

Inequality and Jobs

(TTh 8:00-9:20, Social Science Building 101)

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Office Hours:
Wednesday 12:00-1:00 p.m.
Friday 1:30-2:30 p.m.

Can the labor market be considered an institution marked by equality? Is it true that if only you work hard enough, you will be rewarded with a sufficient income, a stable job, and satisfying working conditions? Pay, prestige, working conditions, opportunity, and prospects for stable employment vary tremendously - even among persons with similar levels of formal education and skill. In this course, we will explore the contours of labor market inequality and we will consider competing explanations. To what extent do these differential outcomes correspond to characteristics of *individual workers* (e.g., their race, gender, class, sexual orientation, citizenship status, education, talent, "connections") and to characteristics of *jobs* (e.g., their industrial location, organizational structure, gender/race composition, political and historical context)? These questions are explored with particular attention to contemporary socioeconomic trends, including economic globalization, deindustrialization, declining unionization, and the rise of contingent employment.

Required Materials

- Book (available at the UCSD bookstore): Katherine S. Newman. 2000. *No Shame in My Game: The Working Poor in the Inner City*. New York: Russell Sage Foundation.
- Film: North Country, USA, 2005 (director Niki Caro).

Online course reader. Accessible via the UCSD library on-line reserves site (Password **ad148E**):
<http://reserves.ucsd.edu/eres/default.aspx>.

Exams and Assignments

1. *Four Quizzes*: Based on readings and film. All quizzes will be unannounced.
2. *Literature Review*: Students will be required to write an analysis/synopsis of each literature section (A, B, C, etc.), focusing on the main findings of each article/book chapter and relating them to one another. The analysis should not exceed **300 words**. **The analyses are due: Oct 9, Oct 16, Oct 23, Oct 30, Nov 6, Nov 13, Nov 20, Nov 27, Dec 4**
3. *Final exam*: The final exam will take place on **December 11, 8:00-10:59 am**. Location will be announced.

Grading: All quizzes 20%, literature review 25%, exam 45%, class participation 10%.

Unless otherwise instructed, students are expected to complete all assignments and examinations independently. Any quotations (or near quotations) must be attributed to the original author. Academic dishonesty is unfair to other students and undermines the mission of this institution.

Course Outline and Readings

I. Introduction and Descriptions: The Dimensions of Inequality

A. Income and benefits

Oct 2

- Charles, Maria. 2006. "Inequality." *Encyclopedia of Career Development*. Newbury Park, CA: Sage. Pp. 383-7.
Draut, Tamara. 2005. "The Growing College Gap." Pp. 89-101 in *Inequality Matters*. New York, NY: The New Press.
Hungerford, Thomas L. 2011. "Changes in the Distribution of Income Among Tax Files Between 1996 and 2006: The Role of Labor Income, Capital Income, and Tax Policy." *Congressional Research Service*.

Oct4

- Los Angeles Times*. 2006. "Middle-Class Workers Ailing in Census Checkup." August 30.
Los Angeles Times. 2012. "Household income fell 4.8% during economic recovery, study finds." August 23.
Rippeyoung, Phyllis L.F. & Mary C. Noonan. 2012. "Is Breastfeeding Truly Cost Free? Income Consequences of Breastfeeding for Women." *American Sociological Review* 77(2):244-267.
Sered, Susan Starr and Rushika Fernandopulle. 2005. "Sick Out of Luck: The Uninsured in America." *Contexts* 4:27-32.

B. Working conditions

Oct 9

- Sinclair, Upton. *The Jungle*. 2003 [1906]. New York: Barnes & Noble. Chapters 10 & 11.
Schlosser, Eric. 2006 [2001]. *Fast Food Nation: The Most Dangerous Job*. Pp. 330-44 in Amy S. Wharton, ed. *Working in America: Continuity, Conflict, and Change*, Third Edition. Boston: McGraw Hill.
Tallichet, Suzanne E. 2006. *Daughters of the Mountain: Women Coal Miners in Central Appalachia*. University Park, PA: Pennsylvania State University Press. Chapter 2.

Oct 11

- New York Times*. 2001. "Hispanic Workers Die at Higher Rate." July 16.
Ehrenreich, Barbara. 2005. "Earth to Wal-Mars." Pp. 41-53 in *Inequality Matters*. New York, NY: The New Press.
Presser, Harriet B. 2004. "The Economy that Never Sleeps." *Contexts* 3,2:42-49.
Los Angeles Times. 2006. "All Work and No Play? No Way." September 4.

C. Race/ethnicity and immigration

Oct 16

- Bonacich, Edna & Richard P. Appelbaum. 2006 [2000]. "Behind the Label: The Return of the Sweatshop." Pp. 284-98 in Amy S. Wharton, ed. *Working in America: Continuity, Conflict, and Change*, 3rd Edition. Boston: McGraw Hill.
Hondagneu-Sotelo. 2006 [2001]. "Maid in L.A." Pp. 299-314 in Amy S. Wharton, ed. *Working in America: Continuity, Conflict, and Change*, 3rd Edition. Boston: McGraw Hill.
New York Times. 2006. "The Immigration Equation" (by Roger Lowenstein), July 9.

D. Unions, unemployment, and layoffs

Oct 18

- Voss, Kim and Rick Fantasia. 2004. "The Future of American Labor: Reinventing Unions." *Contexts* 3:35-41.
Milkman, Ruth. 2007. "Two Worlds of Unionism: Women and the New Labor Movement." Pp. 63-80 in Dorothy Sue Cobble, ed. *The Sex of Class: Women Transforming American Labor*. Ithaca: Cornell University Press.

Uchitelle, Louis. 2006. *The Disposable American: Layoffs and Their Consequences*. New York: Knopf. Chapter 8.
Los Angeles Times. 2006. "A Willing Worker Can't Afford a Job She Loves." September 4.
New York Times. 2001. "Attacks Hit Low-Pay Jobs the Hardest." November 6.

E. Gender and sexuality at work

Oct 23

Blau, Francine D. 2012. "The Sources of the Gender Pay Gap." Pp. 189-208 in David B. Grusky and Tamar Kricheli-Katz, eds. *The New Gilded Age. The Critical Inequality Debates of Our Time*. Stanford: Stanford University Press.
Cotter, David A., Joan M. Hermsen, and Reeve Vanneman. 2006 [2004]. "Gender Inequality at Work." Pp. 189-201 in Amy S. Wharton, ed. *Working in America: Continuity, Conflict, and Change*, 3rd Edition. Boston: McGraw Hill.
Craft, Christine. 2001. "Too Old, Too Ugly, and Not Deferential to Men." Pp. 286-90 in Barbara A. Arrighi, ed. *Understanding Inequality*. Lanham, MY: Rowman and Littlefield.
Hochschild, Arlie Russell. 2011. "Inside the Clockwork of Male Careers." Pp. 17-29 in Anita Ilta Garey, Karen V. Hansen, eds. *At the Heart of Work and Family. Engaging the Ideas of Arlie Hochschild*. New Brunswick: Rutgers University Press.

Oct 25

Randolph, Eleanor. 2001. "When an Anchor's Face is Not Her Fortune." Pp. 291-92 in Barbara A. Arrighi, ed. op cit. *The Economist*. 1996. "Short Guys Finish Last," January 5.
Giuffre, Patti & Christine L. Williams. 2005 [1994]. "Boundary Lines: Labeling Sexual Harassment in Restaurants." Pp. 392-406 in Maxine Baca Zinn, Pierrette Hondagneu-Sotelo, Michael Messner, eds. *Gender Through the Prism of Difference*, 3rd Edition. New York, NY: Oxford University Press.
Raeburn, Nicole C. 2004. *Changing Corporate America from Inside Out: Lesbian and Gay Workplace Rights*. Minneapolis: University of Minnesota Press. Pp. 1-11.
McLaughlin, Heather, Christopher Uggen and Amy Blackstone. 2012. "Sexual Harassment, Workplace Authority, and the Paradox of Power." *American Sociological Review* 77(4):625-647.

II. Explanations for Labor-Market Inequality

A. Functionalism and human capital theory

Oct 30

Davis, Kingsley & Wilbert E. Moore. 1994 [1945]. "Some Principles of Stratification." Pp. 39-46 in David B. Grusky, ed. *Social Stratification: Class, Race, and Gender in Sociological Perspective*. Boulder, CO: Westview Press.
Giddens, Anthony, Mitchell Duneier, Richard P. Appelbaum and Deborah Carr. 2009. "Systems of Stratification." Pp. 206-209. *Introduction to Sociology*. 7th edition. New York: Norton & Company, Inc.
Lenski, Gerhard. 1994. "New Light on Old Issues: The Relevance of "Really Existing Socialist Societies" for Stratification Theory." Pp. 55-61 in David B. Grusky, ed. *Social Stratification: Class, Race, and Gender in Sociological Perspective*. Boulder, CO: Westview Press.

