

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

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## NOTEWORTHY BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 2017\*

The Industrial Relations Section is pleased to announce that this year's winner of the **William G. Bowen Award** is *Where Bad Jobs Are Better: Retail Jobs Across Countries and Companies* by Françoise J. Carré and Chris Tilly. The winner of the **Richard A. Lester Award** is *Janesville: An American Story* by Amy Goldstein.

Carré, Françoise J. and Tilly, Chris. *Where Bad Jobs Are Better: Retail Jobs Across Countries and Companies*. New York: Russell Sage Foundation, 2017. 306 p. HD8039. M39 C36 2017. Paperback \$35.00. ISBN: 978-0-871-54861-0

Carré and Tilly, established academics specialized in the study of social policy and urban planning, compare the quality of retail jobs across the U.S. and seven countries, using qualitative and quantitative methods that combine field studies and surveys of employers with an analysis of national employment data. In contrast to retail jobs in the U.S., which are characterized by low wages, part-time work, unpredictable schedules, and few opportunities for advancement, the authors find that retail jobs in Western Europe are often full-time and more highly paid. Carré and Tilly dedicate a chapter to the comparison of Walmart operations across different countries, with a particular focus on Mexico and China, to illustrate the influence of unionization, employment regulations, and business strategy on a single company's employment practices, including wage-setting and the allocation of benefits, across multiple markets. The book is written for an interdisciplinary audience of applied researchers and policymakers interested in understanding and improving retail worker conditions.

Estlund, Cynthia. *A New Deal for China's Workers?* Cambridge, MA: Harvard University Press, 2017. 285 p. HD8736.5 .E87 2017. Cloth, \$49.95. ISBN: 978-0-674-97139-4

*A New Deal for China's Workers?* examines the economic, political, and legal dynamics driving labor relations in China, which has managed to achieve relative peace among workers, with an improvement in working conditions and incomes, despite the prohibition of independent unions, which were critical to raising the standard of living of workers in the United States in the 20<sup>th</sup> century. Estlund approaches the study of Chinese labor relations from the perspective of an established legal scholar who specialized in U.S. labor law for over 35 years. The author's position as an expert in U.S. labor law afforded her the access and seniority to conduct hundreds of interviews with politicians, business leaders, scholars, and workers across China. Estlund concludes that a "New Deal with Chinese Characteristics" would involve gradual improvement

\* Selection and award designations for 2017 books were finalized by the Industrial Relations Section in Spring 2018. International Standard Book Numbers (ISBN) are given to facilitate ordering from vendors or other purchasing outlets. All issues can be found in PDF format at <http://www.irs.princeton.edu/publications/selected-references>.

in worker incomes and standards of living, overseen by a government balancing its need to both legitimize and enforce one-party rule with the demands of an increasingly skilled and competitive workforce.

Goldstein, Amy. *Janesville: An American Story*. New York: Simon & Schuster, 2017. 351 p. HD5708.55.U62 J36 2017. Cloth, \$27.00. ISBN: 978-1-5011-0223-3

In *Janesville: An American Story*, Pulitzer-prize winning author Amy Goldstein reports on the community's response following General Motors' 2008 announcement that it was closing production at the titular town's main factory. The book begins in mid-2008, when former Speaker of the House Paul Ryan learns of GM's decision to shut down production at the largest plant in his hometown, and follows the stories of individuals in the community, including workers, union leaders, the manager of job retraining and employment programs, and their families, through 2013. The book is organized into 55 brief chapters, each serving as a vignette into the experience of different community members across the six years. The Appendices include the results of detailed surveys administered by social scientists to the Janesville community in 2013. The survey results demonstrate the financial and emotional pain of those who lost work, and show that diminished wages, economic pessimism, and the declining influence of unions persisted even after the recession officially ended.

Landivar, Liana Christin. *Mothers at Work: Who Opt Out?* Boulder: Lynne Rienner Publishers, 2017. 239 p. HD6055 .L32 2017. Cloth, \$72.50. ISBN: 978-1-62637-641-0

Landivar, a sociologist and senior researcher at the Women's Bureau of the U.S. Census Bureau, uses data from specialized Census Bureau surveys to examine the demographics and professions of women who either continue working or opt out of the workforce after having children. The survey questions allow the author to analyze the relationship between flexible scheduling, reduced hours, worker benefits, level of education, child age, and the decision to leave the workforce. Landivar's analysis of 55 occupations shows that female physicians are the least likely to opt out and that the health care services industry overall has the lowest rate of women who leave the workforce after having children. The author also finds that professional female managers are among the occupational groups less likely to opt out and links this to flexible workplace accommodations and other benefits offered by employers that support women with children. This book also serves as a comprehensive reference to literature and statistics on women's labor force participation.

