

The Gender Difference in Earnings by Alexander Kotlarov Labor Economist

Ratio of women's to men's earnings shows little change from 1999 to 2001

Women earned 66.4 percent as much as men in 2001, based on total annual average earnings, a slight decline from the 1999 rate of 66.8 percent. The ratio of women's earnings as a percent of men's is often described as the "gender gap".

The "gap" was wider in the private sector than the public sector, with women making an average of 62 percent as much as men in Alaska's private sector and 76 percent as much in state and local government. Women earned an average of \$11,000 less than men, up from the \$10,000 difference in 1988. (See Exhibit 1.)

Why are the average total earnings of Alaska men so much greater than women's? Although some have argued that discrimination plays a role in these earnings differences, there is insufficient data to support that claim. Many other factors affect total earnings: career choices, differences in full time versus part-time work, level of education or training, and years of work experience. Most of these factors cannot currently be measured. No Alaska data is currently available to measure wage rates, hours worked

or education level for individual workers by gender, nor determine their relative effect on differences in average total earnings.

The "gap" in earnings narrowed gradually from the 1998 level of 61.7 percent to the 1999 rate of 66.8 percent, but increased slightly in 2001 due in part to changes in Alaska's industry and occupational mix. Earnings differences exist, to varying degrees, across all industries and age groups, almost all geographic areas, and most occupations.

On the national scene

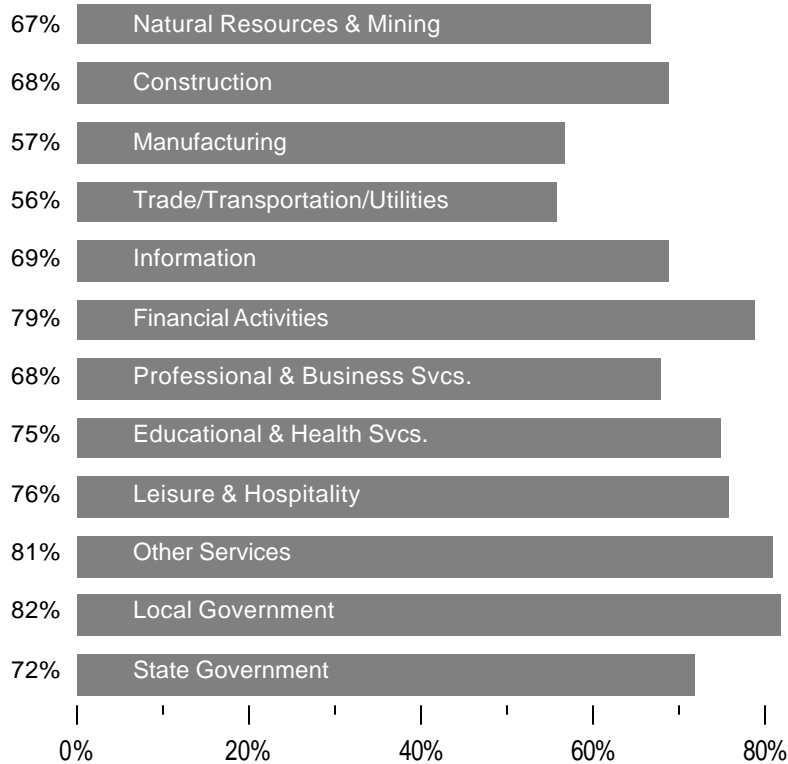
While nationwide figures are not directly comparable to Alaska's, the U.S. Census Bureau median income data for full time year round workers for 2002 showed the gender gap at 76 percent nationally.

Employment and Earnings By sex, 1988–2001

		1988	1990	1995	1997	1999	2001
Employment (Percent)	Male	53	53	52	53	52	53
	Female	47	47	47	47	48	48
Total Wages (Percent)	Male	65	65	63	63	62	63
	Female	35	36	37	37	38	38
Avg. Annual Earnings	Male	\$24,232	\$27,655	\$29,261	\$29,327	\$30,066	\$32,618
	Female	\$14,962	\$16,934	\$19,182	\$19,059	\$20,079	\$21,644
Ratio Female to Male Avg. Wage		61.7%	61.2%	65.6%	65.0%	66.8%	66.4%

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

2 Ratio female/male average annual earnings By industry—2001



Comparison by industry group

In 2001, women in Alaska continued to earn less than men in all industries. Men's average earnings were \$32,618 and women's were \$21,644. The natural resources and mining industry paid the highest average wages to both sexes. Women employed in natural resources and mining (which includes the oil industry) were well paid with average annual earnings of \$43,305, but women's representation in the industry was small, 14 percent. (See Exhibits 2, 3 and 4.) Natural resources and mining, together with construction, is an example of a heavily male dominated industry. Manufacturing is another industry dominated by males. Manufacturing at 57 percent and trade, transportation and utilities at 56 percent show the broadest differences between men's and women's earnings.

