

MGT. M259C/PPCM230: Labor Markets 2/5/08

Introduction: Analyzing the Labor Market



[Current Population Survey](#)

10:01

The monthly Current Population Survey (or Household Survey) collects labor-market information such as the unemployment rate. This video was made in early 1994 when certain survey questions were changed. It shows how the survey data are collected. Presumably, the old laptops shown have been replaced. (And presumably most survey takers don't run into CIA employees - unlike the interview shown here.) Press releases from the Current Population Survey are available at www.bls.gov.

http://www.youtube.com/watch?v=6fkaO4v8_oQ



[Eisenhower TV ad on cost of living](#)

00:20

TV ad for Eisenhower on the high cost of living, 1952 presidential election

<http://www.youtube.com/watch?v=dc5gu5peJug>



[Early 20th Century Work Scenes](#)

04:50

Silent film clips of work scenes in the early 20th century.

http://www.youtube.com/watch?v=yZgfY_imwwI

Standard Demand/Supply Analysis



[History of INS and Immigration - Part One](#)

09:47

The old Immigration and Naturalization Service (INS) made this history of itself, the Border Patrol, earlier agencies, and immigration generally. This is Part One.

<http://www.youtube.com/watch?v=jMLydt9r2YQ>



[History of INS and Immigration - Part Two](#)

08:06

See Part One for description.

<http://www.youtube.com/watch?v=jMLydt9r2YQ>



[Dorothea Lang's Famed Photo of a California Migrant Mother](#)

02:10

Photographer Dorothea Lang took a picture of a California Okie migrant mother during the Great Depression.

<http://www.youtube.com/watch?v=3RBewhoQu34>



[Health care and illegal immigration TV ad in California](#)

01:05

This TV ad blames illegal immigration for endangering health care in Kern County, California. The issue of use of ERs by those without insurance was part of the background of the revival of universal health care proposals by Gov. Schwarzenegger in 2007.

<http://www.youtube.com/watch?v=6doW6VUQ1Cw>



[Wilson Morphs into Schwarzenegger](#)

00:31

During the 2005 California special election called by Gov. Schwarzenegger to promote 4 ballot initiatives, opponents aired this Spanish-language TV ad. It ties Schwarzenegger to former Gov. Pete Wilson whose support for Prop 187 in 1994 angered many Latinos. Prop 187 sought to deny public services to illegal immigrants. Prop 187 passed but the 4 Schwarzenegger initiatives were defeated.

<http://www.youtube.com/watch?v=MMcRwMEJmSU>



[Bum Blockade](#)

01:41

In the mid-1930s Great Depression, the Los Angeles Police Dept. - in the so-called "Bum Blockade" - went to various California border crossing points to prevent the "Okies" from reaching the city.

<http://www.youtube.com/watch?v=zIZDMtRDCxI>



[Wilson's Re-Election Ads on Illegal Immigration](#)

01:17

California Governor Pete Wilson, running for re-election in 1994, campaigned in part on endorsing Proposition 187. Prop 187 - which passed - aimed at denying public services to illegal immigrants.

<http://www.youtube.com/watch?v=o0f1PE8Kzng>



[Low wage induces labor-intensive production: Calcutta](#)

01:38

This video shows Calcutta in the 1970s. Extremely low wages produces construction techniques that are heavily labor-intensive. It is not that the technology - in this case a pulley - is unknown, but that it doesn't pay to use it.

<http://www.youtube.com/watch?v=jTMHGVuC5jI>



[Railroad Competition in 1920s & 1930s](#)

05:19

Newer technology in trucks, buses, and road construction provided increased competition for railroads in the 1920s and 1930s. The beginning of passenger airline service also affected railroads. In addition, the Great Depression reduced demand more generally. The effect of both was reflected in rail labor markets in which wage cuts were negotiated. The impact of competition and demand swings is comparable to the impact of deregulation in transportation in the 1980s. In the 1930s, however, rail fares and prices were still set in a regulated framework. The authorities cut prices as noted in the video due to the changing transportation market.

<http://www.youtube.com/watch?v=SJBpg24A6Ok>



[Control of California-Mexico Border](#)

05:35

This video shows the difficulty of border control. Making controls more intensive in the San Diego area shifts illegal border crossing to the east.

http://www.youtube.com/watch?v=WqdbLb0J_ow



[Warning on Immigrants in 1920 Film](#)

04:29

Large scale immigration into the U.S. from eastern and southern Europe was cut off during World War I. In the 1920s, new legislation was enacted which sharply curtailed a renewal of the immigrant flow. Eastern and southern Europe was feared as a source of leftists, anarchists, and terrorists. The plot of this silent film involves an American who is temporarily seduced by a band of immigrants seeking to create mayhem in the context of a labor dispute.

<http://www.youtube.com/watch?v=nUCTE3KDAjw>



[Wage Cut in a Welsh Coal Mine](#)

04:33

Economists have long noted that nominal wage cuts are often avoided by employers, even in the face of declining markets. But cuts do sometimes occur and were probably more prevalent than after WW2. This fictional episode shows a wage cut in a Welsh coal mine that takes place around the turn of the 20th century. The cut leads to a rift within the family.

<http://www.youtube.com/watch?v=j9kG1T56yX0>



[Who is at fault for a wage cut?](#)

01:09

In this brief episode set in 19th century France, wages of coal miners are cut. The miners confront the mine owner. They blame the company and owner. He blames the market and the need to be competitive.

