

The Not-So-Marginal Marginally Attached

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Abstract

When considering questions of labor market tightness and labor force participation rates, it is common to look at the rates and levels of a few broad labor market subgroups for answers. There is a notion that there is a hierarchy of sorts when it comes to a tightening labor market, and that certain groups will likely transition to re-employment before others. This paper seeks to better understand the Marginally Attached subgroup of the United States labor market, through the behavior and characteristics of these individuals. Those who are marginally attached are often seen as rarely participating in the labor force and being of little consequence when considering the health of the labor market, however, those who are marginally attached transition to employment at rates similar to or greater than those who have been unemployed more than one month. The Bureau of Labor Statistics defines individuals as marginally attached if they are not employed, not actively looking for employment, but would take a job if offered. However, the reasons that individuals cite for being in such a situation vary. The heterogeneity in reasons for marginal attachment is reflected in notably different rates of transition to employment. Those who are marginally attached and those who are employed differ by demographic, industry and occupation characteristics. The most notable difference between the marginally attached and the unemployed is that the marginally attached have higher transition rates to out of the labor force. Utilizing a Maximum Likelihood approach to compare the offer and reservation wages of the marginally attached and unemployed I conclude that the marginally attached have higher reservation wages and lower offer wages on average. These results suggest that the marginally attached, due to heterogeneity, likely have important consequences for the labor market, and should be considered when questioning labor market tightness and labor force participation rates.

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I. Introduction

As the United States labor market tightens, one might think of a hierarchy of labor market participants who experience changes in their labor market relationship. Workers employed part time who desire more hours may get them, the unemployed will be put back to work, those who are discouraged may begin to search and find work, and those out of the labor force may be drawn back in. This story is one that is taught in Principles of Economics courses, and something that isn't often subjected to scrutiny. This paper seeks to show that the stepwise hierarchy described above is not quite as it seems, and that future public policy concerning the health of the U.S. labor market needs to account for blurred lines between labor market groups.

The distinction between those who are unemployed, discouraged, and marginally attached for reasons other than discouragement is rather arbitrary, and used for the purpose of classifying individuals for statistical purposes. The Bureau of Labor Statistics defines the unemployed in a given month as those who are without a job, available for work, and have actively searched for work through one of the approved methods in the past four weeks. If a non-employed individual who would take a job if offered to them does not meet all of the criteria laid out to qualify as unemployed, they are likely to be considered marginally attached to the labor force. Marginal attachment is often broken into two broad categories, those who are discouraged and those who are marginally attached for reasons other than discouragement.

The Current Population Survey, after it was redesigned in 1994, allows for twelve reasons for marginal attachment to the labor force. Utilizing these granular breakdowns of the Marginally Attached, as well as other categories of labor market participation this paper will show that in

many ways the marginally attached are anything but marginal. The marginally attached transition to employment at rates equal to or higher than all unemployed workers save for those unemployed less than one month. The marginally attached also experience differing likelihood of re-employment based on duration since last job, much like the unemployed.

This paper then seeks to show using a maximum likelihood estimation that the marginally attached have similar re-employment wages to the unemployed but differ from their unemployed counterparts in their reservation and offer wages. These findings coupled with the transition rates discussed above suggest that the hierarchy of labor market participants that is often leaned on when understanding labor market tightness and labor force participation is not clear cut at all.

II. Contribution to the Literature

Previous work on the behavior of individuals with different labor market statuses utilized Markov transition matrices to see how similar behavior was across broad labor market groups. Work done by Flinn and Heckman (1983) tests the behavior of those who are employed, unemployed, and out of the labor force by testing the equivalence of hazard rates from unemployment, and out of the labor force, to employment. Subsequent work attempted to answer similar questions using different data sources and different subcategories of the labor market including the marginally attached (Jones et al. (2000); Jones and Riddell (2006, 2017)) for Canadians. These works came to the general consensus that no two groups are behaviorally equivalent, but the marginally attached bear some similarities to the unemployed and to those out of the labor force, and this behavior holds true with both US and Canadian labor force data and is consistent over time. These works all abstract from the possibility that there is a large amount of

heterogeneity within groups, and that this heterogeneity may explain why marginally attached individuals can in some ways behave very much like the unemployed.

This paper seeks to add to the existing literature by exploiting the heterogeneous nature of large labor market groups. The marginally attached can be broken down in the Current Population Survey into twelve distinct groups, and then differentiated again by time since last job. The unemployed can be broken down by duration, and the employed by type of employment. A detailed list of these breakdowns can be found in the appendix.

First, Markov Transition Matrices are calculated for breakdowns of the marginally attached and unemployed. These matrices will show that although the conclusions found by past work, that no two groups are behaviorally identical, are true, they are not fully informative of the policy relevant similarities of labor market subgroups.

This paper takes the investigation of the marginally attached a step further by estimating reservation, offer, and re-employment wages to understand how labor market participants are drawn back to employment, and the importance of the distinction of active search as defined by the Bureau of Labor Statistics while controlling for individual, state, and time factors in the estimations of these wages. These results will show that the requirement of active search for categorization as unemployed wrongly insinuates that those who are not actively searching are less employable workers.

III. Data

This paper makes use of the Bureau of Labor Statistics' Current Population Survey (CPS) data from 1994 to 2018. The Current Population Survey is a household survey that interviews households for four months, rotates them out for eight months, and then surveys them again for four months before retiring those households from the survey. It is possible to track individuals within each household over time to discern their labor force transitions utilizing methodology proposed by Shimer (2012) and augmented for the purposes of this paper. This method allows computation of hazard rates from one labor force status to another, and thereby a comparison across labor market groups. Another key feature of the CPS is that the survey allows for more granular breakdowns of labor market statuses than the four major groups most commonly discussed. In all, this paper examines transitions between twenty-nine distinct labor market subgroups – breaking the employed, unemployed, marginally attached, and out of the labor force down into sub-groups based on their characteristics and reasons for labor force behavior.

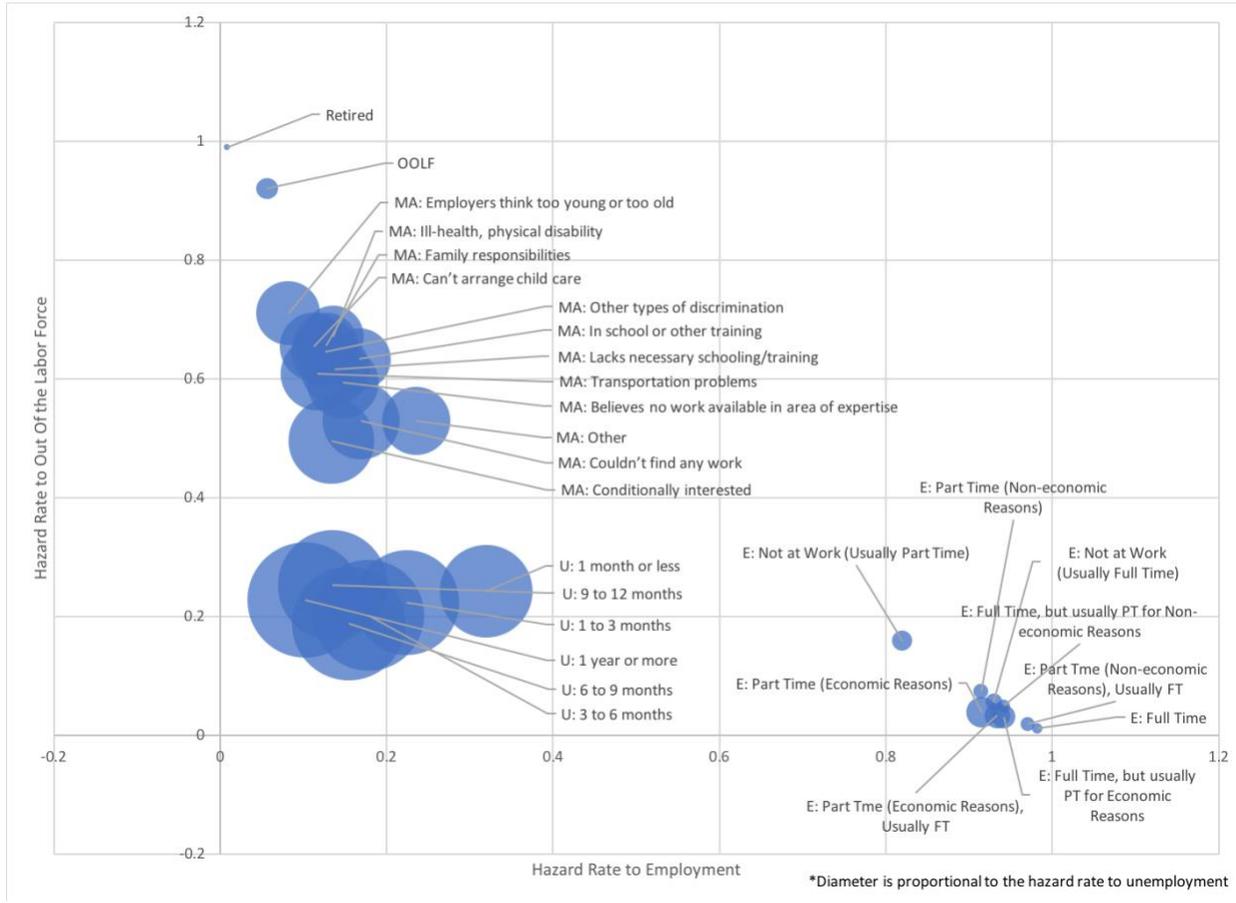
Once someone is ascertained to be marginally attached to the labor force, they are asked the reason. The CPS allows for twelve possible reasons for marginal attachment. This granular breakdown of marginal attachment allows for a more detailed understanding of a heterogeneous group of labor market participants. This paper will exploit this unique feature of the data to compare the marginally attached to other labor market groups.

I utilize the technique proposed by Madrian and Lefgren (1999) to deal with matching individuals from one month to the next. Errors in worker flow data are common (Poterba and Summers (1984)). Such errors are unavoidable when using self-reported data and have been dealt with using methodology consistent with the literature.

IV. Transition Rates of the Subgroups of the Marginally Attached and Unemployed

Using the Current Population Survey, it is possible to break down the marginally attached into twelve subgroups based on reason for marginal attachment, and the unemployed into subgroups based on duration of unemployment. Utilizing these subgroups, detailed in appendix 1, transition rates to employment, unemployment and out of the labor force were calculated for all subgroups of the labor market to compare the behaviors of these distinct groups. These transition rates are shown in figure 1, with the diameter of the bubbles corresponding to the transition rate to unemployment.

Figure 1: Transition Rate Comparison of Labor Force Subgroups



Diameter indicating hazard rate to unemployment: 0 0.5 1
 Source: Author's calculations using the Current Population Survey

The most striking finding in figure 1 is that the subgroups of the marginally attached transition to employment at rates equal to or greater than those unemployed for more than one month. Figure 1 also suggests that the subgroups of the marginally attached, like the unemployed, are heterogeneous in their likelihood of transitioning to employment. The results presented in figure 1 are calculated using data from 1994 to 2018, so there is some question whether separating recessionary periods from non-recessionary periods would alter these conclusions. When the calculations are performed on the disaggregated data based on economic conditions, the relationship between the marginally attached and the unemployed remains consistent, with the

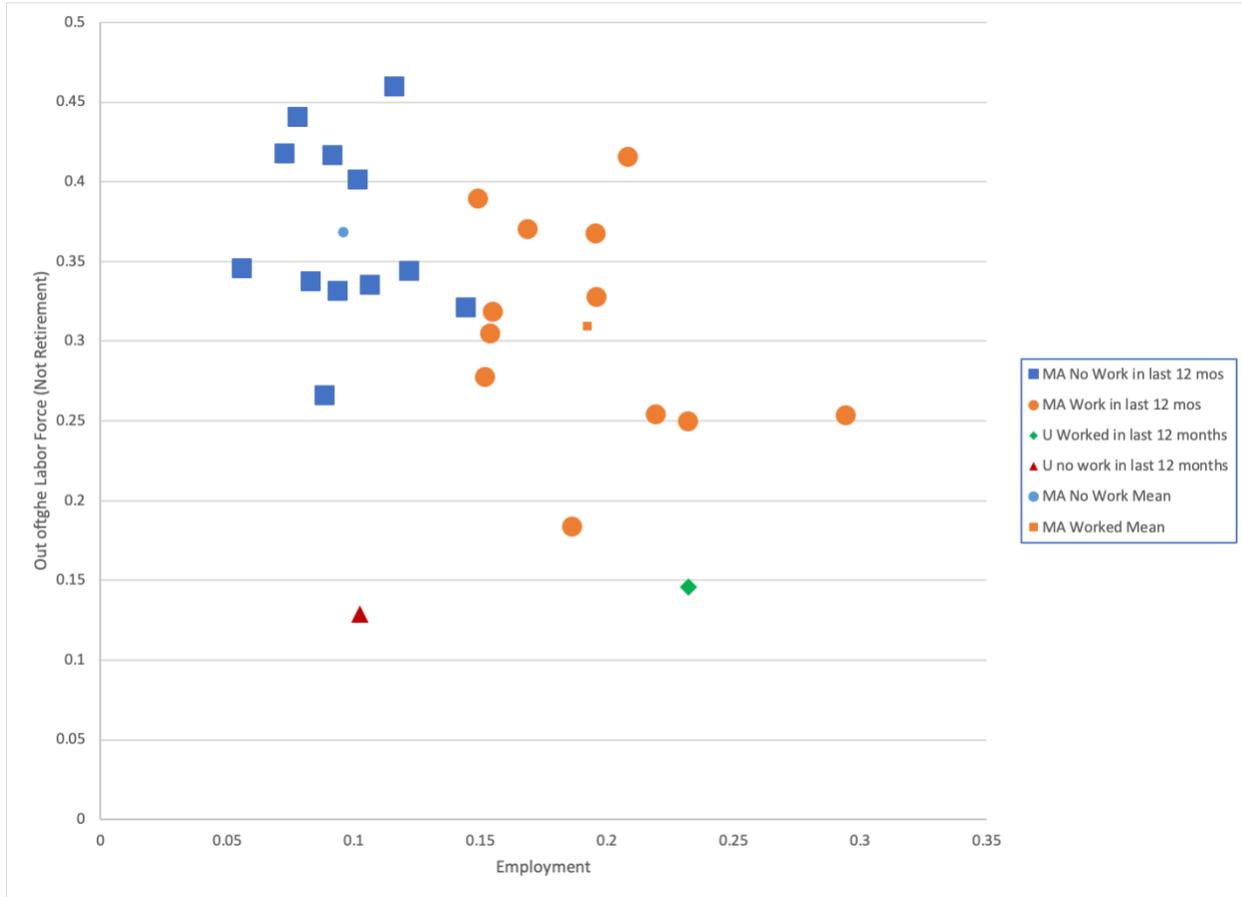
only change being that all groups transition to employment at somewhat lower rates during recessionary periods.

Duration of non-employment is often cited as an important criterion when non-employed workers are searching for employment. It has been shown that the probability of employment for the unemployed is inversely related to unemployment duration (Clark and Summers (1979))

Since it can be shown that the marginally attached are transitioning to employment at rates similar to, and in some cases greater than the unemployed, it is important to test the influence of duration on the probability of employment for the marginally attached as well. Unfortunately, the detailed categories available for the unemployed are not available for the marginally attached.

All we know is whether they have worked in the last year. Figure 2 breaks down the 12 subgroups of marginal attachment by the time elapsed since their last job. Figure 2 shows a clear delineation between the employment probabilities of those who are marginally attached and have been employed within the last year, and those who are marginally attached and have not been employed in the last year, regardless of reason for marginal attachment. For comparison, the probability of transitioning to employment for those who have been unemployed for less than a year is only slightly higher than the average of all marginally attached with less than a year's duration of non-employment. When examining a similar comparison for those who have been non-employed for a year or more, the probability of transitioning to employment is virtually the same for the marginally attached and the unemployed. Figure 2 also serves to demonstrate the heterogeneity in hazard rates to employment and out of the labor force within the marginally attached.

Figure 2: Duration Dependence Comparison of the Unemployed and Marginally Attached



Source: Author's calculations using the Current Population Survey

The similarities in transition rates to employment between the marginally attached and the unemployed suggest that a more detailed investigation of how the marginally attached behave when potentially entering the labor force. In order to understand this better, I will calculate reservation wages, offer wages, and re-employment wages of both the unemployed and the marginally attached using a maximum likelihood approach.

V. Maximum Likelihood Estimation of Offer, Reservation, and Re-Employment Wages
a. Model Presentation

Likelihood of both re-employment and transitioning out of the labor force is related to one's reservation wage, and the wage that one is offered. If the unemployed are similar to the marginally attached, then it is important to compare their reservation and offer wages to demonstrate that they are likely having similar impacts on the labor market despite being treated very differently in commonly cited statistics. Using the Current Population Survey, it is only possible to observe the wages that are accepted by those who transition to employment from marginal attachment or unemployment. These individuals are a select group based on some known and some unknown characteristics, and this needs to be accounted for in the likelihood function.

The model is defined as follows. An individual's offer wage is defined by

$$W_o = X\beta_o + \varepsilon_o$$

The individual's reservation wage is defined

$$W_r = X\beta_r + \varepsilon_r$$

with the errors normally, identically and independently (both from each other and across time) distributed with mean zero, variances σ_{2o} and σ_{2r} respectively. X is a $N \times K$ data matrix of demographic characteristics of each individual including age, education, previous industry and occupation, gender, race, and state and year dummies. There is also a dummy for the detailed subgroup of the labor market that the individual is in, as detailed in the appendix. The importance and details of these variables will be presented after the model.

I also assume that in order to observe a wage, that wage must be greater than the reservation wage, or

$$\Pr(\text{Observe } W_o) = \Pr(W_o > W_r)$$

This gives rise to a restricted version of the Type II Tobit model as described in Amemiya (1984) and developed as a part of Dickens and Sederberg (2019). The need for a Type II Tobit model comes from the truncation of the wage distribution due to the fact that we only observe the offered wage if it is greater than the reservation wage.

The log likelihood function for a single observation used to estimate this model is:

$$LLF = (1 - W_p) \ln \left(1 - \Phi \left(\frac{X(\beta_o - \beta_r)}{\sqrt{\sigma_o^2 + \sigma_r^2}} \right) \right) \\ + W_p \left[\ln \left(\Phi \left(\frac{W_o - X\beta_r}{\sqrt{\sigma_r^2}} \right) \right) + \ln \left(\varphi(W_o - X\beta_o, \sqrt{\sigma_o^2}) \right) \right]$$

Where W_p is a dummy equal to 1 if the observation has a wage present, Φ is the standard cumulative normal distribution function and φ is the normal density evaluated at the first argument and the second argument is the standard deviation of the distribution.

b. Demographic and Industry Comparison of the Marginally Attached and Unemployed

Table 1 compares the demographic characteristics of those who are marginally attached and those who are unemployed. This comparison is done at the population level, and for those who

are transitioning from marginal attachment or unemployment to employment. The results suggest that the marginally attached and the unemployed are statistically significantly different from one another in terms of age, gender, race and education.

The marginally attached who are transitioning to employment are likely to be younger and less educated, with many in the 18-24-year-old age range, as well as those with less than a high school education. This could be catching young adults who are of working age and entering the labor market for the first time during their high school years. Of those transitioning to employment, the marginally attached are more likely to be female. This may be due to women re-entering the labor force after raising children or taking care of a family member.

Table 1: Demographic Comparison of the Unemployed and Marginally Attached

	Population				Transitioning to Employment			
	Unemployed	Marginally Attached	Diff	Statistical Significance	Unemployed	Marginally Attached	Diff	Statistical Significance
Age								
18-24	25%	28%	3.21	***	25%	30%	4.56	***
25-34	23%	21%	-2.29	***	23%	20%	-2.50	***
35-44	20%	17%	-3.17	***	19%	16%	-3.37	***
45-54	17%	15%	-2.71	***	16%	13%	-2.78	***
55-64	10%	11%	0.87	***	9%	8%	-0.82	**
65 and older	3%	7%	4.09	***	3%	3%	0.53	***
Gender								
Male	54%	47%	-7.17	***	56%	53%	-3.32	***
Female	46%	53%	7.17	***	44%	47%	3.32	***
Race								
White	74%	72%	-2.70	***	80%	77%	-3.13	***
Black	18%	19%	1.09	***	13%	14%	1.78	***
Hispanic	15%	13%	-1.85	***	15%	14%	-0.83	***
Other Race	7%	9%	1.62	***	6%	8%	1.50	***
Education								
Less than High School	19%	22%	2.34	***	23%	27%	4.64	***
High School	37%	35%	-1.56	***	34%	30%	-4.07	***
Some College	20%	21%	1.32	***	20%	21%	1.38	***
Associate's Degree	7%	6%	-0.85	***	7%	6%	-1.42	***
Bachelor's Degree	12%	11%	-1.13	***	12%	11%	-0.74	
Graduate Degree	4%	4%	-0.12	***	4%	5%	0.21	***

Source: Author's calculations using the Current Population Survey

*** indicates significance at the 1% level, ** indicates significance at the 5% level, * indicates significance at the 10% level

Table 2 compares the industry of employment of those who are marginally attached or unemployed in the population and for those who are transitioning to employment from marginal attachment or unemployment. On the whole, the marginally attached and the unemployed are fairly statistically significantly different from one another.

The most notable differences are for those who are transitioning to employment. Construction occupations are more common amongst those who are unemployed than those who are marginally attached. This phenomenon may be due to construction workers being hired for a particular job and then laid off when the job is complete, or due to the seasonality of construction work. Those who are marginally attached and transition to employment are more likely than their unemployed counterparts to be in the healthcare field.

Table 2: Industry Comparison of the Unemployed and Marginally Attached

	Population				Transitioning to Employment			
	Unemployed	Marginally Attached	Diff	Stat. Sig.	Unemployed	Marginally Attached	Diff	Stat. Sig.
Accommodation	10%	12%	-2.50	***	11%	12%	-0.97	***
Art	3%	4%	-1.17	***	3%	4%	-0.81	***
Business	13%	12%	0.50	**	13%	12%	0.91	***
Construction	13%	9%	3.45	***	14%	10%	3.29	***
Education	6%	9%	-2.74	***	6%	5%	1.28	***
Finance	3%	2%	0.59	***	2%	2%	0.02	
Healthcare	8%	8%	-0.08		9%	13%	-4.29	***
Information	2%	1%	0.51	***	1%	1%	0.16	
Manufacturing (Durables)	8%	5%	2.68	***	6%	4%	1.83	***
Manufacturing (Non-Durables)	5%	4%	0.96	***	4%	3%	0.66	***
Mining	2%	2%	-0.09		2%	2%	-0.04	
Other	5%	6%	-0.69	***	6%	8%	-2.16	***
Public	2%	2%	-0.38	***	2%	2%	-0.37	***
Real Estate	2%	2%	0.08		2%	2%	-0.32	***
Retail Trade	13%	15%	-1.93	***	14%	14%	0.05	
Utilities	4%	4%	0.42	***	4%	4%	0.55	***
Wholesale Trade	3%	2%	0.39	***	2%	2%	0.23	**

Source: Author's calculations using the Current Population Survey

*** indicates significance at the 1% level, ** indicates significance at the 5% level, * indicates significance at the 10% level

Table 3 compares the occupations, measured at the two-digit level of the Standard Occupational Classification (SOC) system, of those who are marginally attached and those who are unemployed. The trends for healthcare and construction seen in the industry breakdown hold true at the occupational level. In addition, those who are marginally attached and transition to employment are more likely than their unemployed counterparts to be in front line service sector jobs and in education related occupations.

Table 3: Occupation Comparison of the Unemployed and Marginally Attached

	Unemployed	Marginally Attached	Diff.	Stat. Sig.
Management Occupations	3.5%	4.1%	0.66	***
Business and Financial Operations Occupations	1.7%	1.6%	-0.11	
Computer and Mathematical Occupations	0.5%	0.5%	-0.02	
Architecture and Engineering Occupations	0.8%	0.8%	-0.08	
Life, Physical, and Social Science Occupations	0.4%	0.4%	0.01	
Community and Social Service Occupations	0.7%	0.7%	0.06	**
Legal Occupations	0.3%	0.3%	0.05	***
Educational Instruction and Library Occupations	5.2%	5.6%	0.37	***
Arts, Design, Entertainment, Sports, and Media Occupations	2.4%	2.6%	0.19	***
Healthcare Practitioners and Technical Occupations	0.9%	1.0%	0.09	**
Healthcare Support Occupations	3.6%	4.1%	0.52	***
Protective Service Occupations	1.3%	1.3%	0.03	
Food Preparation and Serving Related Occupations	10.3%	10.9%	0.56	**
Building and Grounds Cleaning and Maintenance Occupations	4.3%	5.3%	1.03	***
Personal Care and Service Occupations	4.2%	6.9%	2.65	***
Sales and Related Occupations	12.7%	13.2%	0.49	***
Office and Administrative Support Occupations	11.8%	11.4%	-0.41	
Farming, Fishing, and Forestry Occupations	2.0%	2.2%	0.20	
Construction and Extraction Occupations	13.2%	10.0%	-3.20	***
Installation, Maintenance, and Repair Occupations	2.8%	2.7%	-0.10	
Production Occupations	7.8%	5.6%	-2.21	***
Transportation and Material Moving Occupations	10.3%	8.9%	-1.41	***

Source: Author's calculations using the Current Population Survey

*** indicates significance at the 1% level, ** indicates significance at the 5% level, * indicates significance at the 10% level

It is clear from the comparisons in tables 1 through 3 that there is a need to control for individual characteristics of labor market participants when estimating re-employment, offer, and reservation wages. In addition to the individual characteristics, the X matrix in the model controls for state and year effects, as well as the subgroup of the labor market that the individual originates in.

VI. Results

The results of the Maximum Likelihood estimation for the Marginally Attached are used to simulate observed, reservation, and offered wages. The values presented in table 4 are the predicted values for a 35-year-old white male with a high school education. Table 5 presents the same for the unemployed.

Table 4: Detailed Comparison of Offer, Reservation, and Re-Employment Wages of the Marginally Attached

	Offer Wage	Reservation Wage	Average Wage of Those Finding Employment
Conditionally interested	2.06	8.32	12.49
Believes no work available in area of expertise	2.34	8.89	13.66
Couldn't find any work	2.15	9.05	13.67
Lacks necessary schooling/training	2.71	8.65	13.40
Employers think too young or too old	2.31	8.43	12.58
Other types of discrimination	2.05	8.38	12.11
Can't arrange child care	1.62	7.96	11.32
Family responsibilities	2.36	8.67	13.23
In school or other training	2.11	8.82	12.71
Ill-health, physical disability	2.14	8.77	12.72
Transportation problems	2.18	8.39	13.03
Other	2.30	8.51	13.07

Source: Author's calculations using the Current Population Survey. All dollar amounts are measured in 2009 dollars using the Core PCE. In addition, any reported offer wage below the federal minimum wage at the time was omitted from the sample.

Table 5: Detailed Comparison of Offer, Reservation, and Re-Employment Wages for the Unemployed

	Offer Wage	Reservation Wage	Average Wage of Those Finding Employment
Unemployed Less than 1 Month	3.28	8.28	13.05
Unemployed 1 to 3 Months	2.92	8.25	12.60
Unemployed 3 to 6 Months	2.64	8.30	12.79
Unemployed 6 to 9 Months	2.51	8.23	12.47
Unemployed 9 to 12 Months	2.15	8.41	12.10
Unemployed More than 12 Months	2.03	8.11	11.32

Source: Author's calculations using the Current Population Survey. All dollar amounts are measured in 2009 dollars using the Core PCE. In addition, any reported offer wage below the federal minimum wage at the time was omitted from the sample.

The marginally attached have higher reservation wages on average than those who are unemployed, however, their re-employment wages are largely comparable to those who become re-employed after a spell of unemployment. However, the marginally attached have much lower offer wages than the unemployed. This suggests that they are a very heterogeneous group, and this heterogeneity might play a role in explaining why they become re-employed at rates similar to the unemployed, while also experiencing transition rates to out of the labor force at much higher rates than their unemployed counterparts. The variation in the offer wage for the marginally attached is strongly statistically significant, giving some credibility to this explanation. An obvious next step to examine this conjecture is a model of leaving the labor market.

