

**GLOBAL LABOUR RESEARCH CENTRE (GLRC)**  
**Annual Report**  
**2015-16**

**1. Contact Information**

Co-Directors	Stephanie Ross, Department of Social Science Mark Thomas, Department of Sociology
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**2. Charter dates:** 07/2013 – 06/2018

**3. Mandate**

The Global Labour Research Centre (GLRC) engages in the study of work, employment and labour, organizing its activities around four globally situated research clusters: (1) the impact of the changing nature of work and employment on labour rights; (2) the interrelationships between migration, citizenship and work; (3) gender relations in work and labour movements; and (4) the revitalization of workers' movements. A hub for pan-university research collaboration, the GLRC's community engagement model encompasses a range of labour and community partners and the centre aims to promote internationalization through the study of work, employment, and labour by engaging in research activities with leading international scholars, public figures, organizations, and research institutes.

**4. Membership and Governance**

York Faculty Affiliates: 28

External Faculty Affiliates: 18

Graduate Student and Postdoctoral Affiliates: 26

<b>York Faculty Affiliates</b>		
<b>Name</b>	<b>Title / Affiliation</b>	<b>Research Theme</b>
Pat Armstrong	Sociology	Work, Employment and Gender Relations
Linda Briskin	Social Science / Gender, Sexuality & Women's Studies	Work, Employment and Gender Relations
Raju Das	Geography	Work, Employment and Labour Rights
David Doorey	Human Resource Management	Work, Employment and Labour Rights
Evelyn Encalada Grez	Social Science / Work & Labour Studies	Labour, Migration and Citizenship
Scott Forsyth	Film (Fine Arts) / Political Science	Labour Movement Revitalization
Luin Goldring	Sociology	Labour, Migration and Citizenship
Andil Gosine	Sociology	Labour, Migration and Citizenship
Craig Heron	History / Work & Labour Studies	Work, Employment and Labour Rights
Jan Kainer	Gender, Sexuality & Women's Studies	Work, Employment and Gender Relations
Philip Kelly	Geography	Labour, Migration and Citizenship
Chris Kyriakides	Sociology	Labour, Migration and Citizenship
Maura Matesic	York University Libraries	Work, Employment and Gender Relations
Patricia McDermott	Social Science / Law & Society / Gender, Sexuality & Women's Studies	Work, Employment and Gender Relations
Leo Panitch	Political Science	Labour Movement Revitalization
Viviana Patroni	Social Science / International Development Studies	Work, Employment and Labour Rights; Labour Movement Revitalization
Kelly Pike	Social Science / Work & Labour Studies	Work, Employment and Labour Rights
Dennis Pilon	Political Science	Labour Movement Revitalization
Valarie Preston	Geography	Labour, Migration and Citizenship
Norene Pupo	Sociology	Work, Employment and Gender Relations
Stephanie Ross	Work & Labour Studies / Social Science	Labour Movement Revitalization
Sarah Slinn	Osgoode	Work, Employment and Labour Rights
Jennifer Stephen	History	Work, Employment and Gender Relations
Mark Thomas	Sociology	Work, Employment and Labour Rights; Labour, Migration and Citizenship
Eric Tucker	Osgoode	Work, Employment and Labour Rights
Steven Tufts	Geography	Labour Movement Revitalization
Ethel Tungohan	Political Science	Labour, Migration and Citizenship
Leah Vosko	Political Science / School of Gender, Sexuality & Women's Studies	Work, Employment and Labour Rights; Work, Employment and Gender Relations

<b>External Faculty Affiliates</b>		
<b>Name</b>	<b>Title / Affiliation</b>	<b>Research Theme</b>
Simon Black	Assistant Professor, Labour Studies, Brock University	Work, Employment and Gender Relations; Labour Movement

