



# WOMEN'S FUND of Omaha

## **Women and the Economy**

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# Women & the Economy

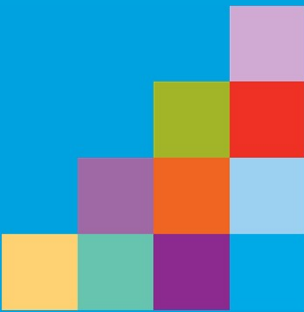
## PRE-PANDEMIC

**Women are half of the population, but less likely to be in the workforce.**

**64.9% of women in NE (16+) v. 74.6% of men.**

(Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates, B12006.)

## **Barriers to women's workforce participation:**

- Caregiving responsibilities
  - Cost & availability of child care
  - Violence & discrimination against women in the workplace, creating inequitable and inhospitable workplaces.
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# "SHE-CESSION"

## **Women suffered more job loss**

- Industries women worked in were hit the hardest - hospitality, education, health, government and retail industries.

## **School & child care closures exacerbated inequalities in caregiving.**

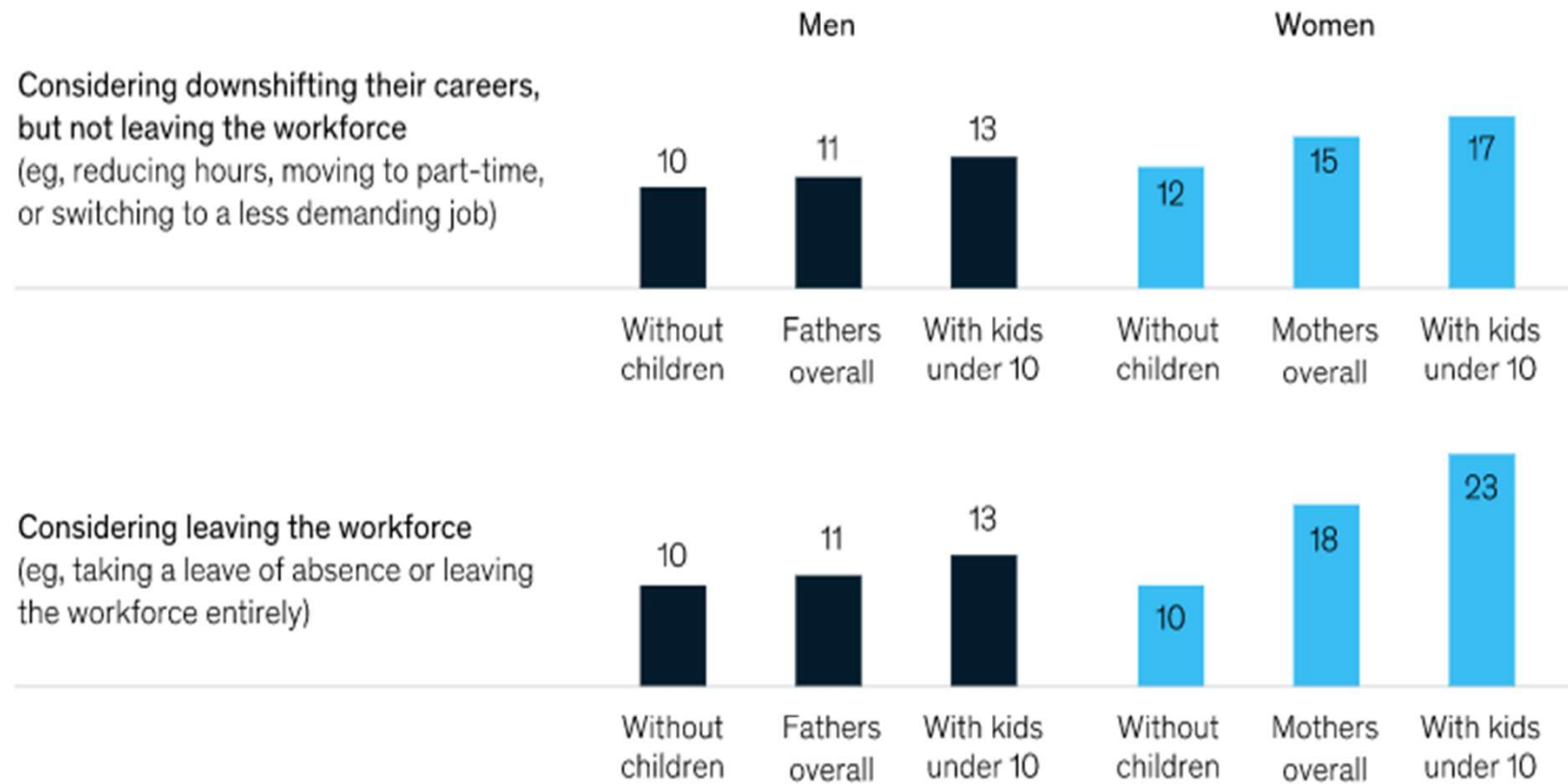
- Mothers' work hours fell 4-5x as much as fathers' ([Collins, et. al](#)).
- Women 3x more likely than men to not work to care for children ([U.S. Census Bureau](#)).

**Recovery has not been equal** - 4.2M less women on payroll than at the start of the pandemic, compared with 3.5M fewer men. ([BLS](#))



## Mothers, and particularly mothers with young children, are far more likely to consider leaving the workforce entirely.

Employees considering career changes since the start of the COVID-19 crisis, % of employees



Source: *Women in the Workplace 2020*, LeanIn.Org and McKinsey, 2020

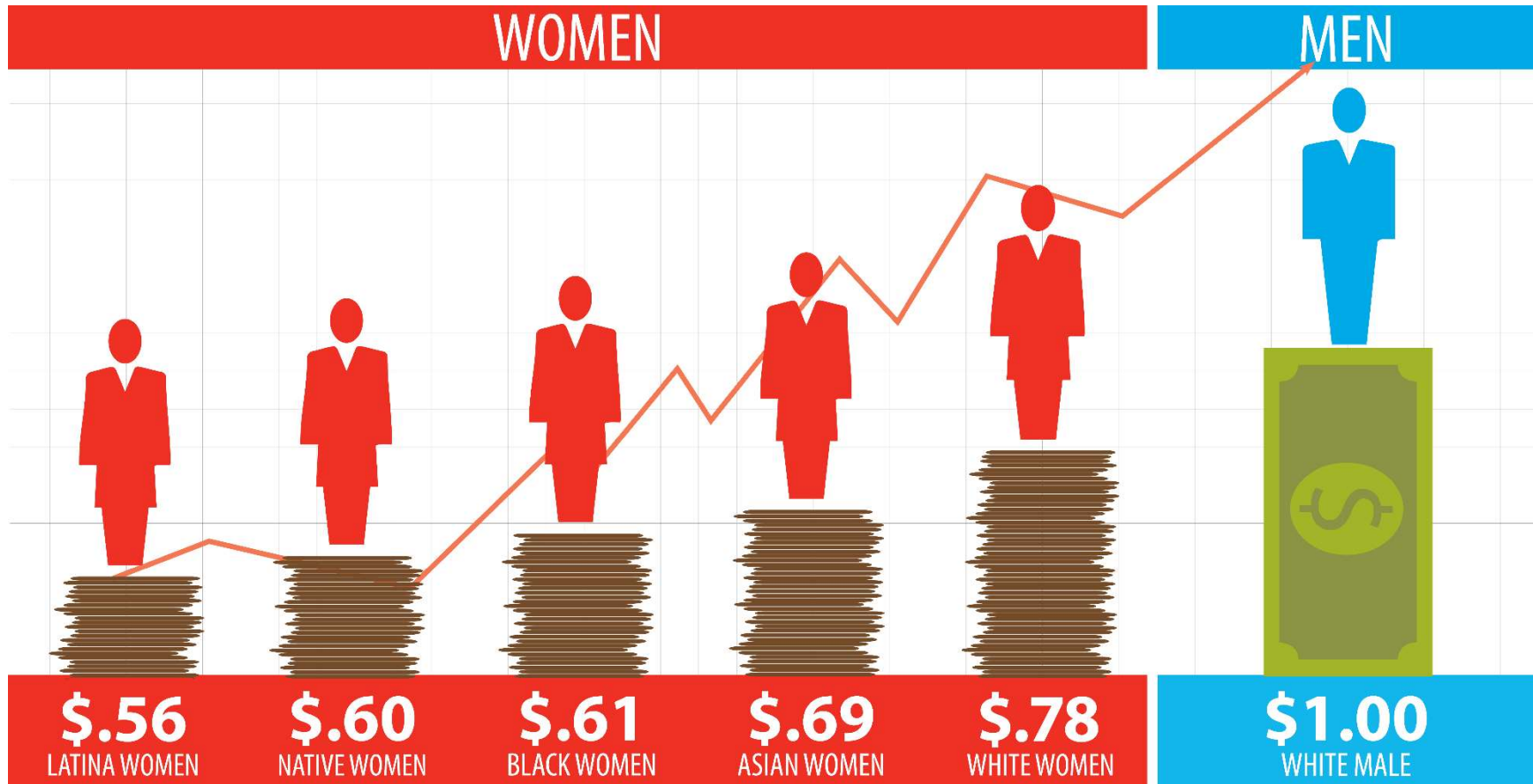
**A woman in  
NE earns  
78.5¢ for  
every \$1  
earned by a  
man.**

