

Should we promote gender equality?

Lane Kenworthy

Fall 2011

Outline

Policy options

Equality of what?

Pay

Occupational representation

Balancing work and family

Politics

School

Policy options

Policy options

School admission, hiring, firing, promotion

Outlaw discrimination

1964 Civil Rights Act

Auditing studies

Affirmative action

Preferential treatment

Quotas

Policy options

Pay

Outlaw discrimination: 1963 Equal Pay Act

Education

Reduce occupational sex segregation

Comparable worth

Policy options

Balancing work and family

Flextime policies

Parental leave

Child care

Child benefits

Policy options

Elected political positions

Party list voting

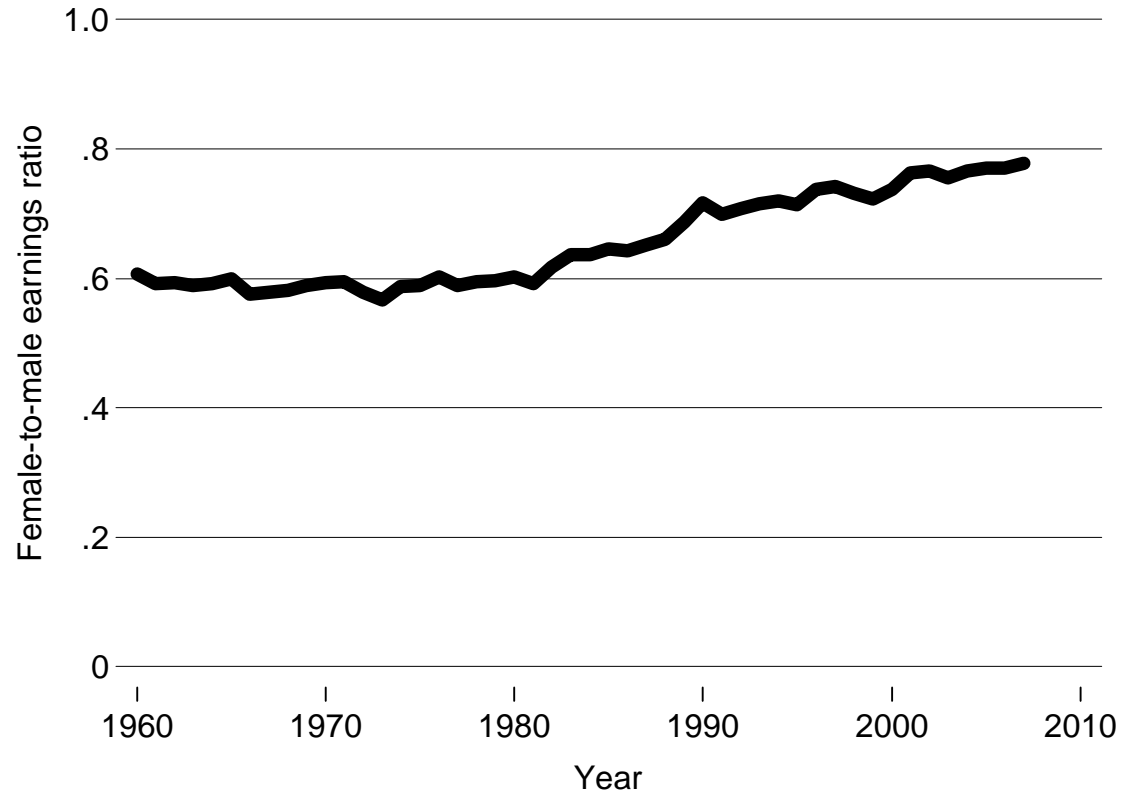
Affirmative action: quotas

Pay

Pay

Since 1980, the gender pay gap has steadily shrunk

Female-to-male earnings ratio

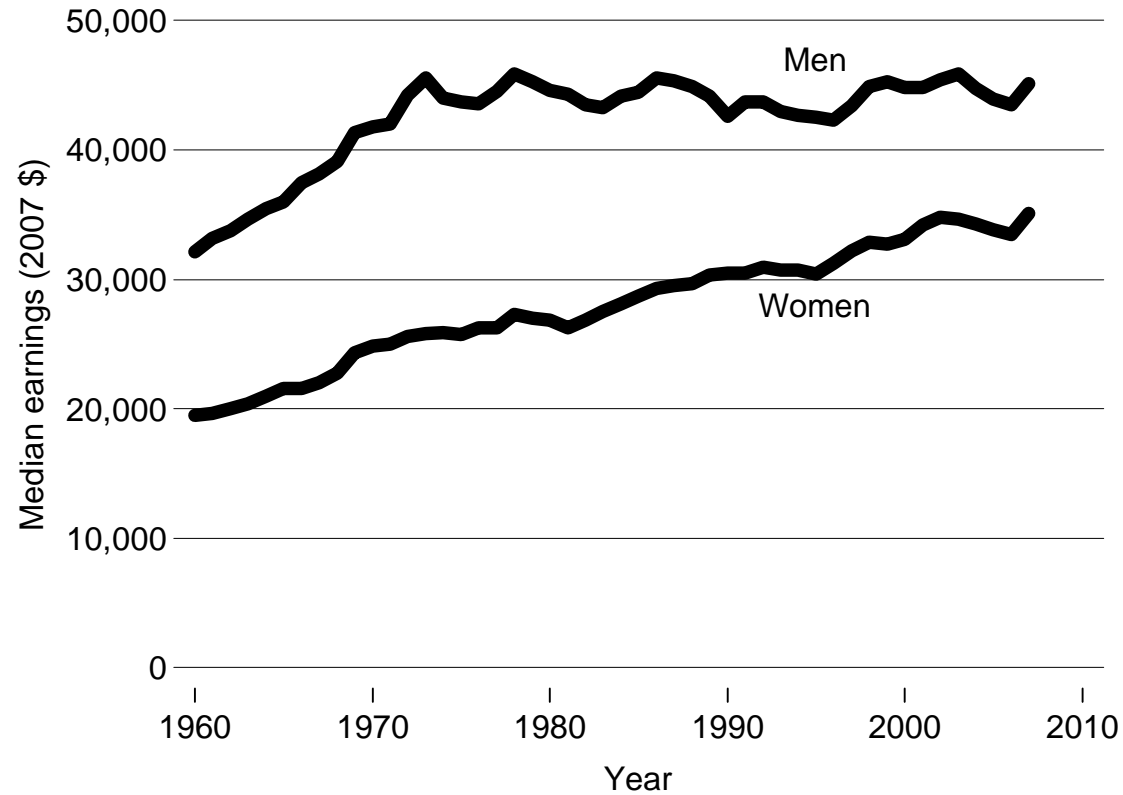


Median annual earnings for persons employed full-time year-round. Data source: Census Bureau, using Bureau of Labor Statistics data.

