

# OCCUPATION AND GENDER



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# Outline of Topics

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1. Measurement of Occupational Segregation
2. Trends in Occupational Segregation
3. Occupations and the Gender Pay Gap
4. Factors affecting occupational segregation by gender
5. Conclusion

# INTRODUCTION

Gender differences in occupation and industry have been widely found to have the largest portion contribute to gender wage differences despite the gender convergence between men and women in the labor market.



# Measurement

## TWO POTENTIAL CHANNELS

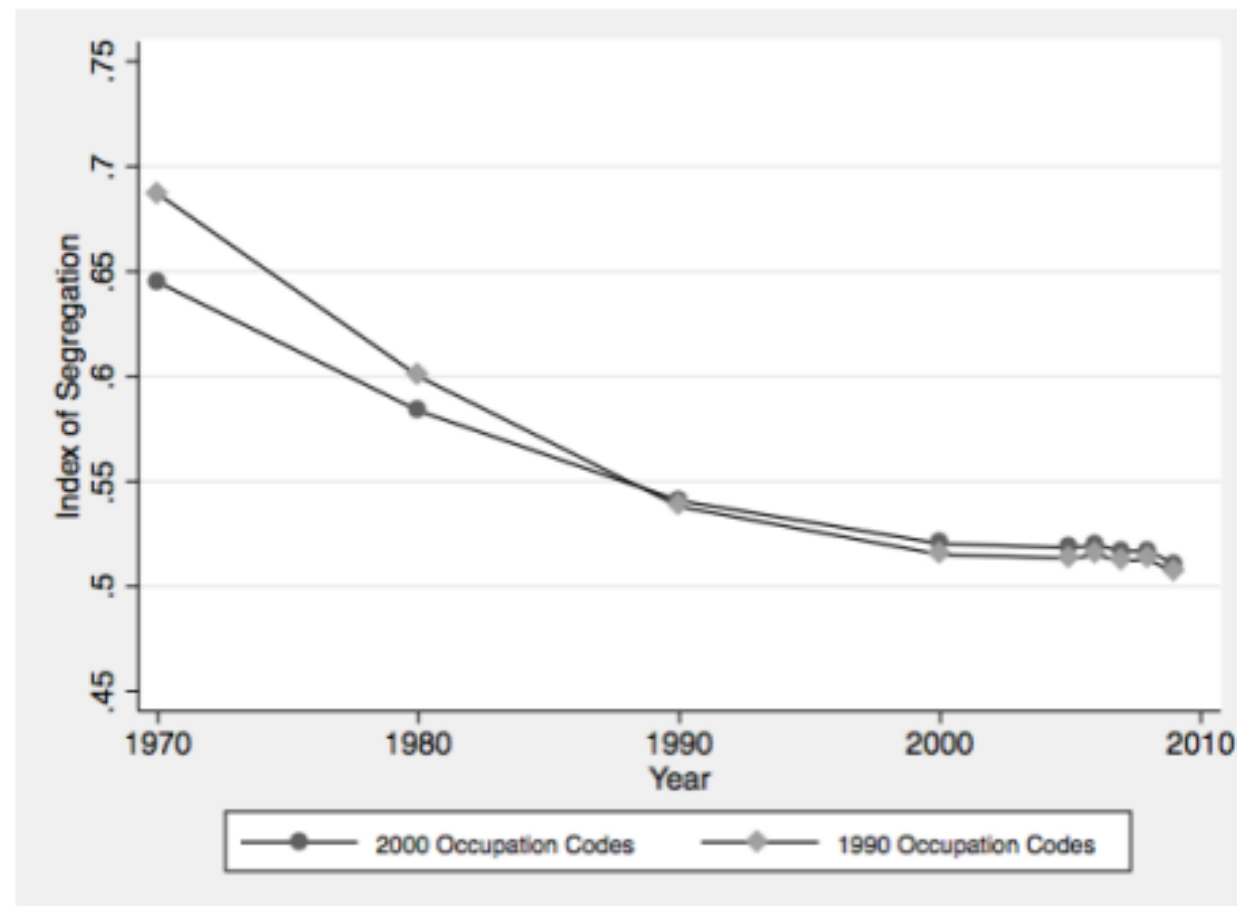
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1. The changes in sex composition within occupations i.e when women enter male-dominated occupations or men enter female-dominated occupations
2. The shifts in the occupation mix of the economy away from predominantly male or predominantly female occupations



# Trends

Figure 1: Trends in Occupational Segregation by Gender - 1970 to 2009



Notes: The figure is based on Table 2 from Blau, Brummund and Liu (2013). The index of segregation is computed using Census data and the gender-specific, CPS-based crosswalk using year 2000 occupational codes and year 1990 occupational codes.

- The past record show that the index segregation from 1900 to 1950 was relatively stable (approx. 0.66-0.68)
  - From figure 1, the trends in occupational segregation by gender from 1970 to 2009, shows decline in segregation index over the period
  - The degree of occupational segregation still remains relatively high
- ↳ the increase in the female share of total employment from 1970 to 2009 ; the movement of women into male-dominated occupations which led to a decline in the share of men in heavily male occupations

# Three Models of the persistence of occupational segregation



1st model, Pan (2015)

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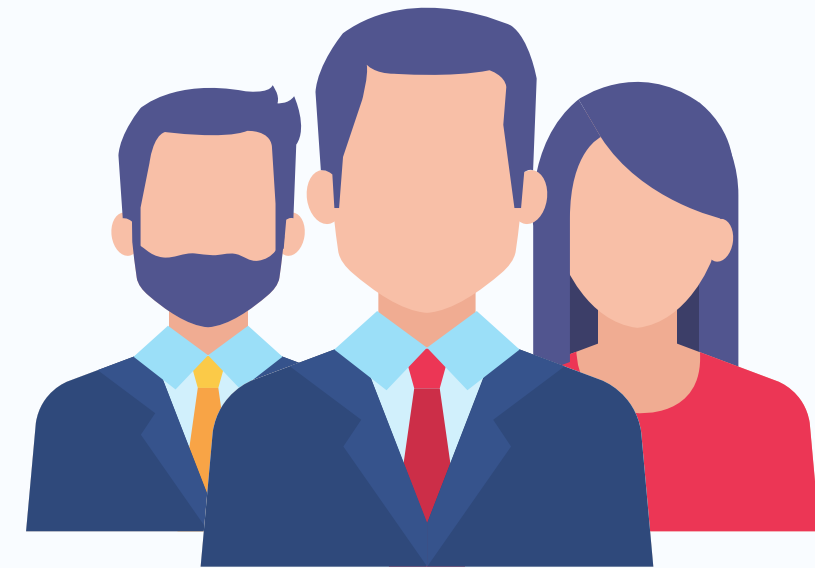
investigated the dynamics of which occupations have responded to the entry of women into the labor force. As a result, the dynamics appear to be highly non linear and exhibit a tripping pattern.\*



2nd model, Schelling (1971)

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men's dissatisfaction to working in occupations with too many females may be due to the existence of society-wide gender-job associations that affect on masculine identities.



