



ES, Chapter 12

Lang Chapter 10

### **Taste discrimination**

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### **Employer**

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[Marianne Bertrand and Sendhil Mullainathan, "Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination," \*American Economic Review\*, Sept 2004, 94:991- 1013](#)

### **Employee**

[Levitt, Steven D. 2004. "Testing Theories of Discrimination: Evidence from Weakest Link." \*The Journal of Law and Economics\*, 47 \(October\): 431-452.](#)

### **Customer**

[Borjas, George J. and Stephen G. Bronars. 1989. "Consumer Discrimination and Self-Employment." \*Journal of Political Economy\* 97 \(June\): 581-605.](#)

[Yinger, John. 2000. "Evidence on Discrimination in Consumer Markets." \*The Journal of Economic Perspectives\* 12 \(Spring\): 23-40.](#)

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### **Statistical discrimination**

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[Aigner and Cain, "Statistics Theories of Discrimination in Labor Markets," \*Industrial and Labor Relations Review\*, 1977, 30:175-187](#)

[Pinkston, Joshua C. 2006. "A Test of Screening Discrimination with Employer Learning." \*Industrial and Labor Relations Review\* 59\(January\): 267-284.](#)

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### **Occupational Crowding**

**BFW Chapter 5**

## **Internal labor markets**

[□Stoll, Michael A., Steven Raphael, and Harry J. Holzer. 2004. "Black Job Applicants and the Hiring Officer's Race. \*Industrial and Labor Relations Review\* 57 \(January\): 267-287.](#)

Pekkarinen, Tuomas and Juhana Vartiainen. 2006. "Gender Differences in Promotion on a Job Ladder: Evidence from Finnish Metalworkers. *Industrial and Labor Relations Review* 59(January): 285-301.

[□Arthur, Michelle M. and Alison Cook. 2004. "Taking Stock of Work-Family Initiatives: How Announcements of 'Family-Friendly' Human Resource Decisions Affect Shareholder Value." \*Industrial & Labor Relations Review\*: 57 \(July\): 599-613.](#)

□Preston, Chapters 2, 5, 8

## **III. Empirical Evidence**

### **a. Differences in Occupations, Education and Earnings**

#### **BFW Chapter 5, 8**

Goldin Chapter 3

[Claudia Goldin, Lawrence Katz, and Ilyana Kuziemko, "Homecoming of American Women", \*Journal of Economic Perspectives\*, 2006, 20:133-156.](#)

[Collins, Susan M. 2000. "Minority Groups in the Economics Profession." \*Journal of Economic Perspectives\* 14\(Winter\):133-148.](#)

### **b. The Human Capital Model**

#### **BFW Chapter 6**

□Preston, Chapter 7

### **c. Earnings Functions and Measuring Discrimination**

#### **BFW Chapter 6**

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## **IV. Cases Evidence on discrimination**

### **a. Women**

[Blau, Francine D. and Lawrence M. Kahn. 2000. "Gender Differences in Pay." \*Journal of Economic Perspectives\* 14 \(Fall\): 75-99.](#)

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### **b. Blacks**

[□Couch, K and MC Daly. 2002. "Black-White Wage Inequality in the 1990s: a Decade of Progress." \*Economic Inquiry\* 40 \(January\):31-41](#)

[Heckman, James J., Thomas M. Lyons, and Petra E Todd. 2000. "Understanding Black-White Wage Differentials, 1960-1990." \*American Economic Review\* 90 \(May\): 344-349.](#)

[Donohue, John J. and James Heckman. 1991. "Continuous Versus Episodic Change: The Impact of Civil Rights Policy on the Economic Status of Blacks." \*Journal of Economic Literature\* 29 \(December\): 1603-1643](#)

### **c. Immigrants**

[□Lubotsky, Darren. 2007 "Chutes or Ladders? A Longitudinal Analysis of Immigrant Earnings." \*Journal of Political Economy\*. 115 \(October\): 820-867.](#)

### **d. Hispanics**

[□Fry, Richard and B. Lindsay Lowell. 2006. "The Wage Structure of Latino-Origin Groups across Generations." \*Industrial Relations: A Journal of Economy and Society\* 45\(April\):147-168](#)

[Mora, Marie M. and Alberto Davilla. 2006. "A Note on the Changes in the Relative Wages of LEP Hispanic Men between 1980 and 2000" .” \*Industrial Relations: A Journal of Economy and Society\* 45\(April\):169-172.](#)

