

The Rise of Polarized and Precarious Employment Systems in the United States



Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s-2000s (American Sociological Association's Rose Series) by Arne L. Kalleberg

★★★★☆ 4.3 out of 5

Language : English
File size : 5134 KB
Text-to-Speech : Enabled
Screen Reader : Supported
Enhanced typesetting : Enabled
Word Wise : Enabled
Print length : 308 pages



The United States labor market has undergone a significant transformation in recent decades. Once characterized by a large middle class with relatively stable employment, it is now increasingly polarized, with a growing share of workers in low-wage, insecure jobs and a shrinking share in well-paid, secure jobs.

This trend has been accompanied by a rise in precarious employment, characterized by a lack of job security, low wages, and few benefits.

The rise of polarized and precarious employment systems has had a number of negative consequences for workers, including:

- **Increased inequality:** The gap between the rich and the poor has widened in recent decades, due in part to the growth of low-wage jobs.
- **Reduced economic security:** Workers in precarious jobs are more likely to experience job loss, wage cuts, and other forms of economic hardship.
- **Diminished social mobility:** The rise of precarious employment makes it more difficult for workers to move up the economic ladder.

The causes of the rise of polarized and precarious employment systems are complex and multifaceted, but some key factors include:

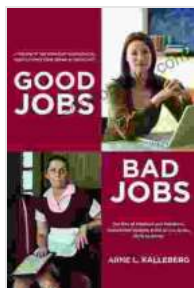
- **Globalization:** The increased flow of goods and services across bFree Downloads has led to increased competition for jobs, which has put downward pressure on wages and benefits.
- **Technological change:** Automation and other technological advances have eliminated many middle-skill jobs, leading to a polarization of the labor market.
- **Changes in labor law:** Changes in labor law, such as the weakening of unions and the rise of right-to-work laws, have made it easier for employers to create and maintain low-wage, precarious jobs.

There are a number of potential solutions to the rise of polarized and precarious employment systems. These include:

- **Strengthening labor unions:** Unions can help workers to negotiate for better wages, benefits, and working conditions.

- **Raising the minimum wage:** Raising the minimum wage would help to boost the incomes of low-wage workers and reduce poverty.
- **Expanding access to education and training:** Education and training can help workers to acquire the skills they need to get good jobs and advance in their careers.
- **Enacting labor law reforms:** Changes in labor law, such as making it easier for workers to organize unions and bargain collectively, could help to reduce precarious employment.

The rise of polarized and precarious employment systems in the United States is a serious problem that has had negative consequences for workers and the economy as a whole. However, there are a number of potential solutions to this problem, and it is important to work towards creating a more just and equitable labor market.



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