

# Expecting

# RECIPROCITY, COLLECTIVE ACTION, AND SOCIAL NORMS

Mary Nickel | Princeton University

- Sweden's "H-Day": the Högertrafikomläggningen; 360,000 traffic signs were prepared over five years at a cost of \$300m today.
- The H-Day illuminates the role social expectations play in human action, and how long it takes to modify social expectations.
- The goal of this paper is to focus on those social expectations. It starts with an introduction to game theory, then turns to society-wide games, connects these scaled-up games to the emergence of responsibility, and shows how this impedes norm change. Then I focus on the lack of maternal and parental leave in the United States.

#### INTERDEPENDENT DECISION THEORY

- Individuals' choices are often *interdependent*.
- Modeling the driving case game theoretically:

	Blake		
Amani		Left side	Right side
	Left side	Survive \ Survive	Crash \ Crash
	Right side	Crash \ Crash	Survive \ Survive

■ A game of Rock, Paper, Scissors:

	Dani			
		Rock	Paper	Scissors
Cristian	Rock	0 \ 0	-1 \ 1	1 \ -1
	Paper	1 \ -1	0 \ 0	-1 \ 1
	Scissors	-1 \ 1	1 \ -1	0 \ 0

■ The Prisoner's Dilemma is a non-zero sum game:

	Harper				
Gепу		Clean	Don't clean		
	Clean	5\5	0 \ 8		
	Don't clean	8 \ 0	3\3		

 Game theory helps to see how expectations and incentive structures can shape human action.

# SCALED UP GAMES AND SOCIAL NORMS

- In 1984, Robert Axelrod published the results of his computer tournament in *The Evolution of Cooperation*.
- The winning strategy, Tit-for-Tat, was nice, retaliatory, forgiving, and clear.
- Hume says that the reciprocity we see in Axelrod's Titfor-Tat is the source of social norms, which are then scaled up in large societies.
- Lessig says that the costs of enforcing compliance can be minimized by instilling community members with something like an affective shock device.
- Bicchieri similarly says that social norms do this work.
- Notice the similarity between what Lessig describes and Foucault's discussion of the Benthamite panopticon. But for Hume, Lessig, and Bicchieri, the function of social norms is often a positive one.

# THE BIRTH OF RESPONSIBILITY

- We might speak of "second-order norms": norms about the way that those "first-order" social norms are to be promulgated and enforced.
- In his *Birth of Ethics*, Philip Pettit both develop accounts for the emergence of moral responsibility that look like this.
- We might think of moral responsibility as a sort of grammar.
- Religious communities historically have played a significant role in the development and maintenance of this grammar. See Norenzayan & Shariff's "The Origin and Evolution of Religious Prosociality" and Norenzayan's Big Gods.
- (This need not reduce religious belief & practice to a mere instrumental good; religion can be both true and socially beneficial.)

#### NORM CHANGE

 While social norms can help overcome collective action problems, they can also themselves beget further collective action problems.

- Consider patriarchal beauty standards: women who comply are rewarded, and those who do not are sanctioned. This makes norm change very difficult.
- Strategies for addressing this difficulty include encouraging conscientious objectors, encouraging independent thinking more generally, and identifying those who are best positioned to serve as norm change pioneers.
- Law can also help to modify social norms.

#### LEAVE: A LOT TO BE DESIRED

- The present movement to institute federal paid maternity leave is a great example of the need to modify—not merely eliminate—social expectations.
- American society cannot enjoy the benefits of having more women participate in the labor force and maintain social norms that demand mothers do the bulk of the family's caregiving.
- However, norms about motherhood, like all norms, tend to be self-reinforcing and even self-justifying.
- Men are constrained by social norms, too.
- Law can be useful here in modifying empirical expectations, such that modifications in normative expectations follow.

### **CONCLUSION**

- Debates about abortion are much more common than discussion about maternity leave, which is a shame as only one in four women will ever get an abortion, while seven out of eight women will have a child in their lifetime. This has to do with our failure to pay attention to the importance of interdependent decision making.
- We need to take social cooperation more seriously so that each of us can proceed through life in ways that are both equitable and gratifying.

