

Section 1: Guided Reading and Review

Labor Market Trends



A. As You Read

As you read Section 1, fill in two supporting facts or details under each main idea by answering each question.

Main Idea: The Bureau of Labor Statistics (BLS) tracks changes in the labor force.

1. How do economists define *labor force*? _____

2. What criteria define unemployment? _____

Main Idea: The changing economy has brought along a changing job market.

3. How did the electronics boom of the mid-twentieth century impact the job market? _____

4. What new jobs were created beginning in the 1970s? _____

Main Idea: Changes in the labor force can be traced to a number of causes.

5. How has higher education contributed? _____

6. Why are there more women in the labor force? _____

Main Idea: For about the past 20 years, the trend in average wage earnings can be described as slightly downward.

7. Have all workers received lower wages? _____

8. How has competition affected wage earnings? _____

B. Reviewing Key Terms

Answer each of the following questions in a complete sentence.

9. How might the *learning effect* influence wage trends? _____
10. According to the *screening effect*, how may employers view job applicants who have a college education? _____
11. To what kinds of jobs does *contingent employment* refer? _____



Section 1: Quiz

Labor Market Trends

CHAPTER 9

A. Key Terms

Briefly define or identify each of the following.

1. learning effect _____

2. screening effect _____

3. contingent employment _____

B. Main Ideas

Write the letter of the correct answer in the blank provided.

- _____ 4. Which of the following jobs was held by most workers in the United States at the founding of the country?
 - a. ship builder
 - b. farm worker
 - c. shopkeeper
 - d. soldier
- _____ 5. Why are U.S. firms moving manufacturing jobs overseas?
 - a. Labor costs less overseas.
 - b. Transportation is cheaper overseas.
 - c. More skilled workers are available overseas.
 - d. Goods are transported overseas when they are finished.
- _____ 6. What percentage of adult women are in the work force today?
 - a. 35 percent
 - b. 45 percent
 - c. 60 percent
 - d. 75 percent
- _____ 7. What is one reason many firms hire temporary workers to do a particular job?
 - a. flexible work arrangements
 - b. greater reliability
 - c. lower hiring and training costs
 - d. higher productivity
- _____ 8. How have the earnings of U.S. workers changed over the last 20 years?
 - a. Wages of all workers have gone up.
 - b. Wages of all workers have gone down.
 - c. Wages of college graduates only have gone up.
 - d. Wages of non-college graduates only have gone up.
- _____ 9. What percentage of the total compensations in the U.S. economy today is composed of benefits?
 - a. 8 percent
 - b. 12 percent
 - c. 20 percent
 - d. 28 percent
- _____ 10. Which of the following jobs is expected to double in the next few years?
 - a. computer engineer
 - b. real estate salesperson
 - c. automobile mechanic
 - d. nurse



Section 2: Quiz

Labor and Wages

CHAPTER 9

A. Key Terms

Use each of these terms in a sentence that suggests its meaning.

1. labor force _____
2. equilibrium wage _____
3. glass ceiling _____
4. featherbedding _____

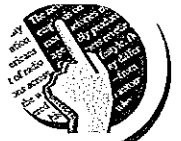
B. Main Ideas

Write the letter of the correct answer in the blank provided.

- _____ 5. What is the basic economic principle that decides how high wages will be?
 - a. Employers will not pay more than a worker is worth.
 - b. People who want jobs will find them.
 - c. Employers will hire the cheapest people.
 - d. Supply and demand control wages.
- _____ 6. What is one strategy that employers use to continue to do business despite high wages?
 - a. Look for less skilled workers to do a job.
 - b. Pay less and hope to attract good workers.
 - c. Replace some of the workers with machines.
 - d. Scale down the business to hire fewer people.
- _____ 7. What factors can affect wages?
 - a. minimum wage laws
 - b. safety laws
 - c. labor unions
 - d. all of the above
- _____ 8. Which of the following is generally considered to be a skilled worker?
 - a. machinist
 - b. lawyer
 - c. store clerk
 - d. teacher
- _____ 9. How does the pay level of men compare to women?
 - a. Women earn less than half of what men earn.
 - b. Women earn about half of what men earn.
 - c. Women earn about 75 percent of what men earn.
 - d. Women and men earn an equal amount.
- _____ 10. What is a generally one of the major differences between union and nonunion workers?
 - a. Union workers have more education.
 - b. Union workers are more productive employees.
 - c. Union workers have more skills and training.
 - d. Union workers earn more money for similar work.

