

APPENDIX I: The 40 Lowest-Paying Jobs

	Low-paid occupation ¹	Median hourly wage, 2021 ²	Number of workers, 2021 ³	Share of workers who are women, 2021 ³
1	Entertainment Attendants and Related Workers, All Other	\$11.62	192,000	46%
2	Cooks, Fast Food*	\$11.63	1,905,000	40%
3	Ushers, Lobby Attendants, and Ticket Takers	\$11.75	29,000	-
4	Shampooers*	\$11.75	26,000	-
5	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$11.83	282,000	84%
6	Fast Food and Counter Workers	\$12.07	775,000	66%
7	Waiters and Waitresses	\$12.50	1,631,000	68%
8	Bartenders	\$12.67	362,000	57%
9	Dining Room and Cafeteria Attendants and Bartender Helpers	\$13.06	243,000	47%
10	Cashiers	\$13.11	2,601,000	73%
11	Childcare Workers	\$13.22	974,000	95%
12	Hotel, Motel, and Resort Desk Clerks	\$13.50	119,000	70%
13	Dishwashers	\$13.52	243,000	24%
14	Laundry and Dry-Cleaning Workers	\$13.63	116,000	67%
15	Animal Caretakers	\$13.75	272,000	82%
16	Pressers, Textile, Garment, and Related Materials	\$13.79	17,000	-
17	Food Servers, Nonrestaurant	\$13.81	172,000	74%
18	Food Preparation Workers	\$13.84	872,000	58%
19	Maids and Housekeeping Cleaners	\$13.84	1,357,000	89%
20	Telemarketers	\$13.90	33,000	-
21	School Bus Monitors	\$13.99	28,000	-
22	Food Preparation and Serving Related Workers, All Other	\$14.00	2,000	-
23	Baggage Porters and Bellhops*	\$14.00	84,000	28%
24	Retail Salespersons	\$14.00	2,750,000	49%
25	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	\$14.00	7,000	-

Low-paid occupation ¹		Median hourly wage, 2021 ²	Number of workers, 2021 ³	Share of workers who are women, 2021 ³
26	Manicurists and Pedicurists	\$14.05	247,000	83%
27	Parking Attendants	\$14.06	71,000	13%
28	Cleaners of Vehicles and Equipment	\$14.08	301,000	17%
29	Taxi Drivers	\$14.09	337,000	12%
30	Automotive and Watercraft Service Attendants*	\$14.10	89,000	11%
31	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	\$14.13	104,000	73%
-	Home Health and Personal Care Aides**	\$14.15	-	-
32	<i>Home health aides</i>		570,000	87%
33	<i>Personal care aides</i>		1,411,000	80%
34	Library Assistants, Clerical	\$14.16	88,000	84%
35	Dietetic Technicians*	\$14.19	66,000	83%
36	Sales and Related Workers, All Other	\$14.22	410,000	54%
37	Personal Care and Service Workers, All Other	\$14.24	101,000	72%
38	Graders and Sorters, Agricultural Products	\$14.25	53,000	71%
39	Hairdressers, Hairstylists, and Cosmetologists	\$14.26	713,000	92%
40	Recreation Workers	\$14.27	139,000	69%

1. Low-paid occupations can be defined in a variety of ways. For this analysis, NWLC defines low-paid jobs as the 40 occupations with the lowest hourly median wages, according to U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2021 National Occupational Employment & Wage Estimates (NOWES), https://www.bls.gov/oes/current/oes_nat.htm. To conduct a thorough demographic analysis of the workforce in these jobs, NWLC uses data from U.S. Census Bureau 2021 American Community Survey (ACS) data using IPUMS-USA along with 2021 Annual Averages from Table 11 of the BLS Current Population Survey (CPS). In the NOWES table, several occupations that are considered low-paid could not be matched to a corresponding 2021 ACS occupation code and did not have a matching occupation name in BLS CPS Table 11. Thus, to reach 40 occupations for analysis, several additional occupations from the NOWES table were substituted for those that did not have a matching ACS occupation code and matching occupation name in BLS CPS Table 11. Those occupations were excluded from this analysis and include: amusement and recreation attendants; gambling dealers; lifeguards, ski patrol, and other recreation protective services workers; gambling and sports book writers; cooks, short order; shoe machine operators and tenders; locker room, coatroom, and dressing room attendants; gambling change persons and booth cashiers; gambling service workers, all other; physical therapist aides; funeral attendants; drivers/sales workers; motion picture projectionists; gambling cage workers; tire repairers and changers; farmworkers and laborers, crop, nursery, and greenhouse; farmworkers, farm, ranch, and aquaculture animals.

