

# A Bibliography of Selected RAND Publications

April 2003

SB-2043

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## ABSTRACTS

### MONOGRAPH/REPORTS

**MR-161-FMP** Designing Military Pay: Contributions and Implications of the Economics Literature. B. J. Asch. 1993.

What should be the structure of military compensation for active-duty personnel? This broad question is the focus of the review of the economic literature presented in this report. The review addresses a more specific question, How should military basic pay be designed? Some of the key guidelines derived from the survey are that (1) individuals in occupations or positions with disamenities (e.g., greater injury/death/health risks) must receive higher pay than those in occupations with amenities; (2) compensation should rise with grade or with hierarchical level; (3) the intergrade compensation spread should increase with grade; (4) promotion policy can increase each individual's motivation and performance; (5) explicit up-or-out policies can sometimes be replaced by implicit up-or-out policies; (6) individuals have different abilities to perform different jobs; (7) compensation within a grade should be contingent on effort and/or performance; (8) the best matches between personnel and grades can be achieved by not motivating to move up in the ranks those who are relatively less able to perform the tasks associated with the higher grades; and (9) the pay gap across grades should be greater than the pay gap within a grade. The report points to aspects of the military that violate these guidelines and makes recommendations for future work to apply the findings.

**MR-326-CPC** Global Preparedness and Human Resources: College and Corporate Perspectives. T. K. Bikson, S. A. Law. 1994.

Developed nations are moving rapidly toward a more global, interlinked economy, a trend that is expected to result in profound organizational and social changes. Using replicated case studies of 16 corporate and 16 academic institutions, this research explored the ways in which U.S. corporations and institutions of higher education understand globalism, their perceptions of its human resource implications, their responses to these implications, and ways in which they might respond more effectively. The findings of the study suggest that (1) corporations must do a better job developing and sustaining their human resources if they are to compete successfully; (2) colleges, facing stiff challenges, should make better use of the cultural diversity of their student bodies to cultivate cross-cultural competence, provide incentives (and, if possible, resources) to faculty to develop new courses or adapt existing ones to address

globalism, and seek closer relationships with corporations; and (3) students who intend to enter fields affected by globalism should strive to develop not only their domain knowledge, but also their generic skills and cross-cultural competence.

**MR-368-P&R** Military Pay Gaps and Caps. J. R. Hosek, C. E. Peterson, J. Z. Heilbrunn. 1994.

This report investigates the military/civilian pay gap and its implications for capping military pay increases. The pay gap is defined as the percent difference in military versus civilian pay growth as measured from a given starting point. The index currently used for civilian pay growth is the Employment Cost Index (ECI), which reflects pay growth in the civilian labor force at large. The authors instead recommend measuring civilian pay growth for the subset of civilian workers whose composition by age, education, occupation, gender, and race/ethnicity represents that of active duty military personnel. The authors do so via construction of a Defense Employment Cost Index (DECI). They compare pay gaps based on the ECI vs. the DECI, and present DECI-based pay gaps for officer and enlisted personnel by gender and seniority and for occupational and age categories. The authors then consider the implications of these pay gaps for capping military pay.

**MR-433-EAC/FF/NA** Scientific Bodies in Motion: The Domestic and International Consequences of the Current and Emergent Brain Drain from the Former USSR. V. D. Shkolnikov. 1994.

Science in the former Soviet republics has not been insulated from the economic problems afflicting the entire state sector of the republic's economies. Funding cuts have given rise to a debate on phenomena not experienced by the "Soviet" science community in the past. One such phenomenon particularly, the emigration of scientists from the former Soviet Union, has attracted a great deal of attention in Russia as well as in the West. The author uses 1992 surveys of Russian aerospace and nuclear specialists and of Russian physicists to estimate that some 7,500 to 9,000 of "Soviet" physicists and mathematicians will leave the former Soviet Union. However, the likely composition of the outflow rather than its magnitude appears to be the problem, since, as surveys show, the best of the young generation of Russian scientists are the most likely candidates for emigration. This may be detrimental to the future of Russian science. From the point of view of the West, the scenario of Russian weapons specialists going to "problem" countries is the greatest risk associated with the

emergent emigration of highly qualified specialists from Russia.

## REPORTS

**R-3106-FF** Women in Nontraditional Occupations: Choice and Turnover. L. J. Waite, S. E. Berryman. 1985.

This report uses data from the National Longitudinal Survey of Youth Labor Market Behavior to test a series of hypotheses about characteristics of individuals and their families that influence their occupational preferences and their turnover in the military and in civilian jobs. The study's findings have three important policy implications: (1) women enlistees have much lower exit rates from the armed forces than their counterparts in civilian jobs; (2) job traditionality does not affect turnover for women in civilian jobs (for a variety of definitions of the traditionality variable and for several alternative specifications of the civilian turnover model); and (3) for women in the military there is no effect of being in a traditionally female or a traditionally male occupation on turnover.

**R-3115-ARMY** Forecasting the Wages of Young Men: The Effects of Cohort Size. H. W. Tan, M. P. Ward. 1985.

In this study, the authors develop forecasts of the civilian wage structure over the next two decades for a variety of different scenarios. They focus on how the wage structure will change as the demographic trend reverses itself, i.e., as the smaller post-baby-boom birth cohorts enter the labor market in the 1980s and 1990s. Section II of the report describes the survey data used to create a working file for the analysis. Based on this file, the authors paint a broad overview of how cohort size and relative wages have changed over the 1967–1980 period. Section III discusses the wage model used and highlights the main empirical results. The assumptions and approach used to forecast wages are detailed in Sec. IV. Section V extends the wage model to investigate two alternative explanations for the observed decline in youth wages. The last section concludes with a summary of the main findings and their implications for military compensation policy.

**R-3144-DOL** Bargaining Responses to the Technology Revolution: The Case of the Newspaper Industry. J. N. Dertouzos, T. H. Quinn. 1985.

This report documents the results of research on how the bargaining relationship between workers and firm managers affects the introduction of new technologies. Using data from the newspaper industry, the research

documents the extent of technology diffusion and labor displacement, and explains why firms and workers under varying circumstances rely on different bargaining responses to incorporate new technologies into production processes. The following are among the main empirical results: (1) worker layoffs are rare; (2) nonunion firms are no less likely to compensate workers than union firms; (3) the most frequently observed bargaining response is natural attrition; (4) nonunion firms exhibit greater reliance on programs to retrain workers for other jobs in the firm; and (5) group-owned newspapers did not adopt the new technology more quickly. Other characteristics with predictable effects on response decisions quantified in this report include the size of the firm, market growth, whether the firm was purchased near the time of technology adoption, and the age distribution of workers.

**R-3194-MIL** Individual Characteristics and Unit Performance: A Review of Research and Methods. J. P. Kahan, N. M. Webb, R. J. Shavelson, R. M. Stolzenberg. 1985.

This study is an initial effort to understand how characteristics of individuals influence the effectiveness and efficiency with which the military units to which they belong perform their missions. It was undertaken as a systematic review of existing knowledge about the relationship between individual characteristics and group performance. It identified five general categories of predictors of group performance: (1) individual characteristics (general ability, task proficiency, and personality characteristics); (2) leadership; (3) group structural composition, or the mix of individual characteristics; (4) group processes (cohesiveness, attraction); and (5) training techniques (feedback vs. no feedback, and feedback about group vs. individual performance). Among its conclusions, the study finds that the relationship between ability and performance depends on the nature of the task, and that feedback, both on the level of the individual member's performance and on the level of unit performance, is very important.

**R-3330-DOL** Closing the Gap: Forty Years of Economic Progress for Blacks. J. P. Smith, F. Welch. 1986.

This report undertakes a reassessment of the economic progress of American blacks over the past 40 years, drawing on the 1980 Census micro data file and the newly released micro data files for the 1940 and 1950 Censuses. Its most basic concern is whether the economic lot of black men has improved significantly in the 40-year period, but it also considers whether economic progress has touched all parts of the black community. Finally, it attempts to isolate the underlying causes of black economic progress by considering the roles played by education, migration to the north, and affirmative action.

**R-3331-DOL/RC** Private Sector Training: Who Gets It and What Are Its Effects? L. A. Lillard, H. W. Tan. 1986.

This report considers several issues regarding recipients of post-school job training, the extent of such training and the reasons for it, and how it affects subsequent earnings and employment. It draws on measures of reported training from the Current Population Survey, three cohorts from the National Longitudinal Surveys, and the Employment Opportunities Pilot Projects Survey. Its principal findings are (1) the probability of training rises with schooling and the industry rate of technical change; (2) nonwhites and women appear to receive less training than white males; (3) rapid technical change is associated with increased training from company sources, and with managerial, professional and technical types of training; and (4) these kinds of training have the largest effects on increasing earnings and reducing the likelihood of future unemployment.

**R-3365-CR** Current and Future Effects of Mexican Immigration in California. K. F. McCarthy, R. Otto B. Valdez. 1986.

There has been growing concern that Mexican immigration to California has reached a crisis, with immigrants taking jobs from native-born workers, using public services for which they have not paid, and living in isolation from U.S. society. This report assesses the current situation of Mexican immigrants in California and projects future possibilities. The authors constructed a demographic profile of the immigrants, examined their economic effects on the state, and described their socioeconomic integration into California society. They developed models of both the immigration and integration processes, and then used the models to project future immigration flows. The report's major conclusion is that the widespread concerns about Mexican immigration are generally unfounded: Mexican immigrants differ in their characteristics and their effects on the state; they provide economic benefits to the state, and U.S.-born Latinos may bear the brunt of competition for low-skill jobs; immigrants contribute more to public revenues than they consume in public services, but produce a net deficit in educational expenditures; and they are following the classic pattern for integrating into U.S. society, with education playing a critical role in this process.

**R-3365/1-CR** Current and Future Effects of Mexican Immigration in California : Executive Summary. K. F. McCarthy, R. Otto B. Valdez. 1985.

This report is an executive summary of RAND/R-3365-CR.

**R-3365/2-CF** Los Efectos Actuales Y Futuros De La Inmigracion Mexicana En California: Resumen Ejecutivo. K. F. McCarthy, R. Otto B. Valdez, C. M. Moreno. 1985.

This report is a Spanish-language executive summary of RAND/R-3365-CR, Current and Future Effects of Mexican Immigration in California.

**R-3481-CWF** Assessing the Outcome of Affirmative Action in Medical Schools: A Study of the Class of 1975. S. N. Keith, R. M. Bell, A. P. Williams. 1987.

Based on an analysis of data on people who graduated from U.S. medical schools in 1975, this study reports on the ways that specialty choice, practice location, patient populations served, and board certification rates differ between minority and nonminority graduates. It also considers the relationship of premedical school performance and socioeconomic status to these variables. Although they entered the primary care specialties to a greater extent than nonminorities, there is an impressive dispersion of minority graduates across all specialties. Minority graduates are practicing in physician-shortage areas at twice the rate of their nonminority counterparts, and they are caring for significantly greater proportions of minority and Medicaid patients. Only about half the minority physicians had obtained board certification in their specialty, compared with four-fifths of the nonminority graduates. The results for specialty choice, practice location, and patient characteristics support the continuing affirmative action in medical schools.

**R-3599-RC** Racial Equity in Sentencing. S. P. Klein, S. Turner, J. Petersilia. 1988.

This report presents the results of an analysis of data on 11,553 offenders who were convicted in California in 1980 of assault, robbery, burglary, theft, forgery, or drug crimes. Using a combination of defendant and crime characteristics and criminal justice processing variables, the authors were able to predict with about 80 percent accuracy whether an offender was given probation or sentenced to prison for these crimes. Adding race to the prediction equation for a given crime type did not improve accuracy, nor was race shown to be related to the predicted sentence. Thus, the failure of race to contribute to predictive accuracy did not stem from any correlation between race and the variables that did predict these outcomes. Race also was not related to the length of prison term imposed. These findings, in contrast to those obtained before the full implementation of California's Determinate Sentencing Act, suggest that this act may foster racial equity in sentencing.

