

The Covid-19 Pandemic and the Gendered Division of Paid and Unpaid Work: Evidence from India

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- ▶ 1918 Spanish Flu epidemic in India: temp increase in female labour force participation in 1921 due to distress labour supply by widows and rising wages (Fenske et al, 2020)
- ▶ LinkedIn's internal data for India: increase of 7 pp FLFP bet April & July 2020.

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- ▶ Chiplunkar et al (2020): job postings on employment portal (Shine.com): dramatic contraction in hiring in the first months of the pandemic, especially for young, less educated and female job seekers. Advertisers post fewer jobs in female dominated occupations

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- ▶ Early evidence: Alan et al (2020) for the US; Andrew et al (2020) for the UK; Farre et al (2020) for Spain; Ikkaracan and Memis (2020) for Turkey
- ▶ Reasons: nature of businesses that employ large numbers of women closed for long periods (restaurants, hospitality, beauty, department stores). Nannies, domestic workers also vulnerable because of social distancing norms.

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- ▶ Updated version of existing working paper, incorporating the newly released data for May-August 2020

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- ▶ For income: data till April 2020.

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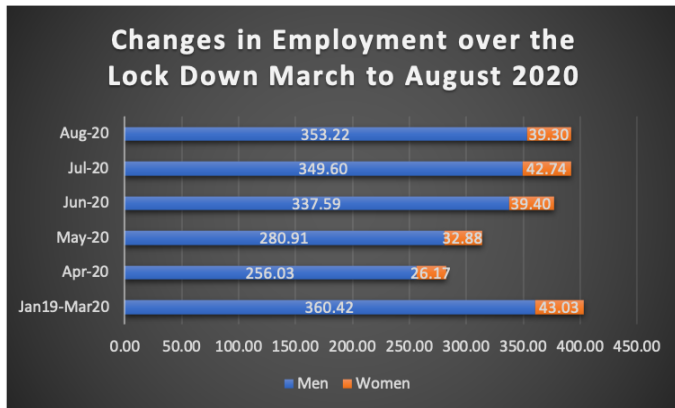
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Total Employment by Sex and Sector, India



The Lockdown Panel

- ▶ Panel of individuals observed in April 2020, the month with the largest contraction of employment.

	(1)		(2)		(3)		(4)		(5)	
	Fem: Jan-Apr19		May-Aug19		Sep-Dec19		Jan-Apr20		May-Aug20	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
employed	0.08	0.26	0.07	0.26	0.07	0.26	0.06	0.24	0.08	0.27
unemployed	0.03	0.17	0.03	0.18	0.03	0.18	0.04	0.20	0.04	0.19
OLF	0.89	0.31	0.90	0.30	0.89	0.31	0.90	0.31	0.88	0.32
Observations	26001		24923		24914		26030		27124	

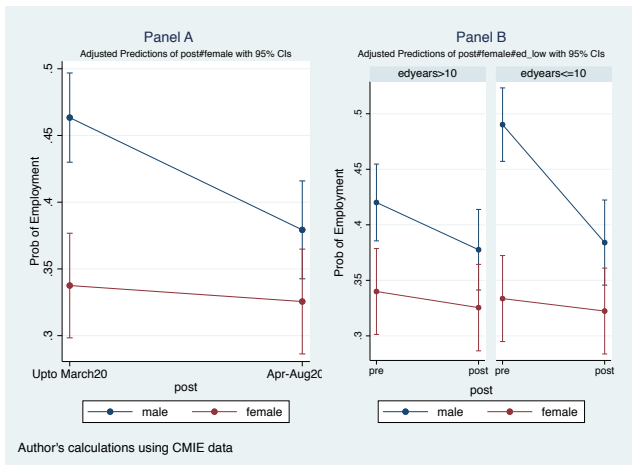
	(1)		(2)		(3)		(4)		(5)	
	Male: Jan-Apr19		May-Aug19		Sep-Dec19		Jan-Apr20		May-Aug20	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
employed	0.69	0.46	0.69	0.46	0.70	0.46	0.59	0.49	0.64	0.48
unemployed	0.06	0.23	0.06	0.24	0.06	0.24	0.16	0.36	0.09	0.29
OLF	0.25	0.43	0.24	0.43	0.24	0.43	0.25	0.43	0.27	0.44
Observations	29939		28613		28622		29910		31220	

