

**PRINCETON UNIVERSITY
WOODROW WILSON SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS**

**594e Session I
Gender, Earning Power and Policy: Domestic Perspectives**

Spring 2004
Wed., 1:00 – 4:00 p.m.

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Summary

The first half of this two-part course will analyze the causes of the wage gap between men and women and examines a range of policy responses. Close attention will be paid to the interaction of race/ethnicity and class with gender, and there will be a focus on the role of the private sector.

The first half will focus on domestic perspectives and the second half on international perspectives.

The critical debates in economic and feminist theory will thread through both parts of the course and students will learn how these theories have both shaped and challenged policy making in a variety of national settings. Particular regard will be paid to the interplay between family policy and labor market policy.

The course will be taught in an interactive seminar format.

Course Requirements

- 1) 7 page research paper for each part of the course (60%)
- 2) Group project (20%)
- 3) Active participation in class discussion (20%)

Topics and Course Readings

Part One: Issues and Challenges (1 session)

I. Labor Markets and Earning Power

Required Readings *

*Blau, Francine D., Marianne A. Ferber, Anne E. Winkler. *The Economics of Women, Men and Work*. New York: Prentice Hall, 4th edition, 2002: 1-7.

*Chambers, Elizabeth, Mark Foulon, et. al. "The War for Talent." *The McKinsey Quarterly* 3 (1998): 44-57.

*U.S. General Accounting Office with analysis by staffs of Representatives John D. Dingell and Carolyn B. Maloney. "A New Look Through the Glass Ceiling: Where are the Women? Jan. 2002: 1-13. In 7 of the 10 industries the wage gap between male and female managers actually widened between 1995 and 2000.

II. Marriage, Childbirth and the Household Division of Labor

Required Readings *

*Bergstrom, Theodore. "Economics in a Family Way." *Journal of Economic Literature* 34.4 (Dec. 1996): 1903-34.

*Goldin, Claudia and Lawrence F. Katz. "The Power of the Pill: Oral Contraceptives and Women's Career and Marriage Decisions." *Journal of Political Economy* 110.4 (2002): 730-70.

*Hewlett, Sylvia Ann. "Executive Women and the Myth of Having It All." *Harvard Business Review* Apr. 2002: 5-11. (Reprint) At mid-life, between a third and a half of all successful career women in the United States do not have children.

* Edlund, Lena and Evelyn Korn. "A Theory of Prostitution." *Journal of Political Economy* 110.1 (Feb. 2002): 181-214.

Background Readings

Conlin, Michelle. "The New Gender Gap," *Business Week* 26 May, 2003: 74-82.

Cose, Ellis. "The Black Gender Gap." *Newsweek* 3 Mar. 2003: 48-51.

Dale, Charles V. and Linda Levine. "Pay Equity Legislation in the 108th Congress." Congressional Research Service 17 Apr. 2003: 1-10.

Ehrenrich, Barbara. *Nickel and Dimed: On (Not) Getting By in America*. New York: Henry Holt, 2002: 11-49.

Samuels, Allison. "Time to Tell It Like It Is." *Newsweek* 3 Mar. 2003: 52-5.

Thomas Jr., R. Roosevelt. "From Affirmative Action to Affirming Diversity," *Harvard Business Review* Mar.-Apr. 1990: 5-15. (Reprint) Affirming diversity is not just a matter of fairness – it's a key to competitive advantage.

Part Two: The Wage Gap

What are the causes of economic inequality? How do they intersect with gender?

I. Different Narratives (1 session)

Required Readings *

*Blau, Francine D., Marianne A. Ferber, Anne E. Winkler. *The Economics of Women, Men and Work*. New York: Prentice Hall, 4th edition, 2002: 1-32, 82-128.

*Crittenden, Ann. *The Price of Motherhood*. New York: Henry Holt, 2001: 45-64.
According to Crittenden, motherhood is the single greatest obstacle in the path to economic equality for women.

*Goldin, Claudia. "Career and Family: College Women Look to the Past." *Gender and Family Issues in the Workplace*. Eds. Francine D. Blau and Ronald G. Ehrenberg. New York: Russell Sage Foundation, 1997: 20-58.

*Schor, Juliet. *The Overworked American: The Unexpected Decline of Leisure*. New York: Basic Books, 1993: 17-105.

