

Thematic Sessions

Artificial Intelligence, Automation and Relations at Work

(Session Organizer) Karen Gregory, University of Edinburgh; (Panelist) Katrinell M. Davis, Florida State University; (Panelist) Ifeoma Yvonne Ajunwa, Cornell University; (Presider) Karen Gregory, University of Edinburgh; (Panelist) Mary L. Gray, Microsoft Research/Indiana University; (Panelist) Karen Levy, Cornell University

Considerable attention is currently being paid to the “future of work”, with special emphasis on the social implications of artificial intelligence (AI), machine learning, and the datafication of the workplace. While imagery of robots replacing workers tend to dominate journalistic accounts, sociologists have been attending to the ways in which data, algorithms, machine learning, and forms of automation are already coming to structure the nature and experience of work across industries, from care work to transportation and logistics. Datafied and “intelligent” systems are becoming our digital co-workers, altering the very nature of social relationships, knowledge, power, and agency in the workplace. Yet, at the same time, much artificial intelligence relies on the power of obscured workers, such as crowd-workers and micro-workers located across the globe, whose precarious, unprotected, and low-paid work enables such systems. This thematic panel invites social scientists to present current research that explores how artificial intelligence is reshaping the social experience of the workplace, as well as how such datafied systems are giving rise to and entrenching existing inequalities and power asymmetries more broadly. Panelists are also invited to reflect on worker responses to artificial intelligence and any emerging lines of resistance or solidarity across the worlds of “visibly” restructured work and the “invisible” world of microwork.

Changing Technologies, Changing Work, Changing Power Relations: Lessons from Sectoral Studies

(Session Organizer) Chris Tilly, University of California-Los Angeles; (Presider) Annette Bernhardt, UC Berkeley; (Presenter) Chris Benner, UC Santa Cruz; (Presenter) Francoise Carre, University of Massachusetts Boston; (Presenter) Juan D. De Lara, University of Southern California; (Presenter) Sarah Mason, University of California, Santa Cruz; (Presenter) Steve Viscelli, University of Pennsylvania

Are the robots coming to take our jobs? To date, research in this area has featured highly aggregate analyses that focus on estimating the risk of automation at the occupational or national level. This interdisciplinary panel instead features five in-depth industry studies. Three of the studies have been coordinating research questions and strategies and the two others that have followed similar approaches; all fall within people and goods transportation and distribution. What are the new technologies that have the potential to significantly affect employment and job quality in the near and medium term? What factors are likely to drive which technologies are adopted and how they will be implemented in the workplace? How are employers exercising strategic choice in technology adoption? What are the implications for worker tasks, employment levels, worker surveillance and control, and pace of work? What are openings for worker and community power to push for technological paths that will improve labor standards and broaden workforce inclusion? The presentations will share industry-specific findings, while at the same time identifying common themes that emerge across sectors.

Cultural Imaginings of Work

(Session Organizer) Andrea L. Press, University of Virginia; (Presider) Andrea L. Press, University of Virginia; (Panelist) Tressie Cottom, Virginia Commonwealth University; (Panelist) Allison Pugh, University of Virginia; (Panelist) Rachel Sherman, New School; (Panelist) Andrea L. Press, University of Virginia

This themed panel explores a range of cultural experiences of work in the contemporary U.S. Each of the papers will look at cultural contradictions embedded within the idea and structure of work within a particular setting. Professor Rachel Sherman of the New School explores moral understandings of paid work among young, progressive inheritors of wealth. On the one hand, these inheritors are deeply critical of discourses of meritocracy and individual self-sufficiency commonly linked to paid work, and of the wildly disproportionate rewards that accrue to some jobs. On the other, they often feel deeply conflicted about their own moral worth and their capacity to control money if they don't work for pay. This deep ambivalence about the value of work is a central element, she argues, of broader moral conflicts over how to be a good person in a bad structure. Professor Pugh of the University of Virginia discusses the standardization and automation of work that involves relationships, such as teaching and medicine. She argues these trends can make these services more widely available and their performance more consistent, yet they make data needs expand until they crowd out the very person-to-person connections that workers find necessary, both for their work and for the meaning they derive from it. Professor McMillan Cottom of Virginia Commonwealth University reflects on the language that policy makers use as they confront the narratives about the self embedded in the discourses of neoliberal society when setting a series of policies affecting the labor force. Professor Press discusses a series of historical and contemporary popular media discourses about work and gender.

Democracy and Authoritarianism in the Workplace

(Session Organizer) Barry Eidlin, McGill University; (Panelist) Barry Eidlin, McGill University; (Panelist) Judith Stepan-Norris, University of California, Irvine; (Panelist) Dylan John Riley, University of California, Berkeley; (Panelist) Jasmine Kerrissey, University of Massachusetts, Amherst; (Panelist) Virginia Doellgast, Cornell Industrial and Labor Relations School; (Presider) Cedric de Leon, University of Massachusetts, Amherst

Most Americans live a paradox: they take for granted a set of rights as citizens vis-à-vis their government, but surrender these rights to their employers every day when they show up at work. That is because the rules and rights associated with democracy only apply to people's relationship to their government, not their employer. Citizens in a democracy remain subjects in the workplace—the place where most adults spend a large part of their waking hours. This paradox has important consequences for people's everyday lives, while also raising critical questions about the character and development of democracy more broadly.

Why did this sharp divide between our economic lives as workers and our political lives as citizens develop? What have been the economic and political consequences? How and why has the divide differed across time, and between countries? How might this divide be overcome, and what might the effects be? This Thematic Session will bring together emerging and established scholars of labor and democracy to grapple with these questions and more, drawing on their ongoing research.

Dignity and Meaning at Work

(Session Organizer) Martha Crowley, North Carolina State University; (Presider) Martha Crowley, North

Carolina State University; (Presenter) Caroline Hanley, William & Mary; (Presenter) Jennifer Lauren Nelson, Vanderbilt University; (Presenter) Adam D. Reich, Columbia University; Deirdre Royster, New York University

Sociology's classical theorists noted the profound implications of work for individual well-being. More contemporary scholars have documented how employment, work tasks, and relationships with supervisors, coworkers and customers may encourage pride and connection to others, or become a source of frustration, resentment and even shame. This session invites panelists to address contemporary challenges to workplace dignity and meaning and/or individuals' use of agency to preserve their sense of self, defend their dignity, and/or find meaning in their work. Relevant research may include large-scale studies, in-depth research on specific contexts, or investigation of variations by occupation, gender, race, class or other attributes. Research addressing the experiences of women, LGBTQ individuals, race/ethnic minorities, immigrants, service work and the professions are particularly welcome.

Divergences and Disparities in the Later Life Course: Does Working Longer Promote Health?

