THE MALE-FEMALE PAY GAP
April 24, 2009

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: Male $683, Female $703
- White: Male $517, Female $533
- Black: Male $525, Female $450
- Hispanic: Male $437, Female $398

($757) ($758) ($857) ($991)
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%)

Income of Lawyers by Race & Gender

134,599 Lawyers Ages 35-39
(average earnings 1990)

<table>
<thead>
<tr>
<th>Race ratio</th>
<th>White</th>
<th>Black</th>
<th>Salaried</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>$79,838</td>
<td>$59,385</td>
<td>$656</td>
</tr>
<tr>
<td>Women</td>
<td>$52,339</td>
<td>$48,433</td>
<td>$59.3%</td>
</tr>
<tr>
<td>Sex ratio</td>
<td>$656</td>
<td>$816</td>
<td>74.6%</td>
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FEMALE PAY PER $1,000 PAY OF MEN, 1995

- Physicians: $649
- Production inspectors: $649
- Financial managers: $674
- Insurance adjusters: $691
- Retail sales: $693
- Education admin.: $708
- Accountants: $734
- College faculty: $781
- Public administrators: $786
- Chefs & cooks: $885
- High school teachers: $881
- Engineers: $862
- Computer analysts: $860
- Journalists: $855
- Janitors & cleaners: $844
- Waiters & waitresses: $822
- Lawyers: $818
- Health technicians: $813

INTERNAL LABOR MARKETS

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