Pay

Unfortunately, the shrinking of the gap owes not only to rising pay for women, but also to stagnant pay for men

Median earnings for women and men



Median annual earnings for persons employed full-time year-round. Data source: Census Bureau, using Bureau of Labor Statistics data.

Pay

Why has the pay gap shrunk?

More education

Women's movement into traditionally male-dominated fields

Reduction in pay discrimination

Stagnant male pay, due to growing competition among firms, shift from manufacturing to services, union decline

Pay

Why is the gap still relatively large?

Occupational sex segregation: women continue to be overrepresented in low-paying jobs

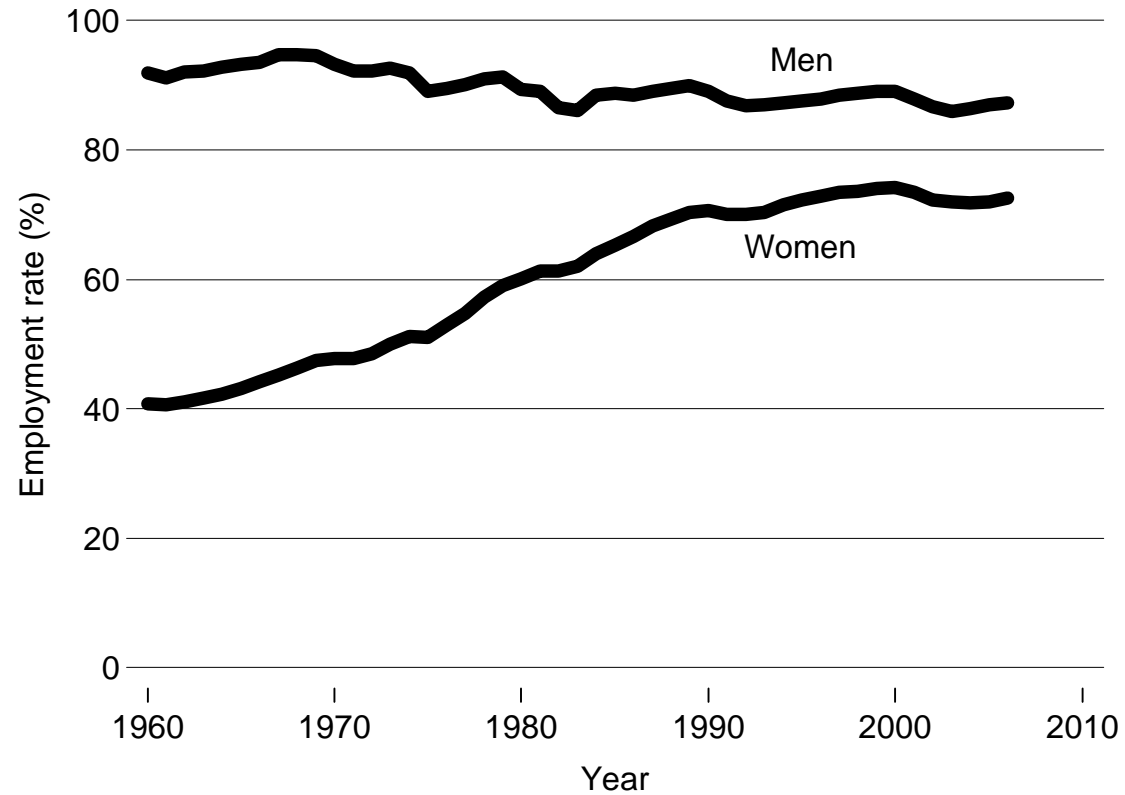
Balancing work and family: women are much more likely than men to take time off from career for family reasons

Occupational representation

Occupational representation

Over time, more and more women have moved into the work force

Employment



Employment rate for persons age 25 to 54. Data source: OECD.

