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The Wage Gap between Wyoming's Men and Women: 2016

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Introduction

“For man’s work ends at the setting sun

Yet woman’s work is never done.”¹

“When women and girls prosper, communities thrive.”²

For over a decade, Wyoming has paid attention to the wage gap, prompting the Wyoming legislature in 2003 to fund a study that confirmed the gap and examined the reasons why, as well as made preliminary suggestions for addressing the disparity.³ Since that time Wyoming’s ranking has remained one of the worst in the nation. The cumulative effect of the wage gap over a lifetime of depressed economic status for Wyoming’s women includes not only the loss of hundreds of thousands of dollars in income but also retirement security putting our state’s women, families, and communities at risk. Decreased earnings also affect the ability of a woman and her family to make decisions regarding career changes, child care, the pursuit of additional education or training, and the ability to leave an abusive relationship. Thus, a pro-active approach to understanding and addressing the wage gap is paramount.

Using data from 2014, Wyoming ranked 49th (out of 51) in the nation for the wage gap between men and women; only Utah and Louisiana ranked worse.⁴ The wage gap is a measure of the difference in wages between men and women who work full-time (i.e. 35 or more hours per week), year-round. The ‘wage gap’ is typically reported as a proportion, ratio, or “cents on the dollar.”⁵ In 2014, nationally, women earned 79 cents for every dollar earned by men, or a wage gap of 21 percent, or 0.21, or “21 cents on the dollar.”⁶

In Wyoming, the median earnings for men working full-time, year-round was \$51,926, for women \$35,652 (ibid.). “Wyoming’s Shame” is our reoccurring ranking as a state with one of the worst wage gaps in the nation at 0.69 (or 69 cents on the dollar; ibid.). In a 2015 fact sheet produced by the National Partnership for Women and Families using 2014 data, this wage gap resulted in a total loss of 1.3 billion dollars to Wyoming’s women who worked full-time, enough money for

- 118 more weeks of food,
- 12 more months of mortgage and utilities payments,
- 20.5 more months of rent, or
- 6,041 additional gallons of gas (ibid.).

As you move through this report, please note that the data reported is the most recent available for each measure; however, some data sources are updated more frequently than others. In addition, when it’s relevant to use the same source of data for comparison purposes, it may mean that more recent data is available for some but not all of the measures reported, thus the slightly older data is used for consistency within a table or figure. For example, Table 1 summarizes data from the

Institute of Women's Policy Research (IWPR) on a variety of economic and social indicators. Using 2013 data for these indicators, the IWPR reported that Wyoming ranked 50th in the nation for the wage gap, while the most current data from 2014 indicates that Wyoming is now 49th. However, other economic indicators reported by the IWPR in 2013 have not been updated and the 2013 figures still remain relevant, such as the percentage of women-owned businesses in Wyoming (43rd in the nation), and women with four or more years of college (33rd in the nation).⁷

Wyoming does have several factors to be encouraged by: we were ranked 10th in the nation for the labor force participation rate of women in 2013; just one year earlier, we were ranked 15th (ibid.). Wyoming's ranking for women with a college degree improved from 40th in the nation in 2009 to 33rd in 2013.⁸ Similarly, in 2013 we were ranked 6th in the nation for the percentage of women living above poverty, an improvement from 22nd from 2009, a promising trend (ibid.). Of particular note is that our 2013 ranking of 22nd in the nation for median earnings improved from 35th in 2009.⁹ While wages for Wyoming's women are now about the national average for all working women in the United States, median earnings for Wyoming's men are among the highest in the nation.¹⁰ In 2009, Wyoming men's median earnings were 18th highest; in 2012, they increased to 10th highest, and in 2013, seventh highest.¹¹ Wyoming's working families, especially in rough economic times, rely on the wages of all members to make ends meet on a weekly basis, as well as to plan for the future. Equal pay is therefore not simply a woman's issue – it's a family issue. Nationally, mothers are the primary or sole breadwinners in nearly 40 percent of families, and the majority of America's married families rely on the wages of both partners.¹² In Wyoming in 2014,

TABLE 1: WYOMING CONSISTENTLY RANKS AS A STATE WITH ONE OF THE WORST WAGE GAPS IN THE COUNTRY

Wyoming's Indicators of Social and Economic Security, 2013

	Wyoming	National Ranking
Wage Gap	0.69	50
Female's median annual earnings (full-time)	\$36,000	22
Male's median annual earnings (full-time)	\$53,000	7
Female's labor force participation	62.8%	10
Percent females in managerial/professional occupations	41.3%	15
Percent females with health insurance	83.4%	22
Percent women 25+ with a four-year college degree or more	26.9%	33
Percent business ownership by females	25.9%	43
Percent females above the poverty line	89.1%	6

Note: National rankings are out of a possible 51 and include the 50 states and the District of Columbia.

Source: Institute of Women's Policy Research (2015).

19,845 households were headed by women.¹³ About 31 percent of these households lived below the poverty level.¹⁴ Eliminating the wage gap would provide critical income to these families living in poverty as well as to all women whose wages sustain their households.

This paper highlights what is most promising and disappointing about women's economic progress in Wyoming and outlines recommendations for policy change. It is a living document, one that should be updated regularly as new data becomes available and as policies change.

Data by County

Table 2 indicates there are significant wage and wage gap differences among Wyoming's counties. Note that in this table, the data is for all workers including those who work part-time, thus the wage and wage gap figures are different from the figures presented above using only full-time, year round workers.

An examination of Table 2 shows that wages for men vary far more among Wyoming counties than for women. Mean wages for men range from a low of \$31,774 in Niobrara County to a high of

TABLE 2: THE WAGE GAP VARIES GREATLY ACROSS WYOMING COUNTIES

Mean Earnings of Males and Females in Wyoming by County, 2014

	# Males	# Females	Mean Earnings Males	Mean Earnings Females	Wage Gap
All	166,712	138,510	\$47,154	\$27,464	0.58
Albany	7,995	7,653	39,099	28,038	0.72
Big Horn	2,688	2,154	40,633	24,458	0.60
Campbell	18,672	12,176	61,178	31,173	0.51
Carbon	3,901	3,415	47,468	24,752	0.52
Converse	3,446	2,995	48,504	26,729	0.55
Crook	1,201	1,228	40,243	22,502	0.56
Fremont	9,382	9,393	38,187	25,767	0.67
Goshen	2,398	2,601	34,262	24,409	0.71
Hot Springs	1,153	1,166	40,768	23,955	0.59
Johnson	1,870	1,785	36,050	23,636	0.66
Laramie	24,940	23,538	39,114	29,345	0.75
Lincoln	3,253	2,960	48,321	21,937	0.45
Natrona	26,024	20,700	52,936	29,117	0.55
Niobrara	454	573	31,774	23,731	0.75
Park	6,920	6,972	41,917	25,808	0.62
Platte	1,829	1,816	33,844	22,188	0.66
Sheridan	6,804	7,017	38,359	26,238	0.68
Sublette	3,165	1,946	59,906	28,832	0.48
Sweetwater	15,695	10,223	62,754	27,474	0.44
Teton	9,356	7,410	39,589	31,148	0.79
Uinta	4,888	4,652	44,965	23,838	0.53
Washakie	2,177	1,948	41,275	24,430	0.59
Weston	1,199	1,333	40,367	23,343	0.58

Note: Persons worked at any time during the year.

Source: Wyoming Department of Work Force Services, Research & Planning (2015).

\$62,754 in Sweetwater County (a difference of over \$30,000).¹⁵ In contrast, women's mean earnings range from a low of \$21,937 in Lincoln County to a high of only \$31,173 in Campbell County (a difference of \$9,200; *ibid.*). While the mean annual wages for men in every county are over \$30,000, mean wages for women reach that level in only Campbell and Teton counties (*ibid.*). Table 3 summarizes additional characteristics associated with economic well-being by county, including poverty level, educational achievement, and the aged population.

