



Work & Wages

PINK COLLAR WORK: GENDER AND THE OHIO WORKPLACE

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Women are nearly half of Ohio's workers, but men consistently earn more. Women make 82 cents for every dollar men make at the median, \$3.36 less per hour. This translates to a salary difference of about \$7,000 for full time, year-round work. Men at the 30th percentile of earners earn about as much as women at the middle.

Female-dominated jobs often pay low wages. Despite their importance to families and the economy, childcare workers, 90 percent of whom are women, earn less than 97 percent of all workers in the state. But occupational choice alone does not explain the gender gap. In every one of the top 20 most female-dominated professions, men earn more than women. Women are also underrepresented in management roles that make decisions about hiring, compensation, promotion and other aspects of other people's careers.

Nationwide, women are slightly more likely than men to have completed high school, an associate's degree or a bachelor's degree and they're equally likely to have an advanced degree. But men earn between 21 and 36 percent more than women even with the same education levels in Ohio. In fact, women with some college or even an associate's degree make less, at the median, than men with just a high school diploma. Women are more likely to live in poverty. And as overall wage inequality increases, so does the gender pay gap.

Recommendations

Smart policies can help close the gender pay gap:

- **Raise the minimum wage:** Massachusetts' higher minimum wage helps women in the bottom 10 percent of earners make 96 percent as much as their male counterparts compared to 88 percent in Ohio.
- **Make it easier for workers to unionize:** The gender gap closes when workers bargain collectively. In Ohio, unionized women make 93 percent as much as their male counterparts, compared to just 77 percent for non-union women.
- **Provide stronger work supports:** Increasing childcare eligibility from 130 percent to 200 percent of the poverty line would help low- and moderate-income working parents keep their jobs.

Ohio will work better when we ensure that the women in our families and neighborhoods get the same rewards from the workplace as men.