

# The Gender Revolution: Uneven and Stalled

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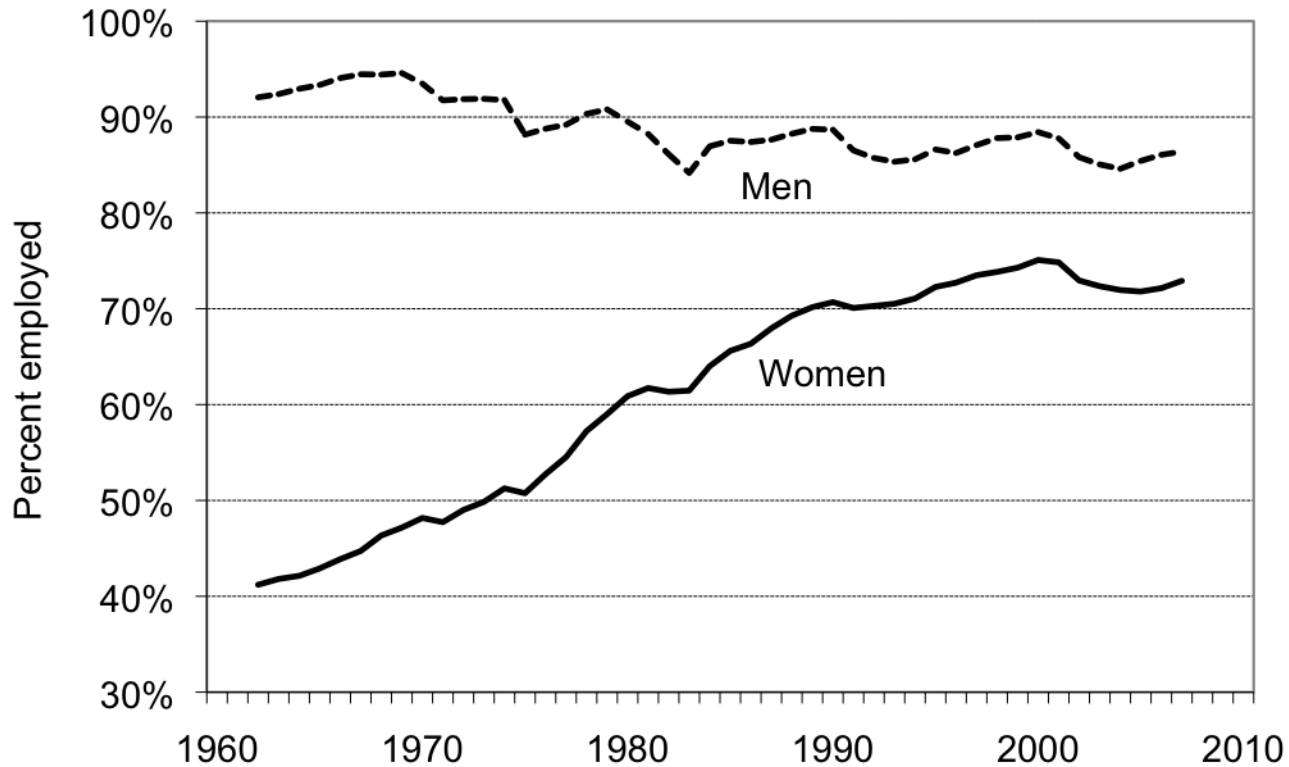
# **Examine trends with an eye to**

- **Whether women change more than men**
- **Whether change is continuous or stalling**
- **What the trends mean**

# Asymmetric Gender Change

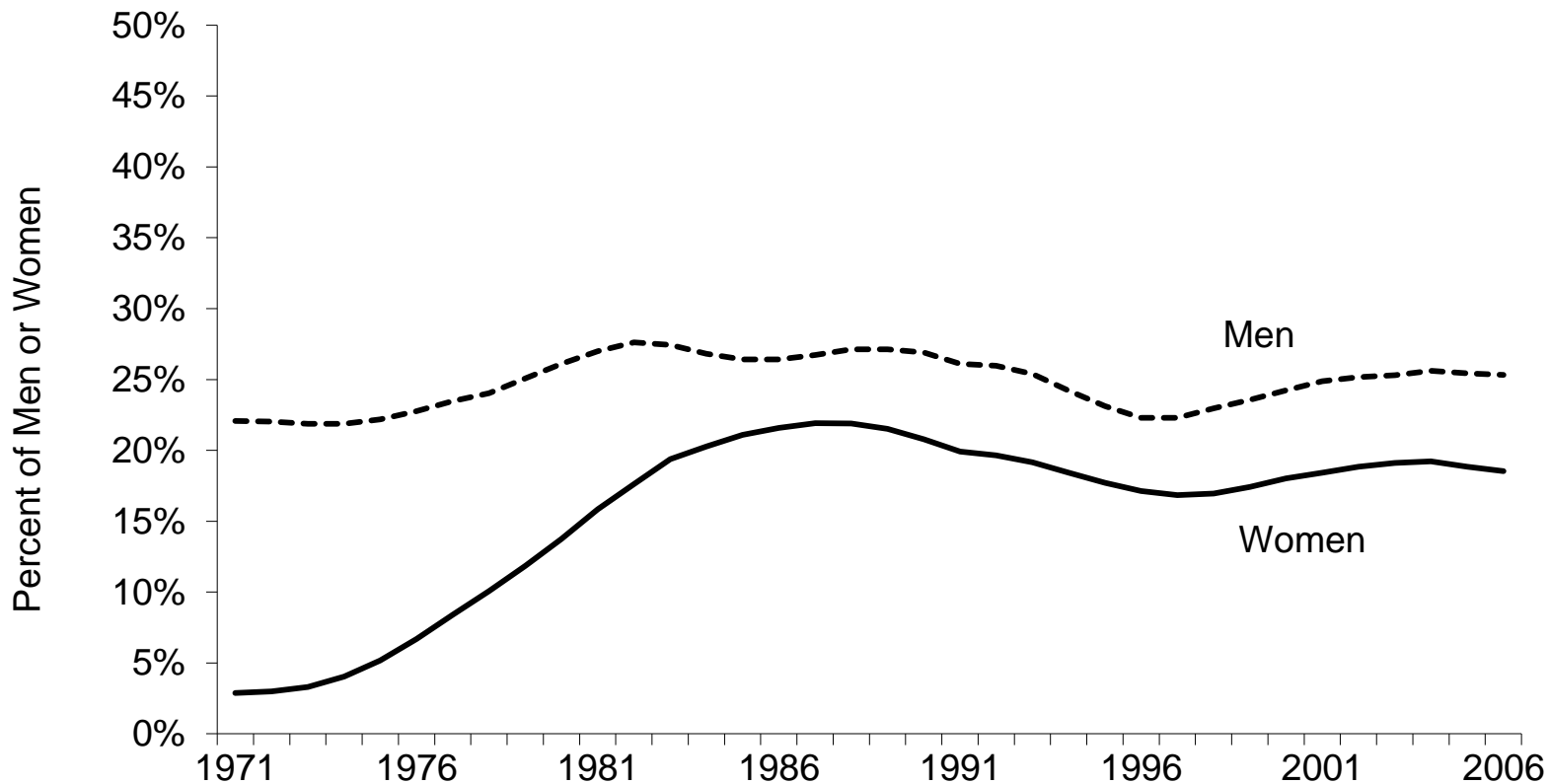
- **Women enter “men’s” domains more than men enter “women’s” domains**
  - **Both \$ rewards and cultural approval discourage men’s change (men’s domains rewarded more)**
  - **\$ Rewards encourage women to change (although there is some cultural backlash)**

