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DP17987

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Andrew Caplin, Victoria Gregory, Eungik Lee, Soren  
Leth-Petersen and Johan Sæverud

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Discussion Paper DP17987  
Published 15 March 2023  
Submitted 03 March 2023

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# SUBJECTIVE EARNINGS RISK

## Abstract

Earnings risk is central to economic analysis. While this risk is essentially subjective, it is typically inferred from administrative data. Following the lead of Dominitz and Manski (1997), we introduce a survey instrument to measure subjective earnings risk. We pay particular attention to the expected impact of job transitions on earnings. A link with administrative data provides multiple credibility checks. It also shows subjective earnings risk to be far lower than its administratively-estimated counterpart. This divergence arises because expected earnings growth is heterogeneous, even within narrow demographic and earnings cells. We calibrate a life-cycle model of search and matching to administrative data and compare the model-implied expectations with our survey instrument. This calibration produces far higher estimates of individual earnings risk than do our subjective expectations, regardless of age, earnings, and whether or not workers switch jobs. This divergence highlights the need for survey-based measures of subjective earnings risk.

JEL Classification: D31, D84, E24, J31

Keywords: N/A

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### Acknowledgements

We are grateful for financial support from Center for Economic Behavior and Inequality, CEBI, a center of excellence at the University of Copenhagen financed by grant DNRF134 from the Danish National Research Foundation. Caplin thanks the Alfred P. Sloan Foundation and the NOMIS Foundation for their support for the broader research program on the cognitive foundations of economic behavior and acknowledges support for this research from Sloan Foundation Grant 2015-14209. The views expressed herein are solely those of the authors and do not necessarily reflect those of the Federal Reserve Bank of St. Louis or the Federal Reserve System.

# Subjective Earnings Risk\*

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## Abstract

Earnings risk is central to economic analysis. While this risk is essentially subjective, it is typically inferred from administrative data. Following the lead of [Dominitz and Manski \(1997\)](#), we introduce a survey instrument to measure subjective earnings risk. We pay particular attention to the expected impact of job transitions on earnings. A link with administrative data provides multiple credibility checks. It also shows subjective earnings risk to be far lower than its administratively-estimated counterpart. This divergence arises because expected earnings growth is heterogeneous, even within narrow demographic and earnings cells. We calibrate a life-cycle model of search and matching to administrative data and compare the model-implied expectations with our survey instrument. This calibration produces far higher estimates of individual earnings risk than do our subjective expectations, regardless of age, earnings, and whether or not workers switch jobs. This divergence highlights the need for survey-based measures of subjective earnings risk.

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# 1 Introduction

Earnings risk is central to economic analysis due to its impact on labor supply (Abowd and Card, 1987), job search (Low et al., 2010), consumption and savings decisions (Deaton et al., 1992), inequality (Gottschalk and Moffitt, 1994), etc. While this risk is essentially subjective, it is typically estimated from administrative data. As Dominitz and Manski (1997) noted, this is only as valid as are the underlying assumptions of homogeneity and full information rational expectations. Reflecting the importance of more accurately assessing earnings risk, they designed and implemented a survey instrument to measure subjective income risk. Their work started a field studying subjective probabilistic expectations in a range of domains as highlighted in two Econometric Society Presidential Addresses (Manski, 2004; Almås et al., 2023) and the recent *Handbook of Economic Expectations* (Bachmann et al., 2022).

In a recent paper that dives deeply into earnings risk using administrative data, Guvenen et al. (2021) characterize the distribution of earnings growth in the US. They document that higher-order moments, skewness and kurtosis, in addition to mean and variance, are important for describing the distribution of earnings growth in the population. Grouping observations, they further show how these moments vary with age and the level of earnings to help characterize labor market risks that workers face. Similar analyses have been implemented in many countries in the Global Repository of Income Dynamics (GRID) project, and findings are remarkably homogeneous across countries (Guvenen et al., 2022). Yet inferring earnings risk from administrative data comes with assumptions that are hard to test without subjective expectations data. Hence, the questions raised by Dominitz and Manski (1997) on how risk is inferred from administrative data are no less vital today than they were 25 years ago.

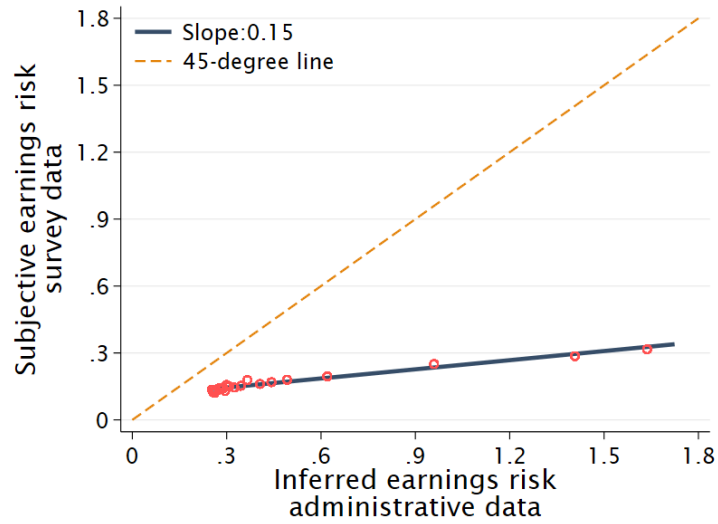
Although there is an existing branch of research focused on subjective earnings expectations (Pistaferri, 2001, 2003; Guiso et al., 2002; Dominitz, 1998, 2001), measuring it has proven challenging. One challenge relates to possible job transitions and time out of the labor force. Guvenen et al. (2021) document the prominent role of such job transitions for earnings risk, in particular for higher order moments. A second challenge relates to credibility. Almås et al. (2023) emphasize that it is essential to assess the credibility of subjective earnings expectations since they are neither standard behavioral data nor factual administrative data and as such relatively unfamiliar to economists. Given the limitations of the survey architectures in which they launched their pioneering instrument, Dominitz and Manski (1997) were in a position only to check consistency of

survey-measured beliefs about future income with basic principles of probability rather than with patterns in administratively-measured income.

In this paper we revisit the thesis of [Dominitz and Manski \(1997\)](#) that administratively estimated earnings risk may differ significantly from its subjective survey-estimated counterpart. One key distinction is that we have access to a richer and more comprehensive measurement infrastructure. A second is that we address the recent findings of [Guvenen et al. \(2021\)](#) on the importance of time out of the labor force by conditioning our expectations instrument on possible job transitions. To address their findings on the importance of higher order moments, the full probability distribution over next year's earnings is measured with and without job transitions. To address the credibility challenge, responses are linked to administrative data with third-party reported records of earnings and job transitions ([Andersen and Leth-Petersen, 2021](#)). We show last year's survey-reported earnings match closely with their administrative counterpart. Average survey-reported probabilities of switching jobs in the next year tightly match historical averages as does the average time between jobs. When we suitably aggregate survey-reported earnings variability to the population level, it replicates key patterns in the administrative data. Finally, we find a match between life cycle patterns of skewness and kurtosis in addition to mean and variance, so that subjective data mirror standard findings in administrative data.

Our data on survey-based subjective earnings risk pinpoint a major limitation of standard methods of inference from administrative data. Administratively-estimated earnings risk is many times higher than its survey-based counterpart. [Figure 1](#) illustrates this pattern of overestimation when we divide the population into cells according to age and earnings, as in [Guvenen et al. \(2021\)](#). The figure shows a binned scatter plot of average survey-based subjective earnings risk against the corresponding levels of risk inferred from administrative data. The figure shows administratively-estimated earnings risk to be between two and six times higher than its survey-based counterpart. The main source of this difference is that, even within narrow sub-groups, there is significant variation in mean survey-measured subjective earnings growth. These differences in mean growth rates raise administratively-estimated earnings risk, as ex ante heterogeneity is erroneously assigned to differences in luck. In confirmation of this channel, the gap between subjective risk and its administrative counterpart is particularly high for groups with highly heterogeneous expected growth rates in earnings, such as younger workers.

As [Dominitz and Manski \(1997\)](#) noted, a key reason for gathering subjective earnings data is to discipline models of search. We follow up on their proposal by calibrating a



Note: The figure shows a binned scatter plot of subjective earnings risk (vertical axis) against earnings risk inferred from the administrative data (horizontal axis). We measure risk as the interdecile range,  $p_{90} - p_{10}$ , of the distribution of earnings growth rates. The administrative data have been partitioned into 300 cells defined by age groups (20-34, 35-49, 50-65) and earnings percentiles. Within each cell, the interdecile range is calculated from the administrative data, and the average of subjective interdecile ranges from the survey data is calculated. The panel shows a binned scatterplot (red circles) where the bins represent vigintiles of the interdecile range calculated from the administrative data. A regression line based on the 300 data points is overlaid. The result is explained in detail in Section 4.

Figure 1: Comparing subjective and registry inferred earnings risk

canonical model of search over the life cycle to administrative data on job transitions, deriving the model-implied expectations, and comparing them to the subjective risks identified in our survey. We focus on the model of search over the life cycle by [Menzio et al. \(2016\)](#).<sup>1</sup> The model is an appealing benchmark for us because it emphasizes job mobility, which our survey points out is critical for earnings risk, and it has just the right amount of detail to endogenously generate variation in mobility over the life cycle.<sup>2</sup>

Standard practice in the literature is to calibrate models to administrative data on job transitions. Little is known about whether the *implied* expectations of workers in such calibrated models are actually consistent with the subjective expectations data. To learn more, we follow the standard practice of calibrating the model to administrative data. This allows us to back out the implied beliefs about earnings risk in the face of any job transition, setting up a direct comparison with our survey-measured subjective expectations. Specifically, we start from a sample of model-simulated workers drawn from the stationary equilibrium. Beliefs about the probability of job transitions derive from simulating each worker's states forward many times, and for the branch-specific beliefs, putting each worker on each branch and simulating forward from there. Imposing rational expectations as is standard in the literature, these paths represent the worker's beliefs about all of the outcomes that are possible over the next year.

As might be expected, the key point of contrast is that the model calibrated to administrative data produces far higher estimates of individual earnings risk than do our subjective expectations measures. This is true even when conditioning on job transitions. Whether workers stay in their current employment or make a job transition, they subjectively perceive earnings risk to be far lower than the model implies. Furthermore, while the model has the potential to generate variation in risk around job transitions as a function of earnings and age, the level and patterns of risk in the model-implied beliefs miss those of the subjective data. This finding stems from common features in search models: these include going all the way to the bottom of the job ladder after a separation,

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<sup>1</sup> This model is a life-cycle extension of the directed search model of [Menzio and Shi \(2011\)](#).

<sup>2</sup> There is an extensive literature of search models with detailed characterizations of heterogeneity on both the firm and worker side, including [Low et al. \(2010\)](#), [Altonji et al. \(2013\)](#), [Moscarini and Postel-Vinay \(2013\)](#), [Bagger et al. \(2014\)](#), and [Bagger and Lentz \(2019\)](#). Especially relevant to our study are [Hubmer \(2018\)](#), [Jung and Kuhn \(2019\)](#), and [Karahan et al. \(2022\)](#) which have explicit focuses on the life cycle of earnings risk. In such models, like the one we focus on in this paper, people search on the job and face the risk of job separation. As workers gain more experience, they gradually move into higher-paying jobs, which they tend to remain at longer compared to the lower-paying, more short-lived jobs they held at the start of their lives. The model features that generate these dynamics can rationalize life-cycle variation in earnings risk.



and the firm and the worker initially not knowing the productivity of the match. Our results highlight the value of using survey-based measures of subjective earnings risk in modeling labor market transitions.

Our paper builds on recent advances in our understanding of earnings dynamics and earnings risk measured in large administrative data (e.g., [Guvenen et al., 2021](#)).<sup>3</sup> These studies showed the importance of higher-order moments in the distribution of earnings growth, heterogeneity in earnings dynamics across ages and levels of earnings, and the critical role of job transitions and periods out of the labor force for earnings risk, all of which are mirrored in our subjective data.<sup>4</sup> The other key literature on which we build is the pioneering research of [Dominitz and Manski \(1997\)](#), measuring probabilistic beliefs about one-year ahead earnings, with important subsequent work by [Dominitz \(1998, 2001\)](#), [Pistaferri \(2001, 2003\)](#), and [Guiso et al. \(2002\)](#). The branch of that literature on which we build relates to measurement of conditional expectations (e.g. [Arcidiacono et al., 2020](#), [Wiswall and Zafar, 2021](#)). Our work is also related to recent literature using subjective expectations data to inform and discipline structural models of labor market dynamics ([Conlon et al., 2018](#); [Bick et al., 2021](#); [Mueller et al., 2021](#); [Faberman et al., 2022](#); [Jäger et al., 2022](#)).

The paper is organized as follows. Section 2 introduces the conditional earnings survey instrument. Section 3 compares survey responses with linked administrative data. Section 4 compares subjective earnings risk with its administratively-estimated counterpart. Section 5 links this risk with job transitions. Section 6 presents and calibrates a life-cycle search model to the administrative data and compares beliefs implied by the model to subjective expectations from the survey. Section 7 concludes.

## 2 The Conditional Earnings Instrument

In this section we introduce the conditional earnings survey instrument through which respondents are asked in January 2021 about their expectations concerning job transitions and earnings throughout 2021. We first present the branching structure and the survey questions.<sup>5</sup> We then introduce the *Copenhagen Life Panel* in which it was implemented

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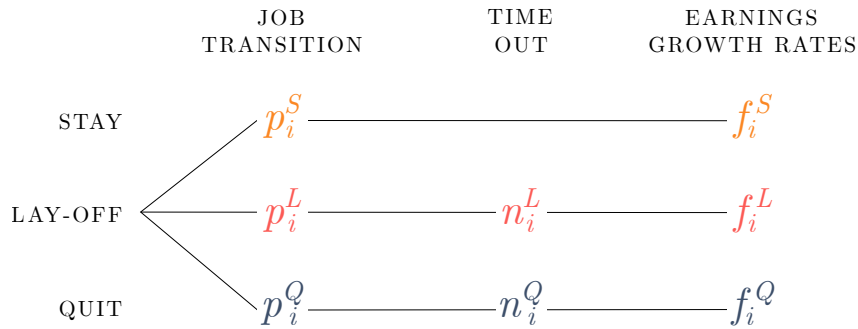
<sup>3</sup> See also [Busch et al. \(2022\)](#), [Druedahl and Munk-Nielsen \(2020\)](#), [Guvenen et al. \(2022\)](#) and other papers published as part of the Global Repository of Income Dynamics (GRID) project, <https://www.grid-database.org>.

<sup>4</sup> The importance of job transitions for earnings is also revealed in separate studies of layoffs and quits ([Topel and Ward, 1992](#); [Jacobson et al., 1993](#); [Von Wachter et al., 2009](#)).

<sup>5</sup> The questionnaire is reported in Online Appendix A.

and give a branch-by-branch bird’s-eye-view of survey responses. We end by explaining how key variables are constructed and providing a high level overview of quantitative findings.

Figure 2 illustrates the branching structure of our survey and our naming convention for each of the components. Starting from the left, we first ask about the probability of job transitions, i.e., the probability of staying in the current job ( $p_i^S$ ), the probability of being laid off ( $p_i^L$ ), and the probability of quitting ( $p_i^Q$ ). For the layoff and quit branches we then ask about the expected time out of work following the separation ( $n_i^L, n_i^Q$ ). Finally, we elicit the conditional probability distributions over one-year ahead earnings in each of the three branches. We subtract last year’s earnings, which we also ask about in the survey, from this to arrive at branch-specific distributions of growth rates of earnings, and we denote these distributions ( $f_i^S, f_i^L, f_i^Q$ ). For each respondent we collect all these eight objects.



Note: The survey instrument consists of three branches, each representing a job transition (Stay, Layoff, Quit), and three domains for each branch: for each individual  $i$  we elicit job transition probabilities,  $p_i^B$ , time out of work,  $n_i^B$ , and distributions of conditional earnings growth rates,  $f_i^B$ , where  $B \in \{S, L, Q\}$ .

Figure 2: Survey instrument overview

## 2.1 Job transitions

The expectations instrument opens by asking all respondents who report being employed in January 2021 about the likelihood of job transitions during 2021:

- *Please think about your possible relationship with your current employer in 2021. Assign the probability in each possible case. The sum of the probabilities should be 100.*
  1. *Staying with your current employer during 2021*

2. *Being laid off from your current employer at some point during 2021*
3. *Quitting from your current employer at some point during 2021*
4. *Separating from your current employer for some other reason during 2021*

For each individual ( $i$ ) we denote the branch-specific probability  $p_i^B$ , where  $B \in \{S, L, Q\}$ .

For those who report a positive layoff probability, we follow up by asking about how long they expect to be out of work, and we do this by asking the likelihood of being re-employed within four different horizons: 1, 3, 12, and 24 months:

- *Suppose you were to be laid off from your current employer during 2021. What is the probability that you would start working for pay again within 1/3/12/24 months of termination?*

For those who report a positive probability of quitting during 2021, we ask a similar question, where the probabilities now refer to finding a job within each time horizon after quitting. We use this information to calculate the expected time out of the labor force following a separation ( $n_i^L$  and  $n_i^Q$ ) for each individual. The process is described in detail in Section 2.3.

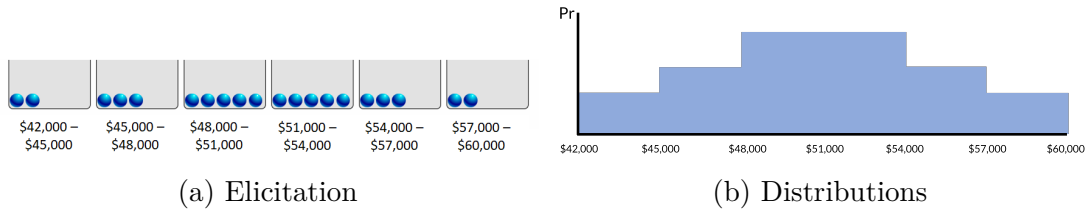
Finally, we ask each respondent their probabilistic beliefs about future earnings for each of the subjectively possible job transitions. This is straightforward for the stay branch as this is just the uninterrupted continuation of the current job. For the layoff and quit branches, we ask about the earnings in the 12 months following the start of the new job, i.e., the annual earnings taking into account that the new job may begin following a period out of work. Here is the basic design for the case of being laid off from the job during 2021.

- *Suppose you were to be laid off from the current employer during 2021 and to start to work for pay at some point in the following 2 years. Think about your possible earnings during the first 12 months in this new job*

In order to elicit the full distribution of future annual earnings in each branch we apply the “balls in bins” method developed by [Delavande and Rohwedder \(2008\)](#), which is intuitive and visually oriented.<sup>6</sup> Respondents are first asked to state the minimum and maximum values for possible future earnings, as in [Dominitz and Manski \(1997\)](#). Then the range between the stated minimum and maximum is divided into six equally sized

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<sup>6</sup> [Goldstein and Rothschild \(2014\)](#) show that bins and balls elicitation increases the accuracy of reported distribution compared to other non-graphical elicitation methods.



Note: Panel (a) shows the sample screen for the elicitation and Panel (b) shows how we interpret the distribution of the answer in Panel (a) as a mixture of uniform distributions.

Figure 3: Balls in bins

bins. Respondents are then instructed to move 20 balls into the six bins to reflect how likely their future earnings are to fall in each of the ranges defined by the bins. Figure 3(a) illustrates the “balls in bins” task as it appears in the online survey.

We construct branch-specific subjective distributions of earnings based on the answers to these questions. Since there are 20 balls available, we interpret one ball as representing a probability of 5%. We also assume that probabilities are uniformly distributed within each bin. For example, in Figure 3(a) two balls are placed in the first bin and we interpret this to mean that there is a 10% likelihood of realizing earnings in the interval 42,000 to 45,000 DKK (the first bin). Combining all the bins enable us to characterize the entire subjective probability distribution and to calculate various moments for each respondent’s conditional distribution. For example, Figure 3(b), shows the distribution that the “balls in bins” answers in panel (a) are converted to. The mean of this distribution is 51,000 and the standard deviation is 4,896.

In the survey we ask respondents about last year’s earnings. By subtracting this from the conditional distributions collected using the survey instruments outlined above we arrive at branch-specific distributions of growth rates of earnings, which we denote  $f_i^B$ , where  $B \in \{S, L, Q\}$ .

## 2.2 Copenhagen Life Panel

Our survey instrument is implemented in the newly developed *Copenhagen Life Panel*<sup>7</sup> (CLP) which is an online panel survey implemented in Denmark. We invite a random selection of individuals, who are recorded in the Danish population registry and aged

<sup>7</sup> The *Copenhagen Life Panel* is an ongoing survey that was initiated in 2020 and is issued every year in January.

between 20 and 70, to participate in the survey. The population registry is a complete registry of all persons who are born or have ever had an address in Denmark. It contains a personal identifier (CPR-number) applied universally to record any contact an individual has with the public sector. Invitations to participate were sent out using an official email account, called *e-boks*, which all Danes are equipped with. For the purpose of this paper we consider questions about earnings expectations and job transitions that were included in CLP issued in January 2021.<sup>8</sup>

Upon survey completion, answers are linked to the administrative records for all individuals who are invited to the survey as well as the rest of the entire Danish population. These data include standard demographic information, such as age, gender, education, household composition, and household wealth, all collected at the annual frequency. All data are collected for the entire Danish population and they are longitudinal by nature.

