Who you gonna call?: Gender inequality in demand for parental involvement

Kristy Buzard[1]   Laura K. Gee[2]   Olga Stoddard[3]

[1]Syracuse University

[2]Tufts University

[3]Brigham Young University

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- ▶ Substantial implications for labor market, human-capital, and health outcomes
  - ▶ 58% moms vs. 31% dads Strongly/Somewhat consider child interruptions when choosing job (own survey)

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    - ▶ Along with our theoretical model, allows us to tease out underlying reasons for any inequality
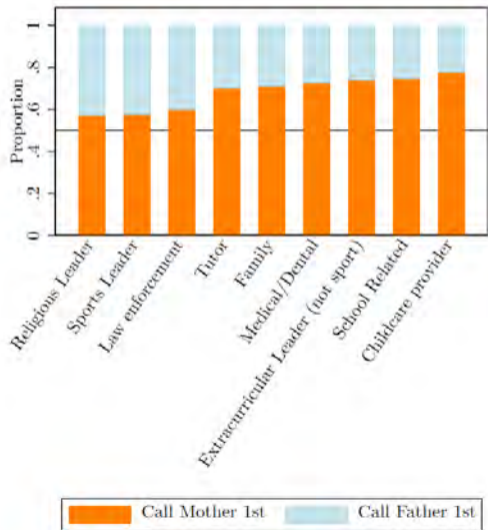
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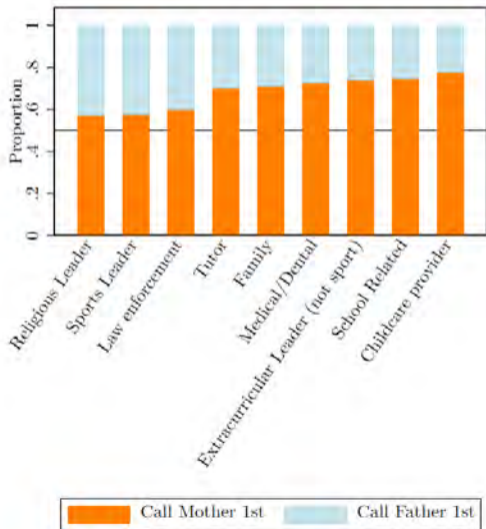
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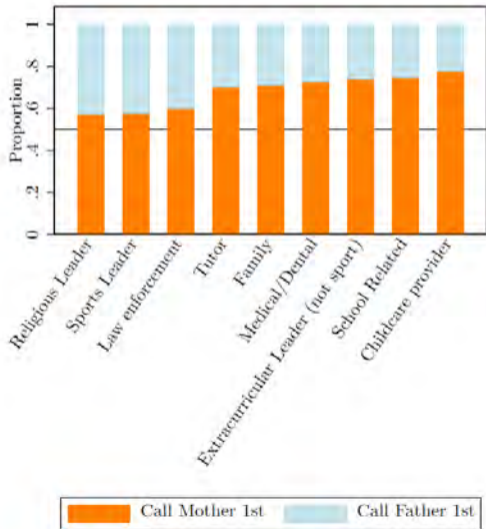
- ► School is one of many places women experience more demands than men
  - ► Own survey $N = 300$
    - • "What proportion of the time do you contact the father/mother first if only contacting one parent first?"
- ► Other's work: Doctors visits, Sick days, PTA, Household Organization, Social Services

K-12 Schools: One source of external demands

Proportion (y-axis), categories: Religious Leader, Sports Leader, Law enforcement, Tutor, Family, Medical/Dental, Extracurricular Leader (not sport), School Related, Childcare provider

Legend: Call Mother 1st — Call Father 1st

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▶ School is widespread
   ▶ 40% US households ($\approx$ 50 million) have school-aged children (NCES, 2021)

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► Decision-makers believe female parents are more responsive/available

► But about half of inequality comes from "other deterrents"

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    ▶ On right: Proxies for more traditional norms
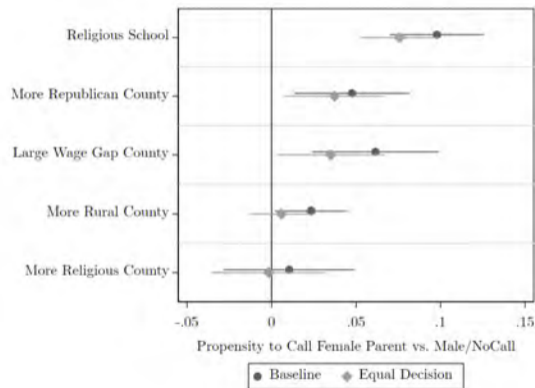
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Graphs by FemaleEmail

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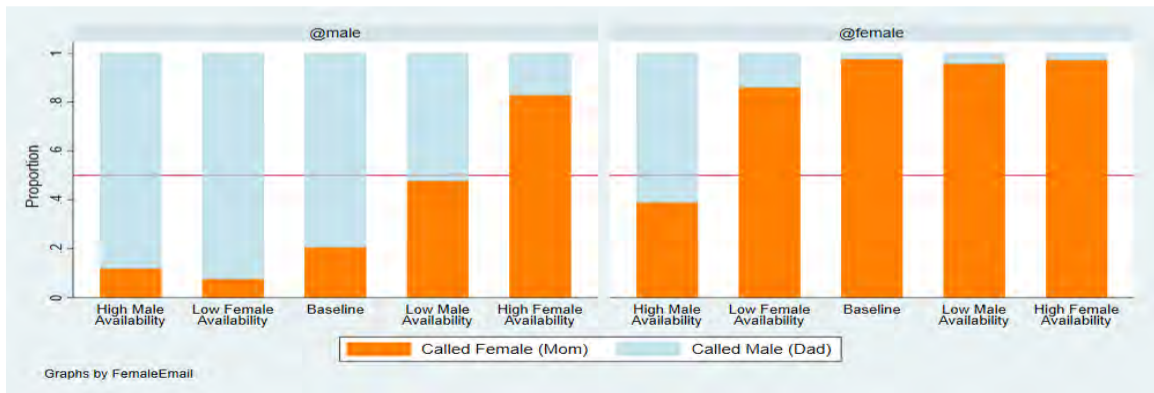
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▶ What can workplaces and government policy do? Make workplace and workplace policies more flexible for all