

CONTENTS

1. Women's Experience in the American Economy	3
2. The Evolution of the Female Labor Force	10
The Measure of Market Work	13
Labor Force Participation of Married Women Since 1890	16
Cohorts of White Married Women	17
Cohorts Versus Cross Sections	21
Implications of Cohort Change	23
Cohorts of Nonwhite Married Women	27
Life-Cycle Labor Force Participation and Work Experience	28
Direct Measures of Life-Cycle Work	30
Work Experience, 1930 to 1950	37
Economic Development and the Life Cycle of Work	42
Corrections to the c. 1890 Data	43
Participation Rates Before 1890: Married and Adult Women	46
Participation Rates Before 1890: Single Women	50
Single Women in the Labor Force, 1890 to 1930	54
<i>Summary: The Work of Women, 1790 to 1988</i>	55
3. The Gender Gap in Earnings and Occupations	58
The Gender Gap in Earnings over the Long Run, 1815 to 1987	59
The Ratio of Female to Male Full-time Earnings	59
Manufacturing and Agriculture, 1815 to 1970	63
All Workers, 1890 to 1987	68
Occupational Segregation and the Male-Female Wage Gap	71
Sources of Change in the Ratio of Male to Female Earnings	73
The Gender Gap in Occupations	74
Occupational Distributions Among White and Black Women	74
Occupational Segregation by Sex, 1900 to 1980	75
Occupational Segregation in Manufacturing, 1900	77
Implications of Occupational Segregation	81
<i>Summary: Earnings and Occupations</i>	82
4. The Emergence of "Wage Discrimination"	83
A Measure of "Wage Discrimination"	84
"Wage Discrimination" in Recent Studies	87
Discrimination and "Wage Discrimination"	88

Explaining Differences Between Male and Female Earnings	90
Manufacturing, 1888 to 1907	91
Female Manufacturing Workers	93
Earnings of Manufacturing Workers	97
"Wage Discrimination" in Manufacturing	101
Clerical Sector, 1940	105
Clerical Work and Clerical Workers	106
Earnings of Clerical Workers	107
"Wage Discrimination" in Clerical Work	110
The Origins of "Wage Discrimination"	114
Summary: "Wage Discrimination"	117
5. The Changing Economic Role of Married Women	119
Explaining Long-term Trends in Married Women's Labor Force Participation	122
Supply Versus Demand	122
Labor Supply: Income, Wage, and Substitution Effects	124
A General Model of the Labor Market for Married Women	126
Estimates of Income, Wage, and Substitution Effects	131
Applying the General Model, 1890 to 1980	136
A Cohort Approach to Change in Married Women's Labor Force Participation	138
Cohort Differences in Fertility	139
Cohort Differences in Education	143
Occupational and Educational Change	143
A Cross-Section, Time-Series Model	149
Expectations and Cohort Labor Force Participation	154
Summary: Married Women in the Labor Force	157
6. Why Did Change Take So Long?	159
Marriage Bars	160
Extent of the Marriage Bar	161
Firm-Level Evidence, 1931 and 1940	166
Evidence from Local School Districts	170
Explaining the Marriage Bar	171
The Decline of the Marriage Bar in the 1950's	174
The Long-Run Impact of the Marriage Bar	177
Hours of Work and Part-time Employment	179
Hours of Work	179
Part-time Employment	180
Summary: Easing the Constraints	183
7. The Political Economy of Gender	185
Historical Dimensions of Public Policy	186
Origins and Impact of Protective Legislation	189
Hours and Employment Effects of Maximum Hours Legislation	195
Protective Legislation Versus Equality	198

The Federal Government and the Economic Status of Women	199
The President's Commission on the Status of Women, 1963	200
The 1963 Equal Pay Act and Title VII of the 1964 Civil Rights Act	201
Origins of Discontent	202
Perceptions of Discrimination	203
Discontent Among College Graduates	206
The New Political Economy of Gender: Comparable Worth and Title VII	208
<i>Summary: Altering the Rules</i>	210

8. Economic Progress and Gender Equality 211

The Present 211

The Past 213

The Future 215

Appendix to Chapter 2: Corrections to the c. 1890 Female Labor Force Participation Rates 219

Data Appendix 228

Notes 233

References 263

Index 281