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New York City men out-earn women across jobs, industries: study

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Bloomberg

Women in New York City suffer an 8% pay “penalty” compared to men after holding more than a dozen of those other variables constant, according to the analysis by the nonprofit Women Creating Change and the Center for New York City Affairs at the New School.

Women in New York City are paid less than their male counterparts, even within the same jobs and after accounting for education and experience, according to a new report.

Women workers suffer an 8% pay “penalty” compared to men after holding more than a dozen of those other variables constant, according to the [analysis](#) released Monday by the nonprofit Women Creating Change and the Center for New York City Affairs at the New School. That disparity deepens for women of color, who are at a 23% disadvantage compared to white men.

The study is the second in a series focused on the persistent gender pay gap among New York City workers. The [first](#) report, released in November, found that women’s pay had stagnated in the city due to the rise of low-wage jobs like home health aides and child care that are disproportionately held by women.

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The new study looks more closely at that segregation by industry, finding that inequality largely persists and even grows as the salary level climbs. In high-wage managerial jobs, for example, women and men earn roughly the same amount at the 10th percentile of wages — on the low end of the spectrum — but by the 75th percentile at the upper end, men earn nearly 1.4 times more than female counterparts.

“As women gain more experience, as they earn more, they’re actually falling further behind their male counterparts in the same jobs,” said Lina Moe, co-author of the report and an associate director at the Center for New York City Affairs.

Likely contributors to that disparity include women disproportionately leaving the workforce to take on care responsibilities, and also simple discrimination by employers. The study is based on an analysis of federal labor data compiled by the Economic Policy Institute, a Washington think tank.

The new report also includes what the authors call a first-of-its-kind map of New York City’s female workforce, revealing over-representation of certain fields in particular areas. Care workers disproportionately live in the Bronx and outside Manhattan, the report found, while the biggest chunk of women in high-wage industries live in Manhattan.

New York City’s female workforce has professionalized along with the rest of its economy: The proportion of women in high-wage business and management jobs has risen to 19% since 2004. But that remains 10 percentage points below the figure of 29% for men, the report found.

“The segregation restricts women’s capacity for civic engagement and perpetuates cycles of economic, gender and racial disparity,” said Sharon Sewell-Fairman, president and CEO of Women Creating Change.

To bridge the divide, the report makes policy recommendations including strengthening the state’s pay transparency **law** to increase penalties for noncompliance and require companies to provide information about how they determine salaries. The authors also say the city and state should require large companies to conduct gender pay audits to find discrepancies and then report those findings to a public database.

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