



# Gender and Earnings in Alaska

What women make varies widely among occupations

**O**n average, women in Alaska earn less than men, and that gap exists across all industries, age groups, geographic areas, and most occupations. In 2010, an Alaska woman earned 67 cents to a man's dollar — a 5 cent increase from 1990. (See Exhibit 1.)

Nearly half of Alaska workers are female, but women here make less than 40 percent of total state earnings. This disparity translates into lower average annual earnings for women and a gap of \$14,361 from men's earnings in 2010. The average Alaska woman earned \$29,323 — 67 percent of the average man's \$43,684.

The discrepancy isn't easy to explain. Within the same occupation, earning differences by gender may be a result of training and experience disparities, the number of hours worked in a year, or discrimination. This report doesn't examine these variables, which are not measured by any currently available data source.

## Earnings gap waxes and wanes

The earnings gap was first calculated in 1988, when women made 61.7 percent of men's average annual earnings. Alaska was in the midst

### About the data

This analysis only included workers covered by Alaska unemployment insurance who applied for a Permanent Fund Dividend in 2010 or 2011 and indicated their gender. Federal civilian and military employees, the self-employed, nonresidents, and workers with unknown gender were excluded from this analysis.

When workers had more than one job or worked in more than one area in 2010, their employment and earnings were assigned to the industry, employer, and area where they made the largest portion of their earnings. For individual occupations, however, workers who held multiple jobs in a year were reported in each occupation they worked, which means some workers could be counted more than once.

The average earnings are calculated by dividing total earnings in a specific area, industry, or occupation by the number of workers. This does not account for seasonality or whether a worker was full-time or part-time.

of a serious recession in the late 1980s, but the earnings gap shrunk as the economy recovered in the early 1990s. Women's earnings as a percentage of men's hovered between 65 and 66 percent through most of the 1990s, and by 2002, it in-

## 1 Women in Alaska's Workforce 1988 to 2010

		1988	1990	1992	1994	1996	1998	2000	2002	2004	2006	2008	2010
<b>Employment (percent)</b>	Women	47.0%	46.1%	46.3%	46.2%	46.7%	47.1%	47.4%	47.6%	47.8%	48.1%	48.0%	47.9%
	Men	53.0%	53.9%	53.7%	53.8%	53.3%	52.9%	52.6%	52.4%	52.2%	51.9%	52.0%	52.1%
<b>Earnings (percent)</b>	Women	35.4%	34.7%	35.9%	36.1%	36.4%	36.7%	37.3%	37.8%	38.2%	38.2%	37.6%	38.2%
	Men	64.6%	65.3%	64.1%	63.9%	63.6%	63.3%	62.7%	62.2%	61.8%	61.8%	62.4%	61.8%
<b>Avg. annual earnings</b>	Women	\$14,962	\$16,710	\$18,256	\$18,838	\$18,578	\$19,498	\$20,582	\$22,172	\$23,657	\$25,486	\$27,515	\$29,323
	Men	\$24,232	\$26,867	\$28,064	\$28,707	\$28,477	\$29,909	\$31,243	\$33,090	\$35,062	\$38,287	\$42,236	\$43,684
<b>Ratio women's to men's avg. earnings</b>		61.7%	62.2%	65.1%	65.6%	65.2%	65.2%	65.9%	67.0%	67.5%	66.6%	65.1%	67.1%

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

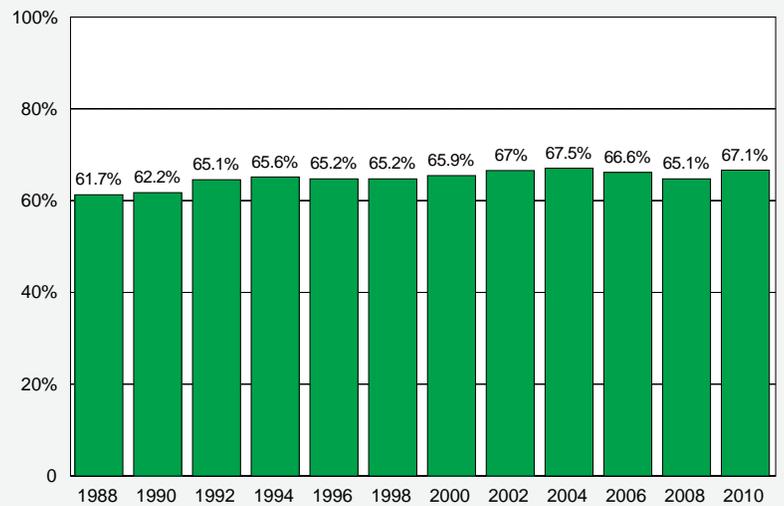
creased to 67 percent. The gap was smallest in 2004, when women earned 67.5 percent of what men made. However, those gains disappeared by 2008, when women's earnings shrunk back to 65.1 percent, about the same level as the decade before. (See Exhibit 2.)

## Women earn less in private sector

Women constituted 46 percent of private-sector workers in 2010, and made 35 percent of private-sector earnings. Their average earnings were 63 percent of men's in the private sector. (See Exhibit 3.)

Women made less money than men in every major industry group in Alaska. (See Exhibits 4, 5, and 6.) Their average earnings were highest in natural resources and mining at \$65,634 a year, but women made up only 14 percent of workers in that industry. Men also made \$26,328 more, at \$91,962 a year. Although natural resources and mining employed just 5 percent of Alaska workers last year, it had a disproportionate effect on the earnings gap. Excluding natural resources and mining from the private sector would increase the ratio of women's earnings from 63 to 79 percent of men's.

