

Current labor problems, 37:575:355:90

Syllabus

ROUGH DRAFT

Professor [Douglas Kruse](#)

Email: dkruse@smlr.rutgers.edu

Virtual Office hours: via ZOOM, Wednesdays, 3 PM - 4 PM EST or by appointment

TA: Lauren Gilbert

Email: lsg90@scarletmail.rutgers.edu

Course Description

This course is designed to examine current major employment issues facing workers, employers, government, and society at large. We will be focusing on six topics: : 1) climate change and environmental justice; 2) AI and technological change; 3) contingent and precarious work; 4) the future of telework and workplace flexibility; 5) employee ownership and workplace democracy; and 6) economic inequality. Through a variety of readings, videos, and other material, the class will help students gain an understanding of these critical issues and how to contribute to building sustainable social and economic arrangements.

Course Delivery Format

This course is delivered in a **remote asynchronous** format. This means the learning activities and communication takes place outside of real-time. There are no "live/synchronous" class sessions. You do not have to log in at any specific scheduled time. However, there may be times, if you're working in groups on an assignment, you would need to set up a live session via the **Canvas Conferences** feature (also known as BigBlueButton), [Rutgers WebEx \(Links to an external site.\)](#), or through [Rutgers ZOOM \(Links to an external site.\)](#). The instructor will conduct a live virtual office hour on Zoom once a week to address questions, clarify topics, etc. **Note:** even though you don't need to log in at any specific time, you are required to adhere to all course work due dates.

Special Needs Accommodations

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation. Refer to the [ODS documentation guidelines](#)[Links to an external site.](#). If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please [complete the Registration form on the ODS web site](#)[Links to an external site.](#)

Should you require my assistance in facilitating the process, I will be happy to do so. Just let me know. Below is the full contact information for the office of disability services:

Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.

- E-mail Address: dsoffice@rci.rutgers.edu
- Phone: (848) 445-6800 • Fax: (732) 445-3388
- <https://ods.rutgers.edu>

SMLR Learning Objectives

IV. Theoretical Perspective: Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation.

- Explain and distinguish different theories underlying debates over critical issues facing workers and employers.

V. Understanding Context: Evaluate the context of workplace issues, public policies, and management decisions.

- Understand the nature of different challenges facing workers and employers, and explore alternative strategies and policies for meeting these challenges.

Overview of Topics

Week 1: Introduction (September 5-11)

Weeks 2 and 3: Climate change and environmental justice (September 12-25)

Weeks 4 and 5: AI and technological change (September 26-October 9)

Weeks 6 and 7: The future of remote work/telework (October 10-23)

Weeks 8 and 9: Contingent and precarious work (October 24-November 7)

Weeks 10 and 11: Employee ownership and workplace democracy (November 7-20)

Weeks 12 and 13: Economic inequality (November 21-22, 27 - December 4)

Week 14: Work on final paper (December 5-11)

Week 15: Final paper due (December 15)

Due Dates and Late Submissions

All submission of work is due no later than **11:59 PM EST** on the last day of the course week for which they are assigned. Work cannot be made up. Late submissions will be marked down one letter grade for each day they are late (unless an extension has been arranged beforehand).

Course Schedule

Each week is **7 days** in length. It begins on **Tuesday mornings** and ends on **Mondays at 11:59 PM EST**. Students may enter the course and engage in coursework at any time 24 hours a day, 7 days a week. The instructor will provide the course material for each week by 10 AM on Tuesday.

Evaluation

While this course utilizes a variety of teaching modalities, there will be a strong emphasis on reading and discussion. You will be asked to participate in online discussions about the readings. These discussions will provide an opportunity for you to share the outcome of your own engagement with the material and learn from your peers through interaction.

During the course, readings will be complemented by videos and short recorded lectures, which go over the most basic concepts assigned for a particular week and/or contextualize it. The instructor will provide a lot of guidance on the material. Readings themselves will be a mix of excerpts from original scholarship and media reporting.

This is a list of all assignments, including how much they count toward the overall course grade:

<i>Grading Components</i>	<i>Percentage towards Final Grade</i>
Five of six discussion forums (Weeks 3, 5, 7, 9, 11, 13)	50% total
Final essay	50%
Extra credit assignment	Up to 2% additional

These are the grade brackets that will be used in the course:

<i>Letter Grade</i>	<i>Percentage Points</i>
A	90-100%. Note: Score of 100% are extremely unlikely for student work in essays or discussions. The A+ grade starts at 97%.
B+	87-89.9%
B	80-86.9%
C+	77-77.9%
C	70-76.9%
D+	67-69.9%
D	60-66.9%
F	

Discussion Forums

Students are expected to participate in the first introductory discussion forum (#1, ungraded), plus five of the remaining six discussion forums (#2 to #7). In the forums, students discuss and raise questions related to the themes of course readings. **Five postings in forums #2 to #7 are the minimum for full credit, while extra credit is given for participating in all of the discussion forums.**

An original comment must be made by the first comment deadline on **Thursday at 11:59 PM EST** (except you have until Saturday in the first week). Two additional comments and/or replies to other students are required before **11:59 PM EST on Sunday**. The forums close at **11:59 PM EST Monday** nights. Directions and expectations for engaging in forums are available via each of the discussion forums.