<http://www.youtube.com/watch?v=glh4RgHDoN8>



[Work vs. Family in the 1950s and 2000s](#)

06:18

Two executives - male in the 1950s - female in the 2000s - deal with work vs. family issues.

<http://www.youtube.com/watch?v=SwZm6-s74dU>

Pay, Benefits, and Social Insurance and Welfare



[The Townsend Pension Plan in the 1930s](#)

07:24

During the Great Depression of the 1930s, most elderly people had little means of support. Job-based pensions were rare. The Townsend movement - a proposal to pay everyone over age 60 \$200/month (a vast sum at the time) - began in California and spread across the country. It became the radical alternative to the Social Security proposal in Congress and indirectly helped enact Social Security as the more moderate plan. For more info on California's various pensionite movements, see Mitchell, "Pensions, Politics, and the Elderly" (M.E. Sharpe, 2000).

<http://www.youtube.com/watch?v=B1004qUR7tY>



[Worker Safety and Incentives](#)

01:03

In a 19th century French coal mine, the mine manager berates a miner for neglecting safety. The miner points out that the pay system rewards coal produced, not safety.

<http://www.youtube.com/watch?v=ZWC22E7ymY>



[Harry and Louise on Clinton's health plan](#)

01:00

TV ads featuring "Harry and Louise" helped defeat the Clinton health plan in 1994. The ads were funded by a group of insurance companies who feared they would be cut out of the market by larger firms.

<http://www.youtube.com/watch?v=Dt31nhleeCg>



[Gov. Schwarzenegger on Universal Health Insurance](#)

02:54

In his January 2007, State of the State address, California Governor Arnold Schwarzenegger discusses universal health insurance and says it will be in place soon.

http://www.youtube.com/watch?v=NGchl_0UII4



[Excerpts: News Conference on California Health Plan - Part 1](#)

06:59

On December 17, 2007, a news conference with Governor Arnold Schwarzenegger and others was held after the California State Assembly passed a "universal" health insurance plan modeled after the Massachusetts plan. The plan was based on an individual mandate to have insurance, an employer play-or-pay system, and a variety of taxes and subsidies. The taxes could not be passed by the legislature because under Proposition 13, state tax increases require a 2/3 vote. With all legislative Republicans opposed, the Democratic majority (and the Republican Governor) could not pass the tax component. The tax component was thus to be put on the November 2008 ballot. This clip is an edited-down version of news conference. Part 1 consists of edited remarks by the governor and Assembly speaker. Part 2 consists of remarks by the president of the Service Employees International Union (SEIU), Andy Stern, and CEO chairman Steve Burd. It is notable that both worked together on the health insurance matter since unions previously regarded Burd as the villain in the Southern California supermarket strike of 2003 - fought partly over the issue of health insurance. Finally, Part 3 consists of remarks by Fresno Mayor Alan Autry, a Republican who is bucking his part on this issue (along with the Governor). Despite the mood of celebration at this meeting, in January 2008, a California Senate committee rejected the bill with all Republicans and all but one Democrat opposed. Fears about potential costs of the plan were raised as well as general concerns about the deterioration of the California state budget. That action killed the bill. This is Part 1 of 3 parts on the December 2007 event.

<http://www.youtube.com/watch?v=GYMZ27gfmTI>



[Excerpts: News Conference on California Health Plan - Part 2](#)

06:12

See description part 1. This is the Stern-Burd excerpt.

<http://www.youtube.com/watch?v=B9WEnZrNoOo>



[Excerpts: News Conference on California Health Plan - Part 3](#)

06:02

See description, part 1. This is the Fresno Mayor Alan Autry excerpt.

<http://www.youtube.com/watch?v=CxDd6LIVzZY>



[Paying for Working Conditions: Readers in Cigar Factories](#)

04:07

In the early 20th century, cigar manufacturing workers paid to have a "reader" (El Lector) read to them while they worked from newspapers or literature. This clip explains the practice. Eventually, radios replaced readers as sources of information and entertainment. Economists use the phrase "compensating wage differential" to describe lower pay in exchange for better conditions. Since the workers paid directly for the reader, their take-home pay was effectively reduced by the cost of the reader.

<http://www.youtube.com/watch?v=Rf9V9eLjSMA>



[Workers' Compensation Insurance in California: Early 1990s](#)

03:16

The issue of the cost of Workers' Compensation insurance surfaces periodically in California, particularly during recessions. Workers' Comp developed in the early 20th century to compensate workers injured in industrial accidents which were widespread at the time. It was supposed to be "no-fault" insurance. California was an early adopter of Workers' Comp, as part of the progressive reforms (initiative, referendum, recall, right to vote for women) after the election of Hiram Johnson as governor in 1910. The system in practice, however, often involves litigation. At the time this clip was made, California paradoxically featured high costs for the insurance and low benefits for seriously injured workers. The paradox was due to a bleeding off of the revenues to compensate relatively minor injuries and questionable claims such as job "stress." As the opening titles point out, the job loss in California in this period was due mainly to the state's recession which reflected a national recession and the loss of aerospace and other military-related jobs when the Cold War ended. Reforming Workers' Comp was a major goal of Governor Pete Wilson, shown briefly in this clip. Workers' Comp resurfaced as an issue after Governor Schwarzenegger was elected in 2003 - also a period of economic sluggishness reflecting in part the dot-com bust.

<http://www.youtube.com/watch?v=SEA-WVjofaQ>



[National Health Insurance Debate Under Nixon](#)

07:11

In 1971, President Nixon proposed a national health insurance plan built on heavily employer private coverage. Senator Ted Kennedy proposed what would today be called a single-payer plan. In 1974, the debate had morphed into Nixon vs. Kennedy-Mills vs. Organized labor. Despite the prediction in the second clip shown, the result was stalemate rather than passage in 1974 or 1975.

<http://www.youtube.com/watch?v=iGKkPEvD2OM>



[Worker Safety During Construction of the Golden Gate Bridge](#)

03:09

This clip describes the installation of a safety net during the construction of San Francisco's Golden Gate Bridge on the order of bridge engineer Joseph Strauss. The clip suggests that the safety net - despite its cost - was a good investment as a morale booster, apart from the lives saved. Despite the net, there was a major accident later which caused the net to fall and cost several lives. Overall, the safety record was still better than might have been expected at the time.

<http://www.youtube.com/watch?v=KLRCZAXfEa4>

Internal Labor Markets, Implicit Contracts, “New” Institutionalism



[Lincoln Case - Part One](#)

09:32

Manufacturer Lincoln Electric has long been the subject of case writers because of its heavy use of piece rates, profit sharing, and the tying of reward to performance. In the 1980s, furthermore, economists became interested in the idea that profit sharing as a pay system could reduce cyclical unemployment and layoffs. One version of this concept - called the "share economy" by economist Martin Weitzman - is mentioned in this video and Weitzman is interviewed. That idea renewed interest in Lincoln because of no-layoff policy. This is Part One of a video on Lincoln made in 1992.

http://www.youtube.com/watch?v=EftYWQOs_cU



[Lincoln Case - Part Two](#)

05:47

See description for Part One.

<http://www.youtube.com/watch?v=H8gioKjrFwk>



[People Express - Part One - Success](#)

06:36

People Express was a discount airline started in the early 1980s as a result of airline deregulation. It was the darling of business school case writers because of its early success, its charismatic CEO, and its innovative and participative human resource practices. Employees all owned stock in the firm, etc. Soon the airline was in financial trouble after becoming overextended. It ultimately followed the downward path of other startup airlines that became overextended, whether or not they had inspirational CEOs or innovative practices. This portrait was made in 1984 just as troubles began. Subsequent parts of this sequence go into the failure.

<http://www.youtube.com/watch?v=B7nIa2aBFoA>



[People Express - Part Two - Troubles?](#)

04:49

See description for Part One.

<http://www.youtube.com/watch?v=d-5H72eLCAs>



[People Express - Part Three - Failing](#)

02:09

See description from Part One. This excerpt is from 1985.

<http://www.youtube.com/watch?v=1DrdJ48qQIo>



[People Express - Part Four - Failing/Discussion](#)

09:55

See description from Part One. Discussants include Alfred Kahn, considered the father of airline deregulation under the Carter administration.

<http://www.youtube.com/watch?v=f-4mPa68xVI>



[People Express - Part Five - Failing/Continued Discussion](#)

09:54

See description from Part One. Discussants include Alfred Kahn, considered the father of airline deregulation under the Carter administration. (Kahn is upset at the tail end that he isn't allowed time to provide a last word.)

<http://www.youtube.com/watch?v=F-eIYQ7Vzhk>



[Nucor Steel Labor Policy in 1992](#)

04:22

This news clip from 1992 profiles Nucor Steel. It emphasizes the variable pay plan that reflects company financial performance and internal cooperation. Nonunion Nucor received considerable attention in this period because of the economic difficulties that had faced traditional steel firms in the previous decade. Nucor has remained profitable since the period shown. The variable pay aspect reflects the Share Economy model for stabilizing employment.

<http://www.youtube.com/watch?v=qI0i13iJ8qs>



[Firing Senior Workers in the 1940s](#)

05:09

When Arthur Miller wrote *Death of a Salesman* in the late 1940s, pension plans were rare and Social Security was new and not comprehensive. The labor force participation rate for elderly men was high. Indeed, one of the major labor market trends thereafter was the decline of labor force participation of the (male) elderly until the 1990s. For that reason, the firing scene in this video clip would have been particularly powerful to audiences. Indeed, the main character tells us that he went into selling after observing another salesman who literally was able to work until he dropped. Ideas of retirement were not widespread at the time.

<http://www.youtube.com/watch?v=f0u0c7N4LYM>



[Takeover vs. Anti-Takeover - Part One](#)

05:57

During the 1980s, the idea of a "market for corporate control" developed. It involved looking at firms as collections of assets (a financial view) as opposed to an older organizational view. Here we have the pro-takeover view of a fictional firm with a loss-making division. If the firm is taken over, the loss-making division will be liquidated.

<http://www.youtube.com/watch?v=AJfCtWKcv7Q>



[Takeover vs. Anti-Takeover - Part Two](#)

05:23

See Part One for description. Here the president of the fictional firm pleads his case before the stockholders.

<http://www.youtube.com/watch?v=OEhxS5gno2Q>



[Firing Senior Employee in the 1930s](#)

04:24

The plot here involves a family-owned department store in the 1930s that has hired a hard-driving executive to revive the business. He fires a senior employee who is depicted as over the hill. During the Great Depression, such a firing would have been seen as particularly cruel. (Economists who see this excerpt might think about such concepts as efficiency wages and implicit contracts.)

<http://www.youtube.com/watch?v=kII74m4yta4>



[Enron Verdicts](#)

04:11

These news clips show the reactions of Ken Lay, Jeff Skilling, and the prosecution to the guilty verdicts. Lay's conviction was technically overturned because he died before sentencing.