TABLE 3: THE SOCIAL AND ECONOMIC CHARACTERISTICS OF MALES AND FEMALES VARY BY WYOMING COUNTY

Indicators of the Social and Economic Status of Males and Females by County, 2010-2015 5-Year Estimates

	Percent Below Poverty			Percent 65 and Over			Percent 25 and Older with BA/BS or Higher		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
All	11.6%	10.1%	13.2%	13.1%	12.0%	14.2%	25.1%	24.3%	25.9%
Albany	27.6	26.2	29.1	9.0	8.0	10.2	48.8	49.4	48.3
Big Horn	10.8	9.6	12.1	19.0	18.7	19.4	20.0	19.0	20.9
Campbell	6.8	4.9	8.8	6.3	5.8	6.9	19.2	16.5	22.3
Carbon	15.0	11.8	18.4	13.2	12.2	14.3	17.2	14.6	20.3
Converse	9.2	6.8	11.5	13.3	11.5	15.2	19.6	17.5	21.8
Crook	5.0	5.4	4.5	17.5	16.6	18.4	21.6	20.5	22.7
Fremont	14.0	13.0	14.9	15.3	14.1	16.5	21.5	22.6	20.4
Goshen	17.4	16.7	18.2	19.2	17.1	21.5	21.5	19.2	24.2
Hot Springs	9.9	6.4	13.4	23.6	22.5	24.5	19.5	18.9	20.1
Johnson	8.1	6.6	9.8	19.1	18.6	19.7	27.0	24.9	29.2
Laramie	10.5	8.7	12.3	13.4	12.1	14.8	26.8	26.4	27.3
Lincoln	7.9	7.1	8.7	13.3	13.0	13.6	20.1	22.6	17.7
Natrona	10.3	8.6	12.0	12.5	10.8	14.2	21.3	19.8	22.9
Niobrara	17.6	16.2	19.2	18.8	19.7	17.9	21.4	22.0	20.9
Park	8.4	5.1	11.5	18.4	17.3	19.5	28.3	29.3	27.5
Platte	15.2	11.3	19.1	21.7	20.9	22.5	19.2	18.6	19.8
Sheridan	8.4	8.2	8.5	16.7	16.0	17.5	28.9	30.2	27.7
Sublette	7.8	7.6	8.0	11.1	10.6	11.7	23.6	24.7	22.4
Sweetwater	12.2	9.9	14.6	8.7	8.0	9.5	18.1	16.6	19.6
Teton	8.5	10.1	6.7	10.9	10.5	11.4	51.9	47.5	57.0
Uinta	14.2	12.8	15.6	9.8	9.6	10.0	18.7	17.5	19.9
Washakie	14.2	12.7	15.7	18.9	18.2	19.6	21.2	21.8	20.7
Weston	12.4	10.0	14.9	17.0	14.6	19.7	16.8	16.4	17.1

Source: US Census Bureau, "Table S1701 Poverty Status in Past 12 Months" (2014); US Census Bureau, "Table S0101 Age and Sex" (2014); US Census Bureau "Table S1501, Educational Attainment" (2014).

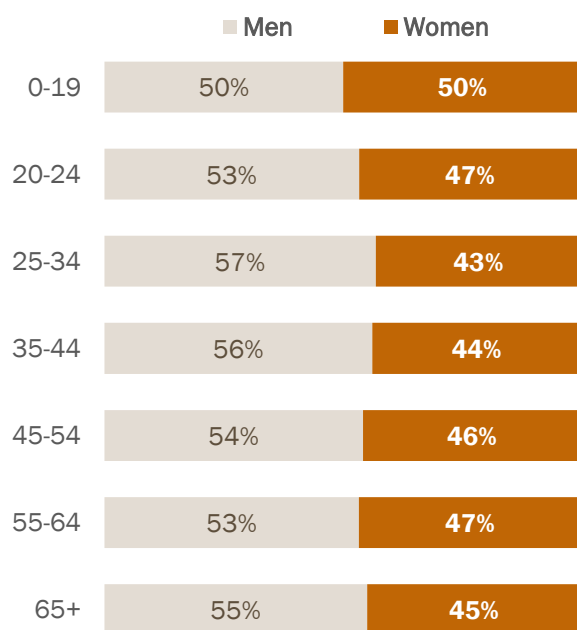
Factors Associated with Wages and the Wage Gap

In this section, factors associated with wages and the wage gap, including age, race, educational achievement, occupation and economic sector, and discrimination are further discussed.

Age and Aging

FIGURE 1: WYOMING'S MEN AND WOMEN MAINTAIN A STABLE ATTACHMENT TO THE WORKFORCE THROUGHOUT THEIR LIVES

Percentage of Each Age Group in the Workforce by Gender, 2014



Note: Persons worked at any time during the year.

Source: Wyoming Department of Work Force Services, "Economic Sector, Gender and Wages" (2014).

In 2014, 366,504 individuals in Wyoming were in the workforce.¹⁶ Excluding the 61,282 working individuals whose sex is unknown, men comprise about 55 percent of Wyoming's workers, women 45 percent (ibid.). As seen in Figure 1, Wyoming's women and men generally maintain their attachment to the workforce in a stable pattern throughout their lives.

Of course, individual men and women may enter and leave the workforce at different times, but the overall rate of labor force attachment by both men and women remains stable, including during the child-bearing and rearing years of 25-44, where women's labor force participation drops only slightly (ibid.).

As Figure 1 illustrates, these percentages are consistent across the age groups (with the exception of the youngest age group where approximately equal numbers of men and women are employed; ibid.).

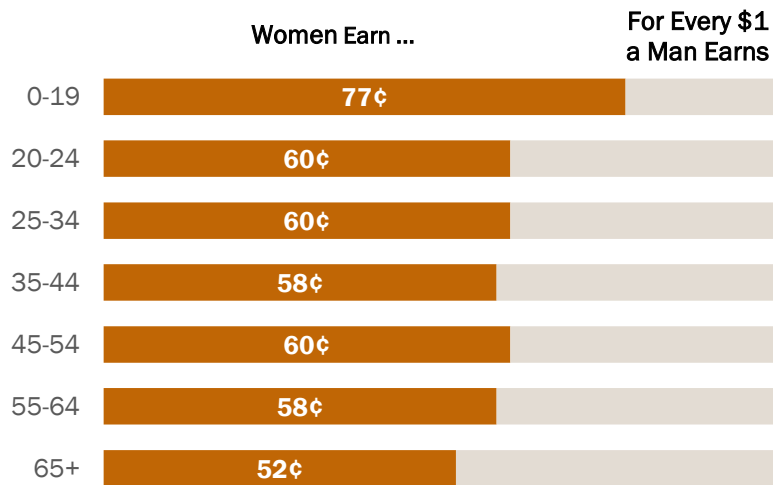
Figure 2 illustrates that within each age bracket a significant wage gap exists. Using data for all workers, including those working part-time, the overall wage gap is 0.58 (ibid.). The smallest gap exists for workers under 20 years

of age, at 0.77 (ibid.). Here, we can imagine, teens working at fast-food restaurants who are paid similar wages. However, we still find a wage discrepancy, which could be due to differences in

occupational opportunities afforded to young men and women. For example, boys and young men (much more frequently than girls and young women) could be working in construction jobs at much higher wages than retail services, a sector that employs numerous younger workers. Beginning with the 20-24 year old age category, the wage ratio worsens as it drops from 0.77 for those under 20 to 0.60 (i.e. 60 cents on the dollar) for those in the 20-24 and 25-30 year old age groupings where it largely remains until it drops further to 0.52 for workers 65 years old and older (ibid.). This figure illustrates that the wage differential from early years continues throughout the lifespan.

FIGURE 2: A SIGNIFICANT WAGE GAP EXISTS BETWEEN WYOMING MEN AND WOMEN IN EACH AGE BRACKET

Wyoming Wage Gap by Age Bracket, 2014



Note: Persons worked at any time during the year. Gap calculated using mean income for men and women in each age group.

