THE CENTRE FOR LABOUR MANAGEMENT RELATIONS

RESEARCH ABSTRACTS

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VISION STATEMENT

IMAGINE AN ONTARIO WITH A

- LABOUR MARKET CLIMATE
  - Equitable
  - Sustainable
  - Dynamic
  - Competitive

THAT LEADS TO

- Reduced service interruptions and costly interventions for governments
- Greater morale, innovation, productivity and favourable reputation for employers
- Improved job and income security for workers
- Increased equity, fairness and justice for communities

WHEN STAKEHOLDERS COME TOGETHER

- ACADEMIA
- MEDIA
- LABOUR
- STUDENTS
- WORKERS

TO INSPIRE THE NEXT GENERATION, INITIATE CUTTING EDGE RESEARCH, INFORM INNOVATIVE POLICY, AND DRIVE POSITIVE CHANGE

BY ADDRESSING EMPLOYMENT, LABOUR AND WORKPLACE GAPS IN

- ADVOCACY
- CO-OPS
- EDUCATION
- JOURNALISM
- LAW
- RESEARCH
MISSION STATEMENT

Founded in Nov. 2010, the Centre for Labour Management Relations (CLMR) at Ryerson University inspires the next generation of diverse change makers and thought leaders to initiate cutting edge research into how historical and emerging cultural, demographic, economic, environmental, political, and social trends affect all aspects of employment, labour and work, and empowers them to act as catalysts in shaping Ontario's labour management relations landscape.

The CLMR promotes collaborative, competitive, dynamic, equitable, and sustainable approaches for industry and labour to work better together, and with other stakeholders (e.g., academia, community, government, media, students, and workers), in ways that inform innovative policy and drive positive change to achieve: reduced service interruptions and costly delays for governments; greater morale, innovation, productivity and favourable reputation for employers; improved job and income security for workers; and increased equity, fairness and justice for communities.

As of Dec. 31, 2018, the CLMR has: funded 45+ research projects; hosted 90+ events; produced 10+ publications; partnered with 170+ organizations; affected the learning experience and skills development of 2,700+ students; and has had its distinguished faculty featured in 120+ academic publications.
Since Nov. 2010, the progress made by the CLMR for the labour management relations community in Ontario has been nothing less than extraordinary.

The Centre serves as the model of excellence at Ryerson University demonstrating ways that stakeholders can have lasting and meaningful impacts on the provincial and national world of work. In fact, Ryerson has used our Centre as a model to launch over 125 multi-disciplinary research centres, institutes and labs that reflect the high priority issues of communities, societies and workplaces. It is amazing to reflect upon some highlights of our Centre’s impact over the past 9 years. Our work leads dialogues around vital working life issues and is especially apparent in the following critical theme areas:

- Exploring innovative models to arrange, design, distribute and manage employment arrangements and work environments;
- Understanding the employment, labour and workplace experiences of economically, historically and socially disadvantaged groups;
- Examining the past, present and future of macro factors affecting employment, labour and workplaces;
- Developing processes and strategies for labour and management to avoid conflict, build relationships and create trust; and
- Leading dialogues around provincial working life issues.
The need for the CLMR is more crucial now than when we first began. Emerging cultural, demographic, economic, environmental, political, and social factors are beginning to affect all aspects of local and global marketplaces.

This is an exciting time for labour and management to learn how to work better together to proactively address changes to the nature of employment, labour and work. Some of the issues include employment precarity, mental health, and outdated laws.

Our research and knowledge mobilization capacity, strategic partnerships, relationships with community partners, and network of highly qualified personnel continues to grow, and we’re better positioned than ever to be leading the charge on these conversations.

We look forward to continuing to work with our advisory board, community partners and research associates to promote collaborative, competitive, dynamic, equitable, and sustainable best-practice for labour and management to work better together.
CLMR SUPPORTERS

All CLMR events, projects and research are made possible through the generous donations of our supporters, including:

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THEME 1

EXPLORING INNOVATIVE MODELS TO ARRANGE, DESIGN, DISTRIBUTE AND MANAGE EMPLOYMENT ARRANGEMENTS AND WORK ENVIRONMENTS

07 CONSUMER DEMAND AS A DRIVER OF IMPROVED WORKING CONDITIONS
08 REFERENCES TO INTERNATIONAL LABOUR INSTRUMENTS IN CSR REPORTS
09 RESISTING PRECARITY IN TORONTO’S MUNICIPAL SECTOR
11 STRIVING TO BE THE IDEAL EMPLOYEE THROUGH WORKING LONG HOURS
12 THE EFFECT OF PROGRESS-THROUGH-THE-RANKS INCREMENTS ON TOTAL SALARY MASS
13 THE HUMAN SERVICE WORKFORCE SURVEY
14 THE NATURE OF WORK IN THE SHARING ECONOMY
15 THE USE OF WORK ENVIRONMENT PERFORMANCE INDICATORS IN CSR REPORTING
Consumer demand as a driver of improved working conditions

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Patrick's work was published as journal article. Please see below for a description of this work.

This article develops and explores the ‘Ergo-Brand’ proposition, which posits that consumers may prefer to buy goods that are made under good working conditions (GWCs). This preference would enhance a differentiation strategy for companies, thereby fostering the application of ergonomics in production. This proposition is developed in the context of a narrative review of the literature on ‘ethical consumerism’. This is supplemented with a survey study, conducted in both Canada and Sweden (n = 141) to explore this proposition. Results indicate that consumers would prefer goods made under GWCs, but not unconditionally as quality and price concerns were ranked higher. Access to information on the working conditions in production was seen as a barrier. Nevertheless, the Ergo-Brand concept may be a viable avenue in promoting attention towards ergonomics in companies – particularly if consumer habits are subject to intervention by advertising. Further research on this strategy is warranted.


Other citations from Patrick's work include:

References to international labour instruments in CSR reports

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This project is currently in progress. Please see below for a description of this work.

Among other factors, efforts by firms to address worker issues are informed and shaped by domestic laws and regulations, and international labour instruments. The focus of this research project is to conduct a content analysis of the CSR reports from Canada’s “Top 50 Socially Responsible Companies” to identify which instruments are being referred to by firms, and how the firms refer to these instruments.

Please contact Kernaghan for more information.
Resisting precarity in Toronto's municipal sector

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Jenny and Myer's work was published as a journal article. Please see below for a description of this work.

This paper examines a relative rarity in recent Canadian labour-state relations: the successful resistance by public sector workers and their allies to government-driven employment precarity. At stake was Toronto mayor Rob Ford's determination to contract out a thousand jobs held by city cleaners. In response, the cleaners and the city's labour movement launched a Justice and Dignity for Cleaners campaign to preserve these jobs as living wage employment. Effective coalition building behind a morally compelling campaign, together with some fortuitous political alignments, has forestalled city efforts to privatize a significant yet undervalued segment of the workforce. Our examination of the Justice and Dignity for Cleaners campaign reveals that resistance to precarity is not futile, notwithstanding some attendant ambiguity of what constitutes a labour victory.

Other citations for Jenny and Myer’s work include:

This project is currently in progress. Please see below for a description of this work.

One of the most striking features of the North American society is how much we work. There is a certain irony in this increasing working-time trend when one considers the paradigm shifting technology innovation we have witnessed in the last few decades ranging from the rapid advancement of computational power in personal computers, the Internet, wireless, smartphones, social media, to other forms of real-time information exchange. In theory, no one would dispute that technological progress in human society should lead to more efficiency in work and hence less work time and more free/leisure time. Paradoxically, in reality people are putting more and more hours into work. This research proposal seeks to discern more accurately the nature and characteristics of this upward trend of putting extremely long hours into work.

Please contact Fei for more information or search: Song, F. (2014). Grant towards "Striving to be the “Ideal” Employee through Working Long Hours: Its Multi-Dimensional, Multi-Level Determinants and Public Policy Implications." Social Sciences and Humanities Research Council of Canada.
The effect of progress-through-the-ranks increments on total salary mass

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This project is currently in progress.

Please contact Ian for more information.
Human Service agencies seek to provide quality of services to individuals, families, and communities. However, during the last three decades of fiscal constraint, Canadian and Us governments at all levels have mandated budget cuts and policy changes that affect the provision of services by public sector workers and publicly supported non-profit agencies. Anecdotal reports in Toronto and preliminary empirical evidence in New York City suggest that these changes often ask both workers and agencies “to do more with less,” to increase the pace of work and to limit the range and flexibility of services provided. The resulting pressures and stress can affect worker’s morale, health, productivity, retention, supervisory relations, union relations, work-life balance, and civic participation – as well as the overall quality of service provided. This research project will look at the impact of such policy and regulatory changes on the capacity of government agencies and non-profits to deliver high quality services and the ability of workers to effectively do their job and serve their clients.

