# Online Appendix

## The Gender Gap in Earnings Losses after Job Displacement

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# A Data

## A.1 Identifying Couples

Goldschmidt, Klosterhuber, and Schmieder (2017) (henceforth: GKS) developed a method to identify likely married, mixed-sex couples in German administrative data. The procedure relies on identifying likely married couples by selecting pairs of individuals that a) share the same last name, b) live at the exact same address, c) there are exactly two persons with the same last name at a given location. In addition, it restricts to mixed-sex name-pairs with an absolute age difference of less than 15 years. GKS provide evidence that this procedure is effective in identifying couples, with an estimated rate of false positives of less than 5%. At the same time, not all couples can be identified with this method. As a direct result of the data restrictions, only mixed-sex couples sharing a last name and an age difference of less than 15 years are selected.[1]

An additional restriction is that to be identified as a couple, both individuals of that couple have to appear in the administrative data at the same time. This requires that each of the individuals of a couple have to be in either dependent, social security liable employment (including marginal employment) or a recorded unemployment spell (including any UI, UI-II

[1] This restriction aims at reducing measurement error as age differences of more than 15 years might also stem from parent-child links and same-sex pairs might importantly reflect borther-sister pairs.

receipt, registered unemployment, or registered job search status). The procedure thus selects more conservative and older (but not yet retired) couples with some (but potentially weak) attachment to the labor force. In this paper we rely on a recent data update of GKS for the years 2001-2014 (Bächmann et al. (2021)). This yields a yearly panel dataset of more than 8 million couples for the years 2001-2014.

## A.2 Main Analysis Sample

### Sample Construction

We construct a sample of workers laid off in 2002 through 2012 from the Integrated Employment Biographies (IEB) provided by the IAB. We start with the universe of all social security liable employment in the IEB and subsequently add the following restrictions to arrive at our baseline sample of laid off workers.

- Mass layoff or plant closure: We define an individual as being laid off during a mass layoff if she fulfills the following conditions:
  - She leaves the establishment between June 30 in $t = c$ and June 30 in $t = c + 1$, where $c \in \{2001..., 2011\}$ and thus not return to the establishment in the 10 subsequent years.
  - The displacing establishment exhibits low employment fluctuations in the two years before the layoff, i.e., the workforce did not increase by more than 30 percent in at least one of the two years preceding the layoff.
  - The workforce of the displacing establishment declines by at least 30% between $t = c$ and $t = c + 1$.
  - The employment outflows at that establishment between $t = c$ and $t = c + 1$ are "dispersed". I.e., following Hethey-Maier and Schmieder (2013), we require that no more than 30% of the outflow go to one particular establishment to exclude mergers, takeovers, or changes in employer identification numbers.
  - The establishment empoyed at least 30 individuals in the year prior to layoff $t = c$.
- Married couples: We restrict our baseline sample to married couples. This requires that the individual has to be observed as being in a couple (as defined in A.1) in one of the five years prior to layoff.
- Age and tenure: To ensure that workers in our baseline sample are highly attached to the labor force, we consider only workers aged 24-50 (at $t = c$), workers with at least two years of tenure (at $t = c$), and workers who were not in marginal employment in the four years preceding displacement.

### Comparison to Schmieder, von Wachter, and Heining (2020)

Our sample construction closely follows Schmieder, von Wachter, and Heining (2020) (henceforth SvWH). As in SvWH, we consider only workers aged 24-50 in $t = c$. However, our

baseline restrictions are less strict when it comes to tenure, full-time employment, and establishment size. This is because otherwise, we would exclude many women from our sample. In particular, we deviate form SvWH in the following ways:

- While SvWH restrict their baseline sample to workers with three years of tenure in in $t = c$, we relax this restriction to two years.
- In contrast to SvWH, we allow for part-time employment of workers before displacement.
- We consider establishments with a workforce of at least 30 employees in $t = c$, and thus allow for slightly smaller establishments (at least 50 employees in SvWH).

Another important difference is that for our main analysis, we focus on individuals who were part of a couple in at least one of the five years before displacement. In addition, while SvWH focus on West Germany only, we consider (non-)displaced workers both in East and West Germany.

## B Appendix Tables and Figures

Table 1: Summary Statistics for Displaced Workers and Matched Controls in t=c

| | (1) Non-Displaced Women | (2) Displaced Women | (3) Non-Displaced Men | (4) Displaced Men |
|---|---|---|---|---|
| **Panel A: Individual Characteristics** | | | | |
| Years of education | 11.4 | 11.4 | 11.3 | 11.3 |
| | [1.5] | [1.5] | [1.6] | [1.6] |
| Potential experience | 22.4 | 22.8 | 21.8 | 21.9 |
| | [6.2] | [6.1] | [6.2] | [6.2] |
| Tenure with current employer | 7.5 | 7.5 | 7.7 | 7.7 |
| | [4.1] | [4.1] | [4.4] | [4.5] |
| Log wage in t=c-2 | 4.2 | 4.2 | 4.5 | 4.5 |
| | [0.485] | [0.471] | [0.360] | [0.356] |
| Earnings in t=c-2 | 26999.8 | 26623.3 | 37167.9 | 36677.8 |
| | [12004.7] | [11881.2] | [12715.9] | [12881.5] |
| Total yearly income | 25675.6 | 24451.5 | 35585.8 | 33729.2 |
| | [11834.4] | [11831.6] | [13077.3] | [13388.0] |
| Days Worked in Year | 363.2 | 343.0 | 363.1 | 343.2 |
| | [14.0] | [48.2] | [13.2] | [46.7] |
| Days Worked in Fulltime Job | 239.4 | 226.9 | 356.3 | 335.5 |
| | [172.2] | [162.0] | [50.3] | [64.4] |
| Couple | 1 | 1 | 1 | 1 |
| | [0] | [0] | [0] | [0] |
| **Panel B: Establishment Characteristics** | | | | |
| Firmsize | 572.4 | 513.1 | 277.4 | 281.3 |
| | [1177.0] | [867.8] | [714.4] | [616.4] |
| Share female workers | 0.602 | 0.616 | 0.287 | 0.279 |
| | [0.240] | [0.239] | [0.212] | [0.212] |
| Share fulltime workers | 0.636 | 0.649 | 0.806 | 0.829 |
| | [0.269] | [0.278] | [0.183] | [0.180] |
| Number of Observations | 31806 | 31806 | 48849 | 48849 |

**Notes:** Characteristics of displaced and non-displaced workers in year prior to displacement year. Workers satisfy the following baseline restrictions: The individual is aged 24 to 50, has at least two years of tenure, she was not in marginal employment in the four years preceding displacement, and she works in an establishment which has at least 30 employees. Each displaced worker is assigned a non-displaced worker via 1:1 propensity score matching within gender, year and industry cells. Non-displaced workers come from a random sample of couples who satisfy the same baseline restrictions. Standard deviations in brackets.

Table 2: Summary Statistics for Displaced Women and Matched Controls with Information on Spouses in t=c

| | (1) Non-Displaced Women | (2) Displaced Women | (3) Non-Displaced Women Husband Info | (4) Displaced Women Husband Info |
|---|---|---|---|---|
| **Panel A: Individual Characteristics** | | | | |
| Years of education | 11.4 | 11.4 | 11.6 | 11.5 |
| | [1.5] | [1.5] | [1.7] | [1.6] |
| Potential experience | 22.4 | 22.8 | 22.1 | 22.6 |
| | [6.2] | [6.1] | [6.9] | [7.0] |
| Tenure with current employer | 7.5 | 7.5 | 5.7 | 5.6 |
| | [4.1] | [4.1] | [5.6] | [5.6] |
| Real daily wage in t=c-2 | 4.2 | 4.2 | 4.5 | 4.5 |
| | [0.485] | [0.471] | [0.582] | [0.585] |
| Total yearly earnings in t=c-2 | 26999.8 | 26623.3 | 19204.8 | 18934.5 |
| | [12004.7] | [11881.2] | [20368.5] | [20229.2] |
| Total yearly income | 25675.6 | 24451.5 | 26653.3 | 25978.4 |
| | [11834.4] | [11831.6] | [18391.6] | [18116.1] |
| Days per year working | 363.2 | 343.0 | 277.7 | 274.8 |
| | [14.0] | [48.2] | [147.6] | [148.1] |
| Days per year working fulltime | 239.4 | 226.9 | 262.6 | 260.2 |
| | [172.2] | [162.0] | [156.7] | [156.6] |
| Couple | 1 | 1 | 1 | 1 |
| | [0] | [0] | [0] | [0] |
| **Panel B: Establishment Characteristics** | | | | |
| Firmsize | 572.4 | 513.1 | 923.9 | 965.1 |
| | [1177.0] | [867.8] | [3855.4] | [4080.4] |
| Share female workers | 0.602 | 0.616 | 0.287 | 0.290 |
| | [0.240] | [0.239] | [0.225] | [0.229] |
| Share fulltime workers | 0.636 | 0.649 | 0.793 | 0.794 |
| | [0.269] | [0.278] | [0.205] | [0.205] |
| Number of Observations | 31806 | 31806 | 31806 | 31806 |

**Notes:** Characteristics of displaced and non-displaced women in year prior to displacement year. Workers satisfy the following baseline restrictions: The individual is aged 24 to 50, has at least two years of tenure, she was not in marginal employment in the four years preceding displacement, and she works in an establishment which has at least 30 employees. Each displaced woman is assigned a non-displaced woman via 1:1 propensity score matching within year and industry cells. Non-displaced women come from a random sample of couples who satisfy the same baseline restrictions. Corresponding characteristics of husbands in Columns (3) and (4). Standard deviations in brackets.

Table 3: Summary Statistics for Displaced Men and Matched Controls with Information on Spouses in t=c

| | (1) Non-Displaced Men | (2) Displaced Men | (3) Non-Displaced Men Men Wife Info | (4) Displaced Men Men Wife Info |
|---|---|---|---|---|
| **Panel A: Individual Characteristics** | | | | |
| Years of education | 11.3 | 11.3 | 11.1 | 11.1 |
| | [1.6] | [1.6] | [1.4] | [1.4] |
| Potential experience | 21.8 | 21.9 | 17.8 | 17.8 |
| | [6.2] | [6.2] | [6.6] | [6.6] |
| Tenure with current employer | 7.7 | 7.7 | 4.3 | 4.2 |
| | [4.4] | [4.5] | [4.7] | [4.6] |
| Real daily wage in t=c-2 | 4.5 | 4.5 | 3.5 | 3.5 |
| | [0.360] | [0.356] | [0.976] | [0.985] |
| Total yearly earnings in t=c-2 | 37167.9 | 36677.8 | 8848.8 | 8903.2 |
| | [12715.9] | [12881.5] | [12715.9] | [12881.5] |
| Total yearly income | 35585.8 | 33729.2 | 12957.2 | 12925.9 |
| | [13077.3] | [13388.0] | [13204.9] | [13297.4] |
| Days per year working | 363.1 | 343.2 | 258.5 | 254.7 |
| | [13.2] | [46.7] | [154.9] | [155.7] |
| Days per year working fulltime | 356.3 | 335.5 | 107.1 | 108.0 |
| | [50.3] | [64.4] | [161.3] | [160.8] |
| Couple | 1 | 1 | 1 | 1 |
| | [0] | [0] | [0] | [0] |
| **Panel B: Establishment Characteristics** | | | | |
| Firmsize | 277.4 | 281.3 | 409.5 | 417.2 |
| | [714.4] | [616.4] | [1477.5] | [1461.2] |
| Share female workers | 0.287 | 0.279 | 0.683 | 0.689 |
| | [0.212] | [0.212] | [0.250] | [0.246] |
| Share fulltime workers | 0.806 | 0.829 | 0.511 | 0.512 |
| | [0.183] | [0.180] | [0.301] | [0.304] |
| Number of Observations | 48849 | 48849 | 48849 | 48849 |

**Notes:** Characteristics of displaced and non-displaced men in year prior to displacement year. Workers satisfy the following baseline restrictions: The individual is aged 24 to 50, has at least two years of tenure, she was not in marginal employment in the four years preceding displacement, and she works in an establishment which has at least 30 employees. Each displaced man is assigned a non-displaced man via 1:1 propensity score matching within year and industry cells. Non-displaced men come from a random sample of couples who satisfy the same baseline restrictions. Corresponding characteristics of wifes in Columns (3) and (4). Standard deviations in brackets.

Table 4: Industry Distribution for Displaced Workers and Matched Controls in t=c

| | (1) All Workers Women | (2) Baseline Sample Women | (3) Reweighted Women | (4) All Workers Men | (5) Baseline Sample Men |
|---|---|---|---|---|---|
| Agriculture | 0.0074 | 0.0020 | 0.00097 | 0.012 | 0.0015 |
| | [0.086] | [0.045] | [0.031] | [0.108] | [0.039] |
| Mining, Energy | 0.0050 | 0 | 0 | 0.017 | 0 |
| | [0.070] | [0] | [0] | [0.131] | [0] |
| Food Manufacturing | 0.027 | 0.050 | 0.028 | 0.022 | 0.039 |
| | [0.162] | [0.218] | [0.166] | [0.148] | [0.194] |
| Consumption Goods | 0.031 | 0.086 | 0.069 | 0.038 | 0.084 |
| | [0.174] | [0.281] | [0.253] | [0.192] | [0.278] |
| Production Goods | 0.023 | 0.038 | 0.083 | 0.069 | 0.096 |
| | [0.151] | [0.191] | [0.276] | [0.253] | [0.294] |
| Investment Goods | 0.046 | 0.073 | 0.138 | 0.166 | 0.171 |
| | [0.210] | [0.260] | [0.345] | [0.372] | [0.377] |
| Construction | 0.016 | 0 | 0 | 0.075 | 0 |
| | [0.124] | [0] | [0] | [0.263] | [0] |
| Retail | 0.180 | 0.215 | 0.123 | 0.136 | 0.148 |
| | [0.384] | [0.411] | [0.329] | [0.343] | [0.355] |
| Traffic, Telecommunication | 0.035 | 0.043 | 0.102 | 0.077 | 0.088 |
| | [0.184] | [0.203] | [0.302] | [0.267] | [0.284] |
| Credit, Insurance | 0.038 | 0.023 | 0.013 | 0.028 | 0.015 |
| | [0.190] | [0.150] | [0.114] | [0.164] | [0.122] |
| Restaurants | 0.055 | 0.019 | 0.0088 | 0.032 | 0.0082 |
| | [0.228] | [0.137] | [0.094] | [0.176] | [0.090] |
| Education | 0.052 | 0.126 | 0.025 | 0.026 | 0.026 |
| | [0.221] | [0.332] | [0.155] | [0.160] | [0.160] |
| Health | 0.191 | 0.060 | 0.012 | 0.045 | 0.012 |
| | [0.393] | [0.238] | [0.108] | [0.207] | [0.109] |
| Commercial Services | 0.150 | 0.151 | 0.337 | 0.169 | 0.251 |
| | [0.358] | [0.358] | [0.473] | [0.374] | [0.434] |
| Other Services | 0.053 | 0.024 | 0.032 | 0.035 | 0.029 |
| | [0.223] | [0.154] | [0.176] | [0.184] | [0.169] |
| Non-Profit | 0.024 | 0.025 | 0.015 | 0.013 | 0.015 |
| | [0.153] | [0.155] | [0.123] | [0.113] | [0.121] |
| Public Administration | 0.067 | 0.064 | 0.014 | 0.040 | 0.014 |
| | [0.250] | [0.245] | [0.116] | [0.197] | [0.119] |
| Number of Observations | 3939514 | 31806 | 31806 | 4178728 | 48849 |

This table summarizes the industry distribution of different samples of (displaced) men and women. Columns (1) and (4) show characteristics of a random sample of workers in Germany 2003-2012. Columns (2) and (5) represent all displaced workers in the couple dataset fulfilling our baseline restrictions. We measure characteristics in t=c. We exclude individuals working in the construction and mining sectors. Column (3) contains women in the couple dataset reweighted to men. Variables with * are used in reweighting. Standard deviations in brackets.

Table 5: Reweighting Variables by Gender - DFL Reweighted

| | Female | Male | P-Value |
|---|---|---|---|
| Log Wage in t=c-2 | 4.598 | 4.543 | 8.71e-25 |
| Log Wage in t=c-3 | 4.578 | 4.528 | 7.02e-21 |
| Fulltime Employment in t=c-2 | 0.982 | 0.983 | 0.173 |
| Years of Education | 11.38 | 11.34 | 0.127 |
| Tenure (yrs) | 7.325 | 7.745 | 2.81e-13 |
| Age (yrs) | 40.39 | 40.99 | 3.11e-10 |
| East Germany | 0.226 | 0.210 | 0.00395 |
| Baseline Log Firmsize | 4.700 | 4.773 | 0.000000102 |
| Agriculture | 0.000966 | 0.00149 | 0.0342 |
| Mining Energy | 0 | 0 | . |
| Food Manufacturing | 0.0284 | 0.0391 | 6.32e-12 |
| Consumption Goods | 0.0685 | 0.0845 | 5.98e-10 |
| Production Goods | 0.0829 | 0.0959 | 0.00178 |
| Investment Goods | 0.138 | 0.171 | 2.52e-12 |
| Construction | 0 | 0 | . |
| Retail | 0.123 | 0.148 | 8.90e-13 |
| Traffic Telecommunication | 0.102 | 0.0884 | 0.0150 |
| Credit Insurance | 0.0131 | 0.0152 | 0.0265 |
| Restaurants | 0.00884 | 0.00823 | 0.450 |
| Education | 0.0247 | 0.0264 | 0.0810 |
| Health | 0.0119 | 0.0120 | 0.928 |
| Commercial Services | 0.337 | 0.251 | 2.19e-28 |
| Other Services | 0.0321 | 0.0294 | 0.264 |
| Non-Profit | 0.0154 | 0.0149 | 0.692 |
| Public Administration | 0.0136 | 0.0142 | 0.391 |
| Number of Observations | 31806 | 48849 | 0 |

**Notes:** Table shows the differences in reweighting variables for displaced women and displaced men in t=c. Women are reweighted to men. The last column shows the P-Value of an F-Test for equality of means.