# % of Men and Women Employed, 1962-2007



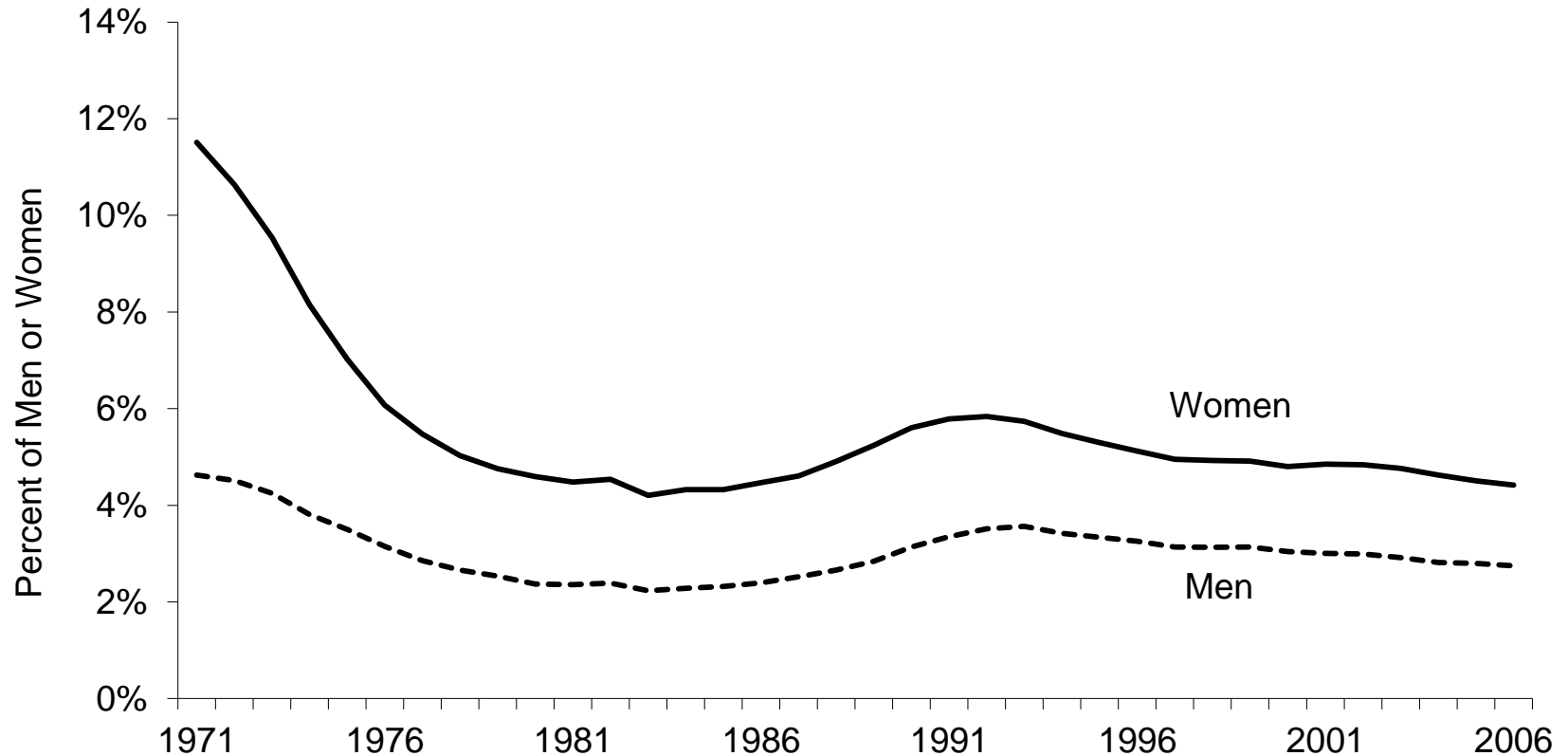
Source: Cotter et al. <http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html> using CPS data, age 25-54

# % of Men and Women Who Majored in Business, 1971-2006



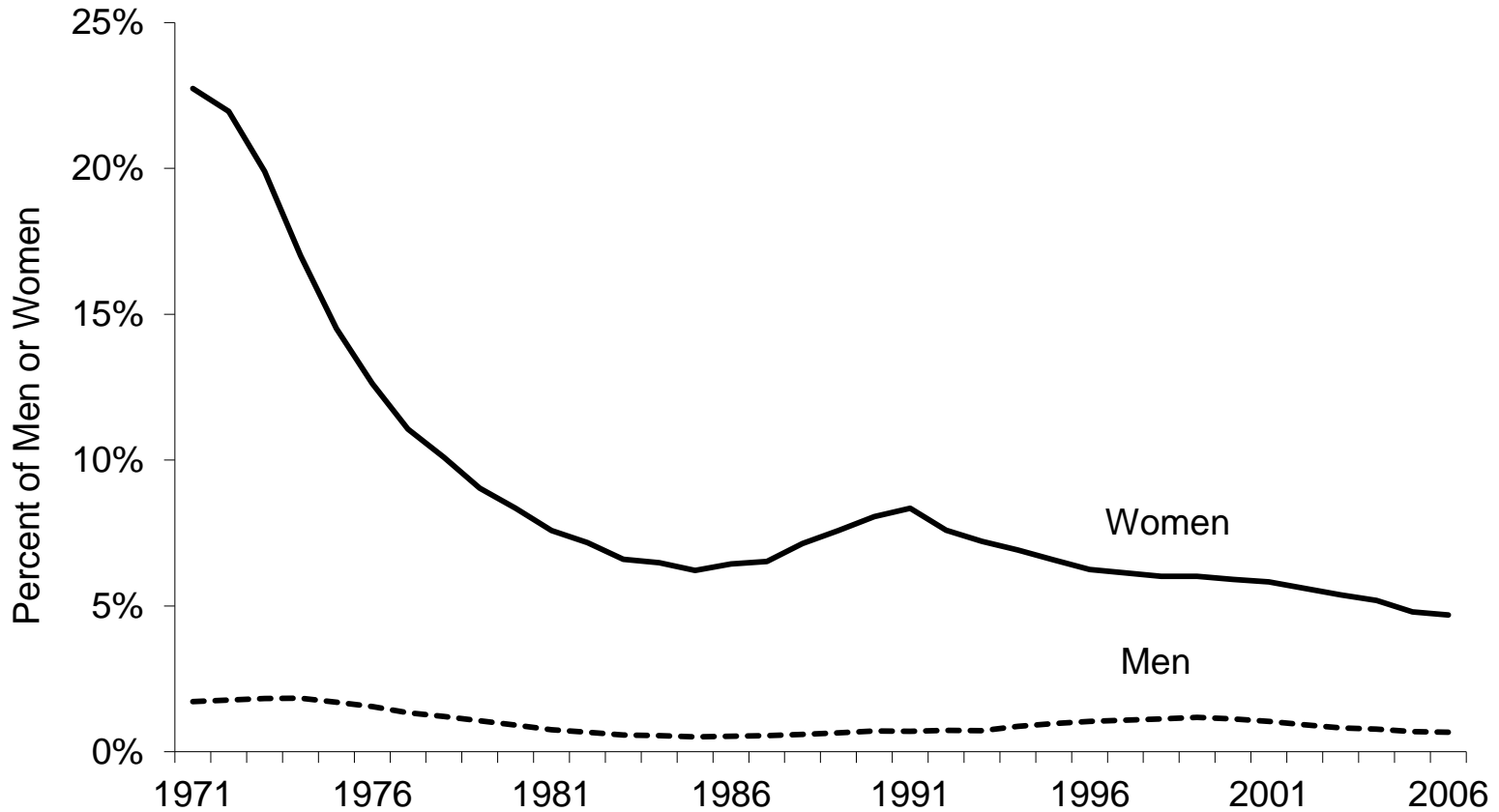
Source: Author's calculations from National Center for Education Statistics (NCES). Denominator is all men or all women getting Bachelors degrees in the year.

# % of Men and Women Who Majored in English, 1971-2006



Source: Author's calculations from National Center for Education Statistics (NCES). Denominator is all men or all women getting Bachelors degrees in the year.