<http://www.youtube.com/watch?v=di2XVJjadA>



[Ford and Taylor in the 1920s - Part One](#)

05:07

In the 1920s, Ford Motor Co. was considered the leader in manufacturing technology and practices. Elements of Taylor's scientific management were combined with what economists now call "efficiency wages" (wages well above the general market).

<http://www.youtube.com/watch?v=PvbG9Sjp97o>



[Ford and Taylor in the 1920s - Part Two](#)

06:15

See description for Part One.

http://www.youtube.com/watch?v=kFsBC0_Uglg



[Disloyal Contingent Worker](#)

02:15

The 1980s and 1990s saw rapid growth of "contingent" employment such as temps. More generally, employees were told to "manage your own career" and be less dependent on the employer for security. However, treating employees as spot market purchases means that loyalty to the employer is sacrificed. In this excerpt, a temp attached herself to a rising executive who she ultimately engineers - by sabotaging others and even murder - to become CEO. All this is to advance herself, not the firm or her boss. In the end - seen here - he catches on.

<http://www.youtube.com/watch?v=a0GFRCxZEeQ>



[Corporate America as Seen in the Mid-1950s](#)

06:22

Two scenes are shown in this video. At a meeting the industrial relations executive is depicted as sympathetic to workers in contrast to the new finance-oriented CEO. Then, as a result of such frictions, the industrial relations executive reveals that although he is being pressured to quit, corporate informal policy prevents him from being fired.

<http://www.youtube.com/watch?v=97vy4aR6UsE>



[Alienation from Big Firms in the 1920s](#)

01:42

During the early 20th century, the growth of the large firm was seen as modern and - for many - the key to economic progress. Some, however, were concerned with the alienated employee as a cog in the wheel that seemingly went along with bigness. This clip from one of the last silent films - The Crowd - shows the employee - even white-collar - as one of those cogs. (Film buffs may note the similarity to the opening scene of Blade Runner which takes place in a futuristic Los Angeles rather than New York City as in the Crowd. The camera in Blade Runner first looks over the city from on high, then focuses on a large building with an indentation in the middle, and then goes through a window of the building to start the action.)

<http://www.youtube.com/watch?v=0W07erCvx5M>



[Corporate Hierarchy and the Bear](#)

07:30

By the 1940s, "every school child" understood corporate hierarchy as this excerpt from a children's recording of that era shows. In the story (also released as a book), a bear hibernates in a cave while a factory is built above it. When he awakes, he finds himself enmeshed in corporate bureaucracy.

<http://www.youtube.com/watch?v=opPrTrpHydU>



[Concerns About New Forms of Work Organization in the 1920s](#)

02:43

The silent German film "Metropolis" (1926) features an above-ground elite and an underground city of factory workers. The workers are regimented, as this clip shows, and depicted as cogs in a great machine. By the time this film was made in the 1920s, large corporations were seen as economically dominant and the future of modern production. In effect, the film is a projection of concerns about the modern and coming era.

<http://www.youtube.com/watch?v=hMVDJl62nXU>



[Are US and Japanese HR and Other Practices Converging?](#)

09:49

Prof. Sanford Jacoby discusses his research. He finds that the simple idea that globalization causes convergence in corporate practice is misleading as applied to Japan vs. the U.S.

<http://www.youtube.com/watch?v=JzQqi8qoin0>

Productivity, Incentives, Technology, and Human Capital



[British Concerns About Technology: Early 1950s](#)

09:40

In the 1951 British comedy, *The Man in the White Suit*, an inventor develops a cloth that repels dirt, is unbreakable, and wears forever. Mill owners panic that once people buy clothing from the new fabric, the demand for clothing will drop. Union workers fear displacement and unemployment. Management and labor unite to prevent disclosure of the new cloth. British fears reflected in this film have their counterpart a few years later in the "automation scare" of the late 1950s in the U.S.

<http://www.youtube.com/watch?v=kiKaju2t So>



[Progressive Education in the 1940s](#)

07:16

This video presents a positive view of progressive education although it begins with a parent complaining that children are not learning the fundamentals. Various educators are seen including famed John Dewey. One skeptic asserts that ideas similar to progressive education caused a collapse of the ancient Greek civilization. Current debates about educational techniques in many respects seem similar to what was occurring in the 1940s.

<http://www.youtube.com/watch?v=opXKmwg8VQM>



[Juvenile Crime in the 1930s](#)

08:45

The roots of juvenile crime are explored in this video from the 1930s. A case study of a boy who starts by stealing from fruit stands and ends with murder is presented. Remedies of the day are touted.

<http://www.youtube.com/watch?v=IVzMhwwAO74>



[Technology and Jobs at the 1939 World's Fair](#)

04:00

During the Great Depression, many argued that displacement by advancing technology was the root cause of unemployment. This video shows an excerpt of a film designed to convince people that technology was job-creating. It comes from a longer film whose plot involves a family that goes to the 1939 World's Fair in New York. The daughter is engaged to a down-to-Earth engineer but is temporarily smitten by a left-wing, modern artist. The two debate the technology-jobs issue in this scene.

<http://www.youtube.com/watch?v=zCfIpF0C4GQ>



[Automation Scare in a Bakery](#)

06:06

During the "automation scare" of the late 1950s and early 1960s, there was great fear that new technology would cause large-scale unemployment. This video excerpt, narrated by Edward R. Murrow, describes the scare at a bakery.

