

## **Inequalities and Social Stratification in Labor Markets, S 2024**

Thursdays, 14:00-16:00  
Garystr. 55  
Seminar room 323

Institute for Sociology  
Dr. Fabian Kalleitner  
Garystraße 55  
14195 Berlin  
T +49-30-838-60860  
fabian.kalleitner@fu-berlin.de  
Visiting hours: Th., 11:30-12:30  
(only after prior arrangement via  
E-mail)

### **Course plan and literature**

#### **18.04.2024 Introduction and overview**

#### **25.04.2024 Theories I: Economic and sociological theories of the labor market.**

McIntosh 2017: Wall-E as Sociological Storytelling by Pop Culture Detective.  
<https://www.youtube.com/watch?v=Z1-vPQKwXbY>.

Granovetter 2011[1985]: The Concept of Embeddedness.  
<https://www.youtube.com/watch?v=KXGbCjzmm2M>.

#### **02.05.2024 Theories II: Network theory and behavioral economics: what is there beyond the rational agent? (Exercise: How to phrase a research question)**

Granovetter, M. S. (1973). "The Strength of Weak Ties." *American Journal of Sociology* 78: 1360-1380.

Weber, R., and Dawes, R. (2010). "5. Behavioral Economics." In: *The Handbook of Economic Sociology, Second Edition*, Second. Berlin, Boston: Princeton University Press 90–108.

#### **16.05.2024 Theories III: Signaling and Human Capital Theory: The Positive and Negative Explanations of Education.**

Spence, M. (1973). "Job Market Signaling." *Quarterly Journal of Economics* 87: 355-374.

Becker, G. S. (1962). "Investment in Human Capital: A Theoretical Analysis." *Journal of Political Economy* 70(5, Part 2):9–49.

#### **23.05.2024 Labor market entry (Exercise: How to write a good introduction)**

Kahn, L. B. (2010). "The Long-Term Labor Market Consequences of Graduating from College in a Bad Economy." *Labour Economics* 17(2):303–16.

Jäger, S., Roth, C., Roussille, N., and Schoefer, B. (2024). "Worker Beliefs About Outside Options". *The Quarterly Journal of Economics*, Online First.

**30.05.2024 The returns to (higher) education** (Research topic/question due May 26<sup>th</sup>)

Horowitz, J. (2018). "Relative Education and the Advantage of a College Degree." *American Sociological Review* 83(4):771–801.

Lersch, P. M., Schulz, W., and Leckie, G. (2020). "The Variability of Occupational Attainment: How Prestige Trajectories Diversified within Birth Cohorts over the Twentieth Century." *American Sociological Review* 85(6):1084–1116.

**06.06.2024 Gender segregation** (Exercise: How to write a good research proposal)

Auspurg, K., Hinz, T., and Sauer, C. (2017). "Why Should Women Get Less? Evidence on the Gender Pay Gap from Multifactorial Survey Experiments." *American Sociological Review* 82(1):179–210.

Yavorsky J. E., Kamp Dush C. M., and Schoppe-Sullivan S. J. (2015). "The Production of Inequality: The Gender Division of Labor Across the Transition to Parenthood." *Journal of Marriage and Family* 77 (3): 662–79.

**13.06.2024 Labor markets and migration** (Exercise: Qualitative and quantitative empirical research – linking research question to research design, method, and analysis)

Rivera, L. A. (2012). "Hiring as Cultural Matching: The Case of Elite Professional Service Firms." *American Sociological Review* 77(6):999–1022.

Prokic-Breuer, T. & McManus, P. A. (2016). "Immigrant Educational Mismatch in Western Europe, Apparent or Real?" *European Sociological Review* 32(3), 411–438.

**20.06.2024 Unemployment und Non-employment**

Aucejo, E. M., French, J., Araya, M. P. U., and Zafar, B. (2020). "The Impact of COVID-19 on Student Experiences and Expectations: Evidence from a Survey." *Journal of Public Economics* 191:104271.

Mühlböck, M., Kalleitner, F., Steiber, N. and Kittel, B. (2022). "Information, Reflection, and Successful Job Search: A Labor Market Policy Experiment." *Social Policy & Administration* 56 (1): 48–72.

**27.06.2024 Labor market structures and digitalization**

Frey, C. B., and Osborne, M. A. (2017). "The Future of Employment: How Susceptible Are Jobs to Computerisation?" *Technological Forecasting and Social Change* 114 (January): 254–80.

Vallas, S., and Schor, J. B. (2020). "What Do Platforms Do? Understanding the Gig Economy." *Annual Review of Sociology* 46(1):273–94.

