

Do not copy without the express written consent of the author.

LBS 4610 – Cross Cultural Dimensions of Latin American Labor Relations
(A Global Learning Class)
Spring 2017

Professor: Alí R. Bustamante

Email: albustam@fiu.edu

Office Hours: Tuesday and Thursdays 7am-10:30am or by appointment.

Office: LC 315

Phone: (305) 348-1519

Website: <http://labor.fiu.edu/>

COURSE DESCRIPTION

This global learning course examines the challenges and struggles of working people in Latin America within a local, national and regional context. Students will examine the interactions between cultural identities, the state, unions, and business that structure labor relations and influence working conditions. The course will emphasize the power and cultural dynamics that shape the role of labor unions, business organization, informality, and mediate the impact of immigration and globalization on labor markets and labor relations in Latin America.

COURSE PREREQUISITE

There are no prerequisites for this class.

COURSE OBJECTIVES

By the end of the course, students will be able to:

1. Demonstrate a willingness to analyze contemporary labor issues in Latin America.
2. Use comparative strategies and research methods in order to critically analyze employment relations, labor movements, and social justice in countries not covered in the course.
3. Analyze the degree to which historical, cultural, and contextual differences shape actors' experiences and perspectives in the employment relationship across nations.
4. Conduct a multi-perspective analysis of labor relations, labor movements, and national models of employment.
5. Discuss the impact and implications of globalization in Latin America.

GLOBAL LEARNING OUTCOMES

By the end of the course, students will be able to:

1. Assess the influence of context in constructing and interpreting information related a problem or question. (Global Awareness)
2. Analyze the degree to which historical, cultural, and contextual differences shape actors' experiences and perspectives in the employment relationship across nations. (Global Perspective)
3. Demonstrate an understanding of the interrelatedness of specific labor and cultural issues and wider historical, local, and global events. (Global Engagement)

COURSE TEXTBOOK



**Hierarchical Capitalism in Latin America:
Business, Labor, and the Challenges of Equitable Development (2014)**

Author: Ben Ross Schneider

ISBN: 9781107614291

COURSE EXPECTATIONS

- Review the syllabus by the first week of class and ask questions.
- Follow instructions and ask questions when you are uncertain of the course's expectations.
- Purchase the textbook before or within the first week of class.

- Bring all scheduled readings to class.
- Submit assignments by the required due dates.

This syllabus is subject to be changed by the Professor, if necessary. There is no extra credit. No assignments will be accepted beyond their due date without prior approval.

ACADEMIC INTEGRITY

This Code of Academic Integrity was adopted by the Student Government Association on November 28, 2001 and reflects the values articulated in the Student Code of Standards. Florida International University is a community dedicated to generating and imparting knowledge through excellent teaching and research, the rigorous and respectful exchange of ideas, and community service. All students should respect the right of others to have an equitable opportunity to learn and honestly to demonstrate the quality of their learning. Therefore, all students are expected to adhere to a standard of academic conduct, which demonstrates respect for themselves, their fellow students, and the educational mission of Florida International University. As a student of this university:

- **I will be honest in my academic endeavors.**
- **I will not represent someone else's work as my own.**
- **I will not cheat, nor will I aid in another's cheating.**

All students are deemed by the university to understand that if they are found responsible for academic misconduct, they will be subject to the Academic Misconduct procedures and sanctions, as outlined in the Student Handbook. By taking this course I promise to adhere to FIU's Student Code of Academic Integrity. For details on the policy and procedure go to ACADEMIC MISCONDUCT (<http://online.fiu.edu/currentstudents/academicmisconduct>).

ASSISTANCE FOR STUDENTS

The Learning Center (<http://learningcenter.fiu.edu>) is available to assist students in the organization and writing of their papers. **Students with special needs:** The Disability Resource Center (<http://drc.fiu.edu/>) is available to you should you need it. It is your responsibility to contact them, request that your specific needs be met, and confirm that I have received notification of your request.

RELIGIOUS HOLIDAYS

The University's policy on religious holy days as stated in the University Catalog and Student Handbook will be followed in this class. Any student may request to be excused from class to observe a religious holy day of his or her faith.

COURSE REQUIREMENTS

Attendance:

Full participation in discussions is required for you to be successful in this course. Complete the assigned readings prior to class and be prepared to discuss them critically. Class attendance and participation will constitute 30 percent of your final grade. You will only be allowed 2 absences (excused or unexcused) without penalty. For each additional absence beyond this, I will subtract points from your attendance and participation grade. If you need to miss class due to medical reasons you must contact the Disability Resource Center (<http://drc.fiu.edu/>). Please do not disclose any medical information to me.

Individual Writing Assignments:

You will be responsible for completing four short written assignments, each 3 to 4 pages (at least 750 words). Each assignment will be worth 12.5 percent of your final grade (50 percent total). Essays must address the given prompt

and cite assigned readings without outside research. Essays must be double-spaced, typed in 12-point, Times New Roman font with one inch margins on each side, and follow American Sociological Society (ASA) citation style.

