

Discussion: “The Outlook for Women’s
Employment and Labor Force Participation”
by Albanesi (2023)

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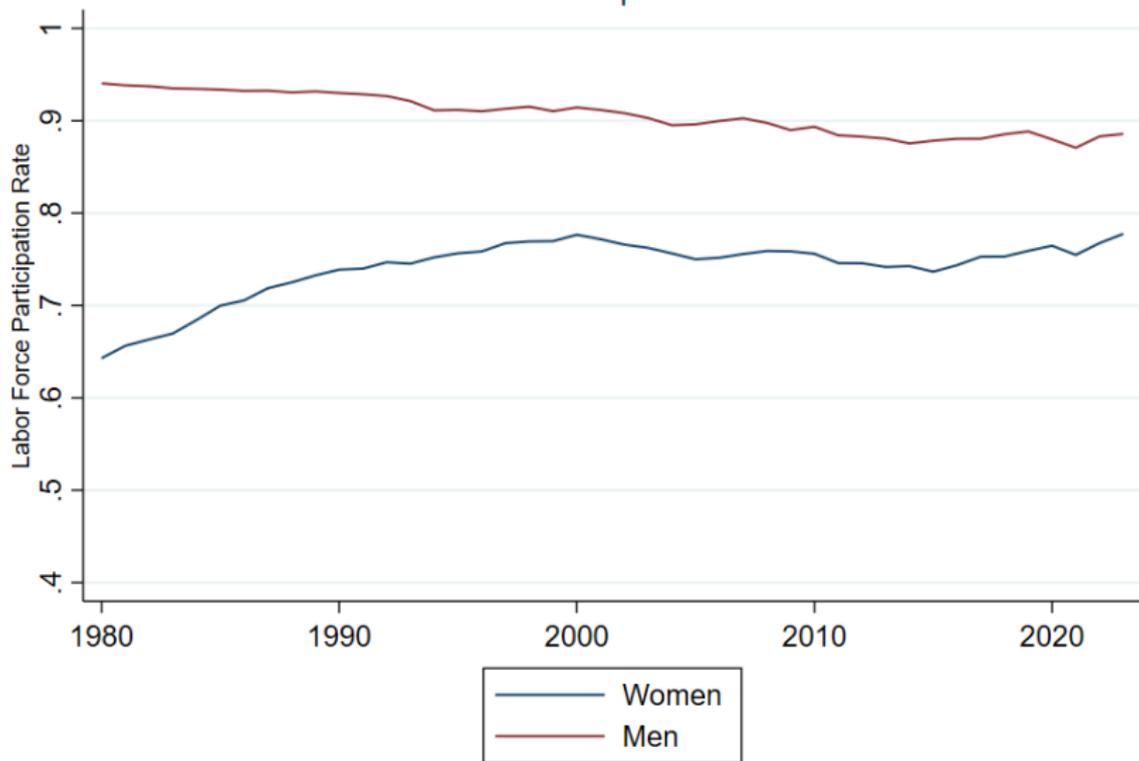
Summary

- Prime-age female LFPR peaked in 2000 and since has declined
- This is in contrast to UK and other OECD countries where it held steady or even increased
- In an seemingly tight labor market, are there frictions which keep the supply of labor low among certain groups?
- For women, the frictions may be lack of family friendly policies and child care, as well as tax structure which discourages secondary earners

