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New and forthcoming titles

- The New Scarlet Letter? Negotiating the U.S. Labor Market with a Criminal Record, Steven Raphael – p. 1
- Stages of Occupational Regulation: Analysis of Case Studies, Morris M. Kleiner – p. 1
- What Does the Minimum Wage Do?, Dale Belman and Paul J. Wolfson – p. 2
- The American Recovery and Reinvestment Act: The Role of Workforce Programs, Burt S. Barnow and Richard A. Hobbie, Editors – p. 4
- The Road through the Rust Belt: From Preeminence to Decline to Prosperity, William M. Bowen, Editor – p. 7
- Tackling Unemployment: The Legislative Dynamics of the Employment Act of 1946, Ruth Ellen Wasem – p. 8

The Upjohn Press has begun a new series of “short books” called the "WE focus series." Books in this series will be authored by noted experts in the subjects and will provide a concise discussion of a range of important labor market issues along with the programs and policy recommendations that address those issues. The first book in the series is The New Scarlet Letter? Negotiating the U.S. Labor Market with a Criminal Record, by Steven Raphael (see p.1). Other entries currently scheduled to appear in the series will address early childhood education, workers' compensation, the railroad retirement system, apprenticeships, employer resource networks, and natural disasters and the labor market. Books in this series will be available as paperbacks and as free PDF downloads from http://www.upjohn.org.

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The numbers are eye-opening. In 2007, on any given day, 2.2 percent of all males in the United States were incarcerated, including 7.9 percent of all black males. Some 2.6 percent of white males, 7.7 percent of Hispanic males, and 16.6 percent of black males have spent time in state or federal prison at some point in their lives. And for a male child born in 2001, the likelihood of going to prison is 5.9 percent for whites, 17.2 percent for Hispanics, and a whopping 32.2 percent for blacks.

Of those who spend time in prison, the overwhelming majority will be released back into society, thereby becoming potential participants in the U.S. labor market. But the barriers they confront as they try to gain employment are substantial: they face the lack of public assistance, poor employment prospects, the reluctance of employers to hire ex-convicts because of liability issues, and the stigma associated with being an ex-convict. This has policymakers focused on ways to facilitate reentry into the labor market for this growing population.

Steven Raphael provides a concise overview of this issue. First, he studies the factors that influence the market’s supply and demand sides. Next, he presents an empirical portrait of the inmate population, recently released inmates, and the youth who eventually enter the prison system as young adults. Raphael reviews what is known about how employers use criminal histories in screening job applicants and the empirical research on the effects of a criminal record on labor market outcomes; he then describes programs designed to help inmates enter the labor force that show positive results. Raphael concludes with a set of policy recommendations aimed at addressing the concerns of employers and preparing inmates for the labor force as they exit the prison system.

“[Raphael] provides us with the most complete and compelling primer on an issue every policymaker should be wrestling with.” —Christopher Wildeman, Yale University

“This book should be required reading for anyone who cares about prisoner reintegration, labor markets, and crime policy.” —Joan Petersilia, Adelbert H. Sweet Professor of Law, Stanford Law School

$14.99 paper 978-0-88099-479-8

Stages of Occupational Regulation
Analysis of Case Studies
Morris M. Kleiner

Occupational regulation in the U.S. labor market is a growing phenomenon. As of 2008, nearly 40 percent of individuals in jobs had either a license or certification from some form of local, state, or federal government. Morris M. Kleiner brings us a book that expands our knowledge of occupational regulation by showing how varying stages of regulation impact those in the occupations, closely related occupational practitioners, and, ultimately, consumers through the quality and cost of services provided.

Kleiner examines seven occupations at various stages of government regulation. He shows that occupations that have been regulated for the shortest periods of time and that have minimal entry requirements, such as interior designers, are usually unable to achieve their economic goals of better compensation and less competition. For more heavily regulated occupations that have a longer history of regulation and have more rigorous entry requirements, such as dentists, higher earnings and greater control over job-related tasks are more likely.

The book also presents new analysis on a long-standing debate in law and economics—i.e., whether litigation or regulation is better for society—and examines how regulations may influence the number of workplace injuries and deaths incurred by plumbers and electricians in the construction industry. Overall, the analysis and evidence presented here demonstrate how labor markets work in the face of varying levels of government regulation.

“Occupational licensure as an interference in free markets gets less attention than its importance for both good and ill warrants. Morris Kleiner is our foremost expert on this important topic, and this book shares what he has learned. Whatever your policy instincts, this book provides important new insights. It is a great and valuable accomplishment.”—Lawrence Summers, Charles W. Eliot University Professor at Harvard University

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Employment and Compensation | 1
http://www.upjohn.org | 1-888-227-8569
What Does the Minimum Wage Do?

Belman and Wolfson respond to the question posed by the title of their book by performing an exhaustive review of the last dozen years of academic research on the minimum wage. The result is a comprehensive, evidence-based assessment that helps clarify the prominent and ongoing debate over the effects of the minimum wage on, among other things, employment, wages, and poverty and inequality. Their comprehensive analytical efforts allow them to conclude the following:

- Moderate increases in the minimum wage, characteristic of the United States over the last half of the twentieth century, have the effect that was intended by the original supporters of the legislation: increasing the minimum wage substantially increases the earnings of those at the bottom of the income distribution and reduces wage inequality.
- Negative effects on employment resulting from increases in the minimum wage were too small to be statistically detectable in the meta-analysis. The authors conclude that employment effects are too modest to have meaningful consequences for public policy in the dynamically changing U.S. labor market.
- Evidence of positive spillover effects on the wages of those earning slightly more than the new minimum wage is mixed, but generally supports their existence, particularly for women.
- The minimum wage should be seen as one of a set of policy tools aimed at improving the standard of living of the less well-off, and moderate increases in the minimum wage would likely aid low-income individuals and families with acceptable costs to the nation.

