

LABOUR ECONOMICS

SECOND EDITION

STEPHEN SMITH

LABOUR ECONOMICS, 2ND EDITION

STEPHEN SMITH



Also available as a printed book see title verso for ISBN details

LABOUR ECONOMICS, 2ND EDITION

In the nine years since the appearance of the first edition of Stephen Smith's book, labour economics has become a more firmly entrenched subject on the curriculum. Previously regarded as a subsection within industrial economics, there are now very few universities that do not devote a course to it in its own right. The focus of topics covered within it has also altered – the notion of human capital has now become much more central and microeconomic considerations are now as widely studied as macroeconomic phenomena.

The 2nd edition will address these changes and give greater centrality to microeconomics to reflect current course teaching. The book adopts an international focus and covers important themes such as:

- labour demand and supply
- wage determination and unions
- personnel economics
- unemployment and globalisation.

With features such as case studies, end of chapter questions, further reading sections, this new edition will prove popular with all students of labour economics.

Stephen Smith is at the London Metropolitan University, UK.

LABOUR ECONOMICS, 2ND EDITION

STEPHEN SMITH



First edition published 1994 by Routledge 11 New Fetter Lane, London EC4P 4EE

Simultaneously published in the USA and Canada by Routledge 29 West 35th Street, New York, NY 10001

Second edition first published 2003

Routledge is an imprint of the Taylor & Francis Group

This edition published in the Taylor & Francis e-Library, 2003.

© 1994, 2003 Stephen Smith

All rights reserved. No part of this book may be reprinted or reproduced or utilised in any form or by any electronic, mechanical, or other means, now known or hereafter invented, including photocopying and recording, or in any information storage or retrieval system, without permission in writing from the publishers.

British Library Cataloguing in Publication Data A catalogue record for this book is available from the British Library

Library of Congress Cataloging in Publication Data A catalog record for this book has been requested

ISBN 0-203-42285-6 Master e-book ISBN

ISBN 0-203-42467-0 (Adobe eReader Format) ISBN 0-415-25985-1 (Hbk) ISBN 0-415-25986-X (Pbk)

Contents

| | 1 ables | V11 |
|----|---|-----|
| | Acknowledgements | xi |
| | Introduction | 1 |
| 1 | Labour supply | 6 |
| 2 | Labour demand and productivity | 40 |
| 3 | Wage determination and inequality | 71 |
| 4 | Personnel economics | 99 |
| 5 | Human capital | 119 |
| 6 | Labour market discrimination | 165 |
| 7 | Trade unions and labour markets | 202 |
| 8 | Labour market flexibility | 244 |
| 9 | Job search and vacancy analysis | 285 |
| 10 | Unemployment | 325 |
| 11 | Trade, globalisation and labour markets | 379 |
| | Notes | 406 |
| | Bibliography | 424 |
| | Index | 443 |

List of tables

| 1.1 | Unemployment schemes replacement ratios (%) and unemployment | |
|------|---|----|
| | rates (%), 1995 | 15 |
| 1.2 | Relative participation rates (all ages), Great Britain (%), 1921–98 | 25 |
| 1.3 | Male participation rates (%), (workers aged less than 64) | 29 |
| 1.4 | Female economic activity (%), 1987–2000 | 30 |
| 1.5 | USA female labour force participation (Great Britain comparison | |
| | from Table 1.2) | 32 |
| 1.6 | Comparative labour force $(15-64)$ economic activity rates $(\%)$, | |
| | 1999 | 32 |
| 1.7 | Great Britain civilian labour force (millions) | 33 |
| 1.8 | Great Britain participation rates (%) by ethnic origin, 1998–9 | 34 |
| 1.9 | Average actual hours worked per week (full-time employees), 1998 | 35 |
| 1.10 | Part-time working (percentage of employment), 1999 | 36 |
| 2.1 | Labour demand, elasticity estimates | 46 |
| 2.2 | UK employees in employment (thousands, seasonally adjusted) | 53 |
| 2.3 | Sectoral distribution (%) of the working population, 1997 | 54 |
| 2.4 | Civilian employment in the UK, occupational distribution (%), | |
| | 1961–99 | 54 |
| 2.5 | Occupational distribution of civilian employment (%), 1999 | 55 |
| 2.6 | Labour productivity growth (output per worker, percentage, per | |
| | annum) | 57 |
| 2.7 | Labour productivity (as % of West Germany), 1997 | 60 |
| 2.8 | Research and development (R and D) expenditure (% GDP), | |
| | 1985–99 | 67 |
| 2.9 | UK and USA productivity growth (%), 1996–2000, (GDP per | |
| | person employed) | 68 |
| | | |

| 3.1 | Gini coefficients, mid-1990s | 82 |
|------|--|-----|
| 3.2 | Comparative minimum wage levels, 1997 (hourly wage) | 93 |
| 3.3 | Low pay, 1997 | 95 |
| 4.1 | CEO and manufacturing workers' pay (£, average annual earnings) | 111 |
| 5.1 | UK unemployment rates (%), 2000 | 124 |
| 5.2 | Estimated return to education – grouped by smoking, Great Britain, | |
| | 1978–96 | 129 |
| 5.3 | Effect of higher education on hourly wage rates (%) | 131 |
| 5.4 | International returns to education (%), 1995 | 133 |
| 5.5 | Private and social rates of return to education | 134 |
| 5.6 | Usual gross weekly earnings of all UK employees, 2000 (£) | 135 |
| 5.7 | Returns to education, percentage of the employed and self-employed | 138 |
| 5.8 | Education and training qualifications in the UK, France and | |
| | Germany, 1998 (percentage of workforce) | 140 |
| 5.9 | Overskilling by fields of study | 147 |
| 5.10 | Skills increases on three measures, 1986–97 | 148 |
| 5.11 | Proportion of jobs (%) using a degree and requiring a degree, | |
| | 1986–97 | 149 |
| 5.12 | Proportion (%) of jobs using computers | 150 |
| 5.13 | Estimated IT skills shortages (thousands) in the UK | 150 |
| 5.14 | Employment growth (annual average percentage change) EU and | |
| | USA, 1992–9 | 153 |
| 5.15 | Research and development (R&D) spending, 1996 | 158 |
| 5.16 | Index of labour productivity, USA = 100 | 159 |
| 6.1 | Gender pay gap (%), Great Britain, weekly earnings, 1970–99 | 167 |
| 6.2 | University undergraduates (thousands), Great Britain, 1999 | 167 |
| 6.3 | Occupational female share and relative pay (%), UK 1998 | 178 |
| 6.4 | USA ratio of female to male earnings (full-time working) | 181 |
| 6.5 | Predicted ratios of female to male earnings | 181 |
| 6.6 | Additional return to education for men over women (%) | 183 |
| 6.7 | Ratio of female to male wages (hourly wage rates) | 185 |
| 6.8 | UK ratio of female to male earnings (average gross hourly, full-time | 100 |
| | workers) | 186 |
| 6.9 | Maternity entitlement in the EU, 1999 | 188 |
| 6.10 | Unexplained differentials (%) | 188 |
| 6.11 | Wages of white, black and West Indian Americans | 194 |
| 6.12 | Unexplained wage gap | 194 |
| 7.1 | Trade Union membership (millions) | 203 |
| 7.2 | Number of Unions | 204 |
| 7.3 | Union density, 1970 to 1999 (membership as percentage of all | 205 |
| 7 4 | employees) | 205 |
| 7.4 | Union density (%) by age, 1983 and 1998 | 205 |