Background Readings

Bergmann, Barbara. *The Economic Emergence of Women*. New York: Basic Books, 1986: 3-145. According to Bergmann, historically many jobs have been considered "men's jobs" or "women's jobs" and that is the key to women's poor performance.

de Graaf, John, ed. "Part I: Overwork in America." *Take Back Your Time: Fighting Overwork and Time Poverty in America*. San Francisco: Calif: Berrett-Koehler, 2003: 6-38, 114-23.

Friedan, Betty. *The Feminine Mystique*. New York: Dell, 1984: 15-79.

Hartmann, Susan M. *The Home Front and Beyond*. Boston, Mass.: Twayne, 1982: 53-75.

Hewlett, Sylvia Ann. *A Lesser Life*. New York: Warner Books, 1987: 70-108, 231-52.

Kessler-Harris, Alice. *Out to Work*. Oxford University Press, 2003: 3-337.

Reich, Michael. *Racial Inequality: A Political-Economic Analysis*. Princeton, N.J.: Princeton University Press, 1981: 17-75.

Shorter, Edward. *Women's Bodies: A Social History of Women's Encounter with Health, Ill-Health and Medicine*. Somerset, N.J.: Transaction Publishers, 1991: 69-103.

Stratton, Joanna L. *Pioneer Women*. New York: Simon and Schuster, 1981: 57-76.

Williams, Joan. *Unbending Gender: Why Family and Work Conflict and What to Do About It*. New York: Oxford University Press, 2000: 208-42.

II. Competing Theories (2 sessions)

A. Human Capital

Required Readings *

*Blau, Francine D., Marianne A. Ferber, Anne E. Winkler. *The Economics of Women, Men and Work*. New York: Prentice Hall, 4th edition, 2002: 155-98.

*Mincer, Jacob and Solomon Polachek. "Family Investments in Human Capital: Earnings of Women" *Journal of Political Economy*, 82.2 (Mar.-Apr. 1974): 76-108.

Background Readings

Reich, Michael. *Racial Inequality: A Political-Economic Analysis*. Princeton, N.J.: Princeton University Press, 1981: 76-108.

B. Discrimination

Required Reading *

*Albelda, Randy, Robert W. Drago, and Steven Shulman. *Unlevel Playing Fields: Understanding Wage Inequality and Discrimination*. Cambridge Mass.: Dollars & Sense, 2001: 85-117, 178-202.

Background Readings

Blau, Francine D., Marianne A. Ferber, Anne E. Winkler. *The Economics of Women, Men and Work*. New York: Prentice Hall, 4th edition, 2002: 202-250.

Hawkes, Ellen. "What Wal-Mart Women Know," *Ms.* XIII.3 (Fall 2003): 52-5.

Jacobsen, Joyce. *The Economics of Gender*. New York: Blackwell, 1994: 289-316.

Supreme Court. "The Supreme Court; Excerpts From Justices' Opinions on Michigan Affirmative Action Cases," *New York Times*, 24, Jun. 2003.

Williams, Joan. "Deconstructing the Ideal-Worker Norm in Market Work." *Unbending Gender: Why Family and Work Conflict and What to Do About It*. New York: Oxford University Press, 2000: 64-113.

Young, Iris Marion. "Affirmative Action and the Myth of Merit." *Justice and the Politics of Difference*. Princeton, N.J.: Princeton University Press, 1990: 192-225.

C. The “Costs” of Children

Do women need to pay a huge penalty – in terms of reduced earning power – for their children? Is there, in effect, a tradeoff between career and children?

*Required Readings **

*Crittenden, Ann. *The Price of Motherhood*. New York: Henry Holt, 2001: 87-148.

*Hewlett, Sylvia Ann. *Creating A Life*. New York: Miramax Books, 2002: 121-59.

Background Readings

Gruber, Jonathan. “The Incidence of Mandated Maternity Benefits.” *American Economic Review* 84.3 (Jun. 1994): 622-41.

Joshi, Heather. “The Opportunity Cost of Childbearing: More than Mothers’ Business.” *Journal of Population Economics* 11 (1998): 161-83.

Preston, Samuel. “Children and the Elderly: Divergent Paths for America’s Dependents.” *Demography* 21.4 (1984): 435-57.

Waldfogel, Jane. “The Effects of Children on Women’s Wages.” *American Sociology Review*, 62.2 (1997): 209-17.

Part Three: Public Policy-Making (1 session)

In the US, gender equity issues have been tackled almost exclusively through the lens of equal rights.

*Required Readings**

*Folbre, Nancy. *The Invisible Heart*. New York: The New Press, 2001: 83-184.

