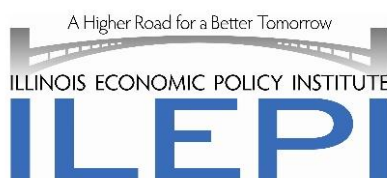


**THE STATUS OF FEMALE
WORKERS IN ILLINOIS**
*Overrepresented in Unstable,
Lower-Paying Sectors*



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THE STATUS OF FEMALE WORKERS IN ILLINOIS

OVERREPRESENTED IN UNSTABLE, LOWER-PAYING SECTORS

Economic Commentary #45

Introduction

The Institute for Women's Policy Research recently released data on the status of women in the United States by state. Illinois ranks 16th in the nation with a B- grade in female employment and earnings equity ([IWPR, 2015](#)). Over time, Illinois has shown great improvement. The wage gap has narrowed, more women are receiving higher education, and more women are taking on roles in managerial and professional occupations. While residents should take pride in these improvements, Illinois must continue to work towards achieving greater equality and combating the existing disparities. An unacceptable D+ grade from the same Institute for Women's Policy Research study on Illinois' support for working mothers demonstrates the work that needs to be done. Women still make only 79 cents on the dollar of similarly employed men ([NPWF, 2015](#)). Women still only hold 31.1 percent of seats in the Illinois General Assembly, a marginal share ([NCSL, 2015](#)). And women are still more likely to be outside the labor force and in poverty ([Census, 2015](#)).



This Illinois Economic Policy Institute (ILEPI) Economic Commentary explores earnings inequality and job segregation in Illinois' industry sectors. The analysis finds that the majority of the female workforce is concentrated in unstable, lower-paying sectors of the economy. There is also an extremely low representation of women in stable, high-earning sectors. These sectors include many science, technology, engineering, and mathematics (STEM) industries, in which men are 2.4 times more likely to be employed than women. Stable, middle-class sectors of the economy– such as manufacturing occupations and certain construction trades– also generally disproportionately employ male workers.

Findings

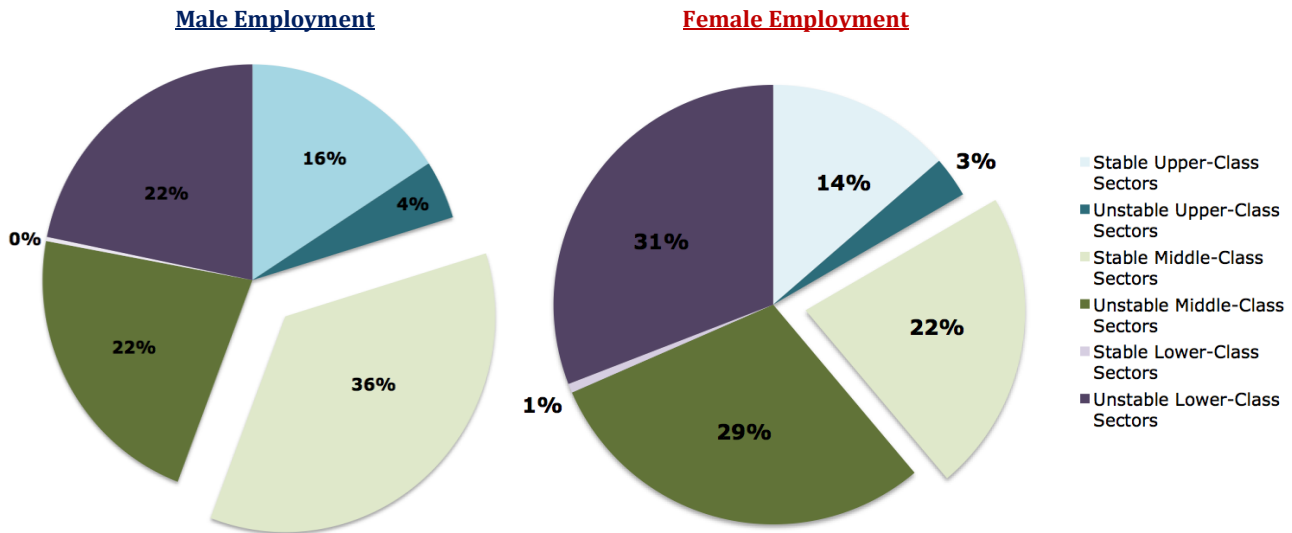
Information from the *Quarterly Workforce Indicators* (QWI) dataset provided by the U.S. Census Bureau was used to categorize every sector of the Illinois economy that employs at least 2,000 workers. Definitions of job stability and earnings are as follows:

- Stable Sectors: A quarterly turnover rate of 8 percent or lower;
- Unstable Sectors: A quarterly turnover rate of greater than 8 percent;
- Lower-Class Sectors: Average annual earnings less than \$36,000;
- Middle-Class Sectors: Average annual earnings between \$36,000 and \$84,000;
- Upper-Class Sectors: Average annual earnings above \$84,000.

The industries from the QWI categorized in each sector can be found in the Appendix.

Evaluating the sectoral differences between male and female workers sheds light on the sectoral gender inequality in Illinois. Figure 1 depicts the breakdown of male and female employment by sector. Despite women making up half of the Illinois workforce, an estimated 60 percent of working women in Illinois are employed in an unstable middle-class sector, an unstable lower-class sector, or a stable lower-class sector. Conversely, only about 44 percent of the male workforce is employed in an unstable middle-class sector, unstable lower-class sector, or stable lower-class sector (Figure 1).

Figure 1: Male Employment by Sector Type and Female Employment by Sector Type in Illinois, 2015Q1



Source: U.S. Census Bureau (2016). Quarterly Workforce Indicators (QWI). Available at <http://ledextract.ces.census.gov/>.

The biggest difference by gender is in stable middle-class employment: 36 percent of male workers in Illinois have jobs in stable middle-class sectors of the economy compared to just 22 percent of female workers. Lower levels of income and higher rates of job instability reduce aggregate well-being among women and leave them with little opportunity for growth. One potential reason why so many women are concentrated in these inferior sectors is that the industries that support these jobs are stereotyped as “female” jobs.

For example, a high share of female employment is present in the service and care industries, such as nursing home and psychiatric care facilities, where women make up 80 to 90 percent of all employment (Figure 2). When jobs become stereotyped as “feminine,” there tend to be consequences regarding the worth assigned to the work and how tasks are organized (Tomaskovic-Devey, 1994). Attitudes supporting jobs that are “acceptable” for females impact many educational, training, and hiring practices to limit the opportunities available to women. These systems then create barriers to entry and growth for many industries that fall outside of the perceived norm. This process leaves stereotypically female sectors on a low and unstable rung of the employment ladder.

As shown in Figure 2, nearly all of the top 20 female-dominated sectors (with at least 10,000 employees) earn incomes that are lower than the national average and have extremely high turnover rates. There are zero upper-class sectors represented in the top 20 female-dominated industries, and only 2 stable middle-class sectors. Conversely, Figure 3 displays the bottom 20 female-dominated sectors. Only 1 of the bottom 20 female-dominated industries is classified as a lower-class sector. Sectors with the lowest shares of female employment also tend to be more stable. A comparison of Figures 2 and 3 reveals significant differences in earnings and stability between jobs that are the least female-dominated and those that are the most female-dominated.

Figure 2: Top 20 Most Female-Dominated Sectors with at Least 10,000 Employees in Illinois, 2015Q1

State Rank	Top 20 Most Female-Dominated Sectors of the Illinois Economy in 2015	Total Jobs	Turnover Rate	Average Earnings	Female Share	ILEPI Stability	ILEPI Class
--	Entire Illinois Economy	5,597,697	8.80%	\$59,328	50.28%	--	--
1	Child Day Care Services	32,421	11.10%	\$22,308	90.02%	Unstable	Lower
2	Personal Care Services	28,084	9.60%	\$21,708	86.51%	Unstable	Lower
3	Offices of Dentists	36,002	6.40%	\$41,604	84.40%	Stable	Middle
4	Home Health Care Services	42,522	11.80%	\$27,708	83.32%	Unstable	Lower
5	Individual & Family Services	66,085	9.20%	\$20,712	81.01%	Unstable	Lower
6	Nursing Care Facilities (Skilled Nursing Facilities)	78,171	11.70%	\$28,908	79.96%	Unstable	Lower
7	Offices of Physicians	90,437	6.50%	\$76,092	79.13%	Stable	Middle
8	General Medical & Surgical Hospitals	230,829	8.30%	\$57,360	79.04%	Unstable	Middle
9	Retirement Communities & Elderly Assisted Living	32,958	11.10%	\$26,460	78.18%	Unstable	Lower
10	Outpatient Care Centers	16,667	8.50%	\$46,644	78.06%	Unstable	Middle
11	Offices of Other Health Practitioners	38,643	8.40%	\$41,076	76.53%	Unstable	Middle
12	Clothing Stores	38,851	18.60%	\$18,924	75.90%	Unstable	Lower
13	Elementary & Secondary Schools	351,306	8.80%	\$46,200	74.59%	Unstable	Middle
14	Disability, Mental Health, Substance Abuse Facilities	20,987	9.20%	\$27,132	72.93%	Unstable	Lower
15	Psychiatric & Substance Abuse Hospitals	20,260	7.20%	\$32,508	72.40%	Stable	Lower
16	Administration of Human Resource Programs	15,327	6.20%	\$51,756	71.73%	Stable	Middle
17	Social Advocacy Organizations	12,229	10.20%	\$39,996	71.11%	Unstable	Middle
18	Vocational Rehabilitation Services	18,608	8.20%	\$25,620	68.76%	Unstable	Lower
19	Department Stores	69,968	13.60%	\$21,204	68.39%	Unstable	Lower
20	Health and Personal Care Stores	49,260	10.00%	\$38,232	67.08%	Unstable	Middle

Source: U.S. Census Bureau (2016). Quarterly Workforce Indicators (QWI). Available at <http://ledextract.ces.census.gov/>.

The majority of stable middle-class sectors are stereotypically male-dominated industries, such as construction, manufacturing, and transportation. Industries in this sector employ 70 to 80 percent men (see Appendix), usually pay middle-class wages, and have low turnover due to high levels of union membership and labor regulations. Women are drastically underrepresented in these industries. Out of 91 industries identified as stable middle-class sectors, 44 have a female share of 30 percent or less. That is almost half (48 percent) of all stable middle-class jobs. Figure 3 ranks the 20 industries that employ the fewest female workers. Almost all of the listed industries are related to manufacturing, high-skilled trades, and transportation. These sectors are mostly classified as “middle-class” and are mostly stable.

Figure 3: Bottom 20 Female-Dominated Sectors with at Least 10,000 Employees in Illinois, 2015Q1

State Rank	Bottom 20 Female-Dominated Sectors of the Illinois Economy in 2015	Total Jobs	Turnover Rate	Average Earnings	Female Share	ILEPI Stability	ILEPI Class
--	Entire Illinois Economy	5,597,697	8.80%	\$59,328	50.28%	--	--
1	Utility System Construction	10,336	11.40%	\$68,436	10.62%	Unstable	Middle
2	Foundation, Structure, & Exterior Contractors	22,855	9.70%	\$42,480	14.78%	Unstable	Middle
3	General Freight Trucking	53,154	7.70%	\$47,292	14.95%	Stable	Middle
4	Building Equipment Contractors	63,584	7.50%	\$65,928	15.10%	Stable	Middle
5	Other Specialty Trade Contractors	14,961	9.90%	\$51,000	16.22%	Unstable	Middle
6	Nonresidential Building Construction	18,235	9.60%	\$73,020	16.66%	Unstable	Middle
7	Commercial Machinery Repair & Maintenance	10,346	6.80%	\$57,360	16.66%	Stable	Middle
8	Building Finishing Contractors	24,070	8.90%	\$50,124	16.75%	Unstable	Middle
9	Architectural & Structural Metals Manufacturing	14,706	5.60%	\$50,652	17.32%	Stable	Middle
10	Specialized Freight Trucking	15,159	8.30%	\$45,732	17.83%	Unstable	Middle
11	Automotive Parts, Accessories, & Tire Stores	17,538	10.00%	\$33,000	18.55%	Unstable	Lower
12	Metalworking Machinery Manufacturing	13,233	4.60%	\$56,508	19.27%	Stable	Middle
13	Automotive Repair & Maintenance	39,219	9.10%	\$36,576	19.32%	Unstable	Middle
14	Electric Power Generation & Distribution	18,582	2.70%	\$141,804	20.23%	Stable	Upper
15	Machine Shops & Screw, Nut, & Bolt Manufacturing	27,862	5.20%	\$54,036	20.36%	Stable	Middle
16	Agricultural, Construction, Mining Manufacturing	23,383	3.90%	\$132,852	20.63%	Stable	Upper
17	Automobile Dealers	49,267	9.00%	\$50,136	21.28%	Unstable	Middle
18	Forging & Stamping	10,799	4.60%	\$58,200	21.57%	Stable	Middle
19	Other General Purpose Machinery Manufacturing	17,171	4.80%	\$76,296	22.19%	Stable	Middle
20	Motor Vehicle Parts & Supplies Wholesalers	13,820	6.20%	\$60,420	22.37%	Stable	Middle

Source: U.S. Census Bureau (2016). Quarterly Workforce Indicators (QWI). Available at <http://ledextract.ces.census.gov/>.

One method of resolving these disparities is to work towards integrating women into higher-earning fields in which they are usually underrepresented. Wider Opportunities for Women suggests that improving female access to nontraditional occupations (NTOs)– such as transportation, manufacturing, and the trades– could increase female earnings by 30 percent ([WOW, 2016](#)). The Institute for Women’s Policy Research, moreover, finds that women in Illinois who are union members earn \$122 more per week on average than those who are not ([IWPR, 2015](#)). Incorporating more women into stable middle-class sectors and into occupations with relatively high levels of unionization would help reduce the earnings gap and bring Illinois closer to gender pay equality.

Examples of Past and Present Efforts to Promote Gender Pay Equality

The Federal Level

Many actions have been taken at the federal level to combat compensation discrimination. The Equal Pay Act (EPA) of 1963 is the most influential federal effort. The Act enriched an “equal pay for equal work” standard into federal law – a standard that the United States has yet to reach. In addition, Title VII of the Civil Rights Act of 1964 established the Equal Employment Opportunities Commission (EEOC) to oversee any complaints and reports of employment discrimination. In 2009, President Obama signed the Lilly Ledbetter Fair Pay Act into law. This Act expands a female worker’s right to sue in cases where she can demonstrate that she had been paid less than men ([New York Times, 2009](#)). Later, in 2014, Obama issued an Executive Order of non-retaliation for disclosure of compensation information. The purpose of this Executive Order was to increase transparency and empower federally-contracted workers to take over negotiations regarding their pay ([The White House, 2014](#)). Strict enforcement of non-discriminatory practices is an important step towards equality, but policies must also work to reform organizational and educational causes of inequality.

Federal programs designed to increase female representation in skilled trade, construction, and STEM occupations have also worked to place more women in stable, high-paying jobs with protected wages. Programs such as Women in Apprenticeships and Nontraditional Occupations Act (WANTO) and the Women and Workforce Investment for Nontraditional Jobs Act use federal funding to break down barriers of entry for women in nontraditional occupations ([WOW, 2012](#); [U.S. Government Publishing Office, 2013](#)). As a local strengthening agent for federal policy, Minnesota’s initiative to combat gender inequality and job segregation offers an exemplary model for state legislation focused on empowering women and closing the wage gap.