2. U.S. Department of Labor, BLS, May 2021 NOWES, https://www.bls.gov/oes/current/oes_nat.htm.

3. Data on the number of workers and share of workers who are women are from U.S. Department of Labor, BLS, CPS, Household Data, 2021 Annual Averages, Table 11, <https://www.bls.gov/cps/cpsaat11.htm>. Dashes indicate data is unavailable.

* In a few instances, the two BLS sources required for this table—i.e., the NOWES and CPS Table 11—define occupations in slightly different ways. Specifically, fast food cooks in the NOWES are part of “cooks” in CPS Table 11; shampooers in the NOWES are included in “other personal appearance workers” in CPS Table 11; baggage porters and bellhops in the NOWES are identified as “baggage porters, bellhops, and concierges” in CPS Table 11; automotive and watercraft service attendants in the NOWES are “transportation service attendants” in CPS Table 11; and dietetic technicians in the NOWES are “dietetic technicians and ophthalmic medical technicians” in CPS Table 11. In each of these cases, the figures for the number of workers and share of workers who are women reflect the occupation as defined by CPS Table 11.

** In the NOWES table, BLS lists home health and personal care aides as a singular occupation, but in CPS Table 11 (and in the 2021 ACS), these two occupations are listed separately and thus have separate numbers of workers and shares of workers who are women listed here.

APPENDIX II: Women in Low-Paid Jobs, State by State

TABLE 1: Women's Share of the Low-Paid Workforce, 2021

	Low-Paid Workforce			Overall Workforce		
	Total Number of Workers	Number of Women Workers	Women's Share	Total Number of Workers	Number of Women Workers	Women's Share
United States	20,838,984	13,363,663	64.1%	157,815,522	74,462,136	47.2%
Alabama	286,789	197,464	68.9%	2,218,543	1,069,252	48.2%
Alaska	42,169	26,854	63.7%	352,179	158,266	44.9%
Arizona	461,432	287,193	62.2%	3,343,145	1,542,905	46.2%
Arkansas	166,433	110,507	66.4%	1,332,081	635,128	47.7%
California	2,610,994	1,631,386	62.5%	18,337,222	8,369,871	45.6%
Colorado	357,943	220,803	61.7%	3,042,125	1,397,931	46.0%
Connecticut	223,955	139,570	62.3%	1,817,535	878,477	48.3%
Delaware	61,722	38,474	62.3%	474,029	235,042	49.6%
District of Columbia	29,884	18,682	62.5%	358,738	185,247	51.6%
Florida	1,468,681	899,158	61.2%	10,074,035	4,767,358	47.3%
Georgia	631,923	425,456	67.3%	5,099,930	2,462,335	48.3%
Hawaii	104,461	60,885	58.3%	684,898	321,338	46.9%
Idaho	123,219	80,455	65.3%	909,538	415,369	45.7%
Illinois	776,347	498,896	64.3%	6,102,522	2,912,062	47.7%
Indiana	393,961	259,055	65.8%	3,252,569	1,529,257	47.0%
Iowa	202,204	138,909	68.7%	1,627,370	765,296	47.0%
Kansas	185,162	117,979	63.7%	1,449,556	677,045	46.7%
Kentucky	242,112	167,553	69.2%	2,013,830	959,064	47.6%
Louisiana	278,514	194,875	70.0%	1,972,056	967,336	49.1%
Maine	80,992	54,800	67.7%	676,188	329,717	48.8%
Maryland	343,710	224,093	65.2%	3,117,114	1,527,855	49.0%
Massachusetts	435,776	277,450	63.7%	3,610,117	1,766,448	48.9%
Michigan	604,228	394,521	65.3%	4,611,939	2,173,199	47.1%
Minnesota	377,318	239,479	63.5%	2,971,030	1,429,202	48.1%
Mississippi	155,492	107,592	69.2%	1,240,252	612,279	49.4%
Missouri	391,757	250,149	63.9%	2,979,410	1,429,486	48.0%
Montana	70,576	42,453	60.2%	531,283	248,776	46.8%
Nebraska	126,861	83,993	66.2%	1,028,745	486,484	47.3%
Nevada	252,788	146,294	57.9%	1,438,993	665,438	46.2%
New Hampshire	94,747	57,691	60.9%	744,428	349,860	47.0%
New Jersey	521,803	326,133	62.5%	4,520,798	2,138,626	47.3%
New Mexico	130,108	87,821	67.5%	889,844	421,371	47.4%
New York	1,353,778	858,551	63.4%	9,267,375	4,537,451	49.0%
North Carolina	626,152	402,500	64.3%	5,004,760	2,383,078	47.6%
North Dakota	54,093	35,317	65.3%	410,644	184,819	45.0%