Table 6: The Impact of Individual Control and Reweighting Variables on the Gender Gap in Earnings

| | (1) OLS | (2) OLS | (3) OLS | (4) OLS | (5) OLS | (6) OLS | (7) OLS | (8) OLS | (9) OLS |
|---|---|---|---|---|---|---|---|---|---|
| **Panel A:** Unadjusted Gender Gap | | | | | | | | | |
| Female | 0.014 | 0.021 | 0.017 | 0.0037 | -0.0030 | -0.0072 | -0.028 | -0.051 | -0.077 |
| | (0.012) | (0.012) | (0.011) | (0.016) | (0.017) | (0.013) | (0.014)* | (0.011)** | (0.0072)** |
| Age in t=c | | -0.0094 | -0.0078 | -0.0078 | -0.0075 | -0.0077 | -0.0080 | -0.0080 | -0.0080 |
| | | (0.00063)** | (0.00078)** | (0.00080)** | (0.00078)** | (0.00072)** | (0.00071)** | (0.00078)** | (0.00075)** |
| Years of education in t=c | | 0.016 | 0.017 | 0.019 | 0.020 | 0.018 | 0.015 | 0.013 | 0.013 |
| | | (0.012) | (0.011) | (0.011) | (0.011) | (0.012) | (0.012) | (0.013) | (0.0076) |
| Tenure in t=c | | | -0.012 | -0.012 | -0.011 | -0.011 | -0.011 | -0.0099 | -0.0081 |
| | | | (0.0016)** | (0.0017)** | (0.0017)** | (0.0015)** | (0.0015)** | (0.0016)** | (0.0011)** |
| Log wage in t=c-2 | | | | -0.037 | 0.17 | 0.17 | 0.19 | 0.17 | 0.15 |
| | | | | (0.016)* | (0.021)** | (0.022)** | (0.022)** | (0.022)** | (0.021)** |
| Log wage in t=c-3 | | | | | -0.22 | -0.22 | -0.20 | -0.21 | -0.22 |
| | | | | | (0.022)** | (0.022)** | (0.022)** | (0.022)** | (0.020)** |
| Working in East Germany in t=c | | | | | | 0.041 | 0.050 | 0.029 | -0.014 |
| | | | | | | (0.024) | (0.024)* | (0.023) | (0.013) |
| Fulltime Employed in t=c-2 | | | | | | | -0.100 | -0.088 | -0.075 |
| | | | | | | | (0.013)** | (0.015)** | (0.015)** |
| Log(Firmsize) in t=c | | | | | | | | 0.043 | 0.029 |
| | | | | | | | | (0.011)** | (0.0082)** |
| Observations | 80655 | 80655 | 80655 | 80655 | 80655 | 80655 | 80655 | 80655 | 80655 |
| $R^2$ | 0.000 | 0.012 | 0.022 | 0.022 | 0.026 | 0.027 | 0.030 | 0.039 | 0.054 |
| Mean of dep. var | -0.25 | -0.25 | -0.25 | -0.25 | -0.25 | -0.25 | -0.25 | -0.25 | -0.25 |
| Industry Dummies | No | No | No | No | No | No | No | No | Yes |

Notes: Each column in each panel returns the coefficients from a OLS regression. Controls correspond to PS matching variables: age, edyrs, tenure, logwage in t=c-2, log wage in t=c-3, working in East Germany, logfirmsize, fulltime employment in t=c-2, 1-digit industries. Standard Errors clustered on displacement establishment level (constant within matched worker pairs). * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 7: Explaining the Gender Gap in Wage Losses After Displacement: Reg. Adjustment Instead of Weights

| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
|---|---|---|---|---|---|---|---|---|
| **Panel A:** All Workers: Log Wage | | | | | | | | |
| Female | -0.17 | -0.16 | -0.15 | -0.17 | -0.15 | -0.15 | -0.13 | -0.13 |
| | (0.0098)** | (0.0095)** | (0.0095)** | (0.0097)** | (0.0090)** | (0.0087)** | (0.0084)** | (0.0082)** |
| Industry Change | | -0.10 | | | | | -0.082 | -0.079 |
| | | (0.0056)** | | | | | (0.0047)** | (0.0046)** |
| Occ. Change | | -0.11 | | | | | -0.091 | -0.086 |
| | | (0.0053)** | | | | | (0.0045)** | (0.0045)** |
| Log Estab Size | | | 0.066 | | | | 0.046 | 0.041 |
| | | | (0.0027)** | | | | (0.0025)** | (0.0021)** |
| Estab Share Women | | | -0.31 | | | | -0.23 | -0.22 |
| | | | (0.018)** | | | | (0.016)** | (0.016)** |
| Commute Distance | | | | 0.00010 | | | -0.000013 | -0.000015 |
| | | | | (0.000031)** | | | (0.000030) | (0.000031) |
| AKM Estab FE | | | | | 0.93 | 1 | 0.80 | 1 |
| | | | | | (0.043)** | | (0.038)** | |
| Observations | 73598 | 73598 | 73598 | 73598 | 73598 | 73598 | 73598 | 73598 |
| $R^2$ | 0.058 | 0.082 | 0.125 | 0.085 | 0.177 | 0.063 | 0.247 | 0.138 |
| Mean Dep. Var Men | -.201 | -.201 | -.201 | -.201 | -.201 | -.201 | -.201 | -.201 |
| | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) |
| **Panel B:** Full-time Workers: Full-time Log Wage | | | | | | | | |
| Female | -0.045 | -0.045 | -0.040 | -0.044 | -0.030 | -0.023 | -0.028 | -0.022 |
| | (0.0052)** | (0.0052)** | (0.0052)** | (0.0053)** | (0.0049)** | (0.0048)** | (0.0048)** | (0.0048)** |
| Industry Change | | -0.033 | | | | | -0.022 | -0.016 |
| | | (0.0031)** | | | | | (0.0033)** | (0.0033)** |
| Occ. Change | | -0.021 | | | | | -0.011 | -0.0029 |
| | | (0.0027)** | | | | | (0.0025)** | (0.0023) |
| Log Estab Size | | | 0.028 | | | | 0.014 | 0.0063 |
| | | | (0.0013)** | | | | (0.0017)** | (0.0011)** |
| Estab Share Women | | | -0.10 | | | | -0.043 | -0.010 |
| | | | (0.0092)** | | | | (0.0085)** | (0.0081) |
| Commute Distance | | | | 0.00015 | | | 0.000100 | 0.000094 |
| | | | | (0.000023)** | | | (0.000021)** | (0.000025)** |
| AKM Estab FE | | | | | 0.67 | 1 | 0.64 | 1 |
| | | | | | (0.043)** | | (0.043)** | |
| Observations | 52996 | 52996 | 52996 | 52996 | 52996 | 52996 | 52996 | 52996 |
| $R^2$ | 0.068 | 0.073 | 0.095 | 0.070 | 0.252 | 0.037 | 0.261 | 0.040 |
| Mean Dep. Var Men | -.094 | -.094 | -.094 | -.094 | -.094 | -.094 | -.094 | -.094 |
| | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) |

**Notes:** This table shows to what extent changes in industry, occupation, and establishment characteristics can explain the effect of being female on wages after displacement. All outcome variables are based on the individual difference-in-differences estimate. We control for individual and establishment characteristics pre displacement. In panel (A), the outcome variable is log wages. In panel (B), the outcome variable is full-time log wages. In both panels, we control for the same set of difference-in-differences estimates as depicted in the table. Columns (2)-(6) control for various difference-in-differences terms. Column (8) controls for all difference-in-differences terms at once. In columns (6) and (8), the coefficient on the establishment effect is forced to be equal to 1. We cluster standard errors at displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 8: Explaining the Gender Gap in Wage Losses After Displacement: Wage Premia

| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
|---|---|---|---|---|---|---|---|
| **Panel A:** All Workers: Log Wage | | | | | | | |
| Female | -0.13 | -0.12 | -0.12 | -0.10 | -0.12 | -0.12 | -0.14 |
| | (0.013)** | (0.012)** | (0.012)** | (0.012)** | (0.013)** | (0.013)** | (0.013)** |
| AKM Estab FE | | 1.06 | 1 | | | | |
| | | (0.064)** | | | | | |
| AKM Estab FE - Gender | | | | 0.92 | 1 | | |
| | | | | (0.078)** | | | |
| AKM Estab FE Kmeans | | | | | | 0.78 | 1 |
| | | | | | | (0.091)** | |
| Observations | 73598 | 73598 | 73598 | 73598 | 73598 | 73598 | 73598 |
| $R^2$ | 0.010 | 0.157 | 0.038 | 0.148 | 0.035 | 0.056 | 0.027 |
| Mean Dep. Var Men | -.201 | -.201 | -.201 | -.201 | -.201 | -.201 | -.201 |
| | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) |
| **Panel B:** Fulltime Workers: Full-time Log Wage | | | | | | | |
| Female | -0.039 | -0.032 | -0.030 | -0.024 | -0.022 | -0.038 | -0.039 |
| | (0.0084)** | (0.0075)** | (0.0075)** | (0.0080)** | (0.010)* | (0.0080)** | (0.0082)** |
| AKM Estab FE | | 0.74 | 1 | | | | |
| | | (0.055)** | | | | | |
| AKM Estab FE - Gender | | | | 0.70 | 1 | | |
| | | | | (0.063)** | | | |
| AKM Estab FE Kmeans | | | | | | 0.65 | 1 |
| | | | | | | (0.078)** | |
| Observations | 52996 | 52996 | 52996 | 52996 | 52996 | 52996 | 52996 |
| $R^2$ | 0.003 | 0.220 | 0.011 | 0.222 | 0.009 | 0.096 | 0.005 |
| Mean Dep. Var Men | -.094 | -.094 | -.094 | -.094 | -.094 | -.094 | -.094 |
| | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) |

**Notes:** This table shows to what extent changes in different wage premia measured by AKM-style establishment FE can explain the effect of being female on wages after displacement. All outcome variables are based on the individual difference-in-differences estimate. We reweight women to men using individual and establishment characteristics pre displacement. In panel (A), the outcome variable is log wages. In panel (B), the outcome variable is full-time log wages. In both panels, we control for the same set of difference-in-differences estimates as depicted in the table. In columns (3), (5), and (7), the coefficient on the establishment effect is forced to be equal to 1. We cluster standard errors at displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 9: Explaining the Gender Gap in Wage Losses After Displacement: Establishment Controls

| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
|---|---|---|---|---|---|---|---|
| **Panel A:** All Workers: Log Wage | | | | | | | |
| Female | -0.13 | -0.14 | -0.13 | -0.13 | -0.14 | -0.13 | -0.14 |
| | (0.013)** | (0.013)** | (0.013)** | (0.013)** | (0.013)** | (0.013)** | (0.012)** |
| Turnover Rate | | -0.24 | | | | | -0.23 |
| | | (0.031)** | | | | | (0.033)** |
| Separation Rate | | -0.20 | | | | | -0.20 |
| | | (0.049)** | | | | | (0.048)** |
| Firm Age in t=c | | | -0.0013 | | | | 0.00030 |
| | | | (0.00068) | | | | (0.00068) |
| New Estab | | | | -0.024 | | | 0.0056 |
| | | | | (0.016) | | | (0.015) |
| Business Service Estab | | | | | -0.23 | | -0.22 |
| | | | | | (0.020)** | | (0.027)** |
| Temp Work | | | | | | -0.13 | 0.25 |
| | | | | | | (0.021)** | (0.033)** |
| Observations | 73598 | 73598 | 73598 | 73598 | 73598 | 73598 | 73598 |
| $R^2$ | 0.010 | 0.065 | 0.010 | 0.019 | 0.027 | 0.020 | 0.071 |
| Mean Dep. Var Men | -.201 | -.201 | -.201 | -.201 | -.201 | -.201 | -.201 |
| | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) |
| **Panel B:** Fulltime Workers: Fulltime Log Wage | | | | | | | |
| Female | -0.039 | -0.046 | -0.042 | -0.039 | -0.044 | -0.040 | -0.049 |
| | (0.0084)** | (0.0081)** | (0.0083)** | (0.0084)** | (0.0084)** | (0.0084)** | (0.0080)** |
| Turnover Rate | | -0.18 | | | | | -0.15 |
| | | (0.016)** | | | | | (0.016)** |
| Separation Rate | | -0.038 | | | | | -0.044 |
| | | (0.025) | | | | | (0.025) |
| Firm Age in t=c | | | -0.0012 | | | | -0.00053 |
| | | | (0.00038)** | | | | (0.00035) |
| New Estab | | | | -0.015 | | | 0.0036 |
| | | | | (0.0085) | | | (0.0074) |
| Business Service Estab | | | | | -0.18 | | -0.10 |
| | | | | | (0.013)** | | (0.017)** |
| Temp Work | | | | | | -0.24 | -0.048 |
| | | | | | | (0.015)** | (0.021)* |
| Observations | 52996 | 52996 | 52996 | 52996 | 52996 | 52996 | 52996 |
| $R^2$ | 0.003 | 0.060 | 0.004 | 0.003 | 0.024 | 0.021 | 0.069 |
| Mean Dep. Var Men | -.094 | -.094 | -.094 | -.094 | -.094 | -.094 | -.094 |
| | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) |

**Notes:** This table shows to what extent firms' turnover and separation rates, switches to new establishments (younger than 6 years), displacement establishment's age, switches to business service establishments, and switches to temp work can explain the effect of being female on wages after displacement. All outcome variables are based on the individual difference-in-differences estimate. We reweight women to men using individual and establishment characteristics pre displacement. In Panel A, the outcome variable is log wages. In Panel B, the outcome variable is full-time log wages. In both panels, we control for the same set of difference-in-differences estimates as depicted in the table. Columns (2)-(6) control for various difference-in-differences terms. Column (7) controls for all difference-in-differences terms at once. We cluster standard errors at displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 10: The Gender Gap in Earnings Losses and Job Search Preferences: Including Missing Job Search Info

| | (1) Mean Outcome Men | | (2) Unadjusted Gender Gap | | (3) Composition Adjusted Gender Gap Regression-Adj. | | (4) Composition Adjusted Gender Gap Reweighted | | (5) Number of Observations |
|---|---|---|---|---|---|---|---|---|---|
| | Change | Std. Err. | Gap | Std. Err. | Gap | Std. Err. | Gap | Std. Err. | |
| **Panel A:** Any Job Search History? | | | | | | | | | |
| Has Job Search Spell | 0.70 | [0.0096] | **-0.10** | [0.022] | **-0.020** | [0.0060] | **-0.032** | [0.0098] | 80,655 |
| **Panel B:** Type of Employment - Search | | | | | | | | | |
| Fulltime Employment | 0.83 | [0.0046] | **-0.26** | [0.0069] | **-0.093** | [0.0069] | **-0.088** | [0.0084] | 52,929 |
| Parttime Employment | 0.0024 | [0.00027] | **0.19** | [0.0044] | **0.072** | [0.0029] | **0.057** | [0.0038] | 52,929 |
| Any Employment | 0.016 | [0.0013] | **0.080** | [0.0035] | **0.051** | [0.0039] | **0.041** | [0.0035] | 52,929 |
| Employment Info Missing | 0.15 | [0.0043] | -0.0086 | [0.0049] | **-0.031** | [0.0052] | -0.0094 | [0.0069] | 52,929 |
| **Panel C:** Type of Contract - Search | | | | | | | | | |
| Permanent Contract | 0.63 | [0.0085] | **-0.023** | [0.0098] | **0.037** | [0.0098] | 0.00025 | [0.011] | 52,929 |
| Any Contract | 0.22 | [0.0058] | **0.032** | [0.0074] | -0.0069 | [0.0077] | 0.0077 | [0.0085] | 52,929 |
| Contract Info Missing | 0.15 | [0.0042] | -0.0087 | [0.0048] | **-0.030** | [0.0051] | -0.0079 | [0.0069] | 52,929 |
| **Panel D:** Geographic Scope of Search | | | | | | | | | |
| All Regions | 0.26 | [0.0051] | **-0.033** | [0.0062] | 0.0045 | [0.0067] | -0.010 | [0.0090] | 52,929 |
| Narrow Regions | 0.34 | [0.0059] | 0.012 | [0.0072] | **0.041** | [0.0077] | 0.013 | [0.0099] | 52,929 |
| Region Info Missing | 0.40 | [0.0091] | **0.021** | [0.010] | **-0.046** | [0.010] | -0.0033 | [0.012] | 52,929 |

**Notes:** Each row represents a separate regression of the outcome variable on a constant and a dummy for female for a sample of displaced workers, only. In Panels B, C, and D we restrict the sample to individuals with any job search history. The first column shows the constant, representing the mean effect for men. The second column the coefficient on a female dummy without any controls. The third column the coefficient on the female dummy controlling for all covariates. The fourth column uses reweighting. We cluster standard errors at the displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. Coefficients in bold are statistically significant at the 5%-level.

