

Good jobs, Bad jobs, Any jobs: Employment in the Aftermath of the Great Recession



“It may not pay enough to feed the family or save the family hearth from foreclosure but sacrificing financiers to the Invisible Hand raises our utility.”

“Look behind the veil. This proves markets work as theory says: it has created a new job and the low wages of sacrifice workers prove it is a good job!”

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ESRC Seminar Making Bad Jobs Better March 5, 2010**

Theme and Structure

The current recession has adversely impacted the quantity and quality of jobs, with huge effects on well-being. This makes it imperative to restore full employment rapidly and to develop policies to prevent finance speculation from wrecking the real economy again. Firms that operate with “shared capitalist” arrangements deliver better jobs to workers and tend to have greater employment stability. Encouraging these firms should be part of any reform agenda.

1. Jobs in the Great Recession
2. Job Quality in the Great Recession
3. Job and Job Quality impacts on health and well-being
4. Shared Capitalism Produces Better Jobs

Employment Indices

	United States	Canada	Australia	Japan	France	Germany	Italy	Netherlands	Sweden	United Kingdom
	4 th Quarter 2008 = 100									
Qtr 1 2008	101.6	99.7	99.3	100.6	99.9	99.5	100.6	99.0	100.5	100.5
Qtr 2 2008	101.5	99.9	99.7	100.4	100.0	99.7	100.7	99.5	100.6	100.7
Qtr 3 2008	100.9	99.9	99.9	99.9	99.9	99.9	100.4	99.8	100.5	100.2
Qtr 4 2008	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0
Qtr 1 2009	98.4	98.7	99.9	99.8	99.5	99.9	99.6	100.0	99.1	99.4
Qtr 2 2009	97.6	98.3	99.8	98.4	99.5	99.8	99.2	99.3	98.4	98.6
Qtr 3 2009	96.8	98.2	99.9	98.1	99.1	99.7	98.7	98.8	97.8	98.6
Qtr 4 2009	96.0	98.4	100.6	98.1	98.8	99.6	98.4		98.0	

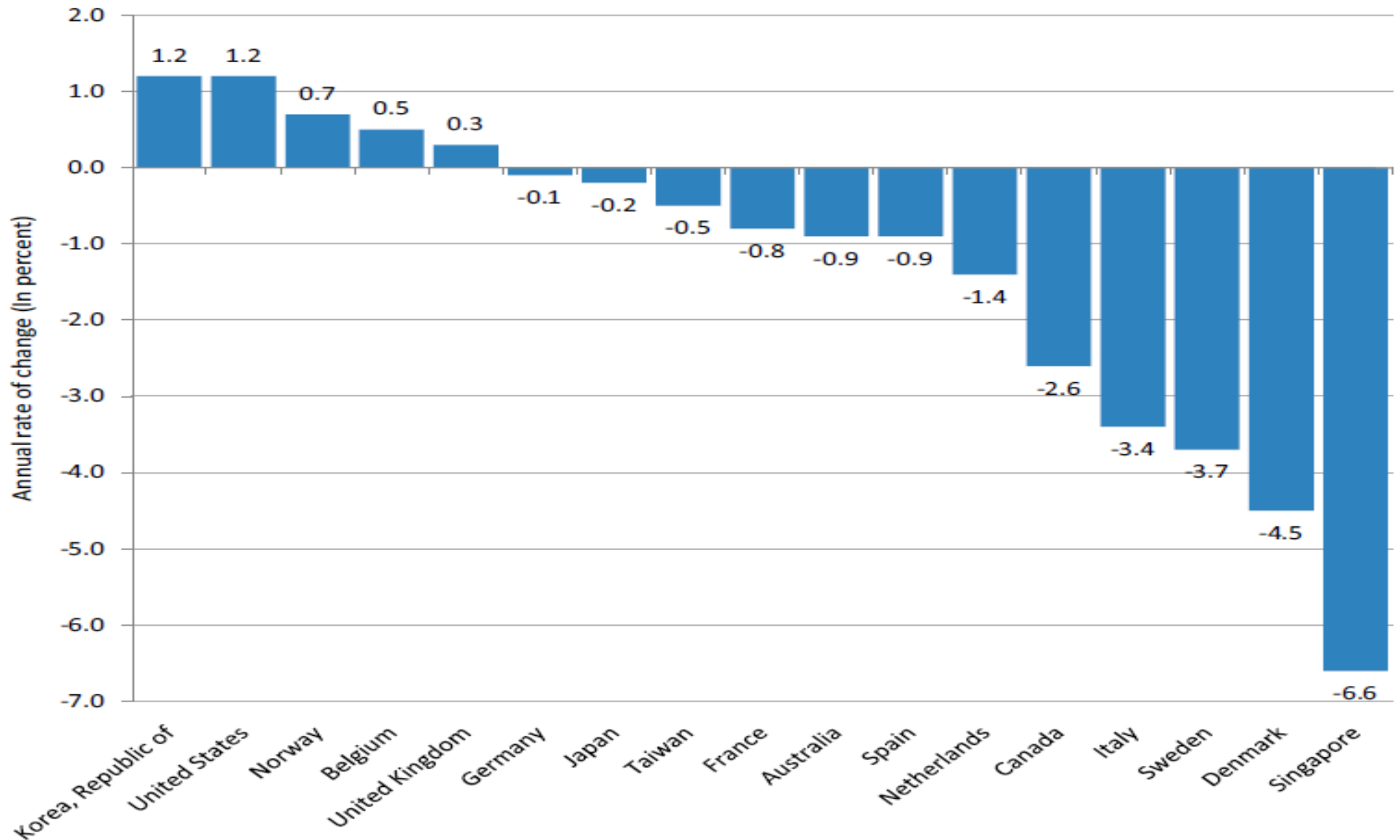
Change -5.5% -1.3% 1.3% -2.5% -1.1% 0.1% -2.2% -0.2 -2.5% -1.9%

The EU-US difference in employment due in part to productivity and employment at will

Geographic Unit	Employment, 2008-2009	Productivity per Worker	Hours per worker	Share of productivity change due to hours
US	-4.4	2.40%	-1.9	-79.20%
EU 15	-1.7	-1.5	-1.1	73.00%
Japan	-3.4	-2.7	--	--
Germany	-0.1	-4.1	-2.1	51.00%
United Kingdom	-1.7	-1.4	0	0.00%
Ireland	-9.9	-1.5	-0.4	27.00%
Denmark	-1.4	-3	-1.3	43.00%

Source: Employment in Europe 2009 with US hours change 2009 from MLR, Jan 2010

BLS Mfg data for productivity per hour show same pattern, 2008



EU strategy is to preserve jobs

1) Bigger automatic stabilizers and benefits threaten losing older workers permanently to nonemployment.

2) EU adopts more work-sharing -- part of EU drop in productivity is fewer hours per worker; rise in part-time share of employment -- while US cuts hours and raises productivity.

3) The growth of “labor hoarding”. Some is policy-caused: governments encourage firms to keep unemployed at workplace, some with training programs. Some is employer-motivated. Why hoard? Maintain skills, worker attachment, maintain well-being, produce some extra output, but at cost of mobility, propping less efficient firms, shifting unemployment to the young.

How long before full employment? Optimists view in US: 2015-2016.

Table 2-3
Administration Economic Forecast

	Nominal GDP	Real GDP (chain-type)	GDP price index (chain-type)	Consumer price index (CPI-U)	Unemployment rate (percent)	Interest rate, 91-day Treasury bills (percent)	Interest rate, 10-year Treasury notes (percent)	Nonfarm payroll employment (average monthly change, Q4 to Q4, thousands)
	Percent change, Q4 to Q4				Level, calendar year			
2008 (actual)	0.1	-1.9	1.9	1.5	5.8	1.4	3.7	-189
2009	0.4	-0.5	0.9	1.4	9.3	0.2	3.3	-419
2010	4.0	3.0	1.0	1.3	10.0	0.4	3.9	95
2011	5.7	4.3	1.4	1.7	9.2	1.6	4.5	190
2012	6.1	4.3	1.7	2.0	8.2	3.0	5.0	251
2013	6.0	4.2	1.7	2.0	7.3	4.0	5.3	274
2014	5.7	3.9	1.7	2.0	6.5	4.1	5.3	267
2015	5.2	3.4	1.7	2.0	5.9	4.1	5.3	222
2016	5.0	3.1	1.8	2.1	5.5	4.1	5.3	181
2017	4.5	2.7	1.8	2.1	5.3	4.1	5.3	139
2018	4.5	2.6	1.8	2.1	5.2	4.1	5.3	113
2019	4.4	2.5	1.8	2.1	5.2	4.1	5.3	98
2020	4.3	2.5	1.8	2.1	5.2	4.1	5.3	93

Notes: Based on data available as of November 18, 2009. Interest rate on 91-day Treasury bills is measured on a secondary market discount basis. The figures do not reflect the upcoming BLS benchmark revision, which is expected to reduce 2008 and 2009 job growth by a cumulative 824,000 jobs.

Sources: CEA calculations; Department of Commerce (Bureau of Economic Analysis and Economics and Statistics Administration); Department of Labor (Bureau of Labor Statistics); Department of the Treasury; Office of Management and Budget.

Official CEA view is probably overly optimistic: the current FTE Jobs Deficit is 15-20 million.

It would take 3-4 million jobs per year to restore full employment by 2015-2016 but fastest ever was in 2002-2007 Clinton period of rapid job growth that produced 1.9 million jobs per year.

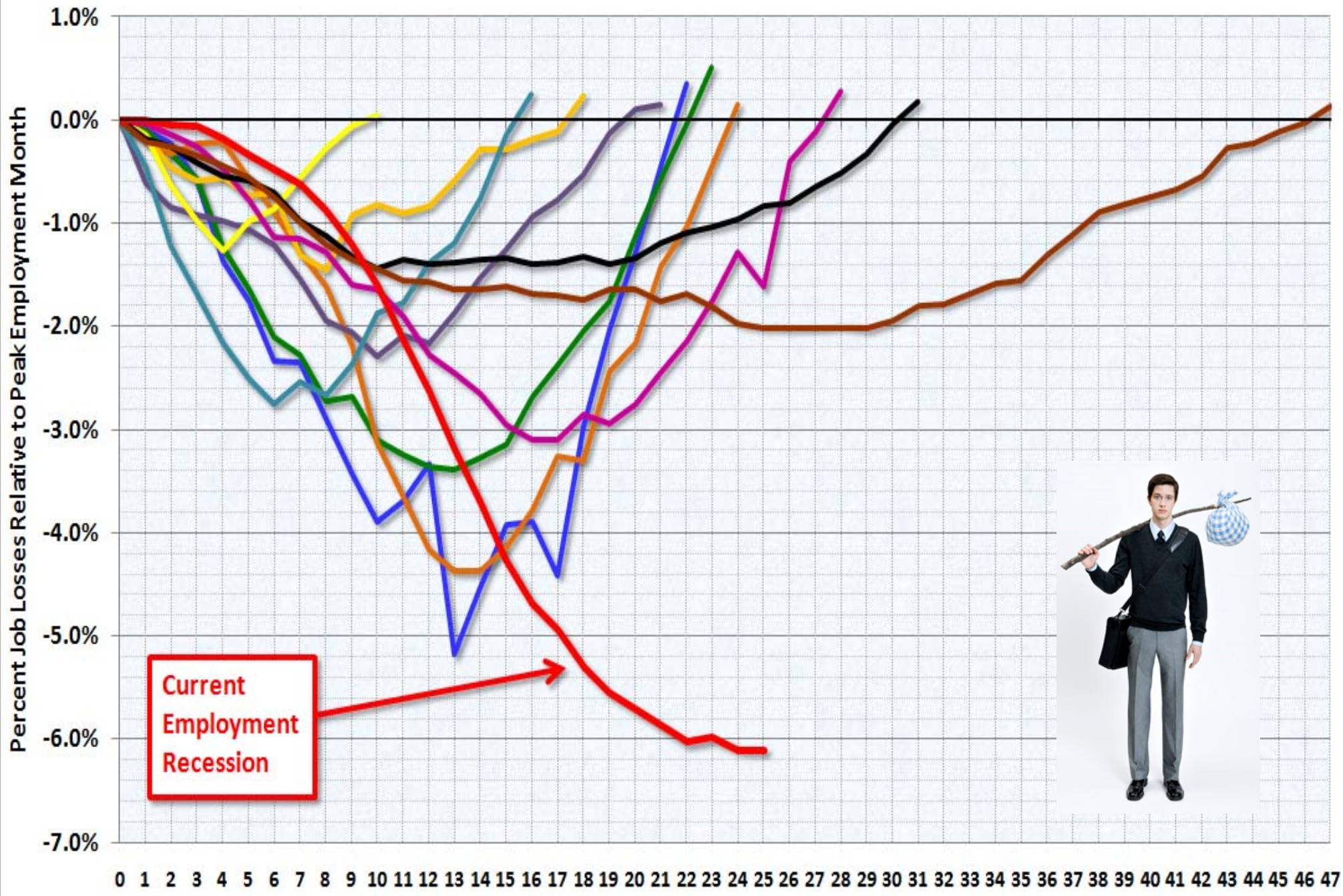
What are the odds of a jobs boom 50%-100% stronger than '02-'07?

More probable is that for the rest of this decade, unemployment will range around 7% and this will come to be viewed as normal.

Goodbye decent employment and independence for many young persons. (See How a New Jobless Era Will Transform America www.theatlantic.com/doc/print/201003/jobless-america-future)

Percent Job Losses in Post WWII Recessions

— 1948 — 1953 — 1958 — 1960 — 1969 — 1974 — 1980 — 1981 — 1990 — 2001 — 2007



Current Employment Recession



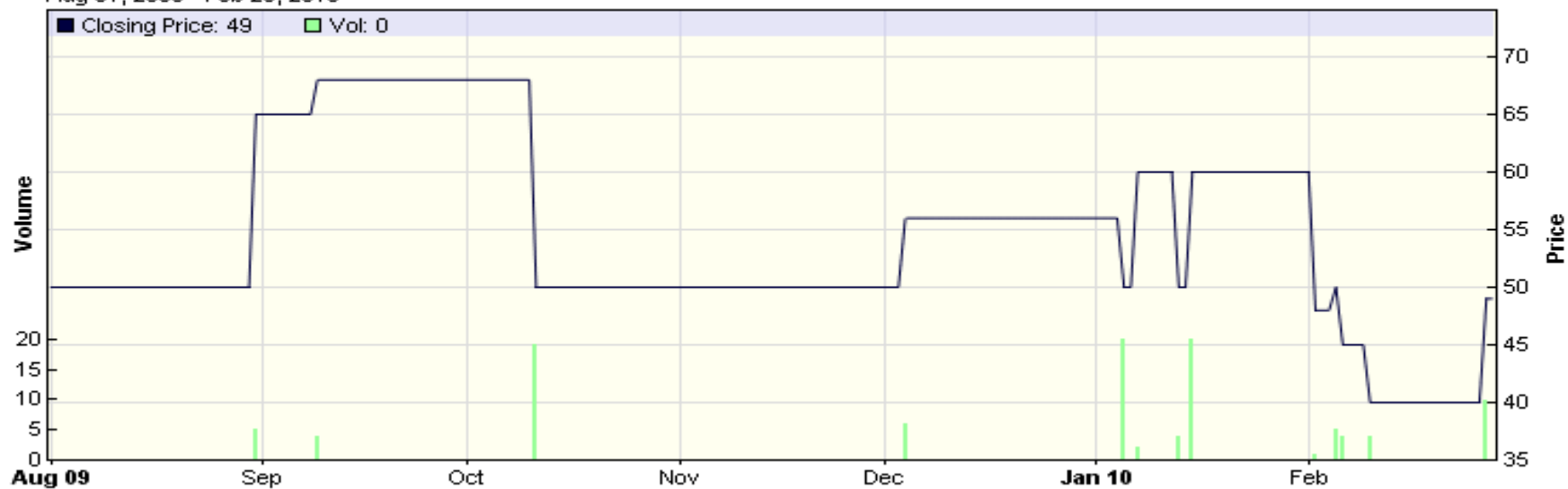
Prediction Market Views: changes reflect most recent unemployment drop below 10%

US.UNEMPLOY.DEC10.>10.00%
Jul 13, 2009 - Feb 28, 2010



Source: www.intrade.com ©

US.UNEMPLOY.DEC10.>9.75%
Aug 01, 2009 - Feb 28, 2010



Source: www.intrade.com ©

2. Job Quality in Recession

Three ways to measure a good job

Objective:

1. Wages and benefits: compensating differential theory says low wage jobs are good, but most studies find that low wages reflect skill/labor market conditions.
2. Bio-markers and health associated with job.

