

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

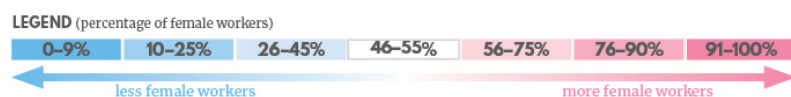


In 2017, 16 of the 20 Jobs in the Top Earnings Decile Were **Male-Dominated** ...

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

| Occupation | Median Annualized Earnings | % of Female Workers | Occupation | Median Annualized Earnings | % of Female Workers |
|--|----------------------------|---------------------|--|----------------------------|---------------------|
| Chief executives | \$119,392 | 28% | Hosts and hostesses, restaurant, lounge, & coffee shop | \$ 20,852 | 87% |
| Architectural & engineering managers | \$103,948 | 8% | Dishwashers | \$ 20,852 | 15% |
| Pharmacists | \$99,996 | 58% | Combined food preparation & serving workers, including fast food | \$ 21,164 | 57% |
| Physicians & surgeons | \$99,736 | 43% | Food preparation workers | \$ 22,100 | 53% |
| Lawyers | \$98,852 | 43% | Cashiers | \$ 22,776 | 72% |
| Aerospace engineers | \$98,384 | 7% | Maids & housekeeping cleaners | \$ 23,400 | 84% |
| Computer and information systems managers | \$95,836 | 28% | Laundry and dry-cleaning workers | \$ 23,400 | 75% |
| Nurse practitioners | \$ 95,732 | 91% | Dining room and cafeteria attendants and bartender helpers | \$ 23,816 | 41% |
| Veterinarians | \$95,680 | 67% | Counter attendants, cafeteria, food concession, and coffee shop | \$ 23,920 | 55% |
| Electrical & electronics engineers | \$ 93,756 | 11% | Cooks | \$ 24,232 | 37% |
| Software developers, applications and systems software | \$ 93,184 | 18% | Bakers | \$ 24,544 | 50% |
| Computer hardware engineers | \$92,092 | 18% | Food servers, nonrestaurant | \$24,596 | 67% |
| Physician assistants | \$90,844 | 68% | Packers and packagers, hand | \$24,960 | 57% |
| Judges, magistrates, and other judicial workers | \$90,584 | 29% | Childcare workers | \$25,064 | 92% |
| Aircraft pilots and flight engineers | \$ 90,272 | 6% | Personal care aides | \$ 25,272 | 83% |
| Information security analysts | \$89,700 | 21% | Hotel, motel, and resort desk clerks | \$ 25,272 | 58% |
| Environmental scientists & geoscientists | \$ 85,228 | 38% | Walters and waitresses | \$ 25,636 | 65% |
| Computer network architects | \$ 85,072 | 3% | Nursing, psychiatric, & home health aides | \$26,000 | 88% |
| Chemical engineers | \$ 84,552 | 15% | Graders and sorters, agricultural products | \$26,000 | 68% |
| Engineers, all other | \$ 81,172 | 13% | Nonfarm animal caretakers | \$ 26,312 | 79% |

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



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.