

# An Overview of Women in the Labor Market



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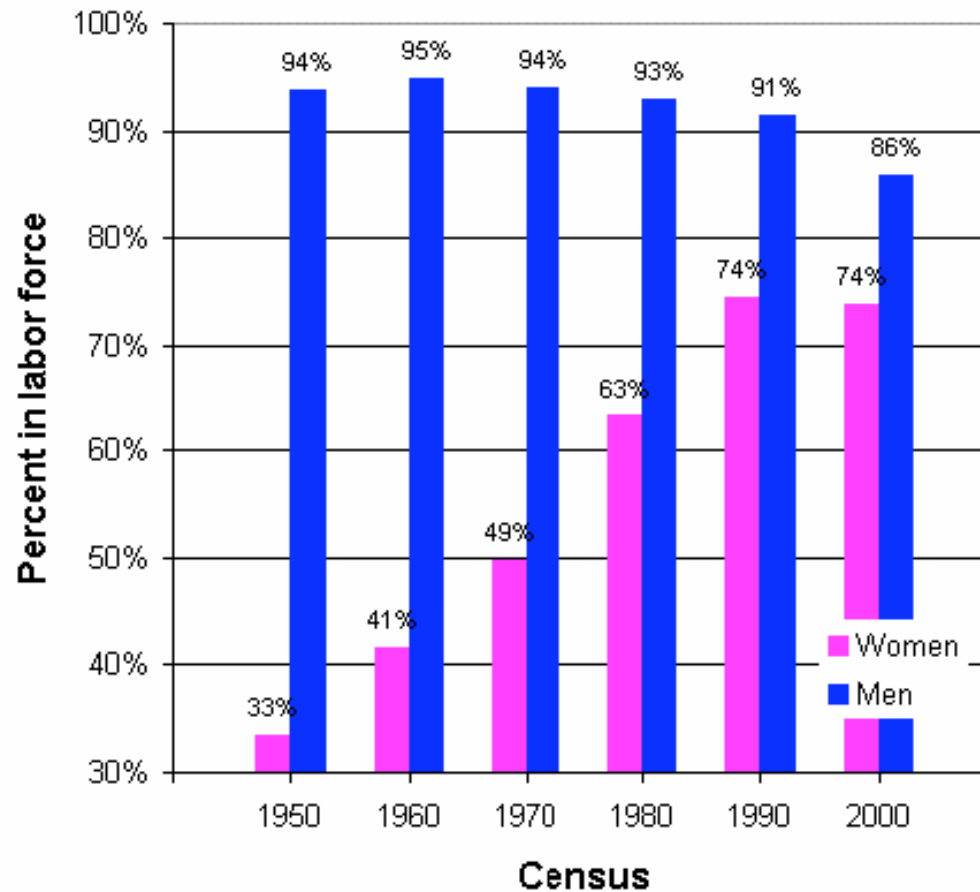
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# Converging Labor Force Participation Rates Over Time (1950-2000)

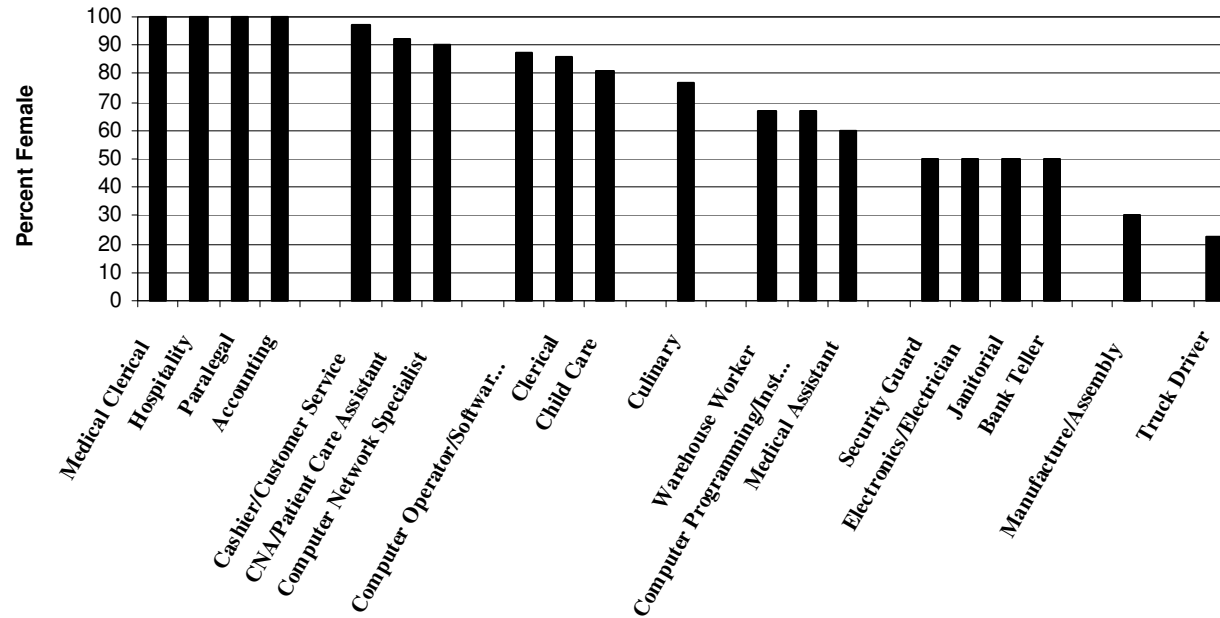
Labor force participation by gender, ages 25-54, 1950-2000



