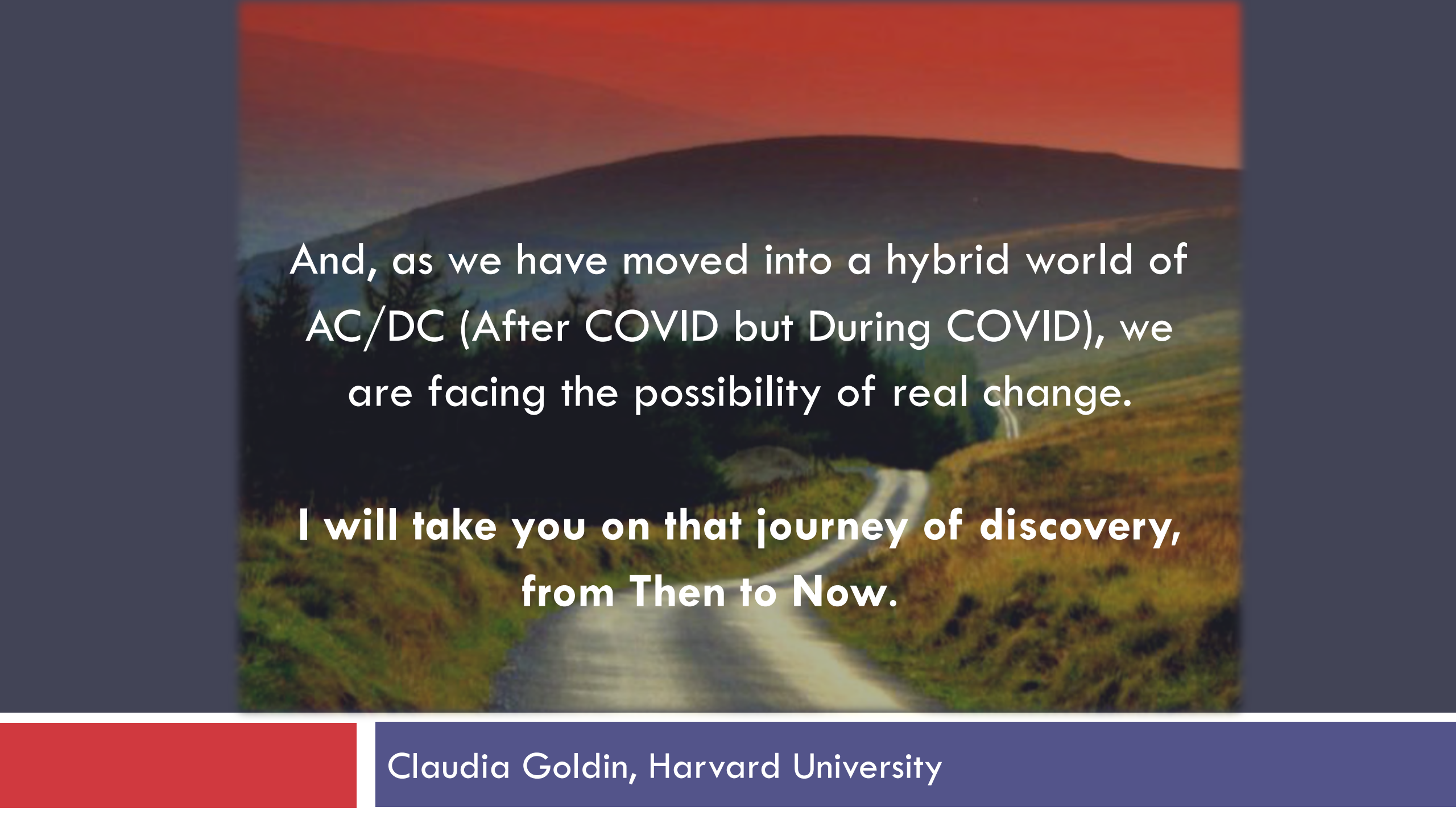




CAREER AND FAMILY THEN AND NOW

AUGUST 18, 2022 2P
RICHARD LESTER PRIZE LECTURE
PRINCETON UNIVERSITY

Claudia Goldin, Harvard University

A scenic landscape featuring a winding dirt road that curves through rolling green hills. The sky above is a deep, vibrant red, suggesting a sunset or sunrise. The overall mood is contemplative and hopeful.

And, as we have moved into a hybrid world of
AC/DC (After COVID but During COVID), we
are facing the possibility of real change.

**I will take you on that journey of discovery,
from Then to Now.**

Claudia Goldin, Harvard University

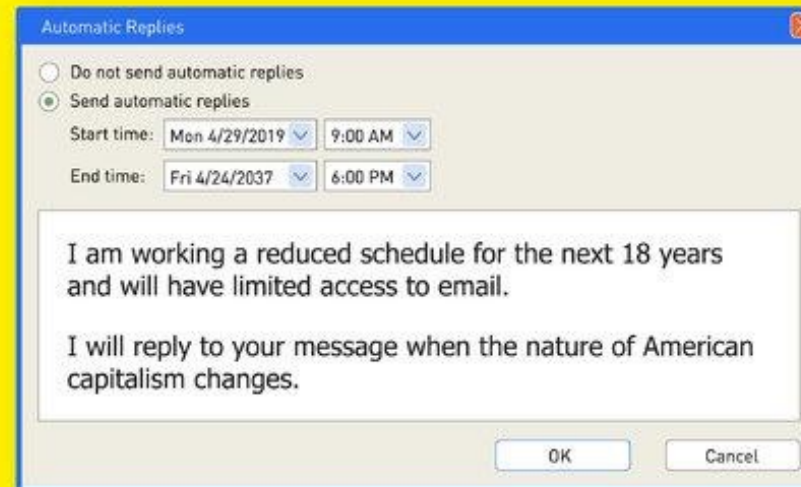
The New York Times

Women Did Everything Right and then Work Got Greedy
How America's obsession with long hours has widened the gender gap



By **Claire Cain Miller**

April 26, 2019





When couples gives up couple equity, they increase gender inequality.



