

WORK AND LABOUR STUDIES PROGRAM SUPPLEMENTAL CALENDAR 2017-18

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WORK AND LABOUR STUDIES:

UNDERSTANDING AND TRANSFORMING THE WORLD OF WORK

Most of us will spend an enormous portion of our lives working. Our identities, our material security, our ability to fulfill our personal goals and contribute to community life all depend upon the kinds of work we get and the relationships we engage in once there. Today, in a globalizing world, the availability and organization of work is being dramatically transformed. Given how important work is to the quality of our lives, it only makes sense to study these changes.

Work and Labour Studies (WKLS) is an interdisciplinary program focused on this rapidly changing world of work and its impact on workers. Placing contemporary developments into historical perspective, Work and Labour Studies critically examines the organization and experience of paid and unpaid labour, labour markets, education and training, labour and employment law, collective bargaining, public policies on work and the economy, occupational health and safety, workplace equity, working class culture and communities, and the labour movement. Given its location in Toronto, Canada's most diverse city, the program pays special attention to the experiences of different groups of workers.

Work and Labour Studies also places particular emphasis on the role that workers, unions, and other social justice movements have played in making workplaces, communities, and political and economic life in general more democratic, representative and egalitarian. By critically exploring both historical and contemporary efforts to improve work, Work and Labour Studies hopes to inspire students to intervene in their workplaces and communities, so that everyone can benefit from the world of work.

Study in the program opens students up to multiple opportunities for research and engagement. Within York, Work and Labour Studies faculty have active research programs and are linked to a number of programs and research centres throughout the University. Beyond York, Work and Labour Studies faculty maintain active links with Canadian trade unions, skills training bodies, government departments, non-governmental and community-based organizations, and

international advocacy networks, broadening the world of study and employment opportunities for WKLS students. The program also combines the strengths of academic study with experiential forms of learning: our 4th year Labour Relations Simulation and Labour Studies Placement courses allow students to extend and apply knowledge from classroom study in practical ways that deepen their understanding of the dynamics of work and labour.

WORK AND LABOUR STUDIES FACULTY MEMBERS

CARLA LIPSIG-MUMMÉ (PhD, Université de Montréal)

Teaching and Research Interests: trade unions, globalization and work, the impact of climate change on work and employment; Canadian, Quebec and Australian labour; professions and labour markets.

Contact Information: S761A Ross Building, 416.736.2100 x 33751, carlalm@yorku.ca

Carlo Fanelli (PhD, Carleton University)

Teaching and Research Interests: labour market restructuring; gig economy; globalization and unions; public finances and employment; Ontario and Toronto Politics; nonprofit sector work; social inequality and social movements.

Contact Information: S760 Ross Building, 416.736.2100 x 33842, fanelli@yorku.ca

CAREER PATHS:

WHAT DO I DO WITH A DEGREE IN WORK AND LABOUR STUDIES?

The Work and Labour Studies Program prepares students for employment in the labour movement, private industry, community and advocacy groups, government service in Canada and internationally, journalism, public or private administration, social work, law, or teaching. Work and Labour Studies students who have earned an Honours degree often continue studies in graduate school or professional programs. Depending on the student's academic background, a graduate degree may be pursued in Labour Studies or a variety of professional fields and disciplines such as law, industrial relations, occupational health and safety, public policy, global studies, human resource management, political science, sociology, history, environment studies, women's studies, communications or psychology.

RELATED GRADUATE PROGRAMS IN CANADA

Many Work and Labour Studies students have gone on to one of these graduate programs:

York University: Master of Arts

Faculty teaching in the Work and Labour Studies Program are also affiliated with graduate programs at York, namely History, Geography, Political Science, Socio-Legal Studies, Sociology, Social and Political Thought, and Women's Studies. These departments all offer MA programs in which a specialization in labour issues is possible.

McMaster University, School of Labour Studies: Master of Arts, Work and Society
<http://www.labourstudies.mcmaster.ca/graduate-program>

University of Toronto, Centre for Industrial Relations: Master of Industrial Relations and Human Resources
<http://www.cirhr.utoronto.ca>

University of Toronto, Ontario Institute for Studies in Education: Master of Arts and Master of Education, Sociology and Equity Studies in Education, focus on Workplace Learning and Social Change
http://www.oise.utoronto.ca/lhae/Programs/Collaborative_Programs/Workplace_Learning_and_Change.html

Queen's University: Master of Industrial Relations
<http://mir.queensu.ca>

RELATED GRADUATE PROGRAMS OUTSIDE CANADA

The **American Sociological Association's Section on Labor Movements** maintains a very thorough list of labour-related academic programs around the world.

<http://asalabormovements.weebly.com/>. To get to this list, click on "Links" and then on "Labor Academics".

