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Labor Economics

(Fifth Edition)

George J. Borjas

# 劳动经济学

(第5版)

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Dongbei University of Finance & Economics Press



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〔美〕 乔治·J. 鲍哈斯 著



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George J. Borjas

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# 出版者的话

当前,在教育部的大力倡导下,财经和管理类专业的双语教学在我国各大高校已经逐步开展起来。一些双语教学开展较早的院校积累了丰富的经验,同时也发现了教学过程中存在的一些问题,尤其对教材提出了更高的要求;一些尚未进入这一领域的院校,也在不断探索适于自身的教学方式和方法以及适用的教材,以期时机成熟时加入双语教学的行列。总之,对各类院校而言,能否找到“适用”的教材都成为双语教学成功与否的关键因素之一。

然而,国外原版教材为国外教学量身定做的一些特点,如普遍篇幅较大、侧重于描述性讲解、辅助材料(如习题、案例、延伸阅读材料等)繁杂,尤其是许多内容针对性太强,与所在国的法律结构和经济、文化背景结合过于紧密等,却显然不适于国内教学采用,并成为制约国内双语教学开展的重要原因。因此,对国外原版教材进行本土化的精简改编,使之变成更加“适用”的双语教材,已然迫在眉睫。

东北财经大学出版社作为国内较早涉足引进版教材的一家专业出版社,秉承自己一贯服务于财经教学的宗旨,总结自身多年的出版经验,同麦格劳—希尔教育出版公司、培生教育出版集团和圣智出版集团等国外著名出版公司通力合作,在国内再次领先推出了会计、工商管理、经济学等专业的“高等院校双语教学适用教材”。这套丛书的出版经过了长时间的酝酿和筛选,编选人员本着“品质优先、首推名作”的选题原则,既考虑了目前我国财经教育的现状,也考虑了我国财经高等教育所具有的学科特点和需求指向,在教材的遴选、改编和出版上突出了以下一些特点:

- 优选权威的最新版本。入选改编的教材是在国际上多次再版的经典之作的最新版本,其中有些教材的以前版本已在国内部分高校中进行了试用,获得了一致的好评。
- 改编后的教材在保持英文原版教材特色的基础上,力求内容精要,逻辑严密,适合中国的双语教学。选择的改编人员既熟悉原版教材内容,又具有本书或本门课程双语教学的经验。
- 改编后的教材配有丰富的辅助教学支持资源,教师可在网上免费获取。
- 改编后的教材篇幅合理,符合国内教学的课时要求,价格相对较低。

本套教材是在双语教学教材出版方面的一次新的尝试。我们在选书、改编及出版的过程中得到了国内许多高校的专家、教师的支持和指导,在此深表谢意,也期待广大读者提出宝贵的意见和建议。

尽管我们在改编的过程中已加以注意,但由于各教材的作者所处的政治、经济和文化背景不同,书中的内容仍可能有不妥之处,望读者在阅读中注意比较和甄别。

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# About the Author

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## George J. Borjas

George J. Borjas is the Robert W. Scrivner Professor of Economics and Social Policy at the John F. Kennedy School of Government, Harvard University. He is also a research associate at the National Bureau of Economic Research. Professor Borjas received his Ph.D. in economics from Columbia University in 1975.

Professor Borjas has written extensively on labor market issues. He is the author of several books, including *Wage Policy in the Federal Bureaucracy* (American Enterprise Institute, 1980), *Friends or Strangers: The Impact of Immigrants on the U.S. Economy* (Basic Books, 1990), and *Heaven's Door: Immigration Policy and the American Economy* (Princeton University Press, 1999). He has published over 125 articles in books and scholarly journals, including the *American Economic Review*, the *Journal of Political Economy*, and the *Quarterly Journal of Economics*.

In 1998, Professor Borjas was elected a fellow of the Econometric Society. In 2004, Professor Borjas was elected a fellow of the Society of Labor Economists. He was an editor of the *Review of Economics and Statistics* from 1998 to 2006. He also has served as a member of the Advisory Panel in Economics at the National Science Foundation and has testified frequently before congressional committees and government commissions.

# Preface to the Fifth Edition

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The original motivation for writing *Labor Economics* grew out of my years of teaching labor economics to undergraduates. After trying out many of the textbooks in the market, it seemed to me that students were not being exposed to what the essence of labor economics was about: to try to *understand* how labor markets work. As a result, I felt that students did not really grasp *why* some persons choose to work, while other persons withdraw from the labor market; *why* some firms expand their employment at the same time that other firms are laying off workers; or *why* earnings are distributed unequally in most societies.

The key difference between *Labor Economics* and competing textbooks lies in its philosophy. I believe that knowing the *story* of how labor markets work is, in the end, more important than showing off our skills at constructing elegant models of the labor market or remembering hundreds of statistics and institutional details summarizing labor market conditions at a particular point in time.

I doubt that many students will (or should!) remember the mechanics of deriving a labor supply curve or the way that the unemployment rate is officially calculated 10 or 20 years after they leave college. However, if students could remember the *story* of the way the labor market works—and, in particular, that workers and firms respond to changing incentives by altering the amount of labor they supply or demand—the students would be much better prepared to make informed opinions about the many proposed government policies that can have a dramatic impact on labor market opportunities, such as a “workfare” program requiring that welfare recipients work or a payroll tax assessed on employers to fund a national health care program or a guest worker program that grants tens of thousands of entry visas to high-skill workers. The exposition in this book, therefore, stresses the *ideas* that labor economists use to understand how the labor market works.

The book also makes extensive use of labor market statistics and reports evidence obtained from hundreds of research studies. These data summarize the stylized facts that a good theory of the labor market should be able to explain, as well as help shape our thinking about the way the labor market works. The main objective of the book, therefore, is to survey the field of labor economics with an emphasis on *both* theory and facts. The book relies much more heavily on “the economic way of thinking” than competing textbooks. I believe this approach gives a much better understanding of labor economics than an approach that minimizes the story-telling aspects of economic theory.

## Requirements

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The book uses economic analysis throughout. *All* of the theoretical tools are introduced and explained in the text. As a result, the only prerequisite is that the student has some familiarity with the basics of microeconomics, particularly supply and demand curves. The exposure acquired in the typical introductory economics class more than satisfies this prerequisite. All other concepts (such as indifference curves, budget lines, production functions, and isoquants) are motivated, defined, and explained as they appear in our story. The book does not make use of any mathematical skills beyond those taught in high school algebra (particularly the notion of a slope).

Labor economists also make extensive use of econometric analysis in their research. Although the discussion in this book does not require any prior exposure to econometrics, the student will get a much better “feel” for the research findings if they know a little about how labor economists manipulate data to reach their conclusions. The appendix to Chapter 1 provides a simple (and very brief) introduction to econometrics and allows the student to visualize how labor economists conclude, for instance, that wealth reduces labor supply, or that schooling increases earnings. Additional econometric concepts widely used in labor economics—such as the difference-in-differences estimator or instrumental variables—are introduced in the context of policy-relevant examples throughout the text.

## Changes in the Fifth Edition

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To many users, the most obvious change in the Fifth Edition will be the reorganization of the material on labor supply. I have received many requests to place all of the key material on labor supply—which used to stretch across two chapters in earlier editions—in one place. Chapter 2 of this new edition presents the basic theory of labor supply, including both the labor-leisure decision at a point in time as well as the decision of how a person allocates his or her time over time. The new chapter on labor supply also includes the discussion of the determinants of fertility, a key variable that determines the size of the workforce in the long run. In order to keep the labor supply discussion at a tractable length (and in keeping with my philosophy that textbooks are not meant to be encyclopedias), the presentation of some of the material has been tightened and shortened. Finally, the material on household production has been moved to the chapter on labor market discrimination, where specialization in the household and market sectors may play an important role in helping us understand the source of gender wage differentials.

In addition to this reorganization, the Fifth Edition expands on the traditions established in earlier editions. In particular, the text continues to add detailed policy applications in labor economics and to use the evidence reported in state-of-the-art research articles to illustrate the many uses of modern labor economics. Similarly, the text makes frequent use of such econometric tools as the difference-in-differences estimator and instrumental variables—tools that are central in modern research in labor economics.

Among the specific applications included in the Fifth Edition are

1. Several new “Theory at Work” boxes. The sidebars now include a discussion of the impact of the military deployment of parents on the human capital of children; the importance of nature and nurture in determining intergenerational correlations in skills; the impact of the terrorist attacks of 9/11 on the earnings of Arabs and Muslims employed in the United States; the impact of court-ordered affirmative action quotas on the racial composition of newly hired police in the affected municipalities; the increasing importance of occupational licensing in the U.S. labor market; and the role of gender differences in labor market competition.
2. An application of the theory of mandated benefits to health insurance.
3. A discussion of the labor market impact of employer sanctions that can be imposed when a firm hires unauthorized workers.
4. An updating of the material on immigration, including an analysis of labor flows into and out of Puerto Rico.

5. A new section discussing how labor markets adjust to the costly disruption caused by severe hurricanes.
6. An extension of the theory of compensating differentials to examine why different firms choose to offer different wage-amenities packages to their workers.
7. A discussion of how the outcomes of union representation elections influence the stock market value of firms.

As in the previous edition, each chapter contains “Web Links,” guiding students to Web sites that provide additional data or policy discussions. There is an updated list of “Selected Readings” that includes both standard references in a particular area and recent applications. Finally, there are now about 14 problems per chapter.

## Organization of the Book

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The instructor will find that this book is much shorter than competing labor economics textbooks. The book contains an introductory chapter, plus 11 substantive chapters. If the instructor wished to cover all of the material, each chapter could serve as the basis for about a week’s worth of lectures in a typical undergraduate semester course. Despite the book’s brevity, the instructor will find that all of the key topics in labor economics are covered. The discussion, however, is kept to essentials as I have tried very hard not to deviate into tangential material, or into 10-page-long ruminations on my pet topics.

Chapter 1 presents a brief introduction that exposes the student to the concepts of labor supply, labor demand, and equilibrium. The chapter uses the “real-world” example of the Alaskan labor market during the construction of the oil pipeline to introduce these concepts. In addition, the chapter shows how labor economists contrast the theory with the evidence, as well as discusses the limits of the insights provided by both the theory and the data. The example used to introduce the student to regression analysis is drawn from “real-world” data—and looks at the link between differences in mean wages across occupations and differences in educational attainment as well as the “female-ness” of occupations.

The book begins the detailed analysis of the labor market with a detailed study of labor supply and labor demand. Chapter 2 examines the factors that determine whether a person chooses to work and, if so, how much, while Chapter 3 examines the factors that determine how many workers a firm wants to hire. Chapter 4 puts together the supply decisions of workers with the demand decisions of employers and shows how the labor market “balances out” the conflicting interests of the two parties.

The remainder of the book extends and generalizes the basic supply-demand framework. Chapter 5 stresses that jobs differ in their characteristics, so that jobs with unpleasant working conditions may have to offer higher wages in order to attract workers. Chapter 6 stresses that workers are different because they differ either in their educational attainment or in the amount of on-the-job training they acquire. These human capital investments help determine the economy’s wage distribution. Chapter 7 discusses how changes in the rate of return to skills in the 1980s and 1990s changed the wage distribution in many industrialized economies, particularly in the United States. Chapter 8 describes a key mechanism that allows the labor market to balance out the interests of workers and firms, namely labor turnover and migration.



The final section of the book discusses a number of distortions and imperfections in labor markets. Chapter 9 analyzes how labor market discrimination affects the earnings and employment opportunities of minority workers and women. Chapter 10 discusses how labor unions affect the relationship between the firm and the worker. Chapter 11 notes that employers often find it difficult to monitor the activities of their workers, so that the workers will often want to “shirk” on the job. The chapter discusses how different types of pay incentive systems arise to discourage workers from misbehaving. Finally, Chapter 12 discusses why unemployment can exist and persist in labor markets.

The text uses a number of pedagogical devices designed to deepen the student’s understanding of labor economics. A chapter typically begins by presenting a number of stylized facts about the labor market, such as wage differentials between blacks and whites or between men and women. The chapter then presents the story that labor economists have developed to understand why these facts are observed in the labor market. Finally, the chapter extends and applies the theory to related labor market phenomena. Each chapter typically contains at least one lengthy application of the material to a major policy issue, as well as several boxed examples showing the “Theory at Work.”

The end-of-chapter material also contains a number of student-friendly devices. There is a chapter summary describing briefly the main lessons of the chapter; a “Key Concepts” section listing the major concepts introduced in the chapter (when a key concept makes its first appearance, it appears in **boldface**). Each chapter includes “Review Questions” that the student can use to review the major theoretical and empirical issues, a set of 14 problems that test the students’ understanding of the material, as well as a list of “Selected Readings” to guide interested students to many of the standard references in a particular area of study. Each chapter then ends with “Web Links,” listing Web sites that can provide more detailed information about particular issues.

The supplementary material for the textbook includes a Web site that contains much of the material that students would ordinarily find in a Study Guide ([www.mhhe.com/borjas5e](http://www.mhhe.com/borjas5e)), a *Solutions Manual* that gives detailed answers to all of the end-of-chapter problems, PowerPoint presentations that instructors can adapt and edit to fit their own lecture style and organization, a *Test Bank* that includes 30 multiple choice questions per chapter, and a digital image library. Instructors should contact their McGraw-Hill sales representative to obtain access to both the *Solutions Manual* and the PowerPoint presentation.

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