

# The Gender Gap in Earnings

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## Females earned 65 cents for every dollar males earned in 1997

**W**omen in Alaska earn less than men, on average. In 1997 Alaska females had wage and salary earnings only 65 percent as much as Alaska males, earning \$19,070 versus average male earnings of \$29,339. (See Exhibit 1.) Females make up 47 percent of total workers. They earned less than males in every geographic area of the state, in every major industry, in every age group, and most occupations.

Why is there a discrepancy in earnings? Within the same occupation, annual earnings differentials between the sexes may be the result of differences in training and experience, likelihood of seeking full-time versus part-time work, and even discrimination. None of these factors can be quantified or measured at this time and are not examined in this report. What we do know is that the average number of calendar quarters worked for males and females is virtually identical—3.24 quarters for males, 3.25 quarters for females.

Some females may improve their earnings by training for or searching for jobs in higher paying occupations currently dominated by males. Of course, career decisions must be made while considering the overall job outlook, number of positions currently filled and an assessment of the job seeker's ability.

### Alaska's gender gap unchanged from 1995

From 1990 to 1995, Alaska's gender gap narrowed from 61.2% to 65.6%, a significant

improvement. This trend did not continue into 1997. The overall income and worker percentages for male and female workers remained relatively stable from 1995 to 1997 despite a strong economy, low unemployment and an increase in employment opportunities. Although the percentage of workers that were female increased slightly and females kept a slightly greater percentage of total earnings, average earnings for females declined in both absolute and relative terms from 1995 to 1997.

*(Continued on page 6)*

## Employment and Earnings By gender, 1990-1997



		1990	1995	1997
Employment Distribution (Percent)	Male	52.7	53.0	52.8
	Female	47.3	47.0	47.2
Total Wage Distribution (Percent)	Male	64.5	63.3	63.2
	Female	35.5	36.7	36.8
Average Annual Earnings	Male	\$27,655	\$29,261	\$29,339
	Female	16,934	19,182	19,070
	All Workers	22,580	24,527	24,490
Ratio Female to Male Avg. Wage		61.2	65.6	65.0

