



# UNIVERSITY OF CALGARY

**Department of Sociology**  
**SOCI 393**  
**The Sociology of Work**  
**Winter 2018**  
**TR12:30-1:45, EEEL 161**

## **Instructor Information**

Instructor:	Naomi Lightman
Email address:	<a href="mailto:naomi.lightman@ucalgary.ca">naomi.lightman@ucalgary.ca</a>
Office hours:	Tuesdays 2pm-3:30pm, or by appointment
Office location:	928
Course web site:	D2L

## **Course Description**

In this course, we will explore different ways that sociologists have researched work in capitalist society. What are some of the broad theories of work in capitalist society? How is work influenced by inequalities of gender, race, and class? How has work changed since Karl Marx's time and in what ways has it stayed the same? What new forms of work have emerged and what consequences do they have for the worker and society more broadly? What forms of worker organizing and industrial democracy have emerged in response to work under capitalism?

## **Goals and Learning Objectives**

At the end of this course students will be able to:

- **identify** key stances within the major theoretical and empirical debates in the sociology of work, and the major researchers associated with them;
- **explain** how these positions relate to each other;
- **apply** their knowledge to analyses and critiques of contemporary developments in paid and unpaid work in Canada; and

- **articulate** their own, theoretically grounded opinions about contemporary developments related to issues covered in the course.

### **Reading Materials**

Readings have been selected to enhance your knowledge and understanding of the key issues covered in the course. We will draw on the readings in the lectures, in our discussions and in the assignments for this course. It is therefore important to complete the required readings each week. Knowledge of required readings will be evaluated and graded as part of tests and assignments. Students are expected to have done the required readings *by the beginning of Tuesday's class* for each week as per the course schedule.

### **Required Readings**

1. Krahn, Harvey, Graham Lowe and Karen Hughes. 2014. *Work, Industry and Canadian Society, Seventh Edition*. Toronto: Thompson Nelson.
2. Selected journal articles, available on D2L or at the links provided below

### **Evaluation Components and Grading Policies**

<b>Type</b>	<b>Description</b>	<b>Date(s) Due</b>	<b>Weight</b>
In-class test	Test#1 covers Unit 1 readings and lectures Test #2 covers Unit II readings and lectures	Feb. 1 2018 & March 6 2018	40% (2 x 20%)
Take-home assignment	Paper relating course readings to personal experience at work	March 20 2018	25%
Final Exam	Covers all readings and lectures	TBA	35%
Total			100%

### **Grading System**

A+ = 95 and over	B+ = 80-84	C+ = 67-69	D+ = 55-59
A = 90-94	B = 75-79	C = 63-66	D = 50-54
A- = 85-89	B- = 70-74	C- = 60-62	F = 0-49

### **Graded Components**

#### **1. In-Class Tests (2 x 20%)**

Two in-class test will take place on Feb 1 2018 and March 6 2018. Each test will last 1 hour and 15 minutes (the duration of class). The test will consist of multiple choice questions. Test #1 will cover Unit I and Test #2 will cover Unit II.

Make-up tests will only be available for students who provide official documentation explaining their absence. The dates will be determined in consultation with the instructor.

#### **2. Paper (25%)**

In this paper, you will use the course readings to analyze your own experiences at work. You can use all assigned readings up to March 20, 2018, but you **must** draw on at least one theory covered in class – human capital, labour market segmentation, or labour process theory. Details on the content and structure of the assignment will be discussed in class and posted to D2L. The assignment is due on March 20, 2018. It is to be submitted on D2L by MIDNIGHT.

### **3. Final Exam (35%%)**

A final exam will take place on a **date to be determined**. The exam will last 3 hours. The exam will consist of multiple choice & essay questions, and cover all readings and lectures, Make-up tests will only be available for students who provide official documentation explaining their absence. The dates will be determined in consultation with the instructor.

### **Class Format**

The class format mixes formal lectures with interactive question and answer sessions and small group exercises. Students are expected to attend class, arrive on time, take good notes, keep up with assigned readings, and prepare for and participate in classroom discussions. You should expect to be asked questions in class. Students are expected to be respectful of fellow classmates in discussions and lectures at all times.

