

RURAL SOCIOLOGY/SOCIOLOGY 945

SEMINAR ON GENDER AND LOCAL LABOR MARKETS

SPRING 2002

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SUBJECT MATTER AND OBJECTIVES:

This seminar focuses on understanding the social and spatial dimensions of labor market processes. We will examine sociological theories of labor and the labor market, with special attention to the issues of social context (place and politics) and social relations of gender and ethnicity/race. In particular, we will consider the following: (1) gender and labor market processes, such as sex segregation and discrimination, waged and unwaged work; (2) space and labor market processes --addressing questions of what difference place makes, how local economies develop and shape opportunity structures; (3) space and gender in labor market processes; and (4) emerging issues such as immigration, flexibility, contingent employment.

COURSE REQUIREMENTS:

The readings outlined on this syllabus are required of all participants and the class meetings will be structured around a discussion of them. Students are required to write a brief reaction paper on 10 of the 13 weeks' readings. For the reaction papers, I would like you to write 2 paragraphs (unless you feel compelled to write more). Please follow these guidelines: In one paragraph, you should write about what you think are the strongest parts of the arguments (what contribution is being made, what concepts, evidence, or theory formulation struck you). In the other paragraph, what questions does the reading raise, what do you see as the weakest part(s), or what do you think should be strengthened. I encourage you to share your reaction papers with the class via email.

One person per week will serve as the discussion leader. The job of the discussion leader is provide thought-provoking questions. When it is your turn to lead the discussion, you should send discussion questions to the seminar members via email no later than Thursday at noon. The E-mail address for the class is: sem-945@lists.students.wisc.edu. The 10 reaction papers, discussion leadership, and in-class contributions to the discussion will constitute a third of the course grade.

Two integrative papers are required, each will be worth one-third of the final grade. These papers will be longer reflective essays (length will be specified) on a major idea or theme pertaining to gender and local labor markets. Each essay should integrate, synthesize, and critically evaluate "a good chunk" of the material in the class. The first will be due the week before spring break and the second at the end of finals week.

REQUIRED TEXTS (available from University Bookstore and Underground Textbook Exchange) ~

Jamie Peck. *Work-Place: The Social Regulation of Work*. Guilford Press. 1996.

Susan Hanson and Geraldine Pratt. *Gender, Work, and Space*. Routledge. 1995.

Paul Osterman. *Securing Prosperity. The American Labor Market: How It Has Changed and What to Do About It*. Princeton University Press. 1999.

Vicki Smith. *Crossing the Great Divide: Worker Risk and Opportunity in the New Economy*. ILR Press. 2001.

Leslie McCall. *Complex Inequality: Gender, Class and Race in the New Economy*. Routledge. 2001.

COURSE OUTLINE:

Week 1/Jan. 25 Introduction

Week 2/Feb. 1 Labor Markets: Structures and Processes

Granovetter, Mark. 1988. "The Sociological and Economic Approaches to Labor Market Analysis: A Social Structural View." Pp. 187-216 in *Industries, Firms and Jobs: Sociological and Economic Approaches*, edited by George Farkas and Paula England. New York: Aldine De Gruyter. (Pp. 233-263 in *the Sociology of Economic Life*, edited by Mark Granovetter and Richard Swedberg. Boulder: Westview Press.)

Morris, Martina and Bruce Western. 1999. "Inequality in Earnings at the Close of the Twentieth Century." *Annual Review of Sociology* 25: 623-657.

Hartmann, Heidi, Roberta Spalter-Roth, and Nancy Collins. 1994. "What Do Unions Do for Women?" *Challenge* (July/August):11-18.

Peck book, Chapters 1-4

Week 3/Feb. 8 Markets and Marriages

Humphries, Jane. 2000. "Rational Economic Families? Economics, the Family and the Economy." Pp. 39-60 in *Towards a Gendered Political Economy*, edited by Joanne Cook, Jennifer Roberts, and Georgina Waylen. New York: St. Martin's Press.

Paula England. 1989. "A Feminist Critique of Rational-Choice Theories: Implications for Sociology." *The American Sociologist* 20(1):14-28.

Paula England and Barbara Stanek Kilbourne. 1990. "Markets, Marriages, and Other Mates: The Problem of Power," pp. 163-188 in *Beyond the Marketplace: Rethinking Economy and Society*, edited by Roger Friedland and A.F. Robertson. New York, NY: Aldine de Gruyter.

