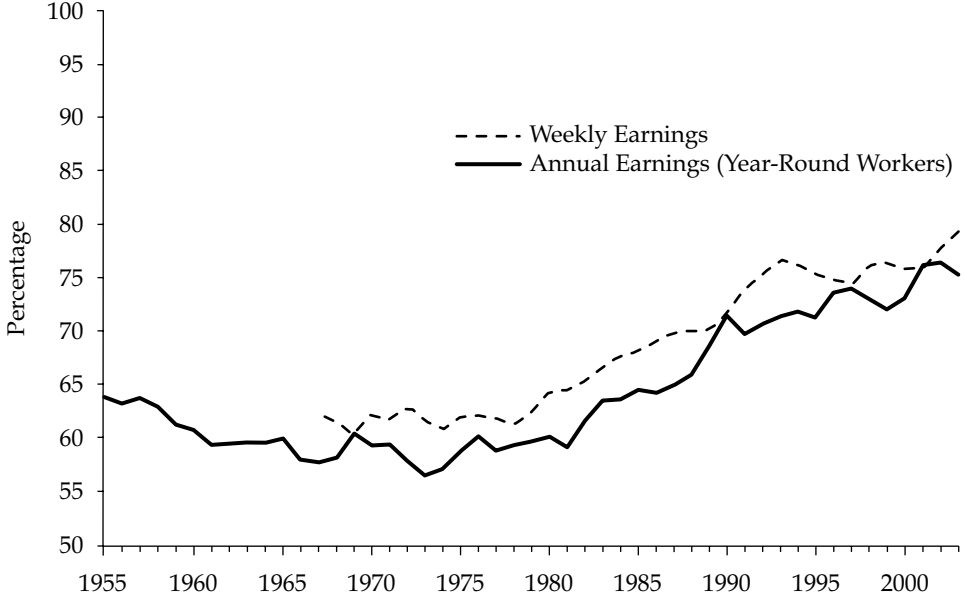
TABLE 1.1 / Macro-Level Forces and Proximate Mechanisms Generating Gender Inequality

Proximate Mechanisms	Macro-Level Forces			
	Economic	Organizational	Political	Cultural
A. Discrimination				
1. Tastes	X	X	X	X
2. Statistical	X	X	X	X
3. Institutional	X	X	X	X
B. Internalization				
1. Preferences				X
2. Self-evaluation				X
C. Labor-force commitment				
1. Domestic division of labor	X	X	X	X
2. Workplace adaptations	X		X	X
D. Cultural Devaluation				
1. Pollution		X	X	X
2. Cultural devaluation		X	X	X
E. Feedback effects				
1. Expectations of discrimination	X	X	X	X
2. Expected sanctions				X

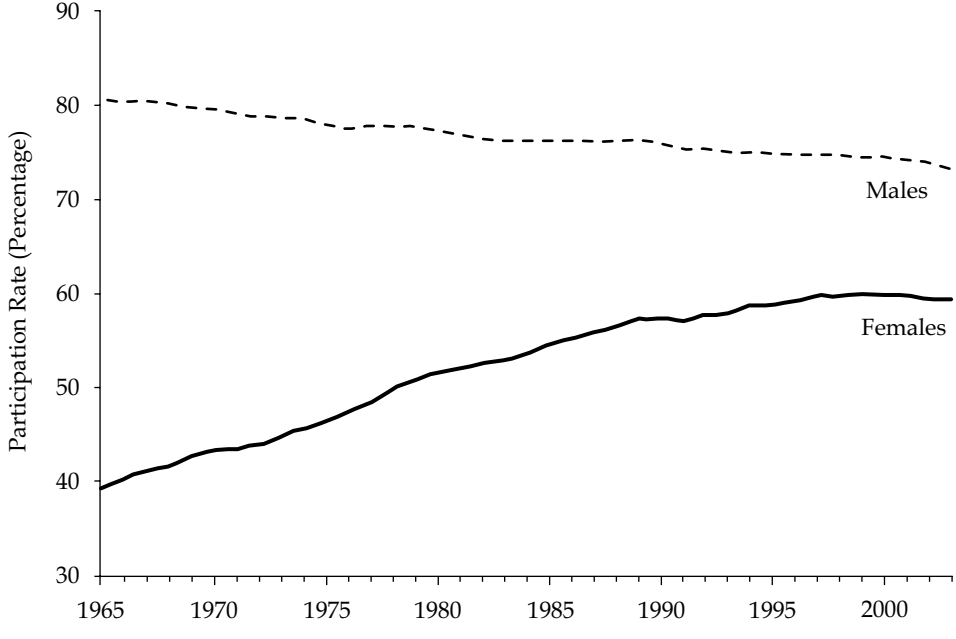
Source: Authors' compilation.

FIGURE 2.1 / Earnings of Full-Time Female Workers as Percentage of Full-Time Male Workers' Earnings, 1955 to 2003



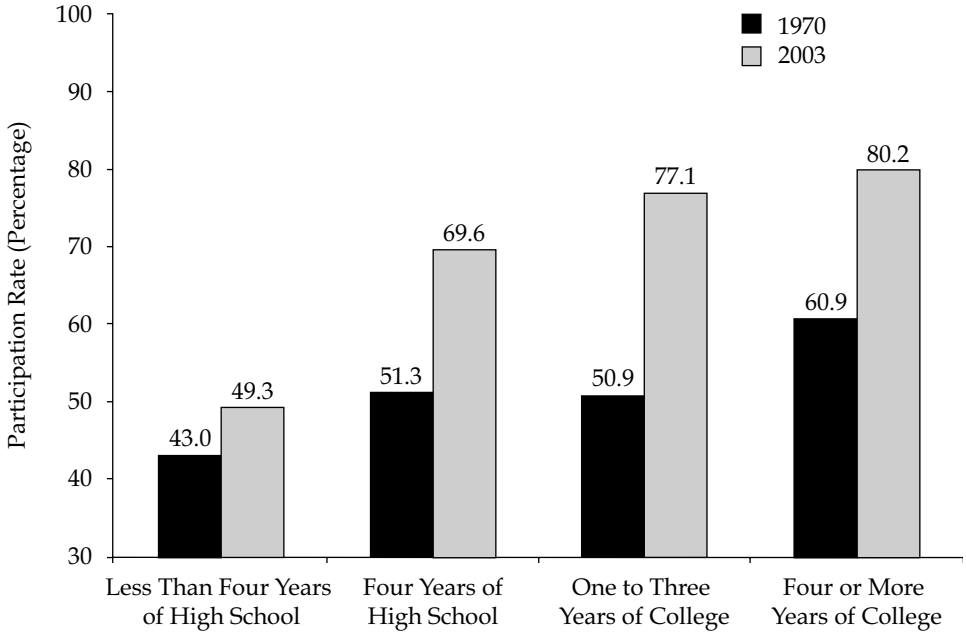
Source: U.S. Department of Labor (various issues).

FIGURE 2.2 / Trends in Female and Male Labor-Force Participation Rates, 1965 to 2003



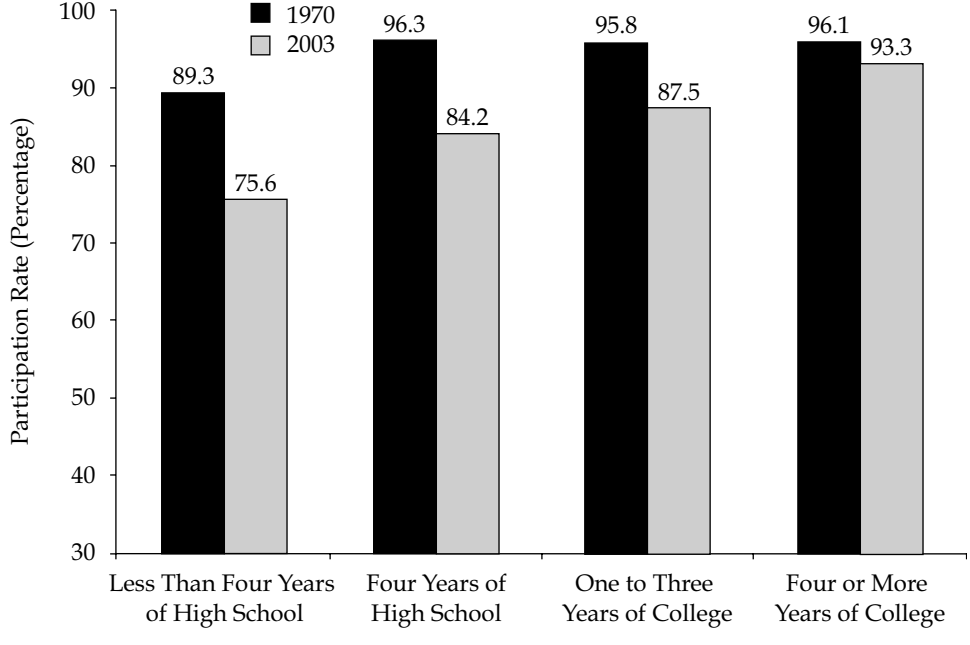
Source: U.S. Department of Labor (various issues).

FIGURE 2.3a / Women's Labor-Force Participation by Education, 1970 and 2003, Aged Twenty-Five to Sixty-Four



Source: U.S. Department of Labor (1989) and authors' calculations from the 2003 microdata file of the March Current Population Survey.

FIGURE 2.3b / Men's Labor-Force Participation by Education, 1970 and 2003, Aged Twenty-Five to Sixty-Four



Source: U.S. Department of Labor (1989) and authors' calculations from the 2003 microdata file of the March Current Population Survey.

TABLE 2.1 / Contribution to the Gender Wage Differential of Differences in Measured Characteristics (as a Percentage of the Total Differential), 1998

Characteristic	Percentage
Educational attainment	–6.7
Labor-force experience	10.5
Race	2.4
Occupational category	27.4
Industry category	21.9
Union status	3.5
Unexplained	41.1
Total	100.0
Wage differential (percentage)	20.3

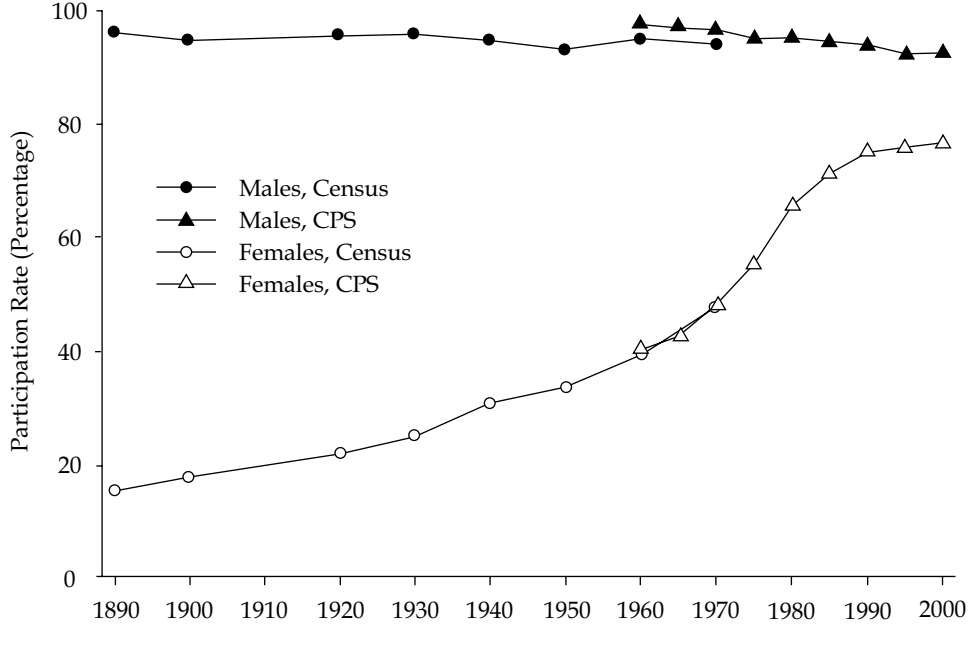
Source: Calculated from data presented in Blau and Kahn (2004).
Note: Rows do not sum to exactly 100.0 because of rounding.

TABLE 2.2 / Mean Earnings of Education Groups as Percentage of High School Graduates' Earnings, 1974 and 2003

	1974		2003	
Education	Men	Women	Men	Women
High school				
One to three years	88.9	85.3	75.9	76.6
Four years	100.0	100.0	100.0	100.0
College				
One to three years	113.6	112.6	122.8	119.5
Four or more years	155.0	147.2	211.3	190.4

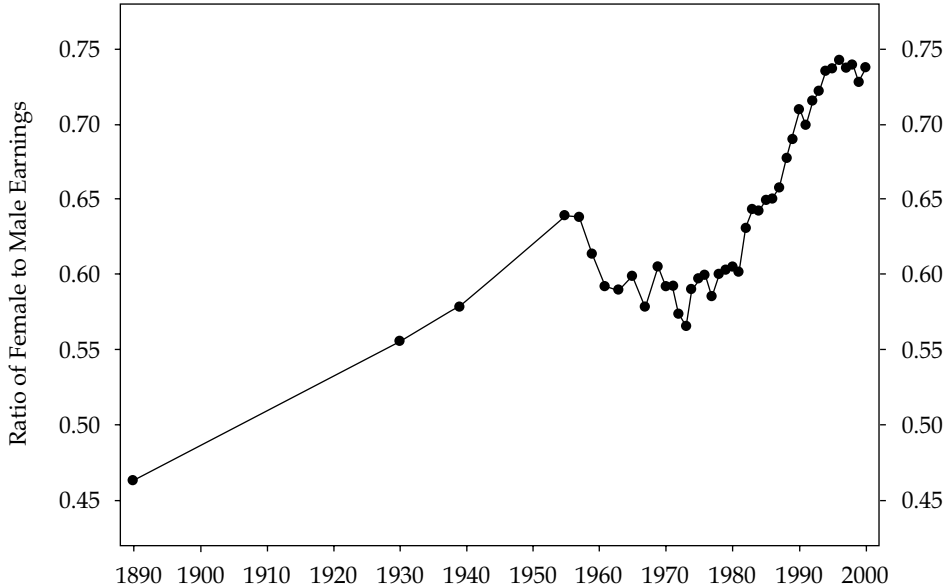
Sources: For 2003—U.S. Census Bureau, Current Population Survey, 2004 Annual Social and Economic Supplement, available at http://ferret.bls.census.gov/macro/032004/perinc/new04_000.htm. For 1974—U.S. Census Bureau, "Historical Income Tables—People," table P-35, available at www.census.gov/hhes/income/histinc/p35.html.
Data refer to year-round, full-time workers eighteen years of age and older.
Median 2003 income for one to three years of college is computed as a weighted average of the medians for "some college, no degree" and "associate degree."