For this study we include respondents between age 20 and 65 which is the typical working age span. The gross sample includes 14,875 respondents. We restrict the sample to include 10,945 people who are employed at the time of the survey. This is to make sure that we are not dealing with individuals who are permanently or temporarily out of the labor market. In Online Appendix B, we compare the average earnings, age, gender, and educational attainment between the survey sample and the full population belonging to the same age groups. There is wide variation across age and earnings in our sample. In comparison with the larger population, the average survey participant is slightly older, more educated, and has a somewhat higher level of earnings. For the subsequent analysis, we apply population weights that we construct from the administrative data.<sup>9</sup>

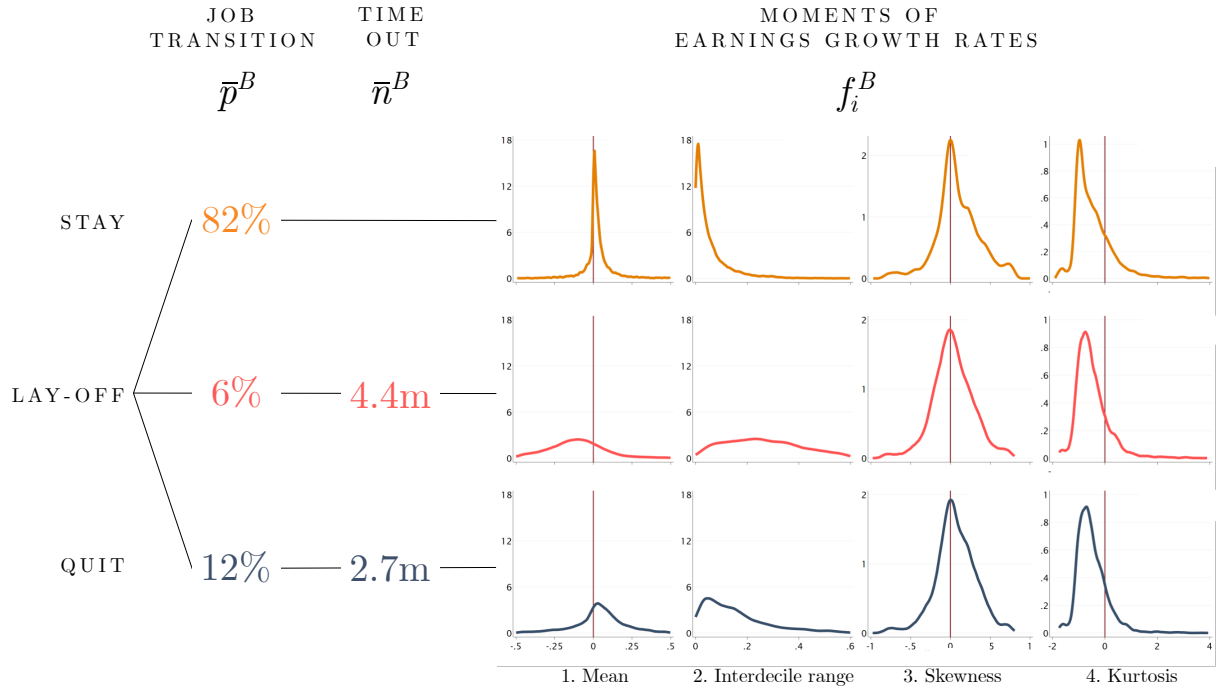
## 2.3 Job Transitions

In Figure 4 we present an overview of the answers collected. Starting from the left, the probabilities of job transitions  $\bar{p}^B$  represent the average job transition probabilities stated by the respondents. With an average likelihood of  $\bar{p}^S = 82\%$ , the most likely event is remaining with the current employer, followed by quitting,  $\bar{p}^Q = 12\%$  and being laid off,  $\bar{p}^L = 6\%$ .

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<sup>8</sup> Those who finished the survey participated in a prize lottery with 50 respondents receiving prizes worth 1,000 DKK (approximately, 140 USD) and one a grand prize of 10,000 DKK (approximately, 1,400 USD).

<sup>9</sup> To construct these weights, we estimate a probability model of survey participation using the 2020 administrative data with information about the demographics of the Danish population who are active in the labor market and use the inverse of the predicted propensity scores as weights. For a detailed description of the construction of the population weights see Online Appendix B.



Note: The figure shows answers to the questions in the conditional survey instrument, where the rows correspond to the branches “Stay”, “Layoff”, and “Quit”. The first column shows the average probabilities of each branch,  $\bar{p}^B$ . The second column shows the average of the expected reemployment period in each branch,  $\bar{n}^B$ , in months. The distributions show the cross-sectional distribution of the 1st to 4th moment of the subjective conditional earnings distributions,  $f_i^B$ . We measure the second moment by the interdecile range,  $p_{90} - p_{10}$ . We measure skewness using Kelley’s measure of skewness:  $S_K = \frac{(p_{90} - p_{50}) - (p_{50} - p_{10})}{(p_{90} - p_{10})}$ . We use the Crow-Siddiqui measure of excess kurtosis  $K_{CS} = \frac{(p_{97.5} - p_{2.5})}{(p_{75} - p_{25})} - 2.91$ . Survey results are weighted using population weights.

Figure 4: Overview of branch-by-branch survey responses

Moving to the right in Figure 4, we report the average expected time out of work upon quitting or being laid off,  $\bar{n}^B$ . To arrive at a summary measure of the duration out of work we aggregate over the likelihood of being out of work for the four horizons that we ask about for the quit/layoff branches. Focusing on time out of work following a layoff, respondents report  $(n_{i,1}^L, n_{i,3}^L, n_{i,12}^L, n_{i,24}^L)$  as their reemployment probabilities within 1, 3, 12, and 24 months, respectively. Assuming that reemployment takes place in the middle of the four time intervals, the expected reemployment period is calculated as:

$$n_i^L = 2(n_{i,3}^L - n_{i,1}^L) + 7.5(n_{i,12}^L - n_{i,3}^L) + 12(100 - n_{i,12}^L)$$

We use the same procedure for the re-employment period after a quit,  $n_i^Q$ .

The numbers under “Time out” in Figure 4 are the average periods out of work following a job separation,  $\bar{n}^B$ . We find that respondents expect to spend 4.6 (2.7) months on average to find a new job after being laid off (quitting). These results imply that the respondents anticipate spending more time out of work following a layoff than following a quit, as might have been expected.

The fact that many survey respondents expect to spend a short time out of work following a quit contrasts with the standard registry-based assumption that quits correspond to direct job-to-job transfers. The anticipated time out of the labor force after quitting may reflect either an anticipated break or an anticipated job search. Suggestive evidence for this channel is found when we regress expected time out of work following a quit on liquid assets relative to disposable income, an often used indicator of being liquidity constrained (Zeldes, 1989; Leth-Petersen, 2010). We find that workers with less liquid wealth expect to spend less time out of work after quitting, as if pressured back to work more quickly. In Online Appendix C.1, we show the full results of this analysis.

## 2.4 Conditional Earnings Risk

A key innovation in our survey is that we obtain subjective distributions of expected earnings growth **conditional** on job transitions. We are therefore able to calculate the moments of their subjective earnings distributions for each respondent  $i$  in each branch  $B$ . We simulate the empirical distributions of conditional earnings growth rates for each survey respondent in each branch,  $\hat{f}_i^B$ , by taking 20,000 random draws from the mixture of uniform distributions of expected earnings, which is illustrated in Figure 3, panel b. We convert expected earnings levels to logs and subtract the log of earnings in 2020 (self-reported) to obtain a distribution of one-year-ahead log earnings growth.

This procedure imposes minimal assumptions on the shape of the empirical subjective conditional distributions,  $\hat{f}_i^B$ .<sup>10</sup>

The last four columns of Figure 4 show the cross sectional distribution of the first four moments of subjective earnings growth distributions.<sup>11</sup> Each row corresponds to a different branch,  $B$ . Turning first to the means, the average respondent expects a 3% increase in earnings if staying with their current employer. Following a layoff, individuals on average expect an 11% decrease in annual earnings when they find a new job, and a 7% increase when they find a new job after a quit. These two branches also exhibit considerable heterogeneity in the means relative to the stay branch. Among those who report a positive probability of being laid off, 73% of the respondents expect a decrease in earnings if this state is realized. In contrast, among those who report a positive probability of quitting, 81% of the respondents expect to increase earnings if that state materializes.

The next column shows the interdecile range,  $p_{90} - p_{10}$ . This measures how uncertain people are about their earnings prospects in each branch. As might be expected, the results show that people tend to be most certain about their earnings growth in the stay branch and least certain in the layoff branch. There is also less heterogeneity in responses in the stay branch where a considerable amount of the mass is bunched toward zero. In contrast, in the layoff branch different respondents report very different perceptions of earnings uncertainty.

The distribution of skewness is similar across all branches. In all cases, it is clustered around zero and symmetric. This means that the modal respondent is creating symmetric distributions with their bins and balls on all the branches. However, it is noticeable, that there is a lot of heterogeneity and many individuals report distributions that are skewed.

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<sup>10</sup> We also fitted beta distributions to the subjectively reported data from the balls-in-bins answers. This did not change the results in any important way (not reported).

<sup>11</sup> Following the practice in the literature we measure the second moment, skewness, and kurtosis for each of the subjective distributions using robust, quantile based measures. We measure the second moment by the interdecile range,  $p_{90} - p_{10}$ . We measure skewness using Kelley's measure of skewness:  $S_K = \frac{(p_{90} - p_{50}) - (p_{50} - p_{10})}{(p_{90} - p_{10})}$ .  $S_K$  measures the relative length of the right and left tails of the distribution. If  $S_K > 0 (< 0)$ , then it means the right (left) tail is longer and large positive (negative) draws are more likely than large negative (positive) draws. Therefore, this captures the extent to which individuals perceive larger upside or downside risk. Finally, we use the Crow-Siddiqui measure of excess kurtosis  $K_{CS} = \frac{(p_{97.5} - p_{2.5})}{(p_{75} - p_{25})} - 2.91$ . This measure compares the range of the middle 95% of the distribution to that of the middle 50%. The statistic is normalized by 2.91, such that the Crow-Siddiqui measure of excess kurtosis for a normal distribution is zero. Excess kurtosis is informative about the extent to which expected earnings growth is concentrated in the center of the distribution or in the tails. Large excess kurtosis means larger risk of extreme changes.



Lastly, we turn to the distribution of excess kurtosis. The final column of Figure 4 shows that also these distributions appear similar across branches, but with a lot of heterogeneity across respondents. On average, excess kurtosis is negative, which means that the average subjective distribution is not as peaked as a normal distribution. This means that most respondents have entered distributions with relatively more mass between the center and the tails than a normal distribution.

Figure 4 provides an overview of the subjective distributions in the sample. Being laid off leads to the worst outcomes, on average, and respondents are most uncertain about what may happen here. Staying with the current employer is expected to lead to small increases in earnings and respondents are most certain about the outcome in this state. Quitting leads to the best outcomes, and the level of uncertainty is between that of staying and being laid off. Overall, the data uncover massive heterogeneity in expectations of future earnings, and this is reflected in all four moments and across all labor market transitions.<sup>12</sup>

### 3 Comparing Survey and Administrative Data

[Almås et al. \(2023\)](#) emphasize the importance of establishing the credibility of new measures such as our subjective earnings expectations instrument to confirm that there are no first-order discrepancies between what the instrument is intended to measure and what it actually measures.

In our case the Danish research data infrastructure allows us to directly compare measures elicited in the survey with administrative data. To that end the survey data is combined at the individual level with administrative data made available by Statistics Denmark from different sources with third-party reported records from various sources. The Danish administrative data are known to be of high quality ([Kleven et al., 2011](#)) and have been used extensively in previous studies, see for example, [Browning et al. \(2013\)](#), [Leth-Petersen \(2010\)](#) and [Chetty et al. \(2014\)](#). The data are made available with a time lag, with data through 2020 currently available for research. Data gathered in this manner includes earnings from work and job transitions as well a host of other administrative data providing background information about each respondent. For our comparison between survey and administrative earnings, we use monthly data about employer matches and earnings to identify job transitions, time spent out of work, and annual earnings. We also

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<sup>12</sup> In Online Appendix C.2 and C.3, we present a life cycle version of the graph and a comparable graph using standard measures of the moments.

use a standard battery of administrative data compiled by Statistics Denmark.

In comparing the survey data with administrative counterparts, we open by comparing job transitions and time out of work following a job separation. We then introduce a method of aggregating our conditional survey responses to arrive at a holistic measure of subjective earnings risk that we then pool to compare with the corresponding numbers in the Registry. Our baseline comparison will be based on administrative data for 2020.<sup>13</sup> To allay one possible concern, note that the COVID-19 pandemic hit the Danish economy lightly and respondents seemed to recognize that this would be the case. Massive furloughing schemes were set in place very quickly by the Danish government. As a result, the lowest employment level during 2020 was only 40,000 below the baseline pre-pandemic level of 2,768,766 (February 2020), and by the end of the year two-thirds of this small loss had been recovered.

### 3.1 Job Transitions

In the survey we ask about the probability of a job separation and the associated time out of work before reemployment. Actual job transitions and time out of work following a job separation are directly observed in the administrative data. As a first-order check on the survey answers to these items, we compare these objects directly.

From the survey we consider the average reported probability of staying with the same employer,  $\bar{p}^S$ . In the administrative data we observe employer-employee matches at the monthly frequency and obtain a direct counterpart to  $\bar{p}^S$  by calculating the share of employees who stay with the same employer throughout the calendar year. Figure 5, panel (a) shows the average stated probability (solid line) of staying with the same employer throughout 2021 and the fraction of stable job-matches (dashed line) throughout 2020 in the administrative data, both summarized by age. Generally, the likelihood of remaining in the same job throughout the year is lower among the young and there is only a low likelihood that workers aged 40+ separate from their job. The alignment between survey and registry is striking.

### 3.2 Time Out of the Labor Force

The comparison of time out of work following a job separation involves one fine point. While in the survey we ask about expectations concerning two separate types of job separations, quits and layoffs, in the administrative data we only observe whether a job

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<sup>13</sup> Administrative data for 2021 has not yet been made available for research.

separation has occurred but not the reason for it. We therefore compare time spent out of work following any type of separation between the survey and the administrative data. In the administrative data we observe employer-employee matches at the monthly frequency and are able to track the number of months spent out of work following a separation. As we currently only have administrative data until 2020, we consider time spent out of work following job separations that took place in 2019 such that we can follow periods out of work that extend into 2020. From the survey, the expected time out of work in the survey is calculated as a combination of quits and layoffs:

$$n_i^{L,Q} = \frac{p_i^Q n_i^Q + p_i^L n_i^L}{p_i^Q + p_i^L} \quad (1)$$

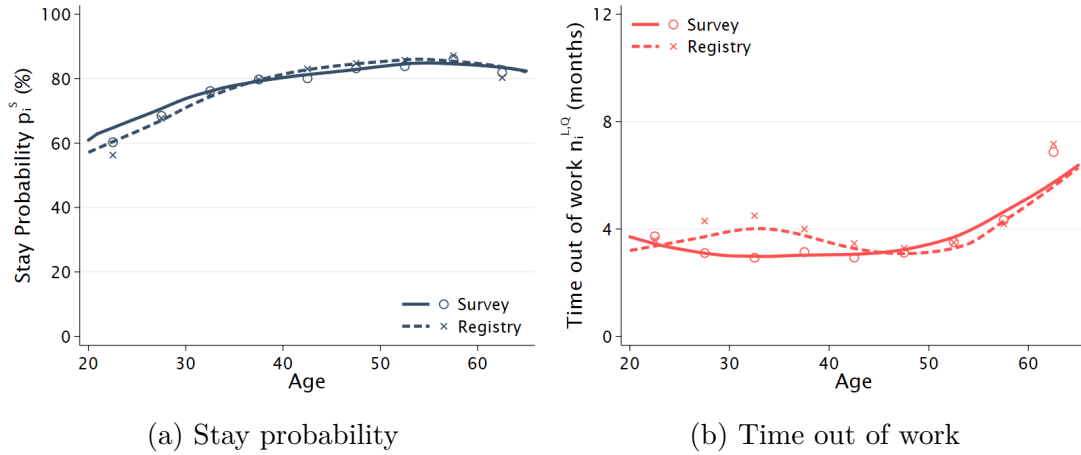
The result of the comparison is shown in Figure 5, panel (b). According to the survey (solid line), the average expected time spent out of work following a job separation is about 3.5 months for people aged less than 50 and the expected time out of work increases dramatically for workers aged 50+. The pattern is similar when the corresponding measure from the administrative data is plotted (dashed line).

### 3.3 Simulating Earnings Risk from the Survey

We now compare the cross sectional distribution of expected earnings growth in the survey and the cross sectional distribution of earnings growth in the administrative data. The first characterizes the expected earnings growth variability in the population and the second characterizes the realized earnings growth variability in the population.

In order to arrive at a cross sectional distribution of expected earnings growth, we aggregate the conditional answers in two steps. First we aggregate the conditional answers for each respondent into one distribution that characterizes overall subjective earnings risk, which we denote subjective expected *holistic* earnings growth. This object summarizes the overall subjective probability distribution over future earnings taking into account all the different contingencies that we asked about. Second, we pool the distributions of subjective expected holistic earnings growth for all individuals in our sample to arrive at a cross sectional distribution that describes the expected earnings growth variability in the population that is conceptually comparable to the cross sectional distribution of realized earnings growth that we observe in the administrative data.

**Step 1: Individual Measure** To construct the subjective holistic expected earnings growth distribution we weight together each of the branches,  $B = \{S, Q, L\}$ , for individual



Note: The figure shows how two components from the survey (solid line) and the administrative data (dashed line) compare over the life-cycle. Panel (a): In the survey, we directly ask about the probability of staying with the same employer for the next 12 months. In the registry, we compute the proportion of workers who stayed from Dec 2019 to Dec 2020 with the same employer. Panel (b): We calculate the expected time out of work after a separation in the survey using Equation (1). In the administrative data we consider job separations that took place during 2019 and follow time spent until reemployment occurs, possibly extending into 2020. In the registry, 1) we exclude the workers going back to the same employer (possibly seasonal work) and 2) we consider the first separation and do not take into account further separations within a year. “o” and “x” represent the empirical mean across 5-years age bins for the survey and the administrative data, respectively. The lines are local linear polynomials, calculated using a bandwidth of 4 years. Survey results are weighted using population weights. Online Appendix C.4 shows the corresponding figures for 2019.

Figure 5: Job separations and time out of work in the survey and in the administrative data

$i$ ,

$$g_i = p_i^S f_i^S + p_i^Q f_i^Q (1 - n_i^Q) + p_i^L f_i^L (1 - n_i^L), \quad (2)$$

where  $p_i^S$ ,  $p_i^Q$ , and  $p_i^L$  are the probabilities of staying, quitting, and being laid off,  $n_i^Q$  and  $n_i^L$  are time out of work following a quit and a layoff.  $f_i^S$ ,  $f_i^Q$ , and  $f_i^L$  are the subjective probability distributions over one-year ahead earnings growth rates for each of the three branches, staying, quitting and being laid off. The subjective holistic probability distribution over one-year ahead earnings growth, which we denote  $g_i$ , captures the total earnings growth risk, as perceived by individual  $i$ .

We simulate the empirical distribution of  $\hat{g}_i$  by making a large number of random draws for each respondent based on the stated transition probabilities,  $p_i^B$ , and the individual empirical distributions of  $\hat{f}_i^B$  and  $\hat{n}_i^B$ ,<sup>14</sup> which are then weighted together according to Equation (2). In practice, we simulate the empirical distribution  $\hat{g}_i$  by drawing 20,000 job transition events for each individual based on the stated job transition probabilities. From each of these simulated job transitions, we simulate time out of work and the conditional earnings distribution for the relevant branch based on the empirical distributions of  $\hat{n}_i^B$  and  $\hat{f}_i^B$ . In this way, we simulate 20,000 synthetic realizations for each respondent based on the reported survey answers. We give a complete account of the simulation protocol in Online Appendix D.<sup>15</sup> In the following we refer to  $g_i$  but in practice we use  $\hat{g}_i$ .

**Step 2: Aggregate Measure** We combine the subjective holistic earnings growth distributions,  $g_i$ , for all  $N$  individuals in our survey into a pooled distribution. We pool within cells in which individuals share the same observable characteristics  $X$ :

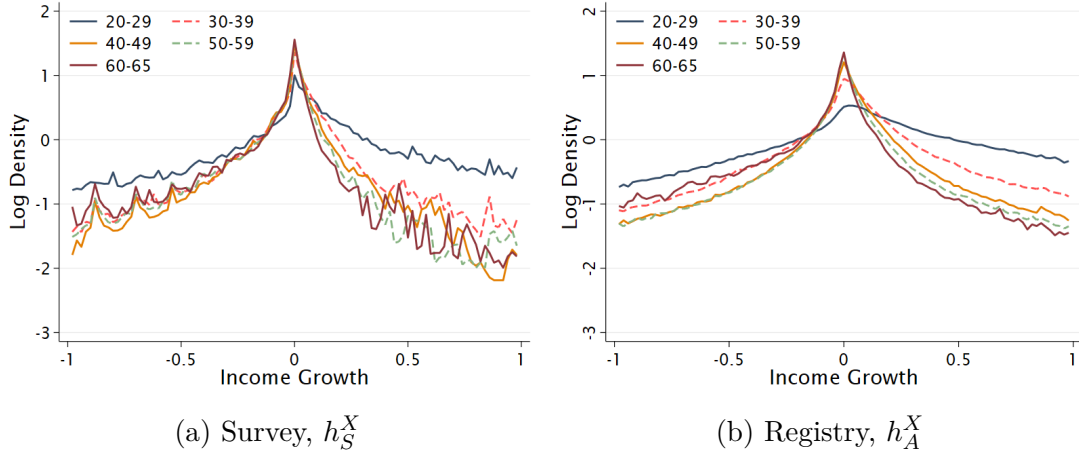
$$h_S^X = \frac{1}{N^X} \sum_{i=1}^{N^X} g_i^X \quad (3)$$

The pooled distribution,  $h_S^X$ , reflects the total variability of expected earnings growth in the population and it is thus directly comparable to the distribution of realizations earnings growth observed in the administrative data, which we denote  $h_A^X$ , for individuals

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<sup>14</sup>In addition to the individual point estimates,  $n_i^L$  and  $n_i^Q$ , we also construct individual empirical distributions of time out of work following a separation  $\hat{n}_i^L$  and  $\hat{n}_i^Q$ . These distributions are simulated out of stated probabilities of being reemployed within a certain time frame. We refer to Online Appendix D for specifics.

<sup>15</sup>Equation (2) implicitly assumes that job separations take place at the beginning of the period. In practice, expected earnings in case of job separation may be a convex combination of earnings in the old job and earnings in the new job following time out of work. We have a more detailed discussion in Online Appendix D.



Note: Panel (a) plots log density for the pooled distribution of expected holistic earnings growth rates from the survey,  $h_S^X$ , where  $X$  indicates partitions by age groups. (b) plots the distribution of annual earnings growth from 2019 to 2020 as observed in the administrative data for the full population,  $h_A^X$ . For constructing the distribution of earnings growth in the administrative data we dropped observations where the level of annual earnings is less than 24,000 DKK in 2019. Survey results are weighted using population weights. Online Appendix C.6 shows the corresponding figures using administrative data for 2019.

Figure 6: Pooled earnings risk and registry earnings risk

who have similar observable characteristics,  $X$ .

