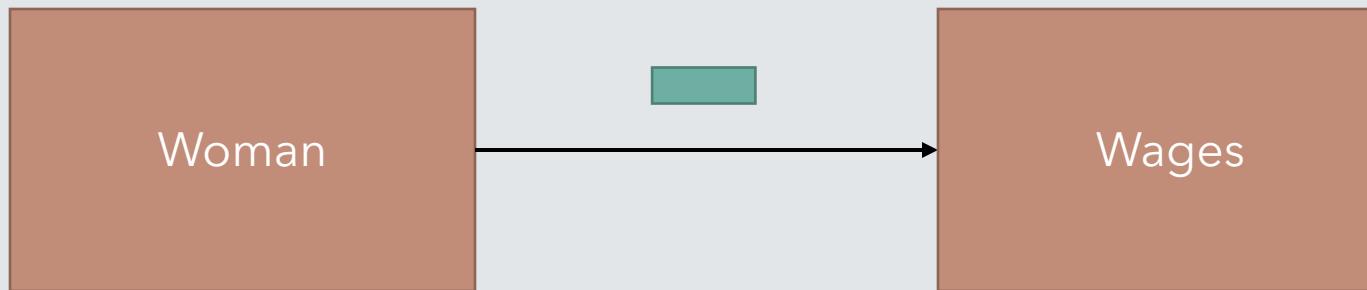


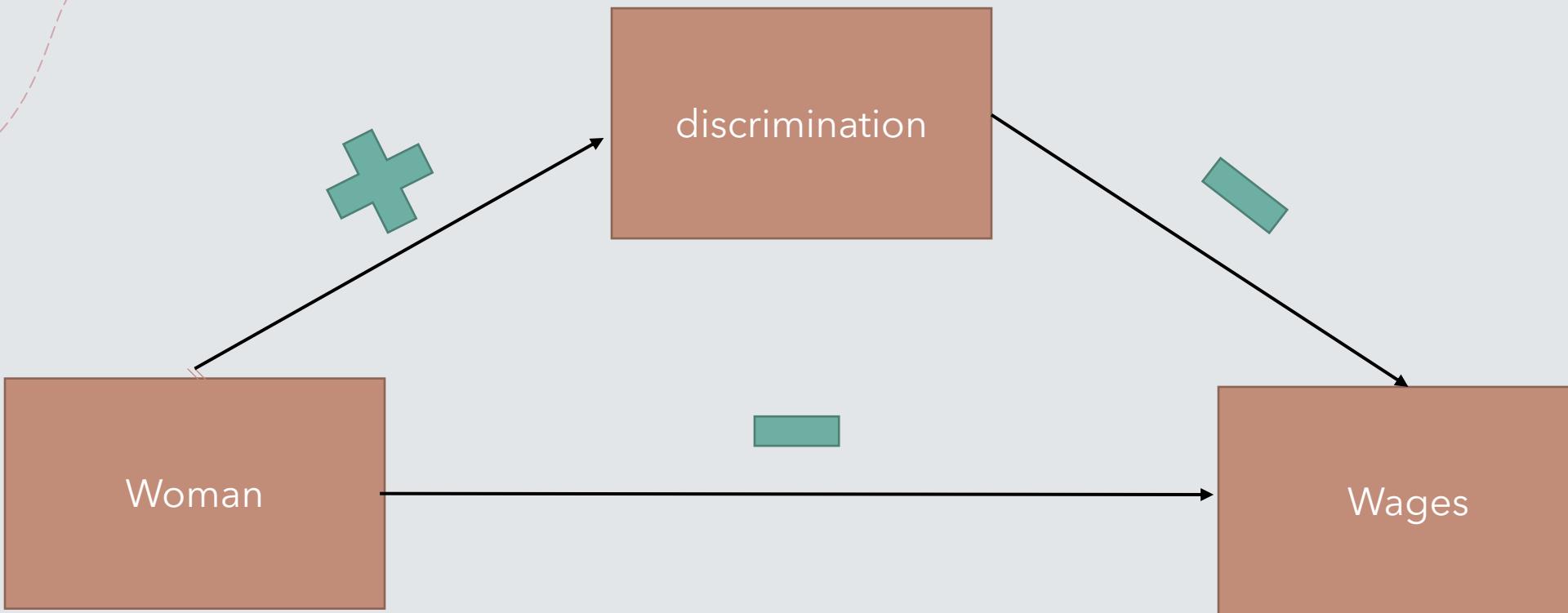
Maintenance of gender segregation: Self-expression

