

**SOCIOLOGY 496 (Section 1)**  
**SOCIOLOGY OF WORK AND EMPLOYMENT**

**Spring 2005**  
**MW 4:00-5:15**  
**6228 Social Science**  
**Class #: 73716**

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Work, like the biblical poor, has always been with us. But its social organization and technological content have varied widely across time, space, and industrial sector. Employment or paid work, by contrast, is inherently a social construction, whose boundaries in relation to other types of activity like household labor, leisure, retirement, or unemployment are institutionally and culturally defined. In most developed countries, employment is also a social and legal status, which carries with it distinctive rights and obligations (at least for certain sections of the workforce), such as protection from arbitrary dismissal, subordination to managerial authority, procedures for collective representation, and entitlements to benefits like paid vacations, pensions, and health care. Both the boundaries of employment and the status associated with it are thus historically contingent constructs which differ significantly from one country to another, and are currently being renegotiated in response to a variety of pressures, from globalization and technological innovation to the expansion of the service sector, demographic trends, and changing household/family structures.

This course is designed to provide a selective introduction to key themes in the sociology of work and employment. It brings comparative, historical, and theoretical perspectives to bear on understanding contemporary transformations of work and employment in the 'new economy', with particular emphasis on the United States, Western Europe, and Japan. Topics covered will include: Fordism and post-Fordism; scientific management and mass production; flexible specialization and lean production; the diffusion of new forms of work organization such as teams, cells, and project groups; the relationship between technology and workforce skills; training systems and skill formation; the social construction of employment; the 'invention' and redefinition of unemployment and retirement; household labor and women's employment; job stability and the growth of non-standard forms of employment; workers' changing expectations and experience of careers at work; collective representation and employment regulation; employment policies for a new economy.

The course is open to advanced undergraduate and graduate students. It will be taught through a mixture of lectures and in-class discussions.

## Course Requirements and Grading

You are expected to attend all meetings of the course, do the assigned readings (c. 150 pp. per week) in advance, and come to class prepared to discuss them. I will normally aim to lecture for approximately 60 minutes, reserving the remaining 15 minutes of each class for questions and discussion. In addition to participating actively, you should contribute to framing the discussion by posting to the email classlist a serious question or idea that arose for you in doing the reading **no later than 9 pm on Sunday evening of the week before which we will be discussing this particular reading**. You are “counted” for 10 such participations, so you have some slack for weeks when you might not be prepared (no additional excuses, and no need for an excuse for 4 late/missed weeks). Weekly participation will be graded high pass/pass/no pass, and will count for 10% of your final grade.

You are also expected to complete the following written assignments:

- 1) Two short response papers (800-1000 words/3-4 typed, double-spaced pages) on the readings for sections II.A and III of the course, due in class on February 21 and April 18 respectively. These response papers should **not** simply summarize the readings, but should instead comment critically on **at least two** of the assigned readings, raising questions about the authors’ arguments, theoretical assumptions, use of evidence, and/or conclusions. Each response paper will count for 10% of your final grade (20% in total). One additional reaction paper (on the readings for section II.B or IV of the course) may be submitted for extra credit.
- 2) A critical book review of an ethnography of work (c. 2000 words/8 typed double-spaced pages), selected from a list to be supplied by me (though I am open to alternative suggestions, subject to advance approval). Your review should include the following elements: a) a summary of the author’s major arguments and research methods (note that I will not have read all the books on the list myself); b) analysis of the book’s theoretical perspective and assumptions; c) discussion of the methodology and evidence used; d) consideration of the specific characteristics of the case studied. Your review should discuss the appropriateness, strengths, and weaknesses of the author’s theoretical and methodological approach in relation to the task undertaken, and should situate the book’s arguments and findings in relation to the wider readings and debates covered in this course. In addition, you are encouraged to draw attention to important facets of the topic overlooked or underplayed in the book; to highlight unresolved questions posed explicitly or implicitly by the author; and to discuss its implications for understanding broader social issues and policy questions (where relevant). You may want to see how others have reviewed the book you selected, which you can do by searching under the author or title in the Web of Knowledge, available through the UW’s Electronic Library (under Journals, Newspapers, and Magazines). If you do consult other reviews, be sure to cite them appropriately in the bibliography and to attribute any direct quotations or paraphrases, following university guidelines on plagiarism. (By way of full disclosure, this assignment is adapted from one originally created by Randy Hodson of Ohio State University.) This book review will count for 30% of your final grade.
- 3) A final open-book essay exam. The exam will take place at 5:05 pm on Monday May 9. It will be a short essay exam, and I will give you some choice of just what questions you write on. We will review for the exam on May 4. The exam will count for 40% of your final grade. Graduate students may substitute a 20-page (typed, double-spaced) research paper on

an agreed topic for the final exam. Undergraduates wishing to earn honors credit may complete a research paper on a topic agreed with me in addition to the final exam.

