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# GEORGIA BUDGET AND POLICY INSTITUTE

THE GENDER-WAGE GAP

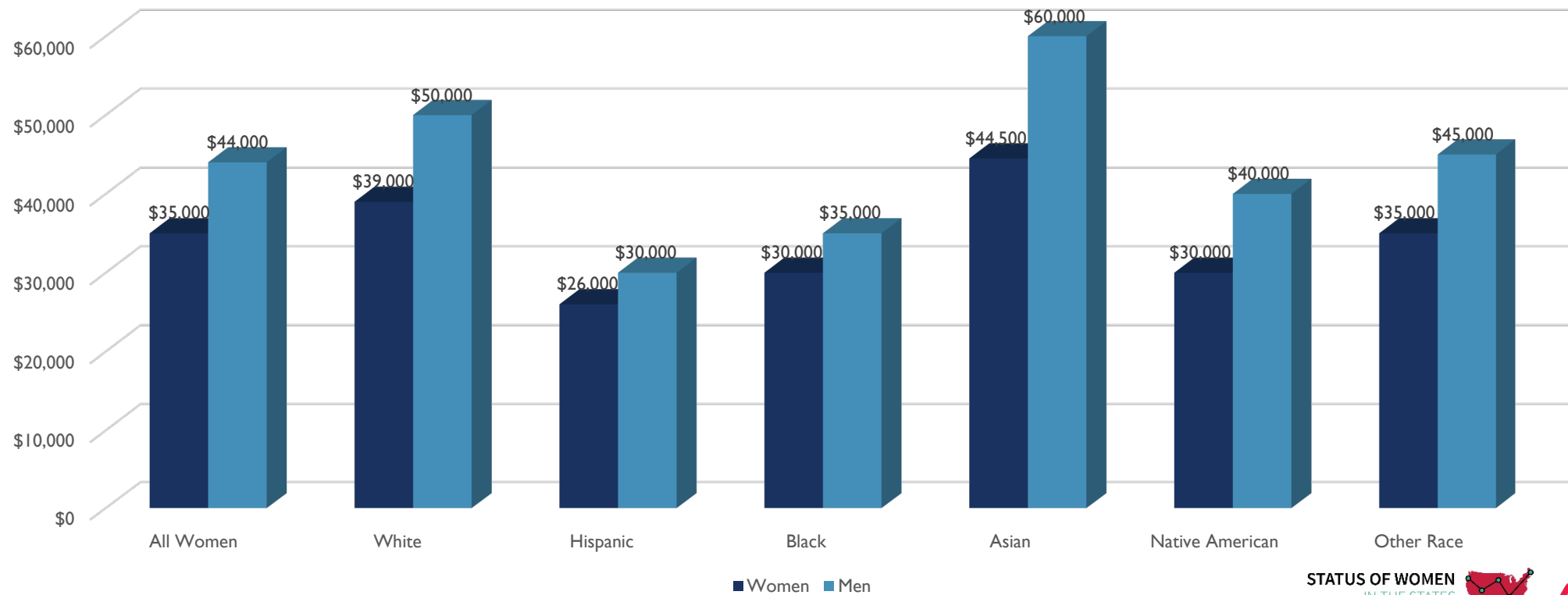
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# WOMEN EARN LESS THAN MEN ACROSS THE SOUTH

