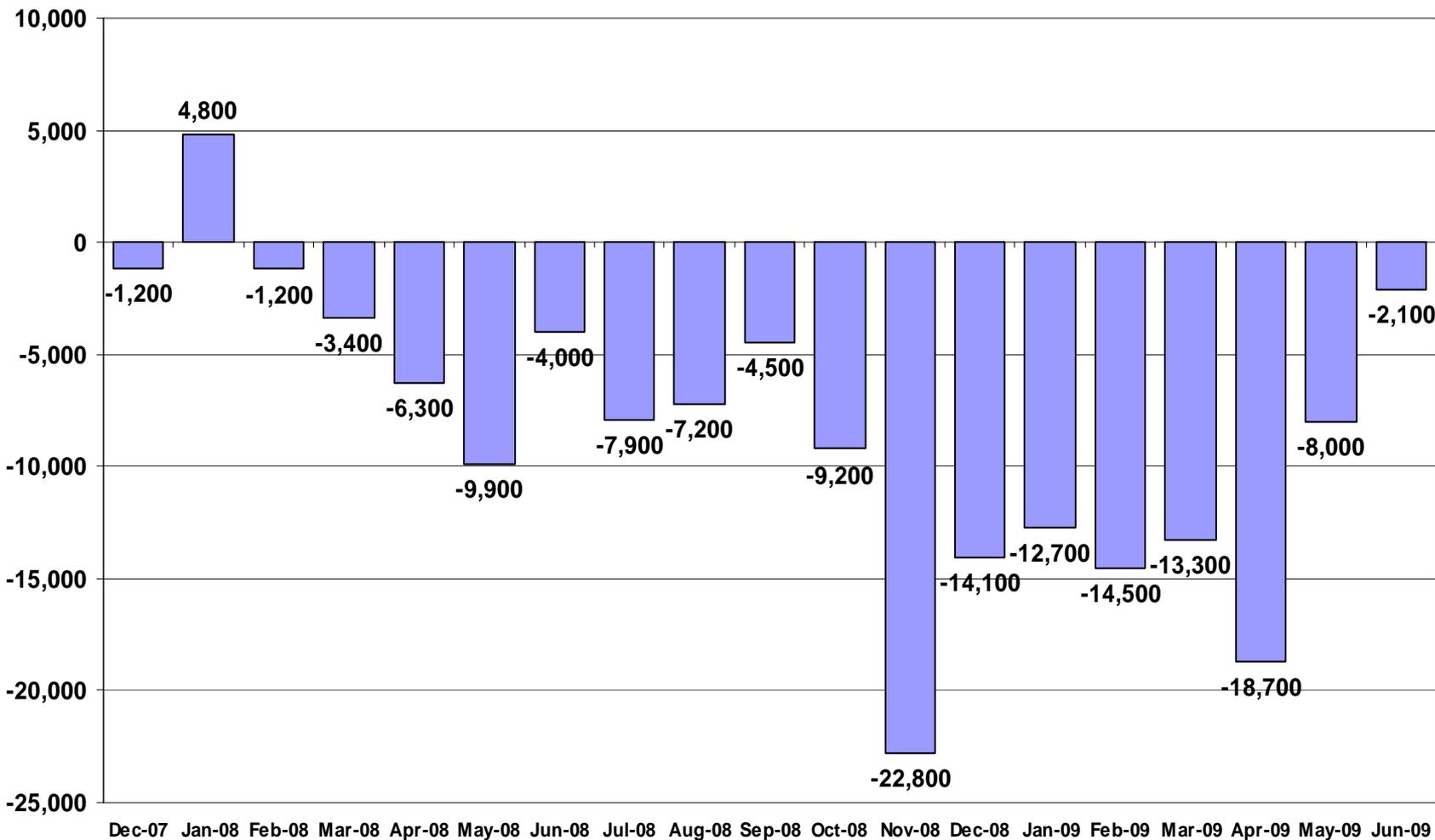
Current Challenges and Future Opportunities
Gender Parity Council Retreat
July 23, 2009

Goals of this Presentation

- Provide a current picture of the economic climate in the state.
- Assess the role of women in the economy
- Discuss the impact of the recession on women's employment and unemployment
- Outline some opportunities for women

