

Generating JOBS

**HOW TO
INCREASE
DEMAND
FOR
LESS-
SKILLED
WORKERS**

Richard B. Freeman and Peter Gottschalk, editors

Generating Jobs How To Increase Demand For Less Skilled Workers

Ive Marx



Generating Jobs How To Increase Demand For Less Skilled Workers:

Generating Jobs Richard B. Freeman, Peter Gottschalk, 1998-02-26 The American economy is in danger of leaving its low skilled workers behind In the last two decades the wages and employment levels of the least educated and experienced workers have fallen disastrously Where willing workers once found ready employment at reasonable wages our computerized service oriented economy demands workers who can read and write master technology deal with customers and much else Improved education and training will alleviate this problem in the long run but educating the new workforce will take a substantial national investment over many years In the meantime we face increasingly acute questions about how to include low skill workers in today s economy *Generating Jobs* takes a hard look at these questions and asks whether anything can be done to improve the lot of low skilled workers by intervening in the labor market on their behalf These micro demand side policies seek to improve wages and employment levels either by lowering the costs of hiring low skilled workers through employer subsidies or by raising wage levels benefit levels or hours of employment or by providing employment via government jobs Although these policies are not currently popular in the U S they have long been used in many countries *Generating Jobs* provides a clear eyed assessment of this history and asks if any of these policies might be applicable to the current problems of low skilled workers in the United States The results are surprising Several recently touted panaceas turn out to be costly and ineffective in the American labor market Enterprise zones for instance are an expensive way of moving jobs into areas of high unemployment costing as much as 60 000 per job Similarly job sharing which has had uneven success in Europe turns out to be ill suited to conditions in the U S where wages are relatively low and workers need to work long hours to maintain income On the other hand a number of older less flashy policies turn out to have real if modest benefits Wage subsidies have increased employment among qualifying workers and public employment policies can increase the number of workers from targeted groups working during the program While acknowledging that many solutions are counterproductive this definitive review of active labor market policies shows that many programs can offer real help More than any rhetoric *Generating Jobs* is the best guide to future action and a serious response to those who claim that nothing can be done

Part-time Job Growth and the Labor Effects of Policy Responses Linda H. Levine, 1998 Examines trends in part time employment from 1969 to 1997 and identifies reasons for the growth in involuntary part time employment Analyses the potential impact on workers were the government to prohibit wage discrimination based on hours worked and to require benefit eligibility for part time workers Also considers the effects of a mismatch between the qualifications of part time workers and the heightened skill requirements of jobs

The SAGE Handbook of the Sociology of Work and Employment Stephen Edgell, Heidi Gottfried, Edward Granter, 2015-12-03 The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world The coverage is both comprehensive and comparative in terms of time and space and each state of the art chapter provides a critical review

of the literature combined with some thoughts on the direction of research This authoritative text is structured around six core themes Historical Context and Social Divisions The Experience of Work The Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work Globally the contours of work and employment are changing dramatically This handbook helps academics and practitioners make sense of the impact of these changes on individuals groups organizations and societies Written in an accessible style with a helpful introduction the retrospective and prospective nature of this volume will be an essential resource for students teachers and policy makers across a range of fields from business and management to sociology and organization studies **From Widgets to Digits**

Katherine V. W. Stone,2004-07-26 From Widgets to Digits is about the changing nature of the employment relationship and its implications for labor and employment law For most of the twentieth century employers fostered long term employment relationships through the use of implicit promises of job security well defined hierarchical job ladders and longevity based wage and benefit schemes Today s employers no longer value longevity or seek to encourage long term attachment between the employee and the firm Instead employers seek flexibility in their employment relationships As a result employees now operate as free agents in a boundaryless workplace in which they move across departmental lines within firms and across firm borders throughout their working lives Today s challenge is to find a means to provide workers with continuity in wages on going training opportunities sustainable and transferable skills unambiguous ownership of their human capital portable benefits and an infrastructure of support structures to enable them to weather career transitions **Handbook of Labour**

