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Time Flexibility, Women’s Wages, and the Gender Wage Gap

Women are paid less per hour than men, even after controlling for differences in occupations, hours worked, and education. This may be due to discrimination against women. Alternatively, many women (versus men) may put a higher value on finding jobs with “time flexibility” because women more often have a “caregiver” role at home. However, employers have found that workers given “flexible hours” are less productive. Therefore, employers offer, and caregivers accept, time-flexible jobs, but only at lower pay. We did a large-scale empirical analysis that showed that the time flexibility idea explains only a small amount of the wage gap.