

Pfeifer, Christian

Working Paper

Physical attractiveness, employment and earnings

Working Paper Series in Economics, No. 201

Provided in Cooperation with:

Institute of Economics, Leuphana Universität Lüneburg

Suggested Citation: Pfeifer, Christian (2011) : Physical attractiveness, employment and earnings, Working Paper Series in Economics, No. 201, Leuphana Universität Lüneburg, Institut für Volkswirtschaftslehre, Lüneburg

This Version is available at:

<https://hdl.handle.net/10419/57158>

Standard-Nutzungsbedingungen:

Die Dokumente auf EconStor dürfen zu eigenen wissenschaftlichen Zwecken und zum Privatgebrauch gespeichert und kopiert werden.

Sie dürfen die Dokumente nicht für öffentliche oder kommerzielle Zwecke vervielfältigen, öffentlich ausstellen, öffentlich zugänglich machen, vertreiben oder anderweitig nutzen.

Sofern die Verfasser die Dokumente unter Open-Content-Lizenzen (insbesondere CC-Lizenzen) zur Verfügung gestellt haben sollten, gelten abweichend von diesen Nutzungsbedingungen die in der dort genannten Lizenz gewährten Nutzungsrechte.

Terms of use:

Documents in EconStor may be saved and copied for your personal and scholarly purposes.

You are not to copy documents for public or commercial purposes, to exhibit the documents publicly, to make them publicly available on the internet, or to distribute or otherwise use the documents in public.

If the documents have been made available under an Open Content Licence (especially Creative Commons Licences), you may exercise further usage rights as specified in the indicated licence.

Physical Attractiveness, Employment, and Earnings

by
Christian Pfeifer

University of Lüneburg
Working Paper Series in Economics

No. 201

April 2011

www.leuphana.de/institute/ivwl/publikationen/working-papers.html

ISSN 1860 - 5508

Physical Attractiveness, Employment, and Earnings

Christian Pfeifer^{a) b)}

^{a)} Institute of Economics, Leuphana University Lüneburg, Scharnhorststr. 1, 21335 Lüneburg, Germany; phone: +49-4131-6772301; e-mail: pfeifer@leuphana.de.

^{b)} Forschungsinstitut zur Zukunft der Arbeit (IZA), Germany.

(21.4.2011)

Abstract

Survey data is used to estimate the impact of physical attractiveness rated by the interviewer as well as by the respondent on employment probability and labor income of men and women. In addition to mean linear and non-linear effects on earnings, simultaneous quantile regressions are applied to analyze heterogeneity across the wage distribution.

Keywords: Attractiveness; Beauty; Employment; Wages

JEL Classification: J31, J71, J10

1. Introduction

The impact of beauty, more precisely of subjective perceptions of physical attractiveness, on labor market outcomes has received increasing attention during last years (e.g., Hamermesh and Biddle, 1994; Hamermesh et al., 2002; French, 2002; Mobius and Rosenblat, 2006; Fletcher, 2009). In addition to the naive interest in physical attractiveness and popular discussion of the beauty myth, an economic interest arises in the context of productivity as well as statistical and taste discrimination (Hamermesh and Biddle, 1994).¹ First, physical attractiveness might be positively correlated with non-cognitive or social skills (e.g., higher self-esteem) and sympathy feelings (e.g., better working climate), which increase workers and co-workers productivity ($\partial MPL / \partial b > 0$; *MPL*: marginal product of labor, *b*: beauty or physical attractiveness). As attractiveness is a proxy for such unobserved characteristics, firms might statistical discriminate in favor of more attractive persons and pay them higher wages (labor demand FOC for profit maximizing firm: $w_b = p \cdot MPL(b)$ with $\partial w_b / \partial b > 0$; *w*: wage). Second, customer taste discrimination increases the value of marginal product of more attractive workers. If customers have a higher willingness to pay for otherwise equal products and services of more attractive persons ($p_b = p + b$; *p*: price, *b*: beauty premium), firms are likely to employ more attractive workers to increase revenues and profits and can pay them higher wages (FOC: $w_b = (p + b) \cdot MPL$ with $\partial w_b / \partial b > 0$) (Pfann et al., 2000). Third, employer taste discrimination

¹ Statistical discrimination in its simplest form implies that firms use signals to reduce uncertainties about workers' individual productivities and consequently prefer to recruit workers who belong to a group with on average more favorable characteristics (Aigner and Cain, 1977). Taste discrimination implies that physical attractiveness of other people enters individual utility functions of customers, employers, or co-workers (Becker, 1971).

can increase employment chances and wages of more attractive people, if an employer is willing to pay higher wages to see more attractive workers in his firm ($w_b = w + b$ with $\partial w_b / \partial b > 0$).

In line with the above considerations, previous studies for Canada, China, and the U.S. have indeed found that more attractive people earn on average higher wages (e.g., Hamermesh and Biddle, 1994; Hamermesh et al., 2002; French, 2002; Fletcher, 2009). This research note contributes new microeconomic evidence from German survey data, which comprise information on subjective attractiveness evaluations by the interviewer and the interviewed person. In addition to mean linear wage effects of physical attractiveness, I analyze non-linearity of the wage effect as well as heterogeneity of the effect across the wage distribution. Moreover, this research note looks at the effect of attractiveness on employment probabilities.

2. Data and Variables

The used data is the 2008 cross section of a German General Social Survey named ALLBUS (Terwey, 2000). More than 3000 individuals across Germany are asked several questions about employment, income, education, social and political behavior etc. in personal interviews. Of special interest for this study are three variables about the physical attractiveness of the interviewed person. First, the interviewer rates the physical attractiveness of the respondent at the start (first impression) and at the end of an interview. Second, the respondent is asked how he would rate his attractiveness. All three ratings (interviewer at start, interviewer at end, self-rating) have identical coding ranging from one for very unattractive to eleven for very attractive. Even though interviewer ratings as well as self-ratings are subject to a subjectivity bias, they include valuable information because perceived and not objective attractiveness should actually influence

labor market outcomes. Self-ratings might further suffer from a comparison bias because individuals are likely to choose comparison groups that make them feel better (Falk and Knell, 2004), e.g., average attractive people compare themselves with less attractive people and not with more attractive people. Nevertheless, such self-ratings as proxies for self perceptions are meaningful in the context of non-cognitive skills such as confidence (French, 2002).

Table 1 contains basic descriptive information about the attractiveness variables of employed workers. Differences between interviewer ratings at the start and at the end of an interview are small. Such a comparison is still useful, because it can be seen that the interviewer perceives the respondent on average as slightly more attractive after the interview has been finished. Furthermore, the standard deviations of ratings at end of an interview are smaller suggesting that more extreme first impressions are mitigated during the interview. More impressive are however the differences between interviewer and self-ratings. Respondents perceive themselves on average as significant less attractive than the interviewer does.

- Insert Table 1 about here.

The dependent variables in the subsequent econometric models are a binary employment status variable, for which a Probit model is applied, and the log monthly net labor income, for which ordinary least squares (OLS) is applied. In addition to the attractiveness variables, the estimates for employment probabilities include a female dummy, secondary schooling and college degrees, age, squared age, and a regional dummy for Eastern Germany. The earnings functions control additionally for ten working hours categories, which is important because the dependent variable is based on monthly income and not on hourly wages. The "employment probability sample" as well as the "earnings sample" contain only German individuals aged between 18 and 65 years.

The "earnings sample" is further restricted to employed workers with a labor income of at least 400 Euros per month. Descriptive statistics for the "earnings sample" are presented in Table 1.

3. Econometric Results

3.1 Employment Effects

Table 2 presents absolute marginal effects on the employment probability obtained from binary Probit estimates. The results for attractiveness rated by interviewer at start and end of an interview are virtually identical and jointly discussed (specifications (1) and (2)). A one point higher attractiveness rating on the eleven point scale is associated with an approximately three percentage point higher employment probability. This effect is quite sizeable. A five point difference in attractiveness has for example the same impact as being female or having a college degree. The marginal effects of self-rated attractiveness (specifications (3)) are also positive and significant but about one percentage point smaller in size than effects of interviewer ratings. Separate estimates for men and women show that the effects of all attractiveness variables are positive and significant for both genders and somewhat larger for men than for women.

- Insert Table 2 about here.

3.2 Mean Linear Wage Effects

The results for the log linear earnings functions are presented in Table 3. Since attractiveness enters the earnings functions in a linear fashion, the estimated coefficients are the mean linear

effects of attractiveness on wages. Attractiveness ratings by interviewer have statistical significant and sizeable positive effects. Workers, who get a one point higher attractiveness rating on the eleven point scale, earn on average about three percent higher monthly income. The rates of return to attractiveness are larger for men than for women. The estimated effects are also larger for interviewer ratings at start (specifications (1)) than at end of an interview (specifications (2)). Self-rated attractiveness has a significant positive effect on female but not on male wages (specifications (3)). Including both interviewer ratings and self-ratings in one equation leads to estimated coefficients that are virtually identical for the interviewer rating at the start of an interview and not significantly different from zero for the two other attractiveness ratings.² The overall results indicate that the first impression other people have about a person's attractiveness are most important in explaining variance of earnings.

- Insert Table 3 about here.

3.3 Mean Non-Linear Wage Effects

The previous earnings regressions for men and women are re-estimated with an additional squared term of the attractiveness rating. Based on these results, predicted log income profiles for an average worker conditional on attractiveness ratings are plotted in Figure 1 for men and in Figure 2 for women. Male profiles are concave and virtually identical for interviewer ratings at start and end of an interview. The concavity implies that wage punishment for unattractiveness is larger than wage premium for attractiveness. This interpretation becomes even stronger if one reconsiders that average male attractiveness rated by interviewer is about 7.8 and hence quite

² The results of this regression are not included in this note but can be requested from the author.

close to the maximum of the profile. Moreover, interviewer ratings have a larger impact on male earnings than self-ratings. The profiles for women are rather linear and do not differ significantly between the different attractiveness measures. It can also be seen that profiles are steeper for men than for women.

- Insert Figure 1 about here.

- Insert Figure 2 about here.

3.4 Heterogeneous Wage Effects Across Wage Distribution

The previous earnings regressions estimated mean wage effects of attractiveness. To extend the perspective on the entire wage distribution, I estimate simultaneous quantile regressions for the 0.05, 0.10, 0.25, 0.50, 0.75, 0.90, and 0.95 quantiles based on the complete sample. Table 4 contains the results of the estimated coefficients for attractiveness ratings.³ The impact of attractiveness rated by interviewer is slightly larger in higher wage quantiles, whereas the evidence is not clear cut for self-rated attractiveness. The overall results show positive rates of return to attractiveness across the entire wage distribution.

- Insert Table 4 about here.

³ The complete estimation results can be requested from the author.

4. Conclusion

Main results of this research note are: (1) More attractive people are on average more likely to be employed and earn on average higher wages. The effects are statistically significant and quite sizeable. (2) The estimated effects of interviewer ratings are in general larger for men than for women, whereas self-ratings have larger effects among women. (3) Attractiveness rated by other people, in our case the interviewer, has a larger impact than self-rated attractiveness. (4) The wage effects of attractiveness are non-linear for men, which implies that wage punishment for unattractiveness is larger than wage premium for attractiveness, and linear for women. (5) The wage effects of attractiveness are positive across the entire wage distribution.

References

- Aigner, G.J. and G.G. Cain, 1977, Statistical theories of discrimination in labor markets, *Industrial and Labor Relations Review* 30, 175-187.
- Becker, G.S., 1971, *The economics of discrimination*, 2nd edition, Chicago: University of Chicago Press.
- Falk, A. and M. Knell, 2004, Choosing the Joneses: endogenous goals and reference standards, *Scandinavian Journal of Economics* 106, 417-435.
- Fletcher, J.M., 2009, Beauty vs. brains: early labor market outcomes of high school graduates, *Economics Letters* 105, 321-325.
- French, M.T., 2002, Physical appearance and earnings: further evidence, *Applied Economics* 34, 569-572.
- Hamermesh, D.S. and J.E. Biddle, 1994, Beauty and the labor market, *American Economic Review* 84, 1174-1194.
- Hamermesh, D.S., Meng, X., and J. Zhang, 2002, Dress for success - does primping pay?, *Labour Economics* 9, 361-373.
- Mobius, M.M. and T.S. Rosenblat, 2006, Why beauty matters, *American Economic Review* 96, 222-235.
- Pfann, G.A., Biddle, J.E., Hamermesh, D.S., and C.M. Bosman, 2000, Business success and businesses' beauty capital, *Economics Letters* 67, 201-207.
- Terwey, M., 2000, ALLBUS: A German General Social Survey, *Schmollers Jahrbuch* 120, 151-158.

Tables and Figure included in Text

Table 1: Descriptive statistics for "earnings sample"

	<u>All (n=1224)</u>		<u>Men (n=692)</u>		<u>Women (n=532)</u>	
	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Log of monthly net labor income (log Euros)	7.3118	0.5509	7.4720	0.5370	7.1036	0.4969
Attractiveness - rated by interviewer at start (1: low, 11: high)	7.9191	1.7569	7.7558	1.7440	8.1316	1.7525
Attractiveness - rated by interviewer at end (1: low, 11: high)	7.9894	1.6938	7.8454	1.6532	8.1767	1.7290
Attractiveness - self-rated by respondent (1: low, 11: high)	7.1217	1.7914	7.0434	1.7887	7.2237	1.7916
Female (Dummy)	0.4346	0.4959	0.0000	0.0000	1.0000	0.0000
Schooling degree medium ("Realschule") (Dummy)	0.4191	0.4936	0.3931	0.4888	0.4530	0.4983
Schooling degree high ("Gymnasium") (Dummy)	0.3538	0.4783	0.3512	0.4777	0.3571	0.4796
College degree (Dummy)	0.2402	0.4274	0.2413	0.4282	0.2387	0.4267
Age in years	43.0833	11.3467	43.0130	11.5684	43.1748	11.0620
Age squared / 100	19.8482	9.4565	19.8375	9.6064	19.8620	9.2669
East Germany (Dummy)	0.3105	0.4629	0.2876	0.4530	0.3402	0.4742

Table 2: Attractiveness and employment probability (Probit, marginal effects)

	(1) All	(1) Men	(1) Women	(2) All	(2) Men	(2) Women	(3) All	(3) Men	(3) Women
Attractiveness - interviewer at start	0.0307*** (0.0057)	0.0329*** (0.0070)	0.0263*** (0.0085)						
Attractiveness - interviewer at end				0.0337*** (0.0058)	0.0376*** (0.0071)	0.0266*** (0.0086)			
Attractiveness - self-rated							0.0215*** (0.0056)	0.0258*** (0.0071)	0.0148* (0.0083)
Female	-0.1747*** (0.0201)			-0.1766*** (0.0201)			-0.1672*** (0.0203)		
Schooling medium	0.0923*** (0.0252)	0.0674** (0.0318)	0.1287*** (0.0383)	0.0895*** (0.0253)	0.0613* (0.0318)	0.1295*** (0.0382)	0.0960*** (0.0254)	0.0657** (0.0322)	0.1365*** (0.0381)
Schooling high	-0.0047 (0.0322)	-0.0617 (0.0420)	0.0777 (0.0475)	-0.0069 (0.0322)	-0.0621 (0.0418)	0.0755 (0.0477)	0.0080 (0.0318)	-0.0436 (0.0415)	0.0865* (0.0472)
College	0.1736*** (0.0266)	0.1574*** (0.0286)	0.1829*** (0.0452)	0.1708*** (0.0268)	0.1518*** (0.0290)	0.1836*** (0.0450)	0.1766*** (0.0267)	0.1586*** (0.0293)	0.1906*** (0.0448)
Age in years	0.0720*** (0.0050)	0.0671*** (0.0059)	0.0718*** (0.0084)	0.0729*** (0.0051)	0.0684*** (0.0059)	0.0721*** (0.0084)	0.0730*** (0.0051)	0.0701*** (0.0060)	0.0701*** (0.0084)
Age squared / 100	-0.0889*** (0.0059)	-0.0844*** (0.0070)	-0.0865*** (0.0096)	-0.0899*** (0.0059)	-0.0858*** (0.0070)	-0.0870*** (0.0096)	-0.0905*** (0.0060)	-0.0883*** (0.0071)	-0.0850*** (0.0097)
East Germany	-0.1040*** (0.0234)	-0.1569*** (0.0310)	-0.0419 (0.0341)	-0.1029*** (0.0234)	-0.1518*** (0.0309)	-0.0428 (0.0342)	-0.1073*** (0.0236)	-0.1619*** (0.0315)	-0.0437 (0.0342)
Predicted employment probability at means	0.7236	0.8062	0.6351	0.7245	0.8083	0.6352	0.7207	0.8028	0.6341
Pseudo R ²	0.1607	0.1992	0.1166	0.1630	0.2045	0.1169	0.1534	0.1951	0.1082
Number of observations	2201	1135	1066	2201	1135	1066	2158	1110	1048

Notes: Binary ML-Probit, marginal effects at means. Standard errors in parentheses. Marginal effects significant at * 10%, ** 5%, and *** 1%.

Table 3: Attractiveness and income (OLS, mean linear effects)