Please contact John for more information.
This project is currently in progress. Please see below for a description of this work.

This project will explore whether work in the sharing economy resembles the autonomy, creativity and fulfillment associated with being a freelancer, or rather, undermines workers' stable employment, labour rights and protections.


Other citations for Myer's work include:

Cory and Patrick’s work was published as a journal article. Please see below for a description of this work.

The literature on corporate social responsibility reporting is well-established. However, issues related to employees’ work environment have been consistently overlooked. Work environment issues refer to all aspects of the design and management of the work system that affect employees’ interactions with the workplace. The lack of attention on work environment is problematic given its influence on worker health and organizational performance. Enhanced reporting on work environment issues could motivate companies to make meaningful improvements in this area. The purpose of this article is to analyze indicator disclosures related to work environment issues in corporate social responsibility reports. The analysis was based on a content analysis of 100 Canadian reports. Half of the reports were from companies designated as corporate social responsibility leaders, while the other half were drawn from a random sample of companies listed on the Toronto Stock Exchange. The findings show that a wide range of work environment indicators were used. A total of 657 different indicators were used by the leaders. The randomly selected group of companies used a total of 438. Within both groups there were a total of 892 distinct indicators, while 203 indicators were used by at least one company in both groups. A detailed analysis of the differences both within and between the two groups of companies is
presented. The results show a heavy emphasis on issues that are regulated, such as safety oriented indicators. Issues that are not highly regulated, such as psychosocial issues (e.g., work-related stress) of work environment, are generally underrepresented in the indicator disclosures. The study highlights that there is a need for greater standardization in work environment reporting and that there is a need to report on indicators that cover the full detailed analysis of the differences both within and between the two groups of companies is scope of work environment issues.


Other citations from Cory and Patrick's work include:

THEME 2

DEVELOPING PROCESSES AND STRATEGIES FOR LABOUR AND MANAGEMENT TO AVOID CONFLICT, BUILD RELATIONSHIPS AND CREATE TRUST

19  AD HOC EMERGENCY LEGISLATION AS A POLICY TOOL IN COLLECTIVE BARGAINING DISPUTES
20  CYBERBULLYING AT WORK: IN SEARCH OF EFFECTIVE GUIDANCE
21  MECHANISMS FOR ACHIEVING VALUE ALIGNMENT IN LABOUR RELATIONS
22  LABOUR LAW AND TRIANGULAR EMPLOYMENT GROWTH
23  THE PRINCIPLE OF PROPORTIONALITY IN EMPLOYMENT AND LABOUR LAW
This project is currently in progress. Please see below for a description of this work.

It is commonly stated within industrial relations and political science literature that Canadian governments have historically made relatively frequent use of ad hoc or “emergency” back-to-work legislation (“BTWL”) to end collective bargaining processes in both the public and private sectors. However, since 1950, governments have legislated employees back to work on at least 100 occasions, and three-quarters of those instances involved employees to whom legislation had formally granted an “unfettered” right to strike. As an additional recent pattern of sorts, there is some evidence that governments have been increasingly imposing contract terms on the parties rather than allowing for arbitrated outcomes when BTWL is used. This project seeks to improve our understanding of the phenomenon of state use of BTWL in a number of ways, and through a mixed methodological approach involving each of legal, quantitative, and qualitative analysis.

Please contact Tim for more information.
Cyberbullying at work: In search of effective guidance

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Bettina’s work was published as a journal article. Please see below for a description of this work.

*With rapid technological change has come a blurring of boundaries between personal and workplace space. Employers are challenged to develop guidelines and policies to direct the appropriate use of technology to maintain a civil workplace. Because of the lack of shared understanding, or even terminology, around the issue of cyberbullying, employers are seeking a response from lawmakers to assist with this issue. Lawmakers are reluctant to develop legislation prematurely, given the rapid change in the capabilities of technology, the diverse social norms about its use, and the uncertainty of the role and responsibility of employers in minimizing cyberbullying and facilitating a civil workplace environment. This Canadian study seeks insight into these emerging issues through in-depth interviews with human resource professionals representing diverse business and industry sectors.*


Other citations for Bettina’s work include:

This project could not be completed due to data, design and/or methodological limitations. However, these limitations helped to guide and inform other research studies.
This article examines growth in triangular employment and related staffing services. A review of competing understandings of triangular employment growth through the lens of three alternative theoretical paradigms (neoclassical, institutionalist, and critical) illuminates the space for the notion of triangular employment growth as problematic and reinforces the theoretical importance of the relationship between triangular employment growth and labour law. To this end, the concept of a ‘regulatory differential’ – a differential effect of regulation that occurs as between triangular and direct employment forms – is developed; a taxonomy of various forms, these take in any given jurisdiction is provided; and the relationship between underlying regulatory differentials and employer status rules is discussed.


Other citations for Tim’s work include:

The principle of proportionality in employment and labour law

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Pnina’s work was published as a journal article. Please see below for a description of this work.

The principle of proportionality, which is designed to limit abuse of power and infringement of human rights by governments and legislatures, has become a fundamental and binding legal principle in the jurisprudence of many countries. Ever since the seminal R. v. Oakes decision, when the Supreme Court of Canada interpreted section 1 of the Canadian Charter of Rights and Freedoms as entailing a three-step proportionality test, proportionality has become an important pillar of Canadian law. This article argues that the principle of proportionality actually extends, and should extend, to the private sphere—imposing limitations on employers and trade unions when using their powers. It first argues, at a descriptive level, that proportionality already plays a significant role (although often not explicitly) in various Canadian labour and employment law contexts, a role not sufficiently acknowledged thus far. It then turns to the normative level and explores the justifications for extending the application of proportionality to the private sphere and more specifically to the employment relationship. The article advocates a more explicit use and a structured application of the three-stage proportionality test in various employment and labour law contexts.


Other citations for Pnina’s work include:

THEME 3

EXAMINING THE PAST, PRESENT AND FUTURE OF MACRO-FACTORS AFFECTING EMPLOYMENT, LABOUR AND WORK

25 ARTISTS, CULTURAL WORK, AND CREATIVE LABOUR
26 COMMUTING AND STRESS: RECENT EVIDENCE FROM CANADA
27 DOMESTIC WORKERS’ FREEDOM OF ASSOCIATION
28 EVIDENCE OF THE SHARING ECONOMY WITHIN THE GREATER TORONTO AREA
29 FASHION VICTIMS: THE DANGERS OF DRESS PAST AND PRESENT
32 HIGH PERFORMANCE MANUFACTURING IN AN AGING CANADA
34 JOB QUALITY AND LABOUR REGULATION IN CANADA, 1999 - 2009
35 MEASURING EMPLOYMENT STANDARDS VIOLATIONS, EVASION AND EROSION
37 THE GIG IS UP? FREELANCERS, FLEXICURITY, AND THE CANADIAN SCREEN MEDIA INDUSTRY
39 THE POLITICS OF THE CANADIAN EXIT STRATEGY FROM FISCAL STIMULUS
40 “THE YOUNG WAGE EARNER”: TRADE UNIONS AND YOUNG WORKERS IN POST-WAR BRITAIN
42 WOMEN, WORK AND RESISTANCE IN THE LAUNDRY INDUSTRY
This project is currently in progress. Please see below for a description of this work.

Artists are increasingly playing the role of ‘social entrepreneurs’ amidst a changing economy, and are now recognized as creating both economic and cultural capital for cities. However, as labourers, artists remain on the fringes of precarity. Traditional funding sources are increasingly uncertain and artists are subject to the volatilities of precarious work with surprisingly little protections. For example, artists in Canada do not have a current set minimum wage, little access to income redistribution mechanisms such as employment insurance, few enforceable labour standards, and – with few exceptions – are largely excluded from the protections of collective bargaining and the benefits of union membership. This project will provide an analysis of artists’ perspectives and experiences with collective bargaining and labour issues in Canada in order to understand (i) the current state of organizing amongst artists, (ii) barriers to artistic labour organizing, and (iii) the perceived potential for organizing / collective bargaining amongst artists. Through a literature review, interviews, and surveys, this project will aim to generate a greater understanding of 1. the issues facing artists as labourers, 2. the means by which policy and organizational forms (unions, advocacy coalitions) mediate artists’ economic and social wellbeing, collective bargaining and artists’ rights organizations’ ability to effectively advocate for artists’, and 3. the distinction, if any, of ‘artist labour’ in precarious times.

