Index

absence
price of, 144–5
absence policy, 175–90
absence rate targets, 175–7
too low, 175
absenteeism
and age, 120
and alcohol, 4–7
and careers, 145–7
and compensating wage differentials, 42
control of, 12–13
costs of, 9–10, 13
estimates, 137–8
and days of the week, 161
demand for, 7, 62–90
elasticity with respect to threat of job loss, 147
empirical model with unobserved heterogeneity, 156–7
empirical model, 153–4
empirical model based on random utility, 166–7
estimation, 143–72
instrumental variable model, 167–8
shifts with absence status, 161–4
variation across households, 11
elasticity of demand for estimation, 114
in Elizabethan times
actors, 1
coal miners, 1–3
and industry, 120
international statistics, 126
and job protection, 145–7
keeping records of, 10
market for, 11–12, 91–6
empirical evidence, 128–31
France, 131
and moral hazard, 59–60
and occupation, 120
and pay, 29–31
and sick pay, 9, 15
and the state, 13, 191–200
statistics for UK, 122–4
supply of, 8
and fixed hours, 26
and work contracts, 17–18
and technology, 10–11, 26–9
and pay, 38–41
and turnover, 164
and unemployment, 145
selection effects, 145
and unreliable transport, 85–8
and weather, 143
absenteeism data, 181
use of, 182
absenteeism database structure of, 151–2
Agell, J., 193
Allen, R. G. D., 31
Allen, S. J., 15, 29, 32–3, 128–31,
138–9, 170, 201
Amick, B. C., 127
Ansart, S., 167
Aoki, M., 102
Arai, M., 145
Arbitration and Conciliation Advisory Service (ACAS), UK, 45
Ashby-de-la-Zouch, 78
attendance
Steers-Rhodes model, 13–15
Audas, R. P., 147, 186
B-24 Liberator, 84
Babcock, L., 6
Barmby, T. A., 38, 45, 59, 70–4, 76,
119–27, 146, 147, 150,
156–9, 161–6, 168, 170,
172, 181, 203
Index

Barzel, Y., 22–4, 27, 86–8
Becker, G. S., 65, 88
Beehr, T. A., 84
Benach, J., 127
Benavides, F. G., 127
Benge, E. J., 6
Beveridge, W., 192
Bishop, E., 45
Bismarck, Count Otto von, 8, 13, 192
Bliksvær, T., 121
Blundell, R., 118
Böckerman, P., 7
Bojke, C., 157, 170
Boyle’s law, 111
Bradford factor, 182–6
Bradley, S., 146
Brewer, M., 118
Brown, S., 82
Bryson, B., 1
buffer stock of workers, 42, 181
Butler, R. J., 45
Cahill, J., 180
Cahuc, P., 33
Camerer, C., 6
Carter, S. B., 193
CBI. See Confederation of British Industry
Chadwick-Jones, J. K., 14
Chartered Institute of Personnel Development (CIPD), UK, 175–6
absence management toolkit, 45, 175
Chatterji, M., 53–8, 59
Chaudhury, N., 120, 178
Chemín, M., 113
chicken processing, 25
CIPD. See Chartered Institute of Personnel Development
coal mining, 112
county Durham, 24–5
Elizabethtown, 1–3
Victorian, 36
compensating wage differential, 42
complementarity, 37–8, 60, 189
and absence costs, 189
and inventories, 101–3
and target absence rates, 177
Confederation of British Industry (CBI), 9, 138, 176
Connolly, M., 143
Consolidated-Vultee. See B-24 Liberator or PBY Catalina
contract, 4, 17
contract curve, 19
contracts literature, 35
contractual hours, 16, 18, 67, 74, 77
and desired hours, 69, 90
in labour force surveys, 120–2
and wage elasticity of demand for absence, 172–3
Cooper, R., 97
Cox, J., 111
Dawkins, P., 170, 171
Deardorff, A. V., 27
délai de carence. See waiting period
Delbridge, R., 180
demand and supply functions.
