Gender Wage Gap

The wage gap has always been solely based on gender and not on one’s ability in the work field.
• As quoted from Richard U. Agesa in Oxford Development Studies, gender differences in characteristics widen the gender wage gap at the upper end of the wage distributions. The underlying covariates driving gender differences in characteristics and the return to characteristics are the industry, occupation, higher education and region covariates. In the middle of the distributions, however, gender differences in the return to characteristics, fueled by education and experience covariates, applies the strongest influence on the magnitude of the gender pay gap.

Male Wages vs. Female Wages

• Statistics show that wages given to both genders are unequal to what they are qualified for.

Gender Wage Gap:
- Pay
- Promotions
- Hiring

Gender Bias and Promotions

Gender Bias plays a role with promoting young women and men.
• "Discrimination based on pregnancy, childbirth or related medical conditions is a prohibited form of sex discrimination." (Equal Employment Opportunity Commission, 1978).
• July 14th, 2014: “In 1978, the Pregnancy Discrimination Act was made to clear discrimination based on pregnancy, childbirth, and etc. Since this was created, charges alleging pregnancy discrimination have increased.” (The Pregnancy Discrimination Act, 1978, Congress)

Hiring

• Females are less likely to be hired than males for certain jobs, based on their gender alone.
• In a simulation, it was found that males who were hiring applicants were more likely to hire other males than women, while it was consistent with the shifting standards model’s assumption that group members are held to a higher standard to confirm traits on which they are perceived to be deficient: Male participants hired female applicants portrayed as non-leaders with less certainty than their male counterparts possibly due to higher confirmatory standards for leadership ability in women than men. (Bosak, J., & Sczesny, S., 2011)

Citations