Please contact Lorella for more information.
Murtaza’s work is under consideration to be published as a journal article. Please see below for a description of this work.

*Today, the typical worker spends 26 minutes commuting one-way to work every day. As the dispersion between home and work locations continues to widen, it becomes important to not only examine the environmental and monetary costs associated with longer commute times, but also the health costs. This project seeks to explore the relationship between length of commute to work, experiences of traffic congestion, hours worked, and self-reported levels of stress.*

The study’s main objective is to question the exclusion of domestic workers from freedom of association and collective bargaining rights and to propose possible policy solutions to allow the rights to these workers. The paper focuses in the Canadian and in the Brazilian cases. Even though the Brazilian and Canadian models illustrate two very different approaches towards collective organization, both countries present regulatory challenges to the effective recognition of domestic workers’ freedom of association and collective bargaining rights. The policy solutions to these challenges in the case of domestic work can serve other groups of vulnerable workers, such as migrants, low wage service workers, informal workers. The methodology is developed through bibliographical and documentary analysis.


Other citations for Rupa’s work include:

Maurice's work was presented at a conference. Please see below for a description of this work.

The nature of the "sharing economy" is difficult to define and even harder to quantify. There is no standard method for measuring the size or impact of the economic or employment activity generated within this sphere and no real way to measure any displacement or substitution effect that may result within the "real economy". Given all of the press and attention that the sharing economy has generated, this paper was an attempt at trying to identify all of the sharing economy type of organizations and services that are available in the Greater Toronto Area (GTA). The results of this study throws into question some of the major assumptions underlying the sharing economy and instead reaches the conclusion that while the sharing economy may be a growing part of the employment opportunities available in the GTA, it will probably remain a very small segment of those opportunities.

Alison’s work was published as a book that has been translated into Mandarin and Russian, and is being translated into Japanese. Please see below for a description of this work.

From insidious murder weapons to blaze-igniting crinolines, clothing has been the cause of death, disease and madness for both its makers and wearers throughout history, by accident and design. Clothing is designed to protect, shield and comfort us, yet lurking amongst seemingly innocuous garments we find hats laced with mercury, frocks laden with arsenic and literally 'drop-dead gorgeous' gowns. The book Fashion Victims takes the reader on a fascinating journey through the lethal history of women's, men’s and children's dress across the social spectrum, in myth and reality. Drawing upon surviving fashion objects and numerous visual and textual sources, encompassing louse-ridden military uniforms, accounts of the fiery deaths of Oscar Wilde's half-sisters and dancer Isadora Duncan's accidental strangulation by entangled scarf; the book explores how garments have damaged the health of those who made and wore them, and harmed animals and the environment in the process. Vividly chronicling evidence from Greek mythology to the present day, Matthews David puts everyday apparel under the microscope and unpicks the dark side of fashion. Fashion Victims is lavishly illustrated with over 125 images and is a remarkable resource for everyone from scholars and students to fashion enthusiasts. The exhibition at the Bata Shoe Museum examines this history through dress and especially through the increasingly industrialized trade of shoemaking.


Other citations for Alison's work include:


This project is currently in progress. Please see below for a description of this work.

Canada will always compete with a relatively expensive labour force, which means it needs to focus on industries that demand skilled labour, expensive and technologically sophisticated manufacturing equipment, and where there is likely to be a high degree of customization, short product cycles, and interaction between supply chain partners. The logic of manufacturing in Canada to gain access to Canadian markets has decreased in importance, as has the role of large Canadian family owned firms. To support a high quality of life and to succeed as a manufacturing centre, Canadian manufacturing is likely to consist of entrepreneurial firms, with larger firms emerging from small and medium sized enterprises. In short, we need to look more like Germany and less like Mexico.

The first round of this study compared Japanese owned “transplants” with a sample of US manufacturers in three industries (automotive supply, electronics, machinery), stratified by reputation (“world class” and “traditional”). We found, broadly, that the Japanese transplants pursued policies similar to those described in Japan, employing practices associated with Total Quality Management and Just-in-Time inventory control, along with the human resource policies associated with team work, cross training, and stable employment. The plants with reputations for “world class” performance pursued policies similar to those of the transplants, and performed similarly as well.

The second round of the study expanded to include 5 countries: the US, United Kingdom, Germany, Italy, and Japan. This study included practices more common in Europe, and contained many more items associated with information systems used in manufacturing control. This study included the same industries and also stratified plants by reputation. There were clear differences between the countries, in terms of innovativeness, and within country between the “world class” and “traditional” plants. As before, world class plants invested more in human capital and in innovation, and had more stable employment policies. One way this became clear was that world class plants invested more in developing proprietary technologies, including production processes, and these unique capabilities required investments in human and social capital. However, “world class” plants in every country continued to adopt more innovations, more frequently, as well as developing their own capabilities, demonstrating the importance of human and social capital at high performing plants.
The third round of the study expanded to 9 countries: the US, Germany, Austria, Finland, Sweden, Norway, Italy, Spain, Japan, Korea and China. This time the survey was expanded to include more supply chain variables. This study found that country, industry, and most importantly, a history of past innovation adoption are the best predictors of future adoption. This study also found that the most innovative plants do not jump on bandwagons where they subsequently drop practices; rather, they incorporate new innovations into existing routines.

This project encompasses the data collection phase for the fourth round of a comprehensive manufacturing study being conducted for the first time in Canada. This study will include questions about unions and about the plant’s history of layoffs and employment stability. This study will also gather data on innovation history, supply chain management, inventory control, accounting practices, human resource practices, quality management, environmental and social sustainability practices, and manufacturing performance. Findings consistently demonstrate that the most successful and innovative plants are those that invest in human capital at all levels of the corporation.

Please contact Kim for more information.
This project could not be completed as planned due to data limitations. However, the knowledge gained during this project helped to inform the following research study:

Andie's work was published as a journal article. Please see below for a description of this work.

For many workers in Ontario, the Employment Standards Act (ESA) provides the only formal measures of workplace protection. The complaints-based monitoring system utilized by the Ontario Ministry of Labour, however, makes it difficult to assess the overall prevalence of employment standards (ES) compliance in the labour force. In addition to outright ESA violations, prevailing research highlights the significance of the erosion, evasion, and outright abandonment of ES for workers’ access to protection through practices such as the misclassification of workers and types of work. In this article, we report on efforts to develop a telephone-survey questionnaire that measures the overall prevalence of ES violations, as well as evasion and erosion in low-wage jobs in Ontario, without requiring respondents to have any pre-existing legal knowledge. Key methodological challenges included developing strategies for identifying ‘misclassified’ independent contractors, establishing measures for determining whether workers were exempt from the ESA, and translating the regulatory nuances embedded in the legislation into easy-to-answer questions. The result is a survey questionnaire unique in the Canadian context. Our questionnaire reflects the concerns of both academic researchers and workers’ rights activists. Pilot survey results show that Ontario workers do not necessarily distinguish between ES violations and other workplace grievances and complaints. With careful questionnaire design, it is nevertheless possible to measure the prevalence of ES violations, evasion and erosion. In order to track the effects of ES policies, particularly those on enforcement, we conclude by calling for the establishment of baseline measures and standardized reporting tools.

Other citations for Andie's work include:

The dramatic recent rise of online worksourcing sites such as Uber, TaskRabbit, Freelancer, and Mechanical Turk has brought into prominence the lapses in labour policy in a ‘gig economy’ that increasingly relies on freelancers. Neither employees nor entrepreneurs, freelancers are considered to be independent contractors who are remunerated strictly on the basis of work performed. They notably do not enjoy protections normally accorded to employees such as minimum wage, overtime laws, workers’ compensation, unemployment insurance, retirement benefits, rights to collectively bargain, or employment equity laws. They therefore are much less expensive and they bear a much larger share of risk than do employees. As is being recognized in current debates, the ‘gig economy’ may bring consumer-friendly service innovation at the cost of serious setbacks in social justice.

The ‘gig economy’ is the long-anticipated generalization of the flexible freelance mode of non standard employment relationships that characterizes the creative (i.e. cultural) industries. These industries attract multitudes of hopeful workers through their aura of glamour and self-realization, although abundant research shows that most workers in creative industries typically engage in insecure, low-paying, short-term contract-based employment. Workers in the screen industries are typically offered minimal employment benefits or employment security and shoulder all of the risk associated with periods of illness, unemployment, child-rearing, religious days, retirement, and other life events or transitional periods.

