



DEPARTMENT OF LABOR STUDIES AND EMPLOYMENT RELATIONS (LSER)

2024FA – 37-575-309: 92 & 93 - WORKING WOMEN IN AMERICAN SOCIETY

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**Email:** [mehmet.balkanlioglu@rutgers.edu](mailto:mehmet.balkanlioglu@rutgers.edu) & You can also email me in the internal Canvas email system.

**The Virtual Office Hour:** It will be held through Zoom upon request.

### COURSE DELIVERY FORMAT

This course is taught 100% online via Canvas (<https://canvas.rutgers.edu/>). It is conducted in an asynchronous format, meaning that all learning activities and communications occur online, without the need for real-time interactions. Thus, you are not required to log in at any specific times; instead, you can access course materials and complete assignments at your convenience, as long as you adhere to the deadlines.

You need to have access to a reliable computer and internet connection. In case of computer failure, ensure you have an alternative way to access Canvas and back up your important documents on an external device. This syllabus is subject to change at the instructor's discretion. Any additional readings, multimedia content, or materials will be announced through Canvas. Students are responsible for staying informed about any changes to the syllabus.

### COURSE CATALOG DESCRIPTION

Focus on the contemporary experiences of working women, including an exploration of current legal strategies and social policies created to address their concerns.

### COURSE OVERVIEW

This course explores the roles and challenges faced by working women in American society, examining both historical and contemporary experiences across various professions. Topics covered include gender equality, work and family dynamics, workplace discrimination, career advancement, occupational stratification, gender pay gap, theories and policies related to gender and work, and gender diversity at work. Students will analyze how cultural, economic, and legislative factors have shaped women's work experiences, with a focus on the intersections of gender, race, ethnicity, and class. By the end of the course, students will gain a comprehensive understanding of the achievements and ongoing issues encountered by working women.

## IMPORTANT INFORMATION

This course is suitable for non-majors as well as majors or minors. There are no pre-requisites. This course counts toward the Core Curriculum 21C and SCL requirements. It also counts as an elective toward the HRM major.

## LEARNING OBJECTIVES

Upon successful completion of this course, you should be able to (*Core Curriculum*):

- Analyze contemporary social justice issues and unbalanced social power systems (CCD-2).
- Understand different theories about human culture, social identity, economic entities, political systems, and other forms of social organization (SCL-1).
- Employ tools of social scientific reasoning to study particular questions or situations, using appropriate assumptions, methods, evidence, and arguments (SCL-2).

## MAJOR COURSE ASSIGNMENTS AND EXAMINATIONS

### ONLINE INTRODUCTION: YOUR “SELF” AND WORK EXPERIENCE

Introduce yourself to your classmates by writing a brief online introduction that includes your background and work experience, with a focus on how gendered perspectives have influenced your professional journey. In your introduction, consider addressing the following points:

- Personal Background: Share a bit about yourself, including your name, major or field of study, and any relevant personal interests.
- Professional Experience: Describe your work experience, highlighting any roles, industries, or positions you've held.
- Gendered Perspectives: Discuss how gendered views or experiences have impacted your work environment or career development. This might include challenges you've faced, achievements related to gender equality, or observations about gender dynamics in your field.

Your introduction should be engaging and concise, at least 250 words (equivalent to one page in Word), and providing your classmates with insights into your experiences and perspectives.

### BI-WEEKLY READING SUMMARY

You are required to submit a brief summary of the assigned readings every other week. This summary should encapsulate the main ideas, arguments, and key points from the readings. Here's what to include:

- Main Themes: Identify and summarize the central themes or topics covered in the readings.
- Key Arguments: Highlight the primary arguments or findings presented by the authors.
- Significant Examples: Mention any important examples or evidence used to support the arguments.
- Relevance: Reflect on how the readings relate to the course content and overall objectives.

Your summary should be concise, at least 250 words (equivalent to one page in Word), excluding references. It should not include direct citations and must demonstrate a clear understanding of the material. Please note that late submissions may impact your grade. Follow APA style for in-text citations and reference list: <https://libguides.rutgers.edu/CitingSources/apa>. Ensure that you properly cite any quotes or paraphrased content from the readings.

