

Gender Disparities in Hiring & Political Influence (U.S. and Global, 2024–2025)

Pranathi Nagasai Andhe

Emily Sunderberg

2025-10-15

Table of contents

1 Abstract

We analyze gender disparities in hiring, AI participation, and wages across U.S. industries and states, and situate these patterns in a global context. Drawing on recent federal statistics Labor Statistics ((2025)), U.S. pay-gap trackers University Women ((2025a)); Women’s Policy Research ((2024)), and international reports Economic Co-operation and Development ((2024)); Organization ((2023)); Organization ((2025)); Forum ((2025)), we find persistent occupational segregation, widening U.S. annual earnings gaps since 2022, and continued underrepresentation of women in AI-intensive roles. State-level disparities correlate with policy environments such as pay-transparency and salary-history bans University Women ((2025b)), though industry composition and family structure are important confounders. Conservative/market-based perspectives emphasize occupational choice, hours, and career continuity as key mechanisms and warn that some transparency policies may compress wages Institute ((2021)); Foundation ((2024)); Cullen and Pakzad-Hurson ((2021)); Cullen ((2023)); Mas ((2014)). We integrate both views and outline implications for job seekers selecting sectors, geographies, and employers.

2 Executive Summary

- U.S. employment remains gender-segregated: women 47% of workers but overrepresented in health/education and underrepresented in construction, engineering, and many tech roles Labor Statistics ((2025)).
- Every U.S. state has a pay gap; gaps tend to be smaller where transparency and equal-pay policies are stronger, though composition matters University Women ((2025b)).

- U.S. annual earnings gap widened after 2022 (82.7¢ in 2023; 80.9¢ in 2024 among full-time year-round), while hourly measures show ~85% in 2024 Women’s Policy Research ((2024)); Center ((2025)).
- Women remain 22–30% of the global AI workforce and are more exposed to AI-driven task change in clerical/admin roles Economic Co-operation and Development ((2024)); Organization ((2023)); Organization ((2025)).
- Globally, parity stands at 68.8% and may take ~123 years at current pace Forum ((2025)).
- Market-oriented analyses attribute much of the unadjusted gap to hours, occupation, and career continuity and note possible wage compression from transparency Institute ((2021)); Foundation ((2024)); Cullen and Pakzad-Hurson ((2021)); Cullen ((2023)); Mas ((2014)).
- Implications: build AI-complementary skills, target transparent employers and supportive states/metros, and use posted pay bands as inputs to evidence-based negotiation.

3 Introduction

Gender continues to shape labor-market outcomes in the United States and worldwide. In 2024–2025, women’s representation varies sharply across industries, wage gaps persist, and AI both creates opportunities and raises exposure risks. We examine four questions: (1) how hiring patterns differ for men and women across industries; (2) whether disparities vary between red and blue states; (3) whether women are more underrepresented in AI fields; and (4) how wage gaps compare by gender and political affiliations. We synthesize high-quality, recent statistics and research to inform job-seeker strategy.

4 Qualitative Research Method

We triangulate multiple sources: U.S. Bureau of Labor Statistics Current Population Survey (CPS) 2024 annual averages for occupational distributions Labor Statistics ((2025)); AAUW 2025 national and state pay-gap indicators University Women ((2025a)); University Women ((2025b)); IWPR 2024 fact sheets on annual earnings gaps Women’s Policy Research ((2024)); Pew Research Center 2025 hourly pay-gap analysis Center ((2025)); OECD 2024 policy brief on AI and women Economic Co-operation and Development ((2024)); International Labour Organization reports on generative-AI exposure (2023; 2025 update) Organization ((2023)); Organization ((2025)); and the WEF 2025 Global Gender Gap Report Forum ((2025)). To incorporate conservative/market perspectives, we review AEI and Heritage commentary Institute ((2021)); Foundation ((2024)) and research on equilibrium effects of pay transparency Cullen and Pakzad-Hurson ((2021)); Cullen ((2023)); Mas ((2014)).