The earnings differential was smallest in local government, where women earned approximately 82 percent as much as men in 2001. Close behind in ratio of women's to men's wages are other services and financial activities. In terms of

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

3 Workers and Earnings by Sex and Major Industry Alaska 2001

	Total Avg. Ann. Earnings	Male Workers	Male Earnings	Male Avg. Ann. Earnings	Male Quarters Worked	Male Avg. Qtrly Earnings
Natural Resources and Mining	\$61,546	12,805	\$825,295,722	\$64,451	45,577	\$18,108
Construction	30,632	19,143	609,797,971	31,855	60,289	10,115
Manufacturing	22,738	7,000	183,628,937	26,233	22,746	8,073
Trade, Transportation, Utilities	25,078	42,654	1,302,121,227	30,528	144,233	9,028
Information	39,202	4,520	205,946,134	45,563	16,043	12,837
Financial Activities	29,522	6,030	204,195,217	33,863	19,955	10,233
Professional and Business Svcs.	27,306	12,457	399,418,555	32,064	40,123	9,955
Educational and Health Services	27,939	7,131	247,509,300	34,709	24,393	10,147
Leisure and Hospitality	11,367	16,456	215,022,263	13,066	48,753	4,410
Other Services	20,033	6,008	131,122,011	21,825	18,801	6,974
Total Private Sector	29,536	134,204	4,324,057,336	33,416	440,913	9,807
Local Government	27,559	17,957	552,775,179	30,783	59,976	9,217
State Government	34,522	11,770	474,281,881	40,296	43,315	10,950

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

real wages, industrial sectors with above average female income are state government, and information, which now includes everything from traditional publishing companies to computer related businesses.

Exhibit 4 displays a side-by-side comparison of women's participation in the workforce by industry, with their average annual earnings in the industry. Educational and health services is the industry most heavily dominated by females, at 77 percent. The industry ranks fifth in average annual earnings for females, at \$25,904. In 2001 as in 1999, women held the large majority of jobs in educational and health services, financial activities and local government.

Comparison by occupation

The 50 occupations with the greatest number of male and female employees are shown in Exhibits 8 and 9. The top five occupations for women include retail salesperson, office clerk, cashier, bookkeeping, accounting & auditing clerks, and

teacher assistants. For men the top occupations include construction laborer, material mover, retail salesperson, carpenter, and janitor. The list is virtually unchanged from prior years.

Gender-dominated occupations

Occupations with five percent or fewer women included: carpenters, operating engineers, heavy truck drivers, plumbers, electricians, welders, auto mechanics, construction managers, roustabouts, and aircraft mechanics. Another seven occupations on the male top 50 list have between five and 10 percent female workers, for a total of 17 occupations (34 percent of occupations on the list) with 10 percent or fewer females.

The top female occupations, on the other hand, show only eight occupations with 10 percent or fewer males. While males have made inroads into traditionally female occupations, females have entered traditionally male occupations to a far lesser degree.