	(1) All	(1) Men	(1) Women	(2) All	(2) Men	(2) Women	(3) All	(3) Men	(3) Women
Attractiveness - interviewer at start	0.0338*** (0.0068)	0.0403*** (0.0091)	0.0233** (0.0102)						
Attractiveness - interviewer at end				0.0288*** (0.0074)	0.0344*** (0.0104)	0.0189* (0.0105)			
Attractiveness - self-rated							0.0131** (0.0066)	0.0114 (0.0087)	0.0197** (0.0099)
Female	-0.1968*** (0.0250)			-0.1953*** (0.0252)			-0.1875*** (0.0252)		
Schooling medium	0.1179*** (0.0310)	0.0803* (0.0412)	0.2061*** (0.0452)	0.1214*** (0.0310)	0.0788* (0.0413)	0.2124*** (0.0454)	0.1319*** (0.0309)	0.0894** (0.0414)	0.2215*** (0.0447)
Schooling high	0.1596*** (0.0392)	0.1246** (0.0542)	0.2409*** (0.0543)	0.1636*** (0.0392)	0.1343** (0.0540)	0.2403*** (0.0546)	0.1764*** (0.0386)	0.1538*** (0.0531)	0.2454*** (0.0536)
College	0.3217*** (0.0392)	0.3155*** (0.0527)	0.3226*** (0.0587)	0.3213*** (0.0393)	0.3111*** (0.0529)	0.3255*** (0.0590)	0.3313*** (0.0390)	0.3152*** (0.0525)	0.3327*** (0.0586)
Age in years	0.0530*** (0.0074)	0.0654*** (0.0096)	0.0307*** (0.0113)	0.0528*** (0.0074)	0.0653*** (0.0096)	0.0303*** (0.0113)	0.0534*** (0.0074)	0.0650*** (0.0097)	0.0307*** (0.0113)
Age squared / 100	-0.0497*** (0.0089)	-0.0613*** (0.0116)	-0.0277** (0.0136)	-0.0497*** (0.0089)	-0.0612*** (0.0116)	-0.0275** (0.0136)	-0.0511*** (0.0089)	-0.0616*** (0.0118)	-0.0281** (0.0135)
East Germany	-0.2958*** (0.0262)	-0.3543*** (0.0364)	-0.2323*** (0.0377)	-0.2904*** (0.0262)	-0.3432*** (0.0367)	-0.2303*** (0.0377)	-0.2859*** (0.0264)	-0.3420*** (0.0373)	-0.2270*** (0.0377)
Ten working hours categories	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Constant	5.1741*** (0.1709)	4.9619*** (0.2713)	5.4844*** (0.2373)	5.2151*** (0.1700)	5.0105*** (0.2631)	5.5281*** (0.2395)	5.3342*** (0.1733)	5.2012*** (0.2750)	5.5283*** (0.2345)
R ²	0.5032	0.4746	0.4367	0.4998	0.4691	0.4345	0.4944	0.4602	0.4356
Adjusted R ²	0.4962	0.4621	0.4192	0.4927	0.4565	0.4170	0.4873	0.4474	0.4180
Number of observations	1224	692	532	1224	692	532	1224	692	532

Notes: Log-linear earnings functions with OLS, coefficients. Standard errors in parentheses. Coefficients significant at * 10%, ** 5%, and *** 1%.

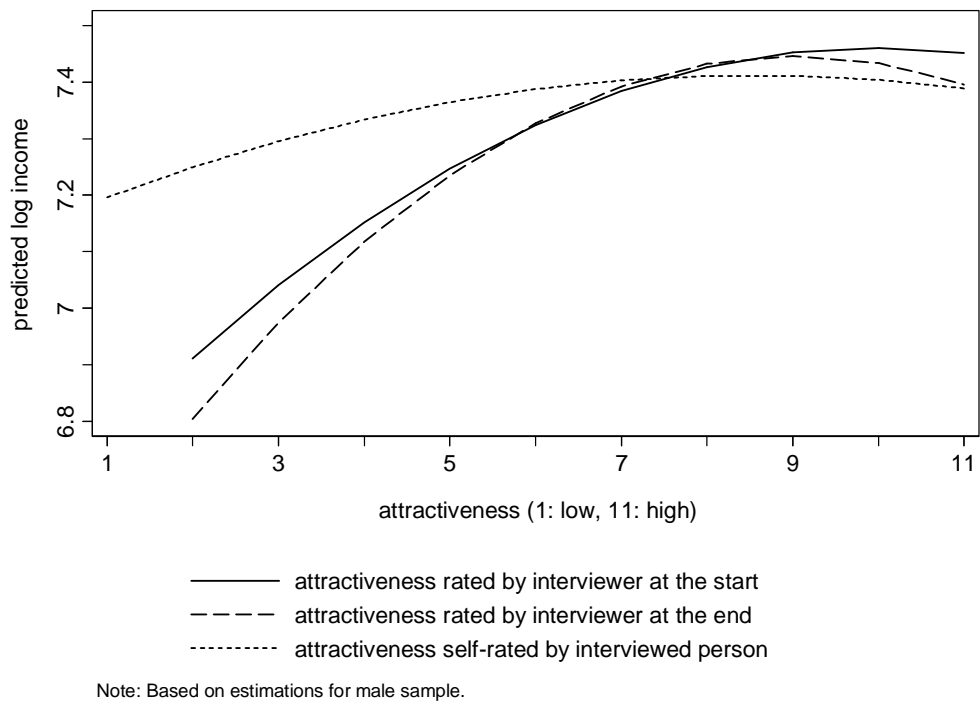
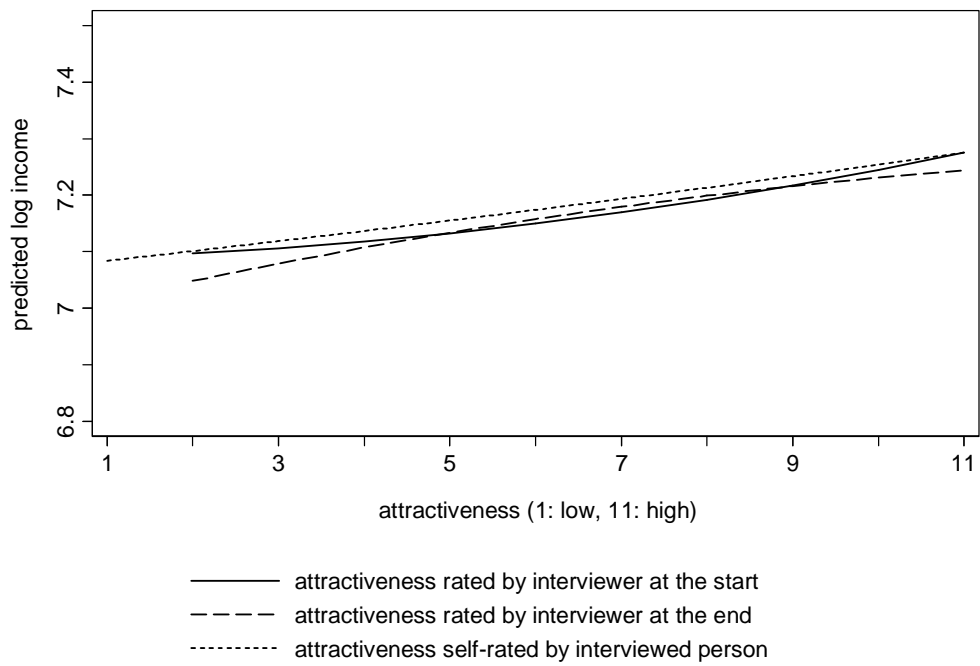


