

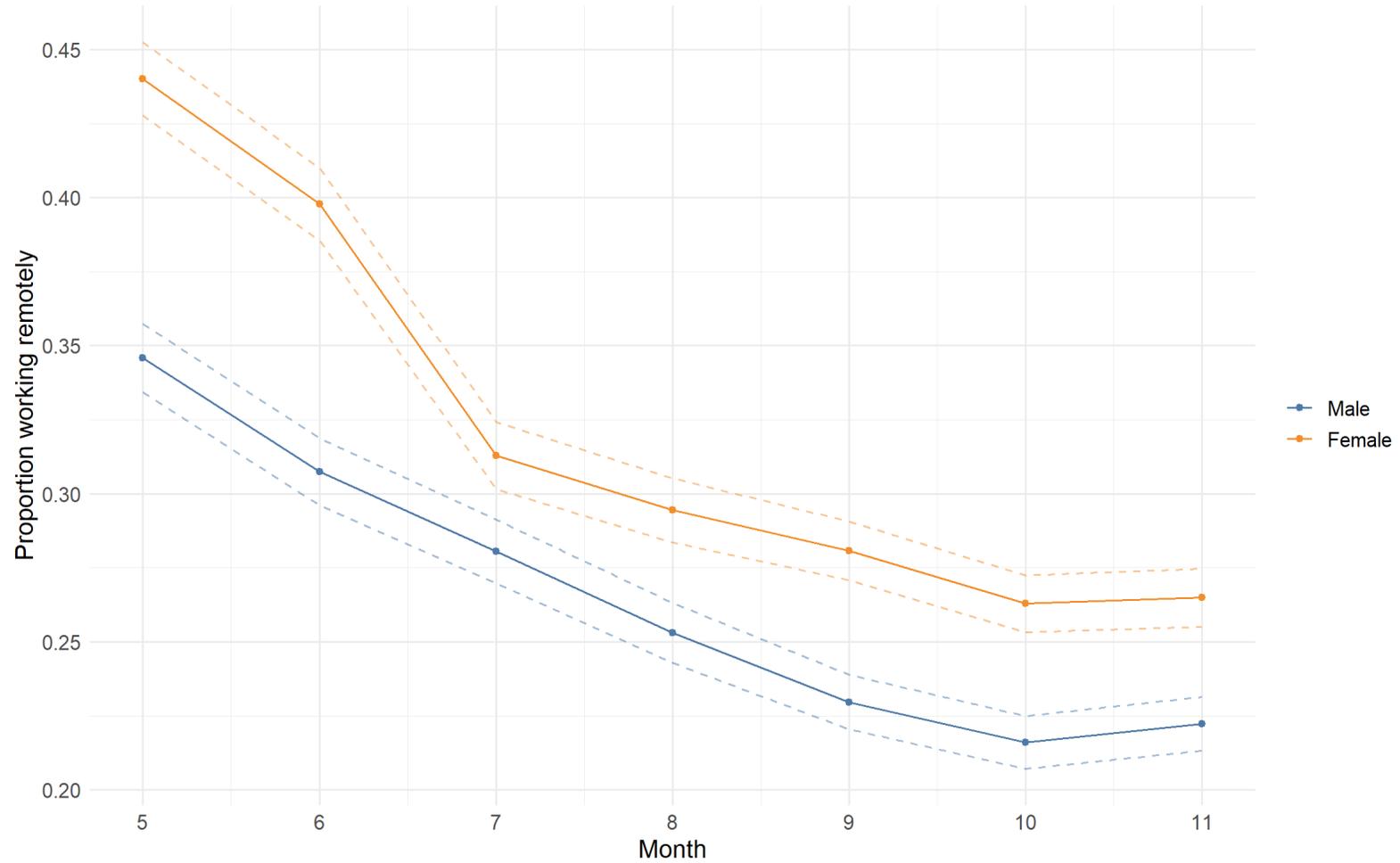
Gender Differences in Telecommuting and Implications for Inequality at Home and Work

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Telecommuting during the pandemic



Data: Current Population Survey, 2020

The implications of telecommuting for gender inequality are uncertain

- Remote work is a strategy for managing work/family conflict, particularly for mothers (Mas & Pallais, 2017).
- Mothers' work patterns are typically more responsive to family demands (Bianchi, 2000; Cha, 2010).
- Fathers report wanting to do more childcare than they currently do (Milkie et al., 2010).