Workers and Earnings by Sex and Major Industry

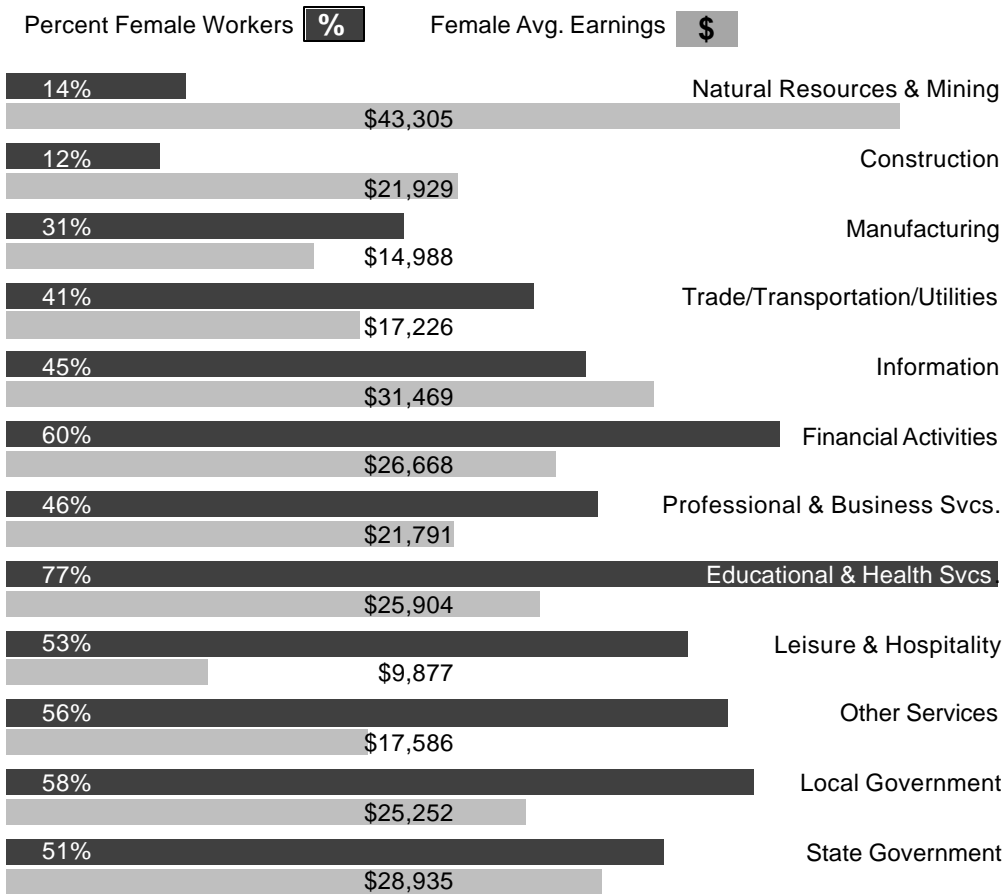
Alaska 2001 (continued)

3

	Female Workers	Female Earnings	Female Avg. Annual Earnings	Female Avg. Qtrly Earnings	Female Quarters Worked	Fem/Male Avg. Annual Earnings %	Fem/Male Avg Qtrly Earnings %
Natural Resources and Mining	2,039	\$88,299,891	\$43,305	\$12,493	7,068	67%	69%
Construction	2,690	58,988,667	21,929	6,976	8,456	68%	69%
Manufacturing	3,157	47,318,070	14,988	4,797	9,864	57%	59%
Trade, Transportation, Utilities	29,605	509,985,573	17,226	5,251	97,115	56%	58%
Information	3,718	117,000,935	31,469	8,830	13,251	69%	69%
Financial Activities	9,171	244,570,471	26,668	7,601	32,174	79%	74%
Professional and Business Svcs.	10,746	234,169,086	21,791	6,666	35,131	68%	67%
Educational and Health Services	23,730	614,711,391	25,904	7,418	82,866	75%	73%
Leisure and Hospitality	18,780	185,494,883	9,877	3,323	55,821	76%	75%
Other Services and Public Admin.	7,614	130,843,905	17,586	5,326	24,568	81%	76%
Total Private Sector	111,250	2,231,382,872	23,074	6,868	366,314	62%	62%
Local Government	25,094	633,665,456	25,252	7,345	86,273	82%	80%
State Government	12,164	351,965,712	28,935	7,956	44,240	72%	73%

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

4 Percent Female Workers & Earnings By industry – 2001



Child care workers and combined food preparation and serving-related workers are the lowest paid occupations on the top 50 lists. Female child care workers earn 26 percent more than male workers; their wages average \$9,212 per year. Legal secretaries' pay is 20 percent higher than the pay of the few males among their ranks. The reverse gender gap for legal secretaries has shrunk markedly since the last report using 1999 data, when females' wages were 92 percent more than males'.