Marquis, Susan L. *I Am Not a Tractor!: How Florida Farmworkers Took On the Fast Food Giants and Won*. Ithaca; London: ILR Press, 2017. 279 p. HD1527.F6 M37 2017. Cloth, \$29.95. ISBN: 978-1-5017-1308-8

In *I Am Not a Tractor!*, Marquis details how Florida farmworkers improved poor working conditions by organizing the Coalition of Immokalee Workers (CIW), which strategically targeted the food supply chain in what is considered to be one of the most effective examples of U.S. worker-driven social responsibility. Marquis applied professional rigor to the study of the CIW, though the book is written in a style accessible to a popular audience, structured as an unfolding drama over a period of two decades. The author provides a deep understanding of how the traditionally-marginalized farmworkers of the CIW strategically communicated their plight directly to consumers in order to pressure national chain grocers and restaurants, such as Taco Bell and McDonald's, to pay a "fair food" premium for tomatoes purchased from Florida growers abiding by the privately-monitored Fair Food Code of Conduct. Marquis notes that the topic of the book was motivated by a personal interest in the food industry. She

is widely-known for her expertise in defense policy analysis at RAND Corporation, where she is Dean of the Graduate School and VP of Innovation.

Peck, Jamie. *Offshore: Exploring the Worlds of Global Outsourcing*. Oxford, UK: Oxford University Press, 2017. 231 p. HD2365 .P43 2017. Paperback, \$50.00. ISBN: 978-0-19-872740-8

Peck, a political economist, examines global outsourcing from the perspective of economists, politicians, and the managers making outsourcing decisions. In addition to reviewing the evolution of outsourcing, from manufacturing to services, the author discusses case studies and trends in “nearshoring” to Latin America and Eastern Europe; “backshoring” to urban and rural areas of the U.S., and “noshoring” using automated technologies. The book’s content is primarily based on secondary research methods and includes useful reference tables such as the ranking of occupations by “offshorability,” information technology outsourcing activities by country, and trends in business process automation by job function. The author concludes that offshoring and automation reinforce one another in their impact on labor market restructuring and wage inequality in the United States. The book is written for an interdisciplinary audience of researchers, policymakers, and business strategists interested in gaining an overview of the history and trends in global outsourcing.

Petrosky-Nadeau, Nicolas and Wasmer, Etienne. *Labor, Credit, and Goods Markets: the Macroeconomics of Search and Unemployment*. Cambridge, MA: The MIT Press, 2017. 246 p. HF5470 .P49 2017. Cloth, \$75.00. ISBN: 978-0-262-03645-0

The authors outline their general equilibrium model, incorporating frictions across all multiple markets, for an intended audience of academic and applied economists and graduate students. The book reviews the “search and matching” approach developed by Nobel laureates Peter Diamond, Dale T. Mortensen, and Christopher A. Pissarides, which has been predominantly applied to labor markets, and extends the framework to credit and goods markets. Markets with friction are characterized by decentralized resource exchange that occurs through “search and match,” in contrast to perfectly competitive markets where resource exchange is assumed to occur through a bidding mechanism. The authors establish a direct link between friction and volatility in the economy, concluding that economies with more friction and transaction costs have higher volatility and are less able to withstand economic shocks. This book fits within the academic and applied economic discourse focused on retooling general equilibrium model assumptions and frameworks, to improve economic forecasting.

Uchitelle, Louis. *Making It: Why Manufacturing Still Matters*. New York: The New Press, 2017. 180 p. HD9725 .U24 2017. Cloth, \$24.95. ISBN: 978-1-59558-897-5

Journalist Louis Uchitelle is well-known for his decades of *New York Times* reporting on downsizing in the U.S. manufacturing sector and its link to globalization. This book weaves together stories of the individuals and communities who depended on U.S. factories. The author starts from a historical perspective that begins in the early half of the 20th century, setting the stage for the growth of the manufacturing sector, which reached its peak in the 1950s, when it contributed 30% of gross domestic product (GDP), and then slowly contracted to 12% by 2014. Uchitelle argues that the negative impact of the decline in manufacturing on wages, education, employment opportunities, and less tangibly, on the country’s identity and culture, justifies a national industrial policy that would strategically deploy subsidies and government purchasing contracts to raise the share of manufacturing in GDP to between 17% and 20%. The

author cites examples of approximately \$80 billion in existing subsidies and \$700 billion in government purchases that already support U.S. manufacturing.

Windham, Lane. *Knocking on Labor's Door: Union Organizing in the 1970s and the Roots of a New Economic Divide*. Chapel Hill: University of North Carolina Press, 2017. 295 p. HD8072.5 .W56 2017. Cloth, \$32.95. ISBN: 978-1-4696-3207-0

In *Knocking on Labor's Door*, Windham examines how the expanded role of women and people of color in union organizing in the 1970s collided with U.S. employers' increased efforts to limit union influence and membership. Windham's background working as labor organizer for nearly two decades, before transitioning to a career as a labor historian, affords her a deep understanding of union organizing and unique access to primary sources. The author presents publicly-available data showing that efforts to unionize remained relatively strong in the 1970s, before falling sharply in the 1980s. The book includes several case studies that demonstrate how women and people of color, emboldened by civil rights legislation of the 1960s, led many of the union organizing efforts of the 1970s. The case studies also describe how employers, facing pressure on profits from globalization and an economic downturn, widened the use of antiunion management consultants to decrease the effectiveness of union organizing by exploiting weak enforcement of labor laws.