# Fact Sheet 

## The Gender Wage Gap by Occupation

The gender wage gap and occupational segregation - men primarily working in occupations done by other men, and women primarily working with other women - are persistent features of the US labor market. During 2010, median weekly earnings for female full-time workers were $\$ 669$, compared with $\$ 824$ per week for men, a gender wage ratio of 81.2 percent (Table 1 ; or a gender wage gap of 18.8 percent). Women's median earnings are lower than men's in nearly all occupations, whether they work in occupations predominantly done by women, occupations predominantly done by men, or occupations with a more even mix of men and women. Four of ten women ( 41.1 percent) work in traditionally female occupations, and close to five of ten male workers (49.3 percent) work in traditionally male occupations. ${ }^{1}$ Typically, male dominated occupations pay more than female dominated occupations at similar skill levels (Hegewisch et al. 2010). Tackling occupational segregation is an important part of tackling the gender wage gap.

## Women Earn Less than Men in (Almost) All Occupations

The US Bureau of Labor Statistics (BLS) in 2010 collected data on employment and weekly earnings for 501 different occupations. In 111 of these occupations there is enough data to estimate median weekly earnings for both men and women and calculate the female/male earnings ratio. ${ }^{2}$ Of these 111 occupations, there are only four in which women's weekly median earnings are higher than men's. ${ }^{3}$ The occupation where women's earnings are higher than men's by the largest margin is 'combined food preparation and serving workers, including fast food', with median earnings for full-time work of only $\$ 369$ (data not shown in Tables), barely enough to keep a family of three above the official poverty threshold. ${ }^{4}$ At the other end of the spectrum, the occupation with the biggest gender wage gap for women, is 'personal financial advisors', with average median weekly earnings for full-time work of $\$ 1,381$ for all workers, and a female/male earnings ratio of 58.4 percent, a gender wage gap of 41.6 percent. ${ }^{5}$

## Women Earn Less than Men in the Most Common Occupations

The ten most common occupations for women employ 28.8 percent of all female full-time workers. Median weekly earnings for women range from $\$ 1,039$ for 'registered nurses' to $\$ 427$ for 'nursing, psychiatric, and home health aides' (Table 1). Women earn less than men in each of these occupations; the gender wage ratio ranges from 74.9 percent for 'accountants and auditors' to 95.4 percent for 'customer service representatives.'

For men, the ten most common occupations employ 20.0 percent of all male full-time workers. Median weekly earnings for men range from $\$ 2,217$ for 'chief executives' and $\$ 1,590$ for 'computer software engineers’ to $\$ 508$ for 'laborers and freight, stock, and material movers’ (Table 1). Women earn less than men in each of these occupations (although there are too few women 'construction laborers' to calculate a gender wage ratio there).

Table 1: The Wage Gap in the Ten Most Common Occupations for Women and Men (FullTime Workers Only), 2010

|  | Men's <br> median <br> weekly <br> earnings | Women's <br> median <br> weekly <br> earnings | Women's <br> earnings as <br> percent of <br> men's | Share of <br> female <br> workers in <br> occupation | Share of <br> male <br> workers in <br> occupation <br> as percent <br> of all male <br> workers | Share of female <br> workers in <br> occupation as <br> percent of all <br> female workers |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\$ 824$ | $\$ 669$ | $81.2 \%$ | $44.7 \%$ | $100 \%$ | $100 \%$ |
| 10 most common occupations for women <br> All female workers (44,472,000) |  |  |  |  |  |  |
| Secretaries and administrative <br> assistants | $\$ 725$ | $\$ 657$ | $90.6 \%$ | $95.7 \%$ | $0.2 \%$ | $5.2 \%$ |
| Registered nurses | $\$ 1,201$ | $\$ 1,039$ | $86.5 \%$ | $90.5 \%$ | $0.4 \%$ | $4.4 \%$ |
| Elementary and middle school <br> teachers | $\$ 1,024$ | $\$ 931$ | $90.9 \%$ | $80.9 \%$ | $0.8 \%$ | $4.4 \%$ |
| Nursing, psychiatric, and home <br> health aides | $\$ 488$ | $\$ 427$ | $87.5 \%$ | $87.0 \%$ | $0.3 \%$ | $2.6 \%$ |
| Customer service <br> representatives | $\$ 614$ | $\$ 586$ | $95.4 \%$ | $66.2 \%$ | $0.9 \%$ | $2.3 \%$ |
| First-line supervisors/managers <br> of retail sales workers | $\$ 782$ | $\$ 578$ | $73.9 \%$ | $45.5 \%$ | $2.1 \%$ | $2.2 \%$ |
| Cashiers | $\$ 400$ | $\$ 366$ | $91.5 \%$ | $71.5 \%$ | $0.7 \%$ | $2.1 \%$ |
| First-line supervisors/managers <br> of office and administrative <br> workers | $\$ 890$ | $\$ 726$ | $81.6 \%$ | $66.9 \%$ | $0.8 \%$ | $2.0 \%$ |
| Receptionists and information <br> clerks | $\$ 547$ | $\$ 529$ | $96.7 \%$ | $92.5 \%$ | $0.1 \%$ | $1.8 \%$ |
| Accountants and auditors | $\$ 1,273$ | $\$ 953$ | $74.9 \%$ | $59.1 \%$ | $1.0 \%$ | $1.8 \%$ |
| Sum |  |  |  |  | $7.4 \%$ | $28.8 \%$ |

