

*Dangerous Career Choices:
What Choices Affect Our Careers and Pay?*

Women in Management Why Are We Stalled?

Philip N. Cohen
Sociology
UNC-Chapel Hill
pnc@unc.edu

Percent Female Among Managerial Workers, 1970-2005

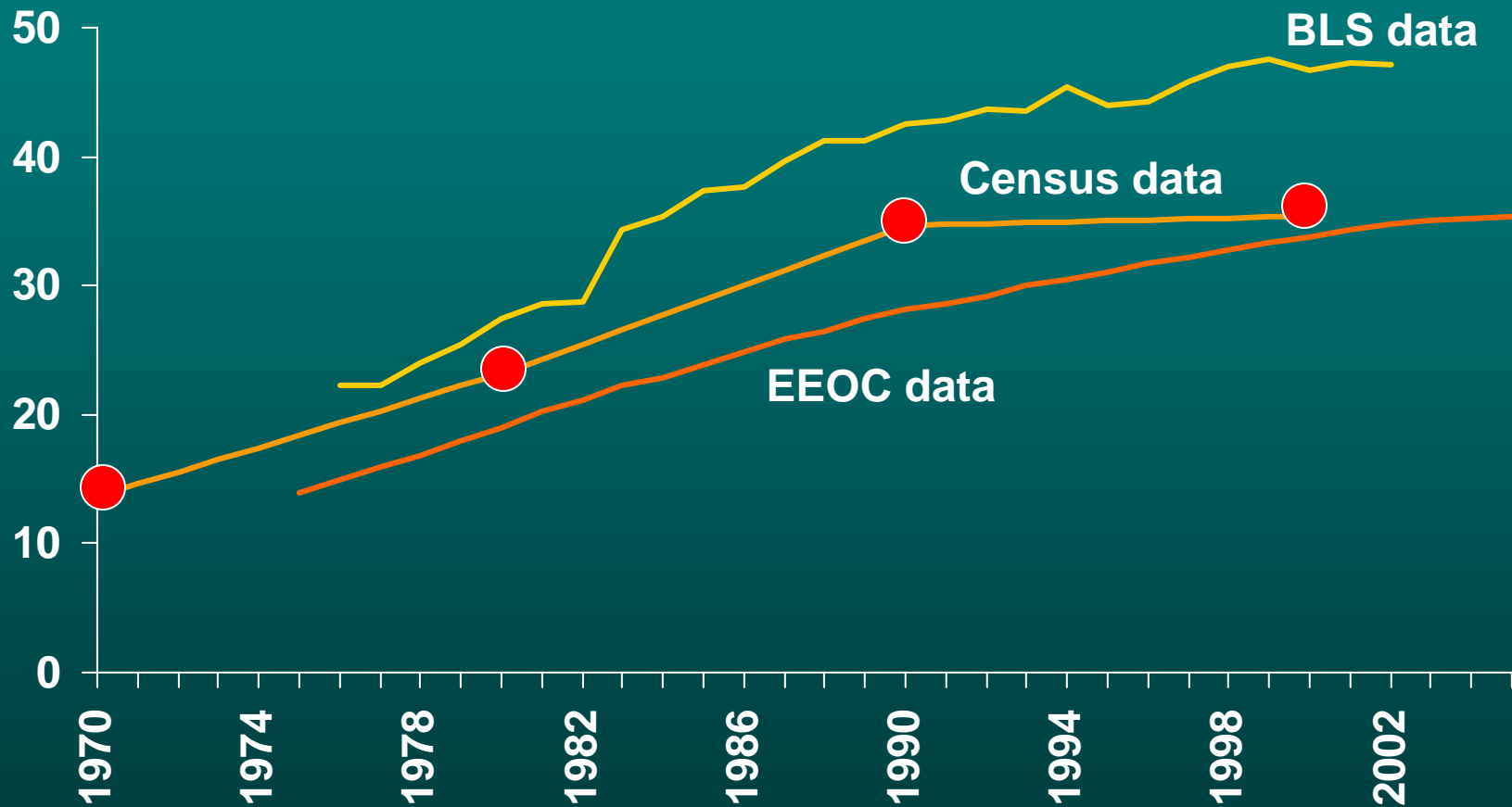


