



The Power of a Promise

Education and Economic Renewal in Kalamazoo

Michelle Miller-Adams

What if every high school graduate of a given school district could go to college for free—not just those with good grades or financial need, but all of them? And what if this promise was guaranteed for decades? What kind of transformation might ensue, not just in the lives of the students themselves but in the communities that surround them? Such are the questions raised by the Kalamazoo Promise, an unprecedented experiment in education-based economic renewal that is being watched and emulated by scores of cities and towns

around the nation.

When a group of anonymous donors announced in 2005 that they would send every graduate of this mid-sized public school district to college for free, few within or outside Kalamazoo, Michigan, understood the magnitude of the gesture. Now, in the first comprehensive account of the Kalamazoo Promise, Michelle Miller-Adams charts its initial impact as well as its potential to bring about fundamental economic and social change in a community hurt by job loss, depopulation, and racial segregation.

Drawing on cutting-edge research in the fields of education and economic development, Miller-Adams combines insights from these disciplines with an unparalleled understanding of the Kalamazoo Promise based on extensive interviews and observation from the program's earliest days. Her book tells the fascinating story of why the Kalamazoo Promise came about, how the broader community has responded to its introduction, and its impact—real and anticipated—on Kalamazoo's students, schools, social fabric, and economic future.

At a time when communities across the nation are striving for greater economic competitiveness and expanded educational opportunities for their youth, Miller-Adams' firsthand account reveals both the promise and the challenges inherent in place-based universal scholarship programs and offers guidance to all those working to prepare their communities for success in the twenty-first century.

*"Michelle Miller-Adams captures the truly unique story of the Kalamazoo Promise without losing sight of the universal lessons it offers us. **The Power of a Promise** is essential reading for anyone who wants to understand the future of economic and community development in our country."* Governor Jennifer M. Granholm, State of Michigan

*"The Kalamazoo Promise is a fascinating experiment with enormous implications for American education. Will the promise of free tuition inspire students to work harder in school? Will it draw more middle class families back into the city's public school system, enriching the learning environment for all? Michelle Miller-Adams provides a superb, thoroughly researched, and highly readable account of this closely watched, groundbreaking venture." Richard D. Kahlenberg, senior fellow, The Century Foundation, and author of *All Together Now: Creating Middle-Class Schools through Public School Choice**

*"Across America, economic developers struggle to overcome the disincentives created by low-performance, poverty-impacted school districts. Michelle Miller-Adams offers an insightful first look at the impact of the Kalamazoo Promise in revitalizing a city's declining job market and aging neighborhoods. If 'housing policy is school policy,' the Kalamazoo Promise tests whether 'school policy is housing policy.'" David Rusk, former mayor of Albuquerque, New Mexico and author of *Cities Without Suburbs* and *Inside Game/Outside Game**

274 pp. 2009

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Against the Tide Household Structure, Opportunities, and Outcomes among White and Minority Youth

Carolyn J. Hill, Harry J. Holzer, and Henry Chen

Gaps in employment and educational outcomes persist (and in some cases are growing) among various groups of young adults in the United States. Particularly notable are the gaps that exist between minority young adults—especially black young adults—and their white counterparts. One oft-cited reason for this trend is the growing number of youth who have grown up in single-parent households.

Hill, Holzer, and Chen examine the effects of household structure on young adults and how these effects might have contributed to the negative trends in outcomes observed for young minorities over time. In addition to studying these links, they also provide a better understanding of the means through which growing up in a single-parent household might affect youth outcomes, and they reveal other factors that might either reinforce or counteract these household effects.

The bottom line, say the authors, is that young people growing up in single-parent households face a combination of additional challenges compared to young people growing up in two-parent families, and that these challenges, while not insurmountable, pose a significant hurdle to achieving educational and employment success.

For young people from low-income and single-parent families to be successful, the authors recommend policies that promote healthy marriages or more positive noncustodial fatherhood, higher incomes for working single parents, better schooling or employment options and safer neighborhoods for poor youth, and better child care and parenting among single parents.

172 pp. 2009

\$40 cloth 978-0-88099-342-5 / \$16 paper 978-0-88099-341-8



Working after Welfare How Women Balance jobs and Family in the Wake of Welfare Reform

Kristin S. Seefeldt

A notable outcome of the welfare reforms enacted in 1996 is the increase in the proportion of single mothers who have entered the workforce. With the receipt of benefits having become contingent upon looking for and securing a job, many who would have stayed home with their kids found it necessary to take jobs instead.

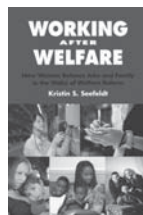
How to balance work and family issues has become a major issue for women across the country in all income classes, but especially so for single mothers who were formerly on welfare. This book, tapping into the quantitative and qualitative evidence gathered in the Women's Employment Study (WES), offers insights into the lives of women in an urban Michigan county who left welfare for work and the role their family decisions play in their labor market decisions.

In *Working after Welfare*, we experience the day-to-day struggles these women face and the reasons they tend to remain in low-wage, dead-end jobs. The hundreds of women who were followed in the WES were not constrained by the decision on whether to work or to stay home and raise their kids, but by one of finding the right balance between caregiving responsibilities and their families' financial and other needs. Interestingly, though, once that balance was attained, many women chose to remain in a job or forgo additional schooling even if it meant stagnant or slow wage growth, for fear of interrupting their children's schedules or because of an unwillingness to spend less time with their families.

Seefeldt includes a discussion of the existing policies and programs aimed at assisting low-wage workers and welfare recipients, and, based on qualitative evidence from the WES, the limitations of some of these approaches. For instance, the women interviewed were generally disconnected from the welfare-to-work system and had little or no knowledge of the job assistance services provided under the Workforce Investment Act. And if they attended community college, they likely did so on less than a half-time basis and therefore were ineligible for the many federal and state tuition assistance packages. Seefeldt then proposes a set of policies aimed at expanding the current government focus, from one aimed at supporting work to one aimed at supporting workers. This can be accomplished, she says, by creating a more flexible workplace and working hours, more accessible educational opportunities, and basic universal health care.

