

1) Female

Table 5.1 ranks all industries in terms of their overall grade on female employment opportunity. For each industry, we also display their grades for the four dimensions of employment opportunity. In addition, we provide contextual information for each industry in terms of total number of employees and percentage of federal contractor establishment from EEO data and mean hourly wage (2011 constant dollar) from ACS data. In general, industries with high grades on one dimension had high grades on the others. The reliability of the overall grade, based on the four components of employment opportunity is 0.73.

In general, few industries receive high grades across all dimensions. Only 7 industries (7.6%) are consistently in the B range or better. These better performing industries are in a variety of sectors, although social service providers are particularly common.

Many more industries are struggling to provide employment opportunities for women commensurate with the supply of qualified women in their local labor market (overall and management representation) or among their employees (segregation and wage gaps).

In the C range, we see industries with a mix of high and low grades. These are probably the industries which could make the most progress if their managers committed themselves to actively managing for equal opportunity.

47.8% of industries receive overall failing (F or Z) or near failing (D) grades. In these industries mean wage gaps tend to be over 20%, mean segregation above 0.35, mean managerial representation below -17%, and mean overall representation below -6%. The very worst industries in terms of women's employment opportunities tend to be clustered in mining, transportation, and construction sectors of the economy.

Table 5.1 Industry Employment Opportunity Grades: All Women

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Male-Female Segregation Grade	Male-Female Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
A	Nursing and Residential Care Facilities	A	A	B	A	2,158,126	17.0	60.9
B+	Hospitals	B	A	A	C	5,017,446	29.0	41.5
B+	Clothing and Clothing Accessories Stores	A	A	B	C	390,865	16.1	48.0
B	Museums, Historical Sites, and Similar Institutions	B	B	A	C	62,848	19.1	10.8
B	Social Assistance	B	A	B	C	719,889	15.9	24.9
B	Religious, Grantmaking, Civic, Professional, and Similar Organizations	B	B	B	C	402,325	22.0	16.1
B	Wholesale Electronic Markets and Agents and Brokers	A	B	A	F	48,137	31.9	28.9
B-	Leather and Allied Product Manufacturing	A	C	C	C	20,200	31.3	35.0
B-	General Merchandise Stores	B	C	B	C	2,865,912	14.2	27.6
B-	Health and Personal Care Stores	A	C	B	D	105,739	23.0	68.9
B-	Accommodation	C	C	A	C	950,835	15.8	64.6
B-	Educational Services	C	B	B	C	419,932	23.5	24.2
B-	Amusement, Gambling, and Recreation Industries	C	C	A	C	618,884	16.3	46.3
B-	Scenic and Sightseeing Transportation	C	C	C	A	10,203	20.3	52.2
B-	Postal Service	A	F	B	B	734	25.6	42.9
B-	Motion Picture and Sound Recording Industries	C	D	A	B	86,442	28.2	17.4
C+	Apparel Manufacturing	A	C	D	C	69,483	18.3	35.1
C+	Transit and Ground Passenger Transportation	A	C	D	C	226,915	19.7	54.6
C+	Publishing Industries (except Internet)	C	D	A	C	494,007	29.6	49.8
C+	Insurance Carriers and Related Activities	B	C	A	F	1,371,870	31.6	48.0

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C+	Ambulatory Health Care Services	B	A	C	F	1,733,832	28.2	42.6
C	Administrative and Support Services	C	D	B	C	2,594,878	18.7	50.6
C	Private Households	A	A	Z	D	4,483	13.9	37.5
C	Food and Beverage Stores	C	D	B	C	2,068,077	14.3	61.0
C	Miscellaneous Store Retailers	B	D	B	D	235,539	17.9	36.7
C	Nonstore Retailers	C	C	B	D	148,557	22.8	31.2
C	Credit Intermediation and Related Activities	C	C	B	D	1,296,269	30.1	52.4
C	Food Services and Drinking Places	C	D	C	C	1,889,044	12.2	60.9
C	Chemical Manufacturing	C	D	B	D	802,157	33.5	51.9
C	Sporting Goods, Hobby, Book, and Music Stores	D	D	B	C	157,579	15.7	29.3
C	Furniture and Related Product Manufacturing	B	F	B	D	183,192	18.9	38.5
C	Other Information Services	D	D	A	D	173,403	23.8	37.7
C	Public Administration	C	D	B	D	33,845	28.1	32.3
C	Support Activities for Agriculture and Forestry	B	D	C	D	65,098	16.8	39.7
C	Miscellaneous Manufacturing	B	D	C	D	686,572	25.1	49.4
C	Internet Service Providers, Web Search Portals, and Data Processing Services	C	D	B	D	107,187	31.7	64.4
C	Funds, Trusts, and Other Financial Vehicles	D	C	A	F	48,989	37.0	36.7
C	Management of Companies and Enterprises	C	C	B	F	547,831	48.0	64.1
C-	Real Estate	C	C	F	C	232,445	28.8	50.5
C-	Animal Production	B	F	C	D	65,885	17.4	49.8
C-	Furniture and Home Furnishings Stores	C	C	D	D	91,927	19.9	60.6
C-	Telecommunications	D	D	B	D	513,564	32.1	63.9

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C-	Crop Production	B	F	C	D	137,932	15.6	33.5
C-	Textile Product Mills	B	F	C	D	77,955	17.6	47.4
C-	Food Manufacturing	B	F	C	D	1,181,641	19.0	51.7
C-	Broadcasting (except Internet)	D	D	C	C	307,367	29.8	76.0
C-	Printing and Related Support Activities	B	D	C	F	189,674	23.0	50.3
C-	Performing Arts, Spectator Sports, and Related Industries	D	D	B	D	209,224	29.4	53.4
D+	Warehousing and Storage	B	F	D	D	286,392	17.2	50.9
D+	Electronics and Appliance Stores	Z	D	B	C	151,591	24.8	5.6
D+	Couriers and Messengers	C	F	C	D	376,880	22.6	59.9
D+	Monetary Authorities - Central Bank	C	C	D	F	60,626	37.0	22.2
D+	Computer and Electronic Product Manufacturing	D	F	B	D	1,044,013	36.4	48.5
D+	Professional, Scientific, and Technical Services	D	D	B	F	3,306,410	37.5	42.2
D+	Electrical Equipment, Appliance, and Component Manufacturing	C	F	C	D	319,252	25.6	55.0
D+	Transportation Equipment Manufacturing	D	F	B	D	1,298,238	29.2	60.2
D+	Building Material and Garden Equipment and Supplies Dealers	D	F	B	D	676,756	18.1	49.2
D+	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	F	D	A	F	367,225	37.0	34.9
D	Gasoline Stations	C	D	F	D	66,606	13.6	18.4
D	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	C	D	F	D	2,134	28.1	41.7
D	Personal and Laundry Services	B	D	Z	D	216,178	15.4	49.9
D	Merchant Wholesalers, Nondurable Goods	C	D	F	D	693,417	25.1	50.6
D	Merchant Wholesalers, Durable	D	D	D	D	674,872	27.3	46.7

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	Goods							
D	Rental and Leasing Services	D	F	F	B	134,555	18.4	50.8
D	Forestry and Logging	D	D	Z	C	3,560	20.5	17.9
D	Plastics and Rubber Products Manufacturing	C	F	D	F	488,057	21.7	44.9
D	Textile Mills	C	F	D	F	64,729	18.9	38.9
D	Machinery Manufacturing	D	F	D	D	720,558	25.9	56.1
F	Fishing, Hunting and Trapping	B	F	Z	F	6,585	24.3	25.6
F	Paper Manufacturing	D	F	D	F	301,505	25.5	48.7
F	Fabricated Metal Product Manufacturing	D	F	F	D	702,165	22.6	46.8
F	Air Transportation	C	D	Z	Z	421,854	30.1	44.8
F	Wood Product Manufacturing	D	Z	F	D	166,370	18.9	47.9
F	Support Activities for Transportation	D	F	Z	D	253,990	24.3	53.5
F	Utilities	D	F	F	F	476,408	32.0	45.5
F	Beverage and Tobacco Product Manufacturing	F	F	Z	C	230,043	26.5	75.1
F	Construction of Buildings	D	F	Z	D	308,473	23.8	31.4
F	Truck Transportation	D	F	Z	D	581,376	20.6	48.5
F	Specialty Trade Contractors	D	F	Z	D	595,919	23.8	36.5
Z	Rail Transportation	D	Z	Z	D	178,212	28.4	72.4
Z	Pipeline Transportation	D	F	F	Z	26,074	33.8	64.4
Z	Oil and Gas Extraction	D	F	F	Z	126,188	37.5	42.8
Z	Primary Metal Manufacturing	F	Z	F	D	329,361	24.3	43.8
Z	Heavy and Civil Engineering Construction	D	Z	Z	D	366,875	23.8	41.2
Z	Nonmetallic Mineral Product Manufacturing	D	Z	Z	F	168,394	22.7	63.0
Z	Water Transportation	D	F	Z	Z	44,655	29.3	60.1
Z	Waste Management and Remediation Services	F	Z	Z	D	121,405	21.3	65.2

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Z	Petroleum and Coal Products Manufacturing	F	F	F	Z	106,450	36.8	57.8
Z	Repair and Maintenance	F	F	Z	F	139,333	18.6	40.3
Z	Mining (except Oil and Gas)	D	Z	Z	F	138,065	26.1	69.2
Z	Motor Vehicle and Parts Dealers	Z	Z	Z	D	424,963	20.6	52.3
Z	Support Activities for Mining	F	Z	Z	Z	245,887	31.7	43.3