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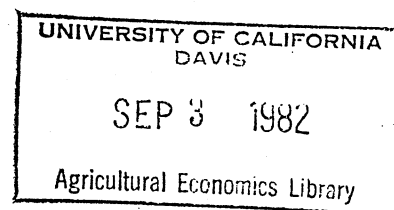
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Employment

1982



"JOB SEARCH FOR WOMEN AND MEN IN AGRICULTURAL ECONOMICS SINCE 1979"

By

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A paper presented at the American Agricultural Economics Association
Meeting in Logan, Utah, August 1-4, 1982.

"JOB SEARCH FOR WOMEN AND MEN IN AGRICULTURAL ECONOMICS SINCE 1979"

The recruitment and hiring practices in the job market for women and men in agricultural economics is examined in my segment of the symposium. Emphasis is placed on interviews, follow-up interviews, job offers, and salary differentials.

JOB SEARCH AND AFFIRMATIVE ACTION

Several hypotheses about the possible effects of Affirmative Action on the 1979-81 job market for agricultural economists can be suggested. First, some observers suggest that, as designed and enforced, Affirmative Action was window dressing. It was ineffective as a means to end what was assumed to be sex discrimination in employment. It also had the undesirable side effect of raising women's and men's job search costs. Job search costs rose because prospective employers enthusiastically interviewed women without any intention of hiring them. This gave the appearance of complying with Affirmative Action requirements. Second, some observers suggested that Affirmative Action forced prospective employers not practicing discrimination zealously to recruit and hire women in order to be above suspicion. As a consequence of excessive interviewing, job recruitment costs rose. Third, some observers suggested that Affirmative Action discriminated against men, sometimes referred to as reverse-discrimination. (Amsden and Moser)

Data from the Job Search Survey as presented in Table 1 indicate that women averaged more interviews at AAEA meetings, but averaged fewer job offers as a result of just those interviews. Only after follow-up interviews did women average more job offers than men. As one would expect, not many employers make job offers solely on the basis of interviews at the meetings, however, men averaged more job offers as a result of the AAEA interviews only

than did women.

Interestingly, women averaged more interviews than men with two types of prospective employers, State University or College, and Government. These two types of prospective employers are usually held to Affirmative Action plans. Women averaged more job offers as a result of AAEEA plus follow-up intensive interview, than men from these two areas of prospective employers. Affirmative Action may have contributed to women averaging more job offers after follow-up intensive interviews.

The data from the Job Search Survey indicates salary differences for women and men agricultural economists accepting new positions since July 1979. Table 2 indicates that men averaged higher salaries than women when accepting positions with State Universities and College, and Business employers. This can not all be simply attributed to discrimination. Personal data and educational background may help in explaining a portion of the salary differentials.

REGRESSION ANALYSIS

Table 3 is a multiple regression analysis of the persons accepting new jobs from 1979-1981. My hypothesis is that other variables beside sex are important for determining the salary differences of female and male ag economists. This regression shows that Ph.D. and age are the only significant factors affecting salary differences. School and sex were not significant in adding anything toward determining the salary of female and male ag economists. This regression (from 95 respondents) refuted the theory that male ag economists earn more than female ag economists based on sex alone. This indicates that Affirmative Action is making a difference in equalizing pay for women and men entering the job market from 1979-81.

Tables 4, 5, and 6 are multiple regressions broken down into the

individual categories of type of employer. The data from the 95 respondents is broken down by State University or College (Table 4), Government (Table 5), and Business, Industry or Non-Profit Organization (Table 6). The only area of employment that sex makes a difference in is Business, Industry or Non-Profit organization where males earned \$8721 more based on their sex. A possible explanation is that Business, Industry or Non-Profit Organizations are usually not held to Affirmative Action restrictions. However, Affirmative Action seems to be making a difference in hiring practices and salary in the other areas of employment.

PERSONAL DATA AND EDUCATIONAL BACKGROUND

Of those accepting new positions, over 90% of both women and men held at least a master's level degree. Men seemed to have an advantage concerning the area of study during their master's degree program. Of the male respondents, 90% had a major in either agricultural economics or economics, compared with women at 59%. 94% of the female respondents had completed their master's degree since 1970, compared with 82% of the male respondents. The fact that a larger percentage of men had completed their master's degree before 1970 may give them an edge in the job market with the possibility of more years of job experience.

