Special consideration should be given to the structurally unemployed. Such services would be financed through a structural unemployment benefit reserve account, a kind of catastrophe fund, which would be completely pooled.

To provide employers with financial inducements to hire the disadvantaged, Levine proposes that the wages earned by these workers would be exempt from the UI payroll tax as long as they were considered disadvantaged. He further urges that UI give recognition to covered employers who undertake skill improvement activities for their workers in accordance with specifications approved by the manpower authorities. This could include reduced UI tax rates or exemption of the wages of these workers from the UI payroll tax during the period of upgrading. To stimulate advance manpower planning and the development of an early warning system when employers introduce technological changes affecting the workers, Levine would provide credits to an individual employer against his UI taxes.

The thrust of this monograph is to make the unemployment insurance program a more integral part of the nation's manpower development and utilization efforts. Levine's monograph merits serious consideration by both federal and state employment security administrators. Most of his recommendations will require legislation by both federal and state governments. There is, however, one recommendation which could be implemented today, namely, a closer working relationship between UI and the Employment Service. Federal and state administrators should mandate that the Employment Service provide manpower services to claimants who need them.

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Issues in Labor Policy: Papers in Honor of Douglass Vincent Brown. Edited by STANLEY M. JACKS.
Cambridge, Mass.: M.I.T. Press, 1971. Pp. xvi+182. $10.00.

The volume is a potpouri of articles in the industrial relations field covering manpower policy, comparative labor, manpower training programs, apprenticeship, collective bargaining, and the history of labor economics. It is written by leading practitioners in the industrial relations field, all of whom have taught in the industrial relations section of M.I.T.

The book, based on a symposium held at M.I.T. in 1969, honors Douglass Vincent Brown, who retired as a professor of industrial relations after 30 years at M.I.T. Professor Brown was best known as an outstanding teacher; however, he has published several classic papers in the field of public policy toward labor.

During Brown's years at M.I.T. the profession of labor economics underwent many changes. In an essay by John Turnbull these changes are traced from personnel and labor relations to manpower, "Phillips' Curve Analysis," "Incomes Policy," and the like.

In another chapter, Charles Myers raises important questions pertaining to federal manpower programs: funding, coordination, delivery, control, and guaranteed public employment. One could take issue with some of his conclusions pertaining, for example, to the degree of control a community should have over manpower funds. Other conclusions pertaining to some failings of federal manpower programs are much less controversial.

George Schultz slants his essay toward more operational questions concerning manpower programs, such as the consequences of bringing unemployed teenagers into the regular economy. He suggests three methods of financing manpower programs: tax credits for employing the disadvantaged, federal manpower appropriations, and a manpower bill similar to the GI bill with individuals compensated for training.

David P. Taylor and Michael Piore examine three federal training programs to assess their redundancy with private training programs. The organization of their essay makes it difficult to follow and equally difficult to succinctly summarize.

George Strauss examines union policies toward the admission of apprentices. Although limited to a few unions, his observations provide insights into many aspects of apprenticeship. His case examples and arguments are well blended. His conclusion that union apprenticeship rules do not substantially restrict supply may not be as general as some of his other conclusions. The length of apprenticeship programs as well as the various screening devices used by unions appear to me to restrict supply. What constitutes a substantial restriction may be a semantic argument.

Solomon Levine discusses labor relations in Japan over the last 30 years, with particular emphasis on how they were shaped by the Allied occupation. However, emphasis is not given to how Japan's culture may have shaped its labor movement.

J. W. Miller develops the thesis that the collective bargaining process is seriously ill. He defines the process to include not only the initial agreement but the life of the contract. He fails, however, either to make a persuasive case or to show that his cures, if implemented, would cure "the disease." He recommends that unions and employers should recognize their respective stakes, talk more effectively to each other, bridge the generation gap, and develop a broader perspective.

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Internal Labor Markets and Manpower Analysis. By PETER DOERINGER and MICHAEL PIORE.

Lexington, Mass.: D. C. Heath & Co., 1971. Pp. viii+214.

The authors of this volume, skeptical of the usefulness of conventional economic theory in the analysis of the labor market, attempt to offer an alternative by elaborating the concept of the internal labor market. The