Questions

How do gender inequalities in childcare and housework differ when parents telecommute?

Do telecommuting mothers' and fathers' work environments differ?

How has the pandemic changed the gender dynamics of telecommuting?

Approach

Data:

- American Time Use Survey 2003-2018, N = 19,179 (Remote work sample, N = 402).
- COVID Impact Survey, April-May 2020. N = 784.
- Current Population Survey, May-November 2020. N = 169,049.

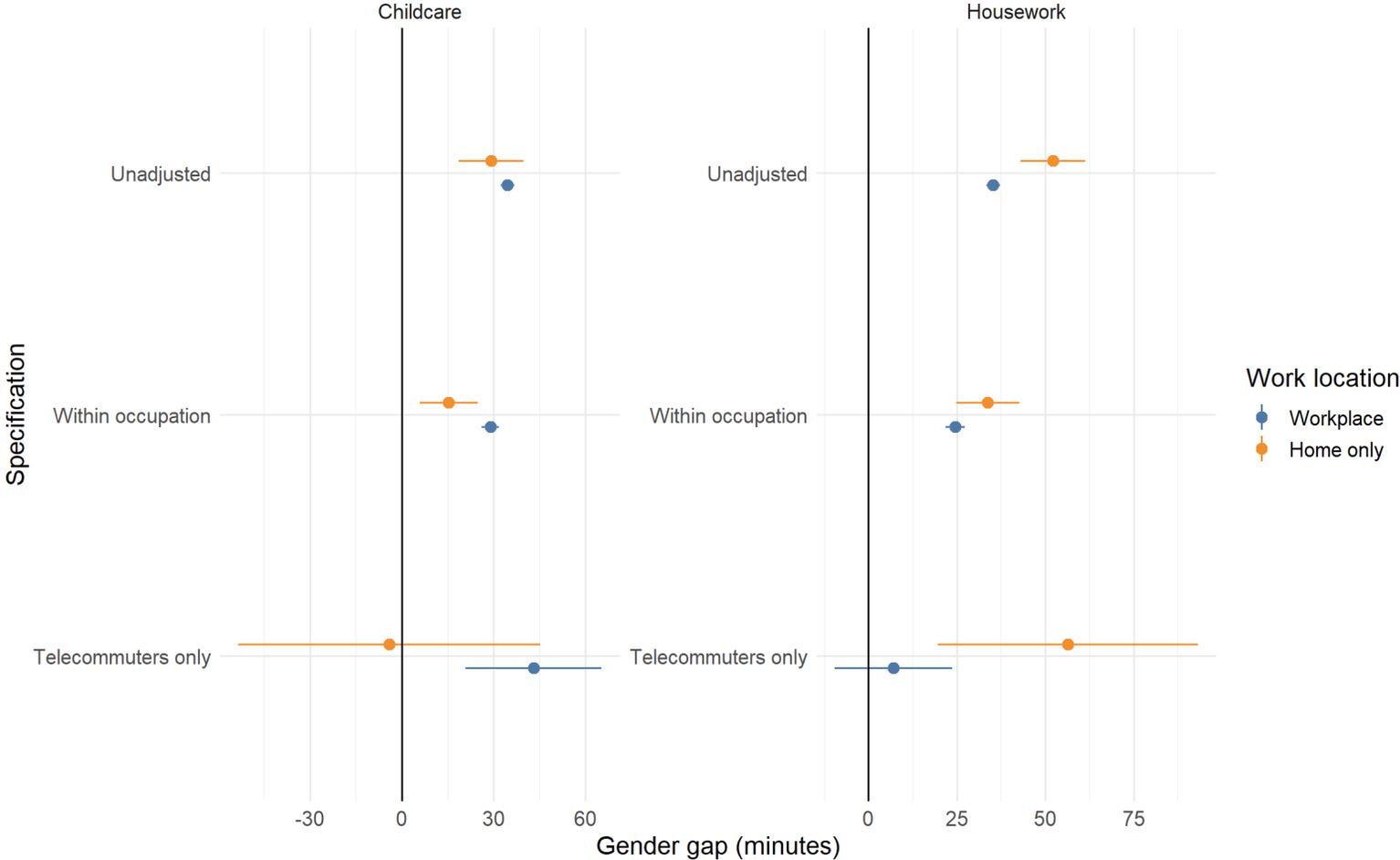
Estimates:

- Unadjusted, within occupation, and telecommuter-only estimates of time spent on childcare, housework, and working with children present.
- Unadjusted estimates of subjective wellbeing and working part time for family reasons during the pandemic.