The Job Search Survey indicates that only 39% of the female respondents had completed a Ph.D. degree, compared with 61% of the male respondents. 73% of the female Ph.D. respondents had their degree in either agricultural economics or economics. A higher percentage, 92%, of the male Ph.D. respondents had obtained their degree in either agricultural economics or economics. Again, both female and male respondents had completed their Ph.D. degree program recently. 91% of the female respondents had completed their Ph.D. since 1970 and 85% of the male respondents had completed their Ph.D. since

1970. The combination of more job experience (due to a smaller percentage receiving M.S. and Ph.D. degrees since 1970), and a higher percentage of degrees specifically in the field of agricultural economics or economics may suggest a reasons why men received higher salaries in their new positions in State University/Colleges and Government jobs.

The Job Search Survey asked each respondent what they considered their area of specialty in agricultural economics. Agriculture and Natural Resources had the highest percentage of responses for both females and males. 47% of the females and 58% of the males categorized themselves in this specialty area. There is a higher percentage of women, 13%, compared to 2% for men, in the specialty field of International Economics. Women, more than men, have generally chosen careers in humanistic areas. The Job Search Survey reflects this trend, as 18% of the female respondents have career specialties in Manpower, Welfare, Labor and Population, while only 8% of the male respondents have chosen these areas of specialty.

The Job Search Survey revealed that 62% of the female respondents were age 30 or less; for men this percentage was 44%. The fact that a higher percentage of female respondents are younger indicates less job experience. It has been theorized that less than half as many women as men continue on for their Ph.D. degree in agricultural economics, thus giving women a disadvantage in the job market.

An important question in the survey asked (if married in 1980) what percentage of the total family income came from the respondent. Not surprisingly, only 51% of the female respondents contributed more than half of the support to their family unit. 88% of the male respondents were contributing more than half of the support to their family unit. At the extreme end, 12% of the female respondents and 20% of the male respondents

were contributing all of the support to their family unit. A partial explanation for this may be that women tend to marry someone with equal or greater education, while a large percentage of men tend to marry someone with equal or less education.

EMPLOYER AND INTERVIEW

Several subjective questions were asked of the Job Search Survey respondents regarding job satisfaction and interviews. When asked if the new job the respondent had accepted was in accordance with the type of employment preferred, 92% of the male respondents answered yes, compared to 71% of the female respondents. A larger percentage of the female job seekers accepted jobs not of their preference possibly due to location, education limitations, or family responsibilities.

When asked on the questionnaire if they were ever told by a prospective employer that they were overqualified for the position they were interested in, 15% of the females compared with 5.6% of the males were told that they were overqualified. Over zealous interviewing to comply with Affirmative Action may explain in part why women were told this more than men.

Respondents were asked if questions during an interview were disproportionately directed to spouse and/or domestic situation. 22% of the female respondents thought that domestic considerations were important in the mind of the potential employer, while only 5.6% of the male respondents thought domestic considerations were important. Some responses cited by respondents from employers were:

1. Willingness of spouse to move was an issue
2. How husband feels about traveling
3. Concerned about spouse being transferred or my getting pregnant
4. Ability to travel with child at home and child care problems
5. Spouse's satisfaction with location/ where would spouse work?
6. A single employee would be able to travel more

When asked during their job search if they suspected that a prospective employer had not real intention of making them a job offer, both female and male respondents answered yes 20% of the time. Over-interviewing to meet Affirmative Action guidelines may answer why both sexes felt that the prospective employer had no real intention of making them a job offer. Some reasons given by respondents from employers were:

1. Still interviewing 2 years later for same position
2. Readvertised position rather than hire me, only candidate
3. employer seemed to have other qualifications in mind
4. said they had no job vacancies
5. told me no job available - at same time recruited a male colleague
6. lack of follow-up
7. talked in generalities/ asked insignificant questions
8. gave no reason for not making an offer

