Sexual Orientation and Multiple Job Holding: Evidence from Swedish Administrative Data

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Importance and Literature

1. Multiple job holding is a **widespread phenomenon**, 10% of workers are multiple job holders in the OECD (Tazhitdinova, 2022).
2. ↑ **precarious jobs and** ↑ **gig economy,** ↑ **MJH** (e.g. Katz and Krueger, 2019).
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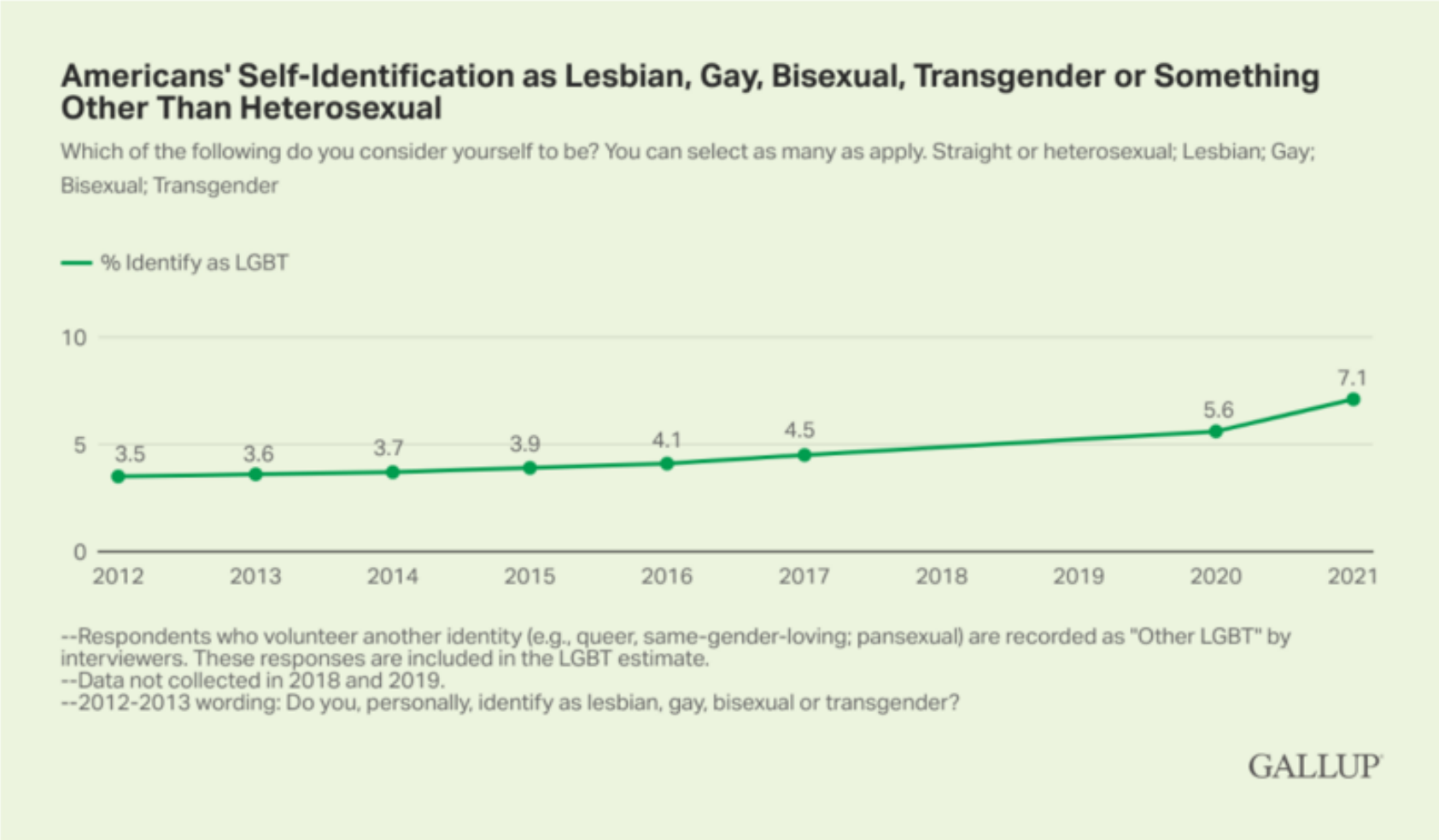

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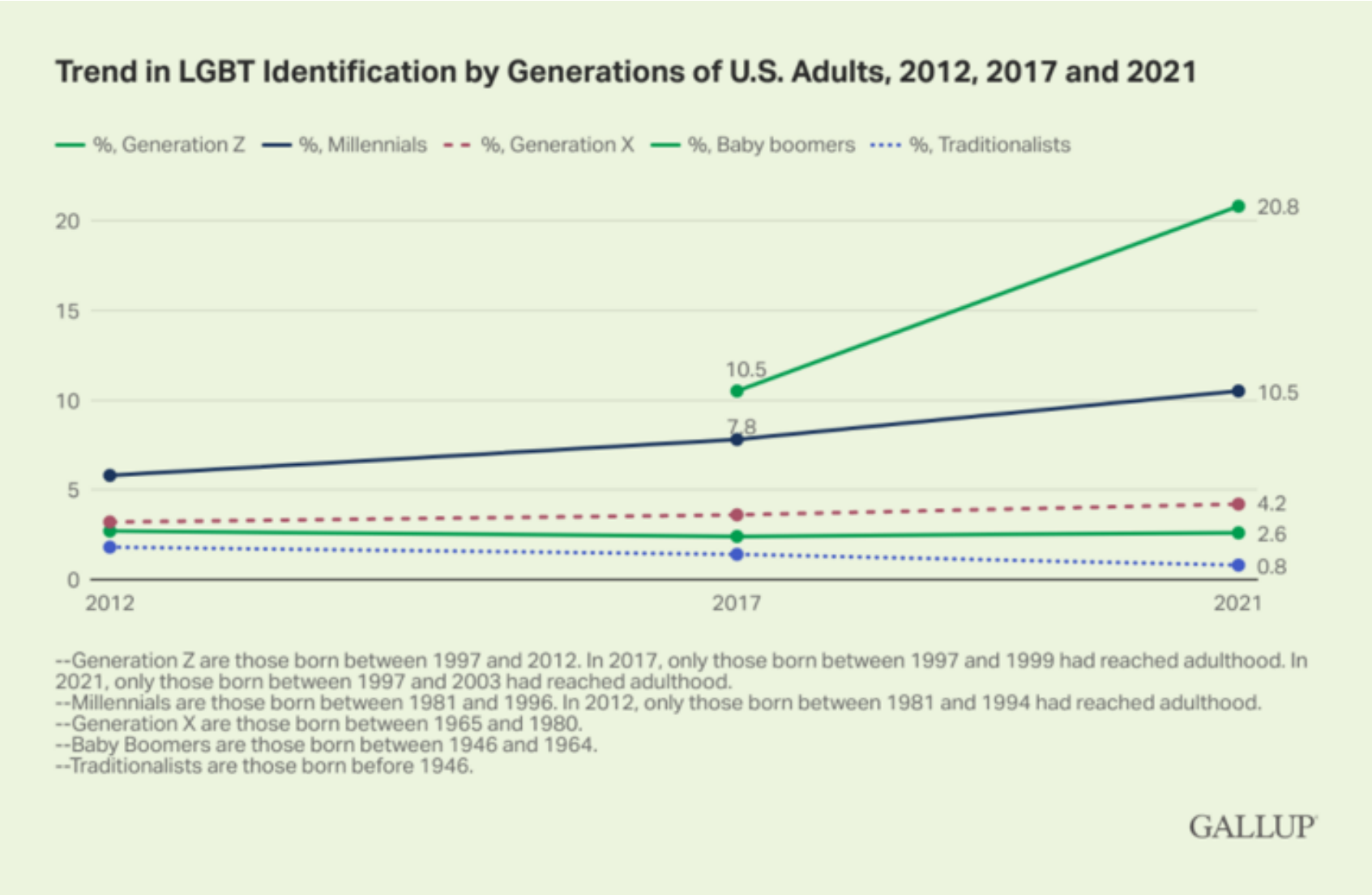

Sexual Minorities are Increasingly Covered under Policies and Programs aimed at Incentivizing Employment Activity

Civil Rights Law Protects Gay and Transgender Workers, Supreme Court Rules

The court said the language of the Civil Rights Act of 1964, which prohibits sex discrimination, applies to discrimination based on sexual orientation and gender identity.

