



Jan Svoboda

Position of Minorities in the US Labor Market

Minorities And The Labor Market

Michael A. Stoll



Minorities And The Labor Market:

Minorities in the Labor Market Paul Bullock, 1977-06

Race and Gender Discrimination across Urban Labor Markets Susanne Schmitz, 2017-10-12 This study first published in 1996 investigates the effects that local labor market conditions may have on the economic status of women and blacks relative to their white male counterparts More precisely it examines the impact that local labor market conditions have on estimates of labor market discrimination investigated in this study are wage discrimination and occupational discrimination This title will be of interest to students of sociology gender studies and urban studies

African Americans and Post-Industrial Labor Markets James Benjamin Stewart, 1997-01-01 A collection of 22 analyses which document the disproportionate vulnerability of African Americans to the dislocations associated with the ongoing transformation of the U S economy All of the chapters have been published previously in between 1991 and 1996 Seven sections cover the intersection of race power culture and economic discrimination black white wage differentials occupational crowding black women in the labor market structural unemployment and job displacement sectoral analyses and strategies to increase employment Annotation c by Book News Inc Portland Or

Metropolitan and Regional Inequalities Among Minorities in the Labor Market George L. Wilber, Kentucky. University Social Welfare Research Institute, 1975

Inequality In Labor Market Areas Joachim Singelmann, 2019-05-20 During the past two decades many attempts have been made to refocus stratification research and the study of inequality The contributors to this volume have a long term concern with the importance of space and locality Many of them belonged to a research project during the early 1980s that had as one of its main aims the analysis of labor force

Ethnic Diversity in European Labor Markets Martin Kahanec, Klaus F. Zimmermann, 2011-01-01 This highly accessible book illustrates how policy makers can address and nurture the effects of growing ethnic diversity in European labor markets The contributors present an unprecedented large scale study on ethnic diversity in European labor markets via a combination of hard data analysis with expert evaluation of integration practices and policy options Key questions explored include Does ethnic diversity in European labor markets lead to poor socio economic outcomes for some ethnic groups in the face of fierce competition for jobs and welfare Can labor immigration and improved integration of all ethnic groups provide a solution to the challenges posed by a shrinking population an aging workforce skill shortages and other bottlenecks that constrain the innovative potential of the EU What can policy makers do to nurture and encourage the benefits of ethnic diversity in the EU

Race, Space and Youth Labor Markets Michael A. Stoll, 2019-01-04 The purpose of this book is to examine whether physical distance from jobs or racial discrimination in youth labor markets explains a greater part of minority youth s employment problems First published in 1999 Routledge is an imprint of Taylor Francis an informa company

Stories Employers Tell Philip Moss, Chris Tilly, 2001-01-25 Is the United States justified in seeing itself as a meritocracy where stark inequalities in pay and employment reflect differences in skills education and effort Or does racial discrimination

still permeate the labor market resulting in the systematic under hiring and underpaying of racial minorities regardless of merit Throughout the 1980s and early 1990s African Americans have lost ground to whites in the labor market but this widening racial inequality is most often attributed to economic restructuring not the racial attitudes of employers It is argued that the educational gap between blacks and whites though narrowing carries greater penalties now that we are living in an era of global trade and technological change that favors highly educated workers and displaces the low skilled Stories Employers Tell demonstrates that this conventional wisdom is incomplete Racial discrimination is still a fundamental part of the explanation of labor market disadvantage Drawing upon a wide ranging survey of employers in Atlanta Boston Detroit and Los Angeles Moss and Tilly investigate the types of jobs employers offer the skills required and the recruitment screening and hiring procedures used to fill them The authors then follow up in greater depth on selected employers to explore the attitudes motivations and rationale underlying their hiring decisions as well as decisions about where to locate a business Moss and Tilly show how an employer s perception of the merit or suitability of a candidate is often colored by racial stereotypes and culture bound expectations The rising demand for soft skills such as communication skills and people skills opens the door to discrimination that is rarely overt or even conscious but is nonetheless damaging to the prospects of minority candidates and particularly difficult to police Some employers expressed a concern to race match employees with the customers they are likely to be dealing with As more jobs require direct interaction with the public race has become increasingly important in determining labor market fortunes Frequently employers also take into account the racial make up of neighborhoods when deciding where to locate their businesses Ultimately it is the hiring decisions of employers that determine whether today s labor market reflects merit or prejudice This book the result of years of careful research offers us a rare opportunity to view the issue of discrimination through the employers eyes A Volume in the Multi City Study of Urban Inequality

