4.2 — Difference-in-Difference Models

ECON 480 • Econometrics • Fall 2020

Ryan Safner

Assistant Professor of Economics

safner@hood.edu

ryansafner/metricsF20

metricsF20.classes.ryansafner.com

Outline

Difference-in-Difference Models

Example I: HOPE in Georgia

Generalizing DND Models

Example II: "The" Card-Kreuger Minimum Wage Study

Clever Research Designs Identify Causality

Again, **this toolkit** of research designs to **identify causal effects** is the economist's **comparative advantage** that firms and governments want!

Difference-in-Difference Models

Natural Experiments

Difference-in-Difference Models I

- Often, we want to examine the consequences of a change, such as a law or policy

Difference-in-Difference Models I

- Often, we want to examine the consequences of a change, such as a law or policy intervention

- **Example**: how do States that implement X see changes in Y
  - **Treatment**: States that implement X
  - **Control**: States that did not implement X

Difference-in-Difference Models I

- Often, we want to examine the consequences of a change, such as a law or policy

- **Example**: how do States that implement law X see changes in Y

    - **Treatment**: States that implement X
    - **Control**: States that did not implement X

- If we have panel data with observations for all states **before** and **after** the change...

- Find the *difference* between treatment & control groups *in* their *differences* before and after the treatment period

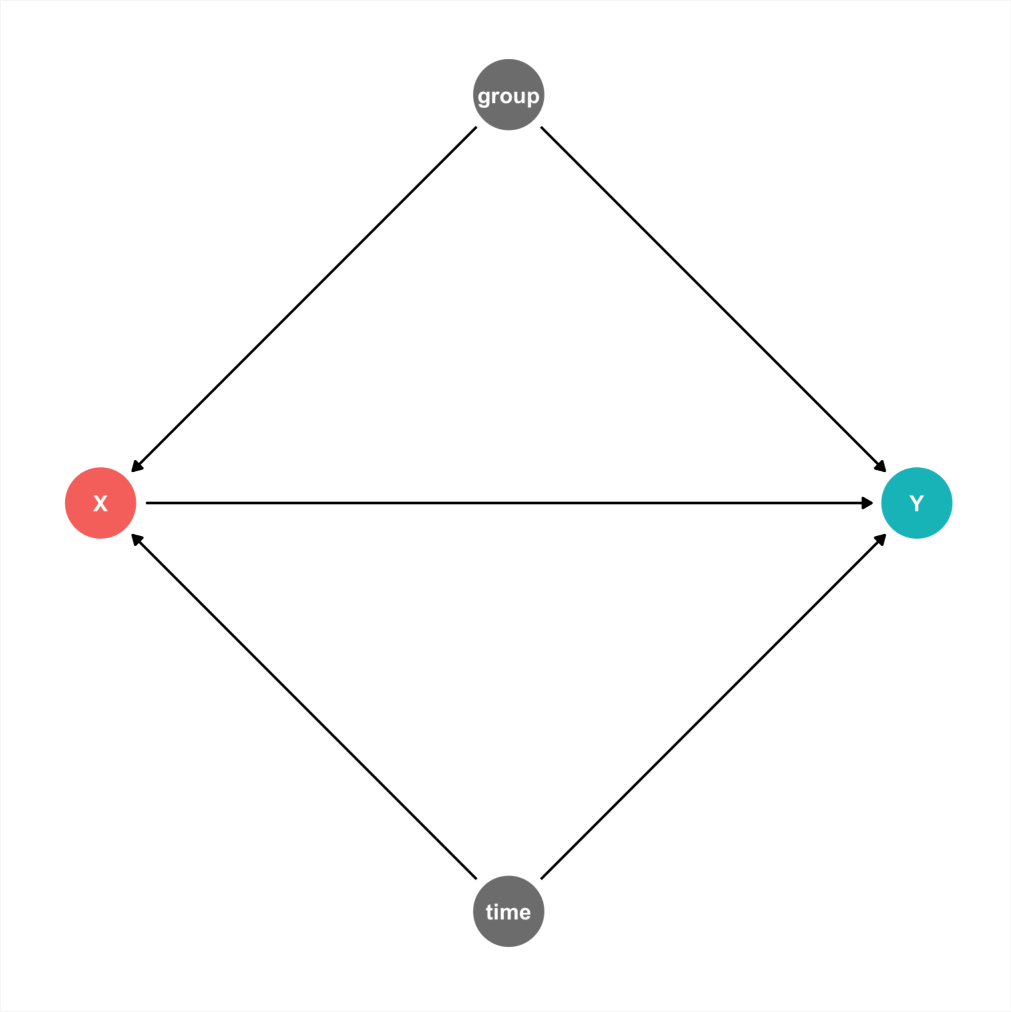
Difference-in-Difference Models I

- Often, we want to examine the consequences of a change, such as a law or policy

- **Example**: how do States that implement law X see changes in Y
  - **Treatment**: States that implement X
  - **Control**: States that did not implement X

- If we have **panel data** with observations for all states before *and* after the change...

- Find the *difference* between treatment & control groups *in* their *differences* before and after the treatment period



Difference-in-Difference Models II

- The **difference-in-difference model** (aka **"diff-in-diff"** or **"DND"**) identifies treatment effect by differencing the difference pre- and post-treatment values of Y between treatment and control groups

$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$

- $Treated_i= \begin{cases}1 \text{ if } i \text{ is in treatment group}\\ 0 \text{ if } i \text{ is not in treatment group}\end{cases} \quad After_t= \begin{cases}1 \text{ if } t \text{ is after treatment period}\\ 0 \text{ if } t \text{ is before treatment period}\end{cases}$

	Control	**Treatment**	**Group Diff (ΔY_i)**
Before	β_0	$\beta_0+\beta_1$	β_1
After	$\beta_0+\beta_2$	$\beta_0+\beta_1+\beta_2+\beta_3$	$\beta_1+\beta_3$
Time Diff (ΔY_t)	β_2	$\beta_2+\beta_3$	**Diff-in-diff** $\Delta_i \Delta_t: \beta_3$

Silly Example: Hot Dogs

Is there a discount when you get cheese *and* chili?

price	cheese	chili
<dbl>	<dbl>	<dbl>
2.00	0	0
2.35	1	0
2.35	0	1
2.70	1	1

4 rows

```
lm(price ~ cheese + chili + cheese*chili,
   data = hotdogs) %>%
  tidy()
```

term	estimate
<chr>	<dbl>
(Intercept)	2.00
cheese	0.35
chili	0.35
cheese:chili	0.00

4 rows

Silly Example: Hot Dogs

Is there a discount when you get cheese *and* chili?

	No Cheese	Cheese	Cheese Diff
No Chili	\$2.00	\$2.35	\$0.35
Chili	\$2.35	\$2.70	\$0.35
Chili Diff	\$0.35	\$0.35	\$0.00 (**Diff-in-diff**)

```
lm(price ~ cheese + chili + cheese*chili,
   data = hotdogs) %>%
  tidy()
```

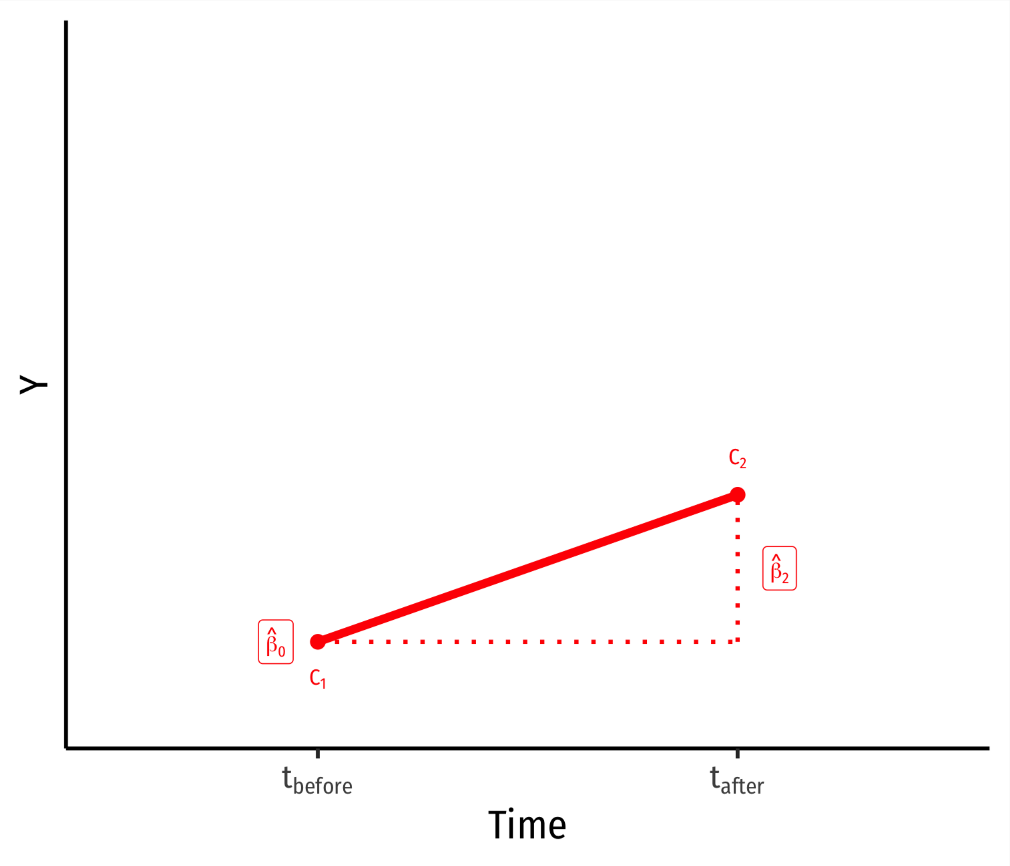
term	estimate
<chr>	<dbl>
(Intercept)	2.00
cheese	0.35
chili	0.35
cheese:chili	0.00

4 rows

- Diff-n-diff is just a model with an interaction term between two dummies!

