

## Median Earnings of Wage and Salary Workers

In 2016, the median earnings among New Hampshire’s civilian employed population 16 years and over were \$38,898. Calculated by gender, the median earnings for males were \$45,979 compared to \$32,234 for females. This is not to say, however, that some females don’t earn more than males, this is simply the midpoint of earnings among workers of each gender.

Earnings are the sum of wage or salary income and net income from self-employment. These data represent earnings of New Hampshire residents, regardless of where they are employed. Earnings represent the gross amount of income received regularly before any type of deductions, including

personal income taxes, Social Security, bond purchases, union dues, Medicare deductions, to name a few.<sup>1</sup> It is difficult to identify the drivers behind the differences in earnings. Among the limitations of these data is the inability to distinguish the number of hours worked, how hours may impact median earnings, the effects of out-commuting, education and experience, and if there is a difference between the genders due to occupational and industry differences.

In 2017, roughly 141,300 New Hampshire residents age 16 years and over worked part time, representing 19.6 percent of all working residents.<sup>2</sup> Among part time workers, 67.5 percent were female,

### Inside this issue

#### Seasonally

#### Adjusted Estimates

Unemployment Rates. . . . . 4

Current Employment Statistics. . . . . 4

#### Not Seasonally

#### Adjusted Estimates

Unemployment Rates. . . . . 5

Current Employment Statistics. . . . . 5

Claims Activity . . . . . 9

and most female part-time workers, 84.1 percent, did so voluntarily. Overall, roughly one of every four females worked part time, compared to less than one of every eight male workers.

### 2016 Median Annual Earnings of New Hampshire Population Age 16 and Over By Occupational Group

Rank	Occupational Group	Median Annual Earnings	Rank	Occupational Group	Median Annual Earnings
1	Computer and mathematical	\$81,161	12	Community and social services	\$40,256
2	Architecture and engineering	\$73,069	13	Arts, design, entertainment, sports, and media	\$38,302
3	Management	\$71,500	14	Production	\$38,102
4	Legal	\$66,667	15	Farming, fishing, and forestry	\$34,157
5	Healthcare practitioner and technical	\$60,342	16	Office and administrative support	\$32,365
6	Business and financial operations	\$60,167	17	Sales and related	\$31,018
7	Protective service	\$52,378	18	Healthcare support	\$29,301
8	Life, physical, and social science	\$51,295	19	Building and grounds cleaning and maintenance	\$22,991
9	Installation, maintenance, and repair	\$40,890	20	Material moving	\$22,094
10	Construction and extraction	\$40,375	21	Food preparation and serving related	\$15,623
11	Education, training, and library	\$40,277	22	Personal care and service	\$13,431

Source: 2016 American Community Survey 1-Year Estimates, Table S2401

<sup>1</sup> Glossary. American Fact Finder. U.S. Census Bureau. <https://factfinder2.census.gov/help/en/index.htm#glossary.htm>

<sup>2</sup> Unpublished data from Current Population Survey for New Hampshire, 12 month moving average January 2017 to December 2017.