Labour policies, regulations, and worker support infrastructure have not kept pace with the precarious realities of work in the screen sector. While existing academic research has exposed some of the poor working conditions commonly experienced in the industry, the majority of work in this area stops short of making actionable suggestions for policy reform. Our research seeks to develop a progressive policy framework for change. We notably seek to respond to recent suggestions that European ‘flexicurity’ policies and programs, suitably adapted, might provide models for Canadian labour policy in the cultural industries. In the present paper we review recent proposals for labour reform in flexibilized or freelance work environments, and compare them with results of our empirical investigation of the daily challenges.
associated with the short-term, flexible working arrangements that are predominant in the screen industry in the GTA. Through an extensive literature review and in-depth interviews with 25 workers, we show that freelance labour issues in this industry are in many respects comparable to the issues that are now attracting attention with respect to safety nets and social justice in the ‘gig economy’. However, we also uncover a dimension of flexibilized labour markets in the screen industry that has not yet surfaced in the ‘gig economy’ debate. Specifically, ascriptive characteristics such as race, class, gender, and age affect workers’ likelihood of success in freelance labour markets. Women and visible minorities are particularly disadvantaged when it comes to career entry and advancement due to barriers presented by gender-based discrimination, child-rearing, and differential access to the networks that lead to the most desirable work. We argue that European flexicurity programs provide a better philosophical foundation to freelance labour policy than the suggestions for labour policy reform that are currently being proposed concerning the ‘gig economy’.


Other citations for Charle’s work include:

The politics of the Canadian exit strategy from fiscal stimulus

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Bryan's work was published as a journal article. Please see below for a description of this work.

This paper fills a gap in the analysis to date in examining the political context of Canada’s social stimulus rescue strategy and the subsequent turn to exit. The central question in Canada, as everywhere else, has been who will pay for the economic crisis? Canada’s federal and provincial governments have answered by signaling a sharp turn to austerity in targeting public sector workers and public services. While examples of resistance are noted, these remain far too limited to effectively challenge what is becoming a return to not just neoliberalism but a more authoritarian form at that.


Other citations for Bryan's work include:

"The young wage earner": Trade unions and young workers in post-war Britain

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This project is currently in progress. Please see below for a description of this work.

Trade unions have a level of influence in British political life that has no equivalent in Canada. The principal political vehicle for the British labour movement is the Labour Party, which was formed in 1900 to represent the interests of the working class. The most powerful contributor to the early Labour Party was the Trades Union Congress (TUC), which was formed in 1868 to provide collective representation to Britain’s fledging trade unions.

Throughout the twentieth century, the TUC provided most of the Labour Party’s financial support, held multiple seats on the party’s Executive Committee, and often sponsored MPs. Affiliated unions also controlled a large ‘block vote’ at party conferences that was at times decisive in setting Labour’s policy direction. While Tony Blair reduced some of the unions’ influence over the party in the 1990s, unions continue to play a very active role in today’s Labour Party, most recently when the unions’ ‘block vote’ determined the election of the new party leader, Ed Miliband, in September 2010. Thus, the TUC remains closely tied to current British politics, and was even more influential in the early postwar decades of affluence, full employment, and economic boom.

In the postwar years, trade union membership expanded very significantly, from 9.3 million in 1950 to a peak of 13.2 million in 1979. Starting in the late 1950s, the TUC became increasingly interested in two types of workers that had not previously attracted much attention from the labour movement: women and young people.

While young people were widely recognized as one of the most prominent and problematic indicators of the industrialized world after 1945, youth culture remains outside the scope of most research on the political culture of postwar Britain. Existing studies from a broad range of perspectives mention youth and labour politics only very briefly and make virtually no reference to trade unionism.
Youth were studied with unprecedented vigour in the first decades after the Second World War, and yet contemporary studies are likewise almost silent on connections with trade unionism. This project will explore how British trade unions engaged with young people after 1945. The project asks two key questions: 1. How did British trade unions understand young people? and 2. How were young people integrated into organized labour?


Other citations for Catherine's work include:

Jenny’s work is under contract to be published as a book by the University of Illinois Press. Please see below for a description of this work.

This grant was used to support the completion of a book manuscript, under contract with the University of Illinois Press (Labor Series), on industrial laundry workers and their labour activism in 20th century America. The book explores the origins of the industry in the early twentieth century through to its heyday in the mid-twentieth century by which point it was the leading industrial employer of black women in the United States. The book demonstrates how race and gender shape working conditions, the formulation of union tactics, and the struggle for union control and union power in modern America. It documents the workers’ civil rights unionism as they simultaneously fought for racial justice, gender equality and economic dignity. Recovering this story exposes some of the very real limitations of the mid-twentieth century industrial union movement for women and people of color, and allows us to consider some of the tensions between union democracy and union bureaucracy that played out in the postwar years. At the same time, it reveals that the liberal agenda created openings for women and people of color to mobilize for equal treatment and dignity at work, and highlights the extraordinary activism of a group of workers who, in the face of incredible odds, tried to build a democratic union committed to racial justice. Resurrecting the moments when this happened complicates the history of the industrial union movement and provides insights on organizing in the twenty-first century.

For more information please contact Jenny or search: Carson, J. (Publication forthcoming). “It was up to All of us to Fight”: Women, Work and Resistance in the Laundry Industry. University of Illinois Press (Labor Series).
Other citation's for Jenny's work include:

THEME 4

UNDERSTANDING THE EXPERIENCES OF ECONOMICALLY, HISTORICALLY AND SOCALLY DISADVANTAGED GROUPS

45  BRAIN GAIN OR BRAIN DRAIN? EDUCATION-JOB MISMATCH AMONG IMMIGRANTS
46  DIVERSITY AND UNIONS: THE PARADIGM SHIFT IN APPROACHING DIVERSITY
47  IS ACCESS TO THE PROFESSION ACCESS TO JUSTICE? – LESSONS FROM CANADA
49  LABOUR AFFILIATED YOUTH EMPLOYMENT AND SKILLS DEVELOPMENT PROGRAMS
50  LEGAL BARRIERS TO AGE DISCRIMINATION IN HIRING COMPLAINTS
51  LGBT DIVERSITY IN THE LEGAL PROFESSION
53  LIFE AFTER THE LIVE-IN CAREGIVER PROGRAM
54  NONHIRING AND DISMISSAL OF SENIOR WORKERS: IS IT ALL ABOUT THE MONEY?
56  OUT OF THE SHADOWS: WOMEN ON EXECUTIVE BOARDS OF UNIONS
57  PROFILE OF YOUNG UNION ORGANISERS IN ONTARIO
58  RACE, GENDER, AND THE EMBODIMENT OF ENTREPRENEURSHIP WITHIN TEXTS
60  RACIALIZED WOMEN’S PARTICIPATION IN ENTREPRENSURSHIP
61  RECESSION, PLANT CLOSURES, & OLDER RACIALIZED IMMIGRANT WORKERS
63  THE RELATIONSHIP BETWEEN MALE AND FEMALE YOUTH VOLUNTEERING AND EXTRINSIC CAREER SUCCESS: A GROWTH CURVE MODELING APPRAOCH
...  SKILLS MISMATCH: THE WRONG JOBS FOR THE RIGHT PEOPLE
65  SUPPORTING THE SCHOOL PERFORMANCE OF YOUNG PEOPLE LIVING IN RESIDENTIAL CARE
66  STUCK ON THE (IN)ACCESSIBLE LADDER
67  THE HEALTH IMPACTS OF PRECARIOUS WORK
69  TRANSGENDER RIGHTS IN CANADA: AN EMERGING ISSUE FOR UNIONS?
70  UNIONS AND TRADITIONALLY DISADVANTAGED WORKERS: EVIDENCE FROM UNION WAGE PREMIUMS IN CANADA, 2000 TO 2012
...  UNIONIZATION AND INCOME GROWTH OF RACIAL MINORITY IMMIGRANTS IN CANADA: A LONGITUDINAL STUDY
72  WHY SOUTH ASIAN IMMIGRANT WAGES ARE LOWER IN CANADA
Rupa’s work was published as a journal article. Please see below for a description of this work.