THE GLOBAL LABOUR UNIVERSITY

The Global Labour University offers Masters degrees at campuses in Germany, Brazil, South Africa and India; each campus has a unique issue focus. Universities and workers' organizations from around the world have jointly developed the curriculum. The GLU is aimed at candidates who have experience working in labour and social movements, and who intend to work in these organizations upon graduation. The program also usually involves an internship for one term at a labour organization or federation. For more information, see: <http://www.global-labour-university.org/>

LAW SCHOOL

Many Work and Labour Studies graduates pursue a law degree, specializing in labour and employment law. Applications to law school are run centrally through the Ontario Law School Application Service (OLSAS): <http://www.ouac.on.ca/olsas>. Osgoode Hall Law School and Queen's University's Law School are particularly noted for their strengths in labour law.

INTERNSHIPS: INTERNATIONAL LABOUR ORGANIZATION

The ILO offers internships for senior undergraduate and graduate students from between two to six months, either in the Geneva or field offices. These internships are located in the various ILO departments, and applicants must apply directly to the department they are interested in working in.

<http://www.ilo.org/public/english/bureau/pers/vacancy/intern.htm>

GOVERNMENT

Ontario Ministry of Labour: Job Opportunities Page:
<http://www.labour.gov.on.ca/english/about/jobs/index.php>

Government of Canada: Careers in the Federal Public Service:
<http://jobs-emplois.gc.ca/index-eng.htm>

LABOUR MOVEMENT / VOLUNTARY / NON-PROFIT SECTOR JOBS

Union Jobs Clearinghouse: A comprehensive listing of job postings for union organizers and educators, primarily in the United States
<http://www.unionjobs.com>

Charity Village Jobs Database: This site includes many positions within union, social justice, and not-for-profit organizations.
http://www.charityvillage.com/cvnet/career_centre.aspx

ADVISING AND ENROLMENT ASSISTANCE

FACULTY OF LIBERAL ARTS AND PROFESSIONAL STUDIES ADVISING

Advising students on their **overall degree requirements:**

Academic Advising

There are two dedicated Academic Advisor in the Department of Social Science to assist students with **overall degree requirements:**

Elma Milasin and Chioma Nwabugwu

S737 Ross Building South

Please call 416-736-5054, than press 0, to check on advisors availability.

Email: emilasin@yorku.ca and chiomanw@yorku.ca

Please check in with Social Science Reception S737 Ross Building

WORK AND LABOUR STUDIES ADVISING

Students are strongly encouraged to make an advising appointment with an academic advisor noted above **early in their first year**, and after that **annually between March and May**.

For review of **program-specific** requirements, course offerings, please see Program Assistant using the information on the first page of this booklet.

GENERAL ENROLMENT ADVICE

In order to avoid disappointment, enroll in your desired courses **as soon as your assigned Enrolment Access Window allows**. Enrolment Access Windows for the Fall/Winter semester usually open in late April of each year. See The Registrar's Office website for annual enrolment guides: <http://www.registrar.yorku.ca/enrol/guide/>

PERMISSION TO REGISTER IN WORK AND LABOUR STUDIES COURSES

Work and Labour Studies students have preferential access to courses offered by our program. If you are having trouble registering for one of our courses and there is room in the course, contact the Program Coordinator and / or Program Assistant for help. However, once courses

are full, we cannot over-enroll them. The Program Assistant maintains waiting lists for our courses and will add Work and Society students if / when spaces become available.

Please note that we do not have control over those courses that are recognized for credit in our degrees but are offered by other departments or programs. We have arranged for some spots in these courses to be allocated to Work and Labour Studies students. However, if these spots are filled when you attempt to register, you must contact the relevant professor / department for permission to gain access to the course or to get on their waiting lists (if any).

Permission to Register in 4000-level Work and Labour Studies Courses: All students in the various Honours BA degree options must take one or both of SOSC 4210 (Labour Relations Simulation) and SOSC 4240 (Labour Studies Placement). Most spaces in these courses are reserved for Work and Labour Studies students. Otherwise, access to these courses is by permission of the instructor. Normally, students will be in their final year of a 120-credit degree when they take these courses. As well, all students wishing to take SOSC 4240 are required to submit an application to and attend an interview with the Course Director. Interviews for placements normally take place during **April-May** the previous academic year. Students should call or email the Program Assistant to schedule an appointment.

APPLYING TO GRADUATE

In the final year of study, **students must apply to graduate** by completing the relevant on-line form (by **January 31st for Spring Convocation** and **July 31st for Fall Convocation**). Forms are available online at <http://www.yorku.ca/mygrad/>. Students who apply after these deadlines may graduate and receive their degree, but won't be guaranteed to be able to participate in the Convocation ceremony of their choice.

STUDENT LIFE AND ENGAGEMENT: THE WORK AND LABOUR STUDIES STUDENTS ASSOCIATION

All Work and Labour Studies Students are encouraged to become involved with the Work and Labour Studies Student Association (WLSSA). The WLSSA organizes social justice- and career-related events for program majors, including guest speakers, career forums, field trips and social events. The WLSSA is also actively involved in developing and distributing educational materials about workers' rights designed especially for high school and university students. WLSSA members also advise the Program Coordinator about student interests and needs. Each academic year the WLSSA must apply to the York Federation of Students to be registered as a club. To find out more, or to join the WLSSA, go to:

- **Facebook:** Work and Labour Studies Student Association @ York U (<https://www.facebook.com/WorkAndLaborStudiesStudentAssociation>)
- **Email:** wlsa@yorku.ca

STUDENT AWARDS

The Work and Labour Studies Program annually presents two awards that recognize the academic excellence of our students.

