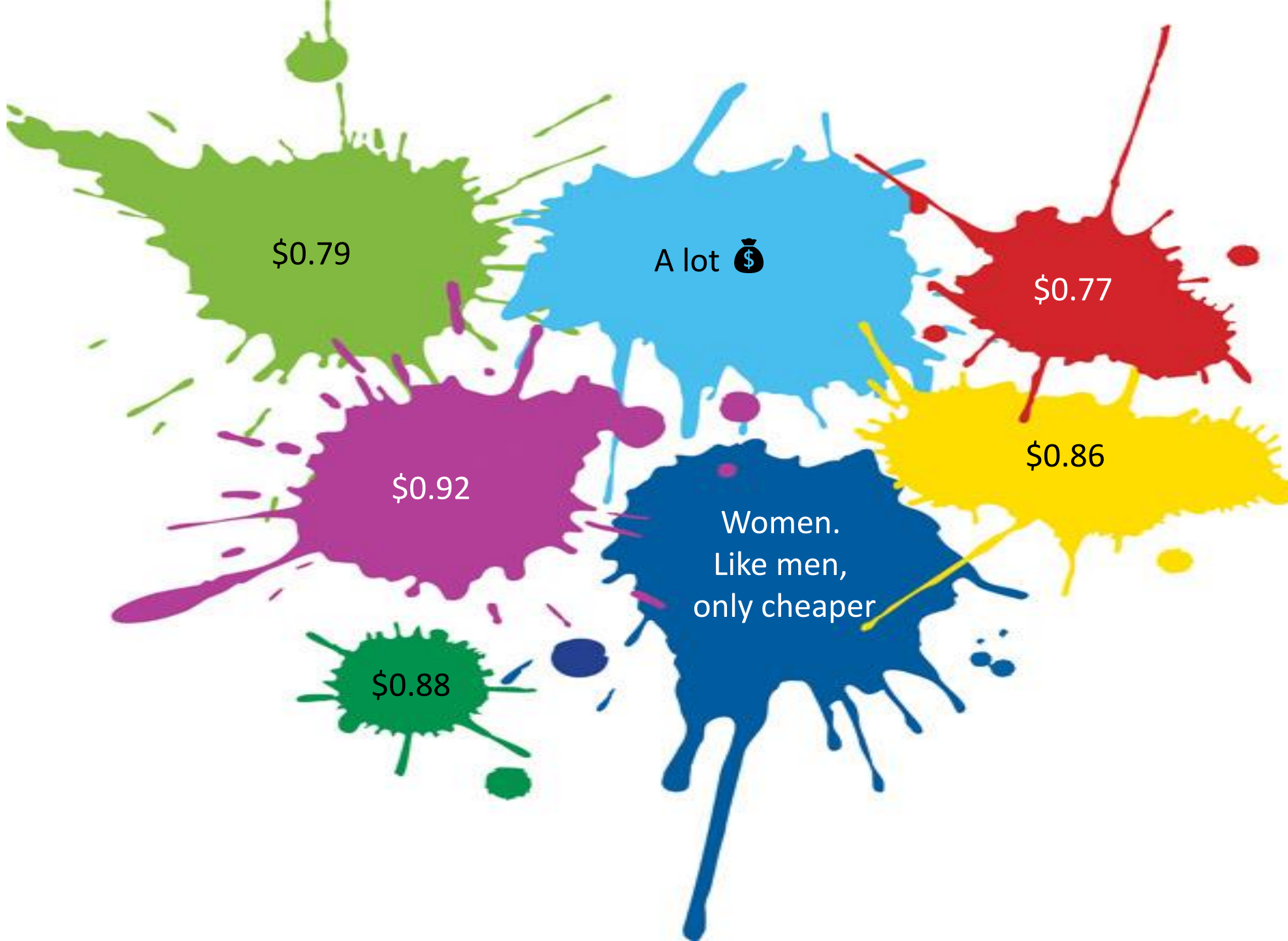


# The Gender Earnings Gap: Globally and in United States

---

Sari Pekkala Kerr  
Wellesley College





\$0.79

A lot 💰

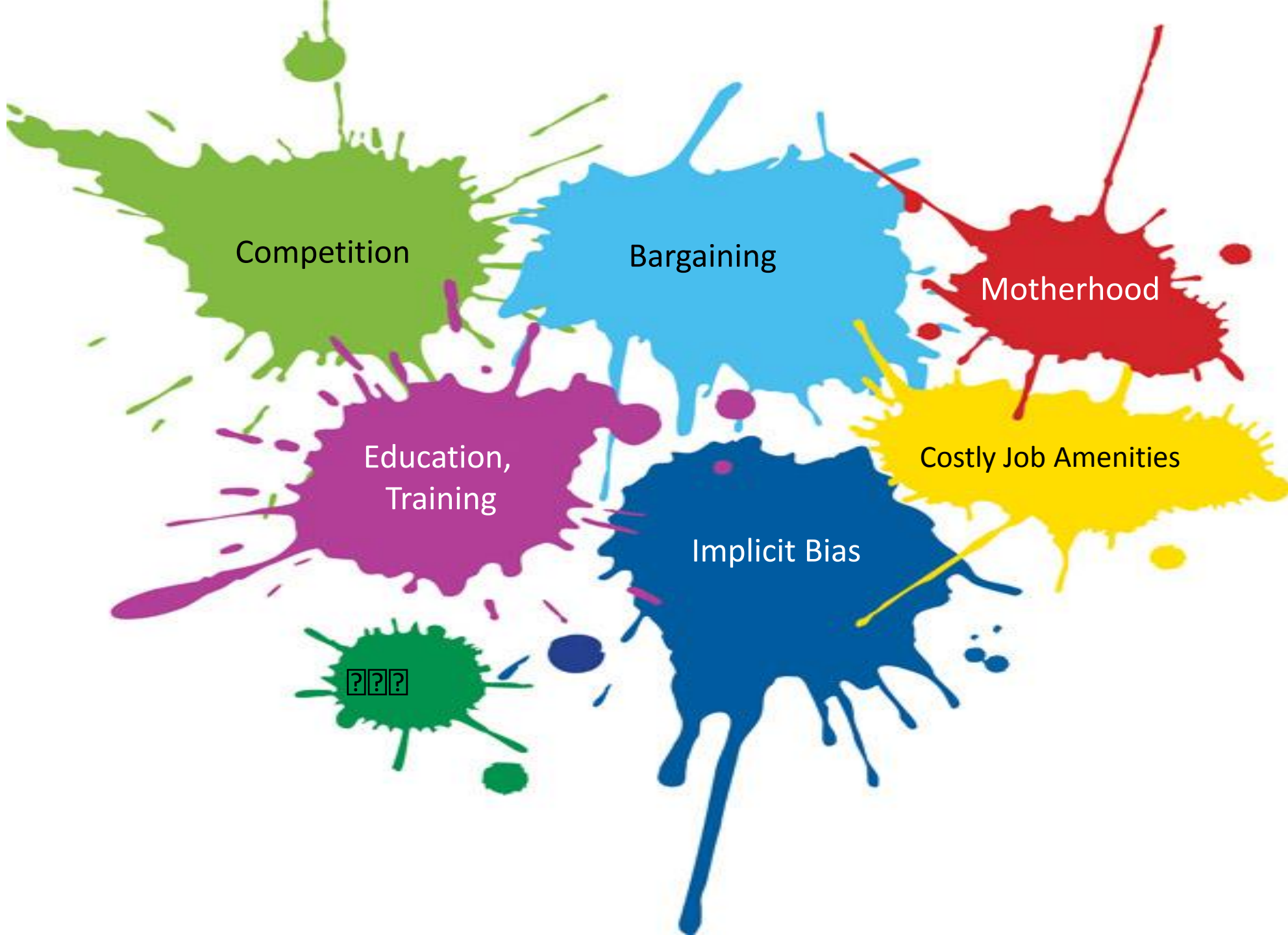
\$0.77

\$0.92

Women.  
Like men,  
