

**SOCIOLOGY 904**  
**SOCIOLOGICAL PERSPECTIVES ON GENDER**

**SEMINAR TOPIC: GENDER AND LOCAL LABOR MARKETS**  
**FALL 2007**

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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 also, class, ethnicity, and 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:**

Most of the readings outlined on this syllabus are required of all participants (though I've also added some "recommended" readings for those interested in more) and the class meetings will be structured around a discussion of the assigned reading. Students are required to write a brief reaction paper for each week's 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 are raised by the readings, what you think are the weakest part(s), or what should be strengthened. Weekly reaction papers should be posted on LearnUW or sent to the classlist via email. You may skip turning in a paper on 2 occasions without penalty, but I will still expect in-class contributions to the discussion.

You are also required to take responsibility for leading the class discussion at least once during the semester. 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 Tuesday at noon and post it on LearnUW.*

Two integrative papers are required, each will be worth one-third of the final grade. These papers will be longer reflective essays (8-10 pages) 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 in late October and the second at the end of finals week.

You may request to substitute a research paper for the second essay. The topic of the paper must be approved by mid-term and the paper may not be one used in another class. If you do the research paper instead of the second paper, I will still expect you to complete the readings as scheduled and continue to participate actively in discussions throughout the semester.

The brief reaction papers, discussion leadership, and in-class contributions to the discussion will constitute a third of the course grade.

*BOOKS AVAILABLE AT A ROOM OF ONE'S OWN BOOKSTORE:*

*Temporary Work* by Leah Vosko (University of Toronto Press) 2004

*Assembling Women:* by Teri Caraway (ILR Press) 2007

*Satanic Mills or Silicon Islands? The Politics of High-tech Production in the Philippines* by Steven McKay (ILR Press) 2006

ON RESERVE:

All other readings are on reserve in both hard copy and electronic forms on the Web through the Social Science Reference Library. The e-reserves can be accessed directly through your "My UW".

## SCHEDULE OF READINGS:

**Sept. 12 Labor markets: what they are, how they work**

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. (reprinted in *The Sociology of Economic Life*, edited by Mark Granovetter and Richard Swedberg. Pp. 233-263.)

Coleman, James. 1994. "A rational choice perspective on economic sociology" in *The Handbook of Economic Sociology*, edited by Neil Smelser and Richard Swedberg.

England, Paula. 1989. "A feminist critique of rational-choice theories: implications for sociology." *The American Sociologist* 20(1):14-28.

England, Kim and Victoria Lawson. 2005. "Feminists Analyses of Work: Rethinking the boundaries, gender and spatiality of work," in *A Companion to Feminist Geography*.

Friedman, Debra and Carol Diem. 2005. "Feminism and the (Pro) Rational Choice Movement," in *A Companion to Feminist Geography*.

**\*Recommended:**

\*Tilly, Chris & Charles Tilly. 1998. "Lessons from a life of hard work....." Chapters 1 and 2 (pp. 2-35). *Work Under Capitalism*. Westview Press. (Really basic stuff)

\*Tilly, Chris & Charles Tilly. 1994. "Capitalist work and labor markets," in *The Handbook of Economic Sociology*, edited by Neil Smelser and Richard Swedberg. (More advanced and macro framing of the issues)

\*Dunn, Dana et al. "Macro-Structural Perspectives on Gender Inequality" in *Theory on Gender, Feminism on Theory*

\*England, Paula 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.

**Sept. 19 Ideal workers--NOT**

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

Folbre, Nancy, and Julie A. Nelson. 2000. "For love or money - or both?" *Journal of Economic Perspectives* 14 (4): 123-140

Ridgeway, Cecilia L. and Shelley J. Correll. 2004. "Unpacking the Gender System: A Theoretical Perspective on Gender Beliefs and Social Relations." *Gender & Society* 18(4):510-531.

England, Paula. 2005. "Emerging Theories of Care Work." *Annual Review of Sociology* 31:381-399.

**\*\*Either :**

Budig, Michelle J., and Paula England. 2001. "The wage penalty for motherhood." *American Sociological Review* 66: 204-225.

**\*\*Or**

Correll, Shelley J., Stephen Benard and In Paik. 2007. "Getting a Job: Is There a Motherhood Penalty?" *The American Journal of Sociology* 112(5):1297.

**\*Recommended:**

\*van der Lippe, Tanja and Liset van Dijk. 2002. "Comparative research on women's employment." *Annual Review of Sociology* 28: 221-241

### **Sept. 26 Gendered organizations, occupations, and jobs**

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.

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.

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.

Martin, Patricia Yancey. 2003. "Said and done" versus "saying and doing" - gendering practices, practicing gender at work." *Gender & Society* 17 (3): 342-366

Reskin, Barbara F. and Denise D. Bielby. 2005. "A Sociological Perspective on Gender and Career Outcomes." *The Journal of Economic Perspectives* 19(1):71.

*\*Recommended:*

\*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.

\*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.

**Oct. 3 *The problem of embeddedness***

Granovetter, Mark. 1985. "Economic action and social structure: the problem of embeddedness." *American Journal of Sociology* 91: 481-510

Coleman, James. 1988. "Social capital in the creation of human capital." *American Journal of Sociology* 94, Supplement: 95-120

Portes, Alejandro. 1998. "Social capital: its origins and applications in modern sociology." *Annual Review of Sociology* 24: 1-24

Lin, Nan. 1999. "Social networks and status attainment." *Annual Review of Sociology* 25: 467-487.

