

Kaufman, Robert L. **"Stereotypic Work Conditions and Earnings Gaps by Race and Sex"**. Presented at the 2000 American Sociological Association annual meetings.

Abstract

In this paper I study the determinants of earnings differences among race-sex groups at the labor market unit level. Specifically I analyze why earnings ratios among black females, black males, white females, white males vary across 1,933 labor market positions, defined as combinations of occupational and industrial location. I use a two stage measurement and analytic strategy to control properly for relevant individual-level factors. Census PUMs data for 1990 are used to measure group differences in earnings "net" of human capital, labor supply, family structure, and geographic residence. Archival data are used to measure the labor market position level variables. I test a variety of hypotheses concerning the effects on earnings ratios of race- and sex-typing of tasks, employment representation and growth and employment levels, product market structure, and linkages to other actors. These preliminary analyses use OLS regression. The final analyses will use Two Stage Estimated Generalized Least Squares to correct for between equation correlated errors and within equation heteroskedasticity and correlated errors. Net of the effects of human capital, labor supply, family structure and geographic residence, earnings ratios do vary systematically across positions. The results show fairly consistent support for the hypotheses developed for the four sets of explanatory factors, although the extent of support is variable. Particularly strong and consistent support was found for the predictions from the statistical discrimination and race-sex queuing perspectives.