

**Course Outline: Soci312—Sociology of Work and Industry**  
Fall 2020

**Instructor:**

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**Teaching Assistants:**

C. Ancliffe & G. Juteau

**Course Overview:**

This course is an introduction to the sociological study of work and industry. Topics covered include the development of the world of work from the rise of industrial capitalism to the postindustrial age; responses of workers and managers to changing organizational, technological and economic realities; and interrelations between changing demands in the workplace and the functioning of the labour market. The focus is on Canada but comparative examples from other contexts are also presented.

**Prerequisites:**

None.

**Instructional Method and Remote Delivery:**

Given the Covid-19 pandemic, this course is offered through remote delivery. Students are expected to keep up with the required readings and watch pre-recorded lectures which will replace Monday and Wednesday class sessions. On Wednesdays, there will be optional Q&A sessions with the instructor in Zoom which will not be recorded. On Fridays, we will have an online class session in Zoom (accessible through myCourses) from 8:50-9:25 am. We will also have a few live class sessions with guest speakers on occasional Mondays and Wednesdays. Students are encouraged to participate in live sessions if they are able to do so, but the relevant content will be recorded and made available to view at a later time on myCourses for students who cannot attend live class sessions. To replace in-class activities, we will use the Discussion Board on myCourses.

As the instructor of this course I endeavor to provide an inclusive learning environment. However, if you experience barriers to learning in this course, do not hesitate to discuss them with me and the [Office for Students with Disabilities](#), 514-398-6009.

This is a 3-credit hour course. Students should expect to watch or participate in up to 2.5 hours of pre-recorded or live class sessions each week and complete an additional six to eight hours of independent reading, study, and writing in an average week over the course of the semester.

**Required Course Materials:**

As described in the course schedule, we will use the following textbook:

Krahn, H. J., K. D. Hughes & G. S. Lowe. 2020. *Work, Industry, and Canadian Society, 8th Edition*. Nelson.

Please purchase the 8<sup>th</sup> Edition of the textbook. In addition, I have assigned additional readings that are available online through McGill's library or will be uploaded to the myCourses platform. As the semester progresses, there may be some minor changes to the supplemental readings.

**Assessments:**

McGill University values academic integrity. All students must understand the meaning and consequences of cheating, plagiarism and other academic offences under the Code of Student Conduct and Disciplinary Procedures (see <a href="#">McGill's guide to academic honesty</a> for more information).	L'université McGill attache une haute importance à l'honnêteté académique. Il incombe par conséquent à tous les étudiants de comprendre ce que l'on entend par tricherie, plagiat et autres infractions académiques, ainsi que les conséquences que peuvent avoir de telles actions, selon le Code de conduite de l'étudiant et des procédures disciplinaires (pour de plus amples renseignements, veuillez consulter <a href="#">le guide pour l'honnêteté académique de McGill</a> ).
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Your final mark for the course will include the following elements:

- Weekly Quizzes (10 \* 4%): 40%
- Online Discussion Board Participation (6 \* 1%): 6%
- Written Assignments (3 \* 18%): 54%

**Weekly Quizzes:** There will be 12 graded quizzes over the course of the term and the lowest two quiz marks will be dropped. The quizzes will primarily cover material for the current week but up to half of the questions may focus on material from previous weeks of the course. During the add/drop period (the first two weeks of the course), we will have practice quizzes that do not contribute to your course grade. Students must complete the quiz in myCourses during an 18-hour timeframe leading up to Friday's class. Once you start the quiz, you have fifteen minutes to complete it. The quiz must be accessed by 8:35 am and completed by 8:50 am (EST) on Friday. Given the modified schedule for the last week of the course, the last quiz is due at 8:50 am (EST) on Thursday, December 3, 2020.

**Online Discussion Board Participation:** Students will be asked to post comments related to course content in the online discussion board throughout the semester. We will post one or two discussion prompts per week; your comments must be submitted before Friday's class. To receive full marks, you must post at least six comments over the course of the semester. Each comment is worth 1% and is graded on a pass/fail basis. Unless otherwise stated, your comment should be at least three sentences long to receive a passing grade. Your comment must also demonstrate thoughtfulness and respect. Please watch [this video](#) for advice on Discussion Board participation.

**Written Assignments:** Students will submit three written assignments which will each contribute 18% to the final grade. These assignments ask you to apply concepts from the course to specific case studies and write an essay or other type of document that is two to three pages long (double-spaced). Specific guidelines will be provided at least three weeks before each due date. Assignments must be submitted in myCourses and the deadlines are 8:50 am EST on Oct. 9, Nov. 6, and Dec. 3. The grade for late submissions will be reduced by one point (of 18) for each day late. If you anticipate difficulty submitting your assignment on time due to the Covid-19 pandemic or other concerns, please contact the instructor at least one week before the deadline to discuss alternative arrangements.

Conformément à la Charte des droits de l'étudiant de l'Université McGill, chaque étudiant a le droit de soumettre en français ou en anglais tout travail écrit devant être noté.	In accord with McGill University's Charter of Students' Rights, students in this course have the right to submit in English or in French any written work that is to be graded.
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**Course Outline:**

Note: KHL refers to our course textbook, *Work, Industry, and Canadian Society*, 8<sup>th</sup> Edition.

**Unit 1: Historical and theoretical perspectives & the Canadian labour market**

Week 1: Historical Perspectives on Work (Complete by Sept. 4)

Recommended reading: "Introduction" in KHL text, pages xxv-xxxiv.

Required reading: Ch 1 KHL text + p 179-182 of ch6 KHL text.

