

Gender Gap: No Progress for Alaskan Women

by F. Terry Elder

Between 1988 and 1990, the income "gender gap" widened by 0.5% for Alaskan women. The ratio of female-to-male average wage income fell from 61.7% in 1988 to 61.2% in 1990¹. (See Table 1.) Although the sex distribution of employment and total wage income in 1990 was about the same as in 1988, the average wage income of men outpaced that of women.

Comparisons by age group

The sex distribution of employment by age group in 1990 showed the same pattern as in 1988². (See Figure 2.) Women account for a larger share of employment at younger age groups than at older age groups. This is due to the relatively rapid increase of female participation in the labor force in recent decades. Older age groups partially reflect labor force composition prior to the time women began to enter the labor market in ever-increasing numbers.

Note

¹A detailed comparison of male and female wage and salary employment and earnings using 1988 data is found in our August 1990 publication, *The Gender Gap*. The 1988 data base contained information on 244,020 people, and the 1990 data base covered 235,667 people. No conclusion should be drawn from this decline, since the data bases are constructed with data for individuals for whom the relevant information is known. As such, they are subsets of total employment, and increases or decreases do not imply commensurate increases or decreases in total employment. Given the size of the subsets, however, there is no reason to believe that the share of employment and the average annual wage income by sex are not true reflections of actual comparative performance of the sexes. Those are the key aspects dealt with in this article. For the readers' information, the U.S. Department of Commerce, Bureau of Economic Analysis reported 1990 total personal income for Alaska of \$11.96 billion, up 18.3% from 1988

Between 1988 and 1990, the average annual wage income of both men and women rose for every age group except the oldest age groups. (See Figure 2 for 1990 income.) For men aged 65-74 and for men and women aged 75+, average wage income fell. This probably reflected the larger number of workers aged 65-74 in the 1990 data set and possibly some reduction in seasonal and part-time employment. Part-time employment is especially important for the youngest and oldest age groups of both sexes.

The pattern of wage income for age groups did not change from 1988. Peak average wage income for men occurred in the 45-49 year-old age group at \$41,600. The same age group for women earned a peak average of \$23,800. As in 1988, women earned less than men in every age group (See Figure 3.) The female-to-male

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Note

²Compared to the 1988 data set, the 19-24 year-old age group was the only age group in which women's share of employment declined. Their employment share of every other age group rose. The largest share increases, ranging from 1.2 percentage points to 1.5 percentage points, were in the 35-39, 45-49, and 55-59 year-old age groups.

Table • 1

Wage and Salary Employment and Earnings Alaska, 1988-1990

	1988	1990
Employment Distribution By Sex (%)		
Male	53.0	52.7
Female	47.0	47.3
Annual Wage Income Distribution By Sex (%)		
Male	64.6	64.5
Female	35.4	35.5
Average Annual Wage Income (\$)		
Male	24,232	27,655
Female	14,962	16,934
Total	19,877	22,580
Female/Male Wage Ratio (%)	61.7	61.2

Source: Alaska Department of Labor, Research and Analysis Section.

average wage income ratio declined in 8 out of 12 age groups between 1988 and 1990. Within the age groups 40-44, 45-49, 55-59 and 65-74 the gender gap narrowed.

Comparisons by occupation group

As in 1988, most occupation groups in 1990 were dominated by female or male workers (see figure 4)³. The average annual wage income of men rose in eight of nine occupation groups between 1988 and 1990 (see figure 5). In contrast, average wage income for women fell in six of nine occupation groups.

Unavailable data for some men and women, however, may have influenced this result. The average income of men for whom occupation data were available was higher (\$28,400) than income for all men. The average wage income of women for whom occupation data were available was lower (\$16,700) than income for all women. Therefore, occupation data were probably not available for more high-income women than for low-income women and for more low-income men than for high-income men.

With that caveat in mind, women earned less than men in every occupation group (see figure 6). The gender gap increased for every occupation group except Service Workers.

Comparisons by occupation

Not only were occupation groups male or female dominated, but individual occupations were, too. In the 100 largest occupations ranked by female employment, women made up 60.9% of employment compared to 47.3% of overall employment. (See Table 2, page 7.) The female-to-male wage income ratio was 73.5% compared to 61.2%. In contrast, in the 100 largest occupations ranked by male employment, women accounted for only 42.5% of employment. The female-to-male wage income ratio was only 54.8%. (See Table 3, page 10.)