Well paid occupations for women

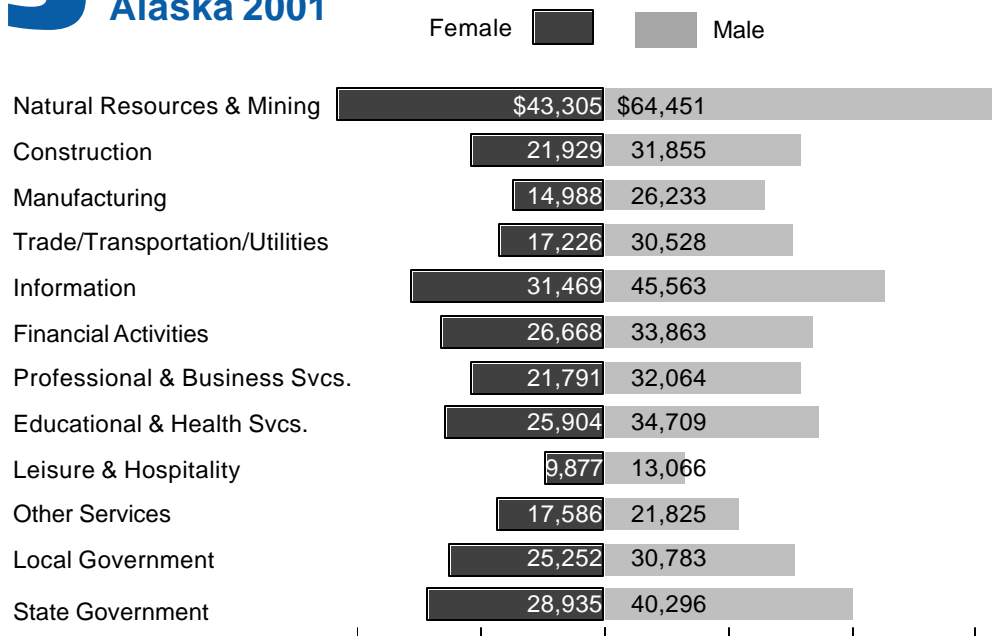
Well paid occupations on the female top 50 list include chief executives (\$55,749), financial managers (\$54,104), medical and health services managers (\$53,837), middle school teachers (\$44,407), registered nurses (\$42,248), accountants and auditors (\$40,569), and elementary school teachers (\$39,622).

Comparison by age group

The pattern of wage income for age groups did not change significantly from 1999 to 2001. As in 1999, women earned less than men in every age group. (See Exhibit 6.) Earnings for both men and women peaked in the 50-54 year age group, when women workers were earning 64.2 percent as much as men. Average income for men was \$48,065 in the peak earnings

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

5 Average Earnings by Industry Alaska 2001



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

Earnings by Age Group Alaska 2001



years, and \$30,866 for women, a \$17,199 difference. The income difference between men and women was smaller in younger age groups. Women age 25-29 earned about 75 percent as much as men, while women age 30-34 earned about 70 percent as much as men.

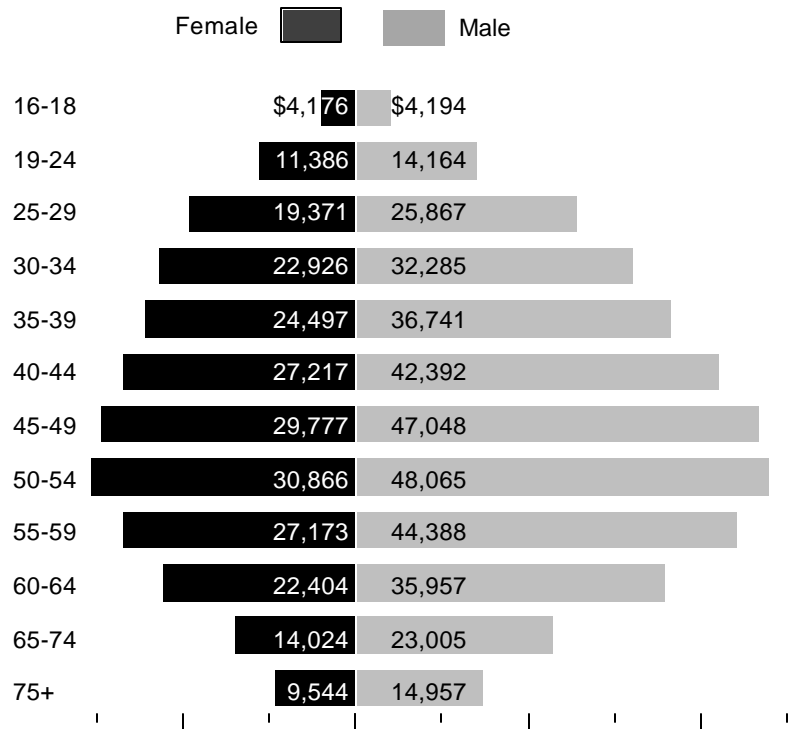
Female workers earn more in some parts of Alaska

Average earnings for females ranged from \$12,659 to \$30,256 depending upon the area of the state in which they worked. Females earned the most if they worked in the North Slope Borough, including Prudhoe Bay. Females were 25 percent of the North Slope workforce. (See Exhibit 10.) Juneau and Anchorage had relatively high average earnings for females in 2001. In Juneau where females comprised nearly 50 percent of the workers, they averaged \$24,238 and the Anchorage average was \$23,962.

Men and women in Dillingham made up equal proportions of the workforce and earned nearly identical earnings at about \$21,800. Denali Borough females made up 38 percent of the workers, and earned 38 percent as much as men, with average annual wages of only \$13,960. Denali has many visitor related service jobs which are highly seasonal and pay relatively low wages. Sitka and Haines are the only locations where females make up more than half the workforce.

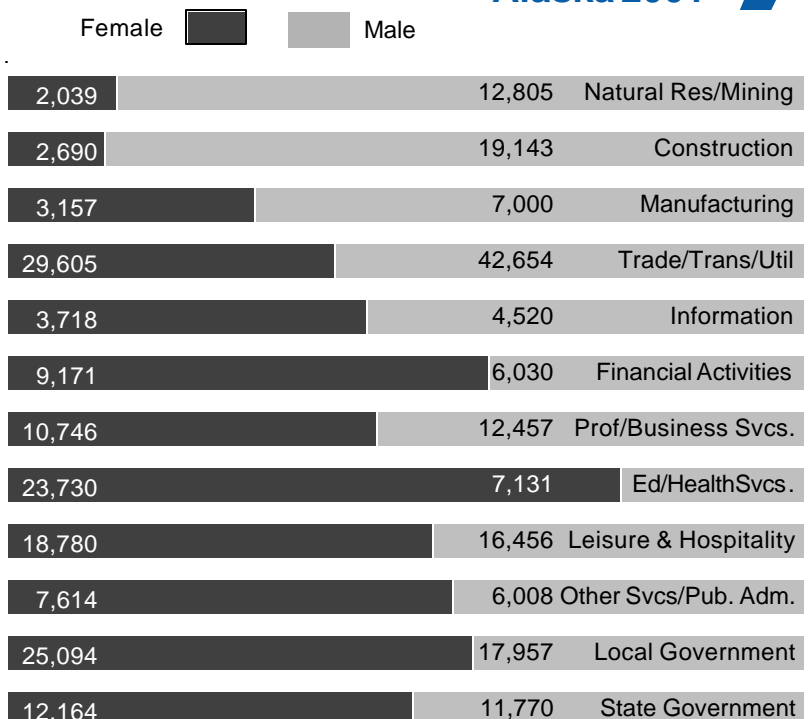
An analysis using 1999 data from the U.S. Census on full time year-round workers placed the Aleutians East Borough third among eleven very small, rural counties in the United States where women out-earn men. Women's annual earnings in the Aleutians East were \$3,484 more than men's. In these small, rural counties, men's earnings are typically depressed. In Aleutians East, fisheries, where most men work, are in decline, and about 25 percent of women work in health care, education and government.

(continued on page 20)



