

Gender Differences in Career

SATO Kaori

University of Tokyo

Hashimoto Yuki

Kyushu University

OWAN Hideo

University of Tokyo

Abstract

The past literature has shown that job segregation by gender is one major cause of widely observed gender pay gap. This paper examines how job segregation or more broadly career differences by gender are associated with gender gap in pay and promotion using personnel records of a Japanese manufacturing company. There are two important findings: (1) although college-graduate women tend to be employed in “gender-neutral” jobs such as R&D and international business, which offer more equal opportunities to women, the gender pay gap within job is still substantial—9% of pay difference after controlling for human capital and unobserved workplace characteristics; and (2) broader work experience is more greatly associated with the incidence of promotion to managerial positions for female employees than for male counterparts although the average promotion probability is significantly lower for women.