

SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

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NOTEWORTHY BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1994.*

The Industrial Relations Section is pleased to announce that this year's winners of the Richard A. Lester Award are David G. Blanchflower and Andrew J. Oswald for *The wage curve*.

Appelbaum, Eileen and Rosemary Batt. *The new American workplace: transforming work systems in the United States*. Ithaca, NY 14851. ILR Press (CUP Services, P.O. Box 6525). 1994. 287pp. \$18.95, paper.

Appelbaum and Batt identify two American models of high-performance work systems, lean production and team production. The authors address the question of which strategies really result in continuous performance improvement. They analyze evidence from surveys and case materials, using examples of the experiments of the 1970s and 1980s and descriptions of the vision currently dominating management thinking about new work systems.

Blanchflower, David G. and Andrew J. Oswald. *The wage curve*. Cambridge, MA 02142. MIT Press (55 Hayward St.). 1994. 481pp. \$39.95.

The authors suggest that both the orthodoxies in macroeconomics and in labor and regional economics are incorrect in their beliefs regarding the relationship between unemployment and the rate of change of wages. They argue that the stable relationship is a downward-sloping convex curve linking local unemployment and the level of pay. Their important study is based on random samples that provide computerized information on nearly four million people from sixteen countries.

Choices and consequences: contemporary policy issues in education. Edited by Ronald G. Ehrenberg. Ithaca, NY 14851. ILR Press (CUP Services, P.O. Box 6525). 1994. 152pp. \$29.00.

This collection of four essays summarizes research on school choices. The important findings include Eric Hanushek and Richard Pace's observation based on data from a survey of high school seniors. Many students who initially expressed interest in teaching, and who tended to have higher academic test scores, ultimately entered other professions. Cecilia Rouse's study of two-year colleges shows that these institutions provide opportunities for students who otherwise would not attend any college. She also found that enrollment levels in two-year schools are much more sensitive to tuition levels than in four-year colleges. According to Donna Rothstein and Ronald Ehrenberg's findings, attendance at historically black institutions (HBIs) enhances the probability that a black college student will receive a bachelor's degree within seven years of starting school, on average, but has no apparent effects on the student's early career labor market success and on the probability of enrolling in graduate school.

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

Dubofsky, Melvyn. *The state and labor in modern America*. Chapel Hill, NC 27515-2288. University of North Carolina Press (Box 2288). 1994. 321pp. \$34.95, cloth; \$14.95, paper.

This history of American labor from 1873 to 1973 examines the relationship between state and labor and stresses the role of government in the growth and decline of trade unions. While government policy has more frequently favored business, there have also been periods in American history when the government responded positively to a mobilized labor majority. Dubofsky describes the influence of different regions of the country on each other, for example, how the voting patterns of the congressional delegations from the South affected workers in New England.

Ehrenberg, Ronald G. *Labor markets and integrating national economies*. Washington, DC 20042-0029. Brookings Institution (P.O. Box 029). 1994. 126pp. \$28.95, cloth; \$10.95, paper.

Ehrenberg examines how labor market institutions and policies influence trade flows, capital mobility, labor mobility and the pace at which international economic integration proceeds. He also discusses the pressures to change some labor market institutions and policies that arise from integration. He argues that economic integration can take place between nations with very different levels of labor market standards and policies, but concludes that the political process may allow the full achievement of benefits from increased trade and labor-capital mobility only if countries systematically develop ways for some convergence of labor standards.

Labor economics and industrial relations: markets and institutions. Edited by Clark Kerr and Paul D. Staudohar. Cambridge, MA 02138. Harvard University Press (79 Garden St.). 1994. 704pp. \$39.00.

The editors have collected essays by distinguished scholars that review the course of labor economics for more than two centuries. The issues covered include: the scope and history of the field; the dispute over determinateness versus indeterminateness; themes such as the disadvantage of workers versus employers, appropriate models of the labor market and unemployment, and the impact of unions on the economy; internal labor markets; the new industrial state; and new labor economic problems such as the changing rate of productivity increases, affirmative action, training in an increasingly technological and global marketplace, and national employment policies.

Newcomers in the workplace: immigrants and the restructuring of the U.S. economy. Edited by Louise Lamphere, Alex Stepick, and Guillermo Grenier. Philadelphia, PA 19122. Temple University Press (University Services Bldg., Room 305, Broad and Oxford Sts.). 1994. 309pp. \$44.95, cloth; \$19.95, paper.

Based on data from extensive fieldwork conducted between 1988 and 1990, this collection of essays focuses on the workplace experiences of immigrants primarily of Hispanic or Asian origin in Garden City, Kansas, Miami, Florida and Philadelphia, Pennsylvania—three cities undergoing major economic transformations. Arranged in three parts, the book summarizes changes in the local economies, presents case studies of specific industries, and examines overall relations within particular workplaces. This book illuminates the wide variety of jobs done by immigrants and the ways in which different groups, confronted with foreign work structures and management systems, interact with each other and with supervisors.

Perlman, Richard and Maureen Pike. *Sex discrimination in the labour market: the case for comparable worth*. New York, NY 10010. Manchester University Press (St. Martin's Press, 175 Fifth Ave.). 1994. 170pp. \$59.95.

This book concerns the interaction between sex discrimination in the labor market and the role of comparable worth in attacking the consequential lower pay for women. It extends the examination of the interaction between discrimination and comparable worth to inequalities caused prior to the entry into the labor market. The authors argue that progress in eliminating pay inequities can be made only by extending and enforcing legislation that embodies the comparable worth principle. The book surveys the American and British literature and includes cases for and against comparable worth.

Restoring the promise of American labor law. Edited by Sheldon Friedman. Ithaca, NY 14851. ILR Press (CUP Services, P.O. Box 6525). 1994. 366pp. \$29.95, paper.

This volume is the product of a conference jointly sponsored by the School of Industrial and Labor Relations at Cornell University and the Department of Economic Research at AFL-CIO. Among the papers included are: "Section 8(a)(2) and the origins of the Wagner Act" by David Brody; "Employer tactics and labor law reform" by Phil Comstock and Maier B. Fox; "Status of workers' rights to bargain collectively" by Gladys W. Gruenberg; "What do unions do for women?" by Roberta Spalter-Roth, Heidi Hartmann, and Nancy Collins; "Reforming U.S. labor law and collective bargaining" by Richard N. Block; and "Making postindustrial unionism possible" by Dorothy Sue Cobble.

Roberts, Glenda Susan. *Staying on the line: blue-collar women in contemporary Japan*. Honolulu, HI 96822. University of Hawaii Press (2840 Kolowalu St.). 1994. 198pp. \$17.00, paper.

Roberts' 1983-84 field study of blue collar, Japanese women involved working alongside them in the inspection and packaging section of a garment factory. The interview data she reports come mainly from her co-workers, many of whom contributed long years of service, anticipated working until eligible for retirement pensions, and juggled family and job demands. The women share their stories of changeable interpersonal relations, fears of falling behind and getting too aged to continue line work, carefully budgeting incomes and relying upon child day care facilities, and believing strongly in the work ethic. Four women promoted to supervisory positions also describe their experiences in the system.

Sorensen, Elaine. *Comparable worth: is it a worthy policy?* Ewing, NJ 08618. Princeton University Press (California-Princeton Fulfillment Services, 1445 Lower Ferry Rd.). 1994. 166pp. \$29.95.

Sorensen assesses the comparable worth policy by examining the various approaches taken by different states. The author proposes policy guidelines to avoid the negative aspects of job evaluation procedures when implementing a comparable worth policy. She discusses the economic effects of implementing comparable worth policies, using a case study of the post-1982 program in Minnesota for its state government employees. Sorensen concludes that although comparable worth policies are an imperfect remedy to gender-based pay inequities, they can improve the relative earnings of women without producing serious negative employment effects in the public sector. She recommends additional research on the economic consequences of enacting such policies in the private sector.

Training and the private sector: international comparisons. Edited by Lisa M. Lynch. Chicago, IL 60628. University of Chicago Press (11030 S. Langley Ave.). 1994. 319pp. \$47.00.

The papers in this volume examine how private-sector training affects wages and productivity. Chapters 1 through 4 contrast training systems in Germany, Japan, and the United Kingdom with the United States. Chapters 5 and 6 analyze the impact of formal and informal training on productivity in U.S. firms. Chapters 7 through 11 examine the question about the impact of training on wages. The essays demonstrate that employer-provided training creates significant gains for both workers and firms, but recognizes that it is difficult for single firms to move unilaterally from one training system to another.

The UK labour market: comparative aspects and institutional developments. Edited by Ray Barrell. Port Chester, NY 10573. Cambridge University Press (110 Midland Ave.). 1994. 272pp. \$22.95.

The papers in this book, originally presented at a 1993 conference organized by the National Institute and the Centre for Economic Performance, address the questions of whether the UK labor market has changed its behavior over the last twenty years and whether its labor market is similar to those in Europe or the United States. The general view of the authors is that changes to the UK labor market in the 1980s have not had much impact on macroeconomic performance. There is a strong similarity between developments in the UK and other countries, especially the United States, where there has been a comparable increase in the degree of inequality without achieving the goal of low inflation with low unemployment.

Walton, Richard E., Joel E. Cutcher-Gershenfeld and Robert B. McKersie. *Strategic negotiations: a theory of change in labor-management relations.* Blacklick, OH 43004-0545. Harvard Business School Press (P.O. Box 545). 1994. 376pp. \$35.00.

The authors discuss major changes occurring in present day labor-management relations and offer a theory about how present-day negotiating strategies are reshaping the terms of these relations. Their examination of thirteen case histories drawn from three industries (paper, railroad, and auto supply) during twenty strategic periods, takes into account the advantages and risks of employing three discernable management negotiating strategies—"forcing", "fostering," and "escape." After reviewing the substantive agendas of management and labor, the case studies, the various influences on and expectations of the negotiators, successful and unsuccessful experiences with particular negotiating styles and tactics, and the outcomes of different strategic choices in different settings, the authors recommend a mix of "forcing" and "fostering."

Working under different rules. Edited by Richard B. Freeman. Ithaca, NY 14851. Russell Sage Foundation (CUP Services, P.O. Box 6525). 1994. 261pp. \$39.95, cloth; \$14.95, paper.

This volume presents the results of a four-year National Bureau of Economic Research project to compare labor markets in Western Europe, Canada, Japan, and Australia with the American labor market. The research was organized around four topics: changes in wages and wage differentials, training within firms, employee representation, and social programs and labor market flexibility. The general findings were that, since the 1970s, the United States did poorly compared with other advanced countries in the following areas: 1) increased wage inequality and declining real earnings for low-paid workers, 2) increased poverty, 3) fewer mechanisms for employee representation and cooperation with employers, and 4) less in-house training for less educated workers. Freeman encourages policy-makers to consider seriously certain foreign labor practices in attempting to correct American labor institutions.