

PERSPECTIVES ON LABOR STUDIES

Rutgers University

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Fall 2022

SYLLABUS

Class Meetings:
Rutgers Canvas.
Asynchronous online.

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OH: Tuesdays, 3-4pm (via Zoom)

Course Overview:

This course engages students in critically analyzing the intellectual traditions of labor studies and employment relations, covering central theories, historical trajectories, and cutting-edge literature. As is indicated in the title of the course, the field draws from a wide variety of *perspectives*, ranging from classical political economy to the modern social sciences, such as sociology, economics, and political science. Crucially, the course goes beyond inquiring into these different lines of thought to explore how contemporary labor studies brings them together around a set of core thematic concerns and normative commitments. The class works toward an assessment of how labor studies needs to continue to evolve to realize its genuine promise to help societies meet current and future social, political, economic, and environmental challenges.

By taking this class, students will have the opportunity to examine some of the big questions of the field. They will also gain increased proficiency in important skills: reading for analytical insight, debating ideas, and communicating with others. From the theoretical to the practical, students should be able to use what they learn in this class in a variety of contexts, including further academic study, professional development, and at the workplace.

Learning Objectives: The student is able to...

School of Management and Labor Relations

- Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal IV)

Department of Labor Studies and Employment Relations

- Demonstrate an understanding of the perspectives, theories, and concepts in the field of labor and employment relations. (Goal 1)

Additional course objectives from the instructors

- Identify core concepts of the field of labor studies & employment relations.
- Apply those concepts to understanding contemporary developments in work.
- Synthesize information from multiple sources to generate new insights.

How will you learn in this online course?

Most weeks you will:

- Review text, PowerPoint slides, and videos provided by the professors on the page in the online shell. These are like lectures but much shorter, so you have more time for other learning activities.
- Read, view, and listen to theorists and analyses offering a variety of perspectives. There will be an emphasis on reading, but some weeks you will also have the opportunity to review a video or videos, or listen to an audio file.
- Answer questions regarding the ideas that motivate particular lines of interpretation.
- Participate in threaded discussions with other students, posting at least 3 times a week. Alternatively, you might be asked to complete a writing assignment, group project, quiz, or exam.
- Read a weekly message from the professor (posted in Announcements).

Evaluation:

Grading Component	Points	Percent of Total Grade
Discussion Forums (weeks 1, 2, 4, 5, 9, 10, 11, 12) - 50 points each	400	40%
Practice T/F Quiz (week 3)	No points	Just for practice
Quiz (week 3)	50	5%
Midterm Essay-Based Exam (week 6)	200	20%
Presentation Assignment (week 7 & 8)	100	10%
Final Paper-Based Exam (weeks 14 & 15)	250	25%
Total	1000	100%

Points have no “absolute meaning,” – in the end, the professor will use judgment in translating points into grades for the course. *For example, typically a B+ is 87-89.9 points, but the professors may decide to use some other range of points.*

Keep current – avoid being late!

This is an interactive class – you need to keep current in the reading and forums so that you can interact with others in the class. An online class is somewhat flexible to fit your schedule, but you are responsible for managing your time and for getting online each week no matter what else is going on in your life.

You should inform the professor of serious personal emergencies that arise – for instance, hospitalization that makes it impossible to get online. A trip associated with your job is not such an emergency, nor is a problem with your personal computer. There are many ways to get online in hotels and in campus computing facilities.

Nature of the Exams and Quizzes:

Each week, there will be questions on the posted material for that week. These short-answer questions could be answered in a paragraph or two, but you are not expected to write out answers and turn them in. They are solely for your use in studying.

The midterm and final exams will contain a subset of these questions – so if you take some notes on the answers to the questions as you go along, you should be able to do well on the two exams. The exams will also have some questions not previously distributed.

The quiz has a series of T-F questions on the readings, videos, and PowerPoint decks. The questions are challenging, and time is limited, but this is an open book assignment. If you are familiar with all the material in the course, you should be able to go back and look up the answer to some items that you don't recall.