Pre- and Post Pandemic Panel

$$Emp_{it} = \alpha + \beta female + \gamma post + \delta female * post + indFE + \epsilon_i \quad (1)$$

where Emp_{it} is a dummy for the employment status of individual i in period $t = 1$ if employed. $female$ is the dummy variable for women. $post$ is a binary variable = 1 for April 2020 onwards, $female * post$ is the interaction term which gives the coefficients of interest, the DID estimate of the effect of the pandemic on women's employment relative to men. This is estimated with individual fixed effects, with standard errors clustered at the district level for all individuals 15 years and older.

Figure: Change in Employment by Gender, Post-Pandemic, India



This figure presents the marginal effects of the pandemic from the estimation of Equation 1. N=277,296. The Panel A shows the estimation over the whole panel; Panel B shows the results of interaction with two education levels, low and high.

Figure: Change in Mean Employment by Gender and Edu Level, 15 yrs older, India

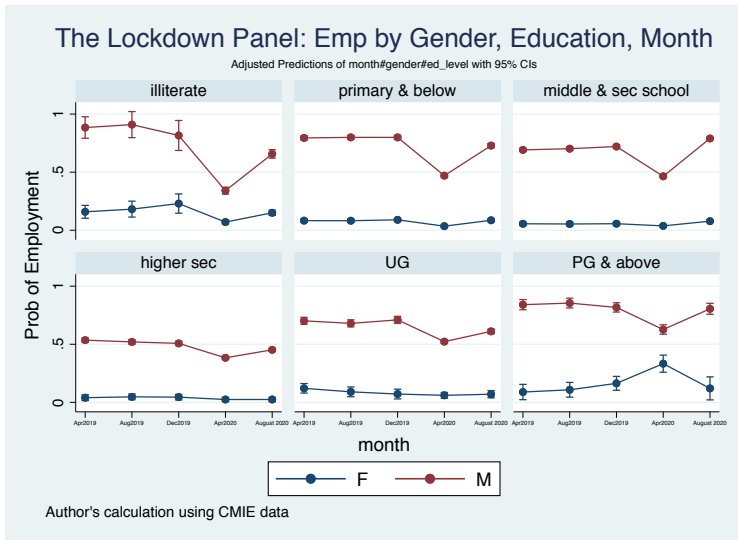
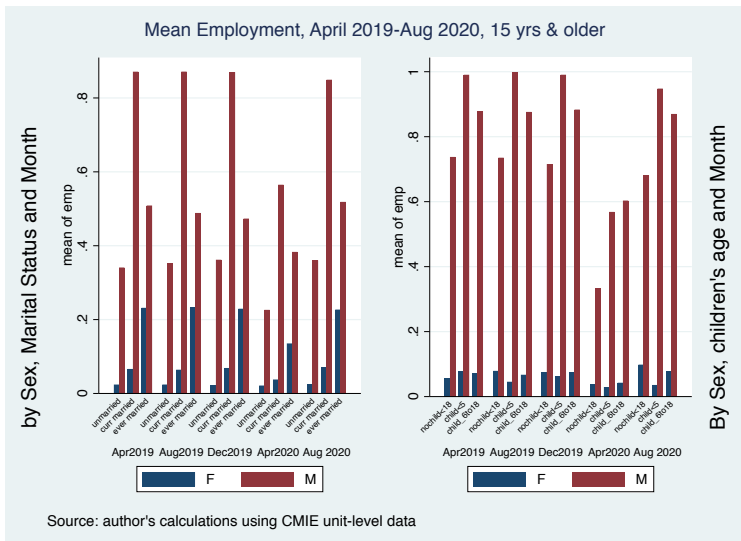
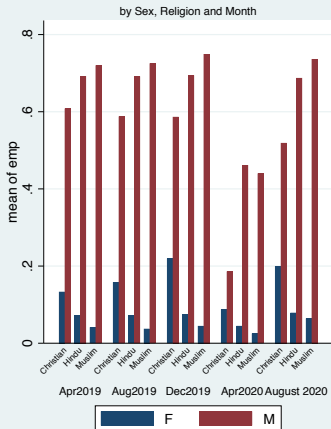
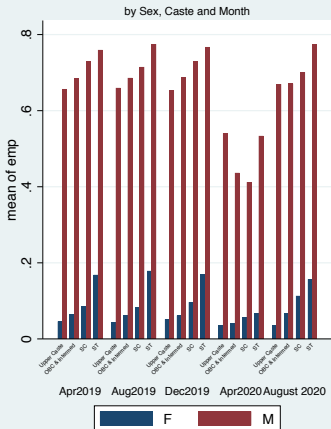


