### Index

academic literature, inconclusiveness of 215–16  
productivity data 35  
wage discrimination studies 33  
access, employer surveys 75–6  
ACORN 234  
across-occupations wage gaps 23–4  
actual productivity 35–6  
*Adarand Constructors, Inc. v. Pena* 265  
adulthood onset of disability 130–31  
adverse impact, evidence of 265  
affirmative action policies 109–10  
efficiency and performance effects 274–7  
overview 261–6  
redistributive effects 272–4  
universities 263–5  
African American owned banks 243  
age as occupation qualification 191  
age discrimination  
ADEA enforcement 191–5  
atitudes and decision making 188–91  
detecting effects of 200–206  
disadvantageous position in 195–200  
overview 5  
Age Discrimination in Employment Act (1967) (ADEA)  
background 191–2  
claims 5  
EEOC claims 192–4  
effects of 1, 194–5  
age effects  
hiring 195–7, 202–3  
promotion 190, 197, 203–4, 205–6  
age segregation 196  
Americans with Disabilities Act (1990)  
119, 136, 177, 150  
Annual Survey of Manufacturers (ASM) 38  
anticipated disparities, credit/housing markets 222  
Area Wage Surveys, BLS 48  
Arrow’s theory 104–9  
arthritis 134, 138  
Asians 77–9, 81, 83–4, 85, 237–8  
Associates First Capital Corporation 235  
asymmetric-information literature, borrower-lender relations 240–41  
Atlanta 66, 67–8, 226, 227  
attitude studies 151–2, 166  
attitudes  
racial differences 84–7  
scales/rankings 120, 136–9, 148  
sexual deviation 167–8, 177  
similarity in 99–100  
auction games 102, 109–10  
audio computer-assisted self-interviews (ACASI) 164  
audit studies  
assessment of 34, 110–12, 133  
in credit/housing markets 220, 230–31, 236–9, 245  
in labour markets 201–4  
Austria, labor market 181–2  
auto credit market 224  
back ailments 138  
*Bakke v. University of California Regents* 264  
banking industry, reorganization of 232–3, 234  
bargaining games 103  
Becker model of discrimination 30–32, 44–7  
behavioral factors, credit/housing market discrimination 238–9  
behavioral foundations of discrimination 219–24  
Bénéfice Réels Normaux 53  
benefits provision, discrimination claims 54  
William M. Rodgers III - 9781847200150  
Downloaded from Elgar Online at 04/03/2019 09:35:38PM via free access
benign racial discrimination 216, 219–20
bisexuality
evidence of discrimination 176–7
female economic outcomes 170–71, 174–6
male economic outcomes 169–74, 175–6
bonding cost 205
British Labour Force Survey (BLFS) 135, 142, 143–4, 149
Brooklyn 69–70
Bureau of Labor Statistics (BLS) 48, 196
business directories 74, 75
business experience of raters 190–91
business necessity 253
California 172, 175, 240
Canada 181
cancer 138
candidate pools, definition of 265
cardiovascular disease 134
career development, older workers 190
case law 262–5
Census Bureau
Characteristics of Business
Ownership survey (1987) 231
data 48, 55, 63
Standard Statistical Establishment List (SSEL) 38, 48, 51
tracts 225–6
use in age discrimination studies 194
use in sexual discrimination studies 165, 166, 169, 172, 174–5, 179
Census of Manufacturers (CM) 38
Characteristics of Business Ownership survey (1987), Census Bureau 231
Chicago 56, 69, 226, 231, 236
childhood onset of disability 130
children
care of 178
of same-sex couples 175, 169
Citicorp 235
City of Richmond v. J.A. Croson Co. 264
Civil Rights Act 1866 217
(1964) 191, 192, 194, 217, 260, 261–8
(1991) 6, 244, 263
claims, discrimination 192–4, 270
class discrimination 69–70
classroom discussions 98, 106
experiments 98, 108–9
Cleveland 67
Cline v. General Dynamics Land Systems, Inc. 192, 200
Code of Federal Regulations 262
cognitive busyness 190
cognitive functions/ limitations 129, 147, 152
collateral, loans 233–5
college admissions tests 130
Columbia 167
Community Reinvestment Act (CRA) 1977 219, 225, 231, 244, 245
competition, effects on discrimination 44–7
competitive process 109
Comptroller of the Currency 245, 246
Congress 216, 235
Connecticut 167
Constitution 6, 244
5th Amendment 265
14th Amendment 217, 264–5
contest system of promotion 65
continuous change 266–7
contractor sector 272–3
see also government contracting
coordination failures, lenders 211
correspondence tests 168–9, 180–82, 202
see also matched employer—employee data
cost-efficiency/minority representation trade-offs 110
country dimension, wage gap decomposition 12, 21–2
County Business Patterns 62
Counseling of Legislation 266, 267
Downloaded from Elgar Online at 04/03/2019 09:35:38PM via free access
credit markets, discrimination in
empirical studies of
discrimination/redlining 224–32
gender discrimination 239–41
legal context of 216–19
predatory lending/financial evolution
232–6
racial discrimination 236–9
social/spatial embeddedness in
outcomes 241–4
theoretical models of discrimination/
redlining 219–24
credit-flow differentials by neighborhood
241
creditworthiness 221, 228–9
crime 85
cross-country data, wage determinants
21–2
cross-country differences, labor market
discrimination 54–5
cross-race recognition deficit 101
cross-sector samples, employer surveys
74
cultural affinity model 242–3
Current Population Survey (CPS)
121–2, 135, 194–5, 196, 267, 268
customer base 67
customer contact 66
customer preferences/prejudice 73, 81–2, 123–4, 181–2, 200, 262
damages awards, discrimination claims
194
data limitations
credit markets 224
gender discrimination 239–40
data requirements, disability studies
120, 151–2
data sets
international 53–5
purchase of 74
sexuality 163–4, 166
surveys 62–5
US 50–52
Decennial Census of Population 38, 48, 55
Decennial Employer—Employee Dataset
(DEED) 50, 51, 52
Déclarations Annuelles des Données Sociales 53
decomposition model
disability studies 131–2, 141–5, 146, 148
overview 2
decompositions primer, wage gaps
occupational decomposition 22–5
overview 11–12
traditional decomposition 12–15
traditional decomposition extensions
15–18
wage structures across countries
21–2
wage structures over time 18–21
default rates, loans 229
definitions of disability 120–22
delayed payment contract models 200, 205–6
demand differences 84–7
demographic characteristics,
measurement of 29–30
demographic targeting, predatory
lending 233–4
demotion discrimination claims 194
department of Commerce, surveys 6
department of Housing and Urban
Development (HUD) 231, 237
department of Labor 191, 192, 261
detroit 66, 70, 72, 241
developmental disabilities 139, 149
diabetes 138
dictator games 103, 104
disability
definitions of 120–22, 140
economic theories of 122–6
disability activists 119–20, 150–51
disability discrimination
criteria for review 128–35
definitions of disability 120–22
discussion 149–53
economic theories of discrimination
122–6
estimation models 126–8, 158–60
overview 4, 119–20
review 145–9
studies for review 135–45
disclosure, sexuality 164, 165, 177
discrimination exchange 186–7
discrimination
costs 220–21
credit/housing markets 232–6
definitions of 215–17
differences 84–7
disabled workers 149–53
evidence of 42–3, 166–8, 176–7, 111–12
persistence of 270
propensity to report 202
discriminatory establishments 45–7
discriminatory intent, proof of 262–3
discriminatory wage differentials, disability 138
disparate impact/treatment
evidence of 262–3, 265
housing/credit markets 217–18, 222, 223, 230, 233, 236, 238–9, 245–6
Displaced Worker Supplements (DWS) 196–7
displacement, older workers
consequences of 198–9
incidence of 197–8
probability of re-employment 196–7
disutility premium 123–4
‘Donald paragraph’ 100
Dun and Bradstreet database 74, 232
Eakes, Martin 235
earned status treatment 102–3, 104
earnings
age effects 201
bisexual/homosexual males 169–74, 175–6
bisexual/lesbian females 170–71, 174–6
discrimination claims 194
discrimination laws 269
racial differences 85
on re-employment 198–9
restrictions on disabled workers 124
EconLit 135
econometric tests 168, 288
credit markets 232, 245–6
economic outcomes of gender
nonconformity 168–82
economic exclusion 242
economic theories of discrimination
exploitation 125–6
information problems 124–5
overview 3–4, 122–3
prejudice 123–4
economics experiments 97–8
audit studies and field experiments 110–12
statistical discrimination 104–9
status and group identification 102–4
tournament theory and price-preference auctions 109–10
education
controls for 130
effects of affirmative action 273, 276–7
investment in 274
legislation 263–5
educational attainment
and disclosure of sexuality 165
importance of 65–6
as predictor of performance 275–6
