

Household Labor Supply Insurance Around the World

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Motivation: Intra-Household Insurance and Development

Household labor supply provides potential insurance against economic shocks

- ▶ E.g., non-working members enter labor force in response to unemployment of head
- ▶ Literature: small effects in U.S., Europe (Ellieroth, 2019)
 - ▶ Possibly due to public benefits & savings (Birinci, 2021)

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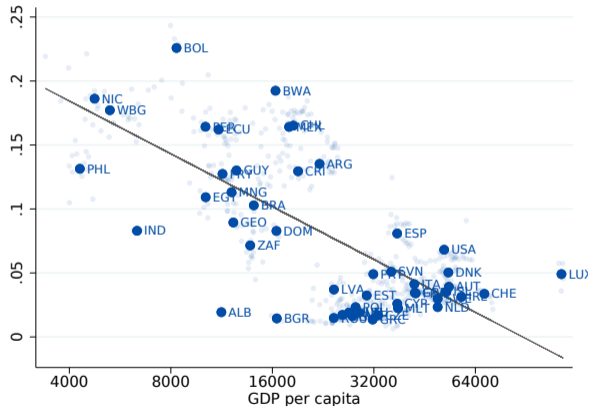
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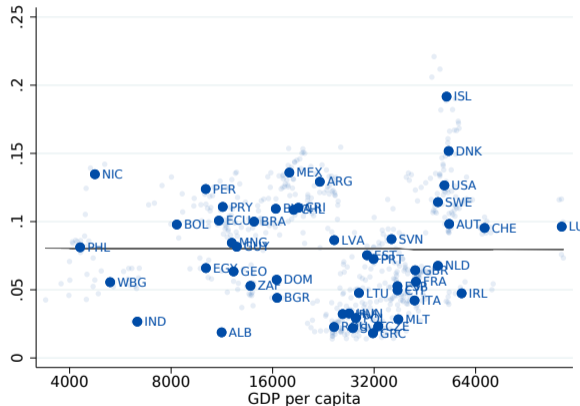
We study household labor supply around the world

- ▶ Diverse range of countries in terms of geography, labor market institutions, income

Motivation: Wage Employment Risk and Development

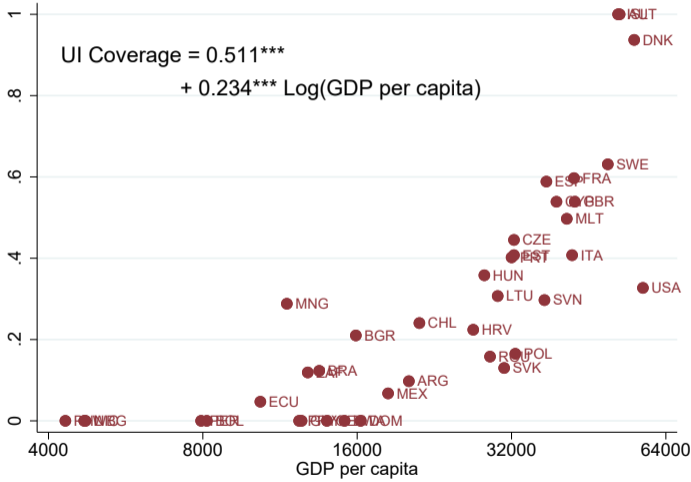


Work Work Exit Rate



Work Work Finding Rate

Motivation: Share of Unemployed Receiving Benefits



Spousal Insurance Around the World

Empirics: harmonized LFSs with household links for 46 countries

- ▶ Little evidence household labor supply acts as insurance
- ▶ Evidence of assortative matching / correlated shocks

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Theory: quantitative life-cycle model of household labor supply

- ▶ Key ingredients: search, public insurance, asset accumulation, human capital formation
- ▶ Use model to understand importance of various forces
- ▶ Understand factors that limit household labor supply, welfare implications
 - ▶ Missing: consumption, asset data (Townsend, 1994; Santaaulalia-Llopis and co-authors, work in progress)

Outline

- ① **Empirics**
- ② Model
- ③ Calibration
- ④ Understanding Variation in Spousal Transitions

Dataset

Microdata from rotating panel labor force surveys of 46 countries

- ▶ Update of Donovan et al., 2023; population aged 16–65 + household members
- ▶ Match people for two consecutive quarters → quarterly transitions
- ▶ GDP per capita \$4,000 – \$100,000

LFSs survey dwellings, link households

- ▶ Married couples *or* household heads–others
- ▶ Household size, composition

Harmonize key variables across countries

- ▶ Wage employment (**W**), self-employment (**S**), non-employment (**N**)

Added Worker Effect

AWE: Wife finds work in response to husband's separation

For sample of employed husbands with non-employed wives, estimate:

$$WifeEntry_{iqt} = \alpha + \gamma HusbandExit_{iqt} + \beta X_{iqt} + \varepsilon_{iqt}$$

- ▶ Controls: country-quarter-year FE, number of kids < 4, age & education of head & partner
- ▶ Restrict to countries with ≥ 50 observations with $HusbandExit = 1$

Added Worker Effect Around the World

	(1)	(2)
	Added	Added
Husband Exits	0.012 (0.009)	0.021* (0.008)
Exits x Log GDP p.c.	-0.006 (0.006)	-0.002 (0.009)
Exits x Gender Norms		-0.004 (0.012)
R-squared	0.047	0.046
N	7,526,335	7,286,002
Countries	46	31

Standard errors in parentheses

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Persisting Worker Effect

PWE: Wife remains employed in response to husband's separation

For sample of employed wives with employed husbands, estimate:

$$WifeExit_{iqt} = \alpha + \gamma HusbandExit_{iqt} + \beta X_{iqt} + \varepsilon_{iqt}$$

- ▶ Controls: household size, indicator for kids < age 4, education, quarter & year FE
- ▶ Restrict to countries with ≥ 50 observations with $HusbandExit = 1$

PWE Around the World

	(1)
Wife remains in E:	All
Husband Exits	-0.076*** (0.013)
× Log GDP p.c.	0.006 (0.014)
Log GDP per capita	0.126*** (0.028)
Observations	2,558,479
R^2	0.071

PWE Around the World

	(1)	(2)	(3)
Wife remains in E:	All	Same Industry	Diff. Industry
Husband Exits	-0.076*** (0.013)	-0.234*** (0.032)	-0.031*** (0.011)
× Log GDP p.c.	0.006 (0.014)	-0.051 (0.030)	-0.004 (0.010)
Log GDP per capita	0.126*** (0.028)	0.135*** (0.032)	0.098*** (0.021)
Observations	2,558,479	726,305	1,638,046
R^2	0.071	0.086	0.069

Interpretation: Correlated shocks

Precautionary Labor Supply

Wives of husbands with risky jobs more likely to work ex-ante?

For sample of wives with employed husbands, estimate:

$$WifeWorks_{iqt} = \alpha + \gamma HusbandWillExit_{iqt} + \beta X_{iqt} + \varepsilon_{iqt}$$

- ▶ Controls: country-quarter-year FE, number of kids < 4, age & education of head & partner
- ▶ Alternative: exit probability

$$WifeWorks_{iqt} = \alpha + \gamma ProbHusbandWillExit_{iqt} + \beta X_{iqt} + \varepsilon_{iqt}$$

Precautionary Labor Supply Around the World

	(1) Baseline	(2) Prime Age
Husband Exits	-0.061** (0.018)	-0.055* (0.024)
x Log GDP p.c.	-0.040** (0.013)	-0.038* (0.015)
x Gender Norms	0.039* (0.017)	0.043* (0.020)
R-squared	0.148	0.147
N	16,286,075	11,734,482
Countries	31	31

Standard errors in parentheses

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

	(1) Baseline	(2) Prime Age
P(Husband Exits)	-0.279* (0.098)	-0.340* (0.118)
x Log GDP p.c.	-0.155*** (0.037)	-0.189*** (0.045)
x Gender Norms	0.090* (0.040)	0.153** (0.045)
R-squared	0.127	0.127
N	12,274,960	8,832,519
Countries	17	17

Standard errors in parentheses

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

More generally, spousal labor supply is correlated at all ages

Extensive Margin of Household Labor Supply

What is the pass-through of changes in head's employment to total household employment?

