The Male-Female Pay Gap/Demography
April 28, 2008
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 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 (97.6% 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 (70.6%)
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>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>$860</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>Men’s Salary</th>
<th>Women’s Salary</th>
<th>Sex Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>$649</td>
<td>$523</td>
<td>$1.25</td>
</tr>
<tr>
<td>Production inspectors</td>
<td>$649</td>
<td>$523</td>
<td>$1.25</td>
</tr>
<tr>
<td>Financial managers</td>
<td>$674</td>
<td>$523</td>
<td>$1.27</td>
</tr>
<tr>
<td>Insurance adjusters</td>
<td>$693</td>
<td>$523</td>
<td>$1.32</td>
</tr>
<tr>
<td>Retail sales</td>
<td>$693</td>
<td>$523</td>
<td>$1.32</td>
</tr>
<tr>
<td>Education admin</td>
<td>$708</td>
<td>$523</td>
<td>$1.35</td>
</tr>
<tr>
<td>Accountants</td>
<td>$734</td>
<td>$523</td>
<td>$1.40</td>
</tr>
<tr>
<td>College faculty</td>
<td>$781</td>
<td>$523</td>
<td>$1.50</td>
</tr>
<tr>
<td>Public administrators</td>
<td>$786</td>
<td>$523</td>
<td>$1.50</td>
</tr>
<tr>
<td>Chefs &amp; cooks</td>
<td>$885</td>
<td>$523</td>
<td>$1.70</td>
</tr>
<tr>
<td>High school teachers</td>
<td>$881</td>
<td>$523</td>
<td>$1.70</td>
</tr>
<tr>
<td>Engineers</td>
<td>$862</td>
<td>$523</td>
<td>$1.65</td>
</tr>
<tr>
<td>Computer analysts</td>
<td>$860</td>
<td>$523</td>
<td>$1.65</td>
</tr>
<tr>
<td>Journalists</td>
<td>$855</td>
<td>$523</td>
<td>$1.64</td>
</tr>
<tr>
<td>Janitors &amp; cleaners</td>
<td>$844</td>
<td>$523</td>
<td>$1.64</td>
</tr>
<tr>
<td>Waiters &amp; waitresses</td>
<td>$822</td>
<td>$523</td>
<td>$1.59</td>
</tr>
<tr>
<td>Lawyers</td>
<td>$818</td>
<td>$523</td>
<td>$1.57</td>
</tr>
<tr>
<td>Health technicians</td>
<td>$813</td>
<td>$523</td>
<td>$1.57</td>
</tr>
</tbody>
</table>

Internal labor markets

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

Store manager (5.1% female)
- Produce dept. manager (97.7% female)
- Produce dept. clerk (99.7% female)
- Grocery dept. manager (97.9% female)
- Grocery dept. clerk (99.9% female)
- Bakery dept. manager (97.7% female)
- Bakery dept. clerk (99.9% female)
- General merchandising dept. manager (91.3% female)
- General merchandising dept. clerk (91.3% female)
- Cashier 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. 463)
✓ Birth cohorts affect 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. 463)
  • Period effect: phenomenon in which a historical event or major social trend contributes to the unique shape and outlook of a birth cohort (p. 464)