### 3.4 Comparing the Distribution of Earnings Growth

We now compare the pooled distribution of subjective holistic expected earnings growth distributions with the distribution of realized earnings growth observed in in population wide administrative data. We start out by plotting the distribution of pooled holistic expected earnings growth from the survey,  $h_S^X$ , cf. equation (3), within broad age groups and compare it to the corresponding distributions of realized earnings growth from the administrative data,  $h_A^X$ .<sup>16</sup>

Figure 6 panels (a) and (b) show the distributions of earnings growth in the survey and the registry. The two distributions are similar and have similar life cycle patterns. Generally,

<sup>16</sup> As a further check we compare the stated level of earnings in 2020 from the survey to the level of earnings recorded in the administrative data. In the survey, which is conducted in January 2021, we ask about total earnings throughout 2020. Information about total earnings for 2020 is also reported directly from employers to the tax agency and is made available in the administrative data. In Online Appendix C.5 we compare these two different measures of earnings in 2020, and it turns out that survey answers line up accurately with the administrative data. This is an indication that respondents are well-informed about their level of earnings.

the distributions based on the survey data and the administrative data both have thicker and longer tails than a normal distribution. This is analogous to the patterns documented by [Guvenen et al. \(2021\)](#) for the US.<sup>17</sup> In the survey as in the administrative data, younger workers (age 20-29) tend to have a higher density of positive earnings growth and the log density is right tilted, arguably reflecting career progress for individuals in this age group. At older ages, the density of positive earnings growth decreases and the density of negative earnings growth increases. It is also notable that the peak around 0 earnings growth increases. The log density level for each age group is well aligned between the survey and the registry. Panel (b) is based on the full population. In [Online Appendix C.7](#), we present the distribution of realized earnings growth observed in administrative data but only including the individuals from the survey and note that this too looks similar to the distributions shown in [Figure 6](#).

### 3.5 Four Moments of Earnings Risk over the Life Cycle

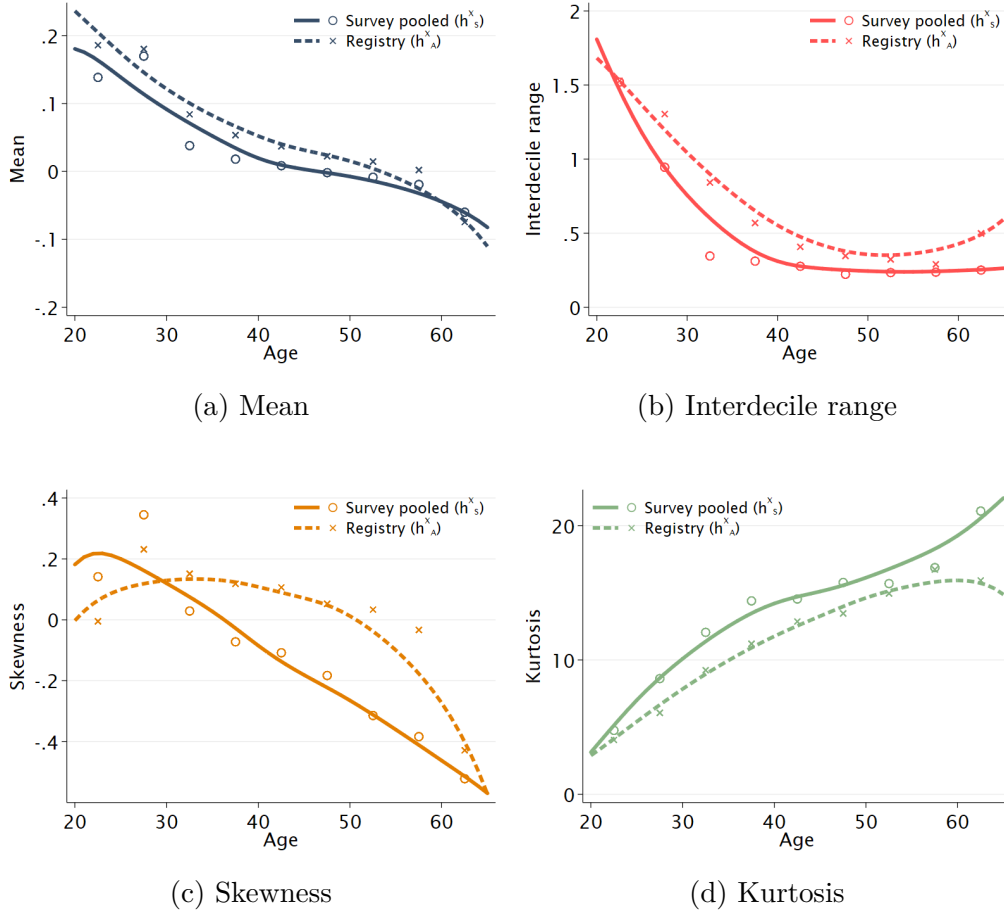
In [Figure 7](#) we examine how the moments of the distributions  $h_S^X$  and  $h_A^X$  evolve over the life cycle. The graph shows that life cycle patterns are broadly similar between the survey data and the administrative data for all moments. Mean earnings growth, panel (a), decreases with age. Young workers, on average, expect and realize positive earnings growth while the oldest workers expect and realize negative earnings growth. Next, the interdecile range of the distribution of earnings growth, panel (b), is especially high for people in the 20s but is relatively stable after age 30. This means that young workers tend to be relatively more uncertain about their earnings growth. Skewness, panel (c), is decreasing with age. One divergence between the survey and the registry is that for those of ages 30-50, skewness is negative while in the registry it is close to zero in the survey. Lastly, note that excess kurtosis, panel (d) increases in age. This means that the earnings growth distribution becomes more peaked and develops fatter tails as age increases.<sup>18</sup>

In [Online Appendix C.9](#), we further divide the survey and the registry data into three broad age groups and earnings deciles within each age group. Again we find very similar patterns between the survey and the registry. The comparison is based on administrative data for 2020. Once again, the low impact of COVID is confirmed since we find very similar patterns when we compare survey results to administrative data in 2019 (see

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<sup>17</sup> [Leth-Petersen and Sæverud \(2022\)](#) document that the distribution of realized earnings growth in Denmark share many of the features that are also observed in the US data.

<sup>18</sup> In [Online Appendix C.8](#), we document that also the standard moment measures (standard deviation, skewness, and kurtosis) show similar patterns in the registry and the survey.



Note: The figure shows the average value of the 1st to 4th quantile based moments (See notes to Figure 4) over the life cycle of the pooled earnings distribution in the survey,  $h_S^X$ , and in the administrative data,  $h_A^X$ . “o” and “x” represent the empirical mean across 5-years age bins for the survey and the administrative data for 2020, respectively. The lines are local linear polynomials, calculated using a bandwidth of 4 years. Survey results are weighted using population weights. Online Appendix C.8 shows the corresponding figures using standard moments.

Figure 7: Higher-order moments of  $h_S^X$  and  $h_A^X$  over the life cycle



Online Appendix C.6). Overall, we find high coherence between the pooled distribution of expected earnings growth based on the survey data and the distribution of actual earnings growth recorded in the administrative data.

## 4 Administrative versus Survey-Based Earnings Risk

In this section we compare the distribution of realized earnings growth, often used to infer earnings risk, with subjective earnings risk directly measured in survey data. Guvenen et al. (2021), for example, groups the population into three broad age groups and percentiles of earnings levels and examines the characteristics of the distribution of earnings growth within these cells. Obviously this method of inferring earnings risk from the moments of the cross sectional distribution of realized earnings growth comes with assumptions about worker homogeneity, i.e. that groups of workers draw earnings realizations from the same underlying distribution which can be characterized by the cross sectional distribution of realized earnings. To explore the validity of these homogeneity conditions, we analyze whether moments calculated from the distribution of earnings growth in the administrative data within these detailed partitions,  $h_A^X$ , are able to mimic the moments of the subjective distributions of holistic earnings growth within the same cells,  $g_i^X$ .

### 4.1 Coarse Stratification

We start out by illustrating the main insight based on a coarse partition of the administrative data which allows us to summarize the main insight graphically. We then implement a more detailed partition that is close to the most granular researchers could achieve with administrative data.

In the coarse stratification we divide the administrative data for the Danish population into six cells based on three age groups (20-34, 35-49, 50-65) and the earnings level being *High* or *Low* (above/below the median). Within each of these cells we calculate the moments of the cross sectional distribution of realized earnings growth from the administrative data,  $h_A^X$ . Each moment within a cell will be a unique number. Next, we calculate the corresponding moments for the pooled distribution of subjective holistic earnings growth expectations,  $h_S^X$ , cf. equation (3). Also in this case each moment within a cell will be a number. If these two objects are similar, then the survey data and the registry data are consistent with each other. We then compare with the cross sectional *distribution* of moments of the subjective distributions of holistic earnings growth,  $g_i^X$ , cf. equation (2), for individuals from the survey belonging to the cell.

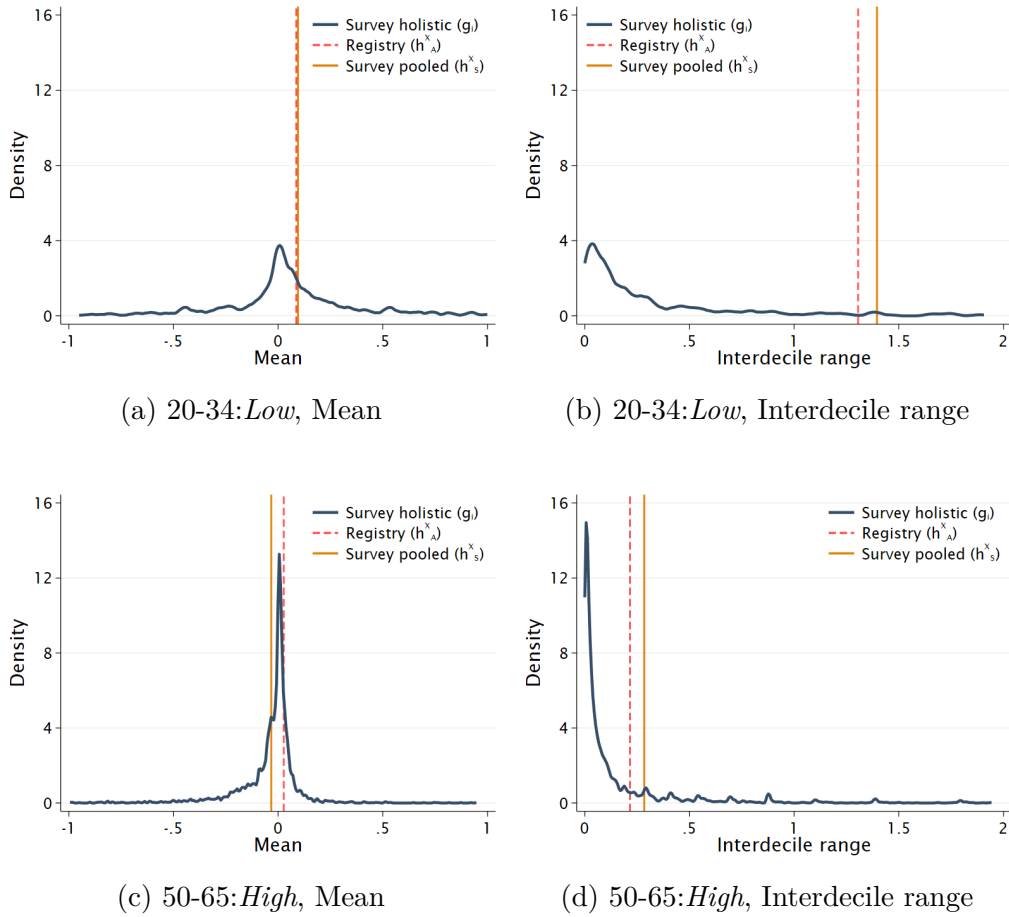
Figure 8 presents estimates of mean earnings growth and interdecile range (IDR) for two of the groups in the coarse stratification described above. The first row is for the cell 20-34:*Low* and the second row is for the cell 50-65:*High*. The first column shows the estimates for the mean and the second column shows estimates of the interdecile range. Panel (a) shows that for the 20-34:*Low* group, the mean calculated from the administrative data,  $\mathbb{E}[h_A^X]$ , and the mean calculated from the pooled subjective distribution,  $\mathbb{E}[h_S^X]$ , are practically identical while there is considerable heterogeneity in the means of the subjective distributions,  $\mathbb{E}_i[g_i^X]$ . Panel (b) shows that the interdecile range estimated from the administrative data,  $\text{IDR}[h_A^X]$ , and the pooled survey data,  $\text{IDR}[h_S^X]$ , are also very close to each other, but that the subjective interdecile ranges,  $\text{IDR}_i[g_i^X]$ , are very heterogeneous and centered at much lower values than the interdecile range calculated from the administrative data and the pooled subjective data.

The second row of Figure 8 shows the corresponding figures for the 50-65:*High* group. The estimate of the mean, panel (c), and the interdecile range, panel (d), based on the administrative data and the pooled subjective data are also very similar. The modal point of the distribution of subjective interdecile ranges is also positioned lower than the estimate of the interdecile range based on the administrative data. However, this group displays less heterogeneity in subjective means and the distance between the estimate of the interdecile range based on the administrative data and the modal point of the distribution of subjective interdecile ranges is smaller than for the 20-34:*Low* group.

The main insight from Figure 8 is that uncertainty inferred from the administrative data tends to be larger than uncertainty inferred from the subjective data and that the degree of overshooting tends to be linked to how much dispersion there is in the distribution of subjective means. This is consistent with the view that the pooled distribution of expected earnings growth,  $h$ , is a mixture of underlying subjective distributions,  $g_i$ , cf. Equation (3). The theoretical variance of a mixture distribution of  $N$  equally weighted subjective distributions with individual means and variances  $\mu_i, \sigma_i^2$  is:

$$\text{Var}(h) = \frac{1}{N} \sum_i \sigma_i^2 + \frac{1}{N} \sum_i \mu_i^2 - \left( \frac{1}{N} \sum_i \mu_i \right)^2 \quad (4)$$

The variance of the mixture distribution is the mixture of the variances of the subjective distributions plus a non-negative term reflecting the differences in means between the subjective distributions. By Jensen's Inequality the average squared mean is weakly greater than the squared average mean, implying that the sum of the last two terms is non-negative and hence that the variance of the mixture distribution is weakly larger than



Note: The figure shows estimates of the mean and interdecile range for  $h_S^X$ ,  $h_A^X$ , and the distribution of  $g_i$  for two subgroups in the data. The top row shows these statistics for individuals aged 20-34 and with below median earnings (20-34:Low), and the bottom row shows the corresponding statistics for individuals aged 50-65 and with above median earnings (50-65:High). Online Appendix E.1 show the corresponding figures for the remaining subgroups.

Figure 8: Mean and interdecile range of  $h_S^X$  and  $h_A^X$ , and the distributions of individual means and interdecile range of  $g_i$  for two selected subgroups

the average variance of the subjective distributions,  $\text{Var}(h) \geq \frac{1}{N} \sum_i^N \sigma_i^2$ . Put differently, over-dispersion in the pooled holistic distribution,  $h_S^X$ , and by extension the distribution from which the registry based variance is calculated from,  $h_A^X$ , occurs when the underlying subjective holistic distributions,  $g_i$ , have heterogeneous means, and, as a result of this, risk is confounded with heterogeneity.<sup>19</sup>

## 4.2 Refining the Stratification

The logic above suggests that the gap between subjective and administratively estimated risk will be lower the more we refine the stratification of the population. To pursue this we now consider a finer stratification. Specifically we make use of the administrative data and partition the distribution of realized earnings growth in the population data into 300 cells by three age groups and earnings percentiles following [Güvenen et al. \(2021\)](#). For each of these cells we perform the same calculations as in the illustration above: We calculate the interdecile range of the distribution of realized earnings growth within each cell,  $\text{IDR}[h_A^X]$ , and the average of the subjective interdecile ranges within each of these cells,  $\frac{1}{N^X} \sum_i^{N^X} \text{IDR}_i[g_i^X]$ . The result is shown in [Figure 9](#) which reproduces [Figure 1](#).<sup>20</sup>

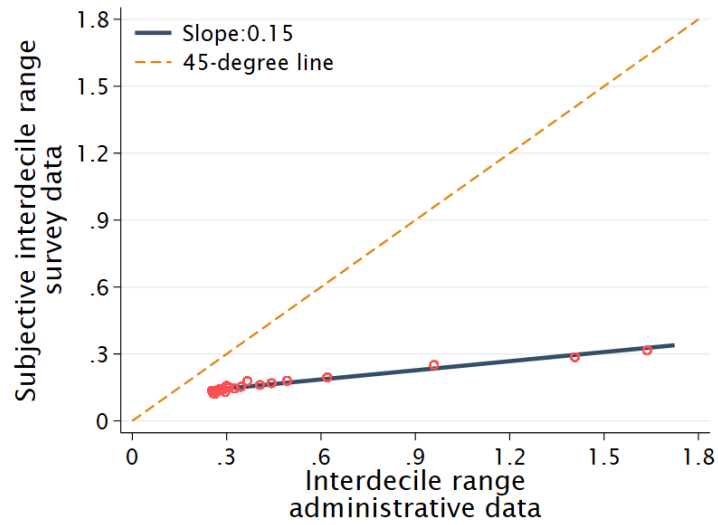
We find that the average of the subjective interdecile ranges,  $\frac{1}{N^X} \sum_i^{N^X} \text{IDR}_i[g_i^X]$ , within each cell is much smaller than the interdecile range calculated from the administrative data within the same cell,  $\text{IDR}[h_A^X]$ . Consistent with this, we find that within each cell there is a lot of heterogeneity in the subjective mean growth rates (not reported). Consistent with the idea that the pooled distribution of earnings growth rates is a mixture of individual distributions of expected earnings growth rates, this finding suggests that heterogeneity is assigned to chance when earnings risk is inferred from the distribution of realized earnings growth and, as a consequence, that risk is systematically overstated compared to how the majority of individuals experience it.<sup>21</sup>

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<sup>19</sup> How skewness and kurtosis of the pooled distribution are related to skewness and kurtosis of the underlying subjective distributions is ambiguous. We refer to [Online Appendix E.2](#) for derivations.

<sup>20</sup> in [Online Appendix E.3](#), we report results for skewness and kurtosis.

<sup>21</sup> Assigning heterogeneity to risk could potentially be the result of not applying a sufficiently fine partition by observable characteristics. In [Online Appendix E.4](#) we present results for an even finer grid with 1,800 cells for age, earnings deciles, gender, and university education and find results that are practically identical. Furthermore, we also try a version where we include the individual growth rate of earnings in the covariate set. A branch of the literature assumes that individual earnings grow deterministically at an unobserved rate. This is known as the heterogeneous income profiles model (HIP, e.g., [Güvenen, 2009](#); [Browning et al., 2013](#)). In order to account for this possible type of heterogeneity we construct an alternative version of [Figure 1](#) where we expand the covariate set to include also the average growth rate of earnings within the past five years. This essentially allows for an individual fixed effect on growth rates. The resulting figure is practically identical to [Figure 1](#). These results are



Note: The figure compares average interdecile ranges of subjective holistic earnings expectations,  $\frac{1}{N^X} \sum_i^{N^X} \text{IDR}_i[g_i^X]$ , to interdecile ranges calculated from administrative data,  $\text{IDR}[h_A^X]$ , within 300 cells divided by age groups (20-34, 35-49, 50-65) and earnings percentiles. The panel shows a binned scatterplot (red circles) of  $\frac{1}{N^X} \sum_i^{N^X} \text{IDR}_i[g_i^X]$  by vigintiles of  $\text{IDR}[h_A^X]$ . A regression line based on the 300 data points is overlaid.

Figure 9: Comparing interdecile ranges calculated from subjective expectations and from administrative data

## 5 Job Transitions and Subjective Earnings Risk

In this section, we take advantage of our conditional survey instrument to decompose subjective holistic earnings risk,  $g_i$ , according to job transitions and show that such transitions are key in explaining the level and heterogeneity of higher-order moments. To illustrate this we compute not only the average life cycle patterns of the four moments of the subjective holistic earnings growth distributions,  $g_i$ , but also the subjective risk arising from staying in the current job,  $f_i^S$ . Figure 10 illustrates the results, which confirm the great importance of job transitions for earnings risk.

Panel (a) shows average mean earnings growth across the life cycle. Generally, mean earnings growth decreases as the life cycle progresses and this is the case for both holistic earnings growth and for earnings growth conditional on staying. Holistic earnings growth is, on average, positive up to about age 50 and then turns negative. Fixing earnings risk to the stay branch increases expected earnings growth for all ages, and this happens to a degree where also the oldest workers expect positive earnings growth, i.e., the net contribution of job transitions is to reduce expected earnings growth.

Panel (b) shows how the average subjective uncertainty, which we measure as the average interdecile range, pertaining to earnings growth over the life cycle. Considering uncertainty based on subjective holistic earnings growth expectations we find that uncertainty is highest for young people. Fixing earnings growth uncertainty to come only from the stay branch generates a big drop in uncertainty at all ages, but most dramatically for the young. This shows that uncertainty pertaining to one-year ahead earnings growth is intimately tied to job transitions.

In Panel (c) we consider skewness. For all ages there is, on average, negative skewness in the subjective holistic distributions. Yet when quantifying skewness only from the stay branch, it is close to zero. Negative skewness appears when people expect to disproportionately draw large negative shocks and it indicates that job transitions are, in expectation, responsible for the downside risk that people face.

Finally, in panel (d) we consider kurtosis. According to the holistic measure of subjective earnings growth, kurtosis is significant at a level of about 10-20 and it is increasing in age. When removing risk stemming from job transitions, kurtosis is practically removed. This is consistent with the notion that extreme earnings growth derives from job transitions.

Overall, job transitions are essential in determining life cycle patterns of higher order mo-

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reported in Online Appendix [E.5](#).

ments of subjective holistic one-year ahead earnings risk. This raises an obvious question of how well our findings on subjective earnings risk match the implications of state of the art models of job transitions over the life cycle, to which we turn in the next section.

