



THE UNEVEN REVOLUTION

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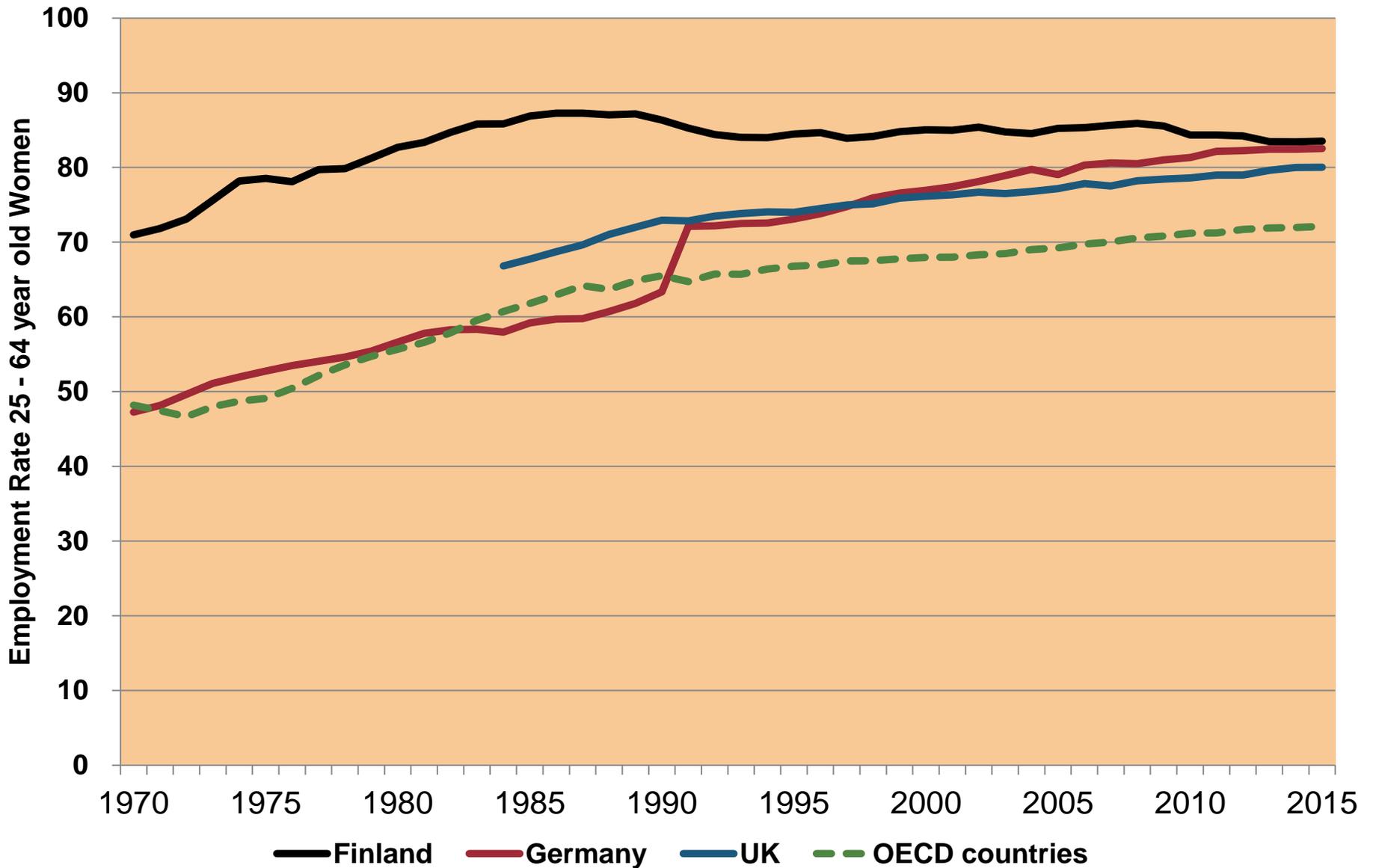
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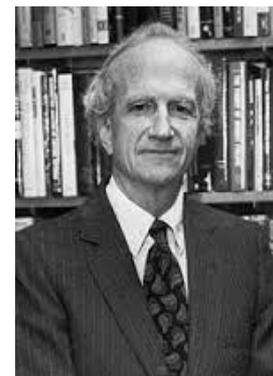
Heterosexual couples
through the industrialized age