Gender Earnings Gap by Race/Ethnicity, Southern States, 2014



## Occupations Adding the Most Jobs, 2012-2022: Percent Female

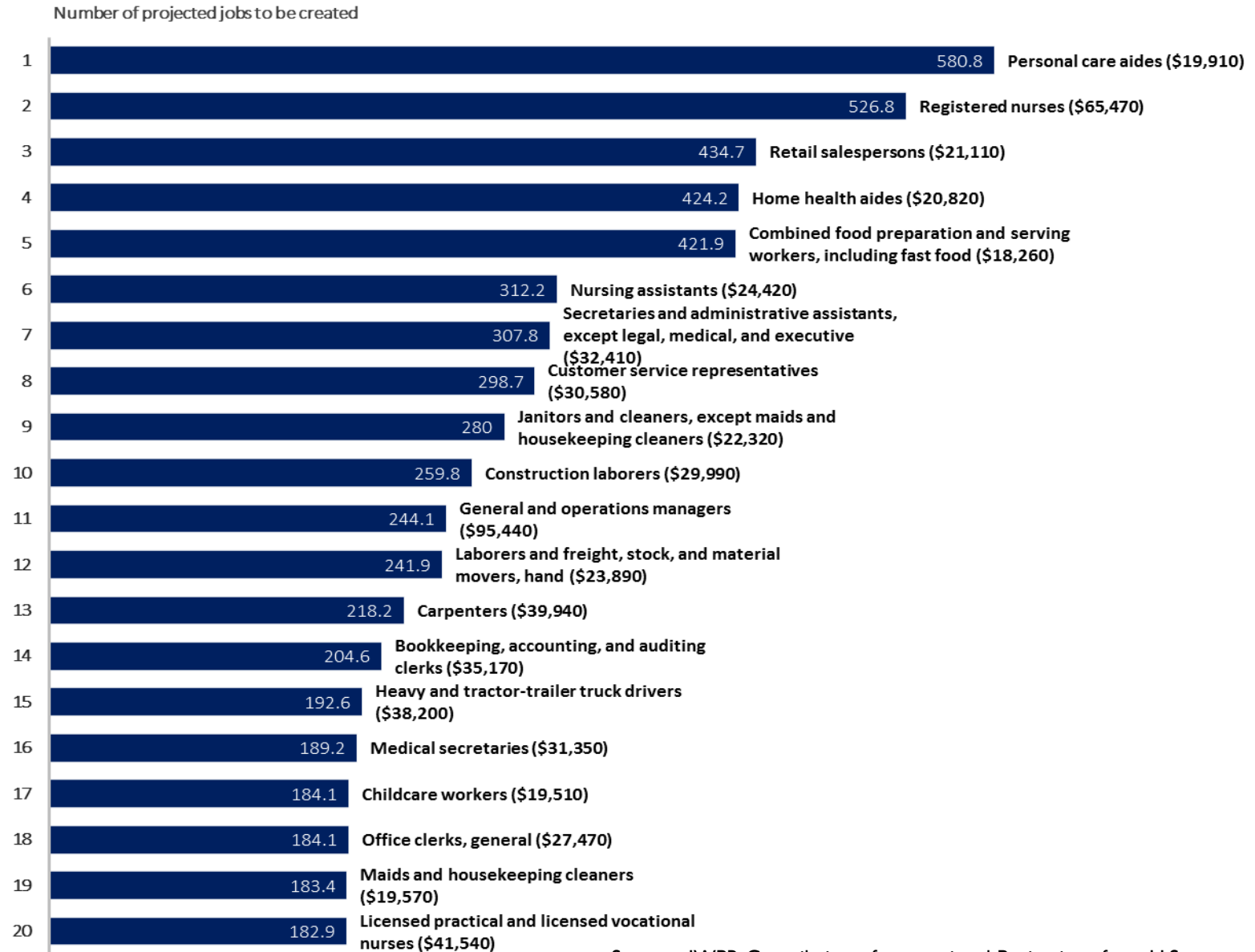
Personal care aides: 85.1%

Registered nurses 89.4%

Retail salespersons 49.4%

Home health aides: 89.4%

Combined food prep: 63%



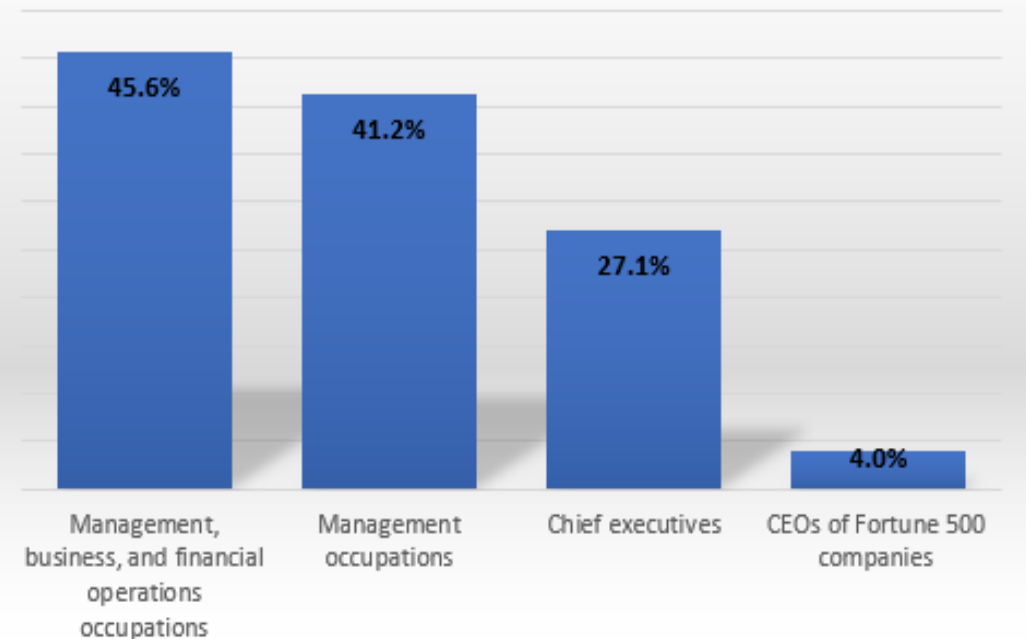
Source: IWPR Compilation of occupational Projections from U.S. Bureau of Labor Statistics, 2012-2022

# SEGREGATION WITHIN OCCUPATIONS

## The 20 Most Common Occupations for Women

- **41.8%** of full-time working women worked in one of the 20 most common occupations for women
  - Ten are female-dominated
- One-third of full-time employed men (**32.6%**) worked in the 20 most common occupations for men
  - Eleven are male-dominated
- Only 4 occupations are shared between the two lists