Source: Alaska Department of Labor, Research and Analysis Section

## 2 Top 50 Male Occupations in 1997

### Workers, wages and gender earnings ratio

	Male Workers	Female Workers	Percent Female	Average Income		Female Earnings as % of Male
				Male	Female	
Manual Occupations, N.E.C.	4,999	1,140	18.6%	\$11,050	\$6,548	59.3%
Carpenters	4,387	172	3.8	21,330	9,376	44.0
Construction Laborers	4,141	435	9.5	16,035	10,670	66.5
Janitors & Cleaners	3,779	2,039	35.0	13,634	11,224	82.3
Cannery Workers, incl. Seafood Processing	3,147	1,756	35.8	9,573	7,400	77.3
Sales Clerks	2,706	6,340	70.1	11,821	8,466	71.6
General Office Occup.	2,639	10,222	79.5	16,652	15,498	93.1
Freight, Stock, & Material Movers, N.E.C.	2,311	240	9.4	19,731	18,764	95.1
Stock Handlers & Baggers	2,159	675	23.8	13,414	7,109	53.0
Electricians	1,822	73	3.9	39,148	25,012	63.9
Operating Engineers	1,814	62	3.3	39,308	29,293	74.5
General Managers & Other Top Executives	1,806	1,061	37.0	72,104	34,879	48.4
Truck Drivers, Light	1,790	270	13.1	21,178	10,118	47.8
Automobile Mechanics	1,719	31	1.8	26,752	14,981	56.0
Misc. Food & Beverage Preparation Occup.	1,705	1,248	42.3	8,582	11,280	131.4
Truck Drivers, Heavy	1,702	75	4.2	30,253	24,466	80.9
Combined Food Prep & Service, Fast Food	1,589	1,585	49.9	4,419	4,333	98.1
Mechanics & Repairers, N.E.C.	1,544	170	9.9	28,298	19,536	69.0
Maintenance Repairers, General Utility	1,537	111	6.7	26,131	16,025	61.3
Guards & Police, Except Public Service	1,532	341	18.2	21,214	15,782	74.4
Management Related Occup.,N.E.C.	1,387	1,775	56.1	51,815	28,046	54.1
Airplane Pilots & Navigators	1,370	61	4.3	51,004	31,830	62.4
Cashiers	1,365	3,147	69.7	12,776	10,861	85.0
Plumbers, Pipefitters & Steamfitters	1,362	34	2.4	37,435	21,094	56.3
Stock & Inventory Clerks	1,321	759	36.5	22,580	15,173	67.2
Elementary School Teachers	1,292	3,451	72.8	37,908	35,765	94.3
Sheriffs, Bailiffs, & Other Law Officers	1,258	207	14.1	43,094	35,143	81.5
Heavy Equipment Mechanics	1,242	12	1.0	44,023	33,479	76.0
Engineers,N.E.C.	1,239	301	19.5	63,280	34,073	53.8
Kitchen Workers, Food Preparation	1,211	1,329	52.3	10,777	10,129	94.0
Cooks, Restaurant	1,123	394	26.0	12,909	9,262	71.7
Salespersons, N.E.C.	1,036	1,277	55.2	24,376	12,396	50.9
Officials & Administrators, Other, N.E.C.	1,029	723	41.3	54,906	39,798	72.5
Secondary School Teachers	996	1,411	58.6	39,410	32,912	83.5
Supervisor, Retail Sales	974	858	46.8	35,186	23,136	65.8
Bus Drivers	968	572	37.1	14,660	12,229	83.4
Postsecondary Teachers	947	830	46.7	29,174	18,695	64.1
Waiters & Waitresses	943	3,691	79.7	9,303	8,107	87.1
Stevedores	937	91	8.9	17,284	10,138	58.7
Sailors and Deckhands	913	97	9.6	17,865	10,672	59.7
Civil Engineers	909	131	12.6	55,214	38,686	70.1
Adult Education & Other Teachers, N.E.C.	905	1,896	67.7	15,141	14,032	92.7
Social Workers	862	1,923	69.0	28,816	24,495	85.0
Misc. Material Moving Equipment Operators	849	27	3.1	43,068	20,399	47.4
Misc. Plant Or Systems Operators	847	54	6.0	87,251	81,125	93.0
Garage & Service Station Related Occup.	844	77	8.4	10,921	7,380	67.6
Supervisor, Mechanics & Repairers	793	42	5.0	56,759	41,292	72.7
Supervisor, Food & Beverage Prep. & Service	768	732	48.8	27,131	18,687	68.9
Attendants, Amusement & Recreation Facilities	763	968	55.9	7,385	5,909	80.0
Police & Detectives, Public Service	739	100	11.9	45,825	39,924	87.1
Communications Equipment Repairers	739	64	8.0	50,121	39,864	79.5
Welders & Cutters	736	14	1.9	34,408	23,510	68.3

Sources: Alaska Department of Labor, Research and Analysis Section

N.E.C. = not elsewhere classified

## Top 50 Female Occupations in 1997 Workers, wages and gender earnings ratio

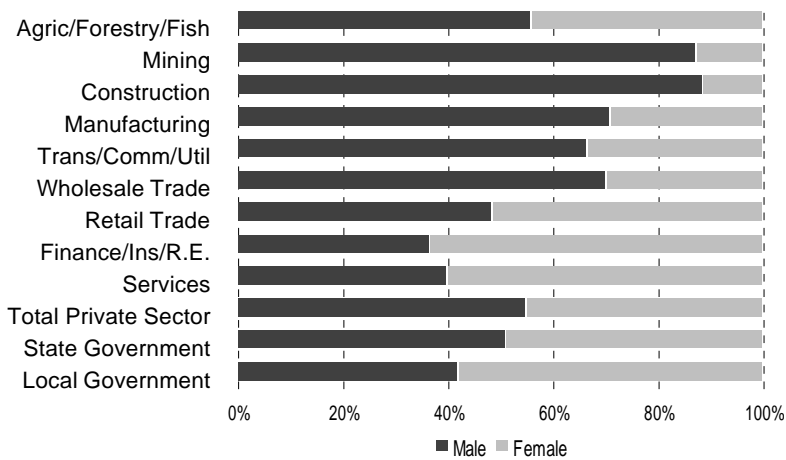
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Shading shows jobs  
with female/male  
earnings ratios above  
100% or below 50%.

