

MEMORANDUM

TO: TOM FREEDMAN, MARY SMITH

FROM: JULIE MIKUTA

RE: GENDER WAGE GAP

DATE: JULY 21, 1997

SUMMARY

This memo provides an overview of statistics, research and pending legislation that addresses wage inequality between men and women who work in the same job. Attached is a table from the Dept of Labor's Wages and Employment Annual Averages which gives information about weekly earnings by "detailed" occupation and gender.

I. STATISTICS

According to 1996 Bureau of Labor Statistics Annual Averages of Employment and Earnings (attached) women who worked in the same occupations as men very often receive less pay.

II. WHAT THIS ADMINISTRATION HAS DONE

National Pay Equity Awareness Day was held on April 11, 1997. (This date was selected because the average woman had to work all of 1996 and until 4/11/97 to make what the average man earned in 1996.) President Clinton issued a proclamation which:

- cited a 1994 Dept of Labor survey of over 250,000 women who indicated that "improving pay scales" is one of their highest priorities;
- recognized that the President created the Women's Bureau Fair Pay Clearinghouse at the Dept of Labor (which disseminates information on women's wages and examples of organizations that have been successful in reducing/eliminating pay disparity); and
- called for recognition of the full value of women's work.

III. WHAT THE RESEARCH SAYS

More progress toward fair pay has been made in the public sector than in the private sector, due to a variety of reasons including: wages and job descriptions of government employees is public information; laws governing collective bargaining and the civil service often refer to the importance of equitable pay; pressure from constituents on elected officials may motivate them to narrow wage gaps. [Dept of Labor Women's Bureau]

A 1994 report on racial and gender wage inequality made to the Glass Ceiling Commission made these recommendations:

- A yearly gender and racial employment equality report card for the nation, localities and

3. S 487, Sen Mikulski, 3/20/97, 3 co-sponsors, in committee (and H.R. 304- Rep Slaughter; 19 co-sponsors)
 - Establishes policies for the DHHS on matters relating to the employment of women scientists.
 - Provides for a study and report on pay equity.

V. CURRENT LAW

The Equal Pay Act of 1963 prohibits unequal pay for equal or “substantially equal” work performed by men and women. It holds employers liable for unpaid wages and limited damages if they discriminate. Suits have been hard to bring, in large part because the EEOC has been underfunded and has a chronic backlog.

