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EMERGING
LABOR MARKET
INSTITUTIONS for the
TWENTY-FIRST
CENTURY

Edited by RICHARD B. FREEMAN,
JONI HERSCH, & LAWRENCE MISHEL

**Emerging Labor Market
Institutions for the
Twenty-First Century**



**A National Bureau
of Economic Research
Conference Report**



Emerging Labor Market Institutions for the Twenty-First Century

Edited by

**Richard B. Freeman,
Joni Hersch, and
Lawrence Mishel**

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7. NBER working papers and manuscripts distributed on the Bureau's web site are not deemed to be publications for the purpose of this resolution, but they shall be consistent with the object stated in paragraph 1. Working papers shall contain a specific disclaimer noting that they have not passed through the review procedures required in this resolution. The NBER's web site shall contain a similar disclaimer. The President shall establish an internal review process to ensure that the working papers and the web site do not contain policy recommendations, and shall report annually to the Board on this process and any concerns raised in connection with it.

8. Unless otherwise determined by the Board or exempted by the terms of paragraphs 6 and 7, a copy of this resolution shall be printed in each NBER publication as described in paragraph 2 above.

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Preface

This volume is the culmination of a three-year project to study new institutions in the labor market. The project, “Emerging Labor Market Institutions for the Twenty-First Century,” was funded by a grant from the MacArthur Foundation and was a cooperative venture of the National Bureau of Economic Research, the Economic Policy Institute, and the Labor and Worklife Program at Harvard Law School. The project was spurred by the decline of private-sector unionism in the United States and by the innovative efforts by labor activists to develop new institutions to represent workers’ interest in the absence of unionism. The project spanned three years to allow time for researchers to follow the development of new institutional forms, some of which changed in the period under study.

The practitioners who created and guided some of the new institutions have not coauthored any of the papers, but they played a major role in guiding the researchers to ask and answer the most salient questions and to make use of information about their organizations. Researchers in the project learned to appreciate the problems involved in the implementation of policies to help workers and in doing so ended up thinking about the development of labor institutions differently than they had in past. In addition, the project benefited from comments by discussants and other participants at the preconference and final NBER research conference where the papers were presented.