Discussion

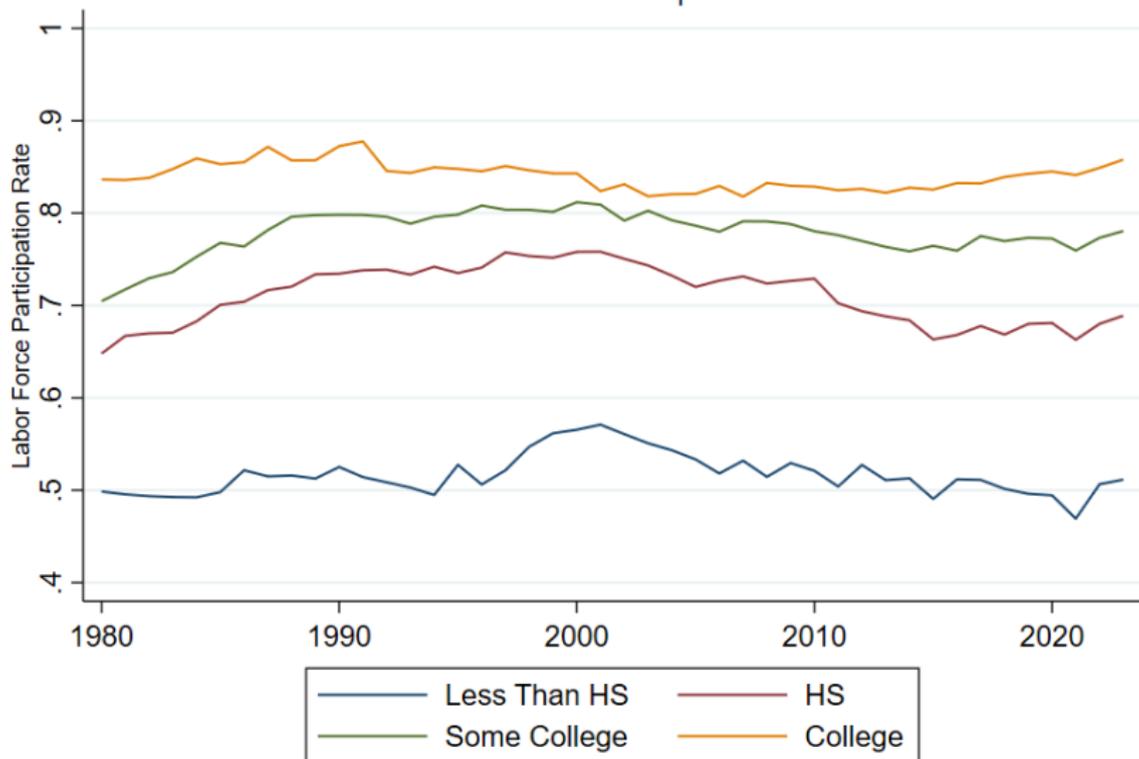
- Point to some other facts and re-frame the question
- Female LFPR in the US fell since 2000, but male LFPR also fell
- Comparing to UK and other OECD countries, also important to look at the intensive margin– hours worked
- True that the growth in female LFPR during 1980-2000 did not continue– is this a concern?