# % of Men and Women Who Majored in Elementary Education, 1971-2006



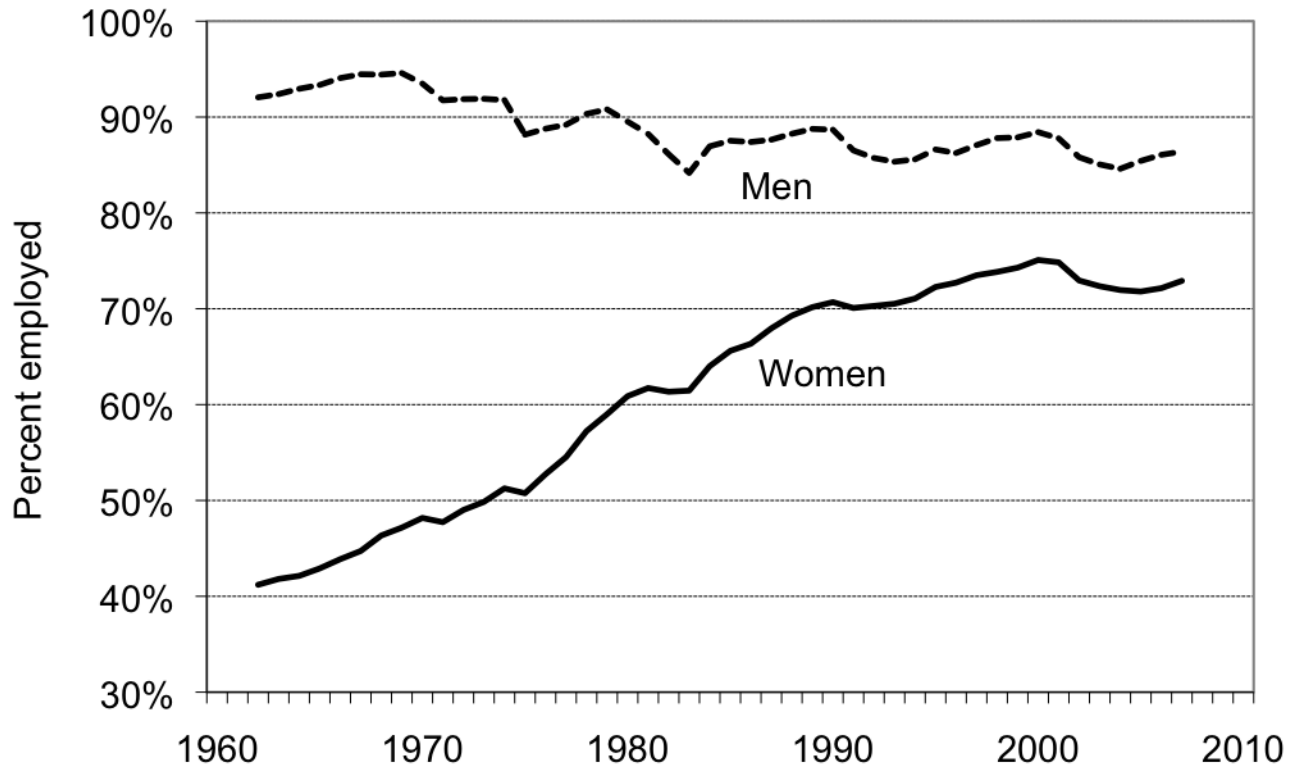
Source: Author's calculations from National Center for Education Statistics (NCES). Denominator is all men or all women getting Bachelors degrees in the year.

# **Is Change Stalling? (Yes)**

- **On many indicators, change has slowed down**

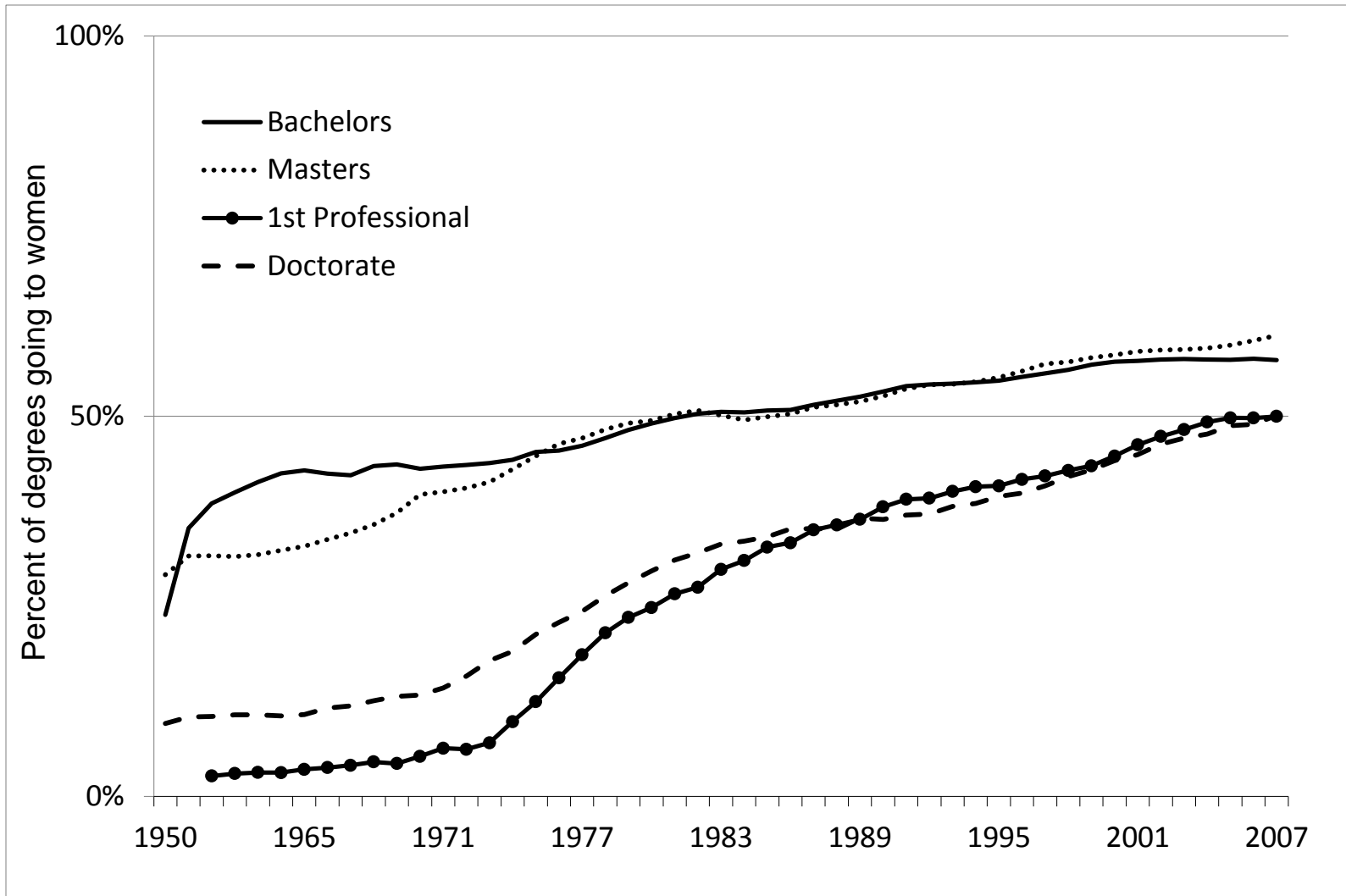


# % of Men and Women Employed, 1962-2007



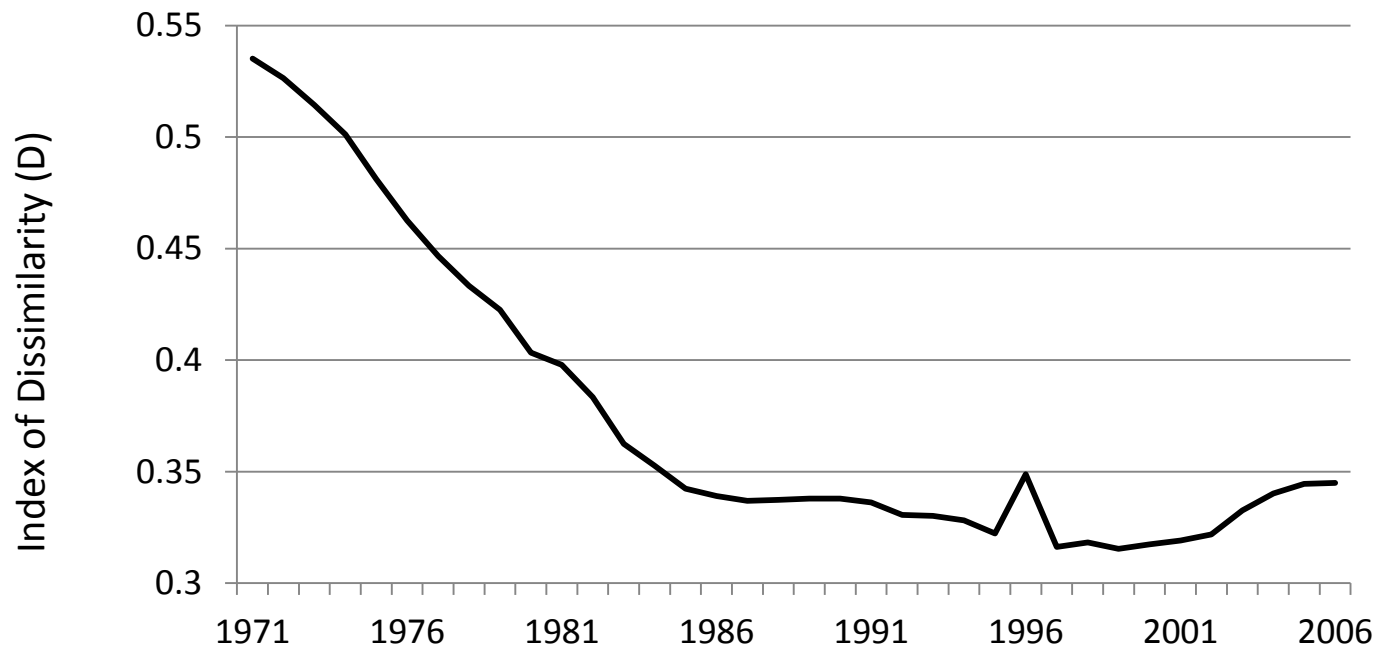
Source: Cotter et al. <http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html> using CPS data, age 25-54