	Male Workers	Female Workers	Percent Female	Average Income		Female Earnings as % of Male
				Male	Female	
General Office Occupations	2,639	10,222	79.5%	\$16,652	\$15,498	93.1%
Sales Clerks	2,706	6,340	70.1	11,821	8,466	71.6
Secretaries	258	4,218	94.2	22,835	22,884	100.2
Bookkeepers & Accounting & Auditing Clerks	674	4,005	85.6	27,131	22,187	81.8
Waiters & Waitresses	943	3,691	79.7	9,303	8,107	87.1
Elementary School Teachers	1,292	3,451	72.8	37,908	35,765	94.3
Teacher Aides	699	3,323	82.6	10,194	11,455	112.4
Cashiers	1,365	3,147	69.7	12,776	10,861	85.0
Registered Nurses	259	3,039	92.1	39,182	34,560	88.2
Receptionists	224	2,790	92.6	15,104	14,365	95.1
Maids & Housemen	484	2,131	81.5	12,212	9,437	77.3
Janitors & Cleaners	3,779	2,039	35.0	13,634	11,224	82.3
Child Care Workers, except private household	290	2,000	87.3	9,486	7,757	81.8
Social Workers	862	1,923	69.0	28,816	24,495	85.0
Adult Education & Other Teachers, N.E.C.	905	1,896	67.7	15,141	14,032	92.7
Management Related Occup., N.E.C.	1,387	1,775	56.1	51,815	28,046	54.1
Cannery Workers, Incl. Seafood Processing	3,147	1,756	35.8	9,573	7,400	77.3
Admin. Support Occup, Including Clerical	457	1,727	79.1	17,773	20,925	117.7
Combined Food Prep & Service, Fast Food	1,589	1,585	49.9	4,419	4,333	98.1
Nursing Aides, Orderlies, & Attendants	382	1,527	80.0	19,949	16,402	82.2
Reservation Agents & Ticket Clerks	344	1,488	81.2	19,026	17,533	92.2
Secondary School Teachers	996	1,411	58.6	39,410	32,912	83.5
Food Counter, Fountain & Related Occup.	664	1,357	67.1	7,292	6,165	84.5
Kitchen Workers, Food Preparation	1,211	1,329	52.3	10,777	10,129	94.0
Counter Clerks	730	1,280	63.7	13,685	9,912	72.4
Salespersons, N.E.C.	1,036	1,277	55.2	24,376	12,396	50.9
Misc. Food & Beverage Preparation Occup.	1,705	1,248	42.3	8,582	11,280	131.4
Manager, Administrative Services	647	1,247	65.8	53,438	32,367	60.6
Bartenders	522	1,220	70.0	13,023	10,449	80.2
Manual Occupations, N.E.C.	4,999	1,140	18.6	11,050	6,548	59.3
Administrative Assistants & Officers	280	1,138	80.3	35,771	24,661	68.9
General Managers & Other Top Executives	1,806	1,061	37.0	72,104	34,879	48.4
Bank Tellers	88	1,017	92.0	13,277	13,538	102.0
Health Aides, except Nursing	177	975	84.6	21,138	20,118	95.2
Attendants, Amusement & Recreation Facilities	763	968	55.9	7,385	5,909	80.0
Accountants & Auditors	511	935	64.7	46,770	38,056	81.4
Record Clerks, N.E.C.	163	860	84.1	18,687	13,653	73.1
Supervisor; Sales, Retail	974	858	46.8	35,186	23,136	65.8
Teachers, Special Education	215	847	79.8	45,847	41,943	91.5
Postsecondary Teachers	947	830	46.7	29,174	18,695	64.1
Stock & Inventory Clerks	1,321	759	36.5	22,580	15,173	67.2
Supervisor, Food & Beverage Prep. & Service	768	732	48.8	27,131	18,687	68.9
Officials & Administrators, Other, N.E.C.	1,029	723	41.3	54,906	39,798	72.5
Cooks, Institution & Cafeteria	440	715	61.9	23,811	13,504	56.7
Teachers, except Postsecondary	302	706	70.0	31,273	26,364	84.3
Hairdressers & Cosmetologists	31	684	95.7	13,164	11,763	89.4
Stock Handlers & Baggers	2,159	675	23.8	13,414	7,109	53.0
Personal Service Occupations, N.E.C.	354	672	65.5	14,859	12,786	86.0
Billing Clerks	54	661	92.4	24,364	22,970	94.3
Dental Assistants	25	630	96.2	20,348	18,429	90.6
Supervisor, General Office Occupations	215	628	74.5	43,713	30,842	70.6
Information Clerks, N.E.C.	185	623	77.1	26,267	20,413	77.7

