

**LABOR ECONOMICS II**  
**University of Houston**  
**Economics 8365**

**Professor Adriana Kugler**

**Spring 2009**  
**Mondays and Wednesdays 10:00-11:30**  
**212 McElhinney Hall**

This course is the second course in a year-long sequence in labor economics. In the first course, Professor Juhn has covered the building blocks in the field of labor economics. In the second course we will cover additional topics, including: wage differentials, persistence in inequality and social mobility, immigration, and the impact of institutions on inequality and unemployment. Topic 1 focuses on explanations of wage differentials, including: schooling, on-the-job training, and industry and establishment wage differentials, and discrimination. Topic 2 presents new developments on the intergenerational transmission of inequality and the role of social capital in generating persistence in inequality. Topic 3 focuses on immigration not only in terms of the impact of immigrants on natives but also in terms of how immigrants fare in the labor market themselves and how they contribute back in their countries. Topic 4 deals with the impact of institutions on inequality and unemployment. Class readings will be based on papers published in journals or books. Readings marked with an asterisk will be covered in detail in class and are posted in my website, all other readings are optional.

**Learning Outcomes:**

1. To employ the appropriate methods, techniques, and data that social and behavioral scientists use to investigate the human condition.
2. To use and critique alternative explanations or theories.
3. To recognize and apply reasonable criteria for the acceptability of evidence in social research.

**Office Hours:** Thursdays 2:00-3:30 p.m.

**Course Requirements:**

Paper (70%)

Participation and referee reports (30%)

Participation will come from your participation in class as well as from attendance to the micro seminars (I'll keep mental attendance), which are generally held on Tuesdays at 3:30 p.m. In addition, I'll ask you to write one referee report on any of the papers presented in the Applied Seminar. I will be working closely with each student on your paper in terms of identifying a topic, data sources and working on the estimation. For those of you who took the first course in Labor Economics, you will have the option of continuing to work on the project you started last semester.

## Syllabus

### I. Wage Differentials

#### A. Human Capital: Schooling and Training

\*Angrist, Joshua and Alan Krueger. 1991. "Does Compulsory Schooling Affect Schooling and Earnings?," *Quarterly Journal of Economics*, 106: 979-1014.

\*Ashenfelter, Orley and Alan Krueger. 1994. "Estimates of the Return to Schooling from A New Sample of Twins," *American Economic Review*, 84(5): 1157-73.

Becker, Gary. 1993. *Human Capital*, 3<sup>rd</sup> Edition. Chicago: University of Chicago Press.

\*Butcher, Kristin and Ann Case. 1994. "The effect of Sibling Sex Composition on Women's Education and Earnings", *Quarterly Journal of Economics*, 109(3): 531-64.

Card, David. 1999. "The Causal Effect of Education on Earnings," in O. Ashenfelter and D. Card, eds., *Handbook of Labor Economics*, Vol. III, Chapter 30. New York: Elsevier.

\*Ichino, Andrea and Rudolf Winter-Ebmer. 2004. "The Long-Run Costs of World War Two," *Journal of Labor Economics*, 22(1):57-86.

\*Maurin, Eric and Sandra McNally. 2008. "Vive la Revolution! Long-Term Educational Returns of 1968 to the Angry Students," 26(1): 1-34.

Pischke, Steven. 2007. "The Impact of Length of the School Year on Student Performance and Earnings: Evidence from the German Short School Years," *Economic Journal*, 117: 1216-1242.

#### B. Turnover, Matching, and Returns to Tenure

Altonji, Joseph and Robert Shakotko. 1987. "Do Wages Rise with Job Seniority?" *Review of Economic Studies*, 54(3): 437-59.

\*Dustmann, Christian and Costas Meghir. 2005. "Wages, Experience, and Seniority," *Review of Economic Studies*, 72: 77-108.

Jovanovic, Boyan. 1979. "Firm-Specific Capital and Turnover," *Journal of Political Economy*, 87(6):1246-60.

Neal, Derek. 1995. "Industry-Specific Human Capital: Evidence from Displaced Workers," *Journal of Labor Economics*, 13(4): 653-677.

\*Topel, Robert. 1991. "Specific Capital, Mobility, and Wages: Wages Rise with Job Seniority," *Journal of Political Economy*, 99(1): 145-76.

