Male-Female Pay Gap/Demography

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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)
   - “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 (88.4%)
5. Registered nurse (93.1%)
6. Nursing aid, orderly attendant (90.1%)
7. Information clerk (97.8%)
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 (90.0%)
8. Engineer (89.8%)
9. Cook (58.5%)
10. Freight, stock & material handler (76.9%)

Income of lawyers by race & gender

<table>
<thead>
<tr>
<th>Race</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>$746</td>
</tr>
<tr>
<td>Salaried</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 Pay of Men</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 markets

Internal labor market for a grocery store chain, 1981-84
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, childbearing, 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

- U.S. population (thousands)
- Growth rate: 0.0% to 2.5%
- Labeled events:
  - Baby boom
  - Great Depression
  - 1918 flu epidemic
  - High immigration & birthrates
  - Low immigration & birthrates

Diagram shows the population and growth rate trends from 1900 to 1998, highlighting significant events in U.S. demographic history.