(Session Organizer) Phyllis Moen, University of Minnesota; (Presider) Phyllis Moen, University of Minnesota; (Presenter) Kene Henkens, Netherlands Interdisciplinary Demographic Institute; (Presenter) Deborah Carr, Boston University; (Presenter) Melissa Hardy, Penn State University; (Presenter) David Warner, University of Alabama at Birmingham

Domestic Work, Inequality, and Resistance in the Americas

(Session Organizer) Erynn Masi de Casanova, University of Cincinnati; (Session Organizer) Tamara Mose, Brooklyn College, City University of New York; (Presider) Tamara Mose, Brooklyn College, City University of New York; (Panelist) Valerie A. Francisco-Menchavez, San Francisco State University; (Panelist) Alexis de Simone, AFL-CIO Solidarity Center; (Panelist) Carlos Piñeyro Nelson, The New School; (Panelist) Débora Gorbán, Universidad General Sarmiento (Argentina); (Panelist) Ania Tizziani, Universidad General Sarmiento (Argentina)

This session takes a hemispheric approach to analyzing paid domestic employment in the Americas, with contributions from domestic work advocates and scholars conducting research in the U.S. and Latin America. While theories of domestic labor and care work from the Global North have long been influential throughout the world, there is a burgeoning literature on domestic employment in Latin America that is not widely known outside the region. The exploitation inherent in domestic work is common across locations, but specific local, historical, and cultural factors affect how workers experience this occupation, and how they resist exploitation. By linking knowledge produced in the Global South with that produced in the Global North, we can broaden our understanding of what domestic work is, why it continues to be a bad job, and how research can support activists' efforts to improve workers' lives.

Downsizing Layoffs: Understanding their Origins and Effects

(Session Organizer) Alexandra Kalev, Tel Aviv University; (Presider) Alexandra Kalev, Tel Aviv University; (Panelist) Henry Farber, Princeton University; (Panelist) John Dencker, University of Illinois; (Panelist) Jiwook Jung, University of Illinois at Urbana-Champaign; (Panelist) Aliya Hamid Rao, Singapore Management University

Most research and managerial thinking about inequality at work focuses on hiring and promotion, or diversity and inclusion. Yet layoffs have been institutionalized as a rational, desired and popular business strategy over the past few decades. Despite research pointing to its devastating effects on women and minorities, we have yet to fully grasp the phenomenon and its meaning for inequality. This panel will help promote research on layoffs by showcasing the different aspects of layoffs as well as varied research strategies and data sources. The panel will include a brief 8 to 10-minute introduction by each of the 4 presenters, to be followed by questions from the audience.

Employment Discrimination and Demographic Positionalities

(Session Organizer) Reginald Anthony Byron, Southwestern University; (Presider) Reginald Anthony Byron, Southwestern University; (Panelist) Sharla N. Alegria, University of Toronto; (Panelist) M V Lee Badgett, University of Massachusetts- Amherst; (Panelist) Amanda Kathleen Baumle, University of Houston; (Panelist) Steve Boutcher, Law and Society Association; (Panelist) Emma Mishel, New York University; (Panelist) Jill Yavorsky, University of North Carolina Charlotte

The panelists all use novel sources of quantitative and qualitative data and methods to understand the complex social processes that generate workplace discrimination across a range of geographic locales. Bringing together scholars that cut across areas within the literature on vulnerability at work, these papers shed light on workplace discrimination based on race, gender, and sexual orientation. The range of experiences of the panelists and data that they utilize will give conference participants the tools to make critical connections between unique forms of employment inequality.

Envisioning Real Utopias in Medicine and Healthcare

(Session Organizer) Liberty Barnes, University of Oregon; (Presider) Liberty Barnes, University of Oregon; (Discussant) Laura Mamo, San Francisco State University; (Presenter) Kevin M. Moseby, Drexel University; Nancy Lopez, University of New Mexico; (Presenter) Alexandra Vinson, University of Michigan;

Erik Olin Wright argued for ‘emancipatory social science,’ or research that evaluates institutions and communities according to moral principles of equality, democracy, and sustainability; develops viable alternatives for institutions that fall short; and advances theories of transformation that foster “real utopias” – institutions and communities that promote human flourishing and alleviate human suffering. While Wright’s work has been applied to the study of markets, income, the family, and community organizations, less attention has been paid to whether and how Wright’s vision applies to medicine, healthcare, and public health. This session examines the achievement of equality, democracy, and sustainability in medicine. We recognize the shortcomings of the medical system, laud efforts to create utopias, identify potential utopic spaces, and make recommendations for sustaining real medical utopias.

Failures of the Creative Class City

(Session Organizer) Rachael A. Woldoff, West Virginia University; (Panelist) Jan C. Lin, Occidental College; (Panelist) Richard E. Ocejo, John Jay College and the Graduate Center, CUNY; (Panelist) David Grazian, University of Pennsylvania; (Panelist) Rachael A. Woldoff, West Virginia University; (Presider) George Greenidge Jr., Georgia State University

Much has been made of the rise of amenity-rich, creative class cities. Urban policy makers have argued that cities are effectively in an arms race, competing to draw jobs and talent, and local leaders must

increase their city's desirability as a place to live by intentionally converting once downtrodden urban centers into locales that are likely to attract innovative people and businesses. Yet with growing inequality, stagnating wage growth, and the loss of affordable housing in many large cities, the rise of the creative class city is not without costs. This session examines struggles found in the creative class city, including poor life satisfaction among creative class workers, the effects of creative class workers colonizing communities in marginalized places (e.g., communities of color, less developed countries, and struggling small towns), and the rise of new forms of community as creative class workers leave traditional work structures.

Global Finance and Inequalities

(Session Organizer) Marion Fourcade, University of California - Berkeley; (Presider) Marion Fourcade, University of California - Berkeley; (Panelist) Herbert Rizal Villalon Docena, University of the Philippines, Diliman; (Panelist) Olivier Godechot, Sciences Po; (Panelist) Kimberly Kay Hoang, University of Chicago; (Panelist) Megan Tobias Neely, Stanford University

This panel considers the various ways in which the expansion of global finance may (or may not) contribute to a deepening of social inequalities writ large. Panelists will address the consequences of the rise of financial technologies, finance professionals and financial deal-making for income and wealth inequalities, for inequalities between countries, and for categorical inequalities between groups.

Inequality among High-status Workers

(Session Organizer) Irene Padavic, Florida State University; (Panelist) Cecilia L. Ridgeway, Stanford University; (Panelist) Lauren Rivera, Northwestern University; (Panelist) Donald Tomaskovic-Devey, University of Massachusetts, Amherst; (Panelist) Erin Kelly, Massachusetts Institute of Technology; (Presider) Irene Padavic, Florida State University

Inequality remains rife among labor-force elites, despite decades of attempts to improve the situation. Work practices under neoliberalism do not play out in an undifferentiated way, and hiring, promotion, job assignment, wage-setting, status acquisition, and access to accommodations often depend on criteria other than merit. Unequal career outcomes along the dimensions of race, class, and gender (among others) appear even in occupations that pay well, provide benefits, and offer autonomy. In keeping with the annual meeting's focus on the large-scale economic shift towards neoliberalism, panelists consider the theoretical and practical implications of how policies and practices play out in the reproduction, and in some cases, diminution, of inequality for various groups in such workplaces.