Figure 3. Gender Composition of Managerial Occupations, 1970-2000

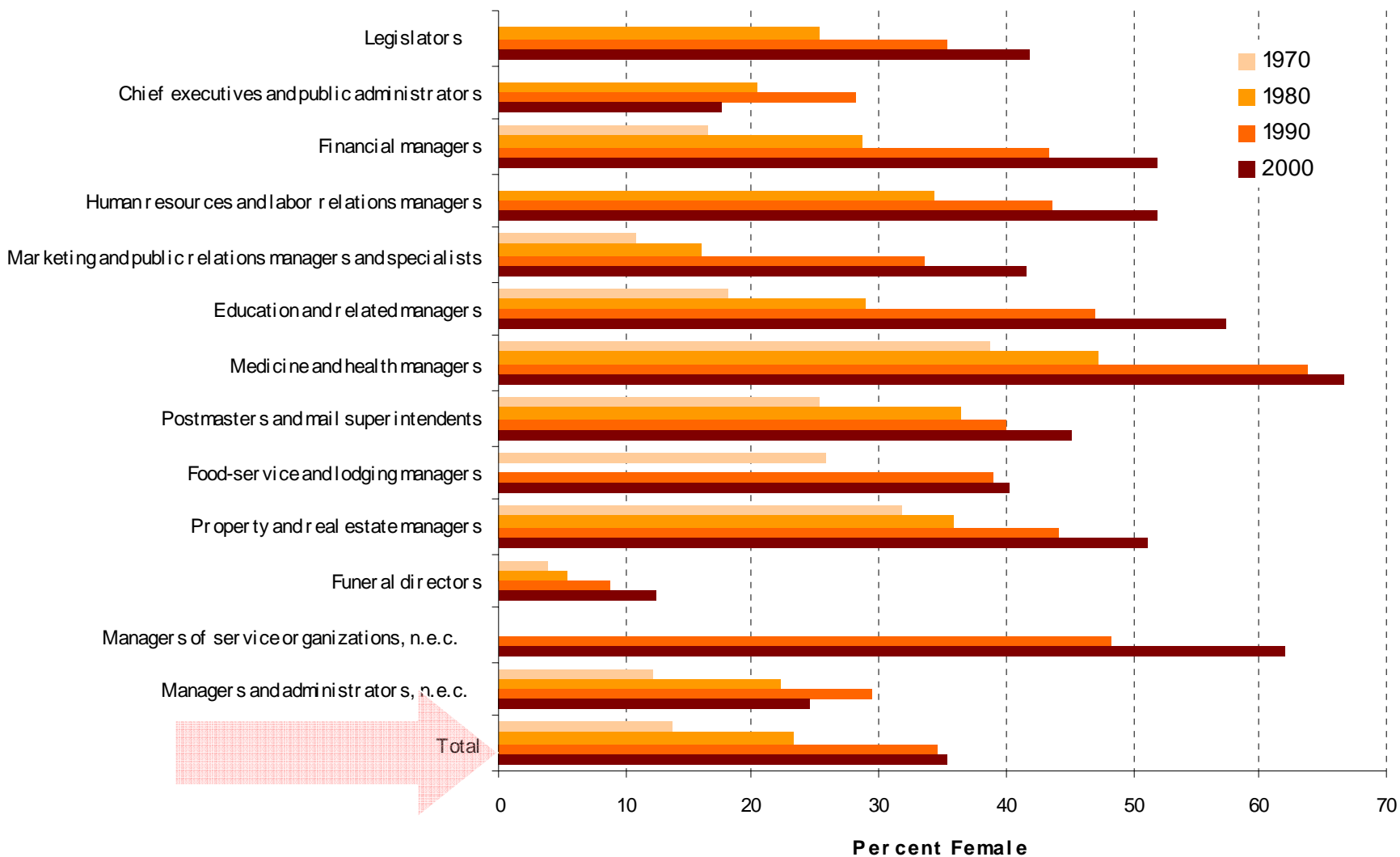
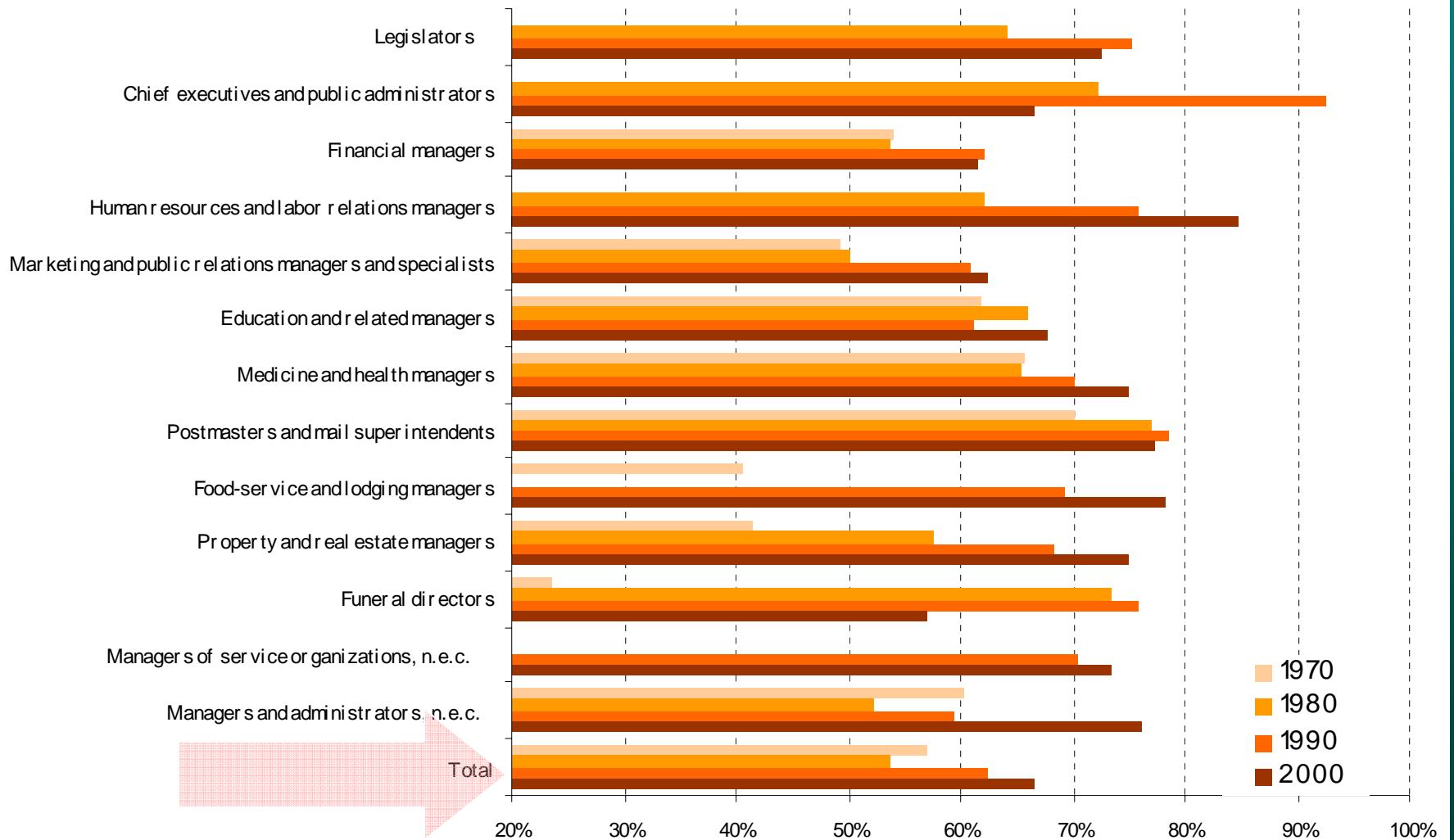


Figure 4. Women's Median Earnings as Percent of Men's: Managerial Occupations, 1970-2000



Why Are We Stalled?

- **Economic trends may be less favorable**
 - 70s & 80s had service-sector boom as women entered the workforce
- **Progress on integration in 70s-80s**
 - But tipping toward segregation in some places
- **Other pressures**
 - Parenting norms, increasing demands
 - Are workplaces getting *less* flexible?
 - Fathers have changed – but only so much