

CRD 247, 4 units
 Fall 2006
 2:10-6:00 pm., Wednesdays
 123 Wellman

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 Office hrs: M 3-4, T 1-2 & by appt.

The Transformation of Work

Course Objectives:

This course explores the ways that the experience, organization, and systems of work are being reconfigured in the late twentieth and early twenty-first centuries. Its goals are: (1) to critically assess influential representations as to the determinants and forms of economic restructuring, and (2) to examine the ways that emerging economic patterns affect the well-being and options of workers and local communities.

The course is aimed at graduate students interested in the social dynamics of current economic change: in the connection between power and work; in labor processes and labor organizing; in the role of labor in the global economy; and in community and economic development. Special attention is directed to the impacts of politics, community, industry, and gender/ethnicity on the structures, experience, and power relations of work.

Course Format:

The course is scheduled for four hours per week, to accommodate some films that give life to class readings. Students will take turns facilitating class discussions in teams of two. This facilitation involves briefly summarizing the major argument/s of the authors involved, developing a critique of the readings, and guiding class discussion around the key "guiding questions" identified in the syllabus. *Note:* unlike some graduate classes, attendance is expected unless an emergency intervenes and is of utmost importance in this class. Fully half of the grade comes from what you prepare for/present in class. This is intentional: I believe that in-class interactions, challenges, and explorations can be the most enriching part of what you derive from and contribute to a graduate class.

Grading:

The course grade will be based on each student's:

Participation (attendance, discussion, class facilitation)	20%;
Weekly essays (6 total)	30%
Term paper	50%

Reading:

Required readings include a substantial portion of the books below, along with a series of articles assembled in the course reader. Students are expected to complete the required readings by the dates indicated, so that we all reap the full excitement promised

by a participatory seminar. The supplementary readings are intended as a resource for those interested that topic. They should also help you get started on your term papers.

Braverman, Harry. 1998 (1972). Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century. 25th Anniversary Edition. NY: Monthly Review Press.

Dudley, Kathryn Marie. 1997. The End of the Line: Lost Jobs, New Lives in Postindustrial America. Chicago: University of Chicago Press.

Milkman, Ruth. 1987. Gender at Work: The Dynamics of Job Segregation by Sex During World War II. Urbana: University of Illinois Press.

Milkman, Ruth. 2000. Organizing Immigrants: A Challenge for Unions in Contemporary California. Ithaca and London: Cornell University Press.

Sennett, Richard. 1998. The Corrosion of Character: The Personal Consequences Of Work in the New Capitalism. W.W. Norton.

Wells, Miriam J. 1996. Strawberry Fields: Politics, Class, and Work in California Agriculture. Ithaca and London: Cornell University Press.

Weekly Essays:

A brief (2+ page) critical essay on the readings is due at the start of class each week for weeks 2 through 10. These essays should address one of the *underlined* "guiding questions" identified for that week's readings. Students are expected to complete 6 such essays in the course of the quarter. Readers are at Copyland: 231 "G" Street.

Term Paper:

General: Each student will complete a term research paper of 15-20 pages (excluding bibliography) focused on a topic relevant to the class. Students will meet individually with the instructor during the first two weeks of class to help work out paper topics. A paragraph on the topic, an outline, and a list of at least 5 sources are due on the 4th class meeting. Students will make brief presentations about their papers to the class in two sessions in the last week and during finals week. Papers are due the Monday following the last week of class, by 5 p.m. If you anticipate any difficulty in meeting that date, please contact instructor in advance.

Format: Term papers must be explicitly analytical, rather than simply descriptive. That is, they must articulate and develop an argument related to the subject matter discussed.

Use one of the standard formats for in-text referencing, references cited, and end notes (e.g. Chicago). Relevant literature can be explored in the individual consultation with the instructor and may be suggested by the supplementary readings provided for each class meeting. To aid in focusing the analysis, the following structure should be employed:

I. Introduction

- A. Identify the issue or problem that the paper proposes to examine, clarifying why it is significant, worthy of scholarly and public concern.
- B. State what you propose to argue or show in relation to this issue, and how your argument relates to current literature (and possibly popular assumptions) about this topic.
(Here, ask yourself, "what is known or assumed or argued about this topic to date?" "what do I contribute?").
- C. Give your readers a roadmap as to how you will develop your argument, justifying each section in terms of its contribution to the overall analysis.
(Here, you might say, "I will develop this analysis as follows: first, I will....")

II. Body

- Choose the topics you include here so that they provide the building blocks for your analysis. *There are as many different components to paper bodies as there are papers. Your first component will likely be descriptive, elaborating on the nature of your problem or issue (its scope, scale, parties affected, processes, etc.).*
- Only include data, information that is necessary for your analysis. *"No unmotivated data" and "no blather" should be your mottos. You should know why you are providing your reader with information about a certain topic and your paper will be strongest if you tell us why explicitly. Work backward if you find yourself tempted to include something: ask "why should I tell them that?" If you can't think of an answer, omit it.*
- Begin each section with a brief statement as to how it fits into your larger argument. You should motivate subsections in this way as well.

III. Conclusion

In your conclusion you will recap what you have shown and consider its implications. *Here you can reflect back to show how you challenge, deepen, underscore, show a new dimension or application of....etc. existing knowledge. You can let your imagination run free and see what you come up with in terms of the broader significance of your findings.*

Examples of potential topics include but are not limited to:

- Nature and impacts of new work arrangements

- How economic changes affect old versus new ethnic/racial groups
- Plant closures: causes, impacts, and responses;
- New organizing strategies for labor unions;
- Dilemmas of organizing in the new economy
- Comparison of labor movements in different countries
- Lessons of particular organizing campaigns
- Barriers and avenues to organizing certain sectors of workers
- Gender and work: issues, remedies for inequities, role in economic restructuring.
- Race/ethnicity and work: immigrants versus blacks: who gets what and how in the new economy, job queues; ethnic enclave economies.
- Job redesign and workplace democratization
- Production cooperatives as tools for improving the quality and returns of work, maximizing local economic stability;
- State and local policy approaches to securing labor rights, promoting economic justice (living wage ordinances, labor peace agreements, prohibitions on the use of public funds to influence employees about unionization, responsible contracting policies, successorship policies);
- Addressing the dilemmas of contingent work;
- National-level policy approaches to ameliorating the negative impacts of economic restructuring, redressing power inequities at work, implementing the intentions of protective legislation (negative income tax, reforms of low-wage labor markets, earned income tax credit, reforms of national labor and employment laws).

Course Outline

October 4 Introductions and Class Orientation

Video: "Clockwork" (25 minutes, VHS tape # 912987, California Newsreel).

Reading:

Mischel, Lawrence, Jared Bernstein, and Sylvia Allegretto. 2005. Pp. 1-17, "Executive Summary," plus fact sheets on "Income," in The State of Working America, 2004-2005. Economic Policy Institute. N.Y.: M.E. Sharpe.

Work in America: Report of a Special Task Force to the Secretary of HEW. 1975. "Ch. 1, Introduction," pp. 1-28. Cambridge, MA: MIT Press..

October 11 The Labor Process Debate: The Impact of Capitalism on the Structure and Experience of Work

Video: "Modern Times" (excerpt; Hart Hall Media Ctr.).

Guiding questions: *Characterize and critique Braverman's argument regarding the impact of capitalism on the development of management practices, technology, and the occupational structure. What do Izmirlian and Leach's articles suggest as to the inherent strengths and limitations of Braverman's form of analysis?*

[Also consider: How does Braverman's approach differ from that of Weber? Clarify for yourself Braverman's definitions of: the labor process, capitalism, the working class, the distinction between labor and labor power. How would you characterize Braverman's theoretical perspective in terms of the approaches that Leach and Izmirlian identify? What ARE behavioralist/ decision-making and mechanical materialist/structural models?]

Required reading:

Braverman, Harry. 1998 (1972). Labor and Monopoly Capital: The Degradation of

Work in the Twentieth Century. 25th Anniversary Edition. NY: Monthly Review Press. Introductions, Foreward, and Chs. 1-6, 8, [9-skim], 10, 11, 13, [14, 15, 16-skim], 17.

Coser, Lewis. 1971. "Max Weber" pp. 217-219, 228-234 in Masters of Sociological Thought. NY: Harcourt, Brace and Jovanovich.

Izmirlian, Harry. 1969. "Structural and decision-making models: A political example." American Anthropologist. 71, 1962-1073.

Leach, Bridget. "Geography, Behavior, and Marxist Philosophy." Antipode. 1978 (July) 10 (2), pp. 33-37.

