

Preliminary – Subject to Revision

**COMPARATIVE SOCIAL & EMPLOYMENT POLICY
(Labor Studies and Employment Relations 575:302:01)
Spring 2016**

SYLLABUS

Class Meetings:

Room 115
Labor Education Center
Cook Douglass Campus
Monday, 3:55-6:55pm

Prof. Sanjay Pinto

sanjaypinto@work.rutgers.edu

Phone: 848-932-1740

Office Hours: Mondays, 12-3pm; or by appt.

Course Overview:

This course provides an overview of social and employment policies in the US and other economically advanced countries, exposing students to multi-disciplinary perspectives on how the actions of national government shape patterns of employment and population wellbeing. The course draws on scholarship on diverging employment and social regimes across different national varieties of capitalism. Analytically, the course seeks to provide students with a set of tools for understanding the origins and impacts of employment and social policy, and for comparing US policies against those of its economically advanced peers.

The course is organized into three parts. Part I provides some historical context and introduces basic concepts needed for comparing policy regimes across countries. Part II applies this framework to several key issues/areas: labor and employment, poverty, gender and the family, race and immigration, and higher education. Finally, Part III considers the impact of globalization on national policy regimes.

Learning Objectives:

- Analyze the degree to which different contexts shape a person's experience of and perspective on work (as well as the world more broadly) – SAS(a) & LSER(6).
- Analyze issues of social justice locally and globally – SAS(d) & LSER(8).
- Use the comparative approach to develop a solid understanding of the politics of policymaking across the world's rich democracies.
- Improve professional competencies such as critical thinking and problem solving; verbal and written communication; and interpersonal skills.

Course Requirements:

Participation (including attendance, participation in discussion	35% of course grade
Midterm Paper (due March 21)	30%
Final Paper (due May 7)	35%

Class Materials:

- Students are not required to purchase any books. All readings will be made available on Rutgers Sakai (<http://sakai.rutgers.edu>). In addition to the readings posted below, students will be expected to read additional shorter readings from newspapers and magazines that will also be posted each week.

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Course Outline:

Week 1 (January 25): Introduction

PART I: DEVELOPING A FRAMEWORK FOR COMPARATIVE POLICY ANALYSIS

Week 2 (February 1): Intellectual Foundations

Polanyi-Levitt, Kari. 2012. "The power of ideas: Keynes, Hayek, and Polanyi." *International Journal of Political Economy* 41.4 (2012): 5-15.

Week 3 (February 8): Historical Roots of Modern Social Policy

Schlesinger, A. M. 2003. *The Coming of the New Deal: 1933-1935, The Age of Roosevelt, Volume 2*. Houghton Mifflin Harcourt. [Read posted excerpts].

Week 4 (February 15): Social Policy from the Post-War Period to the Present

Abdelal, Rawi, and John G. Ruggie. 2009. "The principles of Embedded Liberalism: Social Legitimacy and Global Capitalism." In *New Perspectives on Regulation*, edited by David Moss and John Cisternino, 151-162. Cambridge, MA: Tobin Project.

Week 5 (February 22): Policy Regimes and National Varieties of Capitalism

Gøsta Esping-Andersen. 1990. *The Three Worlds of Welfare Capitalism*. Princeton: Princeton University Press [Read posted excerpts].

Week 6 (February 29): Social Policy and Social Values

Alesina, Alberto, and Francesco Giavazzi. 2008. *The Future of Europe: Reform or Decline*. Cambridge, MA: MIT Press.

Pontusson, J. 2005. *Inequality and prosperity: Social Europe vs. liberal America*. Ithaca, NY: Cornell University Press. [Read posted excerpts].

PART II: APPLYING THE FRAMEWORK TO DIFFERENT ISSUES

Week 7 (March 7): Labor and Employment

Gøsta Esping-Andersen. 1990. *The Three Worlds of Welfare Capitalism*. Princeton, NJ: Princeton University Press [Read posted excerpts].

—Spring Recess—

Week 8 (March 21): Poverty

Brady, David. 2009. *Rich Democracies, Poor People: How Politics Explain Poverty*. Oxford, UK: Oxford University Press. [Read posted excerpts].

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Week 9 (March 28): Gender and the Family

Orloff, Ann Shola. 2009. "Gendering the Comparative Analysis of Welfare States: An Unfinished Agenda." *Sociological Theory* 27(3): 317-343.

Week 10 (April 4): Race and Immigration

Mollenkopf, John, and Jennifer Hochschild. 2010. "Immigrant Political Incorporation: Comparing Success in the United States and Western Europe." *Ethnic and Racial Studies* 33(1): 19-38.

Week 11 (April 11): Higher Education

Ansell, Ben, and Jane Gingrich. 2013. "A Tale of Two Trilemmas: Varieties of Higher Education and the Service Economy." In *The Political Economy of the Service Transition*, edited by Anne Wren, 196-226. Oxford, UK: Oxford University Press.

PART III: NATIONAL POLICY IN A GLOBAL CONTEXT

Week 12 (April 18): Understanding the Impact of Globalization, Part I

Friedman, Thomas L. 2000. *The Lexus and the Olive Tree*. New York, NY: Farrar Giroux Strauss. [Read posted excerpts].

Week 13 (April 25): Understanding the Impact of Globalization, Part II

Evans, Peter. 2008. "Is an Alternative Globalization Possible?" *Politics & Society* 36(2): 271-305.

Week 14 (May 2): Review

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Appendix – Further Information on Course Assignments & Class Rules:

ACCESS TO READINGS

All readings will be made available on Rutgers Sakai (<http://sakai.rutgers.edu>). These directions lead you to the course site:

- Go to <http://sakai.rutgers.edu>
- To log on, enter your Rutgers NetID and password in the upper right-hand corner.
- Look for the tabs at the top of the next page. Click on the tab: 37:575:302.
- 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.

IN-CLASS PARTICIPATION & ATTENDANCE

Please read the assigned materials before our meetings, and be prepared to participate in class discussion. With much of our time spent learning through discussion, it is necessary for everybody to participate.

It is also critical that we respect one another’s thoughts and address our comments at others’ ideas, not at people themselves. This course is not a forum for demeaning or threatening language. Rather than measuring the frequency with which you speak in class, your participation grade reflects how you balance speaking, reading, and listening. Also, don’t forget to take careful notes to complement the PowerPoint slides.

Students should plan to attend every course session, and I ask you to sign in personally at the beginning of class. If for some unavoidable reason you must miss a class, please let me know in advance through the university’s absence reporting website (<https://sims.rutgers.edu/ssra/>) so that your absence will not remain unexplained. If you are late or leave early repeatedly, and if you miss class unexcused, your participation grade will suffer.

PAPER ASSIGNMENTS

Each of the written assignments will ask you to respond to a prompt provided by the instructor, applying concepts and ideas discussed in the course in an essay of 5-6 pages.

COMMUNICATION

Students are expected to check their Rutgers email accounts regularly for class announcements and are responsible for all information communicated to them via email by the instructor. 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 “Employment Policy” in the subject line of your email. When available, grades will be posted on the course’s Sakai site under the “PostEm” tab.

ACADEMIC INTEGRITY

While I encourage students to work together to understand theories and concepts, all written work must be your own. If you cite an author or use his/her ideas, please cite properly. Plagiarized assignments or evidence of cheating will result in a failing grade in the assignment and possibly in the course, and may result in disciplinary action by the university.