

Shift Project Newsletter - Volume 07 | September 2023



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Friends and Colleagues,

As we begin the 2023/2024 academic year, we wanted to celebrate Labor Day by sharing what we've been up to at the Shift Project over the summer. We have published articles on service sector workers' experiences of paid leave, class mobility, and sexual harassment. We are also excited to announce two new grants that we have received to study older workers and supportive workplaces. Finally, we are thrilled to welcome a new pre-doc fellow to the team. We are looking forward to another great year!

Paid Leave



NEW ARTICLE:

[Racial/Ethnic and Gender Inequities in the Sufficiency of Paid Leave During the COVID-19 Pandemic: Evidence from the Service Sector](#)

Access to paid family and medical leave (PFML) conveys health and economic benefits for workers and their families. However, without a national PFML policy, access to paid leave remains limited and unequal. Previous work documenting inequitable access by socioeconomic status and race/ethnicity primarily focuses on parental leave, measures theoretical access to paid leave rather than actual leave uptake, and lacks an accounting for why workers of color and women may have less access to PFML. This article by Julia Goodman and Daniel Schneider extends this literature by looking at leave-taking for medical needs or caregiving among a high-risk population during the COVID-19 pandemic.

Class Mobility



RESEARCH BRIEF

[Dreams Deferred: Downward Mobility and Making Ends Meet in the Service Sector](#)

New research from Shift finds that hourly service sector workers are coping with economic insecurity and these jobs provide too few with an upward trajectory. By and large, workers are striving to get by or achieve some sense of stability, rather than upward mobility.

“57% of workers report that their jobs are somewhat or much worse than their parents’ jobs were.”

Sexual Harassment

RESEARCH BRIEF

[Mitigating the Impacts of Sexual Harassment: Evidence from a National Survey of Retail and Restaurant Workers](#)

This report studies career- and wellbeing-related impacts of workplace sexual harassment among retail and food service workers. We find that worker experiences of sexual harassment reduce job satisfaction and sleep quality, and increase turnover intention and psychological distress. The brief also finds that perceived supervisory fairness and coworker support can mitigate the negative consequences of sexual harassment.

New Grants to Focus on Older Workers and Supportive Workplaces

Older Workers, Working Longer? The Role of Precarious Work

Leah Abrams, Kristen Harknett, and Daniel Schneider have been awarded a grant from the Social Security Administration, through the Center for Financial Security Retirement and Disability Research Center (CFS RDRC) at UW-Madison. The project will examine the relationship between



precarious working conditions and job satisfaction, job exits, and economic insecurity among older adults employed in the low-wage service sector.

This research will provide a uniquely detailed portrait of prevailing labor market conditions for older workers and demonstrate how they impact retirement decisions and economic well-being.

Young Workers' Experiences of Early Life Adversity and Early Career Workplace Climates

We have been awarded a grant from the Annie E. Casey Foundation to study the relationship between workplace climate and young workers' career attachment and well-being.



This research will inform young workers, policymakers, and practitioners about the types of settings that support young workers, especially those with vulnerabilities related to early life trauma, gain a solid foothold in the labor market and have the opportunity for personal development and future economic mobility.

Shift Project Team Updates

Welcome to our Pre-doctoral Fellow!

Elizabeth Kuhlman received a B.A. in statistics and sociology from Rice University in 2023.

Her thesis examined the association between bicycle crashes and the built environment.



Upcoming Events

September Monthly Meeting



On September 26th from 1:30 to 3 PM ET, we'll be joined by Julie Yen, a doctoral candidate in the Organizational Behavior program at Harvard University. Julie will be talking to us about her paper, "[Navigating Tensions Between Well-being and Productivity: How Win-Win Framing Contributed to the End of a 4-day Workweek Trial](#)".

Shift Presenting at APPAM

Shift Project colleagues will be presenting at the [Association for Public Policy Analysis & Management \(APPAM\)](#) fall research conference on November 9-11, 2023, at a panel on the ripple effects of job quality.



[Schedule Stability and Employee Retention at Ikea](#)



[Schedule Quality and Job Upgrading in the Service Sector: Evidence from](#)

the “Great Resignation”

Shift in the News



[Sick Workers Tied to 40% of Food Poisoning Outbreaks, C.D.C. Says](#)



[Childcare is a Challenge for the Many Parents with Unpredictable Work Hours](#)



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[Understanding Young Worker Motivations During the Great Resignation](#)

The Shift Project

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