



## LEARNING OUTCOMES & OBJECTIVES

The overarching goal of this course is to ensure that you have a broader understanding of work and occupations from a sociological perspective, and prepare you for more advanced and independent study in this area. We will work towards this goal by examining the major issues and debates currently surrounding the study of work and occupations in Canada, and what several contemporary sociological perspectives have to say about them. More specifically, by the end of this course you should be able to:

- Demonstrate your understanding of the main concepts connected to the sociology of work and occupations
- Identify the key issues and changes related to work in contemporary Canada, and their social implications for various groups (e.g. race/ethnicity, class, gender, family).
- Think critically about what the sociological theories we have examined in class would have to say about work and occupations in Canada, and in industrial societies more generally
- Formulate an understanding of where you fit into these discussions and debates from the perspective of someone who is currently involved in, or soon to be engaged in, work of some kind.

## REQUIREMENTS AND GRADING

Course requirements include **one in-class test, two take-home essays/assignments**, and a **final exam**. The due dates and grade weights of these course requirements are as follows:

Type	Description	Date	Weight
In-Class Test	Multiple Choice & Short Answer	Feb 14	25%
Assignment 1	Critical Essay/Assignment	Due Mar 1	25%
Assignment 2	Critical Essay/Assignment	Due Apr 5	25%
Final Exam	Multiple Choice & Essay (non-cumulative)	Apr 10-28	20%
Participation	Online surveys based on personal work experiences & values	Ongoing	5%

## REQUIRED TEXT

- Krahn, Lowe, and Hughes. 2014. *Work, Industry, and Canadian Society (7<sup>th</sup> ed.)*. Toronto: Nelson. **NOTE: The 7<sup>th</sup> edition is essential for covering Chapter 3 on Canadian Employment Trends because the statistics in earlier editions will be outdated.**
- If you choose to use an earlier edition of this book, **be warned** - any lecture material, coursework, or test drawing on the textbook will be based on the 7<sup>th</sup> edition.
- To illustrate some of the more abstract concepts we will be covering this term, additional readings from scholarly books or peer reviewed journals may also be posted for selected sessions.
- Current media items that are relevant to a course session/concept may also be posted.

- You can find any additional readings in this course posted under the “Course Materials” section on Blackboard. All of these readings fall within the Canadian Copyright Board’s “fair dealing” provisions.

**IMPORTANT DATES**

- Jan 10:** First class for SOC 207H1S
- Jan 18:** Final day to add or change an S Section Winter Term course
- Feb 14:** **MID-TERM TEST**
- Feb 20:** UNIVERSITY CLOSED for Family Day
- Feb 21:** Reading Week begins – NO CLASSES THIS WEEK
- Mar 1:** **ASSIGNMENT 1 DUE**
- Mar 13:** Final day to drop SOC207H1S without academic penalty
- Apr 4:** Last class for SOC207H1S
- Apr 5:** Deadline to request late withdrawal (LWD) from SOC207H1S
- Apr 5:** **ASSIGNMENT 2 DUE**
- Apr 6-7:** Exam study period
- Apr 10-28:** Final exam period
- Apr 28:** Last day to file a petition regarding term work for SOC207H1S
- May 5:** Last day to file a petition regarding final examination for SOC207H1S

**COURSE SCHEDULE**

<b>Session 1</b>	
<b>Jan 10</b>	<b>Work and Occupations: Introduction &amp; Historical Overview</b>
<b>Chapter 1: Historical Perspectives on Work - 1700 to the 1950s (pg. 1-10)</b> <ul style="list-style-type: none"> <li>• Introduction &amp; Course Overview</li> <li>• Key Concepts</li> <li>• History of Industrialization</li> </ul>	
<b>Session 2</b>	
<b>Jan 17</b>	<b>Contemporary Debates and Theories: From the Mid 20<sup>th</sup> Century to the Present</b>
<b>Chapter 1: Historical Perspectives on Work (pg. 10-19)</b> <ul style="list-style-type: none"> <li>• Background: Key Classical approaches to the Study of Work</li> </ul> <b>Chapter 2: Contemporary Debates on Work (1950s to Present Day)</b> <ul style="list-style-type: none"> <li>• Theories of Industrialization, and Post-Industrial Theories</li> <li>• Current Transformations Shaping Work &amp; Occupations</li> <li>• Contemporary Theoretical Perspectives on Work</li> </ul>	

Session 3	
Jan 24	<b>Inequality in the Labour Market</b>
<b>Chapter 5: Labour Markets – Opportunities and Inequality (to pg. 160, 164-167)</b> <ul style="list-style-type: none"> <li>• Introduction to Key Concepts</li> <li>• Major Supply and Demand Side Explanations</li> <li>• Social Closure</li> <li>• Government Policies and Labour Market Inequality</li> </ul>	

Session 4	
Jan 31	<b>Inequality in the Labour Market Part 2</b>
<b>Chapter 3, 5: (pg. 161-164); Chapter 4 Good Jobs, Bad Jobs, No Jobs</b> <ul style="list-style-type: none"> <li>• Polarization in the Labour Market</li> <li>• Defining “Good Jobs” and “Bad Jobs”</li> <li>• Good Jobs, Bad Jobs, and Non-Standard Work Arrangements</li> <li>• Self-Employment, Under-Employment, and Unemployment</li> <li>• The Social Outcomes of a “Good Jobs”, “Bad Jobs”, “No Jobs” World</li> </ul>	

Session 5	
Feb 7	<b>Work, Gender, and Family</b>
<b>Chapter 3, 6 &amp; 7: Gender, Paid, &amp; Unpaid Work</b> <ul style="list-style-type: none"> <li>• Historical Overview of Women and Paid Work</li> <li>• Horizontal and Vertical Forms of Gender Inequality in Paid Work</li> <li>• Explanations and Ameliorative Approaches</li> <li>• Defining Household, Family, and Caring Work</li> <li>• The Traditional Division of Labour in Household, Family &amp; Caring Work</li> <li>• The Competing Demands of Work and Family: “Causes” and Consequences</li> </ul>	

Session 6	
Feb 14	<b>Mid-Term Test</b>
<ul style="list-style-type: none"> <li>• Covering material and chapters from Sessions 1 – 5</li> </ul>	

Session 7	
Feb 28	<b>The Professions &amp; Professionalization</b>
Valles, Steven P., William Finlay, and Amy S. Wharton. 2009. "Chapter 8 The Professions: Power and Status in the Workplace." Pp. 146-64 in <i>The Sociology of Work: Structures and Inequalities</i> . New York: Oxford UP. <b>Reading Available on Blackboard</b> <ul style="list-style-type: none"> <li>• The Characteristics of Professions &amp; the Path to Professionalization</li> <li>• The Professionalization and De-professionalization of Occupations in the Current Labour Market</li> </ul>	

Session 8	
Mar 7	<b>Managing Work in Organizations</b>
<b>Chapter 8 &amp; 9: Organizing and Managing Work</b> <ul style="list-style-type: none"> <li>• The “Scientific” Management of Work (Taylorism &amp; Fordism)</li> <li>• The Bureaucratic Management of Work (Bureaucracy)</li> <li>• The Changing Role of the Manager – From Controller to Counsellor</li> </ul>	

Session 9	
Mar 14	<b>Managing Work in Organizations Continued – From Fordism to “Post-Fordism”</b>
<b>Chapter 8 &amp; 9: In Search of New Managerial Paradigms</b> <ul style="list-style-type: none"> <li>• New and Innovative Work Arrangements: An Overview</li> <li>• Do these Work Arrangements Truly Address the Problems of Taylorism and Bureaucracy?</li> </ul>	

Session 10	
Mar 21	<b>Worker Resistance and Employer Control: A Constant Tension</b>
<b>Chapter 10: Conflict and Control in the Workplace</b> <ul style="list-style-type: none"> <li>• The Labour Process Perspective</li> <li>• The Impact of Technology</li> <li>• Employee Surveillance</li> </ul> <b>Chapter 11: Unions and Industrial Relations</b> <ul style="list-style-type: none"> <li>• Organized Labour and Worker Resistance to Managerial Control: Causes and Consequences - Pg. 327-333, 351-359</li> </ul>	

Session 11	
Mar 28	<b>What it Means to “Work”</b>
<b>Chapter 13: Work Values and Work Orientations</b> <ul style="list-style-type: none"> <li>• The Historical Roots of Different Work Values &amp; Orientations</li> <li>• Demographic, Cultural, and Regional Variations in Work Values &amp; Orientations</li> </ul>	

Session 12	
Apr 4	<b>Good for GDP does not Always Mean Good for Your Health</b>
<b>Chapter 14: Job Satisfaction, Alienation, and Work-Related Stress</b> <ul style="list-style-type: none"> <li>• What does it mean for a worker to be satisfied or alienated by their work?</li> <li>• Demographic, Cultural, and Regional Variations in Worker Satisfaction and Alienation</li> <li>• The Association between Work Values &amp; Orientations, and Worker Satisfaction</li> <li>• Work and Health Outcomes: positive and negative, direct and indirect</li> </ul>	

## Apr 10-28 - Final Exam Period

Every attempt will be made to follow this schedule, but it is subject to change at the discretion of the instructor.

### COURSE POLICIES

#### ACCESSIBILITY

The University of Toronto is committed to accessibility. If you require accommodations or have any accessibility concerns, please visit <http://www.accessibility.utoronto.ca/> as soon as possible.

#### ATTENDANCE AND PREPARATION

Attendance is required. Students are responsible for all material presented in class. Students who are unable to attend class on a given day are responsible for obtaining from their classmates notes on all material covered, as well as information regarding any administrative announcements that may have been made. Students are expected to complete all assigned readings in advance of the class period for which they are assigned, and refer regularly to their utoronto email accounts and the course website on Portal for current information and announcements relevant to this course.

#### COURSE WEB SITE

The course website prepared on the Blackboard system is available at [portal.utoronto.ca](http://portal.utoronto.ca). The site will contain the course syllabus, all handouts, links of interest, and course announcements. Students are responsible for the content of all course materials. Discussion boards have been enabled on the course web site. All students are expected to behave respectfully towards their classmates and towards the professor and T.A.s.

#### EMAIL

When emailing your instructor or TAs, **you must use your utoronto.ca address**, as this is the only address we can be sure is yours. Please also be sure to include "SOC207" in the subject line. All students are responsible for checking their official utoronto.ca email addresses regularly, including the evening before class. While the instructor and TA's do their best to be available for students, a prompt reply cannot be guaranteed if your email comes within 24 hours of a test, assignment, or exam, or if your email is submitted over the weekend. If you have a question or need to meet with the instructor or T.A., please give reasonable time for them to respond.

#### COURSEWORK COMPLETION POLICY

While discussing course concepts with peers is often unavoidable and extremely helpful, you are reminded that **all coursework must be completed independently and written in your own words**. Therefore, to avoid a potential violation of the University of Toronto's *Code of Behaviour on Academic Matters*, please do not complete the course assignments in groups.

#### ASSIGNMENT SUBMISSION POLICY

**Students are required to submit all coursework to achieve the maximum possible grade in the class. Students will receive a grade of 0 for any course requirement that is not met by the end of the term.**

**DO NOT email copies of your assignment to the professor or TAs.**

**Assignments are due in TWO FORMATS:**

- 1. A HARD COPY of your assignment is due by 4:45pm on the specified due date, which may be submitted to the 200 level dropbox in room 225 at 725 Spadina. Room 225 at 725 Spadina is open Monday to Friday, from 9:00am to 4:45pm**

**To avoid any unnecessary late penalties, please ensure that your hard copy is time stamped before submitting. Assignments submitted after this time and date will be considered late.**

2. **YOUR ASSIGNMENT MUST ALSO BE SUBMITTED THROUGH TURNITIN.COM BY 11:59 ON THE SPECIFIED DUE DATE FOR A TEXTUAL SIMILARITY REVIEW.** Normally, students will be required to submit their course assignments to Turnitin.com for review of textual similarity and detection of possible plagiarism. In doing so, students will allow their essays to be included as source documents in the Turnitin.com reference database, where they will be used solely for the purpose of detecting plagiarism. The terms that apply to the University's use of the Turnitin.com service are described on the Turnitin.com web site.

You also have the right to opt out of submitting your coursework to turnitin.com. Should you exercise this right, please be prepared to provide rough copies of your work so that its originality can be verified.

#### **LATE/MISSED ASSIGNMENTS**

Late assignments will be penalized a mark equivalent to 10 percentage points per day (including weekends and holidays). Students may, at the discretion of the instructor, have a late assignment excused with proper documentation.

#### **MISSED TESTS/EXAMS**

Students who miss a test/exam will receive a mark of zero unless students who wish to write the make-up test/exam give their instructor a written request for special consideration which explains why the test/exam was missed, accompanied by **proper documentation from a physician or college registrar**. A request should be accompanied by contact information (the student's telephone number and email address) so the date, time and place of the make-up test can be communicated to the student. A student who misses a test/exam and the subsequent make-up test/exam for a valid reason will not have a third chance to take the test/exam.

#### **DOCUMENTATION FROM YOUR PHYSICIAN OR COLLEGE REGISTRAR FOR LATE/MISSED ASSIGNMENTS, TESTS, AND EXAMS**

If you miss a test/exam or an assignment deadline, **do not** contact the instructor or a TA unless you have followed the steps described here. Telling the professor or TA why you missed a deadline or a test will not be considered.

- In case of illness, you must supply a duly completed Verification of Student Illness or Injury form (available at [www.illnessverification.utoronto.ca](http://www.illnessverification.utoronto.ca)). A doctor's note is not acceptable. **The form must be placed in a sealed envelope, addressed to the instructor, and submitted with your work at class or to your TA during their office hours.**
- If a **personal or family crisis** prevents you from meeting a deadline, you must get a letter from your college registrar (it is a good idea anyway to advise your college registrar if a crisis is interfering with your studies). **The letter must be placed in a sealed envelope, addressed to the instructor, and submitted with your work at class or to your TA during their office hours.**

#### **REQUESTS FOR RE-GRADING ASSIGNMENTS**

All requests for re-grading a course assignment should be made to your TA **within three days of the date the assignment was made available for return**. A short memo that clearly explains the reasons why your assignment should be re-graded must be submitted to your TA. No re-grading requests will be considered if the request is submitted more than three business days after the assignment was returned. This deadline applies to all students. **Be advised that requesting a re-grade may result in a lower mark.**

#### **USE OF WRITING CENTRES**

All students are encouraged to use their available writing centres. Writing tutors help you to think through your ideas, develop a thesis, organize your paper, present your evidence effectively, argue logically, and express yourself more clearly and concisely. Proofreading and copyediting for spelling, grammar, or format are *not* within the primary scope of the writing labs' services.

#### **ACADEMIC INTEGRITY**

Academic integrity is fundamental to learning and scholarship at the University of Toronto. Participating honestly, respectfully, responsibly, and fairly in this academic community ensures that the U of T degree that you earn will be valued as a true indication of your individual academic achievement, and will continue to receive the respect and recognition it deserves.

Familiarize yourself with the University of Toronto's *Code of Behaviour on Academic Matters* (<http://www.governingcouncil.utoronto.ca/policies/behaveac.htm>). It is the rule book for academic behaviour at U of T, and you are expected to know the rules. Potential offences include, but are not limited to:

In papers and assignments:

- Using someone else's ideas or words without appropriate acknowledgement.
- Copying material word-for-word from a source (including lecture and study group notes) and not placing the words within quotation marks.
- Submitting your own work in more than one course without the permission of the instructor.
- Making up sources or facts.
- Including references to sources that you did not use.
- Obtaining or providing unauthorized assistance on any assignment including working in groups on assignments that are supposed to be individual work, having someone rewrite or add material to your work while "editing".
- Lending your work to a classmate who submits it as his/her own without your permission.

On tests and exams:

- Using or possessing any unauthorized aid, including a cell phone.
- Looking at someone else's answers
- Letting someone else look at your answers.
- Misrepresenting your identity.
- Submitting an altered test for re-grading.

Misrepresentation:

- Falsifying or altering any documentation required by the University, including doctor's notes.
- Falsifying institutional documents or grades.

The University of Toronto treats cases of academic misconduct very seriously. All suspected cases of academic dishonesty will be investigated following the procedures outlined in the *Code*. The consequences for academic misconduct can be severe, including a failure in the course and a notation on your transcript. If you have any questions about what is or is not permitted in this course, please do not hesitate to contact me. If you have questions about appropriate research and citation methods, seek out additional information from me, or from other available campus resources like the U of T Writing Website: <http://www.writing.utoronto.ca/>