THE NEIL REIMER AWARD

The Neil Reimer Union Education and Development Fund established this award in 1984 to honour Neil Reimer, a long-time organizer and leading figure in the Communications, Energy, and Paperworkers' Union (CEP). The Centre for Research on Work and Society and the Work and Labour Studies Program jointly grant this award to the student majoring in Work and Labour Studies who has achieved the highest grade-point average at the end of their third year (85 credits). No application is necessary.

THE WORK AND LABOUR STUDIES STUDENT ACHIEVEMENT AWARD

This award is financed in part by CUPE Locals 3903 and 416, in honour of their past National President, Judy Darcy. The Work and Labour Studies Program grants this award to the student majoring in Work and Labour Studies who has achieved the highest cumulative grade point average at the end of their second year (at least 54 credits). The recipient must have maintained a course load of at least 24 credits in the fall/winter session of their second year. No application is necessary.

DEGREE OPTIONS AND REQUIREMENTS

Work and Labour Studies offers several degree options:

- Honours BA Program
- Honours Double Major BA Program
- Honours Major / Minor BA Program
- Honours Double Major Interdisciplinary BA Program
- Honours Minor BA Program
- BA Program

IMPORTANT NOTES

- **Honours BA GPA:** To continue in the Honours program, students must maintain a Cumulative Grade Point Average (CGPA) of 5.0 (C+). Students whose CGPA falls below 5.0 during the course of their studies may proceed in the Honours program, *on warning*, provided they meet the year level progression requirements as follows:

Year Level	Cumulative Credits Completed	CGPA
1	Fewer than 24 credits	4
2	24 to 53 credits	4.25
3	54 to 83 credits	4.8

Students in this situation must achieve a CGPA of 5.0 by the time they complete their 90th credit in order to graduate in Honours.

- **BA GPA:** To pursue a three-year BA program, students must maintain a CGPA of 4.0 (C).
- For the purposes of meeting program requirements **AP/SOSC 1510 6.0** will count as six credits towards the major or minor but not towards the General Education requirements.
- All WKLS degree options allow you to take relevant courses offered outside the Department of Social Science for degree credit, in the Faculties of Liberal Arts and Professional Studies, Education, Environmental Studies and Health, the Schulich School of Business, and Glendon College. However, courses not designated in the Work and Labour Studies lists of courses cannot normally be substituted for degree requirements in the program.
- **4000-Level Credits:** Faculty legislation requires that, in order to obtain an Honours BA (120 credits), students must take a total of *at least 18 credits at the 4000 level*, including at least 12 credits at the 4000 level in each Honours major or Specialized Honours major.
- Students pursuing a BA Honours in Work and Labour Studies **in combination with any other Major or Minor** must consult the other relevant program (and its Undergraduate Program Director, Program Coordinator or Program Assistant) to ensure that the other program's requirements are being met.
- Please refer to the Faculty of Liberal Arts and Professional Studies Student Handbook for a detailed list of all complete BA requirements.

HONOURS BA PROGRAM

Students must take at least **42 credits** in Work and Labour Studies, including the following:

- **AP/SOSC 1510 6.0** The Future of Work
- **AP/SOSC 2210 6.0** Labour Relations in Canada

- **12 credits** chosen from the following:
 - AP/SOSC 2211 6.0 Diversity in the Canadian Workplace
 - AP/SOSC 3130 6.0 Women and Work: Production & Reproduction [not offered 2017-18]
 - AP/SOSC 3210 6.0 The Working Class in Canadian Society
 - AP/SOSC 3211 6.0 Work For A Change: Strategic Research, Organizing and Communications

 - AP/SOSC 3240 3.0 Labour & Globalization I: North American Perspectives
 - AP/SOSC 3241 3.0 Labour and Globalization II: Comparative Perspectives
 - AP/SOSC 3242 3.0 Sex Work/Sexual Labour [Summer 2017]
 - AP/SOSC 3380 6.0 Law, Labour and the State
 - AP/SOSC 3815 3.0 Jobs, Unemployment & Canadian Labour Market Policy
 - AP/SOSC 3980 3.0 Workers' Organizations [not offered 2017-18]
 - AP/SOSC 3981 3.0 Diversity Issues at the Workplace [not offered 2017-18]
 - AP/SOSC 3982 3.0 Work-Life Balance in Canada
 - AP/SOSC 3993 3.0 Strategies of Social Science Research
 - AP/SOSC 4250 6.0/3.0 Special Topics in Work & Labour Studies
 - AP/SOSC 4251 6.0 Mobile Worlds: Work, Labour & Power in the Global Era [not offered 2017-18]

- **6 additional credits** chosen from the Work and Labour Studies lists of courses at the 3000 or 4000 level (p.14-15)

- **12 credits at the 4000 level:**
 - AP/SOSC 4210 6.0 Labour Relations Simulation
 - AP/SOSC 4240 6.0 Labour Studies Work Placement

HONOURS DOUBLE MAJOR BA PROGRAM

The Honours BA program described above may be pursued jointly with any Honours Major Bachelor's degree program in the Faculties of Liberal Arts and Professional Studies, Environmental Studies, Fine Arts, or with a minor in Biology, Chemistry or Physics and Astronomy in the Faculty of Science and Engineering.