Intersectional Understandings of Contemporary Parenting and Work

(Session Organizer) Caitlyn Collins, Washington University in St. Louis; (Panelist) Dawn M. Dow, University of Maryland, College Park; (Panelist) Patrick Steven Ishizuka, Cornell University; (Panelist) Aliya Hamid Rao, Singapore Management University; (Panelist) Kate Weisshaar, University of North Carolina at Chapel Hill; (Presider) Caitlyn Collins, Washington University in St. Louis

Today, the vast majority of parents work for pay outside the home. Combining paid work and unpaid caregiving looks different for families depending on their race/ethnicity, social class, sexual orientation, family structure, education level, and job type, among other factors. Despite this diversity, all parents in the United States face unreasonably high standards at work and at home—this in a country with widening social inequalities and few public policy supports for families. Understanding contemporary work-family conflict and its repercussions for parents at home and in the labor force requires an

intersectional approach. This panel brings together junior faculty conducting pioneering research on parenting and work among diverse families in the U.S. Drawing on research findings that use a wide array of methodological tools—from in-depth interviews and field observation to quantitative and experimental methods—the panelists will offer novel theoretical and empirical insights about the struggles facing different families today. The goal will be to discuss a path forward given the seemingly intractable hardships confronting parents in the modern economy.

K-12 and Higher Education Labor Strikes

(Session Organizer) Marlese Durr, Wright State University; (Presider) Marlese Durr, Wright State University; (Discussant) Angel Harris, Duke University; (Presenter) Geoffrey R. Owens, Wright State University; (Presenter) Arlene Inouye, American Federation of Teachers; (Presenter) D. Augustus Anderson, U.S. Census Bureau

From Arizona to Kentucky, West Virginia, Oklahoma and Ohio elementary and secondary educators and professors at public institutions of higher education have participated in strikes for pay increases, against changes in defined-benefit plans to hybrid plans, restrictions on sick leave payments affecting retirement benefits, threats of tenure retrenchments, imposed contracts, the right to bargain on their contracts. health care, summer teaching, and workload, salary cuts by fifteen to twenty percent due to financial burdens. By challenging and pressuring state officials, superintendents and boards of trustee, in most instances they have been successful in staving off danger to the benefits they have worked-but for how long?. This panel examines a debates reasons why public education employees are striking by asking and answering: Will more attempts at reducing benefits to public educators occur? If so, why? Will legislatures provide more resources to public elementary and secondary schools colleges and universities? If not, why?; Will ending tenure become a continuing and protracted fight with in educational institutions as budgets decrease? Sociologists specializing in social work and occupations and organizations, and economic sociology have begun to analyze changes in the nature of work resources and benefits to understand the new administrative changes in state government employment.

Labor and the Road to a Green New Deal: Ally or Adversary?

(Session Organizer) Juliet B. Schor, Boston College; (Panelist) Joel Rogers, University of Wisconsin-Madison; (Panelist) Mijin Chua, Occidental College; (Panelist) Daniel Aldana Cohen, University of Pennsylvania; (Panelist) Juliet B. Schor, Boston College; (Presider) Juliet B. Schor, Boston College

Shortly after the 2018 Midterm elections, climate activists broke through the logjam of climate policy with a dramatic sit-in to demand a national response to the climate emergency that meets the time frame dictated by science rather than politics. Soon after, more than a hundred Congressional representatives and nearly all the Democratic Presidential contenders had signed on to the #GreenNewDeal. Yet in early March of 2019, the primary sponsors of the GND, Senator Edward Markey and Representative Alexandria Ocasio-Cortez, received a hostile letter from the AFL-CIO Energy Committee in which they claimed that what was being proposed was inadequate and would cause “immediate harm to millions of our members,” and threaten their jobs and families. With this, the relation between environmentalists and labor unions was revealed in all its longstanding complexity. While the GND and its many precursors predict large employment gains in clean energy, and are committed to a “just transition,” and there is significant labor support for such a transition, there is also real jeopardy to existing jobs in fossil fuel industries. This session will explore these issues with scholar-participants in GND debates.

Living on the Poverty Line: Low Wage Work, Precarity, and the New Economy

(Session Organizer) David Nicholas Pettinicchio, University of Toronto; (Session Organizer) Michelle Lee Maroto, University of Alberta; (Panelist) Arne L. Kalleberg, University of North Carolina-Chapel Hill; (Panelist) David Brady, University of California, Riverside; (Panelist) Carrie L. Shandra, State University of New York at Stony Brook; (Panelist) Joya Misra, University of Massachusetts, Amherst; (Presider) David Nicholas Pettinicchio, University of Toronto

Political leaders often cite employment statistics as a sign of a job well done. Work is often heralded as a solution for poverty, based on the idea that “if we just get people jobs, they will be able to lift themselves out of poverty.” However, for many workers this is far from the truth. In 2016, 4.9% of individuals in the labor force counted as working-poor — people who spent at least 27 weeks working but still had incomes that fell below the poverty line. Focusing exclusively on employment rates masks important aspects of work and economic wellbeing: what kinds of jobs are created and who is taking these jobs? What do they pay? Are they full-time stable jobs? Do they provide a living wage and benefits? This thematic session highlights the struggles faced by workers in a new economy, characterized by rising economic insecurity, precarity, and risk, with a special emphasis on disadvantaged groups — women, racial minorities, immigrants, single parents, and people with disabilities — who are more likely to find themselves living below the poverty-line, even when they are working. Papers will directly address where individuals are situated in the labor market and what this means for their economic well-being as well as the ways in which vulnerable populations can work to challenge these inequalities.

Making Sense of Unequal Exchanges: The Relational Work Approach to Inequality

(Session Organizer) Ashley E. Mears, Boston University; (Panelist) Kimberly Kay Hoang, University of Chicago; (Panelist) Gabriel Rossman, UCLA; (Panelist) Heba Gowayed; (Panelist) Nina Bandelj, University of California, Irvine; (Presider) Ashley E. Mears, Boston University; (Discussant) Viviana A. Zelizer, Princeton University

The concept of relational work, developed through the works of Viviana Zelizer, documents the efforts people expend to match their interpersonal relations with their economic transactions. The concept has proliferated within economic sociology and beyond to analyze the social life of markets, but can relational work help us understand inequality? This panel showcases how the relational work approach identifies power relations and their complexities within economic exchanges, across a range of sites and methodologies, from quantitative analyses of experimental vignettes, to ethnographies of American households and Asian financial investing practices.

Mapping the Future of Work: Interdisciplinary Perspectives

(Session Organizer) Arne L. Kalleberg, University of North Carolina-Chapel Hill; (Presider) Arne L. Kalleberg, University of North Carolina-Chapel Hill; (Panelist) Nancy DiTomaso, Rutgers University; (Panelist) Chris Tilly, University of California-Los Angeles; (Panelist) Steven Vallas, Northeastern University

The future of work is a prominent topic for conferences and research activity in sociology as well as other disciplines. The emphasis on work stems from its centrality to a host of other important things for people, organizations and societies, such as economic inequality and well-being (job quality and its correlates). This panel session brings together social scientists from differing perspectives (sociology,

economics, and management) to discuss what they think is important to study about the future of work and how they explain these differences.

