CAREER AND FAMILY
THEN AND NOW

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

Claudia Goldin, Harvard University
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.
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 give up couple equity, they increase gender inequality.
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<table>
<thead>
<tr>
<th>Group</th>
<th>Graduated from 4-Year College During</th>
<th>Approximate Birth Year</th>
<th>Characterization of Desired Family &amp; Career/Job Path</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>1900 to 1919</td>
<td>1878 to 1897</td>
<td>Family or career</td>
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<td>2</td>
<td>1920 to 1945</td>
<td>1898 to 1923</td>
<td>Job then family</td>
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<td>1946 to 1965</td>
<td>1924 to 1943</td>
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<td>4</td>
<td>1966 to 1979</td>
<td>1944 to 1957</td>
<td>Career then family</td>
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<td>5</td>
<td>1980 to 2000+</td>
<td>1958 to 1978+</td>
<td>Career and family</td>
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Tammy Duckworth, b. 1968
Betty Friedan, b. 1921
Jeannette Rankin, b. 1880
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I CAN'T BELIEVE IT.
I FORGOT TO HAVE CHILDREN!

Roy Lichtenstein c.1964
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Fraction of US College Graduate Women with No Births

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

Group 3  
b.1931-44

Group 4  
b.1945-57

Group 5  
b.1958-65

Group 5+  
b.1982-84

Birth Years

Percent with Career and Family


35-39  50-54

35-39  35-39  50-54  50-54  50-54  50-54

GROUP 3
b.1931-44

GROUP 4
b.1945-57

GROUP 5
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GROUP 5+
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SUCCESS

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

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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
Gender Inequality ↔ Couple Inequity

Earnings

Hours

Less flexible job

More flexible job
Gender Inequality ↔ 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
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
“In the Covid-19 Economy, You Can Have a Kid or a Job. You Can’t Have Both.”

Goodbye future promotion …
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