“. . . what has to be the most exhaustive existing analysis of the question of the impact of minimum wage increases on employment.” — Jared Bernstein

Occupational Labor Shortages

Concepts, Causes, Consequences, and Cures

Burt S. Barnow, John Trutko, and Jaclyn Schede Piatak

Despite the recent downturn in the nation’s economy that led to double-digit unemployment, jobs in certain sectors of the labor market went unfilled. Employers in those sectors spoke of shortages of workers possessing the skills necessary to successfully fill those positions. Were there shortages of qualified workers? Do these shortages persist? Barnow, Trutko, and Piatak tackle one of the more vexing labor market issues—whether labor shortages exist in the U.S. labor market. Their focus is on whether persistent occupation-specific labor shortages lead to inefficiencies in the U.S. economy, and they describe why shortages arise, how to ascertain whether a shortage is present, and how to assess strategies to alleviate the shortage.

The authors also refer to “conventional economic theory” for an explanation as to why occupations experience a shortage. On finding exceptions to this theory, they introduce a number of alternative models and definitions of labor shortages that help broaden our understanding of such shortages.

The authors close with a chapter discussing their conclusions and potential uses for occupational shortage data, including as a help in determining immigration policy. They also discuss the limited nature of the occupational data currently collected by the Bureau of Labor Statistics and how the federal and state governments could expand their data collection efforts to assist in policy formation.

The Health and Wealth of a Nation

Employer-Based Health Insurance and the Affordable Care Act

Nan L. Maxwell

Nan L. Maxwell examines the behavior of firms with respect to their provision of health care prior to policymakers’ deliberations on the Affordable Care Act (ACA) and uses those behaviors to forecast changes in employer-sponsored health insurance (ESI) offers and provisions once the ACA is fully implemented. Her analysis focuses on potential changes in ESI access and quality that may occur because of implementation of the ACA.

She bases her work on the California Health and Employment Survey, which includes responses from a cross section of 1,427 private firms having five or more employees. It provides insights for assessing how firms’ behavior might change following implementation of the ACA and how those changes might affect disparities in who receives health insurance from an employer.

“[This] book represents a valuable initial foray and a useful basis or citation for subsequent work—which I hope will be voluminous—regarding the impacts of health care reform on ESI, related labor market outcomes, and health care outcomes more generally. Readers who are interested in conducting such analyses, or who are interested more generally in the likely effects of the ACA, should read this book.” — American Economist

Sustainable Prosperity in the New Economy?
Business Organization and High-Tech Employment in the United States
William Lazonick
Winner of the 2010 Schumpeter Prize Competition

Lazonick explores the origins of the new era of employment insecurity and income inequality, and discusses what governments, businesses, and individuals can do about these issues. He also considers whether the United States can refashion its high-tech business model to generate stable and equitable economic growth.

“This book represents a major step toward assessing SBIR’s employment growth effects.”--Economic Development Quarterly

$40 cloth 978-0-88099-351-7  | $25 paper 978-0-88099-350-0

The Time Use of Mothers in the United States at the Beginning of the 21st Century
Rachel Connelly and Jean Kimmel

Basing their analysis on the American Time Use Survey, Connelly and Kimmel delve into the time use of mothers of preteenaged children in the United States and connect their time uses with their children’s development. This leads to interesting findings that should inform policymakers addressing issues related to taxation, education, and child care subsidies.

“Overall, [this is] a benchmark study against which later work on time use and child care determinants will be measured. Summing Up: Essential.”--Choice

$40 cloth 978-0-88099-369-2  | $18 paper 978-0-88099-368-5

Who Really Made Your Car?
Restructuring and Geographic Change in the Auto Industry
Thomas Klier and James Rubenstein

“A magisterial, encyclopedic review of who really makes the 15,000 parts and components in your motor vehicle.”--Sean P. McAlinden, Center for Automotive Research

“[This is a superb book, which deserves a large audience. It should do for our understanding of the current state of the U.S. auto industry what Womack, Jones, and Roos’s ‘The Machine that Changed the World’ (1990) did for the Japanese auto industry.”--Journal of Regional Science

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

How Do We Spend Our Time?
Evidence from the American Time Use Survey
Jean Kimmel, Editor

Economists have long been interested in analyzing how people decide to spend their time, but studies of this nature were limited by a lack of high-quality time-use data. Now with the American Time Use Survey, economists have a window on how Americans spend their time, allowing them to gain a better understanding of everyday life.

Contributors include W. Keith Bryant, Nancy Folbre, Daniel S. Hamermesh, Jean Kimmel, Anne E. Polivka, Jay Stewart, Jennifer Ward-Batts, Jayoung Yoon, and Cathleen D. Zick.

$40 cloth 978-0-88099-338-8  | $15 paper 978-0-88099-337-1

Link and Scott provide a statistical assessment of the employment growth associated with public support of R&D in small, entrepreneurial firms through the Small Business Innovation Research (SBIR) program. While on the surface the SBIR program is generally intended to stimulate innovation leading to commercialization (this is how government and scholars have historically judged the program), the authors suggest that it may be assessed from a different perspective. To them, the extent to which long-term job creation results from public support of R&D should be evaluated.