Source: Wyoming Department of Work Force Services, "Economic Sector, Gender and Wages" (2014).

Wyoming's population, like that in the nation, is aging. The county data in Table 3, representing five-year estimates, 2010 to 2014, illustrate that 13.1 percent of the Wyoming population is over the age of 65, up from 12.2 percent of the population in 2010.¹⁷ By 2030, when all baby boomers will be 65 or older, the 65+ age group should represent more than one fifth of the state's total residents.¹⁸ Not surprisingly, counties such as Campbell and Sweetwater, which are attracting younger workers, have lower percentages of those over 65 (ibid.). However counties, such as Hot Springs, Platte, Niobrara, Johnson, Goshen, Washakie, and Park each already have over 20 percent of their residents in the retirement years (ibid.). For these counties, in particular, but all counties generally, our aging population indicates both a lack of possible workers for increased economic activity and the need for services that cater to an aging population.

SOCIAL SECURITY

Nationally, social security provided \$848 billion in benefits to 59 million beneficiaries in 2014: nearly 1 in 5 (18.3 percent) Americans received some type of benefits.¹⁹ Beneficiaries include not only the retired, but spouses, children, and the disabled (ibid.). In general, nearly 60 percent of the

people receiving Social Security benefits are women.²⁰ According to the non-profit, Social Security Works:

- Social Security provided benefits to 101,296 Wyoming residents in 2014, 1 in 6 (17.3 percent) residents.
- Seventy percent of beneficiaries were retired workers, 13 percent disabled individuals, 7 percent widow(er)s, 3 percent spouses of eligible individuals, and 7 percent children.
- Social Security provided benefits to 71,052 Wyoming retired workers in 2014.
- Wyoming residents received Social Security benefits totaling \$1.5 billion in 2014, an amount equivalent to 4.6 percent of the state's total personal income.
- The average Social Security benefit in Wyoming was \$14,621 in 2014.
- The typical benefit received by a retired worker in Wyoming was \$15,995 in 2014.
- Social Security provided benefits to 50,006 Wyoming women in 2014, 1 in 6 of Wyoming's women (17.5 percent) received social security benefits.
- Social Security lifted 31,000 Wyoming residents out of poverty in 2013.
- Social Security lifted 22,000 Wyoming residents aged 65 or older out of poverty in 2013.
- Without Social Security, the elderly poverty rate, as defined by the official poverty level, in Wyoming would have increased from 1 in 15 (6.8 percent) to 3 in 8 (36.8 percent). Without Social Security, the poverty rate of elderly women would have increased from 1 in 11 (9.1 percent) to 3 in 7 (43.4 percent)
- Social Security lifted 13,000 Wyoming women aged 65 or older out of poverty in 2013.
- Social security provided benefits to 6,699 Wyoming children in 2014, 1 in 15 (6.6 percent) Wyoming beneficiaries.
- Social security is the most important sources of income for the 8,327 children living in Wyoming's "grand-families," which are households headed by a grandparent or other relative.

While Social Security benefits are gender-neutral, i.e. individuals with identical earning histories are treated the same in terms of benefits, women are particularly vulnerable due to longer life expectancies than men and lower life time earnings. Women represent 56.0 percent of all Social Security beneficiaries age 62 and older and approximately 66.0 percent of beneficiaries age 85 and older. Finally, elderly women are less likely than elderly men to have private pensions, suggesting that more elderly women may rely solely on their social security benefits during retirement.²¹

Educational Achievement and College Major

Educational achievement is associated with earnings. As Figure 3 illustrates, Wyoming's women and men have earned bachelor's degrees or higher at about the same rate; however, a higher percentage of women than men have some college education.²²

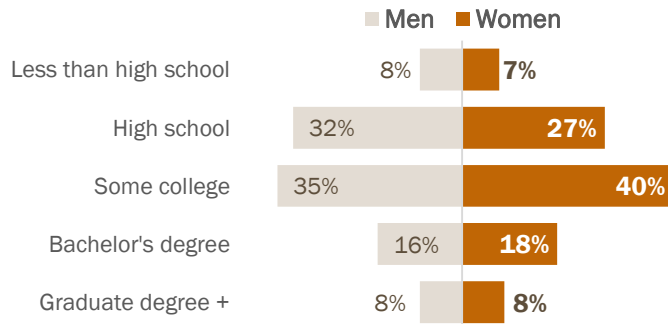
Figure 4 shows that women in Wyoming consistently earn less than men with comparable education (ibid.). Of particular concern is that women with a bachelor's degree in Wyoming earn

less than men with a high school diploma. Women with a bachelor's degree earn on average \$38,312 compared to men who earn on average \$43,740 with a high school diploma and \$54,710 with a bachelor's degree (ibid.).

While the difference in earnings between men and women is discouraging, we do see that the wage gap generally decreases with increasing education, indicating the critical role that educational attainment plays in leveling the field for wage equity in Wyoming.

FIGURE 3: WYOMING'S WOMEN AND MEN EARN BACHELOR'S DEGREES AT A SIMILAR RATE

Percent of Men and Women by Educational Attainment, 2000-2014 5-Year Estimates

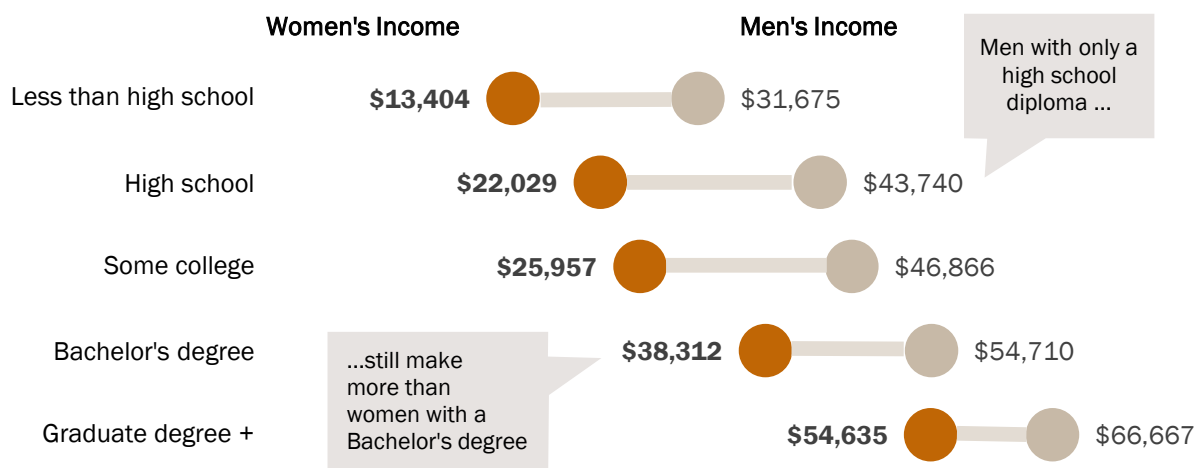


Source: US Census Bureau, "Table S1501 Educational Attainment" (2014).

Educational achievement varies among Wyoming's counties. The percentage of Wyoming women 25 and older with a bachelor's degree or higher is 25.9% (refer back to Table 3). While only six

FIGURE 4: ALTHOUGH WAGES INCREASE FOR EACH DEGREE EARNED, MEN'S EARNINGS STILL OUTPACE WOMEN

Median Income by Educational Attainment, 2010-2014 5-Year Estimates



Source: US Census Bureau, "Table S1501 Educational Attainment" (2014).

counties beat this percentage, seventeen counties are below and in five counties less than 20 percent of the female population has earned a bachelor's degree or higher (ibid.).

