Online Appendix

To Accompany "More Than Money: Job Quality, Employment, and Occupational Change through the Pandemic"

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Using Principal Components to Define Occupation Quality Measures

I. Defining Occupational Quality

Information about occupational characteristics comes from two sources: the Occupational Requirements Survey (ORS), administered by the Bureau of Labor Statistics in partnership with the Social Security Administration, and the Occupational Information Network (O*NET), administered by the Employment and Training Administration of the U.S. Department of Labor. These surveys are well-suited to compare characteristics of different occupations at a single point in time, but they are not designed to track an occupation over time. Because the scores are held fixed, changes over time in the average characteristics of employed workers reflect changes in the distribution of workers across occupations rather than changes in the characteristics of any occupation.

A. ORS Characteristics by Occupation

ORS is a survey of employers undertaken by the Bureau of Labor Statistics, in partnership with the Social Security Administration, that provides the employer's perspective on the "…physical demands; environmental conditions; education, training, and experience; as well as cognitive and mental requirements for jobs in the U.S. economy" (BLS 2026). Job characteristics from the ORS reflecting individual autonomy include ability to pause work, control over pace of work, and whether a worker has opportunity to both sit and stand. Characteristics that might reflect preferences formed by one's COVID-19 exposure experience include whether a job requires interaction with the public, exposure to crowds, and the opportunity to telework. While both the ORS and O*NET have information on contact with others, O*NET also captures direct exposure to infectious disease and interactions with unpleasant or angry people and dealing with conflict

situations. ORS data reflect the percent of workers in each occupation for which each characteristic is true.

1. Autonomy

Figure OA1 illustrates the distribution of these autonomy characteristics across occupations.[1] As we might expect, workers in Management, Business, Science and Arts occupations enjoy the highest level of ability to control aspects of their work environment: over 90 percent indicate that they can control when they can pause and take a break; nearly 60 percent have a workload that is mostly self-directed with significant discretion to vary timing of tasks; and almost 90 percent have an ability to choose whether to sit or stand while performing their duties. Workers in Protective Service (e.g., police officers) and Transportation and Material Moving (e.g., truck drivers) have the lowest levels of being able to pause their workflow, at just over 10 percent and about 25 percent, respectively. Personal Care and Service and Transportation and Material Moving have the least ability to determine their pace of work, and the lowest share of workers who have the ability to choose to either sit or stand in doing their work are found in Food Preparation and Cleaning occupations (again, along with those in Transportation and Material Moving).

2. Safety

Three characteristics are identified in the ORS data to reflect features of an occupation that could reasonably be related to working through the COVID-19 pandemic, characteristics toward which the pandemic may have altered preferences. These are shown in Figure OA2. Telework reflects the share of workers in that occupation who are permitted to work from home or telework; i.e., the flexibility to regularly perform their critical job functions off premises. No

[1] Occupations are assigned quality characteristics at the 4-digit occupation code level and then aggregated into broad occupation groups for purposes of presentation.

required public interaction is the share of workers in the occupation who indicate they are *not* required to interact with the general public (individuals other than their co-workers). No exposure to crowds reflects the share of workers in the occupation whose tasks do *not* involve working around a crowd. This measure differs from the public-interaction measure in that it specifically refers to exposure to unfamiliar people without any sort of barrier. Those with the highest possibility of teleworking are Management, Business, Science and Arts (about 33 percent), Sales (about 18 percent), and Office and Administrative Support (10 percent), as we would expect.

Also, as we would expect, a large share of all occupations, except Protective Service, are not required to interact with crowds; workers in Protective Service are also among the least likely to be able to telework. Those working in Personal Care and Service or Sales occupations have a high incidence of interaction with the public (but not "crowds").

B. O*NET Characteristics by Occupation

We chose characteristics for which the COVID-19 pandemic may have altered preferences from O*NET, as was done with the ORS data. These include, as with ORS, measures related to job autonomy (freedom to make decisions; determine one's tasks, priorities, and goals; and having a regular work schedule). O*NET differs from ORS in the measures related to exposure to other individuals and the public. While both surveys have information on contact with others, O*NET also captures direct exposure to infectious disease, interactions with unpleasant or angry people, and dealing with conflict situations. O*NET measures are rated on a scale from 1 to 5, but the anchors differ by item: frequency items run from never to every day, freedom items from no freedom to a lot of freedom, and importance items from not important at all to extremely important. The work schedule item is collected on a 1 to 3 scale and is recoded as five minus the

reported value, so that it runs from 2 to 4 and rises with schedule regularity. The value of any single item does not have an objective metric.

While the ORS provides the employer's perspective, O*NET, a survey of workers undertaken by the Department of Labor's Employment and Training Administration, captures the worker's perspective on the characteristics and requirements of occupations.

1. Autonomy

Figure OA3 reflects that workers in all occupations report that they have some degree of autonomy, self-determination in their tasks, and a fairly regular schedule. As we might expect, those in Food Preparation and Cleaning have relatively low levels of autonomy and self-determination, whereas workers in Farming, Fishing and Forestry, along with Construction and Extraction workers are less likely to have regular schedules. We also see that those in Education and Health Care and Office and Administrative Support have the highest values for enjoying a regular schedule.

2. Safety

Figure OA4 contains average characteristics by occupation related to exposure to other workers and the public. There is more variation across occupations for these characteristics, and in directions we would expect. For example, workers in Protective Service are the most likely to encounter angry people and to come into contact with the public; those in Farming, Fishing and Forestry are the least likely to encounter angry people. Workers in Education and Health Care occupations are the most likely to come into contact with infectious conditions.

II. Combining Multi-dimensional Characteristics through Principal Components

Figures OA1–OA4 compare the "quality" of occupations across several dimensions (six autonomy characteristics and seven exposure characteristics). To be able to assess the *overall*

quality of a job, we appeal to a common "data reduction" technique, Principal Component Analysis (PCA) (see Abdi and Williams 2010).

PCA is a data reduction strategy that exploits the correlation between the variables of interest to create a set of uncorrelated components, each a weighted combination of the variables, ordered by how much of their joint variance each accounts for. The first component explains the greatest amount of variation across the variables, and this is what we use to replace the six autonomy and seven exposure variables. The components are computed from the correlation matrix of the items across the 474 occupations, with each occupation weighted by its employment, so every item is standardized before it is combined; the first component accounts for 64 percent of the variance of the six autonomy items and 49 percent of the seven exposure items. The value of the first principal component (PC) does not have a useful interpretation but can be thought of as an occupation's quality score.

The two occupational quality scores are derived from two separate surveys: the Occupational Requirements Survey, in which employers report the requirements of jobs, and O*NET, in which workers report the context of their own occupation. We take thirteen items across the two, six bearing on autonomy and seven on exposure, and reduce each set to its first principal component.

The autonomy score combines the sit-stand choice, self-determined tasks, self-paced work, control over pausing, general freedom to make decisions, and schedule regularity, and gives similar weight to the first five and much less to schedule regularity. The safety score combines seven exposure items, each phrased as an absence, so that a higher score is the safer job, including no required interaction with the public, no dealing with the public, no angry or discourteous people, no conflict situations, no exposure to crowds, no exposure to infectious disease, and telework permitted. Telework carries almost no weight. Across occupations, whether

the work can be done at home is only weakly related to the contact items, so the first component is driven by contact with the public and with others at work. That suits a score held fixed over the period. Telework availability changed sharply during the pandemic (Dingel and Neiman 2020; Barrero et al. 2022), and a score measured at one point in time cannot follow that change. Had telework carried more weight, differences across the three periods would partly reflect changes in which jobs could be done at home rather than how workers responded to the work itself. We therefore read the safety score as a measure of contact with the public and with others in the course of the work.

We assign both scores at the four-digit occupation level to the occupation the worker held twelve months earlier. The scores are measured once and carry no year subscript, so an occupation's autonomy and exposure are the same in 2018 as in 2023. Because the characteristic itself is held fixed, a coefficient that moves across the periods reflects a change in how the characteristic bore on employment or occupation change, which could reflect a change in how workers weighed it or a change in the demand for those occupations or in who holds them. Identification comes from differences across occupations within a state and month, so that two workers under the same mandates and the same local conditions differ in what their jobs entail. Nineteen of the 474 occupation codes rest on an imputed ORS item, with a root mean squared error of 0.0074, small relative to the spread of the score across occupations.

A. Principal Components by Broad Occupation

Figure OA5 plots the autonomy score and the safety score for each broad occupation. The occupations of higher "quality" based on the characteristics included in the construction of the PCs are what we would expect from the results in Figures OA1–OA4. Relative to Management, Business, Science and Arts occupations, all others have a lower autonomy score, and most have

lower levels of the ability to pause, self-pace, flexibility in sitting or standing, autonomy in decision making and self-determination of job tasks. Education and Health Care and Office and Administrative Support rate higher than Management, Business, Science and Arts on the regularity of their schedules. The occupations with the lowest autonomy scores are Food Preparation and Cleaning and Transportation and Material Moving.

Regarding the quality of occupations as they relate to exposure characteristics, occupations that could be characterized as traditionally blue-collar occupations have the highest safety score. Even though these occupations are among the lowest for teleworking options, workers in these occupations do not have to contend with crowds, with interacting with the public or with angry people, or with exposure to infectious conditions. Those in Protective Service, Education and Health Care, or Sales have the lowest safety scores.

B. Principal Components by Broad Industry

Since much of the discussion of the impact of the pandemic on employment was at the industry level, it is of interest to see how job quality compares across industries. Figure OA6 shows the average PC for autonomy and exposure characteristics by broad industry. Like the comparison across occupations, the quality characterization of industries is as we would expect. The lowest overall average autonomy scores are found in Leisure and Hospitality; Transportation, Warehousing, and Utilities; Trade; Other Services (where we would find Personal Care workers); and Construction. Regarding exposure, the sectors of Trade; Education and Health; Leisure and Hospitality; and Public Administration (where we would find police officers) have the lowest safety scores.

C. Change in Average Job Quality over Time

An objective of this article is to consider how workers may have re-distributed themselves away from lower- toward higher-quality occupations during the pandemic, and this redistribution is shown in Figure OA7. It shows workers were on an upward trend in terms of autonomy quality of their occupations before the pandemic (2018 to 2019), but quality took a noticeable jump in 2020, then continued upward through 2023 and was flat in 2024 and 2025. This jump in 2020 may reflect the loss of jobs in occupations particularly affected by the shut-down, such as those in leisure and entertainment (e.g., Food Preparation and Cleaning) or Transportation and Material Moving, or in sectors employing a large share of women, such as Personal Care and Service or Education and Health Care. The step came with the job losses of 2020 rather than with the worker shortages of 2021 and 2022, so it is consistent with a change in the composition of employment rather than with workers moving to better occupations.

Regarding safety, it appears as though workers moved toward occupations with higher safety scores during the pandemic, that is, toward less exposure. Because the scores are fixed and telework carries almost no weight in the safety score, the shift reflects where workers were employed, including the job losses in occupations particularly vulnerable to exposure, such as Sales, Education and Health Care, and Protective Service, rather than any change in how the work was done.

D. Change in Occupation Quality at the Individual Level

In order to disentangle whether the shift of the distribution of workers toward higher-quality (in both autonomy and exposure) occupations, as seen in Figure OA7, was the result of individual movements, or merely reflecting the loss of low-quality jobs during the pandemic, we can look at changes in occupation quality over this period at the individual level among those who changed

occupations. The Current Population Survey allows us to observe what occupation an individual is in at two points in time, one year apart. This allows us to see whether someone (who is employed in both time periods) has shifted employment from one occupation (with certain characteristics) to another.

1. Changes over Time

Figure OA8 shows the average change in the autonomy score and safety score of jobs (as measured by the PC of the worker's occupation) among individuals who were employed in the current year and the year before but were in different occupations. (Note that the change in the principal component for a worker who did not change jobs will be zero, since the principal component is an occupation-specific measure.) It appears that the gains in autonomy were not entirely a function of job loss in certain occupations, especially in 2022 and 2023, when workers who changed occupation moved to occupations with higher autonomy scores than in earlier years. The average change in the safety score among those workers is small in every year. By 2024 and 2025 the average change in autonomy among workers who changed occupation had returned to about zero. However, with these descriptive statistics, we are unable to separate workers moving toward quality from workers being displaced out of low-quality jobs.

2. Changes by Occupation

Figure OA9 shows us the occupations in which workers experienced the biggest gains in autonomy from changing occupations (years are restricted to 2019-2022 to make the figure easier to read).[2] The occupation depicted is the occupation the worker was in the previous year. So, the quality gain seen in 2021 for Education and Health Care (0.33) reflects the average gain for workers who were in Education and Health Care in 2020 and in another occupation by 2021.

[2] Note that occupation switchers out of Management, Business, Science and Arts always lose autonomy on average because that group has such a high autonomy score to begin with.

Workers who were in Education and Health Care, Protective Service, and Sales in 2020 and had moved to another occupation by 2021 appear to account for most of the gains in 2021. Workers who were in Personal Care and Service in 2021 and had moved by 2022 also gained from changing occupations.

Gains related to exposure characteristics across occupations are depicted in Figure OA10. Results here by occupation are not surprising. For example, since Protective Service (i.e., law enforcement) has such a low safety score, it's no surprise that changing jobs out of that occupation will result in an improvement in their safety score. And we see this is especially the case for workers switching out of that occupation in 2020 (this is seen from the jump in the safety score for Protective Service in 2021). Except for workers leaving Personal Care and Service and Sales in 2022, or perhaps workers leaving Education and Health Care in 2021, there doesn't appear to be much gain along the exposure dimension across other occupations.

Robustness Tables and Figures

The body of the paper judges each result with standard errors clustered at the level at which its variable varies, on origin occupation for the quality scores, occupation pay and the outside options and on state for the policy measures, and its figures show confidence intervals on that basis. Figures OA11 to OA24 repeat those figures with every standard error clustered on state. The point estimates are identical; only the confidence intervals differ.

Additionally, tables for various robustness exercises mentioned in the paper are included here.

References

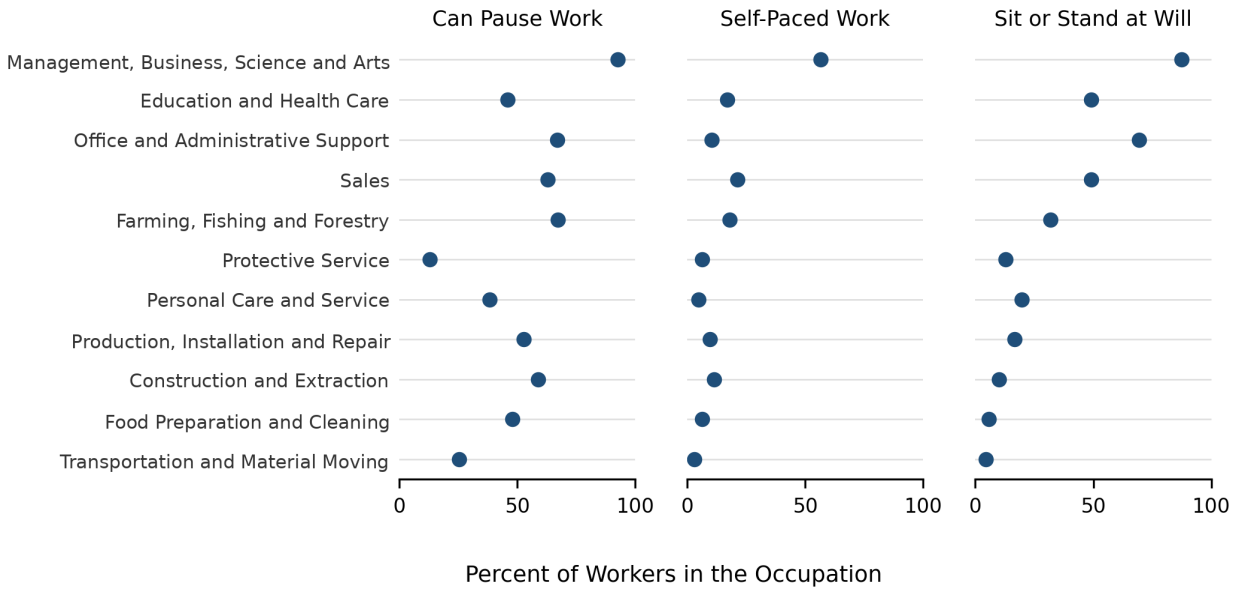
Abdi, Hervé, and Lynne J. Williams. 2010. "Principal Component Analysis." *WIREs Computational Statistics* 2 (4): 433–59. https://doi.org/10.1002/wics.101.

Barrero, Jose Maria, Nicholas Bloom, Steven J. Davis, Brent H. Meyer, and Emil Mihaylov. 2022. "The Shift to Remote Work Lessens Wage-Growth Pressures." Working Paper No. 30197. Working Paper Series. National Bureau of Economic Research, July. https://doi.org/10.3386/w30197.

Bureau of Labor Statistics. 2026. Occupational Requirements Survey. U.S. Department of Labor. https://www.bls.gov/ors/.

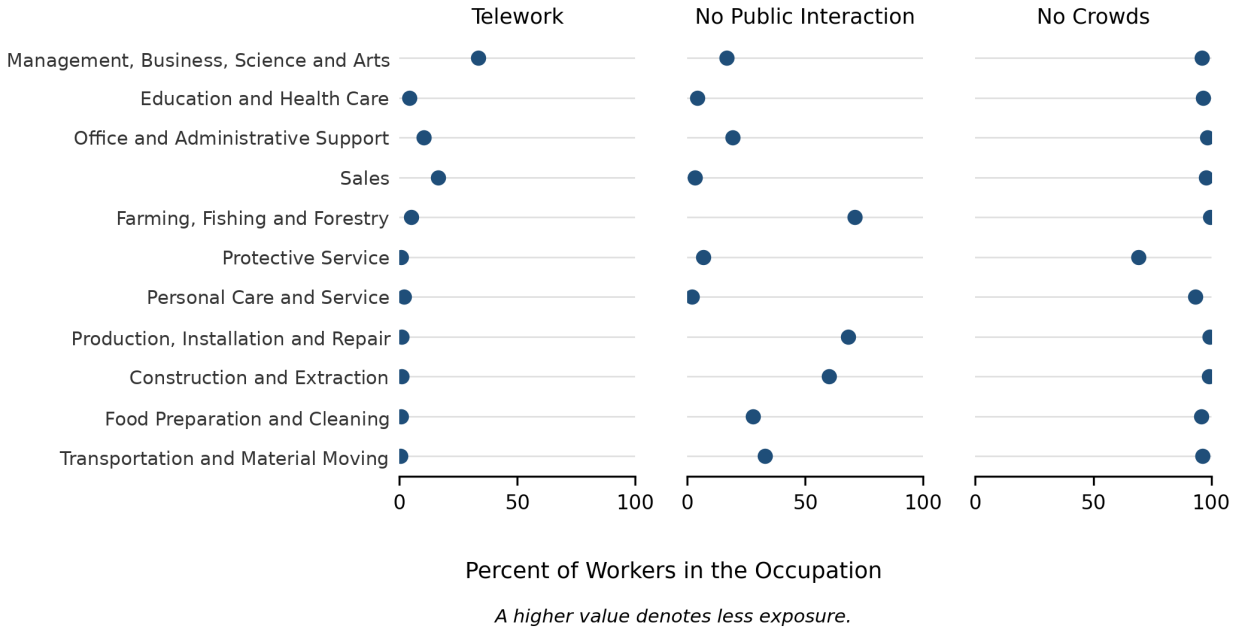
Dingel, Jonathan I., and Brent Neiman. 2020. "How Many Jobs Can Be Done at Home?" *Journal of Public Economics* 189 (September): 104235. https://doi.org/10.1016/j.jpubeco.2020.104235.

Figure OA1. Average Occupation Autonomy Characteristics in ORS Data by Broad Occupation, 2023.



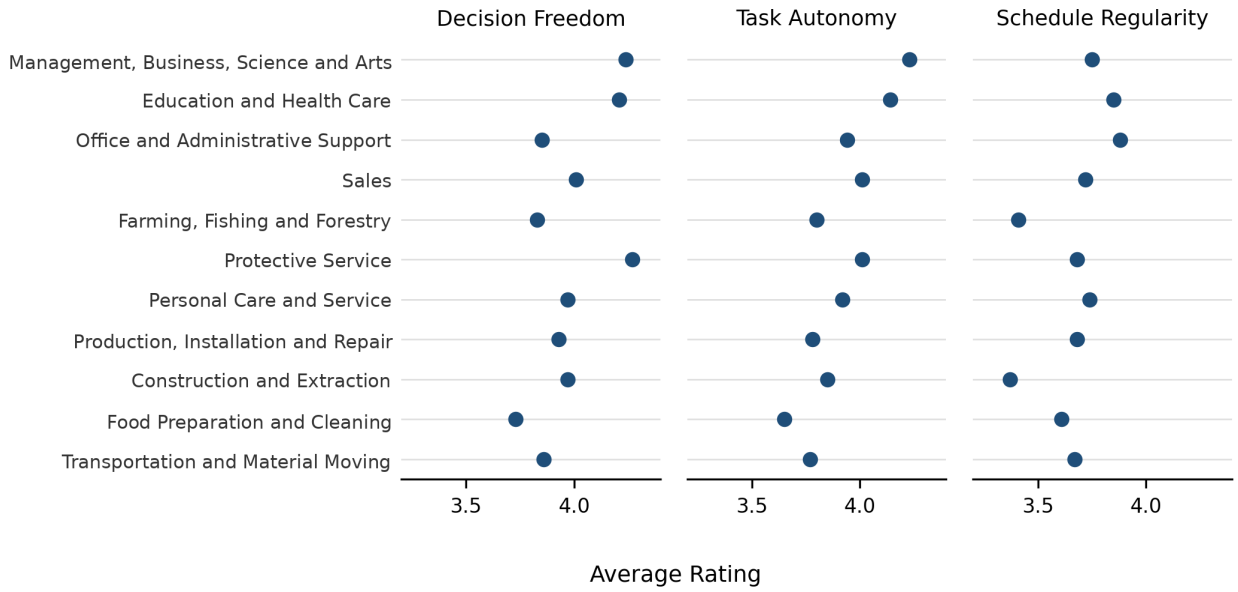
Notes: Data are the percent of workers experiencing each characteristic. ORS estimates are from the reference year 2023 complete dataset, the final estimates of the second wave, available at https://www.bls.gov/ors/data.htm.

Figure OA2. Average Occupation Exposure Characteristics in ORS Data by Broad Occupation, 2023.



Notes: See notes to Figure OA1.

Figure OA3. Average Occupation Autonomy Characteristics in O*NET Data by Broad Occupation, 2023.



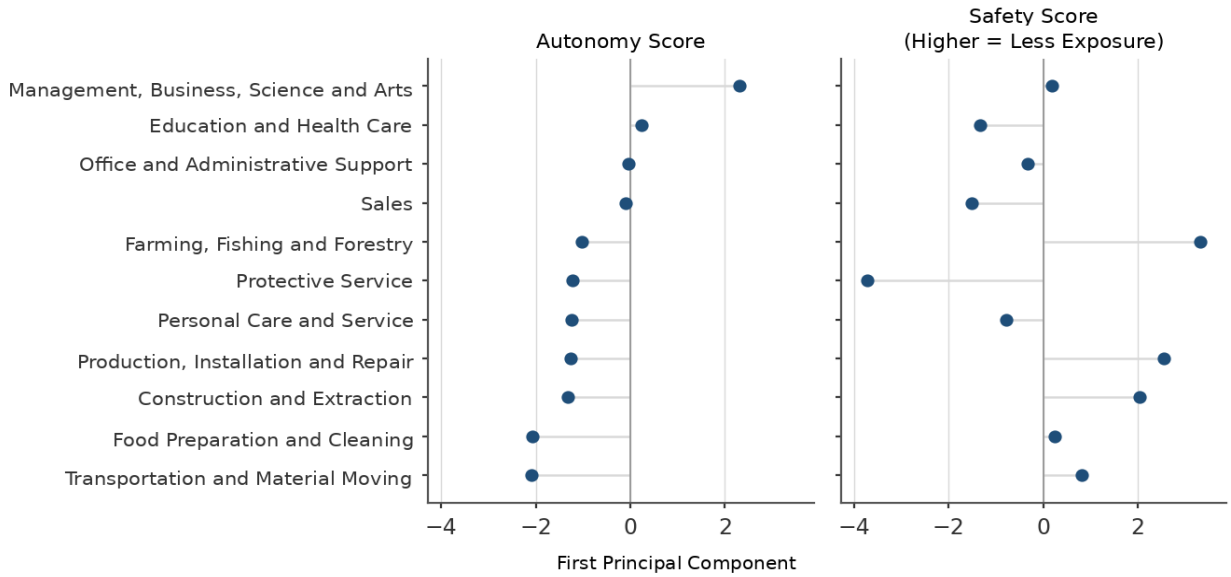
Notes: Data are on a scale of 1 to 5, with 5 reflecting a greater prevalence of the characteristic; the work schedule item is recoded as five minus its reported 1 to 3 value and so ranges from 2 to 4. O*NET measures are drawn from the Work Context series of the May 2025 release (version 29.3) of the O*NET database, available at https://www.onetcenter.org/database.html.

Figure OA4. Average Occupation Exposure Characteristics in O*NET Data by Broad Occupation, 2023.



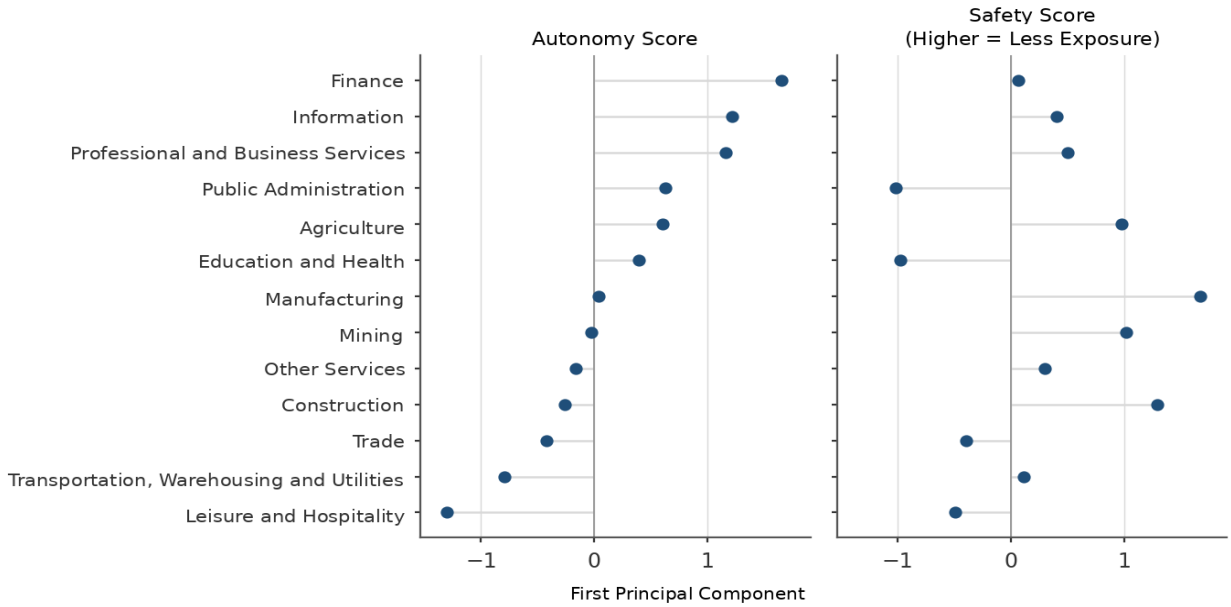
Notes: O*NET ratings, reversed as five minus the reported value, so that each measure runs from 0 to 4 and a higher value denotes less exposure. The four panels share a common 0 to 4 axis.

Figure OA5. First Principal Component Combining ORS and O*NET Autonomy and Exposure Characteristics, by Broad Occupation.



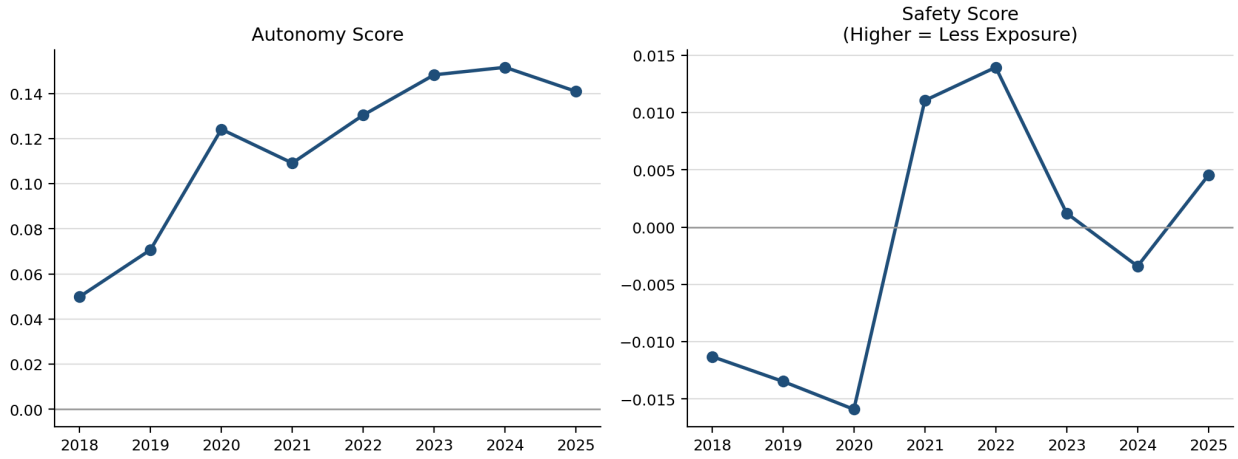
Notes: Occupations are ordered by the autonomy score, and that order is held fixed in Figures OA1 through OA4, OA9 and OA10. A higher safety score denotes less exposure. Broad occupation groups are defined on 2010 Census occupation codes: Management, Business, Science and Arts, 0010-2160 and 2600-2920, which include legal and community and social service occupations; Education and Health Care, 2200-2550 and 3000-3655, education, training and library occupations and health care practitioners and support; Protective Service, 3700-3955; Food Preparation and Cleaning, 4000-4250, food preparation and serving and building and grounds cleaning and maintenance; Personal Care and Service, 4300-4650; Sales, 4700-4965; Office and Administrative Support, 5000-5940; Farming, Fishing and Forestry, 6005-6130; Construction and Extraction, 6200-6940; Production, Installation and Repair, 7000-8965, which include installation, maintenance and repair occupations; and Transportation and Material Moving, 9000-9750.

Figure OA6. First Principal Component Combining ORS and O*NET Autonomy and Exposure Characteristics, by Broad Industry.



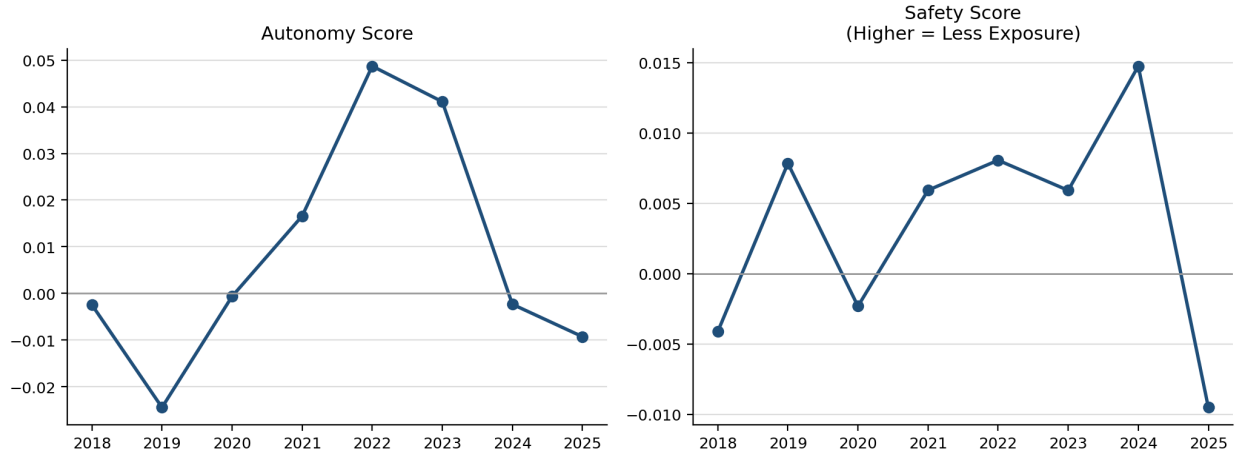
Notes: Industries are ordered by the autonomy score. A higher safety score denotes less exposure.

Figure OA7. Average Autonomy Score and Safety Score of Employed Workers, by Year.



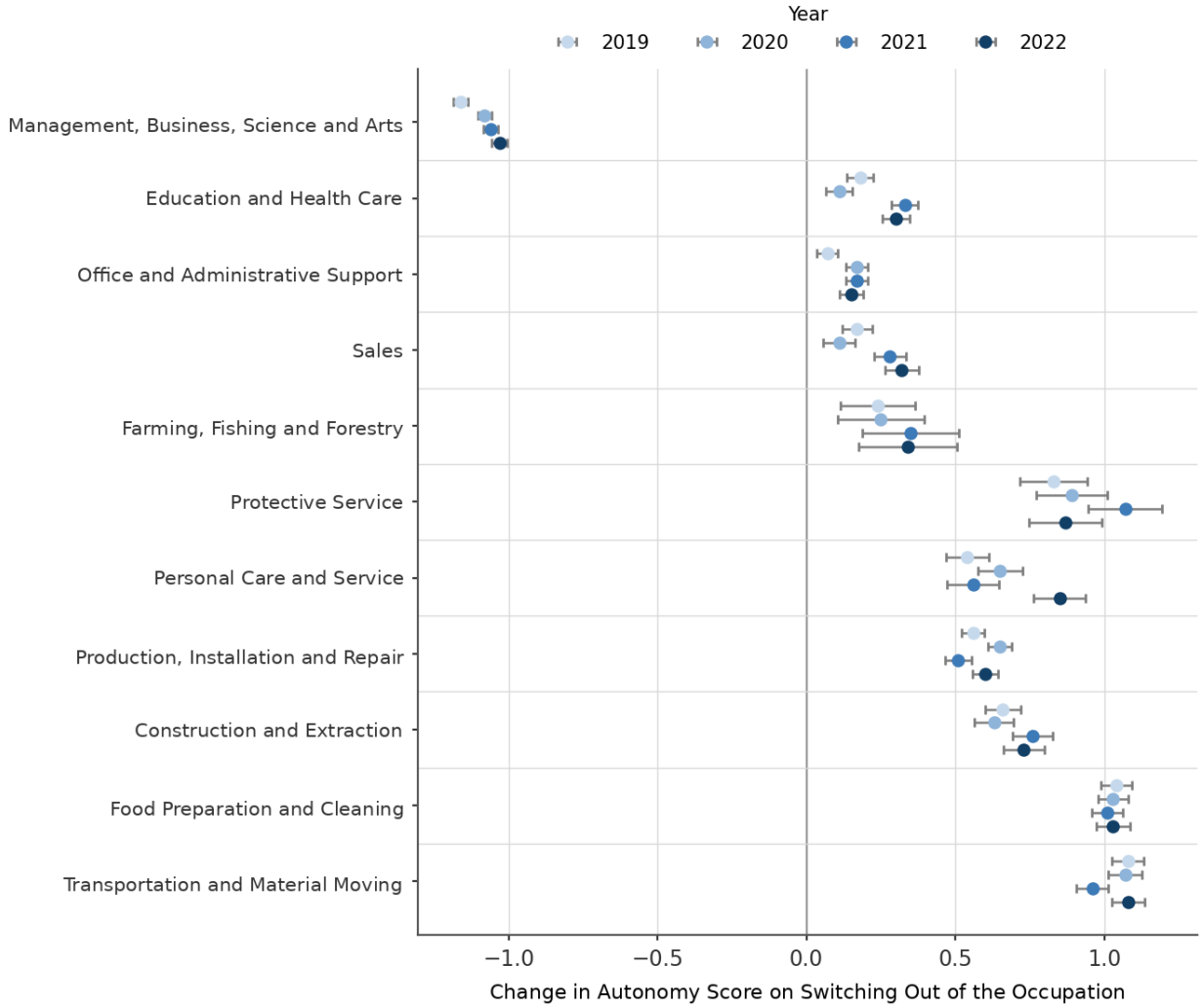
Notes: The two scores do not vary over time, so movement across years reflects the changing distribution of workers across occupations and not any change in the occupations themselves. The figure covers 2018 to 2025; 2025 includes about three months of records.

Figure OA8. Average Change in the Autonomy Score and Safety Score Among Workers Who Changed Occupation, by Year.



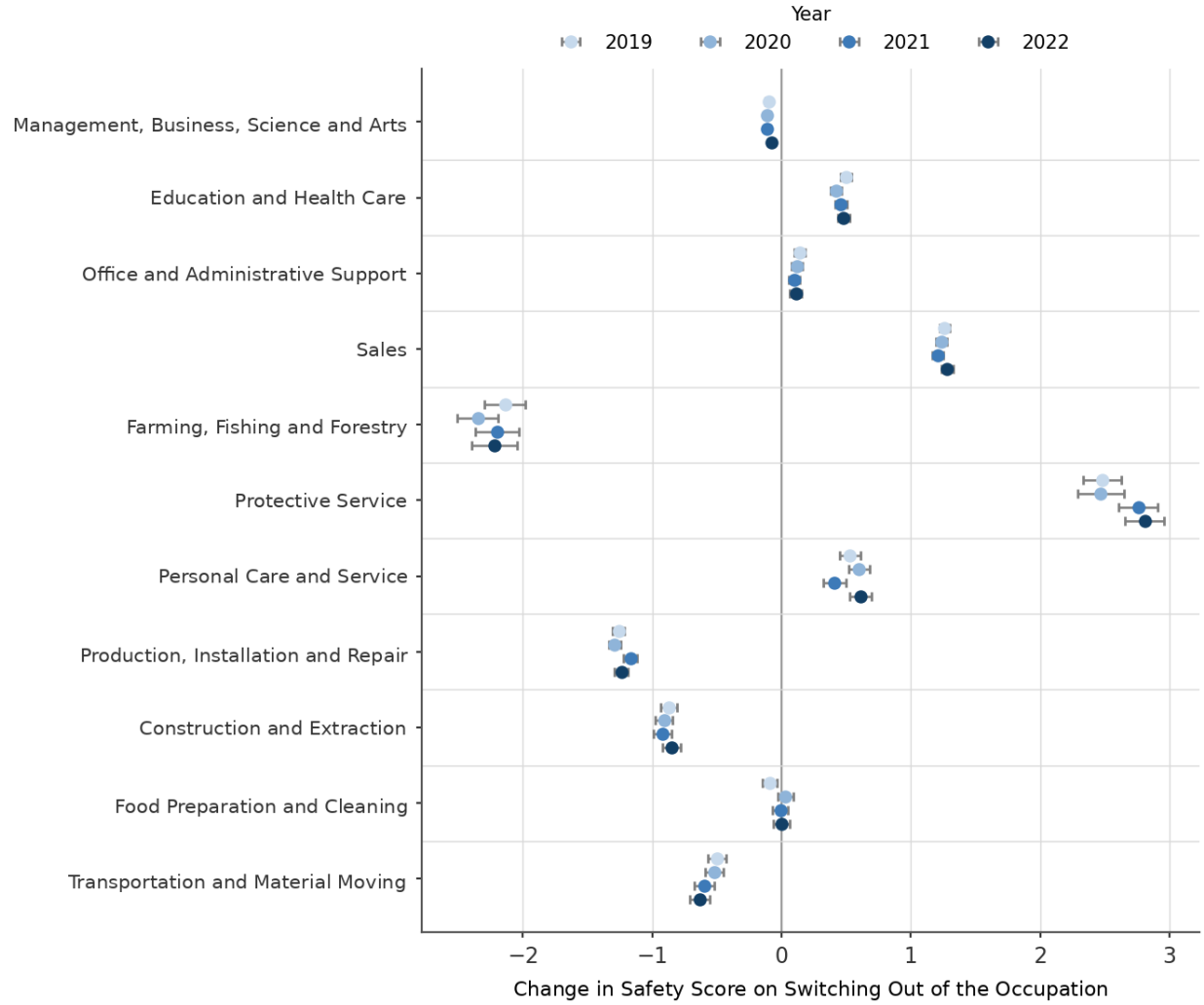
Notes: See notes to Figures OA5 and OA6. The change for a worker in 2020, for example, is the score of the occupation held in 2020 minus that of the occupation held in 2019. An occupation change is a validated change of four-digit 2010 occupation code. The figure covers 2018 to 2025; 2025 includes about three months of records. Confidence intervals are not shown.

Figure OA9. Average Change in the Autonomy Score Among Workers Who Changed Occupation, 2019 Through 2022, by the Occupation Held in the Previous Year.



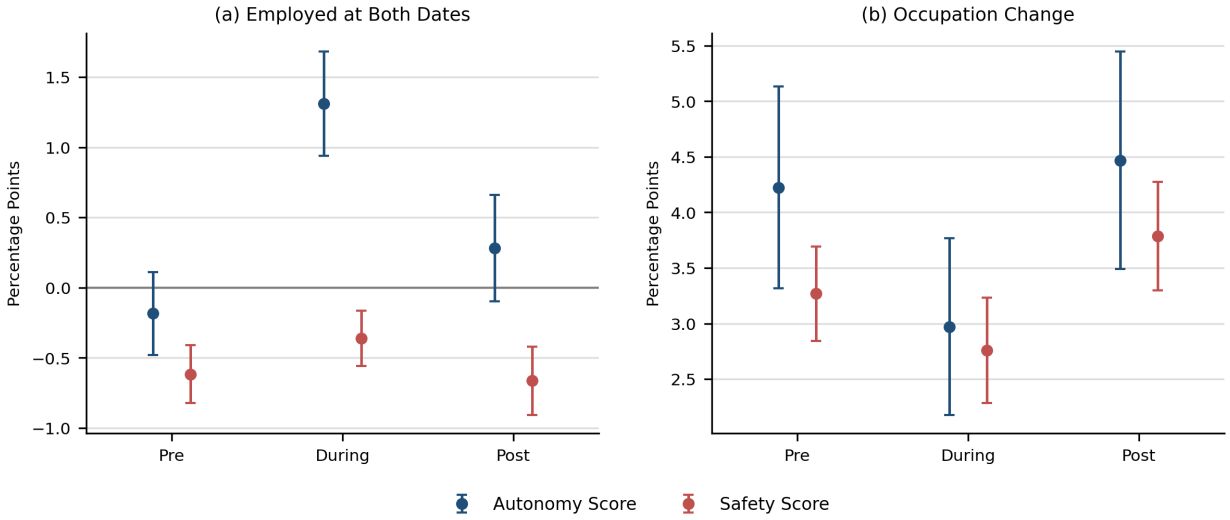
Notes: The value for Personal Care and Service in 2020, for example, is the average change in the autonomy score among workers who were in Personal Care and Service in 2019 and in another occupation by 2020. The averages are of changes between four-digit occupations, aggregated to broad occupations for presentation. Years label the later of the two observations. Bars are ninety-five percent confidence intervals.

Figure OA10. Average Change in the Safety Score Among Workers Who Changed Occupation, 2019 Through 2022, by the Occupation Held in the Previous Year.



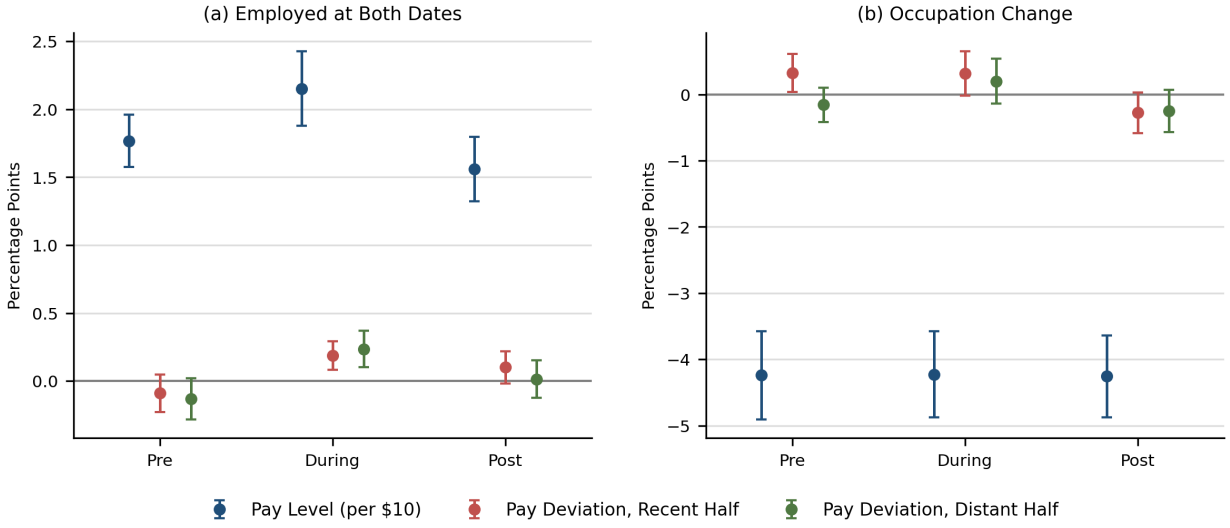
Notes: See notes to Figure OA9. A higher safety score denotes less exposure.

Figure OA11. Marginal Effect of the Quality of the Origin Occupation, by Period, Standard Errors Clustered on State.



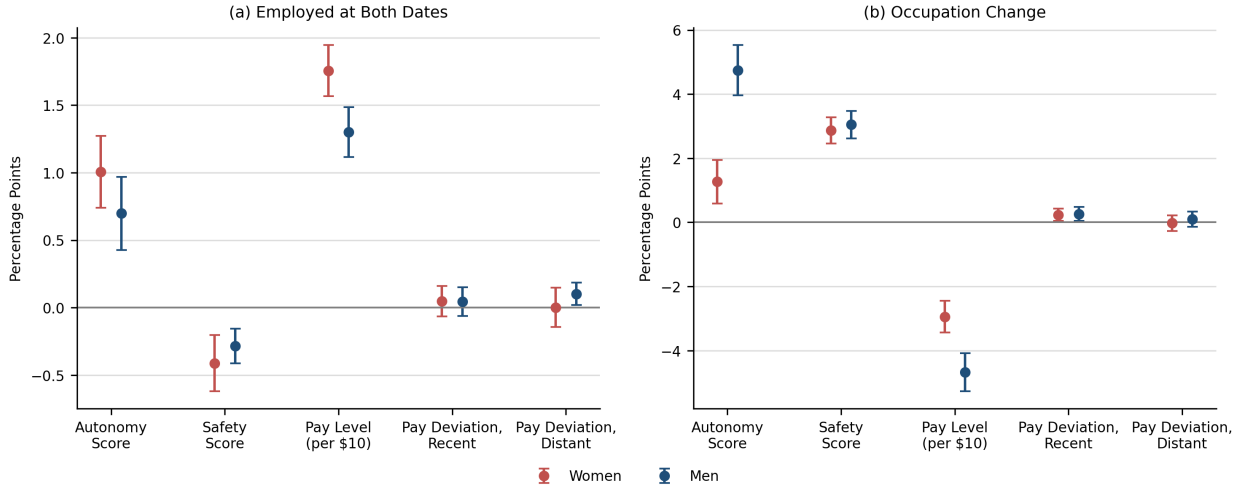
Notes: The estimates of Figure 3, with every standard error clustered on state. See the notes to Figure 3.

Figure OA12. Marginal Effect of the Pay of the Origin Occupation, by Period, Standard Errors Clustered on State.



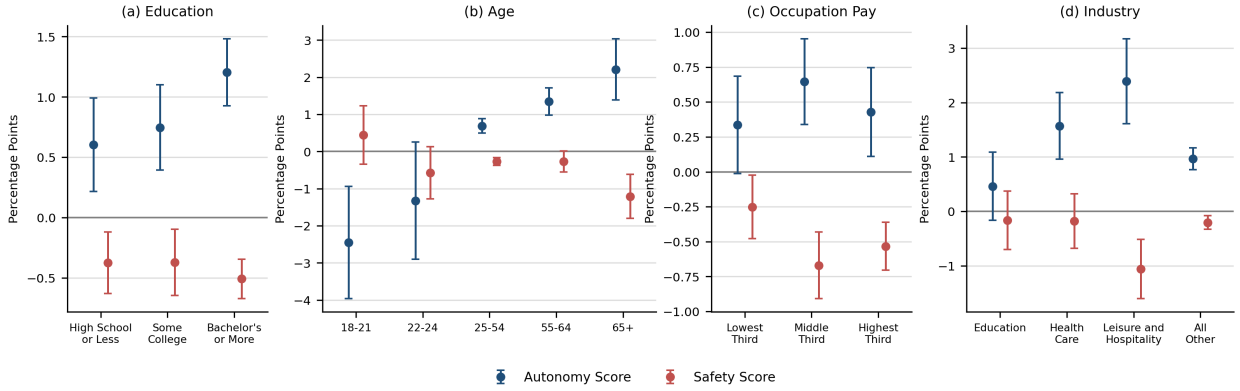
Notes: The estimates of Figure 4, with every standard error clustered on state. See the notes to Figure 4.

Figure OA13. Marginal Effect of the Quality and Pay of the Origin Occupation, by Gender, Standard Errors Clustered on State.



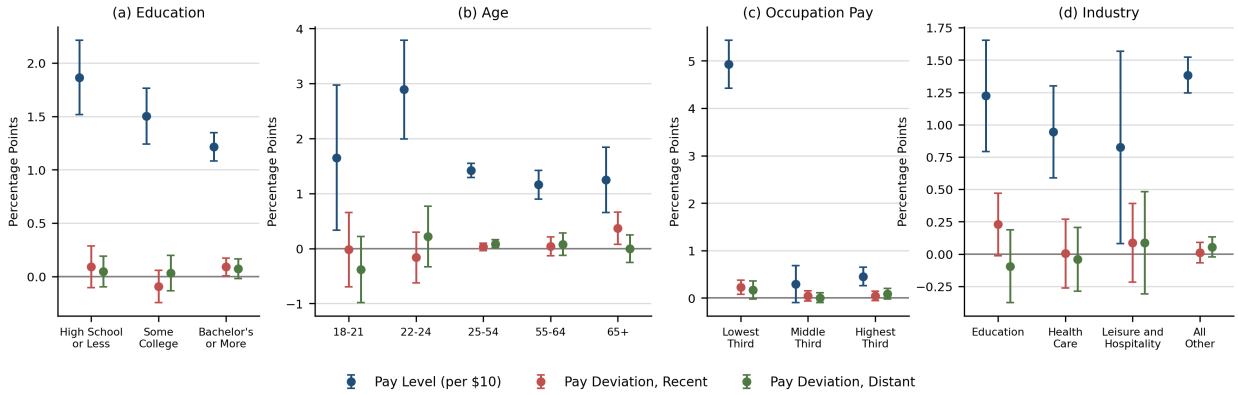
Notes: The estimates of Figure 6, with every standard error clustered on state. See the notes to Figure 6.

Figure OA14. Heterogeneity in the Marginal Effect of the Quality of the Origin Occupation on Employment at Both Dates, Standard Errors Clustered on State.



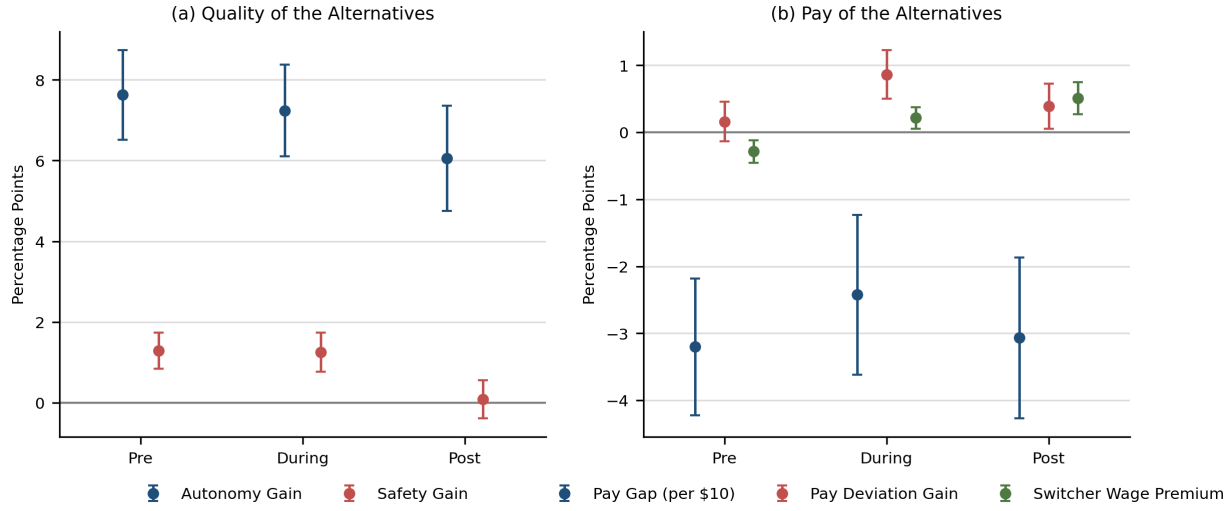
Notes: The estimates of Figure 8, with every standard error clustered on state. See the notes to Figure 8.

Figure OA15. Heterogeneity in the Marginal Effect of the Pay of the Origin Occupation on Employment at Both Dates, Standard Errors Clustered on State.



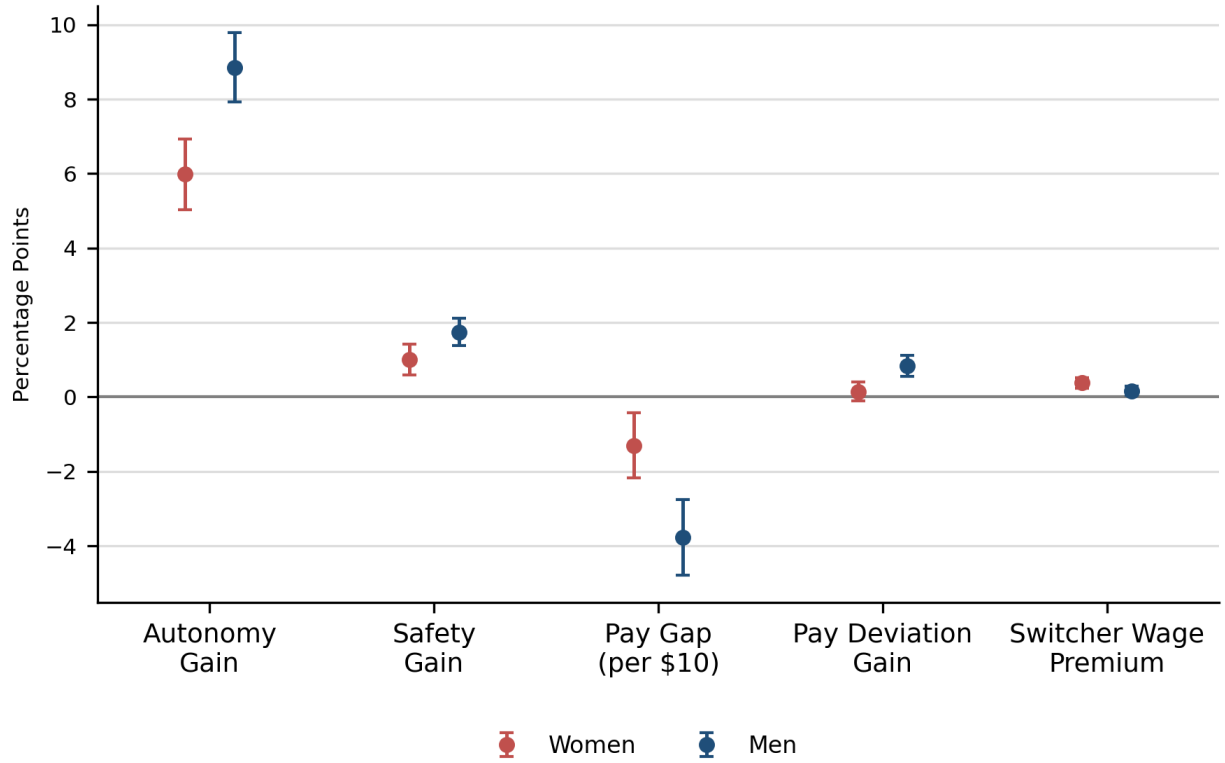
Notes: The estimates of Figure 9, with every standard error clustered on state. See the notes to Figure 9.

Figure OA16. Marginal Effect of the Outside Options on the Probability of an Occupation Change, by Period, Standard Errors Clustered on State.



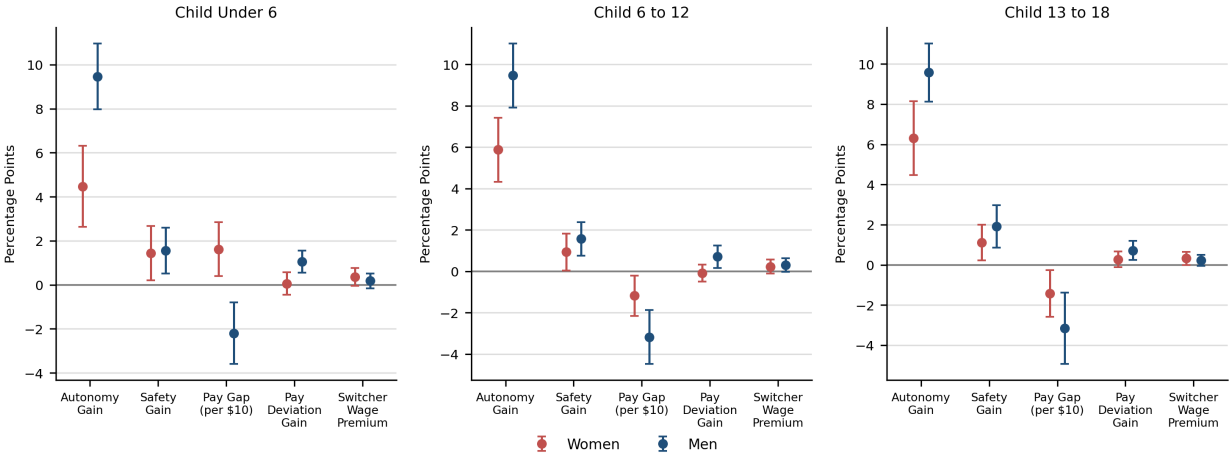
Notes: The estimates of Figure 10, with every standard error clustered on state. See the notes to Figure 10.

Figure OA17. Marginal Effect of the Outside Options on the Probability of an Occupation Change, by Gender, Standard Errors Clustered on State.



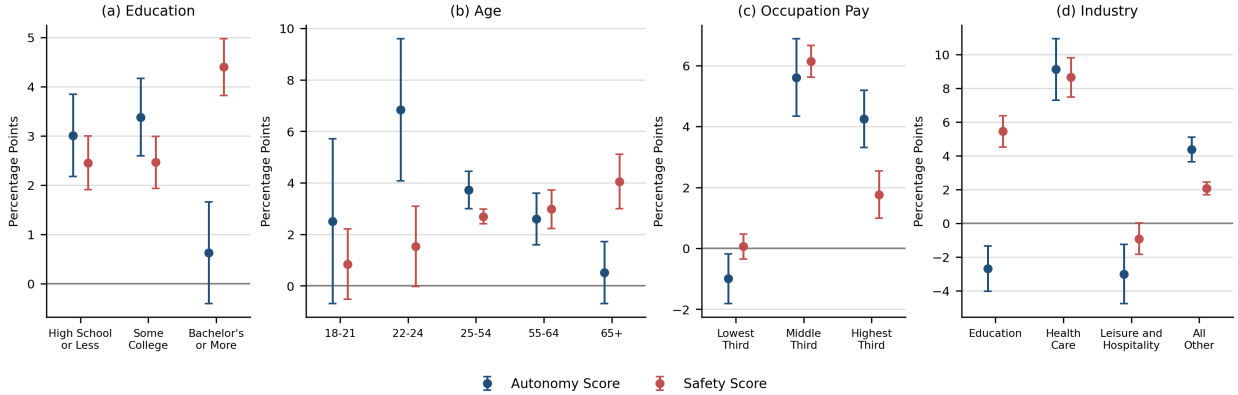
Notes: The estimates of Figure 11, with every standard error clustered on state. See the notes to Figure 11.

Figure OA18. Marginal Effect of the Outside Options on the Probability of an Occupation Change, by Gender and the Presence of a Child in Each Age Band, Standard Errors Clustered on State.



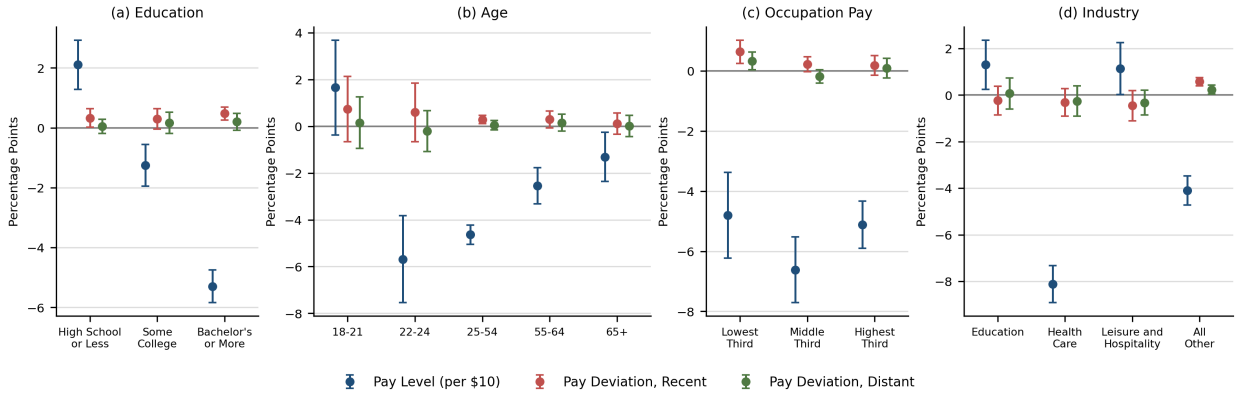
Notes: The estimates of Figure 12, with every standard error clustered on state. See the notes to Figure 12.

Figure OA19. Heterogeneity in the Marginal Effect of the Quality of the Origin Occupation on the Probability of an Occupation Change, Standard Errors Clustered on State.



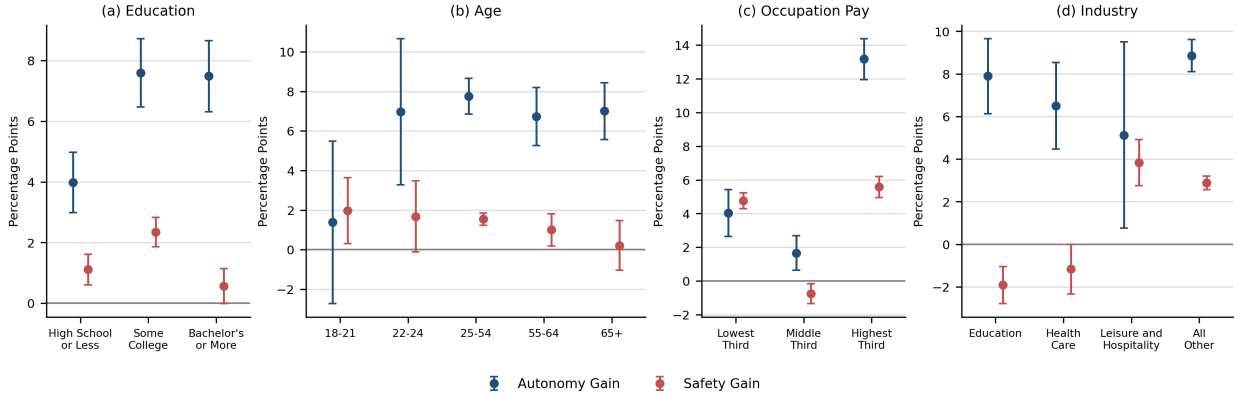
Notes: The estimates of Figure 13, with every standard error clustered on state. See the notes to Figure 13.

Figure OA20. Heterogeneity in the Marginal Effect of the Pay of the Origin Occupation on the Probability of an Occupation Change, Standard Errors Clustered on State.



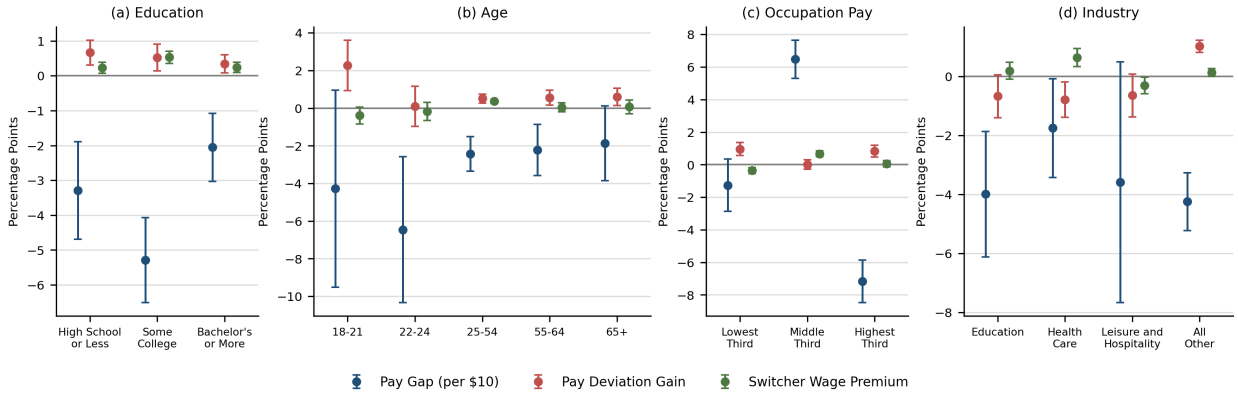
Notes: The estimates of Figure 14, with every standard error clustered on state. See the notes to Figure 14.

Figure OA21. Heterogeneity in the Marginal Effect of the Quality of the Outside Options on the Probability of an Occupation Change, Standard Errors Clustered on State.



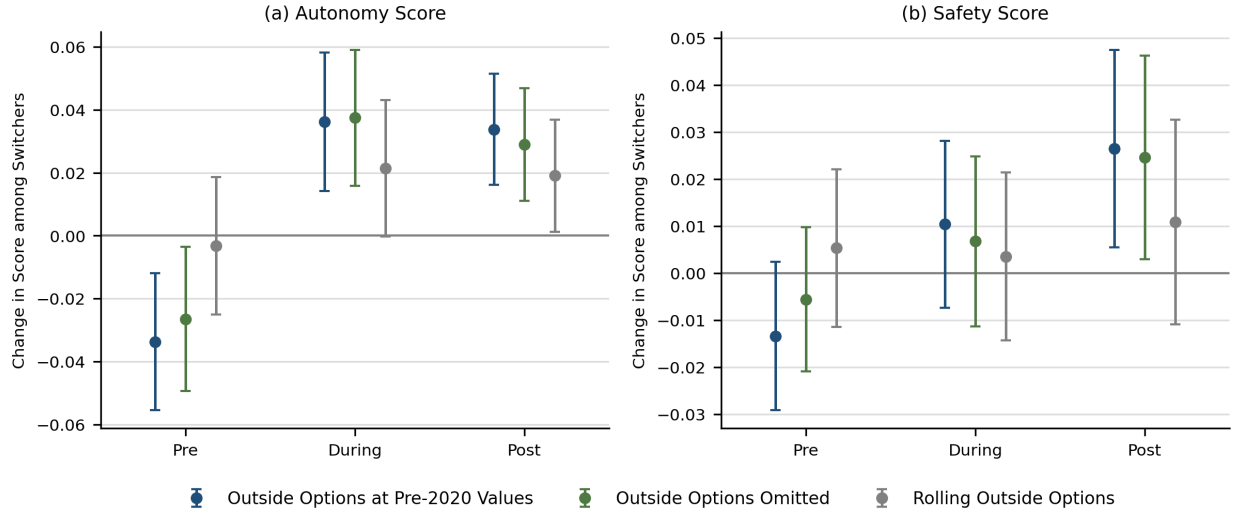
Notes: The estimates of Figure 15, with every standard error clustered on state. See the notes to Figure 15.

Figure OA22. Heterogeneity in the Marginal Effect of the Pay of the Outside Options on the Probability of an Occupation Change, Standard Errors Clustered on State.



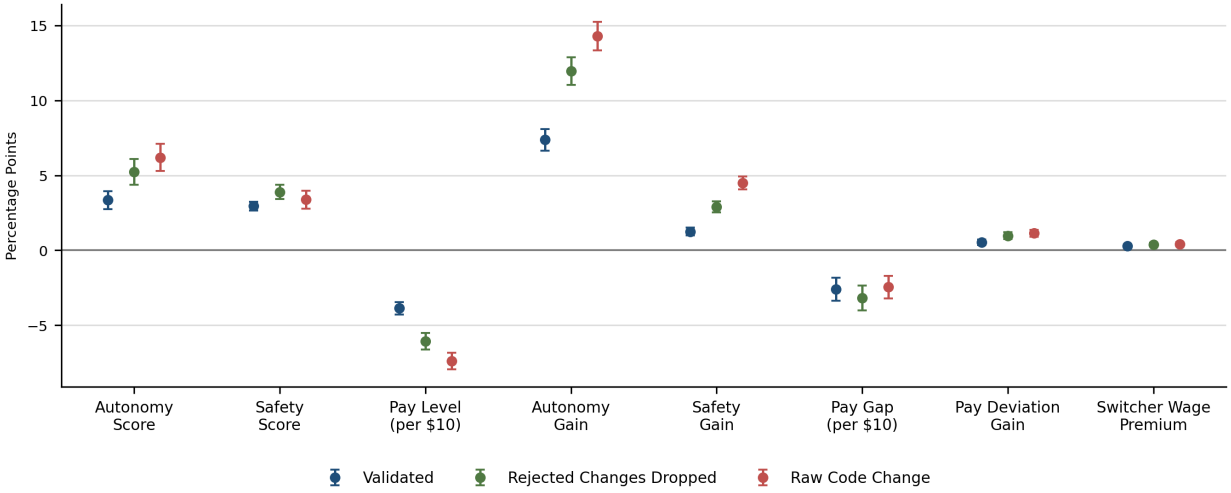
Notes: The estimates of Figure 16, with every standard error clustered on state. See the notes to Figure 16.

Figure OA23. Adjusted Change in Job Quality Among Workers Who Changed Occupation, by Period and Treatment of the Outside Options, Standard Errors Clustered on State.



Notes: The estimates of Figure 17, with every standard error clustered on state. See the notes to Figure 17.

Figure OA24. Marginal Effects on Occupation Change Under Three Definitions of the Dependent Variable, Standard Errors Clustered on State.



Notes: The estimates of Figure 18, with every standard error clustered on state. See the notes to Figure 18.

Table OA1. Coefficient Estimates for the Main Model, Standard Errors Clustered on State and on Occupation.

