

I. Job descriptions

Secretary/admin assistant (except legal, medical, and executive)

Location: United States

Share of women workers: 93.1%

<https://iwpr.org/wp-content/uploads/2021/03/2021-Occupational-Wage-Gap-Brief-v2.pdf>

Education Requirement: High school degree preferred

Job Description:

Assists and relieves officials of clerical work and minor administrative and business details, including basic correspondence. Files and inputs data for reports on the basis of instructions from various members of the department or company. Schedules appointments, gives information to callers, and takes notes.

Fair yearly salary range: _____

Sales Representative

Location: United States

Share of women workers: 29.4%

<https://iwpr.org/wp-content/uploads/2021/03/2021-Occupational-Wage-Gap-Brief-v2.pdf>

Education Requirement: Bachelor's degree preferred

Job Description: Sells company products or services in assigned area or territory. Creates new accounts. Speaks directly with new and existing customers or clients to explain features and merits of products or services offered. Demonstrates products or services and provides assistance in the best application of products or services. Answers all questions concerning a product or service, with appropriate referrals where required. The Sales Representative (General) level is distinguished by products or services that do not require scientific training or knowledge and success is more dependent on sales ability.

Fair yearly salary range: _____

Software Developer

Location: United States

Share of women workers: 18.5%

(<https://iwpr.org/wp-content/uploads/2021/03/2021-Occupational-Wage-Gap-Brief-v2.pdf>)

Education Requirement: Bachelor's or Master's degree in Computer Science or related field

Job Description: Develops, plans and analyzes, designs products, and programs computer software that requires extensive research. Utilizes advance knowledge in the field of computer science or software engineering along with advanced knowledge of software development and methodologies. Excludes paraprofessional positions.

Fair yearly salary range: _____

Chief Executive

Location: United States

Share of women workers: 31.4%

(<https://iwpr.org/wp-content/uploads/2021/03/2021-Occupational-Wage-Gap-Brief-v2.pdf>)

Education requirement: Master's degree preferred, typically in Business Administration or Management

Job description:

Determines and formulates policies and provides overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plans, directs, or coordinates operational activities at the highest level of management with the help of subordinate executives and staff managers.

Fair yearly salary range: _____

II. Gender pay gap data

I. Gender Wage Gap by Occupation, Race, and Ethnicity 2020

[Source: Hegewisch, Ariane and Eve Mefferd. *Policy Brief: The Gender Wage Gap by Occupation, Race, and Ethnicity 2020*. 2021. Institute for Women's Policy Research. IWPR #497 March 2021. <https://iwpr.org/wp-content/uploads/2021/03/2021-Occupational-Wage-Gap-Brief-v2.pdf>]

TABLE 1. The Gender Wage Gap in the 20 Most Common Occupations for Women (Full-Time Workers Only), 2020						
	Women's Median Weekly Earnings	Women's Earnings as a Percent of Men's	Men's Median Weekly Earnings	Share of Women Workers in Occupation (percent)	Share of Men Workers in Occupation as Percent of all Men Workers	Share of Women in Occupation as Percent of all Women Workers
All Full-time Workers	\$891	82.3%	\$1,082	44.8%	100% (60,911,000)	100% (49,476,000)
20 Most Common Occupations for Women						
Elementary and middle school teachers	\$1,085	86.2%	\$1,258	79.3%	1.0%	4.9%
Registered nurses	\$1,240	85.3%	\$1,454	86.5%	0.6%	4.7%
Secretaries and admin assistants, except legal, medical, and executive	\$777	83.6%	\$929	93.1%	0.2%	3.0%
Managers, all other	\$1,379	78.8%	\$1,749	41.6%	3.0%	2.6%
Customer service representatives	\$698	90.5%	\$771	63.9%	1.1%	2.3%
First-line supervisors of retail sales workers	\$733	74.7%	\$981	44.8%	1.9%	1.9%
Accountants and auditors	\$1,186	78.0%	\$1,520	60.0%	1.0%	1.8%
Nursing assistants	\$588	85.3%	\$689	88.1%	0.2%	1.7%
Cashiers	\$501	95.6%	\$524	74.0%	0.5%	1.6%
Office clerks, general	\$726	91.9%	\$790	83.2%	0.3%	1.5%
Receptionists and information clerks	\$636	92.4%	\$688	87.2%	0.2%	1.5%
First-line supervisors of office and admin support workers	\$925	80.8%	\$1,145	65.0%	0.6%	1.5%
Bookkeeping, accounting, and auditing clerks	\$809	73.5%	\$1,101	85.8%	0.2%	1.3%
Financial managers	\$1,242	66.1%	\$1,880	50.8%	1.0%	1.3%
Personal care aides	\$537	94.7%	\$567	77.7%	0.3%	1.2%
Retail salespersons	\$603	77.4%	\$779	38.1%	1.6%	1.2%
Teaching assistants	\$604	82.5%	\$732	82.8%	0.2%	1.2%
Education and childcare administrators	\$1,400	88.1%	\$1,590	66.2%	0.5%	1.1%
Human resources workers	\$1,174	81.4%	\$1,443	74.8%	0.3%	1.1%
Maids and housekeeping cleaners	\$497	89.4%	\$556	84.4%	0.2%	1.1%
Percent of all men and women					14.8%	38.8%