Disability:

Rutgers University welcomes students with disabilities into all University's educational programs. 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:
<https://ods.rutgers.edu/students/documentation-guidelines>.

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 at: <https://ods.rutgers.edu/students/registration-form>.

Course Organization:

The course is set up in three modules.

- **Module 1 – Big Ideas about the Economy and Work** (weeks 1-3). This module tracks the development of thinking about the economy and work by exploring classic ideas and the historical contexts that gave rise to them.
- **Module 2 – Evolving Theories of Employment Relations** (weeks 4-9). This module explores the evolution of more focused theorizing on employment relations.
- **Module 3 – Labor Studies Today** (weeks 10-14). This module examines the state of contemporary labor studies and its potential role in helping societies meet current and future social, political, economic, and environmental challenges.

Topics and Assignments:

Module 1: Big Ideas about the Economy and Work

Week 1: Classical Political Economy (Sep 6 – Sep 12)

Some core themes: *Laissez Fair*; capitalism, division of labor, exploitation, contradictions/crises of capitalism, etc.

Adam Smith

Adam Smith. 1991 [1776]. *The Wealth of Nations*. Buffalo: Prometheus Book, chapters 1-2 (pp. 109-121).

Robert Heilbroner. 1999. *The Worldly Philosophers (rev. 7th Ed.)*. New York: Touchstone, portions of chapter on Smith (pp. 50-63).

John Paul Rollert. 2012. "Sleight of the 'Invisible Hand.'" *Opinionator, New York Times*, October 21. [This piece discusses the lasting relevance of Smith's writing.]

Karl Marx

Leo Panitch. 2009. "Thoroughly Modern Marx." *Foreign Policy* (May/June): 140-145.

Sean McElwee. 2014. "Marx was Right: Five Surprising Ways Karl Marx Predicted 2014." *Rolling Stone*, January 30.

Karl Marx and Friedrich Engels. 1848. *The Communist Manifesto*. Very short excerpts (pp. 14-21, p. 34).

David Harvey. 2010. "RSA Animate: Crises of Capitalism."

https://www.youtube.com/watch?v=qOP2V_np2c0 [Applying Marx's ideas on capital accumulation to the contemporary economy]

Purpose of College

Benjamin Storey and Jenna Silber Storey. 2022. "The Art of Choosing What to Do With Your Life." *New York Times*, August 15.

Assignment: Introductions and Discussion Forum #1

Week 2: Modern Political Economy (Sep 13 – Sep 19)

Some core themes: The power of ideas; Keynesianism, neoliberalism, double movement

Core Reading

Kari Polanyi-Levitt. 2013. "The Power of Ideas: Keynes, Hayek, and Polanyi." *International Journal of Political Economy* 41(4): 5-15. [required]

John Maynard Keynes / The Managed Economy

John Cassidy. 2011. "The Demand Doctor." *New Yorker*, October 3. [required]

Sarwat Jahan, Ahmed Saber Mahmud, and Chris Papageorgiou, 2014. "What is Keynesian Economics?" *Finance & Development* (International Monetary Fund) 51(3): 53-54. [optional]

Friedrich A. von Hayek | Neoliberalism

David Harvey. *A Brief History of Neoliberalism*. New York: Oxford University Press, 1-4 ("Introduction"). [required]

David Marquand. 2012. "Capitalist Revolutionary | Keynes Hayek." *New Statesman*, March 19. [required]

Friedrich A. von Hayek. 1944. *The Road to Serfdom*. Chicago: University of Chicago Press, 32-42 and 72-87. [optional]

Karl Polanyi | The Double Movement

Robert Kuttner. 2014. "Karl Polanyi Explains It All." *The American Prospect*, April 15. [required]

Karl Polanyi. 2001 [1944]. *The Great Transformation: The Political and Economic Origins of Our Time*. Boston: Beacon Press, 60-89 and 141-57. [optional]

Assignment: Discussion Forum #2

Week 3: Management and the Labor Process (Sep 20 – Sep 26)

Core themes: efficiency, alienation, control, emotional labor

Frederick Winslow Taylor. 1947. *Scientific Management*. New York: Harper and Row, 39-73.