## BI-WEEKLY DISCUSSION FORUM

Since this is an online class, the discussion forums are crucial for sharing your thoughts, experiences, and expertise with one another. Participation is a major component of the course and is required every other week. You must make a minimum of two posts per discussion:

**One original (first) post** in response to the discussion forum topic. This response should go beyond a simple compliment or agreement and must be at least 250 words (equivalent to one page in Word), excluding references. **The original post is due by Thursday at 11:59 p.m. of the week.**

**At least one response** to an original post written by a classmate. This response should be more than just a compliment or agreement. Your response should demonstrate an effort to engage with and exchange perspectives with your classmate. **Replies** to your classmates are **due before each forum closes on Sunday at 11:59 p.m. of the week.** Avoid waiting until the last minute to post your response and replies.

**Before posting, ensure you have:**

- Read the assigned readings.
- Viewed or listened to the relevant media (videos, podcasts, etc.).
- Reflected on the content, organized your thoughts, and prepared your references and citations.
- Draft your response, refine it, and save it in Word (as a backup) before copying and pasting it into the discussion forum. Your posts should be substantial, supported by references and citations, and stay on topic.
- Make sure to follow the Discussion Post Guidelines provided in each Discussion Forum Portal.

## MIDTERM AND FINAL EXAMS

This course includes both a midterm and a final exam. These exams will be objective, covering topics from the readings, learning materials, and class discussions. They may consist of multiple-choice, true/false, and/or essay questions. If there are any changes to the exam date, time, format, or content, I will notify you as early as possible.

## RESEARCH PAPER: INTERVIEW WITH A WORKING WOMAN

As part of our exploration of the experiences of working women in American society, you are required to conduct an interview with an adult working woman. This assignment aims to provide you with real-world insights into the challenges, achievements, and perspectives of women in the workforce. Your research paper should include insights from five articles read during the semester and be 5 pages in length, excluding the reference page. Ensure that your submission reflects a thorough and respectful

portrayal of your interviewee's experiences. Interview questions, term paper guideline, and the rubric will be shared through Canvas.

### EXTRA-CREDIT ASSIGNMENT: REFLECTION PAPER ON WORKING WOMEN

For extra credit, you may submit a reflection paper based on a relevant conference/talk/workshop, movie or museum visit related to working women. You may complete up to two extra-credit assignments, each affecting your total grade by 2%. This assignment offers an opportunity to deepen your understanding of gender issues in the workplace and engage with course concepts in a practical context.

Requirements:

- Conference/Talk/Workshop Option: Attend a conference, talk, or workshop addressing themes related to working women and the workplace, and write a two-page (minimum 500 words) reflection paper. In your paper, analyze how the gender dynamics in the workplace were discussed and share any insights or critiques related to the course material.
- Movie Option: Watch a film that addresses themes of working women and work, and write a two-page (minimum 500 words) reflection paper. In your paper, analyze how the film portrays gender dynamics in the workplace, discussing any insights or critiques related to the course material.
- Museum Visit Option: Visit a museum exhibit focused on working women and work, such as one highlighting women's contribution in various industries, and write a two-page (minimum 500 words) reflection paper. Your paper should reflect on the exhibit's themes, the representation of gender in the workforce, and any connections to the course content.
- Submit your reflection paper by December 2 via Canvas.

### GRADES

Assignment	Percentage
1. 1 <sup>st</sup> Week's Self-Introduction:	2%
2. Class Participation in Discussion Forums:	4 % Each & 4x6=24% Total
3. Bi-Weekly Reading Summary:	4% Each & 4x5=20% Total
4. Midterm/ Final Exams:	18% Each & 2x18= 36% Total
5. Research Paper:	18%
6. Extra-credit Assignment:	2 % Each & 2x2= +4% Total

### COURSE POLICIES

#### • CLASS ACCESSIBILITY

I strive to make my course as accessible as possible for everyone. If you encounter any difficulties with the standard approach to college coursework, please let me know. This includes, but is not limited to:

- Students with learning or physical disabilities,

- Students facing emotional or psychological challenges,
- Students with past experiences that cause anxiety,
- Students whose parents did not attend college and may not understand the system,
- Students who are shy or have more responsibilities than the typical college student (such as caring for dependents or managing a heavy workload outside of school).