Gender gaps in childcare and housework

Telecommuting mothers and fathers spend, on average, 102 and 50 minutes on housework daily. This gap is 17 minutes larger for telecommuters than others.

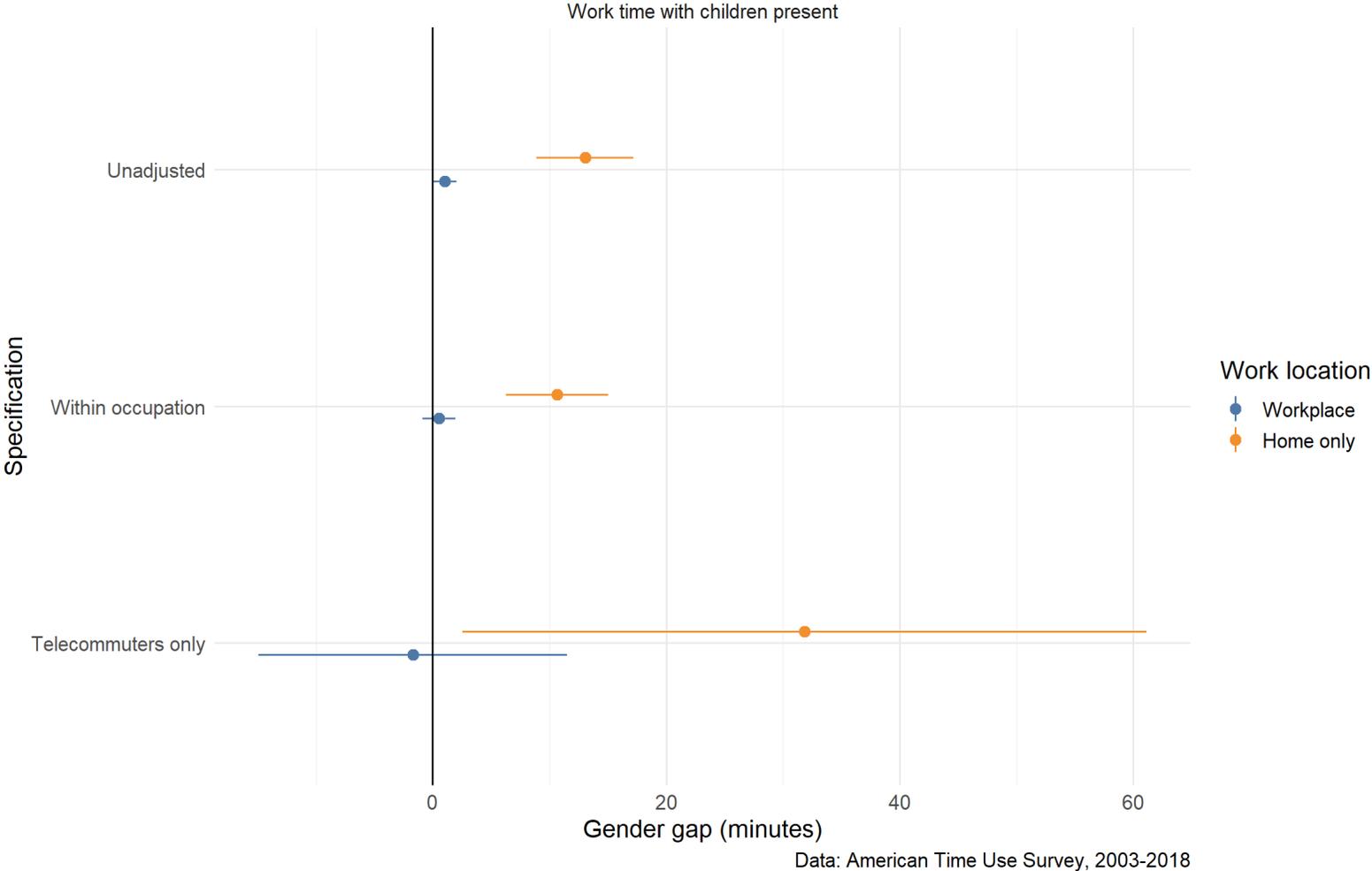
Comparing parents within occupations or telecommuters on telecommuting and non-telecommuting days suggests that telecommuting may reduce gender gaps in childcare.



