

# Pay Gap Discrimination(Wiki)

## Discrimination

A 2015 meta-analysis of studies of experimental simulations of employment found that "men were preferred for male-dominated jobs (i.e., gender-role congruity bias), whereas no strong preference for either gender was found for female-dominated or integrated jobs".<sup>[43]</sup> However, a meta-analysis of real-life correspondence experiments found that "men applying for strongly female-stereotyped jobs need to make between twice to three times as many applications as do women to receive a positive response for these jobs" and "women applying to male-dominated jobs face lower levels of discrimination in comparison to men applying to female-dominated jobs."<sup>[44]</sup> A 2018 systematic review of almost all correspondence experiments since 2005 found that most studies found that the evidence for gender discrimination "is very mixed", and that the amount of gender discrimination varies by occupation, though two studies found "a significant penalty for being pregnant or being a mother".<sup>[45]</sup> A 2018 [audit study](#) found that high-achieving men are called back more frequently by employers than equally high-achieving women (at a rate of nearly 2-to-1).<sup>[46]</sup>

In a 2016 interview, Harvard Economist [Claudia Goldin](#) argued that overt discrimination by employers was no longer a significant cause of the gender pay gap, and that the cause is instead more subtle cultural expectations which are a legacy of historical discrimination. According to Goldin, these expectations cause women, on average, to prioritize temporal flexibility, take different risks, and avoid situations of expected discrimination. She advocated educational reforms to address the remaining gender pay gap rather than mandates on business, arguing that the latter is simply too difficult to implement given the demands of the current business environment.<sup>[47]</sup>

A series of four studies from 2019 found that "even if these careers do not pay less, people assume that men will be less interested in any career that is majority female" and that this has "the potential to create a self-fulfilling prophecy in that people are also less interested in promoting pay raises in female-dominated caregiving careers ... yet if more men were to enter these occupations, the salaries in these fields might also rise".<sup>[48]</sup>

A 2021 study in Sweden on [affirmative action](#) found that "even though people's attitudes tend to be quite negative when women are favored, they are even more negative when preferential treatment based on gender is offered to men".<sup>[49]</sup>

[https://en.wikipedia.org/wiki/Gender\\_pay\\_gap#Discrimination](https://en.wikipedia.org/wiki/Gender_pay_gap#Discrimination)

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