The State Level

Of Midwestern states, Minnesota ranks the highest in the IWPR’s rankings of best places for the employment opportunities and earnings potential of female workers ([IWPR, 2014](#)). Dedicated to ensuring equal compensation and combatting discrimination, Minnesota Governor Mark Dayton signed the Women’s Economic Security Act (WESA) into law in 2014. ([MDIL, 2014](#)) This act expanded provisions to protect women in the workplace, including accommodations for pregnancy, stricter enforcement of equal pay laws, and recruitment and training programs to incorporate women into higher-paying nontraditional occupations.

In 2015, The Minnesota Department of Labor and Industry awarded grants to four different training programs through WESA to educate and assist women that are entering apprenticeship training for construction and contracting careers. This funding and support helps increase access to many of the stable middle-class sector in which women are usually underrepresented. Illinois should follow suit by strictly

enforcing equal pay laws and creating programs that increase opportunities for women through occupational development.

Conclusions and Implications

Despite significant progress, pay discrimination and unequal opportunities continue to be real issues facing too many women in Illinois today. Women still make 79 cents for every dollar earned by men for the same work. This analysis reveals the lack of female representation in stable high-paying industries and the overrepresentation of women in unstable low-wage industries. These disparities are the byproduct of a history of discrimination and structural barriers to entry. While the Equal Pay Act of 1963 federally prohibits pay discrimination by law, the practice has not been abolished in reality. To achieve true gender pay equality, Illinois must enact policies that strengthen and fill holes in the enforcement of the Equal Pay Act, improve training and education systems to remove access barriers to high-paying jobs, and encourage unionization in lower-paying sectors that disproportionately employ women.

The track record of current Illinois Governor Bruce Rauner is mixed on gender pay equality. In August 2015, Governor Rauner signed House Bill 3619 into law, which extended the Equal Pay Act to smaller businesses and increased penalties for violation ([MRA, 2015](#)). This is an important step, highlighting the type of legislation that promotes strong enforcement. However, Governor Rauner has also attempted to limit eligibility in child care assistance programs, which reduce employment barriers for many working mothers ([Chicago Tribune, 2015](#)). Policies such as childcare and maternity leave that combat the “motherhood penalty” are extremely important in achieving employment equality and must be properly supported by the government.

Illinois must also work to combat the structural causes of inequality. Increasing female access to education and apprenticeship programs would increase the likelihood of women working in stable middle-class sectors. Early education and mentoring on STEM career paths and other traditionally “male” industries is needed. Illinois should also consider legislation similar to the Women’s Economic Security Act in Minnesota to advance child care and maternity rights. These changes would safeguard women in Illinois workplaces from unfair disadvantages.

Women in Illinois should also be encouraged to enter the skilled construction trades. Due in large part to significant unionization, the trades offer stable middle-class employment opportunities – yet women are highly underrepresented in the industry. Through training programs that incentivize larger shares of women and through public education, Illinois can increase the number of women in nontraditional occupations and, in the process, increase female wages dramatically.

Once structural barriers are eliminated and proper support systems are in place, gender equality will start to become a reality in Illinois. When women become better-represented in stable high-paying jobs, the wage gap will continue to close. Illinois should take all necessary steps to become an economy with equal opportunities and fair pay for both men and women.

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Appendix

Table 1: Illinois Sectors Classified as “Stable and Upper-Class,” Sorted by Job Count, 2015Q1

Stable, Upper-Class Sectors of the Illinois Economy in 2015	Total Jobs	Turnover Rate	Average Earnings	Female % of Employment
Entire Illinois Economy	5,597,697	8.80%	\$59,328	50.28%
All Stable Upper-Class Sectors	762,710	8.00% or Lower	More than \$84,000	46.54%
Management of Companies and Enterprises	96,972	5.80%	\$130,056	49.85%
Depository Credit Intermediation	91,225	5.00%	\$104,460	64.12%
Insurance Carriers	67,781	4.10%	\$130,812	58.79%
Legal Services	53,408	6.20%	\$87,672	62.96%
Agencies, Brokerages, and Other Insurance Related Activities	47,815	6.00%	\$93,372	62.17%
Wholesale Electronic Markets and Agents and Brokers	47,461	6.60%	\$106,548	38.00%
Scheduled Air Transportation	29,791	4.30%	\$84,432	41.92%
Professional Commercial Equipment and Supplies Wholesalers	28,089	5.20%	\$93,852	36.32%
Securities and Commodities Intermediation and Brokerage	27,923	5.00%	\$308,256	33.66%
Scientific Research and Development Services	24,617	4.00%	\$143,316	32.95%
Nondepository Credit Intermediation	24,568	6.40%	\$128,568	54.86%
Agriculture, Construction, and Mining Machinery Manufacturing	23,383	3.90%	\$132,852	20.63%
Wired Telecommunications Carriers	22,610	4.10%	\$86,400	32.11%
Pharmaceutical and Medicine Manufacturing	19,843	3.60%	\$238,848	48.09%
Other Financial Investment Activities	19,189	5.40%	\$357,324	41.06%
Electric Power Generation, Transmission and Distribution	18,582	2.70%	\$141,804	20.23%
Medical Equipment and Supplies Manufacturing	12,852	4.50%	\$128,688	51.43%
Navigational, Electromedical, Control Instruments Manufacturing	12,735	4.00%	\$86,280	33.35%
Drugs and Druggists' Sundries Merchant Wholesalers	11,680	6.00%	\$133,020	54.61%
Data Processing, Hosting, and Related Services	9,366	6.60%	\$121,776	38.69%
Grain and Oilseed Milling	9,214	3.20%	\$98,088	29.55%
Beer, Wine, Distilled Alcoholic Beverage Merchant Wholesalers	8,489	5.60%	\$84,420	21.51%
Engine, Turbine, Power Transmission Equipment Manufacturing	7,355	3.90%	\$99,864	23.40%
Chemical and Allied Products Merchant Wholesalers	6,286	5.20%	\$89,844	30.08%
Basic Chemical Manufacturing	5,630	3.90%	\$102,840	21.81%
Petroleum and Coal Products Manufacturing	5,585	3.30%	\$110,004	17.42%
Software Publishers	5,448	7.30%	\$110,088	33.70%
Commercial and Industrial Machinery Rental and Leasing	4,900	6.70%	\$87,012	26.02%
Waste Treatment and Disposal	4,791	5.00%	\$95,832	24.17%
Communications Equipment Manufacturing	4,639	3.70%	\$99,504	35.24%
Natural Gas Distribution	4,436	3.00%	\$90,540	28.47%
Petroleum and Petroleum Products Merchant Wholesalers	3,272	6.90%	\$150,852	31.45%
Resin, Synthetic Rubber, and Synthetic Fibers Manufacturing	2,775	4.50%	\$89,592	19.68%

