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Where Women Work and How Much They Earn

by *Nick Beleiciks*

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More than 789,000 jobs at Oregon businesses or state and local governments were held by women in 2012. Women represent 49 percent of employment in Oregon, but the share of jobs held by women varies considerably by industry.

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Women's average earnings were \$2,992 per month in 2012, which was 67 percent of the \$4,486 average monthly earnings of men. The average woman brings home nearly \$1,500 a month less than the average man. Like employment, the earnings of women relative to men varies by industry.

The average monthly paycheck for women is about two-thirds the average monthly paycheck for men, but this fact is not a very useful measure of gender pay inequality. Average monthly earnings figures do not take into account other factors affecting pay, such as total hours worked and hourly wages. Adjusting for the number of hours worked narrows the earnings gap between women and men, but still does not account for other factors that can significantly affect pay.

Women's Employment by Industry

Women outnumbered men in seven of Oregon's 20 major industry sectors ([Table 1](#)). The biggest difference is in health care and social assistance, where three out of four jobs are held by women. Other noticeable majorities of women in the workplace are in educational services (66% women) and the finance and insurance industry (65%). In contrast, women are most noticeably missing from mining (14% women) and construction (17%) worksites.

The health care and educational services industries also have the most number of jobs held by women. Nearly 177,000 of the jobs in health care and social assistance were held by women, and the industry employed 22 percent of Oregon's female workforce. Retail trade also employs a large number of women, but retail jobs are split 50-50 between women and men. Accommodation and food services ranks fourth in terms of number of women workers, and women represent over half of the industry's workforce.

Table 1

**Women Outnumber Men in Seven of Oregon's Major Industries
 Average Quarterly Employment in 2012**

Industry	Employment*			Percent
	Male	Female	Both	Female
All Industry Sectors	816,469	789,238	1,605,707	49%
Health Care and Social Assistance	54,171	176,519	230,690	77%
Educational Services	49,050	95,253	144,303	66%
Finance and Insurance	19,936	36,897	56,833	65%
Accommodation and Food Services	66,399	82,146	148,545	55%
Other Services	29,864	32,593	62,457	52%
Management of Companies and Enterprises	15,560	16,221	31,781	51%
Professional, Scientific, and Technical Services	39,014	39,076	78,090	50%
Arts, Entertainment, and Recreation	12,978	12,916	25,894	50%
Retail Trade	92,977	91,778	184,755	50%
Public Administration	38,539	36,233	74,772	48%
Real Estate and Rental and Leasing	12,837	11,991	24,828	48%
Administrative Support and Waste Management	53,308	35,981	89,289	40%
Information	21,012	12,642	33,654	38%
Agriculture, Forestry, Fishing and Hunting	29,449	12,881	42,330	30%
Wholesale Trade	51,742	21,790	73,532	30%
Utilities	5,183	2,097	7,280	29%
Transportation and Warehousing	37,606	14,250	51,856	27%
Manufacturing	125,324	45,014	170,338	26%
Construction	60,160	12,733	72,893	17%
Mining, Quarrying, and Oil and Gas Extraction	1,362	230	1,592	14%

* Does not include federal jobs, student workers, real estate agents, or the self-employed.

Source: Oregon Employment Department and Local Employment Dynamics

Women's Average Earnings by Industry

Average monthly paychecks of women were lower than that of men in every industry. The ratio of women's to men's earnings ranged from a relatively close 85 percent in accommodation and food services to a disparate 51 percent in arts, entertainment, and recreation (Table 2). There are many factors behind these disparities in earnings, such as the number of hours worked and the relative wages of occupations with higher concentrations of women, but that information is not available from this data source.

Women working in Oregon's health care and social assistance sector have an average monthly paycheck of \$3,259, which is just 58 percent of the men's average. Women working in finance and insurance have a higher average paycheck than women in most other industries, but their earnings pale in comparison to what men are bringing in. With earnings just 54 percent of men's, women in finance and insurance receive an average of nearly \$3,700 a month less than what men were making.

The smallest disparity is in accommodation and food services, where women's earnings average 85 percent that of men's. The large share of minimum wage earners in this industry likely contributes to this relative earnings equality. That near equity has a cost though, as average paychecks of both women and men were lower in accommodation and food services than in any other major industry.

Table 2

**Not Accounting for Hours Worked or Occupation,
Women's Paychecks are Two-Thirds of Men's
Average Monthly Earnings of Stable Workers in 2012**

Industry	Average Monthly Earnings		Female Earnings as Percent of Male
	Male	Female	
All Industry Sectors	\$4,486	\$2,992	67%
Accommodation and Food Services	1,706	1,448	85%
Administrative Support and Waste Management	2,945	2,413	82%
Real Estate and Rental and Leasing	3,432	2,616	76%
Mining, Quarrying, and Oil and Gas Extraction	4,129	3,097	75%
Public Administration	4,924	3,681	75%
Transportation and Warehousing	3,748	2,796	75%
Educational Services	4,343	3,227	74%
Utilities	6,975	5,133	74%
Wholesale Trade	5,708	4,181	73%
Manufacturing	5,514	3,871	70%
Retail Trade	2,845	1,970	69%
Construction	4,492	3,105	69%
Information	6,024	4,064	67%
Agriculture, Forestry, Fishing and Hunting	2,922	1,971	67%
Management of Companies and Enterprises	7,003	4,423	63%
Other Services	3,146	1,860	59%
Professional, Scientific, and Technical Services	6,880	4,034	59%
Health Care and Social Assistance	5,661	3,259	58%
Finance and Insurance	7,886	4,229	54%
Arts, Entertainment, and Recreation	3,107	1,588	51%

* Does not include earnings at federal jobs, student workers, real estate agents, or the self-employed.

Source: Oregon Employment Department and Local Employment Dynamics

Employment and Earnings by Sex Data

Information about employment and earnings by industry is from the U.S. [Census Bureau's](#) Local Employment Dynamics (LED) partnership with the states. LED provides the most comprehensive data available for employment and earnings of women and men at the state and county level. Employment data is the average of quarterly employment for 2012. Earnings are the average of quarterly earnings in 2012 of workers who worked at least one full quarter during the year.

To explore and use the data available from LED, visit lehd.ces.census.gov.