

Table 1
Predictions of Models for Differences between Women and Men in Post-Displacement Outcomes

	Specific Human Capital	General Human Capital	Opportunity Cost	Discrimination
Probability of reemployment	+	-	-	-
Duration of nonemployment	-	+	+	+
Probability of labor force participation	+	-	-	-
Probability of part-time reemployment	?	?	+	-/?
Change in wages	+	0	+	0

Notes: Shown are the predicted differences between women and men in post-displacement outcomes for the models outlined in the text.

Table 2
Descriptive Statistics for Displaced Workers

	Men		Women	
	Married	Not married	Married	Not married
<u>Labor force variables:</u>				
Fraction reemployed	.54	.48	.43	.48
Duration of non-employment in months	3.72	3.98	4.35	4.29
Fraction in labor force, given not reemployed	.89	.89	.42	.67
Change in real hourly earnings, given reemployed (%)	-6.63	-2.45	-4.30	-2.73
Fraction employed part time, given reemployed and full time at lost job	.03	.06	.17	.09
Fraction employed full time at lost job	.62	.52	.40	.47
Tenure at lost job in months	46.11	28.27	32.49	26.12
<u>Family structure variables:</u>				
Child under age 6	.42	.21	.32	.26
Child aged 6-17	.50	.23	.50	.46
Divorced		.30		.53
Spouse employed at time of displacement	.59		.78	
Spouse's real hourly earnings at time of displacement, given spouse employed	9.72		16.48	
<u>Demographic variables:</u>				
Age at displacement	38.21	31.47	37.40	34.37
Less than high school education	.24	.24	.19	.19
High school graduate	.43	.42	.49	.49
Some college education	.18	.23	.22	.22
Black	.10	.23	.09	.36
Hispanic	.08	.08	.10	.05
Number of individuals	980	595	856	661
Number of observations	1296	825	1037	876

Notes: College or higher education is the omitted educational category. Duration of unemployment is truncated at the time of the survey for workers who are not reemployed at the time of the survey.

Table 3
Sex Differences in Determinants of Reemployment

	All		Married	
	(1)	(2)	(3)	(4)
Female	-.067** (.025)	.057 (.045)	-.150** (.033)	-.020 (.066)
Married	-.019 (.030)	.052 (.038)		
Married x female		-.167** (.051)		
Divorced	-.080* (.038)	-.124* (.051)		
Divorced x female		.035 (.069)		
Child under age 6	-.058* (.025)	-.001 (.031)	-.044 (.030)	.024 (.038)
Child under age 6 x female		-.145** (.045)		-.160** (.055)
Child aged 6-17	-.046 (.026)	-.060 (.033)	-.085** (.032)	-.085* (.040)
Child aged 6-17 x female		.022 (.045)		.014 (.054)
Spouse employed at time of displacement			.038 (.037)	.064 (.056)
Spouse employed x female				-.092 (.080)
Spouse's real hourly earnings at time of displacement			-.003* (.001)	-.001 (.005)
Spouse's earnings x female				-.002 (.005)
Adj. R-squared	.118	.131	.110	.117
Number of observations	4034	4034	2333	2333

Notes: * p<.05; ** p<.01. Shown are estimated coefficients from linear probability regressions in which the dependent variable equals one if a worked is reemployed as of the time of the survey in which the job loss was first reported and zero otherwise. The regressions include additional demographic controls as described in the text.

Table 4
Sex Differences in Nonemployment Duration Hazard Models

	All		Married	
	(1)	(2)	(3)	(4)
Female	-.236** (.077)	.220 (.131)	-.445** (.105)	-.071 (.196)
Married	.017 (.089)	.247* (.104)		
Married x female		-.573** (.155)		
Divorced	-.218 (.126)	-.318 (.187)		
Divorced x female		.025 (.244)		
Child under age 6	-.234** (.074)	-.075 (.086)	-.237** (.085)	-.050 (.102)
Child under age 6 x female		-.464** (.146)		-.538** (.172)
Child aged 6-17	-.220** (.079)	-.231* (.099)	-.270** (.094)	-.244* (.112)
Child aged 6-17 x female		-.037 (.141)		-.013 (.167)
Spouse employed at time of displacement			.169 (.112)	.219 (.152)
Spouse employed x female				-.186 (.255)
Spouse's real hourly earnings at time of displacement			-.007 (.007)	-.003 (.013)
Spouse's earnings x female				-.005 (.015)
Log likelihood	89132.63	89540.35	51025.87	51133.40
Number of observations	4034	4034	2333	2333

Notes: * p<.05; ** p<.01. Shown are the estimated coefficients from a Weibull hazard model of duration of nonemployment in months. The regressions include additional demographic controls as described in the text.

Table 5
Sex Differences in Labor Force Participation Status, Given Nonemployment

	All		Married	
	(1)	(2)	(3)	(4)
Female	-.311** (.032)	-.127 (.070)	-.403** (.042)	-.311** (.087)
Married	-.134** (.039)	-.021 (.043)		
Married x female		-.253** (.073)		
Divorced	.008 (.045)	-.033 (.050)		
Divorced x female		.020 (.082)		
Child under age 6	-.048 (.030)	.024 (.036)	-.058 (.037)	.046 (.043)
Child under age 6 x female		-.161** (.055)		-.199** (.066)
Child aged 6-17	.006 (.031)	-.016 (.034)	-.002 (.041)	-.027 (.046)
Child aged 6-17 x female		.020 (.051)		.057 (.068)
Spouse employed at time of displacement			-.003 (.044)	.123 (.071)
Spouse employed x female				-.157 (.104)
Spouse's real hourly earnings at time of displacement			-.003 (.002)	-.011 (.007)
Spouse's earnings x female				.008 (.007)
Adj. R-squared	.234	.260	.309	.321
Number of observations	2113	2113	1177	1177

Notes: * p<.05; ** p<.01. Shown are estimated coefficients from linear probability regressions in which the dependent variable equals one if an individual is in the labor force (unemployed) as of the time of the survey in which the job loss was first reported and zero if the individual is not in the labor force. The sample only includes individuals who are not reemployed from the 1985-93 surveys. The regressions include additional demographic controls as described in the text.

Table 6
Sex Differences in Part-Time Reemployment
(Given Reemployment and Full-Time Employment on Lost Job)

	All		Married	
	(1)	(2)	(3)	(4)
Female	.095** (.025)	.016 (.039)	.115** (.037)	.108 (.086)
Married	.035 (.024)	-.021 (.028)		
Married x female		.144** (.050)		
Divorced	.013 (.035)	-.018 (.031)		
Divorced x female		.089 (.063)		
Child under age 6	.023 (.023)	.007 (.024)	.024 (.025)	-.001 (.025)
Child under age 6 x female		.007 (.024)		.088 (.074)
Child aged 6-17	-.005 (.024)	.025 (.021)	-.008 (.028)	-.004 (.023)
Child aged 6-17 x female		-.081 (.049)		-.025 (.061)
Spouse employed at time of displacement			.019 (.034)	.024 (.032)
Spouse employed x female				-.030 (.098)
Spouse's real hourly earnings at time of displacement			-.002 (.002)	-.002 (.002)
Spouse's earnings x female				.001 (.004)
Adj. R-squared	.089	.105	.130	.135
Number of observations	1386	1386	838	838

Notes: * p<.05; ** p<.01. Shown are estimated coefficients from linear probability regressions in which the dependent variable equals one if a worked is reemployed part time and zero otherwise, conditional on full-time employment at the lost job. The regressions include additional demographic controls as described in the text.

Table 7
Sex Differences in Real Hourly Wage Changes, Given Reemployment

	All		Married	
	(1)	(2)	(3)	(4)
Female	-.008 (.029)	.006 (.047)	.006 (.040)	-.107 (.079)
Married	-.012 (.028)	-.008 (.039)		
Married x female		-.010 (.056)		
Divorced	-.037 (.042)	-.034 (.067)		
Divorced x female		-.002 (.083)		
Child under age 6	-.023 (.027)	-.039 (.034)	-.032 (.034)	-.057 (.042)
Child under age 6 x female		.038 (.052)		.074 (.062)
Child aged 6-17	-.026 (.027)	-.005 (.037)	.007 (.033)	.006 (.043)
Child aged 6-17 x female		-.051 (.050)		.001 (.059)
Spouse employed at time of displacement			-.011 (.043)	-.079 (.061)
Spouse employed x female				.179* (.086)
Spouse's real hourly earnings at time of displacement			.001 (.002)	.003 (.004)
Spouse's earnings x female				-.005 (.005)
Adj. R-squared	.080	.081	.108	.115
Number of observations	1767	1767	1061	1061

Notes: * p<.05; ** p<.01. Shown are estimated coefficients from OLS regressions of the change in real log hourly wages among reemployed workers. The regressions include additional demographic controls as described in the text.