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Are Blacks Lazy?

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Abstract

Racial differences in effort at work, if they exist, can rationalize, at least in part, race-based wage/earnings disparities in the labor market. In this paper, we consider the extent to which non-Hispanic black males, a group that has experienced persistent wage/earnings disparities relative to non-Hispanic white males, spend relatively more time not working at work. We estimate specifications of time spent on non-work activities at work with data on black and white males from the American Time Use Survey. Our estimates reveal that there are small significant differences between black and non-Hispanic white males in time spent not working at work, and disappear entirely when imposing a lower bound of one minute for respondents who only report, perhaps falsely and/or in error, spending zero time at work not working. An implication of our findings is that black-white male differences in the fraction of the workday spent not working are either not large enough to partially explain the black-white wage gap, or simply do not exist at all.

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I. Introduction

One of the enduring legacies of Jim Crow racial subordination of black Americans in the United States is the stereotype and perception among whites is that of blacks being lazy relative to whites (Desante, 2013; Reyna, 2000). As laziness can be a characterization of effort intensity in employment, actual relative black-white laziness in work effort potentially can drive black-white wage disparities, reducing the unexplained black-white earnings/wage gap typically attributable to labor market discrimination (Hamermesh, Genadek, and Burda, 2017). To the extent that low work effort intensity increases worker monitoring costs which can reduce firm profitability, the perception of black workers being lazy may even cause employers to avoid hiring blacks altogether, causing black-white employment disparities in the labor market (Bartos, et. al, 2016; Pager and Shepard, 2008).

Empirically, examination of sensible proxies for effort intensity at work are potentially valuable in assessing, as exemplified by the recent work of Hamermesh, Genadek, and Burda (2017), the extent to which there are black-white disparities in work effort that can possibly translate into black-white disparities in earnings/wages. Utilizing data from the American Time Use Survey (ATUS), they find that non-white men spend a greater fraction of their workdays not working relative to white non-Hispanic men, and failing to account for this overstates the associated earnings/wages differentials in the labor market. If preferences for work hours between non-whites and whites are identical, and one can distinguish between employee and employer preferences for work hours (Pencavel, 2016), the results of Hamermesh, Genadek, and Burda (2017) are compelling.

In this paper, we adopt and extend the approach of Hamermesh, Genadek and Burda (2017), by considering the extent to which there is a disparity in work intensity at work between black and non-Hispanic white males. To mitigate the possible bias that could results from white and blacks having different preferences for work hours (Bell, 1998), we estimate the effect of race on work effort among black and non-Hispanic white males by controlling for the ATUS survey response rate. Differential response rates across black and non-Hispanic white respondents could result in a sample that is not representative of race-specific work effort preferences in the relevant population, leading to biased parameter estimates (Kim and Kim, 2007).

Our inquiry contributes to the broad literature on indirect analysis of labor market consequences of race, as we utilize a regression-based approach to determine how race conditions

work effort on the job. As our econometric specifications of the time spent not working on the job acknowledges the possibility of heterogeneous preferences for work effort on the job, our finding will inform the extent to which differential black and non-Hispanic white male earnings/wage disparities can be explained by work-effort disparities. Lastly, our inquiry makes a contribution to stratification economics (Darity, 2005), with respect to scrutizing a particular and possible alternative rationalization of black/white male earnings/wage disparities (Coleman, 2003; Mason, 1999). In particular, to the extent that laziness is a historic stigma that rationalizes race-based inequality (Davis, 2014), our results will inform the extent to which existing black-white earnings/wage disparities can be rationalized on the basis of black-white work intensity disparities.

The remainder of this paper is organized as follows. In the second section, we provide an overview of the ATUS data that informs our inquiry and detail how the H-G-B results may be biased due to the high non-response rates in the survey. We discuss alternative methods for correcting for this bias along with problems associated with censoring in the data. We provide relevant covariates related to our empirical specifications of an individual's total time spend not working on the job. The third section reports parameter estimates for black and non-Hispanic males in the 2003–2015 ATUS sample from specifications that include a large number of controls industry, occupation, geography and time. The last section concludes.

II. Data and Methodology

The source of our data is the publicly available US Bureau of Labor Statistics American Time Use Survey (ATUS) for the years 2003–2015. Collected annually since 2003, the ATUS samples approximately 2,200 households monthly, on the basis of 12 strata, and captures individual level measures of time spend on activities such as working, leisure, and household chores. ATUS also provides data on the specific location of time use, enabling a determination of how time is used at work.