Final Essay

You will write a final essay of 7-9 pages about a topic of your choosing. You may select one of the topics we cover in the course, or propose another topic to the professor. The

paper should focus on what research has to say about your topic. A good general format to use is:

1. Introduce your topic and explain why the question you're addressing is interesting and important (for example, because it is relevant to policy-making by government, firms, or unions).
2. Review 2-3 sources of evidence on this question, including research studies where possible (which use systematic data collection and analysis to test hypotheses relevant to your question). While you can cite anecdotal evidence and individual cases, the paper should not rely just on these, and should draw on systematic research.
3. Discuss any limitations or caveats about the existing evidence. If there are no research findings in your area, you should sketch out a research design for studying the question (including what type of information you would desire, how you would collect it, and how you would use it to answer the basic question you're addressing).
4. Discuss the practical implications of your findings (for example, should there be new or revised policies by government, companies, or unions?).

Student Responsibilities

Online learning requires a high level of discipline, dedication, and time management skills. While online learning offers you flexibility and convenience to learn from anyplace, anytime, you are still expected to adhere to the all due dates. You are expected to:

- Have access to a reliable computer, and access to the Internet
- Login to Canvas for your course multiple times a week
- Check for any announcements, update to the syllabus, assignments, and/or discussions and respond accordingly
- Actively participate in the Discussion Forum
- Complete the assigned readings and/or media
- Complete the assigned exercises and projects
- **Adhere to all due dates**
- In case of computer failure, make sure you have an alternative plan of access to your Canvas courses
- Be sure to backup your important documents and assignments on a flash drive or other external device.

Computer Requirements

- Access to the internet
- Reliable computer
- Headphones/Headsets - highly recommended
- Webcam - optional
- Microsoft Word, PowerPoint
- [Basic Computer Specifications for Canvas](#)

Technical Support

If you need technical assistance at any time during the course or to report a problem with Canvas:

- Visit the [Canvas Student Tutorial](#)[Links to an external site.](#)
- Contact [Rutgers IT Help Desk](#)[Links to an external site.](#) 877-361-1134, accessible 24 hours a day, 7 days a week.
- Visit the [Rutgers Canvas Student orientation](#)
- View tutorials at [Course Tools Tutorials](#) (in the Modules section)

Canvas Student App

For convenience, you can also download/install the Canvas Student App for Android or iOS devices. Follow the instruction on the respective app centers:

- [Canvas Student App for Android](#) [\(Links to an external site.\)](#)
- [Canvas Student App for iOS](#)

How to Access ZOOM

All class virtual office hours are scheduled through ZOOM. If you have not activated your Rutgers ZOOM account, you will need to do so prior to class starts.

1. Follow instructions on [Creating Rutgers ZOOM Account](#) [\(Links to an external site.\)](#). Note: be sure to read what to do if you have an existing personal Zoom account that uses your Rutgers email.
2. Once you have activated your Rutgers ZOOM account you will then need to make sure your Canvas default email is in the format netid@rutgers.edu. Follow instructions on [How to check and set your Canvas Default Email](#) if needed. Then you can access the scheduled ZOOM virtual office hour sessions.

3. To access and join the scheduled virtual office hour sessions, select the ZOOM tab from the left navigation menu, then select Join to join the scheduled session. If you are new to ZOOM, review the tutorials under [Course Tools Tutorials](#) or at [Rutgers ZOOM Home page](#).

Academic Integrity

Academic integrity requires that all academic work be the product of an identified individual or individuals. Ethical conduct is the obligation of every member of the university community, and breaches of academic integrity constitute serious offenses. Students must assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by the instructor of this course. Students are also expected to report incidents of academic dishonesty to the instructor or dean of the instructional unit. For more information visit the [Rutgers University Academic Integrity Policy](#)[Links to an external site.](#) website.

Copyright Policy

The instructor for this course holds the copyright to the presentation slides, discussion questions, and assignments. The copyrights to the readings and films belong to their rights holders (authors, producers, publishers, etc.). Students may not copy or distribute this material outside of the class without permission. For more information visit [Rutgers University Copyright Policy](#)[Links to an external site.](#)

Help with formatting of the course site

I ask all students to let me know if edits need to be made to the auto-captions included with videos provided on Canvas.

Week 1 - Introduction

To kick off the course, here are some short thought-provoking pieces that raise important issues about the current state of workers. In Discussion Forum #1, in addition to introducing yourself, you are asked for your thoughts on which of these trends you think are the most important, and may personal experience with.

