



New Jersey Women's Economic Status

A Close Look by Marital and Parental Status

JUNE 2025

Parallel to national trends, New Jersey's marriage and birth rates have dropped steadily over the years. As highlighted by the Centers for Disease Control and Prevention/National Center for Health Statistics, the state's marriage rate declined from 9.0 marriages per 1,000 people in 1990 to 5.2 in 2022, with a sharp dip to 3.2 in 2020 during the COVID-19 pandemic.¹ Similarly, the state's birth rate has steadily declined from 15.9 births per 1,000 residents in 1990 to 11.1 in 2022, a 30 percent drop, according to the New Jersey Department of Health, with the lowest point reached during the COVID-19 pandemic.² As more individuals delay or forgo marriage and parenthood, there are important implications for labor force participation, household income, and the demand for workplace flexibility and support services.

Previous research has emphasized that the economic status of women is significantly associated with their marital and parental status, with notable disparities between married and single women, as well as between mothers and non-mothers. Although, historically, married women have, on average, earned less compared to their unmarried counterparts, due to increased caregiving responsibilities and reduced labor force attachment, recent evidence suggests a reversal of this trend. Married women, particularly those without young children, now receive, on average, higher earnings compared to their unmarried counterparts. For example, married women in the baby boomer and

1 National Center for Health Statistics. (2023). *Marriage rates by state: 1990, 1995, and 2000–2022 [PDF]*. Centers for Disease Control and Prevention. <https://www.cdc.gov/nchs/data/dvs/marriage-divorce/state-marriage-rates-90-95-00-22.pdf>

2 New Jersey Department of Health. (n.d.). *Birth rate by year, New Jersey and the United States, 1990 to 2022*. New Jersey State Health Assessment Data. <https://www.doh.nj.gov/doh-shad/indicator/view/BirthRate.Year.html>

millennial cohorts earned 4.2% and 11.1% more, respectively, than never-married women.³ On the other hand, research on earnings outcomes between mothers and non-mothers has shown limited progress. The motherhood wage penalty persists across cohorts, reflecting ongoing structural barriers such as inadequate childcare support, inflexible work arrangements, and persistent employer biases. Although the size of the penalty varies, women's wages are found to be approximately 5 percent lower with the presence of each child, even after accounting for employment experience and work interruptions.⁴

Given the importance of understanding how family structure shapes women's economic outcomes, this brief examines how marriage and motherhood statuses intersect with (i) the characteristics of female wage/salary earnings in New Jersey and (ii) their median annual earnings, using data from the 2019–2023 American Community Survey 5-Year Sample. For the purposes of this brief, earnings refer to the respondent's total pre-tax wage and salary income—that is, money received as an employee—for the previous 12 months. Earnings include wages, salaries, commissions, cash bonuses, tips, and other monetary income received from an employer. It excludes payments-in-kind, self-employment income, and reimbursements for business expenses, and hence excludes those who are self-employed from the sample. Because this analysis relies on a multi-year ACS file, all dollar amounts have been standardized to reflect their value in the final year of the data file, the 2023 survey year, with dollar amounts expressed in 2022 dollars. In addition, and given the variation in labor force attachment, female wage and salary earners are classified as full-time year-round, full-time part-year, part-time year-round, or part-time part-year, based on the number of hours worked per week and the number of weeks worked per year. Those who usually work 35 or more hours per week and worked 50 to 52 weeks in the past year are classified as full-time year-round. Individuals who usually work 35 or more hours per week but worked fewer than 50 weeks in the past year are classified as full-time part-year. Those who usually work fewer than 35 hours per week but worked 50 to 52 weeks are considered part-time year-round, while individuals who work fewer than 35 hours per week and fewer than 50 weeks are categorized as part-time part-year. The analysis is restricted to female wage and salary earners aged 25 and older. Marital status is categorized as Married if the respondent is legally married, regardless of whether the spouse is present or absent; all others, including those who are separated, divorced, widowed, or never married, are considered Nonmarried. Parental status is determined based on the number of one's own children under 18 living in the household. While it does not capture children living outside the household, this measure provides a consistent and conservative estimate of the presence of children in the home, which can significantly affect a woman's participation in and earnings from the labor market.

3 Budig, M.J. and Lim, M. (2016), Cohort Differences and the Marriage Premium: Emergence of Gender-Neutral Household Specialization Effects. *J. Marriage Fam*, 78: 1352-1370. <https://doi.org/10.1111/jomf.12326>

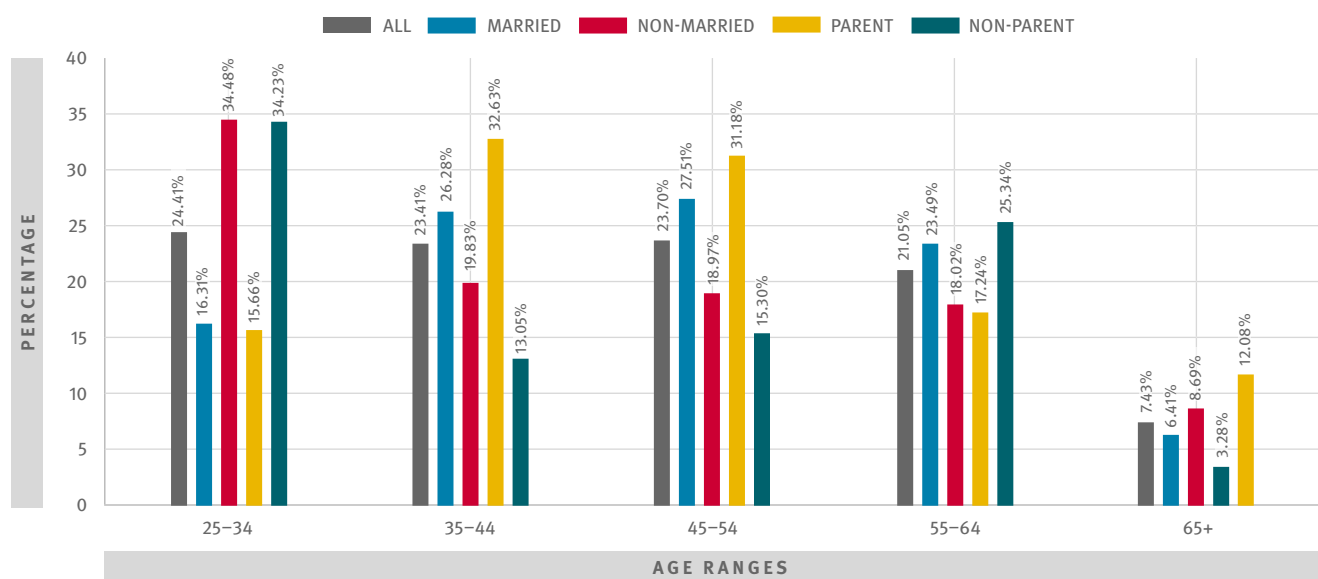
4 Yu, W. H., & Kuo, J. C. L. (2017). The motherhood wage penalty by work conditions: How do occupational characteristics hinder or empower mothers?. *American Sociological Review*, 82(4), 744-769.