10 most common occupations for men
All male workers $(55,059,000)$

| Driver/sales workers and truck <br> drivers | $\$ 691$ | $\$ 492$ | $71.2 \%$ | $3.3 \%$ | $4.2 \%$ | $0.2 \%$ |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Managers, all other | $\$ 1,395$ | $\$ 1,045$ | $74.9 \%$ | $36.6 \%$ | $2.2 \%$ | $1.6 \%$ |
| First-line supervisors/managers <br> of retail sales workers | $\$ 782$ | $\$ 578$ | $73.9 \%$ | $45.5 \%$ | $2.1 \%$ | $2.2 \%$ |
| Janitors and building cleaners | $\$ 494$ | $\$ 400$ | $81.0 \%$ | $28.5 \%$ | $2.0 \%$ | $1.0 \%$ |
| Retail salespersons | $\$ 651$ | $\$ 421$ | $64.7 \%$ | $42.1 \%$ | $1.8 \%$ | $1.7 \%$ |
| Laborers and freight, stock, and <br> material movers, hand | $\$ 508$ | $\$ 419$ | $82.5 \%$ | $15.8 \%$ | $1.8 \%$ | $0.4 \%$ |
| Construction laborers | $\$ 569$ | $*$ | $*$ | $2.2 \%$ | $1.6 \%$ | $0.0 \%$ |
| Sales representatives, wholesale <br> and manufacturing | $\$ 983$ | $\$ 842$ | $85.7 \%$ | $24.0 \%$ | $1.5 \%$ | $0.6 \%$ |
| Computer software engineers | $\$ 1,590$ | $\$ 1,445$ | $90.9 \%$ | $20.6 \%$ | $1.4 \%$ | $0.4 \%$ |
| Chief executives | $\$ 2,217$ | $\$ 1,598$ | $72.1 \%$ | $25.6 \%$ | $1.4 \%$ | $0.6 \%$ |
| Sum |  |  |  |  | $20.0 \%$ | $8.7 \%$ |

Note: * Earnings data are made available only where there are an estimated minimum of 50,000 workers in an occupation.
Source: IWPR compilation of data from the U.S. Department of Labor, Bureau of Labor Statistics. 2010.
"Household Data Annual Averages. Table 39." <http://www.bls.gov/pub/special.requests/lf/aat39.txt > (retrieved February 2011).

## Women Earn Less than Men in the Highest Paying Occupations

The ten occupations with the highest median weekly earnings for full-time work employ almost three times more men than women, and account for 5.75 percent of all male full-time workers and 2.6 percent of all female full-time workers (data not shown in Tables). The occupation with the highest earnings for women is 'physicians and surgeons', with median weekly earnings for women of $\$ 1,618$, closely followed by 'pharmacists' and 'chief executives' (Table 2). With two notable exceptions, 'physical therapists' and 'speech language pathologists', women are a minority of workers in the highest paying occupations for women; two of these occupations, both in computing, are 'non-traditional' occupations for women, and both have a comparatively low gender wage gap (Table 2).

