

BIBB-Kolloquium zur Berufsbildungsforschung

15.09.2026

14.15 Uhr, Bundesinstitut für Berufsbildung, Bonn,
Raum 0.405 (Godesburg)

(Achtung: ggf. aktuelle Änderungen im Intranet/Internet beachten)

PhD Hunter Wade York

Bocconi University Mailand

zum Thema:

Gendered Task Segregation and Task Valuation: Within-Occupation Sources of the Gender Wage Gap

Over the past half century, progress toward gender parity in wages has been substantial, yet a persistent residual gap remains even after accounting for occupational and industry sorting and observable worker characteristics. An underexamined source of this residual gap is within-occupation differentiation in task content at the individual and job level, the effect of which on aggregate-level wage gaps research has previously been unable to measure. This study examines two analytically distinct mechanisms through which such differentiation may generate wage inequality among workers in otherwise similar work arrangements – 1) the differential distribution of tasks across workers and jobs and 2) the differential returns to the same tasks based on the gender of the worker performing them. Drawing on three waves of the German BIBB/BAuA Employment Survey, which elicits detailed individual-/job-level measures of task frequency and intensity, we use supervised machine learning and decomposition methods to analyze the contribution of task-based inequality to the “unexplainable” gender wage gap, providing direct quantitative evidence of gendered task valuation and gendered task segregation operating within occupations and elucidating the importance of sub-occupational inequality-generating forces.