>>> Characteristics of Female Wage/Salary Earners in New Jersey by Marital and Parental Statuses

New Jersey has approximately 1.86 million female wage and salary earners, with just over half (55.5%) identifying as married and the remaining 44.5% as non-married. Additionally, 52.9% of these earners are parents to at least one child under the age of 18 residing in the household, while 47.1% are non-parents.⁵

As seen in Figure 1 below, female earners in New Jersey are fairly evenly distributed across the 25–34, 35–44, 45–54, and 55–64 age brackets, with the smallest share aged 65 and older (7.4%). However, considerable variation emerges when disaggregated by family structure (Figure 1). Among married women, those aged 35–54 comprise roughly 53.8% of the married female wage/salary earner population, suggesting a concentration of married earners in mid-career stages. In contrast, non-married women are disproportionately younger: over one-third (34.5%) are between 25–34, compared to just 16.3% of married women. Similarly, mothers with children under 18 residing in the household are most heavily concentrated in the 35–44 (32.6%) and 45–54 (31.2%) age ranges, while non-mothers are more likely to be in younger and older age groups, including a higher share in the 25–34 bracket (34.2%) and the 65+ category (12.1%).

FIGURE 1. Age Distribution of Female Wage/Salary Earners in New Jersey by Marital and Parental Statuses (weighted percentage distribution), Survey Year 2019–2023

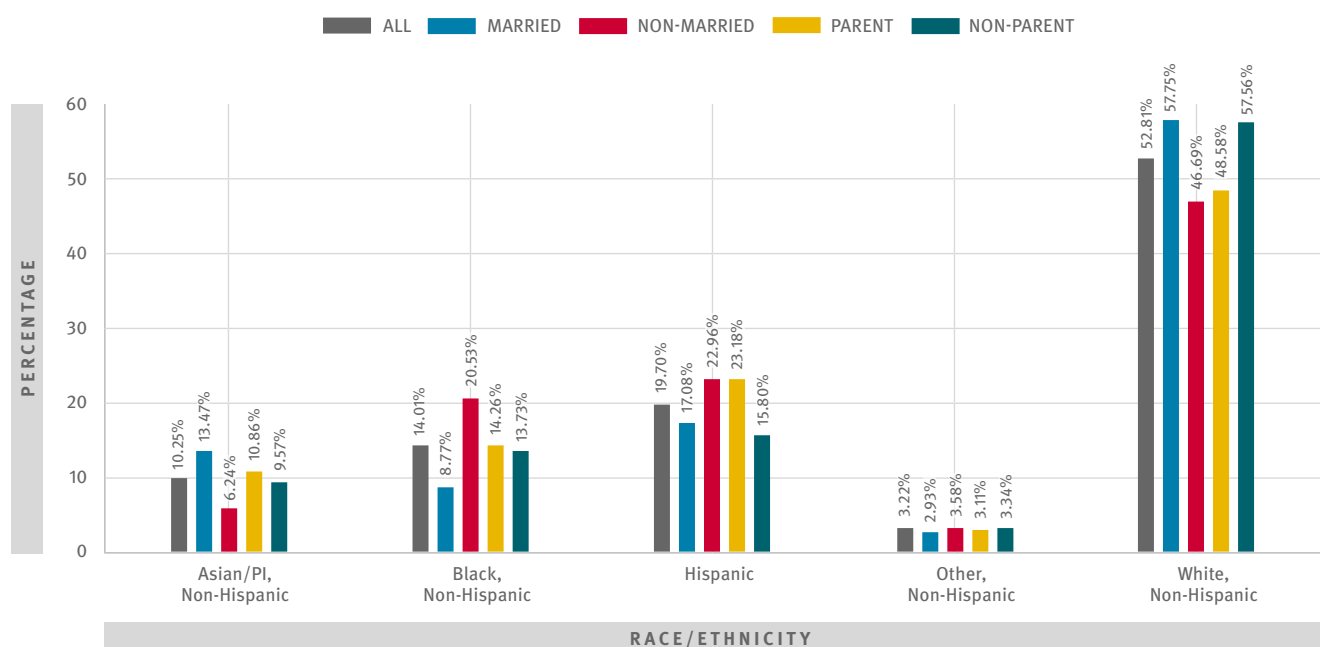


The racial and ethnic composition of female wage and salary earners in New Jersey varies notably by marital and parental status (Figure 2). White women constitute the majority in all groups, but their representation is particularly high among married (57.8%) and non-parent (57.6%) earners. In contrast, their share drops to 46.7% among non-married women and 48.6% among mothers,

⁵ For a complete overview of demographic characteristics, please see Table 1 in the Appendix.

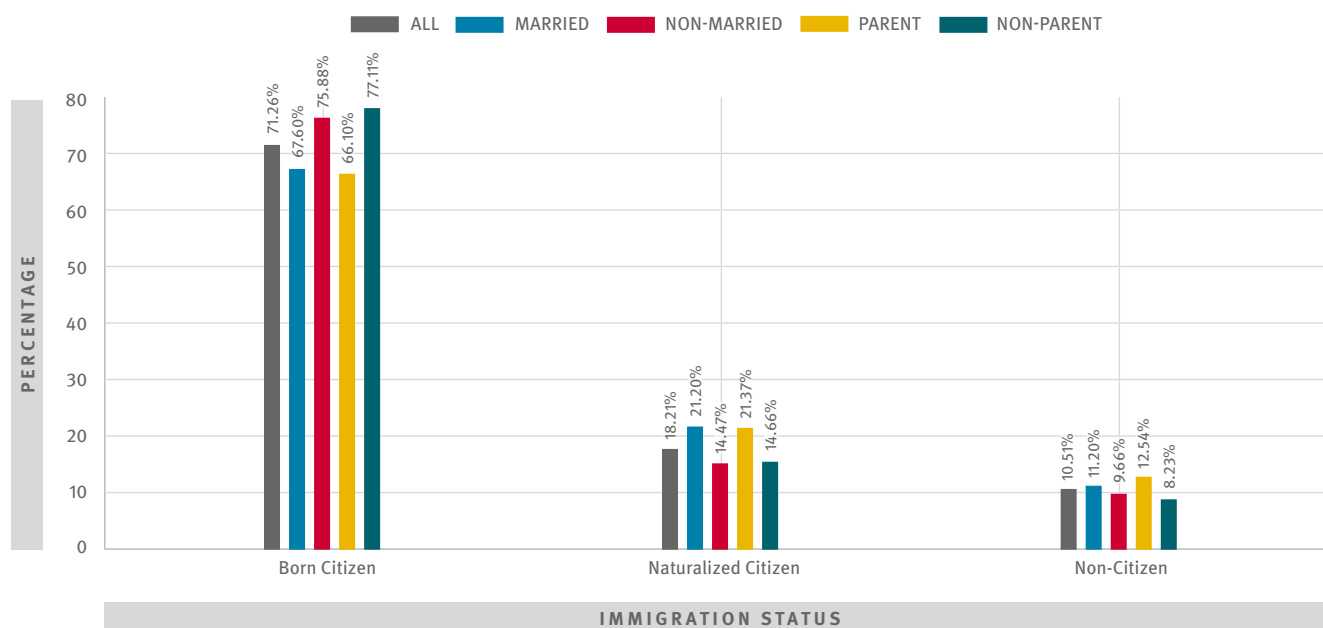
suggesting greater racial and ethnic diversity among single and parenting women. Hispanic women are more heavily represented among non-married earners (23.0%) and mothers (23.2%) than among married women (17.1%) and non-parents (15.8%). Similarly, Black women comprise 20.5% of non-married earners and 14.3% of parents, but only 8.8% of married earners and 13.8% of non-parents. Asian and Pacific Islander (Asian/PI) women, by contrast, are more concentrated among married earners (13.5%) and non-parents (9.6%) and are less represented among non-married earners (6.2%) and mothers (10.9%), suggesting different patterns of family formation.