3rd model, Goldin's (2013)

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“pollution” model of discrimination suggests that men's reluctance to associate with females in the workplace could also be due to asymmetric information.

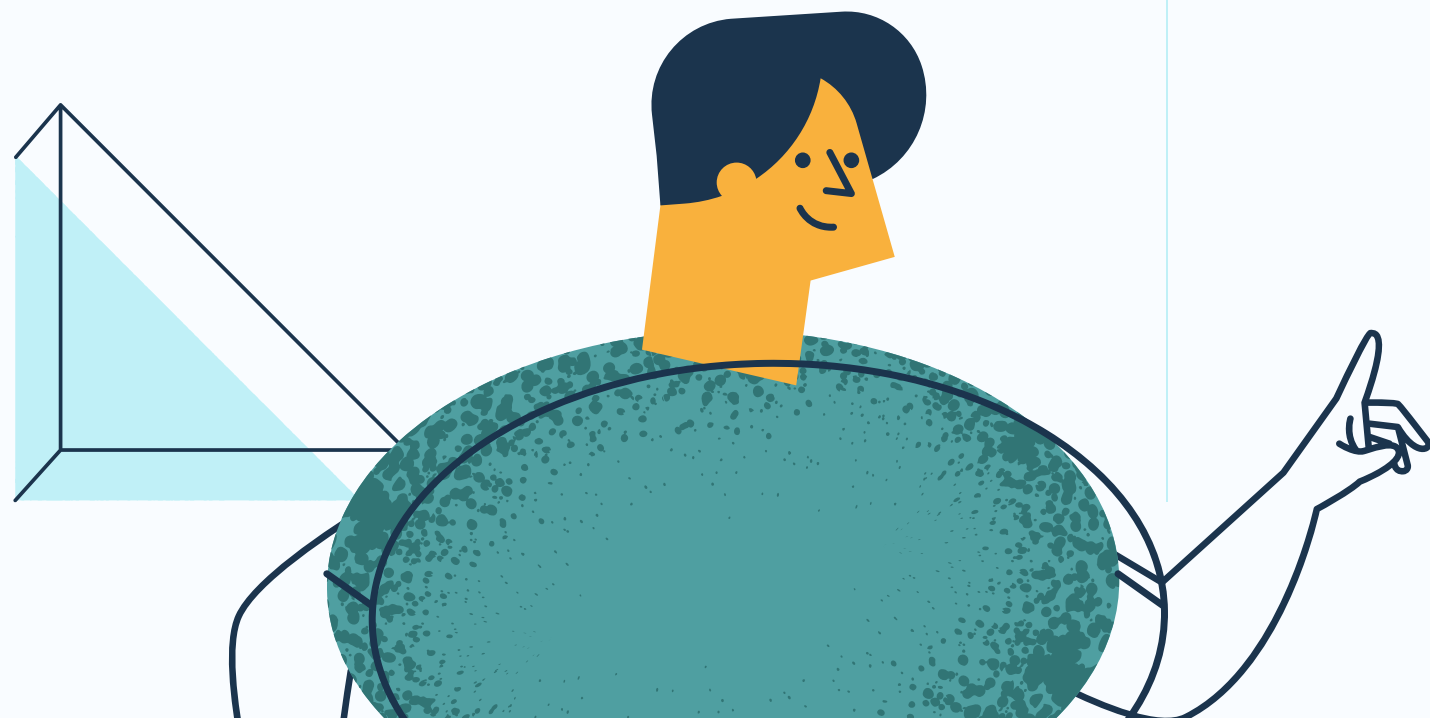
\*tripping pattern: a feminization when the share of women exceeds men causing men to give up the occupation naturally

# Occupations and the Gender Pay Gap

- Same level of occupation, females usually get paid less than males.
- Male-dominated profession: an underrepresentation of women
- Some higher paid jobs are usually conditioned with less flexible work schedules or requirements
- Women tend to place a higher value on temporal flexibility works -> creates a larger gender gap in earnings.



# Factors affecting occupational segregation by gender



## 1. Gender differences in tastes and preferences for job attributes

- Gender differences in tastes and preferences for job attributes
  - Attitude toward risk and competition
  - Social preferences: the importance of social contribution vs. success and money
  - Preferences for workplace flexibility

