



# Stand still or Flee away?

## Evidence from Educated-female Occupational Choices

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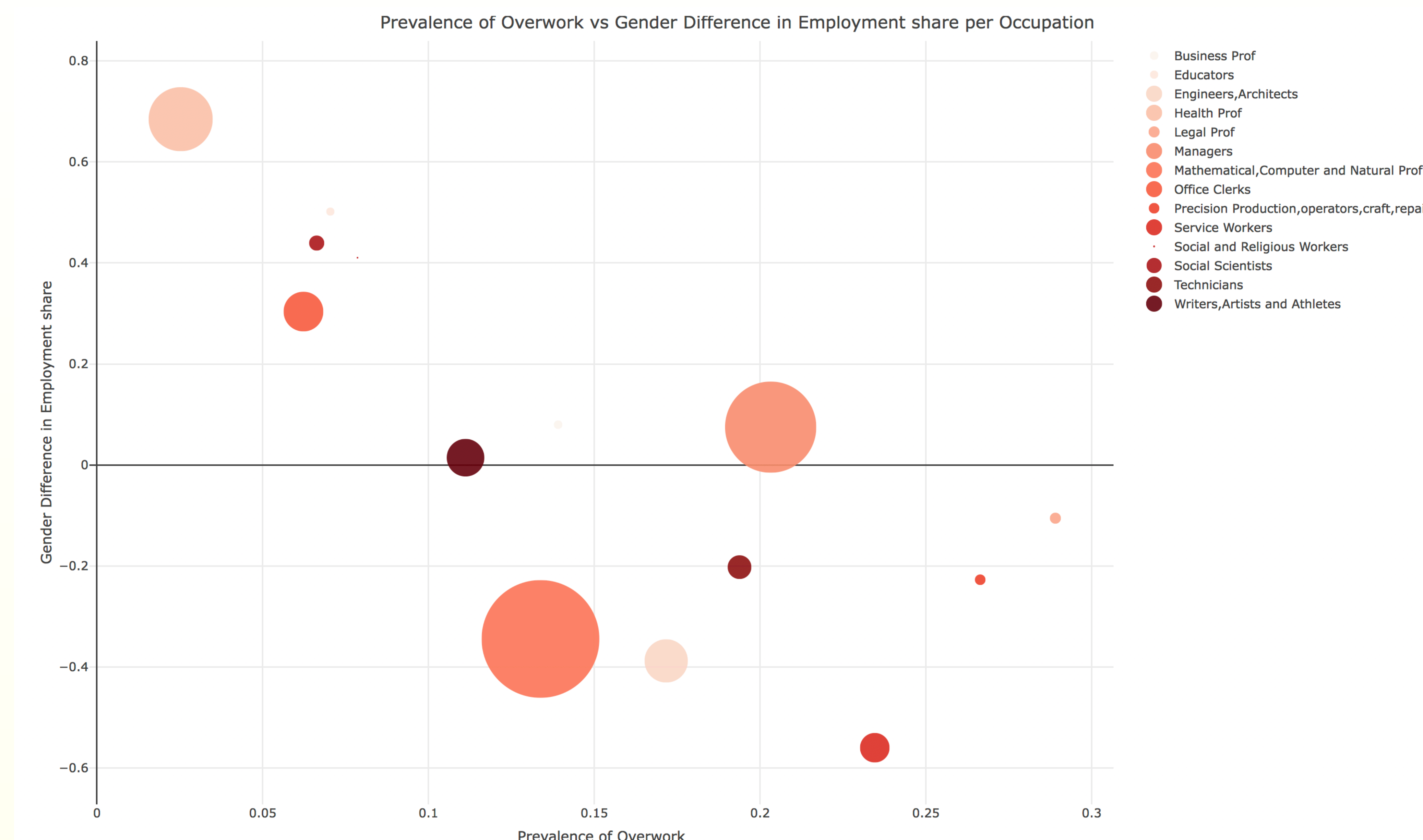
### Background

Numerous research has been conducted to account for the persistent gender pay gap. Traditional factors emphasize human capital, the family division of labor, compensating wage differentials, while recent new field focuses on the impact of norms, psychological attributes and non-cognitive skills. Blau and Kahn (2017) documents that the role of occupation remains pronounced in explaining the gender wage gap. Specifically, occupational differences account for over 20 percent gender wage gap and are currently at the top of observed factors. In sum, understanding occupation choices plays a significant role in understanding the gender wage gap.