Six of the highest earning occupations for women are also in the top-ten list for men (Table 3), but men are majority of workers in each of the highest paid occupations for men. In two of these occupations, 'engineering managers' and 'aerospace engineers,' there are too few women to calculate a gender earnings ratio; in five of the remaining occupations the female/male wage ratio is below 81.2 percent (the average weekly female/male wage ratio for all full-time workers). The two occupations with the lowest gender wage gap among these high paid occupations, both above 90 percent, are in computing and information technology, a field which traditionally has s lower gender wage gaps than other Science, Technology, Engineering and Mathematics (STEM) occupations.

## Women Earn Less than Men in the Lowest Paying Occupations

The ten occupations with the lowest weekly median earnings for full-time work employ twice as many women as men, and account for 4.6 percent of all full-time female, compared to 1.9 percent of all male full-time employees (data not shown in Tables). Women's median earnings for full-time work in the lowest paid occupations for women ranges from \$309 for 'counter attendants, cafeteria, food and coffee shop workers' to $\$ 381$ for 'waitresses' and 'cooks' (Table 2). 'Childcare workers' were among the ten lowest paid occupations in 2009, and just missed the 2010 list with median weekly earnings for women of $\$ 398$ (data not shown in Tables). In two of the lowest paid occupations for women, 'laundry and dry cleaning workers' and 'graders and sorters, agricultural products' there are too few male workers to calculate the female/male earnings ratio; in the others, women's median earnings are lower than men's, although the gender wage gap is much less marked than in higher paying occupations. In three of these occupations, women would not make enough, even working full-time, every week of the year, to keep a family of three out of poverty; in none of these are median female earnings high enough to keep a family of four out of poverty. ${ }^{4}$

The ten occupations with the lowest earnings for men likewise are very low paid, and none of them, on median weekly male earnings, would provide enough annual income to keep a family of four out of poverty (Table 3). Yet the range of earnings is higher than the range for women, proportionately fewer men than women work in these occupations, and, with one exception, male median earnings are higher than those of women (Table 3).

Table 2: Occupations with the Highest and Lowest Median Weekly Earnings for Women (Full-Time Workers Only), 2010

|  | Women's <br> median <br> weekly <br> earnings | Men's <br> median <br> weekly <br> earnings | Women's <br> earnings <br> as percent <br> of men's | Share of <br> female <br> workers in <br> occupation | Share of <br> male <br> workers in <br> occupation <br> as percent <br> of all male <br> workers | Share of <br> female <br> workers in <br> occupation <br> as percent of <br> all female <br> workers |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Physicians and surgeons | $\$ 1,618$ | $\$ 2,278$ | $71.0 \%$ | $31.2 \%$ | $0.8 \%$ | $0.4 \%$ |
| Pharmacists | $\$ 1,605$ | $\$ 1,930$ | $83.2 \%$ | $47.6 \%$ | $0.2 \%$ | $0.2 \%$ |
| Chief executives | $\$ 1,598$ | $\$ 2,217$ | $72.1 \%$ | $25.6 \%$ | $1.4 \%$ | $0.6 \%$ |
| Lawyers | $\$ 1,461$ | $\$ 1,895$ | $77.1 \%$ | $35.0 \%$ | $0.8 \%$ | $0.5 \%$ |
| Computer software engineers | $\$ 1,445$ | $\$ 1,590$ | $90.9 \%$ | $20.6 \%$ | $1.4 \%$ | $0.4 \%$ |
| Computer and information <br> systems managers | $\$ 1,415$ | $\$ 1,729$ | $81.8 \%$ | $30.1 \%$ | $0.6 \%$ | $0.3 \%$ |
| Physical therapists | $\$ 1,208$ | $*$ | $*$ | $61.9 \%$ | $0.1 \%$ | $0.2 \%$ |
| Speech-language pathologists | $\$ 1,184$ | $*$ | $*$ | $96.7 \%$ | $0.0 \%$ | $0.2 \%$ |
| Computer programmers | $\$ 1,177$ | $\$ 1,243$ | $94.7 \%$ | $22.4 \%$ | $0.6 \%$ | $0.2 \%$ |
| Human resources managers | $\$ 1,170$ | $\$ 1,458$ | $80.2 \%$ | $71.0 \%$ | $0.1 \%$ | $0.4 \%$ |
| Sum |  |  |  |  | $6.0 \%$ | $3.5 \%$ |
|  |  |  |  |  |  |  |

Note: * Data are made available only where there are an estimated minimum of 50,000 workers in an occupation. Source: IWPR compilation of data from the U.S. Department of Labor, Bureau of Labor Statistics. 2010. Household Data Annual Averages. Table 39. <bls.gov/pub/special.requests/lf/aat39.txt> (retrieved February 2011).

Table 3: Occupations with the highest and lowest median weekly earnings for men (FullTime Workers Only), 20010

| 10 Highest Paying <br> Occupations | Men's <br> median <br> weekly <br> earnings | Women's <br> median <br> weekly <br> earnings | Women's <br> earnings <br> as percent <br> of men's | Share of <br> male <br> workers in <br> occupation | Share of <br> male <br> workers in <br> occupation <br> as percent <br> of all male <br> workers | Share of <br> female <br> workers in <br> occupation <br> as percent of <br> all female <br> workers |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Physicians and surgeons | $\$ 2,278$ | $\$ 1,618$ | $71.0 \%$ | $68.8 \%$ | $0.8 \%$ | $0.4 \%$ |
| Chief executives | $\$ 2,217$ | $\$ 1,598$ | $72.1 \%$ | $74.4 \%$ | $1.4 \%$ | $0.6 \%$ |
| Pharmacists | $\$ 1,930$ | $\$ 1,605$ | $83.2 \%$ | $52.4 \%$ | $0.2 \%$ | $0.2 \%$ |
| Lawyers | $\$ 1,895$ | $\$ 1,461$ | $77.1 \%$ | $65.1 \%$ | $0.8 \%$ | $0.5 \%$ |
| Engineering managers | $\$ 1,888$ | $*$ | $*$ | $92.5 \%$ | $0.2 \%$ | $0.0 \%$ |
| Computer and information <br> systems managers | $\$ 1,729$ | $\$ 1,415$ | $81.8 \%$ | $69.9 \%$ | $0.6 \%$ | $0.3 \%$ |
| Aerospace engineers | $\$ 1,662$ | $*$ | $*$ | $91.7 \%$ | $0.2 \%$ | $*$ |
| Personal financial advisors | $\$ 1,647$ | $\$ 962$ | $58.4 \%$ | $67.2 \%$ | $0.4 \%$ | $0.2 \%$ |
| Computer software engineers | $\$ 1,590$ | $\$ 1,445$ | $90.9 \%$ | $79.4 \%$ | $1.4 \%$ | $0.4 \%$ |
| Management Analysts | $\$ 1,554$ | $\$ 1,164$ | $74.9 \%$ | $53.3 \%$ | $0.4 \%$ | $0.4 \%$ |
| Sum |  |  |  |  | $5.9 \%$ | $2.8 \%$ |


| 10 Lowest Paying Occupations | Men's median weekly earnings | Women's median weekly earnings | Women's earnings as percent of men's | Share of male workers in occupation | Share of male workers in occupation as percent of all male workers | Share of female workers in occupation as percent of all female workers |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Dishwashers | \$327 | * | * | 79.2\% | 0.2\% | 0.0\% |
| Combined food preparation and serving workers, including fast food | \$346 | \$388 | 112.1\% | 39.7\% | 0.1\% | 0.2\% |
| Food preparation workers | \$390 | \$367 | 94.1\% | 51.7\% | 0.3\% | 0.3\% |
| Dining room and cafeteria attendants and bartender helpers | \$396 | \$343 | 86.6\% | 54.1\% | 0.1\% | 0.2\% |
| Cashiers | \$400 | \$366 | 91.5\% | 28.5\% | 0.7\% | 2.1\% |
| Cooks | \$401 | \$381 | 95.0\% | 62.3\% | 1.3\% | 1.0\% |
| Service station attendants | \$406 | * | * | 87.7\% | 0.1\% | 0.0\% |
| Packers and packagers, hand | \$413 | \$389 | 94.2\% | 46.0\% | 0.3\% | 0.4\% |
| Personal and home care aides | \$414 | \$405 | 97.8\% | 15.8\% | 0.1\% | 0.9\% |
| Miscellaneous agricultural workers | \$415 | \$349 | 84.1\% | 84.7\% | 0.8\% | 0.2\% |
| Sum |  |  |  | 4.0\% 5 |  | 5.4\% |

Note: * Data are made available only where there are an estimated minimum of 50,000 workers in an occupation. Source: IWPR compilation of data from the U.S. Department of Labor, Bureau of Labor Statistics. 2010. Household Data Annual Averages. Table 39. <bls.gov/pub/special.requests/lf/aat39.txt> (retrieved February 2011).

