



Apr 21st, 10:00 AM - 11:00 AM

## Explaining the Wage Gap Between Contingent and Noncontingent Workers

Nicole Skalski, '01  
*Illinois Wesleyan University*

Michael Seeborg, Faculty Advisor  
*Illinois Wesleyan University*

Follow this and additional works at: <https://digitalcommons.iwu.edu/jwprc>

---

Skalski, '01, Nicole and Seeborg, Faculty Advisor, Michael, "Explaining the Wage Gap Between Contingent and Noncontingent Workers" (2001). *John Wesley Powell Student Research Conference*. 5.

<https://digitalcommons.iwu.edu/jwprc/2001/posters/5>

This is protected by copyright and/or related rights. It has been brought to you by Digital Commons @ IWU with permission from the rights-holder(s). You are free to use this material in any way that is permitted by the copyright and related rights legislation that applies to your use. For other uses you need to obtain permission from the rights-holder(s) directly, unless additional rights are indicated by a Creative Commons license in the record and/ or on the work itself. This material has been accepted for inclusion by faculty at Illinois Wesleyan University. For more information, please contact [digitalcommons@iwu.edu](mailto:digitalcommons@iwu.edu).

©Copyright is owned by the author of this document.

Poster Presentation 23

**EXPLAINING THE WAGE GAP BETWEEN CONTINGENT AND  
NONCONTINGENT WORKERS**

Nicole Skalski, and Michael Seeborg\*

Department of Economics, Illinois Wesleyan University

An important labor market trend is the rapid increase of the contingent workforce. Contingent workers are the individuals who do not perceive themselves as having an explicit or implicit contract for continuing employment. Under this definition, it is estimated that 6 million workers are classified as contingent.

Researchers have discovered a pay gap between contingent and noncontingent workers. Hipple, in his 1998 study, argued that median earnings were \$266 per week for contingent workers, compared with \$444 of the noncontingents. The purpose of this project is to explore what causes this income differential by using the National Longitudinal Survey of Youth and multivariate regression analysis. It is hypothesized that this pay gap can be explained by differences between contingent and noncontingent workers such as hours worked, training received, occupation chosen, and discrimination

The principal finding suggests contingent workers have fewer opportunities for training and also do not realize the benefits of training compared with noncontingent workers.