How Destructive is Innovation?

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Abstract

Entrants and incumbents can create new products and displace the products of competitors. Incumbents can also improve their existing products. How much of aggregate productivity growth occurs through each of these channels? Using data from the U.S. Longitudinal Business Database on all nonfarm private businesses from 1983 to 2013, we arrive at three main conclusions: First, most growth appears to come from incumbents. We infer this from the modest employment share of entering firms (defined as those less than 5 years old). Second, most growth seems to occur through improvements of existing varieties rather than creation of brand new varieties. Third, own-product improvements by incumbents appear to be more important than creative destruction. We infer this because the distribution of job creation and destruction has thinner tails than implied by a model with a dominant role for creative destruction.

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1. Introduction

Innovating firms can improve on existing products made by other firms, thereby gaining profits at the expense of their competitors. Such creative destruction plays a central role in many theories of growth. This goes back to at least Schumpeter (1939), carries through to Stokey (1988), Grossman and Helpman (1991), and Aghion and Howitt (1992), and continues with more recent models such as Klette and Kortum (2004). Aghion et al. (2014) survey the theory. Acemoglu and Robinson (2012) provide historical accounts of countries that stop growing when creative destruction is blocked.

Other growth theories emphasize the importance of firms improving their own products, rather than displacing other firms’ products. Krusell (1998) and Lucas and Moll (2014) are examples. Some models combine creative destruction with such “own innovation” by existing firms on their own products — see chapter 12 in Aghion and Howitt (2009) and chapter 14 in Acemoglu (2011). A recent example is Akcigit and Kerr (2018).


How much each channel contributes to growth matters for innovation policy. Knowledge externalities are a force pushing up the social return to research relative to its private return in all of these models. But business stealing, a powerful force in creative destruction models, boosts the private return relative to the social return. Atkeson and Burstein (2018) analyze the welfare effects of increasing research in a model with own innovation, creative destruction, and new varieties. The more growth involves business stealing (creative destruction), the smaller the welfare gains they find. Thus, to determine the welfare effects of innovation policy, it is important to know the extent to which growth
comes from creative destruction (which entails a lot of business stealing) as opposed to own innovation and new variety creation (which do not).

Ideally, one could directly observe the extent to which new products substitute for existing products. Broda and Weinstein (2010) and Hottman, Redding and Weinstein (2016) are important efforts along these lines for nondurable consumer goods. Scanner data has not been analyzed in the same way for consumer durables, producer intermediates, or producer capital goods — all of which figure prominently in theories of growth. And scanner data is simply not suitable for comparing the quality of service provided by entering versus exiting establishments in business services, retail trade, and so on.

Likewise, when a new product replaces an existing product, one would like to identify whether the new product is owned by another firm (“creative destruction”) or the same firm (“own innovation”). Based on case studies, Christensen (1997) argues that innovation largely takes the form of creative destruction, and almost always from new firms. Akcigit and Kerr (2018) look at whether patents cite earlier patents by the same firm or by other firms. The case studies and the sample of patenting firms, however, may not be representative of firms in the broader economy. Many innovative firms, particularly outside of manufacturing, do not patent.

In the absence of more direct evidence, we try to infer the sources of growth indirectly from the patterns of job creation and job destruction among all private sector firms in the U.S. nonfarm economy. We use data from the U.S. Longitudinal Business Database (LBD) from 1983 to 2013. The seminal work of Davis, Haltiwanger and Schuh (1996) documents the magnitude of job flows within U.S. manufacturing, and these flows are commonly used as proxies for the intensity of creative destruction. For example, Decker, Haltiwanger, Jarmin and Miranda (2014) point to the decline in U.S. job reallocation since the 1970s as evidence of a decline in the rate of creative destruction.

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1Gordon (2007) and Greenwood, Hercowitz and Krusell (1997) emphasize the importance of growth embodied in durable goods based on the declining relative price of durables.
We view the LBD data through the lens of an exogenous growth model featuring creative destruction, own innovation, and new varieties. For industries such as manufacturing, the object of innovation may be products. For services and retail, which make up the bulk of the LBD data, innovation may take the form of new and improved establishments. For example, Walmart opening a new store may be akin to adding a new product. A new Walmart store arguably gains market share by offering a distinct variety (the store format, including all the items for sale within it) and/or by offering low prices (due to high process efficiency) relative to existing stores in the local market.

We reach four conclusions from our indirect inference based on LBD data. First, most growth appears to come from incumbents rather than entrants. This is because the employment share of entrants is modest. Second, most growth seems to occur through quality improvements rather than brand new varieties. Third, own-variety improvements by incumbents loom larger than creative destruction (by entrants and incumbents). The contribution of creative destruction is around 25 percent of growth, with the remainder mostly due to own innovation by incumbent firms. Fourth, the contribution of entrants and creative destruction declined from 1983–1993 to 2003–2013, while the contribution of incumbent firms, particularly through own innovation, increased.

Influential papers by Baily, Hulten and Campbell (1992) and Foster, Haltiwanger and Krizan (2001) likewise use firm-level data to document the contributions of entry, exit, reallocation, and within-plant productivity growth to overall growth in the manufacturing sector. They use accounting frameworks without any model assumptions. In contrast, we analyze the data through the lens of a specific model of growth. Like us, Lentz and Mortensen (2008) and Acemoglu, Akcigit, Alp, Bloom and Kerr (2018) conduct indirect inference on growth models using firm-level data (from Denmark and the U.S., respectively). They assume the only source of growth is creative destruction, whereas our goal is to infer how much growth comes from creative destruction vs. other sources of innovation (own-variety improvements by incumbents and creation of new
varieties). Their results are for manufacturing, whereas ours are for the entire nonfarm business sector.

The rest of the paper proceeds as follows. Section 2 lays out the parsimonious exogenous growth model we use. Section 3 presents the data moments from the LBD that we exploit to infer the sources of innovation. Section 4 presents the model parameter values which best match the moments from the LBD data. Section 5 reports how our results change under alternative measures of job flows. Section 6 concludes.

2. Models of Innovation

This section lays out a model in which growth occurs through a combination of creative destruction, own innovation, and new varieties. Although all three types of innovation can contribute to aggregate growth, the goal is to illustrate how they might leave different telltale signs in the micro-data.

Static Equilibrium

Aggregate output is a CES combination of quality-weighted varieties:

$$Y = \left( \sum_{j=1}^{M} (q_j y_j)^{\frac{1}{\sigma}} \right)^{\frac{\sigma}{\sigma - 1}},$$

where $y_j$ denotes the quantity and $q_j$ the quality of variety $j$. Labor is the only factor of production. Output of variety $j$ is given by $y_j = l_j$, where $l_j$ is labor used to produce variety $j$. As in Klette and Kortum (2004), a firm may produce multiple varieties. We assume an overhead cost of production that must be expended before choosing prices and output. The overhead cost allows the highest quality producer to charge the monopoly markup $\frac{\sigma}{\sigma - 1}$, as the next lowest quality competitor will be deterred by zero ex post profits under Bertrand competition. Without this assumption, firms would engage in limit pricing and
markups would be heterogeneous across varieties as in Peters (2018). With common markups there is no misallocation of labor across varieties.

Firms face a common wage in a competitive labor market, so the profit maximizing quantity of labor employed in producing variety $j$ is:

$$l_j = \left( \frac{\sigma - 1}{\sigma} \right)^{\sigma - 1} LW^{-\sigma} q_j^{\sigma - 1}.$$  

Here $W$ is the real wage and $L$ is aggregate employment. Employment of a firm $L_f$ is then given by:

$$L_f \equiv \sum_{j=1}^{M_f} l_j = \left( \frac{\sigma - 1}{\sigma} \right)^{\sigma - 1} LW^{-\sigma} \sum_{j=1}^{M_f} q_j^{\sigma - 1}$$  \hspace{1cm} (1)

where $M_f$ denotes the number of varieties produced by firm $f$. As shown, firm employment is proportional to $\sum_{j=1}^{M_f} q_j^{\sigma - 1}$. Larger firms control more varieties and produce higher quality products. In the special case of $\sigma = 1$ analyzed by Klette and Kortum (2004), an equal amount of labor is used to produce each variety and a firm’s employment is proportional to the number of varieties it controls. We will find it important to allow $\sigma > 1$ so that firms can be larger when they have higher quality products rather than just a wider array of products.

After imposing the labor market clearing condition, the real wage is proportional to aggregate labor productivity:

$$W \propto \frac{Y}{L} = M^{\frac{1}{\sigma - 1}} \left[ \sum_{j=1}^{M} \frac{q_j^{\sigma - 1}}{M} \right]^{\frac{1}{\sigma - 1}}.$$  

To the right of the equality, the first term captures the benefit of having more varieties, and the second term is the power mean of quality across varieties.

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We normalize the price of aggregate output to 1.
Innovation

Aggregate growth in the model comes from the creation of new varieties and from quality improvements on existing varieties. In Klette and Kortum (2004), the number of varieties is constant and quality growth only occurs when a firm innovates upon and takes over a variety owned by another firm (“creative destruction”). We allow quality growth to also come from innovation by firms on the products they own (“own innovation”). Lastly, we allow growth to come from the creation of brand new varieties.

We make the following assumptions about innovation. First, we assume a constant exogenous arrival rate for each type of innovation. Second, we assume that arrivals are in proportion to the number of products owned by a firm. For example, a firm with two products is twice as likely to creatively destroy another firm’s variety compared to a firm with one product. Third, in the case of an existing product, we assume that innovation builds on the existing quality level of the product.\(^3\)

The quality drawn by an innovation follows a Pareto distribution with shape parameter \(\theta\) and a scale parameter equal to the existing quality level. Thus the proportional step size of innovation on a given variety, \(\tilde{q}\), follows a Pareto distribution with shape parameter \(\theta\) and scale parameter 1. The average proportional improvement in quality on an existing variety, conditional on innovation and weighted by employment, is thus

\[
s_q = \left( \frac{\theta}{\theta - (\sigma - 1)} \right)^{1/(\sigma-1)} > 1.\]

More precisely, \(s_q \equiv \left( \mathbb{E} \tilde{q}^{\sigma-1} \right)^{1/(\sigma-1)}\).

Finally, we assume that entrants have one product, which they obtain by improving upon an existing variety or by creating a brand new variety.

\(^3\)If innovation was endogenous, there would be a positive externality to research unless all research was done by firms on their own products. Such knowledge externalities are routinely assumed in the quality ladder literature, such as Grossman and Helpman (1991), Aghion and Howitt (1992), Kortum (1997), and Acemoglu, Akcigit, Alp, Bloom and Kerr (2018).
The notation for innovation probabilities is given in Table 1. Time is discrete and innovation rates are per existing variety. The arrival rate of each type of innovation increases linearly with the number of varieties owned by the firm. The probability an existing variety is improved upon by the firm that currently owns the product is $\lambda_i$. If a firm fails to improve on a variety it produces, then that variety is vulnerable to creative destruction by other firms. Conditional on not being improved by the incumbent, $\delta_i$ is the probability the product is improved by another incumbent. Conditional on not being improved by any incumbent, $\delta_e$ is the probability the product will be improved by an entrant.

