Male-Female Pay Gap/
Demography

April 20, 2005

http://www.iastate.edu/~soc.134
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 around 80% of what men do

2. Comparable-worth discrimination (women are paid less for comparable jobs)
   ✓ The “family wage” vs. “pin money”
   ✓ Women’s work is devalued

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>Men</td>
<td>$79,838</td>
<td>$59,385</td>
<td>$745</td>
</tr>
<tr>
<td>Women</td>
<td>$52,339</td>
<td>$48,433</td>
<td>$926</td>
</tr>
<tr>
<td>Sex ratio</td>
<td>$656</td>
<td>$816</td>
<td></td>
</tr>
<tr>
<td>Salaried</td>
<td>59.3%</td>
<td>74.6%</td>
<td></td>
</tr>
</tbody>
</table>

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### Female pay per $1,000 pay of men, 1995

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Female Pay per $1,000 Male Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>$649</td>
</tr>
<tr>
<td>Production inspectors</td>
<td>$649</td>
</tr>
<tr>
<td>Financial managers</td>
<td>$674</td>
</tr>
<tr>
<td>Insurance adjusters</td>
<td>$691</td>
</tr>
<tr>
<td>Retail sales</td>
<td>$693</td>
</tr>
<tr>
<td>Education admin.</td>
<td>$708</td>
</tr>
<tr>
<td>Accountants</td>
<td>$734</td>
</tr>
<tr>
<td>College faculty</td>
<td>$781</td>
</tr>
<tr>
<td>Public administrators</td>
<td>$786</td>
</tr>
<tr>
<td>Chefs &amp; cooks</td>
<td>$885</td>
</tr>
<tr>
<td>High school teachers</td>
<td>$881</td>
</tr>
<tr>
<td>Engineers</td>
<td>$862</td>
</tr>
<tr>
<td>Computer analysts</td>
<td>$860</td>
</tr>
<tr>
<td>Journalists</td>
<td>$855</td>
</tr>
<tr>
<td>Janitors &amp; cleaners</td>
<td>$844</td>
</tr>
<tr>
<td>Waiters &amp; waitresses</td>
<td>$822</td>
</tr>
<tr>
<td>Lawyers</td>
<td>$818</td>
</tr>
<tr>
<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)
- **Grocery dept. manager** (7.6% female)
- **Asst. grocery dept. manager** (16.8% female)
- **Produce dept. Clerk** (19.1% 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)
- **Courtesy clerk (sex integrated)**
Basic demographic terms

✓ Demography: the study of human population
✓ Demographer: sociologist who studies trends in population characteristics
✓ Three major components
  ✓ Fertility: the incidence of childbearing in a country’s population
  ✓ Mortality: the incidence of death in a country’s population
  ✓ Migration: the movement of people into and out of a specified territory
Birth cohorts

Birth cohort: set of people who were born during the same era and who face similar societal circumstances brought about by their shared position in the overall age structure of the population (p. 415)

Birth cohorts effect everyday lives in two ways:

- Cohort effect: phenomenon in which members of a birth cohort tend to experience a particular life event or rite of passage—puberty, marriage, childbirth, graduation, entry into the workforce, death—at roughly the same time (p. 416)
- Period effect: phenomenon in which a historical event or major social trend contributes to the unique shape and outlook of a birth cohort (p. 416)
U.S. population & growth rates, 1900-98

- High immigration & birth rates
- Baby boom
- Great Depression, low immigration
- 1918 flu epidemic

U.S. population (thousands)

Annual growth rate