When couples gives up couple equity, they increase gender inequality.

Group	Graduated from 4-Year College During	Approximate Birth Year	Characterization of Desired Family & Career/Job Path
1	1900 to 1919	1878 to 1897	Family or career
2	1920 to 1945	1898 to 1923	Job then family
3	1946 to 1965	1924 to 1943	Family then job
4	1966 to 1979	1944 to 1957	Career then family
5	1980 to 2000+	1958 to 1978+	Career and family

Jeannette Rankin, b.1880



1900s

b. 1878-1897

Family or Career

1

Betty Friedan, b.1921



1950s

b.1924-43

Family then Job

3

Tammy Duckworth, b.1968

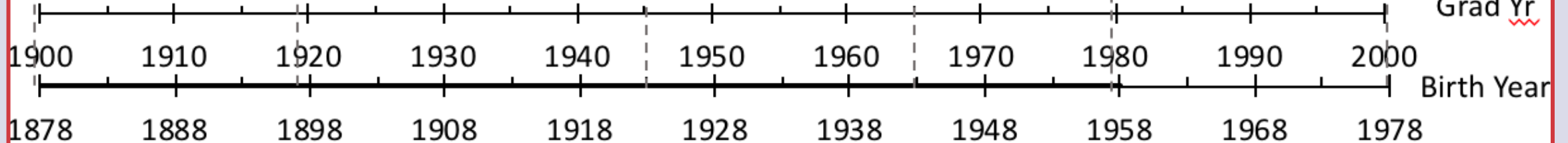


1990s

b.1958-78

Career and
Family

5



Group College Years [Group Birth Years]	Never Married (by 30)	Never Married (by 50)	No Children (by 45)	Work if Ever Married 25-29	Work if Ever Married 45-49

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Group 2: 1920-45 [1898-1923]	38%	19%	36%	28%	58%

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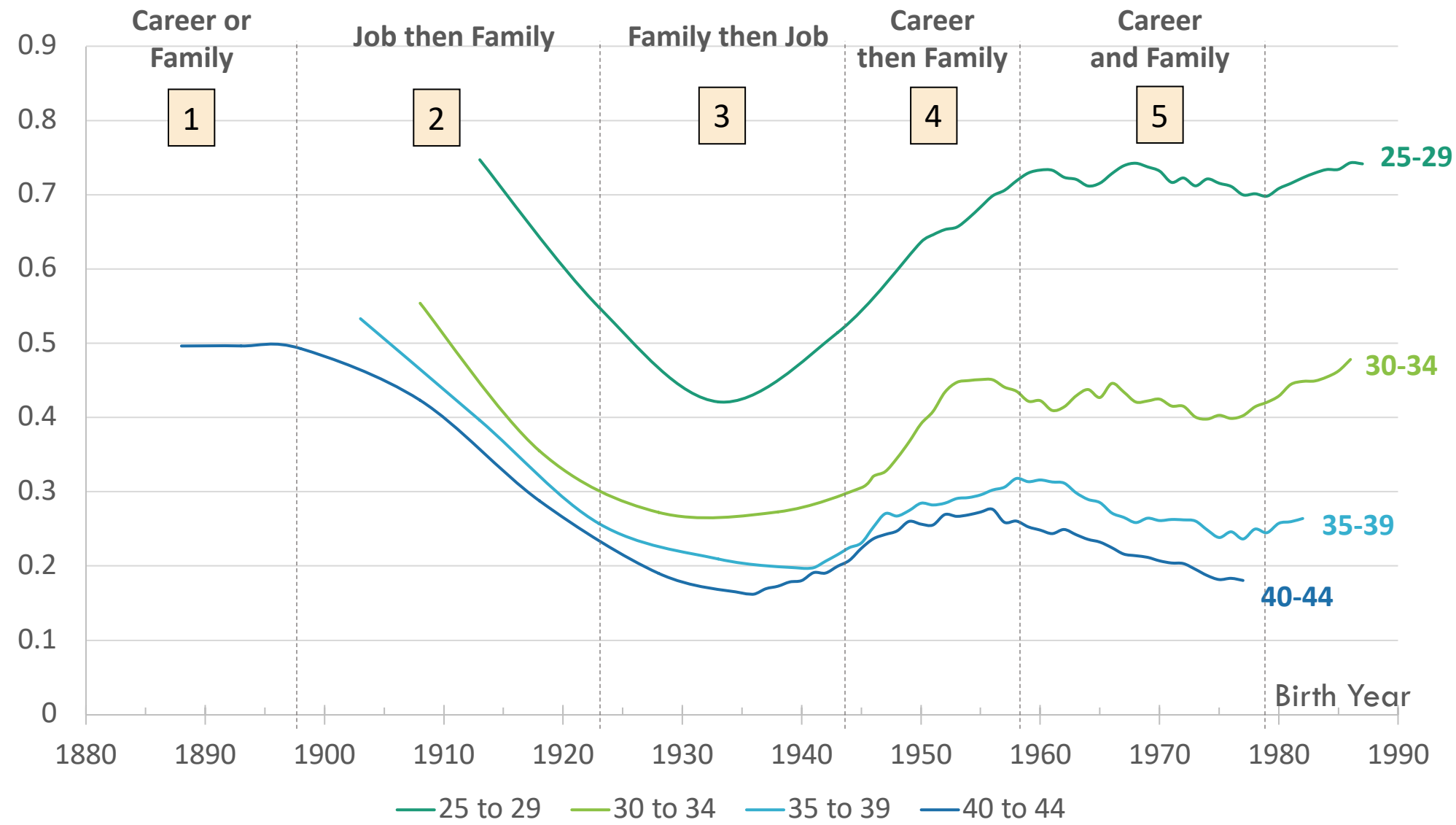
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Roy Lichtenstein c.1964

