



Instructor:	Anne Kronberg, Ph.D.	Meeting:	Tue 10am-12
Email:	kronber@soz.uni-frankfurt.de	Location:	Seminarpavillion SP0.04
Office:	PEG 3.G 134	Office Hours:	Tue 3-5pm by appointment
Module:	Soz10-BA-S1, Soz10-BA-S3, Soz10-BA-SP, SOZ-BA-S1, SOZ-BA-S4, GS-BA-3		

**Anmeldung über LSF erforderlich**

**Course Overview**

Historically, the workplace is one of the most important arenas in which race, ethnicity, and gender inequality is created or reduced. This course explores how and why race and gender shape employees' experiences in the workplace. We will focus on three questions:

1. *What is race, ethnicity and gender?* We will examine how sociologists define race, ethnicity, and gender and discuss how this may differ from every-day understandings.
2. *What is the state of inequality today and in the past?* We will take an inventory of how labor market outcomes differ by race, ethnicity, and gender and examine how a) access to jobs and b) earnings differences developed since the 1970s.
3. *How can we explain inequality?* We will conclude the course by discussing key sociological perspectives that explain where inequality comes from. Some of these explanations focus on what employees bring into the workplace (e.g. their education or social networks). Other explanations focus on how characteristics of the workplace (e.g., composition, supervisory discretion) or social policy (e.g. anti-discrimination legislation) affect work outcomes.

**Language:**

English and German. English is the official language.

**Readings:**

Readings consist of about two papers per week. Papers are a mix of empirical and theoretical articles from scholarly journals or edited books. All readings are in English. I provide electronic copies of all readings via OLAT.

**Meeting time:**

Our class meets Tuesdays 10-12am in Seminarpavillion (SP) 0.04.

**Requirements:****Teilnahmeschein:**

- 1) Regular attendance and active participation (no more than 2 absences)
- 2) 6x written responses to weekly reading questions (~1 page each). Responses are due Monday noon before the session. I will not accept late assignments. Responses have to be submitted via OLAT (see detailed grading information below for more detailed information.)

**Leistungsnachweis:**

- 1) Same requirements as Teilnahmeschein, plus
- 2) Interview Project (10-15 pages): Interview 6 full-time employees (e.g. three men and three women or three German and three non-German employees). You can choose your own research question.
  - a. A written summary (~1 page) of your planned topic (“paper abstract”) is due on **November 17 2015**.
  - b. A written bibliography (~2 pages) with 4 scholarly articles is due on **December 15 2015**.
  - c. A written interview-guide (~1 page) is due on **January 19th 2015**.
  - d. The final paper is due on **March 15th 2016**.

I will determine your grade for the Leistungsnachweis as follows

- Regular and active participation in class: 20%
- Response to weekly discussion questions: 30%
- Bibliography & interview guide: 5% each
- Final paper: 40%

**DETAILED GRADE INFORMATION****Regular and active participation (20% of final grade)**

Regular attendance is a prerequisite for your learning experience in class. To receive a Teilnahme- or Leistungsschein, you can up to 2 classes. Additionally, I expect to start the seminar at 10:15am. Please ensure you arrive at least a few minutes before 10:15am. For each late arrival I will reduce your participation grade by one point.

Regarding your active participation, I value quality over quantity. Structured comments and questions that move discussions forward are preferred to restating case facts, repeating previous points, or sampling excessively from anecdotal evidence.

**Written responses to weekly discussion questions (30% of final grade)**

I will post discussion questions for the weekly readings a week before. These discussion questions will help you focus on the important aspects in each article and will prepare you for discussion in class. To receive a Teilnahme- or Leistungsschein, you need to submit written responses in 6 of 9 weeks. Written responses are due Monday before class (noon) via OLAT (click “Discussion question” => select week => under

“Abgabeordener” . => "Datei hochladen" if you have a word doc or pdf (recommended)  
OR "Datei erstellen" if you want to type your responses into the browser (NOT recommended).

**Annotated Bibliography (5% of final grade) – Due December 15th**

To receive a Leistungsschein, you need to complete your annotated bibliography by December 15. The bibliography needs to include 1) a statement of your research question 2) four scholarly articles or book chapters that address your research question and 3) a short summary of each article in your own words. Your research question and literature can still change during the semester. I will distribute more detailed instructions in class and on OLAT.

**Interview Guide (5% of final grade) – Due January 19th**

To receive a Leistungsschein, you need to complete your interview guide by January 19<sup>th</sup>. The interview guide will include 4-6 open-ended questions that inform your research question. In addition to the questions, you will explain your recruitment strategy. I will give you feedback before you conduct your interviews. I will distribute more detailed instructions in class and on OLAT.

**Final Paper (40% of final grade) – Due March 15th**

To receive a Leistungsschein, you need to complete your final paper by March 15<sup>th</sup> 2016. Your final paper should demonstrate that you understand the key concepts discussed in class. The paper has to include 1) a research question and hypotheses that you developed using 6 scholarly articles, 2) a presentation of the results from the interviews, 3) a discussion of how your results speak to the previously discussed readings and hypotheses. I will distribute more detailed instructions in class and on OLAT.

## Detailed Course Outline (subject to change)

13/10	<p><b>Introduction</b></p>
20/10	<p><b>What is Race and Gender?</b></p> <p>** West, C. and D. Zimmerman (1987). Doing gender. <i>Gender and Society</i>, 1(2): 125-151.</p> <p>** Omi and Winant (1994). <i>Racial formation in the United States</i>. New York: Routledge. 53-69</p> <p>=&gt; <i>Instructions for Paper Abstract handed out (Leistungsschein)</i></p>
27/10	<p><b>Occupational Segregation</b></p> <p>** Tomaskovic-Devey et al. (2006). Documenting desegregation: segregation in American workplaces by race, ethnicity, and sex. <i>American Sociological Review</i> 71(4): 565-588.</p> <p>** Humbert, S. (2014). Occupational Sex Segregation and working time: regional evidence from Germany. <i>Panoeconomicus</i> 3: 317-329.</p>
3/11	<p><b>Pay Inequality</b></p> <p>** Morris, M. and B. Western (1999). Inequality in earnings at the close of the twentieth century. <i>Annual Review of Sociology</i> 25: 623-657.</p> <p>**<a href="https://www.destatis.de/DE/ZahlenFakten/Indikatoren/QualitaetArbeit/Dimension1/1_5_GenderPayGap.html">https://www.destatis.de/DE/ZahlenFakten/Indikatoren/QualitaetArbeit/Dimension1/1_5_GenderPayGap.html</a></p> <p>**<a href="http://de.statista.com/statistik/daten/studie/150623/umfrage/monatliches-persoenliches-einkommen-nach-jeweiligem-migrationshintergrund/">http://de.statista.com/statistik/daten/studie/150623/umfrage/monatliches-persoenliches-einkommen-nach-jeweiligem-migrationshintergrund/</a></p> <p>=&gt; <i>Paper Abstract DUE (Leistungsschein)</i></p>
10/11	<p><b>Human Capital &amp; Social Networks</b></p> <p>** James, E. (2000). Race-related differences in promotions and support: Underlying effects of human and social capital. <i>Organization Science</i>. 11(5): 493-508.</p> <p>=&gt; <i>Instructions for Annotated Bibliography (Leistungsschein) handed out</i></p>
17/11	<p><b>Skills-Lab “Using Library Databases to Find Literature”</b></p>
24/11	<p><b>Discrimination</b></p> <p>** Pincus, F. (1996). Discrimination comes in many forms. <i>American Behavioral Scientist</i> 40(2): 186-194.</p> <p>** Bertrand, M. and S. Mullainathan (2004). Are Emily and Greg more employable than Lakisha and Jamal? A field experiment on labor market discrimination. <i>American Economic Review</i> 94(4): 991-1013.</p>
1/12	<p><b>Bureaucracy &amp; Supervisory Discretion</b></p> <p>** M. Weber, "Bureaucracy" pp. 51-56</p> <p>** Lerner, J. and P. Tetlock (1999). Accounting for the effect of accountability. <i>Psychological Bulletin</i>, 125: 255-275.</p> <p>=&gt; <i>Instructions for Interviews handed out (Leistungsschein)</i></p>

8/12	<b>Skills-Lab “In-Depth Interviews”</b>
15/12	<p><b>Inequality Regimes</b></p> <p>** Acker, J. (2011). Theorizing gender, race and class in organizations. In Jeanes, E., Knights, D., and P. Martin. <i>Handbook of Gender, Work, and Organizations</i>. 65-77</p> <p>** Kelly, Amos, Chermack and Moen (2010). Gendered challenge, gendered response. Confronting the Ideal Worker norm in a white-color organization. <i>Gender &amp; Society</i>, 24(3), 281-303</p> <p>=&gt; <i>Bibliography DUE (Leistungsschein)</i></p>
19/12-10/1	<b>WINTER BREAK</b>
12/1	<p><b>Legal Landscape:</b> German Constitution (Grundgesetz) and 2006 Anti-Discrimination Legislation (Allgemeines Gleichbehandlungsgesetz)</p> <p>** Constitution – “Artikel 3”</p> <p><a href="http://www.iuscomp.org/gla/statutes/GG.htm#3">http://www.iuscomp.org/gla/statutes/GG.htm#3</a></p> <p>** Anti-Discrimination Law -</p> <p><a href="http://www.agg-ratgeber.de/files/pdf/AGG_en.pdf">http://www.agg-ratgeber.de/files/pdf/AGG_en.pdf</a></p> <p>=&gt; <i>Instructions for final paper handed out (Leistungsschein)</i></p>
19/1	<p><b>Effectiveness of Legislation</b></p> <p>** Collins, S. M. (1996). Black corporate executives: the making and breaking of a Black middle class. Philadelphia, Temple University Press. chapters 5 &amp; 7</p> <p>=&gt; <i>Interview Guide DUE (Leistungsschein)</i></p>
26/1	<p><b>Driving Organizational Change</b></p> <p>** Kalev, A. et al. (2007). Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies. <i>American Sociological Review</i> 71: 589.</p> <p>** Castilla, E. (2015). Accounting for the gap: A firm study manipulating organizational accountability and transparency in pay decisions. <i>Organization Science</i> 26(2), 311-333.</p>
2/2	<b>Driving Organizational Change II</b>
9/2	<b>Conclusion</b>
15/3	=> <i>Final Paper DUE (Leistungsschein)</i>