Source: U.S. Census Bureau, 2015-2019  
American Community Survey 5-Year  
Estimates, "Worked Full-time, year-round in  
past 12 months," Population 16 years and  
over with earnings, Tables B20117.



# Pay Gap in Nebraska

(Full-time, year-round work; 16+)



Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates, "Worked Full-time, year-round in past 12 months," Population 16 years and over with earnings, Tables B20117 and B20017 B,C,D,E,H and I.



# Pay Gap - Median Weekly Earnings

In 2019, average median weekly earnings for women in full-time work was \$786, compared to \$940 for men.

This means that women earned **83.6¢** to every \$1 earned by a man per week.

Estimates of median weekly wages exclude self-employed workers, does not include earnings from annual bonuses, and includes workers who only work part of the year.

*Source: U.S. Bureau of Labor Statistics, "Women's Earnings in Nebraska – 2019," Released February 2021.*





# What Explains the Pay Gap?

- Education? Nope.
- Women work in different jobs? Yes...and...why is that?
- Women work less hours? Yes...and...why is that?
- Discrimination and bias (implicit or otherwise)? Yes.

Gender is a significant predictor of income in Nebraska – even when holding the effects of education and industry constant: **A man is likely to make \$12,000 more in wages per year than a woman for full-time work.**

*Source: UNO CPAR Analysis of 2019 & 2021 CPS data*





# Women have achieved higher levels of education & still make less.

MEDIAN EARNINGS IN THE PAST 12 MONTHS	Omaha		Nebraska	
	Men	Women	Men	Women
<b>Population 25 years and over with earnings</b>				
<b>Less than high school graduate</b>	\$30,188	\$19,336	\$31,204	\$20,127
<b>High school graduate (includes equivalency)</b>	\$34,451	\$25,413	\$38,657	\$24,695
<b>Some college or associate's degree</b>	\$44,585	\$31,079	\$46,021	\$30,342
<b>Bachelor's degree</b>	\$61,988	\$45,721	\$60,978	\$42,926
<b>Graduate or professional degree</b>	\$81,565	\$57,371	\$76,298	\$57,074

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates, S1701.

