

THE JOURNAL OF HUMAN RESOURCES

JHR

VOLUME 57
Supplement 2022

Special Issue: Monopsony in the Labor Market

Guest Editors Orley Ashenfelter, David Card, Henry Farber, and Michael R. Ransom

IN THIS ISSUE

Orley Ashenfelter, David Card,
Henry Farber, and
Michael R. Ransom

Ronald Bachmann,
Gökay Demir, and
Hanna Frings

Ihsaan Bassier, Arindrajit Dube,
and Suresh Naidu

Douglas A. Webber

Boris Hirsch, Elke J. Jahn,
Alan Manning, and
Michael Oberfichtner

Tyler Ransom

José Azar, Ioana Marinescu,
and Marshall Steinbaum

Efraim Benmelech,
Nittai K. Bergman,
and Hyunseob Kim

Kevin Rinz

Suresh Naidu and
Eric A. Posner

Alan B. Krueger
and Orley Ashenfelter

Natarajan Balasubramanian,
Jin Woo Chang,
Mariko Sakakibara,
Jagadeesh Sivadasan,
and Evan Starr

Monopsony in the Labor Market: New Empirical Results
and New Public Policies S1

Labor Market Polarization, Job Tasks, and Monopsony Power S11

Monopsony in Movers: The Elasticity of Labor Supply
to Firm Wage Policies S50

Labor Market Competition and Employment Adjustment
over the Business Cycle..... S87

The Urban Wage Premium in Imperfect Labor Markets..... S111

Labor Market Frictions and Moving Costs of the Employed
and Unemployed..... S137

Labor Market Concentration S167

Strong Employers and Weak Employees: How Does Employer
Concentration Affect Wages?..... S200

Labor Market Concentration, Earnings, and Inequality..... S251

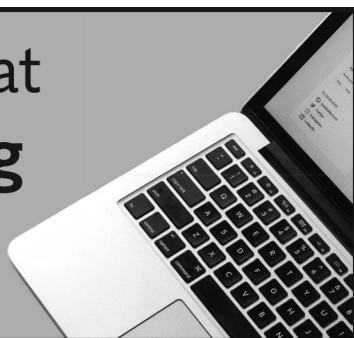
Labor Monopsony and the Limits of the Law S284

Theory and Evidence on Employer Collusion in the Franchise
Sector..... S324

Locked In? The Enforceability of Covenants Not to Compete
and the Careers of High-Tech Workers S349

Read JHR online at **jhr.uwpress.org**

Also available on JSTOR and Project MUSE.



THE JOURNAL OF HUMAN RESOURCES

Editor

Anna Aizer

Coeditors

Michèle Belot
Marianne Bitler
Aline Bütkofer
Michael Darden
Paul Devereux
Jessica Goldberg
Scott Imberman
Ethan Lewis
Michael Lovenheim
Ofer Malamud
Isaac Mbiti
Douglas L. Miller
Marianne E. Page
Maya Rossin-Slater
Emilia Simeonova
Kosali I. Simon
Lesley J. Turner
Shing-Yi Wang
Tara Watson
Junsen Zhang

Associate Editors

Lisa Barrow
Lori A. Beaman
Brian C. Cadena
Damon Clark
Carlos Dobkin
Todd Elder
Nora E. Gordon
Mark Hoekstra
Jeanne LaFortune
Stephan Litschig
Jonathan Meer
Matthew J. Neidell

Pia M. Orrenius
Steven G. Rivkin
Tim R. Sass
Alessandro Tarozzi

Associate Editor of Research Impact

Scott Cunningham

Managing Editor

Lisa Al-Amoodi

Advisory Board

Sandra Black
David Figlio
Timothy M. Smeeding
Christopher R. Taber

The JHR is housed in the
Institute for Research on
Poverty of the University
of Wisconsin–Madison,
Katherine Magnuson,
Director.

Editorial Office:

Sewell Social Science
Bldg.
University of Wisconsin
1180 Observatory Drive
Madison, WI 53706
(608) 262-4867
email: lalamoodi@wisc.edu
<http://jhr.uwpress.org/>

© 2022 by the Board
of Regents of the
University of
Wisconsin System

Permission to Reprint, Subscription, and Advertising Office

Journals Division
The University of Wisconsin Press
728 State Street, Suite 443
Madison, WI 53706-1418
(608) 263-0668
FAX (608) 263-1173
uwpress.wisc.edu/journals

Authorization to reproduce material from this journal, beyond one copy for personal use or that permitted by Sections 107 and 108 of U.S. Copyright Law, is granted for a fee. For fee schedule and payment information, contact: www.copyright.com. The Copyright Clearance Center, 222 Rosewood Drive, Danvers, MA 01923; Phone (978) 750-8400, Fax (978) 750-4470

Subscription Rates

Individuals print and electronic: \$161.00/year
Individuals electronic only: \$139.00/year
Institutions print and electronic: \$555.00/year
Institutions electronic only: \$498.00/year
Add \$55.00/year for airmail

Journal of Human Resources (ISSN 0022-166X, E-ISSN 1548-8004) is published six times per year by the University of Wisconsin Press, 728 State Street, Suite 443, Madison, WI 53706-1418. Periodicals postage paid at Madison, WI and at additional mailing offices. POSTMASTER: Send address changes to Journal of Human Resources, 728 State Street, Suite 443, Madison, WI 53706-1418.