<http://www.youtube.com/watch?v=8odWZgFBqxQ>



[Mystery Shopper at a Fast Food Restaurant](#)

02:58

Mystery shoppers are used to monitor service at retailers. In this episode, a mystery shopper checks a Burger King in the UK. The server who gets the award for service happens to be the (French) CEO of Burger King UK. (In this series, CEOs work at ordinary jobs in their organizations to find out what is really happening.) Other workers at the restaurant are not happy.

<http://www.youtube.com/watch?v=EfdW6mgBEG0>



[Innovative Personnel Practices During WW2: Part One](#)

09:49

This video shows innovative personnel practices of a manufacturer during World War II. The firm received much attention in Life Magazine, among other places, in that period for its motivational efforts and success in raising productivity. Such worker benefits as health insurance which it offered were rare at the time. If you thought calling employees "associates" was something that was developed in the 1980s or 1990s, think again. A bonus plan is alluded to, but not really explained. Nonetheless, it is likely that the firm was paying above the market in total compensation. (After the War, despite reference to postwar plans, the company ran into hard times and its innovative programs dissipated. This is Part One.

<http://www.youtube.com/watch?v=AXr1N11a1x8>



[Innovative Personnel Practices During WW2: Part Two](#)

07:48

See description from Part One.

<http://www.youtube.com/watch?v=YeTgB91saSI>



[Worker Motivation in the Old Soviet Union](#)

01:45

Attempts to raise productivity in the Soviet Union included showcasing "model" workers, as this video clip from the 1930s illustrates. Similar devices were used after World War II in the communist states of Eastern Europe. China has also used the device.

<http://www.youtube.com/watch?v=Bnvt6q8OcFA>



[Spread of Technology from Ford to Europe in 1920s](#)

05:17

Ford was the preeminent manufacturer in the 1920s. However, the Ford techniques were spread internationally by Ford itself through subsidiaries and by other companies learning from Ford. This video shows both processes. Note that the British firm Morris, while instituting an assembly line, has a hand-driven version and thus paid its workers on piece rates. Ford had a mechanical line and thus could regulate the work pace without piece rate incentives.

<http://www.youtube.com/watch?v=SnEJvuvfBQo>



[Computers and Automation Scare of the 1950s](#)

03:59

During the 1950s and early 1960s, there was fear that new technology - particularly the mainframe computers that were being introduced into business - would cause large-scale unemployment. As this clip shows, the fear was not confined to factory workers but also affected white-collar employees.

<http://www.youtube.com/watch?v=gd5CoMeip9o>



[Displaced Worker Makes a Bad Decision](#)

03:07

In the late 1980s and 1990s, concerns arose about corporate restructuring and its impact on employees. Data began to be kept by the U.S. Bureau of Labor Statistics on subsequent outcomes of displaced workers. Not surprisingly, a significant portion of such worker find it difficult to land new jobs equivalent in pay and benefits to their old jobs. This excerpt shows a displaced boatyard worker facing hard times. His former job is in manufacturing. He now seeks a retail job.

<http://www.youtube.com/watch?v=9gumPiKW2Qo>



[Use of Model Employee Approach as Incentive](#)

01:41

Holding up an example of a "model employee" is sometimes used as a motivation tool. Common examples are "employee of the month" or "employee of the year" awards. Note that this approach is not unique to modern human resource practices. See:

<http://www.youtube.com/watch?v=Bnvt6q8OcFA>

for an example in a very different setting.

<http://www.youtube.com/watch?v=6ryxdZ20BQI>



[Telstar, Kennedy, and World Gold & Currency Markets](#)

09:54

The Telstar satellite was launched in 1962 and allowed TV transmission between the US and Europe for the first time for 18 minute intervals as it circled the Earth. To celebrate, an initial broadcast was transmitted on both sides of the Atlantic with scenes of famous sites. The broadcast caught a press conference of President Kennedy and a question was asked about gold and the dollar exchange rate. At the time, the world was on the fixed exchange rate Bretton Woods system and there were pressures on US gold reserves and the dollar. The President's answer affected gold and currency markets that day. This event illustrates the growing pressure on gold and the dollar of that era. A random 18 minutes caught the President dealing with the gold and dollar problems.

<http://www.youtube.com/watch?v=FgplIWbv4Q>

“Old” Institutionalism, Unions and Collective Bargaining, Employee Voice, and Public Sector



[Labor-Management Arbitration Excerpt - Part One](#)

08:17

Several instructional videos on labor-management arbitration have been made in the past. However, this video excerpt is from an actual arbitration taped at UCLA in the early 1970s. Paul Prasow (since deceased) is the arbitrator. The case concerns a bus mechanic at Greyhound in Los Angeles who was terminated for a rule violation and for insubordinate behavior. On his day off, when the grievant was in charge of his children, he took the children into the Greyhound repair facility and into a vending machine room to buy sodas. Apparently, it was a violation of a company rule for workers to be on the premises on days off. And having children on the repair premises might be a safety hazard. When confronted in the vending machine room, the grievant had a verbal exchange with a supervisor and was alleged to have thrown a cigarette at him. Other parts of the case reveal bad blood between the grievant and the supervisor stemming from a recent strike and picketing activity. In this excerpt, the union attorney leads the grievant through testimony on his version of the facts. (The arbitration was taped with consent of the parties using a black-and-white reel-to-reel video tape recorder. It was later updated to VHS format. No record could be found of the actual verdict in this case.)