Subjective:

3. Job Satisfaction: problem is that satisfaction depends not only on attributes but expectations.
4. Perceptions of attributes or inferences from satisfaction conditional on wages

Behavioral or scenario behavior

5. Quit or acceptance but difficult in recession; responses to scenario questions about quit or acceptance.

Percentage of workers in OECD countries viewing job attribute as very important from ISSP, 1989

Job Security	59.30%
Interesting work	48.7
<i>Allows to Work Independently</i>	33.6
<i>Good Opportunities for Advancement</i>	30
<i>Useful to Society</i>	25.1
High income	24.1
<i>Allows to Help Other People</i>	22.7
<i>Flexible Working Hours</i>	18.1
Leisure time	11.9

Clark, A. E. (1998), "Measures of Job Satisfaction: What Makes a Good Job? Evidence from OECD Countries", OECD Labour Market and Social Policy Occasional *Papers*, No. 34,

Job Satisfaction most tested subjective measure

Test-retest reliability measures of job satisfaction on the same job for satisfaction questionnaires are on the order of 0.80 (van Sanne, Sluiter, Verbeek, Frings-Dresen, 2003, table 3)

In the NLSY, the correlation between the job satisfaction of workers who stay on the same job in two periods ranges from 0.35 to 0.45. Other studies of the attitudes of workers at two periods of time suggest that correlations of attitudes are on the order of 0.50 to 0.70[1].

Rode (2004) estimates a correlation of 0.49 for job satisfaction for persons in the first and second waves of the Americans' Changing Lives survey, where the waves were three years apart; Bowling, Beehr and Lepisto (2006) report a correlation of 0.53 on job satisfaction for respondents in the Adult Longitudinal Panel report correlations ranging from 0.58 to 0.68 for measures of organizational commitment, job involvement, career commitment and career satisfaction. Cote and Morgan (2002) report a correlation of 0.48 for a sample of 111 workers at two points of time separated by four weeks.

Standard Correlates of Job Satisfaction in GSS

(T. Smith, 2008)

Labor Force Status

Working Full Time	51.5
Working Part Time	46.2
Unemployed	37.1
Keeping House	52.5

Education

Less than High School	44.8
High School	47.7
Associate Degree	53.5
Bachelor's Degree	54.5
Graduate Degree	58.3

Earned Income

Less than \$10,000	40.1
\$10-19,999	56.0
\$20-29,999	45.4
\$30-39,999	49.7
\$40-49,999	53.3
\$50-59,999	59.6
\$60-74,999	58.2
\$75-109,999	55.2
\$110,000	67.7

Occupational Prestige

Bottom 10 th	35.0
2nd	38.0
3rd	44.1
4th	50.7
5th	46.1
6th	56.5
7th	53.5
8th	56.2
9th	61.1
Top 10th	57.3

Job satisfaction critical to life satisfaction

Analysis of ISSP surveys for 2002 (Family and Changing Gender Roles), which asked about satisfaction with life; with family and job, showed that family satisfaction matters most, but job matters a lot, as well.

The 2003-2006 Aberdeen Epicurus EU study found that “Job satisfaction secret of happiness” (The Scotsman, June 30 2006)

Helliwall and Huang found that job satisfaction, how other time spent, health, about equally important (Canadian survey, NBER wp 11807, 2005)

Job Satisfaction Related to Health and Mental health: Farragher 2005 meta analysis

Table 1 Effect-size summary statistics for relationship between job satisfaction and health measures

Health outcome	No. of studies	Total sample size	Combined correlation coefficient (95% CI)		Heterogeneity test
			Fixed effects model	Random effects model	
Unadjusted					
Anxiety	60	36443	0.322 (0.313 to 0.331)	0.354 (0.319 to 0.388)	Q(59)=650.7, p<0.001
Burnout	62	19944	0.396 (0.385 to 0.408)	0.409 (0.378 to 0.439)	Q(61)=355.5, p<0.001
Cardiovascular disease	13	5303	0.147 (0.120 to 0.173)	0.113 (0.041 to 0.183)	Q(12)=55.0, p<0.001
Depression	46	38941	0.349 (0.341 to 0.358)	0.366 (0.310 to 0.421)	Q(45)=1553.1, p<0.001
General mental health	142	95814	0.331 (0.326 to 0.337)	0.318 (0.299 to 0.336)	Q(141)=1130.7, p<0.001
Musculoskeletal disorders	4	2442	0.078 (0.039 to 0.118)	0.078 (0.039 to 0.118)	Q(3)=2.3, p=0.519
"Other" illness	3	2124	0.315 (0.276 to 0.353)	0.251 (-0.167 to 0.593)	Q(2)=124.4, p<0.001
Subjective physical illness	119	58762	0.228 (0.220 to 0.235)	0.235 (0.211 to 0.259)	Q(118)=937.8, p<0.001
Self-esteem	13	2529	0.345 (0.310 to 0.379)	0.351 (0.251 to 0.443)	Q(12)=80.9, p<0.001
Strain	23	5693	0.319 (0.295 to 0.342)	0.310 (0.230 to 0.385)	Q(22)=208.8, p<0.001
Combined	485	267995	0.310 (0.306 to 0.313)	0.312 (0.299 to 0.325)	Q(487)=6191.8, p<0.001
Schmidt-Hunter adjusted					
Anxiety	60	36443	0.383 (0.374 to 0.392)	0.420 (0.379 to 0.459)	Q(59)=1051.7, p<0.001
Burnout	62	19944	0.463 (0.452 to 0.474)	0.478 (0.443 to 0.512)	Q(61)=534.7, p<0.001
Cardiovascular disease	13	5303	0.163 (0.136 to 0.189)	0.121 (0.043 to 0.197)	Q(12)=65.4, p<0.001
Depression	46	38941	0.412 (0.404 to 0.421)	0.428 (0.361 to 0.490)	Q(45)=2431.1, p<0.001
General mental health	141	95814	0.393 (0.388 to 0.399)	0.376 (0.353 to 0.397)	Q(142)=1778.8, p<0.001
Musculoskeletal disorders	4	2442	0.079 (0.039 to 0.118)	0.079 (0.039 to 0.118)	Q(3)=2.6, p=0.452
"Other" illness	3	2124	0.360 (0.323 to 0.397)	0.286 (-0.201 to 0.660)	Q(2)=170.6, p<0.001
Subjective physical illness	119	58762	0.272 (0.265 to 0.280)	0.287 (0.255 to 0.319)	Q(118)=1886.3, p<0.001
Self-esteem	13	2529	0.439 (0.407 to 0.470)	0.429 (0.304 to 0.540)	Q(12)=144.2, p<0.001
Strain	24	5693	0.355 (0.333 to 0.377)	0.341 (0.250 to 0.426)	Q(22)=320.8, p<0.001
Combined	485	267995	0.367 (0.364 to 0.371)	0.370 (0.354 to 0.385)	Q(484)=10028.1, p<0.001

