The Second Shift/
The Male-Female Pay Gap

Nov. 17, 2006

http://www.iastate.edu/~soc.134
Bianchi, Milkie, Sayer & Robinson (2000.) “Is Anyone Doing Housework?”

Method: time diaries (1965, ‘75, ‘85, ‘95)

Findings:

- The housework gap between wives and husbands has shrunk
- But wives still do about twice as much as husbands
- Much of change is due to wives doing less housework
- Majority of wives’ housework (15.8 of 19.4 hours) is core housework (e.g., meals, housecleaning, laundry)
- Majority of husbands’ housework (6.7 of 10.4 hours) is non-core housework (e.g., outdoor chores, repairs)
Housework trends for married couples


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The gender pay gap

✓ 2001: Women made $752 dollars for every $1000 made by men
  • Median weekly earnings for all full-time workers: $606; men $683; women $517
✓ Gap has closed—1950: $486; 1970: $594; 1990: $716
✓ Gap holds for different races and education levels
Median weekly pay by gender and race, 2001

- Total ($757)
  - Male: $683
  - Female: $517

- White ($758)
  - Male: $703
  - Female: $533

- Black ($857)
  - Male: $525
  - Female: $450

- Hispanic ($991)
  - Male: $437
  - Female: $398
Avg. earnings by gender & education, 2003

Average earnings

<table>
<thead>
<tr>
<th>Education</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>All workers</td>
<td>$55,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Less than 9th grade</td>
<td>$20,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Some high school</td>
<td>$40,000</td>
<td>$35,000</td>
</tr>
<tr>
<td>High school graduate</td>
<td>$60,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>Some college</td>
<td>$70,000</td>
<td>$65,000</td>
</tr>
<tr>
<td>Associate degree</td>
<td>$80,000</td>
<td>$75,000</td>
</tr>
<tr>
<td>Bachelor's degree+</td>
<td>$90,000</td>
<td>$85,000</td>
</tr>
</tbody>
</table>

Statistical Abstract of the U.S. 2006. Table 686. © 2006 David Schweingruber
Why are men paid more than women?

1. Different work patterns
   - Home-work conflict creates seniority gap
   - Although women may choose different work patterns, their choices are constrained (e.g., by family wage gap and lack of child care)
   - However, after accounting for work patterns, women make only around 80% of what men do
   - Workers who aren’t “unencumbered” pay a “mommy tax” or “daddy tax”

2. Occupational segregation: (1) men and women work different jobs and (2) female-dominated jobs are paid less than male-dominated ones
   - The “family wage” vs. “pin money”
   - Women’s work is devalued
   - Comparable worth (p. 455) policies have not been widely enacted

3. Pay discrimination (women are paid less for the same jobs)

4. Promotion gap
   - Job ladders (gendered internal labor markets)
   - “Glass ceiling” vs. “glass escalator”
Top occupations by sex, 2001

Women’s Occupations
1. Sales worker, retail & personal services (97.6% female)-6,711,000 total women
2. Teacher, except college (74.9%)
3. Sales counter clerk (76.9%)
4. Secretary (98.4%)
5. Registered nurse (93.1%)
6. Nursing aid, orderly attendant (90.1%)
7. Information clerk (87.8%)
8. Health technologist/technician (81.7%)
9. Bookkeeper, accounting clerk (92.9%)
10. Food server (76.4%)

Men’s Occupations
1. Construction worker (97.6% male)-5,266,000 total men
2. Mechanic & repairer (95.3%)
3. Machine operator & tender (64.5%)
4. Truck driver (94.7%)
5. Sales rep, business & finance (55.7%)
6. Protective service worker (79.6%)
7. Janitor, cleaner (64.0%)
8. Engineer (89.6%)
9. Cook (58.5%)
10. Freight, stock & material handler (76.9%)
### Income of lawyers by race & gender

134,599 Lawyers Ages 35-39  
(average earnings 1990)

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Race ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Men</strong></td>
<td>$79,838</td>
<td>$59,385</td>
<td>$745</td>
</tr>
<tr>
<td><strong>Women</strong></td>
<td>$52,339</td>
<td>$48,433</td>
<td>$926</td>
</tr>
<tr>
<td><strong>Sex ratio</strong></td>
<td>$656</td>
<td>$816</td>
<td></td>
</tr>
<tr>
<td><strong>Salaried</strong></td>
<td>59.3%</td>
<td>74.6%</td>
<td></td>
</tr>
</tbody>
</table>
### Female pay per $1,000 pay of men, 1995

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Female Pay per $1,000 Male Pay</th>
<th>Occupation</th>
<th>Female Pay per $1,000 Male Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>$649</td>
<td>Chefs &amp; cooks</td>
<td>$885</td>
</tr>
<tr>
<td>Production inspectors</td>
<td>$649</td>
<td>High school teachers</td>
<td>$881</td>
</tr>
<tr>
<td>Financial managers</td>
<td>$674</td>
<td>Engineers</td>
<td>$862</td>
</tr>
<tr>
<td>Insurance adjusters</td>
<td>$691</td>
<td>Computer analysts</td>
<td>$860</td>
</tr>
<tr>
<td>Retail sales</td>
<td>$693</td>
<td>Journalists</td>
<td>$855</td>
</tr>
<tr>
<td>Education admin.</td>
<td>$708</td>
<td>Janitors &amp; cleaners</td>
<td>$844</td>
</tr>
<tr>
<td>Accountants</td>
<td>$734</td>
<td>Waiters &amp; waitresses</td>
<td>$822</td>
</tr>
<tr>
<td>College faculty</td>
<td>$781</td>
<td>Lawyers</td>
<td>$818</td>
</tr>
<tr>
<td>Public administrators</td>
<td>$786</td>
<td>Health technicians</td>
<td>$813</td>
</tr>
</tbody>
</table>
Internal labor market for a grocery store chain, 1981-84

- **Store manager** (3.1% female)
  - Produce dept. manager (4.7% female)
    - Produce dept. clerk (19.1% female)
  - Grocery dept. manager (7.6% female)
    - Grocery dept. clerk (49.9% female)
    - Baker/deli dept. manager (clerk position) (93.7% female)
    - General merchandise dept. dept. head (clerk position) (91.8% female)
  - Asst. grocery dept. manager (16.8% female)
    - Courtesy clerk (sex integrated)