

Beginning with the next issue, *Selected References* will be published in January and July. The annual compilation "Noteworthy Books in Industrial Relations and Labor Economics" will appear as the July issue.

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

No. 289

Princeton, NJ 08544

April 1999

---

---

## NOTEWORTHY BOOKS IN INDUSTRIAL RELATIONS AND LABOR ECONOMICS, 1998.\*

Aronowitz, Stanley. *From the ashes of the old: American labor and America's future*. Wilmington, MA 01887. Houghton Mifflin (181 Ballardvale St.). 1998. 246pp. \$25.00.

Steelworker, former union officer and sociologist, Stanley Aronowitz has written a post-war history of the American labor movement and an exhortation for a reinvigorated union presence. He laments the choices by union leaders to abandon radicalism and to accommodate corporate management in order to participate in the country's increasing prosperity. He sees ways in which the labor movement can expand its horizons and grow, specifically by reaching out to the new class of knowledge workers in its organizing efforts.

*Contingent work: American employment relations in transition*. Edited by Kathleen Barker and Kathleen Christensen. Ithaca, NY 14851. ILR Press; Cornell University Press (CUP Services, P.O. Box 6525). 1998. 350 pp. \$49.95, cloth; \$18.95, paper.

The editors of this volume of thirteen essays contend that the increase in hiring of contingent workers in American firms, particularly high skilled technical and white-collar workers, indicates a profound change in labor relations. To understand this shift in the employment contract, scholars from the fields of sociology, anthropology, social psychology, labor economics and business address such questions as: What is the size of the contingent workforce? What are its demographic characteristics? What are the economic, social and psychological effects of being a temporary worker? How do corporations use contingent work? What is the role of government and unions in supporting the development of contingent work and protecting workers without benefits? Special attention is paid to race, class and gender issues.

Costa, Dora L. *The evolution of retirement: an American economic history, 1880-1990*. Chicago, IL 60628. University of Chicago Press (11030 Langley Ave.). 1998. 234 pp. \$40.00.

The author presents an economic history of retirement. Since 1880, retirement rates have been rising and would have even without Social Security and Medicare. Over time, men's retirement decisions have become less sensitive to fluctuations in income. They can maintain autonomy even when no longer working and have a larger number of affordable leisure activities available. For the future, Costa suggests three possible scenarios that could lead to the temporary reversal of the current trend: the availability of part-time jobs that allow for extended periods of travel, an unexpected change in the early age of retirement for Social Security, or the sharp and unexpected reduction of benefits leading to a concurrent shortfall in personal savings.

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

*From school to work: a comparative study of educational qualifications and occupational destinations.* Edited by Yossi Shavit and Walter Muller. Cary, NC 27513. Oxford University Press (2001 Evans Rd.). 1998. 550 pp. \$135.00.

This collection of fifteen essays is based on the hypothesis that the manner and extent to which education affects occupational prospects varies from country to country and is produced by the differences in institutional arrangements of education and work. The editors have brought together an international group of experts to compare the association between educational qualifications and occupational outcomes early in workers' careers in thirteen industrialized countries. Each chapter includes a description of the institutional features of the educational system and the labor market and an analysis of comparable empirical data using similar definitions of variables and common statistical tools, plus discussion specific to the understanding of the particular country's situation.

*Generating jobs: how to increase demand for less-skilled workers.* Edited by Richard B. Freeman and Peter Gottschalk. Ithaca, NY 14851. Russell Sage Foundation (CUP Services, P.O. Box 6525). 1998. 336 pp. \$34.95.

In seeking a solution to the enormous gap in income between low- and high-paid workers, the authors of the nine essays in this volume examine the effectiveness of micro demand-side policies, which encourage businesses and government agencies to increase their employment of less skilled workers or to raise their pay and benefits, without risking the problems of inflation. They also contrast these policies to supply-side policies, (education, training and earned income tax credits) that affect the supply of labor.

*Help or hindrance?: the economic implications of immigration for African Americans.* Edited by Daniel S. Hamermesh and Frank D. Bean. Ithaca, NY 14851. Russell Sage Foundation (CUP Services, P.O. Box 6525). 1998. 394 pp. \$45.00.

This volume of fourteen essays addresses the question of the economic implications of immigration for African Americans given recent trends: the magnitude of immigration plus the racial and ethnic mix of recent immigrants, relatively diminished economic prospects for American workers with less than college education, and the educational lag in the African American population. The first studies in the book present clear evidence of a negative impact of the immigration of the 1970s and 1980s on the lowest-skilled African American workers. The second group of studies focuses on the non-labor market impacts of immigration. Contributors Betts and Hoxby demonstrate that there is substantial displacement of African Americans by immigrants in educational attainment, which is crucial to their ability to escape poverty.

*Imports, exports, and the American worker.* Edited by Susan M. Collins. Washington, D.C. 20036. Brookings Institution Press (1775 Massachusetts Ave., N.W.). 1998. 557 pp. \$59.95, cloth; \$26.95, paper.

Each of the ten chapters of this book is the revised version of a paper presented at a 1995 Brookings conference, plus the comments and summary of the general discussion. Thirty-two economists weigh in on the issue of the impact of trade and globalization on the wages of American workers, most holding that the effect is less than other factors such as technological changes. The volume's editor has divided the chapters into two corresponding parts, one dealing with methodology, how the data should be used, and the other with the conclusions that should be drawn from the data analysis.

Joshi, Heather and Pierella Paci. *Unequal pay for women and men: evidence from the British birth cohort studies*. Cambridge, MA 02142. MIT Press (5 Cambridge Center.). 1998. 181 pp. \$30.00.

This book examines differential pay between British men and women, using data from the Medical Research Council's National Survey of Health and Development (MRC) of 1946 and the National Child Development Study (NCDS) of 1958, which provide information about the subjects' lives from their births to their early thirties, in the 1970s and 1990s, respectively. The subjects' wages are observed at various points during a period beginning with the start of equal pay legislation. Through individual histories of the subjects, the investigators are able to examine whether pay inequality begins in the home or labor market. Their findings show that while unequal pay is still an issue, the gap is declining over time, by approximately nine percentage points for women in their thirties between 1978 and 1991. The change may be attributable to equal opportunities policy or to the relative decline of part-time employment among women. The narrowing gap is not as pronounced among full time workers.

*Labor statistics measurement issues*. Edited by John Haltiwanger, Marilyn E. Manser, and Robert Topel. Chicago, IL 60628. University of Chicago Press (11030 Langley Ave.). 1998. 478 pp. \$60.00.

This volume contains revised versions of thirteen papers and the discussion presented at the Conference on Research in Income and Wealth held in 1994. The papers address issues of measuring employment, unemployment, and wages and evaluating training and workplace practices.

Linder, Marc and Ingrid Nygaard. *Void where prohibited: rest breaks and the right to urinate on company time*. Ithaca, N.Y 14851. ILR Press, Cornell University Press (CUP Services, P.O. Box 6525). 1998. 244 pp. \$27.50.

The authors focus on the issue of rest periods, specifically the right, or lack thereof, of workers to void as needed, and provide many examples of abuses. They point out that OSHA erred by requiring that there be bathrooms at work sites, but not mandating that employees have the right to use them. Currently, only seven states have laws requiring breaks for both rest and meals, and only one, Minnesota, requires employers to give workers time off to use the bathroom. The authors conclude that national legislation and regulation are needed to solve this problem.

Messing, Karen. *One-eyed science: occupational health and women workers*. Philadelphia, PA 19122. Temple University Press (1601 N. Broad St.). 1998. 244 pp. \$59.95, cloth; \$22.95, paper.