This study examines the incidence and wage effects of vertical, horizontal, and full job-education mismatch for high skilled immigrant and native-born men over a six-year period, using a Canadian longitudinal dataset. Immigrants (particularly racial minorities immigrants) are more likely to be fully mismatched than white native-born Canadians. Full mismatch lowers initial wages, especially for racial minority immigrants. Full mismatch accelerates immigrants’ wage growth slightly over time, but this is not enough to narrow the immigrant wage gap over the six-year survey period. The results highlight the importance of disaggregating the different types of job-education mismatch experienced by immigrants.

Diversity and unions: The paradigm shift in approaching diversity

This study explores how unions approach diversity through an in-depth analysis of the webpages of eight major unions in Canada and four union annual reports. It examines how diversity is represented on Canadian union websites, including the frequency of mentions on website landing pages and whether or not unions outline a diversity and/or human rights policy online. Findings indicate that unions tend to approach diversity from the social justice perspective, rather than the business case for diversity. They also reveal differences in the way unions engage with diversity online, for example positive or celebratory versus antidiscrimination or compliance-based approaches. The analysis of union annual reports revealed that all unions engaged with at least one equity group, but differed in the aspects and dimensions that they address and not all unions feature diversity prominently in their business mandates or core mission statements.

Please contact Wendy for more information.
Avner and Asher’s work was published as a journal article. Please see below for a description of this work.

Canada, and within it the Province of Ontario, has not had a new law school in over 30 years. A combination of factors discussed in this paper has caused access to the profession to be quite limited. At the same time, the cost of legal services has increased, putting legal representation outside the reach of the lower and middle classes. In addition, diversity within the legal profession has not improved, leading to the perception of a profession dominated by ‘old white males’. The paper discusses whether in light of these factors, greater access to the legal profession, in terms of absolute numbers coupled with the removal of societal barriers, would lead to improved access to justice for Canadians.

Other citations for Avner and Asher's work include:

Patrizia’s work was presented at a conference. Please see below for a description of this work.

Young workers play a key role in strengthening the Canadian economy. However, the large gap between youth and adult unemployment rates has not decreased since the early 1990s. Despite being highly educated, skilled, and motivated to succeed in their careers, during times of economic recession young workers typically bear a disproportionate share of job losses, and during times of economic recovery young workers generally aren’t in high demand. As a result, young workers remain outside the Canadian labour force – their drive, enthusiasm, and potential remaining virtually untapped for the economic and social betterment of all Canadians.

Although labour and labour affiliated groups tend to be the first line of defense for workers’ rights, little is known about their programs and strategies aimed at reducing youth unemployment. This research explores the accessibility and variety of youth employment and skills development programs and strategies offered by labour and labour affiliated groups, and the barriers young workers face when entering the Canadian labour force.


Other citations for Patrizia’s work include:

Pnina’s work was published as a journal article. Please see below for a description of this work.

Studies have shown that senior workers endure longer spells of unemployment than their younger counterparts. Age discrimination has been identified as one of the main obstacles to reemployment. This article critically examines how Canadian anti-age discrimination law has responded to the contemporary challenges experienced by senior job seekers. It articulates several difficulties in our existing age discrimination legal framework by analyzing and contrasting social science literature on the present labour market experience of senior job applicants with human rights tribunal and court decisions in hiring complaints. It concludes by sketching a preliminary set of workable proposals for change that derives from the recognition that age discrimination in hiring takes a systemic form and should be addressed as such.

Pnina and Asher’s work was published as a journal article. Please see below for a description of this work.

While Canadian law generally provides protection against sexual orientation discrimination, and social acceptance is growing, there are some indications that LGBTQ lawyers face barriers relating to their sexual identity. Although more LGBTQ lawyers are now ‘out at work’, quantitative data is incomplete, and little is known about the actual experience of LGBTQ lawyers, who enter big firms in Ontario with the hope to advance through the ranks. This article begins to address this gap by providing qualitative analysis of the personal experience of LGBTQ lawyers entering the profession and the extent to which in-firm diversity initiatives shape their experience. Three main themes emerged from the interviews. First, racialized gay lawyers more consciously described their experiences at big law firms as negative and related them to their minority status. Second, the interviews offer insight into the ways in which gays and lesbians are forced to negotiate and perform their identity in a heteronormative workplace. Finally, the insights gleaned from the interviews suggest that the diversity programs devised by law firms may have helped diversify the lower ranks of law firms, but they seem to have failed to address the barriers that equity-seeking groups continue to face in retention and advancement through the ranks. The heteronormative organizational culture, as well as the promotion and compensation structures in firms continue to drive the composition of the leadership ranks and they arguably perpetuate homogeneity.

Other citations for Pnina and Asher’s work include:

This article assesses the economic precariousness faced by Filipina live-in caregivers during and after the Live-in Caregiver Program (LCP). Using survey data and focus group interviews, we argue that live-in caregivers’ unique pathway to immigration lead them to face economic challenges that are distinct from other immigrants. Not only do live-in caregivers face onerous employment conditions under the LCP, they have difficulties transitioning into the Canadian labour market because they face the following challenges: being stigmatized when entering the Canadian labour market, having to take costly educational upgrading courses while simultaneously working in ‘survival’ jobs, and having to be their families’ sole breadwinners. Despite these structural barriers, however, the live-in caregivers in our study strove to transition into Canadian society through their resilience and hard work. Regardless of the economic challenges that they themselves faced during and after the LCP, most saw their future in Canada and felt that coming to the country was “worth it.”


Other citations for Rupa’s work include:

Nonhiring and dismissal of senior workers: Is it all about the money?

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Recent studies have shown that while most employers value the experience and expertise of senior workers, many employers are unlikely to hire or retain them. It seems that cost considerations are central to their decision-making. Many employers believe that senior workers are more expensive than their younger counterparts. Facing financial difficulties and pressures to maintain market competitiveness and profitability, employers may elect to dismiss or to not hire senior workers to maximize cost savings. This paper examines whether nonhiring or dismissal of a senior worker due to cost considerations amounts to age discrimination, and if so, whether this age discrimination is justified. It first critiques the current analyses of cost considerations in age discrimination cases in the U.S., the U.K. and Canada. Unpacking the costs associated with senior workers, the paper then argues that a decision to dismiss or not to hire senior workers due to cost considerations might be motivated by inaccurate generalization and ageist stereotypes or might result in a disproportionate impact on senior workers. Furthermore, determining whether senior workers are more expensive is a complex task which requires a careful individualized assessment. Next, the paper illustrates how a ready acceptance of cost considerations in age discrimination cases significantly undermines the fundamental purposes of anti-age discrimination law. Advancing a proportionality analysis, the paper then outlines the limited circumstances in which cost considerations should be allowed. Finally, it advocates a process of procedural fairness prior to any decision to dismiss or not to hire senior workers due to cost considerations. While the paper focuses on Canadian law, its findings are of great importance to other jurisdictions.

Other citations for Pnina’s work include:

A growing literature highlights the positive impact of gender parity on executive boards. This paper assesses the representation of women on the boards of corporations and public sector institutions in Canada, and compares these findings to labour unions. Labour union executive boards are found to have moved closer than corporations to gender parity, but in the same league as public sector boards. Public sector unions are ahead of most private sector unions. Further study is needed to assess the impact of these developments, and to determine the forces acting to restrain or advance progress.


Other citations for Gerald’s work include:

Profile of young union organisers in Ontario

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This project is currently in progress. Please see below for a description of this work.

Previous research on union organising has not always placed emphasis on young organisers as a specific group. Despite the fact that unions and academic researchers have paid attention to the attitudes of young people towards trade unions, there appears to be a gap in the examination of the activities, motivation and characteristics of young union organisers. Given the decline in union density in many developed nations, coupled with employment shifts toward the service sector and the increasing degree of precarious employment in these countries, questions of union renewal are foremost in the consciousness of trade union members and trade union leaders. Strategies for union organisation are hence of central interest and importance to the labour movement. To the extent that young organisers represent a new generation of employees and potential union members, their contribution and disposition is likely to be a key element in the process of union renewal. This study is intended to investigate the attitudes, and activities engaged in by young union organisers.

Please contact Ian for more information.
Race, gender, and the embodiment of entrepreneurship within texts

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Melanie’s work was published as a journal article. Please see below for a description of this work.