March 24, 2023

Gender wage gap

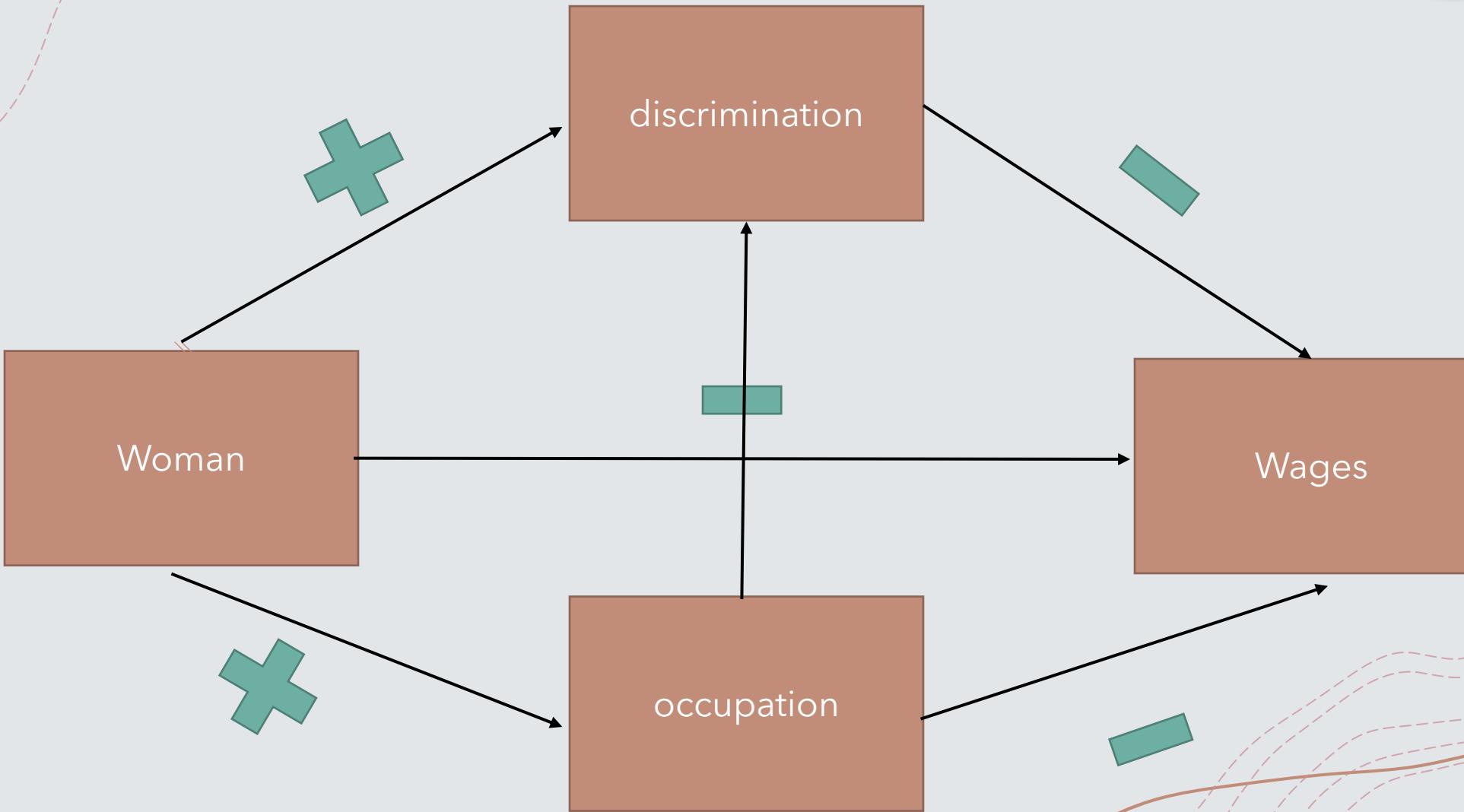


Gender wage gap



Gender wage gap

Thorny
issue!!!

