

This PDF is a selection from a published volume from the National Bureau of Economic Research

Volume Title: Women Working Longer: Increased Employment at Older Ages

Volume Author/Editor: Claudia Goldin and Lawrence F. Katz, editors

Volume Publisher: University of Chicago Press

Volume ISBNs: 978-0-226-53250-9 (cloth); 978-0-226-53264-6 (e-ISBN)

Volume URL: <http://www.nber.org/books/gold-12>

Conference Date: May 21-22, 2016

Publication Date: April 2018

Chapter Title: Front matter to "Women Working Longer: Increased Employment at Older Ages"

Chapter Author(s):

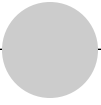
Chapter URL: <http://www.nber.org/chapters/c14368>

Chapter pages in book: (p. i – x)

Women Working Longer



**A National Bureau
of Economic Research
Conference Report**



Women Working Longer Increased Employment at Older Ages

Edited by

Claudia Goldin and Lawrence F. Katz

The University of Chicago Press

Chicago and London

The University of Chicago Press, Chicago 60637
The University of Chicago Press, Ltd., London
© 2018 by the National Bureau of Economic Research
All rights reserved. No part of this book may be used or reproduced
in any manner whatsoever without written permission, except in the
case of brief quotations in critical articles and reviews. For more
information, contact the University of Chicago Press, 1427 E. 60th St.,
Chicago, IL 60637.
Published 2018
Printed in the United States of America

27 26 25 24 23 22 21 20 19 18 1 2 3 4 5

ISBN-13: 978-0-226-53250-9 (cloth)
ISBN-13: 978-0-226-53264-6 (e-book)
DOI: <https://doi.org/10.7208/chicago/9780226532646.001.0001>

Library of Congress Cataloging-in-Publication Data

Names: Goldin, Claudia Dale, editor. | Katz, Lawrence F., editor.
Title: Women working longer : increased employment at older ages /
edited by Claudia Goldin and Lawrence F. Katz.
Other titles: National Bureau of Economic Research conference report.
Description: Chicago : The University of Chicago Press, 2018. | Series:
National Bureau of Economic Research conference report
Identifiers: LCCN 2017025191 | ISBN 9780226532509 (cloth : alk.
paper) | ISBN 9780226532646 (e-book)
Subjects: LCSH: Older women—Employment—United States. | Age
and employment—United States.
Classification: LCC HD6056.2.U6 W67 2018 | DDC 331.4084/60973—
dc23
LC record available at <https://lcn.loc.gov/2017025191>

© This paper meets the requirements of ANSI/NISO Z39.48-1992
(Permanence of Paper).

National Bureau of Economic Research

Officers

Karen N. Horn, <i>chair</i>	Kelly Horak, <i>controller and assistant corporate secretary</i>
John Lipsky, <i>vice chair</i>	Alterra Milone, <i>corporate secretary</i>
James M. Poterba, <i>president and chief executive officer</i>	Denis Healy, <i>assistant corporate secretary</i>
Robert Mednick, <i>treasurer</i>	

Directors at Large

Peter C. Aldrich	Jacob A. Frenkel	Michael H. Moskow
Elizabeth E. Bailey	Judith M. Gueron	Alicia H. Munnell
John H. Biggs	Robert S. Hamada	Robert T. Parry
John S. Clarkeson	Peter Blair Henry	James M. Poterba
Kathleen B. Cooper	Karen N. Horn	John S. Reed
Charles H. Dallara	Lisa Jordan	Marina v. N. Whitman
George C. Eads	John Lipsky	Martin B. Zimmerman
Jessica P. Einhorn	Laurence H. Meyer	
Mohamed El-Erian	Karen Mills	