Market Policy in Advanced Democracies Daniel Clegg,Niccolo Durazzi,2023-10-06 Bringing together contributions from leading labour market policy scholars from across the globe this state of the art Handbook offers extensive and compelling analyses of labour market policy in advanced democracies This title contains one or more Open Access chapters Work

Time Cynthia L. Negrey,2013-04-23 Work Time is a sociological overview of a complex web of relations that shapes much of our experience of work and life yet often goes without critical examination Cynthia Negrey examines work time past and present exploring structural economic change and the gender division of labor to ask what are the historical cultural public policy and business sources of current work time practices Topics addressed include work time reduction in the US

culminating in the 40 hour statute of 1938 recent trends in annual and weekly hours overtime part time work temporary employment work family integration and international comparisons She focuses on the US in a global context and explores how a new political economy of work time is taking shape This book brings together existing knowledge from sociology anthropology history labor economics and family studies to answer its central question and will change the way upper level students think about the time we devote to work *Expanding Work Programs for Poor Men* Lawrence M. Mead,2011-05-16

Expanding Work Programs for Poor Men makes the case that poor fathers like poor mothers need both help and hassle That is poor men need more help from the government but they must also be expected and required to help themselves Drawing

on welfare reform as a successful precedent Lawrence M Mead explores the psychology of male nonwork and evaluates the successes and failures of existing government programs for poor men including child support and conditions of parole These programs have succeeded in increasing work levels among poor men by requiring that they provide income to support their families or maintain a job to avoid returning to prison Although both programs rely on legal enforcement they are most effective when enforcement is coupled with incentives Mead suggests that child support and parole conditions offer a useful model for future men s work programs which should be mandatory and enforced but combined with rewards for steady work such as higher wage subsidies for low income workers *A New Social Question?* Ive Marx,2025-10-01 Advanced welfare states are said to be facing in the words of Pierre Rosanvallon a New Social Question The idea here and it is a widely shared one is that the transition from an industrial to a postindustrial environment has brought with it a whole new set of social risks constraints and trade offs which necessitate radical recalibration of social security systems This book analyses in some depth how economic change has impacted on minimum income protection in advanced welfare states There is a particular focus on how Bismarckian welfare states have fared over recent decades Working Time in Comparative Perspective: Life-cycle working time and nonstandard work Alice Nakamura,2001 Eleven contributions from international researchers examine working time over the life cycle and nonstandard work arrangements in the U S and Canada The papers were originally presented at a conference on working time held in Ottawa Ontario in June of 1996 Topics include for example adults returning to school moonlighting self employment for married females the changing use of temporary workers and early retirement c Book News Inc *The Institutional Tradition in Labor Economics* Dell P. Champlin,Janet T. Knoedler,2018-10-24 While there are many economists in schools government unions and non profit organizations working in the institutionalst tradition there has been no book that describes this tradition until now Editors Champlin and Knoedler have brought together prominent labor economists highly respected institutional economists and newer scholars working on such compelling issues as immigration wage discrimination and living wages Their essays portray the institutionalist tradition in labor as it exists today as well as its historical and theoretical origins The result is a major contribution to the literature of labor economics institutionalist economics and the history of economic thought **Social Democratic Capitalism** Lane Kenworthy,2020 What is the configuration of institutions and policies most conducive to human flourishing The historical and comparative evidence from the world s rich democratic countries suggests that the answer is capitalism a democratic political system good elementary and secondary schooling a big welfare state employment conducive public services and moderate regulation of product and labor markets This set of policies and institutions which sociologist Lane Kenworthy calls social democratic capitalism improves living standards for the least well off enhances economic security and very likely boosts equality of opportunity And it does so without sacrificing the many other things we want in a good society from liberty to economic growth and much more While the Nordic nations have been social democratic capitalism s chief

practitioners there is good reason to think other affluent countries including the United States will move in this direction in coming decades

