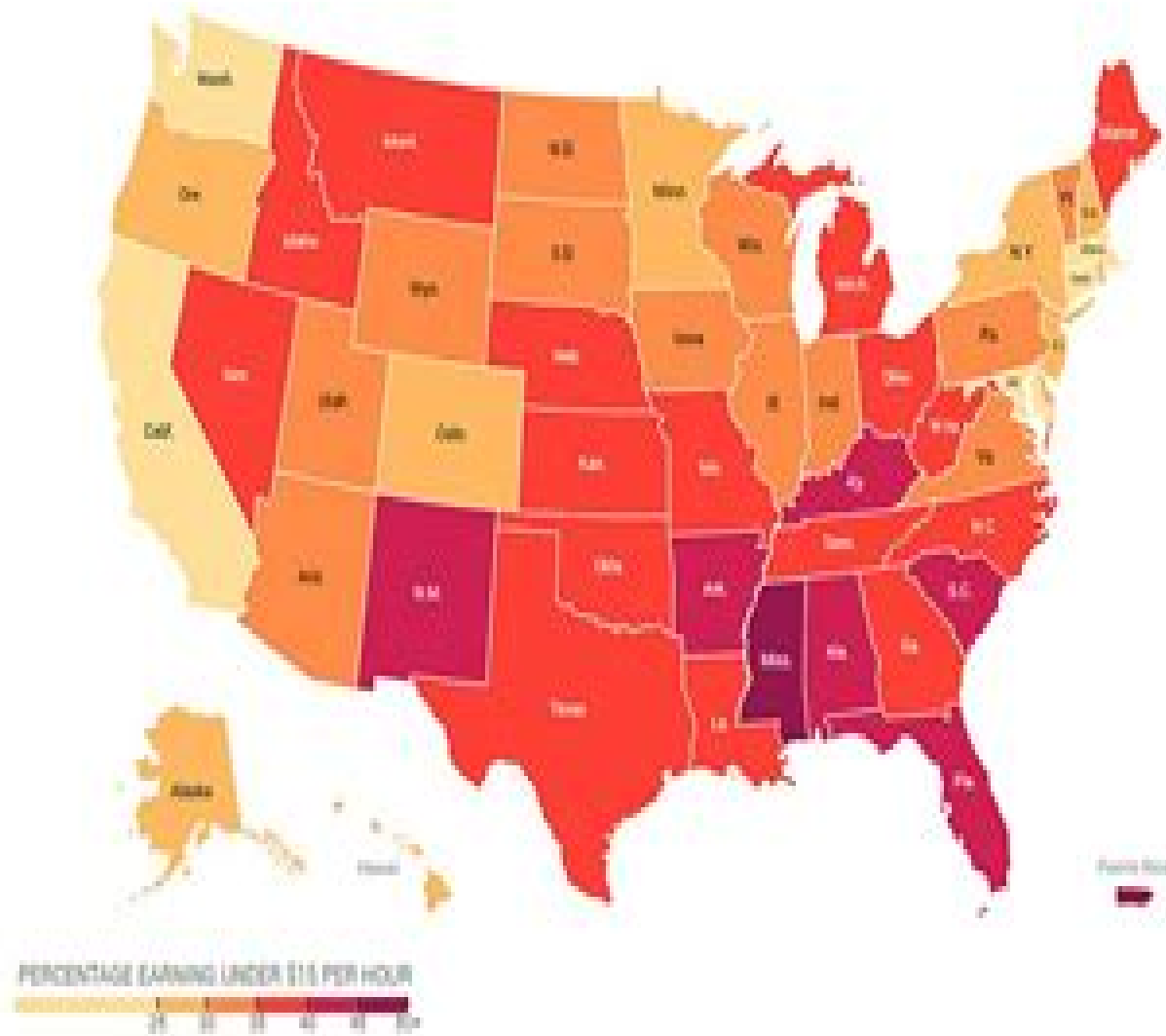


THE CRISIS OF LOW WAGES IN THE US

32% OF ALL WORKERS EARN UNDER \$15 | 52 MILLION WORKERS



OXFAM

Low Wage America

Roman Wölfel



Low Wage America:

Low-Wage America Eileen Appelbaum, Annette Bernhardt, Richard J. Murnane, 2003-09-04 About 27.5 million Americans nearly 24 percent of the labor force earn less than \$8.70 an hour not enough to keep a family of four out of poverty even working full time year round Job ladders for these workers have been dismantled limiting their ability to get ahead in today's labor market Low Wage America is the most extensive study to date of how the choices employers make in response to economic globalization industry deregulation and advances in information technology affect the lives of tens of millions of workers at the bottom of the wage distribution Based on data from hundreds of establishments in twenty five industries including manufacturing telecommunications hospitality and health care the case studies document how firms responses to economic restructuring often results in harsh working conditions reduced benefits and fewer opportunities for advancement For instance increased pressure for profits in newly consolidated hotel chains has led to cost cutting strategies such as requiring maids to increase the number of rooms they clean by 50 percent Technological changes in the organization of call centers the ultimate disposable workplace have led to monitoring of operators work performance and eroded job ladders Other chapters show how the temporary staffing industry has provided paths to better work for some but to dead end jobs for many others how new technology has reorganized work in the back offices of banks raising skill requirements for workers and how increased competition from abroad has forced U.S. manufacturers to cut costs by reducing wages and speeding production Although employers responses to economic pressures have had a generally negative effect on frontline workers some employers manage to resist this trend and still compete successfully The benefits to workers of multi employer training consortia and the continuing relevance of unions offer important clues about what public policy can do to support the job prospects of this vast but largely overlooked segment of the American workforce Low Wage America challenges us to a national self examination about the nature of low wage work in this country and asks whether we are willing to tolerate the profound social and economic consequences entailed by these jobs A Volume in the Russell Sage Foundation Case Studies of Job Quality in Advanced Economies

The Betrayal of Work Beth Shulman, 2011-05-10 Following its publication in hardcover the critically acclaimed Betrayal of Work became one of the most influential policy books about economic life in America it was discussed in the pages of Newsweek Business Week Fortune the Washington Post Newsday and USA Today as well as in public policy journals and in broadcast interviews including a one on one with Bill Moyers on PBS's NOW The American Prospect's James K. Galbraith's praise was typical Shulman's slim and graceful book is a model combination of compelling portraiture common sense and understated conviction Beth Shulman's powerfully argued book offers a full program to address the injustice faced by the 30 million Americans who work full time but do not make a living wage As the influential Harvard Business School newsletter put it Shulman specifically outlines how structural changes in the economy may be achieved thus expanding opportunities for all Americans This edition includes a new afterword that intervenes in the

post election debate by arguing that low wage work is an urgent moral issue of our time *How Living Wage Laws Affect Low-wage Workers and Low-income Families* David Neumark,2002 *Low-Wage Work in Germany* Gerhard Bosch,Claudia Weinkopf,2008-04-03 In recent years the German government has intentionally expanded the low wage work sector in an effort to reduce exceptionally high levels of unemployment As a result the share of the German workforce employed in low paying jobs now rivals that of the United States Low Wage Work in Germany examines both the federal policies and changing economic conditions that have driven this increase in low wage work The new mini job reflects the federal government s attempt to make certain low paying jobs attractive to both employers and employees Employers pay a low flat rate for benefits and employees who work a limited number of hours per week are exempt from social security and tax contributions Other factors including slow economic growth a declining collective bargaining system and the influx of foreign workers also contribute to the growing incidence of low wage work Yet while both Germany and the United States have large shares of low wage workers German workers receive health insurance four weeks of paid vacation and generous old age support benefits most low wage workers in the United States can only dream of The German experience offers an important opportunity to explore difficult trade offs between unemployment and low wage work A Volume in the Russell Sage Foundation Case Studies of Job Quality in Advanced Economies *Low-Wage Work in France* Eve Caroli,Jerome Gautie,2008-04-03 In France low wages have historically inspired tremendous political controversy The social and political issues at stake center on integrating the working class into society and maintaining the stability of the republican regime A variety of federal policies including high minimum wages and strong employee protection serve to ensure that the low wage workforce stays relatively small Low Wage Work in France examines both the benefits and drawbacks of this politically inspired system of worker protection France s high minimum wage which is indexed not only to inflation but also to the average increase in employee wages plays a critical role in limiting the development of low paid work Social welfare benefits and a mandatory thirty five hour work week also make life easier for low wage workers Strong employee protection is a central characteristic of the French model but high levels of protection for employees may also be one of the causes of France s chronically high rate of unemployment The threat of long term unemployment may in turn contribute to a persistent sense of insecurity among French workers Low Wage Work in France provides a lucid analysis of how a highly regulated labor market shapes the experiences of workers for better and for worse A Volume in the Russell Sage Foundation Case Studies of Job Quality in Advanced Economies *Minimum Wage Policy in Great Britain and the United States* Jerold L. Waltman,2008 Describes and analyses the operation of current minimum wage policies and politics in the United Kingdom and the USA Traces the origins history and development of minimum wages in the two countries Argues that what most influences the minimum wage in both countries is the degree to which it is integrated in the political vision of how the state should assist the poor **Low-Wage Work in the Netherlands** Weimer Salverda,Maarten Van Klaveren,Marc Van Der