Multimedia:

[Animated History of Work](#), MIT, March 7, 2017 (3 minutes)(obviously oversimplified but kind of fun)

Tom Kochan, author of [Shaping the Future of Work](#), Dec. 23, 2015 (5 minutes)

[Author Steven Greenhouse answers your questions about ‘Beaten Down, Worked Up’](#), Sept. 30, 2020 (5 minutes)

Short readings:

[The ‘Great Resignation’ Is Over. Can Workers’ Power Endure? - The New York Times \(nytimes.com\)](#), July 6, 2023

[9 Trends That Will Shape Work in 2023 and Beyond \(hbr.org\)](#), January 18, 2023

[The 5 biggest workplace trends of 2023, according to Glassdoor and Indeed \(fastcompany.com\)](#), November 16, 2022

Optional:

[Harvard economist sheds light on ‘Great Resignation’ – Harvard Gazette](#), October 20, 2021

[The Great Resignation is Over - The New York Times \(nytimes.com\)](#), July 12, 2023 (25 minutes)

[Thomas Kochan: Future of Work and a New Social Contract | Future of Work Pioneers Podcast #2](#), June 4, 2020 (58 minutes)

[State of Workers Report, April 2023, Morning Consult](#)

[The Top Workplace Trends For 2023 \(forbes.com\)](#)

[The Future of Workers, Keertan Kini, Stanford Graduate School of Business](#), April 2023 (9 minutes)

Assignment: Participate in introductory Discussion Forum #1

Weeks 2 and 3: Labor and Climate Change

Climate change is undoubtedly the most pressing issue facing the planet. How have workers responded, and how should they respond? How do we ensure a livable world with good jobs and incomes? Week 2 lays out the challenge, and week 3 looks at the role of labor unions. Professor Todd Vachon of Rutgers is a major national authority in this area.

Week 2 Multimedia:

[The Story of Stuff](#), April 22, 2009

Professor Todd Vachon, Rutgers University, videos #1 and #2 (11 and 6 minutes)

Week 2 Short Readings:

[Climate Change FAQs \(cornell.edu\)](#)

[In a Summer of Record Heat, These Striking Workers Are Making Climate Demands | Workday Magazine](#), August 8, 2023.

[Climate Infrastructure Investments Should Also Boost Job Quality and Equity, Aspen Institute](#), April 22, 2022.

Week 2 Longer Reading:

Vachon, Todd E. 2022. "Fancy Funeral or Radical Rebirth? Just Transition and the Future of Work(ers) in the U.S." In *The Green New Deal and the Future of Work in America* by Craig Calhoun and Ben Fong (Eds). New York: Columbia University Press, 17 pages.

Week 2 Optional:

[The Migrant Workers Who Follow Climate Disasters | The New Yorker](#), November 1, 2021.

[Episode 7: A Just Transition](#), Podcast: 1/3 of your Life (40 mins)

[Department of Labor 2021 Climate Adaptation Plan \(sustainability.gov\)](#)

Brecher, Jeremy. *Climate Solidarity: Workers Against Warming*, December 19, 2017

Vachon, Todd E. 2023. *Clean Air and Good Jobs: U.S. Labor and the Struggle for Climate Justice*. Philadelphia: Temple University Press.

Vachon, Todd E. 2021. "Just Transition Frames in the Context of the American Labor Movement." In *Handbook of Environmental-Labour Studies* by Nora Räthzel, Dimitris Stevis, and David Uzzell (Eds). New York: Palgrave Macmillan Publishing.

Week 3 Multimedia:

Professor Todd Vachon, Rutgers University, videos #3 and #4 (13 and 8 minutes)

Week 3 Short Readings:

[How the US labor movement is getting to grips with the climate crisis | US work & careers | The Guardian, Sept. 20, 2021](#)

[Viewpoint: Climate Justice Must Be a Top Priority for Labor | Labor Notes, Sept. 21, 2021](#)

[Labor and Climate Form a More Perfect Union - YES! Magazine \(yesmagazine.org\), August 16, 2022](#)

Vachon, Todd E., Saket Soni, Judith LeBlanc, and Gerry Hudson. “[Bargaining for Climate Justice](#).” *The Forge: Organizing Strategy and Practice*, April 1, 2020.

Week 3 Longer Reading:

Vachon Chapter 1 or 8

Week 3 Optional:

[Episode 7: A Just Transition](#), Podcast: 1/3 of your Life (40 mins)

[Department of Labor 2021 Climate Adaptation Plan \(sustainability.gov\)](#)

Vachon, Todd E. 2022. “Skin in the Game: The Struggle over Climate Protection within the U.S. Labor Movement.” Pp. 105-126 in *Handbook of Anti-Environmentalism* by David Tindall, Mark Stoddart, and Riley Dunlap (Eds). Cheltenham: Edward Elgar, 28 pages.

[Opinion | If Not Now, When? A Labor Movement Plan to Address Climate Change | Common Dreams, October 12, 2014](#)

Brecher, Jeremy. *Climate Solidarity: Workers Against Warming*, December 19, 2017

Vachon, Todd E. 2023. *Clean Air and Good Jobs: U.S. Labor and the Struggle for Climate Justice*. Philadelphia: Temple University Press.

Assignment: Participate in Discussion Forum #2

Weeks 4 and 5: Technological Change and AI

In Week 4 we will focus on the effects on workers of automation and technological change in general. In Week 5 we will turn more specifically to the effects of artificial intelligence (AI).

Week 4 Multimedia:

[David Autor: Will automation take away all our jobs? | TED Talk](#) (18 minutes), December 2016

[Are we on the brink of a jobless future?](#) PBS NewsHour. Aug 31, 2017 (9 minutes)

[Automation threatens jobs. Can education create new ones?](#), PBS NewsHour, December 4, 2018 (8 minutes)

[The robots are coming. Will they work with us?](#) PBS NewsHour, Dec 5, 2018 (8 minutes)

[Richard Freeman: Robots, Jobs and Inequality](#), July 31, 2017 (4 minutes)

Week 4 Short Readings:

Richard B. Freeman, "[Who Owns the Robots Rules the World](#)," *IZA World of Labor*, May 2015.

Richard Works, [The impact of technology on labor markets](#), *Monthly Labor Review*, June 2017.

Week 4 Optional:

[David Autor, "Work of the Past, Work of the Future"](#), Richard Ely lecture, January 4, 2019 (47 minutes)

Autor, David H. 2015. "[Why Are There Still So Many Jobs? The History and Future of Workplace Automation](#)." *Journal of Economic Perspectives*, 29 (3): 3-30.

Daron Acemoglu and Pascual Restrepo, "[Automation and New Tasks: How Technology Displaces and Reinstates Labor](#)," *Journal of Economic Perspectives* 33 (2), spring 2019, pp. 3-30.

[What are the risks and rewards of artificial intelligence? | World Economic Forum \(weforum.org\)](#), 2021

Week 5 Multimedia:

[Is AI Coming for Your Jobs?](#) Interview with Saahia Zahidi, World Economic Forum, May 2, 2023 (17 minutes).

[Will AI Dismantle the Modelling Industry?](#), PBS, September 1, 2021 (3 minutes)

[Economist David Autor on how AI could help the middle class : Planet Money : NPR,](#)
[May 17, 2023 \(23 minutes\)](#)

Week 5 Short Readings (xxxxcut down?):

[AI is changing how Americans find jobs, get promoted and succeed at work](#)
[\(theconversation.com\)](#), May 22, 2023

[The jobs most likely to be lost and created because of AI | World Economic Forum](#)
[\(weforum.org\)](#), May 4, 2023

[AI, Job Loss, and Productivity Growth - Center for Economic and Policy Research](#)
[\(cepr.net\)](#), June 12, 2023

[AI is supposed to make our jobs easier. These workers disagree | CNN Business](#), July 22, 2023

[How AI, ChatGPT Helps Workers Get Higher-Paying Jobs, Side Hustles](#)
[\(businessinsider.com\)](#), August 10, 2023

[Will ChatGPT replace human writers? Pinker weighs in. – Harvard Gazette](#), February 25, 2023

Week 5 Optional:

[The rise of AI and the green transition will transform the way we work: Future of Jobs Report 2023 | World Economic Forum \(weforum.org\)](#) (42 minutes)

[Is AI Coming for Our Jobs? \(with David Autor\) - CAFE](#), May 30, 2023 (67 minutes, start at 7:15 minute mark)

[The Future of Jobs Report 2023 | World Economic Forum \(weforum.org\)](#), April 30, 2023

[AI and Jobs - Evidence from Online Vacancies.pdf \(mit.edu\)](#), April 2022

[Wrong kind of AI? Artificial intelligence and the future of labour demand | Cambridge Journal of Regions, Economy and Society | Oxford Academic \(oup.com\)](#), December 2019

[Artificial Intelligence in Human Resources Management: Challenges and a Path Forward - Prasanna Tambe, Peter Cappelli, Valery Yakubovich, 2019 \(sagepub.com\)](#)

[Rulers of the world, unite! The challenges and opportunities of artificial intelligence - ScienceDirect](#), January-February 2020

[AI and the Economy: Innovation Policy and the Economy: Vol 19 \(uchicago.edu\)](#), 2019, 31 pages

Assignment: Participate in Discussion Forum #3

Weeks 6 and 7: The future of remote work/telework

Where will we work? The pandemic caused a tremendous increase in the use of telework, and many workers continue to work at home all or part of the time. Will this persist? Where will workers be doing their work ten years from now, and how will this affect work-life balance and performance? In Week 6 we look at the pros and cons of remote work, and in Week 7 look at predictions for the future.