Supplementary reading:

Ainley, Pat. 1993. Class and Skill: Changing Division of Knowledge and Labour. New York: Cassell.

Clawson, Dan. 1980. Bureaucracy and the Labor Process: The Transformation of U.S. Industry, 1860-1920. N.Y.: Monthly Review Press.

Coser, Lewis. 1971. "Karl Marx" pp. 43-53 in Masters of Sociological Thought. NY: Harcourt, Brace and Jovanovich.

Gerth, Hans and C.Wright Mills. 1946. Pp. 45-50 (Ch. III, Part 1, "Marx and Weber") and pp. 196-244 (Ch. VIII "Bureaucracy") in From Max Weber: Essays in Sociology. N.Y.: Oxford University Press.

Knights, David and Hugh Willmott. 1990. Labour Process Theory. London: Macmillan Press Ltd., esp. Ch. 1, "Introduction," pp. 1-45).

Littler, Craig and Graeme Salaman. 1982. "Bravermania and Beyond: Recent Theories of the Labor Process." Sociology, (May) 16 (2) 251-269.

Littler, Craig R and Graeme Salaman. 1984. Class at Work: The Design, Allocation, and Control of Jobs. London: Batsford Academic and Educational Ltd.

- Littler, Craig R. 1986. The Development of the Labour Process in Capitalist Societies. Aldershot, Eng.: Gower.
- Littler, Craig R. 1990. "The Labour Process Debate: A Theoretical Review, 1974-88." Pp. 46-94 in David Knights and Hugh Wilmott, eds., Labour Process Theory. London: Macmillan Press Ltd (identifies emphases of British industrial sociology before Braverman, B's contribution; good overview of labor process debate).
- Noble, David. 1977. America by Design: Science, Technology and the Rise of Corporate Capitalism. N.Y.: Oxford.
- Noble, David. 1986. Forces of Production: A Social History of Industrial Automation. N.Y.: Oxford.
- Spencer, David A. 2000. "Braverman and the Contribution of Labour Process Analysis to the Critique of Capitalist Production – Twenty-Five Years On." Work, Employment and Society 14 (2) 223-243.
- Sturdy, Andrew et al., eds. 1992. Skill and Consent: Contemporary Studies in the Labour Process. N.Y.: Routledge.
- *Thompson, Paul. 1983. "Introduction" and "Ch. 1: "The Sociological Study of Work," (pp. 1-37) in The Nature of Work: An Introduction to Debates on the Labour Process. London and Basingstoke: Macmillan (useful for locating Braverman in relation to the established sociology of work).
- Wardell, Mark, Thomas Steiger, and Peter Meiksins. 1999. Rethinking the Labor Process. Albany, N.Y.: SUNY Press.
- Weber, Max. Ch. XI, "Bureaucracy," pp. 956-1005 in Economy and Society, Guenther Roth and Claus Wittich, eds. Berkeley: U. C. Press, 1978.
- *Wood, Stephen. 1983. The Degradation of Work? Skill, Deskillling, and the Labour Process, esp. pp. 11-22 ("Introduction"). London: Hutchinson.
- Work in America: Report of a Special Task Force to the Secretary of Health, Education, and Welfare. 1975. Cambridge, Mass. & London: MIT Press.
- Zimbalist, Andrew. 1979. Case Studies on the Labor Process. N.Y.: Monthly Review Press.
- Zuboff, Shoshana. 1988. In the Age of the Smart Machine. N.Y.: Basic Books.

October 18 The Historical Record: A Critique of Braverman re. the Sources of Workplace Control and Labor Process Change

Required reading and procedure: *Each person will read four of the articles below and choose ONE to write about and present to the class. Reading this week is aimed to spur you to reflect on and claim Braverman through the contrasting views and empirical material presented in these historical and sociological essays.*

For each article, consider how it either reinforces Braverman's assertions as to the processes and determinants of workplace control and change or how it leads you to challenge or recast them.

For your essay and presentation to the class: (a) briefly summarize the message of the article and (b) tell us how you think it reinforces and/or leads you to challenge or modify Braverman's claims as to the causes of workplace control and labor process change. What are the causal factors and empirical patterns noted in your article and how do they differ from what Braverman does--or would--say? You might also want to compare/contrast your article with Braverman in terms of its methodology and theoretical approach.

- Faler, Paul. 1974. "Cultural Aspects of the Industrial Revolution: Lynn, Mass., Shoemakers and Industrial Morality, 1826-1860." Labor History, Vol. 15 (3) 367-394.
- Friedman, Andy. 1977. "Responsible Autonomy Versus Direct Control Over the Labour Process." Capital and Class. No. 1, spring. pp. 43-57.
- Hobsbawm, Eric. 1964. "British Gas-Workers, 1873-1914." Pp. 158-178 in Labouring Men: Studies in the History of Labour. London: Weidenfeld and Nicholson.
- Mills, Herbert. 1979. "The San Francisco Waterfront: The Social Consequences of Industrial Modernization." In A. Zimbalist, ed., Case Studies on the Labor Process. N.Y.: Monthly Review Press, pp. 127-155.
- Thomas, Robert J. 1982. "Citizenship and Gender in Work Organization: Some Considerations for Theories of the Labor Process." Pp. S86-S112 in Michael Burawoy and Theda Skocpol, eds., Marxist Inquiries: Studies of Labor, Class, and States. (American Journal of Sociology supplement, v. 88). Chicago: University of Chicago Press.
- Yarrow, Michael. 1979. "The Labor Process in Coal Mining: Struggle for Control." Pp. 170-192 in Andrew Zimbalist, ed., Case Studies on the Labor Process. N.Y.: Monthly Review Press.

Supplementary reading on the impacts of society, industry, and labor resistance:

- Arneson, Eric, Julie Greene, and Bruce Laurie. 1998. Labor Histories: Class, Politics, and the Working-Class Experience. Urbana and Chicago: University of Illinois Press.
- Blauner, Robert. 1964. Alienation and Freedom: The Factory Worker and His Industry. Chicago: Univ. of Chicago Press.
- Bodnar, John. 1982. Workers' World: Kinship, Community and Protest in an Industrial Society. Baltimore: Johns Hopkins
- Brody, David. 1979. "The Old Labor History and the New: In Search of an American Working Class." Labor History. Vol. 20, no. 1, pp. 111-126.
- Brody, David. 1980. Workers in Industrial America: Essays on the Twentieth Century Struggle. N.Y.: Oxford Univ. Press
- Castells, Manuel. 1983. The City and the Grassroots: a Crosscultural Theory of Urban Social Movements. Berkeley: Univ. of California Press.

- Cumbler, John. 1979. Working Class Community in Industrial America: Work, Leisure, and Struggle in Two Industrial Cities, 1880-1930. Westport, Conn.: Greenwood.
- Dawley, Alan. 1976. Class and Community: The Industrial Revolution in Lynn. Cambridge: Harvard University Press.
- Faler, Paul. 1981. Mechanics and Manufacturers in the Early Industrial Revolution: Lynn, Massachusetts, 1780-1860. Albany: SUNY Press.
- Fantasia, Rick. 1988. Cultures of Solidarity: Consciousness, Action, and Contemporary American Workers. Berkeley: Univ. of California Press.
- Faue, Elizabeth. 1991. "Paths of Unionization: Community, Bureaucracy, and Gender in the Minneapolis Labor Movement of the 1930s." Pp. 296-319
- in
Ava Baron, ed., Work Engendered: Toward a New History of American Labor. Ithaca and London: Cornell University Press.
- Foster, John. 1974. Class Struggle and the Industrial Revolution: Early Industrial Capitalism in Three English Towns. London: Weidenfeld and
- Nicolson. Frank, Dana. 2001. "Girl Strikers Occupy Chain Store, Win Big: The Detroit Woolworth's Strike of 1937." Pp. 58-118 in Three Strikes: Miners, Musicians, Salesgirls, and the Fighting Spirit of Labor's Last Century. Howard Zinn, Dana Frank, and Robin D.G. Kelly, eds.
- Greenberg, Brian. 1985. Worker and Community: Responses to Industrialization in a Nineteenth-Century American City, Albany, New York, 1850-1884. Albany: SUNY Press.
- Gutman, Herbert. 1977 (1966). Work, Culture, and Society in Industrializing America. N.Y.: Vintage.
- Halle, David. 1984. America's Working Man: Work, Home, and Politics Among Blue-Collar Property Owners. Chicago: University of Chicago Press (looks at impact of work, community, citizenship on construction of consciousness among workers in New Jersey chemical plant).
- Hodson, Randy. 1995. "Worker Resistance: An Underdeveloped Concept in the Sociology of Work. Economic and Industrial Democracy 16: 79-110.
- Katznelson, Ira. 1981. City Trenches: Urban Politics and the Patterning of Class in the United States. N.Y.: Pantheon Books (treats question of class consciousness of U.S. workers, how ethnic and racial schisms in working class communities in 1960s undermined solidarity of the U.S. working class and counteracted the unifying experience of work).
- Katznelson, Ira and Aristide R. Zolberg. 1986. Working Class Formation: Nineteenth Century Patterns in Western Europe and the United States. New Haven: Princeton University Press.
- Kimeldorf, Howard. 1991 (Winter). "Bringing Unions Back In (Or Why We Need a New Old Labor History)," Labor History 32: 91-103 (critiques Gutman et al).
- Kornblum, William. 1974. Blue Collar Community. Chicago: University of Chicago Press (excellent study of meshing of work and community among

- steel workers in South Chicago, impact on consciousness, unionization).
- Lembke, Jerry. 1994 (August). "Labor History's 'Synthesis Debate': Sociological Interventions." Paper presented at the American Sociological Association's annual meeting in Los Angeles, California (14pp.) (discusses Gutman's perspective and the "new labor history").
- Mills, Herbert and David Wellman. 1987. "Contractually Sanctioned Job Action and Workers' Control: The Case of the San Francisco Longshoremen." Labor History 28 (spring 1987): 2: 167-195.
- Montgomery, David. 1972. "The Shuttle and the Cross: Weavers and Artisans in the Kensington Riots of 1844." Journal of Social History 5(4):411-46.
- Montgomery, David. 1980. "Whose Standards: Workers and the Reorganization of Production in the United States, 1900-20." Pp. 113-138 in Workers' Control in America.
- Montgomery, David. 1980 (1979). Workers' Control in America: Studies in the History of Work, Technology, and Labor Struggles. Cambridge: Cambridge University Press.
- Montgomery, David. 1987. The Fall of the House of Labor: The Workplace, the State, and American Labor Activism, 1865-1925. Cambridge: Cambridge University Press.
- Pahl, R. E. 1988. On Work: Historical, Comparative, and Theoretical Approaches. Oxford: Basil Blackwell.
- Pilcher, William. 1976. The Portland Longshoremen: A Dispersed Urban Community. N.Y.: Holt, Rinehart, and Winston
- Thompson, E.P. 1966 (1963). The Making of the English Working Class. N.Y.:Vintage Books.
- Thompson, E.P. 1971 (Feb.) "The Moral Economy of the English Crowd in the Eighteenth Century." Past and Present no. 50:76-136.
- Thompson, E.P. 1975. Whigs and Hunters: The Origins of the Black Act. N.Y.: Pantheon Books.
- Voss, Kim. 1993. The Making of American Exceptionalism: The Knights of Labor and Class Formation in the Nineteenth Century. Ithaca and London: Cornell Univ. Press (excellent analysis of why no broad-based, politically-radical union movement in the U.S.; disputes Katznelson's argument).
- Walker, Daniel. 1978. Worker City, Company Town: Iron and Cotton Worker Protest in Troy and Cohoes, New York, 1855-84. Urbana: U. of Illinois.
- Wellman, David. 1995. The Union Makes Us Strong: Radical Unionism on the San Francisco Waterfront. Cambridge: Cambridge University Press,

October 25 Labor Market Segmentation: The Gendered Construction of Work

Video: "Rosie the Riveter" (VHS #924424, 65 mins).

Guiding questions: *What causal factors best explain the patterns of job segregation by sex during World War II? What refinements would you make to Braverman's theory of workplace power structures and control relations to incorporate the dynamics of gender at work? Compare and contrast Waldinger's argument regarding the processes underlying the selective hiring of immigrants versus blacks with Milkman's argument re the selection of women. How might you summarize the selective processes at work?*

Required reading:

Milkman, Ruth. 1987. Gender at Work: The Dynamics of Job Segregation by Sex During World War II. Urbana: Univ. of Illinois Press. (available at UCD Bookstore).

Waldinger, Roger. 1997. "Black/Immigrant Competition Re-Assessed: New Evidence from Los Angeles." Sociological Perspectives 40: 3: 365-386.

Supplementary reading on gender at work:

Baron, Ava. 1994. "Gender and Labor History: Learning from the Past, Looking to the Future." Ch. 1, pp. 1-46 in Ava Baron ed., Work Engendered: Toward a New History of American Labor. Ithaca: Cornell Press.

U.

Bookman, Ann and Sandra Morgen, eds. 1988. Women and the Politics of Empowerment. Philadelphia: Temple Univ. Press.

Browne, Irene, ed. 1999. Latinas and African American Women at Work: Race, Gender, and Economic Inequality.

Cowan, Ruth Schwartz. More Work for the Mother: the Ironies of Household Technology fro the Open Hearth to the Microwave. N.Y.: Basic Books.

Cockburn, Cynthia. 1988. "The Gendering of Jobs: Workplace Relations and the Reproduction of Sex Segregation." In Gender Segregation at Work, S. Walby, ed., pp. 29-42.

Cockburn, Cynthia. 1985. The Machinery of Dominance: Women, Men, and Technical Knowhow. London: Pluto.

Constable, Nicole. Maid to Order in Hong Kong: Stories of Filipina Workers. Ithaca and London: Cornell.

Crompton, Rosemary and Gareth Jones. 1984. White Collar Proletariat: Deskilling and Gender in Clerical Work. London: Macmillan Press.

*Davies, Celia and Jane Rosser. 1986. "Gendered Jobs in the Health Service: A Problem for Labour Process Analysis." P.94-116 in David Knights and Hugh Wilmott, eds. Gender and the Labour Process. Cambridge:Gower.

Enloe, Cynthia H. 1989. Bananas, Beaches & Bases: Making Feminist Sense of International Politics, Chs. 2, 5, 7, 8 deal esp w/ work. London: Pandora.

Gluck, Sherna Berger. 1987. Rosie the Riveter Revisited: Women, The War,

and

Social Change. N.Y.: Meridian.

Gottfried, Heidi and Laurie Graham. 1993, Nov. "Constructing Difference: The Making of Gendered Subcultures in a Japanese Automobile Assembly

- Plant." Sociology. Vol. 27, no. 4, pp. 611-628.
- *Hartmann, Heidi. 1990. "Capitalism, Patriarchy, and Job Segregation by Sex." Pp. 146-172 in Karen Hansen and Ilene Phillipson, eds, Women, Class, and the Feminist Imagination: A Socialist-Feminist Reader. Phila.:Temple.
- Hartmann, Heidi. 1987. "Internal Labor Markets and Gender: A Case Study of Promotion." Pp. 59-92 in Gender in the Workplace, C. Brown and Joseph Pechman, eds. Wash. D.C.: Brookings Institute.
- Hochschild, Arlie. 1983. The Managed Heart: The Commercialization of Human Feeling. Berkeley: U.D. Press.
- Hondagneu-Sotelo, Pierrette. 1994. Gendered Transitions: Mexican Experiences of Immigration. Berkeley: University of California Press.
- Hossfeld, Karen. 1990. "'Their Logic Against Them': Contradictions in Sex, Race, and Class in the Silicon Valley." Pp. 149-178 in Kathryn Ward, ed., Women Workers and Global Restructuring. Ithaca, N.Y.: ILR Press.
- Kahn-Hut, Rachel, Arlene Daniels, Richard Colvard, eds. 1982. Women and Work. N.Y.: Oxford. Pp. 234-247.
- Kanter, Rosabeth Moss. 1993 (1977). Men and Women of the Corporation. N.Y.: Basic Books.
- Kessler-Harris, Alice. 1989. "Gender Ideology in Historical Reconstruction: A Case Study from the 1930s." Gender and History. 1:(Spring).
- *Knights, David and Hugh Wilmott, eds. 1986. Gender and the Labour Process. Cambridge:Gower.
- Kondo, Dorianne K. 1990. Crafting Selves: Power, Gender and Discourses of Identity in a Japanese Workplace. Chicago: University of Chicago Press.
- Lamphere, Louise. 1993. Sunbelt Working Mothers: Reconciling Family and Factory. Ithaca, N.Y.: Cornell University Press.
- Lamphere, Louise. 1985. "Bringing the Family to Work: Women's Culture on the Shop Floor." Feminist Studies: v. 11, no. 3, pp. 519-540.
- *Lee, Ching Kwan. 1995 (June). "Engendering the Worlds of Labor: Women Workers, Labor Markets, and Production Politics in the South China Economic Miracle." American Sociological Review 60(3): 378-397.
- Leidner, Robin. 1993. Fast Food, Fast Talk: Service Work and the Routinization of Everyday Life. Berkeley: University of California Press.
- Levine, Susan. "Class and Gender: Herbert Gutman and the Women of 'Shoe City.'" Labor History. 29:Summer.
- Milkman, Ruth and Eleanor Townsley. 1994. "Gender and the Economy." Pp. 600-619 in the Handbook of Economic Sociology. Neil J. Smelser and Richard Swedberg, eds. Princeton, NJ: Princeton University Press.
- Montgomery, David. 1987. "Thinking about American Workers in the 1920s." International Labor and Working Class History. 32:(Fall):4-24 and Susan Porter Benson, "Response". ibid.:31-38 (shows how his periodization would have been difft if it considered outwork/places where women work).

- Ong, Aiwa. 1987. Spirits of Resistance and Capitalist Discipline: Factory Women in Malaysia. Albany: State Univ. of New York Press.
- Romero, Mary. 1992. Maid in the America. N.Y.: Routledge.
- Rose, Sonya O. 1986. "Sex, Class, and Industrial Capitalism." History Workshop Journal 21:113-131.
- Ruiz, Vicki L. and Susan Tiano, eds. 1987. Women on the U.S.-Mexico Border: Responses to Change. Boston: Allen and Unwin.
- *Sacks, Karen. 1987. "Toward a Unified Theory of Race, Class, and Gender." American Ethnologist. 16 (3) 534-550.
- Stacey, Judith. 1990. Brave New Families: Stories of Domestic Upheaval in Late Twentieth Century America. N.Y.: Basic Books.
- *West, Jackie. 1990. "Gender and the Labour Process: A Reassessment. Pp. 297-335 in David Knights and Hugh Wilmott, Labour Process Theory. London: MacMillan Press Ltd.
- *Ward, Kathryn, ed. 1990. Women Workers and Global Restructuring. Ithaca: ILR Press.
- *Ward, Kathryn, and Pyle. 1995. "Gender, Industrialization, Transnational Corporations, and Development." In Christine Bose and Edna Belen, eds., "Women in the Latin American Development Process. Philadelphia: Temple Univ. Press.
- Acosta-
Process. Wolf, Diane. 1992. Factory Daughters: Household Dynamics and Rural Industrialization in Java. Berkeley: Univ. of CA Press.
- Young, Iris. 1981. "Beyond the Unhappy Marriage: A Critique of the Dual Systems Theory." in Women and Revolution: A Discussion of the Unhappy Marriage of Marxism and the Oppression of Women, ed. Lydia Sargent, pp. 43-69. Boston: South End Press.
- Zavella, Pat. 1987. Women's Work and Chicano Families. Ithaca, N.Y.: Cornell University Press

November 1 The Causes and Consequences of Economic Restructuring-I: Political Dynamics in California Agriculture

Guiding questions *Imagine that the UFW has hired you to advise them on their organizing campaign in the central coast strawberry industry. With what empirical information would you consider important to provide them and why? How would you advise them to proceed and why?*

Also consider:

--What exactly are "flexible specialization" and the "Second Industrial Divide" according to Piore and Sabel? How do the causes and consequences of economic restructuring that Wells describes differ from those alleged by Piore and Sabel?

--What questions does the book bring up for you about the process of doing ethnographic fieldwork? I'd be delighted to field, toss around with you, any

questions or critique related to my book, the process of doing fieldwork, etc. I love to talk about it so please don't hesitate to wade in!

Note: Meet at Miriam's house, 2416 Oakenshield Road (take Russell Ave. west past 113 and curve to the right onto Arlington; continue through the stop light that is Calaveras on the right; take the next left, Oakenshield. My house is the Second on the left as Oakenshield curves to right. Hunt for "visitors" parking.

Required reading:

Precis of Michael J. Piore and Charles F. Sabel's The Second Industrial Divide. 1984. N.Y.:Basic Books (3pp.).

Wells, Miriam J. 1996. Strawberry Fields: Politics, Class, and Work in California Agriculture. Ithaca and London: Cornell University Press (available at UCD Bookstore).

Supplementary reading as to whether agriculture is exceptional in its patterns of economic development and restructuring:

Kautsky, Karl. 1899 [1899]. The Agrarian Question. London: Swan.

Friedland, William, et. al. 1991. Towards a New Political Economy of Agriculture. Boulder, Colo.: Westview.

Friedmann, Harriet. 1991. "Changes in the International Division of Labor: Food Complexes and Export Agriculture." Pp. 65-93 in Friedland, et. al. Toward a New Political Economy of Agriculture. Boulder: Westview.

*Goodman, David and Michael Watts. 1994. "Reconfiguring the Rural or the Divide?: Capitalist Restructuring and the Global Agro-Food System." Journal of Peasant Studies. 22:1:1-49 (superb review article).

Kenney, Martin, et al. 1991. "Midwestern Agriculture in U.S. Fordism: From the New Deal to Economic Restructuring." Sociologia Ruralis 29:2:131-148 (argues that agriculture is like industry in terms of the decline of Fordism).

Kim, C.K. and J. Curry. 1993. "Fordism, Flexible Specialization, and Agri-Industrial Restructuring." Sociologia Ruralis. Vol. 33, no. 1, pp. 61-80 (argues that agriculture is like industry in terms of the decline of Fordism).

Little, Peter and Michael Watts, eds. 1994. Living Under Contract: Contract Farming and Agrarian Transformation in Sub-Saharan Africa. Madison: Univ. of Wisconsin Press.

*Mann, Susan and James Dickenson. 1978. "Obstacles to the Development of a Capitalist Agriculture." Journal of Peasant Studies 5:4:466-481 (watershed work on the distinctiveness of agriculture).

Marsden, Terry, Philip Lowe, and Sarah Whatmore. 1990. Rural Restructuring: Global Processes and their Responses. London: David Fulton Pubs.

McMichael, Philip, ed. 1994. The Global Restructuring of Agro-Food Systems. Ithaca: Cornell University Press.

Murdoch, Johathan and Terry Marsden. 1994. Reconstituting Rurality: Class,

Community, and Power in the Development Process. London:UCL Press.
Watts, Michael. 1992. "Peasants and Flexible Accumulation in the Third World."

Economic and Political Weekly. Vol. 37, no. 30, pp. 90-97.

Supplementary reading on the state's impact on the structure and power relations of work:

- Burawoy, Michael. 1976. "The Functions and Reproduction of Migrant Labor: Comparative Material from Southern Africa and the United States." American Journal of Sociology. 81:5:1050-1087.
- Burawoy, Michael. 1985. The Politics of Production: Factory Regimes Under Capitalism and Socialism. N.Y.: Schocken.
- Hart, Gillian. 1986. Power, Labor, and Livelihood: Processes of Change in Rural Java. Berkeley: University of California Press.
- Hart, Gillian. 1986. "Interlocking Transactions: Obstacles, Precursors, or Instruments of Agrarian Capitalism?" Journal of Development Economics 23:177-203.
- Portes, Alejandro and John Walton. 1981. Labor, Class, and the International System. N.Y.: Academic Press. See esp. Ch. 2, pp. 21-65, "International Migration: Conditions for the Mobilization and Use of Migrant Labor under World Capitalism."
- Sabel, Charles. (1982) 1985. Work and Politics: The Division of Labor in Industry. Cambridge: Cambridge University Press.
- Skocpol, Theda. 1979. States and Social Revolutions: A Comparative Analysis France, Russia, and China. London and N.Y.: Cambridge .
- *Strinati, Dominic. 1990. "A Ghost in the Machine?: The State and the Labour Process in Theory and Practice." Pp. 209-243 in David Knights and Hugh Wilmott, eds. Labour Process Theory. London: MacMillan Press.
- Thomas, Robert. 1982. "Citizenship and Gender in Work Organization: Some Considerations for Theories of the Labor Process." Pp. S86-S112 in Marxist Inquiries: Studies of Labor, Class, and States, edited by Michael Burawoy and Theda Skocpol. Supplement to the American Journal of Sociology, Vol. 88. Chicago: Univ. of Chicago Press
- Ursell, Gill and Paul Blyton. 1988. State, Capital, and Labour: Changing Patterns of Power and Dependence. London: The Macmillan Press Ltd.

November 8 The Causes and Consequences of Economic Restructuring-II: The Community Impacts of Corporate Flight

Guiding questions *Discuss the community impacts of corporate flight in Kenosha. What strikes you particularly about this book? What do you find most useful, valuable? Did the book surprise you in any way or dispel prior misconceptions? What does Dudley's analysis suggest regarding Braverman's*

claim that the labor processes of monopoly capitalism necessarily disempower, isolate, and “dehumanize” workers?

Required reading:

Dudley, Kathryn Marie. 1997. The End of the Line: Lost Jobs, New Lives in Postindustrial America. Chicago: University of Chicago Press. (available at UCD Bookstore).

Supplementary reading on economic restructuring

Aglietta, M. 1979. A Theory of Capitalist Regulation. London: New Left Books.
Amin, A. and K. Robins. 1990. "The Re-emergence of Regional Economies? The Mythical Geography of Flexible Accumulation." Society and Space 8:7-34.

Bell, Daniel. 1960. The End of Ideology. N.Y.: Basic Books.

Bell, Daniel. 1973. The Coming of Post Industrial Society: A Venture in Social Forecasting. NY: Basic Books.

Bonacich, Edna, Lucie Cheng, Norma Chinchilla, Nora Hamilton, and Paul Ong, eds. 1994. Global Production: The Apparel Industry in the Pacific Rim. Philadelphia: Temple Univ. Press.

*Brenner, Robert and Mark Glick. 1991. "The Regulation Approach: Theory and History." New Left Review, v. 188:45-120 (describes and critiques regulation theory).

Ciulla, Joanne. The Working Life: The Promise and Betrayal of Modern Work. N.Y.: Times Books.

Cowie, Jefferson. 1999. Capital Moves: RCA's Seventy-Year Quest for Cheap Labor. N.Y.: The New Press.

Curry, James. 1993. "The Flexibility Fetish." Capital and Class. 50 (summer) 99-125.

Evans, Peter. 1995. Embedded Autonomy: States and Industrial Transformation. Princeton: Princeton Univ. Press (institutional analysis, role of state, embeddedness as affect trajectories of restructuring).

Ferman, Louis, Louise Berndt, and Stuart Henry, eds. 1993. Work Beyond Employment in Advanced Capitalist Countries: Classic and

Contemporary Perspectives on the Informal Economy. 2 vols.

Lewiston, N.Y.: E. Mellen.

Harrison, Bennett. 1994. Lean and Mean: The Changing Landscape of Corporate Power in the Age of Flexibility. N.Y.: Basic Books.

Harvey, David. 1989. The Condition of Post-Modernity. Oxford: Basil Blackwell.

Hurst, Paul and Jonathan Zeitlin, eds. 1989. Reversing Industrial Decline: Industrial Structure and Policy in Britain and her Competitors.

Oxford, New York, Hamburg: Berg and St. Martin's Press
(flex.spec. in Epe).

Lazerson, Mark. 1995. "A New Phoenix? Modern Putting-Out in the Modena Knitwear Industry." Administrative Science Quarterly 40:34-59.

- Lipietz, Alain. 1982. "Towards Global Fordism?" New Left Review. v.132, pp. 33-47 (classic statement of regulation theory).
- Locke, Richard M. 1995. Remaking the Italian Economy. Ithaca: Cornell.
- Milkman, Ruth. 1991. Japan's California Factories: Labor Relations and Economic Globalization. Los Angeles: Institute of Industrial Relations.
- Mueller, Frank, and Ray Loveridge. 1995. "The 'Second Industrial Divide'? The Role of the Large Firm in the Baden-Wurttemberg Model." Industrial and Corporate Change. 4:3:555-582.
- Nelson, Margaret. 1999. Working Hard and Making Do: Surviving in Small Town America. Berkeley, CA: University of California Press.
- Newman, Kataherine. 1999. No Shame in My Game: The Working Poor in the Inner City. N.Y.: Knopf and Russell Sage Foundation.
- Osterman, Paul. 1999. Securing Prosperity: The American Labor Market—How It Has Changed. Princeton, N.J.: Princeton University Press.
- Piore, Michael J. and Charles F. Sabel. 1984. The Second Industrial Divide: Possibilities for Prosperity. N.Y.: Basic Books.
- *Pollert, Anna. 1988. "Dismantling Flexibility." Capital and Class. 34:42-75.
- Portes, Alejandro. 1983. "The Informal Sector: Definition, Controversy, and Relation to National Development." Review 7 (Summer): 151-74.
- Putnam, Robert. 1993. Making Democracy Work: Civic Traditions in Modern Italy. Princeton: Princeton Univ. Press (institutional analysis, impact of local/regional socio-political systems on economic restructuring).
- Pyke, Frank and Werner Sengenberger, eds.. (1992, Industrial Districts and Local Economic Regeneration. Geneva: Int. Inst. for Labour Studies

(looks at

impact of local institutions on econ. restructuring, increasing regionalization within global system).

- Rayman, Paula. 2001. Beyond the Bottom Line: The Search for Dignity at Work. N.Y.: St. Martin's Press.
- Sabel, Charles and Jonathan Zeitlin. 1985. "Historical Alternatives to Mass Production: Politics, Markets and Technology in Nineteenth-Century Industrialization." Past and Present. 108:133-176.
- Sawers, Larry and William K. Tabb. Sunbelt, Snowbelt: Urban Development and Regional Restructuring. N.Y.: Oxford. 1984.
- Sayer, Andrew and Richard Walker. 1992. The New Social Economy: Reworking the Division of Labor. Cambridge, Mass.: Blackwell.
- Saxenian, AnnaLee. 1990. "Regional Networks and the Resurgence of Silicon Valley." California Management Review 33:1:89-112.
- Scott, A.J. 1988. "Flexible Production Systems and Regional Development: The Rise of New Industrial Spaces in North America and Western Europe." International Journal of Urban and Regional Research. 12:171-185.
- Sengenberger, W. G. Loveman, and M.J. Piore, eds. 1990. The Re-Emergence of Small Enterprises: Industrial Restructuring in Industrialized Countries. Geneva: International Institute for Labor Studies.

- Shackleton, J. 1985. "Is the UK Labour Market Inflexible?" Royal Bank of Scotland Review. No. 147, Sept. pp. 27-41.
- Smith, Vicki. Crossing the Great Divide: Worker Risk and Opportunity in the New Economy. Ithaca, N.Y.: ILR Press.
- Storper, Michael and Richard Walker. 1989. The Capitalist Imperative: Territory, Technology, and Industrial Growth. N.Y.: Basil Blackwell (explore regional systems, role of local variation in economic restructuring).
- Streeck, W. 1987. "The Uncertainties of Management in the Management of Uncertainty: Employers, Labor Relations, and Industrial Adjustment." Work, Employment, and Society. Vol. 1, no. 3, pp. 281-308.
- Tetsuro, Kato and Rob Steven, eds. 1993. Is Japanese Management Post-Fordism? Tokyo, Japan: Mado.
- *Tomaney, John. 1990. "The Reality of Workplace Flexibility." Capital and Class 40: 29-60
- Walker, Richard A. 1995. "Regulation and Flexible Specialization as Theories of Capitalist Development: Challengers to Marx and Schumpeter?" Pp. 167-208 in Spatial Practices: Critical Explorations in Social/Spatial Theory, Helen Liggett and David C. Petty, eds., Thousand Oaks: Sage.
- *Williams, K., Cutler, T., Williams, J. and Haslam, C. 1987. "The End of Mass Production?" Economy and Society. 16(3): 405-39.

Supplementary reading on plant closures

Guiding questions: *Causes: What are the various causes of plant closures in the U.S. and why has the incidence of closures increased in recent years? What myths in the public discourse does one encounter regarding the causes and consequences of plant closures? What does a U.S. company get out of relocating?*

Impacts: How do plant closures affect communities and workers?

Responses: Evaluate Bluestone and Harrison's critique of "present policy" (conservative, liberal, and "neo-corporatist" strategies, urban enterprise zones, small business development, and "Japanizing the American economy"). What principles do you think should guide responses to plant closures and what do you think are the most promising responses--by workers, citizens, and local and national governments?

- *Blakely, Ed, and Philip Shapira. 1984. "Industrial Restructuring: Public Policies for Investment in Advanced Industrial Society." Annals of the American Academy of Political and Social Science. 475 (September): 96-112.
- Block, Fred. 1984. "The Myth of Reindustrialization." Socialist Review, 14 (April-May): 59-77.
- Block, Fred. 1990. Post Industrial Possibilities: A Critique of Economic Discourse. Berkeley: University of California Press.

- Bloom, Howard S.. Back To Work Testing Reemployment Services for Displaced Workers. Kalamazoo, MI: Upjohn Institute, 1990.
- Bluestone, Barry, and Bennett Harrison. 1981. Corporate Flight: The Causes and Consequences of Economic Dislocation (with Lawrence Baker). Washington, D.C.:Progressive Alliance
- Bluestone, Barry, and Bennett Harrison. 1982. The Deindustrialization of America: Plant Closings, Community Abandonment, and the Dismantling of Basic Industry. N.Y.: Basic Books.
- California Department of Commerce, Office of Local Development. 1990. Responding to Plant Closures. (12 pp.). Sacramento, CA.
- Collins, Jane L. 2003. Gender, Labor, and Power in the Global Apparel Industry. Chicago: University of Chicago Press.
- Compa, Lance. "Fighting Back: Workers Challenge Plant Shut-downs." The Progressive, (pp. 32-34.) October, 1985.
- Craypo, Charles and Bruce Nissen, eds., 1993. Grand Designs: The Impact of Corporate Strategies on Workers, Unions, and Communities. Ithaca: ILR.
- Dandaneau, Steven P. 1996. A Town Abandoned: Flint, Michigan Confronts Deindustrialization. Ithaca: State University of New York Press.
- *Dowall, David E., Marc Beyeler, and Chun-Cheung Sidney Wong. 1995. Evaluation of California's Enterprise Zone and Employment and Incentive Programs. Berkeley: California Policy Seminar
- Economic (also summary in CPS Brief, Vol. 6, No. 1, March 1994 (7pp).)
- Hammer, Tove, Robert Stern, and W.F. Whyte. 1983. "Can You Buy Your Job?" Pp. 55-80 in W. F. Whyte, Tove Hammer, Christopher Meek, Reed Nelson, and Robert Stern Worker Participation and Ownership: Strategies for Strengthening Local Economies. ILR: Cornell University.
- Cooperative
- Hathaway, Dale. 1993. Can Workers Have a Voice? The Politics of Deindustrialization in Pittsburg. Univ. Park, Pa.: Penn. State Univ.
- Kasinitz, Philip and Jan Rosenberg. 1993. "Why Enterprise Zones Will Not Work." City Journal (Autumn): 63-69.
- Lynd, Staughton. "The View from Steel Country." Democracy, 3(3), 21-33.
- Meek, Christopher, Reed Nelson, and W.F. Whyte. 1983. "Cooperative Problem Solving in Jamestown." Pp.6-32 in W. F. Whyte, Tove Hammer, Christopher Meek, Reed Nelson, and Robert Stern, eds., Worker Participation and Ownership: Cooperative Strategies for Strengthening Local Economies. ILR: Cornell University (for intro, read Whyte, William F. "On the Need for New Strategies," pp. 1-5, same book).
- Moore, Thomas S. 1996. The Disposable Work Force. Hawthorne, N.Y.: Aldine de Gruyter. (analysis of social and econ consequences of plant closings based on a case study of a plant closing in Wisconsin).
- Morgenstern, Marty. "The Burning of Richmond." Reporter. (4 pp.), #263, April 1989.

- Perucci, Carolyn and Robert, Dena and Harry Targ. Plant Closings: International Context and Social Costs. 1988. N.Y.: Aldine de Gruyter (looks at reasons plants close and socl, econ, and psych consequences for displaced workers and communities, based on a case study of Monticello, Indiana).
- Plant Closures Project. 1989. Plant Closures/Job Loss -- Myths & Reality. Oakland, CA. (1 page).
- Plant Shutdowns: Good Business and Bad News. Press Profile No. 3, 1982. Data Center, 464 19th Street, Oakland, CA 94612, (510) 835-4692.
- Rodwin, Lloyd and Sazanami, Hidehiko, eds. 1991. Industrial Change and Regional Economic Transformation: The Experience of Western Europe. London: Harper Collins Academic.
- Sabel, C.F., G. Herrigel, R. Kazis, & R. Deeg. "How to Keep Mature Industries Innovative." Technology Review, 1987 (April).
- Savage, John and Allan Bollard, with Douglas Greer, Timothy Hazledine, and Richard Miller. 1990. Turning it Around: Closure and Revitalization in New Zealand Industry. Auckland, N.Y.: Oxford Univ. Press.
- Varano, Charles S. Forced Choices: Class, Community, and Worker Ownership. Albany, N.Y.: SUNY Press.
- Work in America: Report of a Special Task Force to the Secretary of Health, Education, and Welfare. Ch. 5, "Work, Education, & Job Mobility," pp. 121-152. Cambridge, Mass.:MIT Press (job training programs).

November 15 The Revitalization of Organized Labor

Guiding questions: *What are the causes and dimensions of the current "crisis" of the U.S. labor movement and what do you think are the most promising elements of an organizing strategy that could address that crisis? Substantiate your argument with reference to the readings.*

Also consider: How have the nation's changing demographic and economic structure, its changing legal/political environment, and the historical structures and emphases of labor unions themselves contributed to labor's crisis?

Required reading:

- Bronfenbrenner, Kate. 1997 (April 15). Letter to San Francisco County Board of Supervisors in support of the San Francisco Employee Signature Authorization Ordinance." San Francisco, California.
- Byrnes, Nannette. 1993 (Nov. 23). "Blue Collar Blues." Financial World, 162: 23:26-29.
- Cobble, Dorothy Sue. 1993. "Introduction: Remaking Unions for the New Majority." Pp. 3-23 in Cobble, ed., Women and Unions: Forging a Partnership. Ithaca and London: ILR/ Cornell University Press.
- Milkman, Ruth. 2000. Organizing Immigrants: A Challenge for Unions in Contemporary California. Ithaca and London: Cornell University Press (read "Introduction (1-24), Ch. 3 (81-108), and Ch. 4 (109-129).

- Milkman, Ruth. 2006. "Divided We Stand: The Sound and the Fury, Debating Labor's Breakup." New Labor Forum. 15 (1):38-46.
- Wells, Miriam J. 2002. "When Urban Policy Becomes Labor Policy: State Structures, Local Initiatives, and Union Representation at the Turn of the Century." Theory and Society 31: 115-146.

Supplementary reading on the status of/options for U.S. labor unions:

- Aronowitz, Stanley. 1992. False Promises: The Shaping of American Working Class Consciousness. Durham, N.C.: Duke Univ. Press.
- American Federation of State, County, and Municipal Employees. Facing the Future: AFSCME's Approach to Technology. Washington DC: AFSCME.
- Baker, Dean and Lawrence Mischel. 1995. Profits Up, Wages Down: Worker Losses Yield Big Gains for Business. Washington, D.C.: Economic Policy Institute (briefing paper on disconnect btwn economic growth and living standards, 13pp.).
- Banks, Andy. 1991-2. "The Power and Promise of Community Unionism." Labor Research Review 10: Fall-Winter: 17-31 (good discussion of the internal changes deemed necessary to revive unions.
- Blackwell, Elise. 1993 (Spring). "A Commitment to Organizing: Justice for Janitors." Beyond Borders. Pp. 16-19 and 33-34.
- Bluestone, Barry and Irving Bluestone. 1992. Negotiating the Future: A Labor Perspective on American Business. N.Y.: Basic Books.
- Bonacich, Edna, Lucie Cheng, Norma Chinchilla, Nora Hamilton, and Paul Ong. 1994. Global Production: The Apparel Industry in the Pacific Rim. Phila.: Temple.
- Brecher, Jeremy and Tim Costello. 1994. Global Village or Global Pillage: A One-World Strategy for Labor. Washington, D.C.: International Labour Rights.
- Brecher, Jeremy and Tim Costello, eds.. 1992. Building Bridges: The Emerging Coalition of Labor and Community. N.Y.: Monthly Review Press.
- Brecher, Jeremy. 1984 (March).
- Brecher, Jeremy. 1984. "Crisis Economy: Born-Again Labor Movement?" Monthly Review 35:10:1-23 (w/ comment by David Montgomery).
- Bronfenbrenner, Kate, Sheldon Friedman, Richard W. Hurd, Rudolph A. Oswald, Ronald L. Seeber. 1998. Organizing to Win: New Research on Union Strategies. Ithaca: ILR/Cornell University Press.
- Building on Diversity: The New Unionism. 1993. Labor Research Review, Vol. 20. Chicago, Illinois: The Midwest Center for Labor Research.
- Burtless, Gary, ed. 1990. A Future of Lousy Jobs? The Changing Structure of U.S. Wages. Washington, D.C.: Brookings Institute.
- Clawson, Dan. 2003. The Next Upsurge: Labor and the New Social Movements. Ithaca: Cornell University Press.
- Cobble, Dorothy Sue, ed. 1993. Women and Unions: Forging a Partnership. Ithaca: ILR Press.

- Cobble, Dorothy Sue. Dishing It Out: Waitresses and Their Unions in the Twentieth Century. Urbana and Chicago: Univ. of Illinois Press.
- Craver, Charles B. 1993. Can Unions Survive? The Rejuvenation of the American Labor Movement. N.Y. and London: New York University Press.
- Davis, Mike. 1986. Prisoners of the American Dream: Politics and Economy in the History of the U.S. Working Class. London: Verso.
- Delgado, Hector. 1993. New Immigrants, Old Unions: Organizing Undocumented Workers in Los Angeles. Phila.: Temple Univ. Press.
- Dubofsky, Melvyn. 1993. "On Treacherous Terrain: Labor, Politics, and the State in the United States (20pp.)." Seattle: Univ. of Washington, Labor History Series, Center for Labor Studies, Working Paper No. 3.
- Edwards, Richard. 1993. Rights at Work: Employment Relations in the Post-Union Era. Wash. D.C.: Brookings.
- Farber, Henry S. 1985. "The Extent of Unionization in the United States." Pp. 15-43 in Thomas Kochan, ed. Challenges and Choices Facing American Labor. Boston: M.I.T. Press.
- Faue, Elizabeth. 1991. Community of Suffering and Struggle: Women, Men, and the Labor Movement in Minneapolis, 1915-1945. Chapel Hill: University of North Carolina Press.
- Filippelli, Ronald L. and Mark D. McColloch. 1996. Cold War in the Working Class: The Rise and Decline of the United Electrical Workers. Albany: State University of New York Press.
- Freeman, Richard. 1993. "What Does the Future Hold for U.S. Unionism?" Pp. 361-380 in The Challenge of Restructuring: North American Labor Movements Respond, Jane Jenson and Rianne Mahon, eds.. Philadelphia: Temple University Press.
- Goldfield, Michael. 1987. The Decline of Organized Labor in the United States. Chicago and London: University of Chicago Press.
- Gorz, Andre. 1982. "Workers' Control is More Than Just That." Pp. 397-412 in Joyce Rothschild-Whitt and Frank Lindenfeld, eds. Workplace Democracy and Social Change. Boston: Porter Sargent.
- Gould, William B. IV. 1993. Agenda for REform: The Future of Employment Relationships and the Law. Cambridge, Mass.: MIT Press.
- Hondagneu-Sotelo, Pierette and Cristina Riegos. 1997. "Sin Organizacion No Hay Solucion: Latina Domestic Workers and Not-Traditional Labor Organizing." Latino Studies Journal 8:54-81.
- Hossfeld, Karen J. 1995. "Why Arent High Tech Workers Organized? Lessons in Gender, Race, and Nationality from Silicon Valleu. Pp. 405-432 in Daniel Cornford, ed., Working People of California. Berkeley: UC Press.
- *Jenson, Jane and Rianne Mahon, eds.. 1993. The Challenge of Restructuring: North American Labor Movements Respond. Philadelphia: Temple (good edited volume analyzing the contrasting vitality of U.S. and Canadian

labor movements in the current context of economic restructuring. Intro., "North American Labor: Divergent Trajectories," pp. 3-18 gives overview.)

- Johnston, Paul. 1994. Success While Others Fail: Social Movement Unionism and the Public Workplace. Ithaca: ILR.
- Jones, Jacqueline. 1998. American Work: Four Centuries of Black and White Labor. N.Y.: WW Norton.
- Juravich, Tom and Kate Bronfenbrenner. 1999. Ravenswood: The Steelworkers' Victory and the Revival of American Labor. Ithaca: Cornell Univ. Press.
- Katz, Harry C. 1985. Shifting Gears: Changing Labor Relations in the U.S. Auto Industry. Boston, MA: MIT Press.
- Kirshenman, Joleen and Kathryn Neckerman. 1991. "'We'd Love to Hire Them, But...': The Meaning of Race for Employers. In Christopher Jencks and P.F. Peterson, eds., The Unseen Underclass. Brookings.
- *Kochan, Thomas A. 1985. Challenges and Choices Facing American Labor. Boston: M.I.T. Press (result of conference at M.I.T. involving academics and union officials discussing changes in union strength and industrial relations practice, including job redesign, worker participatn.)
- Kronland, Scott and Indira Talwani. 2001 (May). "Organizing-Related State and Local Legislation." AFL-CIO Union Lawyers' Conference, San Francisco, CA.
- Levitt, Martin Jay. 1993. Confessions of a Union Buster. Crown Books.
- Mander, Jerry and Edward Goldsmith. 1996. The Case Against the Global Economy. San Francisco: Sierra Club Books.
- Mantsios, Gregory, ed. 1998. A New Labor Movement for the New Century. New York: Monthly Review Press.
- *Meltz, Noah. 1985. "Labor Movements in Canada and the United States." Pp. 315-335 in Thomas A. Kochan, Challenges and Choices Facing American Labor. Boston: M.I.T. Press. (contrasts Canada w/ U.S. in terms of differences in labor laws and the political influence of labor movements to explain why Canadian union membership has expanded while that U.S. has contracted).
- *Milkman, Ruth. 1993. "Union Responses to Workforce Feminization in the United States." Pp. 226-250 in Jenson and Mahon, eds., The Challenge of Restructuring: North American Labor Movements Respond. Philadelphia: Temple Univ. Press (important article on crucial issue for unions).
- Mort, Jo Ann, ed. 1999. Not Your Father's Union Movement: Inside the AFL-CIO. N.Y.: Verso (an account of the recent revitalization of the AFL-CIO).
- Ong, Paul and James Lincoln, eds. 2001-4. The State of California Labor. Berkeley, Los Angeles, CA.: Institute of Industrial Relations.
- Rachleff, Peter. 1986. "The Hormel Strike: Turning Point for the Rank and File Labor Movement." Socialist Review. 16(89), 71-98.
- *Robinson, Ian. 1993. "Economistic Unionism in Crisis: The Origins, Consequences, and Prospects of Divergence in Labour Movement

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- Characteristics." Pp.19-47 in Jane Jenson and Rianne Mahon. eds., The Challenge of Restructuring: North American Labor Movements Respond. Philadelphia: Temple Univ. Press (analysis of differential success of U.S. and Canadian labor movements).
- Roediger, David R. 1991. Wages and Whiteness: Race and the Making of the American Working Class. London: Verso.
- Rogers, Joel. 1993. "Don't Worry, Be Happy: The Postwar Decline of Private Sector Unionism in the United States." Pp. 48-71 in Jane Jenson and Shostak, Arthur B. 1991. Robust Unionism: Innovations in the Labor Movement. Ithaca: ILR Press.
- Tilly, Charles. 1995 (spring). "Globalization Threatens Labor's Rights" International Labor and Working Class History: 47:1-23
- Turner, Lowell. 1991. Democracy at Work: Changing World Markets and the Future of Labor Unions. Ithaca and London: ILR/Cornell Univ. Press.
- Valelly, Richard. 1993. "Cooperation for What? The Democratic-Labor Alliance in the Reagan-Bush Era." Pp. 115-136 in in Jane Jenson and Rianne Mahon. eds., The Challenge of Restructuring: North American Labor Movements Respond. Philadelphia: Temple Univ. Press.
- Voss, Kim and Ruth Milkman. 2006. Rebuilding Labor: Organizing and Organizers in the New Union Movement. Ithaca and London: Cornell.
- Voss, Kim and Rachel Sherman. 2000. "Breaking the Iron Law of Oligarchy: Union Revitalization in the American Labor Movement." American Journal of Sociology. 106:2:303-349.
- Waldinger, Roger, Chris Erickson, Ruth Milkman, Daniel Mitchell, Abel Valenzuela, Kent Wong, and Maurice Zeitlin. 1998. "Helots No More: A Case Study of the Justice for Janitors Campaign in Los Angeles." Pp. 102-119 in Organizing to Win: New Research on Union Strategies, Kate Bronfenbrenner and S. Friedman et al., eds. (note detail on how tactics, character of workers affected success).
- Wachtel, Howard. 1993. Labor and the Economy. Fort Worth, Texas: Dryden.
- Yates, Michael D. 1998. Why Unions Matter. N.Y.: Monthly Review Press.
- Zieger, Robert H. 1986. American Workers, American Unions, 1920-1985. Baltimore: Johns Hopkins.

Supplementary reading on policy initiatives:

- on
Bronfenbrenner, Kate and Tom Juravich. 1995. Impact of Employer Opposition on Union Certification Win Rates. Economic Policy Institute Working Paper No., 113. EPI: Washington, D.C.
- Clawson, Dan. 2003. The Next Upsurge: Labor and the New Social Movements. Ithaca: Cornell Univ. Press.
- duRivage, Virginia L., Franciose Carre, Chris Tilly. 1998. "Making Labor Law Work for Part-Time and Contingent Workers. Pp. 263-280 in K. Barker and K. Christensen, eds., Contingent Work. Ithaca, N.Y.: Cornell.

- Emsellem, Maurice and Catherine Ruckelshaus. 2000 (November). Organizing for Workplace Equity: Model State Legislation for 'Nonstandard' Workers. (24pp.) Washington, D.C.: National Employment Law Project.
- Kronland, Scott and Indira Talwani. 2001 (May). "Organizing-Related State and Local Legislation." Paper presented to the AFL-CIO Union Lawyers Conference, San Francisco, CA.
- Pollin, Robert and Stephanie Luce. 1998. The Living Wage: Building a Fair Economy.
- Quan, Katie. 2001 (April 20). "Legislating Sweatshop Accountability." (Mss. 10pp.). Berkeley: Center for Labor Research and Education.
- Reich, Michael. 2003. "Living Wage Ordinances in California." Pp. 199-226 in The State of California Labor. University of California Press, Institute for Labor and Employment, Berkeley and Los Angeles.
- Whyte, William F., Tove Helland Hammer, Christopher Meek, Reed Nelson, Robert Stern. 1983. Worker Participation and Ownership: Cooperative Strategies for Strengthening Local Economies. Ithaca, N.Y.: New York State School of Industrial and Labor Relations.

Supplementary reading on the democratization of work:
(see excellent video in Hart Hall Media Lab on Eastern Airlines' experiment w/ workplace democracy: "Collision Course" (VHS #912985, 49 min.)

- Albrecht, Sandra. 1980. "Politics, Bureaucracy, and Worker Participation: The Swedish Case." Journal of Applied Behavioral Science: 16:3:299-315.
- Berman, Katrina. 1982. "The Worker-Owned Plywood Cooperatives." In Frank Lindenfeld and Joyce Rothschild-Whitt, Workplace Democracy and Social Change. Boston: Porter-Sargent Publishers.
- Berman, Katrina V. 1967. Worker Owned Plywood Companies: An Economic Analysis. Pullman: Washington State University Press.
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- Bernstein, Paul. 1976. Workplace Democratization. Kent State University: The Comparative Administration Research Institute.
- Blumberg, Paul. 1969. Industrial Democracy. NY: Schocken.
- Bosquet, Michel. 1980. "The Meaning of Job Enrichment." In Theo Nichols, ed., Capital and Labour. Glasgow: Fontana, 370-380.
- Bradley, Keith and Alan Gelb. 1985. Worker Capitalism. The New Industrial Relations.
- Cole, Robert. "Functional Alternatives and Economic Development: An Empirical Example of Permanent Employment in Japan." American Sociological Review, 1973, 38, 424-438.
- Cole, Robert. 1979. Work, Mobility and Participation: A Comparative Study of American and Japanese Industry. Berkeley, CA: University of California Press,

- Craig, Ben and John Pencavel. 1993. Worker-Owned Plywood Companies of the Pacific Northwest. Research Report No. 11. Univ. of Calif., Davis: Center for Cooperatives.
- Foy, Nancy and Herman Gadon. 1976 (May-June) "Worker Participation: Contrasts in Three Countries." Harvard Business Review. Pp. 71-83.
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November 22 The Personal Consequences of Work in the New Capitalism

Guiding questions: What is the impact of “flexible capitalism” on human character, according to Sennett? Compare and contrast the impacts of monopoly capitalism on human character and experience, as suggested by Braverman’s and Dudley’s analyses, with that of the impacts of flexible capitalism on human character and experience, as suggested by Sennett. Contrast the representation of flexible work arrangements presented by Bridges, with that laid out by Sennett. Reflect on the book’s arguments in relation to your own work experience. Do you agree with Sennett: why, why not?

Required reading:

Bridges, William. Sept. 19, 1994. "The End of the Job." Fortune, pp. 62-74.

Sennett, Richard. 1998. The Corrosion of Character: The Personal Consequences of Work in the New Capitalism. New York: W. W. Norton.

General recommended reading:

Ehrenreich, Barbara. 2001. Nickel and Dimed: On (Not) Getting By in America.

Fraser, Jill Andresky. 2001. White Collar Sweatshop: The Deterioration of Work and Rewards in Corporate America. N.Y.,: W.W. Norton.

Garson, Barbara. 1994 (1977). All the Livelong Day: The Meaning and Demeaning of Routine Work. Penguin.

Ross, Andrew. 2003. No Collar: The Humane Workplace and its Hidden Costs. N.Y. Basic Books.

Schlosser, Eric. 2002. Fast Food Nation. N.Y.: Harper Collins.

Supplementary reading on contingent work:

Barker, Kathleen and Kathleen Christensen, eds. 1998. Contingent Work: American Employment Relations in Transition. Ithaca: Cornell Univ.

Press. Berch, Bettina. 1985. "The Resurrection of Out-Work." Monthly Review 37, no. 6: 37-46.

Brownstein, Bob. 2001. "Temp Work in Silicon Valley." (1p). Washington, D.C.: Working Partnerships, USA.

Callaghan, Polly and Heidi Hartmann. 1992. Contingent Work: A Chart Book on Part-Time and Temporary Employment (41pp.). Washington D.C.: Economic Policy Institute.

Dillon, Rodger. 1987. The Changing Labor Market: Contingent Workers and the Self-Employed in California. A Special Report to Senator Dan McCorquodale and Senator Bill Greene. Sacramento: California State Senate, pp. 2-69 (case of California does not bear out Piore and Sabel's claims as to causes or char. of contingent work).

Rogers, Jackie Krasas. 2000. Temps: The Many Faces of the Changing Workplace. Ithaca, N.Y.: Cornell University Press.

Rosenberg, Howard. 1993 (Jan.3). "Contractor Crackdown." California

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- Ruckelshaus, Catherine and Bruce Goldstein. 2002. From Orchards to the Internet: Confronting Contingent Work Abuse. Washington, D.C.: National Employment Law Project, Farmworker Justice Fund (24pp.).
- Villarejo, Don and David Runsten. 1993. California's Agricultural Dilemma: Higher Production and Lower Wages. Davis: Calif. Inst. for Rural Studies (examines impact of incr. in farm labor contracting in CA in 1990s).
- Waldinger, Roger and Michael Lapp. 1993. "Back to the Sweatshop or Ahead to the Informal Sector." International Journal of Urban and Regional Research Vol. 17, no. 1, pp. 6-29.

Supplementary reading on work in the "information economy"

Guiding question: *What are the social and economic impacts of the information economy (e.g. its impact on workplace culture, work-based communities, the social relations of work, the gendered construction of work, economic restructuring and local communities, the character and sources of managerial control and labor resistance, and job quality and job satisfaction/alienation. What/how much is new here?)*

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- Bimber, Bruce. 1998. "The Internet and Political Transformation: Populism, Community, and Accelerated Pluralism." Polity 31, (1): 133-160.
- De Long, J. Bradford and A. Michael Froomkin. "The Next Economy?" (http://econ161.berkeley.edu:80/Econ_Articles/newecon.htm).
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- Dunkerly, Michael. 1996. The Jobless Economy?: Computer Technology in the World of Work. Cambridge, MA: Blackwell Publishers.
- Graham, Stephen. 1998. "The End of Geography or the Explosion of Place? Conceptualizing Space, Place, and Information Technology." Progress in Human Geography 22 (2): 165-185.
- Hakken, David. 1993. Computing Myths, Class Realities: An Ethnography of Technology: Working People in Sheffield England. Boulder: Westview.
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- McChesney, Robert, Ellen M. Wood, and John Bellamy Foster, eds. 1998. Capitalism and the Information Age: The Political Economy of the Global Communication Revolution. New York: Monthly Review Press.
- Mitchell, William. 1995. City of Bits. Cambridge: MIT Press.
- OECD, The Economic and Social Impacts of Electronic Commerce: Preliminary Findings and Research Agenda (www.oecd.org/dsti/sti/it/ec/index.htm).
- O Riain, Sean. 2000. "Networking for a Living: Irish Software Developers in the Global Workplace." In Global Ethnography, Michael Burawoy et al., eds. Berkeley: University of California Press.
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- Tapscot, Don. 1999. "10 Driving Principles of the New Economy." Business 2.0 (January) <http://www.business2.com/10-driving-principles.html>).

November 29 No class: time to work on paper.

The weeks of December 6th and 13th: Two sessions total will be held in these last two weeks of the quarter for student paper presentations. Dates/times to be scheduled. These sessions will be held at Miriam's house, 2416 Oakenshield Road, Davis.