

Trends in Job Instability at the Intersection of Gender and

Ethnicity in the UK, 1992-2023

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INTRODUCTION

- Research on job flexibility suggests that workers face greater instability over the last decades.
- More thorough analyses reveal a decline in job stability for men, but an increase for women, particularly mothers, a trend called “masked instability” (St-Denis & Hollister, 2023).
- However, “masked instability” research has paid little attention to the intersection of gender and ethnicity.
- **Research Question:** *How does the evolution of job instability in the last 30 years differ between racialized and non-racialized men and women in the United Kingdom?*

LITERATURE REVIEW

- Racialized workers are more likely to experience job separations and longer joblessness durations (Forsythe & Wu, 2021), *likely resulting in shorter job tenure durations.*
- Racialized women are overrepresented in low-paying and unstable jobs (Fasang & Aisenbrey, 2022).
- In the UK, Chinese, Indian and White people fare out better in the labour market than Black, Pakistani and Bangladeshi people do (Williams et al., 2024).
- Pakistani and Bangladeshi women have particularly low rates of participation (Khoudja & Platt, 2018).
- However, *little to no research has specifically focused on the job instability of racialized men and women in the UK.*

METHODS & DATA

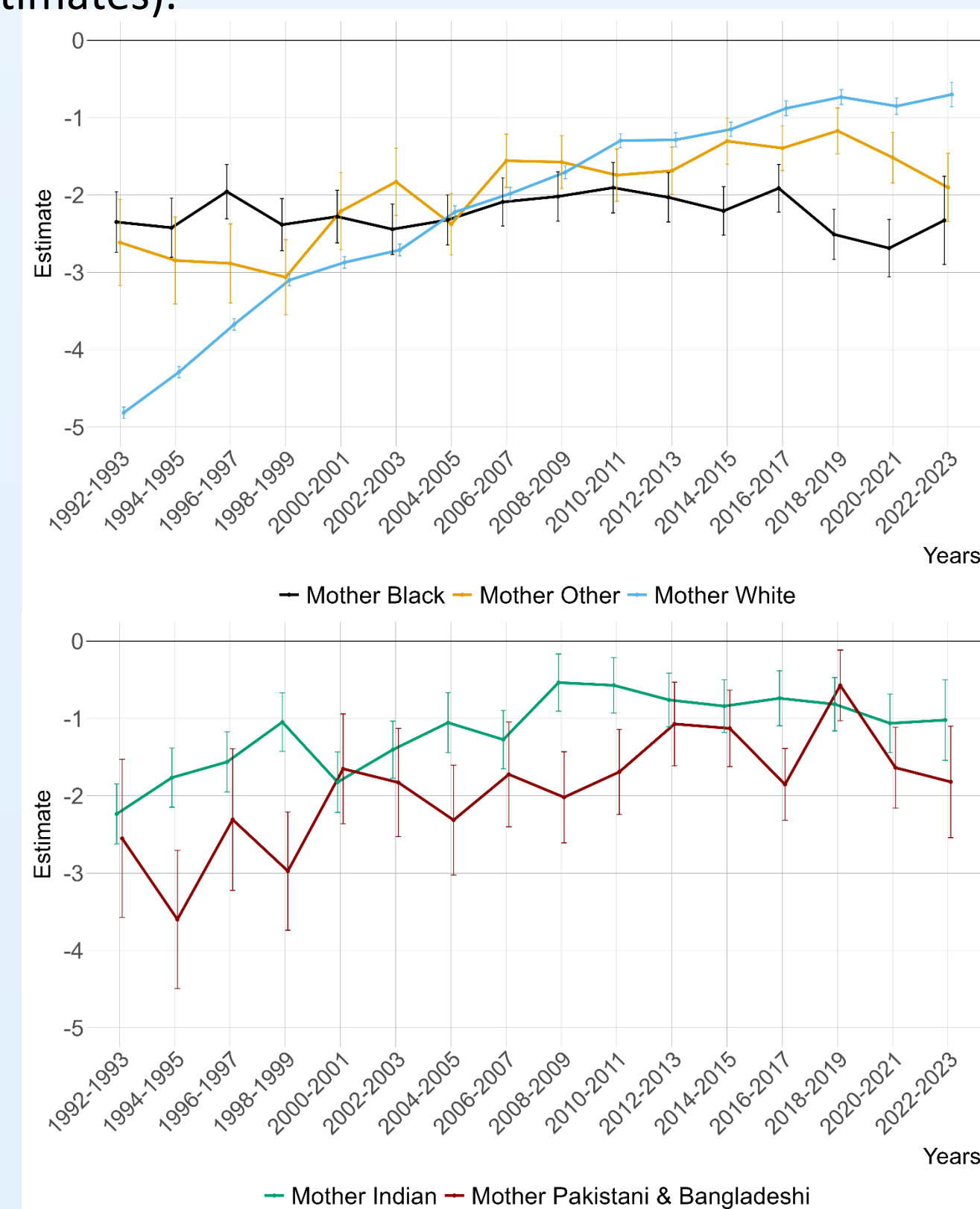
- **Data:** United Kingdom’s Labour Force Survey (LFS) from 1992 to 2022.
 - Sub-sample of parents with children under 18.
- **Dependent Variable:** average job tenure duration, consistent across years.
- **Key Independent Variables:** gender and ethnicity (interacted with year fixed effects).
- **Control Variables:** socio-demographic characteristics (age, education, years since arrival to the UK), number of children under 18, marital status.
 - We also have a model with no controls and a model additionally controlling for job characteristics.