Data: American Time Use Survey, 2003-2018

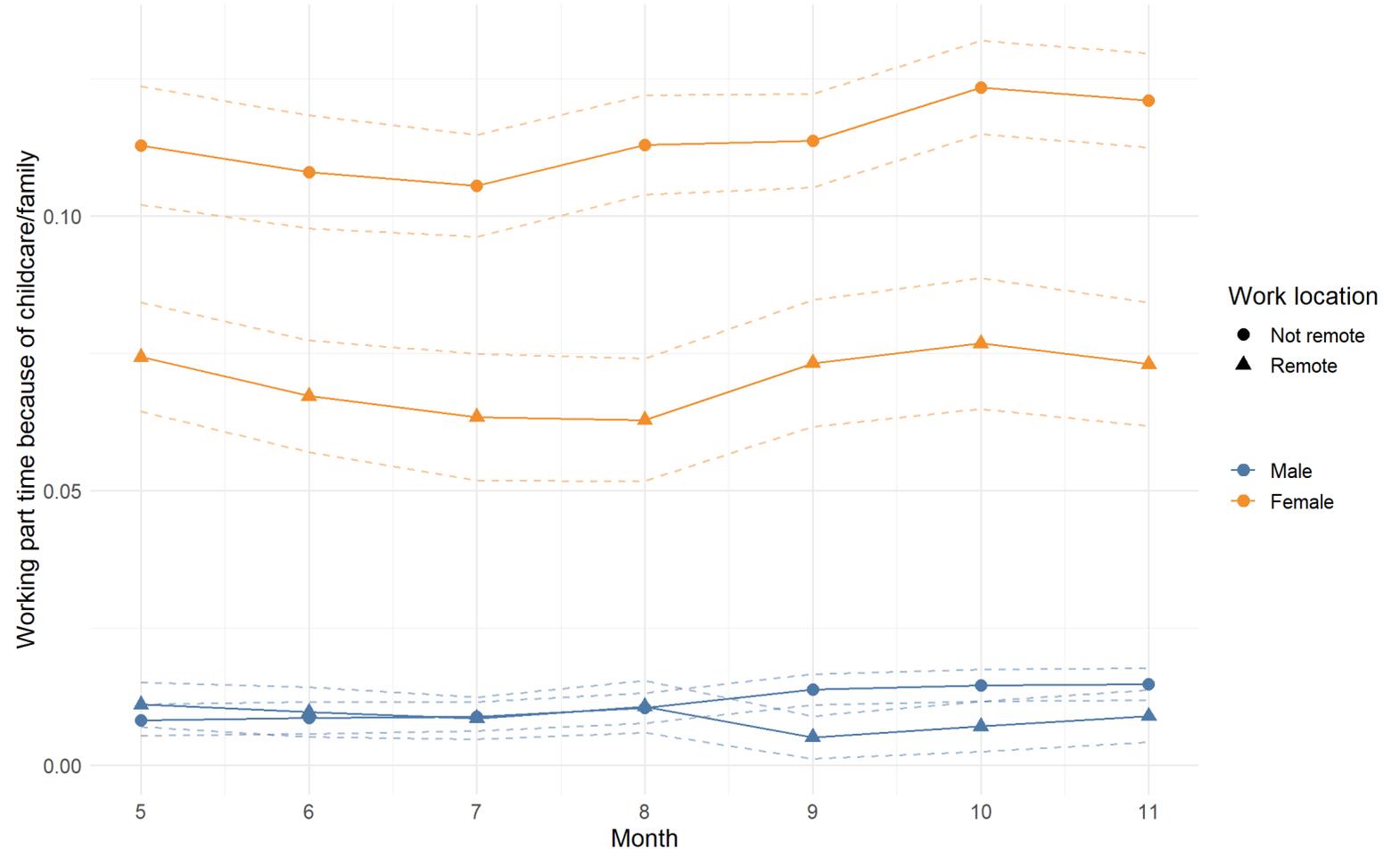
Gender disparities in work environments

Telecommuting mothers, on average, work with a child present for 32 minutes per day; eleven minutes more than fathers.