Mechanisms and Discourses of Exclusion in Hiring

(Session Organizer) Lauren Rivera, Northwestern University; (Panelist) David B. Bills, University of Iowa; (Panelist) Sharon Koppman, University of California, Irvine; (Panelist) David Pedulla, Stanford University; (Panelist) Adina Sterling, Stanford University, Graduate School of Business; (Presider) Koji Rafael Chavez, Indiana University

Why do labor market inequalities persist despite the expansion of higher education and advances in equal opportunity legislation? This panel examines hiring as vehicle for the production and reproduction of social inequalities. Discussions go beyond demonstrating unequal outcomes to unpacking mechanisms and discourses that contribute to the continued marginalization of historically under-represented groups.

Mundane Precarious: The Limits of Human Trafficking Under Global Racial Capitalism

(Session Organizer) Elena Shih, Brown University; (Panelist) Rhacel Salazar Parrenas, University of Southern California; (Panelist) Natasha N. Iskander, New York University; (Panelist) Veena Dubal, UC Hastings College of the Law; (Panelist) Shannon Marie Gleeson, Cornell University; (Presider) Sharmila Rudrappa, University of Texas at Austin

Exigent policy concerns with human trafficking and forced labor have generated a narrowly construed policy interest in only the most extreme forms of labor exploitation. Scholars and activists have argued that this exceptionalist legal turn has displaced interest and resources away from everyday issues of labor exploitation—ie, the mundane—and has created a hierarchy of decent work that is dictated by global north funding priorities, political interests, and moral agendas. This session is a call to re-theorize both “mundane” and “precarious” work outside of the fraught polemic interests of human trafficking. The panel looks to those types of work that are considered outside of the scope of “human trafficking,” but that deserve consideration for varying ways in which race, gender, class, nation, and ability shape worker power, vulnerability and precarity. From migrant labor; to subcontracting and the ridesharing economy; vocational training schemes; domestic work; global surrogacy; and the labor politics of immigrant organizing, this panel seeks to ground exceptional discourses of human trafficking, across a disparate set of “mundane” forms of precarious work.

Negotiating Power and Status in the Academy: Everyday Experiences of Women of Color Faculty

(Session Organizer) Carla P. Davis, Beloit College; (Panelist) Chavella T. Pittman, Dominican University; (Panelist) Katy M. Pinto, California State University Dominguez Hills; (Panelist) Vera Lopez, Arizona State University; (Panelist) Margaret Hunter, Mills College; (Presider) Carla P. Davis, Beloit College

This session will explore the ways that the academy reflects and reproduces social hierarchies in the everyday lives of tenure track and/or tenured women of color. It will also explore the strategies/mechanisms utilized to challenge/resist these hierarchies. Examining narratives is critical to revealing the rich details of day-to-day interactions since it is at the micro-level of interactions that power is negotiated. Through examining narratives of these interactions, we can discern the ideological and material imperatives that provide clues to institutional mechanisms that reproduce hierarchies.

Opting Out, Dropping Out: Narrative, Intersectionality, and Women's Work Discontinuities

(Session Organizer) Pamela Stone, Hunter College; (Panelist) Youngjoo Cha, Indiana University; (Panelist) Liana Christin Landivar, Maryland Population Research Center; (Panelist) Shani Orgad, London School of Economics; (Panelist) Irene Padavic, Florida State University; (Presider) Pamela Stone, Hunter College

White professional women opt out of the workforce; low-income and working-class women are said to drop out. One connotes a lifestyle choice, a kind of “conscious decoupling” from work; the other a rash act of irresponsibility. Both assign motives and primacy in understanding women’s intermittent and discontinuous labor force participation to the supply side, that is, to women workers themselves. Yet an increasing body of research shows how jobs, not workers, create churn and turnover and discourage retention and continuity. A variety of factors, ranging from increasing long hours or overwork to increased outsourcing and the use of contingent labor, loosen and disrupt the employment contract. For women, intermittency carries with it a particular penalty and is one of the key factors maintaining the persistent gender gap in earnings. This session explores the narratives of opting out and dropping out and the related narrative of commitment as manifested on the demand or employer side of the equation. How do employers structure jobs so as to create turnover and churn? How do they hire (or not hire) particular categories of workers based on their stereotypes about prospective commitment, creating a self-fulfilling prophecy? How do different narratives, such as that attached to opting out, resonate and influence outcomes for different groups?

Organizing Domestic and Care Workers: A Conversation Across University and Community

(Session Organizer) Cynthia J. Cranford, University of Toronto; (Panelist) Mary Romero, Arizona State University; (Panelist) Cynthia J. Cranford, University of Toronto; (Presider) Jennifer Jihye Chun, UCLA

Domestic and care workers have long pursued creative forms of collective organizing to challenge the interlocking inequalities of race, nation, migration, class and gender so starkly evident in this work. As paid domestic work proliferates, combining in new ways with elder, disability and health care work while continuing to entail a large portion of housework and relations of servitude, understanding the organizing strategies of domestic workers is more important than ever. The innovation of domestic worker organizing stems in part from their exclusion from key labor and employment protections and from some labor and feminist organizations. Domestic workers have organized despite labor law and outside traditional labor structures, through migrant associations, self-employed informal workers’ unions, cooperatives, workers centers, alliances with the users of the services they provide, as well as within some unions. This panel combines on the ground knowledge from activists with recent research from activist sociologists to examine recent organizing efforts of domestic and care workers ranging from the local to the global.

Outsourcing Risk: Contesting the Great Organizational Risk Shift

(Session Organizer) Adam D. Reich, Columbia University; (Session Organizer) Josh Whitford, Columbia University; (Panelist) Virginia Doellgast, Cornell University; (Panelist) Susan Helper, Case Western Reserve University; (Panelist) Rakeen Mabud, Roosevelt Institute; (Panelist) John Marshall, United Food and Commercial Workers; (Presider) Josh Whitford, Columbia University

The corporate form is, ostensibly, an efficient means to pool risk and there is a case to be made that for at least some proportion of the 20th century, a significant proportion of Americans got substantial shelter from the risks of life from their (or their partner’s) employers. They had job (and thus income)

security, health insurance, and guaranteed pensions. That proportion has, however, been steadily shrinking for many years now. This interdisciplinary panel brings together academics and practitioners to discuss the strategies organizations have deployed in recent years to “unbundle” those risks, shifting them onto workers and their families. These strategies include, but are not limited to: the subcontracting or outsourcing of tasks to less protected workers (whether in the U.S. or abroad); changes to the labor contract itself, such as demands that workers consent to erratic scheduling; and forms of quasi-regulatory arbitrage, through which employees who might once have had rights granted under employment and labor law have been reclassified as independent contractors. The panel will also explore the response of labor unions and other activist groups as they adjust their own strategies in response.