Labor Force Participation Rate 25-54



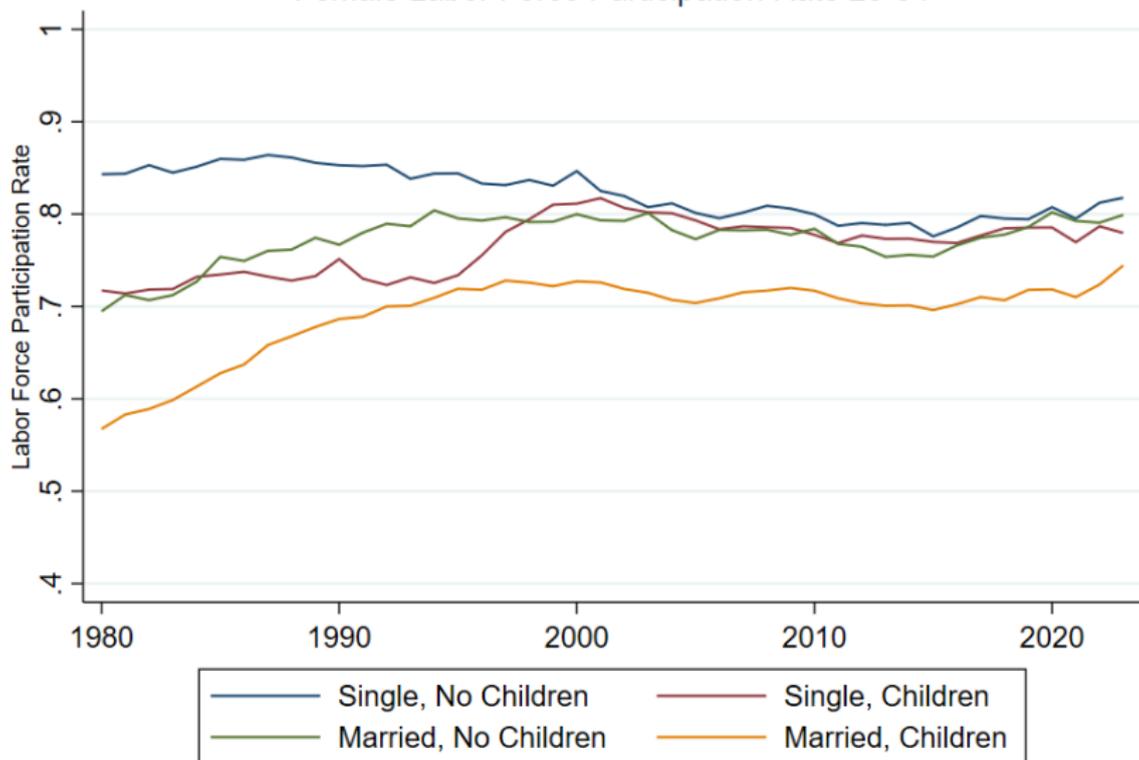
Source: IPUMS-CPS, March ASEC

Female Labor Force Participation Rate 25-54



Source: IPUMS-CPS, March ASEC

Female Labor Force Participation Rate 25-54

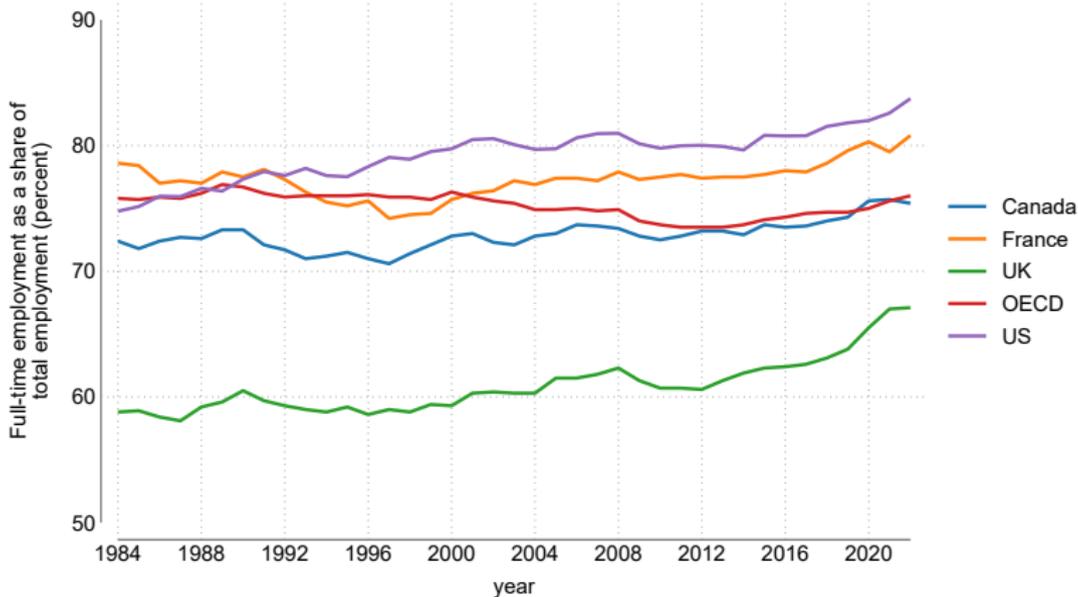


Source: IPUMS-CPS, March ASEC

Trends since 2000 by Group

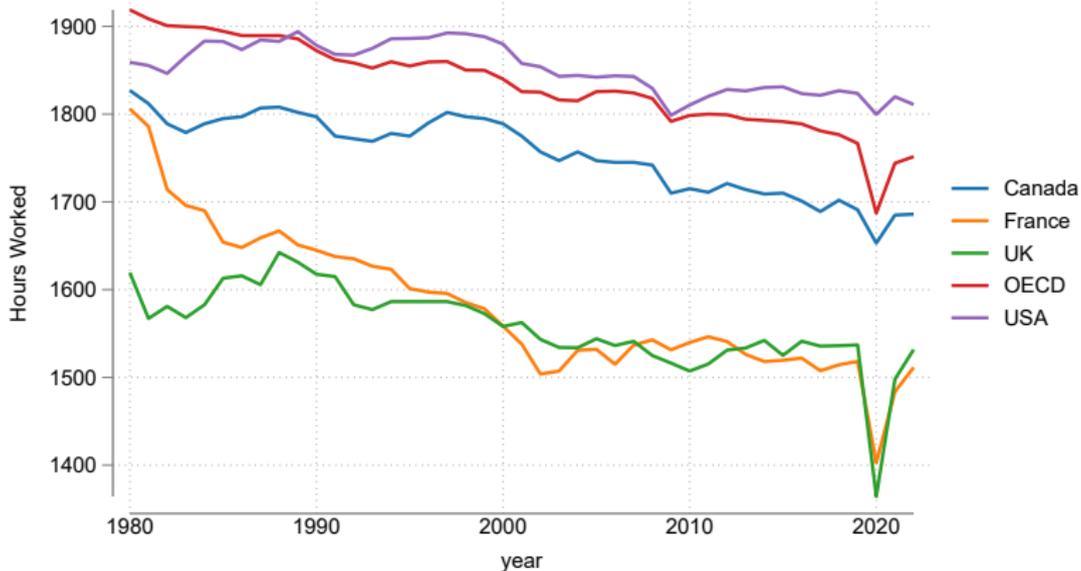
- Male LFPR is also falling since 2000
- No differential trends since 2000 by education, marital/parental status pointing to child care, parental leave, or tax policy
- The difference is 1980-2000 trend vs. 2000-2020 trend for women

Full-time Employment as a Percentage of Total Employment: Select OECD Countries



Source: OECD, IPUMS-USA March ASEC
Note: Women 15+, excl. self-emp, worked 30+ per week

Annual Hours Worked per Worker in Select OECD Countries: 1980-2022 (Total Employment)



