

Abstract

Women's jobs tend to pay less than jobs predominantly filled by men across Western industrialized societies. For many years, economists have claimed that women's jobs pay less in part because they are more likely to have amenities that make it easier for women to combine employment with family care. Focusing on paid time off, schedule flexibility, telecommuting, low job demands, and supervisor support as amenities that might attract women with care responsibilities, we investigate this claim. Using several decades of cross-sectional surveys (GSS, NSCW, and ATUS) from the 1990's to 2014, we show that in the United States, a country with little regulation of working conditions, gender segregation does not disproportionately place women in family friendly jobs even when they have dependent children, and that predominantly female jobs rarely displayed better amenities than predominantly male jobs