

# The Increase of Supplemental Nutrition Assistance Program (SNAP) Participation by Low Income Workers: A Social Work Perspective

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Elizabeth Scheiner  
*University of Central Florida*

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THE INCREASE OF SUPPLEMENTAL NUTRITION ASSISTANCE  
PROGRAM (SNAP) PARTICIPATION  
BY LOW INCOME WORKERS:  
A SOCIAL WORK PERSPECTIVE

by

ELIZABETH SCHEINER

A thesis submitted in partial fulfillment of the requirements  
for the Honors in the Major Program in Social Work  
in the College of Health and Public Affairs  
and in the Burnett Honors College  
at the University of Central Florida  
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Thesis Chair: Mary Mann

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## **ABSTRACT**

The purpose of this paper is to provide a review of the literature focused on the increased utilization of the Supplemental Nutrition Assistance Program (SNAP) by low-income workers attempting to become food secure. Poverty measurement will be discussed for its importance to accurately identify individuals and families who are still excluded of social services and programs due to a faulty measurement of poverty. Furthermore, this paper will identify how the limitations of the current minimum wage system in the United States contributes to food insecurity within the population of low-income workers. A concise history of the creation of the SNAP program and the current minimum wage system will be provided. Identifying the increased utilization of the SNAP program, how this intersects with the current minimum wage system and increased food insecurity, will help identify potential areas for advocacy within social work practice and potential areas for policy change.

*Keywords: SNAP, Food Stamps, minimum wage, living wage, low wage, poverty, poverty guidelines, NASW, Code of Ethics, food insecurity, policy advocacy*

## **DEDICATIONS**

For my daughter Antonia Roldan,  
in the hope that she will go to college  
when she grows up.

and

For all the women in the world  
who still lack the opportunity  
of pursuing a higher education.

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## INTRODUCTION

Poverty and subsequent food insecurity are a harsh reality for millions of people around the world. In the United States, poverty within the low-income worker population and food insecurity go hand-in-hand; mainly due to earned wages below the subsistence level and also due to a broken poverty measurement system which under-identifies who is poor and food insecure. Food insecurity is “affecting over 49 million citizens, including 8 million children” (United States Department of Agriculture, 2013). Access to food within the United States for low-income workers who qualify is provided through the Supplemental Nutrition Assistance Program (SNAP), what was historically referred to as the Food Stamps program.

Overall, SNAP fosters food security by successfully supporting food provision and nutritional assistance for individuals and families in need (Gutierrez & Shaefer, 2013; Mabli & Ohls, 2015; McKernan, Ratcliffe & Zhang, 2011; Rosenbaum, 2013). It is important to note that families who participate in SNAP are automatically eligible to enroll their children in the National School Lunch Program (NSLP) for free breakfast and lunch which is another federal funded nutrition program from the U. S. Department of Agriculture (USDA, 2015). Following the economic recession in 2007, there was a significant rise in the number of individuals utilizing SNAP due to unemployment and under-employment coupled with minimum wage level earnings (Rosenbaum, 2013); numbers that have continued to rise even after post-recession economic improvement in other segments of society.

The economic recession in the United States that started in late 2007 provided a stark reminder of the existence of food insecurity and the importance of the SNAP program in supporting individuals and families. However, following the recession, the number of individuals



and families who were utilizing SNAP while working minimum wage jobs dramatically increased “from about 2 million in 2000 to about 6.4 million in 2011” (Rosenbaum, 2013, p. 5). These numbers suggest that food insecurity is in fact a long-term issue for many low-income/minimum wage-earning individuals. A social worker perspective of food insecurity as a long term condition is interpreted as an ethical violation of human rights (Human Rights Declaration, Article 25).

The researchers Porter and Rivkin from the Harvard Business School (HBS) published a study in 2014, a time when the economy was in full recovery mode, indicating that large American businesses- the ones that create the most of jobs for the middle and working class- are prospering while its workers are not. According to Porter and Rivkin (2014) American firms had demonstrated previously a historical tendency to “either to thrive together, as in the boom after World War II, or to suffer together, as during the Great Depression” (p.3). Nowadays, American businesses are thriving without raising the living standards of its labor force. Negative consequences of this practice will follow unless the “structural weakness” of the American economy can be corrected to address “decades” of wage stagnation endured by the lower and middle class due to income inequality (Porter & Rivkin, 2014, p. 3).