FIGURE 3.1 / Labor-Force Participation Rates of Men and Women Twenty-Five to Forty-Four Years Old, 1890 to 2000



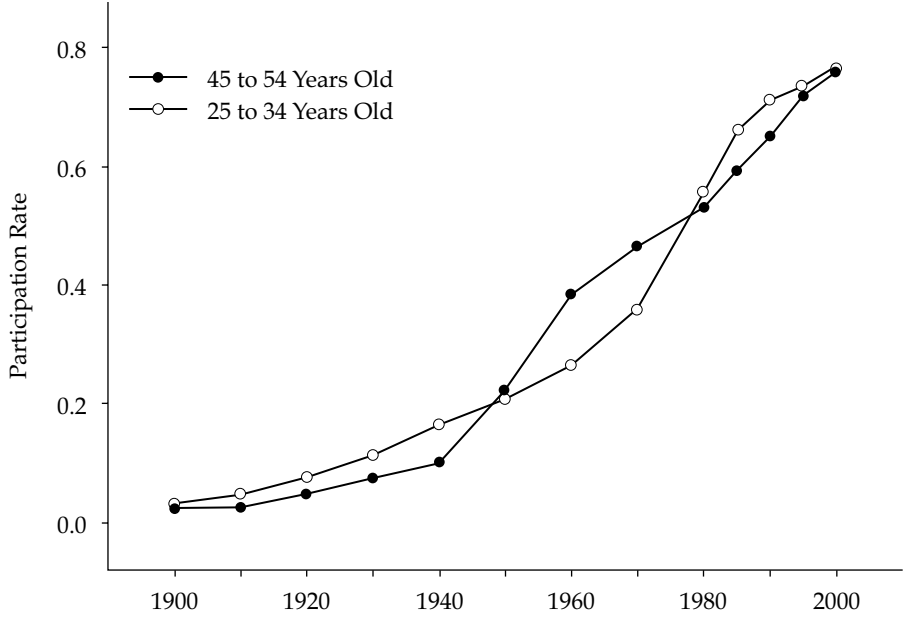
Sources: 1890 to 1960—Goldin (1990). 1960 to 2000—Current Population Surveys.

FIGURE 3.2 / Ratio of Female to Male Earnings for Full-Time, Year-Round Workers



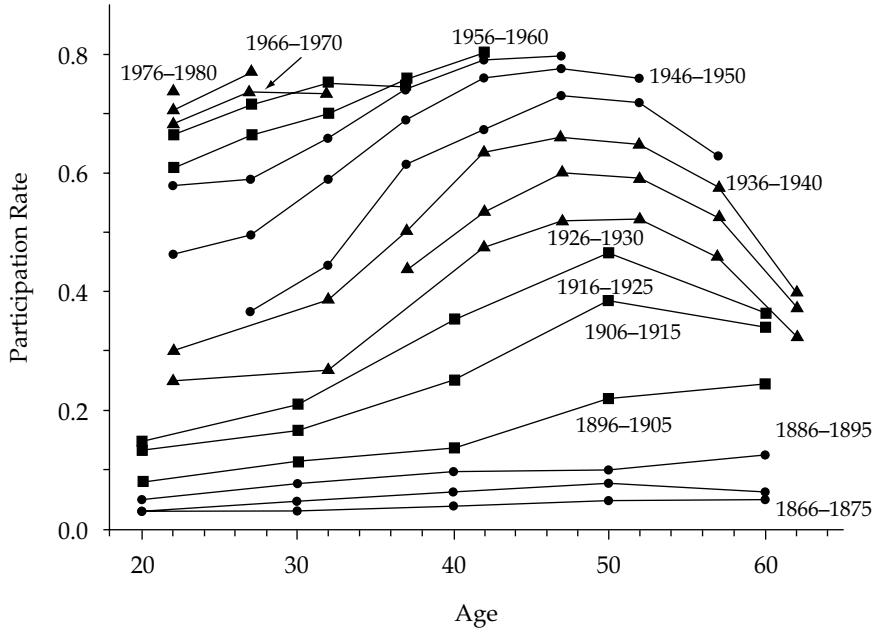
Sources: 1890 and 1930—Goldin (1990, table 3.2), 1955 to 1969—Goldin (1990, table 3.1), from Current Population Reports, series P-60. 1939—O'Neill and Polachek (1993, table 1), from published volumes of the 1940 federal population census. 1970 to 2000—U.S. Census Bureau, website, http://www.census.gov/hhec/income/histinc/p36.html, accessed March 23, 2002.
Notes: 1955 to 2000: Median, full-time, year-round workers (all races, all marital statuses) for fifteen years and older after 1980 and fourteen years and older before.
1890 and 1930: Weighted average of annual full-time earnings across all sectors. Earnings include wage and salary income before 1966 and total earnings subsequently.

FIGURE 3.3 / Labor-Force Participation Rates of Two Age Groups of Currently Married Women



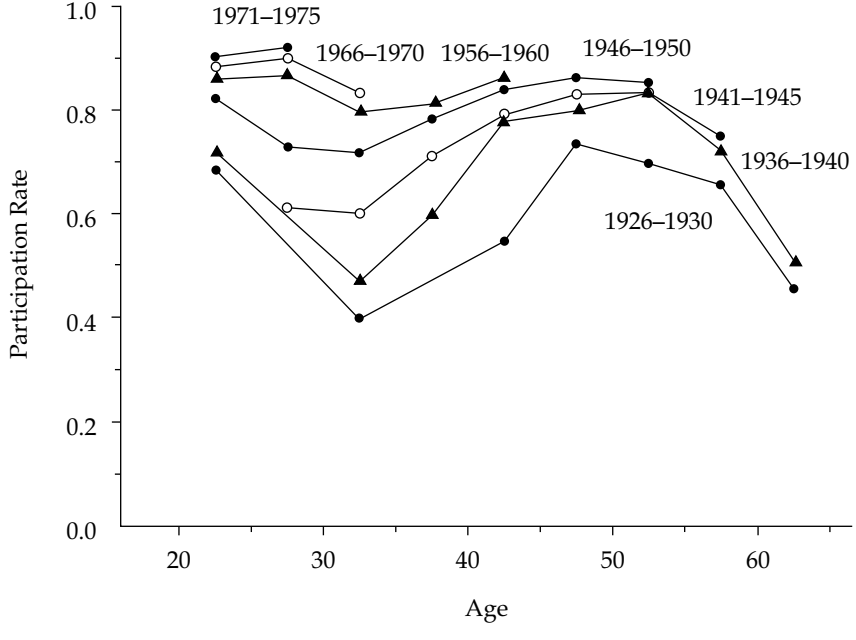
Source: 1900 to 1980—Goldin (1990). 1983 to 2000—Current Population Surveys.

FIGURE 3.4 / Labor-Force Participation Rates of Married White Women



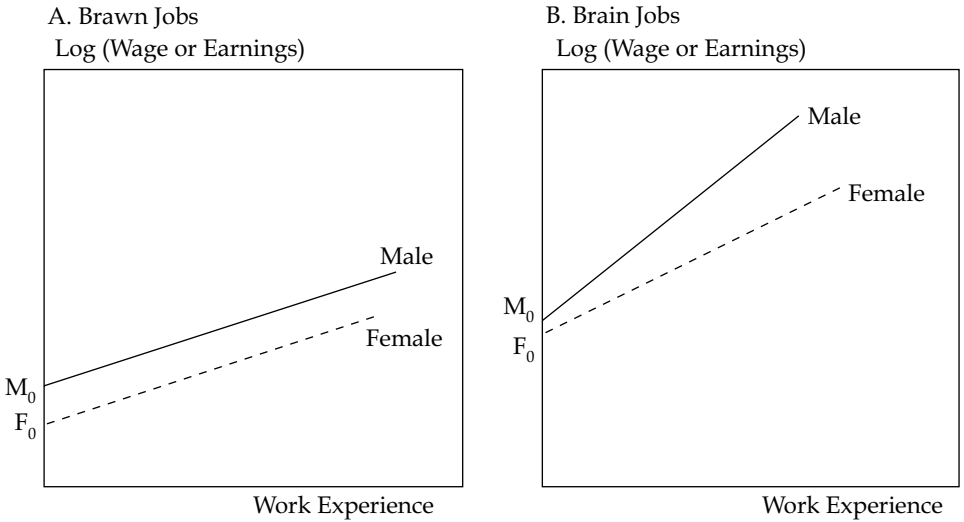
Sources: Birth cohorts 1866–75 to 1926–30, Goldin (1990); rest of cohorts from (March) Current Population Surveys.
Notes: Dates shown are birth-cohorts. Some dates are omitted when lines are close together, as in the cases of the 1876–1885, 1931–1935, 1941–1945, 1951–1955, and 1961–1965 cohorts.

FIGURE 3.5 / Labor-Force Participation Rates of College-Graduate Women, by Birth Cohort



Source: Current Population Surveys (March).
Notes: Dates shown are birth cohorts.

FIGURE 3.6 / Schematic Diagrams of Male and Female Earnings Functions



Source: Author's depiction.

FIGURE 3.7 / Facsimile of 1940 Women's Bureau Firm-Level Survey

Department of Labor
Women's Bureau

Agent _____
Date _____

OFFICE WORKERS' STUDY 1940

1. Firm name _____ 2. Business_____ 3. Address_____
4. Persons interviewed and positions _____
5. Who are the executives? _____ administrators? _____ professional workers?_____

	Men	Women	Total
6. No. clerical workers regularly employed 1939	____	____	____
7. No. clerical workers employed as extras 1939	____	____	____
8. No. new clerical workers taken on in 1939	____	____	____

9. Hours of work: Daily ____ Saturday ____ Total weekly ____ Overtime ____
10. Office organization: list departments _____ types of machines used _____
11. Method of wage payment: monthly, semimonthly, weekly, daily, hourly, piece, bonuses

12. Employment requirements and practices (discuss by job where differences exist)
    a. Hiring: Who hires new employees? _____
    What are beginning rates of pay? _____ system of advancement? _____
    b. Source of applicants _____
    c. Age: Minimum ____ Maximum ____
    d. Marital status
    Are married women employed? _____
    Are women who marry in service allowed to remain? _____
    e. Sex
    Which jobs open to men only? _____
    To women only? _____
    f. Educational requirements
    1. General _____ 2. Special business training _____
    g. Policies with reference to race and color _____

13. General policies
    Vacations with pay _____ To whom? _____ Length? _____
    Sick leave _____ Dismissal wage and notice_____
    Promotional policy and salary increases _____ Retirement plans _____

Organization: Trade union or other _____

Other welfare activities _____

Source: "1940 Office Worker Survey" (1940), National Archives, Record Group no. 86, boxes 496–500. See also Goldin (1990, data appendix).
Note: Questions discussed in the text are in bold.

TABLE 3.1 / Distributions for Major Occupational Groups, by Sex, 1900 to 1970

	1900	1910	1920	1930	1940	1950	1960	1970
Males fourteen years old and older								
Total (in thousands)	23,711	29,847	33,569	37,933	39,168	42,554	43,531	46,970
White-collar workers	[0.176]	[0.202]	[0.214]	[0.252]	[0.266]	[0.305]	[0.354]	[0.398]
Professional, technical	0.034	0.035	0.038	0.048	0.058	0.072	0.104	0.141
Managers, officials	0.068	0.078	0.078	0.086	0.086	0.105	0.108	0.111
Clerical	0.028	0.044	0.053	0.055	0.058	0.064	0.072	0.076
Salesworkers	0.046	0.046	0.045	0.061	0.065	0.064	0.070	0.071
Manual and service workers	[0.408]	[0.451]	[0.482]	[0.500]	[0.517]	[0.546]	[0.561]	[0.557]
Manual workers	(0.376)	(0.413)	(0.445)	(0.452)	(0.456)	(0.484)	(0.497)	(0.475)
Craftsmen, foremen	0.126	0.141	0.160	0.162	0.155	0.190	0.206	0.211
Operatives	0.104	0.125	0.144	0.154	0.180	0.206	0.212	0.196
Laborers, excluding farm and mine	0.147	0.147	0.140	0.137	0.121	0.088	0.078	0.069
Service workers	(0.031)	(0.039)	(0.037)	(0.048)	(0.061)	(0.062)	(0.065)	(0.082)
Private household workers	0.002	0.002	0.002	0.002	0.004	0.002	0.002	0.001
Service, excluding private household	0.029	0.036	0.036	0.046	0.057	0.060	0.063	0.081
Farmworkers	[0.417]	[0.347]	[0.305]	[0.248]	[0.217]	[0.149]	[0.085]	[0.045]
Farmers and farm managers	0.230	0.197	0.184	0.152	0.133	0.100	0.055	0.027
Farm laborers and foremen	0.187	0.150	0.121	0.096	0.084	0.049	0.030	0.018

Females fourteen years old and older								
Total (in thousands)	5,319	7,445	8,637	10,752	12,574	16,445	21,005	28,453
White-collar workers	[0.178]	[0.261]	[0.388]	[0.442]	[0.449]	[0.525]	[0.563]	[0.613]
Professional, technical	0.082	0.098	0.117	0.138	0.128	0.122	0.133	0.155
Managers, officials	0.014	0.020	0.022	0.027	0.033	0.043	0.038	0.036
Clerical	0.040	0.092	0.187	0.209	0.215	0.274	0.309	0.348
Salesworkers	0.043	0.051	0.063	0.069	0.074	0.086	0.083	0.074
Manual and service workers	[0.632]	[0.581]	[0.476]	[0.473]	[0.511]	[0.439]	[0.418]	[0.309]
Manual workers	(0.278)	(0.257)	(0.238)	(0.199)	(0.216)	(0.224)	(0.191)	(0.141)
Craftsmen, foremen	0.014	0.014	0.012	0.010	0.011	0.015	0.013	0.018
Operatives	0.238	0.229	0.202	0.174	0.195	0.200	0.172	0.148
Laborers, excluding farm and mine	0.026	0.014	0.023	0.015	0.011	0.009	0.006	0.010
Service workers	(0.355)	(0.324)	(0.239)	(0.275)	(0.294)	(0.215)	(0.228)	(0.202)
Private household workers	0.287	0.240	0.158	0.176	0.181	0.089	0.084	0.039
Service, excluding private household	0.068	0.085	0.081	0.097	0.113	0.126	0.144	0.163
Farmworkers	[0.190]	[0.158]	[0.135]	[0.084]	[0.040]	[0.037]	[0.019]	[0.014]
Farmers and farm managers	0.059	0.038	0.032	0.025	0.013	0.007	0.006	0.002
Farm laborers and foremen	0.131	0.120	0.103	0.060	0.028	0.029	0.013	0.006

Source: U.S. Bureau of the Census (1975), series D 182–232.
Notes: 1950 and 1960 use 1950 classification. Numbers in parentheses and brackets are the sum of their subcategories. Bracketed numbers for each column sum to one.