Racial Conflicts and Violence in the Labor Market Cliff Brown, 2014-01-09 This book focuses on community level race relations during the 1919 Steel Strike when intense job competition contributed to racial conflict among the nation s steel workers As the Great Migration brought thousands of black workers to northern cities their lower labor costs generated racially split labor markets in the industrial sector Further the discriminatory policies of labor unions forced many blacks to serve as strike breakers during periods of class conflict As a result the migration heightened racial conflict and undercut important union organizing initiatives The 1919 Steel Strike illustrates how racial divisions crippled many American unions a pattern that helps to explain the demise of organized labor during the 1920 s No previous studies of the 1919 Steel Strike have systematically compared community processes to determine how local events shaped the strike s outcome Despite the failure of the 1919 Steel Strike the varied experiences of workers in different communities reveal much about the causes of racial conflict and the possibilities of interracial solidarity This study finds that patterns of black migration local government repression of labor the organizational strength of local unions and employers efforts to inflame racial tension all

help to explain community level variation in interracial solidarity and conflict Ph D dissertation Emory University 1996 revised with new preface

Minorities and the Labor Market Richard McGahey, John Jeffries, 1986 By analyzing industrial policy this booklet reveals a long term conceptual problem that has impeded progress toward fuller employment for blacks The report introduces industrial policy gives an overview of leading industrial policy proposals outlines the employment problems of black Americans assesses the various analyses of these problems evaluates the efficacy of industrial policy proposals for minorities and explores various policy options for improving the situation of black workers Industrial policy fails to address black employment problems in three areas 1 the nature of firms where blacks work 2 the role of schools and training in the labor market and 3 shifts in the composition and number of available jobs Retraining programs for example concentrate on large primary firms and the short term unemployed having little value when the real problem is too few jobs Growth alone has not solved black employment problems in the past nor will it do so in the future Rather than offer an alternative the report encourages industrial policy advocates and minority leaders to engage in discussions which might lead to some new ideas for change The report advocates a continuation of affirmative action programs public employment and income redistribution policies despite the associated political problems

ETS **Immigration, Trade, and the Labor Market** John M. Abowd, Richard B. Freeman, 2007-12-01 Are immigrants squeezing Americans out of the work force Or is competition with foreign products imported by the United States an even greater danger to those employed in some industries How do wages and unions fare in foreign owned firms And are the media's claims about the number of illegal immigrants misleading Prompted by the growing internationalization of the U S labor market since the 1970s contributors to Immigration Trade and the Labor Market provide an innovative and comprehensive analysis of the labor market impact of the international movements of people goods and capital Their provocative findings are brought into perspective by studies of two other major immigrant recipient countries Canada and Australia The differing experiences of each nation stress the degree to which labor market institutions and economic policies can condition the effect of immigration and trade on economic outcomes Contributors trace the flow of immigrants by comparing the labor market and migration behavior of individual immigrants explore the effects of immigration on wages and employment by comparing the composition of the work force in local labor markets and analyze the impact of trade on labor markets in different industries A unique data set was developed especially for this study ranging from an effort to link exports imports with wages and employment in manufacturing industries to a survey of illegal Mexican immigrants in the San Diego area which will prove enormously valuable for future research

Labor Force Participation, Labor Markets, and Crime Robert D. Crutchfield, 2011 This is a print on demand edition of a hard to find publication A study of how individuals' employment and educational circumstance affects the likelihood of engaging in acts of common crime Also studies how the characteristics of residential neighborhoods interact with individual characteristics to affect criminal involvement The goal is to answer the following questions 1 How do

