



WORKPLACE JUSTICE

## EQUAL PAY FOR ASIAN AND PACIFIC ISLANDER WOMEN

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Asian women<sup>1</sup> who work full time, year round are paid only 87 cents for every dollar paid to white, non-Hispanic men.<sup>2</sup> This gap, which amounts to a loss of \$7,310 a year, means that Asian women have to work almost 14 months—until late February this year—to make as much as white, non-Hispanic men did last year alone.<sup>3</sup> Many subgroups of Asian/Pacific Islander women experience much larger wage gaps compared to white, non-Hispanic men.

***Asian women working full time, year round are typically paid only 87 cents for every dollar paid to their white, non-Hispanic male counterparts—but the wage gap is substantially larger for some subgroups of Asian/Pacific Islander women.***

The gap between Asian women's and white, non-Hispanic men's earnings is 7 cents smaller than the wage gap for all women compared to all men: women working full time, year round in the United States are paid only 80 cents<sup>4</sup> for every dollar paid to their male counterparts. However, the gap between Asian women's and Asian men's earnings is even larger: Asian women working full time, year round in the United States are paid just 77 cents for every dollar compared to Asian men.<sup>5</sup>

*This factsheet uses two main data sources from the U.S. Census Bureau to examine data on Asian and Pacific Islander women. One source allows us to only conduct an analysis of women who identify as Asian alone while the other source only permits an analysis of Asian/Pacific Islander women. For more information on methodology see endnote 1.*

### The wage gap is substantially wider for some subgroups of Asian/Pacific Islander women.

- Some subgroups of Asian/Pacific Islander women experience a larger wage gap than is reflected in the 87 cent wage gap for Asian women overall. Among full time, year round workers in 2016:<sup>6</sup>
  - Burmese, Samoan, and Hmong women make just over half—51 percent, 56 percent and 59 percent respectively—of what white, non-Hispanic men make.
  - Indonesian, Guamanian/Chamorro, Fijian, Hawaiian, Vietnamese, Cambodian and Laotian women all make less than 80 cents for every dollar made by white, non-Hispanic men.
  - A few subgroups of Asian/Pacific Islander women typically make more than white, non-Hispanic men: Indian,<sup>7</sup> Taiwanese, Sri Lankan, and Chinese women were paid \$13,000, \$10,000, \$5,000 and \$1,000 more than white, non-Hispanic men respectively. However, compared to Indian men, Indian women make just 76 cents and compared to Taiwanese men, Taiwanese women are paid just 72 cents on the dollar. And while Japanese women are typically paid the same as white, non-Hispanic men, compared to Japanese men, they are paid just 76 cents on the dollar.



## Asian/Pacific Islander Women's Wage Equality by Subgroup

Subgroup	Asian/Pacific Islander Women's Earnings	Asian/Pacific Islander Women's Earnings/white, non-Hispanic Men's Earnings	Asian/Pacific Islander Women's Earnings/Asian/Pacific Islander Men's Earnings (within subgroup)
Indian	\$68,000	124%	76%
Taiwanese	\$65,000	118%	72%
Sri Lankan	\$60,000	109%	86%
Chinese	\$56,000	102%	81%
Japanese	\$55,000	100%	76%
Korean	\$50,000	91%	83%
Pakistani	\$48,000	87%	89%
Filipino	\$47,000	85%	94%
Thai	\$46,000	84%	128%
Bangladeshi	\$46,000	84%	115%
Indonesian	\$37,000	67%	71%
Guamanian/Chamorro	\$36,000	65%	80%
Fijian	\$35,100	64%	75%
Hawaiian	\$34,500	63%	78%
Vietnamese	\$34,100	62%	76%
Cambodian	\$34,000	62%	85%
Laotian	\$33,000	60%	83%
Hmong	\$32,200	59%	91%
Samoan	\$31,000	56%	72%
Burmese	\$28,000	51%	93%

NWLC calculations based on 2016 American Community Survey 1-Year Estimates using IPUMS-USA available at <https://usa.ipums.org/usa/> (IPUMS). Figures are based on women's and men's median earnings for full time, year round workers. The typical white, non-Hispanic man earned \$55,000 in 2016. Indian women represent those who self-selected "Asian Indian" as their race. Dashes indicate data unavailable due to small sample sizes.