Nov 1

Treiman, Donald J. 2004. "Occupational Prestige in Comparative Perspective." Pp. 260-63 in David B. Grusky, ed. *Social Stratification: Class, Race, and Gender in Sociological Perspective*. Boulder, CO: Westview Press.
Becker, Gary S. 1975 (1964). *Human Capital*, 2nd edition. New York: Columbia University, pp. 9-11.
Becker, Gary S. 1957. *The Economics of Discrimination*, Chapter 1. Chicago: University of Chicago Press.
Schultz, Theodore W. 1961. "Investment in Human Capital." *American Economic Review* 51:1-17.

B. Critiques and qualifications of individual-centered accounts

Nov 6

- Tumin, Melvin M. 1994 [1953]. "Some Principles of Stratification: A Critical Analysis." Pp. 47-54 in David B. Grusky, ed. *Social Stratification: Class, Race, and Gender in Sociological Perspective*. Boulder, CO: Westview Press.
- Krueger, Alan B. "Inequality: Too Much of a Good Thing." Pp. 23-31 in David B. Grusky and Szonja Szelényi, eds. *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender*. Boulder, CO: Westview Press.
- March, James G. & Herbert A. Simon 2004 [1993]. "Cognitive Limits on Rationality." Pp. 518-32 in Dobbin, Frank, ed. *The New Economic Sociology: A Reader*. Princeton, NJ: Princeton University Press.
- Schwartz, Barry. 2004. "The Tyranny of Choice." *Scientific American*. April. 70-75, volume 290, issue 4
- Nelson, Richard R. 2005. "Introduction." Pp. 1-24 in Richard R. Nelson, ed. *The Limits of Market Organization*. New York, NY: Russell Sage.

Nov 8

- Bertrand, Marianne and Sendhil Mullainathan. 2006. "Are Emily and Greg More Employable than Lakisha and Jamal?" A Field Experiment on Labor Market Discrimination." Pp. 246-51 in David B. Grusky and Szonja Szelényi, eds. *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender*. Boulder, CO: Westview Press.
- Correll, Shelley J., Stephen Benard, and In Paik. 2007. Getting a Job: Is There a Motherhood Penalty? *American Journal of Sociology* 112:1297-1317 and 1332-35.
- Goldin, Claudia and Cecilia Rouse. 2000. "Orchestrating Impartiality: The Impact of 'Blind' Auditions on Female Musicians." *American Economic Review* 90:715-16 and 737-8.
- Contexts*. 2004. "Affirmative Action." Volume 3:62.
- John Larew. 2003. "Why Are Doves of Unqualified, Unprepared Kids Getting into our Top Colleges? Because Their Dads are Alumni." Pp. 135-44 in Michael S. Kimmel and Abby L. Ferber, eds. *Privilege*. Boulder, CO: Westview Press.

C. Contextual factors in the generation of labor-market inequality

1. Unlevel playing fields and social reproduction

Nov 13

- Bourdieu, Pierre. 2006 [1973]. "Cultural Reproduction and Social Reproduction." Pp. 257-71 in David B. Grusky and Szonja Szelényi, eds. *Inequality: Classic Readings in Race, Class, and Gender*. Boulder, CO: Westview Press.
- Steele, Claude. 2006. "Stereotype Threat and African-American Student Achievement." Pp. 252-57 in David B. Grusky and Szonja Szelényi, eds. *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender*. Boulder, CO: Westview Press.

Nov 15

- Wilson, Julius Wilson. 2006 [1999]. "Jobless Poverty: A New Form of Social Dislocation in the Inner-City Ghetto." Pp. 87-101 in David B. Grusky and Szonja Szelényi, eds. *Inequality: Classic Readings in Race, Class, and Gender*. Boulder, CO: Westview Press.
- Kahlenberg, Richard D. 2005. "The Return of 'Separate But Equal'." Pp. 54-64 in *Inequality Matters: The Growing Economic Divide in America and Its Poisonous Consequences*. New York, NY: The New Press.

2. Industrial, organizational context

Nov 20

- Piore, Michael J. 1994. "The Dual Labor Market: Theory and Implications." Pp. 359-61 in David B. Grusky, ed. *Social Stratification: Class, Race, and Gender in Sociological Perspective*. Boulder, CO: Westview Press.

