

Rutgers University
School of Management and Labor Relations

38:578:541
Women and Work
Mondays 4:30-7:10pm
LEC-166

Professor Yana Rodgers
Office: RDJC 2nd Floor
Undergraduate Director's Office
yana.rodgers@rutgers.edu

Course Description: This graduate-level course examines issues related to women's paid and unpaid work during a time of rapid integration of world markets. Students will analyze the role of government policy, unions, corporate responsibility, and social movements in raising women's wages, promoting equal opportunity, fighting discrimination in the workplace, and improving working conditions. We will also examine issues related to women's work that does not pass through the market as women continue to perform most of the unpaid work caring for children and the elderly. Economic, political, and social aspects of women's working lives will gain our attention, as we examine a host of important issues ranging from the work-family balance, poverty, sexual harassment, sexual orientation, conflict, women in developing countries, and the relationship between women's employment and child health.

Evaluation: Grades are determined by two hourly exams (40%), one in-class presentation (10%), three short response papers (30%), and class participation (20%).

Hourly Exams: The first exam is scheduled for Monday Oct. 20, and the second exam is scheduled during the Final Exam period.

In-Class Presentation: You will make a 15-minute PowerPoint presentation for the class that presents the content of one of your response papers.

Short Response Papers: The papers are designed to help you practice writing, designing simple charts, discussing the findings, and following current events. The papers are to be your own original work. Be sure to cite any direct quotations that you use. You may discuss ideas with other students in the class, but the final product must be your own work. Any papers that are conspicuously similar are automatically sent to the Dean. The focus is on how what we read and talk about in class can be used in order to critically examine issues related to women and work.

Class Participation: Your contribution to class will be evaluated as follows: (1) Did you participate in a substantive way? (2) Were your comments clear, appropriate, and interactive? (3) Were your comments thoughtful, accurate, and based on the readings? (4) If your comments were not about the readings, were your opinions backed by personal experience or other types of evidence?

Course Accessibility for Disabled Students: "Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation: <https://ods.rutgers.edu/students/documentation-guidelines>. If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with

your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>.”

Required Software: Microsoft Word, Excel, and PowerPoint; Adobe Acrobat Reader (free download); RADS (Rutgers Antivirus Delivery Service (free download).

Class Format and Special Events: The class format is a combination of lecture by the professor, class discussion, videos, student presentations, and in-class small group work. Each class meeting will have a short break.

Required Books: The course has two required books that are available at the campus bookstore and online:

* Blau, Francine, Anne Winkler, and Marianne Ferber. 2014. *The Economics of Women, Men and Work*. 7th Edition. Englewood Cliffs, NJ: Prentice Hall.

* Sandberg, Sheryl. 2014. *Lean In: Women, Work, and the Will to Lead*. New York, NY: Knopf.

Class Schedule, Topics, and Reading Assignments: All articles are available electronically on Sakai.

Week 1: Introduction to Women and Work: Can Women Have it All?

Ann-Marie Slaughter. 2012. “Why Women Still Can’t Have It All,” *The Atlantic* 2012 (7): 6 pages. Available at <http://www.theatlantic.com/magazine/archive/2012/07/why-women-still-cant-have-it-all/309020/6/>.

Week 2: Trends in Women’s Labor Market Participation and Status

Blau, Winkler, and Ferber: Chapter 5. “The Labor Force: Definitions and Trends.”

Kongar, Ebru and Mark Price. 2010. “Offshoring of White-Collar Jobs in the United States and Gendered Outcomes,” *International Journal of Manpower* 31 (8): 888-907.

Week 3: The Glass Ceiling

Sandberg, Sheryl. 2014. *Lean In: Women, Work, and the Will to Lead*. New York, NY: Knopf.

Week 4: Gender Gaps and Unions

Blau, Winkler, and Ferber: Chapter 7. “Evidence on Gender Differences in Labor Market Outcomes.”

May, Ann Mari, Elizabeth Moorhouse, and Jennifer Bossard A. 2010. “Representation of Women Faculty at Public Research Universities: Do Unions Matter?” *Industrial and Labor Relations Review* 63 (4): 699-718.

Week 5: Explaining Gender Differences in Earnings and Employment

Blau, Winkler, and Ferber: Chapter 10. "Evidence on the Sources of Gender Differences in Earnings and Occupations: Supply-Side Factors Versus Labor Market Discrimination."

Tinsley, Catherine, *et al.* "Women at the Bargaining Table: Pitfalls and Prospects," *Negotiation Journal* 25 (2): 233-248.

Week 6: Guest Speaker on Women's Economic and Social Rights

Sakiko Fukuda-Parr *et al.* 2014. *Measuring Economic and Social Rights*. Oxford, UK: Oxford University Press (in press). Selected chapters.

Week 7: Hourly Exam

Week 8: Policies that Support Female Workers: Anti-Discrimination and Sexual Harassment

Blau, Winkler, and Ferber: Chapter 12. "Government Policies to Combat Employment Discrimination."

McDonald, Paula, and Sandra Backstrom. 2008. "Fighting Back: Workplace Sexual Harassment and the Case of North Country," *Australian Bulletin of Labour* 34 (1): 47-63.

Week 9: Sexual Orientation Discrimination

Badgett, M.V. Lee, *et al.* 2014. The Relationship between LGBT Inclusion and Economic Development: An Analysis of Emerging Economies. Report submitted to USAID.

Badgett, M.V. Lee. 1995. "The Wage Effects of Sexual Orientation Discrimination," *Industrial and Labor Relations Review* 48 (4): 726-739.

Week 10: Women's Work in Low-Income Countries

Blau, Winkler, and Ferber: Chapter 18. "Gender Differences around the World: Specific Countries and Regions."

World Bank. 2012. *World Development Report: Gender Equality and Development*, Chapter 1, "A Wave of Progress." Washington, DC: World Bank.

Week 11: Labor Standards and Corporate Social Responsibility

Kabeer, Naila. "Globalization, Labor Standards, and Women's Rights: Dilemmas of Collective (In)action in an Interdependent World," *Feminist Economics* 10: 3-35.

Berik, Günseli, and Yana Rodgers. 2010. "Options for Enforcing Labor Standards: Lessons from Bangladesh and Cambodia," *Journal of International Development* 22 (1): 56-85.

Week 12: War and Women's Work

World Bank. 2011. *World Development Report: Conflict, Security, and Development*, Chapter 5, “Transforming Institutions to Deliver Citizen Security, Justice, and Jobs,” Washington, DC: World Bank. Available at http://siteresources.worldbank.org/INTWDRS/Resources/WDR2011_Chapter5.pdf

Menon, Nidhiya, and Yana Rodgers. 2014. “War and Women’s Work: Evidence from the Conflict in Nepal,” *Journal of Conflict Resolution*.

Week 13: Women’s Reproductive Work and Caring Labor

Blau, Winkler, and Ferber: Chapter 16. “Balancing the Competing Demands of Work and Family.”

Albelda, Randy. 2011. “Time Binds: US Antipoverty Policies, Poverty, and the Well-Being of Single Mothers,” *Feminist Economics* 17 (4): 189-214.

Week 14: Women’s Employment and Child Health: International Evidence

Rodgers, Yana. 2011. “Conceptual Framework,” in *Maternal Employment and Child Health: Global Issues and Policy Solutions*. Northampton, MA, and London: Edward Elgar Publishing. Chapter 3.

Cawley, John, and Feng Liu. 2012. “Maternal Employment and Childhood Obesity: A Search for Mechanisms in Time Use Data,” *Economics and Human Biology* 10 (4): 352-64.