I had promised the link to the Fed session on diversity in economics to a participant. Here it is.

http://www.federalreserve.gov/newsevents/conferences/national-summit-diversity-economics-profession-program.htm

Cecilia A Conrad
Vice President, MacArthur Fellows Program
Women, Work, & Feminist Economics

IAFFE Pre-Conference Workshop
Berlin 2015
Topics Related to Women’s Work

• Early focus on the Gender Gap in Pay, Participation in Formal, Paid Labor Force by Women
• Care Labor
• Sexual Division of Labor in Home
• Work & Policies to Promote Women’s Equality
• Women’s Work and Economic Performance
Median Earnings of Women as % of Median Earnings of Men in the US, Year Round, Full Time Workers

Gender Gap in Pay

Figure 1: Trends in female labor force participation, 1890-2005

Figure 2: Female labor force participation and economic development: 1890-2005

Technological Change/Structural Change (In US, At Least as Early as 1900)

Growth in Demand for Women Workers

Increase in Wage Offers to Women Workers

Increase in OH Hours Worked By Women

Women in Different Jobs because of Differences in Tastes

Claim: US Real gap began to narrow in the 1900s - Smith & Ward
Access to Technology to Control Reproduction

Investment in Human Capital By Women

Move into Professions

Increase in Wage

Increase in OH Hours Worked, Particularly Highly Educated Women

ANOTHER NEOCLASSICAL ECONOMICS PERSPECTIVE (Goldin & Katz)
FEMINIST ECONOMICS PERSPECTIVE

Active Policy Intervention/Change in Wage Setting (In US, Title IX & EEOC)

NEW OCCUPATIONS OPEN

Increase in Wage

Increase in OH Hours Worked

HUMAN CAPITAL INVESTMENTS
WOMEN ARE NOT STUPID. THEY DO NOT FLOCK TO LOW PAYING OCCUPATIONS. THEY ARE EXCLUDED FROM HIGH PAYING OCCUPATIONS, AND VERY LITTLE HAS BEEN DONE TO ENFORCE THE LAW AGAINST THAT EXCLUSION.

BARBARA BERGMANN, 1983
Methodological Approaches

• Carefully constructed descriptive studies, including case studies, of specific occupations, industries, cultural contexts
• Cross-sectional Econometric studies that include “gender” as explanatory variable
• Analyses of historical patterns over time
• Comparative/cross-national studies
# Care Work in US

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Childcare Workers</td>
<td>-0.41</td>
<td>-0.12</td>
</tr>
<tr>
<td>Primary School teachers</td>
<td>-0.12</td>
<td>-0.04</td>
</tr>
<tr>
<td>Secondary School Teachers</td>
<td>-0.06</td>
<td>-0.07</td>
</tr>
<tr>
<td>Higher Education professors</td>
<td>-0.26</td>
<td>0</td>
</tr>
<tr>
<td>Doctors</td>
<td>-0.1</td>
<td>-0.17</td>
</tr>
<tr>
<td>Other medical</td>
<td>0.08</td>
<td>0.04</td>
</tr>
<tr>
<td>Other care labor</td>
<td>0.01</td>
<td>-0.11</td>
</tr>
</tbody>
</table>

# Division of Labor Within Household

## Time Spent on Child Care

<table>
<thead>
<tr>
<th>Country</th>
<th>Father Average</th>
<th>Mother Average</th>
<th>HK Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>19.11</td>
<td>31.44</td>
<td>0.37</td>
</tr>
<tr>
<td>France</td>
<td>11.2</td>
<td>31.43</td>
<td>0.6</td>
</tr>
<tr>
<td>Germany</td>
<td>15.48</td>
<td>38.19</td>
<td>0.56</td>
</tr>
<tr>
<td>Italy</td>
<td>10.1</td>
<td>27.91</td>
<td>0.59</td>
</tr>
<tr>
<td>Spain</td>
<td>11.1</td>
<td>30.73</td>
<td>0.61</td>
</tr>
</tbody>
</table>

DUELING ECONOMISTS: WORK AND POLICIES TO PROMOTE WOMEN’S ECONOMIC EQUALITY
WOMEN ARE NOT STUPID. THEY DO NOT FLOCK TO LOW PAYING OCCUPATIONS. THEY ARE EXCLUDED FROM HIGH PAYING OCCUPATIONS, AND VERY LITTLE HAS BEEN DONE TO ENFORCE THE LAW AGAINST THAT EXCLUSION.

BARBARA BERGMANN, 1983
If because of the dead hand of custom and discrimination half of our population have a quarter of their productive potential unrealized – and that may be an understatement – then by simple arithmetic a gain of between 10 and 15 percent in living standards is obtainable, by ending these limitations and discriminations.

Paul Samuelson
Film Clip

https://youtu.be/bm3YfMtgEdI