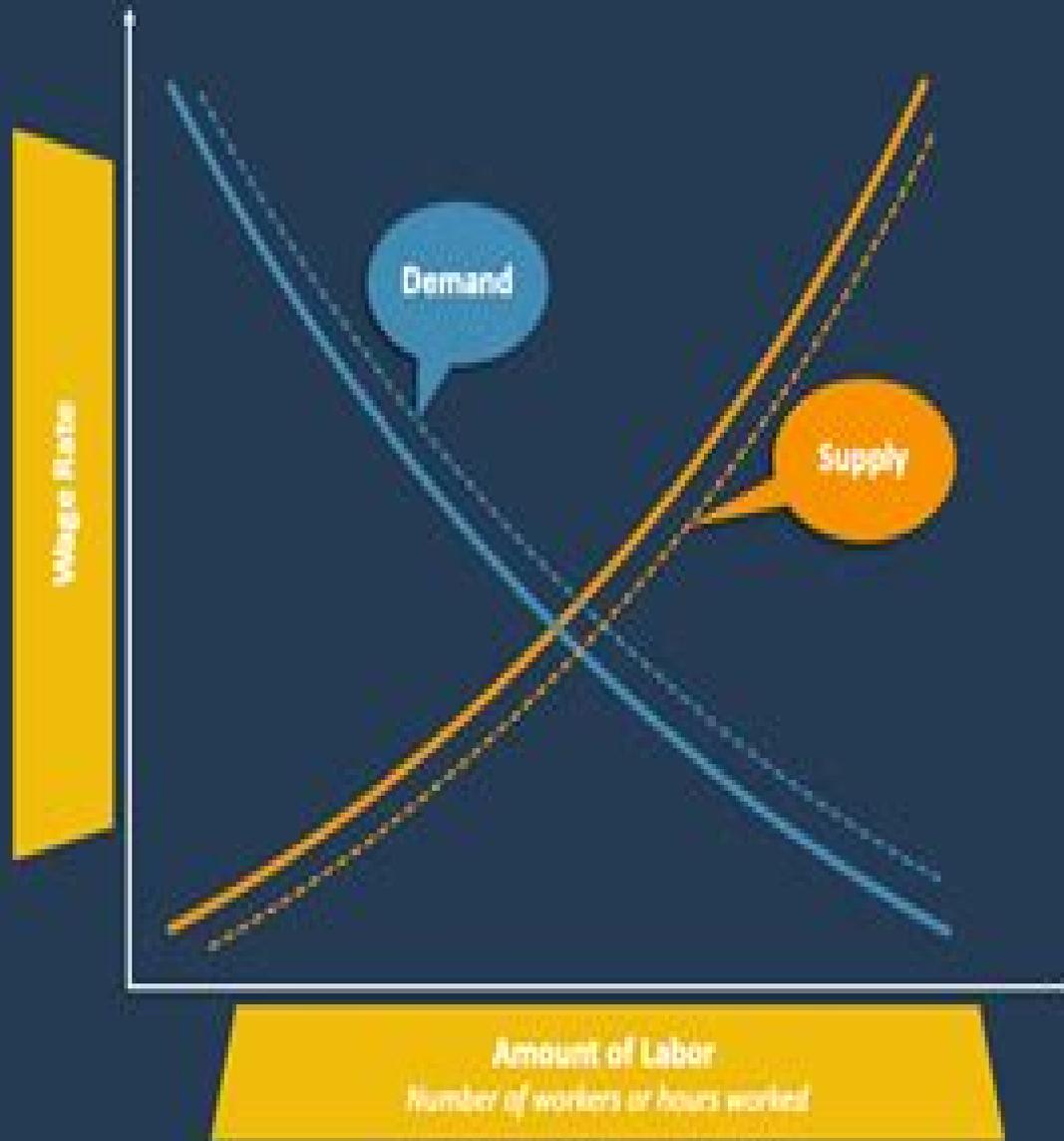


LABOR MARKET ANALYSIS



Essays In Labor Market Analysis

Richard Barry Freeman



Essays In Labor Market Analysis:

Essays in Labor Market Analysis Orley Ashenfelter, Wallace E. Oates, 1977 **Three Essays in Labor Market Analysis** Patrick M. Kline, 2007 Essays on Job Search Theory and Labor Market Analysis Tara Vishwanath, 1985 Labor Markets and Wage Determination Clark Kerr, 2023-11-15 *Essays on Labor Economics, Dynamic Decision Making and the Role of Gender* Boryana Antonova Ilieva, 2023* Englische Version