## Women's Average Annual Earnings As percentage of men's, Alaska, 1988 to 2010



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

The largest private industry for women in 2010 was education and health services, which includes private schools, hospitals, and private social service and health care employers. Education and health services is one of Alaska's fastest-

## Workers and Earnings by Industry Alaska, 2010

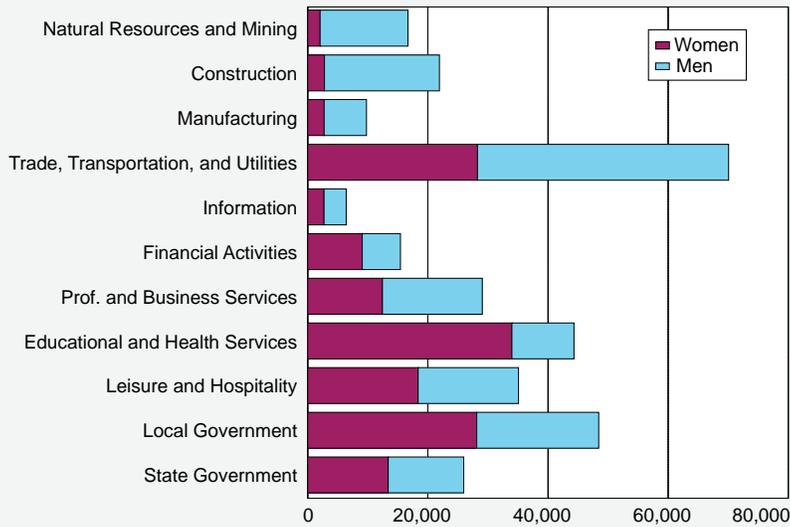
Industry	Women	Men	Percent women	Percent women's earnings	Women's avg annual earnings	Men's avg annual earnings	Ratio women's to men's avg ann earnings
Natural Resources and Mining	2,411	14,964	14%	10%	\$65,634	\$91,962	71%
Construction	3,124	19,498	14%	10%	\$31,359	\$46,594	67%
Manufacturing	3,094	7,380	30%	21%	\$19,766	\$31,873	62%
Trade, Transportation, and Utilities	28,610	42,146	40%	28%	\$22,069	\$38,633	57%
Information	3,056	4,024	43%	36%	\$41,201	\$56,131	73%
Financial Activities	9,412	6,712	58%	53%	\$38,492	\$47,465	81%
Professional and Business Services	12,787	16,968	43%	34%	\$31,155	\$46,255	67%
Educational and Health Services	34,350	10,659	76%	70%	\$34,114	\$46,639	73%
Leisure and Hospitality	18,716	17,071	52%	47%	\$12,618	\$15,548	81%
Other/Unassigned	7,106	6,031	54%	48%	\$23,608	\$29,899	79%
Total Private	122,666	145,453	46%	35%	\$27,808	\$44,140	63%
Local Government	28,470	20,672	58%	54%	\$31,102	\$36,439	85%
State Government	13,738	12,918	52%	45%	\$39,168	\$50,154	78%
Total Government	42,208	33,590	56%	50%	\$33,728	\$41,713	81%
Total All Industries	164,874	179,043	48%	38%	\$29,323	\$43,684	67%

Notes: For industry-level aggregations, if workers held multiple jobs during the year, their employment and earnings were assigned to the area, employer, and industry where they earned the majority of their wages in 2010. Worker counts only include individuals with known gender. These data do not include self-employed workers or federal employees.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

## 4 Women and Men by Industry

### Alaska workers, 2010



Note: Worker counts only include those with known gender. These data do not include self-employed workers or federal employees.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

growing industries, and that trend is expected to continue into the next decade.

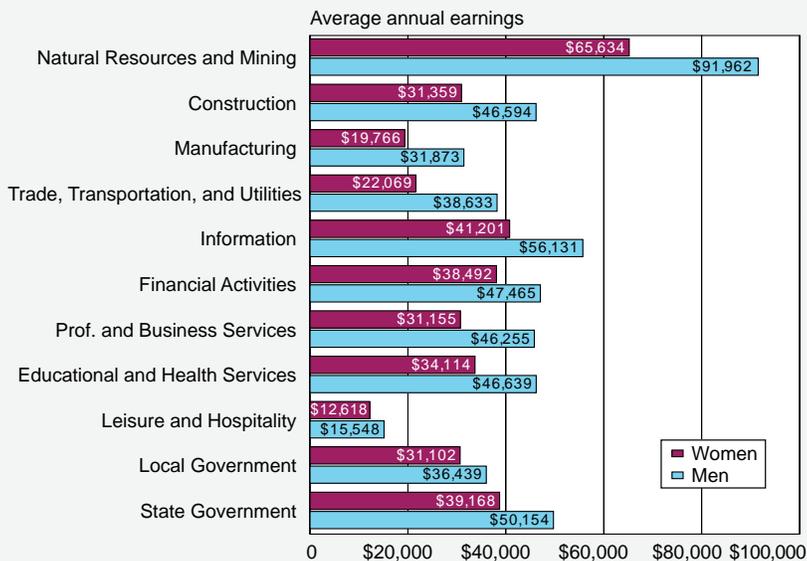
Education and health services employed 34,350 women in 2010, or 76 percent of all workers in the industry. Women's earnings were 73 percent of men's in 2010 — a much narrower gap than in the private sector as a whole.

Women made up 40 percent of workers in trade, transportation, and utilities — the largest private industry for men and women combined, and the second-largest for women. However, it also had the largest disparity in pay. Compared to men, women earned 57 cents on the dollar.

The third-largest industry in 2010 was leisure and hospitality, which employed 18,716 women, or 52 percent of its total workers. This industry had the smallest earnings gap in the private sector, but also the lowest average annual earnings.

## 5 Average Annual Earnings

### By sex and industry, Alaska, 2010



Note: These data do not include self-employed workers or federal employees.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

### Smaller gap in public earnings

Women's earnings were higher and the gap was smaller in the public sector. Women earned \$33,728 on an average annual basis, 21 percent more than the \$27,808 they made in the private sector. In contrast, men earned 5 percent less in the public sector (\$41,713) than in the private sector (\$44,140).

About one-quarter of all female workers were employed in the public sector, compared to one-fifth of male workers. Women were 56 percent of the public workforce in 2010, and took home 50 percent of total public earnings. On average, women earned 81 cents for every dollar men earned.

Women's average earnings were 78 percent of men's in state government, where women made up 50 percent of the workforce. State government was among the highest-paying industries for both genders. Female state workers earned an average of \$39,168 in 2010, while men earned \$50,154 — \$10,986 more.

Earnings in local government were lower than state government for both genders, with a nar-

rower gap in pay. Women made \$31,102 in 2010, 85 percent of men's average earnings of \$36,439. There were 28,470 women working in local government in 2010, making up 58 percent of workers in the industry.

