OCCUPATIONAL SEGREGATION

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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

- Clerical
- Other Professionals and Technicians
- Classical Professions
- Service
- Sales
- Managers
- Production
- Farming, Fishing, and Forestry
- Transportation
- Craft

% Women

Share of women in the labor force
Is segregation declining?
Occupational segregation is declining, but very slowly

Source: IPUMs Census and American Community Survey data
Trends in segregation by race, 1950-2016

Index of Dissimilarity

- Total
- White
- Black
- Hispanic
- Asian

Year:
- 1950
- 1960
- 1970
- 1980
- 1990
- 2000
- 2005
- 2010
- 2015
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.

More women, higher wages

More women, lower 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?
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