only cheaper

\$0.86

\$0.88



Competition

Bargaining

Motherhood

Education,  
Training

Costly Job Amenities

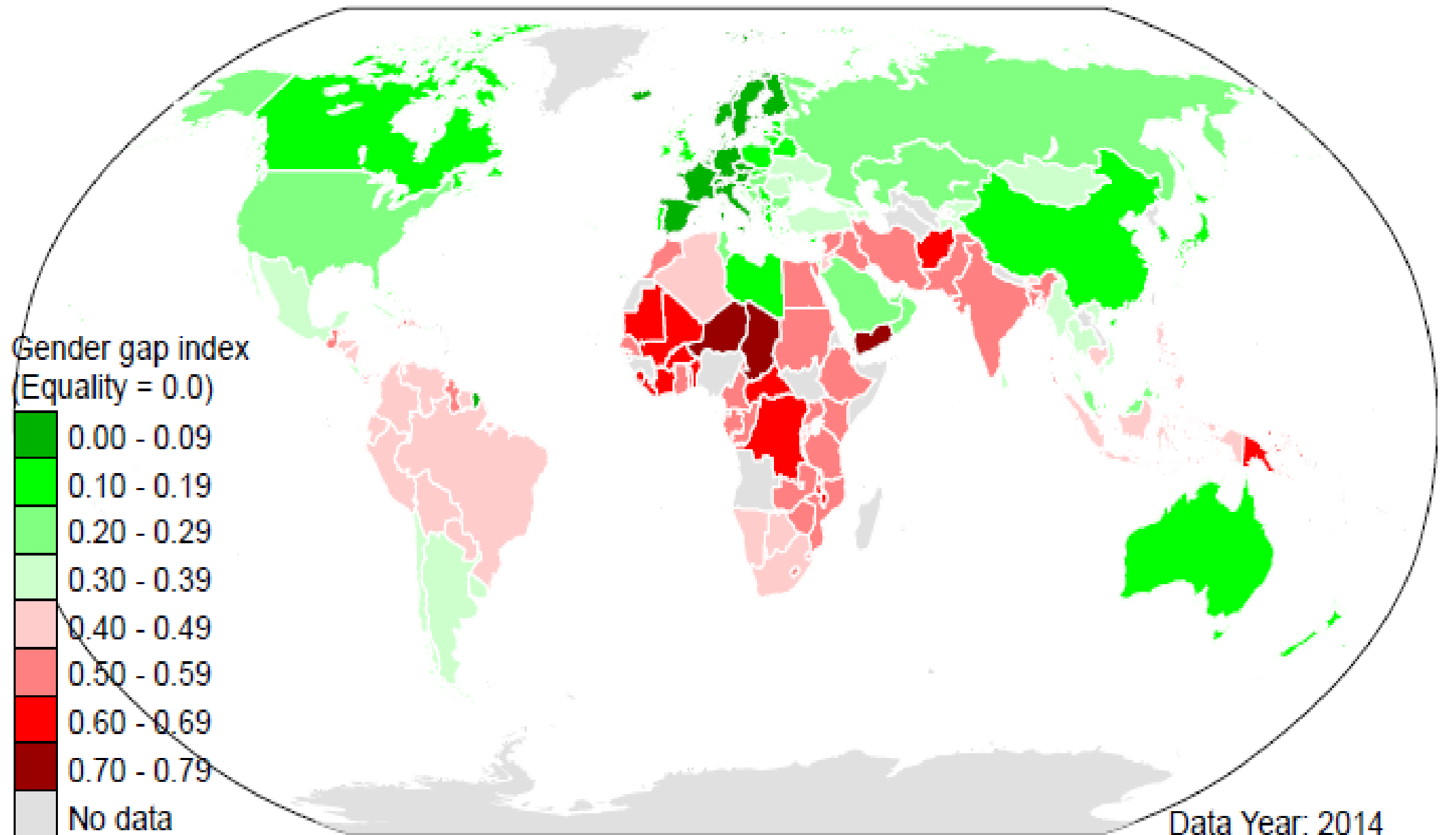
Implicit Bias

???

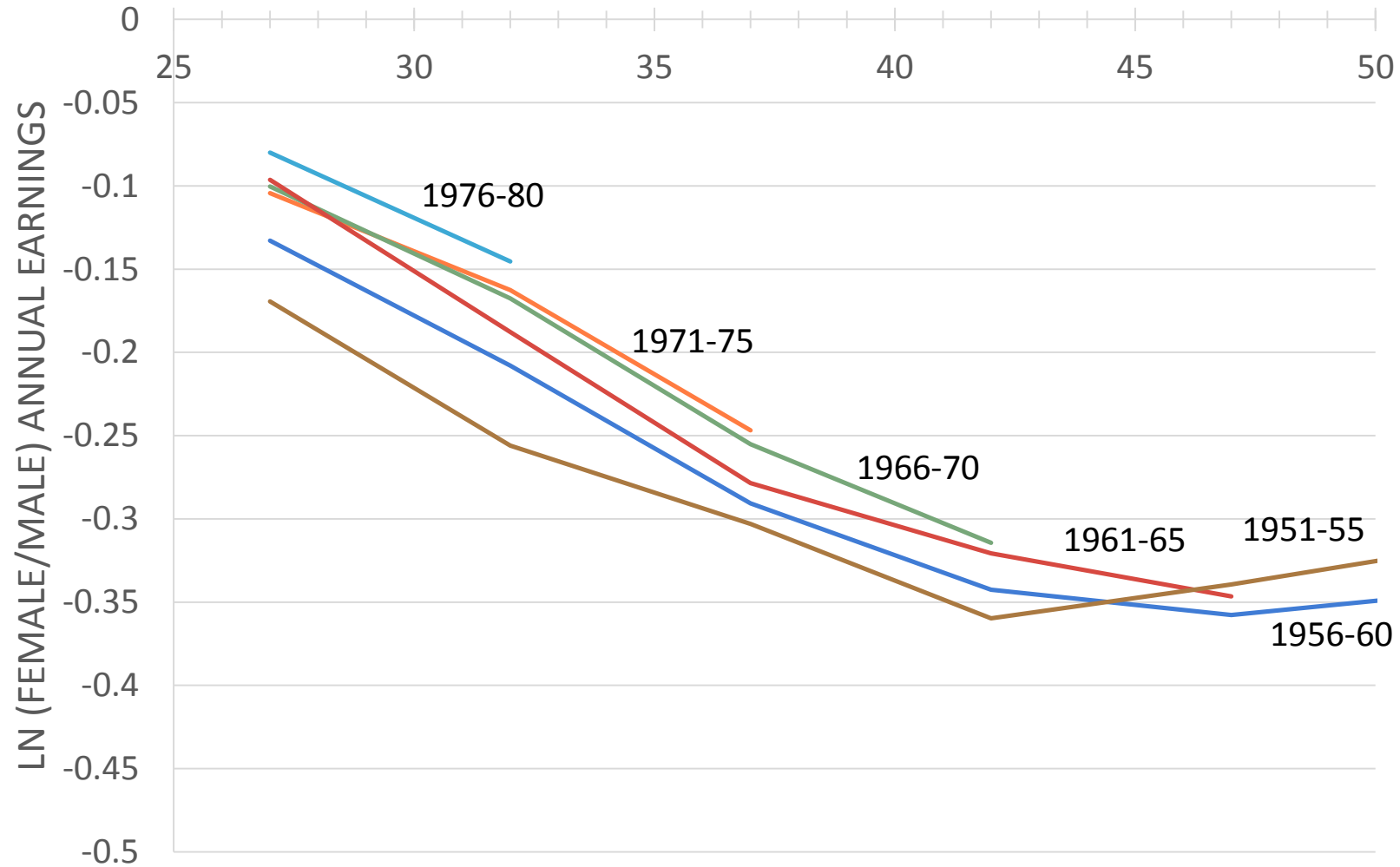
# Gender Earnings Gap: Globally

- Globally:
  - Gender wage gap varies between 8% and 48%
- Developing countries
  - Largest in Sub-Saharan Africa and East Asia
- Europe
  - Average 16%
  - Range 5.5% to 27%
- Other developed countries
- United States
  - About 20%