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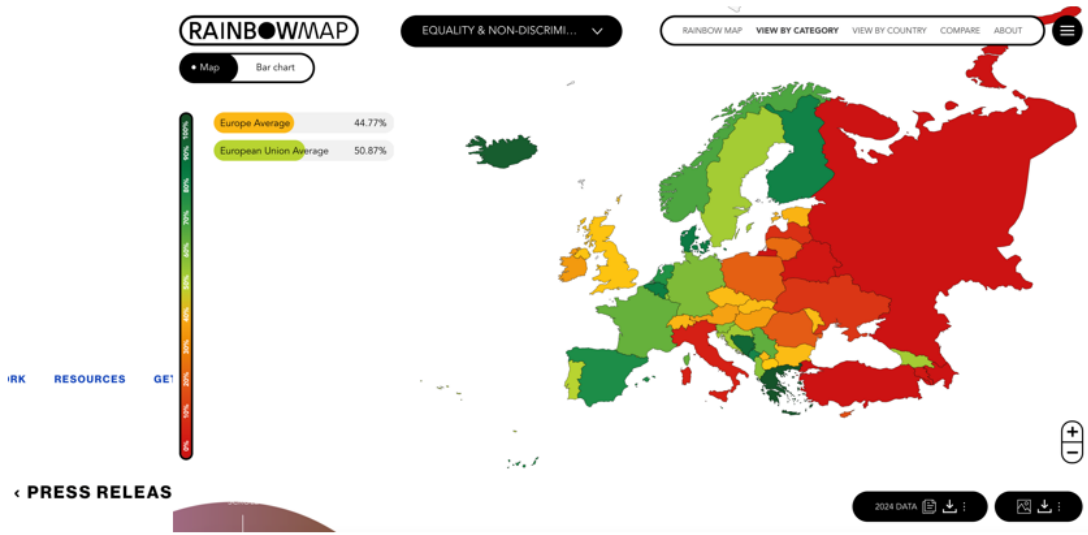
Tiffany Munroe on Sunday in Brooklyn during a rally to call attention to violence against transgender people of color. Demetrius Freeman for The New York Times

By Adam Liptak

Published June 15, 2020 Updated Oct. 14, 2021



Human Rights Campaign Applauds Consumer Financial Protection Bureau on Enforcing Equal Credit Opportunity Act to Prohibit Discrimination Against LGBTQ People

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Research Question

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Sources and Definitions

- Swedish business and population administrative data (18-65 years old).
- Sexual minorities and Heterosexuals:
  - Whoever entered in a legal same-sex union as **likely sexual minorities**
  - Whoever entered exclusively in a different-sex legal union as **likely heterosexuals** (e.g. Aldén et al., 2015; Andersson, Noack, Seierstad, and Weedon-Fekjær, 2006).
- **High quality** and does not require self-identification.
- Identifying and following sexual minority individuals **since 1995**.
- But, identification of sexual minority **singles** who are never observed to enter legal unions.
- But, identification of **bisexual individuals** (disproportionately likely to enter different-sex relationships) (Badgett, 2021).

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Empirical Approach

For likelihood estimations, we use an LPM

Equation (1)

$$Y_{irt} = \alpha + \beta_1(Ever\ in\ a\ Legal\ Same - Sex\ Union)_i + \gamma X_{irt} + \delta T_t + \varepsilon_{irt}$$

- Y_{irt}: Multiple job holding outcome (1 if the individual i has at least 2 employers simultaneously at year t).
- $Ever\ in\ a\ Legal\ Same - Sex\ Union_i$: dummy (1 if the individual i is ever observed to be in a legal same-sex union).
- X_{irt}: vector of individual demographic characteristics from the population register data (i.e. age, age squared, education levels, immigration background, childrearing, legal union dummy, already divorced dummy, and geographical controls).
- T_t: year dummies.
- ε_{irt}: error term is assumed to be iid.

