

SOCIOLOGY 428: COTTER ET AL. (2004)

Causes of gender change?

Review gender differences in employment

How do these facts help us sort out causal theories of gender change?

Questions on Cotter et al, part B

How do these facts help us sort out causal theories of gender change?

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What causes gender equality to increase?

What causes increases in gender equality to stop?

What causes gender inequalities to get worse?

What are the candidates that need to be evaluated?

(whether you believe them to be true or not)

Then, how do the facts fit with the alternative explanations?

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1. Which decade saw the smallest decline in occupational integration?

Answer

d. 1990s (75%)

Table 6, row 2: 1990s = -1.8 in the index of dissimilarity.

(although 1950s was worse: +1.2)

discussion: and what else changed slowly in the 1990s?

& so which causal explanations are strengthened by the fact that the slowdown was general?

COTTER ET AL. (2004)

2. Which of the following occupations did not become more gender integrated between 1950 and 2000?

- a. Doctors
- b. Bartenders
- c. Teachers (85%)
- d. Bus drivers

Table 5: Teachers in 1950 were 73% female in 1950 and 75% female in 2000.

Discussion: so, what kinds of occupations integrated in the last half of the century? Can you make a theory (or a couple of theories) about who integrated and who didn't?

& how does Table 5 fit with that theory?

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3. Most of the change in occupational integration resulted from more recent cohorts, who have low rates of occupational segregation, replaced older cohorts who are very segregated.

False (80%)

p. 11: “Virtually all the change was a period change in which occupations for everybody in the labor force became more integrated, regardless of age or birth cohort.”

What other gender change is also primarily a period effect rather than a cohort effect?

Discussion: What difference does it make for our different theories of gender change if change was a cohort change rather than a period change?

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4. Women of color tend to be more (occupationally) segregated from white women than from men of their own race or ethnicity.

False (85%)

p. 12: "Women of color are generally far less segregated from white women (column 3) than from men of their own race or ethnicity (column 1)."

So, is sexism more important in the labor market than racism?

COTTER ET AL. (2004)

5. Which decade saw the most change in the earnings gap between men and women?

- a. 1960s
- b. 1970s
- c. 1980s (70%)
- d. 1990s

Figure 5: 1980s

So what happened in the 1990s?

Can you find the post 2000 trend among our plots ?

(<http://www.bsos.umd.edu/socy/vanneman/endofgr/matrix.html>)

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6. The gap between men's and women's earnings gets worse as they get older.

True (70%)

Figure 7: There is a slight decline after 60 however.

Why does the gap get so much worse after age 25?

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7. The gender gap in earnings is greater between men and women of color than between white men and women.

False (90%)

Table 10: white women earn 70% of what white men earn. For African Americans, it is 83%; for Latinos 84%; for Asian Americans 75%; for Native American Indians, 80%.

On what dimensions is gender inequality less for white men and women, than for men and women of color?

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8. Much of the decline in gender inequalities in the labor force can be explained by the fact that women's educational levels caught up with men's.

False (70%)

Women *have* greatly improved their educational levels relative to men's over time. But this doesn't explain much of the labor force changes because

a) strong gender equality trends can be seen for men and women of the same level of education (*where?*), and

b) education became more equal in periods when the labor force was becoming more equal (e.g., the 1970s and 1980s) but also in periods when there was no equalizing trend (1950s and after the mid 1990s).

COTTER ET AL. (2010)

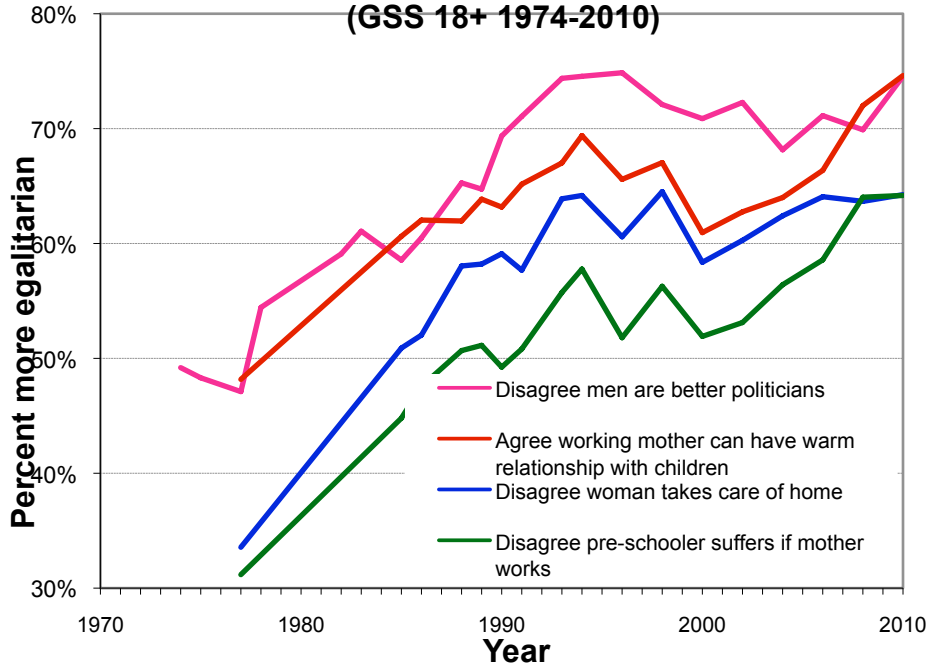
Gender Attitudes

What explains the changes over time?

- Cohort replacement?
- Education increases?
- Women's employment increases?
- Etc.

Gender attitudes items

(GSS 18+ 1974-2010)



Gender Attitudes

(GSS 18+ 1974-2010)

