

# BACHELOR OF ARTS IN LABOR AND EMPLOYMENT STUDIES

The Labor and Employment Studies program provides students with an introduction to and understanding of the study of labor and employment relations, broadly defined. Over the past few decades, the study of labor and employment relations has expanded significantly to include new topics that did not previously exist as areas of academic inquiry: globalization and employment relations, international labor standards, human rights and labor standards, corporate social responsibility and corporate codes of conduct, monitoring and accountability frameworks, global supply and value chains, corporate governance and employment relations, “decent work,” equality and diversity at work, labor and “global cities,” employment relations in emerging economies, high-performance work systems, global corporations, and global unions. These topics form the basis of the courses that make up the requirements for the major.

## Program Learning Outcomes

1. Improve their analytical thinking skills: students will, for example, learn to analyze the effects of globalization on workers in the US and around the world, and learn to analyze individual gendered and racialized experiences of work within larger social structures.
2. Improve their reading, analytical, and discussion skills. For example, through various multi-disciplinary readings, students will learn to analyze and discuss distinctive approaches to workplace discrimination such as sociological, social-psychological, legal, and so on; they will learn to analyze issues such as the sub-processes that sustain discrimination such stereotypes, unconscious biases and micro-aggressions at work.
3. Improve their communication skills: for example, students will provide short presentations on several labor and employment-related topics such as the foundational concepts of workplace diversity and structural and ideological barriers to achieving it.
4. Improve their debating skills: students will learn to analyze and debate, for example, contemporary and historical feminist positions about women and work; or they will learn to analyze and debate management, public policy and legal approaches to achieving workplace diversity with respect to race, gender and sexual orientation.
5. Improve their research and writing skills. On each of the labor and employment issues above, and on many others, students will first develop independent research skills, primarily through finding the most timely, relevant and informative articles on the topics under discussion; second, students will learn how to write concise 800-1200-word articles for potential publication, along with longer 3000-4000-word research papers.

## Labor and Employment Studies (B.A.) – minimum 39 Units

### Required Courses (18 Units)

Code	Title	Units
LABR 250	Introduction to the Study of Labor	3
LABR 251	Know Your Work Rights	3
HIST/ECON/ LABR 474	History of Labor in the United States	3
LABR/SOC 552	Comparative Employment Relations	3

LABR/SOC 553	Labor Standards and Corporate Social Responsibility	3
LABR/SOC 555	Labor Rights in the Global Economy	3

### Graduation Writing Assessment Requirement (3 Units)

Code	Title	Units
HIST 300GW	Seminar in Historical Analysis - GEAR	3

### Related Electives (15 Units)

Upper-division LABR courses or cross-listed with LABR not used to satisfy core requirements can be used as electives.

### Final Experience (3–4 Units)

Internship or Final Research Project

### Complementary Studies (12 Units)

Bachelor of Arts students must complete at least 12 units of Complementary Studies outside of the primary prefix for the major. (Note: Students may not use an alternate prefix that is cross-listed with the primary prefix for the major.) Students who complete two majors or a major and a minor automatically complete the Complementary Studies requirement. An additional way to complete Complementary Studies for students in the Labor and Employment Studies major is to count the 12 Complementary Studies units toward elective units in the major. Consult with your major advisor for assistance.

### General Education Requirements

Requirement	Course Level	Units	Area Designation
English Composition	LD	3	1A
Critical Thinking	LD	3	1B
Oral Communication	LD	3	1C
Mathematical Concepts and Quantitative Reasoning	LD	3	2
Arts	LD	3	3A
Humanities	LD	3	3B
Social and Behavioral Sciences	LD	6	4
Physical Science	LD	3	5A
Biological Science	LD	3	5B
Laboratory	LD	1	5C
Ethnic Studies	LD or UD	3	6
Science or Math/Quantitative Reasoning	UD	3	5UD or 2UD
Arts or Humanities	UD	3	3UD
Social and Behavioral Sciences	UD	3	4UD

SF State Studies

Courses certified as meeting the SF State Studies requirements may be upper or lower division in General Education (GE), a major or minor, or an elective.			
American Ethnic and Racial Minorities	LD or UD	3	AERM
Environmental Sustainability and Climate Action	LD or UD	3	ES
Global Perspectives	LD or UD	3	GP
Social Justice	LD or UD	3	SJ

Note: LD = Lower-Division; UD = Upper-Division.