Past, Present, and Future of Corporate Power

(Session Organizer) Richard Benton, University of Illinois; (Panelist) Carly Knight, New York University; (Panelist) Joshua Murray, Vanderbilt University; (Panelist) Yongjun Zhang, University of Arizona; (Presider) Richard Benton, University of Illinois; (Discussant) Mark S. Mizruchi, University of Michigan

The current state of corporate economic and political power is a source of considerable empirical and theoretical debate. While some scholars point to evidence of increased consolidation in corporate power, others emphasize trends in corporate elite fracturing and decline. Economic and political sociologists have long studied unity and fragmentation in corporate economic and political power, particularly in corporate governance and political action. However, these scholarly traditions have become siloed within the discipline. As a result, current debates about the consolidation of corporate power have been incomplete and badly fragmented. This session will bring together scholars from both the political and economic sociology traditions to discuss the past, present, and future of corporate power. We will examine how the contemporary moment is both similar to and different from past debates about corporate power (e.g. Elite theory vs pluralists). Focusing on points of theoretical and empirical agreement and disagreement, this session will help chart a path forward in sociological research on corporate power.

Power, Inequality, and Resistance in Health Professions

(Session Organizer) Kelly Underman, Drexel University; (Session Organizer) Alexandra Vinson, University of Michigan; (Panelist) stef m. shuster, Michigan State University; (Panelist) LaTonya Trotter, Vanderbilt University; (Panelist) Lauren D. Olsen, Temple University; (Panelist) Mignon Duffy, University of Massachusetts Lowell; (Presider) Kelly Underman, Drexel University; (Presider) Alexandra Vinson, University of Michigan

Healthcare work has been transformed in recent decades. For-profit healthcare industries exert considerable control over the provision of healthcare, demanding efficiency and tracking health outcomes and satisfaction metrics. Pressures for healthcare workers to perform more emotionally involved and culturally competent forms of care have proliferated. New professional mandates increasingly include inter-professional collaboration, reconceptualizing the healthcare provider and the healthcare team. These structural and organizational changes have important implications for the provision of healthcare, as well as implications for how health professions prepare the next generation of workers. In this thematic session we investigate how these changes bear on professional work by showcasing recent research on power, inequality, and resistance in the health professions. By highlighting research on inequalities that emphasizes the everyday racialized and gendered experiences

of trainees and patients, we increase our understanding of mechanisms of the reproduction of professional culture that, at different points in the training process, contribute to durable inequalities in professional work. By drawing attention to healthcare workers' forms of resistance, we also establish initial links between professional work and traditional labor organizing. This session advances the conversation beyond conventional measures of inequality to a focus on the social processes that maintain and challenge inequality in professions.

Power, Inequality, and Work: The Reasons for the Lack of Pay Equity

(Session Organizer) Roberta Spalter-Roth, Fellow; (Presider) Jeffrey A. Hayes, Institute for Women's Policy Research; (Discussant) Heidi I. Hartmann, Institute for Women's Policy Research; (Presenter) Youngjoo Cha, Indiana University; (Presenter) Frank Dobbin, Harvard University; (Presenter) Heather McLaughlin, Oklahoma State University; (Presenter) Elyse Shaw, Institute for Women's Policy Research

Reasons for the gender wage gap are multi-faceted. According to a recent analysis by the Institute for Women's Policy Research (IWPR), equal pay would cut poverty among working women and their families by more than half and add \$513 billion to the national economy. Yet, if the pace of change in the annual earnings ratio continues at the same rate as it has since 1960, it will take another 41 years, until 2059, for men and women to reach parity. Hispanic women will have to wait until 2224 and Black women will wait until 2119 for equal pay.

This proposed thematic session for the 2020 ASA Annual Meeting in San Francisco will highlight the path-breaking work on pay equity and comparable worth by Dr. Heidi Hartmann as she retires as president of the Institute for Women's Policy Research. Along with Dr. Hartmann's research and policy work on the topic, the panel will include research examining the multi-faceted impediments to equal wages. These include studies sexual harassment and career effects, and the importance of overtime and part-time work, and whether pay equity programs work in academia. Dr. Hartmann will conclude with an analysis of necessary efforts to bring about pay equity.

Precarious Work, Citizenship Rights, and Labor Struggle

(Session Organizer) Erin E. Hatton, State University of New York at Buffalo; (Panelist) Marcel Paret, University of Utah; (Panelist) Jennifer Jihye Chun, UCLA; (Panelist) Manuel Zimbalist Rosaldo, Penn State University; (Panelist) Gowri Vijayakumar, Brandeis University; (Presider) Erin E. Hatton, State University of New York at Buffalo

In this panel scholars examine the critical—and sometimes counterintuitive—intersections between precarious work, citizenship rights, and labor struggle across the globe. From foundational scholars such as Evelyn Nakano Glenn and others, we know that work and citizenship are fundamentally intertwined; indeed, they are mutually constitutive. The scholars in this panel untangle the complex relationship between the two by identifying the multi-directional and place-based mechanisms by which work and citizenship constitute each other and, in the process, affect workers' struggle for rights. In so doing, they examine precarious work, labor struggle, and citizenship in an array of contexts—South Africa, Colombia, Brazil, India, and South Korea—exploring questions such as: In what ways does diminished citizenship foster precarity and inhibit worker organization? In particular, how does criminalization reproduce precarity, and how do gender and sexual practice condition citizenship? Likewise, how does precarity inhibit full citizenship and collective action? Conversely, how might precarity foster collective action towards full citizenship? And how does labor struggle over precarious work contest citizenship

exclusion and/or build citizenship rights? Together, they provide much-needed insight into today's complex socioeconomic landscape of transnational migration, labor insecurity, rights curtailment, and labor struggle.

Queer While at Work: Resisting Heterosexism, Transphobia, and Anti-Queerness in Academic Workplaces

(Session Organizer) Shantel Gabrieal Buggs, Florida State University; (Session Organizer) Jason Orne, Drexel University; (Presider) Angela Jones, State University of New York-Farmingdale; (Panelist) Blu Buchanan; (Panelist) Jonathan Scott Coley, Oklahoma State University; (Panelist) Gloria Gonzalez-Lopez, University of Texas at Austin; (Panelist) Alex Hanna, Google

In many U.S. states, queer and trans communities continue to experience discrimination in housing, service, and employment. LGBTQ sociologists work in a variety of conditions with some states, colleges, and universities having robust anti-discrimination laws, and others actively discriminating against LGBTQ faculty. This panel will highlight the experiences of LGBTQ sociologists as specialized workers, particularly their stories of success(es) in the academy and beyond and their efforts in making the field and academic spaces more equitable places to work despite the various social and political inequalities that undermine LGBTQ scholars in the workplace.

Queering Work: How Trans and Non-binary People Resist and Negotiate Power and Inequality in Work

(Session Organizer) Stef M. Shuster, Michigan State University; (Session Organizer) Chelle Jones, University of Michigan; (Presider) Tiffany Chuang May, University of Michigan; (Panelist) Miriam J. Abelson, Portland State University; (Panelist) Chelle Jones, University of Michigan; (Panelist) Ellen Lamont, Appalachian State University; (Panelist) Stef M. Shuster, Michigan State University; (Panelist) Laurel Westbrook, Grand Valley State University

This panel queers notions of "work" in two significant ways to add to existing conversations in sociology: 1) Examining how trans and/or non-binary people negotiate the intersections of power and inequality in work. Panelists will discuss how workers navigate gender and resist inequalities in labor; and 2) Expanding the boundaries of "work" itself to include a broad conception of work, such as emotional labor, sex work, migrant labor, un- and underemployment, domestic work, and wage work.

