

ETI Trends

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Economic, Business, Social and Environmental Trends

This brief note highlights some trends in gender based wage disparities in Puerto Rico.

Gender Wage Gap in Puerto Rico

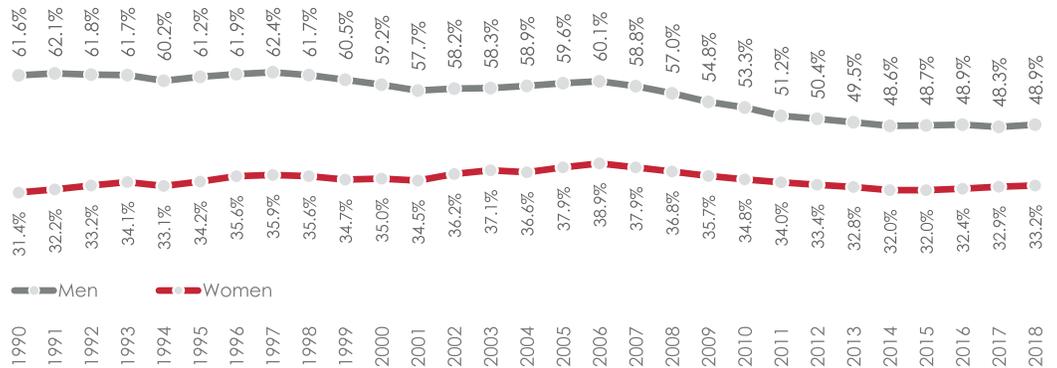
Population and Workforce

Women currently comprise 52.1%, men 47.9% of the population, but in terms of labor force participation the opposite is reflected. Men made up 56% of the labor force and women the remaining 44%. In 2018, the total labor force participation rate was 40.4%; for women it was 33.2% and 48.9% for men. There was a decrease since the highs of 2006 of 5.7 and 11.2 percentage points respectively, as shown in the graph below.

Education by gender

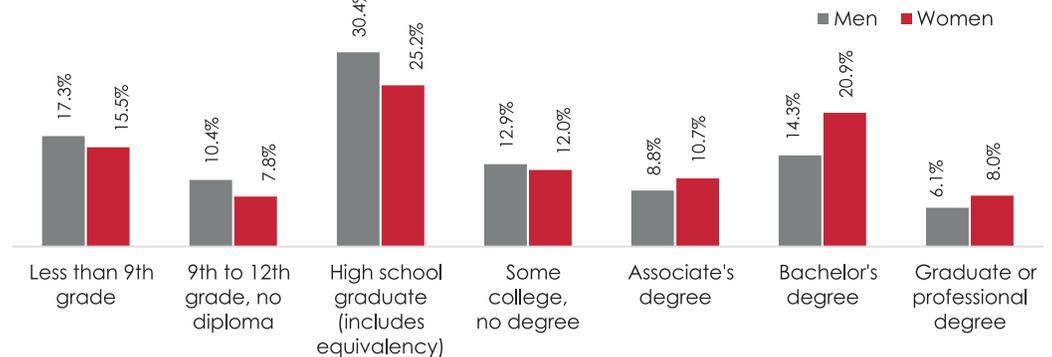
The female population in Puerto Rico is more educated than their male counterparts. Almost 30% of women have completed a bachelor's or graduate degrees compared to around 20% of men.

Participation Rate by Gender



Source: Departamento de Trabajo y Recursos Humanos (2018)

Educational Attainment by Gender



Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates.

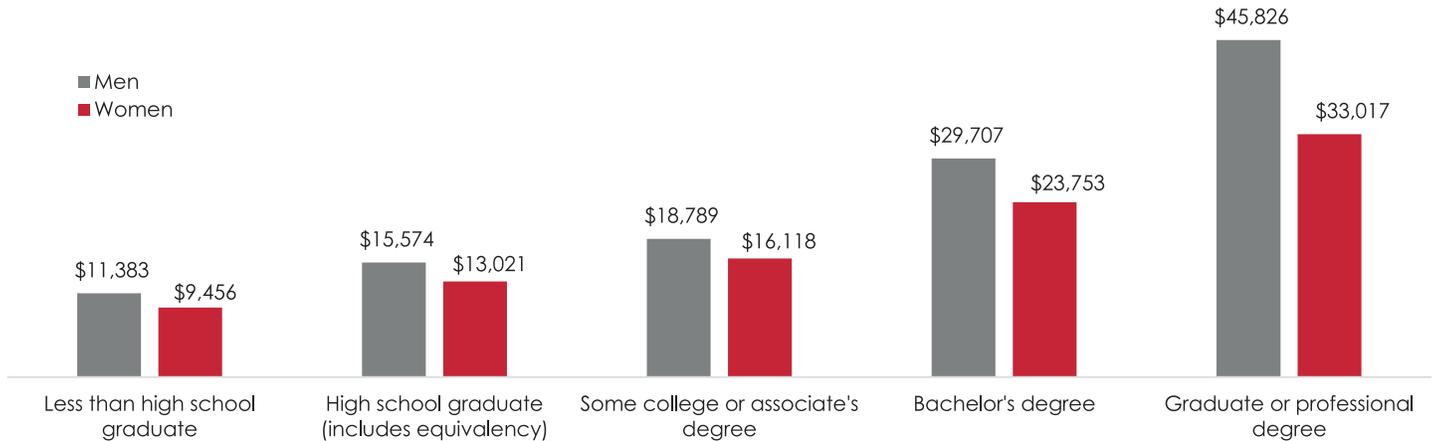


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When assessing the estimates for median earnings by sex and education, however, men earn more than women in all categories, including higher education levels where women outnumber men. The salary difference between both genders for those with “graduate or professional degrees” is \$12,809 and \$5,954 for those with a “bachelor’s degree”.

Assessment by Industry and Occupation

Estimates for Median Earnings by Sex and Educational Attainment



Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates

The activities where pay gaps are wider are professional, scientific and technical services (\$12,684), finance and insurance (\$6,036), and health care and social assistance (\$4,146).

Most of the occupations held by women are in the health services area while men prevail in occupations having to do with construction.

Within the top occupations that are mostly held by women, 4 out of 5 have wage discrepancies that favor men. On average, women make \$2,350 less than men in jobs where women predominate, compared to \$2,193 when considering all occupations.

The jobs with the highest pay gaps are the following: health diagnosing and treating practitioners and other technical occupations (\$15,182), legal occupations (\$10,241), sales and related occupations (\$7,131), architecture and engineering occupations (\$6,148) and healthcare practitioners and technical occupations (\$5,942).

In a forthcoming Occasional Paper, we will be expanding on this subject, one we consider of major importance.

Occupations by Gender by Sex and Educational Attainment

Occupations with the Highest Percentage of Women	
Healthcare support occupations	77.7%
Education, training, and library occupations	75.8%
Community and social services occupations	73.1%
Health technologists and technicians	72.0%
Healthcare practitioner and technical occupation	71.1%
Occupations with the Highest Percentage of Men	
Construction and extraction occupations	98.3%
Installation, maintenance, and repair occupations	97.3%
Natural, resources, construction, and maintenance	96.8%
Transportation occupations	93.1%
Material moving occupations	89.7%