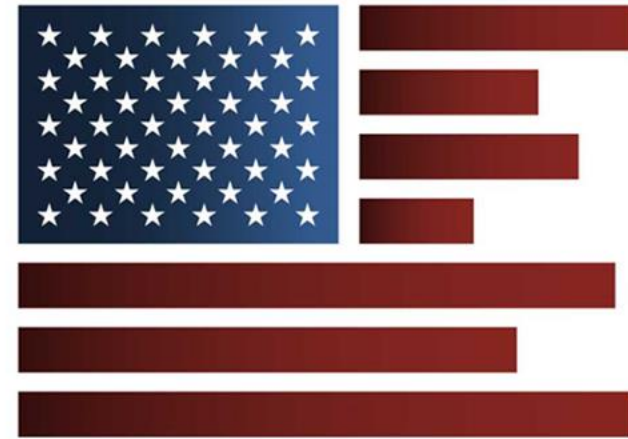


STATE of the UNION



OCCUPATIONAL
SEGREGATION

Dafna Gelbgiser
Facebook



OCCUPATIONAL SEGREGATION

KIM A. WEEDEN (Cornell University)

MARY NEWHART (Cornell university)

DAFNA GELBGISER (Facebook, Inc.)

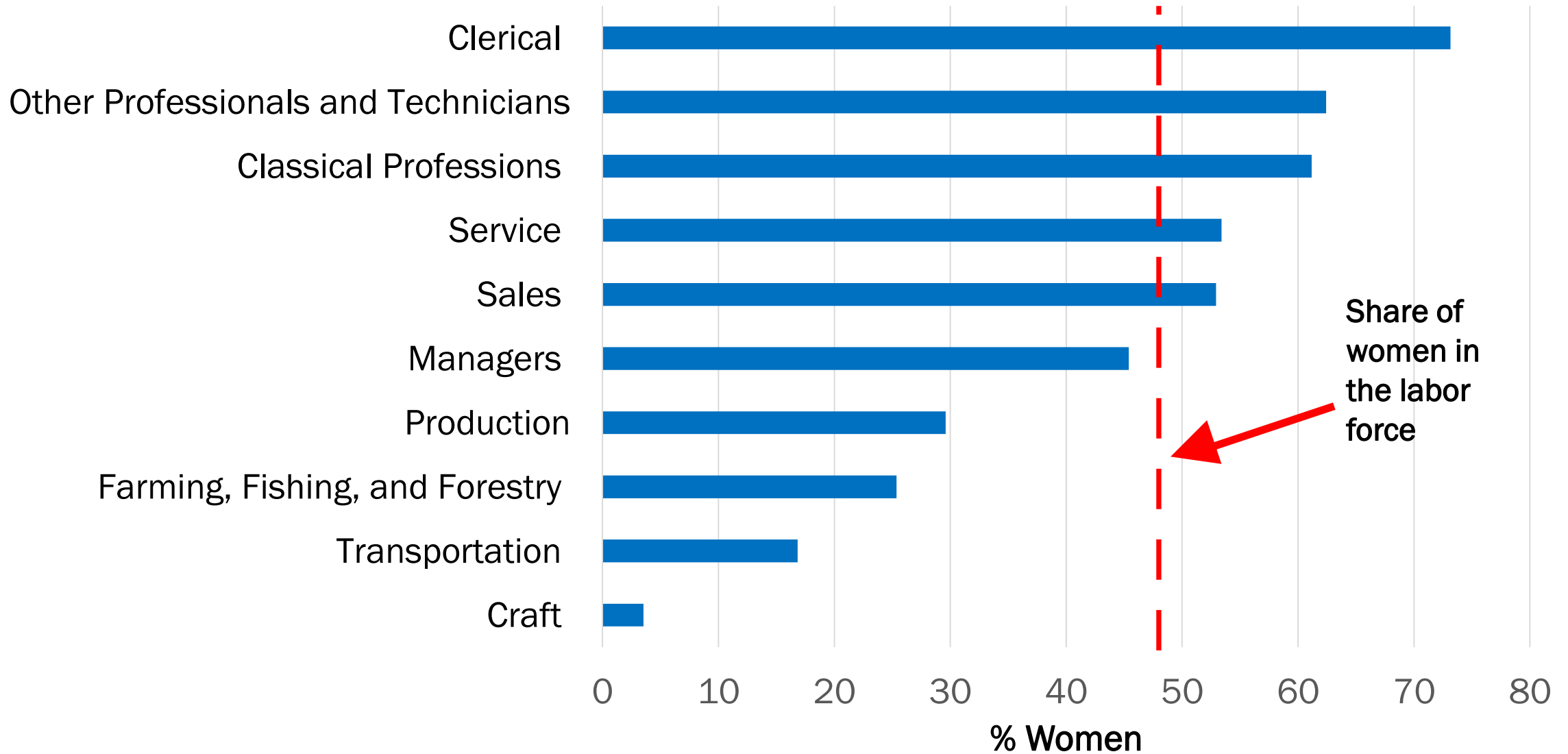


Occupational Segregation in the US

48% of all paid workers are women

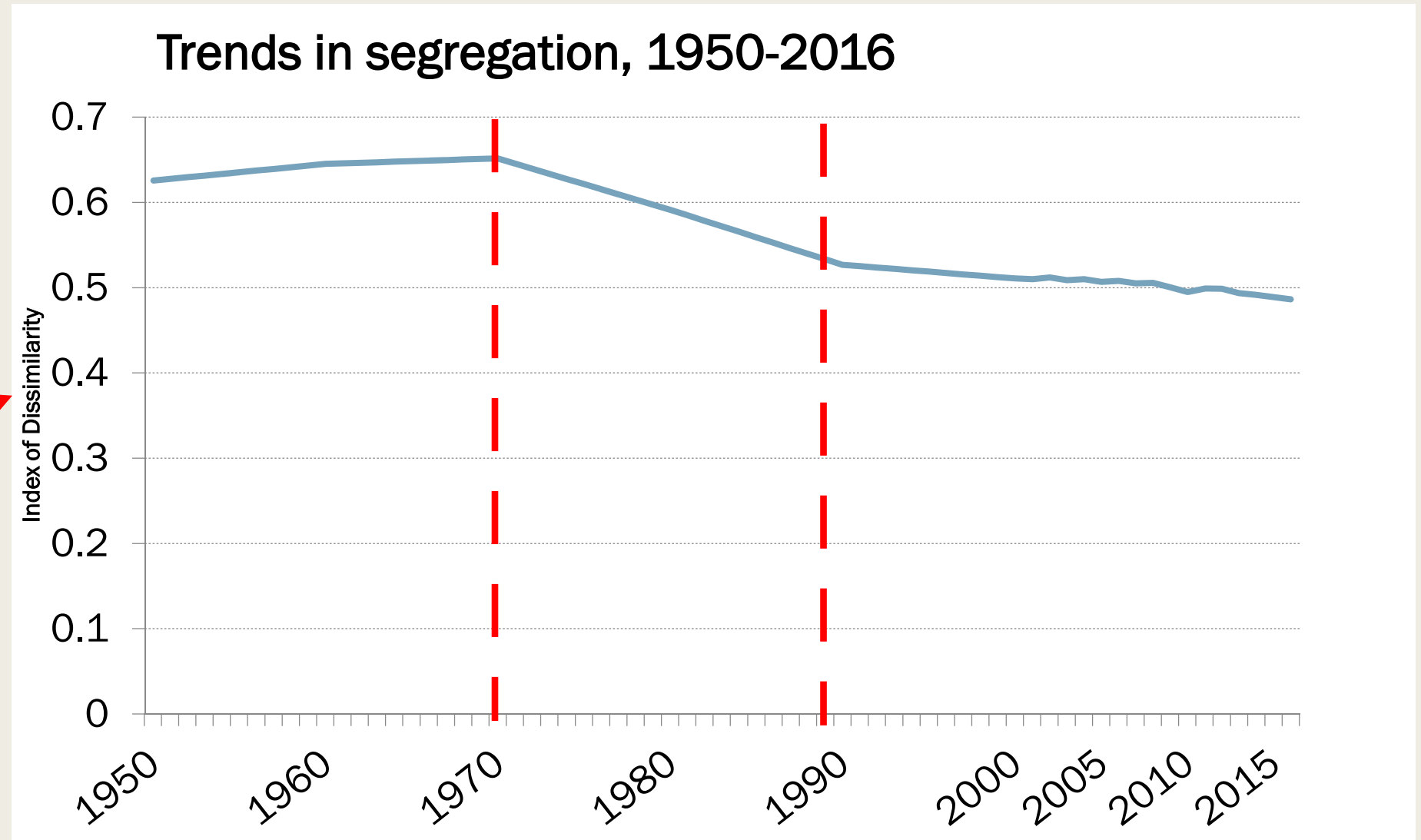
But men and women typically end up at **different** occupations