Topel, Robert and Michael Ward. 1992. "Job Mobility and the Careers of Young Men," *Quarterly Journal of Economics*, 107(2): 439-79.

### **C. Employer Wage Differentials: Compensating Differentials, Efficiency Wages, and Rent-Sharing**

Abowd, John and Orley Ashenfelter. 1995. "Anticipated Unemployment, Temporary Layoffs, and Compensating Differentials," in Orley Ashenfelter and Kevin Hallock, eds., *Labor Economics*, Volume 4. Aldershot, U.K.: Elgar.

\*Abowd, John, Francis Kramarz, and David Margolis. 1999. "High Wage Workers and High Wage Firms," *Econometrica*, 67(2): 251-333.

Brown, Charles and James Medoff. 1989. "The Employer Size Wage Effect," *Journal of Political Economy*, 97(5): 1027-1059.

Capelli, Peter and Keith Chauvin. 1991. "An Interplant Test of the Efficiency Wage Hypothesis," *Quarterly Journal of Economics*, 106: 769-788.

Dickens, William and Lawrence Katz. 1987. "Interindustry Wage Differences and Industry Characteristics," in Kevin Lang and Jonathan Leonard, eds., *Unemployment and the Structure of Labor Markets*, Oxford: Basil Blackwell.

\*Gibbons, Robert and Lawrence Katz. 1992. "Does Unmeasured Ability Explain Inter-Industry Wage Differences?" *Review of Economic Studies*, 59(3): 515-35.

Hamermesh, Daniel. 1999. "Changing Inequality in Markets for Workplace Amenities," *Quarterly Journal of Economics*, 114(4): 1085-1123.

Krueger, Alan. 1991. "Ownership, Agency, and Wages: An Examination of Franchising in the Fast Food Industry," *Quarterly Journal of Economics*, 106: 75-102.

Krueger, Alan and Lawrence Summers. 1988. "Efficiency Wages and the Inter-Industry Wage Structure," *Econometrica*, 56(2): 259-96.

Kugler, Adriana. 2003. "Employee Referrals and the Inter-Industry Wage Structure," *Labour Economics*, 10(5): 531-556.

Montgomery, James. 1991. "Equilibrium Wage Dispersion and Inter-Industry Wage Differentials," *Quarterly Journal of Economics*, 106(1): 163-80.

Murphy, Kevin and Robert Topel. 1987. "Unemployment, Risk, and Earnings: Testing for Equalizing Differences in the Labor Market," in K. Lang and J. Leonard, eds., *Unemployment and the Structure of Labor Markets*. Oxford: Basil Blackwell.

Rosen, Sherwin. 1986. "The Theory of Equalizing Differences", in O. Ashenfelter and R. Layard, eds., *Handbook of Labor Economics*, Vol. I, Chapter 12. New York: Elsevier.

#### **D. Discrimination**

Aigner, Dennis and Glen Cain. 1977. "Statistical Theories of Discrimination in Labor Markets," *Industrial and Labor Relations Review*, 30(2): 175-87.

Akerlof, George. 1985. "Discriminatory, Status-based Wages among Tradition-oriented, Stochastically Trading Coconut Producers," *Journal of Political Economy*, 93(2): 265-76.

\*Altonji, Joseph and Pierret. "Employer Learning and Statistical Discrimination," *Quarterly Journal of Economics*, 116(1): 313-350.

\*Blau, Francine and Lawrence Kahn. 1992. "The Gender Earnings Gap: Learning from International Comparisons," *American Economic Review*, 82(2): 533-38.

\*Bertrand, Marianne and Sendhil Mullainathan. 2004. "Are Emily and Breandan more Employable than Latoya and Tyrone? Evidence on Racial Discrimination in the Labor Market from a Large Randomized Experiment," *American Economic Review*, 94(4): 991-1013.

\*Choudhury, Sharmila. 1993. "Reassessing the Male-Female Wage Differential: A Fixed Effects Approach," *Southern Economic Journal*, 60(2): 327-40.

Fershtman, Chaim and Uri Gneezy. 2001. "Discrimination in a Segmented Society: An Experimental Approach," *Quarterly Journal of Economics*, 116(1): 351-377.

Goldin, Claudia and Cecilia Rouse. 2001. "Orchestrating Impartiality: The Impact of Blind Auditions on Female Musicians," *American Economic Review*, 90(4): 715-741.

