
Labor Rising

Rising Above Sweatshops

A National Program of Research for Farm Labor and Mechanization

America Works

Rising Tide in the Labor Market: To What Degree Do Expansions Benefit the Disadvantaged?

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Falling Labor Share and Rising Unemployment: Long-run Consequences of

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Labor Rising

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WU HAIDEN

Rising Above Sweatshops Harvard
University Press

This book celebrates the first thirty years of the Asian Pacific American Labor Alliance, AFL-CIO (APALA), the first national Asian American and Pacific Islander (AAPI) worker organization within the US labor movement. The voices in this book capture the spirit, determination, and commitment of a multiethnic, multigenerational group of AAPI labor activists who built a dynamic organization within the US labor movement to advance worker rights and labor solidarity. Included are founding members, emerging young activists who are charting a new path for AAPIs in labor, and the leaders who are no longer with us but who inspire others to continue their legacy.

A National Program of Research for Farm
Labor and Mechanization Ravenio Books

For one-semester courses in labor economics at the undergraduate and graduate levels, this book provides an overview of labor market behavior that emphasizes how theory drives public policy. *Modern Labor Economics: Theory and Public Policy*, Twelfth Edition gives students a thorough overview of the modern theory of labor market behavior, and reveals how this theory is used to analyze public policy. Designed for students who may not have extensive backgrounds in economics, the text balances theoretical coverage with examples of practical applications that allow students to see concepts in action. Experienced educators for nearly four

decades, co-authors Ronald Ehrenberg and Robert Smith believe that showing students the social implications of the concepts discussed in the course will enhance their motivation to learn. As such, the text presents numerous examples of policy decisions that have been affected by the ever-shifting labor market. This text provides a better teaching and learning experience for you and your students. It will help you to: Demonstrate concepts through relevant, contemporary examples: Concepts are brought to life through analysis of hot-button issues such as immigration and return on investment in education. Address the Great Recession of 2008: Coverage of the current economic climate helps students place course material in a relevant context. Help students understand scientific methodology: The text introduces basic methodological techniques and problems, which are essential to understanding the field. Provide tools for review and further study: A series of helpful in-text features highlights important concepts and helps students review what they have learned.

America Works Scholastic Inc.

China's abundant supply of cheap labor has played an important role in its remarkable economic and social development. Recently, however, China has experienced a labor shortage and rising wages, implying that the country's long-lasting competitive advantage based on its "unlimited" labor supply and low costs is vanishing. We find that structural demographic changes, regional economic growth disparities and the household registration system may have caused the labor shortage. Furthermore, China's continued low

wages, relatively low labor share of gross national income, declining proportion of household consumption to GDP, and productivity improvements as well as increasing unit labor costs can be used to explain the recent wage increases. The dramatic development of its labor market signals that China is entering a new stage of economic development. The country's prior successful model of economic development needs to be adjusted to adapt to the new situation in its labor market to achieve sustainable economic development.

Rising Tide in the Labor Market: To What Degree Do Expansions Benefit the Disadvantaged? Peterson Institute for International Economics

"Focusing on the socialist housewives, settlement workers, and left-wing feminists who were the main allies of working women between the 1880s and World War I, *The Rising of the Women* explores the successes and failures of the "united fronts" within which middle- and working-class American women worked together to improve social and economic conditions for female laborers. Through detailed studies of the Woman's Trade Union League, the Illinois Women's Alliance, the New York shirtwaist makers strike of 1909-10, and the 1912 textile workers strike in Lawrence, Massachusetts, Meredith Tax uncovers the circumstances that helped and hindered cross-class and cross-gender cooperation on behalf of women of the working class. In a new introduction to this first Illinois paperback edition, Tax assesses the progress of women's solidarity since the book's original publication."

