Commuting time is generally thought of in terms of the fixed costs imposed on workers. This presentation argues that the average commute time in cities also imposes quasi-fixed costs on the employer; these costs influence the hours of work desired by the employer, the number of workers employed, and relative wage rates paid to employees. The central hypothesis is that cities with longer average commuting times will tend to offer jobs with longer hours of work but compensate employees with higher wages. This hypothesis was tested using data on mean minutes for one-way commutes from a sample of workers in the 1990 U.S. Census of Population and Housing. Data were collected from two regions -- the West Coast (CA, OR, WA, AK and HI) and the Mid-Atlantic region (NY, NJ, PA). Results provided strong evidence that wages increased with mean commute times and that cross-sectional wage elasticities of labor supply were significantly different for men and women. These results highlight the importance of examining the effects of commuting time on labor supply separately by gender and open a new channel for the analysis of a range of issues related to employer and employee choice of hours of work.

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