“This book represents a major step toward assessing SBIR’s employment growth effects.”--Economic Development Quarterly

$40 cloth 978-0-88099-351-7  | $25 paper 978-0-88099-350-0
The American Recovery and Reinvestment Act
The Role of Workforce Programs
Burt S. Barnow and Richard A. Hobbie, Editors

As the Great Recession deepened, state labor exchange agencies faced serious challenges in meeting the needs of the growing number of job seekers. The unemployment insurance (UI) system was similarly taxed. The American Recovery and Reinvestment Act (ARRA) provided funding to agencies that allowed them to hire additional staff and expand eligibility and services. Whether those additional funds—funneled through the Employment Service and the UI system—were adequate to meet the significant challenges facing the agencies, and whether the agencies used the funding in a timely and efficient manner, are the central issues addressed in this new book. Barnow and Hobbie gather a group of experienced researchers who measure the progress agencies made in implementing the workforce and UI provisions of the ARRA, highlight new and promising practices, and provide guidance to the Employment and Training Administration, states, and local workforce investment areas. Overall, this book serves as an important state-by-state reference on the workings of a system that, stretched as it was, helped many despite the unprecedented challenges it faced. Included are:

- Background, Purpose, and Methodology, Burt S. Barnow
- State Approaches to the Recovery Act’s Workforce Development Provisions, Burt S. Barnow
- Workforce Investment Act (WIA) Adult and Dislocated Worker Programs, John Trutko and Burt S. Barnow
- Wagner-Peyser Employment Services, Joyce Kaiser
- Wagner-Peyser Act Reemployment Services, Tara C. Smith
- Trade Adjustment Assistance Program, Stephen A. Wandner
- Other Related Initiatives: Labor Market Information, Green Jobs, and Subsidized Employment, Joyce Kaiser
- Unemployment Insurance, Yvette Chocolaad, Wayne Vroman, and Richard A. Hobbie
- Challenges and Accomplishments: States’ Views, John Trutko and Burt S. Barnow
- Appendix A: Interesting or Innovative Changes/Initiatives Fostered by ARRA Funding
- Appendix B: Data from the Public Workforce System Dataset Used in the Analysis in Chapter 9

$30 paper 978-0-88099-471-2

The Performance of Performance Standards
James J. Heckman, Carolyn J. Heinrich, Pascal Courty, Gerald Marschke, and Jeffrey Smith, Editors

While investigating the formal incentive structures and organizational behavior within U.S. employment and training programs, the contributors to this volume address six fundamental questions relevant to both the intended and unintended impacts of performance standards and measures. Helping set this collection apart is the fact that the contributors make use of data that are superior in scope and detail to data used in prior studies of performance standards. Included are:

- Performance Standards and the Potential to Improve Government Performance, James J. Heckman, Carolyn J. Heinrich, and Jeffrey Smith
- U.S. Employment and Training Programs and Performance Standards System Design, Pascal Courty, Carolyn J. Heinrich, Gerald Marschke, and Jeffrey Smith
- A Formal Model of a Performance Incentive System, James J. Heckman, Carolyn J. Heinrich, and Jeffrey Smith
- The JTPA Incentive System: Implementing Performance Measurement and Funding, Pascal Courty and Gerald Marschke
- Setting the Standards: Performance Targets and Benchmarks, Pascal Courty, Carolyn J. Heinrich, and Gerald Marschke
- Do the Determinants of Program Participation Data Provide Evidence of Cream Skimming?, James J. Heckman and Jeffrey Smith
- Measuring Government Performance: An Overview of Dysfunctional Responses, Pascal Courty and Gerald Marschke
- Local Responses to Performance Incentives and Implications for Program Outcomes, Carolyn J. Heinrich
- Do Short-Run Performance Measures Predict Long-Run Impacts?, James J. Heckman, Carolyn J. Heinrich, and Jeffrey Smith
- Lessons for Advancing Future Performance Standards Systems, James J. Heckman, Carolyn J. Heinrich, and Jeffrey Smith

$42 cloth 978-0-88099-294-7 | $22 paper 978-0-88099-292-3
This volume examines WIA’s objectives and the evidence on its program performance and impact. The chapters address five broad issues: 1) understanding WIA, 2) program implementation, 3) performance management, 4) impact evaluations, and 5) future evaluation choices. Included are:

- **Introduction**, Phoebe H. Cottingham and Douglas J. Besharov
- **An Overview of the Workforce Investment Act (WIA)**, Dianne Blank, Laura Heald, and Cynthia Fagnoni
- **The Use of Market Mechanisms**, Christopher T. King and Burt S. Barnow
- **Customized Training**, David A. Long
- **One-Stop Management and the Private Sector**, David Heaney
- **Eligible Training Provider Lists and Consumer Report Cards**, Carl E. Van Horn, Aaron Fichtner
- **The Challenge of Measuring Performance**, William S. Borden
- **Lessons from the WIA Performance Measures**, Burt S. Barnow
- **Recent Advances in Performance Measurement**, Randall W. Eberts, Timothy J. Bartik, and Wei-Jang Huang
- **Financial Performance Incentives**, Stephen A. Wandner and Michael Wiseman
- **Ten Years of WIA Research**, Paul T. Decker
- **Short-Term Net Impact Estimates and Rates of Return**, Kevin Hollenbeck
- **A Nonexperimental Evaluation of WIA Programs**, Carolyn J. Heinrich, Peter R. Mueser, Kenneth R. Troske, Kyung-Seong Jeon, and Daver C. Kahvecioglu
- **Nonexperimental Impact Evaluations**, Haeil Jung and Maureen A. Pirog
- **Designing Reliable Impact Evaluations**, Larry L. Orr, Stephen H. Bell, and Jacob A. Klerman
- **Neither Easy Nor Cheap**, Sheena McConnell, Peter Schochet, and Alberto Martini
- **Improving Impact Evaluation in Europe**, Jeffrey Smith

“There is something here for everyone, ranging from practitioners to hard-core applied econometricians.”