Kerwin, Charles and Jonathan Guryan. 2008. "Prejudice and Wages: An Empirical Assessment of Becker's The Economics of Discrimination," *Journal of Political Economy*, 116(5): 773-809.

Kim, Moon-Kak and Salomon Polachek. 1994. "Panel Estimates of Male-Female Earnings Functions," *Journal of Human Resources*, 29(2): 406-28.

Oaxaca, Ronald. 1973. "Male-Female Wage Differentials in Urban Labor Markets," *International Economic Review*, 14(3): 693-709.

## II. Social Capital and the Persistence of Inequality

### A. Intergenerational Transmission of Inequality

Becker, Gary and Nigel Tomes. 1986. "Human Capital and the Rise and Fall of Families," *Journal of Labor Economics*, 4: S1-S39.

Black, Sandra, Paul Devereux and Kjell Salvanes. 2005. "Why the Apple Doesn't Fall Far Understanding Intergenerational Transmission of Human Capital," *American Economic Review*, 95(1): 437-449.

Checchi, Danielle, Andrea Ichino, and Rustichini, Aldo 1999. "More Equal but Less Mobile? Education Financing and Intergenerational Mobility in Italy and in the U.S.," *Journal of Public Economics*, 74(3): 351-93.

Couch, Kenneth and Thomas Dunn. 1997. "Intergenerational Correlations in Labor Market Status: A Comparison of the United States and Germany," *Journal of Human Resources*, 32(1): 210-32.

\*Currie, Janet and Enrico Moretti. 2003. "Mother's Education and the Intergenerational Transmission of Human Capital: Evidence from college Openings," *Quarterly Journal of Economics*, 118 (4): 1495-1532.

Currie, Janet and Enrico Moretti. 2007. "Biology as Destiny? Short and Long-Run Determinants of the Intergenerational Transmission of Birth Weight," *Journal of Labor Economics*, 25(2): 231-264.

\*Maurin, Eric and Sandra McNally. 2008. "Vive la Revolution! Long-Term Educational Returns of 1968 to the Angry Students," 26(1): 1-34.

Mulligan, Casey. 1997. *Parental Priorities and Economic Inequality*. Chicago: University of Chicago Press.

Mulligan, Casey. 1999. "Galton vs. the Human Capital Approach to Inheritance," *Journal of Political Economy*, 107(2): S184-S224.

Oreopoulos, Philip, Marianne Page and Ann Stevens. 2006. "Does Human Capital Transfer from Parent to Child? The Intergenerational Effects of Compulsory Schooling," *Journal of Labor Economics*, 24(4): 729-760.

\*Solon, Gary. 1992. "Intergenerational Income Mobility in the U.S.," *American Economic Review*, 82(3): 393-408.

Solon, Gary. 2002. "Cross-country Differences in Intergenerational Mobility," *Journal of Economic Perspectives*, 16: 59-66.

Stokey, Nancy. 1996. "Shirtsleeves to shirtsleeves: The Economics of Social Mobility," Nancy L. Schwartz Lecture, Northwestern University.

\*Zimmerman, David. 1992. "Regression toward Mediocrity in Economic Stature," *American Economic Review*, 82(3): 409-429.

## **B. Neighborhood Effects and Ghettos**

Benabou, Roland. 1993. "Workings of a City: Location, Education, and Production," *Quarterly Journal of Economics*, 108(3): 619-52.

\*Borjas, George. 1992. "Ethnic Capital and Intergenerational Mobility," *Quarterly Journal of Economics*, 107(1): 123-50.

Borjas, George. 1995. "Ethnicity, Neighborhoods, and Human-Capital Externalities," *American Economics Review*, 85(3): 365-390.

Case, Anne and Lawrence Katz. 1991. "The Company You Keep: the Effects of Family and Neighborhood on Disadvantaged Youth," NBER Working Paper No.3705.

\*Edin, Per, P. Fredriksson and O. Aslund. 2003. "Ethnic Enclaves and the Economic Success of Immigrants – Evidence from a Natural Experiment," *Quarterly Journal of Economics*, 118.

\*Katz, Lawrence, J. Kling and J. Liebman. 2001. "Moving to Opportunity in Boston: Early Results of a Randomized Mobility Experiment," *Quarterly Journal of Economics*, 116: 607-654.