## **Reading**

The following books will be available for student purchase at the University Book Store and at the Underground Textbook Exchange (664 State St.):

Vicki Smith, *Crossing the Great Divide: Worker Risk and Opportunity in the New Economy*, Cornell University Press, 2001.

Michael J. Piore and Charles F. Sabel, *The Second Industrial Divide: Possibilities for Prosperity*, Basic Books, 1984.

Paul Osterman, *Securing Prosperity. The American Labor Market: How It Has Changed and What to Do About It*, Princeton University Press, 1999.

A course reader will be available for purchase at the Social Science Copy Center.

Most books listed in this syllabus are also available on reserve in the Helen C. White College Library. Most journal articles can be accessed and downloaded through the UW electronic library. Go either to MadCat or to the Electronic Journals List (<http://www.library.wisc.edu/journals/>), look up the title, and follow the links. Copies of book chapters and other materials not otherwise available online can be accessed through the My UW e-reserves system under the course number.

## **Topics and Readings**

### **I. Introduction**

#### **Introduction and overview (1/19)**

#### **Contrasting views of the ‘new economy’: flexibility, insecurity, knowledge-intensity (1/24)**

Sabel, Charles F., 1991: “Moebius-Strip Organizations and Open Labor Markets: Some Consequences of the Reintegration of Conception and Execution in a Volatile Economy”, in: James Coleman and Pierre Bourdieu, eds., *Social Theory for a Changing Society*, Boulder: Westview, 23-63.

Harrison, Bennett, 1994: *Lean and Mean: The Changing Landscape of Corporate Power in the Age of Flexibility*, New York: Basic Books, 189-216.

Powell, Walter W., and Kaisa Snellman, 2004: "The Knowledge Economy", *Annual Review of Sociology* (ARS) 30: 199-220.

## **II. Transforming Work**

### **A. Fordism and Post-Fordism**

#### **Fordism and Post-Fordism: concepts and debates (1/26)**

Jessop, Bob, 1992: "Fordism and Post-Fordism: A Critical Reformulation", in: Michael Storper and Allen B. Scott, eds., *Pathways to Industrialization and Regional Development*, London: Routledge, 46-69.

Hirst, Paul, and Jonathan Zeitlin, 1997: "Flexible Specialization: Theory and Evidence in the Analysis of Industrial Change", in J. Rogers Hollingsworth and Robert Boyer (eds.), *Contemporary Capitalism: The Embeddedness of Institutions* (Cambridge: Cambridge University Press), 220-39.

#### *Recommended*

Vallas, Steven P., 1999: "Rethinking Post-Fordism: The Meaning of Workplace Flexibility", *Sociological Theory* 17(1): 68-101.

#### **Taylorism and Fordism in theory and practice (1/31)**

##### **The crisis of mass production (2/2)**

Piore, Michael J., and Charles F. Sabel, 1984: *The Second Industrial Divide: Possibilities for Prosperity*, New York: Basic Books, 19-72, 165-93.

Nelson, Daniel, 1992: "Scientific Management in Retrospect", in Nelson (ed.), *A Mental Revolution*, Columbus: Ohio State University Press, 5-39.

Tolliday, Steven, and Jonathan Zeitlin, 1988: "Between Fordism and Flexibility: The Automobile Industry and Its Workers – Past, Present and Future", *Archiv für Sozialgeschichte* XXVIII: 153-71.

#### *Recommended*

Burawoy, Michael, 1979: "Thirty Years of Making Out", in: Burawoy, *Manufacturing Consent: Changes in the Labour Process under Monopoly Capitalism*, Chicago: University of Chicago Press, 46-76.

Milkman, Ruth, 1997: "Prisoners of Prosperity: Auto Workers in the Postwar Period" in *Farewell to the Factory: Auto Workers in the Late Twentieth Century*, Berkeley: University of California Press, 22-50.

