



**The University of Western Ontario**  
**SOCIOLOGY 4469G/9153b**  
**The Sociology of Work**  
**Winter 2018**

**Tuesdays, 9:30am-12:30pm, SSC 5230**

**DRAFT**

**Professor: Tracey Adams**

Office Hours: Tuesdays 1pm – 2pm  
Department of Sociology, Office: SSC 5316  
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### **Course Description**

This course is designed to meet the needs of both fourth-year undergraduate honours students, and graduate students. In this course, we explore the changing nature of work and social relations at work, with a particular focus on the significance of work for power and social inequality. The course both provides an historical overview of work in capitalist societies, and explores the link between work and social inequality, especially along the dimensions of gender, class, and race / ethnicity.

We begin the course with a brief look at how work in capitalist societies is fundamentally different from work in pre-capitalist societies. We explore the significance of class to the nature of work and labour relations. Further, we examine twentieth-century trends in work, including a look at recent workplace change. Part II of the course is devoted to exploring work and social inequality, with a special focus on inequalities by gender, race, class, and sexual orientation. In the final weeks of the course (Part III) we examine the changing nature of professional work. Throughout the course, we connect research on work (primarily in Canadian society) with theories of work and social inequality.

### **Learning Outcomes**

Students who complete this course successfully will be able to

- \* Synthesize and critically evaluate theoretical arguments and published research on the sociology of work.
- \* Demonstrate an ability to present and discuss ideas clearly and articulately through effective oral and written communication.
- \* Demonstrate an ability to engage in scholarly discussion and debate.

## Course Material(s)

Available through OWL, Weldon Libraries, and a variety of on-line sources.

## Methods of Evaluation

### *Classes and Class Participation*

This course has a seminar format. Students are expected to attend class having read the required readings, and to participate in class discussions. Each student will be responsible for leading the discussion on the week's readings on at least one occasion. A substantial proportion of the final grade is based on class participation.

### *Class Presentation*

Class presentations involve providing a brief summary of the work or works assigned to you and the class. These summaries should last for 10 to 15 minutes only. They should cover only the highlights and main points of the assigned work. It is your job to draw out what you feel are the most important and/or interesting aspects of the work. As it is expected that all students have read the assigned readings before class, you do not need to provide a detailed description of the work. Your summary will help to set the scene for class discussion. You are also responsible for helping to start class discussion by providing 3-4 questions on the work(s) assigned to you. Your summary and your questions will be assigned a grade out of 10.

### *Critical Review Paper*

The critical review paper is based on the readings assigned each week. Reviews are **due the week after a work was discussed in class**. Papers should be 6 to 10 pages in length, typed and double-spaced. In each review, you should first summarize the arguments made in the reading(s), and then evaluate the arguments based on your own assessment and other course material. Questions to consider include the following: Is the argument convincing? Is it missing something? How is it flawed? What do you like about it? How does it fit with other works you have read? The final date to hand in a critical review paper is April 11, 2018.

Sociology 4469G students can complete the course by handing in **two additional critical review** papers on readings of your choosing. These are also due the week after they are discussed in class, and no later than April 11, 2018. As an alternative you may choose to hand in a **major paper, 10 pages** in length, on a topic of your choosing, related to the sociology of work and course content.

### *Major Essay*

Sociology 9153b students will write a research paper worth 50% of their final grade. This research paper should be on a topic related to the sociology of work, and ideally, should be related to the course content. This paper should be approximately 20 pages in length. The major paper is due on April 11, 2018. Please notify me of your paper topic by the middle of February. Sociology 4469 students may also hand in a major paper in lieu of two critical review papers to complete their grade.

## Evaluation Breakdown

Your grade in the course will be determined by the following:

Class Participation:	20%	
Class Presentation:	10%	
Critical Review Paper:	20%	Due week after your presentation

Soc 4469 Students:

2 other critical review papers	50%	Due April 11, 2018
Or a 10-page essay		

Soc 9153 Students:

15-20 page essay	50%	Due April 11, 2018
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## Course Schedule and Readings

January 9                      *Introduction to Course, Overview*

### Part I: The Changing Nature of Work

January 16                      *Pre-industrial work and early industrial capitalism*

E.P. Thompson. 1967. "Time, Work-Discipline, and Industrial Capitalism" *Past and Present*, Vol. 38, pp. 56-97.