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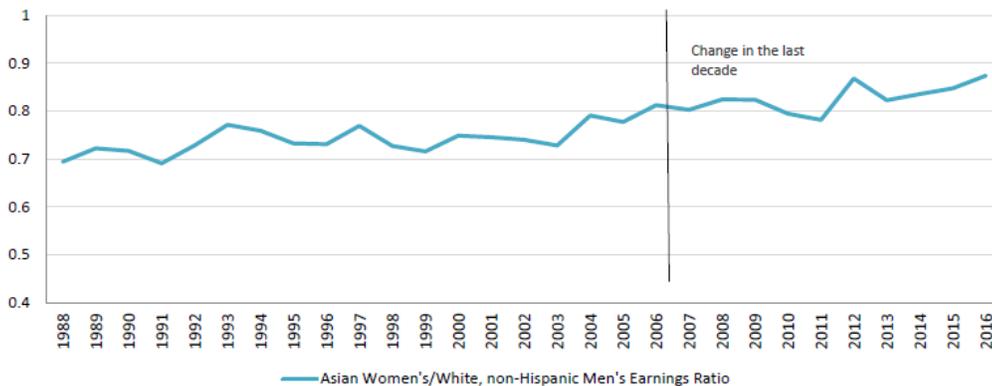
### The wage gap between Asian women and white, non-Hispanic men has narrowed—but there's still work to be done to close it.

- In 1988, the earliest year for which data are available, an Asian woman working full time, year round typically made only 69 cents for every dollar paid to her white, non-Hispanic male counterpart. By 2016, this figure

stood at 87 cents—18 cents less than it was a quarter of a century ago.<sup>8</sup>

- While the wage gap has narrowed somewhat over the last few decades, Asian women still typically lose \$292,400 to the wage gap over a 40-year career. This means Asian women have to work nearly 46 years to make what white, non-Hispanic men were paid in just 40 years.<sup>9</sup>

### Asian Women's/White, non-Hispanic Men's Earnings Ratio



Source: Census Bureau, Current Population Survey.

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**In some states, Asian women lose even more money over their lifetime.**

- In many states, Asian women stand to lose nearly \$700,000 or more over a 40-year career as compared to white, non-Hispanic men.

- In Alaska, the state with the largest lifetime losses for Asian women due to the wage gap, Asian women stand to lose nearly \$1.3 million over a 40-year career. The typical Asian woman living in Alaska would have to work for more than 79 years to make what white, non-Hispanic men made in just 40 years.<sup>10</sup>

**Ten Worst States for Asian Women’s Lifetime Losses Due to Wage Gap**

Rank	State	What Asian women make for every dollar white, non-Hispanic men make	Lifetime Losses Due to Wage Gap	Age at which an Asian woman’s career earnings catch up to white, non-Hispanic men’s career earnings at age 60
	<i>United States</i>	87.4¢	\$ 292,400	65.8
10	Iowa	65.2¢	\$ 685,280	81.3
9	Oklahoma	65.1¢	\$ 687,760	81.4
8	Colorado	70.3¢	\$ 699,000	76.9
7	Utah	67.2¢	\$ 718,240	79.5
6	Nebraska	62.7¢	\$ 733,040	83.7
5	New Hampshire	66.2¢	\$ 764,240	80.4
4	California	72.7¢	\$ 784,520	75.0
3	District of Columbia	76.0¢	\$ 908,120	72.6
2	Louisiana	57.3¢	\$ 954,400	89.8
1	Alaska	50.5¢	\$1,284,320	99.2

