Women's Earnings by State:
The Geography of the Gender-Based Wage Gap in the United States

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Background & Objectives

- The wage gap by sex in the United States has narrowed in recent years, but disparities remain.
  - National median earnings for men ($53,544) were higher than that for women ($43,394) in 2019.
  - "Unequally Essential: Women and Gender Pay Gap During COVID-19"

- We created a descriptive visualization tool depicting the wage gap by sex at the state level.
  - Goal: make information more readily available for people interested in the wage gap by sex in the United States.

Background & Objectives (continued)

- The tool allows users to analyze both earnings and occupation data at the state level depicting:
  - Earnings by sex
  - Earnings for selected occupations
  - Earnings adjusted for cost-of-living

- Through this tool, we are able to provide information regarding both the wage gap and occupational segregation at the state level.

Data

- This research uses the 2019 American Community Survey & 2019 Puerto Rico Community Survey.
    - Earnings data for the full-time, year-round civilian employed population 16 years and older
    - Data for 570 occupations classified by ACS

- This research also uses the regional price parity index created by the Bureau of Economic Analysis.
    - Cost-of-living adjustment formula

Notable Findings

- Areas with a wage gap above $15,000:
    - Wyoming: $21,676
    - Utah: $17,303
    - District of Columbia: $16,032

- Median earnings are most similar in Puerto Rico (not statistically different).
    - Male median earnings: $22,804
    - Female median earnings: $23,478
    - Wage-gap: suppressed due to margin of error

Notable Findings (continued)

- The selected top occupations for men are:
  - Driver/sales workers and truck drivers
  - Managers, all other

- The selected top occupations for women are:
  - Elementary and middle school teachers
  - Registered nurses
  - Secretaries and administrative assistants, except legal, medical, and executive

Limitations

- This research utilizes few controls:
  - Employment status (full-time, year-round workers)
  - Regional price parity

- We are not controlling for age or work experience in this tool.

- Occupation information is limited to primary job.

Feedback

- What other components should be included in our tool?

- Questions? Comments?

Thank you!