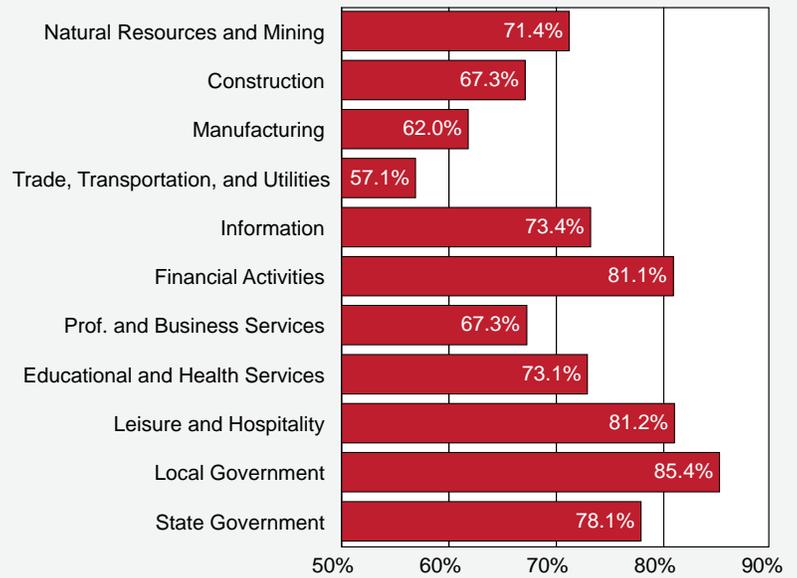
## Men outearn throughout state

Women earned less than men in every borough and census area in Alaska in 2010, as shown in Exhibit 7. The ratio of women's earnings to men's in each borough or census area often depended on the region's dominant industries.

For example, in Bethel and Dillingham, where local government is the largest employer, women made over 90 percent of what men made, on average. At the other end of the spectrum, women in boroughs and census areas where natural resources and mining were major employers made significantly less on average than men.

## Ratio of Women's to Men's Earnings **6**

By industry, Alaska, 2010

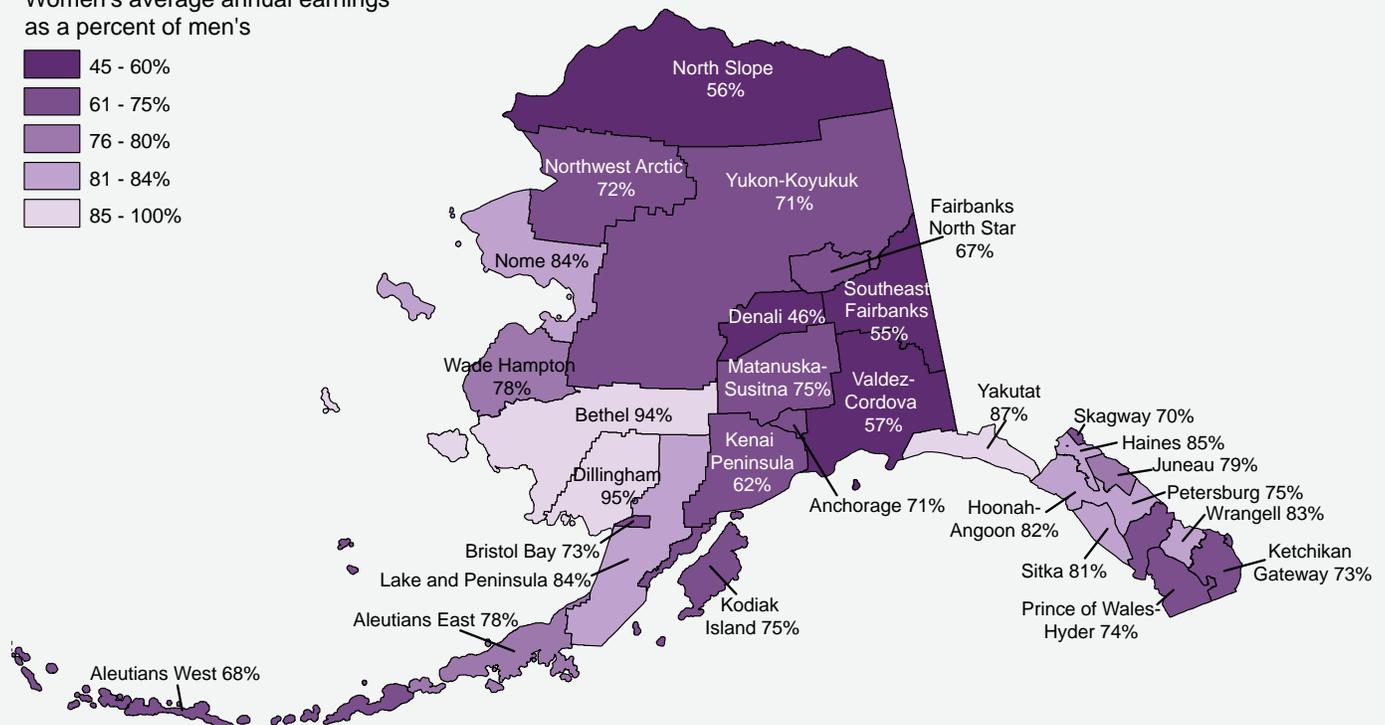
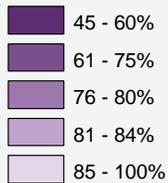


Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

## Earnings Gap is Wider in Some Parts of the State **7**

Alaska, 2010

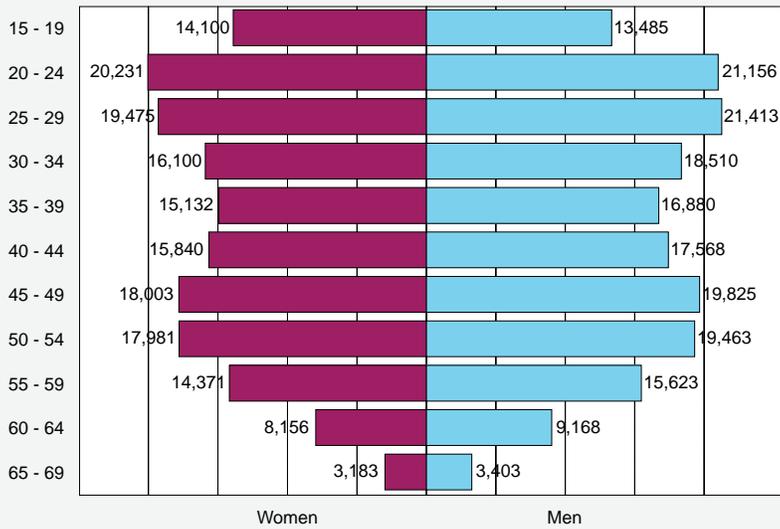
Women's average annual earnings as a percent of men's



Note: For area-level aggregations, if workers held multiple jobs during the year, their employment and earnings were assigned to the area, employer, and industry where they earned the majority of their wages in 2010.  
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# 8

## Female and Male Workers by Age Alaska, 2010



Note: Worker counts only include those with known gender.  
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

## Earnings gap widens with age

Over the past decade, the earnings gap shrunk for every age group, as shown in Exhibit 10. However, the gap varied widely among age groups.

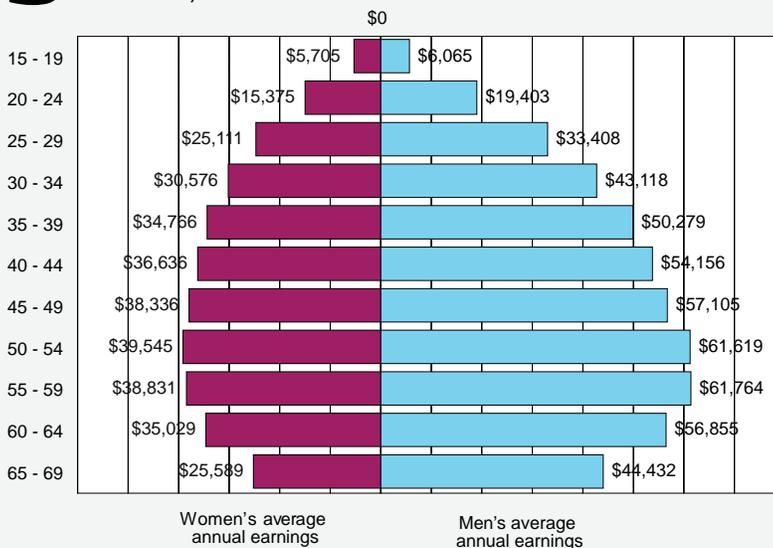
The difference was smallest among young people. Female workers in the 15-to-19 age group made 94 percent of what their male counterparts earned. It was also the only age group with more women than men. (See Exhibit 8.) Workers in that age group also earned the least overall, as most employed 15-to-19-year-olds did not work full-time because they were in high school or college. (See Exhibit 9.)

Women between 50 and 54 earned the most of any age group, but only 64 percent of men's pay. Men earned the most between the ages of 55 and 59, but only slightly more than the average among 50-to-54-year-old men. The 55-to-59-year-old cohort also had the largest nominal disparity: men made \$61,764, but women earned just \$38,831 — a \$22,933 difference.

The widest earnings gap was in the 65-to-69 age group, where a woman made 58 cents on a man's dollar. Earnings in this age group were lower than those of younger and middle-aged workers — because many in this age group are retired, they may not have worked full-time.

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## Average Annual Earnings by Age Alaska, 2010



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

## Women earn more in some jobs

Women outearned men in a handful of occupations in Alaska in 2010, many of which were in health care. Female postsecondary nursing instructors and teachers, and obstetricians/gynecologists made more than double the pay of their male peers. Other occupations with higher average pay for women included dietitians and nutritionists, occupational therapy assistants, postsecondary health specialties teachers, and nurse midwives. (See Exhibit 11.)

Most of these occupations were also dominated by women, but there were a few notable exceptions. Women's average earnings were higher than men's among packaging and filling machine operators and tenders, electrician's help-

ers, and auto damage insurance appraisers — all jobs where less than 25 percent of workers were women.

## Female-dominated jobs

While women tend to earn more than men in jobs where they also outnumber them, that's not always the case. Though women made up 94 percent of dental hygienists and 89 percent of flight attendants, their average earnings were less than 70 percent of men's in both categories. (See Exhibit 12.)

## Male-dominated jobs

Occupations with mostly male workers played a bigger role in Alaska's economy than those with mostly women. There were 223 occupations with over 80 percent men, but only 76 with the same percentage of women. These male-dominated occupations employed 117,781 workers, while the 76 female-dominated jobs employed just 56,643.

Men usually outearn women in male-dominated occupations — often significantly. Though women's average annual earnings in female-dominated jobs were 5 percent higher, men made 74 percent more in occupations they dominated. (See Exhibit 12.)

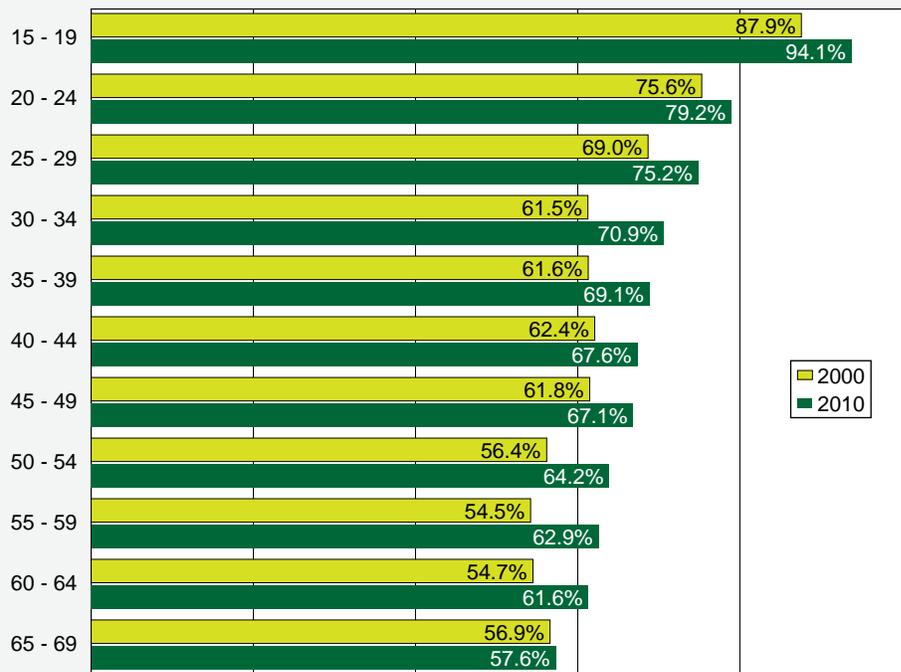
In several occupations that were mostly male, a woman's average annual earnings were less than half of a man's. Twenty-four women were bus and truck mechanics and diesel engine specialists, and 26 women worked as welders, cutters, solderers, and brazers — but they earned just 35 and 27 percent of their male counterparts' pay, respectively. In 2010, the 21 women working as boilermakers made less than 30 percent of what the men made, and the 31 female power plant operators earned just one-quarter of the male wage.

## Large occupations

The largest occupational category in 2010 for women alone and for men and women combined

## Ratio of Women's to Men's Earnings 10

By age group, Alaska, 2000 and 2010



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

was retail salespersons, which employed 10,454 women that year. Although women held 58 percent of retail sales positions, they earned less than men — \$9,164 per year compared to \$14,006.

The second-largest occupational category for men was construction laborers, with 8,646 men employed. Construction laborers were 89 percent men, and women in these jobs made 63 percent as much as their male counterparts. Exhibit 13 details a selection of large occupations.

## Top-earning jobs for women

The highest-paying occupations for women were in health care, topped by physicians and surgeons, all other, in which the average woman earned \$166,411 per year. Male physicians and surgeons in the same category made \$229,312.

The second-highest earnings for women were among obstetricians and gynecologists at \$153,350 on average — more than twice the male average of \$61,149. (See Exhibit 14.)

# 11

## Jobs In Which Women Earn More Than Men

Select occupations, Alaska 2010

Occupation	Women	Men	Percent women	Women's average annual earnings	Men's average annual earnings	Ratio women's to men's earnings
Court, Municipal, and License Clerks	648	141	82%	\$27,838	\$18,315	152%
Police, Fire, and Ambulance Dispatchers	362	146	71%	\$36,746	\$25,085	146%
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	337	574	37%	\$11,418	\$5,423	211%
Gaming Dealers	335	159	68%	\$5,047	\$3,297	153%
Tax Preparers	270	129	68%	\$8,478	\$5,943	143%
Dancers	239	50	83%	\$6,393	\$3,402	188%
Health Educators	239	40	86%	\$24,646	\$16,900	146%
Health Care Social Workers	199	40	83%	\$34,557	\$24,972	138%
Interviewers, Except Eligibility and Loan	194	60	76%	\$14,192	\$7,236	196%
Veterinary Technologists and Technicians	172	15	92%	\$19,118	\$11,242	170%
Dietitians and Nutritionists	149	14	91%	\$33,297	\$19,632	170%
Legislators	138	205	40%	\$7,312	\$4,158	176%
Health Specialties Teachers, Postsecondary	77	19	80%	\$46,424	\$29,646	157%
Nursing Instructors and Teachers, Postsecondary	70	7	91%	\$40,486	\$14,218	285%
Interpreters and Translators	66	10	87%	\$18,324	\$10,843	169%
Statistical Assistants	46	18	72%	\$27,292	\$19,082	143%
Credit Authorizers, Checkers, and Clerks	32	6	84%	\$27,217	\$18,376	148%
Barbers	30	14	68%	\$21,331	\$13,254	161%
Physical Scientists, All Other	30	113	21%	\$29,810	\$19,027	157%
Helpers: Electricians	23	224	9%	\$50,362	\$34,896	144%
Packaging and Filling Machine Operators and Tenders	20	118	14%	\$32,184	\$17,098	188%
Machine Feeders and Offbearers	18	47	28%	\$7,657	\$5,012	153%
Compensation and Benefits Managers	16	9	64%	\$56,893	\$41,414	137%
Obstetricians and Gynecologists	15	8	65%	\$153,350	\$61,149	251%
Occupational Therapy Assistants	14	6	70%	\$26,670	\$15,954	167%
Audio-Visual and Multimedia Collections Specialists	12	7	63%	\$45,654	\$30,139	151%
Information Security Analysts	11	33	25%	\$57,692	\$40,605	142%

## Jobs In Which Men Earn More Than Women

Occupation	Women	Men	Percent women	Women's average annual earnings	Men's average annual earnings	Ratio women's to men's earnings
Production Workers, All Other	340	1,422	19%	\$22,160	\$70,017	32%
Firefighters	170	955	15%	\$10,686	\$43,565	25%
Welders, Cutters, Solderers, and Brazers	26	857	3%	\$11,200	\$42,252	27%
Bus and Truck Mechanics and Diesel Engine Specialists	24	807	3%	\$16,848	\$47,717	35%
Mobile Heavy Equipment Mechanics, Except Engines	12	772	2%	\$18,243	\$57,520	32%
Refuse and Recyclable Material Collectors	175	689	20%	\$2,559	\$13,761	19%
First-Line Supervisors of Production and Operating Workers	128	654	16%	\$12,617	\$75,610	17%
Power Plant Operators	31	608	5%	\$9,429	\$38,927	24%
Electrical Power-Line Installers and Repairers	12	463	3%	\$24,864	\$78,351	32%
Maintenance Workers, Machinery	26	435	6%	\$10,691	\$39,139	27%
Helpers: Extraction Workers	14	259	5%	\$11,438	\$41,792	27%
Helpers: Pipelayers, Plumbers, Pipefitters, and Steamfitters	15	242	6%	\$7,609	\$24,593	31%
Door-to-Door Sales Workers, News/Street Vendors, Related	172	207	45%	\$1,214	\$4,691	26%
Miners, Except Drillers and Machine Operators	19	192	9%	\$24,741	\$69,173	36%
Paving, Surfacing, and Tamping Equipment Operators	8	188	4%	\$4,596	\$21,218	22%
Crane and Tower Operators	7	153	4%	\$11,144	\$47,163	24%
Carpet Installers	7	125	5%	\$5,271	\$20,618	26%
Boilermakers	21	124	14%	\$10,707	\$36,863	29%
Coin, Vending, Amusement Machine Servicers and Repairers	17	109	13%	\$7,092	\$20,498	35%
Logging Workers, All Other	6	91	6%	\$1,997	\$10,151	20%
Pump Operators, Except Wellhead Pumps	9	80	10%	\$9,733	\$57,369	17%
Photographers	130	67	66%	\$6,296	\$21,507	29%
Maintenance and Repair Workers, General	8	65	11%	\$2,221	\$6,221	36%
Telemarketers	67	63	52%	\$11,655	\$31,304	37%
Chiropractors	36	51	41%	\$26,221	\$73,024	36%
Craft Artists	7	24	23%	\$4,779	\$16,857	28%
Economics Teachers, Postsecondary	22	23	49%	\$9,873	\$70,329	14%
Pesticide Handlers, Sprayers, and Applicators, Vegetation	17	19	47%	\$2,677	\$9,151	29%
Models	14	8	64%	\$11,921	\$46,264	26%

Notes: For occupation aggregations, workers who held multiple jobs in a year will be reported in each occupation they worked, which means some workers will be counted more than once. Occupation totals should not be used for total worker counts. Worker counts only include individuals with known gender. These data do not include self-employed workers or federal employees.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# 12 Female-Dominated Jobs

Select occupations, Alaska 2010

Occupation	Women	Men	Percent women	Women's average annual earnings	Men's average annual earnings	Ratio women's to men's earnings
Registered Nurses	4,358	526	89%	\$51,033	\$53,651	95%
Receptionists and Information Clerks	4,033	379	91%	\$15,460	\$15,431	100%
Secretaries/Admin Assistants, Exc Legal, Medical, and Exec	3,277	384	90%	\$21,362	\$17,301	123%
Child Care Workers	2,469	354	87%	\$8,630	\$7,495	115%
Nursing Assistants	2,003	292	87%	\$21,458	\$21,773	99%
Billing and Posting Clerks	1,494	193	89%	\$25,731	\$25,050	103%
Dental Assistants	1,230	80	94%	\$22,692	\$20,893	109%
Preschool Teachers, Except Special Education	924	63	94%	\$12,448	\$11,227	111%
Hairdressers, Hairstylists, and Cosmetologists	846	76	92%	\$16,252	\$14,302	114%
Medical Secretaries	662	49	93%	\$21,078	\$16,692	126%
Legal Secretaries	612	56	92%	\$30,015	\$22,702	132%
Licensed Practical and Licensed Vocational Nurses	592	80	88%	\$35,699	\$43,146	83%
Medical Records and Health Information Technicians	571	85	87%	\$26,856	\$34,347	78%
Dental Hygienists	447	27	94%	\$46,868	\$48,338	97%
Loan Interviewers and Clerks	425	47	90%	\$32,236	\$26,606	121%
Flight Attendants	355	46	89%	\$23,798	\$34,996	68%
Massage Therapists	338	47	88%	\$17,948	\$13,589	132%
Librarians	308	46	87%	\$37,007	\$37,472	99%
Speech-Language Pathologists	208	28	88%	\$48,843	\$58,570	83%
Nurse Practitioners	204	15	93%	\$48,913	\$36,813	133%
Veterinary Technologists and Technicians	172	15	92%	\$19,118	\$11,242	170%
Occupational Therapists	172	25	87%	\$39,733	\$34,526	115%
Kindergarten Teachers, Except Special Education	170	13	93%	\$42,574	\$37,684	113%
Dietitians and Nutritionists	149	14	91%	\$33,297	\$19,632	170%
Floral Designers	148	21	88%	\$10,233	\$12,243	84%
Educ Administrators, Preschool and Child Care	111	13	90%	\$24,357	\$28,096	87%
Special Education Teachers, Preschool	95	11	90%	\$32,615	\$45,794	71%

## Male-Dominated Jobs

Occupation	Women	Men	Percent women	Women's average annual earnings	Men's average annual earnings	Ratio women's to men's earnings
Carpenters	171	4,891	3%	\$15,480	\$28,337	55%
Electricians	97	2,639	4%	\$33,637	\$56,214	60%
Automotive Service Technicians and Mechanics	63	2,289	3%	\$13,313	\$29,187	46%
Plumbers, Pipefitters, and Steamfitters	58	2,150	3%	\$24,037	\$50,714	47%
Roustabouts, Oil and Gas	82	1,863	4%	\$24,644	\$48,900	50%
Aircraft Mechanics and Service Technicians	50	1,209	4%	\$25,142	\$45,032	56%
Welders, Cutters, Solderers, and Brazers	26	857	3%	\$11,200	\$42,252	27%
Bus and Truck Mechanics and Diesel Engine Specialists	24	807	3%	\$16,848	\$47,717	35%
Service Unit Operators, Oil, Gas, and Mining	39	775	5%	\$46,035	\$68,366	67%
Mobile Heavy Equipment Mechanics, Except Engines	12	772	2%	\$18,243	\$57,520	32%
Painters, Construction and Maintenance	38	749	5%	\$20,193	\$21,740	93%
First-Line Supervisors of Mechanics, Installers, Repairers	30	731	4%	\$53,909	\$62,064	87%
Tire Repairers and Changers	19	598	3%	\$8,224	\$13,643	60%
Roofers	6	504	1%	\$25,978	\$27,744	94%
Sheet Metal Workers	13	493	3%	\$39,896	\$49,920	80%
Electrical Power-Line Installers and Repairers	12	463	3%	\$24,864	\$78,351	32%
Structural Iron and Steel Workers	9	440	2%	\$18,561	\$40,536	46%
Heating, Air Conditioning, and Refrig Mechanics, Installers	8	439	2%	\$30,179	\$34,706	87%
Petroleum Pump Sys Operators, Refinery Opers, Gaugers	15	414	3%	\$72,982	\$110,448	66%
Cement Masons and Concrete Finishers	8	400	2%	\$12,999	\$20,388	64%
Automotive Body and Related Repairers	13	340	4%	\$12,913	\$32,088	40%
Excavating and Loading Machine and Dragline Operators	11	337	3%	\$19,298	\$32,321	60%
Rotary Drill Operators, Oil and Gas	9	335	3%	\$55,822	\$62,812	89%
Insulation Workers, Floor, Ceiling, and Wall	9	270	3%	\$17,332	\$25,644	68%
Electrical/Electronics Repair, Commercial/Industrial Equip	10	220	4%	\$39,833	\$66,473	60%
Ship Engineers	6	215	3%	\$49,623	\$72,745	68%
Millwrights	6	205	3%	\$64,022	\$67,883	94%
Paving, Surfacing, and Tamping Equipment Operators	8	188	4%	\$4,596	\$21,218	22%
Extraction Workers, All Other	9	180	5%	\$31,761	\$61,301	52%

Notes: For occupation aggregations, workers who held multiple jobs in a year will be reported in each occupation they worked, which means some workers will be counted more than once. Occupation totals should not be used for total worker counts. Worker counts only include individuals with known gender. These data do not include self-employed workers or federal employees.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

# 13 Large Occupations

## Select occupations, Alaska 2010

Occupation	Women	Men	Percent women	Women's average annual earnings	Men's average annual earnings	Ratio women's to men's earnings
Retail Salespersons	10,454	7,653	58%	\$9,164	\$14,006	65%
Cashiers	9,088	4,765	66%	\$9,327	\$11,906	78%
Construction Laborers	1,104	8,646	11%	\$11,922	\$18,833	63%
Office Clerks, General	7,527	2,183	78%	\$17,220	\$17,197	100%
Office and Administrative Support Workers, All Other	6,936	2,556	73%	\$19,598	\$19,691	100%
Combined Food Prep and Serving Workers, Including Fast Food	5,151	3,968	56%	\$6,955	\$7,762	90%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,342	5,752	37%	\$10,754	\$12,777	84%
Laborers and Freight, Stock, and Material Movers, Hand	1,041	6,997	13%	\$9,331	\$12,299	76%
Waiters and Waitresses	5,162	2,023	72%	\$8,971	\$10,365	87%
Bookkeeping, Accounting, and Auditing Clerks	5,176	886	85%	\$24,780	\$25,204	98%
Food Preparation Workers	3,106	2,909	52%	\$6,698	\$7,421	90%
Teacher Assistants	4,590	1,213	79%	\$10,701	\$8,811	121%
Executive Secretaries and Executive Administrative Assistants	4,852	924	84%	\$25,649	\$19,712	130%
Personal Care Aides	4,251	1,129	79%	\$11,761	\$11,938	99%
Maids and Housekeeping Cleaners	3,987	1,270	76%	\$10,643	\$13,026	82%
Carpenters	171	4,891	3%	\$15,480	\$28,337	55%
General and Operations Managers	1,933	3,100	38%	\$42,143	\$73,535	57%
Registered Nurses	4,358	526	89%	\$51,033	\$53,651	95%
Seafood Processing Workers, Except Surimi and Fish Roe	1,594	3,261	33%	\$10,171	\$11,286	90%
Operating Engineers and Other Construction Equip Operators	226	4,255	5%	\$28,626	\$44,823	64%
Receptionists and Information Clerks	4,033	379	91%	\$15,460	\$15,431	100%
Sales and Related Workers, All Other	2,067	2,238	48%	\$14,954	\$19,444	77%
Stock Clerks and Order Fillers	1,133	3,069	27%	\$10,328	\$13,114	79%
Maintenance and Repair Workers, General	356	3,784	9%	\$12,664	\$28,986	44%
Customer Service Representatives	2,836	1,040	73%	\$19,304	\$19,526	99%
Heavy and Tractor-Trailer Truck Drivers	199	3,585	5%	\$24,883	\$38,272	65%
Secretaries/Admin Assistants, Except Legal, Medical, and Exec	3,277	384	90%	\$21,362	\$17,301	123%
Home Health Aides	2,786	870	76%	\$13,800	\$16,064	86%
Elementary School Teachers, Except Special Education	2,891	765	79%	\$44,110	\$43,675	101%
Healthcare Support Workers, All Other	2,779	812	77%	\$15,338	\$17,366	88%
Food Preparation and Serving Related Workers, All Other	1,732	1,841	48%	\$8,082	\$9,426	86%
Teachers and Instructors, All Other	2,540	1,026	71%	\$18,068	\$25,414	71%
Security Guards	684	2,626	21%	\$16,230	\$23,358	70%
Managers, All Other	1,470	1,762	45%	\$45,716	\$91,566	50%
Secondary School Teachers, Exc Special and Career/Tech Educ	1,979	1,169	63%	\$46,323	\$49,344	94%
Substitutes, Teachers and Instructors, Multi-Level Except Postsec	2,232	887	72%	\$5,975	\$6,115	98%
Cooks, Restaurant	692	2,361	23%	\$8,376	\$11,909	70%
Bartenders	2,061	873	70%	\$8,707	\$10,168	86%
Child Care Workers	2,469	354	87%	\$8,630	\$7,495	115%
Electricians	97	2,639	4%	\$33,637	\$56,214	60%
Dishwashers	531	2,189	20%	\$4,981	\$5,859	85%
First-Line Supervisors of Office and Admin Support Workers	2,002	658	75%	\$34,219	\$46,965	73%
Administrative Services Managers	1,880	773	71%	\$32,650	\$48,893	67%
First-Line Supervisors of Retail Sales Workers	1,313	1,125	54%	\$25,279	\$37,067	68%
Counter Attendants, Cafeteria, Food Concession, Coffee Shop	1,919	510	79%	\$4,889	\$5,553	88%
Sales Representatives, Services, All Other	1,002	1,397	42%	\$25,144	\$34,949	72%
Automotive Service Technicians and Mechanics	63	2,289	3%	\$13,313	\$29,187	46%
Nursing Assistants	2,003	292	87%	\$21,458	\$21,773	99%
Education, Training, and Library Workers, All Other	1,409	873	62%	\$8,588	\$6,854	125%
Plumbers, Pipefitters, and Steamfitters	58	2,150	3%	\$24,037	\$50,714	47%
Counter and Rental Clerks	1,179	1,023	54%	\$9,618	\$12,943	74%
Chief Executives	861	1,264	41%	\$68,197	\$119,799	57%
Installation, Maintenance, and Repair Workers, All Other	177	1,912	8%	\$34,913	\$43,405	80%
Personal Care and Service Workers, All Other	1,607	475	77%	\$9,285	\$11,570	80%
Grounds Maintenance Workers, All Other	360	1,715	17%	\$5,488	\$9,709	57%
Material Moving Workers, All Other	259	1,793	13%	\$14,817	\$25,697	58%
Accountants and Auditors	1,494	554	73%	\$46,178	\$58,146	79%
Special Education Teacher Assistants	1,636	334	83%	\$15,095	\$14,669	103%
Light Truck or Delivery Services Drivers	234	1,719	12%	\$11,976	\$23,744	50%
Roustabouts, Oil and Gas	82	1,863	4%	\$24,644	\$48,900	50%
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,459	471	76%	\$4,751	\$6,237	76%

