

# Iowa Gender Wage Equity Study

2008



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## ***Background Information on Data Sources***

This report looks at two data sources of Iowa Workforce Development.

### **Section 1~ Laborshed Survey Data**

The first section reflects the results of a study completed by Iowa Workforce Development using 2007/2008 Laborshed survey data. It contains detailed information regarding gender by occupational category, age range, full-time/part-time employment, educational level, earnings, by industry, and years of experience. This information is derived from a random household employment survey of people 18 to 64 years of age.

### **Section 2 ~ Local Employment Dynamics Data**

The second section looks at Local Employment Dynamics (LED) data that is a partnership between Iowa Workforce Development and the U.S. Census Bureau which is new information about local labor market conditions. The data is built upon wage records in the Unemployment Insurance (UI) system and information from state Quarterly Census of Employment and Wages (QCEW). The universe of QCEW data is Unemployment Insurance (UI) covered earnings covering over 90% of total wage and salary civilian jobs. This data can be queried by different levels of geography - state, county, metro and census block as well as detailed industry, gender and age of workers. The data represents private industry and is compatible for all states that are LED-partners. Federal government employment is not generally included. Exempted employment excludes farmers and agricultural employees, domestic workers, self-employed, non-agricultural workers, members of the Armed Services, as well as certain types of nonprofit employers and religious organizations. The data uses the North American Industry Classification System (NAICS).

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## **Laborshed Survey Data - Section 1**

In 1993, Iowa Workforce Development (then the Department of Employment Services) conducted a survey to determine if there was a gender gap in wages paid. The results of that survey indicated that females were paid 68 cents for every dollar paid to males. Another study was conducted in 1999 which found that females made approximately 73 cents for every dollar made by males in Iowa. These calculations took into account the average number of hours respondents worked weekly.

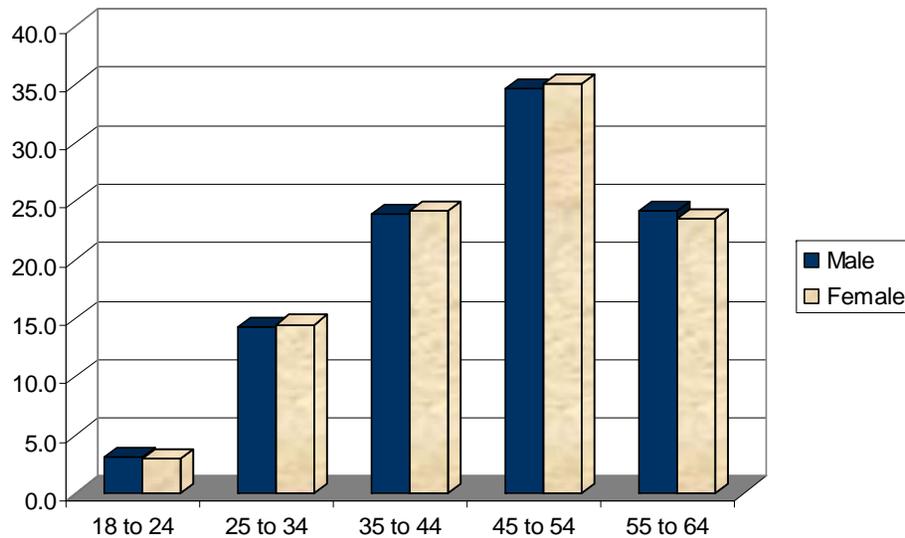
In January 2008, Iowa Workforce Development (IWD) was contacted by the Iowa Commission on the Status of Women (ICSW) to request that IWD conduct research to update the 1999 gender wage equity study to determine if the wage disparity between males and females has changed since the 1999 study.

This study was completed by IWD using 2007/2008 Laborshed data consisting of responses from 5,669 employed respondents. Of the respondents, 59.6 percent (3,379) were female, 40.3 percent (2,285) were male, and 0.1 percent (5) refused to identify their gender. Statewide sampling was provided by the University of Northern Iowa's Institute for Decision Making based on the population per ZIP code.

The results of the survey show that females who are paid an hourly wage earn 21.8 percent (78.2 cents for every dollar) less than males earn and females who are salaried earn 21.6 percent less than males. Additional survey results detail the occupational categories, industries and the education and experience levels. All of these characteristics contribute to the disparity.

For more information on the Iowa Commission on the Status of Women please visit [www.women.iowa.gov](http://www.women.iowa.gov) or Iowa's Laborshed Studies please visit [www.iowaworkforce.org](http://www.iowaworkforce.org).

### Age Range by Gender



This current study shows that the age range by gender is very similar among males and females. It is notable that workforce participation is the highest among the respondents of age 45 to 54 for both males and females.

The total percentage in each category was:

- 6.0% 18 to 24;
- 28.7% 25 to 34;
- 48.1% 35 to 44;
- 69.6% 45 to 54;
- 47.6% 55 to 64.

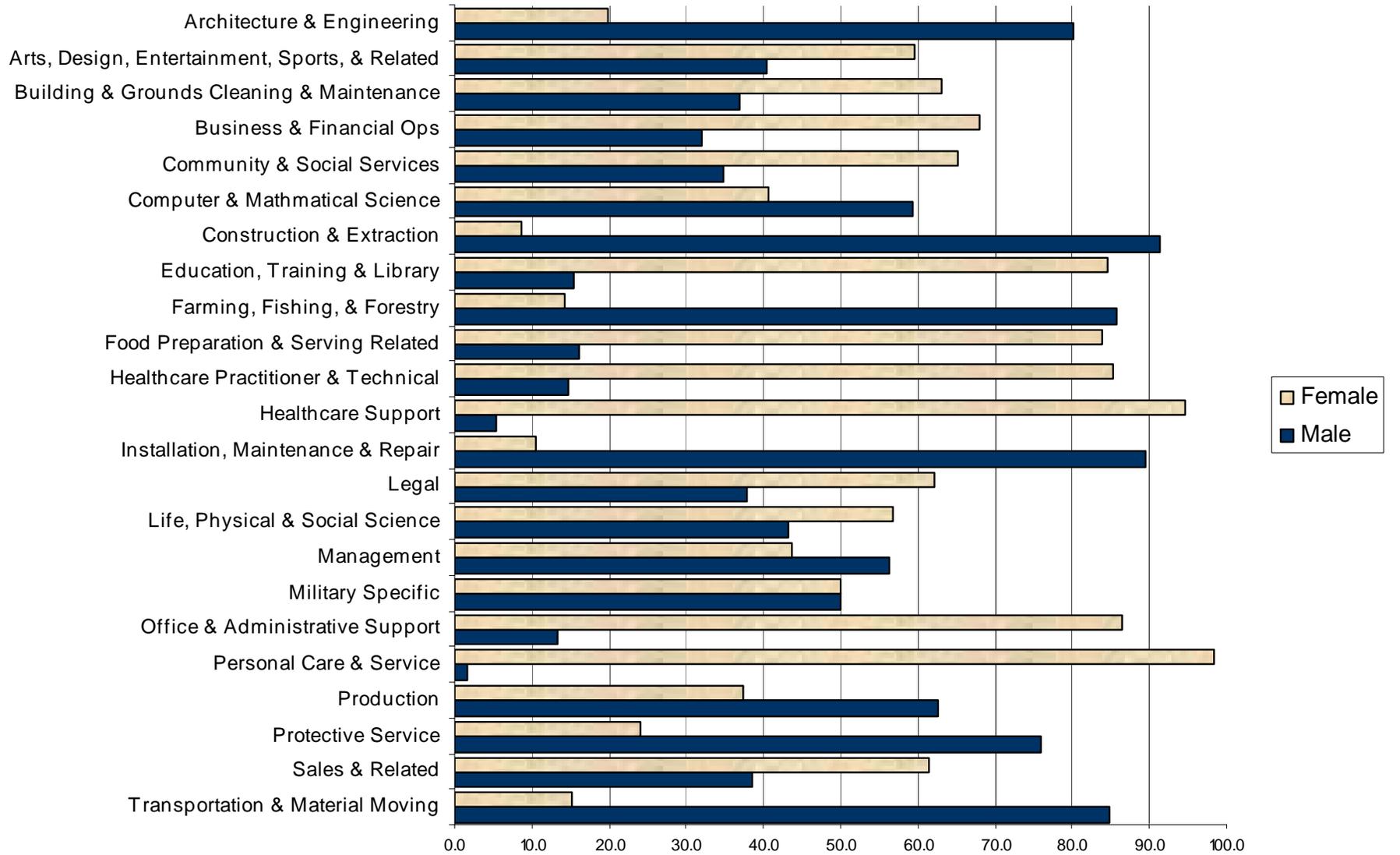
The average age of both males and females is 46 years of age.

Although industry clusters are not identified in the industry charts within this report, an industry cluster is a concentration of competing, interconnected industries that utilize a common workforce and infrastructure. Iowa analyzed industry clusters in order to identify economic relationships and geographic concentrations of selected industries. Information was extracted from the Laborshed data collected regarding occupations in the three cluster areas. Statewide 15.8 percent of respondents have transferable skills/experience in biotechnology cluster, 14.8% in advanced manufacturing, and 9.5% in the information solutions cluster.

The following chart illustrates respondents by occupational category and gender. The occupational categories with the highest percentage of female respondents are the personal care or healthcare support occupations while males dominate the construction & extraction or installation, maintenance, and repair occupations.

The occupational categories that represent the smallest differences between males and females are in the military; management; life, physical, & social science; computer & mathematical science; arts, design, entertainment, sports, & related; or sales & related.

**Percent of Females & Males by Occupational Category**



### **Female Employment Status**

Most females are working full-time (73.5%); however, it is notable that 7.8% of the females are self-employed.

The highest percentage of those who are self-employed own a child care business followed by a retail establishment. They have been in business an average of 11 years with a minimum of 1 year and a maximum of 41 years.

Most of those who are working in part-time positions are employed in the healthcare (27.4%), education (23.1%), or retail trade (16.6%) industries.

	Female Respondents	Percent
Full-time (35+ hours)	2,482	73.5%
Part-time	585	17.3%
Temporary	24	0.7%
Self-employed	262	7.8%
Seasonal	18	0.5%
Refused	8	0.2%
Total	3,379	100.0%

### **Percent of Hours Worked per Week By Gender**

Hours Worked Per Week	Male	Female
Less than 10	0.8%	2.3%
11 to 20	1.8%	5.9%
21 to 30	2.9%	9.1%
31 to 40	32.3%	48.4%
41-50	36.4%	23.4%
51 or more	25.8%	10.9%

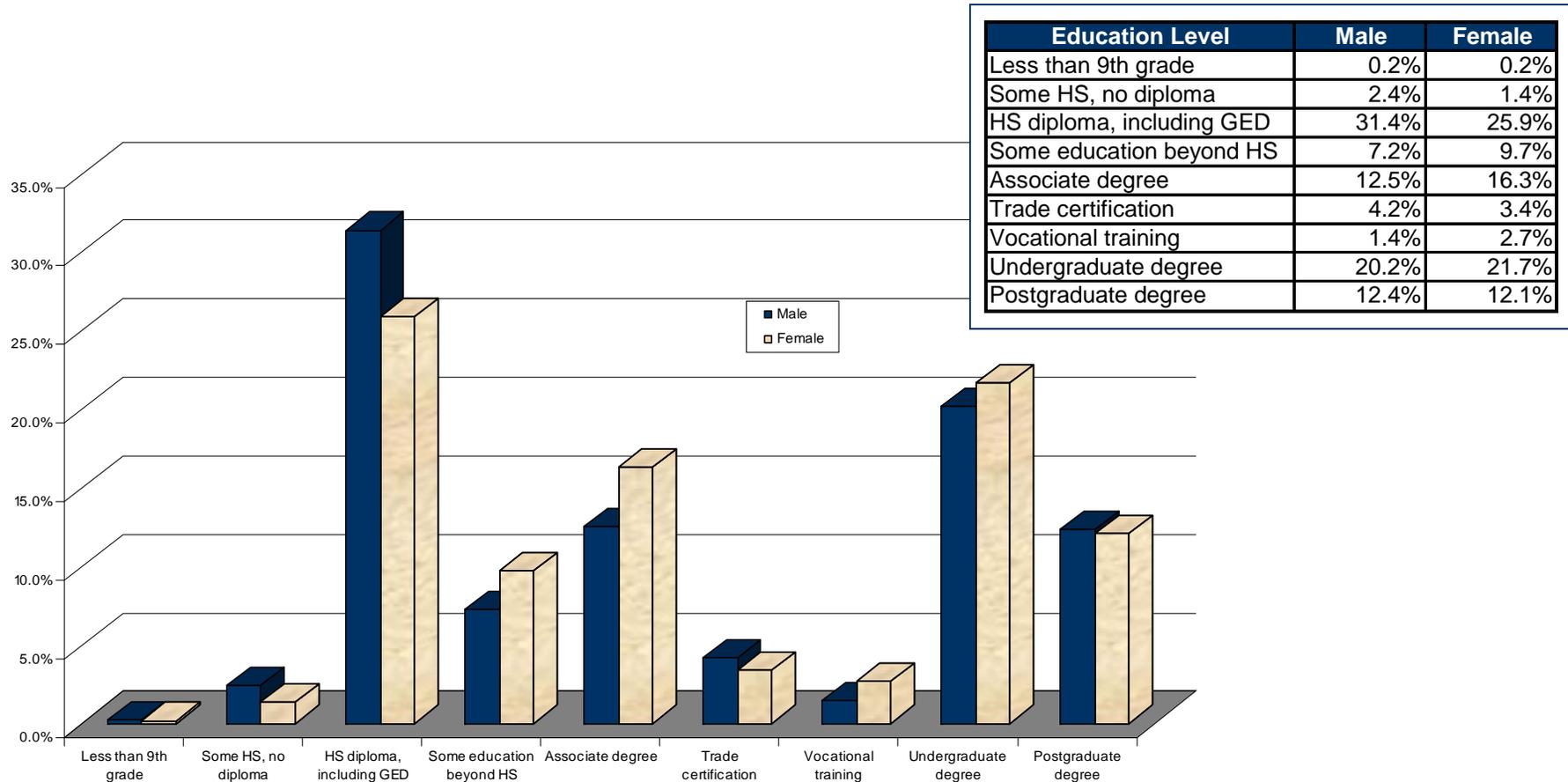
Both genders reported a high percentage of respondents working 31 to 40 hours per week (48.4% for females and 32.3% for males). However, there are other patterns that are significant and show some distinct differences between the genders. For example, the proportion of female respondents who worked less than 31 hours per week (17.3%) is more than triple the percentage of male respondents (5.5%) that worked those hours. The reverse situation is reflected in the data for respondents who worked 50 or more hours per week. Male respondents outnumbered females in this category ( 25.8% versus 10.9%).

For those respondents who reported working a secondary job, 59.6 percent are females and 40.2 percent are males. Males working multiple jobs are working an average of 53 hours per week, females are working an average of 46 hours per week. This would account for the high percentage of respondents working more than 41 hours per week.

## Education Levels by Gender

The respondents were asked during the survey to report the highest level of education attained. A higher percentage of males report having a high school diploma or GED (31.4 percent males, 25.9 percent females). However, females have completed a higher level of education than males. The category labeled “some education beyond high school” represents those that have taken classes beyond high school but have not yet completed a degree or certification program.

The 1999 study shows 27.0 percent of males and 28.4 percent of females had obtained a bachelor’s degree or higher. This study shows that 32.6 percent of males and 33.8 percent of females have obtained a bachelors degree or higher. Both studies illustrate that females have achieved a higher level of education than males.



**Gender Wages by Education Level  
Number of Hourly Wage Earners**

Males have higher wages than females for the same level of education. In the high school diploma/GED category, the median hourly wage for males is \$15.50/hour while females are currently making a median wage of \$11.30/hour, males with an associate degree are receiving a median hourly wage of \$17.00/hour, females are receiving \$13.60/hour. Although 33.8 percent of females and 32.6 percent of males have a bachelor's degree or higher, males again have a higher hourly median wage level (\$16.84/hour) than females (\$14.96/hour).

Males	Less than \$5.15	\$5.16 to \$6.99	\$7.00 to \$9.99	\$10.00 to \$12.99	\$13.00 to \$15.99	\$16.00 to \$19.99	\$20.00 or Higher	Total
Less than 9th grade	0	0	0	1	0	0	1	2
Some HS, no diploma	0	3	10	10	8	6	3	40
HS diploma, including GED	2	3	45	84	86	101	101	422
Some education beyond HS	1	0	11	18	12	19	17	78
Associate degree	0	1	7	20	21	28	43	120
Trade certification	0	0	2	7	11	14	19	53
Vocational training	0	0	0	3	4	7	6	20
Undergraduate degree	0	1	10	12	21	18	39	101
Postgraduate degree	0	0	0	6	6	4	15	31
Total	3	8	85	161	169	197	244	867

Females	Less than \$5.15	\$5.16 to \$6.99	\$7.00 to \$9.99	\$10.00 to \$12.99	\$13.00 to \$15.99	\$16.00 to \$19.99	\$20.00 or Higher	Total
Less than 9th grade	0	1	0	4	0	0	0	5
Some HS, no diploma	1	4	10	11	10	1	0	37
HS diploma, including GED	14	14	147	176	122	44	22	539
Some education beyond HS	3	5	43	54	37	21	18	181
Associate degree	1	3	48	80	72	47	58	309
Trade certification	0	3	21	16	11	15	3	69
Vocational training	0	0	11	11	18	10	7	57
Undergraduate degree	1	4	29	50	41	40	51	216
Postgraduate degree	0	1	9	15	7	6	26	64
Total	20	35	318	417	318	184	185	1477

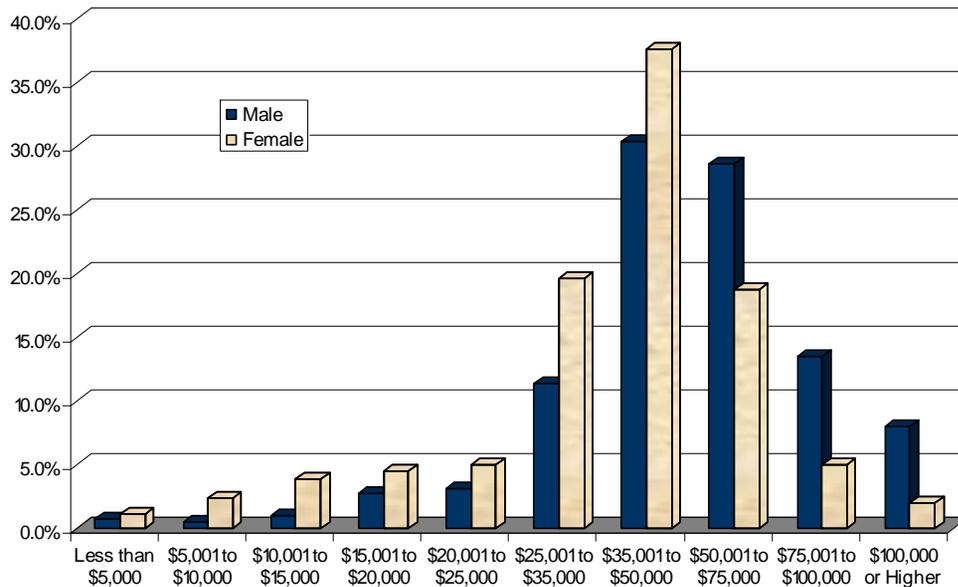
**Gender Wages by Education Level  
Number of Annual Salary Earners**

Males have higher wages than females for the same level of education. In the high school diploma/GED category, the median salary for males is \$45,000/year while females are currently making a median salary of \$35,000/year, males with an associate degree are receiving a median annual salary of \$48,000/year, females are receiving \$35,500/year. Although 33.8 percent of females and 32.6 percent of males have a bachelor's degree or higher, males again have a higher annual median salary level (\$60,000/year) than females (\$45,000/year).

Males	Less than \$5,000	\$5,001 to \$10,000	\$10,001 to \$15,000	\$15,001 to \$20,000	\$20,001 to \$25,000	\$25,001 to \$35,000	\$35,001 to \$50,000	\$50,001 to \$75,000	\$75,001 to \$100,000	\$100,000 or Higher	Total
Less than 9th grade	0	0	0	0	0	0	2	0	0	0	2
Some HS, no diploma	0	0	1	0	1	1	1	2	0	0	6
HS diploma, including GED	2	1	2	7	5	30	52	27	14	6	146
Some education beyond HS	0	1	0	1	1	6	20	9	4	2	44
Associate degree	0	1	2	7	1	16	33	25	13	3	101
Trade certification	0	0	0	1	0	2	10	7	1	2	23
Vocational training	0	0	0	0	0	1	6	0	1	0	8
Undergraduate degree	0	0	1	2	7	16	61	85	34	16	222
Postgraduate degree	4	1	1	2	2	9	41	54	34	31	179
<b>Total</b>	<b>6</b>	<b>4</b>	<b>8</b>	<b>22</b>	<b>25</b>	<b>92</b>	<b>246</b>	<b>232</b>	<b>109</b>	<b>65</b>	<b>809</b>

Females	Less than \$5,000	\$5,001 to \$10,000	\$10,001 to \$15,000	\$15,001 to \$20,000	\$20,001 to \$25,000	\$25,001 to \$35,000	\$35,001 to \$50,000	\$50,001 to \$75,000	\$75,001 to \$100,000	\$100,000 or Higher	Total
Some HS, no diploma	0	2	0	0	0	0	0	0	1	0	3
HS diploma, including GED	4	4	4	10	18	29	43	13	1	4	130
Some education beyond HS	1	3	7	6	4	19	22	7	3	0	72
Associate degree	1	4	12	10	11	25	37	20	6	0	126
Trade certification	1	0	3	4	2	3	2	2	0	0	17
Vocational training	0	0	1	1	2	4	5	2	1	0	16
Undergraduate degree	1	3	8	8	7	69	132	62	19	4	313
Postgraduate degree	3	6	1	4	3	31	113	78	17	13	269
<b>Total</b>	<b>11</b>	<b>22</b>	<b>36</b>	<b>43</b>	<b>47</b>	<b>180</b>	<b>354</b>	<b>184</b>	<b>48</b>	<b>21</b>	<b>946</b>

## Wages by Gender

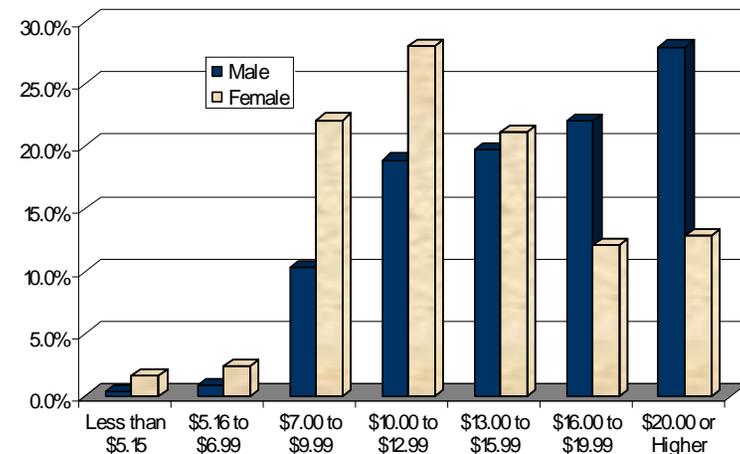


Respondents were asked to identify earnings as either hourly wages or annual salaries. The charts at left and below identify wages by gender.

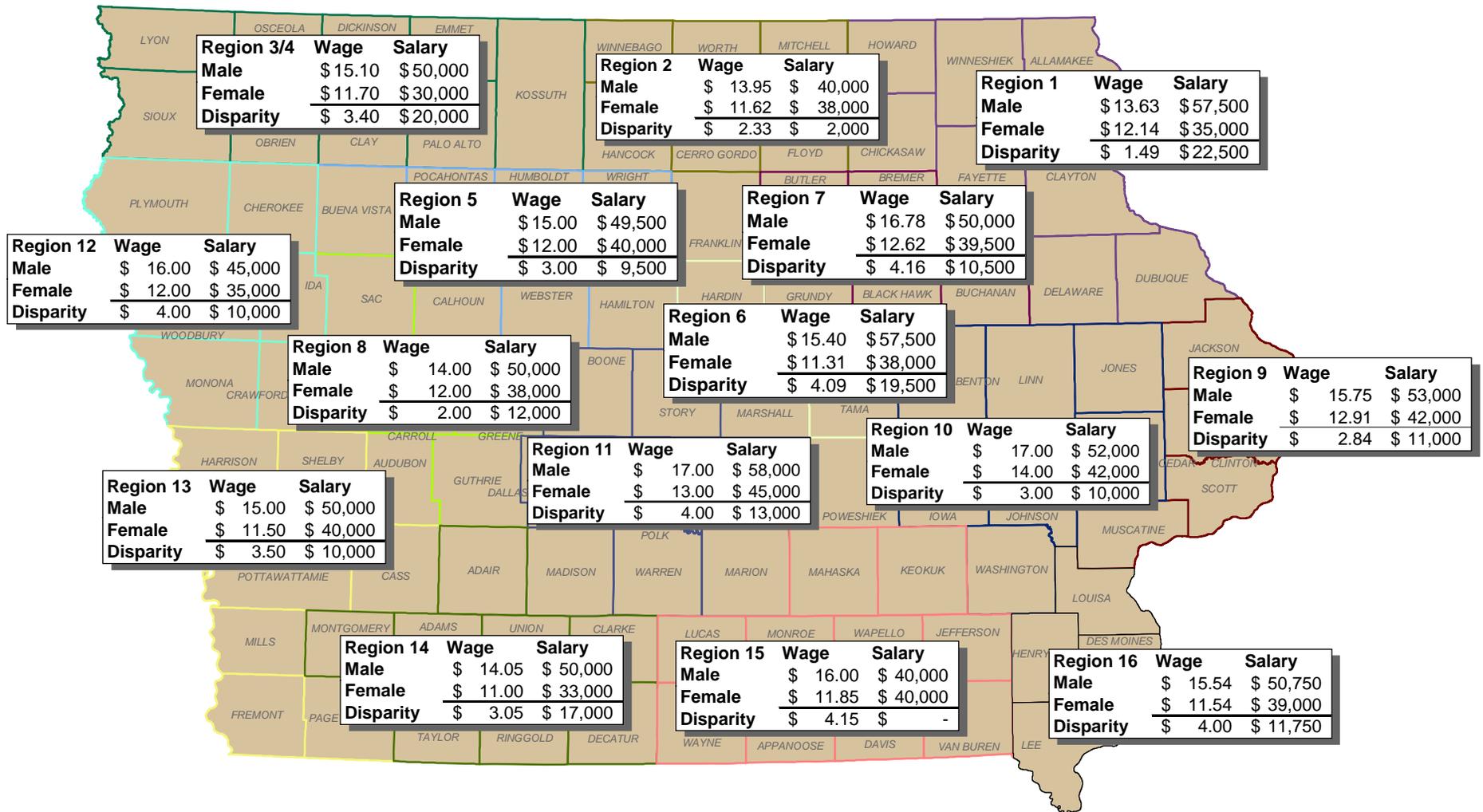
The chart at left indicates that 36.5 percent of females who are salaried employees, earn \$35,000 per year or less compared to 19.3 percent of males. The study performed in 1999 reported 64.0 percent of female respondents earned less than \$25,000 per year.

The top two occupational categories for both males and females are management and education. Males make up a larger percentage (35.2%) in management than females (21.4%).

A wage disparity is much more apparent when analyzing the hourly wage earners. Lower wages for females appear to be tied to the types of jobs that they hold. Most (40.7%) of the hourly wage earning females are working in the office/administrative support or healthcare practitioner/technical occupations while most (41.4%) of the hourly wage earning males work in construction or production occupations.



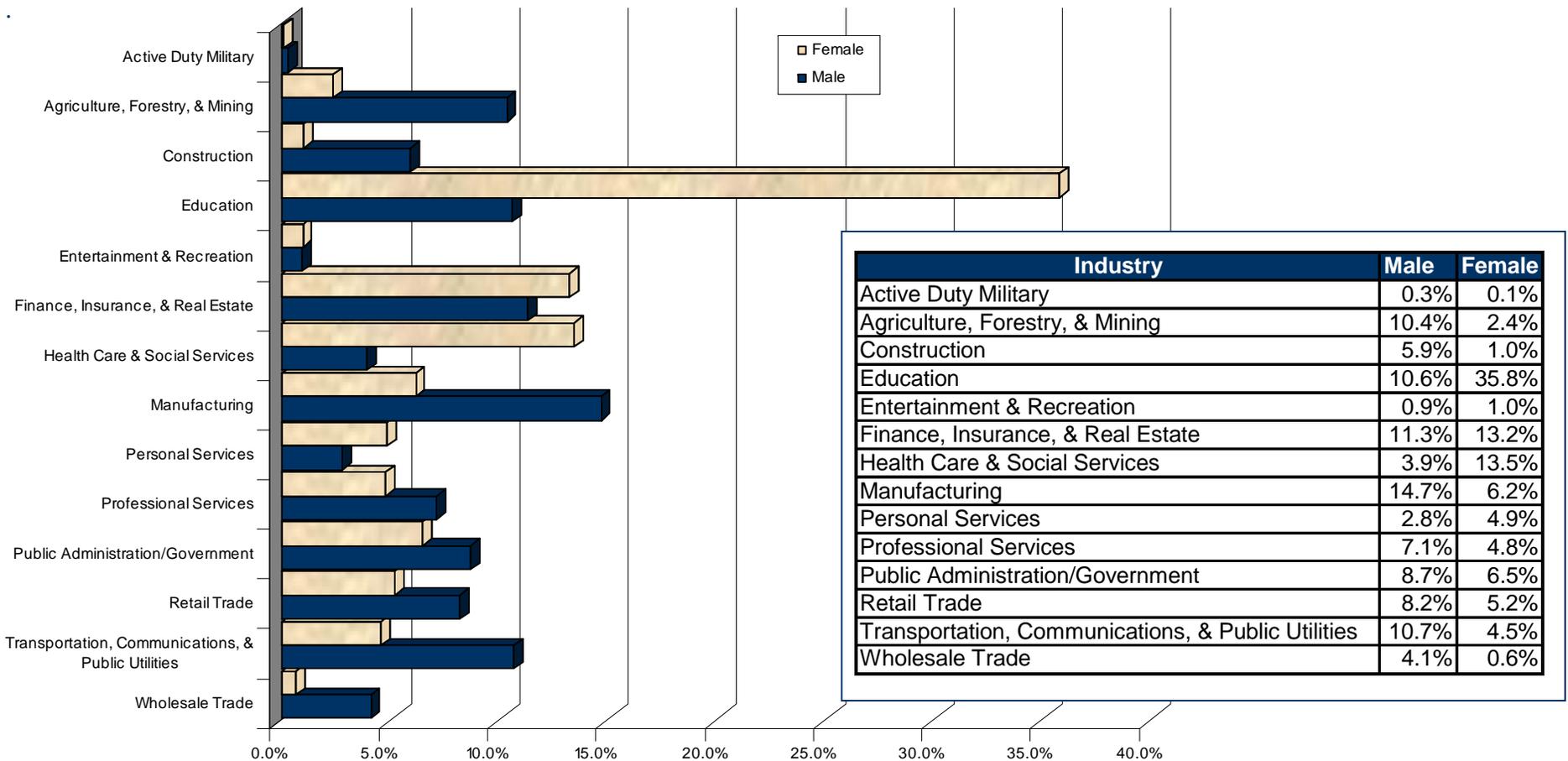
# Gender Wage/Salary Disparity by Iowa Workforce Development Region



## Gender by Industry

Female respondents were concentrated in education, health care, social services, finance, insurance, or real estate; whereas, male respondents were spread out across the manufacturing, finance, insurance, real estate, transportation, communications, & public utilities, education, and agriculture industries (see table below).

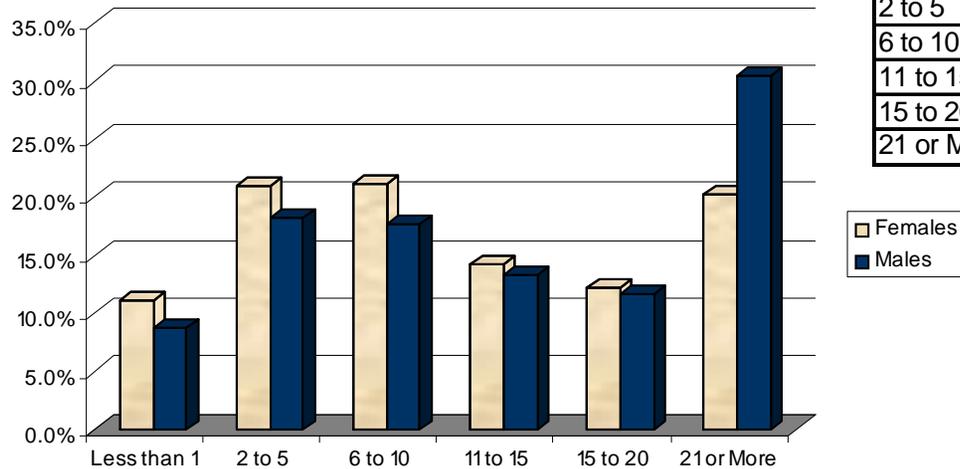
In the 1999 study, 32.2 percent of the females said they worked in Services, 21.8 percent in Government, and 14.2 percent in Retail Trade. For the male respondents, 25.4 percent worked in Manufacturing, 15.6 percent in Government, 12.6 percent in Retail Trade, and 11.6 percent in Services. Just 1.1 percent of the females worked in construction which has not changed in the past eight years.



## Respondents by Years of Experience

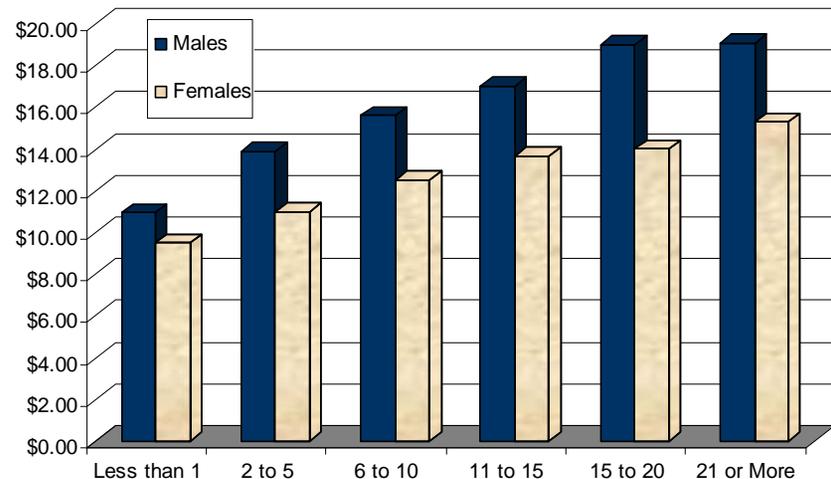
With regard to years of experience on the job, males have worked an average of 15 years and females have worked an average of 12 years. A small percentage (11.2%) of females have been with their current employer for one year or less. The majority (42.2%) have been employed from 2 to 10 years. The majority of male respondents (30.4%) have over 20 years of experience. However, males also have a small percentage of respondents (8.8%) that have been with their current employer for one year or less.

Years of Experience	Females	Males
Less than 1	11.1%	8.8%
2 to 5	21.0%	18.2%
6 to 10	21.2%	17.6%
11 to 15	14.2%	13.3%
15 to 20	12.2%	11.7%
21 or More	20.3%	30.4%



The chart below represents the hourly wages for males and females by years of experience. When looking at wages in the 2 to 5 year and 15 to 20 year experience categories, male wages increase 26.9 percent while female wages increase 21.4 percent.

For comparison purposes, in 1999, 30.4 percent of females and 19.3 percent of males have 1-5 years experience on the job. For respondents with 6-10 years, 11-15 years, or 16-20 years of experience, the percentage difference of male and female respondents was smaller. However, 36.9 percent of males and 20.3 percent of females have more than 20 years experience on the job. In both the 1999 and 2008 studies, males have more experience than females although the disparity is decreasing.



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## ***Methodology for Section 1***

NCS Pearson administered a random household telephone survey to individuals age 18 to 64 residing within the State of Iowa during January 2007 to January 2008. The survey was designed by the Institute for Decision Making at the University of Northern Iowa with assistance from the Center for Social and Behavioral Research at UNI. Statewide sampling was provided by the University of Northern Iowa's Institute for Decision Making based on the population per ZIP code. Validity of survey results is estimated at a confidence interval of +/- 5 percent. The overall goal of the study was achieved.

Survey administrators posed questions to determine the respondents' gender, age, education level, place of residence, and current employment status. Employed respondents also identified the location of their employer, employer type, occupation, years of employment in their occupation, employment status, current salary or wage, additional education/skills possessed, number of jobs currently held, distance traveled to work and the hours worked per week.

It is notable that the survey sample size of this study was substantially larger (5,669) than the sample size in 1999 (1,060) therefore more detailed information was available for this analysis.

### ***Occupational categories***

The Standard Occupational Classification (SOC) system was used for this report when clustering occupations for male and female respondents. This system is being adopted by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into 1 of more than 800 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 broad occupations. Each broad occupation includes detailed occupations requiring similar job duties, skills, education, or experience. For more detail visit the Bureau of Labor Statistics website [www.bls.gov](http://www.bls.gov).

### ***Industry categories***

In order to provide consistency with other labor market information, the industrial categories identified in this study using Laborshed data will follow a similar format of the Standard Industrial Classification Manual (1987).

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## **Local Employment Dynamics Data - Section 2**

Nationally, women earned 76.9 percent of what men made in 2006, according to a report by the US Census Bureau. Progress on wage equity differs greatly from state to state. Iowa's differential is 62 cents on the dollar. We fall in the middle third of all states in regard to pay equity. This issue begs the question—Why, after 45 years of legislation mandating equal pay for equal work, should there be any persistent and significant gaps in the earnings of men and women?

### **SCOPE AND METHODOLOGY**

The data presented in industry and age/gender aggregations have been compiled from all employees in Iowa that work for establishments that are covered by Unemployment Insurance. Iowa Workforce Development has assembled the report using the wage records of 1,454,627 workers. These wage records have been merged with administrative demographic data obtained from the US Census Bureau through the Local Employment Dynamics partnership. The time period covers four calendar quarters ending March 31, 2007.

The Local Employment Dynamics program provides innovative demographic employment information for local decision makers, economic development agencies, education and training institutions and transportation agencies. Just as national economic indicators measure the performance of the overall economy, the Quarterly Workforce Indicators measure the performance of the local economy.

It is important to note that although the wage distribution shown here is sorted by industry, the data does not identify occupations within the industry. Many industries have different skill levels, e.g. nurse's aide versus physician, secretary versus engineer. Therefore, when analyzing the data, this must be taken into consideration. As a whole, Iowa's workforce is evenly divided between men and women, yet women's wages are 62.0 percent of what men receive.

For additional demographic workforce data, please access the following website:

**<http://lehd.did.census.gov/led/index.html>**

or contact Iowa Workforce Development's Workforce Data and Business Development Bureau at 515-281-5193.



On the following pages, we have provided tables and charts that demonstrate the distribution of gender and wages of Iowa's total covered workforce across industry lines and geography (IWD Regions) within the state of

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## Distribution of Employment and Wages by Gender by Industry

Industry	Employment	Average Monthly Wage	Employment	Average Monthly Wage	Percentage of Workforce	Percentage of Wages
	<i>Men</i>	<i>Men</i>	<i>Women</i>	<i>Women</i>	<i>Women</i>	<i>Women to Men</i>
<b>11-Agriculture, Forestry, Fishing &amp; Hunting</b>	<b>9,683</b>	<b>\$2,771.25</b>	<b>3,734</b>	<b>\$1,983.25</b>	<b>27.8%</b>	<b>71.6%</b>
111-Crop Production	1,852	\$2,486.50	862	\$1,577.75	31.8%	63.5%
112-Animal Production	6,243	\$2,597.75	2,206	\$1,965.25	26.1%	75.7%
113-Forestry and Logging	25	\$2,045.50	4	\$2,322.50	13.8%	113.5%
114-Fishing, Hunting & Trapping	4	\$8,250.25	9	\$1,532.75	N/D	18.6%
115-Support Activities for Ag/Forestry	1,558	\$3,820.25	652	\$2,548.00	29.5%	66.7%
<b>21-Mining</b>	<b>1,997</b>	<b>\$4,760.00</b>	<b>251</b>	<b>\$2,991.50</b>	<b>11.2%</b>	<b>62.8%</b>
211-Oil & Gas Extraction	0	\$0.00	0	\$0.00	0.0%	0.0%
212-Mining (except Oil and Gas)	1,985	\$4,761.75	250	\$2,994.25	11.2%	62.9%
213-Support Activities for Mining	11	\$4,451.50	N/D	\$2,426.75	N/D	54.5%
<b>22-Utilities</b>	<b>6,358</b>	<b>\$5,719.00</b>	<b>2,031</b>	<b>\$3,749.50</b>	<b>24.2%</b>	<b>65.6%</b>
221-Utilities	6,358	\$5,719.00	2,031	\$3,749.50	24.2%	65.6%
<b>23-Construction</b>	<b>64,308</b>	<b>\$3,673.50</b>	<b>8,378</b>	<b>\$2,464.50</b>	<b>11.5%</b>	<b>67.1%</b>
236-Construction of Buildings	15,055	\$3,632.75	2,247	\$2,512.25	13.0%	69.2%
237-Heavy & Civil Engineering Construction	10,659	\$4,249.75	1,390	\$3,091.50	11.5%	72.7%
238-Specialty Trade Contractors	38,594	\$3,532.00	4,740	\$2,264.75	10.9%	64.1%
<b>31-33 Manufacturing</b>	<b>166,703</b>	<b>\$4,120.50</b>	<b>66,798</b>	<b>\$2,893.25</b>	<b>28.6%</b>	<b>70.2%</b>
311-Food Mfg	32,425	\$3,567.00	16,168	\$2,518.75	33.3%	70.6%
312-Beverage & Tobacco Product Mfg	1,114	\$3,358.75	229	\$2,308.75	17.1%	68.7%
313-Textile Mills Mfg	52	\$4,551.75	88	\$1,937.75	62.9%	42.6%
314-Textile Product Mills Mfg	180	\$2,804.75	427	\$1,671.50	70.3%	59.6%
315-Apparel Mfg	393	\$3,554.00	1,296	\$2,204.50	76.7%	62.0%
316-Leather & Allied Product Mfg	231	\$3,332.25	215	\$1,971.75	48.2%	59.2%
321-Wood Product Mfg	9,629	\$3,614.50	3,636	\$2,989.50	27.4%	82.7%
322-Paper Mfg	3,226	\$4,229.00	1,399	\$3,212.00	30.2%	76.0%
323-Printing & Related Support Activities	4,738	\$3,666.25	3,673	\$2,428.25	43.7%	66.2%
324-Petroleum & Coal Products Mfg	318	\$4,054.50	51	\$3,015.25	13.8%	74.4%
325-Chemical Mfg	5,362	\$5,042.50	2,674	\$3,457.00	33.3%	68.6%
326-Plastics & Rubber Products Mfg	9,469	\$3,568.00	3,627	\$2,560.75	27.7%	71.8%
327-Nonmetallic Mineral Product Mfg	5,691	\$3,614.25	922	\$2,734.00	13.9%	75.6%
331-Primary Metal Mfg	6,659	\$4,233.50	1,351	\$3,270.00	16.9%	77.2%
332-Fabricated Metal Product Mfg	17,240	\$3,617.25	4,747	\$2,682.75	21.6%	74.2%
333-Machinery Mfg	31,842	\$4,879.25	6,877	\$3,539.25	17.8%	72.5%
334-Computer & Electronic Product Mfg	8,311	\$7,724.25	5,515	\$4,196.50	39.9%	54.3%
335-Electrical Equipment, Appliance Mfg	5,995	\$3,812.50	2,998	\$2,818.75	33.3%	73.9%
336-Transportation Equipment Mfg	13,847	\$3,521.50	5,158	\$2,757.75	27.1%	78.3%
337-Furniture & Related Product Mfg	7,326	\$3,617.50	3,514	\$2,805.00	32.4%	77.5%
339-Miscellaneous Mfg	2,647	\$3,530.75	2,226	\$2,463.50	45.7%	69.8%

## Distribution of Employment and Wages by Gender by Industry

Industry	Employment <i>Men</i>	Average Monthly Wage <i>Men</i>	Employment <i>Women</i>	Average Monthly Wage <i>Women</i>	Percentage of Workforce <i>Women</i>	Percentage of Wages <i>Women to Men</i>
<b>42-Wholesale Trade</b>	<b>51,725</b>	<b>\$4,215.00</b>	<b>17,602</b>	<b>\$2,218.00</b>	25.4%	52.6%
423-Merchant Wholesalers, Durable Goods	23,251	\$3,972.75	6,955	\$2,857.00	23.0%	71.9%
424-Merchant Wholesalers, Nondurable Goods	24,318	\$4,167.75	8,640	\$3,005.00	26.2%	72.1%
425-Wholesale Electronics Markets, Agents	4,288	\$5,311.50	2,006	\$3,010.50	31.9%	56.7%
<b>44-45 Retail Trade</b>	<b>84,540</b>	<b>\$2,396.00</b>	<b>95,504</b>	<b>\$1,417.00</b>	<b>53.0%</b>	<b>59.1%</b>
441-Motor Vehicle & Parts Dealers	17,697	\$3,135.00	3,932	\$2,099.25	18.2%	67.0%
442-Furniture & Home Furnishing Stores	2,773	\$3,011.75	2,480	\$1,858.75	47.2%	61.7%
443-Electronics & Appliance Stores	4,028	\$2,939.50	1,836	\$2,173.25	31.3%	73.9%
444-Building Materials, Garden Equipment	11,302	\$2,644.25	5,385	\$1,719.00	32.3%	65.0%
445-Food & Beverage Stores	16,693	\$1,615.25	16,817	\$1,038.25	50.2%	64.3%
446-Health & Personal Care Stores	2,467	\$3,272.75	6,187	\$1,788.50	71.5%	54.6%
447-Gasoline Stations	6,199	\$1,807.25	12,189	\$1,263.25	66.3%	69.9%
448-Clothing & Clothing Accessory Stores	2,459	\$2,149.25	9,052	\$1,213.25	78.6%	56.4%
451-Sporting Goods, Hobby, Music Stores	3,364	\$1,788.00	4,295	\$1,158.00	56.1%	64.8%
452-General Merchandise Stores	12,892	\$2,096.50	25,298	\$1,554.75	66.2%	74.2%
453-Miscellaneous Store Retailers	2,966	\$2,552.25	6,181	\$1,066.25	67.6%	41.8%
454-Non-Store Retailers	1,937	\$2,908.00	1,847	\$1,952.25	48.8%	67.1%
<b>48-49-Transportation &amp; Warehousing</b>	<b>41,976</b>	<b>\$3,305.00</b>	<b>11,820</b>	<b>\$2,315.50</b>	<b>22.0%</b>	<b>70.1%</b>
481-Air Transportation	224	\$2,562.50	127	\$2,202.00	36.2%	85.9%
482-Rail Transportation	0	\$0.00	0	\$0.00	0.0%	0.0%
483-Water Transportation	126	\$5,309.00	26	\$4,348.00	17.1%	81.9%
484-Truck Transportation	26,620	\$3,460.50	4,510	\$2,565.50	14.5%	74.1%
485-Transit & Ground Passenger Transportation	1,934	\$2,001.50	1,846	\$2,074.25	48.8%	103.6%
486-Pipeline Transportation	340	\$6,230.75	29	\$4,765.00	7.9%	76.5%
487-Scenic & Sightseeing Transportation	N/D	\$2,029.25	N/D	\$934.75	0.0%	0.0%
488-Support Activities for Transportation	2,123	\$3,067.50	599	\$2,439.25	22.0%	79.5%
491-Postal Service	N/D	N/D	N/D	N/D	N/D	0.0%
492-Couriers & Messengers	4,404	\$3,389.00	1,072	\$2,526.00	19.6%	74.5%
493-Warehousing & Storage	6,192	\$2,920.75	3,598	\$2,019.25	36.8%	69.1%
<b>51-Information</b>	<b>16,172</b>	<b>\$4,263.75</b>	<b>17,556</b>	<b>\$2,923.75</b>	<b>52.1%</b>	<b>68.6%</b>
511-Publishing Industries	4,797	\$4,543.75	6,428	\$3,008.00	57.3%	66.2%
512-Motion Picture & Sound Recording	1,133	\$1,355.75	961	\$1,002.50	45.9%	73.9%
515-Broadcasting (except Internet)	1,802	\$3,270.00	1,200	\$2,968.75	40.0%	90.8%
516-Internet Publishing/Broadcasting	69	\$6,702.00	43	\$2,842.75	38.4%	42.4%
517-Telecommunications	5,095	\$4,736.75	4,273	\$3,434.00	45.6%	72.5%
518-ISP, Web Portals, Data Processing	3,158	\$4,547.75	4,326	\$2,799.00	57.8%	61.5%
519-Other Information Services	117	\$3,236.25	324	\$1,314.00	73.5%	40.6%

## Distribution of Employment and Wages by Gender by Industry

Industry	Employment	Average Monthly Wage	Employment	Average Monthly Wage	Percentage of Workforce	Percentage of Wages
	<i>Men</i>	<i>Men</i>	<i>Women</i>	<i>Women</i>	<i>Women</i>	<i>Women to Men</i>
<b>52-Finance and Insurance</b>	<b>29,245</b>	<b>\$6,502.25</b>	<b>56,443</b>	<b>\$3,340.50</b>	<b>65.9%</b>	<b>51.4%</b>
521-Monetary Authorities/Central Bank	N/D	\$4,752.25	N/D	\$4,019.50	0.0%	84.6%
522-Credit Intermediation	12,653	\$5,742.00	27,370	\$2,925.00	68.4%	50.9%
523-Securities, Commodities etc	1,639	\$10,379.00	2,185	\$3,383.50	57.1%	32.6%
524-Insurance Carriers & Related Activities	14,798	\$6,739.00	26,593	\$3,752.00	64.2%	55.7%
525-Funds, Trusts, Other Financial Activities	91	\$6,268.75	211	\$3,697.75	69.9%	59.0%
<b>53-Real Estate, Rental, Leasing</b>	<b>7,101</b>	<b>\$3,288.75</b>	<b>7,189</b>	<b>\$2,202.25</b>	<b>50.3%</b>	<b>67.0%</b>
531-Real Estate	4,053	\$3,280.25	4,900	\$2,129.50	54.7%	64.9%
532-Rental & Leasing Services	2,948	\$3,190.75	2,213	\$2,317.75	42.9%	72.6%
533-Lessors of Nonfinancial Assets	100	\$6,421.75	76	\$3,820.25	43.2%	59.5%
<b>54-Professional, Scientific, Technical Services</b>	<b>17,553</b>	<b>\$5,582.00</b>	<b>22,415</b>	<b>\$2,712.75</b>	<b>56.1%</b>	<b>48.6%</b>
5411-Legal Services	1,738	\$7,913.75	5,725	\$2,718.50	76.7%	34.4%
5412-Accounting & Bookkeeping	2,181	\$5,836.50	4,118	\$2,869.00	65.4%	49.2%
5413-Architectural & Engineering	4,085	\$5,448.75	1,504	\$3,091.00	26.9%	56.7%
5414-Specialized Design Services	326	\$3,716.75	271	\$2,531.50	45.4%	68.1%
5415-Computer Systems Design/Related Services	3,703	\$5,795.00	1,798	\$4,036.75	32.7%	69.7%
5416-Management & Technical Consulting	1,938	\$5,841.25	2,227	\$3,204.25	53.5%	54.9%
5417-Scientific Research & Development	639	\$5,237.25	600	\$3,149.50	48.4%	60.1%
5418-Advertising & Related Services	1,605	\$4,371.00	2,263	\$2,517.75	58.5%	57.6%
5419-Other Professional & Technical	1,334	\$3,560.25	3,905	\$1,515.25	74.5%	42.6%
<b>55-Management of Companies &amp; Enterprises</b>	<b>6,838</b>	<b>\$5,414.75</b>	<b>6,963</b>	<b>\$2,599.50</b>	<b>50.5%</b>	<b>48.0%</b>
551-Management of Companies & Enterprises	6,838	\$5,414.75	6,963	\$2,599.50	50.5%	48.0%
<b>56-Administrative, Support, Waste Management</b>	<b>37,165</b>	<b>\$2,360.25</b>	<b>30,605</b>	<b>\$1,821.00</b>	<b>45.2%</b>	<b>77.2%</b>
561-Administrative & Support Services	34,623	\$2,316.25	30,061	\$1,814.50	46.5%	78.3%
562-Waste Mgmt & Remediation Services	2,542	\$2,830.75	543	\$2,105.50	17.6%	74.4%
<b>61-Educational Services</b>	<b>42,583</b>	<b>\$3,665.00</b>	<b>91,890</b>	<b>\$2,537.50</b>	<b>68.3%</b>	<b>69.2%</b>
6111-Elementary & Secondary Schools	22,247	\$2,929.50	62,607	\$2,263.00	73.8%	77.2%
6112-Junior Colleges	4,070	\$2,806.75	6,430	\$2,313.50	61.2%	82.4%
6113-Colleges & Universities	14,577	\$5,153.00	18,667	\$3,653.25	56.2%	70.9%
6114-Business, Computer & Mgmt Training	353	\$3,671.00	576	\$2,842.75	62.0%	77.4%
6115-Technical & Trade Schools	159	\$3,225.25	424	\$2,565.00	72.7%	79.5%
6116-Other Schools & Instruction	404	\$1,165.25	1,233	\$734.50	75.3%	63.0%
6117-Educational Support Services	772	\$3,820.75	1,950	\$2,767.75	71.6%	72.4%