- ▶ Extends idea of AWE to all household members

For sample of employed heads, estimate:

$$\Delta HHEmp_{iqt} = \alpha + \gamma HeadExit_{iqt} + \beta X_{iqt} + \varepsilon_{iqt}$$

- ▶ Controls: country-quarter-year FE, number of kids < 4, age & education of head

Extensive Margin Passthrough Around the World

	(1)	(2)
	ΔHHEmp	ΔHHEmp
Head Exits	-1.029*** (0.014)	-1.035*** (0.012)
Exits x Log GDP p.c.	0.019* (0.007)	0.012 (0.010)
Exits x Gender Norms		0.014 (0.016)
R-squared	0.170	0.169
N	17,295,481	17,142,603
Countries	25	18

Standard errors in parentheses

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Intensive Margin Passthrough

What is the pass-through of changes in head's earnings to total household earnings?

- ▶ Also checked hours

For sample of heads, estimate:

$$\Delta HHEarn_{iqt} = \alpha + \gamma \Delta HeadEarn_{iqt} + \beta X_{iqt} + \varepsilon_{iqt}$$

- ▶ Controls: country-quarter-year FE, number of kids < 4, age & education of head

Intensive Margin Passthrough Around the World

	(1) Log HH Inc	(2) Log HH Inc	(3) HH Inc	(4) HH Inc
Change in Log Head Income	0.780*** (0.056)	0.838*** (0.033)		
Change x Log GDP p.c.	-0.003 (0.025)	0.057** (0.018)		
Change x Gender Norms		-0.086*** (0.014)		
Change in Head Income			0.274 (0.420)	1.154*** (0.066)
Change x Log GDP p.c.			-0.384* (0.178)	-0.057 (0.070)
Change x Gender Norms				0.142 (0.096)
R-squared	0.639	0.643	0.705	0.753
N	7,968,680	7,833,234	8,423,163	8,282,124
Countries	22	16	22	16

Standard errors in parentheses

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Empirics: Summing Up

Key empirical findings

- ▶ Little evidence of extensive margin household labor supply insurance
- ▶ Evidence of correlated shocks and/or assortative matching

Questions for theory

- ▶ Understand factors that limit household labor supply
- ▶ What are the welfare implications

Outline

- ① Empirics
- ② **Model**
- ③ Calibration
- ④ Understanding Variation in Spousal Transitions

Households

Two-member households (**one man and one woman**) with four states: (t, jk, h, a)

① **Age t :**

- T periods: work for $T_W < T$, retired for $T - T_W$

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- wage-employed (W), self-employed (S),
non-employed with benefits (B), non-employed with no benefits (N)
- joint labor status $jk \in \mathcal{J} = \{W, S, B, N\} \times \{W, S, B, N\}$

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③ Human Capital ($h = (h_m, h_w)$):

- accumulate while W (with PB $\phi_g^{up}(h)$), de-cumulate while S, B, N (with PB $\phi_g^{down}(h)$)
- in W : wages determined by human capital ($w(h_g) = h_g$)

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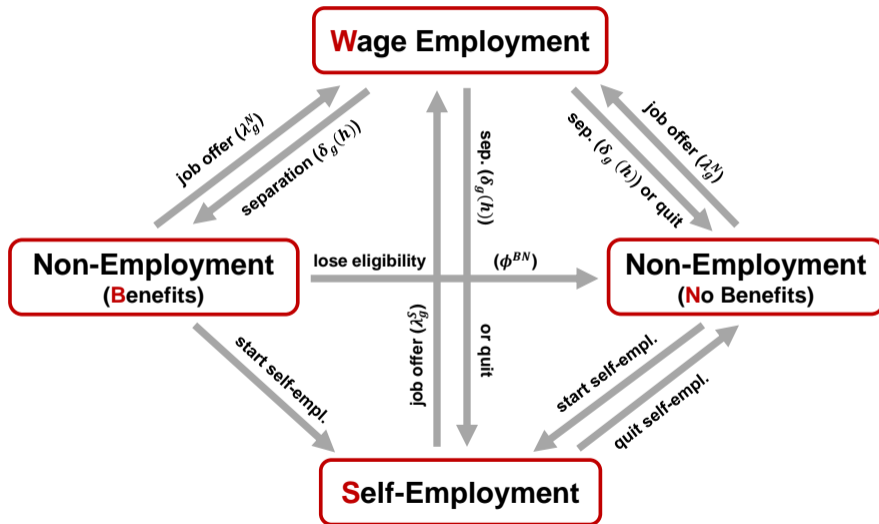
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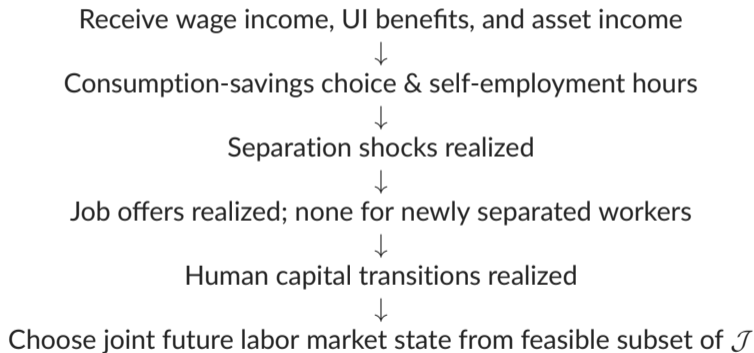
4 Assets a :