TABLE 3.2 / Earnings Functions for Manufacturing Workers: Male and Female, 1892

	Males		Females	
Dependent Variable	Coefficient (T-Statistic)	Mean	Coefficient (T-Statistic)	Mean
Log (weekly earnings)		2.688		1.902
Constant	1.75		1.14	
	(24.06)		(10.87)	
Total experience	0.0524	15.02	0.0333	4.95
	(8.59)		(2.31)	
Total experience squared	–0.0009		–0.0011	
	(6.62)		(3.16)	
Years in occupation	0.0212	10.39	0.1077	3.76
	(3.30)		(5.44)	
Years in occupation squared	–0.0004		–0.0030	
	(2.51)		(4.43)	
Years with firm	0.0113	3.92	0.0236	2.57
	(1.20)		(1.06)	
Years with firm squared	–0.0001		–0.0014	
	(0.04)		(1.02)	
Never married	–0.1663	0.65	–0.0005	0.91
	(3.24)		(0.01)	
Maturity or schooling[a]	0.0247	8.47	0.0195	9.62
	(4.00)		(2.12)	
R^2	0.28		0.42	
Number of observations	833		228	

Source: Barry Eichengreen (1984).
Notes: "Total experience" is years since entering paid employment, "years in occupation" is the number of years the worker was employed in the current occupation, and "years with firm" is the number of years employed by the current firm. The data are primarily for manufacturing workers. Some male workers were in the construction industry and some female workers were in the service sector (for example, laundresses, waitresses, saleswomen).
[a]Variable is (age–age work began–6) and is, in consequence, a combination of years of education and "maturity" as measured by age conditional on total experience. Eichengreen (1984) terms this variable "schooling." See Goldin (1990, 102, n22) for a justification concerning why the variable is picking up maturity more than actual schooling.

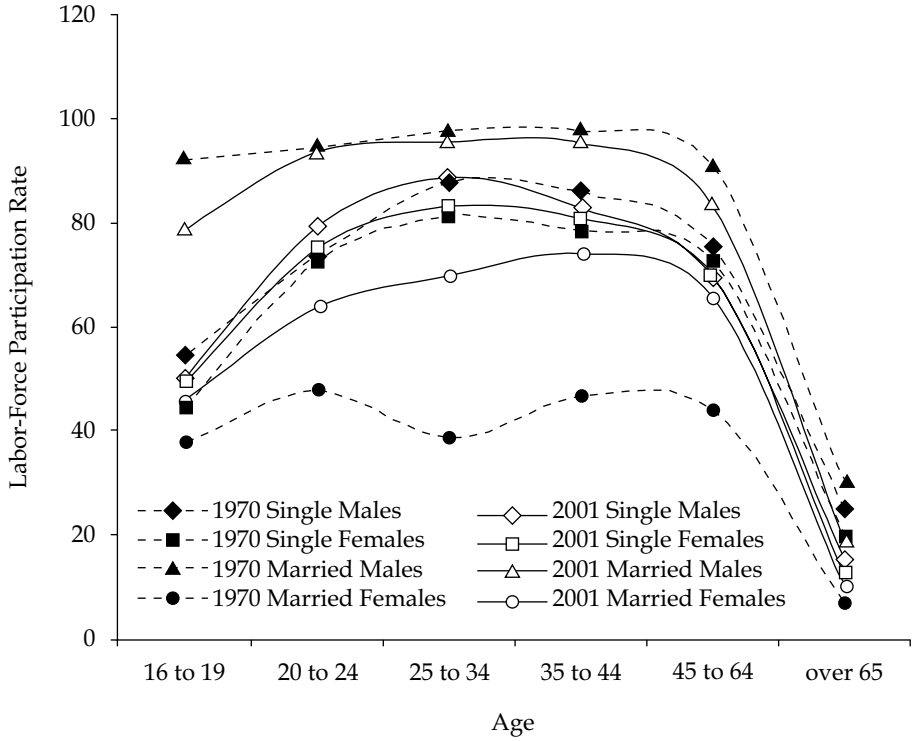
TABLE 3.3 / Earnings Functions for Office Workers in 1940

	Males		Females	
Dependent Variable	Coefficient (T-Statistic)	Mean	Coefficient (T-Statistic)	Mean
Log (annual earnings)		7.339		6.951
Constant	6.54		6.46	
	(233.1)		(267.9)	
Years with firm	0.0106	10.21	0.0112	7.61
	(3.065)		(3.49)	
Years with firm squared	0.00010		0.00017	
	(0.967)		(1.49)	
Total office experience	0.0515	12.77	0.0363	10.39
	(14.25)		(11.86)	
Total office experience squared	–0.000872		–0.000711	
	(9.08)		(7.66)	
Married	0.132	0.484	–0.00481	0.197
	(7.84)		(0.327)	
Years of high school	0.0364	3.18	0.0395	3.22
	(6.09)		(7.86)	
Years of college or university	0.0827	0.724	0.0466	0.274
	(15.52)		(7.30)	
Years of business training	0.0307	0.184	0.0366	0.292
	(2.43)		(3.64)	
R^2	0.633		0.488	
Number of observations	1,492		1,395	

Source: "1940 Office Worker Survey" (1940), the National Archives, Record Group no. 86, boxes 472–486. See also Goldin (1990, data appendix).

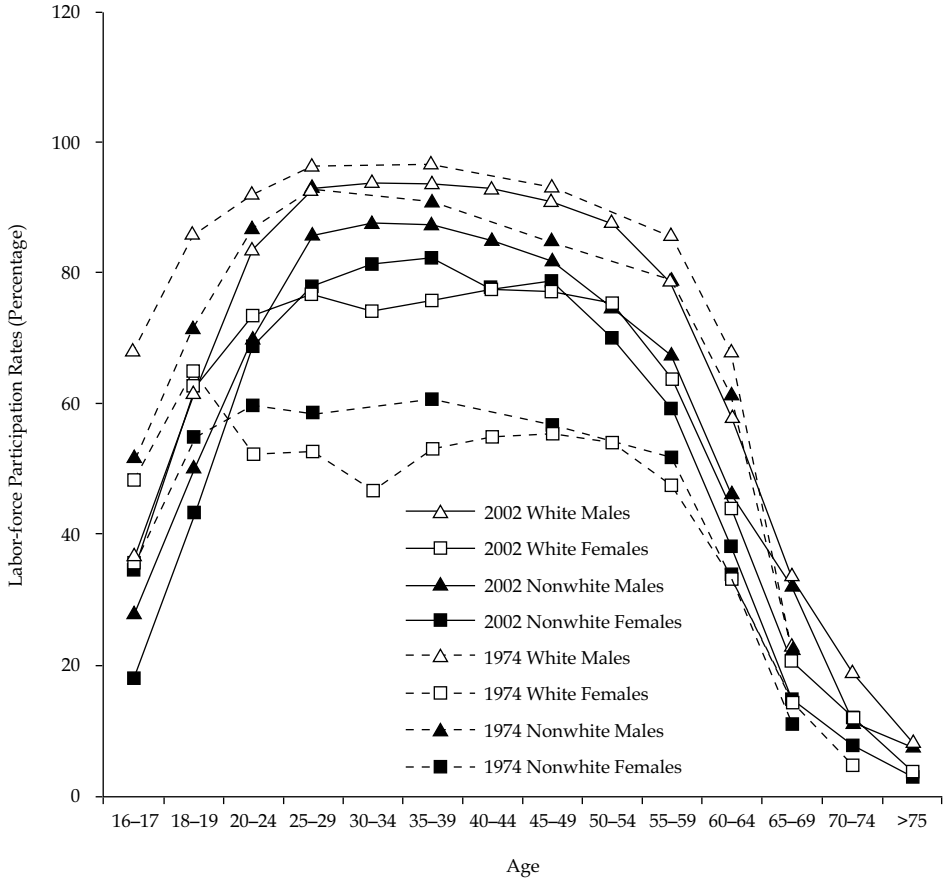
Notes: Only those with greater than or equal to eight years of elementary school are included. This restriction excludes just 2.1 percent of the sample. "Years with the firm" is the number of years the worker was employed by the current firm. "Total office experience" is the number of years the worker was employed in any office job. Most workers in the survey were only employed in office positions and thus "total office experience" is almost always the same as all work experience.

FIGURE 4.1 / U.S. Labor-Force Participation by Gender, Marital Status, and Age



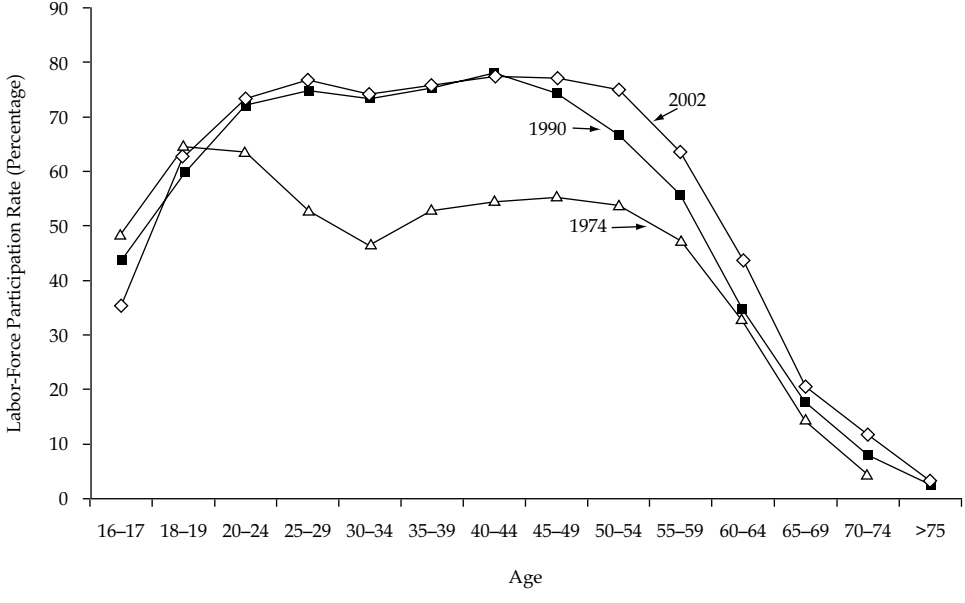
Source: U.S. Census Bureau (2002, table 568).

FIGURE 4.2 / Labor-Force Participation Rates by Gender, Race, and Age



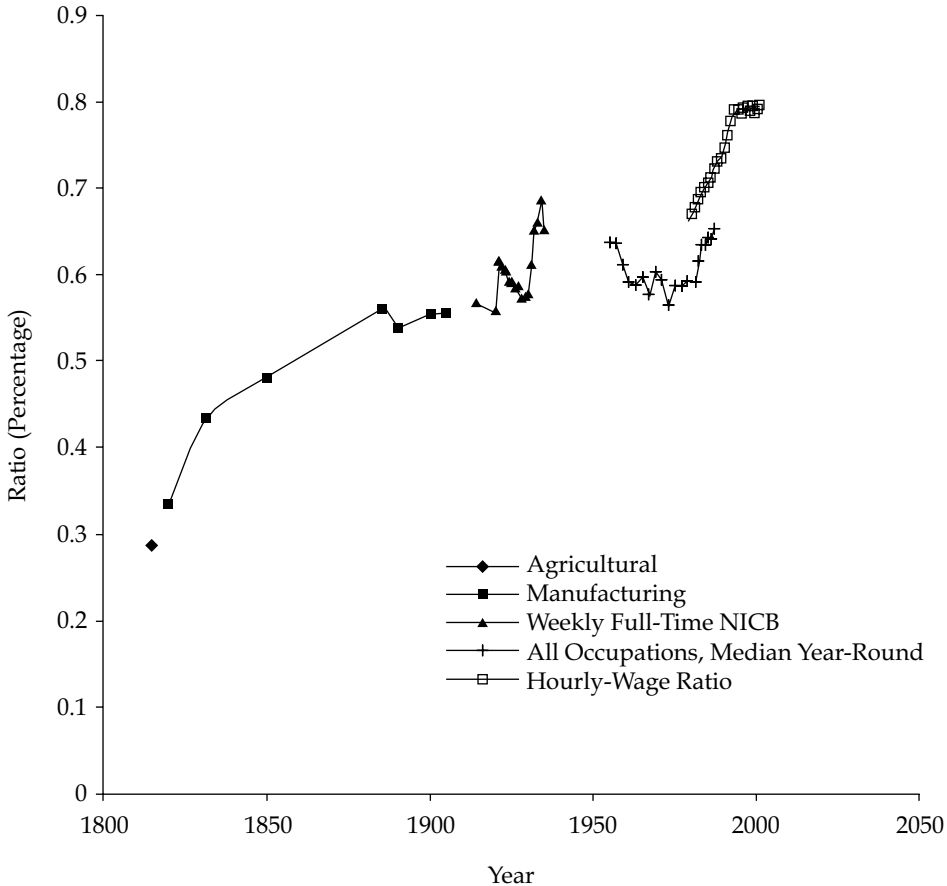
Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings.* Table A-4 (October 1974) and table A-14 (October 2002).

FIGURE 4.3 / Female Labor-Force Participation, by Age



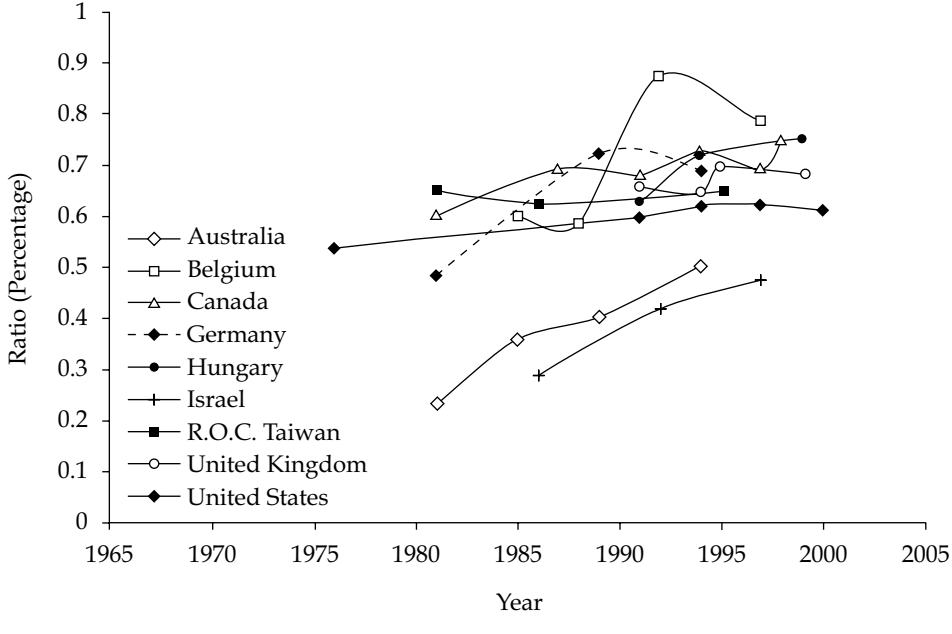
Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings.* Table A-4 (October 1974), table A-4 (October 1990), and table A-14 (October 2002).