<http://www.youtube.com/watch?v=ZkaLoZOKf4I>



[Labor-Management Arbitration Excerpt - Part Two](#)

05:35

See description from Part One.

<http://www.youtube.com/watch?v=taFdMNpAYmQ>



[California's nursing shortage](#)

04:20

This video depicts an immigrant doctor from the Philippines who takes a job as a nurse in California and earns more money as a result. Various issues are raised related to

immigration, exactly what is meant by a labor shortage, and international pay differentials. There is a longstanding literature in economics about monopsony in the labor market (employers holding down wages and creating a shortage) and its application to nursing in particular.

<http://www.youtube.com/watch?v=DEt6m9oB7-M>



[Information and Misinformation in a Labor Dispute](#)

03:31

During a fictional labor dispute at a factory in 19th century Italy, a strike over working conditions has gone on for a very long time. The factory owners are in fact ready to concede. But the factory manager, under false pretenses, obtains information from a striker that the workers also cannot hold out much longer. And he gives the striker the false information that the owners will hold out indefinitely. As a result, the strike collapses. The clip illustrates how information exchanges (true or false) can affect the outcomes of labor disputes and other conflicts.

<http://www.youtube.com/watch?v=uv9xthI9wJI>



[Harvard Living Wage Campaign in 2001](#)

02:20

At several universities, "living wage" campaigns for low-wage service employees have occurred, often based in part on sympathetic student activity. The campaign at Harvard ultimately led to an agreement in 2001, as this video clip documents. There is also often external public sympathy, including media sympathy, as the TV clips suggest.

<http://www.youtube.com/watch?v=r8MZquR1KoA>



[Differing Levels of Market Sophistication Within a Union](#)

02:57

In this clip, which deals with a strike in a meatpacking plant in the mid-1980s, a local union confronts its parent national union over tactics. The local has been "sold" on a corporate campaign (demonstrations designed to get PR) as a tactic in bargaining with a large national firm. The national union officials demonstrate greater sophistication in market realities in the industry. (Ultimately, the local's effort to go it alone ended in disaster.)

<http://www.youtube.com/watch?v=iqLmAOHDAeE>



[Company Town: Hershey, Pa.](#)

04:00

Company towns have often been depicted as locations of worker exploitation. The 1950s song, Sixteen Tons, popularized by Tennessee Ernie Ford (and easily found on the web) reinforces that idea. Hershey, Pennsylvania had a different reputation, however. But it did not escape the labor unrest that swept the U.S. in the 1930s.

<http://www.youtube.com/watch?v=K-YRevHegL8>



[1992 Caterpillar Strike Ends](#)

02:35

In 1991, Caterpillar and the United Auto Workers (UAW) began a labor dispute that featured several strikes and substantial unfair labor practice litigation. After an initial rejection by the rank and file, a formal settlement was reached in 1998. The confrontation was one of the most high profile labor disputes of the 1990s.

<http://www.youtube.com/watch?v=jITVSB0rvwg>

Women and Minority Experience in the Workforce



[Working Dad; Stay at Home Mom: 1950s Ideal](#)

01:58

The 1956 film, "The Man in the Gray Flannel Suit," illustrated the 1950s ideal of the working dad with mom at home with the kids. Popular TV shows of the time also featured the same family set-up.

<http://www.youtube.com/watch?v=aDPm67rZ2Co>



[Women Working in the Big City in the 1930s](#)

08:01

Women in the workforce are subject of this 1930s video. It starts out on a positive note but then warns of the perils facing country girls seeking jobs in New York City during the Great Depression.

<http://www.youtube.com/watch?v=HzSg8hGtEb4>



[Reagan vs. the KKK](#)

05:03

This excerpt from an obscure 1951 film features Ronald Reagan who plays a district attorney trying to prosecute the local KKK. The KKK kidnaps a woman who witnessed a lynching and is helping Reagan. In the final scene, Reagan comes to her rescue. Note that although the KKK and lynching were primarily racial issues, all characters including the victims in this film are white. And the film does not take place in the south. In that regard it is similar to the better-known, anti-lynching film - the Ox Bow Incident - which also avoided the racial aspect and the south.

<http://www.youtube.com/watch?v=oygDM8Zi10A>



[Attitudes toward working women in the 1950s](#)

02:51

Female workforce participation rose dramatically during the 20th century. This episode from a radio program shows attitudes about "career girls" in the 1950s.

<http://www.youtube.com/watch?v=BA3uryDJzI0>



[Foreign language TV ads in 2006 California election](#)

01:12

Demographic diversity in California is illustrated by these two ads from the 2006 gubernatorial election. The Cantonese ad is for Steve Westly, who lost in the Democratic primary. The Spanish ad is for Arnold Schwarzenegger who won in the general election.