## 2. Gender differences in personality traits and skills

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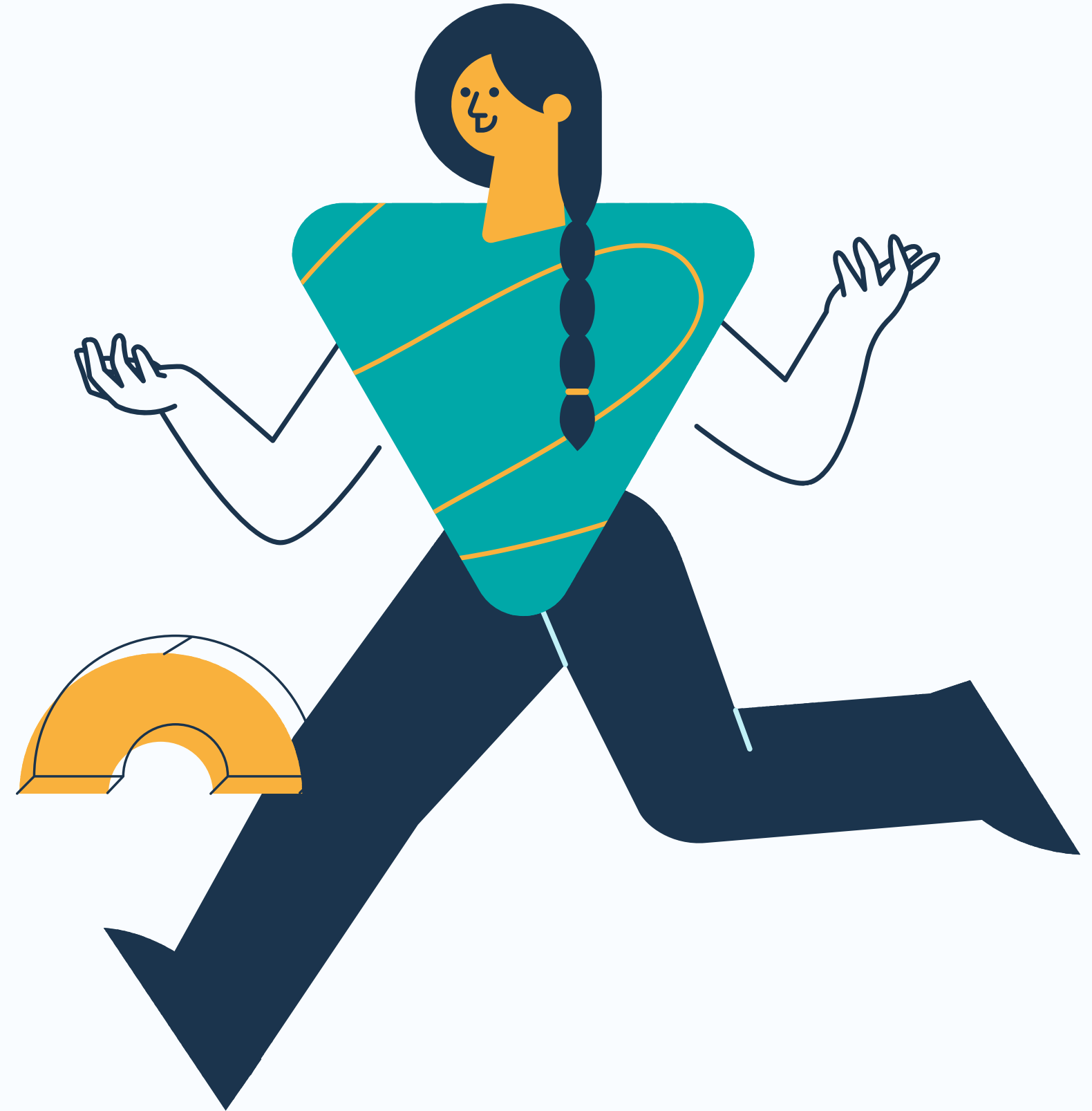
## 3. How do occupational characteristics affect occupational segregation and gender wage gaps?

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# **Gender differences in tastes and preferences for job attributes**

