The Changing Effects of Education，Gender，Occupation，and State on Hourly Wage Rates
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A part icular job tends to involvea higher pay level（per hour）if the job
requires many years of efucation and or training，or if it requires rare，
 A pers on tends to receivea higher pay leve if they have many years or
formal education，or many years of experience，or are unsusully skilled
 In add dition a person＂s pay may be affected by varios sypes of＂non．
rational＂bias and discrimination based on their gender or race and in the same job．Theiri pay myy also be affectected by syimilar＂noen wartion appearance，or ethnic background．



 Then，in part orf our study we introduce something new．We
supplement our date



 There are many questions we can answer using our results．For example．
Are hourly wage rates for similar individuals is in similar iobs dife

 en＂crowded＂into a small number of occupations with


| Refer to Table 1．This shows the estimated coefficients for the base variables in six different wage regressions．The base variables are year classification，and marital status．The first column of numbers shows the results for 78,417 white males in $2001-02$ ，when only the base variables are included．Notice that the $R$－squared is 32 ．The second column of numbers shows the results for 69,526 wh ite females in $2001-02$ ，when only the base variables are included．Notice that the $R$－squared is 25 ， slightly smaller than the one for white males． |
| :---: |
| The third and fourth colums of numbers are for whit males and white Temales in $2001-02$ 2 but in these regeressions， 50 state of resididence mmy variables have been included along with all of the base variables．（However，Table 1 only includes the estimated coefficients for |
| The fifth and sixth columns of numbers are for white males and white females in 2001－02，but in these regressions， 500 detailed occupation dummy variables have been included al ong with all of the base variables．（Once again，however，Table 1 only includes the estimated coefficients for the base variables．）The R－squared values are .41 and .36 |
| at here．One of the most ients on the years of edu |




 regression because there were alarge number of both white males and
white females and their wages sere very close to ocach other．Tab bee
 Tab les 4 and 5 show the occupations with the he ighesest and lowest
 major ocupation categories．These four tables show the shifto of white
males into white female dominated ocuppations and vise vers form $1971-72$ to $0201-02$ ．Tables 6 and 7 show the highest and lowest white
male coefficients in the years 2 2001－02 soter by he major occupatio calegories．Ta thes 8 and 9 show the highest and lowest white female
coefficicnis in the years $2001-02$ sorted by the majior ocupuation
categorics Looking at tables 7 and 9 ，while the range of the lowest white male 0 －
02 coefficiensts is 1440 ，the rangeo of the lowest whit female $01-.02$



Looking at tables 6 and 8 ，the laresest white female coefficient for 0 0－02
was 1.28 in the occupation of Dentistry，while for white males it wo
 categories with the la la gest coeffficients are in category 1 （Executive，
administrative，and managerial occupations）and 14 in category 2
 in occul．
femases．In $2001-02$ hat the coefferes
 examples of whit females having lower coefficients han white mads
In $2001-02$ ，the coefficients of white female Phys cicins，Lavyers，and Securities and financial service sales oc cupations were $1.04, .87$ and
.85 ．In $2001-02$ ，the coefficients of f White males in in tose occupations Loohing a t tables 2 and 3 ，the occupations with the lowest fraction of
white females in $1971-72$ rec mainly in the majio ocoupuation categries of 2 （Pro fessional specialyy ocupations）， 9 （Precision production，craft，
and repair ocuppations）and 11 （Transportation and material moving or the results reliable．$A$ few sub－categories did have enough white females，
Telephone installer and repuies Mechioss Tuck dives

 providers at－37．In 14 out of the top 20 white females had a highor Looking a t table 5 ，it tapparas that in $2001-02$ white females are more
numerous in he work place compared to $1971-12$ ．The ocupations with

 males in the 20 detailed occupations．Looking at table e t the the
occupations with the highest fraction of white females in $2001-02$ arc
 and 8 （Service occupations，excepp protective and household）．In 10 out
of the top 20 white females had a higher coefficient than the white males


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|  |  |  |  | $\begin{array}{\|c\|c\|c\|c\|c\|c\|c\|c\|c\|c\|c\|c\|c\|c\|c\|c\|} \hline \end{array}$ |  |  |  |  | 边 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 0．990．98 2 | 1. | 0.07 | 0.11 | －0．04 | 0.16 | 60.1 | 16 | 10 | 5 | ${ }^{0.05}$ |
|  |  | ${ }_{0}^{0.42}$ | 0．0．88 | －0．071 | ${ }_{0}^{0.68}$ |  | \％ | 26 | 8 |  |
| 0.960 .953 |  | ${ }^{-0.13}$ | 0.11 | －0．24 | 0.46 |  | 3－0．0 | 0.59 | 0.42 |  |
|  | Sel | ${ }_{0}^{0.27}$ | ${ }^{0.18}$ | ${ }_{\text {a }}^{0.045}$ | ${ }_{0}^{0.48}$ |  |  | ${ }_{0}^{0.28}$ |  |  |
|  | Sels | $\stackrel{0.43}{0.04}$ | 0.03 | ${ }_{\text {a }}^{0.0}$ | ${ }^{-0.09}$ | 0.1 | ${ }^{-0.28}$ | 为 | 0.12 |  |
|  |  | 0.08 |  |  |  |  |  |  |  |  |
| 0.890 .98 |  |  | $\stackrel{-0.21}{-0}$ | 0.35 | 0.02 | 20.0 |  | ${ }^{-0.12}$ |  |  |
| 0．740．92 5 | ${ }^{338}$ | 0.06 | 0.25 | －0．19 | 0.36 | 6 | $41-0.04$ | ${ }^{0.30}$ | 0.16 | ${ }^{\text {or }}$ |
|  |  |  | （0．15 | －0．25 | $\begin{gathered} 0.40 \\ \hline 0.51 \\ \hline 0.31 \end{gathered}$ |  | 20 | $5$ |  |  |
| ${ }_{0}^{0.920 .88} 5$ |  |  | 0.17 |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| 0.9 |  | 0.33 | 0.32 | 0.01 | 0.22 | 22－0．0 |  |  | 0.29 |  |
| 0．940．0．66 8 |  | －0．08 | －0．37 | 0.29 | －0．02 | 02－0，1 | ${ }^{13} 0.11$ | 0.05 | 0.24 | 0.18 |
| 0.0890 .948 |  | 0.14 | －0．04 | 0.18 | 0.35 | 0．1 | 19 | 0.21 | 0.22 |  |
|  | （ns aides | －0．12 | －0．4 | －0．08 | 0.06 | 0.1 | 14 －0．08 | 退 0.18 | 0.18 |  |




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