



# OCCUPATIONAL SEGREGATION AND THE GENDER WAGE GAP IN NEW YORK STATE

NATIONAL AND STATE-LEVEL DATA



# STATUS OF WOMEN IN THE STATES



www.statusofwomendata.org

Fact Sheet, IWPR #R513, March 2018

## The Economic Status of Women in New York

Women in New York have made considerable advances in recent years but still face inequities that often prevent them from reaching their full potential. Since the 2004 *Status of Women in the States* report was published, the gender wage gap in New York has narrowed, a higher percentage of women have bachelor's degrees, and a larger share of women live in poverty. New York has risen from the middle third in the nation to the best third for both women's Employment & Earnings and Poverty & Opportunity.



If current trends continue,  
women in New York will not see  
equal pay until the year  
**2046.**<sup>1</sup>



The difference between women's and men's  
median annual earnings, \$5,500,  
would pay for **1.1 years**  
of community college tuition in New York.<sup>2</sup>

## Key Findings

- New York's grade for women's Employment & Earnings, B+, has improved since the 2004 *Status of Women in the States* report (Table 1). Its grade for women's Poverty & Opportunity, C, has remained unchanged since 2004.
- Women in New York aged 16 and older who work full-time, year-round have median annual earnings of \$47,500, which is 89.6 cents on the dollar compared with men who work full-time, year-round (Table 1). Hispanic women earn just 56 cents for every dollar earned by White men (Table 2).
- If employed women in New York were paid the same as comparable men, their poverty rate would be reduced by more than half and poverty among employed single mothers would drop by nearly half (Figure 1).

