



[Join the Shift Project  
Newsletter](#)



## HAPPY LABOR DAY FROM THE SHIFT PROJECT

Friends and Colleagues,

As we begin the 2022/2023 academic year, we wanted to share what we've been up to at the Shift Project over the summer. This summer we published two new papers on how work scheduling affects older workers and working parents, released a brief describing the precarious working conditions faced by Fast Food workers in California to inform consideration of AB 257, and put out a new report with EPI on the experiences of gig workers. We are also thrilled to introduce two new members of the Shift Project Team. We are looking forward to another great year!

-The Shift Project Team

### Shift Project Team Updates

#### Welcome new Pre-doctoral Fellows!



Jeremy Mopsick received a B.A. in physics and sociology from Wesleyan University in 2020. Prior to joining The Shift Project, Jeremy worked as a Research Professional at the University of Chicago where he studied issues centered around the minimum wage along with other topics in labor economics.

Dylan Nguyen received a B.A. in Sociology, Statistics, and Social Policy Analysis from Rice University in 2022 where his thesis examined the relationship between neighborhood change



and nonprofit organizations.

## We're Hiring! Open Position for Project Manager

---

The Shift Project is searching for an experienced Project Manager to assist with data collection, research production and dissemination, and project management.

See the [full job posting here](#)

## Working in Fast Food in California

In Jan 2022, the California State Assembly passed the [Fast Food Accountability and Standards Recovery Act](#), which if ratified would establish an independent council to set industry-wide labor standards on wages, hours, schedules, and other working conditions relating to health and safety for Fast Food workers in the state.

The brief shows the particularly precarious working conditions of Fast Food Workers in terms of wages and schedules as compared with other service workers in the state, demonstrating the potential widespread impacts of the FAST Act.



**RESEARCH BRIEF:** [Low Pay, Less Predictability: Fast Food Jobs in California](#)

## In the News

---

[Give fast-food workers some say on the job.](#) *LA Times*. Sept 1, 2022.



[California considers legislation giving fast food workers more power, protections.](#) *PBS.* Aug 27, 2022.



[California could transform how fast food workers are treated.](#) *Vox.* Aug 15, 2022.



[Should California set wages in fast-food restaurants? State bill would make it happen.](#) *The Sacramento Bee.* Aug 9, 2022.

Additional news coverage in [Bloomberg](#), [Mother Jones](#), and [The OC Register](#).

## Gig Workers Working Conditions

The Shift Project collaborated with EPI on an analysis of gig workers showing how gig workers experience low wages, lost earnings because of “technical difficulties clocking in or out,” and financial hardship, even relative to other service-sector workers. Read the full brief [here](#).

62%

of gig workers had not been paid for their work on the job at least once



## In the News

---



[If the Job Market is So Good, Why Is Gig Work Thriving?](#) *New York Times*. Aug 15, 2022.



[Wealthy Americans are cutting back – and it could push the US closer to a recession.](#) *Business Insider*. Aug 30, 2022.

## New Research on Work Scheduling

### NEW! PUBLICATION

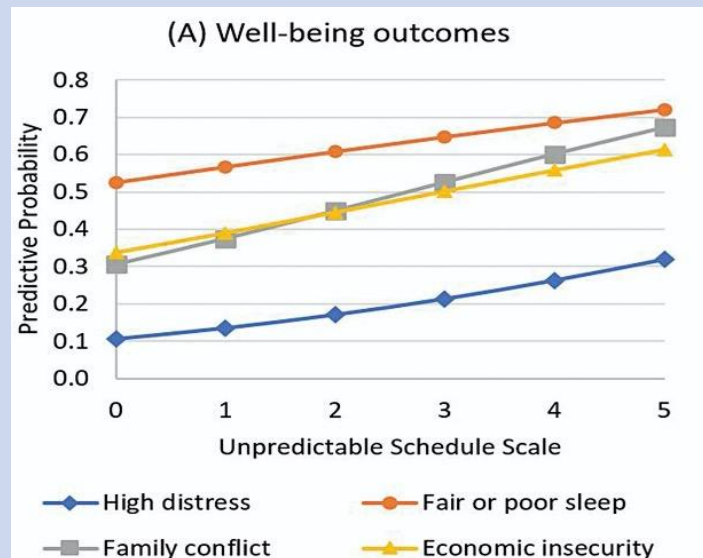
### Older Workers with Unpredictable Schedules

---

Leah Abrams, Kristen Harknett, and Daniel Schneider. [“Older Workers with Unpredictable Schedules: Implications for Well-being and Job Retention.”](#) *The Gerontologist*

The authors find that scheduling conditions were more stable and predictable for older workers compared to their younger counterparts; however, more than 80% of workers ages 50-80 experienced one or more types of routine schedule instability. Among workers ages 50-80, unpredictable schedules were

associated with psychological distress, poor quality sleep, work-family conflict, economic insecurity, and job dissatisfaction.



## **NEW! PUBLICATION**

### **Parenting without Predictability**

Sigrid Luhr, Daniel Schneider, and Kristen Harknett. “[Parenting without Predictability: Precarious Schedules, Parental Strain, and Work-Life Conflict.](#)” *RSF Journal of the Social Sciences*

The authors find that, among mothers working in the service sector, unpredictable schedules are associated with work life conflict, difficulty arranging childcare, and parental stress. Specifically, on-call shifts, shift timing changes, work hour volatility, and short advance notice of work schedules are associated with difficulty arranging childcare and work-life conflict.

**The Shift Project**  
The Malcom Wiener Center for Social Policy  
Harvard Kennedy School  
<https://shift.hks.harvard.edu/>

The Shift Project is grateful for the generous support of our sponsors.

BILL & MELINDA  
GATES foundation

Washington Center  
for Equitable Growth



**William T. Grant**  
FOUNDATION



Shift Project | 79 John F. Kennedy St, Cambridge, MA 02138

[Unsubscribe shiftproject@hks.harvard.edu](mailto:unsubscribe_shiftproject@hks.harvard.edu)

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent byshiftproject@hks.harvard.edupowered by



Try email marketing for free today!