HONOURS MAJOR/MINOR BA PROGRAM

The Honours BA program described above may be pursued jointly with any Honours Minor Bachelor's degree program in the Faculties of Arts, Environmental Studies, Fine Arts, or with a Minor in Biology, Chemistry, or Physics and Astronomy in the Faculty of Science & Engineering.

HONOURS DOUBLE MAJOR INTERDISCIPLINARY BA PROGRAM

Work and Labour Studies may be linked with any Honours Double Major Interdisciplinary BA program in the Faculty of Liberal Arts and Professional Studies. Students must take at least **36 credits** in Work and Labour Studies and **at least 36 credits** in the interdisciplinary program. Courses taken to meet Work and Labour Studies requirements cannot also be used to meet the requirements of the interdisciplinary program. Students in these interdisciplinary programs must take a total of **at least 18 credits** at the 4000 level, including **at least 6 credits** in Work and Labour Studies and **6 credits** in the interdisciplinary program. For further details of requirements, see the listings for specific Honours Double Major Interdisciplinary BA programs.

The **36 credits** in Work and Labour Studies must include:

- **AP/SOSC 1510 6.0** The Future of Work
 - **AP/SOSC 2210 6.0** Labour Relations in Canada: An Introduction

 - **12 credits** chosen from the following:
 - AP/SOSC 2211 6.0 Diversity in the Canadian Workplace
 - AP/SOSC 3130 6.0 Women and Work: Production & Reproduction [not offered 2017-18]
 - AP/SOSC 3210 6.0 The Working Class in Canadian Society
 - AP/SOSC 3211 6.0 Work For A Change: Strategic Research, Organizing and Communications

 - AP/SOSC 3240 3.0 Labour & Globalization I: North American Perspectives
 - AP/SOSC 3241 3.0 Labour and Globalization II: Comparative Perspectives
 - AP/SOSC 3242 3.0 Sex Work/Sexual Labour [Summer 2017]
 - AP/SOSC 3380 6.0 Law, Labour and the State
 - AP/SOSC 3815 3.0 Jobs, Unemployment & Canadian Labour Market Policy
 - AP/SOSC 3980 3.0 Workers' Organizations [not offered 2017-18]
 - AP/SOSC 3981 3.0 Diversity Issues at the Workplace [not offered 2017-18]
 - AP/SOSC 3982 3.0 Work-Life Balance in Canada
 - AP/SOSC 3993 3.0 Strategies of Social Science Research
 - AP/SOSC 4250 6.0/3.0 Special Topics in Work & Labour Studies
 - AP/SOSC 4251 6.0 Mobile Worlds: Work, Labour and Power in the Global Era [not offered 2017-18]

 - **12 additional credits** chosen from the Work and Labour Studies lists of courses at the 3000 or 4000 level (p.14-15)

 - **AP/SOSC 4210 6.0** Labour Relations Simulation
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HONOURS MINOR BA PROGRAM

The Honours Minor must be pursued jointly with an Honours Major/Minor BA program in the Faculty of Liberal Arts and Professional Studies.

Students must take at least **30 credits** in Work and Labour Studies, including the following:

- **AP/SOSC 1510 6.0** The Future of Work
- **AP/SOSC 2210 6.0** Labour Relations in Canada: An Introduction

- **6 credits** chosen from the following:
 - AP/SOSC 2211 6.0 Diversity in the Canadian Workplace
 - AP/SOSC 3130 6.0 Women and Work: Production & Reproduction [not offered 2017-18]
 - AP/SOSC 3210 6.0 The Working Class in Canadian Society
 - AP/SOSC 3211 6.0 Work For A Change: Strategic Research, Organizing and Communications

 - AP/SOSC 3240 3.0 Labour and Globalization I: North American Perspectives
 - AP/SOSC 3241 3.0 Labour and Globalization II: Comparative Perspectives
 - AP/SOSC 3242 3.0 Sex Work/Sexual Labour [Summer 2017]
 - AP/SOSC 3380 6.0 Law, Labour and the State
 - AP/SOSC 3815 3.0 Jobs, Unemployment & Canadian Labour Market Policy
 - AP/SOSC 3980 3.0 Workers' Organizations [not offered 2017-18]
 - AP/SOSC 3981 3.0 Diversity Issues at the Workplace [not offered 2017-18]
 - AP/SOSC 3982 3.0 Work-Life Balance in Canada
 - AP/SOSC 3993 3.0 Strategies of Social Science Research
 - AP/SOSC 4250 6.0/3.0 Special Topics in Work & Labour Studies

- **6 additional credits** chosen from the Work and Labour Studies lists of courses at the 3000 or 4000 level (p.14-15)

- **6 credits** chosen from the following:
 - AP/SOSC 4210 6.00 Labour Relations Simulation
 - AP/SOSC 4240 6.00 Labour Studies Placement
 - AP/SOSC 4251 6.00 Mobile Worlds: Work, Labour and Power in the Global Era [not offered 2017-18]

BA PROGRAM

Students will take at least **30 credits** in Work and Labour Studies, including the following:

- **AP/SOSC 1510 6.0** The Future of Work
- **AP/SOSC 2210 6.0** Labour Relations in Canada: An Introduction

- **12 credits** chosen from the following:
 - AP/SOSC 2211 6.0 Diversity in the Canadian Workplace
 - AP/SOSC 3130 6.0 Women and Work: Production & Reproduction [not offered 2017-18]
 - AP/SOSC 3210 6.0 The Working Class in Canadian Society

AP/SOSC 3211 6.0	Work for a Change: Strategic Research, Organizing and Communications
AP/SOSC 3240 3.0	Labour and Globalization I: North American Perspectives
AP/SOSC 3241 3.0	Labour and Globalization II: Comparative Perspectives
AP/SOSC 3242 3.0	Sex Work/Sexual Labour [Summer 2017]
AP/SOSC 3380 6.0	Law, Labour and the State
AP/SOSC 3815 3.0	Jobs, Unemployment & Canadian Labour Market Policy
AP/SOSC 3980 3.0	Workers' Organizations [not offered 2017-18]
AP/SOSC 3981 3.0	Diversity Issues at the Workplace[not offered 2017-18]
AP/SOSC 3982 3.0	Work-Life Balance in Canada
AP/SOSC 3993 3.0	Strategies of Social Science Research

- **6 additional credits** chosen from the Work and Labour Studies lists of courses at the 3000 or 4000 level (p.14-15)

WORK AND LABOUR STUDIES CHECK LISTS

CAN BE FOUND ON THE WORK AND LABOUR STUDIES WEBSITE:

[HTTP://WKLS.SOSC.LAPS.YORKU.CA/](http://wkls.sosc.laps.yorku.ca/)

WORK AND LABOUR STUDIES COURSES

COURSE DESCRIPTIONS FOR 2017-18 COURSE OFFERINGS

AP/SOSC 1510 6.0 THE FUTURE OF WORK

In the past twenty years Canadian patterns of work and employment have been transformed profoundly, putting an end to the employment security that characterised the post- World War II era. But in an era of rapid global warming and chaotic shifts arising from globalisation, the outlines of Canada's next world of work remain troublingly unclear. Are we looking at a brave new world of widespread prosperity, good jobs and constant career mobility, or a polarised world, divided between a shrinking number of good jobs in which security is traded off against personal fulfilment, and a growing number of bad jobs—precarious, dead-end, exploited and vulnerable? Worse still, are we looking at 'the end of employment'? Will we 'buy' our good jobs at the expense of workers in Latin America, Asia and Africa? What new forms of worker representation and action are emerging and need to emerge? What social forces struggle over the contours of Canada's labour market today? Will massive investment by the governments of formerly poor countries, in the corporations of the Global North shift the balance of power away from the 'First World'? Whatever happened to leisure? What is ahead for today's students? Does education still matter? This course looks at the future of work in Canada from these perspectives. The course also surveys 'the work of others': the future of employment and work in other countries of the Global North and the Global South.

SOSC 1510 is a General Education course usually taken in the first year, with an additional time devoted to the development of analytical skills pertinent to the social sciences. For students majoring or minoring in Work and Labour Studies, this is a required course, but it will **not** satisfy their General Education requirement.

Format: Two-hour lecture and one-hour tutorial

Projected enrolment: 400

Course Director: TBA

AP/SOSC 2210 6.0 LABOUR RELATIONS IN CANADA

This is a required course for all students majoring or minoring in Work and Labour Studies. This course analyzes labour relations in Canada. It reviews the historical development of the labour movement and the formation of the industrial relations system. In the historical process of collective struggle, workers gained significant legislated labour rights (including the right to organize, negotiate a collective agreement and resolve workplace conflicts through dispute resolution mechanisms) that form Canada's contemporary industrial relations system. Workers also won major social rights in the form of universal public services like universal healthcare, unemployment insurance, public education, health and safety, employment standards, and human rights legislation. The course also explores the rise of neoliberal globalization from the 1970s onward, and examines its impact on labour markets, workers' legislated labour rights and worker protections, work time, health and safety, social programmes and other public services. The course concludes by analyzing labour movement responses to these transformations,

including labour-management partnership, new organizing strategies, international solidarity, social unionism, and community-based organizing.

Format: Two-hour lecture and one-hour tutorial.

Projected enrolment: 150

Course Director:

AP/SOSC 2211 6.0

DIVERSITY IN THE CANADIAN WORKPLACE

This course examines diversity and marginalization in Canadian workplaces and labour markets and the strategies adopted by equity-seeking, community and labour organizations to achieve social and economic justice.

Format: Two-hour lecture and one-hour tutorial.