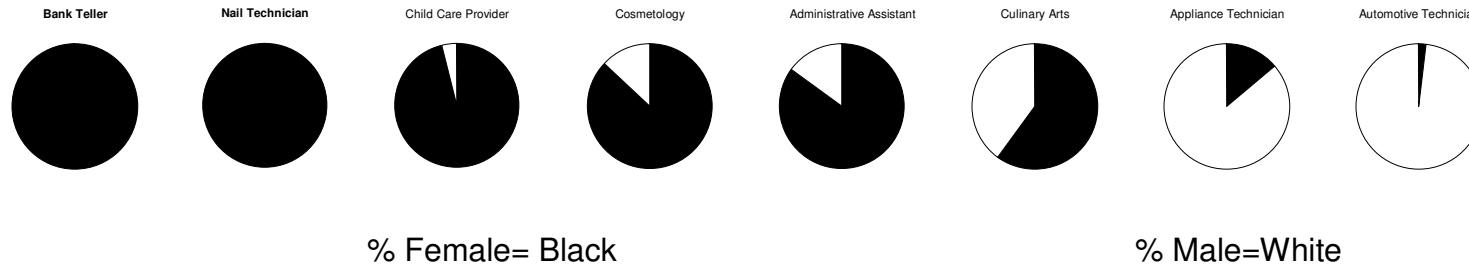
Source: Cotter, David A., Joan M. Hermsen, and Reeve Vanneman. "Gender Inequality at Work," prepared for the Russell Sage Foundation and Population Reference Bureau, 2004.