The past decade has seen an exponential growth of postsecondary entrepreneurship programs. This article focuses on curriculum and training materials as they enable an analysis of the nuanced ways in which entrepreneurship and “the enterprising” are conceptualized, and how texts inform future entrepreneurs to embody the language of entrepreneurship. I situate this article within the fields of sociology, entrepreneurship education, and geography and bring a spatial analysis of race, gender, and class to a normally non-spatial area of study. Although the enterprising discourse is perceived as race, gender, and class neutral, the management and self-discipline required serve to legitimize a White, male, liberal, able-bodied subject. Whiteness is also upheld through the privileging of abstract thinking, mobility, and the mapping of Other space. Meanwhile, entrepreneurship defined as the art of exploiting opportunities and as a creative destruction of space presents a very linear understanding of space, and community, dehistoricizing and decontextualizing entrepreneurship; and perpetuating a colonial, imperialist view of entrepreneurship which serves to uphold a universal, unmarked, white subject. This critique aims to allow for an understanding of the complexity of entrepreneurship, space, community, and subjectivity.


Other citations for Melanie’s work include:

The number of racialized women entrepreneurs has grown exponentially in recent years. Despite this growing trend, these businesswomen are more likely to operate on a small scale; their labour-intensive businesses are characterized by low profits and limited mobility. Two fields of research attempt to illuminate — albeit problematically — the complexity of this phenomenon. Research on ethnic/immigrant entrepreneurs underestimates the experiences of racialized women who are entrepreneurs in their own right. Meanwhile the literature on women's entrepreneurship essentializes and homogenizes women's entrepreneurship. Research approaching women's entrepreneurship using an intersectional approach is scanty. In this paper, I draw on empirical evidence from a qualitative study with women entrepreneurs of Afro-Caribbean descent. To provide a more nuanced understanding of racialized women entrepreneurs’ experiences as entrepreneurs, I use Dill and Zambrana's intersectional/interlocking systems of oppression framework, examining processes of gendering, classing and racialization within four domains: structural, disciplinary, hegemonic and interpersonal. Despite processes of differentiation, participants found creative and subversive ways to resist these processes.


Other citations for Melanie’s work include:

This study traces the trajectory of a sample of workers over the five years since they lost their jobs at Progressive Moulded Products, an auto-parts manufacturing company in Vaughan. A large majority of PMP workers are racialized immigrants and a significant proportion were over 45 years of age when they lost their jobs. The study documents their experiences with re-training and re-employment, accessing services, working through temporary employment agencies, dealing with barriers to employment, and living with unemployment and precarious employment. While there are a growing number of studies that document the increased prevalence of precarious work, vulnerable workers, and the working poor in southern Ontario, this study is unique in providing an account of the experiences of a group of workers who transitioned from relatively secure and well-paid standard employment to precarious work and poverty wages.

PMP workers were in a long-term, non-precarious, standard employment relationship for years, even decades, and, as such, might have been considered successfully ‘settled’ and ‘integrated’. However, research participants’ struggles to find appropriate training and stable re-employment in the years after the closure suggest that, for many immigrant workers, their immigrant status never disappears. An economic crisis can leave them worse off than they were when they first came to Canada. After more than half a lifetime of working in Canada, these workers find themselves faring worse than when they first arrived. In addition to the challenges that all older workers face in making a second career transition, these workers must struggle with the challenge of being ‘immigrants all over again’, without access to even the limited settlement programs available to new immigrants. We note, therefore, that both ‘settlement’ and ‘integration’ are long-term processes that require attention to the particular needs of heterogeneous immigrant populations in situations of economic crisis and restructuring. In a highly competitive and precarious labour market, the systemic barriers of race, gender and age further marginalize such workers.
Danielle’s work was published as a journal article. Please see below for a description of this work.

Drawing from investment and statistical discrimination theories, we test a model to examine the income growth trajectories of male and female youth volunteers and non-volunteers. Using growth curve modelling for 4 waves of longitudinal data for the reference period 2001 to 2007 (n= 7447), we find that male and female youth volunteers face an initial earnings disadvantage vis-à-vis youth non-volunteers; this penalty is smaller for females as compared to males. However, over time the income growth of volunteers is higher than that of non-volunteers. Male volunteers experience faster earnings growth than female volunteers. Furthermore, we find that, given the more rapid earnings growth of male volunteers relative to female volunteers, volunteering serves to widen, rather than narrow, the gender wage gap. The implications for future research and the relevance of the findings for career counsellors, youth, and voluntary organizations are discussed.


Other citations for Danielle’s work include:

Skills mismatch: The wrong jobs for the right people

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This project is currently in progress. Please see below for a description of this work.

This project seeks to understand how a mismatch between an individual's field of study and their occupation contributes to the persistent wage gap between immigrants and native-born Canadians.

Please contact Murtaza for more information.
Supporting the school performance of young people living in residential care

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Kiara’s work was published as a journal article. Please see below for a description of this work.

This paper provides an overview of an on-going ‘research-to-practice synthesis’ project that explores the education and learning supports provided to youth in residential group care in Ontario. The project is focused on how group care programs support the education and learning of youth in the context of the residential program itself, since there is already much evidence that support for education in the everyday living environment from direct care givers strongly impacts on education and learning performance. The project synthesizes input from a range of stakeholders that include executive leadership of agencies, frontline staff as well as youth. In addition, the project provides for a detailed review of policies and procedures for residential group care programs and their relevance to the promotion of education and learning. One outcome of the project is a Self Assessment Tool attached to this paper that allows group care providers to monitor their performance with respect to supporting the education of youth living in their programs.

Although the project at the time of writing is not entirely completed, it is already apparent that there is a need for systematic and broad change in the purpose and design of residential group care across service sectors.

This project is currently in progress. Please see below for a description of this work.

*Bringing together a critical disability studies with critical management approaches, the proposed project seeks to empirically account for how widely shared corporate and political discourses shape disabled people’s advancement to and experience of leadership. By identifying and analyzing leadership metaphors in the Canadian press, this study will gain a broader understanding of the ableist assumptions that underpin understandings of leadership. In turn these assumptions will be further examined for their effects in precluding and enabling disabled people’s advancement into leadership positions.*

Please contact Esther for more information.
This report presents the findings of a study undertaken to examine the health impacts of precarious work on racialized immigrant women. There is an emerging consensus that precarious working conditions have become a determinant of poor health. The study seeks to understand this relationship in the case of racialized immigrant and refugee women who make up a growing proportion of those in precarious employment.

Our findings are significant in describing the reality of precariousness in our participants’ lives beyond an analysis based simply on wages or type of contract. They paint a troubling picture of the intersecting forms of precariousness experienced by our participants - non-recognition of credentials and experience, lack of a pre-existing economic base, uncertain immigration status, social isolation and lack of social capital, and vulnerability to multiple systemic barriers of inequality and discrimination – which combine to trap them within a cycle of precarious employment and poverty. We term this reality ‘precarity capture’.

Our findings are also significant in making visible a looming but largely ‘invisible’ public health crisis. They reveal the extraordinary toll that precarious work is taking on the physical and mental health and wellbeing of immigrant and racialized women. We note that the more precarious an immigrant worker is, the worse her health is. We also see cascading effects on their families, their children and their communities. These effects will be felt well into the future. It will have large costs for our economy and social fabric and in particular, for public health. The challenge will be to rethink our public policies and to keep in mind the kind of changes that have been recommended by participants in this study.

Participants in the study worked mostly in the personal services (personal support, childcare, beauty and wellness) and food related sectors, both these sectors being major employers of immigrant women. Research was conducted using a community-based research (CBR) methodology. This methodology allowed us to place the lived experiences of our participants at the centre of the research process, and incorporate their voices into discussions of precarious work and health. The final research design was guided by the community researchers, who were themselves racialized immigrant women in precarious forms of
employment. In-depth interviews were carried out with forty women. These were followed by two focus group discussions with a total of fourteen women drawn from this same group, where the findings were verified and recommendations for change solicited. These recommendations form the core of the recommendations of this report.

Our key findings are outlined below. They detail the nature and elements of ‘precarity capture’, reveal the health impacts of precarious work and point to a public health crisis in the making, and describe women’s hopes and suggestions for change. It has become clear to us as a result of this study that we need a comprehensive plan that will alleviate the load that women workers carry and at the same time begin to break the chains of precarity capture. This will require addressing the economic and social inequities that keep racialized immigrant women trapped in a cycle of precarious employment and poverty. We conclude with recommendations for policy changes that will help bring these changes. Our proposals, listed at the end of this summary, are directed at: addressing the physical and mental health and wellbeing of women workers; restoring the quality of care in the system; addressing economic injustices; tackling the complexity of the temporary agency system and client companies; and, tackling systemic discrimination at work and the intergenerational cycle of precarious employment and poverty.