The lectures are designed to complement and extend the material contained in each session's required readings. They will also contain guidance on tests and assignments. In the event of an absence, it is the responsibility of the students to familiarize themselves with any additional material covered in lectures, as this material may be the subject of the in-class test and final exam. *Friday Jan. 19<sup>th</sup> is the final date to drop this course without financial penalty.*

### **Course Schedule**

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

## **UNIT 1. WORK, CAPITALISM AND SOCIAL INEQUALITIES**

### ***Week 1 – Jan 9 & 11. Work Under Capitalism; Industrial Restructuring?***

Note: The first lecture will provide an overview of the course. Students are expected to have read the course syllabus; course policies, assignments and expectations will be reviewed only briefly, on a Q&A basis.

- Krahn, Lowe and Hughes: Chapters 1 & 2.

### ***Week 2 – Jan. 16 & 18. Gender, Race, Ethnicity and Citizenship Status at Work***

- Krahn, Lowe and Hughes: Chapter 5.

- MacKenzie, Robert and Chris Forde. 2009. The Rhetoric of a ‘Good Worker’ vs. the Realities of Employers’ Use and the Experience of Migrant Workers. *Work Employment and Society* 23:142-159. (PDF available on D2L).

***Week 3 Jan. 23 & 25. Household Organization and Unpaid Work***

- Krahn, Lowe and Hughes: Chapter 7.
- Beneria, L. (1999). The enduring debate over unpaid labour. *International Labour Review* 138(3), 287-309. (PDF available on D2L).

***Week 4 – Jan 30 and Feb 1. Optional Review and Test #1***

***NOTE: TEST #1 IS ON THURSDAY FEB. 1<sup>TH</sup>. IT COVERS UNIT I. IT IS 1 HOUR AND 15 MINUTES LONG.***

**UNIT II. SUPPLY AND DEMAND PERSPECTIVES**

***Week 5 –Feb. 6 & 8. Human Capital Theory and Critique***

- Krahn, Lowe and Hughes: Chapter 6.
- Krahn, Lowe and Hughes: Chapter 8.

***Week 6 – Feb. 13 & 15. Labour Segmentation Theory and Critique***

- Hudson, Kenneth. 2007. The New Labor Market Segmentation: Labour Market Dualism in the New Economy. *Social Science Research* 36(1):286-31. (PDF available on D2L).
- Krahn, Lowe and Hughes: Chapter 4.

***Week 7 –Feb. 27 & March 1. Labour Process Theory: Conflict, Control and Resistance; The Canadian Context***

- Krahn, Lowe and Hughes: Chapter 10
- Krahn, Lowe and Hughes: Chapter 3.

***Week 8 – March 6 & 8. Test #2 and Guest Lecture on Homelessness and Employment***

***(March 8: Guest Lecture by Nick Falvo, Director of Research and Data, Calgary Homeless Foundation)***

- Shier, M. L., M. E. Jones, and J. R. Graham. 2012. Employment difficulties experienced by employed homeless people: Labor market factors that contribute to and maintain homelessness. *Journal of Poverty* 16(1): 27-47. (PDF Available on D2L).

***NOTE: TEST #2 IS ON TUESDAY MARCH 6<sup>TH</sup>. IT COVERS UNIT II. IT IS 1 HOUR AND 15 MINUTES LONG.***

### **PART III: PRECARIOUS WORK, THE LABOUR PROCESS, AND CHALLENGES TO INEQUALITY**

#### ***Week 9 – March 13 & 15 Week 10 – March 20 & 22 Labour Process Theory: Job Satisfaction, Emotional Labour and Alienation***

- Krahn, Lowe and Hughes: Chapter 14.
- Krahn, Lowe and Hughes: Conclusions.
- Rogers, Jackie Krasas. 1995. Just a temp: Experience and structure of alienation in temporary clerical employment. *Work and Occupations* 22(2):137-66. (PDF available on D2L).