Raising Lower-Level Wages The New Press

Without parallel in sophistication of

coverage for readers curious about labor, *Rising from the Ashes?* provides sharp analysis of the hottest issues being debated by labor scholars and activists. Topics covered include the changing composition of the international working class, patterns of work under contemporary capitalism, the relationship of race and gender to class, the promise and limitations of recent eruptions of labor militancy, and the strategic options available to the labor movement today.

Rising Wages Harvard University Press Publishes in-depth articles on labor subjects, current labor statistics, information about current labor contracts, and book reviews.

Rising from the Ashes? Monthly Review Press

As the United States emerges from the Great Recession, concern is rising nationally over the issues of income inequality, stagnation of workers' wages, and especially the struggles of lower-skilled workers at the bottom end of the wage scale. While Washington deliberates legislation raising the minimum wage, a number of major American employers—for example, Aetna and Walmart—have begun to voluntarily raise the pay of their own lowest-paid employees. In this collection of essays, economists from the Peterson Institute for International Economics analyze the potential benefits and costs of widespread wage increases, if adopted by a range of US private employers. They make this assessment for the workers, the companies, and for the US economy as a whole, including such an initiative's effects on national competitiveness. These economists conclude that raising the pay of many of the lowest-paid US private-sector workers would not only reduce income

inequality but also boost overall productivity growth, with likely minimal effect on employment in the current financial context. "It is possible to profit from paying your employees well...and increasing lower-paid workers' wages is the way forward for the United States," argues Adam S. Posen in his lead essay (reprinted from the *Financial Times*). Justin Wolfers and Jan Zilinsky argue that higher wages can encourage low-paid workers to be more productive and loyal to their employers and coworkers, reducing costly job turnover and the need for supervision and training of new workers. Tomas Hellebrandt estimates that if all large private sector corporations in the United States outside of sectors that intensively use low-skilled labor increased wages of their low-paid workers to \$16 per hour, the pay of 6.2 percent of the \$110 million private-sector workers in the United States would increase on average by 38.6 percent. The direct cost to employers would be \$51 billion, only around 0.3 percent of GDP. Jacob Kirkegaard and Tyler Moran explore the experience of employers in other advanced countries, with its implications for international competitiveness, and Michael Jarand assesses the impact of a wage increase on the near-term development of the US macroeconomy. Data disclosure: The data underlying the figures in this analysis are available for download in links listed below.

Rising Wage Inequality University of Illinois Press

The strikingly different labor market performance of major industrial countries suggests that neither globalization nor skill-biased technological change necessarily result in rising unemployment or declining wages of low-skilled workers. Rather,

globalization and technological change cause labor market problems in those economies that fail to adjust sectoral production structures in accordance with their comparative advantages. Labor market outcomes in Germany - especially when compared with the United States - suggest that high unemployment is the price for insufficient wage flexibility. However, the experience of Japan and the United Kingdom points to missing links in the debate on labor market effects of globalization and skill-biased technological change. In Japan, both unemployment and wage disparities remained low. The contrasting experience is provided by the United Kingdom, where the rising wage gap did not prevent high unemployment of low-skilled workers. All major industrial countries have been confronted with fiercer import competition and outsourcing in low-skill labor-intensive industries. But the response to this common challenge has different remarkably. Japan has outperformed its major competitors in restructuring manufacturing employment towards more sophisticated lines of production, and in achieving an appropriate pattern of trade specialization. Hence, structural change is the key to avoid labor market problems in the era of globalization. Different labor market outcomes are closely related to differences in the rate of factor accumulation, which comprises physical, human and technological capital. Especially industrial countries currently plagued with high unemployment have little choice but to forego consumption today in order to improve future real incomes and employment opportunities of lowskilled workers. Thus, successful structural change does not come for free.

Upon the Altar of Work Praeger

When Wisconsin governor Scott Walker threatened the collective bargaining rights of the state's public sector employees in early 2011, the massive protests that erupted in response put the labor movement back on the nation's front pages. It was a fleeting reminder of a not-so-distant past when the "labor question"--and the power of organized labor--was part and parcel of a century-long struggle for justice and equality in America. Now, on the heels of the expansive Occupy Wall Street movement and midterm election outcomes that are encouraging for the labor movement, the lessons of history are a vital handhold for the thousands of activists and citizens everywhere who sense that something has gone terribly wrong. This pithy and accessible volume provides readers with an understanding of the history that is directly relevant to the economic and political crises working people face today, and points the way to a revitalized twenty-first-century labor movement. With original contributions from leading labor historians, social critics, and activists, *Labor Rising* makes crucial connections between the past and present, and then looks forward, asking how we might imagine a different future for all Americans.

Shifting Fortunes Columbia University Press

Based on data from the Area Wage Survey for 20 urban labour markets for the period 1974-1991, examines changes in wage inequality in local labour markets during the 1980s.

Asian American Workers Rising Russell Sage Foundation

We live in an age of economic paradox. The dynamism of America's economy is astounding--the country's industries are the most productive in the world and

spin off new products and ideas at a bewildering pace. Yet Americans feel deeply uneasy about their economic future. The reason, Paul Osterman explains, is that our recent prosperity is built on the ruins of the once reassuring postwar labor market. Workers can no longer expect stable, full-time jobs and steadily rising incomes. Instead, they face stagnant wages, layoffs, rising inequality, and the increased likelihood of merely temporary work. In *Securing Prosperity*, Osterman explains in clear, accessible terms why these changes have occurred and lays out an innovative plan for new economic institutions that promises a more secure future. Osterman begins by sketching the rise and fall of the postwar labor market, showing that firms have been the driving force behind recent change. He draws on original surveys of nearly 1,000 corporations to demonstrate that firms have reorganized and downsized not just for the obvious reasons--technological advances and shifts in capital markets--but also to take advantage of new, team-oriented ways of working. We can't turn the clock back, Osterman writes, since that would strip firms of the ability to compete. But he also argues that we should not simply give ourselves up to the mercies of the market. Osterman argues that new policies must engage on two fronts: addressing both higher rates of mobility in the labor market and a major shift in the balance of power against employees. To deal with greater mobility, Osterman argues for portable benefits, a stronger Unemployment Insurance system, and new labor market intermediaries to help workers navigate the labor market. To redress the imbalance of power, Osterman assesses the possibilities of reforming corporate governance but

concludes the best approach is to promote "countervailing power" through innovative unions and creative strategies for organizing employee voice in communities. Osterman gives life to these arguments with numerous examples of promising institutional experiments.

Rising wages: has china lost its global labor advantage? Hong Kong Institute of Education

Two generations ago, young men and women with only a high-school degree would have entered the plentiful industrial occupations which then sustained the middle-class ideal of a male-breadwinner family. Such jobs have all but vanished over the past forty years, and in their absence ever-growing numbers of young adults now hold precarious, low-paid jobs with few fringe benefits. Facing such insecure economic prospects, less-educated young adults are increasingly forgoing marriage and are having children within unstable cohabiting relationships. This has created a large marriage gap between them and their more affluent, college-educated peers. In *Labor's Love Lost*, noted sociologist Andrew Cherlin offers a new historical assessment of the rise and fall of working-class families in America, demonstrating how momentous social and economic transformations have contributed to the collapse of this once-stable social class and what this seismic cultural shift means for the nation's future. Drawing from more than a hundred years of census data, Cherlin documents how today's marriage gap mirrors that of the Gilded Age of the late-nineteenth century, a time of high inequality much like our own. Cherlin demonstrates that the widespread prosperity of working-class families in the mid-twentieth

