

# THE MALE-FEMALE PAY GAP

April 24, 2009

© David Schweingruber 2008

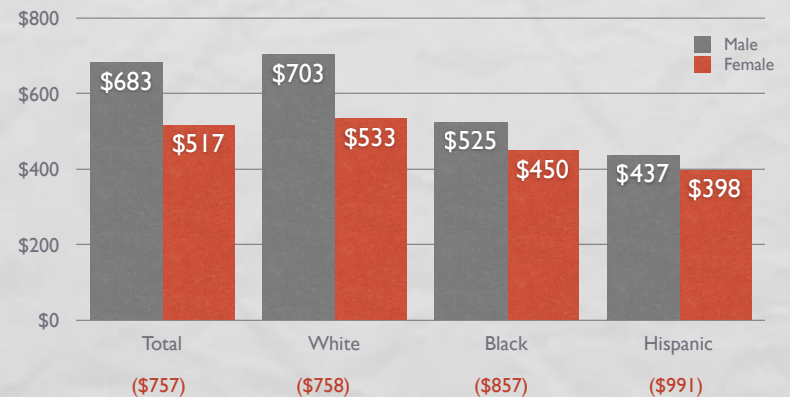


MARGE IS HARASSED

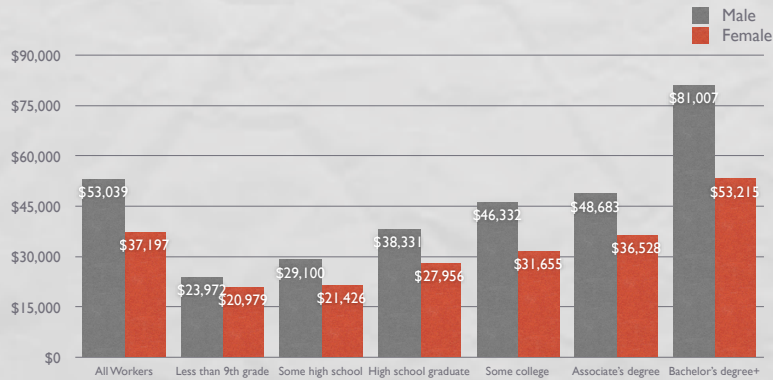
# THE GENDER PAY GAP

- 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
- Gap has closed—1950: \$486; 1970: \$594; 1990: \$716; 2001: \$752
- 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



## 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

- Sales worker, retail & personal services (97.6% female)-6,711,000 total women
- Teacher, except college (74.9%)
- Sales counter clerk (76.9%)
- Secretary (98.4%)
- Registered nurse (93.1%)
- Nursing aid, orderly attendant (90.1%)
- Information clerk (87.8%)
- Health technologist/technician (81.7%)
- Bookkeeper, accounting clerk (92.9%)
- Food server (76.4%)

### Men's Occupations

- Construction worker (97.6% male)-5,266,000 total men
- Mechanic & repairer (95.3%)
- Machine operator & tender (64.5%)
- Truck driver (94.7%)
- Sales rep, business & finance (55.7%)
- Protective service worker (79.6%)
- Janitor, cleaner (64.0%)
- Engineer (89.6%)
- Cook (58.5%)
- Freight, stock & material handler (76.9%)

## INCOME OF LAWYERS BY RACE & GENDER

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

	White	Black	Race ratio
Men	\$79,838	\$59,385	\$745
Women	\$52,339	\$48,433	\$926
Sex ratio	\$656	\$816	
Salaried	59.3%	74.6%	

## FEMALE PAY PER \$1,000 PAY OF MEN, 1995

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

## INTERNAL LABOR MARKETS