FIGURE 4.4 / Female-to-Male Earnings Ratio



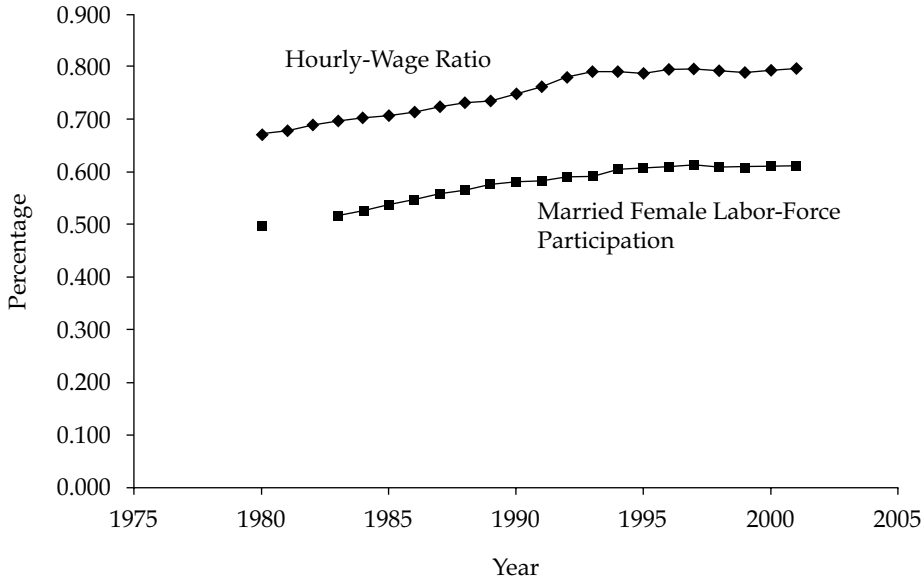
Sources: All series except hourly-wage ratio from Goldin (1990, table 3.1). For hourly-wage ratio computations, see O'Neill (2003).

FIGURE 4.5 / Female-to-Male Wage Ratio Trends by Country, Adjusted for Education, Potential Experience, and Marital Status



Source: Computed from Luxembourg Income Study (LIS) data (www.lisproject.org).

FIGURE 4.6 / Comparison of Female-to-Male Hourly Wage Ratios and Married Female Labor-Force Participation



Sources: Hourly-wage ratios—see O'Neill (2003). Married female labor-force participation—see U.S. Census Bureau (2002, table 569).

TABLE 4.1 / An International Comparison of the Full-Time Employment Status of Men and Women Aged Twenty-Four to Forty-Four

Full-Time Employment	Australia 1995	Canada 1994	United Kingdom 1995	United States 1994	Germany 1994	Finland 1991	Sweden 1991
All men	.830	.762	.790	.844	.830	.777	.771
Women without children	.731	.677	.763	.731	.722	.851	.745
Women with children	.258	.469	.256	.495	.352	.710	.611

Source: Harkness and Waldfogel (2003), based on the Luxembourg Income Study data. Employment is defined as the share of individuals who have a job during the survey week. Full-time employment is defined as the share who have a job during the survey week and who work thirty or more hours per week.

TABLE 4.2 / Female-to-Male Earnings Ratios by Country, Corrected for Hours Worked

Country	Years	All Workers	Married Workers	Single Workers
Australia (annual)	1986	0.749	0.691	0.914
Austria (monthly)	1985–1987	0.723	0.656	0.970
Germany (monthly)	1985–1988	0.688	0.573	1.027
Norway (annual)	1982	0.731	0.716	0.916
Sweden (annual)	1980	0.767	0.724	0.935
Switzerland (monthly)	1987	0.617	0.578	0.945
United Kingdom (annual)	1985–1988	0.634	0.597	0.949
United States (annual)	1985–1988	0.685	0.594	0.955

Source: Blau and Kahn (1992).
The earnings ratios were evaluated at forty hours. The earnings ratios for married workers are for married workers with one person other than spouse in the household (for Sweden, Norway, and Austria, one child); those for single workers are for nonmarried people with no other persons in the household.

TABLE 4.3 / Female-to-Male Earnings Ratios by Country for Full-time Workers

Country	Year	All Workers	Married Workers	Single Workers
Germany	2000	0.691	0.662	0.852
United Kingdom	1995	0.757	0.690	0.996
United Kingdom	1999	0.783	0.736	0.977
United States	1997	0.713	0.635	0.972
United States	2000	0.716	0.635	0.966
Austria	1994	0.716	0.651	0.937
Austria	1997	0.771	0.754	0.911
Switzerland	1992	0.577	0.367	1.027
Sweden	1992	0.800	0.770	0.949
Australia	1989	0.738	0.696	0.906
Australia	1994	0.755	0.724	0.872

Source: Computed from Luxembourg Income Study (LIS) data available at: www.lisproject.org/.

TABLE 4.4 / Median Weekly Earnings of Full-Time Wage and Salary Workers

	1990	1995	2000	2001	2003
White male	494	566	669	694	715
White female	353	415	500	521	567
Female-to-male ratio	0.71	0.73	0.75	0.75	0.79
Black male	361	411	503	518	555
Black female	308	355	429	451	491
Female-to-male ratio	0.85	0.86	0.85	0.87	0.88

Sources: U.S. Census Bureau (2002, table 613; 2005, table 623).

TABLE 5.1 / The Long-Term Labor Market Experience of Men and Women

Panel A: Average Annual Earnings and the Long-Term Earnings Gap, 1983 to 1998

Population in Comparison (Aged 26 to 59)	Average Annual Earnings		Earnings Ratio[a]	Earnings Gap[b]
	Women	Men		
All workers with at least one year with earnings, counting zero-earnings years	$18,239	$48,178	37.9	62.1
All workers with at least one year with earnings, excluding zero-earnings years	$21,363	$49,068	43.5	56.5
All workers with earnings in every year	$29,507	$52,510	56.2	43.8

Panel B: Average Annual Earnings and the Long-Term Earnings Gap, 1968 to 1982

Population in Comparison (Aged 26 to 59)	Average Annual Earnings		Earnings Ratio[a]	Earnings Gap[b]
	Women	Men		
All workers with at least one year with earnings, counting zero-earnings years	$11,327	$46,575	24.3	75.7
All workers with at least one year with earnings, excluding zero-earnings years	$13,804	$47,268	29.2	70.8
All workers with earnings in every year	$22,273	$49,448	45.0	55.0

Source: Authors' calculations, based on the Panel Study of Income Dynamics.

[a]The earnings ratio is calculated as 100 × women's average annual earnings ÷ men's average annual earnings.

[b]The earnings gap = 100.0 − the earnings ratio.

Table 5.2 / The Long-Term Labor-Market Experience of Women and Men: Earnings, Work Hours, and Years Out of the Labor Force, 1983 to 1998

Number of Years Out of Labor Force	Percentage	Fifteen-Year Averages[a] Annual Earnings	Annual Hours	Annual Earnings Ratio[b]	Hourly Wage[c]	Hourly-Wage Ratio[c]
Females						
All (aged 26 to 59)	100.0	$21,363	1,498	43.5	$12.82	60.0
None	48.5	$29,507	1,766	56.2	$15.72	69.6
One	10.2	$19,341	1,513	52.5	$12.25	72.3
Two or three	11.8	$14,868	1,376	51.7	$10.56	75.6
Four or more	29.5	$11,280	1,100	51.5	$9.25	63.8
Males						
All (aged 26 to 59)	100.0	$49,068	2,219		$21.38	
None	84.0	$52,510	2,260		$22.60	
One	7.5	$36,867	2,210		$16.94	
Two or three	4.8	$28,777	2,062		$13.97	
Four or more	3.7	$21,896	1,524		$14.50	

Source: Authors' calculations, based on the Panel Study of Income Dynamics.

[a]Zero-earnings years are not included; that is, averages for earnings and hours are calculated only for years when work is reported. Weighted data are used to calculate all figures.

[b]Earnings ratios are calculated as 100 × women's average annual earnings ÷ men's average annual earnings.

[c]Hourly wages are person-weighted rather than hour-weighted so that each person's wage counts equally in the calculation regardless of how few or many hours the person worked. The hourly-wage ratio is calculated as 100 × women's average hourly wages ÷ men's average hourly wages.

TABLE 5.3 / The Long-Term Labor-Market Experience of Women and Men: Earnings and Years Out of the Labor Force, 1968 to 1982

Number of Years Out of Labor Force	Percentage	Average Annual Earnings[a]	Ratio of Women's Earnings to Men's[b]
Females			
All (aged 26 to 59)	100.0	$13,804	29.2
None	28.3	$22,273	45.0
One	8.3	$17,976	50.2
Two or three	13.5	$13,709	50.7
Four or more	49.9	$8,330	38.9
Males			
All (aged 26 to 59)	100.0	$47,268	
None	87.3	$49,448	
One	5.1	$35,809	
Two or three	4.2	$27,024	
Four or more	3.4	$21,418	

Source: Authors' calculations, based on the Panel Study of Income Dynamics.
[a]Zero-earnings years are not included; that is, annual averages for earnings are calculated only for years when work is reported.
[b]Earnings ratios are calculated as 100 × women's average annual earnings ÷ men's average annual earnings. Weighted data are used to calculate all figures.

TABLE 5.4 / Distribution of Continuously Employed Women and Men Across Career Occupational Groups, 1983 to 1998 (as a Percentage)

Tier	Male Sector	Female Sector	Mixed	Totals
Women[a]	Full-Time	Full-Time	Full-Time	Full-Time
All (aged 26 to 59)	21.3	36.7	41.6	99.9
Elite jobs	11.7	9.4	2.9	24.0
Good jobs	3.9	24.7	—	28.6
Less-skilled jobs	5.7	2.9	—	8.6
Mixed work histories[b]	—	—	38.7	38.7
Men[a]	All[c]	All[c]	All[c]	All[c]
All (aged 26 to 59)	50.1	7.7	42.2	100.0
Elite jobs	24.1	4.5	3.8	32.4
Good jobs	16.2	2.0	—	18.2
Less-skilled jobs	9.8	1.2	—	11.0
Mixed work histories[b]	—	—	38.4	38.4

Source: Authors' calculations, based on the Panel Study of Income Dynamics.
[a]Weighted data are used to calculate all figures.
[b]Workers with mixed work histories are those who move among jobs in the lower two tiers (good and less-skilled jobs).
[c]There is not much difference in the distribution across occupational groups between men who work full-time and all men (because most men work full-time).

TABLE 5. 5 / Earnings, Earnings Ratio, and Hours Worked of Continuously Employed Women and Men by Career Occupational Groups, 1983 to 1998

Panel A: Earnings

Tier	Male Sector			Female Sector			Earnings Ratio (Percentage), Full-Time Women to All Men	
	Women		Men	Women		Men	Male Sector	Female Sector
	All	Full-Time	All[a]	All	Full-Time	All[a]		
Elite jobs	$47,574	$51,085	$74,877	$38,842	$48,371	$52,405	68.2	92.3
Good jobs	$40,412	$46,309	$50,305	$27,262	$30,777	$47,768	92.1	64.4
Less-skilled jobs	$22,729	$25,319	$35,627	$15,143	$24,022	$32,313	71.1	74.3

Panel B: Hours Worked

Tier	Male Sector			Female Sector		
	Women		Men	Women		Men
	All	Full-Time	All[a]	All	Full-Time	All[a]
Elite jobs	2,154	2,264	2,332	1,705	2,117	2,158
Good jobs	2,247	2,469	2,221	1,860	1,989	2,156
Less-skilled jobs	1,871	2,018	2,199	1,670	2,279	2,016

Source: Authors' calculations, based on the Panel Study of Income Dynamics.

[a]There is not much difference in the distribution across occupational groups between men who work full-time and all men (because most men work full-time), so data are not reported separately for men who work full-time.

TABLE 5.6 / Earnings Growth (Percentage) and Distribution Across Earnings Paths for Continuously Employed Women and Men by Age, 1983 to 1998

	Decreases or Negligible Growth			Increases		
	Subtotal	Decreases	No Change	Subtotal	Small Increases	Increases of More Than 2.5% per year
Women (weighted population = 16.3 million)						
All	28	19	9	73	26	47
26 to 31 years[a]	21	18	3	78	22	56
32 to 38 years[a]	28	15	13	71	28	43
39 to 45 years[a]	44	34	10	56	0	56
Men (weighted population = 28.1 million)						
All	42	26	16	58	28	30
26 to 31 years[a]	33	23	10	67	27	40
32 to 38 years[a]	40	24	16	60	29	31
39 to 45 years[a]	59	35	24	41	30	11

Source: Authors' calculations, based on the Panel Study of Income Dynamics.
[a]Age is respondent's age in 1983. Weighted data are used to calculate all figures.

TABLE 5.7 / Marital Status, Family Income, Earnings, and Working Time for Women and Men, 1983 to 1998

Marital Status[a]	Percentage[b]	Average Annual Family Income[c]	Average Annual Personal Earnings[d]	Average Annual Hours Worked[d]	Number of Years Not Working	Number of Years Working 1,750 Hours or More
Women (weighted population = 33.9 million)						
All (aged 26 to 59)	100	$61,319	$21,560	1,331	3.1	6.5
Always	50	$71,455	$19,372	1,161	3.6	5.3
Mostly	19	$60,624	$21,864	1,411	2.5	7.0
Some	14	$51,118	$24,594	1,567	2.8	8.0
Seldom	17	$41,070	$25,009	1,546	2.7	8.3
Men (weighted population = 32.7 million)						
All (aged 26 to 59)	100	$67,075	$45,952	2,120	0.9	12.3
Always	56	$68,201	$48,906	2,184	0.5	13.0
Mostly	25	$72,583	$47,513	2,203	0.6	12.5
Some	14	$60,221	$38,722	1,909	2.5	10.4
Seldom	6	$55,811	$32,550	1,796	2.2	9.6

Source: Authors' calculations, based on the Panel Study of Income Dynamics.

[a] "Always" refers to fifteen or more years married; "mostly" refers to nine to fourteen years; "some" refers to three to eight years; and "seldom" refers to zero to two years.

[b] May not sum exactly to 100 due to rounding.

[c] Family income has been adjusted to reflect family size.

[d] Zero-earnings years are not included; that is, annual averages for personal earnings and hours worked are calculated only for years when work is reported. Weighted data are used to calculate all figures.

TABLE 5.8 / Presence of Children, Family Income, Earnings, and Working Time for Women and Men, 1983 to 1998

Presence of Children[a]	Percentage[b]	Average Annual Family Income[c]	Average Annual Personal Earnings[d]	Average Annual Hours Worked[d]	Number of Years Not Working	Number of Years Working More than 1,750 Hours
Women						
All	100	$61,319	$21,560	1,331	3.1	6.5
Mostly	53	$54,378	$19,093	1,215	3.3	5.8
Some	30	$63,302	$21,635	1,345	3.6	6.6
Seldom	17	$76,982	$28,016	1,619	1.9	8.2
Men						
All	100	$67,075	$45,952	2,120	0.9	12.3
Mostly	45	$61,701	$48,351	2,202	0.5	13.0
Some	27	$71,390	$46,112	2,101	1.1	12.0
Seldom	28	$73,920	$39,562	1,941	1.6	10.8

Source: Authors' calculations, based on the Panel Study of Income Dynamics.

[a] "Mostly" means ten to fifteen years with children; "some" means three to nine years; and "seldom" means zero to two years.

[b] May not sum exactly to 100 due to rounding.

[c] Family income has been adjusted to reflect family size.