employment and job qualities effect individual young adults YA involvement in crime 2 How do neighborhood characteristics effect YA involvement in criminal behavior 3 How are juvenile employ and educ related to delinquency 4 How do parents labor market and educ experiences affect juvenile delinquency 5 Which if any neighborhood characteristics are assoc with juveniles involvement in crime *Race, Space and Youth Labor Markets* Michael A. Stoll,2019-01-04 The purpose of this book is to examine whether physical distance from jobs or racial discrimination in youth labor markets explains a greater part of minority youth s employment problems First published in 1999 Routledge is an imprint of Taylor Francis an informa company Racial Conflict and Violence in the Labor Market Cliff Brown,1998 Taking one of the many strikes during the period as a case study argues that the migration of black workers to northern US cities looking for work during World War I and the practice and pattern of racial discrimination by the mainstream labor unions created a split labor market in which black workers had no choice but to scab on strikers Focuses on community level race relations during the strike and also considers the impact of local governments repressing labor the organizational strength of local union and employers efforts to inflame racial tension Developed from a 1996 Ph D dissertation for Emory University Annotation copyrighted by Book News Inc Portland OR **Prosperity For All?** Robert Cherry,William M., III Rodgers,2000-08-17 With the nation enjoying a remarkable long and robust economic expansion AfricanAmerican employment has risen to an all time high Does this good news refute the notion of a permanently disadvantaged black underclass or has one type of disadvantage been replaced by another Some economists fear that many newly employed minority workers will remain stuck in low wage jobs barred from better paying high skill jobs by their lack of educational opportunities and entrenched racial discrimination Prosperity for All draws upon the research and insights of respected economists to address these important issues Prosperity for All reveals that while African Americans benefit in many ways from a strong job market serious problems remain Research presented in this book shows that the ratio of black to white unemployment has actually increased over recent expansions Even though African American men are currently less likely to leave the workforce the number of those who do not find work at all has grown substantially indicating that joblessness is now concentrated among the most alienated members of the population Other chapters offer striking evidence that racial inequality is still pervasive Among men black high school dropouts have more difficulty finding work than their Latino or white counterparts Likewise the glass ceiling that limits minority access to higher paying promotions persists even in a strong economy Prosperity for All ascribes black disadvantage in the labor force to employer discrimination particularly when there is strong competition for jobs As one study illustrates economic upswings do not appear to change racial preferences among employers who remain less willing to hire African Americans for more skilled low wage jobs Prosperity for All offers a timely investigation into the impact of strong labor markets on low skill African American workers with important insights into the issues engendered by the weakening of federal assistance job training and affirmative action programs **Stories Employers Tell** Philip Moss,Chris Tilly,2003-10-16 Is the United States

justified in seeing itself as a meritocracy where stark inequalities in pay and employment reflect differences in skills education and effort Or does racial discrimination still permeate the labor market resulting in the systematic under hiring and underpaying of racial minorities regardless of merit Throughout the 1980s and early 1990s African Americans have lost ground to whites in the labor market but this widening racial inequality is most often attributed to economic restructuring not the racial attitudes of employers It is argued that the educational gap between blacks and whites though narrowing carries greater penalties now that we are living in an era of global trade and technological change that favors highly educated workers and displaces the low skilled Stories Employers Tell demonstrates that this conventional wisdom is incomplete Racial discrimination is still a fundamental part of the explanation of labor market disadvantage Drawing upon a wide ranging survey of employers in Atlanta Boston Detroit and Los Angeles Moss and Tilly investigate the types of jobs employers offer the skills required and the recruitment screening and hiring procedures used to fill them The authors then follow up in greater depth on selected employers to explore the attitudes motivations and rationale underlying their hiring decisions as well as decisions about where to locate a business Moss and Tilly show how an employer s perception of the merit or suitability of a candidate is often colored by racial stereotypes and culture bound expectations The rising demand for soft skills such as communication skills and people skills opens the door to discrimination that is rarely overt or even conscious but is nonetheless damaging to the prospects of minority candidates and particularly difficult to police Some employers expressed a concern to race match employees with the customers they are likely to be dealing with As more jobs require direct interaction with the public race has become increasingly important in determining labor market fortunes Frequently employers also take into account the racial make up of neighborhoods when deciding where to locate their businesses Ultimately it is the hiring decisions of employers that determine whether today s labor market reflects merit or prejudice This book the result of years of careful research offers us a rare opportunity to view the issue of discrimination through the employers eyes A Volume in the Multi City Study of Urban Inequality Opportunity ,1934 *Discrimination in Labor Markets* Orley Ashenfelter,Albert Rees,2015-03-08 This volume contains revised versions of the papers presented in 1971 at the Princeton University Conference on Discrimination in Labor Markets and the formal discussions of them This paper is by Kenneth Arrow winner of the Nobel Prize in Economics who lays the theoretical foundations of the economic analysis of discrimination in labor markets Finis Welch discusses the relationship between schooling and labor market discrimination Orley Ashenfelter s paper presents a method for estimating the effect of an important institution trade unionism on the wages of black workers relative to whites Ronald Oaxaca provides a framework for measuring the extent of discrimination against women Finally Phyllis Wallace examines public policy on discrimination and suggests strategies for public policy in this area Originally published in 1974 The Princeton Legacy Library uses the latest print on demand technology to again make available previously out of print books from the distinguished backlist of Princeton University Press

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