Rinehart, James W. 1996. *The Tyranny of Work*. Harcourt Brace, Pp. 23-37.

Cohen, Marjorie Griffin. 1988. *Women's Work, Markets, and Economic Development in Nineteenth Century Ontario*. Toronto: University of Toronto Press. Excerpts

January 23                      *Work under Capitalism*

Marx, Karl [1867] 1987. Chapter 6: "The Sale and Purchase of Labour Power" and "Chapter 7: The production of surplus value" from *Capital*, Vol. 1. International Publishers

Marx, Karl. "Estranged Labour" [from the Economic and Philosophic Manuscripts] pp 322-332

Braverman, Harry. 1974. *Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century*. New York: Monthly Review Press, pages 85-128 and 146 to 152.

January 30      *Newer Trends in Work*

Sennett, Richard. *The Corrosion of Character*. Norton (brief excerpt)

Macdonald, C.L. and C. Sirianni. 1996. "The Service Society and the Changing Experience of Work" In *Working in the Service Society*, Macdonald and Sirianni, eds., Temple University Press, pp. 1- 28.

Lewchuk, Wayne et al. 2015. *The Precarity Penalty: Executive Summary*. Hamilton: Poverty and Employment Precarity in Southern Ontario. (see [www.pepso.ca](http://www.pepso.ca))

## **Part II: Work and Social Inequality**

February 6      *Occupational Segregation*

Hinze, Susan W. 2009. "Occupational Segregation" In the *Encyclopedia of Gender and Society*, J. O'Brien, ed. DOI: <http://dx.doi.org.proxy1.lib.uwo.ca/10.4135/9781412964517.n315>

Seron, Carroll, Susan S. Silbey, Erin Cech, and Brian Rubineau. 2015. "Persistence is Cultural: Professional Socialization and the Reproduction of Sex Segregation" *Work and Occupations* 43 (2): 178-214

Block, Sheila and Grace-Edward Galabuzzi. 2011. Canada's Colour-Coded labour Market: The Gap for Racialized Workers. Canadian Centre for Policy Alternatives, 20pp.  
[http://www.wellesleyinstitute.com/wp-content/uploads/2011/03/Colour\\_Coded\\_Labour\\_MarketFINAL.pdf](http://www.wellesleyinstitute.com/wp-content/uploads/2011/03/Colour_Coded_Labour_MarketFINAL.pdf)

Tilcsik, Andras, Michel Anteby, and Carly R. Knight. 2015. "Concealable Stigma and Occupational Segregation: Toward a Theory of Gay and Lesbian Occupations" *Administrative Science Quarterly* 60 (3): 445-481.

February 13      *Gendered Work and Organizations*

Acker, Joan. 1990. "Hierarchies, Jobs, Bodies: A Theory of Gendered Organization," *Gender & Society*, 4 139-158.

Roth, Louise Marie. 2004. "The social psychology of tokenism: Status and homophily processes on Wall Street." *Sociological Perspectives* 47 (2): 189-214.

Williams, Christine. 1995. *Still a Man's World: Men Who Do Women's Work*. University of California Press, chapter 5 and pp. 123-145.

February 20 Reading Week

February 27 *Race/Ethnicity and Work*

Ameeriar, Lalaie. 2017. *Women, Work, and Citizenship in the Pakistani Diaspora*. Duke University Press. Excerpts from chapter 3, pp. 75-92.

Crease, Gillian and Edith Ngene Kambere. 2003. "What Colour is your English?" *Canadian Review of Sociology and Anthropology* 40 (5): 565-73.

Kang, Sonia K., Katherine A. DeCelles, Andras Tilcsik, and Sora Jun. 2016. "Whitened Resumes: Race and Self-Presentation in the Labor Market" *Administrative Science Quarterly* (April): 1-34.