The 'revolution' in women's employment

New Home Economics

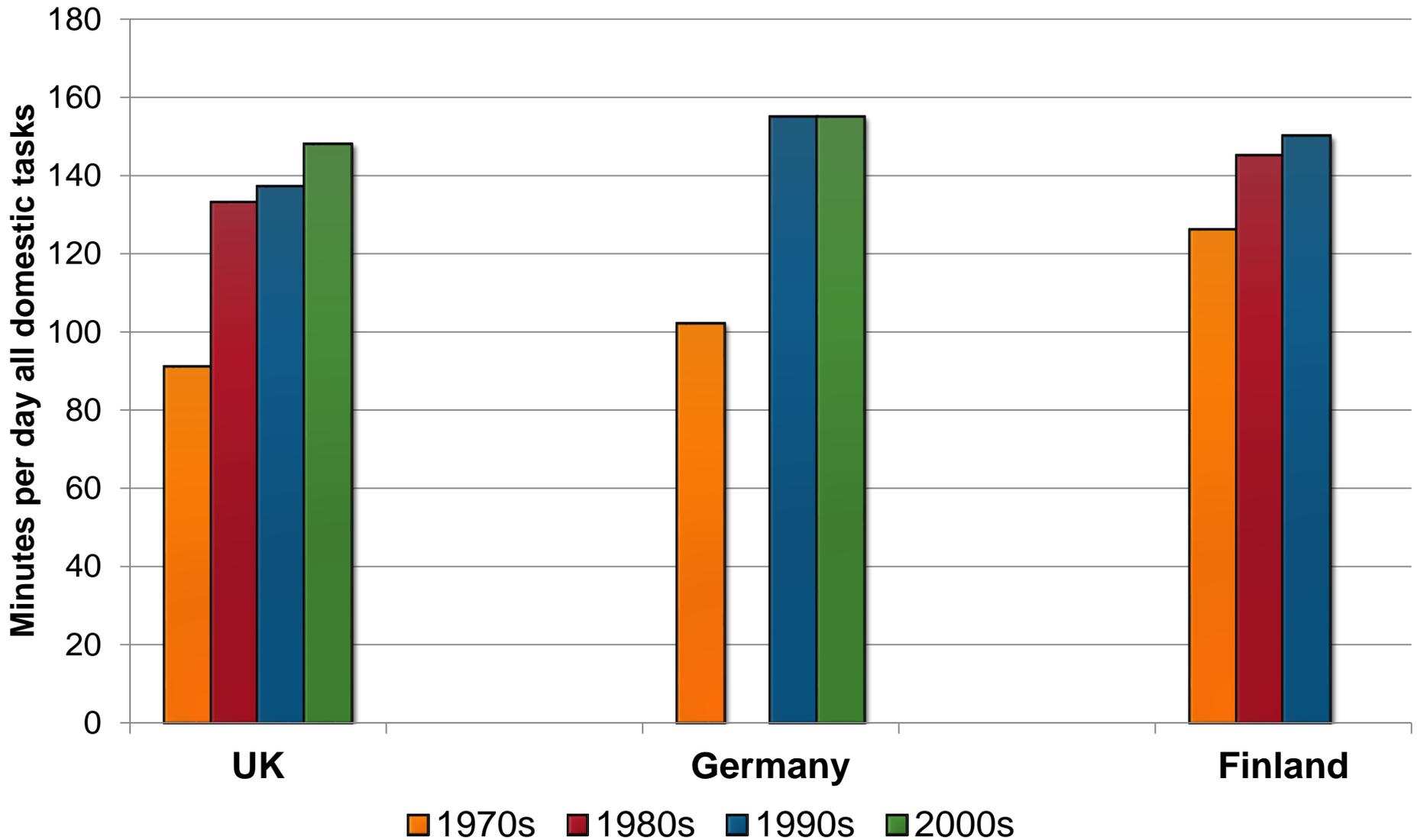
- Even as households were changing, economist Gary Becker (1981) argued that the optimal household configuration in industrial societies is when one partner specialized in market production and the other in home production
 - Women's childbearing gave them a comparative advantage in domestic production (Becker 1981)



- Bargaining and social exchange models predicted that wives' greater educational attainment, employment, and economic contribution to household earnings would lead to a complementary revolution in men's domestic work (Blau 1964; Blood & Wolfe 1960)
- Greater gender equality in paid and unpaid work in turn should reduce gender wage disparities predicted by family status
 - Indeed, Becker (1985) argued that any time spent doing domestic tasks undermined employment 'effort' and should predict a wage penalty for both women and men

Intra-household models

Men's unpaid work x time



- Hochschild (1989) famously declared the revolution 'stalled' as the division of unpaid work remained stubbornly gendered
- After decreasing, closure of the gender gap in employment and wages also stalled in the late 1990s
- England (2010) noted the revolution had been uneven as well, with middle-class women making greater gains
 - More advantaged women have resources with which to purchase domestic services (Gupta 2006)
 - The occupations of more advantaged women have more flexibility for balancing work and family (Williams et al. 2013)

