



## Boston Women's Workforce Council 2019 Report Highlights

- **The BWWC added 46 new 100% Talent Compact signers since the 2017 report, and more than half of those were added this year.** The Compact has been signed by 260 companies and nonprofits in the Greater Boston area to date. When signing the Compact, employers agree to both look at and take steps to remedy any wage gaps should they find them, and to report wage data anonymously every other year so that the community can see a snapshot of the pay gaps.
- The wage data that are collected are unique because they:
  - Are anonymous employer-provided salary data (as opposed to employee-provided Census data)
  - Cover Metro Boston, creating a regional wage gap estimate
- The 2019 reporting cycle encompasses **136,437 employees**, representing 13 percent of the Greater Boston workforce and over \$13.3 billion in total compensation. These data were collected from about half of the Compact signers, and include information on fewer employees than were reflected in the 2017 BWWC report. In addition, the share of the employees in various job classifications varies from the earlier report, with a greater share of executives and professionals.
- **The wage gap is 30 cents**, meaning women in our sample, on average, earned 70 cents for every dollar earned by white men. We do not compare the 2019 and 2017 measurements because the differences in the samples and our focus on anonymity make such comparisons inherently faulty.
- Consistent with other surveys, **the gender wage gap varied by race:**
  - White women: 70 cents compared to White man's dollar
  - Asian women: 67 cents compared to White man's dollar
  - Black/African American women: 49 cents compared to White man's dollar
  - Hispanic/Latina women: 45 cents compared to White man's dollar
- **The wage gap also varied by job category.** On average:
  - Female Administrative Workers out-earn their male colleagues, \$1.02 to \$1.00



- The smallest base pay gaps were for Operatives and Craft Workers: women earn 93 and 82 cents compared to a man's dollar, respectively.
  - The largest base pay gap was for Service Workers: women earn 45 cents compared to a man's dollar, and
  - Notably, female Executives have the second largest base pay gap, earning 70 cents compared to a man's dollar
- On average, cash performance pay made up 5% of annual total compensation for women and 11% of annual total compensation for men. On average, across all races and job categories, **women in our sample made 31 cents for each dollar of cash performance pay men made.**

#### **A Few Notes on Our Sample:**

- Our sample includes a larger share of women employees than we have seen in data reflecting the Boston workforce overall – our sample is 58% women and 42% men, while our understanding of the workforce overall is that it is about evenly split between women and men.
- We also have a large share of professionals – 54% of our sample, including both men and women, coded into the EEO-1 “professional” job classification.
  - Jobs included in that classification cover a wide range of occupations with very different job markets.
  - Salaries typically differ by type of job and market for those positions – for example, nurses and neurosurgeons are both classified as professionals but have very different pay.
  - The EEO-1 category of “executives” has a similar issue. Such jobs would naturally vary in pay by market and are certainly not be evenly distributed between men and women.
  - Finally, other lower paying jobs have a similar characteristic related to varying markets. Service workers could include for example home health aides and well as security guards.
- One could argue that the existence of separate markets and related pay for positions within a job classification should not matter if those positions were equally held by men and women. We know that is not the case, however.
- Thus to really understand what these data are telling us we need to better understand the barriers that may exist to women occupying the higher paid positions within the EEOC-1 job classifications. We need to encourage employers to



step up their efforts to promote women to higher positions, and even to middle management as [McKinsey has documented](#). And we especially need to ensure that women of color are a key area of focus, as the data suggest that they are affected more than white women by the job classification issue.

- Our work in 2020 will include a major emphasis on advancing women into leadership positions, particularly women of color. We will not measure a community wage gap again until 2021.
- Because the data participation process anonymizes individual contributors, the BWWC is unable to know whether the dataset is comparable to datasets from previous years.

### **Looking Ahead:**

- In 2020, the BWWC will:
  - Substantially grow the Compact network by recruiting the remaining large employers in Greater Boston.
  - Assist employers in adopting Effective Practices, across the varying industries in the Compact;
  - Identify new effective practices leveraging prominent thought leaders and our Compact Signers via our 2nd Annual Innovative Initiatives competition,
  - Build alliances with those doing similar work in other regions nationally and internationally, to identify the best ideas across these groups.