		Revitalization
Jenny Carson	Associate Professor, History, Ryerson University	Work, Employment and Gender Relations; Labour Movement Revitalization
Nicole Cohen	Assistant Professor, Communication, Culture, Information and Technology, University of Toronto, Mississauga	Work, Employment and Labour Rights; Labour Movement Revitalization
Aziz Choudry	Assistant Professor, McGill University	Labour, Migration and Citizenship; Labour Movement Revitalization
Jennifer Chun	Associate Professor, Sociology, University of Toronto	Labour, Migration and Citizenship
Thomas Collombat	Associate Professor, Département des Sciences Sociales, Université du Québec en Outaouais	Labour Movement Revitalization
Kendra Coulter	Associate Professor, Centre for Labour Studies, Brock University	Work, Employment and Gender Relations; Labour Movement Revitalization
Bryan Evans	Associate Professor, Political Science, Ryerson University	Work, Employment and Labour Rights
Ian MacDonald	Assistant Professor, Industrial Relations, Université de Montréal	Labour Movement Revitalization
Suzanne Mills	Associate Professor, School of Labour Studies, McMaster University	Work, Employment and Gender Relations; Labour Movement Revitalization
Geraldina Polanco	Assistant Professor, California State University at Northridge	Labour Migration and Citizenship
Jason Russell	Assistant Professor, Labour Studies, Empire State College (Buffalo, NY)	Work, Employment and Gender Relations; Labour Movement Revitalization
Peter Sawchuk	Associate Professor, Leadership, Higher and Adult Education, OISE/University of Toronto	Labour Movement Revitalization
Larry Savage	Associate Professor, Centre for Labour Studies, Brock University	Work, Employment and Labour Rights; Labour Movement Revitalization
Charles Smith	Assistant Professor, St. Thomas More College / University of Saskatchewan	Work, Employment and Labour Rights
Susan Spronk	Associate Professor, International Development, University of Ottawa	Labour Movement Revitalization
Elliott Symiatycki	Sessional Faculty, Faculty of Communication and Design, Ryerson University	Labour Movement Revitalization
Don Wells	Professor, School of Labour Studies, McMaster University	Labour Movement Revitalization

<b>Graduate Student and Postdoctoral Affiliates</b>		
<b>Name</b>	<b>Title / Affiliation</b>	<b>Research Theme</b>
Rawan Abdelbeki	PhD Candidate, Sociology	
Kritee Ahmed	PhD Candidate, Sociology	Work, Employment and Labour Rights

Chris Bailey	PhD Candidate, Political Science	Labour Movement Revitalization
Doug Billyard	PhD Candidate, Sociology	Labour Movement Revitalization
Paul Bocking	PhD Candidate, Geography	Labour, Migration and Citizenship; Labour Movement Revitalization
Peter Brogan	PhD Candidate, Geography	Labour Movement Revitalization
Andrea Campbell	PhD Candidate, Sociology	Work, Employment and Labour Rights Work, Employment and Gender Relations
David Bush	PhD Candidate, Social and Political Thought	Labour Movement Revitalization
Lacey Croft	PhD Candidate, Sociology	Work, Employment and Labour Rights
Janet Dassinger	PhD Candidate, Social Work, McMaster University	Labour Movement Revitalization
Thierry Drapeau	PhD Candidate, Social & Political Thought	Labour Movement Revitalization
Marisa Fassi	PhD Candidate, Law and Society International Program, University of Milan	Work, Employment and Labour Rights
Lynette Fischer	PhD Candidate, Social Anthropology	Labour, Migration and Citizenship
Jordan House	PhD Candidate, Political Science	Labour Movement Revitalization
Ian Hussey	PhD Candidate, Sociology	Work, Employment and Labour Rights
Guio Jacinto	PhD Candidate, Political Science	Labour Movement Revitalization
Gizem Kezban	PhD Candidate, Sociology	Work, Employment and Labour Rights
Konstantin Kilibarda	PhD Candidate, Political Science	Work, Employment and Labour Rights
Adam King	PhD Candidate, Sociology	Work, Employment and Labour Rights
Christopher Mastrocola	Social and Political Thought	Work, Employment and Labour Rights
Janine Mueller	PhD Candidate, Sociology	Work, Employment and Gender Relations
Rohini Patel	Student Researcher, Centre for Governance, University of Ottawa	
Sarah Rogers	PhD Candidate, Sociology	Labour Movement Revitalization
Vivian Stamatopolous	PhD Candidate, Sociology	Work, Employment and Gender
Christopher Walsh	PhD Candidate, Sociology	
Anelyse Weiler	PhD Candidate, Sociology, University of Toronto	Labour, Migration and Citizenship

<b>Executive Committee members</b>
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- Kate An, Undergraduate Student, Work and Labour Studies, Social Science
- Pat Armstrong, Distinguished Research Professor, Sociology
- Lacey Croft, Ph.D. Candidate, Sociology
- Viviana Patroni, Associate Professor, Social Science
- Kelly Pike, Assistant Professor, Work & Labour Studies/ Social Science

- Stephanie Ross, Associate Professor, Work & Labour Studies/Social Science
- Mark Thomas, Associate Professor, Sociology
- Eric Tucker, Professor, Osgoode Hall Law School
- Leah Vosko, Canada Research Chair in the Political Economy of Gender & Work / School of Gender, Sexuality & Women’s Studies / Political Science