Table 1: Descriptive Statistics, Employed ind. Aged 18-65

	(1) Women excl. in DSC	(2) Women ever in SSC	(3) Men excl. in DSC	(4) Men ever in SSC
Has multiple jobs in a year	0.244	0.347***	0.261	0.368***
Age	43.929	35.980***	44.389	41.371***
Immigration background	0.205	0.160***	0.206	0.252***
Currently in legal union	0.672	0.417***	0.664	0.446***
Childbearing	0.473	0.310***	0.463	0.049***
Bachelor's degree	0.293	0.363***	0.213	0.354***
Advanced degree	0.011	0.019***	0.019	0.029***
Population, municipality	134,610	238,006***	135,778	341,796***
Firm size	10,367	12,081***	5,242	10,367***
Agricultural	0.004	0.004***	0.012	0.004***
Manufacturing	0.070	0.059***	0.206	0.054***
Construction	0.010	0.012***	0.095	0.013***
Service	0.293	0.323***	0.420	0.451***
Healthcare	0.299	0.251***	0.080	0.176***
Public and administration	0.284	0.297***	0.135	0.241***
Metropolitan	0.312	0.483***	0.315	0.647***
Number of unique ind	2,073,191	11,259	2,023,442	8,022
Number of ind-year obs	29,021,883	179,090	27,114,809	113,228

Author calculations from Sweden population register from 2001 to 2021. *** p<0.01, ** p<0.05, * p<0.1 indicate the statistical significance of the difference in means between column 1 and column 2 or column 3 and column 4.

Table 2: SM Men and Women are More Likely to be MJH

	(1) **No controls**	(2) **+ Year FE**	(3) **+ Dem Char.**	(4) **+ Geographical Char.**
Women				
Ever in a legal same-sex union	0.104***	0.105***	0.033***	0.030***
	(0.001)	(0.001)	(0.001)	(0.001)
Sample mean	0.244	0.244	0.244	0.244
Adj-R-squared	0.000	0.001	0.038	0.039
N of ind-year obs	29,200,973	29,200,973	29,200,973	29,200,973
Men				
Ever in a legal same-sex union	0.107***	0.108***	0.080***	0.076***
	(0.001)	(0.001)	(0.001)	(0.001)
Sample mean	0.261	0.261	0.261	0.261
Adj-R-squared	0.000	0.002	0.022	0.023
N of ind-year obs	27,228,037	27,228,037	27,228,037	27,228,037
Year fixed effects?		X	X	X
Demographic char?			X	X
Geographic char?				X

Notes: Robust standards errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1. Author calculations from Sweden population register linked to Sweden business register. Education base: uncompleted secondary school education. Regional category base: Metropolitan.

Table 3: The Role of Financial Constraints in Explaining the Higher Likelihood of MJH

	(1) **<25% Earnings**	(2) **25% - 50% Earnings**	(3) **50-75% Earnings**	(4) **>75% Earnings**	(5) **Share of MJH Emp. with < HS diploma**	(6) **Share of MJH Emp. with a bachelor**	(7) **2nd job in Service**
Women							
Ever in a legal	0.031***	0.035***	0.022***	0.026***	-0.001	0.007***	-0.062***
same-sex union	(0.002)	(0.002)	(0.002)	(0.002)	(0.000)	(0.001)	(0.002)
Sample mean	0.270	0.225	0.209	0.274	0.247	0.210	0.351
Adj-R-squared	0.063	0.062	0.030	0.019	0.267	0.305	0.051
Ind-year obs	7,302,576	7,303,092	7,299,142	7,296,163	7,129,982	7,129,982	7,129,982
Men							
Ever in a legal	0.043***	0.069***	0.089***	0.106***	-0.022***	0.023***	-0.066***
same-sex union	(0.003)	(0.003)	(0.003)	(0.003)	(0.001)	(0.001)	(0.002)
Sample mean	0.308	0.233	0.244	0.260	0.274	0.175	0.410
Adj-R-squared	0.040	0.021	0.014	0.018	0.308	0.380	0.050
Ind-year obs	6,809,835	6,809,487	6,803,806	6,804,909	7,112,843	7,112,843	7,112,843
Year FE?	X	X	X	X	X	X	X
Dem. char?	X	X	X	X	X	X	X
Geo. char?	X	X	X	X	X	X	X