Source: Alaska Department of Labor, Research and Analysis Section

## 4 Employment by Industry And gender, 1997

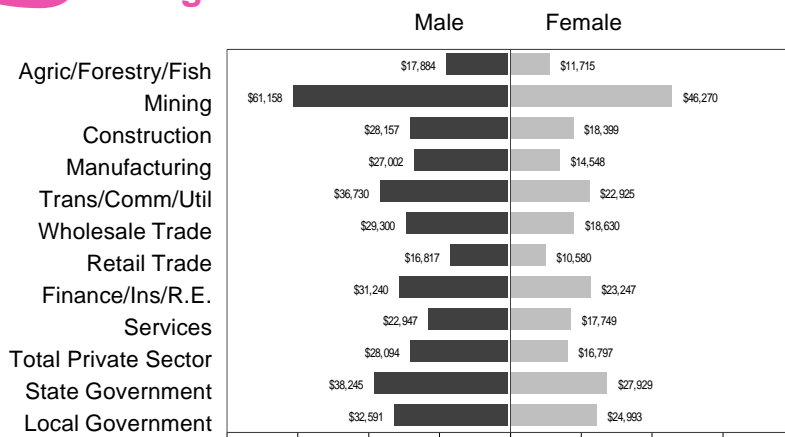


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### Female workers earn more in some parts of Alaska

Average earnings for females ranged from \$11,211 to \$30,812 in 1997 depending upon the area of the state in which they worked. (See Exhibit 10.) Females, on average, earned the most if they worked in the North Slope Borough, including Prudhoe Bay, although they represented only 25 percent of the workers in that geographic area. This high wage is due primarily to oil related occupations at Prudhoe Bay.

## 5 Earnings by Industry And gender



Juneau and Anchorage also had relatively high average earnings for females in 1997. In Juneau, females comprised nearly 50 percent of the workers, earned on average \$22,160 per year and earned 77.2% as much as males, one of the highest female to male average earnings ratios in the state. The high percentage of employment opportunities for women in government jobs in Juneau contributes to the narrower earnings differential.

While Anchorage females made up 49 percent of the workers and earned \$21,226, the third highest earnings in the state, Mat-Su female workers made up 55.6% of workers and earned only \$16,499. Mat-Su has a larger number of retail and service jobs which pay considerably less than government and oil related jobs in the Anchorage area.

## 6 Gender Income Ratios By industry



Female and male workers came closest to achieving income parity in Dillingham and Bethel, where both genders earned near the statewide average for female workers alone.