Harry Braverman. 1974. *Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century*. New York: Monthly Review, part of chapter 3 (pp. 78-83) and part of chapter 5 (pp. 124-131).

Richard Edwards, Michael Reich, and Thomas Weisskopf. 1978. *The Capitalist System* (2nd Ed.). Englewood Cliffs, NJ: Prentice-Hall, 265-268 ("Alienation").

Arlie Russell Hochschild. 1983. "Exploring the Managed Heart." In *The Managed Heart: Commercialization of Human Feeling*. Berkeley: University of California Press, 3-12.

Quiz on Module 1 – take any 50 minutes during the week

Module 2: Evolving Theories of Employment Relations

Week 4: The Wisconsin School in the early 20th Century (Sep 27 – Oct 3)

Core questions:

- How did the field view the challenge?
- What was reform-oriented institutional economics? How did it position itself vis-à-vis Marx?
- How has the Wisconsin School shaped institution-building in the United States?

Central Reading

Bruce E. Kaufman, “Labor Markets and Employment Regulation: The View of the ‘Old’ Institutionalists,” in Bruce E. Kaufman, ed. 1997. *Government Regulation of the Employment Relationship*. Madison: Industrial Relations Research Association, 11-39.

Empirical Application / Background [optional]

Nelson Lichtenstein. 2003. “Reconstructing the 1930s.” In *State of the Union: A Century of American Labor*. Princeton: Princeton University Press, 20-53.

Sean Farhang and Ira Katznelson. 2005. “The Southern Imposition: Congress and Labor in the New Deal and Fair Deal.” *Studies in American Political Development* 19(1): 1-30.

Assignment: Discussion Forum #3

Week 5: ‘Pluralist’ Industrial Relations Theory after WW2 (Oct 4 – Oct 10)

Core themes: Liberalism, Modernization Theory, Logic of Industrialism/Industrialization

Bruce Kaufman. 2001. “Human Resources and Industrial Relations: Commonalities and Differences.” *Human Resource Management Review* 11(4): 361-374. [Focus on pages 340-361]

Carola Frege. 2007. *Employment Research and State Traditions*. Oxford: Oxford University Press, 11-15 (excerpt from chapter one on “Institutional Histories of Employment Research, US”). [very much a summary piece of Kaufman’s article]

John T. Dunlop. 1994. *Industrial Relations Systems* (Reprinted & Revised). Ithaca: Cornell University ILR Press, “Commentary” and chapter 1. – see also Dunlop’s System Theory at https://www.youtube.com/watch?v=yKszb8_3XU0

John W. Budd and Stefan Zagelmeyer. 2007. “Public Policy and Employee Participation.” In Adrian Wilkinson, Paul Gollan, David Marsden, and David Lewin, eds. *The Oxford Handbook of Participation in Organizations*. New York: Oxford University Press. [Focus on pages 1-6]

Optional

Clark Kerr, John T. Dunlop, Frederick Harbison, and Charles A. Myers. 1964.

- Industrialism and Industrial Man*. New York: Oxford University Press, 1-29
 (“Contents” & “Introduction” & “The Logic of Industrialization”)
- Harry C. Katz, Thomas A. Kochan, and Alexander J. S. Colvin. 2015. “A Framework for Analyzing Labor Relations.” In Katz et al. *Labor Relations in a Globalizing World*. Ithaca: ILR Press, 3-26 (chapter 1). [Staying power of the frameworks]
- Jerry Z. Muller. 2008. “The Rise of Welfare-State Capitalism.” 30-minute video lecture from the series “Thinking about Capitalism.” [Historical developments]

Assignment: Discussion Forum #4

Week 6: No Instruction (Oct 11 – Oct 17)

