Source Integration and Documentation Exercise

Writer

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**Part I: Summary**

 This article deals with the studies based on data collected from Quarterly Workforce Indicators (QWI) between 2005 and 2014. It addresses the effect of introducing the E-verify laws for checking the eligibility of employees. Mainly these laws are applied in public or contractors sectors but only eight states have implemented these laws for all employers in all industries. Its main purpose was to identify and decrease the number of unauthorized immigrants in states by making it hard for them to have employment here. Evidence suggested reduced employment rate and job turnover primarily among Hispanics. E-verify is used by employers at the time of new hiring, so that means unauthorized people cannot change their jobs and are trapped in their current workplace. Such regulatory laws that tend to impede employee mobility and job turnover can drastically affect labor productivity and reduced economic growth.

**Part II: Introducing Quotations**

**Orrenius, P. M., Zavodny, M., & Gutierrez, E. (2018). Do State Employment Eligibility Verification Laws Affect Job Turnover? *Contemporary Economic Policy*, *36*(2), 394–409.** [**https://doi.org/10.1111/coep.12251**](https://doi.org/10.1111/coep.12251)

1. “Regulations that impede worker mobility and labor-market turnover can adversely affect employment and labor productivity and slow economic growth.”
2. According to the researchers of the study Orrenius, Zavodny and Gutierrez, “Regulations that impede worker mobility and labor-market turnover can adversely affect employment and labor productivity and slow economic growth.”
3. The vice president of the research department at Federal Reserve Bank of Dallas states that “Regulations that impede worker mobility and labor-market turnover can adversely affect employment and labor productivity and slow economic growth.”
4. Pia M. Orrenius, the vice president of the research department at Federal Reserve Bank of Dallas, concludes his research that “Regulations that impede worker mobility and labor-market turnover can adversely affect employment and labor productivity and slow economic growth.”
5. Pia M. Orrenius, senior economist and the vice president of the research department at Federal Reserve Bank of Dallas, has been working on demographic changes and regional economic growth focusing mainly on unauthorized immigration and U.S immigration policies. She, in her research study about the effects of E-verification laws on employment, argues that “Regulations that impede worker mobility and labor-market turnover can adversely affect employment and labor productivity and slow economic growth.”

**Part III: Discussing, Applying or Explaining a Quotation**

 Orrenius argues the implementation of these regulatory laws is a great cause of hindrance for the unauthorized employees to shift their jobs or apply for new jobs and it will ultimately lead into lower employment rates and decreased job turnover. E-verification system has trapped unauthorized Hispanic workers in low-wage jobs and now they are unable to change. Others cannot apply for jobs because their unauthorized immigrant status can cause them grave problems (Orrenius, Zavodny, & Gutierrez, 2018). When combined, these factors affect the labor productivity and economic situation of a state.

 While discussing the effects of E-verify law on employment, Orrenius provided the data collected from the QWI database that since eight states started implementing this law in all kinds of industries, Hispanic's job turnover started reducing. Industries like agriculture, food service, construction, hospitality suffered the most adverse effects. Due to concerns related to discrimination, employers cannot screen the workers before their employment is finalized. This additional churn in the hiring process leads to lower wages and decreased employment. Therefore in such settings, these laws affected employment, separation rates and new hiring among Hispanics overall.

**References**

Orrenius, P. M., Zavodny, M., & Gutierrez, E. (2018). Do State Employment Eligibility Verification Laws Affect Job Turnover? *Contemporary Economic Policy*, *36*(2), 394–409. https://doi.org/10.1111/coep.12251