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# Where Women Work and How Much They Earn

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More than 848,000 jobs at Oregon businesses or state and local governments were held by women in 2015. Women represent 49 percent of employment in Oregon, but the share of jobs held by women varies considerably by industry.

Women's average earnings were \$3,375 per month in 2015, which was 69 percent of the \$4,868 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 vary by industry.

**Women Outnumber Men in Five of Oregon's Major Industries**  
 Average Quarterly Employment in 2015

Industry	Employment*			Percent Female
	Female	Male	Both	
All Industry Sectors	848,433	895,378	1,743,810	49%
Health Care and Social Assistance	189,122	62,491	251,613	75%
Educational Services	96,529	49,556	146,085	66%
Finance and Insurance	36,417	20,860	57,278	64%
Accommodation and Food Services	91,274	78,382	169,656	54%
Other Services	33,525	31,792	65,317	51%
Management of Companies and Enterprises	22,427	22,409	44,836	50%
Arts, Entertainment, and Recreation	14,403	14,506	28,908	50%
Professional, Scientific, and Technical Services	43,839	44,771	88,610	49%
Public Administration	35,390	36,406	71,796	49%
Retail Trade	96,191	101,153	197,345	49%
Real Estate and Rental and Leasing	12,835	13,565	26,400	49%
Administrative Support and Waste Management	41,300	59,327	100,628	41%
Information	13,001	22,648	35,649	36%
Agriculture, Forestry, Fishing and Hunting	15,446	32,877	48,324	32%
Utilities	2,125	5,133	7,258	29%
Wholesale Trade	21,415	51,878	73,294	29%
Transportation and Warehousing	15,957	40,736	56,693	28%
Manufacturing	49,863	134,127	183,991	27%
Construction	17,100	71,296	88,396	19%
Mining, Quarrying, and Oil and Gas Extraction	267	1,460	1,728	15%

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

Source: Oregon Employment Department and Local Employment Dynamics

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 five of Oregon's 20 major industry sectors. 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 (64%). In contrast, women are most noticeably missing from mining (15% women) and construction (19%) worksites.

The health care and educational services industries also have the largest number of jobs held by women. More than 189,000 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 nearly 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.

### **Women's Average Earnings by Industry**

Average monthly earnings 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 87 percent in accommodation and food services to a disparate 55 percent in finance and insurance. 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 \$3,641, which is just 62 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

**Not Accounting for Type of Job or Number of Hours Worked,  
Women's Earnings Are Lower than Men's  
Average Monthly Earnings of Stable Workers\* in 2015**

<b>Industry</b>	<b>Female</b>	<b>Male</b>	<b>Female Earnings Percent of Male</b>
All Industry Sectors	\$3,375	\$4,868	69%
Accommodation and Food Services	1,621	1,867	87%
Administrative Support and Waste Management	2,711	3,188	85%
Real Estate and Rental and Leasing	2,999	3,792	79%
Mining, Quarrying, and Oil and Gas Extraction	3,600	4,692	77%
Public Administration	4,071	5,339	76%
Educational Services	3,563	4,682	76%
Transportation and Warehousing	3,027	4,038	75%
Utilities	5,352	7,276	74%
Construction	3,499	4,816	73%
Manufacturing	4,224	5,818	73%
Wholesale Trade	4,258	5,951	72%
Retail Trade	2,160	3,064	70%
Agriculture, Forestry, Fishing and Hunting	2,308	3,282	70%
Information	4,521	6,502	70%
Management of Companies and Enterprises	6,430	10,045	64%
Other Services	2,177	3,464	63%
Arts, Entertainment, and Recreation	1,830	2,924	63%
Health Care and Social Assistance	3,641	5,847	62%
Professional, Scientific, and Technical Services	4,613	7,511	61%
Finance and Insurance	4,868	8,800	55%

\* Worked at least one full quarter during the year. Does not include earnings at federal jobs, student workers, real estate agents, or the self-employed.

Source: Oregon Employment Department and Local Employment Dynamics

what men are bringing in. With earnings just 55 percent of men's, women in finance and insurance receive an average of \$3,900

a month less than what men are making.

The smallest disparity is in accommodation and food services, where women's earnings average 87 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.

### **Narrowing Oregon's Gender Pay Gap**

The above data provide industry detail about the earnings of women and men in Oregon that is not available from other sources, but they do not help explain why women have smaller paychecks than men. On average, women in Oregon earn 69 percent of what men earn. A different source of earnings data shows that when comparing just full-time wage and salary workers, the gender pay gap narrows to 83 percent of the median weekly earnings of men. In other words, the number of hours worked could account for nearly one-half of the difference in earnings between women and men in Oregon.

There are a number of articles on our website that address the topic of women in the workforce. Visit [QualityInfo.org](http://QualityInfo.org) and search for "women" to see a list of available articles.

## Employment and Earnings by Sex Data

Information about employment and earnings by industry and sex 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 2015. Earnings are the average of quarterly earnings in 2015 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](http://lehd.ces.census.gov).

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