*Hewlett, Sylvia Ann. *A Lesser Life*. New York: Warner Books, 1987: 149-76.

Background Readings

Blau, Francine D., Marianne A. Ferber, Anne E. Winkler. *The Economics of Women, Men and Work*. New York: Prentice Hall, 4th edition, 2002: 335-78.

de Graaf, John, ed. “Part X: Changing Public Policy.” *Take Back Your Time: Fighting Overwork and Time Poverty in America*. San Francisco: Calif: Berrett-Koehler, 2003: 201-28.

Williams, Joan C. and Nancy Segal. “Beyond the Maternal Wall: Relief for Family Caregivers Who Are Discriminated Against on the Job.” *Harvard Women’s Law Journal* 26 (2003): 77-161.

A. Equal Opportunity Initiatives

Required Readings *

*Beller, Andrea. "The Impact of Equal Opportunity Policy on Sex Differentials in Earnings and Occupations." *American Economic Review* 72.2 (May, 1982): 171-5.

*Kelly, Erin and Frank Dobbin. "Civil Rights Law at Work: Sex Discrimination and the Rise of Maternity Leave Policies." *American Journal of Sociology* 105.2 (Sep. 1999): 455-92.

Background Readings

Blau, Francine D. and Ronald G. Ehrenberg, eds., *Gender and Family Issues in the Workplace*. New York: Russell Sage Foundation, 1997: 269-83.

Folbre, Nancy. "Children as Public Goods." *American Economic Review* 84.2 (May, 1994): 86-90.

B. Exceptional Cases: Social Security and the GI Bill

Required Readings *

*Skocpol, Theda. *Protecting Soldiers and Mothers*. Cambridge, Mass.: Harvard University Press, 1992: 373-424.

Background Readings

Hewlett, Sylvia Ann, and Cornel West. *The War Against Parents*. New York: Houghton Mifflin, 1998.

Part Four: Policy-Making and the Private Sector (1 session)

In the US the private sector plays a powerful role in filling some of the gaps in public policy. What are the best models? And how substantial a role can the private sector play?

Required Readings

*Burkett, Elinor. *The Baby Boon: How Family-Friendly America Cheats the Childless*. New York: Free Press, 2002: 1-61.

*Landers, Renee James Rebitzer and Lowell Taylor. "Work Norms and Professional Labor Markets." *Gender and Family Issues in the Workplace*. Eds. Francine D. Blau and Ronald G. Ehrenberg. New York: Russell Sage Foundation, 1997: 166-202.

*McCracken, Douglas M. "Winning the Talent War for Women: Sometimes It Takes a Revolution," *Harvard Business Review* Nov.-Dec. 2000 (Reprint R00611): 3-8.

*Schwartz, Felice N. "Management Women and the New Facts of Life." *Harvard Business Review* Jan.-Feb. 1989: 3-14. (Reprint)

Background Readings

- de Graaf, John, ed. "Part VIII: Workplace Solutions." *Take Back Your Time: Fighting Overwork and Time Poverty in America*. San Francisco: Calif: Berrett-Koehler, 2003: 145-85.
- Dex, Shirley and Colin Smith. "Employees' Access to Family-Friendly Policies and Practices: Analysis of the 1998 Workplace Employee Relations Survey." Cambridge, U.K.: Judge Institute of Management Studies, 2001.
- Employers for WorkLife Balance. *Getting the Balance Right: UK Working Life in 2000: A Guide for Small Businesses*. U.K.: Employers for WorkLife Balance, 2000.
- Estlund, Cynthia. *Working Together: How Workplace Bonds Strengthen a Diverse Democracy*. Oxford, 2003.
- Friedman, Stewart D., Cynthia Thompson, Michelle Carpenter, Dennis Marcel. "Proving Leo Durocher Wrong: Driving Work/Life Change at Ernst & Young." The Wharton Work/Life Integration Project, 2000.
- Harvard Business Review. *Harvard Business Review on Work and Life Balance*. Boston: Mass. Harvard Business Review Press, 2000.
- Hochschild, Arlie Russell. *The Time Bind*. New York: Owl Books, 2001.
- Lobel, Sharon. "AlliedSignal." The Wharton Work/Life Integration Project, 2000.
- One Small Step. *The New Workplace: Innovative Work/Life Strategies from Small Business*. San Francisco, Calif.: One Small Step and Business for Social Responsibility, 2000.
- Siegel, Phyllis. "Seagate Technology." The Wharton Work/Life Integration Project, 2000.