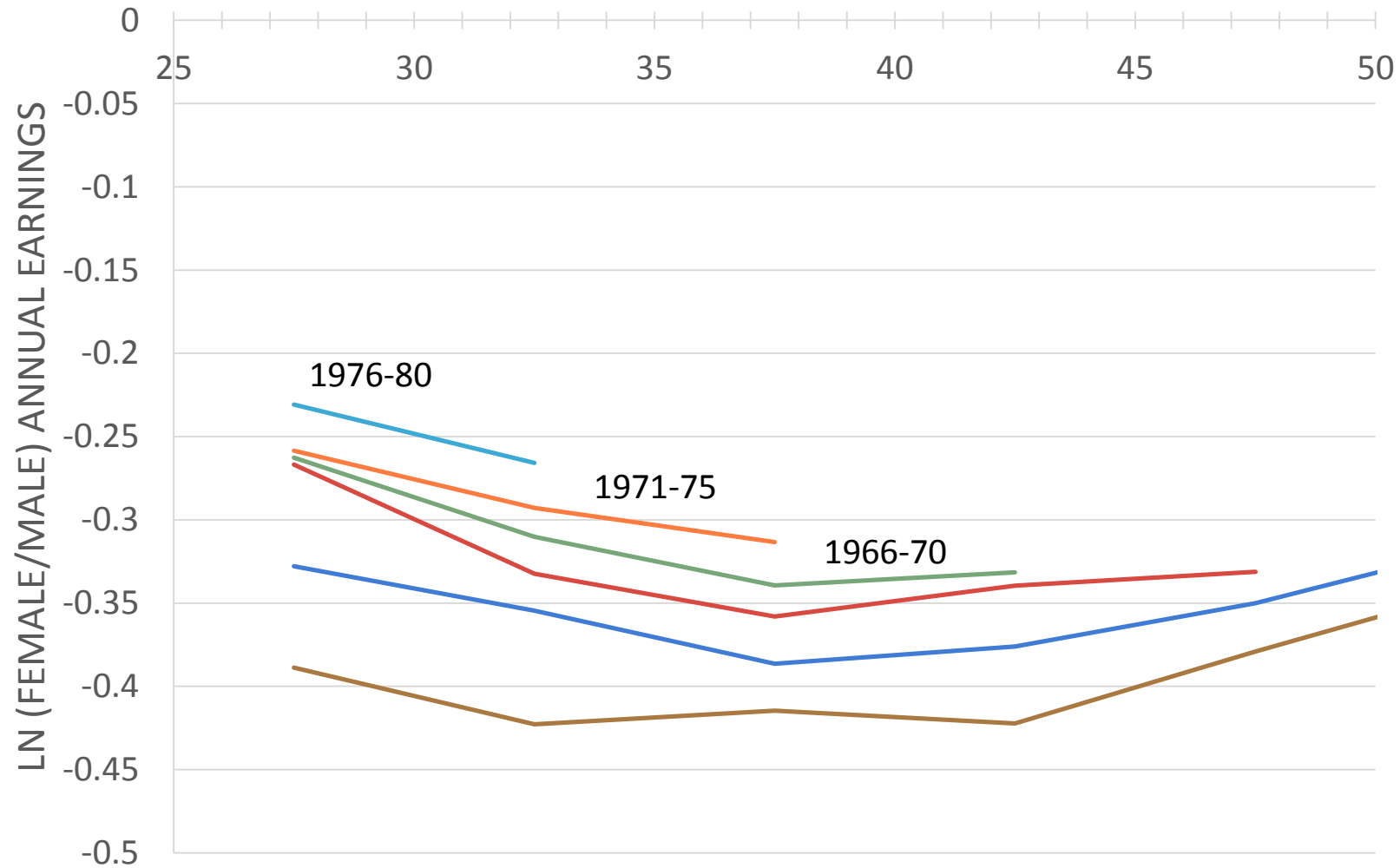




# Gender Earnings Gap for College Graduates: With Hours, Weeks, Exact Education (CPS, Synthetic Cohorts)



# Gender Earnings Gap for Non-College Graduates: Full-time (CPS, Synthetic Cohorts)



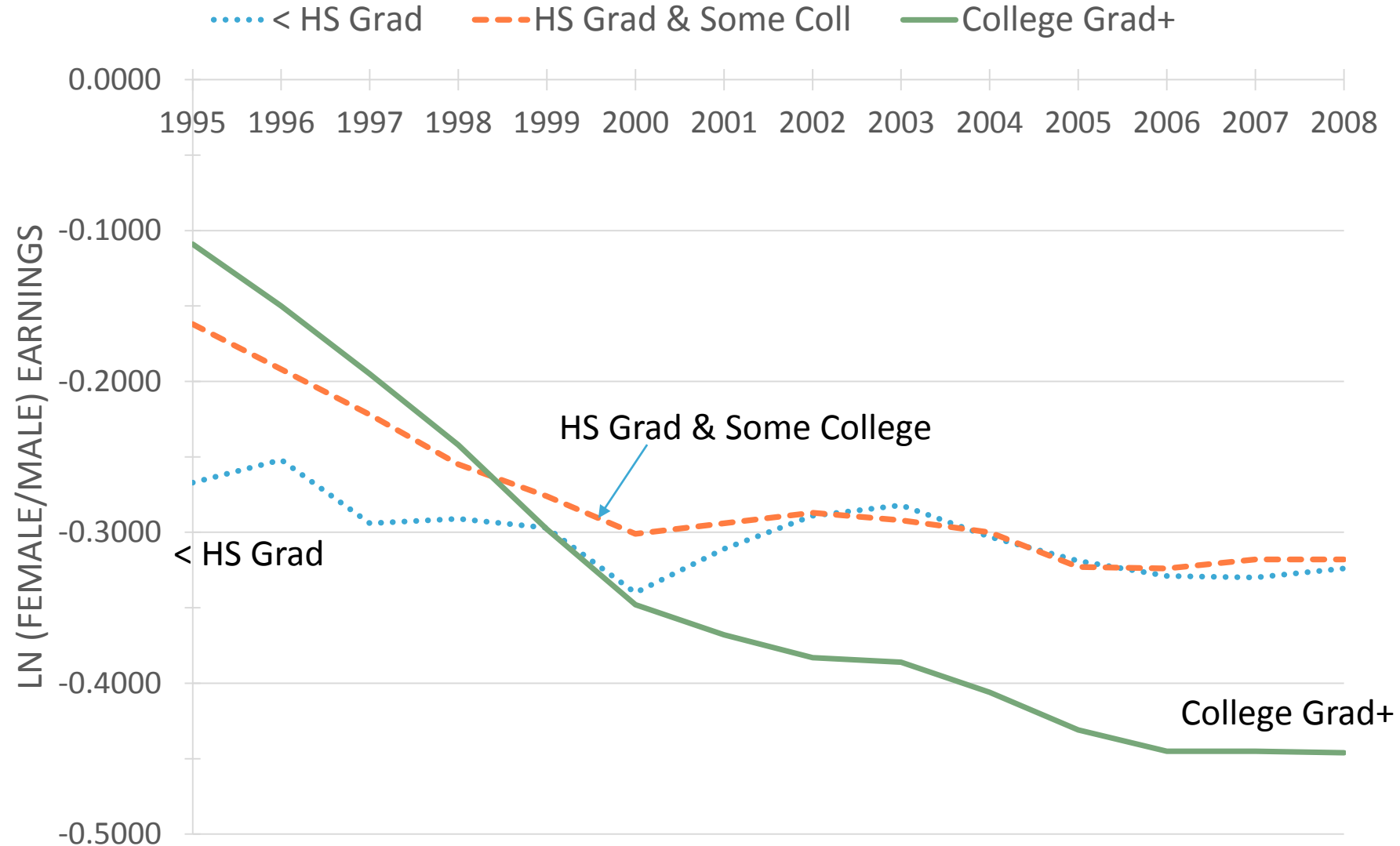
# Expanding Gender Earnings Gap: LEHD-Census

- Longitudinal Employer-Household Dynamics (LEHD) database linked to the US 2000 Census
- 1995 to 2008
- Quarterly earnings from state UI records for private sector establishments in 23 states.
- Data for 26 of the 50 largest PMSAs in the US, in 18 of the 23 LEHD states.
- Virtues of the data: Establishments; Census long-form information
- Drawbacks: People or jobs can leave the states or the PMSAs; no hourly data; just Census 2000.

