

Figure 24 (a)
Occupations with Large M/F Participation Disparity

Action:
 Increase percent of Women

in “Male Jobs

Occupations with large
 M/F participation disparity

	Number of Male Workers:	Male Average Wage	% Female	Number of Female Workers:	Female Average Wage	Unadjusted Wage Gap	National Average Wage
Management occupations	10555	\$1,038.00	38.53%	6616	\$732.00	70.52%	\$891.20
Architects, surveyors, and engineers	2153	\$1,149.00	10.85%	262	\$1,022.00	88.95%	\$1,188.40
Drafters and mapping	1234	\$680.00	15.77%	231	\$535.00	78.68%	\$832.40
Life, physical, science	1989	\$1,056.00	29.84%	846	\$758.00	71.78%	\$1,121.20
Protective service occupations	3277	\$658.00	23.17%	988	\$509.00	77.36%	\$844.80
Fire fighting, and law enforcement	2402	\$796.00	12.40%	340	\$703.00	88.32%	\$643.60
Supervisors	3488	\$749.00	1.52%	54	\$749.00	100.00%	\$830.80
Construction trades	14534	\$595.00	4.86%	743	\$424.00	71.26%	\$604.80
Extraction workers	3466	\$789.00	5.84%	215	\$477.00	60.46%	\$908.40
Installation and repair	12537	\$767.00	4.06%	530	\$548.00	71.45%	\$561.60
Production occupations	10135	\$501.00	19.96%	2528	\$368.00	73.45%	\$691.20
Transportation and material	15516	\$587.00	14.65%	2664	\$439.00	74.79%	\$568.00
Motor vehicle operators	8061	\$591.00	14.57%	1375	\$422.00	71.40%	\$516.40
Transportation occupations	2301	\$919.00	10.99%	284	\$871.00	94.78%	\$1,077.60
Material moving	4533	\$540.00	16.63%	904	\$486.00	90.00%	\$603.20

**Figure 24 (b)
Changes at 10%**

Occupations with large
M/F participation disparity

	Female Employment with 10% increase	Additional Women Working	Unadjusted Wage Gap @ Nat'l Avg.	Entering Females Total Earnings @ Nat'l Avg.	Entering Females Total Earnings @ M Avg. (WY)
Management occupations	7278	662	71.92%	\$493,875.93	\$686,740.80
Architects, surveyors, and engineers	288	26	90.25%	\$27,168.77	\$30,103.80
Drafters and mapping	254	23	82.66%	\$12,983.66	\$15,708.00
Life, physical, science	931	85	74.91%	\$66,922.93	\$89,337.60
Protective service occupations	1087	99	82.00%	\$53,308.31	\$65,010.40
Fire fighting, and law enforcement	374	34	87.64%	\$23,718.22	\$27,064.00
Supervisors	59	5	100.93%	\$4,082.15	\$4,044.60
Construction trades	817	74	74.03%	\$32,725.64	\$44,208.50
Extraction workers	237	22	65.54%	\$11,118.08	\$16,963.50
Installation and repair	583	53	71.61%	\$29,109.59	\$40,651.00
Production occupations	2781	253	79.26%	\$100,383.85	\$126,652.80
Transportation and material	2930	266	76.79%	\$120,076.87	\$156,376.80
Motor vehicle operators	1513	138	72.86%	\$59,206.18	\$81,262.50
Transportation occupations	312	28	96.78%	\$25,258.60	\$26,099.60
Material moving	994	90	91.95%	\$44,887.94	\$48,816.00
				\$1,104,826.73	\$1,459,039.90
				Also Change in Earnings @ Nat'l Avg., Marginal Benefits to Females, Marginal cost to employers	Also Change in Earnings @ Nat'l Avg., Marginal Benefits to Females, Marginal cost to employers

**Figure 24 (c)
Changes at 15%**

Occupations with large M/F participation disparity

	Female Employment with 10% increase	Additional Women Working	Unadjusted Wage Gap @ Nat'l Avg.	Entering Females Total Earnings @ Nat'l Avg.	Entering Females Total Earnings @ M Avg. (WY)
Management occupations	7608	992	72.51%	\$746,975.51	\$1,030,111.20
Architects, surveyors, and engineers	301	39	90.63%	\$40,923.18	\$45,155.70
Drafters, and mapping technicians	266	35	84.45%	\$19,898.00	\$23,562.00
Life, physical science	973	127	76.29%	\$102,228.00	\$134,006.40
Protective service occupations	1136	148	83.99%	\$81,903.32	\$97,515.60
Fire fighting, and law enforcement	391	51	87.35%	\$35,459.18	\$40,596.00
Supervisors	62	8	101.41%	\$6,152.37	\$6,066.90
Construction trades	854	111	75.21%	\$49,874.32	\$66,312.75
Extraction workers	247	32	67.56%	\$17,191.89	\$25,445.25
Installation and repair	610	80	71.68%	\$43,707.64	\$60,976.50
Production occupations	2907	379	81.84%	\$155,478.07	\$189,979.20
Transportation and material	3064	400	77.67%	\$182,177.24	\$234,565.20
Motor vehicle operators	1581	206	73.48%	\$89,568.60	\$121,893.75
Transportation occupations	327	43	97.74%	\$38,266.35	\$39,149.40
Material moving	1040	136	92.84%	\$67,983.49	\$73,224.00
				\$1,677,787.17	\$2,188,559.85
				Also Change in Earnings @ Nat'l Avg., Marginal Benefits to Females, Marginal cost to employers	Also Change in Earnings @ Nat'l Avg., Marginal Benefits to Females, Marginal cost to employers