Figure: Mean Employment by Marital Status & Children, India



Data Summary: Social Groups

Mean Employment, April 2019-Aug 2020, 15 yrs & older



Source: author's calculations using CMIE unit-level data

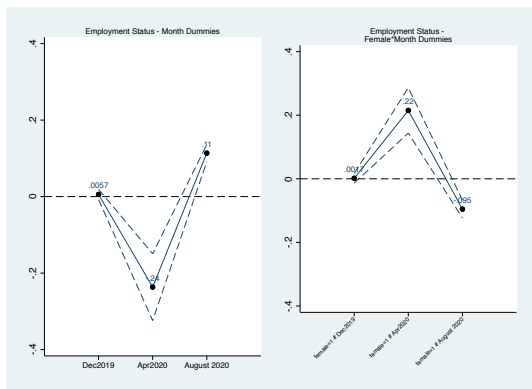
D-I-D estimation of Effect of Covid-19 on Emp by Sex

Dynamic panel estimation with lagged dependent variable:

$$Emp_{it} = \alpha + \beta.female + \gamma.month + \delta.female * month + \phi.Emp_{it-1} + \epsilon_i \quad (2)$$

where Emp_{it} is a dummy for the employment status of individual i in period t , which takes the value 1 if employed. $female$ is the dummy variable for women, and $female * month$ are the interaction terms which give the coefficients of interest, the DID estimates. Estimated with district fixed effects. SE clustered at the state level.

D-I-D estimation: Result



N=70,900. Intercept=0.977. The omitted month is August 2019. The first month, April 2019, drops out because of the inclusion of lags.

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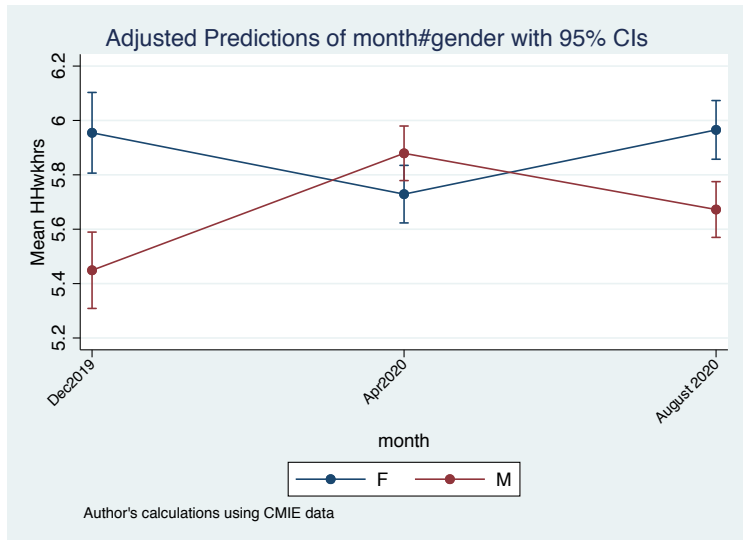
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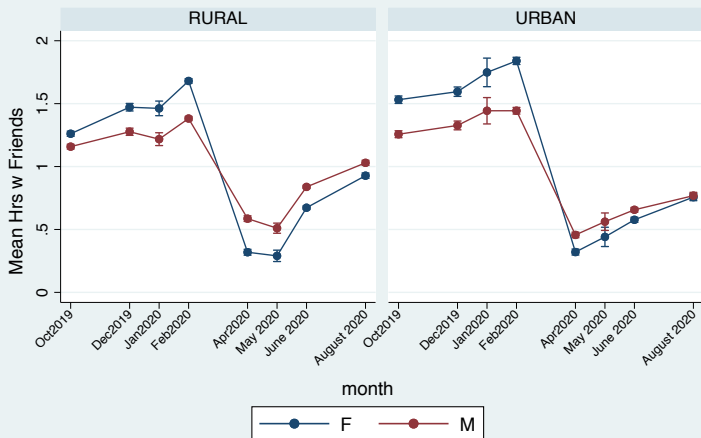
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- ▶ South Asia, India and Pakistan in particular, have among the most unequal gender division of housework in the world.
- ▶ The social norm of women being primarily responsible for housework is one of key constraints to their being able to access paid work (from the supply side)
- ▶ Did the lockdown and WFH shift the needle on sharing of housework?