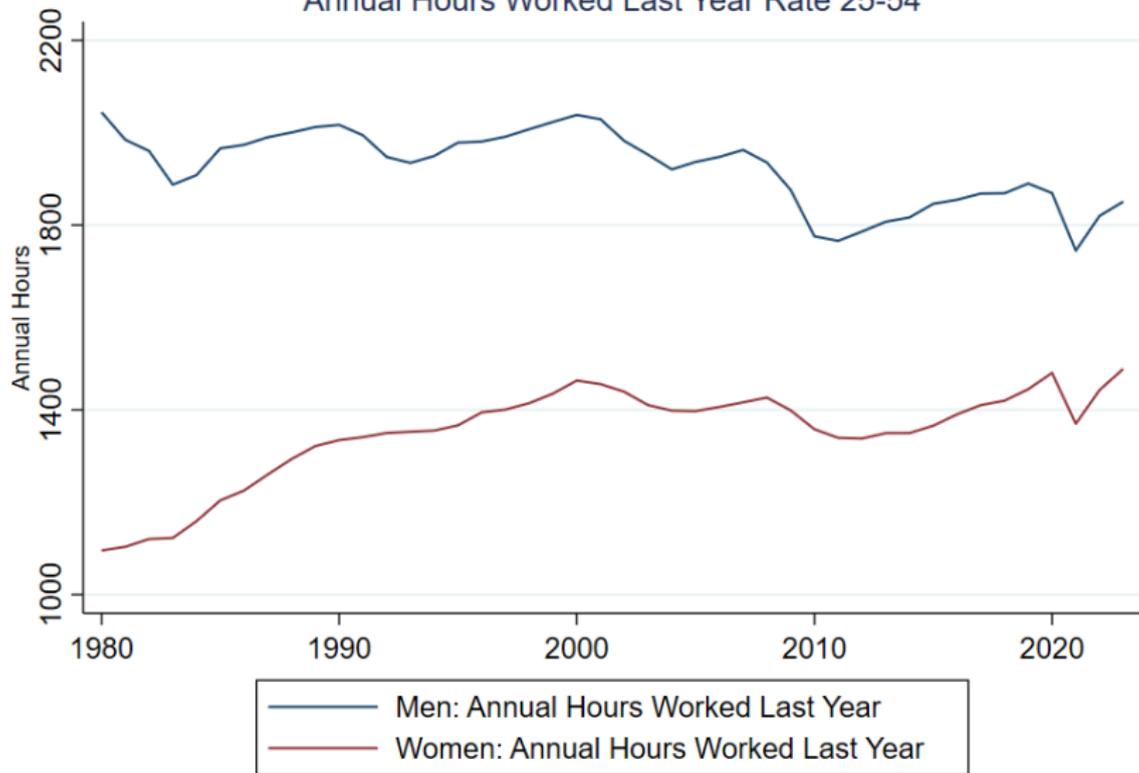
Data source: OECD Statistics

The concept used is the total number of hours worked over the year divided by the average number of people in employment.

US vs. UK/OECD

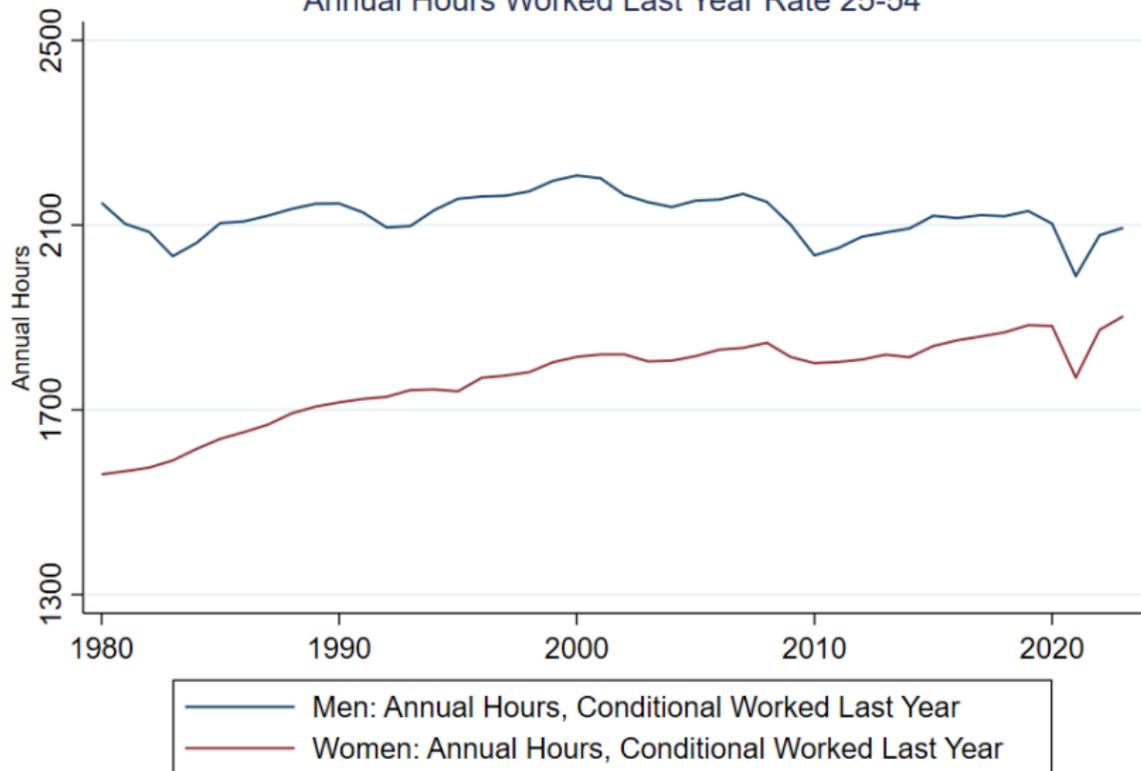
- Relative to UK/OECD, women in US are more likely to work full-time
- Total annual hours per worker is trending down in all countries but US is still at a higher level
- It would be interesting to see if women in UK/OECD have overtaken women in US in terms of total hours

