

women to leave the Philippines. As such, the supply of nannies increases as more and more instances of domestic abuse / violence occur in Philippine households.

Question #2:

The gender gap in wages among full-time, year-round workers narrowed from 59% in 1970 to 75% in 2003. One of the reasons that might explain the narrowing of the gender wage gap has to do with (a) male's wages declining / stagnating over time and (b) the steady upward increase in women's wages (Lecture 4/7). The chart that measures changes in earnings by gender from 1979 to 2005 is an indication of this; men's weekly wages have remained between the 700 to 750 dollars range. Women's weekly wages, on the other hand, encompass a change in weekly earnings from about 500 dollars to 600 dollars — or a change from about 63% of male earnings in 1979 to about 81% in 2005. It is worthy of note that as men's wages have declined or stagnated, women's wages do not have to increase very much to account for the gender gap in wages to narrow — although, the above increases *are* important.

Another reason for the narrowing for the gender wage gap has to do with the increase of women's presence in traditionally male-dominated occupations. Table 5-4, which deals with changes in occupational gender segregation from 1970 to 2003, shows this trend. Since we know that "male-dominated occupations pay more than female-dominated occupations," the participation of women in these sectors, could account for a narrowing of the gender gap in wages (Lecture 4/7). It is important to realize that men have enjoyed being in traditionally high paying jobs, so that women — by participating more in male-dominated occupations — are essentially catching up to men. This, then, should result in a narrowing of the gender wage gap because these occupations are tend to (a) pay more slowly and (b) are becoming less male-

dominated. For instance, in 1970, only 9.7 percent of women were physicians and surgeons; by 2003, this percentage had grown to 29.9 percent. Another example deals with dentistry: in 1970, the percentage of females who were dentists was 3.5; in 2003, this percentage grew to 23.7. It is the same in the case for lawyers: 4.9 percent in 1970 to 27.6 percent in 2003. The above professions are extremely well paid; they also have higher instances of prestige and educational attainment — in this sense, women's capacity / capability for earning higher wages from 1970 to 2003 was exponentially increasing.

Another major reason, which could account for the narrowing of the gender wage gap deals with education. Table 8-3 deals with changes in earnings for men and women by education from 1974 to 2003 shows a very interesting phenomenon. As the credentialing of society increases: men, more than women, can no longer generate high wages from a high school diploma. For men, real mean earnings have decreased by 27.7 percent for those with 1-3 years of high school. For women in the same category, earnings have decreased by 3.5 percent. In terms of men who have four years of high school, earnings have also decreased by 15.3 percent; for women, however, they have increased by 7.5 percent. In essence, those jobs that did or did not require a high school diploma for men no longer have the same capacity to provide a living wage — a lot of this has to do with the lack of skilled blue-collar jobs available, given offshoring. Since blue-collar jobs are traditionally male dominated, it makes sense that their real earnings would decline due to offshoring.

Question #3:

In "Showdown in K-Town," author Tram Nguyen describes how restaurant workers were divided along lines of race / ethnicity and gender. In terms of race / ethnicity, much of the

4. Royster, in her studies of the differences in job market success between black and white men, chose to look at several different factors. In particular she chose those factors that have been attributed in the past to the clear differences in the levels of success between the two groups. Quality of education was the first variable studied. Past theories have explained the difference as a function of education; with white men getting higher levels of education as well as a better education. As it turns out, the academic achievement factors measured, GPA, math and reading test scores, teachers approval, and parental levels of education were fairly equal

between the two groups; with most differences being minuscule at best.

Another oft quoted factor to explain the differences between the groups is character. Black men are stereotyped as lazy, or troublemakers, unwilling to work the dirty jobs in order to start at the bottom, or unwilling to work for low wages in low prestige jobs. Again she found these factors to be irrelevant; and in fact, white males had more trouble with the police, and were less willing to work for lower wages or proved this willingness by already working these types of jobs. The final set of factors Royster examined were motivation and preparedness. Here she found similar results in that the groups were equal except where black males had higher attendance, more willing to take the bus or walk to work, and willing to make longer commutes.

None of these factors were in anyway explanatory when the successes of these young men were compared. What did turn out to be the major difference between the groups were the social capital available to them. White men had generations of people and networks available to them to ease their transition from school to work that simply were not there for black youth. White men know or are the people who do the hiring and are willing and able to recommend white youth for jobs. This allows many white youth to bypass the normal hiring pool and interview process to gain good paying jobs, and also enables them to succeed despite past mistakes or run ins with the law; mistakes that can be irreparably damaging to black males and to the few black workers who recommend them. Additionally, teachers, though encouraging to both groups equally, give more substantial help in the form of referrals and solid recommendations to white students. These advantages and more led to the white males in the study having better jobs and better pay than the equally qualified, and perhaps more motivated black youth.