Race, Power, and Organizations

(Session Organizer) Melissa Wooten, University of Massachusetts Amherst; (Presider) Melissa Wooten, University of Massachusetts Amherst; (Presenter) Victor E. Ray, University of Tennessee-Knoxville; (Presenter); Adia M. Harvey Wingfield, Washington University in St. Louis; (Presenter) Christi M. Smith, Oberlin College

For much of American history, where one stood in relation to organizations said much about one's position within a hardening racial hierarchy. And although most organizations no longer have explicitly racist goals, research shows they continue to function within a racialized social system that limits the emotional displays of black employees (Wingfield 2010), restricts the status of minority serving organizations (Damaske 2009), and segregates blacks and whites into different occupations (Stainback and Tomaskovic-Devey 2012). Despite this, when asking the fundamental question of why organizations take the shape and form they do, few organization theories situate race as integral (Wooten and Couloute 2017). When we understand that many of our contemporary organizational forms found their

roots in systems of racial domination, the sociological analyses we embark upon shifts; we begin to develop a clearer picture of race as a social structural phenomenon that shapes the inner workings of organizations, rather than as just a characteristic of individual beings. The proposed session would bring scholars operating at the intersection of race and organizations together to interrogate the essential role of organizations in maintaining racial, gender, and status-based forms of inequality.

Racial Inequality and the Future of Work

(Session Organizer) Enobong (Anna) Branch, Rutgers University-New Brunswick; (Presider) Laurel Smith-Doerr, University of Massachusetts-Amherst; (Panelist) Kay Husbands Fealing, Georgia Tech; (Panelist) Darrick Hamilton, Ohio State University; (Panelist) Cedric de Leon, University of Massachusetts, Amherst; (Panelist) Enobong (Anna) Branch, Rutgers University-New Brunswick

The post-industrial economy blurred divisions between the primary and secondary labor market and eroded racial advantage as work itself became unstable. Skill-biased technological change, manufacturing and unionization decline, coupled with service sector growth produced a growing insecure class of both service workers and professionals. The trend towards automation has meant work is increasingly technologically assisted requiring less human labor. All of these changes have heightened economic vulnerability in a social context that is fundamental unequal along racial lines. This panel will explore the evolution of work and its implications for racial inequality.

Resistance Through Innovation: New forms of Work and Organization in Latin America

(Session Organizer) Marcos Emilio Perez, Washington and Lee University; (Session Organizer) Katherine Sobering, University of North Texas; (Panelist) Carolina Bank Munoz, Brooklyn College and Graduate Center-City University of New York; (Panelist) Rodolfo Gaston Elbert, Instituto Gino Germani, Universidad de Buenos Aire; (Panelist) Katherine Maich, The Pennsylvania State University; (Panelist) Camila Piñeiro Harnecker, University of Havana; (Presider) Pablo Lapegna, University of Georgia

Over the past three decades, extensive neoliberal reforms have combined with unprecedented democratization to spur waves of mobilization across Latin America. Many of these have targeted the workplace, where communities have developed novel forms of economic and political organization to promote their rights, reorganize production, and foster inclusion. From experiments with participation and worker ownership to novel forms of community organizing and union activism, this session aims to generate dialogue among scholars who are exploring processes of resistance through innovation in Latin America. What can we learn from different cases of grassroots activism? Why do some groups react to inequality, exploitation, and economic decline by engaging in progressive mobilization while others embrace reactionary agendas? What are the opportunities and challenges associated with these experiences? Finally, what are the implications for work, labor markets, and the stability and inclusiveness of democracies in Latin America and beyond?

Strategies to Eliminate Race and Gender Segregation and Pay Gaps

(Session Organizer) Alexandra Kalev, Tel Aviv University; (Panelist) Joan C. Williams, University of California - Hastings College; (Panelist) Kelly Trindel, Pymetrics; (Panelist) Katherine Phillips, Columbia University; (Panelist) Donald Tomaskovic-Devey, University of Massachusetts, Amherst; (Presider) Alexandra Kalev, Tel Aviv University

We know lots about causes of inequality and much less about strategies for reducing it. How do we find out what's effective and how do we transfer our findings from the ivory tower to the real world, so they

have real impact? This panel will showcase various avenues for reducing workplace inequality. Panelists are top researchers seeking to bridge between academic research, policymaking and the business world in a variety of ways, including promoting evidence-based policy initiative and making data on inequality accessible to business and policy leaders, training business leaders and developing algorithms for equal employment decisions.

The Brave New World of Healthcare: How Providers and Patients Navigate a Changing Healthcare System

(Session Organizer) Elizabeth Chiarello, Saint Louis University; (Presider) Elizabeth Chiarello, Saint Louis University; (Presenter) Tania M. Jenkins, University of North Carolina-Chapel Hill; (Presenter) LaTonya Trotter, Vanderbilt University; (Presenter) Denise L. Anthony, University of Michigan; (Presenter) Lori Freedman, University of California, San Francisco

The healthcare system has changed significantly over the past four decades as evidenced by shifts in organizational structures, the development of new payment models, the rise of health social movements, and the proliferation of new healthcare professions. This panel examines how providers and patients navigate this changing healthcare context by considering implications for professional work and patient care. Centering the impact of changing systems on professional work, potential topics covered include how medical education stratifies healthcare providers, how providers make decisions on the frontlines of patient care, how the development of new professional groups affects negotiated orders in healthcare organizations, and implications of structural changes and frontline decisions for inequality in patient care.

The Gig Economy: Liberatory technology or dystopian nightmare?

(Session Organizer) Juliet B. Schor, Boston College; (Panelist) Julia Ticona, University of Pennsylvania; (Panelist) Jason Jackson, MIT; (Panelist) Veena Dubal, UC Hastings College of the Law; (Presider) Juliet B. Schor, Boston College

A decade ago, the U.S. and then the globe, witnessed the emergence of technology platforms to facilitate person-to-person exchanges in lodging (Airbnb), transportation (Uber/Lyft), delivery (Postmates, DoorDash, UberEats), household tasks (TaskRabbit, Takl, Handy) care labor (Care.com, Sittercity) and a variety of other areas. These platforms hire workers as independent contractors, use algorithms to manage them, and promise freedom and autonomy. While some aspects of this configuration, such as precarity and low wages, are familiar, there are other dimensions, such as the firms' willingness to give up control over key aspects of the labor process (e.g., hours of work) that are novel. There is now a rich qualitative and quantitative literature that addresses questions of exploitation, control, autonomy, and satisfaction among platform earners. While the public debate has been highly polarized, for and against, researchers are uncovering considerable complexity, with diverse labor forces and varied experiences. For example, the familiar dystopian narrative of Uberization is not borne out on carework platforms. Another difference is that because platforms exercise so little control over some aspects of the process, workers on a single platform can be vastly different in terms of their orientation to the work, degree of dependence on platform earnings, and autonomy in the process. Finally, as researchers begin to study platform work in the global South, they are uncovering another dimension of variation. This session will explore the dystopian and liberatory dynamics at play in the platform economy, as well as the quotidian and extraordinary, and seek to understand this novel model of labor relations and the issues it raises for policymakers across the world.