In short, a given product can be improved upon by the current owner of the product, another incumbent firm, or an entrant. The probability a product will be improved upon by the owner is $\lambda_i$. The unconditional probability of innovation by another incumbent is $\tilde{\delta}_i \equiv \delta_i (1 - \lambda_i)$. The unconditional probability the product will be improved by an entrant is $\tilde{\delta}_e \equiv \delta_e (1 - \delta_i) (1 - \lambda_i)$. The probability an existing product is improved upon by any firm is thus $\lambda_i + \tilde{\delta}_i + \tilde{\delta}_e$. And conditional on innovation, the average improvement in quality is $s_q > 1$.

Brand new varieties arrive at rates $\kappa_e$ from entrants and $\kappa_i$ from incumbents. These arrival rates are per existing variety and independent of other innovation types. The quality of each new variety is drawn from the quality distribution of existing products multiplied by $s_{\kappa}$, which can be greater or less than 1.

The last parameter we introduce is overhead labor, which pins down the minimum firm size. We set overhead labor so that the smallest firm has 1 unit of labor for production. The overhead cost determines the cutoff quality — varieties below the threshold have negative present discounted value (even taking into account the arrival of innovations associated with owning a variety), and therefore exit endogenously. The cutoff rises endogenously with wage growth, and $\psi$ denotes the average quality of varieties (relative to the mean quality of all existing varieties) that exit due to the overhead cost. The overhead cost ensures that the distribution of quality across varieties is stationary. We denote the

\footnote{The ordering of conditional/unconditional probabilities is inconsequential scorekeeping.}
Table 1: Channels of Innovation

<table>
<thead>
<tr>
<th>Channel</th>
<th>Probability</th>
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</thead>
<tbody>
<tr>
<td>Own-variety improvements by incumbents</td>
<td>$\lambda_i$</td>
</tr>
<tr>
<td>Creative destruction by entrants</td>
<td>$\delta_e$</td>
</tr>
<tr>
<td>Creative destruction by incumbents</td>
<td>$\delta_i$</td>
</tr>
<tr>
<td>New varieties from entrants</td>
<td>$\kappa_e$</td>
</tr>
<tr>
<td>New varieties from incumbents</td>
<td>$\kappa_i$</td>
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</tbody>
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Note: The average step size for quality improvements for own innovation and creative destruction, weighted by employment, is $s_q = \left( \frac{\theta}{\theta - (\sigma - 1)} \right)^{1/(\sigma-1)} \geq 1$. The quality of a new variety is drawn from the quality distribution of existing products multiplied by $s_q$. The endogenous exit rate of existing varieties due to overhead is $\delta_o$. The net growth rate of varieties is therefore $\kappa_e + \kappa_i - \delta_o$.

The expected growth rate is a function of Table 1 parameters as follows:

$$E \left[ (1 + g)^{\sigma - 1} \right] = 1 + s_\kappa (\kappa_e + \kappa_i) + (s_q^{\sigma - 1} - 1) \lambda_i + (s_q^{\sigma - 1} - 1) \left( \tilde{\delta}_e + \tilde{\delta}_i \right) - \delta_o \psi \tag{2}$$

The contribution of new varieties is given by $s_\kappa (\kappa_e + \kappa_i)$, which is increasing in the arrival rates $\kappa_e$ and $\kappa_i$ and in the quality of new varieties as determined by $s_\kappa$. The contribution of own innovation is the product of the probability of own innovation $\lambda_i$ and the quality improvements $s_q^{\sigma - 1}$ associated with them. The contribution of creative destruction is the product of the probability of creative destruction $\tilde{\delta}_e + \tilde{\delta}_i$ and the corresponding quality increases. Finally, the loss from the exit of low quality varieties due to overhead costs is captured by $\delta_o \psi$, the product of the frequency and quality of varieties lost.
We can rearrange (2) to express growth from entrants vs. incumbents:

\[
E(1 + g)^{\sigma - 1} = 1 + s_\kappa \kappa_e + (s_\sigma^{-1} q - 1) \tilde{\delta}_e + s_\kappa \kappa_i + (s_\sigma^{-1} q - 1) \left( \lambda_i + \tilde{\delta}_i \right) - \delta_\sigma \psi
\]  

(3)

Entrants contribute through new varieties \( \kappa_e \) and creative destruction \( \tilde{\delta}_e \), with these arrival rates multiplied by their step sizes. Incumbents contribute new varieties \( \kappa_i \), own innovation \( \lambda_i \), and creative destruction \( \tilde{\delta}_i \), where again the arrival rates are multiplied by their corresponding step sizes \( (s_\kappa \text{ in the case of new varieties and } s_\sigma^{-1} \text{ for own innovation and creative destruction}) \).

In sum, the innovation probabilities \( (\kappa_i, \kappa_e, \lambda_i, \delta_i, \text{ and } \delta_e) \) along with the quality steps \( (\theta \text{ and } s_\kappa) \) pin down the share of growth from own innovation, creative destruction, and new varieties. These parameters also determine the share of growth driven by incumbents vs. entrants. We will estimate these parameters from patterns in the LBD micro data to infer the sources of growth.

**Firm Dynamics**

A firm’s employment is proportional to the number of products the firm produces and the average quality of those products, as shown in equation (1) above. Thus, for a random firm we expect

\[
L_f \propto \sum_{j=1}^{M_f} q_j^{\sigma-1} = M_f \left( \frac{1}{M_f} \sum_{j=1}^{M_f} q_j^{\sigma-1} \right) = M_f E \left[ q^{\sigma-1} \right]
\]

A firm’s employment growth is thus the outcome of all three types of innovation. However, the magnitude of the employment growth depends on the precise type of innovation.

Suppose a random firm “own-innovates” on all its \( M_f \) products with the expected step-size \( s_q \). Employment of this firm will be equal to

\[
L_f^{OI} \propto M_f E \left[ q^{\sigma-1} \right] \times s_q
\]
where “OI” stands for own-innovation. This firm’s employment growth is $s_q - 1$.

Conversely, if a random firm creatively destroys one additional product per existing product, its employment will become

$$L_f^{CD} \propto M_f E\left[q^{\sigma-1}\right] + M_f E\left[q^{\sigma-1}\right] \times s_q = M_f E\left[q^{\sigma-1}\right] \left(1 + s_q\right)$$

where “CD” stands for creative destruction. This firm’s employment growth is equal to $s_q$. The firm’s employment from its new products is proportional to that from its old products (in expectation) because creative destruction is simply a random draw from the existing distribution of qualities.

The corresponding rates of firm-level job creation in these hypothetical scenarios (holding the wage $W_t$ constant) are given by

$$JC^{OI} = \frac{L_f^{OI} - L_f}{\frac{1}{2}(L_f^{OI} + L_f)} = 2\frac{s_q - 1}{s_q + 1}$$

$$JC^{CD} = \frac{L_f^{CD} - L_f}{\frac{1}{2}(L_f^{CD} + L_f)} = 2\frac{s_q}{s_q + 2}$$

Crucially, $JC^{CD} > JC^{OI}$ even though the aggregate productivity effect is exactly the same: $M_f$ products in the economy saw their quality increase by factor $s_q$. When we estimate $s_q$ below, we will find that job creation for creative destroyers will be an order of magnitude larger than job creation for job innovators, from a given innovation of size $s_q$. For the same innovation, creative destruction will show up in the right tail of job creation (and job destruction), whereas own innovation will show up as firms experiencing modest rates of job creation.

To recap, a firm that is successful in innovating will grow in employment, and the magnitude of the employment growth depends on whether the firm improved the quality of its own products or the products made by another firm. To convey how we will use this idea in our data inference, we now highlight the predictions of three polar models, each with only one source of innovation.
Creative Destruction

Consider a polar model where the only source of innovation is creative destruction. Further assume $\sigma = 1$ so quality has no effect on firm employment. This is simply Klette and Kortum (2004). In this polar model, incumbent firms grow when they take over another firm’s product and shrink when another firm innovates on their products. The rate of job destruction is tied to the rates of creative destruction by incumbent firms $\delta_i$ and entrants $\delta_e$. The other side of job destruction is job creation, which can come from entrants or from incumbents. The rate of creative destruction by incumbents $\delta_i$ determines the job creation rate by incumbents, and the unconditional rate of innovation by entrants $(1 - \delta_i)\delta_e$ pins down the job creation rate by entrants. The two parameters $\delta_e$ and $\delta_i$ collectively determine the aggregate rate of job creation and job destruction.

This polar model has specific predictions for the distribution of job creation and job destruction across firms. See the bars labeled $\sigma = 1$ in Figure 1. Following Davis, Haltiwanger and Schuh (1996), the percent change in firm employment on the horizontal axis is measured as the change in firm employment between time $t$ and $t + 1$ divided by the average of the firm’s employment at time $t$ and $t + 1$. The rates are thus bounded between -2 (exit) and +2 (entry). The density on the vertical axis is the percent of all job creation or destruction contributed by firms in each bin of employment growth. For visual clarity, the figure omits firm exit (-2) and firm entry (+2).

The distribution of job creation and destruction in this polar model is concentrated at a small number of discrete bins of employment growth. Product quality has no effect on firm employment in this model because $\sigma = 1$; firm employment is only a function of the number of varieties the firm produces. The distribution of job creation and job destruction therefore reflects the change in

5Here we assume $\kappa_i = \kappa_e = \lambda_i = 0$. To fix the other parameter values, we use the 2003–2013 simulated values we obtain in the next section (shown in Table 3): the Pareto shape parameter for quality draws $\theta = 17.3$, and the unconditional arrival rates $\bar{\delta}_i = (1 - 0.779) 0.283 = 6.2\%$, and $\bar{\delta}_e = (1 - 0.779) (1 - 0.283) = 15.8\%$. A period is 5 years in our calibration.
Figure 1: Job Creation and Destruction with only Creative Destruction

Note: The figure is based on simulating a model with only creative destruction as a source of growth. Employment growth for a firm is defined as the change in employment divided by average employment at the firm at the beginning and end of each period. The vertical axis gives the share of total job creation (destruction) associated with firms at each given level of employment growth. Entry (+2) and exit (-2) are omitted in the figure. σ is the elasticity of substitution across varieties.

the number of varieties across firms. Figure 1 shows that most expanding firms double their number of varieties (the bin with employment growth = 0.67). Conditional on shrinking, the majority of shrinking firms lose half of their varieties (the bin with employment growth = −0.67). The density of small changes in job creation and destruction depends on the fraction of firms with multiple products that either gain or lose a small number of these products. For example, the bin with employment growth = −0.4 are firms that lose a third of their products.