Meer,2008-04-03 The Dutch economy has often been heralded for accomplishing solid employment growth within a generous welfare system In recent years the Netherlands has seen a rise in low wage work and has maintained one of the lowest unemployment rates in the European Union Low Wage Work in the Netherlands narrows in on the causes and consequences of this new development The authors find that the increase in low wage work can be partly attributed to a steep rise in the number of part time jobs and non standard work contracts 46 percent of Dutch workers hold part time jobs The decline in full time work has challenged historically powerful Dutch unions and has led to a slow but steady dismantling of many social insurance programs from 1979 onward At the same time there are hopeful lessons to be gleaned from the Dutch model low wage workers benefit from a well developed system of income transfers and many move on to higher paying jobs Low Wage Work in the Netherlands paints a nuanced picture of the Dutch economy by analyzing institutions that both support and challenge its low wage workforce A Volume in the Russell Sage Foundation Case Studies of Job Quality in Advanced Economies

Low-Wage Work in the Wealthy World Jerome Gautie,John Schmitt,2010-03-01 As global flows of goods capital information and people accelerate competitive pressure on businesses throughout the industrialized world firms have responded by reorganizing work in a variety of efforts to improve efficiency and cut costs In the United States where minimum wages are low unions are weak and immigrants are numerous this has often lead to declining wages increased job insecurity and deteriorating working conditions for workers with little bargaining power in the lower tiers of the labor market Low Wage Work in the Wealthy World builds on an earlier Russell Sage Foundation study Low Wage America to compare the plight of low wage workers in the United States to five European countries Denmark France Germany the Netherlands and the United Kingdom where wage supports worker protections and social benefits have generally been stronger By examining low wage jobs in systematic case studies across five industries this groundbreaking international study goes well beyond standard statistics to reveal national differences in the quality of low wage work and the well being of low wage workers The United States has a high percentage of low wage workers nearly three times more than Denmark and twice more than France Since the early 1990s however the United Kingdom the Netherlands and Germany have all seen substantial increases in low wage jobs While these jobs often entail much the same drudgery in Europe and the United States quality of life for low wage workers varies substantially across countries The authors focus their analysis on the inclusiveness of each country s industrial relations system including national collective bargaining agreements and minimum wage laws and the generosity of social benefits such as health insurance pensions family leave and paid vacation time which together sustain a significantly higher quality of life for low wage workers in some countries Investigating conditions in retail sales hospitals food processing hotels and call centers the book s industry case studies shed new light on how national institutions influence the way employers organize work and shape the quality of low wage jobs A telling example in the United States and several European nations wages and working conditions of front line workers in meat processing plants are deteriorating as

large retailers put severe pressure on prices and firms respond by employing low wage immigrant labor But in Denmark where unions are strong and to a lesser extent in France where the statutory minimum wage is high the low wage path is blocked and firms have opted instead to invest more heavily in automation to raise productivity improve product quality and sustain higher wages However as Low Wage Work in the Wealthy World also shows the European nations higher level of inclusiveness is increasingly at risk Exit options both formal and informal have emerged to give employers ways around national wage supports and collectively bargained agreements For some jobs such as room cleaners in hotels stronger labor relations systems in Europe have not had much impact on the quality of work Low Wage Work in the Wealthy World offers an analysis of low wage work in Europe and the United States based on concrete detailed and systematic contrasts Its revealing case studies not only provide a human context but also vividly remind us that the quality and incidence of low wage work is more a matter of national choice than economic necessity and that government policies and business practices have inevitable consequences for the quality of workers lives A Volume in the Russell Sage Foundation Case Studies of Job Quality in Advanced Economies

