

THE ANSWER: 1

1) Some observers have attributed the dramatic growth in temporary employment that occurred in the United States during the 1980's **with** >> **to** increased participation in the workforce by certain groups, such as first-time or reentering workers, who supposedly prefer such arrangements.

2) Statistical analyses **reveals** >> **reveal** that demographic changes in the workforce did not correlate with variations in the total number of temporary workers.

3) These analyses suggest that factors affecting employers account for the rise in temporary employment.

4) One factor is product demand: **temporarily** >> **temporary** employment is favored by employers who are adapting to fluctuating demand for products while at the same time seeking to reduce overall labor costs.

5) Government policymakers should consider mandating benefit coverage for temporary employees, promoting pay equity between temporary and permanent workers, assisting labor unions in organizing temporary workers, **and to encourage** >> **and encouraging** firms to assign temporary jobs primarily to employees who explicitly indicate that preference.