Visualizing Diff-in-Diff

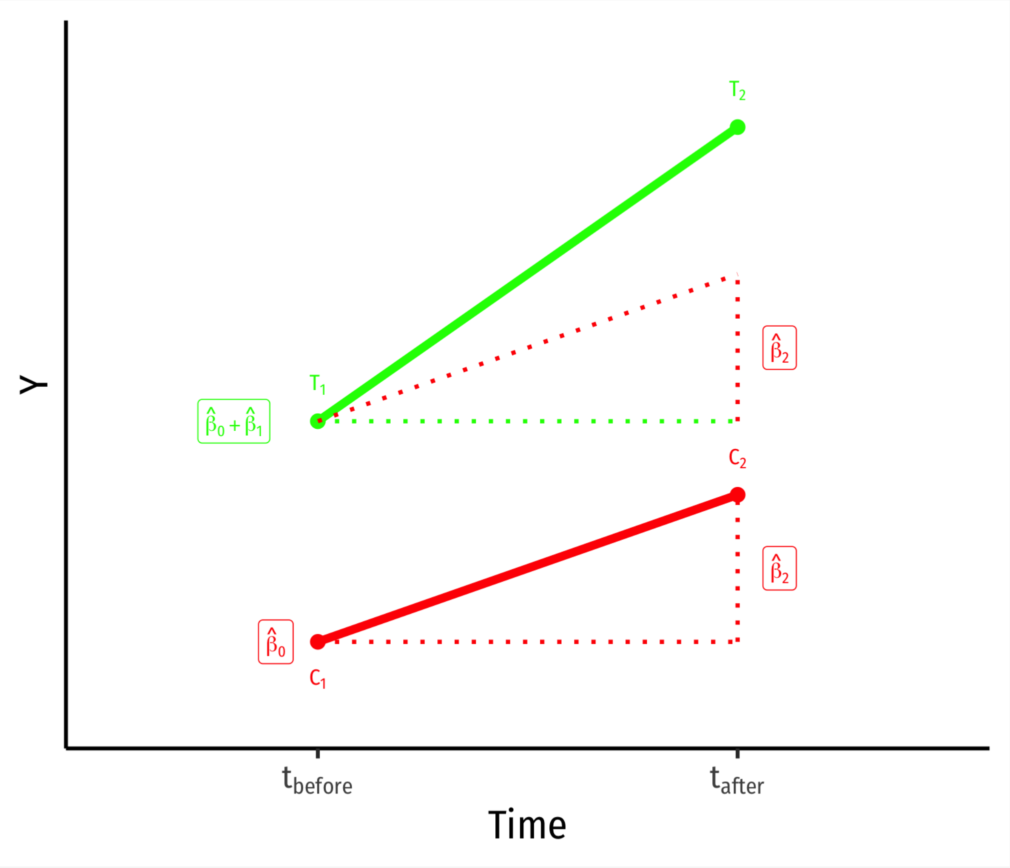
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- Control group $(Treated = 0)$
- $\hat{\beta_0}$: value of Y for **control** group **before** treatment
- $\hat{\beta_2}$: time *difference* (for **control** group)

Visualizing Diff-in-Diff

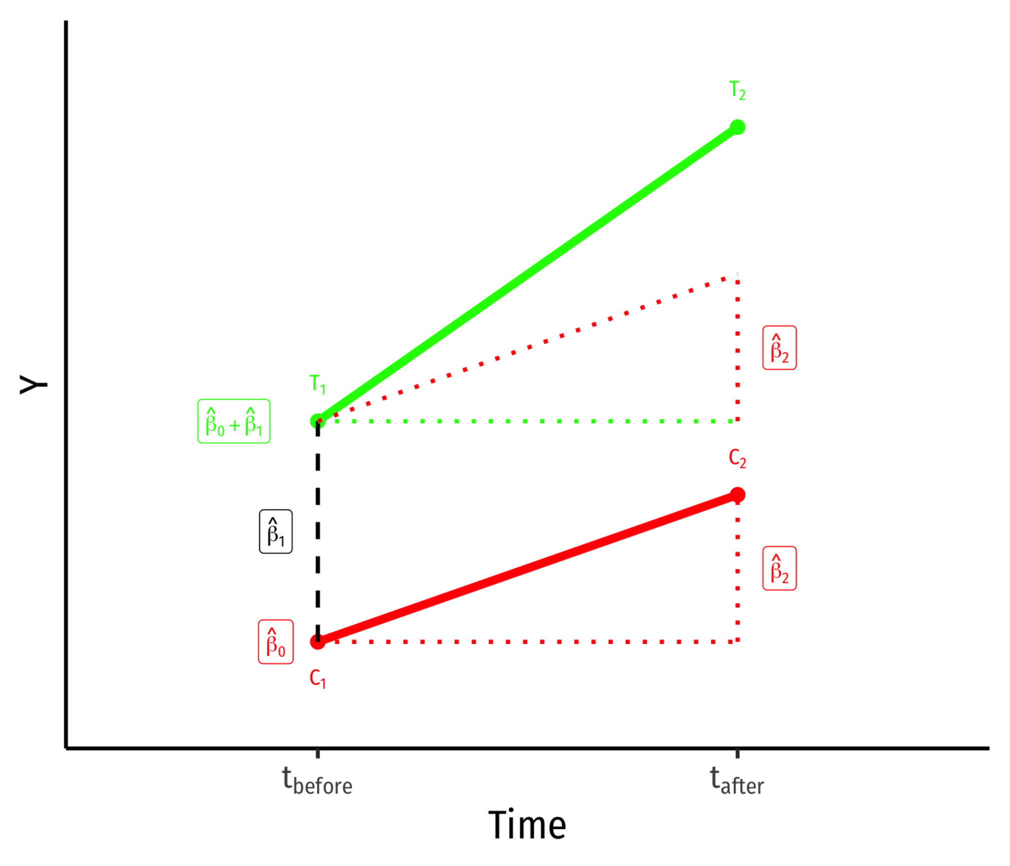
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- Control group $(Treated = 0)$
- $\hat{\beta_0}$: value of Y for **control** group **before** treatment
- $\hat{\beta_2}$: time *difference* (for **control** group)
- Treated group $(Treated = 1)$

Visualizing Diff-in-Diff

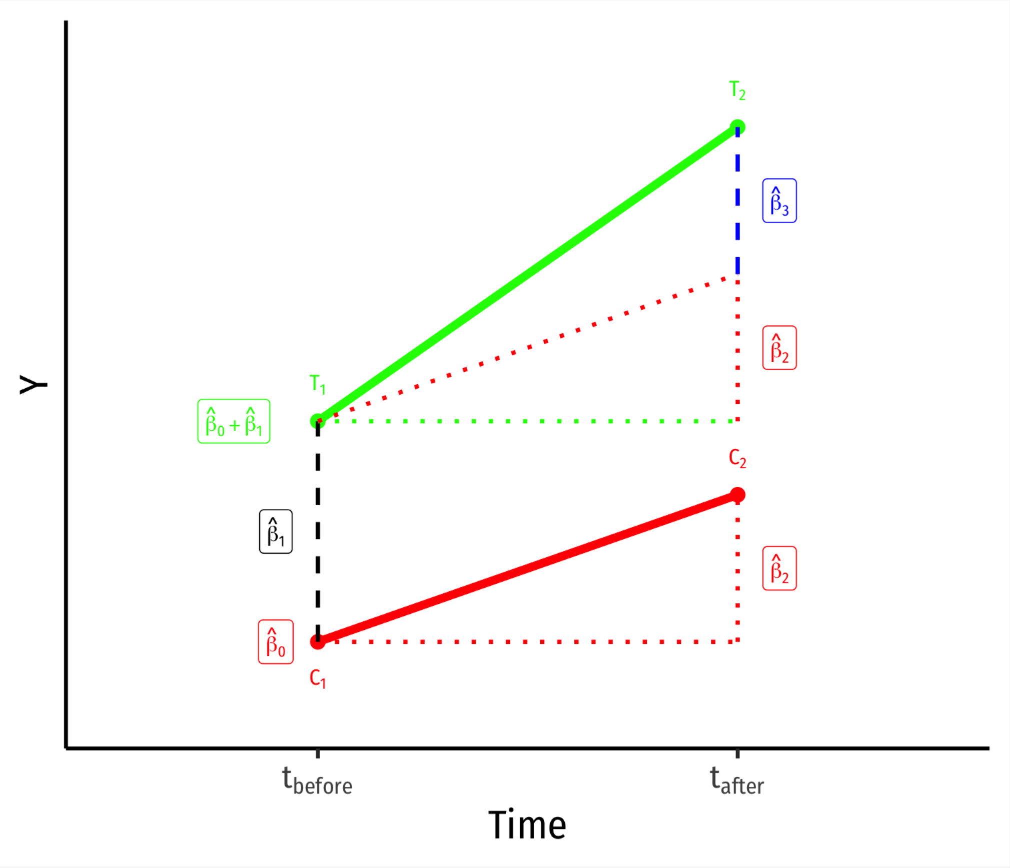
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- Control group $(Treated = 0)$
- $\hat{\beta_0}$: value of Y for **control** group **before** treatment
- $\hat{\beta_2}$: time *difference* (for **control** group)
- Treated group $(Treated = 1)$
- $\hat{\beta_1}$: *difference* between groups **before** treatment