See absenteeism: demand for;
or supply of
demand, 104
identification of
Denoeud, L., 167
Dilnot, A. J., 195
Dionne, G., 97–8, 131
discrete panel, 153
Doherty, N. A., 145
Dosite, B., 131
Douglas, P. H., 5–7
Dunn, L. F., 7, 68–71, 118, 165, 202
ECMOSS. See Enquête sur le Coût de la Main d’Oeuvre et la Structure des Salaires
Ehrenberg, E. L., 178
Ehrenberg, R. A., 178
Ehrenberg, R. G., 178
Ekeland, I., 129
elasticity of demand
Index

computation, 172–52
estimates, 169–71
endogenous variables, 106
Engelhardt, A., 146
England, D. C., 194
English English v. American English, 15–16
Engström, P., 199
Enquête sur le Coût de la Main d’Oeuvre et la Structure des Salaires (ECMoss), 132, 134
Enquête sur les Relations Professionnelles et les Négociations d’Entreprise (REPONSE), 132, 134
Ercolani, M. G., 119–27, 146, 147, 170, 181
estimator
difference-in-differences, 140
instrumental variables, 108
logit, 163
probit, 155
Evans, A., 83, 175, 186
Evans, W. N., 167
event history, 153, 165
exclusion restrictions, 108, 109
exogenous variables, 106
experience rating, 9, 187–8
and contract enforcement, 96–100
in FMCG plants, 150–1
and incentives, 78–82
redemptive, 78
experiments
field, 112
laboratory, 111–12
natural, 112
Fahr, R., 145
Family and Medical Leave Act (FMLA) US, 194
Farber, H. S., 6
fast-moving consumer goods (FMCG) industry, 150
Fehr, E., 112
firm heterogeneity
sources of, 101–3
Fisher, L., 4
fixed hours of work, 18–29
and monopoly, 18–20
and productivity variation, 21–4
Flahaut, A., 167
flextime, 86
Francesconi, M., 118
Freeman, R. B., 196
Frick, B., 127, 145
Gamboa, V. U., 113–14
Gardiner, R. C., 84
Gardner, B. D., 45
Gardner, H. H., 45
Gartner, S. S., 193
gender differences, 120
and economic incentives, 159
and health status, 159
Gimeno, D., 127
Goette, L., 112
Great Divide, 193
defined, 192
Green, C., 146
Guerin, L., 194
Haines, M. R., 193
Hall, R. E., 19, 20
Hamermesh, D. S., 37
Hammer, J., 120, 178
Harrison, D. A., 14
Hassink, W. H. J., 78, 85
Hayes, B., 97
Health and Safety Executive (HSE), UK, 45
Heckman, J. J., 129
hedonic price model, 29–31
identification of, 134–6
Helliesen, A., 121
Heywood, J., 180
Hicks, J. A., 31
Holmlund, B., 199
Hol, C. A., 111
hours constraints
empirical studies, 117–19
Ichino, A., 120, 145, 159–61
identification, 104
and experiments, 111
by exclusion restrictions, 110–96
by instrumental variables, 107–8
of hedonic price model, 134–6
history of, 104–5
of isoprofit lines, 134
of supply and demand curves, 106–11
practical aspects, 111–14
incentive schemes, 186–9
incentives
Bradford factor, 184–5
group, 186–7
indifference curve, 19, 30, 130, 131
estimated, 137
identification of, 134
tangency with isoprofit line, 30, 129, 134
indifference map, 15, 177
industries
aero, 84–5
automotive, 83
banking, Italy, 160
bicycle messengers, 112
chicken processing, 25, 43
coal mining, 1–3, 25, 112
dairy, 179
education, 83
in India, 120
in the Netherlands, 128
New York state, 178
fast-moving consumer goods (FMCG), 150
ordnance manufacture, 114–16, 140–3, 188
paper, US, 130
prison, 183, 185
snack food packaging, 78
taxi, 24
university teaching, 25
INSEE, 132
isoprofit line, 20, 30, 40, 92
estimation, 134, 137
