

University of Toronto, Department of Sociology  
**SOC370H1F**  
**Immigration and Employment**  
Fall, 2019

**COURSE DESCRIPTION AND OUTLINE**

Instructor: Jeffrey G. Reitz, R.F. Harney Professor of Ethnic, Immigration and Pluralism Studies,  
Professor of Sociology  
Class Time: Tuesday, 10:10 - 12:00 noon  
Class Location: SS1073 - Sidney Smith Hall, 100 St. George Street  
Office: Room 358S, Munk School of Global Affairs and Public Policy, 1 Devonshire Place  
Contact: Tel 416-946-8993, Fax 416-946-8915; [jeffrey.reitz@utoronto.ca](mailto:jeffrey.reitz@utoronto.ca).  
Office hours: By appointment  
Website: <https://q.utoronto.ca> (UTORid and password access)  
Teaching Asst. Paul Pritchard; [paul.pritchard@mail.utoronto.ca](mailto:paul.pritchard@mail.utoronto.ca)

**Overview and Objectives**

This course examines the labour market and employment situation of immigrants, from economic and sociological perspectives, emphasizing recent Canadian experience in comparative context. Topics include economic goals and impact of immigration, immigrant human capital, immigrant skill utilization, declining immigrant earnings, impact of racial discrimination, the knowledge economy, and globalization. Specific labour market processes are examined including immigrant access to professions, enclaves and immigrant entrepreneurship, immigrants and labour unions, and experiences of the Canadian-born second generation. It also considers implications for immigration policy and other issues including for human rights, employment equity, credential recognition and skill utilization, and general social welfare policy and employment policy.

**Prerequisite**

The prerequisite to take this course is completion of 1.0 FCE at the 200 or higher level SOC course (university policy is that students not meeting this requirement are removed from the course when discovered). Students who have taken SOC387H may not take SOC370H for credit.

**Course Format**

Weekly class sessions consist of lecture presentations and discussion based on required readings. Key issues will be identified, and major recent studies reviewed and evaluated. Session topics are listed below.

**Readings**

All required readings (listed below pp. 3-5) are posted on Quercus; see "Library Course Reserves" in the course website menu at the left. Readings are also posted at <https://cr.library.utoronto.ca/studenthome/id/297643> (if this link does not work, try pasting it in your browser). For journal articles url are as listed following the entry on the reading list.

**Requirements and Grading**

There will be two in-class multiple choice tests, and two take-home essay-type tests. Each covers lectures and readings up to the date administered. The schedule of tests, and weighting in the final grade, are as follows:

Test 1: October 15, 20% of final grade (covers sessions 1-6)

Take-home Essay 1: Distributed on Oct. 15 and due one week later (Oct. 22), 30% of final grade (covers sessions 1-6).

Take-home Essay 2: Distributed on Nov. 12, and due one week later (Nov. 19), 30% of final grade (covers sessions 7-9).

Test 2: December 3, 20% of final grade (covers sessions 7-12).

Submit take-home essays online, following instructions as distributed. One make-up test will be held for all students missing an in-class test for valid reasons with documentation (see next section). University policy is that cheating and

misrepresentation will not be tolerated. Students who commit an academic offence face serious penalties. Avoid plagiarism by citing properly: practices acceptable in high school may prove unacceptable in university. Know where you stand by reading the “Code of Behaviour on Academic Matters” in the Calendar of the Faculty of Arts and Science.

### **Lateness and Missed Tests**

Late essays or missed tests are not accommodated without valid reasons and proper documentation. The penalty for late submission of take-home essays without valid reasons supported by documentation is 5 grade points per day of lateness. Regarding documentation of valid reasons for late essays or missed tests, this course follows university policy quoted here:

- If you miss a test or a paper deadline, do not contact the instructor or a TA unless you have followed the steps described below. 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 acceptable and must indicate start and anticipated end date of the illness. The form must be placed in a sealed envelope, addressed to the instructor, and submitted with your work.
- If a personal or family crisis prevents you from meeting a deadline, you must get a letter from your college registrar requesting a deferred deadline (it is advisable anyway to tell 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.

