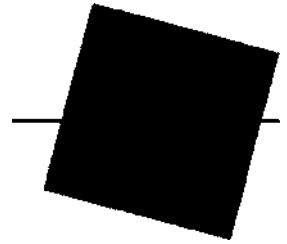


The Economics of Gender

Second Edition

Joyce P. Jacobsen
Wesleyan University

Contents



<i>List of Figures</i>	xiii
<i>List of Tables</i>	xv
<i>List of Focuses</i>	xix
<i>Preface</i>	xxi

PART I

WHAT ARE THE ISSUES IN THE ECONOMICS OF GENDER?	I
--	----------

Introduction	3
---------------------	----------

<i>What is the economics of gender?</i>	3
<i>Why study the economics of gender?</i>	4
<i>How are men and women different?</i>	5
# Focus: Gender, gender, everywhere	6
<i>Why are men and women different?</i>	7
<i>Critiques of the economic approach</i>	14
<i>Communication between academic disciplines</i>	17
% Focus: Gender and metaphor in the language of economics	18
<i>Summary</i>	19
<i>Endnotes</i>	19
<i>Further reading</i>	22
<i>Discussion questions</i>	23

<i>APPENDIX: The repercussions of scarcity</i>	24
--	----

<i>Opportunity cost</i>	24
<i>The marginal vs. total distinction</i>	24
<i>Markets</i>	25
# Focus: The intrinsic value paradox: Are diamonds and water like lawyers and child care workers?	28

<i>Noncompetitive markets - monopoly and monopsony</i>	29
IHHBHBHHHHfll Effects of a minimum wage	33
<i>Endnotes</i>	35
<i>Discussion questions</i>	35
Gender Differences in the U.S. Economy	37
<i>How much do men and women work?</i>	37
% Focus: Will men be tomorrow's "second sex"?	43
<i>Where do women and men work?</i>	43
<i>How much money do men and women make?</i>	47
<i>How well-off are women and men?</i>	50
% Focus: Gender differences in charitable contributions	53
<i>How do men and women allocate their time?</i>	55
ffHHHffHHHHH Unemployment policy	57
<i>Summary</i>	58
<i>Endnotes</i>	59
<i>Further reading and statistical sources</i>	61
<i>Discussion questions</i>	62
PART II	
WHY DO WOMEN AND MEN WORK?	65
The Household as Economic Unit	67
<i>Household and marriage formation</i>	67
<i>Forces determining the division of labor</i>	73
<i>Who to marry and how to share</i>	79
• Focus: Is bachelorhood a pitiable state?	82
<i>How is power distributed in households?</i>	83
% Focus: The economics of domestic violence	85
# Focus: Has feminism failed? One woman's viewpoint	86
<i>Household and marriage dissolution</i>	87
H H H H H H H I No-fault divorce	88
<i>Summary</i>	90
<i>Endnotes</i>	91
<i>Further reading</i>	95
<i>Discussion questions</i>	96
<i>APPENDIX: Consumption and production relationships</i>	98
<i>Gains from trade</i>	98
<i>Budget constraints and indifference curves</i>	99
<i>Substitutes and complements</i>	103

<i>Endnote</i>	105
<i>Discussion questions</i>	105
Labor Force Participation: Analysis of Trends	106
<i>Trends in labor force participation</i>	106
<i>What has caused these trends?</i>	115
<i>Explanations of the rise in women's labor force participation</i>	118
# Focus: What is higher-quality housework?	123
<i>Explanations of the fall in men's labor force participation</i>	125
<i>Trends in hours worked</i>	127
<i>Conclusions about economic factors affecting labor force participation</i>	130
<i>Extensions of the simple economic model</i>	130
% Focus: The decline of volunteerism	132
<i>Predicting changes in the labor market</i>	132
B I ^ ^ H H i H Subsidized child care	134
<i>Summary</i>	136
<i>Endnotes</i>	137
<i>Further reading</i>	140
<i>Discussion questions</i>	141
 <i>APPENDIX: Labor supply</i>	 142
<i>The decision to work</i>	142
HHHHHHBHNI A" earnings tax	150
<i>Endnotes</i>	151
<i>Discussion questions</i>	152
 Labor Force Participation: Consequences for Family Structure	 154
<i>Demographic trends</i>	154
<i>The question of causality</i>	159
% Focus: Early marriage as an element of Utopia	161
<i>New household and family patterns</i>	168
<i>Changes in well-being of households and families</i>	169
# Focus: The price of success? Higher education and family life	172
% Focus: Teenage mothers and the cycle of poverty	173
H H H H H H B H H H Regulation of fertility - access to contraception and abortion	175
<i>Summary</i>	178
<i>Endnotes</i>	178
<i>Further reading and statistical sources</i>	183
<i>Discussion questions</i>	183
 <i>PART II POLICY APPLICATION: Welfare Reform</i>	 185
<i>What is welfare?</i>	185
<i>Who is poor?</i>	185