171 pp. 2008

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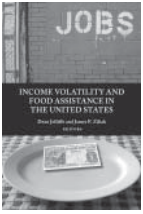
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Income Volatility and Food Assistance in the United States

Dean Jolliffe and James P. Ziliak, *Editors*

Income volatility—month-to-month swings in a household's income—impacts a number of sectors of the macroeconomy, including labor markets, housing markets, and financial markets. It also makes it difficult to devise policy that will guide the administration of food assistance programs. Families tend to shift in and out of programs, and policymakers must define eligibility rules that work for this population. The papers in this volume provide much-needed focus and in-depth coverage of the effect of income volatility on the participation and design of food assistance programs such as the Food Stamp Program and the National School Lunch Program. The book includes the following contributions:

- **Introduction**, Dean Jolliffe and James P. Ziliak
- Part I: The Relationship between Income Volatility and Program Participation**
 - **Trends in Income and Consumption Volatility, 1970–2000**, Benjamin J. Keys
 - **Variable Effects of Earnings Volatility on Food Stamp Participation**, Robert Moffitt and David C. Ribar
- Part II: Income Volatility, Welfare Reform, and Use of the Food Stamp Program**
 - **Earnings Volatility and the Reasons for Leaving the Food Stamp Program**, David C. Ribar and Marilyn Edelhoch
 - **The Dynamics of Food Stamp Receipt after Welfare Reform among Current and Former Welfare Recipients**, Brian Cadena, Sheldon Danziger, and Kristin Seefeldt
- Part III: Income Volatility and Implications for Serving Children and the Elderly**
 - **Income Volatility and Its Implications for School Lunch**, Constance Newman
 - **The Age Gradient in Food Stamp Program Participation: Does Income Volatility Matter?** Craig Gundersen and James P. Ziliak
- Part IV: Design of Food Assistance Programs**
 - **Design of Assistance Programs to Address Real Income Volatility**, Robin Boadway, Katherine Cuff, and Nicolas Marceau
 - **Income Volatility and Certification Duration for WIC Children**, Mark Prell

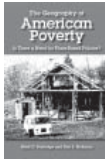
309 pp. 2008

\$40 cloth 978-0-88099-336-4 / \$20 paper 978-0-88099-335-7

The Geography of American Poverty Is There a Need for Place-Based Policies?

Mark D. Partridge and Dan S. Rickman

"This book makes an important contribution to the debate on place-based versus person-based policies. Because the focus is on reducing poverty, rather than reducing poverty concentration or improving overall economic health of declining areas, it approaches the question from a unique and valuable perspective. The most important insight is that space matters: economic geography is likely to influence the success of local economic development as a poverty reduction tool. Policymakers, take note." Journal of Regional Science



376 pp. 2006

\$56 cloth 978-0-88099-287-9 / \$22 paper 978-0-88099-286-2

Leaving Welfare Employment and Well-Being of Families that Left Welfare in the Post-Entitlement Era

Gregory Acs and Pamela Loprest

Acs and Loprest compile findings from a host of welfare leaver studies to provide a bottom line assessment of what was learned. They compare leaver outcomes across geographic areas and the nation as a whole. This allows them to paint a comprehensive picture of the employment, income, and hardships families experience after leaving welfare.



133 pp. 2004

\$40 cloth 978-0-88099-311-1 / \$15 paper 978-0-88099-310-4

Welfare and Work Experiences in Six Cities

Christopher T. King and Peter R. Mueser

King and Mueser examine changes in welfare participation and labor market involvement of welfare recipients in six major cities during the 1990s. Their work reveals the extent to which differences in state and local policy, administrative directives, and local labor market conditions contribute to the trends in caseloads, employment, and well-being observed among former recipients. It also allows them to identify recipient flows and patterns of employment in the six cities before and after welfare reform, and to draw conclusions that go beyond existing studies.



200 pp. 2005

\$40 cloth 978-0-88099-319-7 / \$17 paper 978-0-88099-318-0

Rural Dimensions of Welfare Reform

Bruce A. Weber, Greg J. Duncan, and Leslie A. Whitener, *Editors*

"[T]his book is very accessible and thus can be read usefully by virtually anyone with an interest in welfare and poverty issues. Despite the fact that the title contains the word 'rural,' the reader can learn almost as much about these issues in urban areas as in rural areas. Indeed, perhaps the best thing about the volume is the prominence it gives to geographical diversity and similarities in poverty and welfare problems." Journal of Regional Science



499 pp. 2002

\$70 cloth 978-0-88099-240-4 / \$27 paper 978-0-88099-239-8

A Future of Good Jobs? America's Challenge in the Global Economy

Timothy J. Bartik and Susan N. Houseman, *Editors*



Can the U.S. economy generate healthy growth of “good” jobs—jobs that will ensure a steady improvement in the standard of living for the middle class and that will offer a way out of poverty for low-income Americans? In this timely new volume, leading policy analysts examine the challenges facing U.S. labor market policy and propose concrete steps to make American workers and employers more competitive in a global economy.

Contributions include the following:

- **Introduction and Overview**, Timothy J. Bartik and Susan N. Houseman
- **Are Skills the Problem? Reforming the Education and Training System in the United States**, Robert I. Lerman
- **Revising Employers' Role in Sponsoring and Financing Health Insurance and Medical Care**, Katherine Swartz
- **Trade and Immigration: Implications for the U.S. Labor Market**, Lori G. Kletzer
- **Removing Barriers to Work for Older Americans**, Katharine G. Abraham and Susan N. Houseman
- **Improving Job Quality: Policies Aimed at the Demand Side of the Low-Wage Labor Market**, Paul Osterman
- **Boosting the Earnings and Employment of Low-Skilled Workers in the United States: Making Work Pay and Removing Barriers to Employment and Social Mobility**, Steven Raphael.

“A Future of Good Jobs? could hardly be better timed with respect to current trends in the American economy. While most of these trends—widening wage inequality, underemployment of the less educated, increased global competition, and cutbacks in health insurance and retirement coverage—are far from new, it is only recently that policymakers and mainstream economists have come to acknowledge that they are not necessarily self-correcting. The practical, concrete remedies offered in this book are especially welcome in that they are sensitive both to the realities of the U.S. labor force and to the needs and resources of U.S. employers.” Jodie Allen, Senior Editor, Pew Research Center

“Timothy Bartik and Susan Houseman have assembled a first-rate team of economists to assess the problems of struggling workers. They offer cogent analyses of America's workplace problems. More importantly, they provide a timely set of prescriptions to address those problems.” Gary Burtless, The Brookings Institution

“Any reader who wants to know more about work, jobs, and the economy, will find this book useful reading.” Rebecca Blank, Henry Carter Adams Collegiate Professor of Public Policy and former Dean of the Gerald R. Ford School of Public Policy, University of Michigan

“Leading policy analysts not only frame the major challenges facing U.S. labor policy in this book, but they provide possible solutions. The presidential candidates, economic policy analysts, and concerned citizens would do well to study the ideas in this book to prepare for the challenges ahead.” Richard A. Hobbie, Executive Director, National Association of State Workforce Agencies

327 pp. 2008

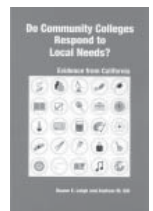
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Do Community Colleges Respond to Local Needs? Evidence from California

Duane E. Leigh and Andrew M. Gill

A “Noteworthy Book in Industrial Relations and Labor Economics for 2007.”

Selected References, Industrial Relations Section—Princeton University



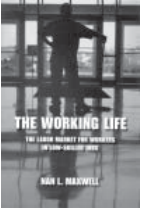
Policymakers have made community colleges the principal institutional provider of training services to adults looking for employment or seeking to retain their jobs. Yet relatively little is known about how successfully they perform this role. To measure responsiveness to the needs of local employers, Leigh and Gill compare the quality of matches between the occupational distribution of credits completed at community colleges to the occupational distribution of projected new jobs in counties in which community colleges are located. Not surprisingly, they find that colleges differ considerably in their measure of responsiveness, with more responsive colleges tending to be larger, located in suburbs, and recipients of more local funding and higher per-student revenue.