### **Course website and email**

The course website contains lecture slides, handouts, and other relevant information. The instructor accepts only signed email messages. Students are responsible for obtaining all information given in class, including lecture material, and any announcements, including changes in the schedule (e.g. test dates). Although attempts are made to post lecture slides and other course materials on the blackboard portal, posting of these materials is not guaranteed. Neither the instructor nor the teaching assistant will provide remedial summaries of material covered in class. Email should NOT be used for any of the following purposes: to request information made available in class or posted on the course website; or to request information in the week prior to tests (questions should be resolved earlier, preferably in class).

### **Accessibility**

The University of Toronto is committed to accessibility. If you require accommodations for a disability, or have any accessibility concerns about the course, the classroom or course materials, please contact Accessibility Services as soon as possible: [accessibility.services@utoronto.ca](mailto:accessibility.services@utoronto.ca), or <http://studentlife.utoronto.ca/as>

## **SESSION TOPICS**

### **Part 1. Introduction**

1. Immigration and employment in Canada: theory, context, policy issues September 10

### **Part 2. Immigration, Race, Gender, and Labour Markets**

2. Immigrant employment experiences and economic impact September 17  
3. Immigrant human capital, skill utilization, and access to professions September 24  
4. Racial discrimination October 1  
5. Trends in immigrant earnings and institutional context October 8

### **Part 3. Labour Market Processes, Ethnic Communities and Social Capital**

6. Ethnic enclaves: businesses, occupations, work settings and social networks October 15  
7. Immigrants and labour unions October 22  
8. Temporary foreign workers and precarious work October 29  
9. Immigrant offspring and the second generation November 12  
10. Global cities and international contexts of immigrant employment November 19

### **Part 4. Policy Issues**

11. Immigrant integration policy: settlement, human rights and employment equity November 26  
12. Immigrant selection policy: criteria, evaluation and future directions December 3

## REQUIRED READINGS FOR EACH SESSION

### PART 1. INTRODUCTION

#### 1. Immigration and employment in Canada: theory, context, issues

September 10

Stephen Castles, Hein de Haas and Mark J. Miller, *The Age of Migration: International Population Movements in the Modern World*, Fifth Ed., New York: The Guilford Press, 2014, Chaps. 1-2, pp. 1-54.

Jeffrey G. Reitz, "Canada: new initiatives and approaches to immigration and nation-building," pp. 88-116 in *Controlling Immigration: Global Perspectives*, 3<sup>rd</sup> edition, eds. J. Hollifield, P.L. Martin, P.M. Orrenius, Stanford CA: Stanford University Press, 2014. (Updated version prepared for the 4<sup>th</sup> edition will be posted and may be substituted.)

Jeffrey G. Reitz, "Immigrant Employment Success in Canada, Part I: "Individual and Contextual Causes," *Journal of International Migration and Integration*, 8,1 (2007): 11-36.

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/213848333/fulltextPDF/F07523FFD28C4B6CPO/2?accountid=14771>

### PART 2. IMMIGRATION, RACE, GENDER, AND LABOUR MARKETS

#### 2. Immigrant employment experiences and economic impact

September 17

Peter Li, *Destination Canada: Immigration Debates and Issues*, Don Mills, ON: Oxford University Press, 2003, Chapter 5, "Economic Benefit of Immigration," pp. 78-99.

Statistics Canada Special Surveys Division, *Longitudinal Survey of Immigrants to Canada: A Portrait of Early Settlement Experiences*, Ottawa: Statistics Canada, 2005, pp. 7-21, 29-35, 46-73.

#### 3. Immigrant human capital, skill utilization, and access to professions

September 24

Jeffrey G. Reitz, Josh Curtis & Jennifer Elrick, "Immigrant Skill Utilization: Trends and Policy Issues", *Journal of International Migration and Integration*, 15,1 (2014) 1-26.

<http://link.springer.com/article/10.1007/s12134-012-0265-1>

Mikal Skuterud, "The Visible Minority Earnings Gap Across Generations of Canadians," *Canadian Journal of Economics*, 43,3 (2010) 860-881.

<http://www.jstor.org.myaccess.library.utoronto.ca/stable/pdfplus/40800720.pdf?acceptTC=true&jpdConfirm=true>

Agnes Calliste, "Resisting Professional Exclusion and Marginality in Nursing: Women of Colour in Ontario," pp. 303-328 in *Perspectives on Ethnicity in Canada: A Reader*, edited by Madeline A. Kalbach and Warren E. Kalbach, Toronto: Harcourt Canada, 2000.