**Please reach out to me within the first two weeks of the semester if possible.** If you need to discuss accommodation later, don't hesitate to contact me at any time. We can explore possible strategies and support options, which may involve the learning center and other resources.

- CLASS DEMEANOR: DIVERSITY, TOLERANCE, AND CONSIDERATION

Even though this is an asynchronous online class, sensitive topics may arise in online discussions that challenge your feelings, attitudes, beliefs, or values. As a Rutgers University student and a member of this class, it is crucial to maintain high standards of civil engagement and discourse in all interactions. You are expected to treat everyone with dignity and respect. Disagreements should be addressed with respect and an openness to understanding different perspectives, with a willingness to reconsider your own views. Personal insults and disrespectful behavior have no place in our online discussions. For guidance on appropriate behavior, please consult the student handbook to review the code of conduct. If you have any concerns about the online discussion environment, please do not hesitate to discuss them with me.

- COMMUNICATION

If you encounter any course-related issues, have difficulties understanding the readings and requirements, or have any other concerns, please contact me promptly via email or Canvas. You can also use my virtual office hours or email me to schedule an appointment. **When emailing, please include your full name and ID number (e.g., Max Weber, 123456) in the subject line or at the bottom of your message.** Due to the high volume of emails, please allow one business day for a response. I strongly recommend regularly checking your email and Canvas for announcements. To ensure timely assistance, please do not wait until the due date of an assignment to reach out or schedule an appointment.

- STUDENT FEEDBACK

I welcome and value your feedback on the course. Your input is important to me, and while I cannot guarantee changes, I am often open to making adjustments based on students' preferences. Please feel free to share any constructive comments, suggestions, or ideas you may have. Your feedback helps me improve the course experience for everyone.

- ACADEMIC INTEGRITY STATEMENT

Rutgers code of conduct mandates “that all work submitted in a course, academic research, or other activity is the student’s own and created without the aid of impermissible technologies, materials, or collaborations.” The

University's policy on the use of copyrighted materials and cheating is strictly enforced in this class. Students are expected to uphold the highest standards of academic integrity. For detailed information on these policies, please refer to the Academic Integrity Policy for more detail regarding these policies:

<http://nbacademicintegrity.rutgers.edu/home/for-students/>

Therefore, you are expected to:

- Use only permitted resources on assignments and exams.
- Submit work that is entirely your own for evaluation or grading.
- Seek permission before video, photo, or voice recording any part of the course, including faculty or fellow students.
- ***The use of generative artificial intelligence*** tools and apps, including ChatGPT, Copilot, Gemini, and other AI writing or coding assistants, ***is strictly prohibited*** for all course assignments unless explicitly permitted by the instructor. Using such tools may be considered an unauthorized aid and could be classified as cheating.
- Any instance of academic dishonesty will be addressed according to the guidelines and procedures outlined in Rutgers University's "Academic Integrity Policy."

#### • LATE ASSIGNMENT POLICY

Assignments are due on the dates specified in the syllabus and on Canvas. Late submissions will incur a reduction of 20 points per day for up to five days. Submissions later than five days will not be accepted. Please make every effort to submit your work on time.

#### • ACADEMIC ACCOMMODATIONS STATEMENT

Rutgers, The State University of New Jersey, adheres to the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments (ADAA) of 2008, and Sections 504 and 508, which mandate reasonable accommodations for qualified students with disabilities and ensure the accessibility of online information. If you require any instructional or examination accommodations, please contact me as early as possible in the semester, as accommodations are generally not implemented retroactively. I will be happy to assist in arranging the necessary accommodations. If you have not already done so, please register with the Office of Disability Services, which is responsible for providing services and administering exams with accommodations. Below is the full contact information for the Office of Disability Services:

- Address: Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.
- E-mail: [dsoffice@rci.rutgers.edu](mailto:dsoffice@rci.rutgers.edu) Web: <https://ods.rutgers.edu>
- Phone: (848) 445-6800 • Fax: (732) 445-3388

#### • COUNSELING

Rutgers Student Health provides comprehensive mental health programs for the campus community. They offer a variety of high-quality counseling services to Rutgers students in order to enhance both academic and personal achievement and progress. Please click on the following link to learn more about their services: <http://health.rutgers.edu/medical-counseling-services/counseling/>

## COURSE SCHEDULE (SEPTEMBER 3, 2024- DECEMBER 23, 2024)

### WEEK 1: INTRODUCTION TO THE COURSE (SEPTEMBER 3-8, 2024)

#### ❖ Reading:

- Explore the syllabus, understand the course content, and note the requirements and deadlines.
- Review “Rutgers Academic Integrity Policy.”

