

**Econ 797GS: Gender, Sexuality, Work, and Pay (8/13/20 version)**  
**Fall 2020: Tuesdays 9:00-11:30 AM on Zoom**  
**Lee Badgett**

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Office hours: by appointment

This course is designed to provide doctoral students (and potentially) masters' students, and advanced undergraduates) an overview of recent empirical research on some particularly important and promising topics related to gender and sexuality inequality in the labor market. We will draw primarily on empirical research that addresses theoretical predictions from economics and sociology, as well as research on policies designed to reduce inequality.

I have invited some outside speakers to the class to give it a "workshop" component and to allow students to learn more about other scholars on campus who could serve as committee members or intellectual resources.

**Requirements:**

*Discussion questions:* As part of class participation, students will create 3-4 discussion questions for the assigned week's topic and will email them to Lee by noon on the Monday before class. You'll do that twice.

*Optional reading presentations:* Also, each student will make a brief presentation of two optional readings during the semester (for two different weeks). The reading could come from the optional readings on the syllabus or another related paper.

*Short written exercises:* There will be 3-4 short response papers due after particular class discussions.

*Empirical research paper:* In addition to participation in discussions of the readings, the primary requirement for the course will be an empirical research paper-- probably for most students this will be something econometric that builds on their methodological coursework, but we are open to other possibilities such as experimental/audit studies. Another good option would be a replication of an existing study. I will provide a rubric for the paper later in the semester, but in general we are looking for a paper with a clear empirical question that is rooted in some literature related to the course, a source of data, and some empirical results related to the question. You make a brief check-in on the paper two times during the semester: Sept. 22 (topic ideas), Oct. 27 (progress report). The last class (Nov. 17) will include an 15-20 minute presentation of your project to date. The paper will be due Dec. 2 at 5:00 pm. Please note I will not give any incompletes without at least a first draft of a paper.

The required readings (marked with \*) will be available on Moodle.

## 1. Aug. 25: Introduction and Overview

\* Francine D. Blau and Lawrence M. Kahn, "The Gender Wage Gap: Extent, Trends, and Sources," *Journal of Economic Literature* 55:3 (2017), 789–865.

Other reviews (optional):

Martha J. Bailey and Thomas A. DiPrete, "Five Decades of Remarkable but Slowing Change in U.S. Women's Economic and Social Status and Political Participation," *RSF: The Russell Sage Foundation Journal of the Social Sciences* 2:4 (2016), 1–32.

Marianne Bertrand, "Gender in the Twenty-First Century," *AEA Papers and Proceedings*, 110 (2020): 1-24.

Claudia Goldin, "A Grand Gender Convergence: Its Last Chapter," *American Economic Review*, 104:4 (2014), 1091-1119.

Paula England, Andrew Levine, and Emma Mishel, "Progress toward gender equality in the United States has slowed or stalled," *PNAS* 117:13 (2020), 6990-6997.

## 2. Sept. 1: Experimental/Audit Studies and Implicit Bias

\* Lee Badgett and Nancy Folbre, "Job Gendering: Occupational Choice and the Labor Market," *Industrial Relations* 42:2 (2003), 270-298.

\* Shelley J. Correll, Stephen Benard, and In Paik. 2007. "Getting a Job: Is There a Motherhood Penalty?" *American Journal of Sociology* 112:5 (2007), 1297-1338.

\* L. Bursztyn, T. Fujiwara T, A. Pallais, "'Acting Wife': Marriage Market Incentives and Labor Market Investments," *American Economic Review* 107:11 (2017), 3288-3319.

\* Bertrand, M., Chugh, D., & Mullainathan, S. (2005). "Implicit Discrimination", *American Economic Review*, 95(2), 94-98.

Please try the Implicit Attitudes Test before class (it doesn't matter which one): <https://implicit.harvard.edu/implicit/>.

Optional:

Dasgupta, N. (2004). Implicit ingroup favoritism, outgroup favoritism, and their behavioral manifestations. *Social Justice Research*, 17(2), 143-169.

David Neumark, "Experimental Research on Labor Market Discrimination," *Journal of Economic Literature* 2018, 56(3), 799–866. (Read Section 3; Skim the rest, look at tables)

Reference:

Stijn Baert, "Hiring Discrimination: An Overview of (Almost) All Correspondence Experiments," IZA Discussion Paper 10738, April 2017. See also <https://users.ugent.be/~sbaert/research/register.htm>

### **3. Sept. 8: Intro to Discrimination Based on Sexual Orientation and Gender Identity**

\* Marieka Klawitter. "Meta-analysis of the effects of sexual orientation on earnings." *Industrial Relations* 54.1 (2015): 4-32.