century, when both income inequality and the marriage gap were low, is the true outlier in the history of the American family. In fact, changes in the economy, culture, and family formation in recent decades have been so great that Cherlin suggests that the working-class family pattern has largely disappeared. *Labor's Love Lost* shows that the primary problem of the fall of the working-class family from its mid-twentieth century peak is not that the male-breadwinner family has declined, but that nothing stable has replaced it. The breakdown of a stable family structure has serious consequences for low-income families, particularly for children, many of whom underperform in school, thereby reducing their future employment prospects and perpetuating an intergenerational cycle of economic disadvantage. To address this disparity, Cherlin recommends policies to foster educational opportunities for children and adolescents from disadvantaged families. He also stresses the need for labor market interventions, such as subsidizing low wages through tax credits and raising the minimum wage. *Labor's Love Lost* provides a compelling analysis of the historical dynamics and ramifications of the growing number of young adults disconnected from steady, decent-paying jobs and from marriage. Cherlin's investigation of today's "would-be working class" shines a much-needed spotlight on the struggling middle of our society in today's new Gilded Age.

Securing Prosperity Russell Sage Foundation

Fewer than 12 percent of U.S. workers belong to unions, and union membership rates are falling in much of the world. With tremendous growth in inequality within and between countries, steady or indeed rising unemployment and

underemployment, and the marked increase in precarious work and migration, can unions still play a role in raising wages and improving work conditions? This book provides a critical evaluation of labor unions both in the U.S. and globally, examining the factors that have led to the decline of union power and arguing that, despite their challenges, unions still have a vital part to play in the global economy. Stephanie Luce explores the potential sources of power that unions might have, and emerging new strategies and directions for the growth of global labor movements, such as unions, worker centers, informal sector organizations, and worker co-operatives, helping workers resist the impacts of neoliberalism. She shows that unions may in fact be more relevant now than ever. This important assessment of labor movements in the global economy will be required reading for advanced undergraduates and graduate students of labor studies, political and economic sociology, the sociology of work, and social movements.

Union Made Ivan R. Dee Publisher

“Rolf shows that raising the minimum wage to \$15 is both just and necessary, lest the American dream of middle class prosperity turn into a nightmare” (David Cay Johnston, Pulitzer Prize-winning journalist). Combining history, economics, and commonsense political wisdom, *The Fight for \$15* makes a deeply informed case for a national fifteen-dollars-an-hour minimum wage as the only practical solution to reversing America’s decades-long slide toward becoming a low-wage nation. Drawing both on new scholarship and on his extensive practical experiences organizing workers and grappling with inequality across the United States,

David Rolf, president of SEIU 775—which waged the successful Seattle campaign for a fifteen dollar minimum wage—offers an accessible explanation of “middle out” economics, an emerging popular economic theory that suggests that the origins of prosperity in capitalist economies lie with workers and consumers, not investors and employers. A blueprint for a different and hopeful American future, *The Fight for \$15* offers concrete tools, ideas, and inspiration for anyone interested in real change in our lifetimes. “The author’s plainspoken approach and stellar scholarship illuminate in-depth discussions about the deliberate policy decisions that began to decimate the middle class at the start of the 1980s as well as the insidious new ways in which big business continues to attack American workers today via stagnant wages, rampant subcontracting, unpredictable scheduling, and other detrimental practices associated with the so-called ‘share economy.’” —Kirkus Reviews “David Rolf has become the most successful advocate for raising wages in the twenty-first century.” —Andy Stern, senior fellow at Columbia University’s Richard Paul Richman Center for Business, Law, and Public Policy

The Labor Problem Harvard University Press

In Gilded Age America, rampant inequality gave rise to a new form of Christianity, one that sought to ease the sufferings of the poor not simply by saving their souls, but by transforming society. In *Union Made*, Heath W. Carter advances a bold new interpretation of the origins of American Social Christianity. While historians have often attributed the rise of the Social Gospel to middle-class ministers, seminary professors, and social reformers, this

book places working people at the very center of the story. The major characters--blacksmiths, glove makers, teamsters, printers, and the like--have been mostly forgotten, but as Carter convincingly argues, their collective contribution to American Social Christianity was no less significant than that of Walter Rauschenbusch or Jane Addams. Leading readers into the thick of late-19th-century Chicago's tumultuous history, Carter shows that countless working-class believers participated in the heated debates over the implications of Christianity for industrializing society, often with as much fervor as they did in other contests over wages and the length of the workday. The city's trade unionists, socialists, and anarchists advanced theological critiques of laissez faire capitalism and protested "scab ministers" who cozied up to the business elite. Their criticisms compounded church leaders' anxieties about losing the poor, such that by the turn-of-the-century many leading Christians were arguing that the only way to salvage hopes of a Christian America was for the churches to soften their position on "the labor question." As denomination after denomination did just that, it became apparent that the Social Gospel was, indeed, ascendant--from below. At a time when the fate of the labor movement and rising economic inequality are once more pressing social concerns, *Union Made* opens the door for a new way forward--by changing the way we think about the past.

Protection to American Labor the Only Defense of the Rising Industries of the New South! Routledge

Modern life is full of stuff yet bereft of time. An economic sociologist offers an ingenious explanation for why, over the

past seventy-five years, Americans have come to prefer consumption to leisure. Productivity has increased steadily since the mid-twentieth century, yet Americans today work roughly as much as they did then: forty hours per week. We have witnessed, during this same period, relentless growth in consumption. This pattern represents a striking departure from the preceding century, when working hours fell precipitously. It also contradicts standard economic theory, which tells us that increasing consumption yields diminishing marginal utility, and empirical research, which shows that work is a significant source of discontent. So why do we continue to trade our time for more stuff? Time for Things offers a novel explanation for this puzzle. Stephen Rosenberg argues that, during the twentieth century, workers began to construe consumer goods as stores of potential free time to rationalize the exchange of their labor for a wage. For example, when a worker exchanges his labor for an automobile, he acquires a duration of free activity that can be held in reserve, counterbalancing the unfree activity represented by work. This understanding of commodities as repositories of hypothetical utility was made possible, Rosenberg suggests, by the advent of durable consumer goods—cars, washing machines, refrigerators—as well as warranties, brands, chain stores, and product-testing magazines, which assured workers that the goods they purchased would not be subject to rapid obsolescence. This theory clarifies perplexing aspects of behavior under industrial capitalism—the urgency to spend earnings on things, the preference to own rather than rent consumer goods—as well as a variety of historical

developments, including the coincident rise of mass consumption and the legitimation of wage labor.

Why Wages Rise University of Illinois Press

“Riveting . . . contributes wonderfully to a new and ongoing conversation about inequality, dark money, and populism in the electorate.” —Mehrsa Baradaran, author of *The Color of Money* When Steven Burd, CEO of the supermarket chain Safeway, cut wages and benefits, starting a five-month strike by 59,000 unionized workers, he was confident he would win. But where traditional labor action failed, a new approach was more successful. With the aid of the California Public Employees' Retirement System, a \$300 billion pension fund, workers led a shareholder revolt that unseated three of Burd's boardroom allies. In *The Rise of the Working-Class Shareholder: Labor's Last Best Weapon*, David Webber uses cases such as Safeway's to shine a light on labor's most potent remaining weapon: its multitrillion-dollar pension funds. Outmaneuvered at the bargaining table and under constant assault in Washington, statehouses, and the courts, worker organizations are beginning to exercise muscle through markets. Shareholder activism has been used to divest from anti-labor companies, gun makers, and tobacco; diversify corporate boards; support Occupy Wall Street; force global warming onto the corporate agenda; create jobs; and challenge outlandish CEO pay. Webber argues that workers have found in labor's capital a potent strategy against their exploiters. He explains the tactic's surmountable difficulties even as he cautions that corporate interests are already working to deny labor's access to this powerful and underused tool. *The Rise of the*

Working-Class Shareholder is a rare good-news story for American workers, an opportunity hiding in plain sight. Combining legal rigor with inspiring narratives of labor victory, Webber shows how workers can wield their own capital to reclaim their strength. “Weaves narratives of activist campaigns (pension fund administrators, union staffers, and government comptrollers are the book's unlikely heroes) with fine-grained analysis of the relevant legal and financial concepts in accessible prose.” —Publishers Weekly *Modern Labor Economics* John Wiley & Sons

