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Canada. Dominion Bureau of Statistics

Working Paper Series ,1997

Age Discrimination Laws and Labor Market Efficiency David Neumark,Wendy A. Stock,1997 In Lazear's (1979) model of efficient long-term incentive contracts, employers impose involuntary retirement based on age. This model implies that age discrimination laws, which bar involuntary terminations based on age, discourage the use of such contracts and reduce efficiency. Alternatively, by making it costly for firms to dismiss older workers paid in excess of their marginal product, such laws may serve as precommitment devices that make credible the long-term commitment to workers that firms must make under Lazear contracts. Given that employers remain able to use financial incentives to induce retirement, age discrimination laws may instead strengthen the bonds between workers and firms and encourage efficient Lazear contracts. We assess evidence on these alternative interpretations of age discrimination laws by estimating the effects of such laws on the steepness of age-earnings profiles. If long-term incentive contracts are strengthened or become more prevalent, average age-earnings profiles should steepen for workers who enter the labor market after age discrimination laws are passed, and vice versa. The empirical analysis uses decennial Censuses of Population and state-level variation in age discrimination laws induced by state and federal legislation. The evidence indicates that age discrimination laws lead to steeper age-earnings profiles for cohorts entering the labor market, suggesting that these laws encourage the use of Lazear contracts, and increase efficiency

*Report of the Department of Trade and Commerce of Canada ...* Canada. Dominion Bureau of Statistics,1919

*Statistics Compiled from the Finance and Revenue Accounts* India. Ministry of Finance,1900

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The American Shorthorn Herd Book ,1918

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The American Short-horn Herd Book Lewis Falley Allen,William T. Bailey,1920

**American Herd Book** American Short-horn Breeders' Association,1921

**Proceedings of the Conference on Coastal Watersheds** ,1998

**General Technical Report PSW.** ,1978

**Report** Commonwealth Shipping Committee,1911

*Parliamentary Papers* Great Britain. Parliament. House of Commons,1911

*World Directory of Forest Geneticists and Tree Breeders* ,1998 A formal task of the Forest Genetic Resources Study Group/North American Forestry Commission/Food and Agriculture Organization of the United Nations and Working Party 2.04.09 / Division 2- Physiology and Genetics /International Union of Forest Research Organizations, this international directory lists more than 1,800 forest geneticists and tree breeders from 86 countries. Each listing includes the entrant's title, mailing address, phone and fax numbers, and email address, when available. Indices organize entrants by country, by alphabetical order, by taxa of interest, and by research subjects.

Annual Report of the Fishery Board for Scotland for the Year Ended ... Fishery Board for Scotland,1911

*Foreign Trade* ,1993

**Graphemic Categorization: The Middle Assyrian laws (sign index, frequency tabulations, and word index)** Claudio Saporetti,Giorgio Buccellati,1984

*Statistics of the Foreign Trade of India by Countries* ,1999

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