

Provisions of the Personal Responsibility Act-1996

1. Eliminated the federal government guarantee of cash assistance to poor families.
2. Each state receives grants from the federal government to operate its own welfare and work programs.
3. A lifetime limit of 5 years for receiving TANF payments and requires able bodied adults to work after receiving assistance for 2 years.
4. Able bodied recipients of TANF, age 18-50, with no dependents are ineligible for food stamps unless they are engaged in state work programs.
5. Established a 5-year waiting period on public assistance for new legal immigrants who have not become U.S. citizens.

Types of Labor Market Discrimination

1. Wage Discrimination-occurs when women or minorities are paid less than white males for doing the same work.
2. Employment Discrimination-takes place when women or minorities receive inferior treatment in hiring, promotions, and discharges.
3. Occupational Discrimination-occurs when women or minorities are arbitrarily restricted from entering the more highly paid occupations.
4. Human Capital Discrimination-occurs when women or minorities do not have the same access to education and training as white males.