Section 3: Guided Reading and Review

Organized Labor



A. As You Read

As you read Section 3, supply the information requested by the heading in each box.

Major U.S. labor organizations formed between 1869 and 1955:

1. (1869) _____
2. (1886) _____
3. (1938) _____
4. (1955) _____

Anti-union strategies used by U.S. employers before the 1930s:

5. _____
6. _____
7. _____
8. _____

Economic changes that have affected unions:

9. _____
10. _____
11. _____

Ways in which unions have declined in traditional strongholds:

12. _____
13. _____
14. _____
15. _____

Major issues covered under a union contract:

16. _____
17. _____
18. _____

B. Reviewing Key Terms

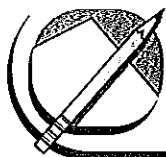
Match the definitions in Column I with the terms in Column II. Write the letter of the correct answer in the blank provided. You will not use all of the terms.

Column I

- _____ 19. union and company representatives meeting to negotiate a contract
- _____ 20. worker in a professional job receiving a salary
- _____ 21. measure banning mandatory union membership
- _____ 22. worker in an industrial job
- _____ 23. settlement technique using third party reviews
- _____ 24. organized work stoppage

Column II

- a. arbitration
- b. strike
- c. blue-collar worker
- d. collective bargaining
- e. white-collar worker
- f. mediation
- g. right-to-work law



Section 3: Quiz

Organized Labor



A. Key Terms

Match the descriptions in Column I with the terms in Column II. Write the letter of the correct answer in the blank provided.

Column I

- _____ 1. the process by which union and company representatives meet to negotiate and form a new labor contract
- _____ 2. a settlement technique in which a third party reviews the case and imposes a legally binding decision
- _____ 3. an organization of workers that tries to improve working conditions, wages, and benefits for its members
- _____ 4. an organized work stoppage intended to force an employer to address union demands
- _____ 5. a measure that bans mandatory union membership

Column II

- a. labor union
- b. collective bargaining
- c. arbitration
- d. right-to-work law
- e. strike

B. Main Ideas

Write the letter of the correct answer in the blank provided.

- _____ 6. What is generally the difference between blue-collar workers and white-collar workers?
 - a. Blue-collar workers have industrial jobs; white-collar workers have professional or clerical jobs.
 - b. Blue-collar workers earn a salary; white-collar workers receive regular wages.
 - c. Blue-collar workers receive low pay; white-collar workers receive high pay.
 - d. Blue-collar workers have seasonal work; white-collar workers work all year.
- _____ 7. Which legislation enacted in 1947 may have been a reason for the decline in union membership?
 - a. the Fair Labor Standards Act
 - b. the Wagner Act
 - c. the Taft-Hartley Act
 - d. the Norris-LaGuardia Act
- _____ 8. What is one of a labor union's primary goals?
 - a. to make decisions about the workplace
 - b. to gain promotions for workers
 - c. to keep nonunion workers out of jobs
 - d. to secure its workers' jobs
- _____ 9. What is considered a negative impact caused by a strike?
 - a. loss of profits
 - b. loss of wages
 - c. loss of jobs
 - d. all of the above
- _____ 10. What has been the pattern of union membership in recent years?
 - a. growth of private sector unions only
 - b. growth of public sector unions only
 - c. growth of both public and private sector unions
 - d. growth of neither public nor private sector unions

Graphs and Charts

Analyzing Statistics

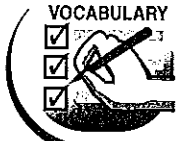


Amber has been reviewing college catalogs to help her plan a career and what educational route to pursue after high school. Among the catalogs she studies is one sent to her by Tru-Tech Academy, which offers a two-year degree in a number of skill areas. The Tru-Tech materials include the table on this page. Help Amber interpret the statistics it presents.

