

**Social Stratification – Sociology of Labor Markets (SOC 923)  
Spring 2010**

6116 SOCIAL SCIENCE  
WED 8:30-10:45am

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COURSE OBJECTIVES

The sociological study of labor markets centers on two fundamental observations. First, labor markets are a fundamentally social institution where social relationships, customs and rules determine the structure of market exchange over and above purely economic considerations. In addition, if we want to understand social stratification in advanced economies we need to understand how labor markets operate due to their central role in the allocation of economic rewards and positions. To address these issues, we will engage with key strands of sociological and economic labor market theory in the seminar, ranging from neoclassical economics, human capital theory and models from information economics to more sociological approaches that emphasize the importance of social relationships or the structure of organizations and institutions. We will then apply this theoretical background to discuss recent empirical work on e.g. rising wage inequality, gender inequality and discrimination in the labor market, the structure of careers within organizations or the impact of immigration.

CORE READINGS

There are many excellent textbooks on the sociology and economics of labor markets available. The following list of books and articles form something like the backbone to many of the topics we discuss in the seminar. I strongly suggest that you work through the relevant chapters and parts in most of them during the seminar and/or use these as a backdrop for preparing presentations and class discussion. Naturally, the full session-by-session reading list below provides additional, and typically more advanced, readings on the specific topic discussed in any particular session. In case you decide to buy a textbook, I recommend the Grusky and/or Kaufman/Hotchkiss ones.

- Akerlof, George A. (1984). *An Economic Theorist's Book of Tales: Essays that Entertain the Consequences of New Assumptions in Economic Theory*. Cambridge: Cambridge University Press.
- Berg, Ivar (ed.) (1981). *Sociological Perspectives on Labor Markets*. New York: Academic Press.
- Berg, Ivar, and Arne L. Kalleberg (eds.) (2001). *Sourcebook of Labor Markets: Evolving Structures and Processes*. New York: Kluwer Academic/Plenum Publishers.
- Borjas, George J. (2009). *Labor Economics*. 5<sup>th</sup> edition. Boston: McGraw-Hill/Irwin.
- Cahuc, Pierre, and André Zylberberg (2004). *Labor Economics*. Cambridge: MIT Press.
- Granovetter, Mark (1986). Labor Mobility, Internal Markets, and Job Matching: A Comparison of the Sociological and Economic Approaches. *Research in Social Stratification and Mobility* 5: 3-39.

\*Grusky, David B. (ed.) (2008). *Social Stratification: Class, Race, and Gender in Sociological Perspective*. 3<sup>rd</sup> edition. Boulder: Westview Press.

\*Kaufman, Bruce E., and Julie L. Hotchkiss (2006). *The Economics of Labor Markets*. 7<sup>th</sup> edition. Mason: Thomson South-Western.

Kalleberg, Arne L., and Aage B. Sørensen (1979). The Sociology of Labor Markets. *Annual Review of Sociology* 5: 351-379.

Lin, Nan (1999). Social Networks and Status Attainment. *Annual Review of Sociology* 25: 467-487.

We have an electronic reserve for the key readings of the class. The reserve is accessible through our class website on the Learn@UW platform (cf. below).

### COURSE REQUIREMENTS AND GRADING

Your grade will depend on your participation in class, two class presentations and the quality of your term paper. Your term paper will determine 60% of your grade, the presentations 30% (i.e. 15% each), and active class participation 10%. I will award “S” (pass) grades if you have fully participated in class and have contributed to two presentations, but decide against writing a term paper for this class.

Starting with the signaling model in week 4, twelve class sessions will be run by student teams. Each student will participate in two of these presentations during the semester. The teams are responsible for preparing the session, which includes providing an introductory presentation about the readings, preparing discussion questions, and running the discussion. Presenters should decide on the specific readings for the class, i.e. typically which exemplary empirical studies are to be integrated into the session and read by the class. Please submit your presentation or handout to me via e-mail or the Learn@UW dropbox by 5pm on the day before class so that I may upload the materials onto the website ahead of the session. Students not running a specific session are expected to do the assigned readings and to prepare discussion questions on them. To sign up for the presentations or to suggest alternative topics, please send me your top five preferences (in rank order) by e-mail or via the Learn@UW dropbox by Tuesday, January 26, 2pm.