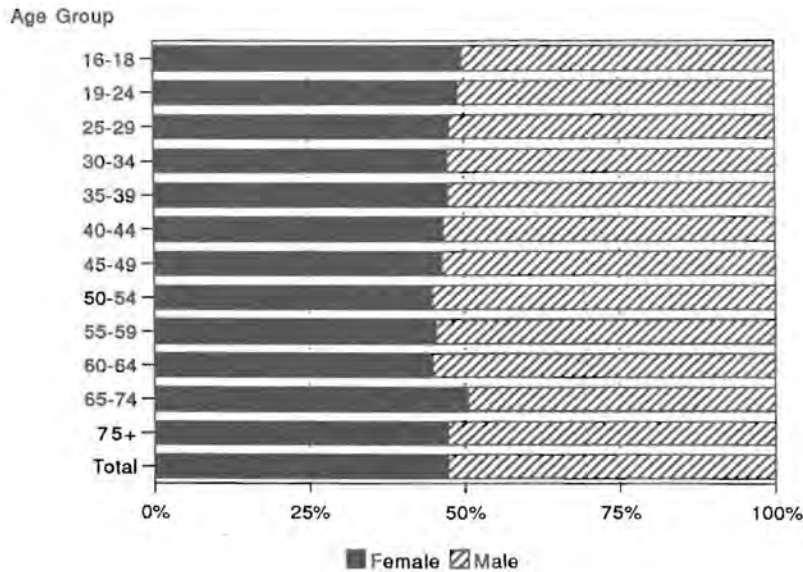
Women's average wage income exceeded men's average wage income in 12 of 100 occupations ranked by female employment, but only in 5 of 100 occupations ranked by male employment. These figures were similar to those in 1988. Little has changed during the two-year period to close the gap in employment and earnings

Figure 1

Sex Distribution of Total Employment by Age Group — Alaska, 1990

Note: Data for 122,030 males and 109,763 females for whom age data are available.

Source: Alaska Department of Labor, Research & Analysis Section.



Note

³Since occupation data are not available for a large portion of female and male workers, conclusions should be tempered since they may be affected in unknown ways by the excluded data.

patterns between men and women.

Comparisons by Industry group

In 1990 as in 1988, women predominated in the finance/insurance/real estate, services, and local government sectors. Mining, oil and gas and construction were male-dominated industries. (See Figure 7.)

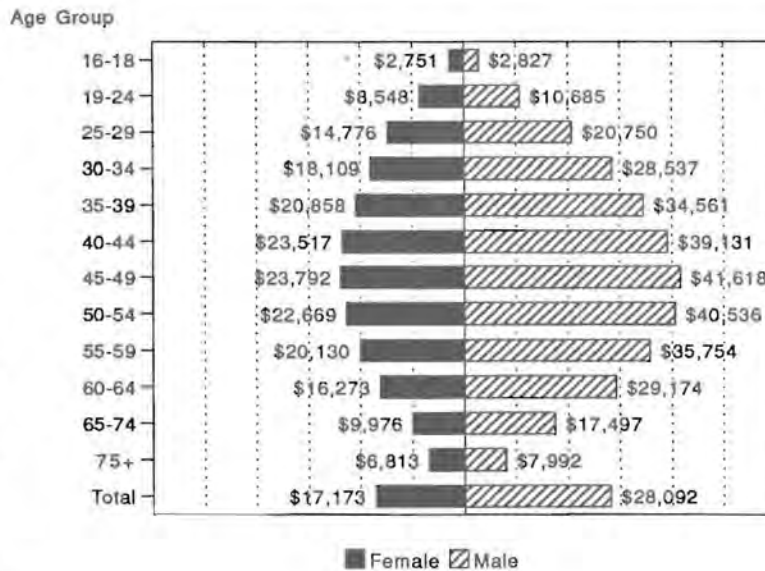
Oil and gas industry workers had the highest average wage income. (See Figure 8.) Other industry sectors with above-average income included mining, state government and transportation/communication/public utilities. Compared to 1988, the average wage income of both men and women rose in every industry sector except one⁴.

Note

⁴The exception was for male workers in the Nonclassified sector, which represented less than 1 percent of male employment.

Figure • 2

Male & Female Average Annual Wage Income by Age Group — Alaska, 1990

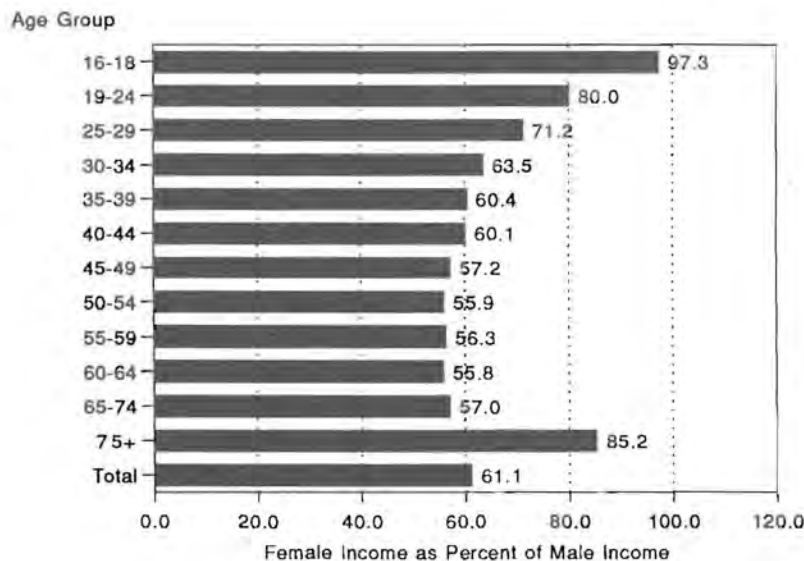


Note: Data for 122,030 males and 109,763 females for whom age data are available.

Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 3

Female/Male Ratios of Private & Public Sector Average Annual Wage Income by Age, Alaska, 1990



Note: Data for 122,030 males and 109,763 females for whom age data are available.

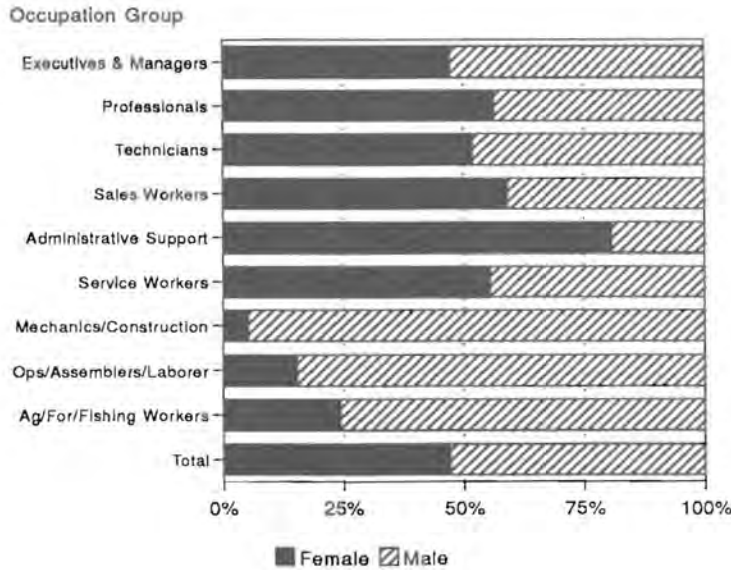
Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 4

Sex Distribution of Total Employment by Occupation Group — Alaska, 1990

Note: Data for 82,134 males and 73,224 females for whom occupation data are available.

Source: Alaska Department of Labor, Research & Analysis Section.



In 1990, as in 1988, women earned less than men in every industry. (See Figure 9.) Overall, they earned 61.2% of male income in 1990 compared to 61.7% in 1988. Working women lost ground over the two-year period in both the private and the public sectors. In the private sector, the gap widened by 0.4% as women earned 55.7% of male income in 1990 compared to 56.1% in 1988. In the public sector, they earned 70.7% compared to 71.4%, an increased gap of 0.7%. The female-to-male wage income ratio fell in 8 of 14 industry groups. Mining, food manufacturing, wholesale trade, finance/insurance/real estate, nonclassified and local government showed an increase.

Women really haven't come a long way

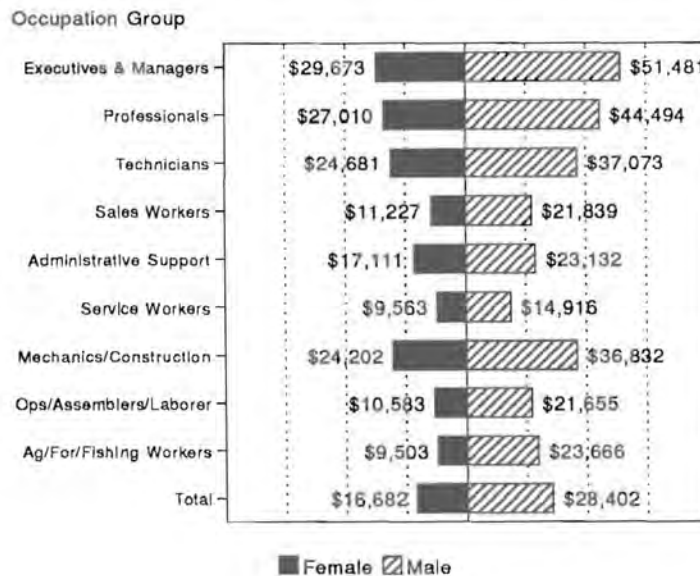
There is no doubt that women increased their share of employment dra-

Figure • 5

Male & Female Average Annual Wage Income by Occupation Group — Alaska, 1990

Note: Data for 82,134 males and 73,224 females for whom occupation data are available.

Source: Alaska Department of Labor, Research & Analysis Section.

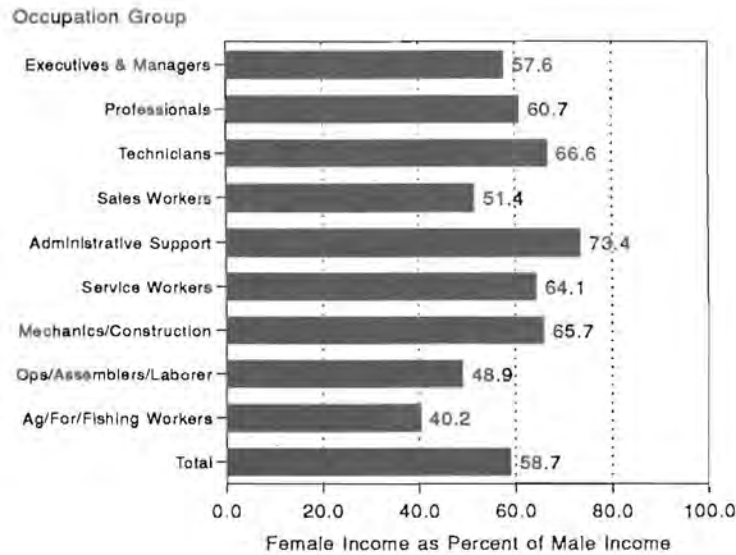


matically in recent decades. State economic and demographic forecasters predict women will continue to increase their share of the labor market in the foreseeable future. On the other hand, the occupational and industry employment patterns of men and women differ markedly. The most dramatic difference is that women generally earn less than men.

