WHAT DO WE KNOW ABOUT THE GENDER PAY GAP?

• Gender Pay Gap has been closing since 1950s (Blau & Kahn ’96).
• Traditional explanation: rising educational attainment of women (Fitzenberger & Wunderlich ’00)

AT THE CORE – TECHNOLOGICAL PROGRESS:

• Rising usage of computer technology (Autor, Levy, Murnane ’03)
• Higher labor force participation of women (Galor & Weil ’96), declining occupational segregation (Blau & Kahn ’00)
• Derived demand for qualified labor (Spitz-Oener ’06, Lindley ’12)

RESEARCH QUESTIONS

• How do job tasks contribute to the formation of the gender pay gap?
• What are the differences along the wage distribution?
• How do tasks evolve within occupations VS. sorting into occupations?

TASK-BASED APPROACH

• Jobs are bundles of tasks
• Tasks: Routine, Non-Routine Cognitive and Non-Routine Manual
• Demand & remuneration for NRC tasks are rising

CLASSIFICATION OF TASKS:

NRC: Human resources management; Research and development;
Public relations; Management and organisation; Education
R: Accounting and controlling; Quality management; Production.
NRM: Maintenance; Construction; Hotel and restaurant; Other services

RELATIVE PRICES FOR TASKS:

\[ RIF(\ln w, Q_{50}) = \beta_0 + \beta_1 TSNRC + \beta_2 TSNRM + \gamma X + \epsilon \]

MAIN RESULTS

• Women experienced substantial increase in NRC tasks.
• Contributions of tasks to formation of the gender pay gap is more substantial than contribution of education.
• Trends in relative task profiles hold along the wage distribution.
• Biggest contribution of NRC to the pay gap is for high earners.
• Within occupations, men and women perform same task mix, but no convergence in prices is observed.

→ Leading role of occupational sorting