10-1-2004

Employment Research, Vol. 11, No. 4, October 2004

Follow this and additional works at: https://research.upjohn.org/empl_research

Citation

W.E. Upjohn Institute. 2004. Employment Research 11(4). [https://doi.org/10.17848/1075-8445.11\(4\)](https://doi.org/10.17848/1075-8445.11(4))

This title is brought to you by the Upjohn Institute. For more information, please contact repository@upjohn.org.

UPJOHN INSTITUTE

Employment Research

OCTOBER 2004

Abraham and Houseman
Work and Retirement Plans
among Older Americans

Acs and Loprest
Leaving Welfare: Challenges
in a New Economy

New Books

Vol. 11, No. 4

Employment Research is published quarterly by the W.E. Upjohn Institute for Employment Research. Issues appear in January, April, July, and October.

The Institute is a nonprofit research organization devoted to finding and promoting solutions to employment-related problems at the national, state, and local level. The Institute is an activity of the W.E. Upjohn Unemployment Trustee Corporation, which was established in 1932 to administer a fund set aside by the late Dr. W.E. Upjohn, founder of the Upjohn Company, to conduct research on the causes and effects of unemployment and seek measures for the alleviation of the hardships suffered by the unemployed.

W.E. Upjohn Institute
300 S. Westnedge Avenue
Kalamazoo, MI 49007-4686
(269) 343-5541
www.upjohninstitute.org

Randall W. Eberts
Executive Director

Katharine G. Abraham and Susan N. Houseman

Work and Retirement Plans among Older Americans

NOTE: This article is based on the authors' research reported in a working paper published by the Upjohn Institute. See Abraham and Houseman (2004).

As the baby boomers reach retirement age, labor force growth is projected to slow dramatically, raising concerns about whether employers will be able to meet future workforce needs, and whether the Social Security and Medicare trust funds will remain solvent. These concerns, in turn, have spurred policy interest in increasing employment among seniors.

In fact, many more people express an interest in working at older ages than end up doing so. For example, in the first wave of the Health and Retirement Study (HRS), 73 percent of workers aged 51–61 said that they would like to continue paid work following retirement, and other surveys have yielded similar findings (American Association of Retired Persons 1998). Yet, actual employment rates among older Americans are far lower than one might expect from these survey responses.

Our study, motivated by this discrepancy, examines factors that influence older Americans' work and retirement plans and whether or not these plans are realized. Using data from the HRS, we document the widespread interest among workers approaching

retirement age in alternatives to full retirement—particularly in cutting back on work hours. Whereas those who plan to stop working altogether generally do, those who plan to reduce their hours or change the type of work they do most often do not realize these plans. We offer some preliminary evidence as to why so few individuals follow through on these alternatives to full retirement and their implications for policy.

The Problem of an Aging Population

Over the next two decades, the share of the population age 55 and older is projected to grow dramatically, from 21.4 percent in 2000 to 25.1 percent by 2010 to 29.5 percent in 2020. Over this same period, the share of the population aged 25–54, historically the ages of maximum attachment to the labor market, is projected to fall, from 43.4 percent in 2000 to 40.8 percent in 2010 and 37.7 percent in 2020 (U.S. Census Bureau 2002).

The smaller share of the population that is of prime working age will make it more difficult for employers to satisfy their demand for labor. There also will be relatively fewer people contributing to the Social Security system to cover the costs of retirees' benefits. The most recent projections show the number of current workers per beneficiary dropping

from 3.3 in 2003 to 2.2 in 2030, and then continuing to decline gradually thereafter, fueling large projected deficits (Board of Trustees of the Old-Age and Survivors Insurance and Disability Insurance Trust Funds 2004). An increase in labor force participation among older Americans could ameliorate these problems. Policy interest in facilitating employment among older Americans prompted passage of the Senior Citizens' Freedom to Work Act of 2000 (PL 106-182), which eliminated

Many more people express an interest in working at older ages than end up doing so.

the earnings test for Social Security beneficiaries from the normal retirement age through age 70.

A voluminous literature on retirement and the factors that determine the age at which individuals retire already exists. Relatively little of this work, however, addresses either the formation of retirement plans or the extent to which actual retirement outcomes are consistent with those plans. Moreover, most researchers who have explored the formation and realization of plans for retirement have treated retirement as a binary outcome: a person either remains in the labor force or retires.¹

Plans for Work and Retirement

Our analysis on work and retirement plans among older Americans is based on data from the HRS, a panel study that includes a representative sample of Americans born between 1931 and 1941. Panel members have been interviewed biennially since 1992. Because we are interested in work to retirement transitions, we restrict our analysis to individuals who were working at least 20 hours per week and at least 1,000 hours per year at the time of the survey, and therefore had significant labor force attachment.

Figure 1 reports responses to questions about work and retirement plans asked in the first five waves of the survey, conducted from 1992 to 2000. Despite the fact that all of the HRS respondents

were in their fifties or sixties, the most common answer, accounting for 38 percent of responses, was that the person had not given much thought to future work and retirement plans or didn't have any plans. A quarter of responses reflected plans to stop work altogether, while 18 percent reflected plans to reduce hours of work. Changing their type of work, always working, or other plans each accounted for between 5 and 8 percent of responses. The pattern of responses was similar for men and women.

Do People Follow through on Their Work and Retirement Plans?

Those reporting that they planned to stop work, reduce their hours, or change their type of work were asked at what age or in what year they planned to make this transition. We use this information on the timing of the planned change in conjunction with the date of the next wave interview to determine whether or not an individual would be expected to have made the transition by the time of that interview.²

We are particularly interested in examining whether people are more likely to succeed in making certain

transitions than others. Comparisons of outcomes between those planning to stop work altogether, reduce their hours, or change their type of work are reported in Figure 2. We include in this figure only those who planned to make a transition prior to the next interview, about two years later, and consequently, those who planned to make a transition in the relatively short term. Differences in the fraction that followed through on initial plans are striking. Nearly two-thirds

Among older workers in the survey, a quarter planned to stop work altogether and 18 percent planned to reduce hours of work.

of those who planned to stop working prior to the next wave interview did stop working by that time, and about 86 percent of those who planned never to stop working were still working, in some capacity, at the next interview. In sharp contrast, among those who planned to reduce their work hours or to change their type of work, only 35 percent and 22 percent, respectively, followed through on those plans.

Figure 1 Older Workers' Plans for Work and Retirement

NOTE: Authors' calculations based on plans reported in waves 1 through 5 of the Health and Retirement Study, conducted in 1992, 1994, 1996, 1998, and 2000. Each interview with a person who reported working 20 or more hours/week and 1,000 hours/year, and was interviewed in the subsequent wave, constitutes an observation. The tabulations thus include multiple observations for some people who are interviewed multiple times. The "other" category includes those who reported plans not listed or cited more than one plan for retirement. Person-level analysis weights used for calculations.

Figure 2 Percentage of Older Workers Realizing Their Work or Retirement Plans

NOTE: Authors' calculations based on plans reported in waves 1 through 5 of the Health and Retirement Study, conducted in 1992, 1994, 1996, 1998, and 2000, and outcome measure for each observation collected in the subsequent survey wave, approximately 2 years later. See note to Figure 1 for further description of sample.

The Transition to Working Fewer Hours

While nearly as many older working Americans have plans to reduce their work hours as have plans to retire fully, the former are about half as likely as the latter to follow through on their plans. We have no *a priori* reason to believe that individuals planning to reduce their hours are less committed to their plans than individuals planning to stop working altogether. Why then does the transition to working fewer hours appear so difficult for older workers? Although we do not have a definitive answer to this question, we offer some preliminary thoughts and suggestive evidence.

Full retirement entails simply leaving a job. Unless individuals hold multiple jobs, however, reducing work hours requires either that they arrange shorter hours on the current job or that they find a suitable new job with shorter hours. Individuals seeking to cut hours on their current job may need to obtain employer approval and formally renegotiate the terms of their employment, including hours, compensation, and job duties. Some job duties may not be easily divisible and employers consequently may be unwilling to reduce an employee's

hours, even if the employee accepts a commensurate reduction in pay. Arranging a reduction in hours may be easier for people who are self-employed. Similarly, many who initially work very long hours may be able to reduce working time without a pay cut or other formal changes in the conditions of their employment.

In many circumstances, however, an employee wishing to reduce work hours

While nearly as many older working Americans have plans to reduce their work hours as have plans to retire fully, the former are about half as likely as the latter to follow through on their plans.

will need to find another job. Yet, older workers, as a group, find the transition to new employment particularly difficult (Chan and Stevens 2001). Many years may have passed since an older worker last sought a new job. Such workers may lack good connections to other employers or be easily discouraged in the job search process. They may not know how to obtain the new skills required by

available positions or may overestimate the difficulty of skill upgrading. Others may have unrealistic expectations about the wages they can hope to earn in a new job. Finally, seniors searching for work may encounter discrimination from potential employers; although discrimination against older workers in employment is illegal, the law is difficult

The need to change jobs is a major obstacle for older Americans who seek to reduce their work hours and remain employed.

to enforce, particularly at the hiring stage. To the extent that older workers do not fully anticipate the obstacles to reducing work hours, those planning hours reductions may be less likely to follow through on their plans than those planning full retirement.

In the HRS data we find that individuals for whom the transition to working fewer hours is less difficult—in particular, those who are less likely to require a job change—are more likely to plan such reductions, and given these plans, are more likely to realize them. The fraction following through on plans to reduce hours is 63 percent among multiple job holders and 48 percent among those initially working very long hours. Those working less than 48 hours per week who reported that their employers would not allow hours reductions are the least likely to follow through on plans to reduce hours (27 percent). These individuals presumably had planned to reduce their hours by leaving their jobs and finding new ones with shorter hours. Instead, they were the most likely to stop working altogether (43 percent), leaving their jobs but not obtaining another with fewer hours. In addition, among those who did reduce their hours, most nevertheless arranged hours reductions with their initial employers rather than moving to a new job. These preliminary findings suggest that the need to change jobs is a major obstacle for older Americans who seek to reduce their work hours and remain employed.³

Policy Implications

Many people express a desire to continue working at older ages but wish to reduce their hours of work. Often, the only feasible way of reducing work hours is to change jobs, but this path to a shorter work week is taken by very few of those who had planned to reduce their hours. This finding is open to different interpretations. One possible interpretation is that many people plan to reduce hours by changing jobs but have unrealistic expectations about their job alternatives.⁴ When it comes time for them actually to search for new employment, they find the jobs available to them unattractive and change their minds, continuing in their current jobs or, more likely, fully retiring. In this scenario, individuals become fully informed about their employment options and make rational choices based on this information. Thus, there is no clear justification for policy intervention.

Alternatively, older workers may face substantial barriers to changing jobs: age discrimination in employment and lack of information about job opportunities and options for skills training. In this scenario, policies to combat age discrimination, provide information on employment and training opportunities, and increase the efficiency of job transitions could have positive effects on employment among seniors. These issues warrant further study.

Notes

Financial support for the authors' research was provided by the Boettner Center for Pensions and Retirement Security at the Wharton School, University of Pennsylvania.

1. We provide an expanded discussion and citations to the literature on retirement in Abraham and Houseman (2004).

2. We classify people as having reduced their weekly hours if the sum of weekly hours worked on all jobs dropped by 8 hours or more between waves. Requiring this threshold decline avoids classifying as declines minor changes in reported hours, whether due to actual variations or to misreporting of average work weeks. We classify anyone who changed occupation or who moved between employee and self-employed status to have changed the type of work they were doing.

3. It is unclear whether the low fraction following through on plans to reduce hours results,

on balance, in less total work, because individuals may either continue working the same or more hours or stop working altogether. However, among those initially working less than 48 hours and whose employer does not allow hours reductions, failure to realize hours reductions plans likely results in a net reduction in work.

4. Organization for Economic Co-operation and Development (2001, pp. 82–83) reflects this perspective.

Katharine Abraham is a professor of survey methodology and an adjunct professor of economics at the University of Maryland.

Susan Houseman is a senior economist at the Upjohn Institute.

References

Abraham, Katharine G., and Susan N. Houseman. 2004. "Work and Retirement Plans among Older Workers." Staff working paper no. 04-105. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

American Association of Retired Persons. 1998. *Boomers Approaching Midlife: How Secure a Future?* Washington, DC: AARP.

Board of Trustees of the Federal Old-Age and Survivors Insurance and Disability Insurance Trust Funds. 2004. *Annual Report*. Washington, DC: Government Printing Office. March.

Chan, Sewin, and Ann Huff Stevens. 2001. "Job Loss and Employment Patterns of Older Workers." *Journal of Labor Economics* 19(2): 484–521.

Organization for Economic Co-operation and Development. 2001. *Ageing and Income: Financial Resources and Retirement in 9 OECD Countries*. Paris: OECD.

U.S. Census Bureau. 2002. "Projections of the Total Resident Population by 5-Year Age Groups, and Sex, with Special Age Categories: Middle Series, 1999 to 2100," Summary Table NP-T3, National Population Projections, August 2. <http://www.census.gov/population/www/projections/natsum.html>.

2004 Dissertation Award Winners

CO-WINNERS

Alexandre Mas

Princeton University

"Three Essays on the Relationship Between Labor Disputes and Employee Performance"

Advisor: Alan B. Krueger

Eric Verhoogen

University of California, Berkeley

"Essays on External Conditions and Wage-Setting Within Firms"

Co-Advisors: David Card and Prunab Bardhan

HONORABLE MENTION

Pedro Carneiro

University of Chicago

"Heterogeneity in the Returns to Schooling: Implications for Policy Evaluation"

Advisor: James J. Heckman

The establishment of this award advances the mission of the Upjohn Institute: to support and conduct policy-oriented research on issues related to employment and unemployment. Dissertations are judged by a panel of economists on the basis of policy relevance, technical quality, and presentation.

PRIZES

The winner of the W.E. Upjohn Institute Dissertation Award receives a prize of \$2,000. Honorable mentions receive a \$750 prize.

2005 DEADLINE

The deadline for submission for the 2005 W.E. Upjohn Institute for Employment Research Dissertation Award is Friday, July 1, 2005. Any individual whose dissertation has been accepted during the 24-month period of July 1, 2003, to June 30, 2005, is eligible for the 2005 prize. Contact the Institute for more information: www.upjohninstitute.org.

Gregory Acs and Pamela Loprest

Leaving Welfare

Challenges in a New Economy

NOTE: This article highlights some of the research findings that appear in the authors' new book, Leaving Welfare: Employment and Well-Being of Families that Left Welfare in the Post-Entitlement Era, which was recently published by the Upjohn Institute. Visit www.upjohninstitute.org to read the first chapter or to order the book.

During the mid 1990s, states aggressively pursued new and innovative welfare policies beginning under waivers to federal rules and continuing through federal welfare reform. The Temporary Assistance for Needy Families (TANF) block grant program replaced the "check writing" culture of the old welfare system with program rules that emphasized the importance of work. These rules include strong work requirements for recipients of cash assistance and strict sanctions for noncompliance with these requirements, coupled with enhanced financial incentives to work. The late 1990s' policy

Studies of welfare leavers indicate that working leavers are, for better or worse, entrenched in the low-wage labor market.

focus on work happily coincided with a booming economy. The results are well-known: welfare caseloads dropped dramatically around the country, and the majority of families leaving welfare had at least one working adult and were, on average, better off than they had been on welfare.

As we pass the eighth anniversary of federal welfare reform, states' policies have begun to stabilize, and low-income families are likely to have adapted to the new world of welfare. Further, the hot economy of the 1990s has given way to a more temperate job market. As federal policymakers continue to debate whether and how to change federal program rules when reauthorizing the TANF program—a discussion that continued for nearly

three years without resolution—it is useful to reexamine what we know about the challenges facing families leaving welfare and the unfinished business of welfare reform.

Status and Trends among Welfare Families

Most location-based studies of families leaving welfare during the late 1990s find that about 70 percent of welfare leavers worked at some point during the year following their exits from welfare, and at any given time, about three out of five were working. The similarity of these results across areas that differed dramatically in their specific welfare policies is a testament to both the strength of the economy at that time and the increased emphasis on work under welfare reform.

As the policy environment stabilized and the economic climate cooled, the share of welfare leavers working nationally dropped from 49.9 percent in 1999 to 42.2 percent in 2002 (Loprest 2003a). Further, more leavers ultimately returned to welfare. In 1999, one out of five leavers returned to TANF; by 2002, that share climbed to one out of four.

Next we assess the status of working leavers, disconnected leavers, and families that either returned to welfare or never left to highlight some of the issues that remain for reauthorization and beyond.

Working leavers. Studies of welfare leavers indicate that working leavers are, for better or worse, entrenched in the low-wage labor market. On average, employed leavers work full time and their median earnings are comfortably above the minimum wage (Acs and Loprest 2004). Access to employer-sponsored benefits varies across locations and studies, but even during the 1990s, fewer than half of all working leavers had health insurance coverage from

their employers or paid sick leave. While debate continues over the level of federal child care funding, relatively low percentages of working welfare leavers reported using child care subsidies. At the same time, unemployed leavers frequently cited child care as a reason for why they are not working (Acs and Loprest 2004).

National data comparing employed former TANF recipients in 1999 and 2002 show that their job characteristics have not changed much. In both years, about one-third of working leavers have employer-sponsored health insurance, about one-third work less than 35 hours a week, and about one-quarter worked irregular or night shifts (Loprest 2003a). Median hourly wages climbed modestly from \$7.72 to \$8.06 over the period.

Disconnected leavers. Particularly troubling in recent years is the growth of a subgroup of leavers who are

Leavers who receive government assistance are far less likely to return to welfare than leavers who do not receive these benefits.

"disconnected" from the labor market and welfare system. The proportion of leavers who were neither in the labor force nor receiving TANF or public disability benefits grew by 4 percentage points between 1999 and 2002, from 9.8 to 13.8 percent (Loprest 2003a). Disconnected leavers do not work, do not live with a working spouse, and do not receive welfare or disability benefits. In short, they have not made a successful transition off welfare, and their ranks are growing. This group faces significant barriers to work. Compared with working leavers, the disconnected leavers are substantially more likely to be in poor physical or mental health (41.3 versus 25.0 percent) and to lack a high school degree or GED (54.7 versus 22.3 percent) (Loprest 2003c). They also face considerably higher levels of economic hardship than working leavers, particularly food-related hardships. In response to concerns that some of these families left welfare due to sanctions but

lacked the information or ability to regain compliance with rules, some welfare offices have implemented intensive outreach services, such as social worker home visiting programs.

TANF recipients. Today's TANF caseload comprises recent entrants, families that have cycled back on to welfare after trying to leave, and families that have been on the rolls for relatively long periods of time. Unlike working leavers, they have been unable to establish themselves strongly enough in the low-wage labor market to leave the TANF rolls.

These families, especially long-term welfare recipients, are of particular concern because they are at risk of exhausting their five-year lifetime allotment of federal welfare benefits. Location-based studies and national survey data show that many recipients face serious challenges to work, including poor mental and physical health, domestic violence, poor education and little work experience, and the responsibility of caring for disabled children or parents. More than one-third of all long-term recipients are in very poor health, and half failed to complete high school. Further, nearly two out of every five have not held a job in over three years (Zedlewski 2003). States have made considerable efforts since the early years of welfare reform to implement programs to assess and address these major challenges for recipients. Many state officials have pointed out that the higher per-recipient cost of these types of interventions (relative to simple cash assistance) needs to be kept in mind in discussions of the level at which the TANF block grant should be set.

What Government is Doing to Help

In the early days of welfare reform, many families that left welfare also stopped receiving food stamps and Medicaid even though they remained eligible for these program benefits. Continued receipt of these social supports could improve the well-being of working and nonworking leavers alike and would be an important tether to families who otherwise would be

disconnected. Eligible families do not participate in programs like Food Stamps, Medicaid, and State Children's Health Insurance Program because they do not realize they are eligible, cannot meet the administrative requirements to continue participating in them, or do not want to rely on the government for any further support.

In response to these real and perceived barriers to participation in public assistance programs available to TANF leavers, many states sought to increase awareness about eligibility for these programs and eased the administrative burden associated with maintaining benefits by simplifying forms and keeping program offices open outside of regular working hours. The federal government also allowed states to ease the Food Stamp Program's reporting requirements and made some changes to asset limits.

The benefits of these outreach efforts and program rule changes are evident. Between 1999 and 2002, the share of welfare leavers who participated in the Food Stamps Program grew from 28.1 to 35.4 percent, the share of adult leavers enrolled in Medicaid from 40.3 to 48.0 percent, and the share of leavers' children enrolled in Medicaid from 56.9 to 64.3 percent (Loprest 2003b). Leavers who receive government assistance are far less likely to return to welfare than leavers who do not receive these benefits.

What the Future Holds

Future policy for welfare and low-income families needs to be two-pronged: 1) We must continue to promote policies that support low-income families' work and "make work pay," and 2) we must ensure that a viable welfare "safety net" remains for those with serious barriers to work. Indeed, the average welfare leaver solidly entered the low-wage labor market. But this leaves open a host of challenges: How do these families afford child care and health care costs? How can they move up and out of low-wage jobs? Do they have alternatives to returning to welfare if they lose their jobs? And while the average leaver may be working, there are a large number of

families on welfare and who have left welfare that face serious challenges to work and may need time on assistance as well as specific interventions to prepare them for the job market. The challenge as we move forward is to address both sets of policy needs. We cannot let the successes of welfare reform in moving families to work lead us to think TANF can be simply a very short-term "work first" program. Nor can these successes cause us to forget that the movement off of TANF to a low-wage job is only a first step for these families in the transition to self-sufficiency.

Gregory Acs is a senior research associate in the Urban Institute's Income and Benefits Policy Center. Pamela Loprest is a labor economist and senior research associate at the Urban Institute.

References

- Acs, Gregory, and Pamela Loprest. 2004. *Leaving Welfare: Employment and Well-Being of Families that Left Welfare in the Post-Entitlement Era*. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.
- Loprest, Pamela. 2003a. *Fewer Welfare Leavers Employed in Weak Economy*. Snapshots of America's Families, Series 3, no. 5. Washington, DC: The Urban Institute.
- . 2003b. *Use of Government Benefits Increases among Families Leaving Welfare*. Snapshots of America's Families, Series 3, no. 6. Washington, DC: The Urban Institute.
- . 2003c. *Disconnected Welfare Leavers Face Serious Risks*. Snapshots of America's Families, Series 3, no. 7. Washington, DC: The Urban Institute.
- Zedlewski, S. 2003. *Work and Barriers to Work among Welfare Recipients in 2002*. Snapshots of America's Families, Series 3, no. 3. Washington, DC: The Urban Institute.

New and Recent Books on Labor/Management Relations

Workplace Justice Without Unions

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

~ NEW ~

This new book provides a thorough analysis of workplace justice systems by exploring nonunion systems of workplace justice and comparing them with the union system, American courts, and systems in 11 other countries.

Determining whether any of these procedures provides due process requires studying each of them in some detail. The authors use a combination of

literature search and survey questions posed to the various decision makers. Their empirical analysis focuses on the overall win/loss rates by employees in termination cases in labor arbitration, employment arbitration, and the federal courts. Specifically, they attempt to determine the degree to which the same result would be reached in the same cases across different processes by posing scenarios to labor arbitrators, employment arbitrators, managers, members of peer review panels, jurors in employment discrimination cases, and labor court judges from other countries. Analysis of the responses to these scenarios allows comparison of the relative harshness or leniency of the systems toward employees for different disciplinary offenses, and the criteria used to reach decisions. The result is a body of data and analyses that permit the authors to discern the differences among these systems in both outcome and procedure, and to compare them on the basis of their merits.

231 pp. \$40 cloth ISBN 0-88099-313-8 /
\$18 paper ISBN 0-88099-312-X / 2004.

Labor Standards in the United States and Canada

Richard N. Block, Karen Roberts,
and R. Oliver Clarke

"[This] is an ambitious book that comes out of an ambitious research project. The authors use economic theory

to quantitatively measure the strength of labor standards set forth in statutes, regulations, and case law in the United States and Canada. The reason for tackling such

a project, they explain, is to create a scientific basis for distinguishing between labor standards in different countries. By developing a way to measure labor standards, the authors hope to contribute to international policy discussions about whether labor standards should be included in free trade agreements like the WTO and NAFTA. Is [this] an important contribution to the discussion of comparative international labor standards? Absolutely." *Industrial and Labor Relations Review*

"This short work has the potential to be rather important. It is a seminal effort to systematically compare the labour standards of two countries. The linking of labour standards to trade, the demand for fair trade rather than free trade, is the progressive response to the loss of manufacturing (and increasingly, service) jobs to countries of the third world. The political debate of these issues needs a reliable empirical method to compare labour standards. This book offers such a method." *Relations Industrielles/Industrial Relations*

Visit the Labor Standards Database at <http://www.upjohninstitute.org/blockroberts/index.html>.

185 pp. \$40 cloth ISBN 0-88099-236-0 /
\$18 paper ISBN 0-88099-235-2 / 2003.

Bargaining for Competitiveness

Law, Research, and
Case Studies

Richard N. Block, Editor

Scholars studying industrial relations oftentimes subscribe to the theory that a firm participating in collective bargaining with a unionized workforce finds itself at a disadvantage against competing firms that do not collectively bargain. The theory suggests that

unionization and collective bargaining lead to higher costs and lower efficiency, and that unionized firms tend to reduce employment by opting for

investment in physical capital over relatively high-wage unionized labor.

Is collective bargaining compatible with firm competitiveness and job protection and creation in the United States? This book sets out to answer this question. The contributors to this volume base their analyses on a set of in-depth case studies at times representing a range of products, production processes, and market constraints. The evidence resulting from this work suggests that the commonly held theory of reduced competitiveness may not be correct.

The case studies, along with the accompanying analyses, are useful learning tools for students in industrial relations-related courses.

173 pp. \$40 cloth ISBN 0-88099-262-X /
\$15 paper ISBN 0-88099-261-1 / 2003.

ORDER FORM

Book/Author	Qty Cloth	Qty Paper	Total Price
Workplace Justice Without Unions Wheeler, Klaas, and Mahony	___ @ \$40	___ @ \$18	_____
Labor Standards in the United States and Canada Block, Roberts, and Clarke	___ @ \$40	___ @ \$18	_____
Bargaining for Competitiveness: Law, Research and Case Studies Block, editor	___ @ \$40	___ @ \$15	_____
Shipping/Handling U.S.A. and Canada: \$4.00 first book, \$1.00 each additional book. Elsewhere: \$5.00 first book, \$1.50 each additional book.			Subtotal \$ _____
			Plus Shipping \$ _____
			TOTAL \$ _____

SHIP TO:

Name	Organization		
Address	City	State	Zip

BILL TO: (Must attach purchase order)

Name	Organization		
Address	City	State	Zip

To order a publication or request a catalog, mail phone, fax or e-mail:

W.E. UPJOHN INSTITUTE
300 S. Westnedge Avenue
Kalamazoo, MI 49007-4686
Toll-free (888) 227-8569
Phone (269) 343-4330
Fax (269) 343-7310
E-mail: publications@upjohninstitute.org

PAYMENT: All orders must include check, credit card information, or purchase order. Checks must be payable to the W.E. Upjohn Institute in U.S. funds drawn on a U.S. bank. All prices are subject to change without notice.

___ check enclosed
___ VISA
___ Mastercard
___ P. O. # _____

signature _____
credit card # _____
expiration date _____
phone _____

October 2004

W.E. UPJOHN INSTITUTE
for Employment Research
300 S. Westnedge Avenue
Kalamazoo, MI 49007-4686

Nonprofit Org.
U. S. POSTAGE
PAID
Kalamazoo MI
Permit No. 756