Lundberg, Shelly and Richard Startz. 1998. "On the Persistence of Racial Inequality," *Journal of Labor Economics*, 16(2): 292-323.

Manski, Charles. 1993. "Identification of Endogenous Social Effects: The Reflection Problem," *Review of Economic Studies*, 60: 531-542.

## **III. Immigration**

### **A. Impact of Immigration on Natives' Labor Market**

Altonji, Joseph and David Card. 1991. "The Effects of Immigration on the Labor Market Outcomes of Less-Skilled Natives," in J. Abowd and R. Freeman, eds., *Immigration, Trade and the Labor Market*, 201-281. Chicago: University of Chicago Press.

\*Angrist, Joshua and Adriana Kugler. 2003. "Protective or Counter-Productive? Labor Market Institutions and the Effect of Immigration on EU Natives," *Economic Journal*, 113: F302-F331.

Borjas, George; Richard Freeman, and Lawrence Katz. 1997. "How Much Do Immigration and Trade Affect Labor Market Outcomes," *Brookings Papers on Economic Activity*, 1(1): 1-67.

\*Borjas, George. 2003. "The Labor Demand Curve Is Downward Sloping: Reexamining the Impact of Immigration on the Labor Market," *Quarterly Journal of Economics*, 118: 1335-1374.

\*Card, David. 2001. "Immigrant Inflows, Native Outflows, and the Local Labor Market Impacts of Higher Immigration," *Journal of Labor Economics*, 19(1): 22-64.

\*Card, David. 1990. "The Impact of the Mariel Boatlift on the Miami Labor Market," *Industrial and Labor Relations Review*, 43(2): 245-57.

Friedberg, Rachel, and Jennifer Hunt. 1995. "The Impact of Immigrants on Host Country Wages, Employment, and Growth", *Journal of Economic Perspectives*, 9(2): 23-44.

Hunt, Jennifer. 1992. "The Impact of the 1962 Repatriates from Algeria on the French Labor Market," *Industrial and Labor Relations Review*, 45(3): 556-72.

\*Kugler, Adriana and Mutlu Yuksel. 2008. "The Effects of Less-Skilled Immigrants on Natives: Evidence from Hurricane Mitch," NBER Working Paper No. 14293.

LaLonde, Robert and Robert Topel. 1991. "Labor Market Adjustments to Increased Immigration," in J. Abowd and R. Freeman, eds., *Immigration, Trade and the Labor Market*, 267-200. Chicago: University of Chicago Press.

## **B. Impact of Immigration on other Markets**

\*Cortez, Patricia. 2008. "The Effects of Low-Skilled Immigration on US Prices: Evidence from CPI Data," *Journal of Political Economy*, 116(3): 381-422.

\*Lach, Saul. 2007. "Immigration and Prices," *Journal of Political Economy*, 115(4): 548-587.

Lewis, Ethan. 2006. "Immigration, Skill Mix, and the Choice of Technique," Mimeo.

Saiz, Albert. 2003. "Room in the Kitchen for the Melting Pot: Immigration and Rental Prices," *Review of Economics and Statistics*, 85(3): 502-521.

## **C. Immigrant Self-Selection, Earnings and Assimilation**

\*Borjas, George. 1985. "Assimilation, Changes in Cohort Quality, and the Earnings of Immigrants," *Journal of Labor Economics*, 3(4): 463-489.

Borjas, George. 1987. "Self-Selection and the Earnings of Immigrants," *American Economic Review*, 531-553.

Card, David, DiNardo, John, and Eugenia Estes. 2000. "The More Things Change: Immigrants and the Children of Immigrants in the 1940s, the 1970s, and the 1990s," in George Borjas, ed., *Issues in the Economics of Immigration*. Chicago: Chicago University Press.

Chiquiar, Daniel and Gordon Hansen. 2005. "International Migration, Self-Selection and the Distribution of Wages," *Journal of Political Economy*, 113(2):239-281.

Dustman, Christian. 1996. "Social Assimilation of Immigrants," *Journal of Population Economics*, 9: 37-54.

\*Lubotsky, Darren. 2007. "Chutes or Ladders: A Longitudinal Analysis of Immigrant Earnings," *Journal of Political Economy*, 115(5): 820-867.