Assignment: Midterm (Essay) Exam – take as much time as you want during the week

Week 7: Sociology on Social Embeddedness, Status, and Corporatism (Oct 18 – Oct 24)

Core themes: Beyond liberalism and Anglo-America, Sociology, non-contractual terms of contract, status, industrial citizenship, corporatism

- Karen Shire. 2022. “The Contribution and Limits of Market Theory for the Study of Labor Markets.” In Ursula Mesne-Petermann, Thomas Welskopp and Anna Zaharieva, eds. *In Search of the Global Labor Market*. Leiden: Brill, 119-131.
- Wolfgang Streeck. 2006. “The Study of Organized Interests: Before ‘The Century’ and After.” In Colin Crouch and Wolfgang Streeck, eds. *The Diversity of Democracy: Corporatism, Social Order and Political Conflict*. Northampton, MA: Edward Elgar, 3-45. [Focus on pages 3-12]
- Ruth Dukes and Wolfgang Streeck. 2020. “From Industrial Citizenship to Private Ordering? Contract, Status, and the Question of Consent.” MPIfG Discussion Paper 20/13, Max Planck Institute for the Study of Societies, Cologne. [Focus on pages 3-9]
- Philippe C. Schmitter. 1974. “Still the Century of Corporatism?” *Review of Politics* 36(1): 85-131. [Focus on section II (pages 93-98)]

Further Reading (Optional)

- T.H. Marshall. 1950. “Citizenship and Social Class.” In *Citizenship and Social Class and Other Essays*. Cambridge: Cambridge University Press, Excerpt.
- Streeck, Wolfgang. 2005. “The Sociology of Labor Markets and Trade Unions.” In Neil J. Smelser and Richard Swedberg, eds. *The Handbook of Economic Sociology*. Princeton: Princeton University Press, 254-283.

Assignment: Prep Group Presentation | You are also allowed to work alone.

Week 8: Political Science on Comparative Employment Relations (Oct 25 – Oct 31)

Core themes: Political Science, distributional conflict, coordination, cross-national comparison

Cathie Jo Martin. 2014. "Getting Down to Business: Varieties of Capitalism and Employment Relations." In Adrian Wilkinson, Geoffrey Wood and Richard Deeg, eds. *Oxford Handbook of Employment Relations: Comparative Employment Systems*. Oxford: Oxford University Press, 65-85.

Kathleen Thelen. 2019. "The American Precariat: U.S. Capitalism in Comparative Perspective." *Perspectives on Politics* 17(1): 5-27.

Optional Background Reading

Peter A. Hall and David Soskice. 2001. "An Introduction to Varieties of Capitalism." In Peter A. Hall and David Soskice, eds. *Varieties of Capitalism: The Institutions of Comparative Advantage*. Oxford: Oxford University Press, 1-36 & 54-60.

Harold Lasswell. 1958 [1936]. "Résumé." In *Politics: Who Gets What, When, How*. New York: Meridian, 167-178. [Skim and look for the main point]

Kathleen Thelen. 2010. "Beyond Comparative Statics: Historical-Institutional Approaches to Stability and Change in the Political Economy of Labor." In Glenn Morgan, John Campbell, Colin Crouch, Ove Kaj Pedersen, and Richard Whitley, eds. *The Oxford Handbook of Comparative Institutional Analysis*. Oxford: Oxford University Press, 41-61.

Elizabeth Anderson. 2017. *Private Government*. Princeton: Princeton University Press. [Critique of real-world employment relations in the US]

Assignment: Finish Group Presentation | You are also allowed to work alone.

Week 9: Toward a Global Perspective (Nov 1 – Nov 7)

Karen Shire. 2022. "Theorizing Regulatory Challenges of Transnational Labor." Scholar in Residence Lecture 1, Podcast, Max Planck Institute for the Study of Societies.

Optional #1 (Shire's other two lectures)

Karen Shire. 2022. "Cross-Border Labor Market Intermediaries." Scholar in Residence Lecture 3, Podcast, Max Planck Institute for the Study of Societies.