# Women's Share of Degrees, 1950-2007



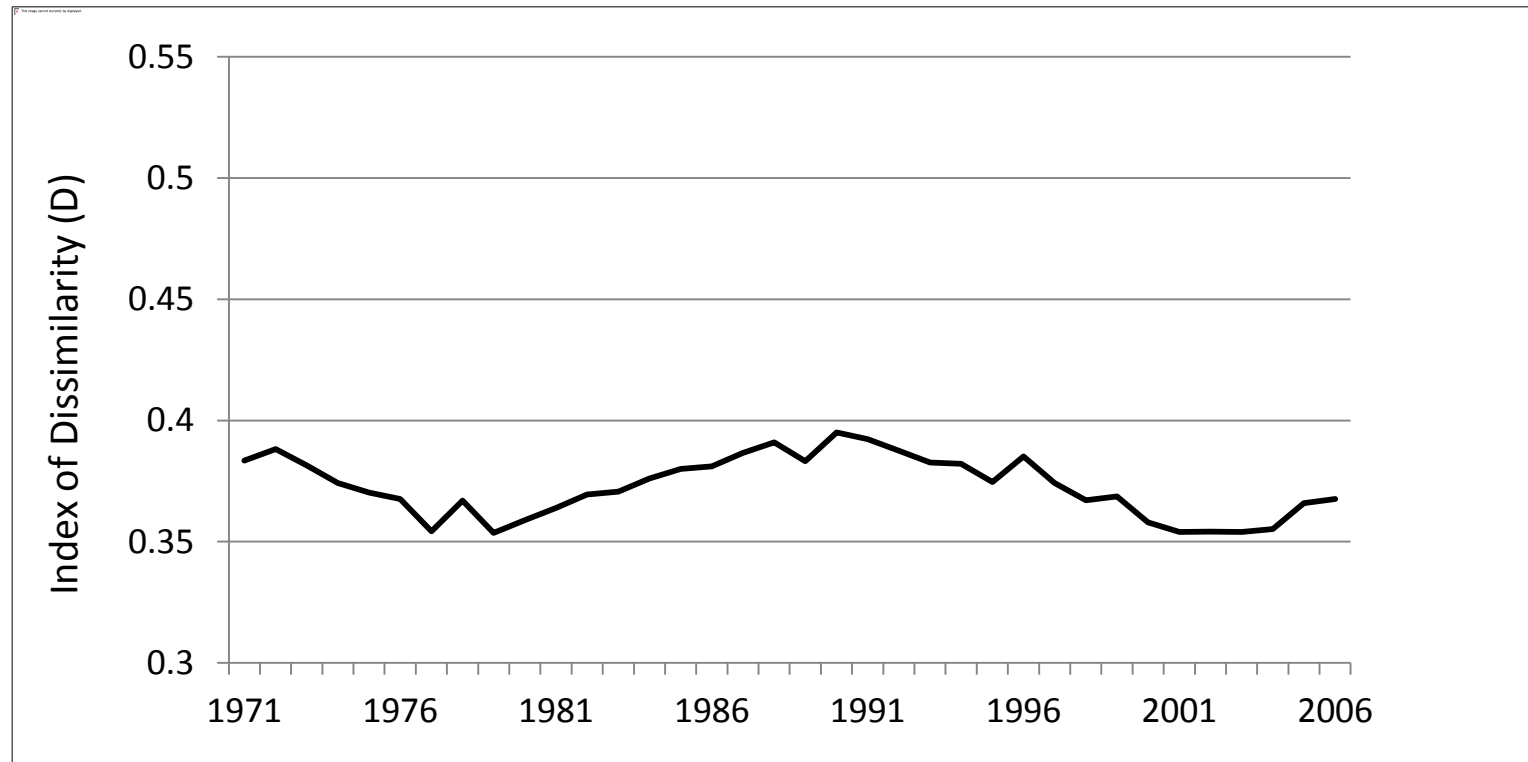
Source: Author's calculations from Digest of Education Statistics, 2008. Table 268.--Earned degrees conferred by degree-granting institutions, by level of degree and sex of student: 1869-70 to 2017-18, Digest of Education Statistics, 2001. Table 247.--Earned degrees conferred by degree-granting institutions, by level of degree and sex of student: 1869-70 to 2010-11. First professional degrees include M.D., J.D., M.B.A., D.D.S.

# Segregation of Fields of Bachelor's Degrees, 1971 - 2006



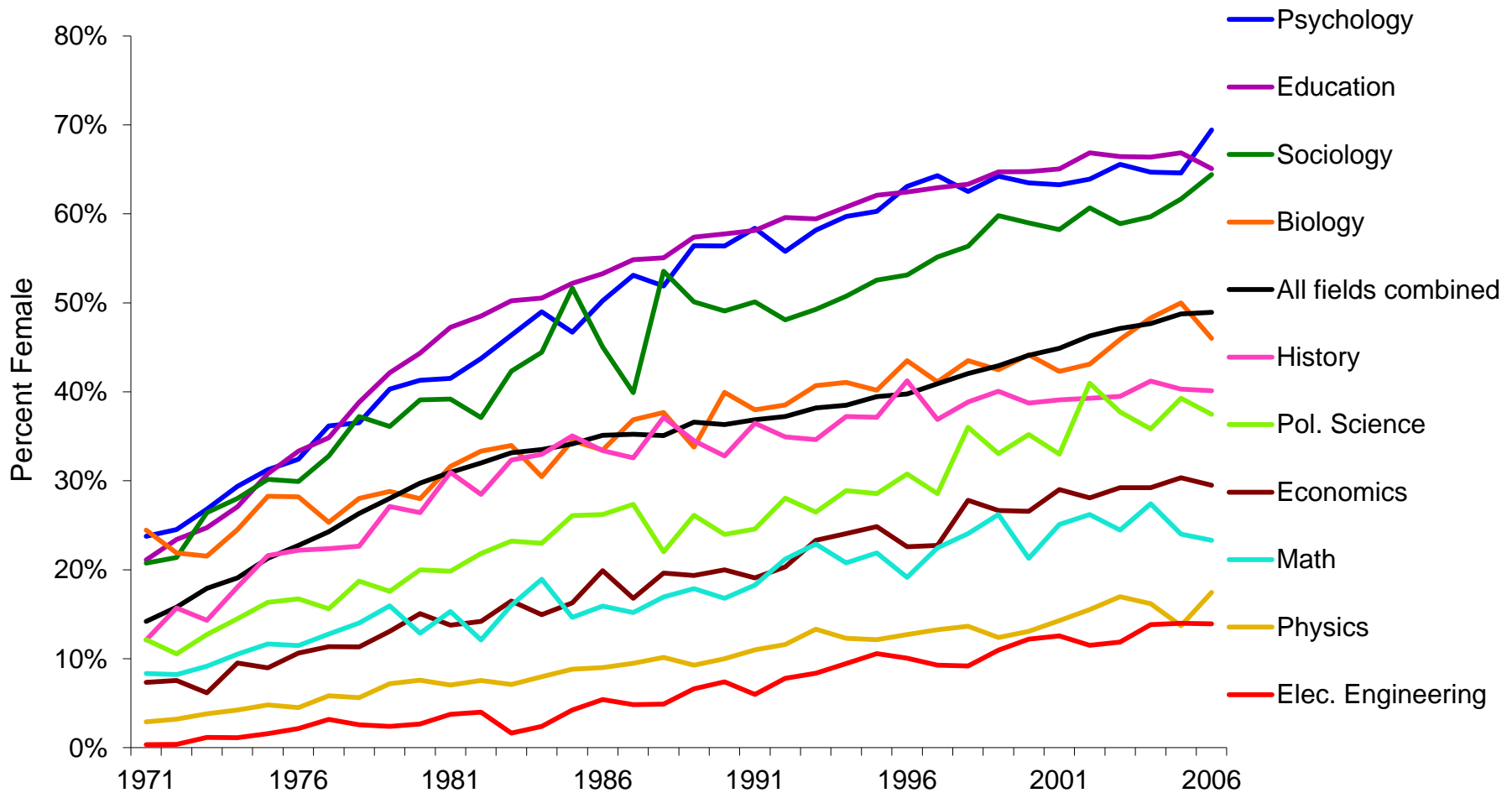
Source: Author's calculations from National Center for Education Statistics (<http://nces.ed.gov/>). D (index of dissimilarity) calculated on >400 fields.

