The gender pay gap

2005: Women made $770 dollars for every $1000 made by men (median earnings for full-time, year-round workers)
   • Men: $41,386; women: $31,858


However, the shrinking gap from 2003-2005 is the result of men’s pay falling more than women’s pay

Gap holds for different races and education levels

Median weekly pay by gender and race, 2001

- Total ($757): $683 Male, $517 Female
- White ($758): $703 Male, $533 Female
- Black ($857): $525 Male, $450 Female
- Hispanic ($991): $437 Male, $398 Female
Avg. earnings by gender & education, 2003

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%)