

Understanding The Gender Gap An Economic History Of American Women Nber Series On Long Term Factors In Economic Development

Keywords: emotional closeness, gender socialization, doubly deviant, masculinity, gender bias, gendered lessons, school as a feminine institution, "do gender", social relationships, patriarchy, gender structures.

This collection of readings is designed to clarify the relationship between social structures and psychological processes. Our awareness of the need for such a book derives from our extensive experiences in teaching a formal course for mental health professionals on gender and psychotherapy. The material in this anthology emphasizes the clinical implications of the new research and knowledge that has changed our understanding of the psychological development of women and men. Throughout the book, we present ideas that challenge conventional explanations of psychological distress in women and men and suggest alternative conceptualizations of these processes. As will be evident, our work is informed by and contributes to the growing field of knowledge produced by feminist scholars over the last decade. That this book on gender has more to say about women reflects the existence of a substantial body of research that reconceptualizes women's psychology. The corresponding research on men is still in its formative stages, due in part to the later development of a men's movement. Although many of the chapters focus on women, we have attempted in our discussion to consider the implications for men. We believe that the fundamental processes explored in this book are relevant to the understanding of both women and men.

The transformation of women's lives over the past century is among the most significant and far-reaching of social and economic phenomena, affecting not only women but also their partners, children, and indeed nearly every person on the planet. In developed and developing countries alike, women are acquiring more education, marrying later, having fewer children, and spending a far greater amount of their adult lives in the labor force. Yet, because women remain the primary caregivers of children, issues such as work-life balance and the glass ceiling have given rise to critical policy discussions in the developed world. In developing countries, many women lack access to reproductive technology and are often relegated to jobs in the informal sector, where pay is variable and job security is weak. Considerable occupational segregation and stubborn gender pay gaps persist around the world. The Oxford Handbook of Women and the Economy is the first comprehensive collection of scholarly essays to address these issues using the powerful framework of economics. Each chapter, written by an acknowledged expert or team of experts, reviews the key trends, surveys the relevant economic theory, and summarizes and critiques the empirical research literature. By providing a clear-eyed view of what we know, what we do not know, and what the critical unanswered questions are, this Handbook provides an invaluable and wide-ranging examination of the many changes that have occurred in women's economic lives.

This book explores gender inequity and the gender gap from a range of perspectives including historical, motherhood, professional life and diversity. Using a narrative approach, the book shares diverse experiences and perspectives of the gender gap and the pervasive impact it has. Through authors' in-depth insights and critical analysis, each chapter addresses the gender gap by providing a nuanced understanding of the impact of the particular lens. It shares a holistic understanding of lived experiences of gender inequity. The book offers interdisciplinary insights into current political, social, economic and cultural impacts on women and their lived experiences of inequity. It provides multiple voices from across the world and draws on narrative approaches to sharing evidence-based insights. It includes further insights and critique of each chapter to widen the perspectives shared as the gender gap is explored and provide rigorous discussion about what possibilities and challenges are inherent in the proposed solutions as well as offering new ones. Chapter 10 and chapter 11 are available open access under a Creative Commons Attribution 4.0 International License via link.springer.com.

Examines how and why American women voted since the Nineteenth Amendment was ratified in 1920.

Origins of the gender wage gap -- Freelance jobs : babysitters -- Retail and apparel -- Race and class -- Long term effects

Black females are 17 percentage points more likely to attend college than black males, making the gender gap among black youth larger than the black-white racial gap in college enrollment (14.7 pp). We estimate a sequential model of schooling and arrests to assess the major contributing factors to the gender imbalance in educational attainment within racial groups. First, we find that differences between males and females in measures of early behavior account for the majority of the gender gap for each racial group. Second, despite the fact that 50% of black males were arrested at least once before age 25, we find little evidence that arrest outcomes influence educational attainment, and that the negative correlation of educational attainment and arrests is entirely attributable to the same behavioral factors that explain the gender gap in education. Finally, we find that black males have the largest response to improvements in family background characteristics, such that equalizing the distribution of family background characteristics for black and white youths reduces the gender gap in college enrollment among black youth by 50% and completely eliminates the black-white racial gap in college enrollment.

This book concentrates on the gender gap in voting--the difference in the proportion of women and men voting for the same candidate. Evident in every presidential election since 1980, this polling phenomenon reached a high of 11 percentage points in the 1996 election. The contributors discuss the history, complexity, and ways of analyzing the gender gap; the gender gap in relation to partisanship; motherhood, ethnicity, and the impact of parental status on the gender gap; and the gender gap in races involving female candidates. Voting the Gender Gap analyzes trends in voting while probing how women's political empowerment and gender affect American politics and the electoral process. Contributors are Susan J. Carroll, Erin Cassese, Cal Clark, Janet M. Clark, M. Margaret Conway, Kathleen A. Dolan, Laurel Elder, Kathleen A. Frankovic, Steven Greene, Leonie Huddy, Mary-Kate Lizotte, Barbara Norrander, Margie Omero, and Lois Duke Whitaker.

Women are still underrepresented as public-sector organizational leaders, despite comprising half of the United States public-sector workforce. To explore the factors driving gender imbalance, this Element employs a problem-driven approach to examine gender imbalance in local government management. We use multiple methods, inductive and deductive research, and different theoretical frames for exploring why so few women are city or county managers. Our interviews, resume analysis and secondary data analysis suggesting that women in local government management face a complex puzzle of gendered experiences, career paths and appointment circumstances that lend insights into gender imbalanced leadership in this domain.

Gender Equality has not yet been achieved in many western countries. Switzerland in particular has failed as a forerunner in integrating women in politics and economy. Taking Switzerland as a case study, the authors critically reflect the state of gender equality in different policy areas such as education, family and labour. The collection of articles reveals how gender policies and cultural contexts interact with social practices of gender (in)equality. They also outline the gender(ed) effects of recent changes and reform strategies for scientists, politicians and practitioners. Understanding the Gender Gap An Economic History of American Women Oxford University Press, USA

Why do Japanese women enjoy a high sense of well-being in a context of high inequality? Beyond the Gender Gap in Japan brings together researchers from across the social sciences to investigate this question. The authors analyze women's values and the lived experiences at home, in the family, at work, in their leisure time, as volunteers, and in politics and policy-making. Their research shows that the state and firms have blurred "the public" and "the private" in postwar Japan, constraining individuals' lives, and reveals the uneven pace of change in women's representation in politics. Yet, despite these constraints, the increasing diversification in how people live and how they manage their lives demonstrates that some people are crafting a variety of individual solutions to structural problems. Covering a significant breadth of material, the book presents comprehensive findings that use a variety of research methods—public opinion surveys, in-depth interviews, a life history, and participant observation—and, in doing so, look beyond Japan's perennially low rankings in gender equality indices to demonstrate the diversity underneath, questioning some of the stereotypical assumptions about women in Japan.

"Uses data from the American National Election Study to explore gender gaps in public opinion, the explanatory power of values, and the political consequences of these opinion differences. Each chapter discusses how the gender gap in a given topical area has influenced the gender gap in voting"--

Monitoring the popularity of the president is a vital aspect of public opinion research today. Presidential approval has become a very closely watched political indicator in the United States. The measure of job approval has grown in importance over time. It is now argued by many that a president's personal standing with the public is a very important aspect of his political power. While pollsters often report on "gaps" in presidential approval, citing differences in approval between socio-demographic groups, in most cases, the socio-demographic gaps referred to by pollsters are the products of simple bivariate analyses. Seldom are further steps taken by pollsters to investigate the reality of whether or not these gaps in approval actually exist when controlling for other factors. The focus of this research is directed towards the "gender gap" in presidential approval. In the literature review that follows, we see in detail that there is a gap between women and men, with women tending to the left and men tending to the right on many issues, including presidential approval. But does this frequently observed "gender gap" reflect a real difference in the political preferences of American men and women, or is it just an artifact of simple bivariate analyses, with many uncontrolled variables? In addition, does this "gender gap" interact with other socio-demographic variables to move presidential approval? This thesis tests the reality of the "Gender Gap" through a multivariate analysis of Ohio Polls conducted during the administration of Bill Clinton.

This fascinating compilation of the recent data on gender differences in education presents a wealth of data, analysed from a multitude of angles in a clear and lively way.

The purpose of the research is to evaluate whether a simple 'add gender and stir' approach with Hirschi's social control theory can help explain gender differences or the gender gap in delinquency. I propose that incorporating traditional gender ideologies into the traditional 'add gender and stir' approach can help extend the theory and lead to a better understanding of the gender gap. Using data from the National Youth Survey, I empirically assess the differences in the levels (means) and the effects that attachment to family, commitment to school and/or a future career, and acceptance of traditional gender ideologies have on delinquency. The findings suggest that although Hirschi's theory offers insight into why males and females engage in delinquent behavior, it does little to explain the gender gap in delinquency. Specifically, having 'stakes in conformity' curbs delinquency among both males and females. However, the data shows that these stakes in conformity do not help understand the gender gap per se. The findings also suggest that the acceptance of traditional gender ideologies play an important part in understanding the gender gap in delinquency because these ideologies promote delinquency among males but control female delinquency. These findings underscore arguments that the 'add gender and stir' approach to understanding the gender gap in delinquency is insufficient. Future research should continue to explore broad gender arguments derived from gender studies.

Data is fundamental to the modern world. From economic development, to healthcare, to education and public policy, we rely on numbers to allocate resources and make crucial decisions. But because so much data fails to take into account gender, because it treats men as the default and women as atypical, bias and discrimination are baked into our systems. And women pay tremendous costs for this bias, in time, money, and often with their lives. Celebrated feminist advocate Caroline Criado Perez investigates shocking root cause of gender inequality and research in Invisible Women†, diving into women's lives at home, the workplace, the public square, the doctor's office, and more. Built on hundreds of studies in the US, the UK, and around the world, and written with energy, wit, and sparkling intelligence, this is a groundbreaking, unforgettable exposé that will change the way you look at the world.

Let's face it, say Barash and Lipton: Males and females, boys and girls, men and women are different. To be sure, these differences are often heightened by distinctions in learning, cultural tradition, and social expectation, but underpinning them all is a fundamental difference that derives from biology. Throughout the natural world, males are those creatures that make sperm; females make eggs. The oft-noticed "gender gap" derives, in turn, from this "gamete gap." In Gender Gap, Barash and Lipton (husband and wife, professor and physician, biologist and psychiatrist) explain the evolutionary aspects of male-female differences.

Employers demand more of employees' time while leaving the important things in life—health, family—for workers to take care of on their own time and dime. How can workers get ahead while making sure their families don't fall behind? Heather Boushey shows in detail that economic efficiency and equity do not have to be enemies.

Closing the gender pay gap begins with awareness and understanding of the state of the gap. This hybrid book that serves as a resource for both the academic and corporate communities, builds the reader's awareness of the gender pay gap, its magnitude and ramifications, and provides action plans to address the challenge. Much of the existing literature on the gender pay gap provides an excellent foundation in stating facts and inferences; yet, the reader is often left wondering "now what?" This book tells the story of the state of the gap by the numbers and then offers specific actions that can be taken to achieve equity. The authors combine backgrounds in statistics and management/HR to

provide a unique perspective in painting a broader overview of the issue, examining the history of the gender pay gap, its global impact, and how nations are addressing the issue. The book shines a light on the wide-ranging effects of the gap, including women's poverty rates, student loans, economic growth, childhood poverty, and corporate profits, and offers insights to help close it with best practices of select organizations. Upper-level undergraduate, postgraduate, and executive education students will appreciate the clarity and conciseness of this guide to understanding and solving an important human resources issue. The inclusion of a brief instructor's manual and PowerPoint slides for each chapter differentiates this book and adds to the ease of adoption in both the academic and corporate setting.

This book is a printed edition of the Special Issue "Gender and STEM: Understanding Segregation in Science, Technology, Engineering and Mathematics" that was published in *Social Sciences*

The last half-century has witnessed substantial change in the opportunities and rewards available to men and women in the workplace. While the gender pay gap narrowed and female labor force participation rose dramatically in recent decades, some dimensions of gender inequality—most notably the division of labor in the family—have been more resistant to change, or have changed more slowly in recent years than in the past. These trends suggest that one of two possible futures could lie ahead: an optimistic scenario in which gender inequalities continue to erode, or a pessimistic scenario where contemporary institutional arrangements persevere and the gender revolution stalls. In *The Declining Significance of Gender?*, editors Francine Blau, Mary Brinton, and David Grusky bring together top gender scholars in sociology and economics to make sense of the recent changes in gender inequality, and to judge whether the optimistic or pessimistic view better depicts the prospects and bottlenecks that lie ahead. It examines the economic, organizational, political, and cultural forces that have changed the status of women and men in the labor market. The contributors examine the economic assumption that discrimination in hiring is economically inefficient and will be weeded out eventually by market competition. They explore the effect that family-family organizational policies have had in drawing women into the workplace and giving them even footing in the organizational hierarchy. Several chapters ask whether political interventions might reduce or increase gender inequality, and others discuss whether a social ethos favoring egalitarianism is working to overcome generations of discriminatory treatment against women. Although there is much rhetoric about the future of gender inequality, *The Declining Significance of Gender?* provides a sustained attempt to consider analytically the forces that are shaping the gender revolution. Its wide-ranging analysis of contemporary gender disparities will stimulate readers to think more deeply and in new ways about the extent to which gender remains a major fault line of inequality.

This book provides empirical evidence from Kenya, Tanzania and Mozambique and from different production systems of the importance of livestock as an asset to women and their participation in livestock and livestock product markets. It explores the issues of intra-household income management and economic benefits of livestock markets to women, focusing on how types of markets, the types of products and women's participation in markets influence their access to livestock income. The book further analyses the role of livestock ownership, especially women's ownership of livestock, in influencing household food security through increasing household dietary diversity and food adequacy. Additional issues addressed include access to resources, information and financial services to enable women more effectively to participate in livestock production and marketing, and some of the factors that influence this access. Practical strategies for increasing women's market participation and access to information and services are discussed. The book ends with recommendations on how to mainstream gender in livestock research and development if livestock are to serve as a pathway out of poverty for the poor and especially for women.

While powerful gender inequalities remain in American society, women have made substantial gains and now largely surpass men in one crucial arena: education. Women now outperform men academically at all levels of school, and are more likely to obtain college degrees and enroll in graduate school. What accounts for this enormous reversal in the gender education gap? In *The Rise of Women: The Growing Gender Gap in Education and What It Means for American Schools*, Thomas DiPrete and Claudia Buchmann provide a detailed and accessible account of women's educational advantage and suggest new strategies to improve schooling outcomes for both boys and girls. *The Rise of Women* opens with a masterful overview of the broader societal changes that accompanied the change in gender trends in higher education. The rise of egalitarian gender norms and a growing demand for college-educated workers allowed more women to enroll in colleges and universities nationwide. As this shift occurred, women quickly reversed the historical male advantage in education. By 2010, young women in their mid-twenties surpassed their male counterparts in earning college degrees by more than eight percentage points. The authors, however, reveal an important exception: While women have achieved parity in fields such as medicine and the law, they lag far behind men in engineering and physical science degrees. To explain these trends, *The Rise of Women* charts the performance of boys and girls over the course of their schooling. At each stage in the education process, they consider the gender-specific impact of factors such as families, schools, peers, race and class. Important differences emerge as early as kindergarten, where girls show higher levels of essential learning skills such as persistence and self-control. Girls also derive more intrinsic gratification from performing well on a day-to-day basis, a crucial advantage in the learning process. By contrast, boys must often navigate a conflict between their emerging masculine identity and a strong attachment to school. Families and peers play a crucial role at this juncture. The authors show the gender gap in educational attainment between children in the same families tends to be lower when the father is present and more highly educated. A strong academic climate, both among friends and at home, also tends to erode stereotypes that disconnect academic prowess and a healthy, masculine identity. Similarly, high schools with strong science curricula reduce the power of gender stereotypes concerning science and technology and encourage girls to major in scientific fields. As the value of a highly skilled workforce continues to grow, *The Rise of Women* argues that understanding the source and extent of the gender gap in higher education is essential to improving our schools and the economy. With its rigorous data and clear recommendations, this volume illuminates new ground for future education policies and research.

Why the gender gap persists and how we can close it. For years women have made up the majority of college-educated workers in the United States. In 2019, the gap between the percentage of women and the percentage of men in the workforce was the smallest on record. But despite these statistics, women remain underrepresented in positions of power and status, with the highest-paying jobs the most gender-imbalanced. Even in fields where the numbers of men and women are roughly equal, or where women actually make up the majority, leadership ranks remain male-dominated. The persistence of these inequalities begs the question: Why haven't we made more progress? In *Glass Half-Broken*, Colleen Ammerman and Boris Groysberg reveal the pervasive organizational obstacles and managerial actions—limited opportunities for development, lack of role models and sponsors, and bias in hiring, compensation, and promotion—that create gender imbalances. Bringing to light the key findings from the latest research in psychology, sociology, organizational behavior, and economics, Ammerman and Groysberg show that throughout their careers—from entry-level to mid-level to senior-level positions—women get pushed out of the leadership pipeline, each time for different reasons. Presenting organizational and managerial strategies designed to weaken and ultimately break down these barriers, *Glass Half-Broken* is the authoritative resource that managers and leaders at all levels can use to finally shatter the glass ceiling.

Stephan Klasen is considered one of the most distinguished scholars on gender economics in the 21st century. Over the past 25 years, he has tirelessly worked to understand the complex phenomena of

gender inequality: From counting the number of missing women in the world and shedding light on why women go missing, to showing that leaving girls out of school not only deprives them, but also robs society of the opportunity to thrive on the talents of its entire population. From understanding why equal rights and rising incomes everywhere have not resulted in women participating more at work, to measuring gender inequality in its various dimensions. This volume, a collection of some of Stephan Klasens most important writings on the topic of gender inequality, honours his academic life and gives the reader an in-depth insight into both what we know and do not yet know about the economics of gender inequality.

Women have entered the labor market in unprecedented numbers. Yet these critically needed workers still earn less than men and have fewer opportunities for advancement. This study traces the evolution of the female labor force in America, addressing the issue of gender distinction in the workplace and refuting the notion that women's employment advances were a response to social revolution rather than long-run economic progress. Employing innovative quantitative history methods and new data series on employment, earnings, work experience, discrimination, and hours of work, this study establishes that the present economic status of women evolved gradually over the last two centuries and that past conceptions of women workers persist.

This book reframes gender and education issues from a feminist and capabilities perspective through a multi-generational study of women as teachers. It explores how different understandings of gender, equality and education generate a variety of approaches with which to pursue gender equality in education. Through employing the capabilities approach in a critical and innovative way to question justice, agency and well-being and also to evaluate valued functionings and capabilities, freedoms and lack of opportunities in women's lives in Turkey it highlights the need for constructing a gender-just society. The book takes a closer look at these women's memories, in order to understand how gender roles were created, negotiated and contested, and how the transition to modern ways of socialising and existing was shaped and women's emancipation was guided by women teachers as social actors, rather than as passive onlookers or oppressed individuals. It provides important insights and critical evidence to be used in the planning and implementation of education and social/gender policies.

This OECD report focuses on how best to close gender gaps under four broad headings: 1) Gender equality, social norms and public policies; and gender equality in 2) education; 3) employment and 4) entrepreneurship.

Understanding and overcoming the gender gap in computer science education. The information technology revolution is transforming almost every aspect of society, but girls and women are largely out of the loop. Although women surf the Web in equal numbers to men and make a majority of online purchases, few are involved in the design and creation of new technology. It is mostly men whose perspectives and priorities inform the development of computing innovations and who reap the lion's share of the financial rewards. As only a small fraction of high school and college computer science students are female, the field is likely to remain a "male clubhouse," absent major changes. In *Unlocking the Clubhouse*, social scientist Jane Margolis and computer scientist and educator Allan Fisher examine the many influences contributing to the gender gap in computing. The book is based on interviews with more than 100 computer science students of both sexes from Carnegie Mellon University, a major center of computer science research, over a period of four years, as well as classroom observations and conversations with hundreds of college and high school faculty. The interviews capture the dynamic details of the female computing experience, from the family computer kept in a brother's bedroom to women's feelings of alienation in college computing classes. The authors investigate the familial, educational, and institutional origins of the computing gender gap. They also describe educational reforms that have made a dramatic difference at Carnegie Mellon—where the percentage of women entering the School of Computer Science rose from 7% in 1995 to 42% in 2000—and at high schools around the country.

The World Bank Group's *Women, Business and the Law* examines laws and regulations affecting women's prospects as entrepreneurs and employees across 190 economies. Its goal is to inform policy discussions on how to remove legal restrictions on women and promote research on how to improve women's economic inclusion.

Trade can dramatically improve women's lives, creating new jobs, enhancing consumer choices, and increasing women's bargaining power in society. It can also lead to job losses and a concentration of work in low-skilled employment. Given the complexity and specificity of the relationship between trade and gender, it is essential to assess the potential impact of trade policy on both women and men and to develop appropriate, evidence-based policies to ensure that trade helps to enhance opportunities for all. Research on gender equality and trade has been constrained by limited data and a lack of understanding of the connections among the economic roles that women play as workers, consumers, and decision makers. Building on new analyses and new sex-disaggregated data, *Women and Trade: The Role of Trade in Promoting Gender Equality* aims to advance the understanding of the relationship between trade and gender equality and to identify a series of opportunities through which trade can improve the lives of women.

Praise for *The Gender Gap in College* "Linda Sax has produced an encyclopedic volume comparing women's and men's development during the undergraduate years. We believe it is destined to become a classic in the higher education literature." —From the Foreword by Alexander W. Astin and Helen S. Astin "Using findings from an important national data set, Linda Sax has skillfully crafted a definitive work about the gender gap in college. It is a major scholarly achievement that will be influential for many years to come." —Ernest Pascarella, Petersen Professor of Higher Education, University of Iowa "Linda Sax has produced a meticulously researched, carefully documented analysis that identifies many ways that college impacts men and women differently. This book will be an invaluable resource to researchers and practitioners seeking to better understand and serve traditional-age students at four-year colleges and universities." —Jacqueline E. King, assistant vice president, Center for Policy Analysis, American Council on Education

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