**Alternative forms of work organization: flexible specialization (2/7)  
and lean production (2/9)**

Review Sabel, "Moebius Strip Organizations" and Hirst and Zeitlin, "Flexible Specialization"

Piore and Sabel, *Second Industrial Divide*, 205-34.

Krafcik, John F., 1988: "Triumph of the Lean Production System", *Sloan Management Review* 30(1), Fall: 41-52.

Berggren, Christian, 1993: "Lean Production: The End of History?", *Work, Employment & Society* 7, 2: 163-88.

Herrigel, Gary, 1996: "Crisis in German Decentralized Production: Unexpected Rigidity and the Challenge of an Alternative Form of Flexible Organization in Baden-Württemberg", *European Urban and Regional Studies* 3, 1: 33-52.

**Corporate restructuring: outsourcing, downsizing, refocusing (2/14)**

Powell, Walter W., 2001: "The Capitalist Firm in the Twenty-First Century: Emerging Patterns in Western Enterprise", in: Paul DiMaggio (ed.) *The Twenty-First Century Firm: Changing Economic Organization in International Perspective*, Princeton: Princeton University Press, 33-68.

Kalleberg, Arne L. 2001: "Organizing Flexibility: The Flexible Firm in a New Century", *British Journal of Industrial Relations* 39(4): 479-504.

*Recommended*

Helper, Susan, John Paul MacDuffie, and Charles Sabel, 2000: "Pragmatic Collaborations: Advancing Knowledge While Controlling Opportunism", *Industrial and Corporate Change* 9(3): 443-83.

**'High-performance work organization': diffusion, variations, limitations (2/16)**

Osterman, Paul, 1999: *Securing Prosperity. The American Labor Market: How It Has Changed and What to Do About It*, Princeton: Princeton University Press, 90-115.

MacDuffie, John Paul, and Frits K. Pil, 1997: "Changes in Auto Industry Employment Practices: An International Overview", in: Thomas A. Kochan, Russell D. Lansbury, and John Paul MacDuffie, eds., *After Lean Production: Evolving Employment Practices in the World Automobile Industry*, Ithaca, NY: Cornell University Press, 9-42.

### **Working in the ‘new economy’: experiences and ambiguities (2/21)**

Discussion of Smith, Vicki, 2001: *Crossing the Great Divide: Worker Risk and Opportunity in the New Economy*, Ithaca, NY: Cornell University Press, 1-119, 157-79.

### **B. Technology, Work, and Skills**

#### **Technology, work, and skills: concepts and debates (2/23)**

#### **The macro picture: changes in content and composition of jobs (2/28)**

Liker, Jeffrey K., Carol J. Haddad, and Jennifer Karlin, 1999: “Perspectives on Technology and Work Organization”, *ARS* 25: 575-96.

Smith, Vicki, 1994: “Braverman’s Legacy: The Labor Process Tradition at 20”, *Work and Occupations* 21(4): 403-21.

Attlewell, Paul, 1990: “What Is Skill?”, *Work and Occupations* 17(4): 422-48.

Attlewell, Paul, 1992: “Skill and Occupational Changes in U.S. Manufacturing”, in Paul Adler, ed., *Technology and the Future of Work*, Oxford: Oxford University Press, 46-88.

#### **The micro picture: blue-collar/manufacturing work (3/2)**

#### **The micro picture: white-collar/service work (3/7)**

Autor, David H., Frank Levy, and Richard J. Murnane, 2003: “Computer-Based Technological Change and Skill Demands: Reconciling the Perspectives of Economists and Sociologists”, in: Eileen Appelbaum, Annette Bernhard, and Richard J. Murnane, eds., *Low-Wage America: How Employers Are Reshaping Opportunity in the Workplace*, New York, Russell Sage: 121-54.

Adler, Paul S., 1989: “Automation and Skill: Three Generations of Research on the NC Case”, *Politics & Society* 17(3): 377-402.

Kern, Horst and Michael Schumann, 1992: “New Concepts of Production and the Emergence of the Systems Controller”, in: Adler, *Technology and the Future of Work*, 111-48.

Bartel, Ann P., Casey Ichniowski, and Kathryn Shaw, “‘New Technology’ and Its Impact on the Jobs of High School Educated Workers: A Look Deep Inside Three Manufacturing Industries”, in: Appelbaum et al., *Low-Wage America*, 155-94.