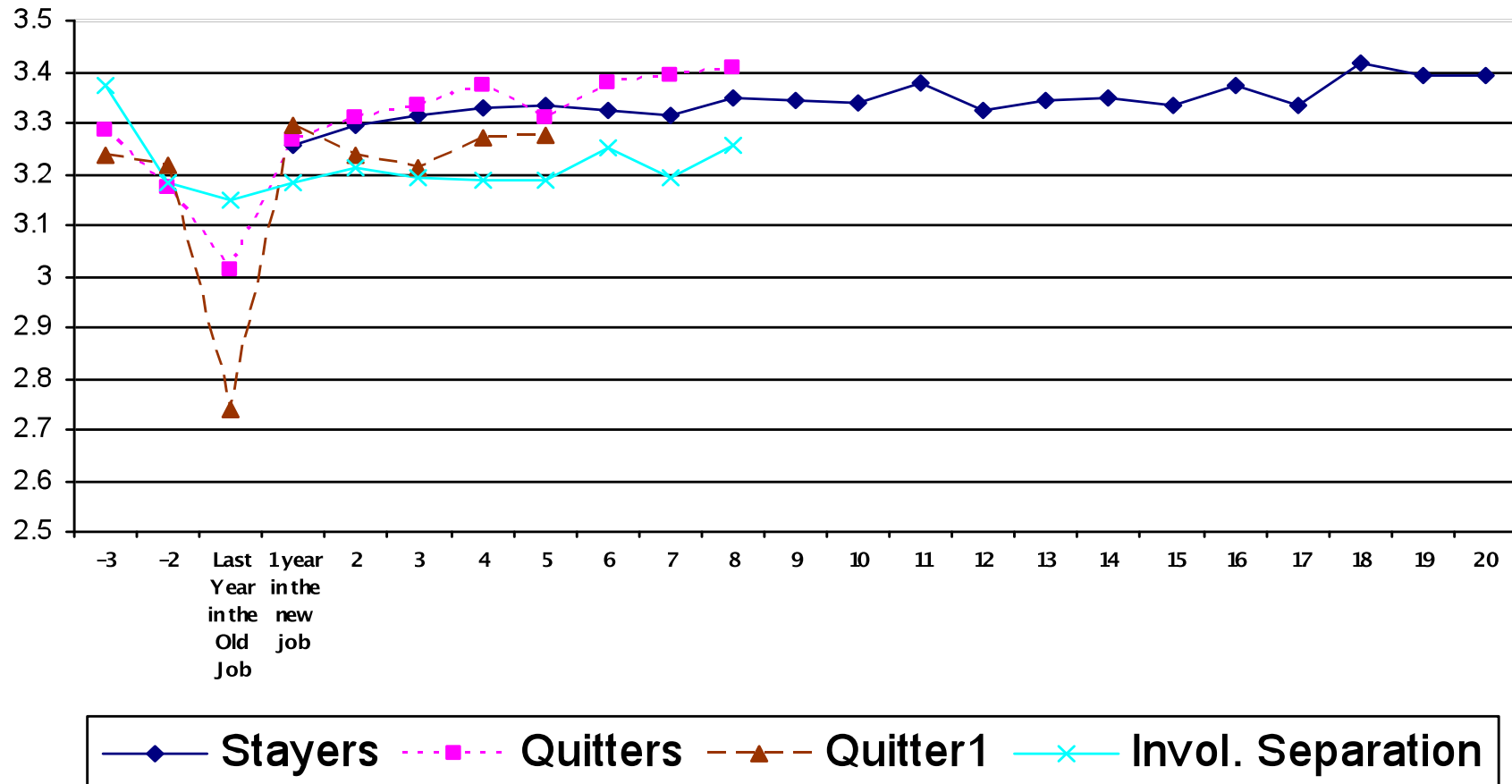
Gupta and Kristensen, (Eur J. Health Econ, 2008) relates ‘How satisfied are you with your present job in terms of working conditions/ environment?’ to self-assessed general health measure, and gets consistent answers.

Table 4 Parameter estimate and marginal effects of satisfaction with work environment on health (both ADL and SAH), by country

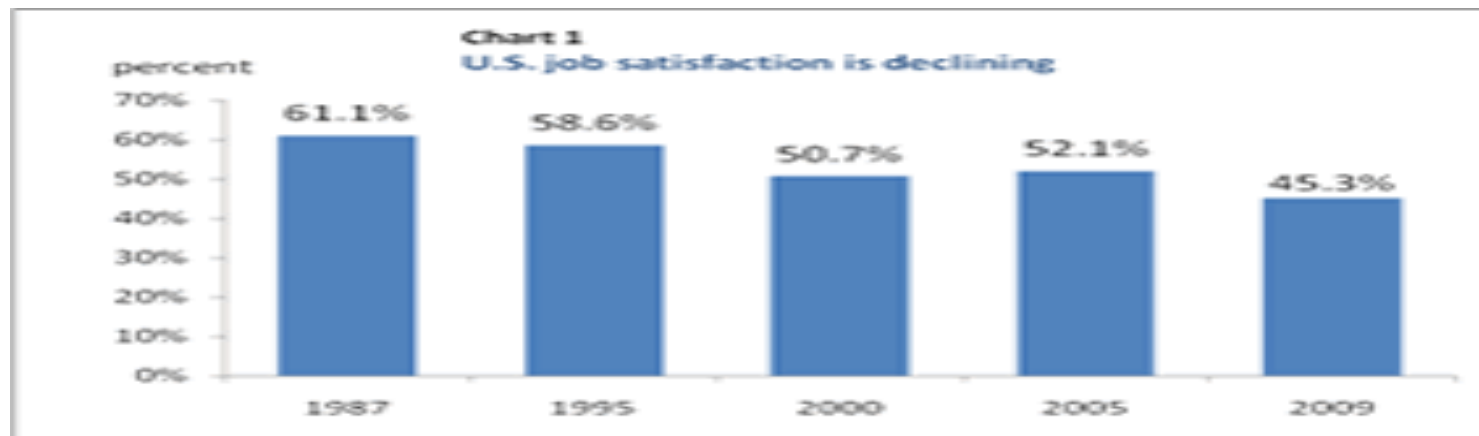
	Denmark	France	Spain
SAH			
Parameter estimate	0.145 (0.015)***	0.226 (0.011)***	0.154 (0.009)***
Marginal effects			
Very bad	0.0000 (0.00000)***	-0.0003 (0.00002)***	0.0000 (0.00000)***
Bad	-0.0001 (0.00001)***	-0.0014 (0.00007)***	-0.0018 (0.00011)***
Fair	-0.0103 (0.00109)***	-0.0656 (0.00311)***	-0.0264 (0.00162)***
Good	-0.0466 (0.00493)***	0.0364 (0.00172)***	-0.0102 (0.00062)***
Very good	0.0571 (0.00603)***	0.0309 (0.00146)***	0.0384 (0.00236)***
Number of observations	13,111	23,199	23,061

Workers regain job satisfaction by quitting in NLSY but quitting falls in recession

Satisfaction Level

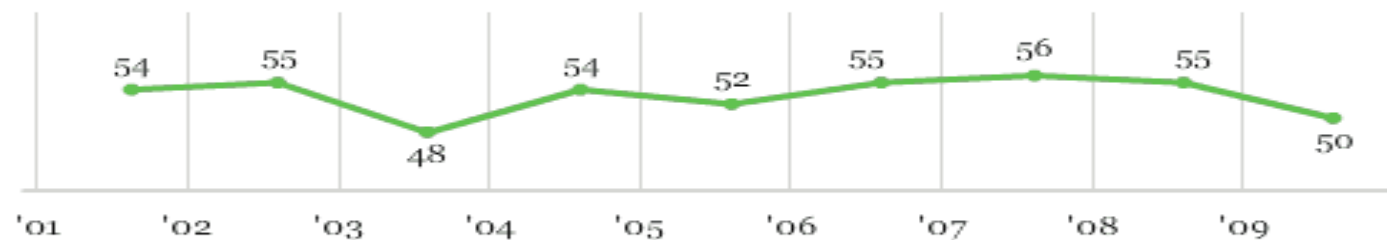


But US change in satisfaction is recession unclear: Conference Board, Gallup show drop GSS stable



Are you completely satisfied, somewhat satisfied, somewhat dissatisfied, or completely dissatisfied with ... your job security?