While the correlation between increased educational achievement by women and a decreased wage gap between men and women is not absolute in each county, the wage gap narrows with each degree women earn in 13 Wyoming counties including, Big Horn, Campbell, Converse, Fremont, Goshen, Laramie, Natrona, Park, Platte, Sheridan, Sublette, Sweetwater, and Weston. In Crook, Sublette, Platte, and Weston counties women with advanced degrees achieve parity. However, in Hot Springs, Teton, and Washakie, while a bachelor's degree decreases the wage gap, an advanced degree increases it. In Albany and Lincoln a college degree does not decrease the wage gap. On average, a bachelor's degree decreases the wage gap by six percent and an advanced degree decreases the wage gap by 40 percent (in comparing women with some college to those with advanced degrees; ibid.).

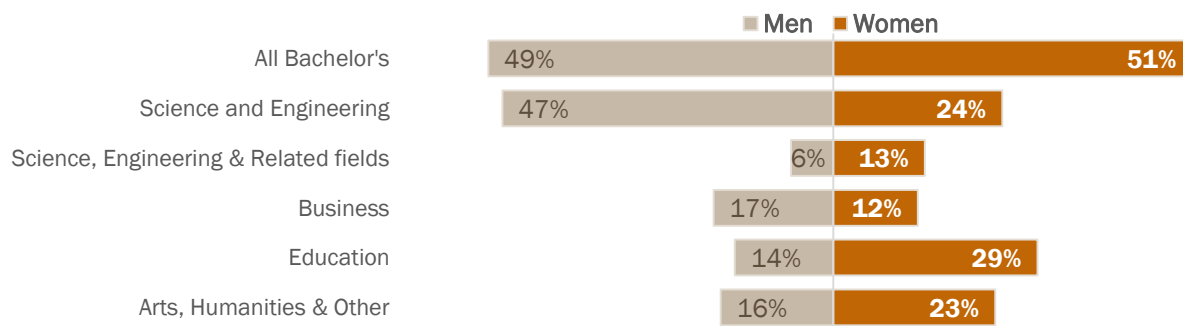
COLLEGE MAJORS

College educated men and women are earning degrees in different degrees, a factor that explains some of the wage discrepancy indicated by the data previously discussed. Of all bachelor's degrees awarded, women and men have earned approximately the same percentage of bachelor's degrees (women have earned 51.1 percent, men 48.9 percent).²³

Figure 5 shows that while both men and women are earning degrees in all five major fields, each of these fields is typically dominated by one sex or the other. Almost half of Wyoming's men have earned degrees in science and engineering, while the largest degree field for Wyoming's women is education.

FIGURE 5: DEGREES EARNED BY MEN AND WOMEN VARY BY GENDER

Percent of Each Degree/Major Earned by Men and Women, 2010-2014 5-Year Estimates



Note: "Science and Engineering" fields include computers; math and statistics; biological, agricultural, and environmental sciences; psychology; social sciences; engineering; and multidisciplinary studies (general science, nutrition science, interdisciplinary social science). "Science, Engineering, and Related" fields include nursing, architecture, mathematics, teacher education.

Source: US Census Bureau, "Table B15011 Field of Bachelor's Degree for First Major for the Population 25 Years and over" (2014)

In addition, according to a study by the American Association of University Women (using data from 2009), one year out of college, women working full-time earn only 82 percent as much as their male colleagues.²⁴ Ten years after graduation, women fall farther behind, earning only 69 percent of men's earnings.²⁵ Much of this discrepancy can be attributed to differences in degree choices, career choices, and occupational opportunities post-graduation.

Ultimately, decreasing the wage gap will mean working towards both encouraging women to consider degrees and careers that are typically male-dominated, as well as compensating careers that women dominate such as health care and education, equitably.

Race and Ethnicity

The 2014 American Community Survey indicated that 90.8 percent of the Wyoming population denoted their race as "white only," followed by 2.7 percent of the population indicating "two or more races," 2.3 percent as American Indian, 2.2 percent as Other, 1.0 percent as African American, and .09 percent as Asian.²⁶ Amongst those who denote an ethnicity, 9.4 percent indicated Hispanic heritage as well.²⁷

Race and ethnicity are relevant factors in examining the wage gap. Median earnings for American Indian, Asian, Black/African American, and Latinos/as workers are all lower than for white workers. As Table 4 indicates, while the average wage for a full-time white male working year round is \$54,390, wages for men or women in every other race/ethnicity are lower and the wage gaps between white and non-white ethnicities are significant.

In addition, poverty rates are almost tripled for American Indian and African American individuals and doubled for Latino/as in Wyoming. In general, 8.0 percent of families in Wyoming fall below the official poverty level.²⁸ However, 31.5 percent of households headed by women are below the poverty level (ibid.). This increases to 41.3 percent for American Indian families headed by women

TABLE 4: THE WAGE GAP IS WORSE FOR ETHNIC AND RACIAL MINORITIES IN WYOMING

Income by Race and Sex, 2014

	Male Wages	Wage Gap	Female Wages	Wage Gap
White	\$54,390	1.00	\$36,143	0.66
American Indian	41,505	0.76	29,982	0.55
Black/African American	35,552	0.65	35,500	0.65
Latino/a	40,736	0.75	28,623	0.53

Note: Wage gap calculated comparing wages to wages of white males.

Source: US Census Bureau, "Table B20017 Median Earnings in the Past 12 Months by Sex by Work Experience in the Past 12 Months for the Population 16 Years and over with Earnings" (2014)

and 53.9 percent for female-headed Latino/Hispanic families (ibid.). This data indicates that both sex and race are important factors in understanding and addressing poverty in the state.

Data is also available regarding educational achievement by race and sex and is summarized in Table 5. While more than one quarter of Wyoming's white population over age 25 has earned a college degree, only 18.9 percent of African American women (and 10.8 percent of men), 13.1 percent of Hispanic/Latina women (and 11.9 percent of Latino men), and 8.6 percent of American Indian women (and 9.9 percent of American Indian men) have earned a degree.²⁹

Alternatively, while only 6.7 percent of white women and 7.5 percent of white men in Wyoming have not earned a high school diploma, these numbers increase to 20.9 percent of Hispanic/Latina women and 25.8 percent of Hispanic/Latino men, and 12.6 percent of American Indian women and 19.4 percent of American Indian men (ibid.). As previous figures illustrated, wages for Wyoming's women are correlated with educational achievement. Thus, as these numbers illustrate, Wyoming's non-white women are likely to be employed in jobs that do not require higher education, and therefore in jobs with the likelihood of low-pay.

Hours Worked

Part-time work is typically defined as less than 35 hours per week by an employee for one employer.³⁰ Figure 6 shows the breakdown of Wyoming's workers by sex and work status (full-time or part-time).

TABLE 5: EDUCATIONAL ATTAINMENT VARIES BY RACE/ETHNICITY AND SEX

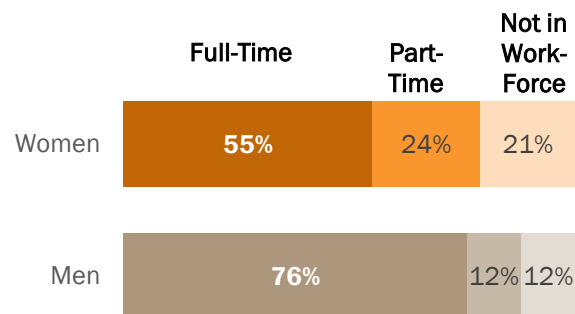
Educational Attainment by Race and Sex, 2010-2014 5-Year Estimates

	Percent with BA or Higher		Percent without HS Diploma	
	Male	Female	Male	Female
White	26.0%	26.5%	7.5%	6.7%
American Indian	9.9	8.6	19.4	12.6
Black/African American	10.8	18.9	8.6	11.9
Latino/a	11.9	13.1	25.8	20.9

Source: US Census Bureau, "Table C15002 Sex by Educational Attainment for the Population 25 Years and Over" (2014)

FIGURE 6: MORE THAN HALF OF WYOMING'S FEMALE WORKERS ARE EMPLOYED FULL-TIME

Percent of Women and Men in Workforce by Employment Type, 2010-2014 5-Year Estimates



Source: US Census Bureau, "Table B23022 Sex by Work Status" (2014)

Occupational and Industrial Sex Segregation

Like most places in the nation, Wyoming's men and women tend to work in different economic sectors and at different jobs. Nationally, more women work in professional, office and administrative support, sales and service occupations, while more men work in construction, maintenance and repair, and production and transportation occupations.³¹ In 2014, almost 40 percent of working women were employed in traditionally female occupations such as social work, nursing, and teaching (ibid.). In contrast, less than 5.0 percent of men worked in these jobs (ibid.). Similarly, 43.0 percent of men worked in traditionally male occupations, such as computer programming, engineering, and firefighting compared with just over 5.0 percent of women in these male-dominated occupations (ibid.).