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

Employment by Industry Alaska 2001



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

8 Top 50 Male Occupations – Workers, Earnings, Earnings Ratio

Alaska 2001

	Male Workers	Female Workers	Percent Female	Average Male Earnings	Average Female Earnings	Female Earn as % of Male	Earnings Difference
Construction Laborers	5,841	650	10.0	\$20,674	\$15,752	76.2	\$4,922
Laborers and Freight, Stock, & Material Movers, Hand	5,680	905	13.7	14,768	11,244	76.1	3,525
Retail Salespersons	5,186	7,633	59.5	19,268	11,183	58.0	8,085
Carpenters	4,088	112	2.7	24,613	13,862	56.3	10,751
Janitors & Cleaners, exc. Maids & Housekeeping Cleaners	3,646	2,067	36.2	15,780	13,738	87.1	2,043
Maintenance and Repair Workers, General	3,381	225	6.2	30,310	16,041	52.9	14,270
Operating Engineers & other Construction Equip. Operators	3,168	139	4.2	44,810	34,045	76.0	10,765
Combined Food Prep & Serving Wkrs, incl. Fast Food	2,914	3,129	51.8	5,617	6,219	110.7	-602
Seafood Processing Workers, exc. Surimi and Fish Roe	2,230	1,257	36.0	12,441	10,140	81.5	2,301
Truck Drivers, Heavy & Tractor-Trailer	2,209	103	4.5	37,600	28,873	76.8	8,727
General & Operations Managers	2,046	1,152	36.0	63,311	38,855	61.4	24,456
Electricians	1,893	75	3.8	43,827	27,214	62.1	16,614
Office Clerks, General	1,874	7,479	80.0	19,512	16,635	85.3	2,877
Stock Clerks & Order Fillers	1,683	656	28.0	17,346	12,789	73.7	4,557
Automotive Service Technicians & Mechanics	1,625	43	2.6	33,107	22,247	67.2	10,860
Cashiers	1,570	4,400	73.7	10,619	9,529	89.7	1,090
Cooks, Restaurant	1,535	388	20.2	15,269	14,527	95.1	742
Security Guards	1,464	332	18.5	25,730	17,169	66.7	8,561
Plumbers, Pipefitters, & Steamfitters	1,377	28	2.0	41,665	23,218	55.7	18,446
Truck Drivers, Light or Delivery Services	1,344	195	12.7	26,803	16,092	60.0	10,711
Dishwashers	1,257	266	17.5	6,643	5,291	79.7	1,352
First-Line Supv/Mgr Construction Trades & Extraction Wkrs	1,156	37	3.1	68,977	49,391	71.6	19,585
Roustabouts, Oil and Gas	1,131	46	3.9	45,511	26,208	57.6	19,304
Police and Sheriff's Patrol Officers	1,130	135	10.7	49,223	44,147	89.7	5,076
Aircraft Mechanics & Service Technicians	1,117	39	3.4	41,830	38,193	91.3	3,636
Food Preparation Workers	1,108	1,065	49.0	16,565	13,251	80.0	3,315
Packers & Packagers, Hand	1,058	378	26.3	8,510	6,528	76.7	1,982
Airline Pilots, Copilots, & Flight Engineers	1,053	59	5.3	61,608	49,081	79.7	12,527
Chief Executives	1,037	533	33.9	88,687	55,749	62.9	32,938
Waiters and Waitresses	941	3,476	78.7	10,725	9,316	86.9	1,409
First-Line Supv/Mgr of Mechanics, Installers, Repairers	812	59	6.8	59,822	50,651	84.7	9,171
Elementary School Teachers, exc. Special Education	810	3,077	79.2	40,242	39,622	98.5	620
Customer Service Representatives	781	2,043	72.3	24,507	23,351	95.3	1,156
Sales Reps, Wholesale and Mfg, exc. Tech & Scientific Prod	774	335	30.2	44,900	33,458	74.5	11,441
Teacher Assistants	763	3,670	82.8	11,118	11,706	105.3	-588
Counter Attendants, Cafeteria, Food Concession, Coffee Shop	762	1,590	67.6	14,270	10,081	70.6	4,189
Helpers—Installation, Maintenance, & Repair Workers	750	59	7.3	19,061	15,489	81.3	3,572
Driver/Sales Workers	748	143	16.0	18,034	9,452	52.4	8,582
Maids and Housekeeping Cleaners	736	2,749	78.9	13,143	10,624	80.8	2,519
Cleaners of Vehicles and Equipment	734	121	14.2	9,983	10,123	101.4	-140
Welders, Cutters, Solderers, & Brazers	729	13	1.8	41,631	22,082	53.0	19,549
Counter & Rental Clerks	719	1,147	61.5	16,950	12,994	76.7	3,956
Landscaping & Groundskeeping Workers	706	175	19.9	11,382	8,449	74.2	2,932
Painters, Construction & Maintenance	698	56	7.4	21,259	9,066	42.6	12,194
Sailors and Marine Oilers	696	79	10.2	27,563	13,502	49.0	14,060
Correctional Officers & Jailers	695	203	22.6	39,168	33,374	85.2	5,794
First-Line Supv/Mgr of Retail Sales Workers	681	707	50.9	38,671	26,210	67.8	12,461
Parts Salespersons	657	112	14.6	26,143	18,572	71.0	7,571
Secondary School Teachers, exc. Spe. and Voc. Education	646	930	59.0	40,836	35,168	86.1	5,667
Bookkeeping, Accounting, & Auditing Clerks	574	3,858	87.0	29,951	25,285	84.4	4,666
Construction Managers	572	33	5.5	73,957	55,072	74.5	18,885

