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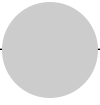
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# The Structure of Wages



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**A National Bureau  
of Economic Research  
Conference Report**



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# **The Structure of Wages: An International Comparison**

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Edited by

**Edward P. Lazear and  
Kathryn L. Shaw**

**The University of Chicago Press**

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EDWARD P. LAZEAR is currently serving as chairman of the Council of Economic Advisers. He is also the Morris Arnold Cox Senior Fellow at the Hoover Institution; the Jack Steele Parker Professor of Human Resources Management and Economics at the Graduate School of Business, Stanford University; and a research associate of the National Bureau of Economic Research. KATHRYN L. SHAW is the Ernest C. Arbuckle Professor of Economics at the Graduate School of Business, Stanford University and a research associate of the National Bureau of Economic Research.

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8. Unless otherwise determined by the Board or exempted by the terms of paragraphs 6 and 7, a copy of this resolution shall be printed in each NBER publication as described in paragraph 2 above.

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We enlisted many authors from a number of countries to achieve two goals: first, we hoped to enrich our understanding of human resources and personnel economics by looking simultaneously within firms, across firms, and across countries. Second, we believed it is important to make greater use of the new employer and employee matched data sets. The international comparisons allow us to understand how wage and employment structures vary across and within countries. The key to this project was the focus on firms and variations in wages, hiring, and promotion practices across firms within a country. Additionally, the large number of country data sets allowed us to document some variations among the countries. We believe that this is the first analysis of its kind and that it will motivate more research into the human resources structure of firms.

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