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
Collision or Confluence

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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)

Year of Birth

Females

Males

Female College Graduates  Male College Graduates
Fraction of College Graduate Women and Men Earning Post-BA Degrees (MBA, PhD, MD, JD, etc.)

- **Males**
- **Females**

![Graph showing the fraction of college graduate women and men earning post-BA degrees from 1970 to 2015.](image-url)
Median Age at First Marriage for College Graduate Women by Birth Cohort

Year of Woman’s Birth

## Career and Family among College Graduate Women

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<thead>
<tr>
<th>Cohort</th>
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<th>Characterization of Desired (or Achieved) Family and Work Path</th>
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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

Age Groups:
- 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

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

35-39  40-44  45-49  50-54
Female to Male Earnings (Adjusted) by Occupation: 2009-2011 (FT-FY Workers)

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

Legend:
- Red: Business & Finance
- Blue: Health, High Self Empl
- Purple: Health, Low Self Empl
- Green: Science & Technology

Note: The graph shows the adjusted earnings ratio of female to male earnings for various occupations over the years 2009-2011 for full-time, full-year workers.
Female to Male Earnings (Adjusted) and O*NET Characteristics by Occupation: 2009-2011

Mean of 5 Normed O*NET Characteristics

- Business & Finance
- Health (High Self-Employ)
- Tech & Science
- Health (Low Self-Employ)
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