Directors by University Appointment

Timothy Bresnahan, <i>Stanford</i>	George Mailath, <i>Pennsylvania</i>
Pierre-André Chiappori, <i>Columbia</i>	Marjorie B. McElroy, <i>Duke</i>
Alan V. Deardorff, <i>Michigan</i>	Joel Mokyr, <i>Northwestern</i>
Ray C. Fair, <i>Yale</i>	Cecilia Rouse, <i>Princeton</i>
Edward Foster, <i>Minnesota</i>	Richard L. Schmalensee, <i>Massachusetts Institute of Technology</i>
John P. Gould, <i>Chicago</i>	Ingo Walter, <i>New York</i>
Mark Grinblatt, <i>California, Los Angeles</i>	David B. Yoffie, <i>Harvard</i>
Bruce Hansen, <i>Wisconsin-Madison</i>	
Benjamin Hermalin, <i>California, Berkeley</i>	

Directors by Appointment of Other Organizations

Jean-Paul Chavas, <i>Agricultural and Applied Economics Association</i>	Robert Mednick, <i>American Institute of Certified Public Accountants</i>
Martin J. Gruber, <i>American Finance Association</i>	Peter L. Rousseau, <i>American Economic Association</i>
Philip Hoffman, <i>Economic History Association</i>	Gregor W. Smith, <i>Canadian Economics Association</i>
Arthur Kennickell, <i>American Statistical Association</i>	William Spriggs, <i>American Federation of Labor and Congress of Industrial Organizations</i>
Jack Kleinhenz, <i>National Association for Business Economics</i>	Bart van Ark, <i>The Conference Board</i>

Directors Emeriti

George Akerlof	George Hatsopoulos	Andrew Postlewaite
Jagdish Bhagwati	Saul H. Hymans	John J. Siegfried
Don R. Conlan	Rudolph A. Oswald	Craig Swan
Franklin Fisher	Peter G. Peterson	

Relation of the Directors to the Work and Publications of the National Bureau of Economic Research

1. The object of the NBER is to ascertain and present to the economics profession, and to the public more generally, important economic facts and their interpretation in a scientific manner without policy recommendations. The Board of Directors is charged with the responsibility of ensuring that the work of the NBER is carried on in strict conformity with this object.

2. The President shall establish an internal review process to ensure that book manuscripts proposed for publication DO NOT contain policy recommendations. This shall apply both to the proceedings of conferences and to manuscripts by a single author or by one or more co-authors but shall not apply to authors of comments at NBER conferences who are not NBER affiliates.

3. No book manuscript reporting research shall be published by the NBER until the President has sent to each member of the Board a notice that a manuscript is recommended for publication and that in the President's opinion it is suitable for publication in accordance with the above principles of the NBER. Such notification will include a table of contents and an abstract or summary of the manuscript's content, a list of contributors if applicable, and a response form for use by Directors who desire a copy of the manuscript for review. Each manuscript shall contain a summary drawing attention to the nature and treatment of the problem studied and the main conclusions reached.

4. No volume shall be published until forty-five days have elapsed from the above notification of intention to publish it. During this period a copy shall be sent to any Director requesting it, and if any Director objects to publication on the grounds that the manuscript contains policy recommendations, the objection will be presented to the author(s) or editor(s). In case of dispute, all members of the Board shall be notified, and the President shall appoint an ad hoc committee of the Board to decide the matter; thirty days additional shall be granted for this purpose.

5. The President shall present annually to the Board a report describing the internal manuscript review process, any objections made by Directors before publication or by anyone after publication, any disputes about such matters, and how they were handled.

6. Publications of the NBER issued for informational purposes concerning the work of the Bureau, or issued to inform the public of the activities at the Bureau, including but not limited to the NBER Digest and Reporter, shall be consistent with the object stated in paragraph 1. They shall contain a specific disclaimer noting that they have not passed through the review procedures required in this resolution. The Executive Committee of the Board is charged with the review of all such publications from time to time.

7. NBER working papers and manuscripts distributed on the Bureau's web site are not deemed to be publications for the purpose of this resolution, but they shall be consistent with the object stated in paragraph 1. Working papers shall contain a specific disclaimer noting that they have not passed through the review procedures required in this resolution. The NBER's web site shall contain a similar disclaimer. The President shall establish an internal review process to ensure that the working papers and the web site do not contain policy recommendations, and shall report annually to the Board on this process and any concerns raised in connection with it.

8. Unless otherwise determined by the Board or exempted by the terms of paragraphs 6 and 7, a copy of this resolution shall be printed in each NBER publication as described in paragraph 2 above.

Contents

Acknowledgments	ix
Introduction	1
Claudia Goldin and Lawrence F. Katz	
I. TRANSITIONS OVER THE LIFE CYCLE	
1. Women Working Longer: Facts and Some Explanations	11
Claudia Goldin and Lawrence F. Katz	
2. The Return to Work and Women's Employment Decisions	55
Nicole Maestas	
3. Understanding Why Black Women Are Not Working Longer	85
Joanna N. Lahey	
II. FAMILY MATTERS: CAREGIVING, MARRIAGE, AND DIVORCE	
4. Changes in Marriage and Divorce as Drivers of Employment and Retirement of Older Women	113
Claudia Olivetti and Dana Rotz	
5. Women Working Longer: Labor Market Implications of Providing Family Care	157
Sean Fahle and Kathleen McGarry	

III. FINANCIAL CONSIDERATIONS: RESOURCES, PENSIONS, AND SOCIAL SECURITY

6. Older Women's Labor Market Attachment, Retirement Planning, and Household Debt	185
Annamaria Lusardi and Olivia S. Mitchell	
7. Teaching, Teachers' Pensions, and Retirement across Recent Cohorts of College-Graduate Women	217
Maria D. Fitzpatrick	
8. The Role of Social Security Benefits in the Initial Increase of Older Women's Employment: Evidence from the Social Security Notch	239
Alexander Gelber, Adam Isen, and Jae Song	
9. The Hidden Resources of Women Working Longer: Evidence from Linked Survey-Administrative Data	269
C. Adam Bee and Joshua Mitchell	
Appendix: The Health and Retirement Study (HRS)	297
Contributors	299
Author Index	301
Subject Index	305

Acknowledgments

Thanks go, first and foremost, to Kathleen Christensen of the Sloan Foundation's Working Longer program for having the wisdom to encourage the editors to pursue the subject regarding women. Because so little had been written on the topic, we decided to commission a set of papers. That process began with a working group meeting on December 6, 2014, the purpose of which was to encourage an impressive group of researchers to turn their attention to the issue of women's extended work lives. Each of the researchers had been working in a related area, and the idea of the meeting was to have the group join forces to understand the important trend of increased work of older women in the United States. The working group meeting led to the initial papers that were presented at a preconference on September 19, 2015. The final conference was held May 21–22, 2016. We gratefully acknowledge financial support from the Alfred P. Sloan Foundation's Working Longer program under grant 2013-6-16, "Women Working Longer," and grant G-2015-13937, which funded the preconference. The NBER conference staff was instrumental in each of these events.

The chapters benefited from comments at the conference provided by the following (in order of volume listing):

Katharine Abraham (University of Maryland) commented on Goldin and Katz

Claudia Olivetti (Boston College) commented on Maestas

Lawrence Katz (Harvard University) commented on Lahey

Alessandra Voena (University of Chicago) commented on Olivetti and Rotz

Mark Shepard (Harvard University) commented on Fahle and McGarry

Julie Agnew (College of William and Mary) commented on Lusardi and Mitchell

Melinda Morrill (North Carolina State University) commented on Fitzpatrick

Erzo Luttmer (Dartmouth College) commented on Gelber, Isen, and Song

Courtney Coile (Wellesley College) commented on Bee and Mitchell

Janice Compton (University of Manitoba) and Robert Pollak (Washington University in St. Louis) presented a preliminary paper at the conference that was commented on by Itzik Fadlon (University of California at San Diego). All authors and commentators contributed to the volume's chapters and to its coherence, and we are grateful to all of them. The volume editors and authors are also grateful to the reviewers for their suggestions and insights.