

INTRODUCTION – Dr. Yavorsky

- Assistant Professor, Sociology and Organizational Science, UNCC
- PhD in Sociology, The Ohio State University
- Research focus:
 - Labor market inequality – focus on gender and how class and race intersect
 - Divisions of labor between parents



Discussion Today...

- I. What progress has been made in terms of gender equality in family and work?
- I. Has gender progress stalled?
- II. Where do we go from here?



Gender Progress



FAMILY:

- **Housework:**
 - Men's housework doubled (4.4 in 1965 to about 9.8 hours currently)
 - Women's cut in half per week (31.9 hours in 1965 to about 18 hours currently)
- **Childcare:**
 - Fathers time tripled (2.5 hrs in 1965 to 7.3 hrs)
 - Mothers time also increased (10.2 hrs to 13.5 hrs)

WORKPLACE:

- Women now earn 58% of all bachelor degrees
- Increases in:
 - Labor force participation
 - Occupational integration
 - Wage gains
- In 1980, men held 75% of all manager jobs. Today, men hold about 60%.
- The share of female board members in Fortune 500 companies increased (e.g., 9.6 % in 1990 to 20.2% in 2016)

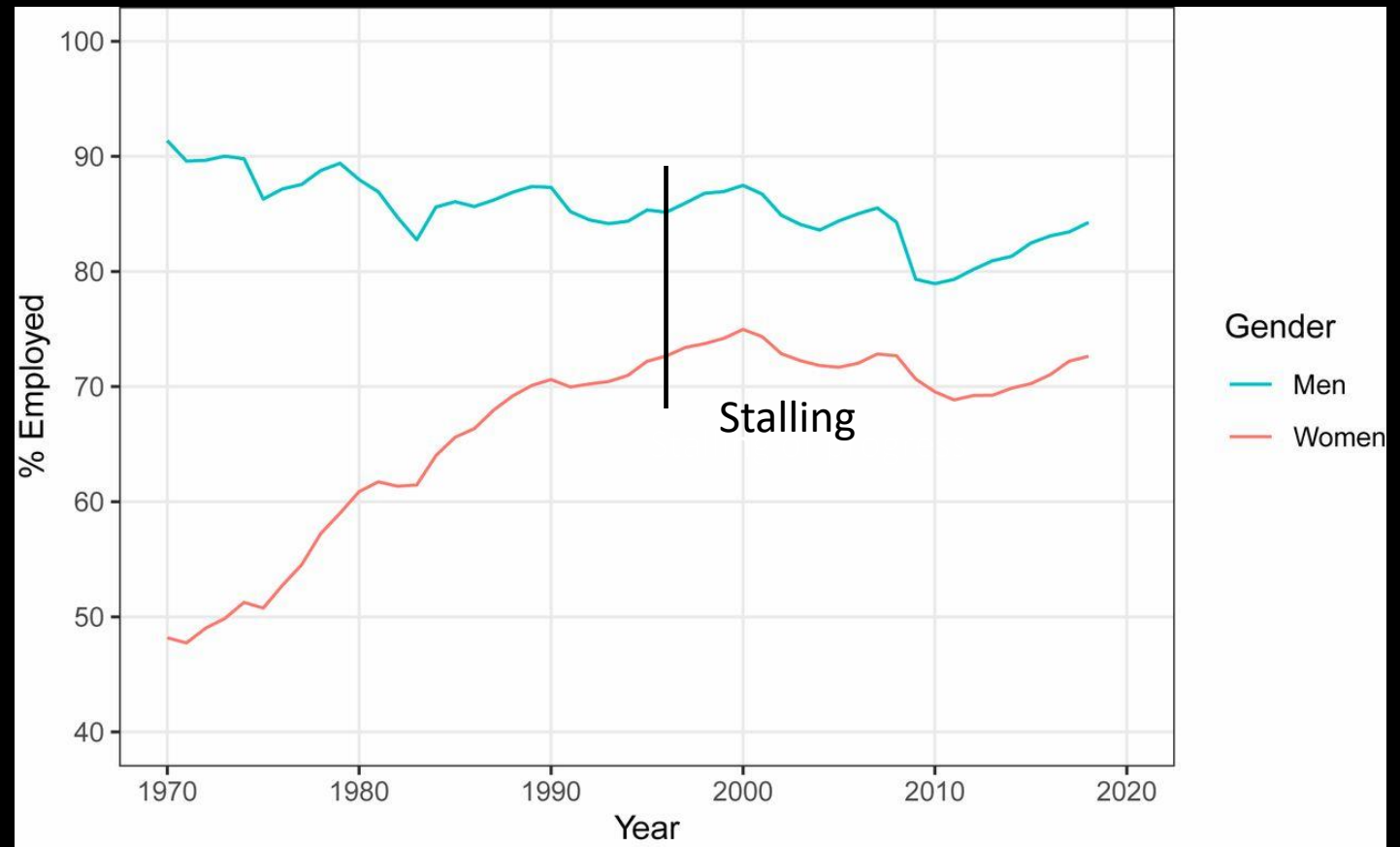
However, progress on most key economic measures has stalled or slowed since the mid-1990s....



Labor Market Participation Stalled for Women

Percentage of women and men, age 25 to 54, employed in the last week, 1970 to 2018.

- Contrasts other countries who have seen women's labor force participation continuously increase since the mid 1990s.



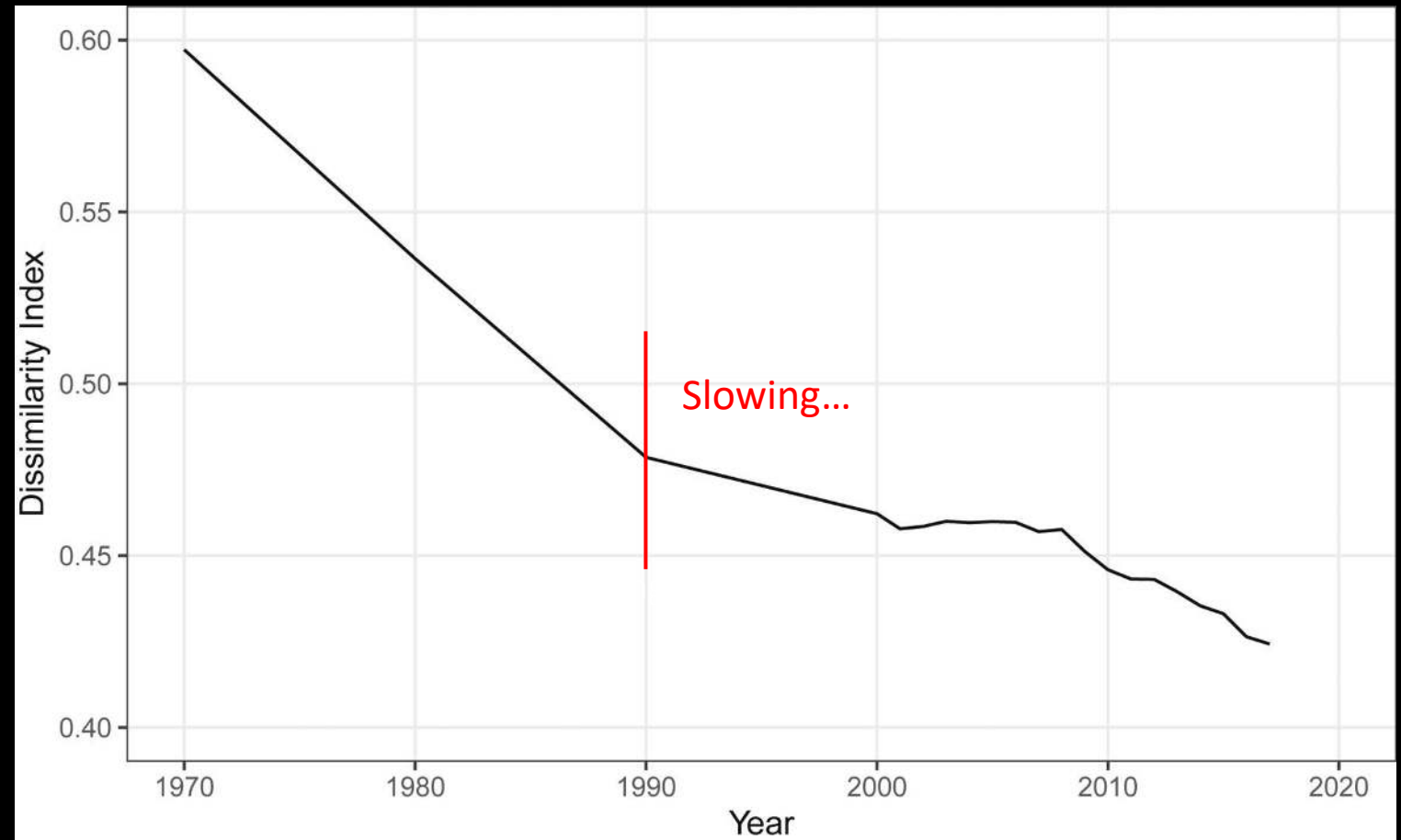
England et al. PNAS 2020

IPUMS CPS ASEC samples for 1970 to 2018.

Occupational Integration Slowed