Table 1 shows the non-response rates for 2003-2015. An incredible 42.2 to 51.5 persons selected from the outgoing rotation of the Current Population Survey did not respond to the ATUS.

Figure 1 shows that the non-response rates for non-Hispanic blacks are higher than the non-response rates for non-Hispanic whites. There is a spike in the non-response rates in 2007 and declines in black and white non-response rates from 2007–2009 and then a steady rise and near convergence in non-response rates by race through 2015.

Table 2 reports the (unweighted) means of characteristics of respondents vs. non-respondents. The rows are sorted by the percentage differences between the white non-respondents and respondents. Two conclusions immediately emerge: a) respondents and non-respondents differ in non-trivial ways; an b) the factors beyond the obvious—not having a phone—differ between blacks and whites. Top disparities between white non-respondents and respondents include: having a physical or cognitive disability, not being a US Citizen, and low educational attainment. Among whites, these categories are associated with non-respondents. Among blacks there is little or no difference between respondents and non-respondents. In fact, black naturalized citizens and non-citizens are slightly more likely to be respondents than non-respondents. Both black and white respondents and non-respondents differ in age, higher education, marital status, and whether they have more than one job. Respondents are older, more likely to have a college degree, more likely to ever have been married, and more likely to have more than one job.

Following Hamermesh, Genedek, and Burda (2017), we construct a variable that, for each ATUS respondent, sums all time spent—in minutes—in primary activities at work other than work or work-related activities, and divide it by total time at the workplace. This ratio represents the fraction of time while at the workplace that the person is not working.

Defining the fraction of time while at the workplace that the person is not working as η, we posit that for ATUS respondent *i* at time *t,* $\eta_{it} = \beta_o + \beta_1 \boldsymbol{B} + \gamma_i \boldsymbol{X}_{it} + \varepsilon_{it,}$ where $\boldsymbol{B}$ is a vector of binary indicators for whether or not the respondent is a non-Hispanic black male, $\boldsymbol{X}$ is a vector of demographic, industry, occupation, time, and geographic controls, and ε is a stochastic error. *Table 1* reports a summary of the covariates we construct for estimating various specifications of $\eta_{\text{it.}}$ For each covariate, *Table 1* reports, in order, the mean, standard deviation, and the number of observations.

The ATUS sample averages in Table 1 reveal that relative to non-Hispanic white males, non-Hispanic black males spend approximately 20 percent more time not working while at work. To the extent this unconditional difference reflects actual racial differences in shirking, estimated black/white wage and earnings ratios may overstate the extent of labor market discrimination faced by non-Hispanic black males. However, as Kuhn and Lozano (2008) find that salaried men choices on longer work hours may reflect endogenous changes in the structure of within-group earnings inequality, a differential distribution of black and white males across hourly versus salaried jobs can render unconditional and conditional estimates of η biased.

To account for the differential distribution of black and white males in salaried vs, hourly jobs, that may bias the effects of race on η, we include in X whether or not an ATUS respondent is employed in an occupation with a high share of hourly paid jobs, as it may be difficult to shirk in salaried jobs requiring longer hours. To the extent that hourly paid jobs are also jobs in industries where leisure and shirking are substitutable, if employees have short commutes—live in proximity to the place of employment—shirking on the job may be easier (Ross and Zenou, 2008; Van Ommeren and Gutierrez-i-Puigarnau, 2011). Relative to non-Hispanic white males, *Table 3* reveals that non-Hispanic black males are approximately 35 percent more likely to be in jobs that are compensated by the hour, and less likely to be subject to the phenomena identified by Kuhn and Lozano (2008)—working longer work hours on the job.

III. Results

Tables 4–7 report parameter estimates of 3 broad specifications of η_{it} that are, in order, unweighted, weighted by the probability of non-response, weighted by the ATUS respondent probability weight, a specification weighted by the probability of non-response where respondent values of zero for η_{it} are changed to one, to allow for the possibility that respondents are possibly reporting falsely and/or in error, spending zero time at work not working. This seemingly arbitrary data manipulation simply recognizes the possbility of measurement error, and places a lower bound on true effort shirking while on the job in the population of employees as 1 minute.