<i>Effects of welfare programs</i>	187
<i>Approaches to welfare reform</i>	191
% Focus: Making noncustodial parents pay	194
% Focus: The Free the Children antipoverty program	196
<i>Recent welfare reform in the U.S.</i>	197
<i>Endnotes</i>	198
<i>Further reading and statistical sources</i>	200
<i>Discussion questions</i>	201

PART III

THE EARNINGS PUZZLE: WHY DO WOMEN EARN LESS THAN MEN? 203

Gender Segregation in the Workplace 205

<i>The situation in various occupations</i>	205
# Focus: Directors and officers at Fortune 500 companies	208
<i>Interpretation of large changes in the proportion of women in some occupations</i>	209
<i>Segregation index values</i>	212
<i>Cross-cultural segregation data</i>	216
<i>Theories of why segregation occurs and persists</i>	219
^ Focus: Blind selection processes	222
<i>The relationship between segregation and earnings</i>	222
^ Focus: University coaches' salaries	227
<i>Effects of workforce policies on segregation</i>	227
HHHHHHHHHHH Affirmative action	230
<i>Summary</i>	232
<i>Endnotes</i>	233
<i>Further reading</i>	238
<i>Discussion questions</i>	239

Causes of Earnings Differences: Human Capital 241

<i>What is human capital?</i>	241
<i>How human capital investments affect earnings</i>	242
% Focus: The "mommy track" controversy	248
<i>The significance of human capital theory for occupational choice</i>	249
# Focus: Is there gender bias in educational testing?	251
<i>Evidence of effects of human capital differences on gender earnings differences</i>	252
% Focus: Is the classroom climate chilly for women?	257
<i>Policy implications of human capital theory for the gender earnings gap</i>	258
H B H U H H H H I H Nontraditional job training programs	259
<i>Summary</i>	260
<i>Endnotes</i>	260
<i>Further reading and statistical sources</i>	263
<i>Discussion questions</i>	263

<i>APPENDIX: Regression analysis</i>	265
<i>Endnotes</i>	269
<i>Discussion questions</i>	269
Causes of Earnings Differences: Compensating Differentials	271
<i>What is a compensating differential?</i>	III
<i>How do compensating differentials affect earnings?</i>	272
% Focus: Death on the job	274
<i>Sorting of workers across firms and industries</i>	275
<i>Gender differences in preferences for job characteristics</i>	111
% Focus: Gender differences in "selling out"	279
<i>Policy implications of compensating differentials for the gender earnings gap</i>	283
HHIⁱ Hⁱ H^H Hⁱ Hⁱ Workplace regulations	284
<i>Summary</i>	285
<i>Endnotes</i>	285
<i>Further reading</i>	287
<i>Discussion questions</i>	288
Causes of Earnings Differences: Discrimination	289
<i>How economists define discrimination</i>	289
<i>Overview of evidence of workplace discrimination</i>	290
% Focus: The difficulties of filing discrimination charges	291
% Focus: The Sears case	298
<i>How do discrimination theories explain gender workplace differences?</i>	300
<i>Models involving tastes for discrimination</i>	300
<i>Models of discrimination that do not involve prejudice</i>	304
# Focus: Job interviewers' techniques	310
<i>Can discrimination exist in equilibrium?</i>	311
<i>Feedback effects from labor market discrimination</i>	312
<i>Devices for combating discrimination</i>	313
fBfHHHHHHHHH Anti-discrimination legislation	314
<i>Summary</i>	316
<i>Endnotes</i>	316
<i>Further reading</i>	321
<i>Discussion questions</i>	322
PART III POLICY APPLICATION: Comparable Worth	324
<i>What is comparable worth?</i>	324
<i>The pros and cons of comparable worth</i>	325
• Focus: Comparable worth for professors	331
<i>How would comparable worth be implemented nationally?</i>	332
<i>Estimation of potential comparable worth benefits and costs</i>	334
<i>Evaluation of actual comparable worth policies</i>	335