## Share of Occupational Employment by Gender

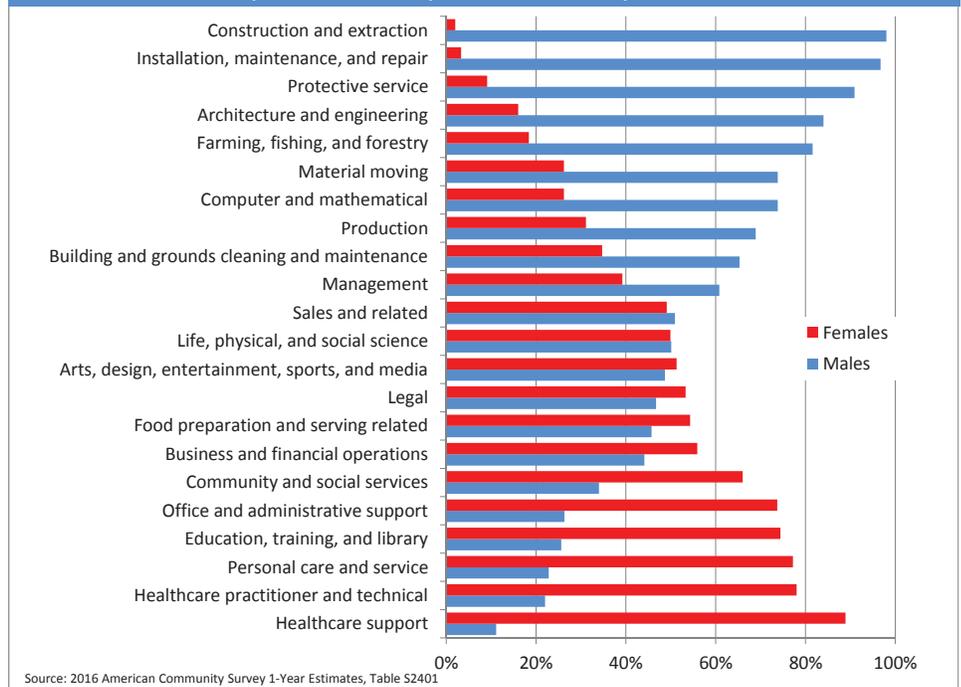
Overall, the shares of New Hampshire’s employed population age 16 and over are fairly even between males and females, 51.8 percent and 48.2 percent respectively. However, that is not the same case among the individual occupational groups. There are some occupational groups where employment is very obviously dominated by one gender or the other.

In New Hampshire, males dominated employment in Construction and extraction; Installation, maintenance, and repair; Protective services; Architecture and engineering; and Farming, fishing, and forestry occupations. Males held at least 80 percent of employment in these five occupational groups. Four of these groups ranked among the top ten in median annual earnings for all workers; only Farming, fishing, and forestry occupations did not.

On the other end of the scale, females dominated employment in Healthcare support; Healthcare practitioner and technical; Personal care and service; Education, training and library; and Office and administrative support occupations. Females held at least 70 percent of employment in these five occupational groups. Only one of these groups, Healthcare practitioners and technical occupations, ranked among the top ten in median annual earnings for all workers.

Only a few occupational groups were divided about 50/50 between male and female workers, including Life, physical, and social science;

## Share of Employment by Gender among Occupational Groups in New Hampshire- 2016



Arts, design, entertainment, sports, and media; Legal; Sales and related; and Food preparation and service occupations. Two of the groups, Life, physical and social science, and Legal occupations, ranked among the top ten median annual earnings for all workers.

## Median Earnings by Gender among the Occupational Groups

Across the board, median earnings of males were higher than those of females in all occupational groups. However, the highest median earnings of both males and females were in the same seven occupational groups.

Females employed in Architecture and engineering occupations had the highest median earnings, \$72,288 annually, though females accounted for only 16.0 percent of workers in those jobs. Males, with the lion’s share of employment in

this occupational group had median earnings of \$73,167.

The second highest median earnings for females were \$63,344 in Computer and mathematical occupations, accounting for 26.2 percent of workers in this occupational group. Males employed in this group had the highest median earnings among male workers in all occupational groups.

Females employed in Healthcare practitioner and technical occupations represented 78.0 percent of employment, and had the third highest median earnings for females, \$55,989. Males accounted for 22.0 percent of employment in the occupational group, with median earnings of \$77,173.

These same comparisons can be done in all the occupational groups with similar results. The concentration of employment for

either gender has no demonstrated relevance on the median earnings of that gender among the occupational groups.

Other factors contributing to the difference in median earnings by gender can be found among multiple elements that these data do not measure, such as, the number

of hours individuals work or the amount of education and experience which each worker possesses.

Personal life/work decisions affect all of these elements. Including earnings for all workers in the calculations for median earnings, regardless of the number of hours worked, has a definite impact on the results.

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