Since California community colleges are organized into districts, the authors also examine responsiveness at the district level and find that the responsiveness of multicampus districts often exceeds that of single-campus districts. One implication of this finding is that, at least within some multicampus districts, colleges that appear to be relatively nonresponsive are often members of districts that, overall, are rated as more responsive to the local labor market needs.

“This very readable monograph advances our knowledge about the role in local workforce development that each community college plays. Policymakers and researchers should consider it because the methodology, as well as the findings, can contribute to policy making at both the state and local levels.” Willard Hom, Director, Research and Planning, Chancellor's Office, California Community Colleges

219 pp. 2007

\$40 cloth 978-0-88099-328-9 / \$18 paper 978-0-88099-327-2



The Working Life The Labor Market for Workers in Low-Skilled Jobs

Nan L. Maxwell

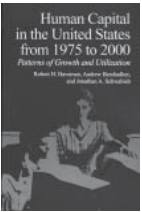
Maxwell establishes the link between skills and low-skilled jobs and reveals the current state of the labor market facing low-skilled workers. She also highlights the knowledge and skills that employers require in low-skilled jobs and the abilities that individuals who apply for those jobs bring to the table.

Overall, the unique employer survey used by Maxwell allows her to make the following five key points: 1) low-skilled jobs are not no-skilled jobs—while individuals do not require a high level of credentials to apply for low-skilled jobs, once they are hired, employers emphasize that they must possess the requisite skills to succeed in their jobs; 2) shortages of appropriately skilled workers in low-skilled jobs exist, even when labor markets are slack; 3) skills are rewarded in the labor market for workers in low-skilled jobs. Low-skilled jobs requiring skills with a high relative demand in the local labor market (i.e., skills in short supply) carry increased occupational wages; 4) low-skilled jobs offer promotional opportunities—firms report that over 90 percent of entry-level low-skilled jobs have promotional opportunities, as long as workers are willing and able to expand their skill sets; and 5) hiring requirements in low-skilled jobs are relaxed in tight labor markets.

Maxwell also defines low-skilled jobs, identifies the populations who fill these jobs and the economic realities facing them, and offers policy solutions aimed at facilitating the career development of low-skilled individuals.

273 pp. 2006

\$40 cloth 978-0-88099-298-5 / \$20 paper 978-0-88099-297-8



Human Capital in the United States from 1975 to 2000 Patterns of Growth and Utilization

Robert H. Haveman, Andrew Bershader, and Jonathan A. Schwabish

A "Noteworthy Book in Industrial Relations and Labor Economics for 2003."

Selected References, Industrial Relations Section—Princeton University

An "Outstanding Academic Title for 2003." *Choice Magazine*

"[This] book contains the clearest statement yet and the most comprehensive treatment to date of the 'earnings capacity' measure of human capital originally devised by Haveman in the late 1970s. The work is a commendable job! I think that it will become a standard reference work on human capital and poverty measurement in the years to come." Edward Wolff, New York University

229 pp. 2003

\$40 cloth 978-0-88099-256-5 / \$17 paper 978-0-88099-255-8

Workplace Education for Low-Wage Workers

Amanda L. Ahlstrand, Laurie J. Bassi, and
Daniel P. McMurrer

Five key research questions are addressed: 1) how much training is provided to low-wage workers, 2) who tends to provide this training, 3) what are the barriers and enablers to effective training, 4) what roles do supply and demand play in determining how much training is provided, and 5) what role might external incentives play in whether or not training is offered? This work shows that substantial benefits accrue to low-wage workers whose employers provide them with workplace education and training.

175 pp. 2003

\$40 cloth 978-0-88099-266-4 / \$18 paper 978-0-88099-265-7

By a Thread

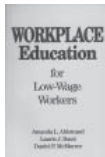
How Child Care Centers Hold On to Teachers,
How Teachers Build Lasting Careers

Marcy Whitebook and Laura Sakai

Whitebook and Sakai use a unique data set to examine how child care programs and their staffs subsist in a field characterized by low pay, low status, and high turnover, and what the impacts of these factors are on the quality of child care provided. This inside look paints a disturbing picture of a dedicated yet poorly paid workforce that suffers high turnover.

145 pp. 2004

\$40 cloth 978-0-88099-301-2 / \$16 paper 978-0-88099-300-5



Training That Works Lessons from California's Employment Training Panel Program

Richard W. Moore, Daniel R. Blake,
G. Michael Phillips, and Daniel McConaughy

The Employment Training Panel (ETP) Program is an incumbent worker training program that offers additional skills to the employed in the hope of preventing firms from abandoning the state's economy or laying off workers. The authors combine a brief history of the program, case studies, and quantitative analysis to evaluate its impacts.

219 pp. 2003

\$40 cloth 978-0-88099-258-9 / \$20 paper 978-0-88099-257-2

Kids at Work

The Value of Employer-Sponsored
On-Site Child Care Centers

Rachel Connelly, Deborah S. DeGraff, and
Rachel A. Willis

Connelly, DeGraff, and Willis examine the trends in on-site child care programs, then employ a case study approach to seek answers to a number of pertinent questions, including 1) Why do some firms offer ESCC while most firms do not? 2) What is the value to firms offering ESCC? and 3) What is the value to employees of working for a firm offering on-site child care?

175 pp. 2004

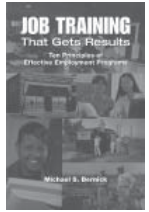
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Job Training That Gets Results Ten Principles of Effective Employment Programs

Michael S. Bernick

Bernick organizes the operational and policy lessons he learned during his five years as director of California's Employment Development Department (and from more than 25 years in the job training field) into "Ten Principles" aimed at informing policymakers and professionals who administer both public and private training programs.



"With fresh insights gleaned from decades of experience, Michael Bernick addresses the human-capital challenge of preparing low-wage workers for the global economy. His realistic focus on incentives provides a road map for future policy." Michael Milken, Milken Institute

"In this book, Mr. Bernick goes beyond the conventional social welfare and social services strategies for unemployed and low income workers. He shows how our nation's job training systems can be reshaped to get results." Sen. Dianne Feinstein, D-California

"The book for employment practitioners and all of us concerned about America's future workforce." San Francisco Mayor Gavin Newsom

273 pp. 2005

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Job Training Policy in the United States

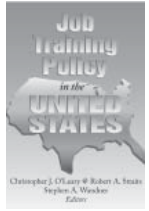
Christopher J. O'Leary, Robert A. Straits, and Stephen A. Wandner, Editors

A "Noteworthy Book in Industrial Relations and Labor Economics for 2004."

Selected References, Industrial Relations Section-Princeton University

This volume provides a broad overview of federally funded job training programs. The contributors review what training is and how training programs have been implemented under the Workforce Investment Act (WIA). In particular, they examine training service providers and methods of delivering training services, including the use of individual training accounts and eligible training provider lists.

Contributors include Burt S. Barnow, Ronald D'Amico, Paul Decker, Janet O. Javar, Christopher T. King, Lori G. Kletzer, William L. Koch, Robert I. Lerman, Signe-Mary McKernan, Christopher J. O'Leary, Irma Perez-Johnson, Stephanie Riegg, Jeffrey Salzman, Jonathan A. Simonetta, Jeffrey A. Smith, Robert A. Straits, and Stephen A. Wandner.



"While intended for a targeted audience of employment policy makers, this exposition is relatively concise and nontechnical and will be a useful resource for others, including researchers and students interested in the past, present, and future of job training in the U.S." Choice Magazine

359 pp. 2004

\$50 cloth 978-0-88099-307-4 / \$22 paper 978-0-88099-306-7

Communities and Workforce Development

Edwin Meléndez, Editor

This volume constitutes a first step towards a comprehensive assessment of the role that community organizations play in revamping the employment services industry. Most importantly, it shows how a new style of labor market intermediary has evolved from focusing almost exclusively on the provision of employment services to job seekers to simultaneously addressing the needs of both job seekers and employers.

Contributors include Ramon Borges-Méndez, Héctor R. Cordero-Guzmán, Luis M. Falcón, Joan Fitzgerald, Sarah Gallagher, Lynn McCormick, Edwin Meléndez, Alexandra de Montrichard, M. Bryna Sanger, Alex Schwartz, Lisa J. Servon, Michael A. Stoll, Carlos Suárez-Boulangger, Stacey A. Sutton, Beverly Takahashi, and Laura Wolf-Powers.



"This is an interesting look at the state of nonprofit employment training during a period of policy and economic change. The way the editor structured the parts of the book helped me digest the qualitative research that makes up the bulk of the collection." Journal of Regional Science

499 pp. 2004

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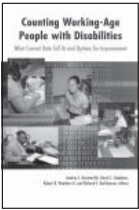
Business Outlook for West Michigan

This quarterly journal serves as *the* source for current economic information on the West Michigan region. Provided are analyses of prevailing economic conditions, articles on business-related topics affecting the region's economy, relevant statistical indexes, and detailed economic forecasts.

See <http://www.upjohninstitute.org/regional/index.htm> to subscribe or to read on-line.

Employment Research

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Counting Working-Age People with Disabilities What Current Data Tell Us and Options for Improvement

Andrew J. Houtenville, David C. Stapleton,
Robert R. Weathers II, and Richard V. Burkhauser, *Editors*

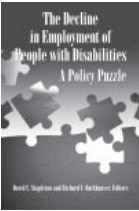
U.S. government agencies compile a thorough set of statistics on populations defined by age, race, ethnicity, and marital status—but not by disability status. Therefore, working-age people with disabilities are often overlooked in discussions of the latest statistics on employment, income, poverty, and other measures of the status of a particular population.

This book helps remedy this situation by providing a systematic review of what current statistics and data on working-age people with disabilities can and cannot tell us, and how the quality of the data can be improved to better inform policymakers, advocates, analysts, service providers, administrators, and others interested in this at-risk population. Included are:

- **Purpose, Overview, and Key Conclusions**, David C. Stapleton, Andrew J. Houtenville, Robert R. Weathers II, and Richard V. Burkhauser
- **The Disability Data Landscape**, Robert R. Weathers II
- **Disability Prevalence and Demographics**, Andrew J. Houtenville, Elizabeth Potamites, William A. Erickson, and S. Antonio Ruiz-Quintanilla
- **Employment**, Robert R. Weathers II and David C. Wittenburg
- **Household Income**, Richard V. Burkhauser, Ludmila Rovba, and Robert R. Weathers II
- **Poverty**, Richard V. Burkhauser, Andrew J. Houtenville, and Ludmila Rovba
- **Health and Functional Status**, Gerry E. Hendershot, Benjamin H. Harris, and David C. Stapleton
- **Survey Data Collection Methods**, Janice Ballou and Jason Markesich
- **Program Participants**, David C. Stapleton, David C. Wittenburg, and Craig Thornton
- **The Group Quarters Population**, Peiyun She and David C. Stapleton
- **Options for Improving Disability Data Collection**, David C. Stapleton, Gina A. Livermore, and Peiyun She

430 pp. 2009

\$45 cloth 978-0-88099-347-0 / \$22 paper 978-0-88099-346-3



The Decline in Employment of People with Disabilities A Policy Puzzle

David C. Stapleton and Richard V. Burkhauser, *Editors*

The diverse group of contributors to this volume attempt to explain the decline in employment rate during the 1990s of working-age people with disabilities. Special attention is paid to the validity of U.S. data used to measure this decline.

"This carefully edited and enjoyably contentious volume presents, and occasionally debunks, the major arguments advanced to explain the declining employment of the working-age disabled in the 1990s." Industrial and Labor Relations Review

"This book is not for the casual reader. However, for those with a strong interest in public policy related to employment of [people with disabilities] it is a valuable source of data and argument that frames the current debate. It is appropriate for use in advanced level courses in labor studies and related disciplines." Labor Studies Journal

429 pp. 2003

\$45 cloth 978-0-88099-260-2 / \$22 paper 978-0-88099-259-6 / \$22 CD-ROM ISBN 0-88099-dep-d



The Labor Market Experience of Workers with Disabilities

The ADA and Beyond

Julie L. Hotchkiss

This book focuses on the labor market provisions of the Americans with Disabilities Act (ADA). It provides a comprehensive analysis of the current labor market experience of American workers with disabilities and an assessment of the impact the ADA has had on that experience. Whereas previous studies focused on a single dimension of this experience (e.g., wages or employment levels) evaluated at a single point in time, or focused on the labor supply impact of disability policies, Hotchkiss explores the labor market experience across those dimensions and across time. The result is a more complete picture of what Americans with disabilities can expect as participants in the labor market and of whether this experience has been impacted by the passage of the ADA.

"Overall, I found the book easy to read and informative, and it affected the way I think about the ADA. I recommend it to all researchers interested in the economics of disability." Industrial and Labor Relations Review

229 pp. 2003

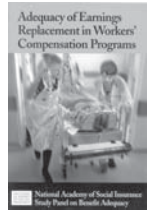
\$40 cloth 978-0-88099-252-7 / \$20 paper 978-0-88099-251-0

Adequacy of Earnings Replacement in Workers' Compensation Programs

A Report of the Study Panel on Benefit Adequacy of the Workers' Compensation Steering Committee

National Academy of Social Insurance

H. Allan Hunt, Editor



This book shows the extent to which workers' compensation cash benefits replace workers' lost wages and offers an assessment of the adequacy of that wage replacement. An assessment of whether wage replacement benefits are adequate financial support to keep injured workers from falling below the official poverty line is also included.

"This volume represents another in the Upjohn Institute's growing list of important contributions to the workers' compensation literature. It will be valued by both researchers and policymakers. I would also recommend it to those who are new to workers' compensation, not least because the background information on the historical origin and the operation of workers' compensation is one of the best, and briefest, primers on the subject that I have read." Industrial and Labor Relations Review

159 pp. 2004

\$16 paper 978-0-88099-314-2

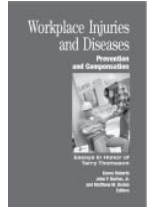
Workplace Injuries and Diseases Prevention and Compensation

Essays in Honor of Terry Thomason

Karen Roberts, John F. Burton Jr., and Matthew M. Bodah, Editors

A "Noteworthy Book in Industrial Relations and Labor Economics for 2005."

Selected References, Industrial Relations Section—Princeton University



"[This book] successfully achieves the goal of providing information on workers' compensation systems that can be useful to neophytes and experienced practitioners alike. Any graduate student seeking a dissertation topic on workers' compensation would do well to scour the rich set of research questions raised in this volume." Industrial and Labor Relations Review

"To the noneconomist workplace injuries and illnesses are regarded as an accident and an unfortunate side effect of human activity. An economist, however, views them as outcomes of straightforward cost and benefit decisions made by workers and employers in the context of a regulated labour market. [This book] is a valuable, accessible and analytical contribution to what we know about these decisions and how we should think about workplace health and safety policy." Industrial Relations Journal

300 pp. 2005

\$20 paper 978-0-88099-324-1

Safety Practices, Firm Culture, and Workplace Injuries

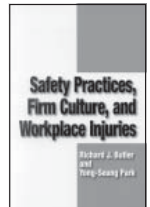
Richard J. Butler and Yong-Seung Park

Butler and Park present analysis of the impact of various HRM practices on firms' workers' compensation costs; specifically, which practices lower firms' workers' compensation costs and whether the impact is the result of changes in technical efficiency or induced changes in workers' behavior. They develop a model of safety outcomes that incorporates HRM practices, and they estimate this model using data on an important outcome—safety costs.

Their results show that HRM practices do affect employees' injury claims, may help reduce injury claim frequency, and can reduce injury claim severity. Butler and Park conclude with a set of policy implications for firms, workers, and workers' compensation policy.

105 pp. 2005

\$40 cloth 978-0-88099-277-0 / \$15 paper 978-0-88099-275-6

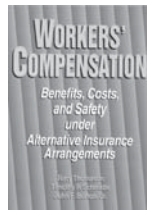


Workers' Compensation Benefits, Costs, and Safety under Alternative Insurance Arrangements

Terry Thomason, Timothy P. Schmidle, and John F. Burton Jr.

A "Noteworthy Book in Industrial Relations and Labor Economics for 2001."

Selected References, Industrial Relations Section—Princeton University



"This book succeeds on many fronts and is a must-buy for those working in social insurance, human resources, or public policy. The careful construction of a cross-sectional time series on the costs of workers' compensation alone would be a major contribution and worth the price of the book, facilitating research on the changing structure of workers' compensation programs. However, the book actually uses the series to examine the adequacy, equity, and efficiency of the workers' compensation system. Although each [of the authors] is interested in theory and econometrics, the authors go to great pains to make the book accessible to the general reader." The Journal of Risk and Insurance

457 pp. 2001

\$68 cloth 978-0-88099-218-3 / \$27 paper 978-0-88099-217-6



Older and Out of Work

Jobs and Social Insurance for a Changing Economy

Randall W. Eberts and Richard A. Hobbie, Editors

The chapters in this volume come from a group of policy experts who advance our understanding of the labor market experiences of older workers while pointing out that current workforce programs often leave this growing population underserved. Included are:

- **Introduction**, Randall W. Eberts and Richard A. Hobbie
- **The Consequences of Recent Job Growth on Older Low-Income Workers**, William M. Rodgers III

- **Reemployment and Earnings Recovery among Older Unemployment Insurance Claimants**, Christopher J. O'Leary and Randall W. Eberts
- **Age Discrimination and Hiring: Evidence from a Labor Market Experiment**, Joanna N. Lahey
- **Fraction of Disability Caused by Work**, Robert T. Reville and Robert F. Schoeni
- **Disability Retirement among Aging Baby Boomers**, Ralph E. Smith
- **Health Coverage for Aging Baby Boomers: Findings from the Commonwealth Fund Survey of Older Adults**, Sara R. Collins, Karen Davis, Cathy Schoen, Michelle M. Doty, and Jennifer L. Kriss
- **Time to Retire the Normal Retirement Age?** Joseph White
- **Improving Health Coverage before Medicare**, Paul N. Van de Water
- **Public and Private Strategies for Assisting Older Workers**, Carl Van Horn, Kathy Krepcio, and Neil Ridley

237 pp. 2008

\$40 cloth 978-0-88099-330-2 / \$18 paper 978-0-88099-329-6



Labor Exchange Policy in the United States

David E. Balducchi, Randall W. Eberts, and Christopher J. O'Leary, Editors

This book describes the evolution of labor exchange policy in the United States, summarizes the major findings about the effectiveness of labor exchange services, and offers reflections on the future for labor exchange policy. In addition, the contributors provide an international perspective on job brokerage functions and a discussion on the appropriate role for governments in helping job seekers and employers make the proper job match.

"Labor Exchange Policy in the United States' pools the extensive knowledge of twelve experts to create the single most reliable source of current information about job matching and other aid provided by U.S. public labor exchanges." Monthly Labor Review

295 pp. 2004

\$45 cloth 978-0-88099-303-6 / \$20 paper 978-0-88099-302-9



Targeting Employment Services

Randall W. Eberts, Christopher J. O'Leary, and Stephen A. Wandner, Editors

A "Noteworthy Book in Industrial Relations and Labor Economics for 2002."

Selected References, Industrial Relations Section—Princeton University

This book offers a thorough overview of the U.S. experience with targeting reemployment services and self-employment assistance to UI beneficiaries. The contributors suggest additional programs that might benefit from targeting, examine Canadian efforts at targeting reemployment services, and consider prospects for a new Frontline Decision Support System

for one-stop centers.

425 pp. 2002

\$64 cloth 978-0-88099-244-2 / \$23 paper 978-0-88099-243-5

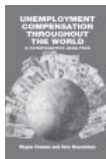
Unemployment Compensation Throughout the World A Comparative Analysis

Wayne Vroman and Vera Brusentsev

"[This book] should be of value to anyone looking for a better understanding of the role of UC in the global economy. It should appeal not only to those with a long-standing interest in the UC system, but also to those coming fresh to the area of unemployment protection." Industrial and Labor Relations Review

276 pp. 2005

\$41 cloth 978-0-88099-323-4 / \$20 paper 978-0-88099-322-7



Unemployment Insurance in the United States Analysis of Policy Issues

Christopher J. O'Leary and Stephen A. Wandner, Editors

"O'Leary and Wandner state their objectives in the preface: '...to present an accessible survey of what is known about how the federal-state system of unemployment insurance (UI) works in the United States and to offer ideas for further improvement to the system.' They have achieved their objectives. Not only do these papers describe how the system works, but they review analyses of the key issues, and suggest options for further research and improvement in the system. I recommend [this book] highly." Monthly Labor Review

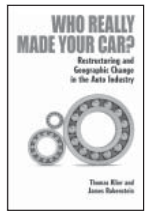


761 pp. 1997

\$70 cloth 978-0-88099-174-2 / \$33 paper 978-0-88099-173-5

Who Really Made Your Car? Restructuring and Geographic Change in the Auto Industry

Thomas Klier and James Rubenstein



This book offers a comprehensive look at an industry that plays a growing role in motor vehicle production in the United States—the auto supplier industry. Klier and Rubenstein make use of a unique database containing information on thousands of parts plants in the United States, Canada, and Mexico to produce a detailed level of analysis not seen in earlier books on the parts supplier industry. It also allows them to meet the two main goals they set out to achieve: 1) to present the key characteristics of the vast network of parts suppliers, and 2) to describe the changing geographics of U.S. motor vehicle production at the local, regional, national, and international levels. Particularly interesting is how the spatial changes seen in the industry are due to the evolving relationships between carmakers and their suppliers.

"A magisterial, encyclopedic review of who really makes the 15,000 parts and components in your motor vehicle. More importantly, the authors examine the trends in technology, markets, and companies that will determine where future auto parts will be made and who will get the jobs in America's largest manufacturing industry: auto parts manufacturing. No one has ever done this better in terms of information, insight, and clear, entertaining prose." Sean P. McAlinden, Vice President Research & Chief Economist, Center for Automotive Research

"Klier and Rubenstein have captured the massive restructuring of one of the largest industries on earth as historical production models and past labor practices have had to surrender to a new era. The authors take this complex and challenging upheaval, detail its impact, and outline the responses to it by business. Fascinating reading for any student of business!" Timothy D. Leuliette, Chairman & CEO, Leuliette Partners

"This is the most complete documentation of the automotive supply sector that I have ever seen. Klier and Rubenstein have delineated with incredible detail every single source for every single part for every single car assembled in North America. If you have any connection to the automotive industry, you need this book." W. Jeff Jeffery, President and CEO, IRMCO

419 pp. 2008

\$40 cloth 978-0-88099-334-0 / \$20 paper 978-0-88099-333-3

International Trade and Labor Markets Theory, Evidence, and Policy Implications

Carl Davidson and Steven J. Matusz

A "Noteworthy Book in Industrial Relations and Labor Economics for 2004."

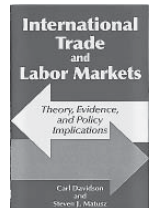
Selected References, Industrial Relations Section—Princeton University

"Davidson and Matusz's purpose is to demonstrate how microeconomically consistent models of unemployment can be integrated into the analytical framework of international trade, and they use that framework successfully to show how several trade policy questions can be addressed more effectively." Journal of Regional Science

"This is an excellent book, which will be of interest to both academics and policymakers. It is a Krugman-esque blending of clear and concise prose, simple yet vigorous modeling, and suggestive empirical evidence." Relations Industrielles/Industrial Relations

145 pp. 2004

\$40 cloth 978-0-88099-274-9 / \$16 paper 978-0-88099-273-2



Job Creation, Job Destruction, and International Competition

Michael W. Klein, Scott Schuh,
and Robert K. Triest

The authors' effort produces insights that go beyond economy-wide or even sector-wide analyses of the effects of free trade. Their documentation of the disparate effects between and within narrowly defined industries shows that job churning characterizes the labor markets for manufacturing industries, and that changes in international factors have a much larger and more complex impact on labor markets than was previously thought.

"The release of this book, which painstakingly investigates the effect of international trade on the reallocation of jobs in the U.S. economy, provides welcome empirical evidence to inform the political debate." Industrial and Labor Relations Review

201 pp. 2003

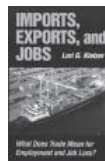
\$40 cloth 978-0-88099-272-5 / \$17 paper 978-0-88099-271-8



Imports, Exports, and Jobs What Does Trade Mean for Employment and Job Loss?

Lori G. Kletzer

A "Noteworthy Book in Industrial Relations and Labor Economics for 2002." *Selected References*, Industrial Relations Section—Princeton University



Kletzer finds that free trade pacts such as NAFTA can and do facilitate economic growth, but that open engagement with the world does not help everyone. Manufacturing industries offer striking differences in their sensitivities of employment change and job loss to changes in trade flows. Rising imports are associated with job loss. That the numbers may be small, or that they are associated with a particular set of industries, does not diminish the extent of human costs. Proponents of expanded open trade and investment, she concludes, face an obligation to address the concerns of workers, companies, and communities who can be hurt by free trade.

221 pp. 2002

\$18 paper 978-0-88099-247-3



The Shadow Workforce Perspectives on Contingent Work in the United States, Japan, and Europe

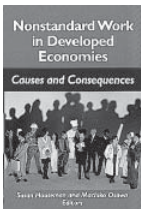
Sandra E. Gleason, *Editor*

"This volume provides a useful and thoughtful overview of many of the salient research and policy issues related to the rise and persistent presence of 'contingent' work in the U.S., Western Europe, and Japan. The breadth of topics is particularly useful to scholars and students interested in obtaining an overview of definitional, research, and policy issues. It will be useful

to researchers interested in the role of institutions in shaping employment arrangements and as reading in economics, sociology, and human resource management as well as U.S. and comparative industrial relations." Growth and Change

350 pp. 2006

\$54 cloth 978-0-88099-289-3 / \$22 paper 978-0-88099-288-6



Nonstandard Work in Developed Economies Causes and Consequences

Susan Houseman and Machiko Osawa, *Editors*

The international roster of contributors to this volume draw on cross-country variations in economic conditions and institutional characteristics to explain why some arrangements have grown faster in some countries than in others and what this means for workers.

"For some, nonstandard work connotes substandard employment on multiple dimensions... For others, nonstandard work is seen as a way to increase flexibility for firms and individuals... Which view is correct? The collection of articles in Houseman and Osawa's [book] goes a long way in helping us to answer this question." Relations Industrielles/Industrial Relations

513 pp. 2003

\$70 cloth 978-0-88099-264-0 / \$26 paper 978-0-88099-263-3

Working Time in Comparative Perspective

"Noteworthy Books in Industrial Relations and Labor Economics for 2001."

Selected References, Industrial Relations Section—Princeton University

Volume I - Patterns, Trends, and Policy Implications of Earnings Inequality and Unemployment

Ging Wong and Garnett Picot, *Editors*

This volume focuses on weekly hours worked by individuals, including the distribution of working time in Canada and the United States, implications for earnings inequality, and efforts to reduce unemployment through mandated hours reduction.

387 pp. 2001

\$56 cloth 978-0-88099-228-2 / \$25 paper 978-0-88099-227-5



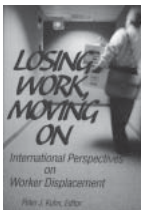
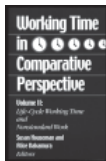
Volume II - Life-Cycle Working Time and Nonstandard Work

Susan Houseman and Alice Nakamura,
Editors

The contributors in the second volume explore an expanded set of working-time issues, which may be loosely grouped under two topics: 1) working time over the life-cycle, and 2) nonstandard work arrangements (e.g., temporary work, job sharing, and moonlighting).

371 pp. 2001

\$56 cloth 978-0-88099-230-5 / \$25 paper 978-0-88099-229-9



Losing Work, Moving On International Perspectives on Worker Displacement

Peter J. Kuhn, *Editor*

An "Outstanding Academic Title for 2003." *Choice Magazine*

"This volume further strengthens the already important role of the W.E. Upjohn Institute in organizing and publishing the highest-quality book-length studies of worker displacement and adjustment policies. [This book] will be of interest not only to scholars studying displacement, but to an economist or social scientist interested in labor market dynamics." Industrial and

Labor Relations Review

"For anyone interested in learning more about the conditions of displaced workers in different institutional environments and the empirical issues that confront a researcher trying to characterize those conditions, this book is a must." Eastern Economic Journal

543 pp. 2002

\$28 cloth 978-0-88099-234-3

Reining in the Competition for Capital

Ann Markusen, *Editor*

This book explores the causes, character, and potential remedies for the problems caused by the growing spatial competition for capital in the United States, Europe, and other nations. The contributions of a diverse group of noted experts lead to five important conclusions: 1) interregional competition for capital is increasing in intensity and becoming a pressing problem for many governments, communities, and regions; 2) the incentive competition has been fueled by the rising use of site consultants; 3) politics plays a major role in the game of incentive competition; 4) opportunity costs are given short shrift in the drama of incentive competition; and 5) reforms that rein in the competition for capital and ensure legitimate job-creation are possible.

Based on these conclusions, the contributors propose a set of practical reforms aimed at curtailing costly competition while preserving governments' abilities to tailor and pursue economic development goals to maximize benefits for their communities.

"I found [this] book very valuable indeed and recommend it highly to a wide range of policymakers, policy analysts, and teachers. Markusen and Upjohn have done a notable service. Some essays, especially the ones by Peter Fisher and Timothy Bartik, would be useful in a course where students are asked to evaluate a proposed incentive package to attract new business." Growth and Change

"This is a must read for those in local and regional planning who want to understand how they can compete effectively. The book is of tremendous value not only for U.S. economic-development planners, but also for those in Europe and other countries with decentralized fiscal systems. I highly recommend it." Karen R. Polenske, Massachusetts Institute of Technology

"[This] is a provocative, comprehensive collection from an impressive range of experts only Markusen could have assembled. It is ideal for a course in economic development policy and well worth reading for practitioners and political leaders. I know of no other source that provides so much information and perspective on this contentious policy issue." Andrew M. Isserman, University of Illinois

215 pp. 2007

\$40 cloth 978-0-88099-296-1 / \$18 paper 978-0-88099-295-4

State Enterprise Zone Programs Have They Worked?

Alan H. Peters and Peter S. Fisher

"This is an important book that local economic development researchers and practitioners must not miss. In addition to the analysis of enterprise zones, the book provides insightful comments on reverse commuting, inner-city distress, and various economic development programs. The technical discussions on evaluation methods and the use of the Standard Statistical Establishment List are also useful guides for researchers." Journal of Planning Literature

"Considering the quality of previous economic development volumes published by the Upjohn Institute, 'State Enterprise Zone Programs' has a tough act to follow. The authors rise to this challenge, with a book that expands enterprise zone research and which is a suitable companion to and extension of their previous work, 'Industrial Incentives' (1998). The result is an accessible, persuasive and sometimes provocative work that employment and public finance scholars, as well as policymakers, will find of interest." Urban Studies

345 pp. 2002

\$52 cloth 978-0-88099-250-3 / \$22 paper 978-0-88099-249-7

Industrial Incentives Competition among American States and Cities

Peter S. Fisher and Alan H. Peters

"[This book] provides an important contribution to the field of tax policy analysis. In clear, accessible language, Fisher and Peters describe and discuss the theoretical and practical difficulties presented by measuring the value of economic development incentives and, more importantly, the way to overcome these using their [Tax and Incentive Model]." National Tax Journal

307 pp. 1998

\$46 cloth 978-0-88099-184-1 / \$21 paper 978-0-88099-183-4

Does "Trickle Down" Work? Economic Development Strategies and Job Chains in Local Labor Markets

Joseph Persky, Daniel Felsenstein, and Virginia Carlson



Persky, Felsenstein, and Carlson employ a "job-chains approach" to clarify the potential justifications for economic development subsidies and identify the limitations of such efforts. In addition, they estimate the number of job vacancies created by job changers as a result of a subsidized business investment or expansion and the extent to which gains are achieved by the unemployed and the underemployed.

"In addition to an excellent read for those who conduct impact assessment, this would make an excellent complementary text for a regional economic methods course." Journal of Regional Science

"This book reflects the usual high standards of research and publishing one has come to associate with material from the W.E. Upjohn Institute. It is likely to be of interest to a variety of readers from the economic development community." International Labour Review

179 pp. 2004

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Bidding for Business The Efficacy of Local Economic Development Incentives in a Metropolitan Area

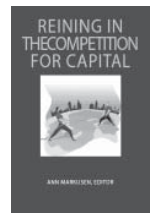
John E. Anderson and Robert W. Wassmer

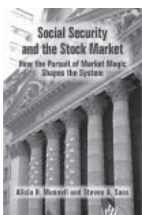


"Instructors in urban, regional, and real estate economics, as well as urban and regional planning, will find much to assign and to discuss regarding both the theoretical and the empirical issues." Growth and Change

245 pp. 2000

\$40 cloth 978-0-88099-202-2 / \$17 paper 978-0-88099-201-5





Social Security and the Stock Market How the Pursuit of Market Magic Shapes the System

Alicia H. Munnell and Steven A. Sass

Munnell and Sass explore whether equities could help solve the woes facing the U.S. retirement income system in general, and the Social Security shortfall in particular. They examine the experiences of three nations that added equities to the investment mix of their retirement systems—the U.K., Australia, and Canada. As these experiences show, while equities promise higher returns than government bonds, how they are implemented—as add-ons, carve-outs, or as trust fund supplements—matters greatly. The authors' international comparisons also reveal important conclusions relating to the size of benefits, the cost of retirement income programs, and the ability of both individuals and trust funds to manage investment risk.

