

The Gender Pay Gap in an Online Labour Market: The Cost of Multi-Tasking

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Abstract:

This paper uses information on over 2 million tasks completed on a popular online labour market to provide evidence of a gender wage gap that cannot be explained by direct employer discrimination. The average woman earns 20% less per hour than men in the labour market of interest; a result that cannot be explained by differential task selection (i.e. that women systematically select into lower value tasks). Rather, I provide evidence that the wage gap is attributable to differences in the work patterns of women with children and caring responsibilities: such women have more fragmented work schedules that undermines their productivity. I show that heterogeneity in the returns to longer work intervals across task types correlates with variation in the gender wage gap by task.