### Female and male dominated occupations

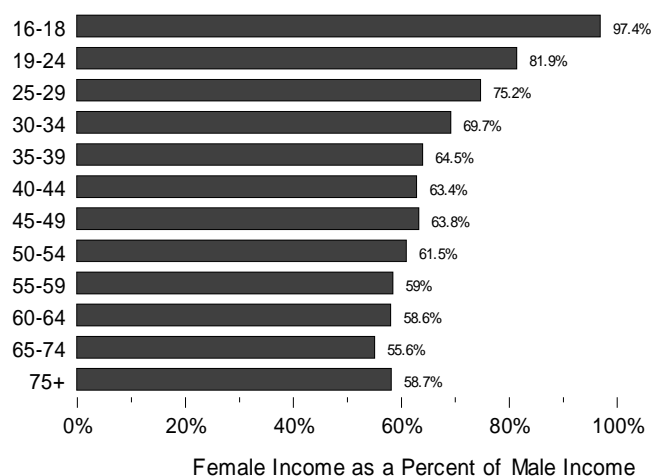
Exhibits 2 and 3 show the 50 occupations with the largest numbers of male and female workers in Alaska in 1997. Male workers were most frequently reported to be working in manual occupations (seafood processing related jobs), or as carpenters, construction laborers and janitors/

Source: Alaska Department of Labor, Research and Analysis Section

## Gender Income Ratios 7 By age group, 1997

cleaners. The largest groups of female workers were working in general office occupations, as sales clerks, secretaries and bookkeepers.

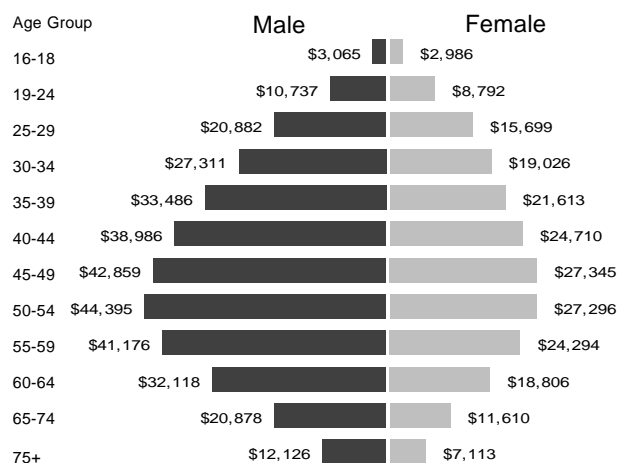
A cluster of occupations is truly male dominated. Ten of the 50 top male occupations were more than 95 percent male, while only two of the top female occupations were more than 95 percent female. Male dominated occupations include carpenter, electrician, operating engineer, mechanic, truck driver, airplane pilot/navigator, plumber/pipefitter, engineer, equipment operator, and welder. Occupations that were at least 95 percent female in 1997 include only hairdresser and dental assistant.



Female general managers and top executives earn less than half what their male counterparts earn. Other occupations in which the gender earnings ratio is below 50 percent include carpenters, light truck drivers, miscellaneous material moving equipment operators, and security brokers. (See Exhibits 2 and 11.)

## Income by Age Group 8 And gender, 1997

There are a few occupational groups where females earn the same or more than males, but they all pay well below the annual average wage for males of \$29,339. Most (secretaries, teacher aides, administrative support and clerical and bank tellers) are female dominated occupations. (See Exhibit 3.) In miscellaneous food and beverage preparation occupations, females earn 131 percent of male earnings, but are only 42 percent of workers, and their earnings are still low.



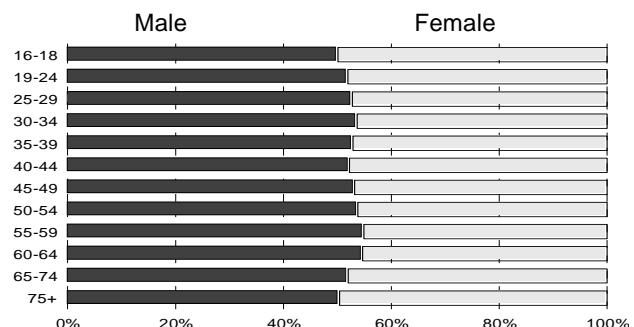
There are also a few small industry sectors, whose data are nondisclosable, where female earnings are comparable to those of males.

