Contents

| Authors of Original Articles | xvii |
|---|-------|
| Foreword by Robert B. Reich | xxiii |
| Acknowledgments | xxvii |
| Volume Introduction by Neva R. Goodwin | xxix |
| PART I | |
| The History of Work | 1 |
| Frank Ackerman | |
| PART II New Directions in Labor Economics | |
| Overview Essay Frank Ackerman | 15 |
| An Introduction to the Wage Curve David G. Blanchflower and Andrew J. Oswald | 25 |
| The Production Process in a Competitive Economy: Walrasian, Neo-Hobbesian, and Marxian Models Samuel S. Bowles | 29 |
| Industrial Relations and Productivity Growth: A Comparative Perspective Robert A. Buchele and Jens Christiansen | 32 |
| Radical Political Economy and the Economics of Labor Markets <i>James Rebitzer</i> | 35 |
| Labor Market Segmentation Theory: Reconsidering the Evidence William T. Dickens and Kevin Lang | 40 |
| Supervision and High Wages as Competing Incentives: A Basis for Labor Segmentation Theory Robert W. Drago and Richard Perlman | 43 |
| The Fair Wage–Effort Hypothesis and Unemployment George A. Akerlof and Janet Yellen | 47 |

x Contents

| The Exit-Voice Tradeoff in the Labor Market: Unionism, Job Tenure, Quits, and Separations Richard B. Freeman | 50 |
|--|----|
| An Alternative Approach to Labor Markets David Marsden | 53 |
| An Analytical Frame Chris Tilly and Charles Tilly | 56 |
| PART III | |
| Globalization and Labor | |
| Overview Essay Frank Ackerman | 61 |
| How Trade Hurt Unskilled Workers Adrian Wood | 69 |
| International Trade and American Wages in the 1980s: Giant Sucking Sound or Small Hiccup? Robert Z. Lawrence and Matthew Slaughter | 73 |
| International Trade and the Performance of U.S. Labor Markets Dale Belman and Thea M. Lee | 76 |
| Skills Mismatch or Globalization? David Gordon | 80 |
| The Causes and Consequences of Changing Earnings Inequality: W(h)ither the Debate? David G. Blanchflower and Matthew Slaughter | 84 |
| Consequences of Trade for Labor Markets and the Employment Relationship Dani Rodrik | 88 |
| The Transformation of the Japanese Employment System: Nature, Depth, and Origins James R. Lincoln and Yoshifumi Nakata | 91 |
| Labor Squeeze and Ethnic/Racial Recomposition in the U.S. Apparel Industry Evelyn Blumenberg and Paul Ong | 94 |
| Gender and the Global Economy Lourdes Benería | 98 |

Contents xi

| The Politics and Economics of Global Employment: A Perspective from Latin America Hernando Gómez-Buendía | 101 |
|--|-----|
| Globalization and Labor Standards: A Review of Issues Eddy Lee | 105 |
| Policy Options for the North Adrian Wood | 109 |
| PART IV New Technologies and Work Organization | |
| Overview Essay Laurie Dougherty | 113 |
| Sociotechnical Organizational Change: Technological and Organizational Coevolution John A. Mathews | 121 |
| Alternative Models of Production Eileen Appelbaum and Rosemary Batt | 125 |
| Integrating Technology and Human Resources for High-Performance Manufacturing: Evidence from the International Auto Industry John Paul MacDuffie and John F. Krafcik | 129 |
| Toward Post-Lean Production Christian Berggren | 133 |
| Japanese Work Organization in Mexico Harley Shaiken and Harry Browne | 136 |
| The Effect of Human Resource Management Practices on Productivity: A Study of Steel Finishing Lines Casey Ichniowski, Kathryn Shaw, and Giovanna Prennushi | 140 |
| The Limits of Hierarchy in an Informated Organization and | |
| The Information Panopticon Shoshana Zuboff | 143 |
| The End of Skill? Stanley Aronowitz and William DeFazio | 146 |
| The Transformation of Work Revisited: The Limits of Flexibility in American Manufacturing Steven Vallas and John Beck | 149 |

xii Contents

| Computer Rationalization and the Transformation of Work: Lessons from the Insurance Industry Eileen Appelbaum and Peter Albin | 153 |
|--|-----|
| Effects of Technological Change: The Quality of Employment Heidi Hartmann, Robert E. Kraut, and Louise A. Tilly | 157 |
| Computing Inequality: Have Computers Changed the Labor Market? David Autor, Lawrence Katz, and Alan Krueger | 161 |
| The Returns to Computer Use Revisited: Have Pencils Changed the Wage Structure Too? John E. DiNardo and John-Steffen Pischke | 164 |
| Technology, Power, and the Social Organization of Work: Toward a Pragmatic Theory of Skilling and Deskilling Stephen R. Barley | 167 |
| PART V Restructuring Employment: Flexibility versus Security | |
| Overview Essay Laurie Dougherty | 171 |
| Employment and Productivity in Industrialized Economies Eileen Appelbaum and Ronald Schettkat | 177 |
| Nonstandard Work, Substandard Jobs: Flexible Work Arrangements in the United States Arne L. Kalleberg et al. | 181 |
| Restructuring the Employment Relationship: The Growth of Market-Mediated Work Arrangements Katharine G. Abraham | 185 |
| Rethinking Employment Peter Cappelli | 189 |
| Internal Labor Markets: Theory and Change Paul S. Osterman | 192 |
| Toward a New Labor Market Segmentation Thierry J. Noyelle | 195 |
| World Underneath: The Origins, Dynamics, and Effects of the Informal Economy Manuel Castells and Alejandro Portes | 199 |