#### ❖ Assignment:

- Online Introduction: Your “Self” and Work Experience: Introduce yourself to your classmates by writing a brief online introduction that includes your background and work experience, with a focus on how gendered perspectives have influenced your professional journey.

### WEEK 2: INTERSECTIONALITY: RACE, CLASS, AND GENDER IN THE WORKPLACE (SEPTEMBER 9-15, 2024)

#### ❖ Reading:

- Hartmann, H. and Milli, J. (2021). “Gender Discrimination in the U.S. Labor Market.” In *Routledge Handbook of Feminist Economics*. Berik, G. and Kongar, E. (Eds.). Routledge Press. New York and London. 179-186.
- Britton, D. M. and Logan, L. S. (2008). “Gendered Organizations: Progress and Prospects.” *Sociological Compass* 2(1), 107-121.
- U.S. Bureau of Labor Statistics. (2022). “Women in the Labor Force: A Databook.” <https://www.bls.gov/opub/reports/womens-databook/2022/home.htm>

#### ❖ Watch:

- McGrath, M. and Abedin, H. (2023). “Half of Women in Marginalized Racial, Ethnic Groups Face Racism at Work.” <https://www.msnbc.com/morning-joe/watch/half-of-women-in-marginalized-racial-ethnic-groups-face-racism-at-work-study-163013701539>

- ❖ **Writing Assignment:** You are required to submit a brief summary of the assigned readings. This summary should encapsulate the main ideas, arguments, and key points from the readings and multimedia content. For detailed questions and instructions, please refer to Canvas.

### WEEK 3: GLASS CEILING (SEPTEMBER 16-22, 2024)

#### ❖ Reading:

- Purcell, D., MacArthur, K. R., & Samblanet, S. (2010). “Gender and the Glass Ceiling at Work.” *Sociology Compass*, 4(9), 705-717.
- Goldin C. (2015). "How to Achieve Gender Equality." *Milken Institute Review*. Q3, 24-33. [https://scholar.harvard.edu/sites/scholar.harvard.edu/files/goldin/files/gender\\_equality.pdf](https://scholar.harvard.edu/sites/scholar.harvard.edu/files/goldin/files/gender_equality.pdf)
- Meyerson, D. and Fletcher, J., K. (2000). “A Modest Manifesto for Shattering the Glass Ceiling.” *Harvard Business Review*. 1-25. <https://hbr.org/2000/01/a-modest-manifesto-for-shattering-the-glass-ceiling>

#### ❖ Watch:

- Askew, S. (2019). “Breaking Glass Ceilings and the Cost We Don’t See.” Ted Talks. <https://www.youtube.com/watch?v=4E84vrdjrPw>

- ❖ **Discussion Forum Assignment:** You are required to make a minimum of two posts: One original post in response to the discussion forum topic by Thursday evening, and one response to a classmate's original post by Sunday evening. For detailed questions and instructions, please refer to Canvas.

