

# Has the Gender Revolution Stalled?

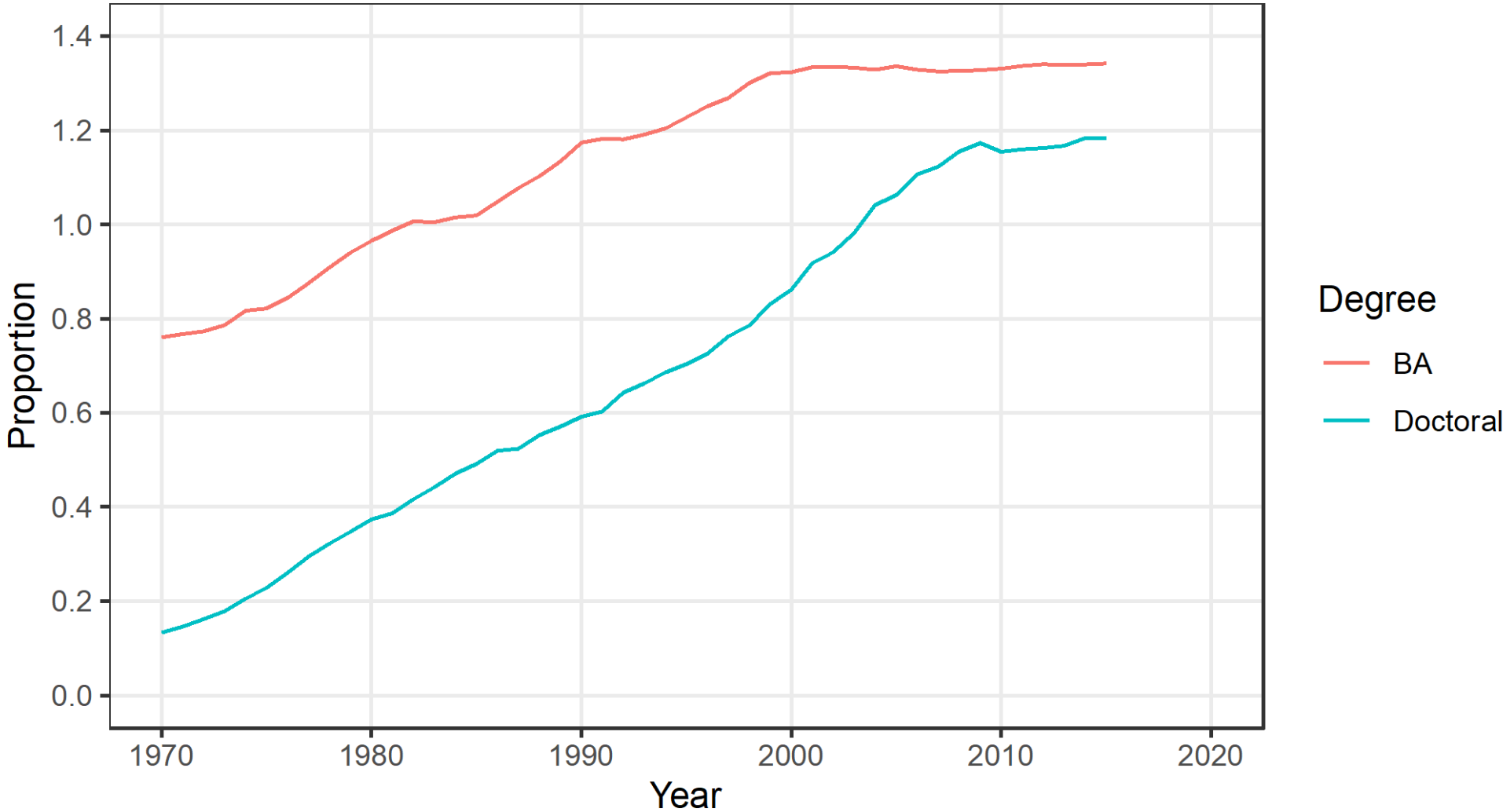
Geary Lecture 2020  
ESRI

Paula England, New York University

# What Has Happened to Gender Inequality Since 1970?

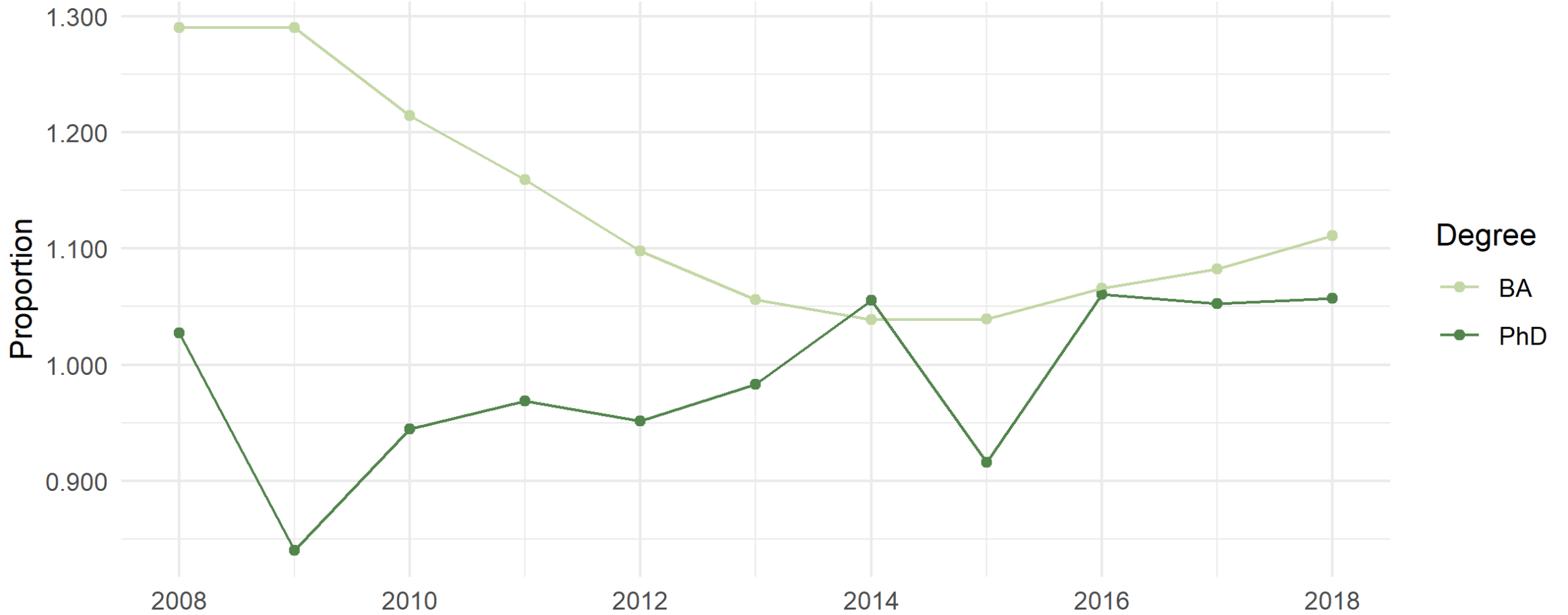
- Movement toward gender equality could be speeding up, slowing down, stalled, or reversed?
- Looking mainly at the US, I consider trends in gender inequality in
  - Educational Attainment
  - Employment
  - Fields of Study in Higher Education
  - Occupation
  - Earnings
    - Does it vary by class (percentile of earnings)?
- How does the situation compare in Ireland since 1990s?
  - Thanks to ESRI's Ivan Privalko for the Irish analysis