## Distribution of Employment and Wages by Gender by Industry

Industry	Employment	Average Monthly Wage	Employment	Average Monthly Wage	Percentage of Workforce	Percentage of Wages
	Men	Men	Women	Women	Women	Women to Men
<b>62-Health Care and Social Assistance</b>	<b>32,012</b>	<b>\$5,774.50</b>	<b>158,734</b>	<b>\$2,424.50</b>	<b>83.2%</b>	<b>42.0%</b>
621-Ambulatory & Healthcare Services	8,061	\$12,153.75	38,846	\$2,715.00	82.8%	22.3%
622-Hospitals	11,694	\$5,124.75	53,306	\$3,075.00	82.0%	60.0%
623-Nursing & Residential Care Facilities	8,176	\$2,073.25	45,671	\$1,822.75	84.8%	87.9%
624-Social Assistance	4,080	\$1,902.00	20,909	\$1,498.00	83.7%	78.8%
<b>71-Arts, Entertainment &amp; Recreation</b>	<b>10,113</b>	<b>\$1,995.75</b>	<b>10,949</b>	<b>\$1,351.75</b>	<b>52.0%</b>	<b>67.7%</b>
711-Performing Arts, Spectator Sports	1,513	\$1,925.75	1,065	\$1,207.00	41.3%	62.7%
712-Museums, Historical Sites, etc.	361	\$2,349.50	699	\$1,822.75	65.9%	77.6%
713-Amusement, Gambling, Recreation	8,238	\$1,991.50	9,184	\$1,329.75	52.7%	66.8%
<b>72-Accommodations &amp; Food Services</b>	<b>45,523</b>	<b>\$1,216.75</b>	<b>65,791</b>	<b>\$940.75</b>	<b>59.1%</b>	<b>77.3%</b>
721-Accommodations	6,317	\$1,869.25	11,240	\$1,374.00	64.0%	73.5%
722-Food Services & Drinking Places	39,206	\$1,101.75	54,550	\$847.25	58.2%	76.9%
<b>81-Other Services (except Public Administration)</b>	<b>19,529</b>	<b>\$2,698.50</b>	<b>22,057</b>	<b>\$1,563.50</b>	<b>53.0%</b>	<b>57.9%</b>
811-Repair & Maintenance	11,827	\$2,870.50	3,099	\$1,961.24	20.8%	68.3%
812-Personal & Laundry Services	2,988	\$2,630.50	8,517	\$1,386.75	74.0%	52.7%
813-Religious, Grant Making, Civic Orgs	4,589	\$2,316.50	9,172	\$1,643.75	66.7%	71.0%
814-Private Households	123	\$1,379.25	1,268	\$1,149.75	91.2%	83.4%
<b>92-Public Administration</b>	<b>36,019</b>	<b>\$3,677.00</b>	<b>30,760</b>	<b>\$2,866.25</b>	<b>46.1%</b>	<b>78.0%</b>
<b>TOTAL ALL INDUSTRIES</b>	<b>727,151</b>	<b>\$3,724.25</b>	<b>727,476</b>	<b>\$2,310.75</b>	<b>50.0%</b>	<b>62.0%</b>

*Statistics compiled from 1,454,627 wage record recipients covered by Unemployment Insurance*

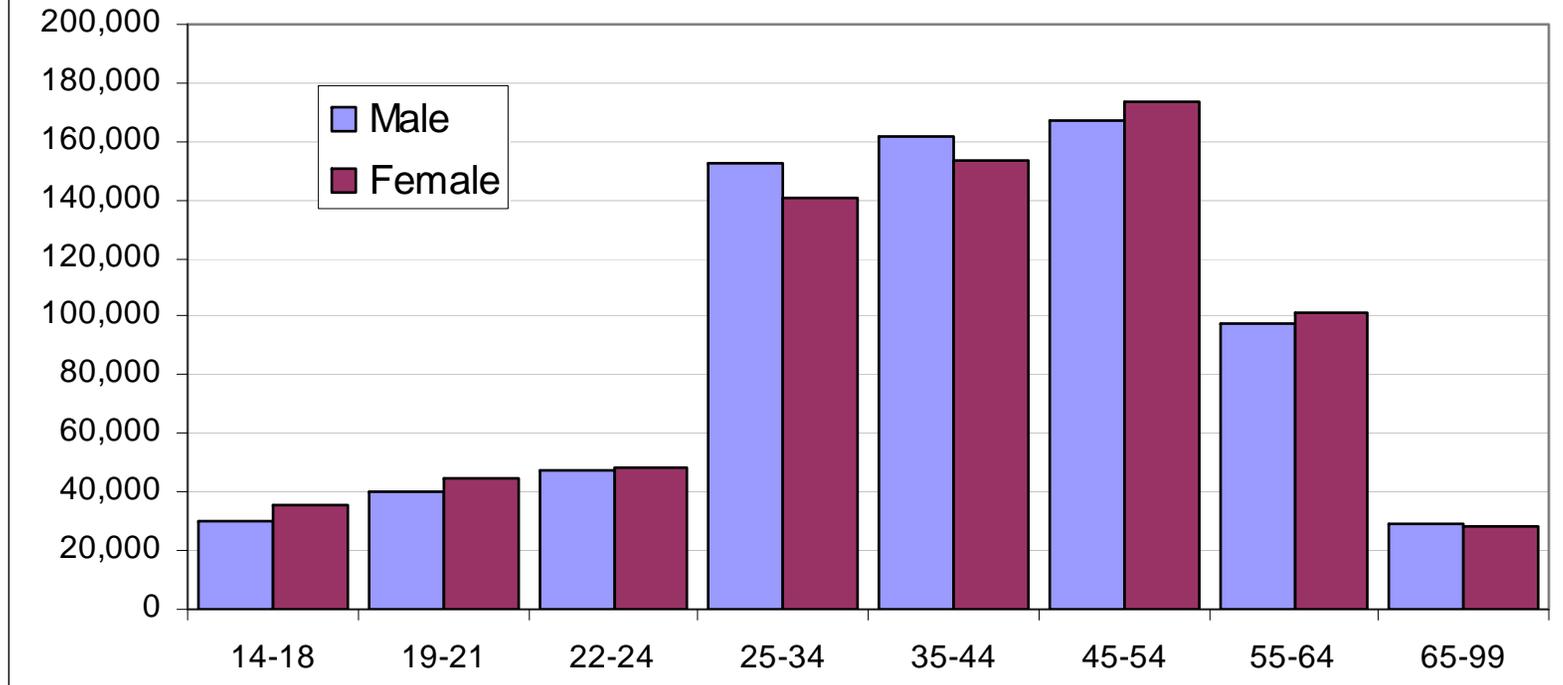
Source: Iowa Workforce Development, Local Employment Dynamics Program, 4 qtr average ending 3-31-07

According to the statistics provided here, which reflect reported data by employers in Iowa for the year ending March 31, 2007, the distribution of jobs by gender is essentially equal. However the average monthly wage for all industries for women is 62.0 percent of the men's average. There are some individual industries that report a much higher disparity in favor of men's wages, such as professional, scientific and technical services and management of companies, which account for 48.6 and 48.0 percent respectively. Agriculture and Manufacturing industries report a lesser difference between genders. Women in these two sectors earn 71.6 and 70.2 percent less than men. However, as stated earlier, differences in occupations and skills within each industry sector must be accounted for. Research shows, though, that there still tend to be factors in play that are undefined in wage equity studies.

*Note: Industry definitions are based on the North American Industry Classification System (NAICS) which has superseded the use of the SIC (Standard Industrial Code) since 1997.*

## Distribution of Workforce by Age and Gender

Four Quarter Average ending March 31, 2007

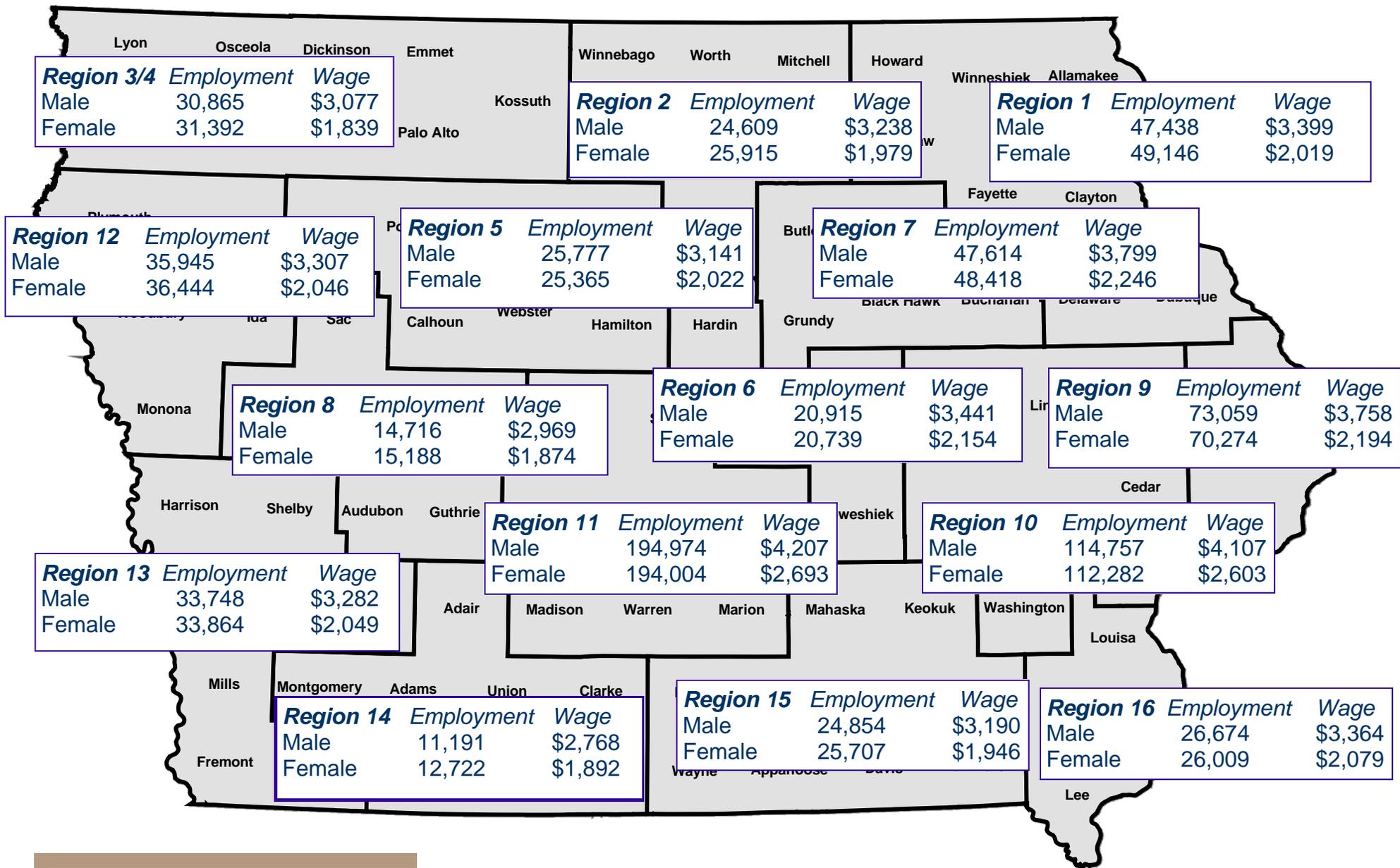


This chart displays the distribution of men and women in the workforce for the four-quarter period ending March 31, 2007. Jobs held by women led men in all age groups except 25-34, 35-44 and 65-99 years. The total allocation between the genders is essentially 50/50. The total number of jobs for women was 727,473 and the total for men was 727,147. Historically, this distribution was approximately the same for 2002, also.

The map on the next page demonstrates that even regionally within Iowa, wage inequity exists between men and women. There is no difference whether more men than women are employed in any of Iowa's 15 IWD Regions, the average monthly pay for men is greater than for women. The largest discrepancy is in Region 1, Dubuque, with an average of women making 59.4 percent of men's wages. The closest wage gap is reported in the Creston area, Region 14, with women earning 68.4 percent of the men's average wages.

# Distribution of Jobs and Wages by Gender by IWD Region

Year Ended 3-31-07—Average Monthly Wage and Employment Shown



Source: US Census Bureau, Local Employment Dynamics, Year ended March 31, 2007

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## DID YOU KNOW...

*A snapshot of Iowa's Workforce by Age, Gender, Industry and County*

Labor market analysis is used to measure and assess the economic forces that impact the workforce in a particular area. There are many variables that affect the labor market: population growth and characteristics, industrial structure and development, new technologies, changes in consumer demand, recruitment practices, wage levels, conditions of employment and training opportunities. Analyzing labor market statistics can address a number of questions, such as:

- What are the local employment conditions?
- What parts of the economy have been growing?
- What industries have been declining?
- How does our local economy compare to similar communities, the state and the nation?
- How do we identify new opportunities for economic growth?
- What industries have the largest percentage of older/younger workers?

The answers to these questions can assist developers and policy makers identify industries to support or grow, help job seekers target growing occupations and industries and, ultimately, create a picture of future strengths and challenges in the labor market. The basic data needed to answer these questions are demographic information and employment statistics by industry and geography, both current and historic.

Included here are a few tidbits of demographic statistics on Iowa's 2007 workforce by age, gender, industry and county which can be utilized for economic analysis.

### **257,303**

The number of jobs filled by employees age 55 and older in Iowa. The age group accounted for 17.7 percent of total covered employment for the year. Between 2005 and 2007, the number of jobs held by this age group increased by 7.5 percent.

### **158,734**

The number of jobs held by women in the Health Services sector. Women workers accounted for 83.2 percent of all workers in this industry.

### **\$6,502.25**

The average monthly income for men in the Finance and Insurance sector in Iowa for 2007. Women in this category received an average monthly wage of \$3,340.50.

### **63,789**

The number of workers, age 35 to 44, in Polk County. This group represents 23.5 of the workforce in the county for the year.

### **22,858**

The number of jobs held by workers, age 14 to 18, in the accommodations and food services industry in Iowa. This sector is the top sector for workers in this age group.

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**0.0%**

The percent of 2-digit industry sectors in which women had a higher monthly wage than men in Iowa for 2007.

**\$1,892.00**

The average monthly wage for women in IWD Region 14 (Creston). This amount represents 68.4 percent of the average wage for men. This region reports the highest ratio of women's pay to men's.

**62,944**

The number of jobs held by men in Linn County. This number represents 51.3 percent of the county's workforce for 2007.

**\$2,565.25**

The average monthly earnings for 35 to 44 year old workers in Chickasaw County. This age group accounts for 21.7 percent of the county's workforce.

**\$3,535.00**

The average monthly earnings of workers, age 25 to 34, in Iowa's Professional, Scientific and Technical Services sector for 2007.

**\$429.25**

The average monthly earnings of workers, age 14 to 18, in the Retail Trade industry in Scott County. This wage exceeds the average statewide monthly earnings for this sector and age group by \$22.00 (\$407.25 statewide average).

**341,053**

The number of workers in Iowa in the 45 to 54 age group. This sector represents 23.5 percent of all covered employment in 2007, which is the largest group by age.

**\$4,206.75**

Average monthly wage for men in Region 11. This compares with women's wage of \$2,692.75, a difference of 35.99 percent.

**28.6%**

Percent of women in the manufacturing sector in Iowa in 2007. Women make 70.2 cents on the dollar compared to men in this industry.

**\$7,913.75**

Average monthly wage for men in the Legal Services subsector (NAICS 5411) in Iowa during 2007. In comparison, women in this industry earned an average of \$2,718.50.



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