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](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](http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html) using CPS data, age 25-54
Women’s Share of Degrees, 1950-2007

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

Percent Female

Psychology
Education
Sociology
Biology
All fields combined
History
Pol. Science
Economics
Math
Physics
Elec. Engineering

Occupational Segregation, 1972-2009

![Graph showing the index of dissimilarity (D) for occupational segregation from 1972 to 2009. The index decreases over time, indicating a reduction in occupational segregation.]

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

Source: Cotter et al. [http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html](http://www.bsos.umd.edu/socy/vanneman/endofgr/default.html), using General Social Survey, age 16+
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

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

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