

Sex Differences in Labor Markets

David Neumark



Routledge Research in Gender and Society

Sex Differences In Labor Markets

Jin-Ying Zhang



Sex Differences In Labor Markets:

Sex Differences in Labor Markets David Neumark, 2004-01-29 Sex differences abound in labor markets In the United States three differences in particular have attracted the most attention the earnings gap occupational segregation and the greater responsibility of women for child care and housework and consequential lower participation in the labor market This volume brings together David Neumark's work *Sex Differences and Sex Discrimination in Labor Markets* David Neumark, 2003 Sex differences in labor markets are pervasive In the United States three differences in particular have attracted the most attention from economists the earnings gap between women and men occupational segregation of women and men and the greater responsibility of women for child care and housework or home production and concomitant lower participation in market work This essay summarizes and synthesizes the research I have done over the past 15 years on understanding these differences and assessing policy responses to them and places this work in the context of the broader literature Considerable progress has been made in research on non discriminatory sources of sex differences in labor markets the role of discrimination and policy responses Yet there is still a considerable lack of consensus on all three of these issues I would argue that research emanating from the economics of the family has generated some very clever and compelling non discriminatory explanations for sex differences in labor markets in particular differences in wages and occupational choice Although there is some evidence consistent with these explanations this evidence does not rule out an important role for discrimination in generating sex differences in labor markets I also believe that the lack of consensus regarding the existence of discrimination is partly inertial By this I mean that the many empirical studies of discrimination using the wage regression approach which documented a large wage gap between women and men and often attributed a sizable proportion of this gap to discrimination are not viewed as very compelling At the same time the newer literature carrying out more convincing tests of discrimination and in my view establishing rather compelling evidence of discrimination is less well known Finally policy responses remain contentious not only because of disputes over whether they are appropriate in principle i.e. whether there is discrimination but also because the cure is sometimes viewed as worse than the disease As an example I would conjecture that among labor economists who are quite convinced women suffer from wage discrimination many would nonetheless not endorse comparable worth And the conflict over affirmative action shows signs only of sharpening *Sex Differences in Labor Markets* David Neumark, 2004-01-29 David Neumark's work on gender and labor markets appears for the first time in one book here with new introductory material **Sex Discrimination in the Labor Market** Joni Hersch, 2007-01-02 Women have made huge advances relative to men in the labor force occupational status and educational attainment but women continue to earn less than men While the gender pay gap has narrowed a substantial gap remains Sex Discrimination in the Labor Market examines sources of this pay disparity and the factors that contribute to this gap Whether sex discrimination plays a role in the gender pay gap is a topic of considerable debate Many

researchers question the role of discrimination and attribute the residual pay gap to gender differences in preferences especially with respect to balancing work with family responsibilities Sex Discrimination in the Labor Market shows that sex discrimination contributes to the unexplained gender pay gap which is consistent with high profile sex discrimination litigation suggesting continuing bias in the labor market on the basis of sex Ascription and Labor Markets Toby L. Parcel, Charles W. Mueller, 1983 The problem and theoretical foundations Data methods and labor market's structure Local labor market characteristics effects on earnings Economic sector and dual labor market characteristics effects on earnings Occupational labor market characteristics and class authority effects on earnings Social psychological effects on earnings social selection and earnings attainment **Labour Markets and Sex Differences in Canadian Incomes** Monica Boyd, Elizabeth Humphreys, Economic Council of Canada, 1979 **Gender-Specific Inequalities in the Education System and the Labor Market** Pia Blossfeld, Magdalena Pratter, Wilfred Uuk, 2023-08-15 Two remarkable trends concerning women's educational and labor market outcomes in modern Western societies can be observed Firstly in recent decades women have been catching up with and have even overtaken men in educational attainment Secondly women continue to choose educations and occupations in Science Technology Engineering and Mathematics STEM less often than men This Research Topic will focus upon these gender specific trends with a view to analyzing some of their causes and consequences