Occupational representation

There continue to be many jobs in which women are

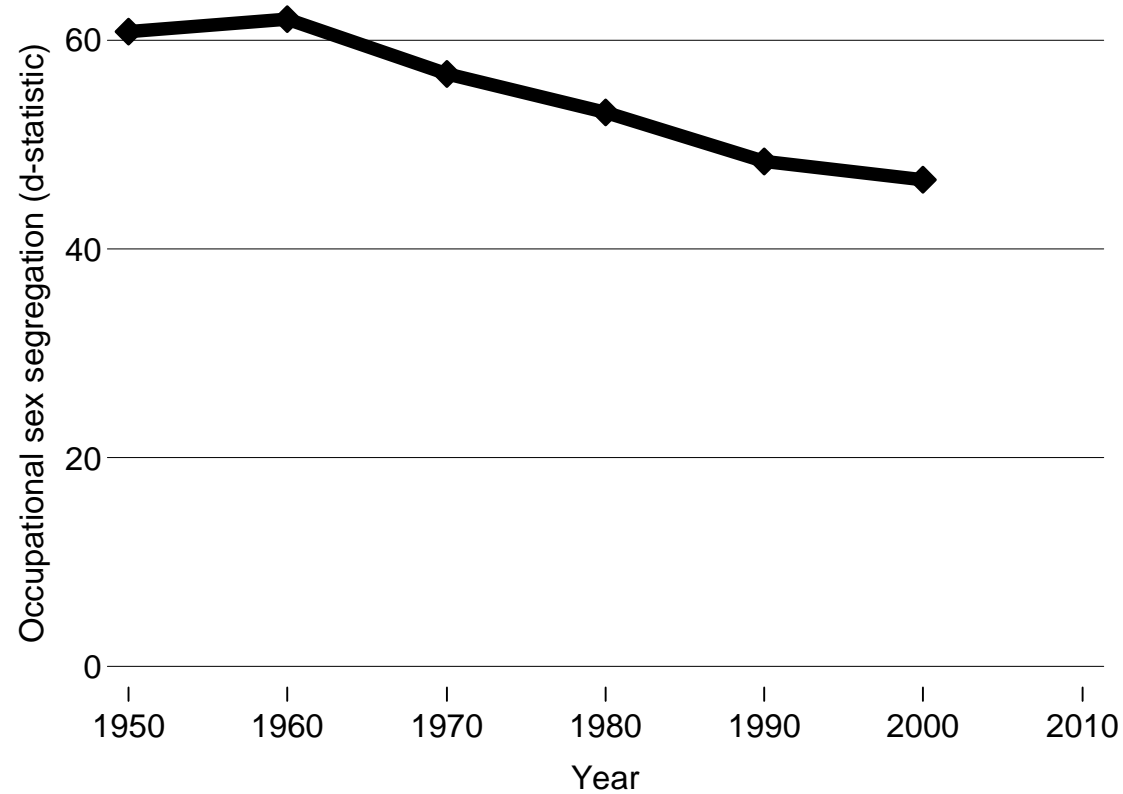
Overrepresented: secretary, childcare worker, dental assistant, receptionist, typist, bank teller, household cleaner, nurse, elementary school teacher, librarian, file clerk, cashier, waiter/waitress

Underrepresented: carpenter, firefighter, mechanic, airplane pilot, electrician, truck driver, machinist, engineer, farmworker, architect, police/detective, janitor/cleaner, doctor

Occupational representation

On the other hand, the degree of occupational sex segregation has steadily decreased in recent decades

Occupational sex segregation



Share of women or men who would have to switch occupations in order for each occupation to be half female and half male. Age 25 to 54. Data source: Reeve Vanneman, www.bsos.umd.edu/socy/vanneman/endofgr/matrix.html, using Census data.