	Low-Paid Workforce			Overall Workforce		
	Total Number of Workers	Number of Women Workers	Women's Share	Total Number of Workers	Number of Women Workers	Women's Share
Ohio	704,262	463,315	65.8%	5,627,114	2,695,844	47.9%
Oklahoma	244,692	162,044	66.2%	1,803,879	853,402	47.3%
Oregon	288,213	179,452	62.3%	2,008,236	947,750	47.2%
Pennsylvania	822,031	526,902	64.1%	6,213,898	2,980,950	48.0%
Rhode Island	72,685	45,286	62.3%	551,416	270,085	49.0%
South Carolina	319,205	209,025	65.5%	2,365,584	1,134,519	48.0%
South Dakota	65,272	44,031	67.5%	454,992	211,696	46.5%
Tennessee	417,801	272,511	65.2%	3,263,460	1,550,345	47.5%
Texas	1,946,098	1,254,224	64.4%	13,910,930	6,325,311	45.5%
Utah	193,304	118,421	61.3%	1,663,199	731,170	44.0%
Vermont	35,558	21,704	61.0%	326,305	159,286	48.8%
Virginia	496,623	325,520	65.5%	4,342,570	2,043,376	47.1%
Washington	458,487	293,611	64.0%	3,760,064	1,717,675	45.7%
West Virginia	109,063	73,463	67.4%	727,350	344,979	47.4%
Wisconsin	358,508	246,676	68.8%	3,003,934	1,434,277	47.7%
Wyoming	39,098	24,487	62.6%	287,770	128,803	44.8%

Source: National Women's Law Center (NWLC) calculations are based on U.S. Census Bureau, 2021 American Community Survey 1-year estimates using IPUMS. Low-paid occupations can be defined in a variety of ways. For this analysis, NWLC defines low-paid jobs as the 40 occupations with the lowest hourly median wages, according to U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2021 National Occupational Employment & Wage Estimates (NOWES), https://www.bls.gov/oes/current/oes_nat.htm.

TABLE 2: Poverty and Near-Poverty Rates Among Women in Low-Paid Jobs and Workers Overall, 2021

	Low-Paid Workforce		Overall Workforce	
	<i>Share of Women in Low-Paid Workforce Living Under 100% of the Federal Poverty Line</i>	<i>Share of Women in Low-Paid Workforce Living Under 200% of the Federal Poverty Line</i>	<i>Share of Overall Workforce Living Under 100% of the Federal Poverty Line</i>	<i>Share of Overall Workforce Living Under 200% of the Federal Poverty Line</i>
United States	14.9%	37.8%	5.5%	17.1%
Alabama	17.2%	43.9%	6.6%	21.6%
Alaska	-	-	4.6%	13.5%
Arizona	15.1%	38.3%	5.7%	18.8%
Arkansas	18.2%	51.0%	6.8%	23.6%
California	12.1%	33.9%	5.0%	16.3%
Colorado	15.3%	31.6%	4.9%	14.3%
Connecticut	10.6%	28.8%	4.2%	12.7%
Delaware	-	41.9%	5.3%	15.7%
District of Columbia		-	4.3%	9.5%
Florida	14.1%	39.9%	5.9%	20.1%
Georgia	17.1%	40.5%	6.2%	18.9%
Hawaii	-	27.7%	4.5%	12.7%
Idaho	16.9%	40.7%	6.4%	21.1%
Illinois	14.8%	37.5%	5.2%	15.8%
Indiana	15.3%	38.7%	5.2%	17.2%
Iowa	16.5%	37.1%	5.9%	16.6%
Kansas	18.0%	45.3%	6.1%	19.8%
Kentucky	18.3%	45.0%	6.7%	20.5%
Louisiana	22.5%	50.4%	8.6%	22.9%
Maine		31.7%	3.9%	13.8%
Maryland	12.0%	32.2%	4.0%	11.9%
Massachusetts	11.5%	29.3%	4.2%	11.1%
Michigan	15.6%	38.0%	5.6%	17.3%
Minnesota	13.7%	33.9%	4.4%	14.0%
Mississippi	20.2%	47.9%	7.7%	23.9%
Missouri	18.2%	42.1%	6.0%	18.4%
Montana	-	43.0%	6.2%	20.1%
Nebraska	13.7%	36.5%	5.1%	16.9%
Nevada	13.4%	36.5%	5.5%	19.1%
New Hampshire	-	20.0%	2.6%	8.8%
New Jersey	12.5%	29.9%	4.0%	12.1%

	Low-Paid Workforce		Overall Workforce	
	<i>Share of Women in Low-Paid Workforce Living Under 100% of the Federal Poverty Line</i>	<i>Share of Women in Low-Paid Workforce Living Under 200% of the Federal Poverty Line</i>	<i>Share of Overall Workforce Living Under 100% of the Federal Poverty Line</i>	<i>Share of Overall Workforce Living Under 200% of the Federal Poverty Line</i>
New Mexico	21.4%	56.7%	9.0%	26.1%
New York	15.0%	36.7%	5.2%	15.0%
North Carolina	17.4%	42.3%	6.0%	19.0%
North Dakota	-	34.1%	5.5%	16.9%
Ohio	15.0%	36.8%	5.5%	16.9%
Oklahoma	20.9%	43.7%	7.5%	23.1%
Oregon	15.9%	42.2%	6.0%	18.2%
Pennsylvania	12.7%	31.1%	4.6%	14.3%
Rhode Island	-	27.5%	4.4%	13.0%
South Carolina	16.4%	41.0%	6.5%	20.2%
South Dakota	-	39.0%	6.0%	17.1%
Tennessee	15.6%	42.2%	5.9%	19.8%
Texas	16.8%	44.2%	6.5%	20.8%
Utah	11.4%	26.4%	4.9%	16.5%
Vermont	-	-	4.0%	13.7%
Virginia	16.2%	37.1%	4.6%	14.1%
Washington	10.3%	30.4%	4.2%	12.9%
West Virginia	23.9%	45.6%	7.2%	21.6%
Wisconsin	13.1%	32.5%	5.2%	14.9%
Wyoming	-	36.0%	6.5%	19.2%

Dashes indicate data is unavailable due to insufficient sample sizes. Source: National Women’s Law Center (NWLC) calculations are based on U.S. Census Bureau, 2021 American Community Survey 1-year estimates using IPUMS. Low-paid occupations can be defined in a variety of ways. For this analysis, NWLC defines low-paid jobs as the 40 occupations with the lowest hourly median wages, according to U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2021 National Occupational Employment & Wage Estimates (NOWES), https://www.bls.gov/oes/current/oes_nat.htm.