

## Answers To Chapter 12

### ■ Review Questions

- Answer b.** Although Answer a is a true statement, the wage gap could be the result of differences in productive characteristics (premarket differences). Labor market discrimination focuses on differences in labor market payoffs to productive characteristics. Answer c is also a true statement but such segregation could be voluntary (i.e., represent premarket choices).
- Answer d.** Differences in any of the factors might justify differing wages between male and female employees.
- Answer a.** Holding occupation constant takes away its affect on wages, making it impossible to see the impact that restricting employment opportunities has on women's relative wages.
- Answer b.** Note that some of these differences may not be measurable or observable, making it impossible to hold them constant. Also, the current values of these productive characteristics may have been influenced by past discrimination. Answer d describes the goal in measuring wage discrimination.
- Answer a.** The observed wages are represented by Points *a* and *b*.
- Answer b.** Since some current labor market discrimination may take the form of occupational segregation, it is important not to control the occupation. Given the occupational differences, women would earn \$10 (point *d'*) if they had the same experience as men. That leaves a gap between men's and women's wages of \$10 (the difference between points *b* and *d'*).
- Answer c.** When measuring wage discrimination, all premarket factors, including occupation, must be held constant. This leaves the gap between points *b* and *c* (\$6) unexplained.
- Answer d.** Assuming women's employment options are limited to the low-paying sector because of discrimination, this leads to a reduction in wages of \$4, even if women had the same experience as men. Occupational segregation can be represented by the gap between points *c* and *d'*.
- Answer d.** Note that if women experienced wage discrimination in the past, some of the premarket differences could be attributable to discrimination. Hence, holding them constant would understate the effect of discrimination on wages.
- Answer c.**

$$S = \frac{1}{2} [(75 - 10) + (25 - 90)] = 65.$$

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**Sinha**



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