Week 6 Multimedia:

[A 2-Year Stanford Study Shows the Astonishing Productivity Boost of Working From Home | Inc.com, 2017 \(14 minutes\)](#)

[New study looks at pros and cons of remote work](#), CBS News, May 2, 2023 (4 minutes)

[When remote work works and when it doesn't](#), Planet One, August 1, 2023 (11 minutes)

[How Remote Work Destroyed My Mental Health | Future of Work](#), September 1, 2021 (14 minutes)

Week 6 Short readings:

[Work from home as a drive-thru employee? How remote blue-collar jobs are catching on](#), USA Today, July 25, 2023

Lisa Schur and Douglas Kruse, [Coronavirus could revolutionize work opportunities for people with disabilities](#), May 5, 2020.

“Telework during the Pandemic: Patterns, Challenges, and Opportunities for People with Disabilities,” IZA commentary

[Remote Work Brings Hidden Penalty for Young Professionals, Study Says - The New York Times \(nytimes.com\)](#), April 24, 2023

Week 6 Optional:

Mason Ameri, Douglas Kruse, So Ri Park, Yana Rodgers, and Lisa Schur, “Telework during the Pandemic: Patterns, Challenges, and Opportunities for People with Disabilities,” [Disability and Health Journal](#), Vol. 16, No. 2, April 2023.

Lisa Schur, Mason Ameri, and Douglas Kruse. "Telework after COVID: A ‘silver lining’ for workers with disabilities?" [Journal of Occupational Rehabilitation](#) Vol. 30, no. 4, 2020: 521-536.

[Is Remote Work Working Out? | Econofact](#), April 26, 2022

[Working from home: The latest on who is WFH and who isn't | CNN Business](#), April 29, 2023

[The Unintended Consequences of Working from Home - Freakonomics](#), October 26, 2022 (45 minutes)

[Only one in five workers are working from home due to COVID: Black and Hispanic workers are less likely to be able to telework | Economic Policy Institute \(epi.org\)](#)

[The number of people who can telework is higher than was estimated](#), *Monthly Labor Review*, June 2020. , *Monthly Labor Review*, June 2020.

[WFH Research | Survey of Working Arrangements and Attitudes](#) (website with lots of data and resources on working from home)

Week 7 Multimedia:

[Nick Bloom, "Why Working from Home Will Stick" | NBER](#), June 2021 (18 minutes)

[What is the future of work in the United States? MSNBC](#), September 17, 2022 (6.5 minutes)

Week 7 Short Readings:

“Even Zoom is Making People Return to the Office,” *New York Times*, August 7, 2023.

[The future of remote work, according to 6 experts - Vox](#), July 24, 2022

“Workers to Employers: We’re Just Not That Into You,” *Wall Street Journal*, August 2, 2023.

Week 7 Optional:

[A snapshot of a new working-from-home economy | Stanford News](#), June 29, 2020

[New data shows WFH is dying out. A remote work guru says that's false | Fortune](#), March 28, 2023

[Hybrid Work Is Here To Stay. Now What? \(Back to Work, Better\) \(hbr.org\)](#), June 29, 2021 (26 minutes)

Why Working From Home Will Stick, [BFI_WP_2020174.pdf \(uchicago.edu\)](#), April 22, 2021

[Buffer | State Of Remote Work 2023](#)

[GSWA-2023.pdf \(wfhresearch.com\) Working from Home Around the Globe: 2023 Report](#), June 28, 2023

Assignment: Participate in Discussion Forum #4

Weeks 8 and 9: Contingent and Precarious Work

Are we all destined to become precarious workers, with little job security? Is the increase in contingent and gig work driven by workers preferring these types of jobs, or to lack of alternatives? In Week 8 we will focus on explaining the rise of precarious work, and in Week 9 we will examine the consequences for workers.

Week 8 Multimedia:

[What Types of Work are Contingent or Alternative Employment Arrangements?](#) Bureau of Labor Statistics, 2018 (2 minutes)

Susan Houseman - [Controversy behind the recent growth of agency work](#), IZA World of Labor, January 29, 2019 (3 minutes)

[Future of Work | Digital Nomads: The Changing World of Work | PBS](#), September 23, 2021 (5 minutes)

Week 8 Short readings:

[The rise of gig workers is changing the face of the US economy | CNN Business](#), July 24, 2023

[Why the Gig economy may not be the future of work](#), PBS, September 24, 2018

[National survey of gig workers shows poor working conditions and low pay | Economic Policy Institute \(epi.org\)](#) (with link to longer report), June 1, 2022

[Contingent Worker Survey is further evidence that we are not becoming a nation of freelancers | Economic Policy Institute \(epi.org\)](#), June 7, 2018

[New Laws for the Fissured Workplace - The American Prospect](#), April 29, 2020

Week 8 Optional:

Lisa Schur and Douglas Kruse, “Disability and precarious work,” in Robyn Lewis Brown, Michelle Maroto, and David Pettinicchio (eds), [Oxford Handbook on the Sociology of Disability](#), Oxford University Press, 2023. By Lisa Schur and Douglas Kruse.

