

Gender Targeting in U.S. Newspaper Ads: 1940-2000

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¹Research results and conclusions expressed are those of the authors and do not necessarily reflect the views of the Federal Reserve Bank of Philadelphia, the Federal Reserve System, or the Federal Reserve Board of Governors.

Explicit Gender Targeting

Gender pay gap

- ▶ Rapid convergence in the 80s, 90s; no change in the 60s, 70s
- ▶ Changes in human capital accumulation; technological change; home appliances; gender norms have been linked to progress

Do employers overtly discriminate when they are allowed to?

- ▶ 1964 Civil Rights Act: “prohibits employment discrimination based on race, color, religion, sex and national origin.”
- ▶ Equal Opportunity Employment Commission formed in 1965.
- ▶ 1969 lawsuit filed by National Organization of Women for segregating job ads.
 - ▶ Pittsburgh Press v. Pittsburgh County on Human Relations et al. (1973)

How do employers transition from discriminating to not?

- ▶ Do employers substitute towards more subtle targeting?
- ▶ Is any sluggish response correlated with sluggish employment or wage outcomes?

Background: Job Ads in 1958

Help Wanted—Parties

TEMPORARY

ARE YOU . . .
Freshly graduated? Less than 3 years
A minute or two from
A friendly home office
A permanent job unlikely?
A permanent job unlikely, but you
would rather have a temporary
assignment?

**You FREE TIME is
PROFITABLE**
The opportunity to work
as a **TYPEWRITER,
TRANSCRIBER, AUTOMATIC,
UPTOWN & DOWNTOWN
MANHATTAN LOCATIONS**
Work 3 to 5 FULL days or
more in our clients' offices
NEEDED NOW . . .
STENOGRAPIERS
TYPISTS, SECRETARIES
TRANSCRIPTION CLERKS
COMPTX & CALC. CLERKS
SWI. CHECKBOARD OPERERS
To find out exactly what is wanted
call **JOHN STANLEY** at **4-4400**
1000 L. Bldg., 12 W. 12 St., N.Y.C.
INTER. 2000 DA 1-5000

**TEMPORARY
DRIVE SERVICES**
1000 L. Bldg., 12 W. 12 St., N.Y.C.
INTER. 2000 DA 1-5000

THE NEW YORK TIMES	
Help Wanted—Females	
TYPISTS	
A New Job in Sight FOR YOU IN '58 . . .	
IP YOUNG	TYPE & HND ADVERTISING 111 WEST 42D ST. NEW YORK 12-4520-1111
WE RECRUIT	FANTASTIC OPPORTUNITY IN THE EXECUTIVE OFFICES MANHATTAN, BOSTON, 111 WEST 42D ST. NEW YORK 12-4520-1111
ATLANTIC TELEGRAPH	TELEGRAMS 111 WEST 42D ST. NEW YORK 12-4520-1111
300 PARK AVE.	
ATLANTIC TELEGRAPH	12-4520-1111
TYPISTS	
Moving Up?	
You'd like time off during your vacation, but you want to keep earning? It's easy to learn how with our new course. We'll teach you how to type, receive & dictate, file by code, prepare & edit manuscripts and handle typewriter equipment.	
INTERSTATE COURSES, INC. WHITE PLAINS, NEW YORK 710-3200, 710-3211, 710-3212 225-2424, 2425-2426, 2427-2428	
TYPISTS	
EXPD	\$60-65
BEGINNERS	565

S. 1963. W T
Help Wanted—Female
Wives.
**COULD YOU TYPE THIS
AD IN FIVE MINUTES?**
We're all looking for somebody
to type our business letters
for us. We have offices in
the Bronx, Brooklyn, Manhattan,
Queens, and New Jersey.
This is a good job for
people who know how to type
and want to earn extra money.
We'll teach you if you don't
know how to type. You can
work from home or in our
offices. You can work part
time or full time. You can
work evenings or weekends.
You can work in the day time.
You can work in the evenings.
You can work in the afternoons.
TYPISTS
BEGINNERS—EXPE-
RE
APPLY IN PERSON
20 Parkway (Rm 41)
(Near Wall St.)
TYPISTS
Various Locations
Hour \$12 to \$20 Per Week
NOVEMBER THROUGH APRIL

Background: Job Ads in 1978

Help Wanted 2600

PURCHASING ASSISTANT mW1

Increase your professional skills at a major book publisher

An Associate's Degree or equivalent plus 2 years work experience earns you an opportunity to enlarge the scope of your know-how and puts you in position for long range growth with this major book publisher. You'll be involved in invoice processing, accounts receivable, competitive bids. Heavy phone contact with vendors and company requisitioners. Salary \$1600 depending on experience. Excellent fringe benefits, interesting environment. For interview appointment:

Call Janet Tylor

935-3127

An equal opportunity employer M/F
PURCHASING

Join A Winning Team! BUYER

Foster Wheeler, a leading Fortune 500 company serving the energy field has an exciting career opportunity available for a buyer.

We are seeking an individual with an engineering degree and a strong background in buying castings.

Salary will be commensurate with experience, experience with various contracts and a professional and congenial atmosphere. Please send resume and salary history in confidence to: Royal M. Cowles, Dept NTB 11/12

FOSTER WHEELER ENERGY CORPORATION

110 SOUTH ORANGE AVENUE
LIVINGSTON, NEW JERSEY 07039
Equal Opportunity Employer M/F/H

PURCHASING ASSISTANT BUYER

Due to growth and expansion of our company, we have a position avail-

Help Wanted 2600

QUALITY CONTROL MANAGER

An interesting opportunity for an experienced Quality Control Manager to join the staff of this rapidly expanding consumer products manufacturer.

