

# 2017 Report On The Status of Women in Northeast Wisconsin Women, Work & Wages

## KEY FINDINGS

Regionally, the wage gap ranges from 72 cents on the dollar (on average) for women in Fond du Lac County to 78 cents in Brown County (the same as the statewide gap).

Median earnings for women in Wisconsin were \$37,700 compared to men's median earnings of \$48,300—a 78% earnings ratio.

Statewide and across the region, half of all women working full-time, year-round can be found in four occupations, with one-in-four women working in office and administrative support occupations, unchanged from 2009.

For men, the most common occupation is production (including manufacturing), with a median wage about 35% higher than for women in office occupations.

Three occupations appear in the Top 5 lists for both women and men and in each case women's median annual income (wages), on average, is less for each occupation—often considerably less. These lower overall earnings for women have significant consequences for household income, in both female-headed households and dual-earner family households.




**Why does the wage gap persist despite women's high levels of educational achievement and workforce participation?**

The gender wage gap has narrowed in three of the four counties in the Northeast WI, since the last Status of Women in Northeast Wisconsin Report, with a notably large improvement in Outagamie County. Fond du Lac County has the widest gender wage gap in the region at 72 cents for every dollar earned by a man (on average). An upward arrow reflects an increase in women's median annual wages relative to men's, which reduces (narrows) the gender wage gap.

Women of color face substantially larger gender wage gaps as county or statewide overall wage gap figures are heavily weighed by white women's wages. While reliable local data are not available (due to small sample sizes), a 2013 report from the Wisconsin Women's Council found, statewide, wage gaps as low as \$0.58 for Hispanic women to \$0.66 for African American and Asian women.

**Gender Wage Gap, WI and by County**  
Women's earnings per \$1.00 of men's earnings

|             | Women's Median Annual Wage | Men's Median Annual Wage | Gender Wage Gap  | Gap in 2011 Report |
|-------------|----------------------------|--------------------------|------------------|--------------------|
| Wisconsin   | \$37,700                   | \$48,300                 | ▲ \$0.78 up 3¢   | \$0.75             |
| Brown       | \$36,900                   | \$47,400                 | ▲ \$0.78 up 3¢   | \$0.74             |
| Fond du Lac | \$34,800                   | \$48,000                 | ▼ \$0.72 down 1¢ | \$0.73             |
| Outagamie   | \$38,400                   | \$51,300                 | ▲ \$0.75 up 7¢   | \$0.68             |
| Winnebago   | \$35,600                   | \$47,300                 | ▲ \$0.75 up 3¢   | \$0.72             |



**What steps could be taken**  
(by individuals, policymakers,  
businesses) to reduce the  
gender wage gap?

## Where Women Work and the Gender Wage Gap Women's Top 5 Occupations (full-time, year-round civilian workers)

| The gender wage gap is a measure of earnings by women (on average) for every \$1.00 earned by men (on average), by occupational area. | Northeast, WI   |                             |                     |                   |                               | Wisconsin (statewide)         |
|---|-----------------|-----------------------------|---------------------|-------------------|-------------------------------|-------------------------------|
|   | Number of Women | Share of Jobs Held by Women | Women's Median Wage | Men's Median Wage | Gender Wage Gap by Occupation | Gender Wage Gap by Occupation |
| Office & administrative support   | 24,700          | 75%                         | \$33,300            | \$40,500          | \$0.82                        | \$0.84                        |
| Management occupations*   | 9,700           | 37%                         | \$51,600            | \$75,500          | \$0.68                        | \$0.76                        |
| Sales & related (incl. retail)*   | 9,600           | 39%                         | \$33,400            | \$50,200          | \$0.66                        | \$0.64                        |
| Production*   | 8,300           | 25%                         | \$31,600            | \$44,500          | \$0.71                        | \$0.73                        |
| Business & financial operations   | 8,200           | 57%                         | \$47,500            | \$61,400          | \$0.77                        | \$0.75                        |

\*Also a Top 5 occupation for men in Wisconsin.

Sources: See Appendix

This research is a collaboration of the Women's Funds of Northeast Wisconsin.