- Dropped by 12 points between 1970 to 1990
 - 20 years
- Dropped by only .05 between 1990 to 2016
 - 26 years
- Segregation more pronounced for women of color

Segregation index (D) for occupations, 1970 to 2017



England et al. PNAS 2020

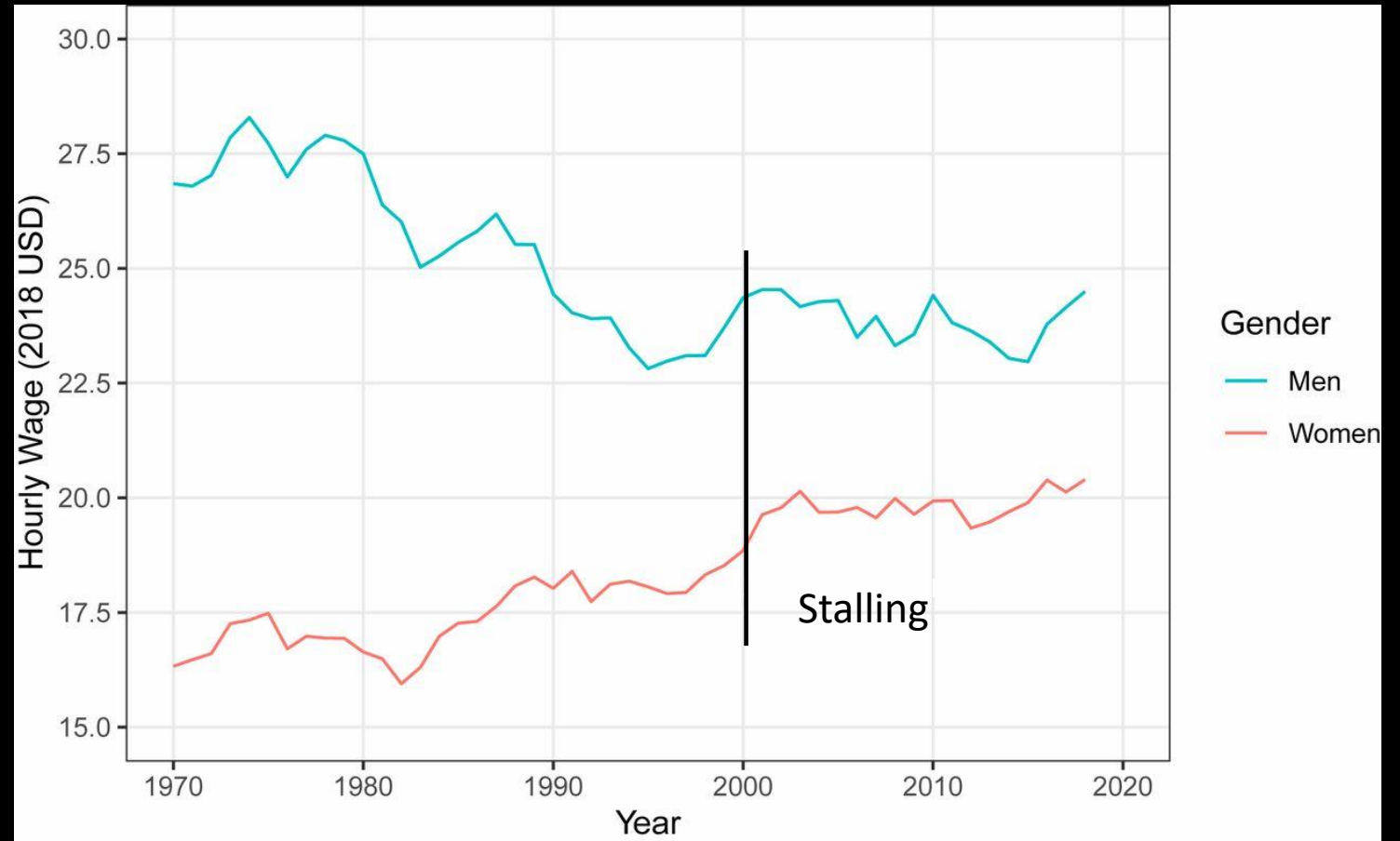
IPUMS decennial Census samples for 1970 to 2000 and ACS samples for 2001 to 2017.