identification, 134
tangency with indifference curve, 30, 129, 134
isoprofit map, 177
Iveco Ford trucks, 82, 186
Johannsson, E., 7
Johansson, P., 157
Johnson, C. M., 84
Jones, D., 180
just-in-time production, 101–2, 136
and sick pay provision in France, 138
Katz, L. F., 128
Kay, J., 195
Kenyon, P., 170, 171
Kerkhofs, M., 128–9
Keynes, J. M., 156
Killingsworth, M. R., 62
Köning, P., 78, 85
Kremer, M., 27–9, 37, 120, 178
Krueger, A. B., 128
Krupskaya, N. K., 101
labour demand, 31–3
laws of, 32–3
with stochastic productivity, 33–4
and contracting, 34–6
labour force surveys
absence data from, 119–22
Laffont, J.-J., 46
Lancaster, T., 166
Landsbergis, P. A., 180
Lanfranchi, J., 44, 100, 131, 134–8, 177, 179–80, 196, 203
Larguem, M., 59, 168
Lassere, P., 97–8
Laury, S. K., 111
law of the iterated logarithm, 98
Lazear, E. P., 47, 79
Leeves, G., 146
Leigh, J. P., 159
Leontief, W., 18–19
Leslie, D., 170
Lilien, D. M., 19, 20
Linbeck, A., 74
Lindeboom, M., 128–9
local labour market, 101, 150, 176–7, 181, 186
lottery, 45, 84–5
Lowe, J., 180
Lowenstein, G., 6
Lundberg, S., 118
Index

Malo, M. A., 127
Malque, D. A., 98
Manski, C. F., 105, 110
Marshall, A., 32–3
Martimort, D., 46
Martocchio, J. J., 14
McCabe, K., 109
McCall, J. J., 73
McFadden, D., 71
Mikhalev, V., 196
monopoly, 18, 42
monopsony, 18
Moore, H. L., 104–5
moral hazard, 96
and absenteeism, 59–60
and choice of technology, 46
control of, 45–6
Moretti, E., 120, 159–61
Morris, C., 195
Muralidharan, K., 120, 178
Murray, J. E., 8, 192, 193
Nesheim, L., 129
Nolan, M. A., 153
Oaxaca, R. L., 111
Office for National Statistics (ONS),
UK, 119
O’Hara, K., 84
Oliver, N., 180
Olmstead, A. L., 193
ONS. See Office for National Statistics, UK
organisational behaviourism, 85
O-ring technology, 27, 37
Orme, C. D., 45, 76, 121, 150, 156, 157, 170, 172, 189, 199, 203
Palme, M., 157
Paringer, L., 159
PBY Catalina, 84
Pedalino, E., 113–14
personal time off, 188
personnel, 128, 161
Persson, M., 74
principal–agent model, 46–7
productivity
and complementarity, 27–9
Radner, R., 98, 198
random utility model, 68–74, 202
reduced form, 107
Rees, D. L., 178
régime général, France, 132–4, 195–6
Rentsch, J. R., 14
REPONSE. See Enquête sur les
Relations Professionnelles et
les Négociations d’Entreprise
Reza, A. M., 7
Rhodes, S. R., 13–15, 138
Riphahn, R., 145, 146
Robbins, L., 6
Rogers, F. H., 120, 178
Rosen, S., 15, 30, 129, 133
Rotemberg, J. J., 82
Rothschild, M., 33–4, 73
Russell, A., 195
Sandmo, A., 33, 34
Schnall, P., 180
Scoppa, V., 146
Sessions, J. G., 74, 119, 166
Shapiro, C., 199
Shaw, W. J., 113, 114–16, 140–2,
169–71, 188
Shearer, B., 47
Sibly, S., 161–6
sick leave. See sick pay
market in, 198
tradeable in US, 194–5
sick leave bank, 194–5, 198
sick pay
and experience rating, 82
and lotteries, 45, 84–5, 113–14
and moral hazard, 45
and presenteeism, 53–9
and sick leave, 16
and sickness, 58–9
demand for, 47–50
design of, 96–100
and experience rating, 198–9
and state regulation, 197–8
experience rating of, 96–100
generosity of, 138
group incentives, 186–7
group-based, 82–5
in UK, 195
in France, 132–4, 195–6
in Russia, 196
in Sweden, 196–7
incentive effects of, 60
Index

sick pay (cont.)