## The Gender Wage Gap and Racial/ Ethnic Background

The gender wage gap differs by race and ethnic background. Hispanic/Latina women have the lowest earnings, at $\$ 509$ per week, 59.8 percent of the median weekly earnings of White men; African American women have median weekly earnings of $\$ 592,69.6 \%$ of median weekly earnings of White men. Asians have the highest median weekly earnings, for both men and women. With the exception of White workers, the gender wage gap within each race or ethnic group is narrower than the wage gap for the whole population. More detailed information is available in IWPR's Fact Sheet The Gender Wage Gap: 2010. ${ }^{6}$

The sample size in the Current Population Survey is not sufficient to provide reliable estimates of the occupational wage gap by gender, race and ethnicity at the level of occupational detail used above. Data for broad occupational groups suggest that earnings differences by gender, race and ethnic background are both due to the greater likelihood of women of color working in service occupations, which have the lowest median earnings overall, but also because there are marked differences within occupational groupings, with Latinas and Hispanic women having the lowest median weekly earnings in each group, whether in services or 'management, business and financial occupations’ (Table 4).

## Conclusions

Our examination of earnings differences within occupations shows that the gender earnings gap is as much due to pay differences within occupations as it is due to differences in pay between occupations. The gender wage gap is evident in both the highest and lowest paying occupations for women. With a few exceptions, occupations which employ more men tend to provide higher earnings, particularly in high-earnings occupations. Closing the gender wage gap requires challenging occupational segregation, as well as the factors that lead to wage differentials within occupations. Closing the gender wage gap also requires effective enforcement of labor and equal employment opportunity regulations, so that women may choose the occupations they would like to work in, free of discrimination and harassment; it requires the enforcement of equal pay laws so that women and men can be sure they are paid fairly for their skills, experience and performance and not on the bases of their sex, age, race or ethnic background; and it requires better career advice so that potential earnings are part of the available information used when people choose their careers.

## References

Hegewisch, Ariane, Hannah Liepmann, Jeffrey Hayes, and Heidi Hartmann. 2010. "Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap." IWPR Briefing Paper. Washington, DC: Institute for Women's Policy Research

Table 4: Median Weekly Earnings for Male and Female Workers, by broad occupational
classification and Race and Ethnic Background (Full-Time Workers Only), 2010

| Female Workers | White Women (non-Hispanic only) |  | Black or African American Women* |  | Asian Women |  | Latina or Hispanic women |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Occupation | Median weekly earnings <br> (\$) | White women in occupation as \% of all female white workers | Median weekly earnings (\$) | African American women in occupation as \% of all female black workers | Median weekly earnings <br> (\$) | Asian women in occupation as \% of all female Asian workers | Median weekly earnings <br> (\$) | Latina women in occupation as \% of all female Latina workers |
| Management, business, and financial operations occupations | \$994 | 17.7\% | \$925 | 12.2\% | \$1,160 | 15.55\% | \$798 | 10.6\% |
| Professional and related occupations | \$922 | 31.95\% | \$764 | 26.1\% | \$1,132 | 34.75\% | \$782 | 16.7\% |
| Natural resources, construction, and maintenance occupations | \$633 | 0.8\% | \$616 | 0.8\% | \$406 | 0.8\% | \$362 | 1.8\% |
| Office and administrative support occupations | \$618 | 23.6\% | \$612 | 21.5\% | \$667 | 15.0\% | \$577 | 23.2\% |
| Sales and related occupations | \$566 | 9.4\% | \$422 | 7.89\% | \$594 | 8.5\% | \$437 | 9.15\% |
| Production, transportation, and material moving occupations | \$508 | 4.4\% | \$469 | 7.0\% | \$479 | 7.75\% | \$385 | 11.0\% |
| Service occupations | \$451 | 12.0\% | \$420 | 24.5\% | \$473 | 17.7\% | \$387 | 27.5\% |