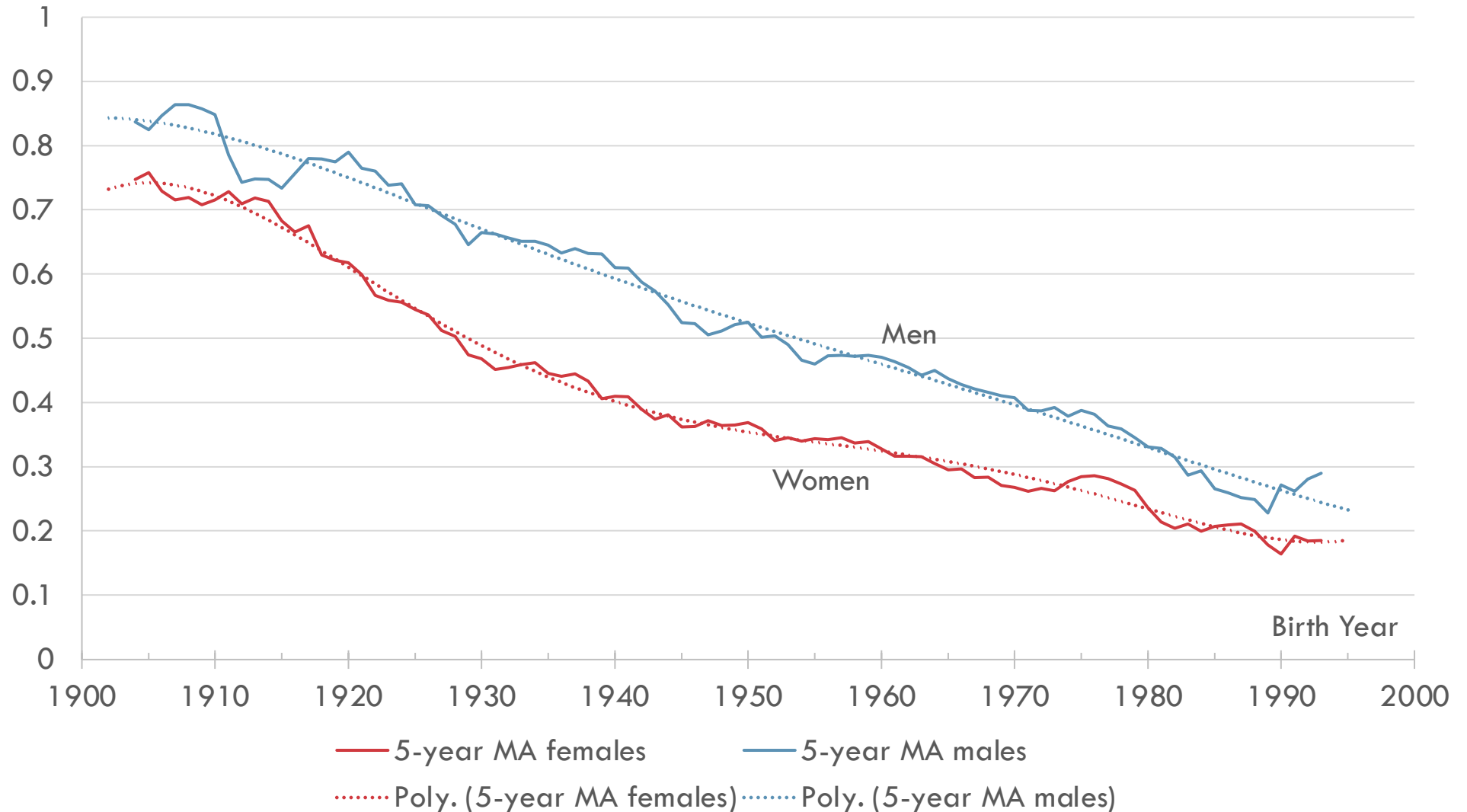
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Group 5: 1980-2000+ [1958-1978+]	27%	12%	21%	83%	84%