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Table 4: The Role of Self-Insurance

	(1) Primary Job Public	(2) Primary Job Not Public	(3) Labor Turnover	(4) 2%> Labor Turnover	(5) 5%> Labor Turnover	(6) 10%> Labor Turnover
Women						
Ever in SSC	0.036***	0.029***	0.030***	0.030***	0.032***	0.031***
	(0.002)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
Firm reduced			-0.055***	-0.013***	0.028***	0.066***
no. emp.			(0.000)	(0.000)	(0.000)	(0.000)
Firm reduced			0.001	0.000	-0.008***	-0.008**
no. emp.* SSC			(0.002)	(0.002)	(0.003)	(0.004)
Sample mean	0.231	0.249	0.244	0.244	0.244	0.244
Adj-R-squared	0.040	0.039	0.042	0.039	0.040	0.041
Ind-year obs	8,289,644	20,911,329	29,200,973	29,200,973	29,200,973	29,200,973
Men						
Ever in SSC	0.062***	0.075***	0.076***	0.070***	0.068***	0.070***
	(0.003)	(0.002)	(0.002)	(0.002)	(0.002)	(0.002)
Firm reduced			-0.065***	-0.053***	-0.038***	-0.016***
no. emp.			(0.000)	(0.000)	(0.000)	(0.000)
Firm reduced			0.001	0.016***	0.029***	0.038***
no. emp. * SCC			(0.003)	(0.003)	(0.003)	(0.004)
Sample mean	0.310	0.254	0.261	0.261	0.261	0.261
Adj-R-squared	0.025	0.022	0.028	0.026	0.024	0.023
Ind-year obs.	3,681,628	23,546,409	27,228,037	27,228,037	27,228,037	27,228,037
Year FE?	X	X	X	X	X	X
Dem. char?	X	X	X	X	X	X
Geo. char?	X	X	X	X	X	X

Table 5: The Role of Career Mobility, Men

	(1) Change in Industry	(2) Change in Occupation	(3) Firm Change	(4) Entrepreneur	(5) MJ = Primary Job
Panel A: T+1					
Ever in SSC	-0.036***	-0.014**	-0.014*	-0.001	-0.013*
	(0.007)	(0.006)	(0.008)	(0.003)	(0.007)
Sample mean	0.292	0.195	0.444	0.030	0.284
Adj-R-squared	0.043	0.032	0.017	0.008	0.007
Ind-year obs.	916,132	916,132	916,132	916,132	916,132
Panel A: T+3					
Ever in SSC	-0.058***	-0.018**	-0.018**	-0.009***	-0.016**
	(0.008)	(0.008)	(0.008)	(0.003)	(0.008)
Sample mean	0.433	0.372	0.613	0.052	0.277
Adj-R-squared	0.081	0.053	0.042	0.008	0.008
Ind-year obs.	833,136	833,136	833,136	833,136	833,136
Panel A: T+5					
Ever in SSC	-0.062***	-0.027***	-0.020**	-0.008**	-0.014*
	(0.009)	(0.009)	(0.008)	(0.004)	(0.008)
Sample mean	0.530	0.470	0.693	0.064	0.275
Adj-R-squared	0.084	0.067	0.053	0.007	0.009
Ind-year obs.	761,005	761,005	761,005	761,005	761,005
Year FE?	X	X	X	X	X
Dem. char?	X	X	X	X	X
Geo. char?	X	X	X	X	X

Table 6: The Role of Career Mobility, Women

	(1) Change in Industry	(2) Change in Occupation	(3) Firm Change	(4) Entrepreneur	(5) MJ = Primary Job
Panel A: T+1					
Ever in SSC	0.014**	-0.009*	0.026***	0.001	-0.003
	(0.006)	(0.005)	(0.006)	(0.001)	(0.006)
Sample mean	0.234	0.184	0.409	0.014	0.261
Adj-R-squared	0.043	0.032	0.021	0.004	0.005
Ind-year obs.	906,624	906,624	906,624	906,624	906,624
Panel A: T+3					
Ever in SSC	0.004	-0.003	0.024***	0.002	-0.003
	(0.006)	(0.006)	(0.006)	(0.002)	(0.006)
Sample mean	0.346	0.346	0.567	0.023	0.252
Adj-R-squared	0.079	0.057	0.060	0.004	0.005
Ind-year obs.	824,326	824,326	824,326	824,326	824,326
Panel A: T+5					
Ever in SSC	0.001	0.003	0.024***	0.001	-0.007
	(0.007)	(0.007)	(0.006)	(0.002)	(0.006)
Sample mean	0.419	0.441	0.640	0.028	0.250
Adj-R-squared	0.087	0.077	0.078	0.003	0.005
Ind-year obs.	757,539	757,539	757,539	757,539	757,539
Year FE?	X	X	X	X	X
Dem. char?	X	X	X	X	X
Geo. char?	X	X	X	X	X