## Women's Share of Management Occupations at Four Levels of Detail, 2015

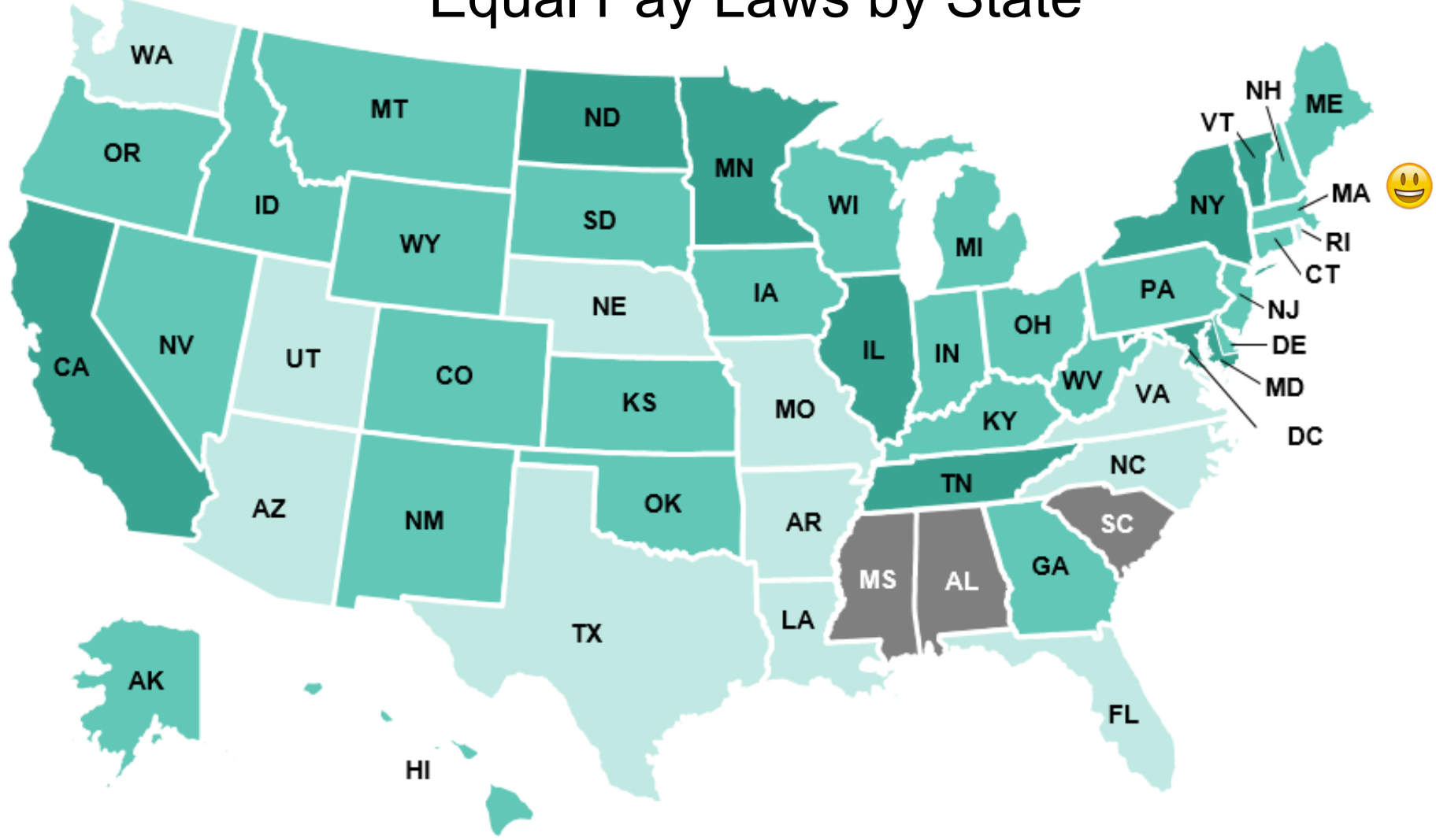


Data are based on 2015 CPS except data for CEOs of Fortune 500 companies which is taken from Catalyst.org.  
Female (male) dominated occupations are 75% or more female (male).

## THE ROLE OF POLICY

- Ensure non-discriminatory hiring, job assignment, and pay practices
- Increase women's access to and representation in non-traditional occupations
- Ensure pay transparency

# Equal Pay Laws by State



Strong equal pay protections (8)   Moderate equal pay protections (28)   Poor Equal Pay Protections (12)   No Equal Pay Protections (3)

Source: IWPR analysis of American Association of University Women. 2016 data.

# WORKERS DO NOT ONLY WORK...

One in three workers has kids under 18.

A third of families with kids are headed by a single parent.

One in seven women under 65 lives with an adult with a disability.

10,000 baby boomers a day will turn 65 until 2030

The number of men and women age 50 plus who provide care for someone age 65 plus tripled in the last 15 years

# THE ROLE OF POLICY

## ■ **Paid Family and Medical Leave**

- US is one of only 2 countries in the world without paid maternity leave
- 40 percent of workers are not even covered by FMLA (unpaid leave)

## ■ **Paid sick days**

- Almost 4 in 10 women and 5 in 10 Hispanic women without paid sick leave

## ■ **Child care**

- Infant care more expensive than college; school hours; Pre-K; Head Start

## ■ **Predictable hours**

- Hours and Scheduling Stability Act of 2015 (under review, DC council)
- San Francisco