<i>The need for policies to correct discrimination</i>	337
<i>Endnotes</i>	338
<i>Further reading</i>	341
<i>Discussion questions</i>	342

PART IV

CROSS-SOCIETAL COMPARISONS: ARE GENDER DIFFERENCES THE SAME EVERYWHERE?	343
--	------------

Industrialized Capitalist Societies **345**

<i>Overview of levels and trends in these countries</i>	345
# Focus: Institutionalized pay discrimination in New Zealand	351
^ Focus: Swedish hiring quotas	354
<i>Examples from particular countries</i>	355
# Focus: Comparing tax system effects for Sweden and Germany	360
<i>Social policies across advanced industrialized countries</i>	361
##### Child allowances	364
<i>Summary</i>	364
<i>Endnotes</i>	365
<i>Further reading and statistical sources</i>	369
<i>Discussion questions</i>	370

Socialist and Cooperative Societies **371**

<i>Why these societies might be expected to display more gender equality</i>	371
<i>Evaluation of actual practices</i>	372
# Focus: Causes of the progress of women in the Soviet Union	376
<i>Examples from particular countries</i>	377
# Focus: How many "missing girls" are there in China?	379
<i>Summary</i>	383
<i>Endnotes</i>	383
<i>Further reading and statistical sources</i>	386
<i>Discussion questions</i>	387

Nonindustrialized Traditional Societies **388**

<i>Overview of levels and trends in these countries</i>	388
<i>Methods for evaluating the extent and value of work</i>	397
^ Focus: Time use in Togo	398
<i>Level of gender inequality by type of society</i>	399
^ Focus: Flexible gender roles in American Indian societies	401
^ Focus: Sex ratios across societies	403
<i>Examples from particular countries</i>	404

	406
Rural-urban migration disincentives	
<i>Summary</i>	407
<i>Endnotes</i>	408
<i>Further reading</i>	411
<i>Discussion questions</i>	412
Effects of the Development Process on Gender Differences	414
<i>What is development?</i>	414
% Focus: Two Brazilian factories	419
<i>Development effects on family structure</i>	420
# Focus: The marriage market in Singapore	422
<i>Development policy topics</i>	ATI
# Focus: Bank loans in Bombay	426
m i l l H H H H I I Foreign aid practices	427
<i>Summary</i>	428
<i>Endnotes</i>	428
<i>Further reading and statistical sources</i>	430
<i>Discussion questions</i>	432
PART V	
HISTORICAL COMPARISONS: HOW DO GENDER DIFFERENCES VARY OVER TIME?	433
Gender Differences in U.S. Economic History	435
<i>Overview by era</i>	435
# Focus: Mill towns in New England	437
<i>Long-run trends in labor markets</i>	440
# Focus: Bank tellers and the tipping phenomenon	444
<i>Policies affecting men and women differently</i>	447
% Focus: The cigar industry	449
IIIIHBBIIIIHHIIIIHI Marriage bars	450
<i>Summary</i>	450
<i>Endnotes</i>	451
<i>Further reading and statistical sources</i>	455
<i>Discussion questions</i>	455
Race, Ethnicity, and Class Considerations in Interpreting Gender Differences	457
<i>Gender differences across groups</i>	457
<i>Different conceptual frameworks for analyzing group differences</i>	460
^ Focus: Does the 1990 immigration law hurt women?	461

<i>Displaced populations — American Indians</i>	461
<i>Repercussions of slavery: the African-American experience</i>	462
# Focus: Black progress in corporate America	465
<i>Immigrant experiences</i>	465
<i>Group membership considerations in formulation of policy</i>	469
# Focus: Does Title IX discriminate against black men?	470
IIHHHHHHHHIHHI Quotas in educational programs and hiring	470
<i>Summary</i>	<i>All</i>
<i>Endnotes</i>	<i>All</i>
<i>Further reading</i>	473
<i>Discussion questions</i>	A1A
Policy Proposals	475
<i>Summary of policy approaches to gender issues</i>	475
<i>General precepts for policy formulation</i>	A16
# Focus: Why don't women get tenure?	483
# Focus: Part-time lawyers	484
B B H H U H I Family-friendly benefits	486
<i>Summary</i>	486
<i>Endnotes</i>	486
<i>Further reading and statistical sources</i>	488
<i>Discussion questions</i>	488
<i>Author Index</i>	490
<i>Subject Index</i>	502