## 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
Summary: The Work of Women, 1790 to 1988 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
Summary: Earnings and Occupations 82
4. The Emergence of "Wage Discrimination" 83
The Direct Bonds of Wage Direction
A Measure of "Wage Discrimination" 84
"Wage Discrimination" in Recent Studies 87
Discrimination and "Wage Discrimination" 88

xiv CONTENTS

Explaining Differences Between Male and Female Earnings  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 1	19
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 12 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	.6
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	
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 Historical Dimensions of Public Policy 186 Origins and Impact of Protective Legislation 189 Hours and Employment Effects of Maximum Hours Legislation Protective Legislation Versus Equality 198	195

CONTENTS XV

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

210

## 8. Economic Progress and Gender Equality 211

The Present 211
The Past 213
The Future 215

Summary: Altering the Rules

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

Data Appendix 228

Notes 233

References 263

Index 281

## LIST OF TABLES

Table 2.1	Race, and Nativity, 1890 to 1988	17
TABLE 2.2	Female Labor Force Participation Rates by Age and	
IABLE 2.2	Marital Status for White and Nonwhite Women,	
	1890 to 1980	18
T 2 2	Labor Force Participation by Age and Nativity for Married	
TABLE 2.3	White and Nonwhite Women in Urban Areas,	
		25
T 0.4	1890 to 1970	25
TABLE 2.4	Marital Composition of the Female Labor Force,	26
	1890 to 1988	
Table 2.5	Life-Cycle Labor Force Participation of Married Women,	31
	at Work and Not at Work in 1939	33
Table 2.6	Labor Force Transitions of Married Women, 1939	5.
Table 2.7	Life-Cycle Labor Force Participation of Married Women,	36
	1951 to 1969, for Cohorts Born 1906 to 1915	50
Table 2.8	Simulated Years of Work Experience Since Marriage for	38
	Cohorts of Working Married Women, 1900 to 1980	30
Table 2.9	Adjustments to the 1890 Female Labor Force Participation	4.4
	Rates	44
<b>TABLE 2.10</b>	Occupations of Widows and Their Husbands,	
	1791 to 1796	49
<b>TABLE 2.11</b>	Percent "At Home" Among Single Women, 16 to 24	_
	Years Old, in Five Cities, 1880 to 1930	5
TABLE 3.1	Ratios of Female to Male Full-time Earnings in	
	Agricultural and Manufacturing Employment and Across	
	All Occupations, 1815 to 1987	60
TABLE 3.2	Full-time Farnings and Occupational Distributions of the	
111022 5.2	Female and Male Labor Forces: 1890, 1930, and 1970	64
TABLE 3.3	Occupational Distributions of White and Nonwhite	
TABLE 3.5	Women: 1890, 1930, 1970, and 1980	74
TABLE 3.4	Sex Segregation and Piecework Among 48 Industries,	
TABLE 3.4	1890	73
TABLE 3.5	Male and Female Employment in the Manufacturing	
IADLE J.J	Sector by Two-Digit SIC Industries, 1890 and 1960	80
TABLE 3.6	Earnings and Employment by Sex, Method of Pay, and	
IABLE 3.0	Integration of Firm: Compositors, 1896	8
	HILOGIATION OF A MARK THE P	

TABLE 4.1	Determinants of Earnings Among Working Women, 1888 to 1907	
TABLE 4.2	Determinants of Earnings Among Married Women	96
IABLE 4.2	Workers, 1907	98
TABLE 4.3	Determinants of Earnings Among Male and Female Office	90
	Workers, 1940	109
Table 4.4	Job Restrictions by Sex Among Firms Hiring Office	107
	Workers, 1940	112
Table 4.5	Earnings Functions for Unskilled and Skilled Office	
	Workers, 1940	114
TABLE 5.1	Urban White Female Labor Force and Earnings,	
	1890 to 1980	129
TABLE 5.2	Labor Supply Elasticities, 1900 to 1980	132
TABLE 5.3	Percentage of Women in Clerical Sector Employment by	
_	Cohort and Race, 1930 to 1970	146
TABLE 5.4	Pooled Cross-Section, Time-Series Analysis of Married	
	Women's Labor Force Participation by Race,	
<b>.</b>	1890 to 1980	151
TABLE 5.5	The Female Labor Force and World War II	153
TABLE 5.6	Expected Labor Force Participation at Age 35 by Race,	
<b>m</b>	Age, and Birth Cohort, 1968 to 1979	157
TABLE 6.1	Marriage Bars Among School Districts, 1928 to 1951, and	
TD	Firms Hiring Office Workers, 1931 and 1940	162
TABLE 6.2	Marriage Bars by Size of Firm and Sector, Office Work	165
TABLE 6.3	Explaining Marriage Bars: Logit Regressions for the	
T	Retain Bar, 1931 and 1940	168
TABLE 6.4	The "Labor Squeeze," 1900 to 1960	175
TABLE 6.5	Part-time Employment, 1920 to 1970	181
TABLE 7.1	Maximum Hours Legislation and Scheduled Hours by	
	State, 1909 to 1919	190

190

## LIST OF FIGURES

FIGURE 2.1	Female Labor Force Participation Rates for Two Age	
	Groups of Married Women by Race, 1920 to 1980	20
FIGURE 2.2	Labor Force Participation Rates by Cohort and Race for	
	Married Women, 1890 to 1980, for Cohorts Born	
	1866 to 1965	22
FIGURE 2.3	Work Experience by Age and Marital Status, 1939	40
FIGURE 2.4	Labor Force Participation Rates for Female Heads of	
	Household in Philadelphia, 1790 to 1860	48
FIGURE 3.1	Ratio of Female to Male Earnings, 1815 to 1987	62
FIGURE 4.1	Earnings Functions and "Wage Discrimination"	85
FIGURE 4.2	Earnings Functions in Manufacturing Employment,	
	c. 1900	103
FIGURE 4.3	Earnings Functions in Office Work, 1940	110
Figure 5.1	Labor Force Participation Rates by Cohort and Race for	
	Married Women, 1890 to 1980, for Cohorts Born	
	1866 to 1965	121
FIGURE 5.2	The General Model	127
FIGURE 5.3	Births per 1,000 Ever-Married Women by Race and	
	Cohort	140
FIGURE 5.4	Percentage of Ever-Married Women with No Births by	
	Race and Cohort	141
FIGURE 5.5	Percentage Graduating from High School and College by	
	Race and Cohort	144
FIGURE 5.6	Median Years Schooling by Race and Cohort	145
FIGURE 7.1	Complaints Filed with EEOC, 1966 to 1984	203
FIGURE 8.1	Bachelor's and Professional Degrees by Sex,	
	1060 to 1088	216