Source: U.S. Census Bureau (2016). Quarterly Workforce Indicators (QWI). Available at <http://ledextract.ces.census.gov/>.

Table 2: Illinois Sectors Classified as “Unstable and Upper-Class,” Sorted by Job Count, 2015Q1

Unstable, Upper-Class Sectors of the Illinois Economy in 2015	Total Jobs	Turnover Rate	Average Earnings	Female % of Employment
Entire Illinois Economy	5,597,697	8.80%	\$59,328	50.28%
All Unstable Upper-Class Sectors	190,275	8.00% or Higher	More than \$84,000	40.88%
Computer Systems Design and Related Services	76,690	8.80%	\$104,472	34.01%
Management, Scientific, and Technical Consulting Services	72,770	8.30%	\$118,368	46.28%
Office Administrative Services	22,175	8.10%	\$123,816	54.95%
Wireless Telecommunications Carriers (except Satellite)	7,732	10.20%	\$88,872	44.72%
Coal Mining	3,875	9.10%	\$92,760	4.00%
Spectator Sports	3,859	16.70%	\$121,380	32.11%
Other Telecommunications	3,174	9.50%	\$98,508	31.19%

Source: U.S. Census Bureau (2016). Quarterly Workforce Indicators (QWI). Available at <http://ledextract.ces.census.gov/>.

ECONOMIC COMMENTARY #45

Table 3: Illinois Sectors Classified as “Stable and Middle-Class,” Sorted by Job Count, 2015Q1

Stable, Middle-Class Sectors of the Illinois Economy in 2015	Total Jobs	Turnover Rate	Average Earnings	Female % of Employment
Entire Illinois Economy	5,597,697	8.80%	\$59,328	50.28%
All Stable Middle-Class Sectors	1,489,464	8.00% or Lower	\$36,000 to \$84,000	38.84%
Executive, Legislative, and Other General Government Support	139,032	4.20%	\$58,248	39.63%
Colleges, Universities, and Professional Schools	120,140	7.60%	\$57,732	55.48%
Offices of Physicians	90,437	6.50%	\$76,092	79.13%
Building Equipment Contractors	63,584	7.50%	\$65,928	15.10%
General Freight Trucking	53,154	7.70%	\$47,292	14.95%
Architectural, Engineering, and Related Services	45,244	5.90%	\$73,416	29.37%
Grocery and Related Product Merchant Wholesalers	41,335	7.00%	\$62,340	32.48%
Justice, Public Order, and Safety Activities	37,710	3.30%	\$71,856	27.47%
Offices of Dentists	36,002	6.40%	\$41,604	84.40%
Machinery, Equipment, and Supplies Merchant Wholesalers	35,840	4.60%	\$72,804	26.15%
Plastics Product Manufacturing	34,726	4.80%	\$61,728	35.56%
Business, Professional, Labor, Political, and Similar Organizations	32,997	6.00%	\$72,912	52.05%
Machine Shops; and Screw, Nut, and Bolt Manufacturing	27,862	5.20%	\$54,036	20.36%
Printing and Related Support Activities	27,709	5.10%	\$55,512	35.10%
Motor Vehicle Parts Manufacturing	23,730	5.60%	\$50,592	31.44%
Newspaper, Periodical, Book, and Directory Publishers	22,067	6.40%	\$78,924	49.42%
Activities Related to Real Estate	22,017	6.90%	\$77,748	48.05%
Bakeries and Tortilla Manufacturing	21,806	8.00%	\$46,356	40.88%
Other Information Services	21,002	7.20%	\$75,576	60.94%
Converted Paper Product Manufacturing	18,601	4.00%	\$63,192	30.45%
Miscellaneous Nondurable Goods Merchant Wholesalers	18,273	6.40%	\$54,636	38.07%
Other Fabricated Metal Product Manufacturing	18,119	5.00%	\$55,128	28.20%
Animal Slaughtering and Processing	17,814	5.80%	\$47,268	37.60%
Freight Transportation Arrangement	17,746	6.60%	\$71,352	39.92%
Other General Purpose Machinery Manufacturing	17,171	4.80%	\$76,296	22.19%
Other Miscellaneous Manufacturing	16,150	5.20%	\$66,012	36.72%
Administration of Human Resource Programs	15,327	6.20%	\$51,756	71.73%
Household Appliances and Electronic Goods Wholesalers	15,004	5.80%	\$77,412	33.75%
Architectural and Structural Metals Manufacturing	14,706	5.60%	\$50,652	17.32%
Miscellaneous Durable Goods Merchant Wholesalers	14,606	6.40%	\$57,516	33.49%
Motor Vehicle Parts and Supplies Merchant Wholesalers	13,820	6.20%	\$60,420	22.37%
Metalworking Machinery Manufacturing	13,233	4.60%	\$56,508	19.27%
Urban Transit Systems	12,943	4.00%	\$46,068	33.99%
Metal and Mineral (except Petroleum) Merchant Wholesalers	12,540	4.50%	\$69,036	22.99%
Plumbing and Heating Equipment and Supplies Wholesalers	11,393	4.70%	\$67,596	27.75%
Forging and Stamping	10,799	4.60%	\$58,200	21.57%
Offices of Real Estate Agents and Brokers	10,787	7.10%	\$79,572	56.99%
Electronic Shopping and Mail-Order Houses	10,753	7.60%	\$61,920	51.69%
Machinery (except Automotive/Electronic) Repair/Maintenance	10,346	6.80%	\$57,360	16.66%
Semiconductor and Other Electronic Component Manufacturing	10,130	4.50%	\$49,548	45.62%
Motor Vehicle Manufacturing	9,583	2.80%	\$71,868	25.11%
Coating, Engraving, Heat Treating, and Allied Activities	9,491	5.60%	\$44,388	26.33%
Highway, Street, and Bridge Construction	9,017	7.20%	\$52,368	13.47%
Other Food Manufacturing	8,989	7.10%	\$61,848	38.34%
Automotive Equipment Rental and Leasing	8,956	7.10%	\$49,836	26.49%
Electrical Equipment Manufacturing	8,917	4.10%	\$65,352	30.76%
Paper and Paper Product Merchant Wholesalers	8,263	4.50%	\$81,996	37.03%
Radio and Television Broadcasting	8,064	6.00%	\$77,004	40.96%
Travel Arrangement and Reservation Services	7,967	7.00%	\$61,284	66.19%
Other Electrical Equipment and Component Manufacturing	7,908	3.50%	\$75,600	34.40%
Rubber Product Manufacturing	7,822	4.30%	\$60,372	17.31%
Gambling Industries	7,473	6.10%	\$40,596	48.86%
Sugar and Confectionery Product Manufacturing	7,434	5.10%	\$72,792	40.87%
Medical and Diagnostic Laboratories	7,125	6.90%	\$57,828	71.38%
Administration of Environmental Quality Programs	6,894	3.60%	\$65,856	38.73%

ECONOMIC COMMENTARY #45

Specialized Design Services	6,611	7.40%	\$62,160	47.95%
Soap, Cleaning Compound, and Toilet Preparation Manufacturing	6,442	5.00%	\$67,332	36.42%
Lumber and Other Construction Materials Merchant Wholesalers	6,347	4.70%	\$61,116	21.59%
Fruit and Vegetable Preserving and Specialty Food Manufacturing	6,227	5.80%	\$56,652	41.06%
Cement and Concrete Product Manufacturing	6,193	4.20%	\$51,300	13.32%
Foundries	6,117	4.60%	\$61,128	18.11%
Industrial Machinery Manufacturing	5,995	4.60%	\$63,684	21.73%
Household Furniture and Kitchen Cabinet Manufacturing	5,936	5.60%	\$39,768	30.53%
Furniture and Home Furnishing Merchant Wholesalers	5,919	5.80%	\$70,212	48.91%
Iron and Steel Mills and Ferroalloy Manufacturing	5,801	4.70%	\$82,932	8.17%
Paint, Coating, and Adhesive Manufacturing	5,574	4.70%	\$79,992	26.71%
Other Chemical Product and Preparation Manufacturing	5,396	4.80%	\$66,000	28.39%
Death Care Services	5,190	6.10%	\$37,752	38.94%
Commercial and Service Industry Machinery Manufacturing	4,990	4.30%	\$70,632	28.86%
Ventilation, Heating, Air-Conditioning, Refrigeration Manufacturing	4,965	4.20%	\$51,492	29.24%
Farm Product Raw Material Merchant Wholesalers	4,929	6.20%	\$44,964	22.40%
Other Wood Product Manufacturing	4,881	6.80%	\$39,252	25.90%
Boiler, Tank, and Shipping Container Manufacturing	4,743	4.90%	\$58,032	18.98%
Office Furniture (including Fixtures) Manufacturing	4,739	5.40%	\$50,052	36.13%
Spring and Wire Product Manufacturing	4,709	5.30%	\$53,532	29.86%
Dairy Product Manufacturing	4,615	6.60%	\$51,780	30.96%
Specialty (except Psychiatric and Substance Abuse) Hospitals	4,590	4.90%	\$54,480	76.99%
Waste Collection	4,573	6.20%	\$62,412	15.77%
Water, Sewage and Other Systems	4,407	3.40%	\$67,296	26.71%
Steel Product Manufacturing from Purchased Steel	4,298	4.20%	\$61,320	16.10%
Oilseed and Grain Farming	4,208	7.80%	\$40,368	19.89%
Electronic and Precision Equipment Repair and Maintenance	3,495	7.70%	\$53,160	27.53%
Other Motor Vehicle Dealers	3,414	6.60%	\$37,032	25.54%
Electric Lighting Equipment Manufacturing	3,198	3.90%	\$62,436	44.18%
Support Activities for Rail Transportation	3,180	7.60%	\$52,848	10.94%
Motor Vehicle Body and Trailer Manufacturing	3,108	3.80%	\$60,612	14.29%
Household Appliance Manufacturing	3,090	3.10%	\$69,792	44.47%
Nonmetallic Mineral Mining and Quarrying	2,836	4.20%	\$73,848	15.23%
Other Nonmetallic Mineral Product Manufacturing	2,777	5.30%	\$55,788	25.71%
Aerospace Product and Parts Manufacturing	2,719	3.50%	\$61,512	23.46%
Administration of Housing Programs and Urban Planning	2,694	5.40%	\$49,488	52.93%

Source: U.S. Census Bureau (2016). Quarterly Workforce Indicators (QWI). Available at <http://ledextract.ces.census.gov/>.

Table 4: Illinois Sectors Classified as “Stable and Lower-Class,” Sorted by Job Count, 2015Q1

Stable, Lower-Class Sectors of the Illinois Economy in 2015	Total Jobs	Turnover Rate	Average Earnings	Female % of Employment
Entire Illinois Economy	5,597,697	8.80%	\$59,328	50.28%
All Stable Lower-Class Sectors	25,595	8.00% or Lower	Less than \$36,000	68.45%
Psychiatric and Substance Abuse Hospitals	20,260	7.20%	\$32,508	72.40%
Cut and Sew Apparel Manufacturing	2,721	4.50%	\$32,832	67.92%
Lawn and Garden Equipment Supplies Stores	2,614	7.00%	\$27,552	38.37%

Source: U.S. Census Bureau (2016). Quarterly Workforce Indicators (QWI). Available at <http://ledextract.ces.census.gov/>.

ECONOMIC COMMENTARY #45

Table 5: Illinois Sectors Classified as “Unstable and Middle-Class,” Sorted by Job Count, 2015Q1

Unstable, Middle-Class Sectors of the Illinois Economy in 2015	Total Jobs	Turnover Rate	Average Earnings	Female % of Employment
Entire Illinois Economy	5,597,697	8.80%	\$59,328	50.28%
All Unstable Middle-Class Sectors	1,336,708	8.00% or Higher	\$36,000 to \$84,000	57.60%
Elementary and Secondary Schools	351,306	8.80%	\$46,200	74.59%
General Medical and Surgical Hospitals	230,829	8.30%	\$57,360	79.04%
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	50,300	14.00%	\$70,260	55.37%
Automobile Dealers	49,267	9.00%	\$50,136	21.28%
Health and Personal Care Stores	49,260	10.00%	\$38,232	67.08%
Warehousing and Storage	47,472	8.10%	\$50,472	32.57%
Traveler Accommodation	47,168	9.30%	\$36,000	55.05%
Automotive Repair and Maintenance	39,219	9.10%	\$36,576	19.32%
Offices of Other Health Practitioners	38,643	8.40%	\$41,076	76.53%
Advertising, Public Relations, and Related Services	33,239	8.70%	\$81,792	55.28%
Other Professional, Scientific, and Technical Services	29,245	9.90%	\$55,968	66.19%
Business Support Services	27,096	11.90%	\$54,468	59.47%
Electronics and Appliance Stores	25,486	9.40%	\$65,220	32.83%
Building Finishing Contractors	24,070	8.90%	\$50,124	16.75%
Foundation, Structure, and Building Exterior Contractors	22,855	9.70%	\$42,480	14.78%
Residential Building Construction	20,265	8.90%	\$44,688	23.46%
Nonresidential Building Construction	18,235	9.60%	\$73,020	16.66%
Lessors of Real Estate	17,634	8.10%	\$69,912	45.20%
Outpatient Care Centers	16,667	8.50%	\$46,644	78.06%
Other Support Services	15,264	8.30%	\$48,156	40.19%
Specialized Freight Trucking	15,159	8.30%	\$45,732	17.83%
Other Specialty Trade Contractors	14,961	9.90%	\$51,000	16.22%
Administration of Economic Program	14,910	9.60%	\$62,556	35.55%
Couriers and Express Delivery Services	14,783	9.30%	\$43,368	27.75%
Other Ambulatory Health Care Services	12,263	10.10%	\$43,248	51.02%
Social Advocacy Organizations	12,229	10.20%	\$39,996	71.11%
Office Supplies, Stationery, and Gift Stores	10,677	11.30%	\$36,132	60.93%
Activities Related to Credit Intermediation	10,354	8.80%	\$80,700	57.86%
Utility System Construction	10,336	11.40%	\$68,436	10.62%
Furniture Stores	8,347	9.50%	\$40,560	44.40%
Support Activities for Air Transportation	6,693	10.10%	\$43,932	27.60%
Consumer Goods Rental	5,992	10.00%	\$59,136	47.88%
Educational Support Services	5,946	12.50%	\$49,176	64.26%
Beverage Manufacturing	5,869	9.00%	\$50,004	26.02%
Grantmaking and Giving Services	5,796	10.00%	\$55,776	60.87%
Technical and Trade Schools	4,252	13.30%	\$37,440	51.79%
Remediation and Other Waste Management Services	3,996	8.20%	\$47,268	20.52%
Support Activities for Road Transportation	3,401	10.70%	\$39,216	22.76%
Apparel, Piece Goods, and Notions Merchant Wholesalers	3,164	12.20%	\$52,224	58.31%
Business Schools and Computer and Management Training	3,095	9.90%	\$56,592	61.65%
Direct Selling Establishments	3,011	9.00%	\$46,188	36.13%
Other Heavy and Civil Engineering Construction	2,686	9.00%	\$70,500	15.23%
Other Support Activities for Transportation	2,684	8.40%	\$38,820	27.98%
Hog and Pig Farming	2,584	8.90%	\$37,344	28.68%