–Journal of Regional Science


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**A Future of Good Jobs?**

America’s Challenge in the Global Economy

Timothy J. Bartik and Susan N. Houseman, Editors

“A Noteworthy Book in Industrial Relations and Labor Economics for 2008.”

**Selected References**, Industrial Relations Section–Princeton University

“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


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**Human Resource Economics and Public Policy**

Essays in Honor of Vernon M. Briggs Jr.

Charles J. Whalen, Editor

This book pays tribute to Vernon Briggs and his enduring mark on the study of human resources. The chapters, by his students and colleagues, explore and extend his work on employment, education and training, immigration, and local labor markets.

“This marvelous book is not simply a festschrift in honor of one of the finest human resource economists on the planet, but a spectacular set of well-researched essays by leading social scientists reminding us of the great debate over the causes of unemployment and inequality in U.S. labor markets that first took place in the early 1960s. This volume’s superb analysis of structural unemployment, training, the economics of disability, and immigration policy should not be missed.”

–Barry Bluestone, Dean, School of Public Policy and Urban Affairs, Northeastern University


$40 cloth 978-0-88099-361-6 | $20 paper 978-0-88099-359-3
Strategies for Improving Economic Mobility of Workers: Bridging Research and Practice
Maude Toussaint-Comeau and Bruce D. Meyer, Editors

The contributors to this book provide a provocative assessment of the effectiveness of various policies and practices designed to help disadvantaged segments of our population overcome the obstacles in their path to upward economic mobility.

“A wonderful one-stop shop for the latest policy ideas on fostering economic mobility among low-wage workers.” – Greg J. Duncan, Distinguished Professor of Education, University of California, Irvine

“This is an impressive book. It addresses the complex issue of designing and implementing policies to provide opportunities for greater economic mobility to disadvantaged segments of our society. The book contains an effective blend of perspectives from researchers who are trying to find out what really works and from practitioners who are trying to apply the results of that research. I highly recommend it.” – Frank Beal, Executive Director, Chicago Metropolis 2020

“Much of the decline in urban communities has to do with the disappearance of work, so we must strategize on two fronts: first, find ways to fortify both communities and the human spirit, with special attention on children; and second, find ways to bring jobs back into these communities. Strategies for Improving Economic Mobility of Workers: Bridging Research and Practice offers insights not only into the most relevant current research on workforce development policies and job programs, but also into the kinds of economic opportunities and outcomes that those at the margins might reasonably expect for themselves and future generations.” – Alex Kotlowitz, journalist and author of There Are No Children Here

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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

The contributors examine the providers and methods of delivering training services, including the use of individual training accounts and eligible training provider lists.

“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

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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.

“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

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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 over-view 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.

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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

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Investing in Kids
Early Childhood Programs and Local Economic Development
Timothy J. Bartik

As state and local governments struggle with budget shortfalls, policymakers have begun to question the wisdom of offering large tax breaks to corporations as the primary means of incentivizing economic investment. In *Investing in Kids*, Timothy J. Bartik says that in order to bolster local and regional economic development efforts and boost the earnings potential of a community’s local workforce, officials should consider an effective public investment strategy that is founded in early childhood education.

Early childhood programs, if designed correctly, pay big economic dividends down the road—as much as $3 for every $1 invested—because they increase the skills of their participants. And since many of those participants will remain in the same state or local area as adults, the local economy benefits: more persons with better skills attract business, which provides more and better jobs for the local economy.

Bartik demonstrates how high-quality early childhood programs and the best-designed business incentives work together to provide local benefits that significantly exceed costs. States and municipalities would do well, he says, to adopt economic development strategies that balance high-quality business incentives with early childhood programs.

“Tim Bartik has written a thoughtful book on the value of a local approach to financing and creating early interventions to foster child development … In an era of stringent federal budgets, Bartik offers a plan for raising the support needed to put effective programs into place.” – James J. Heckman, Nobel Prize-winning economist, University of Chicago

“[Bartik] has taken an extremely important topic, subjected it to rigorous analysis, and used caution where caution is due. The result is a very insightful examination of two types of programs: business assistance programs aimed at local economic development and early childhood development programs aimed initially at increasing youngsters’ social and academic skills but which also have implications for long-term economic development.” – Journal of Regional Science


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.

“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


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The 1930s and 1940s were a time when the role and responsibility of government in overseeing the nation’s economy were redefined. New Deal programs followed by wartime deficit spending showed that government could—and many felt should—play an active role in stabilizing the economy and creating opportunity for workers.

The Employment Act of 1946 was a dramatic step toward this goal. This sweeping legislation became the foundation on which the nation’s economic policy was built for years to come. It justified compensatory spending, tax cuts, job-creation tax credits, and other tools advocated by the English economist John Maynard Keynes, which were used by numerous administrations to buoy the U.S. economy. It also established the President’s Council of Economic Advisers and the congressional Joint Economic Committee—key structures charged with the task of conducting national economic planning. As a result, the federal government assumed responsibility for the nation’s economic well-being.