- ▷ risk free bond at interest rate r

Labor Market Transitions



Timing



Consumption, Savings, Self-Employment

$$V_t^{jk}(h_m, h_w, a) = \max_{a', s_m, s_w} u(c^{jk}(h_m, h_w, a, a')) + \psi_t^{jk} - v_m(s_m) - v_w(s_w) + \beta \Theta_{t+1}^{jk}(h_m, h_w, a')$$

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- ▶ Value pooled consumption $u(c)$

$$c^{jk}(h_m, h_w, a, a') = (1 - \tau) \left[\underbrace{(\mathbb{I}_{j=W} w_m(h_m) + \mathbb{I}_{k=W} w_w(h_w))}_{\text{wage income}} + \underbrace{(\mathbb{I}_{j=S} \hat{w}_m s_m + \mathbb{I}_{k=S} \hat{w}_w s_w)}_{\text{income from self-employment}} + \underbrace{(\mathbb{I}_{j=B} b(h_m) + \mathbb{I}_{k=B} b(h_w))}_{\text{unemployment benefits}} \right] - \underbrace{(a' - (1 + r)a)}_{\text{net savings}}$$

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- ▶ Additional utility ψ_t^{jk} of employment status

- ▶ Disutility from self-employment hours $v_g(s_g) = \eta_g \frac{s^{1+\nu}}{1+\nu}$

Consumption, Savings, Self-Employment

$$V_t^{jk}(h_m, h_w, a) = \max_{a', s_m, s_w} u(c^{jk}(h_m, h_w, a, a')) + \psi_t^{jk} - v_m(s_m) - v_w(s_w) + \beta \Theta_{t+1}^{jk}(h_m, h_w, a')$$

- ▶ Value pooled consumption $u(c)$

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- ▶ Additional utility ψ_t^{jk} of employment status
- ▶ Disutility from self-employment hours $v_g(s_g) = \eta_g \frac{s^{1+\nu}}{1+\nu}$
- ▶ Continuation value $\Theta_t^{jk}(h_m, h_w, a')$ [continuation value] [choice sets]

Outline

- ① Empirics
- ② Model
- ③ **Calibration**
- ④ Understanding Variation in Spousal Transitions

Calibration Strategy

US calibration as a starting point for counterfactuals

Fix some parameters exogenously [exogenous parameters]

- ▶ Model period is a quarter \Rightarrow 40 years of working life = 160 periods
- ▶ Risk aversion, interest rate, taxes, benefits, pension, returns to self-employment ...

Calibrate remaining parameters jointly

- ▶ Asset profiles \Rightarrow discount factor β [assets]
- ▶ Income profiles \Rightarrow grid and appreciation of human capital h [income]
- ▶ Earnings losses after non-employment spells \Rightarrow depreciation of h [earnings loss]
- ▶ Distribution over joint labor market states \Rightarrow utility shifters ψ_t^{jk} [LM shares]
- ▶ Hours of self-employed \Rightarrow dis-utility η_g [self-employment]
- ▶ Separations by income level \Rightarrow $\delta_g(h)$ [separations]
- ▶ Average labor market transitions \Rightarrow arrival rates $\lambda_g^S, \lambda_g^B, \lambda_g^N$ [transitions]

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- ④ **Understanding Variation in Spousal Transitions**

Constructing Counterfactuals

What factors can generate heterogeneity in the AWE & SWE across countries?

- ▶ Baseline model produces AWE of 1.7pp (relative to 1.6pp in data)
- ▶ Baseline model produces SWE of 1.3pp (relative to 1.3pp in data)

Counterfactuals: study effect on AWE & SWE of changing:

- 1 Income levels (TFP) → scale labor, pension, and benefit income
- 2 Asset markets → reduce interest rate to 0%
- 3 Gender norms → increase ψ_f^N to lower FLFP
- 4 Gender wage gap → decrease female wages to lower FLFP
- 5 Public insurance → take away unemployment benefits

Spousal Transitions in the Model

	AWE	FLFP
USA (data)	1.6%	70%
Baseline model	1.7%	65%
Income levels (GDP 10%)		
Asset markets ($r = 0\%$)		
Benefits (75%)		
Benefits (none)		
Gender norms ($\psi_f^N + 1.5$)		
Female wages (35%)		

Spousal Transitions in the Model

	AWE	FLFP
USA (data)	1.6%	70%
Baseline model	1.7%	65%
Income levels (GDP 10%)	10.6%	89%
Asset markets ($r = 0\%$)	7.7%	67%
Benefits (75%)		
Benefits (none)		
Gender norms ($\psi_f^N + 1.5$)		
Female wages (35%)		

Spousal Transitions in the Model

	AWE	FLFP
USA (data)	1.6%	70%
Baseline model	1.7%	65%
Income levels (GDP 10%)	10.6%	89%
Asset markets ($r = 0\%$)	7.7%	67%
Benefits (75%)	2.0%	65%
Benefits (none)	-3.0%	65%
Gender norms ($\psi_f^N + 1.5$)		
Female wages (35%)		

Spousal Transitions in the Model

	AWE	FLFP
USA (data)	1.6%	70%
Baseline model	1.7%	65%
Income levels (GDP 10%)	10.6%	89%
Asset markets ($r = 0\%$)	7.7%	67%
Benefits (75%)	2.0%	65%
Benefits (none)	-3.0%	65%
Gender norms ($\psi_f^N + 1.5$)	9.6%	26%
Female wages (35%)	-2.2%	25%

Conclusion

Empirics: Harmonized LFSs with spousal links for 46 countries

- ▶ Little evidence of extensive margin household labor supply insurance
- ▶ Evidence of correlated shocks and/or assortative matching

Theory: Quantitative life-cycle model of spousal labor supply

- ▶ Use model to understand channels that account for heterogeneity in spousal insurance
- ▶ So far: no UI pushes in the right direction

Related Literature

Empirical work on the added worker effect

- ▶ **Lundberg (1985)**, Blundell et al. (2016), Bredtmann et al. (2018), Guner et al. (2021), Mankart et al. (2022) ...

Quantitative search models with two-member households

- ▶ **Guler et al. (2012)**, Mankart and Oikonomou (2017), Choi and Valladares-Esteban (2020), Birinci (2021), Bardóczy (2022), Fernández-Blanco (2022), Ellieroth (2023), Casella (2023), Ellieroth and Michaud (2024), Bacher et al. (2024) ...

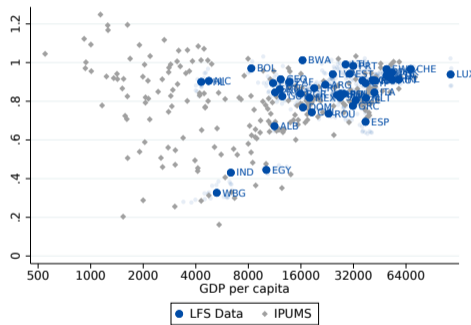
Labor market patterns across countries

- ▶ Goldin (1995), Olivertti and Petrongolo (2014), Poschke (2019), Bick et al. (2018), De Magalhaes et al. (2022), **Donovan et al. (2023)**, Doss et al. (2023), Chiplunkar and Kleinberg (2023) Feng et al. (2024) ...

