

Intersecting inequalities in organizations: the pay gap

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Introduction

Inequalities between members of organisations, such as pay gaps, are often explained based on demographic characteristics, assuming linear causality. However, explaining inequalities is more complex. A stock and flow diagram provides insight into the dynamics of gender and ethnic pay gaps in order to increase our theoretical understanding of intersecting inequality.



Pay gap as indicator of inequality



White upper class men as advantageous group



Based on a literature review and causal loop diagram



Model summary



Difference in acceptance rates and access to human capital create gender and ethnic pay gaps



Job performance training, education on the pay gap and income regulations could balance these processes



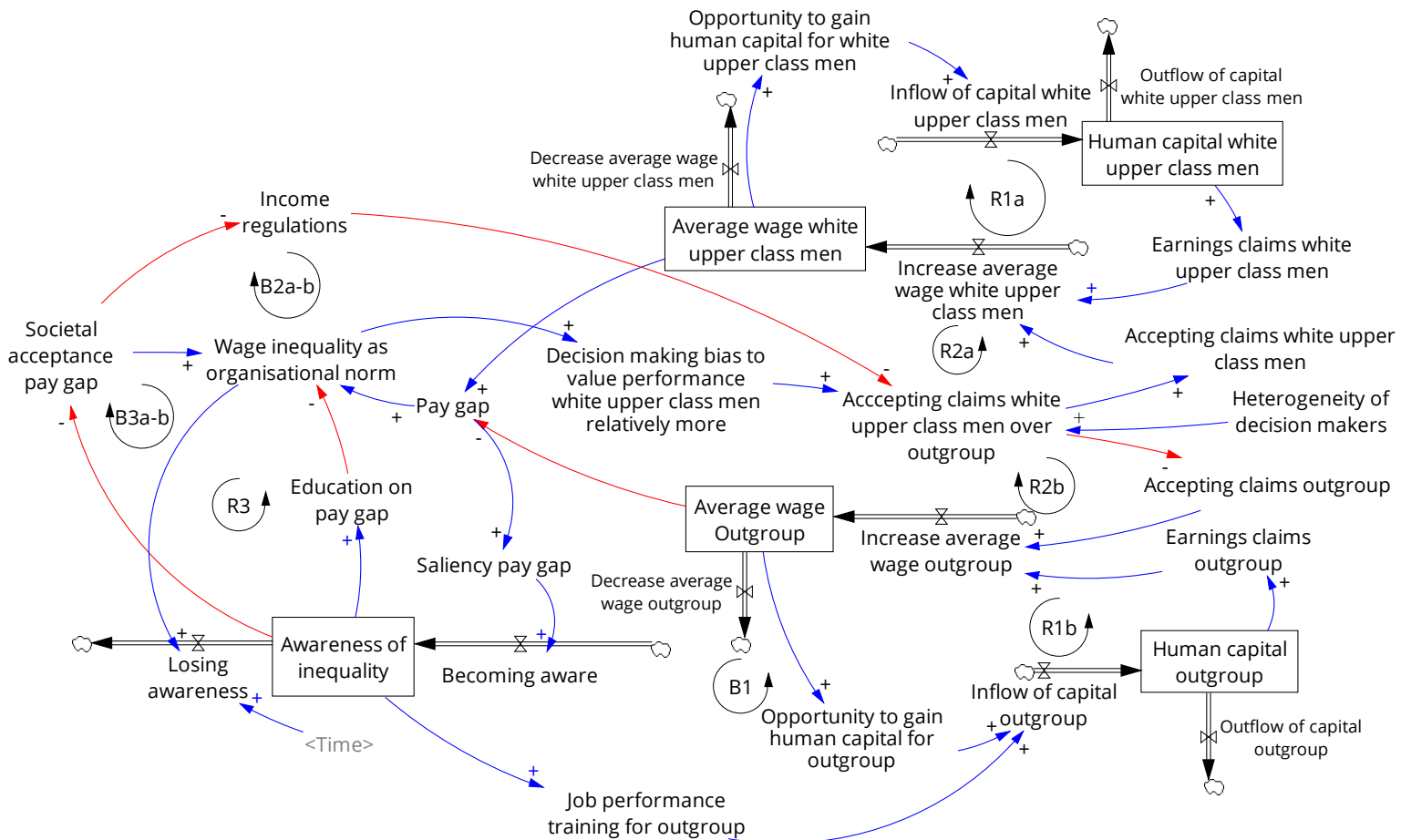
Reinforcing feedbacks

- R1a-b Making wage claims
- R2a-b Accepting wage claims
- R3 Maintaining awareness



Balancing feedbacks

- B1 Job performance training
- B2a-b Regulating wage
- B3a-b Acceptance pay gap



Quantification



Next steps

Simulation



Validation