In many ways the battle that raged then in the 79th Congress foretold the current schism in Congress between Democrats and Republicans over management of the economy. As such, Wasem’s book, while serving as a detailed and illuminating look at a contentious period on Capitol Hill, also provides a valuable perspective on what is a decades-old debate in which the two sides continue to grapple with the tiller of U.S. jobs policy.

Indeed, some sixty years later, during a period of prolonged weak labor markets, it is worth noting that one of the most important aspects of the Employment Act of 1946 is its emphasis on full employment; that anyone willing and able to work is entitled to a job. As Ruth Ellen Wasem points out in her insightful recounting of the creation of this groundbreaking legislation, this is exactly the sort of focus needed today to spur hiring and strengthen the economy.

“Tackling Unemployment provides valuable background for the establishment of twenty-first century employment policy. It is a well-written and cogent corrective for some common misconceptions about the forces transforming the Full Employment bill of 1945 into the Employment Act of 1946, as well as for advocates’ tendency to underestimate the importance of legislation that, in their view, is less than perfect.”—Ray Marshall, University of Texas; former Secretary of Labor

“Tackling Unemployment is a masterful analysis of the Employment Act of 1946, when the U.S. government assumed responsibility for managing the economy in order to provide ‘maximum employment’ for Americans.”—Philip Martin, University of California–Davis

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Reconnecting to Work

Policies to Mitigate Long-Term Unemployment and Its Consequences

Lauren D. Appelbaum, Editor

A “Noteworthy Book in Industrial Relations and Labor Economics for 2012”

Selected References, Industrial Relations Section–Princeton University

By all accounts, the Great Recession had a devastating impact on the U.S. labor market—both in the short and long term. Relatively high unemployment lingers, millions are either underemployed or have voluntarily dropped out of the labor market, and the economy is growing but not at the pace needed to return the nation to prerecession employment levels any time soon. The result is that millions of workers have experienced the persistent and painful economic and psychological consequences that result from experiencing long-term unemployment. Lauren D. Appelbaum gathers an international group of researchers who address the consequences of lengthy detachment from the workforce and the policies that might ameliorate long-term unemployment. Included are:

- Introduction, Lauren D. Appelbaum
- Job Displacements in Recessions: An Overview of Long-Term Consequences and Policy Options, Till von Wachter
- Labor Market Policy in the Great Recession: Lessons from Denmark and Germany, John Schmitt
- Work Together to Let Everyone Work: A Study of the Cooperative Job-Placement Effort in the Netherlands, Hilbrand Oldenhuis and Louis Polstra
- Stabilizing Employment: The Role of Short-Time Compensation, Vera Brussels and Wayne Vroman
- Labor Market Measures in the Crisis and the Convergence of Social Models, Michele Tibaroschi and Silvia Spattini

“Altogether this volume is rich in data and conceptually valuable in thinking about how things could be done differently than in the U.S.”—Labor Studies Journal

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Feldman presents a case study of how New York City’s welfare-to-work programs were managed and implemented in the mid-2000s. It is a performance analysis, using both qualitative and quantitative methods to examine the operations and performance of 26 nonprofit and for-profit welfare-to-work programs. The findings provide insights into effective administrative practices and welfare system environments that include:

- similarities and differences in work-first employment program client characteristics;
- whether encouraging quick placement into jobs is more or less effective than emphasizing short-term training or more intensive case management prior to placement;
- how the use of performance incentives may affect outcomes;
- differences between nonprofit and for-profit employment programs; and
- the effect of frontline management, as well as broader strategic management decisions, on performance.

“The findings and insights in this book should be taken seriously by both designers and managers of employment programs, whether or not they are in New York City or are connected to a welfare system. . . . It is crucial that we continue to learn from ongoing comparative evaluations as well as from studies of specific strategies and approaches. This book, I believe, is a fine example of the kind of learning that we need to be engaged in.” – Mary Jo Bane, Harvard University

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Mothers’ Work and Children’s Lives
Low-Income Families after Welfare Reform
Rucker C. Johnson, Ariel Kalil, and Rachel E. Dunifon
(with Barbara Ray)

Basing their findings on the Women’s Employment Study (WES), the authors provide evidence of the links between maternal work experiences and longer-run trajectories of child well-being. When a working mother is on an irregular work schedule, has hours that fluctuate from week to week, or works at a full-time job that presents limited wage growth and menial tasks, her children’s behavior is more likely to deteriorate. Similar results are seen for those who bounce from job to job or are laid off or fired, since this churning often leads to frequent residential moves. The unique WES data allow the authors to examine aspects of child well-being such as externalizing and internalizing behavioral problems, disruptive behavior at school, school absenteeism, grade repetition, and placement in special education.

“[This] study makes a valuable contribution to our understanding of low-wage work. It would be an excellent supplemental text to any social science course on poverty or social welfare policy.”
– Journal of Economic literature

“This carefully done work is sobering and eye-opening. Summing Up: Highly recommended.” – Choice

157 pp. 2010 | http://research.upjohn.org/up_press/10/
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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

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 could affect youth outcomes, and they reveal other factors that might either reinforce or counteract these household effects.