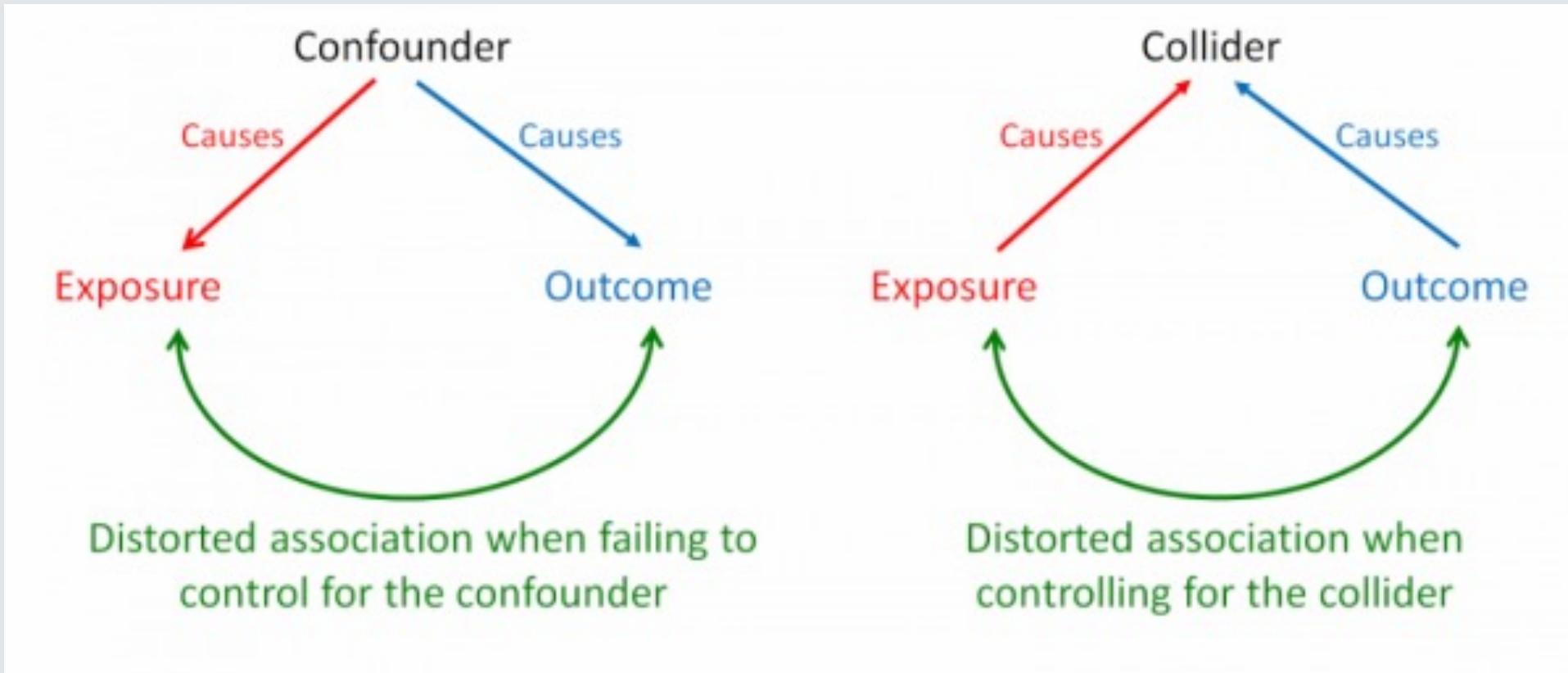


Many different possible pathways...

