

Inequality and Gender Occupational Outcomes

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 - gender differences in intrafirm job mobility (promotion)

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 - ② Controlled laboratory experiments in France that studied gender differences in occupational choices based on attitudes toward risk of unemployment.

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 - Apartheid South Africa exhibited these tensions with unionized mines that employed both blacks and whites.

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- As equal employment laws expand to prohibit the transparent re-labelling of jobs as a means for perpetuating wage inequalities, pure wage discrimination becomes increasingly rare.

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 - By statistically controlling for the occupational category of a worker’s job, the unexplained (discrimination?) gender wage gap becomes smaller.
 - This shifts the question of wage inequality to whether or not unexplained wage gaps still exist within occupational categories.

Wage Discrimination vs. Occupational Segregation

- I would argue that what appears to be pure wage discrimination is largely the result of women working in lower wage firms at some of the same types of jobs held by men who are working in higher wage firms. Some evidence for this is found in an IZA research paper (Card, Cardoso, Kline - 2013) that uses data from Portugal.

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- The more narrowly defined the occupational classification used, the smaller will be the unexplained wage gaps.
- Within broadly defined occupational categories, e.g. sales, professional & technical, etc, the more likely it is that gender wage gaps will exist within occupation.

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- One theory of hierarchical segregation holds that men do not like to be supervised by women (or at least be in a subordinate wage position to women).

Single Firm Case Study

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- Based on Oaxaca & Ransom (1994, 2003), Ransom & Oaxaca (2010, 2005), Shatnawi et. al (2014)
- Regional U.S. supermarket chain that faced allegations of gender segregation in job assignment and promotion (1978-1986)

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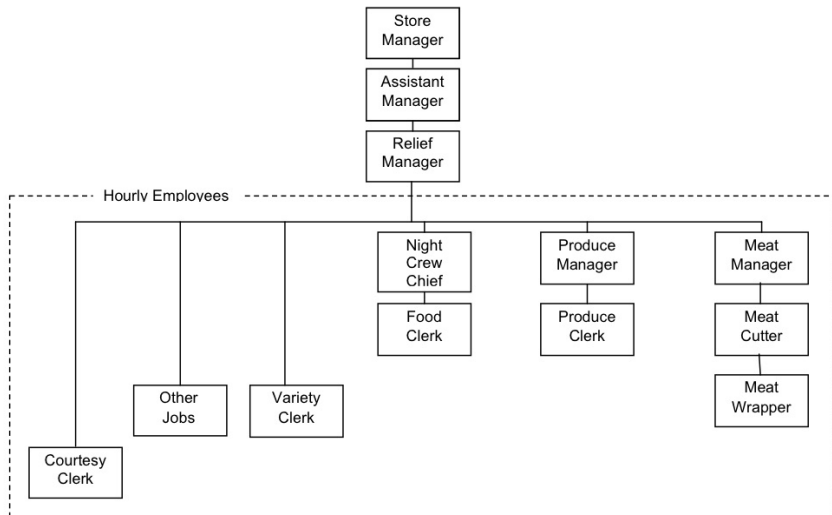
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 - 2 The employer had the exclusive right to make job assignments.

Single Firm Case Study

Occupational Hierarchy

Figure 1: Organization of Store Level Employees



Single Firm Case Study

Hierarchical segregation

The hierarchical nature of gender differences in the occupational distribution is demonstrated in the next frame.

Table 2: Distribution of Men and Women across Job Hierarchy, 1981

Hierarchy Level	Percentage Male	Percentage Female	Fraction of all Men	Fraction of all Women	Relative Proportion
h1	52.6	47.4	0.138	0.185	1.345
h2	52.5	47.5	0.596	0.803	1.348
h3	98.1	1.9	0.132	0.004	0.029
h4	94.6	5.4	0.045	0.004	0.084
h5	94.3	5.7	0.042	0.004	0.090
h6	100	0	0.047	0.000	0.000
h1 = Courtesy Clerk and Meat Wrapper h2 = Variety Clerk, Food Clerk, Produce Clerk, Meat Cutter, and Other h3 = Night Crew Chief, Produce Manager, and Meat Manager h4 = Relief Manager h5 = Assistant Manager h6 = Store Manager					

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- After the lawsuit and before the case was settled, the Duncan index = 0.325, i.e. now only about 33% of either group would have to change occupations in order to achieve equal occupational distributions.

Single Firm Case Study

Occupational distributions before and after the lawsuit

- After the lawsuit was filed and even before the case went before a judge, the firm started taking measures to correct the occupational imbalance.
- The occupational distributions of men and women before and after the lawsuit are presented in the next frame.