Gender, Education and Employment Hans-Peter Blossfeld, Jan Skopek, Moris Triventi, Sandra Buchholz, 2015-10-30 For much of the twentieth century women lagged considerably behind men in their educational attainment However in recent decades young women have become an important source of human capital for labor markets in modern societies as well as potential competitors to the male workforce This book asks whether or not women have been able to convert their educational success into gains on the labor market The expert contributors address the topic on a comparative level with discussions centred on gendered school to work transitions and gendered labor market outcomes Thereafter they analyze the country specific implications of the gender redress from a wide range of countries including the USA Russia and Australia This enlightening book will appeal to graduates and postgraduates studying social policy education the labor market inequality and gender It will also be of interest to experts in the fields of sociology education political science and economics and those interested in educational research Race, Gender, and the Labor Market Robert L. Kaufman, 2010 Women and minorities have entered higher paying occupations but their overall earnings still lag behind those of white men Why Looking nationwide at workers across all employment levels and occupations the author examines the unexpected ways that prejudice and workplace discrimination continue to plague the labor market He probes the mechanisms by which race and sex groups are sorted into appropriate jobs showing how the resulting segregation undercuts earnings He also uses an innovative integration of race sex queuing and segmented market theories to show how economic and social contexts shape these processes His analysis reveals how race sex stereotyping and devaluation interact to create earnings disparities shedding

new light on a vicious cycle that continues to the leave women and minorities behind

Women in the Labor Market Marianne A. Ferber, 1998 Contains 57 articles published between 1968 and 1997 arranged according to the following themes women s labour force participation occupational distribution male female earnings ration policies to improve women s status in the labour market and the impact of women s labour force participation on the family

Sex Differences in Pay in a "New Monopsony" Model of the Labor Market Michael R. Ransom, Ronald L. Oaxaca, 2005

Gender in the Labor Market Solomon W. Polachek, Konstantinos Tatsiramos, Klaus F. Zimmermann, 2015-08-20 Why in 2015 are there still large gender differences in economic success This volume consists of a set of state of the art research articles to answer this question Focus areas include educational attainment financial risk management bargaining power social mobility and intergenerational transfers in the US and abroad

Labor Markets in the Twentieth Century Claudia Dale Goldin, 1994 The study of the labor market across the past hundred years reveals enormous progress and also that history repeats itself and has come full circle in some ways Progress has been made in the rewards of labor wages benefits and increased leisure through shorter hours vacation time sick leave and earlier retirement Labor has been granted added security on the job and more safety nets when unemployed ill and old Progress in the labor market has interacted with societal changes Women s increased participation in the paid labor force is the most significant The virtual elimination of child and full time juvenile labor is another Two of the most pressing economic issues of our day demonstrate that history repeats itself Labor productivity has been lagging since the 1970s It was equally sluggish at other junctures in American history but the present has unique features The current slowdown in the United States has been accompanied by a widening in the wage structure Rising inequality is a far more serious problem because of the coincidence The wage structure was as wide in 1940 as today but there is to date no hard evidence when it began its upward trend The wage structure has therefore come full circle to what it was more than a half century ago Union strength has also come full circle to that at the turn of this century

Inequality in Labor Markets Shoshana Neuman, Jacques Silber, 1994

The Economics of Women, Men, and Work Francine D. Blau, Marianne A. Ferber, Anne E. Winkler, 1998 This single highly accessible volume explores the most current summary and synthesis of research and data from economics and the social sciences on women men and work in the labor market and household Women and Men Changing Roles in a Changing Economy The Family as an Economic Unit The Allocation of Time Between the Household and the Labor Market Differences in Occupations and Earnings Overview Differences in Occupations and Earnings The Human Capital Model Differences in Occupations and Earnings The Role of Labor Market Discrimination Recent Developments in the Labor Market Their Impact on Women and Men Changing Work Roles and the Family Policies to Balance Paid Work and Family Gender Differences in Other Countries Economists Sociologists Social Workers Demographers Policy Analysts Labor Market Analysts Also of interest to noneconomists and students who would like to learn about gender issues in the workplace and in the family but have little if any prior background in economics Publisher

Gender Wage

Differentials in a Competitive Labor Market Patrick Francois, Jan C. van Ours, 2000 *Minorities in the Labor Market*
University of Kentucky. Social Welfare Research Institute, 1975 **Gender Issues for Investigation in Labour Markets**
in the Pacific William J. House, 1995 This paper calls for structured in depth empirical investigations of labour market
processes and practices in the Pacific Island Countries PICs It suggests that special sample surveys be undertaken of both
employees and employers in the PICs The objective is to obtain data and information on how firms behave with respect to
hiring promoting training and firing **Work Attitudes and Labor Market Experience** Paul J. Andrisani, 1978 Monograph
examining the impact of various job satisfaction factors on employees attitude motivation work expectations and aspirations
in the USA based on statistical tables resulting from national longitudinal surveys analyses the effects of low income
unemployment and decreased labour force participation etc On occupational change rates and work behaviour with
particular reference to Blacks woman workers and young workers References and statistical tables Sex Differences in the
Process of Stratification Shu-Ling Tsai, 1983

Sex Differences In Labor Markets Book Review: Unveiling the Power of Words

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