Across the broad specifications in *Tables 4–7*, we report on sub-specfication of η_{it} as follows: (1) Ordinary Least Squares (OLS) with controls for year dummies (2004–2015), month dummies (February to December), and day of week dummies (Tuesday to Sunday) (2) OLS with year, month, day of week, industry and occupational dummies, (3) OLS fixed metropolitan area effects with year, month, day of week, industry and occupational dummies. The fixed year and metropolitan year effect specification allow for the existence of unobserved heterogeneity in shirking preferences that are determined by years and labor markets. For all sub-specifications, we include as controls all of the other covariates summarized in *Table 3*. We only report parameter estimates for the binary race indicator for males, for the binary indicator of an respondent working in an occupation with a high share of hourly paid jobs, union member ship, interaction between union member and state has high (at least 15%) share of union member and the constant.

In general, across the parameter estimates in *Tables 4–7*, the effect of being a non-Hispanic

black male has a positive but not statistically significant effect, and increases the value of η_{it} within a range of approximately 7 tenths of 1 percent and 1 percent. Our estimates are approximately one half of the value estimated by Hamermesh, Genedek, and Burda (2017). This suggests that black-white male differences in the fraction of the workday spent not working are potentially not large enough to partially explain the black-white wage gap. Our 1 percent estimates imply that for a 50 week work year, where the work day is 8 hours, relative to a non-Hispanic white male that works 2000 hours, a non-Hispanic black male would work approximately 1,980 hours. In the absence of any labor market wage/earnings discrimination, this would translate into a black-white wage/earnings ratio of approximately 99 percent, or practically close to parity.

If we assume that ATUS respondents are possibly reporting falsely and/or in error, spending zero time at work not working, and put a lower bound of 1 minute on actual shriking in the population of workers, the results in columns (1) to (3) of *Table 7* are perhaps instructive. In these instances, still there is no statistically significant difference in η_{it} between non-Hispanic white males and non-Hispanic black males while the magnitude of difference in η_{it} is smaller as well. This suggests that if respondent self-reporting of η_{it} is false, or measured with error that causes downward bias, there may be no differences in η_{it} between non-Hispanic white males and non-Hispanic black males that can partially explain black-white male earnings/wage disparities.

Table 8 summarizes all of the results across the various models focusing on the percentage differences η_{it} between blacks and whites. The rows indicate the controls. The columns indicate the models. We are able to roughly replicate the H-D-B raw results, showing about a 22-25% gap in the η_{it} between whites and blacks. The H-D-B regression models report gaps of about 12%. Although we can replicate these results, the estimated coefficients are not statistically significant in our replication models. When we adjust for non-response bias and control for time and location fixed effects the gap declines to around 5% to 9%. These lower amounts are not statistically significant. We conclude that the H-D-B results are not robust across alternative model specifications and adjustments for non-response bias.

IV. Conclusion

This paper considered the extent to which non-Hispanic black males, a group that has experienced persistent wage/earnings disparities relative to non-Hispanic white males, spend relatively more time not working at work. We estimated specifications of time spent on non-work

activities at work with data on non-Hispanicb lack and non-Hispanic white males from the 2003–2015 American Time Use Survey. Our parameter estimates reveal that there are small significant differences between black and non-Hispanic white males in time spent not working at work, and disappear entirely when imposing a lower bound of one minute for respondents who only report, perhaps falsely and/or in error, spending zero time at work not working. An implication of our findings is that black-white male differences in the fraction of the workday spent not working are either not large enough to partially explain the black-white wage gap, or simply do not exist at all.

Table 1

Non-Response Rates in ATUS

Year	Non-Response Rate (percent)
2003	42.2
2004	42.7
2005	43.4
2006	44.9
2007	47.5
2008	45.4
2009	43.4
2010	43.1
2011	45.4
2012	46.8
2013	50.1
2014	49
2015	51.5