### **e. Homosexuality**

[□Antecol, Heather, Anneke Jong and Michael Steinberger. 2008. The Sexual Orientation Wage Gap: The Role Of Occupational Sorting and Human Capital.” \*Industrial and Labor Relations Review\* 61\(July\):518-543.](#)

[Black, Dan A., Hoda R. Makar, Seth G. Sanders, and Lowell J. Taylor. 2003. "The Earnings Effects of Sexual Orientation." \*Industrial & Labor Relations Review\*: 56 \(April\):449-469.](#)

### **f. Premarket Differences**

#### **Willingness to compete**

[Niederle, Muriel and Lise Vesterlund. 2007 "Do Women Shy Away from Competition? Do Men Compete Too Much?" \*Quarterly Journal of Economics\* 122 \(August\): 1067-1102.](#)

[Price, Joseph. 2008. "Gender Differences in the Response to Competition." \*Industrial and Labor Relations Review\* 61\(April\): 320-333.](#)

#### **Personality**

[□Mueller, Gerrit and Erik Plug. 2006. "Estimating the Effect of Personality on Male and Female Earnings." \*Industrial and Labor Relations Review\* 60\(October\): 3-22.](#)

#### **Height**

[□Persico, Nicola, Andrew Postlewaite and Dan Silverman. 2004. "The Effect of Adolescent Experience on Labor Market Outcomes: The Case of Height" \*Journal of Political Economy\*. 112 \(October\): 1019-1053.](#)

### **g. Looks**

[□Daniel Hamermesh and Jeff Biddle, "Beauty and the Labor Market," \*American Economic Review\*, Dec. 1994, 84:1174-1194](#)

### **h. Audit Studies Debate**

[Darity, William A. Darity Jr. and Patrick L. Mason. 1998. "Evidence on Discrimination in Employment: Codes of Color, Codes of Gender." \*The Journal of Economic Perspectives\* 12](#)

[\(Spring\): 63-90.](#)

[James J. Heckman. 1998. "Detecting Discrimination." \*The Journal of Economic Perspectives\* 12 \(Spring\): 101-116.](#)

**V. Government Antidiscrimination Policy: Aims and Impacts**  
**BFW Chapter 7: pp. 234-255**

[Antecol, Heather, and Deborah Cobb-Clark. 2004. "The Changing Nature of Employment-Related Sexual Harassment: Evidence from the U.S. Federal Government, 1978-1994." \*Industrial and Labor Relations Review\* 57\(April\): 443-461.](#)

[Collins, William J. 2003. "The Labor Market Impact of State-Level Anti-Discrimination Laws, 1940-1960." \*Industrial and Labor Relations Review\* 56\(January\): 244-272.](#)

[□ Neumark, David and Wendy A. Stock. 2006. "The Labor Market Effects of Sex and Race Discrimination Laws." \*Economic Inquiry\* 44\(July\):385-419](#)

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**VI. Marriage and Family Formation**  
**BFW Chapters 3, 9**

[Dora Costa, "Power Couples: Changes in the Locational Choice of the College Educated, 1940-1990", \*Quarterly Journal of Economics\*, 2000, 115:1287-1315](#)

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**VII. Female Labor Supply at Home and Abroad**  
**BFW Chapters 2, 4, 11**  
**ES Chapter 7**

[Cowan, Ruth Schwartz. 1976. "The "Industrial Revolution" in the Home: Household Technology and Social Change in the 20th Century." \*Technology and Culture\* 17 \(January\): 1-23.](#)

[Costa, Dora L. 2000. "From Mill Town to Board Room: The Rise of Women's Paid Labor." \*Journal of Economic Perspectives\* 14 \(Fall\): 101-122.](#)

Goldin Chapters 2, 5

[□ Martha Bailey, "More Power to the Pill: The Impact of Contraceptive Freedom on Women's Life Cycle Labor Supply," \*Quarterly Journal of Economics\*, Feb. 2006, 121:289-320](#)

[□ Mark Aguiar and Erik Hurst, "Measuring Trends in Leisure: The Allocation of Time over Five Decades," \*Quarterly Journal of Economic\*, Aug 2007, 122:969-1006](#)

[□ Anderson, Deborah J., Melissa Binder and Kate Krause. 2003. "The Motherhood Wage Penalty Revisited: Experience, Heterogeneity, Work Effort, and Work Schedule Flexibility." \*Industrial and\*](#)

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[Folbre, Nancy and Julie A. Nelson . 2000. "For Love or Money -- Or Both?" \*Journal of Economic Perspectives\* 14 \(Fall\): 123-140.](#)