Average Hours Spent on Domestic Work, By Sex: 3 month panel



Average Hours Spent with Friends, By Sex and Sector

Adjusted Predictions of month#gender#sector with 95% CIs



Author's calculation using CMIE data

Income from All Sources, Jan2019-Apr2020

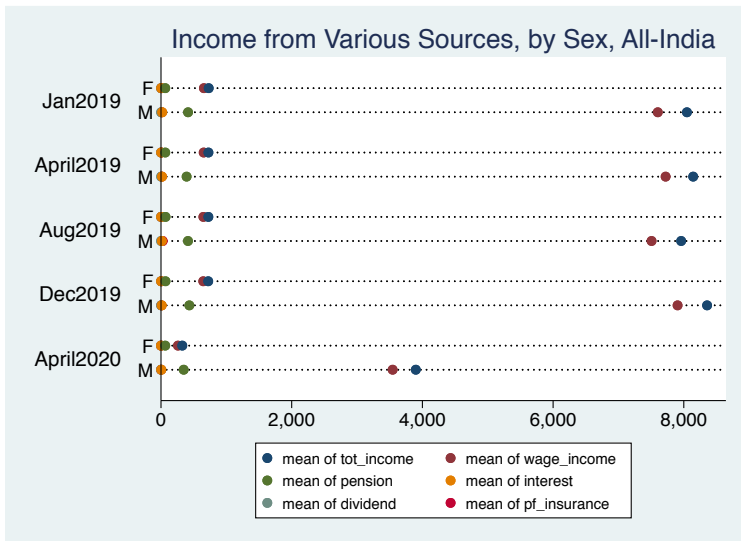
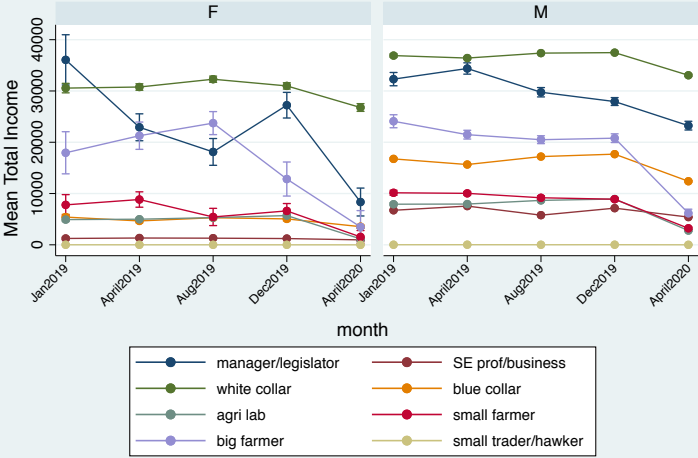


Figure: Change in Income by Gender and Month, India

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Income By Occupation and Sex, Jan2019-Apr2020

Adjusted Predictions of month#gender#occup with 95% CIs



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- ▶ Gender gaps? Emp, dom work and income
- ▶ Normalisation of WFH: Will it shift gender norms & employer discrimination?
- ▶ Need to pay attention to gendered impacts; need gender disaggregated data in real time.