The topic of this thesis is the heterogeneity in labor market outcomes over the life cycle and across gender. The thesis comprises three independent research papers. Chapters 2-4 which focus on complementary aspects of the overarching research question: how do employment choices determine earnings and what role does the gender component play. Chapter 1 introduces the topic of wage and gender gaps and how these stand related to employment choices. Chapter 2 analyzes data from the German Socio Economic Panel and the Panel s Innovation Sample and investigates the role of biases in beliefs. It relates misperceptions about the labor market remuneration of years spent working part time to the women s propensity to engage in part time employment and the consequent earnings losses. Chapter 3 adds the dimension of career development. It posits that part time penalties in experience accumulation decrease the chances of being promoted and that promotions are important sources of wage growth. In sum, the analysis shows that part time wage penalties have two key components: hampered career progression to higher paying career levels and stagnating wage growth regardless of career level. The final chapter adds to the discussion on solutions to a longstanding challenge in empirical labor economics: posed by the selection bias in wages observed by econometricians. It contributes a novel non-parametric estimator of the selection-free cumulative distribution wage function. This chapter leverages administrative data records from Germany to show how the estimator can be applied in estimating a selection-corrected distribution of gender wage gaps.

Labour Markets in Action Richard Barry Freeman, 1989 *Essays on Labor Markets* Sayoudh Roy, 2021

This thesis is a collection of three chapters that study various aspects of the labor force. The first two chapters study how labor markets respond to aggregate influences when labor market frictions interact with other market features and a third chapter that evaluates the impact of heterogeneity in households on interest rates. In the first two chapters, I focus on how the post-recession recovery of labor market variables is affected by imperfections in the market. The first chapter investigates the role of on-the-job search in the recovery process of employment and how labor market power can suppress wages and incentivize against on-the-job search. Labor Market power allows a small number of firms to influence wages and employment in the market and the suppression of wages persuades workers against expending costly search effort. The second chapter focuses on how the presence of financial frictions can affect the response of labor market variables in a frictional labor market. When bank liquidity is constrained in the event of a downturn affecting the amount of loans available to firms, firms are unable to purchase the capital input they require to complement labor. This results in firms posting fewer vacancies and a lower matching rate for workers which hinders the recovery of employment. The third chapter

introduces discount rate heterogeneity in Huggett 1993 and Aiyagari 1994 and evaluates the impact on interest rates

Essays on Labor Market Changes and Individual Outcomes in Developing Countries Rashesh Shrestha, 2016 This dissertation is comprised of three self contained empirical chapters each exploring how individuals in developing countries navigate their labor markets In my first chapter I study the impact of a migration boom on investment in education by Nepalese youths I find that opportunities to migrate have had a negative impact on attainment of education which calls attention of policy makers to design programs that incentive schooling In the second chapter I study the value of political connections to labor market outcomes I find evidence of additional human capital investment and improved labor market outcomes due to political connections In the third chapter I compare the earnings growth of individuals in Indonesia who remained in formal employment salaried workers employed in firms with five or more workers and those who switched into non formal jobs The research indicates that slow job creation had a significant impact on the welfare displaced workers Each of these chapters deals with an aspect of the labor market that is common across many developing countries Changing economic incentives political contexts and globalization all contribute to individual decisions and outcomes that have consequences for welfare in poor countries By better understanding the relationship between the characteristics of the labor markets and individual decisions and outcomes we can hope to develop policies that maximize the ability of developing countries labor markets to facilitate the process of economic development

Essays on Labor Market Dynamics Using the Survey of Income and Living Conditions Esra Öztürk, 2023 *Essays on Labor Market Reforms and Health Economics* Selidji Caroline Tossou, 2025 This dissertation consists of two chapters that examine how policy reforms shape labor market outcomes and child well being with a focus on institutional settings common in low income countries The first chapter investigates the effects of Benin s 2017 labor market reform which reduced dismissal costs and allowed the indefinite renewal of short term contracts Using harmonized labor force survey data and a two way fixed effects strategy with neighboring West African countries as controls the analysis estimates the reform s impact on employment structure contract type job tenure and wages The results show that the reform increased formal sector employment by 2.6 percentage points and reduced informal employment by 2.8 percentage points representing a meaningful reallocation of labor in a context of high informality It also led to greater use of permanent contracts higher formal sector wages and modest reductions in job tenure particularly for short term contract workers These findings suggest that reducing firing costs can expand access to formal employment and raise earnings even in the absence of net job creation The second chapter coauthored with Lawrence Berger Christine Durrance and Jessica Pac examines the effects of in person schooling during the COVID 19 pandemic on child safety in Wisconsin Using linked administrative data on child protective services CPS reports and Medicaid claims the study employs event study and difference in differences models to estimate the impact of school reopenings Results show that CPS reports particularly from educators increased following the return to in person instruction

