Syllabus

37:575:301:01: COMPARATIVE LABOR MOVEMENTS
Tuesday and Thursday 4:30pm-5:50pm, Scott Hall, Room 104
College Avenue Campus, Rutgers University
Spring 2011

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Office Location: Labor Education Center, Room 149 (Cook/Douglass Campus)

Course Description

This course examines alternative approaches to the development of labor movements in the selected major economies in the world, including Canada, Britain, Germany, France, Denmark, Italy, Japan, and China. The term Comparative in the title of the course is essential. We need to go beyond conventional assumptions to see our labor movement in the light of how workers and trade unions in other nations respond to the changing environment. The emphases will be on the different ways in which workers are organized, the relative success workers and unions have achieved, the different roles played by the state, and the reasons why particular union revitalization strategies and national models of employment relations develop.

Learning Objectives

By the end of the course, students will be able to:

1. Develop a solid understanding of employment relations systems, labor movements, and social justice in the selected eight countries.

2. Compare and contrast the labor movements in the selected nations with each other, and with that in the United States.

3. Analyze issues of social justice across the selected eight countries plus the US （This corresponds to SAS learning objective D）.

4. Use the comparative approach and theoretical models to critically analyze employment relations, labor movements, and social justice in the countries not covered in this course.

5. Analyze the degree to which forms of human difference shape industrial relations actors’ experiences and perspectives （This corresponds to SAS learning objective A）.
6. Become familiar with sources of data and other information about employment relations and labor movements overseas.

7. Improve professional competencies such as critical thinking and problem solving skills, verbal and written communication skills, and leadership, team and interpersonal skills.

Expectations of Students

Preparation

*Be prepared for class.* Always read the assigned material before the class so that you can fully participate in class discussions and more easily follow the lecture. Bring the week’s reading material to class with you so that you can refer to it during lectures and group discussions. Students should plan to *print out all course materials*, take extensive notes on the online course readings, or do both.

*Take careful lecture notes.* You should obtain lecture notes from another student if you are forced to miss a class. These are not provided by the instructor.

Participation

Class sessions will include a mixture of lectures, small and large group discussions and student presentations. Students are required to *participate actively* in all aspects of the course.

When participating in discussions explain your views using reasoned arguments and provide evidence for assertions of fact. *Respect others’ views and listen.* You do not have to agree with your classmates, but you must give them your full attention and consideration.

*Texting, talking on your phone and emailing* are all prohibited during class. Students who repeatedly do these things during class time will be asked to leave class and will be counted absent for the week.

Attendance

Students should *plan to attend every course session.* Students must sign in personally at the beginning of class; failure to do so will result in a loss of attendance points. I recognize that illness, death in the family or other emergencies happen, and will excuse absences as long as the affected student can provide me with proof. Signing in for another student is considered academic dishonesty and can result in failing the course.

*Be punctual.* Students who are late to class two times lose the same number of
attendance points as students who miss an entire class. *Stay for the whole class.* Students who leave early without the instructor’s permission will be marked absent for the entire class.

**Communication**

Students are expected to check their official Rutgers email accounts regularly for class announcements. The instructor will communicate all official course correspondence to students via email. Students are responsible for all information communicated to them via email by the instructor. Verbal discussions with the instructor before or after class will not be considered official unless followed up with written email confirmation.

Feel free to contact the instructor via email with questions or concerns about the course. I will do my best to get back to you within 24 hours. When emailing the instructor, always include “Comparative Labor Movements” in the subject line of your email.

**Evaluation**

Final grades will be based on the following four factors:

1. Class preparation, attendance and participation (25%)
2. Individual written assignments (30%)
3. Group presentations (10%)
4. Mid-term and Final Exams (35%)

**Class Preparation, Attendance and Participation**

The class participation grade will include your attendance and your contribution to the intellectual life of the classroom, demonstrated by your knowledge of the readings and the questions or comments you raise during lectures and discussions. Everyone should be prepared to attend the classes and make contributions that will be assessed on the following scale:

- □ 0: absence
- □ 0.5: presence, but no (or irrelevant) comments/questions or reiteration of comments/questions that have already been made
- □ 1: comments/questions that enhance the learning of classmates by integrating conceptual frameworks, readings, or personal experience

This assessment scale applies to each regular class except the first class and two exam classes.