In Alaska between 1988 and 1990, little or no progress is evident in balancing the employment and income patterns of men and women. As a result, occupations and industries continue to be male or female dominated. And the ratio of female-to-male wage income actually has declined.

Figure • 6

Female/Male Ratios of Private & Public Sector Average Annual Wage Income by Occupation Group, Alaska, 1990

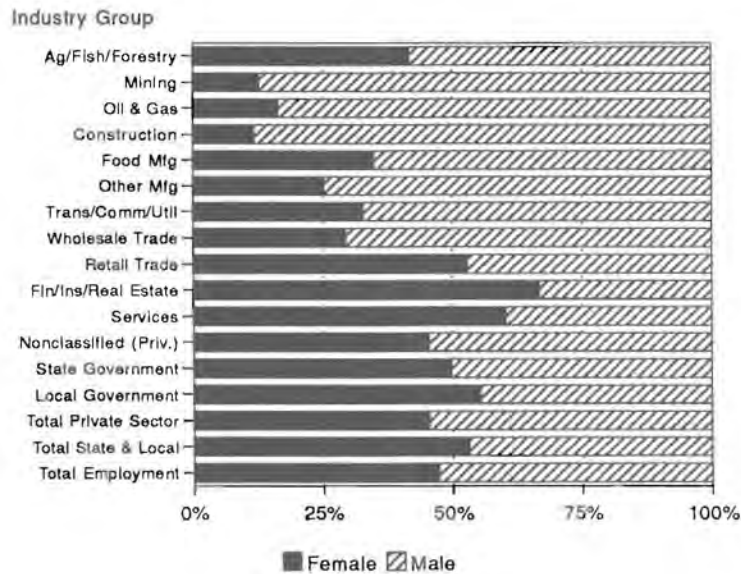


Note: Data for 82,134 males and 73,224 females for whom occupation data are available.

Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 7

Sex Distribution of Total Employment by Industry Group — Alaska, 1990



Note: Data for 124,121 males and 111,546 females.

Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 8

Male & Female Average Annual Wage Income by Industry Group — Alaska, 1990

Note: Data for 124,121 males and 111,546 females.

Source: Alaska Department of Labor, Research & Analysis Section.

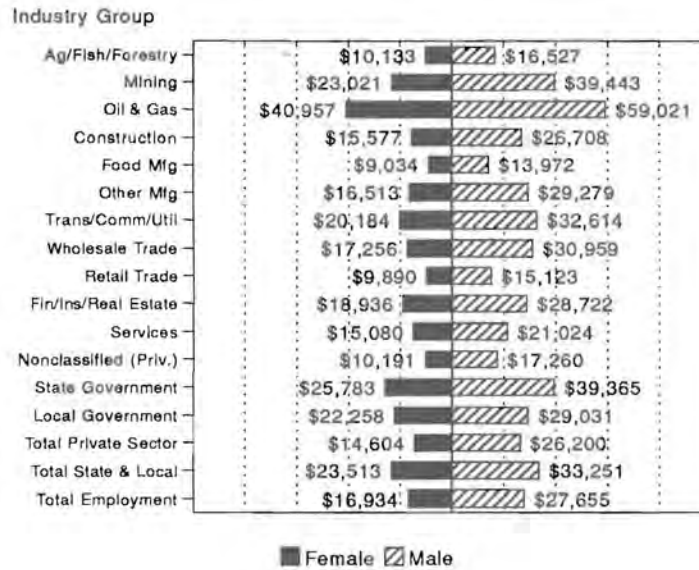
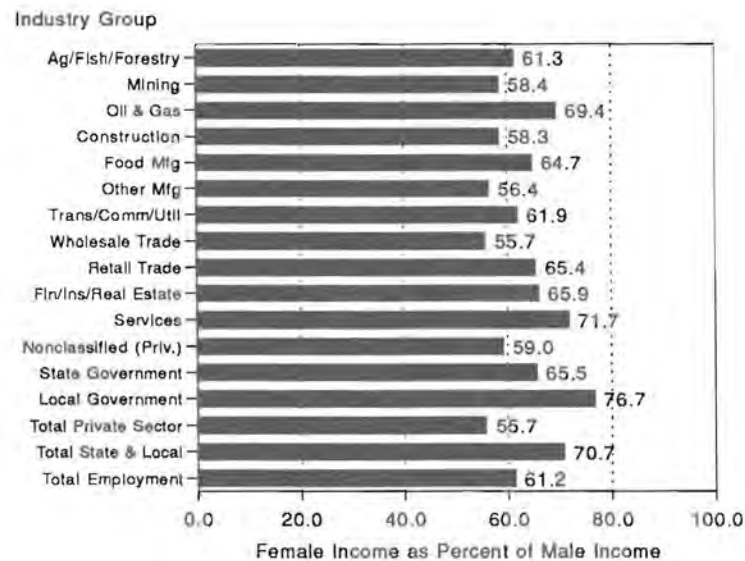


Figure • 9

Female/Male Ratios of Private & Public Sector Average Annual Wage Income by Industry Group, Alaska, 1990

Note: Data for 124,121 males and 111,546 females.