Source: American Time Use Survey User's Guide :*Understanding ATUS 2003 to 2015*

Figure 1

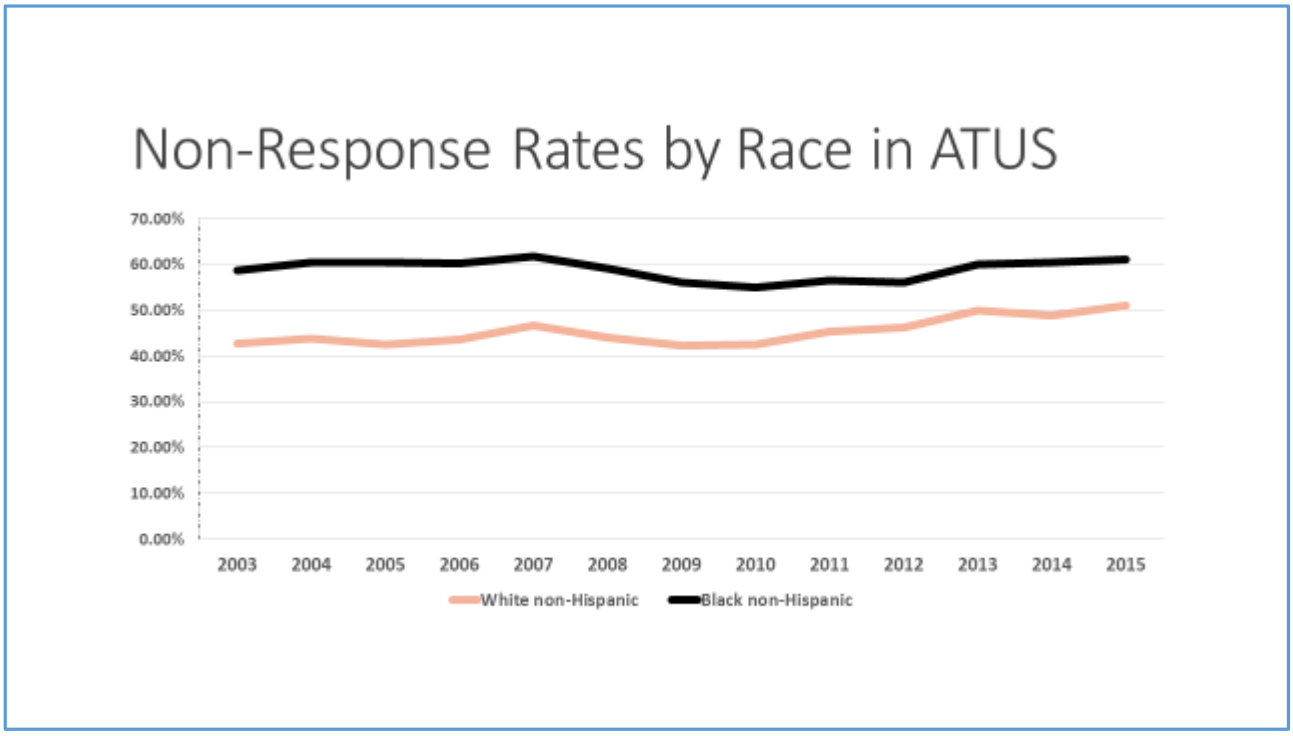

Table 2

RESPONSE RATE ANALYSIS						
	White Non-Hispanics			Black Non-Hispanics		
	Respondents	Non-respondents	Percentage Difference	Respondents	Non-respondents	Percentage Difference
No phone available	0.018	0.042	**127.90%**	0.060	0.081	**34.40%**
Phone available; not in household	0.004	0.007	**71.21%**	0.008	0.012	**53.60%**
Has any physical or cognitive difficulty (available after yr of 2008)	0.119	0.146	**22.54%**	0.159	0.158	**-0.57%**
Naturalized	0.021	0.026	**19.89%**	0.045	0.040	**-9.72%**
Non citizen	0.017	0.020	**18.23%**	0.040	0.039	**-3.46%**
Less than high school	0.110	0.128	**16.57%**	0.197	0.192	**-2.68%**
Hazardous Job	0.052	0.060	**16.50%**	0.080	0.088	**9.58%**
South	0.326	0.351	**7.76%**	0.574	0.553	**-3.66%**
GED	0.023	0.024	**5.73%**	0.025	0.024	**-5.25%**
Residense: Metropolitan	0.789	0.799	**1.18%**	0.873	0.888	**1.70%**
High school	0.243	0.241	**-0.76%**	0.273	0.266	**-2.56%**
West	0.193	0.187	**-2.97%**	0.081	0.086	**5.72%**
Recession years (year=2007, 08 and 09)	0.223	0.216	**-3.17%**	0.224	0.225	**0.71%**
Unemployed in the last year	0.015	0.014	**-4.99%**	0.025	0.025	**-1.69%**
Female	0.556	0.521	**-6.42%**	0.613	0.557	**-9.11%**
Midwest	0.291	0.261	**-10.44%**	0.195	0.194	**-0.57%**
Some college	0.180	0.155	**-13.90%**	0.201	0.167	**-16.81%**
Hourly paid worker	0.286	0.244	**-14.58%**	0.325	0.276	**-15.21%**
Age	47.928	39.958	**-16.63%**	47.773	39.426	**-17.47%**
Ever married	0.798	0.601	**-24.61%**	0.624	0.474	**-24.10%**
Associate degree	0.098	0.073	**-25.56%**	0.090	0.063	**-30.15%**
Bachelor's Degree	0.219	0.142	**-35.24%**	0.134	0.092	**-31.57%**
Has More than One Job	0.039	0.022	**-42.56%**	0.029	0.016	**-43.79%**