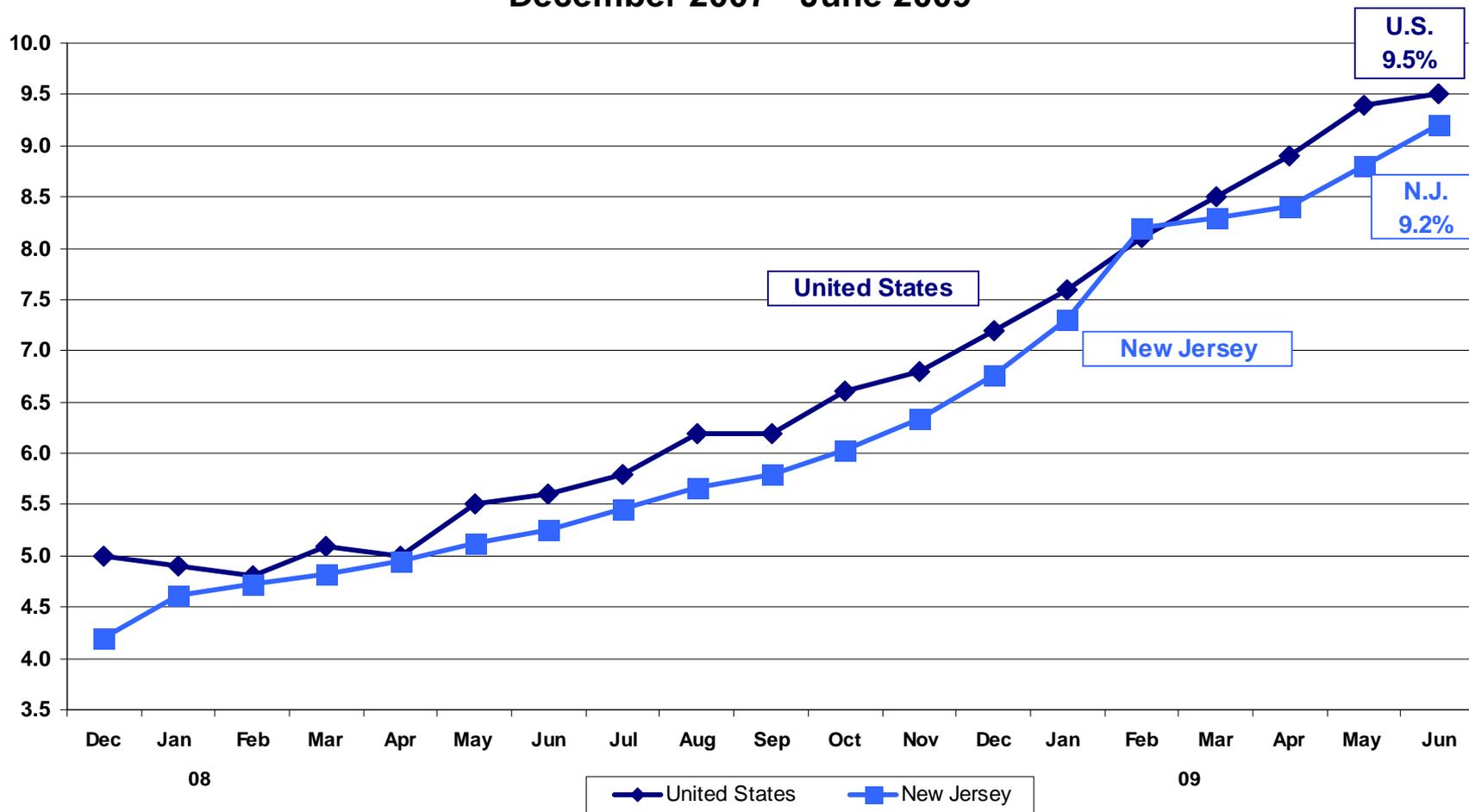


Monthly Employment Change, New Jersey: Dec 07 - June 09

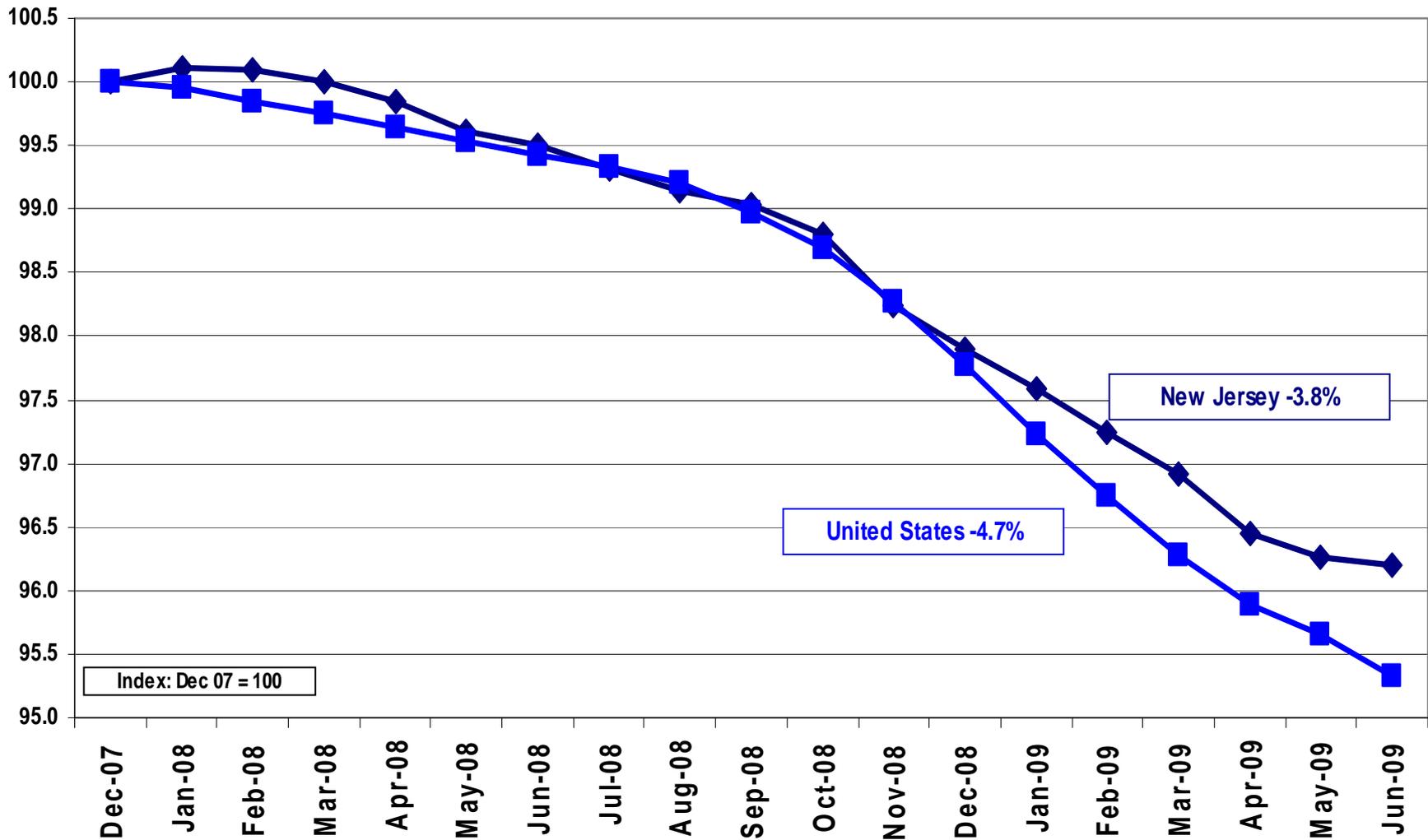




Unemployment Rates, New Jersey vs. United States December 2007 - June 2009



New Jersey vs. United States, Total Employment Dec07 - Jun09



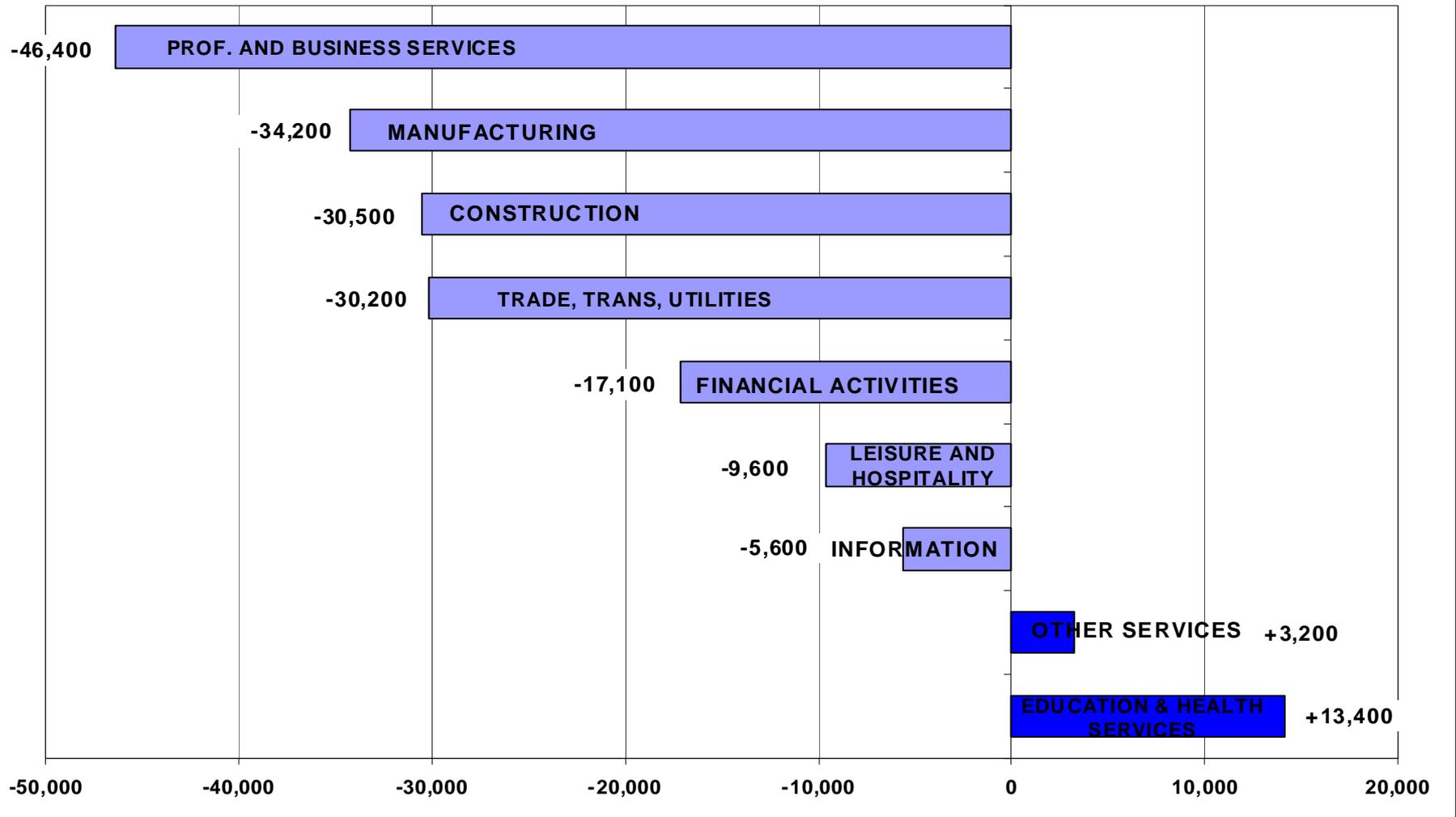
Index: Dec 07 = 100

United States -4.7%

New Jersey -3.8%



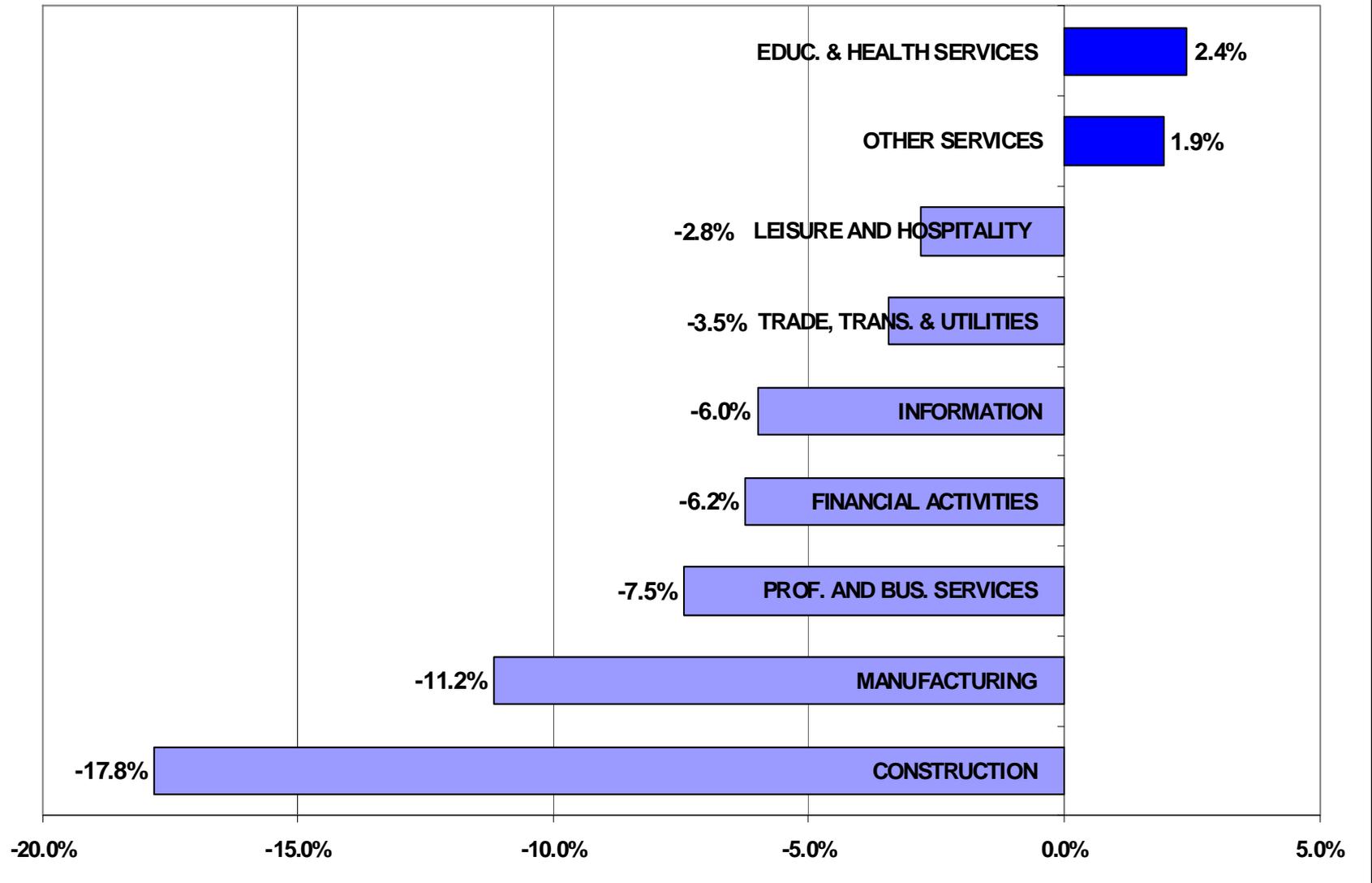
New Jersey Private Sector Employment Change by Industry December 07 - June 09: Total PS Jobs -156,300