The author analyzes the problems of science and women's health and the tendency of occupational health scientists to ignore them. She uses tools from biology, ergonomics, and social relations to describe male and female differences in jobs, health and basic biology. She next addresses the question: Why are scientists unresponsive to the needs of women workers? In four chapters she presents case studies to detail the scientific treatment of issues important to women workers: musculoskeletal disease, office work, emotional stress, and reproductive hazards. Finally, she proposes alternative ways of doing research and suggests changes in labor standards, compensation programs for occupational accidents and illnesses, and workplace policies.

*Organizing to win: new research on union strategies*. Edited by Kate Bronfenbrenner et al. Ithaca, NY 14851. ILR Press, Cornell University Press (CUP Services, P.O. Box 6525). 1998. 370 pp. \$19.95.

The twenty papers in this volume are selected from the forty presented by both academics and union activists at a Cornell University—AFL-CIO conference on union organizing strategies that was held in 1996. The quantitative studies in the

volume include workers' attitudes toward unions, individual voter studies, bargaining unit-level election outcome studies, and organizational research, and take into account the critical role played by union strategies. The papers using qualitative research include traditional case studies of individual union campaigns and analyses that critically address the broader social, economic, and strategic issues in organizing.

*Researching the world of work: strategies and methods in studying industrial relations.* Edited by Keith Whitfield and George Strauss. Ithaca, NY 14851. ILR Press, Cornell University Press (CUP Services, P.O. Box 6525). 1998. 330 pp. \$49.95, cloth; \$19.95, paper.

This collection presents an overview of the growing complexity and variety of research methods in industrial relations and addresses the practical and critical issues researchers face when studying these phenomena. The reader finds such techniques described as ethnography, laboratory experimentation, legal analysis, and sophisticated statistical analysis of large data sets, and the authors suggest when each method may be employed appropriately. Attention is also paid to comparative international analysis.

Teulings, Coen and Joop Hartog. *Corporatism or competition?: labour contracts, institutions and wage structures in international comparison.* Port Chester, NY 10573. Cambridge University Press (110 Midland Ave.). 1998. 346 pp. \$64.95.

This survey brings together theoretical models, narrative analysis, and data sets of labor economists from several Western countries. The authors track the effect of decentralized economies, such as the United States and Canada, compared to European corporatist economies and challenge the conviction that European labor market institutions are responsible for long-standing high unemployment levels relative to the United States. They examine the narrative and empirical evidence to test the validity of accepted theories of unionism, firms and national structure, wages, labor supply and economic movement within these.

Turner, Lowell. *Fighting for partnership: labor and politics in unified Germany.* Ithaca, NY 14851. Cornell University Press (CUP Services, P.O. Box 6525). 1998. 195 pp. \$39.95, cloth; \$15.95, paper.

In his story of the process of transformation in Germany since reunification, Lowell Turner presents evidence for the thesis that institutions shape behavior and that, even with such difficulties as mass unemployment and cultural differences, inclusive institutions can be transferred from one society to another. He begins by discussing the first great labor strike in post-Communist eastern Germany in 1993, when the employers in the metal industries of eastern Germany unilaterally refused to honor a previously negotiated collective agreement to raise workers' pay 26 percent. That the workers were able to win a favorable settlement indicates to the author that the western institution of industrial relations, transplanted and adapted to a changing society, provided a viable framework in which the strike could be fought and won.

Solow, Robert M. *Work and welfare.* Ewing, NJ 08618. Princeton University Press (California-Princeton Fulfillment Services, 1445 Lower Ferry Rd.). 1998. 100 pp. \$19.95.

This volume presents the 1996-1997 Tanner Lectures in Human Values by the Nobel prize-winning economist Robert Solow. Solow makes a strong case for encouraging the movement from welfare to work by making a "deliberate, sustained, and costly effort to create" jobs with adequate salaries available to all citizens. In addition to the lectures, the book includes extended comments by Glenn C. Loury, Anthony Lewis, John E. Roemer, and Gertrude Himmelfarb, with Solow's response to these comments.