When asked if they thought that they were paid less or had a lower job level than if they were of the opposite sex, 24% of the female respondents said yes, compared with 5% of the male respondents. Some reasons from respondents by employers were:

1. different rate of assistantship for females and males
2. difficulty for female to move into management position
3. males have higher salary for similar duties
4. accepted lower offer than should have
5. had to obtain position for spouse as well
6. felt needed less money because "her husband supports her"
7. women given last GRA and GTA assignments and paid via "funds available"
8. had "revolving door" position
9. salary adjustments less than male
10. lack of support by supervisors
11. women given preferential treatment in promotions and job offers
12. women in short supply so are offered higher salaries
13. EEO/Affirmative Action

When asked if an employer ever indicated in their presence a preference for hiring an agricultural economist of the opposite sex, 25% of the female respondents answered yes, compared with 13% of the male respondents. Some reasons given by respondents from employers were:

1. "worried" women could not communicate with farmers or male clientele
2. reluctance to train women who will soon become pregnant and quit
3. male employees would not be willing to accept female supervisor

4. women are not as serious students or as qualified
5. male students need role model
6. men more cool-headed, less emotional
7. tradition
8. women too aggressive
9. preferred female for affirmative action reasons
10. traveling difficult for women
11. men more stable and produce more

CONCLUDING REMARKS .

Women are participating increasingly in the job market for agricultural economics positions. Although women average a lower salary; age differences, educational differences, and mobility account for these real differences. For women to be more competitive in the job market with men for agricultural economics positions they need to obtain a Ph.D. degree instead of stopping at the Master's degree level.

REFERENCES:

- Amsden, Alice H. and Collette Moser, "Job Search and Affirmative Action", The American Economic Review, May 1975, Vol LXV, Number 2.
- Lundeen, Ardelle, and Annette L. Clauson, "The Conduct of the Survey on the Opportunities for and Status of Women in Agricultural Economics", The American Journal of Agricultural Economics, December 1981, Vol 64, Number 5.

TABLE 1-AVERAGE NUMBER OF INTERVIEWS OF JOB-MARKET RESPONDENTS,
SINCE JULY 1979

ITEM (Since July 1, 1979)	Type of prospective employer			
	State univ. or college	Private univ. or college	Govern- ment	Business, ind. or non-profit organization
A. Number of interviews you had at AAEEA meetings ¹	F - 4.3 M - 4.0	F - 1.0 M - 1.0	F - 2.9 M - 2.5	F - 1.5 M - 1.5
B. Number of job offers as a result of AAEEA interview only ¹	F - 0 M - 1.4	F - 0 M - 0	F - 1.5 M - 1.5	F - 1.0 M - 1.0
C. Number of follow-up inter- views resulting from your AAEEA interview ¹	F - 2.0 M - 1.5	F - 1.0 M - 0	F - 1.8 M - 1.7	F - 1.0 M - 1.0
D. Number of job offers as a result of AAEEA plus follow- up intensive interview ¹	F - 2.0 M - 1.4	F - 0 M - 0	F - 1.8 M - 1.3	F - 1.0 M - 1.0
E. Number of intensive inter- views without prior AAEEA interview ¹	F - 1.5 M - 1.5	F - 1.2 M - 1.3	F - 1.9 M - 2.2	F - 2.0 M - 1.6
F. Number of job offers as a result of intensive inter- view without prior AAEEA interview ¹	F - 1.6 M - 1.3	F - 1.2 M - 1.0	F - 1.3 M - 1.6	F - 1.4 M - 1.5
G. Number of job offers with- out any interviews ¹	F - 1.7 M - 1.4	F - 2.0 M - 1.0	F - 1.2 M - 1.2	F - 1.4 M - 1.5

¹Average number of interviews per person
responding to this question.