## First-Time Student Roadmap (4 Year)

The roadmaps presented in this Bulletin are intended as suggested plans of study and do not replace meeting with an advisor. For a more personalized roadmap, please use the [Degree Planner \(https://registrar.sfsu.edu/degreeplanner/\)](https://registrar.sfsu.edu/degreeplanner/) tool found in your [Student Center](#).

[First-Time Student Roadmap \(https://bulletin.sfsu.edu/colleges/business/labor-employment-studies/ba-labor-employment-studies/roadmap-i-ii-eng/\)](https://bulletin.sfsu.edu/colleges/business/labor-employment-studies/ba-labor-employment-studies/roadmap-i-ii-eng/)

## Transfer Student Roadmap (2 Year)

For students with an AA-T in **Law, Public Policy, and Society**.  
LPPS ADT Roadmap (<https://bulletin.sfsu.edu/colleges/business/labor-employment-studies/ba-labor-employment-studies/adt-lpps-roadmap/>)

For students with an AA-T in **Global Studies** or **Social Justice Studies**  
GS or SJS ADT Roadmap (<https://bulletin.sfsu.edu/colleges/business/labor-employment-studies/ba-labor-employment-studies/adt-gs-sjs-roadmap/>)

## General Advising Information for Transfer Students

1. Before transfer, complete as many lower-division requirements or electives for this major as possible.
2. The following courses are not required for admission but are required for graduation. Students are strongly encouraged to complete these units before transfer; doing so will provide more flexibility in course selection after transfer.
  - a course in U.S. History
  - a course in U.S. & California Government

For information about satisfying the requirements described in (1) and (2) above at a California Community College (CCC), please visit <http://www.assist.org> (<http://assist.org>). Check any geographically accessible CCCs; sometimes, options include more than one college. Use ASSIST to determine:

- Which courses at a CCC satisfy any lower-division major requirements for this major;
- Which courses at a CCC satisfy CSU GE, US History, and US & CA Government requirements.

Remedial courses are not transferable and do not apply to the minimum 60 semester units/90 quarter units required for admission.

Additional units for courses that are repeated do not apply to the minimum 60 units required for upper-division transfer (for example, if a course was not passed on the first attempt or was taken to earn a better grade).

Before leaving the last California Community College of attendance, obtain a summary of completion of lower-division General Education units (IGETC or CSU GE Breadth). This is often referred to as a GE certification worksheet. SF State does not require delivery of this certification to Admissions, but students should retain this document for verifying degree progress after transfer.

Credit for Advanced Placement, International Baccalaureate, or College-Level Examination Program courses: AP/IB/CLEP credit is not automatically transferred from the previous institution. Units are transferred only when an official score report is delivered to SF State. Credit is based on the academic year during which exams were taken. Refer to the University Bulletin in effect during the year of AP/IB/CLEP examination(s) for details regarding the award of credit for AP/IB/CLEP.

Students pursuing majors in science, technology, engineering, and mathematics (STEM) disciplines often defer 6-9 units of lower-division General Education in Areas C and D until after transfer to focus on preparation courses for the major. This advice does not apply to students pursuing associate degree completion before transfer.

## Transferring From Institutions Other Than CCCs or CSUs

Review SF State's lower-division General Education requirements. Note that, as described below, the four basic skills courses required for admission meet GE Areas 1A/A2, 1B/A3, 1C/A1, and 2/B4 in the SF State GE pattern. Courses that fulfill the remaining areas of SF State's lower-division GE pattern are available at most two-year and four-year colleges and universities.

Of the four required basic skills courses, a course in critical thinking (1B/A3) may not be widely offered outside the CCC and CSU systems. Students should attempt to identify and take an appropriate course no later than the term of application to the CSU. To review more information about the 1B/A3 requirement, please visit [bulletin.sfsu.edu/undergraduate-education/general-education/lower-division/#AAEL](https://bulletin.sfsu.edu/undergraduate-education/general-education/lower-division/#AAEL).

Waiting until after transfer to take a single course at SF State that meets both US and CA/local government requirements may be an appropriate option, particularly if transferring from outside of California.