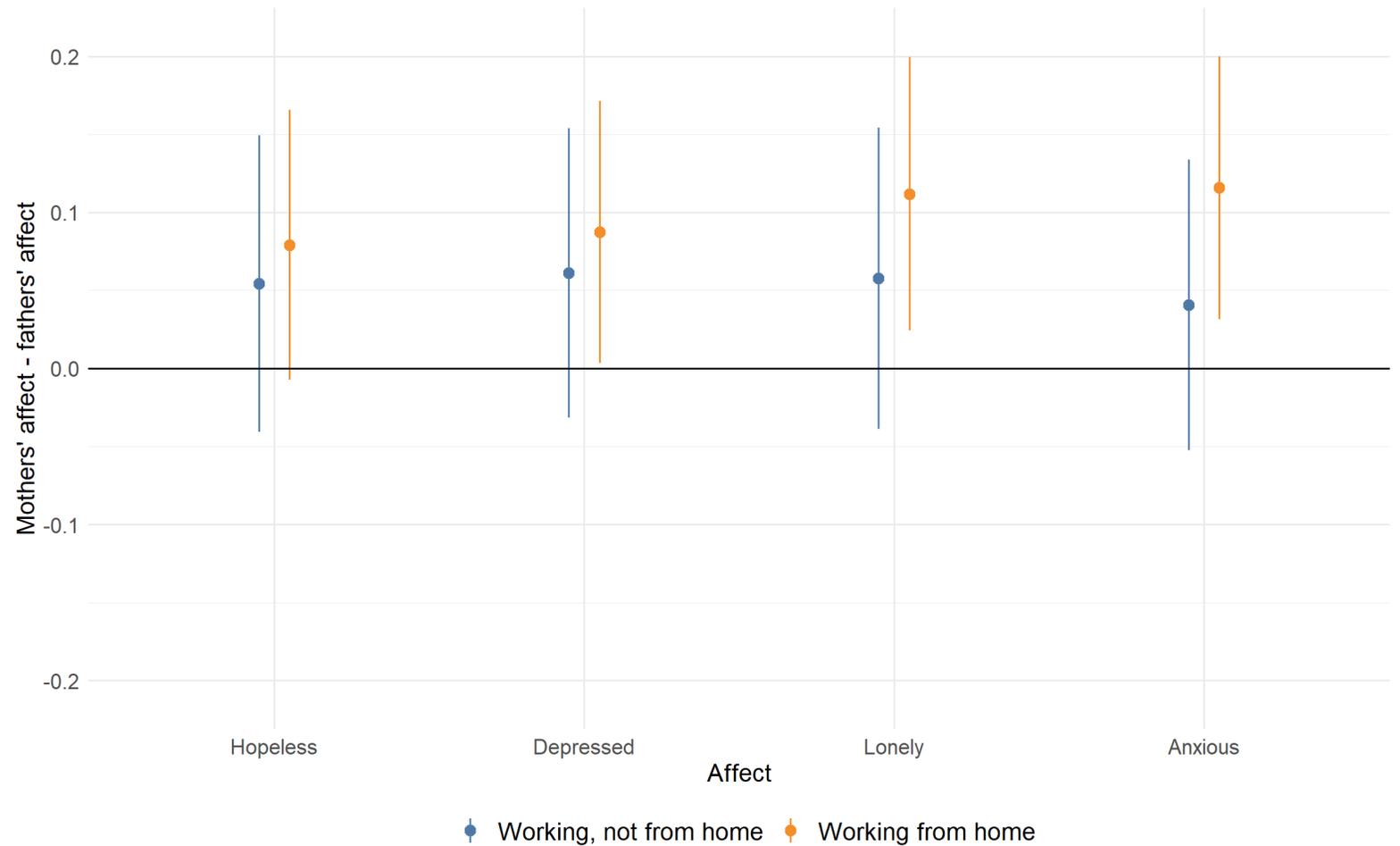
Working part time due to family during the pandemic

Mothers are less likely to cite family reasons for working part time when telecommuting.



Gender gaps in well-being during the pandemic

Gender gaps in subjective well-being are larger for telecommuters than non-telecommuters.



Conclusions

- Prior to the pandemic, telecommuting leads to larger gender gaps in housework, but may ameliorate childcare disparities.
- Telecommuting particularly worsens mothers' work environments, with telecommuting mothers more frequently working with children present.
- During the pandemic, telecommuting mothers are less likely to reduce work hours because of family when telecommuting, but well-being gender gaps are large among telecommuters.

Thank you!

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read the paper: <https://osf.io/preprints/socarxiv/tdf8c/>