The model has implications for two additional moments in the data. First, growth in firm employment by age is driven by the accumulation of varieties. Life cycle growth is therefore determined by the rate at which incumbent firms improve upon the varieties of other firms, δi. Second, the model predicts that firm exit rates will fall sharply with firm size. To see this, note that a firm with \( n \) varieties exits when other firms innovate upon and take over all \( n \) of its varieties. The probability that a firm with \( n \) varieties exits is thus given by the exit
Figure 2: Exit by Size with only Creative Destruction

Note: The figure is based on simulating a model with only creative destruction as a source of growth. The exit rate is annualized from a model with 5-year periods. $\sigma$ is the elasticity of substitution across varieties.

The probability of a one-variety firm to the power of $n$. Since the employment of a firm is proportional to the number of varieties it produces, the model predicts that an $n$-fold difference in firm employment will be associated with a change in the exit rate to the power of $n$. Figure 2 illustrates the relationship between firm exit and firm employment predicted by this polar model.

To get quality to matter for firm employment, we need to drop the assumption that $\sigma = 1$. Figure 2 shows that raising $\sigma$ from 1 to 4 flattens the exit-size slope. This change also makes the distribution of job creation and job destruction more continuous, as shown in Figure 1. Employment growth rates are now a function of the change in average quality as well as the change in the number of varieties. In addition, changing $\sigma$ to 4 makes the tails of the distribution of employment growth thicker. Firms will experience large increases in employment when they grab a high quality variety from another firm, and sharp drops in employment when they lose their high quality varieties. An empirical challenge for this creative-destruction-only model, even with $\sigma > 1$, will be generating small increases in employment at many firms.
**Own Innovation**

We next consider a model where the *only* source of growth is own innovation. This polar model has its own stark properties. The share of entrants is zero because there are neither new varieties nor creative destruction from entrants. The exit rate is zero because there is no creative destruction. Figure 3 plots the distribution of job creation and destruction. Firms grow only when they innovate on their products. The distribution of job creation is only a function of the heterogeneity across firms in quality improvements. Firms that do not improve on their products (at all or enough) shrink due to the general equilibrium effect of a rising real wage, and this is the only force that generates job destruction in the model. This effect can be seen in the spike of employment declines by 25 percent. If all firms innovated, then this spike would not be present. The model predicts that no firms experience an employment decline in excess of 25 percent. Those firms who innovate but draw small steps shrink more modestly.

**Own Innovation + Creative Destruction by Entrants**

The extreme empirical predictions of a model with only own innovation follow from the absence of creative destruction. Thus, consider a hybrid model in which incumbents improve the quality of their own products and entrants engage in creative destruction. This hybrid model has the following implications. First, the employment share of entrants is positive and pinned down by the rate of creative destruction by entrants $\delta_e$. Second, the tail of job creation is thin because there is no creative destruction by incumbent firms. The tail of job destruction is thin because job destruction is pinned down by the employment

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6 We assume $\kappa_i = \kappa_e = \delta_i = \delta_e = 0$, $\lambda_i = 1$ and no overhead costs. The scale parameter is as in the 2003–2013 simulation (described later in section 4.): $\theta = 17.3$.

7 This model does not have a stationary quality or employment distribution across firms. But the distribution of job creation and destruction is stationary, as it only depends on the Pareto distribution of quality improvements (steps $s_q$).

8 We keep the same parameters as in the own-innovation model and we use the same $\delta_e$ as in the model with only creative destruction.
Figure 3: Job Creation and Destruction with Own Innovation

Note: The figure is based on simulating a model with only incumbent improvement of their own products (own innovation). Employment growth for a firm is defined as the change in employment divided by average employment at the firm at the beginning and end of each period. The vertical axis gives the share of total job creation (destruction) associated with firms at each given level of employment growth. We used $\sigma = 4$ for the elasticity of substitution between varieties.

share of entrants. Third, entrants are slightly larger than incumbents on average. This is because all entrants improve on incumbent quality, whereas only a subset of surviving incumbents improve their quality. Finally, since incumbent firms can only innovate by improving their one product, larger firms are larger only because of higher quality, not because they produce more varieties. As a result, the probability that a firm exits is the same regardless of its size.

If the data is inconsistent with the predictions of this hybrid model, then it might help to add creative destruction from incumbents. Creative destruction from incumbent firms will thicken the tails of job creation and destruction. It will also generate heterogeneity in the number of varieties across firms. Older firms will tend to have more varieties than young firms. This implies that average employment will tend to be higher in older firms relative to young firms. Larger firms will also tend to exit less than small firms do, because larger firms will have more varieties on average.
More creative destruction will thicken the tail of job destruction. But the frequency of small employment declines depends on the fraction of varieties that do not improve or that innovate but draw small steps. Employment falls in such firms due to the general equilibrium effect of a rising real wage.

New Varieties

We now consider the effect of allowing firms to create new varieties. A model where firms only create new varieties has stark predictions that are not likely to hold empirically. As in the model where growth is only driven by own innovation, there is no exit and the only source of job destruction is the general equilibrium effect of a rising real wage on firms that do not create new varieties. So new varieties will need to be combined with other sources of innovation.

How might we infer new variety creation \( (\kappa_e + \kappa_i) \) from the data moments we have? Constant arrival rates per variety turn out to imply a constant steady state ratio of total varieties to the total number of firms. The total number of firms is by definition the product of average employment per firm and total employment. As we will see later, average firm size is fairly stable in the data so we will infer growth in the number of varieties from the growth of total employment.

How do we know whether new varieties come from entrants or incumbents \( (\kappa_e \text{ vs. } \kappa_i) \)? Total innovation from entrants will be disciplined by the employment share of entrants. If new varieties come from incumbents, this will be a source of life cycle employment growth (i.e., firm size increasing with age).

Finally, how will we infer how good new varieties are? Suppose new varieties are of lower quality than existing qualities (i.e., \( s_\kappa < 1 \)). This will be a force increasing the dispersion of quality and firm size. If entrants make them, this will tend to make young firms smaller than old firms. If incumbents create these low quality new varieties, that will increase the mass of job creation at lower values of employment growth.

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9This is assuming no overhead cost.
Recap on Innovation and Job Flows

We will use data on job flows to speak to the sources of innovation. Motivated by the preceding discussion of how to discriminate between sources, we will examine the following 10 data moments:

1. Aggregate TFP growth rate
2. Standard deviation of log employment across firms
3. The employment share of entrants
4. Job creation rate
5. Job destruction rate
6. Share of job creation due to firm employment growth ≤ 1
7. Minimum firm employment
8. Exit rate for small firms
9. Exit rate for large firms
10. Average employment for incumbents relative to entrants

These moments are a mix of life cycle (3, 8-10), job flow (4-6), cross-sectional (2, 7), and aggregate (1) moments. In fitting the job creation and destruction rates we also fit employment growth. Recall that firm employment growth rate is defined as the ratio of the change in employment to the average of initial and final employment. A growth rate of 1 is therefore a three-fold increase in employment relative to initial employment. We think the life cycle, job flow, and aggregate moments are critical for identification. In future work, it would be useful to explore whether identification can be achieved without relying on the two cross-sectional moments.
3. U.S. Longitudinal Business Database

We use firm-level data on employment from the U.S. Census Longitudinal Business Database (LBD). The LBD is based on administrative employment records of every nonfarm private establishment in the U.S. economy. The advantages of the LBD are its broad coverage and its quality (e.g., the Census uses it to identify and correct for measurement error in its quinquennial Census surveys).

The establishment-level variables we use are employment, industry (4-digit SIC or 6-digit NAICS), the year the establishment appears in the LBD for the first time, the establishment’s ID, and the ID of the firm that owns the establishment. We use the year the establishment appears in the LBD to impute the establishment’s age (the LBD does not provide the establishment’s age directly). We restrict the sample to 1983–2013 and drop establishments in the public, educational, agricultural, and mining sectors.

We focus on firms rather than establishments because business stealing has clear implications for innovation policy (Atkeson and Burstein, 2018). In our baseline sample, we aggregate the data of establishments within a firm. Firm employment is the sum of employment at the establishments owned by a firm. Firm age is the age of the oldest establishment owned by the firm. An “entrant” is a firm for which the oldest establishment was created within the last five years. An “incumbent” is a firm for which the oldest establishment was created five or more years earlier. A firm “exits” when it loses all its establishments in the next five years. We calculate 5-year moments because various adjustment costs might suppress an entrant’s market share relative to the quality of its products.\footnote{Haltiwanger et al. (2013) show that plants in the LBD grow faster than average until age five.}

Our firm employment dynamics include the direct positive and negative effects of mergers and acquisitions. Such M&A activity can be the result of the innovation forces we model in this paper. A firm may acquire another firm or establishment to implement an improvement on the target firm’s products. Still, to check the robustness of our estimates, we also use an alternative sample
Table 2: Summary Statistics

<table>
<thead>
<tr>
<th></th>
<th>Employment</th>
<th>Firms</th>
<th>Average Employment</th>
<th>S.D. of log Employment</th>
<th>Employment Growth</th>
<th>TFP Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983–1993</td>
<td>93.6</td>
<td>4.287</td>
<td>22</td>
<td>1.25</td>
<td>2.4%</td>
<td>1.66%</td>
</tr>
<tr>
<td>1993–2003</td>
<td>112.0</td>
<td>4.857</td>
<td>23</td>
<td>1.27</td>
<td>1.6%</td>
<td>2.30%</td>
</tr>
<tr>
<td>2003–2013</td>
<td>125.2</td>
<td>5.301</td>
<td>24</td>
<td>1.28</td>
<td>0.5%</td>
<td>1.32%</td>
</tr>
</tbody>
</table>

Sources: Columns 1-5 are from U.S. Census Longitudinal Business Database (LBD) on firms in the nonfarm business sector. Total employment and number of firms in millions. The last two columns give the average annual growth rates of total employment and TFP, respectively. Data on TFP growth is from the U.S. Bureau of Labor Statistics.

where we drop establishments that undergo ownership changes, and calculate job creation and destruction rates based on this sample.

Table 2 presents some summary statistics for our LBD sample. Total employment and the number of firms increased from 1983 to 2013, but average employment per firm and the dispersion of firm size were fairly stable. The growth rate of aggregate employment was much slower from 2003–2013 than from 1983–1993. Since average employment per firm was roughly constant, the growth rate of the number of firms also fell.

The last column in Table 2 shows the annual TFP growth rate in each ten year period: 1.66% from 1983 to 1993, 2.30% from 1993 to 2003, and 1.32% in the 2003–2013 period. So 1993–2003 was the high growth period and 2003–2013 the low growth period. These estimates are from the U.S. Bureau of Labor Statistics and cover the nonfarm business sector, like the LBD.

Next, Figure 4 presents the overall rates of job creation and destruction, calculated over five years. We remove net job creation at the industry level (either 4-digit SIC or 6-digit NAICS) so the job flows in Figure 4 are mostly within industries. If we do not net out employment changes at the industry level, the aggregate job creation and destruction rates are about 1.3 percentage points higher.
Figure 4: Job Creation and Destruction Rates


The job creation rate labeled ‘1983–1993’ is the average of the job creation rate from 1983–1988 and 1988–1993. The job creation (destruction) rate is the sum of employment changes at firms with (rising) falling employment divided by the average of aggregate employment in the initial and final year of each period. This includes entering and exiting firms. The job creation and destruction rates labeled ‘1993–2003’ and ‘2003–2013’ are defined analogously.