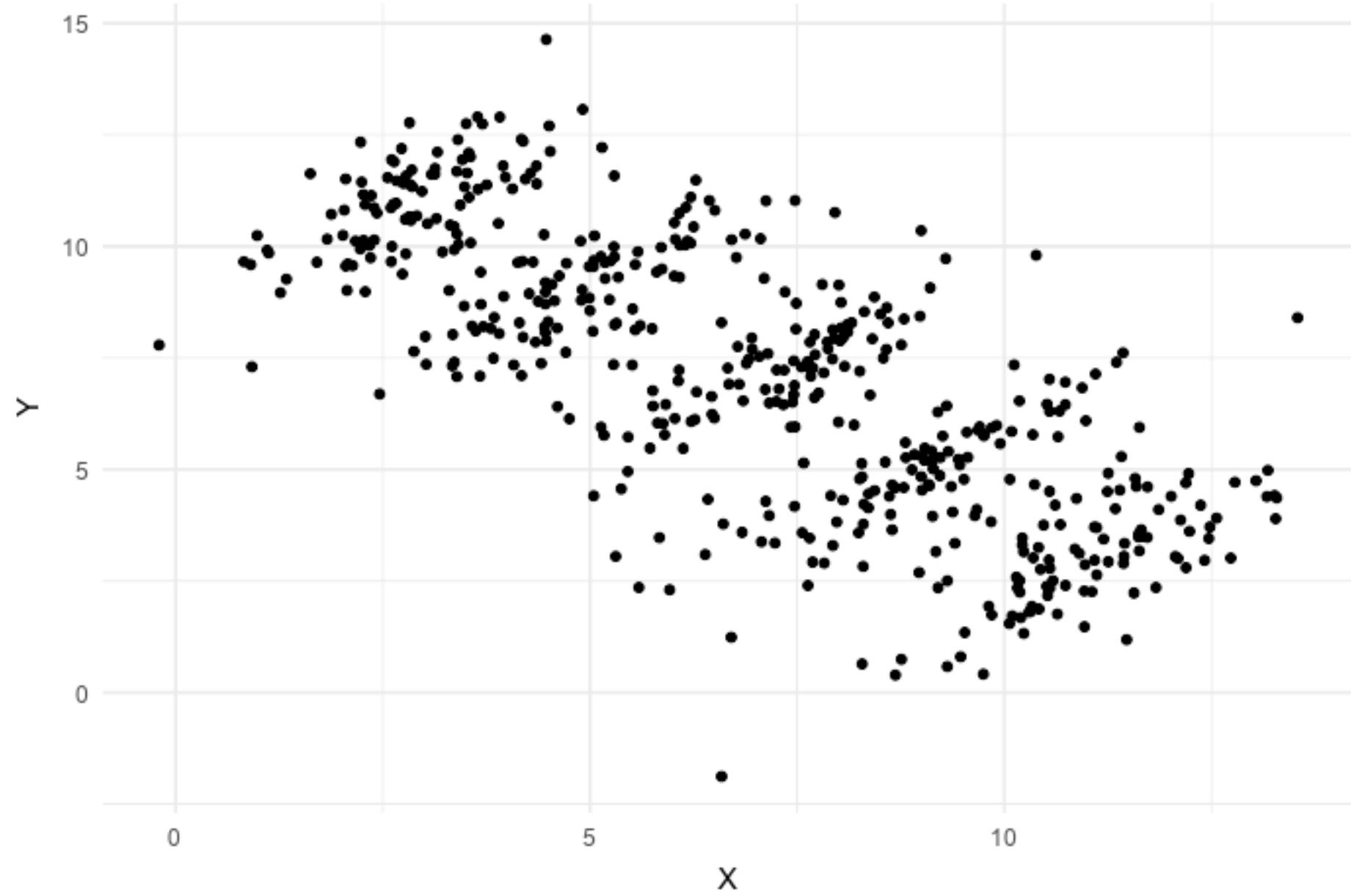
- + Direct discrimination
- + Preferences
- + Job features
- + Skills
- + ...etc.

Difficult to determine what percentage of each pathway is the ‘biggest’ contributor

+ Because of collider bias



Korrelation:

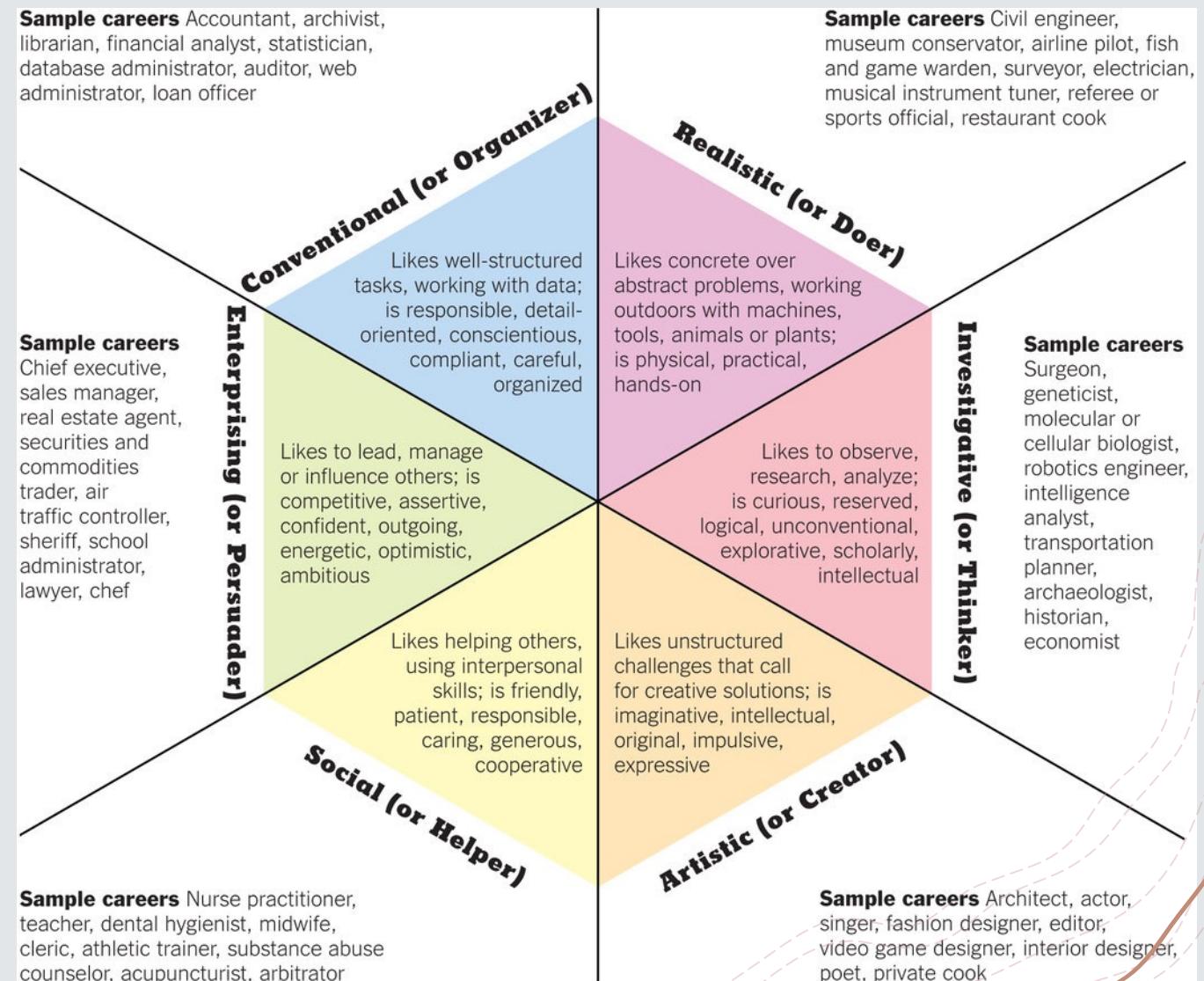




How did you
decide what you
want to do?

Career tests

- + Personality - work fulfillment
- + Career as a way of expressing yourself



Late capitalism college institutions

+ What are they for?

Late capitalism college institutions

- + What are they for?
- + Economic reasons
 - + Credential
 - + social capital
- + Personal reasons
 - + “Finding yourself”
 - + liberal arts ideal
 - + cultural capital

Cult of the individual

In advanced societies with complex divisions of labor, in which people are tied together by material bonds of dependency, there's no longer a need for this contrived, transcendental social existence. We are social beings at every moment of our lives; the sacred realm of the social is thus immanent in every individual, at all times. Religion thus fades into the background in these modern societies, while the inherent sanctity of the individual is expressed in such concepts as natural law and universal human rights. Durkheim refers to this secularized religion as the “cult of the individual.”

a self-expressive answer (Charles and Bradley 2009; Cotter et al. 2011). A male MIT student in my sample, for example, described in a diary entry how his realization that chemical engineering was the right career field for him was a self-confirmatory experience:⁵ “Last night while writing up my [engineering assignment] I all of a sudden realized that I loved chemical engineering. It was like an epiphany! I wouldn’t want to do anything else! It was amazing; I was just writing along, minding my own business, and it hits me like a sack of flour . . . a moment of self-confirmation, if you will. Beautiful, absolutely beautiful.”

Self-expressive mechanism

- + People more and more choose jobs as an expression of self
 - + to find fulfillment, not just \$
 - + “selling-out”