Final Paper:

For this final assignment, you will write an 8 to 10 page (at least 2000 words) comparative essay. This essay must analytically address the institutional and cultural similarities and differences between the labor relations, social labor structures, and/or labor movements of two countries. Essays must be double-spaced, typed in 12-point, Times New Roman font with one inch margins on each side, and follow American Sociological Society (ASA) citation style.

COURSE REQUIREMENTS

COURSE REQUIREMENTS	Number	Points	Percentage of Final Grade
Attendance and Participation	28	300	30%
Individual Writing Assignments	4	500	50%
Final Paper	1	200	20%
Total Class Points	-	1,000	100%

GRADING SCALE

Letter Grades	Percentage	Letter Grades	Percentage	Letter Grades	Percentage
A	93-100	A-	90-92	B+	87-89
B	83-86	B-	80-82	C+	77-79
C	70-76	D	60-69	F	0-59

WEEKLY COURSE SCHEDULE

Weeks	Dates	Topics	Weekly Readings & Tasks
Week 1	Jan. 9 – Jan. 11	Introduction to the Course	Syllabus Schneider, Ben Ross. 2015. <i>Hierarchical Capitalism in Latin America: Business, Labor, and the Challenges of Equitable Development</i> . Cambridge University Press. Chapter 1.
Week 2	Jan. 16 (No Class: MLK Holiday) – Jan. 18	Historical Legacies Shaping Labor Relations	Etchemendy, Sebastian. 2004. “Repression, Exclusion, and Inclusion: Government-Union Relations and Patterns of Labor Reform in Liberalizing Economies.” <i>Comparative Politics</i> 36(3): 273:290. (online)

Week 3	Jan. 23 – Jan. 25	Latin American Labor in Global Perspective	Stallings, Barbara. 2010. “Globalization and Labor in Four Developing Regions: An Institutional Approach.” <i>Studies in Comparative International Development</i> 45:127-150. (online)
Week 4	Jan. 30 – Feb. 1	Globalization and Neoliberalism	WRITING ASSIGNMENT 1 DUE Lustig, Nora Claudia and Sebastian Edwards. 1997. <i>Labor Markets in Latin America: Combining Social Protection with Market Flexibility</i> . Brookings Institution Press. Chapter 1. (online)
			Madrid, Raul L. 2003. “Labouring Against Neoliberalism: Unions and Patterns of Reform in Latin America.” <i>Journal of Latin American Studies</i> 35:53-88. (online)
Week 5	Feb. 6 – Feb. 8	Globalization and Neoliberalism (Continued)	Eduardo, Silva. 2009. <i>Challenging Neoliberalism in Latin America</i> . Chapter 1. (online)
Week 6	Feb. 13 – Feb. 15	Dimensions of Labor Regulations	Schneider, Ben Ross. 2015. <i>Hierarchical Capitalism in Latin America: Business, Labor, and the Challenges of Equitable Development</i> . Cambridge University Press. Chapter 5.
Week 7	Feb. 20 – Feb. 22	Education and Work in Latin America	WRITING ASSIGNMENT 2 DUE Schneider, Ben Ross. 2015. <i>Hierarchical Capitalism in Latin America: Business, Labor, and the Challenges of Equitable Development</i> . Cambridge University Press. Chapter 6.
Week 8	Feb. 27 – March 1	Working in a Global Labor Market	Burgess, Katrina. 2010. “Global Pressures, National Policies, and Labor Rights in Latin America.” <i>Studies in Comparative International Development</i> 45:198-224. (online)
Week 9	March 6 – March 8	Politics of Labor Reform in Latin America	Cook, Maria Lorena. 2007. <i>The Politics of Labor Reform in Latin America: Between Flexibility and Rights</i> . Pennsylvania State University Press. Chapters 1 & 2. (online)
Week 10	March 13 – March 15	Spring Break	
Week 11	March 20 – March 22	Labor Unions and Partisan Politics in Latin America	WRITING ASSIGNMENT 3 DUE Murillo, Maria Victoria and Andrew Schrank. 2005. “With A Little Help From My Friends: Partisan Politics, Transnational Alliances, and Labor Rights in Latin America.” <i>Comparative Political Studies</i> 38(8): 971-

			999. (online)
Week 12	March 27 – March 29	The Left Turn in Latin America	Weyland, Kurt et al. 2010. <i>Leftist Governments in Latin America: Successes and Shortcomings</i> . Cambridge University Press. Chapter 1.
Week 13	April 3 – April 5	Latin American Labor Reforms	Murillo, Maria Victoria, Lucas Ronconi, and Andrew Schrank. 2011. "Latin American Labor Reforms: Evaluating Risk and Security." In <i>The Oxford Handbook of Latin American Economics</i> by José Antonio Ocampo and Jaime Ross eds. Oxford: Oxford University Press. (online)
Week 14	April 10 – April 12	Unions Under Left Governments	WRITING ASSIGNMENT 4 DUE Cook, Maria Lorena and Joseph C. Bazler. 2013. <i>Bringing Unions Back In: Labour and Left Governments in Latin America</i> . Cornell University.)
Week 15	April 17 – April 19	Course wrap-up	What have you learned?
			Final paper review.
Week 16	April 26	Course completion	Final paper submission.