

Sociology
University of Toronto
Sociology 207 H1F Work and Occupations
September - December 2012

Section L0101
Monday
2:00pm-4:00pm
FG 103

Course Instructor: Dr. Lina Samuel
Office Hours: Mondays 12:00-1:30pm
Teaching Assistant: Sean Hayes

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Course Description:

This course examines the sociology of work, labour, and jobs, and the ways these have been transformed over time and across space. The course pays particular attention to the nature of work and employment relations in light of the forces of globalization, migration, and economic restructuring. The shifts in the world of work have varying impacts on individuals, families, local communities, and ethnic groups, and we will examine these impacts, both positive and negative, from a number of angles. How have these transformations of work, often referred to in relation to a *new economy*, impacted the labour market? What have been the roles of technology, social management, labour market institutions, and government policy, in influencing the outcomes of occupational restructuring and shifts in the division of labour? How is occupational restructuring related to shifts in levels of inequality and power among households and workers? How have particular definitions of work and employment affected, even marginalized, those who perform unpaid work in the household? We begin with an examination of the main theoretical traditions, and historical developments, that frame the study of work and labour. The course then examines the organization and management of work, the structure of labour markets, and the tensions that historically emerge in the workplace between workers and management. We end the course with a look at the role of unions and how the transformation in work has altered the meanings and experiences of work for individuals.

Important Note: The prerequisite to take this course is: **Soc 101Y or Soc 102H1 or Soc 103H1**
Students without this prerequisite will be removed at any time they are discovered.

Course Objectives:

Through this course, students will:

- Develop an understanding of the historical and social construction of work and occupations
- Become familiar with contemporary research in the area of work and occupations
- Learn to apply sociological theories to analysis of issues around work, labour, and occupations
- Learn to critically analyze the social forces which shape work and occupations
- Critically analyze between levels and patterns of power within work arrangements

- Discuss and debate the causes and consequences of economic restructuring for work and occupations

Course Format: 2 hour lecture, once per week

Course Texts

Krahn, Harvey J, Graham S. Lowe and Karen D. Hughes. 2011. Work, Industry and Canadian Society 6th ed. Toronto: Nelson Education.

http://search1.library.utoronto.ca/UTL/index?N=0&Nr=p_catalog_code:5934829&showDetail=first

- There will be additional recommended readings which will be on reserve or hyperlinked in the course outline.

It is strongly advised that you keep up with the readings, and ask questions in class. This is a reading and writing intensive course. I encourage students to ask questions, and discuss them with other students. I want this class to be highly interactive and engaging. For the tests you will be responsible for both the required readings as well as lecture material. In addition to the main texts, the following books will be placed on reserve as I will be referring to them for the lectures.

Additional Reading Materials on Reserve:

Adams, Tracey and Sandy Welsh. 2008. The Organization and Experience of Work. Toronto: Thompson and Nelson Press.

http://search1.library.utoronto.ca/UTL/index?N=0&Nr=p_catalog_code:6396514&showDetail=first

Pupo, Norene. Dan Glenday and Ann Duffy (ed.). 2011. The Shifting Landscape of Work. Toronto: Nelson.

Shalla, Vivian (ed.) . 2011. Working in a Global Era: Canadian Perspectives 2nd Ed. Toronto: Canadian Scholars' Press Inc.

http://search1.library.utoronto.ca/UTL/index?N=0&Nr=p_catalog_code:7124530&showDetail=first

Valles Steven P. and William Finlay and Amy S. Wharton. 2009. The Sociology of Work: Structures and Inequalities. Oxford: Oxford University Press.

http://search1.library.utoronto.ca/UTL/index?N=0&Nr=p_catalog_code:7150792&showDetail=first

Volti, Rudi. 2008. An Introduction to the Sociology of Work and Occupations. Thousand Oaks: Pine Forge Press.

http://search1.library.utoronto.ca/UTL/index?N=0&Nr=p_catalog_code:6635987&showDetail=first

Evaluation:

Evaluation is based on one written assignment, one in-class quiz, and two examinations (one in-class midterm test and one final examination).

Quiz (1 hour):	Monday, October 1, 2012	15%
Mid-Term Test (full class period):	Monday October 29, 2012	25%
Writing Assignment :	November 26, 2012	20%
Final Examination (two hours):	date to be determined by Registrar	40%

Please keep back-up copies of all your written work on separate file/ memory key.

Procedures and Rules

1. Missed tests and assignments

- **Accommodation provision:** In general, for missed tests or assignments we allow for the following three reasons:
 - Illness, or
 - Religious observances (i.e., holy days), or
 - <http://www.viceprovoststudents.utoronto.ca/publicationsandpolicies/guidelines/religiousobservances.htm>
 - Other unplanned circumstances entirely beyond the student's control (e.g., a court subpoena for which you have no option except to show up, a funeral).
- Reasons such as “too much work”, technology failure, weddings, or not adding the class in time, are not compelling reasons. For assignments, you are expected to plan ahead.
- **Documentation: In all cases, appropriate supporting documentation is required** (e.g., University of Toronto Student Medical Certificate available at: <http://www.utoronto.ca/health/medcert.htm>; a note from a religious official concerning a holy day, a death certificate).

1a. Missed tests/midterm

- **Students who miss a term test will be assigned a mark of zero for that test unless they satisfy the following conditions:**
 1. “Students who miss a test for reasons entirely beyond their control may, **within one week of the missed test**, submit to the instructor a written request for special consideration explaining the reason for missing the test, and attaching appropriate documentation,” as noted above.
 2. “If a written request with documentation cannot be submitted within one week, the instructor may consider a request to extend the time limit.”

- **Accommodation provision Medical Issues:** Your medical note **MUST** include the statement “This student was unable to write the test on the date(s) for medical reasons.” Documentation **MUST** show that the physician was consulted within **ONE** day of the test.

For SOC 207, please note that requests for **medically based exemptions** for the assignment, test and final exam must be accompanied by a U. of T. medical form, signed in legible handwriting and completely filled out with address and CPSO registration number. The original form must be given to me in person, with the opportunity for me to make a Xerox copy. Forms that are scanned or xeroxed will **not** be accepted. The U. of T medical form is available from www.healthservice.utoronto.ca/pdfs/medcert.htm

Accommodation: Students who have university accepted documentation and who are unable to write the mid-term test will write a *re-weighted final* exam in which *the value of the mid-term test will be added to the value of the final exam.*

- No student is automatically entitled to a *re-weighted final exam.*

If you miss a test or the final exam without proper documentation, you will receive a grade of zero for the missed test or final exam. These grades of zero will be included in your total grade.

1b. Late assignments

- You are expected to complete assignments on time and submit assignments *on or before* the due date

Assignments are due at the beginning of the class lecture (2:00pm) on the due date. Late assignments will be subject to a penalty of **5%** per day. The Penalty period does include weekends and holidays. Please make every effort to hand assignments in on the due date.

Please come see the instructor if you are experiencing any difficulty with the assignment or the material presented in class. Late assignments (only) can be submitted through the **Late Assignment Submission on Blackboard**, and will be accepted provided the instructor can open the file (please also provide a **hard paper copy** within 5 days of submission along with your university-accepted documentation). Only hard copies will be graded.

Please note that only UTORONTO emails will be considered official. Emails from other addresses may disappear into the black hole of spam filters.

- You are expected to keep a back-up, hard copy of your assignment in case it is lost.
- **Accommodation provision:**
The University of Toronto Medical Certificate must state that you were ill on the due date of the assignment for a one day extension. For a longer extension you must prove that you were sick during a longer period or prove an exceptional, unforeseen circumstance.

2. Grade appeals. The instructor and teaching assistant(s) take(s) the marking of assignments very seriously, and will work diligently to be fair, consistent, and accurate. Nonetheless, mistakes and oversights occasionally happen. If you believe that to be the case, you must adhere to the following rules:

- If it is a mathematical error simply alert the instructor of the error
- In the case of more substantive appeals, you must:
 1. Wait at least 24 hours after receiving your mark.
 2. Carefully re-read your assignment, all assignment guidelines and marking schemes and the grader's comments.
 3. You have 30 days after receiving a mark to appeal it.

If you wish to appeal:

- A. You must submit to the instructor a written explanation of why you think your mark should be altered. Please note statements such as “I need a higher grade to apply to X” are not compelling. Also, please note that upon re-grade your mark may go down, stay the same, or go up.
- B. Attach to your written explanation your original assignment, including all of the original comments. Submit a hardcopy of the package to the instructor during office hours or after the lecture.
- C. You will receive a response via email or in person about your re-grade.

3. Final exams

- Final examinations are scheduled, administered, and governed by the policies set out by the Office of the Registrar (see the Faculty of Arts and Science Calendar). Any student granted a deferral by the Office of the Registrar will be required to write a deferred examination at the next exam-writing session scheduled by the Office of the Registrar.

If you miss a test or the final exam without proper documentation, you will receive a grade of zero for the missed test or final exam. These grades of zero will be included in your total grade.

4. Electronic communication and electronic learning technology: Email communication is rapid, convenient, and efficient—and you are encouraged to use it to enhance your learning and experience in the course. With that said, it is essential that you follow a few rules:

- Assignments will not be accepted via email. You must submit hard copies of your assignments
- All course communication should be conducted through Blackboard or your Utoemail account.
- All emails must include the course code (Soc207H1F) in the subject line.
- All emails should be signed with the student's full name and student number.
- Emails from students will generally be answered within 24 hours of receipt.
- Treat emails as you would any other professional communication.
- Emails that ask questions that are answered in the course syllabus or website (e.g., “how much is assignment X worth”) will not receive a response.
- All general questions about the course that are NOT addressed on the syllabus and course website should be asked in class. If you cannot figure something out, chances are your inquiry will be useful for the entire class.

Emails that do not follow these guidelines will not receive a response.

5. Classroom etiquette

Students are expected to arrive at class on time. Laptops are allowed in class and can be used for taking notes. Other uses, emailing, web surfing will result in the student's being required to turn off the laptop.

Videotaping and recording lectures is strictly forbidden without written permission from the instructor.

Class participation: this includes but is not limited to: showing signs of having read the material; asking questions, answering questions and otherwise engaging in class interaction; doing in-class and outside class exercises that are required but not assigned a grade.

Courtesy – this includes turning off your cell phones during class, arriving on time and leaving when class ends, **not** before. (Leaving in the middle of class, arriving late, and any related classroom disruptions impact your final grade.)

6. Academic integrity

- Copying, plagiarizing, falsifying medical certificates, or other forms of academic misconduct will not be tolerated. Any student caught engaging in such activities will be referred to the Dean's office for adjudication. Any student abetting or otherwise assisting in such misconduct will also be subject to academic penalties.
- By enrolling in this course, students agree to abide by the university's rules regarding academic conduct, as outlined in the Calendar.
- You are expected to have read and understood the on-line document "How Not to Plagiarize" (<http://www.writing.utoronto.ca/advice/using-sources/how-not-to-plagiarize>)

Plagiarizing

Keep in mind that **plagiarism** carries *severe penalties*. If parts or all of the assignment are plagiarized, I am required to report this to the Department Chair and to Dean of Arts and Sciences. Penalties can be severe (including but not limited to grade of zero (0) for the assignment or for the course, expulsion from the university, and a notice of plagiarism placed on your transcript). Please see me before turning in your assignment if you have any doubts as to what constitutes plagiarism, and be sure to consult the academic code of conduct (see below). Remember that submitting someone else's work as your own constitutes plagiarism. Plagiarism includes unacknowledged text, using all or part of another person's work, and/or purchasing a paper.

- Please also be aware that **turning in an old paper, or large parts thereof**, for credit, is considered an academic offense (plagiarism) that results in students being referred off to the Office of Academic Integrity.
- You are expected to be familiar with the "Code of Behaviour on Academic Matters

(www.governingcouncil.utoronto.ca/policies/behaveac.htm) and *Code of Student Conduct* (<http://www.governingcouncil.utoronto.ca/policies/studentc.htm>) which spell out your rights, your duties and provide all the details on grading regulations and academic offences at the University of Toronto.

7. Student resources

AccessAbility Centre. We take seriously our obligation to make this course as welcoming and accessible as feasible for students with diverse needs. Students are encouraged to registrar with the Centre (and, if appropriate, alert the instructor) as early in the term as possible. In many instances it is easier to arrange certain accommodations with more advance notice, so we strongly encourage you to act as quickly as possible. With that said we understand that disabilities can change over time and will do our best to accommodate you. Students seeking support must have an intake interview with a disability advisor to discuss their individual needs.

Course Schedule

Monday, September 10 Introduction to course, course expectations, brief lecture on work and what the course is about (brief lecture + writing assignment 1 given out)

Monday, September 17 Lecture 1 Chapter 1 Page 1-42
Historical Overview: Capitalism, Industrialization and Post Industrial Society Theory (Marx, Smith, Weber)

Monday, September 24 Lecture 2 Chapter 2 Page 43-100
Contemporary Work Scene in Canada: Canadian Employment Patterns and Trends

Recommended Reading:

Glenday, Dan. 2011. "Rich but losing ground: how Canada's position in the world economy impacts jobs, social choices, and life chances." Pp. 15-36 in Norene Pupo, Dan Glenday and Ann Duffy, (eds.). *The Shifting Landscape of Work*. Toronto: Nelson. [chapter 1]

Monday, October 1 Lecture 3 Chapter 3 Page 107-160
Labour Markets and Jobs: Opportunities and Inequality
Quiz (15%) only 1 hour at the start of class

Recommended Reading:

Hunt, Gerald. 2011. "Trapped in the shadows: the working lives of invisible minoirites." Pp. 101-118 Norene Pupo, Dan Glenday and Ann Duffy, (eds.). *The Shifting Landscape of Work*. Toronto: Nelson. [chapter 5]

Mirchandani, Kiran, et al. (2011). "The Entrenchment of racial categories in precarious employment." Pp 119-138 in Norene Pupo, Dan Glenday and Ann Duffy, (eds.). *The Shifting Landscape of Work*. Toronto: Nelson. [chapter 6]

Monday, October 8 THANKSGIVING HOLIDAY !

Monday, October 15 Lecture 4 Continuation of **Chapter 3** Page 107-160
Labour Markets and Jobs : Opportunities and Inequalities

Monday, October 22 Lecture 5 Chapter 4 Page 169-218
Women's Employment

Recommend Reading:

Adams, Tracey and Sandy Welsh. 2008. "Occupational segregation." Pp. 89-111 in Tracey Adams and Sandy Welsh, *The Organization and Experience of Work*. Toronto: Thompson and Nelson Press.

Pupo, Norene. 2011. "Walmartization and the McJob: the jobs that boomed in the new economy." Pp. 66-81 Norene Pupo, Dan Glenday and Ann Duffy, (eds.). *The Shifting Landscape of Work*. Toronto: Nelson. [Chapter 3]

Monday, October 29
Mid term test (25%) Full Class Period

Monday, November 5
Documentary: *Her Brilliant Career*
continuation of Lecture on Women's Employment Chapter 4

Monday, November 12 Lecture 6 Chapter 5 Pages 223-283
The Organization and Management of Work

Recommended Reading:
Duffy, Ann. 2011. "The lengthening shadow of employment: working time re-examined." Pp. 155-176 Norene Pupo, Dan Glenday and Ann Duffy, (eds.). *The Shifting Landscape of Work*. Toronto: Nelson. [chapter 8]

Monday, November 19 Lecture 7 Chapter 6
Conflict and Control in the Workplace Pages 287-339

Monday, November 26 Lecture 8 Chapter 7 Pages 343-408
Unions, Industrial Relations and Strikes
(*Writing assignment due 20%*)

Recommended Reading:

Hall, Alan. 2011. "Coordinated bargaining: stemming the tide, opening the floodgates." Pp. 193-211 Norene Pupo, Dan Glenday and Ann Duffy, (eds.). *The Shifting Landscape of Work*. Toronto: Nelson. [chapter 10]

Monday, December 3 Lecture 9 Chapter 8 Pages 413- 461

The Meaning and Experience of Work

Recommended Reading:

Bezanson, Kate. 2011. "Neoliberalism, families and work-life balance." Pp. 82-98 in Norene Pupo, Dan Glenday and Ann Duffy, (eds.). *The Shifting Landscape of Work*. Toronto: Nelson.

Final Exam during final exam period (the whole course material 40%)