# Segregation of Fields of Doctoral Degrees, 1971 - 2006

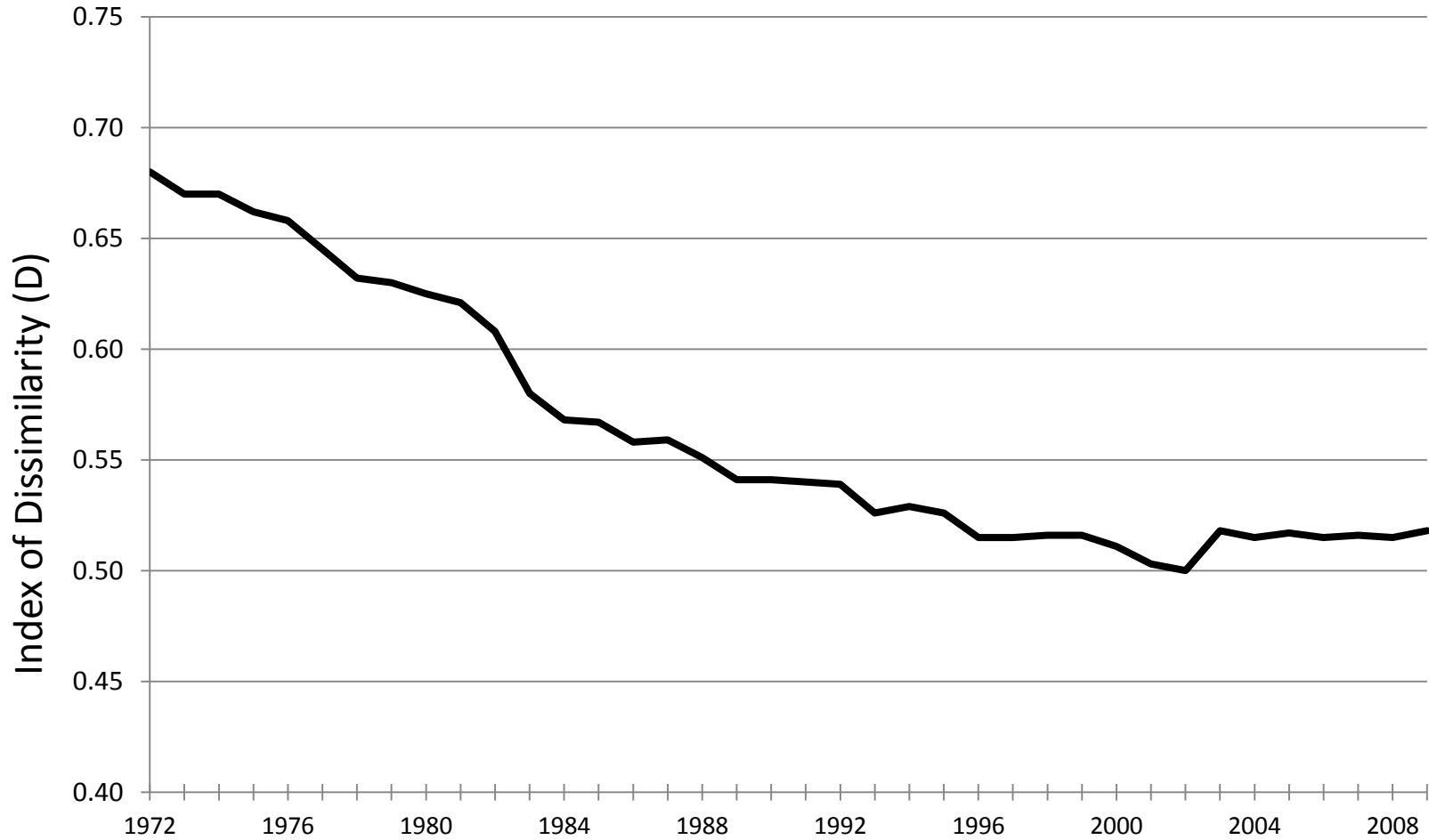


Source: Author's calculations from National Center for Education Statistics (<http://nces.ed.gov/>). D (index of dissimilarity) calculated on >400 fields.