and sexual orientation 179–80
efficiency effects of affirmative action 272
efficient contracting model 188
effort allocation studies 33
eighty percent rule 265
elasticity of labor supply 132–3
emotional disabilities 123, 138, 149
empirical studies
methods, disability studies 147–8
redlining/discrimination in credit markets 224–32, 245
wage discrimination 31–2
employer discrimination model 30–32, 44–7
employer information, lack of 151–2
employer prejudice 123–4
employer surveys
access 75–6
honesty of respondents 79–84
interview instrument 91–6
job samples 76–7
overview 3
qualitative surveys 68–73
quantitative surveys 62–8
respondent choice 77–9
sampling strategy 74–5
Index

employment effects of wage discrimination 127–8, 133, 150
employment agencies 202–3
regulation of 191, 261
employment decomposition 127, 159–60
employment discrimination, disabled workers 150
employment rates
disabled workers 143–4, 149
protected workers 194–5
Employment Service 271
employment tradeoffs, wage increases 269
enabling environments, impairments as 150–51
endogenously determined worker productivities 107–8
entry-level work/workers 67–8, 77, 79, 202
epilepsy 121, 134
equal employment legislation age discrimination 187–8
disabilities 177
effects of 266–70
gender 49
limitations of 270–71
overview 6–7, 261–6
sexual orientation 162–3, 167–8, 172, 173
Equal Employment Opportunity Act (EEOA) (1972) 260, 261, 268
Equal Employment Opportunity Commission (EEOC)
claims 5, 192–4, 197, 200
interpretation of ADA 119
regulations 262
surveys 62, 63
Equal Pay Act 49
equilibrium wages 31, 54
errors-in-variables problem 130
establishment surveys see employer surveys
estimation methods
employment decomposition 127, 159–60
employment effects of wage discrimination 127–8
single-equation model 126, 158
wage decomposition 126–7, 158–9
ethnic differences 77–9
ethnic network relationships 243
ethnic wage gap 50
equality in hiring/promotion 67–73
ethnocentrism 81–3
ethnographic studies 68, 166
Executive Orders 162, 217, 260–61
executives as interviewees 77–9
existing disparities, credit/housing markets 222
exogenously determined worker types 108–9
expected productivity 35–6
experimental evidence
economics experiments 110–12
psychology experiments 98–101
explored logit statistical model 83–4
exploitation premium, disabled employees 125–6
exploitation, disabled workers 150
face-to-face interviews 74, 83
facial recognition 101
Fair Employment Practices Acts (FEPAs) 269
Fair Housing Act (1968) 217
family dimension, wage gap decomposition 12
Federal Home Administration (FHA)
program 218, 229, 231
Federal Reserve 230–31
Federal Reserve Bank of Boston 227–8
Federal Reserve Bank of Chicago 231
Federal Trade Commission 235
female-headed households, access to loans 240–41
females
classification as homosexual men 173
disabled 138, 140–41, 143, 150
see also bisexuality, lesbians
female-owned businesses 276
field experiments 110–12
financial evolution 232–6
financial exclusion 242–3
First Alliance, Irvine, California 235

Downloaded from Elgar Online at 04/03/2019 09:35:38PM via free access
formal equilibrium models 97–8
formal recruitment methods 66–7, 71–3
formality, role of 87
‘four-fifths rule’ 265
France, labor market studies 53, 55
Freddie Mac 235
Freedom of Information Act 63
full-time work, same-sex couples 174–5, 179
Fullilove v. Klutznick and Metro Broadcasting Inc. v. FCC 264–5
functional limitations
comparison with job requirements 151
controls for 119, 128–30
definition of 121–2
effects of 152
evaluation of 124–5, 144–5
ranking of 133–4
Gallup surveys 197
gender
and disability 138, 140–41, 143, 150
effects on hiring 34
effects on promotion 64–6
see also female; male
gender difference 32, 79–84, 267
gender discrimination
claims 192, 193
credit/housing markets 239–41
labor markets 45–7
laws 269
gender nonconformity, impact of 177–82
gender roles 177
socially normative 180
gender segregation 47–50, 64, 86
gender wage gap 25, 42–3, 46–7, 53, 56
General Social Survey
data 63–4, 65–6, 86
use in sexual discrimination studies 163–4, 166, 172, 174, 175, 179
Germany, gender segregation 64
government contracting/procurement legislation 261–2, 263–5, 277
government surveys 62–3
Gratz v. Bollinger et al. 264
Griggs v. Duke Power Co. 263
group affiliation, effects of 98–100
group identification 102–4
hard skills 83
Harvard Business Review 197
Health and Retirement Study (HRS) 199, 203–4
health insurance 162
health status measures 147
health-related functional limitations, controls for 128–30, 145–7
heart ailments 138, 140
Heckman two-stage approach 16, 147–8
heterogeneity
disabled population 134–5, 148
establishment-level 55
heterosexual males
earnings 169, 172–4
educational attainment 179–80
heterosexual marriages, division of labor 178–9
heterosexuals
attitudes to sexual deviation 177
as witnesses of sexual discrimination 167
higher ability standard 204
higher education segregation 263–5
hiring
age effects on 195–7, 202–3
costs 205
discrimination claims 194
gender effects on 34
methods of 66–7
persistence of discrimination 270–71
race/ethnicity effects 34, 65–73, 86
welfare recipients 67
see also informal hiring methods
Hispanics 83–4, 202
history of sexual orientation discrimination 161–3
HIV 177
home ownership 235, 238, 242
Home Ownership and Equity Protection Act (1994) 235
homosexuality
economic outcomes 169–74
evidence of discrimination 176–7
honesty, interview respondents 79–84, 88, 164
...
Index

house search process 237–8
household data 64
household division of labor theory 178–9, 180
household income, displaced workers 199
household surveys 74, 75
Housing Discrimination Studies (HDS) 237–9
housing market field experiments 111
Housing Market Practices Survey (HMPS) 237
housing markets, discrimination in gender discrimination 239–41
housing markets, legal context of 216–19
housing markets, predatory lending/financial evolution 232–6
housing markets, racial discrimination 236–9
housing markets, social/spatial embeddedness in outcomes 241–4
housing markets, theoretical models of discrimination/redlining 219–24
housing policies 217–19
Housing Policy Debate 236
human capital investments 104–9
human resource managers as interviewees 77–9
hypertension 138
immigrant labor 72–3, 83–4, 86
impairment, definition of 121–2
implicit associations, power of 100
in-depth interviews 70–73, 83, 88
in-group bias 99–100
incentives to discriminate 1
experiments 101
index number problem, wage gap decomposition 13–14, 19
Indiana 233
individual characteristics, definition of 241
individual-level productivity data 34–7
industrial organization considerations, predatory lending 232–3, 234
industrial psychology/gerontology 188–9, 195–6, 202, 206
industry segregation 48, 49
industry-level case studies 70
industry-location cells 38–9, 50
industry-region cells 268
informal financial networks 243
informal hiring methods 71–2
information asymmetries 205
credit/housing markets 221, 223
disability 124–5
labor markets 35
information technology companies 203
information-based forms of discrimination 97
information, employer access to 271
inner-city areas 70
workers 80, 82
Institute of Medicine 164
integration, tolerance for 238
inter-agent spillovers 242–3
inter-group contact 101
interest rates 232
intermarket linkages 221–2
internal labor markets, effects of education 65–6
International Board of Teamsters v. United States 262
international matched datasets 53–5
Internet 271
interview types 68
interviewees see respondents
Inverse Mills Ratio 16
investment education and training 274
human capital 104–9
investment banks 234–5
involuntary disclosure, sexuality 165
involuntary job terminations 197–9
Israel, labor market studies 44, 53
job applications 180–82
Job Bank 271
job choice, older workers 196
job demands/profiles, lack of information 151–2
job mobility, disabled workers 125
job samples, employer surveys 76–7
job skills demand for 70–71
job stability, demand for  172–3
job-cell segregation  48
*Journal of Real Estate Finance and Economics, The*  235
Justice Department  235

labor
division of  178–9, 180
quality of  39–42
supply elasticity  132–3
Labor Force Survey, UK  176
labor market discrimination  29–30, 44–50
definition of  122
matched employer—employee data  37–55
wage discrimination  37–44
wage residual approach  30–37
labor market experience
effects of gender/race  33
effects of sexuality  177–9
labor market intermediaries  271
labor market legislation  265–6
labor market outcomes  34
labor market segregation  30, 47–50
labor markets
effects of affirmative action  274
field experiments  110–11
measurement of output  275
variation in  74
labor unions, regulation of  191, 261
large businesses, discrimination in  54
Latinos  69, 77–9, 81, 85, 227, 235, 236, 237, 238
legal context of discrimination,
credit/housing markets  216–19, 223–4, 235, 244, 246
legal incentives to discriminate  1
legislation see equal employment legislation
lesbians
economic outcomes  170–71, 174–5
evidence of discrimination  176–7
linked data  84–5
linked household—employer surveys  77
litigation, fear of  195
loan flows  225–7
loans
application process  231
approval processes/rates  224–5, 227, 233
collateral  233–5
decision-making process  228–9
default rates  229
demographic targeting  234–5
denial  227, 228, 229–30, 232, 236, 240, 241
small businesses  231–2
location, role in discrimination  69–70, 85
log wage function estimates  13
log wage regressions  42–3
Longitudinal Employer-Household Dynamics (LEHD) program  52, 63
Longitudinal Research Database (LRD)  38
loosely structured interviews  68
Los Angeles  66, 67–8, 70, 72–3, 167, 226, 231, 233, 238
Louisville  231
low-skilled employment  66–8, 76–7
Loyola Marymount University  189
mail surveys  75
male-headed households, access to loans  240–41
males
disability  138, 141, 143, 150
residual wage inequality  19
see also bisexuality; homosexuality
managerial decision making, older workers  188–91
mandatory retirement  188
manufactured housing lenders  234–5
manufacturing sector
productivity  201
study of  38–44
marginal disutility of work  204
market bias, controls for  131
market forces, effects on discrimination  44–7
marriage premium  172–3
marriage-linked benefits  162
Marxian theories of discrimination  125
masked sexuality  164, 180
matched employer—employee data
Becker model of discrimination  44–7
data  37–9, 50–52
evidence  42–3
limitations 43–4
methods 39–41
overview 2–3, 288
sex segregation/gender wage gaps 47–50
test 37
see also correspondence tests
McDonnell Douglas v. Green 262
Medical Expenditure Panel Survey (MEPS) 135
medical model of disability 121, 151
mental impairments 123, 124, 125, 129, 138, 140, 149, 152
mentoring relationships 274, 277
merchant credit markets 224
meta-analysis 201
methodological issues
disability studies 147–8, 151–3
sexual orientation-based discrimination 163–6
military service 161
Mill’s ratio 131
Milwaukee 67
Minneapolis 238
minority communities 220–22, 225–6
minority representation 109–10
minority-headed households, access to loans 240–41
minority-owned businesses 277
misclassification, sexuality 164–5, 173–4
Modern Racism Scale 100
monitoring employer behavior 270, 271
monopsony models, disability discrimination 125
mortgage discrimination models 227–30
mortgage lenders, reporting requirements 219, 224–5, 227
mortgage-backed securities 234–5
motivation of employees 86
Multi-City Study of Urban Inequality (MCSUI) 66, 76, 85, 91–6
multifaceted discrimination 69–70
multiple surveys 75
musculoskeletal conditions 140
National Basketball Association 101
National Consumer Survey of People with Developmental Disabilities and their Families (NCSD) 134–5, 137, 139, 149
National Election Studies 168
National Health and Social Life Survey (NHSLS) 163, 164
National Health Interview Disability Survey (NHIS-D) 121–2, 135
National Longitudinal Survey of Older Men (NLSOM) 198, 202, 205
National Longitudinal Survey—Youth 85
national matched datasets 50–52
National Organizations Study (NOS) 63–6, 76–7, 86
national probability samples, sexual behavior 169
National Rehabilitation Information Center (NARIC) 135
National Research Council (NRC) 130
national survey data, disability studies 134–5, 149, 152
National Survey of Small Business Finances 232
negative attitudes
racial differences 84–7
sexual deviation 167–8
Negro in American Civilization, The 63
neighborhood characteristics 241
neighborhood disinvestment 230
Netherlands, economic outcomes of sexual deviation 176
New Worker—Establishment Characteristics Database (NWECD) 48–9, 50–51, 52
New York 67–8, 69–70, 231
non-bank lenders 225
non-cash fringe benefits 162
non-discriminatory establishments 45–7
