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Research Grants PROPOSAL

Document Status: With Council

ESRC Reference: ES/W009870/1

Transforming Working Lives Research Call 2021

Organisation where the Grant would be held

Organisation	University of Leeds	Research Organisation Reference:	FSS/125754
Division or Department	Sociology & Social Policy		

Project Title [up to 150 chars]

L-earning: rethinking young women's working lives

Start Date and Duration

a. Proposed start date

01 April 2022

b. Duration of the grant (months)

36

Applicants

Role	Name	Organisation	Division or Department	How many hours a week will the investigator work on the project?
Principal Investigator	Dr Kimberly Allen	University of Leeds	Sociology & Social Policy	■
Co-Investigator	Dr Kate Hardy	University of Leeds	Leeds University Business School (LUBS)	■
Co-Investigator	Dr Rachel Cohen	City, University of London	Sch of Social Sciences	■
Co-Investigator	Dr Kirsty Finn	Manchester Metropolitan University	Accounting, Finance and Economics	■

Classification

International in nature?

No

Please outline the international aspects of the project and give details of the countries and/or international organisations involved.

Objectives

List the main objectives of the proposed research [up to 4000 chars]

Row	Bar Length (approx. % of total width)
1	95
2	98
3	100
4	99
5	94
6	96
7	97
8	98
9	95
10	99
11	92
12	98
13	96
14	80
15	92
16	94
17	25
18	93
19	94
20	35
21	98
22	85
23	93
24	30
25	92
26	55
27	99
28	60
29	94
30	70
31	99
32	91
33	97
34	93
35	65
36	97
37	98
38	95
39	96
40	10

Summary

Describe the proposed research in simple terms in a way that could be publicised to a general audience [up to 4000 chars]

This study will investigate the ways that young women (aged between 14 and 29) participate in paid work alongside their studies - whether at school, college or university - and in the period after they have completed their education. It will look at how gendered inequalities emerge in young women's earliest experiences of work and how these get solidified or are remade as their working lives develop. We will look at the ways paid work fits and is reconciled within young women's wider lives and relationships, including friendships, family, connections to their community and their developing identities and sense of self. We ask how this varies by education, comparing graduates and non-graduates, but also by ethnicity, disability, geographic location and social class background.

Most young people do paid work before they finish school or college. For those who continue their studies at university, paid work is increasingly common, due to rising student fees and the increasing cost of living. Female students are especially likely to undertake paid work alongside their studies. Common jobs include babysitter, retail cashier, waitress and steward. Some students are employed within family businesses. Others engage in income-generating activities involving digital platforms such as Etsy, Depop and Instagram. Previous studies have suggested that gender inequalities exist even in these early forms of work. Despite this we know little about the detail of young people's first experiences of work, nor how these may engender longer-term patterns and establish differences between men's and women's working lives that we know grow as workers get older.

Indeed, even though young women now outperform men in education, and outnumber them in higher education, by the time they hit their 30s, working women experience a growing gender pay gap. A large part of this is due to occupational segregation, and the concentration of women in more insecure and lower status jobs. Moreover, many of the gains made in women's employment have been stalled by recent economic disruption, including the COVID-19 pandemic, with government ministers, women's charities and business representatives voicing concerns that we risk rolling back previous improvements in gender equality. To address these challenges, it is timely and urgent to look more closely at young women's working lives, and provide detailed analysis of how they enter, move around or get stuck in specific types of work.

The study will involve different methods for capturing different phenomena; for example, analysis of existing national surveys for drawing out large-scale patterns, trends over time and over individual life-courses; focus groups and interviews with 180 young women to drill deeper into key issues, including views on good work, past experiences and hopes for the future; and interviews and roundtables with national stakeholder representatives to ensure the research meets a wide and diverse audience and has broad impact.

It will generate new knowledge about young people, work and employment, education and gendered outcomes. This will impact academic disciplines across the Social Sciences. It will produce benefits for policymakers, industry, education, and third sector organisations working to challenge inequalities and promote positive change in the lives of young women. The study will be steered by a young women's advisory group, ensuring they have a central role in shaping the research. A website, news articles, a project report, policy briefings, and a final event will ensure findings are disseminated widely to a range of audiences. Findings will also be communicated in a short film, foregrounding the voices of young women. The film will be screened at a dissemination event and launched online, supported by a national social media campaign to engage broad sections of the public - and young women in particular - in a wider conversation about young women's working lives.

Academic Beneficiaries

Describe who will benefit from the research [up to 4000 chars].

[Redacted content]

[REDACTED]

Staff Duties

Summarise the roles and responsibilities of each post for which funding is sought [up to 2000 characters]

[REDACTED]

[REDACTED]

Ethical Information

Has consideration been given to any ethical matters raised by this proposal ?

Please explain what, if any, ethical issues you believe are relevant to the proposed research project, and which ethical approvals have been obtained, or will be sought if the project is funded? If you believe that an ethics review is not necessary, please explain your view (available: 4000 characters)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Summary of Resources Required for Project

Financial resources

Summary fund heading	Fund heading	Full economic Cost	ESRC contribution	% ESRC contribution
Directly Incurred	Staff	████████	████████	██
	Travel & Subsistence	████████	████████	██
	Other Costs	████████	████████	██
	Sub-total	████████	████████	
Directly Allocated	Investigators	████████	████████	██
	Estates Costs	████████	████████	██
	Other Directly Allocated	██	██	██
	Sub-total	████████	████████	
Indirect Costs	Indirect Costs	████████	████████	██
Exceptions	Staff	██	██	██
	Other Costs	██	██	██
	Sub-total	██	██	
	Total	703428.80	562743.04	

Summary of staff effort requested

	Months
Investigator	██
Researcher	██
Technician	██
Other	██
Visiting Researcher	██
Student	██
Total	██

Other Support

Details of support sought or received from any other source for this or other research in the same field.