The job creation rate fell by 12 percentage points from 1983–1993 to 2003–2013, while the job destruction rate fell by only 2 percentage points. This is consistent with the decline in aggregate employment growth from 1983–1993 and 2003–2013 shown in Table 2. Since we control for net employment changes at the industry level, the decline in job creation is driven by the change in job flows across firms in the same industry. Most of the decline in the aggregate job reallocation rate highlighted by Decker, Haltiwanger, Jarmin and Miranda (2014) was due to the decline in the job creation rate. The decline in the job destruction rate was much smaller.
Aggregate job creation is the sum of job creation by incumbent firms and job creation by entering firms. Figure 5 presents the job creation rate due to entrants — the employment share of firms that did not exist five years earlier. The employment share of entrants labeled ‘1983–1993’ is the average of employment of entrants in 1988 as a share of total employment in 1988 and employment of entrants in 1993 as a share of total employment in 1993. Similarly, the label ‘1993–2003’ (‘2003–2013’) refers to the average of the employment share of entrants in 1998 and 2003 (2008 and 2013).

The employment share of entrants fell by 8 percentage points between 1983–1993 and 2003–2013, as displayed in Figure 5. The aggregate job creation rate, shown previously in Figure 4, declined by 12 percentage points. So about two-thirds of the decline in the aggregate job creation rate was due to the decline in the employment share of entrants.

Figure 6 plots the distribution of job creation and destruction in the LBD. We plot averages from 1983–1988 and 1988–1993 (labeled as ‘1983–1993’) and
averages from 2003–2008 and 2008–2013 (labeled as ‘2003–2013’). The growth of firm employment on the x-axis is measured as the change in firm employment divided by the average of the firm’s employment in the initial and final years. These rates are bounded between -2 (exit) and +2 (entry). The vertical axis shows the percent of all creation or destruction contributed by firms in each bin. These definitions follow Davis, Haltiwanger and Schuh (1996).

The empirical distribution of job creation and destruction in Figure 6 looks very different from the distribution in the models with only creative destruction (Figure 1) or own innovation (Figure 3). There is much more mass on smaller changes in employment in the data compared to the polar model with only creative destruction. And there is far greater mass in the tail of job destruction in the data than in a model of incremental growth through own innovation. The empirical moment we use from Figure 6 is the share of job creation at firms where employment increases by less than a factor of 3. This number, shown in Figure 7, is 32% in 1983–1993 and 36% in both 1993–2003 and 2003–2013. The share of job destruction at firms where employment declines by less than a factor of 3 averages 23% over the thirty years of our data.

We next present average employment of entrants and incumbents in 1988, 1998, and 2008 (Figure 8). According to Hsieh and Klenow (2014), rapid growth of surviving plants is a robust phenomenon in the U.S. Census of Manufacturing. Figure 8 suggests that the same is true for the entire U.S. private sector. The model can explain this fact if older firms have more and better products compared to young firms.

Figure 9 shows the exit rate of large vs. small firms, where large is defined as above-mean employment and small as below-mean employment. Here the exit rate is the annualized probability the firm exits within the next five years. The label ‘1983–1993’ refers to the average of the annualized exit rates from 1983–1988 and 1988–1993. The labels ‘1993–2003’ and ‘2003–2013’ are the corresponding average of the exit rates from 1993–1998 and 1998–2003 and from 2003–2008 and 2008–2013. The Figure shows that smaller firms have higher exit rates than
**Figure 6: Distribution of Job Creation and Destruction**

Note: Employment growth for a firm is defined as the change in firm employment over (say) 1988 to 1993 divided by the firm’s average employment in 1988 and 1993. The vertical axis gives the share of total job creation (destruction) associated with firms at each given level of employment growth. 1983–1993 refers to averaging these job creation and destruction rates in the two periods. 2003–2013 entries are defined analogously. Entry (+2) and exit (-2) are omitted in the figure. Statistics computed from U.S. Census Longitudinal Business Database (LBD) on firms in the nonfarm business sector.

**Figure 7: Share of “Small” Job Flows**

Note: Small flows in job creation is the share of total job creation from firms where employment increased by less than a factor of 3. Small flows in job destruction is share of total job destruction from firms where employment declined by less than a factor of 3. Statistics computed from U.S. Census Longitudinal Business Database (LBD) on firms in the nonfarm business sector.
Figure 8: Employment per Firm, Young vs. Old

Figure 9: Exit Rate, Large vs. Small Firms

larger firms. Our model setup can match this qualitative pattern if larger firms produce more varieties than do smaller firms.

In contrast to the prediction of the polar model with only creative destruction, the decline in exit rates with firm size in Figure 9 is gradual. On average, large firms in the data are about 16 times larger than small firms. With only creative destruction, therefore, the exit rate of large firms should be equal to that of small firms to the 16th power, or essentially zero. In the data, the exit rate of large firms (around 6%) is only 2 percentage points lower than the exit rate of small firms (about 8%).

4. Sources of Growth

We now estimate parameters to match moments from model simulations to the corresponding moments in the U.S. LBD. We define a period in the model as five years. We need to estimate 5 innovation rates ($\delta_i, \delta_e, \lambda_i, \kappa_i,$ and $\kappa_e$), 2 quality step-size parameters ($\theta$ and $s_\kappa$), and the overhead cost. So 8 parameters. In our base case we target the aggregate rate of TFP growth, minimum employment per firm of 1, the cross-sectional standard deviation of log firm employment, the aggregate rates of job creation and destruction (the difference is the growth rate of employment), the employment share of entrants, the share of job creation < 1, average employment for old relative to young firms, and exit rates for both small and large firms. So 10 moments.

We choose the overhead cost so that the smallest firm has a single production worker. The overhead cost pins down the endogenous rate at which existing varieties disappear due to obsolescence $\delta_o$ and their average quality $\psi$. Conditional on the overhead cost, we make sure the combination of $\delta_i, \delta_e, \lambda_i,$ $\kappa_i, \kappa_e, \theta,$ and $s_\kappa$ are such that expected TFP growth in the model exactly equals average TFP growth in the data. We choose the individual parameters to best fit the remaining data moments.

14 We also choose the level of employment in the model to fit employment per firm in the data.
Table 3: Inferred Parameters Values

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Own-variety improvements by incumbents $\lambda_i$</td>
<td>70.1%</td>
<td>71.0%</td>
<td>77.9%</td>
</tr>
<tr>
<td>Creative destruction by incumbents $\delta_i$</td>
<td>29.6%</td>
<td>49.0%</td>
<td>28.3%</td>
</tr>
<tr>
<td>Creative destruction by entrants $\delta_e$</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>New varieties from incumbents $\kappa_i$</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>New varieties from entrants $\kappa_e$</td>
<td>12.3%</td>
<td>8.9%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Pareto shape of quality draws $\theta$</td>
<td>15.4</td>
<td>11.0</td>
<td>17.3</td>
</tr>
<tr>
<td>Relative quality of new varieties $s_\kappa$</td>
<td>0.31</td>
<td>0.36</td>
<td>0.30</td>
</tr>
<tr>
<td>Average quality of exiting products $\psi$</td>
<td>0.018</td>
<td>0.042</td>
<td>0.027</td>
</tr>
</tbody>
</table>

Note: Parameter estimates implied by the data moments described in Section 3.

Appendix A provides more detail on the simulated method of moments we deploy. In short, we choose parameter values to minimize the mean squared percent distance between the simulated and empirical moments for the 8 moments other than aggregate TFP growth and minimum firm size. We weight moments equally because, given the large number of firms in the LBD, sampling error is a minor consideration for all of the moments.

Table 3 presents the 8 parameter values inferred from the data using the procedure described above. Based on the data moments from 1983 to 1993, we infer a 70% arrival rate of own-variety quality improvements per five-year period. Conditional on no own-innovation, quality improvements through creative destruction occur 30% of the time by other incumbents. Conditional on no own-innovation and creative destruction by another incumbent, quality improvement through creative destruction by entrants occurs with probability one. The unconditional probability that a given product improves due to creative de-

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15Table 17 in Appendix B presents bootstrapped standard errors for the parameter estimates.
struction by an incumbent is thus 8.9%, and the unconditional probability of
creative destruction by an entrant is 21.0%. The unconditional probability
that a product is improved upon in a five-year period is thus 100%, of which
69% is from own innovation and 31% is from creative destruction (the latter
from entrants or incumbents).

The employment-weighted average step size for quality improvements on
existing varieties is given by
\[ s_q = \left( \frac{\theta}{\theta - (\sigma - 1)} \right)^{1/(\sigma - 1)} \].
Given that \( \theta = 15.4 \) and \( \sigma = 4 \), the average improvement in quality (conditional on innovation) is 7.5%. New
varieties are only created by entrants, arrive with 12.3% probability per existing
variety, and have an average quality that is 31% of the average quality of existing
varieties. Overhead costs imply that the average quality of exiting products \( \psi \) is
2% of the average quality of existing varieties, and that the probability a variety
exits due to overhead cost \( \delta_o \) is essentially zero. The net number of varieties thus
grows by 12.3% every five years, which matches the growth of total employment

Table 4 presents TFP growth due to creative destruction (row 1), new vari-
eties (row 2), and own innovation (row 3). TFP growth due to each source of
innovation is the product of arrival rate of innovation and the quality improve-
ment conditional on innovation. We use equation (2) for this calculation. The
first column shows that TFP growth due to own innovation was about 1% per
year in 1983–1993. Growth due to creative destruction was about half that, at
0.44% per year. And new varieties generate growth of 0.23% per year.

The rows in Table 5 show the contribution of each source of innovation to
aggregate TFP growth. About 27% of the 1.66% growth rate in the 1983–1993
period comes from creative destruction. Own-variety improvements by incum-

---

16(1-0.701)·0.296 = 0.089 and (1-0.701)·(1-0.296)=0.210.
17Interestingly, our estimate of \( \theta \) is lower at around 11 for 1993–2003, which implies a
higher average step size of around (coincidentally) 11% in the fast-growth middle decade.
When growth faltered in the 2003–2013 period, our estimate of \( \theta \) rose to around 17 and
the corresponding average step size fell to 6.5%
18Equation (2) is nonlinear so there is no unique decomposition. For the Table we calculate
growth from each source in isolation. The contributions are very similar if we instead subtract
each source individually from overall growth.
Table 4: TFP Growth from Innovation, in % points

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative Destruction</td>
<td>0.44%</td>
<td>0.64%</td>
<td>0.29%</td>
</tr>
<tr>
<td>New Varieties</td>
<td>0.23%</td>
<td>0.19%</td>
<td>0.06%</td>
</tr>
<tr>
<td>Own Innovation</td>
<td>0.99%</td>
<td>1.47%</td>
<td>0.98%</td>
</tr>
<tr>
<td>All Sources</td>
<td>1.66%</td>
<td>2.30%</td>
<td>1.32%</td>
</tr>
</tbody>
</table>

Note: Table presents the product of the arrival rate of each source of innovation and the average improvement in quality (conditional on innovation) implied by the innovation parameters in Table 3.

The columns in Table 5 also decompose aggregate TFP growth into the percentage contribution of entrants vs. incumbents using equation (3). In the ten years between 1983 and 1993, incumbents account for 68% of aggregate TFP growth, with entrants contributing the remaining 32%. Aghion et al. (2014) provide complementary evidence for the importance of incumbents based on their share of R&D spending and patents.

Table 3 shows that the arrival rate of new varieties $\kappa_e$ fell from 12.3% in 1983–1993 to 8.9% in 1993–2003. We infer this because of the employment growth rate fell from 2.4% in 1983–1993 to 1.6% in 1993–2003. Since average firm size — and thus varieties per firm — was roughly constant, we infer from the drop in employment growth that the growth rate in the total number of varieties must also have fallen. So TFP growth from new variety creation fell modestly from 0.23% per year in 1983–1993 to 0.19% per year in 1993–2003.

The share of job creation $< 1$ also increased to 37% in the high growth period (from 32% in 1983–1993). The increase in the importance of small changes in employment implies that the arrival rate of own variety improvement increased relative to the rate of creative destruction. Remember that own variety innova-
Table 5: Contribution to Aggregate Growth

<table>
<thead>
<tr>
<th></th>
<th>Entrants</th>
<th>Incumbents</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1983–1993</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creative destruction</td>
<td>18.6%</td>
<td>7.9%</td>
</tr>
<tr>
<td>New varieties</td>
<td>13.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Own-variety improvements</td>
<td>-</td>
<td>59.8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>32.3%</td>
<td>67.7%</td>
</tr>
<tr>
<td><strong>1993–2003</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creative destruction</td>
<td>14.2%</td>
<td>13.6%</td>
</tr>
<tr>
<td>New varieties</td>
<td>8.3%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Own-variety improvements</td>
<td>-</td>
<td>63.9%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>22.4%</td>
<td>77.6%</td>
</tr>
<tr>
<td><strong>2003–2013</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creative destruction</td>
<td>15.6%</td>
<td>6.2%</td>
</tr>
<tr>
<td>New varieties</td>
<td>4.2%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Own-variety improvements</td>
<td>-</td>
<td>74.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>19.8%</td>
<td>80.2%</td>
</tr>
</tbody>
</table>

Note: The table presents the percentage contribution of each source of innovation to aggregate TFP growth. Rows use equation (2) to decompose aggregate TFP into the contribution of creative destruction, new varieties, and own innovation. Columns use equation (3) to decompose aggregate TFP into the contribution of entrants and incumbents.
tion only results in small changes in employment, whereas creative destruction generates large changes in employment. Comparing the 1983–1993 to the 1993–2003 period, the own innovation rate increased modestly from 70% to 71% (Table 3). TFP growth from own innovation rose from 1% to almost 1.5% per year (Table 4). Aggregate TFP growth (from all three sources of innovation) increased by 64 basis points from 1983–1993 to 1993–2003 (Table 2). Therefore, own innovation was responsible for almost 80% of this increase in aggregate TFP growth, with the remaining 20% due to more innovation from creative destruction.

Turning to 2003–2013, the main fact is the eight percentage point decline in the employment share of entrants between 1983–1993 and 2003–2013 seen in Figure 5. The model interprets the decline as reflecting less innovation by entrants. How much is less new variety creation vs. creative destruction by entrants? New variety creation is pinned down by the growth rate of employment, which fell to 0.5% in 2003–2013. The implied arrival rate of new varieties thus fell to 3.0%. The residual entrant employment due to new varieties is creative destruction by entrants. Table 3 indicates that the unconditional probability of creative destruction by an entrant fell from 21.0% in 1983–1993 to 15.8% by 2003–2013. The net effect is that TFP growth from innovation by creation of new varieties by entrants fell to 6 basis points per year in 2003–2013, down from 23 basis points in 1983–1993.

Job creation by incumbents fell by 4 percentage points between 1983–1993 and 2003–2013, which the model interprets as a decline in the arrival rate of creative destruction by incumbents. According to Table 3, the probability a variety was creatively destroyed by an incumbent firm dropped from 8.9% to 6.2%. Table 4 says TFP growth from creative destruction fell from 44 basis points in 1983–1993 to 29 basis points per year 2003–2013. TFP growth overall fell by 34 basis points over this period. A reduced flow of new varieties also contributed to the decline, while own innovation was stable. Slowing creative destruction played a bigger role in the sharper decline in growth from 1993–2003 to 2003–2003, as shown in Table 4.
So the model’s proximate answer to the question “how much does the decline in job creation matter for aggregate TFP growth?” is that entrant innovation and incumbent creative destruction indeed declined. Still, what the aggregate job creation rate misses is the contribution of own innovation. Table 4 shows that growth from own innovation by incumbent firms was roughly the same in 2003–2013 compared to the 1983–1993 period.

As noted, our estimation procedure chose parameter values such that the model exactly matched aggregate TFP growth. Table 6 (column 2) shows the fit of the model in 2003–2013 for the data moments we used for the estimation but did not force the model to perfectly match.\(^\text{19}\) The model comes close on the entrant employment share, the job creation and destruction rates, and the standard deviation of log employment, but understates the share of job creation \(< 1\), the exit rate of small vs. large firms, and the average size of incumbent firms vs. entrants.\(^\text{20}\)

Andrews, Gentzkow and Shapiro (2017) propose a local measure of the relationship between parameter estimates and moments. In this spirit, Table 11 in Appendix C presents the Jacobian matrix of moments with respect to parameter values. The Table shows the percentage change in each moment with respect to a 0.1 level increase in each parameter. The results are based on linear extrapolation of the numerical derivative, evaluated at the parameter values we estimate for 2003–2013.

Table 11 conforms well to our intuition. The entrant employment share is negatively related to own innovation, since more own innovation implies less room for creative destruction by entrants. Overall job creation and destruction rates are also inversely related to own innovation, again because they entail less job reallocation than does creative destruction. Job creation is positively related to the arrival of new varieties, of course.

The share of job creation \(< 1\) is most sensitive to the arrival of new varieties,

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\(^{19}\)We also set the minimum firm size near 1, as in the data.

\(^{20}\)The model fits slightly better in 1983–1993 and 1993–2003 (see Table 18 in Appendix C).
### Table 6: Model Fit, 2003–2013

<table>
<thead>
<tr>
<th></th>
<th>Data</th>
<th>Baseline Model</th>
<th>Directed CD By Entrant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment share of entrants</td>
<td>15.5%</td>
<td>15.9%</td>
<td>15.3%</td>
</tr>
<tr>
<td>Employment growth rate</td>
<td>0.5%</td>
<td>0.5%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Job creation rate</td>
<td>32.5%</td>
<td>27.6%</td>
<td>38.8%</td>
</tr>
<tr>
<td>Job destruction rate</td>
<td>30.0%</td>
<td>25.2%</td>
<td>26.1%</td>
</tr>
<tr>
<td>Share of job creation &lt; 1</td>
<td>36.3%</td>
<td>22.7%</td>
<td>26.5%</td>
</tr>
<tr>
<td>SD(log employment)</td>
<td>1.28</td>
<td>1.37</td>
<td>1.21</td>
</tr>
<tr>
<td>Exit rate large/small</td>
<td>0.65</td>
<td>0.81</td>
<td>0.62</td>
</tr>
<tr>
<td>Employment incumbents/entrants</td>
<td>3.2</td>
<td>1.5</td>
<td>2.3</td>
</tr>
</tbody>
</table>

Note: The table presents the predicted data moments we target in the inference exercise. Column 2 shows the fitted data moments for the baseline model. Column 3 does the same for the model where we allow the quality of products entrants obtain via creative destruction to differ from the quality of the average product.
but is also positively related to the arrival of own innovation. Size dispersion is increasing in the rate of new variety creation by entrants because new varieties are drawn from the entire quality distribution, only with lower average quality. Own innovation and new variety creation provide protection against exit. Entrants are smaller if they enter with new varieties, which tend to be of below-average quality.

Now, the model understates the size of large firms because it generates too little heterogeneity in the number of varieties. A higher rate of creative destruction by incumbents would increase the average number of varieties among incumbent firms. This would increase the average size of incumbents relative to entrants, and would also make the exit rate fall more steeply with firm size. The rate of creative destruction is constrained, however, by the need to fit the share of job creation driven by firms with small changes in employment. A higher rate of creative destruction by incumbents would lower the share of job creation among firms with small employment growth, which is already too low in the model relative to the data.

We need to increase the size and number of products of incumbent firms without increasing the frequency of creative destruction by incumbents. Remember we assume creative destruction by incumbents and entrants is undirected — i.e., uniform across all existing varieties — so the average quality of a variety improved upon by an incumbent is the same as that of an entrant. We now relax this assumption. Specifically, we suppose entrants innovate over lower quality products, where $\rho_e \leq 1$ denotes the average (employment-weighted) quality of products creatively destroyed by entrants relative to the quality of the average product.

The third column in Table 6 shows the fit of the model when we introduce $\rho_e \leq 1$. We estimate $\rho_e = 0.59$, which lowers the average quality and size of entrants relative to incumbents. Allowing $\rho_e \leq 1$ also increases the arrival rate of new varieties by incumbents to 3% from 0% previously. This decreases the exit

---

21 We target the same 10 data moments.
rate of large firms, who now have more varieties. Despite having more varieties, these firms are no larger because their new varieties are of low quality.\textsuperscript{22} The share of job destruction due to small changes in employment is 27%, up from 23% in the baseline model. The model with $\rho_e \leq 1$ still under-predicts the share of small job changes (in the data the share is 36%), but the fit is now better. The sources of growth do not materially change when we introduce $\rho_e$. For example, innovation by incumbents is responsible for 77% of growth in the model with $\rho_e \leq 1$, compared to 80% in our baseline model.

We did not target the share of large employment changes in job destruction to arrive at our baseline innovation parameter estimates in Table 3. For 2003–2013, our model predicts that the share of job destruction $< -1$ is 80.5%. This is higher than in the data, which is 72.5%. On this dimension, our baseline estimates would seem to be overstating the importance of creative destruction.

Finally, creative destruction by incumbents will result in some firms owning a large number of products. Since we find a limited role for creative destruction, most firms own a small number of products in our simulations. Table 7 shows that the innovation parameters we estimate imply that about 90% of firms will

\textsuperscript{22}The arrival rate (average quality) of new varieties by incumbents is $\kappa_i = 0.03$ ($s_\kappa = 0.49$).
have a single product, and less than 1% will have more than 3 products. The average number of products per firm, shown in the last row of Table 7, is around 1.1 to 1.2. We cannot verify this empirically because we do not know of a dataset which contains the number of products and services sold that covers all firms in the private sector. Perhaps such data will become available in the future.

5. Robustness

We now examine the robustness of our inference exercise. First, we explore how our estimates would change if we entertain a different degree of substitutability between products. Second, we use the number of establishments as a proxy for the number of products of the firm. Third, we use alternative measures of job flows to infer the sources of growth (e.g., excluding M&A activity). Fourth, we measure the sources of innovation in the fast growing information and communication technology sector.

5.1. Elasticity of Substitution and “Small” Job Creation

A potentially key parameter is $\sigma$, the elasticity of substitution across products in the CES aggregator. We set this to $\sigma = 4$ based on outside evidence for our baseline estimates. In Table 8 we entertain different values for $\sigma$. The share of growth we infer from creative destruction is almost 29% with $\sigma = 3$ and less than 21% with $\sigma = 5$, versus 22% in the baseline. With a lower $\sigma$, more creative destruction is needed to generate a realistic amount of job reallocation. The shares of growth from new varieties and own innovation generally move in the same direction as $\sigma$.

Separately, we gauge robustness to a more modest definition of “small” job creation. For our baseline estimates we set the “small” threshold at 1, or less than a tripling of employment. We re-estimated parameter values with a threshold of $2/3$, which corresponds to less than a doubling of employment. The last
Table 8: Sources of Growth using different $\sigma$ and JC cutoff

<table>
<thead>
<tr>
<th></th>
<th>Baseline</th>
<th>$\sigma = 4$</th>
<th>$\sigma = 3$</th>
<th>$\sigma = 5$</th>
<th>JC $&lt; 2/3$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative destruction</td>
<td></td>
<td>21.9%</td>
<td>28.6%</td>
<td>20.8%</td>
<td>22.2%</td>
</tr>
<tr>
<td>New varieties</td>
<td></td>
<td>4.2%</td>
<td>4.2%</td>
<td>6.1%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Own-variety improve</td>
<td></td>
<td>74.0%</td>
<td>67.3%</td>
<td>73.1%</td>
<td>73.5%</td>
</tr>
</tbody>
</table>

Note: the estimated growth contributions are for 2003–2013. Apart from the last column, the cutoff for “small” job creation is equal to JC $< 1$.

column of Table 8 presents the resulting growth decomposition. Compare the first and last column (the first uses JC $< 1$ and the last uses JC $< 2/3$; both use $\sigma = 4$). There is little effect: the growth contributions change by less than 0.5%.

5.2. Establishments as Proxies for Products

Ideally, we could directly observe firms discontinuing products due to creative destruction. The LBD contains no data on products produced, but it does include the number of establishments in a firm. Under this proxy, if creative destruction is an important reason for job reallocation, then changes in the number of establishments should have a large effect on aggregate job flows.

For comparison we reproduce our baseline estimates of job flows in the first column in Table 9. The second column then calculates job flows after dropping from the sample new and exiting establishments. The job creation rate falls from 32.5% in the full sample to only 10%. The job destruction rate falls from 30% to about 10%. The share of “small” changes jumps from 36% to 78% of job creation and from 27.5% to almost 80% of job destruction. Thus the creative destruction we infer does, indeed, show up largely in plant exit and entry.

We also examine the correlation of job creation and job destruction across industries. If job reallocation is mostly driven by creative destruction, then

<table>
<thead>
<tr>
<th></th>
<th>Full Sample</th>
<th>Drop New &amp; Exiting Estab.</th>
<th>Only Services</th>
<th>Exclude M&amp;A&lt;sup&gt;1&lt;/sup&gt;</th>
<th>Exclude M&amp;A&lt;sup&gt;2&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Job Creation Rate</strong></td>
<td>32.5%</td>
<td>10.1%</td>
<td>34.2%</td>
<td>25.6%</td>
<td>26.2%</td>
</tr>
<tr>
<td><strong>Employment Share of Entrants</strong></td>
<td>15.1%</td>
<td>–</td>
<td>15.1%</td>
<td>14.9%</td>
<td>14.8%</td>
</tr>
<tr>
<td><strong>Share of Job Creation &lt; 1</strong></td>
<td>36.3%</td>
<td>78.1%</td>
<td>35.7%</td>
<td>39.9%</td>
<td>39.1%</td>
</tr>
<tr>
<td><strong>Job Destruction Rate</strong></td>
<td>30.0%</td>
<td>9.6%</td>
<td>29.2%</td>
<td>23.1%</td>
<td>23.1%</td>
</tr>
</tbody>
</table>

<sup>1</sup> Exclude plants that switch ownership between 2003 and 2008 (and between 2008 and 2013).

<sup>2</sup> Exclude direct effect of changes in plant ownership between 2003 and 2008 (and between 2008 and 2013), but attribute employment change in such plants to acquiring firm.

Source: U.S. Census Longitudinal Business Database (LBD) on firms in the nonfarm business sector. The share of job creation < 1 is the fraction of job creation at firms that expanded by less than a factor of three in employment. Column 2 removes from the sample establishments created between 2003 and 2008 (and 2008 and 2013) and establishments that died between the two five year periods. Column 3 excludes manufacturing establishments. Columns 4 and 5 remove the direct effect of changes in plant ownership. Column 5 attributes employment change among plants that switch ownership within each period to the acquiring firm.
industries should have simultaneously high (or low) rates of job creation and job destruction. To examine this, we regress the job destruction rate in a 6-digit NAICS from 2003 to 2008 on the job creation rate in the same sector. This regression yields a coefficient of 0.629 (s.e.=0.016, $R^2 = 0.68$).\(^{23}\)

Next, recall the model’s implication that the average number of products per firm is constant. Figure 10 plots the average number of establishments per firm in the LBD and in the Census of Manufacturing. There is an upward trend in the average number of establishments in the LBD, but the magnitude is very small. There is no trend in average number of establishments in manufacturing.

The Census of Manufacturing also provides detailed information (at the ten digit level) on the products made by each establishment. After aggregating this information to the firm level, Figure 10 plots the average number of products per firm in manufacturing. It is almost three times larger than the number of establishments. This suggests caution in using establishments as a proxy for products in the LBD. Nevertheless, there is no trend in the average number of products in the manufacturing census.\(^{24}\)

### 5.3. Alternative Measures of Job Flows

In our closed economy model, creative destruction can only come from domestic firms. This is obviously not true in traded sectors where a domestic firm can innovate on a product owned by a foreign firm, and vice versa. So we calculate job flows only in the non-traded service sectors in column 3 of Table 9. Job flows outside of manufacturing are similar to flows in the full sample that includes traded sectors.

Recall that we include mergers and acquisitions in our baseline statistics on job creation and job destruction. The last two columns in Table 9 check the

\(^{23}\) We obtain similar results in other time periods. For example, for 2008–2013, the coefficient from regressing the job destruction rate on the job creation rate is 0.583 with a standard error of 0.016 and an R-squared is 0.52.

\(^{24}\) See Bernard, Redding and Schott (2010) for evidence that individual manufacturing plants frequently add and subtract products, even at the 5-digit SIC level.
effect of dropping establishments who change ownership. Column 4 entirely drops establishments that change ownership between 2008 and 2013. Column 5 only omits the direct effect of establishments that switch ownership; it does add the employment change in such establishments to the employment change of the acquiring firm. The resulting job creation and destruction rates drop by 6 to 7 percentage points. The employment share of entrants and the share of small employment changes in job creation are about the same in the new samples.

Another alternative is to use changes in firm output instead of employment. In the model, the change in employment is the same as the change in output, but this is not true in the data. Innovation may take the form of labor saving technologies. We do not have output data in the LBD, but we do in the Census of Manufacturing. We therefore calculate the growth in employment implied by
growth in the firm’s value-added. The hypothetical job flows with this imputation are shown in the second column of Table 10. For comparison we show the job flows computed from firm employment in the same manufacturing sample (in column 1). Imputing employment from firm value-added increases job creation and destruction rates by about 2 percentage points. Intuitively, firm output grows by more than firm employment among growing firms, and declines by more than employment among shrinking firms. But note that the share of job creation < 1 is about the same, so adjusting employment with output data has the same effect on large changes as on small changes in employment.

Even output may be a biased measure of innovation in the presence of adjustment frictions and changes in the regulation, taxes, or factor costs. The last column in Table 10 imputes the job flows implied by the change in firm productivity (”TFPQ”) in the Census of Manufacturing. Intuitively, these hypothetical job flows abstract from all other forces behind firm employment other than firm productivity. The hypothetical job creation rate is roughly twice as large and the share of job creation from small changes is about 20 percentage points lower. When using productivity data to impute job flows, we find that a much smaller share of overall job creation is due to small changes.

Table 11 shows what these alternate job flow statistics imply for the sources of growth. The second column estimates the model using the data moments from the sample where we drop establishments that undergo ownership changes. This exercise assumes the reallocation associated with M&A activity has no effect on TFP growth. Since extreme job reallocations diminish (Table 9), we infer a lower rate of creative destruction and a higher rate of own innovation.

We impute employment as the product of the firm’s share of industry’s value-added and total employment in the industry.

Following Hsieh and Klenow (2009), we impute firm productivity as $TFPQ = Y^1/(\sigma - 1) \cdot Y/L$ where $Y$ and $L$ denote firm value-added and measured employment. Employment of firm $i$ implied by firm productivity is then given by the product of industry employment and $TFPQ_i^{\sigma-1}/\sum_j TFPQ_j^{\sigma-1}$.

We include M&A activity in our baseline estimates for two reasons. First, job reallocation associated with such activity may be a byproduct of innovation. Second, as we find a smaller role for creative destruction than the existing literature, this is a conservative assumption.
### Table 10: Job Flows in Manufacturing (2002–2012)

<table>
<thead>
<tr>
<th></th>
<th>Employment</th>
<th>Imputed from VA</th>
<th>Imputed from TFPQ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Creation Rate</td>
<td>14.9%</td>
<td>16.8%</td>
<td>30.1%</td>
</tr>
<tr>
<td>Employment Share of Entrants</td>
<td>5.6%</td>
<td>5.4%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Share of Job Creation &lt; 1</td>
<td>50.1%</td>
<td>53.1%</td>
<td>31.9%</td>
</tr>
<tr>
<td>Job Destruction Rate</td>
<td>42.7%</td>
<td>44.7%</td>
<td>57.9%</td>
</tr>
</tbody>
</table>

Source: U.S. Manufacturing Census. The second column imputes firm employment as the product of industry employment and the firm's share of the industry's value-added. The third column imputes employment of firm $i$ as the product of industry employment and $TFPQ_i^{−1}/\sum_j TFPQ_j^{−1}$.