Annual Hours Worked Last Year Rate 25-54



Source: IPUMS-CPS, March ASEC

Annual Hours Worked Last Year Rate 25-54

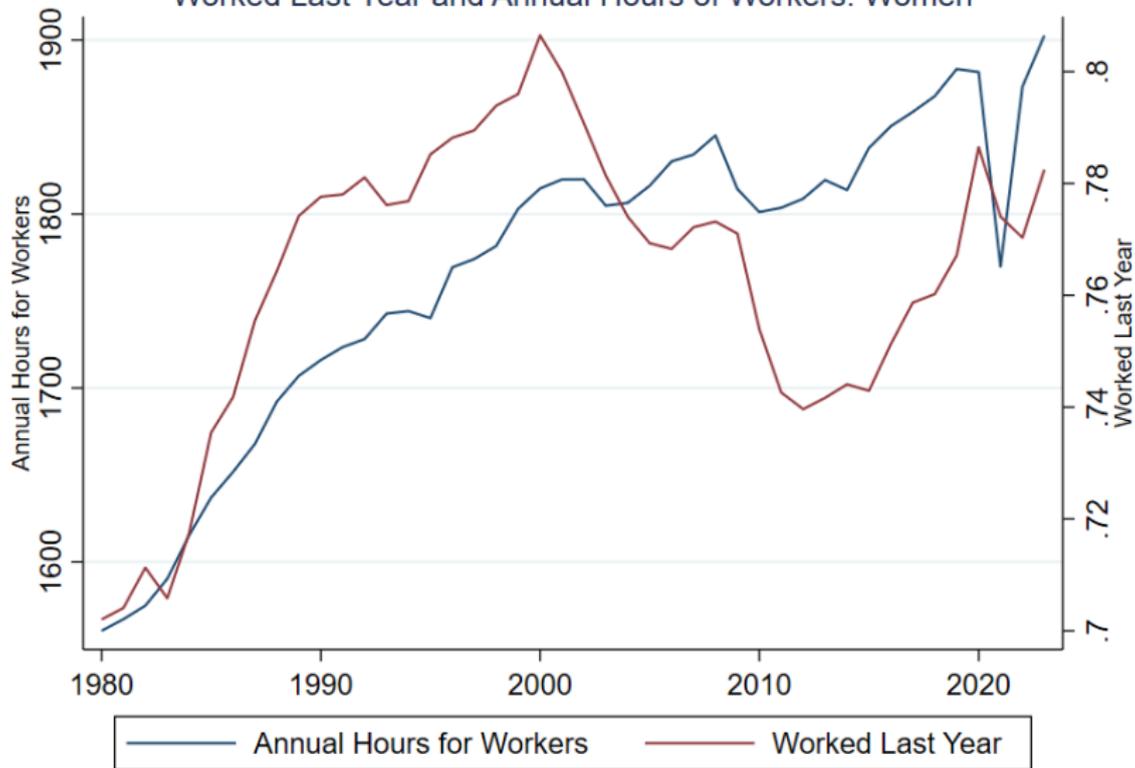


Source: IPUMS-CPS, March ASEC

US Annual Hours for Women and Men

- Annual hours for women is steady while it is trending down for men
- Annual hours, conditional on working at all, has continued to increase for women even post 2000

Worked Last Year and Annual Hours of Workers: Women



Source: IPUMS-CPS, March ASEC

Annual Hours for Workers vs. Non-participation

- US labor market generates more non-participation
- Workers who participate (work at least one week), work a lot of hours
- Interesting question: why is there this inequality of hours in the US?

Slowdown in Female LFPR since 2000

- Decline in female LFPR since 2000 does not look so bad when we compare to male LFPR, and also look at hours
- US women look now like US men (reflecting their greater attachment to the labor force)
- The tremendous growth 1980-2000 has slowed down– is this a concern?

Remaining Supply-side Frictions for Women

- Remaining supply-side frictions may not be at the margin of labor force participation but occupational choice
- Juhn and Rubinstein (2023) show that occupations which require cognitive, non-routine tasks are associated with long hours
- Women are under-represented in abstract, non-routine occupations and over-represented in routine occupations due to these long-hours demands
- At this margin, there appears to be continuing mis-allocation of talent

References

- Juhn, Chinhui and Yona Rubinstein. “Task Requirements, Time Requirements, and the Gender Gap in Jobs and Pay.” Working paper, October 2023.