



The University of Western Ontario
SOCIOLOGY 9153a
The Sociology of Work
Fall 2016
Thursdays, 9:30am-12:30pm, SSC 5406
DRAFT

Professor: Tracey Adams

Office Hours: Thursdays 1-2pm or by appointment
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Course Description

In this course, we will 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 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 and radical workplace change. Part II of the course will be devoted to exploring work and social inequality, with a special focus to inequalities by gender, race, sexual orientation, and other factors. In the final weeks of the course (Part III) we examine the change nature of professional work. Throughout the course, we consider both research findings about work, class, race, and gender, and theoretical considerations about how these elements shape each other and are shaped by social change.

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.

Part I: The Changing Nature of Work

September 15 *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

September 22 *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

Weber, Max. "The characteristics of Bureaucracy" From Gerth and Mills (eds) *From Max Weber*, pp. 196-198

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.

September 29 *Newer Trends in Work*

Castells, Manuel. 2000. *The Rise of the Network Society*, 2nd edition. Blackwell Publishing. (brief excerpt).

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.pepsoc.ca)

Part II: Work and Social Inequality

October 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>

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.

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

Maroto, Michelle and David Pettinicchio. 2014. "Disability, structural inequality, and work: The influence of occupational segregation on earnings for people with different disabilities" *Research in Social Stratification and Mobility* 38:76-92.

October 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.

October 20th *Race/Ethnicity and Work*

Moss, Philip and Chris Tilly. 1996. "'Soft Skills and Race: An Investigation of Black Men's employment Problems" *Work and Occupations* 23: 252-276.

Pendakur, Ravi. 2000. "Visible Minority as a Redefinition of Race." *Immigrants and the Labour Force: Policy, Regulation, Impact*. McGill-Queens. Pp 142-158.

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.

October 27 Fall Break

November 3 *Sexuality and Work: Sexual Orientation, Harassment, and Discrimination*

Chamberlain, Lindsey Joyce, Martha Crowley, Daniel Tope and Randy Hodson. 2008. "Sexual harassment in Organizational context" *Work and Occupations* 35 (3): 262-295.

McLaughlin, Heather, Christopher Uggen, and Amy Blackstone. 2012. "Sexual Harassment, Workplace Authority, and the Paradox of Power." *American Sociological Review* 77 (4): 625-647.

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

Tilcsik, Andras. 2011. "Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States. *American Journal of Sociology* 117 (2): 580-626.

November 10 *Intersectionality*

Browne, Irene and Joya Misra. 2003. "The Intersection of Gender and Race in the Labor Market." *Annual Review of Sociology* 29: 487-513.

Williams, Christine L. And Catherine Connell. 2010. 'Looking Good and Sounding Right': Aesthetic Labor and Social Inequality in the Retail Industry. *Work & Occupations* 37: 349-77.

Shih, Johanna. 2002. 'Yeah, I could hire this one, but I know its 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.

Part III: Professions

November 17 *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. 2015. "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).

November 24th *Professions – Part 2*

Dixon-Woods, Mary, Karen Yeung and Charles L. Bosk. 2011. "Why is UK medicine no longer a self-regulating profession? The role of scandals involving 'bad apple' doctors" *Social Science and Medicine* 73 (10): 1452-59.

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

Adams, Tracey L., D.W. Livingstone, and Peter Sawchuk. 2016. "The Transformation of Professional Knowledge? Engineers and Nurses Perceptions of changing working conditions and their impact on Professional Careers" Canadian Workers in the Knowledge Economy, Working Paper 1.

December 1st *Wrap-Up*

Important Policies

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

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

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/

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

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/>.