

The Gender Wage Gap in Top Corporate Jobs is Still There

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Abstract:

We investigate the gender wage gap in top corporate jobs for 2000-2004. We find that female managers receive 24.0% less in total compensation than their male colleagues. When we control for personal, firm and industry characteristics, this difference reduces to 15.9%. Controlling for occupational segregation, i.e. "glass ceiling", reduces the difference to 6.0%. Additional results that fully consider the role of stock option indicate a 9.0 to 12.1% difference. These results suggest that the main sources of the gender wage gap are occupational segregation and a different endowment with stock options.

Keywords: Gender wage gap, managerial compensation

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