By far, the most significant factor in Wyoming's wage gap is the impact of occupational and industrial sex segregation. Jobs typically held by men in Wyoming such as mining and construction, pay at or above national norms.³² In contrast, jobs that typically employ women pay significantly below the national norm (ibid.). The combination of better than average pay for jobs held by men with the lower than average wage for jobs held by women explains a good part of the wage gap.

One way to examine the difference in wages between men and women and the associated wage gap is to examine four broad categories of work places and the respective ratio of male to female workers and their respective wages (see Table 6). With 291,552 full-time workers in Wyoming in

TABLE 6: IN WYOMING'S LARGEST EMPLOYMENT SECTOR, THE PRIVATE SECTOR, THE WAGE GAP IS GREATER THAN THE STATE AVERAGE, AT .51

Broad Sector of Employment by Sex/Earnings/Wage Gap, 2010-2014 5-Year Estimates

	Total Employment	Males		Females		Wage Gap
		\$	%	\$	%	
Private	179,067 (61.4%)	\$45,547	60.1%	\$23,037	39.9%	0.51
Government	62,036 (21.3)	50,640*	43.4	39,606*	56.5	0.78
Self-Employed	31,485 (10.8)	45,250†	58.8	22,241†	41.2	0.49
Non-Profit	18,964 (6.5)	38,464	28.9	30,383	71.1	0.79
All	291,552	45,772	54.4	26,162	45.6	0.57

Note: Earnings for "government workers" are an average of the median earnings of "local government workers," "state government workers," and "federal government workers." Earnings for self-employed workers are an average of the median earnings for "self-employed in own incorporated business workers" and "self-employed in own not incorporated business workers and unpaid family workers."

Source: US Census Bureau, "Table S2408 Class of Worker by Sex and Median Earnings in the Past 12 Months" (2014)

2014, 61.4 percent worked in the private sector, 21.3 percent in local, state or the federal government, 6.5 percent in non-profits, and 10.8 percent were self-employed.³³ As Table 6 illustrates, each of the sectors are skewed – more men are employed in the private sector and are self-employed, while women are disproportionately represented in non-profits and in government jobs. In every sector, men working full-time earn more than women. While any wage gap raises concerns, the wage gap of 0.51 in the private sector and 0.49 for those self-employed are of particular concern as over 70 percent of workers are employed in these two sectors combined.³⁴

Table 7 summarizes the fourteen broad economic sectors used to describe workplaces in the United States. Most sectors see significant sex segregation; for example, only 10.8 percent of workers in mining and 11.2 percent of workers in the construction industry are women.³⁵ In contrast, over three quarters of all health care workers are female. Half of working women in Wyoming are employed in three sectors -- health care, education, and leisure (ibid.). Half of Wyoming's men are employed in mining, construction, wholesale, and leisure (ibid.).³⁶ Only the information services, professional and business services, retail, leisure, and government sectors are relatively integrated by sex.

Even when men and women are working in the same sector of the economy, men, in general, earn more money. For example, women working in mining in 2014 earned an average yearly salary of

TABLE 7: THE ECONOMIC SECTORS EMPLOYING THE MOST WYOMING WORKERS SEE SIGNIFICANT OCCUPATION SEGREGATION BY SEX

Economic Sector, Gender, and Wages in Wyoming, 2014

	Males		Females		Wage Gap
	%	Population	%	Population	
Agriculture, Forestry, Fishing, & Hunting	75%	28,827	25%	19,358	0.67
Mining	89	75,876	11	54,787	0.72
Construction	89	36,306	11	28,505	0.79
Manufacturing	79	58,751	21	31,580	0.54
Wholesale Trade, Transportation, Utilities	79	56,092	21	32,575	0.58
Retail Trade	46	27,514	54	17,154	0.62
Information	59	46,406	41	29,532	0.64
Financial Activities	39	63,821	61	34,538	0.54
Professional & Business Services	58	47,154	42	28,713	0.61
Educational Services	32	43,827	68	33,391	0.76
Health Care & Social Services	19	72,365	81	32,438	0.45
Leisure & Hospitality	43	16,236	57	12,083	0.74
Other Services	54	38,855	46	21,183	0.55
Total Government	51	43,926	49	34,770	0.79

Source: Wyoming Department of Work Force Services, "Economic Sector, Gender and Wages" (2014).

\$54,787(ibid.). In contrast, men earned on average \$75,876 for a difference of \$21,089 or 28 percent. The wage difference is most likely due to different jobs held by men and women within the industry. Many women employed in mining are not working as miners per se, but instead may be working in office or other support positions. Similarly, while almost one fifth of Wyoming women are employed in health care; men working in the health care field earn more than double what the average female workers earn (women in healthcare earn \$32,438, while men in healthcare earn \$72,365; ibid.).

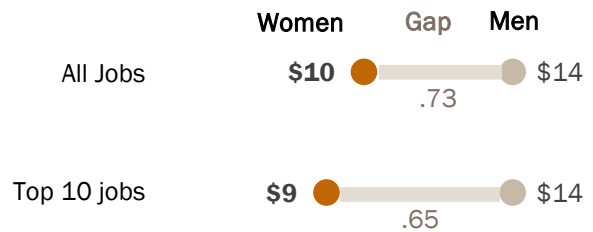
“New Hires” in Wyoming: Two case studies

The Wyoming Department of Workforce Services, previously the Wyoming Department of Employment, produces numerous reports on the current Wyoming labor force as well as projected employment needs. Of recent interest has been an analysis of the “new hires” made by employers. Using data from the fourth quarter of 2009 and the first quarter of 2010, the Department of Workforce Services completed a comprehensive review in 2011 of the occupations, wages, and demographics of new hires. Note that this data includes all “new” hires (not simply new jobs). For instance, a construction contractor would be hired many times in a year, for each new job. Though a bit dated, this first case study is informative. During this period, Wyoming employers added 39,902 workers with 18,431 male new hires (46.2%), 15,362 (38.5%) female new hires, and no demographic information known regarding the remaining 6,109 (15.3%) workers.³⁷

The median hourly wage for newly hired men was \$14.00/hour; for women \$10.25 (a wage gap of \$3.75, or 0.73; *ibid.*). The “top 10” occupations for male new hires (i.e. the number hired) included (by order of number employed): truck drivers, combined food prep and service workers, retail sales, construction, cashiers, electricians, carpenters, restaurant cooks, general extraction workers, and roustabouts. The total number of men hired in these occupations was 5,299 out of 18,431 newly hired men. By comparison the top occupations employing females were cashiers, waitresses, combined food prep and service workers, retail, nursing assistants, maids, substitute teachers, secretaries, receptionists, and child care workers for a total of 5,759 out of 15,362 newly hired female workers. As

FIGURE 7: A WAGE GAP EXISTS IN WYOMING ACROSS ALL NEW JOBS AND IN THE TOP TEN JOBS MEN AND WOMEN

Median Hourly Wages 4th Quarter 2009-1st Quarter 2010



Note: Median hourly wage is used to discuss earnings.