2 Mary Nickel

- "A Father's Place; Parenting and Work." *The Economist*, May 16, 2015.
- Appelbaum, Eileen, and Ruth Milkman. "Leaves That Pay: Employer and Worker Experiences with Paid Leave in California." Washington, DC: Center for Economic and Policy Research, 2011.
- Barnes, Robert, Ed O'Keefe, and Sean Sullivan. "Gorsuch Faces Partisan Divide as Hearing Opens." *The Washington Post*. March 21, 2017, sec. A.
- Bennhold, Katrin. "Paternity Leave Law Helps to Redefine Masculinity in Sweden." *The New York Times*, June 15, 2010.
- Bicchieri, Cristina. Norms in the Wild: How to Diagnose, Measure, and Change Social Norms. New York, NY: Oxford University Press, 2017.
- ——. The Grammar of Society: The Nature and Dynamics of Social Norms. New York: Cambridge University Press, 2006.
- Blau, Francine D, and Lawrence M Kahn. "Female Labor Supply: Why Is the US Falling Behind?" Working Paper. Cambridge, MA: National Bureau of Economic Research, January 2013. http://www.nber.org/papers/w18702.
- Brennan, Geoffrey, Lina Eriksson, Robert E. Goodin, and Nicholas Southwood. *Explaining Norms*. Oxford; New York: Oxford University Press, 2016.
- Budig, Michelle J. "The Fatherhood Bonus and the Motherhood Penalty: Parenthood and the Gender Gap in Pay." Washington, DC: Third Way, 2014. http://thirdway.imgix.net/pdfs/the-fatherhood-bonus-and-the-motherhood-penalty-parenthood-and-the-gendergap-in-pay.pdf.
- Bureau of Labor Statistics. "Women in the Labor Force: A Databook." Washington, DC: Bureau of Labor Statistics, December 2018. https://www.bls.gov/opub/reports/womens-databook/2018/home.htm.
- Cha, Ariana Eunjung. "U.S. Abortion Rate Fell 25 Percent from 2008 to 2014; One in Four Women Have an Abortion." Washington Post. October 19, 2017. https://www.washingtonpost.com/news/to-your-health/wp/2017/10/19/u-s-abortion-rate-f ell-25-percent-from-2008-to-2014-one-in-four-women-have-an-abortion/.
- Chatterji, Pinka, and Sara Markowitz. "Family Leave after Childbirth and the Mental Health of New Mothers." *Journal* of Mental Health Policy and Economics 15, no. 2 (2012): 61.
- Coltrane, Scott, Elizabeth C. Miller, Tracy DeHaan, and Lauren Stewart. "Fathers and the Flexibility Stigma." *Journal of Social Issues* 69, no. 2 (2013): 279–302.
- Covert, Bryce. "Working Women Peaked Two Decades Ago." *The New York Times*, September 3, 2017.
- Daku, Mark, Amy Raub, and Jody Heymann. "Maternal Leave Policies and Vaccination Coverage: A Global Analysis."

- Social Science & Medicine 74, no. 2 (January 1, 2012): 120–24.
- Deloitte. "Parental Leave Survey: Less Than Half Of People Surveyed Feel Their Organization Helps Men Feel Comfortable Taking Parental Leave," 2016. https://www2.deloitte.com/us/en/pages/about-deloitte/articles/press-releases/deloitte-survey-parental-leave.html.
- Dougherty, Keith L. "Public Goods Theory from Eighteenth Century Political Philosophy to Twentieth Century Economics." *Public Choice* 117, no. 3 (December 1, 2003): 239–53.
- Elster, Jon. *The Cement of Society: A Study of Social Order*. Cambridge, UK; New York: Cambridge University Press, 1989.
- Freeman, Samuel. "Property as an Institutional Convention in Hume's Account of Justice." *Archiv Für Geschichte Der Philosophie* 73, no. 1 (2009): 20–49.
- Friedman, Ann. "The Real Lesson of the 'Opt-Out Generation." New York Magazine, August 9, 2013. https://www.thecut.com/2013/08/real-lesson-of-the-opt-out-generation.html.
- Gates, Gary J. "Marriage and Family: LGBT Individuals and Same-Sex Couples." *The Future of Children* 25, no. 2 (2015): 67–87. https://doi.org/10.1353/foc.2015.0013.
- Glynn, Sarah Jane. "Breadwinning Mothers Are Increasingly the U.S. Norm." Washington, DC: Center for American Progress, December 2016. https://cdn.americanprogress.org/content/uploads/2016/12/19065819/Breadwinners-report.pdf.
- Hardin, Russell. *David Hume: Moral and Political Theorist*. Oxford: Oxford University Press, 2009.
- Haslanger, Sally. Understanding Womanhood. Interview by Kerry Howley. Video, October 29, 2008. http://bloggingheads.tv/diavlogs/15556.
- Houser, Linda, and Thomas Paul Vartanian. "Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public." New Brunswick, NJ: Rutgers Center for Women and Work, 2012.
- Huerta, Maria del Carmen, Willem Adema, Jennifer Baxter, Wen-Jui Han, Mette Lausten, RaeHyuck Lee, and Jane Waldfogel. "Fathers' Leave, Fathers' Involvement and Child Development: Are They Related? Evidence from Four OECD Countries." OECD Social, Employment, and Migration Working Papers, no. 140 (January 14, 2013).
- Hume, David. "A Treatise of Human Nature III.2." In Hume:
  Political Writings, edited by Stuart Warner and Donald
  Livingston, 1–79. Indianapolis: Hackett Publishing
  Company, 1994.
- ——. An Enquiry Concerning the Principles of Morals. Edited by J. B. Schneewind. Indianapolis: Hackett Publishing Company, 1983.