Visualizing Diff-in-Diff

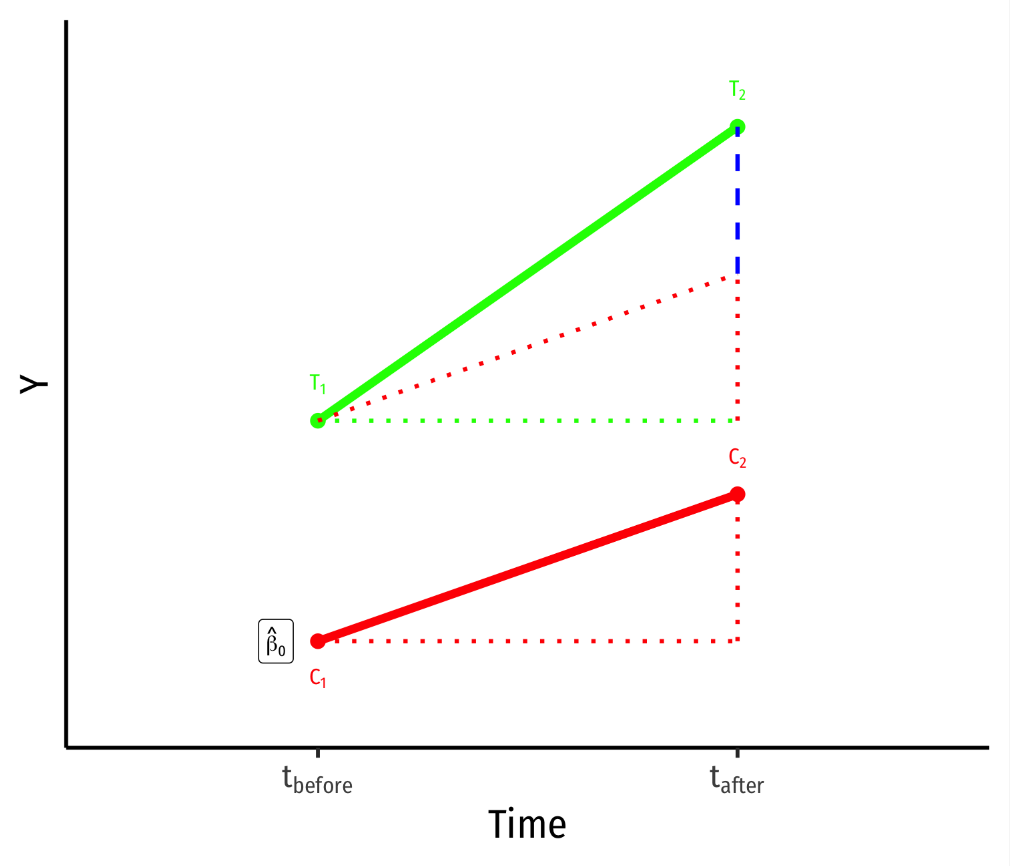
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- Control group $(Treated = 0)$
- $\hat{\beta_0}$: value of Y for **control** group **before** treatment
- $\hat{\beta_2}$: time *difference* (for **control** group)
- Treated group $(Treated = 1)$
- $\hat{\beta_1}$: *difference* between groups **before** treatment

Visualizing Diff-in-Diff II

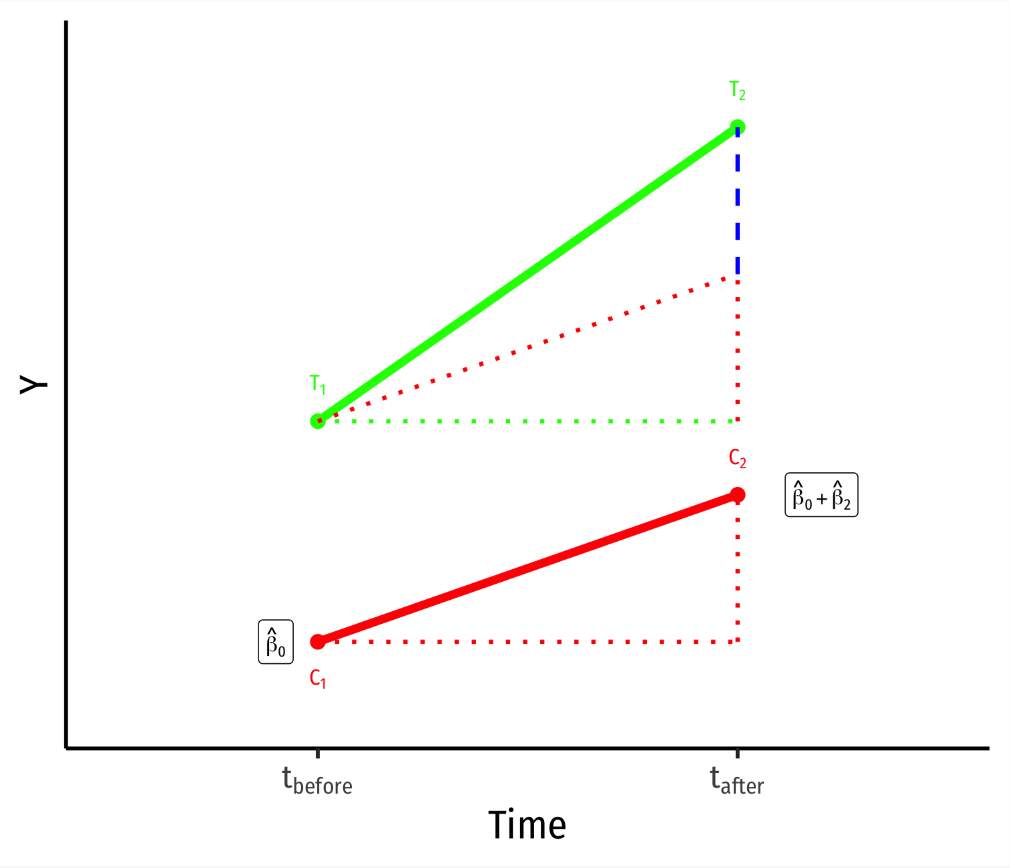
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- $\bar{Y_i}$ for **Control** group **before**: $\hat{\beta_0}$

Visualizing Diff-in-Diff II

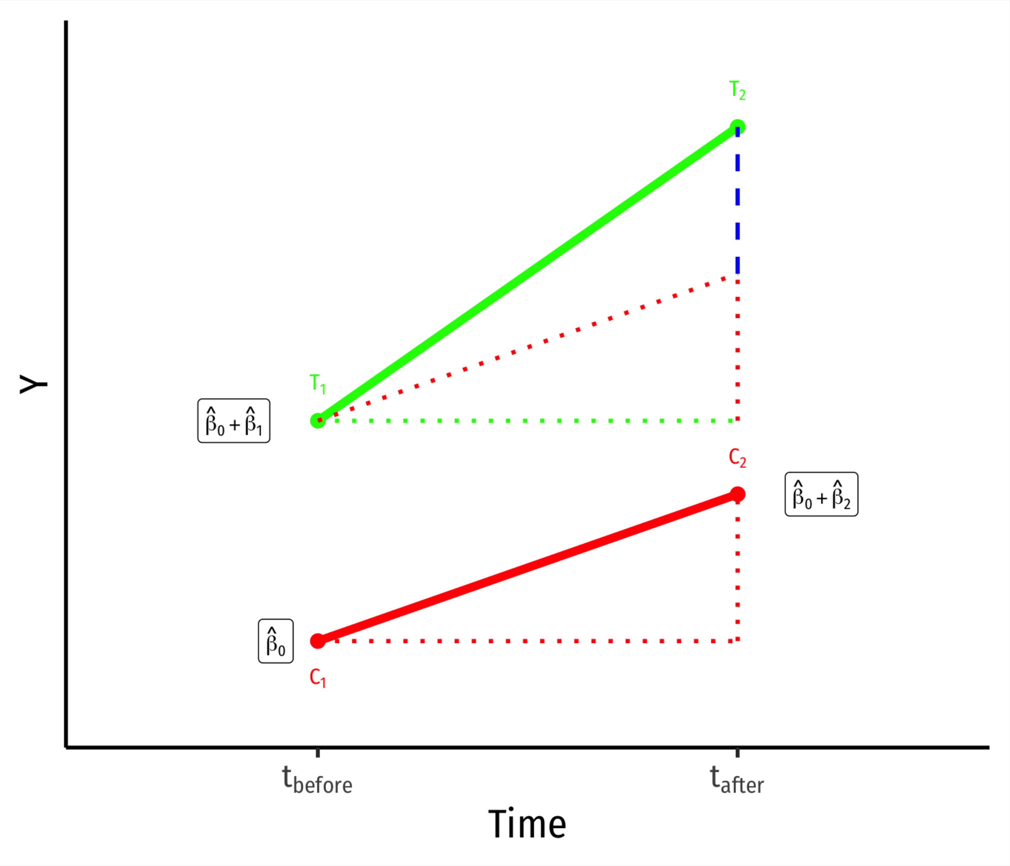
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- $\bar{Y_i}$ for **Control** group **before**: $\hat{\beta_0}$
- $\bar{Y_i}$ for **Control** group **after**: $\hat{\beta_0}+\hat{\beta_2}$