The individual we seek will have prior background to further develop, implement, and monitor an organization-wide program in Quality Control. Previous experience in the printing industry is desirable, but not mandatory.

The successful candidate will receive an attractive compensation package as well as outstanding company paid benefits program.

Please send resume, in strict confidence, stating work history and salary requirements; to:

V.P. PERSONNEL RUDCO

INDUSTRIES, INC.
123 Tryon Ave. West
Teaneck, NJ 07666

An equal opportunity employer M/F
QUALITY

SUPERVISION

Excellent opportunity to join tea rated manufacturer electric/mechanical/plastic consumer goods.

Technically oriented person to seek out problem areas and initiate corrective test procedures.

We seek college-trained person with good verbal and written skills capable of accepting responsibility and growth.

- ...PAID Blue Cross
- ...PAID Blue Shield
- ...PAID Major Medical/Life
- ...PAID Dental
- ...PAID Vision
- ...PAID Holidays
- ...PAID Sick Days
- ...PAID Vacation
- ...PAID Tuition Refund

Submit resume or call
Victor Turman: 381-7000

Emerson Quiet Kool

Help Wanted 2600

RADIATION THERAPIST

Full time. Experienced. Licensed. Good benefits.
DEEP DALE GENERAL HOSPITAL
55-100 Ridgefield Avenue
Little Neck, N.Y. 11362
(212) 428-3000; ext 618

RADIOGRAPHER

-Level I or 2-
Perform radiography of power plant pipe welds in accordance with Section 111 ASME code.

Shady Brook, good pay & benefits. Including profit-sharing. Ridgewood/Massey area.

(212) 386-0700 Ext 356

RADIOLOGY TECHNOLOGIST

Full time plus some call position available for registered ARRT or CRT to work with EMI Body Scanner. Experience preferred but will train and as a staff technologist.

Please join our JCAH expanding to full accreditation. We offer excellent bilingual areas with the beautiful desert, rodeo country, 2 hours east of San Diego, south of Palm Springs and just 30 miles from Mexican border. Good working benefits. Contact PERSONNEL Dept.

(714) 344-2120 Ext 726
8:30 AM to 5:30 PM
Monday through Friday

PIONEER'S MEMORIAL HOSPITAL

207 W. Legion Rd.,
Brawley, CA 92227
Temp. apptx 4 mos

RADIO THERAPY TECHNOLOGIST

LICENSE REQUIRED. Days 9-5
Major voluntary teaching Hospital
seeks experienced Technologist to help in fast-paced Radiology Dept.
Challenge & good starting salary.
Call Stan Giovannini, 780-1862

LI College Hospital

354 Henry St., Brooklyn, NY 11201
An Equal Opportunity Employer M/F

Help Wanted 2600

REAL ESTATE

OFFICE MGR. FOR PROMINENT FIRM

Process leases, handle collections at site office for new government aided hi-rise bldgs. Supervise small staff. Typing required.

CALL: 575-1053

REAL ESTATE F/Pd \$25-35K

CORPORATE REP

Our client, a Fortune 500 corporation, is seeking 2 management level individuals to administer a program of acquisitions, sales and marketing of residential properties within their \$200MM+ portfolio. Corporate or institutional exp. must. To apply, call (212) 227-8000 or write LOGO Personnel, 1000 Avenue of the Americas, 17th Broadway, NYC 10036 (Agency).

RECEIVING CLERK

Elizabeth Arden has an opening in its shipping & receiving area. The responsibilities will include handling and lifting cartons of merchandise associated clerical duties. Experienced applicants preferred.

Please pick up application on the 2nd floor from 10AM to 12 Noon on Monday, November 13th.

ELIZABETH ARDEN

1245 Avenue of the Americas
New York, New York 10019
An Equal Opportunity Employer M/F

RECEPTIONIST

Front desk spot in rapidly growing E.Side corp. for dynamic indiv. Hrs 9-5 Some tyng. To \$175 F/PD
CALL ELSA ABBEY 679-6644

SNELLING

& SNELLING (Agency)

18 E. 41 St

RECEPTIONIST

18 E. 41 St

SALES PERSONALITY

Sales and Marketing Firm Grand Central Avenue, Dept. BMN, 11th fl., Harderizing products, handle phones, type and learn our business. Advancement possibilities. \$140-\$160 per week. Call Miss Ralph 935-0749 Between 9-12 Beetele

Help Wanted 2600

RECEPTIONIST

\$190-215

Cosmopolitan

MEET TOP EXECUTIVES

Are you a bright, outgoing, well-qualified Indiv? If so, we have the opportunity available for you with one of the most prestigious companies in the publishing industry. This is a low-keyed, non-depressed position. You will be working with a professional staff, excel britts program. Accurate typg 50 wpm.

Cosmopolitan

THE SOURCE FOR PERMANENT & TEMPORARY POSITIONS

505 5th Ave
15th Fl
4th Fl
118-09 Queens Bl
Forest Hills
Street Level

Equal Opp/No Fee Agency

RECEPTIONIST F/PD TO \$175

FASHION

Discount on clothes, plush offices Etc
co. britt. Must have jn typg & wk
background. Gd. opportunities. Call
Anne Avon for appt. 679-6644

SNELLING

& SNELLING (Agency)

18 E. 41 St

RECEPT

F/Pd \$170

FORTUNE 500

Plush Park Ave corp need polished,
experienced receptionist. 45-50 yrs.
Outstanding britts incl medical + dental + profit sharing. Call Mary Trahan
858-2040 (Agency)

DONNELLY

505 5th Ave
18FL

Receptionist Fee Pd \$200

PUBLISHING

Evening Night editions & newspaper

Help Wanted 2600

RECEPTIONIST

\$160-180

Cosmopolitan

PERSONNEL

Are you a bright, outgoing, well-qualified Indiv? If so, we have the opportunity available for you with one of the most prestigious companies in the publishing industry. This is a low-keyed, non-depressed position. You will be working with a professional staff, excel britts program. Accurate typg 50 wpm.