Percentage of Female Referrals by Program

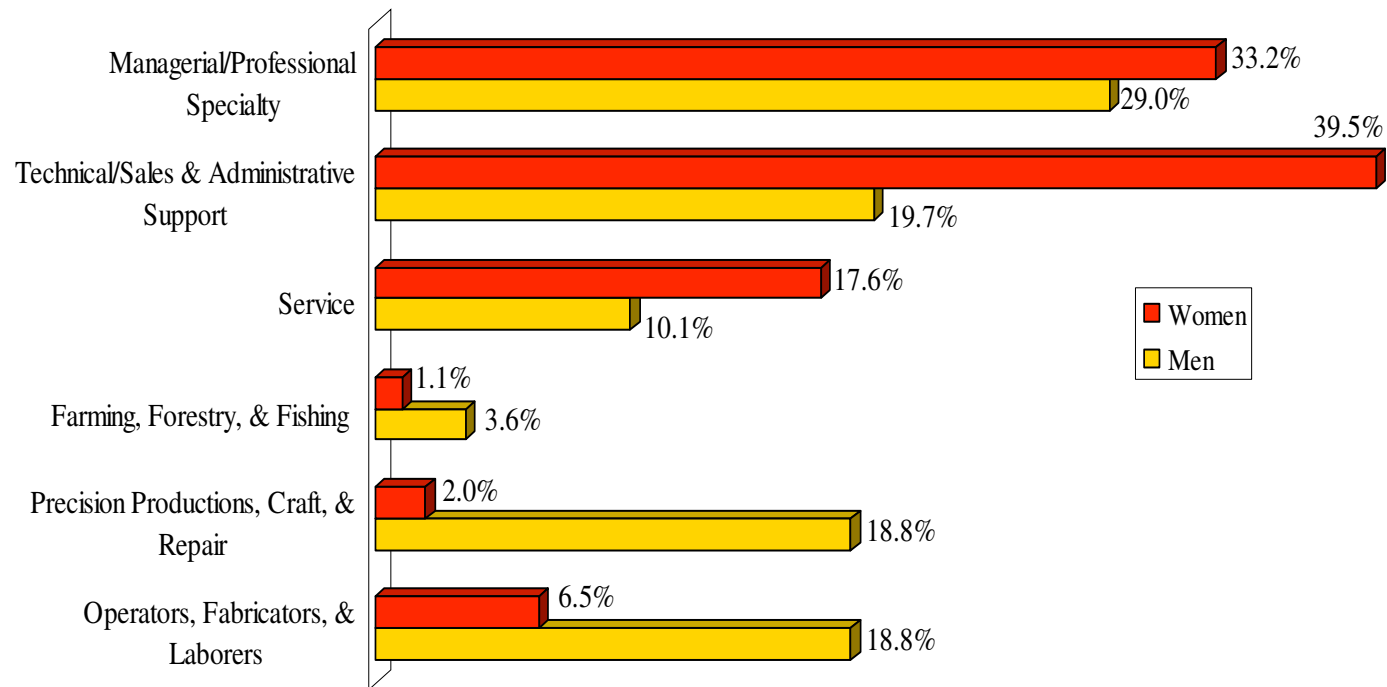


Male and Female Enrollment Patterns



# But, Occupational Segregation by Gender is Still Substantial

Distribution of Women and Men Across Occupations in the United States, 2001

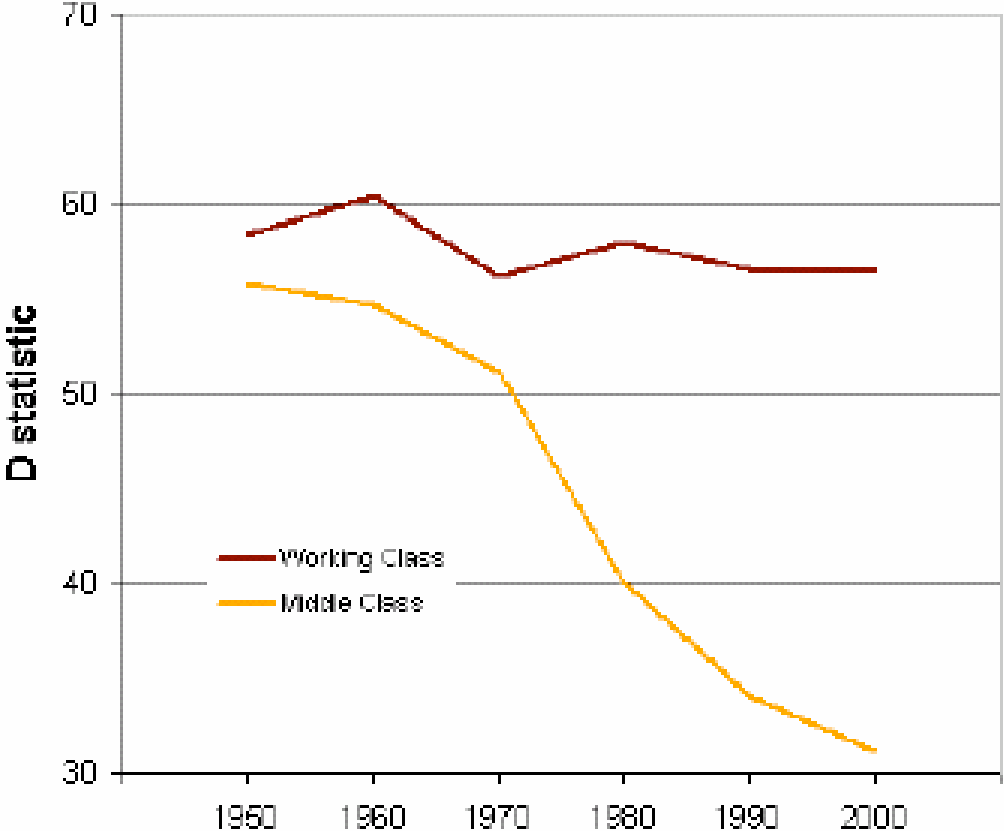


Note: For employed men and women aged 16 and older

Source: US. Department of Labor, Bureau of Labor Statistics, 2003a, Table 15, compiled by the Institute for Women's Policy Research, *The Status of Women in the States*, 2004.



# Occupational Gender Segregation is Falling More for Professionals and Managers than Others.

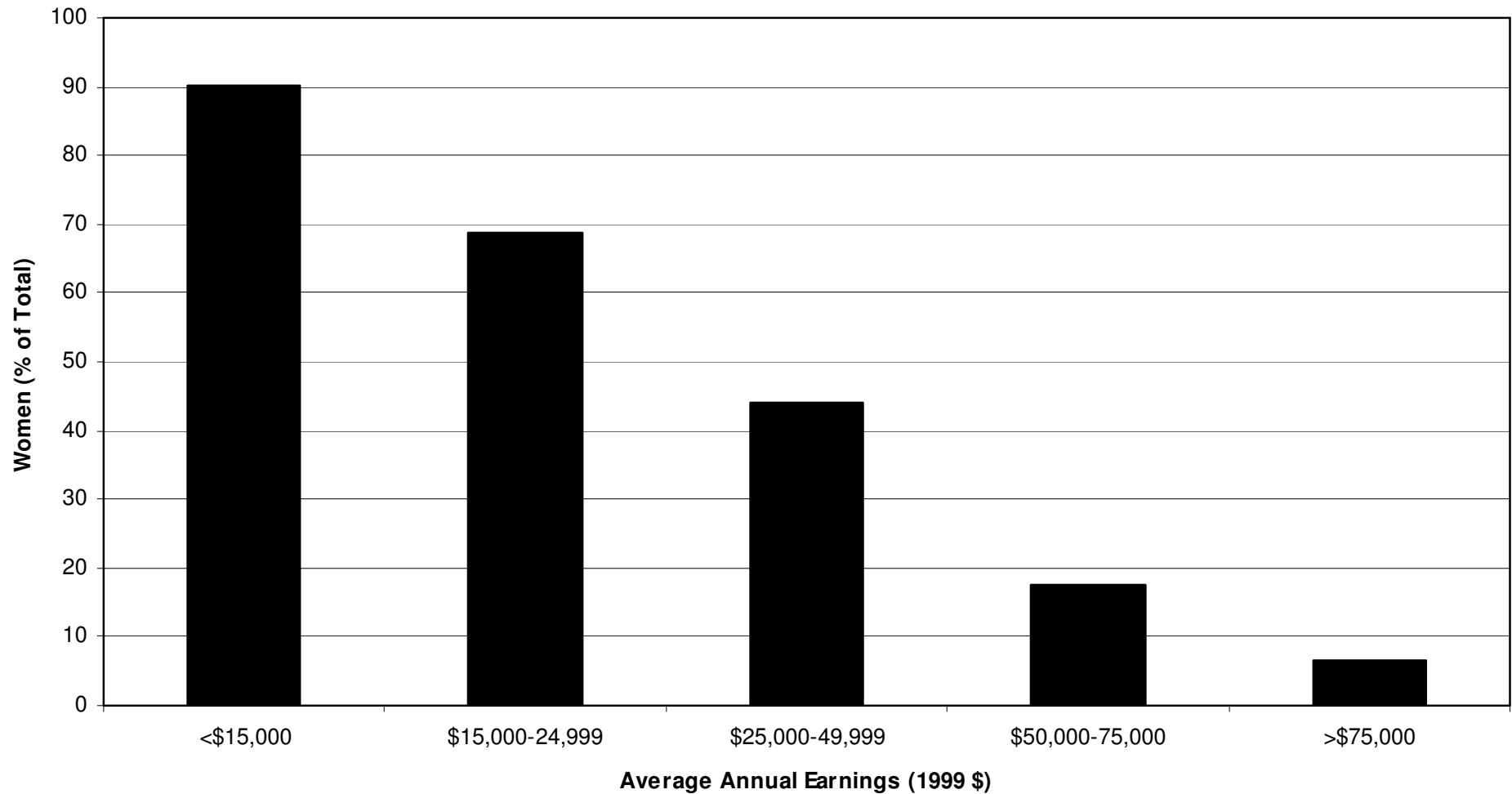


Note: Middle class occupations include professional and managerial (including non-retail sales) occupations. All other occupations are coded as working class occupations.  
Source: IPUMS, 1% and 5%, ages 25-54



Source: Cotter, David A., Joan M. Hermsen, and Reeve Vanneman. "Gender Inequality at Work," prepared for the Russell Sage Foundation and Population Reference Bureau, 2004.