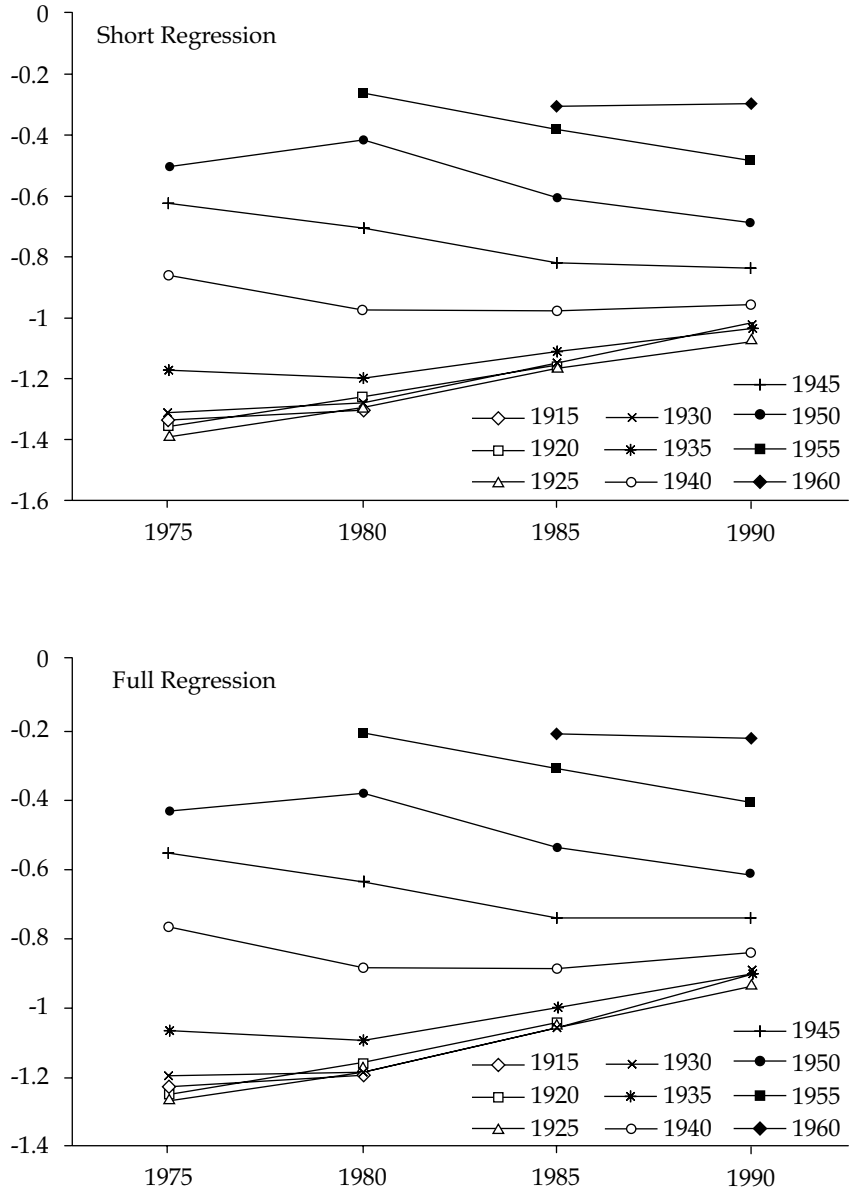
[d] Zero-earnings years not included; that is, annual averages for personal earnings and hours worked are calculated only for years when work is reported.

TABLE 5.9 / Wives Who Earn More Than Their Husbands, 1983 to 1998 (Continuously Employed and Married Women and Men)

	Percentage[a]	Percentage of Wives Who Earn More Than Their Husbands
Wives' earnings		
All (aged 26 to 59)	100.0	15
Less than $15,000	23.0	0
$15,000 to $24,999	26.0	11
$25,000 to $49,999	43.0	19
$50,000 to $75,000	6.3	46
$75,000 and above	1.5	45
Husbands' earnings		
All (aged 26 to 59)	100.0	15
Less than $15,000	0.6	82
$15,000 to $24,999	11.0	40
$25,000 to $49,999	52.0	15
$50,000 to $75,000	27.0	3
$75,000 and above	10.0	6

Source: Authors' calculations, based on the Panel Study of Income Dynamics.
[a]May not sum exactly to 100 due to rounding.

FIGURE 6.1 / Effect in Sweden of Being Female on Rank, by Birth Cohort for Each Year



Sources: Reprinted from Petersen and Meyerson (1999, figure 1) with permission from Elsevier.

Table 6.1 / Distribution in the United States of Occupation-Establishment Pairs That Are Segregated (Men Only and Women Only) and Integrated, by Occupation, by Occupation and Rank, and Overall, for Professional and Administrative Employees

				By Rank in Occupation-Establishment Pair							
		Occupation-Establishment	Occupation-by-Rank-Establishment	1	2	3	4	5	6	7	8
Occupation	1	2	3	4	5	6	7	8	9	10	11
Accountants	M	45.4	59.9	33.3	41.8	59.5	73.5	82.9	91.9		
	F	4.4	9.7	21.6	15.2	8.8	4.0	3.5	1.5		
	I	50.2	30.4	45.2	42.9	31.7	22.5	13.7	6.7		
	N	(1,633)	(4,342)	(575)	(787)	(1,317)	(979)	(549)	(135)		
Chief accountants	M	97.5	83.4	97.8	95.9	98.9	44.7				
	F	2.1	16.3	2.2	2.7	1.1	55.3				
	I	0.4	0.4	0.0	1.4	0.0	0.0				
	N	(237)	(283)	(46)	(74)	(87)	(76)				
Auditors	M	42.5	55.0	34.7	41.3	56.1	77.4				
	F	4.9	10.2	16.1	14.9	9.3	3.7				
	I	52.7	34.8	49.2	43.8	34.6	18.9				
	N	(391)	(844)	(118)	(208)	(301)	(217)				
Public accountant	M	6.1	22.7	12.5	16.3	22.9	42.5				
	F	0.0	0.5	0.0	0.0	0.0	2.5				
	I	93.9	76.8	87.5	83.7	77.1	55.0				
	N	(49)	(185)	(48)	(49)	(48)	(40)				
Attorneys	M	52.6	68.4	45.0	51.7	67.1	77.9	88.4	92.2		
	F	3.4	7.2	15.3	15.6	6.6	1.8	0.7	0.0		
	I	44.0	24.5	39.6	32.7	26.4	20.3	10.9	7.8		
	N	(416)	(993)	(111)	(205)	(258)	(217)	(138)	(64)		
Chemists	M	52.2	66.2	39.3	44.6	66.0	71.0	79.2	86.5	93.3	
	F	2.2	4.8	18.9	9.9	3.3	2.6	0.5	0.0	0.0	
	I	45.5	29.0	41.8	45.5	30.7	26.4	20.3	13.5	6.7	
	N	(404)	(1,262)	(122)	(202)	(303)	(269)	(202)	(104)	(60)	

Engineers	M	65.4	80.4	59.5	63.9	76.3	84.5	88.5	91.4	94.3	99.3
	F	0.2	0.5	2.2	0.9	0.5	0.2	0.0	0.0	0.0	0.7
	I	34.4	19.2	38.3	35.2	23.3	15.3	11.5	8.6	5.7	0.7
	N	(1,249)	(5,252)	(501)	(659)	(1,045)	(1,091)	(904)	(579)	(332)	(141)
Job analysts	M	23.2	33.0	19.2	15.4	28.4	57.5				
	F	40.8	48.6	65.4	75.8	53.2	15.1				
	I	36.0	18.4	15.4	8.8	18.4	27.4				
	N	(250)	(364)	(26)	(91)	(141)	(106)				
Directors of personnel	M	86.8	87.3	78.8	83.4	94.2	93.8				
	F	10.9	11.0	17.5	14.3	5.1	6.3				
	I	2.3	1.8	3.8	2.3	0.7	0.0				
	N	(433)	(456)	(80)	(175)	(137)	(64)				
Buyers	M	50.1	61.9	36.7	57.0	74.2	85.3				
	F	9.4	14.1	40.6	14.7	2.4	1.1				
	I	40.5	24.0	22.7	28.3	23.3	13.7				
	N	(1,354)	(2,452)	(458)	(932)	(784)	(278)				
All occupations	M	54.6	67.6	43.9	53.3	67.2	77.3	85.7	90.9	94.1	99.3
	F	6.2	7.8	19.8	13.1	6.3	3.8	1.2	0.2	0.0	0.7
	I	39.2	24.6	36.4	33.6	26.5	18.9	13.1	8.8	5.9	0.0
	N	(6,416)	(16,433)	(2,085)	(3,382)	(4,421)	(3,337)	(1,793)	(882)	(392)	(141)

Source: Petersen and Morgan (1995, table 7), reprinted with permission. © The University of Chicago Press.
Note: For description of data see "Women and Men in Top Management and the Professions" and U.S. Department of Labor (1981). For description of procedures see "The Glass Ceiling in the United States." Column 1 gives the three segregation statuses for each occupation, where "M" stands for male only, "F" for female only, "I" for integrated, and "N" gives the number of occupation-establishment or occupation-rank-establishment pairs for which the statistics is computed. Column 2 gives, separately by occupation, the percentages of the establishments that in the given occupation, not taking into account the rank of employees within an occupation, employ only men ("M"), employ only women ("F"), and employ both men and women ("I"). Here, an occupation-establishment pair is integrated when there is at least one woman and one man in the pair, even though they may be employed at different ranks in the pair. Columns 3 to 10 give the same percentages for occupation-by-rank-establishment pairs, first across all ranks (column 3, "O-R-E") and second separately for each rank (columns 4 to 11) within an occupation. The bottom of the table, "All Occupations," gives the corresponding percentages across the ten occupations.

TABLE 6.2 / Estimates in the United States of the Effect of Sex on the Promotion Rate Within the Organization

	1	2	3	4	5	6	7	8
Male (= 1)	–.158	–.081	–.066*	–.053*	–.014*	–.009*	.116	.114
	(.038)	(.036)	(.037)	(.037)	(.038)	(.037)	(.055)	(.052)
Level × male[a]								
2							–.311*	–.127*
							(.219)	(.086)
3							–.072*	–.237
							(.088)	(.108)
4							–.212	–.551
							(.111)	(.156)
5							–.523	–.631
							(.158)	(.226)
6+							–.646	–.741
							(.230)	(.243)

Source: Petersen and Saporta (2004, table 8), reprinted with permission. © The University of Chicago Press.

Note: For description of data and results see "The Glass Ceiling in the United States." In the analyses we include only employees who entered the organization from 1978 to 1986 in managerial, administrative, and professional positions. The hazard-rate models predict promotions within the organization. In column 1 the exponential model is used, while in columns 2 to 8 the proportional hazards version of the log-logistic model is used (see Petersen 1995, section 7). The role of seniority in predicting promotions is taken into account as a time-dependent covariate, updated every twelve months. The explanatory variables are as follows. In column 1, only sex and a constant term enter. Column 2 adds to the variables in column 1 education (as four dummy variables), age (as one continuous variable), and seniority (as one continuous variable). Column 3 adds to the variables in column 2 occupational group (five dummy variables). Column 4 adds to the variables in column 3 the job level at hire (one continuous variable). Column 5 adds to the variables in column 4 the current job level (as five dummy variables), but does not include as in column 4 the job level at hire. Column 6 adds to the variables in column 3 both the job level at hire and the current level. Column 7 adds to the variables in column 5 interaction terms between the currently occupied job level and sex, thus excluding the job level at hire. Column 8 adds to the variables in column 6 the same interaction terms as in column 7, thus including also the job level at hire. Except for the variables sex and job level at hire, all variables may change over time.

[a]This gives, in columns 7 and 8, the interaction term between sex and the currently occupied job level. The reference group is job level 1, captured by the main effect of sex in line 1, with estimates of .116 and .114. The top group is job level 6 and higher, denoted by "6 + ," capturing the differential effect of being female in job level 6 and above.

*Not significantly different from zero at the five-percentage level (two-tailed tests).

TABLE 6.3 / Estimates in the United States of the Effect of Sex (Male = 1) on the Job Level Among Full-Time Employees at Time of Hire (Seniority = 0), Separately for Each of Seven Age Groups (Estimated Standard Errors in Parentheses)

Age Group	1	2	3
18 to 24	−.024*(.026)	−.017*(.026)	.000*(.026)
25 to 29	.195 (.058)	.225 (.054)	.200 (.056)
30 to 34	.340 (.107)	.391 (.104)	.271 (.102)
35 to 39	.876 (.183)	.883 (.178)	.795 (.179)
40 to 44	1.515 (.356)	1.635 (.346)	1.518 (.364)
45 to 49	1.746 (.640)	2.260 (.585)	2.296 (.623)
50 +	1.986 (.699)	1.568 (.662)	1.406 (.862)

Source: Petersen and Saporta (2004, table 10), reprinted with permission. © The University of Chicago Press.

Note: For description of data see "The Glass Ceiling in the United States." The dependent variable in the three regression equations in columns 1 to 3 is the job level at time of hire (that is, seniority = 0 years). Each regression is estimated using ordinary least squares. An ordinary probit analysis yielded for all practical purposes the same substantive results. The regression in column 1 contains in addition to the sex effect (male = 1) and the interaction terms between sex and the six dummy variables for age, a constant term, main effects for age (six dummy variables), and the effects of hire year (as eight dummy variables). The reference group for age is eighteen to twenty-four years old at time of hire. In line 1 of column 1 the number −.024 means that among eighteen-to-twenty-four-year-olds, men on average are hired at a job level about a fortieth below that of women, that is, at the same level. In line 4, for age thirty-five to thirty-nine, the number .876 means that among those thirty-five to thirty-nine years old, men are hired at almost a full job level above women. The next two regressions sequentially add more variables. The regression in column 2 adds, to those in column 1, variables for education group (four dummy variables). The regression in column 3 adds, to those in column 2, variables for occupational group (five dummy variables).

*Not significantly different from zero at the 5-percent level (two-tailed tests).

†Significantly different from zero at the 10-percent but not at the 5-percent level (two-tailed tests).

TABLE 6.4 / Percentage of all 1986 Managerial, Administrative, and Professional Employees on Job Level, by Seniority and Gender

Years of Seniority	Sex	Job Level 1	2 to 3	4 to 5	6 to 8	9 to 10	11 to 13	Sum	N
0 to 4	Men	19.1	60.5	15.9	3.7	0.5	0.4	100.0	1,312
	Women	36.8	51.7	9.9	1.4	0.2	0.0	100.0	573
5 to 8	Men	11.6	47.5	33.6	6.5	0.8	0.1	100.0	1,064
	Women	33.0	40.8	20.5	4.9	0.8	0.0	100.0	370
9 to 10	Men	6.6	37.8	39.0	12.0	2.9	1.7	100.0	241
	Women	35.0	45.0	13.3	5.0	1.7	0.0	100.0	60
11 to 15	Men	9.6	45.7	29.3	12.4	2.5	0.6	100.1	670
	Women	35.9	42.3	18.3	2.1	1.4	0.0	100.0	142
16 to 20	Men	7.0	44.8	30.7	14.4	2.7	0.5	100.0	848
	Women	40.7	46.5	11.6	1.2	0.0	0.0	100.0	86
21 to 25	Men	6.7	52.4	27.8	10.4	2.2	0.5	100.0	822
	Women	32.4	51.4	13.5	2.7	0.0	0.0	100.0	37
26 to 30	Men	7.6	48.9	28.0	13.2	0.9	1.4	100.0	536
	Women	18.7	49.2	24.6	6.4	1.1	0.0	100.0	18
31 to 35	Men	6.8	44.0	32.1	14.8	1.0	1.3	100.0	293
	Women	18.7	49.2	24.6	6.4	1.1	0.0	100.0	8
36 +	Men	7.5	39.0	39.0	15.8	5.0	3.7	100.0	241
	Women	62.5	37.5	0.0	0.0	0.0	0.0	100.0	8

Source: Petersen and Saporta (2004, table 13), reprinted with permission. © The University of Chicago Press.