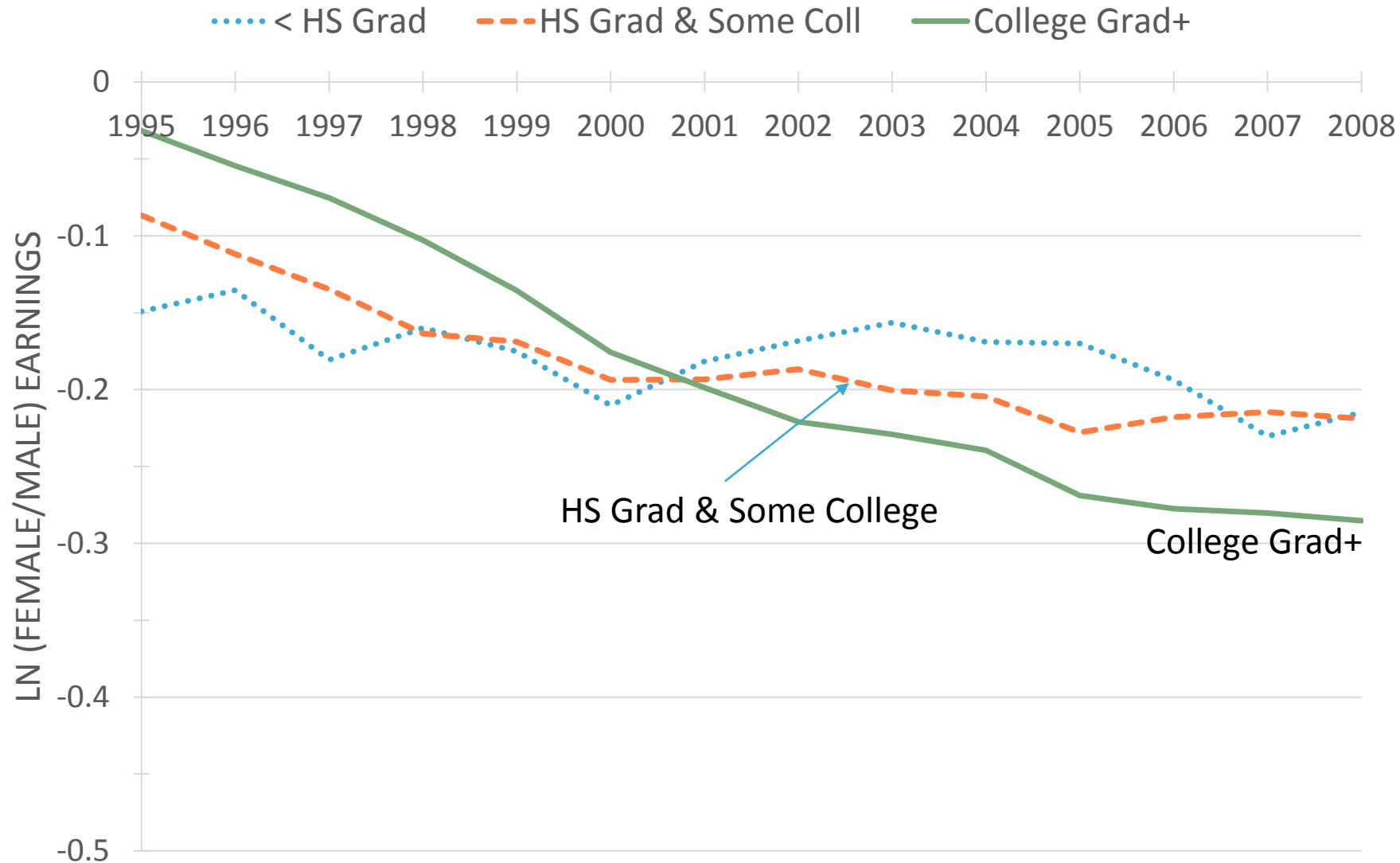




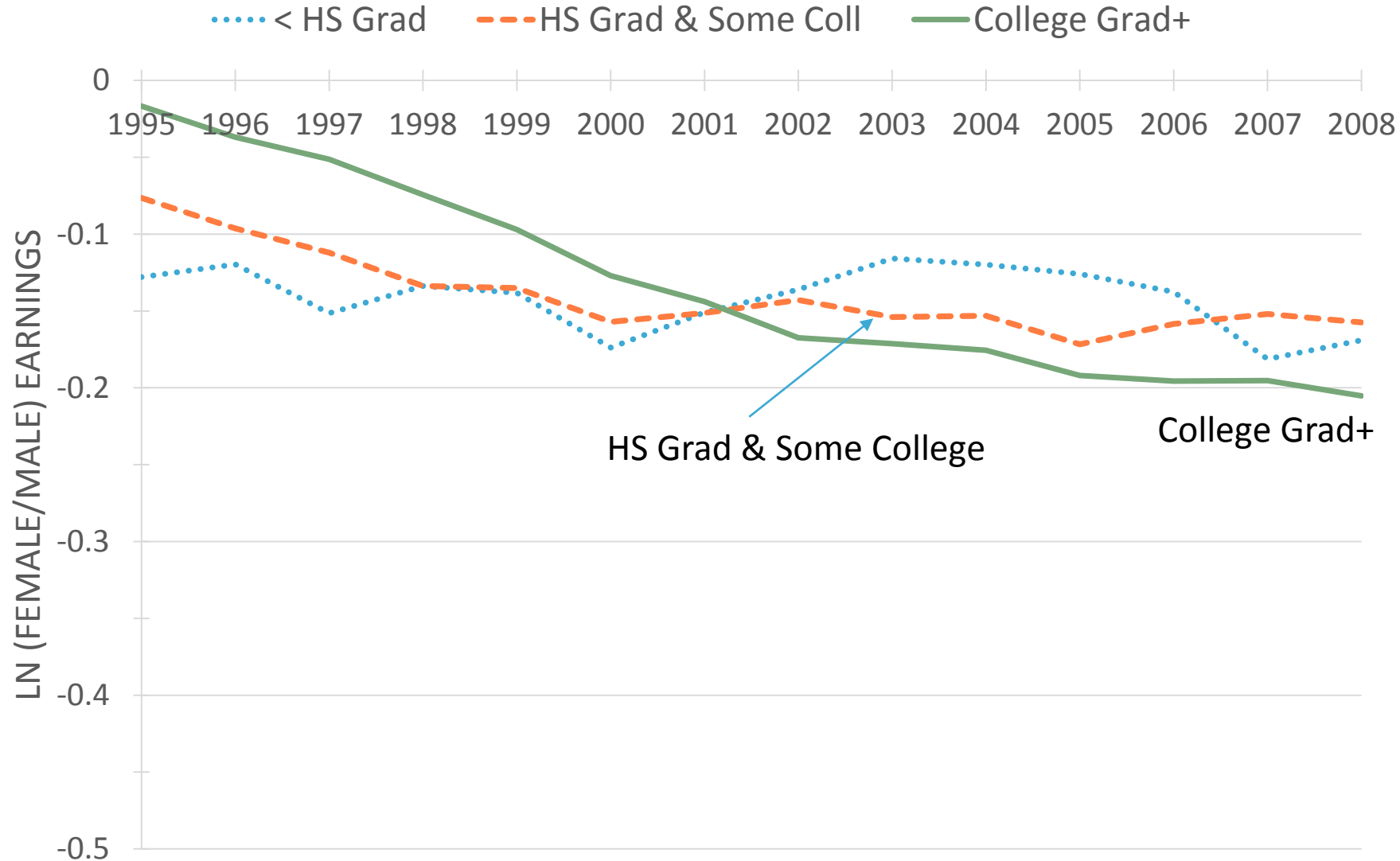
# Gender Earnings Gap by Education Group: Basic Controls



