

SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

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NOTEWORTHY BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1986*

Bergmann, Barbara R. *The economic emergence of women*. New York, NY 10022. Basic Books (10 E. 53rd St.). 1986. 372 pp. \$19.45.

This book is an overview of the issues involved with rising female participation in the labor market. Bergmann is particularly concerned with sex segregation, sex discrimination, and the poverty conditions experienced by women and children. Her basic argument is that many of today's problems stem from the conflict between women's traditional roles and women's new roles. The 1970's marked the first time that over half of the women were in the labor force, and the author ties this trend to other trends which have appeared over the last 15 years such as increasing divorce rates, decreasing birth rates, and increasing pay equity. The book concludes with a chapter on policies which Bergmann believes the government should follow in order to smooth the path of the sex-role revolution.

Berry, Robert C., William B. Gould IV and Paul D. Staudohar. *Labor relations in professional sports*. Dover, MA 02030. Auburn House (14 Dedham). 1986. 289 pp. \$35.00.

Labor relations and labor laws are assuming pivotal roles in determining the development of professional sports. To support this thesis, the authors examine labor relations within four sports: baseball, football, basketball, and hockey. Because of the high visibility of these sports, labor activities within them can have startling impacts on society and labor relations. The book begins by identifying the participants in sports' labor relations, such as the players, agents, owners, etc., and how the labor laws define their relationships. Next, the authors delve into the histories and idiosyncracies of each particular league. These histories provide the basis for the concluding chapters on the unresolved issues facing these sports unions and on the development of trends for the future.

The black youth employment crisis. Edited by Richard B. Freeman and Harry J. Holzer. Chicago, IL 60628. University of Chicago Press (11030 S. Langley Ave.). 1986. 469 pp. (National Bureau of Economic Research Project Report). \$55.00.

This volume is a compilation of eleven relevant papers on an important subject, unemployment among black youth, the group suffering the highest unemployment rate in the U.S. This book outlines some economic patterns and investigates both demand and supply effects. The papers cover a wide range of topics, touching on most of the issues which are generally analyzed for a particular labor market segment, such as job search, transition probabilities, turnover effects, demographic and socio-economic determinants, discrimination, and welfare effects. The appendix describes the ground-breaking

* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

micro data survey which was used for some of the econometric analysis in the papers. The overall effect of this collection is an understanding that black youths face a complex set of forces which determine their labor market experiences, and that no quick-fix solution exists which will solve their "employment crisis."

Chaison, Gary N. *When unions merge*. Lexington, MA 02173. Lexington Books (125 Spring St.). 1986. 186 pp. \$29.00.

This volume is an attempt to fill in a perceived gap in the study of union mergers. Chaison develops a model of the national union merger process by drawing together information on past mergers. Because he believes that these mergers are complex institutional phenomena, he attacks the problem from a number of sides using case studies, data analysis, and chronologies. Chaison begins by defining two types of mergers, amalgamations and absorptions, and by surveying historical episodes of each type. His historical survey leads to a discussion on the motivations for mergers, followed by an examination of merger problems, such as the incorporation of differing union structures into one whole. He concludes his study with an analysis of merger outcomes, in the U.S. and abroad. This work represents a detailed attempt to provide a workable theory of union mergers, a theory comparable to those developed in the area of collective bargaining.

Disability and the labor market: economic problems, policies, and programs.

Edited by Monroe Berkowitz and M. Anne Hill. Ithaca, NY 14851. ILR Press (Box 1000). 1986. 319 pp. \$34.00.

This volume consists of papers presented at a meeting on the economics of disability held in Washington, DC in 1985 and sponsored by the Bureau of Economic Research at Rutgers University. The contributors analyze the economic forces that determine whether or not a disabled person enters the workplace; incentives and disincentives in the social security and workers' compensation systems, the job market for disabled workers, employer accommodations, employment alternatives, and the effects of anti-discrimination legislation.

Handbook of labor economics. Edited by Orley C. Ashenfelter and Richard Layard. New York, NY 10017. Elsevier Science (52 Vanderbilt Ave.). 1986. 1273 pp. (Handbooks in economics, No. 5). \$110.00 set.

The Handbook brings together a systematic review of the research topics, empirical findings, and methods that comprise modern labor economics. Volume 1 is concerned with the classic topics of labor supply and demand, the size and nature of the elasticities between the two, and their impact in the wage structure. The papers in Volume 2 proceed from the common observation that the dissimilarity in worker skills and employer demands often tempers the outcomes that would be expected in frictionless labor markets. The last section deals explicitly with the role of institutional structures that now form an important part of modern labor economics.

Hirsch, Barry T. and John T. Addison. *The economic analysis of unions: new approaches and evidence*. Winchester, MA 01890. Allen & Unwin (Winchester Pl.). 1986. 337 pp. \$34.95.

This book surveys, synthesizes, and critically analyzes recent theoretical and econometric work on the many dimensions of unions, particularly their effects on wages, earnings distribution, productivity, inflation and politics. Unions are seen as vehicles for exercising individual and collective choice and their success is examined with reference to the constraints facing them. The breadth of topics covered make the book an excellent introduction to the new microeconomic analysis of unions.

Jefferys, Steve. *Management and managed: fifty years of crisis at Chrysler*. New Rochelle, NY 10801. Cambridge University Press (510 North Ave.). 1986. 290 pp. \$29.95.