**R-3603-NSF/MF** Telephone Assistance Programs for Low-Income Households: A Preliminary Assessment. L. L. Johnson. 1988.

In response to rising local telephone rates in recent years, many states have introduced telephone assistance programs to enable households to retain service and to extend service to those without it. Typically, these programs offer a substantial discount for service to households with incomes below a given level or eligible for benefits under specified welfare programs. This report offers guidance in the design and evaluation of assistance programs by assessing evidence from ongoing programs. The study examines the experiences in eight states and the District of Columbia—jurisdictions whose programs have histories long enough to draw upon. Two important conclusions emerge: (1) To most effectively promote universal service, a program would have characteristics different from one designed to ease financial hardship. (2) Although programs are justified in terms of promoting universal service, their design frequently includes characteristics that are more consistent with easing financial hardship. The author suggests that there must be mandatory reporting requirements to enable the early evaluation of these programs.

**R-3631-CDMH** Review of California's Program for the Homeless Mentally Disabled. G. Vernez, M. A. Burnam, E. A. McGlynn, S. Trude, B. S. Mittman. 1988.

This report assesses the effectiveness of California's recent Program for the Homeless Mentally Disabled, determines the accountability of its funds, and describes the demographic and mental disorder characteristics of those it serves. Data are based on surveys of the homeless and interviews with and case studies obtained from county officials and service providers. The findings suggest that two-thirds of the homeless mentally disabled also have histories of substance abuse; counties allocate most funds for shelter and outreach and otherwise rely heavily on existing services; and the program is best at providing basic necessities and worst at moving the homeless mentally disabled into benefits and mental health programs and long-term housing. The authors identify significant gaps in service to homeless who are dually diagnosed, or hard to reach, and suggest measures that California counties can implement immediately with fairly modest addition or reallocation of funds to make existing programs more effective.

**R-3631/1-CDMH** Review of California's Program for the Homeless Mentally Disabled: Executive Summary. G. Vernez, M. A. Burnam, E. A. McGlynn, S. Trude, B. S. Mittman. 1988.

This report is an executive summary of RAND/R-3631-CDMH.

**R-3633-ED/CSTP** Assessing Teacher Supply and Demand. G. W. Haggstrom, L. Darling-Hammond, D. W. Grissmer. 1988.

This report presents an analysis of factors that affect the supply of and demand for elementary and secondary school teachers. This analysis was undertaken to provide a framework for redesigning the U.S. Department of Education's data system to monitor the status of teachers over the next several years. The major components of the system are the Schools and Staffing Surveys, several linked surveys of school districts, schools, principals, teachers, and former teachers that will be fielded, beginning in 1988, by the Center for Education Statistics. The authors review the current state of knowledge of the teacher workforce and school staffing practices; examine extant databases; and discuss the data requirements, survey options, and practical considerations that were weighed in prescribing the content and data-gathering procedures for the Schools and Staffing Surveys.

**R-3774-NSF/RC** Lost Talent: The Underparticipation of Women, Minorities, and Disabled Persons in Science. J. Oakes. 1990.

As the nation's economic base shifts increasingly toward technology, disparities in students' achievement and participation in science and mathematics are generating increasing concern. This concern is heightened by demographic projections which show that the traditional pool of scientific workers is shrinking. This report reviews current research on the relationship between educational practices and policies and the low rates of participation of women, minorities, and disabled persons in science-related careers. It presents an overview of the problem, including data on the current status and recent trends in the participation of these groups; describes the schooling process by which students become scientists and discusses race and gender differences in participation; describes the potential influences on the learning opportunities, achievement, and choices of women, minorities, and disabled persons; and outlines intervention strategies that have been designed to reverse underparticipation.

**R-3948-FF** Trends in the Postsecondary Enrollment of Minorities. D. M. Koretz, E. Lewis, L. DeSilets. 1990.

Many recent press accounts raise concerns that the enrollment of minority individuals, especially black males, in postsecondary education has been declining. Some accounts have portrayed the enrollment decline as one of many indications of a broad range of social problems confronting black males, suggesting a link to problems in other areas, such as income, health, and family composition. Other accounts have pointed to more specific factors, such as changes in the rate at which black males have been enlisting in the military rather than enrolling in college. This report suggests that these press accounts have identified a serious problem but have also oversimplified and exaggerated it. Moreover, many hypothesized explanations do not stand up to closer

scrutiny. Viewed closely, the enrollment data do not suggest that black males are the group for which enrollment trends are anomalous—rather, it is white females who are unusual. Overall, enrollment trends clearly tend to be more favorable for whites than for blacks and for females than for males. When one group's enrollments cannot be predicted from those two general patterns, it is white females, rather than black males, who are the exception. The author highlights several important questions that must remain unanswered until more detailed data become available. The data presented confirm that the problem of disparities between whites and minorities in enrollments goes far beyond postsecondary institutions.

**R-3989-ICJ** Labor Market Responses to Employer Liability. J. N. Dertouzos, L. A. Karoly. 1992.

The labor market in the United States has always been more flexible than labor markets of other Western societies. American employers have been relatively unencumbered in dismissing poor performers or adjusting the labor force in response to exogenous changes in product demand, technological change, or the competitive environment. Recently, however, state judiciaries have adopted a number of wrongful-termination doctrines that challenge the "employment-at-will" rule. This report provides the first empirical estimates of the aggregate effects of wrongful termination. It outlines the major exceptions to employment at will that have been adopted by state court jurisdictions. It also examines the timing and pattern of state adoption of the new doctrines. In an econometric analysis, it identifies those political, legal, and economic factors that are correlated with, and possibly causes of, the changes in court views of employee job protection. The authors also consider the economic factors that may have induced changes in the legal environment to derive reliable causal inferences about the subsequent effect on labor markets. The authors also evaluate the likely consequences of the legal changes for the behavior of business decisionmakers and derive testable implications for labor-market outcomes. Finally, they present their empirical findings on state-level employment effects that can be linked to expanding liabilities. The findings suggest that the indirect effects of wrongful-termination doctrines are 100 times more costly than the direct legal costs of jury awards, settlements, and attorney fees. Whether or not these changes are desirable depends upon whether or not there are compensating benefits to employees, firms, or society at large.

**R-4004-NCRVE/UCB** Teaching and Learning Generic Skills for the Workplace. C. Stasz, D. McArthur, M. W. Lewis, K. Ramsey. 1990.

Recent school reform seeks to reconceptualize schooling for most students. Reform proposals urge that instruction emphasize "generic skills" as much as, or more than, it

does occupation-specific or domain-specific knowledge and skills. The idea is to enable people to (1) cooperate for group problem solving; (2) define problems in complex environments; (3) seek, acquire, and synthesize new information; and (4) adapt to changes and information gaps while problem solving. This report represents an initial effort to determine what generic skills are needed, whether they are being and can be taught, and how schooling can be structured to develop these skills. The results indicate that an emphasis on training generic skills alone is unlikely to be successful without the parallel development of an adaptive motivational style. The findings also suggest that approaches for teaching generic skills can be applied to achieve integration of vocational and academic curricula.

**R-4008-FMP** After High School, Then What? A Look at the Postsecondary Sorting-Out Process for American Youth. G. W. Haggstrom, T. J. Blaschke, R. J. Shavelson. 1991.

This study examines patterns of military service, college enrollment, and civilian labor force participation among recent high school graduates and dropouts, and the key factors affecting the postsecondary sorting-out process in the 1980s, with special attention to the flows of high school graduates into and out of educational activities and military service. A comprehensive database was compiled for this study, drawing on the High School and Beyond longitudinal study of more than 26,000 high school seniors in the classes of 1980 and 1982. The authors derived estimates and projections of numbers of high school graduates by state, sex, race, and Hispanic origin for the years 1980–2000. The findings indicate that activity patterns during the first year after leaving school have remained remarkably stable since the early 1970s, with some increases in both college enrollment and military enlistment rates in the early 1980s. Analyses of activities during the rest of the five-year period following high school reveal considerable turbulence, much of it into and out of short-term civilian jobs. The findings indicate that a substantial proportion of high school seniors in the 1980s lacked direction when they left school, and that their subsequent activities were marked by false starts and backtracking. The authors conclude that the United States made poor use of its human resources during the 1980s and will be hard put to meet its manpower requirements in the 1990s.

**R-4040-NICHD** Child Care and Women's Return to Work After Childbirth. J. A. Klerman, A. A. Leibowitz. 1991.

The need for nonmaternal child care has risen dramatically as increasing numbers of mothers with preschool children have entered the labor force. This report considers the effects of child care costs on the supply of new mothers in

the work force. The authors examine the role of federal and state subsidies—in the form of income tax deductions and credits for child expenses—in the rapid increase in work among mothers of very young children. They focus on the labor supply of women immediately following their first birth in order to understand to what extent child care subsidies have promoted the rapid growth in labor supply among mothers of very young children. Finally, they discuss a model of women's return to work and their implementation of that model using data from the National Longitudinal Survey of Youth. They also include empirical estimates of the effect of child care costs on return to work after childbirth.

**R-4162-LE** Patterns of Attrition Among Indiana Teachers, 1965-1987: An Executive Summary. D. W. Grissmer, S. N. Kirby. 1991.

This report, one in a series focusing on Indiana teachers, presents findings regarding the patterns of teacher attrition among full-time teachers in Indiana from 1965–1987. It considers (1) whether teachers are leaving the profession at growing rates, (2) the roles played by compensation and working conditions in retaining teachers, (3) whether shortages of teachers are likely, (4) whether more attractive job opportunities are increasing attrition rates for women teachers, (5) types of teachers that stay longest in the profession, and (6) how attrition rates differ by subject taught. The findings indicate that teacher trends have been greatly affected by the changing pattern of women's participation in the labor force. Women teachers have followed the general trend among women of strongly increasing full-time participation in the labor force. The outlook for future trends in teacher attrition is mixed. Teacher attrition rates should remain low by historical standards for the next ten years, provided pay levels are maintained in real terms. The other factors that have restrained attrition rates should continue to do so. These include the presence of a predominantly mid- to late-career teaching force; strong labor-force participation for women; increased proportions of newly entering, older teachers; and declining class sizes. In the longer term, teacher attrition rates will rise as the larger group of mid- to late-career teachers retires and is replaced by younger teachers.

**R-4206-RC** The Trend in Inequality Among Families, Individuals, and Workers in the United States: A Twenty-Five-Year Perspective. L. A. Karoly. 1992.

This report analyzes changes in the distribution of income in the United States over the last 25 years. In an effort to explain contradictory findings in previous research, it uses microdata from the Current Population Survey to examine how the distribution of income and wages has changed for families, individuals, and workers. The author also compares her findings with those of previous studies in an

attempt to resolve the controversies in the literature. This study presents a serious challenge to the conventional wisdom that there is a relatively stable income distribution in the United States. In the last two decades, income inequality has been increasing, both among families and individuals, and among workers. Although the magnitude of the changes in the income distribution and the timing of the changes can depend upon how income and inequality are measured, the net result is that the gap in family income and wages between those at the top of the income or wage scale and those at the bottom has widened, at least since the mid-1970s. These changes in the U.S. income distribution are indicative of more fundamental changes in the composition of families and workers, and in the structure of the economy.

