

Supplement to:

Cha, Youngjoo. 2014. "Job Mobility and the Great Recession: Wage Consequences by Gender and Parenthood." *Sociological Science* 1: 159-177.

This appendix presents results from alternative model specifications, additional details about the construction of the weight that adjusts for selection into reemployment, and the full results of the models presented in the paper.

Sensitivity Analyses

Below, I present two sets of alternative model specifications reported in the main paper. The first (Tables S1 and S2) assesses whether the omission of work experience in the models influences the estimates of job mobility variables. Because work experience is asked only once per person, the effect can be estimated only through the interaction effect with other linear measures. Tables S1 and S2 compare models with the interaction effects between work experience and a linear time measure (model 2) and those without them (model 1). These results show that the inclusion of the interaction effects rarely changes the coefficients and standard errors of the mobility variables.

The second specification adjusts for the detailed occupation effects to assess whether occupational changes associated with job mobility account for different earnings outcomes for mothers and other workers. The results show that the motherhood penalty for job-related quits decreased slightly (about seven percent) but is not entirely explained away by the occupation effects (see Table S3).

Table S1. Person-level fixed effects regression coefficients on the log of monthly earnings, SIPP 2004

	Experience not adjusted		Experience adjusted	
	Model 1a	Model 1b	Model 2a	Model 2b
	Men	Women	Men	Women
Intercept	7.872*	7.583*	7.889*	7.599*
	(0.005)	(0.009)	(0.006)	(0.009)
Job-related quit	0.015	0.054*	0.017	0.054*
	(0.024)	(0.021)	(0.024)	(0.021)
× child under 6	0.019	-0.089*	0.018	-0.089*
	(0.033)	(0.037)	(0.033)	(0.037)
× child 6-18	-0.045	-0.010	-0.046	-0.011
	(0.048)	(0.033)	(0.048)	(0.033)
Layoff	-0.036	-0.109*	-0.034	-0.107*
	(0.025)	(0.035)	(0.025)	(0.035)
× child under 6	-0.039	0.019	-0.040	0.020
	(0.038)	(0.056)	(0.038)	(0.056)
× child 6-18	-0.033	0.067	-0.037	0.066
	(0.041)	(0.047)	(0.041)	(0.047)

Other quit	-0.107*	-0.147*	-0.103*	-0.146*
	(0.030)	(0.033)	(0.030)	(0.033)
× child under 6	0.065	0.090	0.063	0.090
	(0.092)	(0.053)	(0.092)	(0.053)
× child 6-18	-0.003	0.127*	-0.008	0.124*
	(0.097)	(0.047)	(0.098)	(0.047)
Child under 6	0.016	-0.044*	0.010	-0.047*
	(0.009)	(0.010)	(0.009)	(0.010)
Child 6-18	-0.003	-0.011	-0.005	-0.014
	(0.009)	(0.008)	(0.009)	(0.008)
Age	0.064*	0.073*	0.029*	0.043*
	(0.005)	(0.006)	(0.008)	(0.010)
Age ²	-0.001*	-0.001*	-0.000*	-0.000*
	(0.000)	(0.000)	(0.000)	(0.000)
Married	0.046*	0.032*	0.044*	0.029*
	(0.011)	(0.012)	(0.011)	(0.012)
Education (“less than high school” is omitted)				
High school graduate	0.046*	-0.010	0.043*	-0.015
	(0.015)	(0.018)	(0.015)	(0.018)
Some college	0.009	-0.080*	0.001	-0.088*
	(0.029)	(0.028)	(0.028)	(0.028)
College graduate	0.264*	0.173*	0.247*	0.159*
	(0.042)	(0.035)	(0.042)	(0.035)
Advanced degree	0.338*	0.215*	0.315*	0.199*
	(0.055)	(0.047)	(0.055)	(0.047)
Weekly work hours	0.012*	0.019*	0.012*	0.019*
	(0.000)	(0.000)	(0.000)	(0.000)
Job tenure	0.003*	0.002*	0.003*	0.002*
	(0.001)	(0.001)	(0.001)	(0.001)
Public sector	-0.025	0.031	-0.027	0.031
	(0.024)	(0.018)	(0.024)	(0.018)
Metropolitan	0.068*	0.053*	0.068*	0.053*
	(0.019)	(0.019)	(0.019)	(0.019)
Region (“East” is omitted)				
Midwest	-0.018	-0.104	-0.017	-0.100
	(0.058)	(0.060)	(0.058)	(0.060)
South	-0.035	-0.014	-0.031	-0.010
	(0.048)	(0.049)	(0.048)	(0.049)
West	0.127*	-0.020	0.128*	-0.018
	(0.049)	(0.057)	(0.049)	(0.057)
Union	0.108*	0.105*	0.108*	0.104*
	(0.017)	(0.017)	(0.017)	(0.017)