Note: For description of data see "The Glass Ceiling in the United States." For discussion of results see "Conclusions and Discussion." Not all the percentages sum to 100 due to rounding errors. The job-level structure among managerial, administrative, and professional employees goes from level 1 (low) to 13. The table pertains to everyone present in managerial, administrative, and professional positions in 1986, irrespective of when they entered the organization. There were 7,329 such employees in 1986, 1,302 women and 6,027 men. The table also includes employees internally promoted to managerial, administrative, and professional positions, for example, from blue-collar jobs.

TABLE 6.5 / Distribution in Sweden of Employees on Occupations, Percentage Women, and Distribution on Rank Within Occupation, in 1990

			On Rank Within Occupation (1 to 7)							
	Overall	Percentage Women	1	2	3	4	5	6	7	
Occupation	1	2	3	4	5	6	7	8	9	10
Administrative work										
01 General analytical work	0.7	33.8	0.3	6.1	14.1	26.3	34.99	16.35	1.9	100.0
02 Secretarial work	5.8	99.1	4.1	29.5	46.0	18.8	1.5	0.1		100.0
03 Administrative efficiency improvement and development	0.2	21.6	1.0	11.8	37.3	38.2	10.9	0.9		100.0
04 Applied data processing, systems analysis and programming	3.7	20.5		1.4	12.4	41.2	36.3	7.8	0.9	100.0
05 Applied data processing operation	1.1	35.5	3.4	19.5	42.9	26.1	6.8	1.2	0.1	100.0
06 Key punching	0.7	96.0	14.1	73.6	10.7	1.4				100.0
Production management										
07 Administration of local plants and branches	0.3	2.7				26.2	40.4	23.0	10.4	100.0
08 Management of production, transportation and maintenance	2.9	2.2			8.8	31.9	38.1	17.0	4.1	100.0
09 Work supervision within production, repairs	7.5	5.8		4.6	47.3	43.6	4.2	0.3		100.0
10 Work supervision within building and construction	3.0	2.0		11.7	35.7	39.4	13.1	0.3		100.0
11 Administration, production, supervision in forestry	0.3	3.4			27.4	59.0	9.9	3.5	0.2	100.0
Research and development										
12 Mathematical work and calculation methodology	0.5	10.6	0.2	6.6	14.0	32.0	37.1	9.3	0.8	100.0
13 Laboratory work	3.8	36.2	0.7	7.5	21.8	33.5	26.5	8.7	1.3	100.0

(*Table continues on p. 178.*)

Construction and design										
14 Mechanical and electrical design engineering	7.6	9.5	0.4	3.3	14.0	43.1	31.8	7.4	1.0	100.0
15 Construction and construction programming	2.5	16.0		7.5	23.7	33.6	25.9	6.9	1.0	100.0
16 Architectural work	0.9	39.4		6.8	16.6	35.6	31.8	8.8	0.4	100.0
17 Design, drawing, and decoration	0.3	49.5		16.4	38.2	33.7	10.9	0.7		100.0
18 Photography	0.1	26.0		13.2	36.4	43.0	7.4			100.0
19 Sound technology	0.0	3.8		11.5	46.2	34.6	7.7			100.0
Technical methodology, planning, control, service, and industrial preventive health care										
20 Production engineering	2.3	8.7		7.0	16.2	50.7	22.4	3.5	0.3	100.0
21 Production planning	2.0	23.1	0.7	9.6	34.2	40.9	11.8	2.7	0.2	100.0
22 Traffic and transportation planning	1.5	43.7	1.2	39.5	38.8	14.9	4.9	0.6		100.0
23 Quality control	1.6	9.2	0.3	7.3	26.6	38.9	20.9	5.4	0.6	100.0
24 Technical service	3.3	2.6		8.1	36.1	38.5	14.4	2.5	0.3	100.0
25 Industrial preventive health care	0.5	11.2		13.1	20.9	33.4	27.0	5.4	0.2	100.0
Communications, library, and archival work										
26 Information work	0.3	49.7			13.9	41.8	33.3	9.8	1.1	100.0
27 Editorial work, publishing	0.2	60.1		5.9	26.0	33.9	27.9	6.1	0.2	100.0
28 Editorial work, technical information	0.2	23.8			13.9	50.2	31.9	3.9	0.1	100.0
29 Libraries, archives and documentation	0.2	69.4	3.3	18.3	35.9	26.3	13.3	2.8		100.0

Personnel work										
30 Personnel service	2.2	69.4	0.9	15.9	37.5	23.7	13.8	6.7	1.5	100.0
31 Planning of education, training, and teaching	1.0	50.8		11.3	31.0	40.2	14.4	2.8	0.3	100.0
32 Medical care within industries	0.7	88.3		1.4	12.8	80.4	5.3			100.0
General services										
33 Restaurant work	0.2	79.4		54.0	31.3	14.7				100.0
Business and trade										
34 Marketing and sales	15.5	19.9	0.9	11.7	30.8	34.0	16.5	5.2	0.8	100.0
35 Sales within stores and department stores	0.6	38.4			46.8	40.1	10.8	2.3		100.0
36 Travel agency work	0.9	77.6		28.8	57.2	11.1	2.9			100.0
37 Sales at exhibitions, spare part depots	0.4	38.3	6.1	72.7	16.3	4.8				100.0
38 Customer service	0.0	76.1	3.7	46.0	36.2	12.9	0.6	0.6		100.0
39 Tender calculation	0.7	12.6		6.9	33.9	41.0	16.2	2.0		100.0
40 Order processing	2.2	61.7		29.0	43.6	21.5	5.3	0.6		100.0
41 Internal processing of customer requests	0.0	25.0			25.0	37.5	12.5	25.0		100.0
42 Advertising	0.4	50.8		8.9	24.3	40.8	22.9	2.9	0.2	100.0
43 Buying	2.7	38.1	0.5	16.0	28.0	34.1	17.0	4.0	0.5	100.0
44 Management of inventory and sales	2.2	16.9	8.1	40.0	35.4	12.1	3.5	0.8		100.0
45 Shipping and freight services	2.1	52.3	2.4	31.6	39.9	18.8	6.2	1.1		100.0

(*Table continues on p. 180.*)

Financial work and office services										
46 Financial administration	10.3	70.3	2.9	25.0	36.6	19.9	10.8	4.0	0.8	100.0
47 Management of housing and real estate	0.3	29.3	2.4	19.8	33.7	25.7	13.7	4.7		100.0
48 Auditing	0.7	47.2		27.2	28.6	23.1	18.1	2.8	0.2	100.0
49 Telephone work	1.4	99.3	3.4	57.2	38.5	0.9				100.0
50 Office services	1.6	55.7	23.0	55.7	14.8	4.9	1.4	0.2		100.0
51 Chauffeuring	0.0	4.3		100.0						100.0
All	100.0	34.6	1.6	15.7	30.5	31.4	15.8	4.3	0.7	100.0

Source: Reprinted from Petersen and Meyerson (1999, table 2), with permission from Elsevier.
Note: For description of data and procedures see "The Glass Ceiling in the United States." The first column, "Overall," gives the distribution of employees on the fifty-one occupational groups. In column 1, four occupations are listed as having 0.0 percent of the employees. This occurred when less than 0.05 percent of the employees were in an occupation, namely in sound technology, customer services, internal processing of customer requests, and chauffeuring, with 26, 163, 8, and 161 employees respectively. The second column, "Percentage Women," gives the percentage of the employees in the occupation who are women. Columns 3 to 9 give separately for each occupation the distribution of employees within the occupation on rank. Column 10 gives the sum of the percentages in columns 2 to 8. The rank variable goes from a low of 1 to a high of 7, indicating roughly the level of difficulty of the position within the broader occupational group. The empty cells in the table correspond to cases where the specific combination of occupation-by-rank does not exist. The last line in the table gives in column 1 the sum of the percentages for the fifty-one occupations in column 1, column 2 gives the percent of all employees who are women, while columns 3 to 9 give the distribution of all employees on rank, regardless of their occupation.

TABLE 6.6 / Distribution (Percentages) by Rank by Year and Sex and Percentage in Each Rank That Are Women

	1970			1975			1978		
	Men	Women	Percentage Women	Men	Women	Percentage Women	Men	Women	Percentage Women
Rank	1	2	3	4	5	6	7	8	9
1	2.39	38.24	84.05	1.72	21.80	83.39	1.52	16.33	82.16
2	14.28	34.97	44.63	10.90	46.51	62.84	9.68	46.32	67.29
3	34.74	19.58	15.64	31.69	23.02	22.35	30.25	26.61	27.44
4	28.99	6.10	6.48	33.72	7.25	7.85	35.14	8.91	9.83
5	13.48	1.00	2.38	15.50	1.28	3.17	16.63	1.66	4.11
6	4.93	0.11	0.71	5.27	0.13	0.99	5.60	0.17	1.29
7	1.20	0.01	0.15	1.20	0.00	0.16	1.17	0.01	0.26
Sum	100.01	100.01		100.00	99.99		99.99	100.01	
Average	3.56	1.97	24.76	3.71	2.20	28.38	3.77	2.34	30.07

Source: Reprinted from Petersen and Meyerson (1999, table 4), with permission from Elsevier; Meyerson and Petersen (1997a, table 4.3).

Note: The first column within each year gives the distribution of men on the ranks, while the second column gives the distribution of the women on the ranks. The third column within each year gives the percentage of employees in

TABLE 6.6 / *Continued*

1980			1985			1990		
Men	Women	Percentage Women	Men	Women	Percentage Women	Men	Women	Percentage Women
10	11	12	13	14	15	16	17	18
1.31	13.28	81.94	0.91	6.73	78.30	0.64	3.52	74.34
8.97	44.94	69.09	7.46	39.74	72.13	6.88	32.33	71.29
29.29	29.09	30.71	27.02	35.45	38.93	25.81	39.50	44.72
35.58	10.46	11.60	37.02	14.55	16.03	37.89	19.16	21.01
17.75	1.99	4.77	20.14	3.12	7.01	21.61	4.82	10.56
5.89	0.23	1.69	6.31	0.39	2.88	6.18	0.63	5.08
1.22	0.01	0.31	1.14	0.02	0.98	0.97	0.04	2.35
100.01	100.00		100.00	100.00		99.98	100.00	
3.82	2.44	30.85	3.92	2.69	32.70	3.95	2.91	34.59

the given rank that were women. The last line gives, for the two first columns within each year, the average rank for men and women, respectively, in that year. The third column, in the last line, gives the percentage of employees in that year who were women.

TABLE 6.7 / Percentage of Swedish Workers Working Part-Time, by Year, Sex, and Rank, 1975 to 1990

	1975		1978		1980		1985		1990	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Rank	1	2	3	4	5	6	7	8	9	10
1	2.0	31.4	5.4	41.5	7.4	45.8	7.5	46.1	6.6	38.6
2	0.7	29.4	3.6	40.0	4.9	45.0	4.9	44.9	4.5	37.6
3	0.3	23.1	1.9	32.5	3.3	37.7	2.9	37.7	3.2	32.3
4	0.3	19.2	1.7	27.2	3.0	31.9	2.7	30.7	2.9	25.7
5	0.3	13.3	1.5	17.3	2.9	22.2	2.6	21.4	3.0	19.5
6	0.2	7.4	1.4	13.8	2.5	12.3	3.1	14.0	2.9	8.8
7	0.2	0.0	1.5	0.0	3.1	10.0	3.3	0.0	3.0	3.3
Total	0.4	27.4	2.0	36.7	3.3	41.1	3.0	39.5	3.1	32.2

Source: Reprinted from Petersen and Meyerson (1999, table 10), with permission from Elsevier; Meyerson and Petersen (1997a, table 4.5).
Note: There are no statistics for 1970 in this table because the part-time data were deemed to be unreliable for that year.

TABLE 6.8 / Distribution (Percentages) of Employees in Sweden by Type of Education

	1970		1975		1978		1980		1985		1990	
	All[a]	Top[b]	All	Top	All	Top	All	Top	All	Top	All	Top
Type of Education	1	2	3	4	5	6	7	8	9	10	11	12
Missing	62.6	19.8	54.9	16.6	55.0	17.0	54.1	16.8	52.7	19.7	52.5	23.3
Basic	4.9	2.1	7.3	2.4	7.1	2.2	7.2	2.4	7.3	2.5	7.0	2.9
Humanities	0.2	0.4	0.3	0.4	0.3	0.4	0.2	0.3	0.3	0.4	0.3	0.3
Pedagogical	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.2	0.1	0.2	0.1	0.2
Social sciences, law												
Miscellaneous fields	5.9	7.2	8.0	6.8	8.5	6.5	8.8	6.4	9.2	5.7	9.5	5.2
Business, lower level	0.7	2.9	0.9	3.6	0.9	3.5	0.9	3.3	0.8	2.7	0.7	2.2
Civil economists	0.6	5.5	0.8	5.5	0.8	5.6	0.9	5.7	1.3	5.8	1.5	5.5
Law, social sciences, B.A., M.A.	0.3	1.5	0.9	2.6	0.9	3.1	0.9	3.5	0.9	3.9	0.8	3.9
Law, social sciences, license, Ph.D.	0.0	0.1	0.0	0.1	0.0	0.2	0.0	0.1	0.0	0.2	0.0	0.2
Technical fields												
Miscellaneous fields	11.5	18.1	13.1	19.3	13.0	18.9	13.3	18.4	14.4	17.2	15.6	16.8
Engineering	9.8	16.9	9.0	15.5	8.1	14.5	7.6	14.0	6.0	11.8	4.4	8.8
Civil engineering	2.4	19.2	3.1	20.1	3.4	21.3	3.8	21.3	4.6	22.3	5.1	22.6
Natural sciences, B.A., M.A.	0.2	0.6	0.4	0.8	0.4	0.8	0.5	1.2	0.5	1.6	0.5	2.0
Natural sciences, license, Ph.D.	0.2	2.4	0.2	2.9	0.2	3.0	0.3	3.1	0.3	3.2	0.3	3.3
Transportation	0.1	0.1	0.2	0.3	0.2	0.3	0.2	0.4	0.2	0.2	0.1	0.2
Health	0.2	1.5	0.2	0.9	0.3	0.9	0.3	0.9	0.6	1.0	0.8	1.3
Agriculture	0.2	1.3	0.4	1.4	0.4	1.4	0.5	1.5	0.5	1.1	0.4	0.8
Service	0.2	0.3	0.3	0.6	0.2	0.5	0.2	0.7	0.2	0.6	0.2	0.6
Unclassifiable	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.2	0.0	0.2	0.1
Sum	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Reprinted from Petersen and Meyerson (1999, table 18), with permission from Elsevier; Meyerson and Petersen (1997a, table 4.6).