	Employment	Occupation Change
State Policies and Mandates		
Mask Mandate, First Six Months	0.0196	-0.0260
	(0.0227)	(0.0231)
	[0.0201]	[0.0168]
Mask Mandate, Recent Six Months	-0.0629	0.0108
	(0.0219)***	(0.0203)
	[0.0175]***	[0.0150]
Stay-at-Home Order, First Six Months	0.0823	-0.0216
	(0.0321)**	(0.0278)
	[0.0316]***	[0.0301]
Stay-at-Home Order, Recent Six Months	-0.0555	-0.0226
	(0.0264)**	(0.0239)
	[0.0288]*	[0.0257]
Business Closure, First Six Months	-0.0027	-0.0390
	(0.0310)	(0.0281)
	[0.0241]	[0.0177]**
Business Closure, Recent Six Months	-0.0101	0.0452
	(0.0262)	(0.0214)**
	[0.0213]	[0.0202]**
Vaccine Mandate, First Six Months	-0.0219	-0.0006
	(0.0182)	(0.0151)
	[0.0175]	[0.0152]
Vaccine Mandate, Recent Six Months	0.0181	0.0165
	(0.0197)	(0.0132)
	[0.0199]	[0.0152]
Extended Unemployment Benefits, First Six Months	0.0645	0.0085
	(0.0233)***	(0.0177)
	[0.0174]***	[0.0165]
Extended Unemployment Benefits, Recent Six Months	-0.0280	-0.0123
	(0.0234)	(0.0155)
	[0.0190]	[0.0176]
School Closure, School Year	-0.1098	0.0248
	(0.0433)**	(0.0364)

	Employment	Occupation Change
	[0.0320]***	[0.0280]
School Closure, Within Year	-0.0269	0.0263
	(0.0267)	(0.0186)
	[0.0201]	[0.0197]
Occupational Characteristics		
Autonomy Score	0.0145	0.1566
	(0.0017)***	(0.0053)***
	[0.0060]**	[0.0372]***
Safety Score	-0.0085	0.0679
	(0.0014)***	(0.0026)***
	[0.0039]**	[0.0279]**
Occupation Pay	0.0101	-0.0193
	(0.0004)***	(0.0009)***
	[0.0012]***	[0.0055]***
Occupation Pay Deviation, Recent Six Months	0.0299	0.0944
	(0.0234)	(0.0235)***
	[0.0410]	[0.0531]*
Occupation Pay Deviation, First Six Months	0.0445	0.0294
	(0.0312)	(0.0310)
	[0.0402]	[0.0544]
Industry Controls		
Industry Pay	0.0039	0.0276
	(0.0027)	(0.0026)***
	[0.0029]	[0.0069]***
Industry Pay Deviation	0.0318	0.1273
	(0.1055)	(0.1127)
	[0.1697]	[0.1292]
Own Industry Demand Shock	0.1522	0.0757
	(0.0591)**	(0.0511)
	[0.0494]***	[0.0542]
Outside Options		
Autonomy Gain Available		0.1274
		(0.0063)***
		[0.0474]***
Safety Gain Available		0.0355
		(0.0036)***

	Employment	Occupation Change
		[0.0376]
Pay Gap		-0.0077
		(0.0012)***
		[0.0078]
Pay Deviation Gain		0.3163
		(0.0571)***
		[0.2283]
Switcher Wage Premium		0.1799
		(0.0259)***
		[0.1768]
Gender Interacted with Children		
Woman × Child Under 6	-0.3625	-0.0093
	(0.0146)***	(0.0104)
	[0.0161]***	[0.0153]
Woman × Child 6 to 12	-0.1444	-0.0090
	(0.0129)***	(0.0099)
	[0.0124]***	[0.0117]
Woman × Child 13 to 18	-0.0691	-0.0077
	(0.0123)***	(0.0082)
	[0.0128]***	[0.0113]
Industry		
Construction	0.0215	-0.1968
	(0.0299)	(0.0301)***
	[0.0305]	[0.0641]***
Manufacturing	0.1214	0.1395
	(0.0320)***	(0.0307)***
	[0.0259]***	[0.0492]***
Trade	0.0886	0.3483
	(0.0250)***	(0.0259)***
	[0.0302]***	[0.1039]***
Transportation, Warehousing and Utilities	0.0621	-0.0768
	(0.0306)**	(0.0318)**
	[0.0320]*	[0.0698]
Information	0.0038	0.0489
	(0.0406)	(0.0409)

	Employment	Occupation Change
	[0.0360]	[0.0564]
Finance	0.1150	-0.2059
	(0.0375)***	(0.0372)***
	[0.0409]***	[0.0561]***
Professional and Business Services	0.0150	-0.1341
	(0.0344)	(0.0382)***
	[0.0364]	[0.0497]***
Education and Health	0.0945	-0.1707
	(0.0304)***	(0.0296)***
	[0.0296]***	[0.0733]**
Leisure and Hospitality	0.0129	0.2441
	(0.0298)	(0.0330)***
	[0.0396]	[0.1344]*
Other Services	0.0627	-0.0004
	(0.0240)***	(0.0280)
	[0.0369]*	[0.1043]
Public Administration	0.1344	-0.2580
	(0.0396)***	(0.0420)***
	[0.0339]***	[0.0478]***
Socioeconomic Characteristics		
Woman	-0.0959	-0.0042
	(0.0081)***	(0.0051)
	[0.0118]***	[0.0171]
Age	0.0867	-0.0291
	(0.0013)***	(0.0013)***
	[0.0014]***	[0.0022]***
Age Squared	-0.0010	0.0002
	(0.0000)***	(0.0000)***
	[0.0000]***	[0.0000]***
Less than High School	-0.1169	-0.0455
	(0.0097)***	(0.0112)***
	[0.0121]***	[0.0191]**
Some College	0.0282	0.0314
	(0.0061)***	(0.0072)***
	[0.0072]***	[0.0118]***
Bachelor's Degree	0.0843	0.0155

	Employment	Occupation Change
	(0.0073)***	(0.0072)**
	[0.0089]***	[0.0295]
Advanced Degree	0.1354	-0.0955
	(0.0097)***	(0.0093)***
	[0.0138]***	[0.0496]*
Black, non-Hispanic	-0.1327	0.1371
	(0.0132)***	(0.0108)***
	[0.0095]***	[0.0131]***
Other, non-Hispanic	-0.0514	0.0248
	(0.0174)***	(0.0135)*
	[0.0098]***	[0.0214]
Hispanic	0.0024	0.0429
	(0.0098)	(0.0093)***
	[0.0102]	[0.0120]***
Non-Metropolitan	0.0009	-0.0485
	(0.0083)	(0.0113)***
	[0.0074]	[0.0068]***
Metropolitan Status Not Identified	-0.0115	-0.0424
	(0.0275)	(0.0498)
	[0.0310]	[0.0249]*
Household and Spousal Characteristics		
Spouse Employed	0.4331	-0.0101
	(0.0154)***	(0.0075)
	[0.0158]***	[0.0130]
Married or Partnered	-0.1227	-0.0087
	(0.0234)***	(0.0140)
	[0.0206]***	[0.0216]
Spouse Occupation Pay	-0.0052	-0.0009
	(0.0006)***	(0.0004)**
	[0.0005]***	[0.0006]
Spouse Industry Demand Shock	-0.0037	-0.0646
	(0.0636)	(0.0645)
	[0.0682]	[0.0597]
Spouse Industry Not Determined	-0.0860	-0.0339
	(0.0225)***	(0.0105)***
	[0.0231]***	[0.0141]**

	Employment	Occupation Change
Spouse Occupation Autonomy	0.0105	-0.0003
	(0.0030)***	(0.0020)
	[0.0029]***	[0.0030]
Spouse Occupation Safety	-0.0109	0.0038
	(0.0021)***	(0.0014)***
	[0.0019]***	[0.0021]*
Spouse Pay Deviation, Recent Six Months	-0.0183	-0.0370
	(0.0364)	(0.0277)
	[0.0401]	[0.0351]
Spouse Pay Deviation, First Six Months	0.0537	0.0017
	(0.0418)	(0.0326)
	[0.0384]	[0.0329]
Spouse Has No Occupation	0.0796	0.0191
	(0.0194)***	(0.0131)
	[0.0230]***	[0.0182]
Child Under 6	0.1616	-0.0322
	(0.0113)***	(0.0080)***
	[0.0123]***	[0.0086]***
Child 6 to 12	0.0843	-0.0049
	(0.0097)***	(0.0058)
	[0.0095]***	[0.0070]
Child 13 to 18	0.0221	0.0438
	(0.0081)***	(0.0065)***
	[0.0105]**	[0.0071]***
Constant		
Constant	-0.6589	0.0134
	(0.0620)***	(0.0681)
	[0.0775]***	[0.2829]
Sample		
Observations	1,601,379	1,448,086
Clusters, state and occupation	51 / 472	51 / 472

Notes: Probit coefficients from the main model, in which the response to each variable is the same in every period. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.

Table OA2. Coefficient Estimates for the Period Model, Standard Errors Clustered on State and on Occupation.

	Employment	Occupation Change
State Policies and Mandates		
Mask Mandate, First Six Months	0.0162	-0.0263
	(0.0228)	(0.0243)
	[0.0198]	[0.0175]
Mask Mandate, Recent Six Months	-0.0664	0.0110
	(0.0218)***	(0.0206)
	[0.0174]***	[0.0152]
Stay-at-Home Order, First Six Months	0.0850	-0.0438
	(0.0339)**	(0.0278)
	[0.0325]***	[0.0268]
Stay-at-Home Order, Recent Six Months	-0.0447	-0.0264
	(0.0262)*	(0.0231)
	[0.0281]	[0.0262]
Business Closure, First Six Months	-0.0021	-0.0357
	(0.0320)	(0.0287)
	[0.0234]	[0.0183]*
Business Closure, Recent Six Months	-0.0078	0.0440
	(0.0261)	(0.0224)**
	[0.0216]	[0.0208]**
Vaccine Mandate, First Six Months	-0.0217	-0.0033
	(0.0182)	(0.0153)
	[0.0178]	[0.0159]
Vaccine Mandate, Recent Six Months	0.0182	0.0169
	(0.0193)	(0.0123)
	[0.0200]	[0.0159]
Extended Unemployment Benefits, First Six Months	0.0675	0.0121
	(0.0239)***	(0.0183)
	[0.0178]***	[0.0160]
Extended Unemployment Benefits, Recent Six Months	-0.0290	-0.0086
	(0.0239)	(0.0154)
	[0.0197]	[0.0180]
School Closure, School Year	-0.1121	0.0380
	(0.0452)**	(0.0345)

	Employment	Occupation Change
	[0.0318]***	[0.0298]
School Closure, Within Year	-0.0510	-0.0409
	(0.0417)	(0.0429)
	[0.0453]	[0.0844]
Occupational Characteristics		
Autonomy Score	0.0205	0.1280
	(0.0040)***	(0.0099)***
	[0.0120]*	[0.0529]**
Safety Score	-0.0378	0.0428
	(0.0076)***	(0.0115)***
	[0.0145]***	[0.0576]
Occupation Pay	0.0121	-0.0230
	(0.0007)***	(0.0012)***
	[0.0012]***	[0.0055]***
Occupation Pay Deviation, Recent Six Months	-0.0670	0.1107
	(0.0519)	(0.0487)**
	[0.0586]	[0.0988]
Occupation Pay Deviation, First Six Months	-0.1068	-0.0649
	(0.0622)*	(0.0483)
	[0.0639]*	[0.0776]
Industry Controls		
Industry Pay	0.0026	0.0260
	(0.0025)	(0.0026)***
	[0.0030]	[0.0070]***
Industry Pay Deviation	-0.0673	0.0654
	(0.1166)	(0.1202)
	[0.1830]	[0.1433]
Own Industry Demand Shock	0.1309	0.0748
	(0.0587)**	(0.0517)
	[0.0469]***	[0.0559]
Outside Options		
Autonomy Gain Available		0.1329
		(0.0100)***
		[0.0487]***
Safety Gain Available		0.0368
		(0.0065)***

	Employment	Occupation Change
		[0.0413]
Pay Gap		-0.0097
		(0.0016)***
		[0.0079]
Pay Deviation Gain		0.0946
		(0.0895)
		[0.2416]
Switcher Wage Premium		-0.1789
		(0.0542)***
		[0.2058]
Quality Interacted with Period		
During × Autonomy Score	0.0329	-0.0191
	(0.0046)***	(0.0115)*
	[0.0092]***	[0.0164]
Post × Autonomy Score	0.0113	-0.0288
	(0.0051)**	(0.0107)***
	[0.0057]**	[0.0199]
During × Safety Score	0.0084	-0.0026
	(0.0043)**	(0.0075)
	[0.0058]	[0.0118]
Post × Safety Score	-0.0011	-0.0275
	(0.0041)	(0.0069)***
	[0.0037]	[0.0131]**
Occupation Pay Interacted with Period		
During × Occupation Pay	0.0007	0.0025
	(0.0010)	(0.0015)*
	[0.0014]	[0.0031]
Post × Occupation Pay	-0.0015	0.0005
	(0.0010)	(0.0018)
	[0.0012]	[0.0038]
During × Occupation Pay Deviation, Recent Six Months	0.1896	-0.0013
	(0.0660)***	(0.0843)
	[0.0834]**	[0.1185]
Post × Occupation Pay Deviation, Recent Six Months	0.1419	-0.1937

	Employment	Occupation Change
	(0.0723)**	(0.0760)**
	[0.0784]*	[0.1254]
During × Occupation Pay Deviation, First Six Months	0.2711	0.1224
	(0.0689)***	(0.0710)*
	[0.0871]***	[0.0925]
Post × Occupation Pay Deviation, First Six Months	0.1172	-0.0366
	(0.0849)	(0.0783)
	[0.0885]	[0.1072]
Outside Options Interacted with Period		
During × Autonomy Gain Available		-0.0083
		(0.0147)
		[0.0194]
Post × Autonomy Gain Available		-0.0286
		(0.0127)**
		[0.0249]
During × Safety Gain Available		-0.0015
		(0.0085)
		[0.0151]
Post × Safety Gain Available		-0.0343
		(0.0079)***
		[0.0179]*
During × Pay Gap		0.0024
		(0.0020)
		[0.0043]
Post × Pay Gap		0.0005
		(0.0023)
		[0.0050]
During × Pay Deviation Gain		0.4107
		(0.1412)***
		[0.2635]
Post × Pay Deviation Gain		0.1334
		(0.1421)

	Employment	Occupation Change
		[0.3316]
During × Switcher Wage Premium		0.3099
		(0.0818)***
		[0.2861]
Post × Switcher Wage Premium		0.4935
		(0.1017)***
		[0.3567]
Education and Race Interacted with Period		
Less than High School × During	0.0202	0.0279
	(0.0218)	(0.0190)
	[0.0267]	[0.0194]
Less than High School × Post	0.0151	-0.0256
	(0.0196)	(0.0188)
	[0.0284]	[0.0238]
Some College × During	-0.0071	0.0031
	(0.0129)	(0.0116)
	[0.0123]	[0.0110]
Some College × Post	0.0069	-0.0206
	(0.0167)	(0.0138)
	[0.0138]	[0.0125]*
Bachelor's Degree × During	-0.0033	-0.0040
	(0.0158)	(0.0130)
	[0.0168]	[0.0139]
Bachelor's Degree × Post	0.0273	-0.0137
	(0.0175)	(0.0139)
	[0.0176]	[0.0174]
Advanced Degree × During	0.0721	0.0248
	(0.0204)***	(0.0177)
	[0.0217]***	[0.0197]
Advanced Degree × Post	0.0371	0.0153
	(0.0207)*	(0.0169)
	[0.0222]*	[0.0222]
Black, non-Hispanic × During	-0.0157	-0.0251
	(0.0192)	(0.0154)
	[0.0177]	[0.0149]*

	Employment	Occupation Change
Black, non-Hispanic × Post	0.0275	-0.0132
	(0.0243)	(0.0205)
	[0.0175]	[0.0152]
Other, non-Hispanic × During	0.0083	0.0093
	(0.0236)	(0.0176)
	[0.0201]	[0.0168]
Other, non-Hispanic × Post	0.0272	0.0008
	(0.0261)	(0.0175)
	[0.0211]	[0.0186]
Hispanic × During	-0.0296	-0.0128
	(0.0195)	(0.0165)
	[0.0168]*	[0.0148]
Hispanic × Post	0.0052	-0.0082
	(0.0252)	(0.0218)
	[0.0179]	[0.0141]
Quality Interacted with Occupation Pay		
Autonomy Score × Occupation Pay	-0.0010	0.0015
	(0.0002)***	(0.0002)***
	[0.0004]***	[0.0011]
Autonomy Score × Occupation Pay Deviation, Recent Six Months	0.0090	-0.0095
	(0.0163)	(0.0147)
	[0.0170]	[0.0381]
Autonomy Score × Occupation Pay Deviation, First Six Months	-0.0038	0.0367
	(0.0180)	(0.0123)***
	[0.0202]	[0.0361]
Safety Score × Occupation Pay	0.0008	0.0011
	(0.0003)***	(0.0003)***
	[0.0005]*	[0.0015]
Safety Score × Occupation Pay Deviation, Recent Six Months	-0.0074	-0.0452
	(0.0150)	(0.0123)***
	[0.0202]	[0.0353]
Safety Score × Occupation Pay Deviation, First Six Months	0.0086	-0.0146
	(0.0179)	(0.0157)

	Employment	Occupation Change
	[0.0216]	[0.0321]
Autonomy Interacted with Safety		
Autonomy Score × Safety Score	-0.0090	-0.0011
	(0.0015)***	(0.0014)
	[0.0027]***	[0.0083]
Quality Interacted with State Policies		
Autonomy Score × Mask Mandate, First Six Months	0.0030	0.0010
	(0.0073)	(0.0079)
	[0.0066]	[0.0069]
Autonomy Score × Mask Mandate, Recent Six Months	0.0035	-0.0015
	(0.0076)	(0.0088)
	[0.0073]	[0.0065]
Autonomy Score × Stay-at-Home Order, First Six Months	-0.0317	0.0427
	(0.0147)**	(0.0080)***
	[0.0148]**	[0.0131]***
Autonomy Score × Stay-at-Home Order, Recent Six Months	0.0360	0.0014
	(0.0101)***	(0.0109)
	[0.0128]***	[0.0131]
Autonomy Score × Business Closure, First Six Months	0.0010	-0.0096
	(0.0091)	(0.0089)
	[0.0106]	[0.0077]
Autonomy Score × Business Closure, Recent Six Months	0.0067	0.0043
	(0.0089)	(0.0096)
	[0.0106]	[0.0088]
Autonomy Score × Vaccine Mandate, First Six Months	-0.0134	0.0031
	(0.0081)*	(0.0044)
	[0.0072]*	[0.0077]
Autonomy Score × Vaccine Mandate, Recent Six Months	0.0019	-0.0021
	(0.0071)	(0.0064)
	[0.0083]	[0.0069]

	Employment	Occupation Change
Autonomy Score × Extended Unemployment Benefits, First Six Months	-0.0096	-0.0098
	(0.0092)	(0.0073)
	[0.0073]	[0.0055]*
Autonomy Score × Extended Unemployment Benefits, Recent Six Months	0.0111	-0.0056
	(0.0060)*	(0.0071)
	[0.0073]	[0.0069]
Autonomy Score × School Closure, School Year	0.0332	-0.0121
	(0.0135)**	(0.0136)
	[0.0133]**	[0.0153]
Autonomy Score × School Closure, Within Year	-0.0254	0.0031
	(0.0049)***	(0.0046)
	[0.0066]***	[0.0044]
Safety Score × Mask Mandate, First Six Months	-0.0019	-0.0005
	(0.0089)	(0.0080)
	[0.0082]	[0.0090]
Safety Score × Mask Mandate, Recent Six Months	0.0063	-0.0071
	(0.0085)	(0.0074)
	[0.0075]	[0.0078]
Safety Score × Stay-at-Home Order, First Six Months	-0.0062	0.0057
	(0.0116)	(0.0153)
	[0.0156]	[0.0137]
Safety Score × Stay-at-Home Order, Recent Six Months	0.0086	-0.0024
	(0.0106)	(0.0161)
	[0.0153]	[0.0130]
Safety Score × Business Closure, First Six Months	-0.0211	-0.0139
	(0.0100)**	(0.0111)
	[0.0111]*	[0.0102]
Safety Score × Business Closure, Recent Six Months	0.0075	-0.0056
	(0.0095)	(0.0093)

	Employment	Occupation Change
	[0.0105]	[0.0095]
Safety Score × Vaccine Mandate, First Six Months	0.0003	-0.0020
	(0.0080)	(0.0051)
	[0.0100]	[0.0081]
Safety Score × Vaccine Mandate, Recent Six Months	0.0021	-0.0059
	(0.0096)	(0.0070)
	[0.0094]	[0.0070]
Safety Score × Extended Unemployment Benefits, First Six Months	-0.0009	-0.0002
	(0.0069)	(0.0084)
	[0.0086]	[0.0068]
Safety Score × Extended Unemployment Benefits, Recent Six Months	-0.0071	0.0154
	(0.0078)	(0.0072)**
	[0.0082]	[0.0082]*
Safety Score × School Closure, School Year	0.0316	-0.0051
	(0.0159)**	(0.0138)
	[0.0146]**	[0.0165]
Safety Score × School Closure, Within Year	-0.0056	-0.0022
	(0.0051)	(0.0045)
	[0.0068]	[0.0050]
Gender Interacted with Children		
Woman × Child Under 6	-0.3626	-0.0084
	(0.0146)***	(0.0103)
	[0.0161]***	[0.0151]
Woman × Child 6 to 12	-0.1442	-0.0084
	(0.0128)***	(0.0098)
	[0.0124]***	[0.0116]
Woman × Child 13 to 18	-0.0682	-0.0087
	(0.0123)***	(0.0082)
	[0.0128]***	[0.0112]
Industry		
Construction	0.0151	-0.1971
	(0.0288)	(0.0298)***
	[0.0322]	[0.0638]***

	Employment	Occupation Change
Manufacturing	0.1232	0.1346
	(0.0313)***	(0.0307)***
	[0.0267]***	[0.0482]***
Trade	0.0973	0.3241
	(0.0240)***	(0.0256)***
	[0.0342]***	[0.1030]***
Transportation, Warehousing and Utilities	0.0705	-0.0813
	(0.0296)**	(0.0317)**
	[0.0310]**	[0.0677]
Information	0.0221	0.0505
	(0.0388)	(0.0406)
	[0.0353]	[0.0563]
Finance	0.1365	-0.2039
	(0.0358)***	(0.0371)***
	[0.0404]***	[0.0559]***
Professional and Business Services	0.0421	-0.1382
	(0.0329)	(0.0378)***
	[0.0353]	[0.0486]***
Education and Health	0.1048	-0.1713
	(0.0292)***	(0.0293)***
	[0.0318]***	[0.0713]**
Leisure and Hospitality	0.0328	0.1956
	(0.0293)	(0.0328)***
	[0.0483]	[0.1351]
Other Services	0.0707	-0.0059
	(0.0235)***	(0.0278)
	[0.0414]*	[0.1031]
Public Administration	0.1571	-0.2461
	(0.0378)***	(0.0421)***
	[0.0323]***	[0.0491]***
Socioeconomic Characteristics		
Woman	-0.0942	-0.0059
	(0.0081)***	(0.0051)
	[0.0117]***	[0.0166]
Age	0.0862	-0.0281
	(0.0013)***	(0.0013)***

	Employment	Occupation Change
	[0.0014]***	[0.0023]***
Age Squared	-0.0010	0.0002
	(0.0000)***	(0.0000)***
	[0.0000]***	[0.0000]***
Less than High School	-0.1268	-0.0474
	(0.0151)***	(0.0114)***
	[0.0205]***	[0.0215]**
Some College	0.0291	0.0367
	(0.0103)***	(0.0107)***
	[0.0101]***	[0.0140]***
Bachelor's Degree	0.0788	0.0211
	(0.0144)***	(0.0111)*
	[0.0136]***	[0.0326]
Advanced Degree	0.0992	-0.1079
	(0.0166)***	(0.0153)***
	[0.0179]***	[0.0516]**
Black, non-Hispanic	-0.1327	0.1467
	(0.0185)***	(0.0158)***
	[0.0137]***	[0.0152]***
Other, non-Hispanic	-0.0598	0.0159
	(0.0177)***	(0.0152)
	[0.0140]***	[0.0220]
Hispanic	0.0143	0.0500
	(0.0153)	(0.0120)***
	[0.0154]	[0.0152]***
Non-Metropolitan	-0.0008	-0.0472
	(0.0083)	(0.0113)***
	[0.0073]	[0.0066]***
Metropolitan Status Not Identified	-0.0125	-0.0411
	(0.0281)	(0.0499)
	[0.0312]	[0.0248]*
Household and Spousal Characteristics		
Spouse Employed	0.4314	-0.0087
	(0.0155)***	(0.0074)
	[0.0157]***	[0.0129]
Married or Partnered	-0.1250	-0.0078

	Employment	Occupation Change
	(0.0231)***	(0.0141)
	[0.0207]***	[0.0206]
Spouse Occupation Pay	-0.0051	-0.0009
	(0.0006)***	(0.0004)**
	[0.0005]***	[0.0006]
Spouse Industry Demand Shock	0.0349	-0.0693
	(0.0629)	(0.0646)
	[0.0681]	[0.0589]
Spouse Industry Not Determined	-0.0867	-0.0339
	(0.0224)***	(0.0104)***
	[0.0231]***	[0.0141]**
Spouse Occupation Autonomy	0.0102	-0.0005
	(0.0030)***	(0.0020)
	[0.0029]***	[0.0030]
Spouse Occupation Safety	-0.0104	0.0032
	(0.0021)***	(0.0014)**
	[0.0019]***	[0.0020]
Spouse Pay Deviation, Recent Six Months	-0.0213	-0.0356
	(0.0362)	(0.0278)
	[0.0405]	[0.0351]
Spouse Pay Deviation, First Six Months	0.0488	0.0022
	(0.0415)	(0.0332)
	[0.0388]	[0.0335]
Spouse Has No Occupation	0.0826	0.0180
	(0.0192)***	(0.0132)
	[0.0230]***	[0.0174]
Child Under 6	0.1610	-0.0315
	(0.0112)***	(0.0081)***
	[0.0123]***	[0.0085]***
Child 6 to 12	0.0836	-0.0053
	(0.0097)***	(0.0059)
	[0.0095]***	[0.0069]
Child 13 to 18	0.0229	0.0429
	(0.0081)***	(0.0064)***
	[0.0106]**	[0.0071]***
Constant		

	Employment	Occupation Change
Constant	-0.6572	0.1217
	(0.0622)***	(0.0685)*
	[0.0915]***	[0.2796]
Sample		
Observations	1,601,379	1,448,086
Clusters, state and occupation	51 / 472	51 / 472

Notes: Probit coefficients from the model that allows the response to differ across the three periods. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. Interactions with period are relative to the period before March 2020. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.

Table OA3. Coefficient Estimates for Women and Men, Two Child Bands, Standard Errors Clustered on State and on Occupation.

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
State Policies and Mandates				
Mask Mandate, First Six Months	-0.0041	0.0187	-0.0519	-0.0380
	(0.0357)	(0.0275)	(0.0252)**	(0.0277)
	[0.0310]	[0.0320]	[0.0279]*	[0.0283]
Mask Mandate, Recent Six Months	-0.0314	-0.0846	0.0124	0.0202
	(0.0298)	(0.0395)**	(0.0334)	(0.0276)
	[0.0306]	[0.0289]***	[0.0258]	[0.0266]
Stay-at-Home Order, First Six Months	0.1000	0.0428	-0.0106	0.0246
	(0.0614)	(0.0389)	(0.0483)	(0.0421)
	[0.0556]*	[0.0523]	[0.0591]	[0.0537]
Stay-at-Home Order, Recent Six Months	-0.0921	0.0071	-0.0697	-0.0373
	(0.0392)**	(0.0505)	(0.0351)**	(0.0373)
	[0.0431]**	[0.0445]	[0.0447]	[0.0401]
Business Closure, First Six Months	-0.0357	0.0068	-0.0514	-0.0608
	(0.0490)	(0.0464)	(0.0429)	(0.0338)*
	[0.0372]	[0.0368]	[0.0360]	[0.0324]*
Business Closure, Recent Six Months	-0.0001	-0.0114	0.0833	0.0157
	(0.0469)	(0.0413)	(0.0357)**	(0.0332)

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.0364]	[0.0330]	[0.0303]***	[0.0313]
Vaccine Mandate, First Six Months	-0.0478	-0.0202	-0.0282	0.0182
	(0.0304)	(0.0295)	(0.0314)	(0.0240)
	[0.0286]*	[0.0272]	[0.0259]	[0.0227]
Vaccine Mandate, Recent Six Months	0.0181	0.0469	0.0235	-0.0035
	(0.0357)	(0.0301)	(0.0272)	(0.0183)
	[0.0295]	[0.0315]	[0.0267]	[0.0232]
Extended Unemployment Benefits, First Six Months	0.1182	0.0404	0.0128	0.0271
	(0.0323)***	(0.0348)	(0.0288)	(0.0258)
	[0.0304]***	[0.0294]	[0.0264]	[0.0253]
Extended Unemployment Benefits, Recent Six Months	-0.0531	0.0469	0.0268	-0.0476
	(0.0372)	(0.0268)*	(0.0265)	(0.0288)*
	[0.0245]**	[0.0294]	[0.0293]	[0.0264]*
School Closure, School Year	-0.1309	-0.0639	-0.0218	0.0789
	(0.0621)**	(0.0624)	(0.0453)	(0.0487)
	[0.0520]**	[0.0464]	[0.0448]	[0.0403]*
School Closure, Within Year	-0.0220	-0.0663	0.0752	-0.0173
	(0.0350)	(0.0318)**	(0.0222)***	(0.0275)
	[0.0318]	[0.0306]**	[0.0274]***	[0.0257]
Occupational Characteristics				
Autonomy Score	0.0098	0.0047	0.1152	0.1874
	(0.0027)***	(0.0035)	(0.0081)***	(0.0078)***
	[0.0076]	[0.0066]	[0.0488]**	[0.0327]***
Safety Score	-0.0055	-0.0108	0.0542	0.0799
	(0.0024)**	(0.0021)***	(0.0058)***	(0.0054)***
	[0.0056]	[0.0037]***	[0.0369]	[0.0256]***
Occupation Pay	0.0103	0.0094	-0.0129	-0.0251
	(0.0006)***	(0.0007)***	(0.0011)***	(0.0012)***
	[0.0015]***	[0.0013]***	[0.0071]*	[0.0054]***
Occupation Pay Deviation, Recent Six Months	0.0317	0.0335	0.0779	0.0844
	(0.0371)	(0.0424)	(0.0321)**	(0.0359)**
	[0.0526]	[0.0489]	[0.0733]	[0.0600]
Occupation Pay Deviation, First Six Months	0.0019	0.0857	-0.0071	0.0352
	(0.0515)	(0.0358)**	(0.0450)	(0.0429)
	[0.0533]	[0.0449]*	[0.0824]	[0.0574]
Industry Controls				

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Industry Pay	0.0213	-0.0039	0.0110	0.0347
	(0.0063)***	(0.0030)	(0.0037)***	(0.0033)***
	[0.0059]***	[0.0031]	[0.0071]	[0.0076]***
Industry Pay Deviation	0.0707	0.0026	-0.1254	0.2833
	(0.1638)	(0.1661)	(0.1640)	(0.1604)*
	[0.1908]	[0.2120]	[0.1684]	[0.1635]*
Own Industry Demand Shock	0.1982	0.1105	0.0784	0.0713
	(0.0715)***	(0.0774)	(0.0678)	(0.0701)
	[0.0688]***	[0.0665]*	[0.0650]	[0.0736]
Outside Options				
Autonomy Gain Available			0.1087	0.1457
			(0.0092)***	(0.0102)***
			[0.0579]*	[0.0442]***
Safety Gain Available			0.0261	0.0487
			(0.0078)***	(0.0073)***
			[0.0485]	[0.0346]
Pay Gap			-0.0057	-0.0132
			(0.0016)***	(0.0015)***
			[0.0094]	[0.0080]*
Pay Deviation Gain			0.1067	0.5211
			(0.0889)	(0.0954)***
			[0.2832]	[0.2346]**
Switcher Wage Premium			0.2672	0.0576
			(0.0571)***	(0.0560)
			[0.2360]	[0.1671]
Children Interacted with State Policies				
Child Under 6 × Mask Mandate, First Six Months	0.1037	0.0889	-0.0456	-0.0005
	(0.0644)	(0.0700)	(0.0550)	(0.0398)
	[0.0553]*	[0.0677]	[0.0573]	[0.0463]
Child Under 6 × Mask Mandate, Recent Six Months	-0.0304	0.0025	0.0258	0.0395
	(0.0635)	(0.0500)	(0.0553)	(0.0599)
	[0.0593]	[0.0710]	[0.0537]	[0.0468]
Child Under 6 × Stay-at-Home Order, First Six Months	-0.1460	0.1601	0.0720	-0.2098
	(0.1009)	(0.0701)**	(0.0862)	(0.0721)***

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.1075]	[0.1269]	[0.1007]	[0.0930]**
Child Under 6 × Stay-at-Home Order, Recent Six Months	0.0159	-0.1102	0.1812	0.1225
	(0.0881)	(0.1219)	(0.0743)**	(0.0961)
	[0.1037]	[0.0967]	[0.0846]**	[0.0905]
Child Under 6 × Business Closure, First Six Months	0.0030	0.0611	0.0684	0.0750
	(0.0788)	(0.0791)	(0.0746)	(0.0707)
	[0.0776]	[0.0915]	[0.0649]	[0.0706]
Child Under 6 × Business Closure, Recent Six Months	0.0086	-0.0672	-0.0992	-0.0416
	(0.0844)	(0.0929)	(0.0707)	(0.0598)
	[0.0726]	[0.0780]	[0.0640]	[0.0585]
Child Under 6 × Vaccine Mandate, First Six Months	-0.0307	0.0762	-0.0099	-0.0485
	(0.0680)	(0.0550)	(0.0679)	(0.0509)
	[0.0525]	[0.0684]	[0.0486]	[0.0443]
Child Under 6 × Vaccine Mandate, Recent Six Months	0.0379	-0.0176	0.0722	0.0099
	(0.0538)	(0.0665)	(0.0604)	(0.0562)
	[0.0542]	[0.0673]	[0.0556]	[0.0477]
Child Under 6 × Extended Unemployment Benefits, First Six Months	-0.0944	-0.1864	-0.0192	-0.0548
	(0.0562)*	(0.0673)***	(0.0479)	(0.0402)
	[0.0558]*	[0.0686]***	[0.0515]	[0.0437]
Child Under 6 × Extended Unemployment Benefits, Recent Six Months	-0.0564	-0.1234	-0.0168	0.0117
	(0.0732)	(0.0586)**	(0.0532)	(0.0402)
	[0.0621]	[0.0648]*	[0.0527]	[0.0461]
Child Under 6 × School Closure, School Year	0.2664	0.0813	-0.0848	-0.0618
	(0.0856)***	(0.1090)	(0.0964)	(0.0598)
	[0.0838]***	[0.0924]	[0.0854]	[0.0832]
Child Under 6 × School Closure, Within Year	-0.0130	0.0492	0.0148	0.0385
	(0.0276)	(0.0316)	(0.0299)	(0.0168)**
	[0.0328]	[0.0403]	[0.0262]	[0.0263]
Child 6 to 18 × Mask Mandate, First Six Months	0.0204	-0.0382	0.0892	0.0381
	(0.0445)	(0.0536)	(0.0423)**	(0.0310)
	[0.0463]	[0.0476]	[0.0388]**	[0.0388]
Child 6 to 18 × Mask Mandate, Recent Six Months	-0.0235	-0.0057	-0.0572	-0.0019

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	(0.0414)	(0.0450)	(0.0455)	(0.0410)
	[0.0458]	[0.0487]	[0.0475]	[0.0455]
Child 6 to 18 × Stay-at-Home Order, First Six Months	0.0835	-0.0140	-0.0133	-0.0694
	(0.0863)	(0.0887)	(0.0638)	(0.0511)
	[0.0778]	[0.0866]	[0.0848]	[0.0685]
Child 6 to 18 × Stay-at-Home Order, Recent Six Months	0.0552	-0.0758	-0.0124	0.0582
	(0.0564)	(0.0825)	(0.0375)	(0.0513)
	[0.0642]	[0.0746]	[0.0685]	[0.0576]
Child 6 to 18 × Business Closure, First Six Months	0.0431	0.0144	-0.0323	0.0704
	(0.0745)	(0.0697)	(0.0579)	(0.0459)
	[0.0558]	[0.0671]	[0.0550]	[0.0575]
Child 6 to 18 × Business Closure, Recent Six Months	-0.0582	0.0535	0.0570	-0.0142
	(0.0630)	(0.0469)	(0.0497)	(0.0410)
	[0.0541]	[0.0510]	[0.0456]	[0.0428]
Child 6 to 18 × Vaccine Mandate, First Six Months	0.0366	0.0377	0.0179	0.0248
	(0.0425)	(0.0350)	(0.0317)	(0.0400)
	[0.0409]	[0.0442]	[0.0342]	[0.0296]
Child 6 to 18 × Vaccine Mandate, Recent Six Months	-0.0633	-0.0392	-0.0147	0.0245
	(0.0579)	(0.0467)	(0.0362)	(0.0385)
	[0.0444]	[0.0429]	[0.0368]	[0.0334]
Child 6 to 18 × Extended Unemployment Benefits, First Six Months	-0.0363	0.0621	-0.0005	-0.0412
	(0.0438)	(0.0488)	(0.0371)	(0.0351)
	[0.0431]	[0.0477]	[0.0410]	[0.0324]
Child 6 to 18 × Extended Unemployment Benefits, Recent Six Months	-0.0584	-0.0258	0.0003	0.0047
	(0.0367)	(0.0476)	(0.0408)	(0.0419)
	[0.0424]	[0.0461]	[0.0387]	[0.0354]
Child 6 to 18 × School Closure, School Year	-0.0958	-0.1763	0.0655	-0.0327
	(0.0787)	(0.0691)**	(0.0707)	(0.0756)
	[0.0791]	[0.0774]**	[0.0572]	[0.0624]
Child 6 to 18 × School Closure, Within Year	0.0558	0.0495	-0.0014	-0.0103
	(0.0275)**	(0.0289)*	(0.0198)	(0.0205)

