CAREER AND FAMILY: COLLISION OR CONFLUENCE

8TH KENNETH ARROW LECTURE
COLUMBIA UNIVERSITY

Claudia Goldin, Harvard University
Collision or Confluence

- **Low hanging fruit**
  - “Fix the women”
  - “Fix the infants”
  - “Fix the daddies”
  - “Fix the managers”
Collision or Confluence

- Fix the Organizations: Reduce costs of temporal flexibility
  - Create “puzzle pieces”
  - Convey information with little loss of fidelity
  - Teams of substitutes, not complements
  - Remunerate by outputs not inputs
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- Fix the Organizations: Reduce costs of temporal flexibility
  - Create “puzzle pieces”
  - Convey information with little loss of fidelity
  - Teams of substitutes, not complements
  - Remunerate by outputs not inputs
  - Have more linear pay with respect to hours
Collision or Confluence: Outline

- **Collision Course: Greater now than ever.**
  - More college graduate women
  - More with career ambitions
  - More having children

- **Evolution of career and family ambitions**
  - "Success" increases by cohort and within cohorts
  - "Success" is low for younger college graduate women

- **How to do better**
  - Role of temporal flexibility
  - "Fix the women, infants, dads, managers" won’t work
  - What has worked?
Fraction of College Graduate Women and Men by Birth Cohort (by Age 35)
Fraction of College Graduate Women and Men Earning Post-BA Degrees (MBA, PhD, MD, JD, etc.)
Median Age at First Marriage for College Graduate Women by Birth Cohort

Year of Woman’s Birth
Fraction of College Graduate Women with No Births

Year of Woman's Birth

Fraction with no births

35 to 39 years

40 to 44 years


35 to 39

40 to 44

3.5

3.0

2.5

2.0

1.5

1.0

0.5

0.0
# Career and Family among College Graduate Women

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<tr>
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Fraction of College Graduate Women with No Births

- 25 to 29 years
- 30 to 34 years
- 35 to 39 years
- 40 to 44 years

Year of Woman's Birth

Fraction of College Graduate Women with No Births

Year of Woman's Birth

- 25 to 29
- 30 to 34
- 35 to 39
- 40 to 44

Career then Job
- Career then Family
- Career and Family

35 to 39 years
40 to 44 years
Career and Family Success among College Graduate Women

Percent with Career and Family

- 1931-37
- 1938-44
- 1945-50
- 1951-57

Age groups:
- 35-39
- 40-44
- 45-49
- 50-54
Career and Family Success among College Graduate Men

Percent with Career and Family

- 1931-37
- 1938-44
- 1945-50
- 1951-57

- 35-39
- 40-44
- 45-49
- 50-54
Career and Family Success among College Graduates: Ratio of Female to Male Success

Ratio of Female to Male Success
Female to Male Earnings (Adjusted) by Occupation: 2009-2011 (FT-FY Workers)

- **Business & Finance**
- **Health, High Self Empl**
- **Health, Low Self Empl**
- **Science & Techhology**

- Management analysts; admin. service managers; purchasing managers; human resources managers; budget analysts
- Financial specialists; podiatrists; brokerage clerks; physicians & surgeons; securities sales agents
- Sales engineers; speech pathologists; eng. managers; biomedical engineers
- Physical scientists; computer managers; computer scientists; computer systems admins
- Pharmacists
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