<http://www.youtube.com/watch?v=3THse1EMhmE>



[Job Matching for Women \(1931\)](#)

03:01

Along with scientific management ideas in the early 20th century came the notion of scientifically matching people to their jobs. This silent film was shown to high school girls to acquaint them with the idea. (Girls leaving school often worked until marriage at that time.) By 1931, there were sound movies but high schools would not have been likely to have sound-capable projectors. The film was made by the Women's Bureau of the U.S. Dept. of Labor.

http://www.youtube.com/watch?v=3L_k5DEyji0



[British Film from the 1940s Highlights U.S. Diversity](#)

04:45

The 1946 British film "Stairway to Heaven" (British title: "A Matter of Life or Death") was made to rejuvenate Anglo-American friendship by reminding Americans of the World War II alliance. Britain was trying to obtain U.S. foreign aid to rebuild after suffering substantial wartime damage. The film was made before the Marshall Plan came along to provide such aid. In the 1940s, many Americans still viewed Britain suspiciously as imperialistic and the center of world financial domination. The film is a fantasy characteristic of the period. Scenes on Earth are in color; scenes in Heaven are in black and white. The jury selection scene here points to British interest in American population diversity. Although the U.S. had severely limited immigration in the 1920s, there was a substantial immigrant and second-generation population. In contrast, in Britain in the 1940s, there was a much more homogeneous population and immigrants - to the extent there were immigrants - were largely from Ireland. The excerpt here is from the jury selection scene in Heaven and highlights U.S. diversity. The prosecutor is an American patriot from the Revolutionary War era. A plot summary, largely from IMDB.COM, follows: Returning to England from a bombing run in May 1945, flyer Peter Carter's plane is damaged and his parachute ripped to shreds. He has his crew bail out safely, but figures it is curtains for himself. He gets on the radio, and talks to June, a young American woman working for the RAF, and they are quite moved by each other's voices. Then he jumps, preferring this to burning up with his plane. He wakes up in the surf. It was his time to die, but there was a mixup in Heaven. They couldn't find him in all that Channel fog. By the time his "Conductor" catches up with him 20 hours later, Peter and June have met and fallen in love. This changes everything, and since it happened through no fault of his own, Peter figures that Heaven owes him a second chance. Heaven agrees to a trial to decide his fate. The film leaves it ambiguous as to whether the conductor and trial are hallucinations cause by a brain injury or are "real." The trial takes place during Peter's Earthly brain surgery.

<http://www.youtube.com/watch?v=zGFJamy3CQg>



[The Two Parties on the Race Issue: Taft \(1908\) & LBJ \(1964\)](#)

04:31

After the Civil War and Reconstruction, the Republicans - the party of Lincoln - was essentially locked out of the "solid South" which became a Democratic stronghold. Blacks for the most part could not vote in the south, but in the north supported the Republicans. Republicans capitalized on black support as a result. The party alignment began to change in the 1930s under the New Deal, as new social programs attracted black support and more blacks migrated to the north. As the Democrats moved to support various civil rights laws, the parties began to reverse, with Republicans dominating in the south. The two excerpts here reflect the change from the early 20th century to the 1960s.

http://www.youtube.com/watch?v=6aMas_yXmzI



[Displacement of Women Workers After World War II](#)

01:12

During WW2, substantial numbers of women workers were employed in factory jobs to replace men who were in the military. The intent, however, was that after the War, the men would return to those jobs and women would go back to traditional pursuits. There was a notable drop in female workforce participation after the War, but thereafter female participation rose for the rest of the 20th century. This brief clip made during the War illustrates the intended displacement.

<http://www.youtube.com/watch?v=IVtgEgw15mQ>



[University of California Regents Abolish Affirmative Action](#)

03:06

In 1995, the Regents of the University of California abolished affirmative action in student admissions. The regental action was later followed by Proposition 209 which abolished affirmative action at all state and local entities in California (including the University). Regent Ward Connerly, who appears briefly in this clip, was the major figure behind the regental action and Prop 209. The action was also a major goal of Governor Pete Wilson. When Prop 209 was adopted by voters, the regental policy became redundant and was revoked as a kind of symbolic gesture. State and local entities in California - including the University - remain subject to federal affirmative action rules regarding hiring.

<http://www.youtube.com/watch?v=CBB1vM6RNZA>

The Macro Side of Labor-Market Analysis: Unemployment, Labor Shortages, Inflation, Income Distribution



[Youth Jobs Program During Great Depression](#)

07:25

In 1933, the New Deal Civilian Conservation Corps created jobs for youngsters. This video suggests a difficult start but ends on a positive note.

<http://www.youtube.com/watch?v=qolPqXNGW3I>



[Federal Theater Project in 1930s](#)

09:17

Under the New Deal during the Great Depression, various job creation programs were undertaken. Probably, the most unusual was the Federal Theater which provided jobs for actors, writers, and related occupations.

<http://www.youtube.com/watch?v=PIUvXKvgDpk>



[Wage-Price freeze as the world ends](#)

02:45

Presidents from FDR to Carter intervened in wage and price setting to varying degrees to control inflation. But only President Morgan Freeman thought it important to control inflation as the world came to an end.

<http://www.youtube.com/watch?v=yPzNaqKUqB8>



[Nixon imposes wage-price freeze](#)

02:50

President Richard Nixon imposed a wage-price freeze on August 15, 1971.

<http://www.youtube.com/watch?v=Wv4gpyfLF3s>



[Kennedy denounces steel price hike](#)

01:22

President John F. Kennedy denounced the steel industry in 1962 for raising prices and contributing to inflation. His action came after his Secretary of Labor had helped obtain a modest union-management contract between the United Steelworkers and the big steel firms. The idea was that a modest wage deal would preclude a price hike on steel.

<http://www.youtube.com/watch?v=aVAJ6mwBVE>



[International Spread of Depression](#)

06:48

This video illustrates how falling demand in the U.S. during the early days of the Great Depression spread to other countries. The international linkage of world economies occurred despite greater trade barriers in that era as compared to contemporary "globalization."