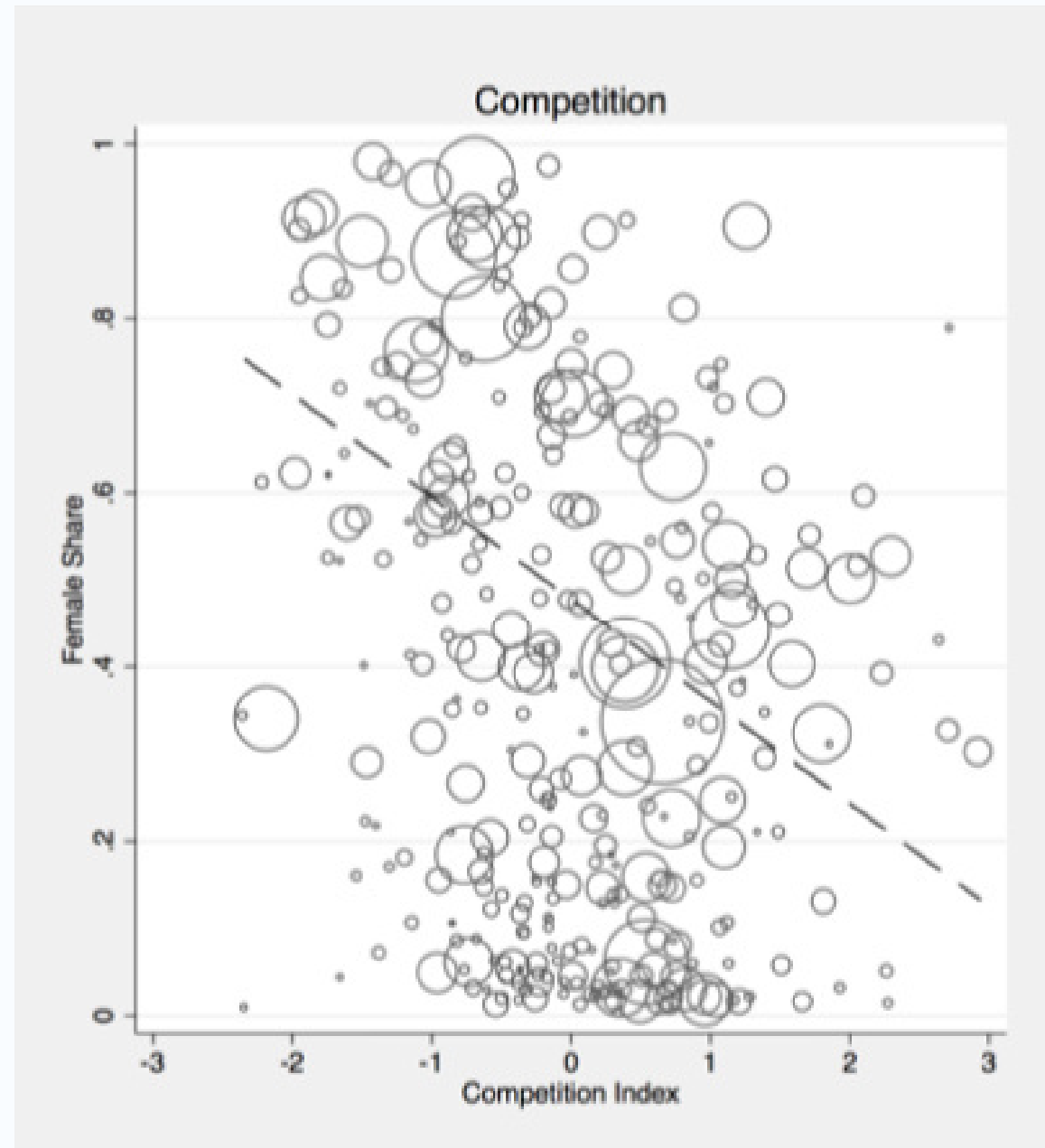
1. Physical attributes
2. Job amenities



# Competition

## ATTITUDE TOWARD RISK AND COMPETITION

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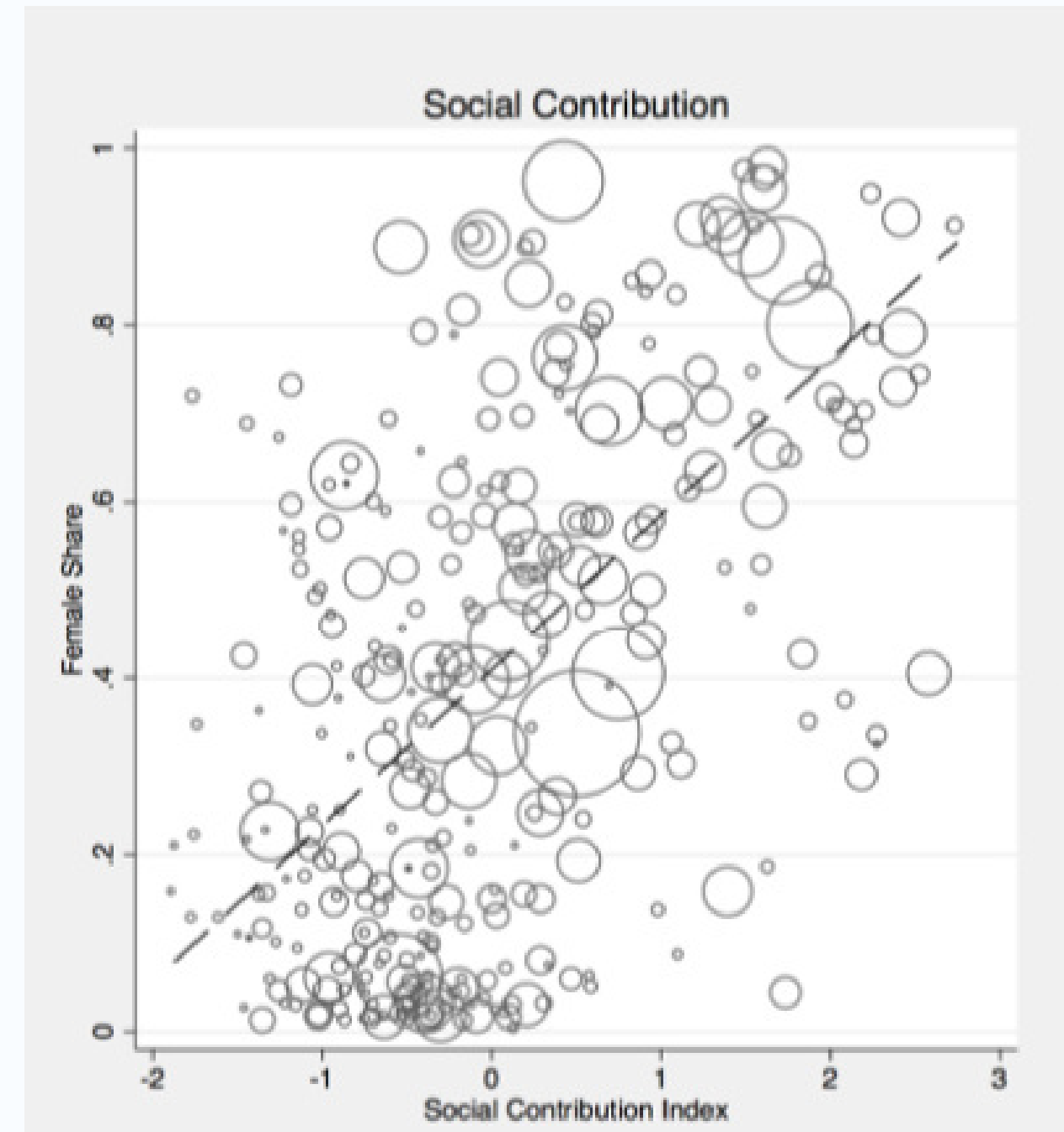
- By gender in general  
Women: risk averse  
Men: risk tolerance
- Through academic track choice (majors)  
Women: less competitive  
Men: more competitive

# Social contribution

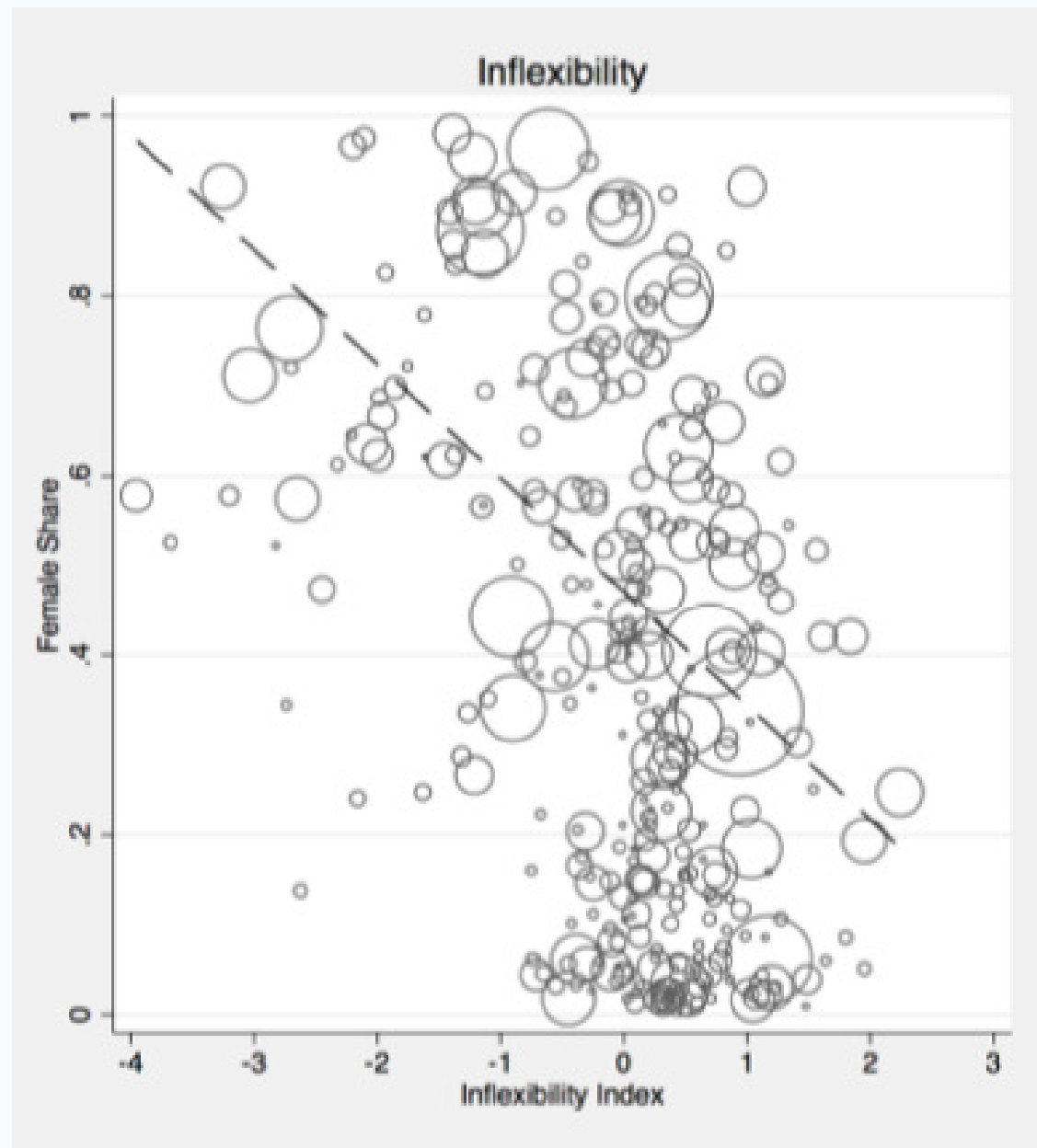
## THE IMPORTANCE OF SOCIAL CONTRIBUTION VS. SUCCESS AND MONEY

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- Men: chance to be a leader/more compensation
- Women: opportunities to work with people not things/opportunities to be helpful to others or useful to the society



# Preferences for workplace flexibility

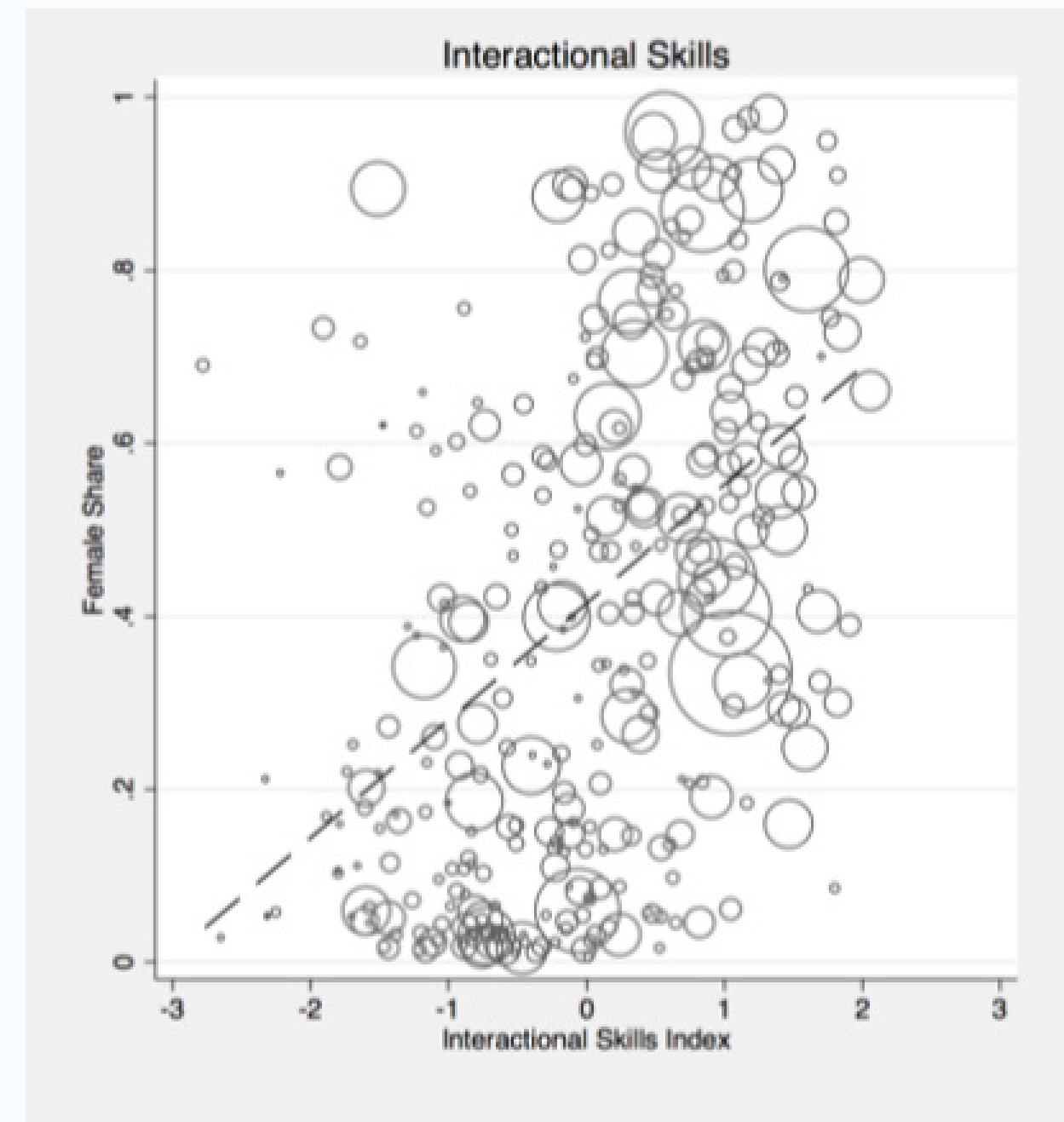


- Workplace time requirements affect women's decisions to participate in the labor market and occupational choice.
- Women have greater household responsibilities, they tend to place a higher value than men on workplace flexibility.
- Recent increases in the prevalence of overworking leads to less women in the workforce

# Gender differences in Personality traits and skills

## INTERACTIONAL/ INTERPERSONAL SKILLS

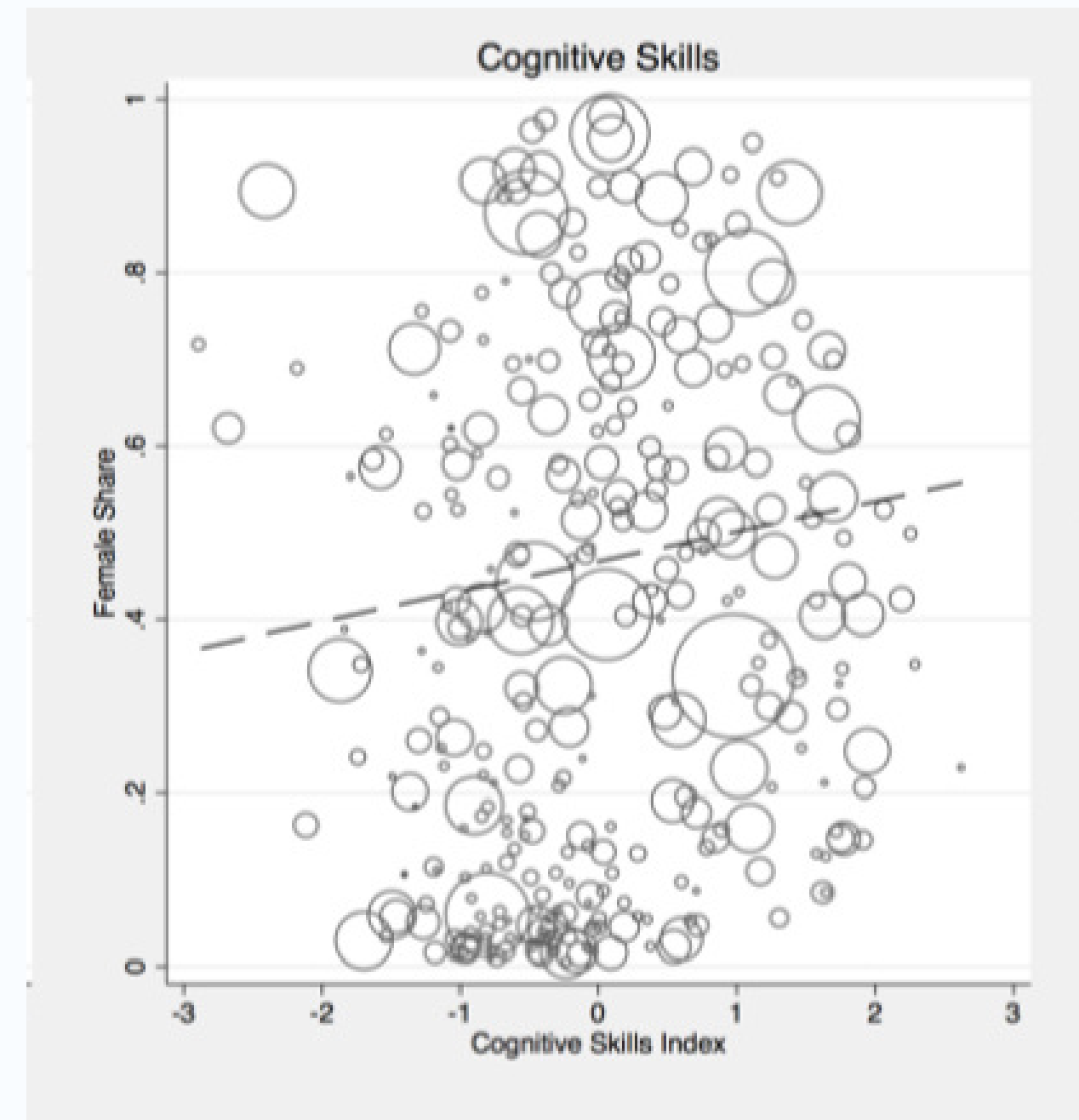
- Women have better interpersonal or people skills than men
- Technological changes are likely to have benefited women as they tend to have skills that cannot be easily automated.
- The spread of computers appears to have increased the demand for interpersonal interaction -rising in women's relative demand.