Other citations for Winnie’s work include:

- Ng, w. (2019 02 08). Precarious Work: An Invisible Public Health Crisis. Invited talk by Ryerson University’s Department of Mental Health and Wellbeing. Toronto, ON.
Transgender rights in Canada: An emerging issue for unions?

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Gerald's work was published as a book chapter. Please see below for a description of this work.

Over the last decade workforce diversity has attracted much scientific attention. Given the shortage of literature on issues related to homosexual, bisexual and transgender employees, compared to other facets of workforce diversity, this book opens up new perspectives on this issue. Emphasis is placed on the equal consideration of gay, lesbian, bisexual, and transgender issues. Thus the predominance of lesbian and gay issues in LGBT research (and practice), will be contrasted by an explicit consideration of the unique experiences, stressors and related needs of bisexual and transgender employees. Contributions provide deeper insights into the differing experiences the whole spectrum of LGBT employees make in the workplace in different national and occupational contexts. Furthermore, the collection offers contextualized insights for evaluating and conceptualizing organizational initiatives aiming at a higher level of inclusion for LGBT employees.


Other citations for Gerald's work include:

Danielle's work was published as a journal article. Please see below for a description of this work.

*It is well documented that unionised workers earn significantly more than their non-union counterparts. However, over the last three decades, the union wage premium along with overall union coverage has fallen in most industrialized economies. Though the principal causes are still under dispute, the effects of technological change, managerial opposition, globalization and other factors have clearly lessened the bargaining power of labour with respect to employers. Given the commensurate rise of non-standard work and inequality in most developed nations, this paper examines the extent to which unions can still provide some immunity against the pressures of these “new labour market realities”. Using data from the Canadian Labour Force Survey for the years 2000 – 2012 inclusive, we estimate union wage premiums amongst historically disadvantaged groups: i.e., youth, women, low wage workers, immigrants, Aboriginals and workers in non-standard jobs. The results suggest that across almost every dimension of vulnerability or disadvantage used in the paper, unions are associated with a larger than average positive impact on workers’ earnings. The findings support the powerful redistributive role that unions still play in contemporary economies especially for the most vulnerable.*


Other citations for Danielle’s work include:

Unionization and income growth of racial minority immigrants in Canada: A longitudinal study

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Rupa's work was published as a journal article. Please see below for a description of this work.

This study examines the effect of unionization on the labor market integration of newly arrived immigrants in Canada. We find that non-white recent immigrants gain access to unionized jobs at a slower rate than do white recent immigrants. The effect of unionization on earnings is somewhat lower for non-white recent immigrants than for white recent immigrants. These findings are based on growth curve modeling of longitudinal data from the Survey of Labour and Income Dynamics (SLID). Therefore, unionization does not contribute to reducing the earnings gap of non-white recent immigrants relative to white immigrants and the native-born.

South Asian immigrants in Canada earn lower wages relative to native-born Canadians. The purpose of this study is to delve into the reasons for this discrepancy. The study analyzes the differences in earnings of Pakistanis, Indians, and Other South Asians relative to native-born Canadians in Toronto, Vancouver, Montreal, and Ottawa. Two factors that are considered are assimilation in ethnic enclaves (assimilation that is due to social capital), and human capital factors.

South Asian immigrants in Canada are concentrated in less than 4 regions within five of the six most ethnically dense cities of Canada: Toronto, Vancouver, Montreal, Calgary, and Edmonton.

In the sixth ethnically dense city, Ottawa, South Asian immigrants are more dispersed. In Toronto, Vancouver, Montreal, Calgary, and Edmonton, South Asian immigrants live in low education and low-income neighbourhoods, where there are high incidences of under-pay or over-education. In Ottawa, however, it is rare to find South Asians in any of the low-income and low-education neighbourhoods.

We find that South Asians immigrants have higher entry wages and wage growth rates in Vancouver than in any of the other six ethnic enclaves. South Asian immigrants have the lowest entry wages in Toronto, especially those who were older at the time of immigration.

There are notable differences between the sub-groups of South Asians. For instance, Pakistanis have lower entry wages (thus smaller returns to foreign education) than Indian immigrants. However, Pakistani immigrants do not face negative effects from assimilation due to social capital within the ethnic enclave in which they live; they are concentrated but not ghettoized.

Indians have higher entry wages (thus higher returns to foreign education) than Pakistanis and Other South Asians in Toronto, Vancouver, Ottawa, Calgary, and Edmonton. However, Indian immigrants in Edmonton are ghettoized because they are concentrated in just a few regions of Edmonton and face negative effects on their mean wage due to assimilation factors.
Since human capital factors are still important in determining the economic success of the immigrant, we analyze how they affect the different sub-groups relative to native-born Canadians. Good English or French speaking skills greatly increase the mean wage of immigrants. However, there has been a decline in the number of South Asian immigrants who speak English or French well. Furthermore, among English or French-speaking South Asian immigrants, there has been a decrease in the mean wage between 1980 and 2006.

For high levels of education (i.e. bachelor’s and postgraduate degrees), all South Asians do worse than native-born Canadians by a large margin. Indians earn closer to native-born wages than do Pakistanis for lower levels of education. Pakistani postgraduates are over-educated and under-paid. In fact, Pakistanis do worse than native-born Canadians for all levels of education, and the disparity widens at higher levels of education. Other South Asians earn closer to native born wages for lower levels of education than Pakistanis and Indians.

Please contact Murtaza for more information or search: Haider, M., Monteiro, S., and Buske, C. (2012). Why South Asian Immigrant Wages are Lower in Canada. Ted Rogers School of Management’s Centre for Labour Management Relations at Ryerson University.
THEME 5

LEADING DIALOGUES AROUND PROVINCIAL AND NATIONAL WORKING LIFE ISSUES

75 ONTARIO’S NEXT STEPS TOWARDS WOMEN’S ECONOMIC EMPOWERMENT
77 SMART EMPLOYERS TALK - BUILDING A BETTER ECONOMY ONE JOB AT A TIME
79 THE EVOLVING NATURE OF RETIREMENT
80 THE GIG ECONOMY AND YOUR PROTECTIONS & RIGHTS
82 THE NEW ECONOMY AND A BASIC INCOME GUARANTEE
84 THE SHARING ECONOMY AND THE FUTURE OF WORK
Ontario’s next steps towards women’s economic empowerment

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Knowledge shared at this event was mobilized into a conference proceedings. Please see below for a description of this work.

In 1987, the gender wage gap for full-time, full-year workers in Ontario was 36%. This meant that for every $1.00 earned by a male worker, a female worker earned $0.64. In 2014, the gap was 21%. The continued existence of a gender wage gap demonstrates that, despite their high labour force participation and educational achievement rates, women continue to confront persistent barriers that prevent them from achieving their full economic potential.

Ontario was at the forefront of addressing the gender wage gap when it passed the Pay Equity Act, 1987 as a means of addressing — one of the causes of the gap — the undervaluation of women’s work. 30 years later, the continued existence of a gender wage gap demonstrates the complexity of this social and economic issue.
In 2015, the Ministry of Labour appointed a Gender Wage Gap Strategy Steering Committee to study the causes of the gender wage gap, consult with stakeholders, and research actions being undertaken by other jurisdictions. The Committee released their Final Report and Recommendations, in 2016. The report ended with a call to action. It found that there was a role for everyone in helping to close the gender wage gap. Workplaces, for example, could address their internal gender wage gaps, by conducting analyses of their workforce, updating their business practices, and developing plans to address systemic biases. In doing this, workplaces could generate direct and indirect benefits for businesses, union, workers, and the overall economy through women’s economic empowerment.

The goal of this conference, in the 30th anniversary year of Ontario’s Pay Equity Act, is to explore initiatives from selected jurisdictions that are also pursuing women’s economic empowerment, in order to identify how lessons learned might be adapted to Ontario’s social and economic context.

On March 31st, 2017 the Ontario Pay Equity Office and the Ted Rogers School of Management’s Centre for Labour Management Relations at Ryerson University hosted a one-day conference that brought together industry professionals, policy makers, and thought leaders to discuss critical issues impacting economic empowerment and pay equity. The contents of these conference proceedings capture, distil, and build on the insights and knowledge of these speakers.