Your term paper for this class has to be completed by Wednesday, May 12, the day of the final exam for this class. The paper should reflect your original and individual work on a topic of your choice from within the range of subjects covered in this class. The typical length of a term paper is around 15-20 pages. There are different formats for term papers, yet the most common are

1. An original research paper on a topic of interest to you. This might serve as the basis for an MA thesis, a journal submission, or a chapter of your dissertation. Research papers can be either empirical or theoretical.
2. A detailed proposal for a research project, including an extensive and critical review of the existing literature on the topic. This might serve as the basis for a grant proposal to support your dissertation research or future work.
3. A thorough analysis of the literature in a specific area (including both the readings from the syllabus and additional readings) in which you lay out the key issues, the primary arguments and perspectives, and critically assess the various contributions to the literature. This might serve as excellent preparation for the prelim exam in social stratification.

I would like this class to be as supportive of your own work as possible, so I will be open to any of the above or even alternative suggestions that make sense given your specific interests and stage in the graduate program. If you intend to do a term paper, I encourage you to discuss your ideas, topic and choice of format with me – via e-mail or during office hours – before the spring break at the very latest. This especially applies if you are thinking about doing empirical research for the term paper.

### COURSE MATERIALS AND RESOURCES

We have a course website on the Learn@UW platform (<https://learnuw.wisc.edu/>) that will provide a platform to share announcements and pdf copies of class materials. You will be able to submit your handouts and term paper via the site's dropbox function, and the site will link to the electronic course reserve for the class. In addition, we also have an e-mail classlist at [soc923-1-s10@lists.wisc.edu](mailto:soc923-1-s10@lists.wisc.edu) which I will use occasionally to distribute short-term announcements or reminders. The classlist may of course also be used to launch class discussion or to distribute information or materials related to this course (e.g. class handouts or information about events of interest). In case you need the individual e-mail address of a classmate, please check the classlist register on our Learn@UW website.

### COURSE SCHEDULE

1/20	1: Course overview and organization
1/27	2: Neoclassical economics: supply, demand and market equilibrium
2/3	3: Human capital theory
2/10	4: Information economics: signaling, screening and discrimination
2/17	5: Job search, employer search and labor market dynamics
2/24	6: Employment relationships and labor market structure
3/3	7: The principal-agent problem, incentive contracts and efficiency wages
3/10	8: Organizational labor markets (I): teams and worker interdependence
3/17	9: Organizational labor markets (II): ILMs, job ladders and vacancy chains
3/24	10: Job histories and careers
3/31	SPRING BREAK
4/7	11: Institutions (I): the role of unions in the labor market
4/14	12: Institutions (II): welfare states and labor market policy
4/21	13: Gender inequality in the labor market
4/28	14: Structural change and its consequences
5/5	15: Migration and the labor market
5/12	TERM PAPER DUE

## DETAILED READING LIST

(Starred readings are recommended readings, typically fundamental theoretical or empirical papers. Presenters are free to pick readings for the session. As presenter, you should communicate your choices to the class ahead of the session via our e-mail classlist.)

1/20 **1: Course overview and organization**

- \*Granovetter, Mark (2005). The Impact of Social Structure on Economic Outcomes. *Journal of Economic Perspectives* 19 (1): 33-50.
- \*Kalleberg, Arne L., and Aage B. Sørensen (1979). The Sociology of Labor Markets. *Annual Review of Sociology* 5: 351-379.
- \*Kaufman, Bruce E., and Julie L. Hotchkiss (2006). *The economics of labor markets*. 7<sup>th</sup> Edition. Mason: Thomson South-Western, chapter 1.

1/27 **2: Neoclassical economics: supply, demand and market equilibrium**

- \*Borjas, George J. (2005). *Labor economics*. 3<sup>rd</sup> Edition. Boston: McGraw-Hill/Irwin, chapters 2, 4-5.
- \*Kaufman, Bruce E., and Julie L. Hotchkiss (2006). *The economics of labor markets*. 7<sup>th</sup> Edition. Mason: Thomson South-Western, chapters 3-4, 6.
- Devereux, Paul J. (2004). Changes in Relative Wages and Family Labor Supply. *Journal of Human Resources* 39: 696-722.
- Falk, Martin, and Bertrand Koebel (2001). A Dynamic Heterogeneous Labour Demand Model for German Manufacturing. *Applied Economics* 33: 339-348.
- Hamermesh, Daniel (1986). The Demand for Labor in the Long Run. In Orley Ashenfelter and Richard Layard (eds.), *Handbook of Labor Economics. Volume 1*. Amsterdam: North-Holland.
- Hunt, Jennifer (2006). Staunching Emigration from East Germany: Age and the Determinants of Migration. *Journal of the European Economic Association* 4:1014–1037.
- Killingsworth, Mark R., and James J. Heckman (1986). Labor Supply of Women: A Survey. In Orley Ashenfelter and Richard Layard (eds.), *Handbook of Labor Economics. Volume 1*. Amsterdam: North-Holland.
- Krueger, Alan B., and David Schkade (2008). Sorting in the Labor Market. Do Gregarious Workers Flock to Interactive Jobs? *Journal of Human Resources* 43: 859-883.
- Pencavel, John (1986). Labor Supply of Men: A Survey. In Orley Ashenfelter and Richard Layard (eds.), *Handbook of Labor Economics. Volume 1*. Amsterdam: North-Holland.

2/3 **3: Human capital theory**

- \*Becker, Gary S. (1993). *Human Capital: A Theoretical and Empirical Analysis with Special Reference to Education*. 3<sup>rd</sup> Edition. Chicago: University of Chicago Press, chapters 3-4.
- \*Kaufman, Bruce E., and Julie L. Hotchkiss (2006). *The Economics of Labor Markets*. 7<sup>th</sup> Edition. Mason: Thomson South-Western, chapter 7.
- \*Ben-Porath, Yoram (1967). The Production of Human Capital and the Life Cycle of Earnings. *Journal of Political Economy* 75: 352-365.

- Ashenfelter, Orley, and Cecilia Rouse (1998). Income, Schooling, and Ability: Evidence from a New Sample of Identical Twins. *Quarterly Journal of Economics* 113: 253-284.
- Frazis, Harley, Maury Gittleman and Mary Joyce (2000). Correlates of Training: An Analysis Using Both Employer and Employee Characteristics. *Industrial and Labor Relations Review* 53: 443-462.
- Neal, Derek (1995). Industry-Specific Human Capital: Evidence from Displaced Workers. *Journal of Labor Economics* 13: 653-677.
- Polachek, Solomon W., and W. Stanley Siebert (1993). *The Economics of Earnings*. Cambridge: Cambridge University Press, chapters 2-4, 7
- Poletaev, Maxim, and Chris Robinson (2008). Human Capital Specificity: Evidence from the Dictionary of Occupational Titles and Displaced Worker Surveys, 1984–2000. *Journal of Labor Economics* 26: 387-420.
- Topel, Robert (1991). Specific Capital, Mobility, and Wages: Wages Rise with Job Seniority. *Journal of Political Economy* 99: 145-176.

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**4: Information economics: signaling, screening and discrimination**

- \*Akerlof, George A. (1970). The market for 'lemons': Quality uncertainty and the market mechanism. *Quarterly Journal of Economics* 84: 488-500.
- \*Kaufman, Bruce E., and Julie L. Hotchkiss (2006). *The economics of labor markets*. 7<sup>th</sup> Edition. Mason: Thomson South-Western, chapter 9.
- \*Spence, Michael (1973). Job Market Signaling. *Quarterly Journal of Economics* 87: 355-374.
- Arai, Mahmood, and Peter Skogman Thoursie (2009). Renouncing Personal Names: An Empirical Examination of Surname Change and Earnings. *Journal of Labor Economics* 27: 127-147.
- Bertrand, Marianne and Sendhil Mullainathan (2004). Are Greg and Emily More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination. *American Economic Review* 94: 991-1013.
- Correll, Shelley J., Stephen Benard, and In Paik (2007). Getting a Job: Is There a Motherhood Penalty? *American Journal of Sociology* 112: 1297-1338.
- Gibbons, Robert, and Lawrence F. Katz (1991). Layoffs and Lemons. *Journal of Labor Economics* 9: 351-380.
- Goldin, Claudia, and Cecilia Rouse (2000). Orchestrating impartiality: The Impact of "Blind" Auditions on Female Musicians. *American Economic Review* 90: 715-741.
- Giuliano, Laura, David I. Levine, and Jonathan Leonard (2009). Manager Race and the Race of New Hires. *Journal of Labor Economics* 27: 589-631.
- Hamermesh, Daniel S., and Jeff E. Biddle (1994). Beauty and the Labor Market. *American Economic Review* 84: 1174-1194.
- Hersch, Joni (2008). Profiling the New Immigrant Worker: The Effects of Skin Color and Height. *Journal of Labor Economics* 26: 345-386.
- Jaeger, David A., and Marianne E. Page (1996). Degrees Matter: New Evidence on Sheepskin Effects in the Returns to Education. *Review of Economics and Statistics* 78: 733-40.