- Kanter, Rosabeth Moss. 1977. *Men and Women of the Corporation*. New York: Basic, Introduction & Chapter 8.
- Baron, James N. & William T. Bielby. 1985. "Organizational Barriers to Gender Equality: Sex Segregation of Jobs and Opportunities." Pp. 233-51 in Alice S. Rossi, ed. *Gender and the Life Course*. New York: Aldine.
- Reskin, Barbara and Irene Padavic. 2002. *Women and Men at Work, Second Edition*. Newbury Park: Pine Forge Press, pp. 108-119.

3. National context and public policy

Nov 27

- Pager, Devah. 2007. *Marked: Race, Crime, and Finding Work in an Era of Mass Incarceration*. Chicago: University of Chicago Press, Chapter 8.
- Gornick, Janet C. and Marcia K. Meyers. 2003. *Families that Work: Policies for Reconciling Parenthood and Employment*. New York: Russell Sage Foundation, Chapter 3.

Nov 29

- Fischer, Claude S., Michael Hout, Martin Sánchez Jankowski, Samuel R. Lucas, Ann Swidler, and Kim Voss. 1996. *Inequality By Design: Cracking the Bell Curve Myth*. Princeton, NJ: Princeton University Press, pp. 148-57.
- Perrucci, Robert and Earl Wysong. 2008. *The New Class Society: Goodbye American Dream?* Third Edition. Lanham, MD. Rowman and Littlefield, pp. 71-89.

4. Historical Context: The rise of industrial capitalism, postindustrialism, globalization

Dec 4

- Marx, Karl & Friedrich Engels. 1972 (1848). "The Communist Manifesto." Pp. 9-20 in Paul Blumberg, ed. *The Impact of Social Class*. New York: Crowell.
- Kerr, Clark, John T. Dunlop, Frederick H. Harbison, and Charles A. Myers. 1994 [1960]. "Industrialism and Industrial Man." Pp. 659-69 in David B. Grusky, ed. *Social Stratification: Class, Race, and Gender in Sociological Perspective*. Boulder, CO: Westview Press.
- Bell, Daniel. 1994 [1976]. "The Coming of Post-Industrial Society." in David B. Grusky, ed. *Social Stratification: Class, Race, and Gender in Sociological Perspective*. Boulder, CO: Westview Press.

Dec 6

- Braverman, Harry. 1974. *Labor and Monopoly Capital: The Degradation of Work in the 20th Century*, Chapter 20. New York: Monthly Review Press.
- Hochschild, Arlie Russell. 2006. "The Nanny Chain." Pp. 357-60 in David B. Grusky and Szonja Szelényi, eds. *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender*. Boulder, CO: Westview Press.
- International Monetary Fund. 2002. "Globalization: Threat or Opportunity?"
<http://www.imf.org/external/np/exr/ib/2000/041200to.htm>
- Stiglitz, Joseph E. 2006. "Globalism's Discontents." Pp. 576-84 in David B. Grusky and Szonja Szelényi, eds. *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender*. Boulder, CO: Westview Press.

Tentative Schedule

Week 1 (September 27). Introduction and terminology

Week 2 (October 2, 4). Dimensions of Inequality: Income and benefits

- Read section IA.

Week 3 (October 9, 11). Dimensions of inequality: Working conditions

- Read sections IB.

Week 4 (October 16, 18). Dimensions of inequality: Race and immigration & Unions, unemployment, layoffs

- Read section IC/ID.

Week 5 (October 23, 25). Dimensions of inequality: Sexuality and Gender at work

- Read section IE.

Week 6 (October 30, November 1). Explanations for Labor Market Inequality: Functionalism and Human Capital Theory

- Read section IIA.

Week 7 (November 6, 8). Explanations for Labor Market Inequality: Critiques and qualifications of individual-centered accounts

- Read section IIB.

Week 8 (November 13, 15). Explanations for Labor Market Inequality: Contextual factors in the generation of labor-market inequality

- Read section IIC1.

Week 9 (November 20). Explanations for Labor Market Inequality: Industrial, organizational context

- Read section IIC2.

Week 10 (November 27, 29). Explanations for Labor Market Inequality: National Context and Public Policy

- Read section IIC3.

Week 11 (December 4, 6). Explanations for Labor Market Inequality: Historical Context

- Read section IIC4.