Identifying food insecurity as a long-term issue impacting individuals and families earning minimum wage, is vital for social work practice at the micro and macro level. Specifically, identifying how and where these multiple systems intersect, can provide social work professionals with a better understanding of the multiple entities impacting a client’s ability to remove barriers to succeed. Furthermore, identifying these intersections and the systems that maintain them provides a framework for cause advocacy at the macro level through policy change. While the political implications of SNAP are not discussed here, it is important to note that because SNAP

is a large and costly program; it is bound to suffer politically motivated budget cuts which can undo the achievement of food security for many families.

Social work is a moral profession that promotes the safety and well-being of the underprivileged sector of the population. Poverty is extremely complex thus making cause advocacy essential to social work practice aiming to prevent loss of human dignity. For instance, combating food insecurity and income inequality is within the scope of social work in order to preserve the human rights of its clientele. Social work, as a profession, is equipped to advocate for clients' best interests by actively participating in multidisciplinary research of macroeconomic issues. Social work involvement can lead to public policy change towards social and economic justice.

## **LITERATURE REVIEW**

The purpose of this literature review is to provide an overview of articles, government reports, and primary sources focused on identifying how the limitations of the current minimum wage system is contributing to the increase of food insecurity within the United States and subsequent utilization of SNAP by minimum wage earners. The importance of looking at the faulty way poverty is measured and the challenges of creating new measures is crucial to correct the under-identification of the disadvantaged segment of the population who are still food insecure. In order to select pertinent articles, reports, and primary sources, multiple search engines were accessed through the University of Central Florida Library including: Academic Search Premier, LexisNexis Academic, OneSearch, and Social Work. Key government websites were accessed including those of the United States Department of Agriculture, United States Department of Health and Human Services, United States Department of Labor, and the United States Census Bureau. Literature search resulted in 63 articles in the English language; many of them were excluded for its redundancy. It is included foundational articles and articles that were most cited in relevant studies. A sample of the articles summarized is added as an appendix table. Key words used to search for applicable articles, reports and primary sources included: “SNAP,” “Food Stamps,” “minimum wage,” “living wage,” “low wage,” “poverty,” “poverty guidelines,” “food security,” “policy advocacy,” “equality,” “opportunity,” “consumption,” “wealth,” “income,” and “food insecurity.”

## Poverty Guidelines

The United States poverty guideline is an absolute measure of poverty and is used to determine eligibility for services including SNAP (Chapin, 2011; USDHHS, 2014). This poverty line essentially classifies individuals and families as poor or not poor based on their income levels (Chapin, 2011, p.258), and as qualifying or not qualifying for essential services. For example, the poverty line for a family of four members consisting of two adults and two children was \$23,850 per year in 2014 (U.S. Census Bureau, 2014).

The poverty guideline, issued yearly by the Department of Health and Human Services (DHHS), evolved from the more complex poverty thresholds that originally were issued by the Social Security Administration but are now overseen by the U.S. Census Bureau (Fisher, 1992b). The poverty threshold differs from the poverty guideline by a multitude of factors. Specifically, poverty thresholds are favored in statistical studies (e.g., number estimated of single-parent households in poverty) while guidelines are mainly utilized administratively (e.g., income level eligibility criterion) for entrance to federally funded programs such as SNAP (DHHS, 2014; Fisher, 1992a).

In 1963, Mollie Orshansky, a social sciences research analyst employed by the Social Security Administration, created the poverty threshold; a threshold that has not been revised for over half a century. Orshansky's formulation of the poverty threshold considered the financial costs of the Agriculture Department's food plan for households, composed of three or more members, and then multiplied these costs by three (Chapin, 2011, p.258). According to the 1962 Agriculture Department report, Orshansky utilized the economy food plan which was a basis for

estimating food costs to determine eligibility for social programs (Orshansky, 1965). This poverty measurement model became widely accepted and was officially adopted by the government in 1969 (Fisher, 1992b).

