

2010 CSWEP Sponsored Sessions at the AEA Annual Meeting, Atlanta, Georgia

GENDER SESSIONS:

Pay, Promotion, and Stability: Women in the Labor Market

Session Chair: Francine Blau (Cornell University)

High-Tech Industries and the Gender Wage Gap: A Test of the Skill-Biased Polarization Hypothesis,

Elsie Echeverri-Carroll (University of Texas-Austin) and Sofia G. Ayala (University of Texas-Austin)

The authors find that the high-tech industry contributed to the polarization of the labor market but not significantly to gender inequalities between 1980 and 2000. A standard wage decomposition shows that average gender wage differences associated with the high-tech industry in 1990 and 2000 for the group with abstract skills are mainly explained by the fact that relatively fewer women than men work in a high-tech industry. In contrast, women with routine skills showed some gains associated with having on average a higher high-tech wage premium than men with similar skills.

Is the Clock Still Ticking? The Effect of Clock-stoppage on Faculty Promotion, Retention, and Wages,

Colleen F. Manchester (University of Minnesota), Lisa M. Leslie (University of Minnesota) and Amit Kramer (University of Minnesota). This paper is the first to empirically examine the effect of stopping the tenure clock on subsequent wages and promotion of tenure-track faculty. Our initial results indicate that usage does not significant effect on promotion, but that wages are lower following utilization. Future work incorporating measures of scholarly output is needed to determine whether the effect is due to a productivity shock accompanied with stopping the clock, or stems from a negative response to policy use among evaluators.

Are There Gender Differences in the Job Mobility Patterns of Academic Economists? Christina E. Hilmer

(San Diego University) and Michael J. Hilmer (San Diego University). This paper examines differences in job mobility patterns and the economic returns to job switching among academic economists by analyzing by analyzing two unique data sets that allow us to examine gender differences in both job mobility patterns and the resulting salary effects for academic economists. We find that women appear to be moving less frequently but earlier in their careers with little accompanying financial reward while men are moving more frequently but somewhat later in their careers and with a significant accompanying reward.

Do Men Enjoy Greater Job Stability Thanks to Women? Gender Differences in Establishments'

Employment Practices, Catalina Amuedo-Dorantes (San Diego University) and Miguel A. Malo (University of Salamanca). We use a representative establishment level dataset to further our understanding of gender differences in both temporary and permanent employment dynamics at the firm level. Our results show that female employment appears to be serving as a buffer for male employment when establishments expect workforce reductions in the upcoming quarter or year, regardless of the type of work contract held by workers. The presence of asymmetric gender discrepancies in the employment practices of firms may prove critical in furthering our understanding of gender differences in individual job mobility patterns researched to date.

Work, Fertility, and Family Formation

Session Chair: H. Elizabeth Peters, Cornell University

The Effects of Low-Skilled Immigrant Labor on Female Work and Fertility Decisions, Delia Furtado (University of Connecticut) and Heinrich Hock (Florida State University). The authors present evidence that low-skilled immigrants have lowered the cost of US child care. They also show that immigrant inflows weakened the negative correlation between fertility and labor force participation among high-skilled native women. The associated increase in the proportion of working mothers suggests that immigrant inflows have allowed US females to better balance family and work.

Child Adoption and Infertility Treatment Utilization, Gulcin Gumus (University of Miami) and Jungmin Lee (University of Miami). This paper examines the linkage between the markets for child adoption and for infertility treatment, which is important to know to figure out how public policies promoting child adoption would influence the current trends of increasing infertility treatment utilization. The results show that there is no substitutability between infertility treatment utilizations and related adoption policies.

The Effect of Slavery on Family Formation, Melinda Miller (United States Naval Academy). Unlike freed African-Americans in the Southern United States, Cherokee freed people (people of African descent who were former slaves of the Cherokee) experienced the treatment of slavery without the subsequent poverty that many blacks faced, the variation in land policy between the Cherokee Nation and the United States allows the author to examine the effect of slavery alone—and not poverty—on black family formation following emancipation. Results from both 1880 and 1900 suggest that the effect of slavery on the stability of black families may be more correctly classified as a poverty effect. **(I pulled this from the paper's abstract.)**

Boom, Busts, and Divorce, Melinda Sandler Morrill (North Carolina State University) and Judith K. Hellerstein (University of Maryland). The authors analyze the relationship between unemployment rates and divorce rates in the United States from 1976-1998. Using state-level data from the vital statistics on divorces and state-level data on unemployment rates from the BLS, they find a significant and robust negative relationship, indicating that the divorce rate is pro-cyclical.

Impacts of Gender Differences in Risk Aversion

Session Chair: Nancy Ammon Jianakoplos (Colorado State University)

Discussants: Nancy Ammon Jianakoplos (Colorado State University), Robert Pollak (Washington University in St. Louis), Olivia Mitchell (University of Pennsylvania)

Female Hires and the Success of the Start-up Firm, Andrea Weber (RWI Essen, Wifo Vienna and IZA Bonn), Christine Zulehner (University of Vienna and Wifo Vienna). This paper asks whether having a relatively high-paid female among the initial employees and whether the proportion of female employees affect the survival rates of new firms. Using an Austrian longitudinal data set of matched firms and employees over the period from 1977 to 2006, the authors find evidence that both the inclusion of a female among the first hires and the proportion of female employees have positive impacts on the survival of new firms, controlling for industry, region, and several firm and employee characteristics.

Portfolio Choice and Risk Attitudes, Tansel Yilmazer (University of Missouri), Stephen Lich-Tyler (University of North Carolina, Chapel Hill). The paper develops a model of household bargaining which predicts that a household will invest a smaller proportion of wealth in risky assets when bargaining power shifts to the less risk tolerant spouse. The empirical analysis uses measures of risk preferences of both spouses and household portfolio allocations constructed from the 1992 Health and Retirement Study. Retirement by a spouse is used as an indicator of a shift in household bargaining power. Surprisingly, the analysis finds no evidence that the share of risky assets changes when bargaining power changes.

Gender Differences in Wealth at Retirement, Urvi Neelakantan (University of Illinois at Urbana-Champaign) and Yunhee Chang (University of Mississippi). The authors include a direct, cardinal measure of risk preferences, derived from the 1992, 1994, 1998, 2000, and 2002 Health and Retirement Studies, to explain differences in wealth accumulated by older males and females. The empirical results show that differences in risk aversion do contribute to differences in the gender wealth gap, but a significant fraction of the gender wealth gap remains unexplained.