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THE SOURCE FOR PERMANENT & TEMPORARY POSITIONS

505 5th Ave
15th Fl
4th Fl
118-09 Queens Bl
Forest Hills
Street Level

Equal Opp/No Fee Agency

RECEPT F/PD \$175

PARK AVENUE

Type 40wpm Work in plush offic
atl. benefits package. Call Se
Dolan, 966-5805

ACCURATE

41E42St Rm
EDITORIAL SECY F/PD To

BILINGUAL

Fluent Spanish essential for chang
ing position where flexibility &
tolerance are essential. Prod
to details are essential. Prod
ing, excellent skills, work on cw
basis. Good opportunities for
research oriented organization.
See Broke Luckhurst, 966-5805
ACCURATE agency 41E42St Rm

RECEPTIONIST

Experienced on PBX 507 M
switchboard a must. To greet the
distinctive gentlemen. Prefer c
grad. No typing, some clerical
Too solar. Age 25-35

DUNHILL CIGARS

65 East 51st St., N.Y.C.

RECEPTIONIST

Experienced Night, overtime & weekend

This Paper

Use digitized newspaper text from the *Boston Globe, New York Times, and Wall Street Journal* ads from 1940-2000.

What were the trajectories of explicit gender targeting pre and post-legislation?

Did employers substitute in their language after passage of the Civil Rights Act and the formation of the EEOC?

Did substitution towards implicit targeting impede convergence in labor market outcomes?

This Paper

Use digitized newspaper text from the *Boston Globe, New York Times, and Wall Street Journal* ads from 1940-2000.

What were the trajectories of explicit gender targeting pre and post-legislation?

- ▶ Common before mid-1960s, equally so for male and female applicants, concentrated in low-skill occupations
- ▶ Declines throughout the 60s, but still prevalent in the early 70s.

Did employers substitute in their language after passage of the Civil Rights Act and the formation of the EEOC?

- ▶ Occupations (or employers) who previously mentioned an explicit gender preference when it was legal use more "gendered" adjectives later on.
- ▶ These differences abate slowly.

Did substitution towards implicit targeting impede convergence in labor market outcomes?

Previous Literature

- ▶ Prevalence of explicit gender targeting / policies
 - ▶ Darity Jr. and Mason (1998): Comb through newspaper ads from 1960
 - ▶ Goldin (1990): Employer surveys asking about gender roles.
 - ▶ Kuhn and Shen (2013), Hellester, Kuhn, and Shen (2017, 2020): Online ads in Mexico and China
 - ▶ Targeting in low-skill jobs, equally likely to be male or female
 - ▶ Age twist (target young females, old males)
 - ▶ Effects on applications, callbacks
- ▶ Impacts of legislation on discrimination
 - ▶ Donohue III and Heckman (1991), Kurtulus (2012, 2016), Miller (2017)
 - ▶ Unintended consequences: Chan and Eyster (2003), Autor and Scarborough (2008), Yagan (2016)

Outline

1. Data Sources
2. Explicit Gender Targeting
3. Substitution to Implicit Gender Targeting?
4. Gender Wage Gaps and Occupational Segregation

Processing newspaper text files

ProQuest processes images of newspaper pages into text files (OCR)

- ▶ Job ads from *New York Times* (1940-2000), *Wall Street Journal* (1940-1998), and *Boston Globe* (1960-1983)

Steps to construct the data set (steps 1-3 are from earlier work)

1. Distinguish vacancy postings from other advertisements
2. Find the boundaries between vacancy postings
3. Identify the ad's job title ⇒ SOC code
4. Identify the party posting the ad; salary; personal adjectives; page on which ad appears
5. Explicit gender targeting:
 - ▶ Men: "young man," "young boy," "young men," (or old, mature, experienced), "guy friday," "male position,"...
 - ▶ Women: "young woman," "young girl," "young women," (or old, mature, experienced), "gal friday," "female position,"...

Example

From the February 20, 1966 New York Times

Classified Ad Index - The Times
20 E 42 St
Help Wanted - Personals
Continued from Previous Page

RECEPTIONIST
TYPIST

Very experienced office personnel
available. Apply to Stern Brothers
Marketing Agency, 20 E 42 St, New York, N.Y.
Telephone: BROADway 7-1212.

Receptionist
Furniture
Linens
Appliances
APPLY: STERN BROTHERS
20 E 42 St
New York, N.Y.

Receptionists \$70-95

Airline

No experience required
DIAL Agency, 20 East 42 St
DIAL Agency, 125 Broadway
New York 42 Street

RECEPTIONIST-EXECS

SECRETARIAL STAFF
GORDON G. WHITE &
ASSOCIATES INC.
100 BROADWAY
10TH FLOOR
NEW YORK, N.Y.
212-420-1212
FEE NEGOTIATED

FRONT DESK AGENCY
111 W. 42nd St., Suite 200
212-582-1212

RECEPTIONIST/GAL FRIDAY

Very experienced office receptionist
available. Apply to Stern Brothers
Marketing Agency, 20 E 42 St, New York, N.Y.
Telephone: BROADway 7-1212.

SALES RECEPTIONISTS
RICHARDSON, COOPER & CO.
OFF manager position (Room 421)
212-582-1212

RECEPTIONISTS

A few days vacation
available. Apply to Stern Brothers
Marketing Agency, 20 E 42 St, New York, N.Y.
Telephone: BROADway 7-1212.

RECEPTIONIST
For immediate
vacancy
apply to Stern
Brothers
Marketing
Agency
20 E 42 St
New York, N.Y.
212-582-1212

TAFT

OPEN WASHINGTON'S BIRTHDAY
CLOTHING STORES
CLOTHING & ACCESSORIES
RECEP. TYPISTS - PER 10 HRS.

THEATRICAL

Joyce

11 W. 41 St, New York (Garment)

RECEP. TYPISTS \$80-90

Personnel Trained

No one forced to do the strenuous work of a
typist. Work in the comfortable desk at a
typewriter. No need to type on a keyboard.

APPEAL Agency, 20 E 42 St
New York, N.Y. 10017

RECEPTIONISTS \$80-90

This block of desks set with typewriters
and telephone equipment. Work in the
comfortable desk at a typewriter. No
need to type on a keyboard.

APPEAL Agency, 20 E 42 St
New York, N.Y. 10017

RECEPTIONISTS \$80-90

This block of desks set with typewriters
and telephone equipment. Work in the
comfortable desk at a typewriter. No
need to type on a keyboard.

APPEAL Agency, 20 E 42 St
New York, N.Y. 10017

GRAHAM-WHITE

For 65th Anniversary event, GRAMMY AWARDS

Example

receptionist i typist very active . office requires cal with good and clerical back- , . must en) oy working with people . excellent benefits fiver week liberal benefits apply stern brothers 6th floor personnel 41 west 42 st . new York cit v i

receptionist airline no experience co trains NYC interesting dial agency , 20 east 42 st dial agency , 135 b way near wall street reception . iist execs nice appearing . well spoken girls with a flair for tact are needed for the e xx flog of this too cg . i a minimum of one year i e xv or some college freq . 90-100 fee negot front desk agency public contact specialists 15 e 40th (off mad av) rm 206

receptionist gal friday we operate an executive personnel . the position is for our staff . we require an alert . brie . reliable person with a rood phone voice . no skills -no exp . required . 365-75 start . many benefits . no fee , of course **[Robert Half Agency]**

receptionist a new Madison avenue agency designed for those interested in extra-ordinary and unique public con- tact positions . tee negotiable typing trainees or exp . Madison avenue agency

corner mad th lobby receipt typist 9 b divers i fiend work in plush aft . co pays fee 585 Taft open Washington s birthday 150 Broadway agency di 90330 one east 42 st mu p640 receipt no skills fee pd to theatrical Joyce 11 w 42 , 1 rm 700 () receipt ty pi ts **\$ 80-90** personnel trainees np exp , company trains gals with 40 wpm in the personnel department of a rep steel company . interesting-fee paid appeal agency , 20 e 42 st near wall street **[Appeal Agency]**

receptionist \$ 80 this plush cg seeks gal with typing and that clean scrubbed look to meet 8 greet clients . any exp ok benefits bonus co pays fee graham-white vj e also interview eve s . call for apple 1 dl ag d i 9-1280 reception desk to 90 fee paid large park ave coy teach and reservations ; type ; attar and poised **[Graham White Agency]**

record clerk r tv \$ 90-95 ad figure apt . 2-3 vars exp in banking r-insurance . hunt 8 peck , fee reimbursed emerita a en v 2 4 in for full time position in media- cal research of medical ' school) r or intensive care experience . call , fy 2-600d , ext 177

Example

receptionist i typist [439022] very active . office requires cal with good and clerical back- , . must en) oy working with people . excellent benefits fiver week liberal benefits apply stern brothers 6th floor personnel 41 west 42 st . new York cit v i

receptionist [434171] airline no experience co trains NYC interesting dial agency , 20 east 42 st dial agency , 135 b way near wall street reception . iist execs nice appearing . well spoken girls with a flair for tact are needed for the e xx flog of this too cg . i a minimum of one year i e xv or some college freq . 90-100 fee negot front desk agency public contact specialists 15 e 40th (off mad av) rm 206

receptionist gal friday [434171] we operate an executive personnel . the position is for our staff . we require an alert . brie . reliable person with a rood phone voice . no skills -no exp . required . 365-75 start . many benefits . no fee , of course [**Robert Half Agency**]

receptionist [434171] a new Madison avenue agency designed for those interested in extraordinary and unique public con- tact positions . tee negotiable typing trainees or exp . Madison avenue agency

corner mad th lobby receipt typist [436014] 9 b divers i fiend work in plush aft . co pays fee 585 Taft open Washington s birthday 150 Broadway agency di 90330 one east 42 st mu p640 receipt no skills fee pd to theatrical Joyce 11 w 42 , 1 rm 700 () receipt ty pi ts **\$ 80-90** personnel trainees np exp , company trains gals with 40 wpm in the personnel department of a rep steel company . interesting-fee paid appeal agency , 20 e 42 st near wall street [**Appeal Agency**]

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record clerk r [434071] tv \$ 90-95 ad figure apt . 2-3 vars exp in banking r-insurance . hunt 8 peck , fee reimbursed emerita a en v 2 4 in for full time position in media- cal research of medical ' school) r or intensive care experience . call . fy 2-600d , ext 177