Karen Shire. 2022. "Trafficked, Forced, and Informalized Labor." Scholar in Residence Lecture 3, Podcast, Max Planck Institute for the Study of Societies.

Optional #2 (Other takes on the 'global')

Anke Hassel. 2008. "The Evolution of a Global Labor Governance Regime." *Governance* 21(2): 231-251.

Beverly Silver. 2003. *Forces of Labor: Workers' Movements and Globalization since 1870*. New York: Cambridge University Press. [Great historical sociology]

Tobias Schulze-Cleven, Gary Herrigel, Nelson Lichtenstein, and Gay Seidman. 2017. "Beyond Disciplinary Boundaries: Leveraging Complementary Perspectives on Global Labour." *Journal of Industrial Relations* 59(4): 510-537.

Assignment: Discussion Forum #5

Module 3: Labor Studies Today

Week 10: Labor Studies and the Future of Work (Nov 8 – Nov 14)

Tobias Schulze-Cleven and Todd E. Vachon. 2021. "Revaluing Work(ers) for Democracy and Sustainability." In Schulze-Cleven and Vachon, eds. *Revaluing Work(ers)*. Ithaca, NY: Cornell University Press (Labor and Employment Relations Association Series), 3–26.

Tobias Schulze-Cleven. 2021. "Beyond Market Fundamentalism: A Labor Studies Perspective on the Future of Work." In Schulze-Cleven and Vachon, eds. *Revaluing Work(ers)*. Ithaca, NY: Cornell University Press, 27–52. [Focus on the second part of the chapter, i.e. the elaboration of labor studies, not the critique of economics and neoliberalism in the first part]

Optional

Mark Blyth. 2019. "A Brief History of How We Got Here and Why." Lecture available at https://www.youtube.com/watch?v=tJoe_daP0DE

Tobias Schulze-Cleven. 2021. "In the Age of Crises: Enlisting Universities in Support of Change." In Schulze-Cleven and Vachon, eds. *Revaluing Work(ers)*. Ithaca, NY: Cornell University Press, 295–312. [Reflecting on labor studies within the university]

Gregory Jackson, Sarosh Kuruvilla, and Carola Frege. 2013. "Across Boundaries: The Global Challenges Facing Workers and Employment Research." *British Journal of Industrial Relations* 51(3): 425-439. [Emphasizing the agreement that theorizing has to catch up with empirical developments]

Jake Rosenfeld. 2019. "US Labor Studies in the Twenty-First Century: Understanding Laborism Without Labor." *Annual Review of Sociology* 45: 449–65. [Sociologically informed labor studies frame that breaks quite decisively with a collective bargaining focus in much of employment relations research]

Richard Wolff. 2022, "Naming the Problem: Capitalism is the Crisis." Interview for the Mitchell Center, University of Pennsylvania, May 6. [Reflections on the capitalist origin of contemporary crisis]

Assignment: Discussion Forum #6

Week 11: Beyond Class #1 - Race (Nov 15 – Nov 21)

- Kara Voght. 2020. "Is It Race or Class? Darrick Hamilton Showed Bernie the Answer." *Mother Jones*, February 27.
- William P. Jones. 2013. "The Forgotten Radical History of the March on Washington." *Dissent* 60(2): 74-79.
- Barbara Ransby. 2015. "The Class Politics of Black Lives Matter." *Dissent*, Fall.
- Olúfemi O. Táíwò and Liam Kofi Bright. 2020. "A Response to Michael Walzer." *Dissent*, August 7.
- Cedric J. Robinson. 2000. "Racial Capitalism: The Nonobjective Character of Capitalist Development." In *Black Marxism: The Making of the Black Radical Tradition*. Chapel Hill: University of North Carolina Press, 9-28. [Take a few minutes to get a basic idea --- it is a complicated text.]