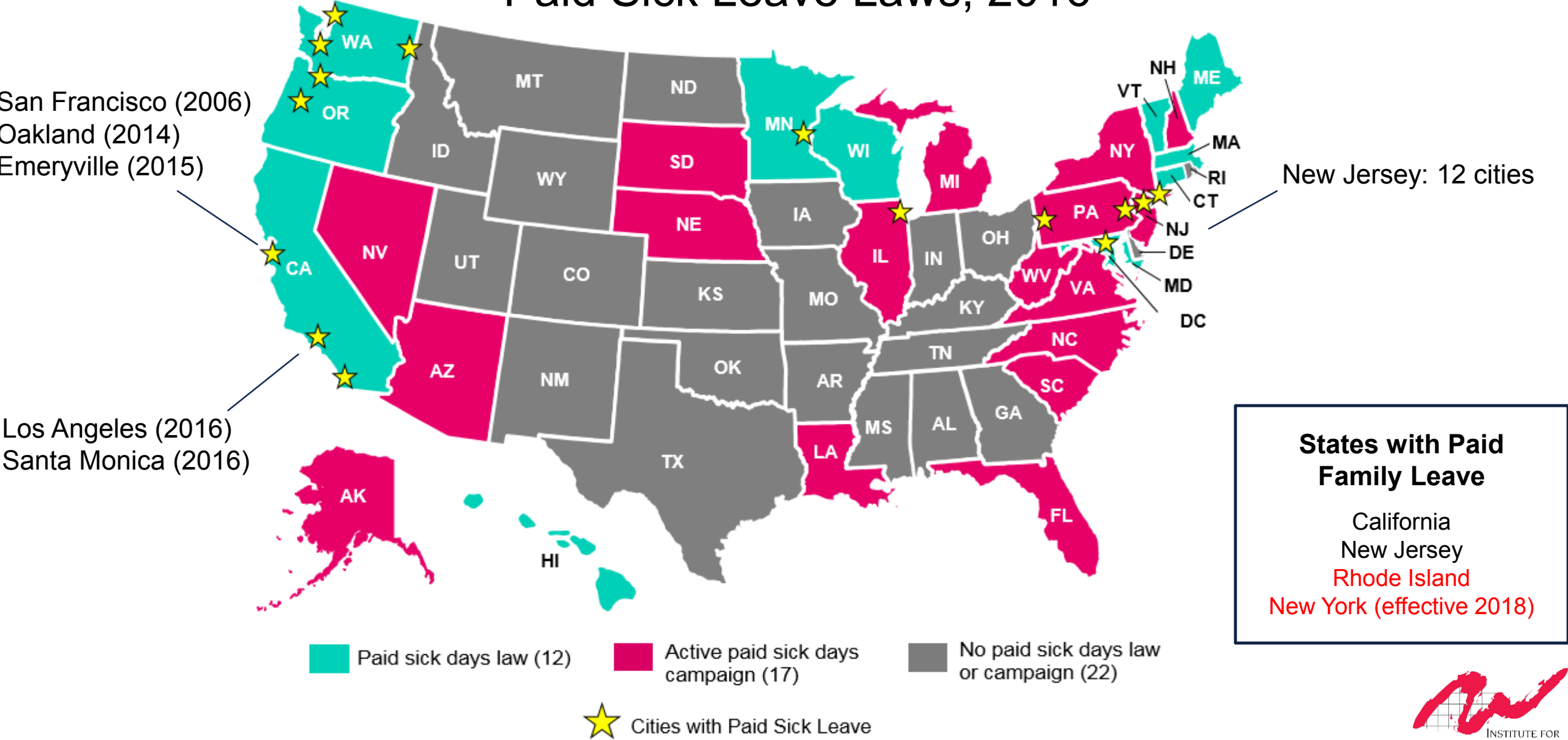
# Paid Sick Leave Laws, 2005



**States with Paid Family Leave**  
California  
New Jersey