Women in historically male-dominated professions

40 percent

35

30

25

20

15

10

5

Lawyers

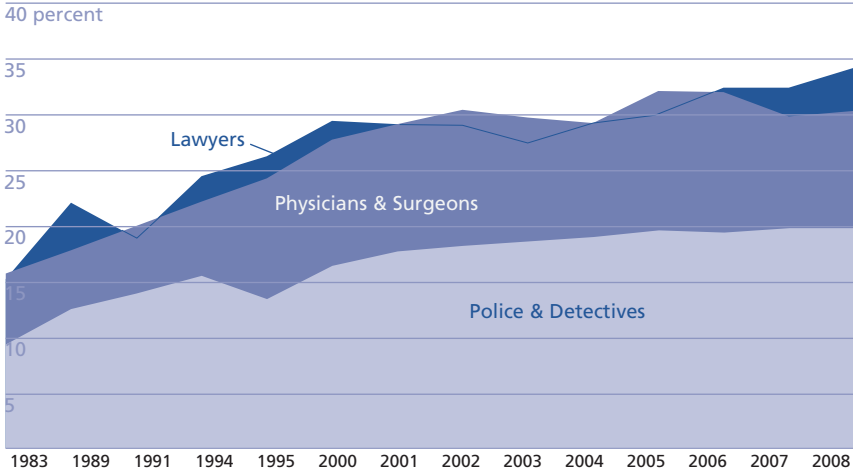
Physicians & Surgeons

Police & Detectives

1983 1989 1991 1994 1995 2000 2001 2002 2003 2004 2005 2006 2007 2008

Source: U.S. Census Bureau

Note: Percentage in Police & Detectives was estimated after 2002 due to changes in Census Bureau occupational and industrial classification systems.



Occupational representation

Causes of occupational sex segregation

Choice

Biology

Sex-role socialization

Human capital

Occupational representation

Causes of occupational sex segregation

Societal obstacles

Discrimination by employers

Traditional gender-role views

Comfort with sameness

Statistical discrimination

Husbands



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MADMEN

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—Daniel Yankelovich

Men and Women of the Corporation

Winner of the C. Wright Mills Award

With a Major New Afterword by the Author

Rosabeth Moss Kanter

Orchestrating Impartiality: The Impact of “Blind” Auditions on Female Musicians

By CLAUDIA GOLDIN AND CECILIA ROUSE*

A change in the audition procedures of symphony orchestras—adoption of “blind” auditions with a “screen” to conceal the candidate’s identity from the jury—provides a test for sex-biased hiring. Using data from actual auditions, in an individual fixed-effects framework, we find that the screen increases the probability a woman will be advanced and hired. Although some of our estimates have large standard errors and there is one persistent effect in the opposite direction, the weight of the evidence suggests that the blind audition procedure fostered impartiality in hiring and increased the proportion women in symphony orchestras. (JEL J7, J16)

Occupational representation

The "glass ceiling": women have had difficulty breaking through to top positions

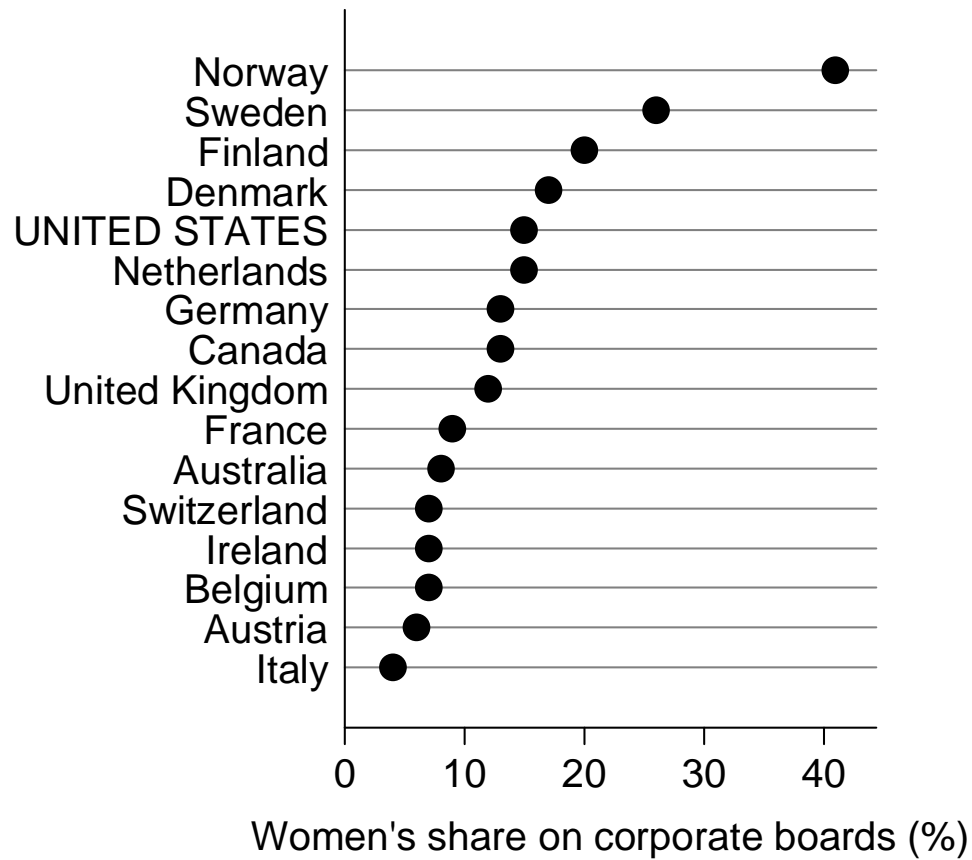
Women's share of top positions in the 500 largest U.S. firms

Senior officer (vice president or higher): 18% in 2010, up from 9% in 1995

CEO: 3% in 2010, up from 1% in 2000

Board of directors: 16% in 2010, up from 1% in 1988

Occupational representation



Women's share of board positions in large firms, 2008. Data source: Walter Korpi, Tommy Ferrarini, and Stefan Englund, "Women's Opportunities under Different Constellations of Family Policies," 2010, table 5.

Occupational representation

Quotas

In Norway, women's very high share of corporate board positions is due to a quota that took effect in 2008. It jumped from 6% in 2002 to 40% in 2008

Spain has passed a similar quota, which will take effect in 2015

Is this a good idea?

Balancing work and family

Balancing work and family

Women have made striking progress in the labor market over the past generation

Yet women's (self-reported) happiness has declined, both absolutely and relative to men

Happiness



GSS question: "Taken all together, how would you say things are these days? Would you say that you are very happy, pretty happy, or not too happy?" Data source: General Social Survey (GSS), sda.berkeley.edu/archive.htm, variable = happy.

Balancing work and family

Why?

One hypothesis

As women's time in paid work has increased sharply, their husbands/partners haven't sufficiently picked up the slack at home

This leads to frustration

A NEW YORK TIMES NOTABLE BOOK

"No book analyzes the human impact of the work-family track for both sexes more perceptively or thoroughly than this important, provocative study of the dynamics of two-career couples." —*Newsday*

THE
SECOND
SHIFT

ARLIE RUSSELL HOCHSCHILD
WITH ANNE MACHUNG



A LANDMARK WORK

Now Fully Updated, and with a New Introduction by the Author

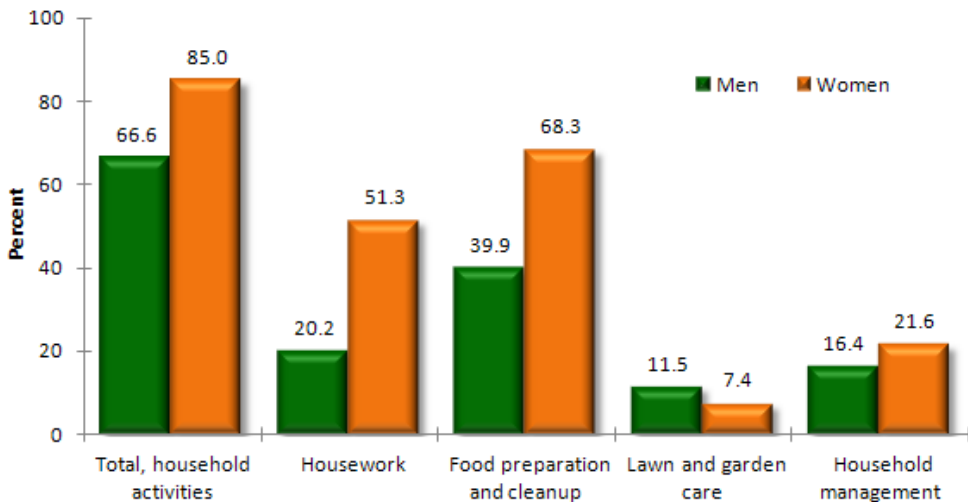
Balancing work and family

Job hours and "second shift" (housework, child care, shopping) hours among married men and women, 1965 vs. 1998

	Men	Women
1965		
Job	47	9
Second shift	12	50
Total	59	59
1998		
Job	39	31
Second shift	21	34
Total	60	65

Data source: Francine Blau, "Toward Gender Equality," in *The Declining Significance of Gender?*, 2006, table 8.3, using data from Linda Sayer.

Percent of men and women engaged in household activities on an average day, 2009



Source: U.S. Bureau of Labor Statistics

Balancing work and family

Some companies offer flextime policies

Balancing work and family

Arguably, better public policy could help

In Sweden

Parents of a newborn child get 13 months of job-protected paid leave

The payment is approximately 80% of earnings

Two of the months are "use it or lose it" for the father; if he chooses not to take them, the couple gets 11 months instead of 13

Balancing work and family

Arguably, better public policy could help

In Sweden

Prior to kindergarten parents can put the child in high-quality public or cooperative "early education" (child care and preschool) centers, up to full time if necessary

Teachers are required to have training comparable to that of elementary school teachers, and their pay is similar

The cost to the parent increases with the household's income, but it is capped at less than 10% of that income

Balancing work and family

Arguably, better public policy could help

In Sweden

During the child's first eight years, employers must grant requests by either or both parents to reduce work hours by 25% (e.g., from 40 hours per week to 30), with no reduction in the hourly wage or loss of benefits

Parents can take up to 4 months off per year to care for a sick child up to age twelve, paid the same as parental leave

Balancing work and family

Arguably, better public policy could help

In Sweden

Generous government child allowances and social assistance benefits ensure that very few families with children have low income