Figure 1: Attractiveness and income for men (OLS, mean non-linear effects)



Note: Based on estimations for female sample.

Figure 2: Attractiveness and income for women (OLS, mean non-linear effects)

Table 4: Attractiveness and income across the wage distribution (simultaneous quantile regressions)

	Quantiles						
	5%	10%	25%	50%	75%	90%	95%
Attractiveness - interviewer at start	0.0213*	0.0262**	0.0293***	0.0295***	0.0426***	0.0343***	0.0385**
	(0.0118)	(0.0133)	(0.0096)	(0.0069)	(0.0092)	(0.0104)	(0.0181)
Attractiveness - interviewer at end	0.0180	0.0252**	0.0242***	0.0222***	0.0391***	0.0303***	0.0450**
	(0.0124)	(0.0125)	(0.0088)	(0.0068)	(0.0100)	(0.0109)	(0.0195)
Attractiveness - self-rated	0.0174*	0.0012	0.0086	0.0066	0.0201**	0.0081	0.0139
	(0.0105)	(0.0102)	(0.0089)	(0.0086)	(0.0087)	(0.0116)	(0.0175)

Notes: Simultaneous quantile regressions for complete sample (n=1224), separately for different attractiveness variables, coefficients. All regressions control for gender, secondary schooling and college degrees, age, squared age, East Germany, eleven working hours categories. Bootstrapped standard errors with 100 replications in parentheses. Coefficients significant at * 10%, ** 5%, and *** 1%.

Working Paper Series in Economics

(recent issues)

