

Local labor markets, population density and the gender gap

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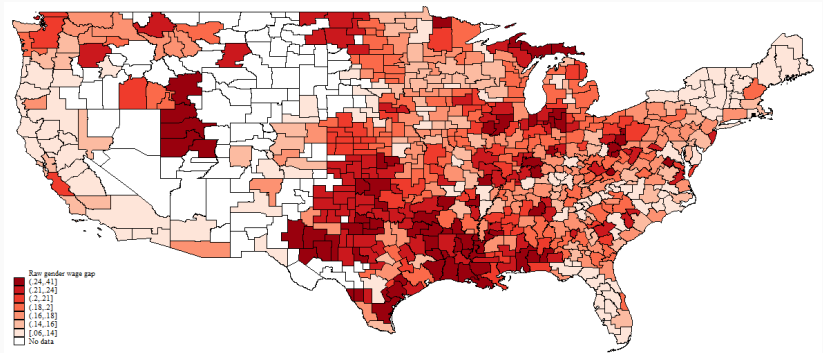
Introduction

Data

Empirical facts

There is substantial variation in the gender gap across CZ

Figure 1: The gender gap in the US in 2020



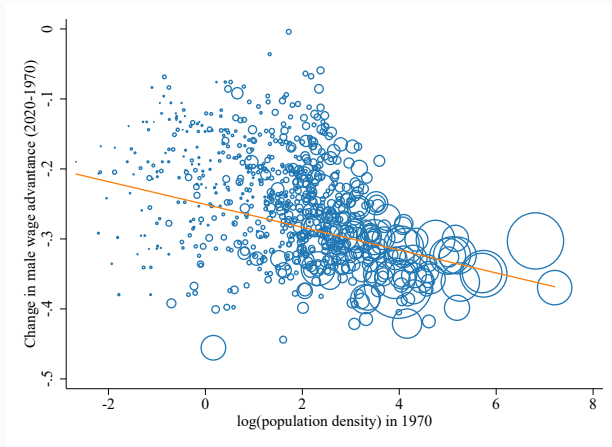
Note: darker colors denote higher relative wages for men. Figure restricts to czones with population densities above 1 person per km² and full-time year-round workers.

Cross-CZ variation persists despite general decline at the national level

Cross-CZ gender gap differences are persistent

Denser CZ have faster declines in the gender wage gap

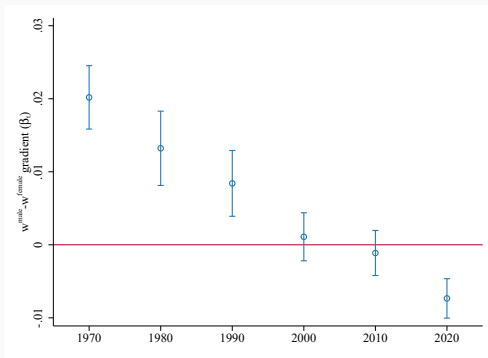
Figure 2: Change in male wage advantage in US CZ



The gender gap - density relation has inverted

Regression specification: $w_{rt}^{men} - w_{rt}^{women} = \alpha_{rt} + \beta_t \ln(density)_{rt}$

Figure 3: Coefficient on population density β_t



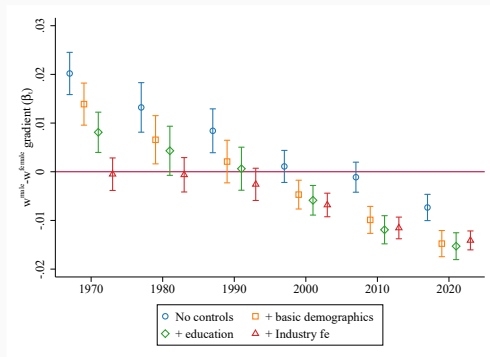
Note: figure restricts to CZ with more than 1 people per km². Bars show 95% robust confidence intervals.

How big are these coefficients?

content...

What can account for the change in the density-gradient?

Figure 4: Coefficient on population density β_t controlling for worker characteristics



Note: figure restricts to CZ with more than 1 people per km². The regressions are done on data aggregated at the CZ level after residualizing individual-level characteristics. Bars show 95% confidence intervals. Errors clustered at the CZ-level.