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.0263]**	[0.0269]*	[0.0206]	[0.0182]
Children Interacted with Job Quality				
Child Under 6 × Autonomy Score	0.0065	0.0208	-0.0014	0.0146
	(0.0037)*	(0.0057)***	(0.0119)	(0.0086)*
	[0.0061]	[0.0056]***	[0.0130]	[0.0109]
Child Under 6 × Safety Score	-0.0032	-0.0007	0.0223	-0.0035
	(0.0048)	(0.0057)	(0.0157)	(0.0121)
	[0.0065]	[0.0064]	[0.0152]	[0.0130]
Child 6 to 18 × Autonomy Score	0.0208	0.0310	0.0020	0.0088
	(0.0037)***	(0.0041)***	(0.0074)	(0.0081)
	[0.0049]***	[0.0038]***	[0.0138]	[0.0093]
Child 6 to 18 × Safety Score	-0.0094	0.0127	0.0088	0.0076
	(0.0052)*	(0.0034)***	(0.0088)	(0.0096)
	[0.0062]	[0.0044]***	[0.0148]	[0.0105]
Children Interacted with Outside Options				
Child Under 6 × Autonomy Gain Available			-0.0333	0.0136
			(0.0161)**	(0.0134)
			[0.0203]	[0.0166]
Child Under 6 × Safety Gain Available			0.0151	-0.0088
			(0.0194)	(0.0167)
			[0.0211]	[0.0191]
Child Under 6 × Pay Gap			0.0108	0.0054
			(0.0017)***	(0.0016)***
			[0.0020]***	[0.0019]***
Child Under 6 × Pay Deviation Gain			-0.0952	0.1694
			(0.1776)	(0.1356)
			[0.1774]	[0.1486]
Child Under 6 × Switcher Wage Premium			-0.0115	0.0215
			(0.1279)	(0.1175)
			[0.1217]	[0.1272]
Child 6 to 18 × Autonomy Gain Available			0.0013	0.0109
			(0.0114)	(0.0118)
			[0.0207]	[0.0150]
Child 6 to 18 × Safety Gain Available			0.0007	0.0039

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
			(0.0109)	(0.0126)
			[0.0214]	[0.0148]
Child 6 to 18 × Pay Gap			0.0007	0.0034
			(0.0012)	(0.0016)**
			[0.0019]	[0.0018]*
Child 6 to 18 × Pay Deviation Gain			-0.0337	-0.1794
			(0.1005)	(0.1443)
			[0.1271]	[0.1179]
Child 6 to 18 × Switcher Wage Premium			-0.0943	0.1080
			(0.0796)	(0.0897)
			[0.1223]	[0.0945]
Industry				
Construction	-0.0154	-0.0098	-0.1141	-0.1715
	(0.0589)	(0.0336)	(0.0457)**	(0.0330)***
	[0.0572]	[0.0371]	[0.0707]	[0.0684]**
Manufacturing	0.1557	0.0944	0.0814	0.1745
	(0.0582)***	(0.0362)***	(0.0417)*	(0.0336)***
	[0.0559]***	[0.0294]***	[0.0610]	[0.0531]***
Trade	0.2370	0.0207	0.1623	0.4396
	(0.0264)***	(0.0325)	(0.0324)***	(0.0316)***
	[0.0485]***	[0.0288]	[0.0876]*	[0.1127]***
Transportation, Warehousing and Utilities	0.0381	0.0580	-0.0678	-0.0519
	(0.0661)	(0.0341)*	(0.0469)	(0.0346)
	[0.0671]	[0.0325]*	[0.0756]	[0.0761]
Information	-0.0054	-0.0162	-0.0136	0.1067
	(0.0861)	(0.0488)	(0.0494)	(0.0537)**
	[0.0703]	[0.0436]	[0.0931]	[0.0526]**
Finance	0.1074	0.0843	-0.2228	-0.1716
	(0.0788)	(0.0420)**	(0.0460)***	(0.0422)***
	[0.0729]	[0.0468]*	[0.0816]***	[0.0572]***
Professional and Business Services	-0.0261	0.0252	-0.1231	-0.1249
	(0.0785)	(0.0332)	(0.0460)***	(0.0447)***
	[0.0729]	[0.0424]	[0.0672]*	[0.0564]**
Education and Health	0.1560	0.0156	-0.2552	-0.1062
	(0.0506)***	(0.0369)	(0.0380)***	(0.0335)***

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.0532]***	[0.0305]	[0.0794]***	[0.0822]
Leisure and Hospitality	0.3041	-0.1388	-0.0269	0.3736
	(0.0441)***	(0.0347)***	(0.0402)	(0.0411)***
	[0.0627]***	[0.0358]***	[0.1105]	[0.1486]**
Other Services	0.1908	-0.0010	-0.1672	0.0974
	(0.0322)***	(0.0306)	(0.0335)***	(0.0327)***
	[0.0615]***	[0.0326]	[0.1096]	[0.1219]
Public Administration	0.0654	0.1472	-0.2137	-0.2546
	(0.0920)	(0.0427)***	(0.0558)***	(0.0491)***
	[0.0796]	[0.0412]***	[0.0787]***	[0.0590]***
Socioeconomic Characteristics				
Age	0.0855	0.0850	-0.0273	-0.0299
	(0.0014)***	(0.0017)***	(0.0018)***	(0.0015)***
	[0.0019]***	[0.0020]***	[0.0025]***	[0.0027]***
Age Squared	-0.0010	-0.0010	0.0002	0.0002
	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***
	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***
Less than High School	-0.1554	-0.0948	-0.0727	-0.0327
	(0.0165)***	(0.0133)***	(0.0203)***	(0.0121)***
	[0.0221]***	[0.0138]***	[0.0332]**	[0.0203]
Some College	0.0425	0.0079	0.0310	0.0276
	(0.0083)***	(0.0099)	(0.0095)***	(0.0090)***
	[0.0092]***	[0.0090]	[0.0151]**	[0.0135]**
Bachelor's Degree	0.0838	0.0883	0.0090	0.0141
	(0.0108)***	(0.0096)***	(0.0109)	(0.0085)*
	[0.0122]***	[0.0114]***	[0.0418]	[0.0250]
Advanced Degree	0.1475	0.1256	-0.0946	-0.1064
	(0.0130)***	(0.0162)***	(0.0146)***	(0.0105)***
	[0.0184]***	[0.0187]***	[0.0616]	[0.0501]**
Black, non-Hispanic	-0.1015	-0.1857	0.1614	0.1088
	(0.0155)***	(0.0146)***	(0.0114)***	(0.0129)***
	[0.0120]***	[0.0110]***	[0.0169]***	[0.0151]***
Other, non-Hispanic	-0.0349	-0.0654	0.0239	0.0228
	(0.0173)**	(0.0230)***	(0.0146)	(0.0162)
	[0.0140]**	[0.0137]***	[0.0244]	[0.0243]
Hispanic	-0.0431	0.0518	0.0510	0.0336

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	(0.0132)***	(0.0117)***	(0.0108)***	(0.0119)***
	[0.0132]***	[0.0125]***	[0.0176]***	[0.0134]**
Non-Metropolitan	0.0118	-0.0101	-0.0425	-0.0523
	(0.0111)	(0.0082)	(0.0125)***	(0.0127)***
	[0.0092]	[0.0112]	[0.0079]***	[0.0101]***
Metropolitan Status Not Identified	-0.0396	0.0223	-0.0656	-0.0225
	(0.0503)	(0.0260)	(0.0172)***	(0.0770)
	[0.0447]	[0.0439]	[0.0325]**	[0.0332]
Household and Spousal Characteristics				
Child Under 6	-0.1845	0.1340	-0.0515	-0.0378
	(0.0128)***	(0.0137)***	(0.0116)***	(0.0097)***
	[0.0117]***	[0.0134]***	[0.0120]***	[0.0118]***
Child 6 to 18	-0.0459	0.0349	0.0067	0.0281
	(0.0110)***	(0.0094)***	(0.0083)	(0.0078)***
	[0.0093]***	[0.0114]***	[0.0111]	[0.0073]***
Spouse Employed	0.3780	0.5003	-0.0224	-0.0002
	(0.0150)***	(0.0208)***	(0.0161)	(0.0152)
	[0.0204]***	[0.0192]***	[0.0217]	[0.0163]
Married or Partnered	-0.1398	-0.1068	0.0084	-0.0420
	(0.0262)***	(0.0306)***	(0.0274)	(0.0209)**
	[0.0279]***	[0.0262]***	[0.0327]	[0.0253]*
Spouse Occupation Pay	-0.0057	-0.0034	-0.0013	0.0001
	(0.0007)***	(0.0009)***	(0.0007)**	(0.0006)
	[0.0006]***	[0.0008]***	[0.0008]	[0.0007]
Spouse Industry Demand Shock	0.0074	-0.0462	-0.0577	-0.0760
	(0.0782)	(0.1035)	(0.0949)	(0.0740)
	[0.0871]	[0.1007]	[0.0859]	[0.0786]
Spouse Industry Not Determined	-0.2005	0.0049	-0.0604	-0.0167
	(0.0217)***	(0.0264)	(0.0207)***	(0.0163)
	[0.0245]***	[0.0267]	[0.0245]**	[0.0173]
Spouse Occupation Autonomy	0.0071	0.0099	0.0033	-0.0061
	(0.0034)**	(0.0052)*	(0.0030)	(0.0030)**
	[0.0036]**	[0.0044]**	[0.0034]	[0.0045]
Spouse Occupation Safety	-0.0089	-0.0027	0.0046	0.0033
	(0.0024)***	(0.0035)	(0.0021)**	(0.0020)
	[0.0023]***	[0.0031]	[0.0026]*	[0.0030]

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Spouse Pay Deviation, Recent Six Months	-0.0371	-0.0199	0.0135	-0.0875
	(0.0538)	(0.0776)	(0.0381)	(0.0385)**
	[0.0540]	[0.0620]	[0.0485]	[0.0418]**
Spouse Pay Deviation, First Six Months	0.0105	0.0979	-0.0136	0.0229
	(0.0585)	(0.0638)	(0.0474)	(0.0417)
	[0.0535]	[0.0615]	[0.0477]	[0.0431]
Spouse Has No Occupation	0.0499	0.1185	0.0364	0.0279
	(0.0234)**	(0.0259)***	(0.0227)	(0.0178)
	[0.0280]*	[0.0237]***	[0.0257]	[0.0215]
Constant				
Constant	-1.2850	-0.3314	0.3179	-0.0253
	(0.1381)***	(0.0774)***	(0.1123)***	(0.0771)
	[0.1452]***	[0.0833]***	[0.2810]	[0.3063]
Sample				
Observations	764,576	836,803	682,078	766,008
Clusters, state and occupation	51 / 469	51 / 472	51 / 468	51 / 472

Notes: Probit coefficients from the gender model, estimated separately for women and men. The child bands are a child under 6 and a child 6 to 18. The bands are not mutually exclusive, so a coefficient on a band compares workers with a child in that band against those without, and not against workers with no children. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. The marginal effects of the model with three child bands are in Figures 6, 7, 11 and 12, with occupation-clustered confidence intervals except for the school closure effects in Figure 7. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.

Table OA4. Coefficient Estimates for Women and Men, Three Child Bands, Standard Errors Clustered on State and on Occupation.

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
State Policies and Mandates				
Mask Mandate, First Six Months	-0.0067	0.0157	-0.0532	-0.0416
	(0.0337)	(0.0277)	(0.0251)**	(0.0274)
	[0.0311]	[0.0319]	[0.0282]*	[0.0274]
Mask Mandate, Recent Six Months	-0.0331	-0.0886	0.0135	0.0209
	(0.0290)	(0.0400)**	(0.0314)	(0.0260)
	[0.0298]	[0.0286]***	[0.0255]	[0.0263]
Stay-at-Home Order, First Six Months	0.1063	0.0525	-0.0014	0.0230
	(0.0557)*	(0.0415)	(0.0473)	(0.0437)

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.0549]*	[0.0514]	[0.0566]	[0.0527]
Stay-at-Home Order, Recent Six Months	-0.0871	-0.0017	-0.0865	-0.0338
	(0.0375)**	(0.0511)	(0.0360)**	(0.0374)
	[0.0434]**	[0.0437]	[0.0441]*	[0.0389]
Business Closure, First Six Months	-0.0345	0.0030	-0.0597	-0.0475
	(0.0453)	(0.0468)	(0.0425)	(0.0351)
	[0.0372]	[0.0369]	[0.0349]*	[0.0314]
Business Closure, Recent Six Months	-0.0049	-0.0060	0.0960	0.0198
	(0.0460)	(0.0427)	(0.0346)***	(0.0344)
	[0.0362]	[0.0327]	[0.0285]***	[0.0311]
Vaccine Mandate, First Six Months	-0.0475	-0.0272	-0.0261	0.0244
	(0.0296)	(0.0296)	(0.0331)	(0.0240)
	[0.0276]*	[0.0275]	[0.0258]	[0.0228]
Vaccine Mandate, Recent Six Months	0.0236	0.0528	0.0192	-0.0050
	(0.0351)	(0.0298)*	(0.0290)	(0.0204)
	[0.0289]	[0.0315]*	[0.0265]	[0.0227]
Extended Unemployment Benefits, First Six Months	0.1218	0.0427	0.0171	0.0262
	(0.0315)***	(0.0345)	(0.0287)	(0.0253)
	[0.0293]***	[0.0294]	[0.0248]	[0.0246]
Extended Unemployment Benefits, Recent Six Months	-0.0521	0.0433	0.0216	-0.0531
	(0.0338)	(0.0257)*	(0.0262)	(0.0286)*
	[0.0240]**	[0.0290]	[0.0286]	[0.0255]**
School Closure, School Year	-0.1321	-0.0764	-0.0378	0.0829
	(0.0628)**	(0.0622)	(0.0461)	(0.0512)
	[0.0518]**	[0.0456]*	[0.0449]	[0.0431]*
School Closure, Within Year	-0.0226	-0.0641	0.0843	-0.0141
	(0.0347)	(0.0317)**	(0.0224)***	(0.0274)
	[0.0319]	[0.0302]**	[0.0270]***	[0.0259]
Occupational Characteristics				
Autonomy Score	0.0105	0.0057	0.1140	0.1862
	(0.0027)***	(0.0036)	(0.0081)***	(0.0078)***
	[0.0077]	[0.0065]	[0.0486]**	[0.0326]***
Safety Score	-0.0063	-0.0106	0.0545	0.0810
	(0.0022)***	(0.0021)***	(0.0057)***	(0.0054)***
	[0.0056]	[0.0036]***	[0.0367]	[0.0255]***
Occupation Pay	0.0104	0.0094	-0.0129	-0.0251

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	(0.0006)***	(0.0007)***	(0.0011)***	(0.0011)***
	[0.0015]***	[0.0013]***	[0.0071]*	[0.0054]***
Occupation Pay Deviation, Recent Six Months	0.0315	0.0351	0.0774	0.0839
	(0.0369)	(0.0425)	(0.0321)**	(0.0360)**
	[0.0527]	[0.0489]	[0.0733]	[0.0600]
Occupation Pay Deviation, First Six Months	0.0015	0.0858	-0.0086	0.0340
	(0.0516)	(0.0358)**	(0.0451)	(0.0429)
	[0.0532]	[0.0447]*	[0.0825]	[0.0573]
Industry Controls				
Industry Pay	0.0212	-0.0040	0.0110	0.0348
	(0.0063)***	(0.0030)	(0.0037)***	(0.0033)***
	[0.0059]***	[0.0031]	[0.0071]	[0.0076]***
Industry Pay Deviation	0.0758	-0.0017	-0.1197	0.2856
	(0.1641)	(0.1655)	(0.1645)	(0.1606)*
	[0.1911]	[0.2120]	[0.1681]	[0.1637]*
Own Industry Demand Shock	0.2006	0.1135	0.0768	0.0739
	(0.0715)***	(0.0771)	(0.0673)	(0.0701)
	[0.0688]***	[0.0663]*	[0.0650]	[0.0734]
Outside Options				
Autonomy Gain Available			0.1076	0.1443
			(0.0089)***	(0.0101)***
			[0.0576]*	[0.0442]***
Safety Gain Available			0.0262	0.0499
			(0.0080)***	(0.0072)***
			[0.0485]	[0.0345]
Pay Gap			-0.0054	-0.0131
			(0.0015)***	(0.0015)***
			[0.0094]	[0.0080]
Pay Deviation Gain			0.1051	0.5010
			(0.0895)	(0.0927)***
			[0.2836]	[0.2354]**
Switcher Wage Premium			0.2643	0.0616
			(0.0558)***	(0.0531)
			[0.2327]	[0.1667]
Children Interacted with State Policies				

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Child Under 6 × Mask Mandate, First Six Months	0.1137	0.0958	-0.0620	-0.0114
	(0.0625)*	(0.0700)	(0.0541)	(0.0413)
	[0.0555]**	[0.0676]	[0.0567]	[0.0463]
Child Under 6 × Mask Mandate, Recent Six Months	-0.0444	-0.0171	0.0072	0.0355
	(0.0623)	(0.0529)	(0.0576)	(0.0611)
	[0.0611]	[0.0737]	[0.0556]	[0.0497]
Child Under 6 × Stay-at-Home Order, First Six Months	-0.1032	0.2056	0.0562	-0.2672
	(0.1155)	(0.0683)***	(0.0849)	(0.0743)***
	[0.1095]	[0.1310]	[0.1021]	[0.0937]***
Child Under 6 × Stay-at-Home Order, Recent Six Months	0.0103	-0.1292	0.1780	0.0931
	(0.0916)	(0.1280)	(0.0699)**	(0.0997)
	[0.1048]	[0.1033]	[0.0828]**	[0.0928]
Child Under 6 × Business Closure, First Six Months	-0.0049	0.0410	0.0806	0.0982
	(0.0777)	(0.0788)	(0.0738)	(0.0724)
	[0.0775]	[0.0939]	[0.0699]	[0.0731]
Child Under 6 × Business Closure, Recent Six Months	0.0180	-0.0708	-0.0788	-0.0439
	(0.0867)	(0.0951)	(0.0700)	(0.0593)
	[0.0756]	[0.0844]	[0.0663]	[0.0600]
Child Under 6 × Vaccine Mandate, First Six Months	-0.0174	0.1205	-0.0023	-0.0564
	(0.0640)	(0.0594)**	(0.0655)	(0.0507)
	[0.0518]	[0.0701]*	[0.0494]	[0.0467]
Child Under 6 × Vaccine Mandate, Recent Six Months	0.0183	-0.0524	0.0611	0.0081
	(0.0499)	(0.0712)	(0.0586)	(0.0594)
	[0.0541]	[0.0702]	[0.0553]	[0.0518]
Child Under 6 × Extended Unemployment Benefits, First Six Months	-0.1003	-0.2050	0.0067	-0.0527
	(0.0560)*	(0.0713)***	(0.0480)	(0.0415)
	[0.0534]*	[0.0693]***	[0.0522]	[0.0448]
Child Under 6 × Extended Unemployment Benefits, Recent Six Months	-0.0663	-0.1032	-0.0040	0.0170
	(0.0706)	(0.0610)*	(0.0514)	(0.0424)
	[0.0662]	[0.0684]	[0.0531]	[0.0484]
Child Under 6 × School Closure, School Year	0.2519	0.1487	-0.0982	-0.0558
	(0.0926)***	(0.1273)	(0.1191)	(0.0924)

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.0958]***	[0.1101]	[0.0922]	[0.1014]
Child Under 6 × School Closure, Within Year	-0.0015	0.0625	0.0190	0.0338
	(0.0297)	(0.0322)*	(0.0313)	(0.0173)*
	[0.0334]	[0.0414]	[0.0266]	[0.0264]
Child 6 to 12 × Mask Mandate, First Six Months	-0.0090	-0.0513	0.1399	0.0704
	(0.0467)	(0.0679)	(0.0455)***	(0.0369)*
	[0.0449]	[0.0649]	[0.0468]***	[0.0387]*
Child 6 to 12 × Mask Mandate, Recent Six Months	0.0334	0.0484	0.0100	0.0116
	(0.0528)	(0.0601)	(0.0557)	(0.0426)
	[0.0579]	[0.0649]	[0.0521]	[0.0591]
Child 6 to 12 × Stay-at-Home Order, First Six Months	-0.0908	-0.1164	0.0099	0.1148
	(0.0839)	(0.0999)	(0.0806)	(0.0743)
	[0.0962]	[0.1190]	[0.1007]	[0.0843]
Child 6 to 12 × Stay-at-Home Order, Recent Six Months	0.0740	0.0020	-0.0154	0.1215
	(0.0676)	(0.0688)	(0.0386)	(0.0613)**
	[0.0763]	[0.1143]	[0.0907]	[0.0740]
Child 6 to 12 × Business Closure, First Six Months	0.0600	0.0514	-0.0472	-0.0256
	(0.0717)	(0.0897)	(0.0599)	(0.0448)
	[0.0632]	[0.0891]	[0.0659]	[0.0677]
Child 6 to 12 × Business Closure, Recent Six Months	-0.0824	0.0739	-0.0176	-0.0017
	(0.0502)	(0.0549)	(0.0561)	(0.0507)
	[0.0637]	[0.0742]	[0.0604]	[0.0510]
Child 6 to 12 × Vaccine Mandate, First Six Months	-0.0200	-0.1499	-0.0209	0.0372
	(0.0572)	(0.0597)**	(0.0510)	(0.0346)
	[0.0538]	[0.0642]**	[0.0416]	[0.0459]
Child 6 to 12 × Vaccine Mandate, Recent Six Months	0.0148	0.1222	0.0322	0.0247
	(0.0656)	(0.0622)**	(0.0470)	(0.0366)
	[0.0566]	[0.0613]**	[0.0461]	[0.0485]
Child 6 to 12 × Extended Unemployment Benefits, First Six Months	-0.0148	0.1228	-0.1061	-0.0458
	(0.0450)	(0.0488)**	(0.0337)***	(0.0397)
	[0.0503]	[0.0644]*	[0.0403]***	[0.0388]
Child 6 to 12 × Extended Unemployment Benefits, Recent Six Months	-0.0179	-0.0968	-0.0362	-0.0074

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	(0.0448)	(0.0508)*	(0.0448)	(0.0509)
	[0.0538]	[0.0601]	[0.0407]	[0.0468]
Child 6 to 12 × School Closure, School Year	-0.1298	-0.0787	0.1589	-0.2530
	(0.0875)	(0.0837)	(0.0784)**	(0.0811)***
	[0.0964]	[0.1010]	[0.0862]*	[0.0721]***
Child 6 to 12 × School Closure, Within Year	0.0107	0.0044	-0.0247	0.0017
	(0.0354)	(0.0320)	(0.0275)	(0.0215)
	[0.0301]	[0.0330]	[0.0241]	[0.0220]
Child 13 to 18 × Mask Mandate, First Six Months	0.0494	0.0002	0.0257	0.0166
	(0.0439)	(0.0724)	(0.0396)	(0.0396)
	[0.0549]	[0.0567]	[0.0432]	[0.0444]
Child 13 to 18 × Mask Mandate, Recent Six Months	-0.0531	-0.0123	-0.0940	-0.0143
	(0.0506)	(0.0620)	(0.0506)*	(0.0436)
	[0.0506]	[0.0630]	[0.0562]*	[0.0504]
Child 13 to 18 × Stay-at-Home Order, First Six Months	0.1597	-0.0032	-0.0650	-0.1794
	(0.0845)*	(0.1132)	(0.0706)	(0.0532)***
	[0.0985]	[0.1114]	[0.0834]	[0.0792]**
Child 13 to 18 × Stay-at-Home Order, Recent Six Months	0.0039	-0.0683	0.0757	-0.0237
	(0.0704)	(0.0921)	(0.0568)	(0.0509)
	[0.0711]	[0.0785]	[0.0807]	[0.0706]
Child 13 to 18 × Business Closure, First Six Months	0.0060	0.0142	0.0214	0.0481
	(0.0571)	(0.0961)	(0.0669)	(0.0500)
	[0.0665]	[0.0806]	[0.0604]	[0.0575]
Child 13 to 18 × Business Closure, Recent Six Months	0.0040	-0.0022	0.0361	-0.0403
	(0.0764)	(0.0679)	(0.0489)	(0.0468)
	[0.0555]	[0.0651]	[0.0478]	[0.0514]
Child 13 to 18 × Vaccine Mandate, First Six Months	0.0661	0.1992	0.0336	-0.0230
	(0.0415)	(0.0525)***	(0.0398)	(0.0634)
	[0.0412]	[0.0542]***	[0.0431]	[0.0408]
Child 13 to 18 × Vaccine Mandate, Recent Six Months	-0.1241	-0.1770	-0.0294	0.0243
	(0.0550)**	(0.0664)***	(0.0369)	(0.0647)
	[0.0473]***	[0.0525]***	[0.0450]	[0.0440]

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Child 13 to 18 × Extended Unemployment Benefits, First Six Months	-0.0547	-0.0061	0.0670	-0.0145
	(0.0509)	(0.0711)	(0.0431)	(0.0456)
	[0.0469]	[0.0560]	[0.0461]	[0.0385]
Child 13 to 18 × Extended Unemployment Benefits, Recent Six Months	-0.0705	0.0458	0.0503	0.0378
	(0.0437)	(0.0563)	(0.0485)	(0.0414)
	[0.0397]*	[0.0524]	[0.0409]	[0.0423]
Child 13 to 18 × School Closure, School Year	-0.0272	-0.1206	0.0402	0.1323
	(0.0882)	(0.1190)	(0.0899)	(0.0838)
	[0.0998]	[0.0932]	[0.0833]	[0.0810]
Child 13 to 18 × School Closure, Within Year	0.0747	0.0516	-0.0216	-0.0302
	(0.0296)**	(0.0356)	(0.0238)	(0.0242)
	[0.0337]**	[0.0298]*	[0.0207]	[0.0228]
Child Under 6 × Child 6 to 12 × School Closure, School Year	0.1217	-0.2101	-0.0520	0.1468
	(0.1287)	(0.1014)**	(0.0661)	(0.0978)
	[0.1048]	[0.1338]	[0.1033]	[0.1062]
Child Under 6 × Child 13 to 18 × School Closure, School Year	-0.1450	0.0161	0.0642	0.0241
	(0.1096)	(0.0975)	(0.1292)	(0.1175)
	[0.1253]	[0.1301]	[0.1175]	[0.1232]
Children Interacted with Job Quality				
Child Under 6 × Autonomy Score	0.0116	0.0217	0.0043	0.0169
	(0.0036)***	(0.0062)***	(0.0119)	(0.0100)*
	[0.0068]*	[0.0059]***	[0.0132]	[0.0113]
Child Under 6 × Safety Score	-0.0029	0.0028	0.0229	-0.0016
	(0.0051)	(0.0053)	(0.0167)	(0.0125)
	[0.0069]	[0.0063]	[0.0154]	[0.0133]
Child 6 to 12 × Autonomy Score	0.0016	0.0139	-0.0037	0.0072
	(0.0037)	(0.0049)***	(0.0119)	(0.0105)
	[0.0046]	[0.0045]***	[0.0132]	[0.0097]
Child 6 to 12 × Safety Score	-0.0089	-0.0001	0.0046	-0.0001
	(0.0048)*	(0.0040)	(0.0121)	(0.0089)
	[0.0047]*	[0.0044]	[0.0145]	[0.0119]
Child 13 to 18 × Autonomy Score	0.0236	0.0288	0.0093	0.0120
	(0.0045)***	(0.0049)***	(0.0105)	(0.0103)

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.0053]***	[0.0044]***	[0.0122]	[0.0102]
Child 13 to 18 × Safety Score	-0.0025	0.0166	0.0093	0.0062
	(0.0057)	(0.0038)***	(0.0116)	(0.0142)
	[0.0062]	[0.0052]***	[0.0141]	[0.0105]
Children Interacted with Outside Options				
Child Under 6 × Autonomy Gain Available			-0.0282	0.0144
			(0.0159)*	(0.0145)
			[0.0201]	[0.0174]
Child Under 6 × Safety Gain Available			0.0157	-0.0057
			(0.0204)	(0.0173)
			[0.0209]	[0.0192]
Child Under 6 × Pay Gap			0.0104	0.0055
			(0.0017)***	(0.0016)***
			[0.0020]***	[0.0020]***
Child Under 6 × Pay Deviation Gain			-0.0549	0.1592
			(0.1832)	(0.1350)
			[0.1752]	[0.1532]
Child Under 6 × Switcher Wage Premium			0.0010	0.0151
			(0.1378)	(0.1225)
			[0.1198]	[0.1255]
Child 6 to 12 × Autonomy Gain Available			-0.0011	0.0127
			(0.0137)	(0.0156)
			[0.0185]	[0.0137]
Child 6 to 12 × Safety Gain Available			-0.0021	-0.0062
			(0.0144)	(0.0132)
			[0.0206]	[0.0166]
Child 6 to 12 × Pay Gap			0.0004	0.0023
			(0.0013)	(0.0018)
			[0.0021]	[0.0017]
Child 6 to 12 × Pay Deviation Gain			-0.1677	-0.0966
			(0.1247)	(0.1793)
			[0.1422]	[0.1316]
Child 6 to 12 × Switcher Wage Premium			-0.1085	0.1101
			(0.1275)	(0.1206)

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
			[0.1149]	[0.1189]
Child 13 to 18 × Autonomy Gain Available			0.0054	0.0118
			(0.0166)	(0.0129)
			[0.0190]	[0.0150]
Child 13 to 18 × Safety Gain Available			0.0033	0.0047
			(0.0152)	(0.0167)
			[0.0198]	[0.0138]
Child 13 to 18 × Pay Gap			-0.0004	0.0025
			(0.0016)	(0.0020)
			[0.0016]	[0.0018]
Child 13 to 18 × Pay Deviation Gain			0.0969	-0.0946
			(0.0994)	(0.1323)
			[0.1436]	[0.1391]
Child 13 to 18 × Switcher Wage Premium			-0.0435	0.0528
			(0.1140)	(0.1008)
			[0.1225]	[0.1139]
Children Interacted with Other Terms				
Child Under 6 × Child 6 to 12	-0.0193	-0.0186	0.0132	-0.0498
	(0.0204)	(0.0241)	(0.0181)	(0.0168)***
	[0.0221]	[0.0255]	[0.0174]	[0.0162]***
Child Under 6 × Child 13 to 18	0.0554	-0.1125	0.0759	0.0687
	(0.0206)***	(0.0308)***	(0.0209)***	(0.0222)***
	[0.0299]*	[0.0263]***	[0.0201]***	[0.0219]***
Child 6 to 12 × Child 13 to 18	-0.0440	-0.0204	-0.0191	-0.0378
	(0.0178)**	(0.0177)	(0.0149)	(0.0171)**
	[0.0179]**	[0.0218]	[0.0154]	[0.0150]**
Industry				
Construction	-0.0143	-0.0088	-0.1138	-0.1719
	(0.0591)	(0.0337)	(0.0455)**	(0.0332)***
	[0.0572]	[0.0371]	[0.0708]	[0.0684]**
Manufacturing	0.1561	0.0954	0.0817	0.1742
	(0.0582)***	(0.0362)***	(0.0414)**	(0.0338)***
	[0.0559]***	[0.0293]***	[0.0610]	[0.0530]***
Trade	0.2366	0.0224	0.1629	0.4394
	(0.0264)***	(0.0325)	(0.0322)***	(0.0316)***

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.0488]***	[0.0288]	[0.0877]*	[0.1126]***
Transportation, Warehousing and Utilities	0.0382	0.0587	-0.0673	-0.0521
	(0.0663)	(0.0341)*	(0.0464)	(0.0348)
	[0.0672]	[0.0324]*	[0.0757]	[0.0761]
Information	-0.0046	-0.0145	-0.0137	0.1065
	(0.0862)	(0.0488)	(0.0488)	(0.0538)**
	[0.0702]	[0.0435]	[0.0932]	[0.0525]**
Finance	0.1082	0.0856	-0.2225	-0.1723
	(0.0790)	(0.0420)**	(0.0455)***	(0.0423)***
	[0.0728]	[0.0468]*	[0.0817]***	[0.0572]***
Professional and Business Services	-0.0252	0.0265	-0.1228	-0.1254
	(0.0787)	(0.0333)	(0.0456)***	(0.0449)***
	[0.0727]	[0.0424]	[0.0673]*	[0.0565]**
Education and Health	0.1564	0.0166	-0.2546	-0.1064
	(0.0507)***	(0.0369)	(0.0376)***	(0.0337)***
	[0.0532]***	[0.0305]	[0.0795]***	[0.0822]
Leisure and Hospitality	0.3034	-0.1365	-0.0260	0.3735
	(0.0440)***	(0.0346)***	(0.0401)	(0.0409)***
	[0.0633]***	[0.0356]***	[0.1106]	[0.1484]**
Other Services	0.1906	-0.0002	-0.1661	0.0971
	(0.0321)***	(0.0306)	(0.0332)***	(0.0328)***
	[0.0617]***	[0.0326]	[0.1095]	[0.1218]
Public Administration	0.0668	0.1479	-0.2139	-0.2551
	(0.0923)	(0.0428)***	(0.0551)***	(0.0494)***
	[0.0795]	[0.0411]***	[0.0788]***	[0.0591]***
Socioeconomic Characteristics				
Age	0.0855	0.0848	-0.0276	-0.0300
	(0.0014)***	(0.0017)***	(0.0018)***	(0.0016)***
	[0.0019]***	[0.0019]***	[0.0025]***	[0.0027]***
Age Squared	-0.0010	-0.0010	0.0002	0.0002
	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***
	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***
Less than High School	-0.1531	-0.0932	-0.0729	-0.0335
	(0.0166)***	(0.0131)***	(0.0201)***	(0.0120)***
	[0.0222]***	[0.0139]***	[0.0332]**	[0.0201]*
Some College	0.0423	0.0079	0.0310	0.0280

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	(0.0082)***	(0.0099)	(0.0095)***	(0.0089)***
	[0.0093]***	[0.0091]	[0.0151]**	[0.0135]**
Bachelor's Degree	0.0838	0.0876	0.0099	0.0149
	(0.0107)***	(0.0096)***	(0.0109)	(0.0084)*
	[0.0122]***	[0.0114]***	[0.0418]	[0.0250]
Advanced Degree	0.1479	0.1249	-0.0927	-0.1058
	(0.0130)***	(0.0163)***	(0.0145)***	(0.0107)***
	[0.0185]***	[0.0187]***	[0.0616]	[0.0501]**
Black, non-Hispanic	-0.1010	-0.1857	0.1612	0.1080
	(0.0154)***	(0.0146)***	(0.0114)***	(0.0129)***
	[0.0120]***	[0.0110]***	[0.0168]***	[0.0151]***
Other, non-Hispanic	-0.0350	-0.0659	0.0241	0.0228
	(0.0173)**	(0.0230)***	(0.0146)*	(0.0162)
	[0.0141]**	[0.0137]***	[0.0244]	[0.0244]
Hispanic	-0.0423	0.0516	0.0502	0.0329
	(0.0133)***	(0.0118)***	(0.0109)***	(0.0120)***
	[0.0131]***	[0.0124]***	[0.0176]***	[0.0133]**
Non-Metropolitan	0.0122	-0.0100	-0.0428	-0.0524
	(0.0112)	(0.0082)	(0.0125)***	(0.0128)***
	[0.0092]	[0.0112]	[0.0079]***	[0.0101]***
Metropolitan Status Not Identified	-0.0402	0.0210	-0.0660	-0.0224
	(0.0500)	(0.0265)	(0.0175)***	(0.0769)
	[0.0445]	[0.0439]	[0.0325]**	[0.0332]
Household and Spousal Characteristics				
Child Under 6	-0.1907	0.1539	-0.0674	-0.0261
	(0.0151)***	(0.0162)***	(0.0134)***	(0.0127)**
	[0.0140]***	[0.0163]***	[0.0137]***	[0.0146]*
Child 6 to 12	-0.0223	0.0682	-0.0080	0.0279
	(0.0173)	(0.0147)***	(0.0131)	(0.0121)**
	[0.0134]*	[0.0163]***	[0.0133]	[0.0112]**
Child 13 to 18	-0.0346	0.0150	0.0221	0.0446
	(0.0125)***	(0.0117)	(0.0126)*	(0.0122)***
	[0.0135]**	[0.0142]	[0.0120]*	[0.0091]***
Spouse Employed	0.3785	0.5010	-0.0222	-0.0006
	(0.0150)***	(0.0206)***	(0.0163)	(0.0153)
	[0.0205]***	[0.0193]***	[0.0218]	[0.0163]

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Married or Partnered	-0.1389	-0.1105	0.0096	-0.0412
	(0.0262)***	(0.0307)***	(0.0274)	(0.0212)*
	[0.0280]***	[0.0263]***	[0.0327]	[0.0254]
Spouse Occupation Pay	-0.0057	-0.0034	-0.0013	0.0001
	(0.0007)***	(0.0009)***	(0.0007)*	(0.0006)
	[0.0006]***	[0.0008]***	[0.0008]	[0.0007]
Spouse Industry Demand Shock	0.0047	-0.0437	-0.0579	-0.0807
	(0.0783)	(0.1028)	(0.0946)	(0.0738)
	[0.0871]	[0.1008]	[0.0863]	[0.0789]
Spouse Industry Not Determined	-0.2004	0.0051	-0.0599	-0.0164
	(0.0217)***	(0.0263)	(0.0208)***	(0.0164)
	[0.0245]***	[0.0267]	[0.0246]**	[0.0173]
Spouse Occupation Autonomy	0.0072	0.0102	0.0033	-0.0062
	(0.0034)**	(0.0052)*	(0.0030)	(0.0030)**
	[0.0036]**	[0.0044]**	[0.0034]	[0.0045]
Spouse Occupation Safety	-0.0090	-0.0024	0.0047	0.0033
	(0.0024)***	(0.0035)	(0.0021)**	(0.0020)
	[0.0023]***	[0.0031]	[0.0026]*	[0.0030]
Spouse Pay Deviation, Recent Six Months	-0.0370	-0.0220	0.0138	-0.0877
	(0.0535)	(0.0773)	(0.0380)	(0.0384)**
	[0.0542]	[0.0622]	[0.0486]	[0.0418]**
Spouse Pay Deviation, First Six Months	0.0109	0.0984	-0.0135	0.0235
	(0.0586)	(0.0637)	(0.0475)	(0.0412)
	[0.0533]	[0.0613]	[0.0478]	[0.0431]
Spouse Has No Occupation	0.0498	0.1177	0.0365	0.0283
	(0.0234)**	(0.0259)***	(0.0226)	(0.0177)
	[0.0280]*	[0.0238]***	[0.0258]	[0.0215]
Constant				
Constant	-1.2817	-0.3285	0.3223	-0.0253
	(0.1383)***	(0.0773)***	(0.1111)***	(0.0772)
	[0.1458]***	[0.0821]***	[0.2811]	[0.3065]
Sample				
Observations	764,576	836,803	682,078	766,008
Clusters, state and occupation	51 / 469	51 / 472	51 / 468	51 / 472

Notes: Probit coefficients from the gender model, estimated separately for women and men. The child bands are a child under 6, a child 6 to 12 and a child 13 to 18. The bands are not mutually exclusive, so a coefficient on a band compares workers with a child in that band against those without, and not against workers with no children. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. The marginal effects of the model with three child bands are in Figures 6, 7, 11 and 12, with occupation-clustered confidence intervals except for the school closure effects in Figure 7. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.