- No.200: *Alexander Vogel*: Enthüllungsrisiko beim Remote Access: Die Schwerpunkteigenschaft der Regressionsgerade, März 2011
- No.199: *Thomas Wein*: Microeconomic Consequences of Exemptions from Value Added Taxation – The Case of Deutsche Post, February 2011
- No.198: *Nikolai Hoberg and Stefan Baumgärtner*: Irreversibility, ignorance, and the intergenerational equity-efficiency trade-off, February 2011
- No.197: *Sebastian Schuetz*: Determinants of Structured Finance Issuance – A Cross-Country Comparison, February 2011
- No.196: *Joachim Fünfgelt and Günther G. Schulze*: Endogenous Environmental Policy when Pollution is Transboundary, February 2011
- No.195: *Toufic M. El Masri*: Subadditivity and Contestability in the Postal Sector: Theory and Evidence, February 2011
- No.194: *Joachim Wagner*: Productivity and International Firm Activities: What do we know?, January 2011
- No.193: *Martin F. Quaas and Stefan Baumgärtner*: Optimal grazing management rules in semi-arid rangelands with uncertain rainfall, January 2011
- No.192: *Institut für Volkswirtschaftslehre*: Forschungsbericht 2010, Januar 2011
- No.191: *Natalia Lukomska, Martin F. Quaas and Stefan Baumgärtner*: Bush encroachment control and risk management in semi-arid rangelands, December 2010
- No.190: *Nils Braakmann*: The causal relationship between education, health and health related behaviour: Evidence from a natural experiment in England, November 2010
- No.189: *Dirk Oberschachtsiek and Britta Ulrich*: The link between career risk aversion and unemployment duration: Evidence of non-linear and time-depending pattern, October 2010
- No.188: *Joachim Wagner*: Exports and Firm Characteristics in German Manufacturing industries, October 2010
- No.187: *Joachim Wagner*: The post-entry performance of cohorts of export starters in German manufacturing industries, September 2010
- No.186: *Joachim Wagner*: From estimation results to stylized facts: Twelve recommendations for empirical research in international activities of heterogenous firms, September 2010
- No.185: *Franziska Dittmer and Markus Groth*: Towards an agri-environment index for biodiversity conservation payment schemes, August 2010
- No.184: *Markus Groth*: Die Relevanz von Ökobilanzen für die Umweltgesetzgebung am Beispiel der Verpackungsverordnung, August 2010
- No.183: *Yama Temouri, Alexander Vogel and Joachim Wagner*: Self-Selection into Export Markets by Business Services Firms – Evidence from France, Germany and the United Kingdom, August 2010
- No.182: *David Powell and Joachim Wagner*: The Exporter Productivity Premium along the Productivity Distribution: First Evidence from a Quantile Regression for Fixed Effects Panel Data Models, August 2010

- No.181: *Lena Koller, Claus Schnabel und Joachim Wagner*: Beschäftigungswirkungen arbeits- und sozialrechtlicher Schwellenwerte , August 2010
- No.180: *Matthias Schröter, Markus Groth und Stefan Baumgärtner*: Pigous Beitrag zur Nachhaltigkeitsökonomie, Juli 2010
- No.179: *Norbert Olah, Thomas Huth and Dirk Löhr*: Monetary policy with an optimal interest structure, July 2010
- No.178: *Sebastian A. Schütz*: Structured Finance Influence on Financial Market Stability – Evaluation of Current Regulatory Developments, June 2010
- No.177: *Franziska Boneberg*: The Economic Consequences of One-third Co-determination in German Supervisory Boards: First Evidence from the German Service Sector from a New Source of Enterprise Data, June 2010
[forthcoming in: Schmollers Jahrbuch / Journal of Applied Social Science Studies]
- No.176: *Nils Braakmann*: A note on the causal link between education and health – Evidence from the German short school years, June 2010
- No.175: *Torben Zülsdorf, Ingrid Ott und Christian Papilloud*: Nanotechnologie in Deutschland – Eine Bestandsaufnahme aus Unternehmensperspektive, Juni 2010
- No.174: *Nils Braakmann*: An empirical note on imitative obesity and a puzzling result, June 2010
- No.173: *Anne-Kathrin Last and Heike Wetzel*: Baumol's Cost Disease, Efficiency, and Productivity in the Performing Arts: An Analysis of German Public Theaters, May 2010
- No.172: *Vincenzo Verardi and Joachim Wagner*: Productivity premia for German manufacturing firms exporting to the Euro-area and beyond: First evidence from robust fixed effects estimations, May 2010
- No.171: *Joachim Wagner*: Estimated capital stock values for German manufacturing enterprises covered by the cost structure surveys, May 2010
[published in: Schmollers Jahrbuch / Journal of Applied Social Science Studies 130 (2010), 3, 403-408]
- No.170: *Christian Pfeifer, Simon Janssen, Philip Yang and Uschi Backes-Gellner*: Training Participation of an Aging Workforce in an Internal Labor Market, May 2010
- No.169: *Stefan Baumgärtner and Martin Quaas*: Sustainability Economics – general versus specific, and conceptual versus practical, May 2010
[forthcoming in: Ecological Economics]
- No.168: *Vincenzo Verardi and Joachim Wagner*: Robust Estimation of Linear Fixed Effects Panel Data Models with an Application to the Exporter Productivity Premium, April 2010
- No.167: *Stephan Humpert*: Machen Kinder doch glücklich? April 2010
- No.166: *Joachim Wagner*: Produktivität und Rentabilität in der niedersächsischen Industrie im Bundesvergleich. Eine Benchmarking-Studie auf der Basis vertraulicher Firmendaten aus Erhebungen der amtlichen Statistik, April 2010
[erschienen in: Statistische Monatshefte Niedersachsen, Sonderausgabe "Kooperation Wissenschaft und Statistik - 20 Jahre Nutzung von amtlichen Mikrodaten", S. 30 - 42]
- No.165: *Nils Braakmann*: Neo-Nazism and discrimination against foreigners: A direct test of taste discrimination, March 2010
- No.164: *Amelie Boje, Ingrid Ott and Silvia Stiller*: Metropolitan Cities under Transition: The Example of Hamburg/ Germany, February 2010
- No.163: *Christian Pfeifer and Stefan Schneck*: Relative Wage Positions and Quit Behavior: New Evidence from Linked Employer-Employee-Data, February 2010