But these are the exceptions. Male nurses earn more than female nurses, and the same is true for cashiers, janitors, bartenders, bookkeepers, social workers, technicians, accountants, cooks, security guards, etc.

Those occupations in which female average earnings were 90 percent or more of male earnings include general office occupations, elementary school teachers, adult education and other non-secondary teachers, special education teachers, receptionists, reservation agents and ticket clerks, health aides except nursing, fast food workers, food preparation workers, billing clerks, plant and systems operators, and dental assistants.

(Continued on page 10)

## Gender by Age Group 9 Total employment, 1997



Source: Alaska Department of Labor, Research and Analysis Section

# 10 Workers and Income by Location Alaska 1997

	Male Workers	Female Workers	Percent Female	Average Income		Female Income as % of Male
				Male	Female	
Aleutians East	705	490	41.0%	\$21,321	\$14,917	70.0%
Aleutians West	1,553	889	36.4	30,619	19,586	64.0
Anchorage	60,258	57,964	49.0	31,309	21,226	67.8
Bethel	4,579	3,860	45.7	16,433	14,818	90.2
Bristol Bay	686	417	37.8	23,006	14,659	63.7
Denali	939	518	35.6	43,257	16,427	38.0
Dillingham	1,295	1,169	47.4	19,453	19,385	99.7
Fairbanks	17,484	16,051	47.9	27,851	17,767	63.8
SE Fairbanks	864	917	51.5	21,438	13,946	65.1
Haines	565	605	51.7	20,672	13,468	65.1
Juneau	8,433	8,328	49.7	28,700	22,160	77.2
Kenai	10,545	9,478	47.3	27,296	15,067	55.2
Ketchikan	4,002	3,725	48.2	29,403	17,941	61.0
Kodiak	3,221	3,045	48.6	23,972	16,185	67.5
Lake and Peninsula	520	398	43.4	15,791	11,211	71.0
Mat-Su	6,352	7,957	55.6	23,831	16,499	69.2
North Slope	8,320	2,780	25.0	50,261	30,812	61.3
Nome	2,471	2,083	45.7	21,173	18,256	86.2
NW Arctic Borough	2,242	1,485	39.8	29,909	20,778	69.5
POW/Outer Ketchikan	2,094	1,396	40.0	23,068	12,426	53.9
Sitka	2,462	2,313	48.4	23,319	17,924	76.9
Skagway-Hoonah-Angoon	1,051	817	43.7	20,351	12,321	60.5
Valdez-Cordova	3,535	2,408	40.5	33,726	17,908	53.1
Wade Hampton	1,379	1,304	48.6	15,005	11,827	78.8
Wrangell-Petersburg	1,536	1,498	49.4	22,184	14,939	67.3
Yakutat	299	197	39.7	22,686	15,241	67.2
Yukon-Koyukuk	1,969	1,452	42.4	21,150	14,397	68.1
Marine	552	74	11.8	17,817	6,671	37.4
Outside Alaska	258	79	23.4	70,504	20,774	29.5
Unknown Area	1,152	876	43.2	48,265	23,841	49.4
Total	151,321	134,573	47.1	29,594	19,217	64.9

Shading shows female/male earnings ratios above 100% or below 50%.

Source: Alaska Department of Labor, Research and Analysis Section

# 11 Workers and Earnings By industry and gender in 1997

	Male Workers	Female Workers	Percent Female	Average Earnings		Female Income as % of Male
				Male	Female	
<b>Agriculture, Forestry, Fisheries</b>						
Agricultural production-crops	125	185	59.7%	\$6,436	\$6,073	94.4%
Agricultural services	539	579	51.8	12,852	12,553	97.7
Forestry	*	*	*	*	*	*
Fishing, hunting and trapping	399	124	23.7	22,611	15,915	70.4
<b>Mining</b>						
Metal mining	1,175	179	13.2	49,252	36,496	74.1
Oil and gas extraction	7,836	1,127	12.6	64,044	48,885	76.3
Mining and quarrying of nonmetallic minerals, except fuels	370	51	12.1	32,109	19,515	60.8
<b>Construction</b>						
Building construction-general contractors and operative builders	5,404	698	11.4	24,703	15,756	63.8
Heavy construction other than building construction-contractors	4,044	631	13.5	36,531	22,672	62.1
Construction-special trade contractors	8,044	939	10.5	26,268	17,492	66.6