Other support is not relevant to this application.

Previous Proposals

Enter the ESRC reference numbers of any support sought or received from ESRC in the past five years.

ES/P011772/1

ES/V013203/1

ES/S012532/1

Staff

Directly Incurred Posts

			EFFORT ON PROJECT							
Role	Name /Post Identifier	Start Date	Period on Project (months)	% of Full Time	Scale	Increment Date	Basic Starting Salary	London Allowance (£)	Super-annuation and NI (£)	Total cost on grant (£)
Researcher	Postdoctoral researcher (Qualitative)	01/01/2023	■	■	■	■	■	■	■	■
Researcher	Postdoctoral researcher (Quantitative)	01/09/2022	■	■	■	■	■	■	■	■
Total										■

Applicants

Role	Name	Post will outlast project (Y/N)	Contracted working week as a % of full time work	Total number of hours to be charged to the grant over the duration of the grant	Average number of hours per week charged to the grant	Rate of Salary pool/banding	Cost estimate
Principal Investigator	Dr Kimberly Allen	■	■	■	■	■	■
Co-Investigator	Dr Kate Hardy	■	■	■	■	■	■
Co-Investigator	Dr Rachel Cohen	■	■	■	■	■	■
Co-Investigator	Dr Kirsty Finn	■	■	■	■	■	■
						Total	■

Destination and purpose		Total £
Within UK	[REDACTED]	[REDACTED]
	[REDACTED]	
	[REDACTED]	
Within UK	[REDACTED]	[REDACTED]
	[REDACTED]	
Within UK	[REDACTED]	[REDACTED]
Within UK	[REDACTED]	[REDACTED]
	[REDACTED]	
Within UK	[REDACTED]	[REDACTED]
	[REDACTED]	
Within UK	[REDACTED]	[REDACTED]
	[REDACTED]	
Within UK	[REDACTED]	[REDACTED]
	[REDACTED]	
Within UK	[REDACTED]	[REDACTED]
	[REDACTED]	
	[REDACTED]	
Outside UK	[REDACTED]	[REDACTED]
	[REDACTED]	
	[REDACTED]	
Outside UK	[REDACTED]	[REDACTED]
	[REDACTED]	
	[REDACTED]	
Total £		[REDACTED]

[illegible][illegible]

Data Collection

If the research involves data collection or acquisition, please indicate how existing datasets have been reviewed and state why currently available datasets are inadequate for this proposed research. If you do not state to the contrary, it will be assumed that you (as principal applicant) are willing for your contact details to be shared with the affiliated data support service (UK Data Service) working with the Research Councils.	
Will the research proposed in this application produce new datasets?	Yes
Will this data be:	<input type="checkbox"/> Quantitative <input checked="" type="checkbox"/> Qualitative
Please give a brief description of the datasets.	
It is a requirement to offer data for archiving. Please include a statement on data sharing. If you believe that further data sharing is not possible, please present your argument here justifying your case.	
Who are likely to be the users (academic or non-academic) of the dataset(s)?	
Please outline costs of preparing and documenting the data for archiving to the standards required by the affiliated data support service (UK Data Service) working with the Research Councils.	

Classification of Proposal

(a) User Involvement

The nature of any user engagement should be indicated

Design	x
Execution	x
Dissemination	x
Training	
Not applicable	

Proposal Classifications

Research Area:

Research Areas are the subject areas in which the programme of study may fall and you should select at least one of these. Once you have selected the relevant Research Area(s), please ensure that you set one as primary. To add or remove Research Areas use the relevant link below. To set a primary area, click in the corresponding checkbox and then the Set Primary Area button that will appear.

Please select one or more Research Areas

Subject	Topic	Keyword
Sociology	Economic Sociology	Work
Sociology	Economic Sociology	
Sociology	Educational Sociology/Sociology of Education	
Sociology	Sociology (General)	
Sociology	Stratification [Primary]	Employment
Sociology	Stratification [Primary]	
Sociology	Stratification [Primary]	Inequality
Sociology	Womens and Gender Studies	Exploitation and oppression
Sociology	Womens and Gender Studies	

Qualifier:

Qualifiers are terms that further describe the area of study and cover aspects such as approach and geographical focus. Please ensure you complete this section if relevant.

To add or remove Qualifiers use the links below.

Type	Name
Approach	Exploitation of existing datasets
Approach	Qualitative
Geographic Area	England
Geographic Area	UK & Ireland
Project Engagement by Sector	Academic Users
Project Engagement by Sector	Business Sector
Project Engagement by Sector	Central and Local Government
Project Engagement by Sector	General Public
Project Engagement by Sector	Other Public Sector
Project Engagement by Sector	Professional/Statutory Bodies
Project Engagement by Sector	Third Sector
Public Engagement Audience	Those affected by issue
Public Engagement Audience	Young people (outside school)
Public Engagement Methodology	Mass media
Public Engagement Methodology	Public dialogue (deliberative)
Public Engagement Methodology	Website dominated activity
Time Period	Contemporary

Free-text Keywords:

Free-text keywords may be used to describe the programme of study in more detail. To add a keyword, you first need to search existing Research Areas by entering the keyword in the Search box and selecting the Filter button.
If the keyword is adequately reflected by one of the terms displayed below, click in the corresponding checkbox then select Save. If no potential matches are displayed, or none of those displayed are suitable, select the Add New button followed by the Save button to add it as a descriptor.
To add or remove those previously added use the links below.