



Department of Sociology
The Chinese University of Hong Kong



Sociology @ CUHK Webinar Series

Is the Gender Revolution Really Stalled? Social Change in Occupational Segregation in the United States

by Prof. Kim WEEDEN

Jan Rock Zubrow '77 Professor of the Social Sciences
Professor of Sociology , Stephen H Weiss Presidential Fellow
Director, Center for the Study of Inequality
Cornell University



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Prof. Kim Weeden is the Jan Rock Zubrow '77 Professor of Sociology at Cornell University, where she also directs the Center for the Study of Inequality. Her current projects examine gender inequality in labor markets, intergenerational mobility, and the educational decisions of young adults. Her work has appeared in *American Journal of Sociology*, *American Sociological Review*, *Demography*, and *Nature*, among other outlets.

Scholars describe gender inequality in many advanced economies as a "stalled revolution": the rapid convergence in men and women's labor market outcomes in the 1970s and 1980s gave way to stagnation since the 2000s. This characterization typically relies on period-based analyses that overlook generational and life course dynamics. This work, conducted in collaboration with Dafna Gelbgiser, introduce a framework that distinguishes cohort and life-cycle change in occupational outcomes for men and women separately and shows how the gender-specific changes contribute to societal-level change. In the US, nearly every twentieth-century birth cohort was more integrated than its predecessor and both sexes contributed to inter-cohort integration, although among men it is limited to those without college degrees. Life-cycle change is modest: women's entry into male-dominated fields rises slightly with age, while men's follows an inverted U pattern. These results qualify the "stalled revolution" characterization of gender inequality and highlight the need to identify mechanisms of change across different clocks.

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Enquiry: (852) 3943 6271 / sociology@cuhk.edu.hk