\* Doris Weichselbaumer, "Sexual Orientation Discrimination in Hiring," *Labour Economics* 10:6 (2003), 629-642.

\* András Tilcsik, "Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States," *American Journal of Sociology* 117: 2 (2011), 586-626.

Optional:

Sam Winter, et al., "Denied Work: An Audit of Employment Discrimination on the Basis of Gender Identity in South-East Asia", Asia Pacific Transgender Network and UNDP, 2018. [http://www.asia-pacific.undp.org/content/dam/rbap/docs/Research & Publications/hiv\\_aids/RBAP-HHD-2018-Denied-Work-An-Audit-of-Employment-Discrimination.pdf](http://www.asia-pacific.undp.org/content/dam/rbap/docs/Research&Publications/hiv_aids/RBAP-HHD-2018-Denied-Work-An-Audit-of-Employment-Discrimination.pdf)

Kristen Schilt, "Just One of the Guys?: How Transmen Make Gender Visible in the Workplace," *Gender & Society* 20:4 (2006), 465-490.

Reference: Marie-Anne Valfort, "LGBTI in OECD Countries," Paris: Organization for Economic Cooperation and Development, 2017. Available at [http://www.oecd-ilibrary.org/social-issues-migration-health/lgbti-in-oecd-countries\\_d5d49711-en](http://www.oecd-ilibrary.org/social-issues-migration-health/lgbti-in-oecd-countries_d5d49711-en)

### **4. Sept. 15: Household Specialization and Care Penalties**

Visiting speaker: Nancy Folbre

\*Nancy Folbre, "The Care Penalty and Gender Inequality," chapter in *Women in the Economy*, ed. Laura Argys, Susan Averett, and Saul Hoffman. New York: Oxford University Press, 2018.

\*Michelle Budig, Joya Misra, and Irene Boeckman, "The Motherhood Penalty in Cross-National Perspective: The Importance of Work-Family Policies and Cultural Attitudes," *Social Policy* 19:2 (2012), 163-193.

\*Zachary Van Winkle & Anette Eva Fasang, "Parenthood Wage Gaps Across the Life Course: A Comparison by Gender and Race," *Journal of Marriage and Family*, 2020, 1-19.

Optional:

Kuziemko et al 2018. "The Mommy Effect: Do Women Anticipate the Employment Effects of Motherhood?" NBER Working Paper 24740, July 2018.

Eunjung Jee, Joya Misra, and Marta Murray-Close, "Motherhood Penalties in the U.S., 1986-2014," *Journal of Marriage and Family*, 81:2 (2020), 434-449.

Xiao-yuan Dong and Yaohui Zhao, "Care Economy, Gender and Inclusive Growth in Post-Reform China: How Does Unpaid Care Work Affect Women's Economic Opportunities and Gender Equality?" GrOW Working Paper Series, 2017-016, Institute for the Study of International Development.

Paula England, Jonathan Bearak, Michelle Budig and Melissa Hodges, "Do Highly Paid, Highly Skilled Women Experience the Largest Motherhood Penalty?" *American Sociological Review* 81:6 (2016), 1161-1189.

## **5. Sept 22: Care Occupations and Industries**

Visiting speaker: Nancy Folbre

\*Nancy Folbre and Kristin Smith, "Preferences, Bargaining, and Pay in the U.S. Care Sector," Manuscript, Department of Economics, UMass-Amherst, 2020.

\*Michelle Budig, Melissa Hodges, Paula England, "Wages of Nurturant and Reproductive Care Workers: Individual and Job Characteristics, Occupational Closure, and Wage-Equalizing Institutions," *Social Problems*, 66 (2019), 294-319.

\*Claudia Goldin and Lawrence F. Katz, "A Most Egalitarian Profession: Pharmacy and the Evolution of a Family-Friendly Occupation," *Journal of Labor Economics* 34:3 (2016) 705-746.

Optional:

Nicole M. Fortin, "The Gender Wage Gap Among Young Adults in the United States: The Importance of Money versus People," *Journal of Human Resources* 43:4 (2008), 884-918.

Folbre, Smith, and Gautham, "Essential Workers and Care Penalties in the U.S.," 2020.

Patricia Cortes and Jessica Pan, "Occupation and Gender," IZA Working Paper 10672, March 2017.