Of the big three American automobile manufacturers, Chrysler Corporation has had the largest number of strikes, particularly strikes not sanctioned by the international UAW. Focusing on the Dodge main plant from the 1930's to early 1980's, Jefferys analyzes workplace politics in detail, and concludes that Chrysler's history of labor relations conflict was due to the organizational and economic weaknesses of its management.

Kochan, Thomas A., Harry C. Katz and Robert B. McKersie. *The transformation of American industrial relations*. New York, NY 10022. Basic Books (10 E. 53rd St.). 1986. 287 pp. \$22.95.

There has been a change in the industrial relations system in the U.S., and this book chronicles the transition from the old, New Deal-style of collective bargaining to the new system which has seen the rise of concession bargaining, work-rule changes, and worker representation in corporate decision-making. The authors have compiled substantial empirical evidence to support their model for the innovations taking place today. Because of the emphasis on transition, the authors compare most aspects of the present and past systems, focusing on the consequences of the decline in union influences. The book concludes by outlining possible strategic choices which workers, managers, and unions need to make in order to survive in the new era of economic pressure.

Lewis, H. Gregg. *Union relative wage effects: a survey*. Chicago, IL 60628. University of Chicago Press (11030 S. Langley Ave.). 1986. 277 pp. \$37.50.

This book is a painstaking survey of 200 empirical studies concerning the impact of labor unions on wages in the U.S. The survey provides both a precise summary of what is known about union/nonunion wage differentials, and a more general commentary on the evolution of data and methodology in applied economics. Lewis groups the studies by statistical techniques and type of data used, reviews the error and biases inherent in each grouping, and concludes that the mean wage gap is 15%. The author's comprehensive evaluations of selectivity-correction methods and the panel data problems will be invaluable tools for further research in empirical labor economics.

Rosen, Corey M., Katherine J. Klein and Karen M. Young. *Employee ownership in America: the equity solution*. Lexington, MA 02173. Lexington Books (125 Spring St.). 1986. 270 pp. \$19.95.

Over 10 million employees in 8,000 companies participate in some type of employee ownership plan. The authors view this increase in employee ownership as a means of overcoming the conflict between social justice and free enterprise. In many cases, the distribution of equity to employees has stimulated production and profitability, promoting the success of the companies. The authors use the case study approach to analyze the reasons for these successes. They begin the book by detailing a number of plans, concentrating on the ones which have proved most successful. They conclude that the important elements of an employer ownership plan are the size of the employees' equity share, the extent of employee input into the company's decision-making process, and the culture within the firm. In general, the book provides an optimistic picture and blueprint for the construction of successful employee ownership plans.

The Samuel Gompers papers, volume I: The making of a union leader, 1850-1886. Edited by Stuart B. Kaufman et al. Hagerstown, MD 21741. University of Illinois Press (P.O. Box 1650). 1986. 529 pp. \$39.95.

This first volume of the projected 12-volume set presents a wide-ranging collection of documents by and about Samuel Gompers. Covering the years from his birth to the founding of the American Federation of Labor, the book illuminates not only Gompers' history, but the political, social, intellectual and industrial climate in which he lived.

Smith, James P. and Finis R. Welch. *Closing the gap: forty years of economic progress for blacks.* Santa Monica, CA 90406. Rand Corporation (P.O. Box 2138). 1986. 128 pp. (Rand Report R-3330-DOL). \$10.00.

The authors present a reassessment of the long-term economic progress of American blacks over the last forty years. Using newly released Census micro data sets, they conduct a statistical examination of the relative economic positions of whites and blacks. Some of the issues addressed in this work are the economic experiences of blacks, the pervasiveness of their economic improvements and the causes of these improvements. The authors begin with an historical look at wages and income distributions, shifting next to two important explanations for the gains of black workers: changes in their educational quality and geographic locations. Lastly, they focus on particular institutions which have affected blacks in the workforce including the agricultural industry and affirmative action. They conclude their in-depth analysis with some predictions concerning the future prospects for blacks within the American economy.

Teamwork, joint labor-management programs in America. Edited by Jerome M. Rosow. Elmsford, NY 10523. Pergamon Press (Fairview Park). 1986. 199 pp. \$27.50.

This volume is a collection of twelve essays which examine the new structure of industrial relations in the United States from academic, managerial and labor's viewpoints. The editors believe that the economy can be divided into four segments: the business-as-usual contractual segment, the new confrontational segment (employer dominated), the public sector, and the new, cooperative relationships sector. It is this last sector which the editors believe holds the key to American economic prosperity and is the focus of this compilation. The book is divided into two sections. The first focuses on the new trends in industrial relations, particularly, the movement away from antagonistic relationships between labor and management. The second part details the structure of these new partnerships, outlining the successful ways in which the two sides have exhibited mutually advantageous teamwork.

Unemployment, search and labour supply. Edited by Richard Blundell and Ian Walker. New York, NY 10022. Cambridge University Press (32 E. 57th St.). 1986. 339 pp. \$44.50.

This volume is a diverse and interesting collection of sixteen papers which introduce recent innovations in and stimulate research into the areas of unemployment, job search, and labor supply. All of the papers are heavily based on empirical work and exhibit the considerable progress which has been made in the design of appropriate econometric techniques for confronting available labor market data. The collection is divided into two, somewhat overlapping, parts. The first eight papers focus on unemployment and job search, specifically, the importance of historical variables and government interventions. The second section concentrates on the modeling of labor supply decisions, with an emphasis on the effects of taxation.