Bailey, Thomas R., and Annette Bernhardt, 1997: “Searching for the High Road in a Low Wage Industry”, *Politics & Society* 25(2): 179-201.

### **Creating and acquiring skills: cross-national variations and new challenges (3/9)**

Crouch, Colin, David Finegold, and Mari Sako, 1999: *Are Skills the Answer? The Political Economy of Skill Creation in Advanced Industrial Countries*, Oxford: Oxford University Press, 1-30, 219-50.

Regini, Marino, 1997: "Different Responses to Common Demands: Firms, Institutions and Training in Europe", *European Sociological Review* 13(3): 267-82.

## **III. Reconstructing Employment**

### **Employment as a social and legal institution (3/14)**

Deakin, Simon, 2002: "The Evolution of the Employment Relationship", in Peter Auer and Bernard Gazier, eds., *The Future of Work, Employment and Social Protection: The Dynamics of Change and the Protection of Workers*, Geneva: International Institute for Labour Studies, 191-206.

Supiot, Alain, 1999: "The Transformation of Work and the Future of Labour Law in Europe: A Multidisciplinary Perspective", *International Labour Review*, 138(1): 31-46.

Samek Lodovici, Manuela, 2000: "The Dynamics of Labor Market Reform in European Countries", in: Gøsta Esping-Andersen and Marino Regini, eds., 2000: *Why Deregulate Labour Markets?*, Oxford: Oxford University Press, 30-65.

Muhl, James, 2001: "The Employment-at-Will Doctrine: Three Major Exceptions", *Monthly Labor Review*, January: 3-11.

#### *Recommended*

Finkin, Matthew W., 1986: "The Bureaucratization of Work: Employer Policies and Contract Law", *Wisconsin Law Review* 1986: 733-53.

### **Employment status and social welfare provision (3/16)**

Esping-Andersen, Gøsta, 1999: *Social Foundations of Postindustrial Economies*, Oxford: Oxford University Press, ch. 5 ("Comparative Welfare Regimes Re-examined"), 73-94.

Farnsworth, Kevin, 2004: "Welfare through Work: An Audit of Occupational Social Provision at the Turn of the New Century", *Social Policy & Administration* 38(5): 437-55.

### **Redrawing the boundaries: unemployment, inactivity, and retirement (3/28, 3/30)**

Piore, Michael J., 1987: "Historical Perspectives and the Interpretation of Unemployment", *Journal of Economic Literature* 25: 1834-50.

Goul Andersen, Jørgen, and Jan Bendix Jensen, 2002: "Employment and Unemployment in Europe: Overview and New Trends", in Goul Andersen et al., eds., *Europe's New State of Welfare*, Bristol: Policy Press, 21-58.

Guillemard, Anne-Marie, and Martin Rein, 1993: "Comparative Patterns of Retirement: Recent Trends in Developed Societies", *ARS* 19: 469-503.

Guillemard, Anne-Marie, and Philip Taylor, eds. 2003: "Age and Employment: Firms and the State", special issue of *Geneva Papers on Risk and Insurance* 28(4), introduction and conclusion, 553-57, 673-76.

#### **Household labor, care work and women's employment (4/4)**

Daniels, Arlene Kaplan, 1987: "Invisible Work", *Social Problems* 34(5): 403-13.

van der Lippe, Tanja, and Liset van Dijk, 2002: "Comparative Research on Women's Employment", *ARS* 28: 221-41.

Rubery, Jill, and Damian Grimshaw, 2003: "The State, the Family and Gender: From Domestic Work to Wage Employment", in Rubery and Grimshaw, *The Organization of Employment: An International Perspective*, London: Palgrave Macmillan, 77-105.

#### **'Non-standard'/'atypical' employment (4/6)**

Kalleberg, Arne L., 2000: "Non-Standard Employment Relations: Part-Time, Temporary and Contract Work", *ARS* 26: 341-65.

Osterman, *Securing Prosperity*, 54-60, 85-88.

Bodin, Raymond-Pierre, 2002: "Wide-Ranging Forms of Work and Employment in Europe: Review and Challenges for the Players", in: Peter Auer and Christine Daniel (eds.), *The Future of Work, Employment and Social Protection: The Search for New Securities in a World of Growing Insecurities*, Geneva: International Institute for Labour Studies, 53-70.