*\*\*Either:*

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

*\*\*Or*

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.

*\*Recommended:*

\*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.

**Oct. 10 *"Grounded" analysis of women's employment***

Jenkins, Sarah. 2004. "Gendering the labor market." Chapter 2 in *Gender, Place and the Labor Market*.

MacDonald, Heather I. 1999. "Women's employment and commuting: explaining the links." *Journal of Planning Literature* 13:267-83.

Fernandez, Roberto M. and Celina Su. 2004. "Space in the study of labor markets." *Annual Review of Sociology* 30: 545-569.

Lee, Ching Kwan. 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.

**\*\*Either:**

Huffman, Matt L. 2004. "Gender inequality across local wage hierarchies." *Work and Occupations* 31 (3): 323-344

**\*\*Or**

Cohen, Philip N. and Matt L. Huffman. 2003. "Individuals, jobs, and labor markets: The devaluation of women's work." *American Sociological Review* 68(3):443.

**\*Recommended:**

\*Elliott, James R. and Marilyn S. Joyce. 2004. "The effects of race and family structure on women's spatial relationship to the labor market." *Sociological Inquiry* 74 (3): 411-435

\*Frenkel, Stephen J. 2003. "The embedded character of workplace relations." *Work and Occupations* 30 (2): 135-153

\*Bauder, H. 2001. "Culture in the labor market: segmentation theory and perspectives of place." *Progress in Human Geography* 25(1):37-52.

### ***Oct. 17 Low wages, low wage workers and the poverty of place***

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. *Or chapters from Edin's book.*

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

Henly, Julia. 2002. "Informal support networks and the maintenance of low-wage jobs," in *Laboring Below the Line*, edited by Frank Munger.

Sherman, Jennifer. 2006. "Coping with Rural Poverty: Economic Survival and Moral Capital in Rural America." *Social Forces* 85(2):891-914.

Cotter, David A. 2002. "Poor people in poor places: Local opportunity structures and household poverty." *Rural Sociology* 67(4):534.

Haynie, D. L. and B. K. Gorman. 1999. "A gendered context of opportunity: Determinants of poverty across urban and rural labor markets." *Sociological Quarterly* 40(2):177-197.

*\*Recommended:*

\*Perrons, Dianne. 2002. "Gendered divisions in the new economy: risks and opportunities." *GeoJournal* 56: 271-280

***Oct. 24 Integrating, Distilling, Discussing***

**First essay due - sharing and discussion of themes developed within your essays**

***Oct. 31 Nonstandard work and employment relations - part 1***

Sirianni, Carmen and Cynthia Negrey, 2000. "Working time as gendered time." *Feminist Economics* 6(1):59-76.

Smith, Vicki. 1998. "The fractured world of the temporary worker: Power, participation, and fragmentation in the contemporary workplace." *Social Problems* 45(4):411.

Kalleberg, Arne L. 2000. "Nonstandard employment relations: part-time, temporary and contract work." *Annual Review of Sociology* 26: 341-365

Presser, Harriet B. 2003. "Race-ethnic and gender differences in nonstandard work shifts." *Work and Occupations* 30 (4): 412-439

Hanson, Susan and Megan Blake. 2005. "Changing the gender of entrepreneurship." In *A Companion to Feminist Geography*.

*\*Recommended:*

\*Gringeri, Christina. 1993. "Inscribing gender in rural development." *Rural Sociology* 58:30-52.

\*Oberhauser, Ann M. 2002. "Relocating gender and rural economic strategies." *Environment and Planning A* 34 (7): 1221-1237

***Nov. 7 Nonstandard work and employment relations - part 2***

*TEMPORARY WORK: The Gendered Rise of a Precarious Employment Relationship*, by Leah Vosko.

**Nov. 14 Finish Vosko**

**Nov. 21 *Immigration, local labor markets and the global economy***

Ettlinger, Nancy. 1999. "Local trajectories in the global economy." *Progress in Human Geography* 23 (3): 335-357

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.

Hagan, Jacqueline M. 1998. "Social networks, gender, and immigrant incorporation: Resources and constraints." *American Sociological Review* 63(1):55.

Smith, Robert Courtney. 2005. Chapter 5, "Gender strategies, settlement, and transnational life in the first generation." *Mexican New York: Transnational Lives of New Immigrants*.

Ortiz, Sutti. 2002. "Laboring in the factories and in the fields." *Annual Review of Anthropology*.

*\*Recommended:*

\*Brennan, Denise. 2002. "Selling sex for visas: Sex tourism as a stepping-stone to international migration," in *Global Woman*, edited by Barbara Ehrenreich and Arlie Russell Hochschild.

\*Sassen, Saskia. 2002. "Global cities and survival circuits," in *Global Woman*, edited by Barbara Ehrenreich and Arlie Russell Hochschild.

**Nov. 28 *Women in the Global Factory - Part 1***

*Satanic Mills or Silicon Islands? The Politics of High-tech Production in the Philippines*, by Steven McKay

**Dec. 5 *Women in the Global Factory - Part 2***

*Assembling Women: The Feminization of Global Manufacturing*, by Teri Caraway

**Dec. 12 TBA**

**Dec. 22 Second essay or research paper due**