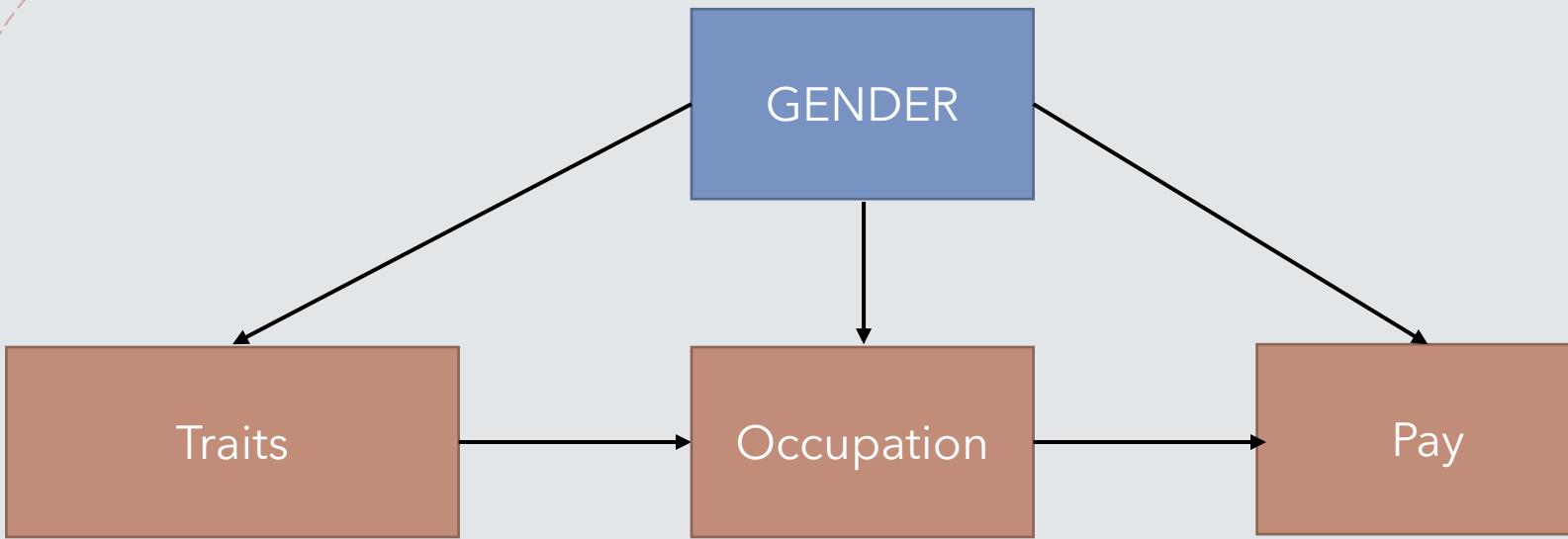
Gender doesn't matter?



Confounder: traits & characteristics are gendered!



Gender does matter



ACT of Self works with this argument

- + Self-sentiments - E, P, A estimates of your own self
- + People choose identities that match self-sentiments

Data

- + college students from MIT, Olin, Smith, and U Mass-Amherst
- + multiple wave survey
 - + same individuals, multiple times throughout and after college
 - + 18 months after college graduation

Dependent Variable:

Concept:

Measurement:

Dependent Variable:

Concept:

- Gender segregation of occupation / higher ed pathway

Measurement:

- % of women in occupation or field of study

Independent Variable:

Concept:

Measurement:

Independent Variable:

Concept:

- Gendered Self-Conception

Measurement:

- Emotional / unemotional
- systematic / unsystematic
- People-oriented / things-oriented

Independent Variable:

Concept:

- Gender beliefs
 - traditional gender role beliefs
 - gender category beliefs
 - gender essentialist beliefs

Measurement:

Independent Variable:

Concept:

- Gender schemas:
 - **traditional gender role beliefs**
 - gender category beliefs
 - gender essentialist beliefs

Measurement:

- “wife should take husband’s name”
- “women should not let having children stand in their way of having a career”
- “women can have a fulfilling life without marrying”
- “I consider myself a feminist”

Independent Variable:

Concept:

- Gender schemas:
 - traditional gender role beliefs
 - **gender category beliefs**
 - Gender essentialist beliefs

Measurement:

- husband / wife scale
- **others of my gender tend to be (emotional, unsystematic, people-oriented)**

Independent Variable:

Concept:

- Gender schemas:
 - traditional gender role beliefs
 - gender category beliefs
 - **gender essentialist beliefs**

