

Kim Voss and Raka Ray  
Soc 280E, Spring 2003  
Weds. 2-4, 121 Latimer

Voss's Office Hours: 1:30-3:30, Thursdays, 476 Barrows  
Ray's Office Hours: 4.15-6.15, Wednesdays, 434 Barrows

## RETHINKING WORK AND LABOR

Over the past several years, the world of work has changed dramatically, at least partially in response to globalization, and the domain of what is considered work by sociologists has expanded, largely as a result of gender studies. However, the sociology of work field has not yet been seriously rethought in light of these empirical and theoretical challenges. In this course, we will begin to reconstitute the sociology of work field, by bringing in gender theory as well as cultural and global perspectives on work. Topics to be addressed will include: how the construction of gender affects both how work is structured and how men and women are differently inserted into the world of paid work; how a consideration of gender and racial hierarchies might change the debates over such big shifts in the organization of production as the emergence of mass production and the shift to the service economy; how examining the household as a place of paid labor changes our understanding of the concept of home; how analyses of gender and culture might reorient our models of globalization and how changes in the global economy affect gender and work identities.

**Course Requirements: Attendance and participation:** This is a seminar and its success depends on your commitment. We expect you to be in class, having read and thought about the materials for the week, willing to share your ideas with the rest of the class. If you are going to absent for some reason, we should be informed in advance (obviously except in the case of an emergency).

**Reflections:** There are twelve substantive weeks of reading. Each student is expected to write 1-2 (single spaced) page reflection pieces based on **six** weeks of reading. By calling these reflection pieces we mean that you should analyze and ask questions of the texts, **not** summarize them. These reflection pieces are due by the Monday evening before Wednesday's class. They are to be circulated by e-mail to everyone in the class and should be considered part of that week's required reading.

**Seminar paper:** In addition, the course requires a seminar paper that will be due on *May 15*. This paper should be either 1) a prospectus for a research project, or 2) a research paper in which you attempt to answer a significant sociological question about work and labor. A short description of your paper is due on *April 2*.

The following books have been ordered at the ASUC Bookstore:

1. Arlie Hochschild, *Time Bind*

2. Ching Kwan Lee, *Gender and the South China Miracle*
3. Ruth Milkman, *Gender at Work*
4. Lisa Rofel, *Other Modernities*
5. Pierette Hondangneu Sotelo, *Domestica*
6. Virginia Valian, *Why So Slow?*
7. Diane Wolf, *Factory Daughters: Gender, Household, Dynamics, and Rural Industrialization in Java*
8. Sharon Kurtz, *Workplace Justice: Organizing Multi-Identity Movements*

Other readings (except for January 29<sup>th</sup>) will be available in a reader from *Copy Central*

### Course Outline and Readings

Week 1 -- January 22                      Course Introduction.  
No Reading

Week 2 -- January 29                      Theoretical Orientation

- Vicki Smith, “Braverman’s Legacy: The Labor Process Tradition at 20,”
- Ruth Milkman, *Gender at Work*, Introduction.
- Joan Scott, *Gender and the Politics of History*, chapters 2,6,7.
- Esther Ngan-ling Chow, “Globalization, East Asian Development, and Gender: A Historical Overview”.

#### Recommended

- Richard Anker, *Gender and Jobs: Sex Segregation of occupations in the World* (ILO, 1998), esp. chapters. 2,3,16. [empirical overview of sex segregation throughout the world]
- Teresa Amott and Julie Matthaei. *Race, Gender, and Work: A Multicultural Economic History of Women in the U.S.* Revised edition. Boston: South End Press, 1996.
- Reskin, Barbara and Irene Padavic, *Women and Men at Work*. New York: Monthly Review Press, 1998.

### I. HOW DO CONSTRUCTIONS OF GENDER AFFECT WORK AND HOW DOES WORK AFFECT GENDER?

Week 3 --February 5                      The Sears Case

- “Women’s History Goes to Trial: *EEOC v Sears, Roebuck and Company*, Introduction to the Documents and the testimony of Rosalind Rosenberg and Alice Kessler- Harris.

- Alice Kessler-Harris, “Academic Freedom and Expert Witnessing: A Response to Haskell and Levinson”.
- Ruth Milkman, “Women’s History and the Sears Case”.
- Joan Scott, “The Sears Case”.
- Joan C. Williams, “The Sameness/Difference (or Equality/Difference) Debate”.

Week 4 -- February 12

- Ruth Milkman, *Gender at Work*

Recommended

- Alice Kessler-Harris, *Out to Work: A History of Wage-Earning Women in the United States*. Oxford University Press, 1982.
- Sonya O. Rose, "Class Formation and the Quintessential Worker," in John R. Hall, ed., *Reworking Class*, Cornell University Press, 1997), 133-66.

Week 5 – February 19

- Leslie Salzinger, *Genders in Production: Making Workers in Mexico's Global Factories*

Week 6 -- February 26

- Robin Leidner, “Serving Hamburgers and Selling Insurance: Gender, Work and Identity in Interactive Service Jobs”.
- Christine L. Williams, “The Glass escalator: Hidden Advantages for Men in the ‘Female’ Professions”.
- Jennifer Pierce, “Rambo Litigators: Emotional Labor in a Male-Dominated Occupation”.
- David Halle, “Position in the System of Production: The Concept of the Working Man”.

Recommended

- Williams, Christine, *Still a Man’s World*, University of California Press, 1995.
- Cynthia Cockburn, *Brothers*, Westview, 1993.
- Raka Ray, “Masculinity, Femininity And Servitude: Domestic Workers in Calcutta in the Late Twentieth Century” *Feminist Studies* 26(3), 2000.