# Gender differences in Personality traits and skills

## COGNITIVE SKILLS

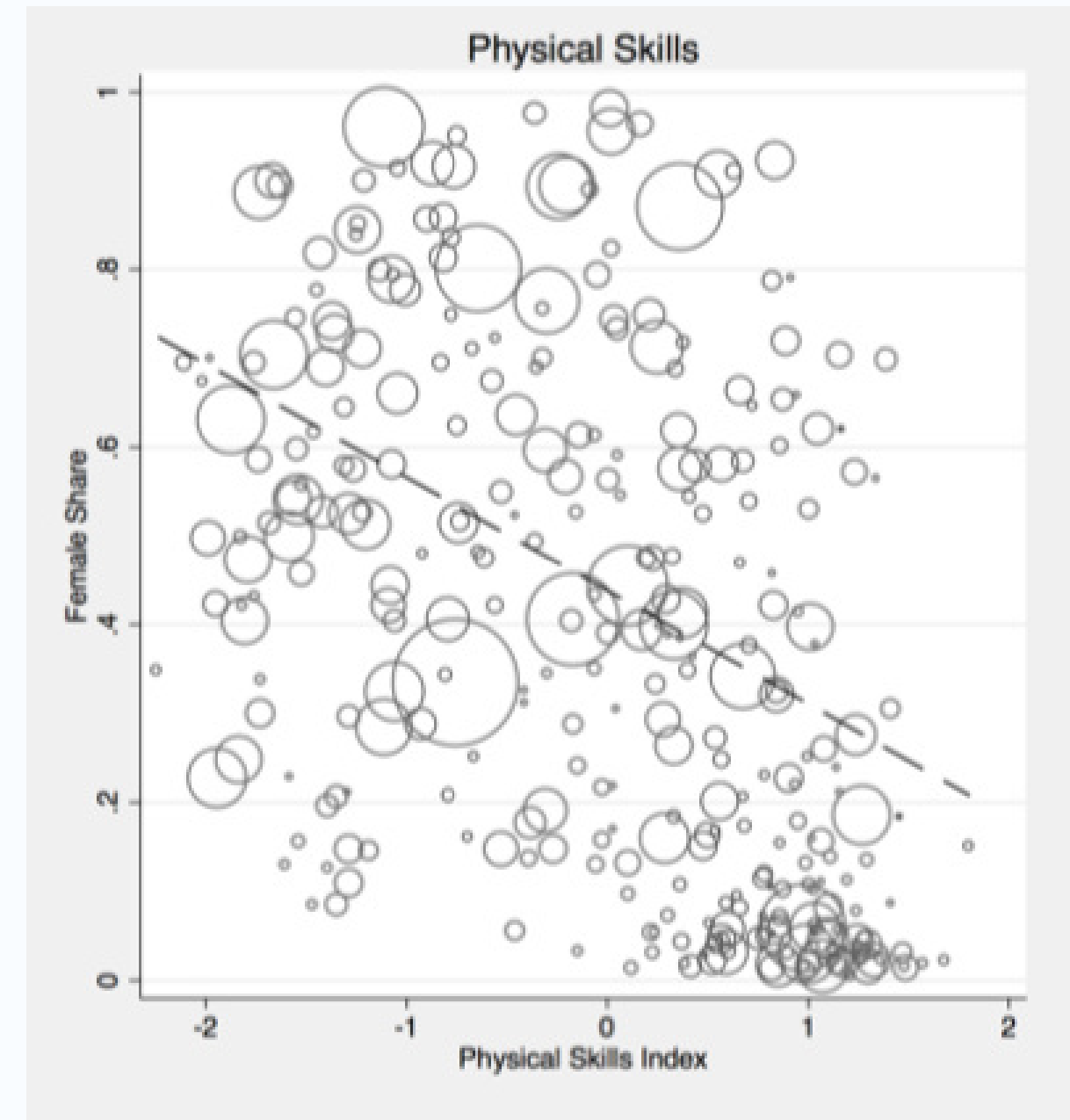
- Women tend to have a comparative advantage in cognitive relative to manual or motor skills so they tend to select jobs that are more cognitive-task intensive



# Gender differences in Personality traits and skills

## PHYSICAL SKILLS

- Women stay away from jobs requiring physical skills (tend to have lower wages)
- Technological changes have replaced jobs that requires physical skills and routine task inputs -little effect on women compared to men
- These relative task changes have contributed in closing the gender wage gap.



# How do occupational characteristics affect occupational segregation and gender wage gaps?



●  
**Competition**

"How competitive is your current job"

●  
**Social contribution**

The importance of social contribution vs. Success and Money

●  
**Inflexibility**

"How many hours do you work in a typical week on your current job"

●  
**Interactional skills**

"How important are interactions that require you to work"  
"How important is establishing and maintaining interpersonal relationships to your job"

●  
**Cognitive skills**

Skills like written comprehension, mathematical reasoning ability, deductive and inductive reasoning ability

●  
**Physical skills**

General physical activities and handling and moving objects



# How do occupational characteristics affect occupational segregation and gender wage gaps?

Table 2: Occupational Characteristics and the Gender Wage Gap

	Dependent Variable: Log Hourly Wage							
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Female	-0.224*** [0.019]	-0.172*** [0.017]	-0.213*** [0.018]	-0.163*** [0.017]	-0.253*** [0.019]	-0.250*** [0.013]	-0.275*** [0.020]	-0.193*** [0.013]
Competition Index		0.126*** [0.016]						0.051*** [0.016]
Social Contribution Index			-0.021 [0.023]					-0.029 [0.026]
Inflexibility Index				0.131*** [0.015]				0.050*** [0.015]
Interactional Skills Index					0.076*** [0.024]			0.002 [0.027]
Cognitive Skills Index						0.200*** [0.014]		0.151*** [0.021]
Physical Skills Index							-0.114*** [0.017]	-0.019 [0.016]
Controls for Individual Characteristics	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
% of Gender Gap Explained		23.2%	4.9%	27.2%	-12.9%	-11.6%	-22.8%	13.8%
Observations	1,862,951	1,862,951	1,862,951	1,862,951	1,862,951	1,862,951	1,862,951	1,862,951
R-squared	0.299	0.330	0.300	0.335	0.307	0.359	0.321	0.375

