OUTSTANDING BOOKS IN INDUSTRIAL RELATIONS & LABOR ECONOMICS, 1981*


Dworkin analyzes the history of unionism in professional baseball from the late nineteenth century to the present. He focuses on the major issues that motivated the players to organize. He traces the formation and development of the modern-day players union, the Major League Baseball Players Association (MLBPA), and he examines its predecessors. Dworkin then discusses the impact of collective bargaining on the game of baseball, giving particular attention to two important areas—the elimination of the perpetual reserve clause and the increase in bargaining power by players as a result of the adoption of final-offer salary arbitration bargaining in 1974. The issue of player mobility and its significance is fully discussed. He also looks closely at changes that have evolved in the profession since the introduction of collective bargaining, including grievance arbitration, minimum wage, improved work scheduling, and better pensions. The relationship between player performance and unionism is also explored. Dworkin looks at parallels between baseball unionism and the development of unions in general, and he compares and contrasts developments in baseball with those in basketball, hockey, and football. He concludes with speculations on baseball’s future and player unionism.


This study of the relationship between the United States and the ILO thoroughly investigates major issues of conflict over time. Galenson analyzes events leading up to the U.S. resignation from the Organization in 1977. He describes ILO circumstances subsequent to U.S. withdrawal and examines the rationale behind the U.S. decision to rejoin in 1980. The focus of the study then shifts to an analysis and evaluation of the two major purposes of the ILO: the administration of technical assistance to less developed countries and the promulgation and policing of international labor standards. Galenson’s conclusion contains recommendations for the proper U.S. role in ILO affairs in order to make the

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relationship more productive during the second phase of U.S. participation. He discusses what the U.S. might reasonably demand of the ILO as conditions for continuing its membership.


This volume is a very useful reference tool. In a collection of twenty-seven essays of varying quality, specialists in the field examine the diversified development of industrial relations in twenty-seven nations and regions of the industrialized world. A wide spectrum of economic advancement is covered, from the post-industrialized societies of Western Europe to rapidly developing countries such as Brazil, Nigeria, and Singapore. Many different political and economic systems are represented: capitalist democracies, socialist democracies, kingdoms, and communist states. The role of government in industrial relations is examined in each country, along with contributions made by union and management. The selected bibliographies appended to some of the essays offer solid leads for further research. An attempt was made to provide English-language sources if possible.


Reich uses theoretical, historical and econometric methods in a stimulating investigation of racism in the American economy. He evaluates and criticizes the leading neoclassical economic theories of racial inequality and presents the new theory that discrimination against blacks increases inequality of income among whites. He tests these theories by examining the distribution among whites of gains and losses from racial inequality. He contends that although inequality between blacks and whites has diminished to some extent in recent times, it represents a smaller step forward than is generally believed. He states that racial inequality in urban areas and industries persists. He develops a political-economic model to explain the persistence of racism and its effects on white income inequality, and he tests his model by drawing on recent census data as well as historical materials to analyze the relation between racial inequality and class conflict.


While the employment of youths in their respective countries varies, this book gathers together voluminous quantities of data in a definitive study that shows the medium-term trends and projections of that participation over the postwar half-century in twelve OECD countries: the United States, Japan, Germany, France, Italy, and the United Kingdom, and the smaller Canada, Australia, the Netherlands, Sweden, Switzerland, and New Zealand. Cross-national comparisons show the proportions of
employed youths and out-of-work youths, in various age brackets, in their labor markets, and examines such specifics as the participation of students, women, minority workers, and children of guest workers in Western Europe. This careful, scholarly study carries forward the study of young people and their transition from school to work that began with Bridges to work: international comparisons of transition services.


Originally presented at a Universities-National Bureau Committee conference on labor markets in 1978, and not published elsewhere, the papers in this volume treat four interrelated themes: labor mobility, job turnover, and life-cycle dynamics; the analysis of unemployment compensation and employment policy; labor market discrimination; and labor market information and investment. The Introduction by Sherwin Rosen provides a guide to the contents of the papers and offers suggestions for continuing research. Among the eleven essays contributed are: “Labor mobility and wages” by Jacob Mincer and Boyan Jovanovic; “Heterogeneity and state dependence” by James J. Heckman; and “Black economic progress after 1964: who has gained and why?” by Richard B. Freeman.


This collection of articles serves to present a comprehensive view of modern industrial relations in America, its strengths and weaknesses, and suggestions for improvements in the system. It focuses on the period between 1950 and 1980 which may be referred to by some as the “Golden Age of Collective Bargaining.” These essays look at the dynamics and developments within the field during these years primarily in the U.S. public sector. The following essays are included: “Collective bargaining and the economy” by Daniel J.B. Mitchell; “The impact of collective bargaining: illusion or reality?” by Richard B. Freeman and James J. Medoff; “Management performance” by D. Quinn Mills; “Large nonunionized employers” by Fred K. Foulkes; “The role of law” by Theodore J. St. Antoine; “Social issues in collective bargaining” by Phyllis A. Wallace and James W. Driscoll; “Will the real industrial conflict please stand up” by Peter Feulle and Hoyt N. Wheeler; “A view from abroad” by Andrew Thomson; and “Summary and conclusion” by Jack Steiber and Richard N. Block.

This book offers a fine overview of an important subject. Prepared at the request of the Equal Employment Opportunity Commission, it is the result of a two-year study conducted by the National Research Council's Committee on Occupational Classification and Analysis. The study documents the differences in earnings between men and women and notes that the differences have failed to decline over time. It then analyzes the variables identified by sociologists and economists as those most likely to account for earnings disparities. The institutional context within which wages are determined and workers allocated jobs is also considered, and an attempt is made to demonstrate how factors such as labor market segmentation, job segregation, and employment practices tend to perpetuate the earnings gap between men and women. The report then focuses on job evaluation systems and the procedures designed to identify and correct bias in setting wages for particular jobs. Ways to improve upon the job evaluation systems are suggested.


The authors of this volume use data from the National Longitudinal Surveys—data collected through repeated interviews with the same individuals over a ten-year period. The book offers several significant findings on actual retirement practices based on statistical analysis of the data. The first chapter of the volume introduces the sample and the data base. Subsequent chapters take up changes over the studied decade in black-white labor market opportunities, the occasion and impact of job loss, health, black-white differences in the labor force participation of older males, retirement trends and experiences, and family adjustment to health impairments and mortality. The methodological and statistical formulation on which the study is based is developed in appendices. A glossary is also included.


This volume is a special contribution to the field because in addition to being a well-organized and stimulating textbook for students of collective bargaining, it serves as a thoughtful examination and assessment of current research findings and conclusions in the field. Kochan examines the growth of and the many changes in U.S. industrial relations thought and practice since World War II. His analysis is comprehensive, and it is rich in ideas and perspectives. Areas covered include: mediation and arbitration; labor legislation (including discussions of occupational safety and health regulations and anti-discrimination legislation); wage theory; and the collective bargaining goals and various strategies of employers and unions.