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1. Political Participation

2. Employment & Earnings

3. Work & Family

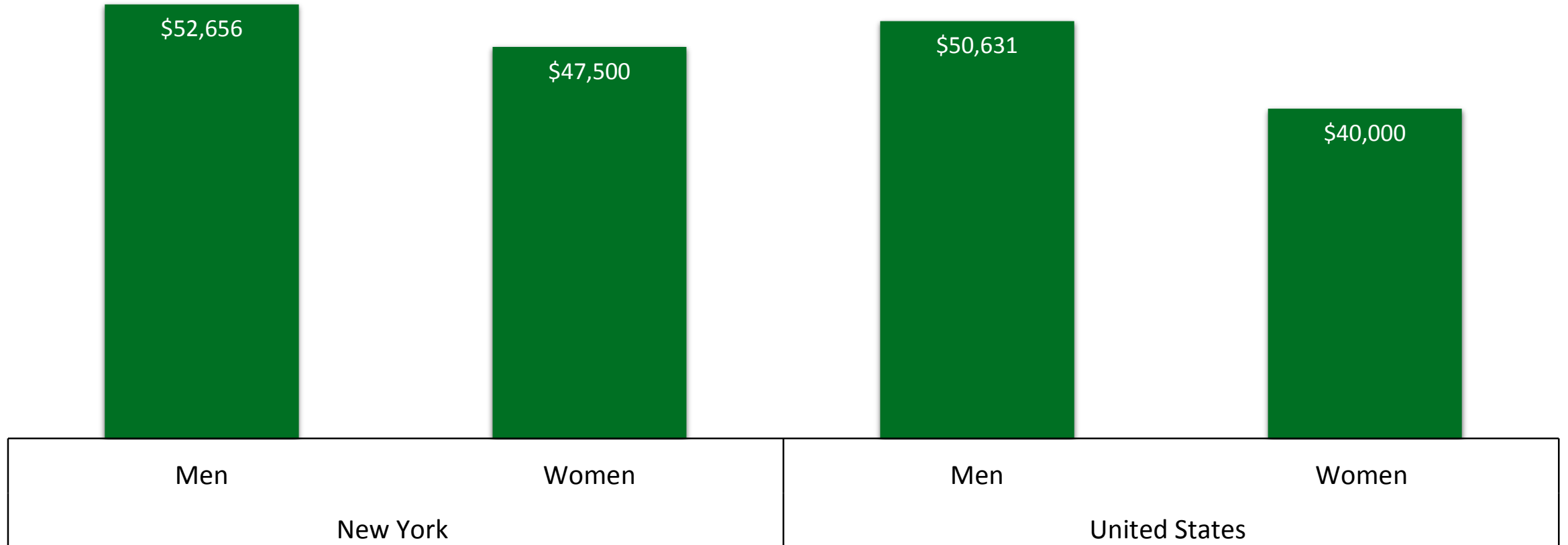
4. Poverty & Opportunity

5. Reproductive Rights

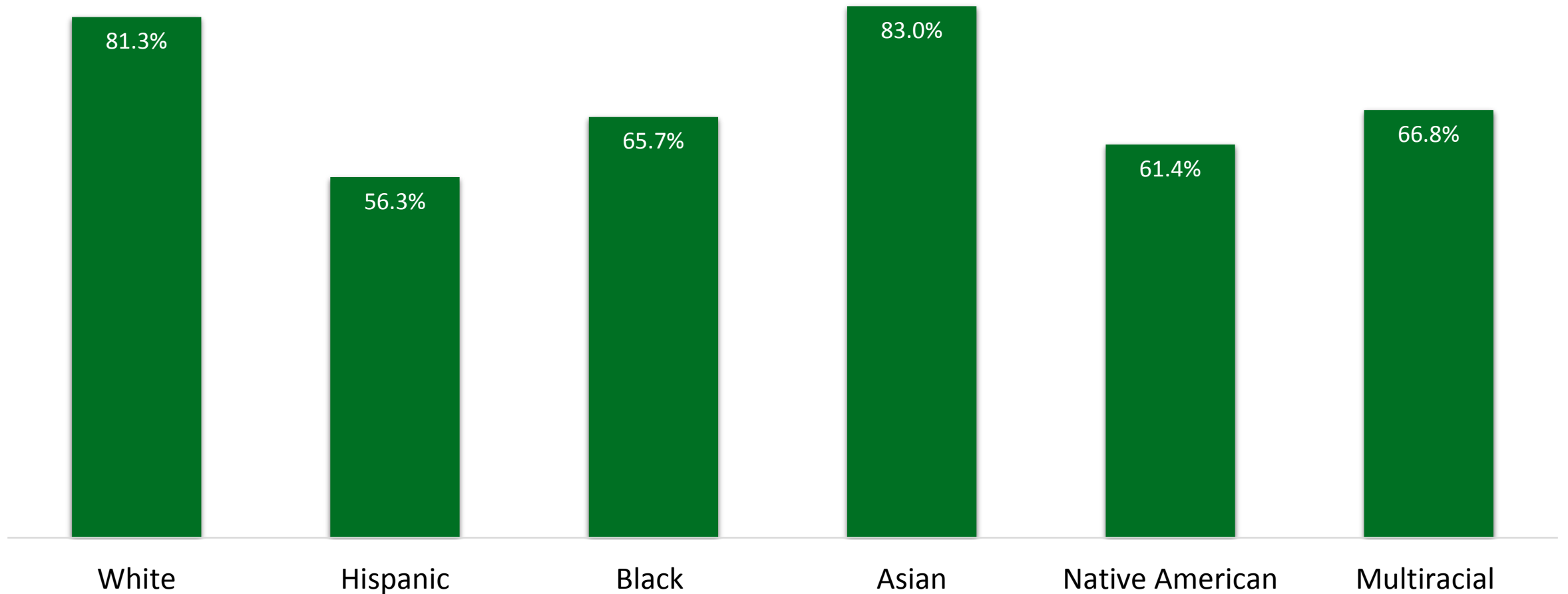
6. Health & Well-Being

7. Violence & Safety

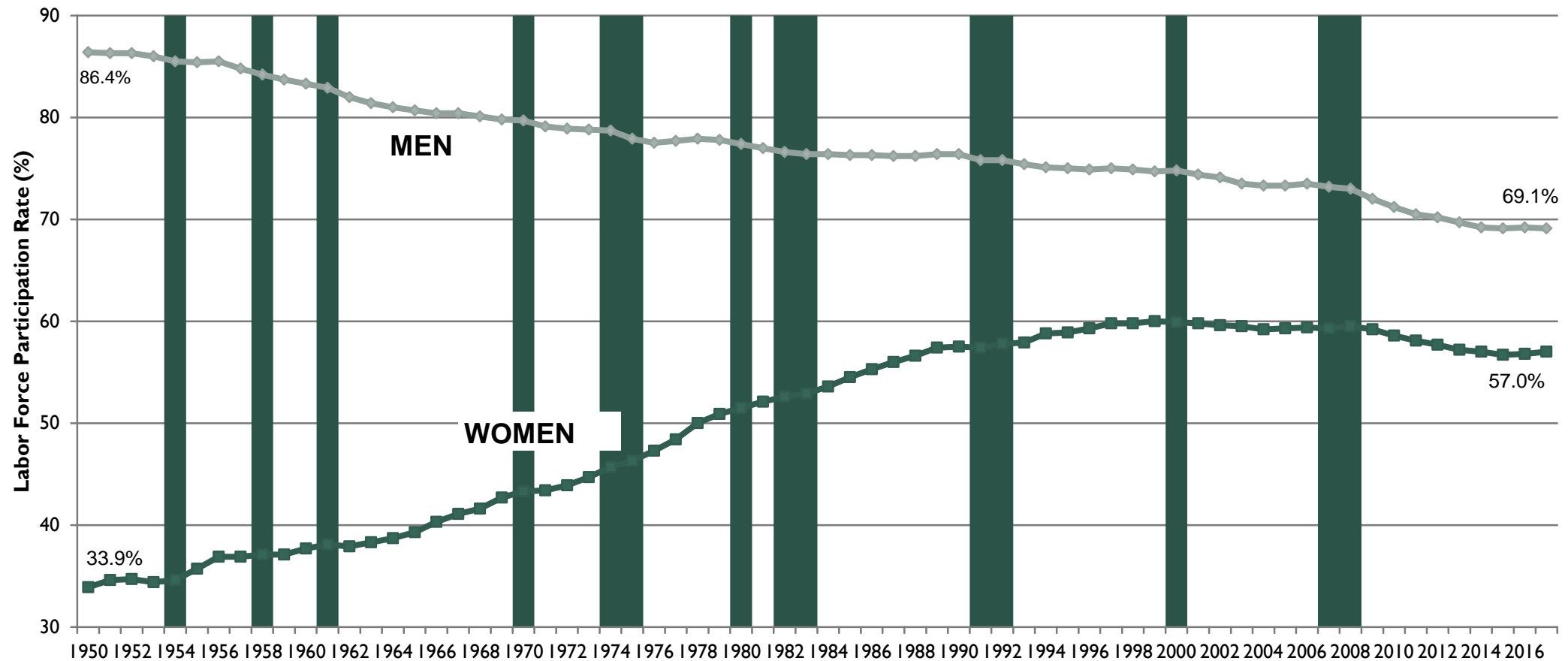