Contents xiii

| Informalization at the Core: Hispanic Women, Home-Based Work, and the Advanced Capitalist State M. Patricia Fernández-Kelly and Anna M. Garcia | 202 |
|--|-----|
| Reevaluating Union Policy Toward White-Collar Home-Based Work Kathleen E. Christensen | 205 |
| Sustainable Flexibility: A Prospective Study on Work, Family, and Society in the Information Age Martin Carnoy and Manuel Castells | 208 |
| PART VI | |
| Emerging Patterns of Industrial Relations | |
| Overview Essay Kevin Gallagher | 215 |
| International Difference in Male Wage Inequality: Institutions versus Market Forces Francine Blau | 224 |
| Participation, Productivity, and the Firm's Environment David I. Levine and Laura D'Andrea Tyson | 227 |
| Conclusion: The Transformation of Industrial Relations? A Cross-National Review of the Evidence Richard M. Locke and Thomas Kochan | 231 |
| Microchips and Macroharvests: Labor-Management Relations in Agriculture Robert J. Thomas | 234 |
| Alternative Forms of Work Organization Under Programmable Automation Maryellen R. Kelley | 238 |
| A Strategy for Labor Joel E. Rogers | 241 |
| An Economic Analysis of Works Councils Richard B. Freeman and Edward Lazear | 245 |
| Theoretical and Empirical Studies of Producer Cooperatives: Will Ever the Twain Meet? John P. Bonin, Derek C. Jones, and Louis Putterman | 248 |

xiv Contents

| Labor-Managed Cooperatives and Private Firms in North Central Italy: An Empirical Comparison Will Bartlett, John Cable, Saul Estrin, Derek C. Jones, and Stephen C. Smit | 252 th |
|--|-----------|
| Financial Markets and the Political Structure of the Enterprise Herbert Gintis | 255 |
| PART VII Difference and Diversity in the Workplace | |
| Overview Essay Laurie Dougherty | 259 |
| Queuing and Changing Occupational Composition Barbara F. Reskin and Patricia A. Roos | 269 |
| Between the Toe and the Heel—Jobs and Emotional Labor and Gender, Status, and Feeling Arlie Russell Hochschild | 273 |
| Race, Class, and Occupational Mobility: Black and White Women in Service Work in the United States Marilyn Power and Sam Rosenberg | 276 |
| Black Mobility in White Corporations: Up the Corporate Ladder But Out on a Limb Sharon M. Collins | 280 |
| What Went Wrong? The Erosion of Relative Earnings and Employment Among Young Black Men in the 1980s John Bound and Richard B. Freeman | 283 |
| "Soft" Skills and Race: An Investigation of Black Men's Employment Problems Philip Moss and Chris Tilly | 286 |
| Feminization of the Labor Force: The Effects of Long-Term Development and Structural Adjustment Nilüfer Çagatay and Sule Özler | 290 |
| Engendering the Worlds of Labor: Women Workers, Labor Markets, and Production Politics in the South China Economic Miracle Ching Kwan Lee | 292 |
| Notes on the Incorporation of Third World Women into Wage-Labor through Immigration and Offshore Production Saskia Sassen-Koob | 295 |

Contents xv

| PART VIII | |
|---|-----|
| The Household Economy and Caring Labor | |
| Overview Essay Neva Goodwin | 299 |
| Introduction to <i>Gender and Family Issues in the Workplace</i> Francine Blau and Ronald Ehrenberg | 312 |
| Historical Changes in the Household Division of Labor Jonathan I. Gershuny and John P. Robinson | 316 |
| Accounting for Women's Work: The Progress of Two Decades Lourdes Benería | 319 |
| Women's Employment or Return to "Family Values" in Central-Eastern Europe Barbara Lobodzinska | 323 |
| Changing the Conditions of Work: Responding to Increasing Work Force Diversity and New Family Patterns Lotte Bailyn | 326 |
| The Third Shift Arlie Russell Hochschild | 329 |
| Overwork in the Household Juliet B. Schor | 333 |
| The Triangle of the Human Economy—Household, Cultivation, Industrial Production: An Attempt at Making Visible the Human Economy in Toto Hilkka Pietila | 336 |
| Global Development and Personal Dependency: The High Cost of Doing Well Allan R. Meyers | 339 |
| Holding Hands at Midnight: The Paradox of Caring Labor Nancy Folbre | 341 |
| Children as Public Goods Nancy Folbre | 345 |
| | |

xvi Contents

PART IX Human Values in Work

| Overview Essay Neva Goodwin | 349 |
|--|-----|
| Learning at Work: Beyond Human Capital Robert Lane | 361 |
| On Work and Alienation Kai Erikson | 365 |
| Ghetto-Related Behavior and the Structure of Opportunity William Julius Wilson | 368 |
| Unhappiness and Unemployment Andrew Clark and Andrew J. Oswald | 371 |
| Social Psychology, Unemployment, and Macroeconomics William A. Darity, Jr., and Arthur Goldsmith | 373 |
| The Need for Work as Such: Self-Expression and Belonging Edward J. O'Boyle | 376 |
| Shifting Perspectives: The Decoupling of Work and Money <i>Robert J. Wuthnow</i> | 379 |
| Position in the Class Structure and Psychological Functioning in the United States, Japan, and Poland <i>Melvin L. Kohn et al.</i> | 382 |
| Dignity in the Workplace Under Participative Management: Alienation and Freedom Revisited Randy D. Hodson | 385 |
| Work, Labor, and Action: Work Experience in a System of Flexible Production Michael J. Piore | 388 |
| Subject Index | 393 |
| Name Index | 415 |