JHR Editorial Board

The editors of the *Journal of Human Resources* (JHR) intend to add to the JHR's decades of accomplishment by offering rigorous and policy-relevant articles. **The Editor** is Anna Aizer of Brown University. **The Board of Editors includes:** Michèle Belot of Cornell University; Marianne Bitler of University of California, Davis; Aline Bütkofer of Norwegian School of Economics; Michael Darden of Johns Hopkins University; Paul Devereux of University College, Dublin; Jessica Goldberg of University of Maryland; Scott Imberman of Michigan State University; Ethan Lewis of Dartmouth University; Michael Lovenheim of Cornell University; Ofer Malamud of Northwestern University; Isaac Mbiti of University of Virginia; Douglas L. Miller of Cornell University; Marianne E. Page of University of California, Davis; Maya Rossin-Slater of Stanford University; Emilia Simeonova of Johns Hopkins University; Kosali I. Simon of Indiana University; Lesley J. Turner of Vanderbilt University; Shing-Yi Wang of the University of Pennsylvania; Tara Watson of Williams College; Junsen Zhang of Chinese University of Hong Kong. **The Associate Editors include:** Lisa Barrow of the Federal Reserve Bank of Chicago; Lori A. Beaman of Northwestern University; Brian C. Cadena of University of Colorado; Damon Clark of University of California, Irvine; Carlos Dobkin of University of California, Santa Cruz; Todd Elder of Michigan State University; Nora E. Gordon of Georgetown University; Mark Hoekstra of Texas A&M University; Jeanne Lafortune of Pontificia Universidad Católica de Chile; Stephan Litschig of

Universitat Pompeu Fabra; Jonathan Meer of Texas A&M University; Matthew J. Neidell of Columbia University; Pia M. Orrenius of the Federal Reserve Bank of Dallas; Steven G. Rivkin of University of Chicago; Tim R. Sass of Georgia State University; Alessandro Tarozzi of Universitat Pompeu Fabra. **The Associate Editor of Research Impact** is Scott Cunningham of Baylor University.

On the Web

<http://jhr.uwpress.org/>

Submission Requirements

The JHR requires that all authors submit all manuscripts online. Please submit online at: <http://jhr.msubmit.net>.

Do not send submissions directly to the Editor, Coeditors, Managing Editor, or Editorial Office. Failure to submit online will only delay consideration.

Please see the submission website for information about the submission fee.

Please note that the JHR rarely considers submissions that have more than 35 pages of text, excluding tables, figures, and references. Appendixes with additional material may be submitted for consideration by editors and reviewers. An informational website with tables of contents, abstracts, and appendixes: www.ssc.wisc.edu/jhr

If you have difficulty submitting online, please contact JHR Managing Editor, Lisa Al-Amoodi <lalamoodi@wisc.edu>

JHR Policy on Replication and Data Availability

1. Manuscripts submitted to the JHR will be judged in part by whether they have reconciled their results with already published research on the same topic.
2. Authors of accepted manuscripts will be asked to preserve the data used in their analysis and to make the data available online in a well-curated repository (for example, the Inter-University Consortium for Political and Social Research (ICPSR), The Dataverse Project, or one's institutional repository) in the public domain [CC0 1.0 Universal (CC0 1.0) license]. Authors are required to provide their archive plans as a footnote with the submitted manuscript, including a persistent link (preferably a DOI link) to the data set. Authors are responsible for making available complete replication materials, including the data and code, models, and other materials necessary for replication, along with a read-me file to assist others in using the data. If the data are publicly available or, on the other hand, an exemption has been requested, authors should provide any supporting replication materials that can be supplied to assist researchers with replication, to be published with the manuscript as an Online Appendix.
3. Authors wishing to request an exemption from the data availability requirement should notify the editors at the time of manuscript submission; otherwise, authors will be assumed to accept the requirement. The use of proprietary data sets, for example, may prompt an exemption request. The JHR may grant a waiver of the replication policy if the data meet these criteria: (i) there is any method at all by which other researchers may obtain the data, and (ii) the authors commit to providing guidance about obtaining the data. In requesting a waiver, please provide a brief explanation of why the waiver is required and how you meet these criteria.
4. Authors who wish clarification of any aspect of this policy statement may write to the editor.