"Highly recommended reading for practicing pension policy advisers and aficionados around the world." Journal of Pension Economics and Finance

"Munnell and Sass provide an excellent and lucid exposition of the issues which arise when seeking higher returns through riskier benefit designs. This is the book to turn to in order to review international experience so as to understand the pluses and minuses of equities." J. Michael Orszag, Watson Wyatt LLP

"This book is a good piece of applied economic analysis. There is not a single equation in the book and it hardly uses any technical jargon. I recommend it to anyone with an interest in this area, especially to policymakers." Zvi Bodie, Journal of Economic Literature

"Setting this analysis of the reform experiences in Australia, Canada and the UK in the context of the histories and projections of their retirement programs makes the analysis valuable for anyone wanting to learn from their experiences for future U.S. reform." Peter Diamond, Massachusetts Institute of Technology

171 pp. 2006

\$40 cloth 978-0-88099-291-6 / \$18 paper 978-0-88099-290-9



Individual Accounts for Social Security Reform International Perspectives on the U.S. Debate

John Turner

Turner begins with a thorough introduction of the concept of individual accounts, including voluntary and mandatory add-on accounts and voluntary and mandatory carve-out accounts. He discusses issues central to the Social Security reform debate—including how risk relates to individual accounts and the implementation and success of individual accounts in numerous countries around the world. He then addresses the financial issues associated with individual accounts, labor market issues that arise, how individual accounts pay benefits, and related taxation issues. Turner also lists and discusses "Twelve Myths about Individual Accounts," imparting a clear message as to the appropriateness of the use of individual accounts for the U.S. Social Security system.

"[This book] is a good introduction for readers with little or no familiarity with the Social Security reform debate." Journal of Economic Literature

"[This book] must be the starting point whenever Social Security is debated in earnest and should be required reading for those who seek to join that debate." Comparative Labor Law & Policy Journal

"John Turner, one of the nation's foremost experts on Social Security, does a masterful job of making us look at the experience with [individual] accounts already offered in many countries—but in many different sizes, shapes, forms, and levels of risk. Whether you like accounts or not, you'd better read Dr. Turner's book if you want to engage in the Social Security debate in any serious way." C. Eugene Steuerle, Urban Institute

195 pp. 2006

\$40 cloth 978-0-88099-283-1 / \$18 paper 978-0-88099-282-4

The Political Economy of Health Care Reforms

Huizhong Zhou, Editor

Contributors include Len M. Nichols, Laurence Baker, Jonathan Gruber, Briggette Madrian, Catherine G. McLaughlin, and Robert B. Helms.

"These highly readable essays offer interesting analyses of key policy issues at the forefront of the national debate over health care. They provide a succinct summary of current policy issues, and would be useful as supplementary reading material for courses in health economics or contemporary policy analysis." Eastern Economic Journal

"This book should be read by everyone who needs to be informed about U.S. health-care provision and financing." Benefits & Compensation International

163 pp. 2001

\$40 cloth 978-0-88099-224-4 / \$15 paper 978-0-88099-223-7



How New is the "New Employment Contract"? Evidence from North American Pay Practices

David I. Levine, Dale Belman,
Gary Charness, Erica L. Groshen,
and K.C. O'Shaughnessy



A "Noteworthy Book in Industrial Relations and Labor Economics for 2002." *Selected References*, Industrial Relations Section—Princeton University

"The book nicely complements the literature on job stability and scholars, practitioners, and policymakers should pay careful attention to the careful and thorough results of when considering the 21st century employment relationship." Relations Industrielles/Industrial Relations

263 pp. 2002

\$41 cloth 978-0-88099-232-9 / \$22 paper 978-0-88099-231-2

Licensing Occupations Ensuring Quality or Restricting Competition?

Morris M. Kleiner

A "Noteworthy Book in Industrial Relations and Labor Economics for 2006."

Selected References, Industrial Relations Section—Princeton University

"Morris Kleiner has produced the most thorough evaluation of the effects of occupational licensing in years, perhaps ever." Alan B. Krueger, Princeton University

"If you thought licensing was a boring minor issue in the labor market, this book will make you think again." Richard B. Freeman, Harvard University

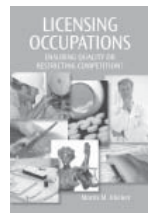
"All facts and potential consequences of licensing occupations will be better understood after reading this wonderful and timely book." Francis Kramarz, Crest-Insee and Ecole Polytechnique, France

"In 'Licensing Occupations,' Morris Kleiner opens the way for a long-overdue national dialogue on the efficacy of the U.S. professional and occupational regulatory system. His work will surely excite numerous and varied responses from public protection stakeholders." Pam Brinegar, Council on Licensure, Enforcement, and Regulation (CLEAR)

"In this magisterial book Morris Kleiner documents what we know about the impact of occupational licensing and presents his own research findings. Kleiner is particularly good on international comparisons. His detailed analysis of licensing in France, Germany and the UK suggests there are much lower wage effects of licensing in the EU than in the U.S." David Metcalf, London School of Economics

195 pp. 2006

\$40 cloth 978-0-88099-285-5 / \$18 paper 978-0-88099-284-8



Workplace Justice Without Unions

Hoyt N. Wheeler, Brian S. Klaas, and Douglas M. Mahony

A "Noteworthy Book in Industrial Relations and Labor Economics for 2004."

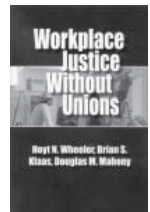
Selected References, Industrial Relations Section—Princeton University

The authors compare the most prominent management-initiated systems of workplace justice in the United States to assess their relative fairness and how they compare to other systems such as the courts and labor arbitration. U.S. systems are also compared to employment termination systems in 11 other countries.

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How Do We Spend Our Time? Evidence from the American Time Use Survey

Jean Kimmel, *Editor*

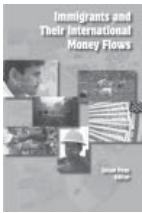
Economists have long been interested in the analysis of how people decide to spend their time. Up until recently, however, studies of this nature were limited by a lack of high-quality time-use data. In 2003, after years of study and preparation, the United States Bureau of Labor Statistics initiated the annual American Time Use Survey. This survey is derived from a selected subsample of the outgoing rotation group of the Current Population Survey. Respondents report how they spend their time (in 15 minute intervals), with whom, and where. These detailed data open a window on how Americans spend their time and afford economists the opportunity to gain a better understanding of everyday life. Included are

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Susan Pozo, *Editor*

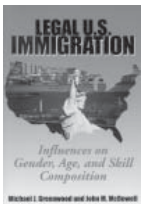
While much has been learned about migration and its apparent effects on the out-migration areas, little is known about how the substantial inflow of remittances to the home communities impacts those areas and how remittances impact migration trends. The contributors to this new book help fill that knowledge gap by presenting evidence on the multidimensional ties that exist between migrants in their adopted homes and the communities from which they originate.

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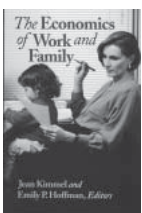
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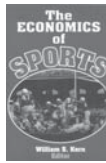
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