

Chapter 1

The Debate About the Consequences of Job Displacement

Since the 1970s scholars have shown an increasing interest in the study of the social and economic consequences of plant closure. One strand of research addresses the topic from an economic perspective, investigating the impact of plant closure on workers' occupational trajectory and financial situation. The main interests of these studies are reemployment rates, unemployment durations and wage differences between the pre- and post-displacement job. Another strand of research strives at understanding the nonpecuniary costs of unemployment, addressing the consequences of job displacement in terms of workers' well-being and social life. We try to bridge these different research interests and will propose a model to investigate the impact of plant closure on workers' lives in a more encompassing way.

In this chapter we discuss the literature on the consequences of job displacement on displaced workers' occupational situation, their sociability and well-being. The first section focuses on reemployment, unemployment and labor force exit. A second section discusses the type and quality of the post-displacement jobs. Third, we address how workers' sociability and subjective well-being are affected by job loss. We conclude by suggesting a theoretical model of occupational transitions after plant closure and present our hypotheses.

1.1 Career Prospects After Job Loss

1.1.1 A Growing Body of Plant Closure Literature

The growing academic interest in job displacement may stem from the increasing number of workers affected by plant closures, relocations, restructurings and down-sizings. In the United States, the displacement rate has risen significantly since the early 1970s (Hamermesh 1989: 52–3; Brand 2006: 275–6). The increase in the

Job Displacement Consequences And Implications For Policy

Vincent N. Parrillo



Job Displacement Consequences And Implications For Policy:

Job Displacement John T. Addison,1991 **Losing Work, Moving on** Peter Joseph Kuhn,2002 And synthesis Peter J Kuhn Displaced workers in the United States and the Netherlands Joap H Abbring et al Worker displacement in Japan and Canada Masahiro Abe et al They get knocked down do they get up again Jeff Borland et al Worker displacement in France and Germany Stefan Bender et al Employment protection and the consequences for displaced workers Karsten Albk Marc Van Audenrode and Martin Browning **On the Edge of the Law** Chad Richardson,Rosalva Resendiz,2009-01-27 The Valley of South Texas is a region of puzzling contradictions Despite a booming economy fueled by free trade and rapid population growth the Valley typically experiences high unemployment and low per capita income The region has the highest rate of drug seizures in the United States yet its violent crime rate is well below national and state averages The Valley s colonias are home to the poorest residents in the nation but their rates of home ownership and intact two parent families are among the highest in the country for low income residential areas What explains these apparently irreconcilable facts Since 1982 faculty and students associated with the Borderlife Research Project at the University of Texas Pan American have interviewed thousands of Valley residents to investigate and describe the cultural and social life along the South Texas Northern Mexico border In this book Borderlife researchers clarify why Valley culture presents so many apparent contradictions as they delve into issues that are on the edge of the law traditional health care and other cultural beliefs and practices displaced and undocumented workers immigration enforcement drug smuggling property crime criminal justice and school dropout rates The researchers findings make it plain that while these issues present major challenges for the governments of the United States and Mexico their effects and contradictions are especially acute on the border where residents must daily negotiate between two very different economies health care school and criminal justice systems and worldviews **The Insecure Workforce** Edmund Heery,Professor Edmund Heery,John Salmon,2000-02-24 For the past two decades employment in Britain has been marked by a search for greater flexibility in the availability and use of labour In recent years however there has been mounting concern at the costs of this trend and an appreciation that the consequence of a flexible labour market may be an insecure workforce vulnerable to exploitation *Ibss: Political Science: 1991* British Library of Political and Economic Science,1993 IBSS is the essential tool for librarians university departments research institutions and any public or private institution whose work requires access to up to date and comprehensive knowledge of the social sciences **Leading Issues in Black Political Economy** Thomas D. Boston,2018-01-16 Leading Issues in Black Political Economy brings together the foremost experts on issues ranging from employment training and education of African Americans It also emphasizes macro economic concerns of business development with special emphasis on long term trends of black owned businesses The work emphasizes welfare considerations in an anti welfare epoch and the role of affirmative action now that it is under attack Attention is given to the role of race in the continuing disparity of income distribution in

American society The highlights of Leading Issues include An Employment and Business Strategy for the Next Century A Comment by Thomas D Boston Long Term Trends and Prospects for Black owned Business by Andrew F Brimmer Is the U S Small Business Administration a Racist Institution by Timothy Bates Worker Re Training and Labor Market Outcomes A New Focus for Labor Research by James B Stewart Race Cognitive Skills Psychological Capital and Wages by Arthur H Goldsmith William Darity Jr and Jonathan R Veum and Reparations and Public Policy by Richard F America The overall findings suggest that empirical wage equation specifications do matter The role of psychological capital is critical in the marketplace Race is indeed an important determinant of wages especially when the influence of both cognitive skills and psychological capital are included in the wage equation This volume will be of crucial interest to economists political scientists sociologists and policy analysts studying African American life Thomas D Boston is editor of the Review of Black Political Economy and professor of economics at the Georgia Institute of Technology He is the co editor with Catherine L Ross of The Inner City Urban Poverty and Economic Development in the Next Century also available from Transaction

Work, Earnings and Other Aspects of the Employment Relation Solomon W. Polachek, Konstantinos Tatsiramos, 2008-10-01 Covers various aspects of the employer employee relationship This book answers labor market questions that include Why has part time work increased so dramatically in the 15 European Union countries What changes in retirement behavior will be expected as countries change pension laws And why do firms often use fixed term employment contracts

Worker Displacement in the US/Mexico Border Region José A. Pagán, 2004-01-01 An interesting interrelated mixture of descriptive and empirical analyses case studies and theoretical modeling that relates to a timely and important issue that is of considerable policy interest The book reads well and is accessible without a high degree of technical ability It would be of interest to most researchers focusing on job displacement and would be appropriate even at the advanced undergraduate level Roger White Labor Studies Journal

Working Paper, 1997 *Equal Employment Opportunity* United States. General Accounting Office, 1994 *OECD Employment Outlook 2010 Moving beyond the Jobs Crisis* OECD, 2010-07-07 OECD s annual report on employment and labour markets This edition includes articles on Moving Beyond the Jobs Crisis The Global Crisis in Emerging Economies Institutional and Policy Determinants of Labour Market Flows and Part Time Work

Job Loss from Imports Lori G. Kletzer, 2001 In this study of the medium term effects of trade displacement on American workers Kletzer uses worker level data from the US Displaced Worker Surveys to examine the pattern of reemployment following trade related job loss She also analyzes regional and local labor market variations and concludes by exploring the implications of her findings for US policy on linking the labor market and international trade

Government Regulation of the Employment Relationship Bruce E. Kaufman, 1997 Ever since the emergence of industrial relations as a field in the late 1920s three different approaches to labor problems have been focal points for research and debate according to Bruce E Kaufman What he refers to as employers solutions involve personnel management workers rely on unionism and collective bargaining and the third component the

community depends on government regulation in the form of protective labor legislation and social insurance programs Kaufman contends that government regulation has contributed significantly to the remarkable progress made during the twentieth century in achieving a more productive and humane workplace As labor problems have changed debate about the efficacy of government regulation has continued In this volume some of the most distinguished scholars in industrial relations frame the current issues develop theoretical insights and provide an objective review of the empirical evidence **Enduring Effects of Job Displacement on Career Outcomes** Jennie E. Brand,2004 Encyclopedia of Social Problems Vincent N. Parrillo,2008-05-22 Social problems affect everyone Because so many actual and potential problems confront us it is often difficult to decide which ones affect us most severely Is it the threat of death or injury during a terrorist attack Is it the threat caused by industrial pollution that may poison us or destroy our physical environment Or does quiet but viciously damaging gender age class racial or ethnic discrimination have the most far reaching effect Do the problems of cities affect us if we live in the suburbs Do poorer nations problems with overpopulation affect our quality of life The Encyclopedia of Social Problems offers an interdisciplinary perspective into many social issues that are a continuing concern in our lives whether we confront them on a personal local regional national or global level With more than 600 entries these two volumes cover all of the major theories approaches and contemporary issues in social problems and also provide insight into how social conditions get defined as social problems and the ways different people and organizations view and try to solve them Key Features Provides as comprehensive an approach as possible to this multifaceted field by using experts and scholars from 19 disciplines anthropology biology business chemistry communications criminal justice demography economics education environmental studies geography health history languages political science psychology social work sociology and women s studies Presents a truly international effort with contributors from 17 countries Argentina Australia Canada England France Germany Greece Hong Kong India Ireland Italy Kenya New Zealand Romania Scotland Turkey and the United States Addresses social problems that are fairly new such as computer crimes and identity theft and others that are centuries old such as poverty and prostitution Examines social problems differently from place to place and from one era to another Explains the perspectives and foundations of various social theories and offers different lenses to view the same reality Key Themes Aging and the Life Course Community Culture and Change Crime and Deviance Economics and Work Education Family Gender Inequality and Sexual Orientation Health Housing and Urbanization Politics Power and War Population and Environment Poverty and Social Class Race and Ethnic Relations Social Movements Social Theory Substance Abuse Readers investigating virtually any social problem will find a rich treasure of information and insights in this reference work making it a must have resource for any academic library *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 *OECD Employment Outlook 2013* OECD,2013-07-16 The OECD Employment Outlook 2013 looks at labour markets in the wake of the crisis It also includes chapters employment protection legislation benefit systems employment and training programmes and re employment earnings and skills afer job loss **Drug Abuse Services Research Series** ,1991

Trade, Investment, Migration and Labour Market Adjustment D. Greenaway,R. Upward,K. Wakelin,2002-09-06 Globalization and the growing integration of national markets have had profound effects on the operation of markets not least labour markets In this book a range of leading commentators on globalization and labour markets present original contribution on the interaction between these two areas This book assesses the impact of globalization on trade cross border investment and migration from both a theoretical and econometric standpoint and discusses the possible applications of this analysis for both industrialized and developing countries **Globophobia** Gary Burtless,Robert Z. Lawrence,Robert E. Litan,2010-12-01 A Brookings Institution Press Progressive Policy Institute and Twentieth Century Fund publication For much of the post World War II period the increasing globalization of the U S economy was welcomed by policymakers and by the American people We gained the benefits of cheaper and in some cases better foreign made products while U S firms

gained wider access to foreign markets The increasing economic interlinkages with the rest of the world helped promote capitalism and democracy around the globe Indeed we helped win the Cold War by trading and investing with the rest of the world in the process demonstrating to all concerned the virtues of trade and markets In recent years however a growing chorus of complaints has been lodged against globalization which is blamed for costing American workers their jobs and lowering their wages The authors of this book speak directly and simply to these concerns demonstrating with easy prose and illustrations why the globaphobes are wrong Globalization has not cost the United States jobs Nor has it played any more than a small part in the disappointing trends in wages of many American workers The challenge for all Americans is to embrace globalization and all of the benefits it brings while adopting targeted policies to ease the very real pain of those few Americans whom globalization may harm Globaphobia outlines a novel yet sensible program for advancing this objective Copublished with the Twentieth Century Fund and the Progressive Policy Institute

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