

# 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

**Katherine V. W. Stone**



## **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

**The Hip-Hop Generation** Bakari Kitwana, 2008-08-05 The Hip Hop Generation is an eloquent testament for black youth culture at the turn of the century The only in depth study of the first generation to grow up in post segregation America it combines culture and politics into a pivotal work in American studies Bakari Kitwana one of black America s sharpest young critics offers a sobering look at this generation s disproportionate social and political troubles and celebrates the activism and politics that may herald the beginning of a new phase of African American empowerment What Works for Workers? Stephanie Luce, Jennifer Luff, Joseph A. McCartin, Ruth Milkman, 2014-01-31 The majority of new jobs created in the United States today are low wage jobs and a fourth of the labor force earns no more than poverty level wages Policymakers and citizens alike agree that declining real wages and constrained spending among such a large segment of

workers imperil economic prosperity and living standards for all Americans Though many policies to assist low wage workers have been proposed there is little agreement across the political spectrum about which policies actually reduce poverty and raise income among the working poor What Works for Workers provides a comprehensive analysis of policy measures designed to address the widening income gap in the United States Featuring contributions from an eminent group of social scientists What Works for Workers evaluates the most high profile strategies for poverty reduction including innovative living wage ordinances education programs for African American youth and better regulation of labor laws pertaining to immigrants The contributors delve into an extensive body of scholarship on low wage work to reveal a number of surprising findings Richard Freeman suggests that labor unions long assumed to be moribund have a fighting chance to reclaim their historic redistributive role if they move beyond traditional collective bargaining and establish new ties with other community actors John Schmitt predicts that the Affordable Care Act will substantially increase insurance coverage for low wage workers 38 percent of whom currently lack any kind of health insurance Other contributors explore the shortcomings of popular solutions Stephanie Luce shows that while living wage ordinances rarely lead to job losses they have not yet covered most low wage workers And Jennifer Gordon corrects the notion that a path to legalization alone will fix the plight of immigrant workers Without energetic regulatory enforcement she argues legalization may have limited impact on the exploitation of undocumented workers Ruth Milkman and Eileen Appelbaum conclude with an analysis of California's paid family leave program a policy designed to benefit the working poor who have few resources that allow them to take time off work to care for children or ill family members Despite initial opposition the paid leave program proved more acceptable than expected among employers and provided a much needed system of wage replacement for low income workers In the wake of its success the initiative has emerged as a useful blueprint for paid leave programs in other states Alleviating the low wage crisis will require a comprehensive set of programs rather than piecemeal interventions With its rigorous analysis of what works and what doesn't What Works for Workers points the way toward effective reform For social scientists policymakers and activists grappling with the practical realities of low wage work this book provides a valuable guide for narrowing the gap separating rich and poor

*Just Work* Russell MUIRHEAD, Russell Muirhead, 2009-06-30 This elegant essay on the justice of work focuses on the fit between who we are and the kind of work we do Russell Muirhead shows how the common hope for work that fulfills us involves more than personal interest it also points to larger understandings of a just society We are defined in part by the jobs we hold and Muirhead has something important to say about the partial satisfactions of the working life and the increasingly urgent need to balance the claims of work against those of family and community Against the tendency to think of work exclusively in contractual terms Muirhead focuses on the importance of work to our sense of a life well lived Our notions of freedom and fairness are incomplete he argues without due consideration of how we fit the work we do Muirhead weaves his argument out of sociological economic and philosophical analysis He

shows among other things how modern feminism's effort to reform domestic work and extend the promise of careers has contributed to more democratic understandings of what it means to have work that fits. His account of individual and social fit as twin standards of assessment is original and convincing; it points both to the unavoidable problem of distributing bad work in society and to the personal importance of finding fulfilling work. These themes are pursued through a wide-ranging discussion that engages thinkers from Plato to John Stuart Mill to Betty Friedan. *Just Work* shows what it would mean for work to make good on the high promise so often invested in it and suggests what we both as a society and as individuals might do when it falls short.