NEBRASKA   2019 - 2021   WORK FULL TIME				% EMPLOYED	
MEDIAN INCOME BY INDUSTRY (FT)	MALE	FEMALE	DIFFERENCE	Male	Female
Agriculture, Forestry, Fishing, Hunting, and Mining	\$ 31,000	\$ -	\$ 31,000	86%	14%
Utilities	\$ 87,000	\$ 39,000	\$ 48,000	82%	18%
Construction	\$ 38,000	\$ 37,570	\$ 430	90%	10%
Manufacturing	\$ 45,000	\$ 35,001	\$ 9,999	70%	30%
Wholesale Trade	\$ 45,500	\$ 70,000	\$ (24,500)	79%	21%
Retail Trade	\$ 45,000	\$ 29,500	\$ 15,500	57%	43%
Transportation and Warehousing	\$ 51,072	\$ 44,000	\$ 7,072	78%	22%
Information	\$ 92,000	\$ 44,500	\$ 47,500	63%	37%
Finance and Insurance	\$ 66,000	\$ 43,954	\$ 22,046	35%	65%
Real Estate and Rental and Leasing	\$ 55,000	\$ 38,250	\$ 16,750	61%	39%
Professional, Scientific, and Technical Services and Management of companies and enterprises	\$ 75,000	\$ 54,800	\$ 20,200	62%	38%
Administrative and support and waste management services	\$ 32,000	\$ 42,850	\$ (10,850)	74%	26%
Educational Services	\$ 61,500	\$ 51,000	\$ 10,500	31%	69%
Health Care and Social Assistance	\$ 71,000	\$ 37,000	\$ 34,000	25%	75%
Arts, Entertainment, and Recreation	\$ 37,000	\$ 45,000	\$ (8,000)	59%	41%
Accommodation and Food Service	\$ 30,000	\$ 27,000	\$ 3,000	47%	53%
Other Services	\$ 47,000	\$ 30,000	\$ 17,000	59%	41%
Public Administration	\$ 60,000	\$ 57,500	\$ 2,500	54%	46%



# Women Work Different Jobs

<b>10 Highest Earning Occupations</b> <i>Full-time, year-round earnings (16+)</i>	Median earnings (dollars)	Women's earnings as a percentage of men's earnings
Computer and mathematical occupations	75,457	81.10%
Legal occupations	71,564	50.30%
Architecture and engineering occupations	71,311	79.80%
Health diagnosing and treating practitioners and other technical occupations	65,825	56.40%
Management occupations	64,342	83.90%
Business and financial operations occupations	60,011	78.50%
Law enforcement workers including supervisors	57,640	71.40%
Life, physical, and social science occupations	56,801	95.00%
Educational instruction, and library occupations	50,788	81.20%
Transportation occupations	49,333	64.00%

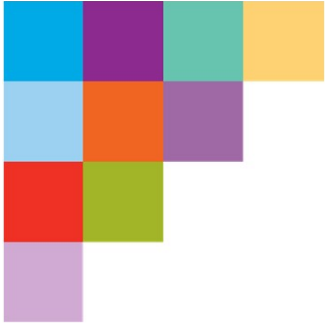
Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates, S2412.



# Women Work Different Jobs

<b>10 Lowest Earning Occupations</b> <i>Full-time, year-round earnings (16+)</i>	Median earnings (dollars)	Women's earnings as a percentage of men's earnings
Community and social service occupations	42,154	88.10%
Health technologists and technicians	40,765	76.20%
Production occupations	39,487	72.80%
Farming, fishing, and forestry occupations	37,184	81.10%
Office and administrative support occupations	36,617	82.20%
Material moving occupations	33,778	76.60%
Building and grounds cleaning and maintenance occupations	29,581	72.60%
Healthcare support occupations	28,860	82.40%
Personal care and service occupations	25,028	72.90%
Food preparation and serving related occupations	22,509	87.50%

Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates, S2412.