RESULTS

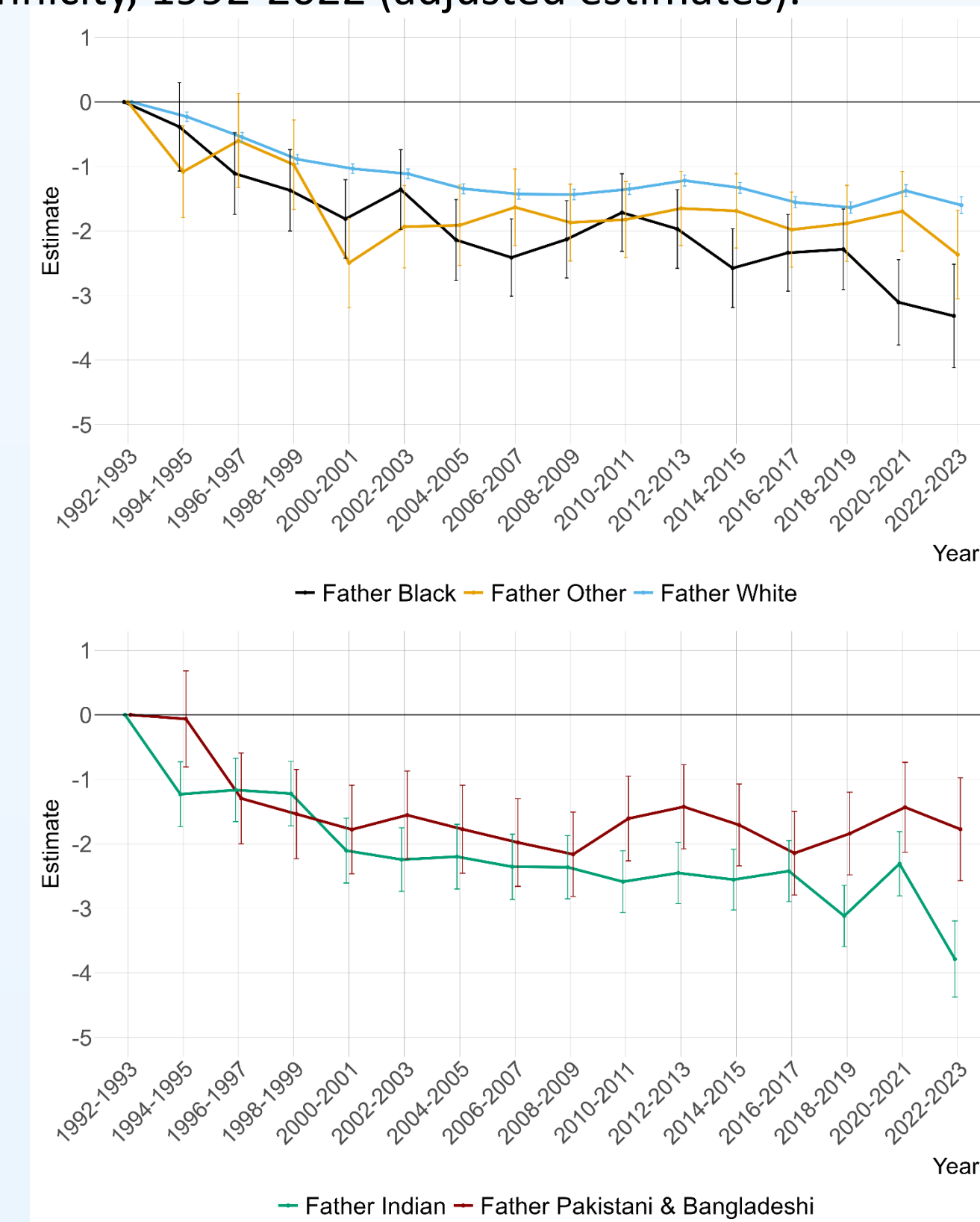
Figures 1 & 2. Change in average job tenure of mothers by ethnicity, 1992-2022 (adjusted estimates).