[Gig Worker Learning Project](#), Aspen Institute Future of Work Initiative (53 pages)

[What Do We Know About Alternative Work Arrangements in the United States? A Synthesis of Research Evidence from Household Surveys, and Administrative Data \(upjohn.org\)](#), September 5, 2021

[How Many Independent Contractors Are There and Who Works in These Jobs? \(upjohn.org\)](#). April 17, 2023

Mas, Alexandre, and Amanda Pallais. [Alternative work arrangements](#), No. w26605. National Bureau of Economic Research, 2020.

Week 9 Multimedia:

[Why We'll Never Work at an Office Again | Future of Work, August 4, 2021 \(14 minutes\)](#)

[Why I Choose To Live and Work In My Car | Future of Work, July 21, 2021 \(10.5 minutes\)](#)

[I Have Two Jobs, But Not For The Money](#), PBS, July 7, 2021 (8.5 minutes)

Week 9 Short readings:

[National survey of gig workers shows poor working conditions and low pay | Economic Policy Institute \(epi.org\)](#) (with link to longer report), June 1, 2022

[Contingent Worker Survey is further evidence that we are not becoming a nation of freelancers | Economic Policy Institute \(epi.org\)](#), June 7, 2018

[New Laws for the Fissured Workplace - The American Prospect](#), April 29, 2020

David Autor and Susan Houseman, “[Do Temporary Jobs Help Low-skill Workers?](#)”, Fall 2007 (a bit dated but still a really strong study of the effects of temp work)

Katherine Abraham and Susan Houseman, [The Importance of Informal Work in Supplementing Household Income \(upjohn.org\)](#), November 2019

Week 9 Optional:

[Do Temporary Help Jobs Improve Labor Market Outcomes for Low-Skilled Workers? Evidence from 'Work First' | NBER](#), January 2008

Mas, Alexandre, and Amanda Pallais. [Alternative work arrangements](#), No. w26605. National Bureau of Economic Research, 2020.

Hamersma, Sarah; Heinrich, Carolyn; Mueser, Peter, “[Temporary Help Work: Earnings, Wages, and Multiple Job Holding](#),” *Industrial Relations*, January 2014, 53(1): 72-100

[What happened to temps? Changes since the Great Recession](#), *Monthly Labor Review*, February 2021.

[Contingent and Alternative Employment Arrangements—May 2017](#), USDL-18-0942,
Bureau of Labor Statistics.

Assignment: Participate in Discussion Forum #5

Weeks 10 and 11: Employee ownership and workplace democracy

Do employee ownership and workplace democracy offer a promising route to increase worker incomes and well-being, and decrease inequality? If so, what is needed to make this happen?

Week 10 Multimedia:

Kruse video 1: History and current prevalence (11 minutes)

Kruse video 2: Economic effects (13 minutes)

David Erdal, “Employee Owners Do It Better,” TedX, April 2, 2012 (14 minutes)

[“Culture and Communication at Employee-Owned Companies,”](#) National Center for Employee Ownership, 2017 (3 minutes)

[We the Owners: Employees Expanding the American Dream \(mini version\),](#) National Center for Employee Ownership, 2013 (5 minutes)

Week 10 Readings:

Douglas Kruse, [“Does Employee Ownership Improve Performance?”](#) Policy Brief, IZA Institute of Labor Economics, May 2022

Week 10 Optional:

Sanjay Pinto, [“Cooperative Home Care Associates,”](#) December 2022

Diarmuid Padraig McDonnell, Elizabeth Chalmers Macknight, Hugh Donnelly, [“Democratic Enterprise: Ethical Business for the 21st Century,”](#) April 2, 2012

Many other articles and videos available at the Rutgers [Curriculum Library for Employee Ownership](#)

Week 11 Multimedia:

Kruse video 3: The key objections, and implications for companies and public policy (13 minutes)

[How to shrink America's income gap,](#) Tom Kochan, April 28, 2014 (4 minutes)

Trebor Scholz on platform cooperativism: “Ours to Hack and to Hold” (12 minutes)

[High Performance Work Systems,](#) Tom Kochan, Spring 2016 (8 minutes)

Week 11 Readings:

Joseph Blasi, Richard Freeman, and Douglas Kruse, *The Citizen's Share: The Citizens' Share: Reducing Inequality in the 21st Century*, [Introduction](#) and [Chapter 3](#).