Moyser, Melissa. 2017. "Aboriginal People Living Off-Reserve and the Labour Market: Estimates from the Labour Force Survey, 2007-2015. Statistics Canada  
<http://www.statcan.gc.ca/pub/71-588-x/71-588-x2017001-eng.htm>

March 6 *Heteronormativity and Work*

Connell, Catherine. 2012. "Dangerous Disclosures" *Sexuality Research and Social Policy* 9: 168-177.

Williams, Christine and Pattie Giuffre. 2011. "From Organizational Sexuality to Queer Organizations: Research on Homosexuality and the Workplace." *Sociology Compass* 5/7: 551-563.

Cottingham, Marci D., Austin H. Johnson, and Tiffany Taylor. 2016. "Heteronormative Labour: Conflicting Accountability Structures among Men in Nursing." *Gender, Work, and Organization* 23 (6): 535-550.

Connell, Catherine. 2010. "Doing, Undoing, or Redoing Gender? Learning from the Workplace Experiences of Transpeople" *Gender & Society* 24 (1): 31-55.

March 13 *Intersectionality*

Shih, Johanna. 2002. 'Yeah, I could hire this one, but I know it's gonna be a problem': How race, nativity and gender affect employers' perceptions of the manageability of job seekers. *Ethnic & Racial Studies* 25 (1): 99-119.

Williams and Connell. 2010. Labor and Social Inequality in the Retail Industry. *Work & Occupations* 37: 349-77.

Glenn, Evelyn Nakano. 2004. *Unequal Freedom: How Race and Gender shaped American citizenship and Labour*. Harvard University Press, excerpts

### **Part III: Professions**

March 20      *Professions – part 1*

Adams, Tracey and Sandy Welsh. 2007. “Chapter 14: Professions” In *The Organization and Experience of Work*. Thomson Nelson.

Starr, Paul. 1982. *The Social Transformation of American Medicine*, excerpts from Chapter 3.

Adams, Tracey L. 2016. “When citizenship is indispensable to the practice of a profession”: Citizenship Requirements for Entry to Practise Professions in Canada.” *Journal of Historical Sociology* (on-line).

March 27<sup>th</sup>      *Professions – Part 2*

Muzio, Daniel and Stephen Ackroyd. 2005. “On the Consequences of Defensive Professionalism: Recent Changes in the Legal Labour Process. *Journal of Law and Society* 32 (4): 615-42.

Ruiz Castro, Mayra and Evangelina Holvino. 2016. "Applying Intersectionality in Organizations: Inequality Markers, Cultural Scripts, and Advancement Practices in a Professional Service Firm" *Gender, Work, and Organization* 23 (3): 328-347.

Dinovitzer, R., Gunz, H. and Gunz S. (2014) ‘Unpacking client capture: evidence from corporate law firms’ *Journal of Professions and Organization* 1: 99-117.

April 3rd      Course Wrap-Up

April 11<sup>th</sup>      Final Essays Due

# Important Policies – Graduate Students

## Policies for Assignment Deadlines

### A Note on Plagiarism

Students must write their assignments in their own words. Whenever students take an idea from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major scholastic offence. See **Scholastic Offences** (below) for the link to Scholastic Discipline regulations.

### Plagiarism Checking

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com: <http://www.turnitin.com>

### Scholastic Offences

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following web site: [http://www.uwo.ca/univsec/appeals\\_discipline/index.html](http://www.uwo.ca/univsec/appeals_discipline/index.html)

### Accommodation

Only in exceptional circumstances may a student be provided special accommodation in the completion of a course requirement (i.e., exams, papers). To request a one-time accommodation (brief illness, family emergency), the student should inform the professor when they are able so accommodation can be made. To request other accommodation(s), the student must first meet with the Graduate Chair to discuss options. Medical documentation, where required, will be kept on file in the Sociology graduate program office.