Closing of Gender Wage Gap Slowed

- Progress dramatically slowed since the 2000s
- A lot of the progress came also from men's falling wages
- Wage gaps more pronounced for women of color



Median hourly wage of full-time working women and men, age 25 to 54, employed in the last week, 1970 to 2018

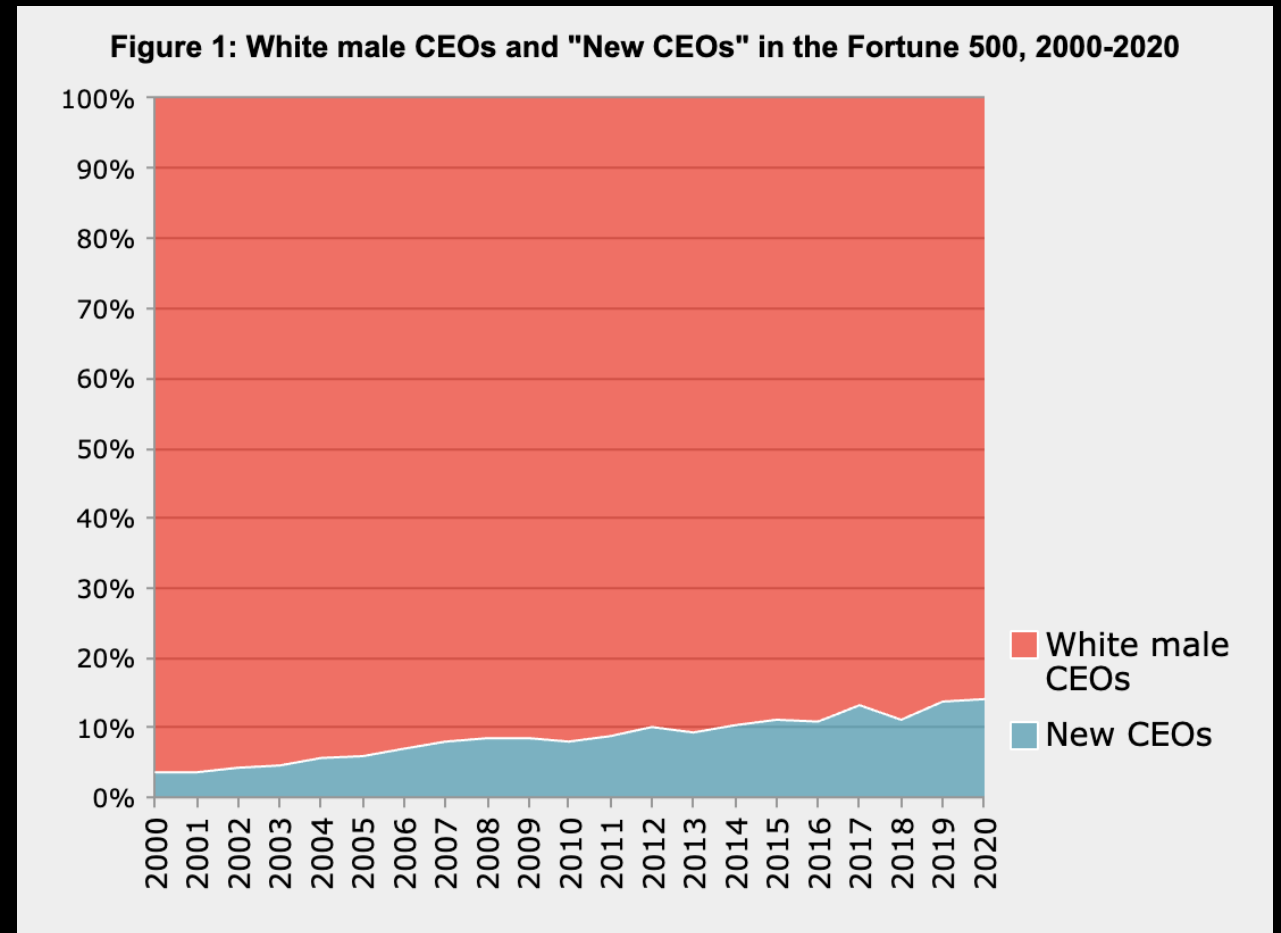


England et al. PNAS 2020

IPUMS CPS ASEC samples for 1970 to 2018

Gender Progress At The Very Top Stalled

- The percentage of women in CEO positions has slowed/stalled.
- Among high-earners, gender wage gap increased by 70% over the last several decades



Richard L. Zweigenhaft - 2021

Gender and Racial Inequality Tied to Rising Class Inequality

- Most of the income and wealth gains over the last several decades have gone to the top
- Who is the top 1%? (Yavorsky et al. 2020)
 - 93% of those in top 1% are white
 - In 85% of top 1% households, women's income is not necessary for a household to be in the top 1%

Top 0.1 percent earnings grew fifteen times faster than bottom 90 percent earnings

