A LONG ROAD: THE QUEST FOR CAREER AND FAMILY

AUGUST 3, 2018
WORLD ECONOMIC HISTORY CONGRESS, BOSTON
Fraction of College Graduate Women with No Births

Fraction with No Births by Age

Birth Year

Source: CPS June Fertility Survey Micro-data; 5-year centered moving average.
Gender Inequality ↔ Couple Inequity

Graph showing earnings vs. hours with two lines representing more flexible and less flexible jobs.
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I CAN'T BELIEVE IT.
I FORGOT TO HAVE CHILDREN!

Roy Lichtenstein c.1964
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**Career and Family Success: College Graduate Women**

Notes: 1931-1957 cohorts use HRS-SSA; 1958-65 uses NLSY79. Career standard for HRS-SSA is CPS P25 for full-time males of the same education, age and cohort groups. Standard for male and female NLSY79 respondents are the NLSY79 males in the same education, age and cohort groups. Family is having at least one child.
Male and Female MBA Annual Earnings Ratios: 0 to 15 Years Out

(Holding constant ability, MBA courses)
Male and Female MBA Annual Earnings Ratios: 0 to 15 Years Out

Holding constant MBA courses

MBA Women without Children
Male and Female MBA Annual Earnings Ratios: 10 to 15 Years Out

Holding constant MBA courses, years job experience, and hours/week.
The graph shows the relationship between male and female physician hours per week by specialty for those under 45 years old. The equation $y = 1.058x - 11.69$ with $R^2 = 0.827$ indicates a strong positive correlation.
Male and Female Physician Annual Earnings Ratios

Holding constant Years since MD, Specialty, PCP and salaried status, Hours/week, weeks/year
Costs of Temporal Flexibility

- Temporal flexibility is an amenity
  - Ability to switch hours, work fewer hours, work your own hours, not be on-call, have control over time

- Costs of temporal flexibility
How to Reduce the Costs of Temporal Flexibility

- Fix the Organizations: Reduce costs of temporal flexibility
  - Create a perfect substitute for each worker
  - Convey information with little loss of fidelity
  - Teams of substitutes, not complements
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A Long Road: Concluding Thoughts

- Must involve a decrease in the cost of flexibility to firms and thus to workers.
- Restructuring of jobs has occurred in some sectors and occupations (e.g., health, pharmacy, some medical specialties, tech).
- Results will be lower penalties to temporal flexibility and greater linearity of pay.
- Gender equity is not just about women. Men “on-call-at-work” and women “on-call-at-home” is not equitable for couples and not beneficial to women.
A LONG ROAD: THE END

Claudia Goldin, Harvard University