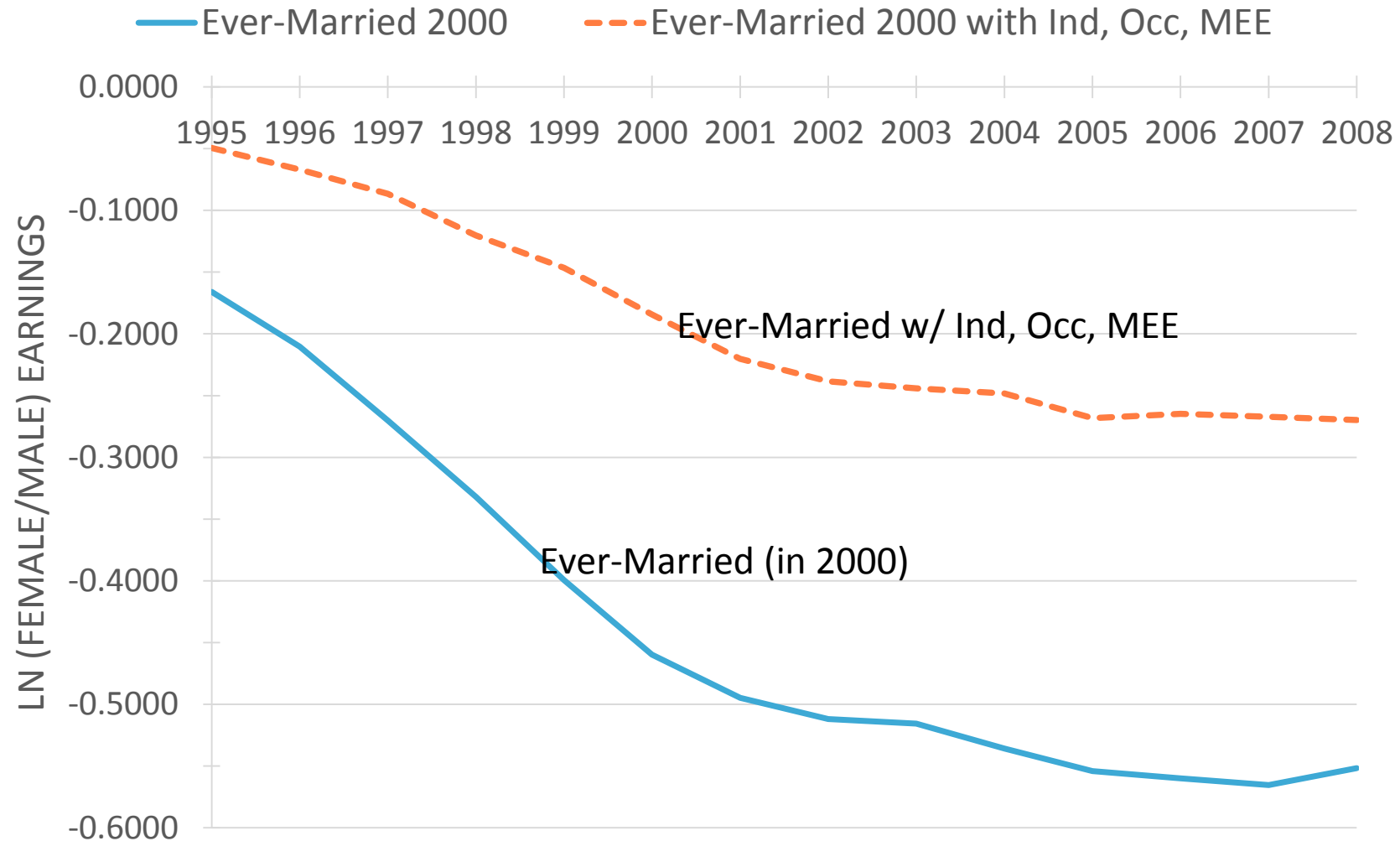
# Gender Earnings Gap by Education Group: Basic Controls + 3-Digit Industry + Occupation



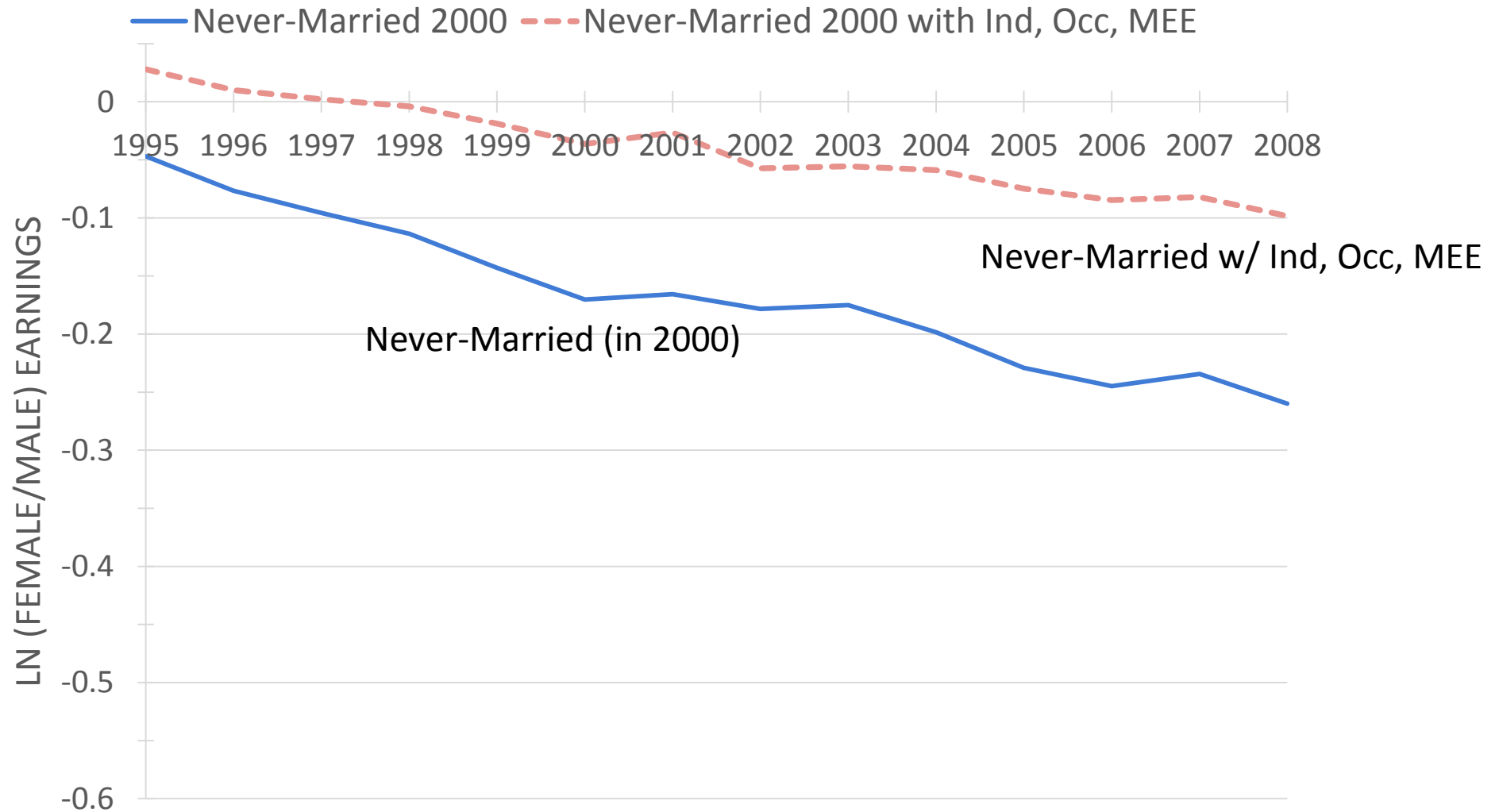
# Gender Earnings Gap by Education Group: Basic Controls + Industry + Occupation + *MEE* (Mean Establishment Earnings)