Source: U.S. Census Bureau (2016). Quarterly Workforce Indicators (QWI). Available at <http://ledextract.ces.census.gov/>.

Table 6: Illinois Sectors Classified as “Unstable and Lower-Class,” Sorted by Job Count, 2015Q1

Unstable, Lower-Class Sectors of the Illinois Economy in 2015	Total Jobs	Turnover Rate	Average Earnings	Female % of Employment
Entire Illinois Economy	5,597,697	8.80%	\$59,328	50.28%
All Unstable Lower-Class Sectors	1,361,893	8.00% or Higher	Less than \$36,000	58.98%
Employment Services (Temporary Workers and Services)	194,387	25.00%	\$32,052	45.50%
Grocery Stores	99,814	10.30%	\$22,980	51.01%
Nursing Care Facilities (Skilled Nursing Facilities)	78,171	11.70%	\$28,908	79.96%
Services to Buildings and Dwellings	71,251	10.50%	\$27,612	39.99%
Department Stores	69,968	13.60%	\$21,204	68.39%
Other General Merchandise Stores	69,449	10.00%	\$26,028	58.03%
Individual and Family Services	66,085	9.20%	\$20,712	81.01%
Other Amusement and Recreation Industries	63,466	11.20%	\$19,020	53.75%
Home Health Care Services	42,522	11.80%	\$27,708	83.32%
Clothing Stores	38,851	18.60%	\$18,924	75.90%
Investigation and Security Services	38,702	10.40%	\$30,624	33.00%
Building Material and Supplies Dealers	38,249	8.20%	\$32,316	34.54%
Special Food Services	36,205	10.60%	\$23,016	59.01%
Junior Colleges	33,620	9.70%	\$34,644	58.11%
Continuing Care and Assisted Living Facilities for the Elderly	32,958	11.10%	\$26,460	78.18%
Child Day Care Services	32,421	11.10%	\$22,308	90.02%
Gasoline Stations	29,678	13.90%	\$20,652	59.74%
Personal Care Services	28,084	9.60%	\$21,708	86.51%
Disability, Mental Health, and Substance Abuse Facilities	20,987	9.20%	\$27,132	72.93%
Drinking Places (Alcoholic Beverages)	20,002	13.70%	\$15,576	55.49%
Sporting Goods, Hobby, and Musical Instrument Stores	19,127	14.00%	\$20,376	48.53%
Vocational Rehabilitation Services	18,608	8.20%	\$25,620	68.76%
Civic and Social Organizations	18,099	11.10%	\$22,236	66.35%
Automotive Parts, Accessories, and Tire Stores	17,538	10.00%	\$33,000	18.55%
School and Employee Bus Transportation	16,835	9.60%	\$17,748	54.49%
Other Schools and Instruction	14,640	16.00%	\$21,060	65.90%
Other Miscellaneous Store Retailers	11,827	11.40%	\$28,020	54.46%
Drycleaning and Laundry Services	11,665	8.10%	\$28,848	53.09%
Other Personal Services	10,914	11.30%	\$30,204	49.81%
Motion Picture and Video Industries	10,616	13.40%	\$29,232	42.49%
Specialty Food Stores	10,534	13.40%	\$27,192	50.10%
Religious Organizations	9,765	8.20%	\$27,684	65.78%
Museums, Historical Sites, and Similar Institutions	9,332	9.80%	\$34,068	58.98%
Home Furnishings Stores	9,268	11.20%	\$30,492	57.85%
Other Residential Care Facilities	7,795	8.90%	\$31,116	70.42%
Private Households	7,446	10.60%	\$23,364	80.07%
Used Merchandise Stores	6,990	13.50%	\$20,340	60.17%
Shoe Stores	6,596	16.10%	\$19,524	59.16%
Beer, Wine, and Liquor Stores	6,143	11.60%	\$23,376	40.27%
Performing Arts Companies	6,061	16.00%	\$32,256	49.27%
Community Food, Housing, Emergency, and Relief Services	5,276	9.60%	\$33,168	71.36%
Jewelry, Luggage, and Leather Goods Stores	5,207	11.80%	\$34,884	66.70%
Other Transit and Ground Passenger Transportation	4,806	11.80%	\$28,752	42.80%
Book Stores and News Dealers	3,787	12.70%	\$25,692	64.14%
Taxi and Limousine Service	2,782	10.60%	\$27,804	33.29%
Promoters of Performing Arts, Sports, and Similar Events	2,684	17.80%	\$30,396	39.90%
Florists	2,682	10.50%	\$17,580	69.80%

Source: U.S. Census Bureau (2016). Quarterly Workforce Indicators (QWI). Available at <http://ledextract.ces.census.gov/>.