## 6 Subjective Earnings Risk in a Search Model

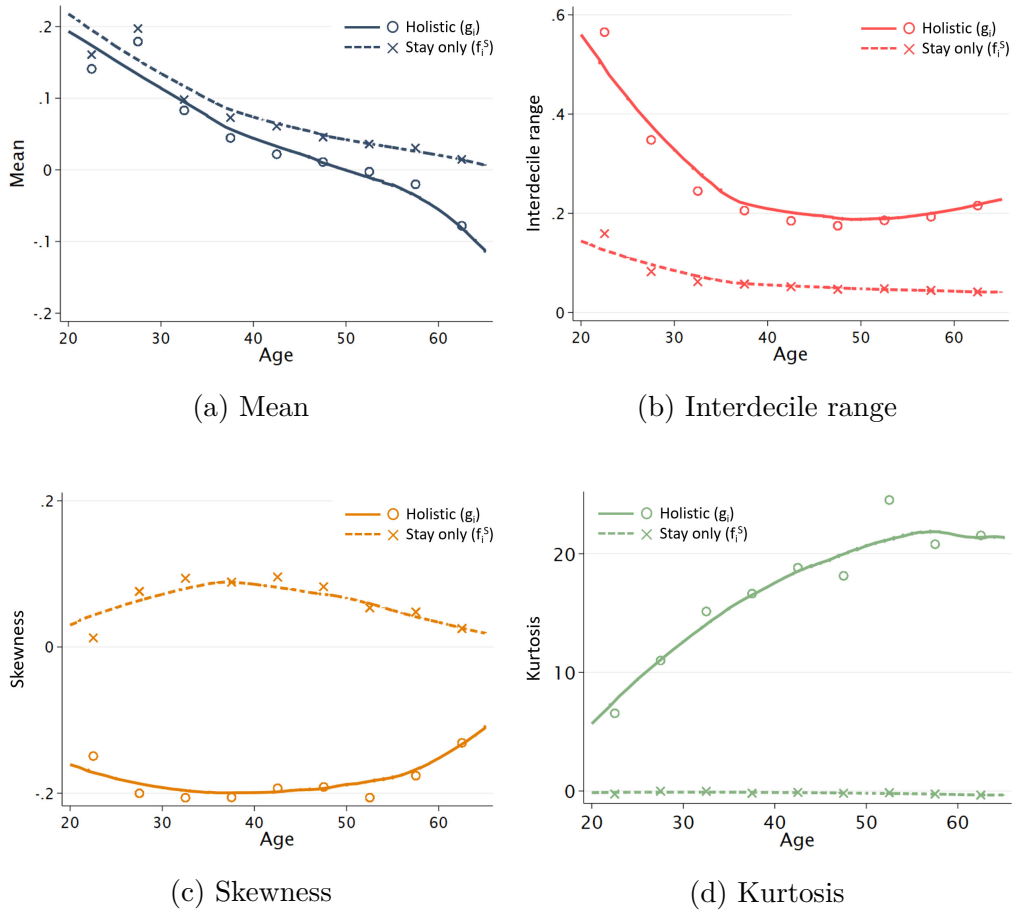
As [Dominitz and Manski \(1997\)](#) noted, a key use of subjective earnings risk is to discipline models of job search. The *Copenhagen Life Panel* was designed with this in mind, given its focus on job transitions and earnings risk. In this section, we consider how well a state of the art life cycle model of the labor market developed by [Menzio et al. \(2016\)](#)<sup>22</sup> fits our data when estimated in the standard manner. This model is designed to explain the life-cycle profiles of the employment-to-employment (EE), employment-to-unemployment (EU), and unemployment-to-employment (UE) rates as well as average wages. As a result, it can endogenously generate age variation in these rates, as well as time out of work.<sup>23</sup> In our survey, we measure these expectations directly and show that they have important life-cycle patterns that feed into earnings risk. A further motivation for this model class is that, given our focus on transitions, it gives us the exact level of detail needed for explaining them. Other models include features such as consumption and saving, welfare systems, firm heterogeneity, and/or more elaborate human capital dynamics (for example, [Low et al., 2010](#); [Hubmer, 2018](#); [Bagger and Lentz, 2019](#); [Jung and Kuhn, 2019](#)), often as part of an effort to address topics over and above just job transition patterns. While all these models, including [Menzio and Shi \(2011\)](#) and [Menzio et al. \(2016\)](#), have many common features, the latter is particularly well-suited for understanding how earnings risk is related to job transitions and for the data that we have at hand.

Regardless of the specifics, models in this literature are typically calibrated to match observational data on job transitions. Consequently, expectations are treated as unobserved and are inferred through assumptions. Little is known about whether the *implied* expectations of workers in such calibrated models are actually consistent with the subjective expectations data. To learn more, we calibrate the model to Danish administrative

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<sup>22</sup> The model in this paper is the life-cycle extension of the well-known directed search model of [Menzio and Shi \(2011\)](#)

<sup>23</sup> Papers in the style of [Bagger et al. \(2014\)](#) often impose that unemployed workers accept all jobs and/or a constant exogenous job destruction rate. Although the arrival and destruction rates can simply be made age-dependent or targeted by age, like in [Karahana et al. \(2022\)](#), we wanted to use a model that has the potential to generate the right patterns on its own. This is important for our exercise because we want to identify which features of the model (that have economic interpretations) can or cannot generate beliefs in line with the CLP, without adding too much complexity.



Note: The figure shows the average value of the 1st to 4th quantile based moments (See notes to Figure 4) over the life cycle of holistic earnings risk,  $g_i$ , and risk conditional on staying,  $f_i^S$ . “o” and “x” represent the empirical mean across 5-years age bins. The lines are local linear polynomials, calculated using a bandwidth of 4 years. Survey results are weighted using population weights. Online Appendix C.10 show the corresponding figure using standard moments instead of quantile based moments.

Figure 10: Moments of holistic earnings risk,  $g_i$ , vs. risk conditional on staying,  $f_i^S$ , over the life cycle



data, back out the implied beliefs about earnings risk, and examine both the consistencies and departures from the subjective expectations that we measure in the *Copenhagen Life Panel*.

## 6.1 Model Description

We now provide a brief outline, relegating details to Online Appendix F. The model features workers with finite lifespans who can search for work both on and off the job, and face unemployment risk. They acquire experience while employed and aim to find jobs with a high match quality.

The economy is populated by  $T$  overlapping generations of risk-neutral workers. In every period, a new set of workers is born who also live for  $T$  periods. Workers discount the future at rate  $\beta \in (0, 1)$  and maximize their present discounted sum of utility. Workers can either be employed (matched with a firm) or unemployed.

There is a continuum of firms that when matched with a worker, produce output  $zg(y)$ . The first component,  $z$ , is a match quality that is specific to each firm-worker pair. The second component,  $g(y)$ , is specific to the worker.  $y$  represents the worker's experience, which is the cumulative number of periods that they have been employed. The function  $g$  maps  $y$  into productivity and is increasing and concave.

Workers and firms search for each other within submarkets indexed by  $(x, y, t)$ : workers of experience level  $y$  and of age  $t$  choose the level of lifetime utility  $x$  that they want to search for. Firms that post vacancies in submarket  $x$  must provide that utility to their employees through their employment contract. Each submarket will have an endogenous market tightness, a ratio of vacancies to unemployed, denoted by  $\theta_t(x, y)$ . The workers' and firms' of  $x$ , and therefore which submarkets will have searchers, are determined in equilibrium. Workers can search both on and off the job.

The aggregate state of the economy is  $\psi = (n, u, e, \gamma)$ .  $n(t)$  is the measure of workers of age  $t$  in the labor market.  $u(y, t)$  is the measure of unemployed workers.  $e(z, y, t)$  is the measure of workers of type  $(y, t)$  with match quality  $z$ . When matches first form, the quality is unknown:  $z = z_0$  denotes this case.  $\gamma$  is the measure of newly born workers.

Each period of time consists of five stages, which occur in the following order: 1) entry and exit from the labor market, 2) separation, 3) search, 4) matching, and 5) production.

During the entry and exit stage, non-participating workers of age  $t$  enter the labor market with probability  $\mu_t$ . A fraction  $\nu_t$  of participating workers permanently leave the labor

market where  $\nu_{T+1} = 0$ , i.e., if a worker reaches age  $T$ , they will permanently exit for sure next period.

In the separation stage, workers and firms who remain matched after the previous period decide whether to separate. There are two different types of separations. They can occur exogenously with probability  $\delta$ . Endogenous separations can also occur: they are determined by age, experience, and the discovery of match quality. The details will be explained further when defining the value functions.

In the search stage, workers get the opportunity to search with probability  $\lambda_e$  and unemployed workers search with probability  $\lambda_u$ . If they do search in that period, they choose a single submarket  $x$  where they direct their search. At the same time, firms choose how many vacancies to open in each submarket (taking into account workers' decisions), where  $k$  is the cost of posting a vacancy.

In the matching stage, a worker searching in submarket  $(x, y, t)$  meets a vacancy with probability  $p(\theta_t(x, y))$ .  $p$  is a matching function that governs how likely workers are to meet a firm as a function of the market tightness (the ratio of vacancies to unemployed).  $q(\theta_t(x, y)) = p(\theta_t(x, y))/\theta_t(x, y)$  is the probability that a vacancy meets a worker in submarket  $(x, y, t)$ . When a firm and a worker meet, the firm offers a contract worth  $x$  in lifetime utility. If the worker accepts the offer, then they become a match.<sup>24</sup> At this point, the match quality  $z$  is drawn from distribution  $f(z)$ , but may or may not yet be observable to the firm and worker. In addition, for existing matches, the match quality  $z$  is redrawn with probability  $\eta$  from the same distribution. This reflects exogenous changes in productivity that can make this particular match better or worse: the firm implements a new technology, the worker gets better at their tasks in this job, etc.

The last stage is production. Unemployed workers produce and consume  $b$ . Employed workers produce  $zg(y)$  and consume their wage  $w$ , which is specified by their employment contract (along with the policies for separation rates and which submarket the worker should search in as a function of the history of the match). With probability  $\alpha$ , the worker and firm observe  $z$  and become a "known quality" match from now on. With probability  $1 - \alpha$  they remain as an "unknown quality" match.

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<sup>24</sup> In equilibrium, workers accept all jobs offered to them: they have optimally chosen their submarkets and know exactly the promised lifetime utility  $x$  of any job offer.

## 6.2 How the Model Works

This section gives a brief overview of the mechanisms and key forces driving the model. In particular, we highlight how job transitions and earnings risk unfold and where they come from – these are key objects that we will link back to our survey responses and the Danish register. For more details on the value functions and the equilibrium see Online Appendix [F.1](#) and [F.2](#).

Transitions from employment to unemployment are triggered by changes in match quality  $z$ . Every match has a reservation match quality  $r_t(y)$ . If  $z$  is below the  $r_t(y)$ , the match is immediately destroyed. If  $z$  is above, it is kept. Updates to  $z$  occur in two scenarios: when  $z$  is revealed after being unknown in a new match (with probability  $\alpha$ ) and when it is redrawn (with probability  $\eta$ ). Any of these scenarios can result in an EU transition.

Employment-to-employment transitions occur when workers with low enough match quality successfully search on-the-job. Workers optimally choose a single submarket to search in as a function of their current  $(y, z, t)$ . In equilibrium, workers with lower match quality will choose to search in submarkets where jobs are easier to find. If  $z$  becomes high enough, workers do not search on the job at all because it is better not to risk losing their good match to go to a new match with initially unknown quality. As a result, the workers who go through an EE transition will be the ones who have the most to gain from the switch.

Finally, earnings are linked to human capital (experience) and match quality. Growth in either of these will result in earnings growth. Earnings risk comes from one of two sources. First, a job transition will result in a new match quality, and in some cases, a flattening of experience (if the transition involves going through unemployment). Thus, just as in the survey, job transitions in the model will be closely tied with earnings risk. In addition, earnings risk is also present if the worker stays with their current employer because of the possibility of discovering or resetting their match quality.

## 6.3 Belief Simulation in the Search Framework

We calibrate the model in the standard manner using data on employment and wage outcomes from the registry, where the raw data is measured at the monthly frequency. The key moments that we target are the EU and EE rates as a function of tenure, and wages as a function of age. This strategy allows the model to endogenously generate the age profile of the EU and EE rates. This ensures that the model can deliver on its own the correct transition patterns by age. If the model’s mechanisms can explain realizations

in the registry, then they are reasonable starting points for exploring whether they are also relevant for beliefs. The details on the calibration and model fit for both targeted and untargeted moments are in Online Appendix F.3.

With this calibration in hand, our next step is to generate the beliefs for a cross-section of model-simulated workers. The beliefs we are interested in are the subjective distributions of earnings conditional on staying, quitting, and being laid off, the probabilities of these events, and the associated duration of out-of-work times – exactly as if they were respondents to the CLP.

We start from a sample of model-simulated workers drawn from the stationary equilibrium, which is a distribution of workers over age, experience, employment status, and match quality. Our beliefs about the probability of job transitions come from simulating each worker’s states forward many times, and for the branch-specific beliefs, putting each worker on each branch and simulating forward from there. These paths represent the worker’s beliefs about all of the outcomes that are possible over the next year. Note that here we are imposing rational expectations as do nearly all models in this literature: in expectation, beliefs are the same as outcomes.

We first do one set of simulations to recover workers’ beliefs about job transitions: the probability of staying with their employer ( $p_i^S$ ), undergoing an EE transition ( $p_i^Q$ ), and undergoing an EU transition ( $p_i^L$ ) at some point within the next year. For each of these, the proportion of paths in which the transition occurs is the worker’s belief about the likelihood of the transition, which map to the first set of CLP questions. Note that here, to facilitate our comparison, we are equating quits in the CLP with EE in the model and layoffs in the CLP with EU in the model.<sup>25</sup>

To generate beliefs for periods until re-employment and earnings growth, we perform another set of simulations branch by branch. On the stay branch, we shut down exogenous job destruction and on-the-job search to obtain scenarios in which the worker stays with their employer. Calculating their average monthly earnings in each scenario enables us to obtain the distribution  $f_i^S$ .<sup>26</sup> To simulate each worker’s EE branch, we put them in

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<sup>25</sup> The reason is that from the perspective of the worker, quits and EE transitions are usually interpreted as voluntary and layoffs and EU transitions are seen as involuntary. Of course in most models, these transitions are mutually agreeable and in real life, there can be involuntary EE transitions and voluntary EU transitions. We found signs in the CLP that suggested that these may be commonly-held beliefs, such as the presence of positive time-out-of-work after a quit. We think that the CLP can be helpful for understanding these scenarios and filling in any gaps, and plan to explore this further in future work.

<sup>26</sup> On each branch, the beliefs about conditional earnings growth come from the log difference between

a new job (with no intervening time out of work) of unknown quality and allow each path to evolve for 12 months according to the data-generating process of the model.<sup>27</sup> Their earnings on each path contribute to the distribution  $f_i^Q$ . For the EU branch, we send people to unemployment and simulate their paths forward as they eventually find new jobs. We simulate for a longer time – 3 years – to ensure that we have a longer series of earnings once they get to their new employer. Their earnings at their new employer contribute to the distribution of  $f_i^L$ . The model-simulated beliefs about time to re-employment,  $n_i^L$ , are represented by the average length of the unemployment period on the EU branch.<sup>28</sup> For additional details on the belief simulation, see Online Appendix F.4.

## 6.4 Results: Survey vs. Model Beliefs

In this section, we present our comparison between the beliefs in the model and survey. To summarize them, we create a figure comparable to Figure 4. The main findings are in Figure 11.

The left side compares the average branching probabilities and average length of the re-employment periods, with the numbers from the survey in the parentheses. We find that the model’s implications for these beliefs align well with those of the CLP respondents. This is consistent with our earlier results comparing these outcomes between the survey and register. Since these matched well and the calibration was targeted to the registry, it follows that the model is closely in line with the survey.

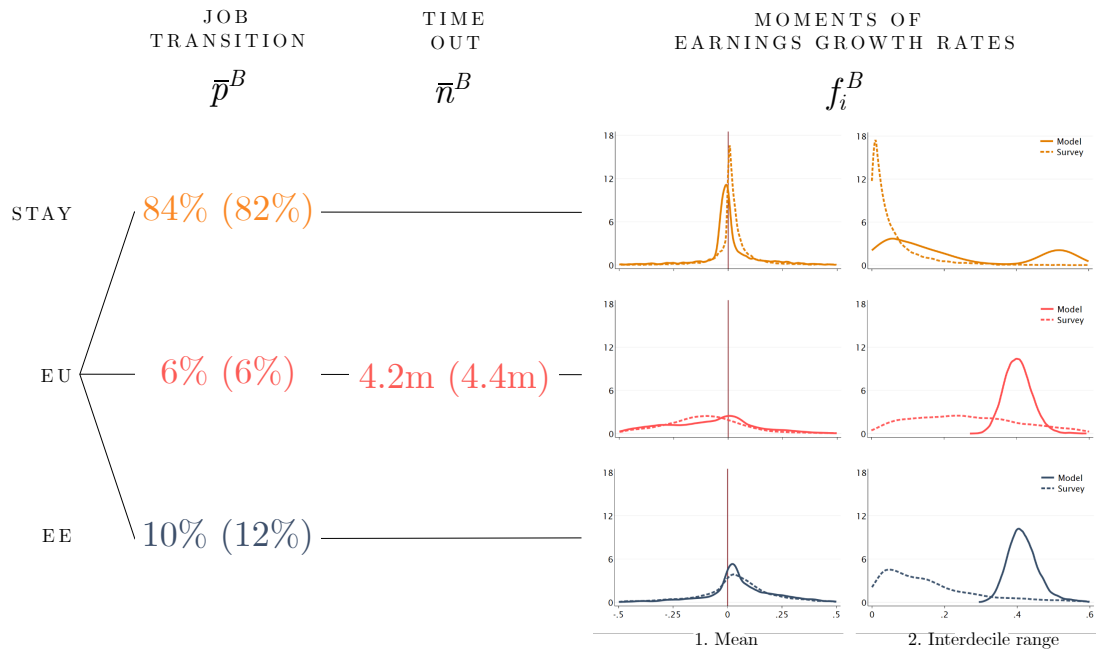
Figure 11 also compares the distribution of the moments of conditional earnings growth. On the stay branch, the distribution of means in the model is similar to the survey, but with more small negative values. These distributions are also quite similar on the other branches. The model can correctly capture a lot of negative values on the EU/laid off branch because transitions to unemployment involve a pause in human capital growth and often lead to matches that have lower quality than the previous one. On the EE/quit branch, the model correctly picks up many high earnings growth realizations. This is because the workers who search while employed have low enough match qualities and

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average monthly first-year earnings in the new job and the monthly earnings in the old job, exactly as we measured it when analyzing the survey responses.

<sup>27</sup> Note that in the model there is a subset of workers who have 0% probability of an EE transition because they have high enough match quality. We exclude them from this branch, which is consistent with the survey – respondents in the CLP who reported a 0% chance of quitting were not asked any further questions about this branch.

<sup>28</sup> Note again that since we are mapping EEs to quits, we do not have a model counterpart of  $n_i^Q$ .



Note: The figure shows conditional values implied by the model, where the rows correspond to the branches “Stay”, “Employment-to-Uemployment”, and “Employment-to-Employment”. The first column shows the average probabilities of each branch,  $\bar{p}^B$ . The second column shows the average of the expected reemployment period in each branch,  $\bar{n}^B$ , in months. The distributions show the cross-sectional distribution of the 1st and 2nd moment of the model implied conditional earnings distributions,  $f_i^B$ . (See also notes to Figure 4). Numbers in parentheses as well as dashed lines in the distributions are from the survey results for comparison. Survey results are weighted using population weights.

Figure 11: Overview of belief comparison between survey and model

know that they should be able to gain once they move jobs.

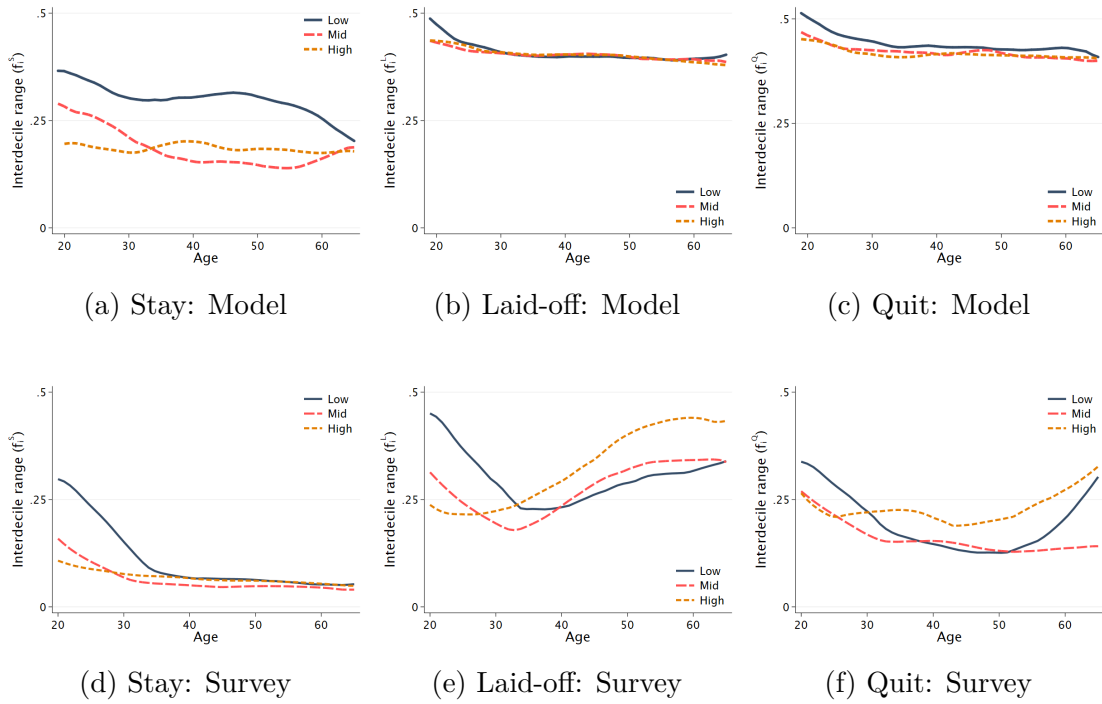
The departures become evident when examining the variance of earnings growth in each of the three events. Recall that in the survey, people viewed the stay branch as having very little risk. In contrast, agents on the stay branch in the model have two sources of earnings changes, leading to the double-peaked distribution in Figure 11. The lower peak comes from the resetting of match quality for workers with known quality; the upper peak comes from the initial realization of quality for workers of unknown quality.

On both the quit and layoff branches, the interdecile range is much higher in the model compared to the survey. Moreover, there is less heterogeneity in the model compared to the survey. This happens because all workers of the same age and experience level face the exact same job search environment after separating from their jobs: they all draw from the same match quality distribution and everybody “starts from the bottom” of the job ladder after going into an unemployment spell. As a result, the model delivers higher and less heterogeneous levels of risk than does the survey.

This means people believe they have less risk than the equivalent agent of their type in the model, or that agents in the model overestimate this risk. This finding echoes the results found in Figure 9 which compares the subjective and registry inferred risk. This is to be expected given that the model was calibrated to the registry, but these results shed light on why search models may miss these features of beliefs. Compared to the model, this finding suggests that workers have more information about what kinds of jobs may be available to them, or that their own match quality is not that unpredictable.

In the survey, there is also a clear pattern where workers view quits and layoffs as different events with different levels of risk. This can be seen by noting the disparities between the distributions of interdecile range in the survey. However, in the model, workers have similar interdecile ranges regardless of whether an EE or EU occurs. This is another major place where the model beliefs depart from the survey beliefs: the model gets right that EEs typically offer higher returns than EUs, but does not capture the fact that in the survey, people say that EEs are generally less risky. The reason is related to the logic above: when someone enters a new job in the model, whether they came straight from employment or unemployment does not matter for how they fare in the new job. In either case, they start off as unknown and face the same distribution of match quality when it is revealed.

To further explore the difference between the model and the survey, we examine the second moment as a function of current earnings and age. Figure 12, panels (a) - (c)



Note: The figures show interdecile ranges of conditional earnings risk for three terciles of earnings (Low, Mid, High) over the life cycle. The top row shows model implied risk, the bottom row shows subjective risk. The lines are local linear polynomials, calculated using a bandwidth of 4 years. Survey results are weighted using population weights.

Figure 12: Heterogeneity in interdecile range of  $f_i^B$  by transition status, age and earnings level



show interdecile range of conditional earnings growth in the model across the life cycle for 3 earnings groups: low, medium, and high. Panels (d) - (f) show the corresponding expectations elicited in the survey and they document different patterns of heterogeneity than what is inferred from the model.

On the layoff and quit branches, it is clear that the model cannot generate enough variation in risk across the age and earnings distributions. For nearly all groups, the model implies an overestimation of risk, with the highest risks being for young and low earning workers on both the quit and layoff branches. It cannot account for the more complex patterns seen in the survey, such as the opposite patterns in layoff risk for low- and high-earning workers, and the increase in risk around quits for older workers. On the other hand, the model can generate more age and earnings variation in risk on the stay branch, albeit with different patterns compared to the survey. However, as we have shown with the survey data, job transitions are very important for overall risk. Since the model cannot account for the risks associated with them, the model's mechanisms may not be so useful for understanding where these survey expectations come from.

These results are informative for identifying how models of the labor market can better align themselves with subjective beliefs collected from surveys like the CLP. Although we compare our data with beliefs implied by [Menzio et al. \(2016\)](#), the features of that give rise to the discrepancies are not unique to this model. Uncertainty about productivity at the start of new matches and/or forcing all workers to start from the bottom of the job ladder after going through unemployment are commonly seen attributes. Moreover, to address the overestimation of risk, the use of expectations rather than outcomes data is crucial. The data from surveys like the CLP can be used in future work to address these gaps.

## 7 Conclusion

We introduce a survey instrument that measures earnings risk. A key feature of our instrument is that it conditions on possible job transitions, i.e., whether people stay in their current job, quit or are laid off. A link with administrative data provides many credibility checks. It also reveals subjective earnings risk to be significantly lower than its administratively-estimated counterpart, since expected earnings growth is heterogeneous even within narrow demographic and earnings cells. We also show possible job transitions to be central determinants of subjective earnings risk. We calibrate a life-cycle model of search and matching in the standard manner based on administrative data. We show that the calibrated model produces far higher estimates of individual earnings risk than

do our subjective expectations whether or not workers switch jobs. Our results highlight the value of using survey-based measures of subjective earnings risk in modeling labor market transitions and other key choices impacted by earnings risk, such as savings and portfolio decisions.

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# Online Appendix for “Subjective Earnings Risk”

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March 3, 2023

## A Survey Questionnaire

In this appendix, we introduce the survey questionnaire of Copenhagen Life Panel. To set the stage, we start by asking questions about work status in the past year. In the survey fielded in January 2021, the first question is about labor market status one year earlier, in January 2020. Respondents were asked to classify themselves as one of: employed; self-employed; looking for work; temporarily out of labor force; and permanently out of labor force.

Respondents then report their current work status. They again can choose from among the same five options. If they report there is a change between the past and current status, we further ask about the dynamics. Then they move to the module with expectations questions if they are currently employed. The full questionnaire is as follows:

First, we are interested in your working status in Jan 2020 (last year).

Throughout this survey, we are going to ask you about working for pay. We have in mind work, including work as self-employed, for which you receive regular pay and work at least 10 hours per week.

**[Part 2-1: Labor income, Past]**

Q\_2\_1. Think about Jan 2020 (last year).

Were you working for pay?

Variable name: Q\_2\_1

Variable value: 1 Yes 2 No

[If Q\_2\_1=Yes] Q\_2\_1\_2. Think about Jan 2020 (last year).

Were you self-employed?

Variable name: Q\_2\_1\_2

Variable value: 1 Yes 2 No

[If Q\_2\_1=No] Q\_2\_1\_3. Did you look for work in Jan 2020?

Variable name: Q\_2\_1\_3

Variable value: 1 Yes 2 No

[If Q\_2\_1\_3=No] Q\_2\_1\_4. Please pick the most appropriate description of your employment status in Jan 2020 (last year).

Variable name: Q\_2\_1\_4

Variable value: 1 Temporarily out of work, 2 Permanently out of work

[Note: clarification Johan]

[If J\_past= Temporarily Out/Looking for work] Q\_2\_2. Did you have any earned income during 2020?

Variable name: Q\_2\_2

Variable value: 1 Yes 2 No



[If Q\_2\_1=Yes or Q\_2\_2=Yes] Q\_2\_3. What was your earned income during 2020?

Please report the most accurate amount you think.

Variable name: Q\_2\_3

Variable value: [0-]

### **[Part 2-2: Labor income, Dynamics]**

[If J\_past=E WFP] Q\_2\_4. From Jan 2020 till now, are you still working for pay with the same employer you had in Jan 2020?

Variable name: Q\_2\_4

Variable value: 1 Yes 2 No

[if Q\_2\_4=No] Q\_2\_4\_2. When did you stop working with this employer you had in Jan 2020?

Variable name: Q\_2\_4\_2

Variable value: From Jan-1-2020 – to Jan-2021

[if Q\_2\_4=No] Q\_2\_4\_3. For what reason, did you stop working with this employer you had in Jan 2020?

Variable name: Q\_2\_4\_3

Variable value: 1.Laid-off, 2 Quit, 3 Other

[if Q\_2\_4=No] Q\_2\_4\_4. After you stopped working for this employer you had in Jan 2020, did you find other work for pay within a month?

Variable name: Q\_2\_4\_4

Variable value: 1 Yes 2 No

[if Q\_2\_4\_4=No] Q\_2\_4\_5. How many months were you out of work after you stopped working for the employer you had in Jan 2020.

Variable name: Q\_2\_4\_5

Variable value: [1-12, I did not work for pay after that]

### **[Part 2-2: Labor income, Now]**

We now ask about your current employment status.

[if Q\_2\_4!=Yes, Q\_2\_5!=Yes] Q\_2\_7. Are you currently working for pay?

Variable name: Q\_2\_7

Variable value: 1 Yes 2 No

[If Q\_2\_7=Yes] Q\_2\_7\_2. Are you currently self-employed?

Variable name: Q\_2\_7\_2

Variable value: 1 Yes 2 No

[If Q\_2\_7=No] Q\_2\_7\_3. Are you currently looking for work for pay?

Variable name: Q\_2\_7\_3

Variable value: 1 Yes 2 No

[If Q\_2\_7\_3=No] Q\_2\_7\_4. Please pick the most appropriate description of your current employment status

Variable name: Q\_2\_7\_4

Variable value: 1 Temporarily out of work, 2 Permanently out of work

### **[Part 2-3: Labor income, Future]**

[if J\_now=E WFP] Q\_2\_8. Please think about your possible relationship with your current employer in 2021. Assign the probability in each possible case. The sum of the probability should be 100.

1. Staying with the current employer during 2021
2. Laid-off from current employer at some point during 2021
3. Quit from the current employer at some point during 2021
4. Separation for other reason [checkbox activated]

Variable name: Q\_2\_8\_1, Q\_2\_8\_2, Q\_2\_8\_3, Q\_2\_8\_4

Variable value: [0-100]

[Stay]

[if Q\_2\_8\_1>0] Q\_2\_9. We are interested in your earned income in 2021 if you stay with the current employer throughout the calendar year 2021.

Variable name: Q\_2\_9\_1, Q\_2\_9\_2, Bins and balls

[if Q\_2\_8\_1>0] Q\_2\_10. Now, please think about your earned income in 2025 if you stay with the current employer throughout the calendar year 2021.

Please think about all possibilities regardless of whether you stay with the same employer after 2021.

Variable name: Q\_2\_10\_1, Q\_2\_10\_2, Bins and balls

[Laid-off]

[if Q\_2\_8\_2>0] Q\_2\_11. Suppose you were to be laid off from the current employer during 2021. What is the probability that you would start working for pay again after your current work terminates?

Variable name: Q\_2\_11\_1 (within 1 month), Q\_2\_11\_2 (within 3 months), Q\_2\_11\_3 (within 1 year), Q\_2\_11\_4 (within 2 years) [Custom 58]

[if Q\_2\_11\_4>0] Q\_2\_12. Suppose you were to be laid off from the current employer during 2021. After then you start to work for pay at some point in 2 years.

Think about the possible earned income from the first 12 months of this new work for pay.

Variable name: Q\_2\_12\_1, Q\_2\_12\_2, Bins and balls

[if Q\_2\_11\_4>0] Q\_2\_13. Suppose you were to be laid off from the current employer during 2021. After then you start to work for pay at some point in 2 years.

Think about the possible earned income in 2025.

Think about all the possibilities between reemployment and 2025.

Variable name: Q\_2\_13\_1, Q\_2\_13\_2, Bins and balls

[Quit]

[if Q\_2\_8\_3>0] Q\_2\_14. Suppose you were to quit from the current employer during 2021. What is the probability that you would start working for pay again after you quit?

Variable name: Q\_2\_14\_1 (within 1 month), Q\_2\_14\_2 (within 3 month), Q\_2\_14\_3 (within 1 year), Q\_2\_14\_4 (within 2 years)

[if Q\_2\_14\_4>0] Q\_2\_15. Suppose you quit from the current employer during 2021. After then you start to work for pay at some point in 2 years.

Think about the possible earned income from the first 12 months of this new work for pay.

Variable name: Q\_2\_15\_1, Q\_2\_15\_2, Bins and balls

[if Q\_2\_14\_4>0] Q\_2\_16. Suppose you quit from the current employer during 2021. After then you start to work for pay at some point in 2 years.

Think about the possible earned income in 2025.

Think about all the possibilities between reemployment and 2025.

Variable name: Q\_2\_16\_1, Q\_2\_16\_2, Bins and balls

### [Other branch]

[if Q\_2\_8\_4>15] Q\_2\_17. Suppose you were to be separated because of other reasons you are thinking of (not laid-off or quit).

What is the probability that you would start working for pay again after your current work?

Variable name: Q\_2\_17\_1 (within 1 month), Q\_2\_17\_2 (within 3 months), Q\_2\_17\_3 (within 1 year), Q\_2\_17\_4 (within 2 years)

[if Q\_2\_17\_4>0] Q\_2\_18. We are interested in your earned income in the first-year and 2025 earned income after you are separated for other reasons and then reemployed.

Suppose you were to be separated for other reasons from the current employer during 2021. After then you start to work for pay at some point in 2 years.

Think about the possible earned income from the first 12 months of this new work for pay.

Please report your lowest and highest possible amount.

Variable name: Q\_2\_18\_1, Q\_2\_18\_2, Bins and balls

[if Q\_2\_17\_4>0] Q\_2\_19. Suppose you were to be separated for other reason from the current employer during 2021. After then you start to work for pay at some point in 2 years.

Think about your earned income in 2025. Think about all the possibilities between reemployment and 2025.

Please report your lowest and highest possible amount.

Variable name: Q\_2\_19\_1, Q\_2\_19\_2, Bins and balls

## B Comparison to Administrative Data

Table B.1 compares the demographics of the survey sample with that of the comparable registry population. The first column is for all survey participants and the second column is for employed samples. The third column is for everyone in the registry and the fourth column is for workers with annual earnings greater than 24,000 DKK. We note that the share of females is similar in the survey and the registry. Survey participants are, on average, older, more educated, and have higher earnings than the registry population.

Table B.1: Survey sample demographics

| Working status              | Survey  |          | Registry  |           |
|-----------------------------|---------|----------|-----------|-----------|
|                             | All     | Employed | All       | Employed  |
| N                           | 14,875  | 10,942   | 3,429,071 | 2,700,069 |
| Female                      | 0.48    | 0.48     | 0.5       | 0.48      |
| Age                         |         |          |           |           |
| Mean                        | 48.00   | 47.44    | 42.50     | 42.56     |
| S.D.                        | 12.54   | 11.87    | 13.26     | 12.77     |
| Distributions               |         |          |           |           |
| 20-29                       | 0.11    | 0.10     | 0.22      | 0.21      |
| 30-39                       | 0.15    | 0.16     | 0.20      | 0.21      |
| 40-49                       | 0.22    | 0.24     | 0.22      | 0.24      |
| 50-59                       | 0.31    | 0.33     | 0.23      | 0.24      |
| 60-65                       | 0.21    | 0.17     | 0.12      | 0.10      |
| Education                   |         |          |           |           |
| Above college               | 0.49    | 0.53     | 0.34      | 0.39      |
| Annual Earnings (unit: DKK) |         |          |           |           |
| Mean                        | 421,278 | 495,783  | 327,525   | 418,624   |
| S.D.                        | 382,719 | 289,681  | 430,482   | 442,410   |

Note: The table compares average demographic characteristics of different subsamples of the Danish population observed in the administrative data in 2020. The column ‘Survey, All’ includes gross sample of survey participants. The column ‘Survey, Employed’ includes the subset of survey participants who were employed at the time of the survey (January 2021). The column ‘Registry, All’ includes all individuals in the Danish population belonging to the cohorts from which the sample is drawn. Survey participants are excluded from this sample. The column ‘Registry, Employed’ includes the subset of the previous column with earned income of at least 24,000 DKK in 2020. In Jan-2021, the exchange rate for 1 US Dollar was approximately 7 Danish Krone (DKK).

In the analysis we scale all statistics by the relative population weights. To construct population weights, we use the Danish population observed in 2020 in the administrative data. We estimate a probit regression with a survey participation dummy as the dependent variable and age, log earnings, education, and gender as explanatory variables. All these

characteristics are available in the administrative data. Table B.2 shows the marginal effect on survey participation using probit regression. Our survey respondents are around 0.37% of the Danish population. We find that the selection into the survey is related to various demographics. For instance, as age increases by one unit, the probability of participation increases by 0.012%.

Table B.2: Marginal effect on participation

|                         | Mean of Pr(participation):0.37% |              |         |
|-------------------------|---------------------------------|--------------|---------|
|                         | $\frac{dy}{dx} \times 100$      | z-statistics | p-value |
| age                     | 0.012                           | 49.47        | <0.001  |
| female                  | -0.028                          | -4.45        | <0.001  |
| log earnings            | 0.015                           | 19.38        | <0.001  |
| above university        | 0.228                           | 29.9         | <0.001  |
| N: 2,711,011            |                                 |              |         |
| Log-likelihood: -92,294 |                                 |              |         |

Note: The table presents marginal effects from probit regressions where the dependent variable is a dummy variable for survey participation.

To obtain population weights for the survey, we use the inverse of the predicted probability of participating in the survey. Then we apply these population weights to the analysis and figures in the main text.

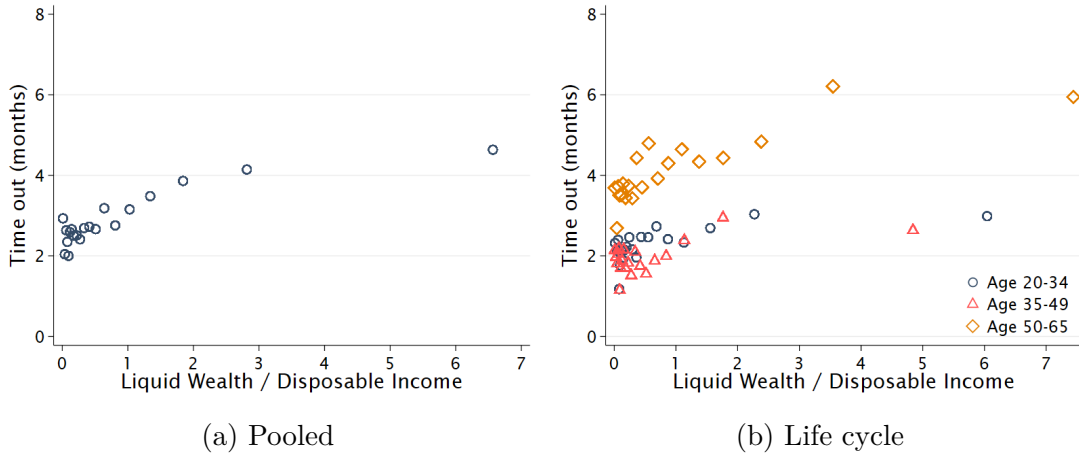
## C Supplementary Results

### C.1 Reemployment Periods after Quit and Liquid Wealth

In this section we investigate the correlation between the reemployment periods and the relative amount of liquid wealth to disposable income. Liquid wealth is defined as the sum of bank deposits and financial assets including shares, bonds, and assets held in mutual funds summarized by 2019 Dec-31st. Disposable income is all income recorded for 2019 less total taxes paid for the tax year 2019. Using these two variables, we define the liquid ratio variable as

$$\text{liquidity ratio}_{19} = \frac{\text{Liquid asset}_{19}}{\text{Disposable income}_{19}}$$

Figure C.1 shows the correlation between the liquidity ratio and reemployment after quitting. Panel (a) shows the pooled correlation and (b) shows the correlation across three different age groups. We find the positive correlation is robust within each age group.



Notes: The figure shows the correlation between the liquidity ratio  $\frac{\text{Liquid asset}_{19}}{\text{Disposable income}_{19}}$  and time spent out of work after quitting. The liquidity ratio is calculated from values of disposable income and liquid asset observed for 2019. Panel (a) shows for the pooled case and panel (b) shows for different age groups.

Figure C.1: Liquid wealth ratio and time out of work after quit

We confirm this finding with regressions with various demographics. We additionally control for log earnings, tenure, education, gender, and age. Table C.1 shows the regression results. The dependent variable is  $\text{Reemp}_{\text{quit}}$ , the expected time out of work following a quit, in all columns. Column (1) is for the pooled sample, column (2) is for the age 20-34 group, column (3) is for the age 35-49 group, and lastly column (4) shows the age 50-65 group. In all cases, except for the youngest subgroup, we confirm the positive



Table C.1: Liquid ratio and time out after quit

| Dependent variable: | Time out after Quit (months)    |                  |                                 |                                 |
|---------------------|---------------------------------|------------------|---------------------------------|---------------------------------|
|                     | (1)                             | (2)              | (3)                             | (4)                             |
| Sample              | All                             | Age 20-34        | Age 35-49                       | Age 50-65                       |
| Liquid Ratio        | 0.325 <sup>***</sup><br>(0.032) | 0.078<br>(0.071) | 0.213 <sup>***</sup><br>(0.067) | 0.252 <sup>***</sup><br>(0.055) |
| Controls            | Y                               | Y                | Y                               | Y                               |
| Observation         | 5,137                           | 1,221            | 1,957                           | 1,959                           |
| R <sup>2</sup>      | 0.113                           | 0.060            | 0.017                           | 0.227                           |

*Notes:* Robust standard error in parenthesis. \*/\*\*/\*\* represent significance level 10/5/1%. Controls include age, gender, tenure, education, and log earnings in 2020.

correlation between the liquid ratio and the expected time out of work following a quit.

The results show that workers with relatively higher liquid wealth are likely to spend more time out of work following a quit.

## C.2 Life cycle Patterns of survey responses

In this subsection, we examine the life-cycle patterns of the survey responses. We divide the sample into three age groups (20-34, 35-49, 50-65) and re-construct the distributions shown in Figure 4 in the paper. Figure C.2 shows the overview for each age group. We omit the skewness and kurtosis because these moments do not exhibit much variation across ages.

Starting from the probabilities of staying, quitting or being laid-off, we find that younger workers are the least likely to stay with the same employer: they report a 74% chance on average of staying compared to an 86% chance in the 50-65 age group. It turns out that this difference comes from the younger group having the highest probability of quitting, at 20%. We also note that the layoff probability is similar across age groups around 6%. These findings are consistent with the well-known fact that there is more job turn-over among young people. Interestingly, in our survey answers, it appears that workers expect this process to unfold via voluntary quits rather than layoffs. 33% (80%) of respondents report strictly (weakly) higher probability of quitting than being laid-off.

Expected time out of work following a job separation is longest for the oldest age group, age 50-65. People in the middle age group, 35-49, expect to find new jobs the quickest. The result that the average duration is longer for layoffs compared to quits also holds within age groups.

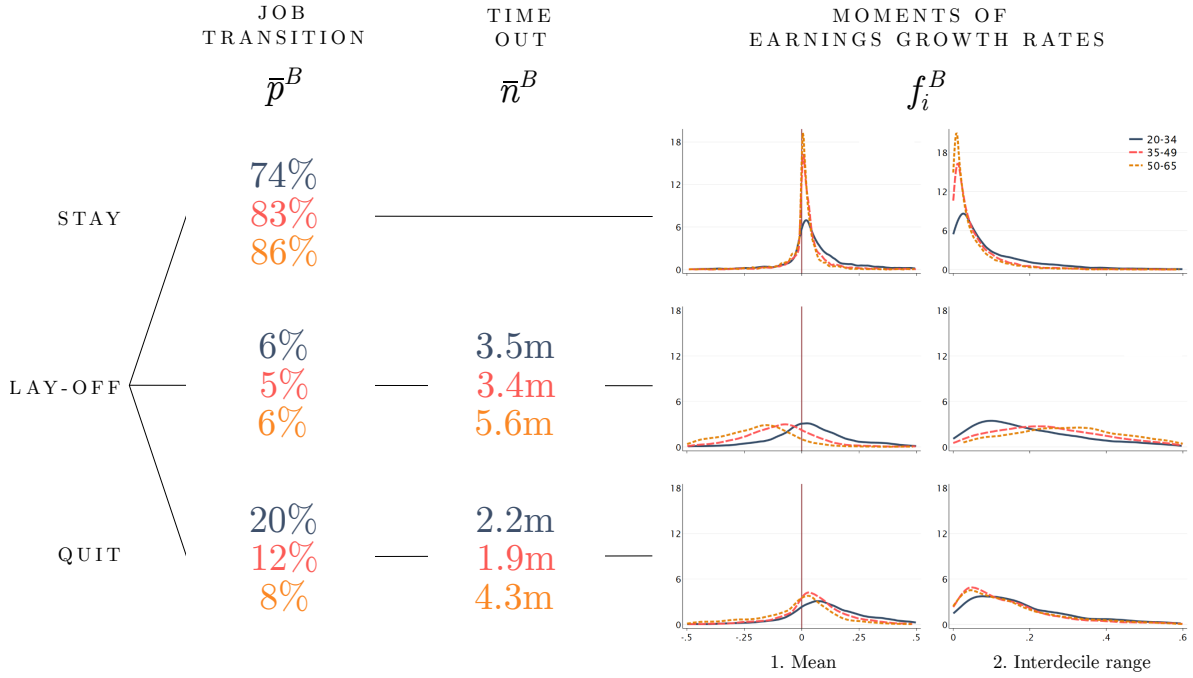
In the next column, we examine the distribution of the mean of earnings growth. In the stay branch, the location of the distribution is similar across age groups, but there is more heterogeneity within the youngest group. For all age groups, most workers expect earnings to grow if they stay with their current employer (most of the mass is to the right of zero).

In the layoff branch, there is a clear life cycle pattern: it appears that the expectation of earnings declines after a layoff is much more prevalent among workers over 35. In contrast, 69% of workers within the youngest group actually expect their earnings to grow after a layoff.