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Summary Statistics

	1940-63	1964-70	1971-2000	1940-2000
Explicit Male	0.036	0.013	0.002	0.017
Explicit Female	0.036	0.022	0.002	0.018
Male Page	0.292	0.206	0.006	0.150
Female Page	0.239	0.133	0.003	0.115
Male+Female Page	0.000	0.171	0.031	0.048
Ads (million)	3.3	1.8	3.9	9.1
with firm info	0.38	0.43	0.53	1.33
with salary info	0.11	0.09	0.20	0.39

Summary Statistics

	Explicit Targeting			Gendered Pages		
	Male	None	Female	Male	None	Female
Male Page	0.440	0.262	0.101	1	0	0
Non-gendered Page	0.459	0.542	0.454	0	1	0
Female Page	0.110	0.197	0.454	0	0	1
Prefer Male	1	0	0	0.046	0.025	0.011
No explicit preference	0	1	0	0.945	0.947	0.919
Prefer Female	0	0	1	0.010	0.027	0.069
Percent of Ads	2.6	94.4	3.0	24.6	56.7	18.6

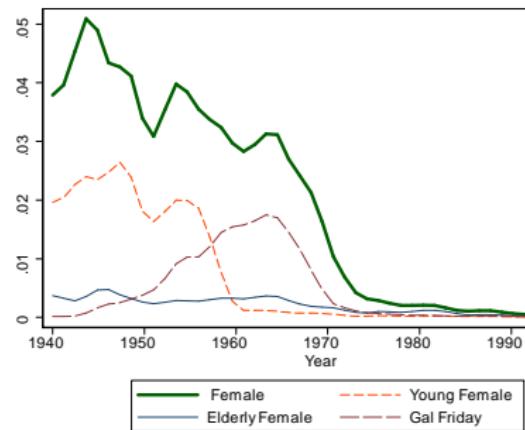
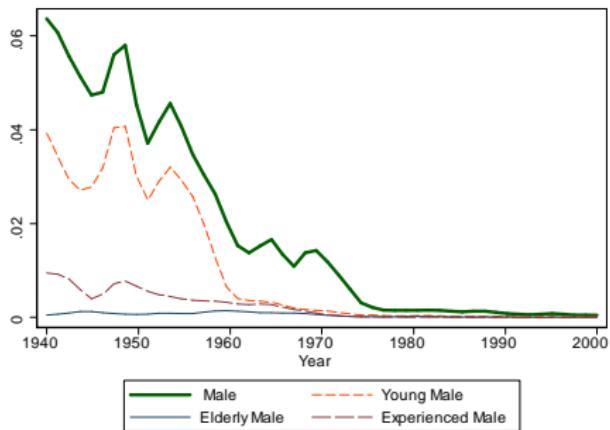
Summary Statistics

	Explicit Targeting			Gendered Pages		
	Male	None	Female	Male	None	Female
Male Page	0.440	0.262	0.101	1	0	0
Non-gendered Page	0.459	0.542	0.454	0	1	0
Female Page	0.110	0.197	0.454	0	0	1
Prefer Male	1	0	0	0.046	0.025	0.011
No explicit preference	0	1	0	0.945	0.947	0.919
Prefer Female	0	0	1	0.010	0.027	0.069
Log Salary (Resid.)	0.018	0.001	-0.061	0.032	-0.092	-0.022
Regular schedule	0.163	0.146	0.359	0.086	0.133	0.305
Irregular schedule	0.018	0.006	0.009	0.010	0.006	0.005
Percent of Ads	2.6	94.4	3.0	24.6	56.7	18.6

Outline

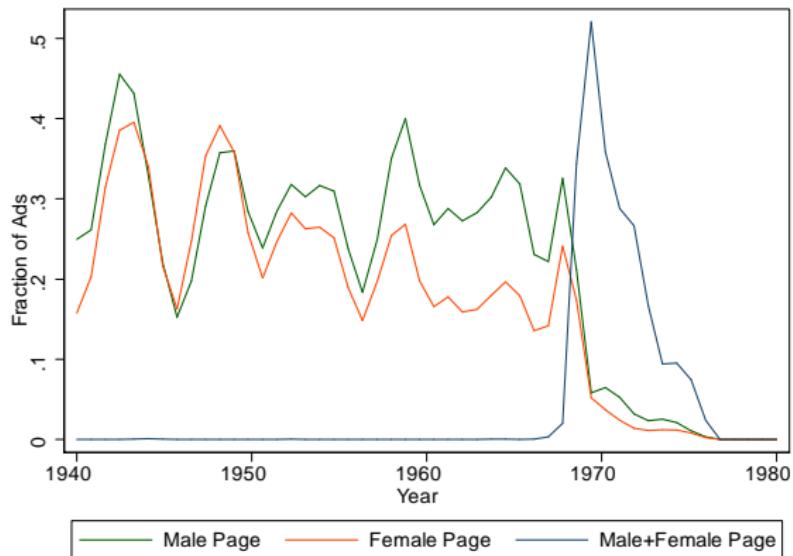
1. Data Sources
2. **Explicit Gender Targeting**
3. Substitution to Implicit Gender Targeting?
4. Gender Wage Gaps and Occupational Segregation