# % of All Doctoral Degree Recipients Who Were Women in Selected Large Fields, 1971-2006

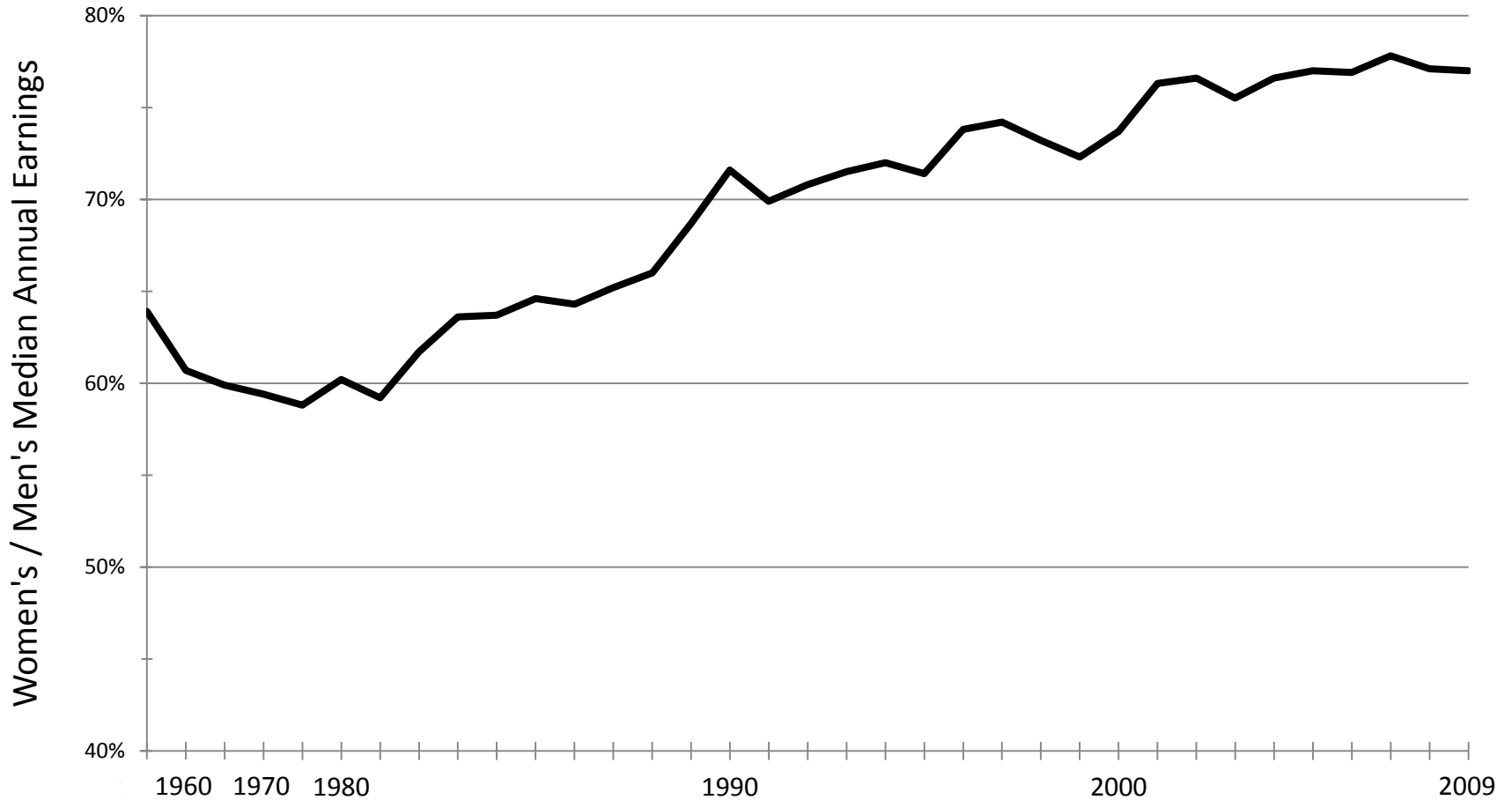


# Occupational Segregation, 1972-2009



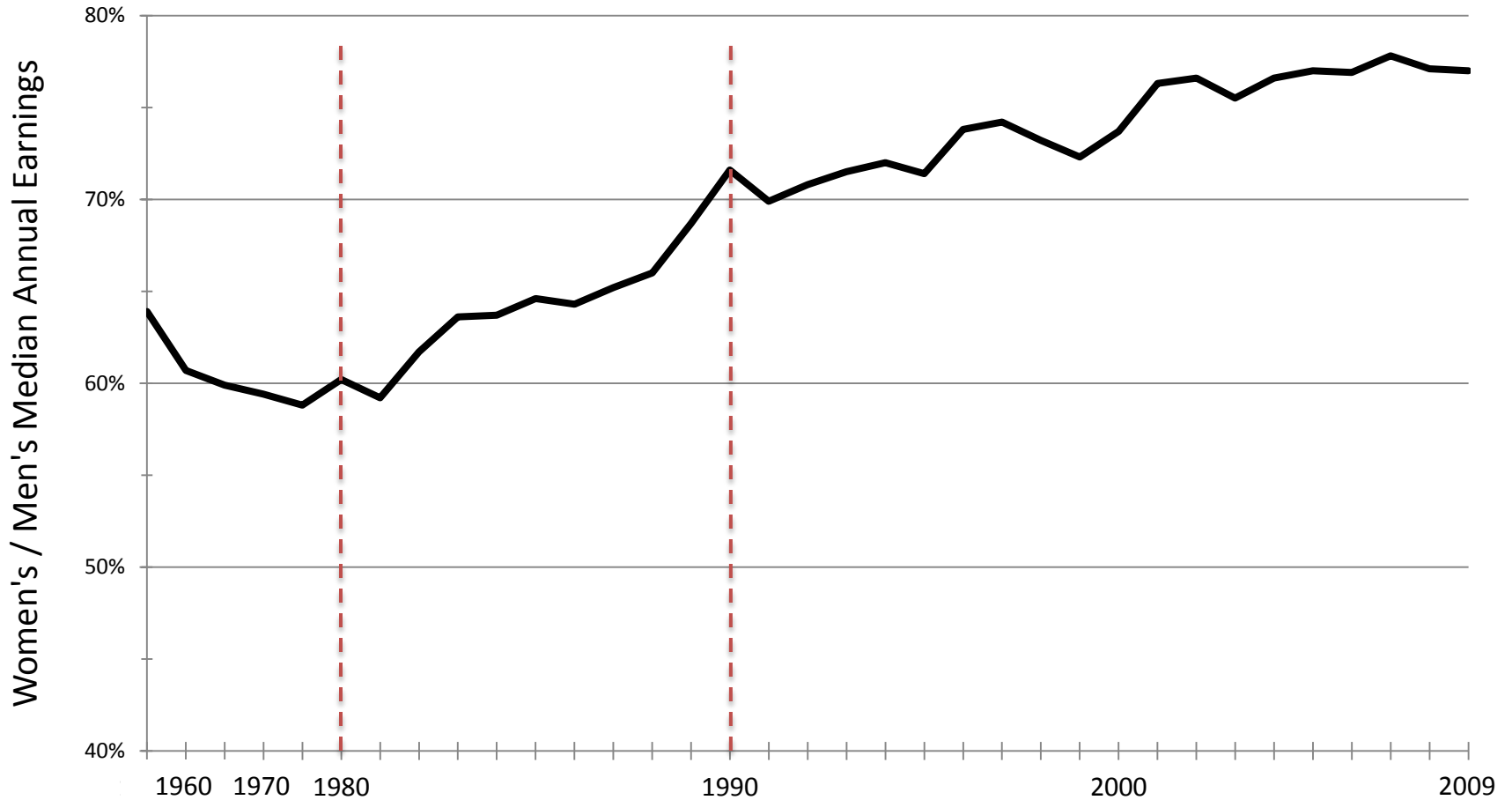
Source: IWPR Briefing Paper #C377, 2010. Civilian labor force.

# Gender Earnings Gap, 1955-2009



Source: IWPR Fact Sheet #C350, April 2011. Data for full-year workers.

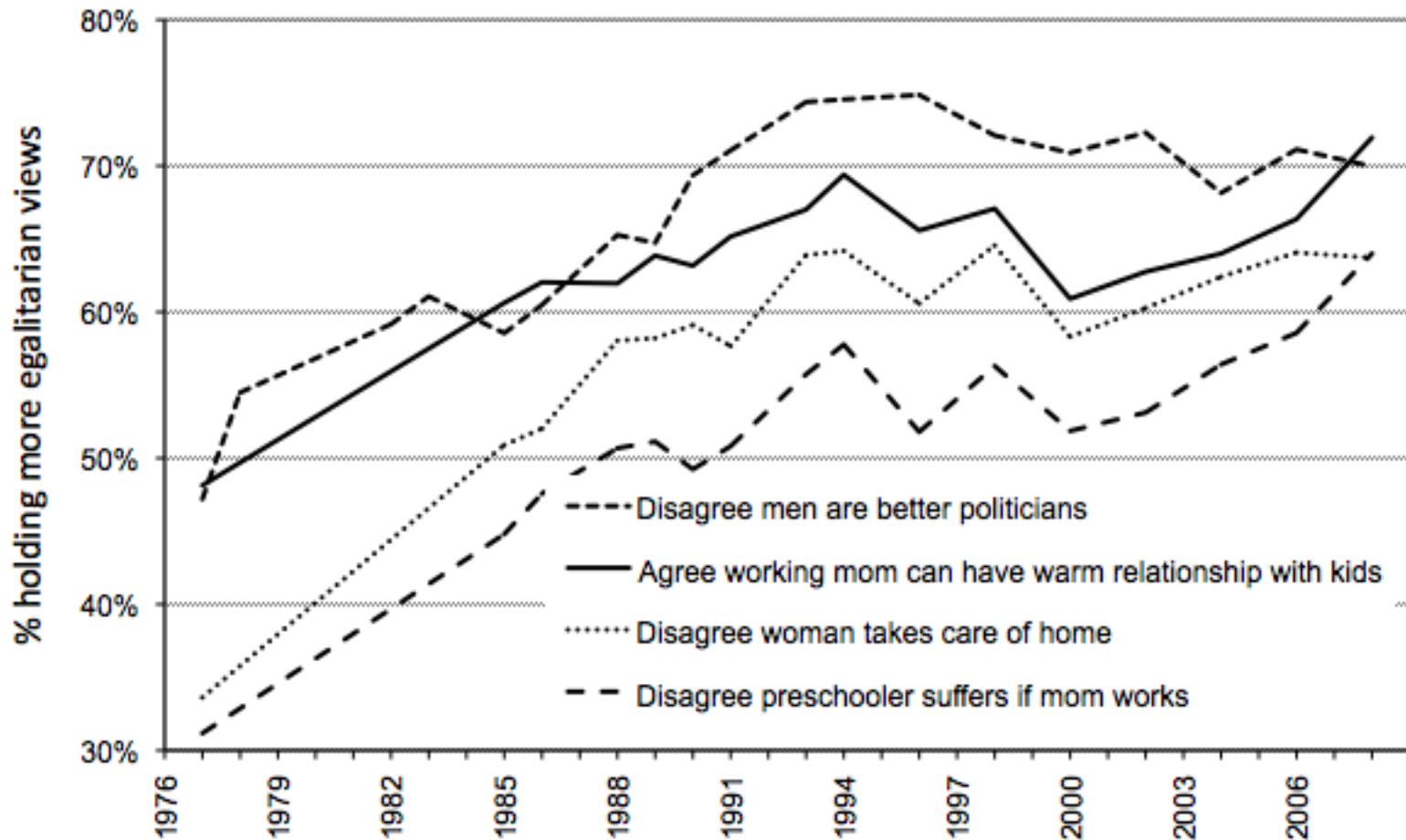
# Gender Earnings Gap, 1955-2009



Source: IWPR Fact Sheet #C350, April 2011. Data for full-year workers.