Gottfried, Heidi. 1998. "Beyond Patriarchy? Theorising Gender and Class." *Sociology* 32:451-468.

Williams, Joan. 2000. Chapters 3 and 4 in *Unbending Gender: Why Family and Work Conflict and What to Do About it*. New York: Oxford University Press.

Week 4/Feb. 15 *Gender at Work*

Wright, Mareena McKinley. 1995. "I Never Did Any Fieldwork, but I Milked an Awful Lot of Cows!": Using Rural Women's Experience to Reconceptualize Models of Work." *Gender & Society* 9: 216-236.

Reskin, Barbara and Patricia Roos. 1990. Part I. Explaining the Changing Sex Composition of Occupations, Pp. 1-90 in *Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations*. Temple University Press.

Tolbert, P. S. and P. Moen. 1998. "Men's and Women's Definitions of Good Jobs - Similarities and Differences by Age and Across Time." *Work & Occupations* 25:168-194.

Maume, D. J. 1999. "Occupational Segregation and the Career Mobility of White Men and Women." *Social Forces* 77:1433-1459.

Tomaskovic-Devey, Donald. 1995. "Sex Composition and Gendered Earnings Inequality: A Comparison of Job and Occupational Models." Pp. 23-56 in *Gender Inequality at Work*, edited by Jerry A. Jacobs. Thousand Oaks, Calif.: Sage Publications.

Browne, Irene, Leann M. Tigges, and Julie Press. 2001. "Inequality through Labor Markets, Firms, and Families: The Intersection of Gender and Race/Ethnicity." Pp. 372-406 in *Urban Inequality: Evidence from Four Cities*, edited by Alice O'Connor, Chris Tilly, and Lawrence D. Bobo. New York: Russell Sage Foundation.

Week 5/Feb. 22 *Gendered Organizations*

Spain, Daphne. 1992. Chapters 8 and 9 in *Gendered Spaces*. Chapel Hill: University of North Carolina Press.

Kanter, Rosabeth Moss. 1984. "Women and Power in Organizations." Pp. 241-269 in *Critical Studies in Organizations and Bureaucracy*, edited by Frank Fischer and Carmen Sirianni. Philadelphia: Temple University Press.

Acker, Joan. 1991. "Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations." Pp. 162-179 in *The Social Construction of Gender*, edited by Judith Lorber and Susan A. Farrell. Newbury Park, CA: Sage Publications.

Baron, J. N. and J. Pfeffer. 1994. "The Social Psychology of Organizations and Inequality." *Social Psychology Quarterly* 57:190-209.

Reskin, Barbara, Debra B. McBrier, and Julie A. Kmec. 1999. "The Determinants and Consequences of Workplace Sex and Race Composition." *Annual Review of Sociology* 25:335-361.

Knoke, D. and Y. Ishio. 1998. "The Gender Gap in Company Job Training." *Work & Occupations* 25:141-167.

Week 6/March 1 *Social Capital*

- Granovetter, Mark. 1985. "Economic Action and Social Structure: The Problem of Embeddedness." *American Journal of Sociology* 91:481-510.
- Coleman, James. 1988. "Social Capital and the Creation of Human Capital." *American Journal of Sociology* 94, Supplement: 95-120.
- Sandefur, Rebecca L. and Edward O. Laumann. 1998. "A Paradigm for Social Capital." *Rationality and Society*. 10:481-501.
- Lin, Nan. 1999. "Social Networks and Status Attainment." *Annual Review of Sociology* 25:467-487.
- McPherson, M., L. Smith-Lovin, and J. M. Cook. 2001. "Birds of a Feather: Homophily in Social Networks." *Annual Review of Sociology* 27:415-444.

Week 7/March 8 *Social Networks and Gender*

- Smith-Lovin and J. Miller McPherson. 1993. "You Are Who You Know: A Network Approach to Gender." In *Theory on Gender/Feminism on Theory*, edited by Paula England. Aldine de Gruyter.
- Burt, R. S. 1998. "The Gender of Social Capital." *Rationality & Society* 10:5-46.
- Granovetter, Mark. 1995. "Afterword 1994: Reconsiderations and a New Agenda." Pp. 139-182 in *Getting a Job: A Study of Contacts and Careers, Second Edition*. University of Chicago Press.
- Hondagneu-Sotelo, P. 1994. "Regulating the Unregulated - Domestic Workers Social Networks." *Social Problems* 41:50-64.
- Waldinger, R. 1995. "The Other Side of Embeddedness - a Case-Study of the Interplay of Economy and Ethnicity." *Ethnic & Racial Studies* 18:555-580.