non-discriminatory wage structure 131–3
non-parametric tests 83–4
non-prejudiced employers 124
non-random samples 167, 179
Norway, labour market studies 53, 55
Oaxaca/Blinder employer discrimination model 31–2
observations, employee surveys 62
observed gender-specific characteristics
observed traits 97
occupational decomposition 22–5
occupational dimension, wage gap
decomposition 12
occupational qualification, age as 191
occupational segregation 48–9
occupations by sexual orientation 173
offer wage 122–3, 127–8, 141, 145
Office of the Comptroller of the Currency 230–31
Ohio State University 100
older workers
attitudes towards 188–91
disadvantageous position of 195–200
employment rates 194–5
perceptions of 187, 189–90
Ordinary Least Squares (OLS) regressions 16
organization
characteristics 66–7
policy versus workplace reality 70–71
variables 62, 64
overt discrimination 217–18, 223, 236, 239
Panel Study of Income Dynamics (PSID) 135, 238
part-time work, same-sex couples 174–5, 179
payday loans 233–4
pensions 198
perfect competition, wages/productivity
under 37–44
performance
incentives 205–6
measurement of 275–6
race and gender differences 80–84
perpetrator pays principle 220
personal discrimination 222, 223, 230, 240
Philadelphia 67–8, 236, 241
Philadelphia Plan 261
Phoenix 238
physical distance 133
physical impairments 125, 129, 134, 138, 140, 149
physicians 276
piece-rate work 35
police forces 276
policies, disabled employment 152–3
policy context, sexual orientation-based
discrimination 161–3
political barriers, disability
discrimination 119–20, 150–51
pooled wage regressions 132, 148
populations, relative size of 105–6
pre-application stage, bank loans 231
pre-labor market discrimination, controls
for 130
pre-screeners 77
pre-selection bias problem, housing
markets 226
predatory lending 232–3
academic studies of 235–6
emergence of 233–5
prejudice ranking, disability 133–4, 138, 148
see also customer prejudice;
employer prejudice
price-preference auctions 109–10
PriceWaterhouse 180
prior experience, observation of 106
privately undertaken surveys 63
product market field experiments 111
productivity 37–50
age effects 200–201
disabled workers 124–5, 128–30
health-related losses 145–6
productivity data 34–7
productivity differentials 20–30, 32, 33
productivity measures 33–4
productivity-adjusted wage/employment
differentials 136, 141
productivity-related wage differentials
130
promotion
age effects on 190, 197, 203–4,
205–6
discrimination claims 194
gender effects on 64–5
racial effects on 55–6, 86
Proposition 209, California 264, 273
protected workers, employment rates
194–5
psychology experiments 3–4, 97–101
public service agencies, recruitment
screening
  credit/housing markets 223
procedures 71–3, 189, 195, 271
questions 121–2
secondary markets 233
selection issues, wage log
decompositions 16–17
selectivity bias, wage gap
decompositions 16
self-administered interviews 164
self-fulfilling expectations 97–8
Self-Help Credit Union, Durham 235
self-interest 99–100
self-reporting 166–7
  health status 140, 144–5, 147
semi-structured interviews 68, 83
semiconductor industry 198
seniority systems 191, 197
sensory impairments 140, 149
sex see gender
sexual behavior, definition of 163
sexual orientation discrimination
definition of 163
  economic outcomes 168–82
  effects of 177–82
evidence of 166–8, 176–7
history and policy context 161–3
  methodological issues 163–6
overview 4–5
sexual segregation 64
signaling technology 104–5
simultaneous-equation approach, credit
  market outcomes 229
single-equation model 11, 126, 131,
  132, 134, 158
single-equation studies 136–41, 146,
  148
skill demands 70–71
skill development, benefits of 274
skill differences 84–7
skill ranking 87
small business credit
  markets/discrimination 231–2,
  240
small businesses
  discrimination in 54
  monitoring of 270
small/disadvantaged businesses 264
snowball sampling 74–5
social categorization 100–101
social distance rankings/scales 123, 133,
  136–8, 139, 140, 143
social embeddedness, credit/housing
  market outcomes 241–4
social networks/ties
  of immigrants 73
  in recruitment 65–6, 71–2, 85, 86
Social Security Disability Insurance
  program (SSDI) 124
Social Security Survey of Disabled and