Trends in Explicit Gender Targeting

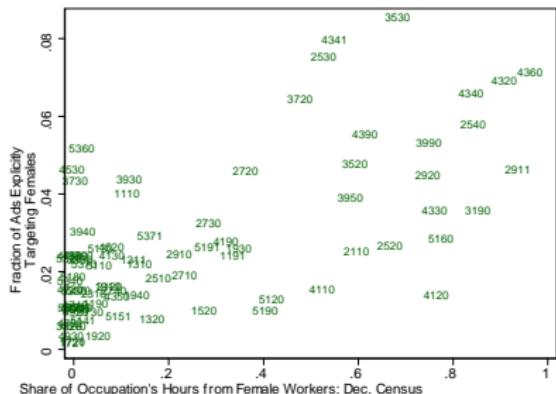
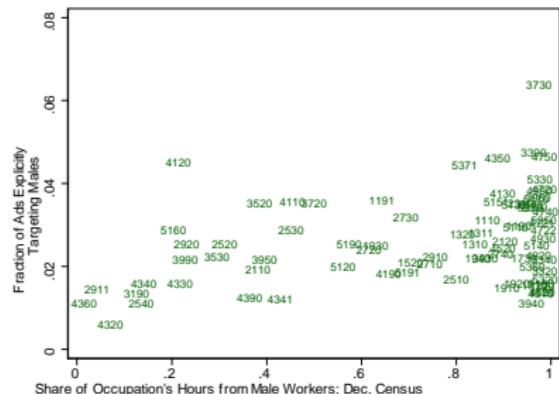


- ▶ 4.5 (1.4) percent of ads in the early 60s (70s) have an explicit mention of applicants for a gender.

Trends in Gender-Specific Pages of Ads



Overt Targeting by Occupation



Outline

1. Data Sources
2. Explicit Gender Targeting
3. **Substitution to Implicit Gender Targeting?**
4. Gender Wage Gaps and Occupational Segregation

Gendered Adjectives

In the period in which targeting is legal (1946-63), regress targeting against a list of (500) personal adjectives $\in \{\text{abrupt, accessible, ... , worrying, youthful}\}$

- ▶ Penalized regression, control for ad length, year fixed effects, and occupation fixed effects

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- ▶ Call w_a^{male} and w_a^{female} the number of mentions of the "male-predicting" or "female-predicting" personal adjectives in ad a

Regression Specification

In the pre-period, compute

- ▶ the frequency of explicit targeting $\Rightarrow \bar{d}_o^{\text{female}}$ or \bar{d}_o^{male} .
- ▶ the average of "male" or "female" gendered adjectives $\Rightarrow \bar{w}_o^{\text{female}}, \bar{w}_o^{\text{male}}$
- ▶ o indexes either occupations (4-digit) or firm \times occupation (2-digit) cells

Regression Specification

In the pre-period, compute $\bar{d}_o^{\text{female}}$, \bar{d}_o^{male} , $\bar{w}_o^{\text{female}}$, \bar{w}_o^{male}

After gendered targeting is prohibited, compute w_{ot}^{female} and w_{ot}^{male} by $o \times t$ pair

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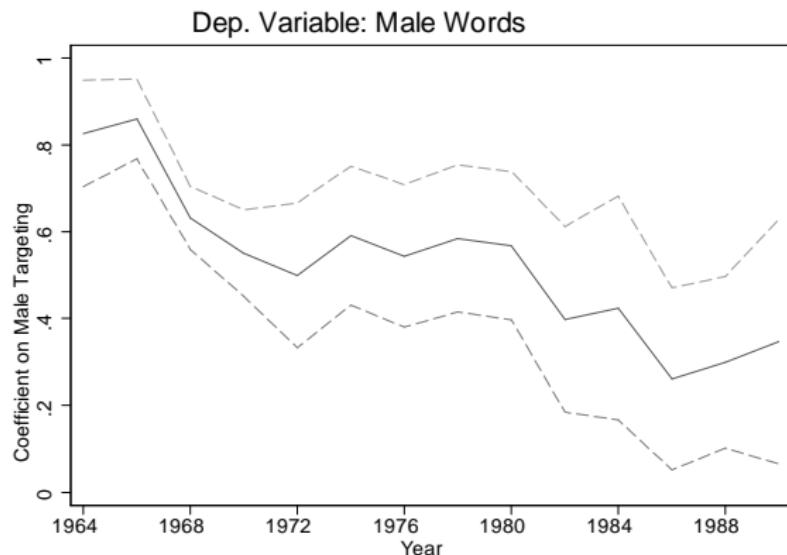
Regression:

$$\begin{aligned} w_{ot}^{\text{male}} = & \beta_t + \mu_t \cdot \bar{d}_o^{\text{male}} + \nu_t \cdot \bar{w}_o^{\text{male}} \\ & + \phi_t \cdot \bar{d}_o^{\text{female}} + \gamma_t \cdot \bar{w}_o^{\text{female}} + \epsilon_{ot} \end{aligned}$$

(with a corresponding regression with w_{ot}^{female} as dependant variable)

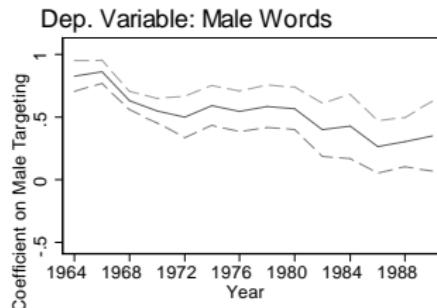
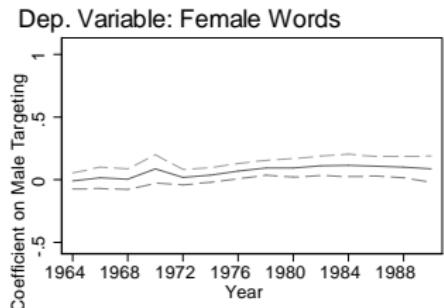
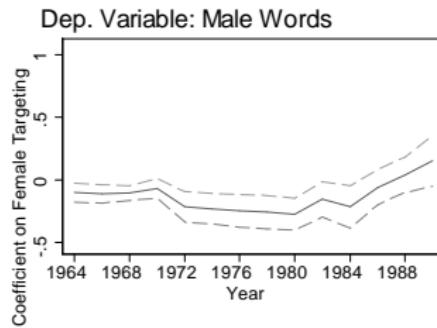
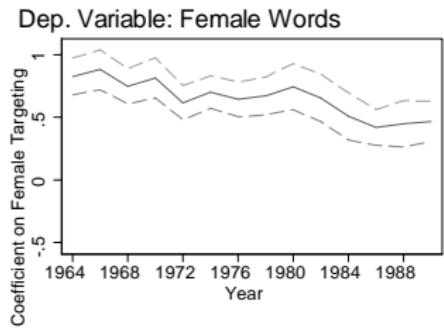
- ▶ Coefficients of interest: μ_t and ϕ_t : relationship between past explicit targeting and current use of gendered adjectives.

