



Research Brief

The Commonwealth's Official Source for Population and Economic Statistics

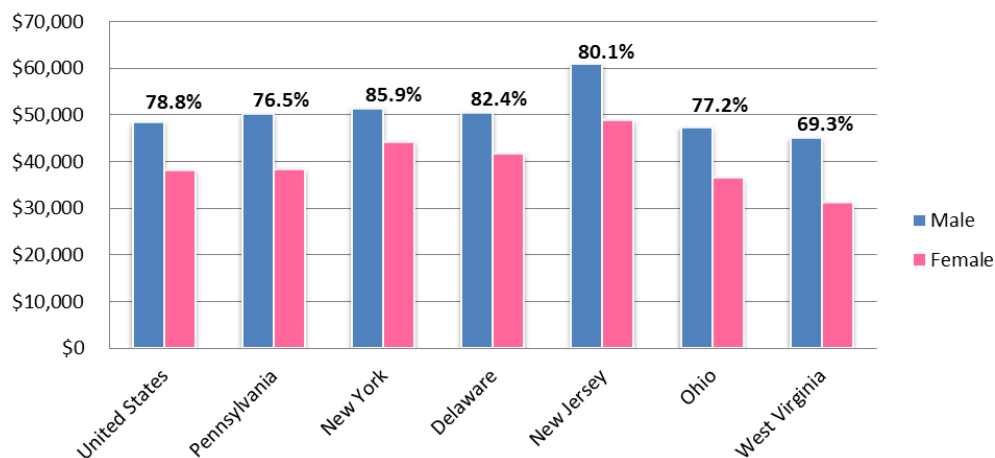
April 17, 2015

The Gender Earnings Gap in Pennsylvania 2013

MIDDLETOWN, Pa – The gender earnings gap has been an ongoing issue in the United States for many years. As females continue to become better educated and join the workforce there are still important factors that must be recognized that may skew the earnings ratio. In 2013, Pennsylvania's female-to-male earnings ratio at the median for year-round, full-time workers was 76.5 percent. This ratio means that the median female worker earned roughly \$0.76 for each dollar earned by the median male worker. The term "earnings gap" in this report refers to the disparity between median annual earnings for men and women working full-time, year round.

Pennsylvania's earnings ratio is larger than United States average ratio of 78.8 percent. Of the fifty states in the U.S. and Washington D.C., Pennsylvania ranked 37th overall. The gender wage gap affects women in every state, but some states are worse than others. The best place in the United States for pay equity is Washington D.C., where women were paid 88.1 percent of what men were paid in 2013. At the other end of the spectrum is Louisiana, where women were paid just 65.5 percent of what men were paid. As shown in Figure 1 below, the gender pay gap in most of the commonwealth's neighboring states is lower. This was specifically the case in New York (85.9 percent), Delaware (82.4 percent), New Jersey (80.1 percent) and Ohio (77.2 percent).

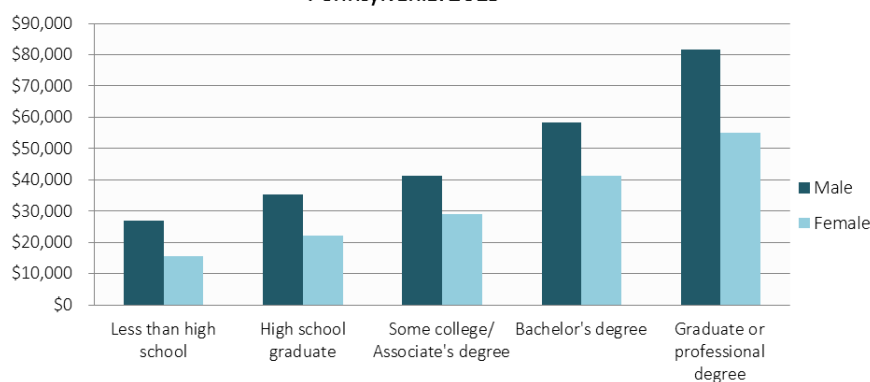
Figure 1: Wage Earnings Gap



Educational Attainment and Earnings Gap

For both men and women, earnings capacity increases with education. However, females at all levels of education earn less, on average, than their male counterparts as shown in Figure 2. Women without high school degrees were at the greatest disadvantage, earning just 58.1 percent of males with the same level of education. Highly educated females with graduate or professional degrees had lower median earnings than males with bachelor's degrees (\$54,907 versus \$58,211). Females with graduate or professional degrees earned 67.1 percent of their male counterparts in the same level of education. That is higher than the median ratio for all full-time workers in Pennsylvania (76.5 percent). While more education increases earnings, it is not an effective tool against the gender pay gap.