Projected enrolment: 100

Course Director: TBA

Meeting Time:

AP/SOSC 3130 6.0

WOMEN AND WORK: PRODUCTION AND REPRODUCTION

(cross-listed as AP/WMST 3510 6.0; GL/WMST 3610 6.0) [not offered 2017-18]

This course investigates the formation of the gender division of labour at work in the home and in the paid workplace. Women's entry into the paid labour force as low-wage, flexible workers in manufacturing and service occupations, their role in the caring professions, and their changing status and participation in household work, is examined in historical perspective in the first term. The second term expands upon some of the theoretical insights from the history of women's work illustrating continuities with the past in relation to the contemporary position of women in the global economy. Topics include: the role of women in global manufacture (garment, electronics), the migration of women reproductive workers worldwide (domestics, sex workers), and the implications of sex discrimination in restructured industries and labour markets. The course ends with a discussion concerning how to promote gender equality at work through formal regulation and the global women's movement response in organized resistance to female inequality.

Format: Two-hour lecture followed by one-hour seminar

Projected Enrolment: 75

Course Director:

AP/SOSC 3210 6.0

THE WORKING CLASS IN CANADIAN SOCIETY

(cross-listed as AP/HIST 3531 6.0)

This course considers the emergence and reconstitution of a working class in Canada over the past 200 years. This process involved both the capitalist restructuring that brought a large class of wage earners into existence and the struggles of Canadian workers to assert their needs and concerns. The course, therefore, examines three spheres of working-class life. First, it looks at the conditions that gave rise to permanent wage-labour in industry and the various ways in which that experience has been transformed by recruiting from new pools of labour, re-

organizing the labour process, and introducing new technology. Particular attention will be paid to the range of responses from wage earners to the evolving world of paid work, depending on skill, gender, and ethnicity, especially the structures and ideologies of various workers' movements. Second, the course is concerned with the changing nature of the working-class household - the gender ideologies that shaped its composition, the standards of living within it, the labour carried out within it, and the forces of social reform and state intervention intended to reconstruct working-class home life. And, third, the course considers the social and cultural dimensions of working-class communities and the challenges posed by moral reformers and mass commercial culture. The course attempts to determine the extent of working-class identity that has emerged in Canada and how it has changed.

Format: Two-hour lecture and one-hour tutorial.

Projected Enrolment: 150

Course Director:

AP/SOSC 3211 6.0

WORK FOR A CHANGE: STRATEGIC RESEARCH, ORGANIZING AND COMMUNICATIONS

This course equips students to engage with workplace, community and society-wide issues by developing strategic research, advocacy, communications and organizational skills. Participants work individually and in small groups to address typical issues confronting unions and other social movement organizations. The course provides opportunities for experiential education in researching strategic questions and designing campaigns for change.

Format: Three-hour lecture

Projected Enrolment: 35

Course Director: TBA

AP/SOSC 3240 3.0 (F)

LABOUR AND GLOBALIZATION I: NORTH AMERICAN PERSPECTIVES

This course explores the changing world of North American work, community and trade unionism in the context of globalization. It begins by asking: what is globalization and is it new? What are the features of economic globalization and how do they affect labour? But today more than ever before, the world of work and the ability of unions to defend workers is a mobile world: both workers and companies cross borders as a way of life, shaking up the industrial relations structures and laws meant to regulate work and workers' lives, undermining the traditional ability of unions to protect and defend. In response, Canadian, American and Mexican unions have developed cross-border solidarities. Long, partial international union cooperation in the NAFTA zone, however, has not translated into widely effective defense against twenty-five years of the erosion of workers' rights. In the first decade of the 21st century, four developments are changing the power relations around work in the NAFTA zone: the increased vulnerability of 'irregular' workers in each country; the emergence of truly international 'global unionism'; the emergence of aggressive investment by the Global South in Canadian and American corporations; and the strategic paralysis of Canadian, American and

Mexican governments and union in relation to global warming and its impact on employment. This course focuses on the emerging issues that expand the ways trade unions in the NAFTA zone work to defend workers' rights, while posing new and volatile problems.

Format: Three-hour seminar

Projected Enrolment: 35

Course Director:

**AP/SOSC 3241 3.0 (W) LABOUR AND GLOBALIZATION II:
COMPARATIVE PERSPECTIVES**

In the past two decades, both nations of the Global North and the Global South have become unequally integrated into the global marketplace. As a result, the roles of labour, as a movement, as a bargaining agent, and as a political constituency, are being challenged. In the face of this, labour is also developing new forms of transnational citizenship, transnational union action, and new forms of organizing and voice. The course uses a comparative analysis to trace the impact of globalization and to examine how labour movements in these countries have been transformed and how they have responded to specific challenges.

Format: Three-hour seminar

Projected enrolment: 35

Course Director:

AP/SOSC 3242 3.0 SEX WORK/SEXUAL LABOUR [SUMMER 2017]

This course explores the organization and experience of sexual labour. Sex work (such as exotic dance, escorting and street sex work), and sex tourism, transactional sex and other sexual-economic-affective arrangements are examined in the context of heteropatriarchal, racial, and global relations of power. Attention is also given to struggles against social and economic injustice by women, migrant and sex workers.