and diagnoses of child injuries rose as well. These findings reflect both enhanced surveillance and potential changes in underlying risk exposure. Together, these chapters provide new evidence on how policy interventions influence economic and social outcomes in settings with limited institutional capacity. The results have implications for labor market regulation and child protection policy in both developing and developed contexts.

Three Essays in Labor Economics: A Study of the Modern Urban Labor Market in China Qian Sun, 2019. This thesis is composed of three studies that examine three different aspects of the modern urban labor market in China: State-owned Enterprises (SOE) wage premium, employment, and labor mobility and public sector reforms. The first chapter studies the SOE wage premium in the period 1995–2013. It uses the latest data and methods to estimate the premium. Evidence suggests that SOE wage premium has diminished and become insignificant since the late 1990s, and estimates in previous research are biased. The second chapter studies the employment and mobility patterns in the period 2010–2014. Evidence reveals significant heterogeneity in employment and mobility outcomes between demographic and educational groups. The last chapter studies the economic consequences of counterfactual public sector policies. It rationalizes the observed data pattern in a job search framework and quantifies the effects of counterfactual employment and wage policies in the public sector on unemployment and labor income distribution in the urban areas. Simulation results suggest that changing public sector employment rules has a smaller effect on unemployment than changing public sector wage rules.

Essays on Labor Market Inequality Conrad Miller (Ph. D.), Massachusetts Institute of Technology, Department of Economics, 2014. This thesis consists of three chapters on aspects of labor market inequality. In chapter 1, I estimate the dynamic effects of federal affirmative action regulation, exploiting variation in the timing of regulation and deregulation across work establishments. I find that affirmative action sharply increases the black share of employees, with the share continuing to increase over time. Five years after an establishment is first regulated, its black share of employees increased by an average of 0.8 percentage points. Strikingly, the black share continues to grow even after an establishment is deregulated. Building on the canonical Phelps (1972) model of statistical discrimination, I argue that this persistence is in part driven by affirmative action inducing employers to increase the precision with which they screen potential employees. I then provide supporting evidence. In chapter 2, I study the spatial mismatch hypothesis, which proposes that job suburbanization isolates blacks from work opportunities and depresses black employment. Using synthetic panel methods and variation across metropolitan areas from 1970 to 2000, I find that for every 10% decline in the fraction of metropolitan area jobs located in the central city, black employment earnings declined by 1.42%, 1.12%, and 3% relative to white employment earnings. This relationship is driven primarily by job suburbanization that occurred during the 1970s. To address the potential endogeneity of suburbanization, I exploit exogenous variation in highway construction and find that highways cause job suburbanization and declines in black relative employment in a manner consistent with spatial mismatch. In chapter 3, joint work with Isaiah Andrews, we analyze the effect of heterogeneity on the widely used analyses of Baily (1978) and Chetty (2006) for optimal social

insurance The basic Baily Chetty formula is robust to heterogeneity along many dimensions but requires that risk aversion be homogeneous We extend the Baily Chetty framework to allow for arbitrary heterogeneity across agents particularly in risk preferences We find that heterogeneity in risk aversion affects welfare analysis through the covariance of risk aversion and consumption drops which measures the extent to which larger risks are borne by more risk tolerant workers Calibrations suggest that this covariance effect may be large Essays in Labour Market Analysis. in Memory of Wallace E. Oates,1977