| 7.5 | Labour disputes (working days lost per thousand employees), 1989–98 | 208 |
|-------|--|-----|
| 7.6 | Union mark-up (%) | 210 |
| 7.7 | Voice arrangements, Great Britain (percentage of workplaces), | 210 |
| 1 • 1 | 1984–98 | 218 |
| 7.8 | Union peak organisations | 220 |
| 7.9 | UK pay gaps without unions and collective bargaining, 1998 | 241 |
| 8.1 | UK reforms with labour market impact | 247 |
| 8.2 | Unemployment benefit regimes, 1989–94 | 249 |
| 8.3 | Forms of employment, Great Britain, 1979–2000 (thousands, not | , |
| | seasonally adjusted) | 251 |
| 8.4 | UK part-time employment (percentage of total employment) | 252 |
| 8.5 | OECD part-time employment (percentage of total employment) | 252 |
| 8.6 | UK involuntary part-time working, 1984–99 (percentage of | |
| | employees and self-employed working part-time) | 253 |
| 8.7 | UK involuntary temporary working, 1984–99 (percentage of | |
| | employees working temporarily) | 254 |
| 8.8 | Temporary employment, percentage of total dependent employment | |
| | (excludes self-employed) | 255 |
| 8.9 | Self-employment, 1970–2000, percentage of total employment | |
| | (excludes agriculture) | 257 |
| 8.10 | Employees' average total usual working hours per week (hours per week, full-time work) | 258 |
| 8.11 | Labour productivity growth, 1960–99 (annual average percentage | 250 |
| 0.11 | change) | 261 |
| 8.12 | Real wage flexibility ranking, USA and EU countries | 268 |
| 8.13 | Source relative to host country per capita income (GDP using | |
| | PPP \$), 1997 | 269 |
| 8.14 | Comparative regional migration, 1975 and 1985 (persons changing | |
| | residence region as percentage of total population) | 275 |
| 8.15 | Italy: South to North migration rates and unemployment rate | |
| | differences, 1970–90 | 276 |
| 9.1 | Job search method used, 2000 (percentage of total jobseekers) | 286 |
| 9.2 | Numerical example of job search | 288 |
| 9.3 | Expected return from search activity | 289 |
| 9.4 | Expected return from search costs fixed at £2 per search | 290 |
| 9.5 | Likelihood of unemployed using no search method | 300 |
| 9.6 | Unemployment and benefits | 302 |
| 9.7 | Unemployment rate changes (percentage points) | 315 |
| 9.8 | Unemployment rate changes (percentage points), causal factors | 316 |
| 9.9 | Unemployment exit probability by duration (annual average) | 317 |
| 10.1 | Unemployment rates, 1960–2000 (annual average percentage) | 330 |

x List of tables

| 10.2 | Long-term unemployment, 1979, 1988, 1995 and 2000 (percentage | |
|------|---|-----|
| | of unemployed with duration longer than 12 months) | 332 |
| 10.3 | Age-related unemployment rates, UK 2000 | 333 |
| 10.4 | EU unemployment rates by age, 1999 | 334 |
| 10.5 | Unemployment rate (%) by marital status, USA, 2000 | 334 |
| 10.6 | Unemployment rate (%) by education | 334 |
| 10.7 | US occupational unemployment rates (%), 2000 | 335 |
| 10.8 | Great Britain unemployment rates (%), 1998 | 335 |
| 10.9 | US unemployment rates (%), 2000 | 336 |
| 10.1 | 10 Great Britain regional unemployment rates (%), 1965–2000 | 336 |
| 10.1 | 11 Unemployment rates (annual average %), 1955–98 | 355 |
| 10.1 | 12 Spending on active labour market policies (percentage of GDP), | |
| | 1990 and 1997 | 370 |
| 10.1 | 13 Lessons from the policy evaluation literature | 371 |
| 11.1 | Trade (exports) in relation to the economy, 1980 and 1998 | |
| | (percentage of GNP) | 382 |
| 11.2 | | |
| | 1958 and 1989 | 383 |
| 11.3 | | |
| | 1970 to 1990 | 388 |
| 11.4 | | 390 |
| 11.5 | | |
| | GDP, current prices) | 394 |
| 11.6 | | 399 |
| 11.7 | | |
| | (millions of person years, cumulative to 1990) | 401 |
| Not | ees | |
| 1 | Self-employment rates (%), 1995 | 410 |
| 2 | UK female economic activity (%), 2000 | 415 |
| 3 | Sectoral changes in British employment, thousands (percentage changes | |
| | in brackets) | 419 |
| 4 | Unemployment rates (%), 1999 | 421 |