FIGURE 2. Racial/Ethnic Distribution of Female Wage/Salary Earners in New Jersey by Marital and Parental Status (weighted percentage distribution), Survey Year 2019-2023



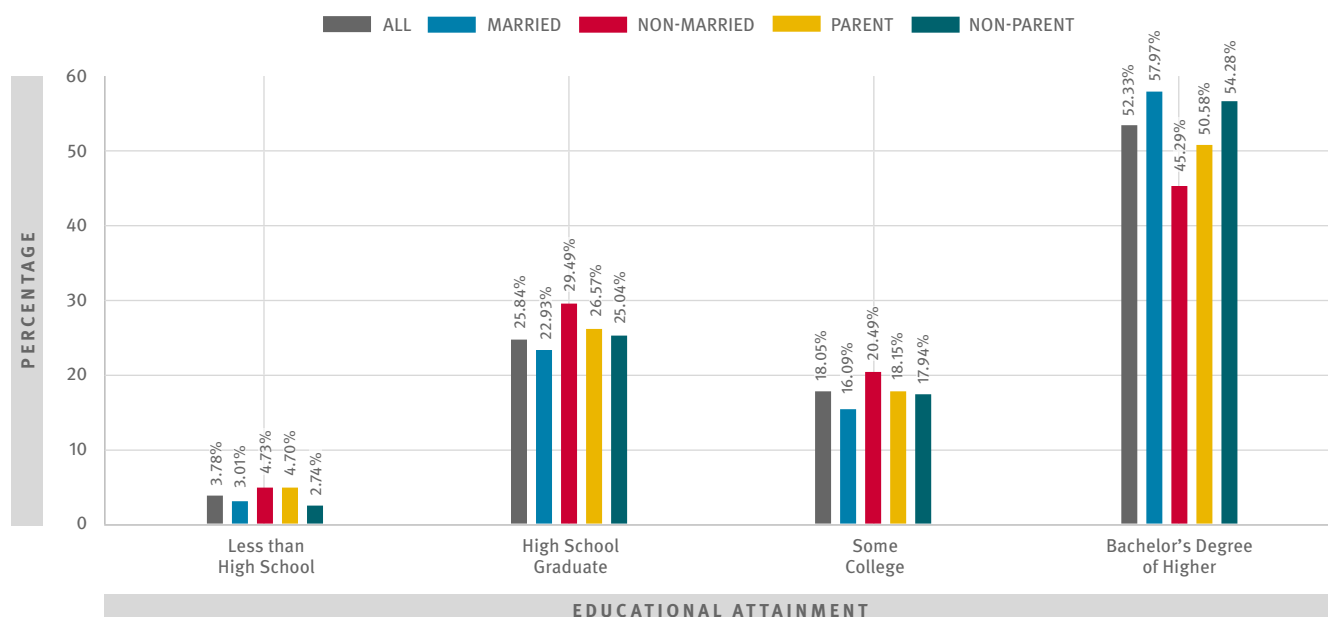
In terms of immigration status, as shown in Figure 3, U.S.-born citizens make up the vast majority of earners (71.3%), followed by naturalized citizens (18.2%) and non-citizens (10.5%). However, U.S.-born women are most concentrated among non-married earners (75.9%) and non-parents (77.1%), while their share is somewhat lower among married earners (67.6%) and parents (66.1%). For naturalized citizens, their representation is highest among parents (21.4%) and married earners (21.2%). Non-citizen women, though a smaller portion of the workforce overall (10.5%), are also more represented among married earners (11.2%) and parents (12.5%) than among non-married earners (9.7%) and non-parents (8.2%).

FIGURE 3. Immigration Status of Female Wage/Salary Earners in New Jersey by Marital and Parental Status (weighted percentage distribution), Survey Year 2019-2023



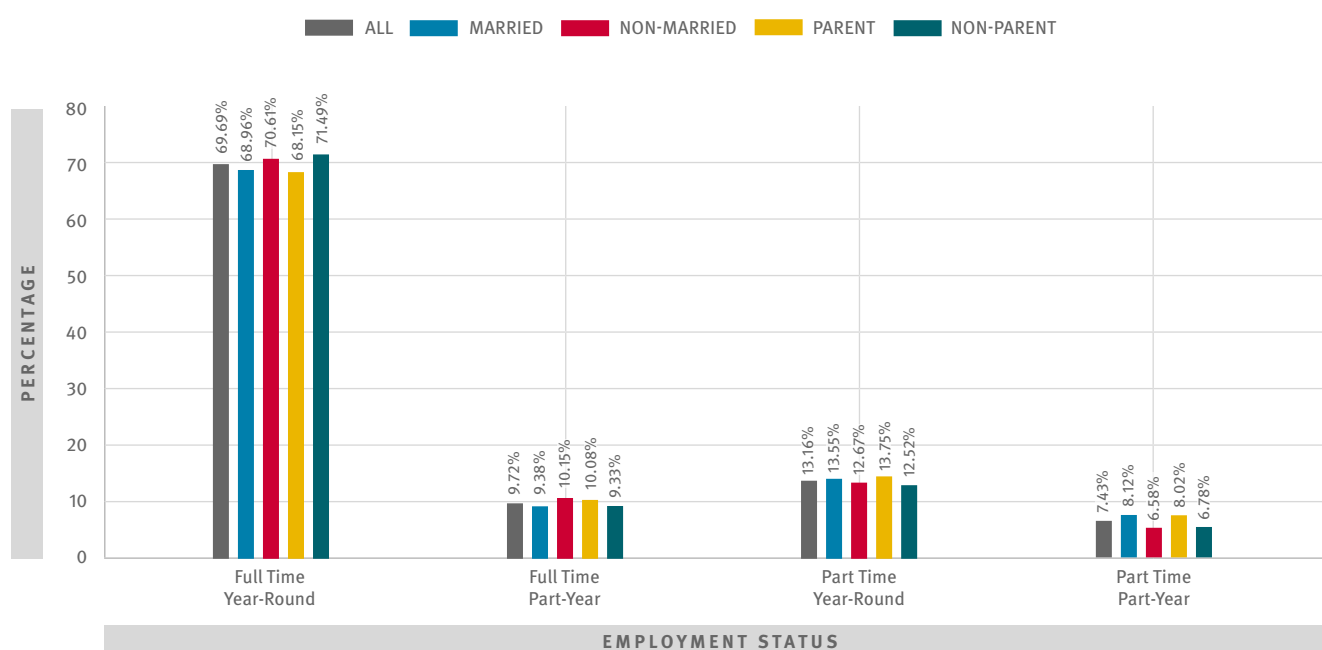
As shown in Figure 4, more than half (52.3%) of the female wage/salary earner population have attained at least a bachelor's degree, while only 3.8% have less than a high school diploma. Married women and non-parents show even higher levels of educational attainment, with 58.0% and 54.3%, respectively, holding a bachelor's degree or more. In contrast, non-married women and mothers are more likely to have lower levels of education, including higher shares with only a high school diploma or some college but no degree.