### Table 11: Sources of Growth Using Alternative Measures of Job Flows

<table>
<thead>
<tr>
<th></th>
<th>Baseline</th>
<th>No Mergers</th>
<th>Imputed from VA</th>
<th>Imputed from TFPQ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative destruction</td>
<td>21.9%</td>
<td>18.6%</td>
<td>21.3%</td>
<td>49.2%</td>
</tr>
<tr>
<td>New varieties</td>
<td>4.2%</td>
<td>3.8%</td>
<td>4.6%</td>
<td>9.8%</td>
</tr>
<tr>
<td>Own-variety improvements</td>
<td>74.0%</td>
<td>77.5%</td>
<td>74.2%</td>
<td>41.0%</td>
</tr>
</tbody>
</table>

Note: The column “No Mergers” targets data excluding M&A job flows from 2008 to 2013 in the LBD. “Imputed from VA” targets job flows in the manufacturing census computed by imputing firm employment from firm value-added. We add the difference between job flows based on employment and the flows based on value-added to the job flows in the LBD sample. “Imputed from TFPQ” does the same for the job flows based on employment imputed from firm TFPQ in manufacturing.
The next two columns in Table 11 show the effect of using output and productivity on the sources of growth. To arrive at these numbers, we impute job flows in the LBD from output and productivity data in manufacturing. The sources of growth implied by the output data (column 3) are about the same as when we target employment data (column 1). The reason can be seen by comparing the raw data in columns 1 and 2 in Table 10. The share of small changes does not change, so the relative importance of creative destruction vs. own innovation also does not change.

The story is quite different when we target job flows implied by productivity growth (column 4 in Table 11). Here, creative destruction accounts for almost 50% of growth, and own innovation for only 40%. Creative destruction is more important now because the share of overall job creation from small changes is lower. Table 10 shows that the share of job creation < 1 is 20 percentage points lower when we use productivity growth (column 3) compared to the calculations based on employment data alone (column 1). Because own innovation generates small changes in employment, we infer a smaller contribution from own innovation and a larger contribution from creative destruction.

We next present job flows over one year in Table 12 to compare with our baseline 5-year estimates. For the 1-year estimates, an entrant is defined as a firm created in the last year (not the last five years), and job creation between years $t$ and $t + 1$ is the sum of the employment of entrants in year $t + 1$ and the employment change among incumbents with growing employment between these two years. The job destruction rate over one year is defined analogously.

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28 We make three adjustments to the LBD data to mimic the manufacturing data. First, we adjust the job creation and destruction rates in the LBD by the difference between the job flows in column 1 of Table 10 and those in columns 2 and 3 of the same Table. This adjustment increases the job creation and destruction rates in the LBD by about 2 to 3 percentage points (for the output adjustment) and 15 percentage points (for the productivity adjustment). Second, we multiply the share of job creation due to small changes by the ratio of the share of job creation < 1 calculated from manufacturing employment and the share computed from output and productivity data. The second adjustment has no effect when we use output data but lowers the share of small employment changes by almost 50% when we use productivity data. Third, we adjust size by age and exit by size in the LBD by the ratio of these two statistics in the Census of Manufacturing computed using employment vs. output (or productivity).
Table 12: Job Flows Over One, Five and Ten Years in the LBD 2003–2013

<table>
<thead>
<tr>
<th></th>
<th>Baseline</th>
<th>5 years</th>
<th>1 year</th>
<th>10 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Creation Rate</td>
<td></td>
<td>32.5%</td>
<td>13.1%</td>
<td>46.4%</td>
</tr>
<tr>
<td>Employment Share of Entrants</td>
<td></td>
<td>15.5%</td>
<td>3.4%</td>
<td>26.3%</td>
</tr>
<tr>
<td>Share of Job Creation by Incumbents Age &lt; 5</td>
<td>n.a.</td>
<td>16.5%</td>
<td>n.a.</td>
<td></td>
</tr>
<tr>
<td>Share of Job Creation &lt; 1</td>
<td></td>
<td>36.3%</td>
<td>54.0%</td>
<td>28.2%</td>
</tr>
<tr>
<td>Job Destruction Rate</td>
<td></td>
<td>30.0%</td>
<td>12.6%</td>
<td>41.3%</td>
</tr>
<tr>
<td>Share of Job Destruction by Incumbents Age &lt; 5</td>
<td>n.a.</td>
<td>13.0%</td>
<td>n.a.</td>
<td></td>
</tr>
</tbody>
</table>

Source: U.S. Census Longitudinal Business Database (LBD) on firms in the nonfarm business sector.

For 1-year data moments, we classify firms between the ages of 1 and 5 as incumbents. As a consequence, the employment share of entrants is lower (3.4%) than in the 5-year baseline (15.5%). And annual job flows are larger. The annual job creation rate from 2003 to 2013 in Table 12 is 13.1%. The equivalent number implied by the job creation rate over five years was 6.5%.\(^{29}\) With 1-year flows, job creation and destruction includes flows within each five year period. For example, Table 12 indicates that incumbent firms with age < 5 account for 16.5% of job creation and 13% of job destruction with 1-year flows. Job creation computed over five years only counted net job creation by incumbents age < 5 (which we attributed to entrants).

However, remember the distribution of job changes is key for distinguishing own innovation and creative destruction. The share of small employment changes in job creation is now higher compared to the share when we calculate employment changes over five years.\(^{30}\) Our inference exercise will therefore in-

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\(^{29}\) The job creation rate over five years displayed in Figure 4 from 2003–2013 was 32.5%.

\(^{30}\) Table 12 shows that, for 2003–2013, the share of job creation < 1 is 54% when calculated over one year, compared to 36% when job flows were computed over five years.
Table 13: Sources of Growth Implied by Job Flows over 1, 5 and 10 years

<table>
<thead>
<tr>
<th>Source of Innovation</th>
<th>Baseline</th>
<th>5 years</th>
<th>1 year</th>
<th>10 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative destruction</td>
<td>21.9%</td>
<td>10.9%</td>
<td>27.2%</td>
<td></td>
</tr>
<tr>
<td>New varieties</td>
<td>4.2%</td>
<td>5.4%</td>
<td>7.7%</td>
<td></td>
</tr>
<tr>
<td>Own-variety improvements</td>
<td>74.0%</td>
<td>83.4%</td>
<td>65.1%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Entries are the share of aggregate TFP growth due to each source of innovation implied by the job flows over 5 years, 1 year, and 10 years shown in Table 12. Growth contributions are estimated for 2003–2013.

dicate that the share of growth driven by own innovation vs. creative destruction will be even higher with 1-year flows. Table 13 shows the share of growth due to each source of innovation implied by job flows over 1 year. The contribution of creative destruction to aggregate growth from 2003 to 2013 is only 11% with 1-year flows, versus 22% with 5-year flows. The share of growth from own innovation is correspondingly higher at 83% (versus the baseline 74%).

One-year flows also suggest a decline in job creation between 1983–1993 and 2003–2013. The difference is that the decline is due to the diminishing employment share of entrants and smaller job flows by young firms (incumbents age < 5).\(^{31}\) When we use job flows over one year to calculate the innovation parameters, creative destruction plays a larger role and own innovation a smaller role in 1983–1993 than in 2003–2013. So whether we calculate annual or five-year job flows, own innovation has become more important.

We reiterate that, when innovation can take the form of own innovation, employment growth of a firm can be a misleading indicator of the firm’s contribution to aggregate growth. Employment will grow by less in a firm that improves its own product than in another firm that grows due to creative destruction,

\(^{31}\)When we measured job flows over five years, the decline in job creation was entirely due to the fall in the entrant employment share (firms entering in the last five years).
## Table 14: Job flows vs. Innovation by Age, 2003–2013

<table>
<thead>
<tr>
<th>Age</th>
<th>% Job Creation</th>
<th>% TFP Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age &lt; 1 (Entrants)</td>
<td>31%</td>
<td>9%</td>
</tr>
<tr>
<td>Age 1–5</td>
<td>13%</td>
<td>14%</td>
</tr>
<tr>
<td>Age 5–10</td>
<td>11%</td>
<td>14%</td>
</tr>
<tr>
<td>Age 10–15</td>
<td>9%</td>
<td>12%</td>
</tr>
<tr>
<td>Age &gt; 15</td>
<td>36%</td>
<td>51%</td>
</tr>
</tbody>
</table>

Note: Entries are the share of job creation and aggregate TFP growth due to firms in each age group implied by the innovation parameters estimated from the job flows over 1 year in Table 12.

Even when the innovation step size is the same, Table 14 illustrates this using the contribution of young vs. old firms to job creation (column 1) versus TFP growth (column 2). Take the contribution of entrants (age < 1) with that of old firms (age > 15). As noted by many authors, a large share of job creation is due to entry — entrants account for 31% of all job creation in our calculation. Yet entrants only account for 9% of TFP growth. In contrast, old firms (age > 15) are responsible for more than 50% of TFP growth, but only a third of total job creation. The reason for this discrepancy is that entrant innovation largely takes the form of creative destruction while a substantial share of innovation by older firms takes the form of own innovation. Again, own innovation entails less job reallocation than when the innovator displaces an existing firm.

We can go in the opposite direction and define entrants based on 10-year job flows rather than 1-year or 5-year flows. Tables 12 and 13 present job flow rates and growth contributions with 10-year flows. The employment share of entrants is naturally larger (46% compared to the 33% baseline with 5-year flows),

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32Haltiwanger, Jarmin and Miranda (2013) provide similar evidence on the importance of entrants for job creation.
and the share of “small” job creation is understandably smaller (28% versus the baseline 36%). As the result, we infer a higher share of growth from entrants and creative destruction (27% versus the baseline 22%) and a lower share of growth from own innovation (65% versus the baseline 74%). But our conclusion that the bulk of growth comes from own innovation by incumbents remains.

5.4. Innovation in the Information Technology Sector

We end with a case study of the fast-growing information and communication technology (ICT) sector. Table 15 (row 1) shows that TFP growth in the ICT sector increased from 11.8% in 1983–1993 to 26.4% per year in 1993–2003. The job creation rate in ICT increased by almost 20 percentage points to 53% and the job destruction rate increased by 12 percentage points to 39%. But the distribution of job flows also changes. The acceleration of TFP growth in the ICT sector in 1993–2003 was associated with a decline in the share of job creation <1 (from 35% to 32%). This fact suggests that the growth acceleration was driven by an increase in the rate of creative destruction.

Table 16 says the contribution of creative destruction to TFP growth in the ICT sector increased from 17% in 1983–1993 to 36% in 1993–2003. So the 15 percentage point increase in TFP growth growth from 1983–1993 to 1993–2003 was mostly due to creative destruction. When TFP growth came back down in 2003–2013 (to “only” 10%), the contribution of creative destruction fell back to 15%. We caution that this inference is based only on employment data. Employment growth may understate the extent of productivity growth, particularly in fast growing sectors like ICT. In addition, our inference exercise assumes that each ten year period is a steady-state, which may be a particularly bad approximation for sectors with accelerating then decelerating growth rates like ICT.