We live in an age of economic paradox. The dynamism of America's economy is astounding--the country's industries are the most productive in the world and spin off new products and ideas at a bewildering pace. Yet Americans feel deeply uneasy about their economic future. The reason, Paul Osterman explains, is that our recent prosperity is built on the ruins of the once reassuring postwar labor market. Workers can no longer expect stable, full-time jobs and steadily rising incomes. Instead, they face stagnant wages, layoffs, rising inequality, and the increased likelihood of merely temporary work. In *Securing Prosperity*, Osterman explains in clear, accessible terms why these changes have occurred and lays out an innovative plan for new economic institutions that promises a more secure future. Osterman begins by sketching the rise and fall of the postwar labor market, showing that firms have been the driving force behind recent change. He draws on original surveys of nearly 1,000 corporations to demonstrate that firms have reorganized and downsized not just for the obvious reasons-- technological advances and shifts in

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The Rise of the Working-Class

Shareholder Princeton University Press
Esperanza and her mother are forced to leave their life of wealth and privilege in Mexico to go work in the labor camps of Southern California, where they must adapt to the harsh circumstances facing Mexican farm workers on the eve of the Great Depression.

Time for Things New Press, The WAGES are of prime importance in any advanced economy such as ours. They affect us all far more than seems evidenced in our concern about them. Everyone buys wages, in a sense, with every purchase he makes. And three-fourths of all incomes in the United States represent pay for work done in

the employ of another. So nearly every one of us is on both sides of the wage exchange, in one way or another. We all know in a general way that wages have been rising for a long time in this country, but there is evidence aplenty that the economic principles which apply to wage problems are not well understood. Probably they are no better understood now than in the early thirties when measures adopted to combat the depression proved to be such colossal failures. Fearing another depression like that which followed World War I, we now seem enmeshed in chronic and progressive inflation, which Lenin once said was a sure and simple way to destroy the capitalist system. Our "prosperity" now seems to be riding on the horns of a dilemma that will surely end in the destruction of capitalism unless we can resolve this problem which in large measure is a wage problem. I shall deal with the wage problem in a manner that may seem oversimplified. Basic principles always have a way of seeming simple. Yet if they be principles, they can no more be oversimplified than can the law of gravity or the listing of chemical elements be oversimplified. What is needed in our complex society of millions of products sold by millions of business units to over a hundred million traders through billions of transactions each year is to get back to simple economic principles. These are working tools for solving problems that seem more complex than they really are. Two Roadblocks In helping another person to resolve this wage problem, it seems to me that two roadblocks to his understanding may first have to be removed. They obstruct a thorough insight into the wage problem. One roadblock is the difference between

money wages and real wages, which results in serious misconceptions. In a period of inflation such as we have long been enduring, or of deflation, a comparison of money wages in two separate years tells you no more about their relative worth than would a comparison of a daily wage in the United States with that of Chile — \$10 as compared with 5,000 pesos, for instance. Money wages must first be converted into real wages before we can see their patterns of change. The other roadblock has to do with the effect of unions on wages. If you were to describe an elephant to a person who has never seen one and who had never even seen a picture of one, you probably would not describe a flea and then say that an elephant doesn't look like that. This would not be very helpful unless the person believed that an elephant looked

like a flea. In the case of unions, there seems to be a firm and widespread belief about their effect on wages such that this question must be dealt with at the outset. So we shall start there. When speaking of wages and what makes them rise, the meaning will be the overall level of wages — the general welfare, in that sense. To speak otherwise of wages, such as wage rates for one or a few persons, would involve special situations which are not the object of this discussion. A bank robber might succeed in gaining a high wage for his hour of work; a few persons, through power and special privilege, might likewise gain some short-time advantages at the expense of the others who work. But such gains of some wage earners at the expense of other wage earners are not the aim or meaning of this analysis of why wages rise.

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