“The many strengths of [this book] include careful documentation of trends in household structure and youth outcomes, and a logically organized set of descriptive analyses that are explained clearly and interpreted carefully.” – Journal of Economic Literature

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**Solving the Reemployment Puzzle**

*From Research to Policy*

Stephen A. Wandner

Winner of the Richard A. Lester Award as the most "Noteworthy Book in Industrial Relations and Labor Economics for 2010."

**Selected References**, Industrial Relations Section–Princeton University

This book provides a detailed insider’s view under the Clinton and Bush administrations of the process by which eight social science experiments influenced federal laws and policies to alleviate joblessness in the United States. These experiments, each of which focused on returning unemployed workers to work, are analyzed through their entire policy process: experiment initiation, implementation, and evaluation; policy development; legislative enactment; program development; and program implementation.

Stephen Wandner also reveals that such rigorous scientific research can, but sometimes doesn’t, influence federal workforce policy and legislation. For research to affect public policy, political leaders must commit to funding, conducting, and using research. Implementing research findings requires that government officials at the national, state, and local levels be supportive of the research results and use them to develop new and innovative programs and processes.

When policymakers use research results as a prominent ingredient in policymaking, they are more likely to develop cost-effective policy that works. However, when the impartial research is not conducted or the research results are ignored or misused, policy, programs, and ultimately workers suffer.

“Steve Wandner writes insightfully from his uniquely intimate vantage point inside the U.S. Department of Labor while also drawing on his extensive interactions with top researchers, program officials, congressional staff, theOMB, and the White House. He shares his play-by-play analysis of just how and where rigorous research succeeded in driving policy and, importantly, where it did not, and where it was suppressed or badly misused. *Solving the Reemployment Puzzle* should be read by every current—and would-be—researcher and policymaker. It's a great read.”—Christopher T. King, Director, Ray Marshall Center for the Study of Human Resources, University of Texas at Austin


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**Working after Welfare**

*How Women Balance Jobs and Family in the Wake of Welfare Reform*

Kristin S. Seefeldt

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.

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. She 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.

“Seefeldt’s book is a timely reminder that while PRWORA may have changed the circumstances of low-income families, more could be done to improve their conditions.”—Journal of Children and Poverty


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**Economic Development Quarterly**

The Upjohn Institute for is home to EDQ, a peer-reviewed journal dedicated to publishing the latest quality research findings in economic development. Upjohn’s mission, vision, and core values of providing unbiased quality research in the areas of employment policy, labor market analysis, and economic and workforce development initiatives closely align with that of EDQ’s mission to promote research supporting the formulation of evidence-based economic development policies, programs, and practices. Learn more at [http://www.upjohn.org/EDQ](http://www.upjohn.org/EDQ).

**Business Outlook for West Michigan**

This Institute quarterly publication analyzes current economic conditions facing the major metropolitan areas of West Michigan. In addition, the current national, state, and regional economies are summarized, offering another perspective to the challenges facing area communities during the current economic situation. Read new and past issues of *Business Outlook* at [http://research.upjohn.org/bus_outlook/](http://research.upjohn.org/bus_outlook/).

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Older and Out of Work: Jobs and Social Insurance for a Changing Economy
Randall W. Eberts and Richard A. Hobbie, Editors

“The chapters in the book address a wide range of topics related to low-income workers, age discrimination, labor market experience post employment, disability, and health insurance coverage. The background chapters are informative and easy to comprehend, especially for those not versed in the field, but the chapters on what to do about the aging population as it pertains to continuation of work get into the real issues.” –Journal of Pensions, Economics, and Finance

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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 in and design of food assistance programs.

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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 | http://research.upjohn.org/up_press/6/
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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

This book provides 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.

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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

“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

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Social Security and Pension Reform: International Perspectives

Marek Szczepański and John A. Turner, Editors

Countries around the world are reforming their social security and pension systems. These reforms are motivated in part by aging populations, but they are also occurring in response to economic development in Africa, China, and elsewhere, and are due to changing views about how retirement income should be provided. This book highlights trends among some countries, such as the adoption of fluctuating automatic mechanisms for maintaining social security solvency, raising the minimum age for eligibility, and implementation of policies to postpone retirement. The contributors also discuss a range of financing mechanisms, benefit levels, privatization, governance, the various types of employer-provided plans, mandatory accounts for social security, and financial literacy. Included are:

- Social Security and Pension Reform, Marek Szczepański and John A Turner
- Social Security and Pension Trends around the World, John A. Turner and David Rajnes
- Have Personal Retirement Savings Accounts Achieved Their Objectives in Ireland?, Gerard Hughes
- Social Security and Pension Income in Sweden, Gabriella Sjögren Lindquist and Eskil Wadensjö
- The Reform of Social Security Pensions in Portugal: A Critical Assessment, Maria Clara Murteira
- The Norwegian Government Pension Fund as an Investor in Global Markets, Magdalena Mosionek-Schweda
- Pension Reforms in Central and Eastern European Countries, Maciej Żukowski
- Pension Reform and the Measurement of Risk in Occupational Pension Plans in Poland, Marek Szczepański and Tomasz Brzęczek
- Australian Pensions: An Equitable Solution in a Postcrisis World?, Ross Clare
- Social Security Reform in China, Tianhong Chen and John A. Turner
- Social Security and Pensions in East Africa, John A. Turner
- The Efficiency of Defined Contribution Pension Plans in the Americas, Denise Gómez-Hernández and Alberto M. Ramirez de Jurado Fírias
- Pension Fund Governance, Adam Samborski
- Financial Literacy, Education, and Advice, John A. Turner and Dana M. Muir


The Transformation of the American Pension System: Was It Beneficial for Workers?