# Ratio of Women to Men Receiving BA and Doctoral Degrees, 1970 to 2015



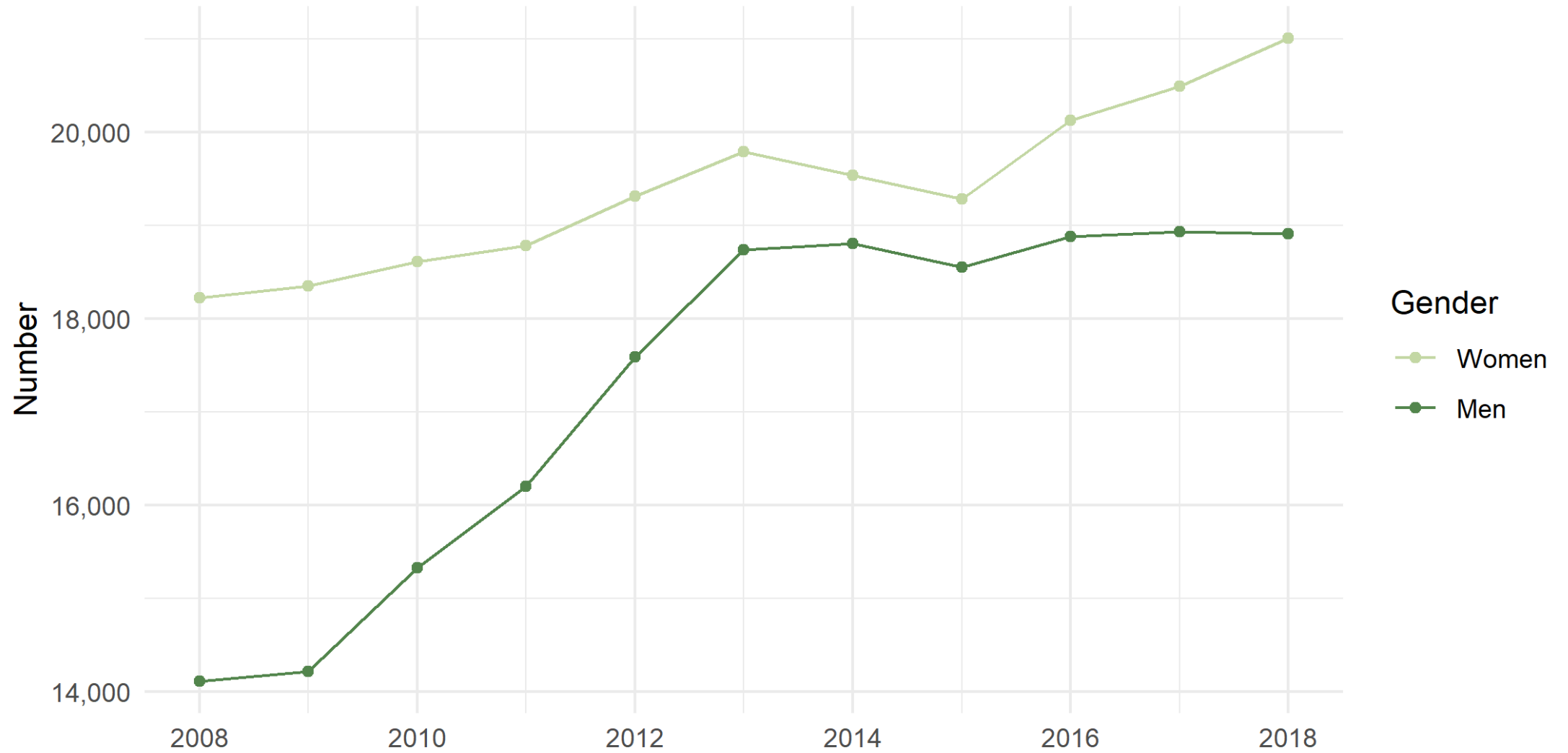
**Source:** Authors' calculation using data from National Center for Education Statistics (NCES).

## Ratio of Women to Men Receiving BA and Doctoral Degrees, Ireland 2008 to 2018



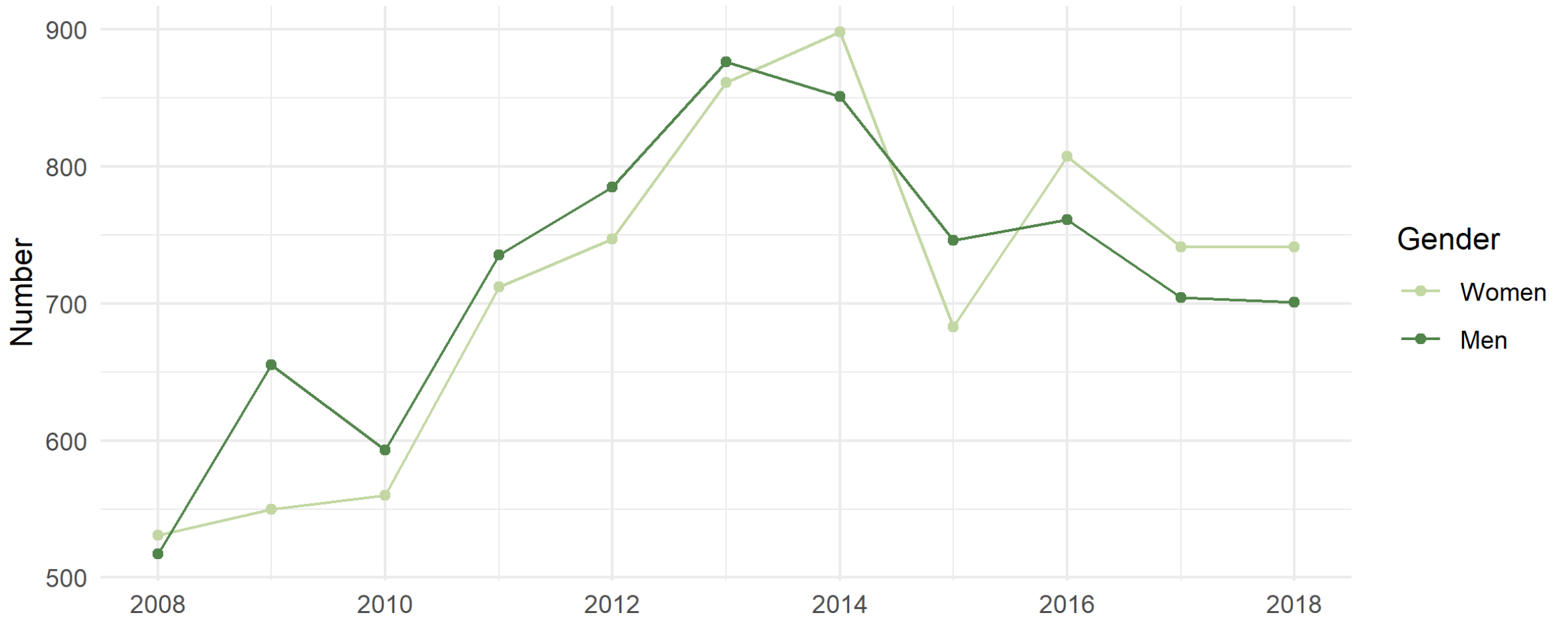
**Source:** Higher Education Authority's Annual Graduate Survey.

## Number of Women and Men Receiving BA degrees, Ireland 2008 to 2018



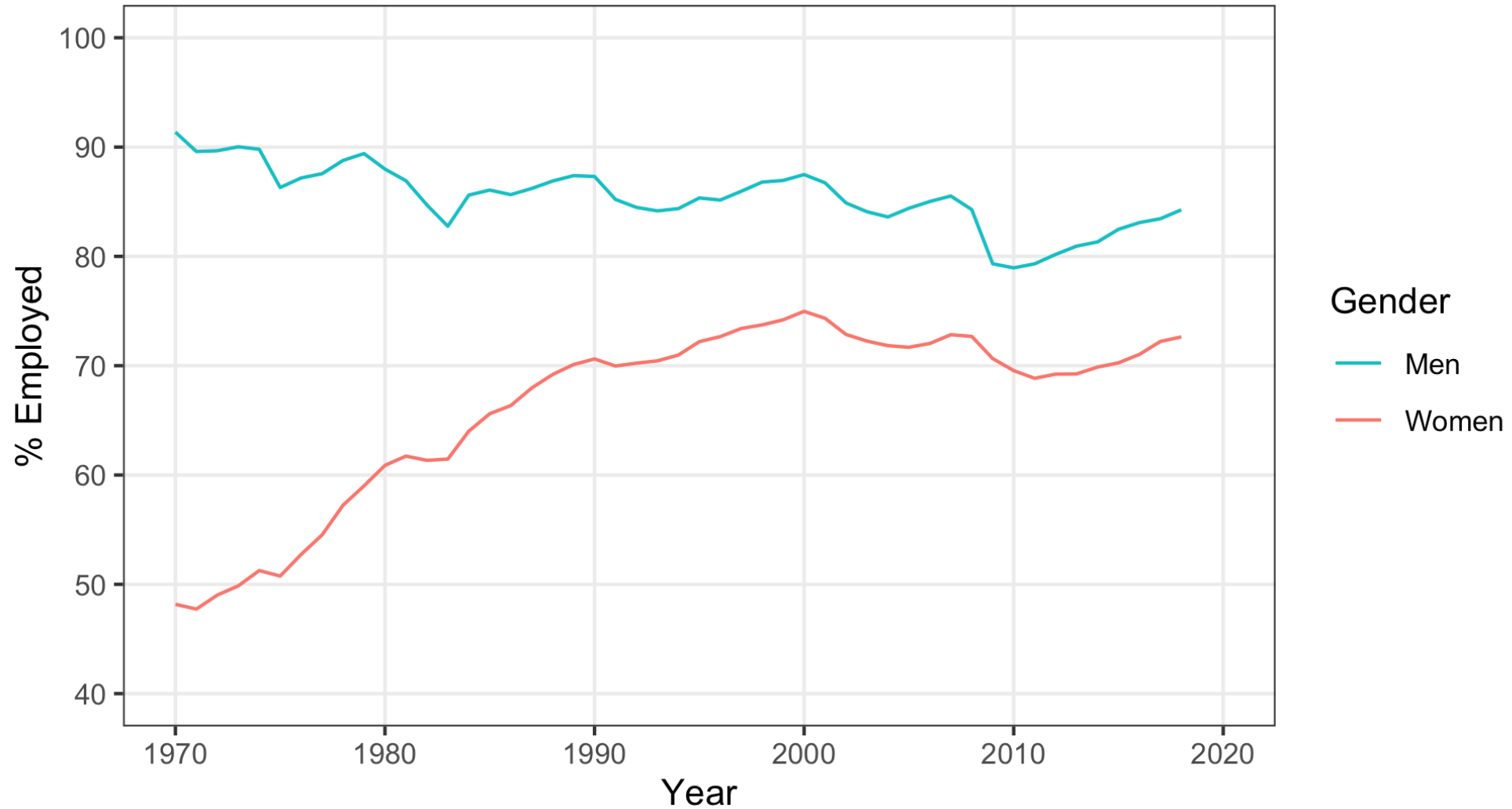
**Source:** Higher Education Authority's Annual Graduate Survey.