Essays on Labor Markets, Monetary Policy, and Uncertainty Neil Ware White (IV),2018 This dissertation examines the impacts on the labor market of monetary policy and macroeconomic uncertainty The first chapter examines how monetary policy shocks in the U S affect the flows of workers among three labor market categories employment unemployment and non participation and assesses each flow s relative importance to changes in labor market stock variables like the unemployment rate I find that job loss accounts for the largest portion of monetary policy s effect on labor markets I develop a New Keynesian model that incorporates these channels and show how a central bank can achieve welfare gains from targeting job loss rather than output in an otherwise standard Taylor rule The second chapter examines the role of monetary policy in job polarization I argue that contractionary monetary policy has accelerated the decline of employment in routine occupations which largely affected workers with a high school degree but no college In part by disproportionately affecting industries with high shares of routine occupations contractionary monetary policy shocks lead to large and persistent shifts away from routine employment Expansionary shocks on the other hand have little effect on these industries Indeed monetary policy s effect on overall employment is concentrated in routine jobs These results highlight monetary policy s role in generating fluctuations not only in the level of employment but also the composition of employment across occupations and industries The third chapter introduces new direct measures of uncertainty derived from the Michigan Survey of Consumers The series underlying these new measures are more strongly correlated with economic activity than many other series that are the basis for uncertainty proxies The survey also facilitates comparison with response dispersion or disagreement a commonly used proxy for uncertainty in the literature Dispersion measures have low or negative correlation with direct measures of uncertainty and often have causal effects of opposite sign suggesting that they are poor proxies for uncertainty For the measures based on series most closely correlated with economic activity positive uncertainty shocks are mildly expansionary This result is robust across identification and estimation strategies and is consistent with growth options theories of the effects of uncertainty **Essays on Labor Market Institutions, Growth and Gender**

Inequality Farzana Munir,2017 The present dissertation aims to describe three essays related to labor market institutions growth and gender inequality Essay 1 addresses the impact of labor market institutions on economic growth Using a quantitative study and considering the time and country specific characteristics I analyzed the role of labor market institutions in conventional growth models framework by controlling state and policy variables Growth is found to be strongly

but negatively determined by labor tax rate while weakly but positively by degree of centralization benefit replacement rate and union density Moreover analysis of interactions between labor market institutions are found to be crucial for policy concerns The findings also suggest that more important is to consider how these taxes are being used Essay 2 aims to explain that whether growth or sectoral growth can have impact on womens welfare Complex relationship is observed based on type of countries and type and pattern of growth Fertility is found to be a potential channel linking growth with womens welfare Based on the separate analysis for OECD and non OECD countries it is suggested that growth does not automatically enhance womens welfare So when dealing with growth strategies it is necessary to ensure that women benefit equally likely men from growth or sectoral growth It is also suggested that along with growth pattern cultural norms and peoples mindset could be important determinant for womens welfare Essay 3 tests the prevailing theme of gender inequality related to test score performance In some societies it is considered that males performed better in math and females in verbal abilities and that this is natural The aim is to look for the role of gender itself and other environmental factors in impacting students performance at the end of compulsory education in math reading and math sub scale domains Analysis at this stage is important because it can have its impact in future selection of educational fields and careers Analysis of test score performance shows that gender indeed impacts as plain gender gap is found even after controlling for other environmental factors However it is found that there is a possibility to mitigate this gap through environmental factors where schooling or institutional impact is found to have a substantial impact Among other environmental factors role of highly educated mothers full time working mothers public schools more proportion of fully certified teachers and improvement in role of females are proved to be decisive in improving females test performances in both reading and math

Essays in Empirical Labor Economics Shahriar Sadighi, 2017 My dissertation consists of three essays in empirical labor economics which are self contained and can be read independently of the others The first essay coauthored with Professor Modestino measures mismatch unemployment in US economy in the post recession era and explores the heterogeneity among educational groupings The second essay estimates the changing effects of cognitive ability on wage determination of college bound and non college bound young adults between 1980s and 2000s The third essay coauthored with Professor Dickens examines the impact of measurement error in survey data on identifying the extent of downward nominal wage rigidity in US economy

Essay I No Longer Qualified Changes in the Supply and Demand for Skills within Occupations In this study we extend the framework developed by Sahin et al 2014 to measure mismatch unemployment since the end of the Great Recession and explore the heterogeneity among educational groupings Our findings indicate that mismatch across two digit industries and two digit occupations explain around 17 20 percent of the recent recovery in the US unemployment rate since 2010 We also capture movements in employer education requirements over time using a novel database of 87 million online job posting aggregated by Burning Glass Technologies and further show that mismatch is not only greater in magnitude for high skill

occupations but also is more persistent over the course of the recent labor market recovery possible accounting for the shift rightward that has been observed in the aggregate Beveridge Curve by other researchers Furthermore we shed light on at least one of the potential causes of mismatch on the demand side providing evidence that labor demand shifts among high skilled occupation groups exhibit a permanent increase in the share of employers requiring a Bachelor s degree as well as other baseline specialized and software skills listed on job postings suggesting a role for structural shifts associated with changes in technology or capital investment Our results demonstrate that equilibrium models where unemployed workers accumulate specific human capital and in equilibrium make explicit mobility decisions across distinct labor markets can mean that workers are chasing a moving target at least among high skilled occupations Furthermore our findings inform debates focused on workforce development strategies and related educational policies where decision making could benefit from the use of real time labor market information on employer demands to provide guidance for both job placement as well as program development

Essay II The Changing Impacts of Cognitive Ability on Determining Earnings of College Bound and Non College Bound Young Adults Using data on young adults from the 1979 and 1997 National Longitudinal Survey of Youth I investigate the changing impact of cognitive ability as captured by performance on AFQT tests on wage determination of college bound and non college bound young adults My findings indicate that cognitive ability plays a substantially diminished role for the most recent cohort and its impact on wage determination has undergone a drastic change between 1980s and 2000s My results tend to corroborate the findings of previous studies which emphasize the lifecycle path of technological development from adoption to maturation and trace back the labor market outcomes observed over these periods to pre and post 2000 patterns in technology investment and its consequent boom and bust cycles in the demand for cognitive skills

Essay III Measurement Error in Survey Data and its Impact on Identifying the Extent of Downward Nominal Wage Rigidity In this study we employ data drawn from the 1996 2001 2004 and 2008 panels of the SIPP which cover the years 1996 2013 to assess the effectiveness of dependent interviewing at reducing bias in the estimates of the extent of downward nominal wage rigidity in the US economy In the 2004 and 2008 panels of the SIPP dependent interviewing was used much more extensively than in the past This questioning method by focusing on changes rather than levels of wages and using responses from prior interviews to query apparent inconsistencies over time reduces the incidence of reporting and measurement errors Our change in wage distributions derived from SIPP 2004 and 2008 panels exhibit remarkably larger zero spikes and asymmetries vis vis those derived from 1996 and 2001 panels before dependent interviewing was used These results are consistent with the findings of previous studies that used payroll data or statistical techniques to correct for reporting error We apply one such technique to the SIPP panels before and after the introduction of dependent interviewing In the pre 2004 panels the correction is large and results in a distribution that closely resembles the uncorrected distributions of the 2004 panel When the correction is applied to the 2004 panel no evidence of errors is found

Three Essays on Labor Market

Dynamics in Brazil Laura Connolly, 2018 In the first essay we use linked employer employee data for the formal labor market in Brazil to examine the relative importance of firm age and firm size for job creation and destruction in Brazil We find that firm age is a more important determinant of job creation in Brazil than is firm size young firms and firm start ups create a relatively high number of jobs in Brazil We also find that young firms are more likely to exit the market and have higher levels of employment volatility We therefore condition the job creation analysis on job stability and find that young firms and large firms create most of the stable jobs in Brazil In the second essay I analyze the impact of a trade shock on gender specific local labor market outcomes in Brazil I use an instrumental variable approach and linked employer employee data to estimate the effect of both increased imports from China and exports to China on labor market outcomes in Brazil Exports to China increase female employment growth in both the traded sector and the non traded sector Increased trade with China also increases female wage growth in both sectors however this does not translate to any improvements in the average wage ratio In the third and final essay we analyze the effect of the China trade shock on labor market reallocation and migration in Brazil Microregions more exposed to exports to China experienced higher migration rates but those more exposed to imports from China experienced lower migration rates Additionally workers employed in microregions more exposed to increased imports are 1 less likely to transition from the traded sector to nonemployment but 2 more likely to transition from nonemployment to the nontraded sector However we do not find many significant effects of export exposure on labor reallocation across industries or nonemployment

Three Essays on the Labor Market for Nonphysician Clinicians

Timothy Tyler Brown, 1999 *Research and Development Projects* United States. Employment and Training Administration, 1976 *Labor Markets and Wage Determination* Clark Kerr, 1977-01-01 USA Compilation of essays on labour market analysis and wage determination after 1946 discusses the disaggregation of the labour market effects of trade unionism on wage determination and income distribution the impact of wage policy restraints on labour relations etc
References and statistical tables

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