Preston, Chapter 7

[Mammen, Kristin and Christina Paxson. 2000. "Women's Work and Economic Development." \*Journal of Economic Perspectives\* 14 \(Fall\): 141-164.](#)

### **Labor Supply Data**

**ES: Chpts. 6, 7.**

[Bureau of Labor Statistics. "Variations in Time Use at Stages of the Life Cycle." \*Monthly Labor Review\* 128 \(September 2005\): 38-45.](#)

[Frazis, Harley and Jay Stewart "What can time-use data tell us about hours of work?" \*Monthly Labor Review\* 128 \(September 2005\): 3-9.](#)

[Cromartie, Stella "Labor force status of families: a visual essay" \*Monthly Labor Review\* 130 \(July-August, 2007\): 35-41.](#)

[Cohany, Sharon and Emy Sok, "Trends in labor force participation of mothers with children and infants" \*Monthly Labor Review\* 130 \(February 2007\):9-16](#)

**Useful web pages:**

**The Bureau of Labor Statistics Home Page** (<http://www.bls.gov/home.htm>) contains results from the numerous surveys conducted by the Department of Labor regarding employment, earnings, benefits, unions, unemployment, demographics and many other labor market issues.

**The Monthly Labor Review** (<http://stats.bls.gov/pub/mlr/mlrhome.htm>) is the journal of the Bureau of Labor Statistics. It contains accessible analyses of U.S. labor market data. Issues back to 1981 are available on-line.

**The NCS Wage Query System** (<http://data.bls.gov/labjava/outside.jsp?survey=nc>) presents mean hourly wage data for all workers in an occupation for over 85 specific geographical areas. The system also produces modeled hourly wage estimates for many area, occupation, and work level combinations for which BLS has no officially published data.

**BLS Occupational Wages** (<http://www.bls.gov/bls/blswage.htm>) Contains the summary data that generated the modeled estimates in the NCS Wage Query System.

**Exams:** There will be one midterm and a comprehensive final, all composed primarily of short essay questions. If, due to unavoidable conflicts or illness, you are unable to attend on the day of an exam, you must notify me beforehand to arrange a make-up. Failure to contact me or to leave me a message before the exam is handed out will result in an F on the exam.

Tentative Midterm date: \_\_\_\_\_

**Problems Sets:** There will be several required problem sets. These problems sets must be handed in by the start of class on the due date. You may hand in a problem set early, but late problem sets will receive no credit. If you will not be able to hand the assignment in on time, you must notify me in advance. Illegible or sloppy work will not be accepted.

**Team Activities:** You will be randomly placed on a team.

**Presentation:** Your team will be expected to present one of the journal articles marked by □. You will have ten minutes to present. The team must meet with me to go over the paper in the week before your presentation. You may use handouts, PowerPoint, and/or overheads. The presentation must clearly lay out the hypotheses, the data, the research method, and the results.

**Statistical Exercise:** There will be an econometric exercise to apply standard tests of discrimination. Your team will be asked to work through that problem set as a group.

**Review Questions:** In addition to the problem sets, you will receive several sets of review topics to aid in studying for exams. These will not be handed in and will not be graded.

**Absences:** Students are responsible for all material discussed in class. I will not release my notes to absent students. If a student foresees an extended period of absence, he/she should notify me in advance so that some accommodation can be made. Absent students can keep up with assignments by logging in to the Econ 320 web page at [www.econ.iastate.edu/classes/econ321](http://www.econ.iastate.edu/classes/econ321).

**Graduate Students:** The course is offered for nonmajor graduate credit. For graduate students, all requirements are as stated above, except that graduate students are required to write a short paper of about 10 pages. The paper should analyze a business or public policy question using one or more of the models covered in class. The paper should clearly discuss the nature of the problem and how the model relates to the policy question. The paper should not be merely a review of the literature, but rather should represent the student's own conclusions derived from his/her analysis. **Paper outlines are due on Tuesday, March 25**, although earlier submissions are welcome. Each student should have previously discussed his/her topic with me to insure that the topic is satisfactory. The paper is due on **Tuesday, May 6**, although earlier submissions are welcome.

<b>Point Breakdown:</b>	Undergraduate	Graduate
Midterms:	40 percent	35 percent
Homework and Class participation	20 percent	20 percent
Final:	40 percent	35 percent
Paper:		10 percent

**Disability Policy**

Please address any special needs or special accommodations with me at the beginning of the semester or as soon as you become aware of your needs. Those seeking accommodations based on disabilities should obtain a Student Academic Accommodation Request (SAAR) form from the Disability Resources (DR) office (515-294-6624). DR is located on the main floor of the Student Services Building, Room 1076.