FIGURE 4. Educational Attainment of Female Wage/Salary Earners in New Jersey by Marital and Parental Status (weighted percentage distribution), Survey Year 2019-2023



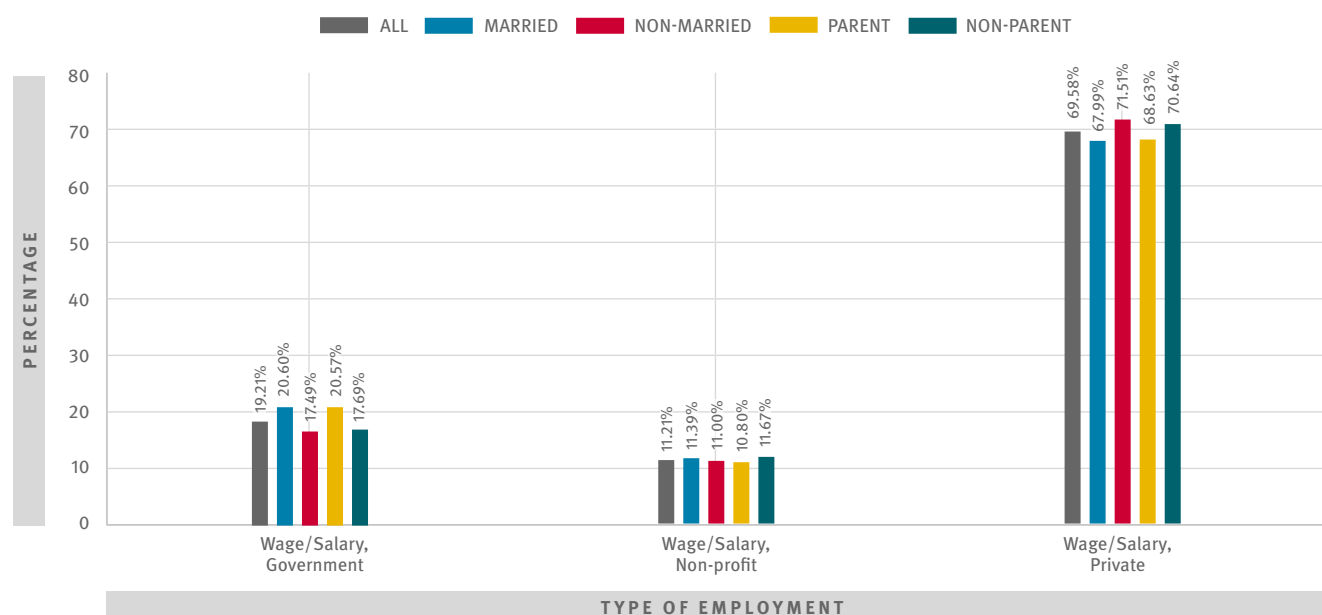
As shown in Figure 5, the majority of female wage/salary earner population (69.7%) work full-time year-round, followed by smaller shares in part-time year-round (13.2%), full-time part-year (9.7%), and part-time part-year (7.4%) positions. These patterns are largely consistent across subgroups, but slight differences emerge when disaggregated by marital and parental status. Non-parents and non-married women have the highest shares of full-time year-round work (71.5% and 70.6%, respectively), while parents (68.2%) and married women (68.9%) have slightly lower shares of consistent, year-round full-time employment. Married women and parents have a slightly higher share in part-time or part-year work, particularly part-time year-round work, reflecting potential caregiving responsibilities or preferences for more flexible arrangements.

FIGURE 5. Employment Status of Female Wage/Salary Earners in New Jersey by Marital and Parental Status (weighted percentage distribution), Survey Year 2019-2023



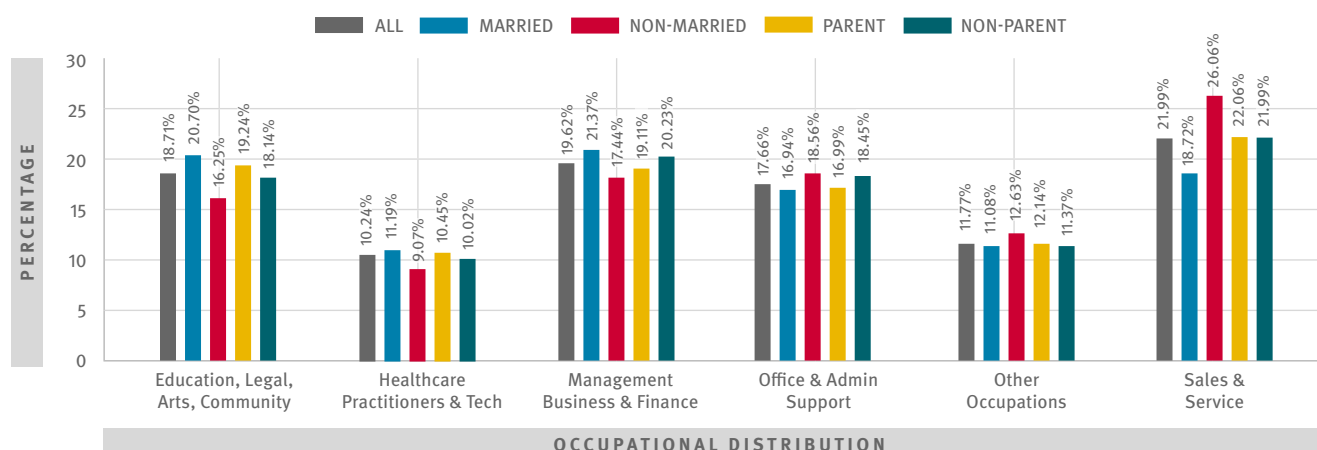
With respect to the type of employment held by female wage and salary earners in New Jersey, most women (69.6%) are employed in the private sector, followed by 19.7% in government jobs and 11.2% in non-profit positions. While this distribution remains relatively consistent across marital and parental statuses, slight variations are observed (Figure 6). Compared to all female wage and salary earners in the state, non-married women (71.5%) and non-parents (70.6%) have slightly higher shares of private sector employment, whereas married women (68.0%) and parents (68.6%) have somewhat lower shares in private sector employment. Employment in the nonprofit sector varies only marginally, hovering around 11% across all groups.

FIGURE 6. Type of Employment of Female Wage/Salary Earners in New Jersey by Marital and Parental Status (weighted percentage distribution), Survey Year, 2019–2023



As shown in Figure 7, Sales and Service (22.0%), Management, Business, and Financial (19.6%), and Education, Legal, Community Service, Arts, and Media (18.7%) are the most common occupational categories among female wage and salary earners in New Jersey, accounting for more than 60 percent of all employed women in the state. However, occupational distributions differ notably by marital and parental status. Among married women, a larger share is employed in Management, Business, and Financial roles (21.4%) and in Education, Legal, Community Service, Arts, and Media (19.7%), occupations generally associated with higher educational requirements and greater earnings potential. In contrast, non-married women are more concentrated in Sales and Service jobs (25.1%) and Office and Administrative Support (19.1%), reflecting a tendency toward lower-wage service-sector employment. Similarly, mothers are more represented in Sales and Service (22.6%) and Management and Business (20.1%) roles, while non-mothers show a more even distribution across professional and support occupations.