**Handbook of Labour Market Policy in Advanced Democracies** Daniel Clegg, Niccolò 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.

**Empowering Workers in an Age of Automation** Tom Parr, 2025-02-14 *Empowering Workers in an Age of Automation* explores how labour market policymakers should respond to the threats and opportunities that arise from automation, artificial intelligence, and other forms of technological progress. The book's aim is twofold. First, it is to develop and defend a novel philosophical framework for theorizing about the demands of social justice in the labour market, which Parr calls the empowerment model. At the heart of this view is a concern for fairness and more specifically a concern for the growing inequality in prospects between members of the working class and their middle and upper class counterparts. Second, it is to examine a range of concrete political controversies relating to labour markets and the future of work in the light of the empowerment model. The analysis presented is wide-ranging and includes discussion of technological unemployment, the four-day work week, the gender earnings gap, working from home, and the role of higher education. Throughout the text, Parr is keen to caution against sensationalist narratives and instead emphasizes the more prosaic but still hugely consequential ways in which technology is changing how we work. To do this, he draws on a wealth of empirical research and extensively from findings in labour economics. The result is a book that takes seriously and aims to shed light on some of the most pressing challenges that we actually face.

**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

**Research in Social Stratification and Mobility** Kevin T Leicht, 2003-12-03 Volume 20 of Research in Social Stratification and Mobility continues to remain at the forefront of the diverse group of social scientists who study social inequality and is now the official publication of the Social Stratification Research Group of the International Sociological Association RC 28 This issue features a comprehensive retrospective on the 40 years of contributions to social stratification research made by the late William Sewell and the Wisconsin Longitudinal Survey including an all inclusive bibliography of publications Other contributions address the growing differences between workers with full time jobs and various categories of the underemployed in Israel the United States and Germany social mobility in Korea and Sweden subjective responses to social inequality and the social consequences of status inconsistency and analyses of class consciousness and growing wealth inequality in the OECD

**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

**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 institutionalist 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. *Moving Public Assistance Recipients Into the Labor Force, 1996-2000* Kenneth Hanson, 1999. [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

**Blacks and the Quest for Economic Equality** James W. Button, Barbara A. Rienzo, Sheila L. Croucher, 2015-08-26 The civil rights movement of the 1960s improved the political and legal status of African Americans but the quest for equality in employment and economic well being has lagged behind Blacks are more than twice as likely as whites to be employed in lower paying service jobs or to be unemployed are three times as likely to live in poverty and have a median household income barely half of that for white households What accounts for these disparities and what possibilities are there for overcoming obstacles to black economic progress This book seeks answers to these questions through a combined quantitative and qualitative study of six municipalities in Florida Factors impeding the quest for equality include employer discrimination inadequate education increasing competition for jobs from white females and Latinos and a lack of transportation job training affordable childcare and other sources of support which makes it difficult for blacks to compete effectively Among factors aiding in the quest is the impact of black political power in enhancing opportunities for African

Americans in municipal employment The authors conclude by proposing a variety of ameliorative measures strict enforcement of antidiscrimination laws public policies to provide disadvantaged people with a good education adequate shelter and food and decent jobs and self help efforts by blacks to counter self destructive attitudes and activities

## Whispering the Secrets of Language: An Emotional Journey through **Generating Jobs How To Increase Demand For Less Skilled Workers**

In a digitally-driven world wherever screens reign supreme and quick transmission drowns out the subtleties of language, the profound strategies and mental subtleties concealed within words often go unheard. However, situated within the pages of **Generating Jobs How To Increase Demand For Less Skilled Workers** a interesting literary prize pulsating with natural thoughts, lies a fantastic journey waiting to be undertaken. Penned by an experienced wordsmith, this enchanting opus attracts visitors on an introspective trip, lightly unraveling the veiled truths and profound affect resonating within the very material of each and every word. Within the mental depths of this touching review, we can embark upon a sincere exploration of the book is primary subjects, dissect their captivating writing model, and succumb to the strong resonance it evokes heavy within the recesses of readers hearts.

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