Cumulative percent change in real annual earnings, by earnings group, 1979–2017

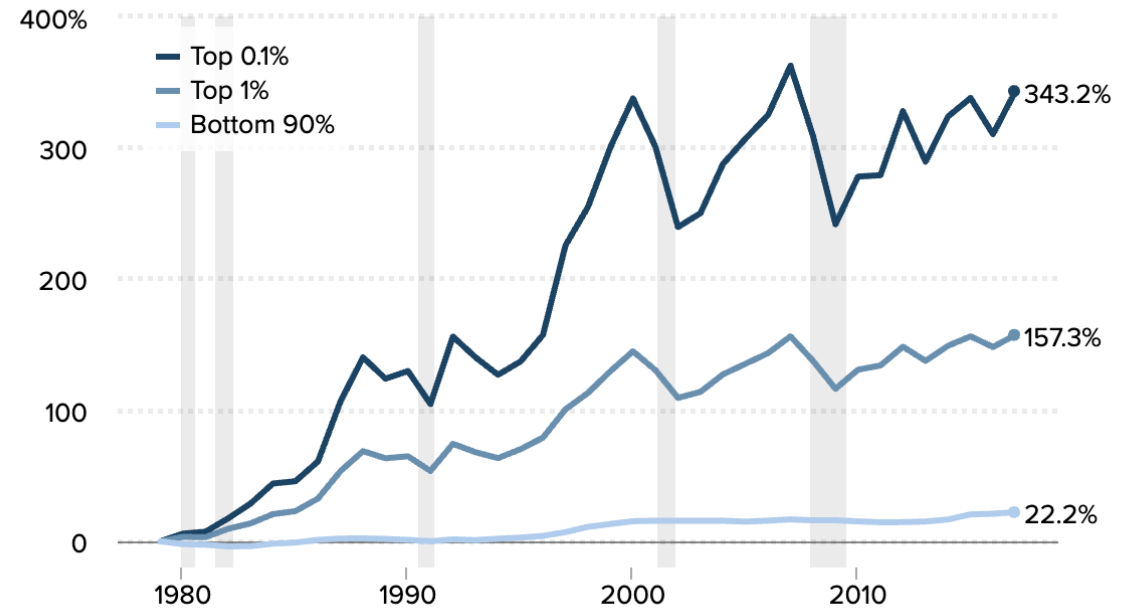


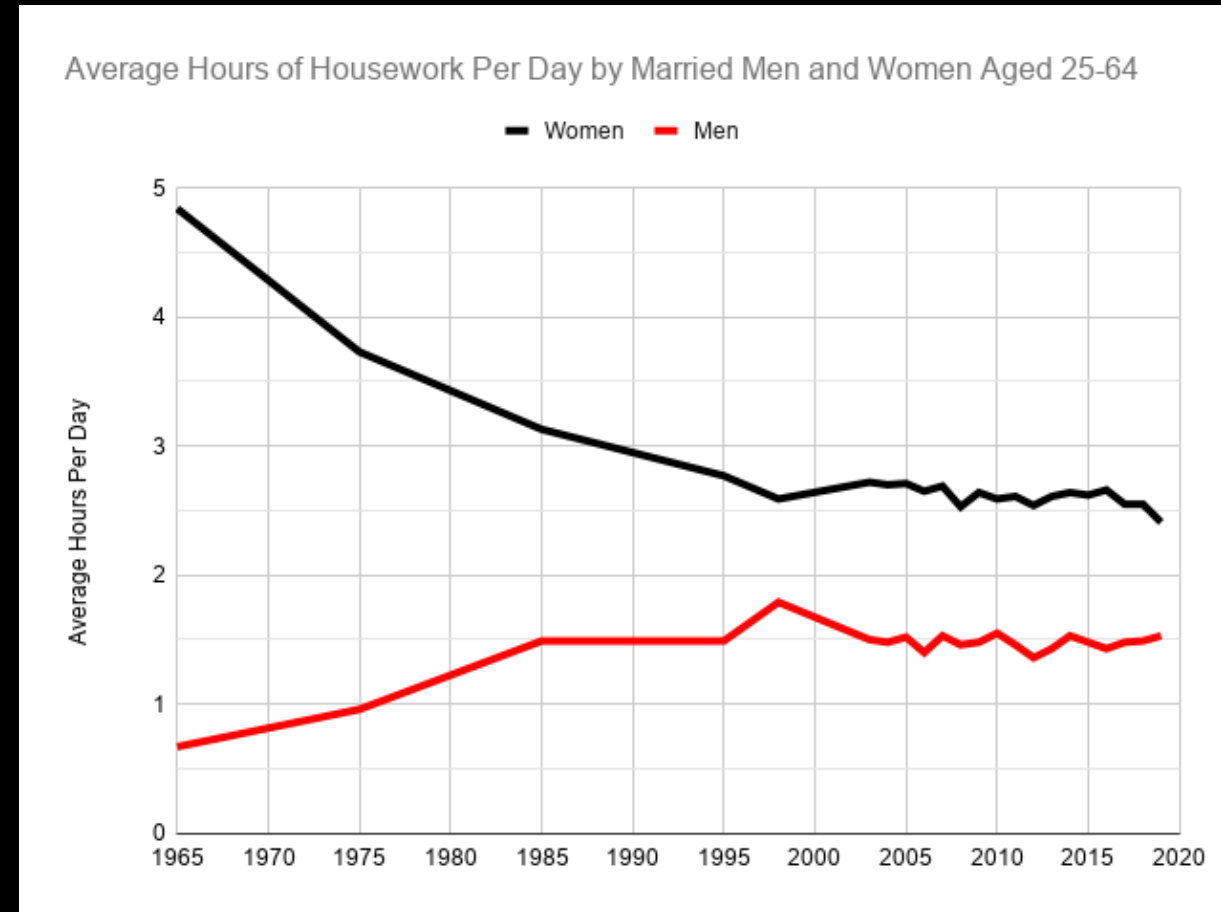
Chart Data

Source: EPI analysis of Kopczuk, Saez, and Song (2010, Table A3) and Social Security Administration wage statistics

Economic Policy Institute

Changes in Divisions of Domestic Labor Stalled

- Division of housework trended toward gender equality from 1965-1990's
 - Progress has stalled since mid-1990's
- Same stalling found for childcare too



Bianchi et al. (2012); Figure by Paula England (2020)

Moderated Questions!

Moderated by Amanda Sargent, Phd
Candidate at UNCC, Organizational
Science

Sargent's research focuses on gender, race, and class inequality in the workplace, supportive supervision/organizations, and organizational justice.