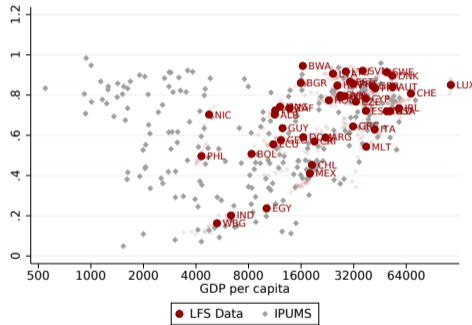
Importance of informal insurance in developing countries

- ▶ Rosenzweig (1988), Townsend (1994), Udry (1994), Gertler and Gruber (2002), Fafchamps and Lund (2003), Angelucci et al. (2018), Corno and Voena (2023) ...

Labor Force Participation: Our Sample vs. IPUMS



Single



Married

More Details on the Dataset (www.lfsdata.com)

Consider all countries with rotating panel labor force surveys that:

- ▶ have consistent household/personal identifiers across quarters
- ▶ have rotation scheme which allows to follow same individual for (at least) two quarters
- ▶ make data available to (foreign) researchers

Keep observations that can be linked to spouse and details on their children

Post-stratify original weights s.th. matched and original data have same distribution:

- ▶ across age, sex, education, labor force status

De-seasonalize all data on labor market flows before aggregating to the country-year level

Employment Definitions

Wage Employed: anyone who:

- ▷ Worked in reference week for pay for an employer
- ▷ Temporarily absent from job with defined return period (vacation, sick)

Self-Employed: anyone who:

- ▷ Worked in reference week for pay as self-employed
- ▷ Worked \geq 15 hours as unpaid family worker

Non-employed: anyone left over

Continuation Value

Continuation value if WW today can be defined in two steps:

1. Expectation over separations and resulting choice sets:

$$\begin{aligned}\bar{V}_{t+1}^{WW}(h_m, h_w, a') = & \\ & (1 - \delta_m(h_m))(1 - \delta_w(h_w)) \tilde{V}_{t+1}(h_m, h_w, a', \mathcal{J}_{XX}^{WW}) \\ & + \delta_m(h_m)(1 - \delta_w(h_w)) \tilde{V}_{t+1}(h_m, h_w, a', \mathcal{J}_{BX}^{XW}) \\ & + (1 - \delta_m(h_m))\delta_w(h_w) \tilde{V}_{t+1}(h_m, h_w, a', \mathcal{J}_{XB}^{WX}) \\ & + \delta_m(h_m)\delta_w(h_w) \tilde{V}_{t+1}(h_m, h_w, a', \mathcal{J}_{BB}^{XX})\end{aligned}$$

Continuation Value

Continuation value if WW today can be defined in two steps:

2. Exogenous processes and labor supply decision:

$$\begin{aligned}\tilde{V}_{t+1}(h_m, h_w, a, \mathcal{J}_{QR}^{OP}) = & \\ & \phi_m^{up}(h_m)\phi_w^{up}(h_w) \mathbb{E}_\epsilon \max_{\hat{j}k \in \mathcal{J}_{QR}^{OP}} \left\{ V_{t+1}^{\hat{j}k}(h_m, h_w, a) + \sigma \epsilon^{\hat{j}k} \right\} \\ & + \phi_m^{up}(h_m)(1 - \phi_w^{up}(h_w)) \mathbb{E}_\epsilon \max_{\hat{j}k \in \mathcal{J}_{QR}^{OP}} \left\{ V_{t+1}^{\hat{j}k}(h_m, h_w, a) + \sigma \epsilon^{\hat{j}k} \right\} \\ & + (1 - \phi_m^{up}(h_m))\phi_w^{up}(h_w) \mathbb{E}_\epsilon \max_{\hat{j}k \in \mathcal{J}_{QR}^{OP}} \left\{ V_{t+1}^{\hat{j}k}(h_m, h_w, a) + \sigma \epsilon^{\hat{j}k} \right\} \\ & + (1 - \phi_m^{up}(h_m))(1 - \phi_w^{up}(h_w)) \mathbb{E}_\epsilon \max_{\hat{j}k \in \mathcal{J}_{QR}^{OP}} \left\{ V_{t+1}^{\hat{j}k}(h_m, h_w, a) + \sigma \epsilon^{\hat{j}k} \right\}\end{aligned}$$

where $\epsilon \in \mathbb{R}^{|\mathcal{J}_{nm}^{jk}|}$ is a vector of i.i.d., mean zero extreme value shocks.

