

University of Toronto, Department of Sociology  
**SOC 387 H1 - S**  
**Selected Topics: Employment and Immigration**  
Spring, 2015

**COURSE DESCRIPTION AND OUTLINE**

Instructor: Jeffrey G. Reitz, R.F. Harney Professor of Ethnic, Immigration and Pluralism Studies,  
and Professor of Sociology  
Class Time: Tuesday, 10:10 - 12:00 noon  
Class Location: Sidney Smith Hall 2105  
Office: Room 358S, Munk School of Global Affairs, 1 Devonshire Place, Toronto Ont M5S 3K7  
Contact: Tel 416-946-8993, Fax 416-946-8915; [jeffrey.reitz@utoronto.ca](mailto:jeffrey.reitz@utoronto.ca).  
Course 'blackboard' available (with UTORid and password) at <https://portal.utoronto.ca/>  
Teaching Asst. Noga Keidar; [noga.keidar@mail.utoronto.ca](mailto:noga.keidar@mail.utoronto.ca)

**Overview and Objectives**

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

**Prerequisite**

The prerequisite to take this course is completion of a 200 or higher level SOC course (university policy is that students not meeting this requirement are removed from the course when discovered). Students who have taken Soc 339H may not take Soc 387H for credit.

**Course Format**

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

**Readings**

Required readings (listed below pp. 3-4) are available at the Library, Short Term Loans department at Robarts, within the Periodical Reading Room. Journal articles are also available through the library on line, with url as listed following the entry on the reading list. Library information about other readings, nine book excerpts, is available from the online library catalog, linking to 'course reserves' <https://toroprod.library.utoronto.ca/uhtbin/cgiirsi/x/x/0/36/485/X/BLASTOFF/%5d> and instructor name or course code.

**Requirements and Grading**

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

- Test 1: Feb. 10, 20% of final grade.
- Take-home Essay 1: Distributed on Feb. 10 and due two weeks later (Feb. 24), 30% of final grade.
- Take-home Essay 2: Distributed on Mar. 17, and due one week later (Mar. 24), 30% of final grade.
- Test 2: Mar. 31, 20% of final grade.

Take-home essays must be submitted in class; email submissions are not accepted. One make-up test will be held for all students missing a test for valid reasons with documentation (see next section). University policy is that cheating and

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

### **Lateness and Missed Tests**

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

- If you miss a test or a paper deadline, do not contact the instructor or a TA unless you have followed the steps described below. Telling the professor or TA why you missed a deadline or a test will not be considered.
- In case of illness, you must supply a duly completed “Verification of Student Illness or Injury” form (available at [www.illnessverification.utoronto.ca](http://www.illnessverification.utoronto.ca)). A doctor’s note is not acceptable. The form must be placed in a sealed envelope, addressed to the instructor, and submitted with your work.
- If a personal or family crisis prevents you from meeting a deadline, you must get a letter from your college registrar (it is a good idea anyway to advise your college registrar if a crisis is interfering with your studies). The letter must be placed in a sealed envelope, addressed to the instructor, and submitted with your work.

### **Course website and email**

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

### **Accessibility**

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

## **SESSION TOPICS (test/exam dates underlined in bold)**

### **Part 1. Introduction**

1. Immigration and employment in Canada: theory, context, policy issues January 6

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

2. Immigrant employment experiences and economic impact January 13  
3. Immigrant human capital, skill utilization, and access to professions January 20  
4. Racial discrimination January 27  
5. Trends in immigrant earnings and institutional context February 3

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

6. Ethnic enclaves: businesses, occupations, work settings and social networks **February 10**  
7. Immigrants and labour unions February 24  
8. Temporary foreign workers and precarious work March 3  
9. Immigrant offspring and the second generation March 10  
10. Global cities and international contexts of immigrant employment **March 17**

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

11. Immigrant integration policy: settlement, human rights and employment equity March 24  
12. Immigrant selection policy: criteria, evaluation and future directions **March 31**

## REQUIRED READINGS FOR EACH SESSION

### PART 1. INTRODUCTION

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

January 6

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

Jeffrey G. Reitz, "Canada: new initiatives and approaches to immigration and nation-building," pp. 88-116 in *Controlling Immigration: Global Perspectives*, 3<sup>rd</sup> edition, eds. J. Hollifield, P.L. Martin, P.M. Orrenius, Stanford CA: Stanford University Press, 2014.

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

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/213848333/fulltextPDF/F07523FFD28C4B6CPQ/2?accountid=14771>

[http://download.springer.com/static/pdf/685/art%253A10.1007%252Fs12134-007-0001-4.pdf?auth66=1416431692\\_383427566afe1f802917d2ef06cc0c9c&ext=.pdf](http://download.springer.com/static/pdf/685/art%253A10.1007%252Fs12134-007-0001-4.pdf?auth66=1416431692_383427566afe1f802917d2ef06cc0c9c&ext=.pdf)

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

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

January 13

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

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

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

January 20

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

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

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

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

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

#### 4. Racial discrimination

January 27

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

Oreopoulos, P. Why do skilled immigrants struggle in the labor market? A field experiment with thirteen thousand résumés. *American Economic Journal: Economic Policy*, 3,4 (2011), 148-171.

<http://www.jstor.org/stable/41330445>

#### 5. Trends in immigrant earnings

February 3

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

<http://search.proquest.com.myaccess.library.utoronto.ca/docview/213851279/fulltextPDF/F07523FFD28C4B6CPQ/3?accountid=14771>

[http://download.springer.com/static/pdf/645/art%253A10.1007%252Fs12134-007-0002-3.pdf?auth66=1416431760\\_6bc8e260a658dd00cc59049d8f0e6ef4&ext=.pdf](http://download.springer.com/static/pdf/645/art%253A10.1007%252Fs12134-007-0002-3.pdf?auth66=1416431760_6bc8e260a658dd00cc59049d8f0e6ef4&ext=.pdf)

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

**Note: A test based on lectures and readings in Parts 1 and 2 will be administered in the second hour of the next class on February 10. Results of this test will be posted by February 13.**

**A take-home essay exam based on the same material also will be distributed February 10, and due in the following class February 24.**

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

#### **6. Ethnic enclaves: businesses, occupations, work settings and social networks February 10**

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

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

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

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

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

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

#### **7. Immigrants and labour unions February 24**

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

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

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

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

#### **8. Temporary foreign workers and precarious work March 3**

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

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

[https://portal.utoronto.ca/bbcswebdav/pid-4176117-dt-content-rid-23251087\\_2/courses/Fall-2014-JTH3000H-F-LEC0101/Benzidane%20-%20Metropolis%20Canadian%20Issues%20Temporary%20Foreign%20Workers.pdf](https://portal.utoronto.ca/bbcswebdav/pid-4176117-dt-content-rid-23251087_2/courses/Fall-2014-JTH3000H-F-LEC0101/Benzidane%20-%20Metropolis%20Canadian%20Issues%20Temporary%20Foreign%20Workers.pdf)

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

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

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

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

#### **9. Immigrant offspring and the second generation March 10**

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

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

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

[.http://search.proquest.com.myaccess.library.utoronto.ca/docview/875935943/fulltextPDF/43BF2391709A4822PQ/4?accountid=14771](http://search.proquest.com.myaccess.library.utoronto.ca/docview/875935943/fulltextPDF/43BF2391709A4822PQ/4?accountid=14771)

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

**March 17**

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

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

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

### **PART 4. POLICY ISSUES**

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

**March 24**

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

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

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

<http://www.crrf-fcrr.ca/divers-files/en/pub/rep/ePubRepSysRacEmpl.pdf>

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

<http://www.crr.ca/divers-files/en/pub/rep/ePubRepEmplEquitCase1.pdf>

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

**March 31**

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

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

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

[http://download.springer.com/static/pdf/378/chp%253A10.1007%252F978-1-4614-0082-0\\_8.pdf?auth66=1416432161\\_c541614708418d35c1013b9345fca383&ext=.pdf](http://download.springer.com/static/pdf/378/chp%253A10.1007%252F978-1-4614-0082-0_8.pdf?auth66=1416432161_c541614708418d35c1013b9345fca383&ext=.pdf)

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