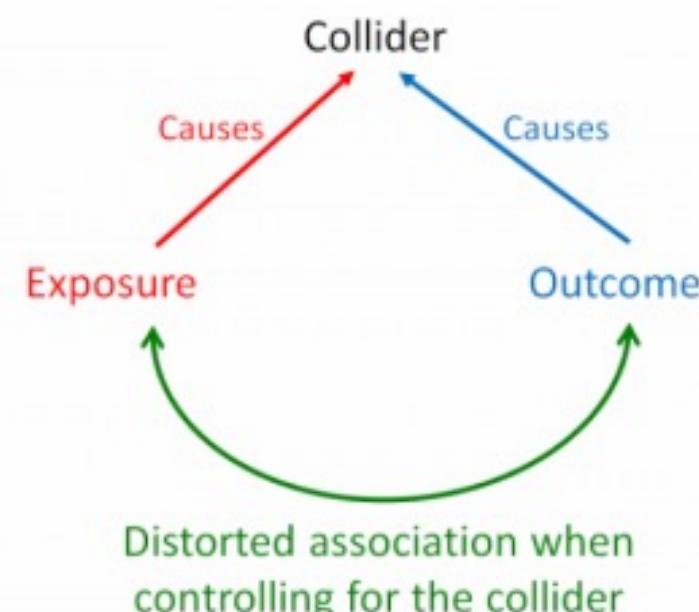
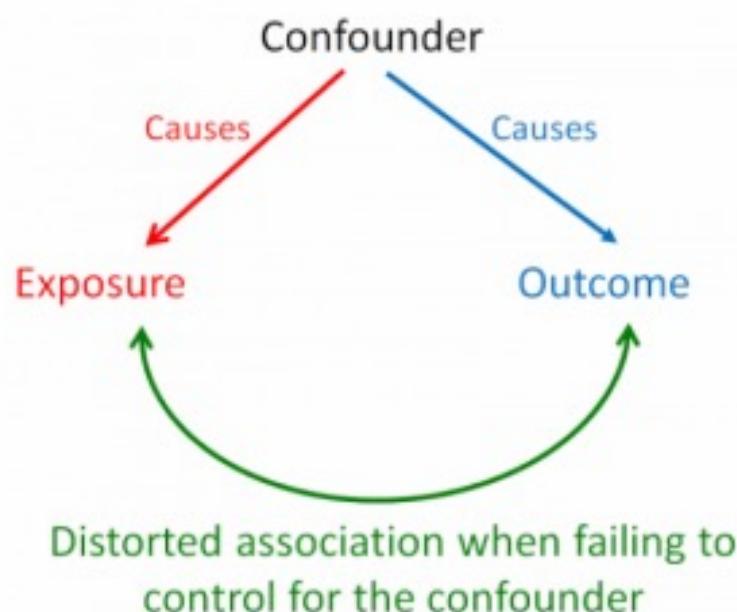
Measurement:

- husband / wife scale
- others of my gender tend to be (emotional, unsystematic, people-oriented)
- **I expect men and women to act differently from one another at work**
- **I think men and women adhere to separate but equal notions of justice**
- **occ sex segregation is due to differences in natural talent**
- **some jobs are more suitable for women than men**

Controls

+ controls are **confounders**

+ variables that we think affect both the treatment (IV) and outcome (DV)



Controls

- + controls are **confounders**
 - + variables that we think affect both the treatment (IV) and outcome (DV)
- + Or other variables that change the underlying structure of data
- + Sometimes also broad social variables that we know are important for separating respondents systematically

Controls

Socio-demographic:

race

gender

Confounders:

family income

importance of being wealthy

'ability' - GPA, SAT

political ideology

Results

TABLE 4
OLS REGRESSIONS PREDICTING PERCENT WOMEN IN RESPONDENTS' CAREER LAUNCH FIELD WITH SELF-CONCEPTION MEASURES

	WITH EMOTIONAL SELF-CONCEPTION		WITH UNSYSTEMATIC SELF-CONCEPTION		WITH PEOPLE-ORIENTED SELF-CONCEPTION		ALL SELF-CONCEPTION MEASURES	
	Women	Men	Women	Men	Women	Men	Women	Men
Self-conceptions:								
Emotional	2.606*	2.485					2.279*	2.261 ⁺
	(1.03)	(1.27)					(1.04)	(1.26)
Unsystematic			2.261*	2.776*			2.344*	2.735*
			(1.07)	(1.30)			(1.01)	(1.23)
People oriented					2.287**	1.603	1.778*	1.005
					(.83)	(1.06)	(.86)	(1.06)

Results

TABLE 5
SEMs PREDICTING % WOMEN IN RESPONDENTS' CAREER LAUNCH FIELD WITH SELF-CONCEPTION AND GENDER SCHEMA MEASURES

	WITH EMOTIONAL SELF-CONCEPTION		WITH UNSYSTEMATIC SELF-CONCEPTION		WITH PEOPLE-ORIENTED SELF-CONCEPTION		WITH ALL SELF-CONCEPTIONS	
	Women	Men	Women	Men	Women	Men	Women	Men
Self-conceptions:								
Emotional	2.691*	1.893					1.698	1.994
	(1.17)	(1.299)					(1.19)	(1.30)
Unsystematic			2.191 ⁺	4.798***			2.293*	4.335**
			(1.17)	(1.38)			(1.14)	(1.49)
People oriented					3.209***	.236	2.854**	-.106
					(.90)	(1.01)	(.92)	(.98)
Gender schemas:								
Traditional gender role beliefs ...	-4.319	3.413	-3.519	2.602	-4.565	3.574	-2.683	.150
	(6.08)	(6.871)	(5.96)	(6.37)	(5.76)	(6.95)	(6.07)	(7.07)
Gender essentialist beliefs877	-6.810	1.322	-2.509	2.454	7.048	.275	6.262
	(10.12)	(6.568)	(10.14)	(5.85)	(10.24)	(6.60)	(10.14)	(6.84)
Emotional gender category	-.516	.858					-.319	1.364
	(1.43)	(1.996)					(1.41)	(1.89)
Unsystematic gender category			-.09	.053			.157	-.867
			(1.34)	(1.36)			(1.30)	(1.46)
People-oriented gender category ...					-1.593	3.124*	-1.219	2.251
					(1.28)	(1.47)	(1.30)	(1.71)