Source: Moore, Wyoming Department of Employment, Research & Planning, *Labor Force Trends* (March 2011).

illustrated in Figure 7, in the top ten occupations for men, the median hourly wage was \$14.25, for women \$9.33 (a wage gap of \$4.92 or 0.65; *ibid.*). As Table 8 indicates, the top occupations for men

TABLE 8: IN WYOMING, WHEN MALES AND FEMALES ARE EMPLOYED IN SIMILAR OCCUPATIONS, WAGES ARE SIMILAR, BUT MOST NEW HIRES REMAIN IN OCCUPATIONALLY SEGREGATED JOBS

Top Ten Occupations and Median Hourly Wages for Males and Females, 4th Quarter 2009-1st Quarter 2010

Top Occupations for Males		Top Occupations for Females	
Electricians	\$ 25.00	Substitute teachers	\$ 11.88
Carpenters	\$ 18.00	Secretaries	\$ 11.00
Truck drivers	\$ 17.00	Receptionists	\$ 11.00
Extraction workers	\$ 15.15	Nursing assistants	\$ 10.70
Roustabouts	\$ 15.00	Maids	\$ 9.65
Construction	\$ 13.50	Retail sales	\$ 9.00
Retail sales	\$ 10.00	Child care workers	\$ 8.38
Cooks	\$ 9.00	Cashiers	\$ 8.25
Cashiers	\$ 8.50	Combined prep and food service	\$ 8.00
Combined prep and food service	\$ 7.73	Wait staff	\$ 7.50

Source: Wyoming Department of Work Force Services, “New Hires Report” (2011).

TABLE 9: OCCUPATIONAL SEGREGATION BEGINS WITH NEW-HIRES

Wyoming New Hires, 2014

	# Hired	% Male*	% Female*	Education Required	Wage
Truck Drivers	4,482	82%	7%	Postsecondary Non-Degree	\$19.00
Construction	4,279	70	4	High School	14.00
Landscaping	2,613	62	20	High School	12.00
Cooks	2,736	61	21	High School	10.00
Retail Sales	4,447	37	50	High School	9.00
Food Prep	5,769	37	41	High School	8.00
Cashiers	3,861	30	55	High School	8.75
Wait Staff	3,861	22	57	High School	3.25
Office Clerks	2,673	22	67	High School	13.00
Maids	3,259	15	53	High School	8.50

Note: The percentage of male and female workers does not equal 100% because some workers were missing demographic data.

Source: Wyoming Department of Work Force Services, "New Hires Report" (2014).

and women were typically different. However, when women and men were employed in similar occupations, wages were similar; for example male cashiers earned, on average, \$8.50/hour while female cashiers \$8.25 (a difference of \$0.25, only a small difference with a 0.97 gap); male food prep workers earned \$7.73, females food prep workers, \$8.00 (with female workers earning \$0.27 more per hour or a 1.04 gap – indicating that female workers, on average, were paid more than male workers; *ibid.*). This 2011 report also indicated that newly hired men worked, on average, 40 hours per week both overall and in the top ten occupations (*ibid.*). Newly hired women worked, on average, 30 hours per week overall and 25 hours per week in the top ten occupations (*ibid.*). More males than females were hired into jobs that offered paid time off, health insurance, and retirement. Over 37 percent of male new hires were offered health insurance compared with only 26 percent of female new hires (*ibid.*) Together, this data paints a vivid picture of what was previously discussed: Wyoming's men and women are working in different jobs with different characteristics including hours worked and pay associated with those jobs.

A less comprehensive but more recent report of new hires was conducted in 2014 and that data is summarized in Table 9. These new hires might be regular seasonal hires or replacement workers. This second case study indicates that private industries in Wyoming hired 110,104 employees in 2014. Approximately half of these new hires were male (48.2 percent), one-third female (35.3 percent), and the remaining 16.5 percent were non-resident workers whose sex is unknown. The average hourly wage for new hires was \$12.00, and only about half of these workers were hired for

full-time employment. Table 9 summarizes the mean hourly wages, sex composition, and educational requirements of the occupations with the most new hires in 2014. These occupations cover one third of all the new hires in 2014. Of additional note is the educational requirement for these new jobs is typically a high school diploma. As previously noted in the section on educational achievement, the wage gap decreases with jobs that require higher education. Thus, economic diversification in economic sectors that requires new hires to hold degrees would help alleviate the pay gap.

Industry and Occupational Projections for Wyoming's Near-Term Future

The Department of Workforce Services has made projections regarding expected changes in industry and occupations for the near-term future. The industrial sectors expected to increase their workforces by the greatest number of employees by 2022 are listed in Table 10. The Department of

TABLE 10: CONSTRUCTION, WHOLESALE TRADE, AND FINANCIAL ACTIVITIES ARE THE INDUSTRIES IN WYOMING PROJECTED TO GROW THE MOST THROUGH 2022

Projected Growth in Wyoming, 2012 through 2022, by Industry

	2012	2022	Employment	Change
Total	278,589	314,431	35,842	13%
Agriculture	2,663	2,932	269	10%
Mining	27,688	28,802	1,114	4%
Utilities	2,633	2,718	85	3%
Construction	21,543	26,509	4,966	23%
Manufacturing	9,358	10,285	927	10%
Wholesale Trade	9,216	10,788	1,572	17%
Retail Trade	29,519	32,464	2,945	10%
Transportation & Warehousing	10,881	12,215	1,334	12%
Information	4,543	4,726	183	4%
Financial Activities	10,864	12,586	1,722	16%
Professional & Business Services	18,380	22,639	4,259	23%
Education & Health Services	62,200	72,453	10,253	16%
Leisure & Hospitality	35,764	40,370	4,606	13%
Other Services	8,931	9,614	683	8%
Government, Excluding, Education, Hospitals, & Post Office	24,406	25,330	924	4%

Source: Bullard, Wyoming Department of Work Force Services, "Wyoming Long-Term Industry Projections, 2012-2022," (2014).

Workforce Services anticipates an increased need for almost 36,000 workers, including significant increases both in raw numbers and in the percentage of workers in the construction and professional services sectors. In addition, over 10,000 new workers will be needed in educational and health services.

Using the 2022 long term projections, the greatest numeric increase in jobs in Wyoming is expected in the Cheyenne Metropolitan Statistical Area (MSA), with 8,103 new jobs, an increase of 16.9 percent.³⁸ The northwest area of Wyoming will expect the least growth, with an addition of 2,974 new jobs or a growth of 6.6 percent (ibid). [As of January, 2016, the Department of Workforce Services has indicated that a revision is forthcoming due to recent oil price fluctuations and is cautioning against reliance on this report until an update is completed.]

Across the state, the need for health, educational, and social services is growing significantly and those services are fairly evenly distributed throughout the counties. Nearly 14 percent of Wyoming's residents are 65 or older.³⁹ The aging of Wyoming will be relevant in terms of needs for services for our growing elderly population and workers in these services, as well as the need to replace retiring workers in the workforce. Table 11 shows the anticipated changes in the most common occupations that employ Wyoming's men and women. It also shows the median hourly

TABLE 11: IN WYOMING, OCCUPATIONS THAT PRIMARILY EMPLOY FEMALES TYPICALLY PAY BELOW THE NATIONAL AVERAGE

Expected Changes in Selected Occupations, Wyoming, 2014

In occupations that primarily employ males:	In occupations that primarily employ females:
Janitors and Cleaners projected number is 4,738 (UP 2.6%). Wyoming median hourly wage is \$13.45, compared to national median hourly wage of \$12.24 (\$1.10 on the \$ 1.00)	Maids and Housekeeping Cleaners projected number is 5,293 (UP 2.7%). Wyoming median hourly wage is \$9.73, compared with national median hourly wage of \$10.82 (\$0.90 on the \$1.00)
Roustabouts projected number is 2,258 (DOWN 7.9%). Wyoming median hourly wage is \$20.41, compared to national median wages of \$18.12 (\$1.13 on the \$1.00)	Secretaries projected number is 5,086 (UP 1.7%). Wyoming median hourly wage is \$16.43, compared with national median hourly wage of \$16.59 (\$0.99 on the \$1.00)
Truck Drivers projected number is 7,823 (UP 2.2%) Wyoming median hourly wage is \$23.31 compared to national median wages of \$20.16 (\$1.16 on the \$1.00)	Registered Nurses projected number is 4,699 (UP 3.1%). Wyoming RN's median hourly wage is \$29.23, in comparison with the national median hourly wage of \$33.55 (\$0.87 on the \$1.00).
Electricians projected number is 3,154 (UP 4.3%). Wyoming median hourly wage is \$27.48 compared to National median wages of \$26.21 (1.05 on the \$1.00)	Waitresses projected number is 5,218 (UP 2.1%). Wyoming median hourly wage is \$9.05, compared to national median hourly wage of \$10.40 (\$0.87 on the \$1.00)

Note: Table constructed using data from US Bureau of Labor Statistics and US Department of Workforce Services.