#### WEEK 4: GENDER BIAS IN THE WORKPLACE (SEPTEMBER 23-29, 2024)

- ❖ **Reading:**
  - Diehl, A., Stephenson, A. L., and Dzubinski, L. M. (2022). "How Bias Against Women Persists in Female-Dominated Workplaces." Harvard Business Review. <https://hbr.org/2022/03/research-how-bias-against-women-persists-in-female-dominated-workplaces>
  - Tinsley, C. H., Cheldelin, S. I., Schneider, A. K., & Amanatullah, E. T. (2009). "Women at the Bargaining Table: Pitfalls and Prospects." *Negotiation Journal*, 25(2), 233-248.
  - Parker, K. and Funk, C. (2017). "Gender Discrimination Comes in Many Forms for Today's Working Women." *Pew Research Center*. 14. <https://www.pewresearch.org/short-reads/2017/12/14/gender-discrimination-comes-in-many-forms-for-todays-working-women/>
- ❖ **Watch:**
  - Sanford, S. (2018). "How to Design Gender Bias Out of Your Workplace." TED Talks. [https://www.ted.com/talks/sara\\_sanford\\_how\\_to\\_design\\_gender\\_bias\\_out\\_of\\_your\\_workplace?subtitle=en](https://www.ted.com/talks/sara_sanford_how_to_design_gender_bias_out_of_your_workplace?subtitle=en)
- ❖ **Writing Assignment:** You are required to submit a brief summary of the assigned readings. This summary should encapsulate the main ideas, arguments, and key points from the readings and multimedia content. For detailed questions and instructions, please refer to Canvas.

#### WEEK 5: GENDER PAY GAP (SEPTEMBER 30- OCTOBER 6, 2024)

- ❖ **Reading:**
  - Miller, K. and Vagins, D. J. (2018). "The Simple Truth About the Gender Pay Gap: Fall 2018 Edition." Washington, DC: AAUW.
  - Goldin, C. (2015). "Hours Flexibility and the Gender Gap in Pay." 1-24. [https://scholar.harvard.edu/files/goldin/files/goldin\\_equalpay-cap.pdf](https://scholar.harvard.edu/files/goldin/files/goldin_equalpay-cap.pdf)
  - Laboton, V. (2014). "Five Myths about the Gender Pay Gap." Washington Post. [https://www.washingtonpost.com/opinions/five-myths-about-the-gender-pay-gap/2014/07/25/9e5cff34-fcd5-11e3-8176-f2c941cf35f1\\_story.html](https://www.washingtonpost.com/opinions/five-myths-about-the-gender-pay-gap/2014/07/25/9e5cff34-fcd5-11e3-8176-f2c941cf35f1_story.html)
- ❖ **Watch:**
  - Bowles, H. (2021). "3 Things You Should Know About The Gender Pay Gap." Harvard Kennedy School. <https://www.hks.harvard.edu/centers/wappp/teaching-and-training/3-minute-research-insights/gender-pay-gap>
  - The Economist. (2018). "Why Are Women Paid Less Than Men?" <https://www.youtube.com/watch?v=mpE8ttCEd-w>
- ❖ **Discussion Forum Assignment:** You are required to make a minimum of two posts: One original post in response to the discussion forum topic by Thursday evening, and one response to a classmate's original post by Sunday evening. For detailed questions and instructions, please refer to Canvas.



## WEEK 6: GENDER DIVERSITY AND INCLUSION IN THE WORKPLACE (OCTOBER 7-13, 2024)

### ❖ Reading:

- Britton, D. M. (2017). "Beyond the Chilly Climate: The Salience of Gender in Women's Academic Careers." *Gender & Society*, 31(1), 5-27.
- Wingfield, A. H. (2010). "Are Some Emotions Marked "Whites Only"? Racialized Feeling Rules in Professional Workplaces." *Social Problems*, 57(2), 251-268.

### ❖ Watch:

- Kimmel, M. (2015). "Why Gender Equality is Good For Everyone?" TED Talks.  
[https://www.ted.com/talks/michael\\_kimmel\\_why\\_gender\\_equality\\_is\\_good\\_for\\_everyone\\_me\\_n\\_included/transcript?subtitle=en](https://www.ted.com/talks/michael_kimmel_why_gender_equality_is_good_for_everyone_me_n_included/transcript?subtitle=en)
- ❖ **Writing Assignment:** You are required to submit a brief summary of the assigned readings. This summary should encapsulate the main ideas, arguments, and key points from the readings and multimedia content. For detailed questions and instructions, please refer to Canvas.

## WEEK 7: LIFE-WORK BALANCE AND FAMILY RESPONSIBILITIES (OCTOBER 14-20, 2024)

### ❖ Reading:

- Bass, B. C. (2015). "Preparing for Parenthood? Gender, Aspirations, and the Reproduction of Labor Market Inequality." *Gender & Society*, 29(3), 362-385.
- Huang, J., Krivkovich, A., Rambachan, I., & Yee, L. (2021). "For Mothers in the Workplace, a Year (and Counting) Like No Other." *McKinsey & Company*, 1-10.  
<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/for-mothers-in-the-workplace-a-year-and-counting-like-no-other>

### ❖ Watch:

- Collins, C. (2019). "Why U.S. Working Moms Are So Stressed." Harvard Business Review.  
<https://www.youtube.com/watch?v=vtY0cBWjEio>
- ❖ **Discussion Forum Assignment:** You are required to make a minimum of two posts: One original post in response to the discussion forum topic by Thursday evening, and one response to a classmate's original post by Sunday evening. For detailed questions and instructions, please refer to Canvas.

## WEEK 8: MIDTERM EXAM (OCTOBER 21-27, 2024)

- ❖ **The midterm exam will be distributed on Monday, October 21st, at 12.00 am and it is due by Sunday, October 27th, at 11:59 p.m.**

## WEEK 9: WOMEN IN STEM FIELDS (OCTOBER 28- NOVEMBER 3, 2024)

### ❖ Reading:

- Shulamit, K. and Ginther, D. (2018). "Women and Science, Technology, Engineering, and Mathematics (STEM): Are Differences in Education and Careers Due to Stereotypes, Interests, or Family?" in *The Oxford Handbook of Women and the Economy*. Averett, S. L., Argys, L. M. and Hoffman, S. D. (Eds.). 767-791.

- May, A. M. and Rodgers, Y. V. (2014). "Gender and Graduate Education in the United States: Women's Advancement in STEM fields." In *Education and Gender*. Dhar, D. (Ed.). London and New York: Bloomsbury. 67-94.
- ❖ **Watch:**
- Pham M. (2020). "Females in STEM: We Need More!" TED Talks.  
<https://www.youtube.com/watch?v=l8pnmrR4zPI>
- ❖ **Writing Assignment:** You are required to submit a brief summary of the assigned readings. This summary should encapsulate the main ideas, arguments, and key points from the readings and multimedia content. For detailed questions and instructions, please refer to Canvas.

## WEEK 10: WOMEN'S REPRODUCTIVE HEALTH AND ECONOMIC EMPOWERMENT (NOVEMBER 4-10, 2024)

- ❖ **Reading:**
- Jones, K. and Bernstein, A. (2021). "Reproductive Health and Economic Empowerment." In *Routledge Handbook of Feminist Economics*. Berik, G. and Kongar, E. (Eds.). Routledge Press. New York and London. 330-336.
- Gammage, S., Joshi, S., and Rodgers, Y. (2020). "The Intersections of Women's Economic and Reproductive Empowerment," *Feminist Economics*, 26 (1), 1-16.
- ❖ **Watch:**
- Howell, E. (2018). "How We Can Improve Maternal Healthcare: Before, During and After Pregnancy." Ted Talks.  
[https://www.ted.com/talks/elizabeth\\_howell\\_how\\_we\\_can\\_improve\\_maternal\\_healthcare\\_before\\_during\\_and\\_after\\_pregnancy?subtitle=en](https://www.ted.com/talks/elizabeth_howell_how_we_can_improve_maternal_healthcare_before_during_and_after_pregnancy?subtitle=en)
- ❖ **Discussion Forum Assignment:** You are required to make a minimum of two posts: One original post in response to the discussion forum topic by Thursday evening, and one response to a classmate's original post by Sunday evening. For detailed questions and instructions, please refer to Canvas.

## WEEK 11: WOMEN IN HIGH LEVEL POSITIONS (NOVEMBER 11-17, 2024)

- ❖ **Reading:**
- Kurtulus, F. A. and Tomaskovic-Devey, D. (2012). "Do Female Top Managers Help Women to Advance? A Panel Study Using EEO-1 Records." *The Annals of the American Academy of Political and Social Science*, 639 (1), 173-197.
- Miller, A. (2018). "Women and Leadership." In *The Oxford Handbook of Women and the Economy*. Averett, S. L., Argys, L. M., and Hoffman, S. D. (Eds). Oxford University Press. 1-17.
- ❖ **Watch:**
- Sandberg, S. (2010). "Why We Have Too Few Women Leaders?" Ted Talks.  
[https://www.ted.com/talks/sheryl\\_sandberg\\_why\\_we\\_have\\_too\\_few\\_women\\_leaders?subtitle=en](https://www.ted.com/talks/sheryl_sandberg_why_we_have_too_few_women_leaders?subtitle=en)
- ❖ **Writing Assignment:** You are required to submit a brief summary of the assigned readings. This summary should encapsulate the main ideas, arguments, and key points from the readings and video. For detailed questions and instructions, please refer to Canvas.