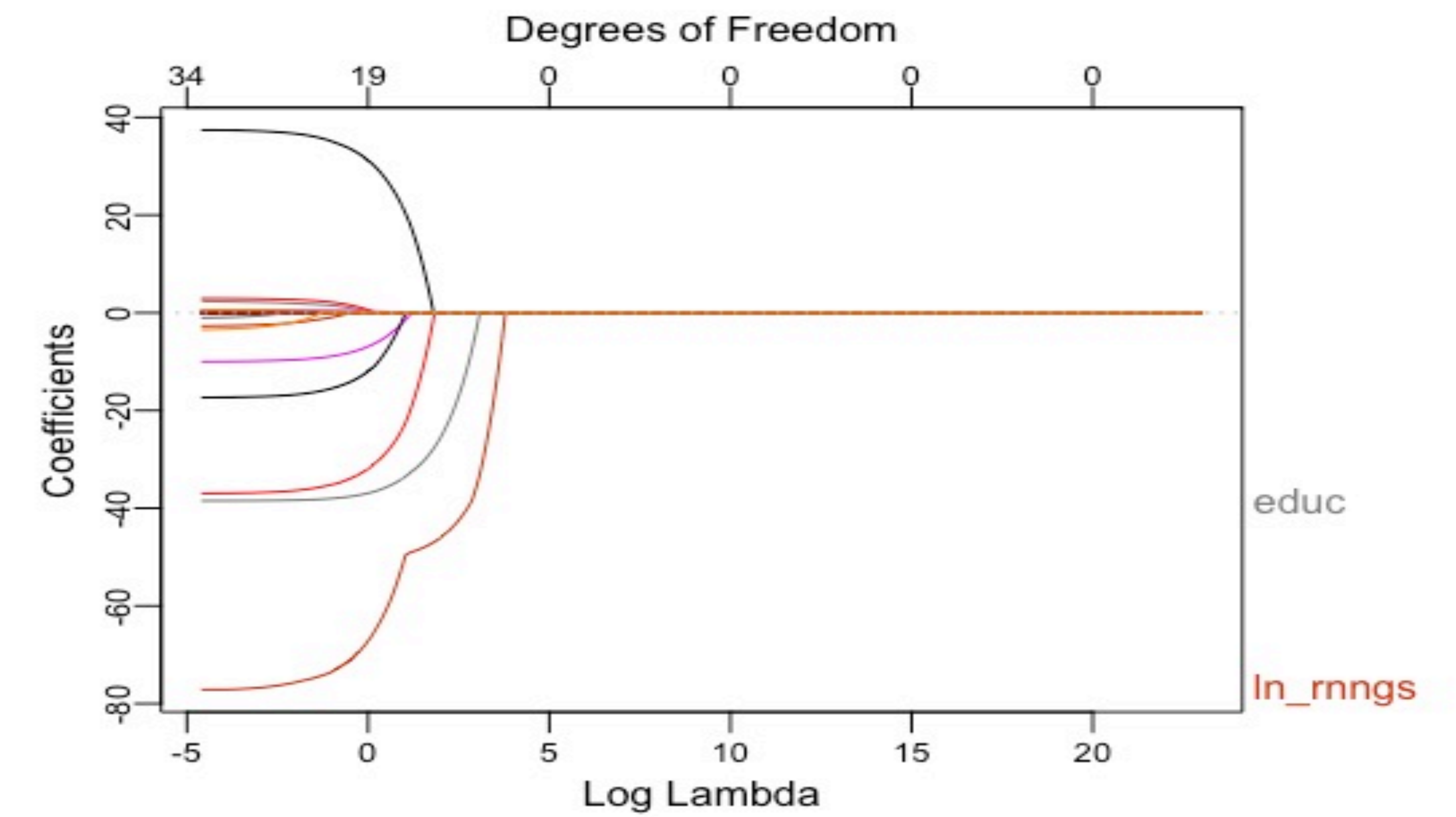
### Specific Aims

- Will women respond to overwork commitment in an occupation by switching to more family-work balance occupations or exiting the labor force?
- Will married educated-female with children will be more sensitive to prevalence of overwork than other demographic groups?

### Descriptive Analysis



### Control Variables Selection Result



### Methods

- $$\frac{female\_gr_{it}}{female\_gr_t} = \alpha + \beta share\_male\_overwork_{it} + \gamma \frac{control\_gr_{it}}{control\_gr_t} + \delta X_{it} + \pi_i + \pi_t + \epsilon$$
- Lasso Feature Selection to choose control variables.
- Outcome is the occupational distribution of a given demographic group, capturing individuals who switched or exited occupations.
- Female group of interests: married women aged 25-47 with children.
- Control groups: males, single females and married females without children of the same age working in same occupation.

### Conclusion

- The prevalence of overwork in an occupation significantly reduces the share of educated married women with children working in that occupation.
- These findings are robust to controlling for the occupational distribution of similarly aged males, single women and married women without children.

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### Married Female sage 25-47 With Children

Share of males age 25 to 57 working 50+ hours	-0.182*	-0.148**	-0.142**	-0/122**	-0/149*
Share of Males of the same age working in occupation i			0.839***		
Share of Single Females of the same age working in occupation i				0.723***	
Share of Married Females without children of the same age working in occupation i					0.577***
Standard deviation of log male, female wages & education		X	X	X	X
Occupation FE	X	X	X	X	X
Year FE	X	X	X	X	X
R-Squared	0.922	0.912	0.892	0.902	0.901

### References

Francine D. Blau Lawrence M. Kahn, 2017. "The Gender Wage Gap: Extent, Trends, and Explanations," Journal of Economic Literature, vol 55(3), pages 789-865.