# Women are 90% of Adult Low-Wage Workers and only 6.5% of the Highest-Wage Workers



Source: Rose and Hartmann. 2004. *Still a Man's Labor Market*. Washington, DC: Institute for Women's Policy Research, Table 5.

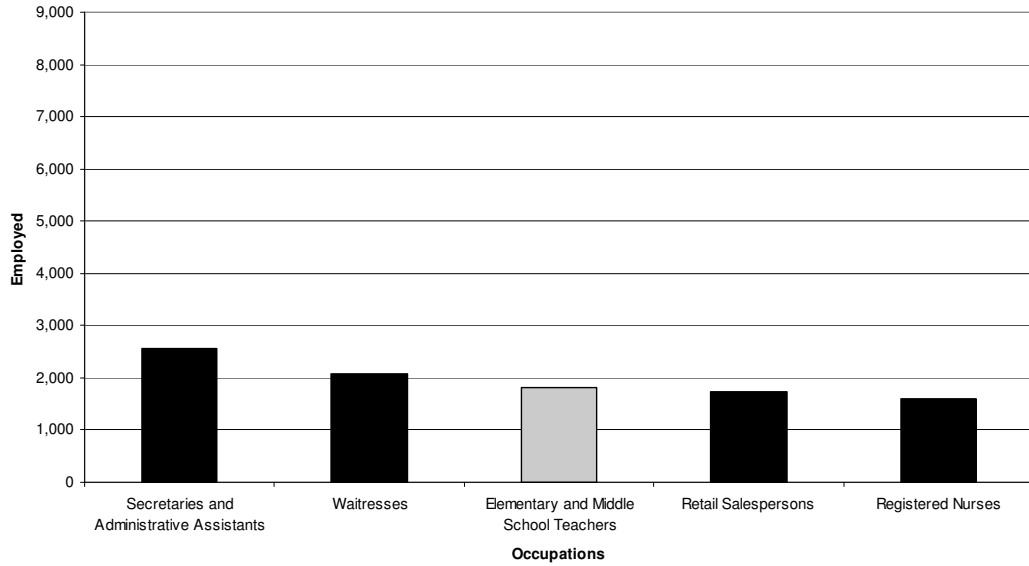
# Characteristics of Low-Wage and High Wage Workers, 2003-2004

	Low-Wage (% of workers)	High-Wage (% of workers)
16-19 years old	15.6	0.9
20-24 years old	22.0	6.8
25-54 years old	50.3	77.5
55-64 years old	7.8	12.5
65 and older	4.2	2.3
Employed full-time	60.5	89.6
Employed part-time	39.5	10.5



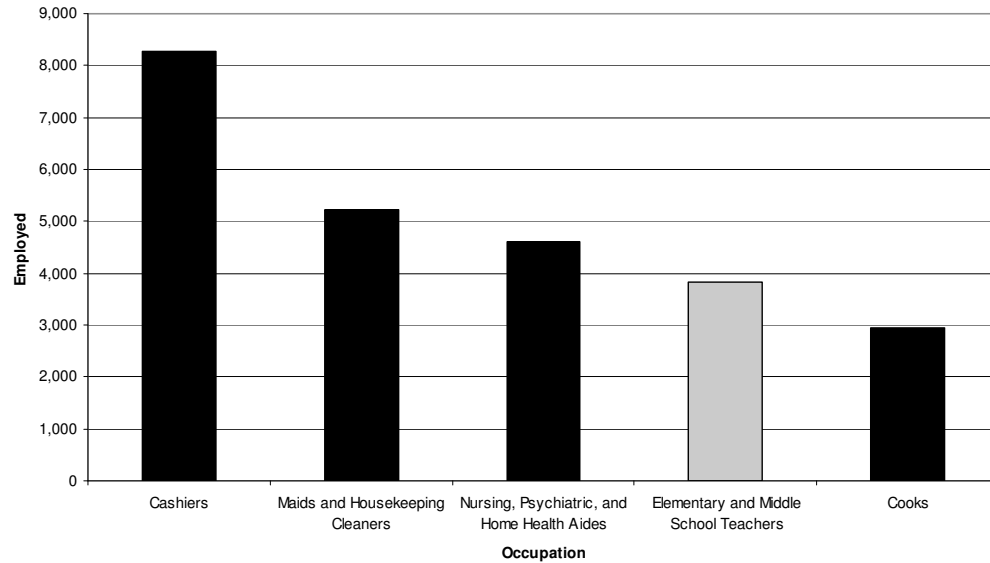
Source: Lovell, Hartmann, and Werschkul. 2007. "More Than Raising the Floor." in *The Sex of Class*. ed. Dorothy Sue Cobble. Ithaca: Cornell University Press. Institute for Women's Policy Research analysis of the 2003 and 2004 Current Population Survey Outgoing Rotation Group files.