F = Female
M = Male

Source: Data from AAEEA 1981 Job Search Survey of Agricultural Economists

TABLE 2-SALARIES OF JOBS ACCEPTED BY JOB MARKET RESPONDENTS

Item	Mean Salaries of All Respondents	Number of Respondents
State universities and colleges		
Female	\$20,164	11
Male	\$24,010	62
Private universities and colleges		
Female	0	0
Male	\$15,500	1
Government		
Female	\$21,581	17
Male	\$19,802	19
Business		
Female	\$19,125	8
Male	\$25,250	4

Source: Data from AAEE 1981 Job Search Survey of Agricultural Economists

TABLE 3

MULTIPLE REGRESSION

REGRESSION MODEL:

$$Y = \alpha_0 + \beta X_i + \alpha_1 D_1 + \alpha_2 D_2 + \alpha_3 D_3$$

where

 Y_i = annual salary X_i = age of respondent
 D_1 = Sex 1=male
 0=female

 D_2 = Ph.D. 1=has Ph.D.
 0=otherwise

 D_3 = school 1=degree from one of top 9 schools
 0=otherwise

REGRESSION EQUATION:

$$Y = 6911 + 397 X_1 - 144 D_1 + 4357 D_2 - 296 D_3$$

F VALUES	26.178	0.025	20.779	0.113
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Overall F value = 20.07942

ANALYSIS:

1. Age and Ph.D. are significant at the .05 level
2. School and Sex are not significant in adding anything toward determining the salary of female and male ag economists
3. Adjusted $R^2 = .44809$; with a 45% degree of association between Y and all the other explanatory variables jointly.
4. Age accounts for \$397 of differential in salary
5. Ph.D. accounts for \$4357 of differential in salary

TABLE 4

1. State University or College Multiple Regression

REGRESSION MODEL:

$$Y = \alpha_0 + \beta X_i + \alpha_1 D_1 + \alpha_2 D_2 + \alpha_3 D_3$$

where

 Y_i = annual salary X_i = age of respondent D_1 = Sex 1=male
 0=female D_2 = Ph.D. 1=has Ph.D.
 0=otherwise D_3 = school 1=degree received from one of top 9 schools
 0=otherwise

REGRESSION EQUATION:

$$Y = 7915 + 333 X_1 - 268 D_1 + 5203 D_2 + 114 D_3$$

F VALUES	16.851	.045	18.811	.013
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Overall F value = 12.82714

Critical F value approximates 2.58 at .05 level

ANALYSIS:

1. Ph.D. and Age significant; Sex and school not significant
2. Ph.D. makes a \$5203 difference in salary
Age makes a \$333 difference in salary

TABLE 5

3. Government Multiple Regression

REGRESSION MODEL:

$$Y = \alpha_0 + \beta X_i + \alpha_1 D_1 + \alpha_2 D_2 + \alpha_3 D_3$$

where

 Y_i = annual salary X_i = age of respondent
 D_1 = Sex 1=male
 0=female

 D_2 = Ph.D. 1=has Ph.D.
 0=otherwise

 D_3 = School 1=degree received from one of top 9 schools
 0=otherwise

REGRESSION EQUATION:

$$Y = -3927 + 839 X_1 - 2339 D_1 + 2655 D_2 - 831 D_3$$

F VALUES	17.758	2.580	0.178	1.949
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Overall F value = 8.41586

Critical F value is 2.84 at .05 level

ANALYSIS:

1. Only age is significant for government employment analysis
2. Age makes \$838 difference in salary

TABLE 6

4. Business, Industry or Non-Profit Organization M.R.

REGRESSION MODEL:

$$Y = \alpha_0 + \beta X_i + \alpha_1 D_1 + \alpha_2 D_2 + \alpha_3 D_3$$

where

 Y_i = annual salary X_i = age of respondent D_1 = Sex 1=male
0=female D_2 = Ph.D. 1=has Ph.D.
0=otherwise D_3 = School 1=degree received from one of top 9 schools
0=otherwise

REGRESSION EQUATION:

$$Y = 6898 + 315 X_1 + 8722 D_1 (D_2 \text{ tolerance-level insufficient}) - 2021 D_3$$

F VALUES	2.143	61.911	3.377
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Overall F value = 24.57657	Critical F value is 6.59 at .05 level
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ANALYSIS:

1. Sex makes a difference in hiring practices
2. \$8721 difference higher salary if male