#### **Are stable jobs disappearing? The changing structure of the labor market (4/11)**

Auer, Peter, and Sandrine Cazes, 2000: "The Resilience of the Long-Term Employment Relationship: Evidence from the Industrialized Countries", *International Labour Review* 139(4): 379-408.

Osterman, *Securing Prosperity*, 20-54, 60-84, 88-89.

Passet, Olivier, 2003: "Stability and Change: Japan's Employment System under Pressure", in: Peter Auer and Sandrine Cazes, eds., *Employment Stability in an Age of Flexibility*, Geneva: International Labour Office, 159-217.

### **Guest lecture: Globalization and Work in Developing Countries (4/13)**

Sebnem Ozkan (Industrial Relations PhD candidate), “Internationalization and Shopfloor Transformation in Turkish Industry”

## **IV. Governing Work and Employment in a New Economy**

### **Careers at work in the old economy (4/18)**

Sabel, Charles F., 1982: *Work and Politics: The Division of Labor in Industry*, Cambridge: Cambridge University Press, ch. 3, pp. 78-126.

Jacoby, Sanford M., 1993: “Pacific Ties: Industrial Relations and Employment Systems in Japan and the United States since 1900”, in: Nelson Lichtenstein and Howell J. Harris, eds., *Industrial Democracy in America: The Ambiguous Promise*, Cambridge: Cambridge University Press, 206-48 (concentrate on pp. 220-40).

### **Rebuilding security and career advancement in a flexible economy (4/20)**

Wilthagen, Ton, Frank Tros, and Harm van Lieshout, 2003: “Towards ‘Flexicurity’? Balancing Flexibility and Security in EU Member States”, unpublished paper presented to the 13<sup>th</sup> World Congress of the International Industrial Relations Association, Berlin, September, workshop 2.4, <http://www.fu-berlin.de/iira2003/>.

European Union Employment Committee (EMCO), 2004: “Paper for EMCO on Adaptability”, October.

Regalia, Ida, 2003: “Decentralizing Employment Protection: Territorial Pacts and Beyond”, in: Jonathan Zeitlin and David M. Trubek, eds., *Governing Work and Welfare in a New Economy: European and American Experiments*, Oxford: Oxford University Press, 158-87.

Dresser, Laura, and Joel Rogers, 2003: “Part of the Solution: Emerging Workforce Intermediaries in the United States”, in: Zeitlin and Trubek, *Governing Work and Welfare in a New Economy*, 266-91.

### **Working under different rules: collective organization and representation (4/25)**

### **Working under different rules: governing work and employment (4/27)**

Rubery and Grimshaw, *Organization of Employment*, 147-97.

- Golden, Miriam, Michael Wallerstein, and Peter Lange, 1999: “Postwar Trade-Union Organization and Industrial Relations in Twelve Countries”, in: Herbert Kitschelt et al., eds., *Continuity and Change in Contemporary Capitalism*, Cambridge: Cambridge University Press, 194-231.
- Traxler, Franz, 2003: “Bargaining, State Regulation and the Trajectories of Industrial Relations”, *European Journal of Industrial Relations* 9(2): 141-61.
- Katz, Harry C., and Owen Darbishire, 2000: *Converging Divergences: Worldwide Change in Employment Systems*, Ithaca, NY: Cornell University Press, 263-83.
- Piore, Michael J., 2002: “The Reconfiguration of Work and Employment Relations in the United States at the Turn of the 21<sup>st</sup> Century”, in: Auer and Gazier, *Future of Work, Employment and Social Protection*, 171-90.
- Employment policies for a new economy (5/2)**
- Zeitlin, Jonathan, 2003: “Introduction: Governing Work and Welfare in a New Economy: European and American Experiments”, in: Zeitlin and Trubek, *Governing Work and Welfare in a New Economy*, 1-30.
- Bonoli, Giuliano, and Hedva Sarfati, 2002: “Conclusions: The Policy Implications of a Changing Labour Market-Social Protection Relationship”, in Bonoli and Sarfati, eds., *Labour Market and Social Protection Reforms in International Perspective: Parallel or Converging Tracks?* Aldershot: Ashgate, 453-86.
- Osterman, *Securing Prosperity*, 116-90.

**Wrap up and review (5/4)**