  Non-Disabled
  Adults (SDNA) 134, 135, 141, 142
social skills see soft skills
socio-economic class, and sexuality
  165–6
soft skills 70, 73, 79, 83, 86
Southern states 268
spatial embeddedness, credit/housing
  market outcomes 241–4
spatial spillovers, housing market
  221–2, 242–3
specialization, couples 178, 179
  ‘sponsored’ system of promotion 65
spot labor markets 37
St. Louis 240
Standard Statistical Establishment List
  (SSEL), Census Bureau 38, 39,
  48, 52
Standardized residual, wage gap
decompositions 15–16
State Department 161
statistical discrimination 104–9, 188,
  190, 262, 271
credit/housing markets 223, 224
disability 124–5, 150
labor markets 35–6
statistical experiments 269
Statistics Norway 53
status 102–4
  see also earned status treatment
stereotyping 70, 84, 85, 88, 100–101,
  188, 189–90, 262
stomach disorders 138
stratified sampling 75
structural discrimination 222, 223, 230,
  233, 239, 240
subprime lenders 234–6
substance misuse 123
substitutable labor inputs 37–41
supervisors as interviewees 77–9
supply differences 84–7
Supreme Court 1, 191–2, 200, 217
Survey of Disabled and Non-Disabled Adults (SDNA) 136, 137, 141
Survey of Income and Program Participation (SIPP) 122, 134, 137, 140, 142, 147, 149
systematic productivity differences 106–7
Talent Bank 271
taste-based model of discrimination 35, 36, 37, 44, 54, 220, 223
technology-based skills 70–71
telephone interviews 66–7
surveys 69, 70, 74, 75, 83
tenure 198, 199, 204
test scores, universities 273, 276
testing processes 72
Texas Department of Community Affairs v. Burdine 262
theoretical models of discrimination credit/housing markets 219–24
linkage to 133–4, 148
theoretical motivation, labor market discrimination 30–31
three-step estimator, disability studies 127–8
thrift bail-out bill (1989) 219
time dimension, wage gap decomposition 12, 18, 24–5
time-rate work 35
time-series studies 266–8, 269
Tobit model 144
tournament theory 109–10
traditional decomposition 12–15
extensions of 15–18
training, investment in 274
trend decomposition technique 18
Tringo social distance scale 136, 137, 143
trust games 103, 104
two-equation model, disability studies 126–7
UK disability studies 135, 142, 143–4, 149
economic outcomes of sexual deviation 176
racial minorities study 69
UK Association of University Teachers 176
ultimatum games 102–3, 104
unemployment duration, older workers 196
universities completion rates 277
studies of 276
university admissions 273, 274–7
University of Berkeley 273
University of Illinois rehabilitation program 137, 138–9, 149, 152
University of Michigan 264
University of Texas Law School 264, 273
unmarried partner option, US Census (2000) 165
unobservable non-discriminatory wage structure 131–2
unobserved gender-specific characteristics 19
unobserved heterogeneity, females 176–7
unobserved productivity 33–4
unobserved utility 34–7
urban employers 85
utility maximization 30–31
variable bias, credit/housing markets 246
voluntary disclosure, sexuality 165
wage decomposition, disability discrimination 126–7, 158–9
wage differentials, disabled workers 141–3
wage discrimination 37–44
economic effects of 127–8
disabled workers 138–9, 149–50
wage gap decompositions primer 11–12
occupational decomposition 22–5
traditional decomposition 12–15, 50
traditional decomposition extensions 15–18
wage structures across countries 21–2
wage penalties, wage gap decompositions 16–17
wage residual approach
criticisms of 32–4
empirical approach 31–2
individual-led productivity data 34–7
theoretical motivation 30–31
wages
controls for 131
under perfect competition 37–44
Wards Cove Packing Co. v. Atonio 263
wealth
accumulation 242
differentials 244, 246–7
weighting schemes 13–14, 132, 148
welfare recipients, employment of 67
What Employers Want: Job Prospects for Less Educated Workers 66
Wilcoxon signed rank test 83
within-occupations wage gaps 23–4
work limitations
disabled workers 144–5
older workers 195
Worker Establishment Characteristics Database (WECD) 38, 39, 42, 43–4, 45–6, 50
workforce characteristics 38–41
World Health Organization (WHO) 121, 150–51
wrongful discharge 270
claims 194
wrongful promotion 270
Yellow Pages 74
young workers, discrimination against 199–200