

It should be noted that a positive relationship between these two variables does not imply that women in an industry are necessarily concentrated in the small establishments in that industry. But if men and women were evenly distributed by firm size within industries, a higher proportion of women in industries characterized by a higher proportion of small firms would mean a higher proportion of women in small firms for all industries taken together.

Lack of appropriate data again prevents a direct test of the hypothesis that male-female earnings differences are greater for smaller establishments. An attempt was made to determine whether earnings differentials are greater in industries characterized by larger proportions of small firms. No significant linear relationship exists between relative female earnings and the proportion of small firms in an industry. Although women appear to be concentrated in branches of industry characterized by larger proportions of small establishments, there is no indication that earnings differentials are directly related to the industry structure in terms of firm size.

Other Factors Contributing to Earning Differences

This study has concentrated on an examination of earning differences in relation to occupational classification, age structure of the working population, and distribution of men and women by industry. In concentrating on these aspects, we have neglected a number of other factors which contribute to differences in annual earnings of men and women in France. Although an in-depth discussion is beyond the scope of this paper, a brief outline of some of these factors seems warranted.

Differences in the education and training of men and women have multiple effects within labor markets. They are reflected, first of all, in the distribution of workers among occupations and among industries. They are reflected, secondly, in differences in average hourly earnings of men and women⁽¹¹⁾. A final effect of poorer education and training is seen by noting that women account for about two-thirds of *smicards* (those who earn

(11) Some difference in hourly earnings between men and women remains even after adjusting for differences in skill level. Reported differences in hourly earnings range from 4% to 8%. A study of hourly earnings of male and female workers occupying positions with the same qualifications reports a 4.2% differential. Committee on Women's Work, *Le Rôle des femmes dans l'économie* (Paris: Ministry of Work, Employment, and Population, 1973), p. 23.