Lastly, the distribution of mean earnings growth rates after quits is mostly above zero for all age groups; however, the youngest group has the highest mean and 90% of respondents among the youngest group expect earnings to grow.

Finally, the  $p_{90}-p_{10}$  column summarizes uncertainty for each age group in each branch. On the stay branch, the two oldest groups are most certain, whereas the youngest group exhibits more heterogeneity. The opposite pattern appears on the layoff branch. The youngest group of workers is the least uncertain on average, and the two oldest groups have more respondents who report higher levels of uncertainty. The patterns in the quit

branch reveal little differences in uncertainty across age groups.

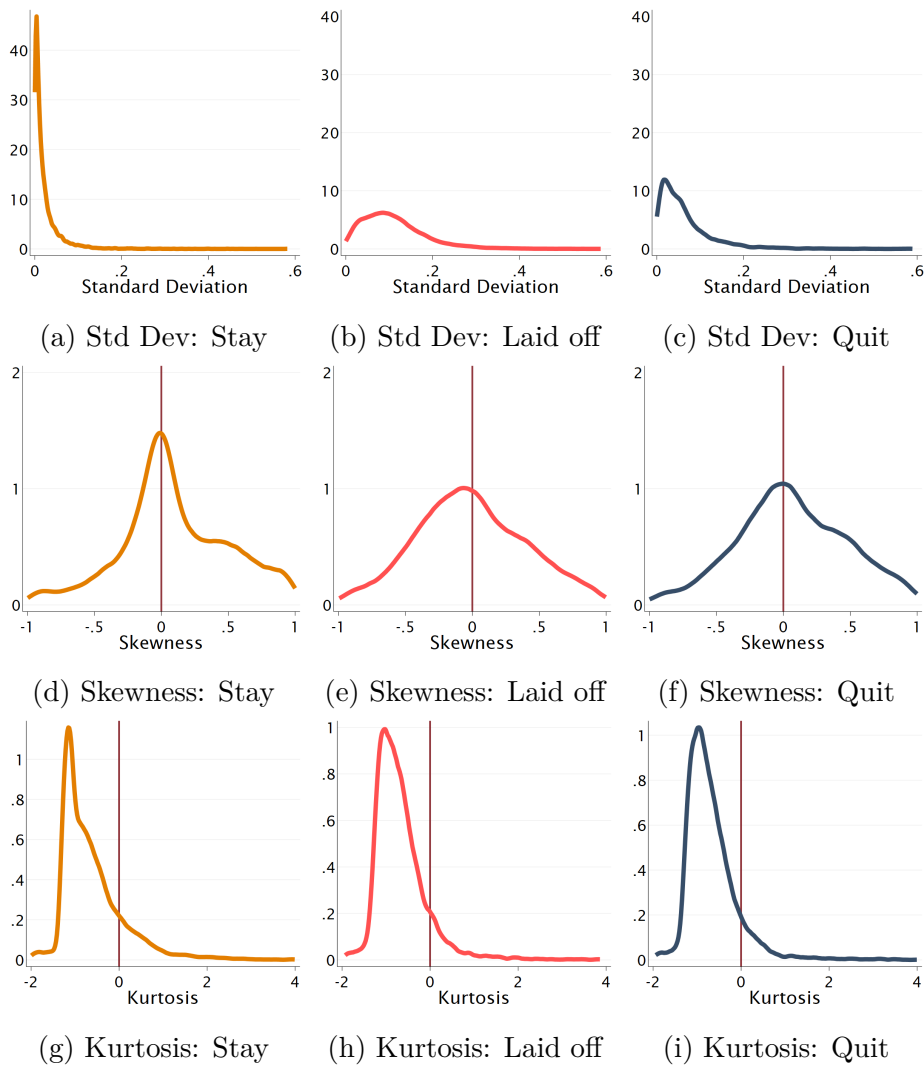


Note: The figure shows answers to the questions in the conditional survey instrument, where the rows correspond to the branches “Stay”, “Layoff”, and “Quit”. The first column shows the average probabilities of each branch,  $\bar{p}^B$ . The second column shows the average of the expected reemployment period in each branch,  $\bar{n}^B$ , in months. The distributions show the cross-sectional distribution of the 1st to 4th moment of the subjective conditional earnings distributions,  $f_i^B$ . We measure the the second moment by the interdecile range,  $p_{90} - p_{10}$ . We measure skewness using Kelley’s measure of skewness:  $S_K = \frac{(p_{90} - p_{50}) - (p_{50} - p_{10})}{(p_{90} - p_{10})}$ . We use the Crow-Siddiqui measure of excess kurtosis  $K_{CS} = \frac{(p_{97.5} - p_{2.5})}{(p_{75} - p_{25})} - 2.91$ . Colors denote age group - Blue: age 20-34, Red: age 35-49, Orange: 50-65. Survey results are weighted using population weights.

Figure C.2: Overview of branch-by-branch survey responses: by age group

### C.3 Standard Measures of Higher Order Moments

In this subsection we show the cross sectional distribution of moments of the subjective distribution calculated using standard measures (standard deviations, skewness, and kurtosis). This figure corresponds to Figure 4 in the paper. The distribution of moments using standard measures are quite similar to the pattern in Figure 4 in the paper which is based on robust measures. Workers tend to have high second moments after being laid-off and quitting, while it is much lower in the stay branch. The skewness is also consistent with the Kelley skewness in Figure 4. Across the branches, it is centered around 0. Lastly, the kurtosis measure which we normalized by 3 (normal distribution) is also consistent with Crow-Siddiqui kurtosis, which is less peaked compared to the normal distribution.

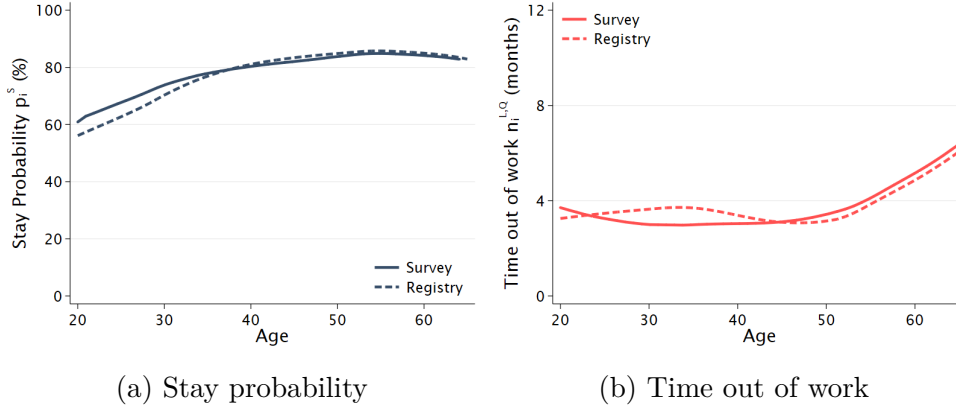


Note: Standard moments of the answers to the questions in the conditional survey instrument. Survey results are weighted using population weights.

Figure C.3: Overview of branch-by-branch survey responses: using standard moments

## C.4 Job Transitions

We now replicate Figure 4 in the main text using data from the 2019 registry. Figure C.4 shows the result for the stay probability against age. The pattern is very similar to the pattern presented in Figure 4(a) the main text. We also plot the average reemployment period (time out of work) as we did in Figure 4(b) of the main text but now based on 2018-19 data. We find that the time out work pattern across the life cycle is very consistent.

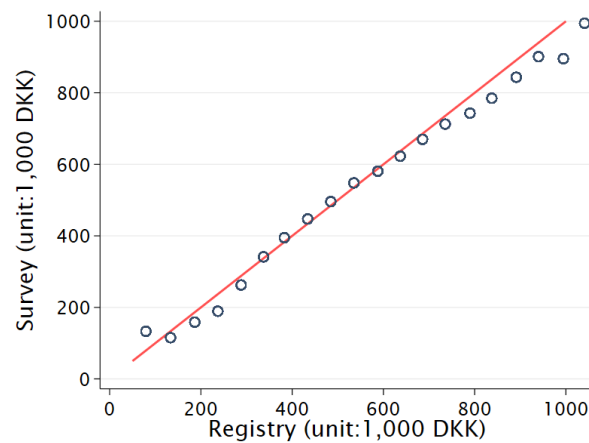


Note: The figure shows how two components from the survey (solid line) and the administrative data (dashed line) compare over the life-cycle. Panel (a): In the survey, we directly ask about the probability of staying with the same employer for the next 12 months. In the registry, we compute the proportion of workers who stayed from Dec 2018 to Dec 2019 with the same employer. Panel (b): We calculate the expected time out of work after a separation in the survey. In the administrative data we consider job separations that took place during 2018 and follow time spent until reemployment occurs, possibly extending into 2019. In the registry, 1) we exclude the workers going back to the same employer (possibly seasonal work) and 2) we consider the first separation and do not take into account further separations.

Figure C.4: Job separations and time out of work in the survey and in the administrative data for 2019

## C.5 Last Year's Earnings

In this section, we compare the subjects' reported earnings for 2020 to actual earnings in 2020 as recorded in the income-tax registry. Figure C.5 shows a binned scatter plot of average earnings reported in the survey (Y-axis) by bins of earnings recorded in the administrative data (X-axis), which is third-party reported by employers directly to the Danish Tax Agency. We find that earnings reported in the survey is very similar to earnings recorded in the administrative data. This suggests that respondents remember their earnings during 2020 well at the point when we surveyed them in January 2021.



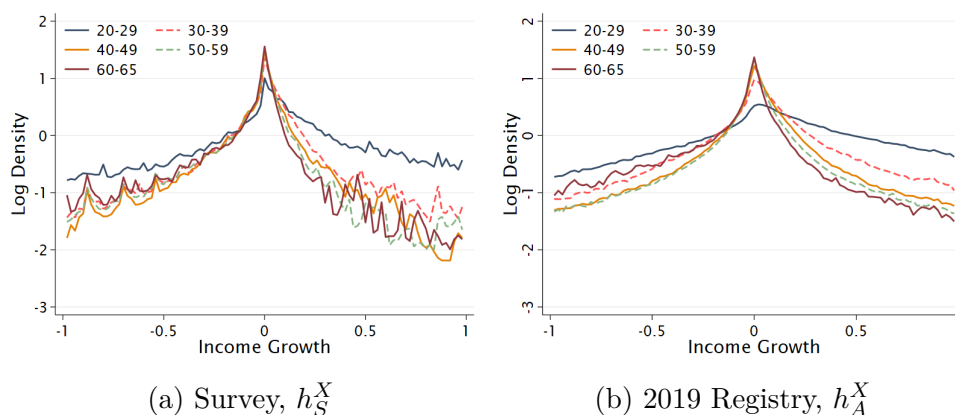
Note: Binned scatter-plot comparing earnings observed in the administrative data and self-reported earnings.

Figure C.5: Self-reported and registry earnings: last year (2020)

## C.6 Comparison with 2019 Registry

In this section, we replicate our main registry finding using the 2019 data from the administrative registry.

We first replicate Figure 5 from the paper, which illustrates the log density of annual earnings growth by age groups. The result is presented in Figure C.6, which shows survey and registry results side by side. The figure is very similar to Figure 5 in the main text.



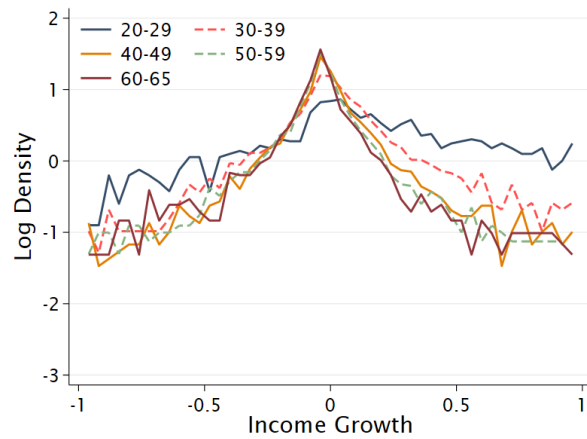
Note:

Panel (a) plots log density for the pooled distribution of expected holistic earnings growth rates from the survey,  $h_S^X$ , where  $X$  indicates partitions by age groups. (b) plots the distribution of annual earnings growth from 2018 to 2019 as observed in the administrative data for the full population,  $h_A^X$ . For constructing the distribution of earnings growth in the administrative data we dropped observations where the level of annual earnings is less than 24,000 DKK in 2018. Survey results are weighted using population weights.

Figure C.6: Pooled earnings risk and registry earnings risk (data from 2019)

## C.7 Registry Earnings Risk using Survey Respondents

In this section, we replicate Figure 5(b) using only survey respondents and their 2020 earnings growth. Figure C.7 shows the results. While noisy because it includes fewer observations compared to Figure 5(b) in the paper, it compares well to Figure 5(b).



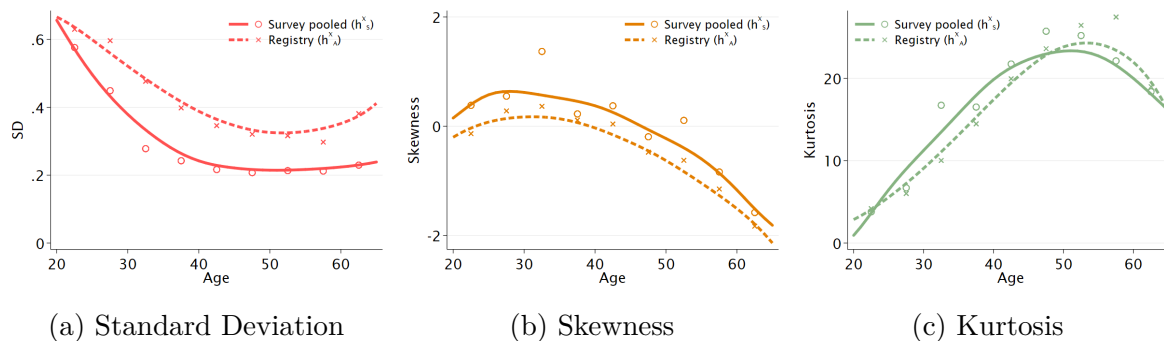
Note: The figure plots the distribution (log density) of annual earnings growth for 2020 as observed in the administrative data for the survey participants.

Figure C.7: Registry earnings risk (survey respondents only)



## C.8 Standard Moments of $h_S^X$ and $h_A^X$

In this section, we show the pooled moments of standard measures for standard deviation, skewness, and kurtosis. The below Figure C.8 shows the changes in pooled moments across life cycle. In the standard measures, we again find the moments are well aligned across the life cycle.



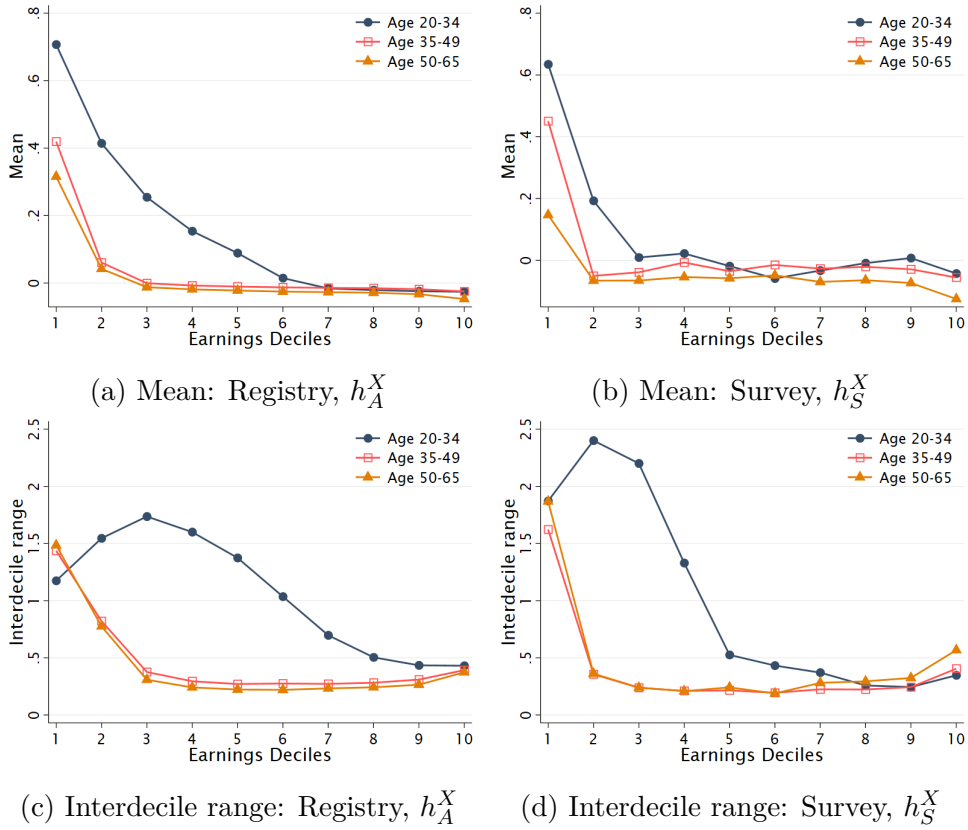
Note: The figure shows the average value of the 1st to 4th moments of the pooled earnings distribution by age in the survey,  $h_S^X$ , and in the administrative data,  $h_A^X$ . “o” and “x” represent the empirical mean across 5-years age bins for the survey and the administrative data for 2020, respectively. The lines are local linear polynomials, calculated using a bandwidth of 4 years. Survey results are weighted using population weights. The figure corresponds to Figure 6 in the paper, but uses standard measures for calculating variance, skewness and kurtosis as opposed to Figure 6, which is based on robust quantile based measures.

Figure C.8: Life cycle patterns in pooled risks moments

## C.9 Comparing Earnings Growth across Earnings levels

In this section, we compare how the moments of the distribution of earnings growth in the survey and the administrative data evolve across the life cycle and earnings distribution. Specifically, we divide the data into cells consisting of three broad age groups and deciles of the distribution of earnings growth within these broad age groups. Again, for the survey, we consider the distribution of pooled subjective earnings growth expectations. The result is shown in Figure C.9. Panel (a) and (b) shows how the mean earnings growth evolves across the distribution of earnings levels. We find that earnings growth is generally highest at the lower end of the earnings distribution and that positive earnings growth extends higher up in the distribution for younger workers than for workers aged 35 or more. Importantly, the broad features are similar between the distributions constructed from the survey and the administrative data. Panel (c) and (d) show how  $p_{90} - p_{10}$  develop across earnings deciles by age groups. Young workers have the highest level of uncertainty and this is practically the case throughout the earnings growth distribution, but it is most pronounced in the lower half of the distribution of earnings. However, the most important insight is that the patterns are remarkably similar across the survey and the registry data.

Overall, we find that the cross-section distribution of pooled earnings risk and the distribution of realized earnings growth in the administrative data are broadly similar, even when we compare the two distributions by detailed groups of age and earnings levels.

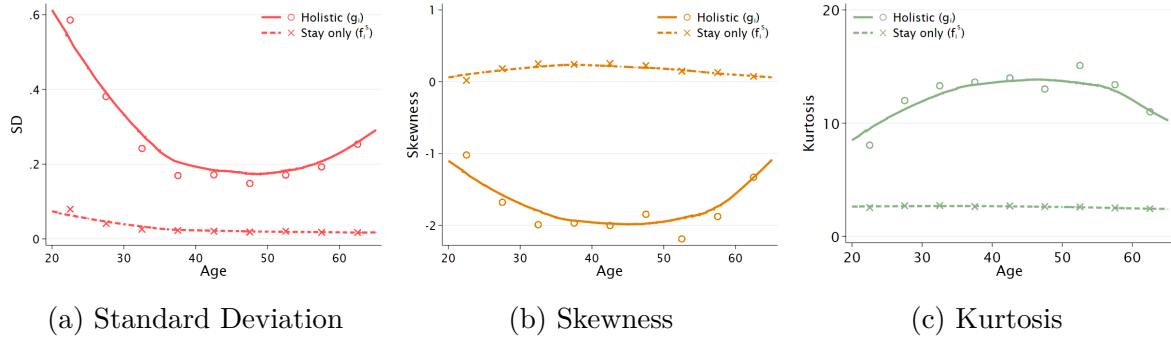


Note: The figure shows the first two moments of the pooled earnings distribution in the survey,  $h_S^X$ , by earnings deciles and coarse age groups. It also plots the corresponding measures calculated from the administrative data,  $h_A^X$ .

Figure C.9: Mean and interdecile range across age and earnings level

## C.10 Standard Moments of Subjective Earnings Risks

In this subsection, we show the original moments (standard deviations, skewness, and kurtosis) subjective earnings risk. First, the standard deviation is consistent with the  $p_{90} - p_{10}$  which shows higher degree of spread for younger workers. Second, the skewness is also consistent with Kelley skewness in the main text and show a consistent negative skewed pattern. Lastly, kurtosis shows a slightly different pattern when compared to the Crow Siddiqui kurtosis. Especially, older workers exhibit less kurtosis according to the standard measure than according to the Crow Siddiqui measure of kurtosis.



Note: The figure shows the average value of the 2nd to 4th standard moments over the life cycle of holistic earnings risk,  $g_i$ , and risk conditional on staying,  $f_i^S$ . “o” and “x” represent the empirical mean across 5-years age bins. The lines are local linear polynomials, calculated using a bandwidth of 4 years. Survey results are weighted using population weights.

Figure C.10: Moments of holistic earnings risk,  $g_i$ , vs. risk conditional on staying,  $f_i^S$ , over the life cycle: using standard moments

## D Method for Simulating Holistic Earnings Risks

This section explains how we simulate the subjective holistic distribution of income growth,  $g_i$ , which is constructed by weighting together all the components entering each of the branches,  $B$ , for individual  $i$  as described in the below equation.

$$\hat{g}_i = (1 - \mathbb{1}[Q_i = 1] - \mathbb{1}[L_i = 1])\hat{f}_i^S + \mathbb{1}[Q_i = 1](1 - \hat{n}_i^Q)\hat{f}_i^Q + \mathbb{1}[L_i = 1](1 - \hat{n}_i^L)\hat{f}_i^L$$

Each simulation produces a value for  $\hat{g}_i$ . By simulating many times for each respondent, we get a complete empirical probability distribution over one year ahead of subjective holistic income growth. We now explain the details of the simulation. It proceeds in four steps:

1. Simulating job transitions,  $\mathbb{1}[Q_i = 1]$ ,  $\mathbb{1}[L_i = 1]$ : We simulate 20,000 job transition events for each individual based on the stated job transition probabilities (stay, laid off, and quit) in 2021.
2. Simulating time spent out of work,  $\hat{n}_i^Q$ ,  $\hat{n}_i^L$ : For the job transition events, quit and lay-off from step 1, we simulate time spent out of work. This happens in two steps:
  1. We first simulate the timing (month) of separation during 2021. We assume that the separation happens on day 1 of the month. To simulate the month of separation, we first recover the monthly density of the job transition. Let  $P_l$  and  $P_q$  be the reported probabilities of being laid off and quitting at some point in 2021. Based on  $P_l$  and  $P_q$  we can recover  $p_l$  and  $p_q$  using two simultaneous equations. It has a geometric feature that captures the time flow in one year.

$$P_l = \underbrace{p_l}_{\text{Jan}} + \underbrace{(1 - p_l)p_l}_{\text{Feb}} + \underbrace{(1 - p_l)^2 p_l}_{\text{Mar}} + \dots + \underbrace{(1 - p_l)^{11} p_l}_{\text{Dec}} \quad (1)$$

$$P_q = \underbrace{p_q}_{\text{Jan}} + \underbrace{(1 - p_q)p_q}_{\text{Feb}} + \underbrace{(1 - p_q)^2 p_q}_{\text{Mar}} + \dots + \underbrace{(1 - p_q)^{11} p_q}_{\text{Dec}} \quad (2)$$

We then construct a distribution of job transitions across months and based on this distribution we simulate a month in which the job separation event occur.