Title VII of the Civil Rights Act of 1964 prohibits wage discrimination on the basis of race, color, sex, religion, national origin or disability.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Total, 16 years and over	90,918	\$490	51,895	\$557	39,023	\$418
Managerial and professional specialty	27,222	718	13,934	852	13,288	616
Executive, administrative, and managerial	13,300	699	7,187	846	6,113	585
Administrators and officials, public administration	593	753	328	847	265	638
Administrators, protective services	54	621	35	(1)	19	(1)
Financial managers	567	782	253	979	314	635
Personnel and labor relations managers	120	781	60	1,150	60	658
Purchasing managers	126	799	67	976	58	659
Managers, marketing, advertising, and public relations	588	912	377	1,043	211	674
Administrators, education and related fields	550	804	258	956	292	657
Managers, medicine and health	607	685	157	988	450	610
Managers, food serving and lodging establishments	908	458	487	516	421	391
Managers, properties and real estate	314	548	141	620	173	481
Management-related occupations	3,622	622	1,519	749	2,103	567
Accountants and auditors	1,269	630	547	771	722	567
Underwriters	87	603	31	(1)	66	588
Other financial officers	614	665	277	845	337	606
Management analysts	159	760	81	940	78	716
Personnel, training, and labor relations specialists	371	622	127	707	245	597
Buyers, wholesale and retail trade, except farm products	155	575	75	639	80	478
Construction inspectors	61	648	57	670	4	(1)
Inspectors and compliance officers, except construction	232	695	152	750	80	606
Professional specialty	13,922	730	6,747	857	7,175	647
Engineers, architects, and surveyors	1,957	938	1,776	954	181	787
Architects	93	760	75	799	18	(1)
Engineers	1,844	949	1,685	963	158	793
Aerospace engineers	73	1,097	70	1,099	3	(1)
Chemical engineers	92	1,012	80	1,084	12	(1)
Civil engineers	217	884	198	899	18	(1)
Electrical and electronic engineers	567	994	521	1,002	46	(1)
Industrial engineers	247	841	216	863	31	(1)
Mechanical engineers	335	956	311	969	24	(1)
Mathematical and computer scientists	1,192	883	826	929	366	790
Computer systems analysts and scientists	968	891	694	931	274	813
Operations and systems researchers and analysts	191	815	112	889	80	737
Natural scientists	462	762	325	822	137	674
Chemists, except biochemists	139	851	96	900	43	(1)
Biological and life scientists	101	698	64	738	37	(1)
Medical scientists	59	659	30	(1)	30	(1)
Health diagnosing occupations	489	1,090	336	1,256	153	763
Physicians	426	1,133	295	1,378	131	802
Health assessment and treating occupations	2,005	703	342	766	1,663	692
Registered nurses	1,410	697	120	729	1,290	695
Pharmacists	131	992	81	1,047	51	931
Dietitians	77	478	7	(1)	69	484
Therapists	337	672	106	658	231	678
Respiratory therapists	76	636	36	(1)	40	(1)
Physical therapists	83	757	35	(1)	48	(1)
Speech therapists	68	689	5	(1)	64	692
Physicians' assistants	51	808	28	(1)	23	(1)
Teachers, college and university	566	870	351	937	215	765
Teachers, except college and university	3,740	641	1,023	723	2,718	613
Teachers, prekindergarten and kindergarten	357	361	7	(1)	350	358
Teachers, elementary school	1,617	662	278	719	1,339	648
Teachers, secondary school	1,101	697	498	760	603	643
Teachers, special education	301	646	48	(1)	252	652
Counselors, educational and vocational	219	689	64	799	155	659
Librarians, archivists, and curators	139	654	28	(1)	111	640
Librarians	123	660	21	(1)	102	649
Social scientists and urban planners	278	673	127	736	152	642
Economists	123	715	53	871	69	654
Psychologists	124	633	53	668	71	589
Social, recreation, and religious workers	1,134	513	545	577	589	485
Social workers	641	524	204	591	437	507
Recreation workers	85	343	23	(1)	62	314
Clergy	314	534	278	540	36	(1)
Lawyers and judges	559	1,150	369	1,258	191	970
Lawyers	530	1,149	343	1,261	187	970