# MEDIAN ANNUAL EARNINGS FOR FULL-TIME, YEAR ROUND WORKERS, 2016



# RATIO OF WOMEN'S EARNINGS BY RACE AND ETHNICITY TO WHITE MEN'S EARNINGS IN NEW YORK STATE, 2016



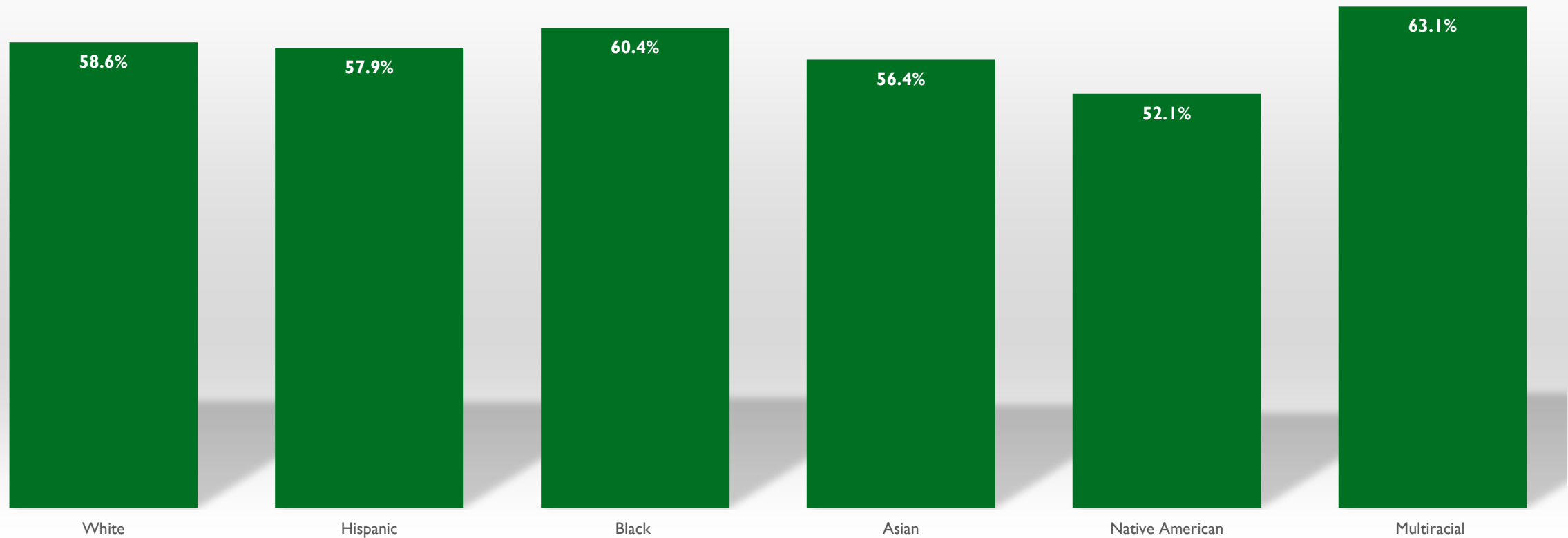
# MEN'S AND WOMEN'S LABOR FORCE PARTICIPATION RATES HAVE BEEN CONVERGING ACROSS TIME (1950-2016)