Results: SOC

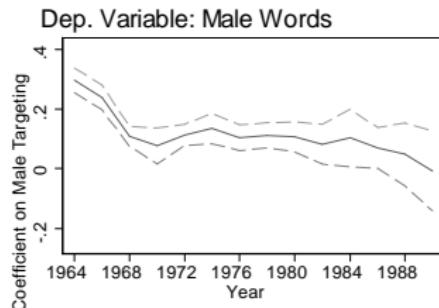
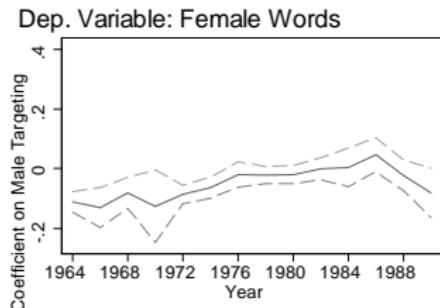
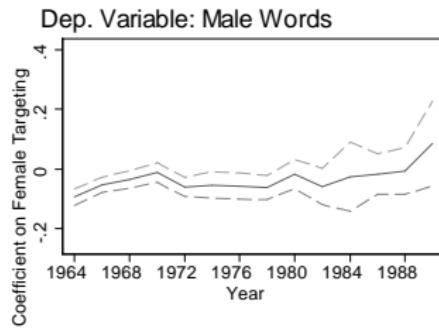
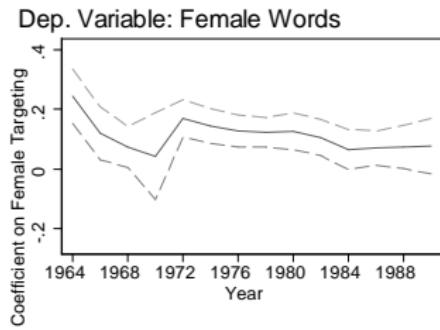


- ▶ Occupations with 1 extra mention of explicit targeting for males had 0.5 more mentions of male-specific gendered adjectives in the 1970s

Results: SOC



Results: Firm-by-SOC



Outline

1. Data Sources
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Correlation between gendered language and labor market outcomes

In the pre-period, compute $\bar{d}_o^{\text{female}}$, \bar{d}_o^{male} , $\bar{w}_o^{\text{female}}$, \bar{w}_o^{male}

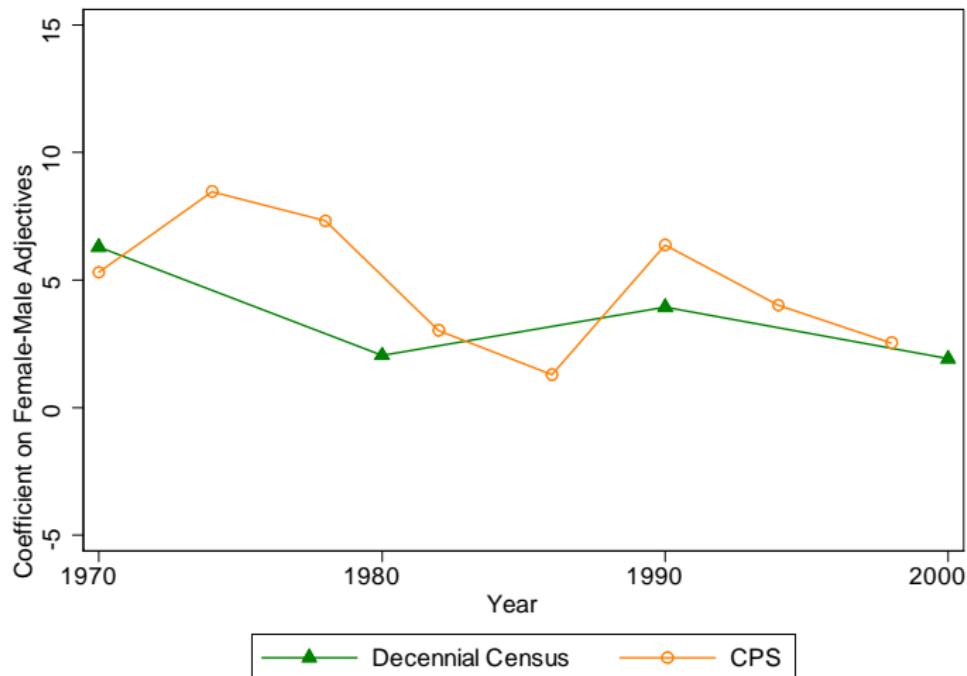
After gendered targeting is prohibited, compute w_{ot}^{female} and w_{ot}^{male} by $o \times t$ pair