■ % Completely satisfied



Based on adults employed full- or part-time
Surveys conducted in August of each year

	1987	1988	1989	1990	1991	1993	1994	1996	1998	2000	2002	2004	2006	2008
Satisfied (Very + Moderately)	83	86	86	86	87	84	86	85	87	89	87	87	88	87
Very Satisfied	43.9	46.1	46.3	46.2	44.8	43.4	45.6	44.9	48.4	45.5	50.8	50.9	49.4	51

3. Costs of joblessness a: Mortality

Sullivan and Von Wachter, QJE:2009 estimate that for high seniority male workers, mortality in the year after displacement was 50%-100% higher than for comparable non-displaced

Table 5: Impact of Job Displacement on Life Expectancy by Age at Separation and Job Tenure

Sample	Displacement Interactions Included	Age at Separation	Life Expectancy given not Displaced	Life Expectancy given Displaced	Lost Years of Life due to Displacement
(1) Stable job 1974-79 No restrictions on earnings 1980-86; 1920-59 birth years Tenure in 1979 At Least 6 Years	Years since displacement	30	76.45	74.85	-1.59
	categories;	35	76.56	74.99	-1.56
	Current age categories;	40	76.73	75.22	-1.51
	Displaced age GE 60;	45	76.99	75.58	-1.41
	Nonmanufacturing	50	77.37	76.01	-1.36
		55	77.92	76.64	-1.29
(2) Stable job 1974-79 No restrictions on earnings 1980-86; 1920-59 birth years; Tenure in 1979 At Least 3 Years	Years since displacement	30	76.56	74.97	-1.59
	categories;	35	76.67	75.10	-1.57
	Current age categories;	40	76.85	75.29	-1.56
	Displaced age GE 60;	45	77.11	75.58	-1.53
	Nonmanufacturing	50	77.49	76.00	-1.50
		55	78.05	76.62	-1.43

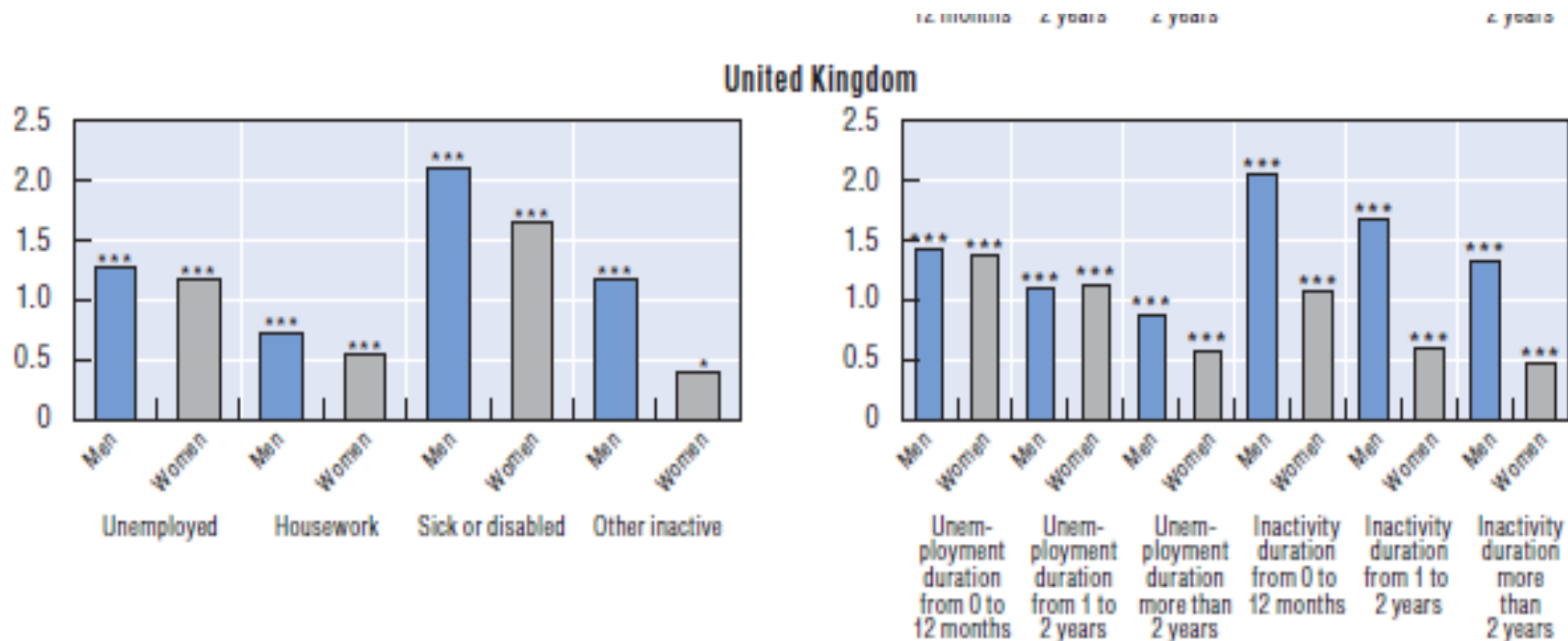
3. Costs of joblessness b: Happiness

Probably most soundly established relation between economic state and happiness. Winkelmann and Winkelmann (1998): Germany unemployed men 38% less likely to have high life satisfaction than employed men; Clarke (2003) found that unemployed men in the United Kingdom were 69% less likely to have a high quality of life score. Blanchflower and Oswald (2004) find that unemployment is associated with 23% lower life satisfaction in US GSS. Strong in cross-section and found in longitudinal analyses as well, with analysis of timing of adaption: biggest lose of subjective well-being is right after job loss (Lucas, Clark, Georgellis, Diener, 2004) ... many more!

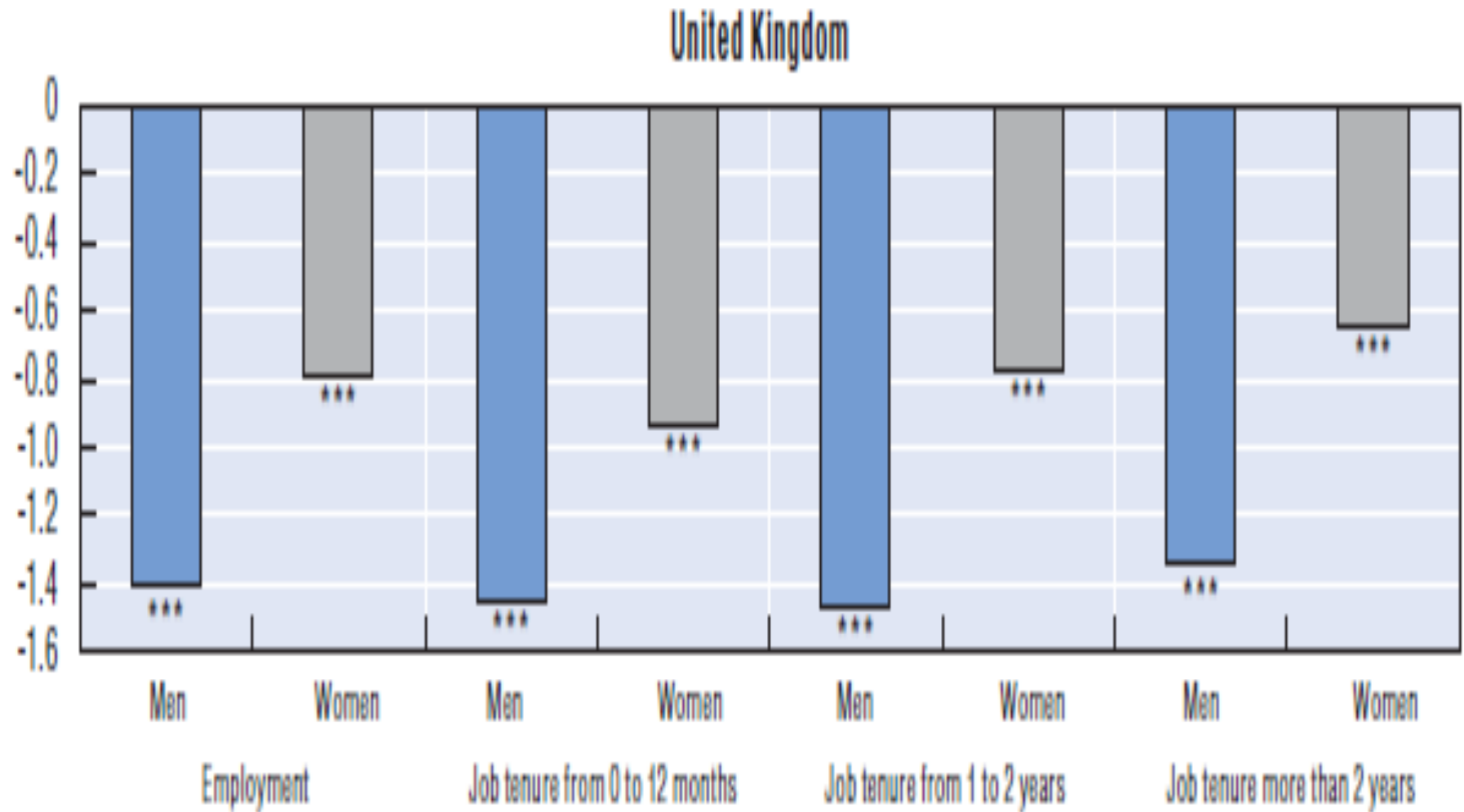
3. Costs of joblessness c: Mental health (OECD, Employment Outlook, 2008, chapter 4, panel study)