- Kliff, Sarah. "The Truth about the Gender Wage Gap." Vox, September 8, 2017. https://www.vox.com/2017/9/8/16268362/gender-wage-gap-explained.
- Lessig, Lawrence. "The Regulation of Social Meaning." *The University of Chicago Law Review* 62, no. 3 (1995): 943–1045.
- Lewis, David K. Convention: A Philosophical Study. Oxford: Blackwell, 2011.
- Lipman, Joanne. "Want Equality? Make New Dads Stay Home." Wall Street Journal. September 29, 2018.
- Mackie, Gerry. "Ending Footbinding and Infibulation: A Convention Account." *American Sociological Review* 61, no. 6 (1996): 999–1017.
- McAdams, Richard H. *The Expressive Powers of Law: Theories and Limits*. Cambridge, MA: Harvard University Press, 2015.
- Meegan, Daniel V. "Zero-Sum Bias: Perceived Competition Despite Unlimited Resources." Frontiers in Psychology 1 (November 5, 2010).
- Miller, Claire Cain. "A Baby Bust, Rooted in Economic Insecurity." *The New York Times*, July 6, 2018.
- ———. "Fertility Rate Is Down, Yet More U.S. Women Are Becoming Mothers." *The New York Times*, January 19, 2018, sec. A.
- ———. "Motherhood Has Role In the Gender Pay Gap." *New York Times*. May 17, 2017.
- Miyajima, Takeru, and Hiroyuki Yamaguchi. "I Want to but I Won't: Pluralistic Ignorance Inhibits Intentions to Take Paternity Leave in Japan." *Frontiers in Psychology* 8 (2017): 1–12.
- Okin, Susan Moller. *Justice, Gender, and the Family*. New York: Basic Books, 1989.
- Olson, Mancur. The Logic of Collective Action: Public Goods and the Theory of Groups. Cambridge, MA: Harvard University Press, 2003.
- Ostrom, Elinor. "Collective Action and the Evolution of Social Norms." *The Journal of Economic Perspectives* 14, no. 3 (2000): 137–58.
- Pew Research Center. "Breadwinner Moms." Washington, DC: Pew Research Center, May 29, 2013. http://www.pewresearch.org/wpcontent/uploads/sites/3/2013/05/Breadwinner moms fi
  - content/uploads/sites/3/2013/05/Breadwinner\_moms\_final.pdf.
- ——. "Raising Kids and Running a Household: How Working Parents Share the Load." Washington, DC: Pew Research Center, November 2015. http://www.pewresearch.org/wp-content/uploads/sites/3/2015/11/2015-11-04\_working-parents FINAL.pdf.
- Quart, Alissa. "Crushed by the Cost of Child Care." *New York Times*, August 18, 2013.

- Rudman, Laurie A., and Kris Mescher. "Penalizing Men Who Request a Family Leave: Is Flexibility Stigma a Femininity Stigma?" *Journal of Social Issues* 69, no. 2 (2013): 322–40.
- Shackelford, Todd. "The Theory of Reciprocal Altruism." In *The SAGE Handbook of Evolutionary Psychology*, 170–87. 55 City Road: SAGE Publications Ltd, 2021. https://doi.org/10.4135/9781529739442.n10.
- Slaughter, Anne-Marie. *Unfinished Business: Women, Men, Work, Family*. New York: Random House, 2015.
- Smith, Adam. *The Theory of Moral Sentiments*. Edited by D. D. Raphael and A.L. Macfie. Indianapolis: Liberty Fund, 1984.
- Stone, Lyman. "Decline in Fertility, Below Even What Young Women Say They Want." *The New York Times*, February 15, 2018.
- "The Real Reason That so Many Women Have to Spend so Much Time Getting Ready." Washington Post. Accessed November 5, 2021. http://www.washingtonpost.com/news/wonk/wp/2016/05/19/the-real-reason-that-so-many-women-have-to-spend-so-much-time-getting-ready/.
- Ullmann-Margalit, Edna. *The Emergence of Norms*. Clarendon Library of Logic and Philosophy. Oxford: Clarendon Press, 1977.
- U.S. Department of Health and Human Services. "Women's Health USA 2011." Rockville, Maryland: U.S. Department of Health and Human Services, 2011.
- Vandello, Joseph A., Vanessa E. Hettinger, Jennifer K. Bosson, and Jasmine Siddiqi. "When Equal Isn't Really Equal: The Masculine Dilemma of Seeking Work Flexibility." *Journal of Social Issues* 69, no. 2 (2013): 303–21.
- Weissman, Alanna. "Doctors Fail Women Who Don't Want Children." *The New York Times*, December 3, 2017.
- Williams, Joan C. "The Daddy Dilemma: Why Men Face a 'flexibility Stigma' at Work." *Washington Post*. February 12, 2013. https://www.washingtonpost.com/national/onleadership/the-daddy-dilemma-why-men-face-a-flexibility-stigma-at-work/2013/02/11/58350f4e-7462-11e2-aa12-e6cf1d31106b story.html.
- Workman, Simon, and Steven Jessen-Howard. "Understanding the True Cost of Child Care for Infants and Toddlers." Washington, DC: Center for American Progress, November 15, 2018. https://www.americanprogress.org/issues/early-childhood/reports/2018/11/15/460970/understanding-true-cost-child-care-infants-toddlers/.
- Yellen, Janet. "So We All Can Succeed: 125 Years of Women's Participation in the Economy." Providence, RI, 2017. https://www.federalreserve.gov/newsevents/speech/yelle n20170505a.htm.

4 Mary Nickel