According to Meyer and Sullivan (2012) the federal government has endured ample criticism for continuing to implement this income-based poverty measurement. Their study explored the effectiveness of three measures of poverty: the official U.S. poverty line; the Supplemental Poverty Measure (SPM), and a consumption-based measurement initiative. In 2011, the U.S. Census Bureau started to implement the SPM in part to address increasing concern over the accuracy of the current poverty line measurement. The SPM suggests that a poverty line measurement that identifies resources as income only is not an effective measure. The SPM formulation adds food stamps and other social benefits to pretax cash income and deducts taxes and other household costs; including work related and medical care expenses. Meyer and Sullivan (2012) suggest that despite this alternative formulation and even taking into consideration local living costs in the calculation of poverty thresholds, the SPM structure fails in comparison to the consumption-based poverty measurement in identifying the disadvantaged sector of the population.

Meyer and Sullivan (2012) conclude that a consumption-based poverty measurement is the best initiative of the three gauges. They suggest material difficulties reflected in low consumption identify more disadvantaged individuals and families than low income itself as a measurement. The authors conclude in their study that the current poverty line measurement tools fall short of addressing the real issue of poverty line measurement: the inaccuracy of reported income data. Likewise, Headey (2008) suggested that poverty represents not only low income but also “low

consumption and low wealth,” suggesting that faulty measurements lead to limitations of the poverty line as an identifier of the disadvantaged sector of the population when consumption and net worth are not structurally part of the measure (p. 24).

### Minimum Wage

When identifying low consumption and low wealth as important variables to include in measures of poverty, it is also vital to define and address another important variable, the current minimum wage. The U.S. federal minimum wage was created in 1938 following the Great Depression. Earlier attempts to establish a minimum wage by law were met with great opposition by the federal legislative branch, interpreting the measure as an imposed sanction on employers (Klassen, 2009). The minimum wage movement grew out of concerns that low paid workers were being exploited for their labor by businesses due to a lack of policy addressing worker rights and employment protections. According to Grossman (1978), the Great Depression and soaring unemployment rates, along with a rise in organized labor unions and societal shifts towards worker rights, gave the courts a social-political incentive to uphold the Fair Labor Standards Act of 1938, which established a federal minimum wage.

The current federal minimum wage in 2015 is \$7.25 per hour; (United States Department of Labor, 2015), with individual states either meeting the federal number or exceeding it. For example, the minimum wage in Florida is \$8.05 and the minimum wage in Maine is \$7.50. Although there are considerations in states for cost of living when calculating this figure, the average minimum wage earnings for full-time workers even at the upper end of the minimum wage

spectrum, usually do not provide an adequate living wage. Income that fails to afford basic necessities also excludes the workforce from the nation's modern living standards. Wages below of survival levels can lead to "labor conflict and lost production" which can be caused by the low morale and even sickness from malnutrition of the workforce (Kaufman, 2012, p.512). The lack of what has been termed a living wage creates a segment of society who is working but is still poor or "the working poor" (Shipler, 2008).

Abdulahad and Guirguis (2003) suggest that political momentum has been building in the U.S. to raise the federal minimum wage towards a living wage that they suggest will improve living standards by helping to address income distribution inequality. Abdulahad and Guirguis (2003) suggest that a strong wage gain for American workers is long overdue. In order to justify a minimum wage increase, they recommend job training and continuing education, free competition in the labor market, and salary based on the workers' productivity to achieve a sustainable level of living wages without causing an unemployment repercussion. Likewise, Kaufman supports the push for a living wage but also suggests "total employment and hours of work" must also be considered (2012).