Source: State wage gaps calculated by National Women’s Law Center (NWLC) are based on 2012-2016 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2016 Current Population Survey, Annual Social and Economic Supplement. “What an Asian woman makes for every dollar a white, non-Hispanic man makes” is the ratio of Asian women’s and white, non-Hispanic men’s median earnings for full time, year round workers. “Lifetime losses due to wage gap” or the “Lifetime Wage Gap” is what an Asian woman would lose, based on today’s wage gap, over a 40-year career. Figures are not adjusted for inflation. Earnings are in 2016 dollars. Ranks based on unrounded data. “Age at which an Asian woman’s career earnings catch up to white, non-Hispanic men’s career earnings at age 60” assumes all workers begin work at age 20. Assuming white, non-Hispanic men have a 40-year career, this is the age at which Asian women are able to retire with the same lifetime earnings as their male counterparts. Asian women in both surveys are those who self-identified as Asian. White, non-Hispanic men in both surveys refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.



**Asian women experience a wage gap at every education level, and it is widest among those with the least education.**

- Among full time, year round workers, Asian women without a high school diploma typically make only 69 cents for every dollar white, non-Hispanic men without a high school degree make. Asian women with an associate’s degree typically make less—by about \$8,640 each year—than white, non-Hispanic men with only a high school diploma (about 81 cents for every dollar).<sup>11</sup>

- While the wage gap for Asian women declines as they obtain more education, Asian women must obtain a bachelor’s degree or more before their typical wages exceed those of white, non-Hispanic men with an associate’s degree. Asian women with a bachelor’s degree are paid \$61,189—only about 19 cents more (\$1.19) for every dollar paid to white, non-Hispanic men with some college but no degree



## Asian women’s wage gap is widest among older women.

- Among full time, year round workers ages 25–44, Asian women typically make 99 cents for every dollar white, non-Hispanic men make—but older Asian women experience far larger wage gaps. Asian women ages

45–64 make 73 cents for every dollar made by their white, non-Hispanic male counterparts, and Asian women 65 and older make only 51 cents for every dollar made by white, non-Hispanic men.<sup>12</sup> These larger gaps mean that Asian women are falling behind at the very time they need additional resources to invest in their families and save for retirement.

### Asian Women’s Wage Equality by Educational Attainment

Educational Attainment	Asian women’s earnings	White, non-Hispanic men’s earnings	What Asian women make for every dollar white, non-Hispanic men make	Wage gap
At least 9th grade but no high school diploma	\$25,050	\$36,134	.69¢	.31¢
High school diploma	\$30,184	\$46,531	.65¢	.35¢
Some college, no degree	\$37,185	\$51,589	.72¢	.28¢
Associate’s degree	\$37,891	\$56,245	.67¢	.33¢
Bachelor’s degree or more	\$70,745	\$82,010	.86¢	.14¢
Bachelor’s degree	\$61,189	\$75,779	.81¢	.19¢
Master’s degree	\$76,963	\$89,837	.86¢	.14¢
Professional degree	\$110,893	\$120,366	.92¢	.08¢

“What a woman makes for every dollar a man makes” is the ratio of female and male median earnings for full time, year round workers. Earnings are in 2016 dollars. The “wage gap” is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2016 Annual Social and Economic Supplement, Table PINC-03. Educational Attainment, People 25 years old and over, by total money earnings in 2016, available at <http://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-03.html>. Asian women are those who self-identified as Asian. White, non-Hispanic men self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

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## Motherhood widens the wage gap for working Asian/Pacific Islander women.

Asian/Pacific Islander mothers who work full time, year round (\$55,000) make 85 cents for every dollar paid to white, non-Hispanic fathers (\$65,000). Asian/Pacific Islander fathers typically earn \$25,000 more annually more than Asian/Pacific Islander mothers.<sup>13</sup>

## Asian/Pacific Islander women living in rural areas experience the largest wage gap.

- Asian/Pacific Islander women living in cities typically make less—about \$15,000 a year—than white, non-Hispanic men living in cities.
- Asian/Pacific Islander women who work full time, year round living in rural areas earn 75 cents for every dollar white, non-Hispanic men make.