<b>External Advisory Board Members</b>
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- Aziz Choudry, Professor, McGill University
- Jennifer Chun, Associate Professor, University of Toronto
- Angelo Dicaro, National Representative (Research), Unifor
- Evelyn Encalada Grez, Justice/Justicia 4 Migrant Workers
- Bryan Evans, Associate Professor, Ryerson University
- Mary Gellatly, Parkdale Community Legal Services
- Manzur Malik, Research Officer, Ontario Public Sector Employees Union
- Naveen Mehta, General Counsel, Director of Human Rights, Equity & Diversity, United Food and Commercial Workers
- Suzanne Mills, School of Labour Studies, McMaster University
- Chris Roberts, Director, Social & Economic Policy, Canadian Labour Congress
- Larry Savage, Associate Professor, Centre for Labour Studies, Brock University
- Susan Spronk, Associate Professor, University of Ottawa
- Leah Vosko, Canada Research Chair in the Political Economy of Gender & Work / School of Gender, Sexuality & Women’s Studies / Political Science (Executive Committee liaison).

**5. Annual Activities in Fulfilling Mandate (750 words max)**

**Funding Applications**

In 2015-16, the GLRC provided support for the following grant applications / funded research projects:

Project	Funding	Principal Investigator	GLRC Role
“Young Adults and the Potential Transition from Minimum to a Living Wage: Retail, Fast Food, and Daycare”	Funded through a SSHRC Partnership Development Grant on ‘Policy Engagement at Multiple Levels of Governance: A Case Study of the Living Wage and Minimum Wage Policy’, P.I. Bryan Evans (Ryerson University)	Pat McDermott and Meg Luxton	GLRC provides administrative support for this project
“Change and Continuity: Rethinking the New Canadian Political Economy.”	SSHRC Connection Grant, submitted August 2015 (4A, unfunded)	Mark Thomas	GLRC provided administrative support for the grant application, and organized a project

			workshop in December 2015
“Spaces of Labour in Moments of Urban Populism”	SSHRC Insight Grant, submitted October 2015 (\$196,406)	Steven Tufts	GLRC provided administrative support for the grant application, and will provide administrative support for the duration of the project

## Faculty Engagement

### *Global Labour Speaker Series*

The GLRC continued to organize the highly successful Global Labour Speaker Series. The series featured 10 talks or panel discussions focused on the Centre’s four research themes, and drew healthy and diverse participation from across York, other universities in the region, and community members. Three speakers were from outside Canada, two from the United States, and one from South Africa.<sup>1</sup> Average attendance at these sessions was 30 (similar to last year), and 18 York departments and programs were represented (*see Appendix I*).

### Co-Sponsored Events

In 2015-16, two events in the GLSS were co-sponsored with the Centre for Research on Latin America and the Caribbean (CERLAC). In addition, we co-sponsored one event organized by Professor Andil Gosine (York University) and one event with Another Story Bookstore (*see Appendix I*).

### Visiting Scholars

The GLRC co-hosted (with Political Science) Fay Faraday, the Packer Visiting Professor in Social Justice. Faraday’s term as the Packer Visitor will extend to 2018. In 2015-16, the GLRC also hosted Dr. Carlo Fanelli (Postdoctoral Fellow, Ryerson University) as a Scholar in Residence.

## Student Engagement and Training

### Graduate Student Symposium

In October 2015, the GLRC held its first Graduate Symposium, organized by the Co-Directors and a committee of four York Doctoral students. The symposium brought together 37 graduate students from across the country in a two-day conference. The symposium featured a keynote panel on the relationship between academics and workers’ movements highlighting the views of union and community-based partners. The success of the symposium has led the GLRC to commit to organizing this event on an annual basis.

### Global Labour Reading Group

A core group of graduate students and postdoctoral fellows come together on a regular basis to discuss work in relation to global labour issues, with students often taking turns choosing the themes and leading the discussion. The intention of this group is to create an interdisciplinary

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<sup>1</sup> This event was unfortunately cancelled due to inclement weather.

space that brings together students across programs, in the absence of a formal graduate program in work & labour studies at York.

### **Graduate Student Training**

In 2015-16, the GLRC employed two Graduate Assistants: Lacey Croft (PhD Candidate, Sociology) during the Summer 2015 semester; and Rawan Abdelbaki (PhD Candidate, Sociology) during the 2015-16 Fall and Winter semesters. The GAs' tasks included coordinating the GLRC Graduate Student Support group, updating the *Know Your Rights* materials, developing the online database for the GLRC library, coordinating the Retail Action Working Group, and developing the GLRC's social media presence.