**Five Largest Full Time Occupations,  
White Women Workers in New Orleans**



Grey  
Indicates  
the Same  
Job

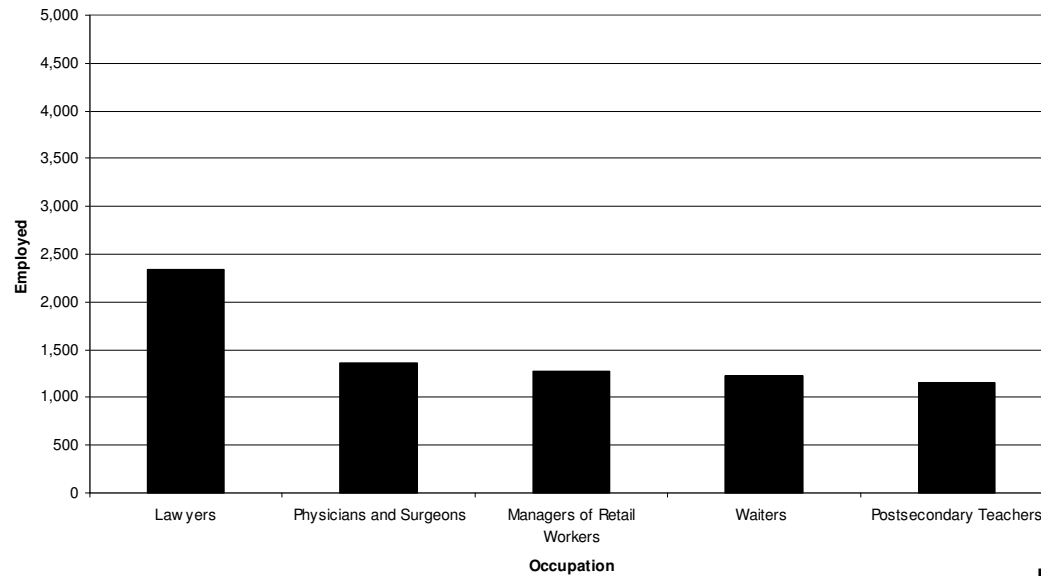
**Five Largest Occupations for  
Full Time Black Women Workers, New Orleans**



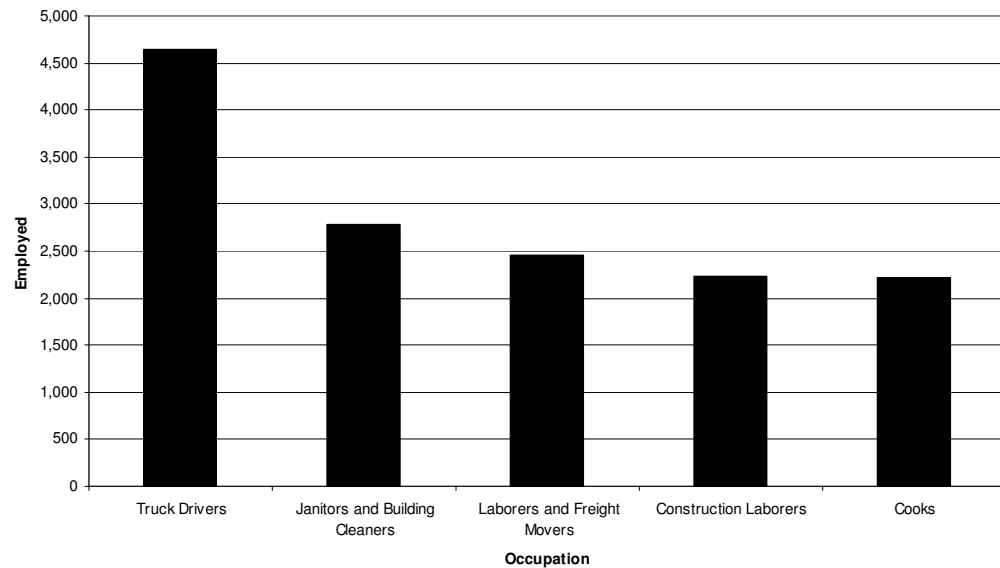
Source: Williams, Erica, Olga Sorokina, Avis Jones-DeWeever, and Heidi Hartmann. 2006. *The Women of New Orleans and the Gulf Coast: Multiple Disadvantages and Key Assets for Recovery Part II. Gender, Race, and Class in the Labor Market.* Washington, DC: Institute for Women's Policy Research.