# Number of Women and Men Receiving Doctoral Degrees, Ireland 2008 to 2018



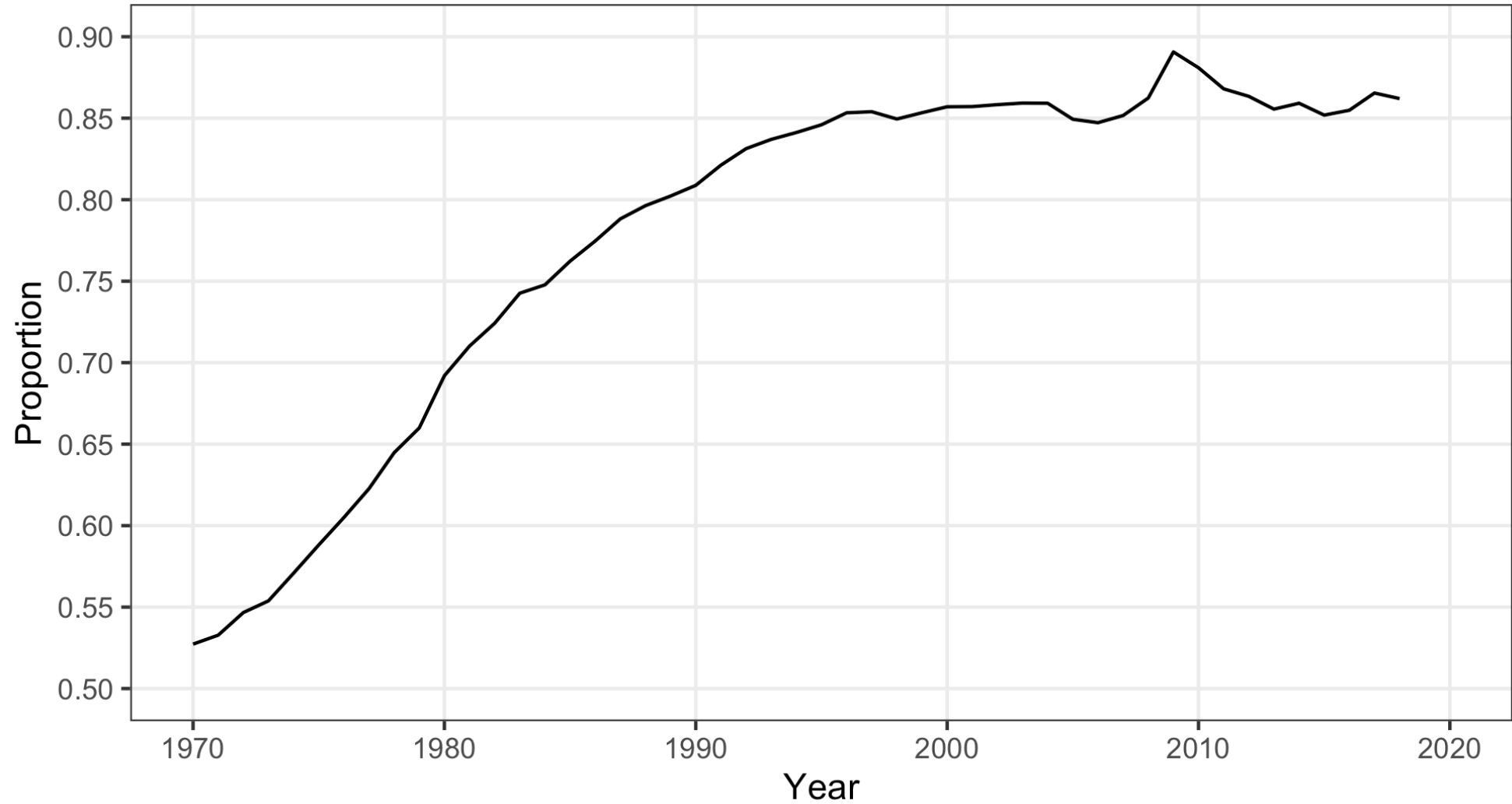
Source: Higher Education Authority's Annual Graduate Survey.

## Percent of Women and Men, Age 25-54, Employed in the Last Week, 1970 to 2018



**Source:** Authors' computations from IPUMS Current Population Survey (CPS) Annual Social and Economic Supplement (ASEC) samples for 1970 to 2018.

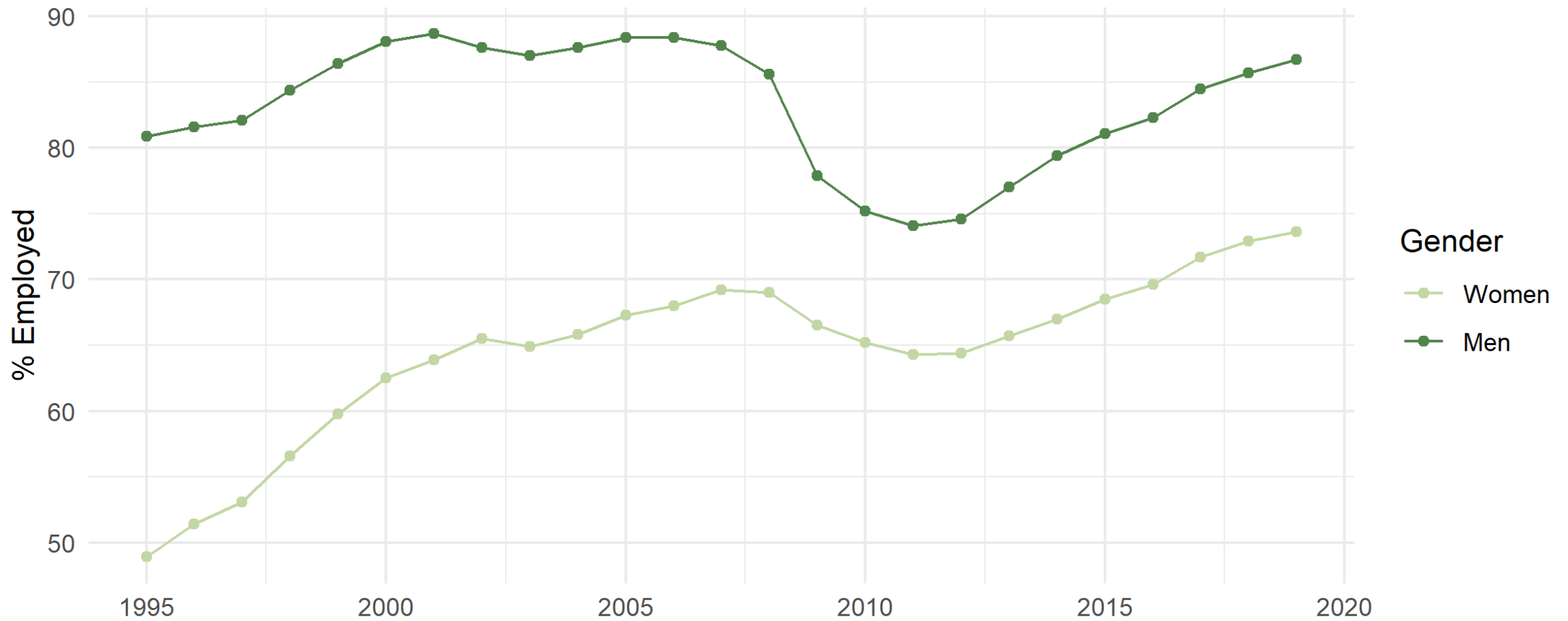
## Ratio of Percent of Women to Men Employed in the Last Week, Age 25-54, 1970 to 2018



**Source:** Authors' computations from IPUMS Current Population Survey (CPS) Annual Social and Economic Supplement (ASEC) samples for 1970 to 2018.