Week 2: Contemporary Issues & Household labour (Complete by Sept. 11)

*Labour Day – September 7, 2020*

Read: Ch 2 KHL text (but skip p 36-43) + Ch 7 KHL text (but skip p 239-246)

Week 3: Canadian Employment Trends (Complete by Sept 18)

*Add-Drop deadline – September 15, 2020*

*Guest Speaker: Nikki Tummon (Sociology Reference Librarian), 8:35 am, Wed. Sept. 16, 2020.*

Read: Ch3 KHL text + p 177-179 & 183-210 of Ch 6 KHL text

+ Qian, Y. & S. Fuller. 2020. [COVID-19 and the Gender Employment Gap Among Parents of Young Children](#). *Canadian Public Policy*.

Week 4: Good Jobs, Bad Jobs, No Jobs (Complete by Sept 25)

Read Ch 4 KHL text + p 142-147 of Ch5 KHL text

+ St-Denis, X. 2020. [Sociodemographic Determinants of Occupational Risks of Exposure to COVID-19 in Canada](#). *Canadian Review of Sociology*.

+ *New York Times – The Daily*. 2020, Jul 15. "[One Meat Plant, One Thousand Infections: Revisiting Achut Deng](#)" - Listen to full podcast (33:46). Transcript also available online.

Week 5: Labour Markets: Opportunities and Inequality (Complete by Oct 2)

Read Ch5 KHL text + p 210-220 of Ch6 KHL text.

Please also read the following articles to prepare for the guest lectures next week:

+ Grant, T. 2011, Oct 14. [What's in a name? A job, maybe](#). *Globe and Mail*.

+ Gyulai, L. 2019, Dec 25. [Low unemployment rates in Quebec mask systemic discrimination, experts say](#). *Montreal Gazette*. (Including [video](#) embedded in news article.)

+ Dobbin, F. & A. Kalev. 2016. [Why diversity programs fail and what works better](#). *Harvard Business Review*, 94(7-8), 52-60. ([PDF version available here.](#))

+ Campbell, A. 2019. [Equity education initiatives within Canadian universities: promise and limits](#). *Perspectives: Policy and Practice in Higher Education*.

Week 6: Labour Markets: Opportunities and Inequality, Continued (Complete by Oct 9)

*Guest speaker: Dr. Diane Dechief. 8:35 am, Monday October 5, 2020.*

*Guest speaker: Prof. Angela Campbell. 8:35 am, Wednesday October 7, 2020.*

Read Roderique, H. 2017, Nov 4. "[Black on Bay Street](#)" *Globe and Mail*.

+ Friedman, S. & D. Laurison. 2019. "Introduction" in [The Class Ceiling: Why It Pays to Be Privileged](#). Bristol, UK: Policy Press. Read p 1-28. (eBook available at McGill Library)

+ Wingfield, A. H. 2020. [We Built a Diverse Academic Department in 5 Years. Here's How](#). *Harvard Business Review*

**Essay #1 due Friday, October 9, 2020 at 8:50 am.**

**Unit 2: Workers and Managers**

Week 7: Organizing and Managing Work (Complete by Oct 16)

*Thanksgiving Monday – October 12, 2020*

Read Ch 8 KHL text

Week 8: Conflict and Control in the Workplace (Complete by Oct 23)

Read Ch 10 KHL text

+ Guimond, L. & A. Desmeules. 2018. [Indigenous minorities on major northern worksites: Employment, space of encounter, sense of place](#). *Geoforum*, 97, 219-230.

+ [Winnipeg General Strike NFB video](#)

Week 9: Unions and Industrial Relations (Complete by Oct 30)

Read Ch 11 KHL text

+ VanHeuvelen, T. (2020). [The Right to Work, Power Resources, and Economic Inequality](#). *American Journal of Sociology*, 125(5), 1255-1302.

Week 10: Global perspectives on managing labour (Complete by Nov 6)

Read Chs 9 & 12 KHL text

+ Parreñas, R. S., & R. Silvey. (2016). [Domestic workers refusing neo-slavery in the UAE](#). *Contexts*, 15(3), 36-41.

**Essay #2 due Friday, November 6, 2020 at 8:50 am.**

### **Unit 3: Satisfied Workers?**

Week 11: Professions (Complete by Nov 13)

Read Adams, T. & S. Welsh (2008). "Chapter 14 - Professional Work" *The Organization and Experience of Work*. Nelson. (PDF uploaded to myCourses).

+ Sweetman, A., J.T. McDonald, and L. Hawthorne. 2015. "[Occupational regulation and foreign qualification recognition: an overview](#)." *Canadian Public Policy* 41(S1): S1-S13.

+ 99 Percent Invisible. 2020, Jul 7 – Episode 405: [Freedom House Ambulance Service](#). (listen to full podcast, 44 minutes). Transcript also available online.

Week 12: Work Values and Work Orientations (Complete by Nov 20)

Read Ch 13 KHL text

+ Rudnykyj, D. 2008. "[Worshipping Work: Producing Commodity Producers in Contemporary Indonesia](#)." In *Taking Southeast Asia to Market: The Production of Nature, People and Places as Commodities in a Neoliberal Age*, edited by J. Nevins & N. Peluso. Pp. 73-87. Ithaca: Cornell University Press. (eBook available at McGill Library)

Week 13: Job Satisfaction, Alienation, and Work-Related Stress (Complete by Nov 27)

Read p 239-247 of Ch 7 KHL text and Ch 14 KHL text

+ additional reading TBD

Week 14: Future of work? (Complete by Thursday, December 3)

Readings TBD

**Essay #3 due Thursday, December 3, 2020 at 8:50 am.**

Course evaluations are used to maintain and improve the quality of courses and the student's learning experience. You will be notified by e-mail when the evaluations are available. However, please feel free to share your comments with the instructor during the semester.

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