**R-7144-RGI** Pension Funding Policy and Corporate Finance. M. Sze. 1985.

This paper considers private pension plans, their role in corporate finance, their funding levels, and the role of government policy in regulating and backing them. In particular, it focuses on the Employee Retirement Income Security Act of 1974 (ERISA) within the government regulatory environment, and assesses the social objective of retirement income security and the future of ERISA. Using a new method to measure pension liabilities, the author shows that funding is seriously inadequate due to unrealistic and ineffective regulations that allow companies to use pension funding for other corporate purposes. As a result, ERISA cannot achieve its goal of fully funded pensions, and proposed changes may not be successful. The author suggests instead that the market system can provide an alternative mechanism to achieve ERISA's social objective of retirement income security.

## JOINT REPORTS

**JRI-01** Opening and Closing the Doors: Evaluating Immigration Reform and Control. F. D. Bean, G. Vernez, C. B. Keely. 1989.

Large-scale immigration has always been part of the American experience, viewed as both an opportunity for immigrants and as a benefit to the nation. But Americans can also be ambivalent about immigration as it affects jobs. A period of large-scale immigration began in the early 1970s and culminated in passage of the 1986 Immigration Reform and Control Act (IRCA). This report provides the context within which the effects of IRCA—whose provisions included changes in employment, agricultural labor, civil rights, and federal reimbursement policies and programs—can be evaluated.

**JRI-02** Immigration and International Relations: Proceedings of a Conference on the International Effects of the 1986 Immigration Reform and Control Act (IRCA). G. Vernez. 1990.

This report presents the proceedings of a conference on the International Effects of the Immigration Reform and Control Act of 1986 (IRCA) held in Guadalajara, Mexico, in May 1989. Sponsored by The RAND Corporation and The Urban Institute, the conference was attended by scholars and public officials from Mexico, the United States, and Canada who addressed the effects of IRCA in four areas: illegal immigration, U.S.-Mexico relations, Mexico, and the West Indies and inter-American relations. Each area was the basis of a working session whose presentations and discussions are summarized in the report. Also included are opening and closing speeches and 11 of the resource papers that were presented at the working sessions. The conference was part of the ongoing Program for Research on Immigration Policy, which was established by the two host organizations to provide analysis that will help inform policies on immigration and immigrants.

**JRI-03** The Effect of Employer Sanctions on the Flow of Undocumented Immigrants to the United States. K. Crane, B. J. Asch, J. Z. Heilbrunn, D. C. Cullinane. 1990.

This report examines several data series to test whether the employer sanctions mandated by the Immigration Reform and Control Act (IRCA) of 1986 have reduced the flow of undocumented immigrants to the United States. Specifically, the authors use apprehensions—failed attempts to enter the United States—and counts taken by the Colegio de la Frontera Norte of illegal crossings at Canyon Zapata in Tijuana as measures of the flow of people who attempt to cross the border illegally. In the case of apprehensions, they predict post-IRCA apprehension levels using a model estimated with pre-IRCA data and compare predicted with actual levels to test for a drop after accounting for declines in attempted crossings due to the legalization of undocumented immigrants provided for by IRCA. Significant declines in either of the measures, assuming all other factors remained the same, signal employer sanctions may be having an effect. The authors also examine statistics on immigration visa waiting lists, tourist visas, and applications for asylum for evidence of changes in the behavior of potential undocumented immigrants. The economic indicators include a wage survey designed to detect changes in employment patterns stemming from the law and an examination of applications for foreign workers under the H-2A program. The authors find that alone, none of their datasets provides conclusive evidence that employer sanctions have or have not reduced undocumented immigration. Together, the preponderance of the evidence points to some decline in the flow.

**JRI-04** Enforcing Employer Sanctions: Challenges and Strategies. M. Fix, P. T. Hill. 1990.

In 1986, Congress enacted the Immigration Reform and Control Act (IRCA), which for the first time makes it illegal for employers to hire undocumented immigrants. This provision is counterbalanced by a legislative ban on discrimination in employment on the basis of national origin or, under certain circumstances, citizenship status. This report identifies four major challenges to the law's implementers, most notably the Immigration and Naturalization Service (INS): (1) establishing the legitimacy of sanctions as a new set of employment regulations; (2) satisfying the exacting legal requirements that attach to business regulation (and generally do not apply to relations with immigrants); (3) adapting the INS, which was designed for one purpose—to deal with immigrants—to the very different purposes of educating, regulating, inspecting, and sanctioning employers; and (4) regulating a vast economic process with limited investigative enforcement resources. The authors conclude that the implementers have essentially met the challenges of IRCA's first three years.

**JRI-05** The Cautious Welcome: The Legalization Programs of the Immigration Reform and Control Act. S. G. Baker. 1990.

This report chronicles the design, implementation, and outcomes of the legalization provisions of the Immigration Reform and Control Act of 1986 (IRCA). These provisions, representing IRCA's inclusionary aspects, allow certain types of undocumented immigrants to adjust their status to legal permanent residence and eventually to citizenship. The key legalization provision creates a temporary program that permits the status adjustment of undocumented immigrants who can demonstrate continuous residence in the United States as of January 1, 1982. A second major provision allows for the adjustment of certain undocumented farm workers through the Special Agricultural Worker (SAW) and Replenishment Agricultural Worker (RAW) programs. The study is based on data collected from October to December 1988 and from April to July 1989. Topics covered by the study include the degree to which IRCA's implementers have met the challenges of the legislation; the legislative history of legalization proposals; the organization, financing, and staffing plans adopted by the Immigration and Naturalization Service to implement the legalization provisions; the politics behind legalization implementation; discrepancies in implementation and outcomes; and issues remaining to be resolved.

**JRI-06** A Window on Immigration Reform: Implementing the Immigration Reform and Control Act in Los Angeles. E. S. Rolph, A. E. Robyn. 1990.

Responding to growing concerns that the United States was fast losing control of its borders to illegal immigration, Congress enacted the 1986 Immigration Reform and Control Act (IRCA). At its heart, the statute represents an effort to control illegal immigration by reducing the opportunities for illegal immigrants to find employment. At the same time, recognizing that a substantial number of illegal immigrants already had established themselves as an integral part of the economic and social fabric of the nation, the statute also provided that longtime residents could convert to legal status and eventually gain citizenship. This study examines the implementation of IRCA in Los Angeles, the nation's most important "gateway city" for illegal immigration. Understanding how and why the law is being interpreted and applied as it is in this locale helps explain outcomes in a critical location and sheds light on national implementation.

**JRI-07** Undocumented Migration to the United States: IRCA and the Experience of the 1980s. F. D. Bean, B. Edmonston, J. S. Passel. 1990.

The 1986 Immigration Reform and Control Act (IRCA) is the most sweeping revision of U.S. immigration policy since the national quota system was abolished in 1965. Its major objective is to reduce illegal immigration through two strategies—legalizing immigrants already in the country and reducing future flows to the country through imposing penalties on employers who hire illegal aliens. The success of the legislation will, therefore, be measured at least in part by whether the flow of illegal immigrants to the United States has been reduced. This report considers whether IRCA has succeeded in reducing illegal immigration. It presents the most up-to-date evidence available on the size of the illegal population in the United States and its changes during the 1980s.

**JRI-08** Mexican Immigration, U.S. Investment, and U.S.-Mexican Relations. D. F. Ronfeldt, M. Ortiz de Oppermann. 1990.

This report presents an analysis of the potential effects of the U.S. Immigration Reform and Control Act (IRCA) of 1986 on U.S.-Mexican relations. To date, IRCA has been implemented pragmatically, but it reflects anxieties in the United States, arouses concern in Mexico, and may lead to actions that damage bilateral relations. However, the issues that Americans raise about immigration are similar to those that Mexicans raise about foreign investment. Parallels also appear in the laws each country has enacted to deal with these issues. The authors conclude that nationalist mindsets in both countries should be questioned. They suggest that the flows of immigration and investment may be equally good or bad for both countries. As economic and social integration deepen the

two countries' interdependence, harmonized views will be needed about both flows in both countries.

**JRI-10** The Paper Curtain Employer Sanctions' Implementation, Impact, and Reform. M. Fix. 1991.

The papers in this volume address the related issues of the implementation, impacts, and reform of employer sanctions and selected programs authorized by the 1986 Immigration Reform and Control Act (IRCA), which was intended to curb illegal immigration. When IRCA was passed, legislators knew that some of the law's components were experimental and would have to be monitored. The papers collected here examine the impact of IRCA and assess more broadly the unfolding gatekeeping function of U.S. immigration policies and their demographic, economic, and social effects. Several conclusions emerge: (1) the number of undocumented migrants across the southern border appears to be increasing again after a sharp decline following IRCA's enactment; (2) jobs in agriculture appear to have remained a magnet for undocumented migrants, as worker turnover has increased and the number of farm labor contractors who serve as intermediaries between farmers and workers has expanded; (3) the introduction of employer sanctions appears to have increased the incidence of national origin and citizenship discrimination; and (4) new enforcement missions assigned the Immigration and Naturalization Service and continuing competition within the INS for enforcement resources are threatening the long-term effectiveness of sanctions.

## NOTES

**N-2276-DOL** Local Labor Market Cycles and Their Consequences: Wages, Hours of Work, and Unemployment. L. A. Lillard. 1986.

This Note presents an analysis of state labor market cycles as represented by the annual average monthly unemployment rate. It discusses the implications both of long-run differences in the level and amplitude of the state cycles and of short-run cyclic variation for the annual incidence and duration of unemployment and for wages and hours of work. The study's findings indicate that the employment environment is not stable. There is enormous variation across areas within the economy at any given time, and the situation in any particular area may change dramatically over time. The degree to which it changes and the environment in which the worker is placed are significantly different in different areas.

**N-2311-DOL** Job Mobility and the Careers of Young Men. R. H. Topel, M. P. Ward. 1986.

Male workers in the United States change jobs more than eleven times during their lives but most of these changes occur before the age of 30. The vast majority do not involve spells of unemployment and most are associated with increases in earnings. In this Note, the authors study the process of job change among young men and consider those characteristics of workers and firms that make for lasting employment relationships. Among their conclusions the authors found that (1) declining mobility over careers is the outcome of a search process in which the workers sort themselves into better and better employment matches; (2) among young men, more than 60 percent of all new jobs end in the first year and more than one-third end in the first three months; (3) the likelihood that a new job will last increases with labor market experience; (4) an important portion of rapid labor turnover among young workers is accounted for by weak labor force attachment; (5) young blacks hold jobs that are significantly less stable than those of whites; and (6) jobs in large firms are more stable than in small ones.

**N-2392-CR** An Annotated Bibliography of Sources on Mexican Immigration. R. O. B. Valdez, K. F. McCarthy, C. M. Moreno. 1987.

This Note provides a bibliography of reports, journal articles, periodicals, and statistical sources dealing with Mexican immigrants and Mexican Americans. Included are profiles of Mexican immigrants, general studies of the Mexican-heritage population, analyses of immigrant labor market characteristics and effects, studies of immigrant public service usage, and assessments of the economic and social mobility of Mexican immigrants and their children. This Note highlights some of the issues raised by the diverse literature on the Mexican population and their effects on California.

**N-2450-DOL/RC** Methodological Issues in the Evaluation of CETA Programs: Endogenous Participation, Completion, and Program Assignment. L. A. Lillard, S. Kumbhakar. 1986.

This Note examines selected methodological issues for the evaluation of training programs similar to the one established by the Comprehensive Employment and Training Act. It addresses two aspects of the training programs that are treated only casually in the literature. First, in addition to the worker's endogenous participation and program-completion decisions, the authors' analysis includes the program sponsor's endogenous decisions concerning the type of training received by the trainee (i.e., assignment to a program type) and the placement of the trainee in a job at the end of the training period. Second, the authors analyze various components of earnings (in terms of wage rates, hours per week, and weeks worked), as well as individual differences in the

long-run level and growth of these components, and transitory variations.