Figure 2: Median Earnings by Sex and Educational Attainment, Pennsylvania: 2013



The Earnings Gap by Sex and Occupations

Women experience a pay gap in nearly every occupation. Occupations with the lowest earnings disparity were community and social services (97.7 percent), arts, design, entertainment, sports, and media (91.8 percent), and health technologists and technicians occupations (91.7 percent). Other occupations that have a lower gap in earnings are computer and mathematical (91.2 percent), healthcare support (91.0 percent), life, physical, and social (83.9 percent), food preparation and serving related (83.6 percent), and architecture and engineering occupations (83.5 percent).

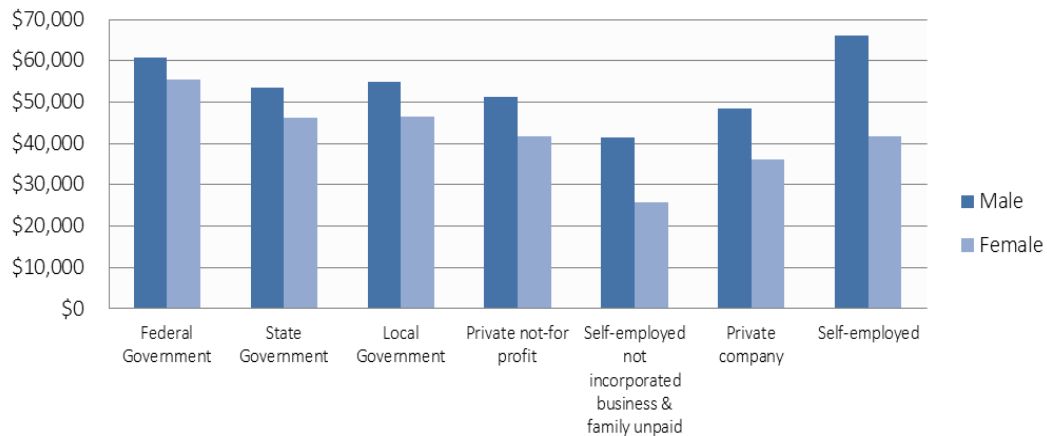
The disparity of pay is the largest in the legal occupations; women's median earnings are less than half of men's (46.8 percent). Health diagnosing and treating practitioners and other technical occupations gender pay gap is also larger than most occupations (57.6 percent). Even in more female-dominated fields such as education, training, and library (78.4 percent) and personal care and service occupations (72.0 percent) the wage gap still exist. On average median earnings in female-dominated occupations are lower than in male-dominated occupations while there continues to be a wage gap in gender-balanced occupations. Consequently, regardless of occupation, women face wage disparity.

Median Earnings by Sex and Class of Worker

Another way to examine the gender pay gap is by class of worker. Regardless of the class of worker, women earned consistently less than men, on average in 2013 (see Figure 3). The largest median earnings gap occurred among men and women that were self-employed not incorporated business and family unpaid¹ (62.0 percent). A gap was also present for women working for a private company (74.3 percent) and self-employed women (63.2 percent), while women in private not-for profit companies earned 81.4 percent of their male counterparts. In the public sector, female local government employees earned on

average 84.7 percent of their male counterparts salaries, while female state and federal government workers earned 86.5 percent and 90.9 percent respectively.

Figure 3: Median Earnings by Sex and Class of Worker, Pennsylvania: 2013



¹ “Unpaid family workers” includes people who work less than 15 hours a week without pay in businesses or on farms.

Race and Ethnicity Earnings Gap

The gender pay gap affects all women, but it does not affect all women equally. The highest wage gap was for Asian females with an earnings ratio of 68.9 percent. White women’s earnings ratio was 77.3 percent. There were four groups that had earnings gaps that were lower than the statewide average of 76.5 percent: Some other race has (80.3 percent), Hispanic or Latino (81.2 percent), Two or more races (96.1 percent), and Black or African American (96.3 percent).