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# 11 Workers and Earnings

## By industry and gender in 1997

(Continued)

	Male Workers	Female Workers	Percent Female	Average Earnings		Female Income as % of Male
				Male	Female	
<b>Manufacturing</b>						
Food and kindred products	4,701	2,474	34.5%	\$14,876	\$10,044	67.5%
Apparel and finished products made from fabrics and similar materials	17	35	67.3	14,081	13,264	94.2
Lumber and wood products, except furniture	1,611	259	13.9	27,750	14,962	53.9
Paper and allied products	681	90	11.7	38,884	28,573	73.5
Printing, publishing and allied industries	858	903	51.3	24,207	18,814	77.7
Petroleum refining and related industries	333	98	22.7	79,354	43,091	54.3
Stone, clay, glass and concrete products	303	37	10.9	21,582	16,501	76.5
Fabricated metal products except machinery and transportation equipm't	204	26	11.3	26,696	19,167	71.8
Industrial and commercial machinery and computer equipment	99	13	11.6	34,528	18,583	53.8
Transportation equipment	333	54	14.0	25,053	16,632	66.4
Miscellaneous manufacturing industries	58	28	32.6	13,161	12,929	98.2
<b>Transportation</b>						
Local & suburban transit & interurban highway passenger transportation	1,384	1,131	45.0	11,885	9,064	76.3
Motor freight transportation & warehousing	2,792	596	17.6	29,795	22,101	74.2
Water transportation	1,956	526	21.2	26,641	16,585	62.3
Transportation by air	6,006	2,788	31.7	34,180	19,247	56.3
Pipelines, except natural gas	*	*	*	*	*	*
Transportation services	701	1,283	64.7	21,703	17,331	79.9
Communications	2,494	1,786	41.7	48,636	32,171	66.1
Electric, gas & sanitary services	2,020	712	26.1	46,831	34,420	73.5
<b>Wholesale Trade</b>						
Wholesale trade-durable goods	3,490	1,242	26.2	32,855	20,321	61.9
Wholesale trade-nondurable goods	3,535	1,755	33.2	25,790	17,434	67.6
<b>Retail Trade</b>						
Building materials, hardware, garden supply & mobile home dealers	1,701	745	30.5	24,041	15,592	64.9
General merchandise stores	4,391	6,054	58.0	15,850	11,207	70.7
Food stores	4,201	4,530	51.9	19,515	13,818	70.8
Automotive dealers & gasoline service stations	4,536	1,802	28.4	24,549	14,687	59.8
Apparel & accessory stores	378	1,413	78.9	10,817	8,236	76.1
Home furniture, furnishings & equipment stores	1,106	600	35.2	18,468	14,817	80.2
Eating & drinking places	9,121	10,360	53.2	10,233	7,682	75.1
Miscellaneous retail	2,978	4,650	61.0	18,848	10,837	57.5
<b>Finance, Insurance, and Real Estate</b>						
Depository institutions	803	3,673	82.1	42,720	23,123	54.1
Nondepository credit institutions	138	344	71.4	51,725	34,574	66.8
Security & commodity brokers, dealers, exchanges & services	158	185	53.9	107,915	32,506	30.1
Insurance carriers	263	648	71.1	57,106	36,963	64.7
Insurance agents, brokers & service	206	844	80.4	45,582	24,761	54.3
Real estate	2,013	1,421	41.4	16,606	15,223	91.7
Holding & other investment offices	1,316	1,377	51.1	27,850	20,401	73.3
<b>Services</b>						
Hotels, rooming houses, camps and other lodging places	2,880	4,233	59.5	14,507	10,255	70.7
Personal services	465	1,804	79.5	15,055	10,500	69.7
Business services	5,598	4,692	45.6	21,438	13,755	64.2
Automotive repair, services & parking	2,226	638	22.3	17,495	12,469	71.3
Miscellaneous repair services	800	199	19.9	24,279	13,079	53.9
Motion pictures	531	616	53.7	6,448	5,629	87.3
Amusement & recreation services	2,100	2,284	52.1	9,497	8,166	86.0
Health services	2,990	12,862	81.1	38,311	25,863	67.5
Legal services	387	1,473	79.2	46,747	27,976	59.8
Educational services	630	825	56.7	23,252	18,364	79.0
Social services	2,137	6,215	74.4	16,609	14,501	87.3
Museums, art galleries & botanical & zoological gardens	36	97	72.9	17,639	10,273	58.2
Membership organizations	3,165	4,622	59.4	14,739	14,652	99.4
Engineering, accounting and research management and services	4,930	3,315	40.2	36,711	22,078	60.1
Private households	30	261	89.7	14,644	9,374	64.0
Miscellaneous services	349	76	17.9	26,551	21,906	82.5
Nonclassifiable establishments	100	91	47.6	10,960	7,919	72.3
<b>Total Private Sector</b>	<b>126,024</b>	<b>103,731</b>	<b>45.1</b>	<b>28,094</b>	<b>16,797</b>	<b>59.8</b>
State Government	11,434	10,967	49.0	38,245	27,929	73.0
Local Government	16,935	23,401	58.0	32,591	24,993	76.7
<b>Total</b>	<b>154,393</b>	<b>138,099</b>	<b>47.2</b>	<b>29,339</b>	<b>19,070</b>	<b>65.0</b>