Balancing work and family

Arguably, better public policy could help

In the United States we have

12 weeks unpaid parental leave in firms with 50 or more employees

A little aid for child-care expenses for poor families

Tax breaks: dependent exemption and child tax credit

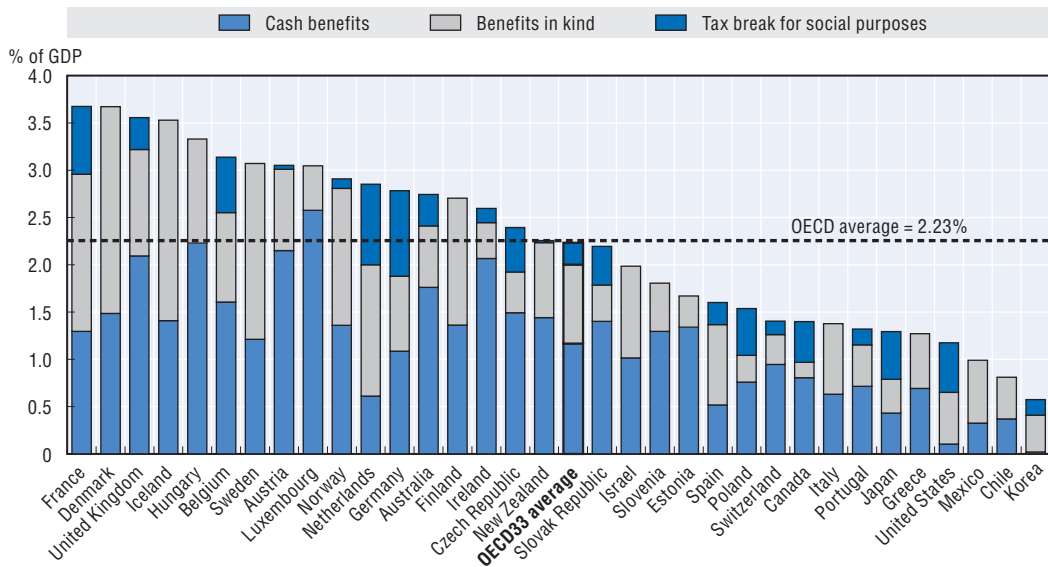
FAMILIES THAT WORK

Policies for Reconciling Parenthood and Employment



Janet C. Gornick and Marcia K. Meyers

Figure 1.11. **Public spending on family benefits in cash,¹ services² and tax measures, in percentage of GDP, 2007**



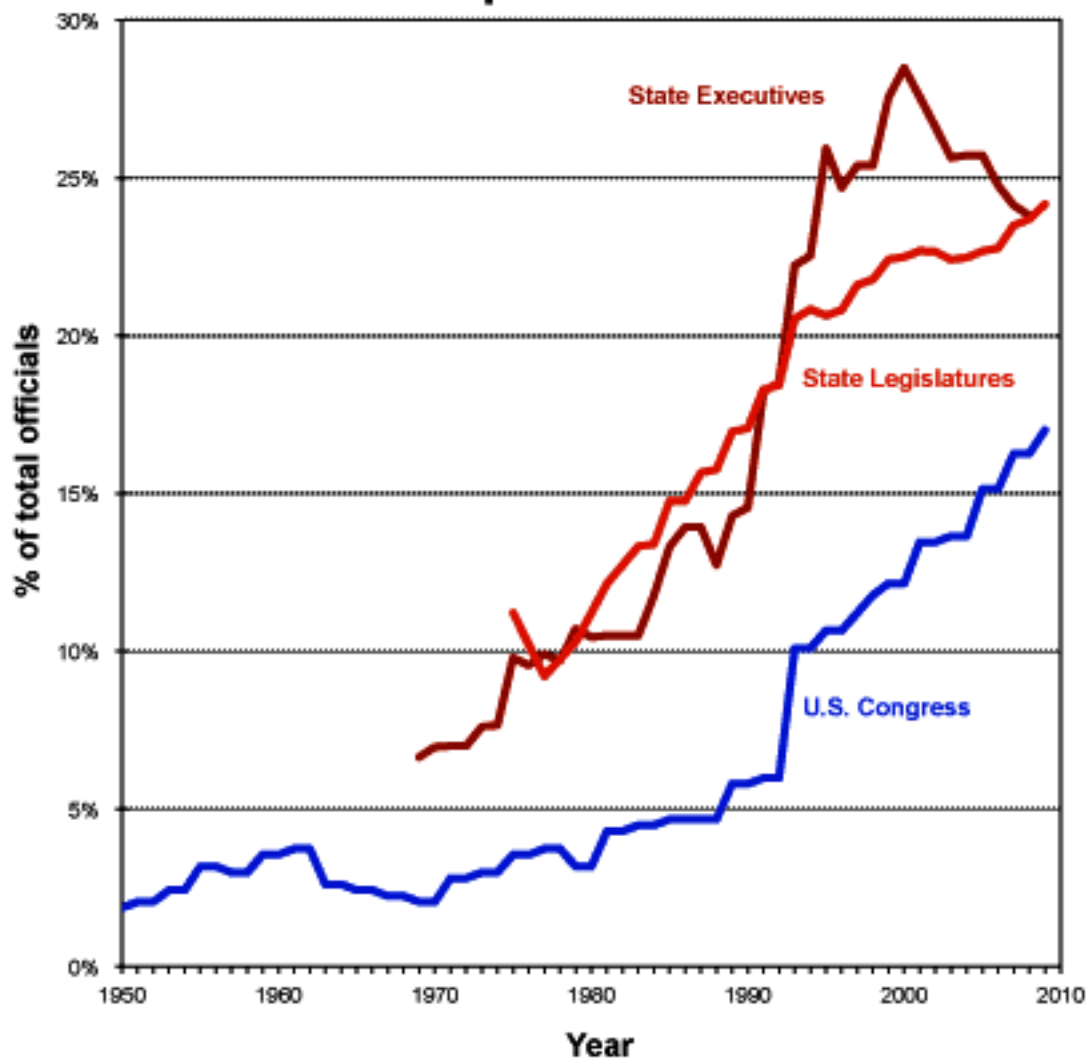
Note: Public support accounted here only concerns public support that is exclusively for families (e.g. child payments and allowances, parental leave benefits and childcare support). Spending in other social policy areas such as health and housing support also assists families, but not exclusively, and is not included here. Data on tax breaks towards