Fraction of US College Graduate Women with No Births

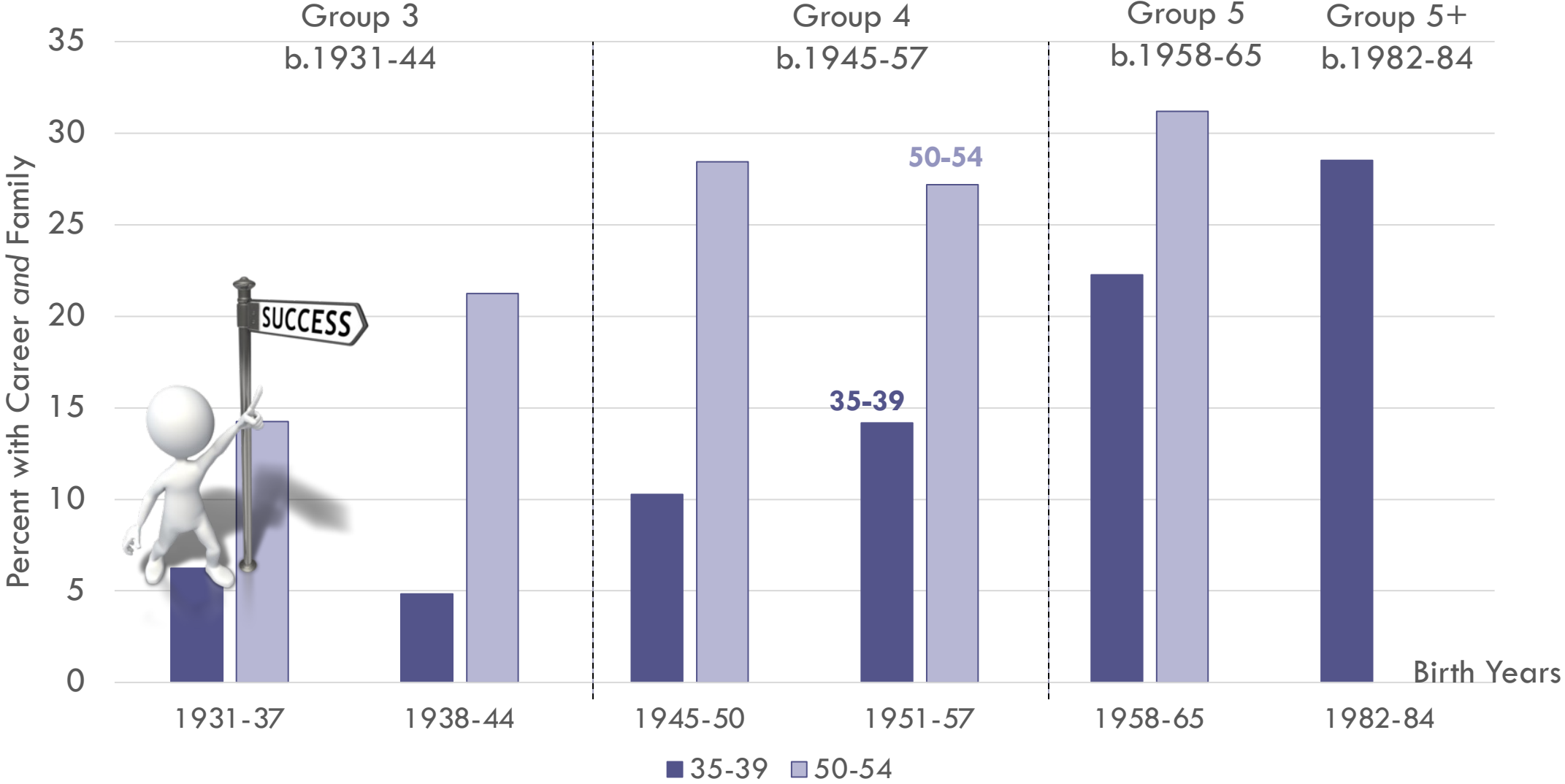


Sources: 1940-1970 US Census of Population; CPS June Fertility Survey Micro-data, 5-year centered moving average.

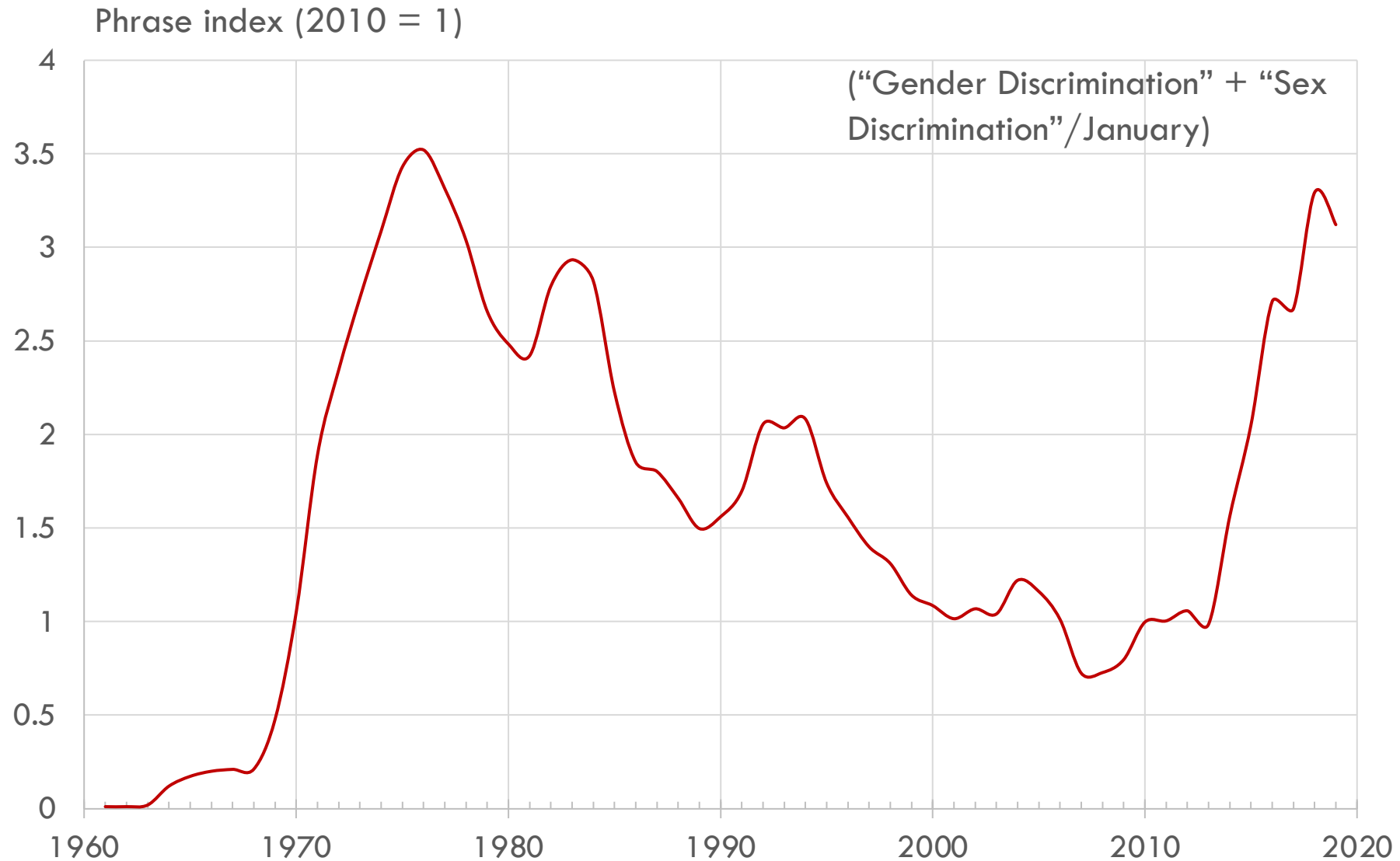
Fraction of Men and Women Agreeing with:
“Preschool children are likely to suffer if their mother works” (GSS, 1977 to 2016)



Career and Family Success: US College Graduate Women



Expressions of Discontent: *New York Times* Phrase Searches, 1960 to 2020



Notes: Author's *New York Times* searches, with quotation marks to search for phrases, scaled by counts of the word January.

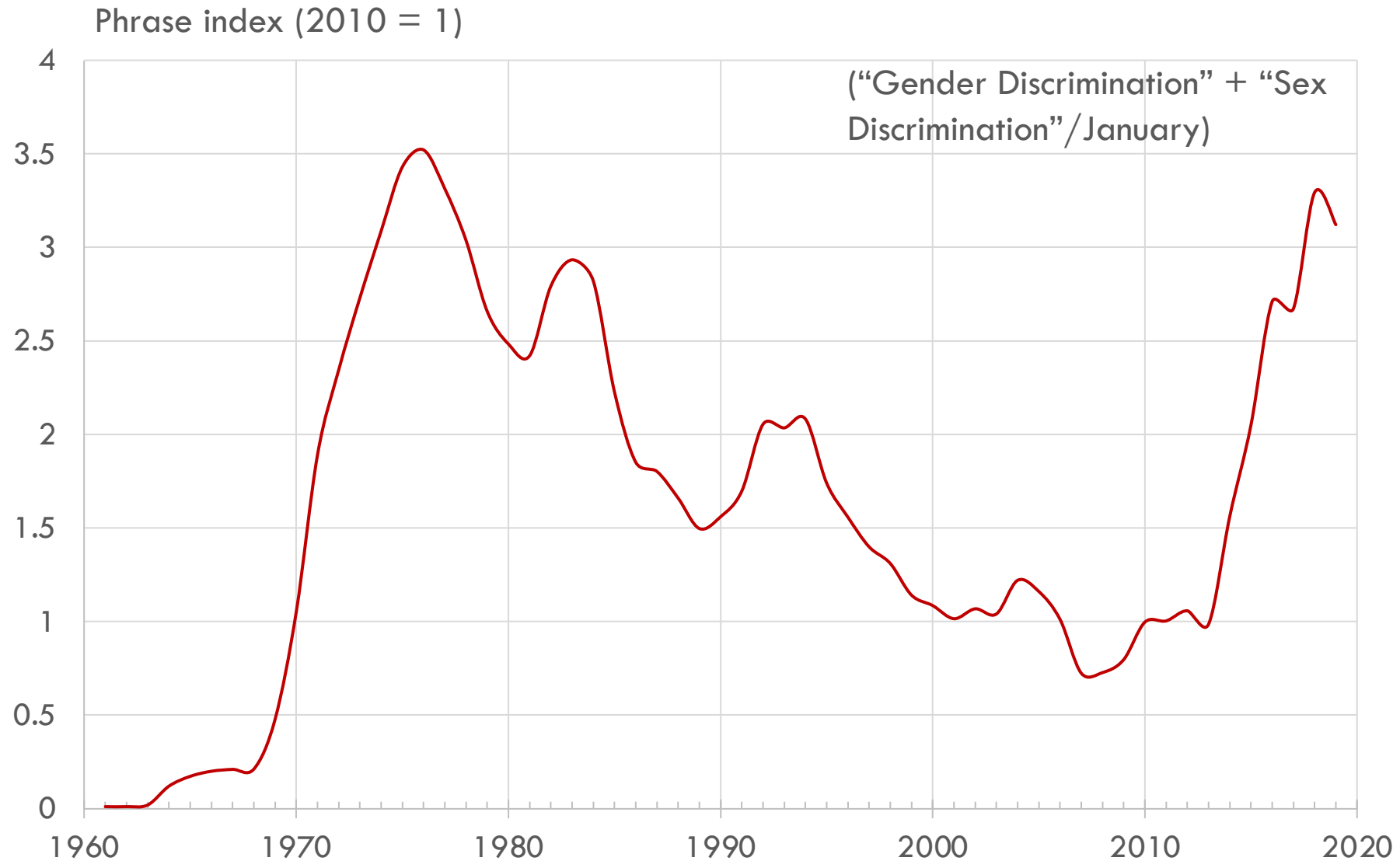


Noisy Revolution of 50 Years Ago



#MeToo Today

Expressions of Discontent: *New York Times* Phrase Searches, 1960 to 2020



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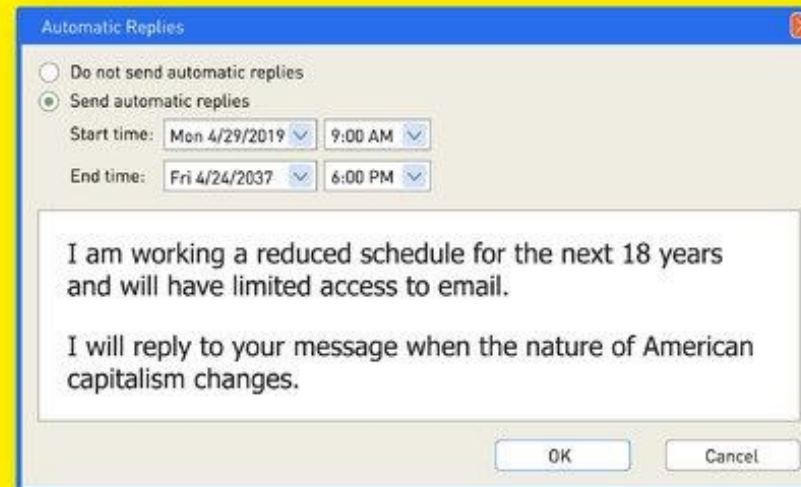
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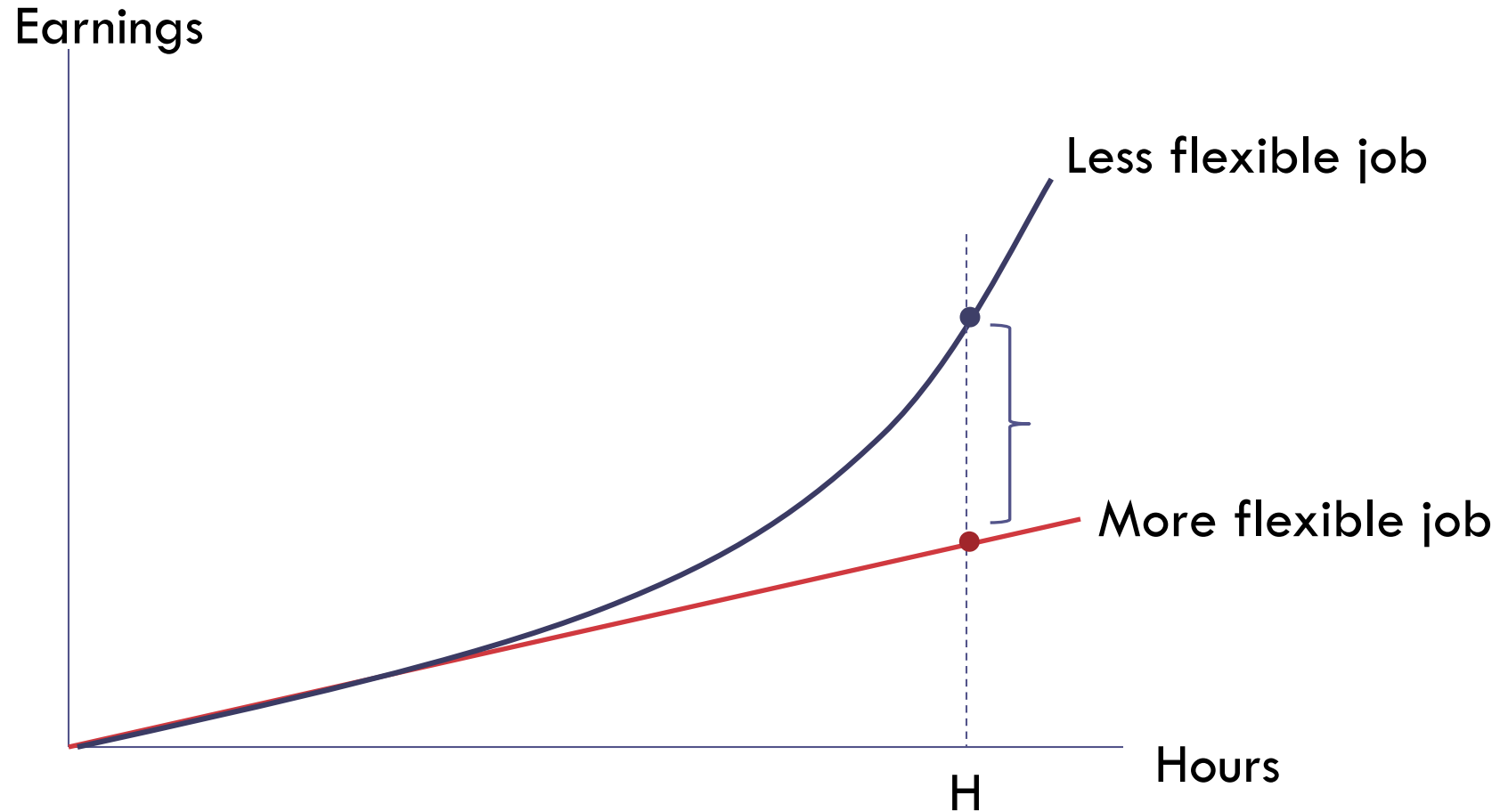


By **Claire Cain Miller**

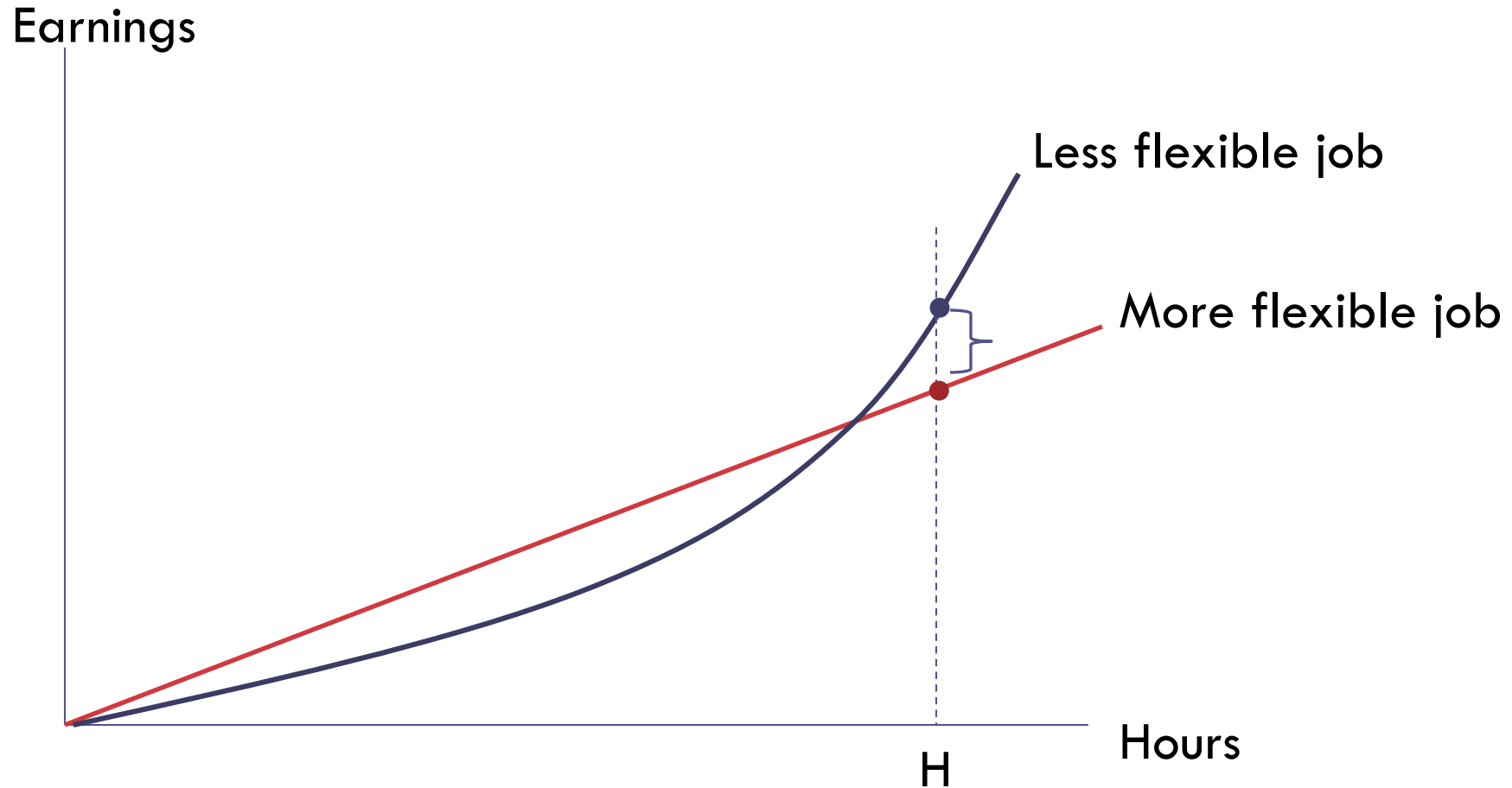
April 26, 2019



Gender Inequality \leftrightarrow Couple Inequity



Gender Inequality \leftrightarrow Couple Inequity



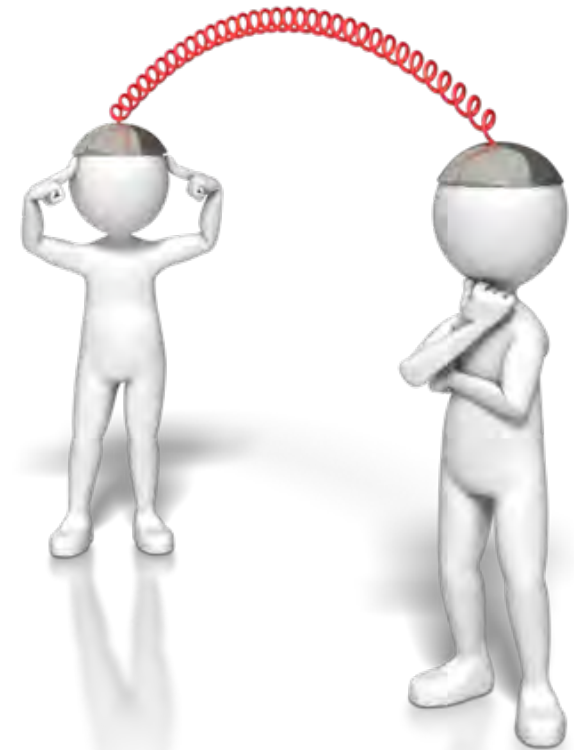
What Are the Solutions?

- Knowing the problem is the first step.
- One solution would involve lowering the cost of the amenity—temporal flexibility.
- The solution could also involve changing gender norms.
- A part of the solution could involve lowering the cost of childcare and eldercare.



How to Reduce the Costs of Temporal Flexibility

- Fix the Organizations: Reduce costs of temporal flexibility
 - ▣ Create good substitutes for particular workers
 - ▣ Convey information with little loss of fidelity



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 - ▣ Have teams of substitutes, not of complements



The New York Times

“In the Covid-19 Economy, You Can Have a Kid or a Job. You Can’t Have Both.”

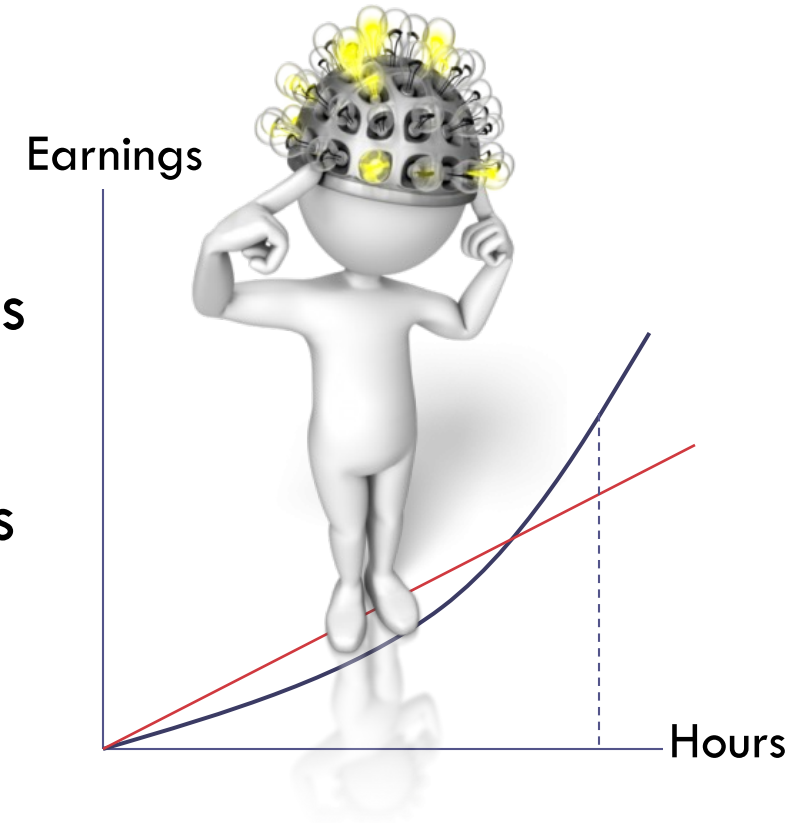
Goodbye future
promotion ...

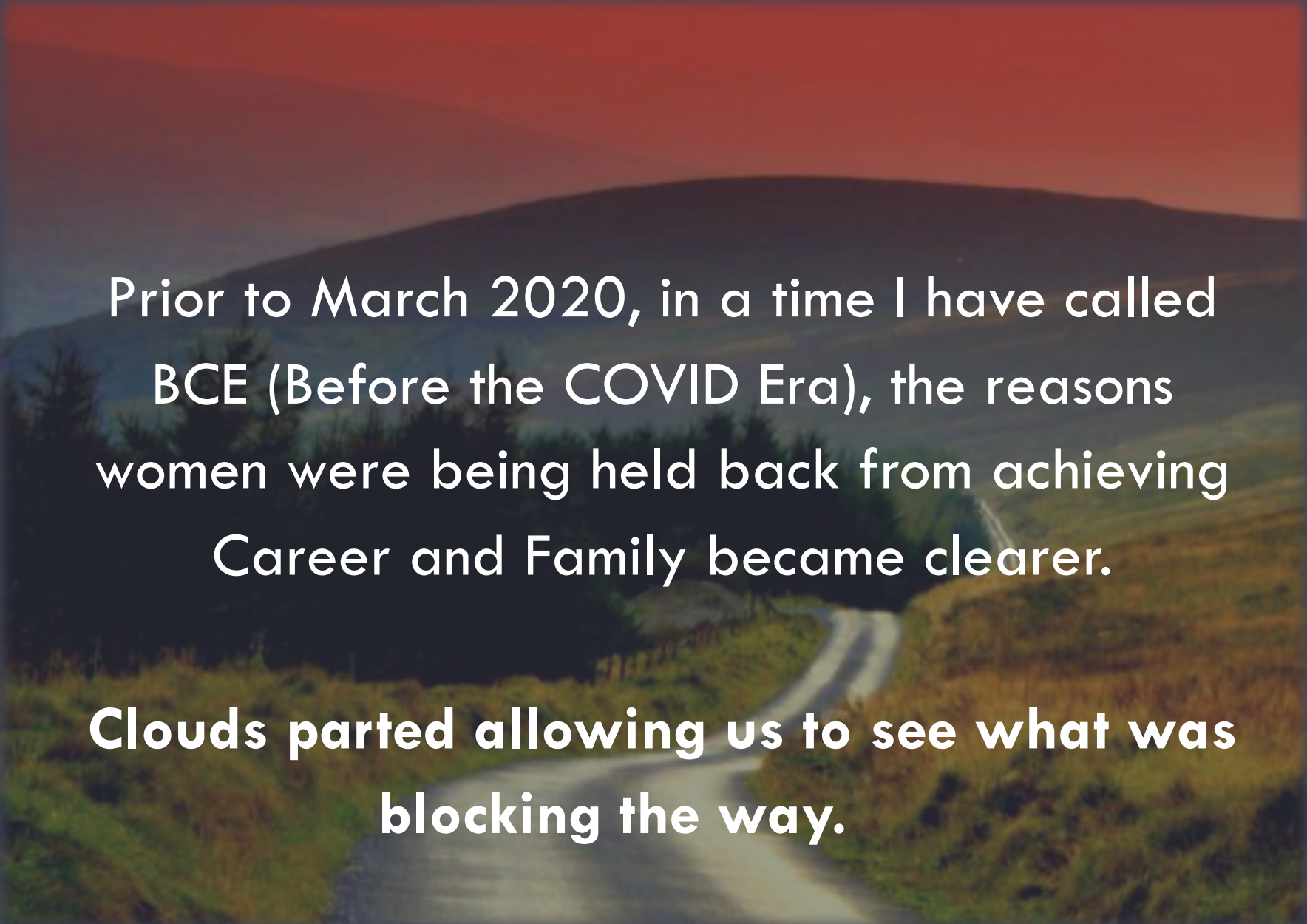
July 4, 2020
Deb Perelman



How to Reduce the Costs of Temporal Flexibility

- Fix the Organizations: Reduce costs of temporal flexibility
 - ▣ Create good substitutes for particular workers
 - ▣ Convey information with little loss of fidelity
 - ▣ Have teams of substitutes, not of complements
 - ▣ Reduce travel and meetings
 - ▣ Enable WFH but do not create a “female ghetto”





Prior to March 2020, in a time I have called
BCE (Before the COVID Era), the reasons
women were being held back from achieving
Career and Family became clearer.

**Clouds parted allowing us to see what was
blocking the way.**





Career & Family

WOMEN'S CENTURY-LONG
JOURNEY TOWARD EQUITY

The journey continues

**Claudia
Goldin**