### Asian/Pacific Islander Women’s Wage Equality by Metropolitan Status

	Asian/Pacific Islander Women’s Earnings	White, non-Hispanic Men’s Earnings	What Asian/Pacific Islander Women Are Paid for Every Dollar Paid to White, non-Hispanic Men	Wage Gap
Rural	\$33,600	\$45,000	.75¢	.25¢
City	\$50,000	\$65,000	.77¢	.23¢
Suburban Areas	\$53,000	\$64,000	.83¢	.17¢

NWLC calculations based on 2016 American Community survey using IPUMS. Figures are in 2016 dollars. Median earnings are for full time, year round workers. “Rural: refers to those whose households were located outside of a metro area. “City” refers to those whose households were located inside a metro area and in a central/principal city. “Suburban” refers to those whose households were located inside a metro but outside central/principal city. Asian/Pacific women are those who self-identified as Asian and/or Pacific Islander. White, non-Hispanic men self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

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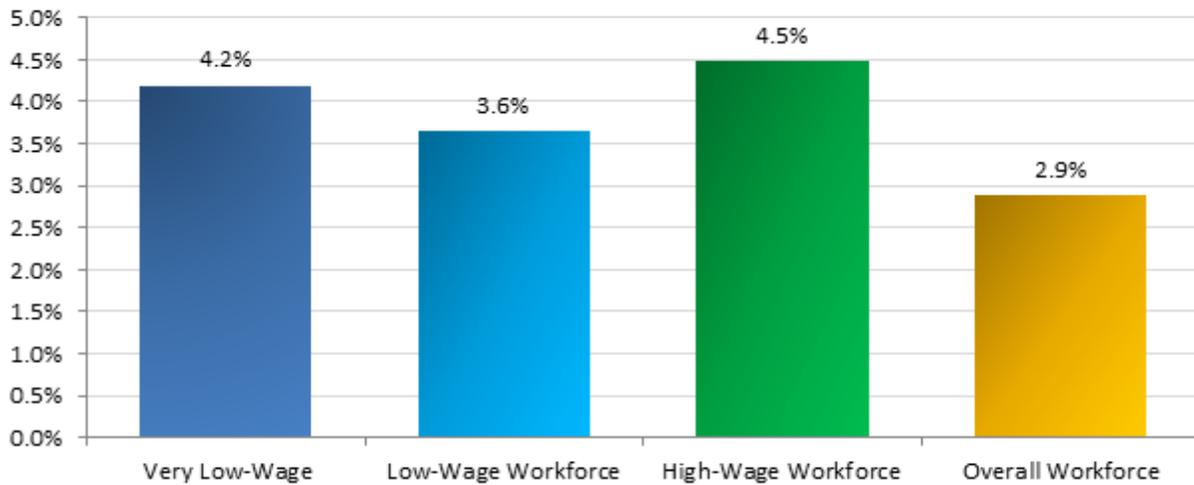
**Asian/Pacific Islander women are overrepresented in the low-wage and high-wage workforces, and experience a wage gap in both.**

- In addition to wage gaps within occupations, Asian/Pacific Islander women are overrepresented in the most poorly paid jobs in the nation. Asian/Pacific Islander women’s share of the very low-wage workforce, or jobs that typically pay less than \$10 per hour (4.2 percent), is nearly 1.5 times larger than their share of the overall workforce (2.9 percent).<sup>14</sup>
- In low-wage occupations, or jobs that typically pay less than \$11 per hour, Asian/Pacific Islander women working

full time, year round experience a wage gap, making only 67 cents for every dollar white, non-Hispanic men make.<sup>15</sup>

- Interestingly, Asian/Pacific Islander women’s share of the high-wage workforce, or jobs that typically pay a wage of \$48 or more an hour (4.5 percent), is over 1.5 times larger than their share of the overall workforce (2.9 percent). Even though they represent a higher share, among workers in high-wage occupations—such as lawyers, engineers, and physicians or surgeons—Asian/Pacific Islander women working full time, year round still experience a wage gap, making only 87 cents for every dollar white, non-Hispanic men make.

**Asian/Pacific Islander Women’s Share of Very Low-Wage, Low-Wage, High-Wage and Overall Workforce**



Source: NWLC calculations based on IPUMS-ACS. This analysis defines low-wage jobs as those that paid a median hourly wage of less than \$11 in 2015, and also provides data on the lowest-wage jobs, i.e., those that paid a median hourly wage of less than \$10 in 2016. High-wage is defined as a median wage of \$48.00 or more per hour, based on BLS, Occupational Employment Statistics.



**Asian/Pacific Islander women are concentrated in ten occupational categories, and in nearly all of them, they experience a wage gap.**

- While Asian/Pacific Islander women are employed in nearly every occupation, more than one in three—about 36 percent—are concentrated in the ten occupational categories in the table below.<sup>16</sup>
- The single most common occupation for Asian/Pacific Islander women is that of registered nurses; they make up more than 1 in 14 people employed in this job. Asian/

Pacific Islander women working full time year round in this occupation are actually paid \$1.19 for every dollar paid to their white, non-Hispanic male counterparts—but that’s where the good news ends.

- Asian/Pacific Islander women working full time, year round as cashiers and retail salespeople make just 60 cents for every dollar paid to their male counterparts, and those working as accountants and auditors make just 80 cents for every dollar paid to white, non-Hispanic men.



## Common Occupations for Asian/Pacific Islander Women

	Occupation	Percent of Asian/Pacific Islander Women Employed in Occupation	Percent of Workers in Occupation Who Are Asian/Pacific Islander Women	Median Hourly Wage for Asian/Pacific Islander Women in Occupation	Median Hourly Wage for White, non-Hispanic Men in Occupation	What an Asian/Pacific Islander Woman Makes for Every Dollar a White, non-Hispanic Man Makes
1	Registered nurses	5.6%	7.5%	\$38.46	\$32.21	\$1.19
2	Cashiers and retail salespeople	5.6%	3.6%	\$11.54	\$19.23	60¢
3	Secretaries, administrative assistants, office clerks, receptionists, and information clerks	4.5%	3.4%	\$18.75	\$19.23	98¢
4	Nursing, psychiatric, home health, and personal care aides	4.1%	5.0%	\$12.02	\$12.50	96¢
5	Miscellaneous personal appearance workers	3.8%	45.4%	\$10.58	*	-
6	Accountants and auditors	3.3%	7.6%	\$30.77	\$38.46	80¢
7	Pre-K, K-12, and special education teachers	2.7%	2.4%	\$24.04	\$26.15	92¢
8	Miscellaneous managers, including funeral service managers	2.5%	2.5%	\$40.38	\$41.83	97¢
9	Software developers, applications and systems software	2.2%	8.2%	\$45.67	\$49.04	93¢
10	Physicians and surgeons	2.0%	9.4%	\$81.73	\$125.00	65¢

\* Indicates insufficient sample size to calculate the wage gap for white, non-Hispanic men.

Source: NWLC calculations based on 2016 American Community Survey 1-year estimate using IPUMS. Figures are in 2016 dollars. Median hourly wages are for full time, year round workers. Hourly wages are derived by dividing median annual earnings by 2,080 hours, which assumes a 40-hour work week for 52 weeks. Asian/Pacific Islander women are those who self-identified as Asian and/or Pacific Islander. White, non-Hispanic men self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

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### In a variety of occupations—those that are well-paid and poorly paid, those that are female-dominated and those that are non-traditional for women—Asian/Pacific Islander women experience a wage gap.<sup>17</sup>

- Asian/Pacific Islander women working as customer service representatives—a female-dominated, mid-wage occupation—make 91 cents for every dollar paid to their white, non-Hispanic male counterparts.
- Asian/Pacific Islander women working as hand laborers and freight, stock, and material movers—a male-dominated, low-wage occupation—make 83 cents for every dollar paid to their white, non-Hispanic male counterparts.
- Asian/Pacific Islander women working as child care workers—a female-dominated, low-wage occupation—make 80 cents for every dollar paid to their white, non-Hispanic male counterparts.
- Asian/Pacific Islander women who are physicians and surgeons—a male-dominated, high-wage occupation—make 65 cents for every dollar paid to their white, non-Hispanic male counterparts.



1. Data in this analysis comes from the U.S. Census Bureau Current Population Survey and American Community Survey and U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey. Because we are analyzing data from multiple data sources, there are some instances where the data refers to Asian women alone, which we refer to as “Asian women” throughout this analysis, and others where the data refers to Asian and/or Pacific Islander women, which we refer to as “Asian/Pacific Islander women.” Asian women alone include those who only identified themselves in one of the above surveys to be Asian alone. Asian/Pacific Islander women are those who self-identified as Asian and/or Pacific Islander and do not allow us to conduct a separate analysis of Asian women alone and Pacific Islander women alone. Please reference the individual sources cited for further detail.
2. This fact sheet only addresses the wage gap for Asian women and Asian/Pacific Islander women, but the wage gaps for other groups of women compared to white, non-Hispanic men are also substantial. Among full time, year round workers, Black women make only 63 cents for every dollar made by white, non-Hispanic men, white, non-Hispanic women, 79 cents, Native women, 57 cents, and Latinas, 54 cents. Wage gap figures are calculated by taking the median earnings of women and men working full, time year round. Median earnings describe the earnings of a worker at the 50th percentile – right in the middle.
3. Asian/Pacific Islander women make only 83 cents for every dollar made by white, non-Hispanic men. This gap, which amounts to a loss of \$10,043 a year, means that Asian/Pacific Islander women have to work more than 14 months to make as much as white, non-Hispanic men did last year alone. NWLC Calculations based on U.S. Census Bureau, Current Populations Survey, Annual Social and Economic Supplement 2016 (CPS ASEC) using CPS Table Creator, available at <https://www.census.gov/cps/data/cpstablecreator.html> (last visited Jan. 25, 2018).
4. In 2016, the median earnings of women working full time, year round was \$41,554 and for men it was \$51,640. The ratio of these earnings was 80.47 cents. When rounded to a whole number, this ratio was 80 cents. In 2015, the median earnings of women working full time, year round was \$40,724 and for men it was \$51,212. The ratio of these earnings was 79.55 cents. When rounded to a whole number, this ratio was also 80 cents. For this reason, the rounded wage gap ratio remained at 80 cents in 2016, although the wage gap closed by nearly one penny between 2015 and 2016, the first statistically significant difference since 2007.
5. National Women’s Law Center (NWLC) calculations from U.S. Census Bureau, Current Population Survey, 2017 Annual Social and Economic Supplement (2017 CPS\_ASEC), Table PINC-05: Work Experience in 2016—People 15 Years Old and Over by Total Money Earnings in 2016, Age, Race, Hispanic Origin, and Sex, available at <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html>.
6. NWLC calculations based on American Community Survey (ACS) 2016 (1-year average) using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, *Integrated Public Use Microdata Series: Version 6.0* [Machine-readable database]. Minneapolis: University of Minnesota, 2016 available at <https://usa.ipums.org/usa/> (IPUMS). Figures are for full time, year round workers. The American Community Survey allows respondents to select from several race categories. See generally <https://www.census.gov/programs-surveys/acs/methodology/questionnaire-archive.2016.html>. Women in each specific race subgroup self-selected into that race category in the American Community Survey. Insufficient data due to small sample size prevented inclusion of Malaysian women and men working full time, year round.
7. Indian women are those who self-selected “Asian Indian” as their race in the 2016 ACS, *supra* note 5.
8. NWLC calculations based on U.S. Census Bureau, Current Population Survey, Historical Data, Table P-38: Full-Time, Year-Round Workers by Median Earnings and Sex, available at <http://www.census.gov/hhes/www/income/data/historical/people/>. Median earnings are in 2016 dollars. Figures may differ from those in other NWLC reports due to rounding or updated Census estimates. Data for white, non-Hispanic men are for “white alone, not Hispanic” from 2002-2016, “white, not Hispanic” from 1988-2001, and “white” from 1967-1987. Data for Asian American women are for “Asian alone” from 2002-2016 and “Asian” from 1988-2001.
9. Figure assumes a wage gap of \$7,310—the gap in median earnings between full time, year round working Asian women (\$50,615) and white, non-Hispanic men (\$57,925) in 2016—each year for 40 years. Figures are not adjusted for inflation.
10. State wage gaps calculated by National Women’s Law Center (NWLC) are based on 2012-2016 American Community Survey Five-Year Estimates, Tables B20017H and B20017D, available at <https://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>. National wage gap calculated by NWLC is based on 2017 Current Population Survey, Annual Social and Economic Supplement (<http://www.census.gov/hhes/www/income/>). Figures are based on women’s and men’s median earnings for full time, year round workers. “Lifetime losses due to wage gap” is what Asian women would lose, based on today’s wage gap, over a 40-year career, compared to white, non-Hispanic men. Figures are not adjusted for inflation. Earnings are in 2016 dollars. Ranks based on unrounded data.
11. CPS-ASEC 2017, *supra* note 4, Table PINC-03: Educational Attainment, People 25 years old and over, by total money earnings in 2016, available at <http://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-03.html>. Figures are for full time, year round workers.
12. NWLC calculations based on CPS-ASEC 2017, *supra* note 4, Table PINC-05.
13. NWLC calculations based on American Community Survey (ACS) 2016 (1-year average) using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, *Integrated Public Use Microdata Series: Version 6.0* [Machine-readable database]. Minneapolis: University of Minnesota, 2016 available at <https://usa.ipums.org/usa/> (IPUMS). Figures are for full time, year round workers.
14. NWLC calculations based on American Community Survey (ACS) 2016 (1-year average) using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, *Integrated Public Use Microdata Series: Version 6.0* [Machine-readable database]. Minneapolis: University of Minnesota, 2016 available at <https://usa.ipums.org/usa/> (IPUMS). This analysis defines low-wage jobs as those that paid a median hourly wage of less than \$11 in 2015, and also provides data on the lowest-wage jobs, i.e., those that paid a median hourly wage of less than \$10 in 2016. High-wage is defined as a median wage of \$48.00 or more per hour, based on BLS, Occupational Employment Statistics, data for May 2016, available at [http://www.bls.gov/oes/current/oes\\_nat.htm](http://www.bls.gov/oes/current/oes_nat.htm).
15. *Id.* Figures are for full time, year round workers.
16. NWLC calculations based on American Community Survey (ACS) 2016 (1-year average) using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, *Integrated Public Use Microdata Series: Version 6.0* [Machine-readable database]. Minneapolis: University of Minnesota, 2016 available at <https://usa.ipums.org/usa/> (IPUMS).
17. NWLC calculations based on American Community Survey (ACS) 2016 (1-year average) using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, *Integrated Public Use Microdata Series: Version 6.0* [Machine-readable database]. Minneapolis: University of Minnesota, 2016 available at <https://usa.ipums.org/usa/> (IPUMS). Figures are for full time, year round workers. Female-dominated occupations are more than 60 percent female and male-dominated occupations are more than 60 percent male based on Bureau of Labor Statistics, Current Population Survey Annual Averages for 2017, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, available at <http://www.bls.gov/cps/cpsaat11.pdf>. Wage level was determined by examining 820 detailed occupations with annual mean earnings categorized by the Occupational Employment Statistics data for May 2016, available at [http://www.bls.gov/oes/current/oes\\_nat.htm](http://www.bls.gov/oes/current/oes_nat.htm). High-wage jobs were in the top one-fifth, mid-wage jobs were in the middle three-fifths, low-wage jobs were in the bottom one-fifth.