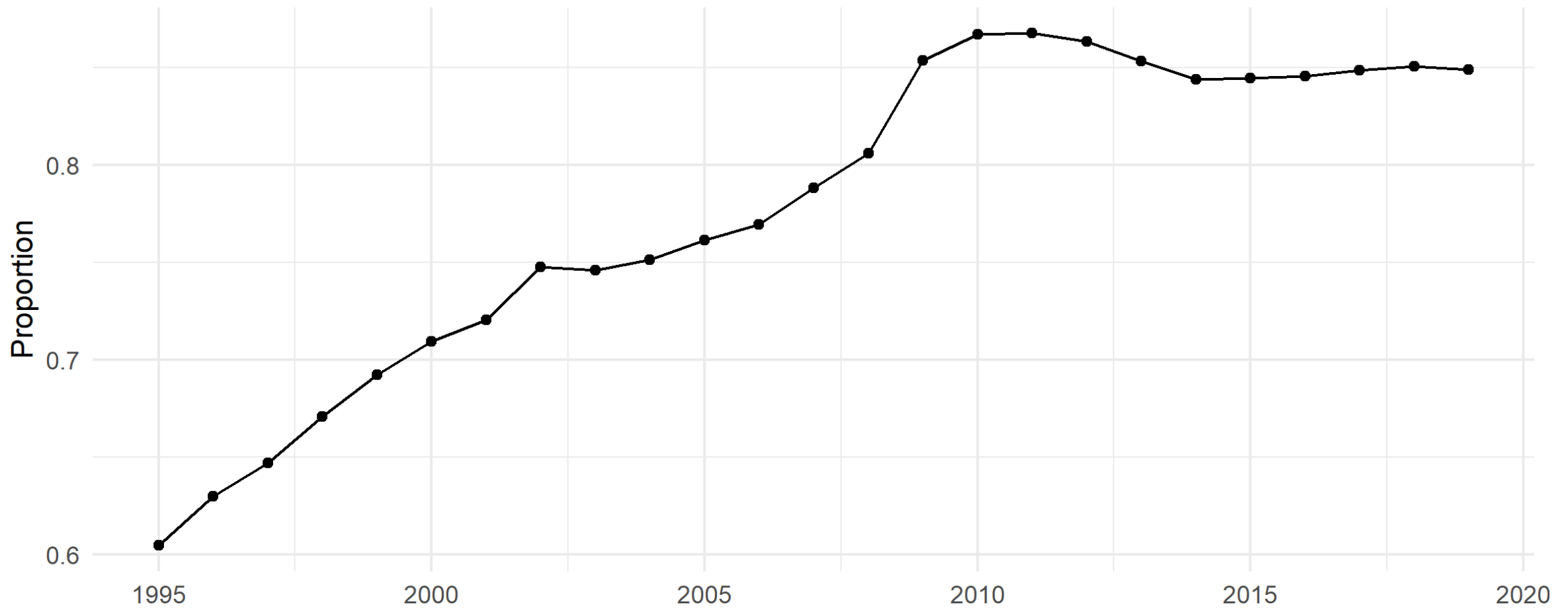


# Percent of Women and Men Employed , Age 25-54, Ireland, 1995 to 2019



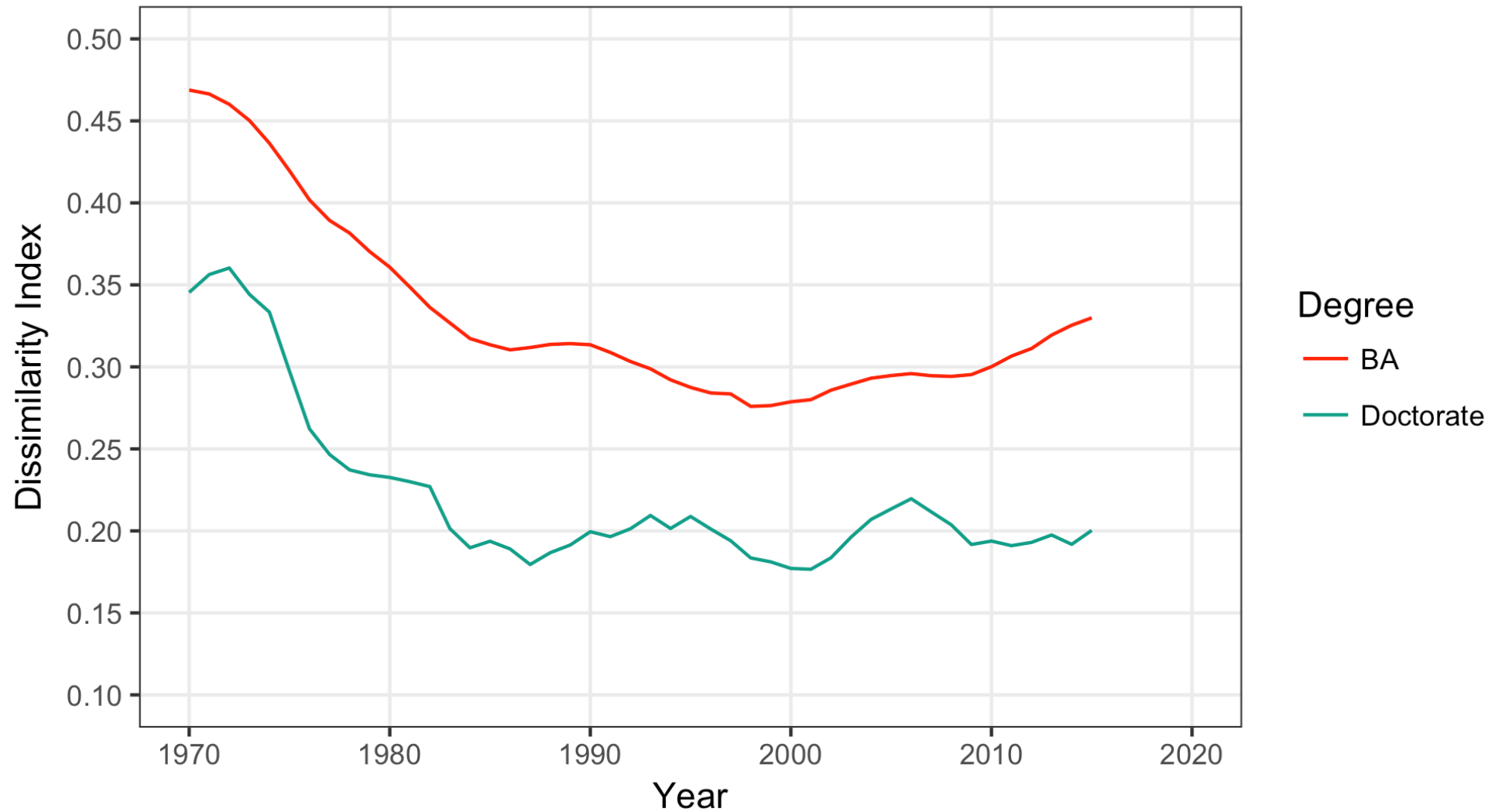
**Source:** Eurostat, Labour Force Survey, series "lfs\_ergan"

## Ratio of Percent of Women to Men Employed, Age 25-54, Ireland 1995 to 2019



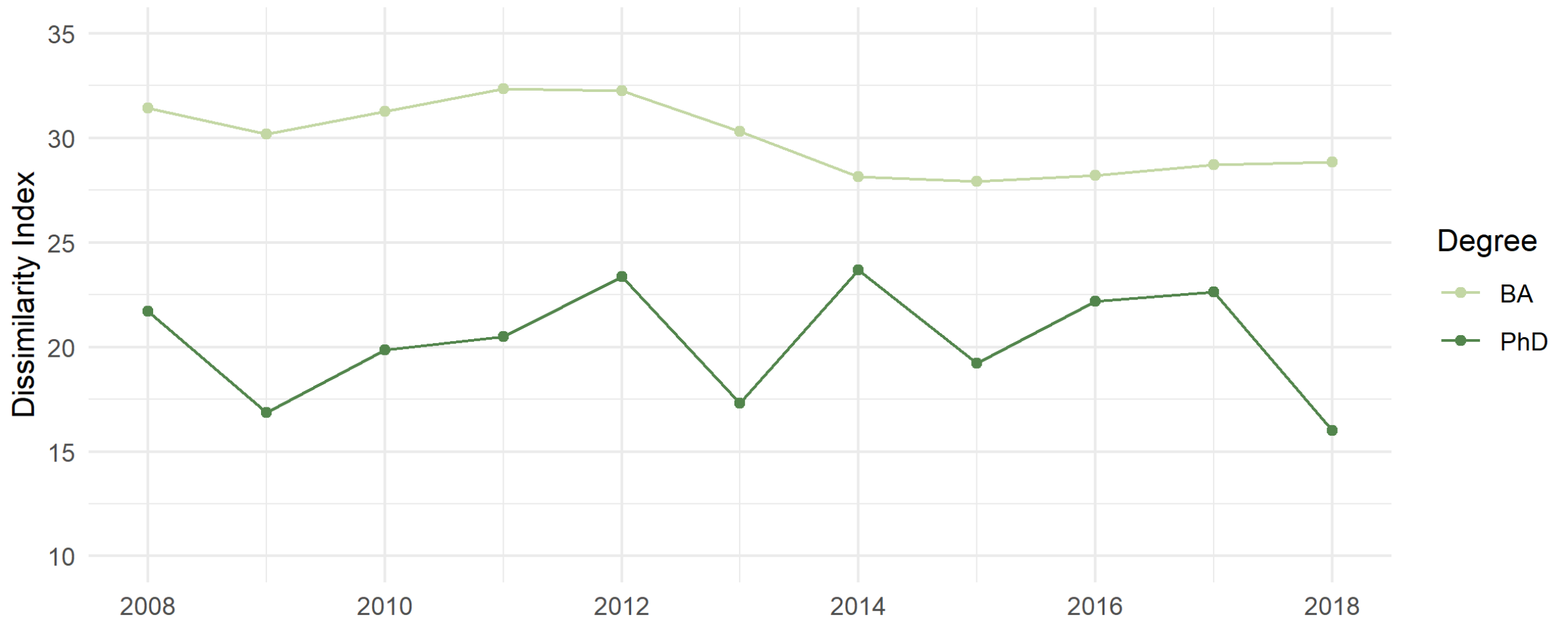
**Source:** Eurostat, Labour Force Survey, series "lfs\_ergan"