- No.162: *Anja Klaubert*: "Striving for Savings" – religion and individual economic behavior, January 2010
- No.161: *Nils Braakmann*: The consequences of own and spousal disability on labor market outcomes and objective well-being: Evidence from Germany, January 2010
- No.160: *Norbert Olah, Thomas Huth und Dirk Löhr*: Geldpolitik mit optimaler Zinsstruktur, Januar 2010
- No.159: *Markus Groth*: Zur Relevanz von Bestandseffekten und der Fundamentalen Transformation in wiederholten Biodiversitätsschutz-Ausschreibungen, Januar 2010
- No.158: *Franziska Boneberg*: Die gegen das Drittelbeteiligungsgesetz verstoßende Aufsichtsratslücke existiert. Replik zu „Das Fehlen eines Aufsichtsrates muss nicht rechtswidrig sein“ von Alexander Dilger, Januar 2010
[erschienen in: Zeitschrift für Industrielle Beziehungen, 1 (2010)]
- No.157: *Institut für Volkswirtschaftslehre*: Forschungsbericht 2009, Januar 2010
- No.156: *Alexander Vogel, Joachim Wagner, Kerstin Brunken und Arno Brandt*: Zur Beschäftigungsentwicklung in der Region Hannover - Ein Vergleich mit 12 deutschen Verdichtungsräumen, Dezember 2009
- No.155: *Nils Braakmann and Joachim Wagner*: Labor market adjustments after a great import shock: Evidence from the German clothing industry and the Multi-Fibre Arrangement, December 2009
- No.154: *Joachim Wagner*: Zehn Jahre *European Data Watch*: Dokumentation von Datensätzen für die empirische Wirtschafts- und Sozialforschung und Zugangswegen zu den Daten, Dezember 2009
[erschienen in: AStA - Wirtschafts- und Sozialstatistisches Archiv 4(2010), 2, 141-149]
- No.153: *Joachim Wagner*: Offshoring and work performance: Self-Selection, effects on performance, or both? December 2009
[revised version forthcoming in: Review of World Economics]
- No.152: *Christian Pfeifer*: Effective Working Hours and Wages: The Case of Downward Adjustment via Paid Absenteeism, November 2009
- No.151: *Christian Pfeifer*: Adjustment of Deferred Compensation Schemes, Fairness Concerns, and Hiring of Older Workers, November 2009
- No.150: *Franziska Boneberg*: Recht und Realität von Mitbestimmung im westdeutschen Dienstleistungssektor: 11 Fallstudien, November 2009
- No.149: *Birgit Müller, Martin Quaas, Karin Frank and Stefan Baumgärtner*: Pitfalls and potential of institutional change: Rain-index insurance and the sustainability of rangeland management, November 2009
- No.148: *Alexander Vogel, Florian Burg, Stefan Dittrich und Joachim Wagner*: Zur Dynamik der Export- und Importbeteiligung deutscher Industrieunternehmen – Empirische Befunde aus dem Umsatzsteuerpanel 2001-2006, Oktober 2009
[publiziert in: Wirtschaft und Statistik, Heft 11(2009), 1109-1116]
- No.147: *Markus Groth*: Potentiale und Risiken der Nutzung von Methan aus Methanhydraten als Energieträger, Oktober 2009
- No.146: *Sandra Derissen, Martin Quaas and Stefan Baumgärtner*: The relationship between resilience and sustainable development of ecological-economic systems, October 2009
[forthcoming in: Ecological Economics]

(see www.leuphana.de/institute/ivwl/publikationen/working-papers.html for a complete list)

Leuphana Universität Lüneburg
Institut für Volkswirtschaftslehre
Postfach 2440
D-21314 Lüneburg
Tel.: ++49 4131 677 2321
email: brodt@leuphana.de

www.leuphana.de/institute/ivwl/publikationen/working-papers.html