Notes: Workers 16 years and older working at least 35 hours per week.

Source: IWPR calculation of data from the U.S. Department of Labor, Bureau of Labor Statistics. 2021. "Household Data Annual Averages. Table 39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex."

TABLE 2. The Wage Gap in the 20 Most Common Occupations for Men (Full-Time Workers Only), 2020

	Women's Median Weekly Earnings	Women's Earnings as a Percent of Men's	Men's Median Weekly Earnings	Share of Female Workers in Occupation (percent)	Share of Male Workers in Occupation as Percent of All Male Workers	Share of Female Workers in Occupation as Percent of All Female Workers
All Full-time Workers	\$891	82.3%	\$1,082	44.8%	100% (60,911,000)	100% (49,476,000)
20 Most Common Occupations for Men						
Driver/sales workers and truck drivers	\$666	72.7%	\$916	7.1%	4.0%	0.4%
Managers, all other	\$1,379	78.8%	\$1,749	41.6%	3.0%	2.6%
Software developers	\$1,728	86.2%	\$2,004	18.5%	2.3%	0.7%
Construction laborers	--	--	\$788	2.9%	2.1%	0.1%
Laborers and freight, stock, and material movers, hand	\$595	88.5%	\$672	20.1%	2.1%	0.6%
First-line supervisors of retail sales workers	\$733	74.7%	\$981	44.8%	1.9%	1.9%
Retail salespersons	\$603	77.4%	\$779	38.1%	1.6%	1.2%
Janitors and building cleaners	\$522	78.9%	\$662	32.6%	1.5%	0.9%
Chief executives	\$2,051	75.6%	\$2,712	31.4%	1.3%	0.7%
Sales representatives, wholesale and manufacturing	\$1,065	77.3%	\$1,378	29.4%	1.2%	0.6%
Carpenters	--	--	\$889	2.2%	1.2%	0.0%
Stockers and order fillers	\$576	95.7%	\$602	32.6%	1.2%	0.7%
Electricians	--	--	\$1,035	3.0%	1.2%	0.0%
Other production workers	\$637	79.8%	\$798	26.2%	1.2%	0.5%
General and operations managers	\$1,241	80.5%	\$1,541	28.6%	1.2%	0.6%
Customer service representatives	\$698	90.5%	\$771	63.9%	1.1%	2.3%
Landscaping and groundskeeping workers	--	--	\$603	4.5%	1.0%	0.1%
Elementary and middle school teachers	\$1,085	86.2%	\$1,258	79.3%	1.0%	4.9%
Police officers	\$1,074	90.4%	\$1,188	17.7%	1.0%	0.3%
Cooks	\$505	98.6%	\$512	40.5%	1.0%	0.8%
Percent of all men and women					32.2%	20.1%

Note: Earnings data are published only for occupations with an estimated minimum of 50,000 workers. "--" indicates there is no data or data does not meet BLS publication criteria. Workers 16 years and older working for at least 35 hours per week. **Source:** See Table 1.

FIGURE 1. Service Occupations have the Lowest Earnings, and Latinas' Earnings in Service Occupations are even lower than for other Groups



Notes and Sources: See Table 3; see endnote 16 for a description of Service occupations.

Table 3: Median Weekly Earnings for Female and Male Workers, by Race and Ethnicity for Broad Occupational Groups (Full-Time Workers), 2020

Women Workers	White Women		Black Women		Hispanic Women		Asian Women	
Occupations	Median Weekly Earnings	White Women in Occupation as % of All Female White Workers	Median Weekly Earnings	Black Women in Occupation as % of All Female Black Workers	Median Weekly Earnings	Hispanic Women in Occupation as % of All Female Hispanic Workers	Median Weekly Earnings	Asian Women in Occupation as % of All Female Asian Workers
All Occupations (100%)	\$956	30,164,000	\$764	7,335,000	\$705	7,863,000	\$1,143	3,269,000
Management, business, and financial operations occupations	\$1,326	21.8%	\$1,191	16.1%	\$1,105	14.2%	\$1,542	21.0%
Professional and related occupations	\$1,128	35.9%	\$1,005	28.2%	\$1,010	21.4%	\$1,481	41.0%
Service occupations	\$594	10.4%	\$551	21.6%	\$535	22.5%	\$600	13.3%
Sales and related occupations	\$773	8.2%	\$618	7.0%	\$624	9.0%	\$817	6.3%
Office and administrative support occupations	\$770	18.1%	\$721	18.1%	\$717	18.6%	\$900	11.3%
Natural resources, construction, and maintenance occupations	\$765	0.9%	\$603	0.7%	\$582	2.6%	--	0.5%
Production, transportation, and material moving occupations	\$636	4.8%	\$615	8.3%	\$586	11.7%	\$602	6.6%

Table 3: Median Weekly Earnings for Female and Male Workers, by Race and Ethnicity for Broad Occupational Groups (Full-Time Workers), 2020