For more information please search: (2017). Ontario’s Next Steps Towards Women’s Economic Empowerment. Ted Rogers School of Management’s Centre for Labour Management Relations at Ryerson University.
Smart employers talk - Building a better economy one job at a time

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The 2008 global recession led to widespread austerity measures across Ontario. These measures included contracting out work, freezing worker wages, and privatizing public services among other courses of action that were intended to improve business, economic and social conditions. Unfortunately the opposite outcomes emerged. These measures encouraged “high churn / low pay” employment models where contracts became precarious, employment rates fell, minimum wages stagnated, and workplace violations rose. When compounded, these factors all served to short-change businesses, communities, governments, unions and workers.

In April 2017, a group of employers across Ontario put forward the business case for a good jobs strategy by launching the Better Way to Build the Economy Alliance (BWA). The BWA emphasized that having engaged workers gave their businesses a competitive advantage, and made them more productive and profitable while simultaneously lowering their labour and operating costs.

In May 2017, the Special Advisors to the Ontario Ministry of Labour’s Changing Workplaces Review released a final report, which proposed 173 recommendations aimed at creating better workplaces where there would be decent working conditions and widespread compliance with the law. Following the release of this report, in June 2017, the Government of Ontario introduced Bill 148 - also known as the Fair Workplaces, Better Jobs Act, 2017 - to create more opportunity and security for workers. This would include raising the minimum wage, ensuring part-time workers are paid the same hourly wage as full-time workers, introducing paid sick days for every worker, enabling at least three weeks' vacation after five years with the same employer, and stepping up enforcement of employment laws. Other highlights include fairer scheduling rules, expanded family leaves, measures to address misclassification of employees, a modernized Labour Relations Act, and a program for educating employees and small- and medium-sized business owners about their rights and obligations under the Employment Standards Act.

Some employers across Ontario expressed concern about the proposed changes, stating that Bill 148 would threaten their bottom line and lead them to slash jobs, raise prices and / or shut down altogether. The goal of this conference is to provide #smartemployers - who vary in scope and size - an opportunity to share how providing #decentwork and #goodjobs has allowed them to surpass their competition, and ultimately #buildabettereconomy for everyone. These employers’ stories demonstrate that supporting a good jobs strategy can result in greater productivity and profitability for businesses, improved job and income security for workers , and decreased inequality and injustice for all of society.

For more information please search: (2017). Smart Employers Talk - Building a Better Economy One Job at a Time. Ted Rogers School of Management's Centre for Labour Management Relations at Ryerson University.
Knowledge shared at this event was mobilized into a conference proceedings. Please see below for a description of this work.

The retirement landscape is ever evolving - changing employment relationships and accountabilities, advancing financial technologies, a more diverse work force, and transforming regulatory and administrative practices for all stakeholders.

On November 17th, 2016 the Ted Roger’s School of Management’s Centre for Labour Management Relations, and National Institute on Ageing, at Ryerson University hosted a one-day conference that brought together industry professionals, policy makers, and thought leaders to discuss critical issues impacting the retirement compensation industry.

The contents of these conference proceedings capture, distill, and build on the insights and knowledge of these speakers.

For more information please search: (2017). The Evolving Nature of Retirement. Ted Rogers School of Management’s Centre for Labour Management Relations and National Institute on Ageing at Ryerson University.
The recent flood of digital applications like Uber, Airbnb, TaskRabbit, and even Pokemon Go, have opened up unconventional possibilities for work arrangements to expand into new spaces. While these apps generate major excitement and garner much publicity, it’s important to note that they’re also dramatically changing perceptions of workplaces and the nature of employment.

With the premiere of each new app, new job opportunities are cropping up. However, these jobs no longer fit the traditional model of a long-term, nine-to-five career at one company with benefits / incentives and a broad range of protections and rights guaranteed by various employment, labour and work regulations and plans. Instead, these new job opportunities are short-term, temporary gigs that provide the workers who engage in them with little to no protections and rights.
On August 8th, 2016, the Ted Rogers School of Management’s Centre for Labour Management (CLMR) at Ryerson University, hosted a one-day conference for speakers and representatives to provide perspectives on:

- Which legislative protections and rights are available to workers in the gig economy?
- If and how employment, labour and work regulations and plans apply to these workers?
- How stakeholders can advance strategies to provide protections and rights to all workers?
- What workers need to know to succeed?

The contents of these conference proceedings capture, distill, and build on the insights and knowledge of these speakers.

For more information please search: (2016). The Gig Economy and Your Protections & Rights. Ted Rogers School of Management’s Centre for Labour Management Relations at Ryerson University.
A Basic Income Guarantee (BIG) could provide every Canadian with an income sufficient to meet their minimal needs and live with dignity. While there are a number of options that would need to be addressed (e.g., minimal amount offered, participant eligibility requirements, programs to be replaced), such a policy could take many forms such as a one-size-fits-all (universal) basic income (i.e., where all Canadians receive an identical cheque in the mail at regular intervals), or a negative income tax (i.e., where the richest Canadians receive nothing and the poorest receive a maximum income supplement). Such a policy could also be a response to recent changes in the nature of employment, labour, and work (e.g., declining benefits, employment precarity, erosion in working conditions, income inequality, free trade, job automation, outdated laws).
Although the idea of a BIG has been circulating since 1967, it has recently gained renewed attention in media outlets and political circles. In February 2016, the Government of Ontario committed in its budget to design a pilot project to see if “a basic income could build on the success of minimum wage policies... by providing more consistent and predictable support in the context of today's dynamic labour market.” In June 2016, the Government of Ontario appointed Hon. Hugh Segal to advise on the design and implementation of a pilot project, which would test the view that a basic income could help deliver income support more efficiently, while improving health, employment and housing outcomes for citizens. Later that month, the Government of Ontario established an Income Security Reform Working Group to help guide the province's efforts “to reduce poverty, support people in their efforts to participate in the economy, and provide services in a way that makes sense to the people who need them.”

In August 2016, Hon. Segal released a discussion paper – Finding a Better Way – laying out options to move forward with a Basic Income Pilot Project for Ontario. Beginning November 2016, this paper was used by the Government of Ontario as a starting point to solicit feedback on the design of a basic income pilot. In March 2017, the Government of Ontario released a final report on what they heard during these consultations, which included feedback from about 1,200 people who attended 14 public consultation sessions, as well as more than 34,000 people who responded to online surveys.

This conference brought together representatives from academia, community, government, industry, law, unions and workers to:

- Identify changes to the nature of employment, labour and work that are pushing stakeholders in work arrangements (e.g., government, industry, labour, and workers) towards considering changes to social programs;
- Understand the challenges, expectations, and priorities of stakeholders to more effectively reflect their basic needs in the design of social programs;
- Review the fundamentals, history, and purpose of a BIG, as well as the evidence and theory on the intended and unintended labour market impacts of such a policy;
- Explore the relationship between a basic income guarantee policy option and the broader politics of labour policy and redistribution in Ontario; and
- Examine the economic, financial, political and social realities that are underlying stakeholders' motivations towards administering, designing, organizing, planning, and receiving a BIG.

For more information please search: (2017). The New Economy and a Basic Income Guarantee. Ted Rogers School of Management's Centre for Labour Management Relations at Ryerson University.
Knowledge shared at this event was mobilized into a conference proceedings. Please see below for a description of this work.

The future of work is being shaped by a variety of demographic, legal, regulatory and social forces, which has led to changes in how organizations are structured, arranged, managed, and regulated. This, in turn, has changed the way that work is distributed, organized, designed, and performed.

The rapid expansion and growth of intermediary platforms (e.g. agents like Uber, Airbnb, and Task Rabbit that facilitate a broad range of economic activities) have influenced these organizational and workplace changes in the labour market. However, in their haste to develop affordable, convenient and flexible virtual markets for on-demand goods and services, intermediary platforms appear to have prioritized the values of entrepreneurship, innovation, and technology over government priorities such as consumer protection, economic growth, equity, labour, social security, tax compliance, and training.
On June 3rd, 2016, the Ted Rogers School of Management’s Centre for Labour Management (CLMR) at Ryerson University, hosted a one-day conference for speakers and representatives to provide perspectives on what employment, labour, and work policies could be required to realize the maximum benefits, while mitigating the adverse risks, of the sharing economy on stakeholders in employment relationships and work arrangements.

The goal of this conference report is to briefly capture and distil the insights shared at the conference in order to present broader perspectives on this critical discussion.

For more information please search: (2016). The Sharing Economy and the Future of Work. Ted Rogers School of Management’s Centre for Labour Management Relations at Ryerson University.