| Male Workers | White Men (non-Hispanic only) |  | Black or African American Men* |  | Asian Men |  | Latino or Hispanic Men |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Occupation | Median weekly earnings | White men in occupation as \% of all male white workers | Median weekly earnings | African American men in occupation as \% of all male black workers | Median weekly earnings | Asian men in occupation as \% of all male Asian workers | Median weekly earnings | Latino men in occupation as \% of all male Latino workers |
| Management, business, and financial operations occupations | \$1,418 | 18.6\% | \$1,027 | 9.8\% | \$1,439 | 14.3\% | \$1,026 | 7.3\% |
| Professional and related occupations | \$1,221 | 20.9\% | \$933 | 15.0\% | \$1,396 | 36.1\% | \$970 | 8.2\% |
| Natural resources, construction, and maintenance occupations | \$812 | 16.5\% | \$707 | 12.0\% | \$733 | 6.8\% | \$538 | 26.3\% |
| Office and administrative support occupations | \$711 | 6.25\% | \$584 | 10.5\% | \$734 | 6.7\% | \$578 | 7.1\% |
| Sales and related occupations | \$873 | 10.4\% | \$619 | 6.6\% | \$694 | 8.8\% | \$606 | 6.1\% |
| Production, transportation, and material moving occupations | \$721 | 17.1\% | \$576 | 26.3\% | \$596 | 12.4\% | \$510 | 24.5\% |
| Service occupations | \$618 | 10.3\% | \$498 | 19.75\% | \$555 | 14.9\% | \$437 | 20.5\% |

Note: * Data for Black or African Americans may include Black Hispanics or Latinos.
Source: IWPR compilation of data based on US 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 2010.

## Notes

The weekly earnings data in this factsheet are based on the Current Populations Survey (CPS) and refer to full-time (working 35 hours or more per week) wage and salary workers age 16 and older (excluding the self-employed); please note that annual earnings data for 2010 (which include workers 15 years and older as well as the selfemployed, but exclude workers who do not have earnings for at least 50 weeks of the year) are not available until Fall 2011; the gender wage gap based on annual earnings, 23 percent in 2009, based on a female/male earnings ratio of 77 percent, is typically slightly larger than the weekly earnings wage gap.

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The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research that illuminates economic and social policy issues affecting women and their families, and to build a network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501 (c) (3) tax-exempt organization that also works in affiliation with the women's studies and public policy programs at The George Washington University.

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[^0]:    ${ }^{1}$ The definition of traditional/non-traditional occupations as having at least 75 percent of the workers of one gender is provided in the Carl D. Perkins Vocational and Technical Education Act of 1998 S.250-6. Data are for full-time workers only. If full-time and part-time workers are included, 40.4 percent of women, and 44.1 percent of men work in traditional occupations for their sex; 5.7 percent of women work in non-traditional occupations, and 4.7 percent of men (IWPR compilation of data based on US Bureau of Labor Statistics. Table 11. Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, Annual Average 2010.
    http://www.bls.gov/cps/cpsaat11.pdf).
    ${ }^{2}$ For the BLS to publish estimated earnings, there must be at least 50,000 people in a category. Because so few women work in construction ,for example, published data do not allow us to estimate the gender earnings ratio. Conversely, because they are heavily female dominated occupations, there are no published estimates for male earnings in many health care and personal service occupations.
    ${ }^{3}$ Occupations with higher median earnings for women than men (female/male earnings ratios and full-time median weekly female earnings in brackets) are: 'combined food preparation and serving workers, including= fast food' (112.1 percent, \$388);'bill and account collectors’ (109.5 percent, \$634); Stock clerks and order fillers (105.1 percent; \$495); and 'counselors’ (104.9 percent, \$818).
    ${ }^{4}$ In 2010, the poverty threshold, as set by the U.S. Department of Health and Human Services, was $\$ 18,310$ for a household of three, and \$22,050 for a household of four (see [http://aspe.hhs.gov/poverty/10poverty.shtml](http://aspe.hhs.gov/poverty/10poverty.shtml), accessed April 7,2011). To be above the poverty line for three would require average earnings of at least $\$ 352$ for 52 weeks for a sole breadwinner with a three-person family, and of $\$ 424$ with a four-person family.
    ${ }^{5}$ The four occupations with the largest gender wage gap are (female/male earnings ratio and full-time median weekly female earnings in brackets): ‘Personal financial advisors’ (58.4 percent; \$962); ‘securities, commodities, and financial services sales agents’ ( 62.7 percent, $\$ 892$ ); ‘retail sales persons’ ( 64.7 percent; $\$ 421$ ); 'property, real estate, and community association managers' ( 65.35 percent, $\$ 726$ ).
    ${ }^{6}$ The fact sheet is available at < http://www.iwpr.org/publications/pubs/the-gender-wage-gap-2010-updated-march2011>.

