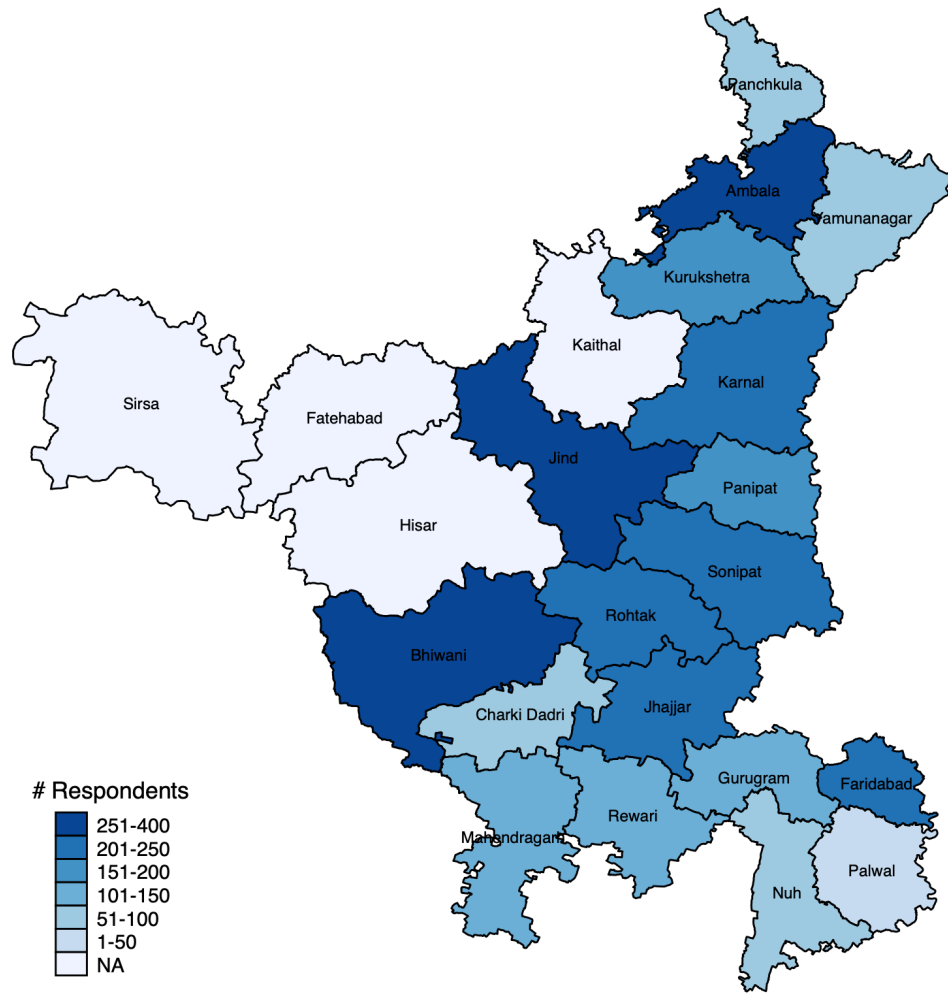


# The Influence of COVID-19 on Young Women’s Labor Market Aspirations and Expectations in India

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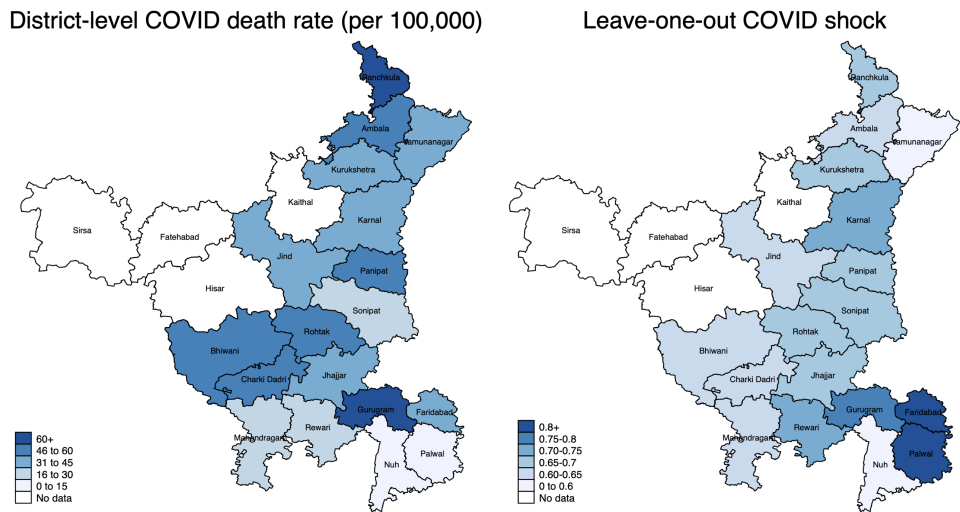
## ONLINE APPENDIX

FIGURE F.1. MAPPING THE DISTRIBUTION OF RESPONDENTS



*Note:* This figure displays the district-wise number of respondents in our study sample in Haryana.