Source: Alaska Department of Labor, Research & Analysis Section.



T a b l e 2

**100 Occupations With the Largest Employment Ranked by
Female Employment — Alaska, 1990**

Occupational Title	Employment			Average Annual Wage Income		
	Male	Female	% Female	Male	Female	Female/ Male Ratio
General Office Occupations	1,168	5,319	82.0	17,924	13,429	74.9
Sales Clerks	1,562	3,931	71.6	11,864	8,735	73.6
Secretaries	130	3,858	96.7	20,630	21,202	102.8
Bookkeeping and Accounting and Auditing Clerks	281	2,731	90.7	22,573	19,895	88.1
Waiters and Waitresses	518	2,697	83.9	8,926	7,356	82.4
Teacher Aides	469	2,041	81.3	14,050	11,262	80.2
Receptionists	93	1,725	94.9	10,873	13,096	120.4
Cashiers	504	1,586	75.9	11,329	10,578	93.4
Janitors and Cleaners	2,803	1,521	35.2	13,039	11,550	88.6
Child Care Workers, Except Private Household	196	1,475	88.3	11,739	7,448	63.4
Kitchen Workers, Food Preparation	1,088	1,347	55.3	11,304	9,992	88.4
Miscellaneous Food and Beverage Preparation Occupations	1,565	1,280	45.0	6,817	7,385	108.3
Elementary School Teachers	395	1,260	76.1	36,672	33,352	90.9
Counter Clerks	981	1,252	56.1	12,183	7,854	64.5
Registered Nurses	65	1,251	95.1	34,630	27,165	78.4
Management Related Occupations, NEC	806	1,179	59.4	45,902	26,024	56.7
Maids and Housemen	256	1,150	81.8	11,824	8,300	70.2
Food Counter, Fountain and Related Occupations	524	1,050	66.7	5,142	5,065	98.5
Bartenders	457	888	66.0	12,774	11,135	87.2
Adult Education and Other Teachers, NEC	512	865	62.8	22,120	16,200	73.2
Cooks, Except Short Order	1,223	861	41.3	15,132	10,426	68.9
Administrative Support Occupations, Including Clerical	150	814	84.4	35,688	17,944	50.3
Managers: Administrative Services	482	790	62.1	47,103	28,915	61.4
Miscellaneous Hand Working Occupations	1,043	789	43.1	9,292	6,794	73.1
Manual Occupations, NEC	3,080	753	19.6	12,250	8,458	69.0
Teachers: College, University and Other Postsecondary	992	726	42.3	36,937	24,472	66.3
General Managers and Other Top Executives	1,448	720	33.2	59,176	30,989	52.4
Reservation Agents and Transportation Ticket Clerks	158	673	81.0	22,300	16,810	75.4
Accountants and Auditors	351	617	63.7	48,451	35,407	73.1
Salespersons: Garments and Textile Products	89	602	87.1	12,481	10,292	82.5
Secondary School Teachers	549	593	51.9	41,078	31,744	77.3
Bank Tellers	35	589	94.4	11,939	12,374	103.6
Personal Service Occupations, NEC	315	576	64.6	14,884	11,626	78.1
Short-order Cooks	660	562	46.0	6,525	5,132	78.6
Social Workers	201	535	72.7	23,521	18,801	79.9
Health Aides, Except Nursing	56	526	90.4	18,585	15,987	86.0
Supervisors: General Office Occupations	147	490	76.9	45,310	28,753	63.5
Attendants, Amusement and Recreation Facilities	534	453	45.9	6,708	6,461	96.3
File Clerks	75	424	85.0	11,269	11,521	102.2

Table • 2 (cont.)