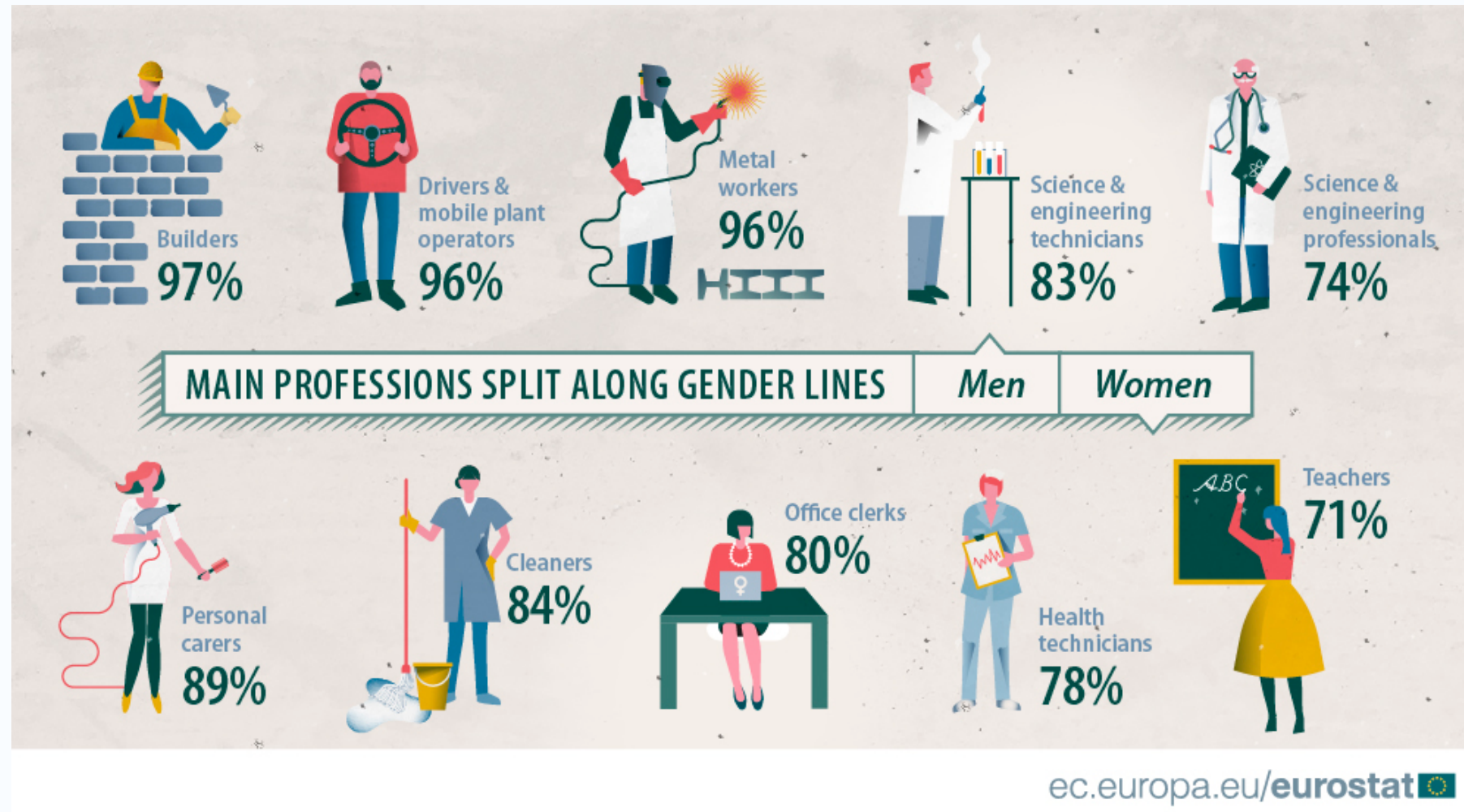
Notes: The data is from the 2009-2011 three-year aggregate ACS. The sample is restricted to individuals age 25 to 54 who report working full-time (35 hours or more per week), full-year (40 weeks or more per year). The unit of observation is an individual. The occupational indices are constructed using data from O\*NET and are normalized to have a mean of zero and standard deviation one in the unweighted sample of occupations. The individual-level controls include race dummies, a quadratic in age, education dummies (high school degree, some college, college), dummies for marital status (married and single), and number of children. Standard errors clustered at the occupation-level (318 occupations) are reported in brackets. \*\*\*significant at 1% level, \*\*5%, \*10%.

- Hourly wages of female are lower than male
- Less number of women in competitive occupations
- Gender differences based on social contribution and flexibility account for 5-27% in gender wage gap
- Gender differences in occupational choice based on skills have raise women's relative wages.

# Gender Identity and Social Norms

- What is the appropriate work for men and women?
- Definition of identity is sense of social category accompany with a view about behaviour of people in each category
- Utility function with identity shows that social identity has an impact on economic
- breaking out the prescribed behavior in the social category is followed by opportunity cost





- combining the model with idea of gender identity to understand how gender identity affects occupational segregation
- For example: masculine>>marines, trial lawyers  
feminine>>nurses
- differences may face with disability
- women not entering male's job
- Taste-discrimination model shows that men are reluctant to work with women because they may lose male identity

- Pollution theory said that men are concerning about status at workplace
- for example: strength, skill, education, or ability
- In the age of technological change, people infer from observables and women are defined as impact of negative productivity shock
- Therefore, men will not hire women to maintain their status
- during 1970-1980 hiring people from degrees and licenses is widespread for measuring productivity and erase bad rumor about women



- women is less comfortable working in men dominated jobs while men are highly satisfy
- in large amount of men in occupation women trend to leave while men trend to stay
- One of the reason is different tastes in content and context

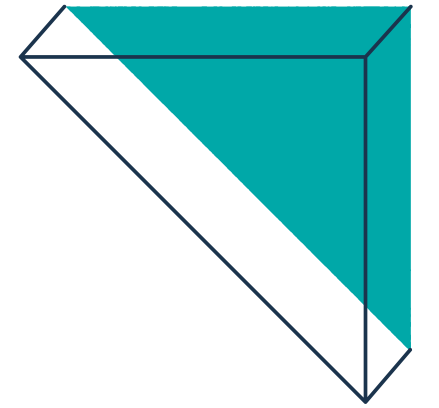


- gender identity in psychology aspect shows that men are set to have risk preferences, confidence, and assertiveness while women are set to be dolce and generous, and risk averse
- men>>breadwinners
- women>>homemakers

- The result shows that women with gender/family identity are less competitive than those with professional identity
- While men with gender/family identity are more competitive than professional identity
- This can be the reason for women leaving the competitive professional occupations
- When focusing on risk preferences men with salient identity are more risk tolerant and are investing in risky opportunities
- While there is no effect on women and weaker in younger men which can imply that the gender identity is decreasing over time



# Conclusion



- separating men and women in occupation can be a way that maintaining gender wage gap
- Behavioural traits
- for example: risk aversion and competitive attitudes shows that there is an effect on labor market outcome
- the share of women and men in workplace also effects workplace environment
- Traits and preferences
- social norms may expected women or men to have prescribed behaviour
- gender different causes division of labor in household in workplace flexibility
- Women trend to have fixed constraint of balancing between work and family
- Social norms and gender identity affect occupational choice
- The policy that try to change differences in gender has high cost