See footnotes at end of table.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Writers, artists, entertainers, and athletes	1,181	614	635	728	546	529
Technical writers	59	787	35	(¹)	23	(¹)
Designers	375	592	195	767	180	441
Actors and directors	75	620	44	(¹)	31	(¹)
Painters, sculptors, craft artists, and artist printmakers	91	517	52	532	39	(¹)
Editors and reporters	212	688	106	756	106	608
Public relations specialists	132	660	53	908	79	586
Technical, sales, and administrative support	26,116	441	9,988	567	16,128	394
Technicians and related support	3,215	573	1,662	650	1,553	498
Health technologists and technicians	1,172	482	263	537	909	470
Clinical laboratory technologists and technicians	296	520	87	578	209	508
Radiologic technicians	106	559	37	(¹)	70	557
Licensed practical nurses	294	468	14	(¹)	280	466
Engineering and related technologists and technicians	834	605	683	621	151	542
Electrical and electronic technicians	341	610	300	622	41	(¹)
Drafting occupations	209	601	166	608	43	(¹)
Surveying and mapping technicians	58	461	53	459	5	(¹)
Science technicians	221	519	140	598	81	443
Biological technicians	66	485	28	(¹)	39	(¹)
Chemical technicians	79	599	58	648	21	(¹)
Technicians, except health, engineering, and science	988	706	576	806	412	611
Airplane pilots and navigators	88	1,138	87	1,143	2	(¹)
Computer programmers	518	772	363	797	156	741
Legal assistants	245	549	36	(¹)	208	545
Sales occupations	9,041	474	5,114	589	3,927	353
Supervisors and proprietors	2,969	519	1,845	608	1,124	415
Sales representatives, finance and business services	1,583	607	866	727	717	485
Insurance sales	416	606	212	787	205	471
Real estate sales	306	605	149	695	157	510
Securities and financial services sales	273	747	179	877	94	541
Advertising and related sales	131	500	53	607	78	421
Sales occupations, other business services	457	582	273	631	184	486
Sales representatives, commodities, except retail	1,329	694	1,005	735	324	583
Sales workers, retail and personal services	3,136	299	1,390	386	1,746	259
Sales workers, motor vehicles and boats	251	593	230	597	22	(¹)
Sales workers, apparel	163	265	39	(¹)	123	260
Sales workers, furniture and home furnishings	119	403	77	406	42	(¹)
Sales workers, radio, television, hi-fi, and appliances	155	423	123	428	32	(¹)
Sales workers, hardware and building supplies	171	372	134	399	36	(¹)
Sales workers, parts	139	409	122	427	17	(¹)
Sales workers, other commodities	674	298	260	340	414	273
Sales counter clerks	84	303	37	(¹)	47	(¹)
Cashiers	1,215	247	289	274	926	240
Street and door-to-door sales workers	106	372	46	(¹)	60	398
Administrative support, including clerical	13,860	405	3,212	489	10,648	391
Supervisors	634	557	261	624	374	506
General office	356	541	121	638	235	503
Financial records processing	79	604	13	(¹)	66	576
Distribution, scheduling, and adjusting clerks	168	541	108	553	61	509
Computer equipment operators	332	430	139	538	194	401
Computer operators	329	433	139	538	191	403
Secretaries, stenographers, and typists	2,907	404	63	389	2,844	404
Secretaries	2,401	406	36	(¹)	2,365	406
Stenographers	55	412	6	(¹)	49	(¹)
Typists	451	395	21	(¹)	430	397
Information clerks	1,273	345	145	367	1,127	343
Interviewers	115	356	11	(¹)	104	364
Hotel clerks	73	267	20	(¹)	52	267
Transportation ticket and reservation agents	209	421	64	458	146	397
Receptionists	633	333	18	(¹)	615	333
Records processing, except financial	651	387	152	396	498	383
Order clerks	184	455	51	466	132	451
Personnel clerks, except payroll and timekeeping	58	445	11	(¹)	47	(¹)
File clerks	203	328	57	334	146	325
Records clerks	149	389	23	(¹)	126	383

See footnotes at end of table.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Financial records processing	1,503	403	166	439	1,338	400
Bookkeepers, accounting, and auditing clerks	1,081	399	110	450	971	396
Payroll and timekeeping clerks	145	444	16	(1)	129	441
Billing clerks	141	397	20	(1)	121	399
Billing, posting, and calculating machine operators	87	395	12	(1)	75	391
Duplicating, mail and other office machine operators	60	362	22	(1)	39	(1)
Communications equipment operators	140	376	17	(1)	123	367
Telephone operators	126	363	13	(1)	112	359
Mail and message distributing	815	599	526	628	289	521
Postal clerks, except mail carriers	283	643	159	673	124	612
Mail carriers, postal service	284	678	207	684	76	646
Mail clerks, except postal service	151	339	80	383	72	314
Messengers	98	360	80	366	17	(1)
Material recording, scheduling, and distributing clerks	1,642	412	953	444	689	379
Dispatchers	218	471	113	518	105	420
Production coordinators	191	517	89	618	101	462
Traffic, shipping, and receiving clerks	550	367	395	382	155	339
Stock and inventory clerks	432	429	245	470	188	366
Meter readers	53	434	43	(1)	10	(1)
Expeditors	137	361	43	(1)	94	346
Adjusters and investigators	1,372	438	344	532	1,029	416
Insurance adjusters, examiners, and investigators	377	506	106	649	271	458
Investigators and adjusters, except insurance	763	415	184	486	579	400
Eligibility clerks, social welfare	103	455	14	(1)	88	441
Bill and account collectors	129	407	39	(1)	91	406
Miscellaneous administrative support occupations	2,531	369	426	426	2,105	358
General office clerks	510	372	108	423	402	361
Bank tellers	279	315	26	(1)	253	313
Data-entry keyers	566	366	79	407	488	360
Statistical clerks	83	397	8	(1)	74	392
Teachers' aides	331	273	29	(1)	302	272
Service occupations	9,957	305	4,958	357	5,000	273
Private household	365	212	19	(1)	346	213
Child care workers	136	198	2	(1)	134	198
Cleaners and servants	214	220	16	(1)	198	221
Protective services	1,902	538	1,627	562	275	439
Supervisors	176	742	159	773	18	(1)
Police and detectives	93	793	81	845	12	(1)
Firefighting and fire prevention	221	653	216	657	5	(1)
Firefighting	208	658	204	661	4	(1)
Police and detectives	939	606	797	618	141	520
Police and detectives, public service	549	667	481	679	68	617
Sheriffs, bailiffs, and other law enforcement officers	127	513	107	517	20	(1)
Correctional institution officers	263	513	210	541	53	449
Guards	566	333	455	343	111	295
Guards and police, except public service	531	336	440	343	91	302
Service occupations, except private household and protective	7,690	285	3,312	304	4,379	272
Food preparation and service occupations	2,839	265	1,496	278	1,343	253
Supervisors	234	312	93	357	141	294
Bartenders	177	310	82	378	96	277
Waiters and waitresses	518	271	155	308	363	253
Cooks, except short order	1,221	264	792	279	430	242
Food counter, fountain, and related occupations	71	217	23	(1)	49	(1)
Kitchen workers, food preparation	105	264	36	(1)	69	265
Waiters' and waitresses' assistants	208	259	124	239	84	278
Miscellaneous food preparation occupations	304	231	192	226	112	239
Health service occupations	1,688	299	231	342	1,457	293
Dental assistants	128	361	2	(1)	126	359
Health aides, except nursing	237	314	50	355	187	306
Nursing aides, orderlies, and attendants	1,323	292	179	339	1,144	286
Cleaning and building service occupations	2,140	298	1,325	321	815	266
Supervisors	148	391	102	468	46	(1)
Maids and housemen	455	264	96	300	359	253
Janitors and cleaners	1,476	301	1,069	313	407	272
Pest control	55	421	53	421	2	(1)
Personal service occupations	1,024	291	260	360	764	276
Hairdressers and cosmetologists	274	292	32	(1)	242	288
Attendants, amusement and recreation facilities	103	348	57	364	46	(1)
Public transportation attendants	59	417	11	(1)	48	(1)

See footnotes at end of table.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Welfare service aides	57	285	10	(1)	46	(1)
Early childhood teachers' assistants	207	231	5	(1)	202	230
Precision production, craft, and repair	11,020	540	10,076	560	944	373
Mechanics and repairers	3,834	568	3,672	571	162	510
Supervisors	212	707	193	712	18	(1)
Mechanics and repairers, except supervisors	3,622	559	3,479	563	144	502
Vehicle and mobile equipment mechanics and repairers	1,443	524	1,432	524	11	(1)
Automobile mechanics	644	478	638	480	6	(1)
Bus, truck, and stationary engine mechanics	300	545	299	545	1	(1)
Aircraft engine mechanics	131	720	130	722	1	(1)
Automobile body and related repairers	144	463	141	459	3	(1)
Heavy equipment mechanics	144	613	144	613	14	(1)
Industrial machinery repairers	527	569	513	574	74	542
Electrical and electronic equipment repairers	607	645	533	669	8	(1)
Electronic repairers, communications and industrial equipment	146	602	139	609	37	(1)
Data processing equipment repairers	170	573	134	588	25	(1)
Telephone installers and repairers	163	717	138	746	1	(1)
Miscellaneous electrical and electronic equipment repairers	64	714	64	713	4	(1)
Heating, air conditioning, and refrigeration mechanics	244	543	240	544	39	(1)
Miscellaneous mechanics and repairers	784	557	745	569	1	(1)
Millwrights	86	669	85	665	68	389
Construction trades	3,653	516	3,585	518	10	(1)
Supervisors	438	662	429	667	58	388
Construction trades, except supervisors	3,215	502	3,157	503	9	(1)
Brickmasons and stonemasons	111	483	111	483	2	(1)
Carpet installers	51	402	51	402	14	(1)
Carpenters	804	475	795	476	7	(1)
Drywall installers	122	430	120	436	1	(1)
Electricians	647	611	633	612	17	(1)
Electrical power installers and repairers	125	710	125	710	7	(1)
Painters, construction and maintenance	270	381	254	392	1	(1)
Plumbers, pipelitters, steamfitters, and apprentices	434	586	427	586	1	(1)
Concrete and terrazzo finishers	66	467	65	461	2	(1)
Insulation workers	53	508	53	508	4	(1)
Roofers	127	363	127	363	710	356
Structural metalworkers	58	598	57	600	189	458
Extractive occupations	128	699	124	700	66	367
Precision production occupations	3,405	526	2,695	583	2	(1)
Supervisors	1,141	619	952	650	32	(1)
Precision metalworking occupations	865	581	798	595	8	(1)
Tool and die makers	132	716	129	714	10	(1)
Machinists	481	543	450	555	5	(1)
Sheet-metal workers	118	605	110	612	206	334
Precision woodworking occupations	81	395	71	409	109	310
Cabinet makers and bench carpenters	55	401	50	407	48	(1)
Precision textile, apparel, and furnishings machine workers	116	346	63	380	38	(1)
Precision workers, assorted materials	472	368	216	412	23	(1)
Optical goods workers	53	457	24	(1)	5	(1)
Electrical and electronic equipment assemblers	324	340	118	355	20	(1)
Precision food production occupations	350	354	240	392	5	(1)
Butchers and meat cutters	221	366	172	402	2	(1)
Bakers	98	327	60	347	1	(1)
Precision inspectors, testers, and related workers	135	572	113	603	307	307
Inspectors, testers, and graders	128	570	108	601	300	300
Plant and system operators	246	634	241	638	346	346
Water and sewage treatment plant operators	59	551	57	562	18	(1)
Stationary engineers	118	621	117	620	19	(1)
Operators, fabricators, and laborers	15,100	391	11,613	422	31	(1)
Machine operators, assemblers, and inspectors	7,100	380	4,527	437	24	(1)
Machine operators and tenders, except precision	4,605	372	2,918	427	15	(1)
Metalworking and plastic working machine operators	385	436	327	459	15	(1)
Punching and stamping press machine operators	94	418	76	448	15	(1)
Grinding, abrading, buffing, and polishing machine operators	125	408	106	428	15	(1)
Metal and plastic processing machine operators	157	401	126	416	15	(1)
Molding and casting machine operators	99	396	75	409	9	(1)
Woodworking machine operators	110	373	95	387	307	307
Sawing machine operators	73	355	64	368	300	300

See footnotes at end of table.

39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex — Continued

(Numbers in thousands)

Occupation	1996					
	Both sexes		Men		Women	
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings
Printing machine operators	356	473	289	500	67	395
Printing press operators	281	484	250	502	31	(¹)
Textile, apparel, and furnishings machine operators	905	268	221	310	684	257
Winding and twisting machine operators	50	357	19	(¹)	31	(¹)
Textile sewing machine operators	535	254	91	287	444	249
Pressing machine operators	77	244	18	(¹)	59	230
Laundering and dry cleaning machine operators	128	254	38	(¹)	90	243
Machine operators, assorted materials	2,676	396	1,848	432	828	327
Packaging and filling machine operators	377	313	156	344	222	302
Mixing and blending machine operators	100	383	92	395	8	(¹)
Separating, filtering, and clarifying machine operators	56	609	53	608	3	(¹)
Painting and paint spraying machine operators	191	422	170	441	20	(¹)
Furnace, kiln, and oven operators, exc. food	56	510	52	512	4	(¹)
Slicing and cutting machine operators	157	359	112	407	45	(¹)
Photographic process machine operators	57	314	24	(¹)	32	(¹)
Fabricators, assemblers, and hand working occupations	1,783	403	1,247	448	536	320
Welders and cutters	555	478	525	482	30	(¹)
Assemblers	1,117	378	648	430	469	322
Production inspectors, testers, samplers, and weighers	712	379	361	471	351	323
Production inspectors, checkers, and examiners	513	407	254	499	259	346
Graders and sorters, except agricultural	144	265	65	279	79	258
Transportation and material moving occupations	4,254	476	3,982	486	272	350
Motor vehicle operators	3,052	473	2,836	484	216	345
Supervisors	73	583	60	634	14	(¹)
Truck drivers	2,396	481	2,314	485	82	359
Drivers--sales workers	146	506	139	515	6	(¹)
Bus drivers	287	396	184	468	103	329
Taxicab drivers and chauffeurs	119	374	109	381	10	(¹)
Transportation occupations, except motor vehicles	181	691	178	696	3	(¹)
Rail transportation	116	740	114	742	2	(¹)
Water transportation	65	586	64	592	1	(¹)
Material moving equipment operators	1,021	461	968	469	53	374
Operating engineers	226	516	219	518	7	(¹)
Crane and tower operators	76	552	74	558	2	(¹)
Excavating and loading machine operators	66	487	66	487		
Industrial truck and tractor equipment operators	505	417	472	420	33	(¹)
Handlers, equipment cleaners, helpers, and laborers	3,747	330	3,105	343	642	295
Helpers, construction and extractive occupations	100	311	95	308	4	(¹)
Helpers, construction trades	91	308	87	305	4	(¹)
Construction laborers	698	372	676	377	22	(¹)
Freight, stock, and material handlers	1,200	327	957	340	243	288
Stock handlers and baggers	551	282	399	292	152	262
Machine feeders and offbearers	58	328	30	(¹)	28	(¹)
Garage and service station related occupations	122	278	119	275	4	(¹)
Vehicle washers and equipment cleaners	201	292	180	296	21	(¹)
Hand packers and packagers	219	310	95	316	124	302
Laborers, except construction	1,136	342	922	360	214	298
Farming, forestry, and fishing	1,502	294	1,326	300	176	255
Farm operators and managers	83	442	72	461	11	(¹)
Farm managers	64	493	55	520	8	(¹)
Other agricultural and related occupations	1,353	285	1,190	291	163	249
Farm occupations, except managerial	636	271	562	278	73	229
Farm workers	591	265	527	271	63	221
Related agricultural occupations	717	298	627	303	90	271
Supervisors, related agricultural	69	417	68	418		
Groundskeepers and gardeners, except farm	542	294	520	294	21	(¹)
Animal caretakers, except farm	55	292	19	(¹)	36	(¹)
Graders and sorters, agricultural products	51	257	20	(¹)	31	(¹)
Forestry and logging occupations	57	443	55	440	2	(¹)

¹ Data not shown where base is less than 50,000.

- Dash represents zero or rounds to zero