**04.07.2024 The transformation of work and changes in work values** (Research proposal first draft due July 14<sup>th</sup>)

Wilmers, N., and Zhang, L. (2022). "Values and Inequality: Prosocial Jobs and the College Wage Premium." *American Sociological Review* 87 (3): 415–42.

Twenge, J. M., and Kasser, T. (2013). "Generational Changes in Materialism and Work Centrality, 1976-2007: Associations With Temporal Changes in Societal Insecurity and Materialistic Role Modeling." *Personality and Social Psychology Bulletin* 39 (7): 883–97.

**18.07.2024 Proposal presentations (double lesson 12:00-16:00)** Garystr.55/121!!

## **Aims, content, and methods of this course**

The seminar aims to strengthen the understanding of the institutional and social embeddedness of labor markets as well as their impact on other social phenomena (such as social- and economic inequality, migration, etc.). In the course of the semester, we will learn various economic and sociological labor market theories and discuss them in the lectures. The main focus includes topics like: linkages between different educational systems and labor markets, gender inequalities, digitalization, and institutional complementarities of labor markets with systems of human capital production and social welfare.

After successfully completing the course, you will be familiar with the basic topics of the sociological labor market literature and know common methods to investigate labor market inequalities. You will be able to critically read cutting-edge empirical studies in the field and incorporate their findings into your research. You know how to develop sociological research questions in the field of labor market sociology and how to present and defend your ideas in front of class. To achieve this, students will read compulsory literature and answer related questions ahead of each lesson. In addition, students will present a first draft of their research proposal and write a full research proposal at the end of the course.

## **Minimum requirements and assessment standard**

The minimum requirement for receiving a positive grade includes the attendance of the course (max. 2 absences), the duly upload of the answers to the questions on the compulsory readings, the presentation of the research proposal, in line with the specifications provided in the lectures. Grade criteria:

- Answers to the questions on the compulsory readings
- Active participation during the lessons
- Presentation of the research proposal
- Abstract
- Research proposal / Oral exam → graded (“Modulprüfung“) details will be provided on Blackboard

## **Exam material**

### **Active participation**

(1) Active participation in the course: preparation for course meetings by reading the basic literature and written preparation of questions to be answered briefly.

(2) Discussion contributions: Participants actively discuss the required literature. At the end of the semester, the initial version of the proposal will be presented in a 5-minute short presentation. The subsequent discussion serves to improve the student's own work.

(3) First draft Exposé and Research topic: In the course of the seminar, the participants will propose a research topic/research question on which they want to write the research proposal. (2-5 sentences). For the final two lessons participants will write a two-page short research exposé in which they embed their research topic in the literature and specify the research question, theoretical perspective, and method. Each participant will receive written feedback on this research proposal.

## **“Exam”**

(4) Option 1: Term paper: Preparation of an empirically oriented research proposal on the chosen topic (~3000 words excl. cover page, table of contents and bibliography). It should be a research proposal on a labor market topic of your interest (could be a basis for your master thesis). The literature discussed in class can be used as a starting point but the research proposal must also refer to further scientific literature. Possible data sources for the empirical analyses will be mentioned in the course and participants should only propose data sources which they can access or generate. When preparing the written work, the rules of scientific work must be observed.

Option 2: Oral exam: The students will be examined on the literature focussing on the questions to the literature students have to answer and which will be discussed in class. Moreover, students will have to be able to embed their short research proposal in the class literature and defend their research design as well as hypotheses using their knowledge of the field gathered during the semester and in their own research.

## **The written answers to the questions (on blackboard)**

- SHORT answers to the questions (most of the times 1-2 sentences each)
- Short statements regarding comprehension problems: What was not understood in terms of content? Where do I suspect a weak argumentation?
- You only have to hand this assignment in 8 of the 10 lessons

## **The research topic**

- Which topic of labor market sociology are you interested in?
- What specific questions do you have about this topic?
- Goal: Phrase question as detailed as possible (the question should specify most of these questions: Who, How, What, Why, When, Where).

## **The first draft of a research proposal and presentation**

- Short version of the final research proposal which should already contain most (2 pages)
- Embed their research topic in the literature and specify the research question, theoretical perspective, and method
- Final lessons will be spent presenting these short proposals / first drafts of the (~5 min presentation ~15 min discussion)

## **The seminar paper (research proposal)**

- Details of requirements and structure will be discussed in a separate lesson ~3000 words:
- Main content:
  - Topic relevance
  - Research question embedded in and motivated by the literature
  - Short literature intro
  - Hypotheses or Expectations derived from theory-based considerations
  - Research Design and Methods & Data