



KELLEY
SCHOOL OF BUSINESS
Institute for International Business



CIBER Focus Interview Series

Video Annotation

The Employee/Employer Relationship, Domestic and Abroad

Link: https://www.youtube.com/watch?v=4gY_ccxm2jM

Length: 29:02

Production Date/Year: July 31, 2020

Keyword Topics: Employee, Recession, COVID-19, Pandemic, Flexible labor, Employee Stock Ownership

Guest Info: Kenneth Dau-Schmidt

Professor Dau-Schmidt is a nationally recognized teacher and scholar in labor and employment law and the economic analysis of legal problems.

He is author of seven books and numerous articles on labor and employment law and the economic analysis of law, and he frequently presents papers at academic conferences and law schools across the United States, Canada, Europe and Asia. In 1990 he received the Scholarly Paper Award from the Association of American Law Schools for his work on the economic analysis of the criminal law as a preference-shaping policy.

Professor Dau-Schmidt has been fortunate enough to be invited to teach at various European and Asian universities, including: Christian-Albrechts-Universität in Kiel, Germany; Friedrich-Alexander-Universität in Erlangen, Germany; Université Panthéon-Assas (Paris II) in Paris, France and Taiwan National University in Taipei, Taiwan. He is also an affiliated faculty member with Peking University's School of Transnational Law in Shenzhen, China.

Video Summary/Synopsis:

2:02 - Dau-Schmidt explains what first drew him to his interest in the employer/employee relationship.

5:44 - Dau-Schmidt explains how businesses from other countries from around the world handle their relationship with their employees.

8:03 - Dau-Schmidt explains the advantages and disadvantages to the American system as well as employment systems around the globe.

10:36 - Dau-Schmidt answers whether the flexible labor present in the U.S. allows employees more opportunities to find better employment compared to in Europe.

14:13 - Dau-Schmidt discusses how the recession of 2020 has affected employees through taxes and what companies have or have not done to help their workers.

19:09 - Dau-Schmidt discusses whether he believes employee stock ownership in a company would alleviate some issues for the modern worker.

25:02 - Dau-Schmidt explains how employee owned businesses differ from other firms and whether there has been a shift towards co-ops.

Standards:

7th Grade Social Studies

- **7.4.4**
 - Compare and contrast the standard of living of various countries in Africa, Asia, and the Southwest Pacific using Gross Domestic Product (GDP) per capita as an indicator; hypothesize how factors, including urbanization, industrialization, and globalization could affect the differences in the standard of living statistics.
- **7.4.5**
 - Analyze different methods that countries in Africa, Asia and the Southwest Pacific have used to increase their citizens' individual human capital.

Economics

- **E.3.1**
 - Identify the ways that firms raise financial capital and explain the advantages and disadvantages of each.

Global Economics

- **GE-2.1**
 - Describe the various economic systems.
- **GE-2.2**
 - Identify questions that must be answered by any economic system and how they are categorized by how they answer the basic economic questions.
- **GE-2.3**
 - Evaluate the strengths and weaknesses of various economic systems.
- **GE-3.1**
 - Define labor productivity and explain the basic factors which affect productivity.
- **GE-3.5**
 - Explain the role and effect of labor unions, nonprofit organizations, and cooperatives in a given economy
- **GE-3.6**
 - Assess the influence of monopolies and oligopolies on marketplaces
- **GE-3.7**
 - Describe and evaluate how businesses are formed, operated, and funded
- **GE-7.1**
 - Analyze U.S. and foreign economies to forecast how trade may affect job opportunities and income potential.
- **GE-7.2**
 - Identify and assess personal interests, abilities, life goals, and possible career choices.
- **GE-7.3**
 - Predict your future lifestyle and income based on current global economic trends.
- **GE-7.4**
 - Evaluate the impact of sociological, economic and technological changes on future careers.

Indiana Studies

- **IS.4.8**
 - Describe the growth of unions and the labor movement and evaluate various approaches and methods used by different labor leaders and organizations in Indiana from 1870-1900.

U.S. History

- **USH.2.6**
 - Describe the growth of unions and the labor movement and evaluate various approaches and methods used by different labor leaders and organizations.
- **USH.3.5**
 - Explain the importance of social and cultural movements within the Progressive Era, including significant individuals/groups such as Booker T. Washington, Ida B. Wells, W.E.B. DuBois, NAACP, muckrakers and Upton Sinclair and including movements such as the Harlem Renaissance, women's suffrage, labor movements, and socialist movements.
- **USH.4.9**
 - Explain the long-term effects of the Second New Deal, including its effects on agriculture, labor, social welfare, and banking.
- **USH.5.7**
 - Summarize the efforts the national government made to regulate production, labor, and prices during the war and evaluate the success or failure of these efforts.
- **USH.9.2**

- Explain the origins of legislation which began to unravel the work of the New Deal and the Great Society, including reforms in the areas of welfare, public housing, Social Security, and labor.

Essential Questions:

- How does the United States differ from other countries regarding treatment of their employees? How are they similar?
- Is there bias against members of certain identity groups in hiring?
- How have unions historically fought for workers rights?
- Should workers be able to own stock in the companies they work for?

Depth of Knowledge

- Students will discuss the impact that labor unions have had on working conditions and the rights of workers throughout U.S. history.
- Students evaluate working conditions for skilled laborers in the U.S. compared to other nations.
- Students will argue whether there is bias towards certain individuals in employment.
- Students will design a new bill regarding employee stock ownership, either implementing it or creating a law to ban it.

Additional Links & Related Information

- *The Jungle* by Upton Sinclair - Book
- [Muckrakers](#) - Article and Images
- [Hiring Bias](#) - Video