FIGURE F.2. MAPPING DIFFERENT MEASURES OF THE COVID SHOCK



*Note:* The figure on the left shows the district-wise variation in the COVID-19 death rate (per 100,000 population). The figure on the right shows the district-wise variation in the “leave-one-out” COVID-19 exposure of an average respondent. The numbers for Bhiwani and Charkhi Dadri refer to the two districts jointly.

TABLE T.1—CORRELATION BETWEEN COVID-19 SHOCK AND PRE-PANDEMIC OBSERVABLES

	Father completed		
	Mom illiterate (1)	at least class 8 (2)	General Caste (3)
COVID shock	-0.094 [0.098]	0.105 [0.104]	0.010 [0.113]
Outcome mean	0.31	0.70	0.28
Observations	3,180	3,136	3,180

*Note:* This table presents the coefficient estimates from a regression of the respective pre-pandemic observable on our “leave-one-out” COVID-19 shock measure. Each column represents a separate regression. Robust standard errors clustered by ITI district are in brackets. Variable definitions are in online Appendix. \* $p < 0.1$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .

TABLE T.2—EFFECTS OF EXPOSURE TO COVID-19, ALL SAMPLE

	Wage aspiration (1)	Wage expectation (2)	Aspiration gap (3)	Unrealistic high aspiration (4)	Realistic aspiration (5)	Unrealistic low aspiration (6)	Willing to migrate (7)
COVID shock	-4,516.319** [1,577.856]	-2,401.699* [1,314.336]	-2,114.620** [818.856]	-0.263*** [0.069]	0.178 [0.157]	0.084 [0.140]	-0.238** [0.090]
Outcome mean	19,740.57	17,005.66	2,734.91	0.52	0.26	0.23	0.48
Observations	3,180	3,180	3,180	3,180	3,180	3,180	3,143

*Note:* All columns include the full set of controls mentioned in specification (1). Robust standard errors clustered by ITI district are in brackets. Variable definitions are in online Appendix. \* $p < 0.1$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .

TABLE T.3—EFFECTS OF EXPOSURE TO COVID-19 USING DISTRICT-LEVEL COVID-19 DEATH RATE, ALL SAMPLE

	Wage aspiration (1)	Wage expectation (2)	Aspiration gap (3)	Unrealistic high aspiration (4)	Realistic aspiration (5)	Unrealistic low aspiration (6)	Willing to migrate (7)
COVID death rate	-264.476 [69.350]***	-181.186 [57.614]***	-83.290 [23.629]***	-0.006 [0.001]***	0.003 [0.001]**	0.003 [0.002]	-0.002 [0.001]**
Outcome mean	19,740.57	17,005.66	2,734.91	0.52	0.26	0.23	0.48
Observations	3,180	3,180	3,180	3,180	3,180	3,180	3,143

*Note:* These regressions are based on a modified version of specification (1) where we replace the district fixed effects with the following district-level controls from the 2011 Census of India: population density, share of population that lives in urban areas, share of population that belongs to a Scheduled caste, share of population that is female, share of population that lives in slums, and total district population. We also control for the all-cause mortality rate in 2019 at the district level from SHRUG and fixed effects for zones (i.e., groups of districts) within Haryana. Robust standard errors clustered by ITI district are in brackets. Variable definitions are in online Appendix. \* $p < 0.1$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .

TABLE T.4—EFFECTS OF EXPOSURE TO COVID-19 USING BOOTSTRAPPED STANDARD ERRORS, RURAL VERSUS URBAN

	Wage aspiration (1)	Wage expectation (2)	Aspiration gap (3)	Unrealistic high aspiration (4)	Realistic aspiration (5)	Unrealistic low aspiration (6)	Willing to migrate (7)
<b>Panel A: Rural</b>							
COVID shock	-4,868.791 [1,692.240]** (0.022)**	-2,218.601 [1,591.703] (0.210)	-2,650.191 [690.605]*** (0.024)**	-0.312 [0.082]*** (0.007)***	0.243 [0.176] (0.360)	0.068 [0.135] (0.619)	-0.325 [0.089]*** (0.008)***
Outcome mean	19,491.57	16,550.58	2,940.99	0.53	0.25	0.22	0.50
Observations	1,898	1,898	1,898	1,898	1,898	1,898	1,875
<b>Panel B: Urban</b>							
COVID shock	-2,252.945 [2,368.673] (0.608)	-890.597 [1,679.992] (0.581)	-1,362.348 [2,504.449] (0.682)	-0.159 [0.173] (0.408)	0.034 [0.197] (0.844)	0.125 [0.207] (0.777)	-0.022 [0.198] (0.917)
Outcome mean	20,109.20	17,679.41	2,429.80	0.50	0.26	0.25	0.45
Observations	1,282	1,282	1,282	1,282	1,282	1,282	1,268

*Note:* Rural and urban refer to a respondent's home location. All columns include the full set of controls mentioned in specification (1). Robust standard errors clustered by ITI district are in brackets and p-values from wild-cluster bootstrapped standard errors are in parentheses. Variable definitions are in online Appendix. \* $p < 0.1$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .

### A1. Variable Definitions

- Age: a respondent's completed age in years at the time of the survey.
- Ever married: an indicator variable that equals one if the respondent was married, divorced, separated, or widowed at the time of the survey, and zero otherwise.
- Rural: an indicator variable that equals one if the respondent's home location is rural, and zero otherwise.
- Scheduled caste or tribe: an indicator variable that equals one if the respondent belongs to a Scheduled caste or tribe, and zero otherwise.
- Other Backward Class: an indicator variable that equals one if the respondent belongs to an Other Backward Class, and zero otherwise.
- Trade: A categorical variable grouping together respondents of similar courses into the categories Beauty, Computer and IT, Mechanical and Electrical, Secretarial, Tailoring and Textiles, and Other.
- Completed class 12 before ITI: an indicator variable that equals one if the respondent had completed at least class 12 before starting her ITI training.
- Ever worked before ITI: an indicator variable that equals one if the respondent had ever worked for pay or profit before joining the ITI program, and zero otherwise.
- Mother is illiterate: an indicator variable that equals one if the respondent's mother is illiterate, and zero otherwise.
- Home vs. ITI district: an indicator variable that equals one if the respondent's residence at the time of survey is in the same district as her ITI, and zero otherwise.
- COVID shock: this variable is based on the following two indicator variables and then constructed using a "leave-one-out" criterion:
  - COVID-19 household shock: an indicator variable that equals one if a respondent reported that her household experienced severe illness or death due to COVID-19, job or income loss due to COVID-19, or had to borrow money due to COVID-19, and zero otherwise.
  - COVID-19 education shock: an indicator variable that equals one if a respondent reported that her ITI education was affected by COVID-19, and zero otherwise.
  - "Leave-one-out" COVID-19 shock variable: the leave-one-out share of respondents at the same ITI as the respondent who reported experiencing either the COVID-19 household shock or the COVID-19 education shock, as defined above.
- District-level aggregate COVID shock: the cumulative number of COVID-19 deaths that occurred between January 30, 2020 and October 31, 2021 per 100,000 district population from 2011 Census of India. As no more recent population data at the district level was available and the district Charkhi Dadri was only separated from Bhiwani and established as a new district in 2016, these two districts were analyzed as one district in our analyses.
- Reservation wage: the absolute minimum take-home salary (in INR per month) that a respondent would accept for any permanent, full-time job when she graduates from her ITI.

- Expected starting salary: the salary (in INR per month) that a respondent expects to earn when she starts working.
- Aspiration gap: the difference between winsorized reservation wage and winsorized expected starting salary (in INR per month).
  - Unrealistic high aspiration: an indicator variable that equals one if the aspiration gap takes a positive value, and zero otherwise.
  - Realistic aspiration: an indicator variable that equals one if the aspiration gap equals zero, and zero otherwise.
  - Unrealistic low aspiration: an indicator variable that equals one if the aspiration gap takes a negative value, and zero otherwise.
- Willingness to migrate for work: an indicator variable that equals one if the respondent is willing to move to a different city for a salary increase of INR 5,000, and zero otherwise.
- District-level population density: population per-square kilometer from 2011 Census of India.
- District-level share of urban population: share of population living in urban areas out of the total population in the district from 2011 Census of India.
- District-level share of population living in slums: share of population living in slums out of the total population in the district from 2011 Census of India.
- District-level share of SC population: district-level share of population that belongs to a Scheduled caste out of the total population in the district from 2011 Census of India.
- District-level share of female population: share of female population out of the total population in the district from 2011 Census of India.
- District-level all-cause mortality rate in 2019: mortality rate for deaths from all causes in 2019 from SHRUG.
- District population: district population from 2011 Census of India.
- Zones: we combine neighboring districts in Haryana into the following five zones:
  - Zone A: Ambala, Kurukshetra, Panchkula, Yamunanagar
  - Zone B: Jhajjar, Sonapat
  - Zone C: Karnal, Jind, Panipat
  - Zone D: Faridabad, Gurgaon, Nuh, Palwal, Rewari
  - Zone E: Bhiwani, Charkhi Dadri, Mahendragarh, Rohtak