Week 11 Optional:

Adria Scharf, "[Evergreen Cooperative Laundry and Cleveland Clinic](#)," December 2022

Katherine Klein, "[Why Employee-owned Companies Are Better at Building Worker Wealth](#)," Knowledge at Wharton, November 11, 2022 (30 minutes)

Many other articles and videos available at the Rutgers [Curriculum Library for Employee Ownership](#)

- Doucouliagos, H., Laroche, P., Kruse, D. L., & Stanley, T. D. (2020). [Is Profit Sharing Productive? A Meta-Regression Analysis](#)[Links to an external site.](#). *British Journal of Industrial Relations*, 58(2), 364-395.
- Janet Boguslaw and Lisa Schur, "[Building the Assets of Low and Moderate Income Workers and their Families: The Role of Employee Ownership](#)," Institute for the Study of Employee Ownership and Profit Sharing, Rutgers University, March 2019
- Dick May et al., [Encouraging Inclusive Growth The Employee Equity Loan Act](#), Challenge 2019

Assignment: Participate in Discussion Forum #6

Weeks 12 and 13: Economic inequality

Why do people receive such different economics rewards? In Week 12 we take a brief look at the role played by race, gender, and disability, including a look at how AI may perpetuate discrimination. In Week 13 we look more broadly at inequality, examining how it has greatly increased over the past 50 years and what if anything can be done about it.

Week 12 Multimedia:

[Systemic Racism](#) (4 minutes—very simple but clear introduction)

[Mind The Pay Gap : Planet Money : NPR](#), August 29, 2018 (9 minutes)

[Why is job opportunity still lagging for people with disabilities?](#), PBS Newshour, March 16, 2017 (10 minutes)

Week 12 Short Readings:

New York Times, "[Sticks and Stones Can Break Bones, but the Wrong Name can Make a Job Hard to Find](#)," Dec. 12, 2002

New York Times, "[Who Discriminates in Hiring? A New Study Can Tell](#)," July 29, 2021.

[ILR School research finds persistent gender pay gap | Cornell Chronicle](#), March 10, 2016

Noam Scheiber, "[Fake Cover Letters Expose Discrimination Against Disabled](#)," *New York Times*, Nov. 2, 2015.

[Companies are turning to AI for hiring. That could lead to discrimination : NPR](#), January 21, 2023

[The EEOC wants to make AI hiring fairer for people with disabilities | Brookings](#), May 26, 2022

[EEOC Settles First-of-Its-Kind AI Bias in Hiring Lawsuit \(1\) \(bloomberglaw.com\)](#), August 10, 2023.

Week 12 Optional (xxxxcut down):

Race:

[50 years of racism -- why silence isn't the answer](#) (15 minutes)

Caitlin Rosenthal, "[Slavery's Scientific Management](#)," in *Slavery's Capitalism*, edited by Sven Beckert and Seth Rockman, University of Pennsylvania Press, 2016., pp. 62-86.

Devah Pager, "[The Mark of a Criminal Record](#)", *American Journal of Sociology*, Vol. 108, No. 5 (March 2003): 937-75.

Gender:

Richard Reeves, "[How to Solve the Education Crisis for Boys and Men](#)," TED, July 2023

Arlie Hochschild, [Second Shift \(New York: Avon Books, 1989\), Chapters 1-2, pp. 2-21](#)

Oriel Sullivan and Scott Coltrane, "[Men's Changing Contribution to Housework and Child Care](#)," 11th Annual Conference of the Council on Contemporary Families, April 2008, University of Illinois, Chicago, pp. 1-4.

Barbara W. Ehrenreich and Arlie Hochschild, [Global Woman: Nannies, Maids, and Sex Workers in the New Economy](#). (Holt paperbacks, 2004), Introduction pp. 1-13

Claire Cain Miller, "[Young Men Embrace Gender Equality, but They Still Don't Vacuum](#)" *New York Times*, February 11, 2020.

Claire Cain Miller, "[Nearly Half of Men Say They Do Most of the Home Schooling. 3 Percent of Women Agree](#)," *New York Times*, May 6, 2020.

Francine Blau and Lawrence Kahn, "The Gender Wage Gap: Extent, Trends, and Explanations," NBER Working Paper 21913, January 2016.

Disability:

Joseph Shapiro, *No Pity: People with Disabilities Forging a New Civil Rights Movement* (New York: Three Rivers Press, 1994), [Chapter 1](#), pp. 12-40; [Chapter 4](#), pp. 105-141

Lisa Schur, Douglas Kruse, and Peter Blanck, *People with Disabilities: Sidelined or Mainstreamed?* (Cambridge University Press, 2013); [Introduction, pp. 1-13](#)

Rosemarie Garland Thomson, "[Becoming Disabled](#)," *New York Times*, August 18, 2016

AI discrimination:

Newman, D. T., Fast, N. J., & Harmon, D. J. (2020). When eliminating bias isn't fair: Algorithmic reductionism and procedural justice in human resource decisions. *Organizational Behavior and Human Decision Processes*, 160, 149-167.