#### 4. Racial discrimination

October 1

Jeffrey G. Reitz and Raymond Breton, "Prejudice and Discrimination in Canada and the United States: A Comparison," pp. 47-68 in *Racism and Social Inequality in Canada*, edited by V. Satzewich, Toronto: Thompson Educational Publishing, 1998.

Oreopoulos, P. Why do skilled immigrants struggle in the labor market? A field experiment with thirteen thousand résumés. Pp. 347-367 in *Social Inequality in Canada: Dimensions of Disadvantage*, 6<sup>th</sup> edition, eds. E. Grabb, J. Reitz, M. Hwang, Toronto: Oxford University Press. Original in: *American Economic Journal: Economic Policy*, 3,4 (2011) 148-171. <http://www.jstor.org/stable/41330445>

#### 5. Trends in immigrant earnings

October 8

Jeffrey G. Reitz, "Immigrant Employment Success in Canada, Part II: "Understanding the Decline," *Journal of International Migration and Integration*, 8,1 (2007): 37-62.

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/213851279/fulltextPDF/F07523FFD28C4B6CPO/3?accountid=14771>

Marc Frenette, and Rene Morissette, "Will They Ever Converge? Earnings of Immigrant and Canadian-born Workers over the Last Two Decades." (Analytical Studies Branch Research Paper Series, Catalogue no. 11F0019MIE – No. 215). Ottawa: Statistics Canada, 2003. <http://envision.ca/pdf/w2w/11F0019MIE2003215.pdf>

**Note: A test based on lectures and readings in Parts 1 and 2 will be administered in the second hour of the next class on October 15. Results of this test will be posted by Friday, October 18.**  
**A take-home essay exam based on the same material also will be distributed October 15, and due in the following class October 22.**

### **PART 3. LABOUR MARKET PROCESSES, ETHNIC COMMUNITIES AND SOCIAL CAPITAL**

#### **6. Ethnic enclaves: businesses, occupations, work settings and social networks October 15**

Jeffrey G. Reitz and Sherrilyn M. Sklar, "Culture, race, and the economic assimilation of immigrants," *Sociological Forum*, 12,2 (1997): 233-77.

<http://www.jstor.org.myaccess.library.utoronto.ca/stable/pdfplus/684745.pdf?&acceptTC=true&jpdConfirm=true>

Peter Li, "The Role of Foreign Credentials and Ethnic Ties in Immigrants' Economic Performance," *Canadian Journal of Sociology* 33,2 (2008) 291-310.

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/196351395/fulltextPDF/DEE182519E49498FPQ/4?accountid=14771>

Eric Fong, Wenhong Chen and Chiu Luk, "A Comparison of Ethnic Businesses in Suburbs and City," *City & Community* 6:2 June 2007, pp. 119-136.

[http://journals2.scholarsportal.info.myaccess.library.utoronto.ca/pdf/15356841/v06i0002/119\\_aceobisac.xml](http://journals2.scholarsportal.info.myaccess.library.utoronto.ca/pdf/15356841/v06i0002/119_aceobisac.xml)

#### **7. Immigrants and labour unions October 22**

Jeffrey G. Reitz and Anil Verma, "Immigration, Race, and Labor: Unionization and Wages in the Canadian Labor Market," *Industrial Relations* 43, 4 (October 2004) 835-54.

[http://journals2.scholarsportal.info.myaccess.library.utoronto.ca/pdf/00198676/v43i0004/835\\_iraluawitclm.xml](http://journals2.scholarsportal.info.myaccess.library.utoronto.ca/pdf/00198676/v43i0004/835_iraluawitclm.xml)

Gerald Hunt and David Rayside, "Labor Union Response to Diversity in Canada and the United States," *Industrial Relations*, 39, 3: 2000, pp. 401-417, 434-444.