II. HOW DO WE EXPLAIN THE PERSISTENCE IN GENDER INEQUALITIES IN PAY AND AUTHORITY?

Week 7 – March 5

Structural Theories of Gender Segregation

- Barbara Reskin, “Labor Markets as Queues: A Structural approach to Changing Occupational Sex Composition”.
- Evelyn Nakano Glenn, “From Servitude to Service Work: Historical Continuities in the Racial Division of Paid Reproductive Labor”.
- Trond Petersen and Laurie Morgan, “Separate and Unequal: Occupational-Establishment Sex Segregation and the Gender Wage Gap”.
- Paula England, Karen Christopher, and Lori L. Reid, “Gender, Race, Ethnicity, and Wages”.
- Rosabeth Moss Kanter, *Men and Women of the Corporation*, chapter 8.

#### Recommended

- Joan Acker “Hierarchies, Jobs, and Bodies: A Theory of Gendered Organizations,” *Gender and Society*, Vol. 4 No. 2, June. pp. 139-158.
- William Bielby and James Baron (1986), “Men and Women at Work: Sex Segregation and Statistical Discrimination,” *American Journal of Sociology* 91
- Annette Barnardt, Matina Morris, and Mark S. Handcock . “Women’s Gains or Men’s Losses? A Closer Look at the Gender Gap in Earnings,” *American Journal of Sociology* 101, pp. 302-328.
- Leslie McCall, *Complex Inequality: Gender, Class and Race in the New Economy*. Routledge, 2001.
- Pamela Braboy Jackson; Peggy A. Thoits; Howard F. Taylor, “Composition of the Workplace and Psychological Well-Being: The Effects of Tokenism on America's Black Elite” *Social Forces*, Vol. 74, No. 2. (Dec., 1995), pp. 543-557.

#### Week 8 -- March 12                      Social Psychological Processes and Gender Inequality

- Virginia Valian, *Why So Slow?*

### III. HOW ARE MEN AND WOMEN DIFFERENTLY INSERTED INTO THE GLOBAL ECONOMY?

#### Week 9 -- March 19

- Diane Wolf, *Factory Daughters: Gender, Household, Dynamics, and Rural Industrialization in Java*

#### Recommended

- Benería, Lourdes and Martha Roldán *The Crossroads of Class and Gender: Industrial Homework, Subcontracting, and Household Dynamics in Mexico City*. Chicago: University of Chicago Press, 1987.
- Kathryn Ward (editor). *Women Workers and Global Restructuring*. Ithaca: Cornell Industrial Labor Relations Press, 1990.
- Nalini Visvanathan et al, ed. *The Women, Gender and Development Reader*, Zed, 1997.

- Naila Kabeer. *Reversed Realities: Gender Hierarchies in Development Thought*. Verso, 1994.
- UNIFEM (2000) *Progress of the World's Women*, 2000.

SPRING BREAK – March 26

Week 10 -- April 2

- Ching Kwan Lee, *Gender and the South China Miracle*

Week 11-- April 9

- Lisa Rofel, *Other Modernities*

#### IV. HOW DO THE SPHERES OF WORK AND FAMILY INTERWEAVE AND SHAPE EACH OTHER?

Week 12 --April 16

- Arlie Hochschild, *Time Bind*
- Mary Blair Loy, "Cultural Constructions of Family Schemas: The Case of Women Finance Executives".

Week 12 --April 23

- Pierette Hondangneu Sotelo, *Domestica*
- Judith Rollins, *Between Women*, chapter 6.
- Arlie Hochschild, "Love and Gold".

#### Recommended

- Joy Parr, Homeworkers in Global Perspective (Review Essay), *Feminist Studies* 25(1), 1999, pp. 227-235.
- Mary Romero. *Maid in the U.S.A.* New York: Routledge, 1992.
- Hossfeld, Karen J. 1992. "Their Logic Against Them: Contradictions in Sex, Race, and Class in Silicon Valley." In Kathryn Ward (editor), *Women Workers and Global Restructuring*. Ithaca, NY: ILR Press, Cornell University. Pp. 149-178.
- Murray, Susan. 1996. "We all love Charles' Men in Child Care and the Social Construction of Gender." *Gender and Society* Vol. 10, No. 4. Pp. 368-385.
- Leonore Davidoff, *Worlds Between: Historical Perspectives on Gender and Class* Cambridge University Press, 1995.

## V. ORGANIZING AS WOMEN/WORKERS

Week 13 – April 30

Sharon Kurtz, *Workplace Justice: Organizing Multi-Identity Movements*

### Recommended

- Dorothy Sue Cobble, “Recapturing Working-Class Feminism: Union Women in the Postwar Era,” in Joanne Meyerowitz, ed. *Not June Cleaver: Women and Gender in Postwar America, 1945-1960*, pp.57-83.
- Dorothy Sue Cobble, “Organizing the Postindustrial Workforce: Lessons from the History of Waitress Unionism,” *Industrial and Labor Relations Review* 44 (April 1991), pp. 419-36.
- Seung-Kyung Kim, “Big Companies Don’t Hire Us, Married Women”: Exploitation and Empowerment Among Women Workers in South Korea” *Feminist Studies* 22, no. 3 (fall 1996), pp. 555-571.
- Nancy Maclean, “The Hidden History of Affirmative Action: Working Women’s Struggles in the 1970s and the Gender of Class” in *Feminist Studies* 25(1), 1999: 43-78.
- Barbara Kingsolver. *Holding the Line: Women in the Great Arizona Mine Strike of 1983*. ILR Press, 1989.
- Alice Kessler-Harris, *In Pursuit of Equality: Women, Men, and the Quest for Economic Citizenship in 20<sup>th</sup> Century America*, Oxford University Press, 2001.

## VI. CONCLUSION

Week 14 -- May 7

No required reading.