Researchers Brady, Baker, and Finnigan (2013) assert that the percentage of working poor in the United States surpasses the unemployed population yet poverty research tends to focus mainly on unemployment rates. Brady, Baker, and Finnigan (2013) conclude that current research on poverty tends to concentrate on "demographics" and "economic performance" but fails to study the labor practices of institutions that hire this specific population (p.872). Their study suggests that promoting worker rights, including wage practices, is key in addressing the issues facing minimum wage earners in the work place. A study conducted by Rosenfeld and Western reports

that the U.S. has been experiencing a decline of union membership accompanied of an unprecedented increase of wage inequality (2011). It is important to note that Rosenfeld and Western (2011) in their research, analyzed data reflecting unionization from the private sector ranging from 1973 to the most recent year of 2007, when the economic recession had just started. Furthermore, there is a lack of recent studies in the U.S. focusing on the impact of the decline in labor unions and how this is impacting protections for minimum wage earners (Brady, Baker, and Finnigan, 2013).

### Food Insecurity

Food insecurity is a growing problem in the United States, impacting approximately 49 million people (Mabli & Ohls, 2015). The United States Department of Agriculture (USDA) applies the term of food insecurity when constant barriers to adequate food supply for a healthy life are present due to a lack of money and other resources. Coleman-Jensen, Gregory, and Singh (2014) report that approximately “14.3 percent of U.S. households were food insecure during a period of time in 2013” (p.1), suggesting food insecurity occurs within a significant portion of American families. However, the issue of food insecurity is not new. The federal government’s initial response to this issue was in 1939, with the creation of the initial food stamp program operated by the Department of Agriculture. Following this program, in 1961 a Food Stamp pilot program was created and successfully reached over 20 million people. Following the success of the pilot program, the Food Stamps Act of 1964 was signed and the program was created (Fisher, 1992b).



The Food Stamps program underwent major changes between 1964 and 2014. In 2008 the program was renamed, the Supplemental Nutrition Assistance Program (SNAP), an agricultural program of the U.S. Department of Agriculture. The goal of the program is “to alleviate hunger and malnutrition ... by increasing food purchasing power for all eligible households who apply for participation” (Food Stamp Act of 1977, amended (P.L. 108-269), USDA). Specifically, families with children taking part in SNAP for six months decreased food insecurity up to ten percent (Gutierrez & Shaefer, 2013). According with the USDA report *Characteristics of Supplemental Nutrition Assistance Program Households: Fiscal Year 2013* from the, SNAP helps achieve that goal of lowering food insecurity at a staggering cost of to \$79.9 billion in the fiscal year of 2013 due to increase in SNAP participation (USDA, 2014). Furthermore, according to Mabli and Ohls (2015) household food security provided by SNAP optimizes the general health and welfare of this large segment of the American population.

Although SNAP has proven successful in supporting food security for individuals and families in need, the program is considered a temporary support and is not intended to be a supplement long-term. For the working poor, food insecurity is oftentimes not temporary but long-term and tied to lack of adequate wages as well as lack of opportunity and social mobility (Kaufman, 2012). Specifically, Coleman-Jensen, Gregory and Singh (2014) indicate that rates of food insecurity were significantly higher for individuals and “families with incomes at or below” the poverty line than for the national average household (p. 6). Findings indicate that food insecurity is involuntary and is intrinsically related to the lack of a living wage.

## CONCLUSION

This review of the literature suggests that food insecurity and the subsequent utilization of SNAP by minimum wage earners has increased. When income increases, individuals and families are no longer eligible for SNAP based on the poverty guidelines determining whether they are poor or not, rates of food insecurity increase (Coleman-Jensen & Nord, 2010). Specifically, a minimum wage earning family of four spends approximately \$1,068.30 on food each month (Official USDA Food Plans, 2014), leaving lower wage earning individuals and families vulnerable to food insecurity, whether or not they meet federal poverty guidelines. Furthermore, SNAP recipients who exit the program due to an income increase (e.g., a slightly better paying job) and subsequently lose eligibility based on the poverty guideline, are still found to be food insecure, revealing the guidelines as faulty in their assessment of who qualifies as in need of assistance.

A multitude of factors makes poverty complex to define. Headey (2008) suggests a redefinition of poverty as the intersection of low income, low wealth and low consumption levels to measure financial poverty. Headey cites other definitions of poverty to highlight how poverty is complex. For example, *low capabilities*, a term coined by Amartya Sen, defines poverty as lack of chances to pursue choices. Or the poverty definition adopted by the European Union which uses the term of *social exclusion* not only linked to financial hardship but to dysfunctional social networks, unprepared workforce, individuals or groups facing health issues, and also generalized discrimination (2008). In the United States, being in poverty is officially defined as having an income below a federally determined poverty threshold (U. S. Dept. of Agriculture, 2015).

Food security is another definition with ample room for socioeconomic inclusion. According to the U. S. Dept. of Agriculture (2015) food security means “access by all people at all times to enough food for an active, healthy life.” A new and expanded definition could include access to culturally motivated food choices (e.g., kosher) and dietary restrictions due to health issues (e.g., food allergies) which would be accounted for in the food stamp stipend. Definitions helps to translate the language of inequality to clients in social work practice.

The researchers Neckerman and Torche (2007) assert that economic disadvantage is difficult to reverse and it is often “compounded by disadvantages in health, education and other domains” (p. 345-346), suggesting that income inequality and other consequential factors should be included in calculating need for social work intervention. Creating new indicators of need will require political will and multidisciplinary approaches focused not only on the economic piece but also the importance of equity in policy and program creation. Furthermore, creating studies that deconstruct negative stereotypes associating primary SNAP program usage with minority groups is important in advocating for services for those in need, and in challenging the mythology which had previously linked primary SNAP usage exclusively to minority groups. For instance, a report from the U.S. Department of Agriculture (USDA), the agency responsible for overseeing the SNAP program, concluded that as of 2013 the majority of SNAP recipients were Caucasians. Research is needed to address ethical issues in identifying who is poor, who lacks opportunities, and what the real buying power of the minimum wage is.

The National Association of Social Workers (NASW) Code of Ethics (2008) mandates that social workers have the professional and ethical responsibility to identify and address the causes and impacts of poverty, including food insecurity, and income inequality. Advocacy for equitable

programs and equitable measures is primary in addressing the problems in the existing structure. Identifying the increased utilization of the SNAP program, how this intersects with the current minimum wage system and increased food insecurity, helps identify areas for cause advocacy within social work practice and potential areas for policy change.

This literature review is limited as it is an exploratory study. Further investigation is suggested on the subject of food insecurity as consequence of low-wages, lack of socioeconomic mobility, and the accessibility to federally funded nutrition programs. Food security research would benefit from future quantitative research surveying individuals who exited SNAP or still participating in the program to evaluate their levels of food security; but only by utilizing a new multidisciplinary poverty measurement tool. Multidisciplinary research with a social work perspective is needed to revise existing poverty measures or create new, more accurate measures that takes into account the inclusion of all citizens in the national culture of prosperity and high living standards of a successful and industrialized nation like ours. In social work practice, underprivileged clients are often prevented of achieving self-sufficiency due to the negative impact of macroeconomic policies that affects this segment of the population. The literature is in agreement that the financial hardship of the working class is steadily increasing. Porter and Rivkin (2014) conclude in their study that society is yet to decide if it will permanently lower the American living standards or if society will address the gap in wealth distribution in our country.

## **APPENDIX: TABLES**

## TABLES

Source	Study Description	Purpose	Results
<p>Abdulahad, F., &amp; Guirguis, H. S. (2003). The living wage and the effects of real minimum wages on part-time and teen employment. <i>Employee Responsibilities And Rights Journal</i>, (1), 1.</p>	<p>This study indicates a political socio-economic labor shift towards higher living wages.</p>	<p>The working minority population represented by part-time, women, and young people lacks employment data to analyze its economic significance.</p>	<p>The author endorses professional training, continuous education, and competitive wages in order to justify higher salaries to increase living standards while keeping workers employed.</p>
<p>Anastas, J.W., &amp; Clark, E.J. (2012). <i>Social work speaks</i> (9th ed.). Washington, D.C.: NASW Press.</p>	<p>The policy statements of the National Association of Social Workers (NASW) supports social and economic justice.</p>	<p>To emphasize that an equal distribution of wealth and income will create a better society.</p>	<p>To obtain economic justice is necessary a creation of a living wage linked to local cost of living.</p>
<p>Brady, D., Baker, R. S., &amp; Finnigan, R.</p>	<p>The study on poverty in the U.S. is guided</p>	<p>To divulge that poverty research in</p>	<p>Organized labor unions diminishes</p>