Table 7: The Role of Heterogeneity

	(1) **Primary and Secondary Jobs are in the Same Industry**	(2) **MJH + Industry and Occupation FE's**
Women		
Ever in an SSC	0.012***	0.027***
	(0.002)	(0.001)
Sample mean	0.222	0.243
Adj-R-squared	0.012	0.049
Ind-year obs.	7,129,982	27,708,771
Men		
Ever in an SSC	0.022***	0.038***
	(0.002)	(0.001)
Sample mean	0.205	0.259
Adj-R-squared	0.011	0.044
Ind-year obs.	7,112,843	25,755,922
Year FE?	X	X
Dem. char?	X	X
Geo. char?	X	X

Notes: Robust standards errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1. Author calculations from Sweden population register linked to Sweden business register. Education base: uncompleted secondary school education. Regional category base: Metropolitan. Occupation data initiates from the year 2002. Consequently, estimations presented in column 4 Table 2 are concentrated on the period from 2002 to 2021. Industry is in two-digit classification (e.g., accommodation; food beverage service activities; retail; wholesale trade, except of motor vehicles and motorcycles; education; creative, arts and entertainment activities; sports activities and amusement and recreation activities)

Table 8: Asso. btw MJH and Labor Market Outcomes

	(1) **Ut+1**	(2) **Ut+3**	(3) **Ut+5**	(4) **Earnings Growth t+1**	(5) **Earnings Growth t+3**	(6) **Earnings Growth t+5**
Women						
Ever in SSC	-0.001	-0.005	-0.008**	0.017	0.081	0.292***
	(0.002)	(0.003)	(0.003)	(0.029)	(0.059)	(0.085)
Sample mean	0.036	0.078	0.087	1.547	2.093	2.619
Adj-R-squared	0.010	0.021	0.026	0.026	0.037	0.049
Ind-year obs.	936,402	882,309	814,678	906,624	824,326	757,539
Men						
Ever in SSC	-0.002	-0.001	0.001	0.027	0.061	-0.010
	(0.003)	(0.005)	(0.005)	(0.036)	(0.086)	(0.097)
Sample mean	0.039	0.085	0.100	1.405	1.930	2.423
Adj-R-squared	0.008	0.018	0.023	0.036	0.054	0.072
Ind-year obs.	940,941	879,295	806,621	916,132	833,136	761,005
Year FE?	X	X	X	X	X	X
Dem. char?	X	X	X	X	X	X
Geo. char?	X	X	X	X	X	X

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Robustness checks

1. Macroeconomic uncertainties and cycles.
2. Wealth, financial wealth, real estate wealth, debts, student debts, bank accounts, and mortgages.
3. Mother and/or father lives in the municipality.
4. Siblings FE.
5. Different time frames.
6. Different age restrictions.
7. Different regional categories including municipality FE.
8. With and without childrearing. Age of the child.
9. Different partner situations and controls including partner employment status, log partner wages, and disposable income.
10. Different industry, occupation, and firm FE.
11. IQ and non-cognitive controls.
12. Different tolerance controls including regional panel opinion surveys.

Conclusion

- We show that sexual minority individuals are **more likely** to be multiple job holders than heterosexual individuals in the full population.
- Once we control for observable characteristics, sexual minority women and men are **12-29 percent more likely** to be multiple job holders than heterosexual women and men.
- Evidence for **self-insurance mechanisms** for sexual minority men and **career mobility mechanisms** for sexual minority women.
- Consistent with studies on multiple-job holding.

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