Visualizing Diff-in-Diff II

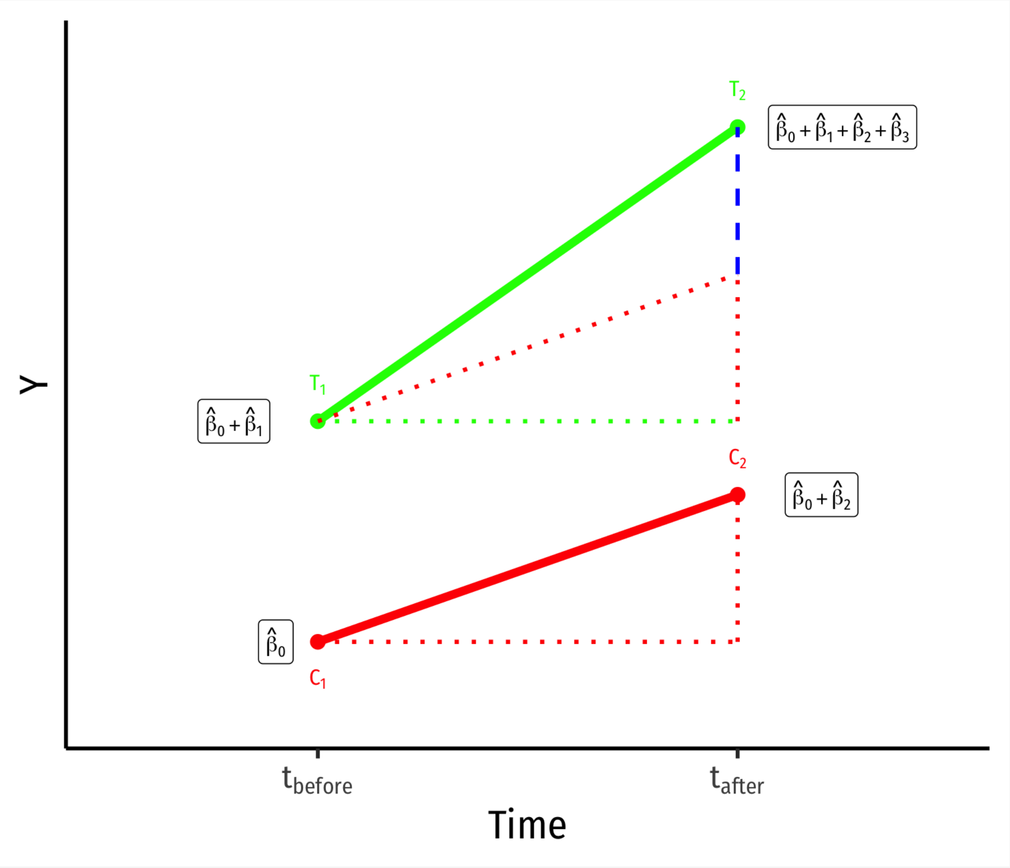
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- $\bar{Y_i}$ for **Control** group **before**: $\hat{\beta_0}$
- $\bar{Y_i}$ for **Control** group **after**: $\hat{\beta_0}+\hat{\beta_2}$
- $\bar{Y_i}$ for **Treatment** group **before**: $\hat{\beta_0}+\hat{\beta_1}$

Visualizing Diff-in-Diff II

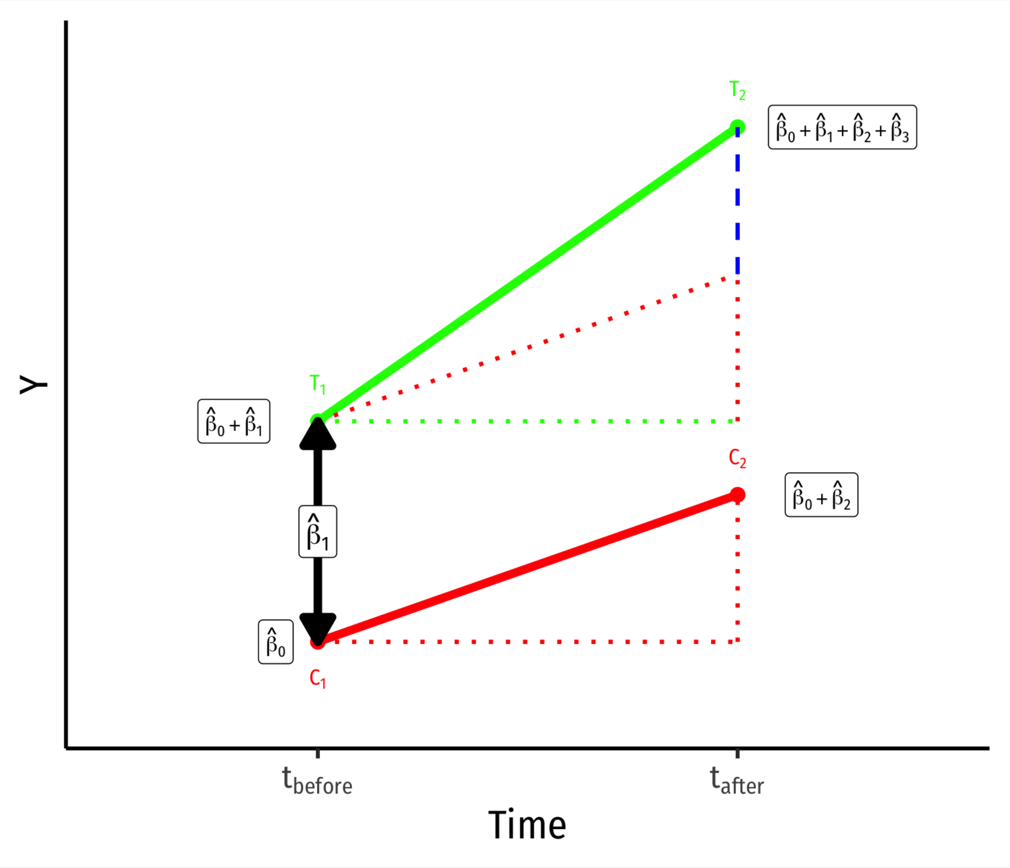
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- \(\bar{Y_i}\) for **Control** group **before**: \(\hat{\beta_0}\)
- \(\bar{Y_i}\) for **Control** group **after**: \(\hat{\beta_0}+\hat{\beta_2}\)
- \(\bar{Y_i}\) for **Treatment** group **before**: \(\hat{\beta_0}+\hat{\beta_1}\)
- \(\bar{Y_i}\) for **Treatment** group **after**: \(\hat{\beta_0}+\hat{\beta_1}+\hat{\beta_2}+\hat{\beta

Visualizing Diff-in-Diff II

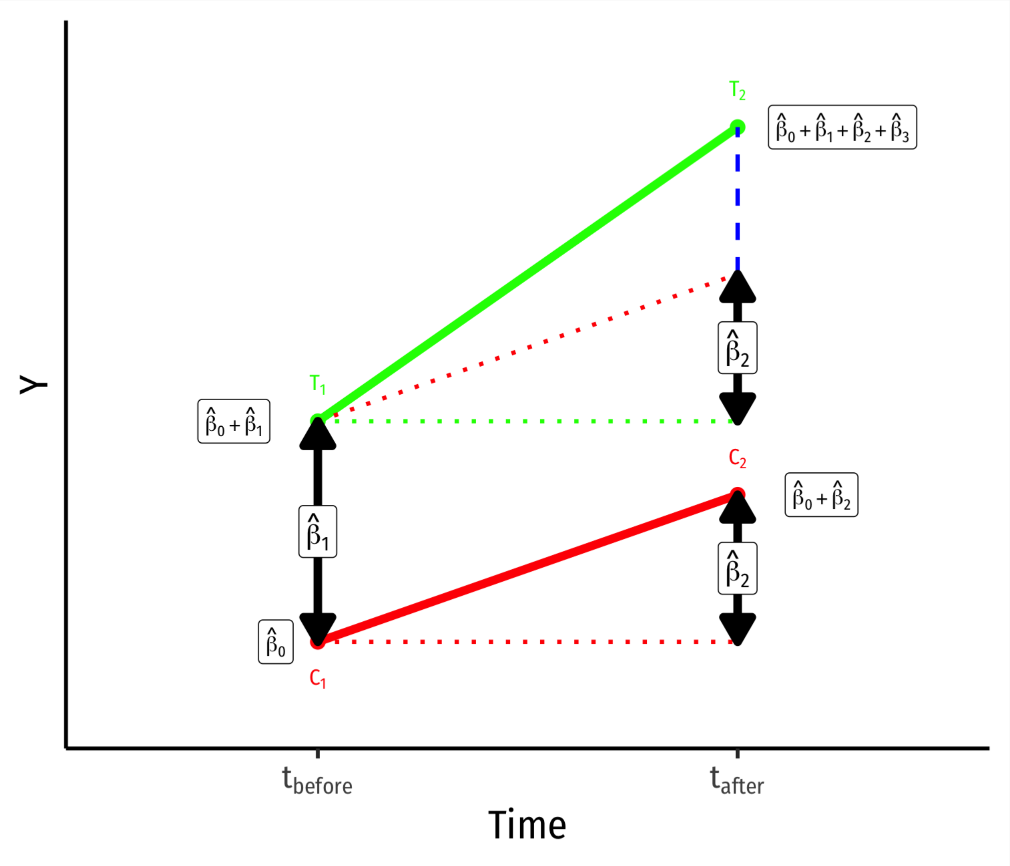
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- \(\bar{Y_i}\) for **Control** group **before**: \(\hat{\beta_0}\)
- \(\bar{Y_i}\) for **Control** group **after**: \(\hat{\beta_0}+\hat{\beta_2}\)
- \(\bar{Y_i}\) for **Treatment** group **before**: \(\hat{\beta_0}+\hat{\beta_1}\)
- \(\bar{Y_i}\) for **Treatment** group **after**: \(\hat{\beta_0}+\hat{\beta_1}+\hat{\beta_2}+\hat{\beta
- **Group Difference (before)**: \(\hat{\beta_1}\)