Edward N. Wolff

Through exhaustive analysis, Wolff identifies the weaknesses in the current private pension system and offers practical, policy-based solutions aimed at strengthening the system, thereby making retirement a less daunting prospect for workers relying on 401(k) plans as a key source of retirement income and wealth.

“At last, in one place, all the data one would want on the impact on households of the dramatic shift from defined benefit plans to 401(k)s . . . . If you want the numbers, read this book.” – Alicia H. Munnell, Director, Center for Retirement Research at Boston College

“The Transformation of the American Pension System’ documents authoritatively how radically the American pension system changed between 1983 and 2007, as defined contribution and 401(k) plans elbowed aside traditional defined benefit pensions. Wolff’s careful analysis illuminates the holes in the new system and how important Social Security wealth was to retirement income adequacy, even when the stock market and housing prices were booming.” – Lars Osberg, University Research Professor and McCulloch Professor of Economics, Dalhousie University


Pension Policy: The Search for Better Solutions

John A. Turner

This book tackles problems facing pension policy for U.S. private sector employer-provided pension plans. Turner provides a thorough overview of defined benefit, defined contribution, and hybrid retirement plans; describes the problems inherent in the current pension system; and presents possible solutions to those problems based on the retirement system experiences of more than a dozen other industrialized countries.

“This volume is a concise discussion of the major issues affecting pension policy in the United States.”– Industrial and Labor Relations Review


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Longevity Policy
Facing Up to Longevity Issues Affecting Social Security, Pensions, and Older Workers
John A. Turner

John A. Turner makes the case that longevity policy should be recognized as a distinct area. Instead of treating issues relating to older age, Social Security, and pensions separately, we need to recognize the interrelationships among these areas and adopt a unified approach toward policy.

“Turner provides a remarkably able exposition of policy options to address the financial ramifications of increased longevity. Summing Up: Highly recommended.” –Choice

“While this book is primarily oriented towards those concerned with developing public policy, there is also considerable value for those interested in doing primary research. The value comes from two elements. The first is the inclusion of the summaries of the statistical results that relate to each policy issue as these are considered. . . . The second element is a very extensive list of references which would prove valuable to anyone needing to do a literature survey in this area.” –Journal of Labor Research

Imagining the Ideal Pension System
International Perspectives
Dana M. Muir
and John A. Turner, Editors

Muir and Turner gather an international roster of pension experts who present what they think would be the ideal pension systems for their countries and why. Those countries include the United States, the UK, Ireland, Denmark, Germany, Belgium, France, Switzerland, Poland, and Japan.

“[This] is an important resource for anyone who wonders whether there might be some more productive alternative than simply tweaking current pension regimes.” –Comparative Labor Law & Policy Journal

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

“[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.” –C. Eugene Steuerle, Urban Institute

Advances in Economic Forecasting
Matthew L. Higgins, Editor

This book’s contributors assess the performance of economic forecasting methods, argue that data can be better exploited through model and forecast combination, and advocate for models that are adaptive and perform well in the presence of nonlinearity and structural change. Included are:

- Advances in Economic Forecasting, Matthew L. Higgins
- Real-Time Forecasting, Dean Croushore
- Limits to Economic Forecasting, Kajal Lahiri
- Forecasting Regional and Industry-Level Variables: Challenges and Strategies, David E. Rapach
- Forecasting Asset Prices Using Nonlinear Models, Michael D. Bradley and Dennis W. Jansen
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Education Reform and the Limits of Policy
Lessons from Michigan
Michael F. Addonizio and C. Philip Kearney

During the last 20 years, the United States has experienced more attempts at education reform than at any other time in its history. Efforts to reform financing, the assessment of student performance, accountability and equity, and school choice have all been implemented—with varying levels of success.

Michael F. Addonizio and C. Philip Kearney use Michigan as a laboratory to examine a set of commonly implemented reforms in an attempt to answer three key questions: 1) What is the nature of these reforms? 2) What do they hope to accomplish? and 3) How successful have they been?

The authors begin by examining one of the most contentious issues facing education—money and schools. Does more money make schools better? They review existing evidence on the link between money and schools and then examine financing reforms resulting from the passage in 1994 of Michigan's Proposal A. Next, they examine accountability systems for Michigan's schools and whether they meet the federal directives of No Child Left Behind. Related to the issue of accountability are the key assessment programs—i.e., the Michigan Educational Assessment Program (MEAP) and the National Assessment of Educational Progress (NAEP)—that are used to measure academic achievement and how Michigan students' performance ranks compared to students in other states.

Addonizio and Kearney also address the growing trend of school choice, in terms of the options parents have to select charter schools for their children to attend or to send them out-of-district via a "school of choice" program. Charters are a fast-growing movement that, as the authors point out, present "some-what mixed hopes for the future." They also identify the benefits and potential pitfalls of the school of choice program.

Finally, possibly no other school district in the country has suffered the decline that the Detroit Public Schools have. The authors discuss the many reasons for the district's problems, efforts—including state oversight—to right the ship, and where they see the district headed as it adapts to the splintering of the city's neighborhoods and the loss of population to the suburbs.

The book concludes with a discussion of what has been gleaned from the successes and failures of various reform efforts and, based on the authors' observations and analysis, their thoughts and ideas for the future of education reform.


The Power of a Promise
Education and Economic Renewal in Kalamazoo
Michelle Miller-Adams

When a group of anonymous donors announced in 2005 that they would send every graduate of Kalamazoo Public Schools 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. In doing so, she 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.

"In the clear and straightforward language that is so necessary to social sciences, [Miller-Adams] provides an exhaustive analytical history and description of the program, including both strengths and weaknesses. She looks at other scholarship programs of different kinds around the country, and puts the Kalamazoo Promise in perspective. In examining its accomplishments to date, its challenges, and the prospects for its future, she has produced an impressive work that is enormously valuable."—Poverty & Public Policy


The Upjohn Institute plays a leading role in research, evaluation, and community mobilization activities surrounding the Kalamazoo Promise, an unprecedented experiment in community development that guarantees full college scholarships to potentially every graduate of the Kalamazoo Public Schools. Announced in November 2005 and funded by a group of anonymous donors, the Kalamazoo Promise is the first of a growing number of Promise-type programs nationwide.

See http://www.upjohn.org/Research/SpecialTopics/KalamazooPromise to learn more about the Upjohn Institute's involvement with the Kalamazoo Promise.
The International Law of Economic Migration: Toward the Fourth Freedom
Joel P. Trachtman

“...a series of essays that cover several distinct areas of disaster economics and serve as a worthy introduction to the area. While some readers more familiar with the field or in search of rigorous treatment of these topics may benefit from exploring the contributors' more complete publications, many will appreciate this survey of important issues in disaster insurance. Kern has done an admirable job of assembling an interesting read that should help stimulate discussion in this interesting and increasingly relevant field.” –The Journal of Risk and Insurance

“This short volume supports the adage that good things come in small packages... Highly recommended. All libraries.” –Choice


Immigrants and Their International Money Flows
Susan Pozo, Editor

While much is known 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 book present evidence on the multidimensional ties that exist between migrants in their adopted homes and the communities from which they originate.


Globalization and International Development
Critical Issues of the 21st Century
Sisay Asefa, Editor

The contributors to this volume find common ground in that each sees benefits (particularly, accelerating growth and reducing inequality) from facilitating and expanding flows of international trade and capital, migration, remittances, and foreign aid between nations. Contributors include: Ian Golden and Kenneth A. Reinert, Susan Pozo, Joseph P. Joyce, Linda Tesar, Lisa D. Cook, and Hadi Salehi Esfahani


Global Issues | 15
The Economics of Natural and Unnatural Disasters
William Kern, Editor

“The issue of international economic migration is a fundamental issue of international governance for the years to come. While there are many political, economic, and legal complexities, it appears that states are ready to begin discussing how best to address restrictions on international migration of workers. As they do so, 'The International Law of Economic Migration: Toward the Fourth Freedom' will serve as an excellent source of analysis and ideas.” –Pascal Lamy, Director-General, World Trade Association


The Economics of Natural and Unnatural Disasters
William Kern, Editor

“The contributors to this timely volume cover a wide range of events and delve into the human and economic impacts disasters impose on populations worldwide.

“This short volume supports the adage that good things come in small packages... Highly recommended. All libraries.” –Choice


The Economics of Natural and Unnatural Disasters
William Kern, Editor

The contributors to this volume find common ground in that each sees benefits (particularly, accelerating growth and reducing inequality) from facilitating and expanding flows of international trade and capital, migration, remittances, and foreign aid between nations. Included are:

- Introduction, Wei-Chiao Huang and Huizhong Zhou
- U.S.-China Economic Relations and Value Chains in Global Production Networks, Robert B. Koopman
- China's Economy from an American's Perspective, Gene H. Chang
- Winners and Losers in China's Economic Reform, Terry Sicular
- Changes in the World's Workshop: The Demographic, Social, and Political Factors behind China's Labor Movement, Mary Gallagher
- Left Behind in Old Age? Sources of Support for China's Rural Elderly in a Period of Growth, Migration, and Demographic Transition, John Giles
- China in 2049, Zhiwu Chen

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“. . . the most important thing I ever did.”—Dr. W.E. Upjohn

Today, the Institute has over 65 employees working in two divisions. The Research Division analyzes the dynamics of the labor market and conducts evaluations of employment programs around the world. The Employment Management Services Division is the administrative entity for the local Workforce Development Board, administering all of the federal and state employment programs for our part of Michigan. The marriage of research and operations provides a unique opportunity for the Institute to pursue innovative ways of fulfilling its mission of finding practical solutions to employment-related problems.

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- Evaluating the Effectiveness of Active Labor Programs in Poland
- Evaluation of Short-Time Compensation Programs
- The Washington Reemployment Bonus Experiment
- The Pennsylvania Reemployment Bonus Demonstration
- The Illinois Unemployment Insurance Incentive Experiments
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Add shipping and handling (see p. 21) ________

Total

**PAYMENT METHOD (check one)**
Check enclosed  ____ VISA   ____ MasterCard   ____ Purchase order # (attached) ________
Credit card # ____________________________________ Exp. date __________
Signature________________________________________________________________________

**SHIP TO: (please print)**
Name __________________________________________
Organization __________________________________
Address ________________________________________
City __________________________ State _____ Zip __________
Country ________________________________________
Phone # ______________________________________

**BILL TO: (must attach purchase order)**
Name __________________________________________
Organization __________________________________
Address ________________________________________
City __________________________ State _____ Zip __________
Country ________________________________________
Phone # ______________________________________

Notes/special instructions: