

# LONGER HOURS OR MORE JOBS?

AN  
INVESTIGATION OF  
AMENDING  
HOURS LEGISLATION  
TO CREATE  
EMPLOYMENT

*Ronald G. Ehrenberg  
and  
Paul L. Schuman*

# Longer Hours Or More Jobs An Investigation Of Amending Hours Legislation To Create Employment

**Ronald G. Ehrenberg, Paul L.  
Schumann**



## **Longer Hours Or More Jobs An Investigation Of Amending Hours Legislation To Create Employment:**

Longer Hours Or More Jobs? Ronald G. Ehrenberg, Paul L. Schumann, 1982 The authors have simulated the effects of a bill proposing to raise the overtime premium prohibit mandatory overtime Discussed are the role played by the increasing cost of fringes who would benefit by the higher premium the income distribution consequences of premium pay Longer Hours Or More Jobs? Ronald G. Ehrenberg, Paul L. Schumann, 1982 The authors have simulated the effects of a bill proposing to raise the overtime premium prohibit mandatory overtime Discussed are the role played by the increasing cost of fringes who would benefit by the higher premium the income distribution consequences of premium pay **Antidiscrimination Law and Minority Employment** Farrell Bloch, 1994-10-03 While employment regulations such as Title VII of the Civil Rights Act and the Federal Contract Compliance Program have redistributed minorities from small firms to larger ones they have not Bloch argues significantly improved aggregate minority employment Many job opportunities are discovered through restricted word of mouth networks and some employers continue to screen out minority applicants in ways that laws do not address Moreover some employers avoid hiring minorities women and older workers in order to avoid litigation Bloch discusses the use of economic and statistical analysis in hiring discrimination litigation and examines recent lawsuits to illustrate how these analyses are applied in federal courts In addition he addresses federal contractors affirmative action requirements theoretical arguments for and against antidiscrimination and affirmative action policy and a variety of unemployment remedies Personnel Literature , 1983 Research Handbook on the Economics of Labor and Employment Law Michael L. Wachter, Cynthia L. Estlund, 2012-01-01 Wachter and Estlund have assembled a feast on the economic analysis of issues in labor and employment law for scholars and policy makers The volume begins with foundational discussions of the economic analysis of the individual employment relationship and collective bargaining It then progresses to discussions of the theoretical and empirical work on a wide range of important labor and employment law topics including union organizing and employee choice the impact of unions on firm and economic performance the impact of unions on the enforcement of legal rights just cause for dismissal covenants not to compete and employment discrimination Anyone who wants to study what economists have to say on these topics would do well to begin with this collection Kenneth G Dau Schmidt Indiana University Bloomington School of Law US This Research Handbook assembles the original work of leading legal and economic scholars working in a variety of traditions and methodologies on the economic analysis of labor and employment law In addition to surveying the current state of the art on the economics of labor markets and employment relations the volume s 16 chapters assess aspects of traditional labor law and union organizing the law governing the employment contract and termination of employment employment discrimination and other employer mandates restrictions on employee mobility and the forum and remedies for labor and employment claims Comprising a variety of approaches the Research Handbook on the Economics of Labor and Employment Law will appeal to legal scholars in labor and employment

law industrial relations scholars and labor economists

### **Government Regulation of the Employment Relationship**

Bruce E. Kaufman, 1997 Ever since the emergence of industrial relations as a field in the late 1920s three different approaches to labor problems have been focal points for research and debate according to Bruce E Kaufman What he refers to as employers solutions involve personnel management workers rely on unionism and collective bargaining and the third component the community depends on government regulation in the form of protective labor legislation and social insurance programs Kaufman contends that government regulation has contributed significantly to the remarkable progress made during the twentieth century in achieving a more productive and humane workplace As labor problems have changed debate about the efficacy of government regulation has continued In this volume some of the most distinguished scholars in industrial relations frame the current issues develop theoretical insights and provide an objective review of the empirical evidence

**Work Time** Cynthia L. Negrey, 2013-04-23 Work Time is a sociological overview of a complex web of relations that shapes much of our experience of work and life yet often goes without critical examination Cynthia Negrey examines work time past and present exploring structural economic change and the gender division of labor to ask what are the historical cultural public policy and business sources of current work time practices Topics addressed include work time reduction in the US culminating in the 40 hour statute of 1938 recent trends in annual and weekly hours overtime part time work temporary employment work family integration and international comparisons She focuses on the US in a global context and explores how a new political economy of work time is taking shape This book brings together existing knowledge from sociology anthropology history labor economics and family studies to answer its central question and will change the way upper level students think about the time we devote to work

### **Gender, Time, and Reduced Work**

Cynthia Negrey, 1993-07-01 This book compares and analyzes different forms of reduced work conventional part time employment temporary employment job sharing and work sharing Through interviews workers reveal their experiences with reduced work particularly the extent to which they control their work schedules how they use their time off and whether they feel that reduced work improves or diminishes their quality of life Negrey challenges the notions that reduced work is homogenous and that it is uniformly positive or negative in its consequences for workers She concludes that reduced work is sex segregated in ways similar to full time work and as it currently exists reinforces unequal gender relations rather than contests them

**Labor Markets and Integrating National Economies** Ronald G. Ehrenberg, 2000-08-21 This timely book provides a wide ranging and insightful discussion of how labor market institutions and policies influence the mechanisms of economic integration and how economic integration in turn is likely to influence key features of labor markets It offers both a clear analysis of these issues and a wealth of comparative labor market data Robert J Flanagan Stanford University A volume of the Integrating National Economies Series

