Gender Differences in Labor Supply: Experimental Evidence from the Gig Economy*

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Abstract

We use field experiments to study market-level and firm-level labor supply. Market-level elasticities govern how labor supply responds to temporary shocks in productivity. Firm substitution elasticities determine wage markdowns in markets with frictions. We find that, at the level of the market, women are twice as elastic as men. This is true even among high hours individuals. We find no evidence that women are less likely to switch between firms when relative wages change. Our results suggest that in environments without differences in firm location or amenities, firms have little incentive to pay equally productive women less.

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