**N-2488-NICHD** Changes in the Employment Activities of New Parents. L. J. Waite, G. W. Haggstrom, D. E. Kanouse. 1985.

Using data from the National Longitudinal Survey of the High School Class of 1972, this paper, a reprint of an article that originally appeared in *American Sociological Review*, v. 50, no. 2, Apr. 1985, examines the impact of the transition to parenthood on the amount of time men and women spend on paid employment. The majority of the women have jobs prior to pregnancy; most leave these jobs as the pregnancy progresses, so that only one woman in five remains employed in the month that the child is born. Some women return to work, but by two years after the birth, employment rates reach only 60 percent of their previous levels. In the absence of parenthood, the proportion employed would have steadily increased, so that the real employment deficit due to parenthood exceeds that implied by a comparison of employment before and after the birth. The most important contributor to women's decreased work activity following parenthood is withdrawal from employment. On virtually all measures used, fathers show higher levels of work activity than would be expected in the absence of the first birth, but this "parenthood effect" predates the pregnancy by a substantial amount.

**N-2570-FF** Job Stability Among Young Women: A Comparison of Traditional and Nontraditional Occupations. L. J. Waite, S. E. Berryman. 1986.

This Note, which originally appeared in the *American Journal of Sociology*, v. 92, no. 3, Nov. 1986, explores young women's retention in sex-atypical jobs in the military and in civilian firms. It develops hypotheses about the effects on one-year turnover of sex composition of the occupation in the national labor force. These hypotheses were drawn from several theoretical perspectives on career mobility and the effects of out-group membership on acceptance. Tests of these hypotheses, using data from the National Longitudinal Survey of Youth Labor Market Behavior, provide no evidence that being in a nontraditional occupation increases the chances that a young woman will leave her current employer. The military sector shows a more complex relationship between occupational typicality and women's exit from the services.

**N-2576-NICHD** The Effects of Parenthood on the Career Orientation and Job Characteristics of Young Adults. L. J. Waite, G. W. Haggstrom, D. E. Kanouse. 1986.

Scholars of sex differentials in attainment in the labor market have long looked to the division of labor in the family—especially childbearing and rearing—as one source of these differentials. This paper, reprinted from *Social Forces*, v. 65, no. 1, Sept. 1986, assesses the effects of the first birth on the career orientation and job characteristics of young adult males and females, using data from the National Longitudinal Study of the High School Class of 1972. It tests the hypothesis that those who become parents differ in their views of work even prior to the pregnancy that produces the first birth, and that parenthood produces changes in career orientation over and above those existing before. The authors also examine the average job characteristics of employed mothers and fathers to assess changes in these around the first birth. The results show that mothers differ from nonmothers in several key respects prior to the pregnancy, and that the first birth results in further changes. For men, there is no evidence of initial differences between those who become fathers and those who do not, and the study shows effects of parenthood only for general career expectations. The results give some indication that new fathers become less focused on their careers in the years around the birth of their first child.

**N-2707-HHS/NICHD** Teenagers Willing to Consider Single Parenthood: Who Is at Greatest Risk? A. F. Abrahamse. 1988.

Using data from the High School and Beyond panel study, the authors found that of 13,061 female high school sophomores who responded to both the baseline questionnaire in 1980 and a 1982 follow-up, 41 percent of blacks, 29 percent of Hispanics, and 23 percent of non-Hispanic whites said they either would or might consider having a child outside of marriage. Such willingness was higher among young women who, according to their background characteristics, were at greater risk of teenage parenthood. In addition, young black women were more willing to consider having a child while single than were white or Hispanic respondents. The findings suggest that the willingness to consider single motherhood can be traced to patterns of nonconforming behavior, to the educational opportunity costs of becoming a single mother and, at least among whites and Hispanics, to self-reported depression, which may be a proxy for low self-esteem.

**N-2785-HHS/NICHD** The Current Demographic Context of Federal Social Programs. P. A. Morrison. 1988.

This Note reviews ongoing demographic changes and considers their implications for social legislation and public programs. The two areas of consequence highlighted are the altered family circumstances of children and the aging of the American population. Today's families are profoundly different from those of the

past. Single women bear children, couples divorce, and proportionally more childhood years are spent in single-parent families. Contemporary preschoolers typically have mothers who are employed outside the home. These changes have transformed the family settings in which children grow up. As the population ages, the number of elderly will increase, and a growing share of the population will be in the oldest age group. The extremely elderly (those 85 and older) now are only 9 percent of all retirement-aged Americans, but that proportion will reach 24 percent midway through the next century. These developments have several broad implications: (1) changes in family structure and labor force participation patterns are steadily narrowing families' capacity to provide care for children and elderly members; (2) population aging portends an increasing need for long-term care services; and (3) in the future, certain needs of both children and the elderly may spill over into the federal "safety net" programs.

**N-2855-NICHD** Child Care for Preschoolers: Differences by Child's Age. A. A. Leibowitz, L. J. Waite, C. Witsberger. 1988.

Because of high rates of employment of mothers, a large and increasing number of preschool children receive regular care from someone else. This Note, reprinted from *Demography*, v. 25, May 1988, develops and tests hypotheses about the choice of child care arrangements for younger and older preschool children, using data from the National Longitudinal Survey of Young Women. The authors argue that appropriate care depends on the age of the child. It includes care by the mother or a paid provider in the child's home for children aged 0–2 and mother care and nursery school or center care for those 3–5. They estimate models of the mother's employment and choice of child care separately for younger and older preschoolers. The results show that need for care, presence of substitutes for the mother, financial resources, and preferences all affect both full-time care by the mother and the type of child care chosen by working women, although they affect these two decisions in different ways.

**N-2862-SRAJ/NIA** The Effect of the Employee Pension on the Labor Supply of the Japanese Elderly. A. Seike. 1989.

In Japan today, the ratio of elderly to nonelderly in the general population is increasing at a rate nearly twice that of other developed nations. This rapidly aging population has given rise to two important policy issues in Japan: (1) the need to maintain the fiscal health of the pension system as the demand for retirement benefits increases, and (2) the need to create employment opportunities for older people who are able and willing to continue working. Both issues are related to, and affected by, the effects of public pensions on the labor supply, but little is

known about the way these factors interrelate in Japan. To begin to fill this information gap, this Note formulates labor supply models, with corrections for selectivity bias, based on an estimate of the effects of the employee pension on both the decision to remain in the labor force and the number of hours worked per week. The study's findings indicate that the employee pension has a significant negative effect on the decision of older Japanese workers to remain in the labor force and on the average number of hours worked by older workers.

**N-2967-FMP** Who Stays, Who Leaves? Attrition Among First-Term Enlistees. J. R. Hosek, J. J. Antel, C. E. Peterson. 1989.

For nearly a decade, 35-month attrition rates in the volunteer armed forces have exceeded 25 percent. This Note, reprinted from *Armed Forces and Society*, v. 15, no. 3, Spring 1989, identifies the determinants of attrition behavior of high school students and graduates—the population groups most significant for recruiting today's higher-quality force. In order to improve the capability to predict who is likely to stay and who is likely to leave, and to understand why attrition occurs, the authors employ a unique microdata set and specify a statistical model that analyzes male attrition behavior jointly with enlistment. The results suggest that attrition is higher among people who enter rashly and without firm career goals, who have history of employment instability, and who do not expect to obtain further education. Policy implications are discussed.

**N-3007-OERI/HHE** Education, Employment, and the Economy: An Examination of Work-Related Education in Greater Pittsburgh. T. K. Glennan, S. J. Bodilly, J. Harvey, D. Menefee-Libey, A. H. Pascal. 1989.

The Pittsburgh region's economy and demography have changed radically over the past several decades, with resulting changes in the demands placed on the work-related educational system. This study describes and analyzes these changes, drawing on interviews with leaders of education, training, employment, and community organizations; analyses of employment and demographic trends affecting the demands for work-related skills; and interviews with employers about hiring and training practices. It suggests several key actions that may improve the functioning of both the work-related education system and the education system in general, including developing regional leadership, promoting collective assessment of needs in K-12 schools, improving and publicizing indicators of student and system performance, creating or strengthening mechanisms to counter fragmentation of K-12 schools, improving linkages among elements of the system, and altering governance or funding structures.

**N-3025-ED/HHE** Mapping the Pittsburgh Work-Related Education System. S. J. Bodilly, D. Menefee-Libey. 1989.

This Note describes, or "maps," the work-related education system in the Pittsburgh region. Emphasizing education and training activities that provide skills directly relevant to employment in the region, the study focuses both on subbaccalaureate education that provides entry-level skills and on training that upgrades skills or supports shifts to new occupations. It presents a broad picture of the various providers that fulfill these functions, identifying the most important provider types and describing each in terms of the population it serves, the mission it sees itself performing, the amount and sources of the resources it expends, the relative importance of the work-related mission compared with other institutional missions, and, where possible, the relationships it has with other parts of the system. Although the authors do not attempt to evaluate how well the system functions, they provide essential background information to support members of the Pittsburgh community in their own assessments, in this way offering support to strategic planning efforts related to human resource development.

**N-3032-RGSD** Rising Earnings Disparity and Technological Change. A. Bamezai. 1989.

This Note, a dissertation for a Ph.D. in policy analysis from the RAND Graduate School, empirically examines the relative merits of the demographic and industrial restructuring hypotheses that have been advanced to explain rising individual earnings disparity over the past two decades. The research shows that (1) job quality has increased during the past two decades, and (2) almost the entire rise in individual earnings disparity appears to result from changes in the structure of wages. Of these changes, the most important has been the substantial increase in the price of skill, an increase that can be traced to a faster growth in the demand for skilled labor relative to the supply of skilled labor; the reverse is true for unskilled labor. Thus, earnings of skilled labor have increased while earnings of unskilled labor have declined, leading to an increase in individual earnings disparity.

**N-3052-FF** Meeting the Economy's Labor Needs Through Immigration: Rationale and Challenges. G. Vernez, K. F. McCarthy. 1990.

This Note describes the upward trend of immigration in the United States and the desirability and feasibility of current and proposed immigration policies as management tools for U.S. labor market needs. It explores the challenges policymakers face in developing immigration policy—in particular, the economic tradeoffs, the nation's absorptive capacity, and the foreign policy issues. It discusses five key conditions necessary for efficient,

effective operation of an immigration policy that will address the U.S. economy's labor needs. However, development of effective, humanitarian immigration policies are made difficult by the lack of data on (1) permanent or temporary immigrants who have entered the country under family, labor market, or other categories; (2) these immigrants' labor force experiences; and (3) the cumulative effects of sustained high levels of immigration.

**N-3145-NICHD** Ethnicity, Geography, and Occupational Achievement of Hispanic Men in the United States. R. M. Stolzenberg. 1990.

Using data from the Survey of Income and Education of the U.S. Census Bureau, this Note examines occupation inequality between Hispanic and non-Hispanic white men in the United States. Following previous research, the author hypothesizes that Hispanic occupational disadvantage is affected by the geographic distribution of Hispanics, and the subgroup structure of the Hispanic population. However, results indicate that neither variable has a strong effect. Instead, the results support a pattern of "conditional occupational assimilation": If Hispanic men speak English at least "very well" and have completed at least 12 years of school, then their occupational achievement is close to that of white non-Hispanic men with similar English fluency and schooling. Otherwise, the occupations of Hispanics are inferior to those of white non-Hispanic men with similar linguistic and educational characteristics. The author also reconsiders the concept of ethnicity effects on occupational inequality.

