

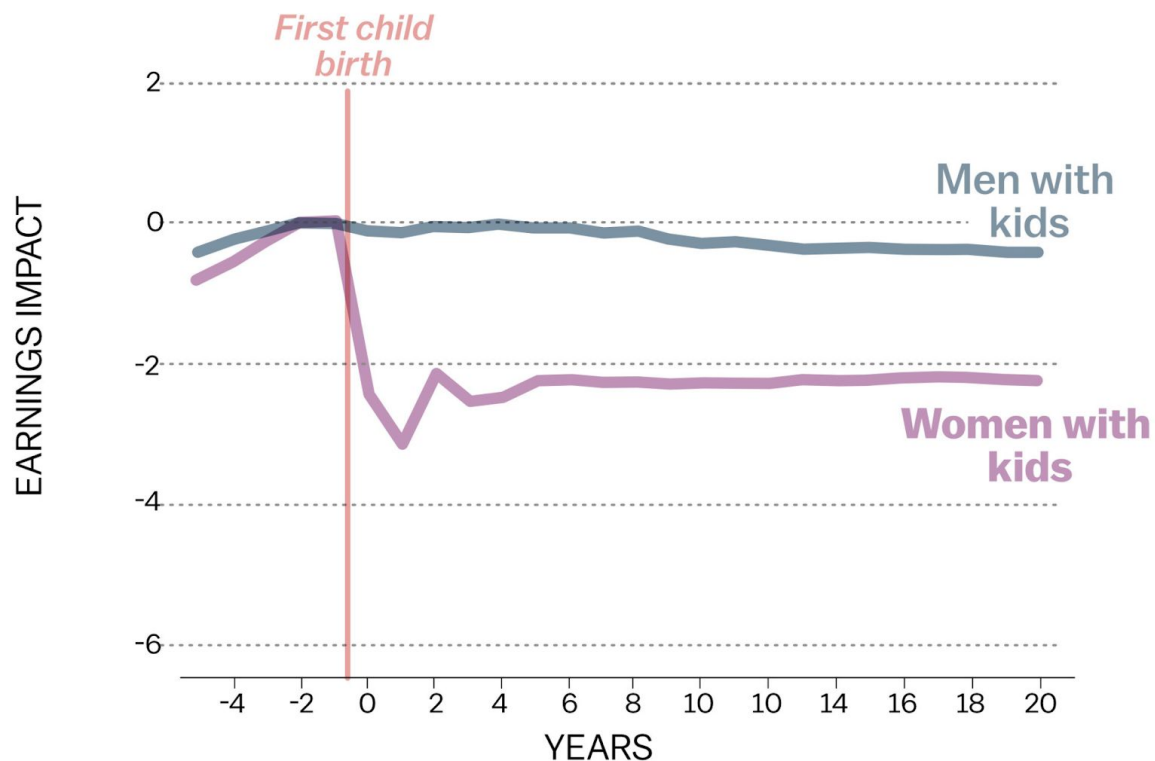
WAGE GAP

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The wage gap is the difference between the total earning between men and women at workplace. According to Statics Canada, women earn 79 cents for \$1 dollar a man earn. This figure is calculated by comparing the average salary of all the women to the total income of all the men. It is very easy to conclude looking at this figure that the inequality is due to discrimination at workplace and women are getting paid less just because they are women but the data shows something else. The reason women earn 79 cents for a dollar is not just due to the discrimination but the other factors such as motherhood, personal interest and choices and the college major women choose for their career. Motherhood affects women financially and increase the wage gap as well as the women's choice to invest in family and select lower paying jobs. Masculine traits are associated with success in business and women who show feminine traits are not able to compete in careers which are dominated by masculine traits.

Motherhood is one of the key contributor in the wage gap and it doesn't wait for a women to become a mother before it starts affecting her. According to the study done by Marnia, Claudia and lawrence in 2009 on MBA graduates from University of Chicago, Men had slightly higher salaries than women immediately after graduation. The data shows that one year of graduation, Men had average salary of \$130,000 where as women had average salary of \$115,000. The wage gap between men and women after 1 year is not huge but the data changes drastically after nine years. After nine years, Men had average salary of \$400,000 where as women's average salary was 60% less. There is a huge difference in the wage after one year of graduation and nine years of graduation and the data also suggests that the gap reduces as women enter their mid 40's(Marnia, Claudia, & lawrence, 2009) . Motherhood is one the contributor in this huge wage gap as women's earning drops significantly after having a child whereas men's earnings are hardly affected. This contributes in the wage gap seen between men and women. After having a child, women tend to take maternity leave which allows men to earn 20% more over the course of their career (Kleven, Landais, & Sogaard, 2018). Xuelin states motherhood has a huge impact on total earnings whereas fatherhood does not lead to child penalty. (p,5)



Kleven, H., Landais, C., & Sogaard, J. E. (2018). Children and Gender Inequality: Evidence from Denmark. doi:10.3386/w24219

According to the graph shown above, total earnings in men with kids shows a stable line representing minimal change. On the other hand, women total earnings shows a drastic decline before it gets stable again. When wages are compared in women with and without kids, the data shows a similar pattern where the total wages of women without kids shows a small wage gap as compared to women with men.