#### ***Week 10 – March 20 & 22 5. The Intersection of Precarious Work and Precarious Legal Status.***

- Goldring, L. and P. Landolt (2011). Caught in the Work–Citizenship Matrix: the Lasting Effects of Precarious Legal Status on Work for Toronto Immigrants. *Globalizations* 8(3): 325-341. (Available at: <http://ezproxy.lib.ucalgary.ca/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=eih&AN=82935885&site=ehost-live>)
- Film Screening. Documentary: Sook Lee, Min. *Migrant Dreams*. 2016. Produced by Min Sook Lee and Lisa Valencia-Svensson.
  - There will be a question about the film on the final exam

**NOTE: WRITING ASSIGNMENT DUE ON D2L BY MIDNIGHT ON MARCH 20<sup>th</sup>.**

#### ***Week 11 – March 27 & 29. Challenges to Inequality: Union & Alternative Approaches***

- Krahn, Lowe and Hughes: Chapter 11.
- Krahn, Lowe and Hughes: Chapter 12.

#### ***Week 12 – April 3 & 5. Challenges to Inequality: Union Renewal and Social Change***

- Cranford, C. 2007. “It’s Time to Leave Machismo Behind!” Challenging gender inequality in an immigrant union. *Gender & Society* 21(3): 409-38. (Available at: <http://www.jstor.org.ezproxy.lib.ucalgary.ca/stable/27640976> )
- Birdsell Bauer, L. and C. Cranford (2017). The community dimensions of union renewal: racialized and caring relations in personal support services." *Work, employment and society* 31(2): 302-318. (PDF available on D2L).

#### ***Week 13 – April 10 & 12. Film Screening; Review and Wrap Up.***

- Film Screening. Documentary: Klein, Naomi. *The Take*. 2004. Produced by Barna-Alper Productions Inc. and Klein Lewis Productions in co-production with the National Film Board of Canada 6 and in association with the Canadian Broadcasting Corporation. Montréal, Québec: Alliance Atlantis.
  - There will be a question about the film on the final exam
- Lightman, E., & Lightman, N. 2017. “On to the Future.” Pp. 313-325 in *Social Policy in Canada, 2<sup>nd</sup> Edition*. Toronto: Oxford University Press. (PDF available on D2L).

### **Late Assignment Policy**

Unless specific accommodations are made, students will receive a late penalty of 5% per day (weekends count as 2 days) for all assignments/essays that are handed in late.

### **Grade Reappraisal**

Within two weeks of the date the test/assignment is returned, students seeking reappraisal of tests or assignments must submit a written response to the instructor explaining the basis for reconsideration of one's mark. The instructor will reconsider the grade assigned and will then book a time with the student to discuss his or her work and rationale. It should be noted that a re-assessed grade may be raised, lowered, or remain the same.

### **Email**

Feel free to contact me over email at any time. Please put your course number in your email's subject line, and include a proper salutation, your full name, student ID, and a proper closing in the body of your email. All emails violating customary email conventions will be ignored. All other emails will be answered within two business days. I do not answer emails over the weekend. Please take that into account when emailing me questions pertaining assignments or tests. If you have a course-related question, please check the course outline first. Questions that can be answered by consulting the course outline will not be answered. Also, please email me for administrative purposes only, for example to set up an appointment. Please do not use email as a replacement for an office visit, if there is something you want to discuss in depth. Questions about the course content and readings, concerns about grades, or any other personal issues should be dealt with in person during my office hours.

### **Handing in Papers, Assignments**

1. The main Sociology Department office does not deal with any course-related matters. Please speak directly to me.
2. **Protection of Privacy:** The Freedom of Information and Protection of Privacy (FOIPP) legislation does not allow students to retrieve any course material from public places. Anything that requires handing back will be returned directly during class or office hours. If students are unable to pick up their assignments from the instructor, they provide the instructor with a stamped, self-addressed envelope to be used for the return of the assignment.
3. Final grades are not posted by the Sociology Department. They are only available online.