Format: Three-hour seminar

Projected enrolment: 35

Course Director: Kamala Kempadoo

AP/SOSC 3380 6.0 LAW, LABOUR AND THE STATE

Every human society has had to ensure that work gets done. The mobilization, discipline and reproduction of labour have been special concerns of many legal systems. This course begins with an overview of some historically significant legal regimes, including slavery, master and servant, and collective bargaining. We then examine the three pillars of contemporary Canadian labour law: the common law of employment; statutory regulation of the employment relationship; and the collective agreement. Course materials include primary documents,

statutes, decisions of courts and tribunals and scholarly writing.

Format: Two-hour lecture and one-hour tutorial

Projected Enrolment: 100

Reserved Spaces: Most spaces are reserved for students in Work and Labour Studies, Law and Society, and Business and Society

Course Director:

AP/SOSC 3815 3.0 (F) JOBS, UNEMPLOYMENT AND CANADIAN LABOUR

(FORMERLY: AS/SOSC 3990T 3.0) **MARKET POLICY**

Whether or not labour markets function efficiently and advance the goals of social justice has important ramifications for economic growth and social stability. Over the past two decades, policy makers have redesigned labour-market policy in order to increase flexibility in the operation of labour markets. In this course, we will assess the dynamics and impact of this new paradigm of labour-market policy. The course begins with an examination of theoretical approaches to understanding labour markets and labour-market policy, before turning to historical and contemporary developments in labour-market policy in Canada. Finally, working in groups, students will prepare and engage in a series of class debates on policy issues including training, welfare-to-work polices, mandatory retirement, labour-market policy towards new immigrants, and school-to-work transitions for young people.

Format: Three-hour lecture

Projected Enrolment: 35

Course Director:

AP/SOSC 3993 3.0 (F&W) STRATEGIES OF SOCIAL RESEARCH

(FORMERLY: AS/SOSC 3990C 3.0)

This is a course in critical social science methodology, designed to improve students' abilities to read and evaluate social research. The major research methods will be studied in the course using exemplary texts and hands-on assignments. Among the methods considered and compared are: quasi-experiments, surveys, ethnography, historical method, case studies, text analysis, and action research. The course is not primarily about how to conduct a research project (although the skills developed in the course are essential for researchers as well as for those who rely on social science knowledge in support of public policy and social action). Instead, the emphasis is on acquiring the ability to understand and evaluate research findings and reports. This ability is essential in any career or undertaking that relies on empirical evidence and analysis as the basis for rational decisions.

This course is jointly mounted by the Work and Labour Studies, Law and Society, and Health and Society programs in the Department of Social Science.

Reserved Spaces: Spaces are reserved for Work and Labour Studies, Health and Society and Law and Society Honours Majors

Course Director: TBA

AP/SOSC 4210.6.0

LABOUR RELATIONS SIMULATION

The course provides students who have academic or experiential background in industrial relations with the opportunity to increase their knowledge of collective bargaining, labour-management relationships and internal union and management decision-making processes through a year-long simulation. As a member of the union or management team, each student is involved in researching, planning, negotiating and administering a collective agreement. During the first term members of the course prepare for and negotiate a new collective agreement. During the second term, they administer their agreement through the grievance/arbitration process. This is a structured simulation whose chief purpose is to provide an interesting and engaging opportunity to develop research, analytic and communications skills and to learn more about the policy, practice and substance of labour relations in Canada today.

The grading scheme is designed to recognize a combination of individual and group work. Students must be prepared to devote significant time to group work outside of class. There are no examinations.

Format: Three-hour seminar

Projected Enrolment: 25

Reserved Spaces: Work and Labour Studies students in their final year have priority for spaces. Business and Society students also have access to the course, where space permits. All other enrolment is by permission of the course director.

Course Director:

AP/SOSC 4240 6.0

LABOUR STUDIES WORK PLACEMENT

This course offers students in Work and Labour Studies and Business and Society (Labour Stream) the opportunity to work, before graduating, for and with a union or a community-based labour-friendly organization whose mandate is to advocate on behalf of workers and/or organized labour. The purpose of such an internship is three-fold. First, it acquaints students with the nature of employment by a union or worker organization. Second, it teaches students, through on-site field research, about the particular labour organization they are working with: its history and structures, how strategy and policy are formulated, how its internal bureaucracy works, etc. Third, the course brings students in internships together with the instructor in order to subject their new, first-hand knowledge of their placement organization to a structured intellectual analysis in a seminar situation. Students finishing the placement will have gained first-hand knowledge of how an institutional actor in the field of labour relations identifies its priorities, attempts to realize its goals, and deals with other institutional actors in the field.

In order to realize these objectives, the placement course operates on three levels. First, each student is expected to work one day a week, or its equivalent, at a labour organization of interest to the student, and which is acceptable to the employer, the placement supervisor and the instructor. Second, all placement students will be expected to spend six hours a month in seminars, in which they will discuss and exchange in a structured fashion about their work. Each student will be responsible for presenting discussion on their placement experience in relationship to specific work and labour studies topics. Finally, each placement student will

submit a take-home exam at the end of the course. **Students who wish to enrol in this course must prepare a résumé and attend an interview with the course director during the spring advising period (April-June).**

Format: Three-hour seminar every two weeks; eight hours per week in the placement with employer

Projected Enrolment: 25

Reserved Spaces: Most spaces are reserved for Work and Labour Studies Students. Securing a placement is not automatic for students in the Labour Studies Minor.