FIGURE 7. Occupational Distribution of Female Wage/Salary Earners in New Jersey by Marital and Parental Status (weighted percentage distribution), Survey Year, 2019–2023

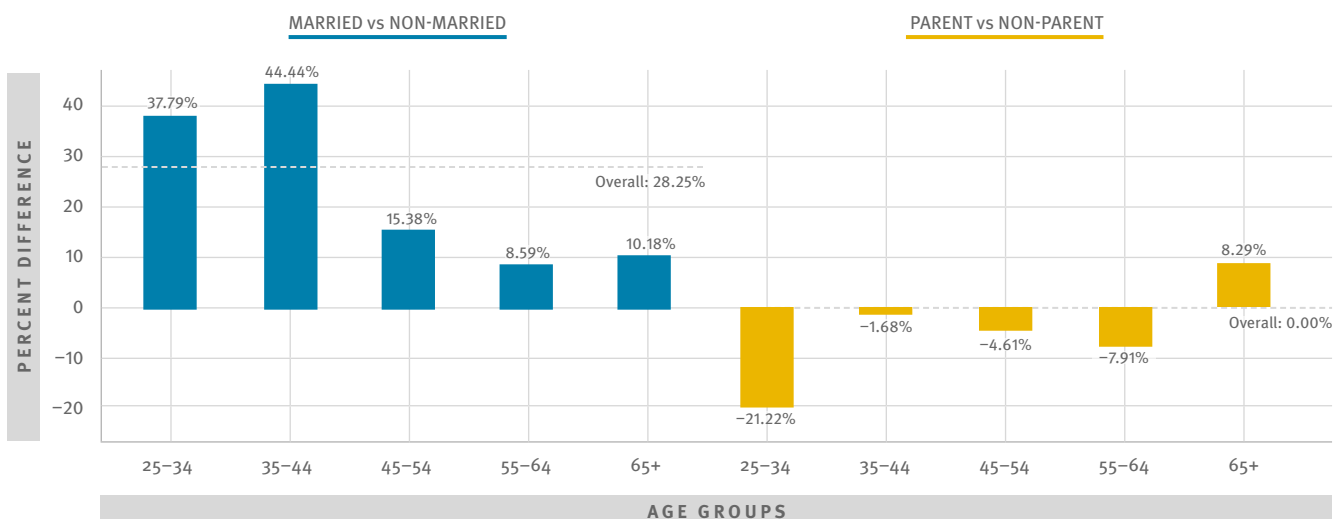


>>> Annual Wages/Salaries of Female Earners in New Jersey by Marital and Parental Statuses, Survey Years 2018–2022 (adjusted to 2022 Dollars)

Turning our attention to earnings, the median annual earnings of female wage and salary earners in New Jersey are approximately \$52,063. Married female workers earn notably more, with a median of \$58,994 compared to \$46,000 for their non-married counterparts, a difference of 28.3%. In contrast, there is no significant earnings gap between parents and non-parents, as both groups report identical median annual earnings of \$52,063.⁶

As Figure 8 highlights, married female wage and salary earners have about 28.3% higher earnings than their non-married counterpart. When disaggregating by age, although the earnings percent difference between married and non-married women remains positive across all age groups, it is widest among younger women. Married earners aged 35–44 earn 44.4% more than their non-married counterparts, followed by those aged 25–34 with a 37.8% difference. The difference narrows with age, declining to 15.4% for women aged 45–54, 8.6% for those 55–64, and 10.2% for women 65 and older. In contrast, parents earn less than nonparents across most age groups, as indicated by the negative earnings percent difference between parents and non-parents shown in Figure 8. The largest earnings difference is observed among women aged 25–34. In this group, parents earn 21.2% less than non-parents, highlighting a potential earnings penalty associated with early caregiving responsibilities. Among women aged 35–44, the difference narrows substantially to 1.7%, before turning negative again in the 45–54 (-4.6%) and 55–64 (-7.9%) age ranges. However, among those aged 65 and older, the difference becomes positive, with parents earning 8.3% more than their non-parent counterparts.

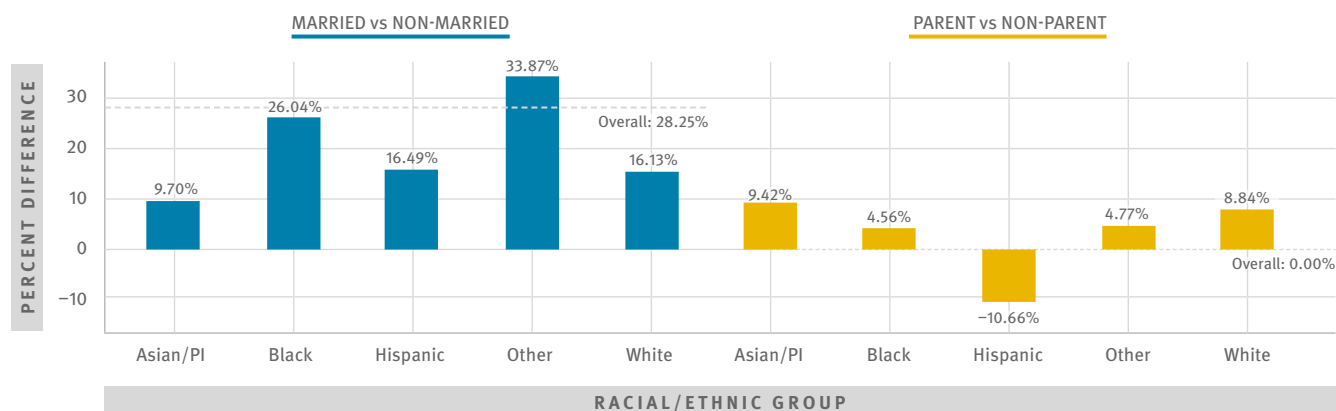
FIGURE 8. Percent Difference in Median Annual Earnings of Female Wage/Salary Earners in New Jersey by Age Group, Marital and Parental Status (weighted percentage distribution), Survey Years 2018–2022 (adjusted to 2022 Dollars)



⁶ For a complete overview of earnings, please see Table 2 in the Appendix.

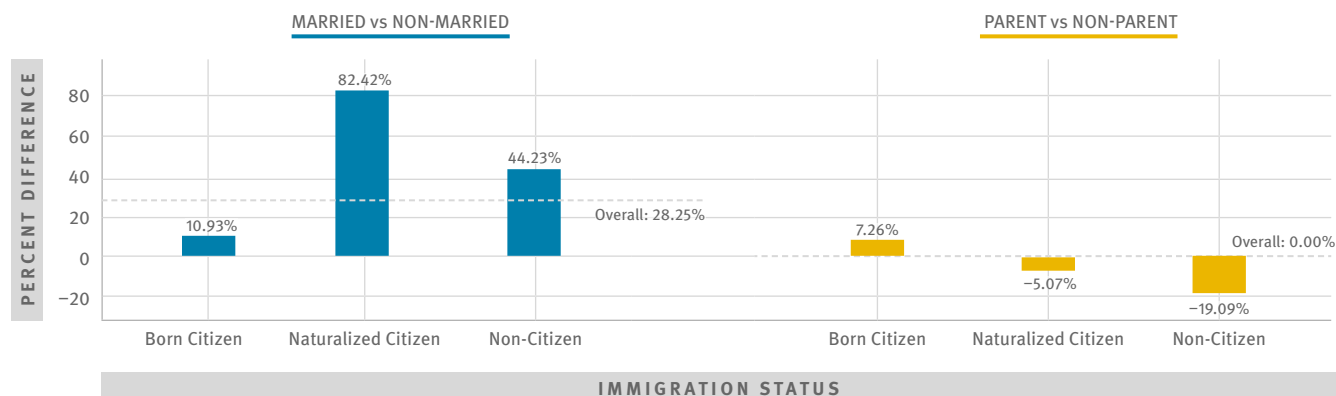
As shown in Figure 9, across all racial and ethnic groups, while all married female wage and salary earners earn more than their nonmarried counterparts, the percent difference varies considerably by race and ethnicity. The highest earnings percent difference is observed among women categorized as “Other” (33.9%), followed by Black women (26.0%), Hispanic women (16.5%), White women (16.1%), and Asian/PI women (9.7%). Similarly, parents earn more than non-parents across most racial and ethnic groups, including Asian/PI (9.4%), White (8.8%), Black (4.6%), and “Other” (4.8%) women. However, Hispanic women are the exception, with parents earning 10.7% less than non-parents.

