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Feminist group admits pay gap is caused by women's choices

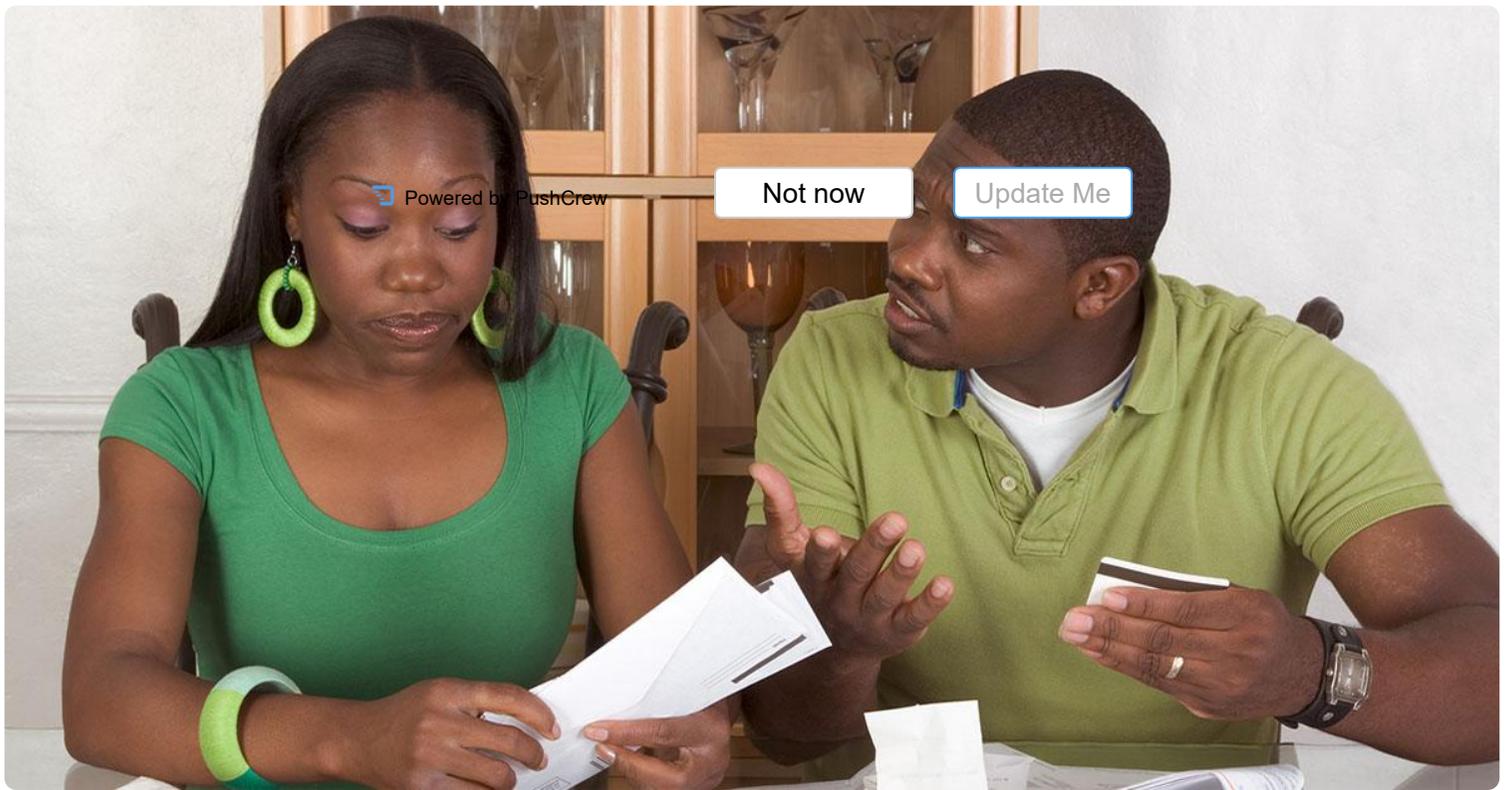


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on Sep 22, 2017 at 10:15 AM EDT

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- The American Association of University Women (AAUW) has finally admitted that the “gender pay gap” is caused primarily by women’s choices, not discrimination.
- In fact, the AAUW's own research suggests that only about 7% of the observed pay gap can be attributed to discrimination, with simple economic factors accounting for the remainder.



The American Association of University Women (AAUW) has finally admitted that the “gender pay gap” is caused by women’s choices.

In a **recent article** on the gender pay gap, AAUW Senior Researcher **Kevin Miller** concedes that the pay disparity between women and men isn’t caused primarily by discrimination, but rather by the personal and professional choices that women make.

These choices include the tendency of women to work fewer hours to focus on “domestic work” and accept “reduced job tenure resulting from breaks in labor-force participation to raise children.”

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Miller even notes that women tend to choose lower-paying jobs than do men, pointing out that dangerous jobs such as “construction, manufacturing, and transport” are predominantly done by men, while “most workers in health care and education occupations are women.”

“The gender pay gap is...not an estimate of the effect of discrimination.”

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The problem is that male-dominated professions tend to offer higher pay, he says, asserting that “parking lot attendants (usually men) are paid more to watch cars than full-time child care workers (usually women) are paid to care for children, even though child care workers are increasingly being pushed to earn a college credential.”

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Citing data from the **U.S Bureau of Labor Statistics**, though, he also confirms that not only are women more likely to work part-time, but also that “among full-time workers, men work longer hours on average than do women.”

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While Miller cites women’s choices as the cause of the pay gap, he doesn’t suggest that women’s choices can solve it.

In response to a common question the AAUW receives regarding whether women should “choose higher-paying jobs,” Miller is mum on whether this could make a difference, merely noting that women can’t avoid “societal bias by choosing a career in an occupation that is higher paying.”

The AAUW, which celebrates **seven different equal pay days**, has campaigned relentlessly over the past few years to argue that the **gender pay gap is due to discrimination**, but this appears to be the first article in which the organization takes a more nuanced approach to the issue.

[RELATED: AAUW: Humans will ‘walk on Mars’ before gender gap closes]

Indeed, Miller acknowledges that to the extent that discrimination against women actually does influence the pay gap, only about “7 percent” is explained by gender, **according to AAUW research**, while **another study** pegged the figure at 8 percent.

“The gender pay gap is an estimate of the actual gap in pay between men and women, not an estimate of the effect of discrimination,” he explains, though he then goes on to argue that discrimination is still a problem.

“These estimates of the gap due to gender bias and discrimination are smaller than the overall gender pay gap, but the gap due to bias and discrimination is still substantial,” he concludes. “Regardless of how much of the pay gap is due to gender bias and pay discrimination, the size of the overall gap—the difference in actual pay received by women and men—is still an important indicator of the economic inequality faced by women in the United States.”

Campus Reform reached out to the AAUW for comment, but did not receive a response in time for publication.

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Toni Airaksinen is a New York Campus Correspondent, and reports liberal bias and abuse on college campuses for *Campus Reform*. She is a junior at Barnard College, and also contributes regularly to The College Fix, USA Today College, Red Alert Politics, and Quillette Magazine. She formerly held a post with the Columbia Spectator and has been featured on Fox News and on the Drudge Report.

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