Table 3
Covariate Summary

Variable	Non-Hispanic White	Non-Hispanic Black
Time Share of no work	.0648	.0779
At work	.1241	.1354
	7115	1314
Age	42.362238	43.45246
	12.909788	13.397309
	31275	4491
Hazardous job	0.0153797	0.0158094
	0.12305952	0.12475145
	31275	4491
Single parent	0.02007994	0.02449343
	0.14027602	0.15459245
	31275	4491
Rent house with cash	0.18235012	0.42173235
	0.38613899	0.49389117
	31275	4491
Living in metro area	0.80669265	0.8875448
	0.39489827	0.31596106
	31049	4464
Less than high school	0.0648761	0.10621242
	0.24631104	0.30814362
	31275	4491
GED	0.02196643	0.02382543
	0.14657623	0.15252199
	31275	4491
High school	0.22679456	0.29191717
	0.41876532	0.45469503
	31275	4491
Some college	0.17576339	0.2155422
	0.38062482	0.41124374
	31275	4491
Associate's degree	0.10135891	0.09864173
	0.30180821	0.29821358
	31275	4491
Bachelor's degree	0.25784173	0.17479403
	0.43745341	0.37983313
	31275	4491

Table 3 Cont.
Covariate Summary

Variable	Non-Hispanic White	Non-Hispanic Black
Master's and above	0.15139888	0.08906702
	0.35844298	0.28487218
	31275	4491
Native-born	0.95398881	0.86239145
	0.20951268	0.34452702
	31275	4491
Naturalized citizen	0.01796962	0.06346025
	0.13284307	0.24381609
	31275	4491
Not a citizen	0.01880096	0.06769094
	0.13582368	0.25124277
	31275	4491
Ever married	0.77103118	0.61857047
	0.42017585	0.48579172
	31275	4491
Occupations with a high share	0.50673062	0.68626141
Of hourly paid jobs	0.49996269	0.46406318
	31275	4491
Private sector	0.83932854	0.77399243
	0.36723352	0.4182907
	31275	4491
Part-time worker	0.10545164	0.14829659
	0.30713939	0.35543332
	31275	4491
Union member	0.13627498	0.16410599
	0.34308581	0.37041297
	31275	4491
Northeast	0.19443645	0.15542196
	0.39577257	0.3623468
	31275	4491
Midwest	0.30052758	0.17902472
	0.45849479	0.3834157
	31275	4491

Table 3 Cont.
Covariate Summary

Variable	Non-Hispanic White	Non-Hispanic Black
South	0.31350919	0.57604097
	0.46392678	0.49423897
	31275	4491
West	0.19152678	0.08951236
	0.39350886	0.28551366
	31275	4491
Management occupations	0.14449241	0.07659764
	0.35159395	0.26598157
	31275	4491
Business and financial operations occupations	0.04639488	0.03473614
	0.21034213	0.18313112
	31275	4491
Computer and mathematical science occupations	0.04815348	0.02493877
	0.21409387	0.15595589
	31275	4491
Architecture and engineering occupations	0.04677858	0.01759074
	0.21116763	0.13147301
	31275	4491
Life, physical, and social science occupations	0.01368505	0.00779336
	0.11618177	0.08794515
	31275	4491
Community and social service occupations	0.01598721	0.02694277
	0.12542776	0.16193425
	31275	4491
Legal occupations	0.01314149	0.00734803
	0.11388241	0.08541464
	31275	4491
Education, training, and library occupations	0.04463629	0.03651748
	0.20650728	0.18759475
	31275	4491
Arts, design, entertainment, and sports occupations	0.01841727	0.01536406
	0.13445687	0.12300966
	31275	4491
Healthcare practitioner and technical occupations	0.02663469	0.02449343
	0.16101588	0.15459245
	31275	4491