■ No paid sick days law or campaign

# Paid Sick Leave Laws, 2016



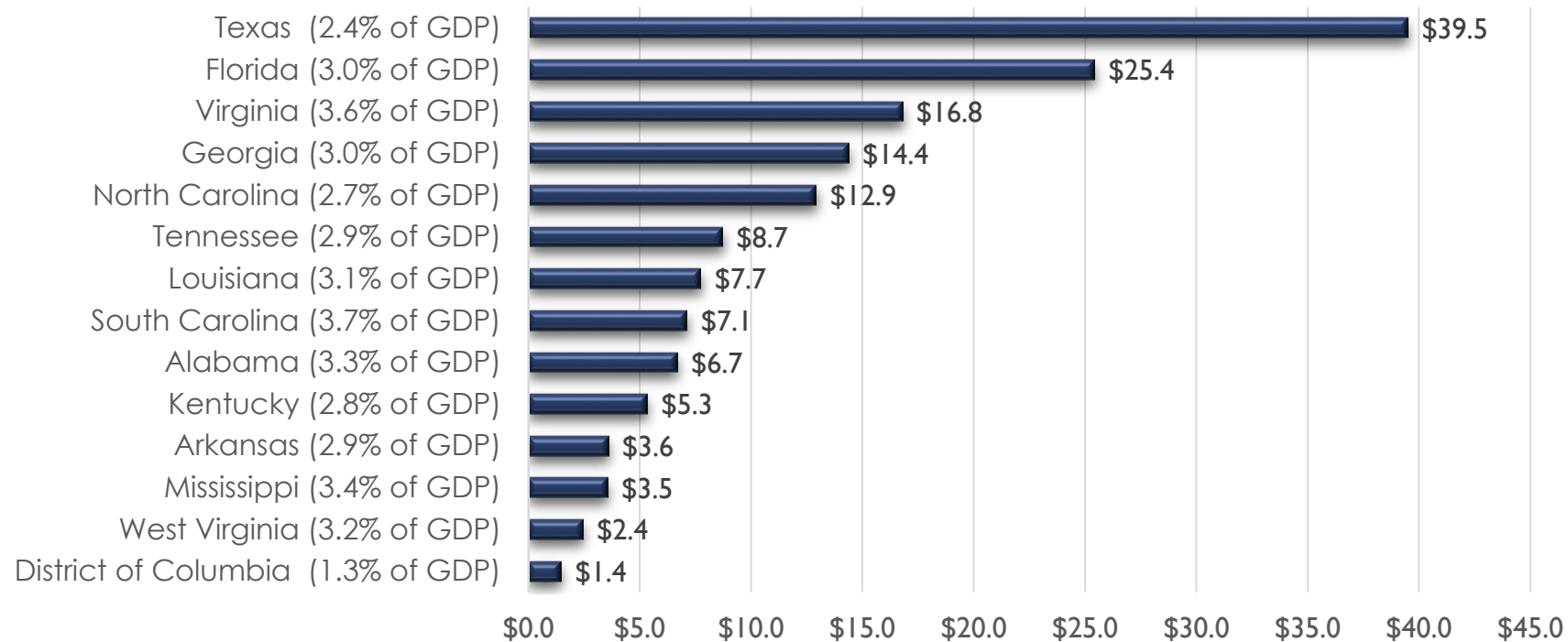
Source: National Partnership for Women & Families. 2016.

# BENEFITS OF INVESTING IN WOMEN

- Increased economic security for women
- Increased economic security in retirement for older Americans
- Women are breadwinners (Married and Single)
  - Reduce child poverty
  - Improve child development outcomes (esp. health & education)
  - Implications for domestic violence
- Reduce public assistance as a taxpayer subsidy
- Greater Economic Growth
  - More skilled workforce
  - Increased GDP
  - Reduce burdens (threat) of student loans & other debt
  - Major purchases: home, car, starting a family

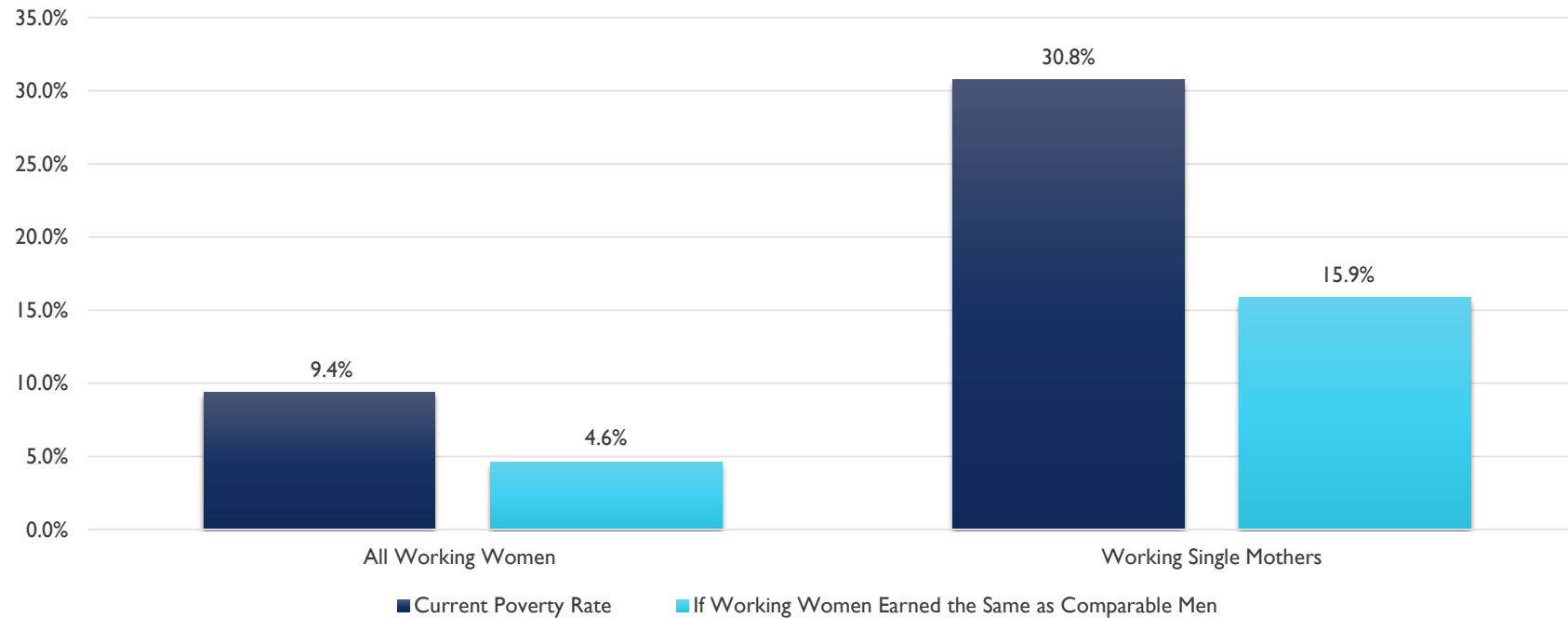
# INCREASE IN GDP IF WORKING WOMEN IN THE SOUTH HAD EQUAL PAY WITH COMPARABLE MEN, 2014

## Earnings Increase Added Up for All Working Women (in billions)



# CLOSING THE GENDER WAGE GAP WOULD CUT POVERTY IN HALF

## Closing the Gender Wage Gap Would Cut Poverty in Half



Source: IWPR calculations based on the Current Population Survey Annual Social and Economic supplements based on Flood et al., 2013-2015, for calendar years 2012-2014.



# STATUS OF WOMEN IN THE STATES



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