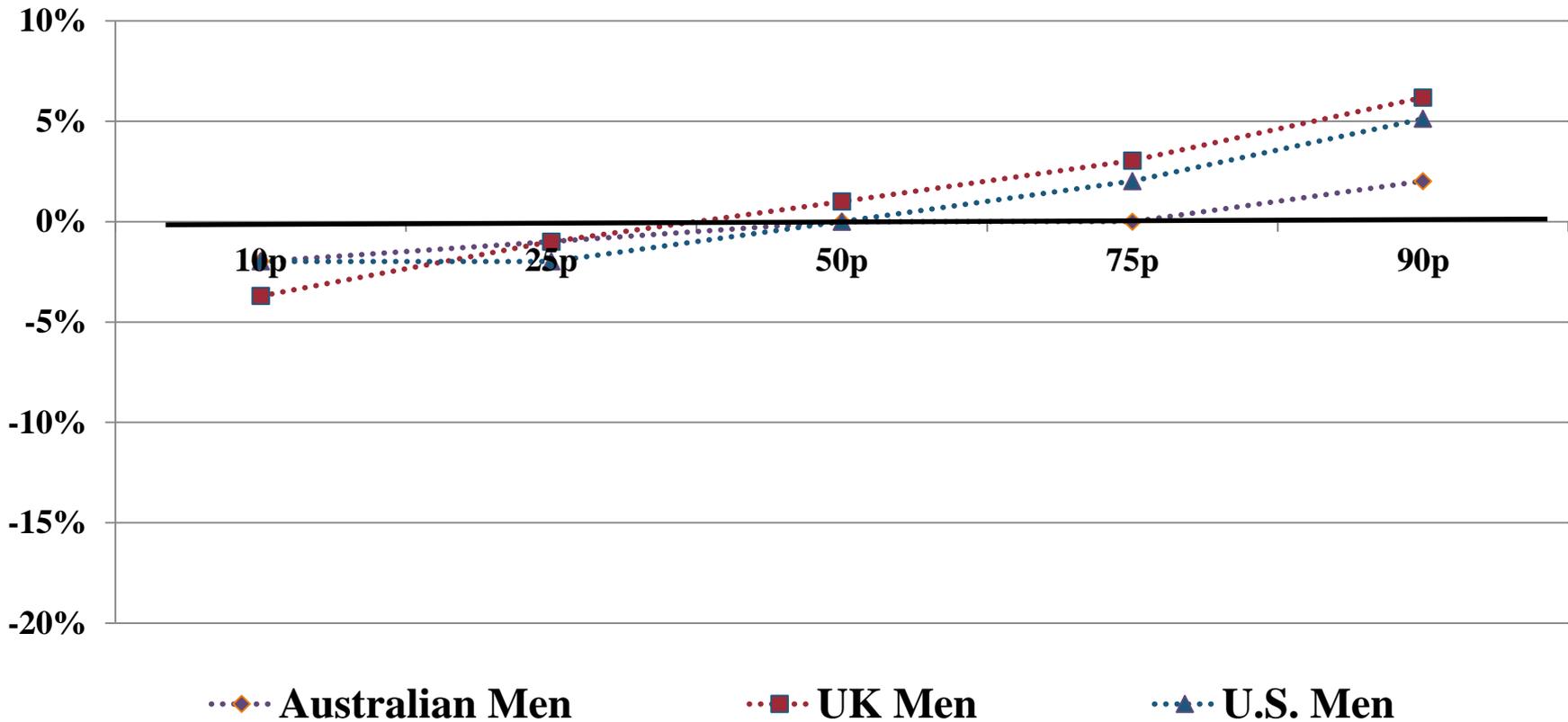
A 'stalled' and 'uneven' revolution

I DISAGREE...

And instead suggest the need to explore predictors and outcomes of not just average gender inequalities, but how these vary across the wage distribution in their organizational and socio-political context

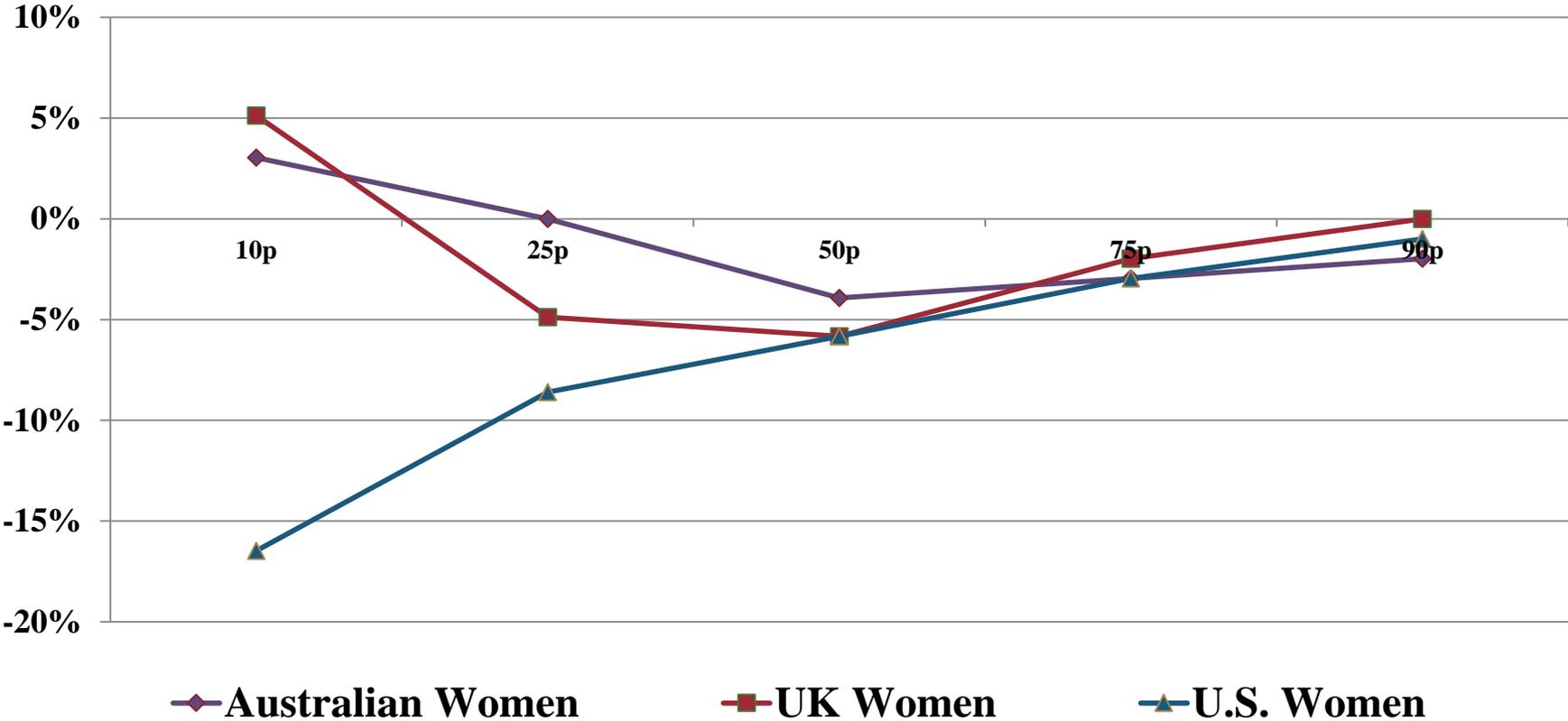
Inspiring evidence #1

Impact # of Children on Australian, British, and U.S. Men's Earnings (Cooke 2014)



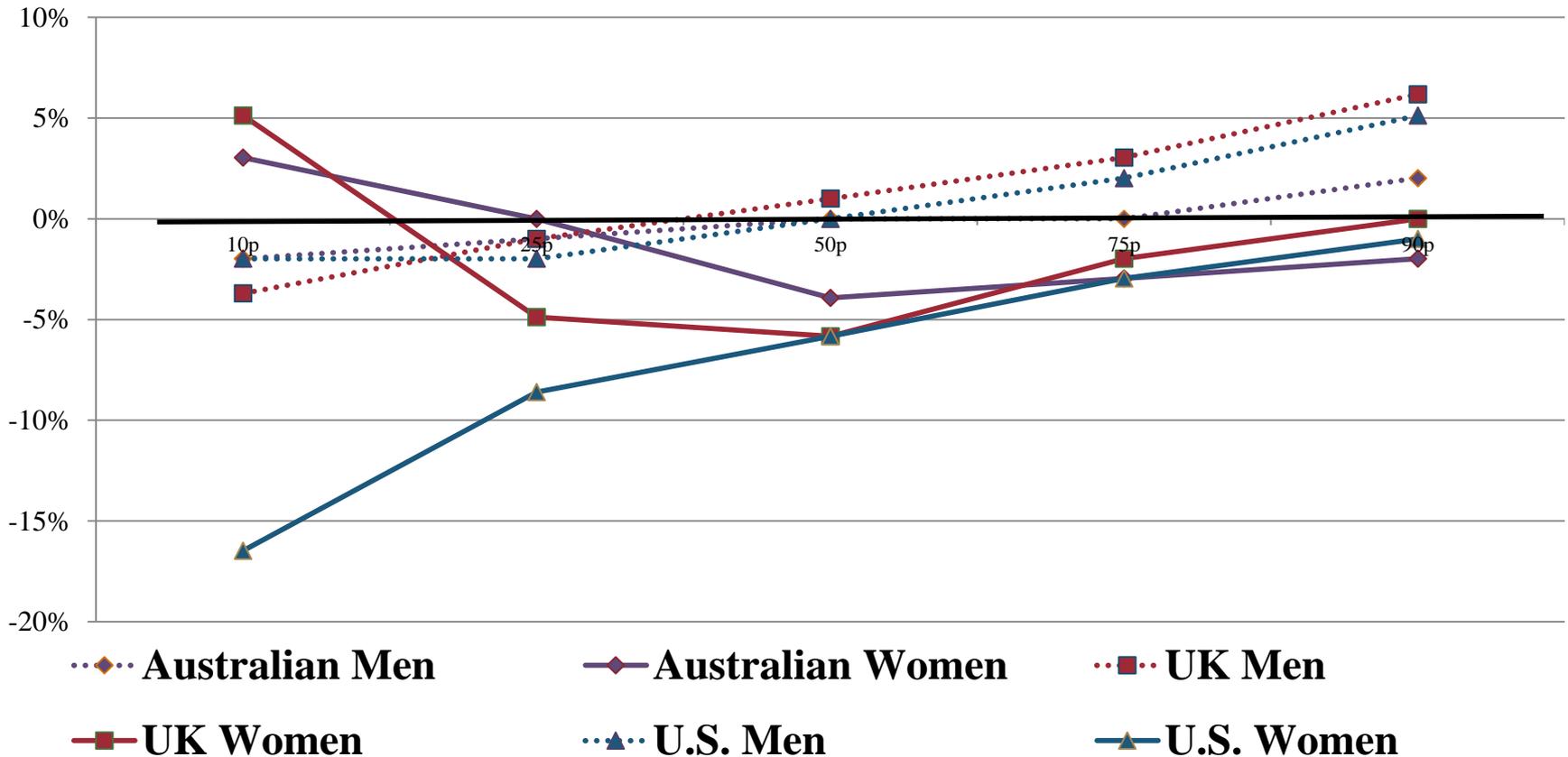
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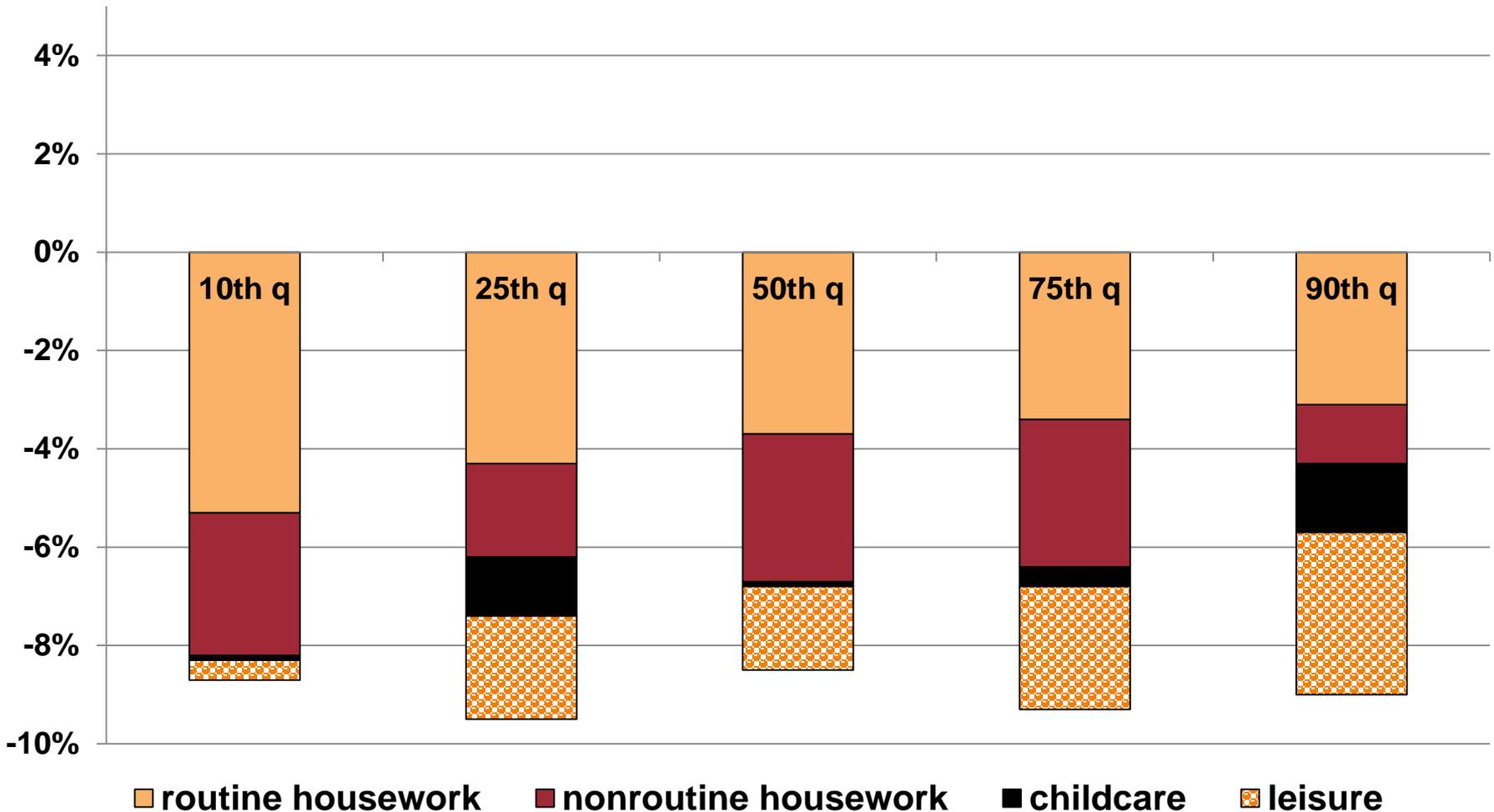
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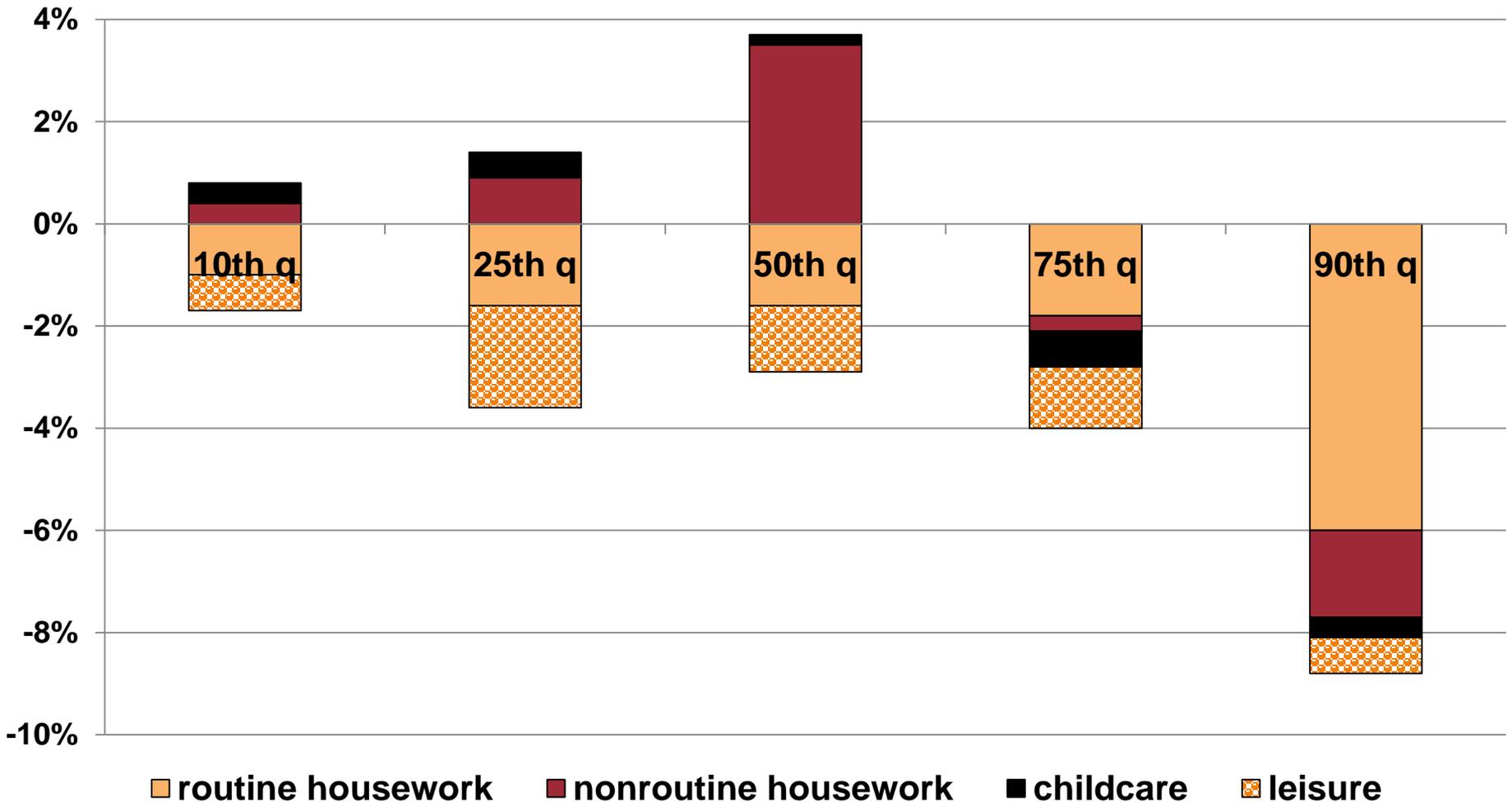
Inspiring evidence #2a (Cooke & Hook 2016)

Wage Effects 18-54 year old Women's Workday Unpaid Tasks



Inspiring evidence #2b (Cooke & Hook 2016)

Wage Effects 18-54 year old Men's Workday Unpaid Tasks

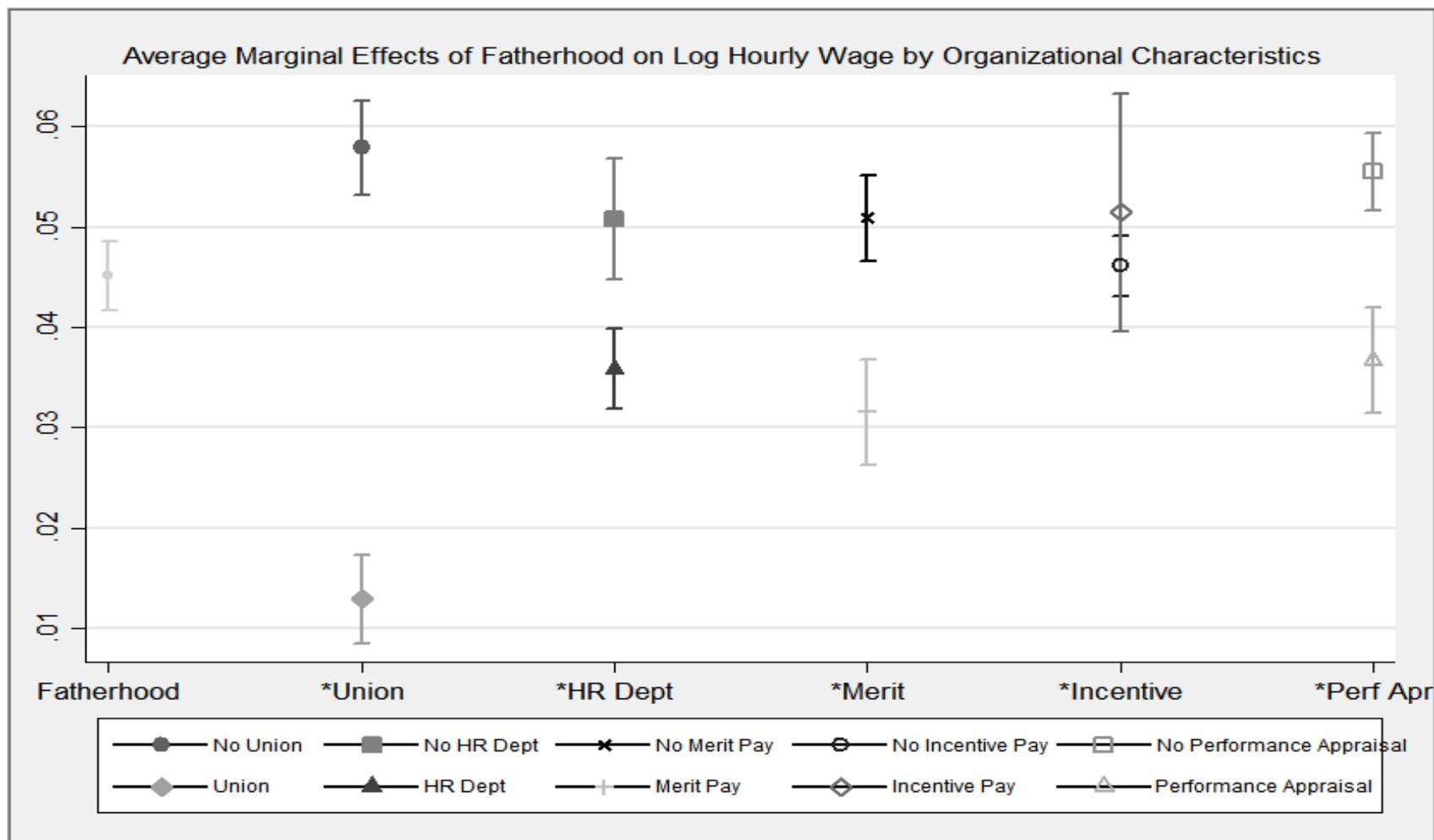


Further inspiration...

- Hodges & Budig (2010) innovatively argued that men's wage premiums reflect organizational rewards for hegemonic masculinity
- Yet 'new' structuralists and relational inequality theorists highlight that wage inequalities vary as much across as within organizations (Avent-Holt and Tomaskovic-Devey 2014; Baron and Bielby 1980; Tilly 1998)
- Assessing across-organizational effects requires linked employee-employer data

Canadian WES

(Cooke & Fuller 2016)



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- Yet 'new' structuralists and relational inequality theorists highlight that wage inequalities vary as much across as within organizations (Avent-Holt and Tomaskovic-Devey 2014; Baron and Bielby 1980; Tilly 1998)
- But we also have decades of evidence that gender inequalities in paid and unpaid work vary in their socio-political context (Cooke and Baxter 2010)

The result:

NEWFAMSTRAT (2016-2021)



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- Goal of NEWFAMSTRAT is to reveal pockets of progress and barriers to continuing the gender revolution by comparing within-gender differences in effects at individual, couple, and employer levels in Finland, Germany, and the UK
 - UK has least institutional support for gender equality, built instead on a male breadwinner model that did not provide men with family wages (Cooke 2011)
 - Germany offers contrasting corporatist-conservative/former socialist regions
 - Finland has extensive supports for maternal employment within a Nordic model, but its gender wage gap is almost as large as in the UK

Subprojects 1 and 2a

- **Individual level:** What does the variation in partnership or parental bonuses or penalties across women's and men's earnings distributions tell us about ***within-gender differences in the individual sources of economic inequalities*** in their country context?
- **Couple dynamics:** What do differences in the impact of domestic time on partnership or parental premiums or penalties across British and German women's and men's earnings distributions reveal about ***within-gender differences in the tradeoff between paid and unpaid work effort?***
- Both use panel data from the early 1990s to the present (BHPS/UnSoc; FLEED; GSOEP)

Subprojects 1 and 2a:

Analytical approach

- The statistical ability to analyze effects across the wage distribution has been available for some time (Koenker & Bassett 1978)
 - But their quantile regression estimator is sensitive to the covariates entered in the model, such that the underlying wage distribution might not be preserved
- One innovation of the NEWFAMSTRAT proposal is to use a new semi-parametric technique to reveal how predicted effects vary at different points in women's and men's *unconditional* wage distributions

- Firpo and his colleagues (2009) developed a two-stage approach to estimate unconditional quantile partial effects using regressions of the recentered influence function (RIF)

$$RIF(Y; q_\tau, F_Y) = q_\tau + (t - \mathbf{1}\{Y \leq q_\tau\}) / f_Y(q_\tau)$$

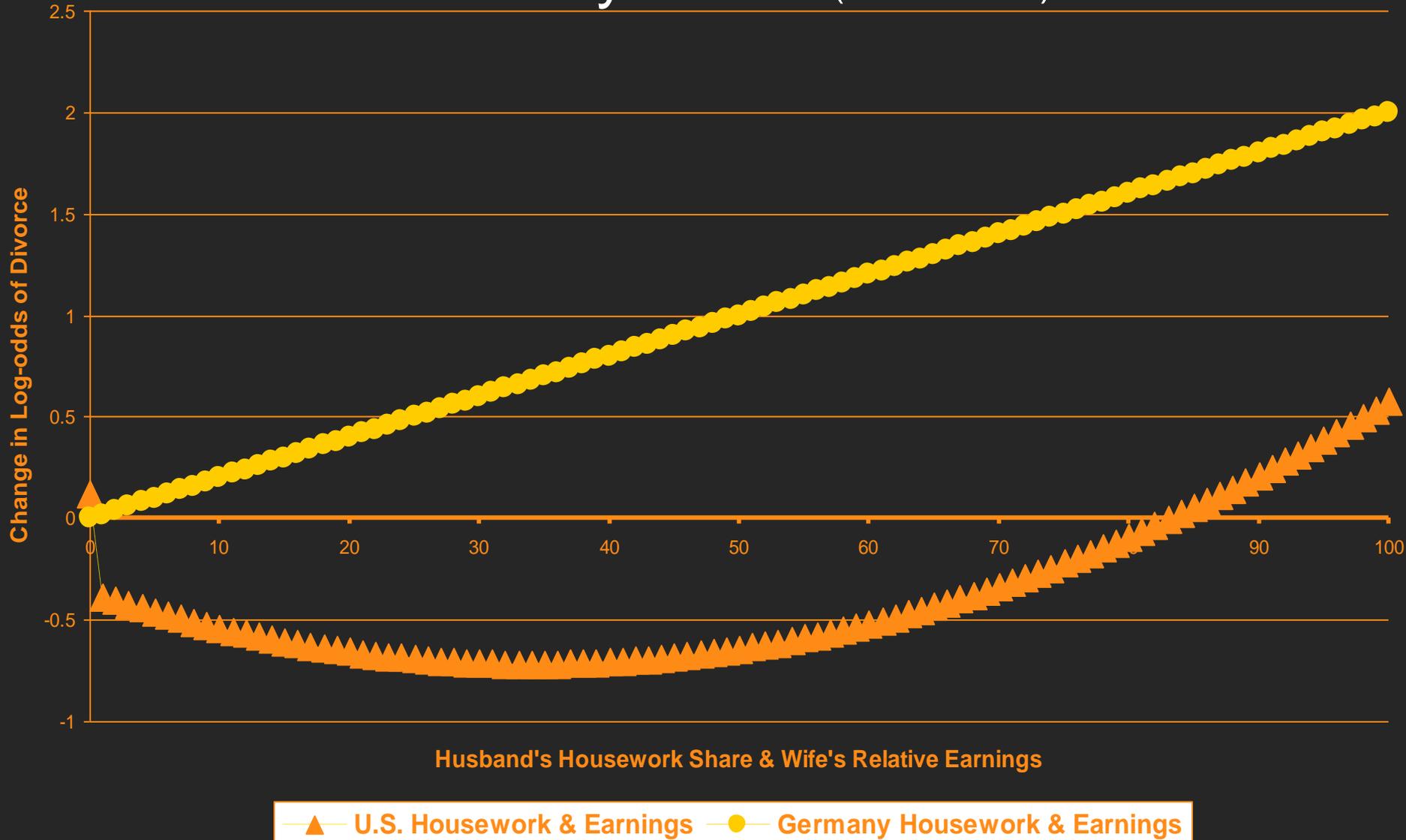
- Effects interpreted similar to any OLS coefficient
 - The location shift in Y associated with a small change in X at the designated quantile, controlling for effects of the other covariates
 - The assumption was that only the intercept varies, although the slope may as well (Fort 2016)– something to explore!

Unconditional quantile regression

Subproject 2b

- What do differences in the impact of equitable divisions of household labor on couple stability across individual earnings and household income distributions indicate about ***within-gender differences in the optimality of specialization*** in each country?
- Becker et al. (1977) argued that wives' employment decreases the returns to marriage and should predict an increase in divorce risk
- I countered that any increased divorce risk associated with wives' employment could be offset by husbands' greater domestic contribution, but effects varied in their socio-political context (Cooke 2006)

Earnings-Housework Equity Effects on Log-Odds of Divorce in Germany & U.S. (Cooke 2006)



Subproject 3:

Field Correspondence Studies

- What do differences in employer gender discrimination in hiring vis-à-vis parental status across job skill levels indicate about ***employer perceptions of future productivity at the intersection of gender, class, and parenthood*** in Finland, Germany, and the UK?
- Building on Correll et al.'s (2007) field correspondence study of regional U.S. employers, this subproject coordinates the field work across the three country contexts, and to compare whether callback rates differ for low, medium and high-skill positions
- The approach is to develop fictitious CVs that will be sent to real employer job advertisements

Subproject 4

- What do between- and within-gender differences in occupational paths and earnings premiums and penalties within firms suggest about the ***contribution of employer wage discrimination to gender-class earnings inequalities predicted by partnership and parenthood*** in Finland and Germany?
- Similar to Cooke & Fuller (2016), we will use restricted linked employee-employer panel data in the two countries (from administrative records), to explore the contribution of organizational sorting (glass ceilings and glass doors) and, if possible, characteristics, to gender wage inequalities associated with partnership and parenthood
- We will also explore how social transfers affect these dynamics (behaviors and ultimate gaps)

Why the ERC?

- It was a 'big,' high-risk project idea building on some very interesting things revealed by my current research
- The ERC looks only for excellence of idea and excellence of researcher
 - Impact not evaluated AT ALL in review, although tracked later
- 50-100% buy out, and allowing the researcher to build a team to tackle a significant issue over a decent period of time (five years)
- Downside:
 - The application is easy; the subsequent paperwork and reporting less so
 - Brexit— requirement that PIs spend at least 50% of their time in an EU country