**N-3225-HHS** Report Decision-Making Patterns Among Mandated Child-Abuse Reporters. G. Zellman. 1990.

The goal of this investigation was to examine whether reporting decisions could be described by a coherent process that was consistent across incidents of suspected abuse. Using case vignettes imbedded in a national mail survey of mandated reporters, the author examined the relationship between a series of judgments about the cases described in the vignettes and reporting intentions. These judgments included seriousness of the incident; whether the incident should be labeled "abuse" or "neglect"; whether the law would require a report; and whether the child and, separately, the rest of the family, would benefit from a report. These five abuse-relevant judgments were strongly related to each other and together accounted for a substantial amount of the variance in reporting intentions. The law's demands most closely related to reporting intentions and benefits of reports were least closely related. Varimax rotation of a factor analysis revealed two factors: The first included seriousness, the abuse label, and the law's requirements, along with reporting intentions. The two benefit judgments loaded on the second factor. There were small differences in reporting judgments and

patterns as a function of type of abuse. The implications of these findings for mandated reporter behavior are discussed.

**N-3226-HHS** Linking Schools and Social Services: The Case of Child Abuse Reporting. G. Zellman. 1990.

Coordination of schools and child protective services (CPS) agencies on child abuse reporting is required by law because school staff are mandated to report suspected maltreatment to CPS agencies. National data reveal that school staff generally comply with the reporting mandate. Although school district policy and resource limitations reinforce compliance with the reporting laws, CPS agency policies designed to limit reports and to focus resources on the most serious cases are inconsistent with district policies. As a result, school staff reports may be greeted with annoyance and rejection. The implications of this apparent conflict for child protection and for other coordination efforts are discussed.

**N-3229-HA** Job Satisfaction Among Military Physicians under the CHAMPUS Reform Initiative: Baseline Results. R. Kravitz, N. Thomas, E. M. Sloss, C. Oken, S. D. Hosek. 1991.

This Note reports results from an analysis of the satisfaction of active-duty physicians with their military practices. Conducted as part of an evaluation of the CHAMPUS Reform Initiative demonstration project, the study measures satisfaction at baseline among physicians practicing in California and Hawaii and at matched control areas. Among their results, the authors found that (1) scores on the global satisfaction scale correlated highly with intention to remain in the military; (2) surveyed physicians were moderately satisfied overall, but satisfaction with some aspects of practice (e.g., professional abilities of colleagues) was much higher than with others (e.g., quality of clerical staff); (3) increased age, longer length of military service, Army or Air Force affiliation, recruitment by means other than scholarship, and pediatric specialty were significantly ( $p$  less than 0.05) and independently related to global satisfaction; and (4) variables indicating practice site were also significantly related to satisfaction, suggesting an effect of the local practice environment. The results also indicate that military physicians' satisfaction is particularly low with respect to only a few aspects of practice (salary, in clear and compelling terms the potential contributions

**N-3270-FF** IRCA's State Legalization Impact Assistance Grants (SLIAG): Early Implementation. L. C. Liu. 1991.

Congress established the State Legalization Impact Assistance Grants (SLIAG) as part of the Immigration Reform and Control Act (IRCA) of 1986. More than 2.2

million previously undocumented aliens are already eligible for SLIAG benefits and most of the 675,000 others with pending applications for legalization will become eligible also. SLIAG was intended to reimburse state and local agencies for the costs of providing public assistance, public health, and education services and to ensure basic health, welfare, and education services for eligible legalized aliens. This Note, based on research conducted in Washington, D.C., and California, Texas, Florida, Illinois, and New York, focuses on SLIAG implementation issues. The findings suggest that the implementation of SLIAG in the first three years has been much slower and more complicated than expected. However, the program is now on course. Implementers have improved their procedures for service administration and cost recovery, and eligible legalized aliens have demanded more services. These trends are likely to lead to growth in demand for SLIAG resources, significant improvements in service providers' ability to justify costs, and substantial increases in the transfer of funds from the federal treasury to the states.

**N-3319-HHS** Reducing Underresponding: Improving System Response to Mandated Reporters. G. Zellman. 1991.

The child protective services (CPS) system in the United States is severely overburdened, and therefore CPS agencies cannot respond as they might like to many reports. This Note proposes three changes that could improve system functioning and reduce the frustration of those who are mandated by law to report child maltreatment. One reform involves information and training, which must emphasize that there are important reasons for reporting, even when CPS response is not possible. These reasons include the need to maintain scrutiny and to collect accurate data. A second reform involves formalizing the informal. Informal understandings that reports of minor abuse will not precipitate system response do not meet the system's need to collect accurate data, and rely too heavily on personal judgments and relationships. But if the informal process could be formalized, the system might be spared from having to investigate certain kinds of reports immediately. Knowledgeable reporters would not have to choose between complying with the reporting mandate and acting in what they perceive to be the child's best interests. A third reform worth pursuing is streamlining the reporting process.

**N-3343-FMP** Compensation for Work-Related Injury and Illness. D. C. Cullinane. 1992.

This Note, an evaluation of disability compensation for work-related illness and injury, compares state-mandated civilian workers' compensation programs with the military and Veterans Administration (VA) programs. It

concentrates on illustrating program differences and does not contain an exhaustive analysis of differences in the dollar values of compensation. To explore how the program differences might affect beneficiaries, this Note examines selected examples of disability compensation. It makes qualitative comparisons for specific cases and focuses on scheduled benefits for loss, or loss of use, of one of the limbs. It compares disability compensation for four cases of equally skilled civilian and military workers, using the available measures of education, years of service, and occupation to approximate an indication of skill. It compares compensation for two severe injuries and two less severe injuries. The results of the comparisons suggest that military/VA payment for disability is as good as or better than payment provided by civilian workers' compensation for all types of compensation, except possibly payment to survivors. Both programs may provide inadequate benefits, however.

**N-3353-NICHD** Women's Employment During Pregnancy and After the First Birth: Occupational Characteristics and Work Commitment. S. Desai, L. J. Waite. 1991.

This Note examines the argument that predominantly female occupations attract women because they are relatively easy to combine with family responsibilities. Some traditionally female occupations offer relatively low penalties for labor force withdrawal, but other "female" occupations reduce the costs of employment to mothers by facilitating the combination of worker and mother roles. The authors test the hypothesis that a woman's response to the characteristics of her occupation and to other factors depends on her preference for employment vs. homemaking over the long run. Using data from the National Longitudinal Survey of Youth, the analysis focuses on the period from the year prior to the first birth through the two years following the birth as the time of maximum conflict between employment and child rearing. The authors find no effect of occupational sex composition on the likelihood that prospective or recent mothers are employed. Occupational characteristics that raise the cost of labor force withdrawal (high education, wages, and job-specific training) tend to decrease the probability of women's withdrawal from work, as do nonmonetary occupational characteristics. All women respond to the cost of labor force withdrawal, but women with low work commitment also respond to financial pressures and convenience of the work setting.

**N-3392-DOL/NICHD** Women's Employment During Pregnancy and Following Childbirth. A. A. Leibowitz, J. A. Klerman, L. J. Waite. 1992.

This Note develops and tests a model of labor supply behavior near the birth of a first child. The model postulates that changes in labor supply are related to

changes in a woman's reservation wage, since the market wage she is offered is assumed constant over the period. The reservation wage rises over the course of the pregnancy. After the delivery, the presence of an infant raises the value of the mother's time in the home. Thus, labor supply is hypothesized to relate to market wages as well as to factors that influence home productivity. The measures of home productivity include education, marital status, and family income other than the wife's earnings. The authors test this model on data for the 1980s, a time when major changes in labor force behavior occurred. The results support the hypothesis that women with higher wages are more likely to work both during pregnancy and after giving birth. Women with fewer sources of other family income are also more likely to work.

**N-3430-MF** Experiencing the Retirement Transition: Managerial and Professional Men Before and After. T. K. Bikson, J. D. Goodchilds. 1991.

This Note reports on a study of a group of men comparable in age and work background and relatively free from financial and health impediments. The study involved them in an exploration of the social and psychological factors in the transition from worker to retiree status. Half of the participants were men who had recently retired, and half were men who, although eligible to do so, had not yet chosen to leave the workplace. The authors report findings on four of the issues identified by the participants themselves: use of time, family and social adjustment, self-construct, and retirement planning processes. Social and psychological issues play a substantial role in the retirement experience. The process can be viewed as a role transition rather than a role loss, though employees, especially those who have invested the most time in the organization, anticipate that the transition will be difficult. The interim findings support the value of bringing individuals on both sides of the retirement transition into contact with each other. Electronic communications technology, made available to half the participants, may contribute to the development and maintenance of social networks that bridge this divide.

## ISSUE PAPERS

**IP-114** Making Apprenticeships Work. D. Finegold. 1993.

Although the United States produces as many high school graduates, proportionately, as its main world competitors, it has failed to provide much of its population with needed craft and technical skills. This paper critiques existing apprenticeship ideas using criteria derived from research on the German apprenticeship program and U.S.

experience, and proposes an alternative youth training system that could work in the United States.

**IP-136** National Service: Designing, Implementing and Evaluating a Successful Program. M. J. Gray, R. F. Schoeni, T. Kaganoff. 1993.

The United States has a strong tradition of government-sponsored community, national, and international service; some notable examples are Franklin Roosevelt's Civilian Conservation Corps, Kennedy's Peace Corps, and Johnson's Volunteers in Service to America (VISTA). Now Congress has completed legislation to establish a National Service Program designed to represent "America at its best." Yet even after it becomes law, this latest effort will face challenges. Policymakers will need to take special care with the details of implementation—and assess early efforts closely to identify and correct the inevitable problems. This issue paper identifies some of the most critical challenges, and it suggests an approach to formative program evaluation that will help overcome them.

## REPRINTS

**RP-119** Employment of New Mothers and Child Care Choice: Differences by Children's Age. A. A. Leibowitz, J. A. Klerman, L. J. Waite. 1993.

This paper examines a woman's decisions about when to return to market work in the two years following childbirth and the type of child care she chooses. Own wages relate positively to an early return to work, while higher family income delays return to work. Wages and income did not significantly affect choice of market versus nonmarket child care. Greater child care tax credits increased early return to work (within three months) but had little effect on later labor supply. Contrary to expectations, tax credits did not affect child care choice, but predicted early market reentry. Originally published in *Journal of Human Resources*, v. 27, no. 1, Winter 1992.

**RP-173** Changes in the Distribution of Individual Earnings in the United States, 1967-1986. L. A. Karoly. 1992.

Using micro-data from the Current Population Survey, the author examines the sensitivity of conclusions regarding time-series changes in inequality to the measure of inequality employed and to the population group analyzed. Although changes in inequality over time are sensitive to the measure of inequality, the author finds a general pattern of stable or decreasing inequality throughout the 1970s followed by a period of increasing inequality. Based

upon a decomposition analysis, she concludes that these changes are not simply the result of the changing employment distribution among groups defined by sex, age, education or industry. Instead, the rise in inequality results from an increase in inequality within these groups. Originally published in *Review of Economics and Statistics*, v. 74, no. 1, Feb. 1992.

**RP-189** Satisfaction and Dissatisfaction in Institutional Practice: Results from a Survey of U.S. Military Physicians. R. Kravitz, N. Thomas, E. M. Sloss, S. D. Hosek. 1993.