## Trends in Dissimilarity Index for BA and Doctorate Recipients, 1970 to 2015



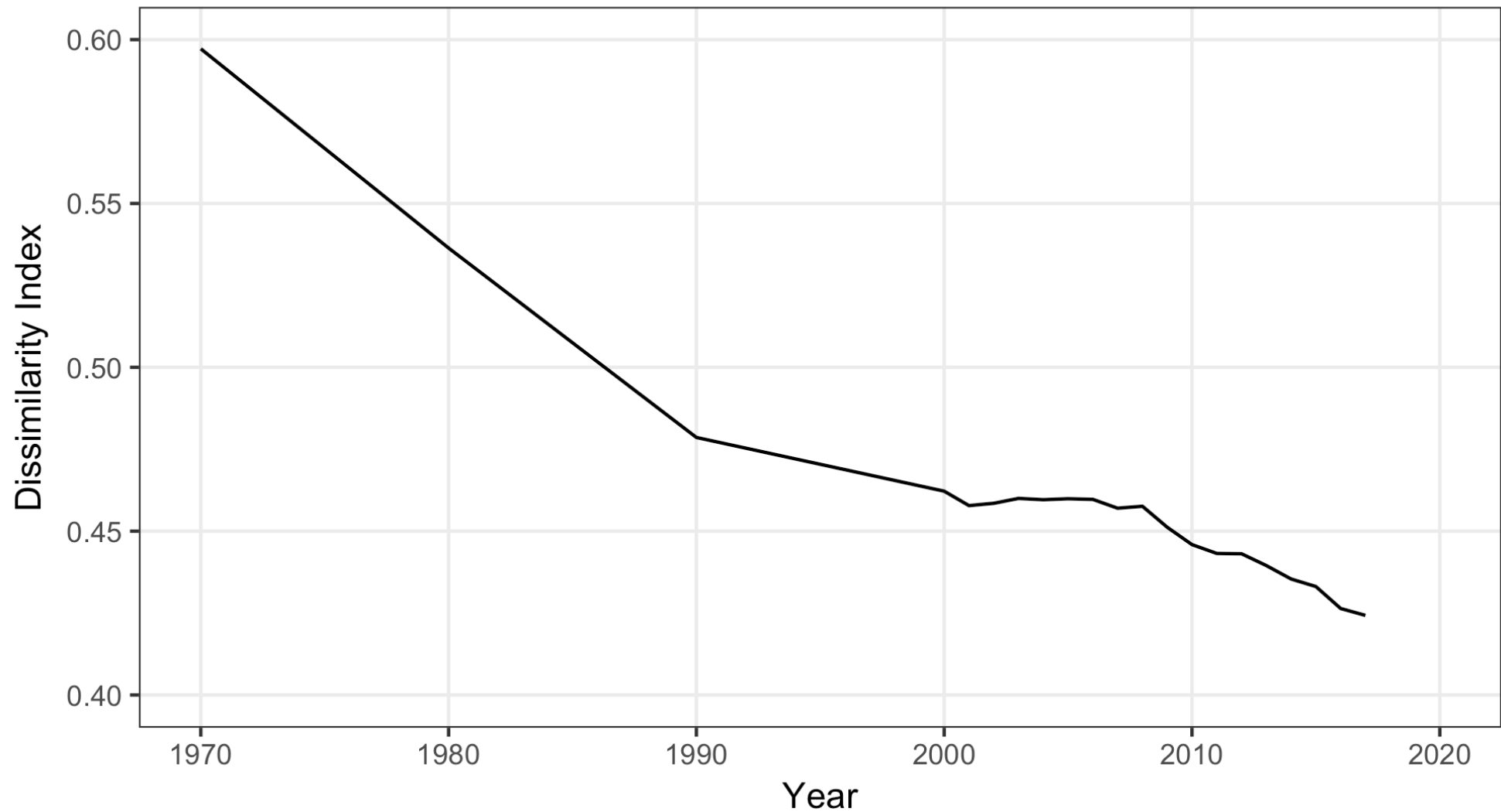
**Source:** Authors' calculation of D (index of dissimilarity) across fields of study divided into 17 categories, using data from National Center for Education Statistics (NCES).

## Trends in Dissimilarity Index for BA and Doctoral Recipients Ireland 2008 to 2018



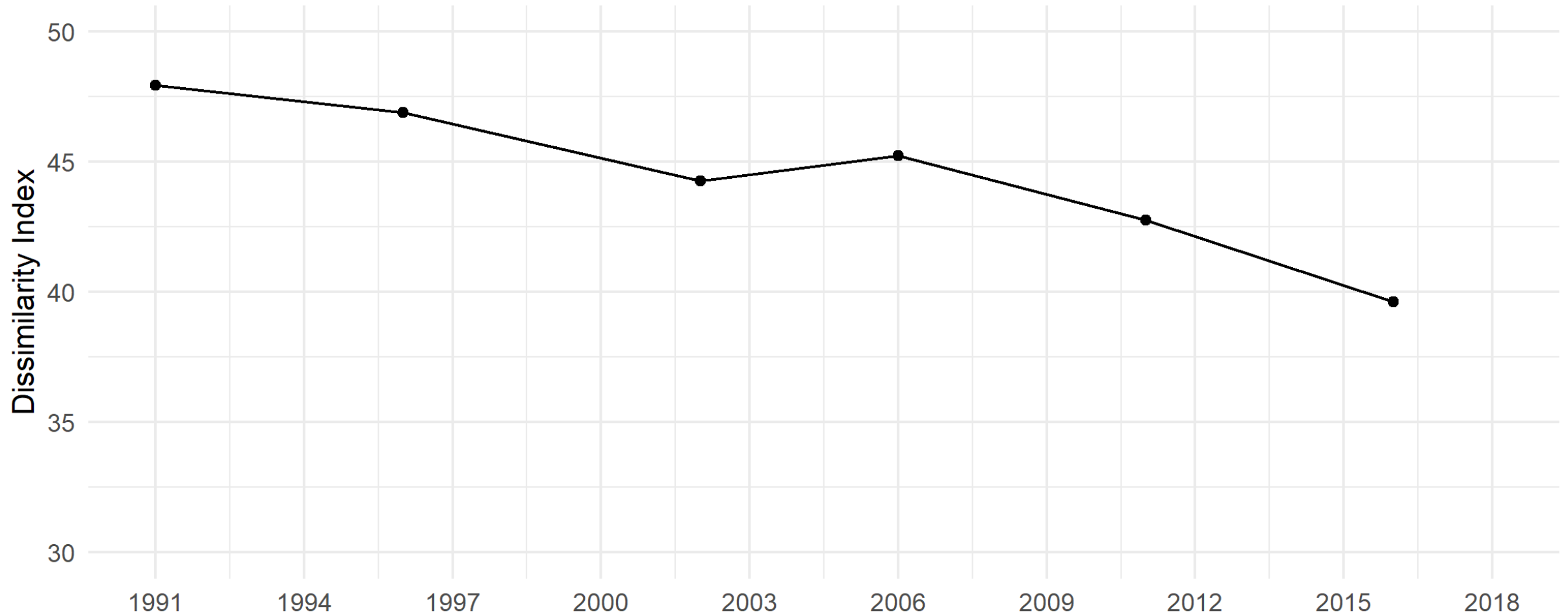
**Source:** Higher Education Authority's Annual Graduate Survey. Uses 6 field of study categories.

## Trends in Dissimilarity Index for 77 Occupational Categories, 1970 to 2017



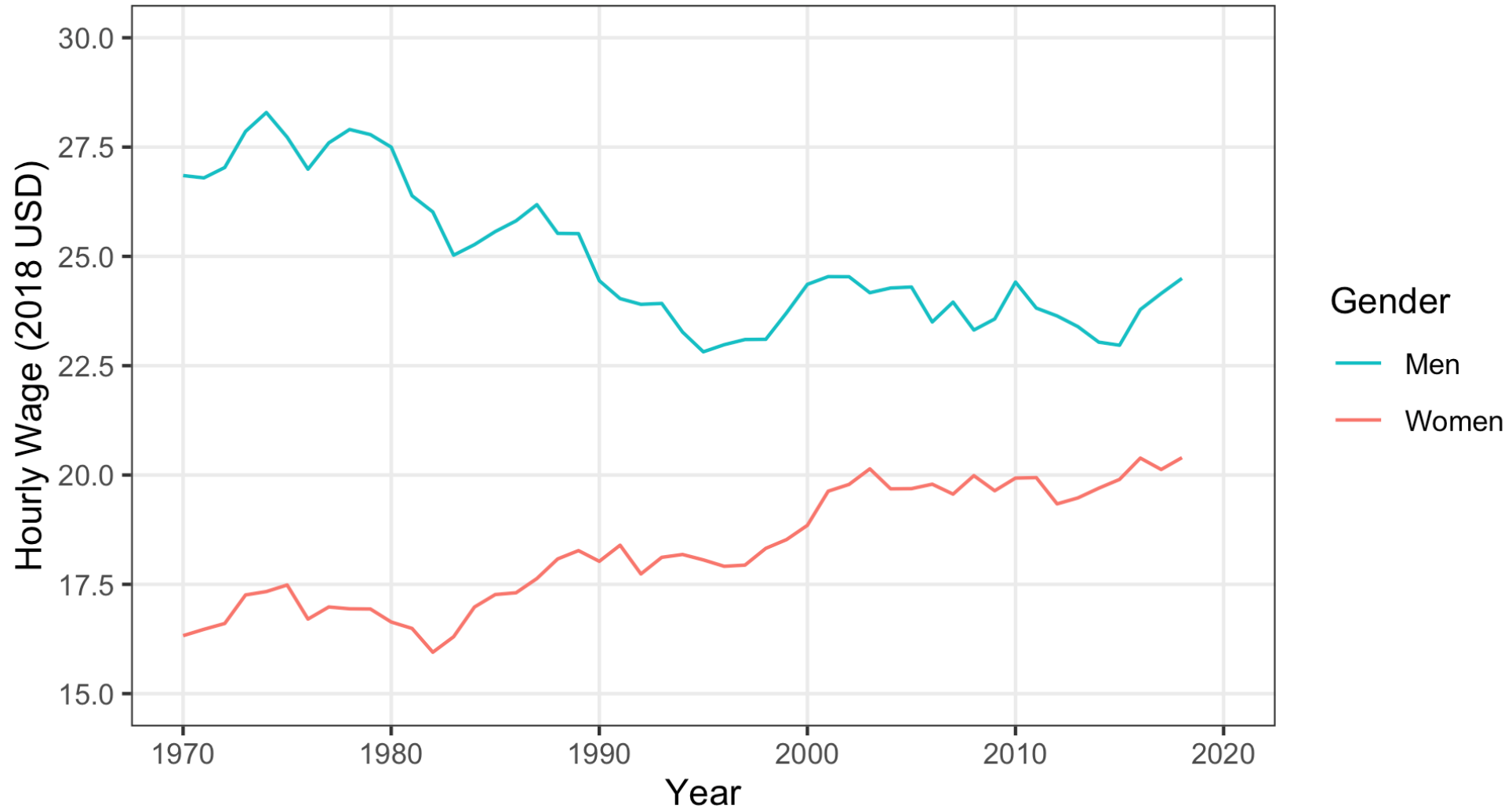
**Source:** Authors' calculation of D (index of dissimilarity) from IPUMS decennial Census samples for 1970 to 2000 and ACS samples for 2001 to 2017. Uses 77 occupational categories.

## Trends in Dissimilarity Index for 25 Occupational Categories Ireland 1991 to 2016



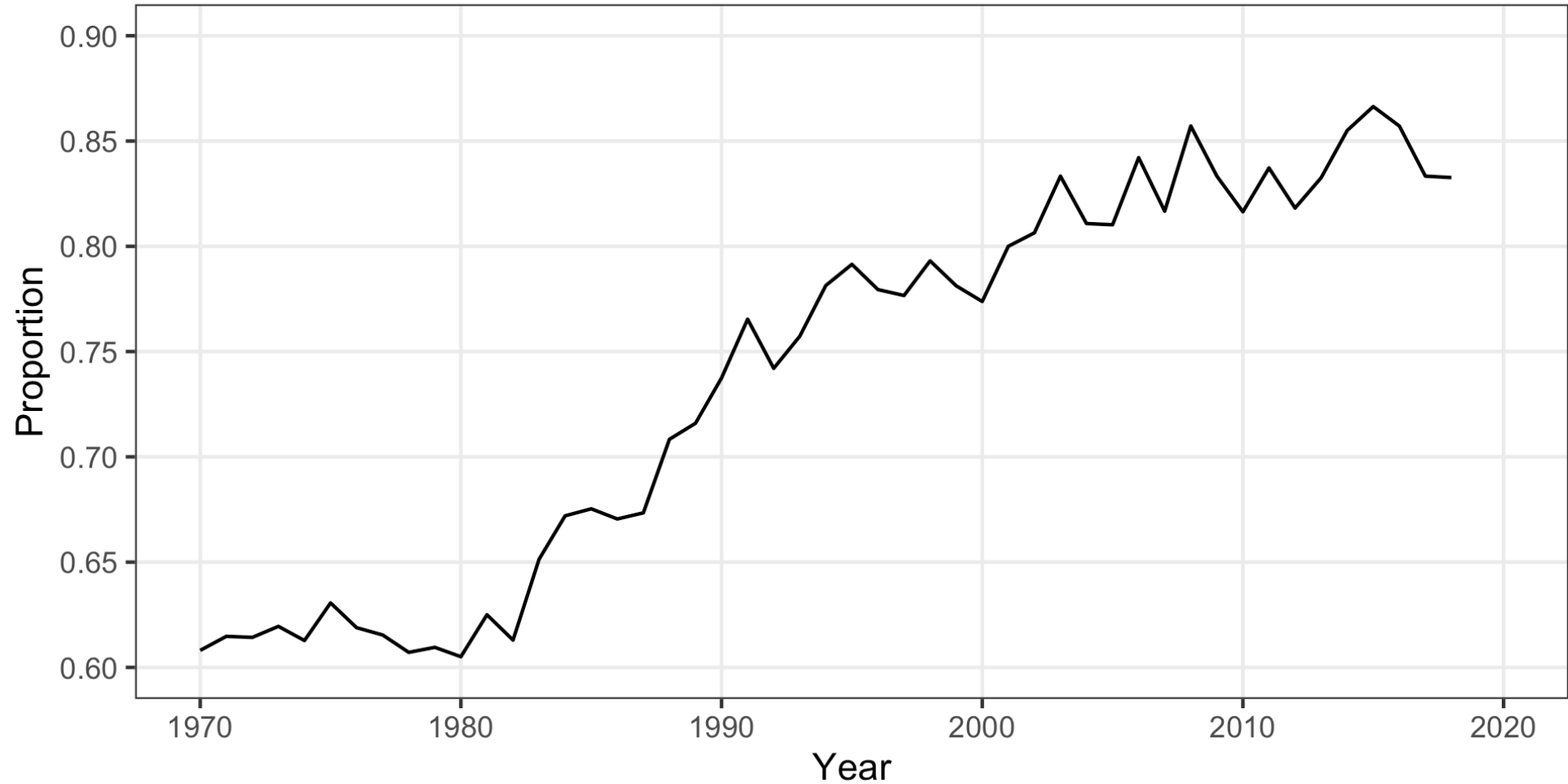
**Source:** CSO Census data for 1991-2016. Updated using data from Keane, Russell, and Smith (2017)

## Median Hourly Wage of Full-Time Working Women and Men, Age 25-54, Employed in the Last Week, 1970 to 2018



**Source:** Authors' computations from IPUMS Current Population Survey (CPS) Annual Social and Economic Supplement (ASEC) samples for 1970 to 2018.

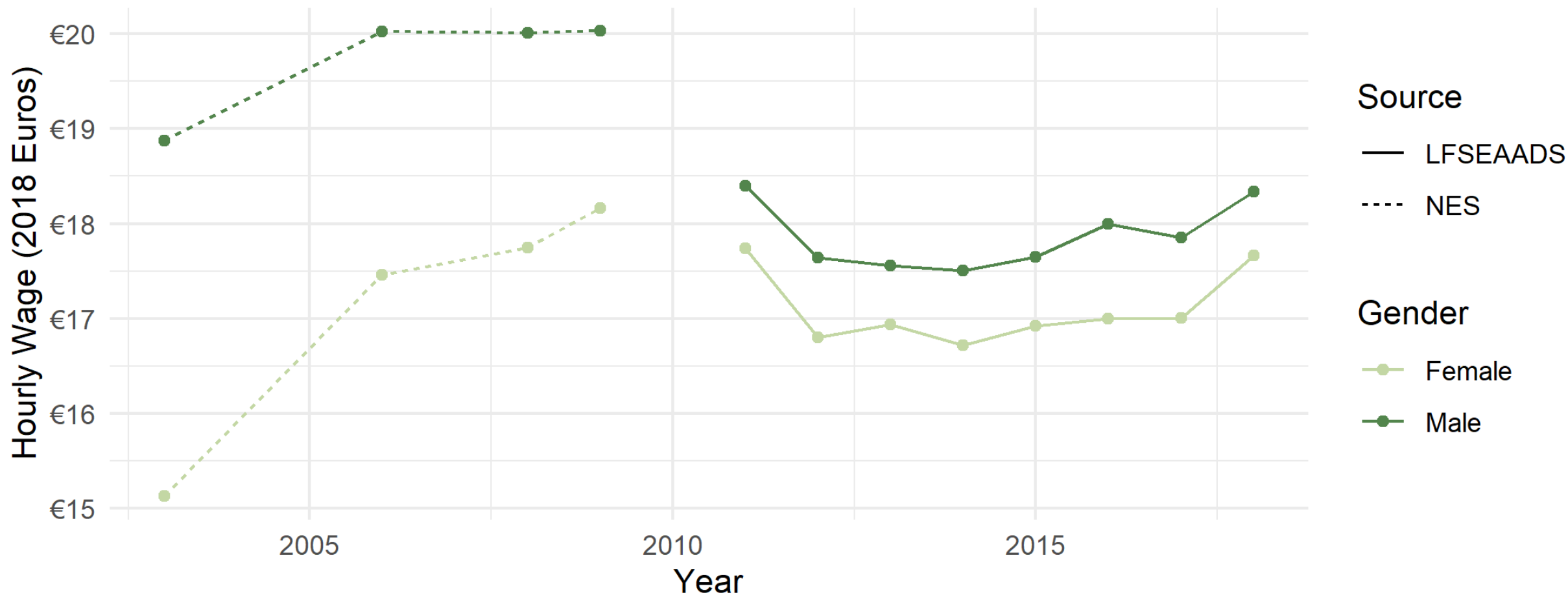
# Ratio of Women's to Men's Median Hourly Wage Among Full-Time Workers Employed in the Last Week, Age 25-54, 1970 to 2018



**Source:** Authors' computations from IPUMS Current Population Survey (CPS) Annual Social and Economic Supplement (ASEC) samples for 1970 to 2018.

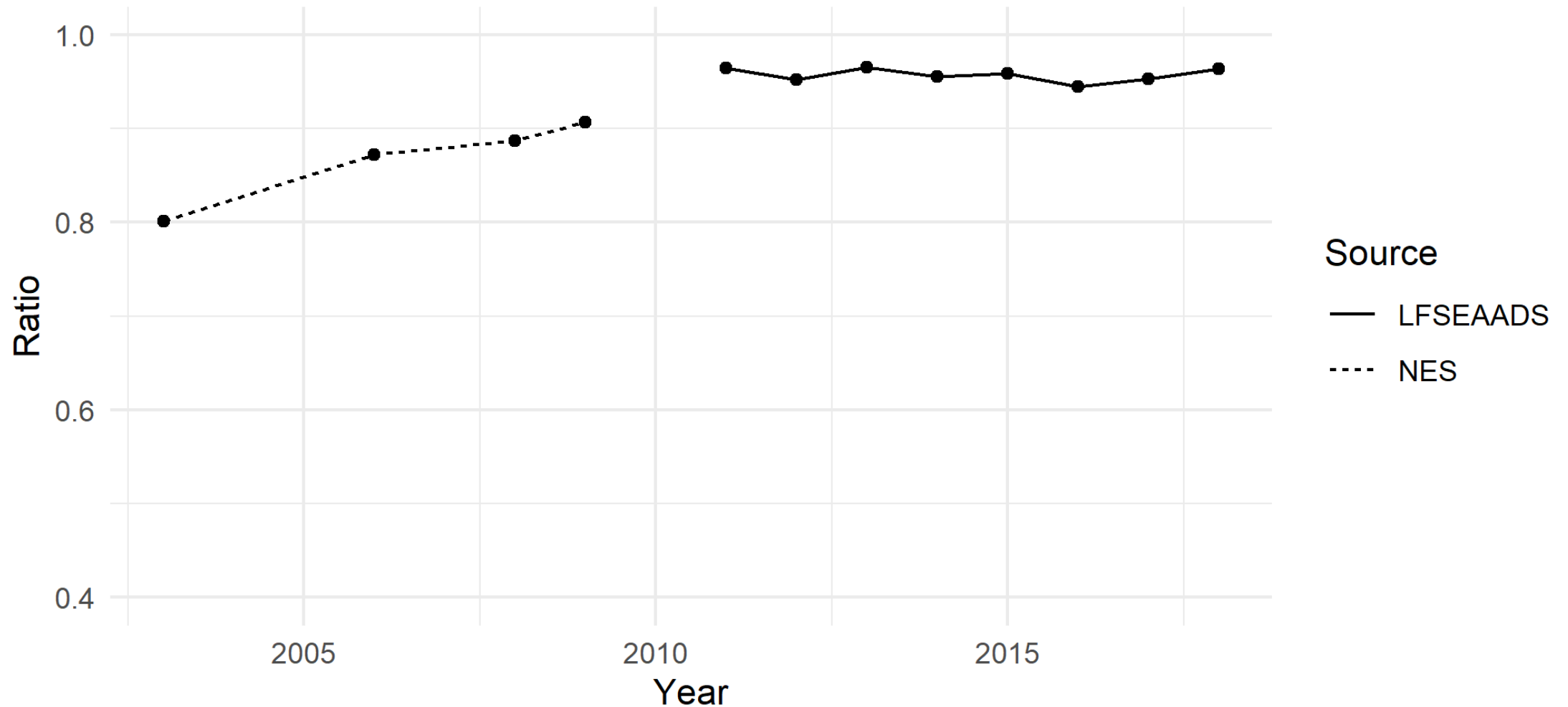


# Median Hourly Wage of Working Women and Men, Aged 25-54, Ireland 2003 to 2018



**Source:** Data for 2003-2008 is from the CSO's National Employment Survey (Omits some public sector jobs)  
Data for 2011-2018 is from a combined version of the Labour Force Survey and the CSO's EAADS

# Ratio of Women's to Men's Median Hourly Wage Aged 25-54, Ireland 2003 to 2018



**Source:** Data for 2003-2008 is from the CSO's National Employment Survey (Omits some public sector jobs)  
Data for 2011-2018 is from a combined version of the Labour Force Survey and the CSO's EAADS

# Summary of Trends

- Women have passed men in getting BAs and Doctorates in both countries
- Erosion of the gender gap in employment stalled in ~2000 in the US and 2010 in Ireland
- Desegregation of fields of study stalled since ~2000 in the US, and little net change recently in Ireland either
- Occupational desegregation in US and Ireland continues, but at slowed pace in US
- US gender gap in pay still shrinking, but slowed; in Ireland stalled

# Sources of the Gender Gap in Pay

- Gender gap in years of experience
  - More women than men drop out to rear kids
  - This gap has moved toward closing but still not closed
- Segregation of occupations
  - Supply side of this for college graduates comes partly from segregation of fields of study, from gender socialization
  - Demand side: hiring/placement discrimination
- Pay Discrimination within and between jobs
  - Pay women less than men in same job because of sex
  - Discriminatorily low pay in predominantly female occupations
- Changes came from increases in women's relative experience, increased entrance of women into "male jobs" from declines in discrimination and increases in nontraditional aspirations.

# How Do Trends in Gender Inequality in Earnings Vary by “Class”

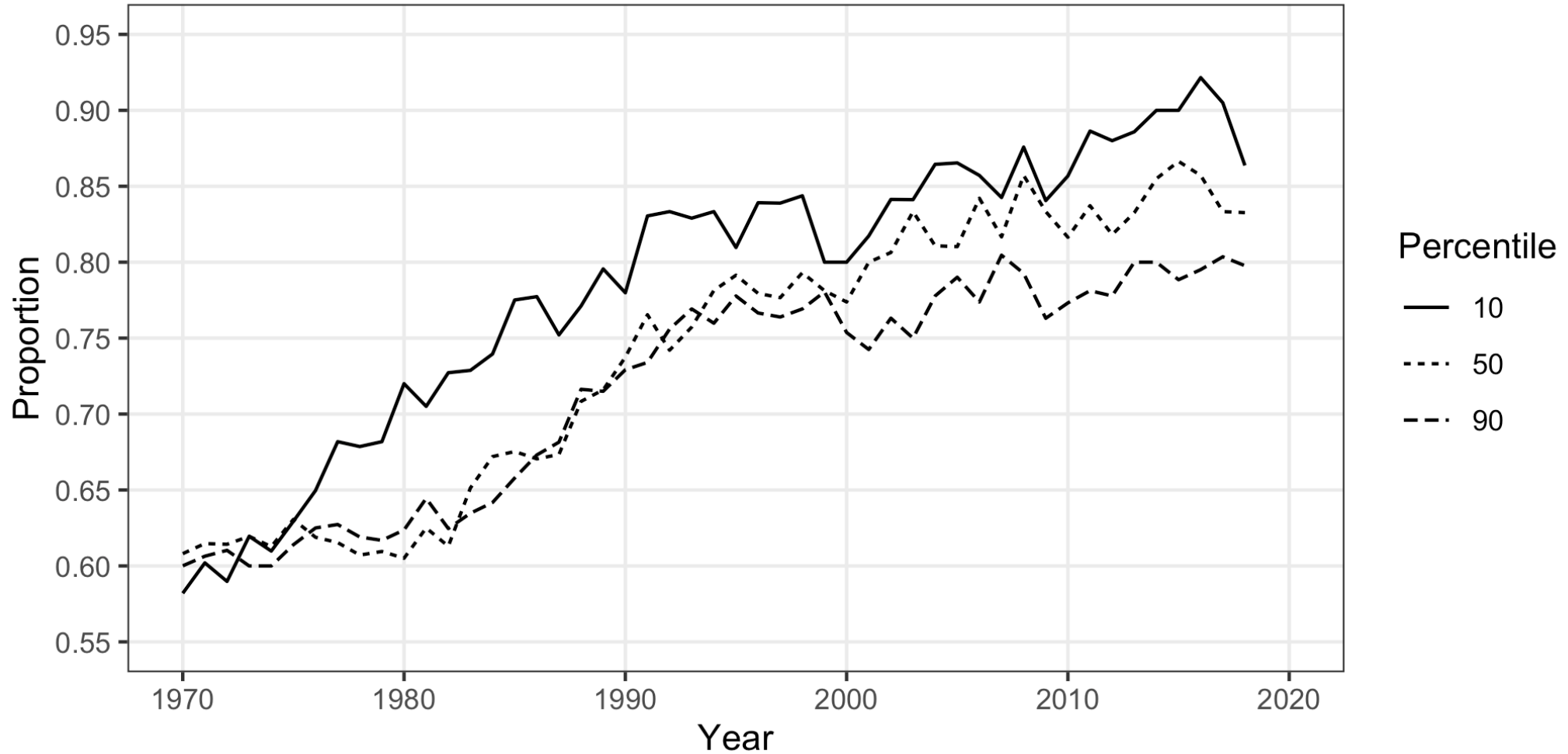
- I measure “class” as earnings percentile
- Examine this for US and Ireland

# Hourly Wage of Men and Women, Age 25-54, Employed in the Last Week, 10th, 20th, 50th, 80th, and 90th Percentile of Their Distributions, 1970 to 2018



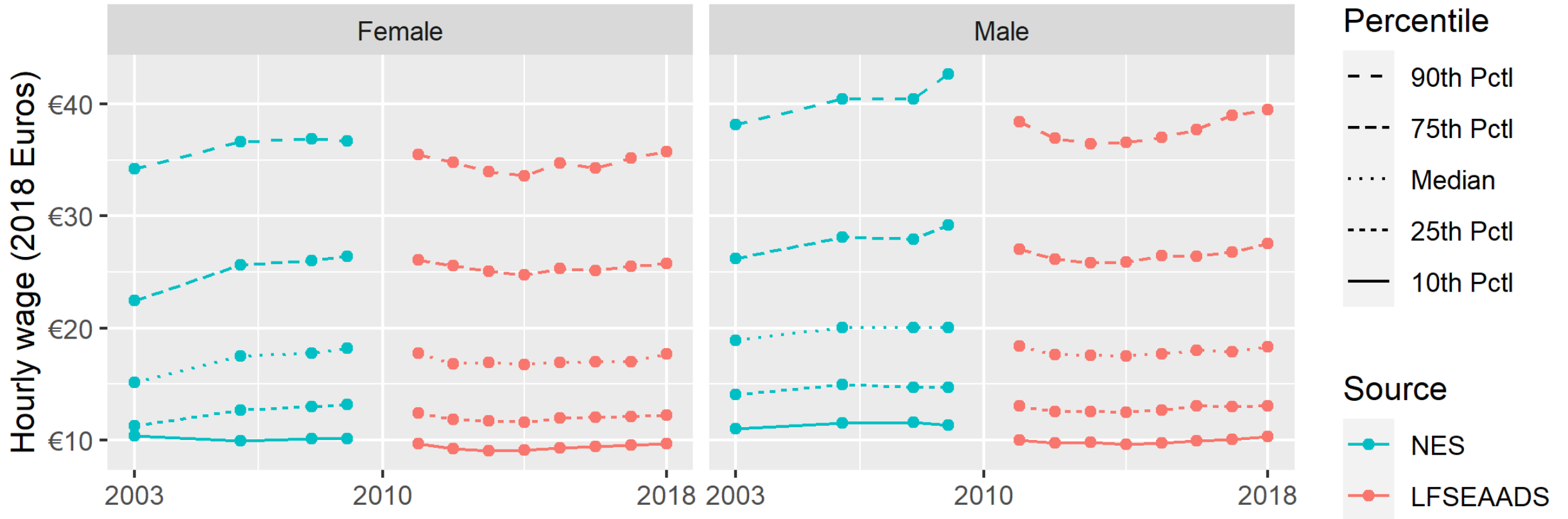
**Source:** Authors' computations from IPUMS Current Population Survey (CPS) Annual Social and Economic Supplement (ASEC) samples for 1970 to 2018.

# Ratio of Women's to Men's Hourly Wage at the 10th, 50th, and 90th Percentile of Their Distributions, For Full-Time Workers Employed in the Last Week, Age 25-54, 1970 to 2018



**Source:** Authors' computations from IPUMS Current Population Survey (CPS) Annual Social and Economic Supplement (ASEC) samples for 1980 to 2018.

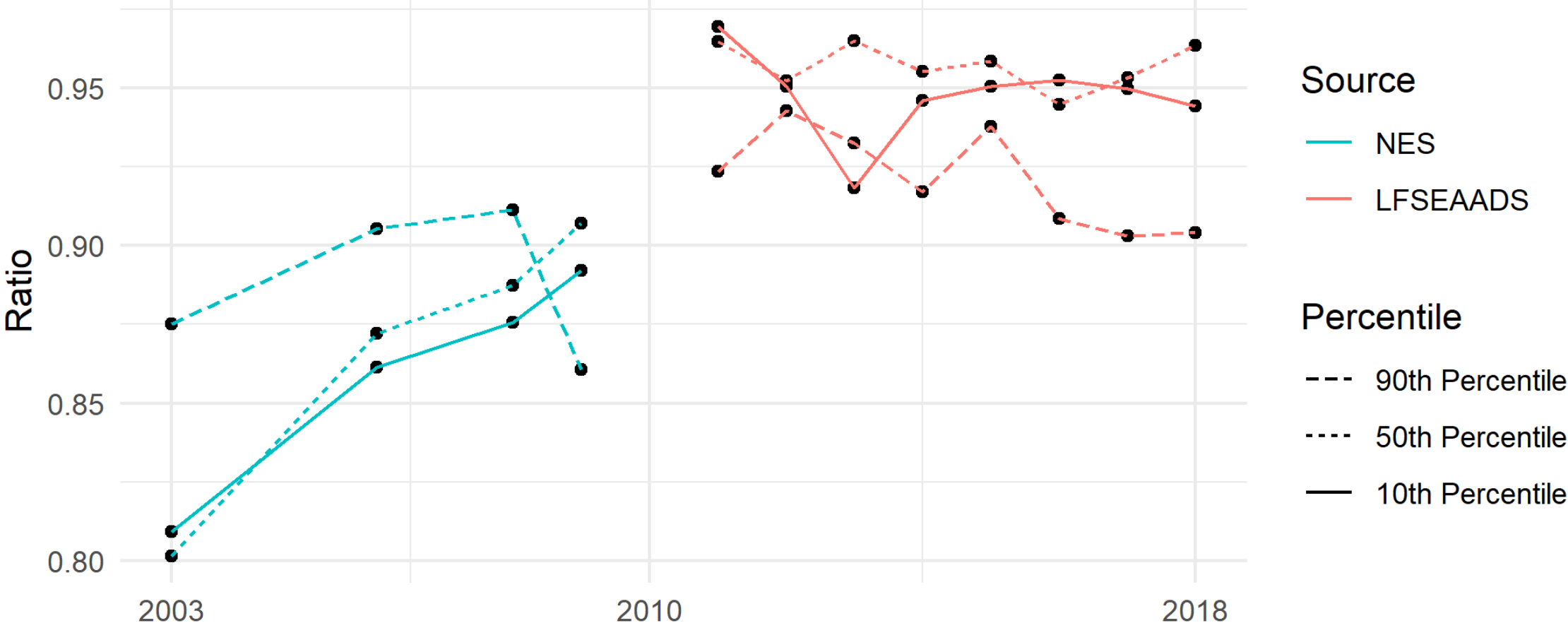
# Hourly Wage of Employed Women and Men, Age 25-54, At the 10th, 25th, 50th, 75th, and 90th Percentile of their Distribution, Ireland 2003 to 2018



**Source:** Data for 2003-2008 is from the CSO's National Employment Survey (Omits some public sector jobs)  
Data for 2011-2018 is from a combined version of the Labour Force Survey and the CSO's EAADS



# Ratio of Women's hourly earnings to Men's, Age 25-54, At the 10th, 50th, and 90th Percentile of their Distribution, Ireland 2003 to 2018



**Source:** Data for 2003-2008 is from the CSO's National Employment Survey  
 Data for 2011-2018 is from a combined version of the Labour Force Survey and the CSO's EAADS

# Summary: Gender Inequality Toward the Top and Bottom

- In the US, the gender pay gap
  - Is smaller at lower percentiles of earnings in all years
  - Closed faster at bottom, mainly because men's \$ fell more
- In Ireland, the gender pay gap
  - Was the smallest at 90th percentile of in 2003-2008, largest at the 90<sup>th</sup> percentile since 2010
  - Closed faster at low percentile 2003-2008, didn't close at any percentile since 2010
- Both places: Less (US) or no (Ireland) erosion of the pay gap in recent years at top *or* bottom

# A Stall or Slowing of Progress Toward Gender Equality

- The “lower hanging fruit” has been picked. We (mostly) got rid of
  - Clear policies against hiring women (men) in certain jobs
  - Clear policies of paying women less
  - Consensus that women’s careers incompatible with being a good mother
- Further progress more difficult

# Institutional and Cultural Forces That Would Need To Change for More Progress

- Cultural
  - Segregation of fields of study and jobs based partly on culturally formed “preferences”
  - More support for women’s careers than men’s equal child rearing, but women’s employment may be stalled because of lack of men’s change
- Institutional, structural
  - Gender bias in hiring, pay is illegal but may be unconscious and hard to prove
  - Setting lower wages for all workers in female-dominated occupations not illegal in US (it is in EU), and hard to prove
  - Employers reluctant to make jobs parenting-friendly because of inertia, costs

Let's discuss!

Email me if you want these slides:

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Related PNAS paper by me:

<https://www.pnas.org/content/117/13/6990>