Women's Share of the Workforce by Major Occupation Groups, 2015-2016



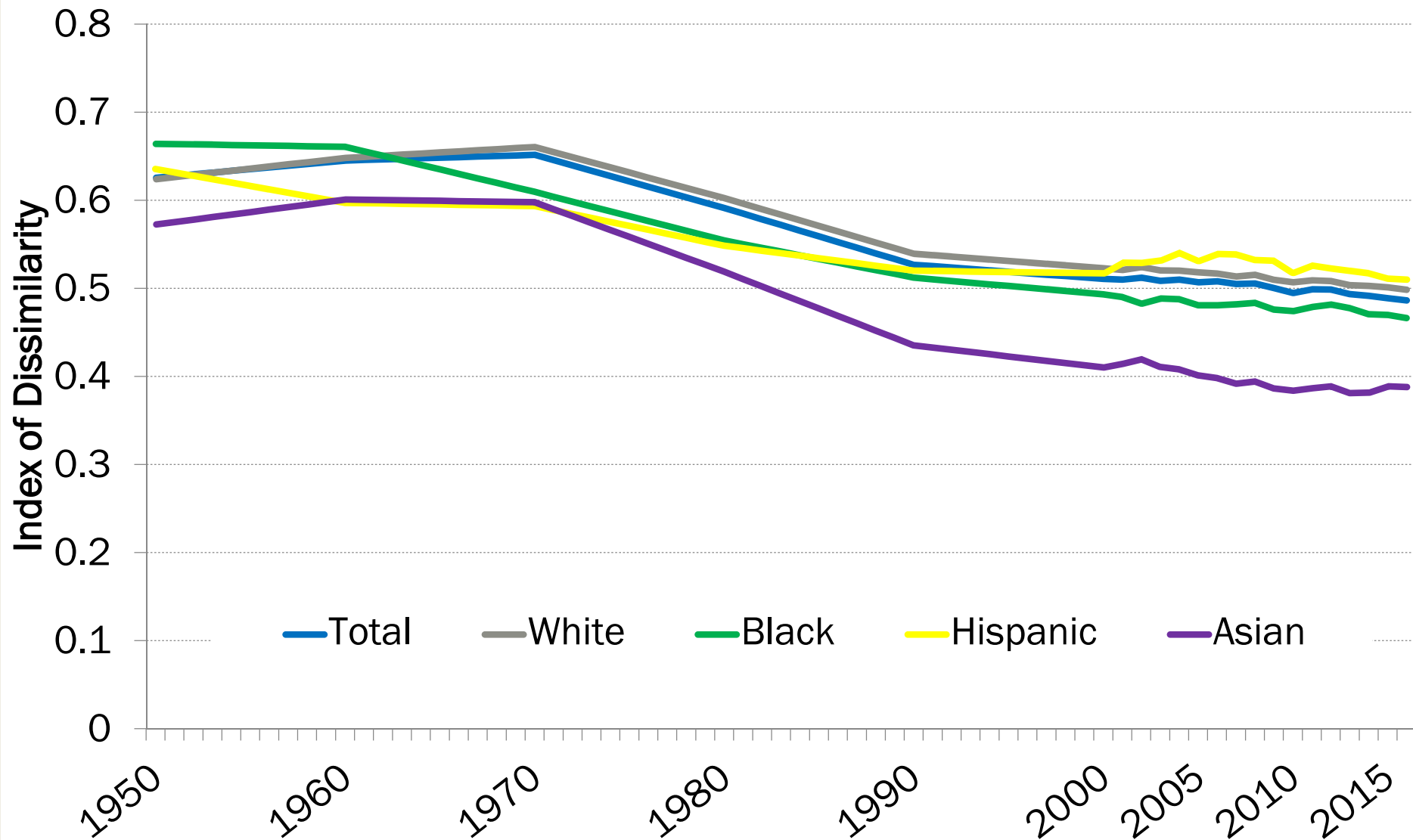
**Is segregation
declining?**

Occupational segregation is declining, but very slowly



% of men/women who would have to change occupations

Trends in segregation by race, 1950-2016



How long will it
take to integrate?