### Completion of Course Requirements

Course requirements must be completed by the end of the term in which the course is offered (Fall-December 31; Winter-April 30, Summer-August 31). Only in exceptional circumstances may a student take additional time to complete the course requirements. In such a case, the student must first meet with the Graduate Chair to request permission to carry the incomplete. Medical documentation, where required, will be kept on file in the Sociology graduate program office. More details regarding incompletes are outlined in the Graduate Handbook: [http://www.sociology.uwo.ca/graduate\\_handbook/course\\_information.html](http://www.sociology.uwo.ca/graduate_handbook/course_information.html)

### Mental Health

Students who are in emotional/mental distress should refer to Health and Wellness Western for a complete list of options to obtain help: [http://uwo.ca/health/mental\\_wellbeing/](http://uwo.ca/health/mental_wellbeing/)

### Health and Wellness

As part of a successful graduate student experience at Western, we encourage students to make their health and wellness a priority. Students seeking help regarding mental health concerns are advised to speak to someone they feel comfortable confiding in, such as their faculty supervisor, their program director (graduate chair), or other relevant administrators in their unit. The [Wellness Education Centre](http://se.uwo.ca/wec.html) (lower level UCC) assists students in finding mental health and other related resources best suited to their needs: <http://se.uwo.ca/wec.html> Western's School of Graduate and Postdoctoral Studies' [Living Well](http://grad.uwo.ca/current_students/living_well/index.html) website provides tips for thriving at grad school and other helpful information: [http://grad.uwo.ca/current\\_students/living\\_well/index.html](http://grad.uwo.ca/current_students/living_well/index.html)

Western provides several on-campus health-related services to help you achieve optimum health and engage in healthy living while pursuing your graduate degree. For example, to support physical activity, all students, as part of their registration, receive membership in [Western's Campus Recreation Centre](http://www.westernmustangs.ca/index.aspx?path=ims#): <http://www.westernmustangs.ca/index.aspx?path=ims#> Numerous cultural events are offered throughout the year. Also, we encourage you to check out the Faculty of Music web page <http://www.music.uwo.ca/>, and our own McIntosh Gallery <http://www.mcintoshgallery.ca/>.

## Important Policies – Undergraduate Students

### Policies for Assignment Deadlines:

Assignments should be handed in to me in paper in class. Students should come talk to me if they are having difficulty meeting a deadline.

### A Note on Plagiarism:

Students must write their assignments in their own words. Whenever students take an idea from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major scholastic offence (the Scholastic Offence Policy can be viewed in the Western Academic Calendar).

### *Plagiarism Checking:*

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com ([www.turnitin.com](http://www.turnitin.com)).

### Policy on Laptops and other Electronics/Phones in Class:

Laptops are permitted in class but if it is observed that students are on social networking sites such as Facebook or Twitter, they will be told to close the lid and they will not be permitted to use it for the remainder of the class. Be sure that all cell phones are turned off at the beginning of class.

### Policy on Accommodation for Medical Illness

Western's policy on Accommodation for Medical Illness can be found at [www.uwo.ca/univsec/pdf/academic\\_policies/appeals/accommodation\\_medical.pdf](http://www.uwo.ca/univsec/pdf/academic_policies/appeals/accommodation_medical.pdf).

Students must see the Academic Counsellor and submit all required documentation in order to be approved for certain accommodation: [http://counselling.ssc.uwo.ca/procedures/medical\\_accommodation.html](http://counselling.ssc.uwo.ca/procedures/medical_accommodation.html)

### Accessibility Options:

Please contact the course instructor if you require material in an alternate format or if you require any other arrangements to make this course more accessible to you. You may also wish to contact Services for Students with Disabilities (SSD) at 519 661-2111 x 82147 for any specific question regarding an accommodation.

Information regarding accommodation of exams is available on the Registrar's website:

[www.registrar.uwo.ca/examinations/accommodated\\_exams.html](http://www.registrar.uwo.ca/examinations/accommodated_exams.html)

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[www.uwo.ca/univsec/pdf/academic\\_policies/appeals/scholastic\\_discipline\\_undergrad.pdf](http://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf)

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Students who are in **emotional/mental distress** should refer to Mental Health@Western ([http://uwo.ca/health/mental\\_wellbeing/index.html](http://uwo.ca/health/mental_wellbeing/index.html)) for a complete list of options how to obtain help.