

A2: Female Rankings across Four Employment Opportunity Dimensions

Table A2.1 Female Overall Representation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
National Level Summary:			239960	-0.2%	9.4%				
A	1	Apparel Manufacturing	345	27.9%	19.7%	7.2%	1.000	4.7%	6.5%
A	2	Wholesale Electronic Markets and Agents and Brokers	135	23.2%	20.7%	42.2%	0.971	21.6%	9.3%
A	3	Clothing and Clothing Accessories Stores	3740	22.3%	14.0%	5.7%	1.000	8.8%	5.0%
A	4	Private Households	24	21.0%	32.7%	41.7%	0.846	31.8%	25.3%
A	5	Leather and Allied Product Manufacturing	100	18.9%	17.0%	16.0%	1.000	11.2%	15.3%
A	6	Nursing and Residential Care Facilities	14041	15.1%	11.3%	6.3%	1.000	1.6%	29.5%
A	7	Postal Service	7	14.9%	17.3%	28.6%	0.938	18.9%	18.9%
A	8	Transit and Ground Passenger Transportation	1303	14.1%	20.8%	23.6%	1.000	33.5%	18.8%
A	9	Health and Personal Care Stores	740	10.8%	14.0%	14.3%	1.000	16.4%	12.6%
B	10	Hospitals	5952	10.5%	8.6%	7.6%	1.000	0.8%	39.3%
B	11	Ambulatory Health Care Services	8650	10.5%	16.2%	17.3%	1.000	7.8%	41.9%
B	12	Social Assistance	4363	9.9%	15.1%	21.1%	1.000	7.1%	48.8%
B	13	Animal Production	323	9.5%	15.2%	40.6%	1.000	34.0%	21.0%
B	14	Museums, Historical Sites, and Similar Institutions	231	9.4%	9.8%	12.6%	1.000	17.7%	8.2%
B	15	Support Activities for Agriculture and Forestry	229	9.4%	20.2%	44.5%	0.957	28.0%	22.3%
B	16	Crop Production	544	8.9%	16.9%	38.1%	1.000	30.3%	23.8%
B	17	Warehousing and Storage	1648	7.9%	18.8%	50.6%	0.320	47.8%	32.2%
B	18	Personal and Laundry Services	1392	7.7%	19.9%	33.1%	1.000	29.6%	37.3%

Table A2.1 Female Overall Representation: Industry Rankings

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								State	State* Industry
B	19	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2298	6.8%	15.5%	30.6%	1.000	18.7%	45.5%
B	20	Miscellaneous Manufacturing	3143	6.8%	18.1%	42.0%	1.000	50.5%	22.1%
B	21	General Merchandise Stores	14679	6.8%	12.5%	22.5%	1.000	14.2%	43.4%
B	22	Food Manufacturing	4031	6.1%	17.1%	49.3%	0.811	28.1%	36.6%
B	23	Textile Product Mills	359	5.9%	19.9%	36.5%	1.000	28.0%	41.1%
B	24	Furniture and Related Product Manufacturing	838	5.8%	14.0%	37.2%	1.000	40.9%	26.8%
B	25	Fishing, Hunting and Trapping	39	5.4%	22.2%	53.8%	0.375	56.6%	47.3%
B	26	Printing and Related Support Activities	1056	4.3%	14.2%	41.8%	1.000	45.2%	31.1%
B	27	Miscellaneous Store Retailers	1217	4.1%	19.8%	32.8%	1.000	33.3%	49.7%
B	28	Insurance Carriers and Related Activities	4613	3.9%	13.6%	35.0%	1.000	31.0%	37.6%
C	29	Educational Services	2230	3.6%	17.8%	34.4%	1.000	24.5%	54.5%
C	30	Plastics and Rubber Products Manufacturing	2684	3.3%	16.5%	45.2%	1.000	48.4%	36.5%
C	31	Furniture and Home Furnishings Stores	640	3.3%	14.3%	35.9%	1.000	44.4%	35.7%
C	32	Real Estate	1498	3.0%	15.1%	42.7%	1.000	44.2%	38.9%
C	33	Scenic and Sightseeing Transportation	46	3.0%	8.7%	45.7%	0.769	71.6%	14.1%
C	34	Food and Beverage Stores	16282	2.9%	9.9%	35.5%	1.000	38.2%	30.7%
C	35	Air Transportation	728	1.8%	15.7%	47.9%	0.875	65.5%	21.1%
C	36	Monetary Authorities - Central Bank	482	1.5%	11.1%	28.2%	1.000	40.5%	47.8%
C	37	Textile Mills	357	1.4%	15.6%	49.6%	0.584	35.3%	55.6%
C	38	Nonstore Retailers	680	1.4%	19.9%	48.8%	0.743	42.3%	43.1%

Table A2.1 Female Overall Representation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
C	39	Amusement, Gambling, and Recreation Industries	2557	1.3%	16.8%	48.1%	0.976	59.0%	30.3%
C	40	Merchant Wholesalers, Nondurable Goods	3342	0.7%	17.5%	65.2%	0.000	66.6%	50.2%
C	41	Chemical Manufacturing	2850	0.5%	15.8%	63.9%	0.000	62.0%	35.5%
C	42	Accommodation	3965	0.4%	10.5%	45.8%	1.000	53.3%	41.5%
C	43	Electrical Equipment, Appliance, and Component Manufacturing	1418	0.2%	17.1%	58.1%	0.000	63.2%	37.5%
C	44	Management of Companies and Enterprises	2380	-0.3%	19.4%	54.5%	0.000	57.5%	46.0%
C	45	Public Administration	167	-1.2%	22.4%	40.1%	0.996	54.3%	41.9%
C	46	Gasoline Stations	375	-1.3%	14.9%	44.0%	0.991	55.7%	50.0%
C	47	Food Services and Drinking Places	20670	-1.4%	13.2%	56.1%	0.000	60.0%	48.1%
C	48	Publishing Industries (except Internet)	2004	-1.6%	16.0%	48.9%	0.843	60.8%	45.3%
C	49	Administrative and Support Services	11491	-1.9%	21.6%	52.1%	0.000	61.5%	47.9%
C	50	Credit Intermediation and Related Activities	5358	-3.4%	12.0%	49.6%	0.740	54.9%	69.0%
C	51	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	12	-3.4%	10.5%	66.7%	0.194	55.1%	69.3%
C	52	Motion Picture and Sound Recording Industries	713	-3.4%	12.1%	54.8%	0.005	78.2%	35.8%
C	53	Internet Service Providers, Web Search Portals, and Data Processing Services	550	-3.5%	16.6%	61.1%	0.000	69.1%	43.2%
C	54	Couriers and Messengers	1405	-3.6%	8.1%	75.4%	0.000	83.5%	60.4%
D	55	Sporting Goods, Hobby, Book, and Music Stores	1429	-3.9%	16.8%	62.3%	0.000	49.3%	70.1%

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Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State*
D	56	Paper Manufacturing	1594	-4.4%	11.9%	72.3%	0.000	78.7%	61.4%
D	57	Pipeline Transportation	146	-4.8%	9.0%	80.1%	0.000	97.7%	39.9%
D	58	Merchant Wholesalers, Durable Goods	4138	-4.8%	15.1%	71.9%	0.000	78.1%	54.1%
D	59	Wood Product Manufacturing	1097	-4.9%	11.6%	77.6%	0.000	73.1%	60.3%
D	60	Funds, Trusts, and Other Financial Vehicles	199	-5.3%	12.6%	58.3%	0.012	58.9%	73.6%
D	61	Other Information Services	711	-5.5%	17.1%	64.3%	0.000	77.8%	61.5%
D	62	Professional, Scientific, and Technical Services	15754	-5.5%	16.9%	65.6%	0.000	70.8%	52.5%
D	63	Transportation Equipment Manufacturing	3063	-5.7%	13.2%	70.8%	0.000	81.5%	56.5%
D	64	Oil and Gas Extraction	619	-5.7%	9.4%	81.3%	0.000	95.7%	40.7%
D	65	Support Activities for Transportation	1304	-5.9%	13.6%	70.1%	0.000	83.3%	55.5%
D	66	Fabricated Metal Product Manufacturing	4209	-6.1%	12.3%	77.5%	0.000	78.6%	65.1%
D	67	Utilities	2501	-6.1%	9.3%	79.6%	0.000	93.2%	47.7%
D	68	Computer and Electronic Product Manufacturing	3478	-6.2%	16.9%	66.3%	0.000	85.3%	36.5%
D	69	Telecommunications	2490	-6.8%	14.0%	76.1%	0.000	79.4%	59.1%
D	70	Nonmetallic Mineral Product Manufacturing	1080	-6.9%	12.2%	81.9%	0.000	77.8%	64.6%
D	71	Rental and Leasing Services	965	-7.0%	13.4%	78.1%	0.000	79.1%	70.6%
D	72	Construction of Buildings	1824	-7.1%	9.2%	85.0%	0.000	94.4%	66.3%
D	73	Water Transportation	168	-7.2%	14.2%	73.2%	0.000	75.2%	64.2%
D	74	Specialty Trade Contractors	3726	-7.2%	7.8%	94.8%	0.000	97.3%	75.5%
D	75	Forestry and Logging	28	-7.6%	14.0%	89.3%	0.000	95.3%	60.6%

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Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
D	76	Heavy and Civil Engineering Construction	2028	-7.6%	6.4%	93.3%	0.000	97.7%	68.8%
D	77	Performing Arts, Spectator Sports, and Related Industries	701	-7.9%	15.6%	69.3%	0.000	78.6%	66.1%
D	78	Broadcasting (except Internet)	1682	-8.4%	10.3%	83.2%	0.000	88.7%	65.3%
D	79	Mining (except Oil and Gas)	548	-8.7%	7.4%	94.2%	0.000	97.4%	71.6%
D	80	Machinery Manufacturing	3085	-9.1%	12.0%	83.3%	0.000	86.9%	69.9%
D	81	Building Material and Garden Equipment and Supplies Dealers	4509	-9.3%	7.4%	91.8%	0.000	92.0%	85.6%
D	82	Rail Transportation	573	-9.4%	6.1%	97.9%	0.000	97.9%	87.3%
D	83	Truck Transportation	3191	-9.4%	10.5%	87.2%	0.000	90.8%	72.6%
F	84	Primary Metal Manufacturing	1334	-11.0%	10.0%	86.4%	0.000	92.0%	84.5%
F	85	Support Activities for Mining	1189	-11.1%	9.7%	94.4%	0.000	98.8%	72.7%
F	86	Petroleum and Coal Products Manufacturing	358	-11.3%	8.0%	94.1%	0.000	97.7%	77.7%
F	87	Waste Management and Remediation Services	1029	-13.1%	10.7%	91.1%	0.000	91.3%	88.8%
F	88	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1245	-14.9%	11.0%	92.8%	0.000	94.4%	94.1%
F	89	Repair and Maintenance	908	-17.0%	16.7%	90.7%	0.000	88.9%	91.3%
F	90	Beverage and Tobacco Product Manufacturing	1164	-17.2%	12.9%	91.5%	0.000	85.0%	86.4%
Z	91	Electronics and Appliance Stores	1433	-19.5%	8.7%	98.4%	0.000	97.5%	96.5%
Z	92	Motor Vehicle and Parts Dealers	3536	-20.6%	10.2%	97.9%	0.000	97.7%	96.6%

Table A2.2 Female Management Representation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry* Management
National Level Summary:			232099	-9.1%	11.7%					
A	1	Nursing and Residential Care Facilities	13451	20.8%	24.0%	17.5%	1.000	7.8%	5.5%	31.7%
A	2	Clothing and Clothing Accessories Stores	2730	19.4%	35.1%	23.6%	1.000	29.0%	22.6%	18.0%
A	3	Private Households	23	18.5%	32.9%	39.1%	0.895	33.8%	23.5%	23.5%
A	4	Ambulatory Health Care Services	8192	18.0%	26.3%	23.2%	1.000	13.2%	8.7%	38.6%
A	5	Hospitals	5889	17.3%	15.5%	10.1%	1.000	2.3%	1.0%	39.9%
A	6	Social Assistance	4178	16.7%	23.4%	21.5%	1.000	11.6%	6.7%	41.4%
B	7	Museums, Historical Sites, and Similar Institutions	231	12.4%	13.4%	16.0%	1.000	18.1%	5.6%	9.6%
B	8	Wholesale Electronic Markets and Agents and Brokers	134	10.3%	20.1%	61.2%	0.006	32.6%	24.9%	15.6%
B	9	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2233	10.2%	26.3%	31.6%	1.000	32.9%	23.2%	32.0%
B	10	Educational Services	2161	6.1%	24.5%	34.5%	1.000	30.8%	17.3%	53.2%

Table A2.2 Female Management Representation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
C	11	Insurance Carriers and Related Activities	4549	4.5%	21.0%	45.1%	1.000	42.8%	21.9%	48.7%
C	12	General Merchandise Stores	14673	4.2%	22.8%	39.3%	1.000	47.1%	29.9%	40.9%
C	13	Apparel Manufacturing	340	3.0%	24.0%	43.5%	0.993	58.5%	42.5%	26.1%
C	14	Health and Personal Care Stores	654	2.4%	27.1%	48.0%	0.854	57.4%	39.9%	31.3%
C	15	Scenic and Sightseeing Transportation	42	2.3%	27.3%	52.4%	0.439	68.6%	33.6%	22.4%
C	16	Monetary Authorities - Central Bank	478	2.2%	16.6%	39.7%	1.000	53.5%	17.9%	59.8%
C	17	Real Estate	1464	1.7%	23.0%	49.9%	0.531	47.8%	35.3%	50.7%
C	18	Credit Intermediation and Related Activities	5347	1.4%	18.2%	45.0%	1.000	50.5%	25.1%	55.9%
C	19	Furniture and Home Furnishings Stores	629	-0.3%	23.4%	49.3%	0.655	64.4%	48.5%	33.6%
C	20	Accommodation	3912	-1.2%	17.2%	50.5%	0.266	65.4%	34.8%	54.9%
C	21	Nonstore Retailers	672	-1.7%	21.6%	60.7%	0.000	58.0%	42.0%	51.6%
C	22	Leather and Allied Product Manufacturing	78	-2.6%	21.3%	57.7%	0.106	75.3%	53.7%	37.1%

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								State	State* Management	State* Industry* Management
C	23	Funds, Trusts, and Other Financial Vehicles	198	-2.8%	18.8%	59.6%	0.004	60.0%	44.4%	62.1%
C	24	Transit and Ground Passenger Transportation	1208	-3.4%	33.2%	55.5%	0.000	69.1%	59.5%	37.1%
C	25	Management of Companies and Enterprises	2323	-3.7%	25.1%	62.5%	0.000	71.4%	53.2%	48.7%
C	26	Amusement, Gambling, and Recreation Industries	2371	-4.4%	27.1%	64.2%	0.000	73.2%	43.0%	44.7%
D	27	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	12	-4.7%	19.2%	83.3%	0.019	83.1%	67.4%	69.3%
D	28	Administrative and Support Services	10423	-5.3%	29.4%	60.3%	0.000	67.5%	56.7%	51.3%
D	29	Telecommunications	2395	-5.5%	23.5%	70.3%	0.000	71.9%	50.7%	52.0%
D	30	Miscellaneous Store Retailers	1204	-5.7%	27.1%	55.5%	0.000	67.2%	51.1%	63.5%
D	31	Air Transportation	708	-5.8%	23.0%	66.0%	0.000	84.6%	69.1%	27.1%
D	32	Internet Service Providers, Web Search	543	-5.9%	21.2%	65.0%	0.000	74.4%	57.9%	58.6%

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								State	State* Management	State* Industry* Management
D	33	Portals, and Data Processing Services Public Administration	157	-6.0%	26.8%	47.8%	0.738	62.1%	50.8%	57.0%
D	34	Other Information Services	696	-6.0%	20.1%	65.4%	0.000	78.0%	62.6%	65.1%
D	35	Motion Picture and Sound Recording Industries	689	-6.1%	26.7%	63.9%	0.000	67.1%	54.6%	54.9%
D	36	Professional, Scientific, and Technical Services	15395	-6.6%	23.8%	67.3%	0.000	71.7%	60.0%	54.5%
D	37	Publishing Industries (except Internet)	1996	-6.8%	18.4%	65.0%	0.000	78.6%	56.1%	60.7%
D	38	Forestry and Logging	27	-7.4%	21.3%	88.9%	0.000	64.9%	64.9%	29.1%
D	39	Food Services and Drinking Places	19387	-7.8%	27.5%	62.7%	0.000	65.9%	56.2%	62.0%
D	40	Gasoline Stations	359	-7.8%	21.4%	56.3%	0.010	71.6%	63.1%	49.9%
D	41	Food and Beverage Stores	16020	-8.0%	22.7%	63.7%	0.000	76.6%	60.0%	43.0%
D	42	Performing Arts, Spectator Sports, and Related Industries	670	-8.1%	20.0%	61.5%	0.000	76.1%	60.9%	62.4%
D	43	Personal and Laundry Services	1312	-8.7%	26.7%	78.4%	0.000	71.1%	65.7%	68.7%

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								State	State* Management	State* Industry*
D	44	Broadcasting (except Internet)	1681	-8.7%	17.6%	75.6%	0.000	80.1%	61.9%	64.2%
D	45	Sporting Goods, Hobby, Book, and Music Stores	1107	-8.8%	31.6%	65.0%	0.000	73.8%	62.1%	69.3%
D	46	Chemical Manufacturing	2837	-9.0%	16.9%	81.9%	0.000	92.1%	74.6%	39.1%
D	47	Miscellaneous Manufacturing	3096	-9.3%	17.7%	77.4%	0.000	91.0%	81.3%	30.4%
D	48	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1228	-12.0%	18.5%	76.1%	0.000	86.5%	66.2%	88.4%
D	49	Merchant Wholesalers, Nondurable Goods	3298	-12.1%	18.2%	82.6%	0.000	85.8%	76.5%	56.5%
D	50	Support Activities for Agriculture and Forestry	201	-12.4%	21.3%	78.1%	0.000	91.8%	87.3%	38.3%
D	51	Merchant Wholesalers, Durable Goods	4111	-12.5%	17.7%	82.4%	0.000	90.1%	81.0%	51.4%
D	52	Printing and Related Support Activities	1046	-12.6%	17.2%	80.2%	0.000	90.4%	82.8%	51.0%
D	53	Electronics and Appliance Stores	1430	-13.0%	22.2%	75.7%	0.000	80.5%	74.8%	60.8%

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Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
F	54	Animal Production	310	-13.9%	17.2%	87.1%	0.000	95.4%	89.2%	39.2%
F	55	Computer and Electronic Product Manufacturing	3467	-14.2%	13.8%	89.0%	0.000	97.8%	94.7%	50.5%
F	56	Textile Product Mills	351	-14.3%	18.6%	79.8%	0.000	92.1%	83.9%	59.3%
F	57	Building Material and Garden Equipment and Supplies Dealers	4500	-14.7%	16.3%	83.3%	0.000	90.3%	82.6%	64.2%
F	58	Furniture and Related Product Manufacturing	823	-14.9%	17.2%	82.3%	0.000	94.8%	87.4%	44.8%
F	59	Postal Service	7	-14.9%	17.8%	85.7%	0.063	91.3%	68.5%	68.5%
F	60	Couriers and Messengers	1398	-15.3%	17.0%	82.0%	0.000	95.8%	89.5%	81.6%
F	61	Water Transportation	165	-15.6%	20.4%	77.6%	0.000	88.6%	74.3%	56.2%
F	62	Food Manufacturing	3985	-15.8%	16.1%	86.7%	0.000	95.8%	88.9%	63.8%
F	63	Utilities	2473	-16.4%	16.1%	87.7%	0.000	94.7%	87.9%	53.2%
F	64	Electrical Equipment, Appliance, and Component Manufacturing	1406	-17.0%	13.3%	90.6%	0.000	98.1%	94.6%	55.3%

Table A2.2 Female Management Representation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
F	65	Rental and Leasing Services	934	-17.1%	21.2%	83.8%	0.000	82.6%	71.5%	85.0%
F	66	Support Activities for Transportation	1260	-17.1%	21.7%	77.5%	0.000	89.7%	83.1%	59.9%
F	67	Textile Mills	356	-17.2%	16.9%	85.1%	0.000	94.3%	85.1%	67.8%
F	68	Warehousing and Storage	1630	-17.3%	18.2%	87.1%	0.000	91.3%	83.1%	76.6%
F	69	Oil and Gas Extraction	610	-17.7%	13.7%	92.0%	0.000	98.6%	95.6%	43.7%
F	70	Crop Production	515	-18.3%	17.8%	85.8%	0.000	95.5%	92.3%	56.2%
F	71	Plastics and Rubber Products Manufacturing	2665	-18.8%	14.4%	91.0%	0.000	96.7%	92.8%	66.4%
F	72	Pipeline Transportation	145	-19.1%	14.2%	93.8%	0.000	99.0%	95.7%	55.5%
F	73	Truck Transportation	3105	-19.2%	17.2%	89.8%	0.000	96.0%	90.9%	61.5%
F	74	Beverage and Tobacco Product Manufacturing	1154	-19.2%	14.0%	93.3%	0.000	96.4%	92.2%	75.7%
F	75	Fishing, Hunting and Trapping	38	-19.8%	17.5%	89.5%	0.000	94.1%	94.1%	49.4%
F	76	Transportation Equipment Manufacturing	3006	-20.2%	12.9%	93.1%	0.000	98.9%	97.8%	74.7%

Table A2.2 Female Management Representation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
F	77	Paper Manufacturing	1582	-20.4%	12.8%	93.7%	0.000	98.5%	95.7%	69.1%
F	78	Fabricated Metal Product Manufacturing	4177	-20.6%	13.4%	93.1%	0.000	98.2%	95.6%	65.3%
F	79	Machinery Manufacturing	3072	-20.7%	12.5%	94.4%	0.000	98.9%	97.5%	71.4%
F	80	Construction of Buildings	1785	-21.0%	14.8%	89.9%	0.000	97.1%	94.6%	59.5%
F	81	Specialty Trade Contractors	3628	-21.6%	14.4%	91.5%	0.000	97.2%	95.4%	59.0%
F	82	Repair and Maintenance	847	-22.0%	17.9%	92.9%	0.000	93.2%	78.8%	81.8%
F	83	Petroleum and Coal Products Manufacturing	353	-22.8%	12.7%	94.9%	0.000	98.4%	97.3%	81.0%
Z	84	Nonmetallic Mineral Product Manufacturing	1060	-23.0%	13.4%	95.7%	0.000	98.6%	97.1%	78.2%
Z	85	Support Activities for Mining	1174	-23.7%	12.4%	95.2%	0.000	99.1%	97.8%	68.9%
Z	86	Motor Vehicle and Parts Dealers	3514	-24.0%	12.8%	96.1%	0.000	97.7%	95.3%	88.5%
Z	87	Wood Product Manufacturing	1080	-24.2%	13.6%	96.0%	0.000	98.3%	96.8%	80.7%
Z	88	Primary Metal Manufacturing	1327	-24.4%	11.0%	96.2%	0.000	99.3%	98.1%	82.0%

Table A2.2 Female Management Representation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry* Management
Z	89	Heavy and Civil Engineering Construction	1958	-24.5%	12.5%	95.2%	0.000	98.4%	97.5%	71.0%
Z	90	Waste Management and Remediation Services	1017	-24.6%	16.2%	94.3%	0.000	96.2%	92.6%	89.8%
Z	91	Mining (except Oil and Gas)	531	-26.8%	10.4%	96.6%	0.000	99.6%	99.3%	80.5%
Z	92	Rail Transportation	503	-29.4%	11.1%	98.4%	0.000	99.3%	99.3%	85.7%

Table A2.3 Male-Female Segregation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
National Level Summary:			239071	0.296	0.086		
A	1	Other Information Services	711	0.183	0.126	11.3%	9.9%
A	2	Accommodation	3965	0.187	0.086	6.6%	4.6%
A	3	Publishing Industries (except Internet)	2003	0.191	0.114	24.4%	9.7%
A	4	Wholesale Electronic Markets and Agents and Brokers	135	0.191	0.149	22.3%	7.9%
A	5	Hospitals	5948	0.195	0.127	19.6%	3.7%
A	6	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1245	0.201	0.198	18.1%	14.6%
A	7	Museums, Historical Sites, and Similar Institutions	231	0.202	0.099	39.4%	4.7%
A	8	Motion Picture and Sound Recording Industries	713	0.207	0.092	10.7%	13.4%
A	9	Amusement, Gambling, and Recreation Industries	2553	0.212	0.124	14.6%	13.0%
A	10	Insurance Carriers and Related Activities	4612	0.218	0.143	22.6%	14.6%
A	11	Funds, Trusts, and Other Financial Vehicles	199	0.225	0.145	28.0%	13.4%
B	12	Computer and Electronic Product Manufacturing	3474	0.201	0.149	30.9%	15.4%
B	13	Internet Service Providers, Web Search Portals, and Data Processing Services	550	0.209	0.120	16.8%	15.5%
B	14	Transportation Equipment Manufacturing	3056	0.217	0.185	25.7%	18.0%
B	15	Sporting Goods, Hobby, Book, and Music Stores	1427	0.221	0.097	6.9%	16.2%
B	16	Chemical Manufacturing	2846	0.223	0.190	37.4%	21.4%
B	17	Clothing and Clothing Accessories Stores	3700	0.224	0.106	14.1%	23.1%
B	18	Credit Intermediation and Related Activities	5358	0.224	0.156	24.7%	17.5%
B	19	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2294	0.225	0.141	31.1%	21.8%
B	20	Electronics and Appliance Stores	1432	0.226	0.107	16.7%	16.1%
B	21	Postal Service	7	0.229	0.175	8.7%	18.9%
B	22	Food and Beverage Stores	16277	0.232	0.110	18.9%	17.8%
B	23	Administrative and Support Services	11426	0.235	0.172	21.2%	24.0%
B	24	Educational Services	2223	0.236	0.135	20.7%	17.1%
B	25	Nursing and Residential Care Facilities	14019	0.239	0.133	20.4%	17.1%

Table A2.3 Male-Female Segregation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
B	26	Professional, Scientific, and Technical Services	15738	0.239	0.157	29.3%	20.2%
B	27	Health and Personal Care Stores	738	0.239	0.142	31.7%	19.9%
B	28	Management of Companies and Enterprises	2370	0.240	0.170	30.5%	19.4%
B	29	Miscellaneous Store Retailers	1204	0.242	0.159	24.8%	20.1%
B	30	Public Administration	166	0.243	0.189	24.9%	22.2%
B	31	Furniture and Related Product Manufacturing	836	0.244	0.171	35.2%	22.1%
B	32	Social Assistance	4340	0.247	0.139	23.0%	20.3%
B	33	Building Material and Garden Equipment and Supplies Dealers	4506	0.249	0.100	8.2%	16.3%
B	34	Telecommunications	2460	0.255	0.221	27.6%	22.7%
B	35	General Merchandise Stores	14675	0.259	0.106	35.8%	18.7%
B	36	Performing Arts, Spectator Sports, and Related Industries	699	0.260	0.142	35.5%	18.0%
B	37	Nonstore Retailers	680	0.264	0.186	37.4%	21.2%
C	38	Scenic and Sightseeing Transportation	46	0.204	0.149	33.1%	26.5%
C	39	Food Services and Drinking Places	20666	0.224	0.071	4.6%	25.0%
C	40	Couriers and Messengers	1402	0.241	0.133	34.3%	25.7%
C	41	Leather and Allied Product Manufacturing	100	0.251	0.160	27.7%	31.2%
C	42	Miscellaneous Manufacturing	3138	0.263	0.171	49.9%	27.3%
C	43	Crop Production	541	0.265	0.188	29.9%	31.3%
C	44	Food Manufacturing	4027	0.267	0.171	39.6%	27.2%
C	45	Animal Production	322	0.267	0.166	40.7%	30.7%
C	46	Electrical Equipment, Appliance, and Component Manufacturing	1418	0.274	0.165	50.8%	29.2%
C	47	Textile Product Mills	357	0.280	0.153	45.2%	31.6%
C	48	Printing and Related Support Activities	1056	0.281	0.147	65.4%	32.0%
C	49	Ambulatory Health Care Services	8594	0.290	0.176	39.0%	32.8%
C	50	Broadcasting (except Internet)	1673	0.293	0.203	45.3%	28.4%
C	51	Support Activities for Agriculture and Forestry	225	0.300	0.190	43.8%	34.9%
D	52	Transit and Ground Passenger Transportation	1303	0.219	0.124	19.9%	37.6%
D	53	Textile Mills	357	0.284	0.144	47.0%	35.7%

Table A2.3 Male-Female Segregation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
D	54	Apparel Manufacturing	342	0.287	0.179	42.4%	37.6%
D	55	Monetary Authorities - Central Bank	482	0.291	0.164	47.3%	37.2%
D	56	Plastics and Rubber Products Manufacturing	2681	0.293	0.171	50.8%	36.4%
D	57	Merchant Wholesalers, Durable Goods	4129	0.312	0.197	57.5%	43.2%
D	58	Warehousing and Storage	1631	0.317	0.203	44.1%	43.0%
D	59	Paper Manufacturing	1590	0.323	0.177	62.7%	42.3%
D	60	Machinery Manufacturing	3081	0.331	0.203	60.7%	41.4%
D	61	Furniture and Home Furnishings Stores	638	0.331	0.167	50.9%	41.0%
F	62	Gasoline Stations	374	0.327	0.144	46.5%	46.7%
F	63	Real Estate	1494	0.329	0.175	59.9%	48.5%
F	64	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	12	0.330	0.180	53.4%	48.2%
F	65	Utilities	2492	0.339	0.198	70.4%	53.5%
F	66	Oil and Gas Extraction	608	0.341	0.231	58.4%	52.4%
F	67	Merchant Wholesalers, Nondurable Goods	3336	0.343	0.196	63.5%	54.2%
F	68	Petroleum and Coal Products Manufacturing	355	0.345	0.188	78.6%	45.7%
F	69	Wood Product Manufacturing	1085	0.352	0.217	58.3%	45.4%
F	70	Pipeline Transportation	146	0.355	0.222	65.1%	49.9%
F	71	Rental and Leasing Services	959	0.362	0.195	64.6%	51.8%
F	72	Primary Metal Manufacturing	1328	0.383	0.208	72.6%	52.4%
F	73	Fabricated Metal Product Manufacturing	4195	0.387	0.202	69.5%	54.3%
Z	74	Private Households	24	0.292	0.191	15.3%	64.1%
Z	75	Personal and Laundry Services	1389	0.321	0.165	42.6%	57.8%
Z	76	Support Activities for Transportation	1289	0.340	0.204	63.5%	59.6%
Z	77	Fishing, Hunting and Trapping	39	0.347	0.177	53.3%	55.7%
Z	78	Rail Transportation	508	0.363	0.224	69.7%	62.2%
Z	79	Beverage and Tobacco Product Manufacturing	1161	0.364	0.187	71.4%	55.5%
Z	80	Air Transportation	725	0.382	0.191	69.1%	66.3%
Z	81	Nonmetallic Mineral Product Manufacturing	1065	0.406	0.218	67.4%	57.5%

Table A2.3 Male-Female Segregation: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
Z	82	Mining (except Oil and Gas)	511	0.411	0.187	87.8%	76.4%
Z	83	Repair and Maintenance	888	0.415	0.216	63.6%	58.3%
Z	84	Forestry and Logging	28	0.419	0.216	58.8%	63.2%
Z	85	Water Transportation	164	0.420	0.234	74.7%	59.6%
Z	86	Construction of Buildings	1794	0.453	0.186	90.7%	84.2%
Z	87	Heavy and Civil Engineering Construction	2005	0.458	0.184	90.6%	85.6%
Z	88	Truck Transportation	3128	0.482	0.205	76.8%	84.6%
Z	89	Support Activities for Mining	1148	0.498	0.204	87.5%	79.0%
Z	90	Motor Vehicle and Parts Dealers	3532	0.514	0.139	95.7%	86.6%
Z	91	Specialty Trade Contractors	3656	0.547	0.157	94.3%	94.4%
Z	92	Waste Management and Remediation Services	1018	0.579	0.190	88.9%	82.9%

Table A2.4 Male-Female Wage Gap: Industry Rankings

Grade	Rank	Name	Females' Wages as a Percentage of Males' Wages	p-Value
National Average (Mean):			83.0%	
A	1	Scenic and Sightseeing Transportation	103.4%	0.587
A	2	Nursing and Residential Care Facilities	97.9%	0.000
B	3	Postal Service	93.6%	0.000
B	4	Motion Picture and Sound Recording Industries	90.7%	0.000
B	5	Rental and Leasing Services	90.7%	0.000
C	6	Food Services and Drinking Places	89.8%	0.000
C	7	Administrative and Support Services	89.5%	0.000
C	8	Leather and Allied Product Manufacturing	89.3%	0.000
C	9	Hospitals	89.3%	0.000
C	10	General Merchandise Stores	89.1%	0.000
C	11	Religious, Grantmaking, Civic, Professional, and Similar Organizations	89.0%	0.000
C	12	Amusement, Gambling, and Recreation Industries	89.0%	0.000
C	13	Electronics and Appliance Stores	88.9%	0.000
C	14	Social Assistance	88.5%	0.000
C	15	Museums, Historical Sites, and Similar Institutions	88.3%	0.000
C	16	Forestry and Logging	88.2%	0.000
C	17	Accommodation	87.8%	0.000
C	18	Broadcasting (except Internet)	87.7%	0.000
C	19	Educational Services	87.7%	0.000
C	20	Clothing and Clothing Accessories Stores	86.7%	0.000
C	21	Transit and Ground Passenger Transportation	86.5%	0.000
C	22	Food and Beverage Stores	86.2%	0.000
C	23	Real Estate	85.9%	0.000
C	24	Publishing Industries (except Internet)	85.6%	0.000
C	25	Apparel Manufacturing	85.4%	0.000
C	26	Beverage and Tobacco Product Manufacturing	85.4%	0.000
C	27	Sporting Goods, Hobby, Book, and Music Stores	85.0%	0.000
D	28	Couriers and Messengers	84.8%	0.000

Table A2.4 Male-Female Wage Gap: Industry Rankings

Grade	Rank	Name	Females' Wages as a Percentage of Males' Wages	p-Value
D	29	Furniture and Related Product Manufacturing	84.8%	0.000
D	30	Health and Personal Care Stores	84.5%	0.000
D	31	Warehousing and Storage	84.4%	0.000
D	32	Rail Transportation	84.1%	0.000
D	33	Wood Product Manufacturing	84.1%	0.000
D	34	Chemical Manufacturing	84.0%	0.000
D	35	Motor Vehicle and Parts Dealers	83.8%	0.000
D	36	Private Households	83.5%	0.000
D	37	Telecommunications	83.5%	0.000
D	38	Gasoline Stations	83.2%	0.000
D	39	Animal Production	83.1%	0.000
D	40	Building Material and Garden Equipment and Supplies Dealers	83.1%	0.000
D	41	Furniture and Home Furnishings Stores	83.0%	0.000
D	42	Support Activities for Agriculture and Forestry	83.0%	0.000
D	43	Nonstore Retailers	82.8%	0.000
D	44	Merchant Wholesalers, Durable Goods	82.8%	0.000
D	45	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	82.7%	0.000
D	46	Merchant Wholesalers, Nondurable Goods	82.7%	0.000
D	47	Waste Management and Remediation Services	82.6%	0.000
D	48	Crop Production	82.3%	0.000
D	49	Public Administration	82.1%	0.000
D	50	Miscellaneous Store Retailers	82.0%	0.000
D	51	Other Information Services	82.0%	0.000
D	52	Electrical Equipment, Appliance, and Component Manufacturing	81.9%	0.000
D	53	Miscellaneous Manufacturing	81.9%	0.000
D	54	Credit Intermediation and Related Activities	81.8%	0.000
D	55	Transportation Equipment Manufacturing	81.7%	0.000

Table A2.4 Male-Female Wage Gap: Industry Rankings

Grade	Rank	Name	Females' Wages as a Percentage of Males' Wages	p-Value
D	56	Support Activities for Transportation	81.6%	0.000
D	57	Truck Transportation	81.2%	0.000
D	58	Textile Product Mills	80.9%	0.000
D	59	Personal and Laundry Services	80.6%	0.000
D	60	Performing Arts, Spectator Sports, and Related Industries	80.6%	0.000
D	61	Food Manufacturing	80.5%	0.000
D	62	Specialty Trade Contractors	80.4%	0.000
D	62	Construction of Buildings	80.4%	0.000
D	62	Heavy and Civil Engineering Construction	80.4%	0.000
D	65	Internet Service Providers, Web Search Portals, and Data Processing Services	80.4%	0.000
D	66	Primary Metal Manufacturing	80.3%	0.000
D	67	Computer and Electronic Product Manufacturing	80.1%	0.000
D	68	Fabricated Metal Product Manufacturing	80.0%	0.000
D	69	Machinery Manufacturing	80.0%	0.000
F	70	Printing and Related Support Activities	80.0%	0.000
F	71	Paper Manufacturing	79.5%	0.000
F	72	Utilities	79.2%	0.000
F	73	Plastics and Rubber Products Manufacturing	79.2%	0.000
F	74	Nonmetallic Mineral Product Manufacturing	79.1%	0.000
F	75	Insurance Carriers and Related Activities	78.8%	0.000
F	76	Textile Mills	78.7%	0.000
F	77	Repair and Maintenance	78.5%	0.000
F	78	Wholesale Electronic Markets and Agents and Brokers	78.4%	0.000
F	79	Professional, Scientific, and Technical Services	78.2%	0.000
F	80	Fishing, Hunting and Trapping	77.6%	0.001
F	81	Mining (except Oil and Gas)	77.2%	0.000
F	82	Ambulatory Health Care Services	77.2%	0.000
F	83	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	76.7%	0.000

Table A2.4 Male-Female Wage Gap: Industry Rankings

Grade	Rank	Name	Females' Wages as a Percentage of Males' Wages	p-Value
F	83	Monetary Authorities - Central Bank	76.7%	0.000
F	83	Funds, Trusts, and Other Financial Vehicles	76.7%	0.000
F	86	Management of Companies and Enterprises	76.3%	0.000
Z	87	Petroleum and Coal Products Manufacturing	74.7%	0.000
Z	88	Support Activities for Mining	73.6%	0.000
Z	89	Pipeline Transportation	73.3%	0.000
Z	90	Oil and Gas Extraction	70.9%	0.000
Z	91	Water Transportation	70.9%	0.000
Z	92	Air Transportation	70.4%	0.000

Table A2.5 Correlations with Industry Level % of Federal Contractor Establishment, Total Employment Size, Mean Hourly Wage.

Industry Contextual Variables	Overall GPA	Overall Representation	Management Representation	Wage Gap	Segregation*
% of Federal Contractor Establishments	-0.24	-0.20	-0.29	-0.10	0.14
Mean Hourly Wage	-0.20	-0.29	-0.09	-0.49	-0.06
Total Employment Size	0.32	0.09	0.32	0.19	-0.30

* Positive numbers mean higher segregation