

Labour Market Gender Equality in the UK a year after the Covid-19 outbreak

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Motivation:

- Concerns that women were disproportionately adversely affected by Covid-19
- Possible explanations:
 1. **Occupation and industry:** women are more likely to work in affected sectors of the economy (hospitality, tourism etc.)
 2. **Efficient household production:** domestic allocation of responsibilities is shouldered by the person with lower earnings potential
 3. **Social norms:** expectations that women are better suited to looking after children; this can also be expressed as preferences

Contribution:

- Medium-term, as opposed to short-term (February/March 2021)
- Include other “family types” than couples with children
- Comparison across the age groups i.e. stages of the life course

Methods:

- **Data:** Pooled sample from NCDS, BCS70, Next Steps, MCS
- **Estimation Sample:** employed in March 2020; living in England, Scotland and Wales; excluding lone fathers
- **Model:** linear probability, weighted back to population
- **Missing Data Strategy:** if covariates are missing we add item missing dummy to retain sample size

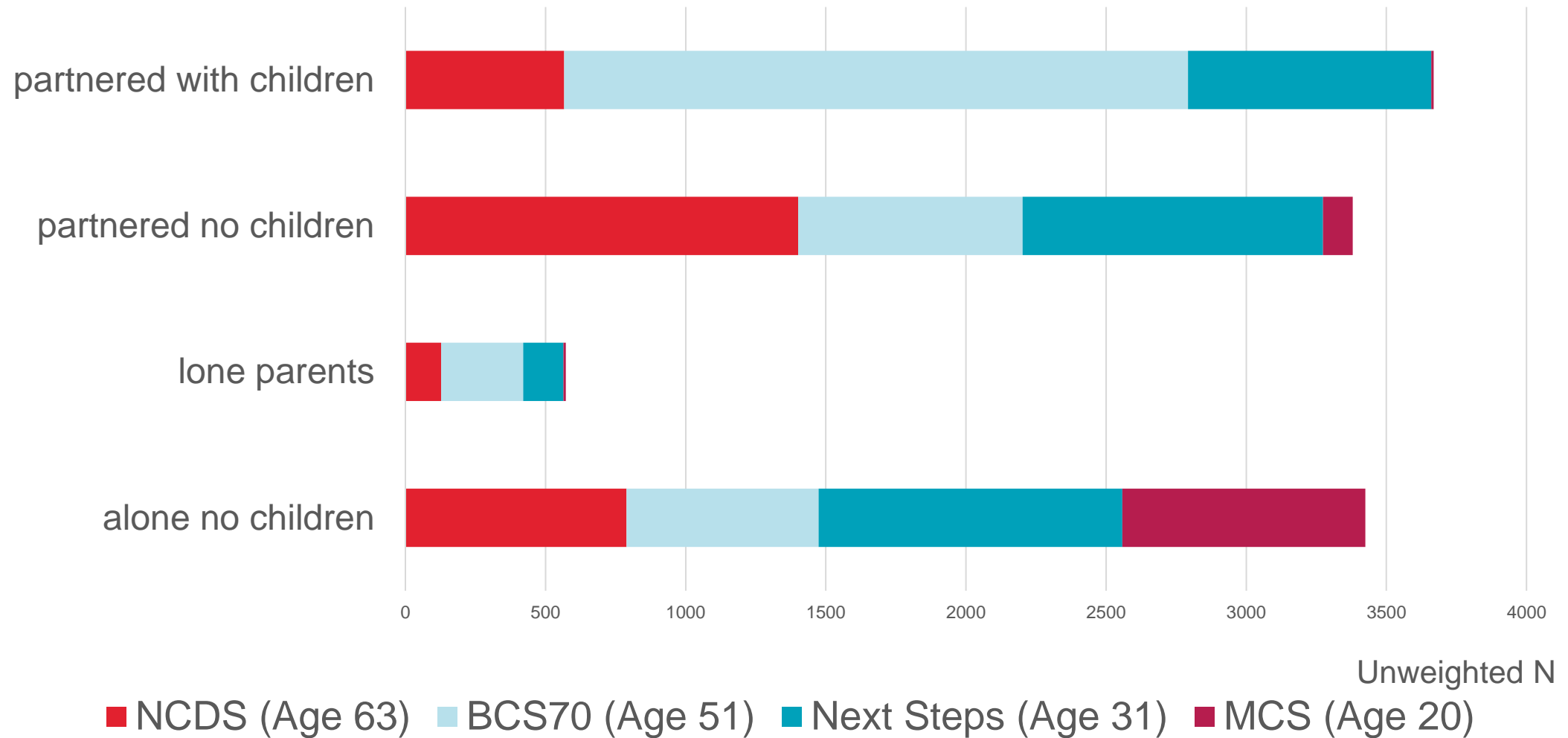
Outcomes:

- **Remains in employment:** employed, furloughed, apprenticeship, voluntary work, self-employed vs. unemployed, sick, disabled, looking after family, retired, education
- **Actively working:** employed, self-employed, apprenticeship and currently working
- **The same job:** employed and currently working in the same job as in March 2020
- **Furlough:** employed but on paid leave including furlough

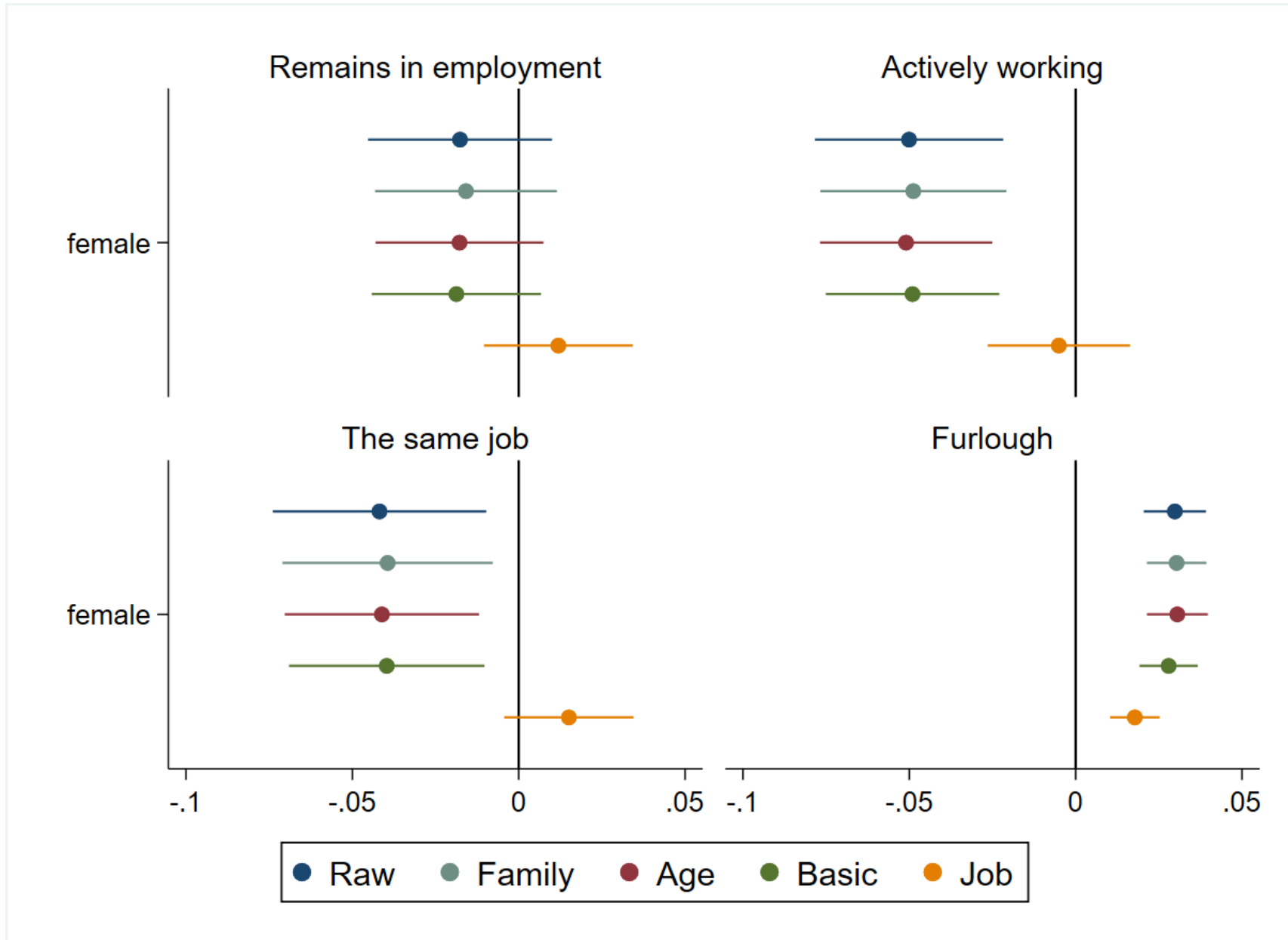
Stages of adjustment:

1. Raw gaps
2. + **Family**: partner/children present in the household
3. + **Age**: Study (NCDS, BCS, Next Steps, MCS)
4. + **Basic controls**: Country (England, Scotland, Wales), London, Education (none, NVQ1-5), parental social class (manual, non-manual), mode of survey (CAWI, CATI)
5. + **Job characteristics**: SOC in March 2020 (1 Managers, directors and senior officials, 2 Professional occupations, 3 Associate professional and technical occupations, 4 Administrative and secretarial occupations, 5 Skilled trades occupations, 6 Caring, leisure and other service occupations, 7 Sales and customer service occupations, 8 Process, plant and machine operatives, 9 Elementary occupations), part-time (worked less than 30 hours)

Distribution of family types across cohorts

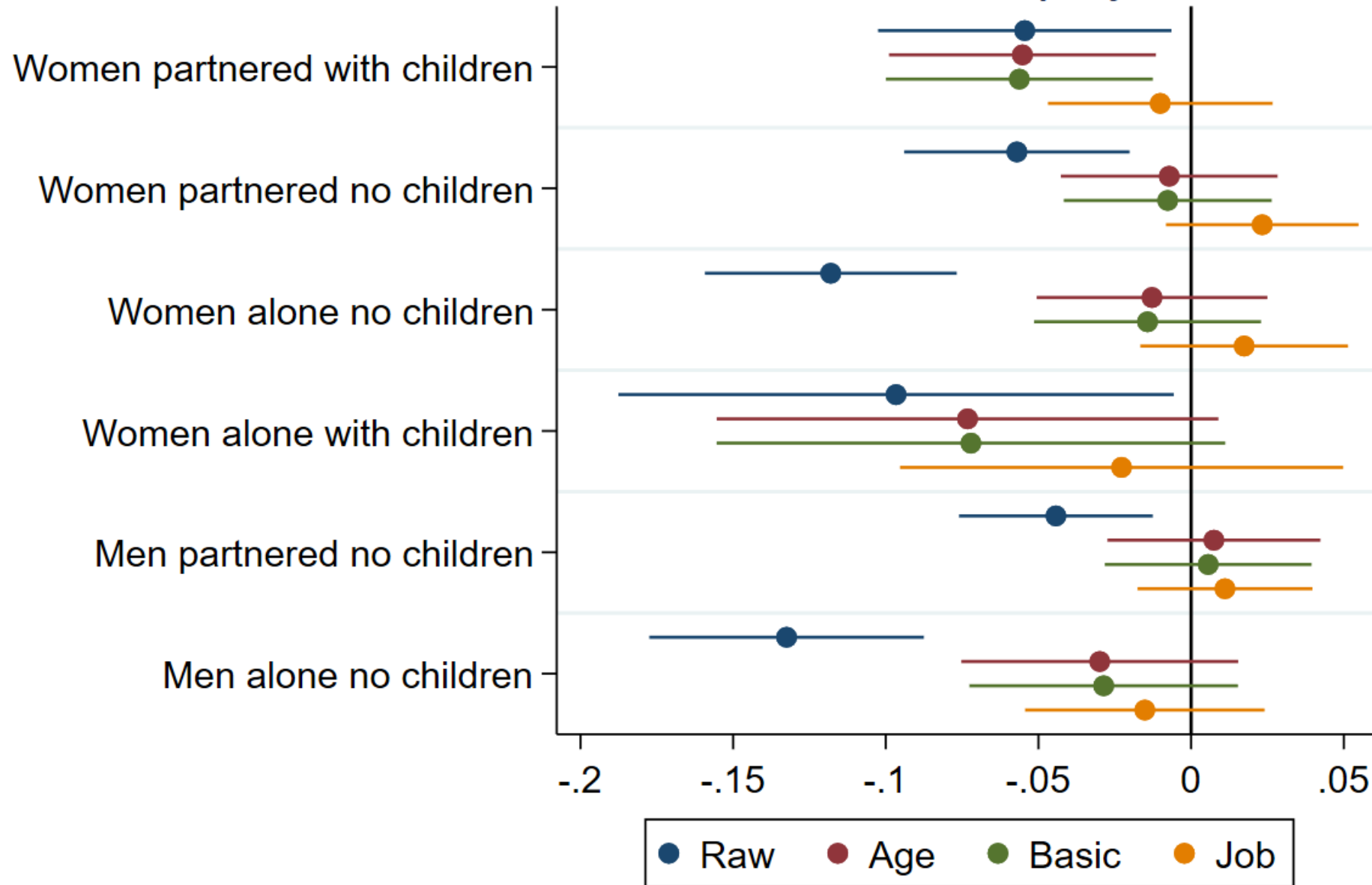


Overall gender differences

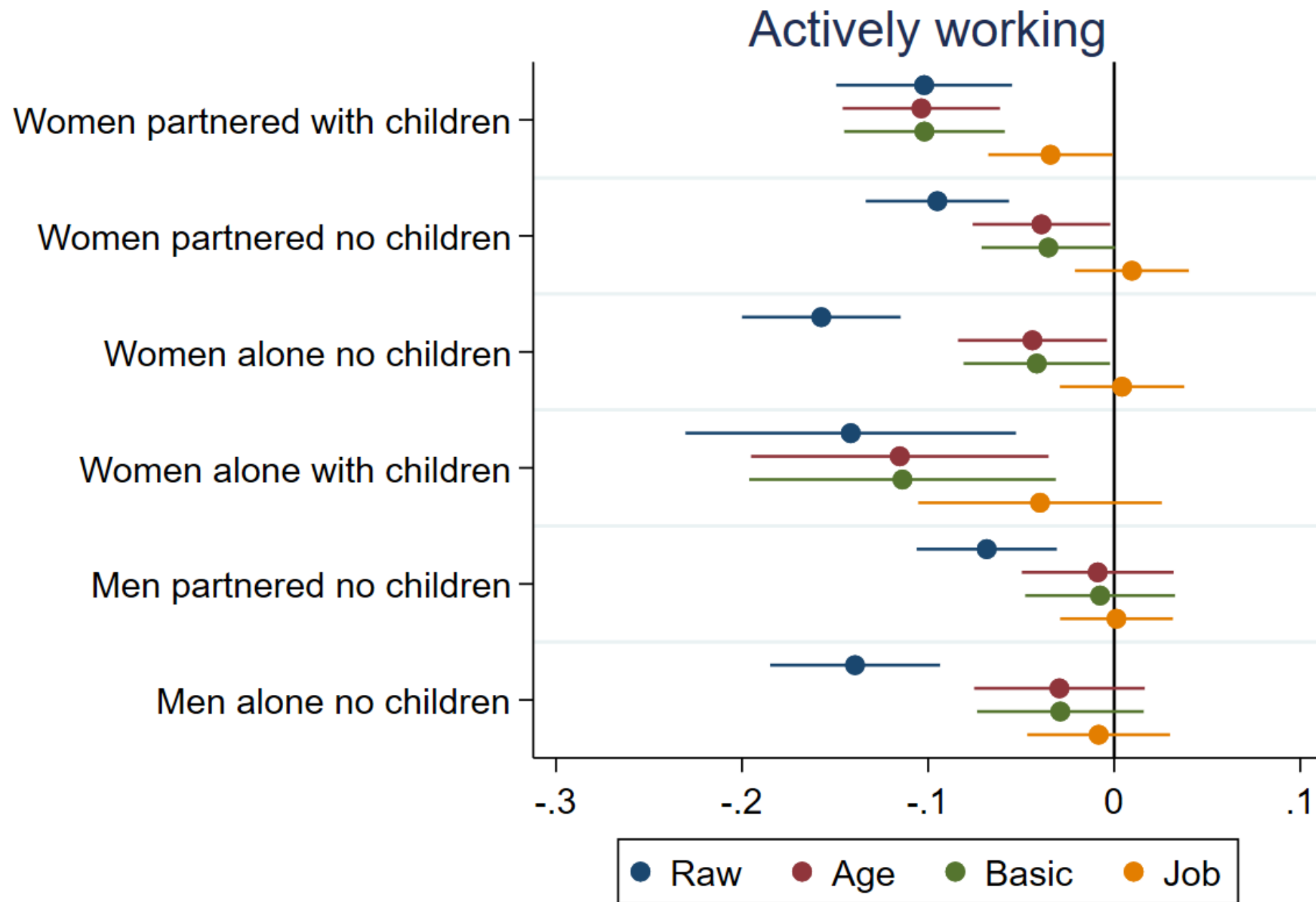


Remains in employment

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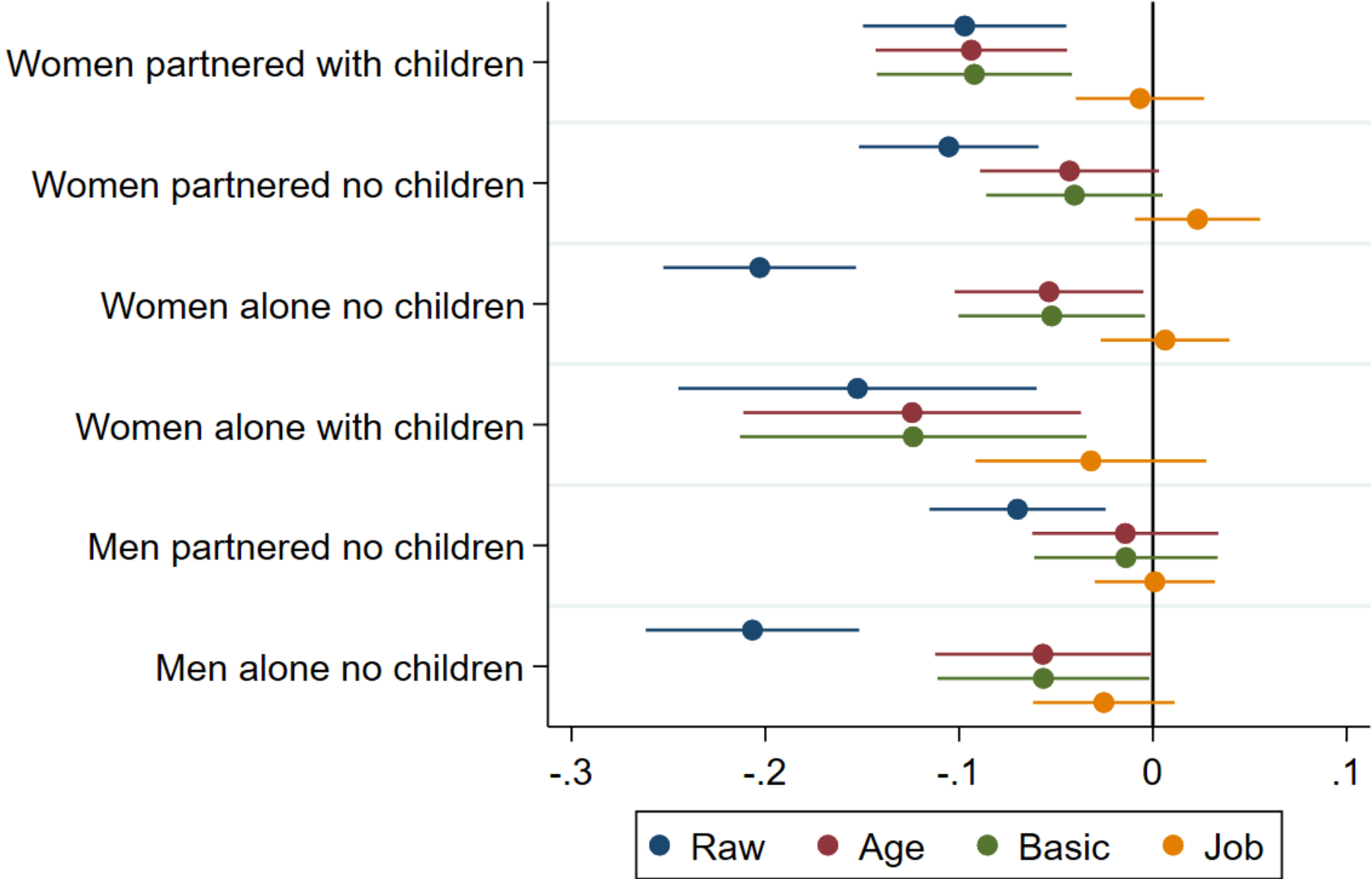


