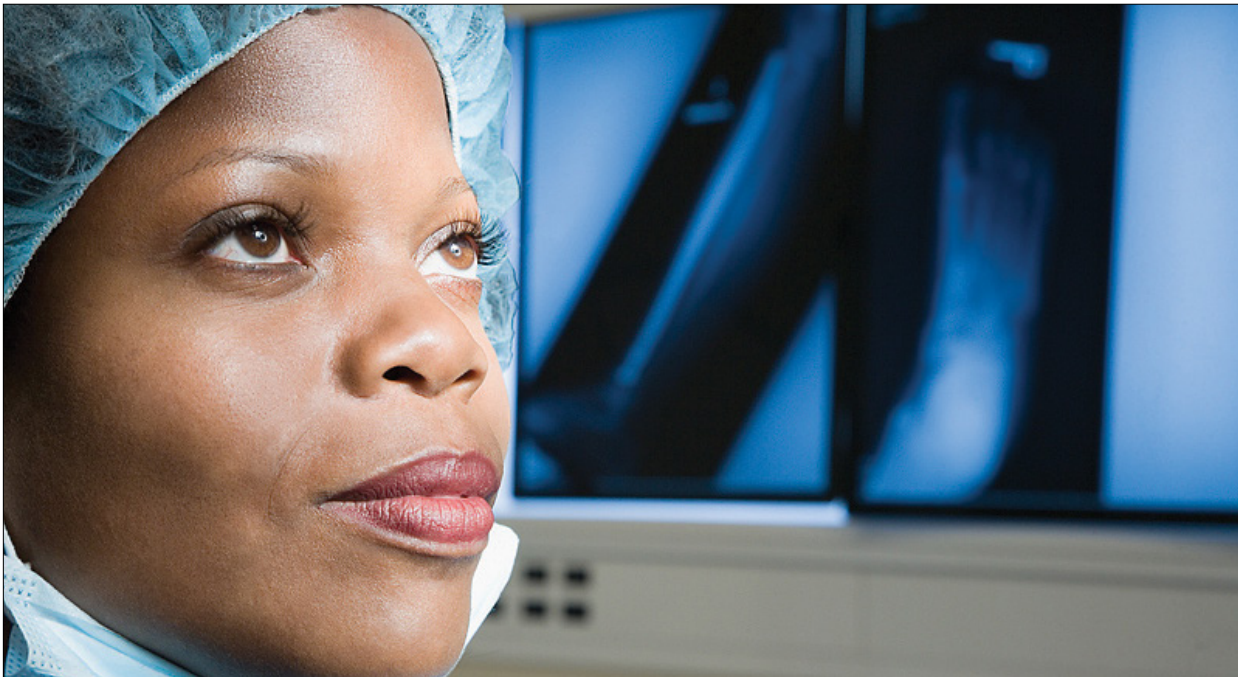


Peering Into the Glass Ceiling

Women are less likely than men to be top wage earners in their fields in Minnesota, even in industries where women generally do well.



We know that women earn less than men in Minnesota and nationally. But how does this play out at the very top of organizations? Can women break through the glass ceiling to take the highest-paying jobs in Minnesota?

This analysis looks for outlier earners by industry in Minnesota to identify if women can make it to top earner status within their chosen field. To answer the question, the analysis uses newly available data from DEED and

the Department of Public Safety. They are sharing some limited data, allowing the matching of age and gender from driver's license records with records of hours, earnings and industry from wage records as reported to the Unemployment Insurance Program.

Findings

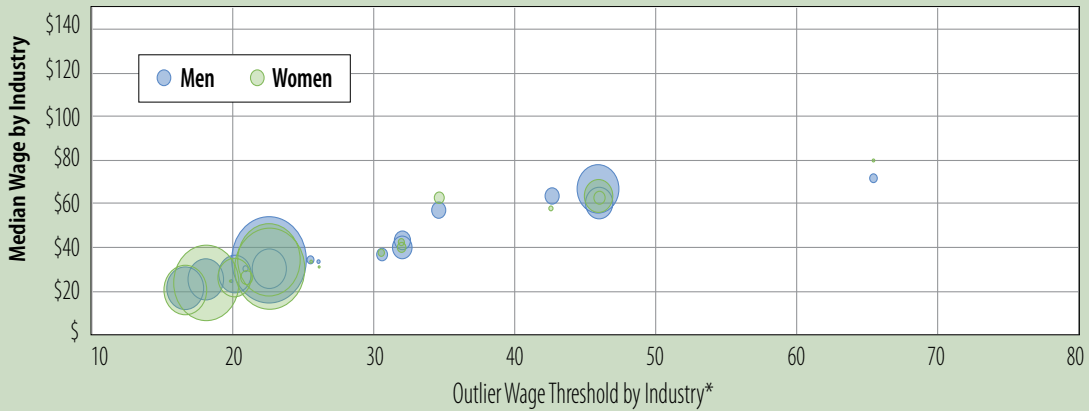
Men are disproportionately likely to be outlier earners in the majority of industries in Minnesota, and they tend