33We revert back to measuring job flows over five years. We follow Shackelford and Janowski (2016) in classifying ICT industries — see http://klenow.com/ICT.xlsx for the precise list.
34For fitting the ICT facts in our simulations, we allow the scale parameter of the Pareto quality draws to be greater than 1. Without this, we can only fit the extraordinary TFP growth in ICT with a dispersion parameter θ that implies a quality distribution with infinite variance.
Table 15: Information Technology & Communications Industry

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>TFP Growth Rate</td>
<td>11.8%</td>
<td>26.4%</td>
<td>10.0%</td>
</tr>
<tr>
<td>Job Creation Rate</td>
<td>35.4%</td>
<td>53.4%</td>
<td>38.9%</td>
</tr>
<tr>
<td>Employment Share of Entrants</td>
<td>15.6%</td>
<td>18.4%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Share of Job Creation &lt; 1</td>
<td>34.9%</td>
<td>33.2%</td>
<td>36.9%</td>
</tr>
<tr>
<td>Job Destruction Rate</td>
<td>27.2%</td>
<td>39.1%</td>
<td>34.3%</td>
</tr>
</tbody>
</table>

Source: TFP growth in row 1 from BLS. Rows 2-5 from U.S. Census Longitudinal Business Database (LBD) on firms in the ICT sector. Job flows computed over five-year periods.

Table 16: Sources of Growth in Information Technology

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative destruction</td>
<td>17.0%</td>
<td>35.9%</td>
<td>15.3%</td>
</tr>
<tr>
<td>New varieties</td>
<td>6.0%</td>
<td>3.1%</td>
<td>6.3%</td>
</tr>
<tr>
<td>Own-variety improvements</td>
<td>77.0%</td>
<td>61.0%</td>
<td>78.4%</td>
</tr>
</tbody>
</table>

Note: Table shows the percentage of growth due to each source of innovation in the ICT sector implied by the job flows shown in Table 15.
6. Conclusion

How much innovation takes the form of creative destruction versus new varieties versus firms improving their own products? How much occurs through entrants versus incumbents? We try to infer the sources of innovation from the employment dynamics of U.S. firms in the nonfarm private sector from 1983 to 2013. We conclude that creative destruction is vital for understanding job destruction and accounts for around one-fourth of growth. Own-product quality improvements by incumbents appear to be the biggest source of growth. Net variety growth contributes much less than quality improvements do.

Our findings are relevant for innovation policy. According to Atkeson and Burstein (2018), the consumption-equivalent welfare gain from devoting about 1% more of GDP to research every year is between 0.17 and 0.73 percent in a model calibrated similarly to ours (but with endogenous research investments). They estimate the gains would be larger — 0.26 to 2.01 percent — if creative destruction played no role in U.S. growth. Creative destruction is a force raising the private return relative to the social return to research, diminishing the gains from promoting research.

Creative destruction ties into political economy theories in which incumbents block entry and hinder growth and development, such as Krusell and Rios-Rull (1996), Parente and Prescott (2002), and Acemoglu and Robinson (2012). And creative destruction underscores that some growth brings employment dislocation as a byproduct.

It would be interesting to extend our analysis to individual sectors, other time periods, and other countries. Retail trade experienced a big-box revolution in the U.S. led by Walmart’s expansion. Online retailing has made inroads at the expense of brick-and-mortar stores (Dolfen et al., 2018). In Chinese manufacturing, private enterprises have entered and expanded while state-owned enterprises have closed (Hsieh and Klenow, 2009). In India, incumbents do not expand as much as in the U.S. (Hsieh and Klenow, 2014) and therefore contribute
less to growth. We analyzed non-manufacturing separately, and reached similar conclusions. For the ICT sector, we found that creative destruction played a larger role during its rapid growth phase from 1993–2003.

Our accounting is silent on how the types of innovation interact. In Klette and Kortum (2004) more entrant creative destruction discourages R&D by incumbents. Alternatively, as stressed by Aghion et al. (2001), a greater threat of competition from entrants could stimulate incumbents to “escape from competition” by improving their own products. Creative destruction and own innovation could be strategic complements, rather than substitutes. We hope future research on endogenous innovation will capture these interactions, enabling one to do counterfactuals and optimal policy calculations that we cannot.

Our conclusions are tentative in part because they are model-dependent. We followed the literature in several ways that might not be innocuous for our inference. We assumed that step sizes and spillovers are just as big for incumbents as for entrants. Young firms might instead generate more radical innovations with larger knowledge spillovers than old firms do — Akcigit and Kerr (2018) provide evidence for this hypothesis from patent citations.

We assumed all fluctuations in employment across firms (within industries) are a byproduct of innovation. By looking within detailed industries, we hoped to mitigate the influence of non-homothetic preferences and demographic shifts. We demonstrated robustness to looking at value added and productivity rather than employment, at least within manufacturing where we could see revenue and capital. If exit or downsizing occurs for reasons other than innovation, then our methodology might overstate the contribution of creative destruction.35

We assumed no frictions in allocating employment across firms. In reality, the market share of young firms could be suppressed by adjustment costs, financing frictions, and uncertainty. On top of adjustment costs for capital and labor, firms may take awhile to build up a customer base, as in Gourio and

35Smith, Yagan, Zidar and Zwick (2017) use administrative tax records to document that firm profits dive after the death of under-65 owner/managers.
Rudanko (2014) and Foster, Haltiwanger and Syverson (2016). Irreversibilities could combine with uncertainty about the firm's quality to keep young firms small, as in the Jovanovic (1982) model. We defined young firms as those younger than five or ten years, but these dynamics could play out for longer. Meanwhile, markups could vary across varieties and firms. All of these would create a more complicated mapping from firm employment growth to firm innovation.
Appendix

A Simulation Algorithm

1. Specify an initial guess for the distribution of quality across varieties.

2. Simulate life paths for a large number of entering firms.

3. Each entrant has one initial variety, captured from an incumbent or newly created. In every period of its lifetime, it faces a probability of each type of innovation per variety it owns, as in Table 1. A firm's life ends when it loses all of its varieties to other firms or when 40 periods have passed.

4. Based on the population of simulated firms, calculate 10 moments:
   (a) TFP growth rate
   (b) Standard deviation of log firm employment
   (c) Employment share of entrants
   (d) Job creation rate
   (e) Job destruction rate
   (f) Share of job creation where employment growth \( \leq 1 \)
   (g) Minimum firm employment
   (h) Exit rate for small firms
   (i) Exit rate for large firms
   (j) Average employment for incumbents relative to entrants

5. Repeat steps 1-4 until all moments and the joint distribution of quality and variety across firms converge. In each iteration, take the quality distribution across varieties from step 4 as the starting point and update the overhead labor requirement to target minimum employment of 1.
6. Repeat steps 1 to 5, searching for parameter values to (1) exactly match TFP growth in the data; (2) set minimum firm employment to 1; and (3) minimize the mean squared percent distance between the simulated and empirical moments for the remaining statistics in step 4.

B Estimates with Standard Errors

We calculate the standard error in the parameters of the model in the following steps. First, we draw a thousand samples with replacement of all firm ids in the LBD data from 1983 to 2013. We then calculate the moments in section 3. for each sample. This gives us the mean and the variance-covariance matrix of the 10 data moments, which we denote \( \Sigma \).

We then calculate the variance-covariance matrix of the parameters \( V \). We use the SMM formula from Gourieroux and Monfort (1996). This captures both the variance in data moments and the variance induced by simulation of small samples:

\[
V = (J'WJ)^{-1} J'W \left( \Sigma + \tilde{\Sigma} \right) WJ (J'WJ)^{-1},
\]

where \( J \) is the Jacobian matrix (in levels), \( W \) is the weighting matrix, and \( \tilde{\Sigma} \) is the variance-covariance matrix of the model-simulated moments (for a given set of parameters). The Jacobian \( J \) is estimated as the numerical gradient of the model-simulated moments with respect to small changes in the parameters. \( J \) is only defined for parameters with an interior solution. Parameters with corner solutions (\( \delta_e \) and \( \kappa_i \)) and exactly-identified parameters (\( \theta, \delta_o \) and \( \psi \)) are assumed to have a standard error of zero. The moment-weighting matrix \( W \) is a diagonal matrix with entries equal to one for all moments except for exit by size and size by age, whose corresponding entries are 0.5. \( \tilde{\Sigma} \) is estimated by Monte Carlo simulation, calculating the variance-covariance matrix after 200 model simulations with fixed parameters.

Table 17 shows the estimated coefficients and standard errors for the pa-
Table 17: Bootstrapped parameter estimates, 2003–2013

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Coefficient</th>
<th>Standard error</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative destruction by incumbents $\delta_i$</td>
<td>0.283</td>
<td>0.0091</td>
</tr>
<tr>
<td>New varieties by entrants $\kappa_e$</td>
<td>0.030</td>
<td>0.0026</td>
</tr>
<tr>
<td>Own-variety improvement by incumbents $\lambda_i$</td>
<td>0.779</td>
<td>0.0036</td>
</tr>
<tr>
<td>Relative quality of new varieties $s_{ke}$</td>
<td>0.30</td>
<td>0.0252</td>
</tr>
</tbody>
</table>

Parameters with interior solutions. As can be seen, the standard errors of the estimated parameters are extremely small.

C Model Fit and Sensitivity

Table 18 shows the fit of the model for 1983–1993 and 1993–2003. For ease of comparison, columns 1 and 3 replicate the data for the corresponding ten year period. And Figure 11 presents the Jacobian matrix with local derivatives of the data moments with respect to our estimated parameter values for 2003–2013. The Table shows the percentage change in each moment with respect to a 0.1 level increase in each parameter.
Figure 11: Jacobian Matrix, 2003–2013

Note: The figure shows the percentage change in each moment with respect to a 0.1 level increase in each parameter. The results are based on linear extrapolation of the numerical derivative, evaluated at the 2003–2013 estimated parameters.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Entrant employment share</td>
<td>23.5%</td>
<td>22.8%</td>
<td>18.3%</td>
<td>17.5%</td>
</tr>
<tr>
<td>Employment growth rate</td>
<td>2.4%</td>
<td>2.3%</td>
<td>1.6%</td>
<td>1.7%</td>
</tr>
<tr>
<td>Job creation rate</td>
<td>43.9%</td>
<td>40.6%</td>
<td>41.5%</td>
<td>40.2%</td>
</tr>
<tr>
<td>Job destruction rate</td>
<td>32.0%</td>
<td>29.1%</td>
<td>33.2%</td>
<td>31.9%</td>
</tr>
<tr>
<td>Share of job creation &lt;1</td>
<td>31.7%</td>
<td>21.3%</td>
<td>36.6%</td>
<td>25.0%</td>
</tr>
<tr>
<td>SD(log employment)</td>
<td>1.25</td>
<td>1.38</td>
<td>1.27</td>
<td>1.28</td>
</tr>
<tr>
<td>Exit rate large/small</td>
<td>0.76</td>
<td>0.85</td>
<td>0.74</td>
<td>0.68</td>
</tr>
<tr>
<td>Employment incumbents/entrants</td>
<td>2.8</td>
<td>1.8</td>
<td>2.8</td>
<td>2.1</td>
</tr>
</tbody>
</table>

Figure 12: Job Creation and Destruction, Model, 2003–2013

Note: The figure is based on the 2003–2013 model simulation. Employment growth for a firm is defined as the change in employment divided by average employment at the firm at the beginning and end of each period. The vertical axis gives the share of total job creation (destruction) associated with firms at each given level of employment growth.
References