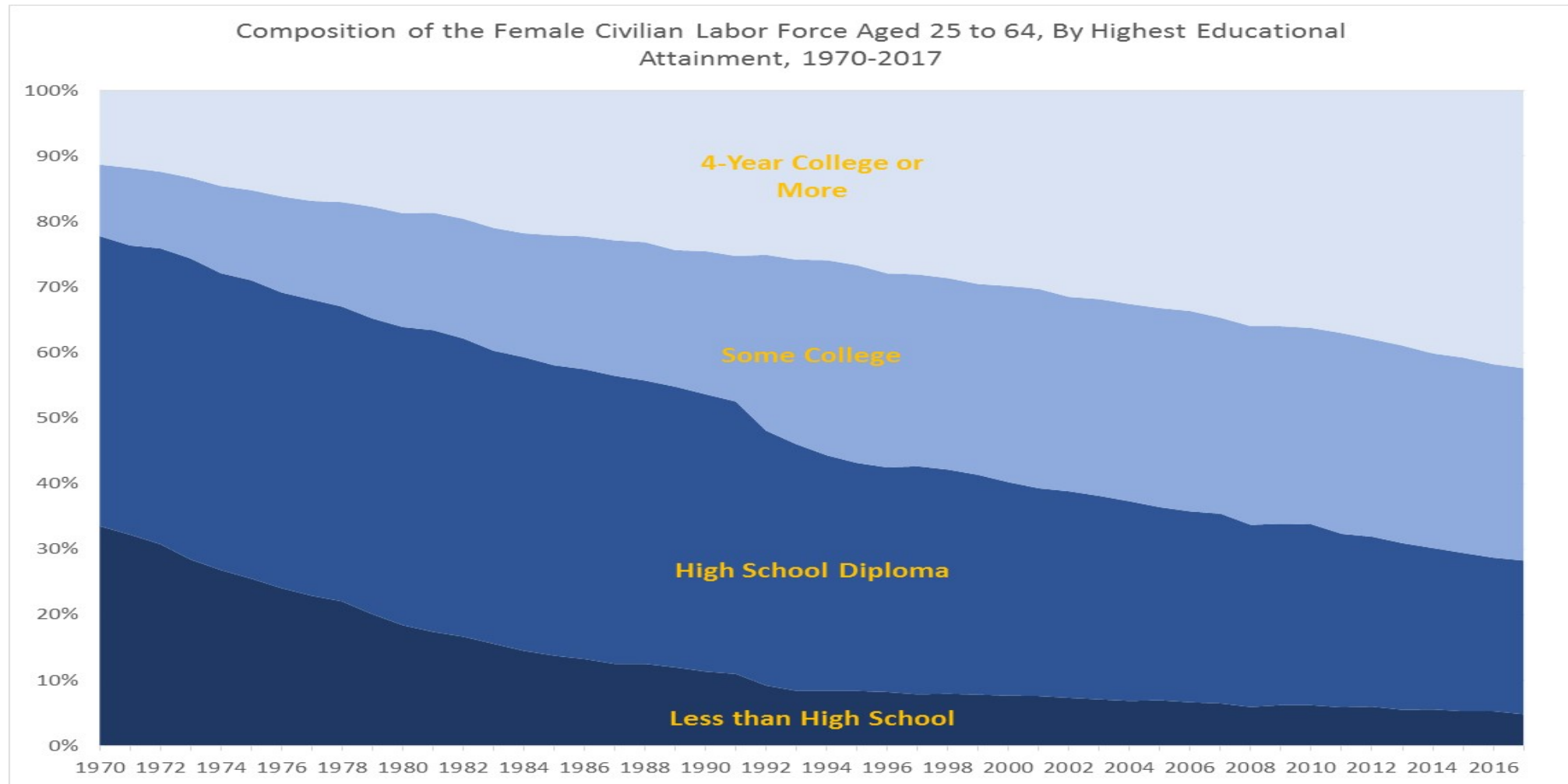
Source: U.S. Department of Labor Bureau of Labor Statistics, Current Population Survey, 2018