Because of recent concerns about the professional satisfaction of physicians in general and of military physicians in particular, the authors surveyed a national sample of 1,392 military physicians; 88% responded. Two-thirds of physicians were at least somewhat satisfied with the professional abilities of their peers and with the quality of care they were able to provide, but only 19% were satisfied with salary and 27% with practice efficiency. Characteristics of physicians that were independently related to overall satisfaction included age, recruitment pathway, workload, specialty, and perceived availability of key resources. Indicator variables for the individual medical facilities were also significantly related to global satisfaction, suggesting a separate "hospital effect" that bears additional investigation. Efforts to improve satisfaction may enhance recruitment and retention of military physicians. Originally published in *Military Medicine*, v. 158, Jan. 1993.

**RP-234** Affirmative Action and the Racial Wage Gap. J. P. Smith. 1994.

Originally published in *The American Economic Review*, v. 83, no. 2, May 1993.

**RP-245-1** Mexican Labor in California's Economy: From Rapid Growth to Likely Stability. G. Vernez. 1994.

Over the past twenty years, California's history has been marked by a continuous, growing flow of Mexican immigrant laborers. As more and more of them have chosen to remain in California indefinitely, their relative importance in the state's and southern California's economy has increased. Further, they have become the cause of additional growth through family reunification (itself encouraged by U.S. immigration policy), the expansion of immigration communities and networks that reduce the cost of migration to successive waves of migrants, and a fertility rate exceeding that of native women and most other immigrant women. As a result, California is characterized, more than any other state in the Union, by a large, permanent, self-perpetuating Mexican labor presence. Today, at least one of four new entrants into the California labor force is estimated to be

Mexican-born, and nearly one in four workers is of Mexican origin. This relatively large participation of Mexican labor in California's economy is a fairly recent phenomenon. However, it already raises some policy challenges for the state that are likely to intensify with the expected continuation of Mexican labor immigration. The purpose of this study is to review Mexican labor's importance to California's labor market, how its volume and characteristics have changed, and the implications of those changes. Originally published in *The California-Mexico Connection*, Abraham F. Lowenthal and Katrina Burgess (eds.). Stanford University Press, 1993.

**RP-253** Families, Children, Poverty, Policy. J. DaVanzo. 1994.

Originally published in *Urban America: Policy Choices for Los Angeles and the Nation*, RAND, 1992.

**RP-277** Using Regional Data to Reexamine the Contribution of Demographic and Sectoral Changes to Increasing U.S. Wage Inequality. L. A. Karoly, J. A. Klerman. 1994.

This paper uses geographical disaggregation to reevaluate the importance of sectoral and demographic shifts in explaining recent changes in the U.S. wage distribution. Using hourly earnings data from the Current Population Survey, the authors explore two approaches to assessing the contribution of demographic and sectoral changes to the increase in inequality in that distribution. The first approach uses fine disaggregations of the sample of workers by age and industry to conduct shift-share analyses. The second approach conducts regression analyses of the trend in inequality for the panel sample of geographic areas as a function of aggregate measures of demographic, industry, macroeconomic and international trade variables. Originally published in *The Changing Distribution of Income in an Open U.S. Economy*, 1994.

**RP-304** A Note on the Emigration of Russia's Technical Intelligentsia. S. W. Popper. 1994.

Originally published in *The Former Soviet Union in Transition*, Volume 2, Study Papers, 1993.

**RP-310** Trends and Future Directions in Youth Labor Markets: Implications for Army Recruiting. J. A. Klerman, L. A. Karoly. 1994.

With the inception of the All Volunteer Force (AVF) in 1973, Army recruiting success has been closely tied to changes in youth labor markets. In making post-high school decisions, American youth compare enlisting in the military with other alternatives, such as continued education and work. Consequently, the future of recruiting in the Army depends, in large part, on the prospects facing American youth. Understanding trends in the size and

composition of subsequent cohorts of high school graduates, as well as the labor market alternatives they face, can help the Army to set appropriate manpower policies. This paper examines trends in the youth labor market from a number of demographic and economic perspectives. Since the Army's recruiting efforts in the AVF era have been influenced by the baby boom and bust of the last two decades, the authors devote the first two sections to a discussion of the demographic trends affecting the size and composition of past and future youth cohorts. The authors then proceed to identify the trends in educational attainment which affect the pool of potential military recruits. Finally, the authors present data on the labor market prospects facing new entrants, with particular emphasis on dramatic changes in the U.S. wage structure in the last decade. Originally published in *Marching Toward the 21st Century: Military Manpower and Recruiting*. Mark J. Eitelberg and Stephen L. Mehay, eds. Westport, Conn. Greenwood Press, 1994.

**RP-338** Young Men and the Transition to Stable Employment. J. A. Klerman, L. A. Karoly. 1994.

Originally published in *Monthly Labor Review*, Aug. 1994.

**RP-347** Strengthening Russia's Labor Policy: A Perspective from the U.S. J. R. Hosek. 1994.

Originally published in *Chelovek i trud* (Man and Labor), Moscow, 1994.

## TESTIMONY

**CT-113** Job Loss Due to Health Care Reform: Testimony Before the Senate Committee on Labor and Human Resources, October 19, 1993. J. A. Klerman, D. P. Goldman. 1994.

Employer mandates would provide universal health insurance by extending the current employer-based health insurance financing system. All employees would be required to purchase insurance through their workplace, with employers paying a substantial part of the cost (typically between 50 and 80 percent). These mandates have been opposed on the grounds that they would result in substantial job loss. In fact, experience with other legislation requiring employers to provide benefits to their employees indicates that most of the cost of a mandated benefit is shifted to employees in the form of lower wages. However, for workers without health insurance and with very low earnings, minimum wage legislation prohibits employers from passing on the costs of a mandate by lowering wages. Thus, employers may respond to a

mandate by reducing employment of very low-wage workers. Using evidence from recent increases in the minimum wage, the authors estimate that between 100,000 and 275,000 jobs would be lost due to the imposition of an employer mandate. These figures represent less than one-quarter of one percent of all jobs, suggesting job loss is not an important issue in considering the consequences of a mandate.

**CT-114** Job Loss Due to Health Care Reform: Testimony Before the Subcommittee on Health of the House Committee on Ways and Means, November 4, 1993. J. A. Klerman, D. P. Goldman. 1994.

**CT-116** The Widening Income and Wage Gap in the United States. L. A. Karoly. 1994.

## PAPERS

**P-7007** Active and Reserve Force Attrition and Retention: A Selected Review of Research and Methods. Z. D. Doering, D. W. Grissmer. 1985.

This paper reviews research on the dual issues of attrition (separation prior to the completion of agreed-upon terms of military service) and retention (individuals' voluntary decisions to remain in the military for additional terms of service) for the U.S. Active and Reserve Forces. The study is limited to the enlisted force only. It describes the changing composition of U.S. Active and Reserve personnel, summarizes research and research methods used to study attrition and retention for both the Active and Reserve components, discusses different methodological issues, and notes the implications for future research in both the United States and NATO countries.

**P-7126** The Wage Gap and Comparable Worth. J. P. Smith. 1985.

This paper reviews the reasons that women's wages have remained at approximately 60 percent of men's wages, discusses the outlook for future growth of women's wages, and considers the possible impact of "comparable worth" legislation. The author suggests that the composition of the female work force, whose new entrants and reentrants have predominantly been women with relatively little labor market experience and lower than average education, have held down the average wage of all working women, disguising what would otherwise have been an upward trend in women's wages. He also reports that, in the period between 1920 and 1980, women's wages grew 20 percent faster than men's wages, and projects that they will rise at least 15 percent faster than men's over the next twenty

years. Based on these projections, he concludes that other government actions, such as enforcement of Title VII and the Equal Pay Act, would be more effective than "comparable worth" legislation in improving women's opportunities in the labor market.

**P-7129** Black Poverty: Past and Future. J. P. Smith. 1985.

This paper was originally published as an Op-Ed piece in the Los Angeles Times on July 25, 1985. It reviews the progress that has been made in reducing poverty among black Americans since 1940. The author suggests that among the reasons for the dramatic emergence of the black middle class in recent years were the movement of blacks from Southern agricultural areas to Northern cities, the civil rights activism of the 1960s, and the "safety net" of federal programs. But the dominant explanation is the improvement in black education. Further long-term reductions in black poverty depend on improving the quality of black schools, an issue that is not being addressed by the renewed interest in excellence in schools.

**P-7133** Government Pension Insurance: The Costly Illusion. Man-B. Sze. 1985.

This paper reviews the current status of the Pension Benefit Guarantee Corporation (PBGC), created by Congress to insure employee retirement income. It also discusses the system of underfunded pension plans that PBGC is meant to protect against, the regulations that permit companies to routinely underfund pensions and to voluntarily terminate their pension plans, and regulatory proposals by the PBGC to correct the situation. The author suggests that government regulations have failed in this case because their power was overestimated. Instead, the key to a strong private pension system and safe retirement income lies in strengthening the market incentives which created the private pension system in the first place, for example by giving pensions a first claim on corporate assets.

**P-7137** Contractual Responses to Structural Changes in Labor Markets. J. N. Dertouzos, T. H. Quinn. 1985.

This paper presents an empirical analysis of the employment adjustments of the daily newspaper industry in response to a major long-term structural change in the demand for labor that has occurred over the past quarter century due to new technologies. The authors present a bargaining framework for analyzing worker-manager responses to structural changes, and find that when long-term contractual relationships exist, displaced workers are likely to receive some form of compensation for their jobs. The authors also develop a simple model to understand the types of compensation that are more likely to emerge, and present a detailed empirical analysis of the bargaining

outcomes adopted to introduce the new technologies. They conclude that the existence of compensation does not depend on factors such as the collective structure of organized workers or the absence of a powerful conglomerate. Different institutional and market influences may affect the form of compensation, but not whether it occurs. Finally, they suggest that workers have few incentives to resist technological change, because new technologies are not introduced without regard for worker welfare.

**P-7193** Electronic Tools and Job Design. C. Stasz. 1986.

This paper focuses on three questions as a first step in thinking about job-design issues: (1) What kinds of changes occur when electronic tools are adopted in the workplace? (2) Whose jobs change and how? (3) Who plays a role in job design? Drawing on two RAND studies of the implementation of information technology in the workplace, the author reaches two conclusions: First, a paradigm—a complex, structured model of work in organizations—is needed in order to explore the links between jobs, work groups, and the larger organization. Second, from a managerial perspective, the ability to manage change is vital.

**P-7207** A Framework for Policy Development for the Latino Population: Testimony Before the California Hispanic Legislative Conference. R. O. B. Valdez. 1986.

This paper, originally presented as testimony before the second annual California Hispanic Legislative Conference on February 11, 1986, identifies three major characteristics that account for the current status of the Latino community: (1) the large proportion of foreign stock (75 percent of the Latino population); (2) the extreme youth of the Latino community (50 percent under age 18); and (3) the history of low educational/occupational status. The author suggests that these characteristics must be kept in mind while examining component trends, if a realistic policy agenda is to be designed.

**P-7235** How New York City Drastically Reduced Welfare Payment Errors. G. Vernez, M. Burdick. 1986.

In a 12-year period, New York City reduced its welfare payment error rate from 27.4 percent to 3.6 percent. This success was achieved in two stages. The first stage spanned the years 1973 to 1980 and was characterized by the establishment of centralized administrative controls, including increasingly demanding client eligibility verification requirements and computerized verification of information submitted by beneficiaries against independent sources. The second stage spanned the years 1981 to 1985 and focused on the implementation of decentralized controls through enhanced accountability of

field supervisors and workers. Successful reduction of the welfare payment error rate required a sustained commitment in resources and management. This focus, however, did not negatively affect access to and quality of services. New York City's experience demonstrates that public assistance programs can be administered both efficiently and with sensitivity to beneficiaries.

**P-7441** The End of Employment-at-Will: Legal and Economic Costs. J. N. Dertouzos. 1988.

In the past, employers have had almost complete discretion in firing employees. But as a result of recent judicial decisions, employment-at-will is eroding. This paper discusses the implications of, and the changes brought about by, these decisions; judicial theories; and how the specter of litigation can affect the workplace. It also discusses and extrapolates statistical evidence on wrongful termination trials and post-trial adjustments. Despite tremendous publicity given big jury awards, the annual cost of jury trials amounts to only about \$2.56 per worker, and the average legal cost associated with involuntary discharge of an at-will employee is only about \$200. Finally, the paper suggests proposals for judicial and workplace reform.

**P-7446** The Retirement Process: Perspectives from Participants. 1988.

This paper is the product of discussion initiated to explore issues in the move from work to retirement among the members of a task force composed of retired employees of the Los Angeles Department of Water and Power (DWP) and DWP employees eligible for retirement. The authors present observations about retirement and make recommendations for easing the transition into retirement. The recommendations are organized around six topics: family and social interaction; self-esteem, community service, and educational opportunities; the planning process; financial issues; health/medical issues; and time allocation and management. Overall, they stress the importance of planning early for retirement, and maintaining a healthy mind and body. The paper includes an appendix describing related information and service agencies.

**P-7447** The Retirement Process: Results of a Survey. 1988.

This paper is the product of a discussion initiated to explore issues relating to the transition from work to retirement. The exploration was conducted by a task force composed of retired employees of the Los Angeles Department of Water and Power (DWP) and DWP employees eligible for retirement. The task force used computers to analyze results of a survey distributed to

retired and working DWP employees. The data are organized around six topics: family and social interaction; self-esteem, community service, and educational opportunities; the planning process; financial issues; health/medical issues; and time allocation and management. The authors recommend that the DWP make financial planning assistance available. They also hope to make retirement planning information more accessible to DWP employees through their computer network.

**P-7493** Social Security Financing: Informing Decisions for Uncertain Futures. A. Chin. 1988.

This paper provides an overview of the Social Security financial system in the past and present and an analysis of the types of legislative, economic, and demographic uncertainties that are inherent in the forecasting process. The author builds an illustrative forecasting model that will better account for these inherent uncertainties. The model's results indicate (1) ways in which the proposed alternative forecasting strategy can provide policymakers with additional information about uncertainties in a given reference-version financial forecast when modeling inputs are varied, (2) the variations in inputs that might lead to outstandingly good and bad Social Security financial futures, and (3) the types of policy instruments that might be useful for countering unfavorable variations.

**P-7525** The Consequences for Women of the Availability and Affordability of Child Care. A. A. Leibowitz, L. J. Waite. 1988.

This paper was prepared to provide background material for the National Research Council's Committee on Child Care. It focuses on the effects for women of the availability and affordability of child care, concentrating especially on effects on women's employment and earnings. The paper discusses the implications of raising the wages of child care workers, of the reduced availability of free care by family members, and of the wages of women workers. It considers the role of employers as providers of child care subsidies, perhaps as an employee benefit, and the subsidization of child care costs, especially through the federal tax code.

**P-7572** Does Work Make the Man? A Review of Research on Retirement. T. J. Gradman. 1989.

This paper focuses on work identity and masculine identity as components of male self-image, and discusses their implications for a man's ability to adapt to retirement. The author presents a brief survey of the relevant literature and outlines his new research on the relationship between masculine identity and work identity in relation to the retirement experience.

**P-7626** Does Work Make the Man: Masculine Identity and Work Identity During the Transition to Retirement. T. J. Gradman. 1990.

This study examines differences in masculine identity and work identity in a cross-section of men at various stages of the transition to retirement. Masculine identity and work identity refer to how closely one identifies with male sex-role expectations and with one's job, career, and company. The subjects of the study are 50 retirees and 26 workers from one large company that promotes voluntary retirement. These subjects have successfully met societal expectations for men—all are mid-level managers who are socially, maritally, and financially stable. Workers fall into three groups with respect to retirement: those having set no retirement date, those intending to retire in one to three years, and those intending to retire within a year. Retirees fall into two groups: those who have retired within the last year and those who have been retired from two to six years. The study's comparison of the masculine and work identity of men at different stages in the retirement process resulted in several counterintuitive findings: (1) retired men identify more closely with work than workers, maintaining loyalty to their company and pride in their careers; (2) workers who intend to retire in one to three years report more stress in trying to meet male sex-role expectations than other subjects; and (3) the retirees who report greater well-being are those who identify more closely with work.

**P-7656** Pictures of the Future--Childhood, the Workplace, Our Communities. P. A. Morrison. 1990.

This paper provides a demographic perspective on the future, focusing on three areas—the state of childhood, circumstances in the workplace, and the local settings of intervention. Measuring today's world and projecting these known quantities forward in time, the author draws a picture of the future and considers the possibilities for change and corrective action. In recent years, poverty among children in the United States has grown worse. The demographic realities include inadequate prenatal care, growing numbers of single parents, and family settings that result in childhood poverty. As the next century approaches and the "baby boom" generation matures, roughly half of the workforce will be between the ages of 35 and 54, creating a shortage of youthful workers. Many new entrants to the workforce, however, will lack the education and skills necessary to capitalize on this labor market. At the community level, the transformation from melting pot to racial and ethnic mosaic of a multitude of nationalities will transform the composition of the voting electorate into polycultural minority jurisdictions where no one group constitutes a majority. Yet, these groups will have a common economic stake in turning all children into productive adults.

**P-7734** Impact of the Military Drawdown on Youth Employment, Training, and Educational Opportunity. D. W. Grissmer. 1992.

The reduction in military forces will adversely affect youth employment, youth training, and the educational opportunities available to youth. Fewer young people will be employed by the military, and fewer will be receiving occupational training in military skills. In addition, fewer young people will become entitled to G.I. Bill educational benefits. The magnitude of these effects depends on the extent of the drawdown and the strategies used by the Armed Services to reach their lower personnel levels. This paper discusses the drawdown and the different strategies for achieving it. It then utilizes quantitative models of the Armed Forces personnel system to estimate the effects on unemployment and training and educational opportunity under different drawdown scenarios.

**P-7742** Racial Disparities in Sentencing Decisions. S. P. Klein. 1991.

This paper discusses the distinction between racial disparity and racial discrimination; summarizes what is known about racial bias in capital and non-capital cases; and points out the reasons that the serious limitations of the research methods in this field make it difficult to make valid or reliable inferences about whether bias is present. Racial disparities do exist in the criminal justice system: although blacks constitute less than 11 percent of the U.S. population, they make up nearly half of the national prison population. But disparities alone are not evidence of discrimination. Comparisons between groups in the rate at which they receive a penalty must first control for factors that can appropriately influence sentencing decisions. Only after such controls are instituted can there be an investigation of the unique role of race. However, even when controls are used, social science research procedures still fall short of providing a valid or legally sufficient assessment of whether race affects sentencing decisions. Statistical and research techniques are just not up to the task of providing definitive evidence of whether racial bias is present. Discrimination in capital or non-capital cases cannot be inferred simply because groups differ in the rate at which they receive a given penalty.

**P-7750** Insuring Latinos Against the Costs of Illness. R. O. B. Valdez. 1991.

This paper, the text of testimony presented before the U.S. House of Representatives Select Committee on Aging and the Congressional Hispanic Caucus, discusses the limited access of Mexican Americans to medical and mental health care. Of all ethnic groups in the United States, Latinos (Mexican-Americans, Puerto Ricans, Cuban-Americans, Central and South Americans) are the least likely to have insurance coverage. In the last ten years, the

number of uninsured Mexican Americans increased 150 percent. Most of the uninsured are working people and their dependents. Because Latinos are less likely than any other ethnic group to be salaried or unionized employees, they are less likely to get health benefits. Latinos are also more likely to work in industries that do not provide employee benefits. In addition, Latinos are more likely to work in small firms that have difficulty finding affordable health plans. Many strategies for addressing the problems of the uninsured have been proposed, but have not gained needed support. Until public support for health care system reform takes hold, the author offers the following insurance reform suggestions: limit or eliminate experience rating and return to community rating; eliminate the practice of designating ineligible industries; and stop limiting policies based on size or location. These reforms would broaden access and benefit Latinos and other members of society.

**P-7795-RGS** Life After RGS: Thoughts on Becoming a "Suit". L. Yager, S. A. Rahman. 1992.

This paper summarizes the results of job searches by two Rand Graduate School (RGS) alumni, as well as discussions with other RGS students and alumni, RAND "alumni," RAND personnel, RAND trustees and a variety of outside persons. The authors discuss outside perceptions of RAND personnel and the RGS degree, options that RGS students have in their job search, and certain strategies that may prove useful in the process.

**P-7854** American Families: Trends and Policy Issues. J. DaVanzo, M. O. Rahman, C. A. Andrews, K. T. Wadhwa. 1993.

This paper reviews the major demographic trends underlying the transformation of the American family in the last few decades and discusses the consequences of these trends for different members of the population — women (particularly as mothers), men (particularly as fathers), children, and the elderly. The key demographic trends relevant to the discussion are (1) high rates of divorce and increases in the proportion of births occurring outside marriage, which together have led to a substantial increase in the proportion of children living in single-parent (usually female-headed) families; (2) increasing average ages at first marriage, which have led to an increasing proportion of adults not living in traditional family arrangements; (3) a continuing steady increase in work outside the home by women at all stages of family formation, even those with young children; and (4) declining mortality and fertility rates, which have led to a reduction in the proportion of children in the population and an increase in the number and proportion of older people.

## DRAFTS

**DRU-177-NICHD** The Work-Employment Distinction Among New Mothers. J. A. Klerman, A. A. Leibowitz. 1993.

In this paper, the authors use information from a time-series of June Current Population Surveys to examine women's labor force behavior within the first twelve months after the birth of a child. As women's time away from the workplace has shrunk, understanding the changes in behavior within the first year after the birth of a child has become more important. The authors find that within this shorter time period, the conventional Labor Force Participation measure is misleading: many women are employed (and thus labor force participants), but not at work. For employers and those concerned about infant care, the amount of actual work is the relevant concept.

**DRU-213-PRIP** Social Ties, Wages, and Gender Among Salvadorean [Sic] and Filipino Immigrants in Los Angeles. L. Greenwell, J. DaVanzo, R. Otto B. Valdez. 1993.

Do social ties help compensate for immigrants' labor market disadvantages? Using a pilot survey of Salvadorian and Filipino immigrants in Los Angeles, the authors investigate hypotheses about interrelations between social ties and wages. They examine social ties in families and households, as job contacts, and in workplaces. Among the findings, using OLS regression correcting for selection bias, are that men's wages are higher, but women's lower, when working with relatives; that in the secondary labor market segment, women's wages are higher, but men's lower, with relatives in the U.S.; and that returns to human capital are related to social ties.

**DRU-286-NICHD** The Missing Factor: Variations in the Income Effect of the Female Wage on Fertility in the U.S. D. J. Macunovich. 1993.

Much has been made of relative earnings and their trends in the post-war U.S.: female vs. male, young vs. old. In this paper, new data are presented on recent trends in these figures, and are then put together in a model which combines both the Easterlin 'relative income' theory and the New Home Economics 'price of time' theory to explain U.S. fertility trends, female enrollment and female labor force participation for 20–24 year olds from 1969 to the present. Changes in the female wage, in combination with changes in the income of young males relative to their families' income, explain 97–99 percent of the variation of these three time series in this period—including their most recent twists. This model demonstrates that the Easterlin and New Home Economics models combine well—but that, in addition, the income effect of the female wage on fertility varies as a function of male relative income. As a

result, the pattern of real wages for females will play a crucial role in determining the future path of U.S. fertility. While the amplitude of fertility changes will depend on the level of male relative income, the direction of those changes will hinge on the pattern of real wages for young females. Male relative income will play a role—but female wages will be the key.

**DRU-345-NIA** Uncertain Health and Survival, Effects on the Savings of Retired Couples. L. A. Lillard, Y. Weiss. 1993.

The analysis of this paper focuses on the impact of health and survival uncertainty on the saving and consumption decisions of retirees. The decision unit which the authors investigate is a husband-wife household which pools the resources of its surviving members. If one spouse dies, his partner gets the remaining assets; and if both die, the remaining assets are left as bequests. The health and survival status of both partners affects the asset accumulation path. The authors use a dynamic programming approach to model the household's planning problem. The data used for the estimation is the Longitudinal Retirement History Survey which followed individuals aged 58–63 in 1969 for a period of ten years. Compared with the existing literature, this paper is distinguished in its emphasis on health and in its explicit treatment of the household.

**DRU-417-NIA** Moral Hazard and Risk Spreading in Medical Partnerships. M. Gaynor, P. Gertler. 1993.

Partnerships provide a classic example of the tradeoff between risk spreading and moral hazard. The degree to which firms choose to spread risk and sacrifice efficiency incentives depends upon risk preferences, for which data are typically unavailable. The authors use a unique data set on medical group practice to investigate the degree to which firms which report more risk aversion have greater departures from first-best organizational incentive structures and the consequences for physician productivity. Increased risk aversion leads to compensation arrangements which spread more risk through diminished incentives. The authors also find that compensation arrangements that have greater degrees of revenue sharing across physicians significantly reduce each physicians's productivity, whereas reductions in group size significantly increase productivity. The estimated efficiency loss associated with risk aversion accounts for over ten percent of gross income, comparing the most risk averse to the least risk averse physicians in the sample. The authors use the results to show that changing the way physicians are paid from fee-for-service to capitation will dramatically reduce physician productivity.

**DRU-427-1-NICHD** Do Women's Early Work Commitment and Welfare Attitudes Predict Employment After Childbirth? L. Greenwell, A. A. Leibowitz, J. A. Klerman. 1994.

In this study, the authors investigate women's work commitment and welfare attitudes in adolescence, and how these relate to women's employment status a year after their first childbirth. The authors find that willingness to combine family and work, rather than simply a desire to work, predicts employment a year after first childbirth, net of background and social psychological characteristics. Though women with welfare backgrounds are less likely to be subsequently employed, women's welfare attitudes are unrelated to their subsequent employment. These findings suggest that women's willingness to use welfare is compatible with work commitment, and with employment while an infant is present.

**DRU-435-FF/NICHD** Wage Change and Remittances Among Salvadorean and Filipino Immigrants in Los Angeles. L. Greenwell, J. DaVanzo, R. Otto B. Valdez. 1993.

**DRU-442-NICHD** Family Ties and Labor Markets in the United States and Brazil. D. A. Lam, R. F. Schoeni. 1993.

Comparable surveys from Brazil and the United States are used to examine "vertical" and "horizontal" economic connections between families. Based on a model of assortative mating and intergenerational transmission of schooling and earnings, the authors estimate the effects of the schooling of a worker's father, father-in-law, and wife on the worker's wage. The effect of the father-in-law's schooling is larger than the effect of the father's schooling in Brazil, while the opposite is observed in the United States. The authors interpret these effects as indicators of unobservable worker characteristics, with differences in female labor market activity and assortative mating explaining the differences in the apparent effect of fathers and fathers-in-law in the two countries.

**DRU-504-NICHD** Employment Continuity Among New Mothers. J. A. Klerman, A. A. Leibowitz. 1994.

Recently both state and federal governments have enacted maternity leave legislation. The key provision of that legislation is that after a leave (of a limited duration), the recent mother is guaranteed the right to return to her pre-leave employer at the same or equivalent position. Using data from the National Longitudinal Survey-Youth (NLS-Y), this paper correlates work status after childbirth with work status before pregnancy. Almost all women (nearly 90 percent) who work full-time both before and after childbirth continue to work at the same employer. Thus

maternity leave legislation is unlikely to have a major effect on employment continuity. However, compared to all demographically similar women, new mothers do have an excess probability of leaving their jobs. Finally, most maternity leave legislation limits its protections to full-time workers with sufficient job tenure at sufficiently large firms. Using the NLS-Y, the paper estimates that the federal Family Leave Act covers only about a third of all working new mothers. The restriction to full-time workers is relatively unimportant because few part-time workers would satisfy the tenure and firm-size requirements.

**DRU-505-NICHD** Characterizing Leave for Maternity: Modeling the NLS-Y Data. J. A. Klerman. 1993.

Major changes in women's labor force behavior over the last two decades imply that while time away from the workforce after the birth of a child was once measured in years, it is now measured in weeks or even days. Concentrating on the weeks immediately following childbirth, this paper characterizes the labor force behavior of women immediately before and after the birth of a child. The timing of labor market exits (during pregnancy) and entrances (after childbirth) are estimated to the day, and reported to the week. Quits, exits to unpaid leave, and exits to paid leave are separately identified. The estimates reveal that most women who work before the birth of a child return to work relatively quickly after the birth of a child. The model time to return occurs only about six weeks after childbirth. Those who work long into pregnancy return to work more quickly after childbirth. The empirical work uses the National Longitudinal Survey-Youth (NLS-Y). The estimates are generated using a system of profit and hazard models. The system includes unobserved heterogeneity to capture the correlation between decisions. The econometric model is specified to correct for the focus of the NLS-Y protocol (in some years) on employment, so that it is not possible to distinguish paid from unpaid leave.

**DRU-525-NICHD** Converging Employment Patterns of Black, White, and Hispanic Women--Return to Work After First Birth. Young-H. Yoon, L. J. Waite. 1993.

This study examines the determinants of women's return to work following the birth of their first child among white, black and Mexican-origin women to test the general hypothesis that previous racial differentials—observed during the later 1960s and early 1970s—in employment of new mothers have disappeared with changes in overall employment patterns of women. Data from the National Longitudinal Survey of Youth show the expected pattern. Several important measures of a woman's human capital, such as value of time, job experience, and work role attitudes have similar effects in predicting postnatal force participation for the three groups. However, other human

capital and demographic factors, especially education, family income other than the woman's earning, and residence in an urban area affect return to work differently for black and white mothers. The results are tied to changes in job characteristics, the economy, and the family.

**DRU-619-RC** Abstracts of 1993 Labor and Population Working Paper Series. 1993.

**DRU-636-NIA** The Impact of Worker Preferences on Pension Coverage in the HRS. R. Johnson. 1994.

Heterogeneous workers place different valuations on employer-provided pensions, depending upon such factors as the individual's degree of risk aversion, life expectancy, personal rates of time preference, earnings and access to alternative sources of retirement income. As a result, workers with relatively strong preferences for deferred compensation may choose jobs that offer generous pensions. Using primarily experimental data from the first wave of the Health and Retirement Survey, this paper tests the extent to which pension coverage is driven by worker demand. Profit estimates indicate that risk averse workers have significantly higher rates of pension coverage, particularly among those with low earnings. Among workers who recently began their jobs, those expecting to live longer are also more likely to be included in a pension plan. Rates of time preference have a marginally significant impact on pension coverage. There is no evidence that employer pension substitutes for other forms of retirement saving.

**DRU-670-1-NICHD/RC** Human Resources, Empirical Modeling of Household and Family Decisions. J. Strauss. 1994.

In developing societies, the household and family are typically key economic decisionmakers and intermediaries. Many of the most important choices they make revolve around the human capital of their members—both children and adults. The authors review some of the recent evidence regarding the behaviors underlying these choices and their implications for welfare as well as policy. In addition to important advances in both economic models and econometric methodologies, over the last few years there has been nothing short of an explosion in both the quantity and quality of household and individual level data from poor countries. As a result of all these advances, understanding household behavior and how it relates to economic growth and development has been substantially enriched.

**DRU-741-NICHD** Parents' Demand for Child Care. A. S. Johansen, A. A. Leibowitz, L. J. Waite. 1994.

**DRU-795-NICHD** Demographics, Sectoral Change, and Changing Relative Wages--a Regional Approach. L. A. Karoly, J. A. Klerman. 1994.

Since the mid-1970s, U.S. wage inequality has increased sharply. While there are many possible explanations for this increase, previous attempts at explanation have been limited by the small numbers of degrees of freedom in the aggregate time-series data. In this paper, the authors reexamine the relative importance of various explanations of the increase in wage inequality using a time-series of cross-sections of data on local labor markets, greatly increasing the number of degrees of freedom and the authors' ability to distinguish secular change from true structural causes of increasing earnings inequality. The authors disaggregated results confirm earlier analyses suggesting the importance of changes in the relative supply of education groups, unemployment, and unionization; but the authors find little evidence for the importance of changes in the sectoral composition of output.

**DRU-853-NICHD** Public Policies, Private Support and Single Mothers' Schooling, Work, and Child Care. L. Hao, A. A. Leibowitz. 1994.

This paper examines whether low-cost child care that is tied to single mothers' productive activities increases the likelihood of their schooling and work. Child care opportunities open to single mothers include coresident kin and certain public programs, e.g., subsidized child care places, AFDC earned income disregards for child care expenses, and child care tax credits for mothers who are attending school or working. Also examined in the paper is whether public programs are substitutes for kin support in affecting unmarried mothers' schooling, work, and, for enrolled or working women, child care type. Findings include: (1) public policies tied to single mothers' performance can stimulate their schooling and work, while those that are not tied to performance can deter productive activities; (2) living with kin increases schooling and work among unmarried mothers; (3) public programs tend not to substitute for kin support, in particular, not to reduce kin's incentives to care for children.

**DRU-864-NIA** The Impact of Human Capital Investments on Pension Benefits. R. Johnson. 1994.

This paper develops a model, with deferred compensation and severance pay, which predicts that workers bear all the costs and receive all the returns of human capital investments, and that specific investments yield higher returns than more general investments. The model also predicts that pensions, which provide an efficient means of deferring compensation, will be positively related to specific human capital investments. Evidence from the NLS of Mature Men confirm these predictions;

participation in company-sponsored training programs, which proxies for specific investments, increases the probability of pension receipt and the level of benefits received. More general training outside the firm has a much smaller effect on pensions.

**DRU-866-RC** Wages and Employment: Cyclical and Structural Policies: An Initial Essay. R. A. Levine. 1994.

**DRU-977-RC** Abstracts of 1994 Labor and Population Working Paper Series. 1994.

## JOURNAL ARTICLES AND BOOK CHAPTERS (Not Available from RAND)

**LRP-199300-02** More Than Meets the Eye. P. A. Morrison.

In 1991, the Justice Department threatened litigation against a city in Southern California citing alleged discrimination in the city's hiring practices. Closer study, however, revealed a far different picture. Published in *Chance*, v. 6, no. 2, 1993 (New York: Springer-Verlag).

**LRP-199300-03** Employment Effects of Worker Protection: Evidence from the United States. J. N. Dertouzos.

Published in *Employment Security and Labor Market Behavior* / Christoph F. Buechtemann, ed. (Ithaca, N.Y.: Cornell Univ. 1993), p. 215–227.

**LRP-199400-05** Trends in Income Inequality: The Impact Of, and Implications For, Tax Policy. L. A. Karoly.

Published in *Tax Progressivity and Income Inequality* / edited by Joel Slemrod (Cambridge England New York, N.Y.: Cambridge University Press, 1994), p. 95–129.

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