Notes: For occupation aggregations, workers who held multiple jobs in a year will be reported in each occupation they worked, so some workers will be counted more than once. Occupation totals should not be used for total worker counts. Worker counts only include individuals with known gender. These data do not include self-employed workers or federal employees.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

## Jobs with High Average Earnings for Women

Select occupations, Alaska 2010

# 14

Occupation	Women	Men	Percent women	Women's average annual earnings	Men's average annual earnings	Ratio women's to men's earnings
Chief Executives	861	1,264	41%	\$68,197	\$119,799	57%
Lawyers	568	515	52%	\$68,120	\$89,611	76%
Engineers, All Other	232	1,062	18%	\$68,616	\$92,268	74%
Pharmacists	197	143	58%	\$78,228	\$86,884	90%
Geoscientists, Except Hydrologists and Geographers	103	278	27%	\$80,444	\$108,919	74%
Physicians and Surgeons, All Other	98	159	38%	\$166,411	\$229,312	73%
Petroleum Engineers	78	397	16%	\$123,581	\$157,511	78%
Airline Pilots, Copilots, and Flight Engineers	78	1,237	6%	\$79,536	\$90,130	88%
Architectural and Engineering Managers	67	400	14%	\$102,105	\$146,801	70%
Personal Financial Advisors	67	95	41%	\$72,364	\$173,840	42%
Health/Safety Engineers, Exc Mining Safety Engineers/Inspectors	60	202	23%	\$68,409	\$85,368	80%
Dentists, General	51	106	32%	\$66,622	\$122,342	55%
Designers, All Other	36	142	20%	\$79,021	\$112,676	70%
Psychiatrists	27	37	42%	\$87,583	\$137,073	64%
Pediatricians, General	27	18	60%	\$76,284	\$103,865	73%
Atmospheric, Earth, Marine, Space Sciences Teachers, Postsec	26	34	43%	\$69,495	\$75,552	92%
Nurse Anesthetists	22	6	79%	\$97,542	\$171,819	57%
Obstetricians and Gynecologists	15	8	65%	\$153,350	\$61,149	251%
Medical Scientists, Except Epidemiologists	15	32	32%	\$132,470	\$209,870	63%
Petroleum Pump Sys Operators, Refinery Operators, and Gaugers	15	414	3%	\$72,982	\$110,448	66%
First-Line Supervisors of Fire Fighting and Prevention Workers	13	137	9%	\$70,898	\$73,096	97%
Anesthesiologists	9	16	36%	\$126,206	\$193,454	65%

## Jobs With High Average Earnings for Men

Occupation	Women	Men	Percent women	Women's average annual earnings	Men's average annual earnings	Ratio women's to men's earnings
Managers, All Other	1,470	1,762	45%	\$45,716	\$91,566	50%
Chief Executives	861	1,264	41%	\$68,197	\$119,799	57%
Airline Pilots, Copilots, and Flight Engineers	78	1,237	6%	\$79,536	\$90,130	88%
Engineers, All Other	232	1,062	18%	\$68,616	\$92,268	74%
Financial Managers	847	531	61%	\$64,688	\$91,031	71%
Lawyers	568	515	52%	\$68,120	\$89,611	76%
Petroleum Pump System Operators, Refinery Oper, Gaugers	15	414	3%	\$72,982	\$110,448	66%
Architectural and Engineering Managers	67	400	14%	\$102,105	\$146,801	70%
Petroleum Engineers	78	397	16%	\$123,581	\$157,511	78%
Geoscientists, Except Hydrologists and Geographers	103	278	27%	\$80,444	\$108,919	74%
Mechanical Engineers	27	265	9%	\$43,344	\$80,185	54%
Electrical Engineers	32	250	11%	\$56,260	\$84,214	67%
Family and General Practitioners	278	233	54%	\$64,849	\$83,071	78%
Health/Safety Engineers, Exc Mining Safety Engineers/Inspectors	60	202	23%	\$68,409	\$85,368	80%
Financial Analysts	217	163	57%	\$60,254	\$101,967	59%
Physicians and Surgeons, All Other	98	159	38%	\$166,411	\$229,312	73%
Pharmacists	197	143	58%	\$78,228	\$86,884	90%
Designers, All Other	36	142	20%	\$79,021	\$112,676	70%
Mining and Geological Engineers, Incl Mining Safety Engineers	33	122	21%	\$46,982	\$94,482	50%
Dentists, General	51	106	32%	\$66,622	\$122,342	54%
Personal Financial Advisors	67	95	41%	\$72,364	\$173,840	42%
Psychiatrists	27	37	42%	\$87,583	\$137,073	64%
Medical Scientists, Except Epidemiologists	15	32	32%	\$132,470	\$209,870	63%
Optometrists	19	19	50%	\$55,603	\$119,349	47%
Pediatricians, General	27	18	60%	\$76,284	\$103,865	73%
Anesthesiologists	9	16	36%	\$126,206	\$193,454	65%
Radiation Therapists	19	8	70%	\$53,518	\$121,923	44%
Nurse Anesthetists	22	6	79%	\$97,542	\$171,819	57%

Notes: For occupation aggregations, workers who held multiple jobs in a year will be reported in each occupation they worked, so some workers will be counted more than once. Occupation totals should not be used for total worker counts. Note: Worker counts only include individuals with known gender. These data do not include self-employed workers or federal employees.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section