Labor Supply Choice Sets

Benefit Eligibility	Job (Offer)			
	Both	Man (m)	Woman (w)	None
Both	$\mathcal{J}_{BB}^{WW} =$ $\{W, S, B, N\}$ $\times \{W, S, B, N\}$	$\mathcal{J}_{BB}^{WX} =$ $\{W, S, B, N\}$ $\times \{S, B, N\}$	$\mathcal{J}_{BB}^{XW} =$ $\{S, B, N\}$ $\times \{W, S, B, N\}$	$\mathcal{J}_{BB}^{XX} =$ $\{S, B, N\}$ $\times \{S, B, N\}$
Man (m)	$\mathcal{J}_{BX}^{WW} =$ $\{W, S, B, N\}$ $\times \{W, S, N\}$	$\mathcal{J}_{BX}^{WX} =$ $\{W, S, B, N\}$ $\times \{S, N\}$	$\mathcal{J}_{BX}^{XW} =$ $\{S, B, N\}$ $\times \{W, S, N\}$	$\mathcal{J}_{BX}^{XX} =$ $\{S, B, N\}$ $\times \{S, N\}$
Woman (w)	$\mathcal{J}_{XB}^{WW} =$ $\{W, S, N\}$ $\times \{W, S, B, N\}$	$\mathcal{J}_{XB}^{WX} =$ $\{W, S, N\}$ $\times \{S, B, N\}$	$\mathcal{J}_{XB}^{XW} =$ $\{S, N\}$ $\times \{W, S, B, N\}$	$\mathcal{J}_{XB}^{XX} =$ $\{S, N\}$ $\times \{S, B, N\}$
None	$\mathcal{J}_{XX}^{WW} =$ $\{W, S, N\}$ $\times \{W, S, N\}$	$\mathcal{J}_{XX}^{WX} =$ $\{W, S, N\}$ $\times \{S, N\}$	$\mathcal{J}_{XX}^{XW} =$ $\{S, N\}$ $\times \{W, S, N\}$	$\mathcal{J}_{XX}^{XX} =$ $\{S, N\}$ $\times \{S, N\}$

Calibration – Exogenous Parameters

Parameter	Interpretation	Value
γ	Risk aversion	2
r	Interest rate	0.5 (2% annually)
ν	Frisch elasticity	0.5
τ	Labor income tax	0.28
$b(h)$	Ind. unemployment benefit	$\min\{0.5w_g(h), \$7500\}$
ϕ^{US}	Probability of losing benefits	0.5
p	Ind. pension level	$\min\{\$3000+0.25w_g(h), \$12000\}$
\hat{w}_m, \hat{w}_f	Return to self-employment	\$6000, \$4200
σ_ϵ	Gumbel shock	0.1

Calibration – Asset Levels

Key parameter: discount factor ($\beta = 0.986$)

Median Asset Levels (in 000s US\$)

	Data	Model
Aggregate	44	60
Age 25-35	4	31
Age 35-45	40	60
Age 45-55	84	83
Age 55-65	146	121

Target: Median net financial wealth in SIPP (net worth minus home and vehicle equity)

- ▶ Winsorize at 5th and 95th percentile
- ▶ In model: scaled by GDP/capita (ca. \$67,000)

Calibration – Human Capital Accumulation

HC appreciation: $\phi_m^{up}(h) = 0.3 \times h^{-2}$ and $\phi_f^{up}(h) = 0.25 \times h^{-2}$

Average Labor Income (in 000s US\$)

	Men		Women	
	Data	Model	Data	Model
Aggregate	19.8	19.0	13.3	10.9
Age 25-35	17.6	17.0	12.9	10.8
Age 35-45	20.6	18.7	13.5	10.8
Age 45-55	20.8	19.8	13.7	11.0
Age 55-65	19.8	20.5	13.0	10.9

Target: Mean earned income of employees from SIPP Data

- ▶ In model: scaled by GDP/capita (ca. \$67,000)
- ▶ Conditional on working ≥ 240 hours and earning $> \$0$ per quarter

Calibration – Human Capital Depreciation

Linear depreciation: $\phi_m^{down}(h) = 0.1$ and $\phi_w^{down}(h) = 0.15$

Table: Men

	Data	Model
$\Delta wage_{1q}$	-2.6%	-1.6%
$\Delta wage_{2-4q}$	-10.3%	-6.7%
$\Delta wage_{5-8q}$	-15.2%	-15.8%