Munshi, K. 2003. "Networks in the Modern Economy: Mexican Migrants in the U.S. Labor Market," *Quarterly Journal of Economics*, 118: 549-599.

Smith, James. 2003. "Assimilation across the Latino Generations," *American Economic Review*, 93(2): 315-319.

#### **D. Inter-generational Mobility of Immigrants**

\*Borjas, George. 1992. "Ethnic Capital and Intergenerational Mobility," *Quarterly Journal of Economics*, 107(1): 123-50.

Borjas, George. 1995. "Ethnicity, Neighborhoods, and Human-Capital Externalities," *American Economics Review*, 85(3): 365-390.

Borjas, George. 1987. "Self-Selection and the Earnings of Immigrants," *American Economic Review*,

Dustman, Christian. 1995. "Intergenerational Mobility and Return Migration: Comparing Sons of Foreign Born and Native Fathers," CReAM Working Paper No. 07/05.

\*Edin, Per, P. Fredriksson and O. Aslund. 2003. "Ethnic Enclaves and the Economic Success of Immigrants – Evidence from a Natural Experiment," *Quarterly Journal of Economics*, 118.

#### **E. Effects of Immigrants on Development in Home Economies**

Adams, Richard and John Page. 2003. "International Migration, Remittances and Poverty in Developing Countries," World Bank Policy Research Working Paper No. 3179.

\*Cox, Alejandra and Manuelita Ureta. 2003. "International Migration, Remittances, and Schooling: Evidence from El Salvador," *Journal of Development Economics*, 72(2): 429-62.

Borraz, Fernando. 2005. "Assessing the Impact of Remittances on Schooling: The Mexican Experience," Berkeley Electronic Press.

Gibson, John, David McKenzie and Halahingano Rohorua. 2006. "How Cost Elastic are Remittances? Estimates from Tongan Migrants in New Zealand," Mimeo.

Lopez Cordova, Ernesto. 2004. "Globalization, Migration and Development: The Role of Mexican Migrant Remittances," Mimeo.

Mansouri, Ghazala. 2006. "Migration, Sex Bias and Child Growth in Rural Pakistan," World Bank Working Paper No. 3946.

McKensie, David and Hillel Rapoport. 2008. "Network Effects and the Dynamics of Migration and Inequality: Theory and Evidence from Mexico," BREAD Working Paper No. 063.

Rappoport, Hillel and Francois Docquier. 2004. "The Economics of Migrants' Remittances," in L.A. Gerard-Varet, S.C. Kolm and J. Mercier Ythier, eds., *Handbook of the Economics of Reciprocity, Giving and Altruism*. Amsterdam: North Holland.

\*Yang, Dean. 2008. "International Migration, Remittances, and Household Investment: Evidence from Philippine Migrants' Exchange Rate Shocks," *Economic Journal*, 118: 591-630.

#### **IV. The Role of Institutions in the Labor Market**

##### **A. The Impact of Institutions on Inequality**

Blau, Francine, and Lawrence Kahn. 1996. "International Differences in Male Wage Inequality: Institutions versus Market Forces," *Journal of Political Economy*, 104(4): 791-836.

Card, David, Thomas Lemieux, and W. Riddell. 2003. "Unionization and Wage Inequality: A Comparative Study of the U.S., U.K., and Canada," NBER Working Paper No. 9473.

\*DiNardo, John; Nicole Fortin, and Thomas Lemieux. 1996. "Labor Market Institutions and the Distribution of Wages, 1973-1992: A Semiparametric Approach," *Econometrica*, 64(5): 1001-44.

Fortin, Nicole, and Thomas Lemieux. 1997. "Institutional Changes and Rising Inequality: is there a Linkage?," *Journal of Economic Perspectives*, 11(2): 75-96.

\*Lee, David. 1999. "Wage Inequality in the U.S. during the 1980's: Rising Dispersion or Falling Minimum Wage?," *Quarterly Journal of Economics*, 114: 977-1023.

##### **B. Institutions and Unemployment**

###### **1. Firing Costs and Temporary Contracts**

Angrist, Joshua and Daron Acemoglu. 2001. "Consequences of Employment Protection? The Case of the Americans with Disabilities Act," *Journal of Political Economy*, 109(5):915-957.

Autor, David. 2000. "Outsourcing at Will: Unjust Dismissal Doctrine and the Growth of Temporary Help Employment," *Journal of Labor Economics*, 21(1): 1-42.