WEEK 12: ANTI-DISCRIMINATION AND SEXUAL HARASSMENT POLICIES (NOVEMBER 18 -24, 2024)

❖ **Reading:**

- Abraham, S. E., & Voos, P. B. (2021). "Procedural and Distributive Justice in Sexual Harassment Arbitrations: Evolution of Decisions in the Union Context." In *Advances in Industrial and Labor Relations*. 99-123. Emerald Publishing Limited.
- The Restaurant Opportunities Centers United Forward Together. (2014). "The Glass Floor: Sexual Harassment in the Restaurant Industry." <https://nature.berkeley.edu/agroecologylab/wp-content/uploads/2020/06/The-Glass-Floor-Sexual-Harassment-in-the-Restaurant-Industry.pdf>
- Rutgers University. (2024). "Policy Prohibiting Discrimination and Harassment." <https://policies.rutgers.edu/B.aspx?BookId=12087&PageId=459442>

❖ **Watch:**

- U.S. Equal Employment Opportunity Commission. (2024). "About the Agency." <https://www.youtube.com/watch?v=-HwDOOLWnOM>

- ❖ **Discussion Forum Assignment:** You are required to make a minimum of two posts: One original post in response to the discussion forum topic by Thursday evening, and one response to a classmate's original post by Sunday evening. For detailed questions and instructions, please refer to Canvas.

WEEK 13: NOVEMBER 25- DECEMBER 1, 2024 - THANKSGIVING RECESS - NO CLASS

WEEK 14: FUTURE OF WORK: GENDER IN THE NEW ECONOMY AND GIG WORK (DECEMBER 2-8, 2024)

❖ **Reading:**

- Figart, D. (2021). "Contingent Work and the Gig Economy." In, *Routledge Handbook of Feminist Economics*. Berik, G. and Kongar, E. (Eds.) Routledge Press. New York and London. 189-195.
- Zundl, E., & Rodgers, Y. V. D. M. (2021). "The Future of Work for Domestic Workers in the United States: Innovations in Technology, Organizing, and Laws." Rutgers University: The Center for Women and Work - Working Paper Series. <https://smlr.rutgers.edu/sites/default/files/Documents/CWW/Publications/Zundl%20and%20Rodgers%20The%20Future%20Work%20for%20Domestic%20Workers%20in%20the%20U.S.pdf>

❖ **Watch:**

- PBS NewsHour. (2024). "Why U.S. Domestic Workers Have Fewer Labor Protections Than Other Employees." <https://www.youtube.com/watch?v=RKbaf-tyFpo>

- ❖ **Discussion Forum Assignment:** You are required to make a minimum of two posts: One original post in response to the discussion forum topic by Thursday evening, and one response to a classmate's original post by Sunday evening. For detailed questions and instructions, please refer to Canvas.

**WEEK 15: DECEMBER 9-11, 2024 –RESEARCH PAPER SUBMISSION**

**DECEMBER 12-13 READING DAYS – NO CLASS**

**WEEK 16: DECEMBER 16-23, 2024 - FINAL EXAM**

- ❖ The final exam will be distributed on Monday, December 16th, at 12.00 am and it is due by Sunday, December 22nd, at 11:59 p.m.

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**ADDITIONAL ARTICLES AND MULTI-MEDIA (RECOMMENDED BUT NOT REQUIRED)**

If you're interested, you may explore extra resources to deepen your understanding.

- Weissbourd, J., Conway, M., Klein, J., Chang, Y., Kruse, D., Hoover, M., Leverett, T., McKinley, J. & Trenholm, Z. (2021). "Race and Gender Wealth Equity and The Role of Employee Share Ownership," *Journal of Participation and Employee Ownership*, 4(2), 116-135.  
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