Partnered men with children are the reference category



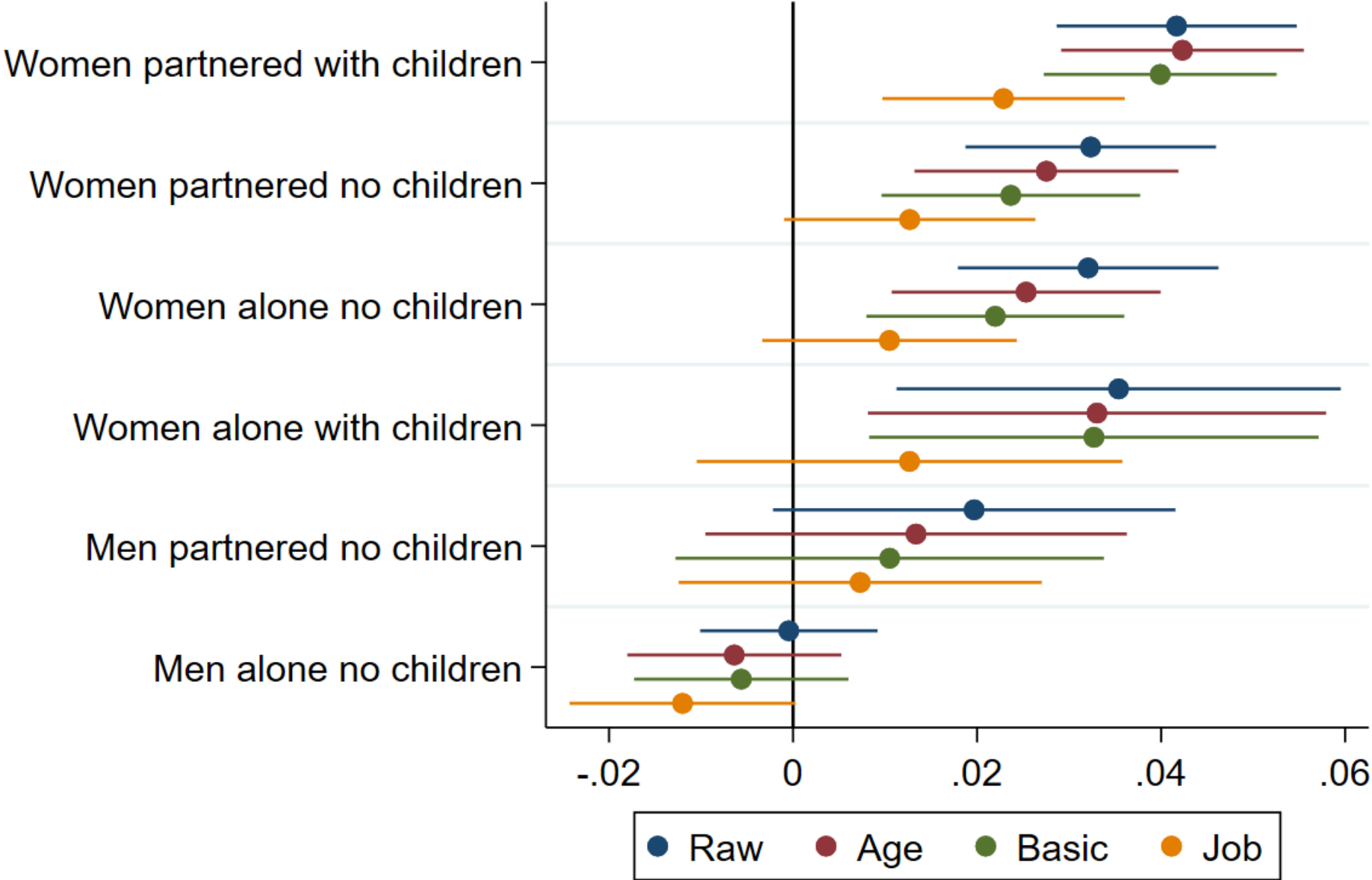
Partnered men with children are the reference category

The same job



Partnered men with children are the reference category

Furlough



Partnered men with children are the reference category

Summary:

Gender and family type matter for employment participation

Occupation:

- Women look “more like” men when we account for their pre-pandemic job
- Job characteristics matter more for women than for men

Efficient household production:

- Needs further investigation taking partner’s job into account
- Possible only on a subset of couples where both partners worked

Social norms:

- Largest differences for partnered women with children
- Partnered women with children are more likely to be furloughed regardless of their job

Future planned work:

- To further explore the efficient household hypothesis (partner's job, presence and age of children)
- To further explore the aspects of jobs that make the difference (occupation or working part-time?)
- To investigate other dimensions of working lives: hours, pay, working from home etc.
- Test the sensitivity of estimates to the treatment of missing data (multiple imputations)

Thank you! Questions? Comments?

Project website: <https://www.ucl.ac.uk/ioe/departments-and-centres/centres/quantitative-social-science/gender-wage-gap-evidence-cohort-studies>

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