The Gender Paygap Confounded: Uncontrolled vs. Controlled

77 Cents for Every Dollar
Median earnings of full-time, year-round workers, age 15 and older

Why have women continued to advance while men have stagnated since 1972?

CHART OF THE WEEK
ON AVERAGE, AMERICAN WOMEN EARN 78% OF WHAT MEN EARN

Q2. Why has the gender pay gap decreased? From 40% lower to 20%?
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Gender pay gap by race and ethnicity

**The Gender Pay Gap Visualized**

For every dollar white, non-Hispanic men earn, women get paid...

- Asian American women 83.5 ¢
- Women overall 78.6 ¢
- White non-Hispanic women 75.4 ¢
- Black women 60.5 ¢
- Native American/Asian Pacific Islander women 58.6 ¢
- Latina women 54.6 ¢

To earn what white, non-Hispanic men earned in 2014 alone, they would have had to work until...

*compared to men overall

Based on median annual earnings of full-time, year-round workers in 2014
Source: National Women’s Law Center

**Q3. Why are Latina Native American & Black women so much further behind White & Asian women?**

**Figure 6**

Median gender pay gap of full-time employees: by age

Source: New Earnings Survey panel data set

**Q4. Why no gap below 30? Why a 10-20% gap after 30?**
6a. Why no difference between men and women in bottom pair: not married and no children?
6b. If children are the difference why the male-female difference for married no children?

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ADDING "CONTROLS"

U.K. Gender Pay Gap, Before and After Adding Statistical Controls
The Gender Paygap Confounded: Uncontrolled vs. Controlled

Q. What does this not control for? Full-time vs. part times; permanent vs. temporary?

BY AGE

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25-34</td>
<td></td>
<td></td>
</tr>
<tr>
<td>35-44</td>
<td></td>
<td></td>
</tr>
<tr>
<td>45-54</td>
<td></td>
<td></td>
</tr>
<tr>
<td>55-64</td>
<td></td>
<td></td>
</tr>
<tr>
<td>65+</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Q. Do young women make more than young men? Why?

Q. Why no gap below 30? Why a 10-20% gap after 30?

Q. Can you make sense out of the right graph? Are the 1 thru 5 quintiles of hours worked?

Source: “Children and Gender Inequality: Evidence from Denmark” by H. Kleven, C. Landais and J. Søgaard
Economist.com
Q. What is the controlled versus uncontrolled in the lower right corner?

PAYSCALE EQUAL PAY GAP GRAPH  by Courtney Connley  November 6, 2015

The Gender Paygap Confounded: Uncontrolled vs. Controlled

WOMEN ARE STILL PAID LESS IN 2019

UNCONTROLLED GENDER PAY GAP
This measures median salary for all men and all women

WOMEN EARN
79¢

CONTROLLED GENDER PAY GAP
This measures median salary for men and women with the same job and qualifications.

WOMEN EARN
98¢

https://www.payscale.com/data/gender-pay-gap

GENDER PAY GAP BY RACE, RELATIVE TO $1 EARNED BY WHITE MEN

*Includes only those with at least a bachelor's degree
UNCONTROLLED PAY GAP: This measures median salary for all men and women regardless of job type, seniority, location, industry, years of experience, etc.
CONTROLLED PAY GAP: This measures pay for men and women with the same job and qualifications.
The Gender Paygap Confounded: Uncontrolled vs. Controlled

Q. Why do women advance more slowly than men?

Q. Why do black and Asian women advance more slowly than other women?
The Gender Paygap Confounded: Uncontrolled vs. Controlled

THE OPPORTUNITY GAP WIDENS AS WOMEN PROGRESS THROUGH THEIR CAREER

JOB LEVEL - INDIVIDUAL CONTRIBUTORS

- Asian Women
- Native Hawaiian and Other Pacific Islander Women
- White Women
- American Indian and Alaska Native Women
- Hispanic Women
- Black or African American Women

JOB LEVEL - MANAGER/SUPERVISOR

- Asian Women
- Native Hawaiian and Other Pacific Islander Women
- White Women
- American Indian and Alaska Native Women
- Hispanic Women
- Black or African American Women

JOB LEVEL - DIRECTOR

- Asian Women
- Native Hawaiian and Other Pacific Islander Women
- White Women
- American Indian and Alaska Native Women
- Hispanic Women
- Black or African American Women

#14

#15

#16
The Gender Paygap Confounded: Uncontrolled vs. Controlled

**UNCONTROLLED PAY GAP:** This measures median salary for all men and women regardless of job type, seniority, location, industry, years of experience, etc.

**CONTROLLED PAY GAP:** This measures pay for men and women with the same job and qualifications.

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**JOB LEVEL - EXECUTIVE**

- Asian Women
- Native Hawaiian and Other Pacific Islander Women: N/A
- White Women
- American Indian and Alaska Native Women: N/A
- Hispanic Women
- Black or African American Women

**GENDER PAY GAP BY EDUCATION LEVEL**

- Health Professional Doctorate (MD, DMD, DVM, etc.)
- No Degree
- Associate's Degree
- High School Diploma
- Doctorate (PhD)
- Bachelor's Degree
- Law Degree (JD, LLM)
- Master's Degree (non MBA)
- Master of Business Administration (MBA)
The Gender Paygap Confounded: Uncontrolled vs. Controlled

Employee responses to the statement "I feel that I'm fairly paid by my employer"
### GENDER WAGE GAP BY OCCUPATIONS

<table>
<thead>
<tr>
<th>OCCUPATION</th>
<th>UNCONTROLLED GENDER PAY GAP</th>
<th>CONTROLLED GENDER PAY GAP</th>
<th>PERCENT MEN (BLS)</th>
<th>PERCENT WOMEN (BLS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARCHITECTURE &amp; ENGINEERING</td>
<td>$0.93</td>
<td>$0.99</td>
<td>84%</td>
<td>16%</td>
</tr>
<tr>
<td>ARTS, DESIGN, ENTERTAINMENT, SPORTS &amp; MEDIA</td>
<td>$0.92</td>
<td>$0.99</td>
<td>53%</td>
<td>47%</td>
</tr>
<tr>
<td>BUILDING &amp; GROUND CLEANSING &amp; MAINTENANCE</td>
<td>$0.79</td>
<td>$0.98</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>BUSINESS &amp; FINANCIAL OPERATIONS</td>
<td>$0.86</td>
<td>$0.97</td>
<td>44%</td>
<td>54%</td>
</tr>
<tr>
<td>COMMUNITY &amp; SOCIAL SERVICES</td>
<td>$0.96</td>
<td>$1.00</td>
<td>34%</td>
<td>66%</td>
</tr>
<tr>
<td>COMPUTER &amp; MATHEMATICAL</td>
<td>$0.92</td>
<td>$0.98</td>
<td>74%</td>
<td>26%</td>
</tr>
<tr>
<td>CONSTRUCTION &amp; EXTRACTION</td>
<td>$0.88</td>
<td>$0.96</td>
<td>97%</td>
<td>3%</td>
</tr>
<tr>
<td>EDUCATION, TRAINING &amp; LIBRARY</td>
<td>$0.73</td>
<td>$0.97</td>
<td>27%</td>
<td>73%</td>
</tr>
<tr>
<td>FARMING, FISHING &amp; FORESTRY</td>
<td>$0.78</td>
<td>$0.95</td>
<td>76%</td>
<td>24%</td>
</tr>
<tr>
<td>FOOD PREPARATION &amp; SERVING RELATED</td>
<td>$0.87</td>
<td>$0.97</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>HEALTHCARE PRACTITIONERS &amp; TECHNICAL</td>
<td>$0.89</td>
<td>$0.99</td>
<td>25%</td>
<td>75%</td>
</tr>
<tr>
<td>HEALTHCARE SUPPORT</td>
<td>$0.98</td>
<td>$0.98</td>
<td>13%</td>
<td>87%</td>
</tr>
<tr>
<td>INSTALLATION, MAINTENANCE &amp; REPAIR</td>
<td>$0.87</td>
<td>$0.94</td>
<td>96%</td>
<td>4%</td>
</tr>
<tr>
<td>LEGAL</td>
<td>$0.62</td>
<td>$0.98</td>
<td>48%</td>
<td>52%</td>
</tr>
<tr>
<td>LIFE, PHYSICAL &amp; SOCIAL SCIENCE</td>
<td>$0.93</td>
<td>$0.99</td>
<td>53%</td>
<td>47%</td>
</tr>
<tr>
<td>MANAGEMENT</td>
<td>$0.77</td>
<td>$0.97</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>OFFICE &amp; ADMINISTRATIVE SUPPORT</td>
<td>$0.94</td>
<td>$0.99</td>
<td>28%</td>
<td>72%</td>
</tr>
<tr>
<td>PERSONAL CARE &amp; SERVICE</td>
<td>$0.90</td>
<td>$0.97</td>
<td>23%</td>
<td>77%</td>
</tr>
<tr>
<td>PRODUCTION</td>
<td>$0.84</td>
<td>$0.96</td>
<td>71%</td>
<td>29%</td>
</tr>
<tr>
<td>PROTECTIVE SERVICE</td>
<td>$0.86</td>
<td>$0.99</td>
<td>78%</td>
<td>22%</td>
</tr>
<tr>
<td>SALES &amp; RELATED</td>
<td>$0.82</td>
<td>$0.96</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>TRANSPORTATION &amp; MATERIAL MOVING</td>
<td>$0.84</td>
<td>$0.97</td>
<td>82%</td>
<td>18%</td>
</tr>
</tbody>
</table>

Q. Why is uncontrolled gender pay gap biggest in legal (0.62), education (0.73), and management (0.77)?
Q. Does the gender pay gap depend on (vary with) the percentage who are women in a given industry?

https://www.payscale.com/data/gender-pay-gap