Table OA5. Coefficient Estimates for Women and Men, Two Child Bands Interacted with Period, Standard Errors Clustered on State and on Occupation.

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
State Policies and Mandates				
Mask Mandate, First Six Months	-0.0048	0.0181	-0.0520	-0.0385
	(0.0356)	(0.0275)	(0.0252)**	(0.0277)
	[0.0311]	[0.0319]	[0.0279]*	[0.0284]
Mask Mandate, Recent Six Months	-0.0310	-0.0839	0.0133	0.0197
	(0.0300)	(0.0395)**	(0.0333)	(0.0275)
	[0.0306]	[0.0289]***	[0.0258]	[0.0267]
Stay-at-Home Order, First Six Months	0.1048	0.0448	-0.0083	0.0239
	(0.0614)*	(0.0387)	(0.0480)	(0.0423)
	[0.0555]*	[0.0523]	[0.0594]	[0.0539]
Stay-at-Home Order, Recent Six Months	-0.1016	0.0034	-0.0698	-0.0403
	(0.0407)**	(0.0508)	(0.0358)*	(0.0380)
	[0.0433]**	[0.0445]	[0.0456]	[0.0402]
Business Closure, First Six Months	-0.0338	0.0075	-0.0509	-0.0596
	(0.0490)	(0.0465)	(0.0431)	(0.0341)*
	[0.0372]	[0.0369]	[0.0360]	[0.0323]*
Business Closure, Recent Six Months	-0.0110	-0.0158	0.0801	0.0131
	(0.0471)	(0.0416)	(0.0355)**	(0.0333)
	[0.0362]	[0.0326]	[0.0299]***	[0.0318]
Vaccine Mandate, First Six Months	-0.0501	-0.0258	-0.0259	0.0192
	(0.0300)*	(0.0290)	(0.0303)	(0.0235)
	[0.0288]*	[0.0274]	[0.0265]	[0.0226]
Vaccine Mandate, Recent Six Months	0.0128	0.0477	0.0203	-0.0057
	(0.0361)	(0.0300)	(0.0262)	(0.0183)
	[0.0299]	[0.0317]	[0.0269]	[0.0230]

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Extended Unemployment Benefits, First Six Months	0.1152	0.0393	0.0122	0.0260
	(0.0322)***	(0.0346)	(0.0287)	(0.0254)
	[0.0303]***	[0.0295]	[0.0264]	[0.0255]
Extended Unemployment Benefits, Recent Six Months	-0.0544	0.0463	0.0256	-0.0479
	(0.0370)	(0.0269)*	(0.0266)	(0.0288)*
	[0.0245]**	[0.0294]	[0.0292]	[0.0265]*
School Closure, School Year	-0.1178	-0.0584	-0.0196	0.0832
	(0.0627)*	(0.0631)	(0.0462)	(0.0493)*
	[0.0521]**	[0.0465]	[0.0447]	[0.0410]**
School Closure, Within Year	-0.0946	-0.1737	0.0680	-0.0094
	(0.0359)***	(0.0509)***	(0.0397)*	(0.0414)
	[0.0398]**	[0.0435]***	[0.0442]	[0.0382]
Occupational Characteristics				
Autonomy Score	0.0097	0.0047	0.1149	0.1863
	(0.0027)***	(0.0035)	(0.0084)***	(0.0077)***
	[0.0076]	[0.0066]	[0.0483]**	[0.0323]***
Safety Score	-0.0055	-0.0108	0.0562	0.0802
	(0.0024)**	(0.0021)***	(0.0059)***	(0.0054)***
	[0.0056]	[0.0037]***	[0.0366]	[0.0258]***
Occupation Pay	0.0103	0.0094	-0.0126	-0.0248
	(0.0006)***	(0.0007)***	(0.0011)***	(0.0012)***
	[0.0015]***	[0.0013]***	[0.0070]*	[0.0053]***
Occupation Pay Deviation, Recent Six Months	0.0319	0.0342	0.0692	0.0585
	(0.0370)	(0.0424)	(0.0328)**	(0.0362)
	[0.0527]	[0.0489]	[0.0747]	[0.0610]
Occupation Pay Deviation, First Six Months	0.0018	0.0860	-0.0083	0.0180
	(0.0517)	(0.0358)**	(0.0460)	(0.0445)
	[0.0534]	[0.0449]*	[0.0837]	[0.0571]
Industry Controls				
Industry Pay	0.0213	-0.0040	0.0100	0.0339
	(0.0063)***	(0.0030)	(0.0037)***	(0.0033)***
	[0.0059]***	[0.0032]	[0.0070]	[0.0074]***
Industry Pay Deviation	0.0715	-0.0047	-0.2465	0.1907
	(0.1636)	(0.1656)	(0.1722)	(0.1695)
	[0.1906]	[0.2137]	[0.1757]	[0.1763]
Own Industry Demand Shock	0.1988	0.1097	0.0729	0.0570

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	(0.0716)***	(0.0775)	(0.0686)	(0.0699)
	[0.0689]***	[0.0664]*	[0.0665]	[0.0740]
Outside Options				
Autonomy Gain Available			0.0977	0.1385
			(0.0097)***	(0.0112)***
			[0.0563]*	[0.0433]***
Safety Gain Available			0.0250	0.0468
			(0.0082)***	(0.0069)***
			[0.0484]	[0.0361]
Pay Gap			-0.0035	-0.0133
			(0.0020)*	(0.0017)***
			[0.0097]	[0.0079]*
Pay Deviation Gain			-0.0658	0.1732
			(0.1662)	(0.1433)
			[0.3066]	[0.2564]
Switcher Wage Premium			0.1421	-0.1549
			(0.0827)*	(0.1051)
			[0.2780]	[0.2417]
Outside Options Interacted with Period				
During × Autonomy Gain Available			0.0214	0.0155
			(0.0077)***	(0.0074)**
			[0.0084]**	[0.0068]**
Post × Autonomy Gain Available			0.0109	0.0039
			(0.0090)	(0.0089)
			[0.0113]	[0.0093]
During × Safety Gain Available			0.0109	-0.0010
			(0.0068)	(0.0061)
			[0.0064]*	[0.0060]
Post × Safety Gain Available			-0.0040	0.0078
			(0.0078)	(0.0058)
			[0.0084]	[0.0084]
During × Pay Gap			-0.0028	0.0007
			(0.0017)*	(0.0020)
			[0.0023]	[0.0016]

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Post × Pay Gap			-0.0026	0.0015
			(0.0020)	(0.0018)
			[0.0028]	[0.0021]
During × Pay Deviation Gain			0.2786	0.4326
			(0.1851)	(0.1919)**
			[0.2618]	[0.2588]*
Post × Pay Deviation Gain			0.1491	0.4715
			(0.1795)	(0.1559)***
			[0.3352]	[0.3217]
During × Switcher Wage Premium			0.0766	0.4031
			(0.1341)	(0.1736)**
			[0.3623]	[0.3292]
Post × Switcher Wage Premium			0.5247	0.4851
			(0.1756)***	(0.1879)***
			[0.3888]	[0.4305]
Children Interacted with State Policies				
Child Under 6 × Mask Mandate, First Six Months	0.1051	0.0960	-0.0473	-0.0027
	(0.0648)	(0.0696)	(0.0551)	(0.0398)
	[0.0554]*	[0.0674]	[0.0572]	[0.0461]
Child Under 6 × Mask Mandate, Recent Six Months	-0.0311	-0.0034	0.0274	0.0405
	(0.0636)	(0.0488)	(0.0546)	(0.0596)
	[0.0592]	[0.0707]	[0.0539]	[0.0469]
Child Under 6 × Stay-at-Home Order, First Six Months	-0.1544	0.1359	0.0696	-0.2044
	(0.1031)	(0.0731)*	(0.0861)	(0.0726)***
	[0.1071]	[0.1263]	[0.1001]	[0.0932]**
Child Under 6 × Stay-at-Home Order, Recent Six Months	0.0320	-0.0635	0.1741	0.1141
	(0.0926)	(0.1148)	(0.0714)**	(0.0919)
	[0.1024]	[0.0977]	[0.0880]**	[0.0918]
Child Under 6 × Business Closure, First Six Months	-0.0006	0.0538	0.0675	0.0765
	(0.0786)	(0.0786)	(0.0746)	(0.0703)
	[0.0778]	[0.0914]	[0.0648]	[0.0704]
Child Under 6 × Business Closure, Recent Six Months	0.0268	-0.0085	-0.0999	-0.0486
	(0.0812)	(0.0901)	(0.0728)	(0.0620)

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.0745]	[0.0782]	[0.0633]	[0.0590]
Child Under 6 × Vaccine Mandate, First Six Months	-0.0252	0.1228	-0.0293	-0.0691
	(0.0691)	(0.0569)**	(0.0698)	(0.0542)
	[0.0524]	[0.0728]*	[0.0475]	[0.0442]
Child Under 6 × Vaccine Mandate, Recent Six Months	0.0469	-0.0128	0.0785	0.0155
	(0.0557)	(0.0689)	(0.0599)	(0.0561)
	[0.0554]	[0.0677]	[0.0554]	[0.0477]
Child Under 6 × Extended Unemployment Benefits, First Six Months	-0.0890	-0.1691	-0.0192	-0.0579
	(0.0551)	(0.0689)**	(0.0477)	(0.0400)
	[0.0554]	[0.0682]**	[0.0506]	[0.0445]
Child Under 6 × Extended Unemployment Benefits, Recent Six Months	-0.0539	-0.1170	-0.0165	0.0110
	(0.0733)	(0.0578)**	(0.0534)	(0.0400)
	[0.0628]	[0.0646]*	[0.0526]	[0.0461]
Child Under 6 × School Closure, School Year	0.2440	0.0078	-0.0793	-0.0570
	(0.0878)***	(0.1072)	(0.0924)	(0.0590)
	[0.0861]***	[0.0962]	[0.0883]	[0.0882]
Child Under 6 × School Closure, Within Year	0.0129	0.1205	0.0106	0.0263
	(0.0322)	(0.0380)***	(0.0290)	(0.0215)
	[0.0383]	[0.0462]***	[0.0336]	[0.0326]
Child 6 to 18 × Mask Mandate, First Six Months	0.0223	-0.0382	0.0897	0.0387
	(0.0444)	(0.0541)	(0.0423)**	(0.0313)
	[0.0461]	[0.0476]	[0.0388]**	[0.0389]
Child 6 to 18 × Mask Mandate, Recent Six Months	-0.0246	-0.0063	-0.0578	-0.0002
	(0.0422)	(0.0451)	(0.0451)	(0.0414)
	[0.0457]	[0.0487]	[0.0474]	[0.0457]
Child 6 to 18 × Stay-at-Home Order, First Six Months	0.0728	-0.0111	-0.0180	-0.0751
	(0.0877)	(0.0887)	(0.0628)	(0.0517)
	[0.0775]	[0.0875]	[0.0845]	[0.0686]
Child 6 to 18 × Stay-at-Home Order, Recent Six Months	0.0763	-0.0825	-0.0061	0.0685
	(0.0536)	(0.0810)	(0.0407)	(0.0523)
	[0.0648]	[0.0739]	[0.0698]	[0.0581]
Child 6 to 18 × Business Closure, First Six Months	0.0388	0.0157	-0.0343	0.0681

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	(0.0745)	(0.0705)	(0.0587)	(0.0466)
	[0.0557]	[0.0670]	[0.0551]	[0.0575]
Child 6 to 18 × Business Closure, Recent Six Months	-0.0329	0.0456	0.0645	-0.0030
	(0.0630)	(0.0510)	(0.0515)	(0.0400)
	[0.0539]	[0.0521]	[0.0456]	[0.0439]
Child 6 to 18 × Vaccine Mandate, First Six Months	0.0415	0.0407	0.0177	0.0323
	(0.0420)	(0.0357)	(0.0314)	(0.0399)
	[0.0420]	[0.0451]	[0.0353]	[0.0307]
Child 6 to 18 × Vaccine Mandate, Recent Six Months	-0.0509	-0.0455	-0.0103	0.0283
	(0.0603)	(0.0479)	(0.0381)	(0.0385)
	[0.0454]	[0.0449]	[0.0383]	[0.0336]
Child 6 to 18 × Extended Unemployment Benefits, First Six Months	-0.0294	0.0604	0.0017	-0.0384
	(0.0430)	(0.0486)	(0.0366)	(0.0350)
	[0.0435]	[0.0479]	[0.0413]	[0.0330]
Child 6 to 18 × Extended Unemployment Benefits, Recent Six Months	-0.0555	-0.0266	0.0014	0.0041
	(0.0376)	(0.0476)	(0.0408)	(0.0422)
	[0.0424]	[0.0461]	[0.0386]	[0.0355]
Child 6 to 18 × School Closure, School Year	-0.1264	-0.1664	0.0591	-0.0450
	(0.0811)	(0.0733)**	(0.0731)	(0.0736)
	[0.0784]	[0.0774]**	[0.0591]	[0.0639]
Child 6 to 18 × School Closure, Within Year	0.0887	0.0396	0.0098	0.0070
	(0.0295)***	(0.0332)	(0.0258)	(0.0200)
	[0.0287]***	[0.0265]	[0.0231]	[0.0213]
Children Interacted with Job Quality				
Child Under 6 × Autonomy Score	0.0067	0.0214	-0.0017	0.0145
	(0.0038)*	(0.0057)***	(0.0118)	(0.0085)*
	[0.0060]	[0.0056]***	[0.0129]	[0.0111]
Child Under 6 × Safety Score	-0.0032	-0.0005	0.0204	-0.0042
	(0.0048)	(0.0057)	(0.0157)	(0.0119)
	[0.0065]	[0.0064]	[0.0151]	[0.0129]
Child 6 to 18 × Autonomy Score	0.0209	0.0310	0.0037	0.0082
	(0.0037)***	(0.0040)***	(0.0077)	(0.0080)
	[0.0050]***	[0.0038]***	[0.0138]	[0.0094]

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Child 6 to 18 × Safety Score	-0.0094	0.0127	0.0082	0.0084
	(0.0052)*	(0.0035)***	(0.0088)	(0.0095)
	[0.0062]	[0.0044]***	[0.0148]	[0.0104]
Children Interacted with Outside Options				
Child Under 6 × Autonomy Gain Available			-0.0115	0.0173
			(0.0197)	(0.0179)
			[0.0232]	[0.0180]
Child Under 6 × Safety Gain Available			-0.0028	-0.0139
			(0.0211)	(0.0170)
			[0.0220]	[0.0207]
Child Under 6 × Pay Gap			0.0072	0.0056
			(0.0027)***	(0.0026)**
			[0.0027]***	[0.0026]**
Child Under 6 × Pay Deviation Gain			0.1013	0.1912
			(0.3836)	(0.2707)
			[0.3611]	[0.2456]
Child Under 6 × Switcher Wage Premium			-0.2488	0.2110
			(0.1916)	(0.1655)
			[0.1788]	[0.1790]
Child 6 to 18 × Autonomy Gain Available			0.0028	0.0157
			(0.0119)	(0.0141)
			[0.0220]	[0.0163]
Child 6 to 18 × Safety Gain Available			0.0029	0.0094
			(0.0112)	(0.0140)
			[0.0232]	[0.0158]
Child 6 to 18 × Pay Gap			0.0022	0.0019
			(0.0021)	(0.0023)
			[0.0025]	[0.0024]
Child 6 to 18 × Pay Deviation Gain			-0.2057	-0.1091
			(0.2293)	(0.2948)
			[0.2490]	[0.2192]
Child 6 to 18 × Switcher Wage Premium			-0.2660	-0.1024
			(0.1240)**	(0.1605)
			[0.1620]	[0.1547]

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Children Interacted with Period				
Child Under 6 × During	0.0343	0.1224	-0.0092	-0.0340
	(0.0316)	(0.0264)***	(0.0267)	(0.0205)*
	[0.0281]	[0.0275]***	[0.0264]	[0.0262]
Child Under 6 × Post	0.0037	0.0747	-0.0226	-0.0413
	(0.0231)	(0.0278)***	(0.0181)	(0.0162)**
	[0.0187]	[0.0259]***	[0.0199]	[0.0182]**
Child 6 to 18 × During	0.0427	-0.0094	0.0194	0.0250
	(0.0241)*	(0.0229)	(0.0214)	(0.0192)
	[0.0197]**	[0.0228]	[0.0188]	[0.0202]
Child 6 to 18 × Post	0.0025	0.0075	-0.0047	0.0088
	(0.0152)	(0.0196)	(0.0156)	(0.0130)
	[0.0193]	[0.0196]	[0.0155]	[0.0145]
Children Interacted with Outside Options and Period				
Child Under 6 × During × Autonomy Gain Available			-0.0258	-0.0123
			(0.0234)	(0.0165)
			[0.0191]	[0.0139]
Child Under 6 × Post × Autonomy Gain Available			-0.0426	0.0018
			(0.0235)*	(0.0168)
			[0.0205]**	[0.0138]
Child 6 to 18 × During × Autonomy Gain Available			0.0061	-0.0108
			(0.0153)	(0.0114)
			[0.0123]	[0.0104]
Child 6 to 18 × Post × Autonomy Gain Available			-0.0075	-0.0039
			(0.0165)	(0.0118)
			[0.0159]	[0.0124]
Child Under 6 × During × Safety Gain Available			0.0077	0.0127
			(0.0131)	(0.0103)
			[0.0154]	[0.0123]
Child Under 6 × Post × Safety Gain Available			0.0398	0.0001
			(0.0162)**	(0.0142)
			[0.0137]***	[0.0126]
Child 6 to 18 × During × Safety Gain Available			-0.0001	-0.0031
			(0.0106)	(0.0090)

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
			[0.0102]	[0.0095]
Child 6 to 18 × Post × Safety Gain Available			-0.0110	-0.0121
			(0.0116)	(0.0118)
			[0.0115]	[0.0105]
Child Under 6 × During × Pay Gap			0.0040	-0.0017
			(0.0039)	(0.0035)
			[0.0036]	[0.0034]
Child Under 6 × Post × Pay Gap			0.0074	0.0016
			(0.0038)*	(0.0038)
			[0.0042]*	[0.0038]
Child 6 to 18 × During × Pay Gap			-0.0019	0.0030
			(0.0029)	(0.0026)
			[0.0023]	[0.0025]
Child 6 to 18 × Post × Pay Gap			-0.0024	0.0015
			(0.0030)	(0.0025)
			[0.0030]	[0.0027]
Child Under 6 × During × Pay Deviation Gain			-0.6864	-0.1124
			(0.4276)	(0.4106)
			[0.4394]	[0.3456]
Child Under 6 × Post × Pay Deviation Gain			0.2353	0.0259
			(0.4053)	(0.3205)
			[0.4297]	[0.3559]
Child 6 to 18 × During × Pay Deviation Gain			0.2604	-0.0090
			(0.3365)	(0.2885)
			[0.3023]	[0.2906]
Child 6 to 18 × Post × Pay Deviation Gain			0.1459	-0.0720
			(0.3044)	(0.3478)
			[0.3104]	[0.2709]
Child Under 6 × During × Switcher Wage Premium			0.3598	-0.4759
			(0.2873)	(0.2454)*
			[0.2908]	[0.2935]
Child Under 6 × Post × Switcher Wage Premium			0.7025	-0.0266
			(0.3522)**	(0.3131)

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
			[0.3507]**	[0.3405]
Child 6 to 18 × During × Switcher Wage Premium			0.4172	0.4400
			(0.1885)**	(0.2249)*
			[0.2095]**	[0.2294]*
Child 6 to 18 × Post × Switcher Wage Premium			0.1525	0.2601
			(0.2459)	(0.2700)
			[0.2128]	[0.2635]
Industry				
Construction	-0.0154	-0.0098	-0.1135	-0.1677
	(0.0589)	(0.0337)	(0.0458)**	(0.0329)***
	[0.0572]	[0.0371]	[0.0704]	[0.0677]**
Manufacturing	0.1557	0.0944	0.0819	0.1738
	(0.0581)***	(0.0362)***	(0.0417)**	(0.0337)***
	[0.0559]***	[0.0294]***	[0.0605]	[0.0521]***
Trade	0.2372	0.0206	0.1592	0.4353
	(0.0264)***	(0.0325)	(0.0327)***	(0.0311)***
	[0.0485]***	[0.0288]	[0.0866]*	[0.1104]***
Transportation, Warehousing and Utilities	0.0380	0.0579	-0.0708	-0.0542
	(0.0661)	(0.0340)*	(0.0471)	(0.0347)
	[0.0671]	[0.0325]*	[0.0757]	[0.0747]
Information	-0.0054	-0.0163	-0.0098	0.1093
	(0.0860)	(0.0489)	(0.0494)	(0.0538)**
	[0.0703]	[0.0436]	[0.0927]	[0.0526]**
Finance	0.1074	0.0845	-0.2180	-0.1678
	(0.0788)	(0.0421)**	(0.0458)***	(0.0421)***
	[0.0729]	[0.0468]*	[0.0812]***	[0.0576]***
Professional and Business Services	-0.0261	0.0254	-0.1169	-0.1202
	(0.0784)	(0.0333)	(0.0457)**	(0.0448)***
	[0.0729]	[0.0424]	[0.0660]*	[0.0563]**
Education and Health	0.1561	0.0156	-0.2520	-0.1034
	(0.0505)***	(0.0369)	(0.0380)***	(0.0335)***
	[0.0532]***	[0.0305]	[0.0785]***	[0.0814]
Leisure and Hospitality	0.3044	-0.1389	-0.0319	0.3667
	(0.0440)***	(0.0347)***	(0.0404)	(0.0403)***
	[0.0627]***	[0.0358]***	[0.1088]	[0.1448]**

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
Other Services	0.1909	-0.0010	-0.1642	0.0965
	(0.0322)***	(0.0306)	(0.0334)***	(0.0323)***
	[0.0616]***	[0.0326]	[0.1077]	[0.1206]
Public Administration	0.0652	0.1469	-0.2116	-0.2532
	(0.0919)	(0.0427)***	(0.0554)***	(0.0492)***
	[0.0797]	[0.0412]***	[0.0782]***	[0.0590]***
Socioeconomic Characteristics				
Age	0.0855	0.0850	-0.0273	-0.0299
	(0.0014)***	(0.0017)***	(0.0017)***	(0.0015)***
	[0.0019]***	[0.0020]***	[0.0024]***	[0.0027]***
Age Squared	-0.0010	-0.0010	0.0002	0.0002
	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***
	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***
Less than High School	-0.1555	-0.0948	-0.0733	-0.0323
	(0.0165)***	(0.0133)***	(0.0202)***	(0.0121)***
	[0.0221]***	[0.0138]***	[0.0332]**	[0.0203]
Some College	0.0426	0.0078	0.0315	0.0274
	(0.0083)***	(0.0099)	(0.0095)***	(0.0090)***
	[0.0092]***	[0.0090]	[0.0150]**	[0.0134]**
Bachelor's Degree	0.0839	0.0883	0.0094	0.0142
	(0.0109)***	(0.0096)***	(0.0109)	(0.0085)*
	[0.0122]***	[0.0115]***	[0.0416]	[0.0249]
Advanced Degree	0.1476	0.1255	-0.0934	-0.1046
	(0.0130)***	(0.0162)***	(0.0146)***	(0.0105)***
	[0.0184]***	[0.0187]***	[0.0613]	[0.0500]**
Black, non-Hispanic	-0.1014	-0.1858	0.1610	0.1095
	(0.0155)***	(0.0146)***	(0.0114)***	(0.0129)***
	[0.0120]***	[0.0110]***	[0.0168]***	[0.0150]***
Other, non-Hispanic	-0.0349	-0.0656	0.0245	0.0234
	(0.0173)**	(0.0230)***	(0.0146)*	(0.0162)
	[0.0141]**	[0.0137]***	[0.0242]	[0.0242]
Hispanic	-0.0433	0.0516	0.0508	0.0339
	(0.0132)***	(0.0118)***	(0.0109)***	(0.0118)***
	[0.0132]***	[0.0125]***	[0.0176]***	[0.0134]**
Non-Metropolitan	0.0118	-0.0101	-0.0427	-0.0524
	(0.0111)	(0.0082)	(0.0125)***	(0.0128)***

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	[0.0092]	[0.0112]	[0.0079]***	[0.0101]***
Metropolitan Status Not Identified	-0.0397	0.0222	-0.0654	-0.0220
	(0.0504)	(0.0259)	(0.0173)***	(0.0770)
	[0.0447]	[0.0440]	[0.0325]**	[0.0332]
Household and Spousal Characteristics				
Child Under 6	-0.1785	0.1790	-0.0587	-0.0562
	(0.0164)***	(0.0160)***	(0.0128)***	(0.0120)***
	[0.0154]***	[0.0170]***	[0.0145]***	[0.0146]***
Child 6 to 18	-0.0391	0.0364	0.0077	0.0343
	(0.0151)***	(0.0142)**	(0.0114)	(0.0098)***
	[0.0135]***	[0.0137]***	[0.0139]	[0.0097]***
Spouse Employed	0.3782	0.5000	-0.0226	-0.0003
	(0.0149)***	(0.0208)***	(0.0161)	(0.0152)
	[0.0204]***	[0.0193]***	[0.0217]	[0.0163]
Married or Partnered	-0.1401	-0.1068	0.0085	-0.0423
	(0.0262)***	(0.0307)***	(0.0273)	(0.0208)**
	[0.0279]***	[0.0262]***	[0.0328]	[0.0252]*
Spouse Occupation Pay	-0.0057	-0.0034	-0.0013	0.0002
	(0.0007)***	(0.0009)***	(0.0007)**	(0.0006)
	[0.0006]***	[0.0008]***	[0.0008]	[0.0007]
Spouse Industry Demand Shock	0.0003	-0.0496	-0.0598	-0.0855
	(0.0781)	(0.1035)	(0.0946)	(0.0740)
	[0.0870]	[0.1010]	[0.0851]	[0.0797]
Spouse Industry Not Determined	-0.2003	0.0045	-0.0610	-0.0168
	(0.0216)***	(0.0264)	(0.0206)***	(0.0163)
	[0.0245]***	[0.0267]	[0.0245]**	[0.0173]
Spouse Occupation Autonomy	0.0071	0.0100	0.0033	-0.0061
	(0.0034)**	(0.0052)*	(0.0030)	(0.0030)**
	[0.0035]**	[0.0044]**	[0.0034]	[0.0045]
Spouse Occupation Safety	-0.0089	-0.0027	0.0045	0.0033
	(0.0024)***	(0.0035)	(0.0021)**	(0.0020)*
	[0.0023]***	[0.0031]	[0.0026]*	[0.0029]
Spouse Pay Deviation, Recent Six Months	-0.0366	-0.0179	0.0122	-0.0850
	(0.0536)	(0.0775)	(0.0382)	(0.0384)**
	[0.0539]	[0.0621]	[0.0486]	[0.0417]**
Spouse Pay Deviation, First Six Months	0.0105	0.0998	-0.0127	0.0225

	Employment, Women	Employment, Men	Occupation Change, Women	Occupation Change, Men
	(0.0585)	(0.0636)	(0.0476)	(0.0416)
	[0.0535]	[0.0614]	[0.0477]	[0.0434]
Spouse Has No Occupation	0.0501	0.1190	0.0368	0.0284
	(0.0234)**	(0.0259)***	(0.0226)	(0.0177)
	[0.0280]*	[0.0237]***	[0.0256]	[0.0214]
Constant				
Constant	-1.2890	-0.3354	0.3385	-0.0064
	(0.1389)***	(0.0779)***	(0.1118)***	(0.0767)
	[0.1450]***	[0.0836]***	[0.2769]	[0.3007]
Sample				
Observations	764,576	836,803	682,078	766,008
Clusters, state and occupation	51 / 469	51 / 472	51 / 468	51 / 472

Notes: Probit coefficients from the gender model, estimated separately for women and men. The child bands are a child under 6 and a child 6 to 18, and they are interacted with period as well as with the outside options. The bands are not mutually exclusive, so a coefficient on a band compares workers with a child in that band against those without, and not against workers with no children. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. The marginal effects of the model with three child bands are in Figures 6, 7, 11 and 12, with occupation-clustered confidence intervals except for the school closure effects in Figure 7. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.

Table OA6. Coefficient Estimates by Education, Standard Errors Clustered on State and on Occupation.

	Employment, High School or Less	Employment, Some College	Employment, Bachelor's Degree or More	Occupation Change, High School or Less	Occupation Change, Some College	Occupation Change, Bachelor's Degree or More
State Policies and Mandates						
Mask Mandate, First Six Months	-0.0041	0.0310	0.0246	0.0000	-0.0348	-0.0387
	(0.0347)	(0.0434)	(0.0290)	(0.0331)	(0.0359)	(0.0334)
	[0.0343]	[0.0356]	[0.0326]	[0.0293]	[0.0358]	[0.0254]
Mask Mandate, Recent Six Months	-0.0625	-0.0700	-0.0544	0.0191	0.0498	-0.0228
	(0.0266)**	(0.0409)*	(0.0281)*	(0.0323)	(0.0305)	(0.0262)
	[0.0300]**	[0.0327]**	[0.0286]*	[0.0276]	[0.0262]*	[0.0256]
Stay-at-Home Order, First Six Months	0.1533	0.0713	0.0193	-0.0037	-0.1037	0.0101
	(0.0437)***	(0.0542)	(0.0453)	(0.0515)	(0.0421)**	(0.0307)
	[0.0489]***	[0.0623]	[0.0493]	[0.0501]	[0.0535]*	[0.0447]
Stay-at-Home Order, Recent Six Months	-0.0337	-0.1330	0.0012	0.0183	-0.0907	-0.0176

	Employment, High School or Less	Employment, Some College	Employment, Bachelor's Degree or More	Occupation Change, High School or Less	Occupation Change, Some College	Occupation Change, Bachelor's Degree or More
	(0.0393)	(0.0403)***	(0.0304)	(0.0308)	(0.0449)**	(0.0294)
	[0.0483]	[0.0552]**	[0.0419]	[0.0384]	[0.0456]**	[0.0456]
Business Closure, First Six Months	0.0091	0.0160	-0.0223	-0.0718	-0.0306	-0.0209
	(0.0423)	(0.0569)	(0.0341)	(0.0416)*	(0.0350)	(0.0347)
	[0.0377]	[0.0411]	[0.0344]	[0.0365]**	[0.0340]	[0.0278]
Business Closure, Recent Six Months	-0.0288	0.0295	-0.0215	0.0158	0.0857	0.0433
	(0.0342)	(0.0397)	(0.0403)	(0.0396)	(0.0440)*	(0.0304)
	[0.0330]	[0.0440]	[0.0323]	[0.0422]	[0.0363]**	[0.0278]
Vaccine Mandate, First Six Months	0.0218	-0.0592	-0.0417	-0.0155	0.0367	-0.0134
	(0.0266)	(0.0309)*	(0.0285)	(0.0308)	(0.0279)	(0.0166)
	[0.0273]	[0.0321]*	[0.0282]	[0.0317]	[0.0261]	[0.0226]
Vaccine Mandate, Recent Six Months	0.0130	0.0224	0.0243	0.0216	-0.0152	0.0301
	(0.0295)	(0.0366)	(0.0286)	(0.0209)	(0.0228)	(0.0228)
	[0.0313]	[0.0319]	[0.0343]	[0.0317]	[0.0278]	[0.0220]
Extended Unemployment Benefits, First Six Months	0.0566	0.0296	0.0947	0.0367	0.0250	-0.0222
	(0.0334)*	(0.0432)	(0.0326)***	(0.0254)	(0.0225)	(0.0287)
	[0.0314]*	[0.0354]	[0.0280]***	[0.0289]	[0.0316]	[0.0282]
Extended Unemployment Benefits, Recent Six Months	-0.0416	-0.0252	-0.0139	-0.0318	0.0038	-0.0077
	(0.0342)	(0.0362)	(0.0319)	(0.0284)	(0.0254)	(0.0228)
	[0.0315]	[0.0322]	[0.0322]	[0.0362]	[0.0309]	[0.0296]
School Closure, School Year	-0.1683	-0.0896	-0.1112	0.0189	-0.0006	0.0572
	(0.0636)***	(0.0626)	(0.0517)**	(0.0548)	(0.0567)	(0.0456)
	[0.0596]***	[0.0568]	[0.0499]**	[0.0562]	[0.0493]	[0.0387]
School Closure, Within Year	-0.0276	-0.0097	-0.0271	0.0382	0.0488	0.0021
	(0.0391)	(0.0365)	(0.0379)	(0.0242)	(0.0369)	(0.0269)
	[0.0339]	[0.0358]	[0.0361]	[0.0374]	[0.0313]	[0.0304]
Occupational Characteristics						
Autonomy Score	0.0093	0.0132	0.0290	0.0932	0.1565	0.1410
	(0.0031)***	(0.0032)***	(0.0034)***	(0.0086)***	(0.0084)***	(0.0085)***
	[0.0073]	[0.0072]*	[0.0069]***	[0.0346]***	[0.0362]***	[0.0492]***
Safety Score	-0.0073	-0.0082	-0.0154	0.0571	0.0908	0.0672
	(0.0025)***	(0.0031)***	(0.0025)***	(0.0060)***	(0.0056)***	(0.0065)***
	[0.0050]	[0.0046]*	[0.0049]***	[0.0286]**	[0.0252]***	[0.0401]*
Occupation Pay	0.0099	0.0091	0.0100	-0.0035	-0.0190	-0.0230