# Egalitarian Gender Attitudes, 1974-2006



**What does it all mean?**

# **More Change in Some Things Than Others**

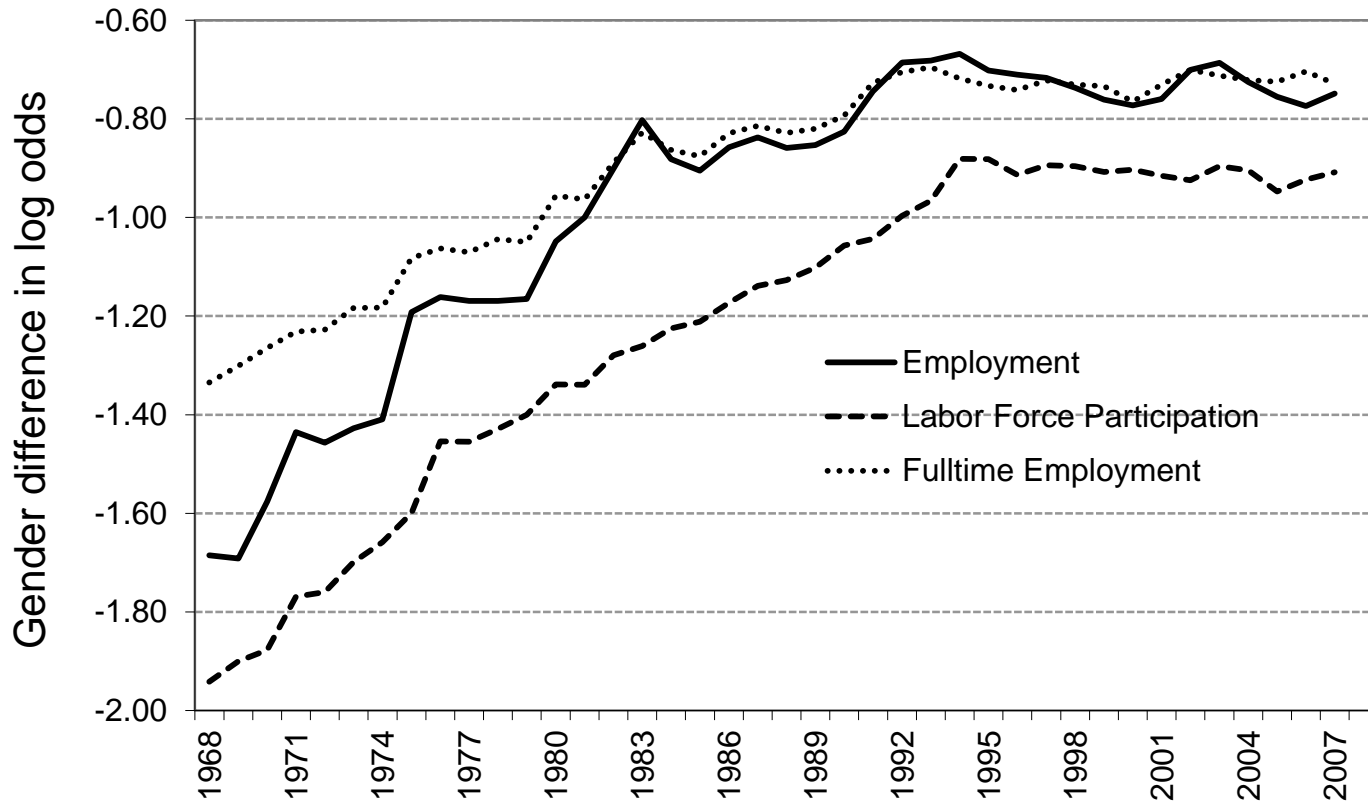
- **More women employed and in “men’s” jobs**
- **Few men moved to homemaking or “women’s” jobs**
- **Little change in the relatively low pay of female jobs; that’s not why pay gap changed**
- **Less change in gendering of heterosexual matters (e.g. who proposes, changes name)**
- **Parts of the gender system somewhat “loosely coupled”**

# **Nothing inexorable about change**

- Women's employment plateaued ~1990**
- Integration of college majors stopped ~1985**
- Desegregation of occupations and closing of sex gap in pay have slowed**
- Egalitarian attitudes go up and down**
- Trends don't follow who is in political power**
- Low hanging fruit has been picked**

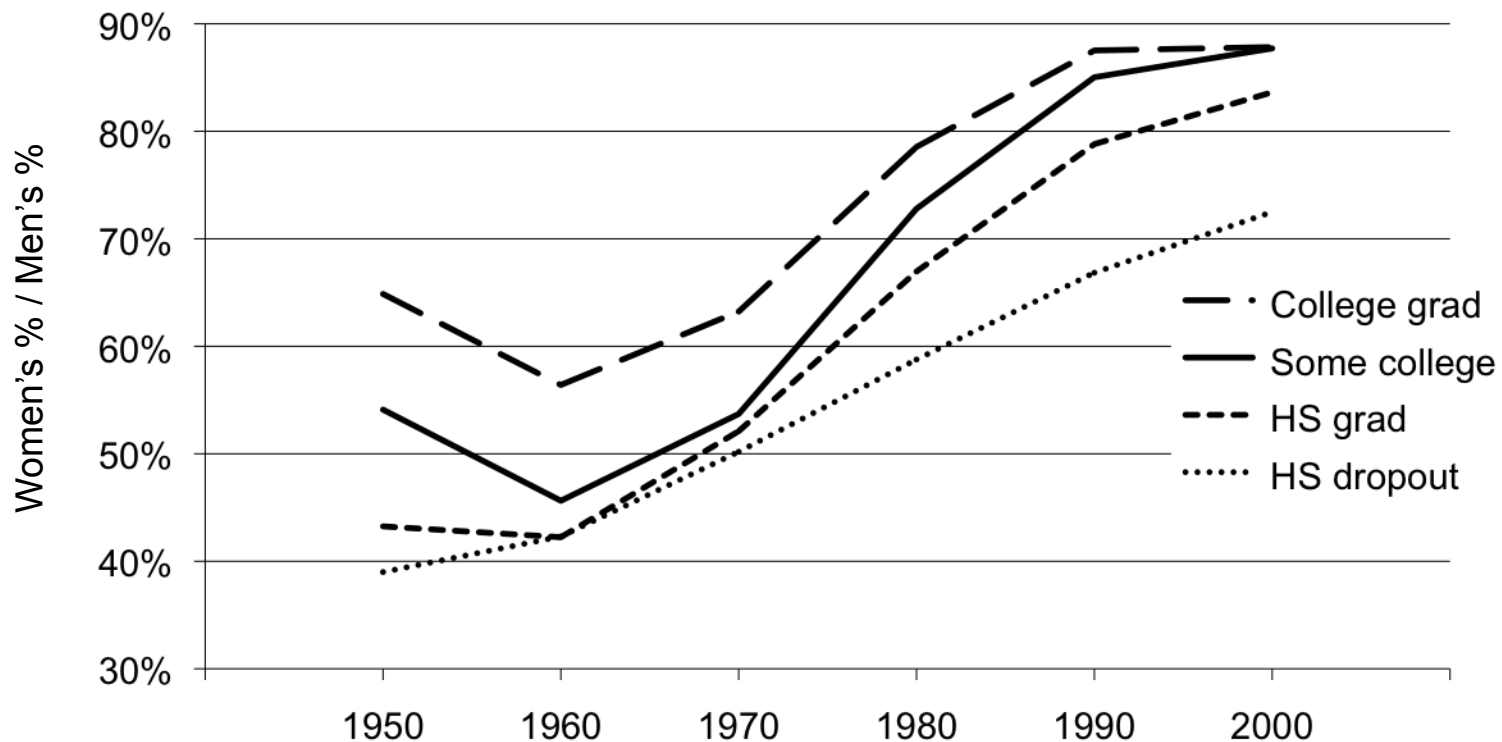
**Thanks for your attention**

# Gender Gaps in Employment-Related Measures for Married Parents, 1968-2007



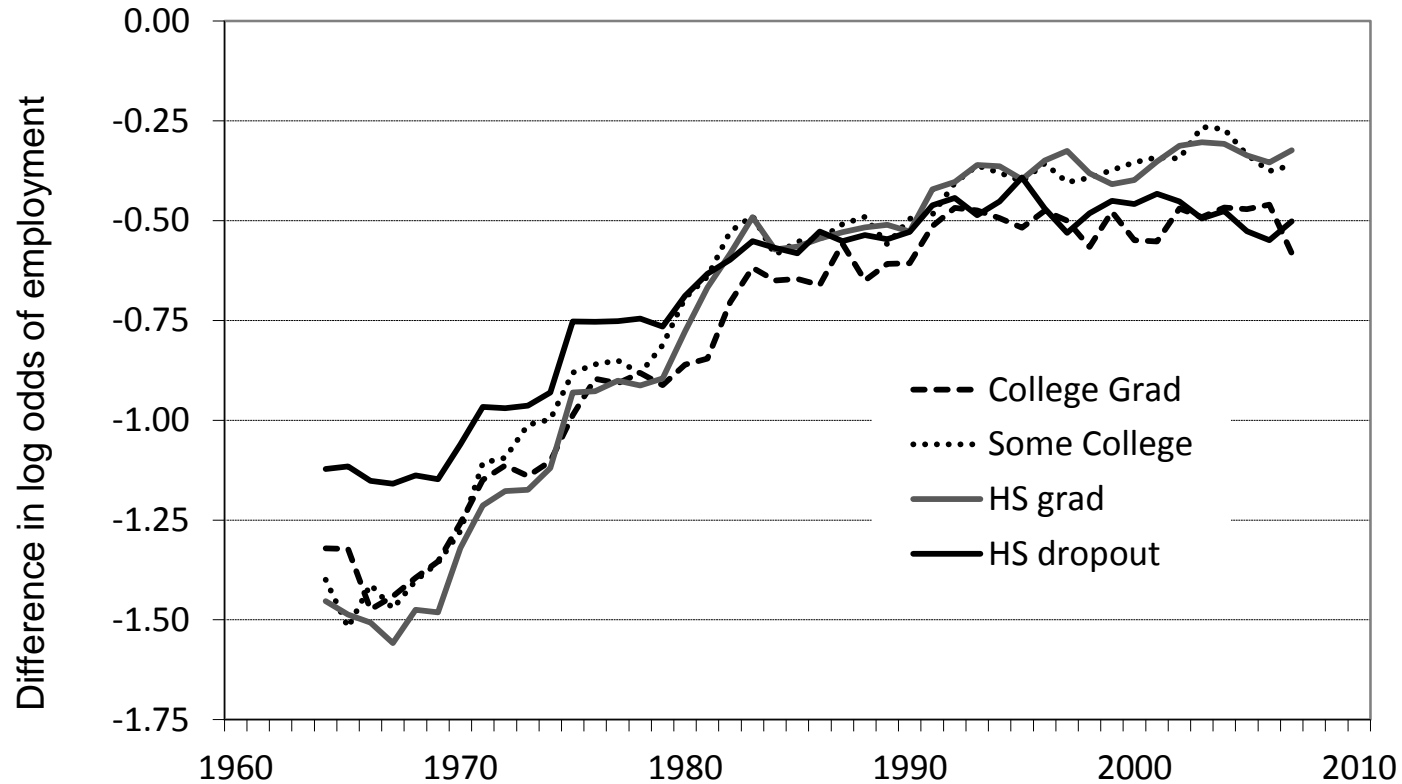
Source: Cotter et al. <http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html> using CPS, married parents age 25-54