2. Then we simulate the timing of reemployment. We do this using the stated probabilities of being reemployed after 1, 3, and 12 months after the job separation. To do this, we linearly interpolate the probability of reemployment

over months and then construct the monthly reemployment distribution. Using this monthly distribution of reemployment, we simulate the duration of the intermediate job search period after the separation. We assume that the reemployment happens at the beginning of the month.

3. Simulating conditional earnings distributions,  $\hat{f}_i^S, \hat{f}_i^Q, \hat{f}_i^L$

For each given simulated event we draw an income realization from the relevant conditional earnings distribution  $\hat{f}_i^B, B = \{S, Q, L\}$

4. Weight together the components from steps 1-3

The key assumptions involved in the simulation procedure concerns step 2. Here we assume that uncertainty about time spent out of work is resolved at the beginning of the month. There are three different parts to income in 2021 if a job transition occurs. The first part is income **before** the separation. We assume that workers get a proportional amount of income from the staying branch income.<sup>1</sup> To implement this, we draw earnings from the stay earnings distribution and normalize the annual earnings by the duration of this spell. The second part is **job search period** before the reemployment. We assume zero earned income in this search period. Finally, the third part is **after** reemployment. We draw an annual earnings from their conditional earnings distribution after reemployment in the branch. We adjust the annual earnings from this new employer by the number of months in the new job 2021.

Figure D.1 shows an example of how we simulate the earnings in 2021 following lay-off. When a lay-off occurs in step 1 then we draw a month for the job separation event after solving the equations (1)-(2). In the example, March is selected. In this case, the individual will receive a monthly wage for January and February, and we pick that from the stay branch's earnings distribution  $f_i^S$ . For the purpose of illustration, assume that \$ 120 is randomly drawn from  $f_i^S$ . We normalize this by multiplying  $\frac{2}{12}$  to reflect the fraction of the year. In the example, July is chosen as the reemployment month as a result of simulating the reemployment distribution. Therefore, from March to June this individual has 0 earnings. Lastly, from July to December, the individual will receive a salary from the new employer and we, therefore, draw an earnings realization from her conditional earnings distribution,  $f_i^L$ , in this case \$100. We normalize this by  $\frac{6}{12}$  to reflect the fraction of the year spent in the new job. Therefore, in this simulation, the aggregated earned income in 2021 is \$70.

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<sup>1</sup>If they have zero stay probability, we impute their earned income in the last year. However, 98.5% of workers have a positive probability of staying with their current employer.

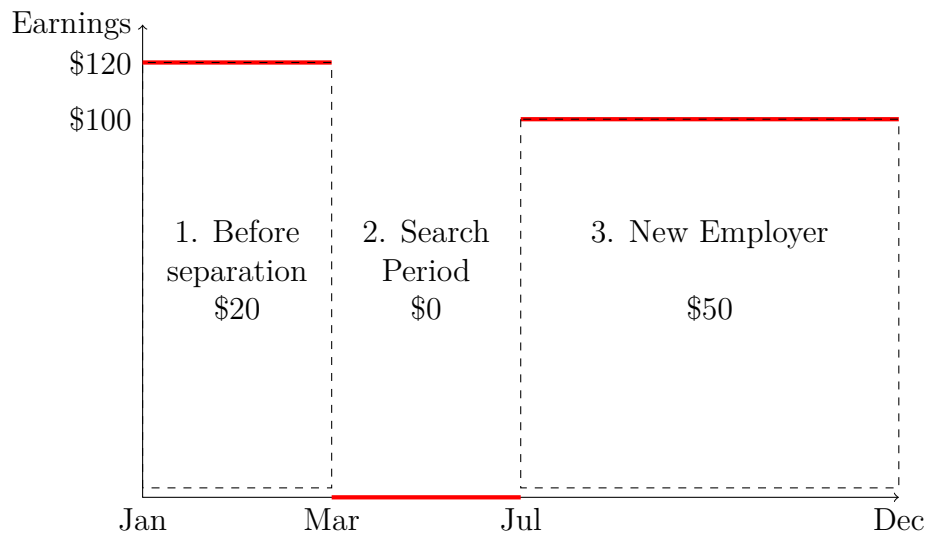
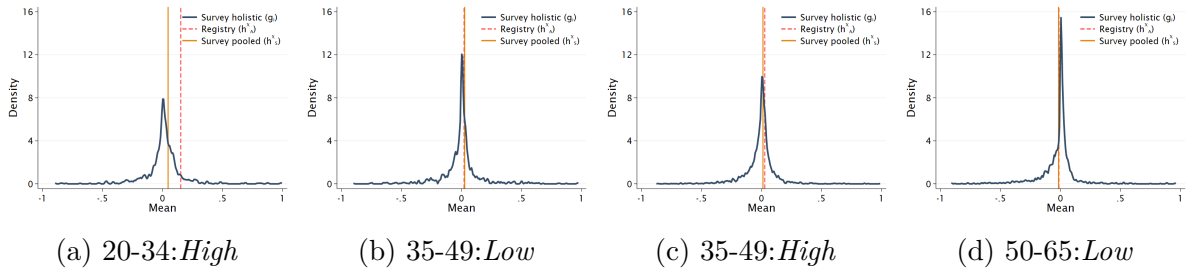


Figure D.1: Holistic earnings risk simulation

# E Moments of the Pooled Distribution

## E.1 Age Group and Current Earnings Variations

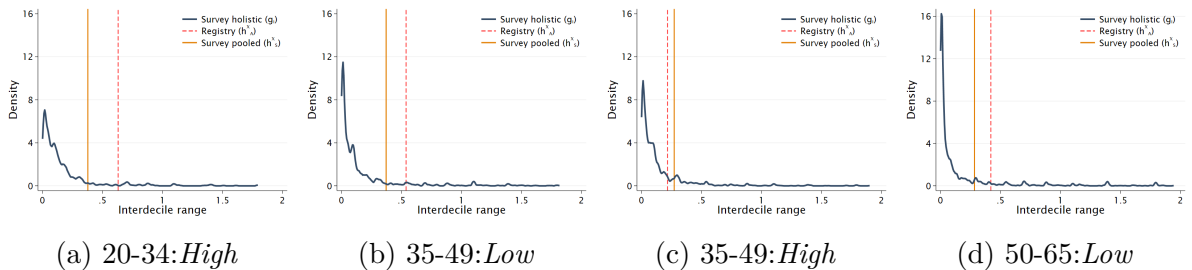
In this section, we report figures corresponding to Figure 8 in the paper for all the groups defined in section 4.1. We note again that we divide the sample into two earnings groups, above-median (high) and below-median (low), and three broad age groups (20-34, 35-49, 50-65). Figure E.1 shows the results. The number on the label shows their age group and High/Low means their earnings level in the age group. Across all age groups and earnings levels, we find a pattern consistent with the pattern presented in Figure 8 in the paper. We confirm that the administrative based measure,  $h_X^A$ , and survey based measure,  $h_X^S$ , are well aligned. On the other hand, the subjective measure,  $g_i$ , is heterogeneous while being centered around 0.



Note: Estimates of the mean for  $h_S^X$ ,  $h_A^X$ , and the distribution of  $g_i$  for four subgroups in the data.

Figure E.1: Mean of  $h_S^X$  and  $h_A^X$ , and the distributions of individual means of  $g_i$  for four selected subgroups

Figure E.2 show the distribution of the interdecile range,  $p_{90} - p_{10}$ , across groups. We again find that the subjective  $g_i$  is systematically lower compared to the registry and survey pooled moments.



Note: Estimates of the interdecile range for  $h_S^X$ ,  $h_A^X$ , and the distribution of  $g_i$  for four subgroups in the data.

Figure E.2: Interdecile range of  $h_S^X$  and  $h_A^X$ , and the distributions of individual interdecile range of  $g_i$  for four selected subgroups



## E.2 Derivations

Referring back to equation (4) in the main text, let  $m^{(k)}$  be the  $k^{\text{th}}$  moment of  $h_S^X$  and let  $m_i^{(k)}$  be the  $k^{\text{th}}$  moment of  $g_i$ , then each moment of a mixture distribution of  $N$  equally weighted distributions is given by the convex combination

$$m^{(k)} = \frac{1}{N} \sum_i^N m_i^{(k)} \quad (3)$$

and the variance (the centralized second moment) is given by

$$\begin{aligned} \text{Var}(h) &= m^{(2)} - (m^{(1)})^2 \\ &= \frac{1}{N} \sum_i^N m_i^{(2)} - \left( \frac{1}{N} \sum_i^N \mu_i \right)^2 \\ &= \frac{1}{N} \sum_i^N (\sigma_i^2 + \mu_i^2) - \left( \frac{1}{N} \sum_i^N \mu_i \right)^2 \\ &= \frac{1}{N} \sum_i^N \sigma_i^2 + \frac{1}{N} \sum_i^N \mu_i^2 - \left( \frac{1}{N} \sum_i^N \mu_i \right)^2 \end{aligned} \quad (4)$$

The sum of the last two terms is always non-negative by Jensen's Inequality and increasing in dispersion in the  $\mu_i$ 's. This means that differences in the individual  $\mu_i$ 's increases the variance of  $h$ .

The skewness (the centralized third moment) is given by

$$\begin{aligned} \text{Skew}(h) &= m^{(3)} - 3m^{(1)}m^{(2)} + 2(m^{(1)})^3 \\ &= \frac{1}{N} \sum_i^N m_i^{(3)} - 3 \frac{1}{N} \sum_i^N m_i^{(1)} \frac{1}{N} \sum_i^N m_i^{(2)} + 2 \left( \frac{1}{N} \sum_i^N m_i^{(1)} \right)^3 \\ &= \frac{1}{N} \sum_i^N (\gamma_i^3 + 3\sigma_i^2\mu_i + 3\mu_i^3) - \frac{3}{N^2} \sum_i^N \mu_i \sum_i^N (\sigma_i^2 + \mu_i^2) + \frac{2}{N^3} \left( \sum_i^N \mu_i \right)^3 \end{aligned} \quad (5)$$

where  $\gamma_i^3$  is the skewness of  $g_i$  and we use equation (3) to convert  $m^{(k)}$  to  $m_i^{(k)}$  that are given by

$$\begin{aligned} m_i^{(1)} &= \mu_i \\ m_i^{(2)} &= \sigma_i^2 + \mu_i^2 \\ m_i^{(3)} &= \gamma_i^3 + 3\mu_i(\sigma_i^2 + \mu_i^2) - 2\mu_i^3 \\ &= \gamma_i^3 + 3\sigma_i^2\mu_i + 3\mu_i^3 \end{aligned} \quad (6)$$

From Equation (5) we see that  $\text{Skew}(h)$  is the average of the individual skewness ( $\gamma_i^3$ , first term of first sum) in addition to an ambiguous dependence on the individual means and variances.

Kurtosis (the centralized fourth moment) is given by

$$\begin{aligned}
\text{Kurt}(h) &= m^{(4)} - 4m^{(1)}m^{(3)} + 6\left(m^{(1)}\right)^2 m^{(2)} - 3\left(m^{(1)}\right)^4 \\
&= \frac{1}{N} \sum_i m_i^{(4)} - 4\frac{1}{N} \sum_i m_i^{(1)} \frac{1}{N} \sum_i m_i^{(3)} + \\
&\quad 6\left(\frac{1}{N} \sum_i m_i^{(1)}\right)^2 \frac{1}{N} \sum_i m_i^{(2)} + 3\left(\frac{1}{N} \sum_i m_i^{(1)}\right)^4 \\
&= \frac{1}{N} \sum_i \left(\kappa_i^4 + 4\gamma_i^3 \mu_i + 6\sigma_i^2 \mu_i^2 + \mu_i^4\right) - \frac{4}{N^2} \sum_i \left(\gamma_i^3 + 2\sigma_i^2 \mu_i + \mu_i^3\right) + \\
&\quad \frac{6}{N^3} \left(\sum_i \mu_i\right)^2 \left(\sum_i \sigma_i^2 + \mu_i^2\right) + \frac{3}{N^4} \sum_i (\mu_i)^4
\end{aligned} \tag{7}$$

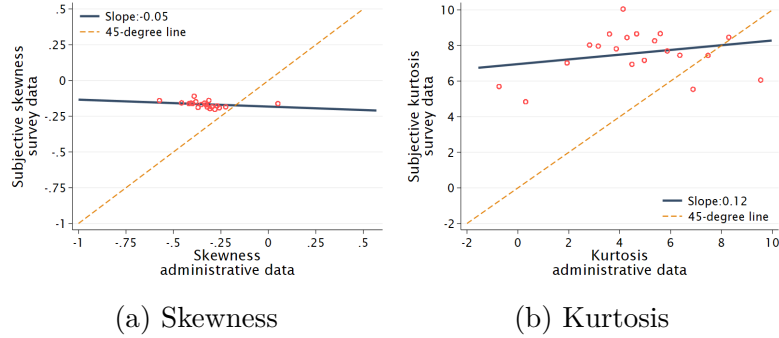
where  $\kappa_i^4$  is the kurtosis of  $g_i$  and in addition to equation (6) we use that

$$\begin{aligned}
m_i^{(4)} &= \kappa_i^4 + 4m_i^{(1)}m_i^{(3)} - 6\left(m_i^{(1)}\right)^2 m_i^{(2)} + 3\left(m_i^{(1)}\right)^4 \\
&= \kappa_i^4 + 4\mu_i \left(\gamma_i^3 + 3\mu_i \left(\sigma_i^2 + \mu_i^2\right) - 2\mu_i^3\right) - 6\mu_i^2 \left(\sigma_i^2 + \mu_i^2\right) + 3\mu_i^4 \\
&= \kappa_i^4 + 4\gamma_i^3 \mu_i + 6\sigma_i^2 \mu_i^2 + \mu_i^4
\end{aligned} \tag{8}$$

From Equation (7) we see that  $\text{Kurt}(h)$  is the average of the individual kurtosis ( $\kappa_i^4$ , first term of first sum) in addition to an ambiguous dependence on the individual means, variances and skewnesses.

### E.3 Subjective and Registry Earnings Risk, Skewness and Kurtosis

Figure E.3 (a) shows the relationship between skewness of the  $h_A^X$ , i.e., skewness inferred from the administrative data in cell  $X$ , and average skewness of the subjective holistic distributions  $g_i$ . As shown above, the relationship between these two measures is ambiguous. In practice the two measures turn out to be unrelated. The correlation is -0.05 and insignificant at the 10% level of significance. Panel (b) shows the relationship between kurtosis of  $h_A^X$ , i.e., kurtosis inferred from the administrative data in cell  $X$  and average kurtosis of the subjective holistic distributions  $g_i$  in the same  $X$  cells. These two measures turn out to be weakly related with an estimated slope parameter of 0.11 which is not significant at the 10 % level. This is consistent with the theoretical prediction derived in the previous subsection showing that the relationship between the two measures is ambiguous.

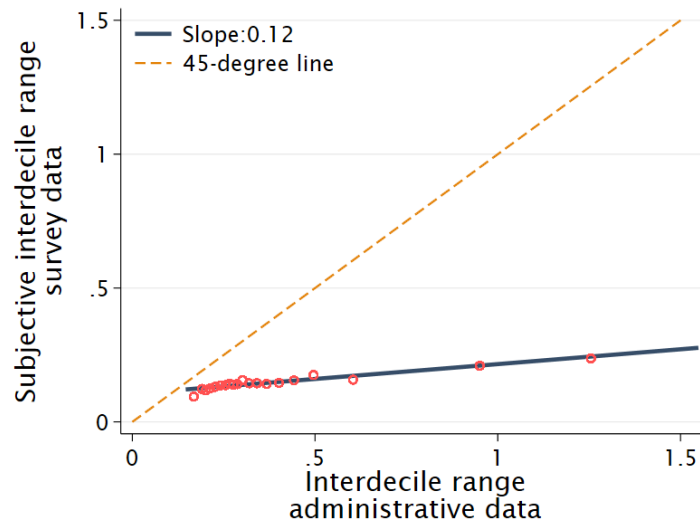


Note: The figure compares average skewness and kurtosis of subjective holistic income expectations,  $g_i$ , to those calculated from administrative data. Both are calculated within 300 cells divided by age group and within age group earnings percentiles,  $h_A^X$ , i.e, the same partition applied in the construction of Figure 9 in the paper. The panels show binned scatterplots (red circles) where the bins represent vigintiles of the interdecile range calculated from the administrative data. A regression line based on the 300 data points is overlaid.

Figure E.3: Comparing skewness and kurtosis calculated from subjective expectations and from administrative data

## E.4 Subjective and Registry Earnings Risk, Finer $X$ -cells

In this subsection, we construct registry based earnings risk using a more detailed partition based on demographics. We partition the administrative data based on age, gender, education, and earnings deciles and calculate registry based moments within each of these cells. In total, we have 1,800 cells, i.e., a substantially more detailed stratification than the one applied in the paper which divides the data into 300 cells. Based on this we do a similar exercise as in Figure 9 of the main text. Figure E.4 shows the result. The pattern is very similar to the pattern shown in Figure 9 in the paper.

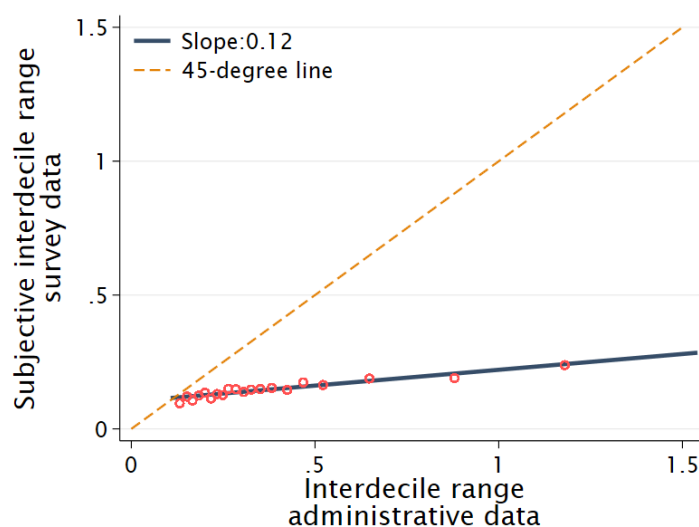


Note: The figure compares average interdecile range,  $p_{90} - p_{10}$ , of subjective holistic earnings expectations,  $g_i$ , to interdecile range calculated from administrative data. Both are calculated within 1,800 cells divided by age, gender, education, and earnings deciles,  $h_A^X$ . The panel shows a binned scatterplot (red circles) where the bins represent vigintiles of the interdecile range calculated from the administrative data. A regression line based on the 1,800 data points is overlaid.

Figure E.4: Comparing interdecile ranges calculated from subjective expectations and from administrative data: finer  $X$ -cells

## E.5 Subjective and Registry Earnings Risk, Heterogeneous Income Profiles (HIP)

The literature examining heterogeneous income processes (HIP) assumes that individual-level heterogeneity in earnings growth is present. To address this issue we calculate average individual level earnings growth over the last 5 years (2014-2019). We then divide the sample into cells by age, gender, education, current earnings quintiles, and last 5 years' average earnings growth quintiles, resulting in 4,500 cells over which we conduct an exercise similar to the one presented in Figure 9 in the paper. Again, the results are practically identical to the results presented in Figure E.5.



Note: The figure compares average interdecile range,  $p_{90} - p_{10}$ , of subjective holistic earnings expectations,  $g_i$ , to interdecile range calculated from administrative data. Both are calculated within 4,500 cells divided by age, gender, education, current earnings quintiles, and last 5 years' average earnings growth quintiles,  $h_A^X$ . The panel shows a binned scatterplot (red circles) where the bins represent vigintiles of the interdecile range calculated from the administrative data. A regression line based on the 4,500 data points is overlaid.

Figure E.5: Comparing interdecile ranges calculated from subjective expectations and from administrative data: HIP

## F Search Model: Details and Calibration

### F.1 Value Functions

Recall that  $\psi$  denotes the aggregate state of the economy:  $\psi = (n(y, t), u(y, t), e(z, y, t), \gamma)$ .  $n(y, t)$  denotes the measure of workers employed in matches of unknown quality with experience  $y$  and age  $t$ .  $u(y, t)$  denotes the measure of unemployed workers with experience  $y$  and age  $t$ .  $e(z, y, t)$  is the measure of employed workers with match quality  $z$ , experience  $y$ , and age  $t$ .  $\gamma$  is the measure of newly-born workers. The value function for an unemployed worker with experience  $y$  and age  $t$  is as follows:

$$U_t(y, \psi) = b + \beta \mathbb{E}_{\psi'} \left[ U_{t+1}(y, \psi') + \lambda_u \max_x \{p(\theta_{t+1}(x, y, \psi')) (x - U_{t+1}(y, \psi'))\} \right] \quad (9)$$

This worker earns  $b$  as home production. If they do not get the opportunity to search, with probability  $1 - \lambda_u$ , their continuation value is  $U_{t+1}(y, \psi')$ . With probability  $\lambda_u$ , they do get the opportunity to search. In this case, they choose the submarket  $x$  they want to search in that maximizes the probability that they get a job offer there,  $p(\theta_{t+1}(x, y, \psi'))$ , times the value they get from that job,  $(x - U_{t+1}(y, \psi'))$ .