The Neoliberal University: Including Tributes to Scholar-Activist Dan Clawson

(Session Organizer) Dan Clawson, University of Massachusetts; (Presider) Michael Burawoy, University of California-Berkeley; (Panelist) Tressie Cottom, Virginia Commonwealth University; (Panelist) Ian Robinson, University of Michigan, Lecturers' Employee Organization; (Panelist) Martha Ecker, Ramapo College of New Jersey

This session is dedicated to Dan Clawson who passed away on May 6, 2019 at the age of 70. He was a professor of sociology at UMASS Amherst for 40 years – a rare combination of renowned scholar and dedicated labor organizer. His most famous book, *The Next Upsurge: Labor and the New Social Movements* was published in 2003. Among his organizing miracles was the unification of tenure-track and non-tenure-track faculty in a common fight for improved working conditions and pay. He wrote widely on the challenges of higher education. Before he passed away he had organized the following panel.

Neoliberalism came late to higher education, but it has come. Stable long-term jobs with career ladders and benefits – in other words, the tenure system – are increasingly replaced by contingent employment, creating a two- or three-tier faculty and dramatically changing the likely career trajectory for today's graduate students. Chancellors and presidents are becoming CEOs. Pseudo-market systems are promoted for evaluating universities and faculty, and for allocating resources to departments. State appropriations are shrinking and departments are expected to become entrepreneurial, introducing revenue-generating programs. Marketized on-line education proliferates. Students take on debt because education is an investment in future individual income, not a social good or an opening of the mind. For-profit colleges and universities have a significant toehold. Panelists will examine some of the ways in which colleges and universities are shaped by neoliberalism, the ways it influences power and resistance in higher education work, and the implications for the future of the university.

The Politics of Penal Labor: Work, Punishment, and the Criminal Justice System

(Session Organizer) Phil Goodman, University of Toronto; (Panelist) Andrea Armstrong, Loyola University New Orleans; (Panelist) Michael Gibson-Light, University of Denver; (Panelist) Erin E. Hatton, State University of New York at Buffalo; (Panelist) Susila Gurusami, University of Toronto; (Presider) Phil Goodman, University of Toronto

During the past decade or so, social scientists have focused much of their research (and policy advocacy) on employment discrimination faced by former prisoners and others with criminal records. As influential as this research is, it often leaves out broader questions of politics, power, race/inequality, and punishment. This panel brings together recent and emerging research examining the intersections of work, punishment, and criminal justice. This includes scholarship that focuses on prison(er) labor, the politics and economics of criminal justice, penal abolition, and the intersections of law, punishment, inequality, and labor.

The Rise and Fall of Unions

(Session Organizer) Jake Rosenfeld, Washington University-St. Louis; (Panelist) Laura Bucci, St. Joseph's University; (Panelist) Kim Voss, UC Berkeley; (Panelist) Nathan Wilmers, MIT; (Panelist) Lane Windham, Georgetown University; (Presider) Jake Rosenfeld, Washington University-St. Louis

Union memberships in the U.S. have been declining for well over half a century. Scholars have advanced a number of explanations for this phenomenon, ranging from the role of globalization and technological

change, to increased employer offensives, to a hostile political climate. This session will explore lessons learned from the literature on union decline for labor's future. What insights have social scientists gained from studies of de-unionization? Is there a path forward from labor's current abyss?

The U.S. Labor Movement in the Trump Era

(Session Organizer) Ruth Milkman, CUNY Graduate Center; (Presider) Kathleen C. Schwarzman, University of Arizona; (Presenter) Mary Ann Clawson, Wesleyan University; (Presenter) Shannon Marie Gleeson, Cornell University; (Presenter) Stephanie Luce, CUNY; Chris Rhomberg, Fordham University

Despite candidate Donald Trump's rhetoric of empathy for the working class, and his overtures to the most conservative sectors of organized labor (police unions, border patrol unions, and the building trades), his administration has followed the standard Republican labor policy playbook, rolling back labor regulations and making anti-union nominations to the National Labor Relations Board and other key positions. The 2018 U.S. Supreme Court decision in the Janus case, facilitated by Trump's appointment of Neil Gorsuch, was a major blow to public-sector unions. Yet the labor movement refuses to die. A wave of teachers' strikes and a series of local and state efforts to win legislation raising the minimum wage and creating or expanding paid leave programs have secured significant gains for workers. This panel will explore various aspects of labor movement activity in the Trump years, including both conventional union efforts like those of the teachers, alt-labor organizing among low-wage immigrants, the "Fight for \$15," as well as local and state legislative campaigns.

Toward a Political Economy of Care and Reproductive Work

(Session Organizer) Pilar Gonalons-Pons, University of Pennsylvania; (Session Organizer) Yige Dong, Johns Hopkins University; (Session Organizer) Kate Cairns, Rutgers University; (Panelist) Valerie A. Francisco-Menchavez, San Francisco State University; (Panelist) Dawn M. Dow, University of Maryland, College Park; (Panelist) Jason W. Moore, Binghamton University; (Panelist) Yige Dong, Johns Hopkins University; (Presider) Pilar Gonalons-Pons, University of Pennsylvania

The organization of care and reproductive work is undergoing important transformations. Questions about who does or should take care of the young, the elderly, or the disabled are increasingly politicized, and so are considerations about the value and recognition of care work. In the US, current political debates about parental leave, universal childcare, or involved fatherhood, illustrate the heightened social unrest about these topics. This panel seeks to generate a conversation between social reproduction theory and work/family conflict scholarship to interrogate how, why, and when social change in care and reproductive work occurs.

Uncertain Relations: Independent contractors, the gig economy, and just-in-time labor

(Session Organizer) Daniel J. Schneider, University of California-Berkeley; (Session Organizer) Scott W. Allard, University of Washington; (Discussant) Sandra S. Smith, University of California, Berkeley; (Presider) Kristen S. Harknett, University of California, San Francisco; (Panelist) Julia Ticona, University of Pennsylvania; (Panelist) Marcus Casey, UIC/Brookings; (Panelist) Daniel J. Schneider, University of California-Berkeley

Work in the United States has become increasingly precarious, characterized by low and stagnant wages, declining employer-provided retirement and health insurance coverage, and non-standard work hours. In light of these trends, what does the future of work hold? One vision of the future of work is of app-based intermediation, in which workers lack a traditional employment relationship, and instead

work on-demand, picking up “gigs” as needed and available. The rise of Uber, Lyft, and similar platform-based employment may portend this future, but these forms of employment remain small in scale. Automation and artificial intelligence are expected to transform low-skill work and the type of training or retraining workers will need in the future. Another vision for the future of work may involve continued erosion of the traditional employment relationship and job quality, where a just-in-time workforce management puts workers in low-wage jobs in even more unpredictable work settings. In this session, we bring together survey, administrative, and in-depth interview data to examine the reality of contemporary trends in work to provide conceptual and empirical glimpses into possible alternative futures of labor in America.