Top 50 Female Occupations—Workers, Earnings, Earnings Ratio

Alaska 2001



	Male Workers	Female Workers	Percent Female	Male Average Earnings	Female Average Earnings	Female Earn as % of Male	Earnings Difference
Retail Salespersons	5,186	7,633	59.5	\$19,268	\$11,183	58.0	\$8,085
Office Clerks, General	1,874	7,479	79.9	19,512	16,635	85.3	2,877
Cashiers	1,570	4,400	73.7	10,619	9,529	89.7	1,090
Bookkeeping, Accounting, & Auditing Clerks	574	3,858	87.0	29,951	25,285	84.4	4,666
Teacher Assistants	763	3,670	82.8	11,118	11,706	105.3	-588
Waiters & Waitresses	941	3,476	78.7	10,725	9,316	86.9	1,409
Registered Nurses	323	3,300	91.1	50,648	42,248	83.4	8,399
Executive Secretaries & Administrative Assistants	347	3,265	90.4	26,903	26,426	98.2	477
Combined Food Prep & Serving Wkrs, incl. Fast Food	2,914	3,129	51.8	5,617	6,219	100.7	-602
Elementary School Teachers, exc. Special Education	810	3,077	79.2	40,242	39,622	98.5	620
Receptionists & Information Clerks	265	2,843	91.5	21,662	15,786	72.9	5,876
Maids & Housekeeping Cleaners	736	2,749	78.9	13,143	10,624	80.8	2,519
Secretaries, exc. Legal, Medical, & Executive	194	2,437	92.6	21,965	22,703	103.4	-738
Janitors & Cleaners, exc. Maids & Housekeeping Cleaners	3,646	2,067	36.2	15,780	13,738	87.1	2,043
Customer Service Representatives	781	2,043	72.3	24,507	23,351	95.3	1,156
Child Care Workers	258	1,698	86.8	7,308	9,212	126.0	-1,903
Counter Attendants, Cafeteria, Food Concession, Coffee Shop	762	1,590	67.6	14,270	10,081	70.6	4,189
Nursing Aides, Orderlies, and Attendants	230	1,572	87.2	24,877	21,131	85.0	3,747
First-Line Supv/Mgr Office & Admin Support Wkrs	382	1,502	79.7	48,837	34,936	71.5	13,901
Bartenders	538	1,259	70.0	13,271	11,660	87.9	1,611
Seafood Processing Workers, exc. Surimi & Fish Roe	2,230	1,257	36.0	12,441	10,140	81.5	2,301
General & Operations Managers	2,046	1,152	36.0	63,311	38,855	61.4	24,456
Counter & Rental Clerks	719	1,147	61.5	16,950	12,994	76.7	3,956
Reservation and Trans. Ticket Agents, Travel Clerks	254	1,114	81.4	18,146	20,158	111.1	-2,012
Food Preparation Workers	1,108	1,065	49.0	16,565	13,251	80.0	3,315
Accountants & Auditors	394	1,013	72.0	47,790	40,569	84.9	7,221
Billing & Posting Clerks & Machine Operators	93	1,001	91.5	41,980	26,298	62.6	15,682
Personal and Home Care Aides	157	993	86.3	13,320	11,257	84.5	2,063
Secondary School Teachers, exc. Spec. & Voc. Education	646	930	59.0	40,836	35,168	86.1	5,667
Tellers	109	919	89.4	17,365	16,545	95.3	820
Laborers and Freight, Stock, & Material Movers, Hand	5,680	905	13.7	14,768	11,244	76.1	3,525
Administrative Services Managers	483	868	64.2	54,383	39,861	73.3	14,523
Dental Assistants	35	839	96.0	27,578	21,098	76.5	6,480
Hotel, Motel, & Resort Desk Clerks	314	774	71.1	12,010	11,043	91.9	967
First-Line Supv/Mgr of Retail Sales Workers	681	707	50.9	38,671	26,210	67.8	12,461
Legal Secretaries	24	671	96.5	24,863	29,890	120.2	-5,027
File Clerks	151	664	81.5	13,708	15,053	109.8	-1,345
Home Health Aides	191	661	77.6	20,419	16,054	78.6	4,365
Stock Clerks & Order Fillers	1,683	656	28.0	17,346	12,789	73.7	4,557
Construction Laborers	5,841	650	10.0	20,674	15,752	76.2	4,922
Instructional Coordinators	181	634	77.8	34,459	29,563	85.8	4,896
Court, Municipal, & License Clerks	98	625	86.4	24,426	25,042	102.5	-617
Recreation Workers	353	587	62.4	9,717	10,062	103.5	-345
Hairdressers, Hairstylists, & Cosmetologists	34	580	94.5	17,907	16,811	93.9	1,096
Financial Managers	358	567	61.3	81,799	54,104	66.1	27,695
Hosts & Hostesses, Restaurant, Lounge, Coffee Shop	140	555	79.9	7,500	6,229	83.0	1,272
Cooks, Institution & Cafeteria	334	545	62.0	23,423	16,510	70.5	6,914
Chief Executives	1,037	533	33.9	88,687	55,749	62.9	32,938
Middle School Teachers, exc. Spec. and Voc. Education	307	491	61.5	46,559	44,407	95.4	2,152
Child, Family, & School Social Workers	154	487	76.0	35,281	28,488	80.7	6,793
Medical & Health Services Managers	134	447	76.9	74,291	53,837	72.5	20,453