# Gender Earnings Gap for College Graduates: Ever-Married in 2000



# Gender Earnings Gap for College Graduates: Never-Married in 2000



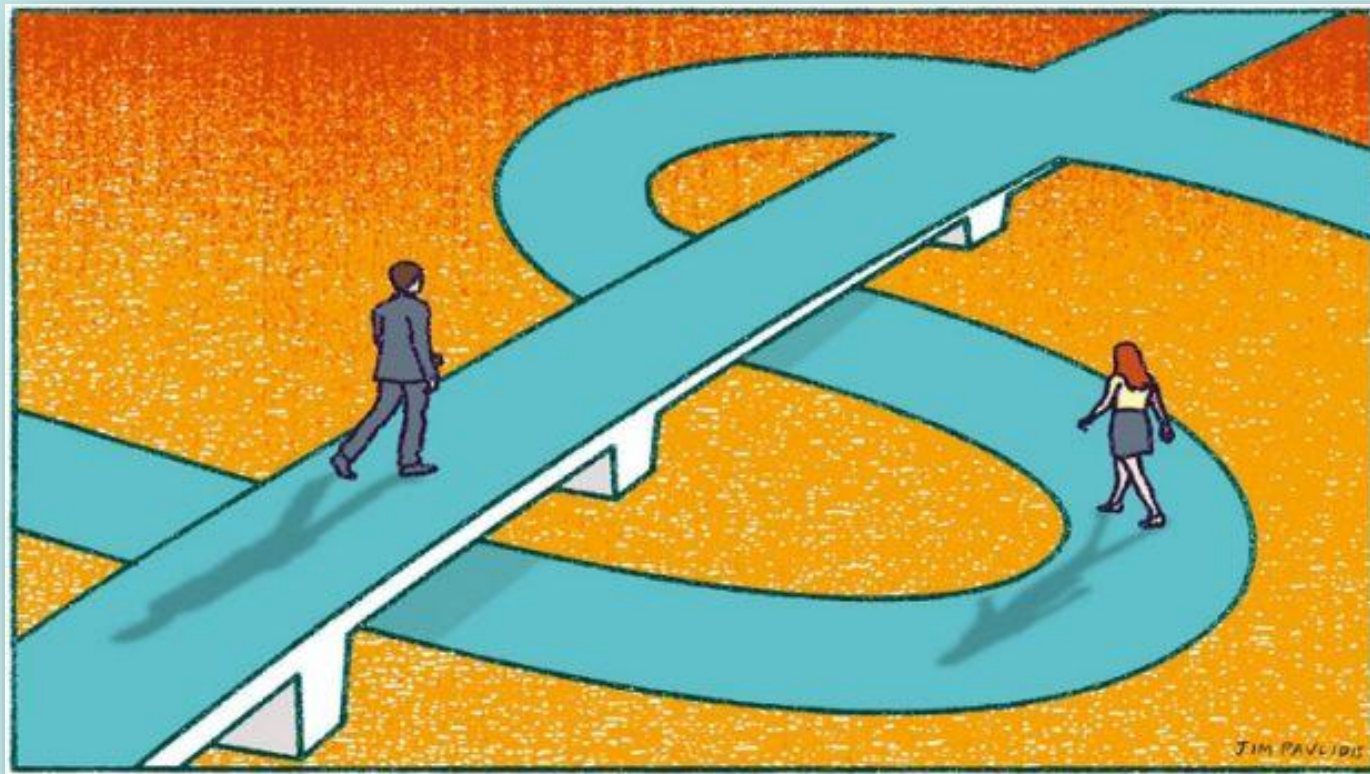
# The Expanding Gender Earnings Gap: Evidence from the LEHD-2000 Census

Claudia Goldin (Harvard)

Sari Pekkala Kerr (Wellesley)

Claudia Olivetti (Boston College)

Erling Barth (ISR, Oslo)



The research was conducted while Kerr and Barth were Special Sworn Status researchers of the US Census Bureau at the Boston Census Research Data Center. Results and conclusions are the authors' and may not reflect the views of the Census Bureau. This paper was screened to ensure that no confidential data are revealed.