320 YEARS

→ Assuming post-2000 rate

150 YEARS

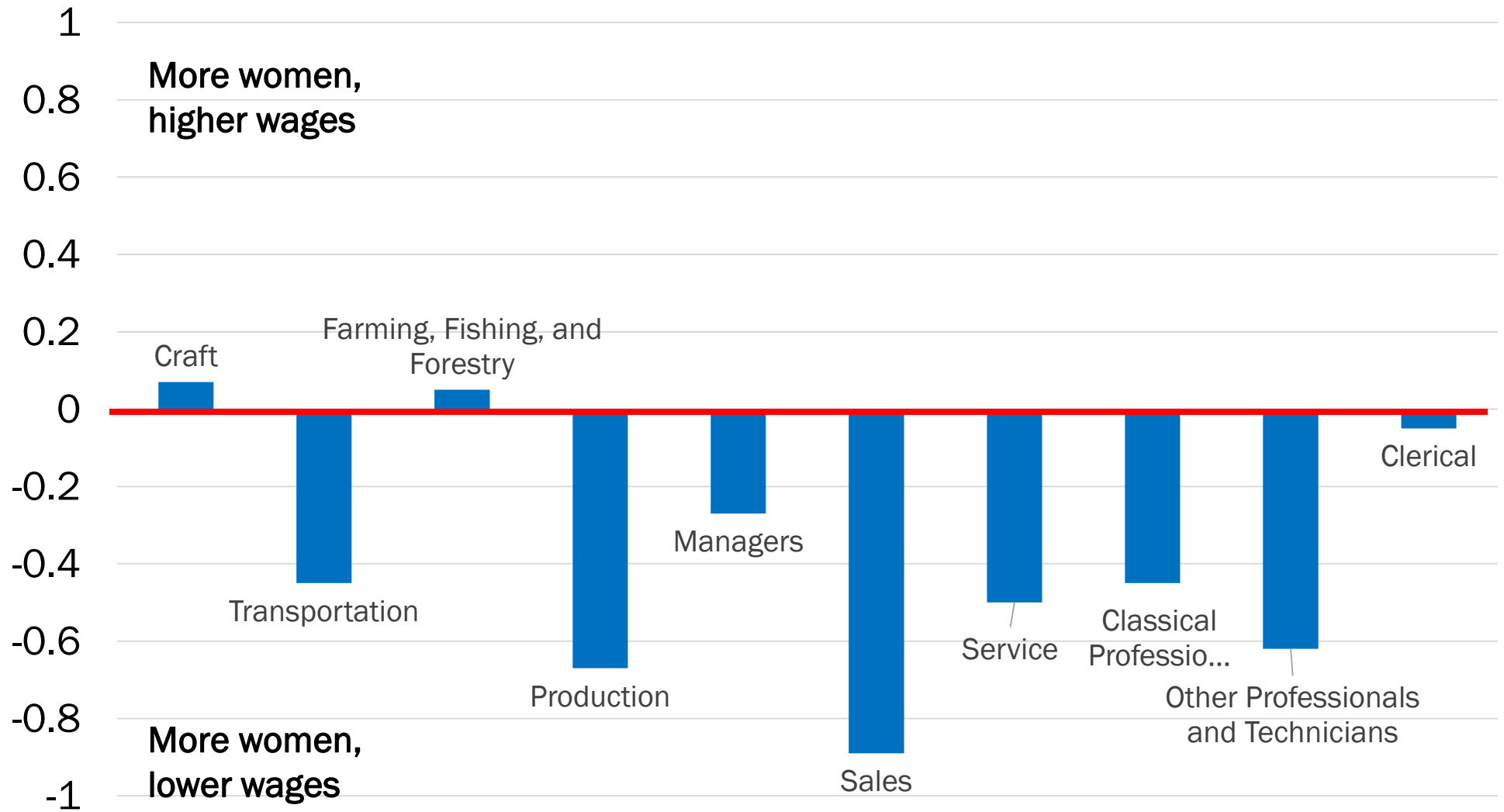
→ Assuming post-1970 rate

Integration is asymmetric

- Male occupations integrate
- Female occupations don't

**Does occupational segregation
affect the gender gap in wages?**

Correlations between the percentage of women in the three-digit (474) occupations and wages.



Occupational segregation explains about 18% of the gender gap in wages, net of human capital- differences

Occupational segregation is:

- ... extensive
- ... persistent
- ... consequential

But what can be done?

Contact: Kim Weeden

kw74@cornell.edu