

The Gender Wage Gap: Equal Way for Equal Work?

Some basic facts on the U.S. labor market:

Women earn less than men on average.

The gender wage gap has declined over time.

The gender wage gap is larger for older workers than for younger workers.

What determines a worker's pay?

Human capital: Quantity *and* Types of Skills

Job characteristics: Less pleasant jobs pay more

Do women and men obtain the same amount of human capital?

Schooling

Work Experience

Tenure (time with employer)

Do women and men obtain the same kind of human capital?

Do women and men work in similarly pleasant jobs?

How much do observable differences explain of the gender wage gap?

In what kinds of jobs is the unexplained gender wage gap larger? Why?

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Goldin, Claudia. 2014. "A Grand Gender Convergence: Its Last Chapter." *American Economic Review*, 104 (4): 1091-1119. DOI: 10.1257/aer.104.4.1091

Or, for a less technical version with a similar argument see:

Goldin, Claudia. 2015. How to Achieve Gender Equity in Pay. *The Milken Institute Review Third Quarter*: 24-33.

Hotchkiss, Julie L. and M. Melinda Pitts. 2005. "Female labour force intermittency and current earnings: switching regression model with unknown sample selection." *Applied Economics* 37(5): 545-560.

Blau, Francine D. and Lawrence M. Kahn. 2017. The Gender Wage Gap: Extent, Trends, and Explanations. *Journal of Economic Literature* 55(3): 789-865.