[a] "All" stands for all employees.

[b] "Top" for employees in ranks 6 to 7. Within each year, the first column gives the distribution of all employees on the type of education while the second column gives the distribution of employees in rank 6 to 7 on the type of education.

TABLE 6.9 / Distribution (Percentages) in Sweden of Men and Women in Types of Education and Percentage of Women Employees in Each Type of Education by Year

	1970			1975			1978		
	M[a]	W[b]	W[c]	M	W	W	M	W	W
Type of Education	1	2	3	4	5	6	7	8	9
Missing	57.7	77.5	30.7	49.4	68.7	35.6	49.7	67.5	36.9
Basic	4.0	7.6	38.8	5.9	11.0	42.7	5.4	10.9	46.3
Humanities	0.1	0.3	38.0	0.2	0.5	49.6	0.2	0.5	51.0
Pedagogy	0.1	0.1	23.1	0.1	0.1	27.6	0.1	0.1	26.0
Social sciences, law									
Miscellaneous fields	4.0	11.4	48.4	5.0	15.3	54.7	5.2	16.1	57.3
Business, lower level	1.0	0.1	3.8	1.2	0.2	6.8	1.2	0.3	9.4
Civil economists	0.7	0.1	4.7	1.0	0.2	6.8	1.1	0.2	8.7
Law, social sciences, B.A., M.A.	0.4	0.1	8.7	1.0	0.5	14.9	1.1	0.5	15.8
Law, social sciences, license, Ph.D.	0.0	0.0	14.3	0.0	0.0	17.4	0.0	0.0	18.3
Technical fields									
Miscellaneous fields	14.8	1.5	3.1	17.6	1.7	3.6	17.8	1.8	4.2
Engineer	12.9	0.4	1.0	12.4	0.4	1.1	11.5	0.3	1.3
Civil engineer	3.1	0.1	1.2	4.2	0.3	2.6	4.7	0.5	4.0
National sciences, B.A., M.A.	0.2	0.2	19.3	0.4	0.3	20.8	0.5	0.3	20.5
National sciences, license, Ph.D.	0.2	0.0	2.8	0.3	0.0	3.0	0.3	0.0	3.7
Transportation	0.1	0.0	11.2	0.2	0.1	7.8	0.3	0.1	8.1
Health fields	0.2	0.4	46.3	0.1	0.5	66.5	0.1	0.6	67.2
Agriculture	0.3	0.0	1.7	0.5	0.0	1.7	0.6	0.0	2.3
Service	0.2	0.1	15.7	0.3	0.1	13.6	0.3	0.1	18.1
Unclassifiable	0.1	0.1	22.4	0.1	0.2	36.3	0.1	0.1	39.1
Sum	100.0	100.0	24.8[d]	100.0	100.0	28.4	100.0	100.0	30.1

Source: Reprinted from Petersen and Meyerson (1999, table 19), with permission from Elsevier; Meyerson and Petersen (1997a, table 4.7).

[a]The first column within each year gives the distribution of men in the types of education.

[b]The second column within each year gives the distribution of the women in the types of education.

TABLE 6.9 / *Continued*

1980			1985			1990		
M	W	W	M	W	W	M	W	W
10	11	12	13	14	15	16	17	18
48.7	66.2	37.7	48.0	62.5	38.8	48.6	60.0	39.5
5.6	10.9	46.7	5.6	10.9	48.9	5.3	10.3	50.4
0.2	0.4	55.5	0.2	0.5	58.8	0.1	0.5	65.6
0.1	0.1	23.2	0.1	0.1	34.0	0.1	0.1	36.2
5.2	16.8	49.1	4.9	18.0	64.1	4.8	18.3	67.0
1.2	0.3	11.4	1.0	0.5	18.4	0.8	0.5	26.7
1.2	0.3	10.7	1.5	0.8	20.3	1.6	1.3	30.2
1.1	0.5	16.3	1.1	0.6	21.7	0.9	0.6	26.8
0.0	0.0	13.6	0.0	0.0	14.0	0.0	0.0	18.2
18.4	1.9	4.5	20.2	2.5	5.6	22.0	3.5	7.7
10.9	0.3	1.4	8.8	0.3	1.8	6.5	0.3	2.3
5.3	0.7	5.2	6.4	1.1	7.4	6.9	1.7	11.5
0.5	0.4	22.2	0.6	0.4	25.3	0.6	0.4	29.2
0.4	0.0	5.4	0.4	0.1	7.6	0.4	0.1	10.6
0.2	0.1	8.5	0.2	0.0	8.8	0.2	0.0	10.1
0.1	0.7	70.5	0.2	1.5	79.0	0.3	1.8	79.5
0.7	0.1	4.4	0.7	0.1	6.9	0.5	0.2	15.2
0.3	0.1	18.9	0.2	0.2	24.4	0.2	0.2	31.9
0.1	0.1	39.0	0.2	0.2	30.9	0.2	0.2	36.6
100.0	100.0	30.9	100.0	100.0	32.7	100.0	100.0	34.6

[c]The third column within each year gives the percentage of employees in the given type of education that were women.
[d]In the last line the third column gives the percentage of employees in that year who were women.
In the table, "M" and "W" stand for men and women, respectively.

TABLE 6.10 / Effect in Sweden of Being Female on Job Rank, from Short and Full Regressions

	1970		1975		1978		1980		1985		1990	
	Short[b]	Full[c]	Short	Full	Short	Full	Short	Full	Short	Full	Short	Full
Age Group	1	2	3	4	5	6	7	8	9	10	11	12
All ages[d]	–.927	–.468	–.953	–.862	–.926	–.830	–.892	–.798	–.810	–.706	–.703	–.589
20 to 25[ae]	–.539	–.111	–.506	–.434	–.441	–.367	–.264	–.209	–.308	–.216	–.176	–.101
26 to 30	–.599	–.180	–.625	–.556	–.520	–.450	–.448	–.388	–.387	–.314	–.299	–.227
31 to 35	–.952	–.471	–.860	–.771	–.753	–.674	–.707	–.639	–.609	–.541	–.488	–.412
36 to 40	–1.249	–.719	–1.172	–1.066	–1.045	–.948	–.977	–.886	–.820	–.742	–.689	–.614
41 to 45	–1.395	–.831	–1.312	–1.195	–1.225	–1.120	–1.197	–1.096	–.983	–.890	–.838	–.744
46 to 50	–1.368	–.839	–1.385	–1.264	–1.320	–1.206	–1.283	–1.185	–1.112	–.999	–.960	–.844
51 to 55	–1.485	–.905	–1.354	–1.247	–1.315	–1.205	–1.294	–1.180	–1.153	–1.054	–1.032	–.905
56 to 60	–1.349	–.830	–1.339	–1.227	–1.324	–1.221	–1.262	–1.161	–1.168	–1.051	–1.023	–.907
61 and over	–1.139	–.783	–1.270	–1.164	–1.231	–1.126	–1.303	–1.195	–1.157	–1.045	–1.072	–.937

Source: Reprinted from Petersen and Meyerson (1999, table 22), with permission from Elsevier; Meyerson and Petersen (1997a, table 4.10).
All coefficients are significantly different from 0 at better than the 1 percent level; in fact all of them better than at the 0.1 percent level.
[a]Those younger than twenty are excluded from the analysis. There were very few of them and they can legitimately be considered as yet not having started a career among the white-collar workers.
[b]The short regression includes the variables sex, dummy variables for age (nine age groups), part-time status (except in 1970), hours worked, and level of education (1 to 7).
[c]The full regression adds dummy variables for occupation to those variables.
[d]"All ages," a common sex effect is estimated for all age groups and age itself is controlled by a set of dummy variables.
[e]In the regressions by age group, separate age effects are estimated for each age group. In these, the effects of the other variables in the regression equations do not vary across age groups, thus do not include interaction terms between age group and the other variables.

TABLE 6.11 / Effect of Being Female on Job Rank, by Education, in Sweden, from Short and Full Regressions

	1970		1975		1978		1980		1985		1990	
	Short[c]	Full[d]	Short	Full	Short	Full	Short	Full	Short	Full	Short	Full
Type of Education	1	2	3	4	5	6	7	8	9	10	11	12
Social sciences, law												
All ages[e]	–.318	–.142*	–.524	–.380	–.535	–.440	–.582	–.502	–.506	–.446	–.510	–.452
26 to 30[bf]	–.114*	–.005*	–.464	–.296	–.387	–.226	–.231	–.168*	–.003*	–.003*	.003*	–.001*
31 to 35	–.321*	–.408	–.447	–.335	–.426	–.353	–.564	–.521	–.241	–.284	–.103*	–.103*
36 to 40	–1.266	–.727	–.885	–.885	–.883	–.825	–.606	–.520	–.594	–.534	–.416	–.422
41 to 45	–.867	–.598*	–1.172	–.928	–.924	–.830	–1.004	–.851	–.530	–.485	–.606	–.552
46 to 50	–.691*	–.406*	–1.701	–1.488	–1.142	–1.054	–.885	–.814	–1.018	–.832	–.590	–.534
51 to 55	–.247*	.096*	–.784*	–.402*	–2.829	–2.347	–1.873	–1.241	–.918	–.842	–1.109	–.902
56 to 60	.288*	.329*	–.834	–.622*	–1.265	–.824	–1.669	–1.315	–1.760	–1.172	–.903	–.824
61 and over[a]	.705*	.916*					–.588*	–.402*	–1.521	–1.289	–2.275	–1.738
Economics, business administration												
All ages	–.787	–.432	–.775	–.693	–.617	–.586	–.614	–.562	–.534	–.463	–.426	–.352
26 to 30	–.536	–.270	–.437	–.320	–.260	–.211	–.265	–.165	–.175	–.126	–.040*	–.010*
31 to 35	–.899	–.420	–.676	–.636	–.536	–.500	–.466	–.447	–.433	–.352	–.322	–.254
36 to 40	–1.088	–.593	–1.204	–1.182	–.867	–.847	–.831	–.773	–.636	–.577	–.567	–.485
41 to 45	–.989	–.605	–1.297	–1.205	–.968	–.986	–.984	–.963	–.939	–.886	–.714	–.638
46 to 50	–1.098	–.770	–.897	–.743	–1.150	–1.075	–1.161	–1.136	–.905	–.788	–.833	–.720
51 to 55	–.750	–.425*	–.767	–.761	–.734	–.734	–.856	–.757	–.957	–.908	–.893	–.773
56 to 60	–.674	–.249*	–1.273	–1.184	–.801	–.824	–.845	–.816	–1.099	–.905	–.989	–.912
61 and over	.535*	.053*	–1.480	–1.185	–1.082	–.957	–.915	–.835	–.804	–.732	–.827	–.690

Technical fields												
All ages	–.462	–.356	–.418	–.386	–.381	–.358	–.325	–.310	–.303	–.277	–.212	–.199
26 to 30	–.143	–.109*	–.225	–.218	–.134	–.136	–.003*	–.002*	–.005*	–.004*	–.003*	–.002*
31 to 35	–.530	–.402	–.413	–.386	–.316	–.296	–.301	–.296	–.149	–.136	–.101	–.100
36 to 40	–.541	–.478	–.602	–.549	–.487	–.466	–.405	–.387	–.416	–.398	–.232	–.228
41 to 45	–.937	–.791	–.692	–.645	–.660	–.606	–.661	–.635	–.480	–.443	–.427	–.410
46 to 50	–1.012	–.791	–.955	–.892	–1.047	–.969	–.965	–.919	–.695	–.635	–.443	–.430
51 to 55	–.757	–.550	–.892	–.775	–.721	–.672	–.872	–.809	–.848	–.763	–.541	–.514
56 to 60	–.927	–.538	–.501	–.412	–.802	–.742	–.658	–.613	–.775	–.732	–.720	–.689
61 and over	.379*	.526*	.516*	.488*	–.346*	–.276*	–.537	–.438	–.765	–.703	–.483	–.402

Source: Reprinted from Petersen and Meyerson (1999, table 23), with permission from Elsevier; Meyerson and Petersen (1997a, table 4.11).

[a]Among employees in the social sciences and law there were in 1975 and 1978 not a sufficient number of women aged sixty-one and over to allow an estimate of the sex effect for that age group.

[b]Those younger than twenty-five are excluded from the analysis. There were very few of them and they can legitimately be considered as yet not having started a career among the white-collar workers, given the kinds of educational fields they are in.

[c]The short regression includes the variables sex, dummy variables for age (eight age groups), part-time status (except in 1970), hours worked, and type of education within educational field.

[d]The full regression adds dummy variables for occupation to those variables.

[e]"All ages," a common sex effect is estimated for all age groups and age itself is controlled by a set of dummy variables.

[f]In the regressions by age group, separate age effects are estimated for each age group. In these, the effects of the other variables in the regression equations do not vary across age groups, thus do not include interaction terms between age group and the other variables.

*Not significantly different from 0 at the 5 percent level. The other coefficients are, and in the vast majority of cases even at the 0.1 percent level.

TABLE 6.12 / Effect in Sweden of Being Female on Job Rank, from Short and Full Regressions, by Birth Cohort, in 1970 and Later

	Birth Cohort										
	1910–1914	1915–1919	1920–1924	1925–1929	1930–1934	1935–1939	1940–1944	1945–1949	1950–1955	1955–1959	1960–1964
	1	2	3	4	5	6	7	8	9	10	11
Short											
1970	–1.349	–1.485	–1.368	–1.395	–1.249	–0.952	–0.599	–0.539			
1975	–1.270	–1.339	–1.354	–1.385	–1.312	–1.172	–0.860	–0.625	–0.506		
1980		–1.303	–1.262	–1.294	–1.283	–1.197	–0.977	–0.707	–0.418	–0.264	
1985			–1.157	–1.168	–1.153	–1.112	–0.983	–0.820	–0.609	–0.387	–0.308
1990				–1.072	–1.023	–1.032	–0.960	–0.838	–0.689	–0.488	–0.299
Full											
1970	–0.830	–0.905	–0.839	–0.831	–0.719	–0.471	–0.180	–0.111			
1975	–1.164	–1.227	–1.247	–1.264	–1.195	–1.066	–0.771	–0.556	–0.434		
1980		–1.195	–1.161	–1.180	–1.185	–1.096	–0.886	–0.639	–0.388	–0.209	
1985			–1.045	–1.051	–1.054	–0.999	–0.890	–0.742	–0.541	–0.314	–0.216
1990				–0.937	–0.907	–0.905	–0.844	–0.744	–0.614	–0.412	–0.227

Source: Reprinted from Petersen and Meyerson (1999, table 24), with permission from Elsevier.

Note: These numbers are all taken from table 10. They have here been reorganized so that in each column we follow a given birth cohort as they get older with five years from one period to the next, where periods are defined by 1970, 1975, 1980, 1985, and 1990. In the case of the 1910 to 1914 cohort we follow them from 1970 to 1975, when they were 56 to 60 and 61 years old or more. In the case of the 1940 to 1944 cohort we follow them every five years for the entire twenty-year period, from 1970, when they were 26 to 30, to 1990, when they were 46 to 50 years old.

All coefficients are significantly different from 0 at better than the 1 percent level; in fact all of them are better than at the 0.1 percent level.