	Employment, High School or Less	Employment, Some College	Employment, Bachelor's Degree or More	Occupation Change, High School or Less	Occupation Change, Some College	Occupation Change, Bachelor's Degree or More
	(0.0009)***	(0.0008)***	(0.0006)***	(0.0018)*	(0.0014)***	(0.0012)***
	[0.0016]***	[0.0015]***	[0.0013]***	[0.0060]	[0.0060]***	[0.0065]***
Occupation Pay Deviation, Recent Six Months	0.0531	-0.0612	0.0815	0.1049	0.0957	0.1618
	(0.0574)	(0.0506)	(0.0379)**	(0.0503)**	(0.0552)*	(0.0375)***
	[0.0662]	[0.0629]	[0.0472]*	[0.0788]	[0.0724]	[0.0712]**
Occupation Pay Deviation, First Six Months	0.0298	0.0227	0.0719	0.0156	0.0576	0.0733
	(0.0454)	(0.0598)	(0.0458)	(0.0421)	(0.0624)	(0.0536)
	[0.0542]	[0.0613]	[0.0531]	[0.0773]	[0.0762]	[0.0708]
Industry Controls						
Industry Pay	0.0045	0.0094	0.0042	0.0177	0.0262	0.0268
	(0.0025)*	(0.0039)**	(0.0055)	(0.0029)***	(0.0051)***	(0.0029)***
	[0.0037]	[0.0036]***	[0.0054]	[0.0063]***	[0.0085]***	[0.0088]***
Industry Pay Deviation	0.0142	0.0149	0.1175	0.0130	0.0464	0.2395
	(0.1675)	(0.2084)	(0.2298)	(0.1815)	(0.2325)	(0.1532)
	[0.2016]	[0.2894]	[0.2423]	[0.1986]	[0.2015]	[0.1834]
Own Industry Demand Shock	0.1659	0.0684	0.2254	0.0388	0.1220	0.1030
	(0.0856)*	(0.0920)	(0.1064)**	(0.0871)	(0.0657)*	(0.0944)
	[0.0687]**	[0.1103]	[0.1150]**	[0.0838]	[0.0925]	[0.0805]
Outside Options						
Autonomy Gain Available				0.0674	0.1278	0.1353
				(0.0087)***	(0.0097)***	(0.0108)***
				[0.0452]	[0.0443]***	[0.0629]**
Safety Gain Available				0.0307	0.0644	0.0167
				(0.0071)***	(0.0068)***	(0.0087)*
				[0.0348]	[0.0323]**	[0.0601]
Pay Gap				-0.0096	-0.0154	-0.0064
				(0.0021)***	(0.0018)***	(0.0016)***
				[0.0082]	[0.0083]*	[0.0090]
Pay Deviation Gain				0.3835	0.2998	0.2116
				(0.1049)***	(0.1129)***	(0.0821)***
				[0.2654]	[0.2226]	[0.3161]
Switcher Wage Premium				0.1370	0.3204	0.1535
				(0.0495)***	(0.0536)***	(0.0487)***
				[0.1494]	[0.1789]*	[0.2427]

	Employment, High School or Less	Employment, Some College	Employment, Bachelor's Degree or More	Occupation Change, High School or Less	Occupation Change, Some College	Occupation Change, Bachelor's Degree or More
Industry						
Construction	0.0359	-0.0341	0.0863	-0.2395	-0.1950	-0.1703
	(0.0285)	(0.0449)	(0.0458)*	(0.0324)***	(0.0431)***	(0.0426)***
	[0.0338]	[0.0383]	[0.0552]	[0.0702]***	[0.0766]**	[0.0778]**
Manufacturing	0.1423	0.0853	0.1276	0.1891	0.1615	0.0600
	(0.0334)***	(0.0484)*	(0.0468)***	(0.0350)***	(0.0453)***	(0.0374)
	[0.0310]***	[0.0363]**	[0.0480]***	[0.0493]***	[0.0601]***	[0.0726]
Trade	0.1323	0.0671	0.1053	0.3268	0.3685	0.3233
	(0.0272)***	(0.0386)*	(0.0327)***	(0.0278)***	(0.0455)***	(0.0335)***
	[0.0371]***	[0.0295]**	[0.0401]***	[0.0863]***	[0.1230]***	[0.1237]***
Transportation, Warehousing and Utilities	0.0798	0.0062	0.0886	-0.0725	-0.0610	-0.1017
	(0.0313)**	(0.0475)	(0.0561)	(0.0360)**	(0.0485)	(0.0411)**
	[0.0357]**	[0.0389]	[0.0557]	[0.0859]	[0.0741]	[0.0762]
Information	-0.0041	-0.0982	0.0669	0.1963	0.1592	-0.0938
	(0.0564)	(0.0666)	(0.0624)	(0.0532)***	(0.0619)**	(0.0467)**
	[0.0486]	[0.0534]*	[0.0662]	[0.0635]***	[0.0578]***	[0.0916]
Finance	0.1213	0.0290	0.1585	-0.0668	-0.1882	-0.2925
	(0.0402)***	(0.0572)	(0.0609)***	(0.0447)	(0.0578)***	(0.0424)***
	[0.0486]**	[0.0479]	[0.0715]**	[0.0644]	[0.0706]***	[0.0838]***
Professional and Business Services	-0.0027	-0.0959	0.0828	-0.0304	-0.0386	-0.2311
	(0.0340)	(0.0555)*	(0.0602)	(0.0444)	(0.0587)	(0.0409)***
	[0.0426]	[0.0465]**	[0.0650]	[0.0598]	[0.0553]	[0.0763]***
Education and Health	0.1068	0.0416	0.1326	0.0281	-0.0323	-0.3639
	(0.0312)***	(0.0450)	(0.0418)***	(0.0337)	(0.0415)	(0.0349)***
	[0.0351]***	[0.0344]	[0.0484]***	[0.0704]	[0.0739]	[0.1143]***
Leisure and Hospitality	0.0654	0.0389	-0.0088	0.1737	0.3170	0.1733
	(0.0363)*	(0.0399)	(0.0514)	(0.0351)***	(0.0580)***	(0.0460)***
	[0.0461]	[0.0415]	[0.0547]	[0.1140]	[0.1603]**	[0.1627]
Other Services	0.0720	0.0512	0.0967	-0.0179	0.0085	-0.0373
	(0.0295)**	(0.0345)	(0.0269)***	(0.0279)	(0.0451)	(0.0402)
	[0.0398]*	[0.0512]	[0.0535]*	[0.0814]	[0.1230]	[0.1582]
Public Administration	0.1206	0.0546	0.1883	-0.0681	-0.2295	-0.3694
	(0.0468)***	(0.0603)	(0.0708)***	(0.0506)	(0.0688)***	(0.0481)***
	[0.0444]***	[0.0498]	[0.0711]***	[0.0747]	[0.0645]***	[0.0787]***
Socioeconomic Characteristics						
Woman	-0.2024	-0.1372	-0.1912	0.0111	-0.0070	-0.0013

	Employment, High School or Less	Employment, Some College	Employment, Bachelor's Degree or More	Occupation Change, High School or Less	Occupation Change, Some College	Occupation Change, Bachelor's Degree or More
	(0.0181)***	(0.0106)***	(0.0098)***	(0.0084)	(0.0090)	(0.0060)
	[0.0150]***	[0.0152]***	[0.0124]***	[0.0247]	[0.0193]	[0.0197]
Age	0.0813	0.0969	0.0738	-0.0321	-0.0320	-0.0223
	(0.0018)***	(0.0018)***	(0.0020)***	(0.0018)***	(0.0019)***	(0.0016)***
	[0.0018]***	[0.0021]***	[0.0024]***	[0.0026]***	[0.0025]***	[0.0032]***
Age Squared	-0.0009	-0.0011	-0.0009	0.0002	0.0003	0.0002
	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***
	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***
Black, non-Hispanic	-0.1525	-0.1320	-0.0992	0.1204	0.1413	0.1505
	(0.0141)***	(0.0153)***	(0.0221)***	(0.0131)***	(0.0155)***	(0.0129)***
	[0.0153]***	[0.0153]***	[0.0153]***	[0.0181]***	[0.0189]***	[0.0178]***
Other, non-Hispanic	-0.0776	-0.0515	-0.0404	0.0165	0.0314	0.0304
	(0.0256)***	(0.0226)**	(0.0191)**	(0.0210)	(0.0182)*	(0.0152)**
	[0.0199]***	[0.0170]***	[0.0131]***	[0.0235]	[0.0186]*	[0.0273]
Hispanic	0.0038	0.0191	-0.0513	0.0369	0.0609	0.0500
	(0.0138)	(0.0231)	(0.0147)***	(0.0137)***	(0.0111)***	(0.0147)***
	[0.0156]	[0.0147]	[0.0152]***	[0.0170]**	[0.0152]***	[0.0156]***
Non-Metropolitan	-0.0072	0.0060	-0.0042	-0.0432	-0.0186	-0.0857
	(0.0115)	(0.0129)	(0.0126)	(0.0155)***	(0.0115)	(0.0165)***
	[0.0100]	[0.0118]	[0.0134]	[0.0094]***	[0.0110]*	[0.0119]***
Metropolitan Status Not Identified	-0.0701	0.0010	0.0628	-0.0396	-0.0652	-0.0224
	(0.0329)**	(0.0509)	(0.0571)	(0.0574)	(0.0728)	(0.0231)
	[0.0504]	[0.0433]	[0.0542]	[0.0423]	[0.0440]	[0.0369]
Household and Spousal Characteristics						
Spouse Employed	0.4460	0.4007	0.4075	-0.0312	0.0258	-0.0161
	(0.0271)***	(0.0267)***	(0.0247)***	(0.0175)*	(0.0264)	(0.0153)
	[0.0223]***	[0.0271]***	[0.0250]***	[0.0209]	[0.0266]	[0.0170]
Married or Partnered	-0.1807	-0.0152	-0.1024	-0.0316	-0.0754	0.0299
	(0.0421)***	(0.0364)	(0.0307)***	(0.0302)	(0.0313)**	(0.0256)
	[0.0335]***	[0.0351]	[0.0349]***	[0.0347]	[0.0370]**	[0.0299]
Spouse Occupation Pay	-0.0037	-0.0076	-0.0053	-0.0001	0.0003	-0.0016
	(0.0011)***	(0.0010)***	(0.0007)***	(0.0008)	(0.0008)	(0.0006)**
	[0.0009]***	[0.0009]***	[0.0007]***	[0.0011]	[0.0009]	[0.0007]**
Spouse Industry Demand Shock	-0.1181	-0.0598	0.1925	0.0247	-0.1055	-0.1120
	(0.1077)	(0.1265)	(0.1071)*	(0.1071)	(0.0970)	(0.0790)

	Employment, High School or Less	Employment, Some College	Employment, Bachelor's Degree or More	Occupation Change, High School or Less	Occupation Change, Some College	Occupation Change, Bachelor's Degree or More
	[0.0933]	[0.1356]	[0.1096]*	[0.0901]	[0.1085]	[0.0966]
Spouse Industry Not Determined	0.0465	-0.1470	-0.1586	-0.0331	-0.0192	-0.0378
	(0.0352)	(0.0313)***	(0.0259)***	(0.0195)*	(0.0270)	(0.0166)**
	[0.0310]	[0.0314]***	[0.0257]***	[0.0246]	[0.0295]	[0.0178]**
Spouse Occupation Autonomy	0.0144	0.0187	0.0022	-0.0080	-0.0031	0.0031
	(0.0050)***	(0.0050)***	(0.0046)	(0.0040)**	(0.0032)	(0.0036)
	[0.0046]***	[0.0046]***	[0.0044]	[0.0053]	[0.0044]	[0.0035]
Spouse Occupation Safety	-0.0177	-0.0137	-0.0096	0.0008	0.0034	0.0049
	(0.0030)***	(0.0035)***	(0.0033)***	(0.0030)	(0.0023)	(0.0024)**
	[0.0038]***	[0.0032]***	[0.0030]***	[0.0030]	[0.0028]	[0.0029]*
Spouse Pay Deviation, Recent Six Months	-0.0196	0.0265	-0.0436	-0.0162	-0.0251	-0.0523
	(0.0823)	(0.0712)	(0.0612)	(0.0511)	(0.0577)	(0.0460)
	[0.0721]	[0.0752]	[0.0558]	[0.0532]	[0.0644]	[0.0472]
Spouse Pay Deviation, First Six Months	0.1717	0.0576	-0.0120	0.0531	-0.0565	0.0102
	(0.0609)***	(0.0702)	(0.0779)	(0.0567)	(0.0660)	(0.0445)
	[0.0731]**	[0.0740]	[0.0554]	[0.0695]	[0.0586]	[0.0443]
Spouse Has No Occupation	0.0871	0.0595	0.0791	0.0340	0.0569	0.0043
	(0.0330)***	(0.0387)	(0.0255)***	(0.0264)	(0.0256)**	(0.0225)
	[0.0333]***	[0.0354]*	[0.0291]***	[0.0297]	[0.0269]**	[0.0285]
Child Under 6	-0.0408	-0.0405	-0.0524	-0.0326	-0.0290	-0.0386
	(0.0126)***	(0.0142)***	(0.0116)***	(0.0097)***	(0.0131)**	(0.0087)***
	[0.0139]***	[0.0138]***	[0.0187]***	[0.0115]***	[0.0111]***	[0.0103]***
Child 6 to 12	0.0018	-0.0129	0.0282	-0.0110	-0.0006	-0.0192
	(0.0099)	(0.0120)	(0.0114)**	(0.0086)	(0.0125)	(0.0064)***
	[0.0104]	[0.0107]	[0.0099]***	[0.0085]	[0.0096]	[0.0101]*
Child 13 to 18	-0.0433	-0.0329	0.0724	0.0279	0.0456	0.0361
	(0.0096)***	(0.0099)***	(0.0086)***	(0.0078)***	(0.0103)***	(0.0085)***
	[0.0125]***	[0.0118]***	[0.0122]***	[0.0087]***	[0.0102]***	[0.0107]***
Constant						
Constant	-0.5643	-0.9350	-0.2090	-0.0459	0.1058	0.0961
	(0.0725)***	(0.0872)***	(0.1342)	(0.0900)	(0.1327)	(0.0873)
	[0.1111]***	[0.0895]***	[0.1432]	[0.2567]	[0.3308]	[0.3412]
Sample						
Observations	493,478	441,641	666,260	433,110	395,445	619,531
Clusters, state and occupation	51 / 467	51 / 469	51 / 471	51 / 467	51 / 469	51 / 470

Notes: Probit coefficients from the model estimated separately by education: high school graduates and those with less, some college, and a bachelor's degree or more. The variable that defines the groups is not entered within them. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. The marginal effects, with occupation-clustered confidence intervals, are in Figures 8, 9 and 13 to 16. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.

Table OA7. Coefficient Estimates by Age, Standard Errors Clustered on State and on Occupation.

	Employment, Ages 18 to 21	Employment, Ages 22 to 24	Employment, Ages 25 to 54	Employment, Ages 55 to 64	Employment, Ages 65 and Over	Occupation Change, Ages 18 to 21	Occupation Change, Ages 22 to 24	Occupation Change, Ages 25 to 54	Occupation Change, Ages 55 to 64	Occupation Change, Ages 65 and Over
State Policies and Mandates										
Mask Mandate, First Six Months	-0.0321	0.0970	0.0220	0.0373	-0.0024	-0.2273	-0.0430	-0.0024	-0.0082	-0.1683
	(0.0628)	(0.0868)	(0.0301)	(0.0381)	(0.0435)	(0.0764)***	(0.0778)	(0.0257)	(0.0348)	(0.0520)***
	[0.0737]	[0.0799]	[0.0276]	[0.0463]	[0.0481]	[0.0770]***	[0.0821]	[0.0206]	[0.0380]	[0.0575]***
Mask Mandate, Recent Six Months	-0.1282	-0.0901	-0.0977	-0.0346	-0.0116	0.0771	0.0169	-0.0022	-0.0162	0.1468
	(0.0759)*	(0.0895)	(0.0280)***	(0.0387)	(0.0375)	(0.1045)	(0.0845)	(0.0246)	(0.0266)	(0.0533)***
	[0.0789]	[0.0779]	[0.0269]***	[0.0398]	[0.0373]	[0.0918]	[0.0804]	[0.0221]	[0.0343]	[0.0527]***
Stay-at-Home Order, First Six Months	-0.1114	0.4733	0.0577	-0.0070	0.2371	-0.1605	-0.0172	-0.0456	0.0270	0.0755
	(0.1099)	(0.1173)***	(0.0443)	(0.0595)	(0.0660)***	(0.1766)	(0.1668)	(0.0268)*	(0.0518)	(0.1001)
	[0.1393]	[0.1388]***	[0.0435]	[0.0682]	[0.0784]***	[0.1514]	[0.1517]	[0.0370]	[0.0672]	[0.1043]
Stay-at-Home Order, Recent Six Months	-0.1642	-0.1582	-0.0583	-0.1061	0.1596	-0.0855	-0.1618	0.0079	-0.0753	-0.0710
	(0.1107)	(0.1002)	(0.0350)*	(0.0474)**	(0.0537)***	(0.1033)	(0.1108)	(0.0241)	(0.0396)*	(0.0830)
	[0.1203]	[0.0944]*	[0.0362]	[0.0536]**	[0.0733]**	[0.1353]	[0.1433]	[0.0324]	[0.0539]	[0.0836]
Business Closure, First Six Months	0.1717	-0.1560	-0.0025	0.0014	-0.0110	-0.0057	-0.0730	-0.0171	-0.1007	-0.0585
	(0.0825)**	(0.0961)	(0.0401)	(0.0614)	(0.0563)	(0.0941)	(0.1009)	(0.0287)	(0.0396)**	(0.0554)
	[0.0959]*	[0.0904]*	[0.0314]	[0.0452]	[0.0572]	[0.0878]	[0.0999]	[0.0223]	[0.0381]***	[0.0624]
Business Closure, Recent Six Months	-0.0271	-0.1424	0.0372	0.0073	-0.1032	0.1333	-0.0702	0.0511	0.0664	-0.0246
	(0.0871)	(0.0907)	(0.0345)	(0.0414)	(0.0458)**	(0.1130)	(0.1105)	(0.0259)**	(0.0312)**	(0.0813)
	[0.0704]	[0.1001]	[0.0293]	[0.0441]	[0.0527]*	[0.1108]	[0.1027]	[0.0245]**	[0.0433]	[0.0722]
Vaccine Mandate, First Six Months	0.0803	-0.0616	-0.0259	-0.0166	-0.0378	0.0395	-0.0720	0.0086	-0.0436	0.0383
	(0.0513)	(0.0774)	(0.0248)	(0.0380)	(0.0537)	(0.0646)	(0.0828)	(0.0157)	(0.0373)	(0.0497)
	[0.0556]	[0.0738]	[0.0248]	[0.0381]	[0.0451]	[0.0692]	[0.0761]	[0.0190]	[0.0363]	[0.0449]
Vaccine Mandate, Recent Six Months	-0.1395	-0.0325	0.0302	0.0643	0.0004	-0.0546	0.0174	0.0093	0.0112	0.1168
	(0.0708)**	(0.0851)	(0.0282)	(0.0436)	(0.0551)	(0.0644)	(0.0930)	(0.0158)	(0.0362)	(0.0500)**
	[0.0812]*	[0.0743]	[0.0299]	[0.0412]	[0.0459]	[0.0849]	[0.0806]	[0.0194]	[0.0323]	[0.0500]**
Extended Unemployment Benefits, First Six Months	0.0118	0.1361	0.0577	0.1187	0.0228	-0.0385	0.0005	-0.0018	0.0390	0.0559
	(0.0630)	(0.0976)	(0.0266)**	(0.0474)**	(0.0687)	(0.0818)	(0.0865)	(0.0200)	(0.0354)	(0.0520)
	[0.0900]	[0.0846]	[0.0245]**	[0.0411]***	[0.0476]	[0.0979]	[0.0859]	[0.0202]	[0.0316]	[0.0482]

	Employment, Ages 18 to 21	Employment, Ages 22 to 24	Employment, Ages 25 to 54	Employment, Ages 55 to 64	Employment, Ages 65 and Over	Occupation Change, Ages 18 to 21	Occupation Change, Ages 22 to 24	Occupation Change, Ages 25 to 54	Occupation Change, Ages 55 to 64	Occupation Change, Ages 65 and Over
Extended Unemployment Benefits, Recent Six Months	0.0903	-0.1287	-0.0443	-0.0287	-0.0197	0.0777	-0.0133	-0.0142	-0.0073	-0.0690
	(0.0643)	(0.0744)*	(0.0313)	(0.0435)	(0.0493)	(0.0796)	(0.0708)	(0.0190)	(0.0291)	(0.0581)
	[0.0647]	[0.0877]	[0.0302]	[0.0385]	[0.0411]	[0.0804]	[0.1117]	[0.0200]	[0.0384]	[0.0501]
School Closure, School Year	-0.1480	-0.3633	-0.1442	-0.0438	-0.0590	0.2511	0.0387	0.0101	0.0811	-0.0365
	(0.1322)	(0.1282)***	(0.0560)**	(0.0745)	(0.0627)	(0.1401)*	(0.1132)	(0.0400)	(0.0610)	(0.0985)
	[0.1056]	[0.1166]***	[0.0383]***	[0.0658]	[0.0837]	[0.1297]*	[0.1603]	[0.0337]	[0.0586]	[0.0821]
School Closure, Within Year	0.0030	-0.0698	-0.0142	-0.0516	-0.0059	0.1367	0.0217	0.0461	-0.0221	-0.0582
	(0.0867)	(0.1007)	(0.0313)	(0.0524)	(0.0562)	(0.1075)	(0.0828)	(0.0222)**	(0.0355)	(0.0460)
	[0.1142]	[0.0983]	[0.0308]	[0.0483]	[0.0475]	[0.1035]	[0.0925]	[0.0239]*	[0.0375]	[0.0438]
Occupational Characteristics										
Autonomy Score	-0.0234	-0.0180	0.0177	0.0241	0.0223	0.0392	0.1576	0.1660	0.1453	0.1353
	(0.0074)***	(0.0110)	(0.0026)***	(0.0033)***	(0.0043)***	(0.0295)	(0.0259)***	(0.0067)***	(0.0106)***	(0.0130)***
	[0.0153]	[0.0152]	[0.0062]***	[0.0072]***	[0.0074]***	[0.0508]	[0.0478]***	[0.0393]***	[0.0368]***	[0.0446]***
Safety Score	0.0054	-0.0098	-0.0088	-0.0060	-0.0154	0.0558	0.0560	0.0729	0.0638	0.0545
	(0.0048)	(0.0062)	(0.0018)***	(0.0033)*	(0.0038)***	(0.0175)***	(0.0173)***	(0.0037)***	(0.0094)***	(0.0160)***
	[0.0054]	[0.0081]	[0.0042]**	[0.0052]	[0.0054]***	[0.0284]**	[0.0305]*	[0.0297]**	[0.0285]**	[0.0322]*
Occupation Pay	0.0054	0.0135	0.0125	0.0071	0.0043	-0.0067	-0.0318	-0.0210	-0.0149	-0.0103
	(0.0022)**	(0.0021)***	(0.0006)***	(0.0008)***	(0.0010)***	(0.0065)	(0.0049)***	(0.0012)***	(0.0016)***	(0.0023)***
	[0.0030]*	[0.0029]***	[0.0013]***	[0.0013]***	[0.0015]***	[0.0096]	[0.0072]***	[0.0057]***	[0.0055]***	[0.0074]
Occupation Pay Deviation, Recent Six Months	-0.0062	-0.0817	0.0310	0.0248	0.1381	0.2081	0.1699	0.0944	0.0998	0.0400
	(0.1229)	(0.1192)	(0.0332)	(0.0584)	(0.0557)**	(0.1989)	(0.1818)	(0.0294)***	(0.0624)	(0.0824)
	[0.1136]	[0.1438]	[0.0533]	[0.0660]	[0.0805]*	[0.1670]	[0.1626]	[0.0560]*	[0.0854]	[0.1107]
Occupation Pay Deviation, First Six Months	-0.1481	0.1183	0.0886	0.0567	-0.0008	0.0473	-0.0643	0.0185	0.0576	0.0048
	(0.1181)	(0.1539)	(0.0386)**	(0.0742)	(0.0515)	(0.1690)	(0.1379)	(0.0360)	(0.0669)	(0.0889)
	[0.1224]	[0.1242]	[0.0522]*	[0.0686]	[0.0642]	[0.2006]	[0.1713]	[0.0590]	[0.0769]	[0.1046]
Industry Controls										
Industry Pay	-0.0011	0.0218	-0.0002	0.0044	0.0049	0.0336	0.0387	0.0245	0.0274	0.0297
	(0.0084)	(0.0103)**	(0.0044)	(0.0040)	(0.0048)	(0.0138)**	(0.0090)***	(0.0026)***	(0.0052)***	(0.0074)***
	[0.0126]	[0.0128]*	[0.0030]	[0.0044]	[0.0067]	[0.0191]*	[0.0105]***	[0.0071]***	[0.0066]***	[0.0096]***
Industry Pay Deviation	0.3578	0.3939	-0.0425	-0.0878	0.0512	0.1865	-0.2837	0.2792	0.0430	-0.1167
	(0.5001)	(0.4875)	(0.1724)	(0.2437)	(0.2719)	(0.5751)	(0.5099)	(0.1458)*	(0.2004)	(0.4289)
	[0.4695]	[0.5286]	[0.1936]	[0.2822]	[0.3314]	[0.5358]	[0.5329]	[0.1617]*	[0.2653]	[0.3817]
Own Industry Demand Shock	0.0811	-0.0425	0.2563	0.1546	0.0582	0.0579	0.0132	0.0989	0.0202	0.0710
	(0.1255)	(0.1575)	(0.0886)***	(0.1204)	(0.1359)	(0.1371)	(0.2269)	(0.0610)	(0.1337)	(0.1875)
	[0.1191]	[0.1917]	[0.0678]***	[0.1386]	[0.1556]	[0.1604]	[0.1692]	[0.0621]	[0.1094]	[0.1820]
Outside Options										
Autonomy Gain Available						0.0204	0.1054	0.1336	0.1216	0.1305
						(0.0311)	(0.0285)***	(0.0080)***	(0.0135)***	(0.0137)***

	Employment, Ages 18 to 21	Employment, Ages 22 to 24	Employment, Ages 25 to 54	Employment, Ages 55 to 64	Employment, Ages 65 and Over	Occupation Change, Ages 18 to 21	Occupation Change, Ages 22 to 24	Occupation Change, Ages 25 to 54	Occupation Change, Ages 55 to 64	Occupation Change, Ages 65 and Over
						[0.0557]	[0.0547]*	[0.0497]***	[0.0479]**	[0.0571]**
Safety Gain Available						0.0478	0.0413	0.0433	0.0295	0.0064
						(0.0206)**	(0.0226)*	(0.0044)***	(0.0123)**	(0.0195)
						[0.0349]	[0.0373]	[0.0409]	[0.0381]	[0.0412]
Pay Gap						-0.0110	-0.0169	-0.0072	-0.0070	-0.0061
						(0.0068)	(0.0052)***	(0.0014)***	(0.0022)***	(0.0033)*
						[0.0113]	[0.0097]*	[0.0076]	[0.0082]	[0.0117]
Pay Deviation Gain						1.1483	0.0499	0.2964	0.3432	0.3799
						(0.3442)***	(0.2806)	(0.0707)***	(0.1261)***	(0.1515)**
						[0.3886]***	[0.3714]	[0.2385]	[0.2664]	[0.2932]
Switcher Wage Premium						-0.2096	-0.0973	0.2216	0.0229	0.0454
						(0.1197)*	(0.1315)	(0.0330)***	(0.0789)	(0.1240)
						[0.1736]	[0.1921]	[0.1849]	[0.2148]	[0.2328]
Gender Interacted with Children										
Woman × Child Under 6	-0.2698	-0.3831	-0.3549	-0.0956	0.0138	-0.0631	-0.0621	-0.0088	-0.0592	-0.0326
	(0.0681)***	(0.0666)***	(0.0177)***	(0.0624)	(0.0742)	(0.0563)	(0.0598)	(0.0119)	(0.0476)	(0.0725)
	[0.0568]***	[0.0570]***	[0.0174]***	[0.0512]*	[0.0784]	[0.0596]	[0.0545]	[0.0154]	[0.0520]	[0.0854]
Woman × Child 6 to 12	0.0160	-0.0108	-0.1436	0.0056	-0.1473	-0.0811	-0.0362	-0.0108	0.0646	-0.0390
	(0.0545)	(0.0587)	(0.0141)***	(0.0431)	(0.0702)**	(0.0553)	(0.0589)	(0.0105)	(0.0473)	(0.0624)
	[0.0374]	[0.0599]	[0.0139]***	[0.0437]	[0.0663]**	[0.0430]*	[0.0608]	[0.0124]	[0.0397]	[0.0673]
Woman × Child 13 to 18	-0.0120	-0.0171	-0.1037	-0.0622	-0.0790	-0.0784	0.0216	-0.0091	0.0188	0.1827
	(0.0283)	(0.0373)	(0.0174)***	(0.0296)**	(0.0545)	(0.0427)*	(0.0469)	(0.0094)	(0.0297)	(0.0540)***
	[0.0314]	[0.0405]	[0.0133]***	[0.0364]*	[0.0564]	[0.0452]*	[0.0518]	[0.0133]	[0.0276]	[0.0602]***
Industry										
Construction	0.1741	-0.1942	-0.0070	-0.0012	0.1250	-0.5703	-0.2911	-0.2340	-0.1639	-0.1064
	(0.1032)*	(0.0903)**	(0.0310)	(0.0531)	(0.0548)**	(0.1197)***	(0.1009)***	(0.0249)***	(0.0514)***	(0.0731)
	[0.1214]	[0.1193]	[0.0322]	[0.0478]	[0.0672]*	[0.1821]***	[0.0947]***	[0.0655]***	[0.0709]**	[0.0848]
Manufacturing	0.0044	-0.2561	0.1462	0.1165	0.1716	-0.0656	0.1052	0.1158	0.1064	0.2537
	(0.1112)	(0.0983)***	(0.0323)***	(0.0477)**	(0.0551)***	(0.1272)	(0.0905)	(0.0290)***	(0.0555)*	(0.0741)***
	[0.1254]	[0.1208]**	[0.0268]***	[0.0460]**	[0.0670]**	[0.1900]	[0.1031]	[0.0497]**	[0.0617]*	[0.0751]***
Trade	0.0068	-0.1487	0.0434	0.1139	0.2560	0.1326	0.3222	0.3150	0.3202	0.4203
	(0.0569)	(0.0766)*	(0.0303)	(0.0412)***	(0.0376)***	(0.0825)	(0.0779)***	(0.0266)***	(0.0353)***	(0.0566)***
	[0.0496]	[0.0995]	[0.0311]	[0.0373]***	[0.0391]***	[0.1202]	[0.0975]***	[0.1071]***	[0.1004]***	[0.1080]***
Transportation, Warehousing and Utilities	0.0025	-0.2940	0.0796	0.0370	0.1433	-0.1132	0.0172	-0.0791	-0.1706	-0.0375
	(0.1186)	(0.0958)***	(0.0304)***	(0.0575)	(0.0622)**	(0.1410)	(0.0987)	(0.0301)***	(0.0594)***	(0.0726)
	[0.1460]	[0.1311]**	[0.0413]*	[0.0448]	[0.0709]**	[0.1977]	[0.1077]	[0.0729]	[0.0691]**	[0.0861]

	Employment, Ages 18 to 21	Employment, Ages 22 to 24	Employment, Ages 25 to 54	Employment, Ages 55 to 64	Employment, Ages 65 and Over	Occupation Change, Ages 18 to 21	Occupation Change, Ages 22 to 24	Occupation Change, Ages 25 to 54	Occupation Change, Ages 55 to 64	Occupation Change, Ages 65 and Over
Information	-0.0925	-0.5119	0.0073	0.0423	0.1262	-0.2082	-0.1558	0.0606	0.0382	-0.0692
	(0.1418)	(0.1489)***	(0.0525)	(0.0630)	(0.0728)*	(0.2119)	(0.1255)	(0.0422)	(0.0698)	(0.1148)
	[0.1747]	[0.1675]***	[0.0407]	[0.0726]	[0.0983]	[0.2641]	[0.1441]	[0.0561]	[0.0786]	[0.1126]
Finance	0.0646	-0.2890	0.1392	0.1279	0.1571	-0.2161	-0.3069	-0.2075	-0.2359	-0.2227
	(0.1400)	(0.1202)**	(0.0456)***	(0.0606)**	(0.0642)**	(0.1679)	(0.1244)**	(0.0351)***	(0.0693)***	(0.0878)**
	[0.1738]	[0.1620]*	[0.0402]***	[0.0624]**	[0.1021]	[0.2613]	[0.1405]**	[0.0519]***	[0.0783]***	[0.1131]**
Professional and Business Services	-0.0322	-0.4023	-0.0011	0.0476	0.1496	-0.2505	-0.2462	-0.1447	-0.1246	-0.1682
	(0.1305)	(0.1308)***	(0.0426)	(0.0558)	(0.0743)**	(0.1812)	(0.1163)**	(0.0358)***	(0.0676)*	(0.0894)*
	[0.1698]	[0.1544]***	[0.0376]	[0.0569]	[0.0957]	[0.2460]	[0.1286]*	[0.0491]***	[0.0682]*	[0.1011]*
Education and Health	-0.0533	-0.3767	0.1223	0.1211	0.1487	-0.2458	-0.1313	-0.2111	-0.1917	-0.0563
	(0.0979)	(0.0955)***	(0.0289)***	(0.0484)**	(0.0518)***	(0.1147)**	(0.0920)	(0.0269)***	(0.0505)***	(0.0660)
	[0.1143]	[0.1187]***	[0.0303]***	[0.0447]***	[0.0644]**	[0.1719]	[0.1016]	[0.0775]***	[0.0765]**	[0.0871]
Leisure and Hospitality	-0.0519	-0.0869	-0.0455	0.0291	0.2091	0.1663	0.3718	0.1389	0.2666	0.3005
	(0.0663)	(0.1025)	(0.0506)	(0.0486)	(0.0428)***	(0.1153)	(0.1070)***	(0.0326)***	(0.0482)***	(0.0750)***
	[0.0727]	[0.1313]	[0.0427]	[0.0470]	[0.0479]***	[0.1581]	[0.1328]***	[0.1371]	[0.1269]**	[0.1418]**
Other Services	-0.0344	-0.1283	0.0227	0.0806	0.1921	-0.0287	0.0017	-0.0451	0.0126	-0.0147
	(0.0728)	(0.0789)	(0.0251)	(0.0448)*	(0.0437)***	(0.0995)	(0.0970)	(0.0290)	(0.0453)	(0.0575)
	[0.0889]	[0.1035]	[0.0408]	[0.0462]*	[0.0478]***	[0.1334]	[0.1221]	[0.1044]	[0.1039]	[0.1296]
Public Administration	0.1125	-0.2643	0.2706	0.0411	0.0898	-0.6263	-0.3407	-0.2857	-0.2298	-0.1305
	(0.1647)	(0.1417)*	(0.0509)***	(0.0693)	(0.0744)	(0.2097)***	(0.1310)***	(0.0397)***	(0.0788)***	(0.1023)
	[0.2096]	[0.1866]	[0.0415]***	[0.0646]	[0.0984]	[0.3075]**	[0.1491]**	[0.0508]***	[0.0680]***	[0.1022]
Socioeconomic Characteristics										
Woman	-0.0035	-0.0266	-0.1107	-0.1190	-0.1041	0.0172	-0.0200	0.0094	-0.0200	0.0032
	(0.0319)	(0.0264)	(0.0104)***	(0.0141)***	(0.0122)***	(0.0283)	(0.0287)	(0.0071)	(0.0104)*	(0.0129)
	[0.0249]	[0.0264]	[0.0122]***	[0.0185]***	[0.0186]***	[0.0309]	[0.0304]	[0.0160]	[0.0220]	[0.0287]
Less than High School	-0.0607	-0.2568	-0.1212	-0.1210	-0.0565	-0.1166	0.0281	-0.0563	-0.0294	-0.0278
	(0.0329)*	(0.0442)***	(0.0138)***	(0.0209)***	(0.0284)**	(0.0334)***	(0.0631)	(0.0148)***	(0.0241)	(0.0334)
	[0.0231]***	[0.0512]***	[0.0178]***	[0.0193]***	[0.0295]*	[0.0373]***	[0.0564]	[0.0229]**	[0.0256]	[0.0350]
Some College	-0.1279	-0.0550	0.0771	0.0253	0.0152	0.0677	0.0382	0.0267	0.0256	0.0519
	(0.0227)***	(0.0254)**	(0.0094)***	(0.0115)**	(0.0185)	(0.0182)***	(0.0180)**	(0.0069)***	(0.0140)*	(0.0198)***
	[0.0224]***	[0.0232]**	[0.0093]***	[0.0147]*	[0.0134]	[0.0195]***	[0.0253]	[0.0140]*	[0.0164]	[0.0195]***
Bachelor's Degree	0.0094	-0.0077	0.1262	0.0277	0.0154	0.2445	0.2110	0.0023	0.0344	0.0709
	(0.0748)	(0.0457)	(0.0091)***	(0.0128)**	(0.0185)	(0.0677)***	(0.0298)***	(0.0082)	(0.0127)***	(0.0211)***
	[0.0712]	[0.0284]	[0.0123]***	[0.0173]	[0.0170]	[0.0857]***	[0.0439]***	[0.0320]	[0.0291]	[0.0335]**
Advanced Degree	0.2205	0.0008	0.2188	0.0517	0.0496	-0.0175	0.2224	-0.1105	-0.0691	-0.0526
	(0.1998)	(0.0940)	(0.0134)***	(0.0180)***	(0.0217)**	(0.1836)	(0.0766)***	(0.0105)***	(0.0174)***	(0.0250)**
	[0.2018]	[0.0832]	[0.0194]***	[0.0261]**	[0.0239]**	[0.2176]	[0.0904]**	[0.0523]**	[0.0494]	[0.0546]
Black, non-Hispanic	-0.2366	-0.1824	-0.1769	-0.0740	-0.0519	0.0769	0.1682	0.1486	0.1318	0.0418

