



SOCI-312B: SOCIOLOGY OF WORK AND INDUSTRY

Mondays and Wednesdays 13:05 – 14:25
Room N2/2, Stewart Biology Building
Winter Term 2017

Dr. Michael Del Balso

Office Hours: tentatively, Wednesday 14:45 - 15:30 (or Monday by appointment)
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COURSE OBJECTIVES:

This course provides an introductory treatment of the standard topics of industrial sociology. We deal with labour force formation and functioning, attitudes towards work, unionization, industrial disputes, and managerial policies. Thus, we examine the characteristics of the labour force as a core aspect of the structure within which workers and managers decide how to approach each other. We look at the extent to which different aspects of work seem to disturb workers and at the aspects of worker behaviour, which sometimes bother managers. We consider how, on the one hand, workers respond to the aspects of work, which seem to bother them and how, on the other hand, managers try to deal with problems of morale and motivation. Finally, we look at 'globalization' and its implications for the future of work.

COURSE ORGANIZATION:

The course meets twice a week. Most of the time will be taken up with lectures. Depending on the size of the class and demand, some sessions may be devoted to questions-and-answers or to more informal discussions of the topics at hand.

The course is divided into a number of broad topics. These will take varying periods to cover. The reading assignments are listed under each topic heading below. You will be expected to read some 50 pages of text per week on average.

EVALUATION:

Your final grade for the course will be based on one midterm exam and one final exam. The midterm exam is provisionally scheduled for Wednesday, February 15. It will cover all the course material treated up until that time. The date and place of the final exam will be announced

by the Student Affairs office. It will cover all course material covered *after* the midterm. The final grade will be calculated as follows:

In-Class Mid-Term:	35%
Final Exam:	65%

In accordance with University regulations there will be a supplemental examination for those eligible, but there will be **no possibility of doing additional work** for students with unsatisfactory final grades. Students who miss either the mid-term or the final examination will automatically receive a grade of **J** for the course and *may* be eligible to take a deferred or supplemental examination during the supplemental period to make up for the missing exam.

Code of Student Conduct and Disciplinary Procedures

“McGill University values academic integrity. Therefore 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 www.mcgill.ca/students/srr/honest/ 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 le site www.mcgill.ca/students/srr/honest/).”

McGill University’s Charter of Student’s Rights

“In accord with McGill University’s Charter of Student’s Rights, students in this course have the right to submit in English or French any written work that is to be graded.”

“Conformément à la Charte des droit 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 (sauf dans le cas des cours dont l’un des objets est la maîtrise d’une langue).”

READINGS:

Required readings for the course will consist of a series of readings collected in a course pack available in the McGill Bookstore, and possibly some additional readings that will be available on MyCourse.

LECTURE TOPICS AND REQUIRED READINGS

I. FROM THE CREATION OF THE LABOUR FORCE TO CURRENT TRENDS

Harvey Krahn, Graham Lowe and Karen Hughes, *Work, Industry and Canadian Society*, Toronto, Nelson, 6th ed., 2011, Ch. 1 (pp. 1-41), “Capitalism, Industrialization, and Postindustrial Society”.

H.C. Pentland, 1959. “The Development of a Capitalistic Labour Market in Canada,” *Canadian Journal of Economics and Political Science*, Vol 25, pp. 450-461.

Kerry Preibisch and Jenna L. Hennebry, “Buy Local, Hire Global: Temporary Migration in Canadian Agriculture,” Ch. 2 (pp. 48-72) in *Legislated Inequality: Temporary Labour Migration in Canada*, edited by Patti Tamara Lenard, Christine Straehle, Montreal: McGill-Queens Press, 2012.

II. CONTROLLING LABOUR: EFFICIENCY, INEQUALITY, AND EXPLOITATION

Paul Attewell, Philip Kasinitz and Kathleen Dunn, “Black Canadians and Black Americans: Racial Income Inequality in Comparative Perspective,” *Ethnic and Racial Studies*, Vol. 33 No. 3 March 2010 pp. 473-495.

Arne Kalleberg, “Flexible Firms and Labor Market Segmentation Effects of Workplace Restructuring on Jobs and Workers,” *Work and Occupations*, Vol. 30 No. 2, May 2003, pp. 154- 175.

Andrew Jackson, *Work and Labour in Canada*, Toronto: Canadian Scholars’ Press, 2nd ed., 2009, Ch. 6 (pp. 133-158), “Seeking Equality in the Workforce: Recent Immigrants and Racialized Workers, Aboriginal Canadians, and Persons with Disabilities”.

III. JOB QUALITY AND THE EXPERIENCE OF WORK

Harvey Krahn, Graham Lowe and Karen Hughes, *Work, Industry and Canadian Society*, Toronto, Nelson, 6th ed., 2011, Ch. 8 (pp. 413-466), “The Meaning and Experience of Work”.

Joseph A. Ritter and Richard Anker, 2002. “Good Jobs, Bad Jobs: Workers’ Evaluations in Five Countries,” *International Labour Review*, Vol. 141, No.4, pp. 331-358.

IV. UNIONS AND INDUSTRIAL CONFLICT

Tracey Adams and Sandy Welsh, *The Organization and Experience of Work*, Toronto, Nelson, 2008, Chapter 5 (pp. 71-87), "Unions."

Carsten Strøby Jensen, "Trade Unionism: Differences and Similarities – a Comparative View on Europe, USA and Asia," *Journal of Industrial Relations*, Vol. 48, No.1, 2007, pp. 59-81.

Claus Schnabel, "Union membership and density: Some (not so) stylized facts and challenges," *European Journal of Industrial Relations* 2013 19: 255- 273.

James A. Piazza, "Globalizing Quiescence: Globalization, Union Density and Strikes in 15 Industrialized Countries," *Economic and Industrial Democracy*, Vol. 26, No. 2, 2005, pp. 289– 314.

V. MANAGEMENT AND THE ORGANIZATION OF WORK

John Godard, "A Critical Assessment of the High-Performance Paradigm" *British Journal of Industrial Relations*, Vol. 42, No. 2, June 2004, pp. 349-378.

James W. Rinehart, 1996. "Solutions to Alienated Labour", Chapter 6 of *The Tyranny of Work: Alienation and the Labour Process*, by James W. Rinehart, Toronto: Harcourt Brace Canada, 3rd edition.

Matt Vidal, "Manufacturing empowerment? 'Employee involvement' in the labour process after Fordism," *Socio-Economic Review*, vol. 5, No. 2, April 2007, pp. 197-232.

VI. 'GLOBALIZATION' AND THE FUTURE OF WORK

Tracey Adams and Sandy Welsh, *The Organization and Experience of Work*, Toronto, Nelson, 2008, Chapter 15 (pp. 270-285), "Nonstandard Jobs."

Andrew Jackson, *Work and Labour in Canada*, Toronto: Canadian Scholars' Press, 2nd ed., 2009, Ch. 11 (pp. 247-270), "Canadian Workers in a Changing World: The Impacts of Globalization and Free Trade".

Arne Kalleberg, "Precarious Work, Insecure Workers: Employment Relations in Transition," *American Sociological Review*, Vol. 74, February 2009, pp.1–22.