

Women Still Crowded Out of Highest-Paying U.S. Jobs



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As we mark Equal Pay Day today, women's earnings still lag behind men's by 20 cents on the dollar. The gap is wider if you're a black woman (31 cents) or Latina (40 cents). The wage gap is one of the most pressing problems with our economy's pay and benefits system and must, Third Way has argued, be addressed as part of a new social contract for the Digital Age.

The sources contributing to the persistent wage gap, of course, are numerous. One of those sources is occupational crowding and the disparities between jobs traditionally held by each gender.



Occupational Crowding in the U.S. Economy



In 2017, 16 of the 20 Jobs in the Top Earnings Decile Were **Male-Dominated** ...

Occupation	Median Annualized Earnings	% of Female Workers
Chief executives	\$119,392	28%
Architectural & engineering managers	\$103,948	8%
Pharmacists	\$99,996	58%
Physicians & surgeons	\$99,736	43%
Lawyers	\$98,852	43%
Aerospace engineers	\$98,384	7%
Computer and information systems managers	\$95,836	28%
Nurse practitioners	\$95,732	91%
Veterinarians	\$95,680	67%
Electrical & electronics engineers	\$93,756	11%
Software developers, applications and systems software	\$93,184	18%
Computer hardware engineers	\$92,092	18%
Physician assistants	\$90,844	68%
Judges, magistrates, and other judicial workers	\$90,584	29%
Aircraft pilots and flight engineers	\$90,272	6%
Information security analysts	\$89,700	21%
Environmental scientists & geoscientists	\$85,228	38%
Computer network architects	\$85,072	3%
Chemical engineers	\$84,552	15%
Engineers, all other	\$ 81,172	13%

... While 14 of the 20 Jobs in the Bottom Earnings Decile Were **Female-Dominated**

Occupation	Median Annualized Earnings	% of Female Workers
Hosts and hostesses, restaurant, lounge, & coffee shop	\$ 20,852	87%
Dishwashers	\$ 20,852	15%
Combined food preparation & serving workers, including fast food	\$ 21,164	57%
Food preparation workers	\$ 22,100	53%
Cashiers	\$ 22,776	72%
Maids & housekeeping cleaners	\$ 23,400	84%
Laundry and dry-cleaning workers	\$ 23,400	75%
Dining room and cafeteria attendants and bartender helpers	\$ 23,816	41%
Counter attendants, cafeteria, food concession, and coffee shop	\$ 23,920	55%
Cooks	\$ 24,232	37%
Bakers	\$ 24,544	50%
Food servers, nonrestaurant	\$ 24,596	67%
Packers and packagers, hand	\$ 24,960	57%
Childcare workers	\$ 25,064	92%
Personal care aides	\$ 25,272	83%
Hotel, motel, and resort desk clerks	\$ 25,272	58%
Waiters and waitresses	\$ 25,636	65%
Nursing, psychiatric, & home health aides	\$ 26,000	88%
Graders and sorters, agricultural products	\$ 26,000	68%
Nonfarm animal caretakers	\$ 26,312	79%

NOTE: Updated population controls are introduced annually with the release of January data.

LEGEND (percentage of female workers)



Source: U.S. Bureau of Labor Statistics, "Median weekly earnings of full-time wage and salary workers by detailed occupation and sex," *Labor Force Statistics from the Current Population Survey*, Table 39, 2017.

As of 2017, men continue to monopolize most of the highest-earning jobs. According to the [Bureau of Labor Statistics](#), of the top 20 highest-paying occupations, 16 were male-dominated, meaning that men comprised at least 55% of those fields. Two of these professions have become significantly more populated by men over the past three years: aerospace engineers, who typically earn \$98,384 a year, fell from 15% female workers in 2014 to just 7% in 2017. Computer network engineers, making \$85,072 annually, dropped even further, with women comprising only 3% of the positions in 2017. Not only are the highest-paying jobs dominated by men, but also the gender ratios in two critical

STEM positions are getting worse. By contrast, women comprise the majority of the workforce for 14 of the 20 lowest-paying occupations.