Course Director: Carla Lipsig-Mummé

**AP/SOSC 4250 3.0 (W) SPECIAL TOPICS IN WORK AND LABOUR STUDIES:
LEGAL REGULATION OF MIGRANT WORKERS: CONSTRUCTED
INSECURITY AND WORKER RESISTANCE**

This course examines the legal regulation of transnational migrant workers in Canada, with a particular emphasis on the experience of low-wage migrant workers from the global south. Drawing on international human rights law, federal immigration law, provincial immigration policies, and provincial law on social and economic rights, the course aims to provide a solid understanding of how this complex web of laws intersects to construct insecurity for migrant workers throughout their labour migration cycle. The course aims to provide a firm foundation from which to analyze current issues and policy debates regarding migrant workers in Canada. It explores the history of temporary labour migration in Canada and the growth of Canada's current temporary foreign worker programs. It examines the experience of migrant workers in a transnational context including issues such as globalization, labour export policies, transnational worker recruitment, social impacts arising from the global separation of productive and reproductive spheres, the gendered and racialized impacts on temporary labour migration programs, and migrant workers' experience of an erosion of their social and economic rights in Canada. The course also examines issues relating to worker resistance through domestic and transnational worker organizing.

Format: Three-hour seminar

Projected Enrolment: 25

Course Director:

WORK AND LABOUR STUDIES RELATED COURSES

To fulfill the Work and Labour Studies degree requirements for 3000 and 4000 level courses, students may choose from the list of courses above as well as the list of related courses offered by other Departments below. The courses below are offered outside the Department of Social Science and are available to students who meet the prerequisite(s). **Course which have an asterisk (*) require a pre-requisite:** Please check relevant Departmental calendars for those prerequisites as well as full course descriptions and course credit exclusions. Days and times are also subject to change. Not all of the courses listed below will necessarily be offered in any given year.

AP/ADMS 3400 3.0	Occupational Health and Safety
AP/COMN 3213 3.0	Labour in the Communication & Cultural Industries [Summer 2017]
AP/ECON 3200 3.0	Industrial Organization
AP/ECON 3240 3.0	Labour Economics – Theory
AP/ECON 3249 3.0	Labour Economics – Theory (Writing)
AP/ECON 3250 3.0	Labour Economics – Institutions [not offered 2017-18]
AP/ECON 3259 3.0	Labour Economics – Institutions (Writing)
GL/ECON 3540 3.0	Economics of Labour and Manpower
GL/ECON 3550 3.0	Labour Economics: Institutions and Policies [not offered 2017-18]
AP/ECON 3620 3.0	The Economics of Unemployment [not offered 2017-18]
AP/ECON 4160 3.0	Theory and Practice of Arbitration [not offered 2017-18]
AP/ECON 4240 3.0	Topics in Labour Economics [not offered 2017-18]
AP/GEOG 3800 3.0	Geographies of Work [not offered 2017-18]
AP/GEOG 4800 3.0	Geographies of Organized Labour [not offered 2017-18]
AP/GL/GWST 3520 3.0	Women and the Professions
AP/HIST 3561 3.0	Business & Government in Canada since Confederation [not offered 2017-18]
AP/HIST 3660 3.0	US Economic and Business History to 1880 [not offered 2017-18]
AP/HIST 3670 3.0	US Business History Since 1880: The Origins and Consequences of Managerial Capitalism [not offered 2017-18]
AP/HIST 4051 6.0	Family, Work, and Community: Canadian Society in the 19 th and 20 th Centuries * [not offered 2017-18]
AP/HIST 4450 6.0	Themes in Eighteenth-Century British Social History * [not offered 2017-18]
AP/HIST 4505 6.0	Canadian Labour and Immigration History * [not offered 2017-18]
AP/HREQ 3414 6.0	Work and the Workplace [not offered 2017-18]
AP/POLS 3140 3.0	Political Economy of Labour in Canada [not offered 2017-18]
AP/POLS 4091 3.0	Marxism, Feminism, Poststructuralism
AP/POLS 4470 3.0	Working Class Politics in Capitalist Democracies
HH/SC/PSYC 3570 3.0	Organizational Psychology
AP/SOCI 3355 3.0	Social Movements
AP/SOCI 3490 6.0	Formal Organizations
AP/SOCI 3600 3.0	The Sociology Of Work and Labour
AP/SOCI 3615 3.0	The Sociology of Occupations and Professions
AP/SOCI 4620 3.0	Work and Workers in a Globalized Economy
GL/SOCI 4632 3.0	Work in a Warming World: Issues in Work, Labour and Climate Change
AP/SOSC 3005 6.0	Special Topics in Interdisciplinary Social Science: Green Work, Brown World (for 2015-16)
AP/SOSC 3125 6.0	Women Organizing [not offered 2017-18]
AP/SOSC 3169 3.0	Occupational Health [not offered 2017-18]