

1495



UNIVERSITY OF
ABERDEEN
BUSINESS SCHOOL

RESEARCH INSIGHTS

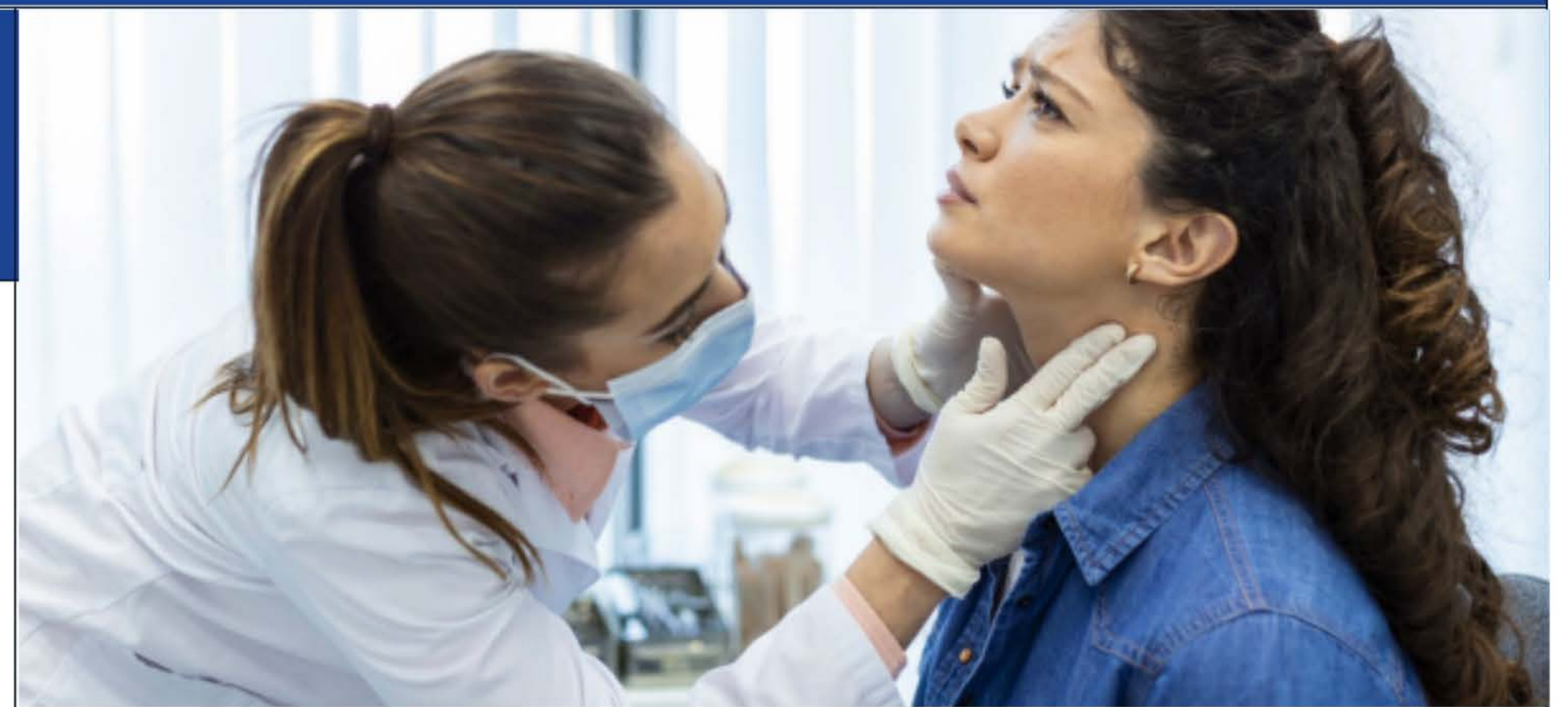
"LABOUR MARKET IMPLICATIONS OF THYROID DYSFUNCTIONS"

AUTHORS

Catia Montagna & Alexandros Zangelidis

EXECUTIVE SUMMARY

Thyroid dysfunctions, particularly prevalent among women, have long been recognised as a health concern. In the UK, thyroid dysfunctions affect one in every 20 people, with hypothyroidism as the most common condition, disproportionately impacting women at six times the rate of men. The effects of thyroid dysfunction go beyond health, extending into economic impacts, particularly for women. This study explores the impacts of thyroid dysfunction, particularly hypothyroidism, on labour market outcomes. The findings reveal that undiagnosed hypothyroidism widens the gender wage gap (by 5 percentage points) as women suffering from the condition receive lower wages. However, once diagnosed and treated, women gradually experience wage gains, suggesting improved productivity post-diagnosis. This research underscores the public health and economic importance of early thyroid diagnosis, potentially benefiting both individual welfare and labour productivity.



KEYWORDS

- Thyroid dysfunctions
- Hypothyroidism
- Gender wage gap
- Labor productivity
- Health policy



RESEARCH RELEVANCE

- Public health policies should prioritise the early detection of thyroid disorders, especially for women, as untreated hypothyroidism exacerbates existing wage disparities and reduces productivity.
- There is a strong case for employers and HR practitioners to develop and introduce workplace initiatives that will raise awareness about the condition and offer support to those employees affected. Such initiatives can help to mitigate the adverse effects of thyroid dysfunctions and improve productivity.
- Tackling the gender wage gap requires addressing health-related causes that may go unnoticed. Including thyroid health in these discussions allows policymakers to tackle a hidden barrier to wage equality, helping narrow the gap for women impacted by thyroid dysfunction.

BIBLIOGRAPHIC INFORMATION

Montagna, C., & Zangelidis, A. (2023). Labour Market implications of thyroid dysfunctions. *Economics & Human Biology*, 50, 101247.

"Undetected hypothyroidism has adverse effects on wages for female workers, thus widening the existing wage gap".

The University of Aberdeen Business School Research Summary series distils the world-leading research at the School into short nontechnical reviews to highlight the importance and practicality of our research. Scan the QR code for more information on the School's research:

