



Instructor: Anne Kronberg, Ph.D.
Email: kronberg@soz.uni-frankfurt.de

Room
Mo: 16:00-18:00 Uhr - SH 0.108
Mi: 14:00-16:00 Uhr - PEG. 2.G116

Office: PEG 3 G.134
Module: SOZ10-MA-7, SOZ10-MA-8, SOZ-MA-9, SOZ-MA-10, WF-MA-7

Office hour: Di: 15:00-17:00 Uhr

Optional Tutorium:

Tutor: Christian Schnautz
Email: s0331796@stud.uni-frankfurt.de

Room:
Mi: 16:00-18:00 Uhr – PEG. 2.G111

Anmeldung über LSF erforderlich

Overview

Job changes such as a voluntary change between employers, an involuntary loss of work, or re-entry into the labor force are often complex processes with profound consequences for individual employees. During these transitions several mechanisms can give rise or help reduce race and gender inequality in the labor market. This research practicum will introduce you to historical labor market trends and major social theories that explain these trends.

The course is also an introduction to regression analysis and the statistical software Stata. Throughout the class we will use data from the 2014 ALLBUS to empirically examine the causes of labor market differences, applying descriptive and multivariate regression analyses.

Rooms and Weekly Schedule

On Mondays we meet 4-6pm (SH 0.108) and we will focus on substantive discussions regarding inequality theory. On Wednesdays we apply these theories using quantitative data analysis. Hence, on Wednesdays we meet 2-4pm in the PC-laboratory PEG 2.G 116. Additionally, the optional tutorial will take place Wednesdays 4-6pm in PEG 2.G 111.

Readings

Mondays: One required text (marked with **) as well as several optional readings (marked with *). Most of the readings are articles from scientific journals written in English. Electronic copies of all papers are available via OLAT.

Wednesdays: For an introduction to Stata and Regression analysis we use the following textbook. I recommend purchasing a copy of the textbook.

Kohler & Kreuter (2012). Datenanalyse mit Stata. Oldenburg Wissenschaftsverlag, München.

For a more extensive introduction to the different statistical methods, we will also read selected chapters from the following textbook. Electronic copies of these chapters are available via OLAT.

John Fox (2008). Applied Regression Analysis and Generalized Linear Models. Sage Publications.

Requirements:

- 1) Regular attendance and active participation (no more than 3 absences)
- 2) 5x written responses to weekly reading questions (~1 page each). Responses are due Sunday at Midnight before the session. I will not accept late assignments. Responses have to be submitted via OLAT.
- 3) One 10-minute Media presentation
- 4) Empirical final paper. Applying quantitative methods, you will use the 2014 ALLBUS data to address a research question of your choosing. The following parts of the final paper are due during the semester:
 - a. A written summary (~1 page) of your planned topic (“paper abstract”) (due April 27)
 - b. Univariate analysis of your dependent and key independent variables (due May 18)
 - c. Bivariate analysis of your dependent and key independent variables (due June 1)
 - d. Presentation of your preliminary multivariate analyses (due July 4 –July 1)
 - e. Final paper due August 15

I will determine your final grade as follows

- Regular and active participation in class: 15%
- Response to weekly discussion questions: 25%
- Uni-, Bi-, and Multivariate Analyses: 15%
- Media Presentation: 5%
- Final paper: 40%

DETAILED GRADE INFORMATION

Regular and active participation (15% of final grade)

Regular attendance is a prerequisite for your learning experience in class. You can miss up to 3 classes. 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 (25% 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. You need to submit written responses in 5 of 8 weeks. Written responses are due Sunday before class (11:59pm) via OLAT.

Univariate, Bivariate, Multivariate Analyses (15% of final grade)

To get started on your research project, you will choose a preliminary topic at the beginning of class (you change the topic anytime). During the semester we will use the 2014 ALLBUS to address your research question using uni-, bi-, and multivariate analysis methods. I will distribute more detailed instructions in class and on OLAT.

Media Presentation (5% of final grade)

Labor market inequality is often a central topic in public discourse. On an assigned day, you are responsible for bringing in a current news item, or an example from a movie or TV show that addresses race and ethnic inequality in the workplace.

It may be an announcement, a short written piece (no longer than 1 page), a voice, or video clip (news cast, interview, TV, or film clip – up to 5 minutes in length). Please present your example to the class and discuss afterwards how your example relates to the content discussed in class or inequality theory in general. I will distribute more detailed instructions in class and on OLAT.