Giermindl, L. M., Strich, F., Christ, O., Leicht-Deobald, U., & Redzepi, A. (2022). The dark sides of people analytics: reviewing the perils for organisations and employees. *European Journal of Information Systems*, 31(3), 410-435.

Mahmud, H., Islam, A. N., Ahmed, S. I., & Smolander, K. (2022). What influences algorithmic decision-making? A systematic literature review on algorithm aversion. *Technological Forecasting and Social Change*, 175, 121390.

[Removing Demographic Data Can Make AI Discrimination Worse \(hbr.org\)](#), March 6, 2023.

[U.S. warns of discrimination in using AI to screen job candidates : NPR](#), May 12, 2022

[Algorithms, Artificial Intelligence, and Disability Discrimination in Hiring | ADA.gov](#)

[All the Ways Hiring Algorithms Can Introduce Bias \(hbr.org\)](#), May 6, 2019

[Why Amazon's Automated Hiring Tool Discriminated Against Women | ACLU](#), October 12, 2018

Week 13 Multimedia:

[How Wealth Inequality Spiraled Out of Control | Robert Reich - YouTube \(12 minutes\)](#)

[Paul Krugman Income Inequality, October 30, 2007 \(7 minutes\)](#)

[Joseph Stiglitz on Inequality \(5 minutes\)](#)

[How Much Inequality Is Too Much?](#) Richard Freeman, October 17, 2016 (4.5 minutes)

Week 13 Readings (xxx cut down):

[Top economists call for action on runaway global inequality | Inequality | The Guardian](#), July 17, 2023

[Joseph Stiglitz Co-Edits and Contributes to a Book on Growing Inequality | Columbia News](#), January 31, 2023.

[Joseph Stiglitz: tax high earners at 70% to tackle widening inequality | The super-rich | The Guardian](#), January 22, 2023

[The Big Myth on Inequality: It Just Happened - Center for Economic and Policy Research \(cepr.net\)](#), September 9, 2022

[Mixed Progress in the Fight Against Inequality and for Democracy - Center for Economic and Policy Research \(cepr.net\)](#), July 9, 2023

Richard Wilkinson and Kate Pickett, *The Spirit Level* (Bloomsbury Press, 2010), Pages [31- 62](#), (Optional) Pages [254-272](#)

Week 13 Optional (xxx cut down)

Lawrence Mishel and Jori Kandra, "[Wage inequality continued to increase in 2021](#)," Economic Policy Institute, December 21, 2022.

[Capital in the Twenty-First Century \(102 minutes\)](#)

Steve Lohr, "[Millions Have Lost a Step Into the Middle Class, Researchers Say](#)," *New York Times*, Jan. 14, 2022

Richard Freeman, [Distribution Matters](#), in *America Works* (New York: Russell Sage, 2007), pp. 41-57.

Mankiw, N Gregory. 2013. "Defending the One Percent." *Journal of Economic Perspectives*, 27 (3): 21-34.

[Identifying the policy levers generating wage suppression and wage inequality | Economic Policy Institute \(epi.org\), May 13, 2021](#)

[Reining in CEO compensation and curbing the rise of inequality | Economic Policy Institute \(epi.org\), June 4, 2019](#)

[Inequality's drag on aggregate demand: The macroeconomic and fiscal effects of rising income shares of the rich | Economic Policy Institute \(epi.org\), May 24, 2022](#)

Saez, Emmanuel, and Gabriel Zucman. 2020. "The Rise of Income and Wealth Inequality in America: Evidence from Distributional Macroeconomic Accounts." *Journal of Economic Perspectives*, 34 (4): 3-26.

Hoffmann, Florian, David S. Lee, and Thomas Lemieux. 2020. "Growing Income Inequality in the United States and Other Advanced Economies." *Journal of Economic Perspectives*, 34 (4): 52-78.

Corak, Miles. 2013. "Income Inequality, Equality of Opportunity, and Intergenerational Mobility." *Journal of Economic Perspectives*, 27 (3): 79-102.

Alan Berube, "Does Inequality Matter for Mobility? A Metro View," Brookings Institution, August 7, 2014, <http://www.brookings.edu/blogs/social-mobility-memos/posts/2014/08/07-inequality-matters-mobility-berube>.

Bivens, Josh, and Lawrence Mishel. 2013. "The Pay of Corporate Executives and Financial Professionals as Evidence of Rents in Top 1 Percent Incomes." *Journal of Economic Perspectives*, 27 (3): 57-78.

Alvaredo, Facundo, Anthony B. Atkinson, Thomas Piketty, and Emmanuel Saez. 2013. "The Top 1 Percent in International and Historical Perspective." *Journal of Economic Perspectives*, 27 (3): 3-20.

Kaplan, Steven N., and Joshua Rauh. 2013. "It's the Market: The Broad-Based Rise in the Return to Top Talent." *Journal of Economic Perspectives*, 27 (3): 35-56.

Assignment: Participate in Discussion Forum #7