Table: Women

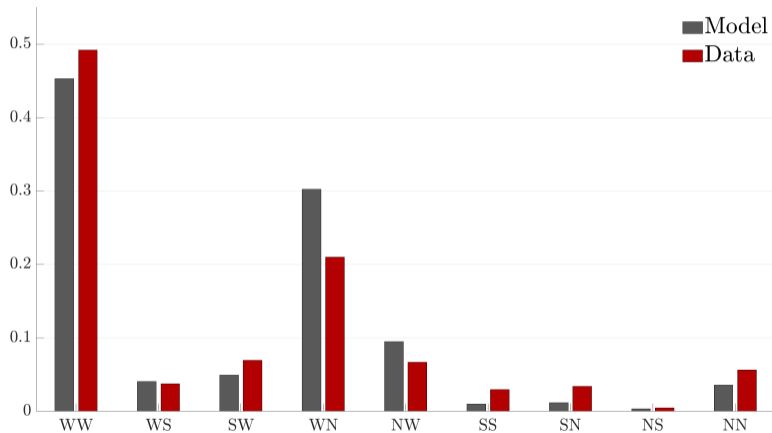
	Data	Model
$\Delta wage_{1q}$	-2.6%	-2.3%
$\Delta wage_{2-4q}$	-12.0%	-10.4%
$\Delta wage_{5-8q}$	-22.6%	-24.6%

Calibration – Labor Market Shares

Governed by parameter ψ_t^{jk}

- ▶ Data target: joint distribution of couples across labor market states
- ▶ To impose structure, we specify utility by gender and individual labor market state
- ▶ Household utility is sum of gender-specific terms:
 - ▶ Normalize $\psi_f^W = \psi_m^W = 0$
 - ▶ $\psi_m^S = 2.175$ $\psi_f^S = 1.15$
 - ▶ $\psi_m^B = \psi_m^N = 3$
 - ▶ $\psi_f^B = \psi_f^N$ is age-dependent: $2.4 + \frac{1.6 - 2.4}{1 + e^{-0.15(t-33)}}$
 - ▶ Additional utility if both spouses are non-employed: $\psi^{add} = 0.8$

Calibration – Labor Market Shares



Calibration – Self-Employment

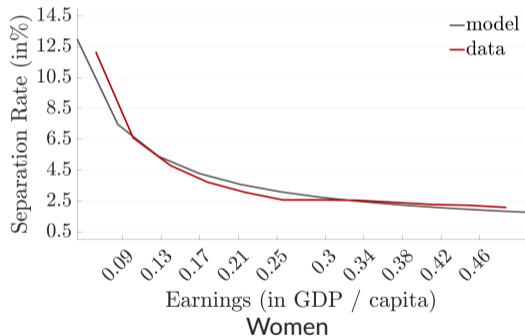
Key parameters: (dis)utility level of self-employment $\eta_m = 1.8$ and $\eta_f = 2.2$

- ▶ Weekly hours worked in self-employed (CPS data, contingent worker supplement)

	Data	Model
Women	33	33
Men	46	51

Calibration – Separation Rates

Key parameters: separation rates $\delta_m(h) = 0.07 \times h^{-0.75}$ and $\delta_f(h) = 0.13 \times h^{-0.8}$



Calibration – Individual Labor Market Transition Rates

Key parameters are exogenous job arrival rates:

$$\lambda_m^B = \lambda_m^N = 0.15 \quad \lambda_m^S = 0.07 \quad \lambda_f^B = \lambda_f^N = 0.21 \quad \lambda_f^S = 0.09$$

	Data			Model		
	W	S	N	W	S	N
<i>Panel I: Men</i>						
W	0.96	0.01	0.03	0.97	0.00	0.03
S	0.05	0.92	0.03	0.06	0.75	0.18
N	0.14	0.03	0.84	0.12	0.13	0.74
<i>Panel II: Women</i>						
W	0.95	0.01	0.05	0.94	0.01	0.06
S	0.06	0.85	0.09	0.05	0.45	0.51
N	0.09	0.02	0.90	0.09	0.08	0.83

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