Optional Reading Race & Colonialism / Race in the Welfare State

- Sebastian Konrad. 2010. "'Native Policy' in Colony and Metropole: 'Educating to Work' in East Africa and Eastern Westphalia." In *Globalisation and the Nation in Imperial Germany*. Cambridge: Cambridge University Press, 77-143.
- Ira Katznelson. 2005. "Preface: Du Bois's Paradox." In *When Affirmative Action Was White*. New York: Norton, ix-xv.

Optional Reading on Race in Employment Relations Research

- Tamara Lee and Maite Tapia. 2021. "Confronting Race and Other Social Identity Erasures: The Case for Critical Industrial Relations Theory." *ILR Review* 74(3): 637-662 (Focus on 637-644).
- Michael J. Piore. 2011. "Whither Industrial Relations: Does It Have a Future in Post-Industrial Society?" *British Journal of Industrial Relations* 49(4): 792-801.

Optional Podcasts

- Always Already Podcast. 2020. "Ep. 67 Joel Olson, The Abolition of White Democracy." <https://alwaysalreadypodcast.wordpress.com/2020/08/04/olson/>
- Adolph Reed. 2022. "The Jim Crow South: Myths and Realities." Interview for the Mitchell Center, University of Pennsylvania, March 18. [Reed contests the ideas that 1) racism as an immutable force exerting a uniform influence from the era of slavery to the present day and that 2) American inequality is chiefly defined by race. His new book, *The South: Jim Crow and Its Afterlives*, situates the racial hierarchy of the Jim Crow South in the political economy of the period and in the struggles and negotiations of everyday experience. In the interview, Reed argues that anti-racist historiography and social analysis can miss the distinctive concrete roles that "race relations" has played in different times and places to reinforce social inequality.]

Assignment: Discussion Forum #7

Week 12: Beyond Class #2 - Gender (Nov 22 – Nov 28)

Core themes: Social reproduction, labor market segmentation, social division of labor

Nancy Fraser. 2016. "Contradictions of Capital and Care." *New Left Review* 100 (July-August): 99-117.

Optional

Laura Briggs. 2017. *How All Politics Became Reproductive Politics*. Oakland: University of California Press, Introduction (pp. 1-18).

Melinda Cooper. 2017. "Between Neoliberalism and the New Social Conservatism." In *Family Values*. New York: Zone Books, 7-24.

Jane Lewis. 1992. "Gender and the Development of Welfare Regimes." *Journal of European Social Policy* 2(3): 159-173.

Jill Rubery. 2011. "Towards a Gendering of the Labour Market Regulation Debate." *Cambridge Journal of Economics* 35(6): 1103–1126.

Assignment: Discussion Forum #8 | Extended due date of Dec 5 due to Thanksgiving.

Week 13: An Expanded Lens on Labor and its Struggles (Nov 29 – Dec 5)

Nancy Fraser. 2022. Interview with *Deutschlandfunk* about her Benjamin Lectures.

W.E.B. Du Bois. 1935. *Black Reconstruction*. New York: Harcourt, Brace and Company, pages 20 and 21.

Optional: Nancy Fraser's Benjamin Lectures

Nancy Fraser. 2022. "Gender, Race, and Class through the Lens of Labor." Lecture 1. <https://youtu.be/zGXIZVI3PH8>

Nancy Fraser. 2022. "Labor's Twisted Histories." Lecture 2. <https://youtu.be/pqiVri8rStk>

Nancy Fraser. 2022. "Class beyond Class." Lecture 3. <https://youtu.be/jf6laSf6Eko>

Optional: Linking the different labor movements

Fernando Tormos. 2017. "Intersectional solidarity." *Politics, Groups, and Identities* 5(4): 707–20.

Marilyn Sneiderman and Secky Fascione. 2018. "Going on Offense during Challenging Times." *New Labor Forum* 27(1): 54-62.

Assignment: Prepare Final (Paper) Exam

Week 14: No Instruction (Dec 6 – Dec 12)

Assignment: Work on Final (Paper) Exam

Week 15: Exam Week (Dec 13 – Dec 19)

Assignment: Finish (Paper) Exam | The due date for this assignment is December 19.