# WOMEN'S LABOR FORCE PARTICIPATION BY RACE/ETHNICITY

Percent of New York Women in the Labor Force, 2016



# WOMEN IN THE LABOR FORCE HAVE INVESTED IN EDUCATION



# OCCUPATION/INDUSTRY SEGREGATION

- Accounts for More than Half of the Gender Wage Gap
- Occupational Devaluation
- Women's Concentration in Low-Wage Occupations

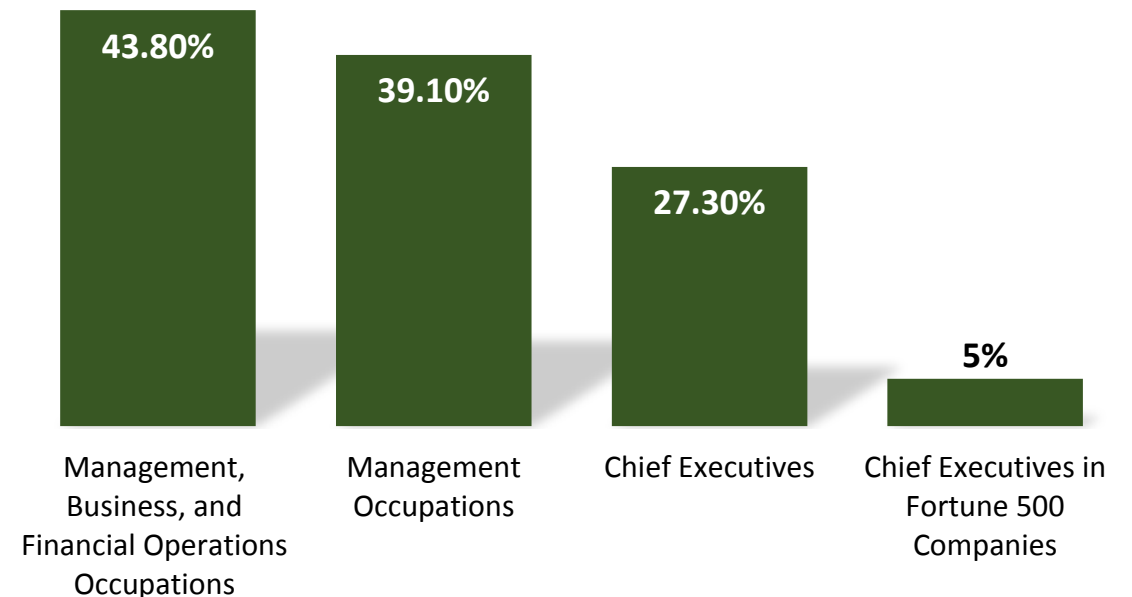


# SEGREGATION ACROSS AND WITHIN OCCUPATIONS, 2016

## 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  
Nationally at Four Levels of Detail, 2016



Data for first three management occupations are taken from BLS calculations based on the 2016 CPS. Data for chief executives of fortune 500 companies are taken from Catalyst.org. Female (male) dominated occupations are 75% or more female (male).

# THE FIVE MOST COMMON OCCUPATIONS FOR WOMEN IN NEW YORK STATE BY RACE AND ETHNICITY, 2014-2016

## White Women

Secretaries and administrative assistants  
Elementary and middle school teachers  
Registered Nurses  
Managers, nec (including postmasters)  
Cashiers

## Hispanic Women

Maids and Housekeeping Cleaners  
Nursing, psychiatric, and home health aides  
Cashiers  
Secretaries and administrative assistants  
Childcare Workers

