



The University of Western Ontario
SOCIOLOGY 2166A 001
The Organization and Experience of Work
Fall 2022
Wednesdays, 9:30-11:30am, NCB-113
In-Person

Instructor: Professor T. Adams
Office Hours: TBA
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Official Course Description: This course reviews trends in the organization of work in capitalist societies, and workers' experiences of working, with a focus on Canadian society. Emphasis is placed on the changing organization of work, and organizational impacts on workers' health, skills, and well-being. The links between work and social inequality are also explored.

More Detailed Course Description: This course will survey topics pertaining to the sociology of work. We will examine modern day work in Canada, while putting it in its historical and cross-national context. Our focus will be on a range of characteristics, debates, and social issues associated with the organization and experience of work. The first part of the course reviews the organization of work, and the impact of various organizational forms on workers' experiences and well-being. The second part of the course focuses on the potential of work to reproduce and challenge prevailing social inequalities. Finally we look at the future of work and the impact of technology.

Prerequisite(s): None

Anti-requisite(s): Sociology 2145A/B

Course Objectives and Learning Outcomes:

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

- ❖ Identify, analyze and evaluate a variety of theoretical explanations of work, and assess the differences, strengths and weaknesses among them.
- ❖ Draw on theoretical explanations of work to understand their own personal experiences in the workplace.
- ❖ Explain how work has changed over time.
- ❖ Understand the link between work and social inequality.
- ❖ Recognize discrimination in the workplace and provide strategies to help improve the situation.

Course Textbook:

Adams, Tracey. 2022. *Working in Canada: A Sociological Exploration*. Oxford University Press.

(An e-version of the book is available at a discounted price).

Communication:

If you need to reach me, please email me at tladams@uwo.ca.

Important information about the course can be found on our course OWL site (see the resources and lessons tabs).

Method of Evaluation:

1) Test (in person)	40%	October 19, 2022
2) Final Assignment	30%	December 8, 2022
4) Discussion Responses (2)	30%	September 30, November 18, 2022

Evaluation Details:

The evaluation methods described in the course outline are essential requirements for the course.

Test: A test will be conducted in person, during class time. It will be predominantly a multiple choice test. The test will be held on October 19th, 2022.

Computer-marked multiple-choice tests and/or exams may be subject to submission for similarity review by software that will check for unusual coincidences in answer patterns that may indicate cheating.

** Students with an approved absence from an in-class test will be required to write a makeup exam. Course professor or teaching assistant(s) may not be available to respond to questions during the makeup exam. Students should be aware that the make-up test will not necessarily be in the same format, be of the same duration, or cover the same material as the original test.

Final Assignment: The final assignment will consist of 2-3 questions, for which you have to provide discussion-response-style short written answers, drawing on your knowledge of course content. Answers should be uploaded onto OWL by December 8th at noon.

Discussion Responses: On two occasions a question will be posted on OWL. You are asked to provide an answer to this post by submitting something through the 'assignment' tab on OWL. Responses should be between 300 and 500 words, and should draw on both course material and your own opinion. External sources are not recommended. There will be a total of 2 posts and each response will be marked out of 15. More details will follow, but these posts should be submitted by Sept 30 and November 18.

Student Absences:

If you are unable to meet a course requirement due to illness or other serious circumstances, please follow the procedures below.

Assessments worth 10% or more of the overall course grade:

For work totaling 10% or more of the final course grade, students must provide valid medical or supporting documentation to their Home Faculty Academic Counselling Office as soon as possible.

Contingency plan for an in-person class pivoting to 100% online learning:

In the event of a COVID-19 resurgence during the course that necessitates the course delivery moving away from face-to-face interaction, affected course content will be delivered entirely online, either synchronously (i.e., at the times indicated in the timetable) or asynchronously (e.g., posted on OWL for students to view at their convenience). The grading scheme will **not** change. Any remaining assessments will also be conducted online as determined by the course instructor.

2022-2023

Course Schedule and Readings:

September 14 **Introduction to Course and the Study of Work**

Reading: Textbook chapter 1

September 21 **Theoretical Approaches to Studying Work**

Reading: Textbook chapter 2

September 28 **Work in Historical Context**

Reading: Textbook chapter 3

* Discussion response due this week.

October 5 **Organizations; Labour Markets & Employment**

Reading: Textbook chapter 4

October 12 **Occupations & Non-Standard Work**

Reading: Textbook chapters 5&6

October 19 **In-class Test**

October 26 **Skill, Expertise, Knowledge & Education**

Reading Textbook chapter 7 **(Asynchronous Week)**

November 2 **Reading Week**

November 9 **Work, Health and Well-Being**

Reading Textbook chapter 8

November 16 Occupational Segregation

Reading Textbook chapter 9

* Discussion response due this week.

November 23 Discrimination and Harassment

Reading: Textbook chapter 10

November 30 Working Across the Life Course

Reading Textbook chapter 11

December 7 The Future of Work

Reading Textbook chapter 12

**** Final Assignment Due December 8th 2022**

2022-2023

Important Policies

Academic Consideration for Missed Work: Students must provide valid medical or supporting documentation in order to receive accommodation for missed work worth 10% or more of the final grade in the course. All required documentation for absences must be submitted to the Academic Counselling office of a student's Home Faculty. Individual instructors are not permitted to receive documentation directly from a student, whether in support of an application for consideration on medical grounds or for other reasons.

Western's policy on Accommodation for Medical Illness can be found at

www.uwo.ca/univsec/pdf/academic_policies/appeals/accommodation_medical.pdf. The student medical certificate is available at https://www.uwo.ca/univsec/pdf/academic_policies/appeals/medicalform.pdf.

Religious Accommodation: When a course requirement conflicts with a religious holiday that requires an absence from the University or prohibits certain activities, students should request accommodation for their absence in writing at least two weeks prior to the holiday to the course instructor and the Academic Counselling office of their Faculty of Registration. Please consult University's list of recognized religious holidays (updated annually) at <https://multiculturalcalendar.com/ecal/index.php?s=c-univwo>.

All students pursuing academic consideration, regardless of type, must contact their instructors no less than 24 hours following the end of the period of absence to clarify how they will be expected to fulfill the academic responsibilities missed during their absence. Students are reminded that they should consider carefully the implications of postponing tests or midterm exams or delaying submission of work and are encouraged to make appropriate decisions based on their specific circumstances.

Accessibility Options: Students with disabilities or accessibility challenges should work with Accessible Education (formerly SSD http://academicsupport.uwo.ca/accessible_education/index.html), which provides recommendations for accommodation based on medical documentation or psychological and cognitive testing. The accommodation policy can be found her: [Academic Accommodation for Students with Disabilities](#). Information regarding accommodation of exams is available on the Registrar's website: www.registrar.uwo.ca/academics/examinations/accommodated_exams.html

Scholastic Offences: Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following web site: https://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf

A Note on Plagiarism: Students must write their assignments in their own words. Whenever students take an idea from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major scholastic offence.

Plagiarism Checking: All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<https://www.turnitin.com/>).

Mental Health: Students who are in emotional/mental distress should refer to Mental Health@Western (www.uwo.ca/health/mental_wellbeing/index.html) for a complete list of options how to obtain help.

Please visit the Social Science Academic Counselling webpage for information on adding/dropping courses, academic considerations for absences, appeals, exam conflicts, and many other academic related matters: [Academic Counselling - Western University \(uwo.ca\)](#).

Western is committed to reducing incidents of gender-based and sexual violence and providing compassionate support to anyone who has gone through these traumatic events. If you have experienced sexual or gender-based violence (either recently or in the past), you will find information about support services for survivors, including emergency contacts at https://www.uwo.ca/health/student_support/survivor_support/get-help.html. To connect with a case manager or set up an appointment, please contact support@uwo.ca.