Politics

Politics

Since around 1990, women's representation in top elected political positions has increased significantly in the U.S.

Women public officials



Source: Center for American Women and Politics, Rutgers

Politics

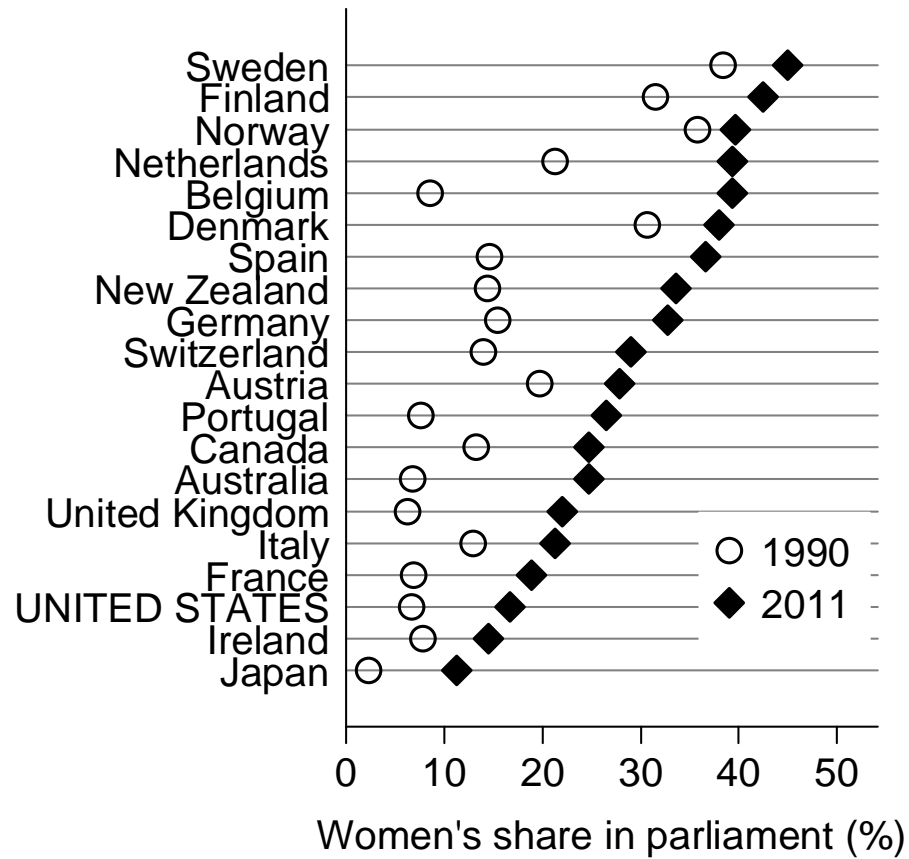
But in Congress (as opposed to state governments) it's still low

In absolute level

Compared to the level in other rich democratic nations

Compared to the change in other rich democratic nations

Politics



Women's share of seats in the lower (main) parliamentary body. Data source: Inter-Parliamentary Union, www.ipu.org.

Politics

Why so low?

It's not because American women lack the standard credentials: education, professional experience

It's not because Americans are strongly biased against women in politics

It's more likely due to our

Single-member-district electoral system. Many other countries have multimember districts and party-list voting

Lack of quotas for parties and/or the legislature

The Global Impact of Quotas

On the Fast Track to Increased Female Legislative Representation

Aili Mari Tripp

Alice Kang

University of Wisconsin–Madison

Quotas have become an important mechanism through which women today are entering legislatures worldwide. This study shows that the introduction of quotas has helped overcome constraints on women's representation posed by economic underdevelopment, cultural influences, and even electoral systems. This study also demonstrates that the introduction of quotas offers the most explanatory power for women's representation today, together with electoral systems that allow for greater candidate turnover (i.e., party-list proportional representation systems). The majority of studies explaining women's legislative representation prior to 2000 focused on electoral systems, cultural considerations, and the strength of leftist political parties. Since the mid-1990s, however, an increasing number of countries have introduced gender quotas, which this article incorporates into older models in cross-national multivariate analysis.