<p>(2013). When unionization disappears: State-level unionization and working poverty in the United States. American Sociological Review, 78(5), 872-896.</p>	<p>by statistical data and job evaluation but fails to add the role of organizations in the equation. The authors examine the positive impact of organized labor union on the working poor.</p>	<p>the U.S. focus on the unemployed population rather than the much larger working poor population. Authors imply that labor unions represents better the interests of unionized and non-unionized workers alike.</p>	<p>working poverty and has not been proved to negatively impact the job market. Further research on poverty can benefit from studying the phenomenon of working poverty in America by analyzing the institutions that hires this specific population.</p>
<p>Craig K. Elwell (2014) Inflation and the Real Minimum Wage: A Fact Sheet</p>	<p>To position historically the hourly minimum wage creation by the Fair Labor Standards Act (FLSA) of 1938</p>	<p>To report the lost battle between inflation and the minimum wage since its creation.</p>	<p>The federal minimum wage has increased in 22 occasions to address inflation corrections as 2014. The purchasing power of the minimum wage</p>

			has declined over time.
Headey, B. (2008). Poverty Is Low Consumption and Low Wealth, Not Just Low Income. Social Indicators Research, 89(1), 23-39.	This paper aims to redefine financial poverty as it intersects with low wealth, low consumption, and low income.	To recommend the creation of a poverty measurement that combines net worth, consumption, and income in the same survey.	The measuring of poverty by income, wealth, and consumption yearly in standardized surveys will enable change in policies and inclusion to social programs.
Kaufman, b. E. (2012). Wage theory, new deal labor policy, and the great depression: were government and unions to blame? Industrial & Labor Relations Review, 65(3), 501-532.	Economists blame the length and severity of the Great Depression on factors that froze wage rates, raised production costs, and changed the labor market.	The New Deal labor program encouraged unions, minimum wages, unemployment insurance, and other stagnating work practices.	New Deal's intenentionist labor program was needed and beneficial to its time.



<p>Levin-Waldman, O. M. (2011). From a narrowly defined minimum wage to broader wage policy. <i>Review of Social Economy</i>, 69(1), 77-96.</p>	<p>The article proposes a policy review on the minimum wage to address income inequality by bringing together the disciplines of economics and social sciences for the betterment of a democratic society.</p>	<p>To explore the political and social spectrum of the minimum wage and its effect on the wage contour which is the initial salary rate offered to workers.</p>	<p>The minimum wage ineffectiveness derives from a policy issue that failed to include the middle class on its initial formulation. New researches point to the deconstruction of the idea that a minimum wage rise is directly linked to employment issues.</p>
<p>Lottieri, C. (2014). <i>Ethics, Market, and the Federal Order. The Political Philosophy of Wilhelm Röpke.</i> <i>Journal Des</i></p>	<p>Röpke’s political theory is instilled on the idea of reconciling moral principles and economic laws. The author delineates that Röpke’s liberalism is distinctive for insisting</p>	<p>The ideas of Röpke are in synchrony with Capitalism for defending private economy and free competition while against totalitarianism.</p>	<p>In Röpke’s view, economic voluntary cooperation will result in a more humane society.</p>

<p>Economistes Et Des Humaines, 20(1), 19</p>	<p>that the favorable conditions that generates a prosperous economy will keep society free of despotism and ethical disintegration.</p>		
<p>McKenna, E., &amp; Zannoni, D. (2011). Economics and the Supreme Court: The case of the minimum wage. Review Of Social Economy, 69(2), 189-210.</p>	<p>The historical account involving the economic sector and the court system implementation of the minimum wage laws in 20<sup>th</sup> century America.</p>	<p>To show that America was divided by the establishment of a federal minimum wage.</p>	<p>The law ended up reflecting only the labor practices of the time and was stripped of social consequences such as income redistribution.</p>
<p>McCreary, C. R. (2011). Human nature and inequality. Westminster Institute of Education, 1-47.</p>	<p>Author traces a parallel that social inequality produced by wealth is a problem since ancient Greece where the social discontentment</p>	<p>In contemporary history uprisings reflecting extreme financial inequality has been seem in nations such as</p>	<p>Human nature is not a barrier to changing the inequalities in society.</p>