Table 7

Long-Run Job Distributions From Markov Model

	Based On 1976-79 Transitions		Based On 1983-86 Transitions	
Job Title	Males	Females	Male	Female
Store Manager	0.041	0.000	0.025	0.007
Assistant Manager	0.045	0.000	0.020	0.012
Relief Manager	0.045	0.000	0.022	0.016
Food Clerk	0.313	0.700	0.323	0.583
Night Crew Chief	0.028	0.000	0.035	0.003
Courtesy Clerk	0.240	0.120	0.371	0.267
Produce Manager	0.037	0.000	0.032	0.000
Produce Clerk	0.071	0.005	0.063	0.020
Meat Manager	0.051	0.000	0.019	0.000
Meat Cutter	0.126	0.000	0.056	0.003
Meat Wrapper	0.000	0.094	0.003	0.011
Variety Clerk	0.000	0.076	0.005	0.051
Other	0.000	0.005	0.016	0.027
Retail Operations	0.000	0.000	0.010	0.000
Expected Tenure	4.6 yrs	5.1 yrs	3.7 yrs	4.3 yrs
Dissimilarity Index	0.562		0.325	

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- If one only adjusts for gender differences in job titles, the gender wage gap shrinks to a negligible 1.9%.

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- Wage decomposition using more sophisticated theory and econometric analysis.
 - In the absence of occupational segregation, men in the firm would be predicted to have earned \$2.14/hr less than the women based on seniority and experience.

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- Wage decomposition using more sophisticated theory and econometric analysis.
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Single Firm Case Study

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 - Place women in the lower paying jobs because they are less likely to leave the firm anyway.

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 - ④ To the extent that public sector jobs pay less in return for a lower risk of unemployment, and to the extent that women are more concentrated in public sector employment, a gender wage gap could arise.

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Why experiments?

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 - selection into jobs (tasks) differentiated by the risk of unemployment.

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- **Risk premium:** treatments 1 - 3 are run with two different risk compensation wage scales.

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 - In each period there are 40 random, 5 letter blocks, so performance can range between 0 and 40.
 - There are 10 periods in each experimental trial.
 - Subjects are given 90 seconds each period to type.

Laboratory Experiments

Typical typing task

Période 1

licnm, xbevy, cpfqv, fysyc, fmigm, akqoj, xmbbv, qkcjg, jlkzf, mmgri, trphv, uogvt, ehdzi, hvfnx, mafvb, dfsmb, djppo, onsqv, rnenk, tguou, izmjs, brazv, crhny, iwfge, spygt, jppug, ffufp, yrrgk, fghlf, obuzq, suyyp, ihkrh, odgci, vmeca, tyjrg, vgorn, ezclx, hozow, qmthd, ypumf, wqbfbw, ewqmx, kkobv, mfcga, lndkt, asukp, bbrzj, meolx, pwthz, ppqhu, wtcsi, oauia, vnvcu, fzpku, dssuu, qtgic, wutjx, yhvam, dmvub, tlyfo, mtfus, mnlfg, cvcsm, bdggq, evsmo, rrgaw, rdppn, aygvr, sazld, mfcxq, oayvn, tcayb, ymqhg, bieot, qgnvn, bunsb, afkrb, euzqm, ufzjv, szgke, byojw, wfldg, hkgpk, oatxa, rryfa, fqbcv, auxsu, eryxc, acphv, oexfr, hqekx, zfdp, cvgms, ktpnf, lyuxo, gudsl, cttiy, qxnaf, wclav, pulgz

Veuillez recopier le mots ci-dessus

Il vous reste 83 seconde(s)

Laboratory Experiments

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- Subjects ranged in age from 18 to 48.
- 75% of the men chose the risky job versus 60% of the women.
- The average performance for the voluntary choice treatment was 23.71 for men and 22.46 for women.

Laboratory Experiments

Wage decomposition

	Wage Decompositions		
	RP = €0.06	RP = €0.07	Combined
Productivity	€0.27	€0.23	€0.25
Job Choice	€0.20	€0.26	€0.23
diff in weights			-€0.01
Wage Gap	€0.47	€0.49	€0.47

Note: RP is the amount of the risk premium on the risky job.

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 - Unlike the general labor market, it was proven that women seeking better occupational opportunities were denied the same opportunities.

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 - Nearly 50% of the wage gap resulted from women selecting the secure job.
 - This percentage would be much smaller in the general labor market because wage and occupational discrimination were not present in the laboratory.