TABLE 6.13 / Effect in Sweden of Being Female on Job Rank from Short and Full Regressions, by Birth Cohort and Type of Education, 1970 to 1990

	Birth Cohort									
	1910–1914	1915–1919	1920–1924	1925–1929	1930–1934	1935–1939	1940–1944	1945–1949	1950–1954	1955–1959
	1	2	3	4	5	6	7	8	9	10
Social sciences, law										
Short										
1970		–0.247*	–0.691*	–0.867	–1.266	–0.321*	–0.114*			
1975		–0.834	–0.784*	–1.701	–1.172	–0.885	–0.447	–0.464		
1980		–0.588*	–1.669	–1.873	–0.885	–1.004	–0.606	–0.564	–0.231	
1985			–1.521	–1.760	–0.918	–1.018	–0.530	–0.594	–0.241	–0.003*
1990				–2.275	–0.903	–1.109	–0.590	–0.606	–0.416	–0.103*
Full										
1970		0.096*	–0.406*	–0.598*	–0.724	–0.408	–0.005*			
1975		–0.622*	–0.402*	–1.488	–0.928	–0.885	–0.335	–0.296		
1980		–0.402*	–1.315	–1.241	–0.814	–0.851	–0.520	–0.521	–0.168*	
1985			–1.289	–1.171	–0.842	–0.832	–0.485	–0.534	–0.284	–0.003*
1990				–1.738	–0.824	–0.902	–0.534	–0.552	–0.422	–0.103*
Economics, business administration										
Short										
1970	–0.674	–0.750	–1.098	–0.989	–1.088	–0.899	–0.536			
1975	–1.480	–1.273	–0.767	–0.897	–1.297	–1.204	–0.676	–0.437		
1980		–0.915	–0.845	–0.856	–1.161	–0.984	–0.831	–0.466	–0.265	
1985			–0.804	–1.099	–0.957	–0.905	–0.939	–0.636	–0.433	–0.175
1990				–0.827	–0.989	–0.893	–0.833	–0.714	–0.567	–0.322

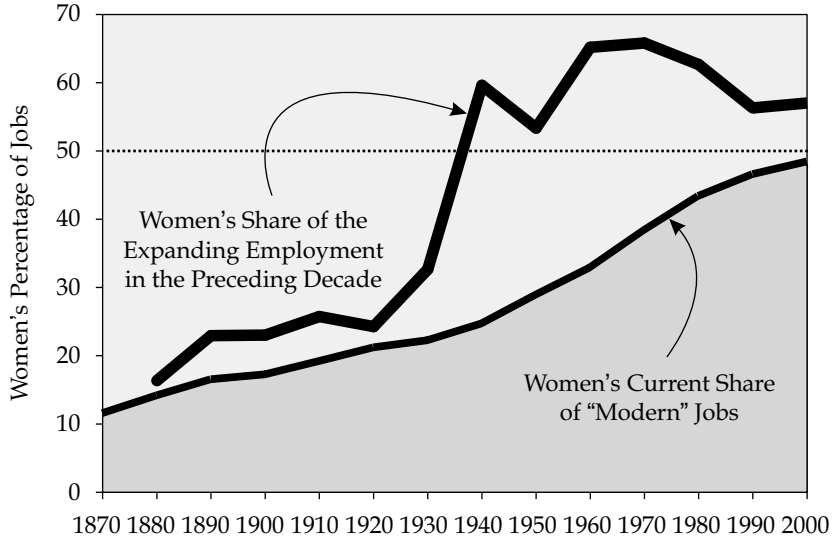
Full										
1970	–0.249	–0.425	–0.770	–0.605	–0.593	–0.420	–0.270			
1975	–1.185	–1.184	–0.761	–0.743	–1.205	–1.182	–0.636	–0.320		
1980		–0.835	–0.816	–0.757	–1.136	–0.963	–0.773	–0.447	–0.165	
1985			–0.732	–0.905	–0.908	–0.788	–0.886	–0.577	–0.352	–0.126
1990				–0.690	–0.912	–0.773	–0.720	–0.638	–0.485	–0.254
Technical fields										
Short										
1970	–0.927	–0.757	–1.012	–0.937	–0.541	–0.530	–0.143			
1975	0.516	–0.501	–0.892	–0.955	–0.692	–0.602	–0.413	–0.225		
1980		–0.537	–0.658	–0.872	–0.965	–0.661	–0.405	–0.301	–0.003	
1985			–0.765	–0.775	–0.848	–0.695	–0.480	–0.416	–0.149	–0.005
1990				–0.483	–0.720	–0.541	–0.443	–0.427	–0.232	–0.101
Full										
1970	–0.538	–0.550	–0.791	–0.791	–0.478	–0.402	–0.109			
1975	0.488	–0.412	–0.775	–0.892	–0.645	–0.549	–0.386	–0.218		
1980		–0.438	–0.613	–0.809	–0.919	–0.635	–0.387	–0.296	–0.002	
1985			–0.703	–0.732	–0.763	–0.635	–0.443	–0.398	–0.136	–0.004
1990				–0.402	–0.689	–0.514	–0.430	–0.410	–0.228	–0.100

Source: Reprinted from Petersen and Meyerson (1999, table 25), with permission from Elsevier.

Note: These numbers are all taken from table 11. They have here been reorganized so that in each column we follow a given birth cohort as they get older with five years from one period to the next, where periods are defined by 1970, 1975, 1980, 1985, 1990. In the case of the 1910 to 1914 cohort we follow them from 1970 to 1975, when they were 56 to 60 and 61 and above. In the case of the 1940 to 1944 cohort we follow them every five years for the entire twenty-year period, from 1970, when they were 26 to 30, to 1990, when they were 46 to 50 years old.

*Not significantly different from 0 at the 5 percent level.

FIGURE 7.1 / Women's Rising Share of Paying Jobs, 1870 to 2000



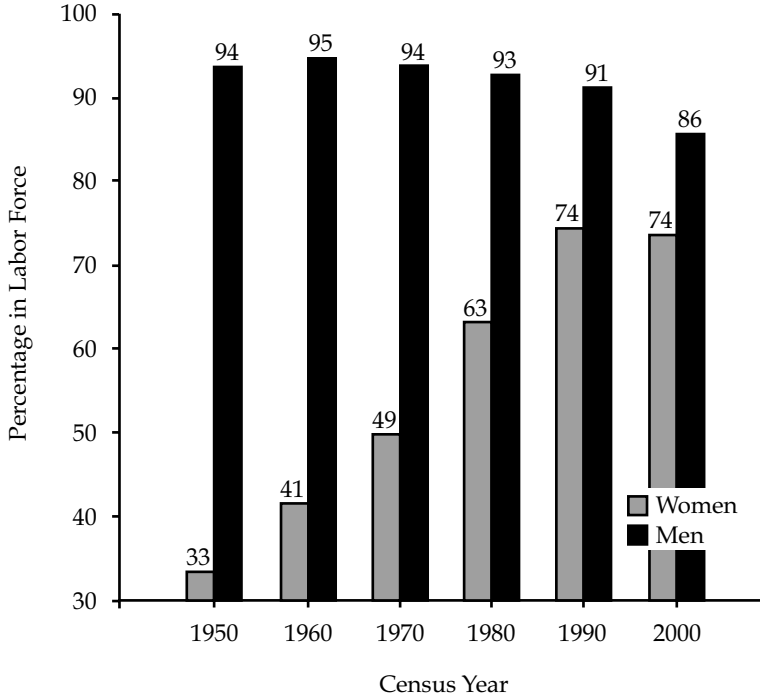
Source: Author's compilation, data from: U.S. Bureau of the Census and Edwards (1943); U.S. Bureau of the Census (1975, 129, 132, 139–40); U.S. Department of Labor (1984, 12, 14, 55, 56); U.S. Bureau of the Census (2004, 391); Hooks (1947, 34, 222, 238).

TABLE 7.1 / Women's Changing Status in American Society

	Nineteenth Century	Late-Nineteenth to Mid-Twentieth Century	Mid-Twentieth Century to Present	Future Changes Needed for Equality
Legal and political status	Formal legal equality instituted	Formal political equality instituted	Formal economic equality instituted	Equity in high political offices
Economic opportunity	Working-class jobs appear for single women only	Some jobs for married women and for educated women	All kinds of jobs available to all kinds of women	Equity in high-status jobs
Higher education	A few women enter public universities and new women's colleges	Increasing college; little graduate or professional	Full access at all levels	Equal presence in prestigious fields
Divorce	Almost none; made available for dire circumstances	Increasingly available, but difficult	Freely available and accepted	Equity after divorce
Sexuality and reproductive control	Repressive sexuality; little reproductive control	Positive sexuality but double standard; increasing reproductive control	High sexual freedom and reproductive control	End sexual harassment and fear of rape
Cultural image	Virtuous domesticity and subordination	Educated motherhood, capable for employment and public service	Careers, marital equality	End perception of sexes as inherently different

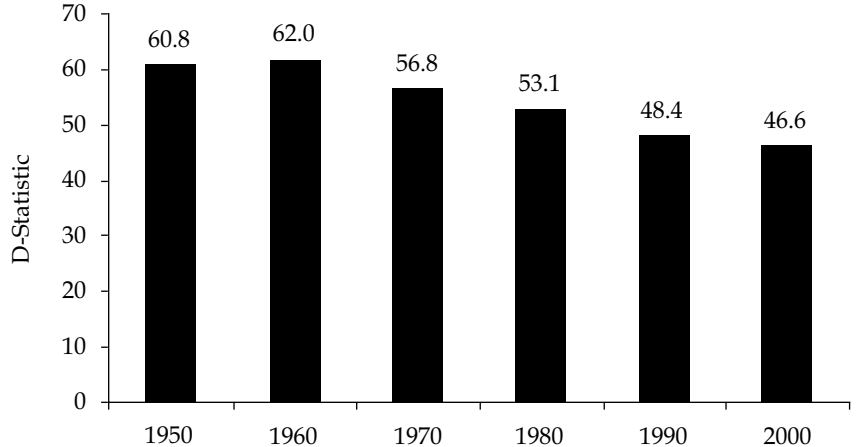
Source: Author's compilation.

FIGURE 8.1 / Labor-Force Participation by Men and Women Twenty-Five to Fifty-Four Years of Age, 1950 to 2000



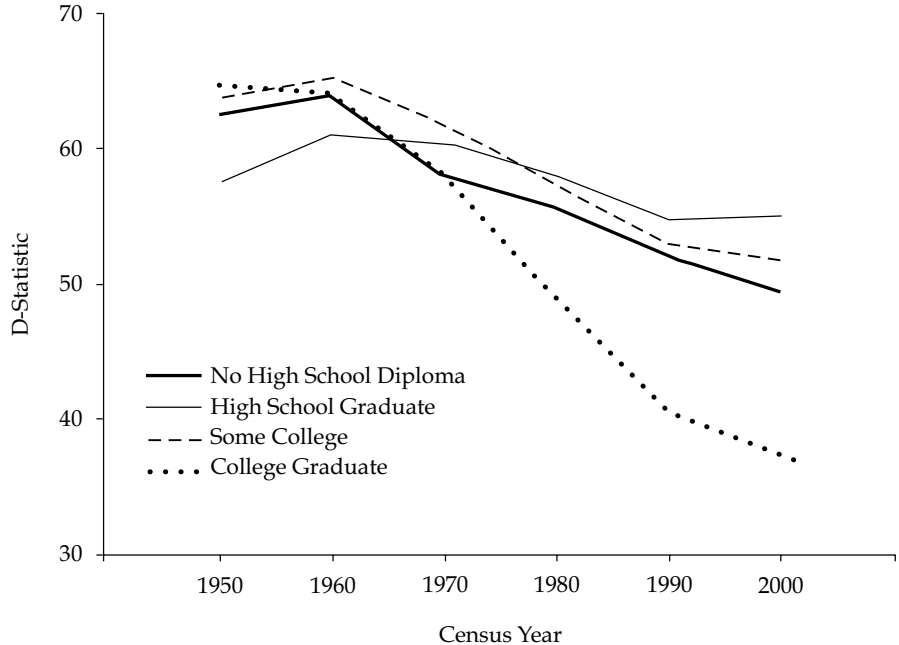
Source: Integrated Public Use Microdata Sample from 1950 to 2000 census data on men and women twenty-five to fifty-four years of age. See Cotter, Hermsen, and Vanneman (2005). Reprinted with permmission.

FIGURE 8.2 / Occupational Sex Segregation, 1950 to 2000



Source: Integrated Public Use Microdata Sample from 1950 to 2000 census data for men and women twenty-five to fifty-four years of age. Segregation is computed using the index of dissimilarity (see note 1) and using the most detailed occupational categories possible while still keeping consistent categories for all decades. See Cotter, Hermsen, and Vanneman (2005). Reprinted with permission.
Note: N = 179 occupations.

FIGURE 8.3 / Occupational Sex Segregation by Education, 1950 to 2000



Source: Integrated Public Use Microdata Sample from 1950 to 2000 census data on men and women twenty-five to fifty-four years of age. Segregation is computed using the index of dissimilarity (see note 1) and using the most detailed occupational categories possible while still keeping consistent categories for all decades. Original calculations provided by David A. Cotter, Joan M. Hermsen, and Reeve Vanneman.
Note: N = 179 occupations.

TABLE 8.1 / Change Between 1978 and 1998 in Indicators of Paid Work of Women Twenty-Five to Fifty-Four Years of Age

	1978	1998	Percentage Change
Percentage employed the week before the survey			
All women	56	71	27
Wives with children under six	38	51	53
Percentage employed full-time the week before the survey			
All Women	38	58	34
Wives with children under six	21	35	67
Annual hours of paid work the previous year[a]			
All women	1,002	1,415	41
Wives with children under six	583	1,094	47

Source: Based on Casper and Bianchi (2002, table 10.1, 290), © 2002 by Sage Publications. Reprinted by permission of Sage Publications, Inc. Data are from U.S. Census Bureau, Current Population Surveys.

[a] Includes women not in the labor force all year.

TABLE 8.2 / U.S. Women's Median Annual Earnings as Percentage of Men's, for Full-Time Year-Round Workers, 1960 to 2000

Year	Ratio
1960	.61
1965	.60
1970	.59
1975	.59
1980	.60
1985	.65
1990	.72
1995	.71
2000	.73

Source: Institute for Women's Policy Research (2005). Underlying data from Current Population Surveys.

TABLE 8.3 / Average Hours Per Week Spent in Unpaid and Market Work by U.S. Married Men and Women Twenty-Five to Fifty-Four Years of Age, 1965 and 1998

	Unpaid Work			Market Work			Total Work (Unpaid and Market)		
	1965	1998	Change	1965	1998	Change	1965	1998	Change
Women	50	34	–16	8	31	23	59	65	6
Men	12	21	9	47	39	–8	59	60	1
Difference (Women – men)	38	13	25	–39	–8	31	0	5	5

Source: Calculations provided by Liana Sayer from data described in text (see Sayer 2001). Nonmarket work includes housework, child care, and shopping. Market work includes time in paid employment and travel to work. All figures computed on respondents twenty-five to fifty-four years of age.