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UNIVERSITY OF MASSACHUSETTS-BOSTON
AND CENTER FOR LABOR AND HUMAN PROGRESS

INEQUALITY, UNCERTAINTY, AND OPPORTUNITY:

THE VARIED AND GROWING ROLE OF
FINANCE IN LABOR RELATIONS



Labor and Employment Relations Association Series

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Research and Discussions in Critical Discourses and Remedies in Global Health Education Ashti A.

Doobay-Persaud, Tracy L. Rabin, Tomlin Paul, Jessica Evert, Benedicta Ayiedu Mensah, 2024-10-01 Global Health a field of study research and practice defined in 2009 with precursors in international health and development is currently reckoning with itself The field has well intended goals emphasizing collaboration and dialogue between population health public health clinical care and other disciplines to address socioeconomic determinants of health and employing interdisciplinary approaches to address health inequities wherever they exist Despite these lofty ideals there are concerns that the field itself has historically served to reinforce rather than deconstruct colonialism and power imbalances At this point in time the field has evolved toward a vision of a community of practice between institutions across the income spectrum HIC LMIC LIC working in bidirectional and multidirectional ways to develop staff staff space systems and strategies to eliminate health disparities However with deeply rooted colonial assumptions racism elitism and other forms of bias underlying institutions and individuals initiatives operating under the auspices of Global Health are all too often antithetical to the pursuit itself

Aspiring to the Good Life in Seoul Carolin Landgraf, 2021 This dissertation explores the values and practices of young middle class South Koreans and what it means for them to live a good life Based on 12 months of ethnographic fieldwork it attends to the pathways and life trajectories of young adults living studying and working in Seoul the country's economic political cultural and educational centre Due to changing economic conditions it appears to be increasingly difficult for young people today to reproduce middle class status In public discourse these difficulties are expressed in the terms Spec or Give up Generation At the same time young people are starting to question middle class lifestyles and values and turn to practices which emphasise different standards The author illustrates how young adults negotiate middle class ideals by contextualising the values around four key themes education marriage consumption and work In doing so she explores her interlocutors thoughts and reflections about middle class values through a theoretical and methodological framework centred on ordinary ethics and the everyday use of money This ethnography sheds light on the complex and heterogeneous ways young people in South Korea conceptualise and realise the good in their lives and it focuses attention on the explicitness of ethics and the relationship between money and values in these young Seoulites everyday lives and social relations [A Manifesto for Early](#)

[Childhood](#) Aaron Bradbury, Ruth Swailes, Philippa Thompson, 2025-04-05 The Early Childhood Sector faces many challenges today Sector wide pressures and policy changes mean settings are struggling with many issues including funding retention and recruitment of staff As change looms this new book takes the opportunity to explore what could be possible It draws together expertise and experience from across many sectors including education health and social work to explore what Early Childhood provision could look like if we got it right What do Early Childhood experts recommend What is genuine unconstrained good practice What do we want for our children families and colleagues in the sector This hopeful book looks

forwards to what could be possible It is A Manifesto for Early Childhood *Learning to Succeed in Science* Saima Salehjee, Mike Watts, 2023-06-29 This book offers a positive and compelling exploration of how young south Asian women can be encouraged to study science further and to consider STEM as a career Drawing together both intersectional and personal perspectives the book celebrates south Asian culture sharing the stories of these individuals their multifaceted identities aspirations and successes At the micro level an intersectional analysis reveals complicated identity negotiations of being young female a science orientated student imigr Muslim a daughter and a sister as well as how these identities might interact nest and shift The chapters build on the authors previous work in science education developing models of science identity Sci ID and women s engagement with the study of science and their aspirations for a science based career

Unlocking Africa's Business Potential Landry Signe, 2020-04-07 Africa welcomes business investment and offers some of the world s highest returns and impacts Africa has tremendous economic potential and offers rewarding opportunities for global businesses looking for new markets and long term investments with favorable returns Africa has been one of the world s fastest growing regions over the past decade and by 2030 will be home to nearly 1.7 billion people and an estimated 6.7 trillion worth of consumer and business spending Increased political stability in recent years and improving regional integration are making market access easier and business expansion will generate jobs for women and youth who represent the vast majority of the population Current economic growth and poverty alleviation efforts mean that more than 43 percent of the continent s people will reach middle or upper class status by 2030 *Unlocking Africa's Business Potential* examines business opportunities in the eight sectors with the highest potential returns on private investment the same sectors that will foster economic growth and diversification job creation and improved general welfare These sectors include consumer markets agriculture and agriprocessing information and communication technology manufacturing oil and gas tourism banking and infrastructure and construction The book s analysis of these sectors is based on case studies that identify specific opportunities for investment and growth along with long term market projections to inform decision making The book identifies potential risks to business and offers mitigation strategies It also provides policymakers with solutions to attract new business investments including how to remove barriers to business and accelerate development of the private sector

Inequality and Opportunity Francisco Pérez Arce, 2016 Rising income inequality has the potential to affect outcomes for children whose parents are at the lower end of the income scale by curtailing their opportunities This report aims to understand the extent to which inequalities in opportunity and outcomes are related and the mechanisms that drive that relationship to help evaluate which policies have the most potential to level the playing field This report reviews recent trends in inequality in outcomes particularly income inequality and proxies for inequality of opportunity measures of intergenerational transmission of income and presents evidence on the extent to which they are correlated across countries and within countries across time We discuss the evidence that shows that inequality in income and wealth has been

increasing in the United States and most developed countries since the 1980s and that income inequality and inequality of opportunity are correlated across countries but proxy measures for inequality of opportunity do not show the same consistently upward trend that was experienced by income inequality The report then presents a framework to understand the mechanisms underlying the relationship between inequalities in income and opportunity In light of this framework we discuss the potential effects of policies on both income and inequality opportunity and how these can be quantitatively assessed

Publisher's description *Inequality of Opportunity* Juan Gabriel Rodríguez, 2011-10-12 Eight papers both theoretical and applied on the concept of equality of opportunity which says that a society should guarantee its members equal access to advantage regardless of their circumstances while holding them responsible for turning that access into actual advantage by the application of effort

***Outcomes, Opportunity and Development* Ezequiel Molina, 2017** This paper studies the relationship between inequality of opportunity and development outcomes in a cross country setting Scholars have long debated the impact of inequality on growth development and the quality of institutions in a society The empirical relationships are however confounded by the notion that inequality can be seen as a composite of inequality arising from differences in effort and ability which would tend to encourage competition and productivity and inequality attributable to unequal opportunities particularly in terms of access to basic goods and services which might translate to wasted human potential and lower levels of development The analysis in this paper applies a measure of educational opportunities that incorporates inequality between types or circumstance groups Theories from economic history are used to instrument for this type of inequality in a large cross country dataset The results seem to confirm the hypothesis that this measure of inequality of opportunity is a better fit for structural inequality than the Gini index of income The results suggest that inequality of endowments at the outset of history led to unequal educational opportunities which in turn affected development outcomes such as institutional quality infant mortality and economic growth The findings are robust to several checks on the instrumental variable specification

***Inequality by Design* Claude S. Fischer, Michael Hout, Martín Sánchez Jankowski, Samuel R. Lucas, Ann Swidler, Kim Voss, 2020-11-10** As debate rages over the widening and destructive gap between the rich and the rest of Americans Claude Fischer and his colleagues present a comprehensive new treatment of inequality in America They challenge arguments that expanding inequality is the natural perhaps necessary accompaniment of economic growth They refute the claims of the incendiary bestseller *The Bell Curve* 1994 through a clear rigorous reanalysis of the very data its authors Richard Herrnstein and Charles Murray used to contend that inherited differences in intelligence explain inequality *Inequality by Design* offers a powerful alternative explanation stressing that economic fortune depends more on social circumstances than on IQ which is itself a product of society More critical yet patterns of inequality must be explained by looking beyond the attributes of individuals to the structure of society Social policies set the rules of the game within which individual abilities and efforts matter And recent policies have on the whole widened the gap between

the rich and the rest of Americans since the 1970s Not only does the wealth of individuals parents shape their chances for a good life so do national policies ranging from labor laws to investments in education to tax deductions The authors explore the ways that America the most economically unequal society in the industrialized world unevenly distributes rewards through regulation of the market taxes and government spending It attacks the myth that inequality fosters economic growth that reducing economic inequality requires enormous welfare expenditures and that there is little we can do to alter the extent of inequality It also attacks the injurious myth of innate racial inequality presenting powerful evidence that racial differences in achievement are the consequences not the causes of social inequality By refusing to blame inequality on an unchangeable human nature and an inexorable market an excuse that leads to resignation and passivity *Inequality by Design* shows how we can advance policies that widen opportunity for all

Outcomes, Opportunity and Development Ezequiel Molina, 2013 This paper studies the relationship between inequality of opportunity and development outcomes in a cross country setting Scholars have long debated the impact of inequality on growth development and the quality of institutions in a society The empirical relationships are however confounded by the notion that inequality can be seen as a composite of inequality arising from differences in effort and ability which would tend to encourage competition and productivity and inequality attributable to unequal opportunities particularly in terms of access to basic goods and services which might translate to wasted human potential and lower levels of development The analysis in this paper applies a measure of educational opportunities that incorporates inequality between types or circumstance groups Theories from economic history are used to instrument for this type of inequality in a large cross country dataset The results seem to confirm the hypothesis that this measure of inequality of opportunity is a better fit for structural inequality than the Gini index of income The results suggest that inequality of endowments at the outset of history led to unequal educational opportunities which in turn affected development outcomes such as institutional quality infant mortality and economic growth The findings are robust to several checks on the instrumental variable specification