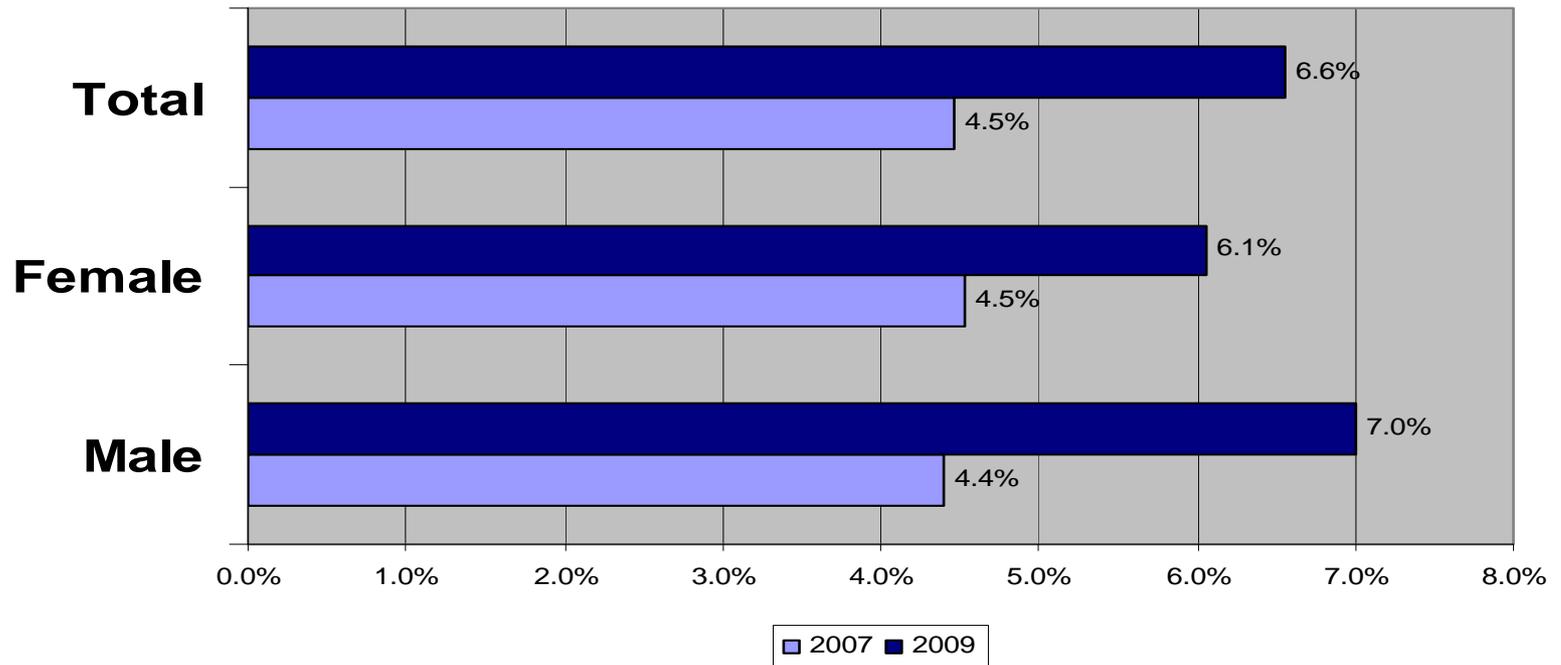
■ The only sectors to add jobs during the recession were education and health services and “other services”

New Jersey Private Sector Employment Change by Industry

December 07 - June 09: Total PS Jobs -156,300



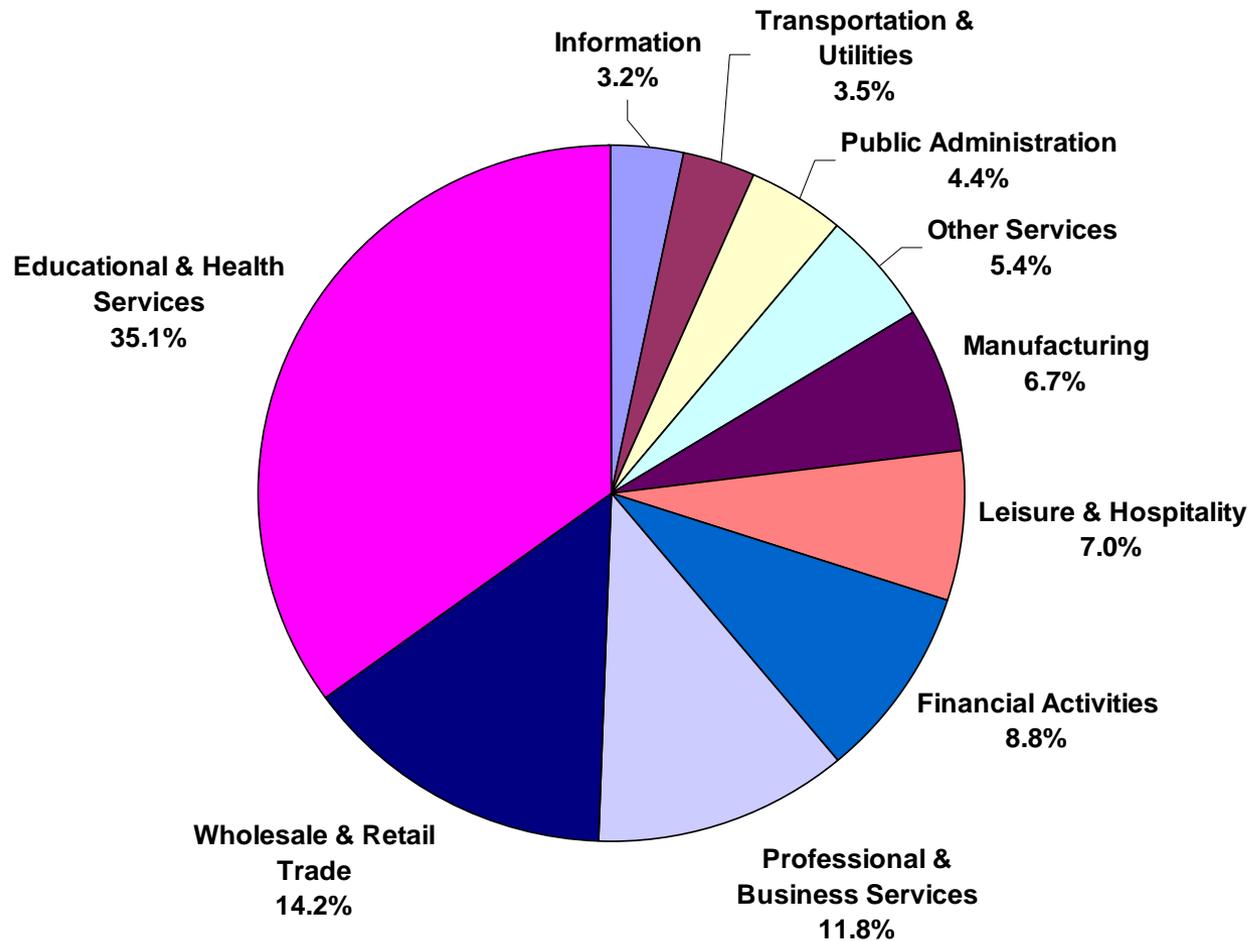
Changes in Unemployment Rates by Gender 2007 vs 2009



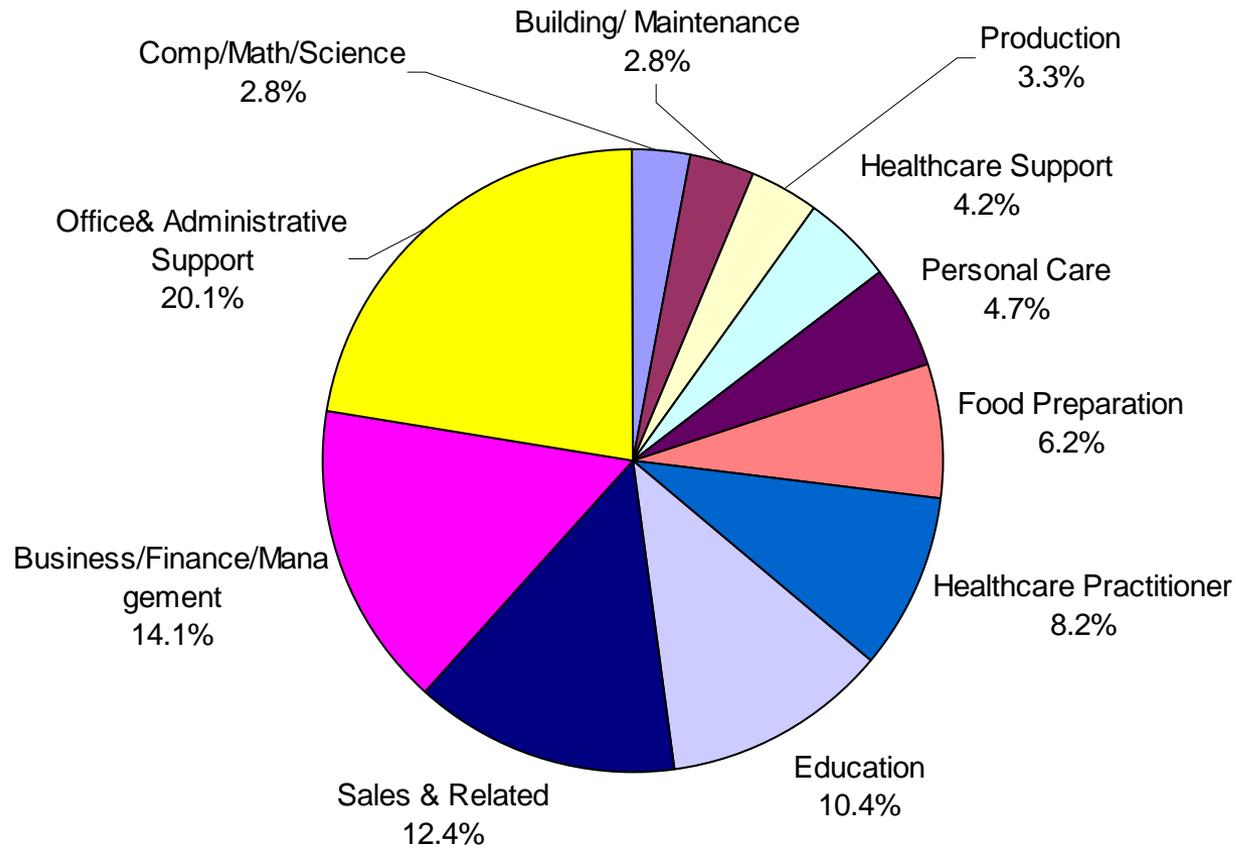
- Over the recession, unemployment rates increased by 2.1%. The increase was greater for men (2.6%) than for women (Unemployment rates increased by a higher percentage)



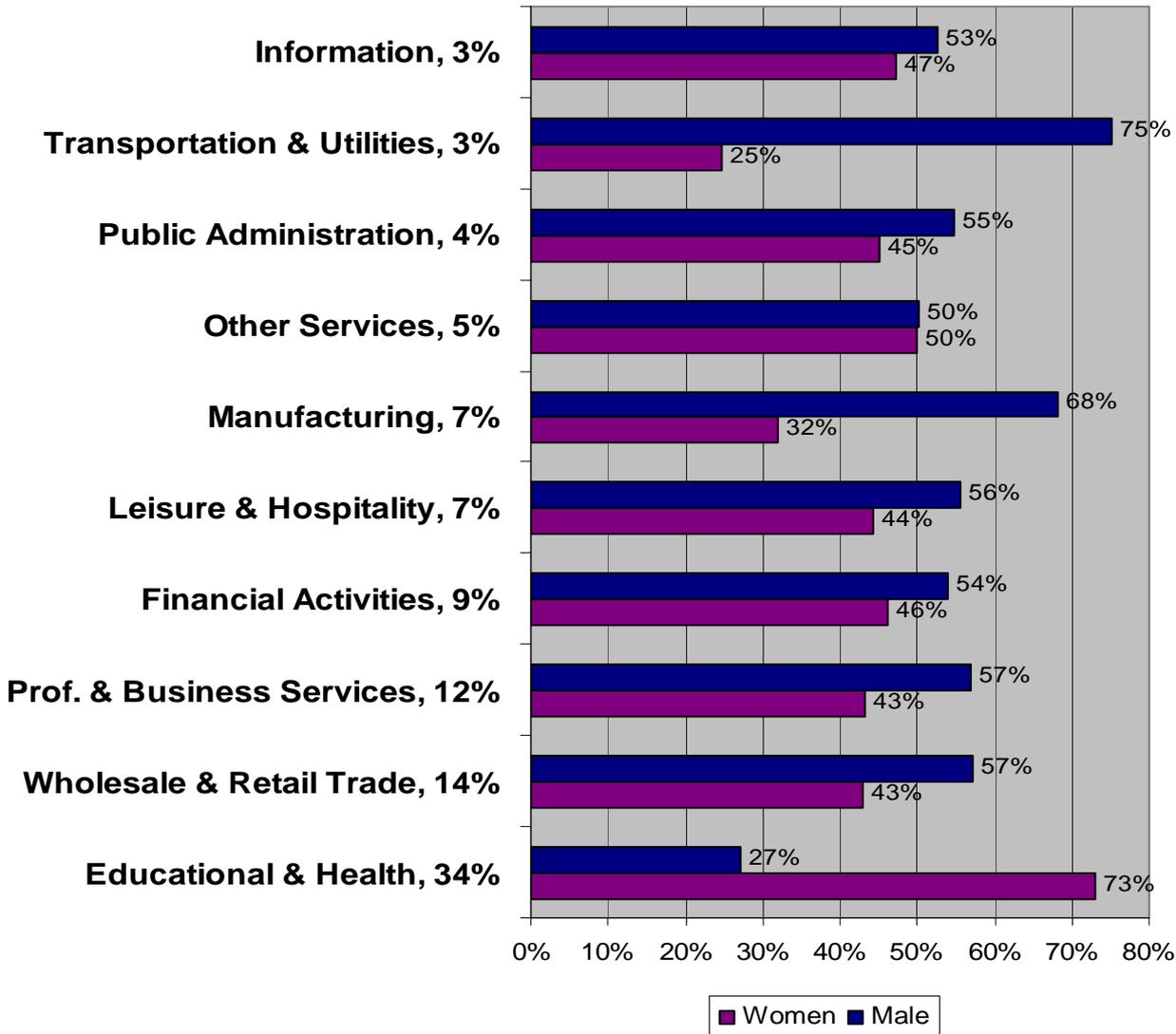
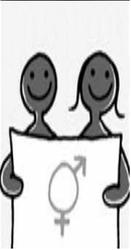
Where do Women Work? Industry Distribution



Occupations Women Hold

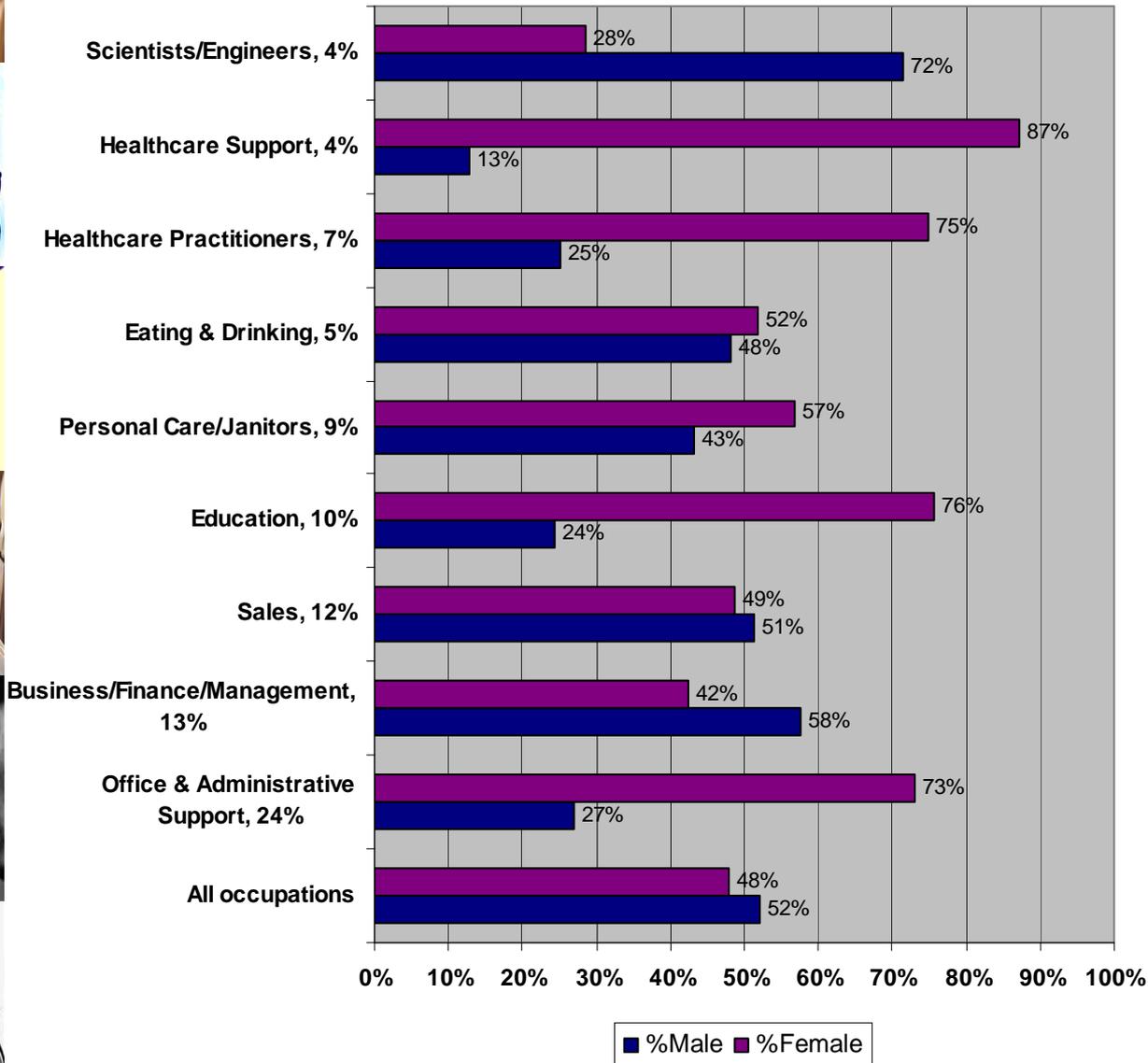


Gender Distribution by Industry



- Women are least represented in construction, transportation, and manufacturing.
- They are over-represented only in education and health services industry.

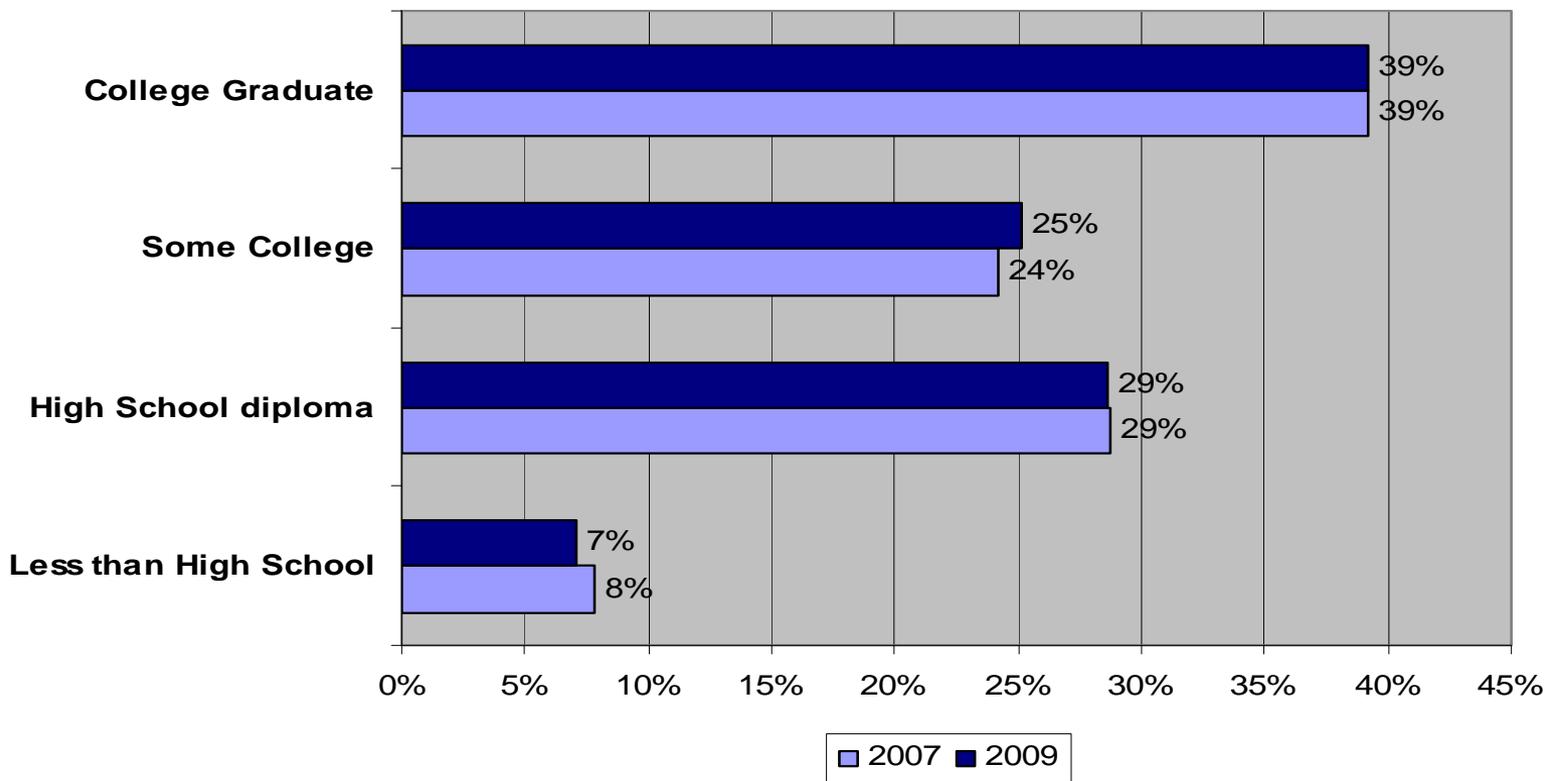
Gender Distribution of Occupations



- Women are under-represented among scientists and engineers.
- Women over-represented in healthcare, personal care, education, and admin support.
- Gender distributions were similar in the legal, science, sales, business/finance, and accommodation.



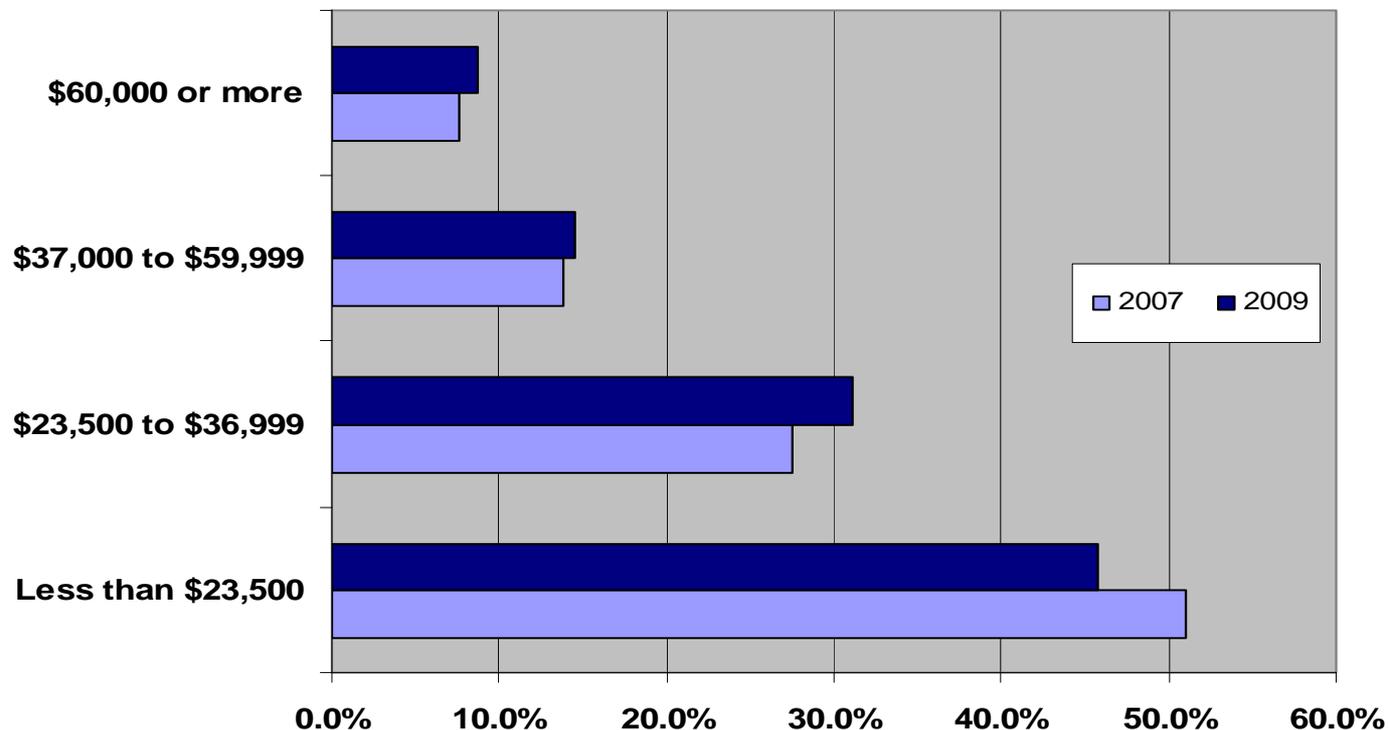
Impact of the Recession on Distribution of Women's Educational Attainment 2007-2009



- Data shows a slight decrease in the proportion of women without a high school diploma.



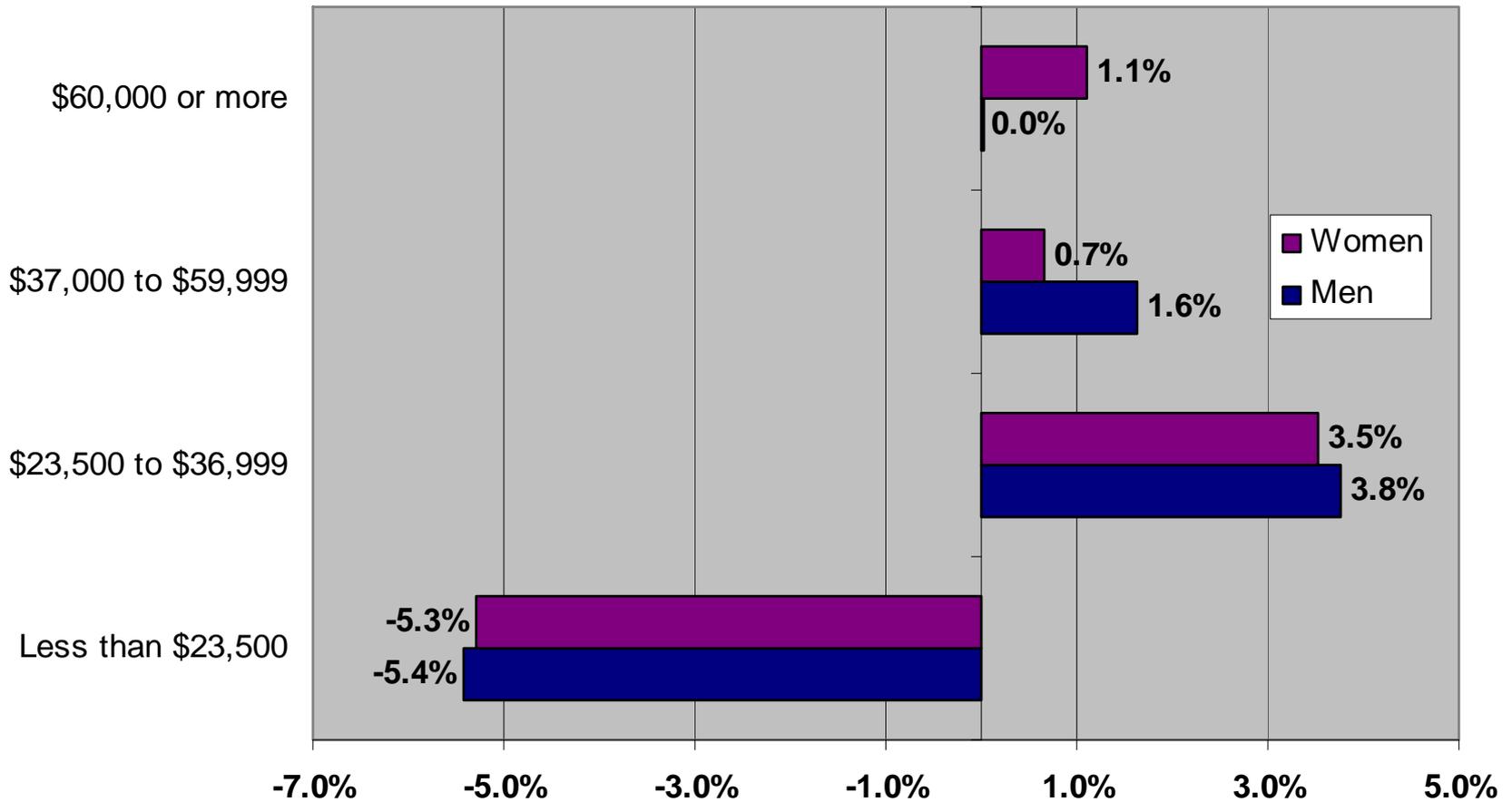
Impact of the Recession on Women's Income 2007-2009



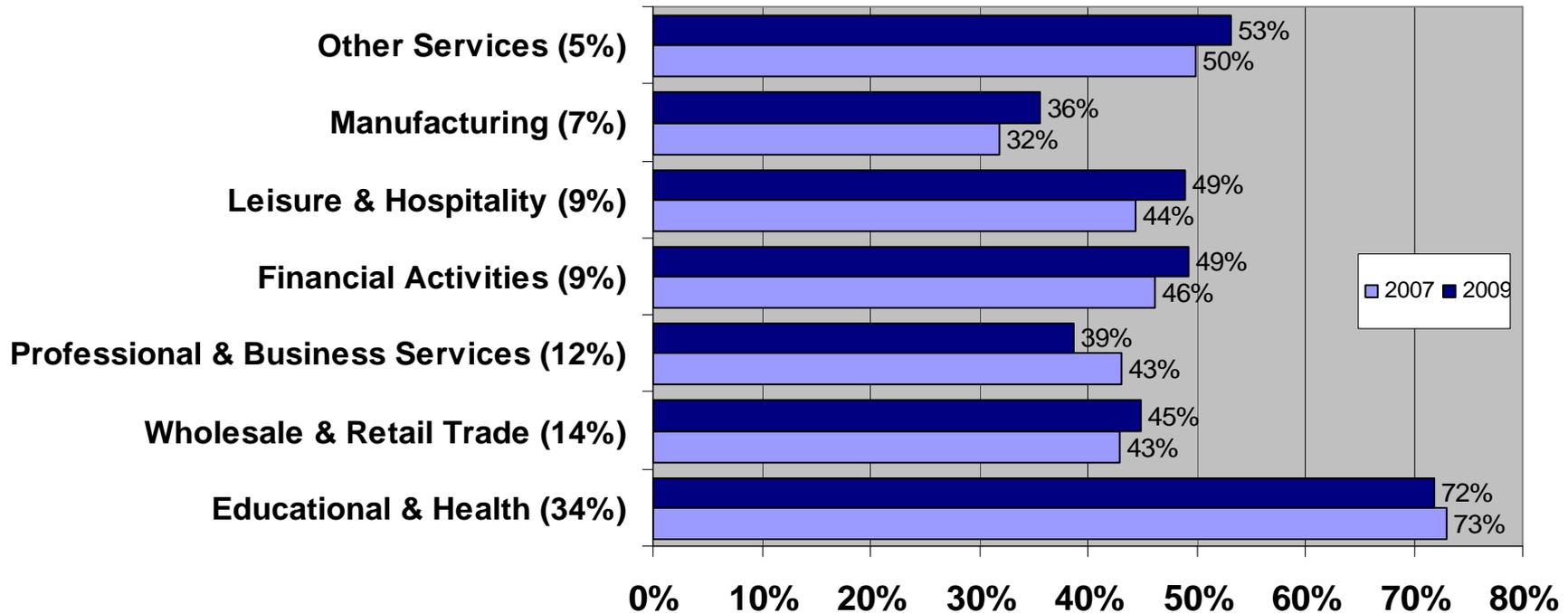
- 5% of women in lower income group moved higher up. More women moved into higher income groups.



Changes in Income Distribution by Gender



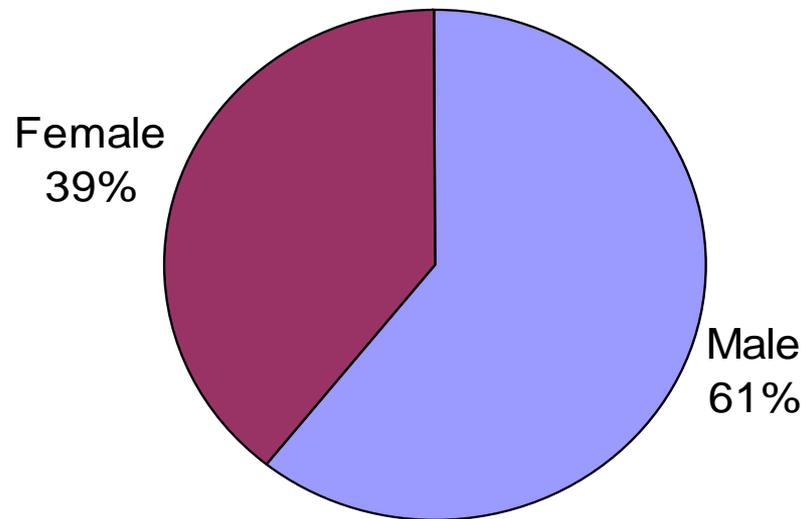
Changes in Gender Distribution by Industry 2007-2009



- Over the recession, percentage of women decreased in professional (4%) and Education (1%).
- Percentage of women increased in leisure and hospitality (5%), manufacturing (3.8%), finance, and other services (3.2% each).
- Interesting fact: Men's employment in manufacturing declined by 4.5%. Women's increased by 13%!



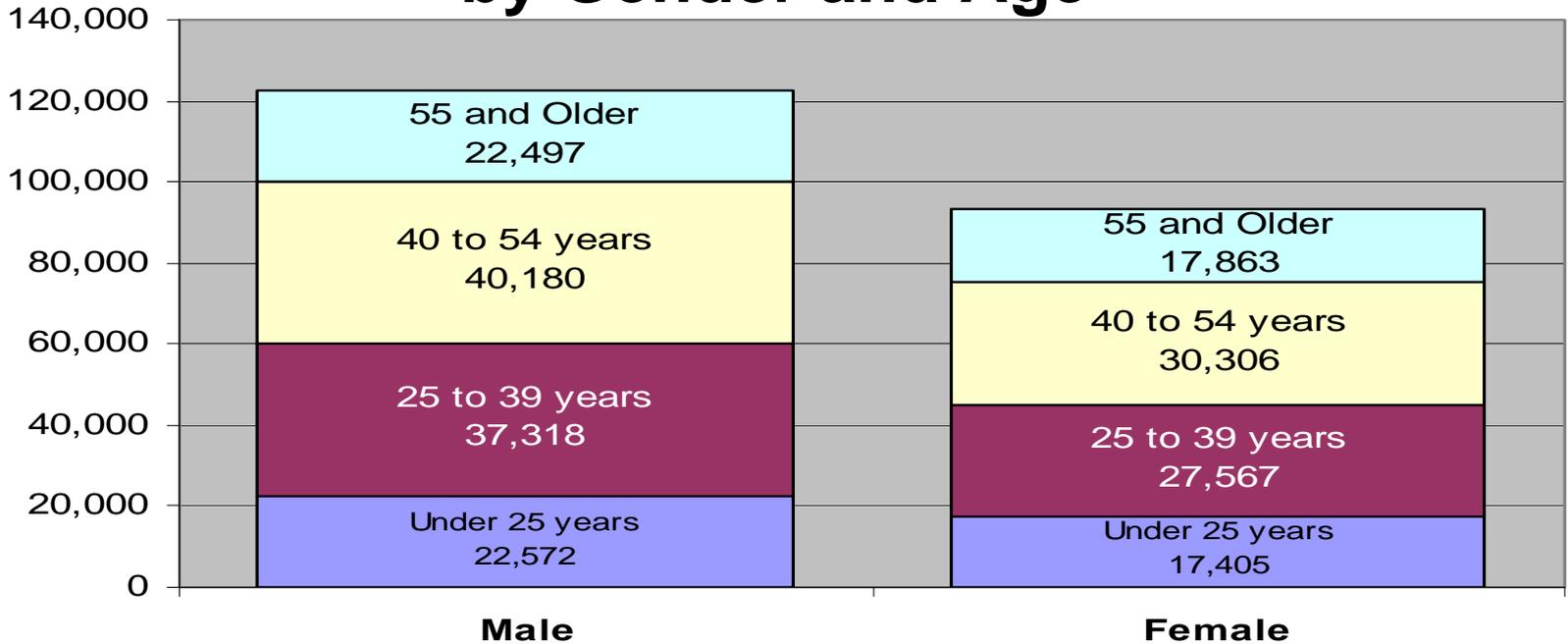
Gender Distribution of Increases in Unemployment Claims



- Between June 2007 and June 2009, the number of continued claims increased by 94%. 4 in 10 of the increase was women.
- Female continued claimants increased by 80% (compared to 107% for male claimants).



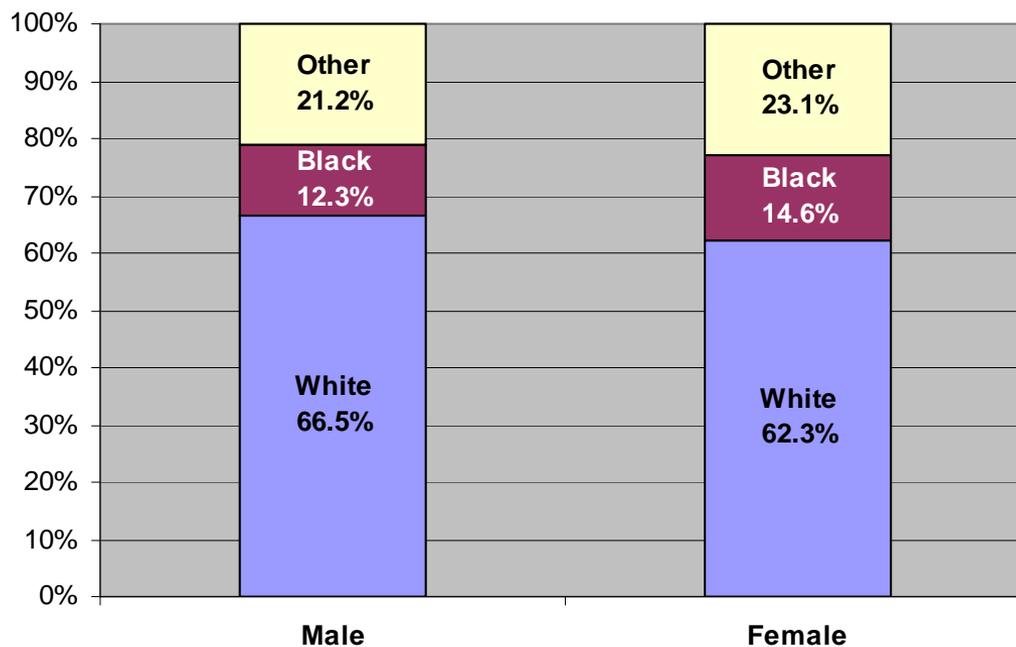
Increases in the Number of Claims by Gender and Age



- The greatest increase in the number of unemployment claimants was among mid-aged and “more experienced” workers. Increase greater for male workers.
- Trends of change similar for both male and female workers.
- Two years ago, 1 in 7 claimants was under 25 years. Today, almost 1 in 5.

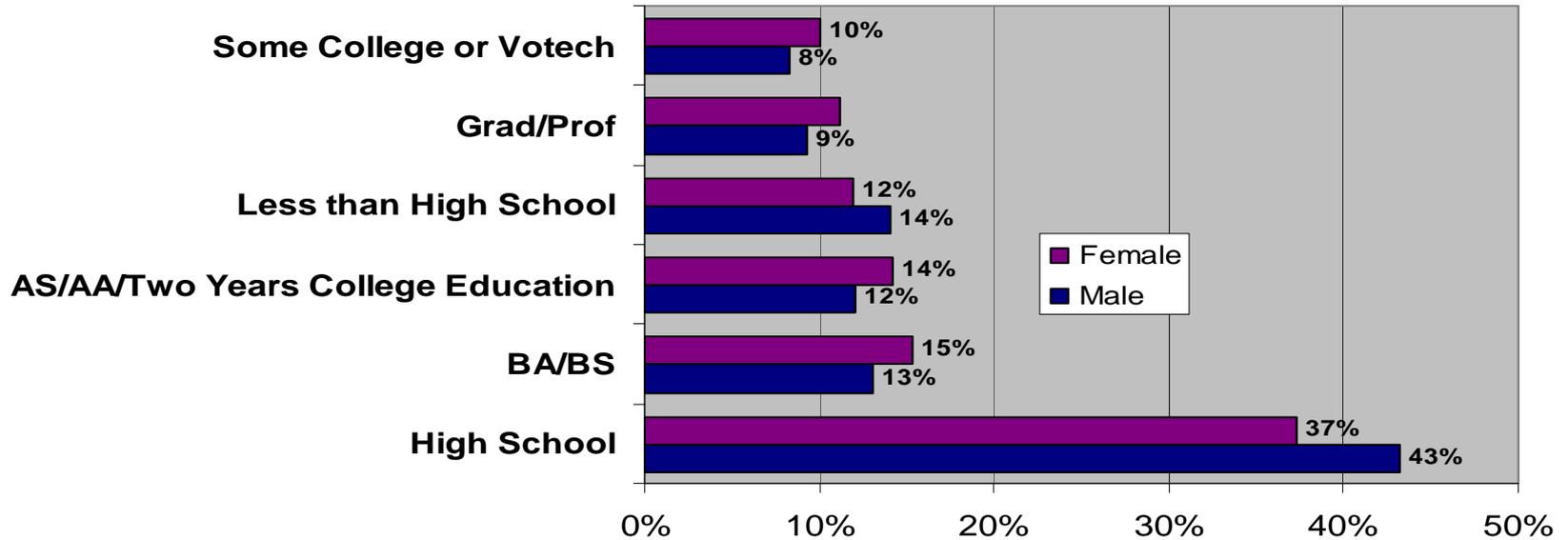


Increases in the Number of Claims by Gender by Race

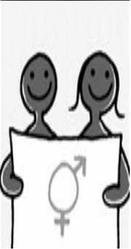


- In New Jersey, African Americans make up 14% of labor force, but only 13% of total employment.
- Increases in the number of claims for African-Americans lower, because they were under-represented in the employed population. Not the case for female African Americans.

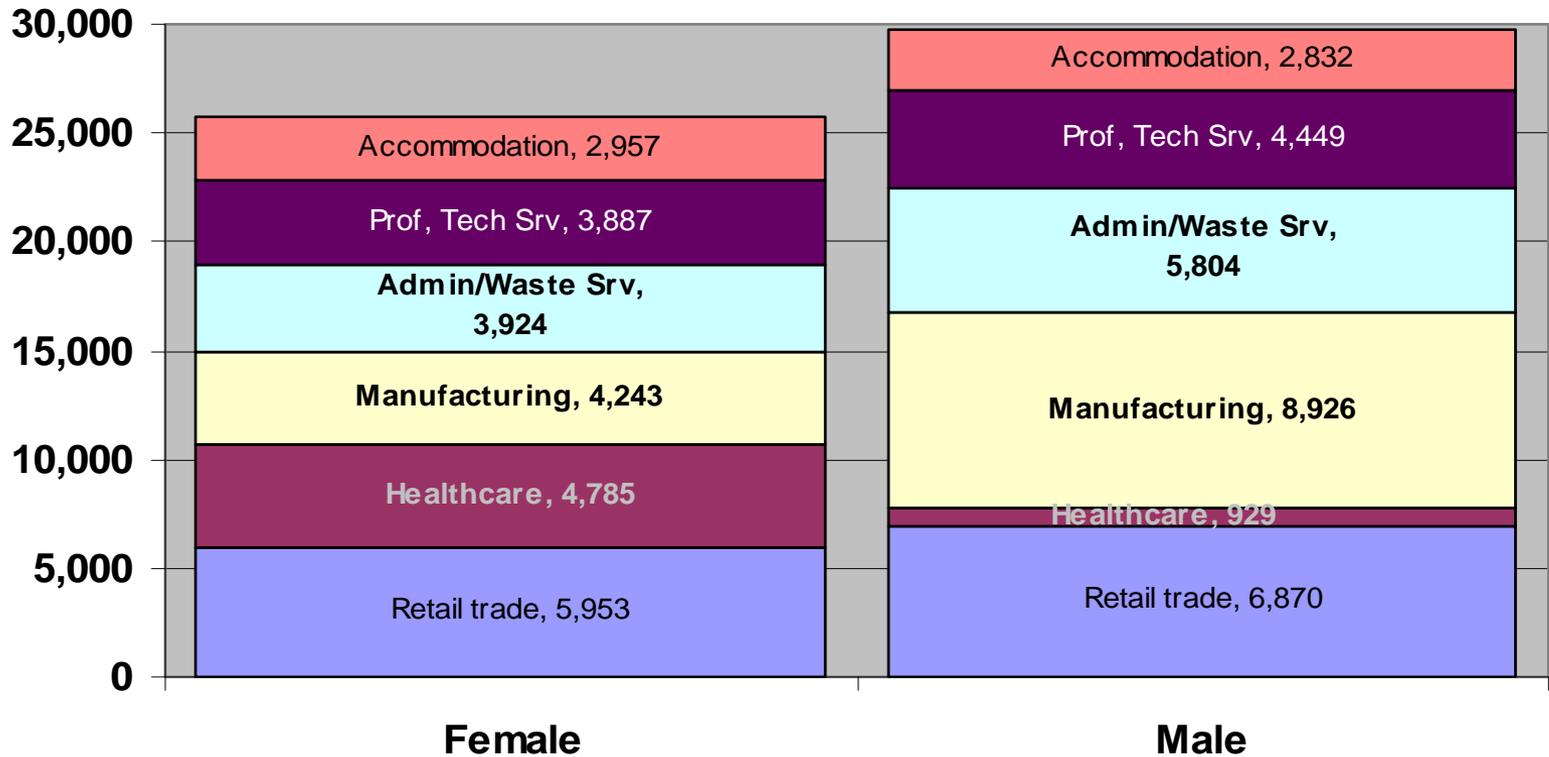
Gender Distribution of Increases in the Number of Unemployment Claims by Education



- Most vulnerable group were workers with high school graduates.
- In 2007, roughly 1 in 10 claimants (males and females) had a BA/BS. Today, 1 in 8. i.e. More people with BA.
- Second most vulnerable group: Bachelors. Increases greater for female BA/BS holders than male BA/BS holders.



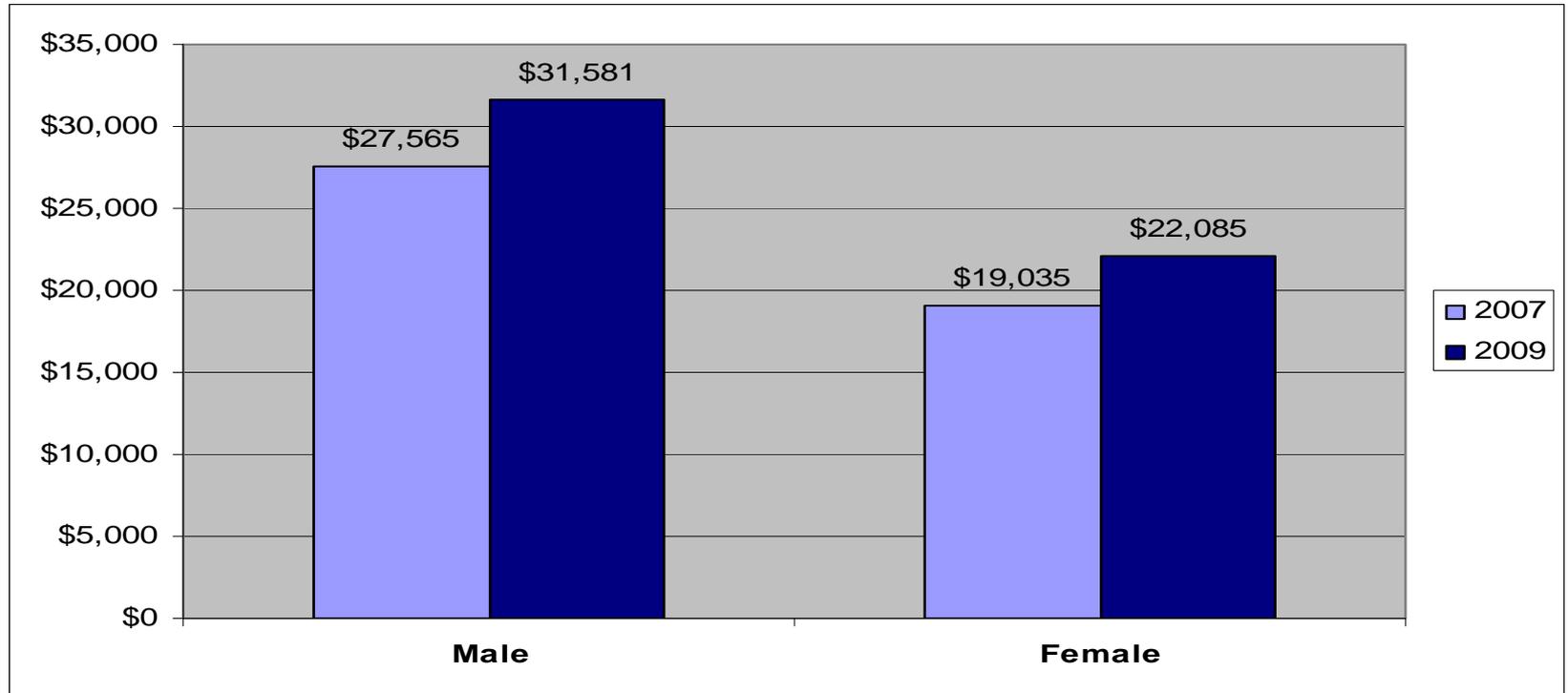
Changes in Number of Claims by Gender by Industry



- Greatest number of layoffs among women were in the retail (16%), health (13%) and manufacturing (12%). For men, the greatest impact was in construction (19%), manufacturing (16%), and retail (12%).
- More than 4 in 5 (84%) of those laid off in health sector were women. (34 in the industry are women.)



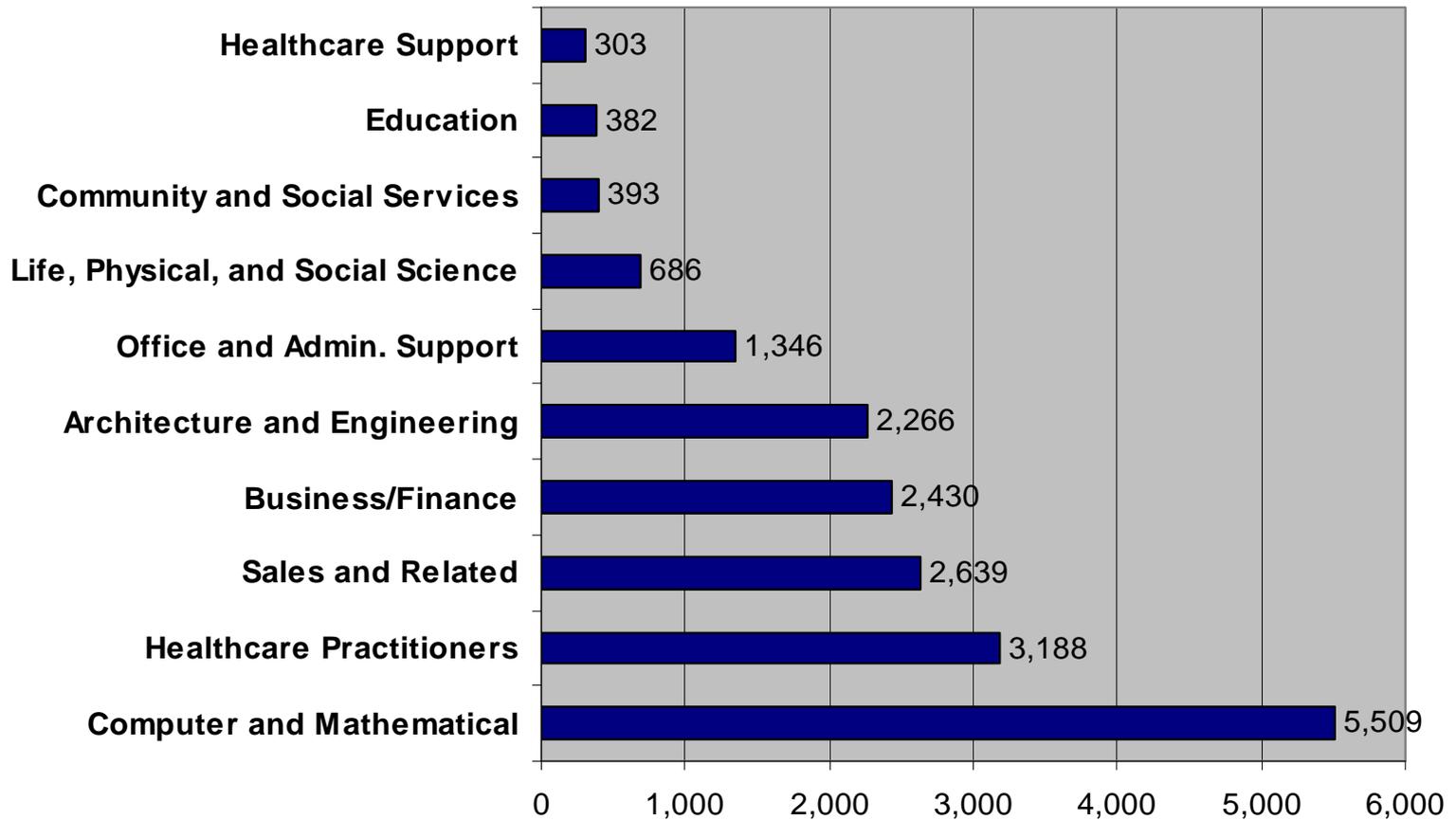
Median Income of Claimants by Gender



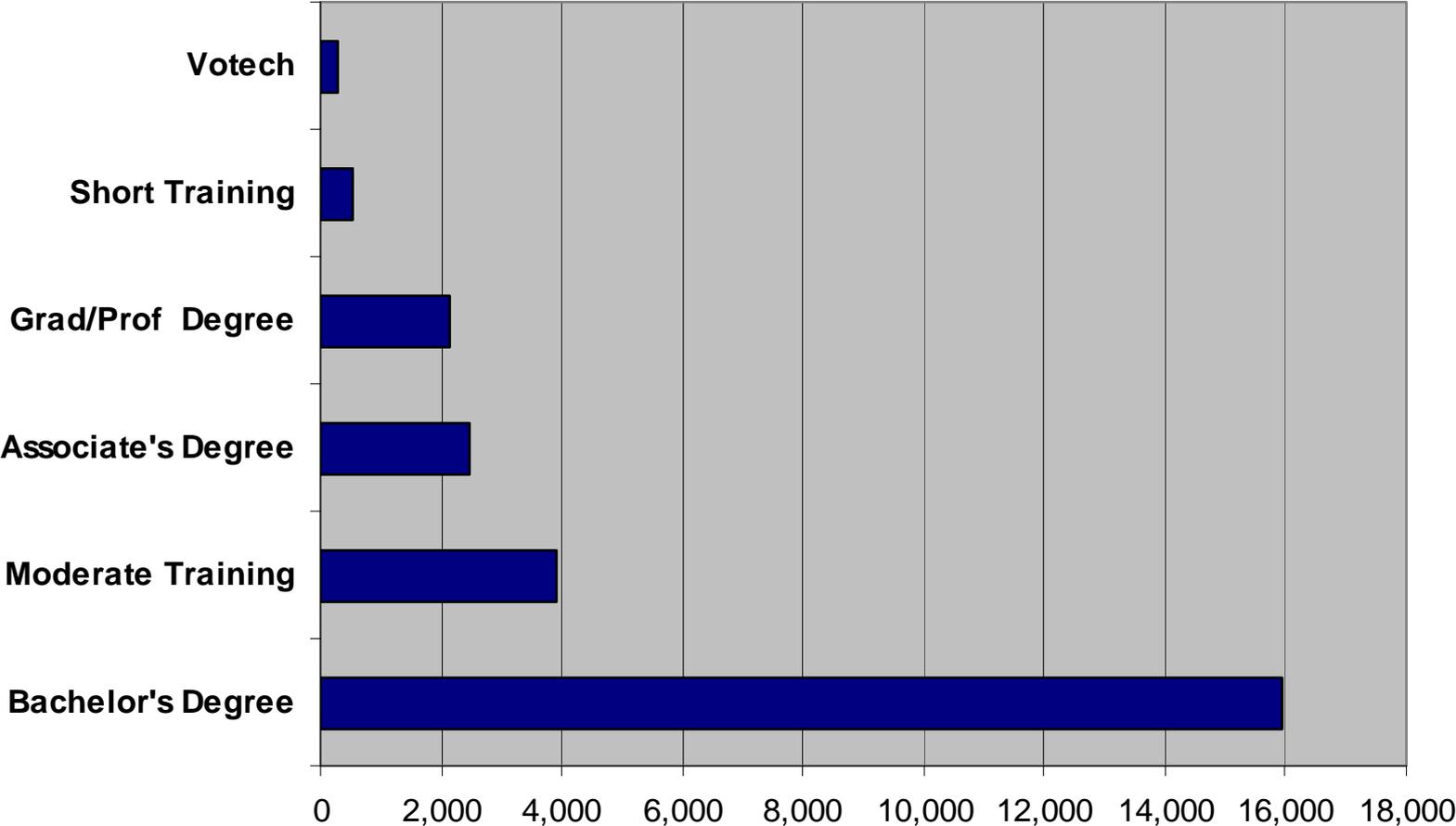
- Wages of workers who got laid off increased for both men and women between 2007 and 2009.
- Increase was 16% for women (compared to 14.5% for men).



Opportunities for Women Jobs Most in Demand Today



Opportunities for Women Jobs in Demand by Education



Opportunities for Women Best Jobs Today

Occupation Title	Average Monthly Opening	Average Number of UI Claims	Average Monthly Labor Shortage	Projected Annual Openings	Education	Demand Rank
Registered Nurses	1,423	207	1,216	2,320	AA/AS	1
Computer Support Specialists	764	220	544	620	AA/AS	2
Radiologic Technologists and Technicians	55	43	12	140	AA/AS	3
Occupational Therapist Assistants	129	2	127	20	AA/AS	4
Physical Therapist Assistants	95	4	91	50	AA/AS	5
Computer Software Engineers, Applications	887	199	688	1,120	BA/BS	6
Computer Systems Analysts	1,193	171	1,022	910	BA/BS	7
Computer and Information Systems Managers	1,072	263	809	280	BA/BS	8
Computer Programmers	1,165	106	1,059	470	BA/BS	9
Financial Managers	835	233	602	240	BA/BS	10



Opportunities for Women Cont.

Occupation Title	Average Monthly Opening	Average Number of UI Claims	Average Monthly Labor Shortage	Projected Annual Openings	Education	Demand Rank
Accountants and Auditors	802	298	505	970	BA/BS	11
Medical and Health Services Managers	733	78	655	200	BA/BS	12
Marketing Managers	730	213	516	170	BA/BS	13
Securities, Commodities, and Financial Services Sales Agents	364	97	267	420	BA/BS	14
Computer Software Engineers, Systems Software	302	72	230	500	BA/BS	15
Network Systems and Data Communications Analysts	395	64	331	510	BA/BS	16
Management Analysts	251	102	149	550	BA/BS	17
Computer Hardware Engineers	622	34	588	100	BA/BS	18
Natural Sciences Managers	537	17	520	80	BA/BS	19
Network and Computer Systems Administrators	290	138	152	470	BA/BS	20



Opportunities for Women Cont.

Occupation Title	Average Monthly Opening	Average Number of UI Claims	Average Monthly Labor Shortage	Projected Annual Openings	Education	Demand Rank
Industrial Engineers	589	44	545	100	BA/BS	21
Financial Analysts	283	94	189	140	BA/BS	22
Mechanical Engineers	311	69	242	120	BA/BS	23
Civil Engineers	191	49	143	240	BA/BS	24
Insurance Sales Agents	208	62	146	260	BA/BS	25
Market Research Analysts	344	63	281	140	BA/BS	26
Database Administrators	302	42	260	120	BA/BS	27
Social and Community Service Managers	276	50	227	130	BA/BS	28
Special Education Teachers, Preschool, Kindergarten, and Elementary School	235	38	196	360	BA/BS	29
Education Administrators, Postsecondary	152	45	107	130	BA/BS	30



Opportunities for Women Cont.

Occupation Title	Average Monthly Opening	Average Number of UI Claims	Average Monthly Labor Shortage	Projected Annual Openings	Education	Demand Rank
Education Administrators, Elementary and Secondary School	96	20	76	290	BA/BS	31
Training and Development Specialists	205	45	159	140	BA/BS	32
Electrical Engineers	181	44	136	80	BA/BS	33
Chief Executives	164	98	67	80	BA/BS	34
Electronics Engineers, Except Computer	110	34	76	120	BA/BS	35
Secondary School Teachers, Except Special and Vocational Education	95	30	65	1,320	BA/BS	36
Loan Officers	209	128	82	90	BA/BS	37
Engineering Managers	87	39	47	100	BA/BS	38
Environmental Engineers	98	11	87	90	BA/BS	39
Compensation, Benefits, and Job Analysis Specialists	149	19	130	80	BA/BS	40



Opportunities for Women Cont.

Occupation Title	Average Monthly Opening	Average Number of UI Claims	Average Monthly Labor Shortage	Projected Annual Openings	Education	Demand Rank
Personal Financial Advisors	108	57	50	50	BA/BS	42
Technical Writers	127	23	104	70	BA/BS	43
Medical and Clinical Laboratory Technologists	106	12	93	110	BA/BS	44
Property, Real Estate, and Community Association Managers	112	68	45	80	BA/BS	45
Chemists	83	68	15	160	BA/BS	46
Tax Examiners, Collectors, and Revenue Agents	99	10	90	40	BA/BS	47
Public Relations Specialists	107	27	80	60	BA/BS	48
Education Administrators, Preschool and Child Care Center/Program	102	21	81	120	BA/BS	49
Purchasing Managers	73	54	19	60	BA/BS	50