Final paper (40% of final grade)

In your final paper you will 1) develop a research question and testable hypotheses using 6 scientific journal articles or book chapters, 2) test these hypotheses using the ALLBUS data, and 3) discuss how your results relate to the theory and hypotheses you developed.

Important Administrative Details:

1. Please register for the class under the **LSF-System**. If you missed the deadline, download and fill out the form located at this link: <http://www.fb03.uni-frankfurt.de/46312542/late-registry.pdf>
2. You **ALSO** need to **register in OLAT**, where we have the course materials. Please use your university address (s0000000@stud.uni-frankfurt.de) and have it forward to your preferred address if you don't check it that much. Be sure your mailboxes are not too full; otherwise you will miss messages! I communicate with the class exclusively over OLAT.
3. For **office hours appointments**, please email (kronberg@soz.uni-frankfurt.de) or talk to me after class.

Weekly Overview

Week 1	
4711	Introductions
4/13	Introduction to Stata * Kohler& Kreuter (KK) 2012: Chapters 1-3
Week 2	
4/18	Mobility within and between firms ** Giesecke, J. und J. Heisig (2010). Destabilisierung und Destandardisierung, aber für wen? Die Entwicklung der westdeutschen Arbeitsplatzmobilität seit 1984, <i>Kölner Zeitschrift für Soziologie und Sozialpsychologie</i> 62: 403-435. * Hollister, M. (2011). Employment stability in the US labor market: Rhetoric versus reality. <i>Annual Review of Sociology</i> 37: 305-324.
4/20	ALLBUS & Measures of central tendency ** General Info Allbus: http://www.gesis.org/allbus/allgemeine-informationen/ ** 2014 Questionnaire: http://tinyurl.com/k99zwwr
Week 3	
4/25	Unemployment ** Gangl, M. (2006). Scar effects of unemployment: An assessment of institutional complementarities. <i>American Sociological Review</i> 71(6): 986-1013. * Hirsch, B. und C. Schnabel (2012). Women move differently. Job separations and gender. <i>Journal of Labor Research</i> , 33 (4): 417-432. * Kogan, I. (2004). Last hired, First fired? The unemployment dynamics of male immigrants in Germany. <i>European Sociological Review</i> 20: 445-461. * Ludwig-Mayerhofer, W. (2005). Arbeitslosigkeit. In: Abraham, M. und T. Hinz (Hrsg.). <i>Arbeitsmarktsoziologie. Probleme, Theorien, empirische Befunde</i> . Wiesbaden: VS Verlag für Sozialwissenschaften. P. 199-239
4/27	Descriptive Data Analyses * Kohler& Kreuter 2012 (KK): Chapter 7, P. 157-194 * Fox 2008 (JF): Chapter 3: P. 26-40 ⇒ <i>Paper topic abstract due</i>
Week 4	
5/2	Income Inequality ** Gartner, H. und T. Hinz (2009). Geschlechtsspezifische Lohnungleichheit in Betrieben, Berufen und Jobzellen 1993-2006. <i>Berliner Journal für Soziologie</i> , 19: 557-575 ** Kalter, F. (2005). Ethnische Ungleichheit auf dem Arbeitsmarkt. In: Abraham, M. und T. Hinz (Hrsg.). <i>Arbeitsmarktsoziologie. Probleme, Theorien, empirische Befunde</i> . Wiesbaden: VS Verlag für Sozialwissenschaften. P. 303-332 * Gleichstellungsbericht (http://www.gleichstellungsbericht.de/de/topic/6.erster-gleichstellungsbericht.html) * https://www.destatis.de/DE/ZahlenFakten/Indikatoren/QualitaetArbeit/Dimension1/1_5_GenderPayGap.html * http://de.statista.com/statistik/daten/studie/150623/umfrage/monatliches-persoенliches-einkommen-nach-jeweiligem-migrationshintergrund
5/4	Stata – Recoding I * KK: Chapter 5, P. 83-99, 110-115

Week 5	
5/9	Literature Research & Scientific Writing
5/11	Stata -Recoding II * KK: Chapter 5, P. 83-99, 110-115
Week 6	
5/16	*Holiday*
5/18	Bivariate Data Analyses * KK: Chapter 7 * JF: Chapter 3, P. 40-49 ⇒ <i>Univariate Analyses Due</i>
Week 7	
5/23	Human Capital ** Esser, H (2000). <i>Soziologie. Spezielle Grundlagen – Band 4: Opportunitäten und Restriktionen</i> . „Humankapital“, 214-225, Frankfurt: Campus Verlag. ** Hinz, T. und M. Abraham (2005). Qualifikation und Wissen: Humankapital. In: Abraham, M. und T. Hinz (Hrsg.). <i>Arbeitsmarktsoziologie. Probleme, Theorien, empirische Befunde</i> . Wiesbaden: VS Verlag für Sozialwissenschaften. P. 32-40. * Becker, G. (1975). <i>Human Capital. A theoretical and empirical analysis, with special reference to education</i> . New York: NBER
5/25	Introduction to OLS Regression * KK: Chapter 9. 247-269 * JF: Chapter 5., P. 77-100
Week 8	
5/30	Social Capital ** Granovetter, M. (1995). <i>Getting a job</i> . Chicago: University of Chicago Press. Introduction. 3-22. ** Hinz, T. und M. Abraham (2005). Soziale Netzwerke. In: Abraham, M. und T. Hinz (Hrsg.). <i>Arbeitsmarktsoziologie. Probleme, Theorien, empirische Befunde</i> . Wiesbaden: VS Verlag für Sozialwissenschaften. P. 51-56. * McPherson et al. (2001). Birds of a feather: Homophily in social networks. <i>Annual Review of Sociology</i> 27: 415-444.
6/1	OLS Regression – Interpretation of Coefficients * KK: Chapter 9, P. 288-292, 297-301 * JF: Chapter 7, P. 120-131
Week 9	
6/6	Discrimination & Stereotypes ** 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 * Ridgeway, C. (1997). Interaction and the conservation of gender inequality: Considering employment. <i>American Sociological Review</i> 62: 218-235 * Neumark, D. (2016). Experimental research on Labor Market discrimination. <i>NBER Working Paper</i> No. 22022

6/8	<p>Logistic Regression</p> <p>* KK: Kapitel 10, P. 325-361</p> <p>* JF: Kap. 14, P. 335-355</p> <p>⇒ <i>Bivariate Analyses Due</i></p>
Week 10	
6/13	<p>Occupational Segregation</p> <p>** Tam, T. (1997). Sex Segregation and Occupational Gender Inequality in the U.S.: Devaluation or Specialized Training? <i>American Journal of Sociology</i> 102(6):1652-92 [Selected Pages]</p> <p>** England P., Hermsen, J., and Cotter, D. (2000). The devaluation of women's work: A comment on Tam. <i>American Journal of Sociology</i> 105: 1741-60</p>
6/15	<p>Interaction Effects</p> <p>* KK: Chapter 9, P. 292- 297, 304-311</p> <p>* JF: Chapter 7, P. 131-141</p>
Week 11	
6/20	<p>Employer Practices</p> <p>** Baron, J., M. Hannan, et al. (2007). In the Company of Women: Gender Inequality and the Logic of Bureaucracy in Start-Up Firms. <i>Work and Occupations</i> 34: 35-66</p> <p>* Sterling, Adina D. and Fernandez, Roberto M. (2014). Gender, Trial Employment, and Initial Salaries (June 20, 2014). <i>MIT Sloan Research Paper</i> No. 5118-14. http://ssrn.com/abstract=2456817</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>
6/22	<p>Model Comparison – Successive Model Building</p> <p>* KK: Chapter 9, P. 301-304</p> <p>* JF: Chapter 22, P. 607-622</p> <p>* Clogg, C., Petkova, E. and Haritou, A. (1995). Statistical Methods for comparing regression coefficients between models. <i>American Journal of Sociology</i> 100(5): 1261-1293</p>
Week 12	
6/27	<p>Labor Market Segmentation</p> <p>** Piore, M. 1970. "The dual labor market: Theory and implications." Pp. 55-59 in <i>The state and the poor</i>, edited by S. Beer and R. Barringer. Cambridge, MA: Winthrop Publishers.</p> <p>** Reich, M., Gordon, D. and R. Edwards (1973) A Theory of Labor Market Segmentation. <i>The American Economic Review</i>, 63(2), pp. 359-365</p>
6/29	<p>Regression Diagnostics</p> <p>* KK: Chapter 9.3 270-287</p> <p>* JF: Chapter 11, 12, 13</p>

Week 13	
7/4	Presentation Multivariate Results
7/6	Presentation Multivariate Results
Week 14	
7/11	Presentation Multivariate Results
7/13	Presentation Multivariate Results
August 15 2016 - Final Paper Due	