### **The Time Bind**

Arlie Russell Hochschild, 2001-04-01 The national bestseller that put work family balance in the headlines and on the White House agenda with a new introduction

by the author When *The Time Bind* was first published in 1997 it was hailed as the decade's most influential study of our work family crisis In the short time since the crisis has only become more acute Arlie Russell Hochschild bestselling author of *The Second Shift* spent three summers at a Fortune 500 company interviewing top executives secretaries factory hands and others What she found was startling Though every mother and nearly every father said family comes first few of these working parents questioned their long hours or took the company up on chances for flextime paternity leave or other family friendly policies Why not It seems the roles of home and work had reversed work was offering stimulation guidance and a sense of belonging while home had become the place in which there was too much to do in too little time Today Hochschild's findings are more relevant than ever As she shows in her new introduction the borders between family and work have become even more permeable With the Internet extending working hours at home and offices offering domestic enticements free snacks soft music to keep employees later at their jobs *The Time Bind* stands as an increasingly important warning about the way we live and work

**Rights at Work** Richard Edwards, 2011-09-01 With growing international competition American firms have been gaced with increasing pressures to produce better products cut costs and improve efficiency As a result American employers have changed many of their long standing labor priorities Work force stability has become less important long term commitments have become less attractive and labor costs especially fringe benefits have come under increased scrutiny With this large reorganization of work forces and priorities Americans are again faced with the significant questions of what rights workers have and should have in the workplace In the current environment employers have a greater need for highly motivated hard working skilled employees and have often developed innovated forms of management to enlist these worker's support So too national legislation has granted workers new rights in recent years such as mandatory early notification of plant closings greater rights for workers with disabilities and increased protection for older workers State legislators have also enacted expanded protection for workers and state courts have been rewriting basic legal doctrines governing workers rights in ways that favor employees In this book Richard Edwards explores workers rights and the institutions that have defined and are now enforcing them He looks closely at the decline of American unions and its effect on traditional rights As unions have been transformed from major institutional players in the American economy to much more marginal brokers enrolling only a small minority of American workers political support for workers rights has diminished Edwards also traces the American state courts and the ongoing revision of the legal interpretations of employment contracts and employers promises a development which he believes may revolutionize traditional employment law **Rights at Work** cuts through the debate between employers groups and workers ad

**The Fissured Workplace** David Weil, 2014-02-17 In the twentieth century large companies employing many workers formed the bedrock of the U S economy Today on the list of big business's priorities sustaining the employer worker relationship ranks far below building a devoted customer base and delivering value to investors As David Weil's groundbreaking analysis shows large corporations have shed

their role as direct employers of the people responsible for their products in favor of outsourcing work to small companies that compete fiercely with one another. The result has been declining wages eroding benefits inadequate health and safety protections and ever widening income inequality. From the perspectives of CEOs and investors fissuring splitting off functions that were once managed internally has been phenomenally successful. Despite giving up direct control to subcontractors and franchises these large companies have figured out how to maintain the quality of brand name products and services without the cost of maintaining an expensive workforce. But from the perspective of workers this strategy has meant stagnation in wages and benefits and a lower standard of living. Weil proposes ways to modernize regulatory policies so that employers can meet their obligations to workers while allowing companies to keep the beneficial aspects of this business strategy. *New Perspectives in Workers' Compensation* John F. Burton, 1988

**Gender, Class and Occupation** Ruth Simpson, Jason Hughes, Natasha Slutskaia, 2016-09-09 This insightful new study explores an emerging and growing interest in Sociology and Organization Studies which concerns the meanings and experiences of dirty work. Based on a unique study of male street cleaners refuse collectors graffiti removers and butchers and drawing on Bourdieu as a theoretical frame it presents an embodied understanding of dirty work. *Gender Work and Occupation* explores new avenues of workplace studies highlighting how material conditions both support and constrain processes of occupation based ideological constructions. Using original field research the authors put forward a different agenda in terms of how we think about dirty work and how we can explore and understand the lived experiences of dirty workers. Handbook of Law and Economics, Volume 2 A. Mitchell Polinsky, Steven Shavell, 2007 Law can be viewed as a body of rules and legal sanctions that channel behavior in socially desirable directions for example by encouraging individuals to take proper precautions to prevent accidents or by discouraging competitors from colluding to raise prices. The incentives created by the legal system are thus a natural subject of study by economists. Moreover given the importance of law to the welfare of societies the economic analysis of law merits prominent treatment as a subdiscipline of economics. This two volume Handbook is intended to foster the study of the legal system by economists. The two volumes form a comprehensive and accessible survey of the current state of the field. Chapters prepared by leading specialists of the area. Summarizes received results as well as new developments. Source inconnue

*Monthly Labor Review*, 1998 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews. Minimum Wage-hour Legislation United States. Congress. House. Committee on Education and Labor, 1964

**Oversight Hearing on the Fair Labor Standards Act** United States. Congress. House. Committee on Economic and Educational Opportunities. Subcommittee on Workforce Protections, 1997

Fair Labor Standards Amendments of 1973 United States. Congress. House. Committee on Education and Labor. General Subcommittee on Labor, 1973

**Fair Labor Standards Amendments of 1973, Hearings Before the General Subcommittee on Labor** United States. Congress. House. Education and Labor, 1973

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