FIGURE 9. Percent Difference in Median Annual Earnings of Female Wage/Salary Earners in New Jersey by Racial/Ethnic Group, Marital and Parental Status (weighted percentage distribution), Survey Years 2018–2022 (adjusted to 2022 Dollars)



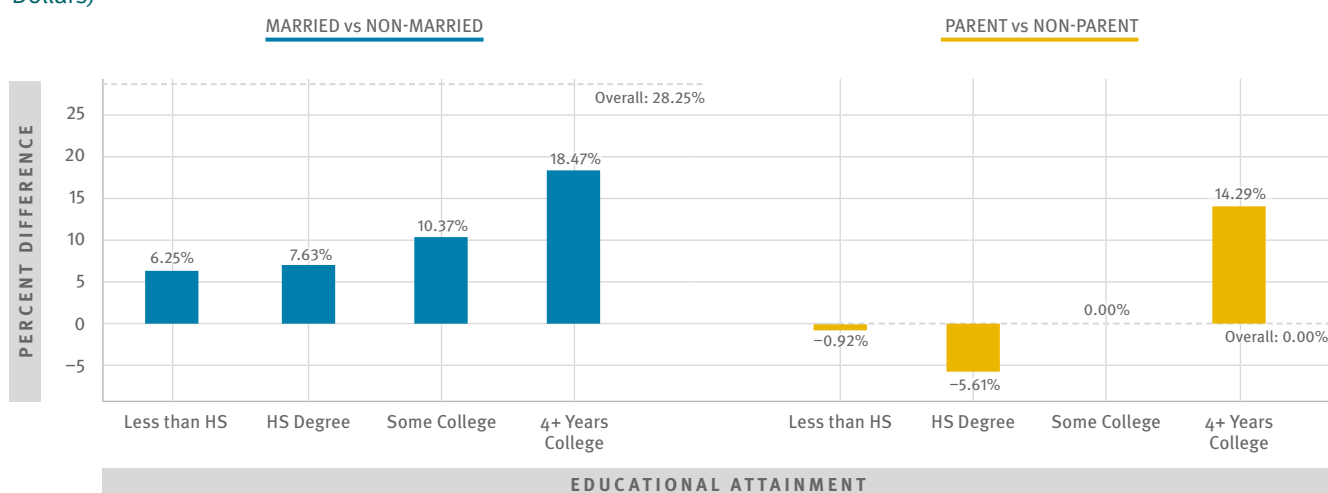
With respect to immigration status, the earnings percent difference between married and non-married female wage/salary earners in the state is largest for naturalized citizens, with married women earning 82.4% more than their non-married counterparts (Figure 10). This is followed by non-citizens, among whom married women earn 44.2% more. The smallest difference is observed among U.S.-born citizens, where married women earn just 10.9% more than non-married women. In contrast, the earnings percent difference between parents and non-parents follows the opposite pattern, with non-citizen and naturalized citizen mothers earnings less than their non-mother counterparts. Among non-citizens, parents earn 19.1% less than non-parents, while among naturalized citizens, the earnings percent difference is -5.1%. Only U.S.-born citizens show a positive difference, with parents earning 7.3% more than their non-parent counterparts.

FIGURE 10. Percent Difference in Median Annual Earnings of Female Wage/Salary Earners in New Jersey by Immigration Status, Marital and Parental Status (weighted percentage distribution), Survey Years 2018–2022 (adjusted to 2022 Dollars)



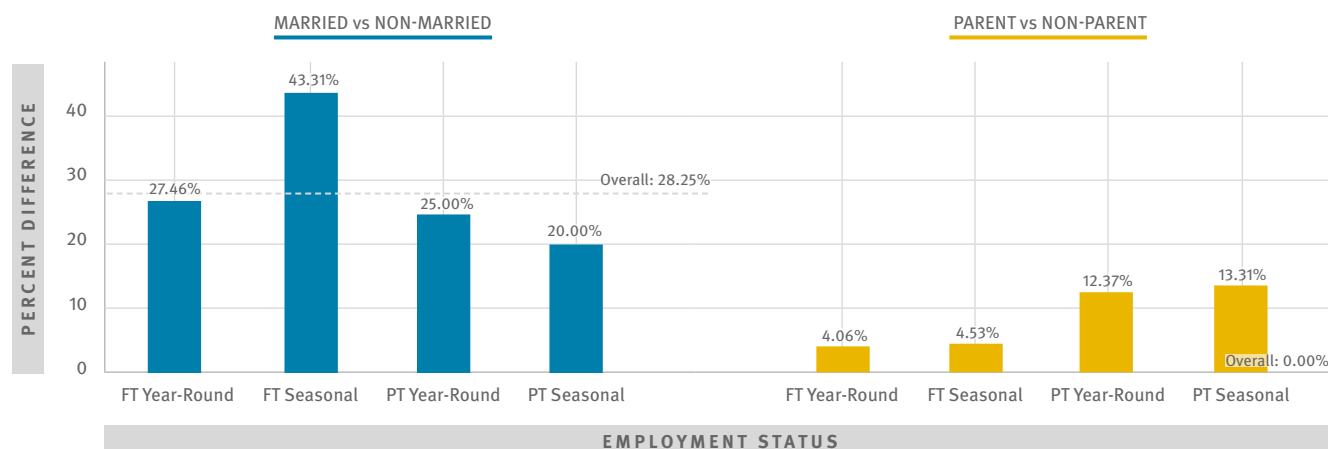
Upon disaggregating by education, as shown in Figure 11, higher educational attainment is associated with larger percent differences in earnings for married women. The earnings percent difference increases steadily from 6.3% among those with less than a high school diploma to 7.4% for high school graduates, 10.4% for those with some college education, and peaks at 18.5% among women with a bachelor’s degree or higher. Conversely, the earnings percent difference between parents and non-parents varies by education level but does not follow a clear upward trend. Parents with less than a high school diploma earn 0.9% less than non-parents, and those with a high school degree earn 5.6% less. No difference is observed for those with some college education, while parents with a bachelor’s degree or more earn 14.3% more than their non-parent counterparts.

FIGURE 11. Percent Difference in Median Annual Earnings of Female Wage/Salary Earners in New Jersey by Educational Attainment, Marital and Parental Status (weighted percentage distribution), Survey Years 2018–2022 (adjusted to 2022 Dollars)



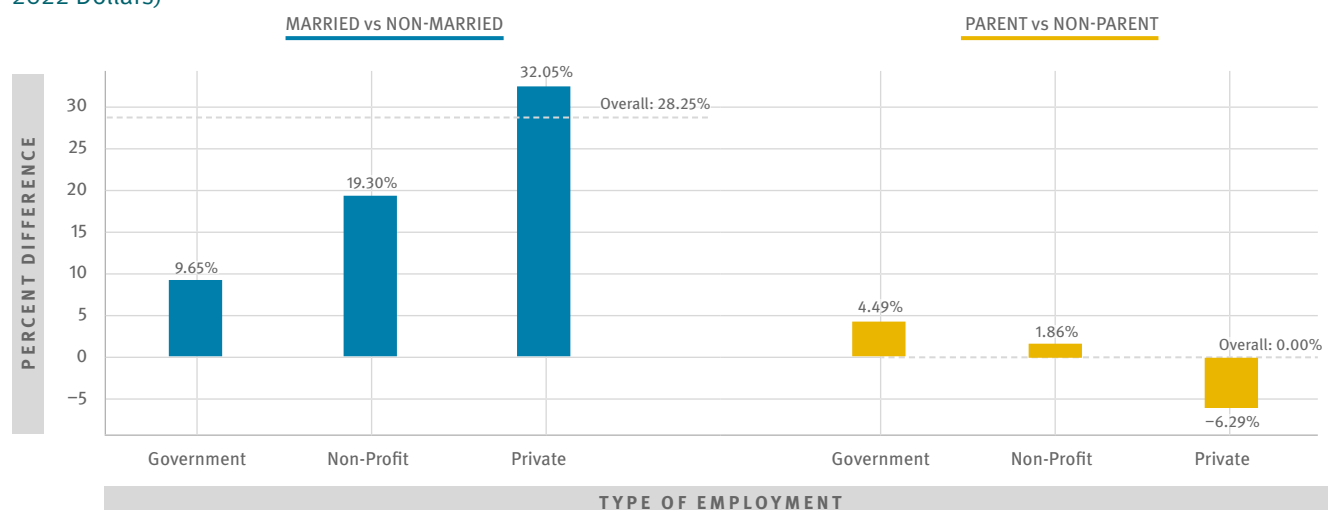
As it relates to weeks and hours worked, all married female wage/salary earners in New Jersey exhibit a positive earnings percent difference compared to their non-married counterparts, with the largest difference observed among full-time part-year workers (43.3%) (Figure 12). This is followed by full-time year-round workers (27.5%), part-time year-round workers (25.0%), and part-time part-year workers (20.0%). Parenthood, on the other hand, is associated with smaller earnings percent differences across annual work schedules. While parents earn slightly more than non-parents in all categories, the differences are modest for full-time year-round (4.1%) and full-time part-year workers (4.5%). The largest differences appear among part-time year-round (12.4%) and part-time part-year workers (13.3%), suggesting that parental status may be linked to increased earnings only among part-time workers.

FIGURE 12. Percent Difference in Median Annual Earnings of Female Wage/Salary Earners in New Jersey by Employment Status, Marital and Parental Status (weighted percentage distribution), Survey Years 2018–2022 (adjusted to 2022 Dollars)



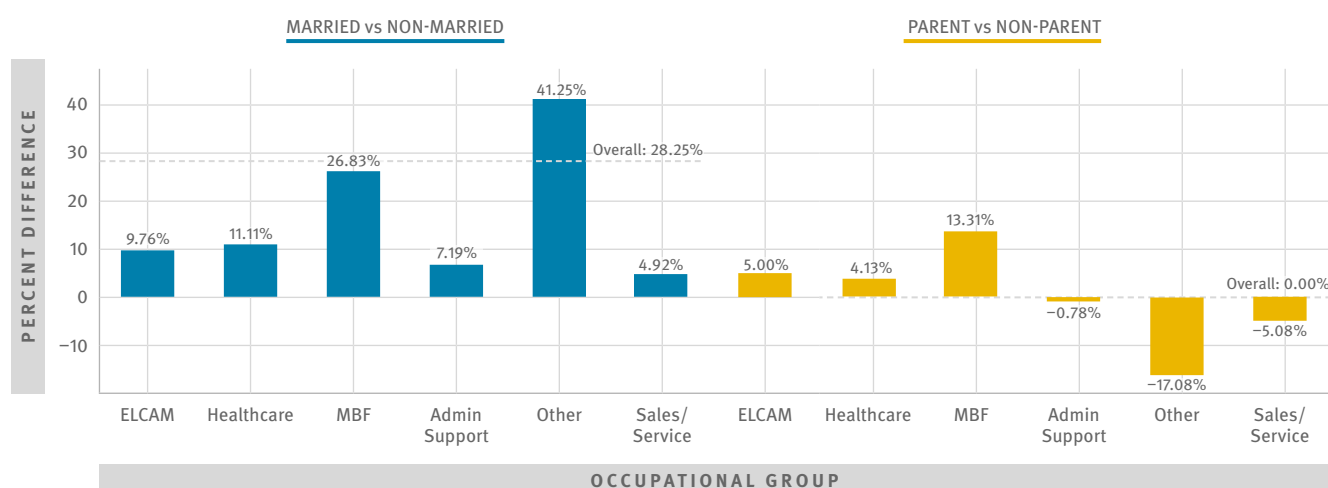
As shown in Figure 13, the earnings percent difference between married and non-married women varies substantially by sector of employment. The largest difference is observed in the private sector, where married women earn 32.1% more than their non-married counterparts. This is followed by a 19.3% difference in the nonprofit sector and a smaller 9.7% difference in government employment. In contrast, parents earn 6.3% less than non-parents in the private sector. In the government and nonprofit sectors, parents earn more than non-parents, 4.5% and 1.9% more, respectively. .

FIGURE 13. Percent Difference in Median Annual Earnings of Female Wage/Salary Earners in New Jersey by Type of Employment, Marital and Parental Status (weighted percentage distribution), Survey Years 2018–2022 (adjusted to 2022 Dollars)



Lastly, as shown in Figure 14, the earnings percent difference between married and non-married women and between parents and non-parents varies considerably across occupational groups. Although married female wage/salary earners generally report higher earnings compared to their non-married counterparts, the differences are widest in the “Other” occupation category, where women are typically underrepresented, at 41.3%, followed by Management, Business, and Financial occupations at 26.8%. On the other hand, parenthood is associated with lower earnings in several fields, most notably in the “Other” occupation category (–17.1%) and Sales and Service (–5.1%) occupations. Yet, mothers in Management, Business, and Financial (13.3%) occupations, Education, Legal, Community Service, Arts, and Media (5.0%) occupation, and Healthcare (4.1%) occupations earn more than their non-parent counterparts,

FIGURE 14. Percent Difference in Median Annual Earnings of Female Wage/Salary Earners in New Jersey by Occupational Group, Marital and Parental Status (weighted percentage distribution), Survey Years 2018–2022 (adjusted to 2022 Dollars)



>>> Conclusion

This analysis of female wage and salary earners in New Jersey highlights how marital and parental status intersect with age, race/ethnicity, immigration status, education, occupation, and annual work schedule to shape women’s labor market experiences and earnings. Across nearly every demographic and employment category, married women earn more than non-married women, particularly among naturalized citizens, women in private sector and full-time part-year jobs, and those with at least a bachelor’s degree.

In contrast, the earnings percent difference between parents and non-parents is more complex and, in many cases, mothers earn less than their non-mother counterparts. Mothers, especially younger and foreign-born ones, often earn less than their non-parent counterparts, possibly reflecting the continued economic burden of caregiving. Although modest gains are observed among highly educated mothers and those in flexible part-time arrangements, the overall absence of a consistent positive earnings percent difference points to the persistence of structural barriers for working mothers, including limited access to affordable child care and rigid workplace policies.

TABLE 1: Demographic and Employment Characteristics of Female Wage/Salary Earners in New Jersey by Marital and Parental Statuses

	ALL		BY MARITAL STATUS			BY PARENTAL STATUS		
			Married	Nonmarried	% Difference*	Parent	Non-Parent	% Difference*
	Weighted N	1,860,428	1,031,705	828,723	24.47	984,358	876,070	12.36
	Percentage	100.00	55.45	44.55	24.47	52.91	47.09	12.36
Age Group	25–34	24.41	16.31	34.48	–52.70	15.66	34.23	–54.26
	35–44	23.41	26.28	19.83	32.53	32.63	13.05	150.04
	45–54	23.70	27.51	18.97	45.02	31.18	15.30	103.79
	55–64	21.05	23.49	18.02	30.36	17.24	25.34	–31.97
	65+	7.43	6.41	8.69	–26.24	3.28	12.08	–72.85
Race/Ethnicity	Asian/PI, non-Hispanic	10.25	13.47	6.24	115.87	10.86	9.57	13.48
	Black, non-Hispanic	14.01	8.77	20.53	–57.28	14.26	13.73	3.86
	Hispanic	19.70	17.08	22.96	–25.61	23.18	15.80	46.71
	Other, non-Hispanic	3.22	2.93	3.58	–18.16	3.11	3.34	–6.89
	White, non-Hispanic	52.81	57.75	46.69	23.69	48.58	57.56	–15.60
Immigration Status	Born Citizen	71.26	67.60	75.88	–10.91	66.10	77.11	–14.28
	Naturalized Citizen	18.21	21.20	14.47	46.51	21.37	14.66	45.77
	Non-Citizen	10.51	11.20	9.66	15.94	12.54	8.23	52.37
Education	Less than a High School Degree	3.78	3.01	4.73	–36.36	4.70	2.74	71.53
	High School Degree	25.84	22.93	29.49	–22.24	26.57	25.04	6.11
	Less than 4 Years of College	18.05	16.09	20.49	–21.47	18.15	17.94	1.17
	4 or More Years of College	52.33	57.97	45.29	28.0	50.58	54.28	–6.82
Employment Status	Full Time Year-Round Workers	69.69	68.96	70.61	–2.94	68.15	71.49	–4.67
	Full Time Part-Year Workers	9.72	9.38	10.15	–7.59	10.08	9.33	8.04
	Part Time Year-Round Workers	13.16	13.55	12.67	6.95	13.75	12.52	9.82
	Part Time Part-Year Workers	7.43	8.12	6.58	23.40	8.02	6.78	18.29
Type of Employee	Wage/Salary, Government	19.21	20.60	17.49	17.78	20.57	17.69	16.28
	Wage/Salary, Non-Profit	11.21	11.39	11.00	3.55	10.80	11.67	–7.46
	Wage/Salary, Private	69.58	67.99	71.51	–4.92	68.63	70.64	–2.85
Occupations	Education, Legal, Community Service, Arts, and Media (ELCAM)	18.71	20.70	16.25	27.38	19.24	18.14	6.06
	Healthcare Practitioners and Technical (HPT)	10.24	11.19	9.07	23.37	10.45	10.02	4.29
	Management, Business, and Financial (MBF)	19.62	21.37	17.44	22.53	19.11	20.23	–5.54
	Office and Administrative Support (OAS)	17.66	16.94	18.56	–8.73	16.99	18.45	–7.91
	Other**	11.77	11.08	12.63	–12.27	12.14	11.37	6.77
	Sales and Service (SS)	21.99	18.72	26.05	–28.14	22.06	21.99	0.32

* Percent difference in earnings is calculated as follows: For marital status ((Married – Nonmarried) / Nonmarried) × 100. For parental status, the difference is calculated as ((Parent – Non-Parent) / Non-Parent) × 100.

** “Other” occupations include Computer, Engineering, and Science, Construction and Extraction, Farming, Fishing, and Forestry, Installation, Maintenance, and Repair, Production, and Transportation and Material Moving.

TABLE 2: Median Annual Earnings by Demographic and Employment Characteristics of Female Wage/Salary Earners in New Jersey by Marital and Parental Statuses

	ALL		BY MARITAL STATUS			BY PARENTAL STATUS		
			Married	Nonmarried	% Difference*	Parent	Non-Parent	% Difference*
	Weighted N	1860428	1031705	828723	24.49	984358	876070	12.36
	Median Annual Earnings	52063	58994	46000	28.25	52063	52063	0.00
Age Group	25-34	48000	58526	42476	37.79	40968	52000	-21.22
	35-44	59351	67681	46856	44.44	58994	60000	-1.68
	45-54	57269	60000	52000	15.38	56275	58994	-4.61
	55-64	52673	55000	50648	8.59	50648	55000	-7.91
	65+	36576	39000	35397	10.18	39000	36016	8.29
Race/Ethnicity	Asian/PI, non-Hispanic	75000	77660	70793	9.70	78785	72000	9.42
	Black, non-Hispanic	45000	52063	41306	26.04	45898	43895	4.56
	Hispanic	35397	38936	33424	16.49	34257	38346	-10.66
	Other, non-Hispanic	52063	60777	45400	33.87	54000	51542	4.77
	White, non-Hispanic	60000	63028	54275	16.13	62475	57401	8.84
Immigration Status	Born Citizen	56275	697396	628692	10.93	58994	55000	7.26
	Naturalized Citizen	50648	218793	119937	82.42	50000	52673	-5.07
	Non-Citizen	30389	115516	80094	44.23	28317	35000	-19.09
Education	Less than a High School Degree	24778	25500	24000	6.25	24761	24990	-0.92
	High School Degree	33765	35000	32600	7.36	33037	35000	-5.61
	Less than 4 Years of College	41650	44149	40000	10.37	41650	41650	0.00
	4 or More Years of College	75000	80000	67530	18.47	80000	70000	14.29
Employment Status	Full Time Year-Round Workers	65599	73929	58000	27.46	67530	64894	4.06
	Full Time Part-Year Workers	36000	42994	30000	43.31	37000	35397	4.53
	Part Time Year-Round Workers	22500	25000	20000	25.00	23598	21000	12.37
	Part Time Part-Year Workers	11255	12000	10000	20.00	11799	10413	13.31
Type of Employee	Wage/Salary, Government	64154	66640	60777	9.65	65279	62475	4.49
	Wage/Salary, Non-Profit	55000	59652	50000	19.30	55150	54145	1.86
	Wage/Salary, Private	48000	55000	41650	32.05	46856	50000	-6.29
Occupations	Education, Legal, Community Service, Arts, and Media (ELCAM)	61354	64000	58310	9.76	63000	60000	5.00
	Healthcare Practitioners and Technical (HPT)	77000	80000	72000	11.11	78094	75000	4.13
	Management, Business, and Financial (MBF)	89000	99044	78094	26.83	94391	83300	13.31
	Office and Administrative Support (OAS)	43733	45020	42000	7.19	43656	44000	-0.78
	Other**	41756	52063	36860	41.25	39800	48000	-17.08
	Sales and Service (SS)	28317	29497	28114	4.92	28000	29497	-5.08

* Percent difference in earnings is calculated as follows: For marital status ((Married – Nonmarried) / Nonmarried) × 100. For parental status, the difference is calculated as ((Parent – Non-Parent) / Non-Parent) × 100.

** “Other” occupations include Computer, Engineering, and Science, Construction and Extraction, Farming, Fishing, and Forestry, Installation, Maintenance, and Repair, Production, and Transportation and Material Moving.

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ABOUT THE AUTHORS

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ABOUT THE CENTER FOR WOMEN AND WORK

The Center for Women and Work (CWW) engages in research, education and programming that promotes economic and social equity for women workers, their families, and communities. CWW's work focuses on addressing women's advancement in the workplace; providing technical assistance and designing programming for educators, industry, and government; and, engaging in issues that directly affect the living standards of working families in New Jersey and around the world.

ABOUT THE COUNCIL ON GENDER PARITY

The Council on Gender Parity in Labor and Education's mission is to recommend policies, strategies and programs that address gender-based barriers and encourage equal participation of students and workers in education, training, and employment. The Council on Gender Parity in Labor and Education is housed within the New Jersey State Employment and Training Commission and funded through the New Jersey State Budget.