

Comments on „Selection Wages and Discrimination“

by
Ekkehart Schlicht

The paper „Selection Wages and Discrimination“ by Ekkehart Schlicht is very well written, provides new relevant insights, and it shows great promise for better understanding wage discrimination. I strongly recommend the paper for publishing. Some questions and remarks remain:

- a) E. Schlicht elaborated the model of selection wages elsewhere (2007), In this paper he applies the main idea and the equilibrium consequences in order to understand wage discrimination. Within the context of Reder-competition he shows that firms will offer higher wages for men than for women in equilibrium. This holds true in case that men react more strongly to wage differentials than women. In my opinion it might be helpful to give some more remarks with regard to assumptions of related efficiency-wage models.
- b) The author mentions some empirical observations, and he refers to the behavioral impact of social roles. These arguments – rejecting the “taste” theory – should be elaborated in more detail. Some definitions are rather vague. This makes it to some extent difficult to capture the entire argument. The underlying idea rests on different behavior of males and females. The same holds true for the monopolistic theory of discrimination and some statistical theories of discrimination as well. The emergence and development of social roles and their behavioral impacts seem to be driving forces of discrimination. Therefore the author should attach even more importance to the explanation of social roles.
- c) Wage differentials between men and women exist all over the world, but one observes significant differences between countries and regions. Maybe there are some relevant influences of different family policies, social security systems or different labor market institutions. It could be an interesting completion of the arguments to discuss the role of policies with regard to the labor market equilibrium.

d) A second comment already pointed out that there are some minor slips of the pen.