The Male-Female Pay Gap

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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

<table>
<thead>
<tr>
<th>Total</th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>$757</td>
<td>$758</td>
<td>$857</td>
<td>$991</td>
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<table>
<thead>
<tr>
<th>Total</th>
<th>Male</th>
<th>Female</th>
</tr>
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<tbody>
<tr>
<td>$683</td>
<td>$703</td>
<td></td>
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</tbody>
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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
   - Women 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 (97.8% female)-4,711,000 total women
2. Teacher, except college (74.9%)
3. Sales counter clerk (76.9%)
4. Registered nurse (93.1%)
5. Bookkeeper, accounting clerk (92.9%)
6. Food server (76.4%)

Men's Occupations
1. Construction worker (97.8% male)-5,295,000 total men
2. Mechanic & repairer (95.3%)
3. Sales counter clerk (76.9%)
4. Truck driver (94.7%)
5. Sales rep, business & finance (55.7%)
6. Protective service worker (78.8%)
7. Janitor, cleaner (64.0%)
8. Engineer (89.8%)
9. Cook (98.9%)
10. Freight, stock & material handler (76.9%)