## **6. Sept. 29: Household Specialization and SOGI**

\*Heather Antecol and Michael Steinberger, "Labor Supply Differences Between Married Heterosexual Women and Partnered Lesbians," *Economic Inquiry* 51:1 (2013), 783-805.

\*Hansen, Mary Eschelbach, Michael E. Martell, and Leanne Roncolato. 2020. "A Labor of Love: The Impact of Same-Sex Marriage on Labor Supply." *Review of Economics of the Household* 18 (2): 265-83.

\*Dan A. Black, Seth G. Sanders, and Lowell J. Taylor. "The Economics of Lesbian and Gay Families," *Journal of Economic Perspectives* 21:2 (2007), 53-70.

Excerpts from M. V. Lee Badgett, Christopher Carpenter, and Dario Sansone, "LGBTQ Economics," July 2020.

Optional:

Giddings, Lisa, John M. Nunley, Alyssa Schneebaum, and Joachim Zietz. 2014. "Birth Cohort and the Specialization Gap Between Same-Sex and Different-Sex Couples." *Demography* 51 (2): 509-34.

Sansone, Dario. 2019a. "Pink Work: Same-Sex Marriage, Employment and Discrimination." *Journal of Public Economics* 180 (December).

Alyssa Schneebaum. "Motherhood and the Lesbian Wage Premium," Ch. 1 of dissertation, *The Economics of Same-sex Couples Households: Essays on Work, Wages, and Poverty* (2013), available at [https://scholarworks.umass.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1828&context=open\\_access\\_dissertations](https://scholarworks.umass.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1828&context=open_access_dissertations)

## **7. Oct. 6. Intersectionality**

\*Leslie McCall, "The Complexity of Intersectionality," *Signs: Journal of women in Culture and Society* 30:3 (2005), 1771-1800.

\*Jamie H. Douglas and Michael D. Steinberger, "The Sexual Orientation Wage Gap for Racial Minorities," *Industrial Relations* 54:1 (2015), 59-108.

\*William A. Darity Jr., Darrick Hamilton, and James B. Stewart, "A Tour de Force in Understanding Intergroup Inequality: An Introduction to Stratification Economics", *Review of Black Political Economy*, 42 (2015): 1-6.

\*Marlene Kim. "Race and gender differences in the earnings of black workers." *Industrial Relations: A Journal of Economy and Society* 48, no. 3 (2009): 466-488.

Optional:

David Pedulla, 2014. "The Positive Consequences of Negative Stereotypes." *Social Psychology Quarterly* 77 (1): 75-94.

Doris Weichselbaumer, "Discrimination against Female Migrants Wearing Headscarves," IZA Discussion Paper No. 10217, Sept. 2016.

## **8. Oct. 13: Affirmative Action and Non-Discrimination** **Visiting speaker: Don Tomaskovic-Devey**

\*Kevin Stainback, Corre L. Robinson and Donald Tomaskovic-Devey, "Race and Workplace Integration: A Politically Mediated Process?" *American Behavioral Scientist* 48 (2005), 1200-1228.

\*Alexandra Kalev, Frank Dobbin, and Erin Kelly, "Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies," *American Sociological Review* 71: 4 (2006), 589-617.

\*Fidan Ana Kurtulus, "Affirmative Action and the Occupational Advancement of Minorities and Women During 1973-2003," *Industrial Relations* 51:2 (2012), 213-246.

\*"What Works? Evidence-Based Ideas to Increase Diversity, Equity, and Inclusion in the Workplace?" UMass Center for Employment Equity. Chapters 2, 3, 4 (pp 16-44) <https://www.umass.edu/employmentequity/sites/default/files/What Works.pdf>

Optional:

Marieka Klawitter, "Multilevel Analysis of the Effects of Antidiscrimination Policies on Earnings by Sexual Orientation," *Journal of Policy Analysis and Management* 30:2 (2011), 334–358.

Hirsh, Elizabeth, and Youngjoo Cha. "For Law and Markets: Employment Discrimination Lawsuits, Market Performance, and Managerial Diversity," *American Journal of Sociology* 123:4 (2018), 1117-1160.

Cynthia Thomas Calvert, "Caregivers in the Workplace: Family Responsibilities Discrimination Litigation Update 2016" (2016).  
<http://worklifelaw.org/publications/Caregivers-in-the-Workplace-FRD-update-2016.pdf>

U.S. Supreme Court decision, *Bostock v. Clayton County, GA*, 2020. (Finds sexual orientation and gender identity discrimination are forms of sex discrimination)

## **9. Oct. 21. Occupational Segregation and SOGI**

\*András Tilcsik, Michel Anteby, and Carly R. Knight, "Concealable Stigma and Occupational Segregation: Toward a Theory of Gay and Lesbian Occupations," *Administrative Science Quarterly* 60: 3 (2015), 446-481.