**Figure 24 (d)
Changes at 20%**

Occupations with large M/F participation disparity	Female Employment with 20% increase	Additional Women Working	Unadjusted Wage Gap @ Nat'l Avg.	Entering Females Total Earnings Entering Females' Total Earnings @ Nat'l Avg.	Entering Females Total Earnings Entering Females' Total Earnings @ M Avg. (WY)
Management occupations	7939	1323	73.08%	\$1,003,761.52	\$1,373,481.60
Architects, surveyors, and engineers	314	52	91.35%	\$55,000.21	\$60,207.60
Drafters, and mapping	277	46	85.94%	\$26,997.82	\$31,416.00
Life, physical, science	1015	169	77.52%	\$138,516.32	\$178,675.20
Protective service occupations	1186	198	85.88%	\$111,659.53	\$130,020.80
Fire fighting and law enforcement	408	68	87.07%	\$47,129.45	\$54,128.00
Supervisors	65	11	101.85%	\$8,238.50	\$8,089.20
Construction trades	892	149	76.34%	\$67,493.17	\$88,417.00
Extraction workers	258	43	69.59%	\$23,608.88	\$33,927.00
Installation and repair	636	106	71.74%	\$58,328.75	\$81,302.00
Production occupations	3034	506	84.23%	\$213,350.26	\$253,305.60
Transportation and material	3197	533	78.46%	\$245,377.31	\$312,753.60
Motor vehicle operators	1650	275	74.07%	\$120,385.32	\$162,525.00
Transportation occupations	341	57	98.53%	\$51,432.52	\$52,199.20
Material moving	1085	181	93.62%	\$91,407.49	\$97,632.00
				\$2,262,687.07	\$2,918,079.80
				Also Change in Earnings @ Nat'l Avg., Marginal Benefits to Females, Marginal cost to employers	Also Change in Earnings @ Nat'l Avg., Marginal Benefits to Females, Marginal cost to employers

**Figure 24 (e)
Changes at 50%**

Occupations with large
M/F participation disparity

	Female Employment with 20% increase	Additional Women Working	Unadjusted Wage Gap @ Nat'l Avg.	Entering Females' Total Earnings @ Nat'l Avg.	Entering Females' Total Earnings @ M Avg. (WY)
Management occupations	9924	3308	75.58%	\$2,595,245.09	\$3,433,704.00
Architects, surveyors, and engineers	393	131	93.73%	\$141,075.47	\$150,519.00
Drafters and mapping	347	116	93.11%	\$73,127.90	\$78,540.00
Life, physical and science	1269	423	83.13%	\$371,333.09	\$446,688.00
Protective service occupations	1482	494	94.20%	\$306,188.12	\$325,052.00
Fire fighting and law enforcement	510	170	85.85%	\$116,177.66	\$135,320.00
Supervisors	81	27	103.60%	\$20,951.84	\$20,223.00
Construction trades	1115	372	81.29%	\$179,681.18	\$221,042.50
Extraction workers	323	108	78.50%	\$66,581.42	\$84,817.50
Installation and repair	795	265	72.03%	\$146,409.32	\$203,255.00
Production occupations	3792	1264	94.74%	\$599,965.18	\$633,264.00
Transportation and material	3996	1332	82.04%	\$641,451.24	\$781,884.00
Motor vehicle operators	2063	688	76.68%	\$311,542.00	\$406,312.50
Transportation occupations	426	142	102.20%	\$133,363.28	\$130,498.00
Material moving	1356	452	97.16%	\$237,153.55	\$244,080.00
				\$5,940,246.33	\$7,295,199.50
				Also Change in Earnings @ Nat'l Avg., Marginal Benefits to Females, Marginal cost to employers	Also Change in Earnings @ Nat'l Avg., Marginal Benefits to Females, Marginal cost to employers

Figure 24 (f)
Summary of Costs and Benefits of Changing Women to “Male” Jobs at 10%, 15%, 20%, 50% Rates

% Increase in Female Employment in “Male” Jobs	<u>Cost @ National Average</u>	<u>Benefit to the State</u>
10%	\$1,104,826	\$1,657,239
15%	\$1,677,787	\$2,516,680
20%	\$2,262,687	\$3,394,030
50%	\$5,940,246	\$8,910,369