Preliminary – Subject to Revision

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

SYLLABUS

Class Meetings: Prof. Sanjay Pinto
Room 115                      sanjaypinto@work.rutgers.edu
Labor Education Center         Phone: 848-932-1740
Cook Douglass Campus          Office Hours: Mondays, 12-3pm; or by appt.
Monday, 3:55-6:55pm

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.
Course Outline:

Week 1 (January 25): Introduction

PART I: DEVELOPING A FRAMEWORK FOR COMPARATIVE POLICY ANALYSIS

Week 2 (February 1): Intellectual Foundations


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


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


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


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


PART II: APPLYING THE FRAMEWORK TO DIFFERENT ISSUES

Week 7 (March 7): Labor and Employment


—Spring Recess—

Week 8 (March 21): Poverty

Week 9 (March 28): Gender and the Family


Week 10 (April 4): Race and Immigration


Week 11 (April 11): Higher Education


PART III: NATIONAL POLICY IN A GLOBAL CONTEXT

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


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


Week 14 (May 2): Review
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.