\*Río, Coral Del, and Olga Alonso-Villar. 2019. "Occupational Achievements of Same-Sex Couples in the United States by Gender and Race." *Industrial Relations* 58 (4): 704–31.

\*Plug, Erik, Dinand Webbink, and Nick Martin. 2014. "Sexual Orientation, Prejudice, and Segregation." *Journal of Labor Economics* 32 (1): 123–59.

Optional:

Wilfried Rault and Elizabeth Hargrett. "Sectors of Activity and Occupations of Gays and Lesbians in a Union: A Smaller Gender Divide." *Population, English edition* 72:3 (2017), 385-417.

Koji Ueno, Teresa Roach, and Abrahám E. Peña-Talamantes, "Sexual Orientation and Gender Typicality of the Occupation in Young Adulthood," *Social Forces* 92:1 (2013), 81-108.

## **10. Oct. 27: Changing norms and preferences**

Visiting speaker: Ina Ganguli

\*Monira Essa Aloud, Sara Al-Rashood, Ina Ganguli, and Basit Zafar, "Information and Social Norms: Experimental Evidence on the Labor Market Aspirations of Saudi Women," NBER Working Paper 26693, January 2020.

\*Fernández, Raquel; Parsa, Sahar; Viarengo, Martina (2019) : Coming Out in America: AIDS, Politics, and Cultural Change, IZA Discussion Papers, No. 12360, Institute of Labor Economics (IZA), Bonn

\*Baranov, Victoria, Ralph De Haas, and Pauline Grosjean. "Queens of the Desert: Convictism and Marital Attitudes across Australia." In *AEA Papers and Proceedings*, vol. 110, pp. 457-62. 2020.

\*Tessa E.S. Charlesworth and Mahzarin R. Banaji, "Do Implicit Attitudes and Beliefs Change over the Long-Term?" in *What Works?*  
[https://www.umass.edu/employmentequity/sites/default/files/What\\_Works.pdf](https://www.umass.edu/employmentequity/sites/default/files/What_Works.pdf)

Optional:

Fernández, Raquel. "Does culture matter?" In *Handbook of social economics*, vol. 1, pp. 481-510. North-Holland, 2011.

### **11. Nov. 3: Gender and STEM fields**

Visiting speaker: Laurel Smith-Doerr (Sociology)

\*Smith-Doerr, Laurel, Donald Tomaskovic-Devey, Sharla Alegria, Kaye Husbands Fealing, and Debra Fitzpatrick. "Gender pay gaps in US federal science agencies: An organizational approach." *American Journal of Sociology* 125, no. 2 (2019): 534-576.

\*Reuben, Ernesto, Paola Sapienza, and Luigi Zingales. 2014. "How Stereotypes Impair Women's Careers in Science." *PNAS* 111 (12): 4403-4408.

\*Dasgupta, N., & Stout, J. G. (2014). Girls and women in science, technology, engineering, and mathematics: STEMing the tide and broadening participation in STEM careers. *Policy Insights from the Behavioral and Brain Sciences*, 1(1), 21-29.

\*Dasgupta, N., Scircle, M. M., & Hunsinger, M. (2015). Female peers in small work groups enhance women's motivation, verbal participation, and career aspirations in engineering. *Proceedings of the National Academy of Sciences*, 112(16), 4988-4993.

### **12. Nov. 10: Case Study of Economics Profession**

\*Alice H. Wu, "Gendered language on the economics job market rumors forum." In *AEA Papers and Proceedings*, vol. 108, pp. 175-79. 2018.



\*"AEA Professional Climate Survey: Final Report," 2019

\*Catherine Porter and Danila Serra, "Gender Differences in the Choice of Major: The Importance of Female Role Models," *American Economic Journal: Applied Economics*, 2020 12(3): 226-254.

Amanda Bayer, Amanda, Gary A. Hoover, and Ebonya Washington. "How You Can Work to Increase the Presence and Improve the Experience of Black, Latinx, and Native American People in the Economics Profession." *Journal of Economic Perspectives* 34, no. 3 (2020): 193-219.

Amanda Bayer and Cecilia Elena Rouse, "Diversity in the Economics Profession: A New Attack on an Old Problem," *Journal of Economic Perspectives*, 30(4), 2016, 221-242.

### **13. Nov. 17: Paper Presentations**