



International Women's Day



Enginyers
Industrials de Catalunya

Claudia Goldin i la bretxa de gènere: una premi Nobel per entendre la desigualtat

20 Març 2025



Agenda

- ❖ Hearing from you
- ❖ Introduction to the research
- ❖ 120 Years towards gender equity
- ❖ Gender pay gap
- ❖ Solutions

Hearing from you

**Do you believe there is a pay gap between man and women?
Why the Highest Paying Jobs So Rarely Go to Women?**



<https://www.menti.com/alzov9q97y2p>

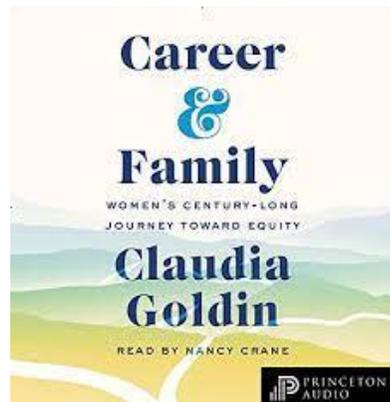
INTRODUCTION TO THE RESEARCH

Girls do better than boys in high school and women are more likely than men to graduate from college and yet men will earn more than women. Why? **Claudia Goldin** is the expert on this question.



Claudia Goldin (1946) is an American economic historian and labor economist. She is Professor of Economics at Harvard University.

In 2023, she was awarded the **Nobel Prize** in Economics “for having advanced our understanding of women’s labor market outcomes” as well as the **root causes of the gender pay gap**.

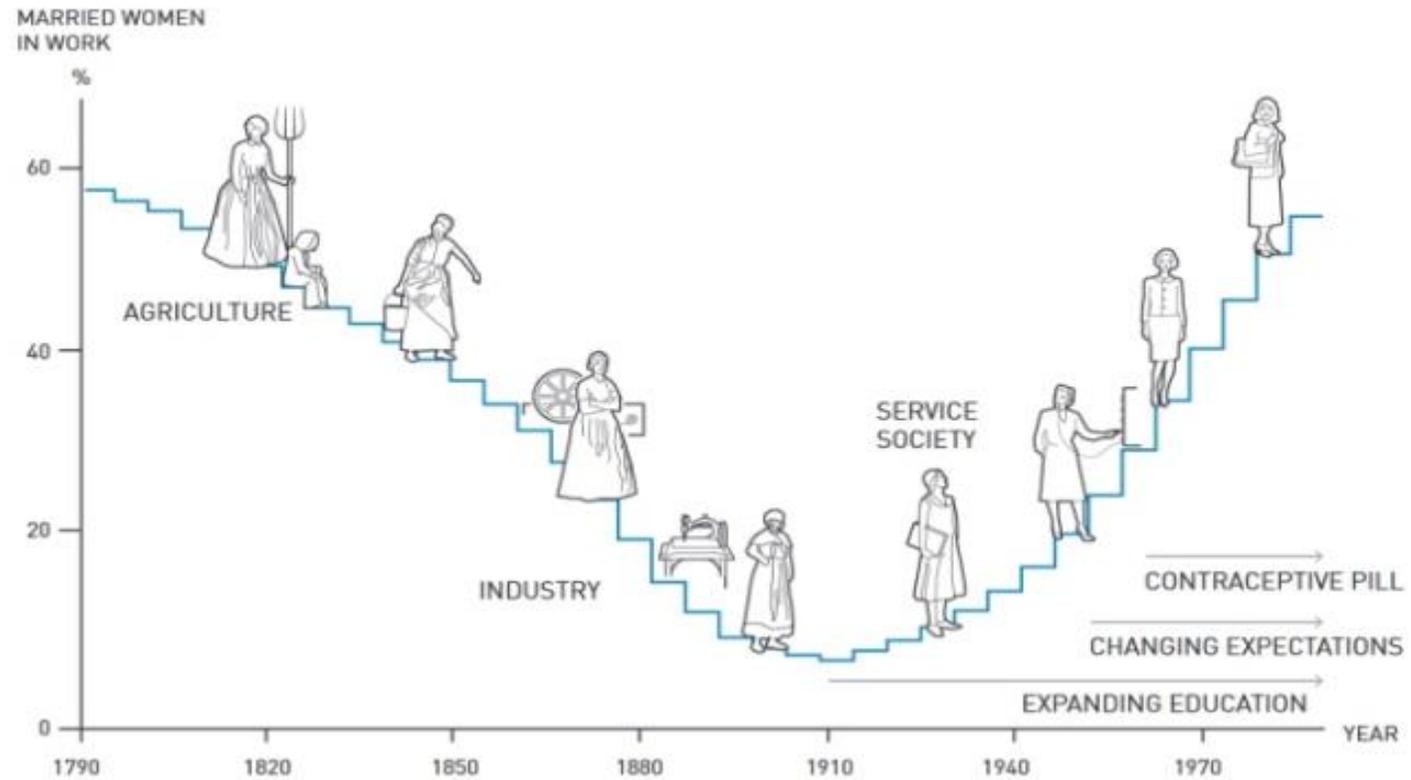


Her book’s ‘Career and family’ provides real answers to a century’s worth of questions about the drivers of gender inequality.

Goldin combines data with individual life stories leaving no doubt that **the problem lies in the nature of work rather than the nature of women.**

Who is Claudia Goldin?

120 YEARS JOURNEY TOWARDS GENDER EQUITY



A Century of Five Groups of College-Graduate Women

Jeannette Rankin, b.1880



Betty Friedan, b.1921



Tammy Duckworth, b.1968

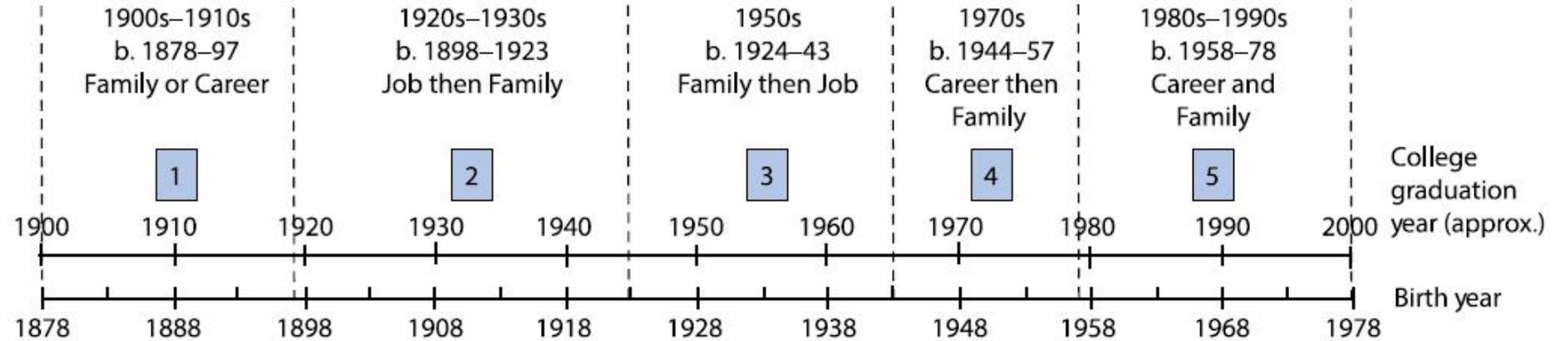


Figure 1



Labor Force Participation Rates by Age and Birth Group: Ever-Married College-Graduate Women:

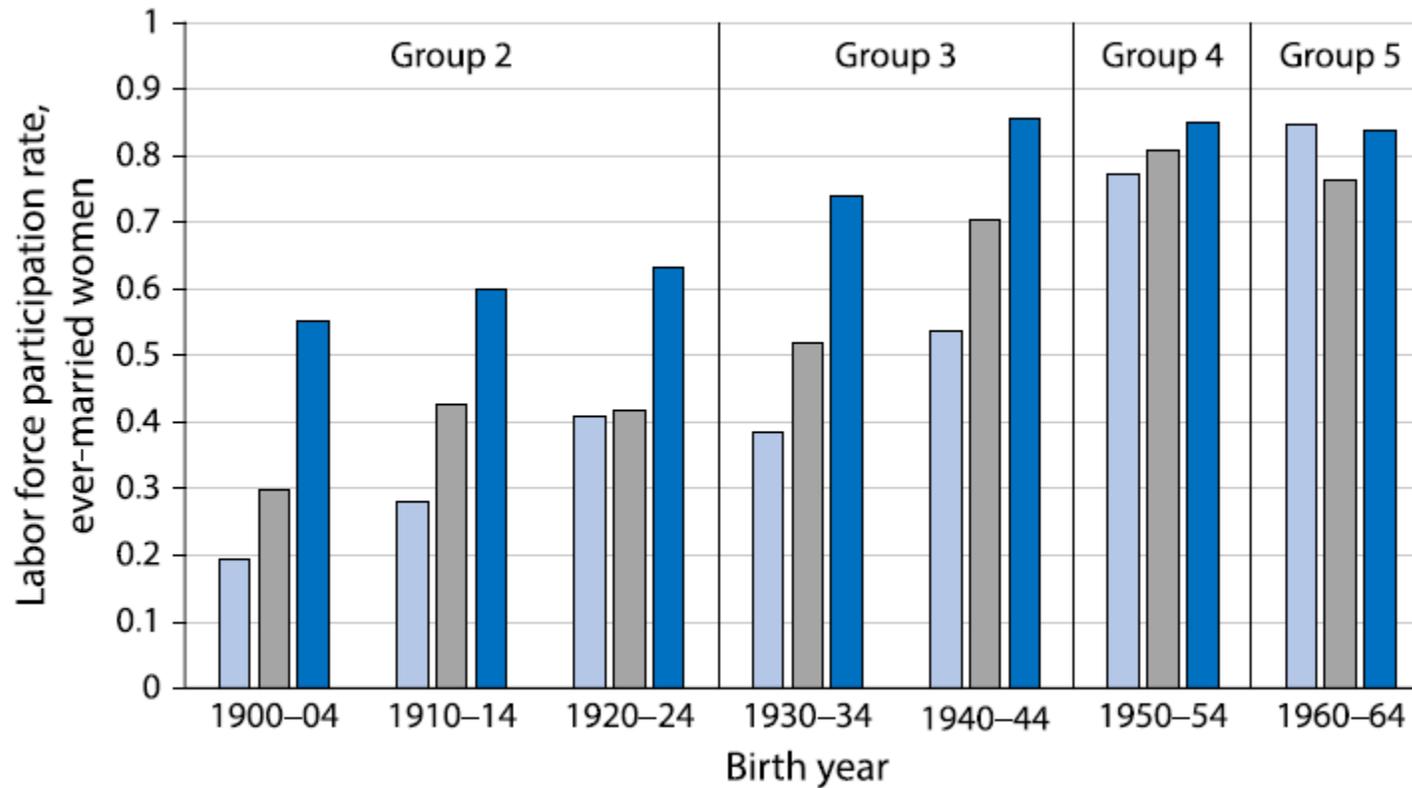
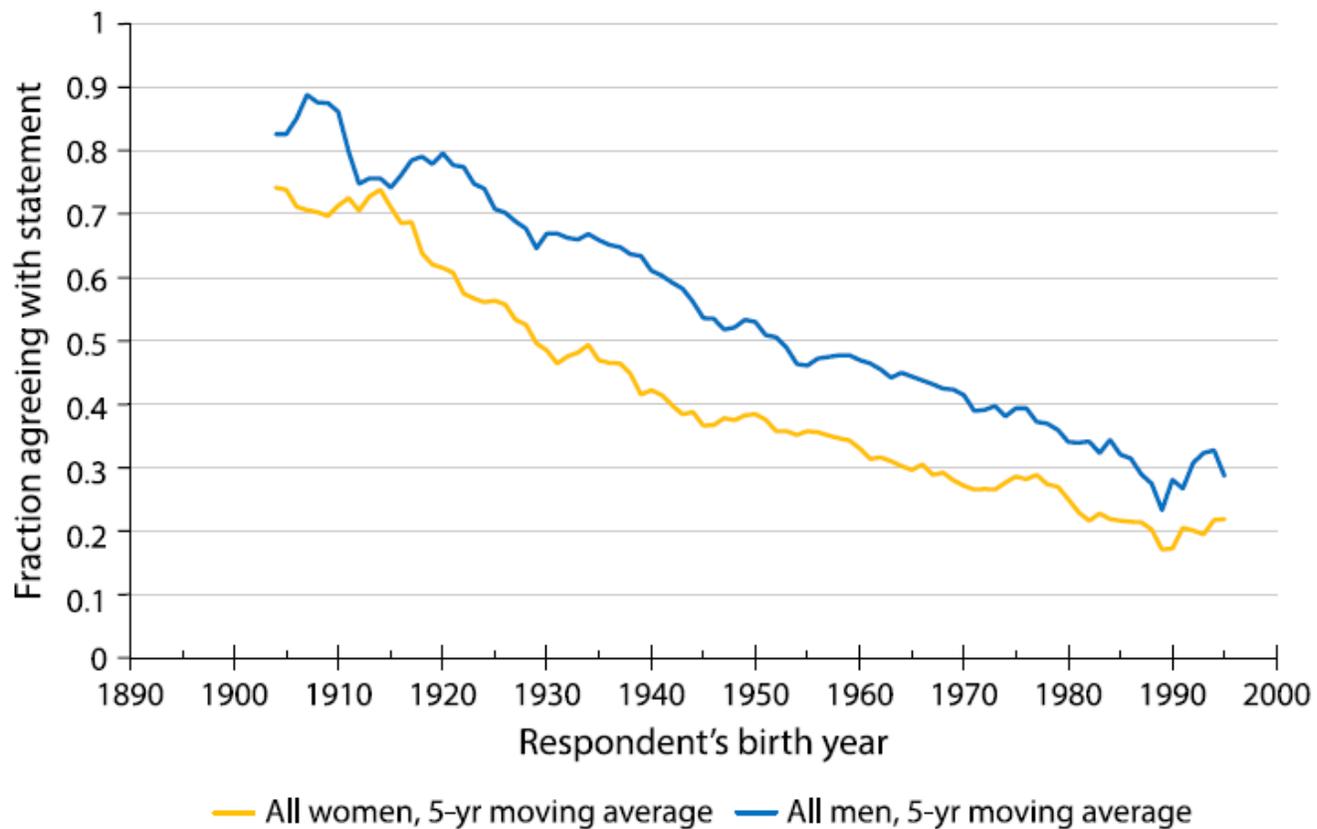


Figure 2 ■ 25-29 ■ 35-39 ■ 45-49

From 50's there's a significant increase in labor force participation for women of all age groups.



Fraction of Men or Women Who Agree with the Statement:
“Preschool children are likely to suffer if their mother works”

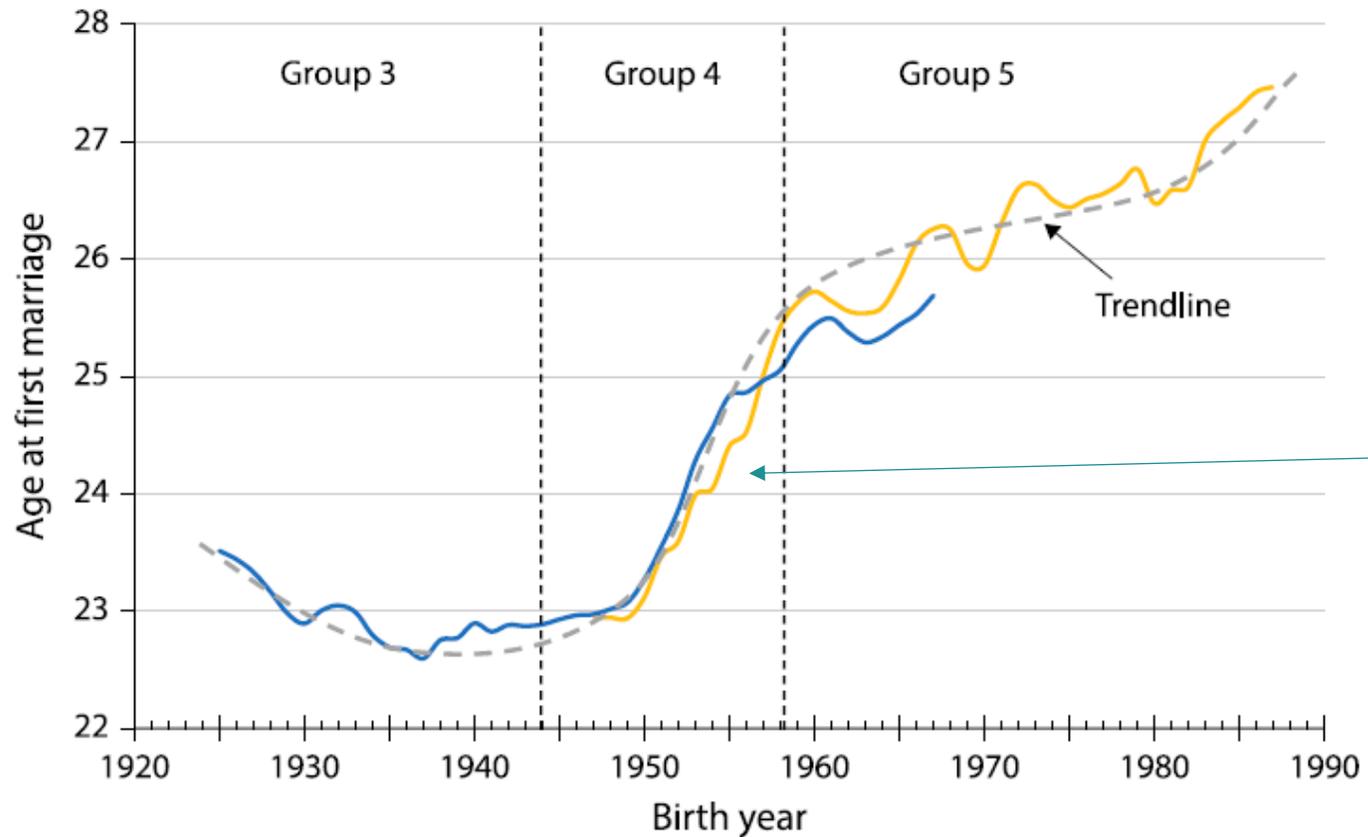


Significantly less people believe that children suffer if their mother works. Still more men than women agree with such statement.

Figure 3



Median Age at First Marriage for College-Graduate Women by Birth Year: 1925 to 1988



The age at which college-graduate women get married is constantly increasing.

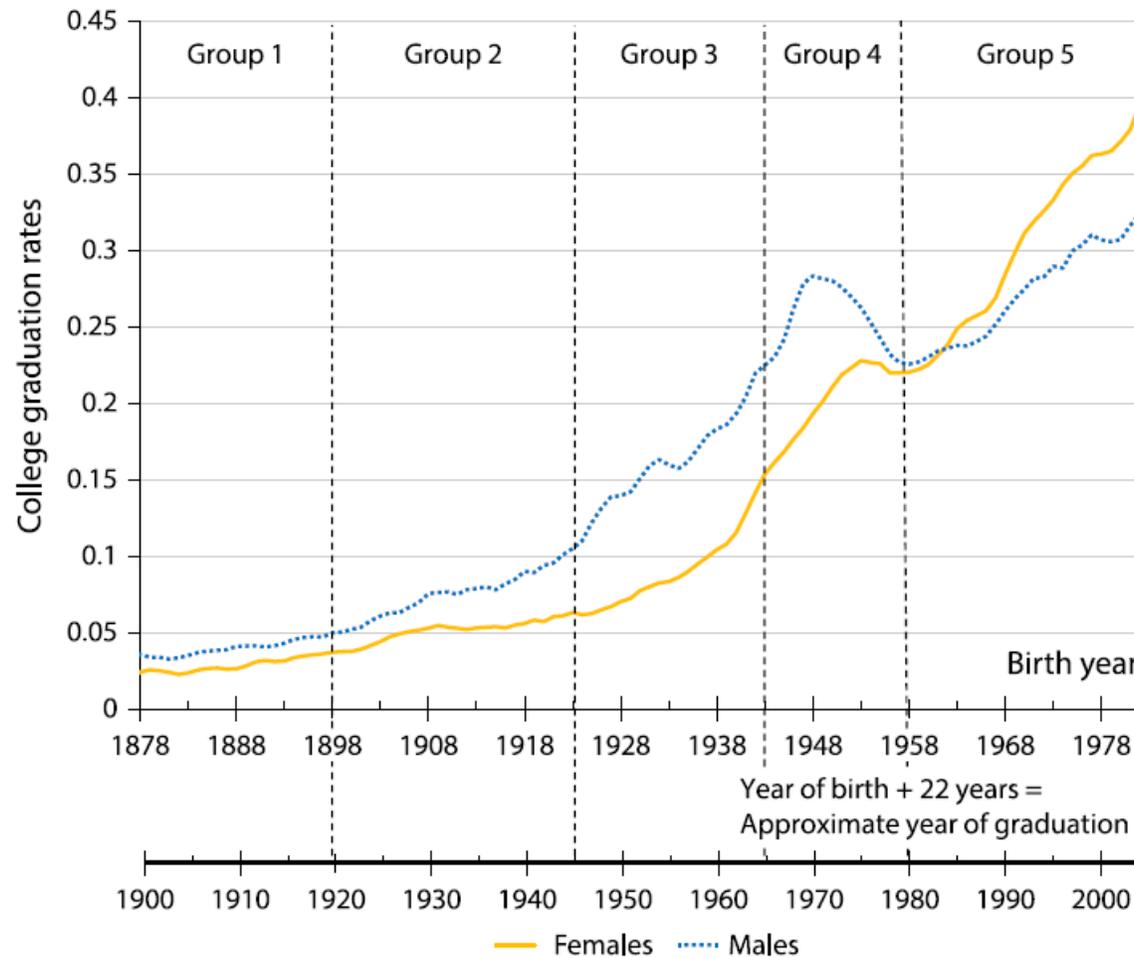
The contraceptive pill enabled the delay of marriage and family.

Figure 4

— CPS ASEC — June CPS



College Graduation Rates for Males and Females at Age Thirty:

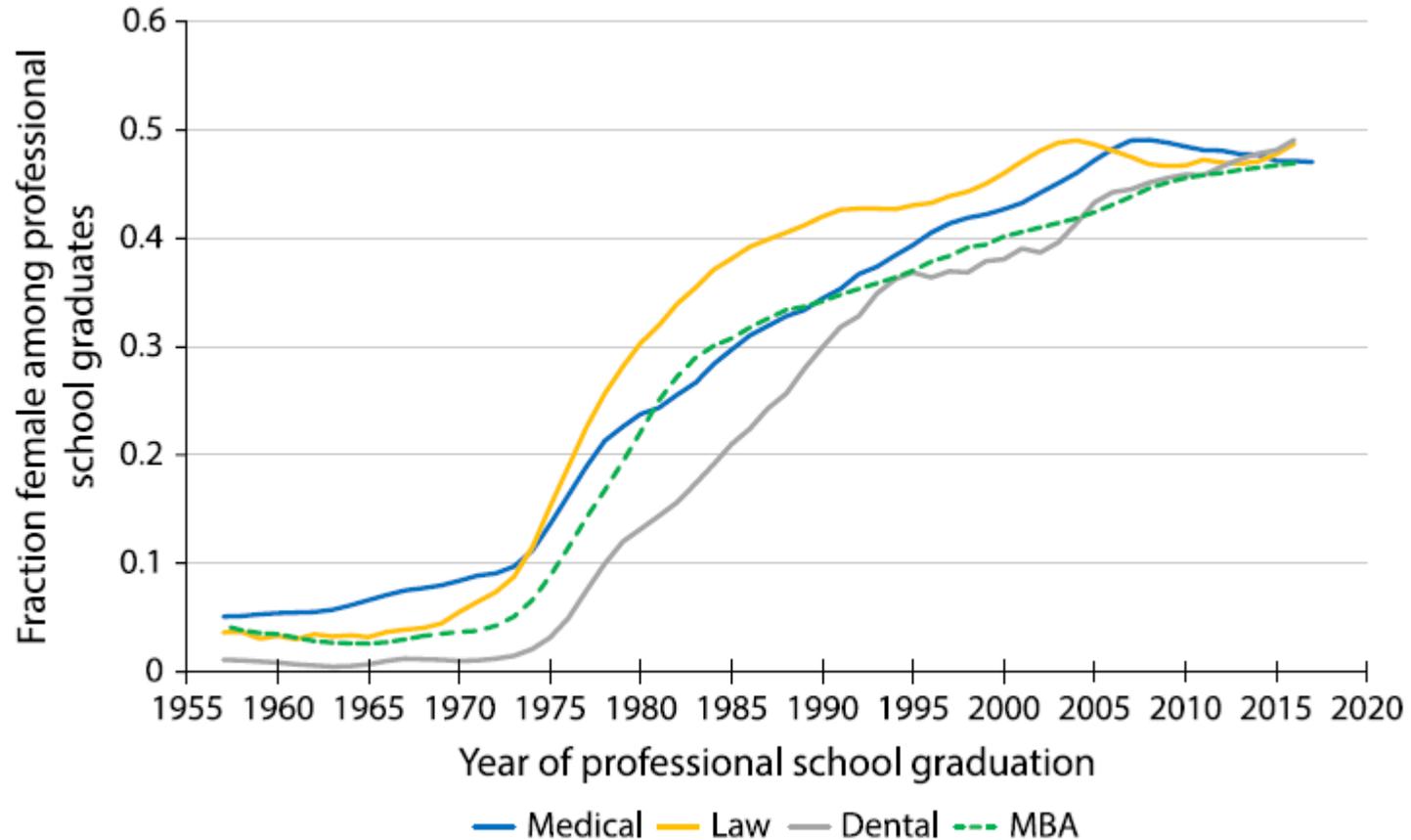


Significantly more women (30 years old) than men graduate from college since 80's.

Figure 5



Fraction Female among Professional School Graduates:

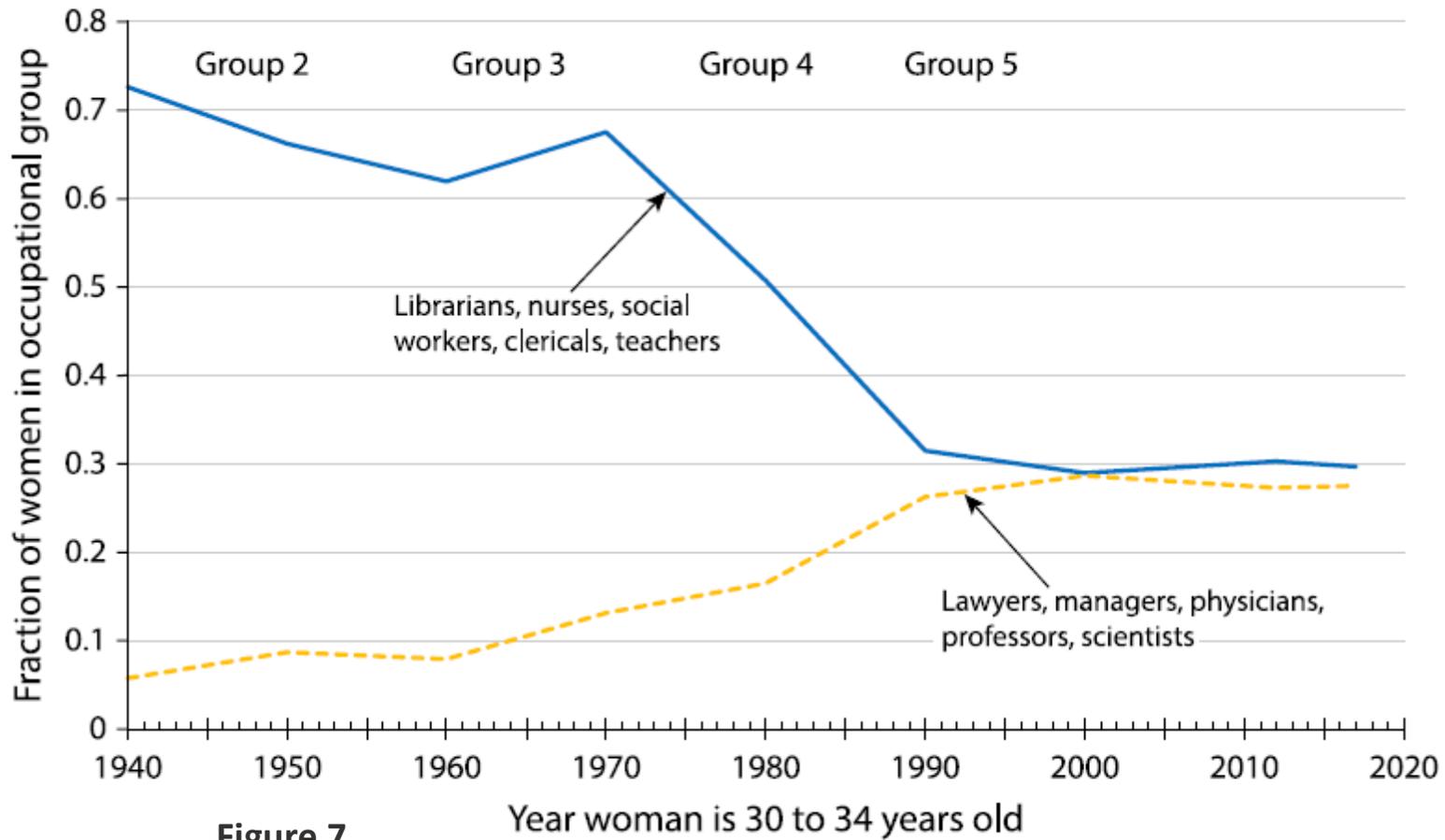


The big change was that Group 4 college women began taking courses and majoring in fields that were more career oriented.

Figure 6



Occupations of College-Graduate Women, 30 to 34 Years Old: 1940 to 2017:



Distribution gap between traditionally "female" and "male" types of jobs was eliminated in the 2000s' for college-educated women at age 30-34.

Figure 7



Career and Family Success for Age Groups: 1931 to 1965

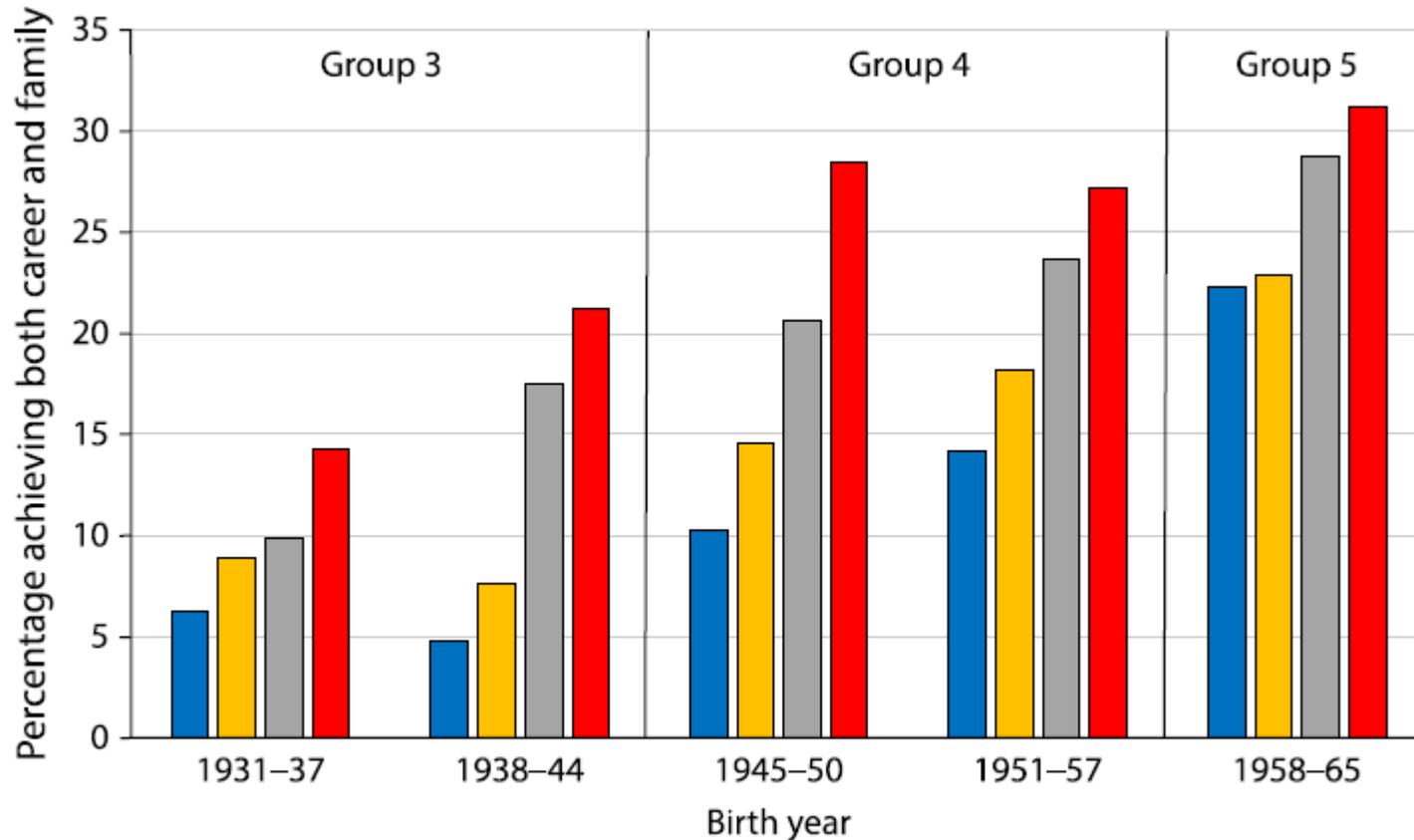
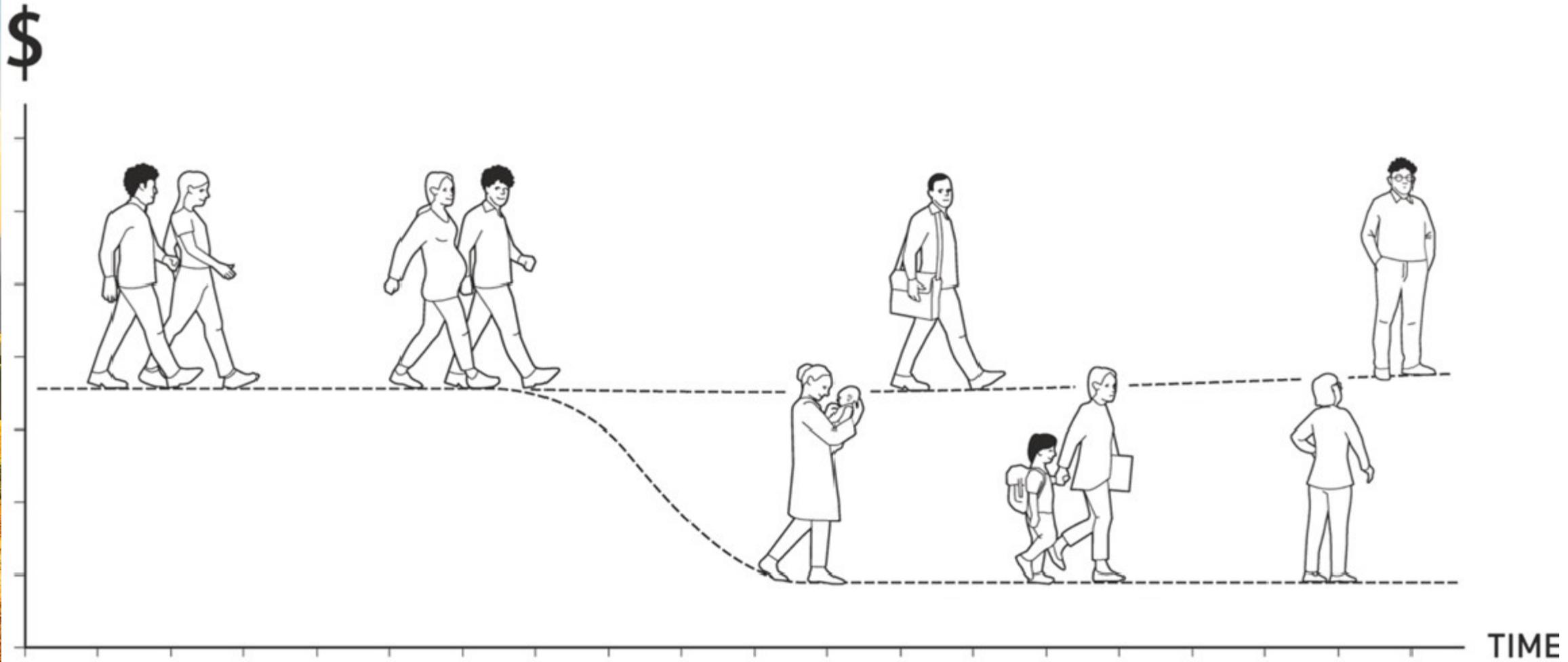


Figure 8

■ 35-39 ■ 40-44 ■ 45-49 ■ 50-54

Career and family success for women increased through the groups. It is especially higher when women's time is freed as their children age.

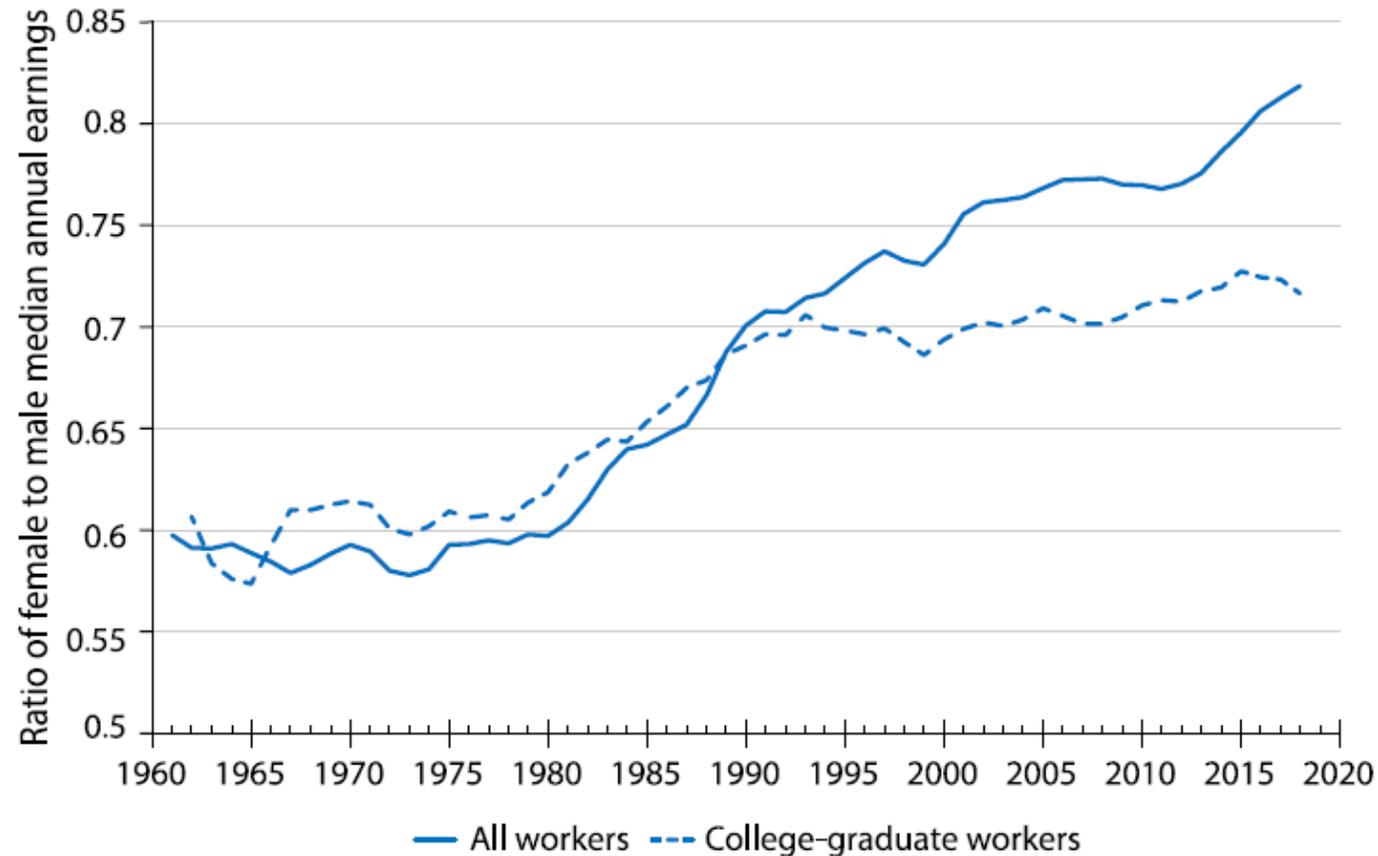
GENDER PAY GAP



Gender Pay Gap



Female to Male Median Annual Earnings Ratio, Full-Time, Year-Round Workers: 1960 to 2018

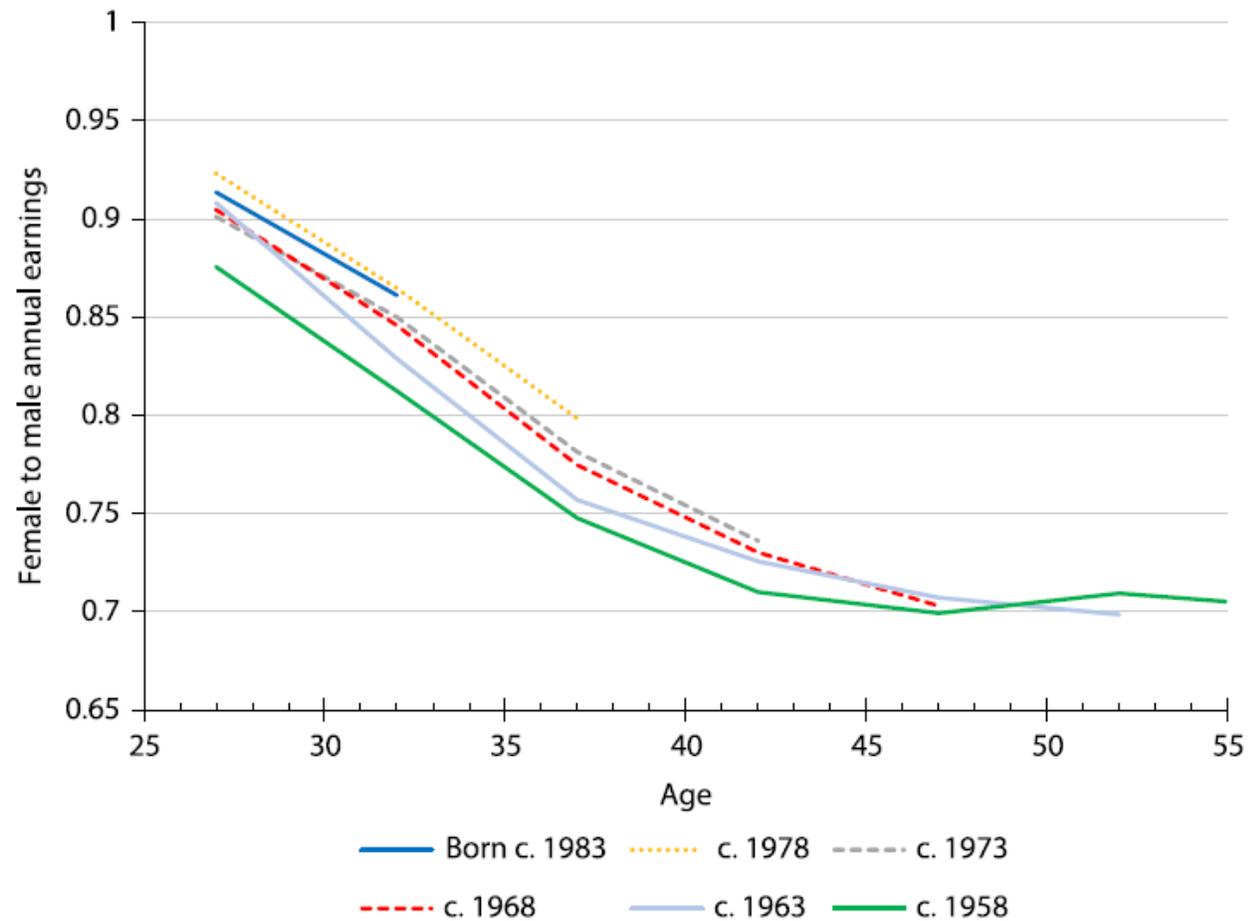


Data shows that **there is a gap** between earnings of men and women. The gap is even greater for college-educated women.

Figure 9



Relative Annual Earnings of College-Graduate Men and Women (US Census): Born 1958 to 1983

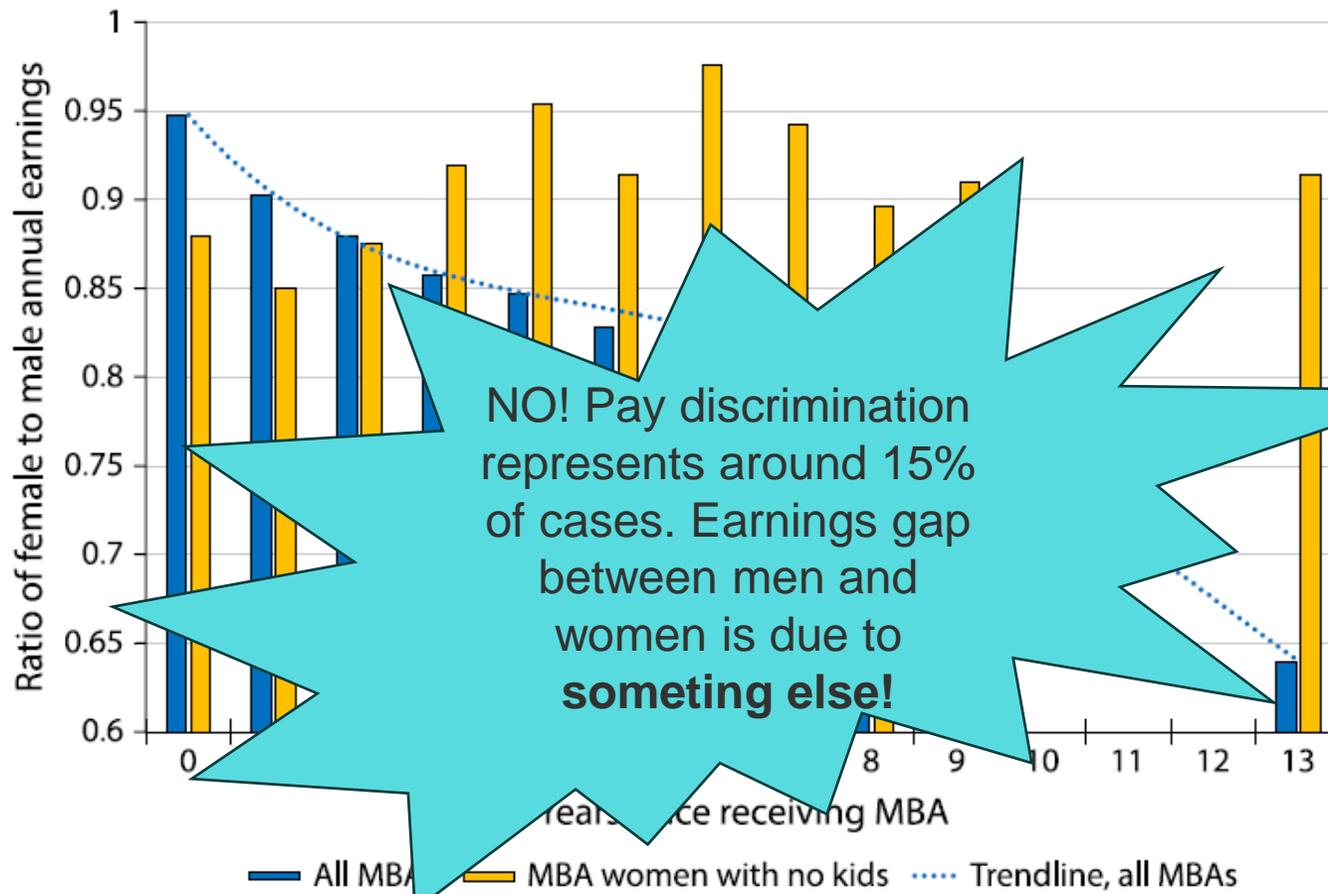


When male and female college graduates take their first jobs, their earnings are reasonably similar. But sometime after the first job, their earnings begin to diverge.

Figure 10



Example: Woman MBA graduates from Chicago University from 1960 to 2006



NO! Pay discrimination represents around 15% of cases. Earnings gap between men and women is due to something else!

Pay gap between man and women in the first year after MBA graduation is fairly similar considering women with or without kids. Over 13 years the gap for women with kids significantly increases.

What is the reason for this gap?
Is it due to **gender pay discrimination?**

Figure 11



Gender Earnings Ratio for College Graduates by Occupational Sector

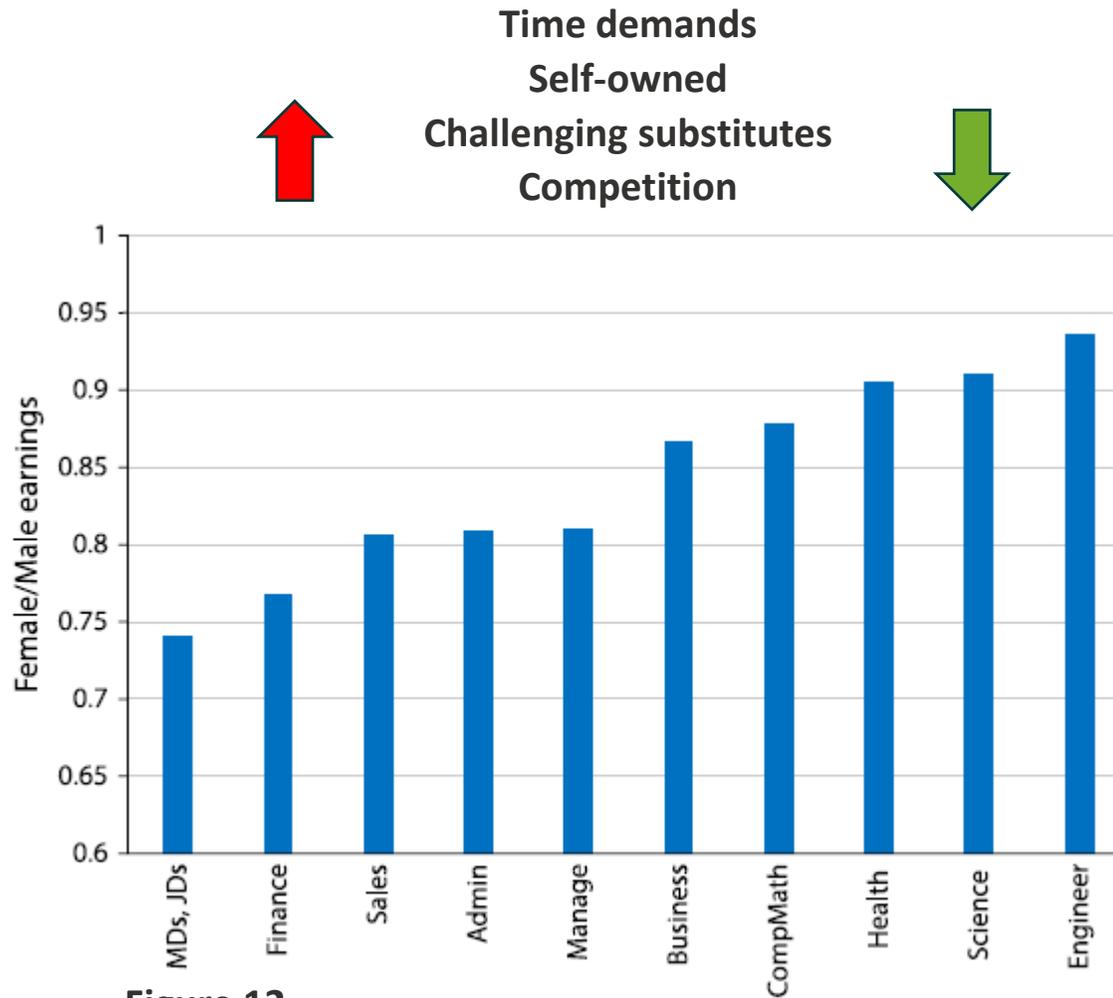


Figure 12

The key difference between earnings of men and women is not due to discrimination, it is determined by the **structure of work**.

Are there lots of biased and opportunistic bosses in finance, but not in tech? No, there are unprincipled managers in each sector. The key reason is the **demand of time** required in each sector.

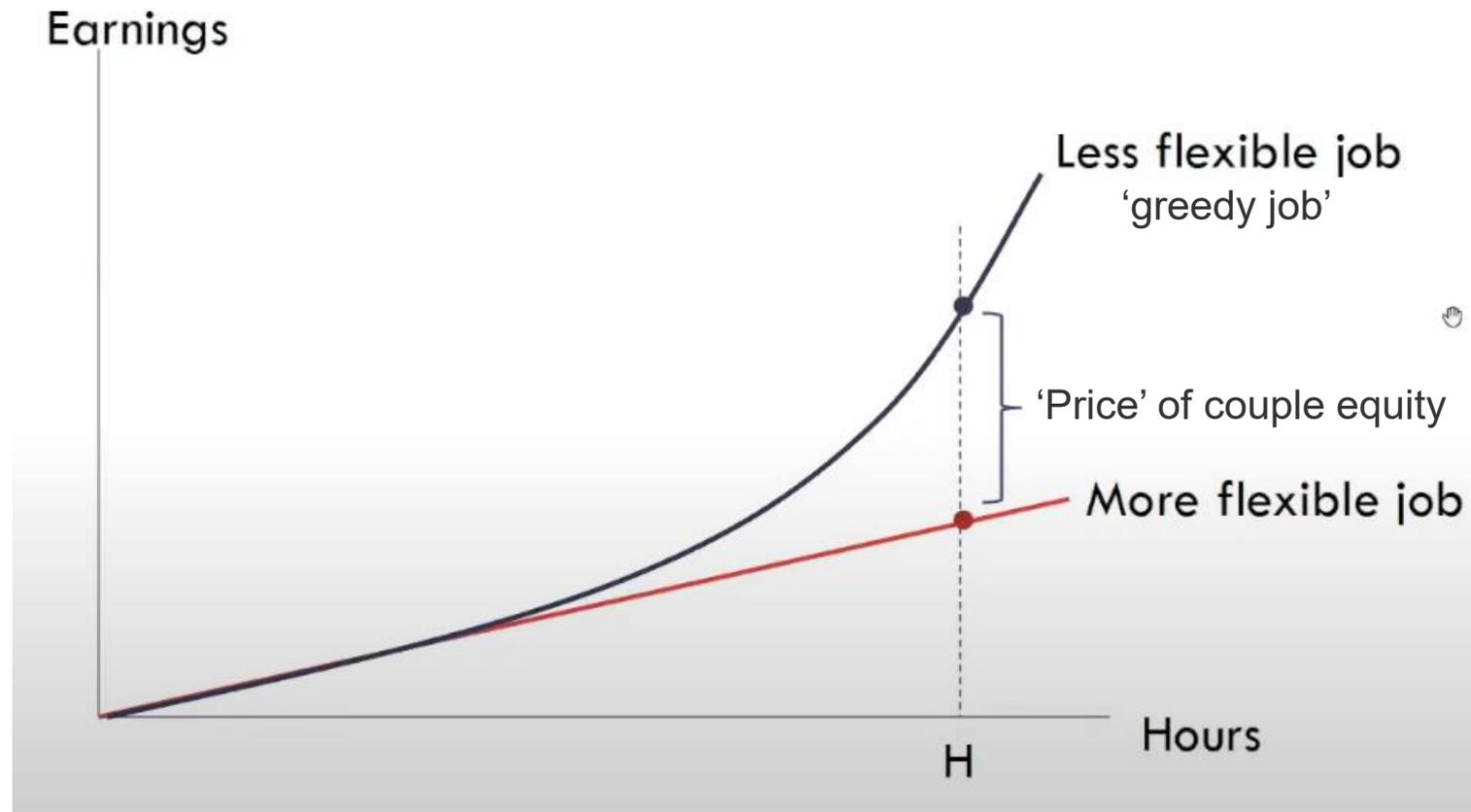


O*NET provides 6 main characteristics for each occupation in terms of time demand and competition:

- Contact with others**
- Frequency of decision making**
- Time pressure**
- Structured vs unstructured work**
- Establishing and maintaining interpersonal relationships**
- Level of competition**

Then, what is to blame for the gender pay gap?

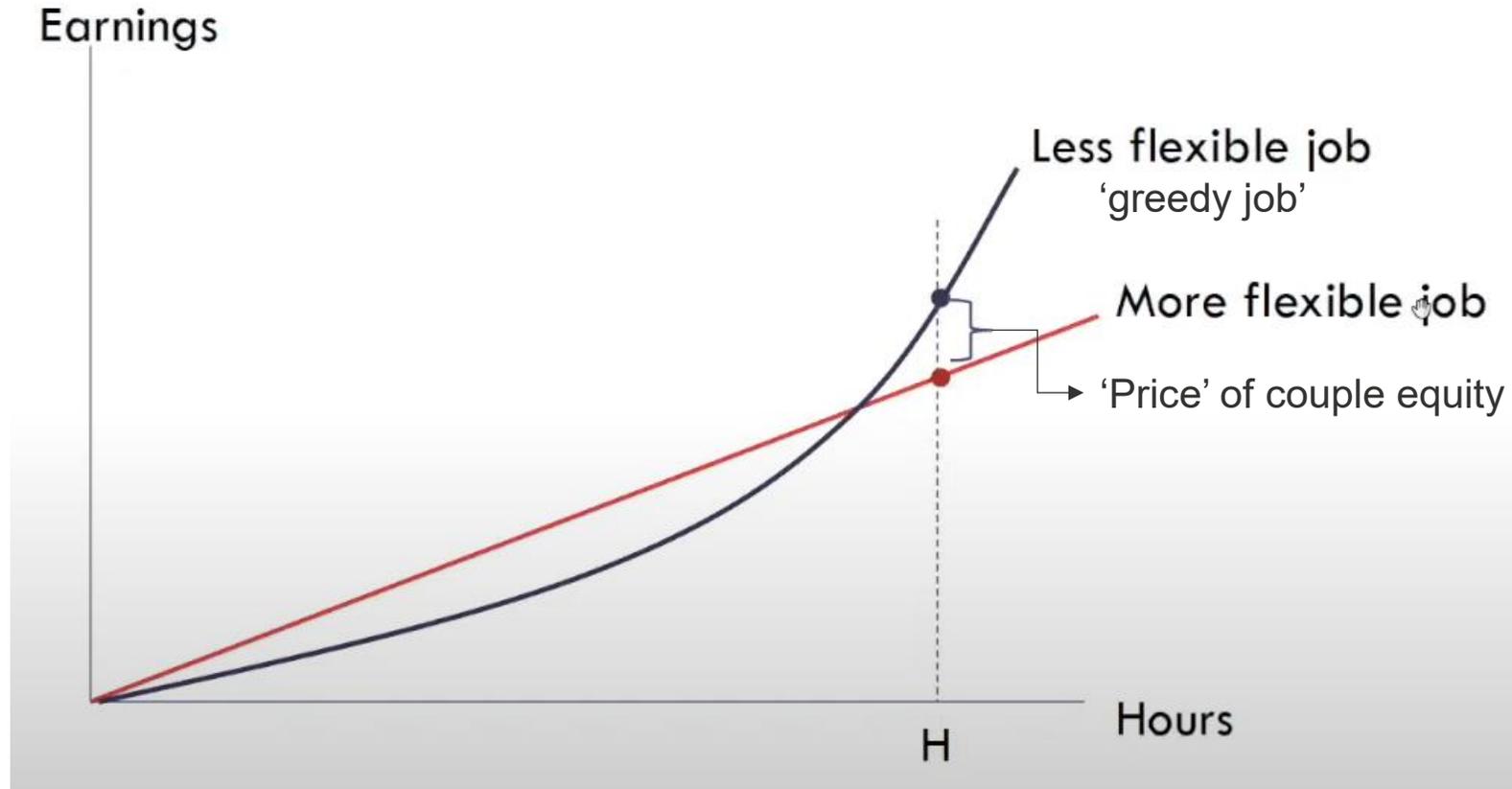
Gender Inequality and Couple Inequity



- **Couple decision making:** A couple with children can't both work at the blue dot. They split and specialize.
- **Cost of temporal flexibility:** It raises a gender gap in earnings.
- **Root cause of gender gap:** high price of couple inequity

Figure 13

What can we do to reduce gender earnings gap?



- The earnings gap is reduced if **productivity increases** in more flexible job.
- Convert 'less flexible' jobs in flexible ones.
- Family equity would become cheaper.

Figure 14

WHAT CAN WE DO? WHAT ARE THE SOLUTIONS?

Society



Individuals



Employers



Solutions



What Can We Do as an Employers?

- Flexible working policies
- Fix the Organizations: Reduce cost of temporal flexibility
 - Create good substitutes for certain workers. Improve the transmission of the information
 - Reduce travel and meetings
 - More effective way to work, using new technologies, that not requires extended hours
 - Enable WFH but do not create a “female ghetto”

What Can We Do as Society&Individuals?

- Awareness first – knowing that the problem exists
- Changing gender norms
 - Childcare is not only for women
 - Important to change attitude from husbands
- Lowering the cost of childcare and eldercare

When couples give up couple equity, they increase gender inequality





Career & Family

WOMEN'S CENTURY-LONG
JOURNEY TOWARD EQUITY

Thank you, El Catalunya

**Claudia
Goldin**

The journey
continues...





Back Up Slides



Preliminary concepts and considerations

- Her work is based on college graduated women in the last 120 years in US, because they had the greatest opportunity to achieve career
- Career means something different from a spot job/work/occupation. It is achieved over time vs job that is a spot position to earn a living.
- Family is defined, for purpose of this research, as having at least one child by birth or adoption
- Couple Equity is fifty-fifty sharing responsibilities at home
- Gender Equality means that rights, responsibilities and opportunities of individuals at work are not dependent on gender



Figure's Sources:

Figure 2: Three sources are used: US decennial population censuses; CPS; ACS. Integrated Public Use Microdata Series (IPUMS), US decennial census of population, micro data, for 1940 to 2000. The ACS includes all years from 2000 to 2016. The US decennial population census uses the following samples: 1940 1 percent, 1950 1 percent, 1960 5 percent, 1970 1 percent “metro form 1” and “metro form 2,” 1980 5 percent “state,” 1990 5 percent, and 2000 5 percent. The CPS Annual Social and Economic Supplement (ASEC) includes all years from 1962 through 2017. College graduate is defined in all samples as four or more years of college.

Figure 3: 1940 to 2000 censuses IPUMS and CPS Merged Outgoing Rotation Groups (MORG) 2006 to 2016 are used.

Figure 4: CPS June Fertility Supplements and CPS Annual Social and Economic Supplement (ASEC). Three-year centered moving averages are shown. Dotted line is a freehand summary of the two series.



Figure's Sources:

Figure 5: Integrated Public Use Microdata Sample (IPUMS) of the US Federal Population Census, 1940 to 2000; ACS 2012, 2017.

Figure 6: General Social Survey (GSS) micro data from 1977 to 2016.
Notes: Five-year moving averages are given. The GSS data begin in 1977 and then jump to 1985. Therefore, the early birth groups are older, on average, at the time of the interview than the younger birth groups. Survey weights have been used.

Figure 7: All workers, 1960 to 2019: <https://www.census.gov/library/publications/2020/demo/p60-270.html>.

College-graduate workers, 1961 to 2019: computed from Annual Social and Economic Supplement (ASEC), Current Population Survey, US Census Bureau.

Notes: The computed series is shifted back a year for consistency with the published series because annual income is for the previous year. Three-year centered moving averages are presented for both series.



Figure's Sources:

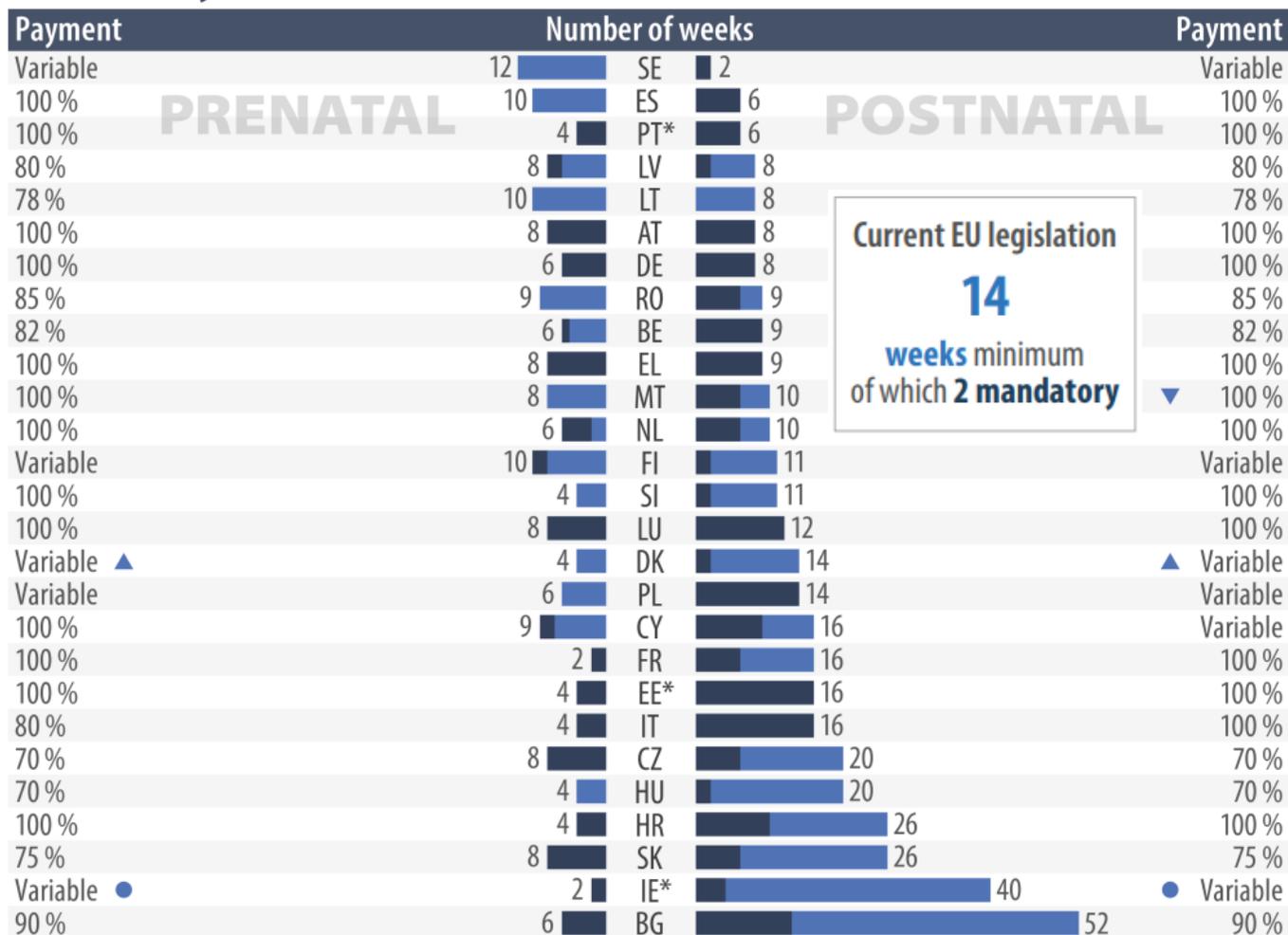
Figure 8: American Community Survey, 2009 to 2016.

Notes: Sample consists of college graduates, 25 to 64 years old, who worked full-time, full-year (FT-FY) in the census year and who were in an occupation for which mean annual earnings of FT-FY male workers exceeded \$65,000. Covariates include age in a quartic, usual hours worked per week, usual weeks worked per year, and education (above the bachelor's degree). See Online Appendix table 1A (Ch8), "ACS Occupations and Industry Groupings," for a listing of the occupations in each of the ten groups. Weights are the number of workers in each of the separate occupations.

Figures 9 and 10: Claudia Goldin's charts.

Maternity and paternity leave in the EU – 2023 data

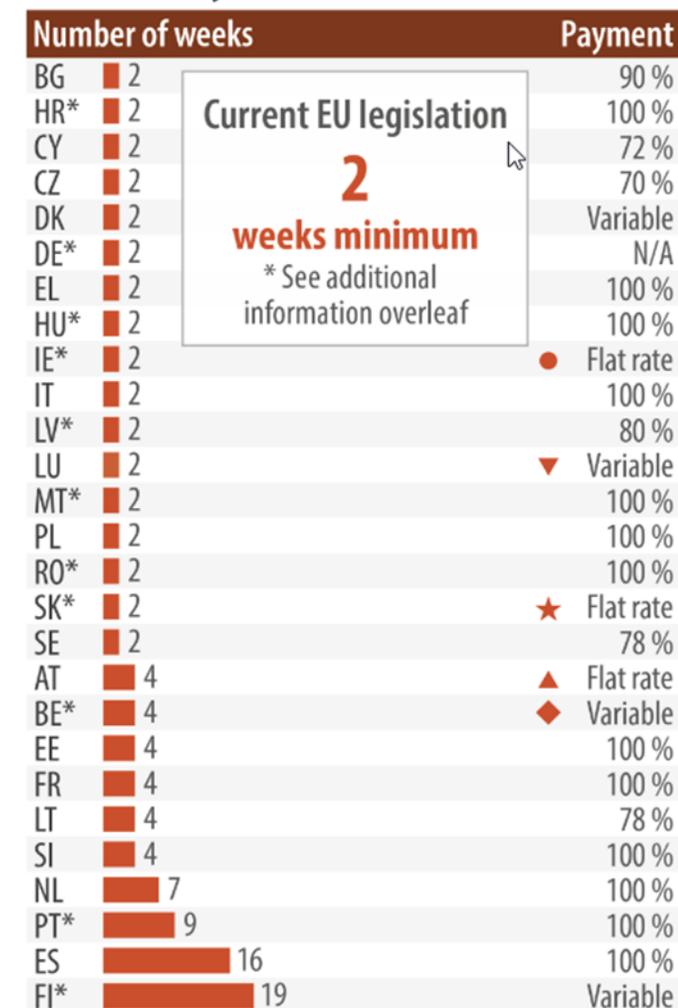
Maternity leave



Vs.



Paternity leave



Sources: National legislation (e.g. MISSOC), websites of national institutions, European Commission website, and other reports.

Employment Expectations and Attitudes of Female Youth by Age and Year:

