



Join the Shift Project
Newsletter



Happy May Day from the Shift Project

Friends and Colleagues,

In the beginning of 2023, The Shift Project has continued our work to advance understanding of the working conditions and wellbeing of service sector workers and to inform policymaking at the state and federal level.

We celebrate International Workers Day with this newsletter, which highlights three research areas we have been focusing on: job transitions, work scheduling legislation, and gender wage gaps.

The Shift Project Team

Young Workers and the Great Resignation

RESEARCH BRIEF:

[Why Are Young Workers Leaving Their Jobs?](#)

This brief provides new insights into the phenomenon of Americans leaving their jobs in record numbers during the COVID-19 pandemic. Are workers quitting because they do not want to work,

or because they want to find better work? Using Shift data, we tested these competing narratives of the Great Resignation by directly examining workers' jobs and job leaving during this period.



"Young workers in the service sector seized the opportunities provided by an extremely tight labor market to upgrade to better jobs that offered higher compensation and better working conditions."

Press Coverage

[For young service sector workers the “great resignation” often led to an upgrade](#) - Harvard Kennedy School. March 29, 2023.

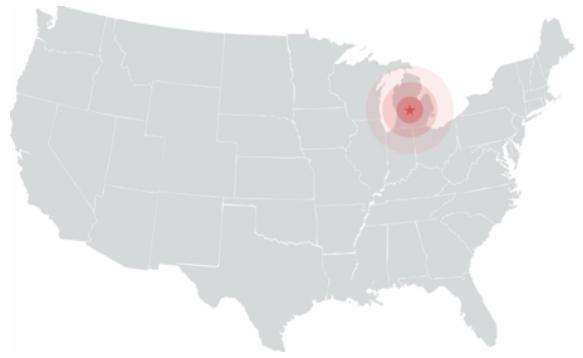
Work Scheduling Research

Unstable, unpredictable, and insufficient work hours are a key problem for service sector workers. Since 2015, a number of large cities (San Francisco, Seattle, Philadelphia, New York City, and Chicago) and one state (Oregon) have passed laws to protect against unfair scheduling practices.

We have seen a resurgence in secure scheduling laws recently. New York City expanded its legislation in 2021, Los Angeles' Fair Work Week Ordinance went into effect last month, and similar legislation will go into effect in Berkeley next year. There are now campaigns in Michigan, Connecticut, and Colorado to pass fair scheduling laws.

RESEARCH BRIEF:
[Working in The Service Sector in Michigan](#)

In the state of Michigan, 13% of the labor force, were employed in the retail and food-service sectors as of 2022. This brief describes the experiences reported by 5,364 of these workers surveyed by The Shift Project, in order to capture working conditions in Michigan's service sector, —in particular, schedule instability and unpredictability.



"Only 22% of workers report a regular daytime work schedule and 43% reported working consecutive closing then opening shifts in the prior month."

Work Scheduling Press



[Why schedule sanity is workers' new Fight for \\$15](#)

Read this profile piece from *Fast Company* that describes The Shift Project's central role in the movement for service employees to win a fairer workweek.



[Harvard study shows negative impact of unpredictable work schedules on Michigan service sector workers and their children](#)

[A long day of hearings for labor bills, guaranteed sick leave, work schedules](#)



[Tired of your work schedule being posted last-minute? This bill would fine big employers for late, unstable scheduling.](#)

[Fair Workweek Act furthest thing from radical](#)

The Gender Wage Gap

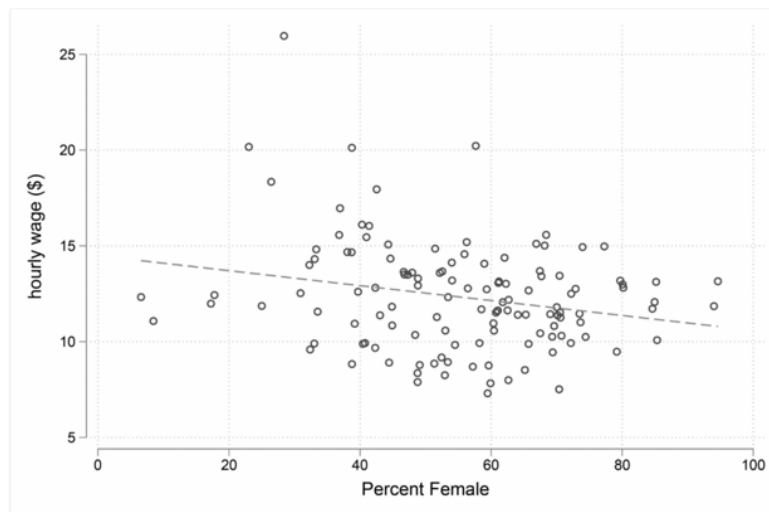
Scholars have long studied the gender wage gap and have identified occupational segregation as an important cause of the gap: women are concentrated in occupations that pay less. However, firms are the actual wage setters in the labor market.

The study finds that a similar segregation of women into lower paying firms plays a substantial role in accounting for the gender wage gap in the service sector.

Furthermore, this article suggests that this gender wage gap at the company level not only leads to women receiving less in pay, but also receiving fewer working hours.

NEW ARTICLE:
[The Gender Wage Gap, Between-Firm Inequality, and Devaluation: Testing a New Hypothesis in the Service Sector](#)

Carmen Brick, Daniel Schneider & Kristen Harknett (2023). *Work and Occupations*.



"Female workers would be able to gain more than an additional \$735 annually if they were employed in the higher-paying companies within the service sector."

Shift in the News



[How to get flexible working right](#)



[The catch-22 for working parents](#)



[America needs to improve how it treats its older workers](#)

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