Jobs for the Poor Timothy J. Bartik, 2001-06-11 Even as the United States enjoys a booming economy and historically low levels of unemployment millions of Americans remain out of work or underemployed and joblessness continues to plague many urban communities racial minorities and people with little education In *Jobs for the Poor* Timothy Bartik calls for a dramatic shift in the way the United States confronts this problem Today most efforts to address this problem focus on ways to make workers more employable such as job training and welfare reform But Bartik argues that the United States should put more emphasis on ways to increase the interest of employers in creating jobs for the poor or the labor demand side of the labor market Bartik's bases his case for labor demand policies on a comprehensive review of the low wage labor market He examines the effectiveness of government interventions in the labor market such as Welfare Reform the Earned Income Tax Credit and Welfare to Work programs and asks if having a job makes a person more employable Bartik finds that public service employment and targeted employer wage subsidies can increase employment among the poor In turn job experience significantly increases the poor's long run earnings by enhancing their skills and reputation with employers And labor demand policies can avoid causing inflation or displacing other workers by targeting high unemployment labor markets and persons who would otherwise be unemployed Bartik concludes by proposing a large scale labor demand program One component of the program would give a tax credit to employers in areas of high unemployment To provide disadvantaged workers with more targeted help Bartik also recommends offering short term subsidies to employers particularly small businesses and nonprofit organizations that hire people who otherwise would be unlikely to find jobs With experience from subsidized jobs the new workers should find it easier to obtain future year round employment Although these efforts would not catapult poor families into the middle class overnight Bartik offers a powerful argument that having a full time worker in every household would help improve the lives of millions *Jobs for the Poor* makes a compelling case that full employment can be achieved if the country has the political will and adopts policies that address both sides of the labor market Copublished with the W E Upjohn Institute for Economic Research

Competition Law and Economic Inequality Jan Broulík, Katalin Cseres, 2022-12-15 The gap between the rich and poor is widening across the globe This book explores whether this major societal challenge of our time can be addressed by the means of competition law The primary goal of today's competition law is to ensure that market power does not lead to an inefficient production of goods and services Nevertheless even such efficiency oriented curbing of market power may arguably contribute to the reduction of differences in how much people own and earn Furthermore many competition law regimes do take into account distributive considerations too The chapters investigate the relationship between competition law and economic inequality from philosophical historical and economic perspectives Their inquiries concern the conceptual foundations of competition law and doctrinal frameworks of individual jurisdictions as well as specific problems and markets As such the book provides a

novel and comprehensive overview of whether and how competition law can contribute to more equality in both developed and developing countries The book is a must read for researchers public officials judges and practitioners within the competition law community It will also appeal to anyone more broadly interested in issues of inequality and economic policy

The Political Economy of the Living Wage: A Study of Four Cities Oren M. Levin-Waldman, 2016-07-22 This book examines the movement for living wages at the local level and what it tells us about urban politics Oren M Levin Waldman studies the role that living wage campaigns may have had in recent years in altering the political landscape in four cities where they have been adopted Los Angeles Detroit Baltimore and New Orleans It is the author's belief that the living wage movements are a result of policy failure at the local level They are the by product of the failure to adequately address the changes that were occurring mainly the changing urban economic base and growing income inequality The author undertakes a scholarly analysis of the issue through the disciplinary lenses of political science while also employing some of the economists tools

Contingent Employment in Europe and the United States Ola Bergström, Donald W. Storrie, 2003 Bergström and Storrie are to be praised for what stands as a highly readable engaging account of the development of temporary work and also one that breaks new ground The focus here is not just on profiling national trends but also on locating them in a broader regulatory context At a time when even the most passive regulation is derided for undermining flexibility and holding back growth the insights contained in this book are of considerable value In my view *Contingent Employment in Europe and the United States* should be essential reading both for academics and policymakers Ian Kirkpatrick *Industrial Relations Journal* *Contingent Employment in Europe and the United States* examines the developments in labour markets in advanced economies in the 21st century as regards contingent employment This is defined as employment relationships that can be terminated with minimal costs within a predetermined period of time This includes fixed term contracts temporary agency work and self employment Contingent employment has been the subject of much legislative activity in the last decade at both the national and European level Temporary agency work in particular has recently been extensively deregulated in most European countries and currently we await the fate of a proposed EU directive on agency work The book is therefore highly topical

