



# CONTENTS

<b>PREFACE</b>	xi
<b>II SOCIAL CHANGE IN THE TWENTIETH CENTURY</b>	1
<b>Society in Transition</b>	4
Economic Transformations	4
Shifts in the Social Contract	6
<b>The American Dream</b>	7
<b>Accord in the Post-World War II Era</b>	8
Economic Growth and Workplace Security	9
Marriage, Family, and a House in the Suburbs	10
Activist Government	13
Culture and Counterculture	15
<b>End of a Century, End of an Era</b>	16
Insecurity in the Economy and the Workplace	16
Changing Family Structures and Roles	18
Distracted Government	19
Cultural Confusion	21
<b>Implications</b>	23
<b>III FROM INDUSTRIAL ECONOMY TO FLEXIBLE ECONOMY</b>	25
<b>The Labor-Capital Accord</b>	27
Unions and Big Business	27
The Accord and the Dual Economy	33
The Economic Consequences of the Accord	36
<b>The Breakdown of the Accord</b>	37
Failed Competition and Declining Profitability	38
Corporate Strategies for Maintaining Profits	41
<b>The Emerging Economy</b>	50
Flexible Production and Flexible Accumulation	51
Dualism in the Service Sector	53
Structural Unemployment, Inequality, and the Broken Contract	56
<b>Conclusions</b>	60



<b>3</b>	<b>WORK IN THE FLEXIBLE ECONOMY</b>	63
	Labor Market Segmentation	64
	Work in the Accord Years: The Stable Workplace	66
	Good Jobs: Blue-Collar Jobs in the Primary Labor Market	66
	Good Jobs: White-Collar Jobs in the Primary Labor Market	70
	Bad Jobs: The Secondary Labor Market	71
	Work in the Post-Accord Years: The Flexible Workplace	72
	Good Jobs: Dynamically Flexible Workers	73
	Bad Jobs: Statically Flexible Workers	75
	The Challenge to Education	82
	Education in the Accord Era	82
	Education and the Emerging Economy	84
	Conclusions	86
<b>4</b>	<b>FLEXIBLE FAMILIES</b>	89
	From Preindustrial Families to Modern Families	90
	The Agrarian Family as Production Unit	91
	The Modern Family as Consumer Unit	93
	Accord-Era Families	96
	The Implicit Contract: Homemakers and Breadwinners	97
	Breakdown of the Accord Family	99
	Forming Flexible Families	103
	Flexible Specialization and the Middle Class	104
	Numerical Flexibility and the Working Class	106
	The New Economy and the Underclass	108
	The Feminization of Poverty	110
	Conclusions	111
<b>5</b>	<b>THE CHANGING ROLE OF GOVERNMENT</b>	115
	Levels of Government Involvement	116
	The Uninvolved State	117
	The Protection of Property	118
	Regulation of Employment Relations	121
	Depression, War, and the End of an Era	124



<b>The Involved State</b>	126
The Welfare State	126
The Warfare State	131
Tensions in the Involved State	134
<b>The Distracted State</b>	137
Globalization of the Economy	138
Fiscal Crisis	141
Technological Distractions	143
New Social Movements	144
<b>Conclusions</b>	147
 <b>CULTURE IN A CHANGING WORLD</b>	149
<b>Culture: The Creation of Meaning</b>	150
Culture Versus Social Structure	151
The Social Contract as Cultural Metaphor	153
<b>Forces of Cultural Change</b>	154
Faith, Hope, and Culture	156
Fundamentalism and Social Change	158
Religion and the Emerging Social Contract	162
<b>Globalization and Cultural Change</b>	163
The Impact of Immigration	163
The Challenge of Multiculturalism	165
The Impact of Technology	168
<b>Conclusions</b>	172
 <b>TRANSITION TO THE FUTURE</b>	175
<b>The Decline of the Postwar Social Contract, Revisited</b>	177
<b>A New Era of Flexibility</b>	178
<b>Possible Worlds</b>	181
A Pessimistic View of the Future	182
An Optimistic View of the Future	184
<b>Conclusions</b>	187
<b>REFERENCES</b>	189
<b>GLOSSARY/INDEX</b>	199