



The University of Western Ontario  
**SOCIOLOGY 2166B UW001**

**The Organization and Experience of Work**

**Winter 2025**

**In-Person**

**Instructor: Professor T. Adams**

**Office Hours TBA**

**Department of Sociology**

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*This is a DRAFT only. Please see the course site for the final version.*

**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):** Soc 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.

A paperback copy of the textbook costs \$108.15. An ebook copy costs \$46.00.

[https://bookstore.uwo.ca/textbook-search?campus=UWO&term=W2024B&courses%5B0%5D=001\\_UW/SOC2166B](https://bookstore.uwo.ca/textbook-search?campus=UWO&term=W2024B&courses%5B0%5D=001_UW/SOC2166B)

\* Students are welcome to purchase second-hand copies of this textbook.

### **Communication:**

Students are responsible for checking the course OWL Brightspace site (<https://westernu.brightspace.com/d2l/login>) on a regular basis for news and updates. This is the primary method by which information will be disseminated to all students in the class.

If you need to reach me, please email me at [tladams@uwo.ca](mailto:tladams@uwo.ca).

### **Method of Evaluation:**

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

|                             |     |                        |
|-----------------------------|-----|------------------------|
| 1) Test                     | 40% | February 12, 2025      |
| 2) Final Assignment         | 30% | April 4, 2025          |
| 4) Discussion Responses (2) | 30% | Jan 22, March 19, 2025 |

### **Evaluation Details:**

*Test:* A test will be conducted online during the week of February 12 2025. It will be a multiple choice test, and you will have 90 minutes to complete it. The test will be open from February 10<sup>th</sup> through the 12<sup>th</sup>, but once you begin it you will only have 90 minutes to complete it.

*For this course the following assessment has been designated as requiring supporting documentation: **TEST**, Due date February 12<sup>th</sup>.*

*Final Assignment:* The final assignment will consist of 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 Brightspace by April 4<sup>th</sup> 2025, or within **48 hours** of this deadline. After this 48-hour window, late marks of 5% per day will be deducted.

*Discussion Responses:* On two occasions a question will be posted on OWL Brightspace. You are asked to provide an answer to this post by submitting something under the 'assignment' section on OW Brightspace. Responses should be approximately 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 January 22 2025 and March 19 2025.

***DISCUSSION POST DEADLINES ARE FLEXIBLE. THERE IS A 72-HOUR SUBMISSION WINDOW DURING WHICH ASSIGNMENTS CAN BE HANDED IN AND NOT CONSIDERED LATE. AFTER THIS WINDOW CLOSES, LATE MARKS OF 2% PER DAY WILL BE DEDUCTED.***

*Please note that because the submission deadline for ALL course assessments already includes flexibility in the form of extra grace days, the instructor reserves the right to deny academic consideration for assignments and tests which are submitted following the end of the period of flexibility.*

### **Student Absences:**

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

University policy on academic considerations are described [here](#). This policy requires that all requests for academic considerations must be accompanied by a self-attestation. Further information about academic considerations, and information about submitting this self-attestation with your academic consideration request may be found here. Please note that any academic considerations granted in this course will be determined by the instructor, in consultation with the academic advisors in your Faculty of Registration, in accordance with information presented in this course outline.”

Students must familiarize themselves with the [Policy on Academic Consideration – Undergraduate Students in First Entry Programs](#). Students missing course work for medical, compassionate or extenuating circumstances can request academic consideration by completing a request at the central academic consideration portal. Students are permitted one academic consideration request per course per term without supporting documentation. Note that supporting documentation is **always** required for academic consideration requests for examinations scheduled by the office of the registrar (e.g. December and April exams) and for practical laboratory and performance tests typically schedule during the last week of the term. Students should also note that the instructor may designate one assessment per course per term that requires supporting documentation. This designated assessment is described elsewhere in this document. Please note that any academic considerations granted in this course will be determined by the instructor of this course, in consultation with the academic advisors in your Faculty of Registration, in accordance with information presented in this course outline. Supporting documentation for academic considerations for absences due to illness should use the [Student Medical Certificate](#) or, where that is not possible, equivalent documentation by a health care practitioner.

Students with an approved absence from an in-class test or exam 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.

## **Artificial Intelligence:**

*All assignments must be completed independently, without the aid of artificial intelligence (AI).*

**Gender-Based and Sexual Violence:** Western is committed to reducing incidents of gender-based and sexual violence (GBSV) and providing compassionate support to anyone who is going through these traumatic events. If you are experiencing or have experienced GBSV (either recently or in the past), you will find information about support services for survivors, including emergency contacts at the following website [https://www.uwo.ca/health/student\\_support/survivor\\_support/get-help.html](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](mailto:support@uwo.ca) .

## **Academic Policies:**

Please review the Department of Sociology “[Important Academic Policies](https://sociology.uwo.ca/undergraduate/courses/Academic_Policies.pdf)” document [https://sociology.uwo.ca/undergraduate/courses/Academic\\_Policies.pdf](https://sociology.uwo.ca/undergraduate/courses/Academic_Policies.pdf) for additional information regarding:

- Scholastic Offences
- Plagiarism
- Copyright
- Course Selection
- Absence from Course Commitments
- Missed Tests and Exams
- Religious Accommodations
- Accessibility Options
- Mental Health
- Gender-Based and Sexual Violence statement

## **Course Schedule and Readings:**

**2025**

**January 8                      Introduction to Course and the Study of Work**

Reading:                      Textbook chapter 1

**January 15                     Theoretical Approaches to Studying Work**

Reading:                      Textbook chapter 2

**January 22                     Work in Historical Context**

Reading:                      Textbook chapter 3

\* Discussion response due this week.

**January 29                    Organizations; Labour Markets & Employment**

Reading:                    Textbook chapter 4

**February 5                    Occupations & Non-Standard Work**

Reading:                    Textbook chapters 5&6

**February 10-12    Test (Online)**

**February 17-21    Reading Week**

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

Reading                    Textbook chapter 7

**March 5                    Technological Change**

Reading                    Textbook chapter 12

**March 12                Work, Health and Well-Being**

Reading                    Textbook chapter 8

**March 19                Occupational Segregation**

Reading                    Textbook chapter 9

\* Discussion response due this week.

**March 26                Discrimination and Harassment**

Reading:                    Textbook chapter 10

**April 2                    Working Across the Life Course**

Reading                    Textbook chapter 11

**\*\* Final Assignment Due April 4<sup>th</sup> 2024**

2024-2025