

TABLE A1
MAY 1985 CPS: TREATMENT EFFECTS MODEL ESTIMATES

Variable	(1)	(2)	(3)	(4)
Yrsed	.0550 (3.50)	.0536 (3.41)	.0493 (3.01)	.0460 (2.86)
Yrsed ²	.0003 (.48)	.0004 (.58)	.0006 (.85)	.0008 (1.09)
Exp	.0482 (7.51)	.0479 (7.47)	.0469 (7.16)	.0434 (7.28)
Exp ²	-.0016 (5.20)	-.0016 (5.12)	-.0015 (4.72)	-.0014 (4.60)
Exp ³ /100	.0018 (4.14)	.0017 (4.06)	.0016 (3.72)	.0016 (3.57)
Nonwhite	-.1058 (3.52)	-.1038 (3.46)	-.0979 (3.17)	-.0936 (3.12)
Veteran	.0193 (.89)	.0174 (.81)	.0117 (.52)	.0079 (.37)
Union	.2030 (9.10)	.1937 (8.54)	.1663 (5.15)	.1463 (5.14)
Married	.0723 (3.25)	.0705 (3.17)	.0654 (2.84)	.0628 (2.82)
East	-.0220 (.87)	-.0202 (.79)	-.0148 (.56)	-.0104 (.41)
South	-.0511 (2.05)	-.0514 (2.07)	-.0524 (2.07)	-.0529 (2.15)
West	.1045 (3.79)	.1059 (3.84)	.1098 (3.89)	.1127 (4.11)
SMSA	.1165 (5.60)	.1163 (5.60)	.1157 (5.48)	.1154 (5.62)
City	-.0781 (3.01)	-.0762 (2.94)	-.0706 (2.63)	-.0661 (2.54)
Shift		.0515 (2.21)	.2026 (1.60)	.3145 (3.12)
λ				-.1585 (2.69)
Constant	1.2375 (11.08)	1.2399 (11.12)	1.2468 (10.98)	1.2950 (11.80)
Observations	1,216	1,216	1,216	1,216
R ²	.5253	.5272	.5181	.5289

NOTE.—Six occupational dummies were also included. Absolute values of *t*-statistics are in parentheses. Col. 3 lists the instrumental variable estimates and col. 4 the normal selection model.

Quelle: **Kostiuk, P. F.** (1990): Compensating differentials for shift work, *Journal of Political Economy* 98, 1054-1075.