### Five Largest Full Time Occupations, White Men Workers in New Orleans



### Five Largest Occupations for Black Men Workers in New Orleans



Source: Williams, Erica, Olga Sorokina, Avis Jones-DeWeever, and Heidi Hartmann. 2006. The Women of New Orleans and the Gulf Coast: Multiple Disadvantages and Key Assets for Recovery Part II. Gender, Race, and Class in the Labor Market. Washington, DC: Institute for Women's Policy Research.



# Wages, Training Requirements, and Worker Characters of Low-Wage, Female Dominated (75% Female) Occupations

Occupation	Percent of Workers Paid Low Wages (\$9.28/hr)	Median Hourly Wage (Dollars)	Training Education and Licensing Requirements	Percent of Workers who are Female	Percent of Workers who are African American	Percent of Workers who are Hispanic
Cashiers	<b>76.6%</b>	<b>\$7.50</b>	<b>None</b>	<b>76.6%</b>	<b>15.5%</b>	<b>15.1%</b>
Child Care Workers	<b>68.7%</b>	<b>\$8.00</b>	<b>License and High School Diploma</b>	<b>93.9%</b>	<b>16.4%</b>	<b>16.3%</b>
Hairdressers, Hairstylists, Cosmetologists	<b>47.0%</b>	<b>\$9.65</b>	<b>Cosmetology school and license; continuing education</b>	<b>93.9%</b>	<b>10.6%</b>	<b>13.6%</b>
Teacher Assistants	<b>42.7%</b>	<b>\$10.01</b>	<b>Varies, High School Diploma or some college; schools may require background checks</b>	<b>92.0%</b>	<b>14.5%</b>	<b>15.2%</b>

Sources: Lovell, Hartmann, and Werschkul. 2007. "More Than Raising the Floor." in *The Sex of Class*. ed. Dorothy Sue Cobble. Ithaca: Cornell University Press. Based on Institute for Women's Policy Research analysis of the 2003 and 2004 Current Population Survey Outgoing Rotation Group Files; Institute for Women's Policy Research summary of US Department of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook, 2004-2005 ed., <http://www.bls.gov/oco/> (accessed May 16, 2005)



