

Gender, job satisfaction and relative wages.

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ABSTRACT

This paper examines gender differences in the relationship between job satisfaction and relative wages between co-workers at the establishment level using linked employee and workplace data for Britain (WERS04). In particular, the possibility that that choice of relevant comparison group is affected by gender is addressed. Also, there is an exploration of the relationship between reported job satisfaction and own wage, relative wage and average comparison group wage which allows for asymmetry in these responses across genders. The results may help explain the substantial and persistent earnings gap which exists between male and female employees.

JEL I3, J3, J7, J28

Key words: job satisfaction, earnings, gender, segregation.