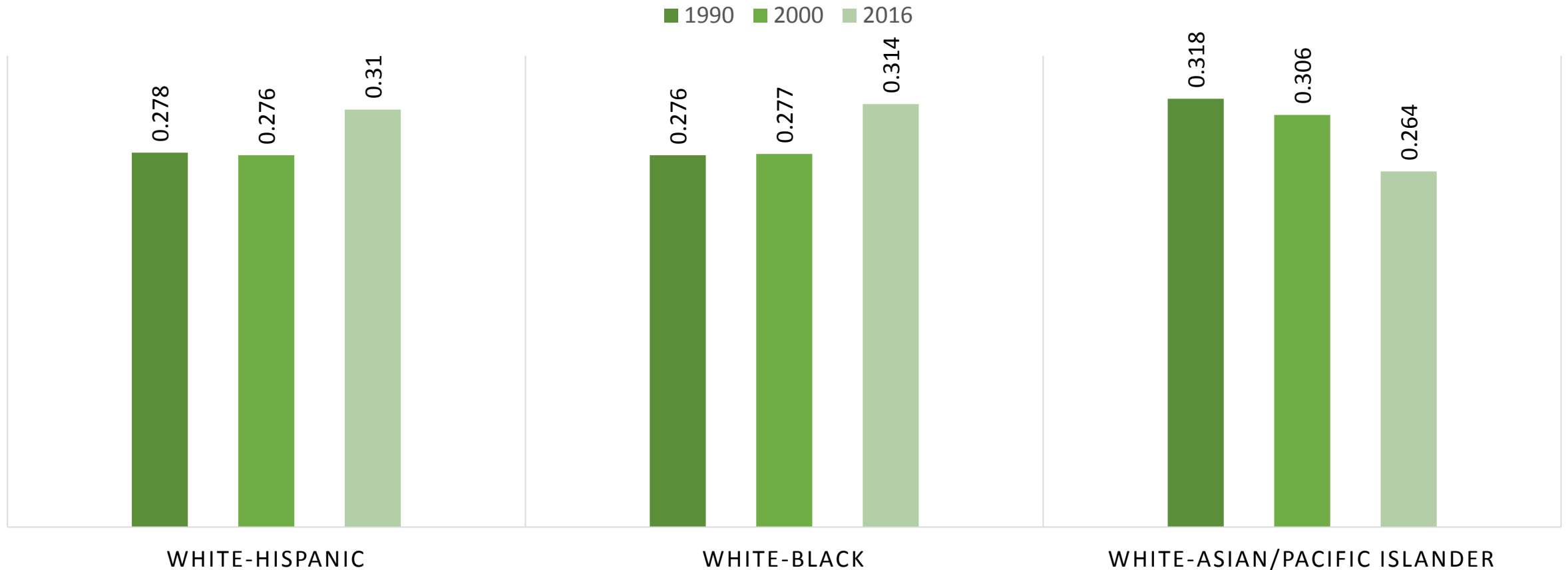
## Asian and Pacific Islander Women

Registered Nurses  
Nursing, psychiatric, and home health aides  
Cashiers  
Personal Appearance Workers  
Accountants and Audit

## Black Women

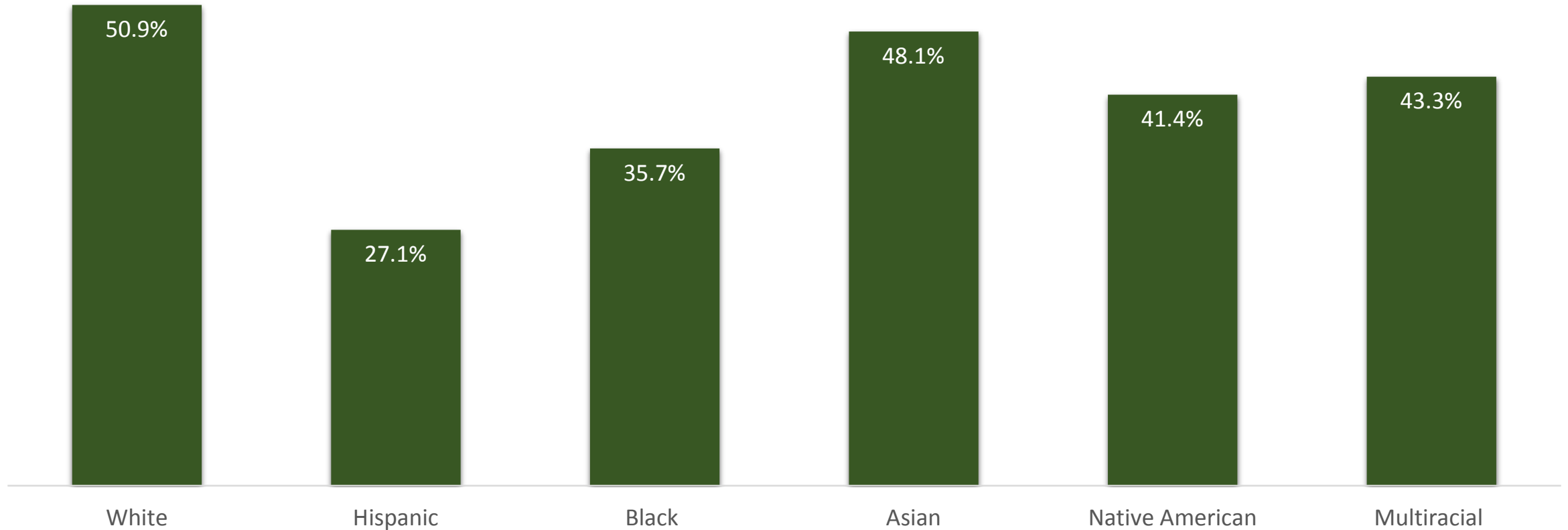
Nursing, psychiatric, and home health aides  
Registered Nurses  
Secretaries and administrative assistants  
Cashiers  
Childcare Workers