The results indicate that the marginally attached and unemployed are very similar in their re-employment wage and differ in their offer and reservation wages. Notably, the reservation wages for eight out of the twelve groups of marginally attached workers are higher than the highest reservation wage for the unemployed. There is an obvious issue in that the reservation wages are uniformly unreasonably low. The model assumes that everyone gets one job offer every month and either takes it or doesn't; thus, you should interpret a low offer wage as someone not pursuing or receiving an offer as well as receiving a low offer when one is received.

Not accounted for in LLF and the results presented above is the probability of receiving a job offer. Also omitted is the requirement that the wage offered to an individual must first be above the relevant minimum wage (state or federal), and then greater than an individual's reservation wage in order for an individual to accept a job offer. Even if the worker is not to accept the job offer, the offered wage must still be above minimum wage.

The version of the LLF that accounts for consideration of the probability of receiving a job offer as well as the minimum wage suffers from troublesome convergence. Also, analysis of the partially converged results suggest that ML is not doing a good job of matching the moments of the wage distribution which are the source of identification of the more complex model. Next steps involve using an Expectation-Maximization algorithm to maximize the likelihood function or using simulated method of moments to estimate the model thus ensuring a solution if one possible.

These results confirm that those who are unemployed and those who are marginally attached are quite similar in their offer and reservation wages. The marginally attached do have higher reservation wages than the unemployed, which follows from the hypothesis that the marginally attached are strong workers, despite their official designation as out of the labor force when computing common labor force statistics.

VII. Conclusions and Policy Implications

The marginally attached are in many ways anything but. The arbitrary characterization of labor market participants based on the intensity of their job search gives a view of the labor market that is ill informed. The marginally attached have high reservation wages, similar to or higher than the unemployed, as well as transition rates to employment that are equal to or higher than the unemployed who have been out of work for more than a month. Additionally, the generalization of marginal attachment is hiding a diverse group of labor market participants under the guise of a single entity.

The marginally attached are often broken into two broad categories, those who are marginally attached due to discouragement and those who are marginally attached for reasons other than discouragement. The discouraged contingent of marginally attached workers are often experiencing similar distress to those who are unemployed since they desire work but think that no jobs are available for their given qualifications. The non-discouraged marginally attached are often considered to be almost irrelevant to discussions of labor market slack or distress. Yet, all groups of the marginally attached transition to employment at roughly the same rate as those who are unemployed for more than a month. It isn't the inability to find employment that distinguishes the marginally attached, it is their willingness to leave the labor market, and this willingness is may be an artifact of the heterogeneity of the marginally attached.

The analysis presented in this paper stands to dispel the notion that there is a strictly defined hierarchy or sequence of labor market groups that are pulled back into employment as the labor market tightens. While we often think that the unemployed become re-employed first, then the discouraged, so on and so forth, the evidence presented above suggests that this may not necessarily be the case. This finding is important when it comes to analyzing the amount of slack in a labor market, or when understanding a changing labor market participation rate.

As is true of many generalizations, the generalization of marginal attachment detracts from our understanding of this segment of the labor market. With greater comprehension of these individuals comes the potential for better labor market policy and understanding.

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Appendix

A.1. Classifications of the Labor Force

Employed:

Full Time

Part Time (Economic Reasons), Usually Full Time

Part Time (Non-economic Reasons), Usually Full Time

Not at Work (Usually Full Time)

Part Time (Economic Reasons)

Part Time (Non-economic Reasons)

Full Time, but usually Part Time for Economic Reasons

Full Time, but usually Part Time for Non-economic Reasons

Not at Work (Usually Part Time)

Marginally Attached:

Conditionally interested

Believes no work available in area of expertise

Couldn't find any work

Lacks necessary schooling/training

Employers think too young or too old

Other types of discrimination

Can't arrange child care

Family responsibilities

In school or other training

Ill-health, physical disability

Transportation problems

Other

Out Of the Labor Force:

Out of the labor force, not retired

Those who identify as being out of the labor force due to retirement

Unemployed:

Unemployed 1 month or less

Unemployed 1 to 3 months

Unemployed 3 to 6 months

Unemployed 6 to 9 months

Unemployed 9 to 12 months

Unemployed one year or more