

# Work and Labour Studies Program

## SUPPLEMENTAL CALENDAR 2021-2022

**Coordinator:**

Professor Carlo Fanelli  
S759 Ross Building  
(416) 736-2100 x 44097  
[fanelli@yorku.ca](mailto:fanelli@yorku.ca)

**Program Assistant:**

Susan Fiorillo  
N783 Ross Building  
(416) 736-2100 x 77805  
[wkls@yorku.ca](mailto:wkls@yorku.ca)

Website: <https://www.yorku.ca/laps/sosc/wkls/>

Twitter: [@YorkU\\_WKLS](https://twitter.com/YorkU_WKLS)

Email [wkls@yorku.ca](mailto:wkls@yorku.ca)

### 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 4<sup>th</sup> 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

### FACULTY

**CARLO FANELLI** (PhD, Carleton University)

**Teaching and Research:** WKLS Program Coordinator. Labour market restructuring; gig economy; globalization and unions; public finances and employment; Ontario and Toronto Politics; non-profit sector work; social inequality and social movements.

**Contact Information:** S730 Ross Building, 416.736.2100 x 44097, [fanelli@yorku.ca](mailto:fanelli@yorku.ca) **Twitter:** [@carlofanelli](https://twitter.com/carlofanelli)

**CARLA LIPSIG-MUMMÉ** (PhD, Université de Montreal)

**Teaching and Research:** She is the 2018 winner of the SSHRC Impact Award (Partnership Category) and the 2018 Sefton-Williams Award for Contributions to Labour Relations. 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](mailto:carlalm@yorku.ca)

**KATHERINE NASTOVSKI** (PhD, York University)

**Teaching and Research:** Katherine's research and teaching interests include Global Labour Studies; Labour Transnationalism; International Solidarity; Imperialism and Colonialism; Workers' Movements; Race, Gender, Citizenship and Work; Labour Geography; Anti-Racist Marxist Feminist Theory.

**Contact Information:** S728 Ross Building, 416.736.2100 x 77814, [nastov@yorku.ca](mailto:nastov@yorku.ca)

**LEAH F. VOSKO** (PhD, York University) Department of Politics

**Interests:** Gender Issues, Political Economy, Labour Rights, Gender Studies, Migration, Citizenship

**Contact Information:** 618 Kaneff Tower, 416.736.2100 x 33157, [lvosko@yorku.ca](mailto:lvosko@yorku.ca)

**MARK P THOMAS** (PhD, Sociology York University) Department of Sociology

**Interests:** Sociology, Employment and Labour, Economic Sociology, Political Economy

**Contact Information:** 2150 Vari Hall, 416.736.2100 x 77985, [mptomas@yorku.ca](mailto:mptomas@yorku.ca)

**VIVIANA PATRONI** (Associate Professor, Graduate Program Director, Development Studies Program) Department of Social Science

**Contact Information:** 833B Ross Building North, 416.736.2100 x 33752, [vpatroni@yorku.ca](mailto:vpatroni@yorku.ca)

**KELLY PIKE** (PhD, Cornell University) School of Human Resource Management

**Interests:** Employment and Labour, Globalization, Labour Standards Enforcement, Sub-Saharan Africa, Industrial Relations, Trade and Labour

**Contact Information:** 150M Atkinson Building, 416.736.2100 x 22939, [kpike@yorku.ca](mailto:kpike@yorku.ca)

**JENNIFER A STEPHEN** (Doctorate of Philosophy, University of Toronto/OISE) Department of History

**Interests:** Canadian History, History

**Contact Information:** 129 Founders College, 416.736.2100 x 66930, [stephenj@yorku.ca](mailto:stephenj@yorku.ca)

**LUANN GOOD GINGRICH** (Doctor of Philosophy, University of Toronto) School of Social Work

**Interests:** Social Exclusion/Inclusion; Migration and Border Studies; Social Policy, Social Welfare and Human Services; Mennonites from Mexico, Social Exclusion/Inclusion; Social Policy, Social Services, and Social Work; Transnational/Migration/Border Studies

**Contact Information:** 811 Ross North, [luanngg@yorku.ca](mailto:luanngg@yorku.ca)

## **SESSIONAL FACULTY**

**ANDREW LANGILLE** (ML, Osgoode)

**Teaching and Research:** Andrew is a Toronto-based labour lawyer and an internationally recognized labour law scholar. His research on the legal regulation of the school-to-labour market transition has been utilized by a large number of organizations, including the Tax Court of Canada, the Law Commission of Ontario, and Australia's Fair Work Ombudsman.

**Contact Information:** c/o N783 Ross Building, 416.736.2100 x 77805, [youthandwork@gmail.com](mailto:youthandwork@gmail.com)

**DAVID LANGILLE** (MA)

**Teaching and Research:** A political economist by training, David's research and writing deals with corporate power and the role of social movements in maintaining democracy. Interests: Political economy, social movements, health policy, and work & labour.

**Contact Information:** N831 Ross Building [langille@yorku.ca](mailto:langille@yorku.ca)

**KATE LAXER** (PhD, York University)

**Teaching and Research:** Kate's research focuses on workers in health and social care with particular attention to issues of gender, race/ethnicity, immigration, support work, and precariousness.

**Contact Information:** 009 Health, Nursing and Environmental Studies Building, 416-736-2100 x 22075  
[ktlaxer@yorku.ca](mailto:ktlaxer@yorku.ca)

**COŞKU ÇELİK** (PhD, Middle East Technical University)

**Teaching and Research:** Coşku's research focusses on extractive investments, rural change, and patterns of proletarianization in the countryside of Turkey, including the transformation of women's productive and reproductive work in the Global South.

**Contact Information:** c/o N672 Ross Building, 416.736.5265, [cosku@yorku.ca](mailto:cosku@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](http://www.oise.utoronto.ca/lhae/Programs/Collaborative_Programs/Workplace_Learning_and_Change.html)

**Queen's University:** Master of Industrial Relations  
[Queen's University Employment Relations - Shaping the world of work \(queensu.ca\)](http://www.queensu.ca/employment-relations)

### **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 Master's 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:  
<https://www.canada.ca/en/services/jobs/opportunities/government.html>

## 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. <https://charityvillage.com/search/>

## ADVISING AND ENROLMENT ASSISTANCE

### FACULTY OF LIBERAL ARTS AND PROFESSIONAL STUDIES ADVISING

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

#### ACADEMIC ADVISING

We have dedicated Academic Advisors in the Department of Social Science to assist students with **overall degree requirements**:

**Alison Correia** [alisonco@yorku.ca](mailto:alisonco@yorku.ca), N783 Ross Building North

**Shamsa Katchi** [skatchi@yorku.ca](mailto:skatchi@yorku.ca), N783 Ross Building North

**Monika Makkar** [mmakkar@yorku.ca](mailto:mmakkar@yorku.ca), N783 Ross Building North

Please email: [socsci@yorku.ca](mailto:socsci@yorku.ca) to make an appointment with one of our academic advisors

Please check in with Social Science Reception N783 Ross Building

#### WORK AND LABOUR STUDIES ADVISING

Students are strongly encouraged to make an advising appointment with an academic advisor **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 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 labour studies 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).

#### 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:

- **Email:** [wlsa@yorku.ca](mailto: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 Global Labour Research Centre presents this scholarship annually to the Year 3 student majoring in the Labour Studies program who has achieved the highest grade point average. The Neil Reimer Scholarship is financed by the Neil Reimer Union Education and Development Fund, a fund established in 1984 to honour a leading figure in the history of the Communications, Energy and Paperworkers Union of Canada.

### **THE WORK AND LABOUR STUDIES STUDENT ACHIEVEMENT AWARD**

The Labour Studies program presents this prize annually to the Year 2 student (successful completion of at least 54 credits) entering Year 3 of the Labour Studies program with the highest cumulative grade point average at the end of Year 2. Students must have maintained a course load of at least 24 credits in the fall/winter session of their Year 2.

## 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 90<sup>th</sup> 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
- **AP/SOSC 2000 6.0** Interdisciplinary Approaches to Social Inquiry
- **24 credits** at the 3000 or 4000 level chosen from the list of Work and Labour Studies courses (see below), with at least 12 credits taken at the 4000 level.

## 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.

**Note:** in a double major program, a course may count only once toward major credit.

## HONOURS MAJOR/MINOR BA PROGRAM

The Honours BA program described above may be pursued jointly with approved Honours Double Major degree programs in the Faculty of Environmental and Urban Change, the Faculty of Health, the Faculty of Liberal Arts and Professional Studies, the Faculty of Science, the School of the Arts, Media, Performance and Design, or the Lassonde School of Engineering. For further details on requirements, refer to the listings for specific Honours programs that may be pursued jointly with other Faculties.

**Note:** in a major/minor program, a course may count only once toward major credit or minor credit.

## 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.

**Note:** in a double major program, a course may count only once toward major credit.

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
- **AP/SOSC 2000 6.0** Interdisciplinary Approaches to Social Inquiry
- **18 credits** at the 3000 or 4000 level chosen from the list of Work and Labour Studies courses (see below), with at least 12 credits taken at the 4000 level.

## **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
- **18 credits** at the 3000 or 4000 level chosen from the list of Work and Labour Studies courses (see below), with at least 12 credits taken at the 4000 level.  
**Note:** at least six credits in the minor must be at the 4000 level.

## **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
- **AP/SOSC 2000 6.0** Interdisciplinary Approaches to Social Inquiry
- **12 credits** at the 3000 or 4000 level chosen from the list of Work and Labour Studies courses (see below).

## **WORK AND LABOUR STUDIES CHECK LISTS**

Can be found on the Work and Labour Studies website: <http://wkl.sosc.laps.yorku.ca/>

## PATHWAYS IN WORK AND LABOUR STUDIES

Pathways provide opportunities for specialized learning through focused course selections, often tied to experiential learning and cooperative education. Program pathways are contextualized learning experiences that incorporate real-world examples, cross-curricular integration and professional experience that provide students with the opportunity to become experts in a particular research field. Pathways assist students in their transition to graduate studies, the workplace and other professional goals. Students can mix and match course selections from any of the four program-specific pathways and select from a variety of types of courses to suit their own interests and learning objectives.

### Labour Law, Power, and Policy

[AP/SOSC 2210 6.0 Labour Relations in Canada](#)

[AP/SOSC 3169 3.0 Work and Health](#)

[AP/SOSC 3200 3.0 Legal Regulation of Migrant Workers: Constructed Insecurity and Worker Resistance](#)

[AP/SOSC 3211 6.0 Work for Change: Strategic Research, Organizing and Communications](#)

[AP/SOSC 3242 3.0 Sex Work/Sexual Labour](#)

[AP/SOSC 3280 3.0 Political Economy of Labour in Canada](#)

[AP/SOSC 3380 6.0 Law, Labour and the State](#)

[AP/POLS 4091 3.0 Marxism, Feminism, Poststructuralism](#)

[AP/POLS 4406 3.0 The Politics of Work](#)

[AP/POLS 4470 3.0 Working Class Politics in Capitalist Democracies](#)

[AP/SOCI 3600 3.0 Sociology of Work and Labour](#)

### Creative Labour, Culture and the Digital Workplace

[AP/SOSC 3125 6.0 Women Organizing](#)

[AP/SOSC 3130 6.0 Women and Work: Production and Reproduction](#)

[AP/SOSC 3290 3.0 Sport, Work and Resistance](#)

[AP/SOSC 3982 3.0 States, Markets and Work-Life Balance: Canadian Employment & Labour Policies](#)

[AP/SOSC 4230 3.0 Who Cares? Unpaid Labour and Social Reproduction](#)

[AP/SOSC 4251 6.0 Mobile Worlds: Work, Labour and Power in the Global Era](#)

[AP/COMN 3313 3.0 Labour in the Communication and Cultural Industries](#)

[AP/HIST 4051 6.0 Family, Work, and Community: Canadian Society in the 19th and 20th Centuries](#)

### Climate Crisis, Migration and the Future of Work

[AP/SOSC 1510 6.0 The Future of Work](#)

[AP/SOSC 3981 3.0 Diversity, Justice and Solidarity at Work](#)

[AP/SOSC 4210.6.0 Mediation, Arbitration and Conflict Resolution](#)

[AP/SOSC 4240 6.0 Labour Studies Work Placement](#)

[AP/SOSC 4250 3.0 Special Topics in Work & Labour Studies](#)

[GL/SOCI 4632 3.0 Work in a Warming World: Issues in Work, Labour and Climate Change](#)

## **Inequality, Global Labour Movements and Workplace Democracy**

[AP/SOSC 2211 6.0 Diversity in the Canadian Workplace](#)

[AP/SOSC 3125 6.0 Women Organizing](#)

[AP/SOSC 3130 6.0 Women and Work: Production and Reproduction](#)

[AP/SOSC 3210 6.0 The Working Class in Canadian Society](#)

[AP/SOSC 3230 3.0 Women and Work: Production and Reproduction](#)

[AP/SOSC 3815 3.0 Inequality and Canadian Labour Market](#)

[AP/SOSC 3980 3.0 Workers' Organizations](#)

[AP/SOSC 3993 3.0 Strategies of Social Research](#)

[AP/SOSC 4240 3.0 Labour Studies Placement](#)

[AP/SOSC 4260 3.0 Global Living Wage Movement](#)

[AP/HIST 4505 6.0 Canadian Labour and Immigration History](#)

[AP/SOCI 3355 3.0 Social Movements](#)

[AP/SOCI 4620 3.0 Work and Workers in a Globalized Economy](#)

## WORK AND LABOUR STUDIES COURSES

### COURSE DESCRIPTIONS FOR 2021-2022 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 polarized 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.

#### 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 programs 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.

**AP/SOSC 3125 6.0****WOMEN ORGANIZING**

cross-listed as AP/GWST 3509 6.00, GL/GWST 3509 6.00

Women have a long tradition of organizing to expand their rights, resist oppression, challenge and defend traditional values and to change their societies. This course documents and analyzes the patterns of women's activism using historical, cross-cultural and contemporary sources.

**AP/SOSC 3130 6.0****WOMEN AND WORK: PRODUCTION AND REPRODUCTION**

cross-listed as AP/GWST 3510 6.0

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.

**AP/SOSC 3169 3.0****(F) WORK AND HEALTH**

This course explores the relationship between work, labour, global markets and health. It draws on political-economy, feminist theory and other theories to consider how ideas about value, productive, and reproductive work interface with power, economy, society, and health in people's working lives. It examines how different work environments create conditions that result in particular patterns of disease and injury.

**AP/SOSC 3200 3.0****(F) LEGAL REGULATION OF MIGRANT WORKERS:  
CONSTRUCTED INSECURITY AND WORKER RESISTANCE**

This course examines the legal regulation of transnational migrant workers in Canada, with an emphasis on the experiences of low-waged migrant workers from the global south. Drawing on international human rights law, federal and provincial immigration laws and public policies, the course examines the construction of insecurity for workers throughout their labour migration cycle.

**AP/SOSC 3210 6.0****THE WORKING CLASS IN CANADIAN SOCIETY**

cross-listed: AP/HIST 3531 6.0

This course explores working-class life in Canada. It offers a theoretical understanding of class as a form of social consciousness, then explores this concept within a historical chronology centered on class identity, interests, and struggle. An important feature of this course is examining the formation of the working class with an intersectional lens so that students understand how class identity and interests were interconnected with gender, race, ethnicity, and sexuality. Other themes in the course include: how working-class families adapted to changing socio-economic conditions through their 'family economy'; the importance of labour market formation; the introduction of managerial techniques in the workplace; the entanglement of state policy in class conflict; the centrality of culture in the social consciousness; and the different ways the working class have asserted their interests through resistance.

**AP/SOSC 3211 6.0****WORK FOR CHANGE: STRATEGIC RESEARCH, ORGANIZING  
AND COMMUNICATIONS**

cross-listed: AP/WKLS 3211 6.00

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.

**AP/SOSC 3230 3.0****LABOUR AND GLOBALIZATION: BUILDING WORKER POWER**

Globalization has been a key force in the transformation of work and working conditions around the world. In an increasingly mobile world, this course introduces students to the key debates about globalization, the major forces transforming work, its uneven impacts around the globe and emerging strategies for workers justice.

Among today's hotly contested political and economic debates, what the future of globalization will look like has recently taken centre stage. In what ways has globalization restructured work and living conditions? How has nation-state power been transformed? What role have international institutions and multi-national corporations played? How have these global transformations affected the ability of workers to fight for justice inside and outside of work? In an increasingly mobile world, this course introduces students to the key debates about globalization, the major forces transforming work, its uneven impacts around the globe and emerging strategies for workers justice.

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

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.

**AP/SOSC 3280 3.0****POLITICAL ECONOMY OF LABOUR IN CANADA**

cross-listed: AP/POLS 3140 3.00

Not Offered 21-22

An analysis of the role organized labour has played in the political economy of Canada. The course traces the interaction of labour, business and government and focuses on the contemporary struggle of labour as it confronts the corporate state.

Course credit exclusions: None.

**AP/SOSC 3290 3.0****SPORT, WORK AND RESISTANCE [SUMMER]**

This course will critically analyze the actors, institutions and practices that shape working conditions in the world of sport and the various forms of resistance associated with these conditions. Beginning with the economic context of the sport industry, we will analyze the ways sport produces and reproduces forms of exclusion, exploitation, and oppression.

Sport is a popular form of entertainment that plays an important role in many communities. Even if you are not a sports fan, your everyday experiences are often influenced by the world of sport. For many people, sports are a form of leisure, the opposite of work, and yet sporting industries employ large numbers of workers, both athletes, and those that provide the necessary labour to make these industries function. Sporting industries are strongly connected to other work sectors, like media, fashion, food etc. The sport industry also has close relationships with governments on issues that affect workers in general, such as policy/legislation, education and the use of public funds.

We will examine the ways in which the sport industry creates and reproduces inequality amongst workers. We will explore the various forms of resistance utilized by workers and athletes in the fight against oppression and exploitation, including the role of unions. The course will also analyze the various ways in which sport produces and reproduces forms of exclusion, exploitation, and inequality in relation to class, race, gender, and sexuality.

**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.

**AP/SOSC 3815 3.0 (F)****INEQUALITY & THE CANADIAN LABOUR MARKET**

This is a course that addresses one of the most pressing social, political and economic issues of our age: inequality and its impact on work and workers. The proportion of global wealth owned and controlled by the rich – along with the political power that accompanies it – has reached unprecedented levels across the globe. At the same time, poor and working class communities around the world increasingly struggle to get ahead as cutthroat competition, weak labour and environmental laws, corporate bullying tactics and inadequate governance mechanisms make matters worse. Over the past four decades, policymakers have redesigned labour market policies in order to increase so-called flexibility in the operation of labour markets. However, these changes have led to a significant rise of precarious work, deunionization and general wage stagnation. In this course, we will assess the dynamics and impacts of this new ‘age of inequality’, its impacts across race, class, gender, ethnicity and other aspects. Students will discuss and engage in a series of class discussions on policy issues including the relationship of capitalism to inequality, the role of public services and public investment, tax havens, corporate power, health and environmental inequalities, intergenerational (im)mobility, labour, the law and democracy. Despite the newfound interest in inequality, however, its causes and proposed solutions remain subject to fierce debate. Students will consider and discuss a range of solutions so that – to paraphrase social scientist Karl Marx – they can not only interpret the world but change it.

**AP/SOSC 3980 3.0****WORKERS' ORGANIZATIONS**

Not Offered 2021-2022

This course examines the relationship between unions and democracy in Canada. After placing that relationship in comparative and historical perspective, it examines unions' internal structures, their effectiveness in advancing members' interests, and their capacity to contribute to further democratic advances.

**AP/SOSC 3981 3.0 (W) DIVERSITY, JUSTICE AND SOLIDARITY AT WORK**

This course examines diversity, justice and solidarity at work, including demands for equity and inclusion, trade union and human rights initiatives. Examples of Canadian and international labour market inequalities are explored, including the strategies adopted by community and labour organizations to achieve social, political and economic justice. Course credit exclusions: None. PRIOR TO FALL 2009: Course credit exclusions: AS/SOSC 3981 3.00, AS/SOSC 3990R 3.00 (prior to Fall/Winter 2003-2004).

**AP/SOSC 3982 3.0 (F) WORK-LIFE BALANCE IN A GLOBAL ECONOMY**

Work-life balance (WLB) has emerged as a new area of global labour market policy. WLB policies aim to reconcile the rift between the organization of paid and unpaid work in an effort to improve collective health and well-being. Students will explore the historical context in which WLB emerged in Canada and around the globe and critically evaluate various approaches to managing WLB.

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

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.

**AP/SOSC 4210.6.0 MEDIATION, ARBITRATION AND CONFLICT RESOLUTION**

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. Prerequisite: a university-level course in the labour relations field, or permission of the Instructor.

**AP/SOSC 4230 3.0****WHO CARES? UNPAID LABOUR AND SOCIAL REPRODUCTION**

Demand for care workers is on the rise - many of the fastest growing jobs are care related, including personal support workers, nurses, technicians and others. This course will help students understand the power, policy and politics at play in this critical sector of work and the economy.

**AP/SOSC 4240 6.0****LABOUR STUDIES WORK PLACEMENT**

Not Offered 2021-2022

The Labour Studies Work Placement is a fourth-year Honours course in the Work & Labour Studies Program, Department of Social Science. The purpose of the course is to provide students with first-hand experience of the way different organizations pursue workplace improvements and broader social and political change for all working people. The course has both seminar (in-class) and placement (cooperative learning) components. The placement will take place each week during the fall and winter terms. The placement component of the course involves work directed by a supervisor (usually a staff person or leader of a union, community-based or social justice organization). Students will be assigned to specific supervisors by their Professors in September 2020 after which students will be expected to complete 6-8 hours every other week at their placement. The weekly placement hours will be spent doing a variety of tasks assigned by the placement supervisor, including but not limited to: sitting in on decisions, observing grievances, job demonstrations, actions, outreach, conducting research, organizing workers, writing bulletins and so forth. In discussion with your Professors, students will be assigned a placement whereby work can be conducted in person, remotely, or some combination of both.

**AP/SOSC 4250 3.0****SPECIAL TOPICS IN WORK AND LABOUR STUDIES**

Not Offered 2021-2022

Special topics courses vary from year to year and are developed to cover emerging issues or specialized content not represented in the main curriculum. Not all courses are offered each semester. See the most recent course schedule for availability.

**AP/SOSC 4260 6.0****GLOBAL LIVING WAGE MOVEMENTS**

Broadly comparative, this course uses Canada as a focal point and basis of global comparison. It evaluates both the historical and contemporary development of living wage movements, and the economic, social and political features that have shaped its variations across the Global North and South.