# SEGREGATION INDEX FOR WOMEN IN NEW YORK STATE BY RACE AND ETHNICITY, 1990, 2000, AND 2014-16

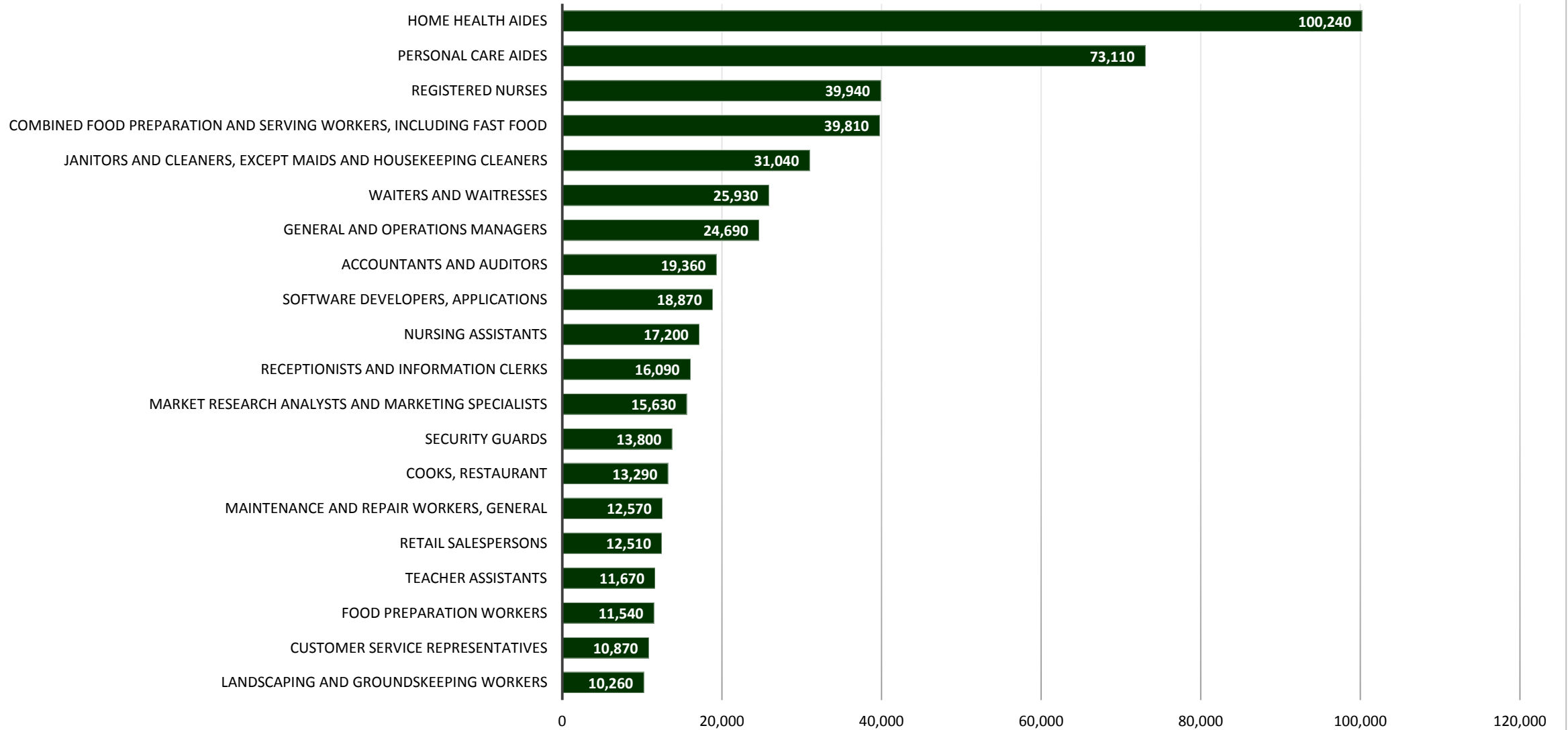


IWPR analysis of 1990 and 2000 census data and 2014-16 pooled data from the American Community Survey.

