
The problems related to social security financing have generated intense discussion and debate over the merits of alternative retirement benefit and finance schemes. The authors examine the current policy debates on retirement income, pensions, and social security by posing two empirical questions: 1) What are the income opportunities facing older workers at alternate retirement ages? 2) How responsive are older workers' retirement ages to changes in income opportunities? To answer these questions Fields and Mitchell take a microeconomic approach which places retirement incomes and retirement choices in an "intertemporal" (or life cycle) context and examines how the choice of retirement age depends on the specific institutional structure of earnings, private pensions, and social security. The authors' economic approach to the retirement and social security problem, which is based on four empirical models, offers important policy implications in the debate over social security reform.


According to Freeman and Medoff, U.S. trade unions can best be understood by recognizing that unions have two faces. One is the "monopoly" face which is associated with organized labor's ability to push up wages and enforce restrictive work rules. The other face is labelled the collective voice/institutional response which is associated with unions serving as representatives and protectors of workers' rights and interests. Drawing on a wide range of previously unavailable historical statistical series, longitudinal surveys, and their own prior research, the authors offer a quantitative analysis of the impact of union behavior on such elements as wages, wage inequalities, turnover, fringe benefits, productivity, profits and employee satisfaction. The authors conclude that the costs generated by the monopolistic impact of the unions are more than offset by the measurable benefits they produce through their representation function.


Non-wage labor costs represent a significant fraction of total labor costs, and this fraction is growing over time. Examples of such costs are fringe bene-

* Items from this list should be ordered from the publisher. Addresses are given in connection with each reference.
fits, obligatory social welfare costs, and expenditure on recruitment and training. Many of these costs are fixed per worker and independent of the number of hours an individual worked. The presence of such costs leads to an important distinction between hours per worker and the number of workers, and these costs have been emphasized in literature dating back to the work of Becker, Oi, and Rosen. This book consists of two sections. The first section (chapters 2 and 3) is concerned with data on non-wage labor costs, particularly for Germany, Japan, the U.K. and the U.S. In these chapters, the author discusses data sources, data classifications, problems in the data, as well as many cross classifications (by firm, size, unionization, industry), and the relative importance of the different types of non-wage costs. In the second section of the book (chapters 4-10), the author reviews much of the theoretical literature on non-wage labor costs.


The internal labor market is an analytical construct that economists have found useful for studying the administrative rules and procedures governing employment practices. This concept is important in understanding the distribution of economic rewards and security, and it is the subject of this collection of eight original essays which examine the labor practices of large companies. The book is broadly arranged into three sections: a review of the historical origins of internal labor markets and discussion of why they exist; an investigation of aspects of modern internal labor markets and contemporary employment systems; and a comparative analysis addressing the question of variation in job structure by considering the impact of social environment on internal labor markets. In the introductory paper, the editor concludes that there is considerable variety in the nature of internal labor markets, and they are more sensitive to change than has previously been recognized.


Developments in quality of work life (QWL) programs have generated debate among trade union leaders concerning the question of whether QWL and related worker participation programs will be good or bad for labor unions and the workers they represent. This book presents the results of a study which examined the impact of QWL programs on trade unions and the collective bargaining process. The opening chapter begins by outlining the theoretical and analytical issues surrounding worker participation programs and examines both the early responses and current context of these programs in the U.S. This discussion is followed by case study descriptions of the evolution of worker participation processes on a local level over the course of one contract cycle and through changing economic circumstances. Finally, the views of the rank and file, and local and national labor leaders toward QWL are presented and discussed. The authors conclude that while there is no evidence to suggest that worker participation programs have increased membership attachment to unions, union involvement in worker participation processes has led to important, positive effects for union leaders and their organizations.