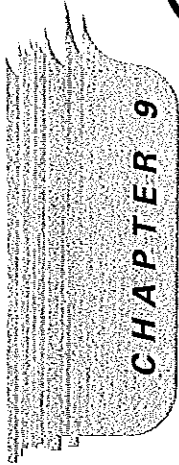
History of Tru-Tech Graduates						
Occupation	1996		1998		2000	
	Number of Graduates	Average Weekly Salary in Dollars	Number of Graduates	Average Weekly Salary in Dollars	Number of Graduates	Average Weekly Salary in Dollars
Bookkeeper	432	850	394	900	267	950
Computer Scientist	247	1,300	292	1,700	446	2,000
Designer	310	1,100	335	1,400	368	1,800
Engineer	229	1,400	397	1,800	500	2,300
Mechanic	384	900	362	950	329	975
Medical Technician	318	1,200	373	1,600	411	1,900
Total Number of Graduates	1,920		2,090		2,321	

Source: Tru-Tech Academy Admissions Department

- Determine the source of the statistics and decide whether the source is reliable.
 - What is the source of the statistics on the chart? _____
 - How reliable do you think the source is? _____
 - How might you check the reliability of the data? _____
- Study the statistics to determine what information they provide.
 - What jobs do Tru-Tech graduates take? _____
 - What data about the occupations of Tru-Tech graduates are given for the years 1996, 1998, and 2000? _____
 - What does the bottom row of the table show? _____
- Analyze the data to determine social trends or patterns.
 - How did the total number of Tru-Tech graduates change from 1996 to 2000? _____
 - Which two occupations showed the greatest increase in number of graduates? _____
 - Which occupation showed the greatest increase in weekly salary? _____
 - What might this increase indicate about the competitive labor market in this field? _____
 - Which occupation showed the greatest decline in the number of graduates? _____
 - How might you explain this decline? _____



Vocabulary Practice



Complete each sentence below and use the answer to help you identify the bracketed letter in the corresponding numbered item. When you have finished, write the definition of the term formed vertically by the bracketed letters.

1. _____ [] _____
2. _____ - [] _____
3. _____ [] _____
4. _____ [] _____
5. _____ [] _____
6. _____ [] _____
7. _____ [] _____
8. _____ [] _____
9. _____ [] _____

10. _____ [] _____
11. _____ [] _____
12. _____ [] _____
13. _____ [] _____
14. _____ [] _____
15. _____ [] _____
16. _____

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Work that requires no specialized skills, education, or training is called _____. 2. A professional who usually receives a salary is described as _____. 3. A technique involving a legally binding, third-party decision in a labor dispute is called _____. 4. _____ involves contract negotiations that keep unnecessary workers on the payroll. 5. A third party meets with each side to seek a nonbinding solution in _____. 6. A(n) _____ is an organization that tries to improve wages and working conditions for its members. 7. A work stoppage to force a firm to address union demands is a(n) _____. 8. Employment made up of temporary or part-time jobs is termed _____. | <ol style="list-style-type: none"> 9. The _____ is the wage rate that produces neither excess supply nor excess demand for workers. 10. Industrial workers who receive wages are categorized as _____. 11. Work that requires advanced skills and education is called _____. 12. The theory that education increases productivity and results in higher wages is known as the _____. 13. During _____, union and company representatives negotiate a new contract. 14. The _____ is an unofficial workplace barrier that keeps women from advancing. 15. A(n) _____ is a measure that bans mandatory union membership. |
|---|---|