# PERCENT OF EMPLOYED NEW YORK WOMEN IN MANAGERIAL OR PROFESSIONAL OCCUPATIONS, 2016



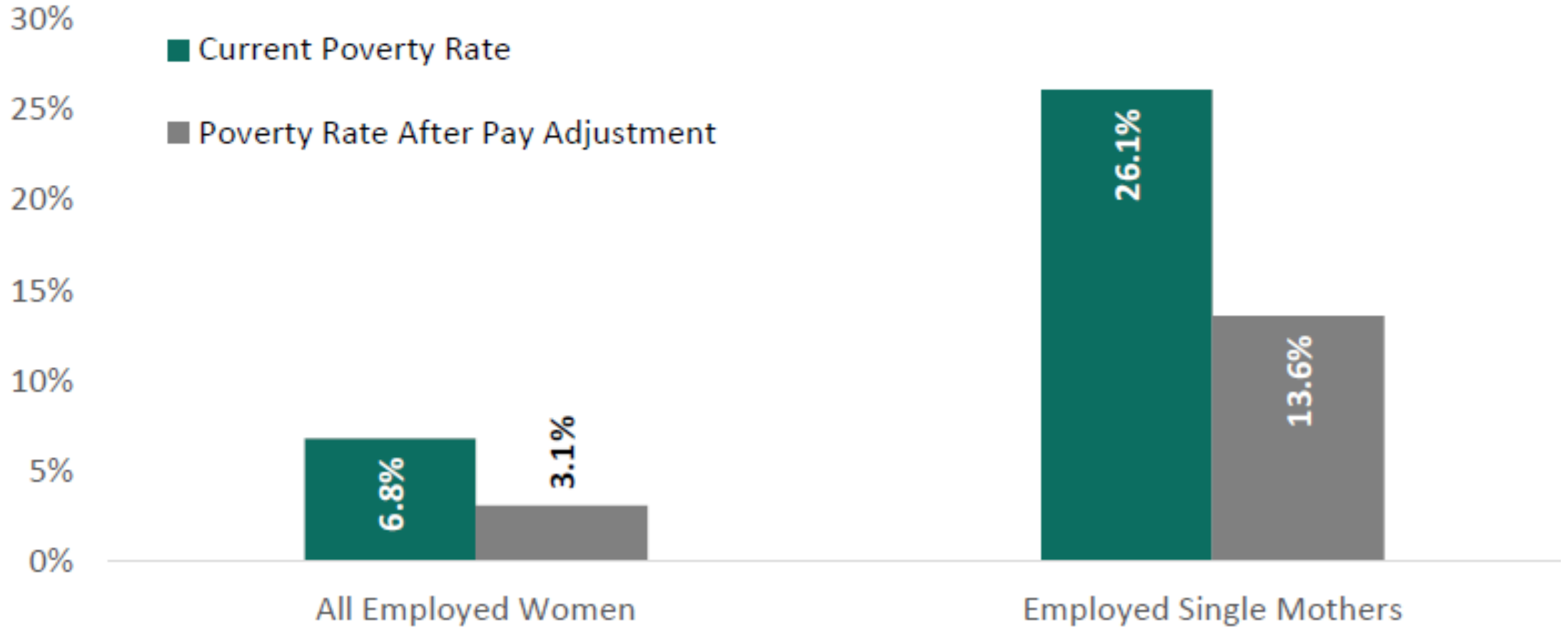
## 20 Occupations Projected to Produce the Largest Numbers of Jobs in New York State



# CONSEQUENCES

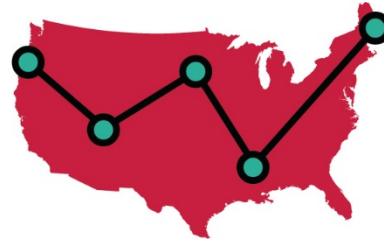
- Poverty
  - Women as breadwinners (Married and Single)
  - Equal pay would cut poverty in half among working women
- Lost Earnings & Security in Retirement
- Public Assistance as a taxpayer subsidy
- Greater Economic Growth
  - Student Loans & Other Debt
  - Major Purchases: home, car, starting a family

## Impact of Equal Pay on Working Women's Poverty in New York, 2016: Current Values and Estimates if Working Women Earned the Same as Comparable Men



IVPR calculations based on the Current Population Survey Annual Social and Economic Supplements 2014-2016. Comparable men and women are of the same age, have the same level of education, work the same number of hours and have the same urban/rural status.

**STATUS OF WOMEN**  
IN THE STATES



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