\*Autor, David, William Kerr and Adriana Kugler. 2007. "Do Employment Protections Reduce Productivity? Evidence from U.S. States," *Economic Journal*, 117:F189-F217.

Bentolila, Samuel, and Giuseppe Bertola. 1990. "Firing Cost and Labor Demand: How Bad is Eurosclerosis?," *Review of Economic Studies*, 57(3): 381-402.

\*Bentolila, Samuel and Gilles Saint-Paul. "The Macroeconomic Impact of Flexible Labor Contracts, with an Application to Spain," *European Economic Review*, 36(5): 1013-1054.

Hopenhayn, Hugo and Richard Rogerson. 1993. "Job Turnover and Policy Evaluation: A General Equilibrium Analysis," *Journal of Political Economy*, 101(5): 915-938.

Kugler, Adriana. 1999. "The Impact of Firing Costs on Turnover and Unemployment: Evidence from the Colombian Labour Market Reform," *International Tax and Public Finance Journal*, 6(3): 389-411.

\*Kugler, Adriana and Giovanni Pica. 2008. "Effects of Employment Protection on Job and Worker Flows: Evidence from the 1990 Italian Reform," *Labour Economics*, 15(1): 78-95.

\*Kugler, Adriana and Gilles Saint-Paul. 2003. "How do Firing Costs affect Worker Flows in a World with Adverse Selection," *Journal of Labor Economics*, 22(3): 553-584.

\*Lazear, Edward. 1990. "Job Security Provisions and Employment," *Quarterly Journal of Economics*, 105(3): 699-726.

## **2. Payroll Taxes**

\*Gruber, Jonathan. 1994. "The Incidence of Mandated Maternity Benefits," *American Economic Review*, 85(3): 622-641.

\*Gruber, Jonathan. 1997. "The Incidence of Payroll Taxation: Evidence from Chile," *Journal of Labor Economics*, 15(3): S72-S101.

\*Kugler, Adriana and Maurice Kugler. 2009. "Labor Market Effects of Payroll Taxes in Developing Countries: Evidence from Colombia," *Economic Development and Cultural Change*, 57(2): 335-358.

Lang, Kevin. 2001. "The Incidence of the Payroll Tax: A Test of Competing Models of Wage Determination," Mimeo.

### **3. Unemployment Benefits**

Acemoglu, Daron and Robert Shimer. "Efficient Unemployment Insurance," *Journal of Political Economy*, 107(5): 89-928.

Gruber, Jonathan. 1997. "The Consumption Smoothing Benefits of Unemployment Insurance," *American Economic Review*, 87(1): 192-205.

\*Hunt, Jennifer. 1995. "The Effect of Unemployment Compensation on Unemployment Duration in Germany," *Journal of Labor Economics*, 13(1): 88-120.

Katz, Lawrence and Bruce Meyer. 1990. "Unemployment Insurance, Recall Expectations and Unemployment Outcomes," *Quarterly Journal of Economics*, 105(4): 973-1002.

\*Meyer, Bruce. 1996. "What Have We Learned from the Illinois Reemployment Bonus Experiment?" *Journal of Labor Economics*, 11(1): 26-51.

Sargeant, Thomas and Lars Ljungqvist. 1998. "The European Unemployment Dilemma," *Journal of Political Economy*, 106(3): 514-50.

### **4. Minimum Wages**

Abowd, John, Francis Kramarz, Thomas Lemieux, and David Margolis. 2000. "Minimum Wages and Youth Employment in France and the United States," in David Blanchflower and Richard Freeman, eds., *Youth Employment and Joblessness in Advanced Countries*. Cambridge, Mass.: NBER.

Card, David. 1992. "Do Minimum Wages Reduce Employment? A Case Study of California 1987-89," *Industrial and Labor Relations Review*, 46(1): 38-54.

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

Dolado, J.J., F. Kramarz, S. Machin, A. Manning, D. Margolis, and C. Teulings. 1996. "Minimum Wages: the European Experience," *Economic Policy*, 0(23): 317-357.

\*Neumark, David and William Wascher. 1992. "Employment Effects of Minimum and Subminimum Wages: Panel Data on State Minimum Wage Laws," *Industrial and Labor Relations Review*, 46(1): 55-81.