Table 3 Cont.
Covariate Summary

Variable	Non-Hispanic White	Non-Hispanic Black
Healthcare support occupations	0.00329337	0.01358272
	0.05729419	0.11576362
	31275	4491
Protective service occupations	0.03664269	0.0590069
	0.18788594	0.23566386
	31275	4491
Food preparation and serving related occupations	0.02525979	0.0487642
	0.15691565	0.21539865
	31275	4491
Building and grounds cleaning and maintenance occupations	0.02829736	0.06368292
	0.1658237	0.24421443
	31275	4491
Personal care and service occupations	0.0111271	0.02115342
	0.10489823	0.14391165
	31275	4491
Sales and related occupations	0.10158273	0.0659096
	0.30210362	0.24815163
	31275	4491
Office and administrative support occupations	0.06327738	0.10064574
	0.24346508	0.30089256
	31275	4491
Farming, fishing, and forestry occupations	0.00805755	0.00512135
	0.08940294	0.0713881
	31275	4491
Construction and extraction occupations	0.07178257	0.0501002
	0.25813168	0.21817601
	31275	4491
Installation, maintenance, and repair occupations	0.07015188	0.04854153
	0.25540689	0.21493146
	31275	4491
Production occupations	0.08153477	0.09596972
	0.273659	0.29458251
	31275	4491
Transportation and material moving occupations	0.08067146	0.15519929
	0.27233426	0.36213488
	31275	4491

Table 4
Unweighted Ordinary Least Squares and Fixed Effect Parameter Estimates

Regressed: *Time share of no work at work*			
Specification:	**(1)**	**(2)**	**(3)**
Regressors:			
Constant	0.0566**	0.0735**	0.0766**
	(0.0224)	(0.0325)	-0.0326
Non-Hispanic Black	0.0041	0.0040	0.0043
	(0.0052)	(0.0054)	(0.0054)
Occupation with high share of hourly paid jobs	0.0117***	0.0231***	0.0224**
	(0.0038)	(0.0089)	(0.0089)
Union member	0.0224***	0.0214***	0.0190***
	(0.0073)	(0.0073)	(0.0069)
Union member*state with high union member	-0.0040	-0.0043	-0.0019
	(0.0111)	(0.0110)	(0.0108)
Number of Observations	5,450	5,450	5,420

Notes: Robust standard errors in parentheses

***p < 0.01
**p < 0.05
*p < 0.1

Table 5
Non-response Weighted Ordinary Least Squares and Fixed Effect Parameter Estimates

Regressed: *Time share of no work at work*

Specification:	**(1)**	**(2)**	**(3)**
Regressors:			
Constant	0.0532**	0.0718**	0.0748**
	(0.0214)	(0.0323)	(0.0324)
Non-Hispanic Black	0.0040	0.0039	0.0040
	(0.0052)	(0.0054)	(0.0054)
Occupation with high share of hourly paid jobs	0.0112***	0.0228**	0.0221**
	(0.0038)	(0.0089)	(0.0089)
Union member	0.0213***	0.0205***	0.0177***
	(0.0073)	(0.0072)	(0.0067)
Union member x state with high union member	-0.0040	-0.0046	-0.0019
	(0.0108)	(0.0108)	(0.0105)
Number of Observations	5,450	5,450	5,420

Notes: Robust standard errors in parentheses

***p < 0.01
**p < 0.05
*p < 0.1

Table 6
ATUS Respondent Probability Weighted
Ordinary Least Squares and Fixed Effect Parameter Estimates