<http://www.youtube.com/watch?v=sJdwmkAwqxs>



[Fictional March of the Unemployed During Great Depression](#)

03:31

In 1932, unemployed veterans marched on Washington, DC demanding payment of a bonus due in the future. The "bonus marchers" were routed by the military on orders of President Hoover. The idea of World War I veterans who had come home as heroes being confronted by the army was a national shock and doomed whatever hope Hoover had for reelection. In this Hollywood version, made on the eve of the New Deal, a fictional president (under the influence of divine inspiration) visits the marchers and promises a public job program similar to job-creation programs of the actual New Deal. Note the explicit reference by one member of the crowd to past veteran service.

<http://www.youtube.com/watch?v=2zn9taX9DWo>



[Post-WW2 Development of British Welfare State](#)

02:57

This video shows early discussion of the development of the British welfare state after World War II including the National Health Service. William Beveridge - whose report/plan for social insurance was very influential - is interviewed. His name is now used by economists for the "Beveridge Curve," the relationship between the unemployment rate and the vacancy rate. However, Beveridge did not invent this curve; his name is affixed to it because he equated "full employment" (a goal of the welfare state) with a situation where the number of vacancies = number of unemployed.

<http://www.youtube.com/watch?v=vG9wCSrTbXs>



[Ford During the Slide into the Great Depression](#)

08:27

The preeminent U.S. manufacturing firm in the 1920s is hit by Hard Times in the 1930s. Shutdowns, layoffs, and deteriorating conditions lead to protests.

<http://www.youtube.com/watch?v=q5J2zW7mvyM>



[Laid-Off Executive's Job Search](#)

08:20

During the 1980s and early 1990s, an increasing spotlight was turned on executive and professional layoffs due to corporate restructuring and downsizing. This video traces the job search of a laid-off executive. Two economic concepts are illustrated. Economists refer to a "reservation wage," the minimum amount a job seeker will accept. Initially, this is often the level of pay at the former job. If the search is unsuccessful, however, the reservation wage tends to fall as expectations drop. Both ideas are illustrated here.

<http://www.youtube.com/watch?v=RuCrHJOoxJo>



[Carter Wage-Price Guidelines](#)

03:23

The Carter administration was the last to attempt to intervene directly in wage and price setting to restrain inflation. For example, the Kennedy-Johnson administrations used wage-price guideposts and the Nixon administration imposed mandatory wage-price controls. A major assumption in all of these programs was that "key" union settlements set patterns for wages more generally. Thus, influencing these key settlements would in theory affect wages and prices throughout the economy. Similar ideas were found in European "incomes policies" after World War II and in other countries. Two newsclips from the Carter era suggest the conflict between organized labor and the administration. The first touches on a Teamsters contract involving interstate trucking. The second refers to a lawsuit against the Carter guidelines by the AFL-CIO.

<http://www.youtube.com/watch?v=MRM49pw0xx8>



[Concerns About the Postwar Economy After WW2 - Part One](#)

09:42

This film, made at the height of World War II and the economic boom it caused, frets about the postwar economy. But it suggests that economic planning of business and government will prevent a repeat of the Great Depression and mass unemployment. It forecasts a boom of pent-up consumer demand for durables and such new products as television and personal helicopters. It also forecasts a boom in exports to help Europe and China rebuild. The one element not hinted at is anything like the GI Bill, which turned out to be an important factor in the postwar adjustment. This is Part One.

http://www.youtube.com/watch?v=jQ_ECwHg7_c



[Concerns About the Postwar Economy After WW2 - Part Two](#)

08:18

See Part One for description.

<http://www.youtube.com/watch?v=uDNDY9uCv2s>



[Face-to-Face Job Skills](#)

07:52

In this clip, the argument is made that having computer skills is not the key to labor-market success. Rather it is having "face-to-face" skills a computer can't emulate. Education helps provide such skills.

<http://www.youtube.com/watch?v=YPvcCUhkwF8>



[President Kennedy & Advisors Discuss Steel Prices - Part 1](#)

09:16

This clip is an excerpt from a much longer White House recording made on April 10, 1963. The prior year, President Kennedy attacked the steel industry for raising prices and forced a price rollback. See:

<http://www.youtube.com/watch?v=aAVAJ6mwBVE>

The president viewed steel prices as important for inflation generally and important to maintain the U.S. dollar exchange rate and gold price commitments under the Bretton Woods exchange rate system of that era. He had helped foster a modest union contract in steel in 1962 and viewed the price increase as a betrayal. However, the confrontation upset the business community and in 1963, the president was reluctant to have a repeat. In addition, the industry had learned not to announce a general price increase and instead to announce selective increases on particular steel products. Participants are JFK, Attorney General Robert F. Kennedy, and advisor Clark Clifford. Secretary of Labor W. Willard Wirtz is mentioned in the discussion and may have participated in part of it. Concern is expressed that if steel raised prices, the Steelworkers union would demand a pay increase and others unions would follow. Increased steel prices, directly and indirectly, were viewed as inflationary and threats to the U.S. balance of payments. This is Part 1.

<http://www.youtube.com/watch?v=XN-6RmagJtg>



[President Kennedy & Advisors Discuss Steel Prices - Part 2](#)

09:29

See part 1. Part 3 follows.

<http://www.youtube.com/watch?v=ukA84gynl8w>



[President Kennedy & Advisors Discuss Steel Prices - Part 3](#)

06:23

See part 1. This is the final part.

<http://www.youtube.com/watch?v=fEMUodE3HEg>