to earn more as outliers than women (see Chart 1). The handful of industries where women are disproportionately likely to be outliers have both lower wages overall and outliers with much lower wages than in industries where males dominate as outliers. The charts below that represent expected performance (a similar number of male and female outliers), and majority women outliers have observations clustered around \$20 per hour. The majority men chart, however, has industries

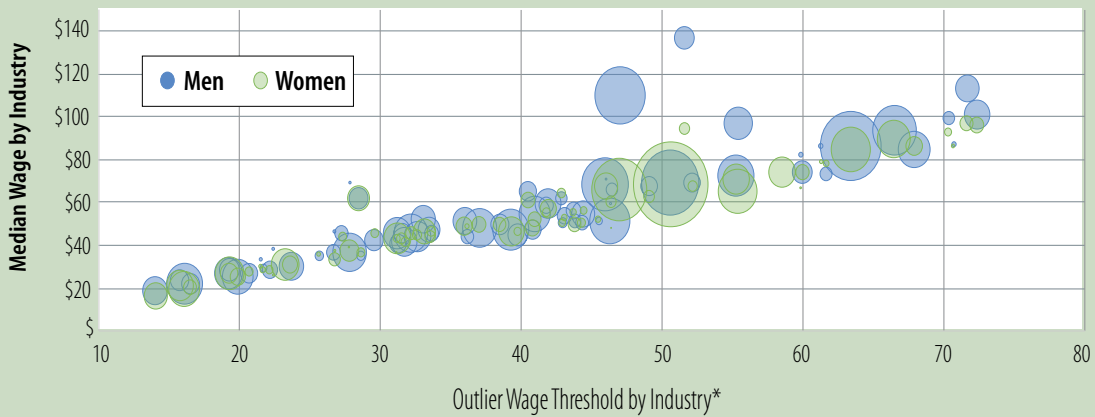
Chart 1. Outlier Earners by Industry and Gender

Each circle represents an industry and the size of the circle represents the number of outliers by gender in that industry.

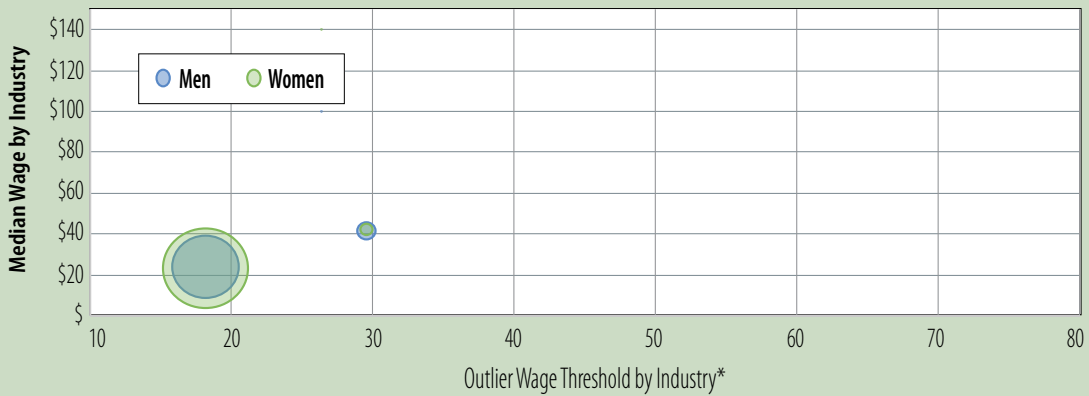
Industries With Similar Numbers of Male and Female Outliers (Expected Performance)



Industries Where the Majority of Outliers are Men



Industries Where the Majority of Outliers are Women



*Outlier Wage Threshold: Anyone earning more than this within an industry is an outlier earner.

Source: DEED Unemployment Insurance data, DPS driver's license data

with the outlier wage up to \$72 per hour.

Results for specific industries bolster this finding (see Table 1). The overall median wage of industries with expected performance (similar numbers of male and female outliers) is \$13.77 per hour. In those industries, men earn a median of \$14.97 per hour to women's \$13.25 per hour.

In industries where women surpass men as outlier earners, the overall median wage is only \$11 per hour, and the gap between the median for women (\$11.02 per hour) and the median for men (\$11.10 per hour) is much smaller.¹

In industries where men surpass women as outlier earners, the median wage overall is \$21.25 per hour, or nearly double the wage for industries where women do disproportionately well as outliers. The gender gap here is greater, too – women earn \$20.03 per hour compared with

\$23.31 per hour for men.

Most Minnesotans (71 percent) are employed in industries where men surpass women as outlier earners. Only 7.8 percent of workers are employed in industries where women surpass men as outlier earners.

In Table 2 (page 28), the top 10 industries by total employment are shown. Highlighted industries are ones where female outliers outnumber male outliers. Across categories, men make up more than half of outlier earners. This means that even when women make up the majority of employment in an industry, men are disproportionately likely to be appointed to top positions. These industries include educational services, ambulatory health care services, hospitals and accommodation.

Health care and teaching are traditional pink-collar job powerhouses that pay well, but the data suggest that the administrators who manage

them and the top doctors are still male-dominated. Furthermore, typically male outliers earn more than female outliers. This is particularly true in health care fields. The median hourly wage for male outlier earners is \$110.07 to women's \$65.75 in ambulatory health care services and \$96.77 for men to \$65.56 for women in hospitals.

Conclusion

Despite gains educationally and professionally over the past several decades, women are still less likely to be outlier wage earners than their male counterparts, even in industries where women generally do well. Gender wage parity and employment ratios, however, have been improving among younger workers and especially in industries that have more young people. We've seen progress toward gender balance in recent years and we should expect to see more going forward. ■

Table 1. Outlier Earners

	Industries with Expected Performance	Industries where Women Surpass Men	Industries where Men Surpass Women
Median Wage	\$13.77	\$11.00	\$21.25
Median Wage for Women	\$13.25	\$11.02	\$20.03
Median Wage for Men	\$14.97	\$11.10	\$23.31
Number of Workers			
Total	681,750	257,131	2,348,131

Source: DEED Unemployment Insurance data, DPS driver's license data

¹The data set has missing values for gender. Records with a null value for gender are included in the total but not in the male or female medians.

Table 2. Top Industries by Employment and Outlier Performance

	Employment	Outlier Earners			
		Female	Median Wage Female	Male	Median Wage Male
Industries With Similar Numbers of Men and Women					
Nursing and Care Facilities	91,158	16,258	\$29.97	3,861	\$30.54
Social Assistance	78,475	14,058	\$23.89	4,179	\$25.10
Admin. and Support Services	68,933	12,913	\$33.96	18,402	\$33.91
General Merchandise Stores	39,235	6,050	\$20.50	4,490	\$21.12
Amusement, Gambling and Recreation	20,778	3,660	\$26.16	3,483	\$27.50
Merchant Wholesalers, Non-Durable Goods	16,007	2,675	\$63.37	5,784	\$67.02
Construction of Buildings	4,228	417	\$62.40	2,460	\$60.10
Private Households	3,491	479	\$26.50	86	\$29.98
Warehousing and Storage	2,162	325	\$62.39	653	\$57.13
Non-Metallic Mineral Product Manufacturing	1,640	244	\$40.29	1,267	\$39.90
Industries With More Men than Women					
Educational Services	179,195	24,182	\$68.77	14,241	\$69.60
Ambulatory Health Care Services	118,242	13,149	\$65.75	11,007	\$110.07
Hospitals	92,158	6,542	\$65.56	3,502	\$96.77
Professional, Scientific, and Technical Services	74,512	6,672	\$84.74	16,040	\$86.26
Management of Companies and Enterprises	45,649	4,709	\$89.74	8,268	\$93.75
Credit Intermediation and Related Activities	38,152	3,035	\$70.67	5,684	\$72.22
Executive, Legislative and Other	33,675	2,852	\$46.34	5,648	\$47.41
Food and Beverage Stores	30,654	4,118	\$19.96	5,599	\$22.33
Religious and Grantmaking	24,934	3,184	\$43.30	3,298	\$45.52
Accommodation	22,029	3,592	\$26.73	3,354	\$26.55
Industries With More Women than Men					
Food Services and Drinking Places	108,073	23,510	\$23.04	14,412	\$23.89
Furniture and Related Product Manufacturing	2,414	473	\$42.41	1,093	\$41.33
Postal Services	13	1	\$140.00	1	\$100.00
Rail Transportation	11	3	\$227.50	4	\$158.24

Source: DEED Unemployment Insurance data, DPS driver's license data