Politics

It's very unlikely that we'll change our electoral system or introduce quotas, so women's progress in Congress may continue to be slow

School

School

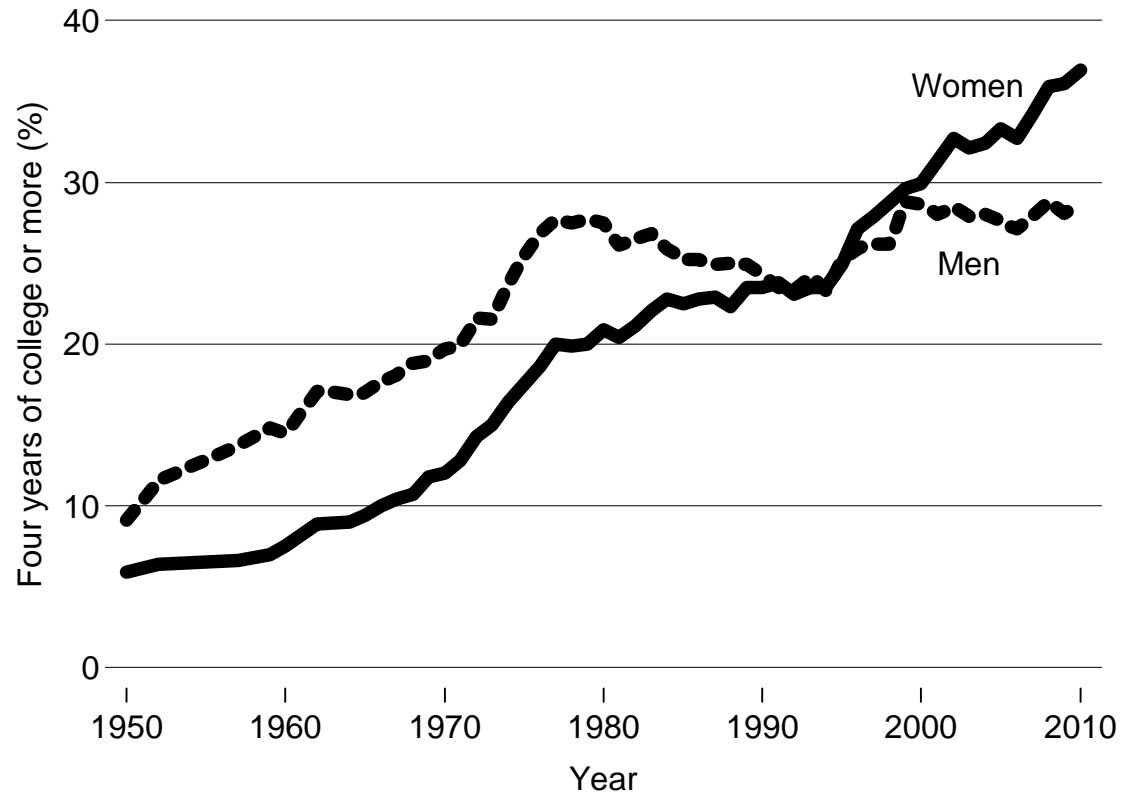
American women have not only caught up but passed men in

High school completion

College completion

Grades

College education for women and men



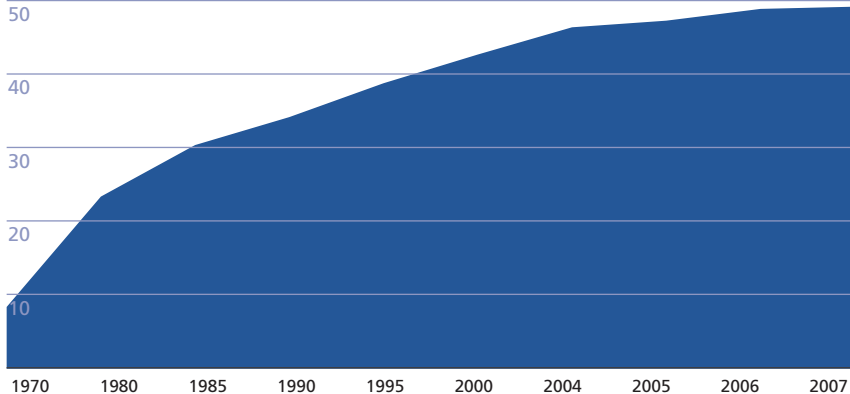
Completed four years of college or more, persons age 25 to 34. Data source: Census Bureau, www.census.gov/hhes/socdemo/education/data/cps/historical/index.html, using Bureau of Labor Statistics data.

School

Men still have an advantage in some high-paying professional schools, but women have nearly caught up

Women in medical school enrollments

60 percent



Source: U.S. National Center for Education Statistics, Digest of Education Statistics

School

Why?

One hypothesis is that the structure of K-12 classes favors women, particularly by rewarding the ability to sit still and concentrate for extended periods

School

Should colleges use affirmative action for males in admissions decisions?

Summary

Summary

In the United States, women have made substantial progress in reducing inequalities in pay, employment, and occupational segregation

But they still lag well behind men in important areas: pay, top positions in firms, top positions in politics, second shift work

In education, women are now ahead of men

Policy options

- Affirmative action could further reduce inequality, but it remains controversial

- Policy to better help balance work and family would be good