Visualizing Diff-in-Diff II

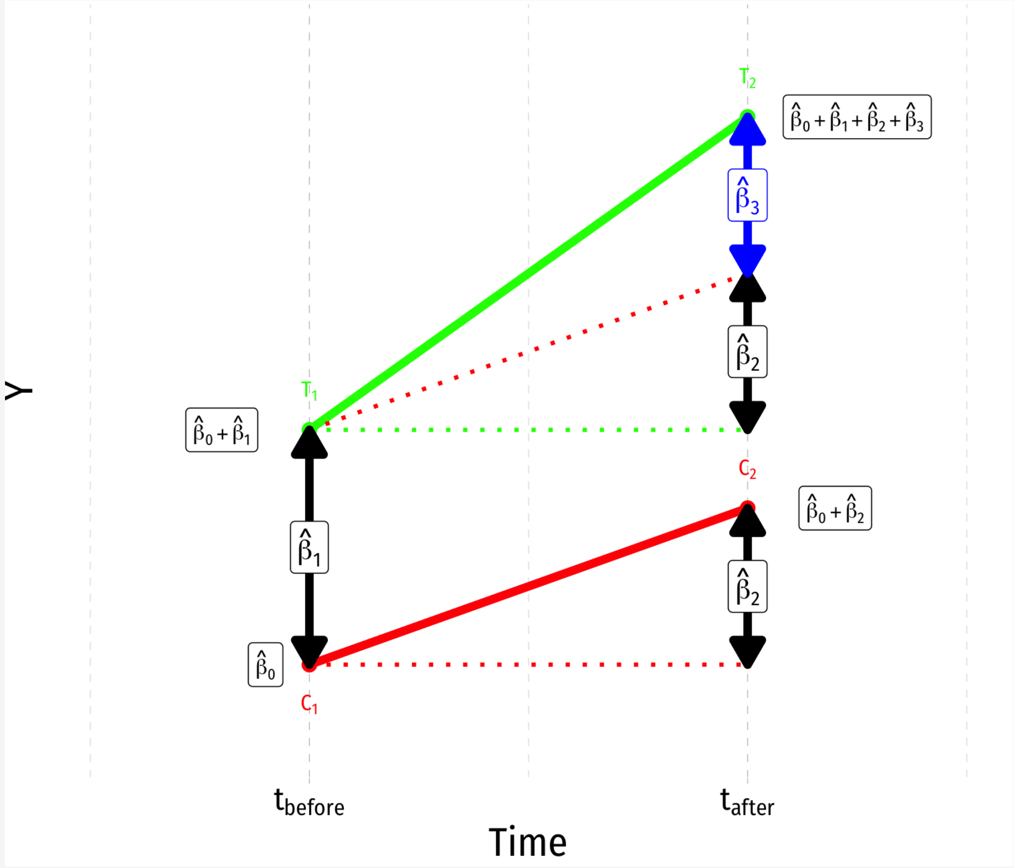
$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- $\bar{Y_i}$ for **Control** group **before**: $\hat{\beta_0}$
- $\bar{Y_i}$ for **Control** group **after**: $\hat{\beta_0}+\hat{\beta_2}$
- $\bar{Y_i}$ for **Treatment** group **before**: $\hat{\beta_0}+\hat{\beta_1}$
- $\bar{Y_i}$ for **Treatment** group **after**: $\hat{\beta_0}+\hat{\beta_1}+\hat{\beta_2}+$\hat{\beta
- **Group Difference (before)**: $\hat{\beta_1}$

Visualizing Diff-in-Diff II

$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- $\bar{Y_i}$ for **Control** group **before**: $\hat{\beta_0}$
- $\bar{Y_i}$ for **Control** group **after**: $\hat{\beta_0}+\hat{\beta_2}$
- $\bar{Y_i}$ for **Treatment** group **before**: $\hat{\beta_0}+\hat{\beta_1}$
- $\bar{Y_i}$ for **Treatment** group **after**: \(\hat{\beta_0}+\hat{\beta_1}+\hat{\beta_2}+\hat{\beta
- **Group Difference (before)**: $\hat{\beta_1}$

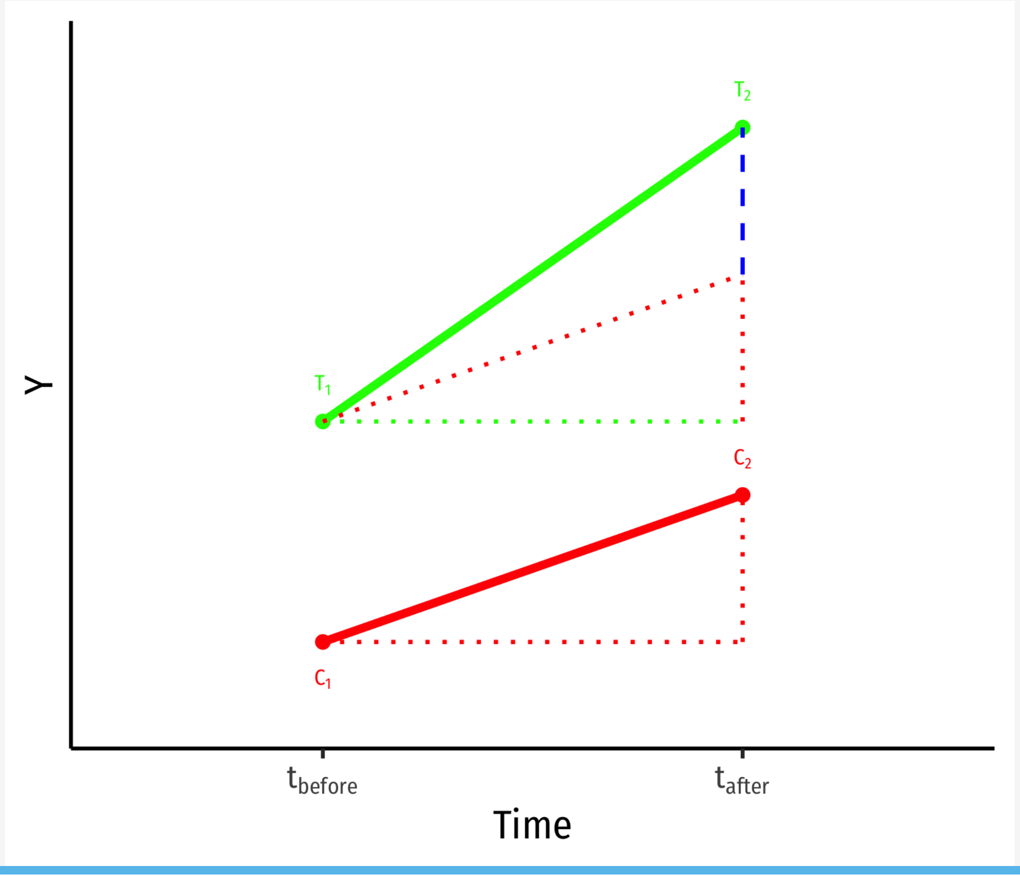
Comparing Group Means (Again)

$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$

	Control	Treatment	Group Diff (ΔY_i)
Before	β_0	$\beta_0+\beta_1$	β_1
After	$\beta_0+\beta_2$	$\beta_0+\beta_1+\beta_2+\beta_3$	$\beta_1+\beta_3$
Time Diff (ΔY_t)	β_2	$\beta_2+\beta_3$	**Diff-in-diff** ($\Delta_i \Delta_t: \beta_3$)

Key Assumption: Counterfactual

$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



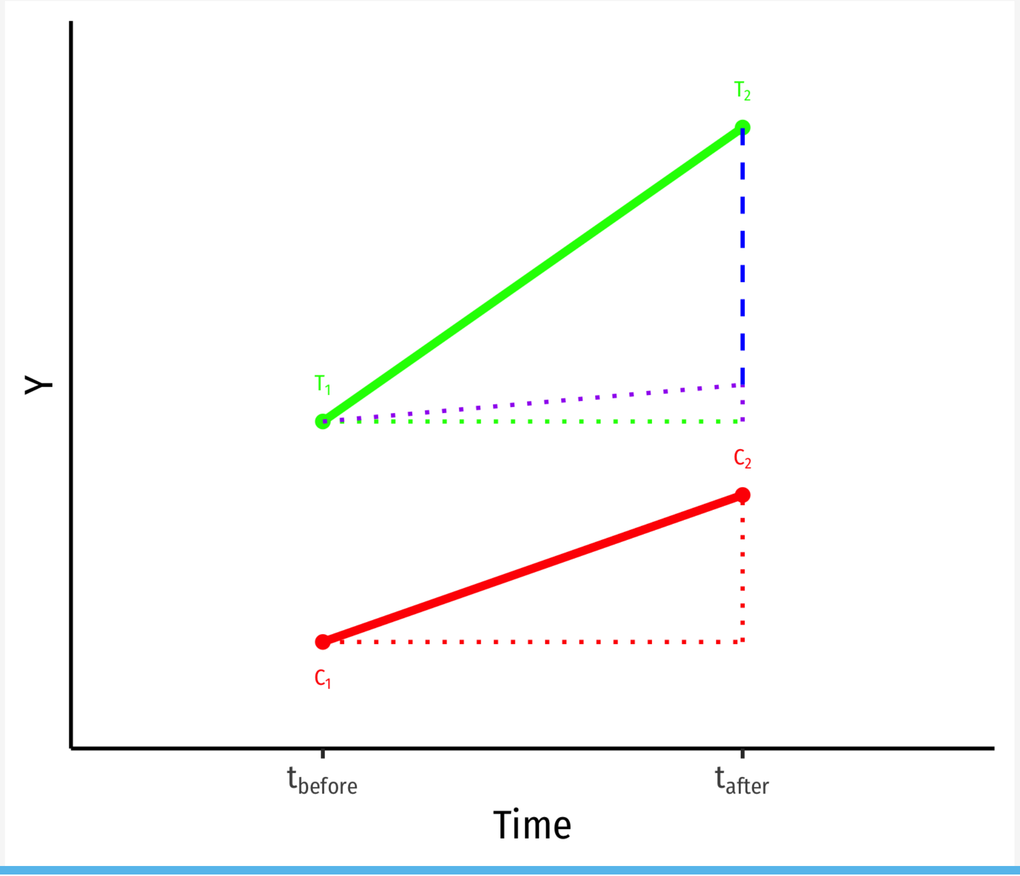
- Key assumption for DND: **time trends** (for treatment and control) are **parallel**

- Treatment and control groups assumed to be identical over time on average, **except for treatment**

- **Counterfactual**: if the treatment group had not recieved treatment, it would have changed identically over time as the control group \((\hat{\beta_2})\)

Key Assumption: Counterfactual

$$\hat{Y_{it}}=\beta_0+\beta_1 \text{Treated}_i +\beta_2 \text{After}_{t}+\beta_3 (\text{Treated}_i \times \text{After}_{t})+u_{it}$$



- If the time-trends would have been *different*, a **biased** measure of the treatment effect $(\hat{\beta_3})$!

Example I: HOPE in Georgia

Diff-in-Diff Example I

Example: In 1993 Georgia initiated a HOPE scholarship program to let state residents with at least a B average in high school attend public college in Georgia for free. Did it increase college enrollment?

- Micro-level data on 4,291 young individuals
- $\text{InCollege}_{it}=\begin{cases}1 \text{ if } i \text{ is in college during year }t\\ 0 \text{ if } i \text{ is not in college during year }t\\ \end{cases}$
- $\text{Georgia}_i=\begin{cases}1 \text{ if } i \text{ is a Georgia resident}\\ 0 \text{ if } i \text{ is not a Georgia resident}\\ \end{cases}$
- $\text{After}_t=\begin{cases}1 \text{ if } t \text{ is after 1992}\\ 0 \text{ if } t \text{ is after 1992}\\ \end{cases}$

Dynarski, Susan (2000), "Hope for Whom? Financial Aid for the Middle Class and Its Impact on College Attendance"

Diff-in-Diff Example II

- We can use a DND model to measure the effect of HOPE scholarship on enrollments
- Georgia and nearby States, if not for HOPE, changes should be the same over time
- Treatment period: after 1992
- Treatment: Georgia
- Differences-in-differences: $$\Delta_i \Delta_t Enrolled = (\text{GA}_{after}-\text{GA}_{before})-(\text{neighbors}_{after}-\text{neighbors}_{before})$$
- Regression equation: $$\widehat{Enrolled_{it}} = \beta_0+\beta_1 \, Georgia_{i}+\beta_2 \, After_{t}+\beta_3 \, (Georgia_{i} \times After_{t})$$

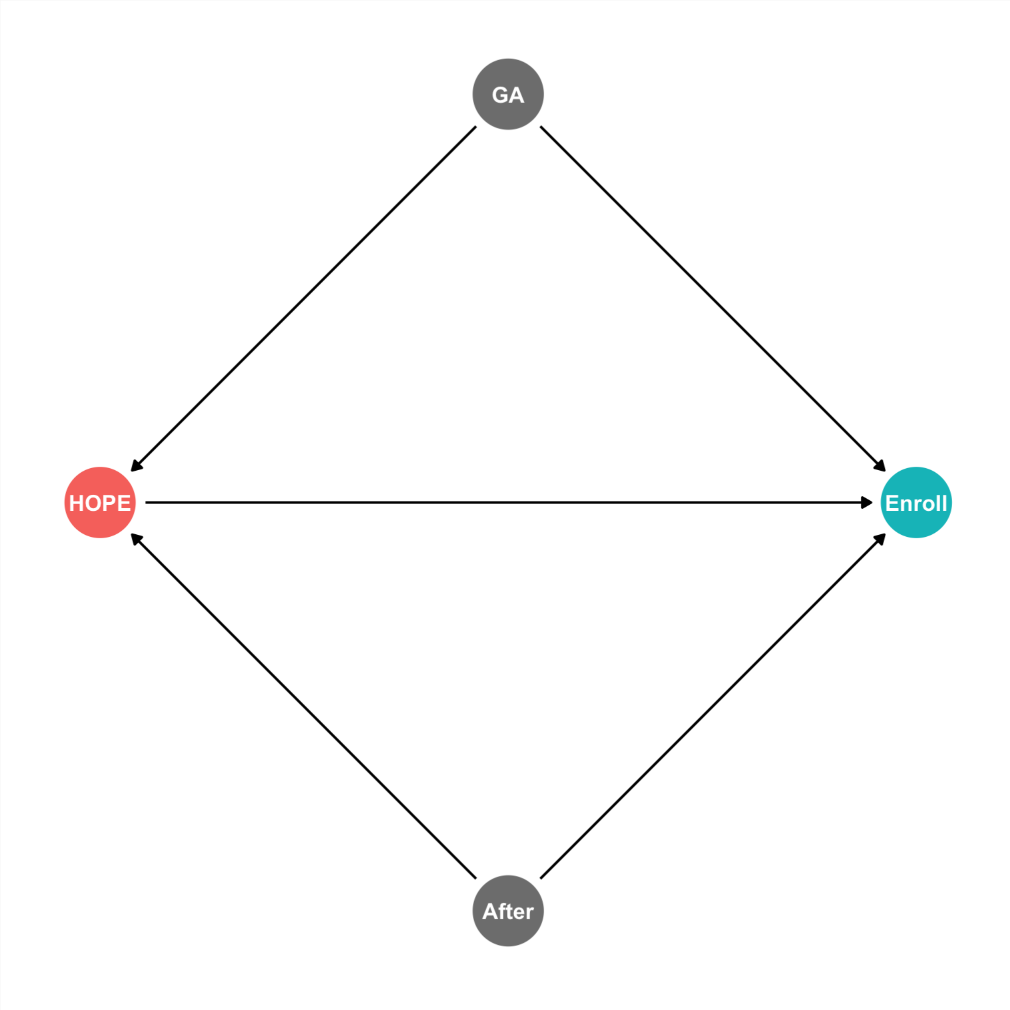
Example: Data

StateCode	Age	Year	Weight	Age18	LowIncome	InCollege	After	Georgia	AfterGeorgia
<fctr>	<dbl>	<fctr>	<dbl>	<dbl>	<dbl>	<dbl>	<dbl>	<dbl>	<dbl>
56	19	89	1396	0	1	1	0	0	0
56	19	89	1080	0	NA	1	0	0	0
56	18	89	924	1	1	1	0	0	0
56	19	89	891	0	0	1	0	0	0
56	19	89	1395	0	NA	0	0	0	0
56	18	89	1106	1	1	1	0	0	0
56	19	89	965	0	NA	0	0	0	0
56	18	89	958	1	NA	0	0	0	0
56	19	89	1006	0	NA	0	0	0	0
56	19	89	1183	0	1	1	0	0	0

1-10 of 4,291 rows | 1-10 of 11 columns

Previous 1 2 3 4 5 6 ... 430 Next

Example: Data



Example: Regression

```r
DND_reg<-lm(InCollege ~ Georgia + After + Georgia*After, data = hope)
DND_reg %>% tidy()
```

term	estimate	std.error	statistic	p.value
<chr>	<dbl>	<dbl>	<dbl>	<dbl>
(Intercept)	0.405782652	0.01092390	37.1463182	4.221545e-262
Georgia	-0.105236204	0.03778114	-2.7854165	5.369384e-03
After	-0.004459609	0.01585224	-0.2813235	7.784758e-01
Georgia:After	0.089329828	0.04889329	1.8270364	6.776378e-02

4 rows

$$\widehat{Enrolled_{it}}=0.406-0.105 \, Georgia_{i}-0.004 \, After_{t}+0.089 \, (Georgia_{i} \times After_{t})$$

Example: Interpretting the Regression

$$\widehat{Enrolled_{it}}=0.406-0.105 \, Georgia_{i}-0.004 \, After_{t}+0.089 \, (Georgia_{i} \times After_{t})$$

- β_0: A **non-Georgian before** 1992 was 40.6% likely to be a college student
- β_1: **Georgians before** 1992 were 10.5% less likely to be college students than neighboring states
- β_2: **After** 1992, **non-Georgians** are 0.4% less likely to be college students
- β_3: **After** 1992, **Georgians** are 8.9% more likely to enroll in colleges than neighboring states
- **Treatment effect: HOPE increased enrollment likelihood by 8.9%**

Example: Comparing Group Means

$$\widehat{Enrolled_{it}}=0.406-0.105 \, Georgia_{i}-0.004 \, After_{t}+0.089 \, (Georgia_{i} \times After_{t})$$

- A group mean for a dummy Y is $E[Y=1]$, i.e. the probability a student is enrolled:
- **Non-Georgian enrollment probability pre-1992**: $\beta_0=0.406$
- **Georgian enrollment probability pre-1992**: $\beta_0+\beta_1=0.406-0.105=0.301$
- **Non-Georgian enrollment probability post-1992**: $\beta_0+\beta_2=0.406-0.004=0.402$
- **Georgian enrollment probability post-1992**: $\beta_0+\beta_1+\beta_2+\beta_3=0.406-0.105-0.004+0.089=0.386$

Example: Comparing Group Means in R

```
# group mean for non-Georgian before 1992
hope %>%
  filter(Georgia==0,
         After==0) %>%
  summarize(prob = mean(InCollege))
```

```
# group mean for non-Georgian AFTER 1992
hope %>%
  filter(Georgia==0,
         After==1) %>%
  summarize(prob = mean(InCollege))
```

prob
<dbl>
0.4057827

1 row

prob
<dbl>
0.401323

1 row

Example: Comparing Group Means in R II

```r
# group mean for Georgian before 1992
hope %>%
  filter(Georgia==1,
         After==0) %>%
  summarize(prob = mean(InCollege))
```

prob
<dbl>
0.3005464

1 row

```r
# group mean for Georgian AFTER 1992
hope %>%
  filter(Georgia==1,
         After==1) %>%
  summarize(prob = mean(InCollege))
```

prob
<dbl>
0.3854167

1 row

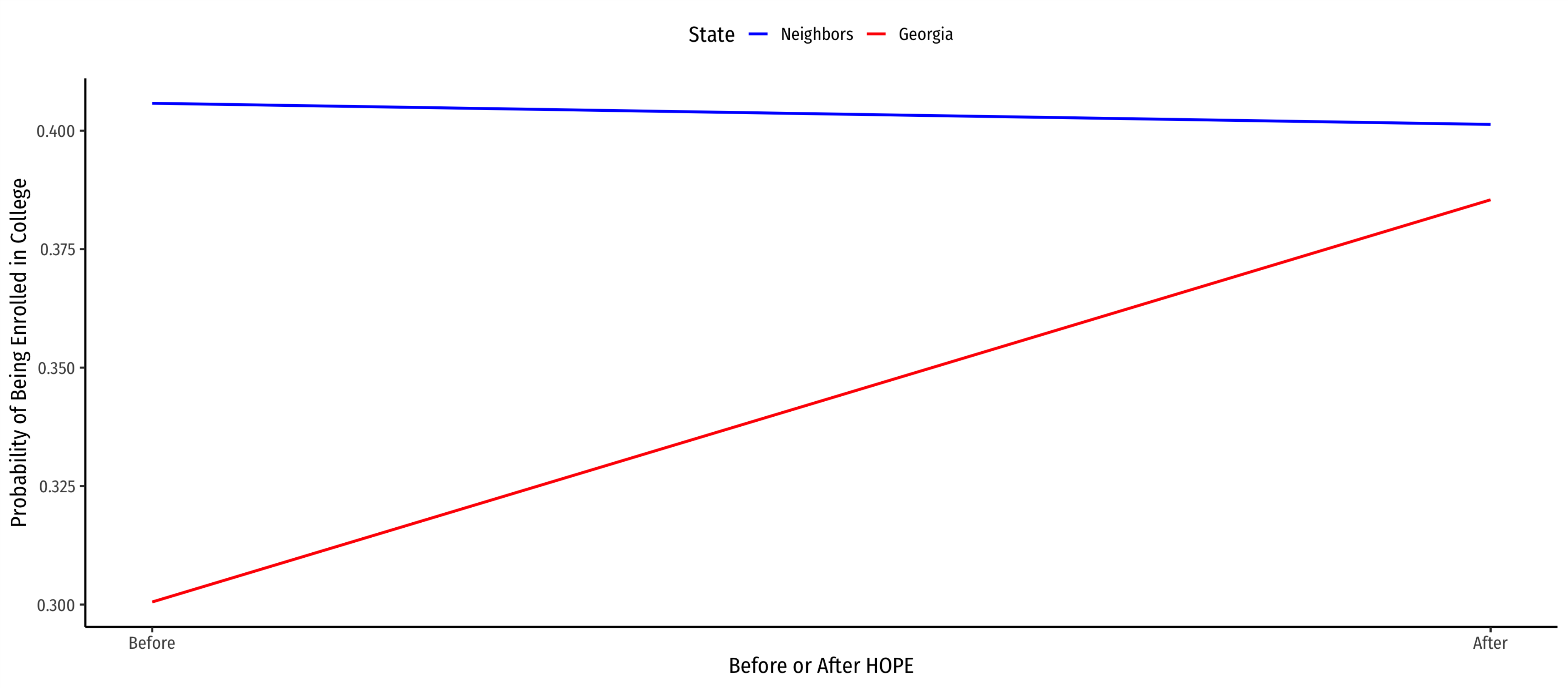
Example: Diff-in-Diff Summary

$$\widehat{Enrolled_{it}}=0.406-0.105 \, Georgia_{i}-0.004 \, After_{t}+0.089 \, (Georgia_{i} \times After_{t})$$

	Neighbors	**Georgia**	**Group Diff \((\Delta Y_i)\)**
Before	\(0.406\)	\(0.301\)	\(-0.105\)
After	\(0.402\)	\(0.386\)	\(0.016\)
Time Diff \((\Delta Y_t)\)	\(-0.004\)	\(0.085\)	**Diff-in-diff**: \(0.089\)

$$\begin{align*} \Delta_i \Delta_t Enrolled &= (\text{GA}_{after}-\text{GA}_{before})-(\text{neighbors}_{after}-\text{neighbors}_{before})\\ &=(0.386-0.301)-(0.402-0.406)\\ &= (0.085)-(-0.004)\\ &=0.089\\ \end{align*}$$

Example: Diff-in-Diff Graph



Generalizing DND Models

Generalizing DND Models

- DND can be **generalized** with a **two-way fixed effects** model:
$$\widehat{Y_{it}}=\alpha_i+\theta_t+\beta_3 (\text{Treated}_i * \text{After}_{t})+\nu_{it}$$
    - α_i: **group fixed effects** (treatments/control groups)
    - θ_t: **time fixed effects** (pre/post treatment)

- Allows *many* periods, and treatment(s) can occur at different times to different units (so long as some do not get treated)

- Can also add control variables that vary within units and over time
$$\widehat{Y_{it}}=\alpha_i+\theta_t+\beta_3 \, (\text{Treated}_i \times \text{After}_{t})+\beta_4 X_{it}+\nu_{it}$$

Our Example, Generalized I

$$\widehat{Enrolled_{it}} = \alpha_i+\theta_t+\beta_3 \, (Georgia_{it} \times After_{it})$$

- `StateCode` is a variable for the State $\implies$ create State fixed effect

- `Year` is a variable for the year $\implies$ create year fixed effect

Our Example, Generalized II

- Using LSDV method...

```
DND_fe <- lm(InCollege ~ Georgia*After + factor(StateCode) + factor(Year),
             data = hope)
DND_fe %>% tidy()
```

term	estimate	std.error	statistic	p.value
<chr>	<dbl>	<dbl>	<dbl>	<dbl>
(Intercept)	0.418057478	0.02261133	18.4888517	1.734550e-73
Georgia	-0.141501255	0.03936119	-3.5949436	3.281224e-04
After	0.075340594	0.03128021	2.4085706	1.605717e-02
factor(StateCode)57	-0.014181112	0.02739708	-0.5176140	6.047544e-01
factor(StateCode)58	NA	NA	NA	NA
factor(StateCode)59	-0.062378540	0.01954266	-3.1919172	1.423556e-03
factor(StateCode)62	-0.132650271	0.02806143	-4.7271383	2.350298e-06
factor(StateCode)63	-0.005103868	0.02627780	-0.1942274	8.460071e-01
factor(Year)90	0.046608845	0.02833625	1.6448486	1.000745e-01
factor(Year)91	0.032275789	0.02856877	1.1297577	2.586417e-01

1-10 of 17 rows   Previous 1 2 Next

$$\widehat{InCollege_{it}}=\alpha_i+\theta_t+0.091 \, (\text{Georgia}_i \times \text{After}_{it})$$

Intuition behind DND

- Diff-in-diff models are the quintessential example of exploiting **natural experiments**
- A major change at a point in time (change in law, a natural disaster, political crisis) separates groups where one is affected and another is not---identifies the effect of the change (treatment)
- One of the cleanest and clearest causal **identification strategies**