Source: US Bureau of Labor Statistics, "National Occupational Employment and Wage Estimates" (2014); US Bureau of Labor Statistics, "State Occupational Employment and Wage Estimates" (2014); Wyoming Department of Workforce Services, Research & Planning, "Short-Term Occupational Projections" (2014).

wages earned in these occupations. This data regarding projected occupational and industrial growth shows that without attention to disparities, the wage gap between men and women in Wyoming will be reproduced over the next decade.

Discrimination

The previous sections of this report have outlined data and factors that contribute to the disparity in wages between Wyoming's men and women. At issue, for some, is whether these practices are discriminatory or illegal. Evelyn Murphy, in her 2005 text, *Getting Even: Why Women Don't Get Paid Like Men and What to Do About It*, argues:

You've seen that the wage gap isn't going away on its own...There's plain old discrimination, which openly bans women from hiring and advancement. There's discrimination by sexual harassment, which humiliates women and drives them out of jobs. There's discrimination by job segregation or by slotting women into job categories that are consistently underpaid. There's working while female, that everyday discrimination by which women are dismissed and paid less than their male peers. There's discrimination against mothers which forces women (and not men) to pay for parenting. All this scrapes away at women's earnings, day after day, year after year, throughout our lives.⁴⁰

According to the US Equal Employment Opportunity Commission (EEOC), the right of employees to be free from discrimination is protected under several federal laws, including the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act in Employment in 1967, and the Americans with Disabilities Act of 1990. None of these laws includes the wage gap or occupational segregation as per se examples of illegal discrimination. However, when a company does act illegally it will be punished.

The Equal Pay Act (EPA) prohibits paying men and women differently who work full-time in the same establishment, doing the same job under similar working conditions.⁴¹ Exceptions are made when different pay exists based upon a seniority system, a merit system, a quality or quantity of production system, or "any other factor other than sex" (ibid.).

Executive Order 11246 prohibits federal contractors, federally-assisted construction contractors, and subcontractors who have government contracts or subcontracts exceeding \$10,000 from discriminating in employment decisions on the basis of race, color, religion, sex, or national origin.⁴² In addition, each government contractor with 50 or more employees and \$50,000 or more in government contracts is required to develop a written affirmative action program (AAP) for each of its establishments (ibid.).

Title VII of the Civil Rights Act of 1964 prohibits discrimination in pay, hiring, promotion, and the terms and conditions of work on the basis of race, color, sex, religion, or national origin.⁴³ In 1986, the Supreme Court ruled that sexual harassment was also covered and forbidden by Title VII.⁴⁴ With the passage of the Civil Rights Act of 1991, Congress expanded Title VII to allow successful plaintiffs in suits against discriminatory employers to collect punitive damages, and generally to allow for trial by jury. In 2009, the Lilly Ledbetter Fair Pay Act was passed which allows for the statute of limitations for filing an equal-pay lawsuit to reset with each new discriminatory paycheck.⁴⁵ However, in 2011 the Supreme Court ruled that a class action suit against Wal-Mart, comprised of female employees alleging employment discrimination in pay, promotions, and job assignments, could not go forward.⁴⁶ While the individual plaintiffs in the case could continue with their claims against Wal-Mart, the group effort may not. Other federal legislation under consideration includes the Paycheck Fairness Act which seeks to strengthen the Equal Pay Act to address the wage gap.⁴⁷ This Act contains language that outlines the harm caused by pay disparities and calls for numerous enhancements to current laws, including increased programming, research, and technical assistance for both employers and employees, and employer recognition for efforts to reduce the wage gap (ibid.).

The EEOC reports serious violations of these statutes annually. In 2014, employers were held liable for \$106.5 million for violations of sex discrimination laws and an additional \$35.0 million for sexual harassment claims.⁴⁸ The Wyoming Fair Employment Practices Act makes it illegal for an employer or labor organization to discriminate against someone on the basis of sex.⁴⁹ The Wyoming statute covers all employers (unlike Title VII which covers employers of 15 or more workers). In Wyoming, the Department of Workforce Services oversees claims of discrimination and assesses the merits of the claim. For 2015, there were 78 charges of sex discrimination, 12 of which were deferred to the EEOC. A total of \$334,467 was secured for individuals who filed claims in 2015, with \$63,902 going to individuals that filed sex discrimination claims.⁵⁰

Addressing Wage Inequality

We have two challenges in the state regarding the economic status of women; what can be done now to address the wage gap and how can we avoid replicating the gap in the future. While Wyoming's women are in the paid labor force at rates higher than the national average and women's poverty rate is lower than many other states, Wyoming's women are amongst the worst paid relative to men in the nation. While men's wages in Wyoming are enviable at 7th highest in the nation, Wyoming's women's wages are only 22nd. Merely moving more women into the labor market, without attention to job quality, could only result in maintaining the wage gap. This is of particular concern as Wyoming's employment is projected to grow by 12.9 percent during the next decade (a growth rate far greater than the national rate of 5.5 percent).⁵¹ Doing "more of the same" as our economy grows will not help women improve their economic or social autonomy.

Wyoming-Specific Strategies for Consideration

- Support the efforts to train women to negotiate for higher starting salaries.
- Support organizations (like CLIMB Wyoming) that train women for higher paying jobs and economic self-sufficiency.
- Support the efforts of individual women and groups of women to gain degrees in higher education or to obtain specific vocational training.
- Support the development and implementation of best practices for Wyoming employers to address the wage gap.
- Join with those who reward companies, organizations, and educational institutions (e.g., the Wyoming Council for Women's Issues of the Wyoming Business Council) that promote women's economic self-sufficiency.
- Promote the use of the Wyoming Economic Self-Sufficiency Standard as a method for determining living wages.
- Develop strategies that begin to promote an awareness of the value of work typically done by women, and advocate for wages in health care, education, and retail trade and services that are comparable to the national market.
- Support a systematic review of the wages of state workers with regular market-based salary adjustments.
- Support wage transparency for both private and public sector workers.
- Support efforts to increase awareness of anti-discrimination laws and procedures for filing claims.
- Collect and disseminate data regarding women's work and indicators of well-being on a yearly basis.
- Support efforts to connect issues regarding women's economic self-sufficiency with child care quality and availability.
- Support Wyoming legislative efforts that address economic diversification, increased reporting of occupations and wages, minimum wages especially for tipped employees, and the recruitment and retention of health care workers

Endnotes

¹ Kerschen, American Proverbs about Women: a Reference Guide, 84.

² Wyoming Women's Foundation Website, www.wywy.org.

³ Alexander, Connolly, Greller and Jackson, "A Study of the Disparity in Wages and Benefits between Men and Women," 2003.