Human Resource Management and Ethics at Work Lisa Grover, 2025-05-01 Human Resource Management and Ethics at Work dives deep into understanding ethical human resources practice including professional codes of conduct and what it means to be an ethical human resources professional Each chapter explores the philosophical underpinnings of the ethical challenges faced by contemporary human resources professionals It draws upon narratives from fiction and film to bring these scenarios to life Each chapter utilises theories and concepts from philosophy to equip current and aspiring human resources professionals to think about ethical issues There are no right answers here but by provoking debate and discussion human resources professionals can make better choices Through understanding and practice we become ethical human resources professionals The book is structured around the three ethical perspectives First the perspective of the individual human resources professional focusing on good character and the traits of an ethical human resources professional Second the relationship between the individual human resources professional the organisation and its employees and human resources professional bodies The human resources professional aims to have a positive impact on working lives but has to navigate a complex network of relationships and responsibilities Third the narrative moves to the macro level identifying the social responsibilities of the human resources professional beyond their own organisation A section of the book is dedicated to each of these pillars exploring what they mean for the practising HR professional Concepts and theories from philosophy are applied to understand this meaning These tools can then be applied to novel situations that HR professionals go on to encounter in the workplace Teaching activities are included throughout the book This is an ideal resource for those undertaking an undergraduate or postgraduate course in human resource management practising human resources professionals who worry about the right thing to do or anyone interested in people management ethics

Tax Incentives for Businesses in Response to a Minimum Wage Increase United States. Congress. Senate.

Committee on Finance,2007 *The Pitfalls of a Minimum Wage Increase* United States. Congress. House. Committee on Government Reform and Oversight. Subcommittee on National Economic Growth, Natural Resources, and Regulatory Affairs,1997 **Selected Articles on Minimum Wage** Mary Katharine Reely,1917 **Minimum Wage Legislation in the United States** Zung-Chung Mo,1928 *Low-Wage America* ,2006 **Hearings** United States. Congress. House. Committee on Education,1961 *The New Oxford Handbook of Economic Geography* Dariusz Wójcik,2018-01-02 The first fifteen years of the 21st century have thrown into sharp relief the challenges of growth equity stability and sustainability facing the world economy In addition they have exposed the inadequacies of mainstream economics in providing answers to these challenges This volume gathers over 50 leading scholars from around the world to offer a forward looking perspective of economic geography to understanding the various building blocks relationships and trajectories in the world economy The perspective is at the same time grounded in theory and in the experiences of particular places Reviewing state of the art of economic geography setting agendas and with illustrations and empirical evidence from all over the world the book should be an essential reference for students researchers as well as strategists and policy makers Building on the success of the first edition this volume offers a radically revised updated and broader approach to economic geography With the backdrop of the global financial crisis finance is investigated in chapters on financial stability financial innovation global financial networks the global map of savings and investments and financialization Environmental challenges are addressed in chapters on resource economies vulnerability of regions to climate change carbon markets and energy transitions Distribution and consumption feature alongside more established topics on the firm innovation and work The handbook also captures the theoretical and conceptual innovations of the last fifteen years including evolutionary economic geography and the global production networks approach Addressing the dangers of inequality instability and environmental crisis head on the volume concludes with strategies for growth and new ways of envisioning the spatiality of economy for the future *To Amend the Fair Labor Standards Act* United States. Congress. House. Committee on Education and Labor,1961 Considers legislation to increase minimum wage and expand its application *America* ,1917 *Work, Family, Health, and Well-Being* Suzanne M. Bianchi,Lynne M. Casper,Rosalind Berkow King,2006-04-21 This work grew out of a conference held in Washington D C in June 2003 on Workforce Workplace Mismatch Work Family Health and Well Being sponsored by the National Institute of Health NIH The text considers multiple dimensions of health and well being for workers and their families children and communities *The Shriver Report* Maria Shriver,Center for American Progress,2014-03-11 Presents an in depth look at American women and families around transformational moments in history with new data and commentary on the current status of women in America

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