	Employment, Ages 18 to 21	Employment, Ages 22 to 24	Employment, Ages 25 to 54	Employment, Ages 55 to 64	Employment, Ages 65 and Over	Occupation Change, Ages 18 to 21	Occupation Change, Ages 22 to 24	Occupation Change, Ages 25 to 54	Occupation Change, Ages 55 to 64	Occupation Change, Ages 65 and Over
	(0.0285)***	(0.0265)***	(0.0150)***	(0.0219)***	(0.0254)**	(0.0443)*	(0.0329)***	(0.0115)***	(0.0179)***	(0.0258)
	[0.0285]***	[0.0302]***	[0.0124]***	[0.0155]***	[0.0219]**	[0.0415]*	[0.0350]***	[0.0153]***	[0.0178]***	[0.0267]
Other, non-Hispanic	-0.1416	-0.1510	-0.0796	-0.0152	0.0041	-0.0265	-0.0251	0.0270	0.0318	0.0330
	(0.0543)***	(0.0651)**	(0.0191)***	(0.0288)	(0.0258)	(0.0511)	(0.0334)	(0.0142)*	(0.0254)	(0.0272)
	[0.0290]***	[0.0365]***	[0.0131]***	[0.0208]	[0.0314]	[0.0424]	[0.0389]	[0.0243]	[0.0227]	[0.0298]
Hispanic	0.0434	0.0333	-0.0158	0.0171	0.0067	0.0056	-0.0138	0.0456	0.0355	0.0905
	(0.0350)	(0.0233)	(0.0120)	(0.0135)	(0.0313)	(0.0252)	(0.0248)	(0.0112)***	(0.0168)**	(0.0349)***
	[0.0230]*	[0.0232]	[0.0132]	[0.0197]	[0.0256]	[0.0283]	[0.0275]	[0.0131]***	[0.0172]**	[0.0358]**
Non-Metropolitan	0.0027	-0.0170	-0.0009	-0.0035	0.0049	-0.0285	-0.0534	-0.0531	-0.0401	-0.0317
	(0.0285)	(0.0276)	(0.0124)	(0.0178)	(0.0183)	(0.0273)	(0.0304)*	(0.0127)***	(0.0126)***	(0.0200)
	[0.0315]	[0.0275]	[0.0092]	[0.0136]	[0.0156]	[0.0238]	[0.0278]*	[0.0085]***	[0.0140]***	[0.0177]*
Metropolitan Status Not Identified	-0.0726	-0.1270	0.0133	-0.0370	-0.0233	-0.0954	-0.0391	0.0025	-0.0998	-0.2447
	(0.0226)***	(0.1085)	(0.0273)	(0.0601)	(0.0232)	(0.0812)	(0.0264)	(0.0649)	(0.0491)**	(0.0482)***
	[0.1062]	[0.1181]	[0.0349]	[0.0631]	[0.0753]	[0.1086]	[0.0955]	[0.0320]	[0.0496]**	[0.0692]***
Household and Spousal Characteristics										
Spouse Employed	0.2722	0.2169	0.3973	0.4332	0.5119	0.1416	-0.0218	-0.0207	0.0192	0.0225
	(0.1908)	(0.0987)**	(0.0195)***	(0.0269)***	(0.0423)***	(0.1620)	(0.0815)	(0.0114)*	(0.0239)	(0.0487)
	[0.1862]	[0.0778]***	[0.0174]***	[0.0263]***	[0.0425]***	[0.1856]	[0.0841]	[0.0154]	[0.0239]	[0.0420]
Married or Partnered	-0.3881	0.0737	-0.0981	-0.1175	-0.1919	-0.2827	-0.1029	-0.0124	0.0294	0.0219
	(0.3281)	(0.1389)	(0.0309)***	(0.0400)***	(0.0517)***	(0.2464)	(0.1229)	(0.0180)	(0.0319)	(0.0720)
	[0.3103]	[0.1464]	[0.0245]***	[0.0398]***	[0.0475]***	[0.3265]	[0.1196]	[0.0231]	[0.0372]	[0.0599]
Spouse Occupation Pay	0.0160	-0.0036	-0.0057	-0.0062	-0.0035	0.0030	0.0015	-0.0007	-0.0016	0.0005
	(0.0090)*	(0.0039)	(0.0008)***	(0.0010)***	(0.0013)***	(0.0089)	(0.0040)	(0.0005)	(0.0009)*	(0.0016)
	[0.0090]*	[0.0042]	[0.0007]***	[0.0010]***	[0.0014]***	[0.0102]	[0.0034]	[0.0006]	[0.0010]	[0.0017]
Spouse Industry Demand Shock	1.0046	-0.2174	-0.0826	-0.0232	-0.0384	-0.2107	0.1100	0.0165	-0.2485	-0.2791
	(0.7829)	(0.4214)	(0.0769)	(0.1238)	(0.2056)	(0.8195)	(0.3188)	(0.0721)	(0.1277)*	(0.2012)
	[0.9144]	[0.4542]	[0.0803]	[0.1356]	[0.1742]	[0.7476]	[0.3791]	[0.0628]	[0.1266]**	[0.2268]
Spouse Industry Not Determined	0.1278	0.2684	0.1587	-0.1193	-0.3596	-0.1678	0.0295	-0.0360	-0.0124	-0.0594
	(0.2109)	(0.1242)**	(0.0246)***	(0.0346)***	(0.0393)***	(0.1878)	(0.0834)	(0.0149)**	(0.0243)	(0.0484)
	[0.2101]	[0.0970]***	[0.0238]***	[0.0282]***	[0.0325]***	[0.2054]	[0.0908]	[0.0173]**	[0.0246]	[0.0442]
Spouse Occupation Autonomy	-0.0772	0.0294	0.0137	0.0110	0.0117	0.0320	-0.0099	0.0002	-0.0020	-0.0100
	(0.0421)*	(0.0202)	(0.0032)***	(0.0061)*	(0.0064)*	(0.0415)	(0.0187)	(0.0023)	(0.0046)	(0.0075)
	[0.0431]*	[0.0198]	[0.0033]***	[0.0054]**	[0.0076]	[0.0423]	[0.0176]	[0.0029]	[0.0051]	[0.0096]
Spouse Occupation Safety	-0.0770	-0.0174	-0.0131	-0.0087	0.0087	0.0076	-0.0014	0.0036	0.0008	0.0074
	(0.0251)***	(0.0122)	(0.0022)***	(0.0048)*	(0.0068)	(0.0308)	(0.0110)	(0.0017)**	(0.0031)	(0.0059)
	[0.0297]***	[0.0134]	[0.0023]***	[0.0043]**	[0.0063]	[0.0278]	[0.0121]	[0.0023]	[0.0034]	[0.0076]
Spouse Pay Deviation, Recent Six Months	1.0617	0.3022	-0.0009	-0.0209	-0.0609	0.7725	0.4441	-0.0137	-0.1798	-0.0259

	Employment, Ages 18 to 21	Employment, Ages 22 to 24	Employment, Ages 25 to 54	Employment, Ages 55 to 64	Employment, Ages 65 and Over	Occupation Change, Ages 18 to 21	Occupation Change, Ages 22 to 24	Occupation Change, Ages 25 to 54	Occupation Change, Ages 55 to 64	Occupation Change, Ages 65 and Over
	(0.7391)	(0.3249)	(0.0583)	(0.0743)	(0.0915)	(0.5582)	(0.2958)	(0.0316)	(0.0541)***	(0.1075)
	[0.6840]	[0.3184]	[0.0590]	[0.0808]	[0.0957]	[0.6517]	[0.3159]	[0.0387]	[0.0662]***	[0.0945]
Spouse Pay Deviation, First Six Months	-0.0076	0.1908	-0.0253	0.0529	0.2600	0.7766	-0.2696	0.0026	-0.0131	0.0124
	(0.7398)	(0.2594)	(0.0588)	(0.0723)	(0.1033)**	(0.6536)	(0.2842)	(0.0378)	(0.0622)	(0.1184)
	[0.6719]	[0.3658]	[0.0500]	[0.0941]	[0.0967]***	[0.5971]	[0.2934]	[0.0383]	[0.0752]	[0.1182]
Spouse Has No Occupation	0.4754	-0.1087	-0.0624	0.1291	0.3325	0.3037	-0.0018	0.0336	-0.0113	0.0360
	(0.2806)*	(0.1298)	(0.0303)**	(0.0373)***	(0.0381)***	(0.2563)	(0.1166)	(0.0168)**	(0.0284)	(0.0574)
	[0.2805]*	[0.1311]	[0.0226]***	[0.0355]***	[0.0378]***	[0.3104]	[0.1109]	[0.0205]	[0.0320]	[0.0491]
Child Under 6	0.0788	0.0528	0.1026	0.0460	0.1046	0.0617	0.0328	-0.0219	0.0687	0.1735
	(0.0527)	(0.0467)	(0.0145)***	(0.0427)	(0.0580)*	(0.0441)	(0.0402)	(0.0085)***	(0.0308)**	(0.0559)***
	[0.0428]*	[0.0534]	[0.0125]***	[0.0368]	[0.0519]**	[0.0452]	[0.0427]	[0.0097]**	[0.0337]**	[0.0529]***
Child 6 to 12	0.0298	-0.0409	0.0612	0.0032	0.1897	0.0432	0.0514	-0.0049	0.0109	0.1800
	(0.0332)	(0.0503)	(0.0109)***	(0.0257)	(0.0514)***	(0.0328)	(0.0406)	(0.0067)	(0.0253)	(0.0352)***
	[0.0279]	[0.0554]	[0.0111]***	[0.0294]	[0.0429]***	[0.0285]	[0.0404]	[0.0079]	[0.0244]	[0.0480]***
Child 13 to 18	-0.0803	-0.0825	0.0777	0.0979	0.0892	0.0505	0.0406	0.0202	0.0283	0.0701
	(0.0224)***	(0.0301)***	(0.0114)***	(0.0226)***	(0.0421)**	(0.0362)	(0.0277)	(0.0074)***	(0.0194)	(0.0369)*
	[0.0222]***	[0.0327]**	[0.0114]***	[0.0246]***	[0.0404]**	[0.0223]**	[0.0324]	[0.0084]**	[0.0180]	[0.0362]*
agec	0.1347	0.0994	0.0020	-0.0450	-0.0169	-0.0385	-0.0738	-0.0074	-0.0069	0.0039
	(0.0086)***	(0.0134)***	(0.0005)***	(0.0018)***	(0.0020)***	(0.0116)***	(0.0112)***	(0.0003)***	(0.0013)***	(0.0021)*
	[0.0098]***	[0.0101]***	[0.0005]***	[0.0019]***	[0.0016]***	[0.0099]***	[0.0118]***	[0.0006]***	[0.0018]***	[0.0024]
agec2	-0.0154	-0.0090	-0.0007	-0.0049	-0.0003	-0.0215	-0.0135	0.0002	-0.0006	0.0007
	(0.0079)*	(0.0207)	(0.0000)***	(0.0006)***	(0.0003)	(0.0099)**	(0.0185)	(0.0000)***	(0.0005)	(0.0003)**
	[0.0090]*	[0.0172]	[0.0001]***	[0.0007]***	[0.0003]	[0.0085]**	[0.0187]	[0.0001]***	[0.0006]	[0.0004]**
Constant										
Constant	0.8598	0.7449	1.2429	0.9855	0.4750	-0.6648	-0.4422	-0.6491	-0.9670	-1.2465
	(0.1867)***	(0.2109)***	(0.1052)***	(0.0977)***	(0.1137)***	(0.3311)**	(0.2185)**	(0.0791)***	(0.1145)***	(0.2045)***
	[0.2643]***	[0.3180]**	[0.0866]***	[0.0981]***	[0.1450]***	[0.4907]	[0.3168]	[0.2783]**	[0.2489]***	[0.3519]***
Sample										
Observations	56,599	54,865	984,279	339,399	166,237	42,411	46,989	924,150	306,611	127,925
Clusters, state and occupation	51 / 406	51 / 446	51 / 472	51 / 471	51 / 465	51 / 394	51 / 444	51 / 472	51 / 471	51 / 463

Notes: Probit coefficients from the model estimated separately by age in five bands. The variable that defines the groups is not entered within them. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. The marginal effects, with occupation-clustered confidence intervals, are in Figures 8, 9 and 13 to 16. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.

Table OA8. Coefficient Estimates by Occupation Pay, Standard Errors Clustered on State and on Occupation.

	Employment, Lowest Pay Third	Employment, Middle Pay Third	Employment, Highest Pay Third	Occupation Change, Lowest Pay Third	Occupation Change, Middle Pay Third	Occupation Change, Highest Pay Third
State Policies and Mandates						
Mask Mandate, First Six Months	-0.0138	0.0492	0.0449	-0.0133	-0.0254	-0.0212
	(0.0352)	(0.0364)	(0.0337)	(0.0360)	(0.0358)	(0.0313)
	[0.0293]	[0.0330]	[0.0398]	[0.0304]	[0.0325]	[0.0240]
Mask Mandate, Recent Six Months	-0.0719	-0.0740	-0.0301	0.0221	-0.0190	0.0184
	(0.0343)**	(0.0380)*	(0.0266)	(0.0271)	(0.0345)	(0.0278)
	[0.0248]***	[0.0355]**	[0.0320]	[0.0230]	[0.0276]	[0.0263]
Stay-at-Home Order, First Six Months	0.1325	0.0992	-0.0111	-0.0708	-0.0736	0.0501
	(0.0455)***	(0.0484)**	(0.0427)	(0.0469)	(0.0474)	(0.0406)
	[0.0459]***	[0.0601]*	[0.0586]	[0.0386]*	[0.0511]	[0.0561]
Stay-at-Home Order, Recent Six Months	-0.1116	-0.0119	0.0386	0.0151	-0.1119	0.0097
	(0.0495)**	(0.0448)	(0.0321)	(0.0323)	(0.0364)***	(0.0371)
	[0.0421]***	[0.0565]	[0.0463]	[0.0386]	[0.0485]**	[0.0513]
Business Closure, First Six Months	0.0157	-0.0364	-0.0007	-0.0498	-0.0412	-0.0315
	(0.0435)	(0.0493)	(0.0329)	(0.0370)	(0.0353)	(0.0401)
	[0.0360]	[0.0406]	[0.0470]	[0.0354]	[0.0337]	[0.0251]
Business Closure, Recent Six Months	-0.0152	-0.0338	0.0271	0.0375	0.0853	0.0164
	(0.0413)	(0.0344)	(0.0323)	(0.0425)	(0.0359)**	(0.0314)
	[0.0320]	[0.0418]	[0.0397]	[0.0385]	[0.0362]**	[0.0318]
Vaccine Mandate, First Six Months	-0.0419	0.0162	-0.0328	0.0378	-0.0357	-0.0021
	(0.0269)	(0.0305)	(0.0337)	(0.0239)	(0.0291)	(0.0232)
	[0.0275]	[0.0332]	[0.0299]	[0.0277]	[0.0293]	[0.0237]
Vaccine Mandate, Recent Six Months	0.0365	-0.0159	0.0356	-0.0285	0.0483	0.0229
	(0.0293)	(0.0365)	(0.0358)	(0.0166)*	(0.0257)*	(0.0261)
	[0.0309]	[0.0319]	[0.0380]	[0.0282]	[0.0270]*	[0.0236]
Extended Unemployment Benefits, First Six Months	0.0440	0.0713	0.0828	0.0702	-0.0026	-0.0403
	(0.0354)	(0.0313)**	(0.0356)**	(0.0199)***	(0.0310)	(0.0260)
	[0.0259]*	[0.0347]**	[0.0313]***	[0.0216]***	[0.0324]	[0.0248]
Extended Unemployment Benefits, Recent Six Months	-0.0273	-0.0230	-0.0309	0.0110	-0.0218	-0.0236
	(0.0339)	(0.0337)	(0.0330)	(0.0221)	(0.0272)	(0.0281)
	[0.0279]	[0.0318]	[0.0428]	[0.0329]	[0.0315]	[0.0289]
School Closure, School Year	-0.1832	-0.0785	-0.0604	0.0253	0.1026	-0.0025

	Employment, Lowest Pay Third	Employment, Middle Pay Third	Employment, Highest Pay Third	Occupation Change, Lowest Pay Third	Occupation Change, Middle Pay Third	Occupation Change, Highest Pay Third
	(0.0582)***	(0.0595)	(0.0449)	(0.0445)	(0.0562)*	(0.0471)
	[0.0538]***	[0.0623]	[0.0492]	[0.0525]	[0.0447]**	[0.0419]
School Closure, Within Year	-0.0534	0.0191	0.0003	0.0378	0.0640	0.0461
	(0.0411)	(0.0378)	(0.0441)	(0.0276)	(0.0292)**	(0.0287)
	[0.0372]	[0.0378]	[0.0346]	[0.0458]	[0.0335]*	[0.0443]
Occupational Characteristics						
Autonomy Score	0.0048	0.0130	0.0114	0.0584	0.0784	0.2740
	(0.0025)*	(0.0032)***	(0.0043)***	(0.0112)***	(0.0076)***	(0.0086)***
	[0.0086]	[0.0109]	[0.0077]	[0.0739]	[0.0487]	[0.0758]***
Safety Score	-0.0045	-0.0170	-0.0179	0.1293	0.0465	0.1833
	(0.0021)**	(0.0031)***	(0.0029)***	(0.0056)***	(0.0067)***	(0.0068)***
	[0.0042]	[0.0086]**	[0.0049]***	[0.0363]***	[0.0430]	[0.0432]***
Occupation Pay	0.0241	0.0020	0.0042	-0.0174	-0.0004	-0.0380
	(0.0013)***	(0.0014)	(0.0009)***	(0.0024)***	(0.0020)	(0.0015)***
	[0.0038]***	[0.0039]	[0.0015]***	[0.0148]	[0.0117]	[0.0093]***
Occupation Pay Deviation, Recent Six Months	0.1194	0.0346	0.0431	0.1980	0.0719	0.0608
	(0.0404)***	(0.0411)	(0.0495)	(0.0615)***	(0.0414)*	(0.0558)
	[0.0782]	[0.0609]	[0.0695]	[0.1031]*	[0.1009]	[0.1021]
Occupation Pay Deviation, First Six Months	0.0964	0.0059	0.0975	0.1106	-0.0651	0.0338
	(0.0561)*	(0.0436)	(0.0621)	(0.0504)**	(0.0413)	(0.0611)
	[0.0637]	[0.0728]	[0.0820]	[0.1013]	[0.1081]	[0.0908]
Industry Controls						
Industry Pay	0.0029	0.0056	0.0041	0.0018	0.0032	-0.0127
	(0.0009)***	(0.0011)***	(0.0015)***	(0.0012)	(0.0012)***	(0.0011)***
	[0.0019]	[0.0022]**	[0.0021]**	[0.0040]	[0.0040]	[0.0067]*
Industry Pay Deviation	0.2180	-0.9070	-0.2713	-0.4615	0.0949	-0.4350
	(0.1548)	(0.1745)***	(0.2102)	(0.1501)***	(0.1832)	(0.1830)**
	[0.3081]	[0.2464]***	[0.2609]	[0.6050]	[0.3674]	[0.5802]
Own Industry Demand Shock	0.0211	-0.2873	0.3655	-0.3148	-0.2952	-0.8611
	(0.0670)	(0.1278)**	(0.1508)**	(0.0608)***	(0.0884)***	(0.1097)***
	[0.0829]	[0.1161]**	[0.1261]***	[0.1664]*	[0.1657]*	[0.2204]***
Outside Options						
Autonomy Gain Available				0.0667	0.0290	0.2357
				(0.0117)***	(0.0090)***	(0.0111)***
				[0.0880]	[0.0691]	[0.0998]**
Safety Gain Available				0.1287	-0.0215	0.1632

	Employment, Lowest Pay Third	Employment, Middle Pay Third	Employment, Highest Pay Third	Occupation Change, Lowest Pay Third	Occupation Change, Middle Pay Third	Occupation Change, Highest Pay Third
				(0.0065)***	(0.0086)**	(0.0094)***
				[0.0482]***	[0.0671]	[0.0656]**
Pay Gap				-0.0036	0.0195	-0.0222
				(0.0023)	(0.0018)***	(0.0021)***
				[0.0168]	[0.0106]*	[0.0115]*
Pay Deviation Gain				0.5355	0.0055	0.5021
				(0.1144)***	(0.0905)	(0.1109)***
				[0.3963]	[0.3336]	[0.4522]
Switcher Wage Premium				-0.2121	0.4190	0.0406
				(0.0557)***	(0.0609)***	(0.0618)
				[0.3120]	[0.2948]	[0.3398]
Socioeconomic Characteristics						
Woman	-0.1360	-0.1807	-0.1751	0.0217	-0.0339	-0.0222
	(0.0133)***	(0.0103)***	(0.0089)***	(0.0078)***	(0.0079)***	(0.0067)***
	[0.0169]***	[0.0230]***	[0.0121]***	[0.0325]	[0.0361]	[0.0297]
Age	0.0817	0.0869	0.0813	-0.0329	-0.0238	-0.0187
	(0.0013)***	(0.0024)***	(0.0022)***	(0.0017)***	(0.0017)***	(0.0020)***
	[0.0017]***	[0.0036]***	[0.0039]***	[0.0035]***	[0.0034]***	[0.0037]***
Age Squared	-0.0009	-0.0010	-0.0010	0.0002	0.0002	0.0002
	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***
	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***
Less than High School	-0.1171	-0.1346	-0.1510	-0.0569	-0.0155	0.0250
	(0.0129)***	(0.0199)***	(0.0365)***	(0.0119)***	(0.0202)	(0.0365)
	[0.0135]***	[0.0250]***	[0.0442]***	[0.0182]***	[0.0324]	[0.0542]
Some College	0.0248	0.0245	0.0858	0.0668	-0.0187	-0.0569
	(0.0076)***	(0.0135)*	(0.0165)***	(0.0078)***	(0.0106)*	(0.0134)***
	[0.0095]***	[0.0125]**	[0.0147]***	[0.0133]***	[0.0148]	[0.0291]*
Bachelor's Degree	0.0610	0.0761	0.1623	0.2057	-0.0421	-0.1413
	(0.0116)***	(0.0123)***	(0.0172)***	(0.0090)***	(0.0128)***	(0.0139)***
	[0.0133]***	[0.0154]***	[0.0160]***	[0.0216]***	[0.0515]	[0.0529]***
Advanced Degree	0.0307	0.1318	0.2463	0.2627	-0.1862	-0.2571
	(0.0221)	(0.0181)***	(0.0168)***	(0.0169)***	(0.0129)***	(0.0173)***
	[0.0268]	[0.0234]***	[0.0230]***	[0.0478]***	[0.0916]**	[0.0740]***
Black, non-Hispanic	-0.1067	-0.1342	-0.1611	0.0851	0.1788	0.1430
	(0.0134)***	(0.0206)***	(0.0244)***	(0.0139)***	(0.0150)***	(0.0177)***

	Employment, Lowest Pay Third	Employment, Middle Pay Third	Employment, Highest Pay Third	Occupation Change, Lowest Pay Third	Occupation Change, Middle Pay Third	Occupation Change, Highest Pay Third
	[0.0143]***	[0.0170]***	[0.0175]***	[0.0185]***	[0.0207]***	[0.0203]***
Other, non-Hispanic	-0.0177	-0.0930	-0.0571	-0.0217	0.0862	0.0581
	(0.0215)	(0.0272)***	(0.0167)***	(0.0179)	(0.0207)***	(0.0184)***
	[0.0143]	[0.0197]***	[0.0166]***	[0.0259]	[0.0296]***	[0.0312]*
Hispanic	0.0416	-0.0132	-0.0545	-0.0303	0.0709	0.0948
	(0.0132)***	(0.0124)	(0.0179)***	(0.0126)**	(0.0172)***	(0.0146)***
	[0.0140]***	[0.0167]	[0.0162]***	[0.0153]**	[0.0162]***	[0.0187]***
Non-Metropolitan	0.0090	-0.0026	-0.0329	-0.0394	-0.0665	-0.0449
	(0.0113)	(0.0138)	(0.0132)**	(0.0135)***	(0.0099)***	(0.0193)**
	[0.0110]	[0.0098]	[0.0154]**	[0.0120]***	[0.0165]***	[0.0115]***
Metropolitan Status Not Identified	0.0038	-0.0601	0.0368	-0.0836	-0.0488	-0.0079
	(0.0131)	(0.0092)***	(0.0924)	(0.0403)**	(0.0451)	(0.0872)
	[0.0510]	[0.0463]	[0.0613]	[0.0392]**	[0.0482]	[0.0396]
Household and Spousal Characteristics						
Spouse Employed	0.4268	0.4432	0.3875	-0.0233	-0.0232	0.0175
	(0.0205)***	(0.0269)***	(0.0314)***	(0.0185)	(0.0173)	(0.0192)
	[0.0237]***	[0.0263]***	[0.0325]***	[0.0221]	[0.0243]	[0.0188]
Married or Partnered	-0.1110	-0.1097	-0.0663	-0.0140	-0.0740	0.0196
	(0.0389)***	(0.0394)***	(0.0417)	(0.0292)	(0.0239)***	(0.0286)
	[0.0351]***	[0.0377]***	[0.0423]	[0.0301]	[0.0433]*	[0.0296]
Spouse Occupation Pay	-0.0065	-0.0062	-0.0046	0.0006	0.0016	-0.0026
	(0.0010)***	(0.0009)***	(0.0009)***	(0.0007)	(0.0007)**	(0.0007)***
	[0.0009]***	[0.0009]***	[0.0008]***	[0.0012]	[0.0012]	[0.0007]***
Spouse Industry Demand Shock	-0.0597	-0.0459	0.2712	-0.0859	-0.1551	-0.1613
	(0.1015)	(0.1064)	(0.1037)***	(0.1023)	(0.0871)*	(0.0954)*
	[0.1069]	[0.1259]	[0.1294]**	[0.1065]	[0.0917]*	[0.1056]
Spouse Industry Not Determined	0.0209	-0.1352	-0.1344	-0.0559	-0.0214	-0.0227
	(0.0354)	(0.0274)***	(0.0321)***	(0.0229)**	(0.0187)	(0.0229)
	[0.0303]	[0.0461]***	[0.0268]***	[0.0261]**	[0.0249]	[0.0200]
Spouse Occupation Autonomy	0.0170	0.0067	0.0036	-0.0004	-0.0157	0.0072
	(0.0044)***	(0.0047)	(0.0059)	(0.0036)	(0.0035)***	(0.0032)**
	[0.0046]***	[0.0041]	[0.0063]	[0.0045]	[0.0071]**	[0.0036]**
Spouse Occupation Safety	-0.0186	-0.0075	-0.0079	-0.0022	0.0049	0.0084
	(0.0028)***	(0.0043)*	(0.0046)*	(0.0028)	(0.0025)*	(0.0025)***
	[0.0029]***	[0.0031]**	[0.0037]**	[0.0030]	[0.0033]	[0.0030]***
Spouse Pay Deviation, Recent Six Months	0.0144	-0.1208	0.0561	-0.1301	0.0723	-0.0642

	Employment, Lowest Pay Third	Employment, Middle Pay Third	Employment, Highest Pay Third	Occupation Change, Lowest Pay Third	Occupation Change, Middle Pay Third	Occupation Change, Highest Pay Third
	(0.0653)	(0.0630)*	(0.0580)	(0.0638)**	(0.0486)	(0.0459)
	[0.0701]	[0.0674]*	[0.0622]	[0.0575]**	[0.0631]	[0.0519]
Spouse Pay Deviation, First Six Months	0.0723	0.0897	-0.0138	-0.0288	-0.0261	0.0503
	(0.0681)	(0.0710)	(0.0992)	(0.0569)	(0.0504)	(0.0484)
	[0.0647]	[0.0641]	[0.0719]	[0.0585]	[0.0638]	[0.0480]
Spouse Has No Occupation	0.0243	0.1072	0.0837	0.0411	0.0769	-0.0192
	(0.0302)	(0.0291)***	(0.0336)**	(0.0220)*	(0.0213)***	(0.0234)
	[0.0302]	[0.0495]**	[0.0390]**	[0.0299]	[0.0310]**	[0.0241]
Child Under 6	-0.0711	-0.0416	-0.0122	-0.0204	-0.0526	-0.0203
	(0.0104)***	(0.0156)***	(0.0129)	(0.0107)*	(0.0099)***	(0.0102)**
	[0.0150]***	[0.0179]**	[0.0260]	[0.0108]*	[0.0123]***	[0.0122]*
Child 6 to 12	-0.0065	-0.0005	0.0332	-0.0126	-0.0016	-0.0165
	(0.0098)	(0.0100)	(0.0135)**	(0.0104)	(0.0079)	(0.0094)*
	[0.0096]	[0.0116]	[0.0117]***	[0.0083]	[0.0111]	[0.0111]
Child 13 to 18	-0.0484	0.0069	0.0740	0.0345	0.0248	0.0305
	(0.0088)***	(0.0110)	(0.0128)***	(0.0083)***	(0.0092)***	(0.0085)***
	[0.0100]***	[0.0145]	[0.0124]***	[0.0100]***	[0.0115]**	[0.0082]***
Constant						
Constant	-0.7285	-0.2955	-0.2225	0.6336	0.0737	1.5322
	(0.0507)***	(0.0720)***	(0.0694)***	(0.0692)***	(0.0828)	(0.0690)***
	[0.0915]***	[0.1563]*	[0.1561]	[0.3249]*	[0.3288]	[0.3796]***
Sample						
Observations	563,420	502,592	535,367	486,497	458,796	502,793
Clusters, state and occupation	51 / 158	51 / 196	51 / 131	51 / 158	51 / 196	51 / 131

Notes: Probit coefficients from the model estimated separately by thirds of the 2016-17 mean pay of the origin occupation, computed over the person-level distribution. The variable that defines the groups is not entered within them. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. The marginal effects, with occupation-clustered confidence intervals, are in Figures 8, 9 and 13 to 16. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.

Table OA9. Coefficient Estimates by Industry, Standard Errors Clustered on State and on Occupation.

	Employment, Education	Employment, Health Care	Employment, Leisure and Hospitality	Employment, All Other Industries	Occupation Change, Education	Occupation Change, Health Care	Occupation Change, Leisure and Hospitality	Occupation Change, All Other Industries
State Policies and Mandates								
Mask Mandate, First Six Months	0.0709	0.0930	-0.0697	0.0119	-0.0975	0.0438	-0.0626	-0.0242
	(0.0676)	(0.0666)	(0.0871)	(0.0237)	(0.0575)*	(0.0537)	(0.0656)	(0.0244)
	[0.0556]	[0.0623]	[0.0724]	[0.0243]	[0.0449]**	[0.0513]	[0.0547]	[0.0216]
Mask Mandate, Recent Six Months	-0.0575	-0.1027	-0.1456	-0.0370	0.0412	0.0014	0.0972	-0.0045
	(0.0621)	(0.0570)*	(0.0837)*	(0.0267)	(0.0818)	(0.0473)	(0.0641)	(0.0223)
	[0.0437]	[0.0495]**	[0.0629]**	[0.0225]	[0.0489]	[0.0474]	[0.0731]	[0.0188]
Stay-at-Home Order, First Six Months	-0.0738	0.0859	0.1323	0.0814	0.0380	-0.1002	-0.0678	-0.0230
	(0.1152)	(0.1100)	(0.0997)	(0.0428)*	(0.1020)	(0.0619)	(0.1386)	(0.0293)
	[0.1015]	[0.0777]	[0.0993]	[0.0407]**	[0.1142]	[0.0952]	[0.0994]	[0.0358]
Stay-at-Home Order, Recent Six Months	0.0480	0.0728	-0.0594	-0.0868	-0.0635	-0.1219	-0.2043	0.0162
	(0.0672)	(0.0840)	(0.0926)	(0.0296)***	(0.0936)	(0.0689)*	(0.0878)**	(0.0295)
	[0.0710]	[0.0944]	[0.0956]	[0.0362]**	[0.1140]	[0.0829]	[0.0885]**	[0.0319]
Business Closure, First Six Months	-0.0246	-0.0264	0.1195	-0.0247	-0.0881	0.0102	-0.0834	-0.0439
	(0.0908)	(0.0710)	(0.0921)	(0.0314)	(0.0593)	(0.0524)	(0.0916)	(0.0301)
	[0.0498]	[0.0683]	[0.0812]	[0.0303]	[0.0626]	[0.0514]	[0.0784]	[0.0239]*
Business Closure, Recent Six Months	-0.1230	-0.0922	-0.0780	0.0194	0.0546	-0.0058	0.1439	0.0327
	(0.0836)	(0.0743)	(0.0929)	(0.0329)	(0.0714)	(0.0623)	(0.0743)*	(0.0236)
	[0.0634]*	[0.0644]	[0.0774]	[0.0272]	[0.0619]	[0.0546]	[0.0696]**	[0.0273]
Extended Unemployment Benefits, First Six Months	0.0621	0.0687	0.0438	0.0543	0.1422	-0.0028	0.0680	-0.0085
	(0.0713)	(0.0518)	(0.0614)	(0.0254)**	(0.0512)***	(0.0411)	(0.0716)	(0.0224)
	[0.0582]	[0.0505]	[0.0552]	[0.0223]**	[0.0484]***	[0.0414]	[0.0590]	[0.0188]
Extended Unemployment Benefits, Recent Six Months	-0.0840	0.0123	-0.0353	-0.0186	-0.0304	0.0861	-0.0121	-0.0150
	(0.0726)	(0.0472)	(0.0806)	(0.0269)	(0.0531)	(0.0413)**	(0.0681)	(0.0179)
	[0.0587]	[0.0669]	[0.0627]	[0.0230]	[0.0464]	[0.0456]*	[0.0660]	[0.0233]
School Closure, School Year	-0.0054	-0.0344	-0.3461	-0.0723	0.0872	0.0289	0.0892	0.0058
	(0.0785)	(0.0842)	(0.0988)***	(0.0509)	(0.1047)	(0.1111)	(0.0969)	(0.0383)
	[0.1205]	[0.0884]	[0.0874]***	[0.0378]*	[0.0898]	[0.0874]	[0.1107]	[0.0326]
School Closure, Within Year	-0.5180	-0.1132	-0.1589	-0.0197	0.0823	0.0038	-0.7718	0.0226
	(0.2197)**	(0.1163)	(0.4021)	(0.0273)	(0.1136)	(0.1481)	(0.4048)*	(0.0182)
	[0.1620]***	[0.1528]	[0.5585]	[0.0234]	[0.1801]	[0.1135]	[0.4074]*	[0.0227]
Vaccine Mandate, First Six Months			0.0413	-0.0248			0.0422	-0.0107

