THE COURSE:

Drawing from sociology, economics and demography, this course examines the causes and effects of gender differences in labor force participation, earnings and occupation in the United States and in the rest of the developed and developing world. Differences by race, ethnicity and sexual orientation are also considered. Theories of labor supply, marriage, human capital and discrimination are explored as explanations for the observed trends. Finally, the course reviews current labor market policies and uses the theories of labor supply, marriage, human capital and discrimination to evaluate their effects on women and men.

TEXTS:


2. Additional readings, when available as indicated by a “*”, are available for download from the course website, https://courseweb.library.upenn.edu/. The website is a secure site. To access the site, you must use your Penn ID and password. I will be using email occasionally to contact you. The “communication” folder at the course website shows the email address which the registrar has for you and which I will use. It is your responsibility to change your email address if the one listed is not one that you regularly check.

3. Readings not available on line are available from the Reserve section of the Population Studies Library.
EVALUATION:

There will be a midterm examination, a final examination, and a term paper, each counting for 33% of the final grade. Class participation will be used to resolve any “borderline” cases for the course grade.

The term paper should include data analysis and address an aspect of one the following major topics: labor supply, human capital, household formation/fertility and labor force behavior, earnings discrimination or the gender gap, occupational outcomes, sexual orientation and the labor market, labor market policies. You must submit a proposal for your term paper for approval of topic and approach no later than October 31, 2008. The proposal must include a one-page description of your proposed project and a bibliography. You are encouraged either to come by at office hours or make an appointment in September or October to discuss your interests and possible topics.

COURSE OUTLINE AND READINGS

September 3
I. Introduction
   JPJ, Chapter 1,2

September 8, 10
II. Labor Force Participation
   JPJ, Chapters 4, 14, and 15
   *Dora L. Costa, “From Mill Town to Board Room: The Rise of Women’s Paid
   *ER McGrattan R Rogerson, “Changes in the Distribution of Family Hours Worked

September 15, 17
III. Theory of Labor Supply
   JPJ, Chapter 4 Appendix
   Jacob Mincer, “Labor Force Participation of Married Women,” in Gregg Lewis, ed.,
   *C. Goldin, “The Quiet Revolution That Transformed Women’s Employment,

September 22
IV. Family Formation and Fertility
   *B Stevenson and J. Wolfers, “Marriage and Divorce: Changes and their Driving
September 24, 29
V.  Modeling Marriage, Divorce, Fertility and Labor Force Decisions
JPJ, Chapter 3, 5
*Shelly Lundberg and Robert Pollak, “The American Family and Family 

October 1
VI.  Earnings and Occupations
JPJ, Chapter 6
*Data: Weekly Earnings by Detailed Occupation and Sex, 2007
*BF Reskin DD Bielby, “A Sociological Perspective on Gender and Career 

October 6, 8, 15
VII. Human Capital Theory
JPJ, Chapter 7, 8
Gary Becker, Human Capital (New York: National Bureau of Economic Research, 
1975).
*P. England, “The Failure of Human Capital Theory to Explain Occupational Sex 
*R. Gronau, “Sex-Related Differentials and Women’s Interrupted Labor Careers-the 
*J. Robst and J. VanGilder, “Atrophy Rates in Male and Female Occupations,” 
*H. Antecol and K. Bedard, “The Relative Earnings of Young Mexican, Black, and 

October 20, 22
VIII. Theories and Measurements of Labor Market Discrimination
JPJ, Chapter 9
*FD Blau and LM Kahn, “Gender Differences in Pay,” The Journal of Economic 
Perspectives, (14)4, Autumn 2000: 75-100.
*TD Stanley and SB Jarrell, “Gender Wage Discrimination Bias? A Meta-Regression 
Analysis,” Journal of Human Resources (33) 4, Fall 1998: 947-73.
*L. Joy, “Salaries of Recent Male and Female College Graduates: Educational and 
2003: 606-621.
*Weichselbaumer and Winter-Ebmer, "A Meta-Analysis of the International Gender 
*C Goldin, C Rouse, “Orchestrating Impartiality: The Impact of Blind Auditions on 

**October 27** REVIEW

**October 29** MIDTERM

**November 3, 5**

**IX. Sexual Orientation and the Labor Market**


**November 10**

**X. Gender and Labor Market Policies**

JPJ. Chapter 16

**November 12, 17**

**a. Poverty and Welfare Reform**

JPJ Part II, pp. 169-185.


**November 19, 24**

**b. Work-Family Policy**

FDB, Chapter 10, pp. 354-81.


*SJ Correll, S Benard, I Pai , “Getting a Job: Is There a Motherhood Penalty?”
Analysis of the Potential Benefits of Leave Taking,” Journal of Labor Economics,
*SL Averett and LA Whittington, “Does Maternity Leave Induce Births?” Southern
Economic Journal, (68) 2, (October 2001), 403-17.

November 26, December 1
XI. Women and Economic Development
JPJ, Chapters 12, 13.
E. Boserup, “Obstacles to Advancement of Women during Development,” in T. P.
Schultz (ed.) Investment in Women’s Human Capital, (Chicago: University of
T.P. Schultz, “Investment in the Schooling and Health of Women and Men:
Quantities and Returns,” in T. P. Schultz (ed.) Investment in Women’s Human
C. Goldin, “The U-Shaped Female Labor Force Function in Economic Development
and Economic History,” in T. P. Schultz (ed.) Investment in Women’s Human
*G Martin and V Kats, “Families and Work in Transition in 12 Countries, 1980-
*S. Anderson, “The Economics of Dowry and Brideprice,” Journal of Economic

December 3 REVIEW

December 12 12:00-2:00 PM  FINAL EXAM