**Individual Written Assignments**

There are two individual written assignments, each accounting for 15 points.
Grading Criteria

*Content:* Papers should reflect careful, thorough consideration of the assignment. All papers should demonstrate careful reading of the course material, and should cite all sources that are consulted when preparing the assignment using either APA citation rules which can be found on the American Psychological Association website or MLA rules found on the MLA site.

*Mechanics:* Student writing should demonstrate college level competence in grammar and style. Students with unsatisfactory writing skills will be encouraged to seek additional assistance from Rutgers writing tutorial resources.

Papers the instructor deems unacceptable in terms of either content and/or mechanics will be returned to the student for revision prior to grading and marked down for each day the paper is late. Failure to use spell check and grammar check to fix basic mistakes will result in automatic return of the paper without grading.

Submitting Papers

Students will submit all individual papers electronically via the Sakai course website. Students can submit their papers by following these directions:

- Include a header on your paper with your last name, first initial and assignment #]
- Go to the Sakai course site
- Click on Assignment
- Click on the correct assignment number
- Click on submit as Student
- Drop all the way down below the text box and click on add attachments
- Click on the browse files
- Select your document and upload
- Make sure to complete the upload
- Check to be sure you post your paper under the appropriate assignment

The instructor will **not** accept individual papers in class or via email.

Group Presentations

There will be a group presentation accounting for 10 points. Each group should submit a copy of their presentation slides via email as well as a cover sheet giving the names and student IDs of the group participants before the class in which they present. The submitted presentations should include a list of references or sources. Each group will have 15 minutes to present and 5 minutes to answer questions.

There will be peer evaluations of your group members’ contribution to the group presentations. Each participating student is required to submit your peer evaluation to the
instructor. The peer evaluation grades range from 0 to 10. Your final grade for the group project will be based on both your group performance (which will be evaluated by the instructor) and your average peer evaluations. For example, if your group gets 9 (the full mark is 10) for your group presentation, and your average peer evaluation score is 9.5/10, your final score for the group presentation will be 9 X 9.5/10=8.55.

**Deadlines**

Individual papers and group presentation slides will be due by the start of class on the due date. All papers turned in after this time will be marked late. Late papers will be marked down one full letter grade for each day that they are late.

**Academic Integrity**

Academic integrity requires that all academic work be wholly the product of an identified individual or individuals. Joint efforts are legitimate only when the assistance of others is explicitly acknowledged and permitted by the assignment. 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 the course. Students are also expected to report incidents of academic dishonesty to the instructor or dean of the instructional unit. Students are expected to be familiar with all Rutgers University policies regarding academic integrity. These can be found on the website [www.rutgers.edu](http://www.rutgers.edu)

**Mid-term and Final Exams**

The mid-term exam for this course will cover material (course readings, lectures, discussion questions, films, etc) from the first half of the course. It will consist of a combination of identifications and short-answer questions. The final exam will cover material from the second half of the course.

**Course Readings and Other Materials**


(Note: You can purchase this text from either the university book store or online stores such as Amazon which might be cheaper. Chapter 1 and Chapter 4 of the text are posed on Sakai in case you cannot get the text on time.)

The required Harvard Business School Cases are available for purchase with student pricing through the following link: [http://cb.hbsp.harvard.edu/cb/access/8066362](http://cb.hbsp.harvard.edu/cb/access/8066362)

All other materials are available on the course Sakai website. Students can access the
Course Sakai site by following these directions:
- Go to http://sakai.rutgers.edu_
- To log on, enter your Rutgers net ID and password in the upper right hand corner.
- Look for the tabs at the top of the next page. Click on the tab: 37:575:301:01 Sp11.
- Click on “resources” on the menu on the left hand side of the next page. You should see the course syllabus and all of the course readings.