Part-time	-0.090*	-0.058*	-0.089*	-0.057*
	(0.005)	(0.004)	(0.005)	(0.004)
Family income – own earnings	-0.002*	-0.002*	-0.002*	-0.002*
	(0.000)	(0.000)	(0.000)	(0.000)
Occupation (“managerial” is omitted)				
Professional	-0.044*	-0.053*	-0.044*	-0.053*
	(0.017)	(0.015)	(0.017)	(0.015)
Service	-0.244*	-0.237*	-0.242*	-0.236*
	(0.019)	(0.017)	(0.019)	(0.017)
Sales, clerical	-0.136*	-0.110*	-0.134*	-0.109*
	(0.015)	(0.013)	(0.015)	(0.013)
Farming	-0.339*	-0.336*	-0.338*	-0.336*
	(0.044)	(0.060)	(0.044)	(0.060)
Production	-0.080*	-0.121*	-0.080*	-0.119*
	(0.016)	(0.023)	(0.016)	(0.023)
Operative	-0.160*	-0.176*	-0.158*	-0.176*
	(0.019)	(0.028)	(0.019)	(0.028)
Time (wave)	0.006*	0.006*	0.023*	0.018*
	(0.001)	(0.001)	(0.002)	(0.002)
× Experience			-0.002*	-0.001*
			(0.000)	(0.000)
× Experience ²			0.000*	0.000*
			(0.000)	(0.000)
Observations	136,667	134,793	136,667	134,793
R-squared	0.85	0.85	0.85	0.85

Notes: Robust standard errors in parentheses. All covariates are centered at their means.

* $p < 0.05$ (two-tailed).

Table S2. Person-level fixed effects regression coefficients on the log of monthly earnings, SIPP 2008

	Experience not adjusted		Experience adjusted	
	Model 1a	Model 1b	Model 2a	Model 2b
	Men	Women	Men	Women
Intercept	7.811*	7.576*	7.825*	7.590*
	(0.005)	(0.007)	(0.005)	(0.008)
Job-related quit	0.048*	0.020	0.049*	0.020
	(0.023)	(0.023)	(0.023)	(0.023)
× child under 6	-0.012	-0.040	-0.013	-0.041
	(0.038)	(0.047)	(0.038)	(0.047)
× child 6-18	-0.093	-0.034	-0.093	-0.033
	(0.050)	(0.040)	(0.050)	(0.040)
Layoff	-0.106*	-0.101*	-0.105*	-0.100*

	(0.020)	(0.026)	(0.020)	(0.026)
× child under 6	0.113*	0.026	0.112*	0.027
	(0.035)	(0.053)	(0.035)	(0.053)
× child 6-18	0.000	-0.004	-0.003	-0.005
	(0.040)	(0.049)	(0.040)	(0.049)
Other quit	-0.079*	-0.102*	-0.077*	-0.099*
	(0.032)	(0.034)	(0.032)	(0.034)
× child under 6	-0.004	0.047	-0.004	0.044
	(0.063)	(0.056)	(0.063)	(0.056)
× child 6-18	-0.036	-0.009	-0.037	-0.013
	(0.070)	(0.059)	(0.070)	(0.059)
Child under 6	0.021*	-0.034*	0.015	-0.041*
	(0.008)	(0.009)	(0.008)	(0.009)
Child 6-18	0.003	-0.010	0.003	-0.013
	(0.007)	(0.008)	(0.007)	(0.008)
Age	0.080*	0.070*	0.050*	0.040*
	(0.005)	(0.005)	(0.008)	(0.007)
Age ²	-0.001*	-0.001*	-0.001*	-0.000*
	(0.000)	(0.000)	(0.000)	(0.000)
Married	0.026*	0.009	0.023*	0.006
	(0.010)	(0.009)	(0.010)	(0.009)
Education (“less than high school” is omitted)				
High school graduate	0.053*	0.013	0.048*	0.012
	(0.016)	(0.021)	(0.016)	(0.021)
Some college	0.033	-0.023	0.023	-0.028
	(0.027)	(0.030)	(0.027)	(0.030)
College graduate	0.307*	0.153*	0.283*	0.139*
	(0.038)	(0.035)	(0.038)	(0.035)
Advanced degree	0.459*	0.271*	0.433*	0.253*
	(0.053)	(0.043)	(0.052)	(0.043)
Weekly work hours	0.013*	0.019*	0.012*	0.019*
	(0.000)	(0.000)	(0.000)	(0.000)
Job tenure	0.006*	0.007*	0.006*	0.007*
	(0.001)	(0.001)	(0.001)	(0.001)
Public sector	0.057*	0.019	0.056*	0.018
	(0.019)	(0.016)	(0.019)	(0.016)
Metropolitan	0.077*	0.035	0.075*	0.036
	(0.025)	(0.024)	(0.024)	(0.024)
Region (“East” is omitted)				
Midwest	-0.011	-0.055	-0.012	-0.056
	(0.051)	(0.048)	(0.051)	(0.048)
South	-0.043	-0.081	-0.048	-0.082

	(0.050)	(0.044)	(0.050)	(0.044)
West	0.017	0.074	0.014	0.071
	(0.059)	(0.052)	(0.059)	(0.052)
Union	0.099*	0.064*	0.099*	0.064*
	(0.013)	(0.015)	(0.013)	(0.015)
Part-time	-0.099*	-0.068*	-0.099*	-0.068*
	(0.005)	(0.004)	(0.005)	(0.004)
Family income – own earnings	-0.001*	-0.001*	-0.001*	-0.001*
	(0.000)	(0.000)	(0.000)	(0.000)
Occupation (“managerial” is omitted)				
Professional	-0.070*	-0.073*	-0.070*	-0.072*
	(0.020)	(0.018)	(0.020)	(0.018)
Service	-0.318*	-0.293*	-0.316*	-0.292*
	(0.021)	(0.021)	(0.021)	(0.021)
Sales, clerical	-0.220*	-0.186*	-0.219*	-0.184*
	(0.017)	(0.017)	(0.017)	(0.017)
Farming	-0.282*	-0.224*	-0.279*	-0.220*
	(0.044)	(0.063)	(0.044)	(0.063)
Production	-0.124*	-0.174*	-0.124*	-0.174*
	(0.018)	(0.027)	(0.018)	(0.027)
Operative	-0.204*	-0.246*	-0.202*	-0.243*
	(0.021)	(0.032)	(0.021)	(0.032)
Time (wave)	0.003*	0.001	0.017*	0.013*
	(0.001)	(0.001)	(0.002)	(0.002)
× Experience			-0.001*	-0.001*
			(0.000)	(0.000)
× Experience ²			0.000*	0.000*
			(0.000)	(0.000)
Observations	152,246	153,953	152,246	153,953
R-squared	0.84	0.84	0.84	0.84

Notes: Robust standard errors in parentheses. All covariates are centered at their means.

* $p < 0.05$ (two-tailed).

Table S3. Person-level fixed effects regression coefficients on the log of monthly earnings with the detailed occupation effects adjusted

	2004 Panel		2008 Panel	
	Men	Women	Men	Women
Intercept	7.811*	7.570*	7.771*	7.556*
	(0.006)	(0.008)	(0.006)	(0.008)
Job-related quit	0.026	0.063*	0.073*	0.019
	(0.020)	(0.018)	(0.021)	(0.020)
× child under 6	0.001	-0.088*	-0.033	-0.049

	(0.030)	(0.034)	(0.035)	(0.047)
× child 6-18	-0.052	-0.027	-0.122*	-0.043
	(0.046)	(0.031)	(0.048)	(0.039)
Layoff	-0.026	-0.072*	-0.079*	-0.058*
	(0.022)	(0.030)	(0.018)	(0.023)
× child under 6	-0.039	0.002	0.083*	-0.044
	(0.036)	(0.049)	(0.032)	(0.050)
× child 6-18	-0.045	0.033	-0.025	-0.041
	(0.038)	(0.043)	(0.038)	(0.047)
Other quit	-0.051*	-0.093*	-0.054*	-0.093*
	(0.025)	(0.028)	(0.027)	(0.030)
× child under 6	-0.013	0.023	-0.029	0.037
	(0.081)	(0.046)	(0.059)	(0.051)
× child 6-18	-0.075	0.086*	-0.039	-0.011
	(0.088)	(0.042)	(0.069)	(0.056)
Child under 6	0.011	-0.043*	0.023*	-0.032*
	(0.009)	(0.010)	(0.008)	(0.009)
Child 6-18	-0.003	-0.013	0.007	-0.010
	(0.008)	(0.008)	(0.007)	(0.008)
Age	0.066*	0.068*	0.088*	0.071*
	(0.005)	(0.006)	(0.004)	(0.004)
Age ²	-0.001*	-0.001*	-0.001*	-0.001*
	(0.000)	(0.000)	(0.000)	(0.000)
Married	0.042*	0.032*	0.022*	0.009
	(0.010)	(0.011)	(0.009)	(0.009)
Education (“less than high school” is omitted)				
High school graduate	0.067*	0.014	0.066*	0.062*
	(0.013)	(0.018)	(0.015)	(0.019)
Some college	0.072*	-0.007	0.063*	0.068*
	(0.023)	(0.025)	(0.022)	(0.025)
College graduate	0.262*	0.218*	0.301*	0.210*
	(0.035)	(0.033)	(0.033)	(0.031)
Advanced degree	0.310*	0.263*	0.384*	0.308*
	(0.050)	(0.042)	(0.043)	(0.038)
Weekly work hours	0.012*	0.019*	0.013*	0.019*
	(0.000)	(0.000)	(0.000)	(0.000)
Job tenure	0.003*	0.004*	0.005*	0.006*
	(0.001)	(0.001)	(0.001)	(0.001)
Public sector	-0.045	0.002	0.039*	0.010
	(0.023)	(0.017)	(0.019)	(0.016)
Metropolitan	0.053*	0.042*	0.084*	0.010
	(0.019)	(0.018)	(0.022)	(0.023)

Region (“East” is omitted)				
Midwest	0.027 (0.054)	-0.135* (0.058)	0.007 (0.048)	-0.034 (0.048)
South	-0.032 (0.044)	-0.048 (0.047)	-0.046 (0.047)	-0.100* (0.045)
West	0.112* (0.045)	-0.042 (0.053)	0.007 (0.051)	0.060 (0.052)
Union	0.105* (0.017)	0.104* (0.016)	0.101* (0.013)	0.069* (0.014)
Part-time	-0.094* (0.005)	-0.053* (0.004)	-0.096* (0.004)	-0.062* (0.004)
Family income – own earnings	-0.002* (0.000)	-0.002* (0.000)	-0.002* (0.000)	-0.001* (0.000)
Detailed occupations			included	
Time			included	
Observations	150,944	148,128	167,862	168,843
R-squared	0.86	0.86	0.85	0.85

Notes: Robust standard errors in parentheses. All covariates are centered at their means.

* $p < 0.05$ (two-tailed).

Construction of the Weight that Adjusts for Selection into Reemployment

I used weighted fixed effects regressions to adjust the models for non-random selection into reemployment within four months after quitting or being laid off (see Table 3). The weight is the inverse of the probability of an individual being reemployed after job changes. The procedure for constructing the weight is:

- (1) Estimate a model predicting reemployment,
- (2) Construct an estimated weight,
- (3) Check the balance of the covariates when adjusted by the estimated weight, and
- (4) If the covariates remain unbalanced, re-specify the model in (1).

I use person-specific weights that balance characteristics between those who were reemployed and those who were not among those who experienced job changes at least once during the survey years. Given that the dataset is longitudinal, I reshaped it into a cross-sectional structure so that for each individual there is only one record. In the estimated model in step (1), the outcome variable measures whether an individual has ever been reemployed within four months of leaving a job. In the cases of individuals who experience a job change more than once per panel, the outcome variable is 1 if the individual was reemployed at least once from all job changes, and 0 otherwise. All time-varying covariates use their average values across all time points. After repeating steps (1) through (4) many times, I arrived at the final specification that was used to construct the weight in Table S4.

Based on the models in Table S4, I construct the weight variable (w_i):

$$\text{For } d_i = 1: w_i = \frac{1}{\hat{p}_i}$$

$$\text{For } d_i = 0: w_i = \frac{1}{1 - \hat{p}_i}$$

where d_i is the variable indicating whether individual i was reemployed within four months after leaving a job. It is the predicted probability from a logistic regression model reported in Table S4.

After specifying a logit model, I next assessed whether the constructed weight successfully minimizes the differences in covariates between those who were reemployed within four months and those who did not get jobs right away. This assessment is made by the standardized difference of the mean for each variable in x , calculated as

$$\frac{|\bar{x}_{i, d_i = 1} - \bar{x}_{i, d_i = 0}|}{\sqrt{\frac{1}{2} \text{Var}(x_{i, d_i = 1}) + \frac{1}{2} \text{Var}(x_{i, d_i = 0})}},$$

where $\bar{x}_{i, d_i = 1}$ is the mean for those who were reemployed, $\bar{x}_{i, d_i = 0}$ is the mean for those who were not, $\text{Var}(x_{i, d_i = 1})$ is the variance for those who were reemployed, and $\text{Var}(x_{i, d_i = 0})$ is the variance for those who were not.

In addition, I considered the standardized difference of the standard deviation for each variable in x , written as

$$\frac{|\text{Var}(x_{i, d_i = 1}) - \text{Var}(x_{i, d_i = 0})|}{\sqrt{\frac{1}{2} \text{Var}(x_{i, d_i = 1}) + \frac{1}{2} \text{Var}(x_{i, d_i = 0})}}.$$

The results of the diagnostics are presented in Tables S5 and S6. Each table presents the mean of the standardized mean differences and the mean of standardized standard deviation differences. The specification of the logit model in Table S4 was selected with the goal of minimizing these two numbers. The current specification offers the smallest values on these two metrics among the many specifications that I estimated.

Finally, I estimate weighted models using the weight variable constructed above. For more on this methodology, see:

Morgan, Stephen L. and Jennifer J. Todd. 2008. "A Diagnostic Routine for the Detection of Consequential Heterogeneity of Causal Effects." *Sociological Methodology* 38:231-81.

Table S4. Logistic regression coefficients for a model predicting reemployment within four months after leaving a job

	2004 Panel		2008 Panel	
	men	women	men	women
Age	0.065*	0.024	0.054*	0.040*
	(0.017)	(0.016)	(0.016)	(0.016)
Age ²	-0.001*	-0.001*	-0.001*	-0.001*
	(0.000)	(0.000)	(0.000)	(0.000)
Black	-0.011	0.054	-0.208*	-0.004
	(0.092)	(0.078)	(0.084)	(0.078)
Hispanic	0.172	0.023	0.229*	-0.116
	(0.099)	(0.092)	(0.081)	(0.085)
Asian	0.102	0.120	-0.030	-0.097
	(0.170)	(0.155)	(0.140)	(0.128)
Other race	-0.422*	-0.012	-0.324*	-0.083
	(0.133)	(0.126)	(0.125)	(0.133)
Child under 6	0.133	-0.264*	0.099	-0.284*
	(0.082)	(0.061)	(0.071)	(0.062)
Child 6-18	0.026	0.078	0.131	-0.055
	(0.080)	(0.065)	(0.070)	(0.065)
Married	0.176*	-0.364*	0.131	-0.257*
	(0.075)	(0.061)	(0.067)	(0.060)
Education (years)	-0.166*	0.028	-0.075	-0.094
	(0.066)	(0.065)	(0.050)	(0.056)
Education ²	0.008*	0.001	0.004*	0.005*
	(0.003)	(0.003)	(0.002)	(0.002)
Quit for economic reasons	0.630*	0.737*	0.735*	0.803*
	(0.049)	(0.048)	(0.040)	(0.043)
Quit for job-related reasons	1.491*	1.637*	1.805*	2.036*
	(0.065)	(0.060)	(0.069)	(0.070)
Quit for other reasons	0.321*	0.443*	0.548*	0.599*
	(0.049)	(0.043)	(0.047)	(0.046)
Weekly work hours	-0.010*	0.005	0.007	-0.003
	(0.005)	(0.005)	(0.005)	(0.005)
Tenure	0.001	0.021	0.070*	0.062*
	(0.015)	(0.016)	(0.015)	(0.016)
Tenure ²	-0.002*	-0.003*	-0.004*	-0.004*
	(0.001)	(0.001)	(0.001)	(0.001)
Public sector	-0.275*	0.138	0.057	-0.056
	(0.121)	(0.097)	(0.108)	(0.095)
Metropolitan	-0.090	-0.077	-0.054	-0.041
	(0.076)	(0.068)	(0.072)	(0.072)
Midwest	-0.082	0.001	-0.116	0.113
	(0.089)	(0.083)	(0.080)	(0.081)
South	-0.040	-0.119	-0.128	-0.100

	(0.087)	(0.079)	(0.076)	(0.077)
West	-0.049	-0.037	-0.268*	-0.108
	(0.092)	(0.086)	(0.084)	(0.084)
Union	0.366*	-0.030	0.257*	-0.055
	(0.122)	(0.139)	(0.107)	(0.136)
Part-time	-0.625*	-0.524*	-0.171	-0.466*
	(0.105)	(0.097)	(0.097)	(0.097)
Family income (logged)	0.296	0.170*	0.197*	0.171*
	(0.260)	(0.069)	(0.061)	(0.047)
Family income ²	-0.026	-0.011*	0.005	0.005
	(0.016)	(0.005)	(0.004)	(0.004)
Below federal poverty line	-1.961*	-1.320*		
	(0.170)	(0.140)		
Managers	-0.413*	0.001	-0.099	-0.383
	(0.157)	(0.227)	(0.142)	(0.205)
Professionals	-0.214	0.204	0.010	-0.072
	(0.147)	(0.211)	(0.128)	(0.191)
Sales, clerical	0.018	0.073	0.242*	-0.151
	(0.126)	(0.202)	(0.112)	(0.182)
Farming	-0.367*	0.008	0.187	-0.258
	(0.125)	(0.201)	(0.114)	(0.181)
Production	0.047	-0.050	0.197	-1.266*
	(0.285)	(0.379)	(0.258)	(0.424)
Operatives	-0.088	-0.079	0.057	-0.104
	(0.115)	(0.230)	(0.103)	(0.217)
Constant	0.209	-1.333	-3.684*	-2.427*
	(1.231)	(0.686)	(0.557)	(0.585)
Pseudo R ²	0.18	0.17	0.16	0.17
Number of persons	7,612	8,486	8,269	8,426

Notes: Standard errors are presented in parentheses.

* $p < 0.05$ (two-tailed).

Table S5. Mean differences between those who are reemployed and those who are not reemployed within 4 months with the weight applied

(a) 2004 Panel

	Men				Women			
	reemployed (1)	not reemployed (2)	mean diff (1)-(2)	standardized mean differences	reemployed (1)	not reemployed (2)	mean diff (1)-(2)	standardized mean differences
Married	0.475	0.478	-0.003	-0.006	0.492	0.485	0.008	0.015
Age	34.657	34.632	0.025	0.002	34.838	34.577	0.262	0.020
Age ²	1379.300	1375.400	3.931	0.004	1383.500	1367.200	16.320	0.016
Younger child	0.220	0.221	-0.001	-0.003	0.298	0.292	0.006	0.013

Older child	0.184	0.186	-0.001	-0.004	0.278	0.278	0.000	0.000
High school graduate	0.331	0.329	0.003	0.006	0.293	0.304	-0.011	-0.025
Some college	0.369	0.353	0.016	0.035	0.407	0.384	0.023	0.049
College graduate	0.129	0.137	-0.008	-0.026	0.147	0.134	0.013	0.039
Advanced degree	0.051	0.056	-0.005	-0.021	0.055	0.068	-0.012	-0.054
Work hours	38.065	37.798	0.266	0.035	33.395	33.601	-0.206	-0.029
Tenure	3.312	3.300	0.012	0.002	2.936	2.816	0.119	0.023
Public sector	0.086	0.084	0.001	0.006	0.124	0.126	-0.002	-0.007
Metropolitan	0.801	0.807	-0.006	-0.015	0.801	0.789	0.012	0.032
Midwest	0.258	0.269	-0.011	-0.025	0.255	0.248	0.007	0.015
South	0.350	0.340	0.010	0.022	0.380	0.388	-0.008	-0.017
West	0.237	0.230	0.008	0.019	0.209	0.205	0.004	0.010
Union	0.087	0.087	0.001	0.002	0.056	0.054	0.001	0.007
Part-time	0.377	0.377	0.001	0.002	0.513	0.505	0.007	0.020
Family income (log)	8.194	8.167	0.027	0.022	8.058	8.008	0.051	0.040
Professional	0.119	0.117	0.002	0.007	0.184	0.185	-0.001	-0.003
Service	0.176	0.182	-0.006	-0.020	0.275	0.286	-0.010	-0.027
Sales, clerical	0.193	0.211	-0.018	-0.054	0.365	0.353	0.013	0.032
Farming	0.016	0.018	-0.002	-0.017	0.009	0.010	-0.002	-0.020
Production	0.285	0.267	0.018	0.047	0.061	0.058	0.003	0.016
Operative	0.127	0.122	0.005	0.017	0.027	0.031	-0.005	-0.038
Absolute Mean				0.017				0.023

(b) 2008 Panel

	Men				Women			
	reemployed (1)	not reemployed (2)	mean diff (1)-(2)	standardized mean differences	reemployed (1)	not reemployed (2)	mean diff (1)-(2)	standardized mean differences
Married	0.483	0.479	0.003	0.007	0.489	0.488	0.001	0.002
Age	36.155	35.421	0.734	0.053	36.318	35.963	0.355	0.026
Age ²	1497.300	1445.400	51.877	0.048	1505.100	1482.100	23.059	0.021
Younger child	0.207	0.205	0.002	0.004	0.283	0.274	0.009	0.020
Older child	0.202	0.191	0.011	0.027	0.265	0.261	0.004	0.008
High school graduate	0.306	0.317	-0.012	-0.027	0.264	0.247	0.017	0.043
Some college	0.372	0.347	0.024	0.054	0.407	0.418	-0.011	-0.024
College graduate	0.139	0.150	-0.011	-0.035	0.163	0.167	-0.004	-0.011
Advanced degree	0.058	0.060	-0.001	-0.006	0.069	0.070	-0.001	-0.005
Work hours	36.958	36.850	0.108	0.014	32.790	33.011	-0.220	-0.031
Tenure	3.678	3.543	0.135	0.021	3.305	3.199	0.105	0.019
Public sector	0.091	0.088	0.003	0.012	0.125	0.136	-0.010	-0.034
Metropolitan	0.826	0.823	0.003	0.008	0.822	0.827	-0.005	-0.014

Midwest	0.261	0.259	0.002	0.006	0.246	0.244	0.003	0.007
South	0.357	0.355	0.003	0.005	0.377	0.381	-0.005	-0.010
West	0.220	0.233	-0.014	-0.034	0.211	0.202	0.009	0.023
Union	0.090	0.088	0.002	0.008	0.059	0.063	-0.004	-0.017
Part-time	0.400	0.417	-0.017	-0.047	0.521	0.524	-0.003	-0.009
Family income (log)	8.132	8.114	0.017	0.013	7.981	8.054	-0.073	-0.053
Professional	0.132	0.132	-0.001	-0.002	0.186	0.191	-0.005	-0.015
Service	0.186	0.203	-0.018	-0.054	0.286	0.284	0.002	0.005
Sales, clerical	0.193	0.176	0.017	0.053	0.351	0.361	-0.010	-0.025
Farming	0.015	0.015	0.000	0.002	0.008	0.007	0.000	0.006
Production	0.267	0.265	0.002	0.006	0.053	0.046	0.006	0.034
Operative	0.121	0.127	-0.006	-0.022	0.030	0.026	0.004	0.032
Absolute Mean				0.023				0.020

Table S6. Standard deviation differences between those who are reemployed and those who are not reemployed within 4 months with the weight applied

(a) 2004 Panel

	Men				Women			
	reemployed (1)	not reemployed (2)	mean diff (1)-(2)	standardized mean differences	reemployed (1)	not reemployed (2)	mean diff (1)-(2)	standardized mean differences
Age	13.351	13.267	0.083	0.006	13.030	13.101	-0.070	-0.005
Age ²	1025.800	1023.500	2.305	0.002	1005.300	1008.000	-2.687	-0.003
Work hours	8.969	9.955	-0.986	-0.103	8.713	10.624	-1.912	-0.207
Tenure	6.028	5.883	0.145	0.023	5.266	5.018	0.248	0.048
Family income (log)	0.863	1.120	-0.257	-0.209	0.996	1.228	-0.232	-0.183
Absolute Mean				0.096				0.089

(b) 2008 Panel

	Men				Women			
	reemployed (1)	not reemployed (2)	mean diff (1)-(2)	standardized mean differences	reemployed (1)	not reemployed (2)	mean diff (1)-(2)	standardized mean differences
Age	13.789	13.814	-0.024	-0.002	13.644	13.738	-0.094	-0.007
Age ²	1082.700	1084.500	-1.751	-0.002	1065.500	1080.700	-15.217	-0.014
Work hours	8.402	6.712	1.691	0.226	7.883	6.433	1.450	1
Tenure	6.324	6.224	0.100	0.016	5.524	5.598	-0.073	-0.013
Family income (log)	1.095	1.271	-0.177	-0.138	1.606	1.388	0.218	0.159
Absolute Mean				0.077				0.079

Full Results of the Fixed Effects Regression

Table S7. Person-level fixed effects regression coefficients for the effect of job mobility (four months prior) on the log of monthly earnings, SIPP 2004

	Model 1a	Model 1b	Model 2a	Model 2b
	Men	Women	Men	Women
Intercept	7.827*	7.567*	7.827*	7.567*
	(0.004)	(0.006)	(0.004)	(0.006)
Job-related quit	0.023	0.045*	0.032	0.070*
	(0.015)	(0.014)	(0.021)	(0.019)
× child under 6			-0.001	-0.095*
			(0.030)	(0.035)
× child 6-18			-0.057	-0.027
			(0.046)	(0.031)
Layoff	-0.040*	-0.060*	-0.023	-0.064*
	(0.016)	(0.020)	(0.022)	(0.031)
× child under 6			-0.044	-0.011
			(0.036)	(0.049)
× child 6-18			-0.051	0.025
			(0.039)	(0.044)
Other quit	-0.063*	-0.082*	-0.059*	-0.101*
	(0.025)	(0.020)	(0.026)	(0.028)
× child under 6			0.015	0.025
			(0.084)	(0.049)
× child 6-18			-0.058	0.077
			(0.094)	(0.043)
Child under 6	0.011	-0.042*	0.011	-0.041*
	(0.009)	(0.010)	(0.009)	(0.010)
Child 6-18	-0.007	-0.010	-0.006	-0.011
	(0.009)	(0.008)	(0.009)	(0.008)
Age	0.073*	0.075*	0.073*	0.075*
	(0.005)	(0.006)	(0.005)	(0.006)
Age ²	-0.001*	-0.001*	-0.001*	-0.001*
	(0.000)	(0.000)	(0.000)	(0.000)
Married	0.048*	0.035*	0.049*	0.035*
	(0.010)	(0.011)	(0.010)	(0.011)
Education (“less than high school” is omitted)				
High school graduate	0.069*	0.011	0.069*	0.011
	(0.013)	(0.018)	(0.013)	(0.018)
Some college	0.072*	-0.005	0.072*	-0.004
	(0.024)	(0.026)	(0.023)	(0.026)
College graduate	0.291*	0.246*	0.291*	0.246*
	(0.037)	(0.033)	(0.037)	(0.033)

Advanced degree	0.357*	0.278*	0.357*	0.278*
	(0.051)	(0.044)	(0.051)	(0.044)
Weekly work hours	0.012*	0.020*	0.012*	0.020*
	(0.000)	(0.000)	(0.000)	(0.000)
Job tenure	0.004*	0.003*	0.004*	0.003*
	(0.001)	(0.001)	(0.001)	(0.001)
Public sector	-0.040	0.010	-0.040	0.009
	(0.023)	(0.017)	(0.023)	(0.017)
Metropolitan	0.058*	0.050*	0.059*	0.050*
	(0.019)	(0.019)	(0.019)	(0.019)
Region ("East" is omitted)				
Midwest	-0.005	-0.114*	-0.005	-0.113
	(0.055)	(0.058)	(0.055)	(0.058)
South	-0.034	-0.014	-0.034	-0.014
	(0.046)	(0.048)	(0.046)	(0.048)
West	0.115*	-0.034	0.114*	-0.033
	(0.046)	(0.056)	(0.046)	(0.055)
Union	0.109*	0.113*	0.109*	0.113*
	(0.017)	(0.016)	(0.017)	(0.016)
Part-time	-0.095*	-0.057*	-0.095*	-0.057*
	(0.005)	(0.004)	(0.005)	(0.004)
Family income – own earnings	-0.002*	-0.002*	-0.002*	-0.002*
	(0.000)	(0.000)	(0.000)	(0.000)
Occupation ("managerial" is omitted)				
Professional	-0.040*	-0.054*	-0.040*	-0.054*
	(0.017)	(0.014)	(0.017)	(0.014)
Service	-0.241*	-0.244*	-0.241*	-0.244*
	(0.018)	(0.017)	(0.018)	(0.017)
Sales, clerical	-0.146*	-0.107*	-0.146*	-0.107*
	(0.015)	(0.013)	(0.015)	(0.013)
Farming	-0.340*	-0.269*	-0.340*	-0.269*
	(0.042)	(0.069)	(0.042)	(0.069)
Production	-0.057*	-0.112*	-0.057*	-0.112*
	(0.016)	(0.022)	(0.016)	(0.022)
Operative	-0.143*	-0.167*	-0.142*	-0.166*
	(0.019)	(0.027)	(0.019)	(0.027)
Time (10 categories)			included	
Observations	150,944	148,128	150,944	148,128
R-squared	0.86	0.85	0.86	0.85

Notes: Robust standard errors in parentheses. All covariates are centered at their means.

* $p < 0.05$ (two-tailed).

Table S8. Person-level fixed effects regression coefficients for the effect of job mobility (four months prior) on the log of monthly earnings, SIPP 2008

	2008 Panel			
	Model 1a	Model 1b	Model 2a	Model 2b
	Men	Women	Men	Women
Intercept	7.776*	7.559*	7.776*	7.559*
	(0.003)	(0.005)	(0.003)	(0.005)
Job-related quit	0.053*	0.008	0.080*	0.024
	(0.016)	(0.016)	(0.021)	(0.020)
× child under 6			-0.040	-0.046
			(0.036)	(0.047)
× child 6-18			-0.129*	-0.037
			(0.048)	(0.039)
Layoff	-0.073*	-0.084*	-0.087*	-0.070*
	(0.014)	(0.019)	(0.019)	(0.023)
× child under 6			0.093*	-0.038
			(0.033)	(0.050)
× child 6-18			-0.022	-0.036
			(0.040)	(0.048)
Other quit	-0.068*	-0.090*	-0.060*	-0.098*
	(0.023)	(0.023)	(0.028)	(0.031)
× child under 6			-0.022	0.042
			(0.059)	(0.052)
× child 6-18			-0.050	-0.007
			(0.068)	(0.057)
Child under 6	0.021*	-0.035*	0.021*	-0.034*
	(0.008)	(0.009)	(0.008)	(0.009)
Child 6-18	0.001	-0.012	0.002	-0.012
	(0.007)	(0.008)	(0.007)	(0.008)
Age	0.087*	0.076*	0.087*	0.076*
	(0.005)	(0.005)	(0.005)	(0.005)
Age ²	-0.001*	-0.001*	-0.001*	-0.001*
	(0.000)	(0.000)	(0.000)	(0.000)
Married	0.023*	0.009	0.023*	0.009
	(0.010)	(0.009)	(0.010)	(0.009)
Education ("less than high school" is omitted)				
High school graduate	0.070*	0.068*	0.070*	0.068*
	(0.015)	(0.019)	(0.015)	(0.019)
Some college	0.069*	0.076*	0.069*	0.076*
	(0.023)	(0.025)	(0.023)	(0.025)
College graduate	0.331*	0.242*	0.330*	0.242*
	(0.034)	(0.031)	(0.034)	(0.031)

Advanced degree	0.463*	0.351*	0.463*	0.351*
	(0.048)	(0.040)	(0.048)	(0.040)
Weekly work hours	0.013*	0.020*	0.013*	0.020*
	(0.000)	(0.000)	(0.000)	(0.000)
Job tenure	0.006*	0.006*	0.006*	0.006*
	(0.001)	(0.001)	(0.001)	(0.001)
Public sector	0.053*	0.018	0.053*	0.018
	(0.018)	(0.015)	(0.018)	(0.015)
Metropolitan	0.074*	0.027	0.073*	0.027
	(0.023)	(0.023)	(0.023)	(0.023)
Region ("East" is omitted)				
Midwest	-0.014	-0.053	-0.014	-0.053
	(0.049)	(0.048)	(0.049)	(0.048)
South	-0.051	-0.079	-0.051	-0.080
	(0.048)	(0.044)	(0.048)	(0.044)
West	-0.007	0.071	-0.006	0.071
	(0.055)	(0.051)	(0.055)	(0.051)
Union	0.102*	0.067*	0.101*	0.067*
	(0.013)	(0.014)	(0.013)	(0.014)
Part-time	-0.101*	-0.066*	-0.101*	-0.066*
	(0.004)	(0.004)	(0.004)	(0.004)
Family income – own earnings	-0.002*	-0.001*	-0.002*	-0.001*
	(0.000)	(0.000)	(0.000)	(0.000)
Occupation ("managerial" is omitted)				
Professional	-0.069*	-0.073*	-0.069*	-0.073*
	(0.020)	(0.018)	(0.020)	(0.018)
Service	-0.314*	-0.292*	-0.314*	-0.292*
	(0.020)	(0.020)	(0.020)	(0.020)
Sales, clerical	-0.219*	-0.189*	-0.218*	-0.189*
	(0.017)	(0.017)	(0.017)	(0.017)
Farming	-0.276*	-0.274*	-0.277*	-0.274*
	(0.042)	(0.071)	(0.042)	(0.071)
Production	-0.109*	-0.166*	-0.109*	-0.166*
	(0.018)	(0.026)	(0.018)	(0.026)
Operative	-0.207*	-0.229*	-0.206*	-0.228*
	(0.021)	(0.031)	(0.021)	(0.031)
Time (11 categories)			included	
Observations	167,862	168,843	167,862	168,843
R-squared	0.85	0.85	0.85	0.85

Notes: Robust standard errors in parentheses. All covariates are centered at their means.

* $p < 0.05$ (two-tailed).