- *Mental health suffers when individuals move from employment to unemployment or inactivity.* The panel analysis for individual workers in five countries shows that non-employment is detrimental for mental health. The estimated impact of time spent in non-employment on mental health differs across countries and by gender. In some countries, individuals suffer in terms of mental health in case of long-term unemployment, while in others they do not, perhaps because of habituation to being unemployed or because of the structure of unemployment benefits.

Loss of employment to ... raises mental health distress

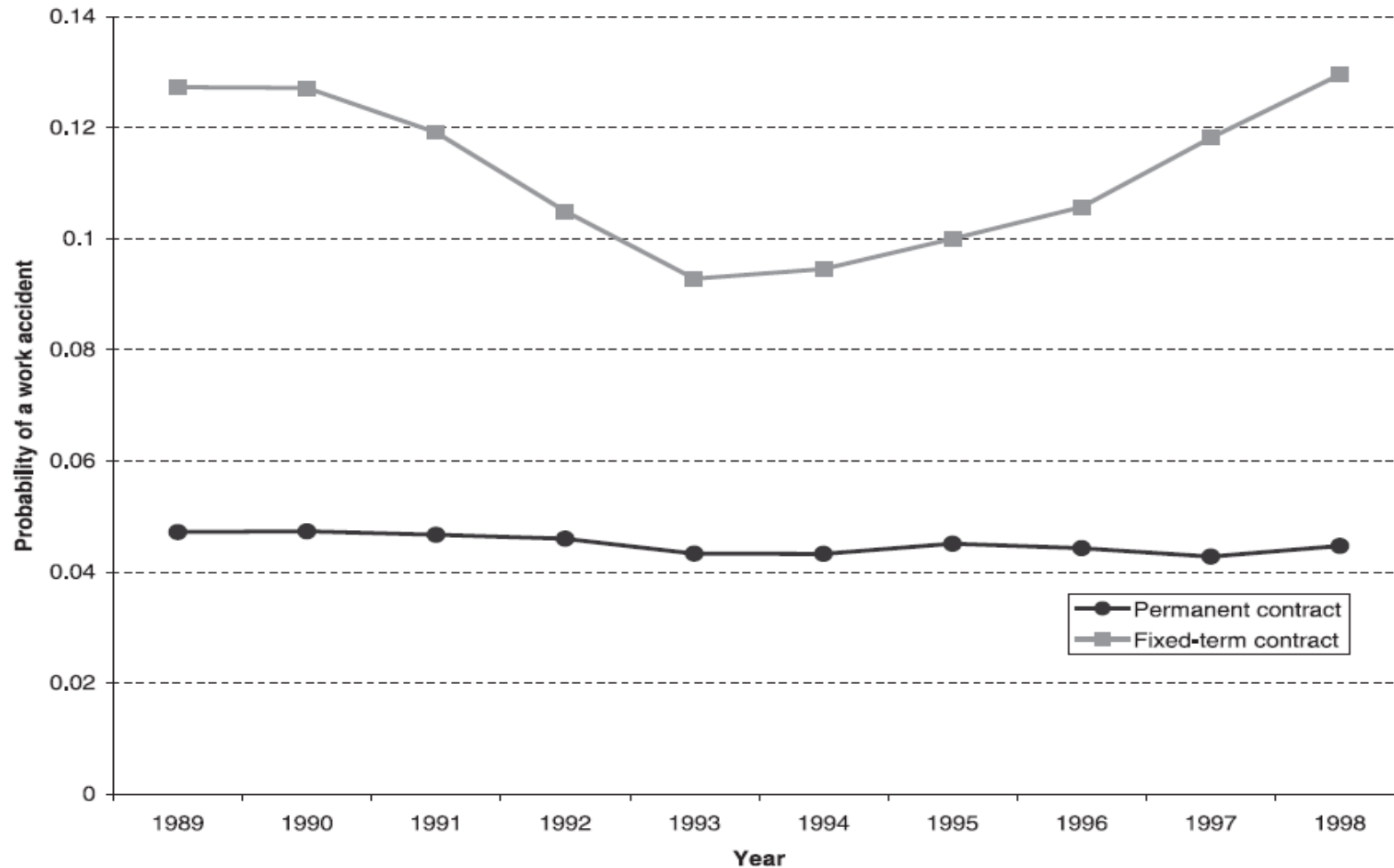


Movement to Job reduces mental health distress



Costs of precarious jobs: a. Occupational injury

Workers on temporary contracts suffer from higher accident risk (Guadalupe, JLE, 2003)



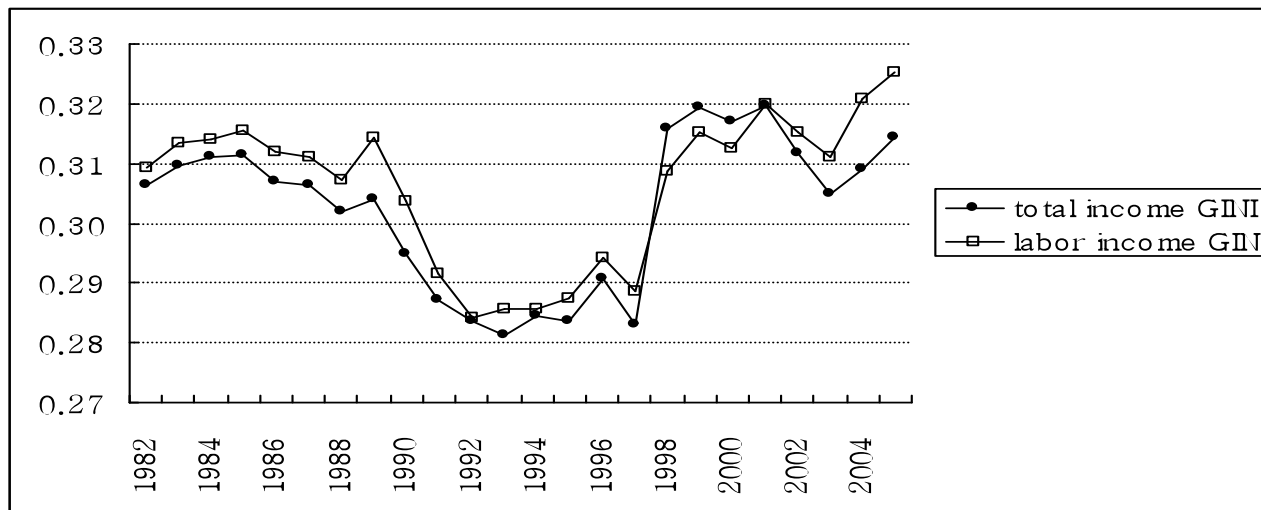
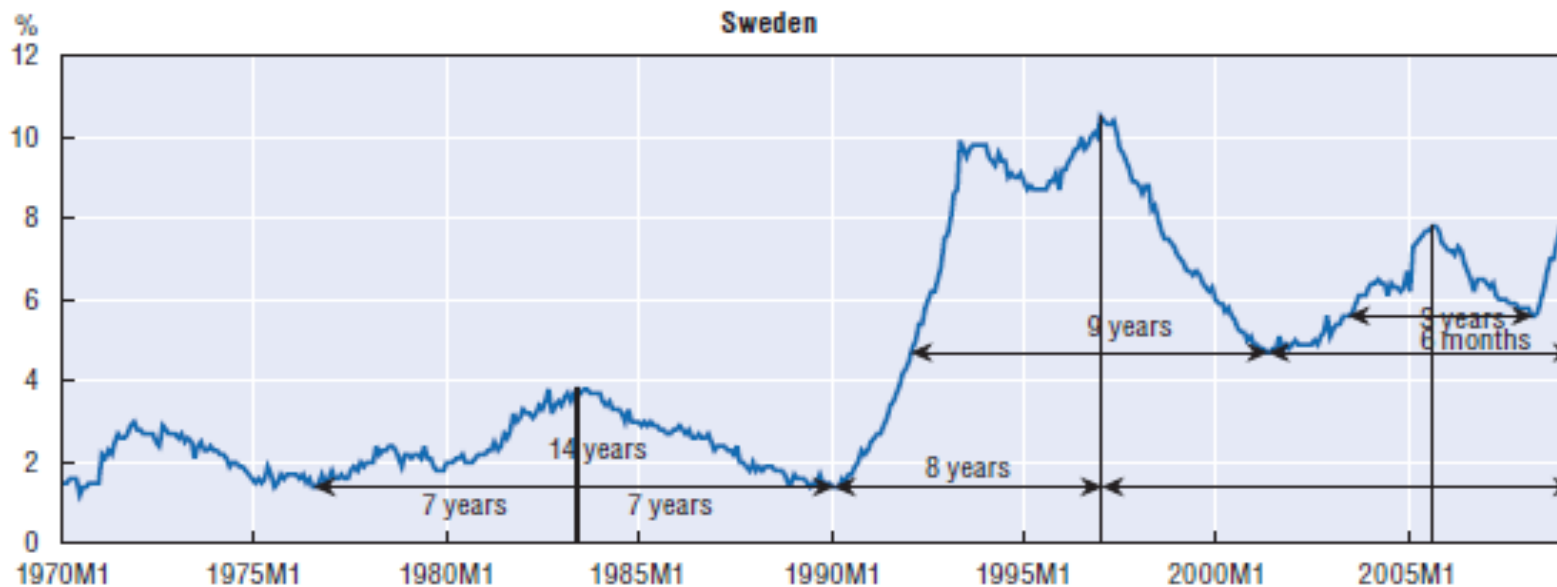
Costs of precarious jobs: b. Mental health (OECD, Employment Outlook, 2008, chapter 4, panel study)

Male	Australia			Canada			Korea			Switzerland			United Kingdom		
	From...			From...			From...			From...			From...		
	Non-employment	Unemployed	Sick	Non-employment	Unemployed	Sick	Non-employment	Unemployed	Sick	Non-employment	Unemployed	Sick	Non-employment	Unemployed	Sick
Job security															
Very secure	-1.569***	-1.487***	-1.930***	-0.722***	-0.716***	-2.204***	-0.392***	-0.373***	-0.300***	-0.546***	-0.546***	-1.225***	-1.461***	-1.323***	-1.599***
Quite secure	-0.457	-0.381	-0.819	-0.574***	-0.557***	-2.046***	-0.233***	-0.215***	-0.141***	-0.499***	-0.499***	-1.177***	-1.142***	-1.006***	-1.280***
Very insecure	1.163**	1.259**	0.796	-0.238*	-0.220	-1.708***	-0.071***	-0.052***	0.023	-0.224	-0.227	-0.905**	-0.523***	-0.388***	-0.661***
Job satisfaction															
Very satisfied	-1.328**	-1.318*	-3.800***				-0.298***	-0.276***	-0.215***	-0.463***	-0.460***	-1.146***	-1.779***	-1.646***	-2.339***
Satisfied	0.140	0.152	-2.330**				-0.115***	-0.092***	-0.030*	-0.480***	-0.477***	-1.163***	-1.137***	-1.005***	-1.698***
Not satisfied	2.549***	2.584***	0.102				0.053***	0.076***	0.139***	-0.306**	-0.304*	-0.990***	0.223***	0.358***	-0.336***
Female															
Job security															
Very secure	-0.434	-0.429	-0.041	-0.610***	-0.430***	-2.374***	-0.170***	-0.232***	-0.188***	-0.102	-0.553***	-0.623**	-0.856***	-1.057***	-1.283***
Quite secure	0.301	0.312	0.706	-0.541***	-0.349*	-2.294***	-0.020	-0.083***	-0.039*	-0.073	-0.519***	-0.588**	-0.628***	-0.829***	-1.053***
Very insecure	0.484	0.516	0.908	-0.195	-0.043	-1.987***	0.127***	0.062**	0.107***	0.358***	-0.074	-0.143	-0.332***	-0.531***	-0.754***
Job satisfaction															
Very satisfied	-1.450***	-2.824***	-5.440***				-0.150***	-0.188***	-0.155***	-0.045	-0.471***	-0.573**	-1.047***	-1.411***	-1.847***
Satisfied	0.774	-0.593	-3.209**				0.018	-0.020	0.013	-0.033	-0.450***	-0.552*	-0.452***	-0.809***	-1.246***
Not satisfied	1.622***	0.267	-2.349*				0.211***	0.174***	0.205***	0.152	-0.262*	-0.364	0.596***	0.251**	-0.187

Sutherland and Cooper, 2002 BMJ, finds changes in mental health and job satisfaction after changes in UK medical practitioner NHS contract.

Recent recessions → long period for job recovery; greater inequality; loss of lifetime income for many

Figure 1.7. Severe recessions generate sharp increases in unemployment which are long-lasting and often not reversed completely in recoveries (cont.)
 Evolutions of monthly harmonised unemployment rates^a in selected countries, January 1970-June 2009



Korean growth built on low levels of inequality. The 1997 Asian flu crisis raised inequality so Korea is now second to US among OECD countries. Employment picked up through informal irregular jobs, not through growth of permanent jobs.

Unemployment connected to increased wage dispersion and poverty, foreclosure due to inability to meet mortgage payments; weakly to crime; some claims connected to divorce, marriage, suicide.
More precarious jobs also??

Bottom line cost to Society: XXX Billions?

4. Time for Restructuring our Capitalist Model toward Shared Capitalism?

“Shared capitalism”: Employee participation in enterprise performance through

- Profit sharing, gainsharing,
- Employee stock ownership, and/or Stock options



Worked with 14 companies that have shared capitalism plans, gathering 41,000+ employee surveys on workplace policies and employee attitudes and experiences with these plans; Added questions to 2002 and 2006 General Social Surveys (GSS), for representative samples (in Kruse, Freeman, Blasi, Shared Capitalism at Work, Spring 2010); New surveys “Great Place to Work Institute”

Current “jobs strategy” policy that made flexibility the goal has failed.

“there does not appear to be any strong reason to expect that recent structural reforms mean that OECD labour markets are now substantially less sensitive to severe economic downturns than...in the past... the “great moderation” apparently cannot be attributed to greater resilience due to the types of structural reforms that have received ... from labour market analysts and policy makers (pp 39)

“there do not appear to be any clear grounds for concluding that workers, generally, are either better or worse prepared to weather a period of weak labour markets than was the case for the past several recessions (pp 40)

OECD believes that policies increased “shock amplification” – make recession effects on labor bigger -- but reduce “shock persistence” – cut length of impact (dubious because speed of adjustment of demand for labor is unchanged.) On net “less evident that an employment centered social protection system ... can be effective”p 19;

Time for a “workers well-being first” strategy?

As best we can tell from statistical analyses firms with shared capitalist arrangements do better than other firms!

See Blasi, Freeman, Kruse (2010); production function literature on profit-sharing, ESOPs; Bryson and Freeman How does shared capitalism affect economic performance in the UK?, chapter 6 of BFK, and Oxera (2007a), Tax Advantaged Employee share Schemes: analysis of productivity effects Report 1 Productivity Measured Using Turnover, January 2007 (HM Revenue and Customs Research Report 32); Oxera (2007b), Tax Advantaged Employee share Schemes: analysis of productivity effects Report 2: Productivity Measured Using Gross Value Added, August 2007 (HM Revenue and Customs Research Report 33

What does shared capitalism do for workers: outcomes related to index of practices:

1. Participation in decisions

Significant relation to index

GSS : Lot of say on job (1-4 scale)	+
Take part w/others in decisions (1-4 scale)	+
Participate in setting way things done (1-4 scale)	+
Lot of freedom in work (1-4 scale)	+ but weak
NBER cos:	
Participation in job decisions (1-4 scale)	+
Participation in dept. decisions (1-4 scale)	+
Participation in company decisions (1-4 scale)	+
In employee involvement team (0-1 dummy)	+
Satisfaction with participation (1-4 scale)	+

2. Supervision

GSS: Supervisor is helpful (1-4 scale)	+
Supervisor cares about those under him/her (1-4 scale)	+
NBER	
Freedom from close supervision (0-10 scale)	+ but weak

3. Company treatment of employees

GSS	Significant relation to index
Am treated with respect (1-4 scale)	no
Mgt.-employee relations (1-4 scale)	no
Promotions handled fairly (1-4 scale)	+
Worker safety is high priority (1-4 scale)	+
Lack of stress at work (1-4 scale)	no
NBER	
When co. does well, ees. share benefits (1-7 scale)	+
Co. is fair to employees (1-7 scale)	+
Grade of co. on sharing info (0-4 scale)	+
Grade of co. on trustworthiness (0-4 scale)	+
Grade of co. on employee relations (0-4 scale)	+

4. Training

GSS: Have training opportunities I need (1-4 scale)	+
NBER: .	
Formal job training in past 12 months (0-1 dummy)	+
Informal job training from co-workers (1-4 scale)	+

5. Pay and benefits

Significant relation to index

GSS: Yearly earnings (natural log)

+

Paid what you deserve (1-5 scale)

+

Fringe benefits are good (1-4 scale)

+

NBER: Fixed pay (natural log)

+

Fixed pay difference from market (%)

+

Total compensation difference from market (%)

+

Grade of co. on wages (0-4 scale)

+

Grade of co. on benefits (0-4 scale)

+

6. Job Security

GSS: Not likely to lose job(1-4 scale)

+

Not laid off in past year (0-1 dummy)

+

NBER: Not likely to lose job (1-4 scale)

+

7. Job Satisfaction

GSS: Job satisfaction (1-4 scale)

+

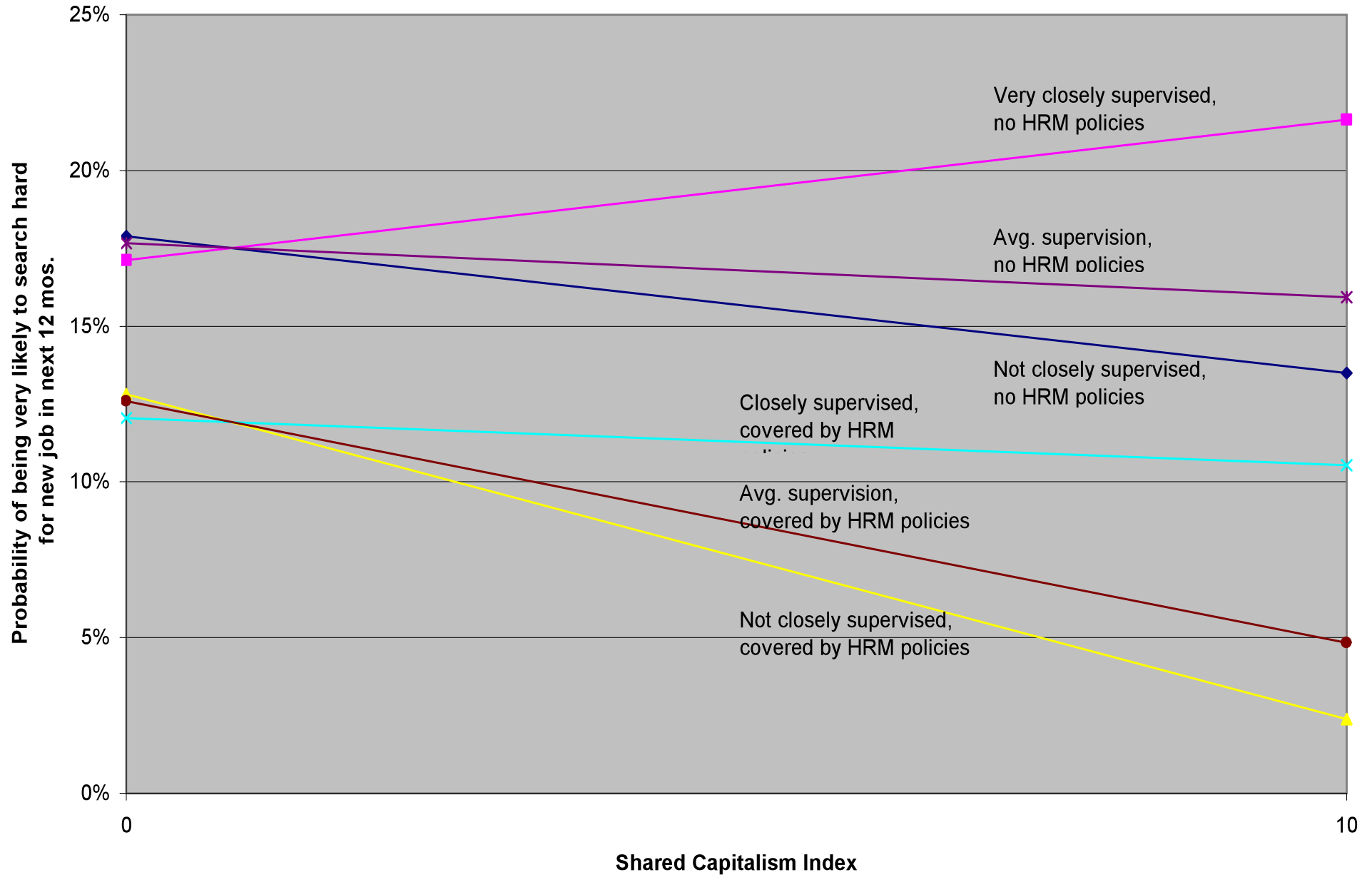
NBER: Job satisfaction (1-7 scale)

+

Outcomes for workers by Separate Measure: NBER

	<u>Profit</u>	<u>Gain</u>	<u>Ee.</u>	<u>Stock</u>
	<u>sharing</u>	<u>sharing</u>	<u>own.</u>	<u>options</u>
Participation in decisions	+		+	+
Co. treatment of employees	+	+	+	
Supervision				
Training	+	+	+	
Pay and benefits	+	+	+	+
Job security	+	+	+	+
Job satisfaction	+	+		

Figure 4: Contingent Effects of Shared Capitalism on Likely Turnover



Conclusion: the Experiment with Deregulated
Finance Capitalism has FAILED.
Time to experiment with more shared capitalist
arrangements



Over our dead bodies!



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ATTACK OF THE ZOMBIE BANKERS

Buy One Of My Toxic Assets, Or I'll Eat Your Kids!

Stressed Out Bankers Run Amok With Your Tax Dollars!

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