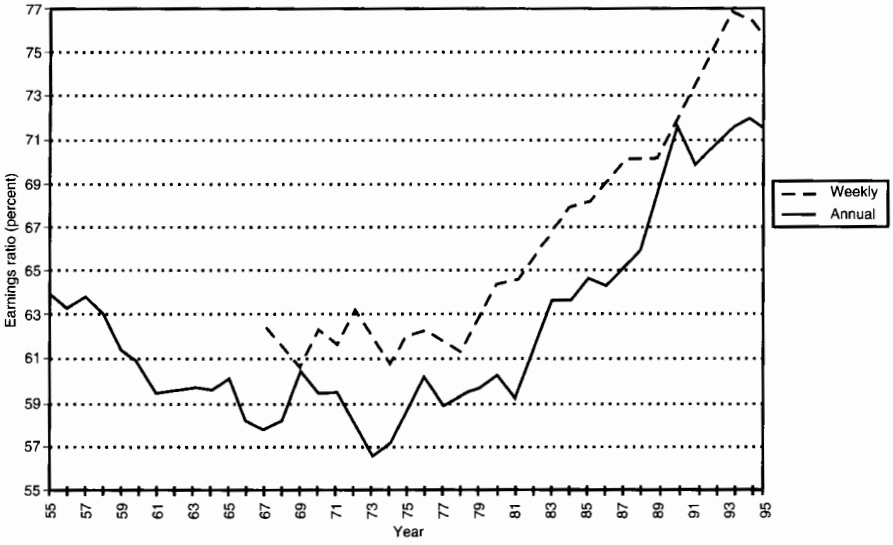
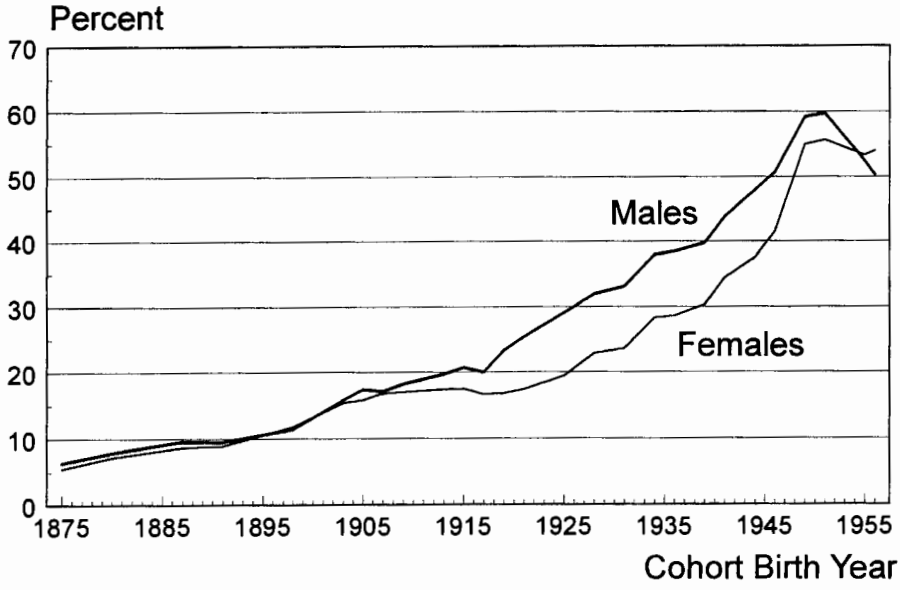
Figure 1.1 Female-to-Male Earnings Ratios of Full-Time Workers, 1955–1995



Sources: Bureau of the Census, *Population Reports,* Consumer Income Series P-60, various issues; U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings,* various issues.

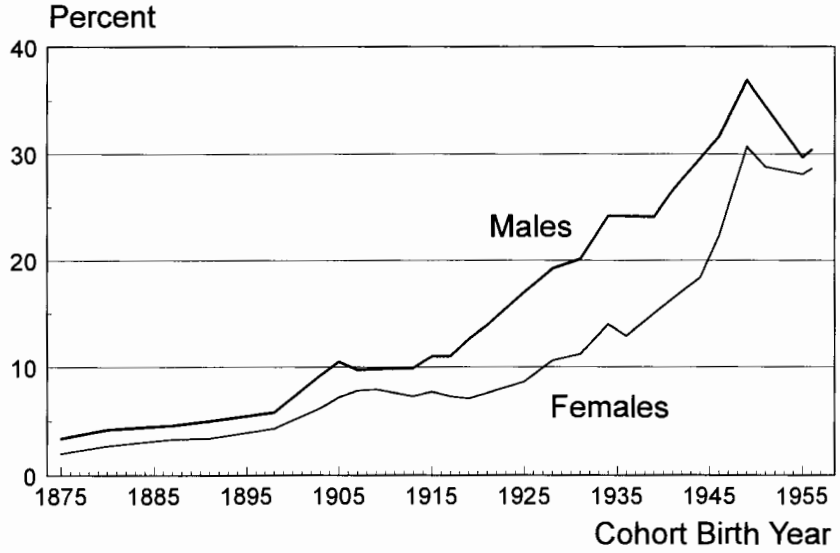
Figure 2.1 Percentage of White Males and Females Attending College, by Birth Cohort



Sources: U.S. Bureau of the Census, series P-20, "Educational Attainment in the United States" (various years). See appendix table 2.1.

Notes: In virtually all cases only the responses of individuals aged 45–54 or 55–64 were used. For cohorts born since 1945 projections were made to 1995 or 1997 on the basis of changes for the preceding cohort that was aged 35–39 (30–34) in 1977 and 45–49 (40–44) in 1987.

Figure 2.2 Percentage of White Males and Females Graduating from College, by Birth Cohort

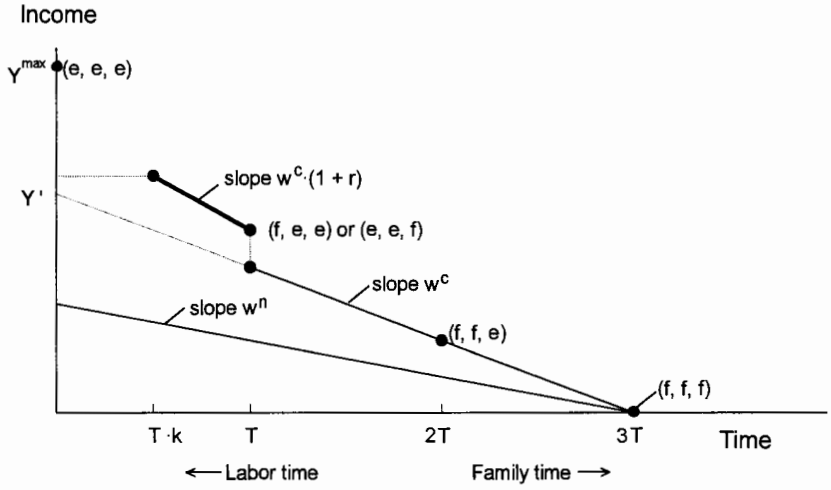


Sources: U.S. Bureau of the Census, series P-20, "Educational Attainment in the United States" (various years). See appendix table 2.1.

Notes: In virtually all cases only the responses of individuals aged 45–54 to 55–64 were used. For cohorts born since 1945 projections were made to 1995 or 1997 on the basis of changes for the preceding cohort that was aged 35–39 (30–34) in 1977 and 45–49 (40–44) in 1987.

Figure 2.3 A Framework for Understanding Family and Career Choice

Panel A: Three-Period Budget Constraint



Panel B: Career and Family Choice

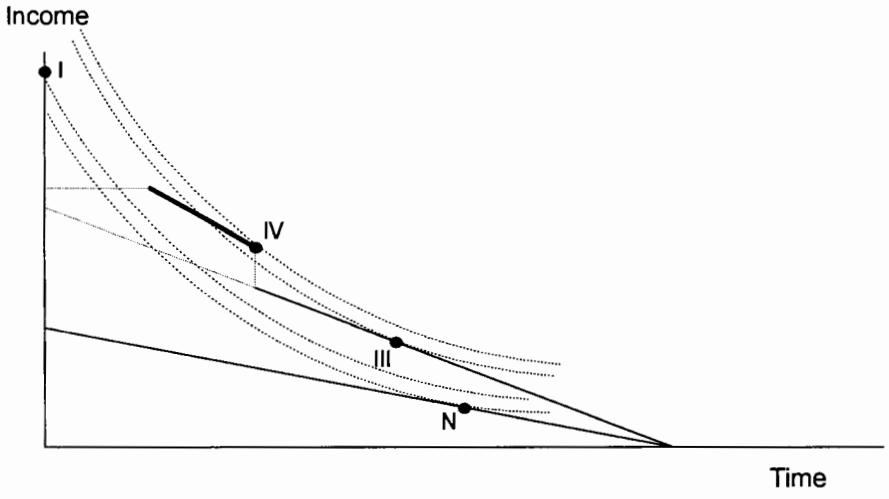
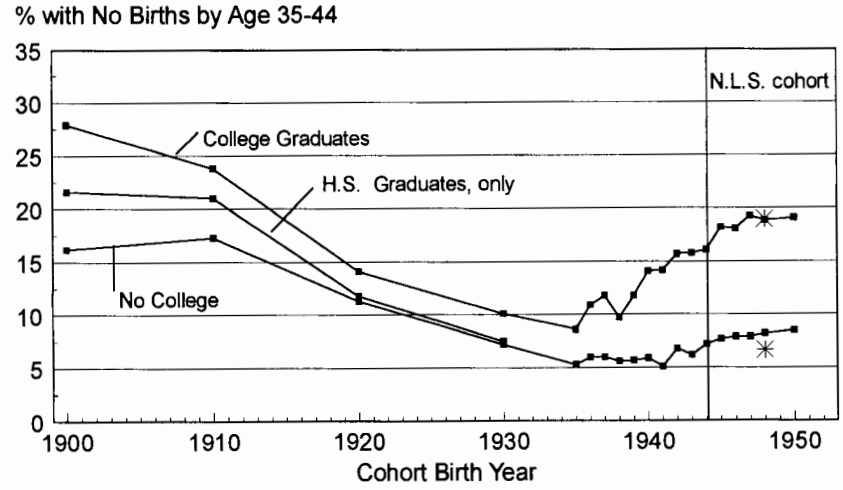


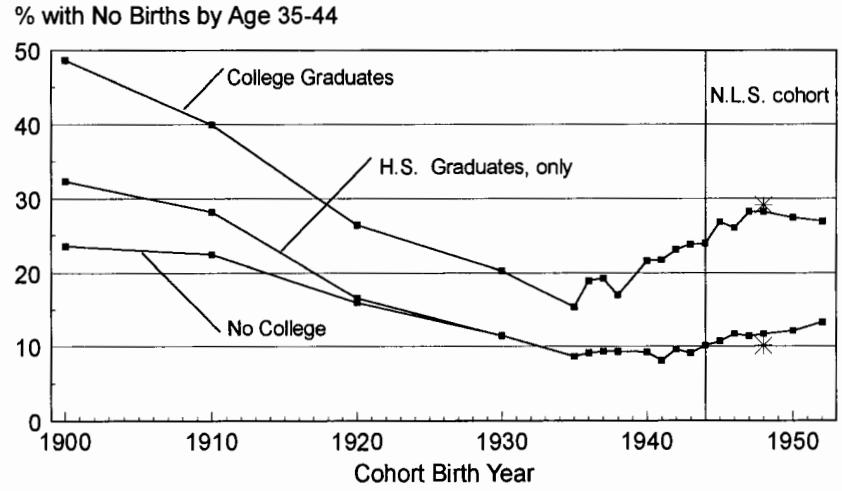
Figure 2.4 Percentages of Ever-Married White Women with No Births by Ages 35–44



Sources: 1940 PUMS 1/100 sample-line; U.S. Bureau of the Census (1955, 1964, 1973); post-1970: series P-20, "Fertility of American Women" (various years).

Notes: The stars are for the NLS cohort members for whom a measure of sample participation was nonmissing in 1988. College graduates have completed ≥ sixteen years of school.

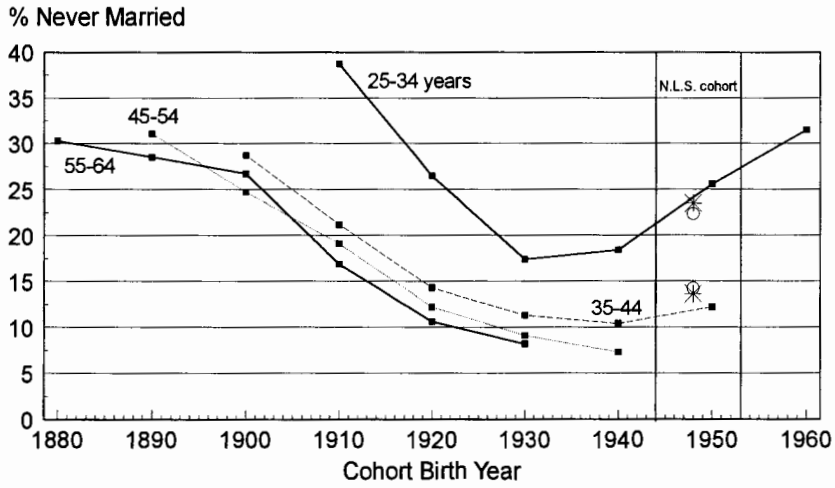
Figure 2.5 Percentages of White Women (All Marital Statuses) with No Births by Ages 35–44



Sources: 1940 PUMS 1/100 sample-line; U.S. Bureau of the Census (1955, 1964, 1973), post-1970: series P-20, "Fertility of American Women" (various years); 1979 has been omitted because the columns in series P-20, giving the proportion ever married, do not sum properly.

Notes: For birth cohorts prior to 1941 the percentage with no births is given by: [(percent with no births among the ever married) × (percent ever married)] + (percent never married) because birth information was asked only of those who were ever married.

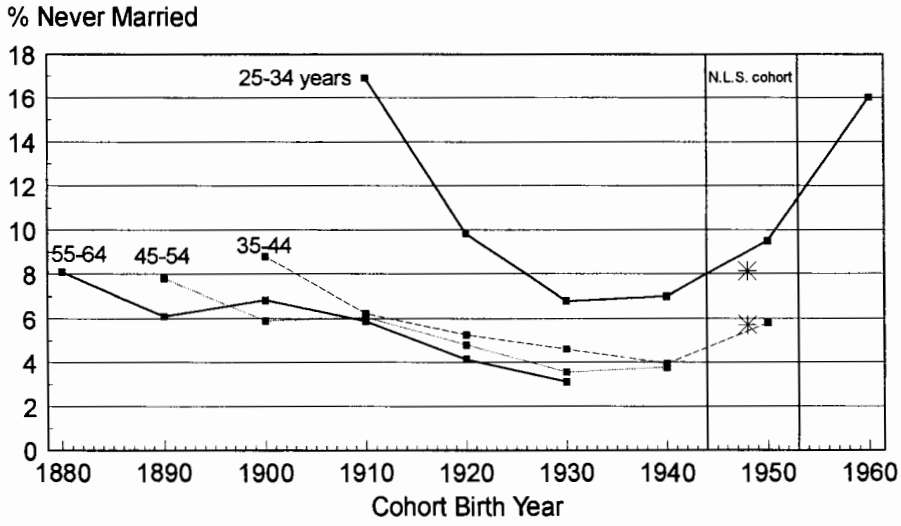
Figure 2.6 Percentage Never Married, White College Graduate Women



Sources: See table 2.2

Notes: It is not clear why the figure for those aged 55–64 (for the cohort born in 1900) is greater than that for those aged 45–54. The same reversal appears in the data for those having no college. The stars are for the NLS women with ≥ sixteen years of school completed; the circles are for those with a B.A. degree. The census data refer to years of school completed.

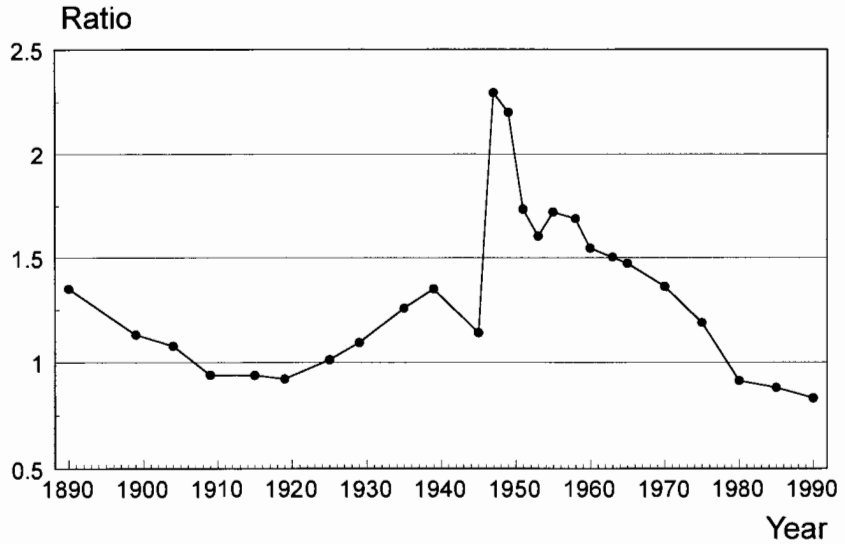
Figure 2.7 Percentage Never Married, White Women with No College



Sources: See table 2.2.

Notes: It is not clear why the figure for those aged 55–64 (for the cohort born in 1900) is greater than that for those aged 45–54. The same reversal appears in the data for those attending college.

Figure 2.8 Ratio of Male to Female Undergraduates



Sources: 1889 to 1953: U.S. Bureau of Education or Office of Education or U.S. Department of Health, Education, and Welfare, *Biennial Survey of Education* (various years); 1960 to 1965: U.S. Department of Health, Education, and Welfare, OFE (various years); 1970 to 1988: U.S. Department of Education and U.S. Department of Health, Education, and Welfare, *Digest of Education Statistics* (various years).

Notes: Undergraduate enrollments include colleges, universities, junior colleges or two-year colleges, normal schools, and teachers colleges. They do not include summer sessions. Part-time and full-time students are treated equally, and some of the rise of female attendance in the most recent period is due to the large enrollment of women who attend college on a part-time basis. Enrollment in graduate school and for professional degrees has been subtracted. Various assumptions have been employed and interpolations used in several years. All underlying data are available upon request from the author.

Table 2.1 Characterizations of Five Cohorts of College Graduate Women

Cohort	Year Graduated from College	Approximate Birth Year	Characterization
I	1900 to 1919	1878 to 1897	Family or career (attaining)
II	1920 to 1945	1898 to 1923	Job then family (attaining)
III	1946 to 1965	1924 to 1943	Family then job (attaining)
IV	1966 to 1979	1944 to 1957	Career then family (desiring)
V	1980 to 1995	1958 to 1973	Career and family (desiring)

Table 2.2 Percentage Never Married for (White) Women with Four Years or More of College and No College, 1880–1960 Birth Cohorts

Approximate Year of Birth	Ages 25–34	Ages 35–44	Ages 45–54	Ages 55–64
≥ Four Years of College				
1880				30.3
1890			31.1	28.5
1900		28.7	24.7	26.7
1910	38.7	21.2	19.1	16.9
1920	26.5	14.3	12.2	10.6
1930	17.4	11.3	9.1	8.2
1940	18.4	10.4	7.3	
1950	25.6	12.2		
1960	31.5			
No College				
1880				8.10
1890			7.80	6.11
1900		8.80	5.90	6.85
1910	16.90	6.23	6.06	5.88
1920	9.84	5.26	4.80	4.14
1930	6.80	4.60	3.55	3.11
1940	7.01	3.95	3.77	
1950	9.51	5.80		
1960	16.00			

Sources: 1940 PUMS, 1/100; U.S., Bureau of the Census (1953, 1966, 1972, 1985); 1990 Current Population Survey, Outgoing Rotation Group, NBER-CPS extracts.

Table 2.3 Percentage of (White) Ever-Married Women with No Births by Ages 35–44, for Various Educational Groups

Approximate Year of Birth	≥ Four Years of College	No College, High School Graduate	No College	> Four Years of College
1900	27.9	21.6	16.2	n.a.
1910	23.8	21.0	17.3	n.a.
1920	14.1	11.8	11.3	19.4
1930	10.1	7.5	7.2	14.0
1935	8.6	5.3	5.3	n.a.
1936	10.9	6.0	6.0	n.a.
1937	11.8	6.5	6.0	n.a.
1938	9.7	6.1	5.6	n.a.
1939	11.8	5.8	5.7	16.0
1940	14.1	6.2	5.9	20.6
1941	14.2	5.3	5.1	17.9
1942	15.7	7.0	6.8	20.8
1943	15.8	6.7	6.2	16.5
1944	16.1	7.9	7.2	18.3
1945	18.2	8.1	7.7	22.8
1946	18.1	8.5	7.9	20.4
1947	19.3	8.7	7.9	24.0
1948	18.9	8.6	8.2	23.8
1950	19.1	9.6	8.5	23.9
1952[a]	17.3	9.9	8.9	n.a.

Sources: U.S. Bureau of the Census (1955, 1964, 1973), series P-20, "Fertility of American Women" (various years, ending with no. 470, June 1992).

Notes: All data are for white women only. The educational categories change with P-20 no. 470 (June 1992). That may account for the decline in no births to women with ≥ 4 years of college when the other categories increase.

[a]A change in educational categories accompanied series P-20, no. 470 (June 1992). There is no longer a category of > four years of college and that for ≥ four years of college has been replaced by B.A. degree or higher. It is unclear whether the change in definition has caused the change in percentage childless or whether there has been an increase in births.

Table 2.4 Hourly Earnings in the Current Population Survey and the National Longitudinal Survey of Young Women

	Males in CPS			Females in CPS			Females in NLS		
Year	Median	25th	*N*	Median	Mean	*N*	Median	Mean	*N*
1980	8.750	6.500	8,977	6.528	7.245	5,793	6.440	6.763	355
1982	10.83	7.778	7,887	8.108	8.896	5,179	7.690	8.443	342
1983	11.43	8.262	7,753	8.750	9.562	5,170	8.560	9.185	345
1985	13.25	10.00	7,781	10.00	10.98	5,360	9.665	10.36	350
1987	15.00	10.91	7,577	11.00	12.10	5,501	11.06	11.99	345
1988	15.63	11.25	7,175	11.25	12.68	5,212	12.16	12.73	340
1991	18.25	13.20	7,155	13.50	14.82	5,717	15.38	15.90	349

Sources: Current Population Survey, Outgoing Rotation Group, NBER-CPS extracts; NLS-YW.

Notes: For CPS: Ages 14–24 in 1968; college graduate = sixteen years attended and completed last year; top-coded values are assigned 1.4 × top amount; hourly earnings is (weekly earnings)/(usual hours worked per week); observation is excluded if hourly earnings < one half relevant minimum wage; race = white. No top code issues are addressed for 1991.

For NLS: Same restrictions on education, race, age, use of one half minimum wage on an hourly basis for exclusion. Data are given for observations containing a nonmissing value for (computed) job experience in 1985. Hourly earnings in NLS is hourly rate of pay in current or last job derived by the NLS from "rate of pay" and "time unit rate of pay" variables. Various extreme outliers are coded as missing values (but are recorded as their actual values in the computation of the career variables in table 2.5). The NLS changed its procedure in 1991, which increased the "rate of pay" by factoring in separate time period information collected from teachers. In both the CPS and NLS earnings from self-employment are excluded.

Table 2.5 Career Attainment Among College Graduate Women: National Longitudinal Survey of Young Women

	Total	Women With Children	Women Without Children
A: Percentage attaining career for white women with ≥ sixteen years school, only for those in labor force 1985, 1987, 1988			
Career: 1987, 1988	43	35	56
Career: 1985, 1987, 1988	37	30	47
B: Percentage attaining career for white women with ≥ sixteen years school, for those in *and* out of labor force			
Career: 1987, 1988	33	24	54
Career: 1985, 1987, 1988	26	18	45

Source: NLS-YW.

Notes: Career is defined as having hourly earnings exceeding that of the 25th percentile male (white, ≥ sixteen years schooling) in the CPS of the relevant year (see table 2.4). NLS women are included if they are in the sample for all of the years considered (for example, 1987 and 1988) and have earnings data that are not missing. The self-employed are excluded from both numerator and denominator, as are those who refused to answer questions on their earnings. Children born to women until the end of the survey (1991, although there are only seventeen first births after 1985) are included. The figures that are unconditional on labor force participation give a zero value to career for women who are out of the labor force in any of the years considered. Women whose hourly earnings are below one half the minimum wage are considered to be out of the labor force. Had they been included in the labor force, the career percentages conditional on labor force participation would be somewhat lower and closer to those unconditional on labor force participation.

Table 2.6 Family and Career for Cohort IV: Four Definitions of Career

Career	Family	
	Children	No Children
Using hourly wage measure: 1985, 1987, 1988 ($N = 482$)		
No	57.7%	16.2%
Yes	13.1	13.1
Using hourly wage measure: 1987, 1988 ($N = 511$)		
No	53.6%	13.5%
Yes	17.0	15.9
Using income measure: 1985, 1987, 1988 ($N = 585$)		
No	60.7%	15.6%
Yes	12.1	11.6
Using income measure: 1987, 1988 ($N = 611$)		
No	54.7%	12.3%
Yes	17.3	15.7

Source: NLS-YW.

Notes: See tables 2.4 and 2.5. The definition of career using income is similar to that using the hourly wage. The cutoff point uses the data for men in table 2.4 multiplied by 2,000 hours. Women in the NLS who were self-employed and others with missing hours information are included in the earnings data. Earnings is the aggregate of wage and salary, and business, professional, and farm income.

Appendix Table 2.1 College Attendance and Graduation Rates by Sex, for Cohorts Born 1875–1955

Birth Year	White Males		White Females				
	Attended College (1)	Graduated from College (2)	Attended College (3)	Graduated from College (4)	(3)/(1)	(4)/(2)	(2)/(1)–(4)/(3)
1875	6.4%	3.4%	5.5%	2.0%	.86	.59	16.8
1880.5	7.9	4.2	7.2	2.7	.91	.64	15.7
1887.5	9.6	4.6	8.7	3.3	.91	.72	10.0
1890.5	9.5	5.0	8.9	3.4	.94	.68	14.4
1897.5	11.4	5.8	11.8	4.3	.97	.74	14.4
1902.5	15.8	9.2	15.4	6.2	.97	.67	18.0
1904.5	17.4	10.5	15.8	7.2	.91	.69	14.8
1906.5	17.1	9.7	16.8	7.8	.98	.80	10.3
1908.5	18.2	9.8	17.0	7.9	.93	.78	7.4
1912.5	19.7	9.9	17.4	7.3	.88	.74	8.3
1914.5	20.7	11.0	17.5	7.7	.85	.70	9.1
1916.5	20.0	11.0	16.6	7.3	.83	.66	11.0
1918.5	23.3	12.6	16.8	7.1	.72	.56	11.8
1920.5	25.4	13.9	17.4	7.6	.69	.55	11.0
1924.5	29.1	17.0	19.4	8.6	.67	.51	14.1
1927	31.9	19.2	22.9	10.6	.72	.55	13.9
1930	33.1	20.1	23.6	11.2	.71	.56	13.3
1933	37.9	24.2	28.3	14.0	.75	.58	14.4
1935	38.4	24.2	28.6	12.9	.74	.53	17.9
1938	39.7	24.1	30.3	15.0	.76	.62	11.2
1940	43.8	26.6	34.4	16.4	.79	.62	13.0
1943	47.9	29.6	37.5	18.4	.78	.62	12.7
1945	50.7	31.6	41.4	22.3	.82	.71	8.5
1948[a]	59.2	36.9	55.0	30.7	.93	.83	6.5
1950[a]	59.7	34.4	55.7	28.8	.93	.84	5.9
1954[a]	52.5	29.7	53.3	28.1	1.02	.95	3.9
1955[a]	50.3	30.4	54.0	28.6	1.07	.94	7.5

Sources: U.S. Bureau of the Census, series P-20, "Educational Attainment in the United States" (various years).

Notes: In virtually all cases only the responses of individuals aged 45–54 or 55–64 were used. For cohorts born since 1945 projections were made to 1995 or 1997 on the basis of changes for the preceding cohort that was aged 35–39 (30–34) in 1977 and 45–49 (40–44) in 1987.

[a]Projections to 1995 or 1997 based on the experiences of the previous cohorts.

Figure 3.1 Women's Return to Work in a Spot Market

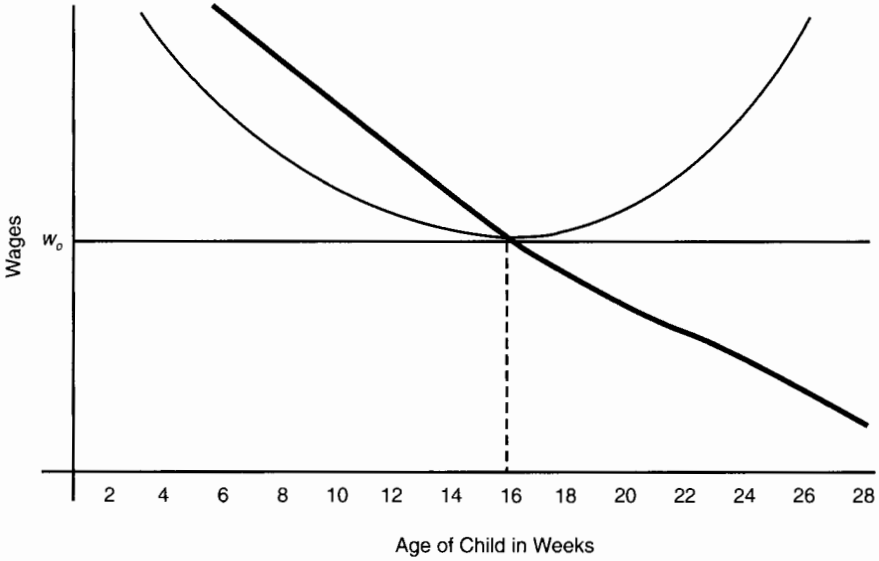


Figure 3.2 Women's Decision to Quit or Take Maternity Leave

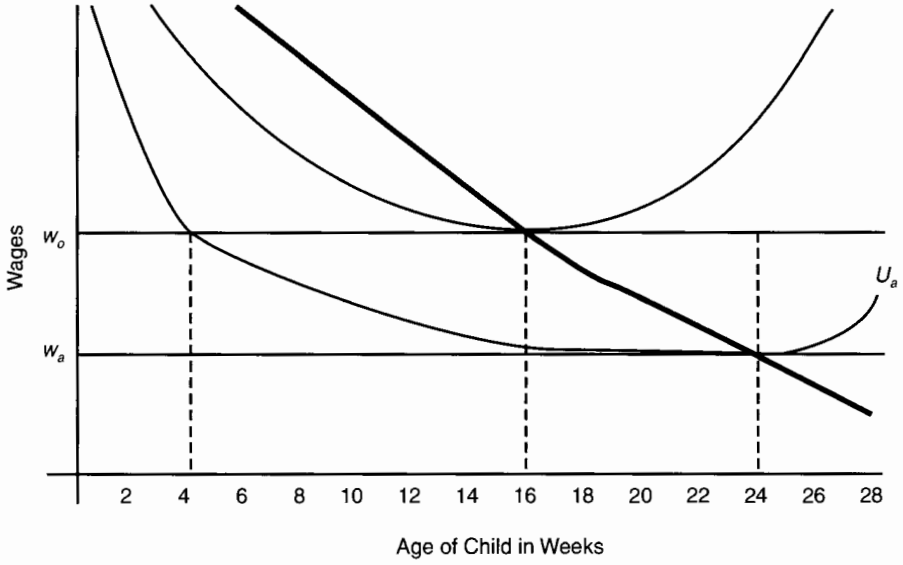


Figure 3.3 Women's Maternity Leave Decision with a Maternity Leave Statute

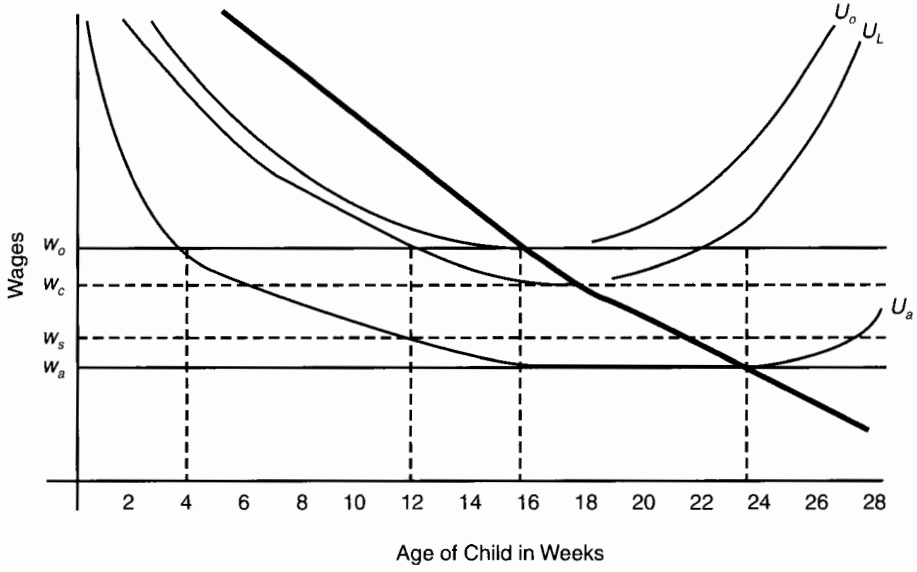


Figure 3.4 Leave with a Maternity Leave Statute, as a Function of the Current Wage

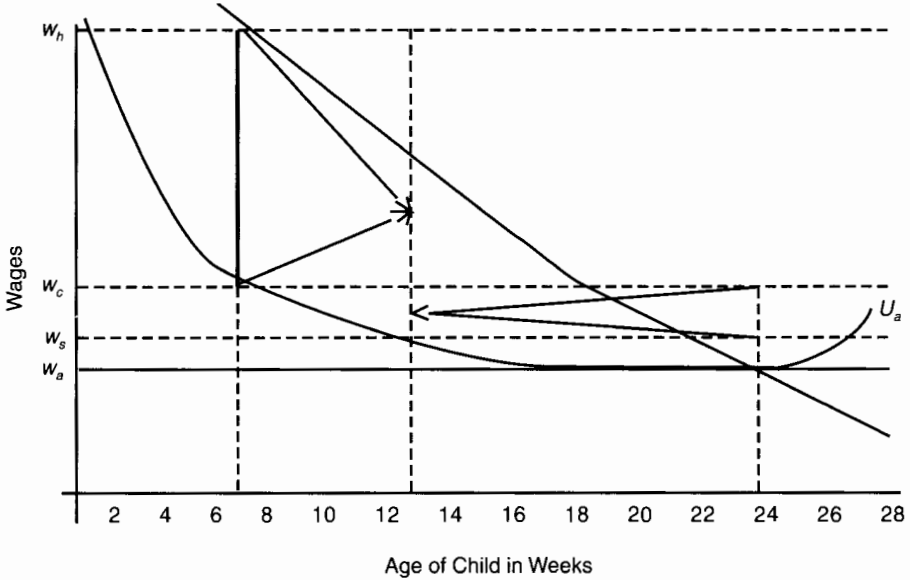


Table 3.1 Maternity Leave Statutes

	First Implemented	Weeks Guaranteed[a]	Firm Size[b]	Births (1,000s)
Minnesota	7/87	6	21	68
Rhode Island	7/87	13	50	15
Oregon	1/88	12	25	41
Wisconsin	4/88	6	50	72
Maine	4/88	8	25	17
Washington	9/89	12	100	73
New Jersey	4/90	12	100	122
Connecticut	7/90	12	250	49
District of Columbia	4/91	16	50	22
California	1/92	17	50	557
Vermont	7/92	12	10	8
Hawaii	1/94	4	100	19
Federal	7/93	12	50	4,041

Sources: Abstracted from Helitzer (1990), Women's Legal Defense Fund (1992), and Strumberg, Steinschneider, and Elser (n.d).

Note: Weeks and firm size are for the law as initially implemented.

[a]Maximum length of protected leave in weeks.

[b]Smallest firm to which law applied.

Table 3.2 Percentage of Mothers Employed, by Age of Youngest Child, Maternity Leave Statute, and Year

	States With MLS			States Without MLS			With-Without (Difference-of-Differences)		
	%	s.d.	*N*	%	s.d.	*N*	%	s.d.	t
Age: <1 year									
1980	0.3333	0.0041	13,327	0.3179	0.0012	150,320	0.0156	0.0043	3.7
1990	0.4969	0.0047	11,444	0.4555	0.0014	134,925	0.0414	0.0049	8.5
Difference	0.1634	0.0062		0.1376	0.0018		0.0258	0.0065	4.0
1990–1980									
t (1990–1980)		26.3			76.0			4.0	
Age: 2 and 3 years									
1980	0.4495	0.0039	16,624	0.4394	0.0011	196,518	0.0101	0.0040	2.5
1990	0.6151	0.0035	19,294	0.5621	0.0010	229,799	0.0530	0.0037	14.5
Difference	0.1656	0.0052		0.1227	0.0015		0.0429	0.0054	7.9
1990–1980									
t		31.8			80.5			7.9	
Difference-of-Difference-of-Differences									
0-(2 and 3)	–0.0022	0.0081		0.0149	0.0024		–0.0171	0.0084	–2.0
t		–0.3			6.3			–2.0	

Table 3.3 Percentage of Mothers on Leave, by Age of Youngest Child, Maternity Leave Statute, and Year

	States With MLS			States Without MLS			With-Without (Difference-of-Differences)		
	%	s.d.	*N*	%	s.d.	*N*	%	s.d.	t
Age: <1 year									
1980	0.0454	0.0018	13,327	0.0442	0.0005	150,320	0.0012	0.0019	0.6
1990	0.0606	0.0022	11,444	0.0560	0.0006	134,925	0.0046	0.0023	2.0
Difference 1990–1980	0.0152	0.0029		0.0118	0.0008		0.0034	0.0030	1.1
t (1990–1980)		5.3			14.4			1.1	
Age: 2 and 3 years									
1980	0.0109	0.0008	16,624	0.0126	0.0003	196,518	–0.0017	0.0008	–2.0
1990	0.0108	0.0007	19,294	0.0114	0.0002	229,799	–0.0006	0.0008	–0.8
Difference 1990–1980	–0.0001	0.0011		–0.0012	0.0003		0.0011	0.0011	1.0
t (1990–1980)		–0.1			–3.6			1.0	
Difference-of-Difference-of-Differences									
0-(2 and 3)	0.0153	0.0031		0.0130	0.0009		0.0023	0.0032	0.7
t		5.0			14.7			0.7	

Table 3.4 Percentage of Mothers at Work, by Age of Youngest Child, Maternity Leave Statute, and Year

	States With MLS			States Without MLS			With-Without (Difference-of-Differences)		
	%	s.d.	*N*	%	s.d.	*N*	%	s.d.	t
Age: <1 year									
1980	0.2881	0.0039	13,327	0.2737	0.0011	150,320	0.0144	0.0041	3.5
1990	0.4363	0.0046	11,444	0.3995	0.0013	134,925	0.0368	0.0048	7.6
Difference 1990–1980	0.1482	0.0061		0.1258	0.0018		0.0224	0.0063	3.5
t (1990–1980)		24.4			71.4			3.5	
Age: 2 and 3 years									
1980	0.4386	0.0038	16,624	0.4268	0.0011	196,518	0.0118	0.0040	2.9
1990	0.6042	0.0035	19,294	0.5507	0.0010	229,799	0.0535	0.0037	14.6
Difference 1990–1980	0.1656	0.0052		0.1239	0.0015		0.0417	0.0054	7.7
t (1990–1980)		31.7			81.3			7.7	
Difference-of-Difference-of-Differences									
0-(2 and 3)	–0.0174	0.0080		0.0019	0.0023		–0.0193	0.0083	–2.3
t		–2.2			0.8			–2.3	0.0

Table 3.5 Effect of State Maternity Leave Statutes on Employment, Leave, and Work (Regression Coefficients and Standard Errors)

	Demographic Controls (DoD)	Demographic Controls Plus Unemployment Rate (DoD)	Demographic Controls Plus State Labor Market (DoDoD)
Employment	0.01422**	0.00508	0.00802
	(0.00629)	(0.00640)	(0.00836)
Leave	0.00800***	0.00776***	0.00371
	(0.00258)	(0.00265)	(0.00390)
Work	0.01523**	0.00964	0.00678
	(0.00631)	(0.00647)	(0.00850)

Note: * –p < 0.10; ** –p < 0.05, *** p < 0.01.

Appendix Table 3.1 Sample Means: 1980 and 1990

Mother's Characteristics	All States: 1980–1990 Age = 0, 2, 3	Control States: 1980 Age = 0	Control States: 1980 Age = 2, 3	MLS States: 1980 Age = 0	MLS States: 1980 Age = 2, 3
Race					
White (and other)	0.777	0.763	0.762	0.945	0.948
Black	0.121	0.135	0.140	0.028	0.028
Hispanic	0.102	0.102	0.048	0.024	0.024
Age					
15–19	0.044	0.090	0.021	0.070	0.012
20–24	0.211	0.316	0.209	0.317	0.188
25–29	0.323	0.335	0.342	0.366	0.360
30–34	0.301	0.203	0.313	0.205	0.337
35+	0.121	0.056	0.115	0.042	0.102
Education (years)					
<12	0.190	0.244	0.235	0.155	0.138
12	0.400	0.428	0.451	0.464	0.498
13–15	0.247	0.185	0.182	0.228	0.219
16+	0.163	0.142	0.131	0.153	0.144
Parity					
1	0.372	0.405	0.356	0.476	0.329
2	0.371	0.347	0.383	0.348	0.462
3	0.173	0.163	0.176	0.161	0.187
4+	0.083	0.088	0.085	0.075	0.082
Marital status					
Never married	0.085	0.072	0.059	0.000	0.037
Currently married	0.829	0.873	0.833	0.411	0.862
Once married	0.085	0.055	0.107	0.041	0.100
N	772,251	150,320	196,518	13,327	16,624

Appendix Table 3.2 Sample Means: 1990

	Control States: 1990		MLS States: 1990	
Mother's Characteristics	Age = 0	Age = 2, 3	Age = 0	Age = 2, 3
Race				
White (and other)	0.762	0.762	0.942	0.946
Black	0.120	0.123	0.022	0.024
Hispanic	0.118	0.115	0.035	0.030
Age				
15–19	0.072	0.019	0.052	0.012
20–24	0.221	0.141	0.222	0.118
25–29	0.322	0.295	0.350	0.301
30–34	0.285	0.360	0.283	0.390
35+	0.099	0.184	0.094	0.180
Education (years)				
<12	0.166	0.146	0.115	0.089
12	0.346	0.364	0.361	0.374
13–15	0.292	0.305	0.330	0.349
16+	0.196	0.184	0.193	0.189
Parity				
1	0.389	0.360	0.374	0.316
2	0.351	0.390	0.359	0.400
3	0.173	0.176	0.179	0.196
4+	0.047	0.074	0.089	0.088
Marital status				
Never married	0.127	0.099	0.094	0.069
Currently married	0.815	0.797	0.859	0.840
Once married	0.057	0.105	0.047	0.090
N	134,925	229,799	11,444	14,294

Figure 4.1 Female-Male Wage Ratios at Age 30

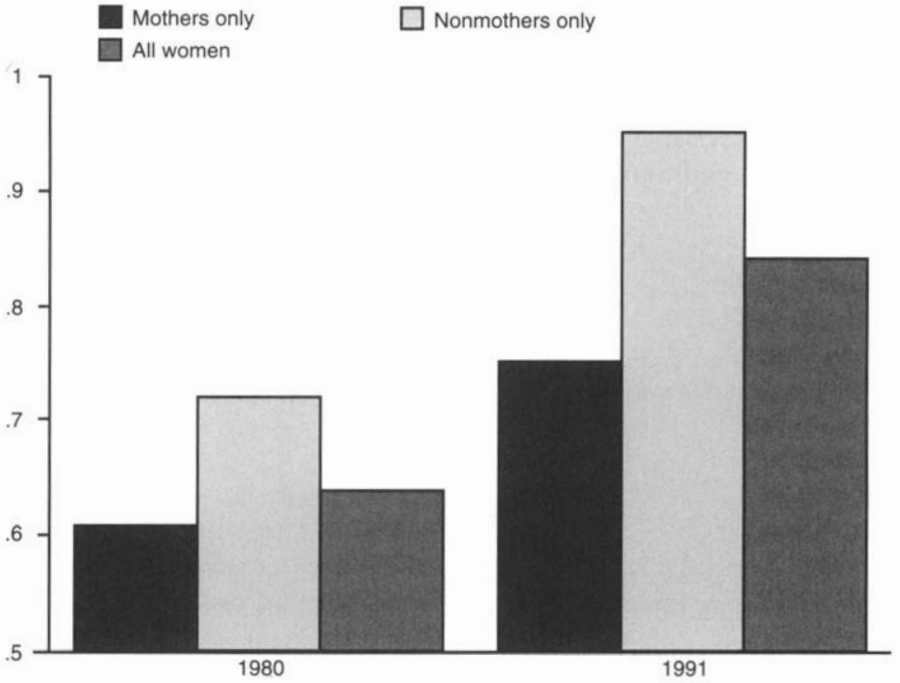


Figure 4.2 Components of the Gender Gap at Age 30

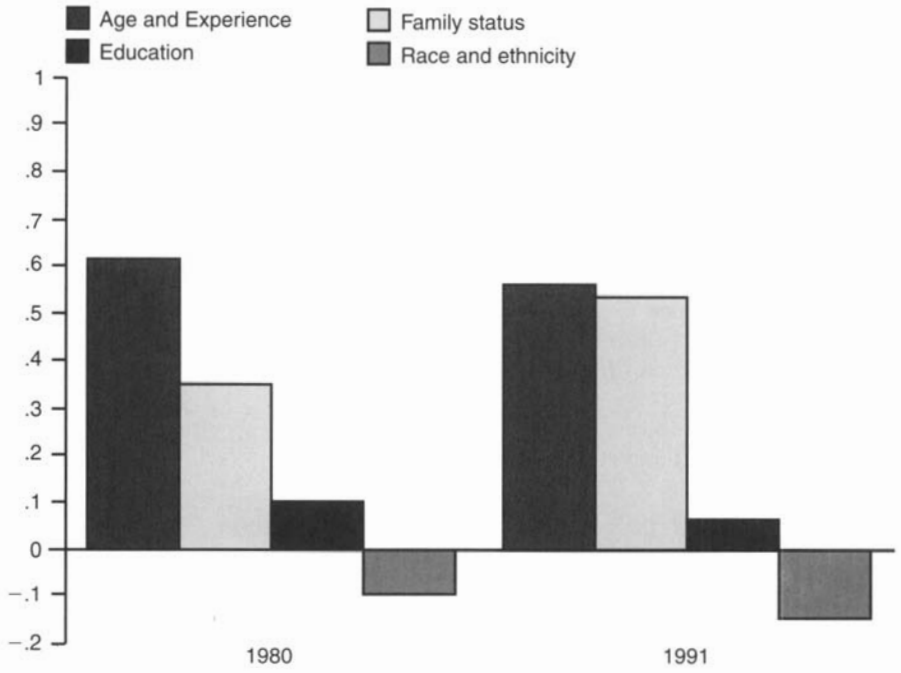
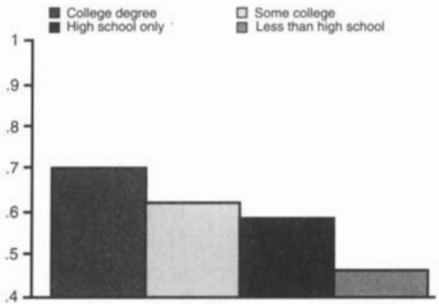
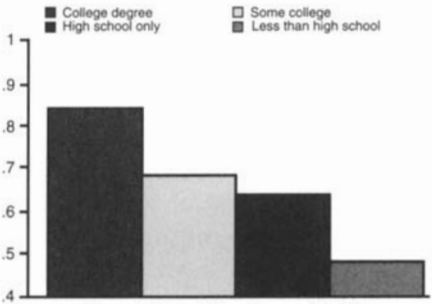


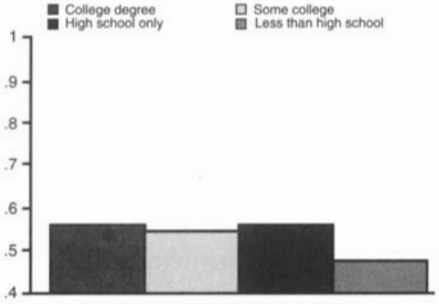
Figure 4.3 Mothers' Employment Prebirth and Postbirth



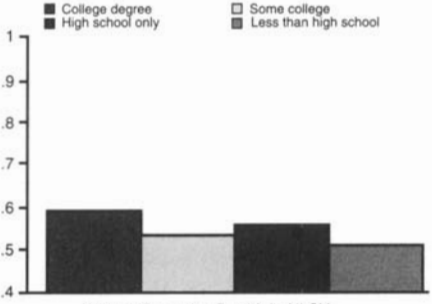
Women Working When Pregnant, NLS-YW



Women Working When Pregnant, NLSY



Women Returning Postbirth, NLS-YW



Women Returning Postbirth, NLSY

Figure 4.4 Maternity Leave Coverage and Employment Continuity, NLSY

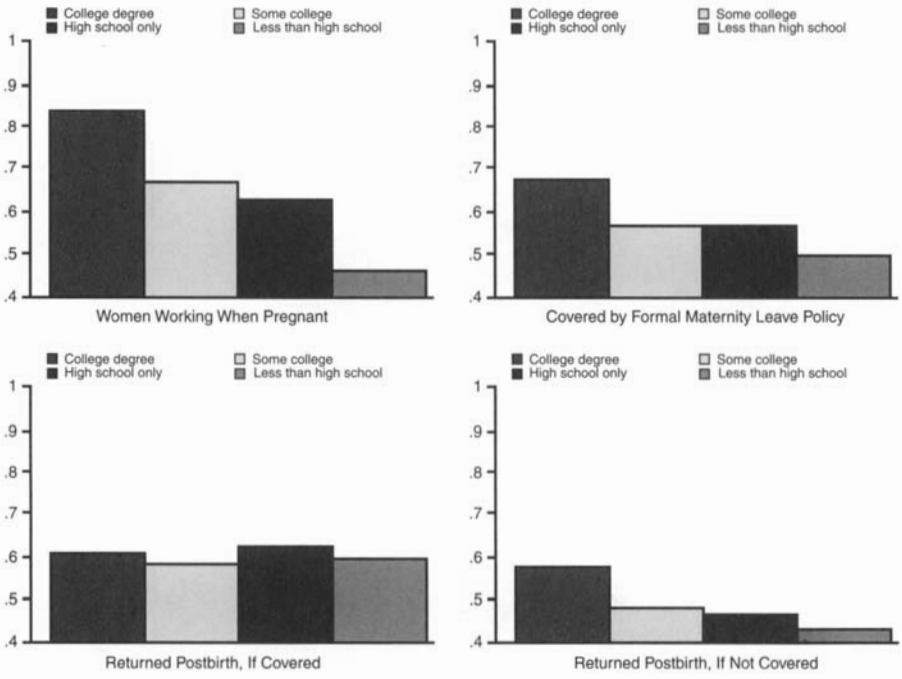


Figure 4.5 Wage Growth from Age 22 to Age 30 in NLS-YW

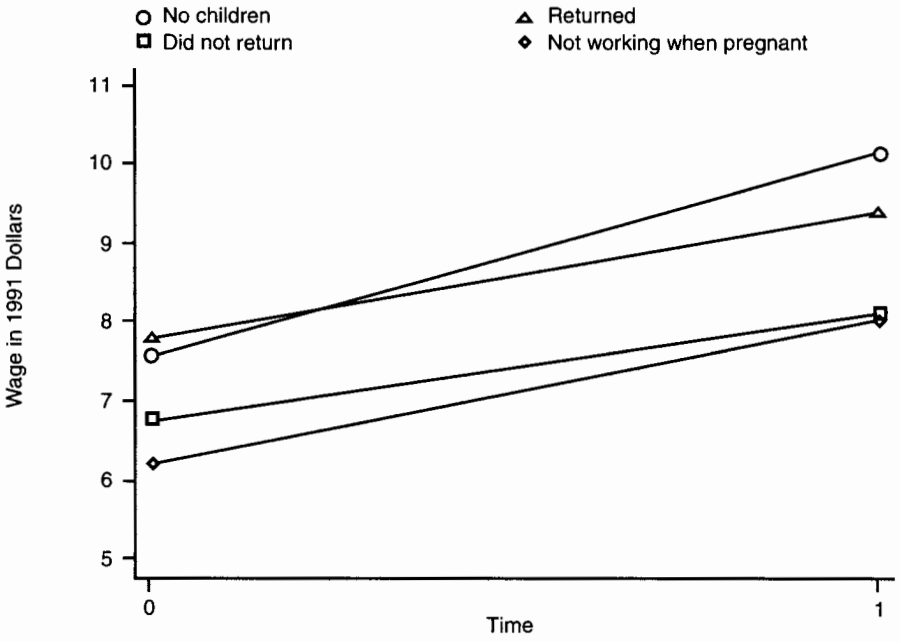


Figure 4.6 Experience and Tenure Levels at Age 30 in NLS-YW

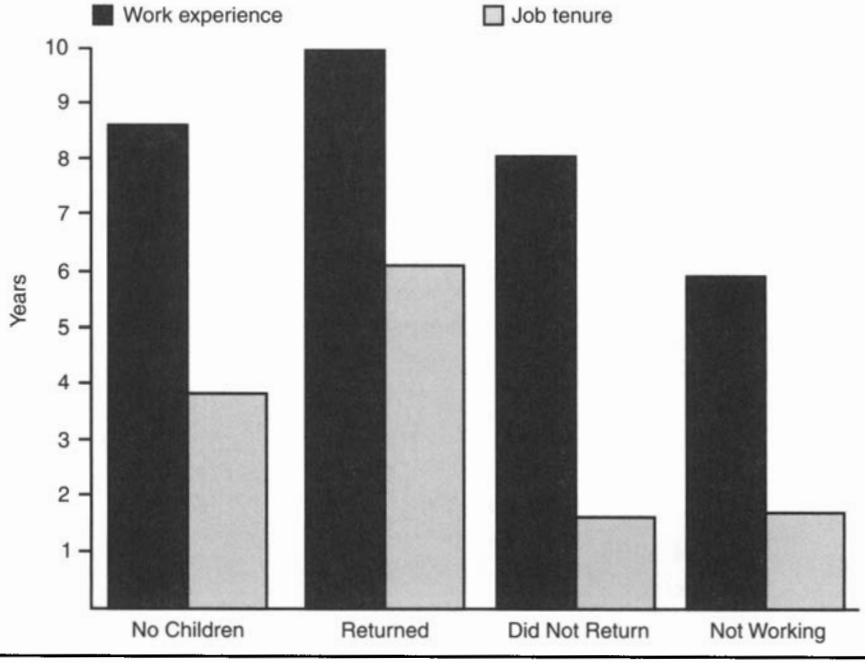


Figure 4.7 Wage Growth from Age 22 to Age 30 in NLSY

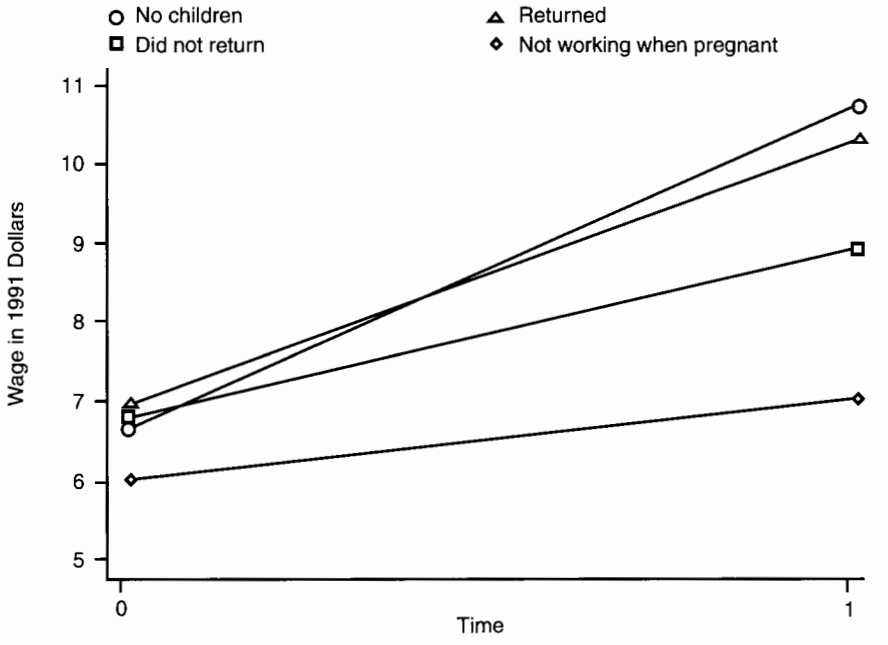


Figure 4.8 Experience and Tenure Levels at Age 30 in NLSY

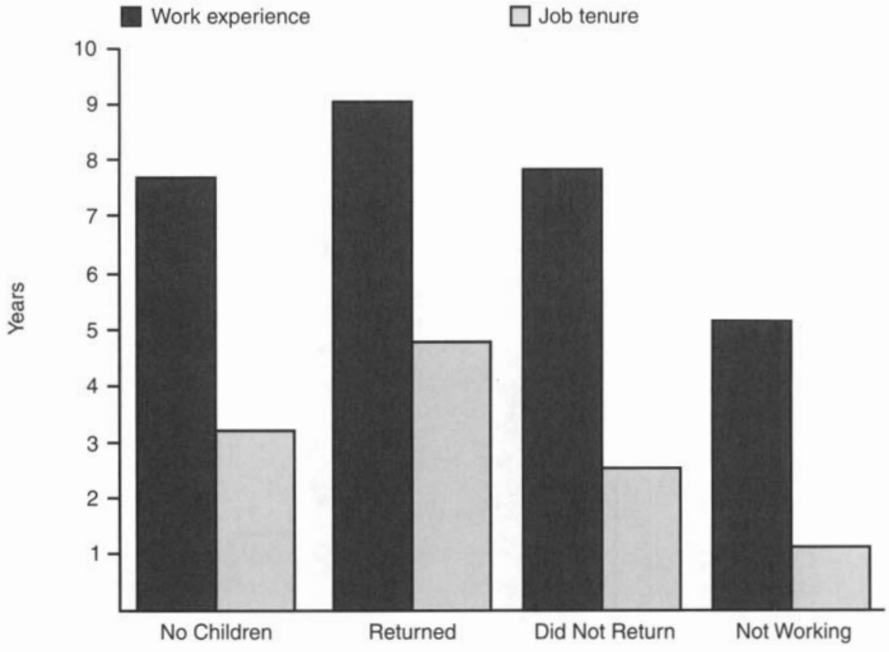


Figure 4.9 Wage Growth from Age 22 to Age 30 in NLSY

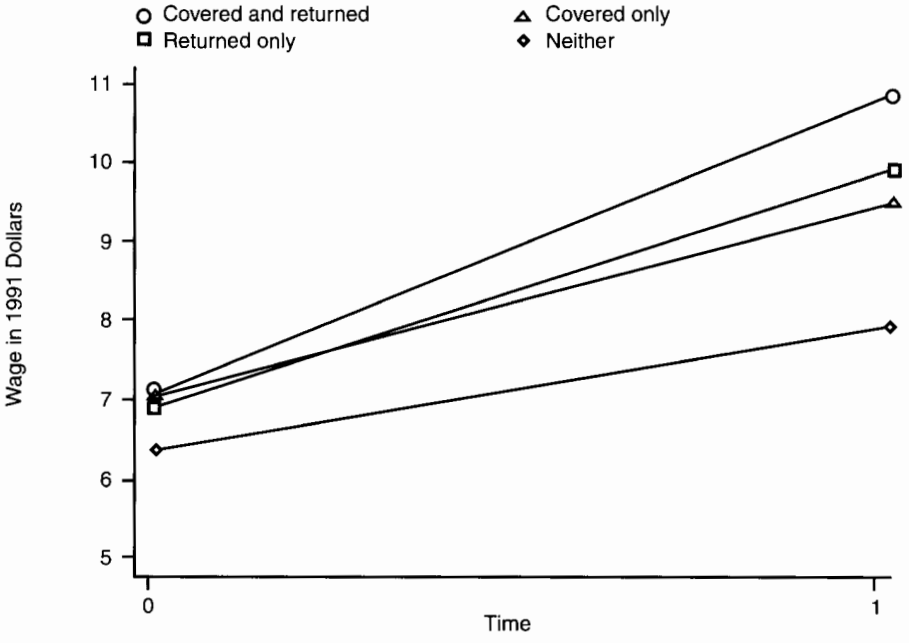


Figure 4.10 Experience and Tenure Levels at Age 30 in NLSY

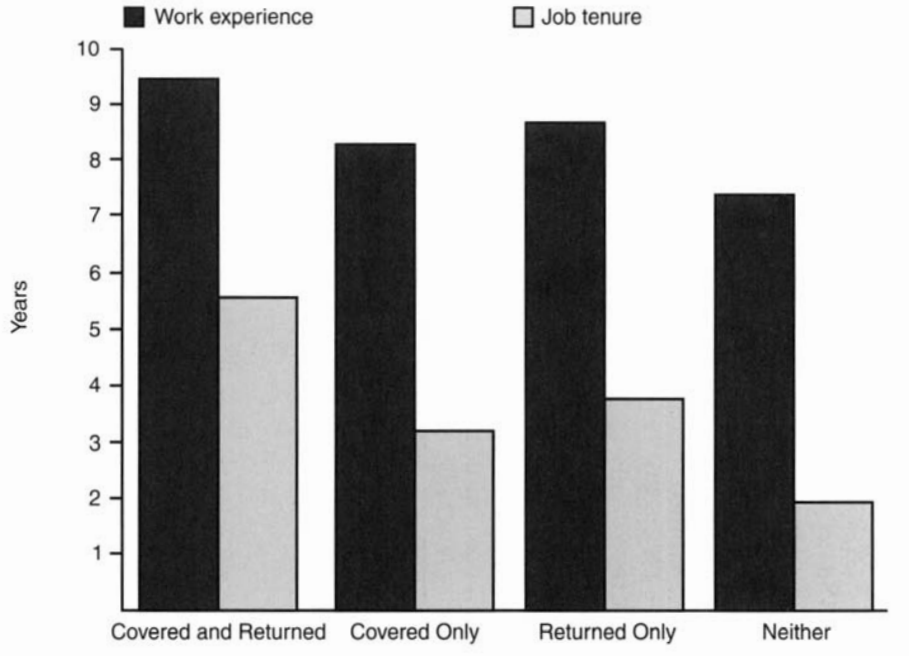


Table 4.1 Wages for Young Women and Men at Age 30: 1980 and 1991

	Men	Women	Nonmothers	Mothers
NLS-YW/YM: 1980	($N = 2,374$)	($N = 2,934$)	($N = 992$)	($N = 1,942$)
Wage at age 30	13.74	8.83	9.93	8.27
Female-male wage ratio	(na)	64%	72%	60%
NLSY: 1991	($N = 4,771$)	($N = 4,334$)	($N = 1,573$)	($N = 2,761$)
Wage at age 30	11.24	9.40	10.71	8.65
Female-male wage ratio	(na)	84%	95%	75%

Notes: In the NLS-YW and NLS-YM sample, wages are from 1980 for those working in 1980; for those not working in 1980, the wage is from the most recent survey year not earlier than 1975 in which the individual was working.

In the NLSY sample, wages are from 1991 for those working in 1991; for those not working in 1991, the wage is from the most recent survey year not earlier than 1987 in which the individual was working. All wages are in 1991 dollars.

Na = not applicable.

Table 4.2 Ordinary Least Squares Wage Equations for Young Women and Men in 1980 and 1991

	NLS-YW/YM 1980	NLSY 1991
Age	0.0055	–0.0085*
	(0.0029)	(0.0027)
Age*woman	–0.0105*	–0.0084*
	(0.0020)	(0.0015)
Actual work experience	0.0202*	0.0390*
	(0.0032)	(0.0030)
Experience*woman	0.0074	0.0083*
	(0.0039)	(0.0040)
College degree	0.4283*	0.5832*
	(0.0287)	(0.0220)
College*woman	0.0421	–0.0055
	(0.0390)	(0.0325)
Some college	0.3200*	0.2463*
	(0.0269)	(0.0191)
Some college*woman	–0.0471	–0.0053
	(0.0366)	(0.0292)
High school only	0.2129*	0.1271*
	(0.0252)	(0.0189)
High school only*woman	–0.0663*	–0.0738*
	(0.0328)	(0.0278)
Married	0.1078*	0.1154*
	(0.0279)	(0.0167)
Married*woman	–0.0798*	–0.0820*
	(0.0353)	(0.0250)
Previously married	0.1112*	0.0419
	(0.0294)	(0.0224)
Previously married*woman	–0.0415	–0.0183
	(0.0388)	(0.0321)
One child	0.0403	0.0095
	(0.0274)	(0.0195)
One child*woman	–0.0814*	–0.0939*
	(0.0349)	(0.0276)
Two children or more	0.0951*	0.0176
	(0.0249)	(0.0186)
Two children or more*woman	–0.1868*	–0.1088*
	(0.0326)	(0.0265)
African American	–0.1807*	–0.1287*
	(0.0196)	(0.0174)
African American*woman	0.1431*	0.0754*
	(0.0258)	(0.0254)

Table 4.2 *Continued*

	NLS-YW/ YM 1980	NLSY 1991
Hispanic	–0.0370	–0.0145
	(0.0624)	(0.0191)
Hispanic*woman	0.0784	0.0595*
	(0.0795)	(0.0277)
Adj. R^2	.3479	.2692
Observations (*N*)	5,308	9,105

Notes: Model also includes an intercept and controls for year. Dependent variable is the log of hourly wage. In the NLS-YW and NLS-YM sample, wages are from 1980 for those working in 1980; for those not working in 1980, the wage is from the most recent survey year not earlier than 1975 in which the individual was working. In the NLSY sample, wages are from 1991 for those working in 1991; for those not working in 1991, the wage is from the most recent survey year not earlier than 1987 in which the individual was working. All wages are in 1991 dollars.

* = statistically significant (t-statistic > 1.96).

Table 4.3 Accounting for the Gender Gap at Age 30

	NLS-YW/YM 1980	NLSY 1991
Female wage	8.83	9.40
Male wage	13.74	11.24
Gender gap	36%	16%
Decomposition of gender gap		
Education		
Characteristics alone	6%	−6%
Characteristics and returns	11	6
Age and experience		
Characteristics alone	10	13
Characteristics and returns	62	56
Family status		
Characteristics alone	1	0
Characteristics and returns	36	53
Race and ethnicity		
Characteristics alone	0	−1
Characteristics and returns	−9	−15
Total		
Characteristics alone	17	6
Characteristics and returns	100	100

Note: Decompositions are based on regression results shown in table 4.2.

Table 4.4 Mothers' Employment Prebirth and Postbirth

	All	College Degree	Some College	High School	Dropouts
NLS-YW mothers	(*N* = 1,803)	(*N* = 238)	(*N* = 359)	(*N* = 957)	(*N* = 388)
Working six months prior to most recent birth	58% (8)	70% (7)	62% (7)	58% (8)	46% (11)
Returned within twelve months after birth, if worked when pregnant	53 (5)	55 (5)	54 (5)	55 (4)	47 (5)
NLSY mothers	(*N* = 2,648)	(*N* = 341)	(*N* = 647)	(*N* = 1,020)	(*N* = 640)
Working six months prior to most recent birth	63%	84%	68%	63%	47%
Covered prebirth, if worked when pregnant	58 (15)	68 (8)	57 (15)	57 (16)	50 (21)
Returned postbirth, if worked when pregnant	54	58	52	55	50
Returned, if covered	60	61	58	63	59
Returned, if not covered	47	57	48	46	43

Notes: Figures in parentheses indicate the percentage of cases with missing data. Cases with missing data on work status when pregnant are excluded from the analysis; those with missing maternity leave data usage or coverage data are included and treated as a separate category. Return variable is set to 1 if a woman is working for her prior employer twelve months postbirth. Coverage variable is set to 1 if a woman reported that her employer six months prebirth had a formal maternity leave policy.

Table 4.5 Wages, Experience, and Tenure for Returners Versus Nonreturners

	Wage at Age 22	Wage at Age 30	Experience at Age 22	Experience at Age 30	Tenure at Age 22	Tenure at Age 30
NLS-YW women						
No children by age 30 ($N = 889$)	7.56	10.09	2.68	8.60	1.29	3.70
Returned to prebirth employer ($N = 355$)	7.78	9.39	2.98	9.95	1.59	5.70
Did not return ($N = 237$)	6.76	8.06	2.47	8.07	1.01	1.62
Did not work when pregnant ($N = 165$)	6.20	7.99	1.52	5.84	0.57	1.67
NLSY women						
No children by age 30 ($N = 1573$)	6.63	10.71	2.24	7.79	1.32	3.30
Returned to employer ($N = 773$)	6.92	10.29	2.85	9.15	1.69	4.84

Did not return ($N = 771$)	6.72	8.90	2.44	7.85	1.36	2.65
Did not work when pregnant ($N = 737$)	5.96	6.99	1.83	5.21	0.94	1.20
Covered and returned ($N = 530$)	7.02	10.76	2.96	9.48	1.80	5.57
Covered only ($N = 429$)	6.99	9.46	2.51	8.26	1.51	3.22
Returned only ($N = 186$)	6.86	9.83	2.69	8.65	1.49	3.74
Neither covered nor returned ($N = 245$)	6.33	7.89	2.40	7.35	1.18	1.94

Notes: Sample includes mothers who were working when pregnant with the most recent child, have wage observations prebirth and postbirth, and have no missing data. This table also includes some data on nonmothers (row 1) and mothers who did not work when pregnant (row 4).

Table 4.6 Effects of Maternity Leave Coverage and Employment Continuity on Working Mothers' Wage Levels at Age 30

	NLS-YW (1)	NLS-YW (2)	NLS-YW (3)	NLSY (4)	NLSY (5)	NLSY (6)	NLSY (7)
Experience		0.0263*	0.0149*			0.0328*	0.0225*
		(0.0059)	(0.0062)			(0.0061)	(0.0064)
Tenure			0.0280*				0.0235*
			(0.0052)				(0.0043)
College degree	0.3668*	0.4349*	0.4085*	0.4955*	0.4757*	0.5122*	0.5000*
	(0.0616)	(0.0626)	(0.0614)	(0.0441)	(0.0438)	(0.0439)	(0.0436)
Some college	0.2457*	0.2646*	0.2415*	0.2456*	0.2388*	0.2210*	0.2189*
	(0.0569)	(0.0563)	(0.0553)	(0.0399)	(0.0396)	(0.0393)	(0.0389)
High school only	0.1345*	0.1534*	0.1220*	0.1157*	0.1069*	0.0782*	0.0723*
	(0.0496)	(0.0491)	(0.0484)	(0.0373)	(0.0369)	(0.0369)	(0.0366)
Number of children	–0.0283	–0.0191	–0.0173	–0.0662*	–0.0592*	–0.0416*	–0.0441*
	(0.0157)	(0.0156)	(0.0152)	(0.0155)	(0.0154)	(0.0156)	(0.0154)
Returned postbirth	0.1256*	0.0919*	–0.0024	0.1094*			
	(0.0317)	(0.0322)	(0.0359)	(0.0260)			
Covered and returned					0.2449*	0.1909*	0.1246*
					(0.0384)	(0.0393)	(0.0408)

Not covered but did return					0.0801 (0.0470)	0.0521 (0.0468)	0.0202 (0.0467)
Covered but did not return					0.1313* (0.0399)	0.0995* (0.0400)	0.0814* (0.0397)
Adj. R^2	.1606	.1848	.2205	.1796	.1995	.2145	.2301
Observations (N)	634	634	634	1,453	1,453	1,453	1,453

Notes: The dependent variable in all models is the log of hourly wage. All models include an intercept as well as variables for age, African American, Hispanic, and year. The working mothers sample includes all women who have had children, were working when pregnant with the most recent child, have wage observations prebirth and postbirth, and have no missing data. Means for working mothers are shown in appendix table 4.2.

* = statistically significant (t–statistic > 1.96).

Table 4.7 Effects of Maternity Leave Coverage and Employment Continuity on Working Mothers' Wage Growth from Age 22 to Age 30: First-Difference Results

	NLS-YW (1)	NLS-YW (2)	NLS-YW (3)	NLSY (4)	NLSY (5)	NLSY (6)	NLSY (7)
ΔExperience		0.0104	0.0011			0.0171*	0.0072
		(0.0080)	(0.0082)			(0.0093)	(0.0095)
ΔTenure			0.0264*				0.0216*
			(0.0061)				(0.0047)
ΔCollege degree	0.3107*	0.3178*	0.3177*	0.3447*	0.3307*	0.3487*	0.3464*
	(0.0731)	(0.0734)	(0.0724)	(0.0496)	(0.0496)	(0.0505)	(0.0502)
ΔSome college	0.1905*	0.1901*	0.1968*	0.0671	0.0706	0.0787	0.0867
	(0.0590)	(0.0595)	(0.0587)	(0.0507)	(0.0505)	(0.0507)	(0.0504)
ΔHigh school only	0.1212*	0.1210	0.1247*	0.0520	0.0590	0.0731	0.0693
	(0.0631)	(0.0631)	(0.0622)	(0.0687)	(0.0686)	(0.0689)	(0.0685)
ΔNumber of children	–0.0624*	–0.0558*	–0.0532	–0.0583*	–0.0622*	–0.0590*	–0.0590*
	(0.0276)	(0.0282)	(0.0278)	(0.0208)	(0.0209)	(0.0210)	(0.0208)
Returned postbirth	0.0408	0.0269	–0.0537	0.0641*			
	(0.0368)	(0.0382)	(0.0420)	(0.0281)			

Covered and returned					0.1290* (0.0419)	0.1093* (0.0432)	0.0577 (0.0444)
Not covered but did return					0.0452 (0.0515)	0.0320 (0.0520)	0.0068 (0.0519)
Covered but did not return					0.0600 (0.0437)	0.0482 (0.0442)	0.0382 (0.0439)
Adj. R^2	.0458	.0463	.0729	.0673	.0736	.0751	.0876
Observations (N)	634	634	634	1,453	1,453	1,453	1,453

Notes: The dependent variable in all models is the difference in log hourly wage. In the NLS-YW, wage 1 is from 1975 to 1980 and wage 0 is from 1968 to 1978; in the NLSY, wage 1 is from 1987 to 1991 and wage 0 is from 1979 to 1986. All models include an intercept as well as Δage and year controls. The maternity leave variables refer to usage and coverage at the time of the most recent birth.

* = statistically significant (t–statistic > 1.96).

Table 4.8 **Effects of Maternity Leave Coverage and Employment Continuity on Working Mothers' Wage Growth from Age 22 to Age 30: First-Difference Results Entering Early and Late Tenure Separately**

	NLS-YW	NLSY
ΔExperience	0.0102	0.0163
	(0.0084)	(0.0096)
Tenure at age 30	0.0212*	0.0168*
	(0.0061)	(0.0048)
Tenure at age 22	–0.0794*	–0.0682*
	(0.0138)	(0.0104)
ΔCollege degree	0.2906*	0.3455*
	(0.0717)	(0.0498)
ΔSome college	0.1812*	0.0791
	(0.0580)	(0.0500)
ΔHigh school only	0.1048	0.0470
	(0.0616)	(0.0684)
ΔNumber of children	–0.0446	–0.0528*
	(0.0275)	(0.0207)
Returned postbirth	–0.0151	
	(0.0424)	
Covered and returned		0.0935*
		(0.0446)
Not covered but did return		0.0222
		(0.0516)
Covered but did not return		0.0539
		(0.0437)
Adj. R^2	.0979	.1027
Observations (N)	634	1,453

Notes: The dependent variable in all models is the difference in log hourly wage. In the NLS-YW, wage 1 is from 1975 to 1980 and wage 0 is from 1968 to 1978; in the NLSY, wage 1 is from 1987 to 1991 and wage 0 is from 1979 to 1986. All models include an intercept as well as Δage and year controls. The maternity leave variables refer to usage and coverage at the time of the most recent birth.

* = statistically significant (t–statistic > 1.96).

Appendix Table 4.1 Means of Variables at Age 30

	NLS-YW Women ($N = 2,255$)	NLS-YM Men ($N = 3,253$)	NLSY Women ($N = 2,934$)	NLSY Men ($N = 2,374$)
Logwage	2.0835	2.5428	2.0783	2.2757
Age	29.5597	29.5692	29.5600	29.5692
Actual work experience	8.3776	11.8192	7.6671	8.1699
College degree	.2018	.2613	.2201	.1886
Some college	.1967	.2342	.2543	.3037
High school only	.4407	.3366	.3392	.2679
Less than high school	.1609	.1678	.1864	.2398
One child	.2178	.1688	.2367	.1882
Two children or more	.4441	.4491	.4003	.2748
Married	.6210	.7144	.5734	.5047
Divorced	.1210	.0741	.1124	.0874
Separated	.0651	.0510	.0561	.0453
Widowed	.0069	.0022	.0065	.0015
Never married	.1851	.1574	.2516	.3611
Part-time	.2239	.0375	.2417	.0840
African American	.3003	.2459	.2224	.2444
Hispanic	.0225	.0184	.1599	.1696
Parent	.6619	.6179	.6370	.4630

Appendix Table 4.2 Means of Variables for Working Mothers

	NLS-YW ($N = 634$)	NLSY ($N = 1,453$)
Variables at age 30		
Logwage	2.0824	2.0891
Age	29.7745	29.8500
Actual work experience	8.9688	8.4952
Job tenure	3.8449	3.7070
College degree	.1656	.1893
Some college	.2050	.2663
High school only	.5095	.3730
Less than high school	.1199	.1714
Number of children	2.0694	1.8527
Returned postbirth	.5599	.5279
Return data missing	.0662	(na)
Did not return postbirth	.3737	.4721
Covered by maternity leave policy	(na)	.6132
Not covered	(na)	.2849
Coverage missing	(na)	.1019
Covered and returned	(na)	.3613
Not covered but did return	(na)	.1274
Covered but did not return	(na)	.2519
Coverage missing, returned	(na)	.0392
Coverage missing, did not return	(na)	.0626
Not covered and did not return	(na)	.1576
African American	.3249	.2092
Hispanic	.0315	.1727
Variables at age 22		
Logwage	1.9051	1.8277
Age	21.9795	21.5829
Actual work experience	2.7367	2.6555
Job tenure	1.3106	1.5199
College degree	.1088	.1053
Some college	.1719	.2540
High school only	.5268	.4088
Less than high school	.1925	.2319
Number of children	.6262	.3613
Difference variables		
ΔLogwage	.1773	.2613
ΔAge	7.7950	8.2670
ΔActual work experience	6.2748	5.8398
ΔTenure	2.5343	2.1871
ΔCollege degree	.0599	.0840
ΔSome college	.0962	.0819
ΔHigh school only	.0836	.0420
ΔNumber of children	1.4432	1.4914

Note: Na = not applicable.

Figure 5.1 Average Weeks of Family Leave (Unweighted)

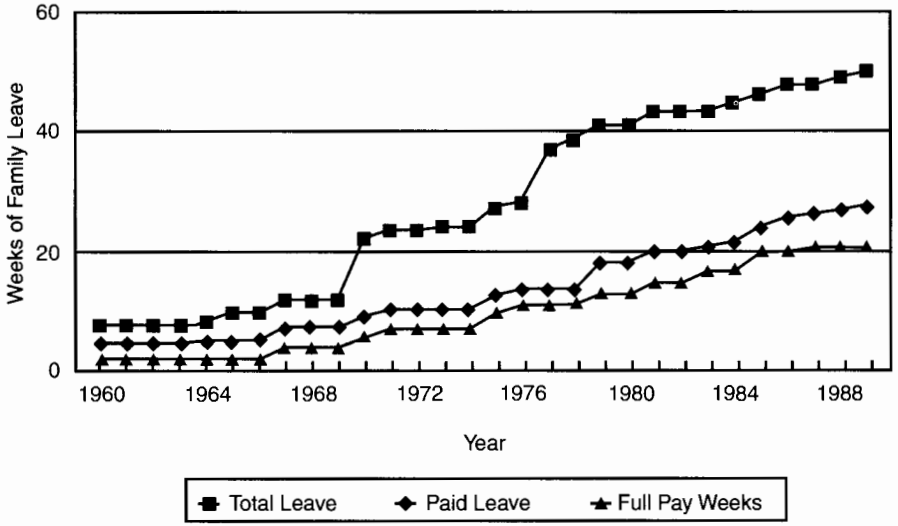


Figure 5.2 Average Weeks of Family Leave (Weighted)

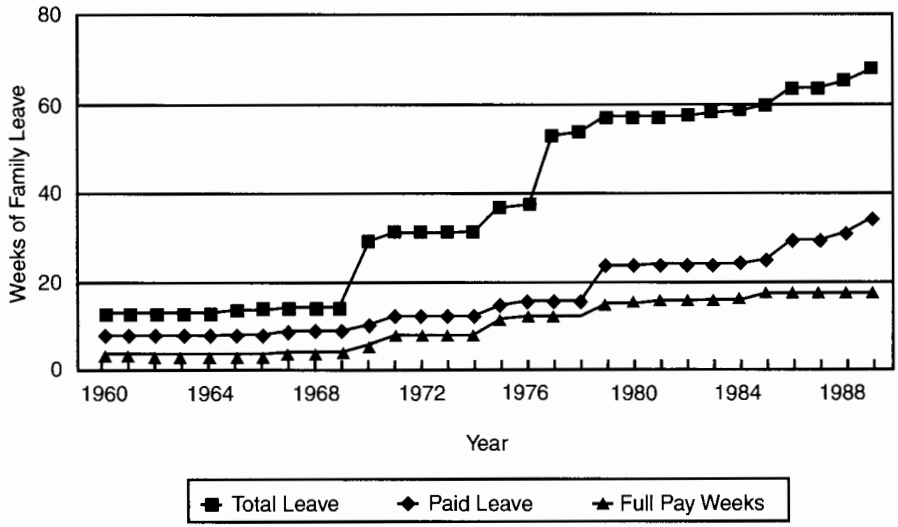


Table 5.2 Parental Leave Durations in Selected Years

	Weeks of Leave				Weeks of Paid Leave			
Country	1960	1969	1979	1989	1960	1969	1979	1989
Austria	38	65	67	67	12	12	16	16
Belgium	4	14	14	14	4	14	14	14
Canada	0	0	17	24	0	0	15	15
Denmark	0	0	0	28	0	0	0	28
Finland	0	0	35	69	0	0	35	69
France	0	0	120	120	0	0	16	16
Germany	12	14	32	83	12	14	32	83
Greece	0	0	0	13	0	0	0	12
Ireland	0	0	0	18	0	0	0	14
Italy	40	40	46	46	14	14	46	46
Netherlands	0	0	12	12	0	0	12	12
Norway	12	12	52	52	12	12	18	18
Portugal	0	0	12	12	0	0	12	12
Spain	0	0	156	156	0	0	14	14
Sweden	12	36	78	78	12	36	54	72
Switzerland	0	8	14	14	0	8	10	10
United Kingdom	18	18	40	40	18	18	18	18

Table 5.1 Parental Leave Provisions in 1989

Country	Total Weeks of Leave	Weeks of Paid Leave	% of Pay	Weeks Available to Fathers	Qualification Conditions
Austria	67	16	100	None	10 months of social insurance coverage in last 2 years or 6 months coverage in last year
Belgium	14	14	71	None	6 months coverage preceding leave
Canada	24	15	60	24	15 hours per week employment for 20 weeks with same employer during last year
Denmark	28	28	90	12	6 months coverage and employment during previous year, including at least 40 hours of work during 4 weeks preceding leave
Finland	69	69	80	26	3 months employment, unless involuntarily unemployed
France	120	16	90	104	10 months of insurance prior to leave and at least 200 hours of work in 3 months preceding the pregnancy
Germany	83	14 69	100 Flat rate	69	12 weeks of insurance or 6 months of employment
Greece	13	12	50	12	200 days of employment during last 2 years
Ireland	18	14	70	None	30 weeks of insurance contributions
Italy	46	46	52	26	Insured and employed at start of pregnancy
Netherlands	12	12	100	None	Insured and employed
Norway	52	18	90	40	Employed and insured at least 6 of the last 10 months
Portugal	12	12	100	8	Employed with 6 months of insurance
Spain	156	14	75	None	Insured 9 months, with 6 months of contributions
Sweden	78	72	90	60	Insured 8 months
Switzerland	14	10	Flat rate	None	Up to 9 months insurance (depending upon canton)
United Kingdom	40	18	Flat rate	None	6 months of insurance contributions during previous year and 2 years of work with same employer

Table 5.2 Parental Leave Durations in Selected Years

	Weeks of Leave				Weeks of Paid Leave			
Country	1960	1969	1979	1989	1960	1969	1979	1989
Austria	38	65	67	67	12	12	16	16
Belgium	4	14	14	14	4	14	14	14
Canada	0	0	17	24	0	0	15	15
Denmark	0	0	0	28	0	0	0	28
Finland	0	0	35	69	0	0	35	69
France	0	0	120	120	0	0	16	16
Germany	12	14	32	83	12	14	32	83
Greece	0	0	0	13	0	0	0	12
Ireland	0	0	0	18	0	0	0	14
Italy	40	40	46	46	14	14	46	46
Netherlands	0	0	12	12	0	0	12	12
Norway	12	12	52	52	12	12	18	18
Portugal	0	0	12	12	0	0	12	12
Spain	0	0	156	156	0	0	14	14
Sweden	12	36	78	78	12	36	54	72
Switzerland	0	8	14	14	0	8	10	10
United Kingdom	18	18	40	40	18	18	18	18

Table 5.3 Econometric Estimates of the Relationship Between Parental Leave and Macroeconomic Outcomes

Regressor	Log of Gross Domestic Product	Employment-to-Population Ratio	Labor Force Participation Rate	Unemployment Rate
LEAVE	.1122 (2.45)	.4833 (3.85)	.3587 (3.52)	−.2889 (0.72)
LEAVE SQUARED	−.0008 (2.28)	−.0041 (4.42)	−.0031 (4.05)	.0043 (1.41)
P-Value	.0443	.0000	.0000	.0035
"Maximum" Leave Effect	74.0 weeks	59.4 weeks	59.4 weeks	33.4 weeks
Sample Size	340	344	343	337

Notes: Sample includes seventeen countries for 1968–1988 period (through 1987 for GDP). Country and year dummy variables are also included. LEAVE refers to the number of weeks of job-protected maternity leave divided by 100. Estimates in column 1 are obtained using weighted least squares (with observations weighted by the square root of the working-age population). Those in columns 2–4 are from grouped data logit models. Absolute values of t-statistics are shown in parentheses. The p-value refers to the total leave effect and is obtained by testing whether the coefficients on LEAVE and LEAVE SQUARED jointly differ from zero.

Table 5.4 Econometric Estimates of the Relationship Between Unpaid and Paid Parental Leave and Macroeconomic Outcomes

Regressor	Log of Gross Domestic Product	Employment-to-Population Ratio	Labor Force Participation Rate	Unemployment Rate
UNPAID	−.0151	.2254	.2420	.6182
	(0.41)	(2.24)	(2.94)	(2.01)
UNPAID SQUARED	.0001	−.0028	−.0026	−.0026
	(0.27)	(3.06)	(3.57)	(0.86)
P-Value	.8462	.0006	.0005	.0001
"Maximum" Unpaid Leave Effect	86.3 weeks	40.7 weeks	46.0 weeks	119.3 weeks
PAID	.2386	.3436	.0808	−1.1896
	(3.23)	(1.43)	(0.41)	(1.77)
PAID SQUARED	−.0018	−.0005	.0002	.0089
	(1.85)	(0.17)	(0.09)	(1.05)
P-Value	.0006	.0035	.4246	.0484
"Maximum" Paid Leave Effect	66.3 weeks	319.9 weeks	no maximum	66.7 weeks

Notes: See notes on table 5.3. UNPAID and PAID, respectively, refer to the number of weeks of job-protected maternity leave, with and without pay, divided by 100.

Table 5.5 Econometric Estimates of the Relationship Between Parental Leave and Female Labor Force Outcomes

Regressor	Employment-to-Population Ratio	Labor Force Participation Rate	Unemployment Rate
LEAVE	.3836 (2.29)	.1669 (0.94)	.8561 (1.68)
LEAVE SQUARED	–.0033 (2.45)	–.0017 (1.22)	–.0067 (1.63)
P-Value	.0406	.1796	.2436
"Maximum" Leave Effect	58.1 weeks	48.2 weeks	63.9 weeks
UNPAID	.3330 (2.41)	.1959 (1.37)	1.930 (4.96)
UNPAID SQUARED	–3.5E–5 (2.51)	–.0025 (1.68)	–.0195 (4.79)
P-Value	.0437	.1477	.0000
"Maximum" Unpaid Leave Effect	46.7 weeks	39.5 weeks	49.4 weeks
PAID	–.0018 (0.01)	.0683 (0.24)	–.2508 (0.34)
PAID SQUARED	.0018 (0.55)	–.0021 (0.60)	–.0014 (0.15)
P-Value	.0035	.5833	.3632
"Maximum" Paid Leave Effect	no maximum	16.0 weeks	no maximum
Sample Size	330	325	323

Note: See notes on tables 5.3 and 5.4.

Table 5.6 Predicted Values of Outcome Variables at Different Durations of Unpaid and Paid Parental Leave

Duration and Type of Leave	Log of Per Capita GDP	Employment-to-Population Ratio	Labor Force Participation Rate	Unemployment Rate	Female Employment-to-Population Ratio	Female Labor Force Participation Rate	Female Unemployment Rate
No leave	9.069	58.7%	63.9%	6.8%	43.0%	47.3%	5.8%
Weeks of unpaid leave							
10	9.067	59.2	64.4	7.2	43.8	47.8	6.9
25	9.066	59.6	65.0	7.7	44.5	48.2	8.2
50	9.063	59.8	65.2	8.5	44.9	48.2	9.1
75	9.062	59.0	64.7	9.1	44.2	47.5	8.1
Weeks of paid leave							
10	9.091	59.5	64.1	6.1	43.1	47.5	5.7
25	9.117	60.7	64.4	5.4	43.3	47.4	5.5
50	9.143	62.5	65.0	4.8	44.1	46.9	5.0
75	9.146	64.1	65.6	4.7	45.5	45.6	4.5

Notes: The table shows predicted values of outcome variables at various durations of unpaid and paid leave. Estimates are based on the WLS and grouped data logit models summarized in tables 5.3–5.5, with variables other than maternity leave evaluated at their sample means.

Appendix Table 5.1 Granger Causality Tests

	Coefficient on Lagged Macroeconomic Variable (γ)	Coefficient on Lagged Family Leave (δ)
Model: $Y_{it} = \alpha_i + \beta_t + \gamma Y_{it-1} + \delta L_{it-1} + \varepsilon_{it}$		
Dependent variable (Y_{it})		
Log of gross domestic product	.835	−.0004
	(33.43)	(0.93)
Employment-to-population ratio	3.992	−.022
	(47.15)	(2.45)
Labor force participation rate	4.269	−.018
	(45.401)	(2.48)
Unemployment rate	8.384	.218
	(16.49)	(4.01)
Model: $L_{it} = \alpha_i + \beta_t + \gamma Y_{it-1} + \delta L_{it-1} + \varepsilon_{it}$		
Explanatory variable (Y_{it-1})		
Log of gross domestic product	.0852	.746
	(0.49)	(24.13)
Employment-to-population ratio	.333	.761
	(1.44)	(24.72)
Labor force participation rate	.296	.759
	(0.97)	(24.58)
Unemployment rate	−.597	.761
	(1.94)	(24.78)

Notes: See note on table 5.3. The dependent variables in the upper panel of the table are macroeconomic outcomes (Y). Weeks of parental leave (L) divided by 100 are the regressands in the lower panel.

Figure 6.1 Hours for Short-Hour and Long-Hour Associates in The Full Information Equilibrium

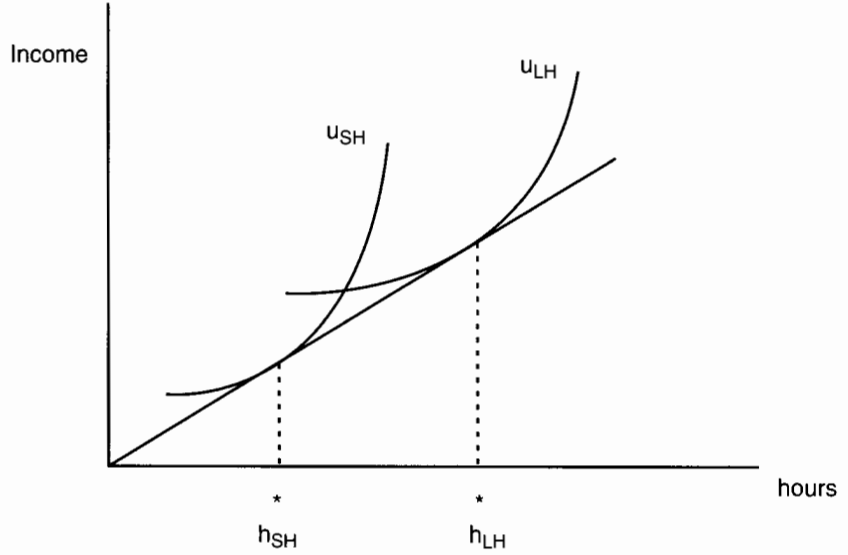
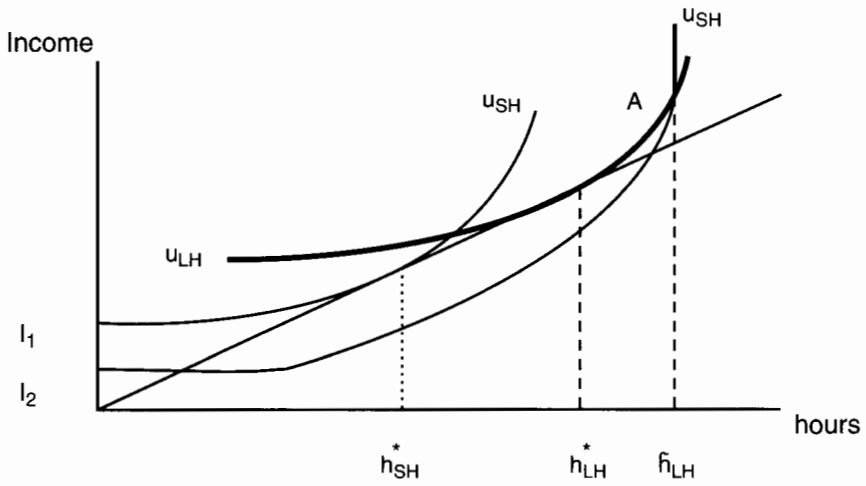


Figure 6.2 Hours for Attorneys in The "Rat Race" Equilibrium



Money metric loss of utility of a short-hour attorney taking a job designed for long-hour attorneys in the separating equilibrium = $I_1 - I_2$

Table 6.1 Percentage Male in Selected Professions and Years

Occupation	1969[a]	1979[b]	1991[c]
Accountants	77%	69%	48%
Engineers	99	98	92
Lawyers and judges	99	92	82
Physicians and surgeons	90	93	79

[a]These are weighted averages for those currently employed (employment status recode 1 or 2) calculated using the May 1969 Current Population Survey. The following 1960 occupation codes were used: accountants, 0: engineers, 80–93; lawyers and judges, 105; physicians and surgeons, 162.

[b]These are weighted averages for those currently employed (employment status recode 1 or 2) calculated using the May 1979 Current Population Survey. The following 1970 occupation codes were used: accountants, 1; engineers, 6–23; lawyers and judges, 30–31; physicians and surgeons, 65.

[c]These are weighted averages for those currently employed (employment status recode 1 or 2) calculated using the outgoing rotation groups in the 1991 Current Population Surveys. The following 1990 occupation codes were used: accountants, 23; engineers, 44–59; lawyers and judges, 178–179; physicians and surgeons, 84.

Table 6.2 Working Status of Spouses for Lawyers in 1984

Year Since Law School Graduation	Married Male Attorneys: % with Spouse who Works Full Time	Married Male Attorneys: % with Spouse Who Is Lawyer	Married Female Attorneys: % with Spouse who Works Full Time	Married Female Attorneys: % with Spouse Who Is Lawyer
More than six years	26.1%[a]	9.4%[a]	87.5%	35.7%
Six years or fewer	62.1[a]	18.3[a]	89.2	40.0

Notes: Weighted averages calculated from the 1984 American Bar Association Survey of Career Satisfaction. Of the men who graduated from law school more than 6 years previously, 82 percent were married compared with 61 percent in the other experience group. For women, 59 percent of the women who graduated from law school more than six years previously were married, compared with 63 percent of the women with six years or fewer from graduation.

[a]Can reject hypothesis that experience is distributed independently of spouse's full-time status at the 1 percent confidence level. Pearson $\chi^2(1) = 146.31$.

Table 6.3 How Associates Would Choose to Use a Hypothetical 5 Percent Wage Increase

Choice	% of Associates	*N* of Associates
Reduce billable and non-billable work hours by **5% with no change** in annual salary.	65.41	87
Continue working **the same number** of hours with a **5% increase** in annual salary.	25.56	34
Increase billable and non-billable work hours by **5%** with a **10% increase** in annual salary.	9.02	12

Note: These data are taken from a survey of two large law firms in a northeastern city.

Table 6.4 Characteristics of Associates by Hours Preferences

	Associate Would Choose to Use 5% Wage Increase to		
	Reduce Hours 5%	Keep Current Hours	Increase Hours 5%
Percentage male	52.9%	64.7%	66.7%
Mean year graduated from law school	1989	1989	1990**
Mean age (years)	32	31.8	29.8*
Mean tenure (years)	3.1	3.0	2.2
Percentage married	73.6%	58.8%	83.3%
Percentage with children	30.2%	38.2%	33.3%
Mean annual salary	$80,264	$80,053	$72,645**
Mean hours worked per month	198	199	204
Mean hours billed per month	164	160	169
Percentage working part time	5.8%	8.8%	8.3%
Weekend days worked: average week	0.5 days	0.4 days	0.6 days
Weekend days worked: busy week	1.3 days	1.3 days	1.4 days

Note: These data are taken from a survey of two large law firms in a northeastern city.

*Difference from column 1 significant at 10 percent level.

**Difference from column 1 significant at 5 percent level.

Table 6.5 Fraction of Associates and Partners Who Consider the Following Factors Very Important for Promotion to Partnership

Factor in the Promotion Decision	Associates	Partners
Quality of work product	0.90	0.99
Number of hours billed to clients	0.68	0.52
Mastery of an important area of specialization	0.67	0.75
Contribution to administration or recruitment	0.08	0.01
Development of good working relationships or mentoring relationships with senior lawyers in the firm	0.68	0.51
Development of a good working relationship with clients and peers	0.76	0.81
Potential for bringing new clients and business to the firm	0.75	0.69
Demonstrated ability to bring new clients and business to the firm	0.48	0.19
Willingness to work long hours when required	0.96	0.89
Loyalty to the firm	0.69	0.71
Willingness to pursue the interests of clients aggressively	0.76	0.76
Ambition for success and respect in the legal profession	0.67	0.51
Total Observations	130	118

Notes: These data are taken from a survey of two large law firms in a northeastern city. Respondents were asked to rate factors on the following 5 point scale: 1 = not important; 2 = slightly important; 3 = moderately important; 4 = very important; and 5 = of the utmost importance. The table lists the proportion of respondents who rated the factor 4 or 5.

Table 6.6 Fraction of Associates and Partners Who Considered Billable Hours an Important Indicator of a Factor Viewed as Important for Promotion

Factor in the Promotion Decision	Associates	Partners
Ambition for success and respect in the legal profession	0.46	0.39
Willingness to pursue the interests of clients aggressively	0.48	0.37
Willingness to work long hours when required	0.92	0.78
Loyalty to the firm	0.5	0.28
Ability to produce high-quality work product	0.32	0.32
Demonstrated ability to bring new clients and business to the firm	0.16	0.20
Median number of important factors for which hours are an important indicator	3	2
Total Observations	130	117

Notes: These data are taken from a survey of two large law firms in a northeastern city. Respondents were asked to rate the importance of billable hours as an indicator for six different factors in the promotion process. A 5-point scale was used to record responses: 1 = not important; 2 = slightly important; 3 = moderately important; 4 = very important; 5 = of the utmost importance. Billable hours were seen as an important indicator when two conditions held. First, respondents gave billable hours a score of 4 or 5 as an indicator. Second, the factor that was being indicated by billable hours was given an importance rating of 4 or 5 in the previous table.

Table 6.7 Comparison of Work Hours and Satisfaction Measures for Associates, by Firm Size

	Ordinary Least Squares (t-statistics)		Ordered Probits (z-statistics)		Ordered Probits (z-statistics)	
Number of Lawyers in Firm (mean of hours)	Monthly Hours (1)	Monthly Hours (2)	Enough Time for Yourself? (3)	Enough Time for Yourself? (4)	Enough Time with Family? (5)	Enough Time with Family? (6)
4–9	10.013	11.315	0.148	0.141	0.280	0.284
(192.5)	(1.401)	(1.543)	(0.699)	(0.654)	(1.311)	(1.303)
10–20	9.462	10.136	0.149	0.074	0.262	0.202
(190.5)	(1.225)	(1.251)	(0.653)	(0.319)	(1.137)	(0.859)
21–30	–1.425	1.430	0.336	0.201	0.496	0.355
(181.7)	(–0.151)	(0.144)	(1.198)	(0.690)	(1.745)	(1.203)
31–60	19.404◊	17.413◊	0.553◊	0.565◊	0.760◊	0.774◊
(201.9)	(2.242)	(1.844)	(2.156)	(2.141)	(2.949)	(2.923)
61–90	26.235◊	31.041◊	0.666◊	0.547◊	0.781◊	0.635◊
(206.2)	(2.753)	(3.073)	(2.342)	(1.858)	(2.658)	(2.084)
90+	13.635◊	17.306◊	0.572◊	0.544◊	0.752◊	0.684◊
(195.25)	(1.744)	(2.039)	(2.451)	(2.267)	(3.164)	(2.818)
Controls 1	yes	yes	yes	yes	yes	yes
Controls 2		yes				yes
Controls 3				yes		yes
	$R^2 = 0.058$	$R^2 = 0.116$	$\chi^2 = 29.28$*	$\chi^2 = 39.28$*	$\chi^2 = 30.37$*	$\chi^2 = 35.76$*
N	364	364	365	351	350	337

Notes: For columns 3–6, responses to the statements "I have enough time for myself" and "I have enough time to spend with my family" ranged from 1 (very descriptive) to 5 (just the opposite).

(*Notes for table 6.7 continued on p. 185.*)

(*Notes for table 6.7 continued from p. 184.*)

The sample was restricted to associates in private practice and not in solo practice in 1984. The distribution of associates over the firm-size categories were: 4–9 lawyers, 9.6 percent; 10–20 lawyers, 29.7 percent; 21–30 lawyers, 17.9 percent; 31–60 lawyers, 7.1 percent; 61–90 lawyers, 11 percent; 90+ lawyers, 17.6 percent. Firms with 2 or 3 attorneys were omitted; lawyers in these firms were 9.6 percent of the sample. The mean hours for these firms was 181.8.

Controls 1: Variables measuring age, marital status, number of children, gender, years since law school graduation, tenure with firm, and a dummy variable indicating whether or not respondent worked in a legal center (Boston, Chicago, Los Angeles, New York, San Francisco, or Washington, DC).

Controls 2: Proportion of time spent in the following fifteen practice areas and eleven activities. Practice areas: antitrust, corporation/business, criminal, civil rights, family, labor/employment, municipal, natural resources, patent, poverty, probates and trust, public utility, real estate, taxation, torts and insurance. Activities: client contact, research/memo writing, negotiation, depositions, trials/court appearances, client development, miscellaneous personal contact, internal administration, drafting instruments, non–law-related work, clerical work.

Controls 3: Two dummy variables indicating, respectively, whether over the previous twelve months a respondent experienced an extremely stressful event in his/her personal life (death of a spouse, divorce, family problems) or business life (firm split up, lost major case, and so on). In addition, we include the depression subscale of the Hopkins Symptom Check List. This is a widely used measure of stress.

◊Cannot reject hypothesis that coefficients on firm sizes 31–60, 61–90, and 91+ are identical; can reject the hypothesis (at 5 percent level) that these coefficients are jointly different from zero. Replacing the three dummy variables indicating employment in a firm with 31+ variables with a single dummy variable yields the following coefficients (t– or z–statistics): column 1, 18.06 (25.53); column 2, 20.5 (2.643); column 3, 0.587 (2.777); column 4, 0.551 (2.543); column 5, 0.752 (3.164); and column 6, 0.684 (2.818).

*Reject hypothesis that $\chi^2 = 0$ at 5 percent confidence level or better.

Table 6.8 Satisfaction Measures for Associates, by Firm Size

Number of Lawyers in Firm	Ordered Probits (z-statistics) Satisfied with Time for Yourself? (1)	Ordered Probits (z-statistics) Satisfied with Time for Yourself? (2)	Ordered Probits (z-statistics) Satisfied with Time with Family? (3)	Ordered Probits (z-statistics) Satisfied with Time with Family? (4)	Ordered Probits (z-statistics) Overall Job Satisfaction (5)	Ordered Probits (z-statistics) Overall Job Satisfaction (6)
4–9	0.369	0.382	0.458	0.478	–0.308	–0.282
	(1.640)	(1.656)	(1.994)	(2.029)	(–1.446)	(–1.299)
10–20	0.359	0.308	0.506	0.452	–0.133	–0.133
	(1.484)	(1.242)	(2.050)	(1.791)	(–0.581)	(–0.565)
21–30	0.454	0.369	0.529	0.404	–0.617	–0.578
	(1.508)	(1.179)	(1.755)	(1.291)	(–2.157)	(–1.948)
31–60	0.708◊	0.737◊	1.027◊	1.060	–0.483	–0.371
	(2.540)	(2.562)	(3.585)	(3.585)	(–1.864)	(–1.397)
61–90	0.680◊	0.565◊	0.810◊	0.650	–0.214	0.064
	(2.218)	(1.787)	(2.529)	(1.966)	(0.760)	(0.220)
90+	0.637◊	0.660◊	1.038	0.995	–0.026	–0.045
	(2.544)	(2.554)	(3.956)	(3.696)	(–0.113)	(–0.189)
Controls 1	yes	yes	yes	yes	yes	yes
Controls 2				yes		yes
χ^2	17.44	27.18**	34.77*	42.83*	31.70*	47.35*
N	364	350	354	341	364	350

Notes: For columns 1–4, responses to questions about satisfaction with time for self and family ranged from 1 (satisfied) to 3 (not satisfied); for columns 5 and 6, responses ranged from 1 (very satisfied) to 5 (very dissatisfied).

(*Notes for table 6.8 continued on p. 189.*)

(*Notes for table 6.8 continued from p. 188.*)

The sample was restricted to associates in private practice and not in solo practice in 1984. The distribution of associates over the firm size categories were: 4–9 lawyers, 9.6 percent; 10–20 lawyers, 29.7 percent; 21–30 lawyers, 17.9 percent, 31–60 lawyers; 7.1 percent; 61–90 lawyers, 11 percent; 90+ lawyers, 17.6 percent. Firms with 2 or 3 attorneys were omitted; lawyers in these firms were 9.6 percent of the sample.

Controls 2: Variables measuring age, marital status, number of children, gender, years since law school graduation, tenure with firm, and a dummy variable indicating whether or not respondent worked in a legal center (Boston, Chicago, Los Angeles, New York, San Francisco, or Washington, DC).

Controls 3: Two dummy variables indicating, respectively, whether over the previous twelve months a respondent experienced an extremely stressful event in his/her personal life (death of a spouse, divorce, family problems) or business life (firm split up, lost major case, and so on). In addition, we include the depression subscale of the Hopkins Symptom Check List. This is a widely used measure of stress.

◊Cannot reject hypothesis that coefficients on firm sizes 31–60, 61–90, and 91+ are identical; can reject the hypothesis (at 5 percent level) that these coefficients are jointly different from zero. Replacing the three dummy variables indicating employment in a firm with 31+ variables with a single dummy variable yields the following coefficients (t– or z–statistics): column 1, 0.661 (2.875); column 2, 0.668 (2.961); column 3, 0.85 (4.223); column 4, 0.941 (3.933).

*Reject hypothesis that $\chi^2 = 0$ at 5 percent confidence level or better.

**Reject hypothesis that $\chi^2 = 0$ at 10 percent confidence level or better.

Table 6.9 Effect of Firm Size on Earnings of Partners, 1984

Dependent Variable	Earnings 1983	Earnings 1983
Log of firm size	0.24	0.16
	(11.92)	(5.50)
Usual hours	–0.0001	0.001
	(–0.13)	(1.25)
Male		0.36
		(1.89)
Age		0.02
		(4.65)
Tenure of 4–9 years		0.18
		(2.03)
Tenure of 10+ years		0.39
		(3.63)
Very prestigious law school		0.14
		(1.26)
Somewhat prestigious law school		0.12
		(1.50)
Law review		0.09
		(1.14)
Legal center		0.13
		(1.10)
Law school class top quartile		0.18
		(1.51)
Law school class second quartile		0.17
		(1.46)
Population > 1 million		–0.002
		(–0.017)
Population 250,000 to 1 million		–0.012
		(–0.155)
Additional variables:		
Legal practices and tasks	no	yes
Satisfaction with practices and tasks	no	yes
Pre–law school preparation	no	yes
Log likelihood:	–695.28	–436.411
N	403	298

Notes: Numbers in parentheses are t-statistics. See table 6.11 for variable definitions.

Table 6.10 Effect of Firm Size on Earnings of Associates, 1984

Dependent Variable	Earnings 1983	Earnings 1983
Log of firm size	0.12	0.07
	(8.23)	(3.87)
Usual hours	0.002	0.002
	(4.33)	(2.60)
Male		0.06
		(1.12)
Age		0.02
		(4.82)
Tenure of 4–9 years		0.24
		(4.95)
Tenure of 10+ years		0.58
		(2.68)
Very prestigious law school		0.16
		(2.60)
Somewhat prestigious law school		0.15
		(3.05)
Law review		0.10
		(1.76)
Legal center		0.10
		(1.53)
Law school class top quartile		–0.02
		(–0.41)
Law school class second quartile		–0.05
		(–0.80)
Population > 1 million		0.18
		(2.85)
Population 250,000 to 1 million		0.08
		(1.58)
Additional variables:		
Legal practices and tasks	no	yes
Satisfaction with practices and tasks	no	yes
Pre–law school preparation	no	yes
Log likelihood:	–538.551	–399.513
N	388	357

Notes: Numbers in parentheses are t-statistics. See table 6.11 for variable definitions.

Table 6.11 Variable Definitions

Variable	Definition
Earnings 1983	Gross income from legal job (eight categories)
Log of firm size	Natural log of firm size (this variable was constructed by setting firm size equal to the midpoint of the size category; respondents in the top size category were assigned the expected value of firm size in this category; the expected firm size was calculated under the assumption that the size of firms followed a log-normal distribution)
Usual hours	Number of hours worked per month
Male	Gender of respondent equal to 1 if male
Age	Age of respondent
Tenure of 4–9 years	Dummy variable equal to 1 if respondent worked at the firm 4–9 years
Tenure of 10+ years	Dummy variable equal to 1 if respondent worked at the firm 10 years or more
Very prestigious law school	Dummy variable equal to 1 if respondent viewed his/her law school as "very prestigious."
Somewhat prestigious law school	Dummy variable equal to 1 if respondent viewed his/her law school as "somewhat prestigious"
Law review	Dummy variable equal to 1 if respondent was on a law review in law school
Law school class top quartile	Dummy variable equal to 1 if respondent was in the top quartile of his/her law school class
Law school class second quartile	Dummy variable equal to 1 if respondent was in the second quartile of his/her law school class
Legal center	Dummy variable equal to 1 if respondent lived in a city that is a legal center (New York, Washington, Boston, Chicago, Los Angeles, or San Francisco)
Population > 1 million	Dummy variable equal to 1 if respondent lived in a city with more than 1 million people
Population 250,000 to 1 million	Dummy variable equal to 1 if respondent lived in a city with more than 250,000 and less than 1 million people
Log of 1989 income	Gross income from legal job in 1989 (in 2–7th earnings categories, respondent was assigned an income equal to the log of the midpoint of the category: in the top and bottom categories, respondents were assigned the expected value of earnings under the assumption that earnings followed a log-normal distribution)
Log of 1989 firm size	Log of firm size in 1989 (see log of firm size above)
Partner in 1989	Dummy variable equal to 1 if respondent became a partner in a law firm in 1989

Table 6.11 ***Continued***

Variable	Definition
Promoted to partner in 1984 firm	Dummy variable equal to 1 if respondent became a partner at the same firm that employed him/her in 1989
Additional variables	
Legal practices and tasks	Vector of fifteen dummy variables indicating the proportion of time that respondent spends on different areas of law (for example, antitrust, taxation, torts and insurance) and a vector of eleven dummy variables indicating the proportion of time spent on various legal tasks (for example, client contact, negotiations, research/memo writing, depositions)
Satisfaction with practice and tasks	Vector of four dummy variables indicating whether the respondent found his/her mix of legal practices and tasks "attractive" or "neutral"; the omitted category is "unattractive"
Pre–law school preparation	Vector of variables indicating the prestige of respondent's undergraduate college; whether or not the respondent was regularly on the dean's list; and the respondent's LSAT score

Appendix Figure 7.1 Employee Wages

	Male Supervisor	Female Supervisor
Male Employees	$W_E{}^D$	$W_E{}^D(1 + \delta)$
Female Employees	.....	$W_E{}^D(1 + \delta)$

Appendix Figure 7.2 Work Group Costs (One Supervisor and *N* Employees)

	Male Supervisor	Female Supervisor
Male Employees	$W_S{}^M +$ $N \times W_E{}^D$	$W_S{}^F +$ $N \times W_E{}^D(1 + \delta)$
Female Employees	.....	$W_S{}^F +$ $N \times W_E{}^D(1 + \delta)$

Appendix Figure 7.3 Supervisor Wages

	Male Supervisor	Female Supervisor
Male Employees	$W_S{}^F +$ $N \times W_E{}^D \times \delta$	$W_S{}^F$
Female Employees	.....	$W_S{}^F$

Appendix Figure 7.4 Employee Wages

	Male Supervisor	Female Supervisor
Male Employees	$W_E{}^P$	$W_E{}^P$
Female Employees	.....	$W_E{}^P + \theta$

Appendix Figure 7.5 Work Group Costs (One Supervisor and *N* Employees)

	Male Supervisor	Female Supervisor
Male Employees	$W_S{}^M + N \times W_E{}^P$	$W_S{}^F + N \times W_E{}^P$
Female Employees	.....	$W_S{}^F + N \times (W_E{}^P + \theta)$

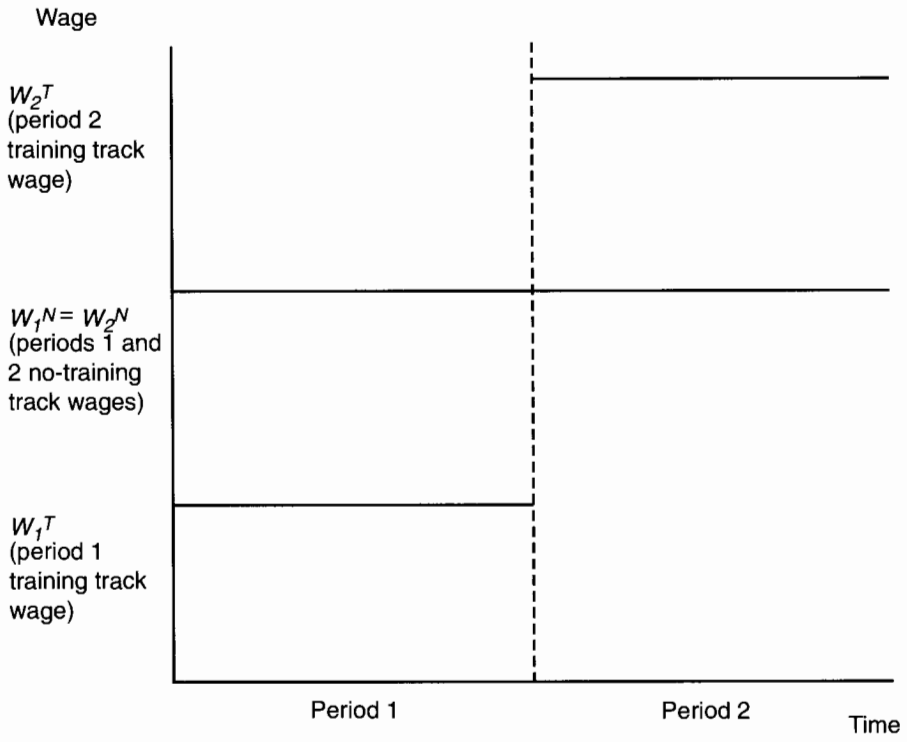
Appendix Figure 7.6 Supervisor Wages

	Male Supervisor	Female Supervisor
Male Employees	$W_S{}^F + N \times \theta$	$W_S{}^F$
Female Employees	.....	$W_S{}^F$

Appendix Figure 7.7 Employee Productivity on the No-Training Track and the Training Track

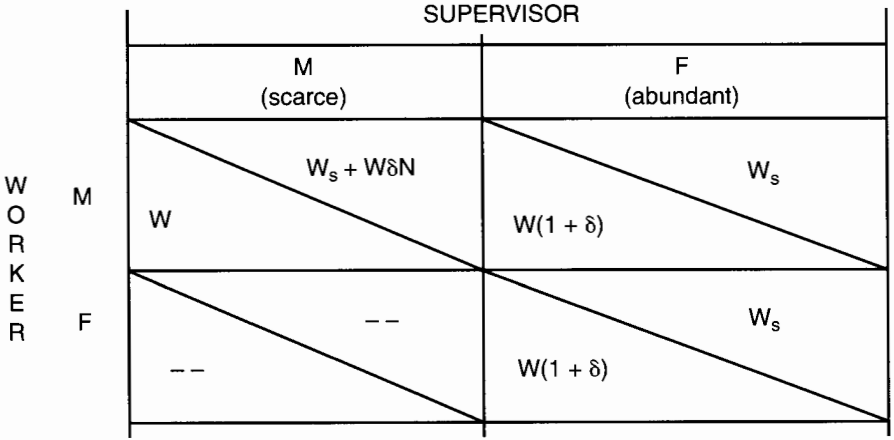
	No-Training Track	Training Track
Period 1	1	$1 - a_i$
Period 2	1	$1 + t$

Appendix Figure 7.8 Employee Wage Profiles for the No-Training Track and the Training Track

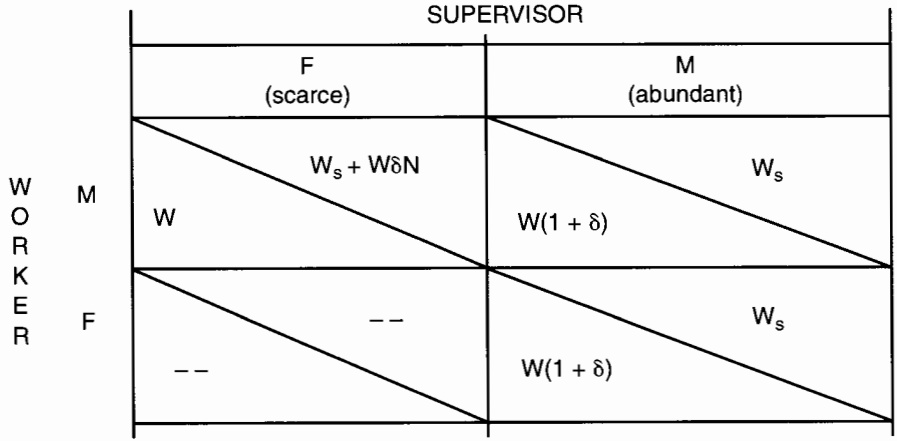


Commentary Figure 7.1 Employee Discrimination Model

Male Workers Need Premium to Work with Female Supervisors



Female Workers Need Premium to Work with Male Supervisors



Commentary Figure 7.2 Productivity Model

Female Supervisors Lower Male Workers' Productivity

WORKER	SUPERVISOR: M	SUPERVISOR: F
M	Q	$Q - \theta$
F	Q	Q

WORKER	SUPERVISOR: M (scarce)	SUPERVISOR: F (abundant)
M	$W_s + \theta N$ / W	W_s / W
F	−− / −−	W_s / $W + \theta$

Male Supervisors Lower Female Workers' Productivity

WORKER	SUPERVISOR: F	SUPERVISOR: M
F	Q	$Q - \theta$
M	Q	Q

WORKER	SUPERVISOR: F (scarce)	SUPERVISOR: M (abundant)
M	$W_s + \theta N$ / W	W_s / W
F	−− / −−	W_s / $W + \theta$

Table 7.1 Percentage of Female Supervisors and Female Employees in Selected Occupations: 1980 Census of the Population

Occupation	Supervisors	Employees
Computer equipment operators	.30	.59
Financial records processing	.49	.88
Police and detectives	.03	.08
Food preparation and service	.57	.66
Cleaning and building service (excluding private household)	.28	.35
Farm workers	.17	.22
Motor vehicle operators	.06	.09

Source: Author's calculations from the U.S. Bureau of the Census, 1980 Census of Population, "Detailed Occupation and Years of School Completed by Age for the Civilian Labor Force by Sex, Race, and Spanish Origin: 1980" (Table 1), series PC80-S1-8.

Table 7.2 Some Implications of the Three Models Assuming That Same-Gender Matches Are "More Productive"

	Discrimination	Productivity	Human Capital
Example 1: Female supervisor and male employee			
Employee wage in period 1	positive	no effect	positive
Employee wage in period 2	no prediction	no prediction	negative
Employee wage growth	no prediction	no prediction	negative
Promotion probability	no prediction	no prediction	negative
Example 2: Female supervisor and female employee			
Employee wage in period 1	negative	no effect	negative
Employee wage in period 2	no prediction	no prediction	positive
Employee wage growth	no prediction	no prediction	positive
Promotion probability	no prediction	no prediction	positive

Note: If opposite-gender matches are assumed to be "more productive," then the signs in the table are reversed.

Table 7.3 Variable Definitions

Variable	Definition
Labor market outcomes	
Hourly wage	Real hourly wage
Perceived likelihood of promotion 1982	Ordered response variable for perceived likelihood of promotion, ranging from 1 (not likely) to 4 (very likely) in 1982
Perceived level of learning on the job 1982	Ordered response variable for perceived level of learning on the job, ranging from 1 (lowest) to 4 (highest) in 1982
Individual and job characteristics	
Female supervisor	Dummy variable that equals 1 if the individual worked for a female supervisor in 1982
Female sector	Dummy variable that equals 1 if the individual worked in an occupational sector with at least 60 percent women
Occupational dummy variables	Dummy variables that describe sixteen broad census occupational categories
Industry dummy variables	Dummy variables that describe eleven broad census industry categories
Experience, experience squared	Age − actual years of completed education − 6, squared
Tenure, tenure squared	Actual number of weeks with current employer/52, squared
Less than high school	Dummy variable that equals 1 if the individual has less than a high school diploma
Some college	Dummy variable that equals 1 if the individual has some college education
Bachelor's degree	Dummy variable that equals 1 if the individual has a bachelor's degree or higher
Black	Dummy variable that equals 1 if the individual is black
Hispanic	Dummy variable that equals 1 if the individual is Hispanic
Northeast, South, West	Dummy variables that equal 1 if the individual resides in the Northeast, South, or West, respectively

Table 7.4 Descriptive Statistics of Selected Variables (Women)

	All	Female Supervisor	Male Supervisor
Labor market outcomes			
Hourly wage 1982	4.975	4.826	5.107
	(1.851)	(1.678)	(1.983)
Hourly wage 1983	5.314	5.238	5.381
	(2.147)	(2.074)	(2.208)
Hourly wage 1984	5.496	5.387	5.593
	(2.228)	(2.096)	(2.337)
Highest perceived likelihood of promotion (1982)	.251	.248	.252
	(.433)	(.432)	(.435)
Highest perceived level of learning on the job (1982)	.463	.486	.443
	(.499)	(.500)	(.497)
Individual and job characteristics (1982)			
Female supervisor	.470	1.000	0.000
	(.499)		
Female sector	.600	.639	.566
	(.490)	(.481)	(.496)
Experience	3.037	3.029	3.044
	(2.078)	(2.054)	(2.100)
Experience squared	13.538	13.390	13.669
	(16.356)	(16.522)	(16.215)
Tenure	1.025	1.038	1.013
	(.819)	(.813)	(.825)
Tenure squared	1.721	1.737	1.706
	(2.276)	(2.240)	(2.308)
Less than high school	.153	.151	.155
	(.360)	(.358)	(.362)
Some college	.215	.218	.211
	(.411)	(.413)	(.409)
Bachelor's degree	.099	.087	.110
	(.299)	(.282)	(.312)
Black	.191	.223	.164
	(.394)	(.416)	(.370)
Hispanic	.152	.148	.155
	(.359)	(.356)	(.362)
South	.394	.394	.394
	(.489)	(.489)	(.489)
N (1982)	1,980	930	1,050
N (1983)	1,672	785	887
N (1984)	1,590	752	838

Note: Standard deviations are in parentheses.

Table 7.5 Descriptive Statistics of Selected Variables (Men)

	All	Female Supervisor	Male Supervisor
Labor market outcomes			
Hourly wage 1982	5.975	5.152	6.058
	(2.662)	(2.259)	(2.685)
Hourly wage 1983	6.263	5.839	6.306
	(3.063)	(3.438)	(3.020)
Hourly wage 1984	6.569	6.311	6.594
	(3.257)	(3.203)	(3.262)
Highest perceived likelihood of promotion (1982)	.298	.264	.302
	(.458)	(.442)	(.459)
Highest perceived level of learning on the job (1982)	.441	.370	.448
	(.497)	(.484)	(.497)
Individual and job characteristics (1982)			
Female supervisor	.091	1.000	0.000
	(.288)		
Female sector	.141	.354	.119
	(.348)	(.479)	(.324)
Experience	3.703	3.406	3.733
	(2.210)	(2.150)	(2.214)
Experience squared	18.593	16.198	18.834
	(19.593)	(18.593)	(19.679)
Tenure	.923	.812	.934
	(.788)	(.733)	(.793)
Tenure squared	1.472	1.195	1.500
	(2.119)	(1.919)	(2.137)
Less than high school	.293	.278	.294
	(.455)	(.449)	(.456)
Some college	.134	.212	.126
	(.340)	(.410)	(.332)
Bachelor's degree	.061	.080	.059
	(.240)	(.272)	(.236)
Black	.213	.259	.208
	(.409)	(.439)	(.406)
Hispanic	.161	.203	.157
	(.368)	(.403)	(.364)
South	.401	.321	.409
	(.490)	(.468)	(.492)
N (1982)	2,319	212	2,107
N (1983)	2,052	186	1,866
N (1984)	1,993	181	1,812

Note: Standard deviations are in parenthesis.

Table 7.6 Ordinary Least Squares Log of 1982 Hourly Wage Equation Estimates (Women)

	(1)	(2)	(3)	(4)	(5)	(6)
Intercept	1.371	1.384	1.229	1.238	1.431	1.288
	(.027)	(.028)	(.051)	(.051)	(.035)	(.072)
Female supervisor	−.035	−.066	−.044	−.078	−.035	−.041
	(.013)	(.020)	(.013)	(.020)	(.013)	(.013)
Female sector	−.025	−.048	−.009	−.035	—	—
	(.013)	(.018)	(.014)	(.018)	—	—
Female supervisor * female sector	—	.051	—	.058	—	—
	—	(.026)	—	(.026)	—	—
Experience	.040	.039	.038	.037	.039	.037
	(.009)	(.009)	(.009)	(.009)	(.009)	(.009)
Experience squared	−.003	−.003	−.003	−.003	−.003	−.002
	(.001)	(.001)	(.001)	(.001)	(.001)	(.001)
Tenure	.131	.131	.125	.126	.118	.116
	(.028)	(.028)	(.028)	(.028)	(.028)	(.028)
Tenure squared	−.028	−.028	−.027	−.027	−.025	−.025
	(.010)	(.010)	(.010)	(.010)	(.010)	(.010)
Less than high school	−.135	−.134	−.116	−.116	−.118	−.110
	(.020)	(.020)	(.019)	(.019)	(.020)	(.019)
Some college	.171	.171	.167	.167	.160	.157
	(.017)	(.017)	(.016)	(.016)	(.017)	(.016)
Bachelor's degree	.350	.349	.343	.343	.317	.302
	(.024)	(.024)	(.024)	(.024)	(.026)	(.026)
Black	−.027	−.027	−.037	−.036	−.021	−.027
	(.018)	(.018)	(.018)	(.018)	(.018)	(.017)
Hispanic	.006	.005	−.001	−.002	.000	−.003
	(.020)	(.020)	(.019)	(.019)	(.020)	(.019)
South	−.042	−.040	−.043	−.041	−.047	−.046
	(.018)	(.018)	(.017)	(.017)	(.018)	(.017)
Industry dummy variables	no	no	yes	yes	no	yes
Occupation dummy variables	no	no	no	no	yes	yes
Adj. R^2	.219	.220	.262	.263	.233	.272
N	1,980	1,980	1,980	1,980	1,980	1,980

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables as well as two dummy variables for presence in a supplementary sample of the NLSY.

Table 7.7 Ordinary Least Squares Log of 1982 Hourly Wage Equation Estimates (Men)

	(1)	(2)	(3)	(4)	(5)	(6)
Intercept	1.490	1.494	1.334	1.335	1.588	1.508
	(.030)	(.030)	(.042)	(.042)	(.045)	(.062)
Female supervisor	−.118	−.148	−.094	−.102	−.096	−.087
	(.025)	(.031)	(.025)	(.029)	(.026)	(.025)
Female sector	−.110	−.128	−.041	−.046	—	—
	(.022)	(.024)	(.021)	(.023)	—	—
Female supervisor * female sector	—	.097	—	.028	—	—
	—	(.055)	—	(.052)	—	—
Experience	.051	.050	.038	.038	.045	.037
	(.011)	(.011)	(.010)	(.010)	(.011)	(.010)
Experience squared	−.002	−.002	−.001	−.001	−.002	−.001
	(.001)	(.001)	(.001)	(.001)	(.001)	(.001)
Tenure	.198	.198	.181	.181	.191	.174
	(.032)	(.032)	(.030)	(.030)	(.032)	(.030)
Tenure squared	−.042	−.042	−.037	−.037	−.040	−.035
	(.012)	(.012)	(.011)	(.011)	(.012)	(.011)
Less than high school	−.162	−.162	−.151	−.151	−.148	−.141
	(.019)	(.019)	(.018)	(.018)	(.018)	(.018)
Some college	.148	.146	.155	.154	.153	.144
	(.022)	(.022)	(.021)	(.021)	(.022)	(.022)
Bachelor's degree	.416	.418	.390	.391	.371	.336
	(.033)	(.033)	(.032)	(.032)	(.036)	(.034)
Black	−.095	−.095	−.073	−.073	−.073	−.061
	(.020)	(.020)	(.019)	(.019)	(.020)	(.019)
Hispanic	−.012	−.012	−.003	−.003	−.009	−.002
	(.022)	(.022)	(.021)	(.021)	(.022)	(.021)
South	−.023	−.024	−.048	−.048	−.025	−.051
	(.020)	(.020)	(.019)	(.019)	(.019)	(.019)
Industry dummy variables	no	no	yes	yes	no	yes
Occupation dummy variables	no	no	no	no	yes	yes
Adj. R^2	.206	.206	.299	.299	.236	.306
N	2,319	2,319	2,319	2,319	2,319	2,319

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables as well as two dummy variables for presence in a supplementary sample of the NLSY.

Table 7.8 Probit Estimates of the Probability of Working for a Female Supervisor (Women)

	(1)	(2)	(3)	(4)
Intercept	−.306	−.931	.087	−.544
	(.128)	(.265)	(.166)	(.355)
Female sector	.213	.076	—	—
	(.059)	(.066)	—	—
Experience	.013	.003	.009	.005
	(.042)	(.043)	(.043)	(.044)
Experience squared	−.002	−.001	−.001	−.002
	(.005)	(.005)	(.005)	(.005)
Tenure	.170	.098	.150	.107
	(.128)	(.131)	(.131)	(.133)
Tenure squared	−.056	−.036	−.050	−.038
	(.046)	(.047)	(.047)	(.047)
Less than high school	−.025	.066	.030	.066
	(.089)	(.092)	(.092)	(.093)
Some college	−.073	−.116	−.073	−.085
	(.076)	(.079)	(.078)	(.080)
Bachelor's degree	−.204	−.393	−.265	−.333
	(.111)	(.115)	(.124)	(.126)
Black	.202	.168	.136	.132
	(.082)	(.084)	(.085)	(.086)
Hispanic	−.048	−.081	−.059	−.087
	(.092)	(.094)	(.093)	(.095)
South	−.024	.020	−.009	.022
	(.080)	(.082)	(.082)	(.083)
Industry dummy variables	no	yes	no	yes
Occupation dummy variables	no	no	yes	yes
Log-likelihood	−1,349	−1,282	−1,303	−1,267
Female supervisor = 1	930	930	930	930
Female supervisor = 0	1,050	1,050	1,050	1,050
N	1,980	1,980	1,980	1,980
DOF	22	33	37	48

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables, two dummy variables for presence in a supplementary sample of the NLSY, three dummy variables for mother's education, a dummy variable for mother being a professional, a dummy variable for mother working for pay, a dummy variable for father not in household (at age 14), and a dummy variable for nonreporting of mother's characteristics.

Table 7.9 Probit Estimates of the Probability of Working for a Female Supervisor (Men)

	(1)	(2)	(3)	(4)
Intercept	−1.425	−1.741	−1.007	−1.505
	(.169)	(.305)	(.242)	(.456)
Female sector	.708	.517	—	—
	(.092)	(.100)	—	—
Experience	−.010	−.032	−.027	−.045
	(.056)	(.059)	(.058)	(.060)
Experience squared	−.001	.002	.001	.004
	(.006)	(.006)	(.006)	(.007)
Tenure	−.143	−.274	−.224	−.333
	(.172)	(.182)	(.182)	(.189)
Tenure squared	.013	.053	.033	.069
	(.065)	(.069)	(.069)	(.071)
Less than high school	.066	.103	.097	.104
	(.102)	(.106)	(.108)	(.110)
Some college	.269	.192	.161	.135
	(.112)	(.119)	(.119)	(.124)
Bachelor's degree	.092	−.152	−.005	−.136
	(.166)	(.177)	(.182)	(.191)
Black	.216	.122	.122	.057
	(.106)	(.111)	(.112)	(.116)
Hispanic	.034	−.012	−.006	−.033
	(.119)	(.124)	(.123)	(.126)
South	−.195	−.150	−.140	−.116
	(.106)	(.112)	(.112)	(.115)
Industry dummy variables	no	yes	no	yes
Occupation dummy variables	no	no	yes	yes
Log-likelihood	−656	−608	−604	−580
Female supervisor = 1	212	212	212	212
Female supervisor = 0	2,107	2,107	2,107	2,107
N	2,319	2,319	2,319	2,319
DOF	22	33	36	47

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables, two dummy variables for presence in a supplementary sample of the NLSY, three dummy variables for mother's education, a dummy variable for mother being a professional, a dummy variable for mother working for pay, a dummy variable for father not in household (at age 14), and a dummy variable for nonreporting of mother's characteristics.

Table 7.10 Ordered Probit Estimates and Marginal Effects of Perceived Likelihood of Promotion (Women)

		Marginal Effects			
		Choice = 1	Choice = 2	Choice = 3	Choice = 4
Intercept	.787	—	—	—	—
	(.104)				
Female supervisor	−.012	.003	.001	−.001	−.003
	(.049)				
Female sector	.047	−.013	−.006	.004	.015
	(.050)				
Experience	−.054	−.001	−.001	.000	.002
	(.036)				
Experience squared	.005	−.003	−.003	−.003	−.003
	(.004)				
Tenure	.209	−.055	−.027	.016	.066
	(.108)				
Tenure squared	−.066	.017	.008	−.005	−.021
	(.039)				
Less than high school	−.096	.024	.013	−.006	−.031
	(.076)				
Some college	.089	−.024	−.011	.008	.027
	(.063)				
Bachelor's degree	−.038	.010	.005	−.003	−.012
	(.090)				
Black	.012	−.003	−.002	.001	.004
	(.069)				
Hispanic	.059	−.016	−.007	.005	.018
	(.076)				
South	.149	−.042	−.017	.014	.045
	(.068)				
Log-likelihood	−2,690				
Choice = 1	361				
Choice = 2	496				
Choice = 3	627				
Choice = 4	496				
N	1,980				

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables as well as two dummy variables for presence in a supplementary sample of the NLSY. Choices range from 1 (lowest) to 4 (highest).

Table 7.11 Ordered Probit Estimates and Marginal Effects of Perceived Likelihood of Promotion (Men)

		Marginal Effects			
		Choice = 1	Choice = 2	Choice = 3	Choice = 4
Intercept	1.003	—	—	—	—
	(.097)				
Female supervisor	−.063	.008	.006	−.001	−.013
	(.080)				
Female sector	−.078	.013	.010	−.001	−.022
	(.050)				
Experience	−.024	.005	.004	−.001	−.008
	(.033)				
Experience squared	−.001	.021[a]	.015[a]	−.002[a]	−.034[a]
	(.004)				
Tenure	.233	−.050	−.036	.006	.080
	(.100)				
Tenure squared	−.076	.016	.012	−.002	−.026
	(.037)				
Less than high school	.092	−.021	−.014	.004	.031
	(.058)				
Some college	.029	−.007	−.005	.001	.011
	(.070)				
Bachelor's degree	.207	−.049	−.029	.012	.066
	(.104)				
Black	−.038	.008	.006	−.001	−.013
	(.062)				
Hispanic	.114	−.026	−.017	.005	.038
	(.070)				
South	.212	−.050	−.030	.012	.068
	(.061)				
Log-likelihood	−3,062				
Choice = 1	309				
Choice = 2	512				
Choice = 3	806				
Choice = 4	692				
N	2,319				

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables as well as two dummy variables for presence in a supplementary sample of the NLSY. Choices range from 1 (lowest) to 4 (highest).

[a]Marginal effect has been multiplied by 100.

Table 7.12 Seemingly Unrelated Regressions (SUR) System Estimates of Supervisor Gender Effects on Log of 1982–1984 Hourly Wages, by Specification (Women)

	Female Supervisor Coefficients by Year (γ)				
	γ_{82}	γ_{83}	γ_{84}	$\gamma_{83} - \gamma_{82}$	$\gamma_{84} - \gamma_{82}$
1982 Individual and job characteristics					
Female sector	−.033	−.010	−.005	.023	.028
	(.015)	(.017)	(.017)	(.014)	(.016)
Female sector and	−.041	−.019	−.015	.022	.026
industry dummy variables	(.015)	(.017)	(.018)	(.015)	(.016)
Occupation dummy	−.035	−.013	−.007	.022	.028
variables	(.015)	(.017)	(.017)	(.015)	(.016)
Occupation and industry	−.040	−.017	−.013	.023	.027
dummy variables	(.015)	(.017)	(.018)	(.015)	(.016)
All-year individual and job characteristics					
Female sector	−.032	−.013	−.011	.019	.021
	(.015)	(.016)	(.017)	(.015)	(.016)
Female sector and	−.039	−.021	−.020	.018	.019
industry dummy variables	(.015)	(.016)	(.017)	(.015)	(.016)
Occupation dummy	−.035	−.014	−.013	.021	.022
variables	(.015)	(.016)	(.017)	(.015)	(.016)
Occupation and industry	−.040	−.020	−.021	.020	.019
dummy variables	(.015)	(.016)	(.017)	(.015)	(.017)

Notes: Standard errors are in parentheses. γ is the coefficient on the supervisor gender dummy variable that equals 1 for female supervisor and 0 for male supervisor. Standard errors for $\gamma_{83} - \gamma_{82}$ and $\gamma_{84} - \gamma_{82}$ were obtained through a simple application of the delta method. $N = 1{,}454$ for each year. Also included in all specifications are variables for experience, tenure, education, race and ethnicity, and region, as well as two dummy variables for presence in a supplementary sample of the NLSY.

Table 7.13 SUR System Estimates of Supervisor Gender Effects on Log of 1982–1984 Hourly Wages, by Specification (Men)

	Female Supervisor Coefficients by Year (γ)				
	γ_{82}	γ_{83}	γ_{84}	$\gamma_{83} - \gamma_{82}$	$\gamma_{84} - \gamma_{82}$
1982 Individual and job characteristics					
Female sector	−.119	−.050	−.055	.069	.064
	(.029)	(.031)	(.033)	(.027)	(.031)
Female sector and industry dummy variables	−.101	−.036	−.047	.065	.054
	(.028)	(.031)	(.033)	(.028)	(.031)
Occupation dummy variables	−.097	−.025	−.042	.072	.055
	(.029)	(.032)	(.033)	(.028)	(.032)
Occupation and industry dummy variables	−.093	−.022	−.043	.071	.050
	(.028)	(.032)	(.033)	(.029)	(.032)
All-year individual and job characteristics					
Female sector	−.127	−.062	−.059	.065	.068
	(.029)	(.030)	(.031)	(.027)	(.031)
Female sector and industry dummy variables	−.111	−.050	−.051	.061	.060
	(.028)	(.029)	(.031)	(.028)	(.031)
Occupation dummy variables	−.110	−.044	−.047	.066	.063
	(.029)	(.030)	(.031)	(.028)	(.032)
Occupation and industry dummy variables	−.103	−.043	−.046	.060	.057
	(.028)	(.029)	(.030)	(.029)	(.032)

Notes: Standard errors are in parentheses. γ is the coefficient on the supervisor gender dummy variable that equals 1 for female supervisor and 0 for male supervisor. Standard errors for $\gamma_{83} - \gamma_{82}$ and $\gamma_{84} - \gamma_{82}$ were obtained through a simple application of the delta method. $N = 1{,}852$ for each year. Also included in all specifications are variables for experience, tenure, education, race and ethnicity, and region, as well as two dummy variables for presence in a supplementary sample of the NLSY.

Table 7.14 Ordered Probit Estimates and Marginal Effects of Perceived Learning on the Job (Women)

		Marginal Effects			
		Choice = 1	Choice = 2	Choice = 3	Choice = 4
Intercept	.849	—	—	—	—
	(.109)				
Female supervisor	.101	−.015	−.015	−.009	.038
	(.051)				
Female sector	.305	−.051	−.044	−.018	.113
	(.053)				
Experience	.031	−.004	−.005	−.003	.012
	(.037)				
Experience squared	−.002	.021[a]	.022[a]	.016[a]	−.059[a]
	(.005)				
Tenure	.519	−.071	−.075	−.052	.197
	(.113)				
Tenure squared	−.166	.023	.024	.017	−.063
	(.041)				
Less than high school	−.353	.038	.048	.048	−.134
	(.077)				
Some college	.077	−.011	−.011	−.007	.029
	(.066)				
Bachelor's degree	.312	−.052	−.045	−.018	.115
	(.097)				
Black	−.102	.013	.014	.011	−.039
	(.072)				
Hispanic	.041	−.006	−.006	−.004	.016
	(.080)				
South	.168	−.026	−.024	−.013	.063
	(.070)				
Log-likelihood	−2,285				
Choice = 1	151				
Choice = 2	276				
Choice = 3	633				
Choice = 4	915				
N	1,975				

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables as well as two dummy variables for presence in a supplementary sample of the NLSY. Choices range from 1 (lowest) to 4 (highest).

[a]Marginal effect has been multiplied by 100.

Table 7.15 Ordered Probit Estimates and Marginal Effects of Perceived Learning on the Job (Men)

		Marginal Effects			
		Choice = 1	Choice = 2	Choice = 3	Choice = 4
Intercept	1.029	—	—	—	—
	(.101)				
Female supervisor	−.103	.013	.016	.011	−.040
	(.081)				
Female sector	−.166	.020	.025	.019	−.065
	(.069)				
Experience	.083	−.011	−.013	−.008	.032
	(.034)				
Experience squared	−.009	.001	.001	.001	−.003
	(.004)				
Tenure	.431	−.060	−.066	−.041	.167
	(.104)				
Tenure squared	−.161	.022	.025	.015	−.062
	(.039)				
Less than high school	−.006	.001	.001	.001	−.002
	(.060)				
Some college	.093	−.014	−.014	−.008	.036
	(.073)				
Bachelor's degree	.393	−.071	−.060	−.014	.144
	(.109)				
Black	−.189	.023	.028	.022	−.074
	(.064)				
Hispanic	−.013	.002	.002	.001	−.005
	(.073)				
South	.218	−.035	−.034	−.014	.082
	(.062)				
Log-likelihood	−2,747				
Choice = 1	173				
Choice = 2	342				
Choice = 3	778				
Choice = 4	1,020				
N	2,313				

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables as well as two dummy variables for presence in a supplementary sample of the NLSY. Choices range from 1 (lowest) to 4 (highest).

Table 7.16 Multinomial Logit Estimates of the Probability of a Job Ending Within the Next Twelve Months of the 1982 Interview Date Due to Layoff, Fire, or Voluntary Quit (Relative to Staying with the Same Employer) (Women)

	Layoff	Fire	Quit
Intercept	−1.356	−1.458	−.334
	(.437)	(.618)	(.278)
Female supervisor	−.576	.023	.039
	(.208)	(.310)	(.129)
Female sector	−.518	−.191	−.112
	(.203)	(.315)	(.134)
Experience	.084	−.128	−.015
	(.153)	(.236)	(.096)
Experience squared	−.015	−.012	−.008
	(.019)	(.032)	(.013)
Tenure	−.527	−1.658	−.993
	(.454)	(.700)	(.291)
Tenure squared	.023	.361	.153
	(.165)	(.262)	(.106)
Less than high school	.361	.676	.232
	(.308)	(.483)	(.225)
Some college	−.434	−1.380	−.078
	(.263)	(.547)	(.159)
Bachelor's degree	−1.410	−1.217	−.445
	(.495)	(.581)	(.222)
Black	.395	.208	−.278
	(.274)	(.401)	(.188)
Hispanic	−.236	—[a]	−.584
	(.311)		(.211)
South	.120	.477	.532
	(.309)	(.439)	(.189)
Log-likelihood	−1,311		
Stay	956		
Layoff	121		
Fire	47		
Quit	363		
N	1,487		

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables as well as two dummy variables for presence in a supplementary sample of the NLSY.

[a]Cell has 0 Hispanic women.

Table 7.17 Multinomial Logit Estimates of the Probability of a Job Ending Within the Next Twelve Months of the 1982 Interview Date Due to Layoff, Fire, or Voluntary Quit (Relative to Staying with the Same Employer) (Men)

	Layoff	Fire	Quit
Intercept	−.593	−2.381	−.386
	(.295)	(.566)	(.264)
Female supervisor	.030	.833	.038
	(.260)	(.360)	(.212)
Female sector	−.505	.014	.504
	(.255)	(.394)	(.169)
Experience	.073	.078	−.119
	(.103)	(.205)	(.087)
Experience squared	−.006	−.017	.006
	(.011)	(.022)	(.010)
Tenure	−1.187	−.823	−1.278
	(.310)	(.610)	(.286)
Tenure squared	.274	−.002	.196
	(.112)	(.253)	(.111)
Less than high school	.346	1.401	.595
	(.176)	(.307)	(.165)
Some college	−.424	−.779	.039
	(.234)	(.554)	(.183)
Bachelor's degree	−1.726	−.723	−.376
	(.532)	(.772)	(.256)
Black	.010	.621	−.028
	(.194)	(.336)	(.178)
Hispanic	−.073	.008	.174
	(.219)	(.401)	(.185)
South	−.151	−.269	.678
	(.184)	(.336)	(.185)
Log-likelihood	−1,781		
Stay	1,039		
Layoff	281		
Fire	71		
Quit	405		
N	1,796		

Notes: Standard errors are in parentheses. Also included in equations are two additional regional dummy variables as well as two dummy variables for presence in a supplementary sample of the NLSY.

Table 7.18 Summary of Female Supervisor Effects (Women)

	Specification				
	1	2	3	4	5
Current wages	(−)*	(−)*	(−)*	(−)*	(−)*
Perceived likelihood of promotion	(−)	(−)	(−)	(−)	(−)
Wage growth					
1982 Individual and Job Characteristics	(+)*	(+)*	(+)	(+)*	(+)*
All-Year Individual and Job Characteristics	(+)	(+)	(+)	(+)	(+)
Perceived learning on the job	(+)*	(+)*	(−)	(+)	(+)
Job separation					
Layoff	(−)*	(−)*	(−)*	(−)*	(−)*
Fire	(+)	(+)	(+)	(+)	(+)
Quit	(+)	(+)	(+)	(+)	(+)

Notes: Specification 1 includes the following variables: female supervisor, experience, experience squared, tenure, tenure squared, three dummy variables for education level, black, Hispanic, three regional dummy variables, and two dummy variables for presence in a supplementary sample of the NLSY.

Specification 2 includes all of those variables in Specification 1 plus a dummy variable for working in a female sector.

Specification 3 includes all of those variables in Specification 1 plus a dummy variable for working in a female sector and industry dummy variables.

Specification 4 includes all of those variables in Specification 1 plus occupation dummy variables.

Specification 5 includes all of those variables in Specification 1 plus industry and occupation dummy variables.

*Statistically significant at least at the 10 percent significance level.

Table 7.19 Summary of Female Supervisor Effects (Men)

	Specification				
	1	2	3	4	5
Current wages	(−)*	(−)*	(−)*	(−)*	(−)*
Perceived likelihood of promotion	(−)	(−)	(−)	(−)	(−)
Wage growth					
1982 Individual and Job Characteristics	(+)*	(+)*	(+)*	(+)*	(+)*
All-Year Individual and Job Characteristics	(+)*	(+)*	(+)*	(+)*	(+)*
Perceived learning on the job	(−)*	(−)	(−)	(−)	(−)
Job separation					
Layoff	(−)	(+)	(+)	(+)	(+)
Fire	(+)*	(+)*	(+)*	(+)*	(+)*
Quit	(+)	(+)	(+)	(−)	(−)

Notes: Specification 1 includes the following variables: female supervisor, experience, experience squared, tenure, tenure squared, three dummy variables for education level, black, Hispanic, three regional dummy variables, and two dummy variables for presence in a supplementary sample of the NLSY.

Specification 2 includes all of those variables in Specification 1 plus a dummy variable for working in a female sector.

Specification 3 includes all of those variables in Specification 1 plus a dummy variable for working in a female sector and industry dummy variables.

Specification 4 includes all of those variables in Specification 1 plus occupation dummy variables.

Specification 5 includes all of those variables in Specification 1 plus industry and occupation dummy variables.

*Statistically significant at least at the 10 percent significance level.

Commentary Table 7.1 Summary of Rothstein Results

Impact of Female Supervisor on	Impact[a] Female		Male	Rothstein Source Tables[b]	Statistical Approach
Wage level	|–|	<	|–|	7.12, 7.13, 7.6, 7.7	OLS
Wage growth	+	<	+	7.12, 7.13	Seemingly unrelated regression with panel data
Perceived promotion likelihood	$\|-\|^{NS}$	<	$\|-\|^{NS}$	7.10, 7.11	Ordered probit
Perceived learning on job	+		$-^{NS}$	7.14, 7.15	Ordered probit
Job separation: layoff	–		$+^{NS}$	7.16, 7.17	Logit
Job separation: fire	$+^{NS}$		$+^{NS}$	7.16, 7.17	Logit
Job separation: quit	$+^{NS}$		$+^{NS}$	7.16, 7.17	Logit

[a] The impact of a female supervisor on each of the seven labor market variables is denoted by the indicated sign. When relevant, an inequality sign indicates gender differences in magnitude. The sign for absolute value is | |. NS signifies magnitudes that are generally statistically insignificant.

[b] The numbers refer to the specific Rothstein tables that generated the specified result.

Commentary Table 7.2 Implications of the Three Models Assuming that Same-Gender Matches Are "More Productive" and the Empirical Findings

	Implications of the Three Models			
	Discrimination	Productivity	Human Capital	Empirical Findings
Example 1: Female Supervisor and Male Employee				
Employee wage in period 1	positive	no effect	positive[a] negative[b]	negative
Employee wage profile	no prediction	no prediction	negative[a] positive[b]	positive
Employee wage growth	no prediction	no prediction	negative[a] positive[b]	positive or no effect
Promotion probability	no prediction	no prediction	negative[a] positive[b]	no effect
Example 2: Female Supervisor and Female Employee				
Employee wage in period 1	negative	no effect	negative	negative
Employee wage profile	no prediction	no prediction	positive	positive
Employee wage growth	no prediction	no prediction	positive	positive or no effect
Promotion probability	no prediction	no prediction	positive	no effect

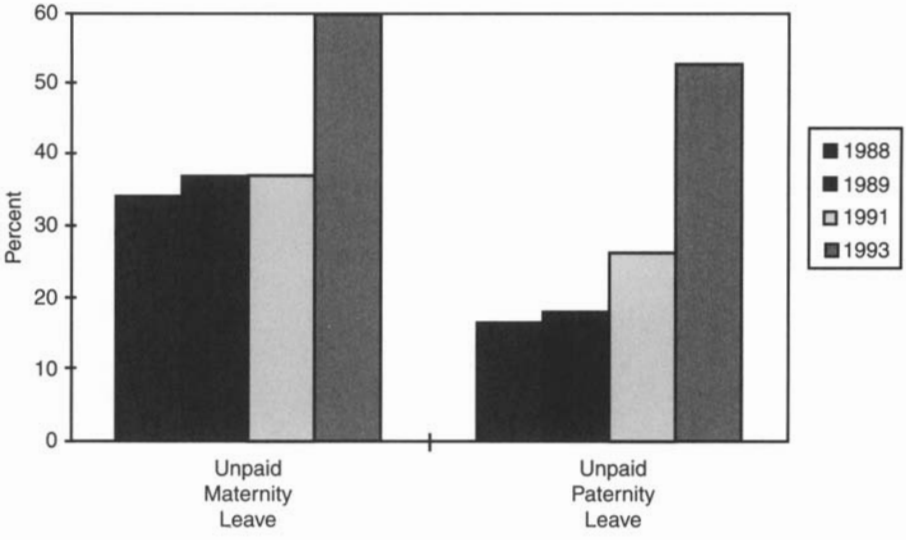
Note: If opposite-gender matches are assumed to be "more productive," then the signs in columns 1–3 of the table are reversed.

This is a modified version of table 14 in Rothstein's original paper presented at the Gender and Family Issues in the Workplace Conference. It is essentially her table 7.2 (in this volume) augmented by column 4 containing her empirical findings.

[a] Assumes males receive less training with female supervisor.

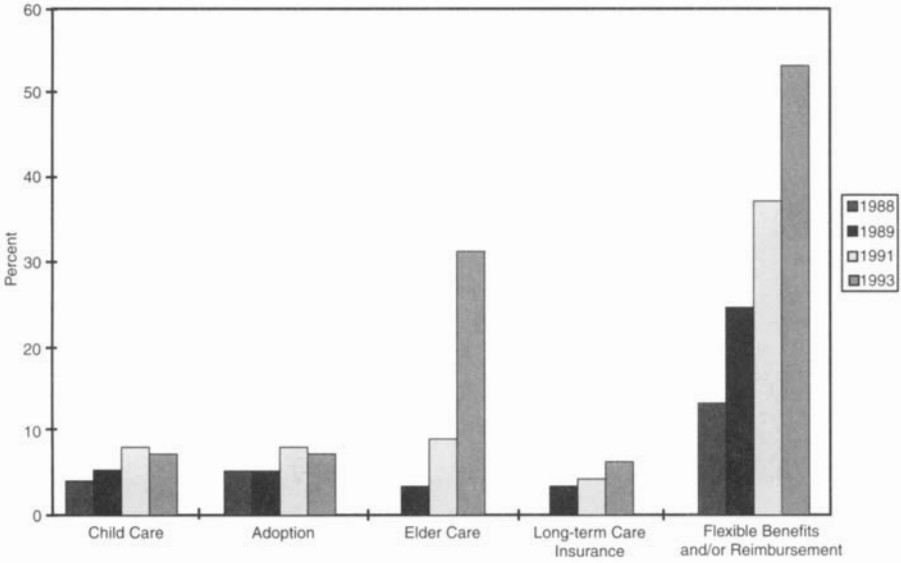
[b] Assumes compensation effects of tables 7.12 and 7.13.

Figure 8.1 Family Time Off Benefits: Proportion of Employees Offered Coverage



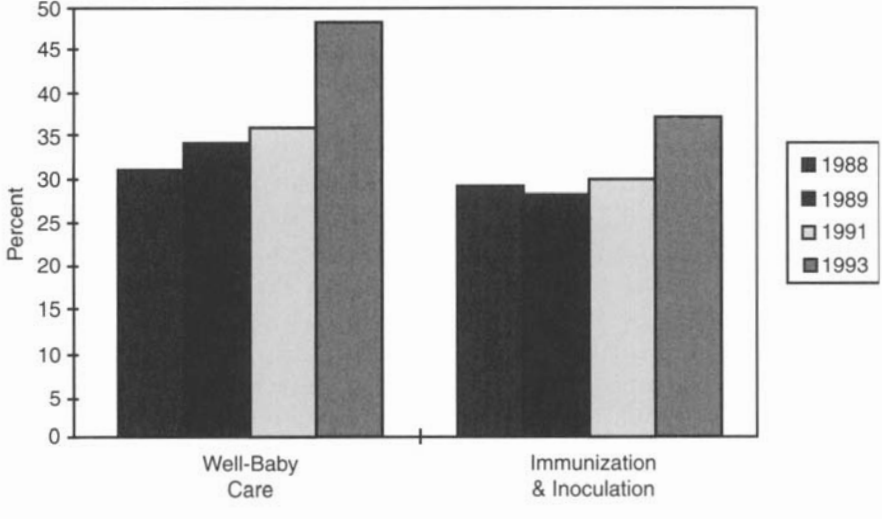
Source: U.S. Department of Labor (various years).

Figure 8.2 Family Benefits: Proportion of Employees with Coverage



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

Figure 8.3 Medical Benefits: Proportion of Employees Offered Coverage



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