Week 8/ March 15 *Gender, Work, and Space*

*Hanson and Pratt book

- MacDonald, Heather I. 1999. "Women's Employment and Commuting: Explaining the Links." *Journal of Planning Literature* 13:267-83.

Week 9/March 22 *Closer Looks at Local Labor Markets***First integrative essay due.**

- Sassen, Saskia. 1995. "Immigration and Local Labor Markets." Pp. 87-127 in *The Economic Sociology of Immigration: Essays on Networks, Ethnicity, and Entrepreneurship*, edited by Alejandro Portes. New York: Russell Sage Foundation.
- Fernandez Kelly, M. Patricia. 1995. "Social and Cultural Capital in the Urban Ghetto: Implications for the Economic Sociology of Immigration." Pp. 213-247 in *The Economic Sociology of Immigration: Essays on Networks, Ethnicity, and Entrepreneurship*, edited by Alejandro Portes. New York: Russell Sage Foundation.
- Wells, M. J. 2000. "Politics, Locality, and Economic Restructuring: California's Central Coast Strawberry Industry in the Post-World War II Period." *Economic Geography* 76:28-49.
- Lee, C. K. 1995. "Engendering the Worlds of Labor: Women Workers, Labor Markets, and Production Politics in the South China Economic Miracle." *American Sociological Review* 60:378-397.
- Marshall, Joan. 2001. "Connectivity and Restructuring: Identity and Gender Relations in a Fishing Community." *Gender, Place and Culture* 8:391-401.

Spring Break Week/ March 25**Week 10/April 5 *Welfare Reform***

- Edin, Kathryn and Kathleen Mullan Harris. 1999. "Getting Off and Staying Off: Racial Differences in the Work Route off Welfare." pp. 270-301 in *Latinas and African American Women at Work*, edited by Irene Browne. New York: Russell Sage Foundation.
- Browne, Irene and Ivy Kennelly. 1999. "Stereotypes and Realities: Images of Black Women in the Labor Market." Pp. 302-326 in *Latinas and African American Women at Work*, edited by Irene Browne. New York: Russell Sage Foundation.
- Corcoran, M., S. K. Danziger, A. Kalil, and K. S. Seefeldt. 2000. "How Welfare Reform Is Affecting Women's Work." *Annual Review of Sociology* 26:241-269.
- Spalter-Roth, R. and C. Deitch. 1999. "'I Don't Feel Right Sized; I Feel Out-of-work Sized' Gender, Race, Ethnicity, and the Unequal Costs of Displacement." *Work & Occupations* 26:446-482.

Week 11/April 12 Workshop on "Paying for Care Work: Comparative Perspectives on Practices And Possibilities"

The leadoff panel, featuring Prof. Gerhard, Paula England (Northwestern), Barbara Hobson (Stockholm University, visiting Madison as a Marshall-Monnet Fellow); Ann Orloff (Northwestern) and Sylvia Walby (Leeds), will range broadly over ideas and perspectives to stimulate our imagination about possible policies and their implications (positive and negative). The panel presentations will be from 10:00-12:00. After lunch, we will have responses from some colleagues in Madison (1:00-2:15) and then a second panel of responders offering more activist perspectives (2:30-3:45). (Email from Myra Marx Ferree)

Week 12/ April 19 *Emerging Issues in the Social Regulation of Labor*

*Peck book, Chapters 5-Epilogue.

Spalter-Roth, Roberta and Heidi Hartmann. 1998. "Gauging the Consequences for Gender Relations, Pay Equity, and the Public Purse." Pp. 69-100 in *Contingent Work: American Employment Relations in Transition*, edited by Kathleen Barker and Kathleen Christensen. Ithaca, New York: ILR Press.

The New Economic Order and New Inequalities:**Week 13/ April 26**

Osterman Book

Week 14/ May 3

McCall book

Week 15/May 10

Smith book

Finals week/May17

Second integrative essay due by Friday, noon.