	converted into civil wars ultimately led to democracy.	Egypt, Libya, and Syria.	
Meyer, B. D., & Sullivan, J. X. (2012). Identifying the Disadvantaged: Official Poverty, Consumption Poverty, and the New Supplemental Poverty Measure. <i>The Journal of Economic Perspectives</i> , (3).111.	The research explore the effectiveness of three measures of poverty: the official U.S. poverty line; the 2011 Census Bureau Supplemental Poverty Measure; and a consumption-based degree of poverty.	To analyze which poverty gauge has the long term potential to stimulate new governmental policies that reflects socio-economic changes in the measurement of the poverty level.	Despite the limited data, the authors concluded that .a wide-ranging consumption-based measure of poverty that includes constant thresholds revisions will be more efficient in identifying who is disadvantaged.
Neckerman, K. M., & Torche, F. (2007). <i>Inequality: Causes and consequences.</i> <i>Annual Review Of Sociology</i> , 33335-357.	The author asserts the causes of economic inequality in the U. S. including inequality of wages, net worth, and opportunity.	To deliver an update of the research on the trends and reasons of economic inequality in the U. S. and in the world.	Inequality research can benefit of interdisciplinary expertise of professionals to examine its effect on corporations and

			labor markets taking into account society's response.
Nilsen, S. R. (2007). Poverty in America. [electronic resource]: consequences for individuals and the economy: testimony before the Chairman, Committee on Ways and Means, House of Representatives. [Washington, D.C.] : U.S. Government Accountability Office, [2007].	Economic theory has long suggested that human capital which encompass: education, work experience, job training, and health of the workforce is considered the main venue for economic growth.	To explore that conditions associated with poverty can work against human capital development by limiting individuals' ability to remain healthy and develop skills, in turn decreasing the potential to contribute talents, ideas, and even labor to the economy.	Research shows that poverty can negatively affect economic growth by affecting the accumulation of human capital and rates of crime and social unrest.
Nord, M., & Coleman-Jensen, A. (2010). Food Insecurity After Leaving SNAP.	This study aims to suggest that new SNAP policies should be implemented to combat food security	To analyze why chances of food insecurity increases after leaving SNAP since members who	Individuals and households that were newly outed of SNAP face a higher chance of

Journal Of Hunger & Environmental Nutrition, 5(4), 434.	during the first year for households exiting the program.	leave lost their eligibility due to income increase.	experiencing food insecurity than current recipients of the program.
Ohls, J., & Mabli, J. j. (2015). Supplemental Nutrition Assistance Program Participation Is Associated with an Increase in Household Food Security in a National Evaluation. Journal Of Nutrition, 145(2), 344-351.	The study confirms that the SNAP program's objectives to reduce hunger and improve health and well-being are being met.	To estimate the relationship of SNAP participation and food security by analyzing data from a national survey.	SNAP participation increases food security. Legislation concerning changing eligibility requirements to shrink the program should take into consideration the success of the program.
Porter, M. E., & Rivkin, J. W. (2014). An economy doing half of its job. Harvard	Harvard Business School (HBS) conducted its third alumni survey on U.S. competitiveness.	To explore practices that can create American economy competitiveness where all sectors of society can benefit from it.	Currently the U.S. economy is composed of big businesses prospering nationally and

<p>Business School, 1-36.</p>			<p>globally while its workforce along with small businesses are struggling.</p>
<p>Ziliak, J. (2013) Why Are So Many Americans on Food Stamps? The Role of the Economy, Policy, and Demographics</p>	<p>This research defines the social and economic momentum that led to policy changes that impacted SNAP participation in recent times.</p>	<p>To provide statistical data by estimating the number of individuals who benefited from the SNAP program from past decades.</p>	<p>The results show the SNAP role as a fiscal adjuster gadget since almost 50% of program participation increase happened during the economic recession that started in 2007.</p>

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