[http://journals2.scholarsportal.info.myaccess.library.utoronto.ca/pdf/00198676/v39i0003/401\\_lurtdicatus.xml](http://journals2.scholarsportal.info.myaccess.library.utoronto.ca/pdf/00198676/v39i0003/401_lurtdicatus.xml)

#### **8. Temporary foreign workers and precarious work October 29**

Arthur Sweetman and Casey Warman, "Canada's Temporary Foreign Workers Programs," *Canadian Issues*, Spring 2010, pp. 19-24.

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/610779182/fulltextPDF/1447EA381E5D487FPQ/5?accountid=14771>

Jenna Henneby, "Not Just a Few Bad Applies: Vulnerability, Health, and Temporary Migration in Canada," *Canadian Issues*, Spring 2010, pp. 73-77.

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/610779561/fulltextPDF/1447EA381E5D487FPQ/17?accountid=14771>

Phil Martin, "Temporary Worker Programs: U.S. and Global Experiences," *Canadian Issues*, Spring 2010, pp. 122-28.

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/610781587/fulltextPDF/1447EA381E5D487FPQ/28?accountid=14771>

#### **9. Immigrant offspring and the second generation November 12**

Monica Boyd, "Educational attainments of immigrant offspring: success or segmented assimilation?" *International Migration Review*, 36(4), 2002: 1037-1061.

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/215274330/585EE533F93D4202PQ/5?accountid=14771>

Krishna Pendakur and Ravi Pendakur, "Color by Numbers: Minority Earnings in Canada 1995-2005." *Journal of International Migration and Integration* 12 (2011) 305-329.

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/875935943/fulltextPDF/43BF2391709A4822PQ/4?accountid=14771>

**Note: A take-home exam based on lectures and readings in Part 3, sessions 6-9, will be distributed at the end of this class, due November 19.**

**10. Global cities and international contexts of immigrant integration**

**November 19**

Saskia Sassen, *The Global City: New York, London, Tokyo*. Princeton, NJ: Princeton University Press, 1991, chap. 9, pp. 245-319.

Jeffrey G. Reitz, "Terms of Entry: Social Institutions and Immigrant Earnings in American, Canadian and Australian Cities," pp. 50-81 in *Globalization and the New City: Migrants, Minorities and Urban Transformations in Comparative Perspective*, ed. by M. Cross & R. Moore. Houndmills, UK: Palgrave Macmillan, 2001.

**PART 4. POLICY ISSUES**

**11. Immigrant integration policy: settlement, human rights and employment equity**

**November 26**

Helen Beck, Jeffrey G. Reitz, and Nan Weiner, "Proving and redressing systemic racial discrimination: the Health Canada case," *Canadian Public Policy* 28, 3 (2002) 20 pp.

<http://www.jstor.org.myaccess.library.utoronto.ca/stable/pdfplus/3552228.pdf?&acceptTC=true&jpdConfirm=true>

Carol Agocs. "Canada's employment equity legislation and policy, 1987-2000: the gap between policy and practice." *International Journal of Manpower* 23.3 (March 2002): 256-96.

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/231919498/fulltextPDF/E71E71BCE3F24E2EPO/7?accountid=14771>

Abigail B. Bakan and Audrey Kobayashi, "Ontario: Lessons of the Rise and Fall of Employment Equity Legislation from the Perspective of Rights Advocacy." Toronto: Canadian Race Relations Foundation, 2003.

**12. Immigrant selection policy: criteria, evaluation and future directions**

**December 3**

Daniel Stoffman, "Who Gets In," Chapter 8 in his *Who Gets In: What's Wrong with Canada's Immigration Program and How to Fix It*, Toronto: Macfarlane Walter & Ross, 2002, pp. 175-92.

Alan Green, "What is the Role of Immigration in Canada's Future?" pp. 33-45 in *Canadian Immigration Policy for the 21<sup>st</sup> Century*, edited by C. Beach, A.Green, and J. Reitz, Kingston: John Duetsch Institute for the Study of Economic Policy, 2003.

Jeffrey G. Reitz, "Closing the Gaps Between Skilled Immigration and Canadian Labour Markets," pp. 147-163 in *Wanted and Welcome?: Policies for Highly Skilled Immigrants in Comparative Perspective*, ed. P. Triadafilopoulos. New York: Springer, 2013.

**Note: a test based on lectures and readings in Parts 3 and 4 will be administered in the second hour of this class.**