⁴ American Association of University Women (AAUW), "The Simple Truth about the Gender Pay Gap, Spring 2016 Edition," 7

⁵ Calculation of the wage gap is accomplished through use of data collected and reported by a variety of sources including the US Census, the Current Population Survey, the Department of Labor's Bureau of Labor Statistics, and the Wyoming Department of Workforce Services, Employment and Earnings division. The wage gap is calculated by subtracting women's median earnings from men's median earnings, and then dividing by men's median earnings. The earnings ratio (which can be reported as "cents on the dollar") is calculated by dividing women's median earnings by men's median earnings. Other measures of the wage gap, such as those that take into account part-time wages or wages calculated based on hourly or weekly earnings, may rank states differently. Regardless of the method, Wyoming is always in the bottom few states. Note that wage data is reported regularly and calculations of the wage gap and other measures of economic security are constantly in flux based on updated data.

For a comprehensive review of the methods used for calculating the wage gap see the Institute for Women's Policy Research www.iwpr.org, or the US Department of Labor Women's Bureau, www.dol.gov/wb

⁶ National Partnership for Women and Families, "Wyoming Women and the Wage Gap September 2015," 2.

⁷ Institute for Women's Policy Research, "The Status of Women in the States 2015," 40

⁸ Institute for Women's Policy Research, "Overview: State-by-State Rankings and Data on Indicators of Women's Social and Economic Status 2009"; Institute for Women's Policy Research, "The Status of Women in the States 2015," 125.

⁹ Institute for Women's Policy Research, "The Status of Women in the States 2015," 40; Institute for Women's Policy Research, "Wyoming State Profile 2009"; Institute for Women's Policy Research, "State-by-State Rankings and Data on Indicators of Women's Social and Economic Status 2012," 2.

¹⁰ Institute for Women's Policy Research, "The Status of Women in the States 2015,"

¹¹ Institute for Women's Policy Research, "The Status of Women in the States 2015," 66.

¹² Glynn. "Breadwinning Mothers, Then and Now," Center for American Progress.

- ¹³ U.S. Census Bureau, American Community Survey, "Table DP02 Selected Social Characteristics in the United States," 2014 1-Year Estimate
- ¹⁴ National Partnership for Women and Families, "Wyoming Women and the Wage Gap September 2015," 2.
- ¹⁵ Wyoming Department of Workforce Services, Research & Planning, "Earnings in Wyoming by County, Age & Gender, 2000-2014."
- ¹⁶ Wyoming Department of Workforce Services, Research & Planning, "Earnings in Wyoming by County, Age & Gender, 2000-2014."
- ¹⁷ U.S. Census Bureau, American Community Survey, "Table S0101 Age and Sex," 2010-2014 5-Year Estimates; U.S. Census Bureau, American Community Survey, "Table S0101 Age and Sex," 2006-2010 5-Year Estimates.
- ¹⁸ Wyoming Department of Administration and Information, Economic Analysis Division, "Wyoming and County Population Projections by Age and Sex 2011-2030."
- ¹⁹ Social Security Works, "Social Security, Medicare and Medicaid Work for Wyoming," 2-18. Note – Data in original is from several years. No indication is given in the text if averages are means or medians.
- ²⁰ Social Security Administration, "Social Security, What Every Woman should Know," 5.
- ²¹ Social Security Administration, "Social Security is Important to Women".
- ²² U.S. Census Bureau, American Community Survey, "Table S1501 Educational Attainment," 2010-2014 5-Year Estimates.
- ²³ U.S. Census Bureau, American Community Survey, "Table B15010 Detailed Field of Bachelor's Degree for First Major for the Population 25 Years and Over," 2010-2014 5-Year Estimates.
- ²⁴ Corbett and Hill, American Association of University Women, "Graduating to a Pay Gap: the Earnings of Women and Men One Year after College Graduation," 1.
- ²⁵ Goldberg Dey and Hill, American Association of University Women, "Behind the Pay Gap," 2.
- ²⁶ U.S. Census Bureau, American Community Survey, "Table B02001 Race Total Population" 2010-2014 5-Year Estimates.
- ²⁷ U.S. Census Bureau, American Community Survey, "Table B03002 Hispanic or Latino Origin by Race" 2010-2014 5-Year Estimates.
- ²⁸ U.S. Census Bureau, American Community Survey, "Table S1702 Poverty Status in the Past 12 Months of Families" 2010-2014 5-Year Estimates.
- ²⁹ U.S. Census Bureau, American Community Survey, "Table C15002 Sex by Educational Attainment for the Population 25 Years and Over" 2010-2014 5-Year Estimates.
- ³⁰ US Bureau of Labor Statistics, "Glossary, Part-time Workers."
- ³¹ American Association of University Women, "The Simple Truth about the Gender Pay Gap Spring 2016 Edition," 16.

³² US Census Bureau, American Community Survey, "Table S2403 Industry by Sex and Median Earnings in Past 12 Months (in 2013 Inflation-Adjusted Dollars) for the Civilian Population 16 Years and Over," 2010-2014 5-Year Estimates.

³³ The self-employed in own not incorporated business workers category includes people who worked for profit or fees in their own unincorporated business, profession, or trade, or who operated a farm. This class is often tabulated together with the following group, unpaid family workers. Unpaid family workers are those who worked without pay in a business or on a farm operated by a relative; US Census Bureau, American Community Survey, "Table S2403 Industry by Sex and Median Earnings in the Past 12 Months (in 2014 Inflation-Adjusted Dollars) for the Civilian Employed Population 16 Years and Over," 2010-2014 5-Year Estimates.

³⁴ US Census Bureau, "Table S2408 Class of Worker by Sex and Median Earnings in the Past 12 Months," 2010-2014 5-Year Estimates.

³⁵ US Census Bureau, American Community Survey, "S2408 Class of Worker by Sex," 2010-2014 5-Year Estimates.

³⁶ Wyoming Department of Workforce Services, Research & Planning, Economic Sector, "Gender and Wages in Wyoming."

³⁷ Moore, "Wyoming New Hires: Examining the Wage Gap," Wyoming Department of Workforce Services, Research & Planning, Wyoming Labor Force Trends.

³⁸ Wyoming Department of Workforce Services, Research & Planning, "Wyoming Long-Term Sub-State Occupational Projections 2012-2022."

³⁹ Wyoming Department of Administration and Information, Economic Analysis Division, "Wyoming and County Population Projections by Age and Sex 2011-2030."

⁴⁰ Murphy, *Getting Even: Why Women Don't Get Paid Like Men and What to Do About It*, 217.

⁴¹ Equal Pay Act of 1963, Pub. L. No. 88-38, 77 Stat. 56 (1963).

⁴² Exec. Order No. 11,246, 41 C.F.R. § 60-2.15 (1965).

⁴³ Civil Rights Act of 1964, Title VII, Pub. L. 88-352, 78 Stat. 241 (1964).

⁴⁴ *Meritor Savings Bank v. Vinson*, 477 U.S. 57 (1986).

⁴⁵ Civil Rights Act of 1991, Pub. L. No. 102-166, 105 Stat. 1071 (1991); Lilly Ledbetter Fair Pay Act of 2009, Pub. L. No. 111-2, 123 Stat. 5 (2009).

⁴⁶ *Wal-Mart Stores, Inc. v. Dukes*, 131 S. Ct. 2541 (2011).

⁴⁷ Paycheck Fairness Act, S. 84 (2013-2014).

⁴⁸ U.S. Equal Employment Opportunity Commission. Sex-Based Charges FY 1997-FY 2014. These figures only indicate those cases that were settled by the EEOC and do not include those that were litigated, an option available after the EEOC issues a "right to sue" letter.

⁴⁹ Wyoming Fair Employment Practices Act, Wyo. § 27-9-101.

⁵⁰ Cherie Doak and J. Delos, personal email communications with author, November 6, 2015 & January 6, 2016.

⁵¹ Projections, 2012-2022"; US Bureau of Labor Statistics, "Civilian Labor Force by Age, Sex, Race, and Ethnicity, 1992, 2002, 2012, and Projected 2022."

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