10 Income by Geographic Location

And sex – 2001

	Male Workers	Female Workers	Percent Female	Male Income	Female Income	Female Earnings as % of Male
Aleutians East	789	582	42%	\$24,525	\$16,659	68%
Aleutians West	1,587	905	36%	33,945	23,775	70%
Anchorage	72,236	68,806	49%	35,641	23,962	67%
Bethel	4,472	3,810	46%	19,445	17,425	90%
Bristol Bay Borough	694	387	36%	24,120	16,641	69%
Denali Borough	877	546	38%	36,270	13,961	38%
Dillingham	1,245	1,232	50%	21,862	21,797	100%
Fairbanks	18,579	17,742	49%	30,371	20,732	68%
Haines	517	555	52%	19,576	14,934	76%
Juneau	8,578	8,533	50%	30,712	24,238	79%
Kenai	10,887	10,011	48%	30,868	16,835	55%
Ketchikan	3,821	3,699	49%	28,707	19,667	69%
Kodiak	3,020	2,966	50%	24,892	17,751	71%
Lake and Peninsula	534	410	43%	18,208	13,774	76%
Mat-Su	7,822	9,511	55%	24,262	18,015	74%
Nome	2,473	2,134	46%	22,065	19,036	86%
North Slope Borough	8,573	2,842	25%	49,295	30,256	61%
Northwest Arctic Bor.	2,291	1,520	40%	34,440	21,993	64%
POW-Outer Ketchikan	1,419	1,239	47%	21,578	14,872	69%
Sitka	2,088	2,238	52%	26,139	20,506	78%
Skagway-Angoon	813	740	48%	21,181	14,046	66%
Southeast Fairbanks	919	901	50%	23,712	14,421	61%
Valdez-Cordova	3,574	2,462	41%	38,945	20,718	53%
Wade Hampton	1,582	1,296	45%	17,245	12,659	73%
Wrangell-Petersburg	1,508	1,454	49%	23,175	16,626	72%
Yakutat	286	194	40%	21,747	16,917	78%
Yukon-Koyukuk	1,903	1,528	45%	23,484	16,787	71%
Outside Alaska	476	99	17%	76,407	32,198	42%
Unknown in Alaska	145	258	64%	23,596	16,841	71%
Total	164,129	148,671	48%	28,526	18,725	66%

Top employers of men and women

The top employers of women in Alaska's private sector include Providence Health System Alaska, Safeway, Fred Meyer, Wal-Mart, Banner Health System and Alaska Airlines. The top private employers for men are Safeway, VECO, Fred Meyer, Wal-Mart, Alaska Airlines, and BP Exploration. (See Exhibits 11 and 12.)

Summary

In the period 1999 to 2001, the gender gap increased by .4 percent to 66.4 percent. In the private sector women earned 62 cents for every dollar earned by men in 2001, and in state and local government, 76 cents. Men's average annual income was \$32,618 and women's was \$21,644. The difference in men's and women's average annual income in 2001 rose to \$11,000. Among the top 50 male occupations, 34 percent have 10 percent or fewer females. Among the top 50 female occupations, 16 percent have 10 percent or fewer males. Local government showed the smallest gender gap at 82 percent, and the largest gaps were in trade, transportation and utilities at 56 percent and manufacturing at 57 percent.

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

Methodology

All private sector, state and local government worker unemployment insurance wage records were aggregated to obtain total worker wage and salary earnings for 2001. The data show workers' total earnings, not wage rates. Occupation, industry and place of work data were obtained from the employer for whom the worker earned the most money in 2001. Age and gender information was obtained by matching with historical Permanent Fund Dividend applicant files.

Top Male Employers Alaska 2001

11

	Male Employees	Female Employees	Percent Female
State of Alaska	8,073	8,258	51%
University of Alaska	2,699	3,348	55%
Anchorage School District	2,186	5,757	72%
Safeway Inc.	2,112	2,058	49%
Municipality of Anchorage	1,883	1,098	37%
VECO Alaska Inc.	1,567	260	14%
Fred Meyer Shopping Centers	1,190	1,629	58%
Wal-Mart Associates Inc.	1,066	1,558	59%
Alaska Airlines Inc.	915	963	51%
BP Exploration Alaska Inc.	886	208	19%

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

Top Female Employers Alaska 2001

12

	Male Employees	Female Employees	Percent Female
State of Alaska	8,073	8,258	51%
Anchorage School District	2,186	5,757	72%
University of Alaska	2,699	3,348	55%
Providence Health System Alaska	687	2,798	80%
Fairbanks North Star School Dist.	762	2,066	73%
Safeway Inc.	2,112	2,058	49%
Fred Meyer Shopping Centers	1,190	1,629	58%
Wal-Mart Associates Inc.	1,066	1,558	59%
Mat-Su Borough Schools	540	1,507	74%
Kenai Peninsula Borough Schools	577	1,185	67%

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