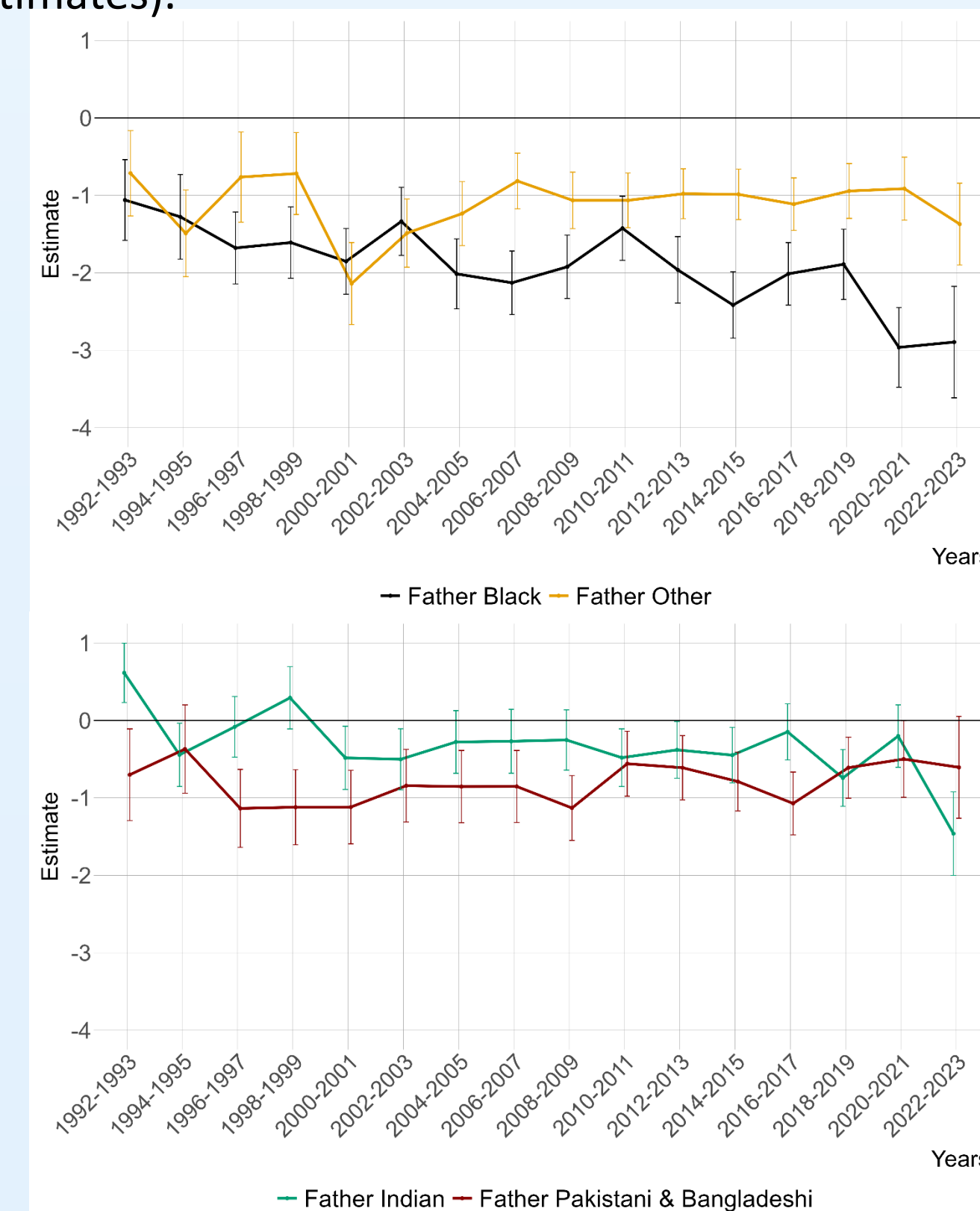
Figures 3 & 4. Gap in average job tenure between White fathers and mothers by ethnicity, 1992-2022 (adjusted estimates).



Figures 5 & 6. Change in average job tenure of fathers by ethnicity, 1992-2022 (adjusted estimates).



Figures 7 & 8. Gap in average job tenure between White fathers and fathers by ethnicity, 1992-2022 (adjusted estimates).



KEY FINDINGS

- Non-racialized women have had a steady increase in average job tenure duration since the 1990s and have exceeded the initially higher average job tenure duration of racialized groups
- Black mothers are the only group of mothers who experienced a large and significant decrease in average job tenure duration during the period
- Racialized and non-racialized men have decreases in average job tenure
- Black men have more pronounced decreases compared to non-racialized men, whereas the other groups have a stable or decreasing gap relative to White men

CONCLUSION

- In conclusion, non-racialized mothers have had the biggest increase in job stability, whereas racialized groups, especially men, have not been as advantaged
- *The “masked instability” trend not only masks the decrease in job stability for White men but also the persisting gap in job stability for racialized men and women*
- Racialized women have disadvantaged career trajectories compared to non-racialized women, which highlights the importance of adopting an intersectional lens to understand job stability

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