Table 11: Explaining the Gender Gap in Wage Losses After Displacement: Job Search Info

| | (1) | (2) | (3) | (4) | (5) | (6) |
|---|---|---|---|---|---|---|
| **Panel A:** All Workers: Log Wage | | | | | | |
| Female | -0.13 | -0.19 | -0.18 | -0.19 | -0.19 | -0.18 |
| | (0.013)** | (0.016)** | (0.017)** | (0.016)** | (0.016)** | (0.017)** |
| Fulltime Employment | | | -0.18 | | | -0.10 |
| | | | (0.019)** | | | (0.080) |
| Parttime Employment | | | -0.41 | | | -0.34 |
| | | | (0.046)** | | | (0.091)** |
| Any Employment | | | -0.24 | | | -0.18 |
| | | | (0.040)** | | | (0.086)* |
| Permanent Contract | | | | -0.19 | | 0.036 |
| | | | | (0.021)** | | (0.096) |
| Any Contract | | | | -0.16 | | -0.041 |
| | | | | (0.021)** | | (0.080) |
| All Regions | | | | | -0.084 | -0.10 |
| | | | | | (0.020)** | (0.035)** |
| Narrow Regions | | | | | -0.13 | -0.15 |
| | | | | | (0.019)** | (0.035)** |
| Observations | 73598 | 47319 | 47319 | 47319 | 47319 | 47319 |
| $R^2$ | 0.010 | 0.017 | 0.029 | 0.026 | 0.023 | 0.031 |
| Mean Dep. Var Men | -.201 | -.289 | -.289 | -.289 | -.289 | -.289 |
| | (.003) | (.004) | (.004) | (.004) | (.004) | (.004) |
| **Panel B:** Fulltime Workers: Fulltime Log Wage | | | | | | |
| Female | -0.039 | -0.070 | -0.063 | -0.070 | -0.069 | -0.062 |
| | (0.0084)** | (0.010)** | (0.010)** | (0.010)** | (0.010)** | (0.010)** |
| Fulltime Employment | | | -0.084 | | | -0.080 |
| | | | (0.013)** | | | (0.033)* |
| Parttime Employment | | | -0.24 | | | -0.23 |
| | | | (0.063)** | | | (0.069)** |
| Any Employment | | | -0.14 | | | -0.14 |
| | | | (0.023)** | | | (0.038)** |
| Permanent Contract | | | | -0.088 | | 0.033 |
| | | | | (0.013)** | | (0.036) |
| Any Contract | | | | -0.076 | | 0.0078 |
| | | | | (0.014)** | | (0.033) |
| All Regions | | | | | -0.033 | -0.031 |
| | | | | | (0.011)** | (0.022) |
| Narrow Regions | | | | | -0.055 | -0.051 |
| | | | | | (0.011)** | (0.022)* |
| Observations | 52996 | 34325 | 34325 | 34325 | 34325 | 34325 |
| $R^2$ | 0.003 | 0.009 | 0.019 | 0.016 | 0.013 | 0.020 |
| Mean Dep. Var Men | -.094 | -.143 | -.143 | -.143 | -.143 | -.143 |
| | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) |

**Notes:** This table shows to what extent job search characteristics can explain the effect of being female on wages after displacement. All outcome variables are based on the individual difference-in-differences estimate. We reweight women to men using individual and establishment characteristics pre displacement. In Panel A, the outcome variable is log wages. In Panel B, the outcome variable is fulltime log wages. In both panels, we control for the same set of job search characteristics as depicted in the table. In Columns (2)-(6), we restrict the sample to individuals with at least one job search spell. For each job search characteristic, the omitted category is "missing information". We cluster standard errors at the displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 12: The Gender Gap in Earnings Losses - Robustness Checks: More Outcomes

| | (1) Baseline | (2) 10 Years Post Displ. | (3) Shorter Tenure Restr. | (4) Mahalanobis And Exact Matching | (5) Reweight. With Occupations | (6) Displ. Estab. FE | (7) Matching Without Wages | (8) Reweight. Men to Women | (9) Non Couples | (10) Couples + Non-Couples |
|---|---|---|---|---|---|---|---|---|---|---|
| **Panel A:** Days Worked | | | | | | | | | | |
| Female | -7.05 | -2.17 | -12.5 | -3.36 | -10.4 | -5.85 | -6.36 | 5.76 | 3.08 | -3.46 |
| | (2.13)** | (2.63) | (2.05)** | (2.15) | (5.48) | (1.93)** | (2.20)** | (3.51) | (3.50) | (3.45) |
| Observations | 80655 | 55107 | 93755 | 80707 | 80423 | 77144 | 80706 | 78695 | 16422 | 96158 |
| $R^2$ | 0.001 | 0.000 | 0.002 | 0.000 | 0.002 | 0.330 | 0.001 | 0.000 | 0.000 | 0.000 |
| Mean Dep. Var Men | -67.66 | -49.787 | -69.259 | -67.125 | -67.66 | -67.66 | -67.588 | -67.676 | -81.858 | -78.058 |
| | (.585) | (.751) | (.553) | (.582) | (.585) | (.585) | (.586) | (.586) | (1.376) | (.567) |
| **Panel B:** Days Worked Parttime | | | | | | | | | | |
| Female | 11.3 | 25.6 | 12.6 | 2.08 | 12.0 | 9.34 | 6.27 | 22.5 | 7.64 | 10.5 |
| | (1.66)** | (2.59)** | (1.58)** | (1.45) | (2.97)** | (1.56)** | (1.83)** | (4.37)** | (2.28)** | (2.28)** |
| Observations | 80655 | 55107 | 93755 | 80707 | 80423 | 77144 | 80706 | 78695 | 16422 | 96158 |
| $R^2$ | 0.003 | 0.012 | 0.003 | 0.000 | 0.003 | 0.300 | 0.001 | 0.005 | 0.001 | 0.002 |
| Mean Dep. Var Men | -.154 | 1.18 | .03 | -.297 | -.154 | -.154 | -.127 | .04 | -1.736 | -1.682 |
| | (.559) | (.702) | (.522) | (.523) | (.559) | (.559) | (.555) | (.547) | (1.145) | (.497) |
| **Panel C:** Days Worked in Mini-job | | | | | | | | | | |
| Female | 4.88 | 2.77 | 3.31 | 7.75 | 4.85 | 7.81 | 3.16 | 12.8 | 2.69 | 0.16 |
| | (1.51)** | (1.95) | (1.41)* | (1.31)** | (4.13) | (1.59)** | (1.59)* | (2.59)** | (2.18) | (2.03) |
| Observations | 80655 | 55107 | 93755 | 80707 | 80423 | 77144 | 80706 | 78695 | 16422 | 96158 |
| $R^2$ | 0.001 | 0.000 | 0.000 | 0.002 | 0.001 | 0.252 | 0.000 | 0.004 | 0.000 | 0.000 |
| Mean Dep. Var Men | 1.086 | 1.202 | 1.123 | .838 | 1.086 | 1.086 | 1.428 | 1.071 | 2.352 | 2.032 |
| | (.448) | (.516) | (.419) | (.448) | (.448) | (.448) | (.446) | (.445) | (.914) | (.393) |
| **Panel D:** Log(Earnings) | | | | | | | | | | |
| Female | -0.13 | -0.13 | -0.18 | -0.13 | -0.20 | -0.16 | -0.13 | -0.13 | -0.036 | -0.044 |
| | (0.017)** | (0.021)** | (0.017)** | (0.016)** | (0.045)** | (0.016)** | (0.016)** | (0.024)** | (0.022) | (0.020)* |
| Observations | 76321 | 52601 | 88465 | 76361 | 76090 | 72813 | 76363 | 74435 | 15279 | 90732 |
| $R^2$ | 0.005 | 0.004 | 0.009 | 0.005 | 0.011 | 0.349 | 0.005 | 0.005 | 0.000 | 0.001 |
| Mean Dep. Var Men | -.41 | -.319 | -.419 | -.392 | -.405 | -.41 | -.4 | -.406 | -.456 | -.443 |
| | (.004) | (.005) | (.004) | (.004) | (.004) | (.004) | (.004) | (.004) | (.01) | (.004) |

**Notes:** Each column in this table represents a different robustness check. All specifications are estimated using weights. Column (1) reports the baseline coefficients. Column (2) reports results for a longer post-displacement time window (10 years). Column (3) reports results for shorter tenure workers (1 year at time of displacement). Column (5) reports results when reweighting with 1-digit occupations in addition to industries and individual characteristics. Column (4) reports results when using Mahalanobis matching in combination with exact matching of pre-displacement earnings deciles. Column (6) reports regression coefficients controlling for pre-displacement establishment fixed effects. Column (7) reports regression coefficients for a sample of treated and control workers, where the propensity score matching did not include log wages. Column (8) reports results when reweighting men to women. Trimmed at 99%. Column (9) reports regression coefficients for a dataset of non-couples. Column (10) reports regression coefficients for a combined dataset of couples and non-couples in our sample. We cluster standard errors at the displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 13: The Gender Gap in Earnings Losses - Robustness Checks without Controls

| | (1) Baseline | (2) 10 Years Post Displ. | (3) Shorter Tenure Restr. | (4) Mahalanobis And Exact Matching | (5) Displ. Estab. FE | (6) Matching Without Wages | (7) Non Couples | (8) Couples + Non-Couples |
|---|---|---|---|---|---|---|---|---|
| **Panel A:** Earnings Rel. to t=c-1 | | | | | | | | |
| Female | 0.014 | 0.019 | -0.0040 | -0.0012 | -0.049 | 0.010 | 0.044 | 0.036 |
| | (0.012) | (0.016) | (0.012) | (0.012) | (0.0062)** | (0.012) | (0.012)** | (0.011)** |
| Observations | 80655 | 55107 | 93756 | 80707 | 77144 | 80706 | 16424 | 96159 |
| $R^2$ | 0.000 | 0.000 | 0.000 | 0.000 | 0.262 | 0.000 | 0.001 | 0.001 |
| Mean Dep. Var Men | -.258 | -.203 | -.268 | -.245 | -.258 | -.258 | -.297 | -.287 |
| | (.002) | (.003) | (.002) | (.002) | (.002) | (.002) | (.006) | (.002) |
| **Panel B:** Log Wages | | | | | | | | |
| Female | -0.066 | -0.063 | -0.082 | -0.077 | -0.14 | -0.070 | -0.032 | -0.039 |
| | (0.013)** | (0.018)** | (0.014)** | (0.013)** | (0.0094)** | (0.013)** | (0.013)* | (0.012)** |
| Observations | 73598 | 51670 | 85093 | 73626 | 70058 | 73634 | 14553 | 87343 |
| $R^2$ | 0.003 | 0.002 | 0.004 | 0.004 | 0.246 | 0.003 | 0.001 | 0.001 |
| Mean Dep. Var Men | -.201 | -.187 | -.205 | -.188 | -.201 | -.201 | -.201 | -.203 |
| | (.003) | (.004) | (.003) | (.003) | (.003) | (.003) | (.007) | (.003) |
| **Panel C:** Log Fulltime Wages | | | | | | | | |
| Female | 0.013 | 0.017 | 0.010 | -0.00035 | -0.037 | 0.014 | 0.00032 | 0.0053 |
| | (0.0085) | (0.011) | (0.0092) | (0.0072) | (0.0055)** | (0.0083) | (0.0088) | (0.0078) |
| Observations | 52996 | 39002 | 60891 | 56077 | 49526 | 53169 | 10946 | 63191 |
| $R^2$ | 0.000 | 0.000 | 0.000 | 0.000 | 0.271 | 0.000 | 0.000 | 0.000 |
| Mean Dep. Var Men | -.094 | -.091 | -.094 | -.084 | -.094 | -.093 | -.086 | -.09 |
| | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) | (.004) | (.002) |
| **Panel D:** Days Worked Fulltime | | | | | | | | |
| Female | 31.4 | 23.7 | 27.6 | 33.1 | 11.1 | 30.8 | 32.7 | 32.2 |
| | (3.24)** | (3.79)** | (2.98)** | (2.99)** | (2.18)** | (3.13)** | (3.65)** | (3.19)** |
| Observations | 80655 | 55107 | 93756 | 80707 | 77144 | 80706 | 16424 | 96159 |
| $R^2$ | 0.008 | 0.004 | 0.006 | 0.010 | 0.252 | 0.008 | 0.008 | 0.008 |
| Mean Dep. Var Men | -75.47 | -56.298 | -77.46 | -74.628 | -75.47 | -75.8 | -88.476 | -84.705 |
| | (.766) | (.976) | (.717) | (.727) | (.766) | (.763) | (1.706) | (.716) |

**Notes:** Each column in this table represents a different robustness check. Specifications are estimated without weights. Column (1) reports the baseline coefficients. Column (2) reports results for a longer post-displacement time window (10 years). Column (3) reports results for shorter tenure workers (1 year at time of displacement). Column (4) reports results when using Mahalanobis matching in combination with exact matching of pre-displacement earnings deciles. Column (5) reports regression coefficients controlling for pre-displacement establishment fixed effects. Column (6) reports regression coefficients for a sample of treated and control workers, where the propensity score matching did not include log wages. Column (7) reports regression coefficients for a dataset of non-couples. Column (8) reports regression coefficients for a combined dataset of couples and non-couples in our sample. We cluster standard errors at the displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 14: The Gender Gap in Earnings Losses - Robustness Checks with Reg. Adjustment

| | (1) Baseline | (2) 10 Years Post Displ. | (3) Shorter Tenure Restr. | (4) Mahalanobis And Exact Matching | (5) Displ. Estab. FE | (6) Matching Without Wages | (7) Non Couples | (8) Couples + Non-Couples |
|---|---|---|---|---|---|---|---|---|
| **Panel A:** Earnings Rel. to t=c-1 | | | | | | | | |
| Female | -0.077 | -0.075 | -0.093 | -0.085 | -0.076 | -0.082 | -0.00037 | -0.022 |
| | (0.0072)** | (0.0095)** | (0.0086)** | (0.0072)** | (0.0070)** | (0.0074)** | (0.012) | (0.0097)* |
| Observations | 80655 | 55107 | 93756 | 80707 | 77144 | 80706 | 16424 | 96159 |
| $R^2$ | 0.054 | 0.055 | 0.045 | 0.041 | 0.281 | 0.056 | 0.048 | 0.048 |
| Mean Dep. Var Men | -.258 | -.203 | -.268 | -.245 | -.258 | -.258 | -.297 | -.287 |
| | (.002) | (.003) | (.002) | (.002) | (.002) | (.002) | (.006) | (.002) |
| **Panel B:** Log Wages | | | | | | | | |
| Female | -0.17 | -0.16 | -0.18 | -0.18 | -0.15 | -0.17 | -0.077 | -0.099 |
| | (0.0098)** | (0.013)** | (0.011)** | (0.0095)** | (0.011)** | (0.0099)** | (0.014)** | (0.011)** |
| Observations | 73598 | 51670 | 85093 | 73626 | 70058 | 73634 | 14553 | 87343 |
| $R^2$ | 0.058 | 0.062 | 0.053 | 0.051 | 0.262 | 0.059 | 0.050 | 0.051 |
| Mean Dep. Var Men | -.201 | -.187 | -.205 | -.188 | -.201 | -.201 | -.201 | -.203 |
| | (.003) | (.004) | (.003) | (.003) | (.003) | (.003) | (.007) | (.003) |
| **Panel C:** Log Fulltime Wages | | | | | | | | |
| Female | -0.045 | -0.043 | -0.042 | -0.062 | -0.053 | -0.044 | -0.025 | -0.031 |
| | (0.0052)** | (0.0068)** | (0.0058)** | (0.0047)** | (0.0058)** | (0.0053)** | (0.0087)** | (0.0070)** |
| Observations | 52996 | 39002 | 60891 | 56077 | 49526 | 53169 | 10946 | 63191 |
| $R^2$ | 0.068 | 0.062 | 0.063 | 0.065 | 0.296 | 0.067 | 0.068 | 0.067 |
| Mean Dep. Var Men | -.094 | -.091 | -.094 | -.084 | -.094 | -.093 | -.086 | -.09 |
| | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) | (.004) | (.002) |
| **Panel D:** Days Worked Fulltime | | | | | | | | |
| Female | -24.9 | -33.7 | -29.2 | -10.1 | -18.8 | -23.6 | -3.63 | -9.72 |
| | (2.51)** | (2.92)** | (2.52)** | (2.39)** | (2.30)** | (2.43)** | (3.38) | (2.82)** |
| Observations | 80655 | 55107 | 93756 | 80707 | 77144 | 80706 | 16424 | 96159 |
| $R^2$ | 0.150 | 0.141 | 0.143 | 0.094 | 0.332 | 0.148 | 0.136 | 0.140 |
| Mean Dep. Var Men | -75.47 | -56.298 | -77.46 | -74.628 | -75.47 | -75.8 | -88.476 | -84.705 |
| | (.766) | (.976) | (.717) | (.727) | (.766) | (.763) | (1.706) | (.716) |

**Notes:** Each column in this table represents a different robustness check. Specifications are estimated without weights. Column (1) reports the baseline coefficients. Column (2) reports results for a longer post-displacement time window (10 years). Column (3) reports results for shorter tenure workers (1 year at time of displacement). Column (4) reports results when using Mahalanobis matching in combination with exact matching of pre-displacement earnings deciles. Column (5) reports regression coefficients controlling for pre-displacement establishment fixed effects. Column (6) reports regression coefficients for a sample of treated and control workers, where the propensity score matching did not include log wages. Column (7) reports regression coefficients for a dataset of non-couples. Column (8) reports regression coefficients for a combined dataset of couples and non-couples in our sample. We cluster standard errors at displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 15: The Gender Gap in Earnings Losses - Varying Estimation Samples

| | (1) Baseline | (2) West Germany | (3) East Germany | (4) Complete Closures | (5) Mass Layoffs | (6) Stricter Baseline Restrictions |
|---|---|---|---|---|---|---|
| **Panel A:** Earnings Rel. to t=c-1 | | | | | | |
| Female | -0.092 | -0.10 | -0.052 | -0.092 | -0.092 | -0.22 |
| | (0.012)** | (0.019)** | (0.014)** | (0.016)** | (0.017)** | (0.071)** |
| Observations | 80655 | 58373 | 22280 | 24819 | 55836 | 35473 |
| $R^2$ | 0.007 | 0.007 | 0.003 | 0.008 | 0.006 | 0.012 |
| Mean Dep. Var Men | -.258 | -.259 | -.257 | -.262 | -.257 | -.277 |
| | (.002) | (.003) | (.005) | (.004) | (.004) | (.003) |
| **Panel B:** Log Wages | | | | | | |
| Female | -0.13 | -0.11 | -0.17 | -0.17 | -0.12 | -0.16 |
| | (0.013)** | (0.015)** | (0.026)** | (0.021)** | (0.017)** | (0.042)** |
| Observations | 73598 | 53292 | 20304 | 23007 | 50591 | 32229 |
| $R^2$ | 0.010 | 0.007 | 0.017 | 0.016 | 0.007 | 0.012 |
| Mean Dep. Var Men | -.201 | -.206 | -.183 | -.213 | -.195 | -.213 |
| | (.003) | (.003) | (.006) | (.005) | (.005) | (.004) |
| **Panel C:** Log Fulltime Wages | | | | | | |
| Female | -0.039 | -0.034 | -0.056 | -0.060 | -0.031 | -0.069 |
| | (0.0084)** | (0.011)** | (0.013)** | (0.015)** | (0.010)** | (0.023)** |
| Observations | 52996 | 38692 | 14303 | 16975 | 36021 | 28518 |
| $R^2$ | 0.003 | 0.002 | 0.007 | 0.007 | 0.002 | 0.009 |
| Mean Dep. Var Men | -.094 | -.097 | -.083 | -.108 | -.084 | -.1 |
| | (.002) | (.002) | (.003) | (.003) | (.003) | (.002) |
| **Panel D:** Days Worked Fulltime | | | | | | |
| Female | -23.1 | -21.9 | -24.0 | -25.9 | -21.7 | -27.3 |
| | (2.84)** | (3.57)** | (4.26)** | (4.99)** | (3.52)** | (7.85)** |
| Observations | 80655 | 58373 | 22280 | 24819 | 55836 | 35473 |
| $R^2$ | 0.005 | 0.004 | 0.005 | 0.006 | 0.004 | 0.007 |
| Mean Dep. Var Men | -75.47 | -75.15 | -76.682 | -72.364 | -77 | -80.036 |
| | (.766) | (.851) | (1.721) | (1.295) | (1.295) | (.947) |

**Notes:** Each column in this table represents a different robustness check. All specifications are estimated using weights. Column (1) reports the baseline coefficients. Column (2) reports results workers working in West Germany in t=c. Column (3) reports results workers working in East Germany in t=c. Column (4) reports results for workers displaced from a complete establishment closure, only. Column (5) reports results for workers displaced from a mass-layoff, excluding workers displaced from a complete establishment closure. Column (6) reports results for workers applying the same baseline restrictions as in Schmieder et al. (2020). These are: the worker is between age 24 and 50, works full-time at a West German establishment with at least 50 employees, and has at least 3 years of tenure. For Columns (2) and (3), we reweight women in West (East) Germany to men in West (East) Germany. We cluster standard errors at displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 16: Household Outcomes and Added Worker Effect: Alternative Sample Splits

| | (1) Partner Earn. Rel. To Job Loser's in t=c-1 | (2) Partner Log Wage | (3) Partner Days Worked | (4) Partner Days Worked Fulltime | (5) Household Earnings Rel. To t=c-1 |
|---|---|---|---|---|---|
| **Panel A:** Unadjusted Gender Gap | | | | | |
| Female*Displaced | -0.045 | -0.018 | 3.28 | -8.07 | 0.045 |
| | (0.0087)** | (0.0071)* | (1.89) | (1.68)** | (0.0098)** |
| Observations | 161310 | 93392 | 161310 | 161310 | 161310 |
| Mean Dep. Var Men | -.02 | .005 | -15.949 | -4.124 | -.224 |
| | (.003) | (.006) | (1.843) | (.982) | (.007) |
| **Panel B:** Adjusted Gender Gap, Reweighted | | | | | |
| Female*Displaced | -0.019 | 0.0016 | 8.85 | -2.63 | -0.025 |
| | (0.033) | (0.013) | (3.47)* | (3.36) | (0.025) |
| Observations | 161310 | 93392 | 161310 | 161310 | 161310 |
| Mean Dep. Var Men | -.02 | .005 | -15.949 | -4.124 | -.224 |
| | (.003) | (.006) | (1.843) | (.982) | (.007) |
| **Panel C:** Regression Adj. Gender Gap, Partners Working in Different Establishments | | | | | |
| Female*Displaced | -0.030 | -0.018 | 5.08 | -5.82 | 0.057 |
| | (0.0089)** | (0.0072)* | (1.96)** | (1.69)** | (0.0098)** |
| Observations | 153294 | 87808 | 153294 | 153294 | 153294 |
| Mean Dep. Var Men | -.013 | .014 | -13.02 | -2.093 | -.221 |
| | (.005) | (.005) | (1.217) | (1.011) | (.004) |
| **Panel D:** Regression Adj. Gender Gap, Partners Working in Same Establishment | | | | | |
| Female*Displaced | -0.20 | 0.048 | 8.35 | -22.3 | -0.068 |
| | (0.039)** | (0.030) | (7.66) | (7.67)** | (0.025)** |
| Observations | 8016 | 5584 | 8016 | 8016 | 8016 |
| Mean Dep. Var Men | -.152 | -.18 | -77.538 | -45.456 | -.282 |
| | (.022) | (.02) | (5.686) | (5.368) | (.017) |
| **Panel E:** Regression Adj. Gender Gap, Partners Working in Different Occupations | | | | | |
| Female*Displaced | -0.044 | -0.018 | 4.22 | -7.88 | 0.048 |
| | (0.0088)** | (0.0073)* | (1.99)* | (1.71)** | (0.010)** |
| Observations | 152065 | 86636 | 152065 | 152065 | 152065 |
| Mean Dep. Var Men | -.017 | .009 | -15.346 | -3.345 | -.225 |
| | (.005) | (.005) | (1.223) | (1.015) | (.004) |
| **Panel F:** Regression Adj. Gender Gap, Partners Working in Same Occupation | | | | | |
| Female*Displaced | -0.012 | 0.0089 | 7.22 | 1.32 | 0.039 |
| | (0.042) | (0.025) | (7.62) | (7.33) | (0.024) |
| Observations | 9245 | 6756 | 9245 | 9245 | 9245 |
| Mean Dep. Var Men | -.064 | .034 | -26.104 | -17.597 | -.197 |
| | (.025) | (.012) | (5.247) | (4.939) | (.016) |

**Notes:** This table shows household outcomes after displacement from regressions based on the full sample of workers (displaced and non-displaced workers). All outcome variables are based on the individual first differences estimate. Panel A shows the raw gender gap without controls. Panel B shows the adjusted gender gap using reweighting. Panel C shows the regression adjusted gender gap for couples where both partners worked in different establishments in t=c. Panel D shows the regression adjusted gender gap for couples where both partners worked in the same establishment in t=c. Panel E shows the regression adjusted gender gap for couples where both partners worked in different 3-digit occupations in t=c. Panel F shows the regression adjusted gender gap for couples where both partners worked in the same 3-digit occupation in t=c. We cluster standard errors at displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Table 17: Top 10 2-Digit Industries in the Five Years Before Displacement

| (1) Men | | | (2) Women | | | (3) Women - Reweighted | | |
|---|---|---|---|---|---|---|---|---|
| Industry | Code | Percent | Industry | Code | Percent | Industry | Code | Percent |
| Wholesale Trade | 46 | 8.0 | Retail | 47 | 14.6 | Retail | 47 | 6.9 |
| Property Development | 41 | 7.1 | Education | 85 | 12.4 | Infrastructure Operations | 52 | 4.9 |
| Metal Equipment | 25 | 5.2 | Administration | 84 | 6.3 | Wholesale Trade | 46 | 4.9 |
| Manufacturing of Machines | 28 | 5.2 | Wholesale Trade | 46 | 6.2 | Cleaning Services | 81 | 4.7 |
| Infrastructure Operations | 52 | 5.1 | Meat Production | 10 | 4.6 | Management, Consulting | 70 | 4.3 |
| Retail | 47 | 4.3 | Cleaning Services | 81 | 3.9 | IT Services | 62 | 4.2 |
| Labor Recruitment | 78 | 3.8 | Associations | 94 | 2.4 | Manufacturing | 26 | 3.6 |
| Meat Production | 10 | 3.3 | Health Care | 86 | 2.3 | Metal Equipment | 25 | 3.3 |
| Synthetic Products | 22 | 2.8 | Infrastructure Operations | 52 | 2.2 | Property Development | 41 | 3.0 |
| Education | 85 | 2.6 | Social Services | 88 | 2.0 | Labor Recruitment | 78 | 2.9 |

**Notes:** Table reports top 10 2-digit source industry codes by gender. We define source industry as a worker's most frequent industry in the five years before displacement.

Table 18: Top 10 2-Digit Industries in the Five Years After Displacement

| (1) Men | | | (2) Women | | | (3) Women - Reweighted | | |
|---|---|---|---|---|---|---|---|---|
| Industry | Code | Percent | Industry | Code | Percent | Industry | Code | Percent |
| Wholesale Trade | 46 | 7.9 | Retail | 47 | 15.4 | Retail | 47 | 8.9 |
| Metal Equipment Productin | 25 | 5.5 | Education | 85 | 12.8 | Wholesale Trade | 46 | 5.9 |
| Manufacturing of Machines | 28 | 5.4 | Administration | 84 | 6.1 | Cleaning Services | 81 | 5.2 |
| Infrastructure Operations | 52 | 5.0 | Wholesale Trade | 46 | 5.2 | Management, Consulting | 70 | 3.7 |
| Retail | 47 | 4.3 | Cleaning Services | 81 | 4.5 | Infrastructure Operations | 52 | 3.6 |
| Labor Recruitment | 78 | 4.2 | Meat Production | 10 | 3.9 | IT Services | 62 | 3.4 |
| Property Development | 41 | 3.9 | Nursing | 87 | 3.3 | Education | 85 | 3.4 |
| Passenger Transport | 49 | 3.3 | Health Care | 86 | 3.1 | Metal Equipment | 25 | 3.1 |
| Meat Production | 10 | 2.9 | Social Services | 88 | 2.3 | Labor Recruitment | 78 | 3.1 |
| Cleaning Services | 81 | 2.7 | Food Service Industry | 56 | 2.2 | Architecture | 71 | 2.8 |

**Notes:** Table reports top 10 2-digit destination industry codes by gender. We define destination industry as a worker's most frequent industry in the five years after displacement.

Table 19: Top 10 3-Digit Occupations in the Five Years Before Displacement

| (1) Men | | | (2) Women | | | (3) Women - Reweighted | | |
|---|---|---|---|---|---|---|---|---|
| Occupation | Code | Percent | Occupation | Code | Percent | Occupation | Code | Percent |
| Qualified Office Employee | 781 | 7.3 | Qualified Office Employee | 781 | 27.1 | Qualified Office Employee | 781 | 30.6 |
| Trucker | 714 | 6.5 | Salesperson | 682 | 11.6 | Salesperson | 682 | 5.0 |
| Warehouseman | 744 | 3.9 | Cleaner | 933 | 4.3 | Cleaner | 933 | 3.9 |
| Data Processing Expert | 774 | 3.0 | Nursery Worker | 864 | 2.8 | Accountant | 772 | 2.8 |
| Bricklayer | 441 | 2.8 | Despatcher | 522 | 2.3 | Purchasing Agent | 681 | 2.6 |
| Helper | 531 | 2.8 | Purchasing Agent | 681 | 2.2 | Data Processing Expert | 774 | 2.5 |
| Technician | 628 | 2.4 | Warehouseman | 744 | 2.1 | Stenographer | 782 | 2.5 |
| Stockman | 741 | 2.4 | Helper | 531 | 1.9 | Manager | 751 | 2.2 |
| Salesperson | 682 | 2.3 | Chef | 411 | 1.6 | Warehouseman | 744 | 1.9 |
| Electrician | 311 | 2.1 | Secondary School Teacher | 873 | 1.6 | Despatcher | 522 | 1.8 |

**Notes:** Table reports top 10 3-digit source occupation codes by gender. We define source occupation as a worker's most frequent occupation in the five years before displacement.

Table 20: Top 10 3-Digit Occupations in the Five Years After Displacement

| (1) Men | | | (2) Women | | | (3) Women - Reweighted | | |
|---|---|---|---|---|---|---|---|---|
| Occupation | Code | Percent | Occupation | Code | Percent | Occupation | Code | Percent |
| Trucker | 714 | 7.4 | Qualified Office Employee | 781 | 25.1 | Qualified Office Employee | 781 | 27.8 |
| Qualified Office Employee | 781 | 6.4 | Salesperson | 682 | 12.1 | Salesperson | 682 | 6.0 |
| Warehouseman | 744 | 4.1 | Cleaner | 933 | 5.5 | Cleaner | 933 | 4.9 |
| Data Processing Expert | 774 | 3.0 | Nursery Worker | 864 | 3.2 | Accountant | 772 | 3.5 |
| Manager | 751 | 2.9 | Warehouseman | 744 | 2.3 | Purchasing Agent | 681 | 2.9 |
| Stockman | 741 | 2.6 | Purchasing Agent | 681 | 2.3 | Manager | 751 | 2.6 |
| Bricklayer | 441 | 2.4 | Social Worker | 861 | 2.1 | Warehouseman | 744 | 2.3 |
| Salesperson | 682 | 2.3 | Chef | 411 | 1.9 | Data Processing Expert | 774 | 2.0 |
| Electrician | 311 | 2.2 | Accountant | 772 | 1.8 | Stenographer | 782 | 1.6 |
| Technician | 628 | 2.1 | Despatcher | 522 | 1.6 | Helper | 531 | 1.4 |

**Notes:** Table reports top 10 3-digit destination occupation codes by gender. We define destination occupation as a worker's most frequent occupation in the five years after displacement.

Table 21: 2-digit Industry Switches - Women

| | Destination Industries | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Retail | Education | Administration | Wholesale Trade | Maint. Services | Nursing | Temp Work | Food Prod. | Food Services | Medical Care | All |
| Retail | 2914 | 32 | 44 | 193 | 69 | 60 | 72 | 169 | 70 | 54 | 4706 |
| Education | 8 | 3111 | 113 | 4 | 4 | 65 | 12 | 1 | 13 | 17 | 3990 |
| Administration | 61 | 569 | 1123 | 5 | 4 | 12 | 6 | 2 | 4 | 22 | 2058 |
| Wholesale Trade | 350 | 20 | 38 | 366 | 55 | 24 | 63 | 76 | 45 | 31 | 1988 |
| Food Production | 407 | 5 | 7 | 79 | 53 | 32 | 61 | 410 | 46 | 17 | 1535 |
| Maintenance Services | 25 | 8 | 17 | 7 | 566 | 56 | 22 | 12 | 49 | 27 | 1011 |
| Clothing Manufacturing | 81 | 7 | 10 | 62 | 24 | 45 | 19 | 23 | 23 | 18 | 805 |
| Nursing | 7 | 317 | 24 | 2 | 2 | 96 | 5 | 4 | 7 | 28 | 797 |
| Logistics | 89 | 9 | 4 | 44 | 22 | 15 | 47 | 16 | 14 | 17 | 784 |
| Production of Electronics | 86 | 11 | 13 | 47 | 19 | 17 | 48 | 14 | 24 | 17 | 726 |

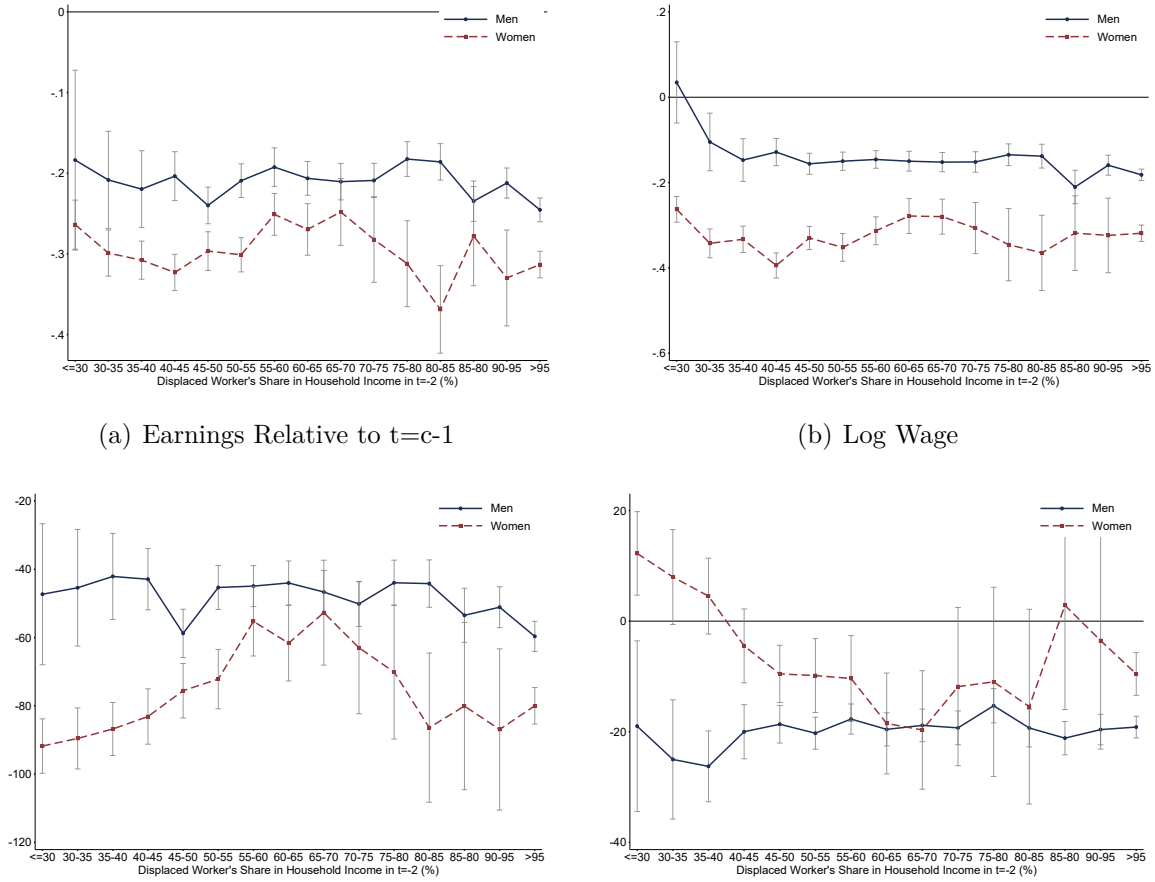
**Notes:** This table shows the number of women in the 10 most common origin 2-digit industries (rows) switching to the 10 most common destination industries (columns). The last column shows the total number of women in a given origin 2-digit industry.

Table 22: 2-digit Industry Switches - Men

| | Destination Industries | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Whole-sale Trade | Temp Work | Metal Pro-cessing | Logistics | Retail Trade | Machine Prod. | Building Instal-lation | Con-struc-tion | Transport | Edu-cation | All |
| Construction | 99 | 78 | 71 | 59 | 50 | 24 | 613 | 1414 | 73 | 20 | 4407 |
| Wholesale Trade | 1139 | 135 | 86 | 261 | 255 | 113 | 85 | 15 | 117 | 17 | 3824 |
| Logistics | 191 | 127 | 33 | 908 | 75 | 30 | 36 | 7 | 382 | 6 | 2488 |
| Machine Production | 179 | 119 | 327 | 16 | 56 | 679 | 73 | 6 | 20 | 14 | 2383 |
| Metal Processing | 132 | 142 | 650 | 35 | 56 | 203 | 118 | 21 | 34 | 12 | 2381 |
| Retail Trade | 223 | 60 | 30 | 70 | 910 | 28 | 77 | 8 | 33 | 20 | 2206 |
| Temp Work | 66 | 687 | 98 | 66 | 20 | 94 | 96 | 9 | 29 | 4 | 1875 |
| Food Production | 149 | 100 | 37 | 71 | 82 | 38 | 40 | 4 | 60 | 2 | 1786 |
| Production of Electronics | 128 | 67 | 92 | 32 | 67 | 138 | 25 | 4 | 17 | 20 | 1673 |
| Plastics Production | 73 | 106 | 113 | 41 | 26 | 62 | 54 | 7 | 27 | 10 | 1469 |

**Notes:** This table shows the number of men in the 10 most common origin 2-digit industries (rows) switching to the 10 most common destination industries (columns). The last column shows the total number of men in a given origin 2-digit industry.

Figure 1: Costs of Job Loss by Displaced Worker's Share in Household Income in t=c-1




(a) Earnings Relative to t=c-1

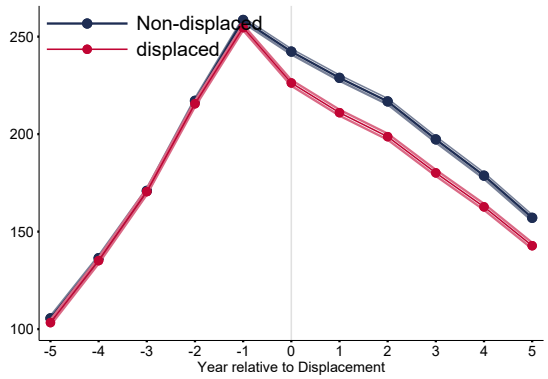
(b) Log Wage

(c) Days Worked Fulltime

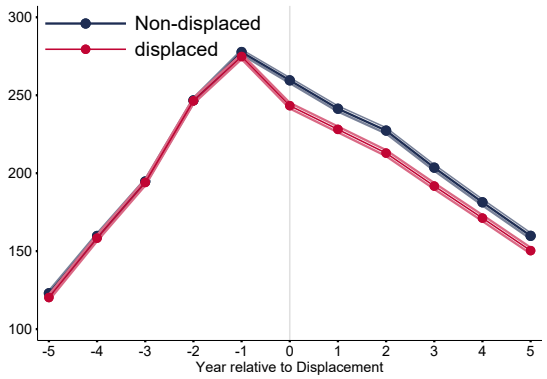
(d) Days Worked Parttime

**Notes**: This figure shows how labor market outcomes before and after displacement differ for men and women by their share in household income in t=c-1. All outcomes variables are the respective difference-in-difference estimate. Panels (a)-(d) show eventstudy coefficients for earnings relative to t=c-1, log wage, days worked in fulltime job, and days worked in parttime job. The dark blue line corresponds to men, the dashed red line corresponds to women. All regressions control for individual and establishment characteristics. Individual characteristics are a worker's log wage in t=c-2 and t=c-3, fulltime employment in t=c-2, and age, years of education, tenure, and location in East or West Germany in t=c. Establishment characteristics are 1-digit industry dummies and log establishment size in t=c. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the displacement establishment level. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

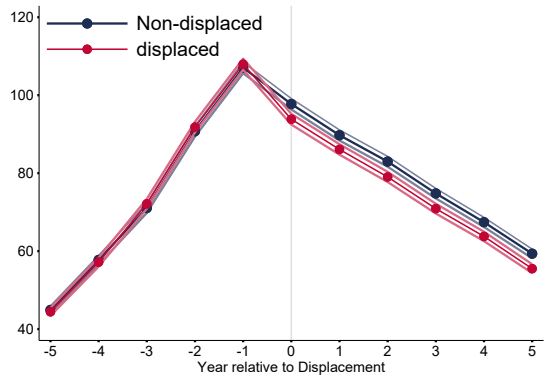
Figure 2: Partner Outcomes before and after Displacement without Controlling for Pre-Displacement Characteristics



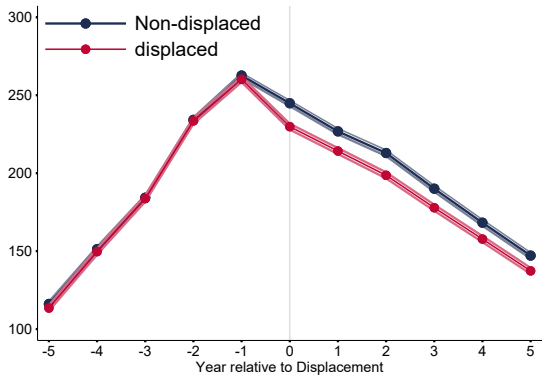

(a) Partner Days Worked - Men



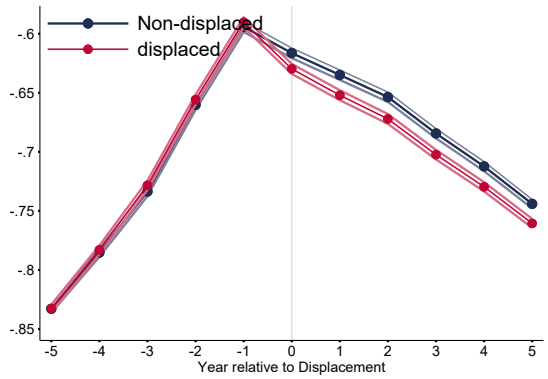

(b) Partner Days Worked - Women



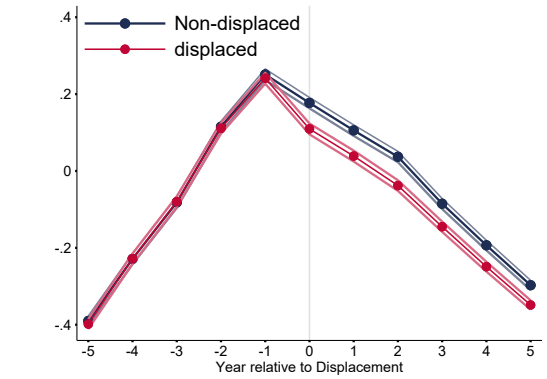

(c) Partner Days Worked Fulltime - Men




(d) Partner Days Worked Fulltime - Women



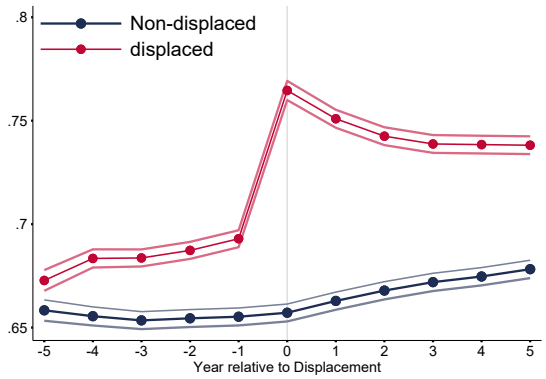

(e) Earnings Rel. To (Non-)Displaced Partner in t=c-1 - Men



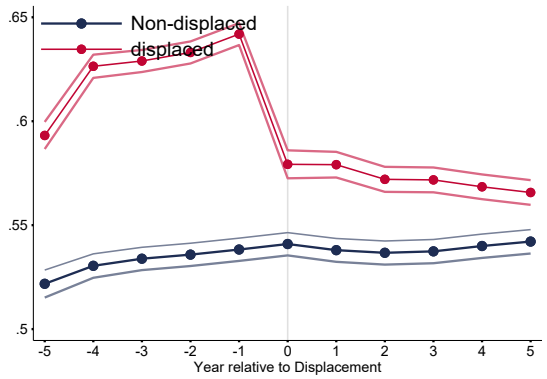

(f) Earnings Rel. To (Non-)Displaced Partner in t=c-1 - Women

**Notes**: This figure shows parnters' outcomes without controls for displaced and non-displaced men and women. Panels (a) and (b) show (non-)displaced workers' partners days worked, Panels (c) and (d) show (non-)displaced workers' partners days worked in fulltime employment, Panels (e) and (f) show partners earnings relative to (non-)displaced workers' earnings in t=c-1. The red line corresponds to workers who are displaced from year t=c to t=c+1, while the blue line corresponds to the matched control group that is constructed of non-displaced workers via propensity score matching. Each point represents the average value in the respective worker group.

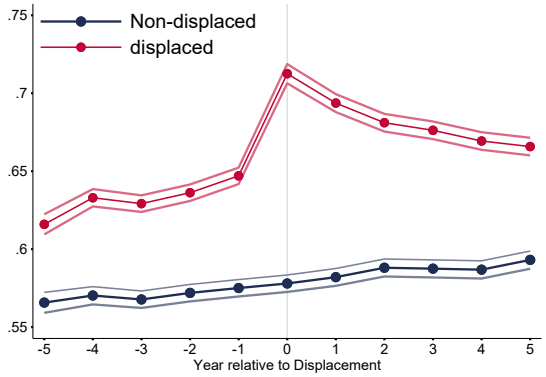
Figure 3: Commuting Outcomes before and after Displacement without Controlling for Pre-Displacement Characteristics



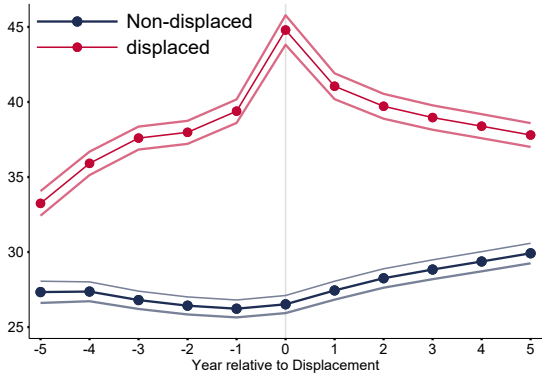

(a) Propensity to Commute - Men



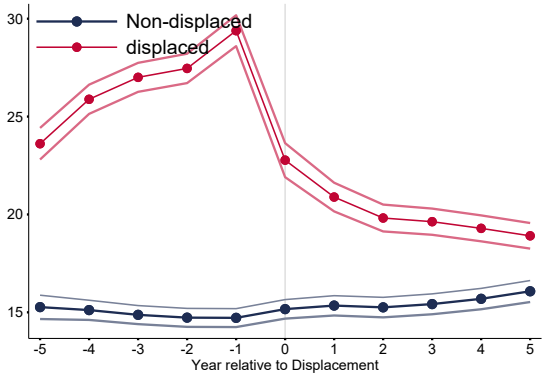

(b) Propensity to Commute - Women



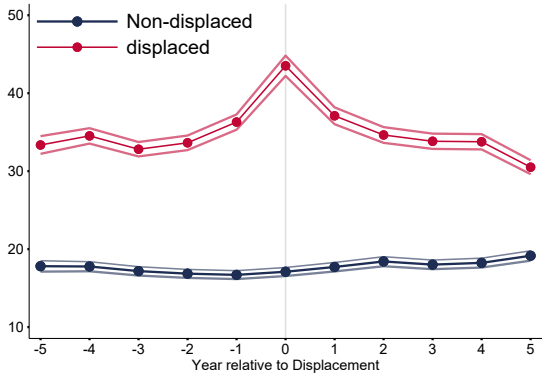

(c) Propensity to Commute - Women Reweighted




(d) Commuting Distance (km) - Men



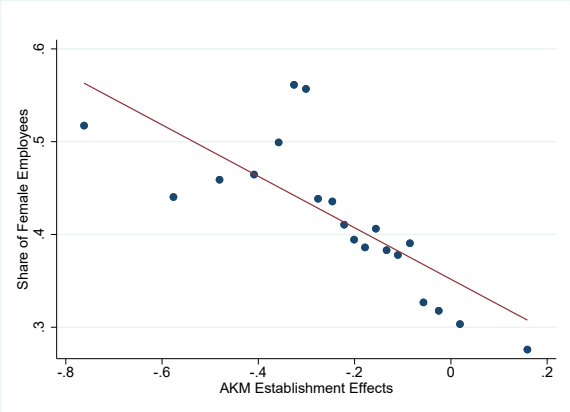

(e) Commuting Distance (km) - Women



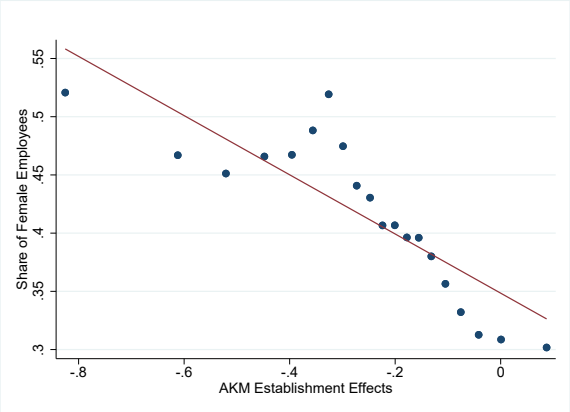

(f) Commuting Distance (km) - Women Reweighted

**Notes**: The figures show commuting outcomes without controls for displaced and non-displaced men and women. All commuting outcomes are defined on the municipality level. Panels (a), (b), and (c) show the propensity to commute for displaced and non-displaced men (a), women (b), and reweighted women (c). Panels (d), (e), and (f) show commuting distance between workplace municipality and residence municipality (in km) for displaced and non-displaced men (d), women (e), and reweighted women (f). The red line corresponds to workers who are displaced from year t=c to t=c+1, while the blue line corresponds to the matched control group that is constructed of non-displaced workers via propensity score matching. Each point represents the average value in the respective worker group.

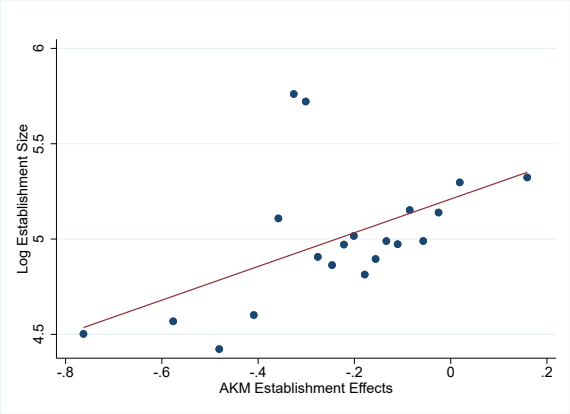
Figure 4: Binscatter Plots



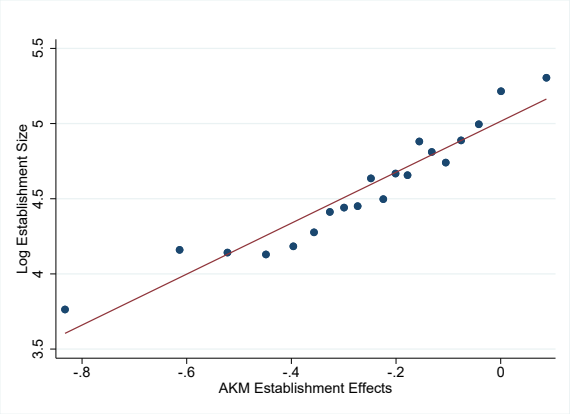

(a) Binscatter Plot of AKM Effects vs. Share of Female Employees Pre Displ.




(b) Binscatter Plot of AKM Effects vs. Share of Female Employees Post Displ.



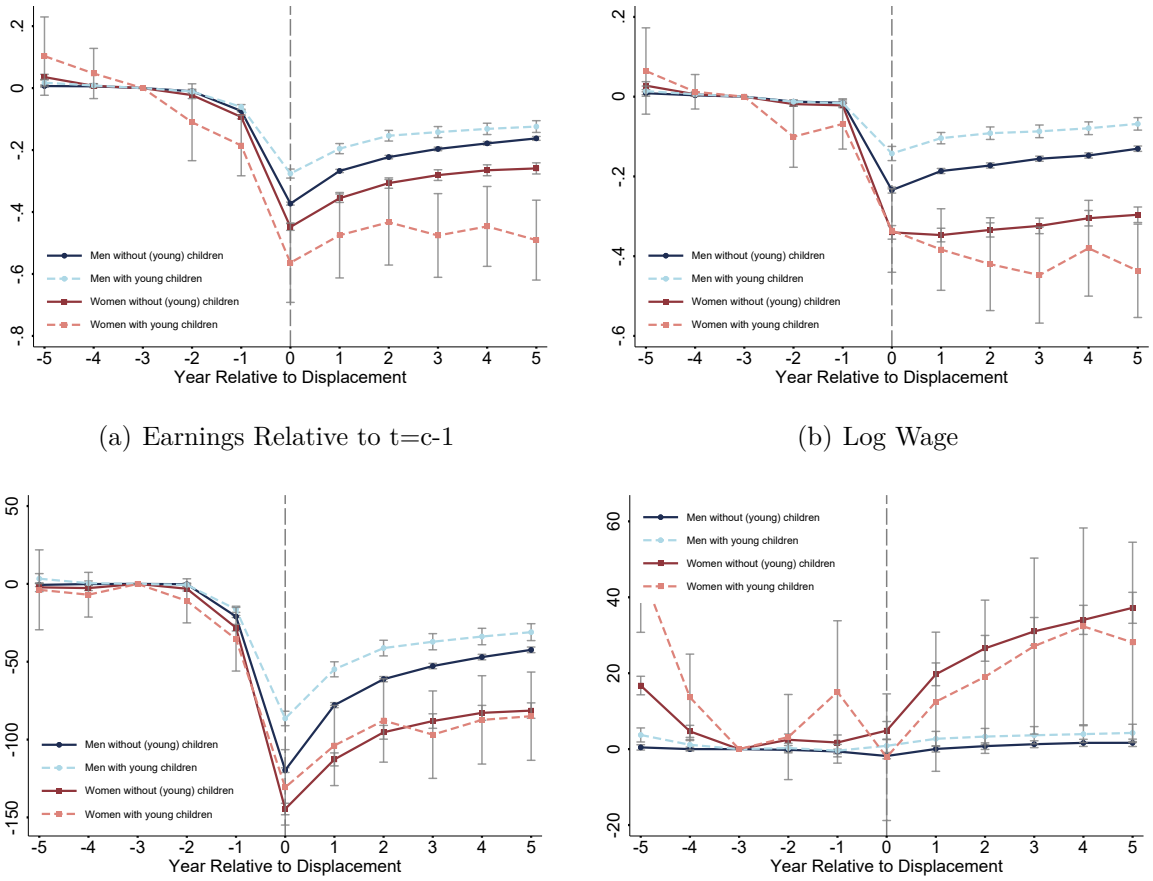

(c) Binscatter Plot of AKM Effects vs. Establishment Size Pre Displ.




(d) Binscatter Plot of AKM Effects vs. Establishment Size Post Displ.

**Notes**: This figure shows different binscatter plots for AKM establishment effects vs. the share of female employees in an establishment (Panels A-B), and AKM establishment effects vs. establishment size (Panels C-D).

Figure 5: The Gender Gap and Children




(a) Earnings Relative to t=c-1

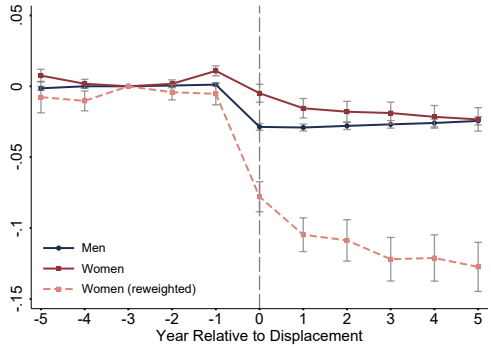
(b) Log Wage

(c) Days Worked Fulltime

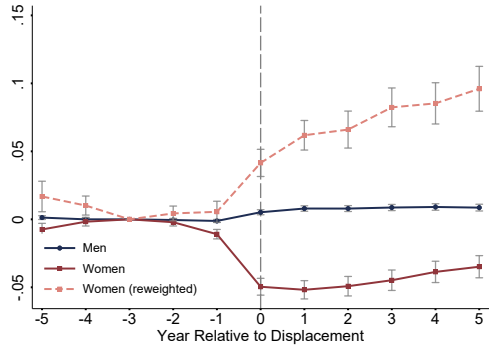
(d) Days Worked Parttime

**Notes**: This figure shows how labor market outcomes before and after displacement differ for men and women with older and younger children. Panels (a)-(d) show eventstudy coefficients for earnings relative to t=c-1, log wage, days worked in fulltime employment, and days worked in parttime employment. The four lines correspond to four event study regressions: Men with no children or children older than 6 only, women with no children and children older than 6 only, men with children younger than 7, women with children younger than 7. In reweighting, men with no or older children are the baseline group, to which we reweight the other three groups using individual and establishment characteristics. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Commuting distance is measured on the municipality level, and is recorded on December 31 each year. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

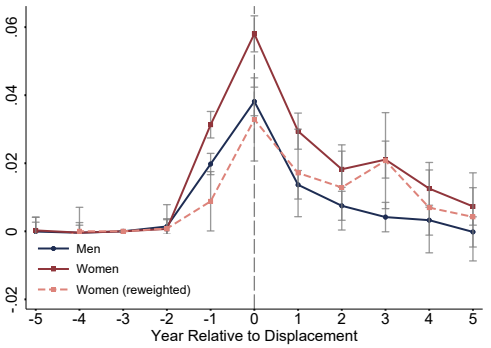
Figure 6: The Gender Gap in Earnings Losses - Additional Outcomes



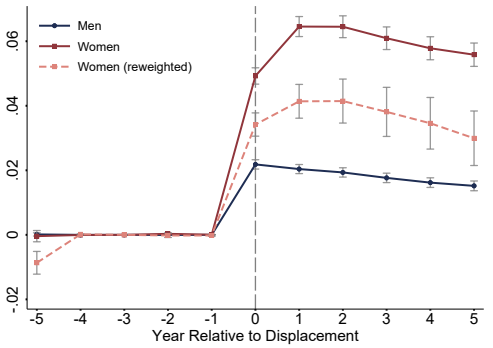

(a) Fulltime Employment Conditional on Working



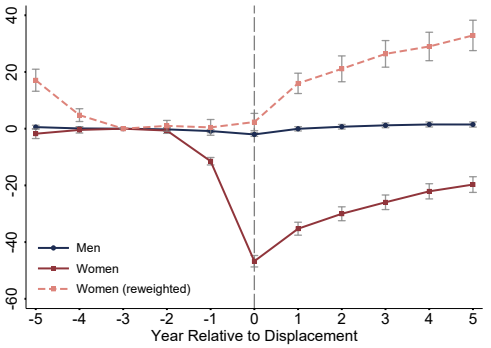

(b) Parttime Employment Conditional on Working



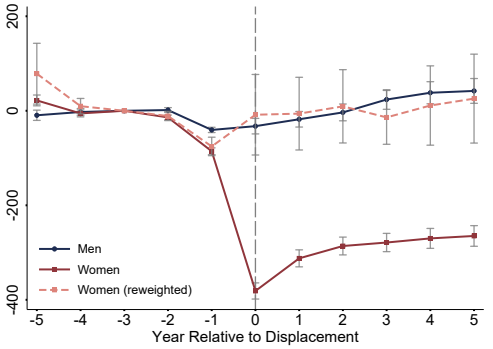

(c) At Least 1 Mini-job Conditional on Working




(d) Only Mini-job Conditional on Working



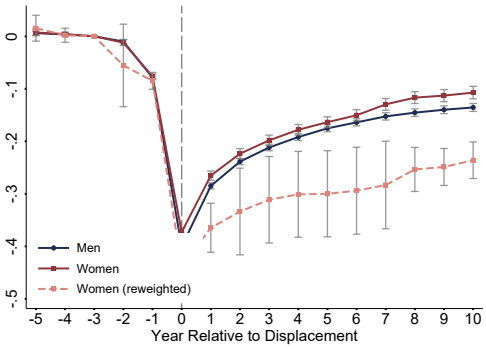

(e) Days Worked in Parttime Employment



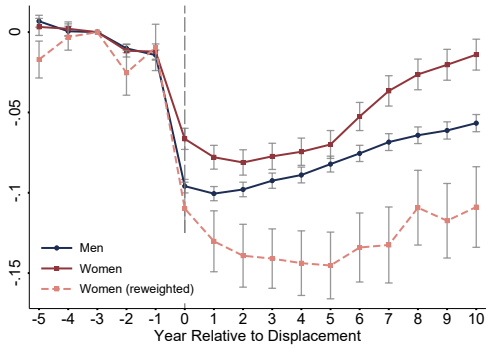

(f) Establishment Size

**Notes**: This figure shows how fulltime employment, parttime employment, marginal employment (all conditional on working), days worked in parttime employment, and establishment size evolve differently for non-displaced workers compared to displaced workers. Panels (a)-(d) show eventstudy coefficients for the propensity to be fulltime employed, parttime employed, employed in at least 1 mini-job, and only employed in mini-jobs, all conditional on working. Panels (e)-(f) show event study coefficients for the number of days worked in parttime employment per year, and establishment size. The three lines correspond to three event study regressions: Men only, women only, and women reweighted with individual and establishment characteristics. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

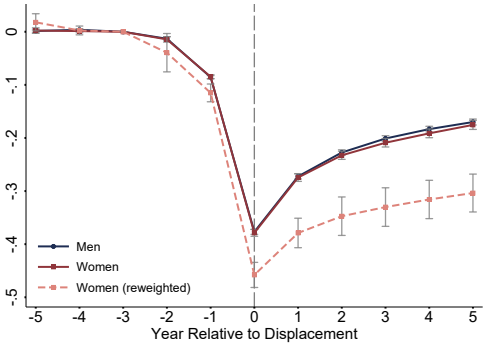
Figure 7: Robustness Checks: Longer Time Window, Shorter Tenure, Mahalanobis Matching



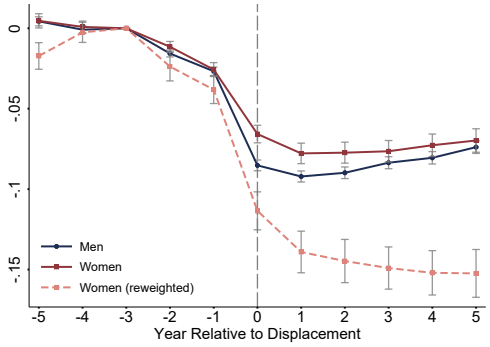

(a) Earnings Relative to t=c-1 - 10 Years Post Displ.



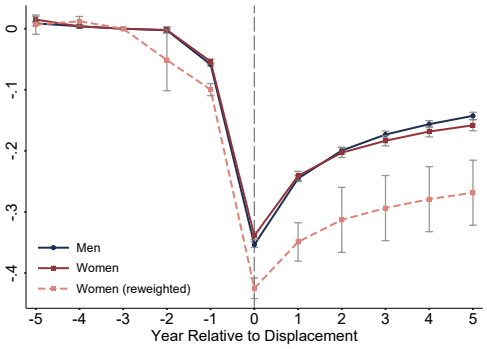

(b) Log Wage Fulltime - 10 Years Post Displ.



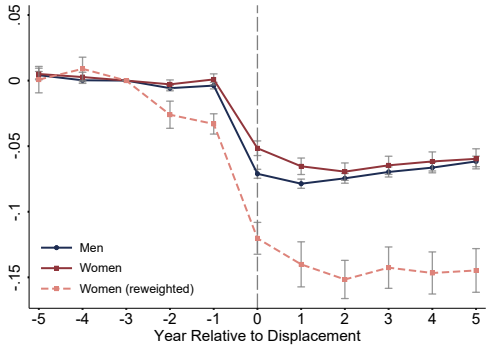

(c) Earnings Relative to t=c-1 - Shorter Tenure Restr.




(d) Log Wage Fulltime - Shorter Tenure Restr.



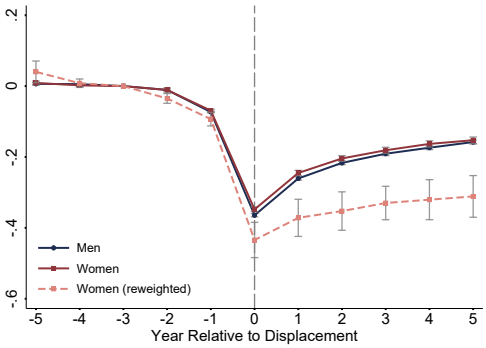

(e) Earnings Relative to t=c-1 - Mahalanobis Matching



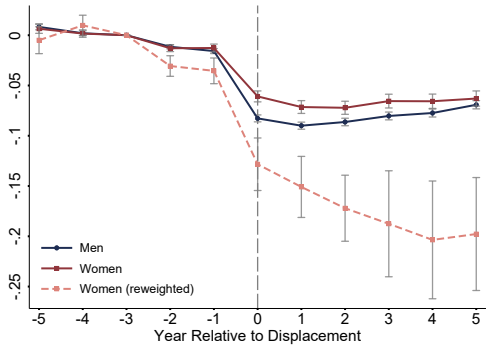

(f) Log Wage Fulltime - Mahalanobis Matching

**Notes**: This figure shows how earnings relative to t=c-1 and fulltime log wages differ for men and women before and after displacement for different robustness specifications. Panels (a)-(b) show event study coefficients for a sample of workers which are observable up to 10 years after job loss. Panels (c)-(d) show event study coefficients for a sample of workers with at least 1 year of tenure in t=c. Panels (e)-(f) show event study coefficients for a sample of workers matched via Mahalanobis in combination with exact matching of pre-displacement earnings deciles. The three lines correspond to three event study regressions: Men only, women only, and women reweighted with individual and establishment characteristics. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

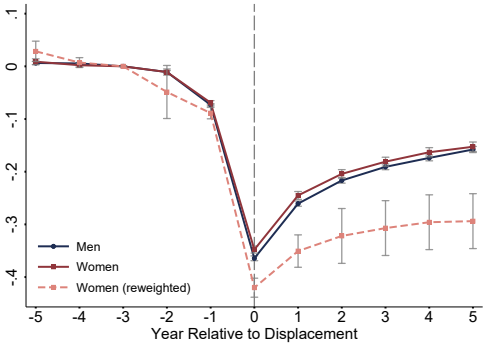
Figure 8: Robustness Checks: Occupational Reweighting, Displ. Estab. Fixed Effects, Matching without Wages



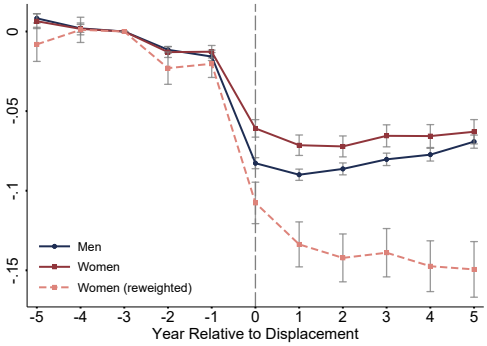

(a) Earnings Relative to t=c-1 - Reweighting with Occupations



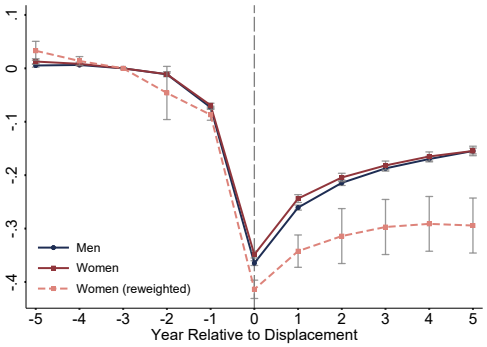

(b) Log Wage Fulltime - Reweighting with Occupations



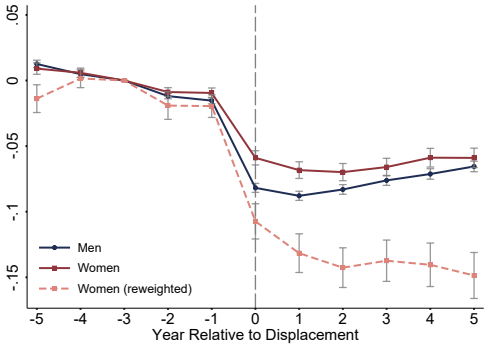

(c) Earnings Relative to t=c-1 - Adding Displ. Estab. Effects




(d) Log Wage Fulltime - Adding Displ. Estab. Effects



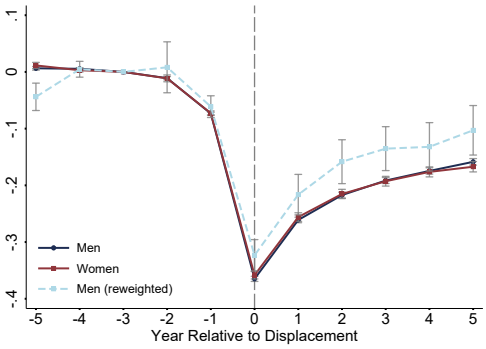

(e) Earnings Relative to t=c-1 - Matching Without Wages



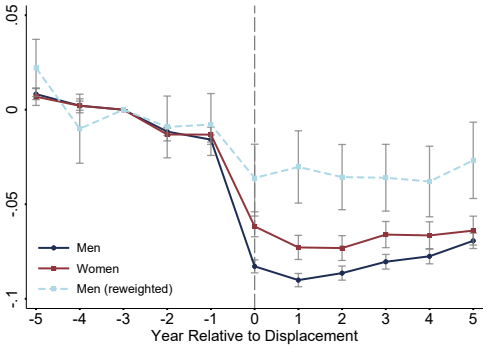

(f) Log Wage Fulltime - Matching Without Wages

**Notes**: This figure shows how earnings relative to t=c-1 and fulltime log wages differ for men and women before and after displacement for different robustness specifications. Panels (a)-(b) show event study coefficients for our baseline sample of workers, where we add 1-digit occupations as controls to our reweighting algorithm. Panels (c)-(d) show event study coefficients for our baseline sample of workers, where we add displacement establishment fixed effects to the regression specifications. Panels (e)-(f) show event study coefficients for a sample of workers matched using our baseline propensity score matching algorithm but without matching on pre-displacement wages. The three lines correspond to three event study regressions: Men only, women only, and women reweighted with individual and establishment characteristics. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

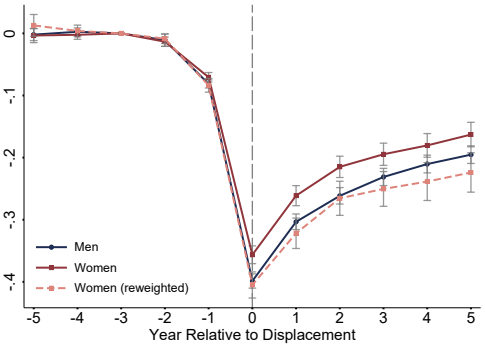
Figure 9: Robustness Checks: Reweighting Men to Women, Non-Couples, Couples and Non-Couples



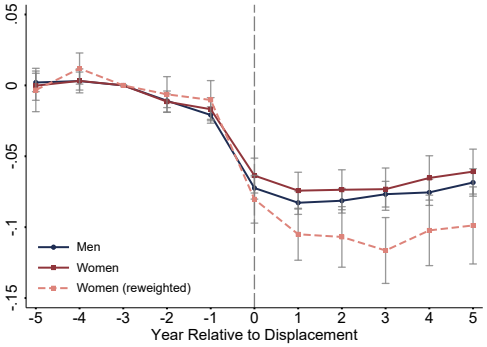

(a) Earnings Relative to t=c-1 - Reweighting Men to Women



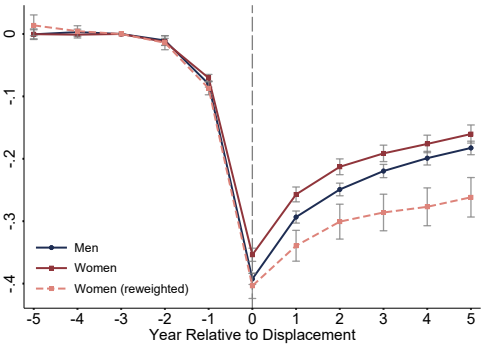

(b) Log Wage Fulltime - Reweighting Men to Women



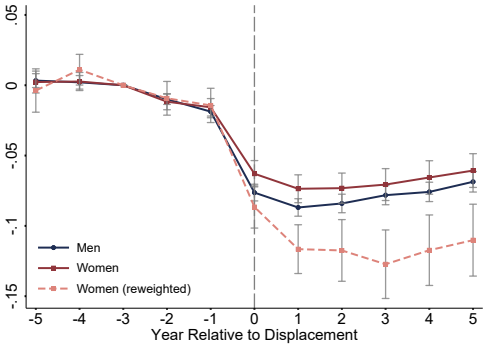

(c) Earnings Relative to t=c-1 - Non-Couples Only




(d) Log Wage Fulltime - Non-Couples Only



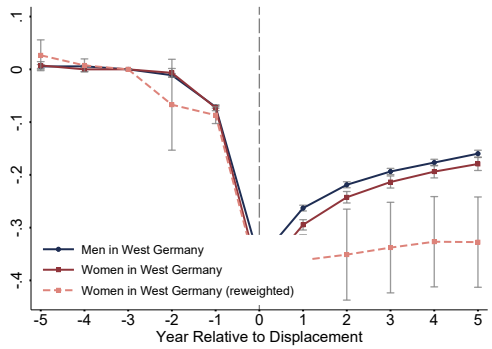

(e) Earnings Relative to t=c-1 - Couples + Non-Couples



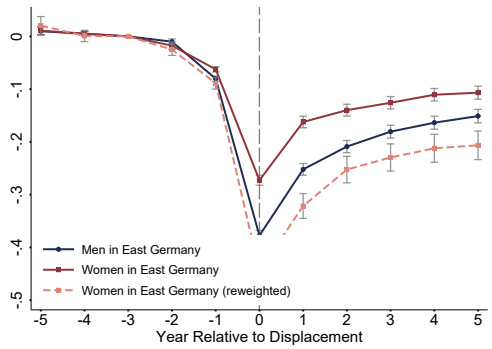

(f) Log Wage Fulltime - Couples + Non-Couples

**Notes**: This figure shows how earnings relative to t=c-1 and fulltime log wages differ for men and women before and after displacement for different robustness specifications. Panels (a)-(b) show event study coefficients for our baseline sample of workers, where we reweight men to women with respect to individual characteristics and 1-digit industries. Panels (c)-(d) show event study coefficients for a sample of workers not identified in the couple data. Panels E-F show eventstudy coefficients for a combined sample of workers in the couple data and not in the couple data. The three lines correspond to three event study regressions: Men only, women only, and women reweighted with individual and establishment characteristics. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

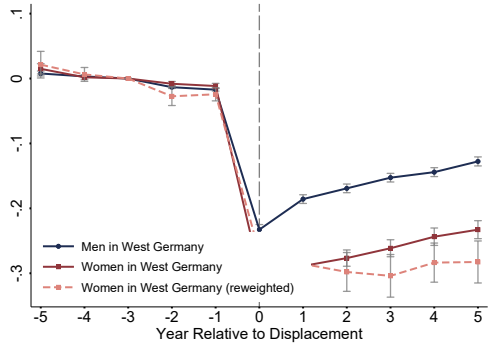
Figure 10: Earnings and Wage Losses - East vs. West Germany



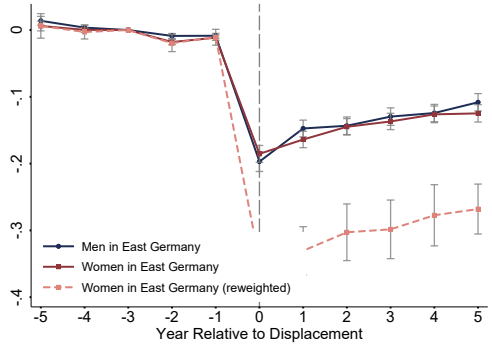

(a) Earnings Rel. To t=c-1 - West Germany



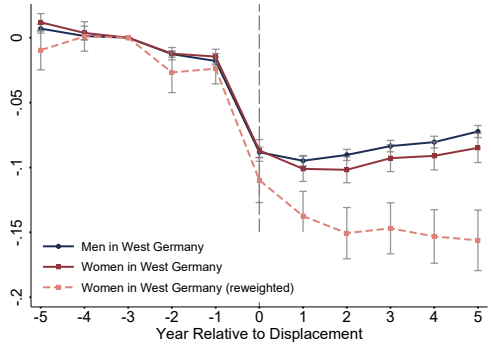

(b) Earnings Rel. To t=c-1 - East Germany



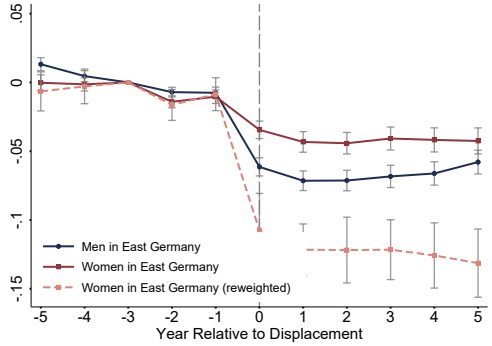

(c) Log Wage - West Germany




(d) Log Wage - East Germany



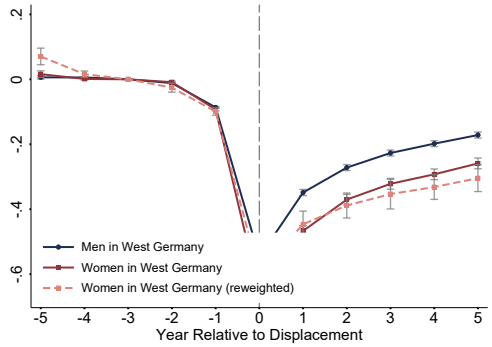

(e) Log Wage Full-time Job - West Germany



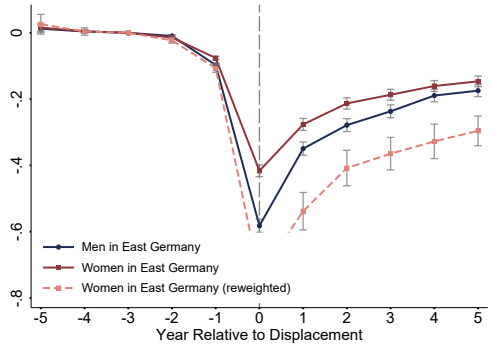

(f) Log Wage Full-time Job - East Germany

**Notes**: This figure shows how labor market characteristics before and after displacement differ for men and women working in West and East Germany in t=c, respectively. Panels (a), (c), and (e) show event study coefficients for earnings relative to earnings in t=c-1, log wages, and log wages in fulltime job for West Germany. Panels (b), (d), and (f) show eventstudy coefficients for earnings relative to earnings in t=c-1, log wages, and log wages in fulltime job for East Germany. The three lines correspond to three event study regressions: Men only, women only, and women reweighted with individual and establishment characteristics. Women in West (East) Germany are reweighted to men in West (East) Germany. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

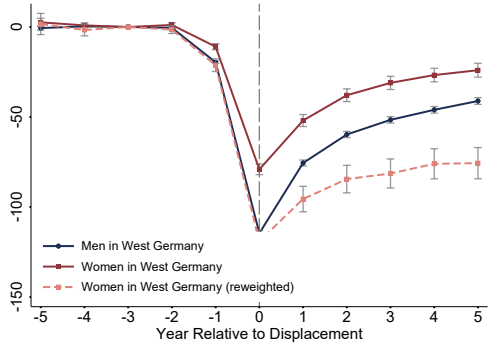
Figure 11: Log Earnings and Days Worked - East vs. West Germany



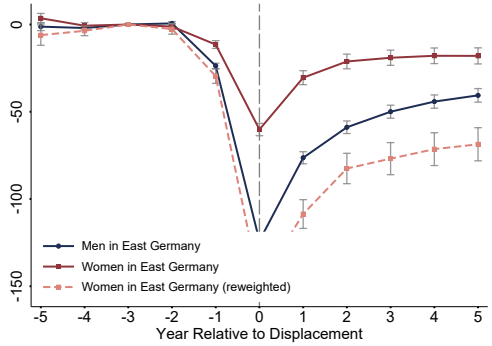

(a) Log Earnings - West Germany



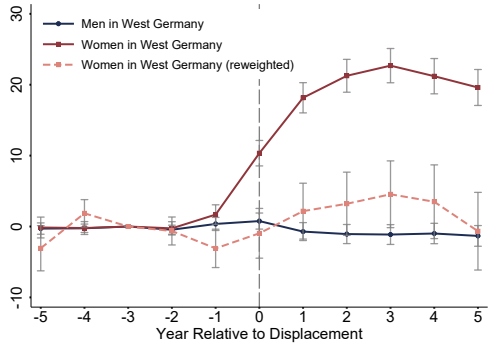

(b) Log Earnings - East Germany



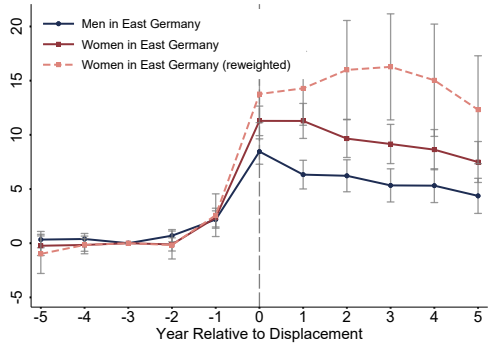

(c) Days Worked in Full-time Job - West Germany




(d) Days Worked in Full-time Job - East Germany




(e) Days Worked in Minijob - West Germany




(f) Days Worked in Minijob - East Germany

**Notes**: This figure shows how labor market characteristics before and after displacement differ for men and women working in West and East Germany in t=c, respectively. Panels (a), (c), and (e) show eventstudy coefficients for log earnings, days worked in full-time job and days worked in minijob for West Germany. Panels (b), (d), and (f) show eventstudy coefficients for log earnings, days worked in fulltime job and days worked in minijob for East Germany. The three lines correspond to three event study regressions: Men only, women only, and women reweighted with individual and establishment characteristics. Women in West (East) Germany are reweighted to men in West (East) Germany. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

## C Main Results for Combined Sample of Couples and Non-Couples

Table 23: The Gender Gap in Earnings Losses and Other Characteristics After Displacement

| | (1) Mean Change in Outcome Variable for Men | | (2) Unadjusted Gender Gap | | (3) Composition Adjusted Gender Gap Regression-Adj. | | (4) Composition Adjusted Gender Gap Reweighted | | (5) Number of Observations |
|---|---|---|---|---|---|---|---|---|---|
| | Change | Std. Err. | Gap | Std. Err. | Gap | Std. Err. | Gap | Std. Err. | |
| **Panel A:** Earnings, Wages, and Employment | | | | | | | | | |
| Total Yearly Earnings | -10177.2 | [247.1] | **3051.6** | [339.6] | 130.2 | [273.2] | **-2257.8** | [507.7] | 96,158 |
| Earnings r.t. t-2 - Diff-Diff | -0.287 | [0.0063] | **0.036** | [0.011] | **-0.022** | [0.0097] | **-0.048** | [0.013] | 96,158 |
| Log Earnings - Diff-Diff | -0.443 | [0.0096] | 0.0079 | [0.018] | **-0.070** | [0.015] | **-0.044** | [0.020] | 90,732 |
| Sinh(Earnings) | -1.83 | [0.051] | **0.272** | [0.075] | 0.049 | [0.062] | **-0.249** | [0.099] | 96,158 |
| Log Wage Loss | -0.203 | [0.0061] | **-0.039** | [0.012] | **-0.099** | [0.011] | **-0.075** | [0.015] | 87,342 |
| Fulltime Log Wage - Diff-Diff | -0.090 | [0.0033] | 0.0053 | [0.0078] | **-0.031** | [0.0070] | **-0.044** | [0.012] | 63,191 |
| Days Worked | -78.1 | [1.71] | **12.4** | [2.86] | **4.41** | [2.24] | -3.46 | [3.45] | 96,158 |
| Days Worked Fulltime - Diff-Diff | -84.7 | [1.90] | **32.2** | [3.19] | **-9.72** | [2.82] | **-14.4** | [4.07] | 96,158 |
| Days Worked Parttime - Diff-Diff | -1.68 | [0.637] | **-26.6** | [1.89] | **8.75** | [1.76] | **10.5** | [2.28] | 96,158 |
| Days Worked in Minijob - Diff-Diff | 2.03 | [0.671] | **8.05** | [1.22] | **6.83** | [1.44] | 0.163 | [2.03] | 96,158 |
| **Panel B:** Job Characteristics | | | | | | | | | |
| Commuting Distance | 1.65 | [1.60] | **-6.15** | [1.81] | 0.662 | [2.00] | 0.466 | [3.62] | 86,502 |
| Log Establishment Size - Diff-Diff | -0.752 | [0.028] | **-0.484** | [0.065] | **-0.123** | [0.030] | -0.073 | [0.048] | 86,318 |
| Industry Change | 0.440 | [0.0064] | -0.021 | [0.014] | **0.029** | [0.0099] | 0.017 | [0.013] | 87,320 |
| Occ. Change | 0.280 | [0.0060] | **-0.050** | [0.010] | -0.0074 | [0.0092] | -0.018 | [0.013] | 87,254 |
| Estab Share Women | 0.0064 | [0.0025] | **0.031** | [0.0037] | **0.054** | [0.0041] | **0.059** | [0.0059] | 85,877 |
| Temp Work | 0.040 | [0.0020] | **-0.020** | [0.0026] | **-0.017** | [0.0032] | **-0.016** | [0.0037] | 86,318 |
| Business Service Estab | 0.069 | [0.0028] | **-0.030** | [0.0038] | **-0.033** | [0.0044] | **-0.036** | [0.0049] | 86,318 |
| New Estab | 0.200 | [0.0064] | **0.061** | [0.015] | 0.0056 | [0.0086] | 0.0087 | [0.011] | 86,318 |
| AKM Estab FE | -0.062 | [0.0055] | 0.0063 | [0.0055] | **-0.013** | [0.0043] | -0.0030 | [0.0056] | 96,158 |

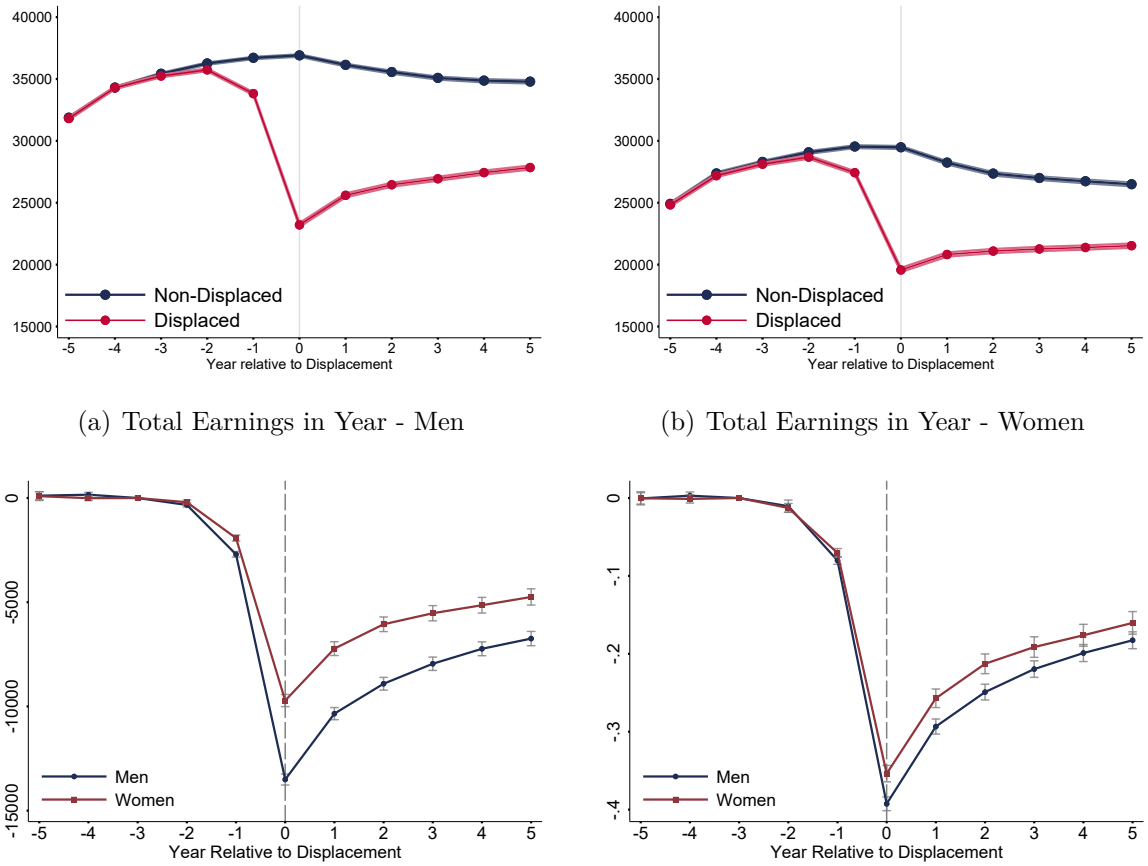
**Notes:** Regression results for a sample of couples and non-couples. Each row represents a separate regression of the mean change in the outcome variable over a five year period after job loss on a constant and a dummy for female. The first column shows the constant, representing the mean effect for men. The second column the coefficient on a female dummy without any controls. The third column the coefficient on the female dummy controlling for all covariates. The fourth column uses reweighting. We cluster standard errors at displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. Coefficients in bold are statistically significant at 5%-level.

Table 24: Explaining the Gender Gap in Wage Losses After Displacement

| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|---|---|---|---|---|---|---|---|---|---|
| **Panel A:** All Workers: Log Wage | | | | | | | | | |
| Female | -0.075 | -0.076 | -0.045 | -0.080 | -0.049 | -0.071 | -0.071 | -0.043 | -0.044 |
| | (0.015)** | (0.015)** | (0.014)** | (0.015)** | (0.013)** | (0.014)** | (0.013)** | (0.011)** | (0.011)** |
| Industry Change | | -0.095 | | | | | | -0.039 | -0.033 |
| | | (0.013)** | | | | | | (0.011)** | (0.010)** |
| Occ. Change | | -0.15 | | | | | | -0.076 | -0.073 |
| | | (0.014)** | | | | | | (0.010)** | (0.010)** |
| Log Establishment Size - Diff-Diff | | | 0.057 | | | | | 0.034 | 0.029 |
| | | | (0.0063)** | | | | | (0.0048)** | (0.0048)** |
| Estab Share Women | | | -0.43 | | | | | -0.19 | -0.17 |
| | | | (0.045)** | | | | | (0.034)** | (0.034)** |
| Commuting Distance | | | | -0.00012 | | | | -0.000098 | -0.000093 |
| | | | | (0.000083) | | | | (0.000066) | (0.000065) |
| Fulltime - Diff-Diff | | | | | 0.69 | | | 0.58 | 0.56 |
| | | | | | (0.025)** | | | (0.021)** | (0.020)** |
| AKM Estab FE | | | | | | 1.09 | 1 | 0.80 | 1 |
| | | | | | | (0.064)** | | (0.052)** | |
| Observations | 87342 | 87342 | 87342 | 87342 | 87342 | 87342 | 87342 | 87342 | 87342 |
| $R^2$ | 0.003 | 0.032 | 0.070 | 0.023 | 0.231 | 0.181 | 0.039 | 0.378 | 0.266 |
| Mean Dep. Var Men | -.202 | -.202 | -.202 | -.202 | -.202 | -.202 | -.202 | -.202 | -.202 |
| | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) | (.003) |
| **Panel B:** Fulltime Workers: Fulltime Log Wage | | | | | | | | | |
| Female | -0.044 | -0.044 | -0.034 | -0.044 | -0.049 | -0.044 | -0.043 | -0.044 | -0.045 |
| | (0.012)** | (0.012)** | (0.011)** | (0.012)** | (0.012)** | (0.012)** | (0.012)** | (0.011)** | (0.011)** |
| Industry Change | | -0.042 | | | | | | -0.017 | -0.0082 |
| | | (0.010)** | | | | | | (0.0088) | (0.0086) |
| Occ. Change | | -0.022 | | | | | | -0.0041 | 0.00084 |
| | | (0.012) | | | | | | (0.0094) | (0.0095) |
| Log Establishment Size - Diff-Diff | | | 0.025 | | | | | 0.0089 | 0.00087 |
| | | | (0.0035)** | | | | | (0.0028)** | (0.0034) |
| Estab Share Women | | | -0.15 | | | | | -0.052 | -0.012 |
| | | | (0.038)** | | | | | (0.032) | (0.032) |
| Commuting Distance | | | | -0.000087 | | | | -0.000076 | -0.000068 |
| | | | | (0.000094) | | | | (0.000080) | (0.000083) |
| Fulltime - Diff-Diff | | | | | 0.33 | | | 0.24 | 0.20 |
| | | | | | (0.029)** | | | (0.026)** | (0.025)** |
| AKM Estab FE | | | | | | 0.73 | 1 | 0.66 | 1 |
| | | | | | | (0.049)** | | (0.048)** | |
| Observations | 63191 | 63191 | 63191 | 63191 | 63191 | 63191 | 63191 | 63191 | 63191 |
| $R^2$ | 0.003 | 0.009 | 0.031 | 0.004 | 0.082 | 0.225 | 0.035 | 0.270 | 0.070 |
| Mean Dep. Var Men | -.093 | -.093 | -.093 | -.093 | -.093 | -.093 | -.093 | -.093 | -.093 |
| | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) | (.002) |

**Notes:** Regression results for a sample of couples and non-couples. This table shows to what extent changes in industry, occupation, and establishment characteristics can explain the effect of being female on wages after displacement. All outcome variables are based on the individual difference-in-differences estimate. We reweight women to men using individual and establishment characteristics pre displacement. In panel (A), the outcome variable is log wages. In panel (B), the outcome variable is fulltime log wages. In both panels, we control for the same set of difference-in-differences estimates as depicted in the table. Columns (2)-(7) control for various difference-in-differences terms. Column (8) controls for all difference-in-differences terms at once. In columns (7) and (9), the coefficient on the establishment effect is forced to be equal to 1. We cluster standard errors at displacement establishment level (constant within matched worker pairs). Workers in our sample are displaced in 2002-2012, and they are observed from 1996-2017. * and ** correspond to 5 and 1 percent signficance levels, respectively.

Figure 12: The Gender Gap in Earnings Losses after Displacement without Controlling for Pre-Displacement Characteristics




(a) Total Earnings in Year - Men

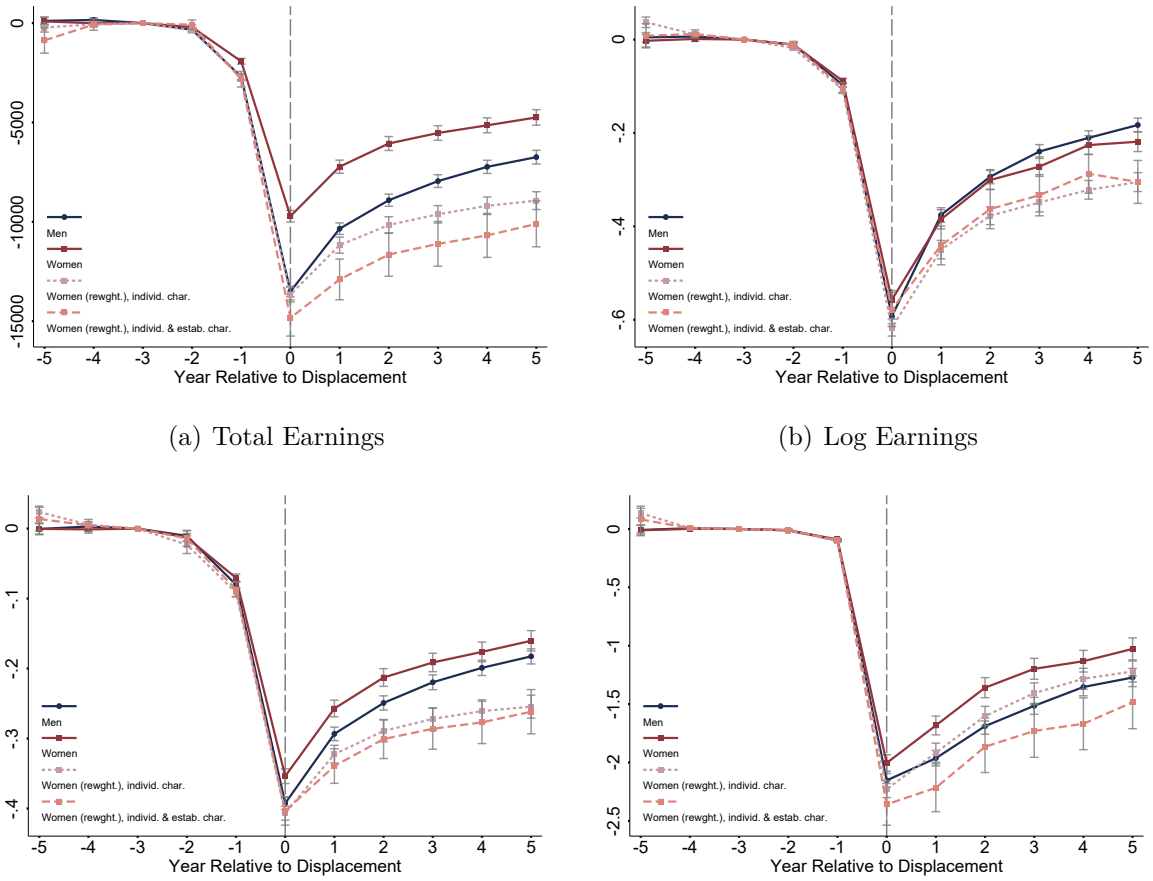
(b) Total Earnings in Year - Women

(c) Total Earnings in Year - Men and Women

(d) Earnings Relative to t=-2 - Men and Women

**Notes**: The figures show earnings losses for displaced and non-displaced workers for a combined sample of couples and non-couples. Panels (a) and (b) show total yearly earnings for displaced and non-displaced men (a) and women (b). The red line corresponds to workers who are displaced from year t=c to t=c+1, while the blue line corresponds to the matched control group that is constructed of non-displaced workers via propensity score matching. Each point represents the average value in the respective worker group. Panels C and D show event study coefficients, controlling for person FE, year FE, years since separation, and age polynomials. Panel (c) shows event study coefficients for total yearly earnings as outcome. Panel (d) shows event study coefficients for earnings relative to t=c-1 as outcome. The red line corresponds to women, the blue line corresponds to men. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

Figure 13: The Gender Gap in Earnings Losses after Displacement, Controlling for Pre-Displacement Job and Worker Characteristics




(a) Total Earnings

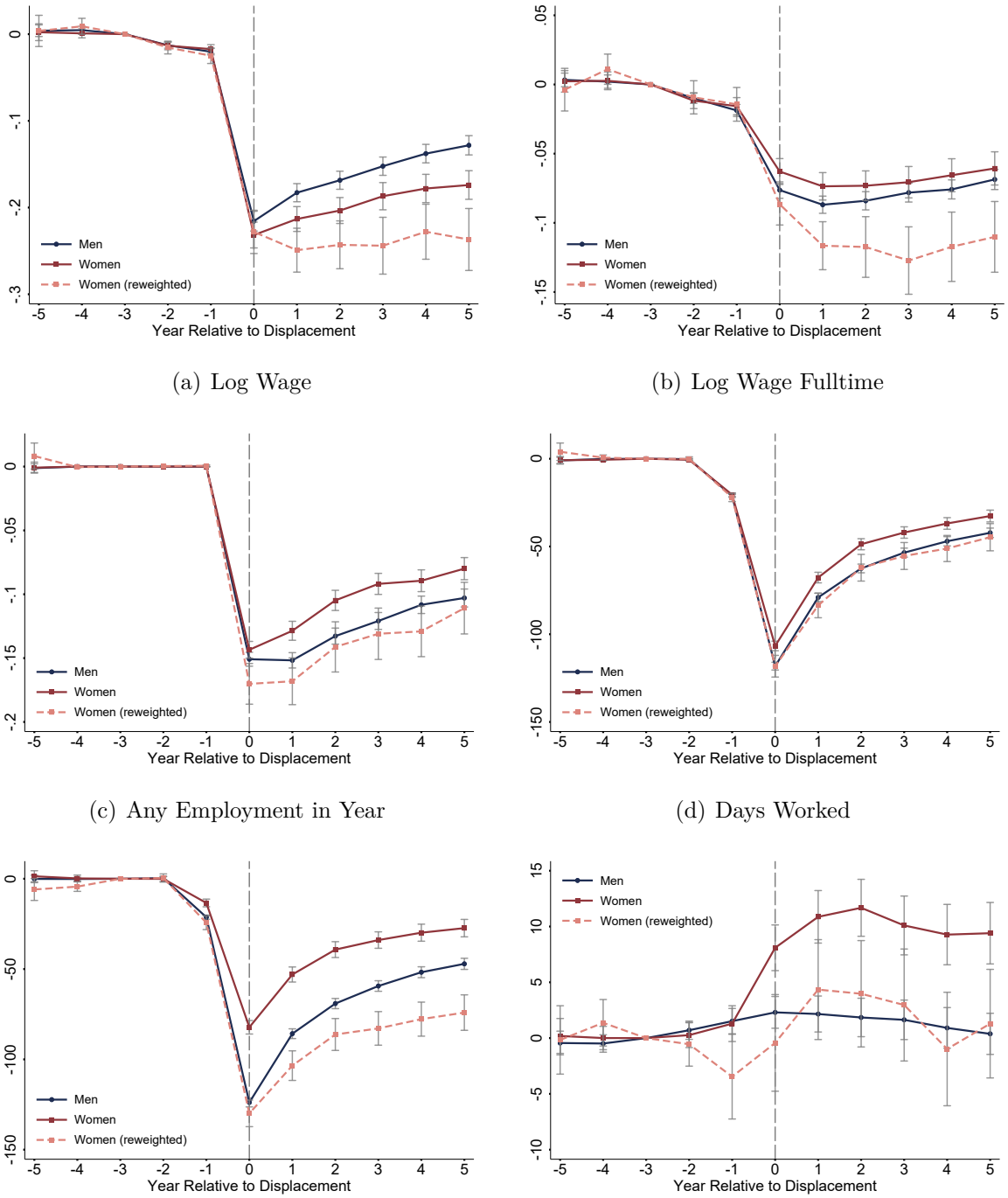
(b) Log Earnings

(c) Earnings Relative to t=c-1

(d) Inverse Hyperbolic Sine Earnings

**Notes**: This figure shows how earnings losses from displacement differ for men and women. Combined sample of couples and non-couples. Panels (a)-(d) show eventstudy coefficients for total yearly earnings, log earnings, earnings relative to t=c-1, and inverse hyperbolic sine earnings. The four lines correspond to four event study regressions: Men only, women only, women reweighted with individual characteristics, and women reweighted with individual characteristics and establishment characteristics. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

Figure 14: The Gender Gap in Wage and Employment Losses after Displacement




(a) Log Wage

(b) Log Wage Fulltime

(c) Any Employment in Year

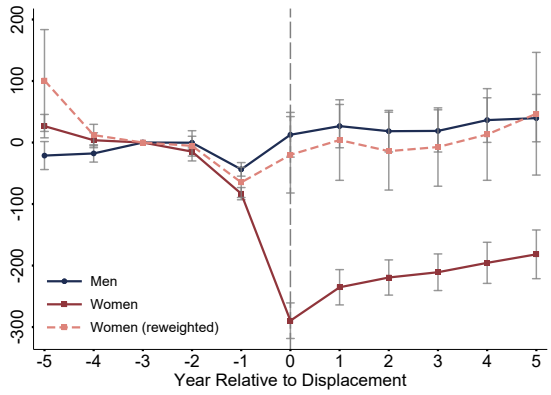
(d) Days Worked

(e) Days Worked Fulltime

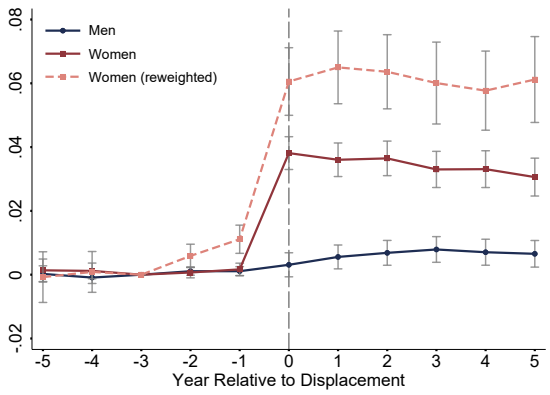
(f) Day Worked in Mini-job

**Notes**: This figure shows how labor market characteristics before and after displacement differ for men and women. Combined sample of couples and non-couples. Panels (a)-(f) show event study coefficients for log wage, log wage from fulltime job, employment, days worked, days worked in fulltime job, and days worked in minijob. The three lines correspond to three event study regressions: Men only, women only, and women reweighted with individual and establishment characteristics. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Workers are displaced in 2002-2012, and they are observed from 1997-2017.

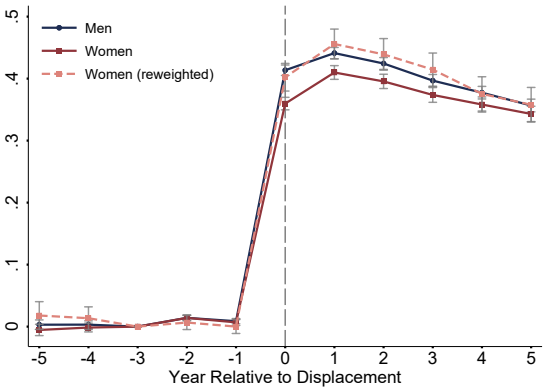
Figure 15: Changes in Job Characteristics after Displacement



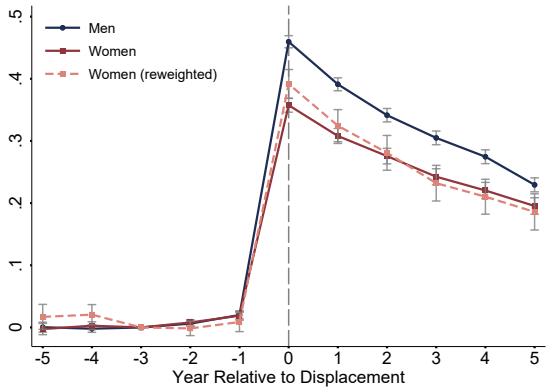

(a) Size of Establishment



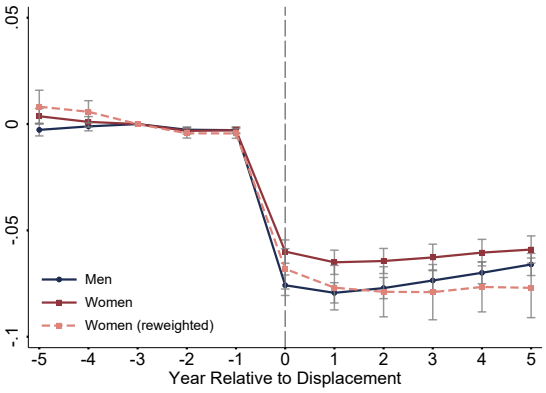

(b) Share of Females in Establishment



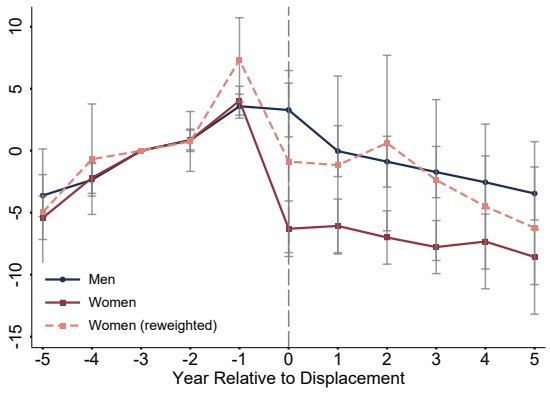

(c) Industry Different from Industry at t=c




(d) Occupation Different from Occupation at t=c




(e) Establishment Effect




(f) Commuting Distance

**Notes**: This figure shows how job characteristics for men and women evolve before and after displacement. Combined sample of couples and non-couples. Panels (a)-(f) show eventstudy coefficients for establishment size, share of female workers in establishment (leave-one-out mean), industry switches (2-digits), occupation switches (3-digits), AKM establishment effects, and commuting distance (in km). The three lines correspond to three event study regressions: Men only, women only, and women reweighted with individual and establishment characteristics. All regressions include controls for person FE, year FE, years since separation, and age polynomials. Vertical bars indicate the estimated 95% confidence interval based on standard errors clustered at the individual level. Commuting distance is measured on the municipality level, and is recorded on December 31 each year. Workers are displaced in 2002-2012, and they are observed from 1997-2017.