2/17 **5: Job search, employer search and labor market dynamics**

- \*Granovetter, Mark S. (1973). The Strength of Weak Ties. *American Journal of Sociology* 78: 1360-1380.
- \*Logan, John A. (1996). Opportunity and Choice in Socially Structured Labor Markets. *American Journal of Sociology* 102:114-160.
- \*Pissarides, Christopher A. (1985). Job Search and the Functioning of Labour Markets. Pp. 159-185 in Derek Carline, Christopher A. Pissarides, S. W. Siebert, and P. J. Sloane (eds.), *Labour Economics*. London: Longman.
- \*Yakubovich, Valery (2005). Weak Ties, Information, and Influence: How Workers Find Jobs in a Local Russian Labor Market. *American Sociological Review* 70: 408-421.
- Burdett, Kenneth (1978). A Theory of Employee Job Search and Quit Rates. *American Economic Review* 68: 212-220.
- Burdett, Kenneth, and Elizabeth J. Cunningham (1998). Toward a Theory of Vacancies. *Journal of Labor Economics* 16: 445-478.
- Fernandez, Roberto M., and Isabel Fernandez-Mateo (2006). Networks, Race, and Hiring. *American Sociological Review* 71: 42-71.
- Halaby, Charles N. (1988). Action and Information in the Job Mobility Process: The Search Decision. *American Sociological Review* 53: 9-25.
- Mortensen, Dale T. (1988). Matching: Finding a Partner for Life or Otherwise. *American Journal of Sociology* 94: S215-S240.
- Mouw, Ted (2003). Social Capital and Finding a Job: Do Contacts Matter? *American Sociological Review* 68: 868-898.
- Petersen, Trond, Ishak Saporta, and Marc-David L. Seidel (2000). Offering a Job: Meritocracy and Social Networks. *American Journal of Sociology* 106: 763-816.

2/24 **6: Employment relationships and labor market structure**

- \*Simon, Herbert A. (1951). A Formal Theory of the Employment Relationship. *Econometrica* 19: 293-305.
- \* Goldthorpe, John H. (2007). Social Class and the Differentiation of Employment Contracts. Pp. 101-124 in John H. Goldthorpe, *On Sociology. Volume II: Illustration and Retrospect*. 2<sup>nd</sup> edition. Stanford: Stanford University Press.
- \*Sørensen, Aage B. and Arne L. Kalleberg (1981) A Theory of the Matching of Persons to Jobs. Pp. 49-74 in Ivar Berg (ed.), *Sociological Perspectives on Labor Markets*. New York: Academic Press.
- \*Sørensen, Aage B. (1983). Processes of allocation to open and closed positions in social structure. *Zeitschrift für Soziologie* 12: 203-224.
- Dickens, William T., and Kevin Lang (1985). A Test of Dual Labor Market Theory. *American Economic Review* 75: 792-805.
- Evans, Geoffrey and Colin Mills (2000). In search of the wage-labour/service contract: new evidence on the validity of the Goldthorpe class schema. *British Journal of Sociology* 51: 641–661.
- Kalleberg, Arne L. (2003). Flexible firms and labor market segmentation: Effects of Workplace restructuring on jobs and workers. *Work & Occupations* 30: 154-175.
- Kalleberg, Arne L. (2009). Precarious Work, Insecure Workers: Employment Relations in Transition. *American Sociological Review* 74: 1-22.

- Kalleberg, Arne L., Barbara F. Reskin, and Ken Hudson (2000). Bad Jobs in America: Standard and Nonstandard Employment Relations and Job Quality in the United States. *American Sociological Review* 65: 256-278.
- Kalleberg, Arne L., Michael Wallace, and Robert P. Althausen (1981). Economic Segmentation, Worker Power, and Income Inequality. *American Journal of Sociology* 87: 651-83.
- Morgan, Stephen L., and Zun Tang (2007). Social Class and Workers' Rent, 1983–2001. *Research in Social Stratification and Mobility* 25: 273-293.
- Sakamoto, Arthur, and Meichu Chen (1991). Inequality and Attainment in Dual Labor Markets. *American Sociological Review* 56: 295-308.
- Sørensen, Aage B. (1996). The Structural Basis of Social Inequality. *American Journal of Sociology* 101: 1333-1365.
- Taubman, Paul, and Michael L. Wachter (1986). Segmented Labor Markets. In Orley Ashenfelter and Richard Layard (eds.), *Handbook of Labor Economics. Volume 2*. Amsterdam: North-Holland.

### 3/3 **7: The principal-agent problem, incentive contracts and efficiency wages**

- \*Akerlof, George A. (1982). Labor contracts as partial gift exchange. *Quarterly Journal of Economics* 97: 543-569.
- \*Sappington, David E. M. (1991). Incentives in Principal-Agent Relationships. *Journal of Economic Perspectives* 5 (2): 45-66.
- \*Sørensen, Aage B. (1994). Firms, Wages and Incentives. Pp. 504-528 in Neil Smelser and Richard Swedberg (eds.), *The Handbook of Economic Sociology*. Princeton: Princeton University Press.
- Halaby, Charles N., and David L. Weakliem (1989). Worker Control and Attachment to the Firm. *American Journal of Sociology* 95: 549-591.
- Falk, Armin and Michael Kosfeld (2006). The Hidden Costs of Control. *American Economic Review* 96: 1611-1630.
- Fehr, Ernst, Erich Kirchler, Andreas Weichbold and Simon Gächter (1998). When Social Norms Overpower Competition: Gift Exchange in Experimental Labor Markets. *Journal of Labor Economics* 16: 324-351.
- MacLeod, W. Bentley, and James M. Malcomson (1998). Motivation and Markets. *American Economic Review* 88: 388-411.
- Nagin, Daniel S. (2002). Monitoring, motivation, and management: the determinants of opportunistic behavior in a field experiment. *American Economic Review* 92: 850-873.
- Parsons, Donald O. (1986). The Employment Relationship: Job Attachment, Work Effort, and the Nature of Contracts. In Orley Ashenfelter and Richard Layard (eds.), *Handbook of Labor Economics. Volume 2*. Amsterdam: North-Holland.
- Petersen, Trond (1992). Payment Systems and the Structure of Inequality: Conceptual Issues and an Analysis of Salespersons in Department Stores. *American Journal of Sociology* 98: 67-104.
- Prendergast, Canice (1999). The Provision of Incentives in Firms. *Journal of Economic Literature* 37: 7-63.

3/10 **8: Organizational labor markets (I): networks, teams and worker interdependence**

- \*Akerlof, George A., and Rachel E. Kranton (2005). Identity and the economics of organizations. *Journal of Economic Perspectives* 19 (1): 9-32.
- \*Burt, Ronald S. (2004). Structural Holes and Good Ideas. *American Journal of Sociology* 110: 349-399.
- \*DiTomaso, Nancy, Corinne Post, and Rochelle Parks-Yancy (2007). Workforce Diversity and Inequality: Power, Status, and Numbers. *Annual Review of Sociology* 33: 473-501.
- \*Jones, Stephen R. G. (1990). Worker Interdependence and Output: The Hawthorne Studies Reevaluated. *American Sociological Review* 55: 176-190.
- Abell, Peter (1996). A Model of the Informal Structure (Culture) of Organizations: Help, Trust, Rivalry and Team Spirit. *Rationality and Society* 8: 433-452.
- Battu H, Belfield CR, Sloane PJ (2003). Human capital spillovers within the workplace: Evidence for Great Britain. *Oxford Bulletin of Economics and Statistics* 65: 575-594.
- Boning, Brent, Casey Ichniowski, and Kathryn Shaw (2007). Opportunity Counts: Teams and the Effectiveness of Production Incentives. *Journal of Labor Economics* 27: 613-650.
- Castilla, Emilio J. (2005). Social Networks and Employee Performance in a Call Center. *American Journal of Sociology* 110: 1243–1283.
- Charness, Gary, and Peter Kuhn (2007). Does Pay Inequality Affect Worker Effort? Experimental Evidence. *Journal of Labor Economics* 25: 693-723.
- DiPrete, Thomas A., Greg Eirich, and Matthew Pittinsky (2009). Compensation Benchmarking, Leapfrogs, and the Surge in Executive Pay. *American Journal of Sociology*, forthcoming.
- Encinosa, William E., III, Martin Gaynor, and James B. Rebitzer (2007). The sociology of groups and the economics of incentives: Theory and evidence on compensation systems. *Journal of Economic Behavior & Organization* 62: 187-214.
- Gould, Eric D., and Todd Kaplan (2007). *Learning Unethical Practices from a Co-worker: The Peer Effect of Jose Canseco*. CEPR Discussion Paper 6550. London: CEPR.
- Hamilton BH, Nickerson JA, Owan H (2003). Team incentives and worker heterogeneity: An empirical analysis of the impact of teams on productivity and participation. *Journal of Political Economy* 111: 465-497.
- Hansen, Daniel G. (1997). Worker Performance and Group Incentives: A Case Study. *Industrial & Labor Relations Review* 51: 37-49.
- Iranzo, Susana, Fabiano Schivardi, and Elisa Tosetti (2008). Skill Dispersion and Firm Productivity: An Analysis with Employer-Employee Matched Data. *Journal of Labor Economics* 26: 247-285.
- Rees, Daniel I., Jeffrey S. Zax, and Joshua Herries (2003). Interdependence in Worker Productivity. *Journal of Applied Econometrics* 18: 585-604.

3/17 **9: Organizational labor markets (II): ILMs, job ladders and vacancy chains**

- \*Althausen, R. P. (1989). Internal Labor Markets. *Annual Review of Sociology* 15: 143-161.
- \*Rosenbaum, James E. (1979). Tournament Mobility: Career Patterns in a Corporation. *Administrative Science Quarterly* 24: 220-241.
- \*Sørensen, Aage B. (1977). The Structure of Inequality and the Process of Attainment. *American Sociological Review* 42: 965-978.



- Baron, James N., Alison Davis-Blake and William T. Bielby (1986). The Structure of Opportunity: How Promotion Ladders Vary Within and Among Organizations. *Administrative Science Quarterly* 31: 248-273.
- DiPrete, Thomas A., Dominique Goux, and Eric Maurin (2002). Internal labor markets and earnings trajectories in the post-Fordist economy: An analysis of recent trends. *Social Science Research* 31: 175-196.
- Doeringer, Peter B., and Michael J. Piore (1971). *Internal Labor Markets and Manpower Analysis*. Lexington, MA.: Heath.
- Eliason, Scott R. (1995). An Extension of the Sorensen-Kalleberg Theory of the Labor Market Matching and Attainment Processes. *American Sociological Review* 60: 247-271.
- Gibbons, Robert, and Michael Waldman (1999). Careers in Organizations: Theory and Evidence. Pp. 2373-2438 in Orley Ashenfelter and David Card (eds.), *Handbook of Labor Economics. Volume 3B*. Amsterdam: Elsevier.
- Hollister, MN (2004). Does firm size matter anymore? The new economy and firm size wage effects. *American Sociological Review* 69: 659-676.
- Ishida, Hiroshi, Kuo Hsien-Su, and Seymour Spilerman (2002). Models of Career Advancement in Organizations. *European Sociological Review* 18: 179-198.
- Podolny, Joel M., and James N. Baron (1997). Relationships and resources: Social networks and mobility in the workplace. *American Sociological Review* 62: 673-693.
- Spilerman, Seymour, and Tormod Lunde (1991). Features of Educational Attainment and Job Promotion Prospects. *American Journal of Sociology* 97: 689-720.
- Stewman, Shelby, and Suresh L. Konda (1983). Careers and Organizational Labor Markets: Demographic Models of Organizational Behavior. *American Journal of Sociology* 88: 637-685.
- White, Harrison (1970). *Chains of Opportunity: System Models of Mobility in Organizations*. Cambridge: Harvard University Press.

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**10: Job histories and careers**

- \*DiPrete, Thomas A., and Gregory M. Eirich (2006). Cumulative Advantage as a Mechanism for Inequality: A Review of Theoretical and Empirical Developments. *Annual Review of Sociology* 32: 271-297.
- \*Rosenfeld, Rachel A. (1992). Job Mobility and Career Processes. *Annual Review of Sociology* 18: 39-61.
- \*Stevens, Ann H. (1997). Persistent Effects of Job Displacement: the Importance of Multiple Job Losses. *Journal of Labor Economics* 15: 165-187.
- Allison, Paul D., J. Scott Long, and T.K. Krauze (1982). Cumulative advantage and inequality in science. *American Sociological Review* 47: 615-625.
- Brand, Jennie E. (2006). The effects of job displacement on job quality: Findings from the Wisconsin Longitudinal Study. *Research in Social Stratification and Mobility* 24: 275-298.
- Frank, Robert H. (1998). Winner-Take-All Markets and Wage Discrimination. Pp. 208-223 in Mary C. Brinton and Victor Nee (eds.), *The New Institutionalism in Sociology*. New York : Russell Sage Foundation.
- Gregg, Paul (2001). The Impact of Youth Unemployment on Adult Unemployment in the NCDS. *Economic Journal* 111: F626-F653.

- Johnson, Rucker C.; Corcoran, Mary E. (2003). The Road to Economic Self-Sufficiency: Job Quality and Job Transition Patterns. *Journal of Policy Analysis and Management* 22: 615-639.
- Rosen, Sherwin (1981). The Economics of Superstars. *American Economic Review* 71: 845-858.
- Seibert, Scott E., Maria L. Kraimer, and Robert C. Liden (2001). A Social Capital Theory of Career Success. *Academy of Management Journal* 44: 219-237.
- Spilerman, Seymour (1977). Careers, labor market structure, and socioeconomic achievement. *American Journal of Sociology* 83: 551-593.
- Le Grand, Carl, and Mikael Tåhlin (2002). Job mobility and earnings growth. *European Sociological Review* 18: 381-400.
- Shaw, Kathryn L. (1987). Occupation Change, Employer Change, and the Transferability of Skills. *Southern Economic Journal* 53: 702-719.

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**SPRING BREAK**

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**11: Institutions (I): the role of unions in the labor market**

- \*Kaufman, Bruce E., and Julie L. Hotchkiss (2006). *The Economics of Labor Markets*. 7<sup>th</sup> Edition. Mason: Thomson South-Western, chapters 11-12.
- \*Wallerstein, Michael (1999). Wage-Setting Institutions and Pay Inequality in Advanced Industrial Societies. *American Journal of Political Science* 43: 649-680.
- \*Weeden, Kim A. (2002). Why Do Some Occupations Pay More than Others? Social Closure and Earnings Inequality in the United States. *American Journal of Sociology* 108: 55-101.
- \*Western, Bruce, and Kieran Healy (1999). Explaining the OECD Wage Slowdown Recession or Labour Decline? *European Sociological Review* 15: 233-249.
- Bertola, Giuseppe (1999). Microeconomic Perspectives on Aggregate Labor Markets. Pp. 2985-3028 in Orley Ashenfelter and David Card (eds.), *Handbook of Labor Economics*. Volume 3C. Amsterdam: Elsevier.
- Blau, Francine D., and Lawrence M. Kahn (1996). International differences in male wage inequality: Institutions versus market forces. *Journal of Political Economy* 104: 791-837.
- Blau, Francine D., and Lawrence M. Kahn (1999). Institutions and Laws in the Labor Market. Pp. 1399-1462 in Orley Ashenfelter and David Card (eds.), *Handbook of Labor Economics*. Volume 3A. Amsterdam: Elsevier.
- Eren, O. (2007). Measuring the union-nonunion wage gap using propensity score matching. *Industrial Relations* 46: 766-780.
- Farber, Henry S., and Bruce Western (2001). Accounting for the Decline of Unions in the Private Sector, 1973-1998. *Journal of Labor Research* 22: 459-485.
- Ng, I., and D. Maki (1994). Trade-Union Influence on Human-Resource Management-Practices. *Industrial Relations* 33: 121-135.
- Wallerstein, Michael, and Bruce Western (2000). Unions in Decline? What Has Changed and Why. *Annual Review of Political Science* 3: 355-377.
- Western, Bruce (1994). Unionization and Labor Market Institutions in Advanced Capitalism, 1950-1985. *American Journal of Sociology* 99: 1314-1341.

Western, Bruce (1995). A Comparative Study of Working-Class Disorganization: Union Decline in Eighteen Advanced Capitalist Countries. *American Sociological Review* 60: 179-201.

4/14 **12: Institutions (II): welfare states and labor market policy**

- \*DiPrete, Thomas A. (2002). Life course risks, mobility regimes, and mobility consequences: A comparison of Sweden, Germany, and the United States. *American Journal of Sociology* 108: 267-309.
- \*Esping-Andersen, Gøsta (1990). *The Three Worlds of Welfare Capitalism*. Cambridge: Polity Press, chapters 6-8.
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Q&A, course review and evaluation