### **Ethics Research**

Students are advised that any research with human subjects – including any interviewing (even with friends and family), opinion polling, or unobtrusive observation – must have the approval of the Faculty Ethics Committee. In completing course requirements, students must not undertake any human subjects research without discussing their plans with the instructor, to determine if ethics approval is required.

## **Academic Misconduct**

Please refer to the website listed below for information on University of Calgary policies on Plagiarism/Cheating/Other Academic Misconduct: <http://www.ucalgary.ca/pubs/calendar/current/k-2-1.html>

## **Deferrals**

When possible, please provide advance notice if you are unable to write an exam or complete/turn-in assignments on time. All requests for deferral of a course component due to health reasons must be accompanied by written documentation as outlined in the University Calendar and should be obtained while the student has the health issue rather than after recovery. Deferrals will be allowed in the following circumstances: illness, domestic affliction or religious conviction. Travel arrangements, misreading the syllabus, and scheduling conflicts with other classes or employment are not valid reasons for requesting a deferral. Deferrals will not be granted if it is determined that just cause is not shown by the student.

If you have missed a test for a legitimate reason, the instructor can require you to write a “make up” test as close in time to the original test as possible or can choose to transfer the percentage weight to another course component. If the instructor schedules a “make up” test for you, its date and location will be at the convenience of the Department of Sociology.

**Deferred Final Exam Form:** Please note that requests to defer a Registrar scheduled final exam are dealt with through the Registrar’s Office. Further information about deadlines, and where paperwork should be taken, is available on the form, which can be found at:

<https://www.ucalgary.ca/registrar/student-forms>

**Deferred Term Work Form:** Deferral of term work past the end of a term also requires a form to be filled out. It’s available at

[https://www.ucalgary.ca/registrar/files/registrar/deferred\\_termwork15\\_0.pdf](https://www.ucalgary.ca/registrar/files/registrar/deferred_termwork15_0.pdf)

Once an extension date has been agreed between instructor and student, the form should be taken to the Faculty of Arts Program Information Centre (SS 110) for approval by an Associate Dean (Students).

## **Student Representation**

The 2017-18 Students’ Union VP Academic is Tina Miller ([suvpaca@ucalgary.ca](mailto:suvpaca@ucalgary.ca)). The Faculty of Arts has four SU representatives who may be contacted at any of the following email addresses: [arts1@ucalgary.ca](mailto:arts1@ucalgary.ca), [arts2@ucalgary.ca](mailto:arts2@ucalgary.ca), [arts3@ucalgary.ca](mailto:arts3@ucalgary.ca), and [arts4@ucalgary.ca](mailto:arts4@ucalgary.ca). You may also wish to contact the Student Ombudsperson for help with a variety of University-related matters: <http://www.ucalgary.ca/ombuds/contact>

## **Emergency Evacuations**

In the case of fire or other emergency evacuation of this classroom, please proceed to the assembly point at **EEEL 161**. Please check these assembly point locations for all of your classes at: <http://www.ucalgary.ca/emergencyplan/assemblypoints>

### **Safewalk**

The University of Calgary provides a “safe walk” service to any location on Campus, including the LRT, parking lots, bus zones, and campus housing. For Campus Security/Safewalk call 220-5333. Campus Security can also be contacted from any of the “Help” phones located around Campus.

### **Academic Accommodation**

The student accommodation policy can be found at: [ucalgary.ca/access/accommodations/policy](http://ucalgary.ca/access/accommodations/policy).

Students needing an Accommodation because of a Disability or medical condition should communicate this need to Student Accessibility Services in accordance with the Procedure for Accommodations for Students with Disabilities [ucalgary.ca/policies/files/policies/student-accommodation-policy](http://ucalgary.ca/policies/files/policies/student-accommodation-policy).

Students needing an Accommodation based on a Protected Ground other than Disability, should communicate this need, preferably in writing, to the course instructor.

### **Classroom Etiquette**

Students are expected to arrive at class on time. Laptop usage is allowed in class, but should be used for notes only. Other uses (e.g., emailing, web surfing) will result in the student being required to turn off the laptop.

- Videotaping and recording lectures is strictly forbidden without written permission from the instructor.