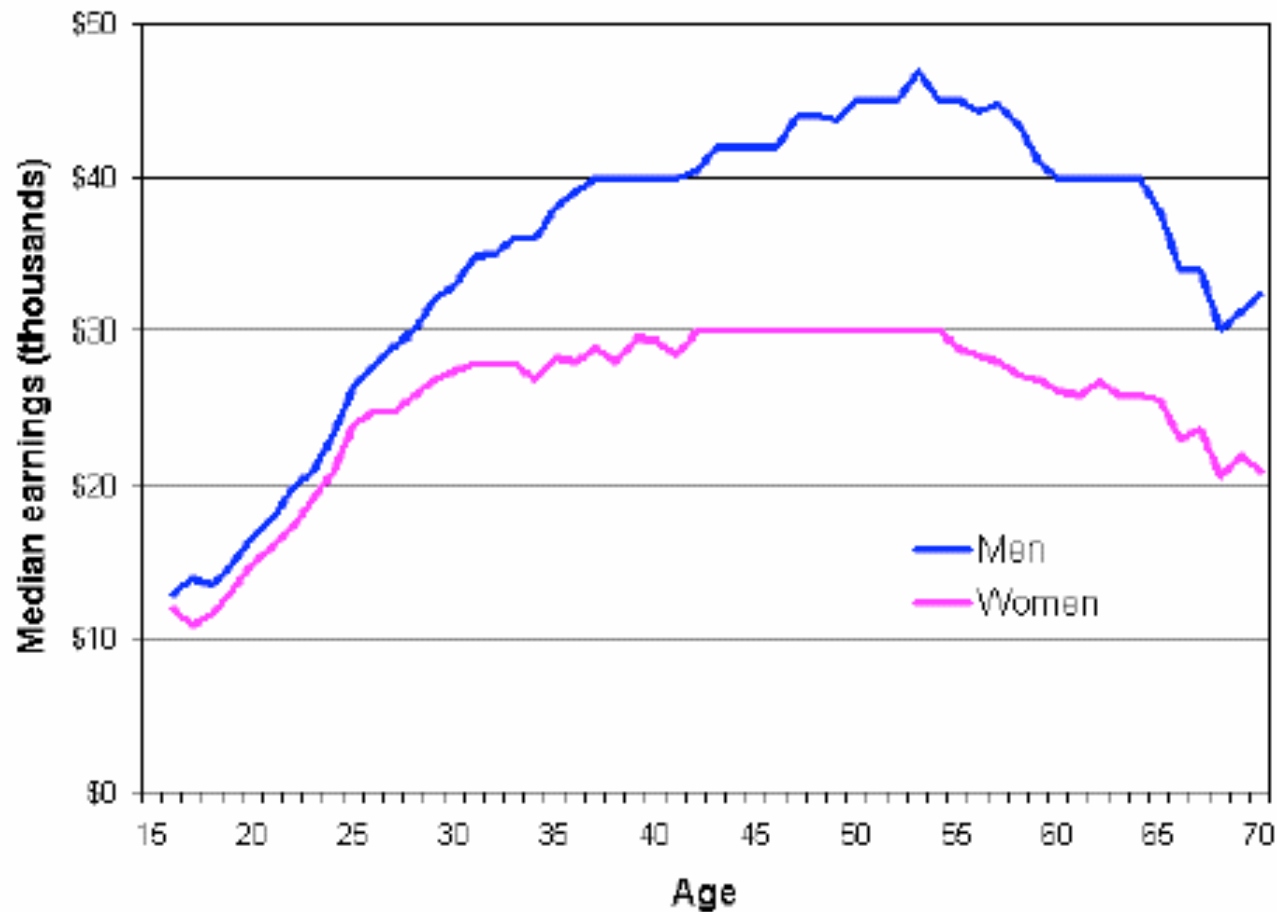
# Wages, Training Requirements, and Worker Characters of Low-Wage, Male Dominated (75% male) Occupations

Occupation	Percent of Workers Paid Low Wages (\$9.28/hr)	Median Hourly Wage (Dollars)	Training Education and Licensing Requirements	Percent of Workers who are Male	Percent of Workers who are African American	Percent of Workers who are Hispanic
Miscellaneous Agricultural Workers	<b>73.8%</b>	<b>\$7.70</b>	<b>None</b>	<b>81.2%</b>	<b>2.7%</b>	<b>46.8%</b>
Grounds Maintenance Workers	<b>51.9%</b>	<b>\$9.24</b>	<b>None</b>	<b>93.7%</b>	<b>7.2%</b>	<b>43.2%</b>
Laborers and Freight Stock, and material movers, hand	<b>43.5%</b>	<b>\$10.00</b>	<b>None</b>	<b>83.2%</b>	<b>15.6%</b>	<b>18.9%</b>
Security guards and gaming surveillance officers	<b>40.7%</b>	<b>\$10.00</b>	<b>License; high school diploma for armed guards</b>	<b>76.3%</b>	<b>27.9%</b>	<b>13.0%</b>

Sources: Lovell, Hartmann, and Werschkul. 2007. "More Than Raising the Floor." in *The Sex of Class*. ed. Dorothy Sue Cobble. Ithaca: Cornell University Press. Based on Institute for Women's Policy Research analysis of the 2003 and 2004 Current Population Survey Outgoing Rotation Group Files; Institute for Women's Policy Research summary of US Department of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook, 2004-2005 ed., <http://www.bls.gov/oco/> (accessed May 16, 2005)



# The Gender Wage Gap Grows As Workers Age (2000)



Source: 2000 PUMS, 1%, employed full-time year-round.

From: Cotter, David A., Joan M. Hermsen, and Reeve Vanneman. "Gender Inequality at Work," prepared for the Russell Sage Foundation and Population Reference Bureau, 2004.