Xuelin(2009) suggests that the wage gap is even higher in educated mothers. The time period with highest wage gap among women with and without kids is between 27 to 34 years old but it is consistent for highly educated mothers. Moreover, The data also shows 20% higher wage gap between loner mothers and married mothers as well. The earning gap between canadian women with and without children shows around 12% and this gap increases with number of children. The data shows by kevin from the study done in Denmark and Xuelin in Canada shows a very similar pattern where motherhood makes a Significant difference in the wage gap whereas Men are mostly immune to it. Xuelin describes this as “Motherhood Penalty” (p.5), where women pays a penalty for motherhood with the loss in finances.

The choice women make in their career have a huge impact on the wage gap. Kevin Miller states “the pay disparity between women and men isn’t caused primarily by discrimination, but rather by the personal and professional choices that women make.”(p,12). This quote by Kevin is important as it describes how the choices women made in their career for a better lifestyle contributes to the wage gap. Women choose to work reduced hour and part time to focus on domestic work and raise children. Women also choose lower paying jobs and tend to choose part time jobs as compared to men(kevin, 2017). According to harvard university economist Claudia(2009), women choose to spend time with family and take care of children as compared to being competitive in their career whereas men choose to work and focus on their career more. Women choose to work flexible hours and take out limited hours for work and select family time over work. Claudia study further suggested that the wage gap is small when women work in technology or science as they have fixed hours and women are able to manage work and family but the wage gap is huge when it comes to business or private sector as employers prefer employees who are available for clients all the time and women prefer flexible hours than higher pay at the time(Claudia,2009).

Male domination in higher paying degrees also contributes in men making higher average wage than women. The college major men or women choose plays a key role in wage gap. Most of the college majors that lead to high-paying jobs like Mechanical Engineering (89 percent male), Civil Engineering (83 percent male), Physics (81 percent male), Computer Science and Engineering (74 percent male), and Electrical Engineering (74 percent male). Whereas, women dominates the major which result in less pay. The most female-dominated majors are Social Work (85 percent female), Healthcare Administration (84 percent female), Anthropology (80 percent female), Nursing (80 percent female), and Human Resources (80 percent female) (Dr. Andrew Chamberlain,2017). Glassdoor chief economist Andrew Chamberlain and senior data analyst Jyotsna Jayaraman wrote in their report. "These pay differences in turn reveal themselves as major contributors to the well-documented gap between male and female pay in the labor market."and "Because men and women systematically sort into different college majors, they experience different early career paths, which pay differently,"(p,3). Dr. Andrew Chamberlain statement holds significance as it explains how the different choices among men and women about their career and college major leads to the wage gap. The study from Dr. Andrew and Kevin concludes that women

get paid almost equally when starting their careers but the gap starts rising as men are awarded with higher paying jobs and women settling for lower paying jobs.

Masculine traits are highly awarded in business resulting in higher success and salaries. Women choosing to show feminine traits in business tend to see little growth and promotions as compared to women showing masculine traits. Masculine trait is a demand of the business and women showing masculine traits are awarded with higher positions and wages. Drydakís, Sidiropoulou, Bozani, Selmanovic, & Patnaik states

“The occupational access patterns are robust in both male- (business) and female-dominated (education and social services) occupations. In addition, it appears that wage premiums are higher for those exhibiting masculine personality traits in male-dominated occupations, than female- dominated positions. One might argue that in male-dominated jobs, masculine traits are deemed to be more appropriate, and, therefore, are more favourably rewarded.” (p,10)

This quote holds significance as it states that women agreeableness and feminine traits lead to lower wages and a bigger gap in wage gap. (Drydakís, Sidiropoulou, Bozani, Selmanovic, & Patnaik, 2018). Moreover, studies show that the personality traits like aggressiveness, dominance and leadership leads to bigger rewards in career. (Schein, 2001; Budig, 2002; Bruni et al., 2004; Weichselbaumer, 2004; Forseth, 2005; Wong, 2005; Koenig et al., 2011). According to Drydakís(2017), “As feminine personality traits are stereotypically attributed to women, and these characteristics appear to be less favourably rewarded in the market, they may offer one of many plausible explanations as to why women experience higher unemployment rates, whilst also receiving lower earnings, as compared to men ”. The research and data from Drydakís, Sidiropoulou, Bozani, Selmanovic, & Patnaik concludes how the feminine traits play a vital role in increasing the wage gap by making it easier for men to get the higher paying jobs and earn higher wages.

To conclude, The wage gap among men and women does exist where every women is earning 69 cents per \$1 a man earns but it's due reasons like motherhood as it drastically increases the wage gap. Also, Women choose to take out time for family and domestic work which leads to higher wage gap in careers like business and private sector as it requires

availability outside business hours. Women dominates in majors which leads to lower paying jobs as compared to men to dominates most of the higher paying jobs. Women displaying feminine traits leads to lower overall wages among women.

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