# % of Women in Labor Force, as a % of % of Men in Labor Force, by Education, 1950-2000



Source: Cotter et al. <http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html> using 2000 Census PUMS 5%, ages 25-54.

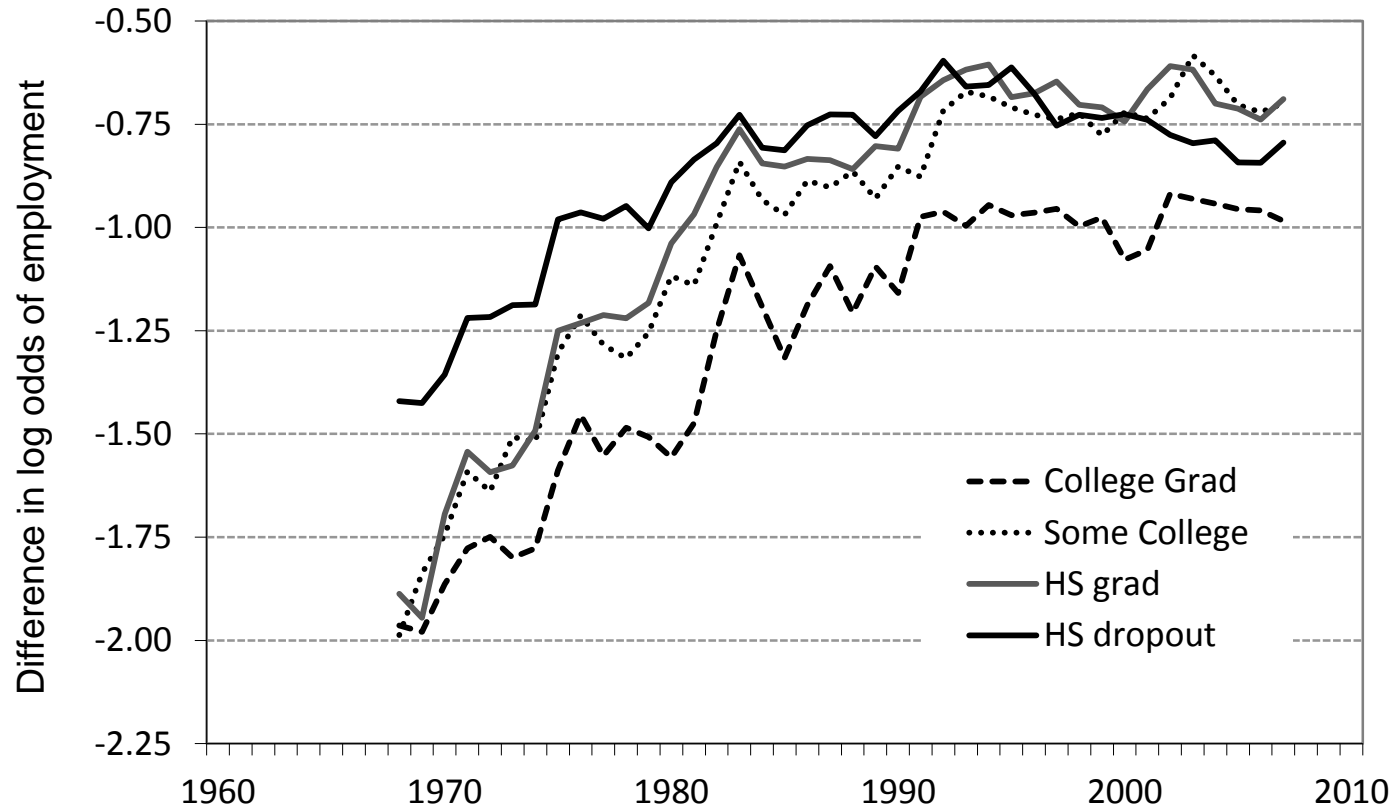
# Gender Gap in Employment by Education, 1964-2007



Source: Cotter et al. <http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html> using CPS, age 25-54

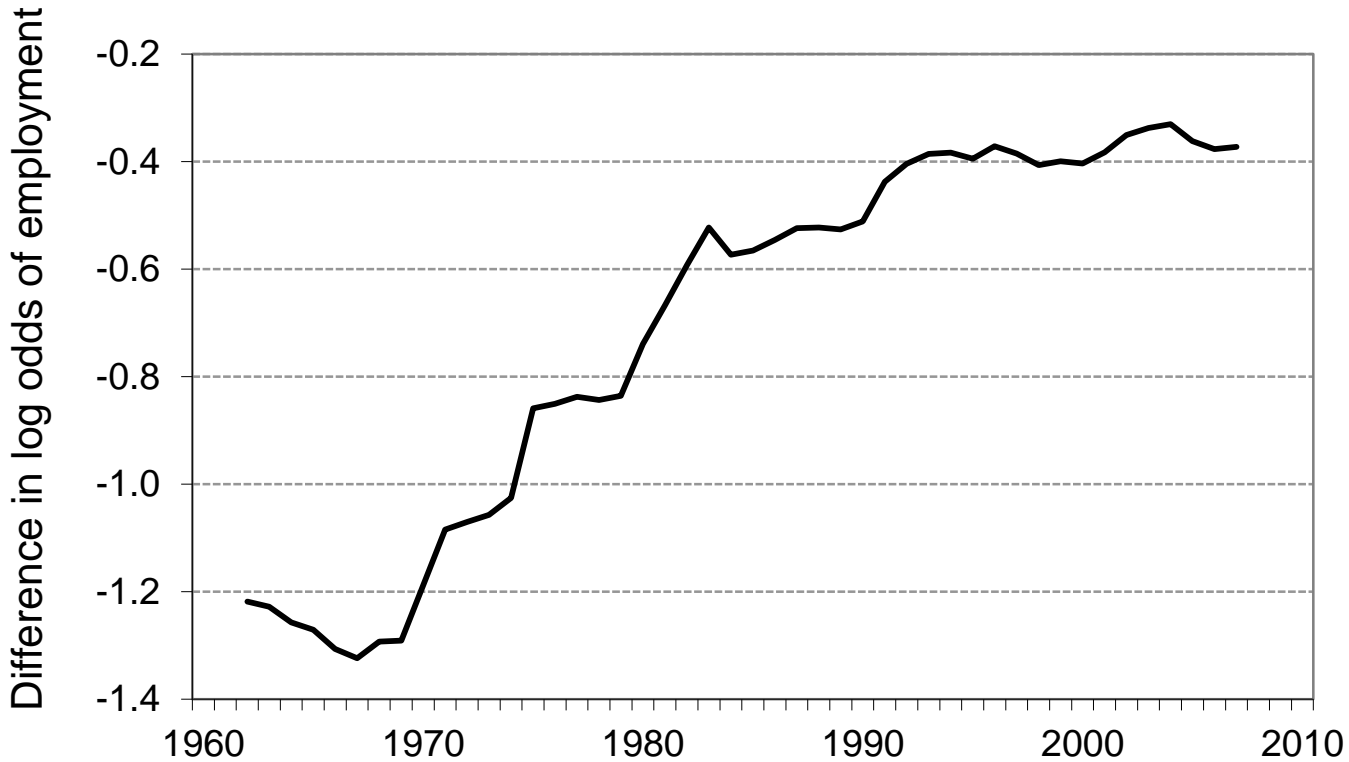


# Gender Gap in Employment by Education for Married Parents, 1968-2007



Source: Cotter et al. <http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html> using CPS, married parents age 25-54

# Gender Gap in Employment, 1962-2007



Source: Cotter et al. <http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html> using CPS, age 25-54