**100 Occupations With the Largest Employment Ranked by
Female Employment — Alaska, 1990**

Occupational Title	Employment			Average Annual Wage Income		
	Male	Female	% Female	Male	Female	Female/ Male Ratio
Salespersons: NEC	663	409	38.2	33,631	15,455	46.0
Stock and Inventory Clerks	933	408	30.4	22,023	12,636	57.4
Hairdressers and Cosmetologists	29	399	93.2	11,480	10,821	94.3
Inspectors and Compliance Officers, Except Construction	256	382	59.9	31,734	15,708	49.5
Nursing Aides, Orderlies, and Attendants	62	381	86.0	17,544	15,378	87.7
Data Entry Keyers	82	377	82.1	20,426	16,206	79.3
Dental Assistants	11	358	97.0	22,140	16,512	74.6
Health Technologists and Technicians, NEC	155	346	69.1	31,808	19,525	61.4
Telephone Operators	43	340	88.8	21,607	22,051	102.1
Supervisors: Food and Beverage Preparation and Service	232	323	58.2	23,911	15,557	65.1
Typists	20	309	93.9	13,978	15,388	110.1
Bus Drivers	480	298	38.3	17,104	10,176	59.5
Library Clerks	48	292	85.9	9,557	13,789	144.3
Billing Clerks	20	286	93.5	22,628	19,491	86.1
Prekindergarten and Kindergarten Teachers	11	284	96.3	22,901	20,148	88.0
Teachers, Ex Postsecondary	123	283	69.7	42,860	30,745	71.7
Welfare Service Aides	56	281	83.4	3,246	5,486	169.0
Dispatchers	188	280	59.8	31,709	17,927	56.5
Supervisors: Sales Occupations, Retail	377	277	42.4	36,986	21,092	57.0
Teachers: Special Education	83	271	76.6	44,906	40,856	91.0
Stock Handlers and Baggers	956	264	21.6	13,673	7,520	55.0
Recreation Workers	198	264	57.1	12,330	10,044	81.5
Payroll and Timekeeping Clerks	27	262	90.7	29,146	22,949	78.7
Construction Laborers	2,722	261	8.7	19,552	11,245	57.5
Officials and Administrators: Other, NEC	355	252	41.5	47,594	32,849	69.0
Record Clerks, NEC	37	247	87.0	24,199	21,838	90.2
Sales Occupations: Services, NEC	136	236	63.4	17,497	15,085	86.2
Librarians	27	227	89.4	33,528	29,660	88.5
Vocational and Educational Counselors	134	224	62.6	35,815	28,318	79.1
Licensed Practical Nurses	14	222	94.1	23,037	22,103	95.9
Computer Operators	153	221	59.1	29,925	24,444	81.7
Financial Managers	226	218	49.1	66,524	44,535	66.9
Bill and Account Collectors	44	212	82.8	23,113	21,454	92.8
Legal Technicians	58	206	78.0	26,545	29,247	110.2
Order Clerks	64	204	76.1	26,227	20,635	78.7
Waiters'/waitresses' Assistants	257	201	43.9	7,305	5,251	71.9
Billing, Posting, and Calculating Machine Operators	19	198	91.2	26,148	20,673	79.1
Managers: Food Serving and Lodging Establishments	200	194	49.2	25,897	17,470	67.5
Public Transportation Attendants	32	178	84.8	22,509	18,173	80.7

Table • 2 (cont.)

**100 Occupations With the Largest Employment Ranked by
Female Employment — Alaska, 1990**

Occupational Title	Employment			Average Annual Wage Income		
	Male	Female	% Female	Male	Female	Female/ Male Ratio
Dental Hygienists	8	177	95.7	NA	26,173	NA
Hand Cutting and Trimming Occupations	435	175	28.7	9,292	7,629	82.1
Business Service, Except Advertising, Sales Occupations	170	167	49.6	40,749	23,855	58.5
Personnel, Training, and Labor Relations Specialist	112	159	58.7	47,222	29,955	63.4
Truck Drivers, Light (Including Delivery and Route)	1,343	155	10.3	20,264	11,110	54.8
Supervisors: Financial Record Processing Occupations	26	153	85.5	45,796	31,229	68.2
Managers: Medicine and Health	76	151	66.5	47,807	37,958	79.4
Guards and Police, Except Public Service	934	143	13.3	24,192	16,979	70.2
Advertising and Related Sales Occupations	89	141	61.3	27,180	27,229	100.2
Insurance Adjusters, Examiners, and Investigators	76	138	64.5	49,514	32,061	64.8
Designers	65	136	67.7	37,184	16,283	43.8
Managers: Marketing, Advertising, and Public Relations	244	135	35.6	51,075	33,569	65.7
Technicians, NEC	187	134	41.7	29,447	19,089	64.8
Clinical Laboratory Technologists and Technicians	28	127	81.9	34,891	26,799	76.8
Freight, Stock, and Material Movers, NEC	1,219	125	9.3	20,171	15,367	76.2
Managers: Property and Leasing	94	125	57.1	38,737	20,499	52.9
Science Technologists and Technicians, NEC	114	122	51.7	23,690	20,896	88.2
Education Teachers	100	122	55.0	43,752	41,283	94.4
Lawyers	266	120	31.1	64,618	46,504	72.0
Traffic, Shipping, and Receiving Clerks	297	112	27.4	23,571	20,507	87.0
Officials and Administrators, Public Administration	46	112	70.9	28,318	8,694	30.7
Demonstrators, Promoters, and Models	34	111	76.6	13,059	8,897	68.1
Personnel Clerks, Except Payroll and Timekeeping	7	106	93.8	NA	24,594	NA
Total Top 100	41,462	64,520	60.9	21,609	15,872	73.5
Total	124,121	111,546	47.3	27,655	16,934	61.2

Note: Shaded areas highlight occupations in which female average wage income equals or exceeds male average wage income. These data cover 4-digit Standard Occupational Code (SOC) occupations for people who reported both income and 4-digit occupational codes. Employment is defined as the number of workers who worked in an occupation at any time during the year. Workers, who worked in more than one occupation, are assigned to the occupation in which they earned the majority of their annual wage income. Average wage income is not disclosed for occupations with male or female employment of less than eleven workers. NEC means "not elsewhere classified".