Race/Ethnicity	Women’s earnings as a percentage of men’s earnings
White	77.3%
Black or African American	96.3%
Asian	68.9%
Some other race	80.3%
Two or more races	96.1%
Hispanic or Latino (of any race)	81.2%
White alone, not Hispanic or Latino	77.7%

Difference in Earnings Wage Gap from 2010 to 2013

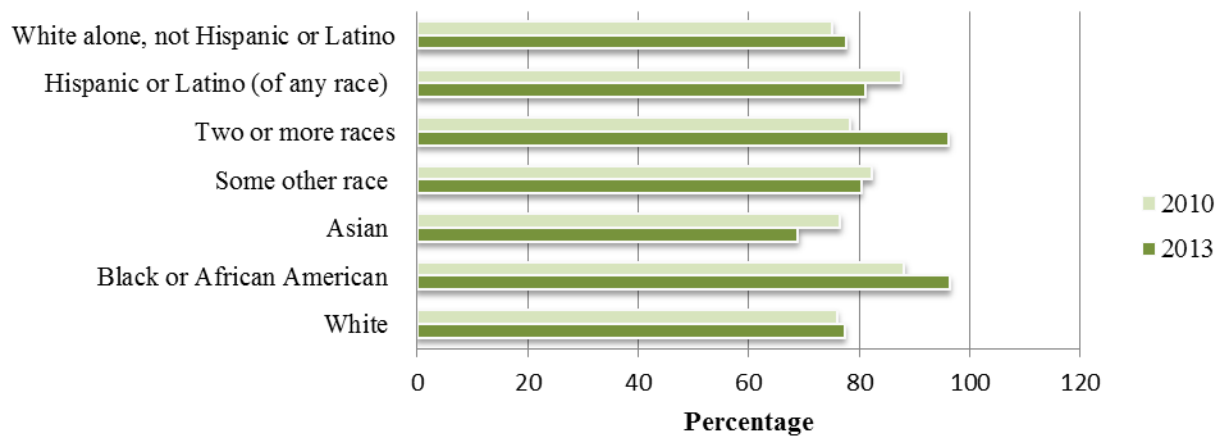
The Pennsylvania Data Center’s last issue paper regarding the gender earnings gap was done in 2012 and used data from the 2010 American Community Survey 1-Year Estimates. When comparing the two for this research brief there were a few areas that showed significant changes over the past few years, one notable area is occupations. In 2010 there were two occupations where women exceeded men’s earnings: the male-dominated fields of construction and extraction occupations, women earned 100.6 percent, and installation, maintenance, and repair, where

women earned 107.7 percent of their male counterparts. Both of these occupations had significantly higher pay gaps in 2013 where women's average earnings ratios were 82.7 percent and 82.1 percent.

Wage disparities by educational attainment also changed from 2010 to 2013. In 2010 women earned 70.3 percent of their male counterparts with graduate and professional degrees and in 2013, the gap widened to 67.1 percent. Women with a bachelor's degree in 2010 had an earnings gap ratio of 68.8 percent, and in 2013 it narrowed to 70.7 percent. Although these are not significant changes in ratios, the reason behind these changes could be the percentage of men and women receiving bachelor's and graduate degrees has risen in recent years.

Women of two or more races were one of the few groups that had a significant change in wage disparity between 2010 and 2013. As shown in Figure 4, women of two or more races had a gender pay ratio of 78.4 percent in 2010 and in 2013 it was only 96.1 percent. Asian women have seen an opposite effect on the gender pay gap, in 2010 the average Asian women in Pennsylvania made 76.5 percent of their male counterparts and in 2013 the gap widened to 68.9 percent.

Figure 4: Gender Wage Gap by Race/Ethnicity



Source: U.S. Census Bureau, 2013 American Community Survey 1-Year Estimates

The Pennsylvania State Data Center is the commonwealth's official source for population and economic statistics. It is based at Penn State Harrisburg's Institute of State and Regional Affairs. The Pennsylvania State Data Center is part of the U.S. Census Bureau's National State Data Center Program.

Editors: For additional data, contact the Pennsylvania State Data Center's State Capital Office at 717.772.2710 or for faculty comment on this topic, contact Penn State Harrisburg's Public Information Office at 717.948.6029.