What Experiments Examining Discrimination Tell us about Work and Inequality in the 21st Century

(Session Organizer) S. Michael Gaddis, University of California-Los Angeles; (Panelist) David Pedulla, Stanford University; (Panelist) Natasha Quadlin, Ohio State University; (Panelist) Fabiana Silva, University of Michigan; (Panelist) Kate Weisshaar, University of North Carolina at Chapel Hill; (Presider) S. Michael Gaddis, University of California-Los Angeles

In recent years, researchers using field experiments have found consistent evidence of discrimination on the basis of race, gender, sexual orientation, and other characteristics in the labor market. As the application process, networking, hiring, and even work itself has increasingly shifted online, the ways in which discrimination and inequality can operate have shifted as well. Thus, recent work has called for more developed discrimination research to examine different parts of the employment process, test detailed mechanisms of discrimination, and push the boundaries of what we can learn from experiments. This panel presents work from four researchers who have heeded those calls and are conducting cutting-edge experiments to increase our understanding of discrimination, inequality, and work in the 21st century. The participants on this panel are leading the way in shaping our understanding of these processes and are involved in research that tests specific mechanisms of discrimination and examines contexts and processes ignored in prior research.

White-Collar Under/Unemployment and the Unemployment Industry

(Session Organizer) Ofer Sharone, UMass Amherst; (Panelist) Ilana Gershon, Indiana University; (Panelist) Annette M. Nierobisz, Carleton College; (Panelist) Kori Allan, University of Jyväskylä; (Panelist) Ofer Sharone, UMass Amherst; (Presider) Ofer Sharone, University of Massachusetts Amherst

Over recent decades white-collar employment relations in advanced economies have become increasingly precarious with both younger and older workers experiencing periods of under/unemployment. At the same time an “unemployment industry” has arisen, consisting of private and public institutions, that through training workshops and coaching advise precarious workers and shape public understandings of the labor market. This panel will feature research exploring a range of white-collar workers’ experiences with under/unemployment and with the unemployment industry.

Whiteness, Power and Organizational Dynamics in the Workplace

(Session Organizer) Abby L. Ferber, University of Colorado @ Colorado Springs; (Panelist) Jacqueline Marie Battalora, Saint Xavier University; (Panelist) Debbie Storrs, University of North Dakota; (Panelist) Stephany Rose Spaulding, University of Colorado, Colorado Springs; (Presider) Abby L. Ferber, University of Colorado @ Colorado Springs

This panel will examine the ways in which white privilege and power are embedded in, structure and reproduce inequitable workplaces. Policies, procedures and practices that seem race-neutral are frequently based on a white model that operates to exclude and disadvantage people of color. Because they are often invisible, and protect white privilege and power, they are resistant to change. This session will examine these dynamics theoretically, and within organizational contexts. Strategies for change will be examined. (Whiteness will be approached through an intersectional lens).

Work and Inequality in Media and Culture Industries

(Session Organizer) Mary Erigha, University of Georgia; (Panelist) Clayton Childress, University of Toronto; (Panelist) Kishonna Leah Gray, MIT; (Panelist) Nancy Wang Yuen, Biola University; (Panelist) Ashley E. Mears, Boston University; (Presider) Mary Erigha, University of Georgia

Media and culture industries are important but often overlooked sites for the creation, maintenance, and reproduction of workplace inequalities. Due to the power, influence, and ubiquity of media images, narratives, and representations in our social lives, media and culture industries are crucial sites for perpetuating or upending social inequality. This panel will engage with the meeting theme to theoretically, empirically, and practically understand the everyday power dynamics, persistent inequalities, and acts of resistance in media and culture industry workplaces—specifically in film and television, digital media, technology, video games, book publishing, fashion, VIP clubs, and academia.

Work in the New Sexual Economy: Law, Labor, Rights, and Resistance

(Session Organizer) Barbara G. Brents, University of Nevada-Las Vegas; (Session Organizer) Kathryn Hausbeck, University of Nevada, Las Vegas; (Panelist) Carol Leigh, Bay Area Sex Worker Advocacy Network and Sex Worker Film and Arts Festival; (Panelist) Angela Jones, State University of New York-Farmingdale; (Panelist) Elena Shih, Brown University; (Panelist) Kate D’Adamo, Reframe Health and Justice Consulting; (Presider) Kathryn Hausbeck, University of Nevada, Las Vegas; (Presider) Barbara G. Brents, University of Nevada-Las Vegas

When activist Scarlot Harlot first coined the term ‘sex work’ in 1979 it reframed feminist debates around sex, power, work and intimacy. Recent concerns over sex trafficking have rekindled these feminist “sex wars” around sexual commerce. But these also implicate current battles over economic inequality, labor rights, rights for sex and gender minorities, migrants and service workers in an era of neoliberal politics, mass incarceration and a growing gig economy. The 2018 passage of FOSTA/SESTA, federal legislation criminalizing online advertising of sex work is celebrated as a victory against sex trafficking but it has harmed many, and has added fuel to the sex worker rights movement. This session examines the politics of gendered work and sexual commerce in this “Me Too” moment, including: intersections of sex/gender and power, commercial sex in the service and gig economies, and concerns about mass incarceration, migration, transgender rights, labor rights, and neoliberal politics. Papers will address the place of sexual commerce, sex worker rights, and law in the new sexual economy.

Work, Blackness, and Refusal in the Afterlife of Slavery

(Session Organizer) Franco Barchiesi, Ohio State University; (Presider) Franco Barchiesi, Ohio State University; (Panelist) Nicholas Brady, Bucknell University; (Panelist) Patrice D. Douglass, Duke University; (Panelist) Sara-Maria Sorentino, University of Alabama

The panel will discuss critical perspectives on work and precarity by critically focusing on the ways in which the grounding of precarity in the political economy of labor addresses the incorporation of work

in paradigms that structurally determine the precariousness and vulnerability of Blackness not through exploitation, but in terms of gratuitous violence. We will also analyze how Black practices and theories of refusal question ideas of solidarity, activism, and new political communities emerging from the precarity of labor. Finally, the panel will also be an opportunity to reflect on the racial entanglements of ethnographic knowledge and the social sciences' gaze in theorizing the relations between contingent experience and structural domination in the making of anti-Blackness.

Worker Rights and Right Wing Politics

(Session Organizer) Jake Rosenfeld, Washington University-St. Louis; (Panelist) Alexander Hertel-Fernandez, Columbia University; (Panelist) Janice Fine, Rutgers University; (Panelist) Gordon Lafer, University of Oregon; (Panelist) Ruth Milkman, CUNY Graduate Center; (Presider) Jake Rosenfeld, Washington University-St. Louis

The mobilizing capabilities of unions have sparked a ferocious political backlash. Emerging evidence suggest many of these anti-union political efforts have been effective at hampering the labor movement's capacities. Simultaneously, we have seen union-backed initiatives delivering tangible victories for millions of American workers. This session will explore the seeming paradox of "laborism without labor": ongoing political attacks contributing to labor's current weakened state, alongside a growing number of union successes that have led to a rise in wages and workplace protections for a broad range of occupations.