

Goldin, Claudia. *Career and Family: Women's Century-Long Journey Toward Equity*. Princeton: Princeton University Press, 2021.

Through an innovative analysis of historical surveys and empirical panel data, Goldin describes how the career ladder perpetuates gender inequities. While college-educated women do start off on a fairly equal footing with male counterparts with similar earnings and occupational groups, policies for career advancement disproportionately affect women. The responsibility for domestic work, especially childcare, is not shared equally across genders, and the related social expectations can also affect decisions about time flexibility. When a woman is considering her first promotion, any delay due to family obligations starts a series of economic setbacks that affect the lifelong trajectory of earnings potential. Goldin identifies the consequence of this promotion delay as precisely the factor that initiates the gender earnings gap within an occupational group. Unlike in previous generations, more women now have the opportunity to choose both career and family. However, early-career decisions about promotional opportunities can create a long-lasting negative impact on earnings for women.