Source: Alaska Department of Labor, Research and Analysis Section.

**100 Occupations With the Largest Employment Ranked by
Male Employment — Alaska, 1990**

Occupational Title	Employment			Average Annual Wage Income		
	Male	Female	% Female	Male	Female	Female/ Male Ratio
Manual Occupations, NEC	3,080	753	19.6	12,250	8,458	69.0
Janitors and Cleaners	2,803	1,521	35.2	13,039	11,550	88.6
Construction Laborers	2,722	261	8.7	19,552	11,245	57.5
Carpenters	1,939	53	2.7	21,221	13,887	65.4
Miscellaneous Food and Beverage Preparation Occupations	1,565	1,280	45.0	6,817	7,385	108.3
Sales Clerks	1,562	3,931	71.6	11,864	8,735	73.6
General Managers and Other Top Executives	1,448	720	33.2	59,176	30,989	52.4
Truck Drivers, Light (Including Delivery and Route)	1,343	155	10.3	20,264	11,110	54.8
Mechanics and Repairers, NEC	1,255	66	5.0	36,373	22,958	63.1
Cooks, Except Short Order	1,223	861	41.3	15,132	10,426	68.9
Freight, Stock, and Material Movers, NEC	1,219	125	9.3	20,171	15,367	76.2
General Office Occupations	1,168	5,319	82.0	17,924	13,429	74.9
Kitchen Workers, Food Preparation	1,088	1,347	55.3	11,304	9,992	88.4
Automobile Mechanics	1,084	17	1.5	27,745	22,736	81.9
Electricians	1,069	31	2.8	39,331	24,019	61.1
Miscellaneous Hand Working Occupations	1,043	789	43.1	9,292	6,794	73.1
Truck Drivers, Heavy	1,029	35	3.3	30,043	21,021	70.0
Teachers: College, University and Other Postsecondary	992	726	42.3	36,937	24,472	66.3
Counter Clerks	981	1,252	56.1	12,183	7,854	64.5
Stock Handlers and Baggers	956	264	21.6	13,673	7,520	55.0
Guards and Police, Except Public Service	934	143	13.3	24,192	16,979	70.2
Stock and Inventory Clerks	933	408	30.4	22,023	12,636	57.4
Operating Engineers	839	83	9.0	36,507	30,512	83.6
Airplane Pilots and Navigators	812	18	2.2	40,053	29,728	74.2
Management Related Occupations, NEC	806	1,179	59.4	45,902	26,024	56.7
Heavy Equipment Mechanics	774	7	0.9	42,427	NA	NA
Plumbers, Pipefitters and Steamfitters	751	17	2.2	36,327	28,185	77.6
Stevedores	707	48	6.4	13,751	6,631	48.2
Garage and Service Station Related Occupations	667	62	8.5	12,354	7,211	58.4
Salespersons: NEC	663	409	38.2	33,631	15,455	46.0
Short-order Cooks	660	562	46.0	6,525	5,132	78.6
Machinery Maintenance Occupations	652	18	2.7	38,283	38,350	100.2
Supervisors: Mechanics and Repairers	612	29	4.5	52,609	49,230	93.6
Police and Detectives, Public Service	599	55	8.4	41,744	40,895	98.0
Extractive Occupations, NEC	588	23	3.8	39,144	29,068	74.3
Communications Equipment Repairers	583	67	10.3	53,070	36,711	69.2
Secondary School Teachers	549	593	51.9	41,078	31,744	77.3
Attendants, Amusement and Recreation Facilities	534	453	45.9	6,708	6,461	96.3
Food Counter, Fountain and Related Occupations	524	1,050	66.7	5,142	5,065	98.5
Waiters and Waitresses	518	2,697	83.9	8,926	7,356	82.4
Adult Education and Other Teachers, NEC	512	865	62.8	22,120	16,200	73.2