  incentives in two-person households, 88–68
  private provision of, 193
  state provision of
    in US, 193–4
    insurance model, 192
  state regulation of, 188–90, 191–200
  supply of, 44–60
    and technology, 50–3
    by firms, 44–5
    by state, 44
  unequal treatment, 188
Skalli, A., 131, 134–8, 177, 179–80, 203
Skåtun, D. R., 82
Skåtun, J. D., 58–9, 82
Skinner, B. F., 84, 85
Smith, A., 28
Smith, G. P., 85
Sorauren, I. F., 6
sorting
  homogeneous workers, 92
  with heterogeneous workers, 93–6
Stafford, F. P., 27
Stalin, 101
statutory sick pay, UK, 150
steel production, 21–2
Steel, R. P., 14
Steers, R. M., 13–15, 138
Stephan, G., 38
Stewart, M. R., 165
Stiglitz, J. E., 199
Stone, L., 1–3, 4
structural form, 106
Summer, F., 179
Summers, L. H., 128
supply of absence. See absenteeism:
  supply of
Sutch, R., 193
target absence rate
  varies between firms, 177
  wages and technology, 177
taxi driving, 24
technology
  and absenteeism, 26–9
  and pay, 38–41
  and fixed hours, 26
  representation by production functions, 36–8
television
  cross-country skiing, 114, 143
  Princess Anne’s wedding, 7
Thaler, R., 6
Thalmeier, A., 146
Thoursie, P. S., 113, 114, 143, 145, 196
Tilley, C., 53–8, 59
time allocation, 62–6
  with fixed hours, 66–8
  with random utility, 68–74
  with sick pay, 74–5
  fixed hours, 76
  with random utility, 77–40
Time magazine, 84–5
Timmins, N., 195
Treble, J. G., 7, 25, 37–42, 45, 47–58,
  74, 76, 78, 91, 92–6, 97,
  98–100, 112–13, 119–27,
  131, 134–8, 146, 147, 150,
  156–8, 166, 170, 172, 176,
  178, 180, 181, 185, 189, 196,
  199, 203
Turbelin, C., 167
Turner, C. A., 114
turnover, 151
  and absenteeism, 164
Umiker, W. O., 85
university teaching, 25
unobserved heterogeneity, 157
unreliable transport, 85–8
Uutela, A., 7
Valleron, A.-J., 167
value of daily product, 23, 24
van Scotter, J. R., 14
VandenHeuvel, A., 159
Vauxhall Motors, UK, 82, 83
Veblen, T., 25
Vernon, H. M., 21–3
Vicary, S. J. R., 47
Viscusi, W. K., 167
Vistnes, J., 68, 159
waiting period (délai de carence), 133
Walters, M., 83, 175, 186
War Labor Board, 84
Wasmer, E., 113
weekend, 100, 152
Wei, X., 180
<table>
<thead>
<tr>
<th>Index</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Werden, G. J., 33–4</td>
<td></td>
</tr>
<tr>
<td>Wooden, M., 159</td>
<td></td>
</tr>
<tr>
<td>work contracts, 3, 7, 17–18, 63, 73 and contractual hours, 67–8</td>
<td></td>
</tr>
<tr>
<td>design of experience rating, 97–100 examples, 24–5</td>
<td>worker productivity variations in, 21–2</td>
</tr>
<tr>
<td>flexitime, 86</td>
<td></td>
</tr>
<tr>
<td>and sick pay, 96</td>
<td></td>
</tr>
<tr>
<td>worker heterogeneity sources of, 100–1</td>
<td>Working, E. J., 104–5, 112, 144 Wright, G., 193 Wright, P. G., 104</td>
</tr>
<tr>
<td>Youngblood, S. A., 7, 68–71, 165, 202</td>
<td></td>
</tr>
<tr>
<td>Zame, W. R., 35</td>
<td></td>
</tr>
<tr>
<td>Zerubavel, E., 101</td>
<td></td>
</tr>
<tr>
<td>Zylberberg, A., 33</td>
<td></td>
</tr>
</tbody>
</table>