	Employment, Education	Employment, Health Care	Employment, Leisure and Hospitality	Employment, All Other Industries	Occupation Change, Education	Occupation Change, Health Care	Occupation Change, Leisure and Hospitality	Occupation Change, All Other Industries
			(0.0489)	(0.0206)			(0.0659)	(0.0152)
			[0.0589]	[0.0221]			[0.0536]	[0.0185]
Vaccine Mandate, Recent Six Months			0.0316	0.0265			-0.0112	0.0211
			(0.0633)	(0.0253)			(0.0520)	(0.0171)
			[0.0562]	[0.0245]			[0.0581]	[0.0181]
Occupational Characteristics								
Autonomy Score	0.0094	0.0340	0.0324	0.0188	0.1549	0.2111	0.0606	0.1844
	(0.0065)	(0.0068)***	(0.0054)***	(0.0020)***	(0.0205)***	(0.0145)***	(0.0329)*	(0.0057)***
	[0.0116]	[0.0084]***	[0.0141]**	[0.0068]***	[0.0587]***	[0.0799]***	[0.0509]	[0.0344]***
Safety Score	-0.0042	-0.0049	-0.0181	-0.0050	0.0080	0.0685	0.0957	0.1005
	(0.0070)	(0.0070)	(0.0047)***	(0.0016)***	(0.0145)	(0.0147)***	(0.0143)***	(0.0032)***
	[0.0140]	[0.0074]	[0.0131]	[0.0041]	[0.0615]	[0.0519]	[0.0364]***	[0.0264]***
Occupation Pay	0.0085	0.0070	0.0038	0.0092	-0.0110	-0.0325	-0.0071	-0.0241
	(0.0015)***	(0.0013)***	(0.0018)**	(0.0005)***	(0.0033)***	(0.0022)***	(0.0057)	(0.0010)***
	[0.0024]***	[0.0015]***	[0.0033]	[0.0013]***	[0.0086]	[0.0104]***	[0.0084]	[0.0055]***
Occupation Pay Deviation, Recent Six Months	0.1740	0.0029	0.0434	0.0076	-0.1062	-0.1140	-0.1435	0.1791
	(0.0939)*	(0.1095)	(0.0783)	(0.0297)	(0.1415)	(0.1080)	(0.1053)	(0.0288)***
	[0.1259]	[0.0913]	[0.0964]	[0.0454]	[0.1506]	[0.1595]	[0.1485]	[0.0554]***
Occupation Pay Deviation, First Six Months	-0.0782	-0.0358	0.0477	0.0426	0.0346	-0.0994	-0.1129	0.0777
	(0.1179)	(0.1105)	(0.1104)	(0.0307)	(0.1644)	(0.1279)	(0.0928)	(0.0344)**
	[0.1403]	[0.1136]	[0.0804]	[0.0451]	[0.1599]	[0.1717]	[0.1353]	[0.0519]
Industry Controls								
Own Industry Demand Shock	34.6602	0.0944	0.8086	0.1131	-6.6334	9.4637	4.8229	0.2912
	(20.2149)*	(12.2409)	(2.6323)	(0.1188)	(9.5694)	(11.7567)	(2.5353)*	(0.0828)***
	[12.5686]***	[15.2514]	[3.1079]	[0.1280]	[17.1690]	[10.6615]	[2.3706]**	[0.1077]***
Outside Options								
Autonomy Gain Available					0.1870	0.1235	0.0863	0.1475
					(0.0214)***	(0.0198)***	(0.0377)**	(0.0065)***
					[0.0706]***	[0.1083]	[0.0526]	[0.0464]***
Safety Gain Available					-0.0741	-0.0361	0.1055	0.0786
					(0.0173)***	(0.0184)*	(0.0153)***	(0.0044)***
					[0.0866]	[0.0647]	[0.0447]**	[0.0355]**
Pay Gap					-0.0164	-0.0058	-0.0104	-0.0122
					(0.0044)***	(0.0028)**	(0.0061)*	(0.0014)***

	Employment, Education	Employment, Health Care	Employment, Leisure and Hospitality	Employment, All Other Industries	Occupation Change, Education	Occupation Change, Health Care	Occupation Change, Leisure and Hospitality	Occupation Change, All Other Industries
					[0.0097]*	[0.0134]	[0.0097]	[0.0090]
Pay Deviation Gain					-0.5421	-0.5090	-0.3698	0.5811
					(0.2975)*	(0.1985)**	(0.2110)*	(0.0597)***
					[0.4512]	[0.3792]	[0.3146]	[0.2033]***
Switcher Wage Premium					0.1613	0.4365	-0.1880	0.0794
					(0.1226)	(0.1071)***	(0.0865)**	(0.0393)**
					[0.3887]	[0.2953]	[0.1877]	[0.1893]
Industry								
Construction				-0.0169				-0.4308
				(0.0492)				(0.0440)***
				[0.0453]				[0.0506]***
Manufacturing				0.0771				-0.0595
				(0.0493)				(0.0432)
				[0.0404]*				[0.0412]
Trade				0.0195				-0.0428
				(0.0484)				(0.0449)
				[0.0437]				[0.0612]
Transportation, Warehousing and Utilities				0.0275				-0.2515
				(0.0465)				(0.0441)***
				[0.0430]				[0.0588]***
Information				-0.0213				-0.0504
				(0.0495)				(0.0477)
				[0.0434]				[0.0602]
Finance				0.0890				-0.3149
				(0.0481)*				(0.0445)***
				[0.0494]*				[0.0597]***
Professional and Business Services				-0.0114				-0.2416
				(0.0455)				(0.0450)***
				[0.0442]				[0.0534]***
Education and Health				-0.0196				-0.1295
				(0.0504)				(0.0443)***
				[0.0540]				[0.0851]

	Employment, Education	Employment, Health Care	Employment, Leisure and Hospitality	Employment, All Other Industries	Occupation Change, Education	Occupation Change, Health Care	Occupation Change, Leisure and Hospitality	Occupation Change, All Other Industries
Other Services				0.0040				-0.3492
				(0.0484)				(0.0444)***
				[0.0500]				[0.0773]***
Public Administration				0.1286				-0.2876
				(0.0441)***				(0.0437)***
				[0.0387]***				[0.0509]***
Agriculture				-0.0996				-0.4989
				(0.0487)**				(0.0435)***
				[0.0507]**				[0.1293]***
Socioeconomic Characteristics								
Woman	-0.1549	-0.1154	-0.1271	-0.1946	-0.0172	-0.0554	0.0135	-0.0059
	(0.0198)***	(0.0226)***	(0.0171)***	(0.0102)***	(0.0173)	(0.0156)***	(0.0142)	(0.0063)
	[0.0296]***	[0.0224]***	[0.0201]***	[0.0142]***	[0.0301]	[0.0396]	[0.0245]	[0.0188]
Age	0.1182	0.0878	0.0792	0.0837	-0.0531	-0.0217	-0.0367	-0.0250
	(0.0039)***	(0.0035)***	(0.0028)***	(0.0014)***	(0.0030)***	(0.0030)***	(0.0042)***	(0.0014)***
	[0.0045]***	[0.0033]***	[0.0034]***	[0.0017]***	[0.0060]***	[0.0036]***	[0.0064]***	[0.0025]***
Age Squared	-0.0013	-0.0010	-0.0009	-0.0010	0.0005	0.0002	0.0003	0.0002
	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***	(0.0000)***
	[0.0000]***	[0.0000]***	[0.0000]***	[0.0000]***	[0.0001]***	[0.0000]***	[0.0001]***	[0.0000]***
Less than High School	-0.1985	-0.1301	-0.0843	-0.1136	0.1361	-0.0438	-0.1061	-0.0356
	(0.0679)***	(0.0474)***	(0.0242)***	(0.0114)***	(0.0629)**	(0.0401)	(0.0254)***	(0.0127)***
	[0.0481]***	[0.0394]***	[0.0209]***	[0.0133]***	[0.0529]**	[0.0672]	[0.0270]***	[0.0214]*
Some College	-0.0916	0.1131	0.0055	0.0272	0.0950	-0.0259	0.0832	0.0209
	(0.0276)***	(0.0178)***	(0.0151)	(0.0071)***	(0.0299)***	(0.0218)	(0.0156)***	(0.0083)**
	[0.0353]***	[0.0230]***	[0.0186]	[0.0080]***	[0.0355]***	[0.0337]	[0.0199]***	[0.0126]*
Bachelor's Degree	0.0116	0.1163	0.0523	0.1002	-0.0913	-0.0074	0.1454	0.0401
	(0.0305)	(0.0246)***	(0.0253)**	(0.0098)***	(0.0299)***	(0.0240)	(0.0196)***	(0.0080)***
	[0.0313]	[0.0258]***	[0.0318]*	[0.0102]***	[0.1195]	[0.1051]	[0.0285]***	[0.0245]
Advanced Degree	0.1309	0.2557	0.1038	0.1175	-0.2998	0.0195	0.1436	-0.0124
	(0.0341)***	(0.0282)***	(0.0366)***	(0.0130)***	(0.0260)***	(0.0301)	(0.0299)***	(0.0112)
	[0.0339]***	[0.0384]***	[0.0391]***	[0.0172]***	[0.1114]***	[0.0936]	[0.0510]***	[0.0530]
Black, non-Hispanic	-0.0643	-0.0748	-0.1332	-0.1544	0.1796	0.1214	0.1009	0.1227
	(0.0309)**	(0.0230)***	(0.0246)***	(0.0156)***	(0.0218)***	(0.0213)***	(0.0296)***	(0.0138)***
	[0.0261]**	[0.0226]***	[0.0264]***	[0.0118]***	[0.0283]***	[0.0419]***	[0.0293]***	[0.0138]***

	Employment, Education	Employment, Health Care	Employment, Leisure and Hospitality	Employment, All Other Industries	Occupation Change, Education	Occupation Change, Health Care	Occupation Change, Leisure and Hospitality	Occupation Change, All Other Industries
Other, non-Hispanic	-0.1294	0.0046	0.0024	-0.0505	0.1017	-0.0111	-0.0756	0.0198
	(0.0356)***	(0.0330)	(0.0236)	(0.0183)***	(0.0421)**	(0.0265)	(0.0285)***	(0.0136)
	[0.0286]***	[0.0244]	[0.0246]	[0.0124]***	[0.0634]	[0.0232]	[0.0256]***	[0.0263]
Hispanic	0.0038	-0.0239	0.0912	-0.0048	0.0822	0.0507	-0.0369	0.0468
	(0.0303)	(0.0277)	(0.0316)***	(0.0100)	(0.0252)***	(0.0226)**	(0.0233)	(0.0096)***
	[0.0268]	[0.0288]	[0.0346]***	[0.0131]	[0.0242]***	[0.0271]*	[0.0213]*	[0.0135]***
Non-Metropolitan	0.0083	-0.0265	-0.0154	0.0046	-0.0659	-0.0416	-0.0088	-0.0462
	(0.0212)	(0.0202)	(0.0239)	(0.0098)	(0.0248)***	(0.0201)**	(0.0237)	(0.0116)***
	[0.0182]	[0.0216]	[0.0170]	[0.0102]	[0.0145]***	[0.0161]***	[0.0199]	[0.0083]***
Metropolitan Status Not Identified	-0.0191	-0.1266	0.0478	0.0028	-0.1204	-0.0998	0.1610	-0.0289
	(0.0544)	(0.0478)***	(0.0487)	(0.0359)	(0.0723)*	(0.1045)	(0.0726)**	(0.0582)
	[0.1040]	[0.0822]	[0.0949]	[0.0348]	[0.0692]*	[0.0790]	[0.1048]	[0.0287]
Household and Spousal Characteristics								
vax_m_ed_s6e	0.1314				0.0644			
	(0.0682)*				(0.0723)			
	[0.0537]**				[0.0771]			
vax_m_ed_s6l	-0.1142				-0.0320			
	(0.0630)*				(0.0673)			
	[0.0722]				[0.0608]			
Spouse Employed	0.5024	0.3218	0.5423	0.4137	-0.0810	0.0484	-0.0104	-0.0009
	(0.0594)***	(0.0448)***	(0.0559)***	(0.0195)***	(0.0367)**	(0.0381)	(0.0475)	(0.0106)
	[0.0491]***	[0.0362]***	[0.0452]***	[0.0190]***	[0.0372]**	[0.0335]	[0.0655]	[0.0150]
Married or Partnered	-0.1307	-0.0583	-0.2183	-0.1076	0.0434	0.0530	-0.0961	-0.0103
	(0.0773)*	(0.0534)	(0.0817)***	(0.0231)***	(0.0480)	(0.0557)	(0.0730)	(0.0172)
	[0.0745]*	[0.0502]	[0.0563]***	[0.0252]***	[0.0616]	[0.0451]	[0.0656]	[0.0260]
Spouse Occupation Pay	-0.0078	-0.0050	-0.0069	-0.0048	-0.0009	-0.0046	0.0028	-0.0008
	(0.0015)***	(0.0013)***	(0.0019)***	(0.0006)***	(0.0012)	(0.0013)***	(0.0016)*	(0.0006)
	[0.0013]***	[0.0013]***	[0.0014]***	[0.0006]***	[0.0013]	[0.0010]***	[0.0023]	[0.0007]
Spouse Industry Demand Shock	-0.0996	0.3051	-0.0762	-0.0674	0.0890	-0.2419	0.0816	-0.0921
	(0.2169)	(0.1961)	(0.1371)	(0.0889)	(0.2124)	(0.1933)	(0.1715)	(0.0753)
	[0.2094]	[0.1967]	[0.1860]	[0.0918]	[0.2142]	[0.1785]	[0.1624]	[0.0786]
Spouse Industry Not Determined	-0.1745	-0.1713	0.0548	-0.0790	-0.0811	0.0019	-0.0814	-0.0225
	(0.0465)***	(0.0564)***	(0.0542)	(0.0234)***	(0.0495)	(0.0392)	(0.0560)	(0.0141)
	[0.0390]***	[0.0388]***	[0.0441]	[0.0295]***	[0.0444]*	[0.0408]	[0.0589]	[0.0157]
Spouse Occupation Autonomy	0.0113	-0.0044	0.0100	0.0132	0.0045	0.0224	-0.0101	-0.0020

	Employment, Education	Employment, Health Care	Employment, Leisure and Hospitality	Employment, All Other Industries	Occupation Change, Education	Occupation Change, Health Care	Occupation Change, Leisure and Hospitality	Occupation Change, All Other Industries
	(0.0062)*	(0.0089)	(0.0085)	(0.0037)***	(0.0069)	(0.0052)***	(0.0082)	(0.0024)
	[0.0063]*	[0.0076]	[0.0083]	[0.0034]***	[0.0079]	[0.0054]***	[0.0079]	[0.0038]
Spouse Occupation Safety	-0.0118	-0.0057	-0.0207	-0.0144	0.0096	0.0116	-0.0019	0.0009
	(0.0065)*	(0.0054)	(0.0085)**	(0.0028)***	(0.0051)*	(0.0037)***	(0.0077)	(0.0019)
	[0.0067]*	[0.0051]	[0.0067]***	[0.0024]***	[0.0056]*	[0.0046]**	[0.0066]	[0.0024]
Spouse Pay Deviation, Recent Six Months	-0.1036	0.2258	0.0400	-0.0439	0.0760	-0.1337	-0.2619	-0.0166
	(0.1284)	(0.1233)*	(0.1462)	(0.0388)	(0.1282)	(0.0995)	(0.1076)**	(0.0322)
	[0.1345]	[0.0930]**	[0.1249]	[0.0493]	[0.1045]	[0.1018]	[0.0999]***	[0.0372]
Spouse Pay Deviation, First Six Months	0.0233	-0.1774	-0.1302	0.1251	0.0652	0.0710	-0.0393	-0.0291
	(0.1236)	(0.1223)	(0.1233)	(0.0493)**	(0.0989)	(0.1057)	(0.1344)	(0.0399)
	[0.1072]	[0.1113]	[0.1267]	[0.0461]***	[0.1146]	[0.0923]	[0.1486]	[0.0372]
Spouse Has No Occupation	0.0798	0.0401	0.0568	0.1078	0.0591	-0.1124	0.1664	0.0077
	(0.0655)	(0.0500)	(0.0639)	(0.0212)***	(0.0463)	(0.0401)***	(0.0520)***	(0.0179)
	[0.0561]	[0.0496]	[0.0547]	[0.0284]***	[0.0514]	[0.0394]***	[0.0683]**	[0.0202]
Child Under 6	-0.0531	-0.1287	-0.0927	-0.0224	-0.0243	-0.0788	-0.0448	-0.0327
	(0.0246)**	(0.0248)***	(0.0234)***	(0.0094)**	(0.0213)	(0.0166)***	(0.0224)**	(0.0088)***
	[0.0237]**	[0.0268]***	[0.0234]***	[0.0124]*	[0.0208]	[0.0157]***	[0.0225]**	[0.0074]***
Child 6 to 12	0.0045	-0.0237	-0.0029	0.0088	-0.0244	0.0086	-0.0043	-0.0081
	(0.0236)	(0.0189)	(0.0204)	(0.0077)	(0.0176)	(0.0186)	(0.0206)	(0.0060)
	[0.0201]	[0.0207]	[0.0180]	[0.0078]	[0.0230]	[0.0172]	[0.0130]	[0.0065]
Child 13 to 18	-0.0158	0.0249	-0.0822	-0.0058	-0.0106	0.0288	0.0377	0.0480
	(0.0179)	(0.0206)	(0.0153)***	(0.0071)	(0.0145)	(0.0178)	(0.0199)*	(0.0055)***
	[0.0252]	[0.0257]	[0.0160]***	[0.0105]	[0.0153]	[0.0170]*	[0.0242]	[0.0065]***
vax_m_hc_s6e		-0.0929				0.0358		
		(0.0676)				(0.0365)		
		[0.0489]*				[0.0542]		
vax_m_hc_s6l		0.0010				-0.0189		
		(0.0557)				(0.0457)		
		[0.0525]				[0.0515]		
Constant								
Constant	-1.6245	-0.3176	-0.2682	-0.3741	0.9196	0.7962	0.4406	1.0199
	(0.3770)***	(0.2586)	(0.1036)***	(0.0600)***	(0.1884)***	(0.2269)***	(0.1827)**	(0.0629)***
	[0.2562]***	[0.3068]	[0.1214]**	[0.0688]***	[0.3988]**	[0.3747]**	[0.2420]*	[0.1605]***
Sample								
Observations	148,602	178,692	111,847	1,079,755	135,245	164,588	94,839	980,767

	Employment, Education	Employment, Health Care	Employment, Leisure and Hospitality	Employment, All Other Industries	Occupation Change, Education	Occupation Change, Health Care	Occupation Change, Leisure and Hospitality	Occupation Change, All Other Industries
Clusters, state and occupation	51 / 347	51 / 355	51 / 359	51 / 470	51 / 342	51 / 350	51 / 351	51 / 470

Notes: Probit coefficients from the model estimated separately by industry: education, health care, leisure and hospitality, and all other industries. The variable that defines the groups is not entered within them. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. The marginal effects, with occupation-clustered confidence intervals, are in Figures 8, 9 and 13 to 16. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.

Table OA10. Coefficient Estimates for the Period Model with the Outside Options Fixed at Pre-2020 Values, Standard Errors Clustered on State and on Occupation.

	Employment	Occupation Change
State Policies and Mandates		
Mask Mandate, First Six Months	0.0161	-0.0270
	(0.0228)	(0.0245)
	[0.0198]	[0.0174]
Mask Mandate, Recent Six Months	-0.0665	0.0110
	(0.0218)***	(0.0205)
	[0.0174]***	[0.0152]
Stay-at-Home Order, First Six Months	0.0850	-0.0435
	(0.0339)**	(0.0275)
	[0.0325]***	[0.0271]
Stay-at-Home Order, Recent Six Months	-0.0447	-0.0266
	(0.0262)*	(0.0231)
	[0.0281]	[0.0263]
Business Closure, First Six Months	-0.0019	-0.0365
	(0.0321)	(0.0287)
	[0.0234]	[0.0184]**
Business Closure, Recent Six Months	-0.0079	0.0433
	(0.0261)	(0.0225)*
	[0.0216]	[0.0208]**
Vaccine Mandate, First Six Months	-0.0218	-0.0014
	(0.0182)	(0.0153)
	[0.0178]	[0.0158]

	Employment	Occupation Change
Vaccine Mandate, Recent Six Months	0.0184	0.0153
	(0.0192)	(0.0122)
	[0.0200]	[0.0158]
Extended Unemployment Benefits, First Six Months	0.0672	0.0130
	(0.0240)***	(0.0184)
	[0.0178]***	[0.0160]
Extended Unemployment Benefits, Recent Six Months	-0.0287	-0.0085
	(0.0238)	(0.0152)
	[0.0197]	[0.0180]
School Closure, School Year	-0.1118	0.0379
	(0.0451)**	(0.0345)
	[0.0318]***	[0.0296]
School Closure, Within Year	-0.0510	0.0194
	(0.0417)	(0.0518)
	[0.0453]	[0.0687]
Occupational Characteristics		
Autonomy Score	0.0205	0.1101
	(0.0040)***	(0.0110)***
	[0.0120]*	[0.0592]*
Safety Score	-0.0378	0.0431
	(0.0076)***	(0.0129)***
	[0.0145]***	[0.0652]
Occupation Pay	0.0121	-0.0189
	(0.0007)***	(0.0013)***
	[0.0012]***	[0.0065]***
Occupation Pay Deviation, Recent Six Months	-0.0670	0.1665
	(0.0519)	(0.0463)***
	[0.0586]	[0.0845]**
Occupation Pay Deviation, First Six Months	-0.1069	-0.0100
	(0.0622)*	(0.0509)
	[0.0639]*	[0.0653]
Industry Controls		
Industry Pay	0.0026	0.0270
	(0.0025)	(0.0027)***
	[0.0030]	[0.0071]***

	Employment	Occupation Change
Industry Pay Deviation	-0.0667	0.1211
	(0.1167)	(0.1169)
	[0.1830]	[0.1268]
Own Industry Demand Shock	0.1309	0.1055
	(0.0587)**	(0.0507)**
	[0.0469]***	[0.0547]*
Outside Options		
Autonomy Gain Available		0.1234
		(0.0101)***
		[0.0584]**
Safety Gain Available		0.0347
		(0.0087)***
		[0.0509]
Pay Gap		-0.0026
		(0.0018)
		[0.0101]
Pay Deviation Gain		0.2845
		(0.1153)**
		[0.3603]
Switcher Wage Premium		-0.2211
		(0.0546)***
		[0.2163]
Quality Interacted with Period		
During × Autonomy Score	0.0329	-0.0233
	(0.0046)***	(0.0128)*
	[0.0092]***	[0.0132]*
Post × Autonomy Score	0.0113	-0.0072
	(0.0051)**	(0.0128)
	[0.0057]**	[0.0181]
During × Safety Score	0.0084	-0.0234
	(0.0043)**	(0.0089)***
	[0.0058]	[0.0087]***
Post × Safety Score	-0.0011	-0.0152
	(0.0041)	(0.0082)*
	[0.0037]	[0.0103]

	Employment	Occupation Change
Occupation Pay Interacted with Period		
During × Occupation Pay	0.0007	0.0013
	(0.0010)	(0.0019)
	[0.0014]	[0.0024]
Post × Occupation Pay	-0.0015	-0.0033
	(0.0010)	(0.0019)*
	[0.0012]	[0.0029]
During × Occupation Pay Deviation, Recent Six Months	0.1896	-0.2351
	(0.0660)***	(0.0685)***
	[0.0834]**	[0.1337]*
Post × Occupation Pay Deviation, Recent Six Months	0.1418	-0.3306
	(0.0723)**	(0.0661)***
	[0.0784]*	[0.1323]**
During × Occupation Pay Deviation, First Six Months	0.2707	-0.1186
	(0.0689)***	(0.0589)**
	[0.0871]***	[0.0988]
Post × Occupation Pay Deviation, First Six Months	0.1169	-0.1745
	(0.0849)	(0.0713)**
	[0.0885]	[0.1201]
Outside Options Interacted with Period		
During × Autonomy Gain Available		-0.0125
		(0.0160)
		[0.0148]
Post × Autonomy Gain Available		-0.0023
		(0.0160)
		[0.0223]
During × Safety Gain Available		-0.0306
		(0.0110)***
		[0.0113]***
Post × Safety Gain Available		-0.0145
		(0.0103)
		[0.0135]

	Employment	Occupation Change
During × Pay Gap		0.0010
		(0.0026)
		[0.0031]
Post × Pay Gap		-0.0019
		(0.0026)
		[0.0038]
During × Pay Deviation Gain		-0.5069
		(0.1453)***
		[0.2073]**
Post × Pay Deviation Gain		-0.5380
		(0.1549)***
		[0.2452]**
During × Switcher Wage Premium		-0.0238
		(0.0742)
		[0.0885]
Post × Switcher Wage Premium		-0.1174
		(0.0821)
		[0.0853]
Education and Race Interacted with Period		
Less than High School × During	0.0207	0.0277
	(0.0218)	(0.0191)
	[0.0267]	[0.0197]
Less than High School × Post	0.0152	-0.0256
	(0.0196)	(0.0189)
	[0.0284]	[0.0236]
Some College × During	-0.0071	0.0010
	(0.0129)	(0.0116)
	[0.0123]	[0.0109]
Some College × Post	0.0068	-0.0202
	(0.0167)	(0.0138)
	[0.0138]	[0.0126]
Bachelor's Degree × During	-0.0033	-0.0074
	(0.0159)	(0.0130)
	[0.0168]	[0.0134]
Bachelor's Degree × Post	0.0273	-0.0138

	Employment	Occupation Change
	(0.0175)	(0.0139)
	[0.0176]	[0.0165]
Advanced Degree × During	0.0722	0.0198
	(0.0203)***	(0.0180)
	[0.0217]***	[0.0189]
Advanced Degree × Post	0.0369	0.0225
	(0.0207)*	(0.0168)
	[0.0222]*	[0.0208]
Black, non-Hispanic × During	-0.0158	-0.0261
	(0.0193)	(0.0154)*
	[0.0177]	[0.0149]*
Black, non-Hispanic × Post	0.0276	-0.0123
	(0.0243)	(0.0204)
	[0.0175]	[0.0154]
Other, non-Hispanic × During	0.0080	0.0099
	(0.0236)	(0.0177)
	[0.0202]	[0.0166]
Other, non-Hispanic × Post	0.0272	0.0021
	(0.0261)	(0.0175)
	[0.0211]	[0.0186]
Hispanic × During	-0.0298	-0.0134
	(0.0195)	(0.0166)
	[0.0168]*	[0.0148]
Hispanic × Post	0.0053	-0.0076
	(0.0252)	(0.0219)
	[0.0179]	[0.0140]
Quality Interacted with Occupation Pay		
Autonomy Score × Occupation Pay	-0.0010	0.0019
	(0.0002)***	(0.0002)***
	[0.0004]***	[0.0011]*
Autonomy Score × Occupation Pay Deviation, Recent Six Months	0.0091	-0.0084
	(0.0163)	(0.0147)
	[0.0170]	[0.0370]
Autonomy Score × Occupation Pay Deviation, First Six Months	-0.0036	0.0406

	Employment	Occupation Change
	(0.0180)	(0.0124)***
	[0.0202]	[0.0356]
Safety Score × Occupation Pay	0.0008	0.0010
	(0.0003)***	(0.0003)***
	[0.0005]*	[0.0016]
Safety Score × Occupation Pay Deviation, Recent Six Months	-0.0075	-0.0509
	(0.0150)	(0.0123)***
	[0.0203]	[0.0357]
Safety Score × Occupation Pay Deviation, First Six Months	0.0082	-0.0145
	(0.0179)	(0.0154)
	[0.0216]	[0.0320]
Autonomy Interacted with Safety		
Autonomy Score × Safety Score	-0.0090	-0.0017
	(0.0015)***	(0.0014)
	[0.0027]***	[0.0083]
Quality Interacted with State Policies		
Autonomy Score × Mask Mandate, First Six Months	0.0030	0.0011
	(0.0073)	(0.0078)
	[0.0066]	[0.0069]
Autonomy Score × Mask Mandate, Recent Six Months	0.0035	-0.0014
	(0.0076)	(0.0087)
	[0.0073]	[0.0066]
Autonomy Score × Stay-at-Home Order, First Six Months	-0.0316	0.0421
	(0.0148)**	(0.0080)***
	[0.0148]**	[0.0129]***
Autonomy Score × Stay-at-Home Order, Recent Six Months	0.0359	0.0026
	(0.0101)***	(0.0109)
	[0.0128]***	[0.0131]
Autonomy Score × Business Closure, First Six Months	0.0009	-0.0086
	(0.0091)	(0.0088)
	[0.0106]	[0.0077]

	Employment	Occupation Change
Autonomy Score × Business Closure, Recent Six Months	0.0067	0.0046
	(0.0089)	(0.0096)
	[0.0106]	[0.0087]
Autonomy Score × Vaccine Mandate, First Six Months	-0.0134	0.0021
	(0.0081)*	(0.0044)
	[0.0072]*	[0.0077]
Autonomy Score × Vaccine Mandate, Recent Six Months	0.0019	-0.0015
	(0.0071)	(0.0063)
	[0.0083]	[0.0069]
Autonomy Score × Extended Unemployment Benefits, First Six Months	-0.0095	-0.0099
	(0.0092)	(0.0073)
	[0.0073]	[0.0055]*
Autonomy Score × Extended Unemployment Benefits, Recent Six Months	0.0110	-0.0059
	(0.0060)*	(0.0070)
	[0.0073]	[0.0069]
Autonomy Score × School Closure, School Year	0.0332	-0.0115
	(0.0134)**	(0.0136)
	[0.0133]**	[0.0153]
Autonomy Score × School Closure, Within Year	-0.0254	0.0032
	(0.0049)***	(0.0046)
	[0.0066]***	[0.0045]
Safety Score × Mask Mandate, First Six Months	-0.0019	-0.0009
	(0.0089)	(0.0080)
	[0.0082]	[0.0088]
Safety Score × Mask Mandate, Recent Six Months	0.0064	-0.0067
	(0.0085)	(0.0074)
	[0.0076]	[0.0079]
Safety Score × Stay-at-Home Order, First Six Months	-0.0064	0.0069
	(0.0115)	(0.0157)

	Employment	Occupation Change
	[0.0156]	[0.0137]
Safety Score × Stay-at-Home Order, Recent Six Months	0.0088	-0.0021
	(0.0106)	(0.0158)
	[0.0153]	[0.0129]
Safety Score × Business Closure, First Six Months	-0.0210	-0.0144
	(0.0100)**	(0.0113)
	[0.0111]*	[0.0102]
Safety Score × Business Closure, Recent Six Months	0.0075	-0.0056
	(0.0095)	(0.0093)
	[0.0105]	[0.0095]
Safety Score × Vaccine Mandate, First Six Months	0.0004	-0.0009
	(0.0080)	(0.0052)
	[0.0100]	[0.0082]
Safety Score × Vaccine Mandate, Recent Six Months	0.0021	-0.0070
	(0.0096)	(0.0071)
	[0.0094]	[0.0069]
Safety Score × Extended Unemployment Benefits, First Six Months	-0.0010	-0.0001
	(0.0069)	(0.0085)
	[0.0086]	[0.0068]
Safety Score × Extended Unemployment Benefits, Recent Six Months	-0.0070	0.0160
	(0.0078)	(0.0072)**
	[0.0082]	[0.0081]**
Safety Score × School Closure, School Year	0.0315	-0.0061
	(0.0159)**	(0.0139)
	[0.0146]**	[0.0162]
Safety Score × School Closure, Within Year	-0.0057	-0.0020
	(0.0051)	(0.0045)
	[0.0068]	[0.0050]
Gender Interacted with Children		
Woman × Child Under 6	-0.3627	-0.0087
	(0.0146)***	(0.0103)

	Employment	Occupation Change
	[0.0161]***	[0.0151]
Woman × Child 6 to 12	-0.1442	-0.0084
	(0.0128)***	(0.0098)
	[0.0124]***	[0.0116]
Woman × Child 13 to 18	-0.0681	-0.0083
	(0.0123)***	(0.0081)
	[0.0128]***	[0.0112]
Industry		
Construction	0.0151	-0.1941
	(0.0289)	(0.0299)***
	[0.0322]	[0.0642]***
Manufacturing	0.1231	0.1351
	(0.0313)***	(0.0307)***
	[0.0267]***	[0.0493]***
Trade	0.0972	0.3287
	(0.0240)***	(0.0259)***
	[0.0342]***	[0.1058]***
Transportation, Warehousing and Utilities	0.0705	-0.0772
	(0.0296)**	(0.0316)**
	[0.0310]**	[0.0692]
Information	0.0221	0.0534
	(0.0389)	(0.0401)
	[0.0353]	[0.0568]
Finance	0.1365	-0.2065
	(0.0358)***	(0.0370)***
	[0.0404]***	[0.0559]***
Professional and Business Services	0.0421	-0.1445
	(0.0329)	(0.0378)***
	[0.0353]	[0.0493]***
Education and Health	0.1047	-0.1737
	(0.0292)***	(0.0293)***
	[0.0318]***	[0.0753]**
Leisure and Hospitality	0.0328	0.2148
	(0.0293)	(0.0335)***
	[0.0484]	[0.1414]
Other Services	0.0706	0.0034

	Employment	Occupation Change
	(0.0236)***	(0.0278)
	[0.0414]*	[0.1044]
Public Administration	0.1571	-0.2518
	(0.0378)***	(0.0418)***
	[0.0323]***	[0.0488]***
Socioeconomic Characteristics		
Woman	-0.0941	-0.0069
	(0.0081)***	(0.0049)
	[0.0117]***	[0.0166]
Age	0.0862	-0.0282
	(0.0013)***	(0.0013)***
	[0.0014]***	[0.0023]***
Age Squared	-0.0010	0.0002
	(0.0000)***	(0.0000)***
	[0.0000]***	[0.0000]***
Less than High School	-0.1268	-0.0472
	(0.0151)***	(0.0114)***
	[0.0205]***	[0.0212]**
Some College	0.0291	0.0363
	(0.0103)***	(0.0107)***
	[0.0101]***	[0.0139]***
Bachelor's Degree	0.0788	0.0204
	(0.0144)***	(0.0112)*
	[0.0136]***	[0.0323]
Advanced Degree	0.0992	-0.1084
	(0.0166)***	(0.0156)***
	[0.0179]***	[0.0511]**
Black, non-Hispanic	-0.1327	0.1455
	(0.0185)***	(0.0157)***
	[0.0137]***	[0.0152]***
Other, non-Hispanic	-0.0599	0.0141
	(0.0177)***	(0.0152)
	[0.0140]***	[0.0218]
Hispanic	0.0143	0.0498
	(0.0153)	(0.0120)***
	[0.0154]	[0.0152]***

	Employment	Occupation Change
Non-Metropolitan	-0.0008	-0.0470
	(0.0083)	(0.0114)***
	[0.0073]	[0.0066]***
Metropolitan Status Not Identified	-0.0124	-0.0397
	(0.0282)	(0.0496)
	[0.0312]	[0.0249]
Household and Spousal Characteristics		
Spouse Employed	0.4314	-0.0083
	(0.0155)***	(0.0074)
	[0.0157]***	[0.0129]
Married or Partnered	-0.1251	-0.0072
	(0.0231)***	(0.0141)
	[0.0207]***	[0.0206]
Spouse Occupation Pay	-0.0051	-0.0009
	(0.0006)***	(0.0004)**
	[0.0005]***	[0.0006]
Spouse Industry Demand Shock	0.0351	-0.0701
	(0.0629)	(0.0648)
	[0.0681]	[0.0593]
Spouse Industry Not Determined	-0.0867	-0.0342
	(0.0224)***	(0.0104)***
	[0.0231]***	[0.0141]**
Spouse Occupation Autonomy	0.0102	-0.0003
	(0.0030)***	(0.0020)
	[0.0029]***	[0.0030]
Spouse Occupation Safety	-0.0104	0.0032
	(0.0021)***	(0.0014)**
	[0.0019]***	[0.0020]
Spouse Pay Deviation, Recent Six Months	-0.0212	-0.0368
	(0.0362)	(0.0277)
	[0.0405]	[0.0350]
Spouse Pay Deviation, First Six Months	0.0487	0.0018
	(0.0415)	(0.0331)
	[0.0388]	[0.0333]
Spouse Has No Occupation	0.0827	0.0174
	(0.0192)***	(0.0132)

	Employment	Occupation Change
	[0.0230]***	[0.0174]
Child Under 6	0.1611	-0.0313
	(0.0112)***	(0.0081)***
	[0.0123]***	[0.0085]***
Child 6 to 12	0.0835	-0.0053
	(0.0097)***	(0.0058)
	[0.0095]***	[0.0069]
Child 13 to 18	0.0228	0.0428
	(0.0081)***	(0.0064)***
	[0.0106]**	[0.0072]***
Constant		
Constant	-0.6572	-0.0207
	(0.0622)***	(0.0646)
	[0.0915]***	[0.3027]
Sample		
Observations	1,601,211	1,447,930
Clusters, state and occupation	51 / 470	51 / 470

Notes: Probit coefficients from the period model of Table OA2 with each outside-option measure replaced by its mean over records employed at both dates in the period before March 2020 that share the same origin occupation. Records whose origin occupation has no such records, 168 in all and 156 of them employed at both dates, are dropped. The outside options enter only the occupation change equation, so the employment column differs from Table OA2 only through the dropped records. Standard errors clustered on state are in parentheses and standard errors clustered on occupation are in brackets. The coefficients are identical under the two clusterings and only the standard errors differ. Stars beside each standard error denote the significance of the coefficient under that clustering at the ten, five and one percent levels. The last row gives the number of state clusters and the number of occupation clusters. Interactions with period are relative to the period before March 2020. State and year-month fixed effects are included and not shown, and the main effects of the periods are absorbed by them. A higher safety score denotes less exposure. The omitted categories are mining for industry, high school graduate for education, white non-Hispanic for race and ethnicity and metropolitan for metropolitan status. Agriculture is dropped because it is collinear with the industry pay terms, which are controls and are not interpreted because both are constant within industry.