# Discrimination & Bias

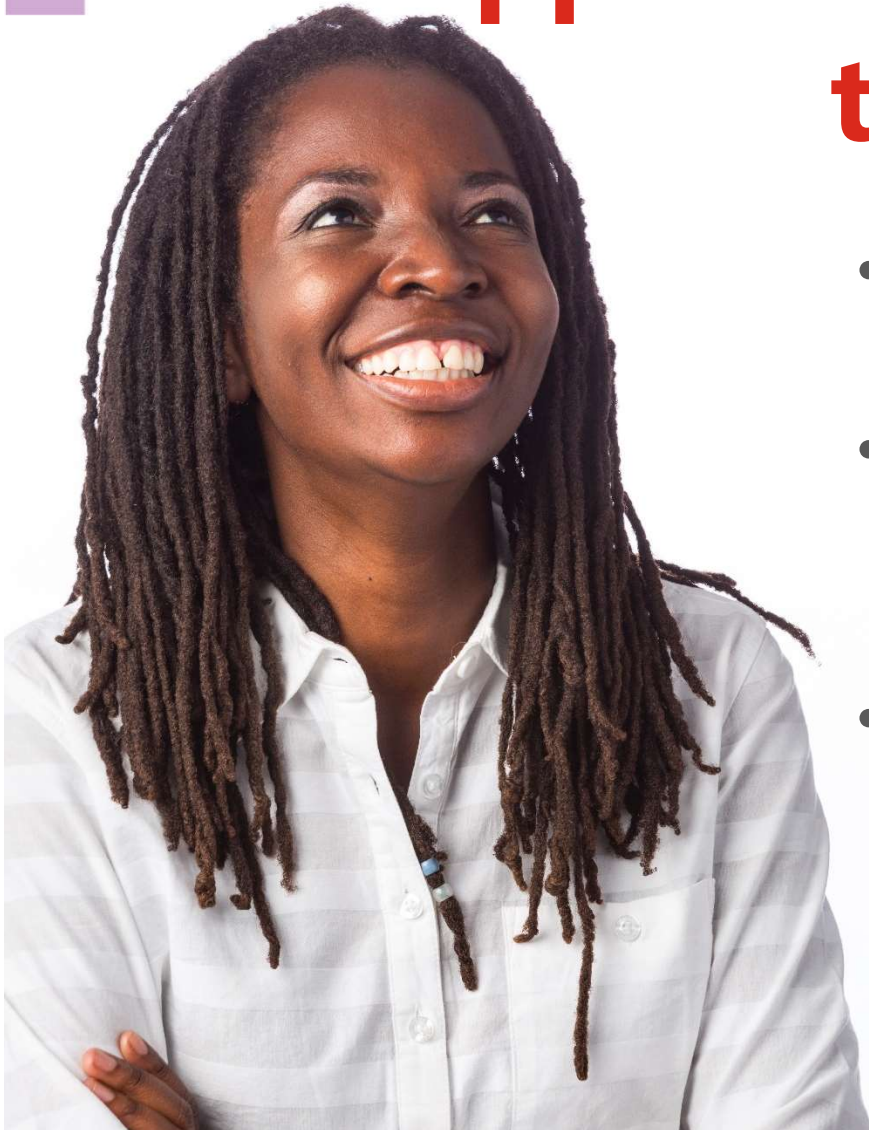
“Gender differences in occupations and industries, as well as differences in gender roles and the gender division of labor remain important, and research based on experimental evidence strongly suggests that discrimination cannot be discounted.”

*Blau & Kahn, “The Gender Wage Gap: Extent, Trends, and Explanations,”  
Journal of Economic Literature, 2017*

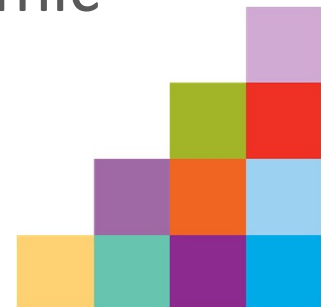




# What Are the Opportunities of Closing the Gap?

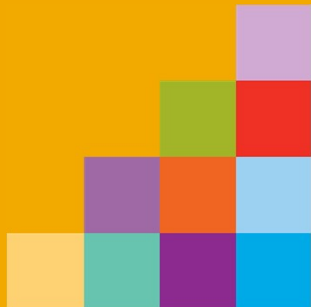


- Greater economic stability for women & families
- Recruitment, retention, and productivity opportunities for businesses
- Greater workforce participation + economic productivity





# Disrupt Discrimination & Bias

- **Pay transparency**
  - **Ban salary history in hiring practices**
    - After an SHB, job-changing workers earn 5 – 6% more on average than comparable job-changers in job markets not under an SHB.
    - This increase in the pay of job-changers is even larger for women (8%) and African-Americans (13%).
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## **Supportive workforce policies**

- Flexible workplace policies
- Predictable scheduling
- Paid sick and safe leave
- Paid family and medical leave
- Affordable child care

## **Eliminate Workplace Discrimination & Violence**

## **Promote educational opportunity**







# WOMEN'S FUND of Omaha

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