Regression:

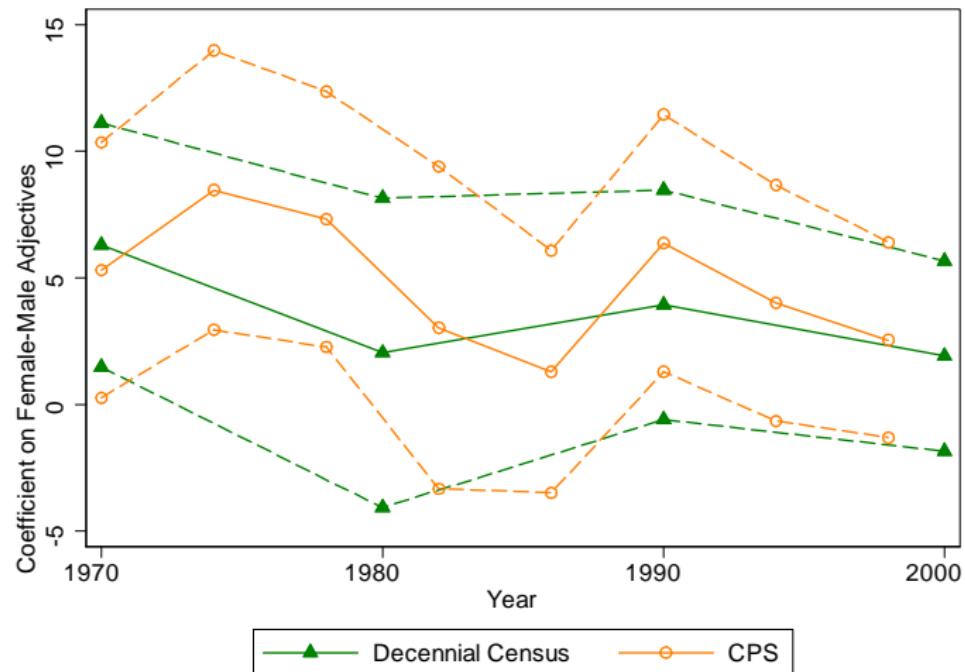
$$y_{ot} = \beta_t + \delta_t \cdot (w_{ot}^{\text{male}} - w_{ot}^{\text{female}}) + \mu_t \cdot \bar{d}_o^{\text{male}} + \phi_t \cdot \bar{d}_o^{\text{female}} \\ + \nu_t \cdot (\bar{w}_o^{\text{male}} - \bar{w}_o^{\text{female}}) + \theta_t \cdot \bar{y}_o + \epsilon_{ot}$$

- ▶ y_{ot} : labor market variable:
 {share of female workers, log average wage} from CPS ASEC or Decennial Census

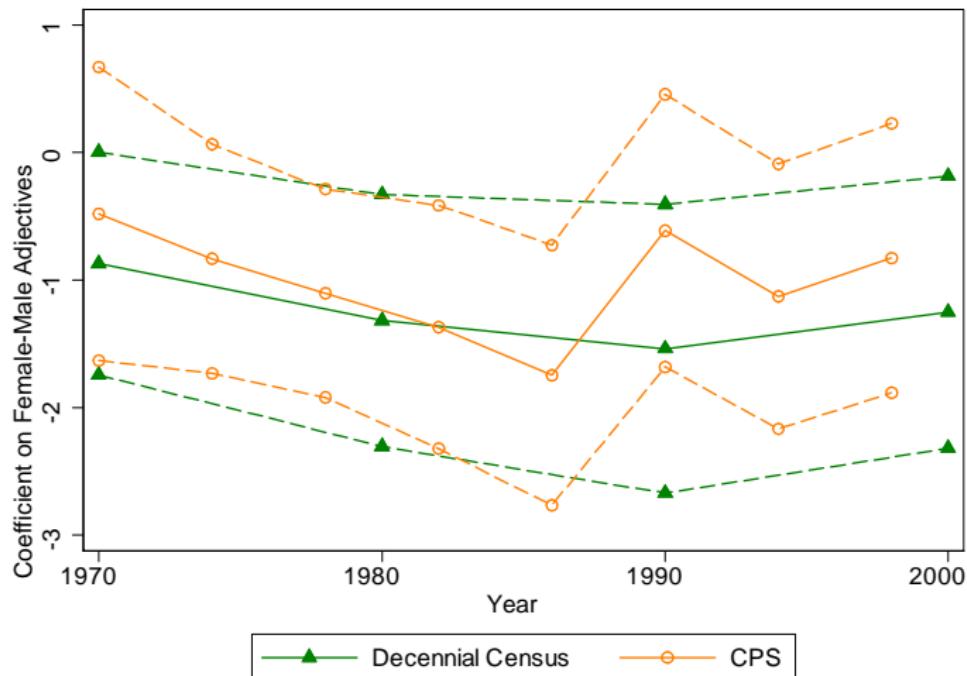
Substitution to Female Words, Away from Male Words
Correlated with Higher Female Labor Share



Substitution to Female Words, Away from Male Words Correlated with Higher Female Labor Share



Substitution to Female Words, Away from Male Words Correlated with Lower Wages



Recap

- ▶ Study firm gender targeting between 1940s to 90s (primarily 50s to 70s)
- ▶ Explicit gender targeting was common up to early 1970s
- ▶ Occupations (firms) with more explicit gender targeting before mid 1960s use more gendered adjectives after
- ▶ Gendered adjectives post 1970 correlate with labor outcomes: female share of workers, average wages, female-male wage gap.