Gender works “invisibly”: By shaping career choices to fit with gendered selves

Because gender (via many pathways) influences the types of traits that individuals are most likely to identify with

and, people are using ‘self-expression’ as a way of choosing jobs

Then, traits influence occupational selection

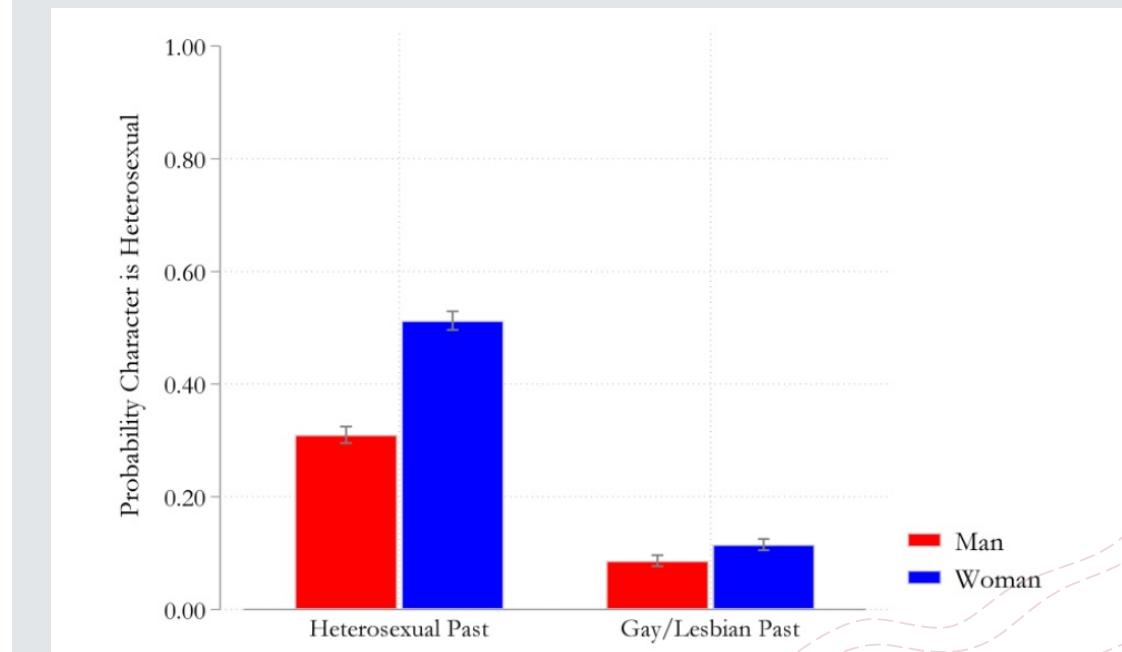
and people don’t have to identify strongly with traditional gender beliefs to create this outcome

Theoretical implications

- + reproduction of structural **and** cultural system:
 - + people who are most gender stereotypical in self-conceptions end up in the most gender segregated occupations
- + slightly stronger effect for women than men
 - + dovetails with some interesting work on boundary violations of gender for men vs. women
 - + precarious sexuality paper

Precarious sexuality

Michael is currently single but has had multiple happy relationships with *women* in the past. *Michael* has only dated *women* and one of his relationships with a *woman* named *Emily* lasted for over two years. The other night, *Michael* met *Matt* and felt attracted to *him*. At the end of the night, *Michael* and *Matt* went home together and had a casual sexual encounter.



Theoretical implications

- + reproduction of structural **and** cultural system:
 - + people who are most gender stereotypical in self-conceptions end up in the most gender segregated occupations
- + slightly stronger effect for women than men
 - + dovetails with some interesting work on boundary violations of gender for men vs. women
 - + also general societal trends at making women more like men rather than vice versa

Policy implications?