Example II: "The" Card-Kreuger Minimum Wage Study

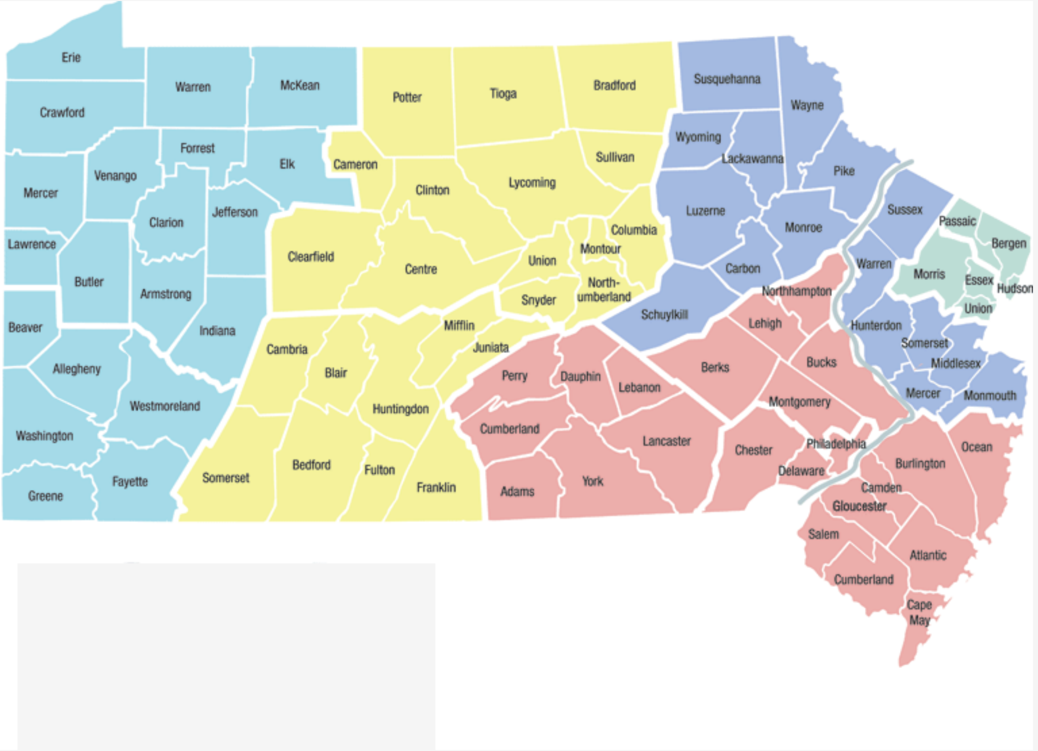
Example: "The" Card-Kreuger Minimum Wage Study I

Example: *The* controversial minimum wage study, Card & Kreuger (1994) is a quintessential (and clever) diff-in-diff.

Card, David, Krueger, Alan B, (1994), "Minimum Wages and Employment: A Case Study of the Fast-Food Industry in New Jersey and Pennsylvania," *American Economic Review* 84 (4): 772–793

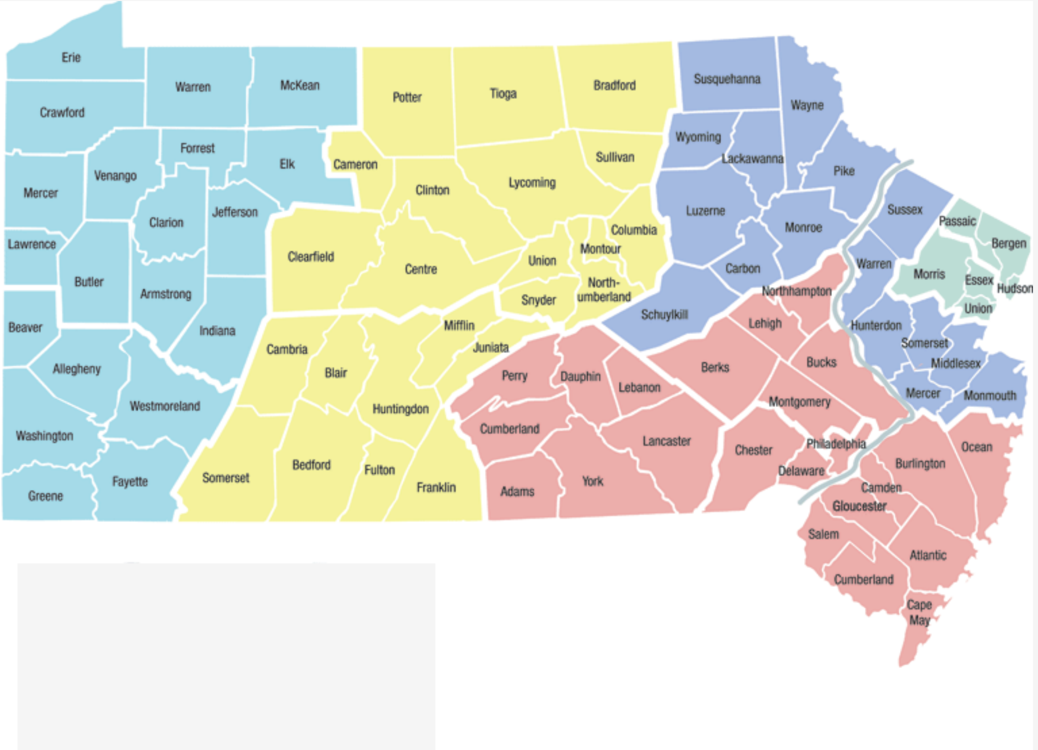
Card & Kreuger (1994): Background I

- Card & Kreuger (1994) compare employment in fast food restaurants on New Jersey and Pennsylvania sides of border between February and November 1992.
- Pennsylvania & New Jersey both had a minimum wage of $4.25 before February 1992
- In February 1992, New Jersey raised minimum wage from $4.25 to $5.05



Card & Kreuger (1994): Background II

- If we look only at New Jersey before & after change:
  - **Omitted variable bias**: macroeconomic variables (there's a recession!), weather, etc.
  - Including PA as a control will control for these time-varying effects if they are national trends



- Surveyed 400 fast food restaurants on each side of the border, before & after min wage increase

Card & Kreuger (1994): Comparisons

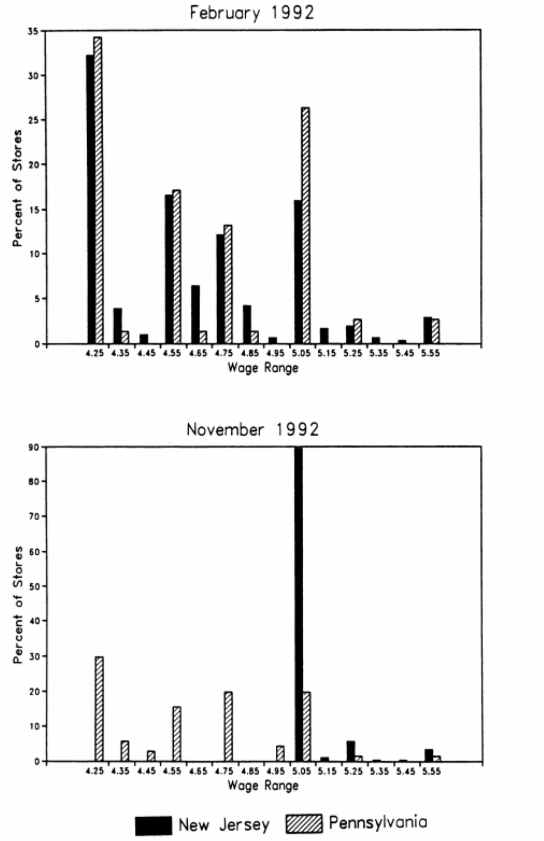


FIGURE 1. DISTRIBUTION OF STARTING WAGE RATES

Card & Kreuger (1994): Summary I

TABLE 1—SAMPLE DESIGN AND RESPONSE RATES

	All	Stores in: NJ	PA
Wave 1, February 15 – March 4, 1992:			
Number of stores in sample frame:[a]	473	364	109
Number of refusals:	63	33	30
Number interviewed:	410	331	79
Response rate (percentage):	86.7	90.9	72.5
Wave 2, November 5 – December 31, 1992:			
Number of stores in sample frame:	410	331	79
Number closed:	6	5	1
Number under rennovation:	2	2	0
Number temporarily closed:[b]	2	2	0
Number of refusals:	1	1	0
Number interviewed:[c]	399	321	78

Card & Kreuger (1994): Summary II

TABLE 2—MEANS OF KEY VARIABLES

Variable	Stores in: NJ	PA
1. *Distribution of Store Types (percentages):*		
a. Burger King	41.1	44.3
b. KFC	20.5	15.2
c. Roy Rogers	24.8	21.5
d. Wendy's	13.6	19.0
e. Company-owned	34.1	35.4

Card & Kreuger (1994): Model

$$\widehat{Employment_{i t}}=\beta_0+\beta_1 \, NJ_{i}+\beta_2 \, After_{t}+\beta_3 \, (NJ_i \times After_t)$$

- PA Before: β_0
- PA After: $\beta_0+\beta_2$
- NJ Before: $\beta_0+\beta_1$
- NJ After: $\beta_0+\beta_1+\beta_2+\beta_3$
- **Diff-in-diff**: $(NJ_{after}-NJ_{before})-(PA_{after}-PA_{before})$

	PA	NJ	Group Diff (ΔY_i)
Before	β_0	$\beta_0+\beta_1$	β_1
After	$\beta_0+\beta_2$	$\beta_0+\beta_1+\beta_2+\beta_3$	$\beta_1+\beta_3$

Card & Kreuger (1994): Results

Variable	PA (i)	NJ (ii)	Difference, NJ – PA (iii)
1. FTE employment before, all available observations	23.33 (1.35)	20.44 (0.51)	–2.89 (1.44)
2. FTE employment after, all available observations	21.17 (0.94)	21.03 (0.52)	–0.14 (1.07)
3. Change in mean FTE employment	–2.16 (1.25)	0.59 (0.54)	2.76 (1.36)

(Columns (i)–(iii) are grouped under the spanning header "Stores by state".)