Next is the joint value function for a worker and a firm (which sums up the worker and firm value functions) in a match with known quality  $z$ :

$$V_t(z, y, \psi) = zg(y) + \beta \mathbb{E}_{\psi'} \left[ \max_{d \in [\delta, 1]} dU_{t+1}(y+1, \psi') + (1-d) (\mathbb{E}_{z'} V_{t+1}(z', y+1, \psi') + \lambda_e S_{t+1}(z, y+1, \psi')) \right] \quad (10)$$

where

$$S_{t+1}(z, y+1, \psi') = \max_x \{p(\theta_{t+1}(x, y+1, \psi')) (x - \mathbb{E}_{z'} V_{t+1}(z', y+1, \psi'))\}$$

$$\mathbb{E}_{z'} V_{t+1}(z', y+1, \psi') = \eta V_{t+1}(z_0, y+1, \psi') + (1-\eta) V_{t+1}(z, y+1, \psi')$$

The flow value is just the match output (the firm's profit is  $zg(y) - w$ , but the worker earns  $w$ ). Next period, the worker gains 1 unit of experience  $y$ , but the worker and firm separate with probability  $d$ , which is an optimally chosen policy (discussed further in the next section). If they separate, the worker goes to unemployment and gets value  $U_{t+1}(y+1, \psi')$ . Otherwise, with probability  $\lambda_e$ , the worker gets the opportunity to search

on the job, with value encompassed in  $S_{t+1}(z, y + 1, \psi')$ . In this case, the worker (like the unemployed worker above) chooses the optimal submarket  $x$  to search in which maximizes the probability they find a job there times the additional value they get from the new job relative to their old one. If the worker's search is unsuccessful or the worker does not get the opportunity to search, they get  $\mathbb{E}_{z'} V_{t+1}(z', y + 1, \psi')$  and stay with their existing job. In this case, the match quality may be reset to  $z_0$ . This happens with probability  $\eta$  and the worker becomes a match of unknown quality with value  $V_{t+1}(z_0, y + 1, \psi')$ . Otherwise, with probability  $1 - \eta$ , the match continues as is,  $V_{t+1}(z, y + 1, \psi')$ .

Lastly, the value function for a worker with unknown match quality is as follows:

$$\begin{aligned}
V_t(z_0, y, \psi) &= \alpha \sum_z V_t(z, y, \psi) f(z) + (1 - \alpha) \sum_z z g(y) f(z) \\
&\quad + \beta(1 - \alpha) \mathbb{E}_{\psi'} \left[ \max_{d \in [\delta, 1]} d U_{t+1}(y + 1, \psi') + (1 - d) [V_{t+1}(z_0, y + 1, \psi') + \lambda_e S_{t+1}(z, y + 1, \psi')] \right]
\end{aligned} \tag{11}$$

With probability  $\alpha$ , the match quality is discovered, drawn from  $f(z)$ , and the match immediately gets the value of being of quality  $z$ ,  $V_t(z, y, \psi)$ . Otherwise, the output is the expected productivity of the match. Next period, the set of possible events is the same as the analogous branch for the match of known quality as above.

## F.2 Equilibrium

To characterize the optimal policies, note first that the following will hold in each submarket:

$$k \geq q(\theta_t(x, y, \psi)) [V_t(z_0, y, \psi) - x] \tag{12}$$

The left-hand side is the cost of opening a vacancy in any given submarket and the right-hand side is the expected benefit to the firm of opening a vacancy in submarket  $x$ . This is the probability that a firm will meet a worker in that submarket ( $q(\theta_t(x, y, \psi))$ ) times the expected value of employing a new worker: the value of a match of unknown quality minus the value the firm delivers to the worker,  $x$ . If the condition holds with equality, the submarket  $x$  will be open (i.e., have searchers and vacancies). Otherwise, if the cost exceeds the benefit the submarket will be closed.

When workers search for jobs, their preferences are given by:

$$p(\theta)(x - v)$$

This says that workers prefer to search for jobs that are easier to find ( $p(\theta)$ ) and that offer lifetime values  $x$  above what they are getting in their current employment state,  $v$ . In equilibrium, there will be a trade-off between these two job attributes. Workers in better employment states will prefer to only search for jobs that are both harder to get but that offer higher values. Combining this with the complementary slackness condition (12) leads to the following search problem for the worker:

$$\max_{\theta \geq 0} p(\theta) [V_t(z_0, y, \psi) - \mathbb{E}_{z'} V_t(z', y, \psi)] - k\theta$$

The solution characterizes the worker's optimal choice of submarket when they are searching while already employed. The expression says that workers choose their submarket to maximize the probability that they find a job times the additional value they get from taking that job, net of the cost of creating the vacancies. There is an analogous one for unemployed workers, where the outside option is the value of unemployment:

$$\max_{\theta \geq 0} p(\theta) [V_t(z_0, y, \psi) - U_t(y, \psi)] - k\theta$$

Turning to the separation policies, these are made on the basis of comparing the value of keeping the match with the value of breaking up. The match will separate with probability 1 if:

$$U_{t+1}(y + 1, \psi') > (1 - \lambda_e) \mathbb{E}_{z'} V_{t+1}(z', y + 1, \psi') + \lambda_e S_{t+1}(z, y + 1, \psi')$$

The left-hand side is the value of unemployment. The right-hand side is the value of keeping the match which consists of the value of the match continuing to next period plus the value of search to the worker. There is an analogous expression for workers in matches of unknown quality.

If the inequality is reversed, the match only separates exogenously with probability  $\delta$ . In sum, the separation policies can be described by thresholds for match quality, in which the match is destroyed if it is below it, and kept if it is above the threshold.

Everything is now in place to define the equilibrium.

**Definition:** A *Block Recursive Equilibrium* consists of:

- Value functions for the unemployed, employed in a match of known quality, and employed in a match of unknown quality:  $U_t(y, \psi), V_t(z_0, y, \psi), V_t(z, y, \psi)$ , respectively



- Policy functions that determine which submarkets the employed search in and the match quality thresholds for destruction of the match
- A market tightness  $\theta_t(x, y, \psi)$  (ratio of vacancies to unemployment) for each submarket

such that

- The value, policy, and market tightness functions do not depend on the aggregate state  $\psi$
- The market tightnesses satisfy (12)
- The policy functions solve (9), (10), and (11)

[Menzio et al. \(2016\)](#) show that there is a unique Block Recursive Equilibrium in this setup and the equilibrium is socially efficient.

## F.3 Calibration Details

### F.3.1 The Registry Data

We calibrate the model to data from a Danish administrative register called *eIncome*. These data cover the entire Danish population (around 6 million people) and are recorded monthly. See [Kreiner et al. \(2016\)](#) for more details. We limit our sample to workers between the ages of 20 and 65.

We use four different data sets. The first is the employer-employee matched data. For each worker, we get their total labor earnings and firm identifiers for each job they hold within a month. We define a person's main job in each month as the job that provided the highest amount of earnings.

Second, we use the database of unemployment insurance claims – 80% of Danish workers are covered by the unemployment insurance fund, so for the vast majority of workers we are able to see if they made any unemployment claims each month.

The third database we use covers retirement and disability benefits. Using these data, we can also identify who is out of the labor force or retiring and how much they claimed each month.

Finally, we use tax claim data to identify the self-employed (they are not observed in the matched employer-employee data). These claims provide a self-reported level of self-employed earnings at the annual level. We exclude workers with self-employment income amounting to more than 30,000 DKK per year in order to make sure that we are

considering workers who are employed. The proportion of the sample who reported more than 30,000 DKK in self-employment income is around 4% of the population in 2020.

A key step for generating the moments we need for the calibration is to classify each person’s labor market status each month. To do this, we find the highest value among the earnings from the main job, UI benefits, retirement benefits, and disability benefits. If the highest value is labor earnings, we classify the worker as employed. If it is UI claims, we classify the worker as unemployed. If it is retirement or disability benefits, we classify the worker as permanently out of work. Finally, if the highest value is less than 2,000 DKK, we classify the worker as temporarily out of work.

These classifications now allow us to locate the following types of job transitions. EE transitions are when the worker is employed at different employers between months  $t - 1$  and  $t$ . UE transitions occur when the worker is unemployed in  $t - 1$  and employed in month  $t$ . EU transitions are when the worker is employed in month  $t - 1$  and unemployed in month  $t$ .

### F.3.2 Calibration Strategy and Targeted Moments

We set the discount factor,  $\beta$ , externally to correspond to an annual interest rate of 4%. The rest of the parameters, described here, are calibrated internally to match moments in the data.<sup>2</sup>  $b$  is the amount of home production produced by the unemployed.  $f(z)$  is the distribution of match quality. Following [Menzio et al. \(2016\)](#) it is parameterized as a Weibull distribution with mean 1, scale  $\sigma$ , and shape  $\phi$ , approximated on a 100-point grid. This distribution is flexible enough to accommodate many possible shapes.  $\alpha$  is the probability that the match quality is discovered.  $\eta$  is the probability that the match quality is reset.  $g(y)$  is the function that determines how experience is mapped to output. Again, following [Menzio et al. \(2016\)](#), it is parameterized as  $g(y) = (1 - \rho_1) + \rho_1 y^{\rho_2}$ .  $\rho_1$  determines the level and  $\rho_2$  determines the curvature. The scalar parameters of the matching process are the vacancy cost  $k$ , the search probability of unemployed  $\lambda_u$  (normalized to 1 without loss of generality), the search probability of employed  $\lambda_e$ , and the exogenous firing probability  $\delta$ . In addition, we parameterize the matching function as  $p(\theta) = \min\{\theta^{1/2}, 1\}$ .<sup>3</sup>

Next, we briefly describe the moments we target and how they are identified by the

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<sup>2</sup>We use an adaptive grid search method to arrive at the set of parameter values that best match the data moments. To evaluate the fit, we use a minimum distance metric, which is the sum of squared differences of the model’s vs. the data’s moments, where each moment is given equal weight.

<sup>3</sup>This is set up to automatically give an elasticity of the job finding probability with respect to the market tightness of 0.5, roughly the value estimated by [Menzio and Shi \(2011\)](#). The minimum ensures that the job-finding probability never goes above 1.

parameters of the model.<sup>4</sup> We target the overall monthly UE, EU, and EE rates. The UE transition rate is identified by the vacancy cost  $k$  because it determines how many vacancies will open and therefore the job-finding probability of the unemployed. The  $\delta$  informs the overall EU rate because this separation probability applies equally to all matches.  $\lambda_e$  impacts the overall EE rate because the more often workers get the chance to search, the more EE transitions that will take place. We use  $b$  to target a ratio of home production to wages of 0.7.<sup>5</sup>

We use the tenure profiles of the EE and EU rates to parameterize the parts of the model that pertain to match quality. When the quality is known, the likelihood that a match reaches a particular tenure depends on the search policies of workers: workers with lower quality  $z$  will search for new jobs that are easier to get. The more low  $z$ 's there are in the distribution, the more short tenure jobs that end in another employment spell there will be. Similarly, the more low  $z$ 's the more that will be destroyed upon discovering the quality, and the more short tenure jobs that end in an unemployment spell there will be. The rates at which match quality is discovered or reset also impact these tenure profiles because they trigger changes in match quality which in turn determines how likely they are to go through a transition.

Finally, we use the average wage profile as a function of age to inform the parameters of the human capital accumulation function. Since we assume that wages are a constant fraction of output,<sup>6</sup> the  $g(y)$  function will be strongly tied to wages. The functional form that we choose is flexible enough to accommodate the concave shape of the wage profile.

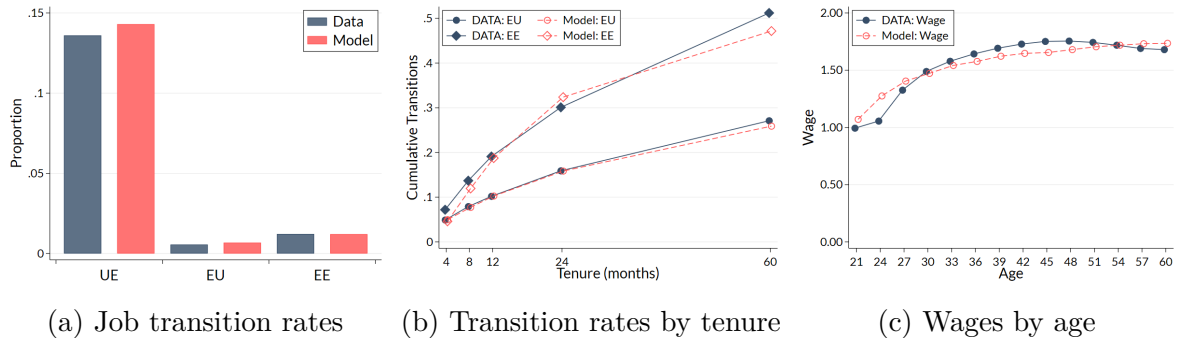


Figure F.1: Targeted moments

<sup>4</sup>In general, each parameter controls many moments but some moments are particularly informative about certain parameters.

<sup>5</sup>We get this value by calculating the ratio of average unemployment insurance to total earnings in the 2019 registry.

<sup>6</sup>Wages are not pinned down in this model because there are many wage protocols that can deliver the required value to the worker. Thus, assumptions need to be made about the wage process. In practice, there is little impact of this choice on the implications of calibrated directed search models, so most go with the piece-rate assumption (see [Menzio et al. \(2016\)](#) and [Gregory et al. \(2021\)](#)).

Table F.1: Calibrated parameters

|             | Description                            | Value  |
|-------------|--|--------|
| $\beta$     | discount factor (externally set)       | 0.9967 |
| $b$         | home production                        | 2.946  |
| $k$         | vacancy cost                           | 25.579 |
| $\lambda_u$ | job search probability: unemployed     | 1      |
| $\lambda_e$ | job search probability: employed       | 0.719  |
| $\delta$    | exogenous destruction probability      | 0.0007 |
| $\sigma$    | scale of match quality distribution    | 16.311 |
| $\phi$      | shape of match quality distribution    | 3.464  |
| $\alpha$    | probability of match quality discovery | 0.124  |
| $\eta$      | probability of match quality resetting | 0.025  |
| $\rho_1$    | human capital accumulation: level      | 5.434  |
| $\rho_2$    | human capital accumulation: curvature  | 0.095  |

Figure F.1 shows the model fit for the key targeted moments: overall job transition rates, job transition rates as a function of tenure, and wages as a function of age. All the model-generated moments match their empirical counterparts well. Table F.1 summarizes our calibrated parameter values.

### F.3.3 Untargeted Moments

Next, we present some of the untargeted moments produced by the model. We focus on the ones that are closest to moments we are most interested from the survey and the registry: the life-cycle patterns of job transition rates and the distribution of annual earnings growth. As explained in the main part of the paper, we equate EEs in the model and register with quits in the survey and EUs in the model and register with layoffs in the survey.

Figure F.2 compares the life-cycle patterns of both transition rates in the survey, registry, and model. Even though these were not targeted, the model does a remarkable job at matching the registry. This confirms that the model’s mechanisms are a good starting point for understanding job transitions over the life cycle, a key ingredient for earnings risk. It is also remarkable that the survey patterns match up as well – this says that on average and within age groups, people are correct about the chances of undergoing either one of the transition types.

Figure F.3 compares the patterns in time-to-reemployment after a layoff (in the survey) or the length of the U spell in an EUE transition (in the registry and model). Each line shows the probability of being reemployed within 1, 3, 12, or 24 months as a function of age. Again, the model matches the registry very well, despite not being targeted. The

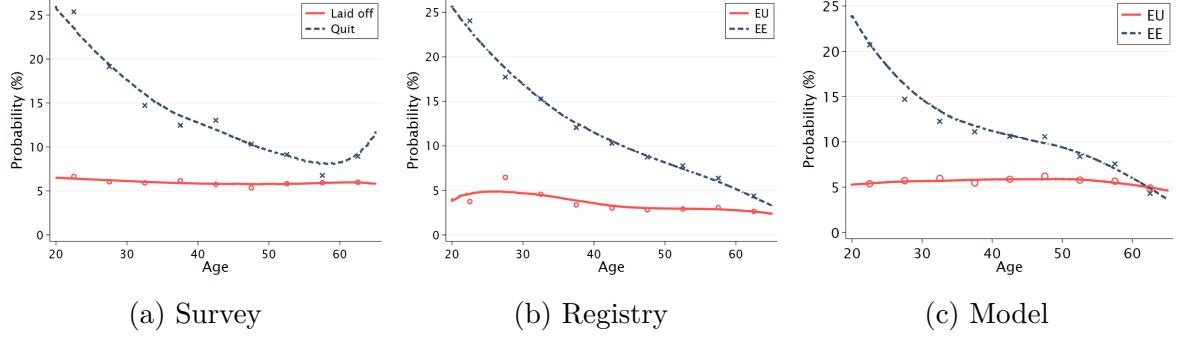


Figure F.2: Job transition probabilities

pattern in the Survey is also quite close, except for those above age 55 or so.

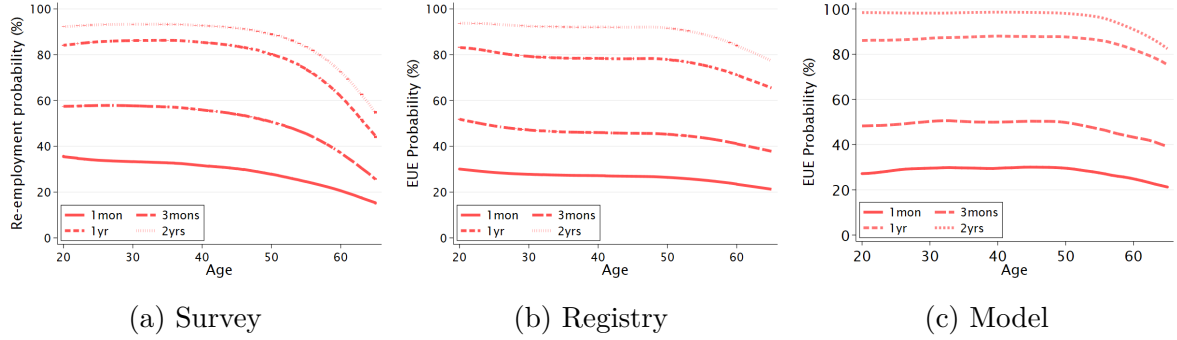


Figure F.3: Reemployment probabilities

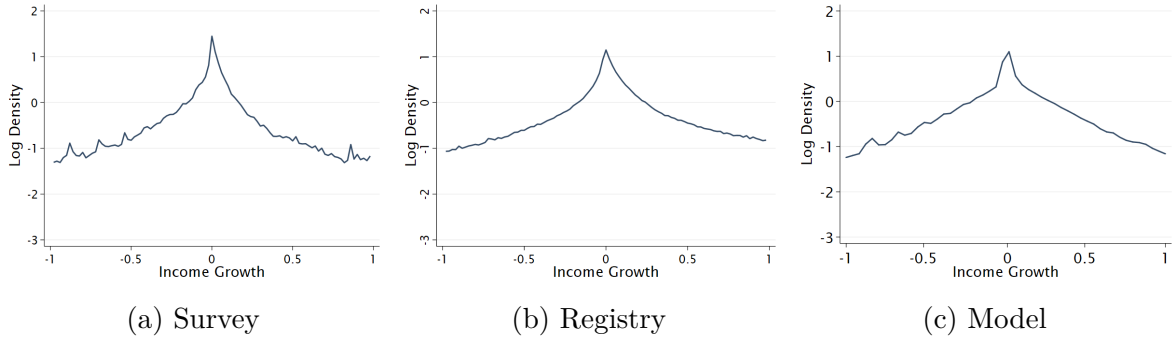
Lastly, Figure F.4 compares the densities of annual earnings growth in the survey, registry, and model. Again, the distribution generated by the model is similar to that of the registry.

## F.4 Description of Belief Simulations in the Model

This section describes the details on how we generate the beliefs of agents in the model with a structure that is the same as the survey beliefs we collected.

We start by drawing a sample of 100,000 workers from the stationary distribution. For each worker  $i$  in this sample, we will create the model counterparts of  $p_i^S, p_i^L, p_i^Q, n_i^L, n_i^Q, f_i^S, f_i^L,$  and  $f_i^Q$ . However, note that since we equate EEs in the model to quits in the survey,  $n_i^Q = 0$  in the model for all  $i$ .

1. We interpret each worker's initial state  $(z, y, t)$  to represent their "current job" and



Note: Population weights are used in Panel (a).

Figure F.4: Distributions an annual log earnings growth

its associated earnings, like we do when we simulate out of the survey responses. From there, we draw further sets of simulations for each worker to recover each component of their “survey responses.”

2. **Branching probabilities: probability of stay ( $p_i^S$ ), EU ( $p_i^L$ ), and EE ( $p_i^Q$ ):** Given each workers’ initial state, we simulate a series of 12-month paths many times and then count the proportion of scenarios in which workers stay with the same employer ( $p_i^S$ ), make an EU transition ( $p_i^L$ ), and make an EE transition ( $p_i^Q$ ). In the simulation, EUs occur with either exogenous job destruction (through  $\delta$ ) or through a change in match quality (it becomes known and is below the threshold for keeping the match, or it is reset and the match is not worth keeping. EEs can occur if the worker successfully searches on-the-job, which is more likely to happen for matches with lower quality.
  
3. **Stay branch conditional earnings  $f_i^S$ :** We simulate a set of scenarios for each worker in which they stay at their current employer for 12 more months. We do not allow them to get exogenous job destruction shocks or search on-the-job ( $\delta = 0$  and  $\lambda_1 = 0$ ). The only source of risk is changes in match quality  $z$ : it can still go from unknown to known and known to unknown at the same rates and with the same distribution as the calibrated model. In each simulation, we calculate their average monthly earnings over the 12 months, or if they leave earlier because of a match quality shock, the average monthly earnings for the time they are still there. Taking the log difference with their monthly earnings in their original state and aggregating over the simulations gives the distribution,  $f_i^S$ .
  
4. **Layoff branch conditional earnings,  $f_i^L$ , and time out of work after a layoff,  $n_i^L$ :** These are done together in the same simulation, with a length of 3

years so workers have time to find a new job and spend some time there. We separate each worker from their existing job ( $\delta = 1$  in the first period) and simulate multiple paths forward as they remain unemployed and eventually find a new job. We count up how many months it took them to find their new job. The worker's  $n_i^L$  is the average of this over the simulations. Workers will have different job-finding rates depending on their experience and age. Then we use their earnings at their new employer. Since all of these jobs are new jobs, they all start off with unknown match quality, and from there it evolves in the same way as it does in the calibrated model. Like on the stay branch, we calculate the average monthly earnings in this new job for up to 12 months. Taking the log difference with their monthly earnings in their original state and aggregating over the simulations gives the distribution,  $f_i^L$ .

5. **Quit branch conditional earnings  $f_i^Q$ :** We assign workers to a new job immediately and simulate up to 12 months with the employer. There are two key differences compared to the layoff branch. First, we do not model time out of work, as mentioned above. Second, we only simulate this branch for workers whose on-the-job search policy has them applying to submarkets with positive probability of finding a job, i.e., they find it optimal to search on-the-job in the first place (workers with high enough match quality do not). This matches the structure of the survey: if someone reports a 0% chance of quitting, they are not asked follow-up questions on that branch. Like on the layoff branch above, all of these new jobs have unknown quality initially and from there it evolves in the same way as in the calibrated model. Like on the stay and laid-off branches, we calculate the average monthly earnings in this new job for up to 12 months and repeat this process many times for each worker. Taking the log difference with their monthly earnings in their original state and aggregating over the simulations gives the distribution,  $f_i^Q$ .

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