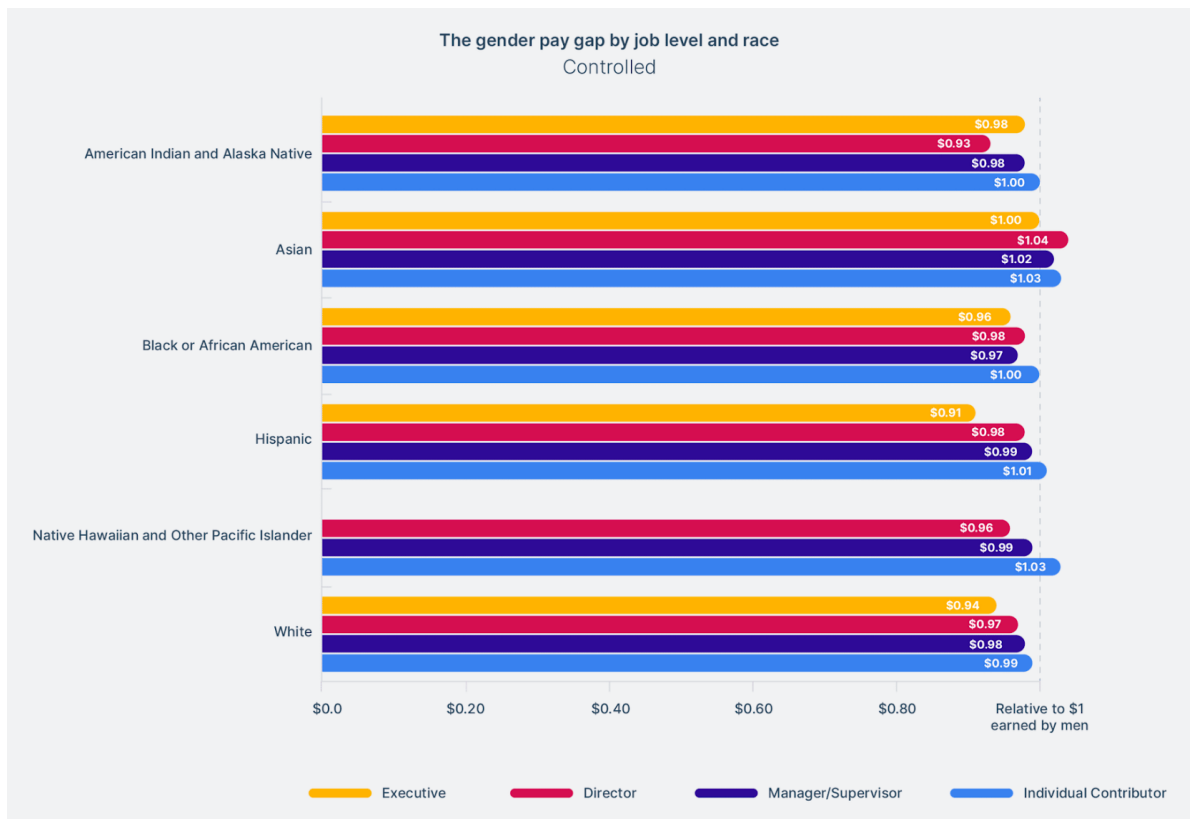
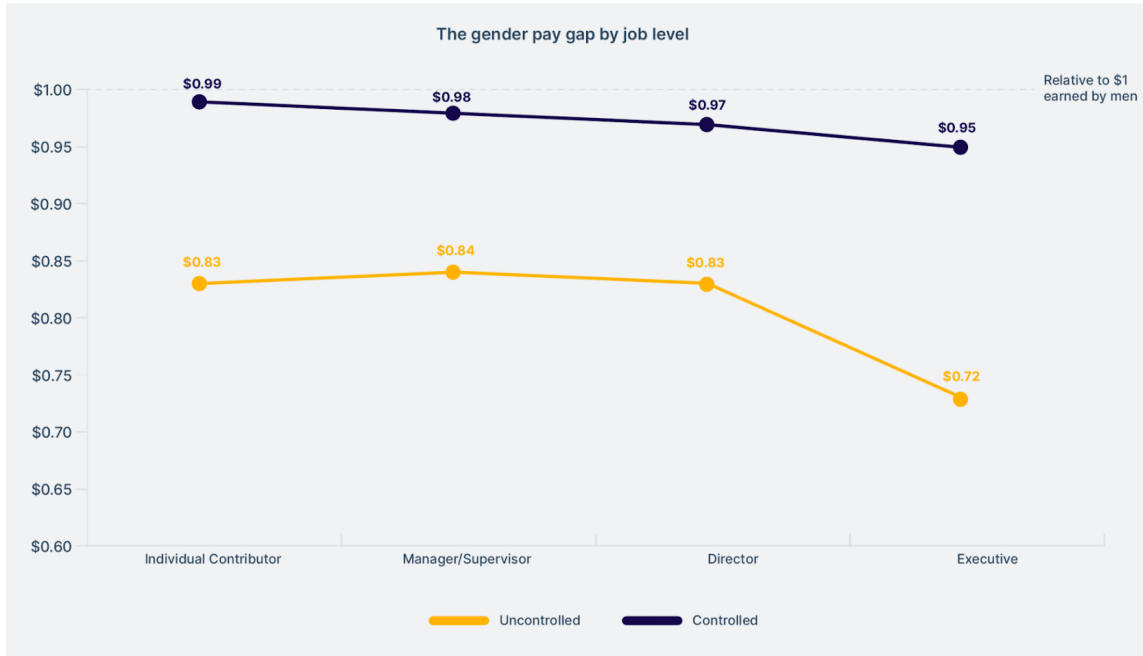
Male Workers	White Men		Black Men		Hispanic Men		Asian Men	
	Median Weekly Earnings	White Men in Occupations as % of All Male White Workers	Median Weekly Earnings	Black Men in Occupation as % of All Male Black Workers	Median Weekly Earnings	Hispanic Men in Occupation as % of All Male Hispanic Workers	Median Weekly Earnings	Asian Men in Occupation as % of All Male Asian Workers
All Occupations (100%)	\$1,201	37,600,000	\$830	6,709,000	\$797	11,695,000	\$1,447	4,084,000
Management, business, and financial operations occupations	\$1,761	21.5%	\$1,240	12.7%	\$1,262	8.8%	\$1,908	20.2%
Professional and related occupations	\$1,544	22.9%	\$1,228	17.4%	\$1,362	10.0%	\$1,867	43.3%
Service occupations	\$797	9.0%	\$624	16.0%	\$629	17.5%	\$706	9.0%
Sales and related occupations	\$1,167	9.2%	\$721	6.4%	\$814	6.9%	\$1,051	6.5%
Office and administrative support occupations	\$923	5.2%	\$777	8.2%	\$760	6.1%	\$883	4.9%
Natural resources, construction, and maintenance occupations	\$1,007	15.5%	\$848	12.0%	\$774	29.1%	\$959	5.1%
Production, transportation, and material moving occupations	\$881	16.8%	\$718	27.5%	\$711	21.6%	\$744	11.0%

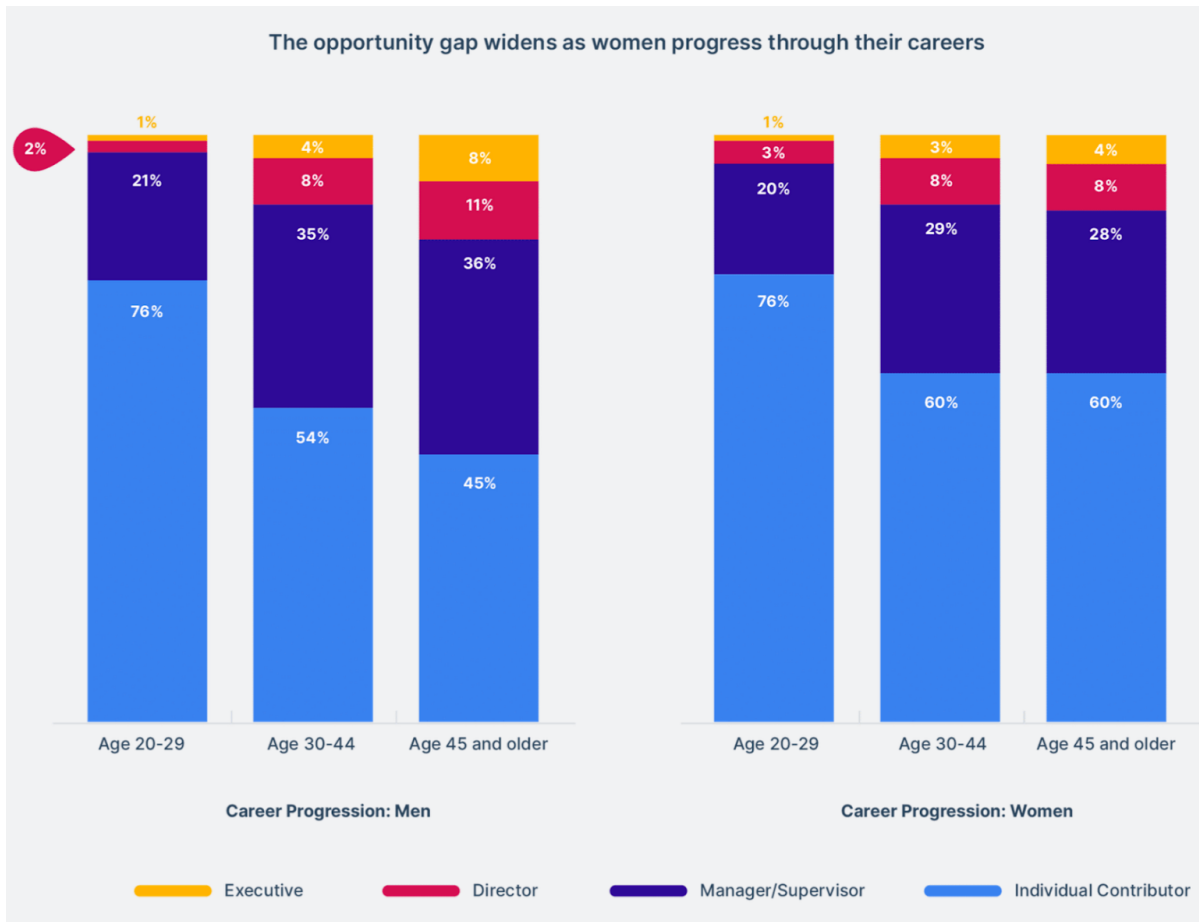
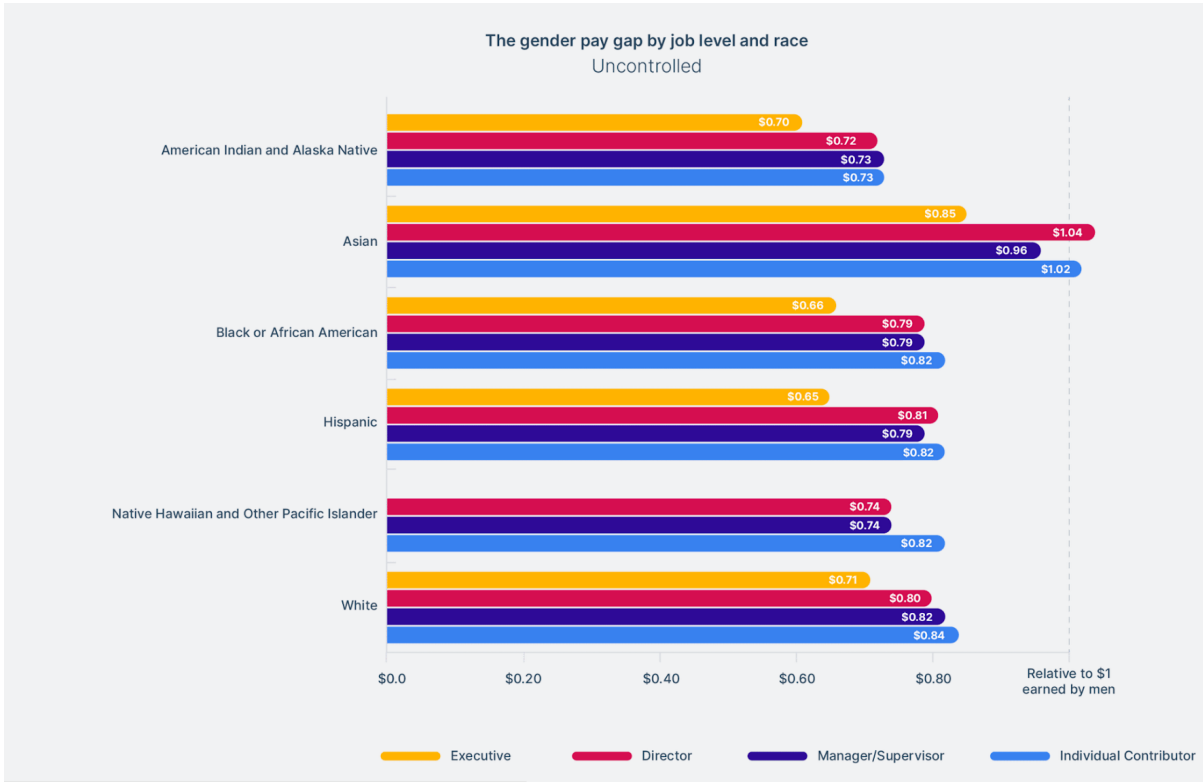
Note: Data for White workers is for Whites alone, non-Hispanic; data for Black and Asian workers may include Hispanics. Hispanics may be of any race; “—” indicates sample size too small to provide median earnings. The sample size in the Current Population Survey is not sufficient to provide earnings estimates by race and ethnicity at a more detailed occupational level, or for other racial or ethnic groups.

Source: IWPR calculation of unpublished data based on U.S. Department of Labor, Bureau of Labor Statistics. Table A-2. “Usual weekly earnings of employed full-time wage and salary workers by intermediate occupation, sex, race, and Hispanic or Latino ethnicity and Non-Hispanic ethnicity, Annual Average 2019.”

II. 2023 Gender Pay Gap Report

[Payscale. 2023. 2023 Gender Pay Gap Report.
<https://www.payscale.com/research-and-insights/gender-pay-gap/>]





Breakout of women of color by job level
 (includes only those with at least a bachelor's degree)