### **Know Your Rights Project**

The GLRC continues to work on updating the *Know Your Rights* factsheet series and booklet, for use by both undergraduate students and the wider community. In 2015-16, we reformatted and updated the factsheets (on Employment Standards, Health & Safety, Human Rights, and Unions), with the aim to finalize production in Summer 2016. We are also updating the booklet-length resource that summarizes all of Ontario's employment legislation and hope to have this prepared by Fall 2016.

### **Retail Action! Working Group**

The Retail Action! initiative is oriented towards university students who are or have been retail workers and who are seeking to improve conditions of work in the retail sector. Retail Action! met throughout Summer 2015 with Unifor staff to develop a workshop for retail workers. The group delivered two informational workshops for student retail workers during the 2015-16 academic year (October, March) and has also been actively involved in the York chapter of the Fight for \$15 and Fairness campaign.

### **Community Engagement**

#### **Workshop Series**

In 2015-16, the GLRC Co-Directors participated in the organization of the 2016 LabourStart Global Solidarity Conference, held at Ryerson University in May 2016. The conference attracted delegates from North America, Latin America, South America, Western Europe, South Asia, and Africa, and was organized in a participatory, workshop-based format. In addition to the Co-Directors' contribution to organizing the conference, a number of GLRC affiliates and community partners participated by delivering workshops and attending the conference.

### **Knowledge Mobilization**

#### **GLRC Working Papers Series**

The GLRC launched a working papers series in 2015-16. The series is oriented towards the primary themes of the GLRC and features papers from presenters in the Global Labour Speakers Series, as well as from researchers and activists engaged in work through the centre. Working papers are hosted on the GLRC website, and are shared through the GLRC email list, Facebook page, and Twitter feed.

### **Recorded Presentations of the GLRC Speakers Series**

Audio recordings (and in some cases video recordings) of speakers series presentations are disseminated (with permission) via the GLRC email list, Facebook page, and Twitter feed. Audio and video recordings are also accessible via the GLRC website.

### ***Online Profile and Communications Infrastructure***

The GLRC's online presence and following continues to grow through our website, Facebook page, Twitter feed, and Skype Account. All GLRC talks are audio recorded and the files are available on our website. The Facebook page has also been used to create specific event pages for the Global Labour Speaker Series. As of 19 May 2016, the Facebook page was followed by 546 people (up from 398 last year). The GLRC Twitter feed has 264 followers (up from 168 last year). The GLRC's two email listservs have also grown. GLRC-Announce now has 432 subscribers (up from 412 last year). GL-Reading, which supports the graduate student reading group, has 64 subscribers. The GLRC Skype Account has allowed us to host speakers at our speaker series events from out of town, and has enabled affiliated faculty from other institutions to join meetings without the need for travel. The GLRC was featured in eleven YFile stories highlighting our Speaker Series.

### ***Resource Room and Library***

The GLRC continued to build its library collection through donations from retiring York faculty and community-based supporters of the centre. Now standing at close to 400 volumes, the library continues to grow. The collection is catalogued on a free, public database called LibraryThing and available for use in the Resource Room.

## **6. Financial Position**

*See attached financial spreadsheet*

## **7. Space Utilization**

*See attached space utilization spreadsheet*

## **8. Objectives for Upcoming Year** (e.g. events, membership, grants, space needs) (750 words max.)

### **Funding Applications**

GLRC Co-Directors and Faculty Affiliates will develop and submit the following research funding applications:

<b>Project</b>	<b>Funding</b>	<b>Principal Investigator</b>	<b>GLRC Role</b>
The Rise of Anti-Unionism in Canada	SSHRC Connection Grant	Stephanie Ross	GLRC will support application development and submission and will organize the Spring 2017 workshop. One GLRC affiliate – Dr. Larry Savage –

			will be the co-applicant on the project.
Reception Contexts – Racism, Migration and National Belonging	SSHRC Connection Grant	Chris Kyriakides	GLRC will co-sponsor the Fall 2016 event, providing financial support and assistance with event promotion
Visual Arts After Indentureship	SSHRC Connection Grant	Andil Gosine	GLRC will co-sponsor the Winter 2017 event, providing administrative, in-kind and financial support, and assistance with event promotion

### GLRC Advancement Plan

The Co-Directors and Centre Coordinator have developed an Advancement Plan (*see Appendix 3*), which they will pursue throughout 2016-17 in attempt to secure more permanent external funding sources to support the Centre and its activities.

### Faculty Engagement / Conferences / Workshops

In 2016-17, the GLRC will:

- deliver the Global Labour Speaker Series, which will include at least three public events in each of the Fall and Winter terms;
- organize a two-day workshop titled ‘The Rise of Anti-Unionism in Canada.’ This workshop, led by Stephanie Ross and Larry Savage, will bring together scholars (many of whom are GLRC affiliates) to present draft chapters for a book manuscript of the same name, to be published in Fernwood’s *Labour in Canada* series;
- Host four networking sessions for faculty and graduate students—one for each of the GLRC’s four research themes—to explore potential collaborations, including grant applications.

### Student Engagement

In 2016-17, the GLRC will:

- host a two-day graduate student symposium in October 2016, drawing graduate students from across the country;
- reorganize the Global Labour Reading Group into a Graduate Research/Writing Support Group, which will meet during the Summer, Fall, and Winter terms;
- continue to support the activities of the Retail Action Working Group, with the longer term goal of establishing a Unifor Community Chapter for students working in retail;
- continue the Know Your Rights project, working with undergraduate students in the Work & Labour Studies Program to develop materials about workplace rights. In collaboration with the Workers’ Arts and Heritage Centre in Hamilton, we will work to expand the KYR program.

## **Community Engagement**

In 2016-17, the GLRC will

- develop and deliver one workshop to labour and community organizations. This workshop will be designed to engage labour and community-based organizers and activists in discussions about the ongoing Fight for \$15 and Fairness campaign;
- deliver at least one session per semester of the Global Labour Speaker Series at a time and place accessible to community members outside the university;
- organize and support the participation of GLRC affiliates in the Government of Ontario's Changing Workplace Review, including by devoting a session of the Global Labour Speakers Series to a panel discussion assessing the results of the review
- continue discussions with the CLC's Director of Education to develop partnerships for delivering labour studies curriculum for the Labour College of Canada, as well as the development of a certificate accredited by the School of Continuing Studies for non-degree students.

## **Knowledge Mobilization**

In 2016-17, the GLRC will

- expand the GLRC Working Paper series, which includes both longer academic papers as well as shorter commentaries on current issues, developed in conjunction with presentations given through the Global Labour Speakers Series and research conducted by GLRC affiliates;
- Develop the capacity to livestream talks in the Global Labour Speaker Series (subject to participant approval);
- Expand the GLRC's Twitter following through more active use of this tool, in particular to highlight the work and activities of GLRC affiliates and to live-tweet GLRC events;
- Develop, in partnership with the Canadian Association for Work and Labour Studies, an online database of work and labour researchers in Canada, highlighting areas of expertise and current research projects;
- Re-engage in the project to build a smart phone app on workplace rights, modeled on a US project aimed at allowing workers to identify workplace rights violations and organize self- and collective advocacy to ensure rights enforcement. This project will be undertaken in collaboration with a range of university and community-based partners, including labour studies faculty at York, McMaster, and Brock University, Osgoode's Community and Legal Aid Services Program, the Toronto Workers' Action Centre, Parkdale Community Legal Services, RankandFile.ca, and the Workers' Arts and Heritage Centre.

## **Visiting Scholars**

In 2016-17:

- Fay Faraday will continue her appointment as the Packer Visitor in Social Justice, and maintain her status with and participation in the GLRC;
- Esra Sarioğlu, Faculty of Political Science, Ankara University, Turkey, will be hosted by the GLRC in Summer 2016
- Marco Marrone, Department of Sociology, University of Bologna, Italy, will be hosted by the GLRC in Fall-Winter 2016-17.

**9. Other relevant items the Director wishes to include in the annual report (250 words max.)**

As of July 1, 2016, Dr. Stephanie Ross will be taking up an Associate Professorship at the School of Labour Studies at McMaster University, and taking a leave of absence from her position at York University. However, she will, pending appropriate approvals, retain her Co-Directorship of the GLRC for the remainder of her mandate (2016-18). The Co-Directors believe Dr. Ross' new appointment will provide an enhanced opportunity to strengthen inter-university research collaborations and knowledge mobilization activities (including collaborations on the speaker series, annual graduate symposium, and research projects / grant applications). Ross' appointment at McMaster will also expand the financial resources available for programming from institutional sources and McMaster faculty such as Wayne Lewchuk (LIUNA Enrico Henry Mancinelli Professor in Global Labour Issues) and Stephen McBride (Canada Research Chair in Public Policy and Globalization). Our knowledge mobilization partnership with the Workers' Arts and Heritage Centre will also be strengthened by Ross' participation in their programming activities.

**10. Appendix 1 – Additional Information about Progress in Fulfilling Mandate**

**11. Appendix 2 – Individual Member Contributions**

**12. Appendix 3 – GLRC Advancement Plan**