

# **Discrimination: Theory, Measurement, Applications and Policy (6 hours)**

Daniel S. Hamermesh

University of Texas at Austin and Royal Holloway University London

Please read as much as possible, but surely the **boldfaced** items.

## **I. Theory**

**Joseph Altonji and Rebecca Blank, "Race and Gender in the Labor Market," *Handbook of Labor Economics*, Vol. 3, 1999, pp. 3164-80.**

Roland Fryer and Matthew Jackson, "A Categorical Theory of Cognition and Biased Decision Making," *B.E. Journal of Theoretical Economics*, 2008, pp.1-14, 24-31.

[Kerwin Charles and Jonathan Guryan, "An Empirical Assessment of Becker's 'The Economics of Discrimination'," \*Journal of Political Economy\*, 2008.](#)

[Stephen Donald and Daniel Hamermesh, "What Is Discrimination?" \*American Economic Review\*, 2006.](#)

[George Johnson and Gary Solon, "Estimates of the Direct Effects of Comparable Worth Policies," \*American Economic Review\*, 1986.](#)

[Sandra Black and Phillip Strahan, "The Division of Spoils," \*American Economic Review\*, 2001.](#)

## **II. Measuring Discrimination**

**Altonji and Blank, pp. 3146-63.**

[Christopher Parsons, Johan Sulaeman, Michael Yates, and Daniel Hamermesh, "Strike Three," \*American Economic Review\*, 2011.](#)

Jan Feld, Nicolás Salamanca and Daniel Hamermesh, "Endophilia or Exophobia: Beyond Discrimination," unpublished paper, University of Texas, 2012.

[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\*, 2004](#)

## **III. Applications, and Patterns of Discrimination**

[Francine Blau and Lawrence Kahn, "The U.S. Gender Pay Gap in the 1990s," \*Industrial and Labor Relations Review\*, 2006.](#)

[Robert McNabb and Victoria Wass, "Male-Female Earnings Differentials Among Lawyers in Britain: A Legacy of the Law or a Current Practice?" \*Labour Economics\*, 2006.](#)

[Ana Rute Cardoso and Rudolf Winter-Ebmer, "Female-Led firms and Gender Wage Policies," \*Industrial and Labor Relations Review\*, 2010.](#)

[Claudia Olivetti and Barbara Petrongolo, "Unequal Pay or Unequal Employment?" \*Journal of Labor Economics\*, 2008.](#)

[Robert Elliott and Joanne Lindley, "Immigrant Wage Differentials, Ethnicity and Occupational Segregation," \*Journal of the Royal Statistical Society \(A\)\*, 2008.](#)

[Daniel Hamermesh and Jeff Biddle, "Beauty and the Labor Market," \*American Economic Review\*, 1994.](#)

[John Cawley, "The Impact of Obesity on Wages," \*Journal of Human Resources\*, 2004.](#)

[Reza Arabsheibani, Alan Marin and Jonathan Wadsworth, "Gays' Pay in the UK," \*Economica\*, 2005.](#)

#### **IV. Policy**

[Stephen Coate and Glenn Loury, "Will Affirmative Action Policies Eliminate Negative Stereotypes?" \*American Economic Review\*, 1993](#)

[Manuel Bagués and Berta Esteve-Volart, "Can Gender Parity Break the Glass Ceiling? Evidence from a Repeated Randomized Experiment," \*Review of Economic Studies\*, 2010.](#)