Inequality and Society Orestes Patterson Hastings, 2017 Income inequality has risen sharply in the United States over the past forty years yet there remains substantial uncertainty about the consequences of income inequality on social life This dissertation advances research on these consequences by focusing on mechanisms through which inequality may matter and on the methods by which the effects of income inequality are determined I primarily draw on data from the 1973 2014 General Social Surveys linked to administrative data of the demographic and economic characteristics of each respondent's state This includes state level income inequality for which I utilize a new annual series based on household income tax returns I also conduct an online survey experiment that manipulates perceptions of state level income inequality First numerous scholarly accounts posit that as income inequality rises individuals will be less satisfied with their own finances as they feel increasingly deprived relative to others driving individuals to try to spend more as they engage in positional competition and increasing their anxieties as position in the

income distribution becomes ever more crucial I find that higher state level income inequality decreases financial satisfaction overall and that this effect is especially pronounced for those in the middle of the income distribution Counterfactual simulations suggest rising inequality explains a substantial portion of the over time decline in financial satisfaction Second concerns about rising income inequality are frequently linked to discussions about opportunity and mobility yet little research explores if and how this inequality affects people s economic optimism something with far reaching implications for life satisfaction public opinion and real economic mobility Both the survey analysis and the experiment show that higher income inequality decreases economic optimism The survey shows that the rate of change in inequality moderates the effect of the level of inequality and that household income further moderates the effects of the level and change in income inequality on economic optimism There was no evidence of this moderation in the experiment Key differences between the two methodological approaches are discussed Third although both popular and scholarly accounts have argued that income inequality reduces trust some recent research has been more skeptical noting these claims are more robust cross sectionally than longitudinally Furthermore although multiple mechanisms have been proposed for why inequality could affect trust these have rarely been tested explicitly I find little evidence that states that have been more unequal over time have less trusting people There is some evidence that the growth in income inequality is linked with a decrease in trust but these effects are sensitive to how time is accounted for While much of the inequality and trust research has focused on status anxiety and feelings of relative deprivation this mechanism receives the weakest support and mechanisms based on societal fractionalization and exploitation receive stronger support Finally social comparisons of income have far reaching consequences for individual decision making and public policy yet there persists a significant gap between true relative income and what Americans perceive Although one compelling explanation is that reference groups affect what people perceive as average there is little consensus about who people compare themselves with Previous research has proposed reference groups based on both geographic proximity and on sociodemographic similarity but few studies have considered multiple reference groups systematically or simultaneously I find that the effect of reference group income depends on both egoist and fraternal comparisons higher median incomes of large reference groups and those with weak status hierarchies increases perceived relative income while higher median incomes of small reference groups and those with strong status hierarchies decreases perceived relative income These results have important implications for how reference groups are used in research on neighborhood effects residential segregation and income inequality

Inequality of Opportunity and Economic Growth Francisco H. G. Ferreira, 2017 Income differences arise from many sources While some kinds of inequality caused by effort differences might be associated with faster economic growth other kinds arising from unequal opportunities for investment might be detrimental to economic progress This study uses two new metadata sets consisting of 118 household surveys and 134 Demographic and Health Surveys to revisit the question of whether inequality is associated with

economic growth and in particular to examine whether inequality of opportunity driven by circumstances at birth has a negative effect on subsequent growth. The results are suggestive but not robust while overall income inequality is generally negatively associated with growth in the household survey sample we find no evidence that this is due to the component associated with unequal opportunities. In the Demographic and Health Surveys sample both overall wealth inequality and inequality of opportunity have a negative effect on growth in some of the preferred specifications but the results are not robust to relatively minor changes. On balance although the results are suggestive of a negative association between inequality and growth the data do not permit robust conclusions as to whether inequality of opportunity is bad for growth.

Inequality of Opportunity, Governance and Individual Beliefs J. Michelle Brock, 2018 Lower Bounds on Inequality of Opportunity and Measurement Error Carlos Balcázar Salazar, 2017. When measuring inequality of opportunity researchers usually opt to eliminate within type variation. Provided that in practice it is impossible to observe all circumstances this implies that the researcher estimates a lower bound of the true level of inequality of opportunity. By using data drawn from 27 Demographic Household Surveys circa 2008 it is found that lower bound estimates can have substantial measurement error and that measurement error can vary considerably across countries. As a consequence lower bound estimates of inequality of opportunity can demand too little redistribution to equalize inequalities due to circumstances and can make the traditional cross country comparisons misleading. **On Opportunity Inequality Measurement** Efe A. Ok, 1996

Inequality of Opportunity, Inequality of Income and Economic Growth Mr. Shekhar Aiyar, 2019 **Research on Economic Inequality**, 1989

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