Regressed: *Time share of no work at work*

Specification:	**(1)**	**(2)**	**(3)**
Regressors:			
Constant	0.0698**	0.0932**	0.0963**
	(0.0318)	(0.0420)	(0.0424)
Non-Hispanic Black	0.0068	0.0078	0.0081
	(0.0061)	(0.0063)	(0.0063)
Occupation with high share of hourly paid jobs	0.0161***	0.0259***	0.0255***
	(0.0044)	(0.0091)	(0.0091)
Union member	0.0191***	0.0185***	0.0179***
	(0.0071)	(0.0070)	(0.0069)
Union member x state with high union member	-0.0061	-0.0064	-0.0058
	(0.0113)	(0.0114)	(0.0115)
Number of Observations	5,450	5,450	5,420

Notes: Robust standard errors in parentheses

***p < 0.01
**p < 0.05
*p < 0.1

Table 7
Non-response Weighted Ordinary Least Squares and Fixed Effect Parameter Estimates: Respondents Reporting At Least One Minute of No Work at Work

Regressed: *Time share of no work at work*

Specification:	**(1)**	**(2)**	**(3)**
Regressors:			
Constant	0.0613***	0.0807**	0.0838**
	(0.0216)	(0.0324)	(0.0325)
Non-Hispanic Black	0.0035	0.0034	0.0036
	(0.0051)	(0.0053)	(0.0054)
Occupation with high share of hourly paid jobs	0.0107***	0.0215**	0.0207**
	(0.0038)	(0.0089)	(0.0089)
Union member	0.0200***	0.0190***	0.0168***
	(0.0072)	(0.0072)	(0.0057)
Union member x state with high union member	-0.0011	-0.0015	0.0012
	(0.0108)	(0.0108)	(0.0105)
Number of Observations	5,450	5,450	5,420

Notes: Robust standard errors in parentheses

***p < 0.01
**p < 0.05
*p < 0.1

Table 8
Estimated Racial Differences in Time Not Working During Work

	(1) H-G-B Means	(2) Darity et al. Means	(3) Darity et al. Means	(4) Darity et al. Means	(5) Darity et al. Means	(6) H-G-M Dummy Variable Model	(7) Darity et al, Dummy Variable Model
$\%\Delta\eta=$	22.95%	25.6%	20.30%	25.40%	24.23%	12.71% ($p<.01$)	12.22% ($p=0.227$)
ATUS Weights	YES	YES	No	YES	YES	YES	YES
Non-Response Weights	No	No	YES	YES	No	No	No
Censoring on Non-Work mins	No	No	No	No	YES	No	No
Human Capital Controls	No	No	No	No	No	YES	YES
Industry Controls	No	No	No	No	No	YES	YES
Occupation controls	No	No	No	No	No	YES	YES
Time Controls (surveyed month and day)	No	No	No	No	No	YES	YES
Geographic Controls (state)	No	No	No	No	No	YES	YES
Time Fixed Effects (year)	No	No	No	No	No	No	No
Metro Area Fixed Effects	No	No	No	No	No	YES	No
Selection on Response Probability	No	No	No	No	No	No	No

Table 8 (cont.)
Estimated Racial Differences in Time Not Working During Work

	(8) Darity et al, Dummy Variable Model	(9) Darity et al, Dummy Variable Model	(10) Darity et al, Dummy Variable Model	(11) Darity et al. Oaxaca Model	(12) Darity et al. Oaxaca Model	(13) Darity et al. Censored Regression Model	(14) Darity et al. Log-Linear Model
%Δη=	5.56% (p=0.496)	10.82% (p=0.269)	11.28% (p=0.228)	13.85% (p=0.042)	9.09% (p=0.171)	0.31% (p=0.05)	5.3% (p=0.246)
ATUS Weights	No	YES	YES	YES	No	YES	YES
Non-Response Weights	YES	YES	YES	YES	YES	YES	YES
Censoring on Non-Work mins	No	No	No	No	No	YES	No
Human Capital Controls	YES	YES	YES	YES	YES	YES	YES
Industry Controls	YES	YES	YES	YES	YES	YES	YES
Occupation controls	YES	YES	YES	YES	YES	YES	YES
Time Controls (surveyed month and day)	YES	YES	YES	YES	YES	YES	YES
Geographic Controls	YES	YES	YES	YES	YES	YES	YES
Time Fixed Effects (year)	No	No	YES	YES	YES	YES	YES
Metro Area Fixed Effects	No	No	YES	YES	YES	YES	YES
Selection on Response Probability	No	No	No	No	No	No	No

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