

1) Female

Figure 4.1 reports the distribution of estimates for each dimension across 92 detailed industries in 2012.¹ For all four indicators there is substantial variation between industries in the level of women's employment opportunity.

The distribution of female under-representation is computed relative to the distribution of women in local labor markets and similar industries. There is substantial gender sorting by industry, with some industries heavily male and others with relatively large female labor forces. Overall, 53.3% of industries show female under-representation in total employment.

In contrast, female under-representation in managerial employment is much more widespread. 80.4% of industries display female under-representation in managerial jobs. Women are rarely more likely than men to be found in managerial jobs. One example is Nursing and Residential Care Facilities where women are 20.8% *more* likely to be found in managerial jobs than their availability in the local labor force. At the more crowded end of the distribution, women are under-represented in management by 29.4% in Rail Transportation and 26.8% in Mining (except Oil and Gas). While these are the most extreme industries in terms of women's access to managerial jobs, in 21 industries more than 90% of establishments show shortfall's in women's managerial employment. Even given the most restrictive baseline (state-management-industry), in 14 industries more than 75% of establishments have statistically significant shortfalls of women in management. These fourteen industries are:

- Beverage and Tobacco Product Manufacturing
- Couriers and Messengers
- Mining (except Oil and Gas)
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Petroleum and Coal Products Manufacturing
- Primary Metal Manufacturing
- Rail Transportation
- Rental and Leasing Services
- Repair and Maintenance
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Warehousing and Storage
- Waste Management and Remediation Services
- Wood Product Manufacturing

¹ Ninety-nine three-digit NAICS industries are available in the 2012 EEO-1; however, because of small cell size to maintain confidentiality we collapse industries 921-928 to the two-digit level.

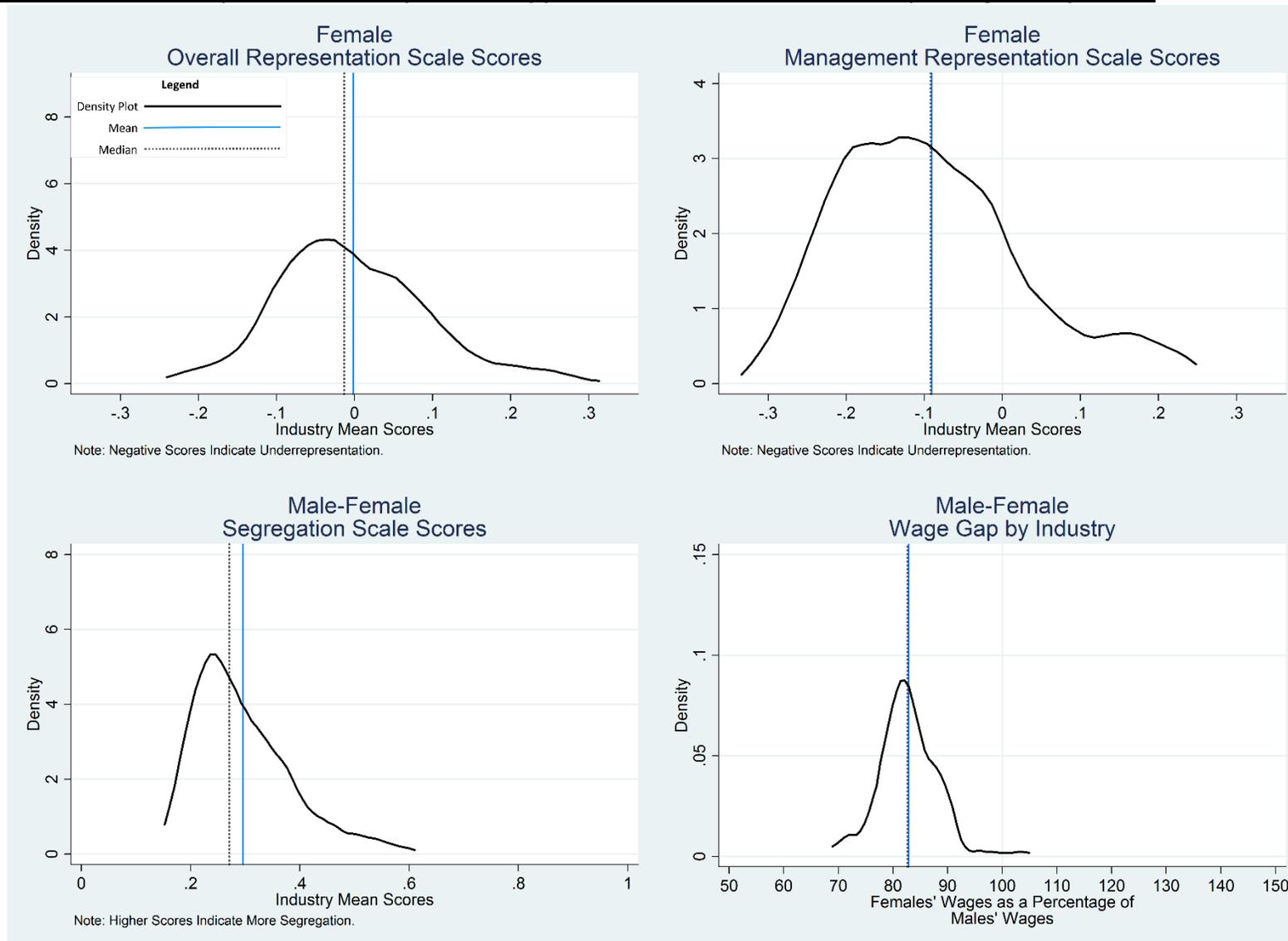
Segregation captures the sorting of men and women into different occupations within workplaces. The baseline here is a hypothetical workplace where women and men were equally distributed across jobs. The EEO-1 surveys collect data at the major occupation level (e.g. executives, managers, professionals, technicians, sales, clerical, craft, operative, laborers, service) and so understate actual job level segregation (e.g. engineers vs accountants). We find particularly high levels of gender segregation in:

- Air Transportation
- Beverage and Tobacco Product Manufacturing
- Construction of Buildings
- Fishing, Hunting and Trapping
- Forestry and Logging
- Heavy and Civil Engineering Construction
- Mining (except Oil and Gas)
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Personal and Laundry Services
- Private Households
- Rail Transportation
- Repair and Maintenance
- Specialty Trade Contractors
- Support Activities for Mining
- Support Activities for Transportation
- Truck Transportation
- Waste Management and Remediation Services
- Water Transportation

We estimate wage gaps based on American Community Survey data produced by the United States Census Bureau. Our models control for gender differences in age, education, and community of employment, and we report women's wages as a percentage of men's wages. This distribution is almost entirely below 100%. In only one industry, Scenic and Sightseeing Transportation, do women earn essentially the same wage as men after adjustments for age, hours worked, education and local labor market. Everywhere else women earn significantly less. In the mean industry, women earn 84% of what men earn. Pay gaps greater than 25% are found in:

- Air Transportation
- Ambulatory Health Care Services
- Fishing, Hunting and Trapping
- Funds, Trusts, and Other Financial Vehicles
- Insurance Carriers and Related Activities
- Management of Companies and Enterprises
- Mining (except Oil and Gas)
- Monetary Authorities - Central Bank
- Nonmetallic Mineral Product Manufacturing
- Oil and Gas Extraction
- Paper Manufacturing
- Petroleum and Coal Products Manufacturing
- Pipeline Transportation
- Plastics and Rubber Products Manufacturing
- Printing and Related Support Activities
- Professional, Scientific, and Technical Services
- Repair and Maintenance
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Support Activities for Mining
- Textile Mills
- Utilities
- Water Transportation
- Wholesale Electronic Markets and Agents and Brokers

Figure 4.1. Females' Disparities in Occupational Opportunities Across all EEO-1 Reporting Workplaces*



*Note that axes vary across dimensions due to differing metrics and for optimal visualization of variation by industry.