Working Time Deborah M. Figart, Lonnie Golden, 2013-01-11 Working time is a crucial issue for both research and public policy This book presents the first comprehensive analysis of both paid and unpaid work time integrating a unique discussion of overwork underwork shortening of the working week and flexible work practices Time at work is affected by a complex web of evolving culture and social relations as well as market technological and macroeconomic forces and institutions such as collective bargaining and government policy Using a variety of new data sources the authors review the latest trends on working time in numerous countries

Minimum Wages David Neumark, William L. Wascher, 2008 A comprehensive review of evidence on the effect of minimum wages on employment skills wage and income distributions and longer term labor market outcomes concludes that the minimum wage is not a good

policy tool *Legacies of the War on Poverty* Martha J. Bailey, Sheldon Danziger, 2013-07-31 Many believe that the War on Poverty launched by President Johnson in 1964 ended in failure In 2010 the official poverty rate was 15 percent almost as high as when the War on Poverty was declared Historical and contemporary accounts often portray the War on Poverty as a costly experiment that created doubts about the ability of public policies to address complex social problems *Legacies of the War on Poverty* drawing from fifty years of empirical evidence documents that this popular view is too negative The volume offers a balanced assessment of the War on Poverty that highlights some remarkable policy successes and promises to shift the national conversation on poverty in America Featuring contributions from leading poverty researchers *Legacies of the War on Poverty* demonstrates that poverty and racial discrimination would likely have been much greater today if the War on Poverty had not been launched Chloe Gibbs Jens Ludwig and Douglas Miller dispel the notion that the Head Start education program does not work While its impact on children's test scores fade the program contributes to participants long term educational achievement and importantly their earnings growth later in life Elizabeth Cascio and Sarah Reber show that Title I legislation reduced the school funding gap between poorer and richer states and prompted Southern school districts to desegregate increasing educational opportunity for African Americans The volume also examines the significant consequences of income support housing and health care programs Jane Waldfogel shows that without the era's expansion of food stamps and other nutrition programs the child poverty rate in 2010 would have been three percentage points higher Kathleen McGarry examines the policies that contributed to a great success of the War on Poverty the rapid decline in elderly poverty which fell from 35 percent in 1959 to below 10 percent in 2010 Barbara Wolfe concludes that Medicaid and Community Health Centers contributed to large reductions in infant mortality and increased life expectancy Katherine Swartz finds that Medicare and Medicaid increased access to health care among the elderly and reduced the risk that they could not afford care or that obtaining it would bankrupt them and their families *Legacies of the War on Poverty* demonstrates that well designed government programs can reduce poverty racial discrimination and material hardships This insightful volume refutes pessimism about the effects of social policies and provides new lessons about what more can be done to improve the lives of the poor **The Impact of Globalization on the United States** Michelle Bertho, Beverly Crawford, Edward A. Fogarty, 2008-09-30 Over the past decade a virtual cottage industry has arisen to produce books and articles describing the nature origins and impact of globalization Largely and surprisingly absent from this literature however has been extensive discussion of how globalization is affecting the United States itself Indeed it is rarely even acknowledged that while the United States may be providing a crucial impetus to globalization the process of globalization once set in motion has become a force unto itself Thus globalization has its own logic and demands that are having a profound impact within the United States often in ways that are unanticipated This set offers the first in depth systematic effort at assessing the United States not as a globalizing force but as a nation being transformed by globalization Among the

topics studied are globalization in the form of intensified international linkages globalization as a universalizing and or Westernizing force globalization in the form of liberalized flows of trade capital and labor and globalization as a force for the creation of transnational and superterritorial entities and allegiances These volumes examine how each of these facets of globalization affects American government law business economy society and culture **Moving Public Assistance Recipients Into the Labor Force, 1996-2000** Kenneth Hanson,1999

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