This collection of seven essays and four comments offers a critical assessment of the current status of labor economics. The content is wide-ranging and presents comprehensive overviews, new advances in theory, and some new research findings of interest to those concerned about the on-going developments in this important subfield of economics. Rhonda Williams looks carefully at methodological practice in labor economics. Francine Blau examines the theory and evidence of sex discrimination. Julianne Malveaux reviews labor market theories that attempt to explain racial unemployment differences. The volume contains a comprehensive survey of competing visions of the labor market by Samuel Friedman as well as a thorough review of research on occupational safety and health by William Dickens. Essays on the connection between racial background and schooling by Linda Datcher, and on controversy over the Phillips Curve by Kathryn Allen complete the collection. The volume also contains a set of diverse critical comments on the main essays by respected researchers in the labor field.


This book presents a systematic analysis of the extensive U.S. experience with various forms of statutory arbitration in covered public employment. In addition to the available written materials and statistical series for eight states and New York City, new material has been developed from various sources including interviews with mediators, arbitrators, administrators, and parties participating in negotiations and arbitration proceedings. Experience in Massachusetts, New York, New Jersey, Pennsylvania, Michigan, Wisconsin, Minnesota, Iowa and New York City is examined. For each state, the development of the legislation and experience under the program are explained. The effects of arbitration on collective bargaining and wages are treated, along with arbitrators' use of the statutory standards. The strategies and views of the parties are also discussed. In the final chapter, comparisons are made among the eight jurisdictions, and lessons are drawn from the total body of experience.


The bituminous coal industry is rich in labor and collective bargaining history and is noted for its volatile labor relations past. The history of labor relations in this industry prior to 1950 has been the subject of much scholarly research. Until recently, however, relatively little research has been done on this subject, and this volume attempts to fill in that gap. The author examines the industrial relations picture in the bituminous coal mining industry and presents a detailed analysis of the economic and institutional forces and changes that have transpired over the past thirty years. He identifies several causes that have in part accounted for the decline of the United Mine Workers of America and Bituminous Coal Operators' Associations (UMWA-BCOA) segment of the industry, and the deterioration in the UMWA-BCOA bargaining relationship. He chronicles government involvement in the labor relations of this industry detailing the intervention of the Carter Administration during the critical strike of the 1970s. Finally, Perry offers "enlightened speculation" regarding the future of unionism and collective bargaining in this industry which must overcome the reputation
of being a high cost, non-productive, undesirable source of energy supply.


Occupational sex segregation is problematic because of its consequences for mobility, economic inequality and productivity. This collection of papers and invited comments is the result of a workshop sponsored by the Committee on Women’s Employment and Related Social Issues of the National Research Council. Scholars from several disciplines review the various theoretical explanations for segregation and report on recent empirical findings. The eleven essays are divided into six categories. The first examines the extent, trends, and projections of sex segregation in the workplace. The second deals with the difficult question of what can explain occupational segregation by summarizing historical and current explanations. The studies in the final part make clear the fact that the desegregation of occupations is likely to result from the application of a variety of strategies, involving not only supply side but also demand side interventions.


Martin Weitzman presents the share economy as a natural enemy of unemployment and inflation. He provides a unique microeconomic approach to dealing with some of the major problems facing the U.S. economy. Specifically, he argues that change in employee-compensation arrangements is required to assure that reasonable price stability is compatible with reasonably full employment. Employees should be paid based on some index of the performance or well-being of their firm. He believes that they should share in the successes or failures of the firm in terms of their compensation more than is the present case. “The lasting solution to stagflation,” Weitzman explains, “requires going inside the workings of a modern capitalist economy and correcting the underlying structural flaw directly at the level of the individual firm by changing the nature of labor remuneration.”


This collection of seven studies analyzes the major issues confronting young people in the transition from home and school to the world of work. The statistical analyses are based on data from National Longitudinal Surveys of Labor Market Experience over a period of three years. Using multivariate analysis of this unique data set, these studies provide information for education and employment policymakers with special interests in younger workers. The volume is arranged broadly into three parts: 1) an examination of employment patterns of young people and how changes in the labor market may have affected employment and unemployment during the 1970s; 2) a discussion on educational choices, specifically a comparison between public and private school learning and the economic value of academic and vocational training; and 3) an analysis of how young people spend their time, as well as a discussion of the relationship between delinquency and joblessness.