# **CONTENTS**

L. L. P.	ist of figures ist of tables ist of contributors reface	vi ix x xii
	NTRODUCTION nga Persson and Christina Jonung	1
	Part I Where are we in the economics of gender?	
1	THE GENDER PAY GAP Francine D. Blau	15
2	OCCUPATIONAL SEGREGATION BY SEX AND CHANGEOVER TIME Christina Jonung	36
3	ALTERNATIVE APPROACHES TO OCCUPATIONAL EXCLUSION  George E. Johnson and Frank P. Stafford	72
	PART II Gender roles, time allocation and wages	
4	PATTERNS OF TIME USE IN FRANCE AND SWEDEN Dominique Anxo and Lennart Flood	91
5	COHORT EFFECTS ON THE GENDER WAGE GAP IN DENMARK Michèle Naur and Nina Smith	122
6	GENDER DIFFERENCES IN PAY AMONG YOUNG PROFESSIONALS IN SWEDEN Maria Hemström	145

#### CONTENTS

### PART III Gender and pay structures

7	WAGE DIFFERENTIALS AND GENDER IN NORWAY Pål Longva and Steinar Strøm	173
8	THE GENDER WAGE GAP IN FINNISH INDUSTRY 1980–94 Rita Asplund	190
9	FRINGE BENEFITS AND GENDER GAPS: THE FINNISH CASE  Lena Granqvist	211
10	GENDER, WAGES AND DISCRIMINATION IN THE USSR Katarina Katz	230
Inc	der	251

# **FIGURES**

1.1	The gender wage ratio in the USA and Sweden	22
1.2	The mean female percentile in the male distribution in the	
	USA and Sweden	24
1.3	Cumulative distribution function, female wages relative to the	
	male wage distribution, USA and Sweden	27
2.1	The effect on female wages of occupational preferences	42
3.1	Gains and losses from exclusion	74
3.2	Gains and losses if technology changes favor women	75
3.3	Equilibrium of the aggregate labor market with occupational	
	choice and gender differences in tastes, abilities, and	
	discrimination	78
3.4	Effect of fraction of tasks allocated to men on total family	
	earnings $(W_m + W_f)$ and male earnings $(W_m)$	83
	Overall allocation of time	102
4.2	Time use in market work. Average hours/week for males and	
, _	females at different ages	104
4.3	Time use in household work. Average hours/week for males	
, ,	and females at different ages	106
4.4	Time use in leisure. Average hours/week for males and females	
, -	at different ages	110
4.5	Overall allocation of time. Average hours/week for households	
, ,	where only the husband works	113
4.6	Overall allocation of time. Average hours/week for households	
	where both spouses work full time	114
	Overall allocation of time. Average hours/week for households	
	with no children	117
4.8	Overall allocation of time. Average hours/week for households	
	with two children	118
/ . l O 1	Distribution of hourly wage, Norway 1991	179
0.1	Trends in overall wage dispersion measured as the standard	
	deviation of log total hourly wages and in the LOG(P90/P10)	
	wage distribution	192

#### **FIGURES**

8.2	Trends in the LOG(P75/P25) wage distribution compared	
	to male and female white-collar workers in the Swedish	
	private sector	193
8.3	Estimated male-female wage gaps for all sample white-collar	
	workers and by occupational status, 1980-94	196
8.4	Estimated male-female wage gaps for industrial sectors with	
	a relatively low share of female white-collar workers, 1980-94	197
8.5	Estimated male-female wage gaps for industrial sectors with a	
	relatively high share of female white-collar workers, 1980-94	197
8.6	Estimated average returns to an additional year of schooling	
	for all sample white-collar workers and separately for males	
	and females	199
8.7	Estimated average returns to educational degrees compared to	
	a basic education (= 9 years) only, by gender	201
8.8	Estimated experience-wage profiles for 1980 and 1994, by	
	gender	202
8.9	Estimated average wage premium (%) of ten years of seniority	
	compared to newly hired (seniority less than one year)	203

### **TABLES**

3.1	Optimal value of $\beta$ from the point of view of males for	
	different values of $\mu$ ( $L_m = L_f$ ; $\gamma = 1.5$ )	83
4.1	Main characteristics of the French sample	99
4.2	Main characteristics of the Swedish sample	100
5.1	Number of observations in the three birth cohorts	125
5.2	The gender wage gap in the three birth cohorts, 1990	126
5.3	Average percentile ranking of women in the male wage	
	distribution	127
5.4	Accumulated experience and the length of education for	
	the three birth cohorts	128
5.5	Horizontal segregation in the three birth cohorts in 1990	129
5.6	Occupational segregation in the three birth cohorts, 1980	
	and 1990	130
5.7	Marital status in the three birth cohorts	130
5.8	Number of children in the three birth cohorts	131
5.9	Estimated coefficients and standard errors	133
5.10	The contribution to the gender wage gap from differences	
	in characteristics (C and C <sub>ii</sub> )	136
5.11	The contribution to the gender wage gap from differences	
	in coefficients (D and D <sub>ii</sub> )	137
5.A1	Mean sample values, 1980	143
5.A2	Mean sample values, 1990	144
6.1	Sample means	149
6.2	Salary and wage growth equations (OLS estimates)	154
6.3	Decomposition of the salary disadvantage experienced by	
	women	160
7.1	Log wage as a function of industry dummies, human	
	capital variables and local labor market conditions,	
	Norway 1991	181
7.2	R-square analysis, Norway 1991	182

#### TABLES

7.3	Estimated wage differentials relative to average for all	
	industries and predicted female-male wage ratio by	
	industry, after controlling for human capital variables and	
	local labor market conditions, percent, Norway 1991	183
7.4	Decomposition of the gender (log) wage gap,	
	Norway 1991	185
7.A1	Summary statistics, means, Norway 1991	188
7.A2	Decomposition of the gender (log) wage gap for each	
	industry, Norway 1991	189
8.1	Components of the male-female gross wage differential	
	among white-collar industrial workers, 1980-94	205
9.1	SUR regressions for 1989 using different wage measures.	
	Employees aged 16 to 65 working at least one month in	
	their main occupation	219
9.2	SUR regressions for 1989 using different wage measures.	
	Full-year, full-time employees aged 16 to 64	221
9.3	Decomposition of differentials in average monthly wages	
	of male and female employees working at least one month	
	in their main occupation using male and female weights	
	respectively	224
9.4	Decomposition of differentials in average annual wages of	
	male and female full-year, full-time employees using male	
	and female weights respectively	225
9.A1	Means of variables used in the estimations for two	
	subsamples: employees aged 16 to 65 who worked at least	
	one month in 1989 in their main occupation and	
	employees aged 16 to 65 who worked full time for	
	the whole year	228
10.1	Model 1 of hourly and monthly wages	235
10.2	Model 2 of hourly and monthly wages	237
10.3	Decomposition of the gender wage gap according to	
	Model 3 (percent)	240
	Definition of variables	247
	Variable means	249
10.A3	The model used for decomposition	250