\* Nondisclosable information. Some sectors with small numbers and nondisclosable data are not shown in the table, but are included in the totals.

Source: Alaska Department of Labor, Research and Analysis Section

Three occupations in which women earn higher than average salaries and experience smaller than average earnings gaps are elementary school teacher, public official and administrator, and supervisory mechanic and repairer.

### Many industries are dominated by one gender

In many industries, the vast majority of workers are all one gender. The three highest paying industries in the state—oil and gas, mining, and construction, have only 11 to 13 percent females in their workforces. In health services and in the insurance industry, 80 to 81 percent of workers are female. (See Exhibits 4, 5 and 11.)

The mining and construction industries are disproportionately male, while finance, insurance and real estate, services and local government have a greater than average percentage of female workers. Health services, insurance and local education account for large numbers of female workers. (See Exhibit 4.)

Industries with the highest average female earnings included oil and gas, insurance, metal mining, electric utilities, securities dealers and communications. Local government, health services and state government employ the largest number of female workers.

### Earnings by age group

In 1997, females earned less than males in every age category, with the discrepancy gradually widening until workers reach age 75. Average male earnings peaked at \$44,395 in the 50 to 54 year age group, while female earnings peaked in the 45 to 49 age category at \$27,345. There was no improvement in the earnings ratio of females from 1995 to 1997. (See Exhibits 7–9.)

## Summary

The earnings gap between the genders in Alaska is large, with females earning 65 percent of what males earn, 59 percent in the private sector. The good economic times of recent years have not dented it. The gap persists across job categories, age groups and geographic areas, but is smallest in government service and education. The gap is wide for carpenters, light truck drivers and private industry management.

### Methodology

All private sector, state and local government worker unemployment insurance wage records were aggregated to obtain total worker wage and salary earnings for 1997. Worker occupation, industry and place of work data were obtained from the employer from whom they earned the most money in 1997. A total of 351,411 wage records were matched with historical Permanent Fund Dividend applicant files from 1994 through 1997 and with current Alaska voter registration files to obtain gender and age information. More than 83 percent of wage records had gender information and 82 percent had both gender and age information.