**100 Occupations With the Largest Employment Ranked by
Male Employment — Alaska, 1990**

Occupational Title	Employment			Average Annual Wage Income		
	Male	Female	% Female	Male	Female	Female/ Male Ratio
Cashiers	504	1,586	75.9	11,329	10,578	93.4
Painters (Construction and Maintenance)	492	17	3.3	22,656	8,320	36.7
Welders and Cutters	492	4	0.8	34,996	NA	NA
Managers: Administrative Services	482	790	62.1	47,103	28,915	61.4
Bus Drivers	480	298	38.3	17,104	10,176	59.5
Petroleum Plant Operators	478	25	5.0	76,440	68,032	89.0
Vehicle Washers and Equipment Cleaners	471	67	12.5	12,347	10,385	84.1
Teacher Aides	469	2,041	81.3	14,050	11,262	80.2
Excavating and Loading Machine Operators	460	13	2.7	37,511	27,917	74.4
Bartenders	457	888	66.0	12,774	11,135	87.2
Hand Cutting and Trimming Occupations	435	175	28.7	9,292	7,629	82.1
Salespersons: Parts	411	70	14.6	25,189	15,409	61.2
Elementary School Teachers	395	1,260	76.1	36,672	33,352	90.9
Supervisors: Sales Occupations, Retail	377	277	42.4	36,986	21,092	57.0
Misc Material Moving Equipment Operators	375	8	2.1	31,275	NA	NA
Aircraft Engine Mechanics	368	14	3.7	31,663	27,942	88.2
Truck Drivers, Tractor-trailer	362	5	1.4	29,812	NA	NA
Officials and Administrators: Other, NEC	355	252	41.5	47,594	32,849	69.0
Accountants and Auditors	351	617	63.7	48,451	35,407	73.1
Industrial Machinery Repairers	345	44	11.3	42,873	26,294	61.3
Logging Occupations, NEC	340	29	7.9	29,331	10,460	35.7
Civil Engineers	321	28	8.0	51,224	42,102	82.2
Personal Service Occupations, NEC	315	576	64.6	14,884	11,626	78.1
Baggage Porters and Bellhops	307	53	14.7	17,347	19,405	111.9
Traffic, Shipping, and Receiving Clerks	297	112	27.4	23,571	20,507	87.0
Sailors and Deckhands	288	38	11.7	20,122	12,986	64.5
Bus and Truck Engine, and Diesel Engine Mechanics	284	5	1.7	35,626	NA	NA
Bookkeeping and Accounting and Auditing Clerks	281	2,731	90.7	22,573	19,895	88.1
Supervisors: Overall Construction	273	3	1.1	56,632	NA	NA
Supervisors: Production Occupations	271	45	14.2	57,543	25,090	43.6
Aircraft Mechanics (Except Engine Specialists)	268	6	2.2	31,702	NA	NA
Lawyers	266	120	31.1	64,618	46,504	72.0
Petroleum Engineers	261	30	10.3	94,118	73,644	78.2
Garbage Collectors	258	53	17.0	14,583	9,956	68.3
Waiters'/waitresses' Assistants	257	201	43.9	7,305	5,251	71.9
Maids and Housemen	256	1,150	81.8	11,824	8,300	70.2
Inspectors and Compliance Officers, Except Construction	256	382	59.9	31,734	15,708	49.5
Supervisors: Handlers, Equipment Cleaners, Helpers	246	61	19.9	32,221	14,631	45.4
Managers: Marketing, Advertising, and Public Relations	244	135	35.6	51,075	33,569	65.7
Helpers: Miscellaneous Mechanics and Repairers	240	8	3.2	27,874	NA	NA

Table • 3 (cont.)

**100 Occupations With the Largest Employment Ranked by
Male Employment — Alaska, 1990**

Occupational Title	Employment			Average Annual Wage Income		
	Male	Female	% Female	Male	Female	Female/ Male Ratio
Electrical Power Installers and Repairers	240	5	2.0	51,880	NA	NA
Hand Packers and Packagers	236	50	17.5	11,965	7,891	66.0
Groundskeepers and Gardeners, Except Farm	233	67	22.3	10,702	9,412	87.9
Supervisors: Food and Beverage Preparation and Service	232	323	58.2	23,911	15,557	65.1
Machine Feeders and Offbearers	231	77	25.0	14,130	6,159	43.6
Industrial Truck and Tractor Equipment Operators	231	10	4.1	33,776	NA	NA
Automotive Body and Related Repairers	230	2	0.9	29,929	NA	NA
Financial Managers	226	218	49.1	66,524	44,535	66.9
Heating, Air-conditioning, and Refrigeration Mechanics	224	5	2.2	34,752	NA	NA
Salespersons: Hardware	222	88	28.4	19,858	12,980	65.4
Construction Managers	222	17	7.1	58,761	27,283	46.4
Driver-sales Workers	220	26	10.6	17,018	15,001	88.1
Power Plant and Systems Operators, Exc. Stationary	213	7	3.2	32,841	NA	NA
Expeditors	207	60	22.5	25,233	19,769	78.3
Social Workers	201	535	72.7	23,521	18,801	79.9
Managers: Food Serving and Lodging Establishments	200	194	49.2	25,897	17,470	67.5
Grader, Dozer, and Scraper Operators	199	5	2.5	30,630	NA	NA
Recreation Workers	198	264	57.1	12,330	10,044	81.5
Child Care Workers, Except Private Household	196	1,475	88.3	11,739	7,448	63.4
Engineers, NEC	196	16	7.5	85,990	58,824	68.4
Total Top 100	62,231	45,953	42.5	26,107	14,301	54.8
Total	124,121	111,546	47.3	27,655	16,934	61.2

Note: Shaded areas highlight occupations in which female average wage income equals or exceeds male average wage income. These data cover 4-digit Standard Occupational Code (SOC) occupations for people who reported both income and 4-digit occupational codes. Employment is defined as the number of workers who worked in an occupation at any time during the year. Workers, who worked in more than one occupation, are assigned to the occupation in which they earned the majority of their annual wage income. Average wage income is not disclosed for occupations with male or female employment of less than eleven workers. NEC means "not elsewhere classified".

Source: Alaska Department of Labor, Research and Analysis Section.