Course Outline

1. Introduction and Approaches to Comparative Labor Movements

Tuesday, Jan.18, 2011

Read: This syllabus.

Thursday, Jan.20, 2011


Tuesday, Jan.25, 2011


Film: Going International: Part II

Due: Learn how to access the course readings on sakai
     Learn how to submit papers on sakai course website

2. Small Differences that Matter: The Labor Movement in Canada

Thursday, Jan.27, 2011


Tuesday, Feb.1, 2011
Film: Final Offer

Thursday, Feb.3, 2011


3. Social Partnership and Union Revitalization in Britain

Tuesday, Feb.8, 2011


Thursday, Feb.10, 2011


Tuesday, Feb.15, 2011


4. Globalization, Welfare State, and Danish Trade Unions in the 21 Century

Thursday, Feb.17, 2011


Tuesday, Feb.22, 2011


5. The Dual System of Worker Representation and Union Revitalization in Germany

Thursday, Feb.24, 2011

Read: Bamber et al. 2011. Chapter 8: Employment Relations in Germany.

Due: Individual Written Assignment #1

Tuesday, Mar.1, 2011


Thursday, Mar.3, 2011


Tuesday, Mar.8, 2011 Mid-term Exam (covering the first half of the course)

6. State Intervention and the Ideologically Divided French Trade Unionism

Thursday, Mar.10, 2011


Tuesday, Mar.22, 2011


7. Social Pacts and Centralized Collective Bargaining in Italy

Thursday, Mar.24, 2011


Tuesday, Mar.29, 2011


8. Life-Time Employment, Lean Production and Enterprise Unionism in Japan

Thursday, Mar. 31, 2011


Tuesday, April 5, 2011


Film: Manufacturing Miracles

Due: Individual Written Assignment #2

Thursday, April 7, 2011


Tuesday, April 12, 2011


Thursday, April 14, 2011


10. Group Presentations, Conclusions, and Final Exam

Tuesday, April 19, 2011 Group Presentations

Due: Group presentation slides, Group 1-4

Thursday, April 21, 2011 Group Presentations

Due: Group presentation slides, Group 5-8

Tuesday, April 26, 2011


Thursday, April 28, 2011 Final Exam (covering the second half of the course)

Individual Written Assignments

Assignment 1 – Due Feb.24, 2011

Read the case “The Welfare State and its Impact on Business Competitiveness: Sweden Inc. for Sale?” HBS 9-703-019, Rev. November 12, 2002. Write a short essay (3-4 pages, double spaced) answering at least one of the following questions:
• What was the “Swedish Model?” How did it work? What assumptions did it rely on? What were the pros and cons?
• Was the cause of problems external “shocks” or internal “institutional sclerosis” in the manner of Nobel Economics Prize winner Mancur Olson?
• What were the responses to the 1992 crisis in Sweden? Have they worked? Does experience illustrate/prove Meidner’s assertion or disprove it?
• Would you move Ericsson to London? Why or why not?
• Is the welfare state sustainable? How?
• What are the similarities and differences between the Swedish Model and the Danish Model we studied in class?

Assignment 2 – Due April 5, 2011

The readings and lectures in the past weeks have examined the key labor market institutions and union strategies in the European context. Pick up one that you think is helpful in protecting/improving worker interests or revitalizing the labor movement in the specific country context, describe it, and explain why it is helpful. Can this institution or union strategy be transplanted to the U.S.? If yes, what needs to be done? If not, what are the barriers? The essay should be 3-4 pages, double spaced.

Group Presentations

Each group chooses a country not covered in this course (note: there may be little literature available for some countries. Please discuss with the instructor in advance on your country selections). Give a 15 minutes presentation on the country’s employment relations system and be prepared to answer questions (5 minutes for questions and answers). Please send your presentation slides to the instructor via email by April 19 (group 1-4) or April 21 (group 5-8).