This course will provide an introduction to the research that has been conducted on the geography of employment. The course will focus on changes in the micro-geography of the shopfloor or office, as well as macro-level changes in the types of work that are performed in particular places. Special attention will be paid to relationships between gender, class, race, ethnicity, and age in the labour market. We will examine the changing nature of work today, including the reorganization of production processes, and the trend towards increasingly insecure, individualized and “risky” forms of employment. We will also explore new forms of work associated with the growth of cultural, knowledge and service industries. The impacts of work on the labouring body will be highlighted. Finally, we will examine negotiations over the conditions of employment in particular sectors, and the geographic scale of resistance. We will explore these issues through lectures, readings, films, art, policy, activist and union documents and class discussions.

Requirements and Grading:

Film /Music Review: 20%
Work Experience Essay: 40%
Exam: 40%

Assignment due dates:

Film review: due February 4 (in class). Length: 3 pages. (250 words per page)
Paper on work: due March 25 (in class) Length: 8 pages (250 words per page)
Exam: will consist of three essay questions, out of a possible choice of five questions.

Note: Penalty for late assignments is 5% per day, including Saturday and Sunday.

You must inform your course instructor immediately when circumstances prevent you from submitting an assignment on time or writing a test. A petition due to illness must be accompanied by an original UofT Student Medical Certificate stating that you were examined and diagnosed at the time of illness and on the day of the due date or immediately after. A statement from a physician that merely confirms a report of illness and/or disability made by the student is not acceptable. Medical documentation must be provided within 5 days of assignment due dates/date of test.
Academic integrity

Academic integrity is fundamental to learning and scholarship at the University of Toronto. Participating honestly, respectfully, responsibly, and fairly in this academic community ensures that the U of T degree that you earn will be valued as a true indication of your individual academic achievement, and will continue to receive the respect and recognition it deserves. Familiarize yourself with the University of Toronto’s Code of Behaviour on Academic Matters (http://www.governingcouncil.utoronto.ca/policies/behaveac.htm). It is the rule book for academic behaviour at the U of T, and you are expected to know the rules. Potential offences include, but are not limited to:

In papers and assignments:
- Using someone else’s ideas or words without appropriate acknowledgement.
- Copying material word-for-word from a source (including lecture and study group notes) and not placing the words within quotation marks.
- Submitting your own work in more than one course without the permission of the instructor.
- Making up sources or facts.
- Including references to sources that you did not use.
- Obtaining or providing unauthorized assistance on any assignment, including working in groups on assignments that are supposed to be individual work, or having someone rewrite or add material to your work while “editing”.
- Lending your work to a classmate who submits it as his/her own without your permission.

On tests and exams:
- Using or possessing any unauthorized aid, including a cell phone.
- Looking at someone else’s answers.
- Letting someone else look at your answers.
- Misrepresenting your identity.
- Submitting an altered test for re-grading.

Misrepresentation:
- Falsifying or altering any documentation required by the University, including doctor’s notes.
- Falsifying institutional documents or grades.

The University of Toronto treats cases of academic misconduct very seriously. All suspected cases of academic dishonesty will be investigated following the procedures outlined in the Code. The consequences for academic misconduct can be severe, including a failure in the course and a notation on your transcript. If you have any questions about what is or is not permitted in this course, please do not hesitate to contact me. If you have questions about appropriate research and citation methods, seek out additional information from me, or from other available campus resources like the U of T
Writing Website. If you are experiencing personal challenges that are having an impact on your academic work, please speak to me or seek the advice of your college registrar.

Accessibility Needs:
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 or http://studentlife.utoronto.ca/accessibility

Reading materials:
A course reader containing all required readings for the course will be available from Canadian Scholar’s Press. This is available for purchase at the University of Toronto Bookstore.

Course outline:

Week 1: (January 7): Introduction to labour geography

Week 2 (January 14) The Labour Process/ Fordism

Week 3: (January 21) Lean production

Week 4: (January 28). Interactive service work/aesthetic labour
Week 5: (February 4). Theories of the Labour Market


Week 6: (February 11): Risk and Precarity in the Labour Market


(February 18). No class: Reading Week.

Week 7: (February 25) Risk and Insecurity in the Labour Market Continued

See above readings

Week 8: (March 4): From Welfare to Workfare


Week 9: (March 11) Theories of labour migration/ immigrant labour markets


Week 10: (March 18) Organizing in an era of globalization


Week 11: (March 25) Alternative Work Spaces


Week 12 (April 1) Review
Film /Music essay guidelines

The objective of this assignment is to explore the relationship between labour and space in relation to a film or a piece of music.

Be sure to state the main arguments of your essay in the introduction to the paper and explain how the argument will be organized and developed.

Do not provide a summary of the plot/story of the film or song.

You should use at least two academic articles (either from the course outline or outside the course). You can also refer to concepts and theories discussed in lecture or to newspaper or magazine articles relating to the topic. Include all sources in the bibliography, along with the name, date and director of the film (or musician).

Be sure to focus your analysis on one or two themes. Do not cover too much. For example, you could discuss: alienation, exploitation, autonomy, creativity, freedom, labour control, labour allocation, labour incorporation, labour reproduction, consent, appropriation of a surplus, Taylorism and scientific management, Fordism, lean management philosophies, different power repertoires used by capital and labour, tactics of labour resistance (soldiering etc), emotional/ aesthetic labour, the feminization of work, the lean and flexible body, gender and work, precarious/ insecure work, risk, worker ownership, the role of unions and other institutions, commodity chains etc.

These themes should be related to space. What is the architecture and design of the workplace? How does this design relate to power relations in the workplace? How is space linked to work in the film or song? Are workers lined-tied or mobile? What is the geography of control? How much space or privacy do workers have? Are they subject to visual or electronic surveillance? Or is control built into the layout and speed of the assembly line or work process? How is space linked to time and power in the work process? Where is the workplace? Is it isolated and enclosed? Segmented? How far is it from home? How is work linked to the community in which workers live? Do workers uses spaces outside of the workplace to organize? What kind of city or urban labour market is the workplace situated in? Do workers work at home? Are the lines between home and work, leisure and work blurred? Do workers work in different sites every day, making a spatially distinct workplace non-existent? Is the workplace fragmented? What jobs do women do and what spaces do they work in? What jobs and spaces do men work in? Ethnic and racial divisions of labour manifest in spaces of workplace? These are just a few ideas for structuring your analysis.
Examples of films that go with certain themes. (Note: there are many other themes that can be developed in relation to each film and many other films that can be highlighted in relation to each theme. These are just a few ideas).

**Fordism/Taylorism**
- Chicken Run
- Roger and Me
- Beat of the System
- Fast Food Nation
- Food Inc.
- Modern Times
- Spirited Away
- Office Space

**Service work/emotional/aesthetic labour**
- Clerks
- Wal-Mart: The High Cost of Low Price

**Gender and Work**
- North Country
- Real Women Have Curves
- Harlan County USA
- Erin Brocovich

**Masculinity and Work in Crisis**
- 8 Mile
- Fight Club
- Full Monty
- Brassed Off
- Billy Elliott

**Labour Organizing**
- Wal-Mart: the High Cost of Low Price
- Matewan
- On the waterfront
- The Trotsky

**Precarious/insecure work**
- Outsourced
- Up in the Air
- Dirty Pretty Things
- Eastern Promises

**Worker resistance:**
- Fight Club
List of Possible Films to Review

Your review should discuss the relationship between labour and space/place/geography in relation to a film. You should read any relevant academic articles in that area and use them in your analysis of the film. Possible themes to focus on include: space and labour organizing, taylorism/scientific management and space, workforce flexibility and employment, international divisions of labour, spaces of globalization, gender, work and space.

Dirty Pretty Things
Billy Elliott
Fight Club
Final Offer
Erin Brocovich
Roger and Me
The Big One The Full Monty
Beat of the System
For Man Must Work
Matewan
Harlan County U.S.A.
Modern Times
Margaret’s Museum
Gungho
Spirited Away
Chicken Run
Brassed Off
Bread and Roses
Real Women Have Curves
8 Mile
Clerks
The Corporation
On the Waterfront
The Take
Office Space
Wal-Mart: the High Cost of Low Price
Manufactured Landscapes
Darwin’s Nightmare
Blood Diamond
Fast Food Nation
Maid in Manhattan
Maquilapolis
Horrible Bosses
Silkwood
The Devil Wears Prada
The Trotsky
The Help
Glengarry Glen Ross
The Social Network
Norma Rae
9 to 5
The Fight in the Fields
Sleeping Beauty
Tar Angel
List of Music by Theme

**Demise of Fordism/Deindustrialization**
Bruce Springsteen - The River and
Flogging Molly - The Power's Out
Billy Joel – Allentown

**Agricultural Labour**
Greg Graffin - California Cotton Fields

**Service work/emotional/aesthetic labour**
Kanye West – Spaceship
Dolly Parton - 9 to 5

**Gender and Work**
Dolly Parton - 9 to 5
Lily Allen - Hard Out Here
Tracy Chapman – Fast Car

**Racism / inequality/ Work**
Dead Prez – W-4
Notorious B.I.G. – Ten Crack Commandments

**Inequality and Work**
The Kinks – A Well Respected Man
Spearhead - Crime to be broke in America

**Labour Organizing/Unions/Worker Resistance**
The Band - King Harvest
Bruce Springsteen - the River or Youngstown
The Clash – Clampdown
Richard Von Fuchs – The Ballad of Ginger Goodwin
The Nightwatchmen – Union Town
Satanic Surfers - The Ballad of Gonzo Bablesish
Rancid - Black Lung (Worker exploitation, resistance)
Ramones – It’s Not My Place
Tracy Chapman – Talkin’ about a Revolution

**Precarious/insecure work**
The Clash – Career Opportunities
Billy Bragg – To Have and To Have Not

**Creative labour**
Jackson Browne - The Load Out
Dire Straits – Money For Nothing
Globalization/Labour/Sweatshops
Jedi Mind Tricks – Shadow Business
Immortal Technique – 3rd World
Public Enemy – Politics of the Sneaker Pimps

Alienation/Exploitation
Bob Dylan - Maggie’s Farm
Tennessee Ernie Ford- 16 Tons
Sam Cooke- Chain Gang
John Lennon - Working Class Hero
Jello Biafra and Mojo Nixon - Hamlet Chicken Plant Disaster
Fifteen - Family Values
Bing Cosby – Brother Can You Spare a Dime
The Vogues – Five O’Clock World (monotony of work)
Lou Reed – Don’t Talk to Me About Work

Working class
The Rolling Stones - Salt of the Earth
Dropkick Murphys – Workers Song

List of Some Possible Songs
Bob Dylan - Maggie's Farm
Tennessee Ernie Ford
The Band - King Harvest
The Rolling Stones - Salt of The Earth
Sam Cooke - Chain Gang (Prison Labour)
Bruce Springsteen – The River
Bruce Springsteen – Youngstown
John Lennon - Working Class Hero
Jedi Mind Tricks – Shadow Business
Jackson Browne - The Load Out
Kanye West – Spaceship
Jello Biafra and Mojo Nixon - Hamlet Chicken Plant Disaster
Immortal Technique – 3rd World
Public Enemy – Politics of the Sneaker Pimps
The Clash – Career Opportunities
The Clash – Clampdown
Billy Bragg – To Have and To Have Not
Richard Von Fuchs – The Ballad of Ginger Goodwin
Dead Prez – W-4
Fifteen - Family Values (Exploitation, resistance)
The Nightwatchmen – Union Town
Satanic Surfers - The Ballad of Gonzo Babbleshit
Flogging Molly - The Power's Out
Rancid - Black Lung
Greg Graffin - California Cotton Fields
Dropkick Murphys – Workers Song
Dire Straits – Money For Nothing
Bing Cosby – Brother Can You Spare a Dime
Dolly Parton -  9 to 5
Notorious B.I.G. – Ten Crack Commandments
Ramones – Its Not My Place (Disillusionment with work)
The Vogues – Five O’Clock World
The Kinks – A Well Respected Man
Lou Reed – Don’t Talk to Me About Work
Lily Allen - Hard Out Here
Billy Joel – Allentown
Spearhead - Crime to be broke in America
Tracy Chapman – Fast Car
Tracy Chapman – Talkin’ about a Revolution
Essay on work experience

For this paper, you are to write a short essay about a job that you have done in the past. You are to interpret your experience in light of concepts we have been discussing in the course such as Taylorism and scientific management, soldiering, time-motion studies, Fordism, lean production, immaterial labour, aesthetic labour, workplace organizing, the rise of a flexible labour force (and functional, numerical and financial flexibility), workfare or unemployment, workplace performances, the feminization of work, the order of service, forms of workplace resistance, labour migration and the brain drain, or alternative workplaces. Be sure to focus your analysis on one or two of the concepts that best fit with your work situation. The aim is to describe your experiences (in the first person) and the extent to which they correspond (or not!) to the concepts and theories we have been discussing. Your essay can be framed as a narrative, but be sure to make an argument about how academic concepts and theories help us to understand the nature of employment. You may also want to identify gaps or weaknesses in the ability of these theories to conceptualize aspects of your job. If you have not had a paid job, you could talk about an unpaid job you have done (i.e. housework or volunteer work). You should reference lecture material and course readings, as well as additional relevant readings. Be sure to mention spatial aspects of your employment experience, such as the location of work or the design or layout of your work station/office/factory. (You can also include a map of your workplace if you want).

Essay guidelines

- The aim is to write an 8 page paper (double spaced, approximately 250 words per page)
- Your paper should incorporate at least 6-7 academic sources
- You may also include internet and non-academic sources (i.e. union, labour or company websites).
- Come and see me for reference and thematic suggestions
- Paper may include subtitles if helpful to organize topic but should be in essay style.
- Harvard style referencing i.e. “quotation” (Harvey, 2000: 23).
- Bibliography should include only sources cited in text and should use one of the accepted referencing styles. i.e. Harvey, D. (2000) “Accumulation and the body”. Environment and Planning D: Society and Space. 11(2): 323-325
- Essay should begin with statement of problem and outline of how the argument will be organized.
- Paper must focus on the relationship between labour and space

- goal is to understand your job through the lens of some of the concepts and theories covered in the course
- this is a research essay, be sure to use at least 6-7 academic sources
- be sure to develop an argument, and state this argument explicitly in the introduction
- also detail how the argument will be organized in the introduction
- it is ok to use subheadings to organize your argument, but not necessary
- be sure to focus on just one or two themes or concepts/theories. Do not try to do too much.
- use the first person to describe your work experience

**Service job**
- themes include performance, interactive service work, emotional /aesthetic labour
- Taylorism and the order of service, standardizing your appearance to conform with image of store/restaurant
- employee involvement
- gendering of the job
- alienation from emotions
- part-time and flexible labour, risk and precarity
- organizing/unionizing service work
- resistance: small tactics such as hiding out, subverting managerial prescriptions
- surveillance and control
- temp work
- interpellation: how were called to this job based on social characteristics of gender/race/ethnicity/class- dual interpellation. Could also relate to theories of the labour market and labour market segmentation

**Manufacturing**
- Taylorism
- lean manufacturing and employee involvement schemes
- role of union
- risk- of layoff, injury etc.
- alienation
- restructuring of workplace and implications for work
- surveillance/control
- exploitation, surplus value and pay

**Creative work**
- precarious work
- collapsing the home/work divide
- gendering or racialization of creative work- detraditionalization or redtraditionalization?
- cycles of feast and famine
- project-based work and risk
- networking- gender, race, exclusion
- unpaid internships and free labour
- aesthetic labour and affect- need to perform and be ‘always on’

**Resource job**
i.e. farming, tree planting
- nature of job: pre-Taylorist?
- working for family?- issues relating to surplus value and familial exploitation
- piecework
- gendering of the work i.e. in tree planting, forestry, mining or agriculture

**Non-capitalist or alternative work**
i.e. housework, barter, working for family/friend/ volunteer work, worker coops
- compensation- non monetary rewards
- possibilities for creativity?
-decisions about the surplus  
-could do paper on volunteer work- rise of the figure of the volunteer as an ideal citizen, particularly in an era of neoliberalism  
-could do self-employment  

**Space**  
-no matter what sector you choose, be sure to explore spatial themes, can include a map to help explain this  
-architecture and interior design and link to work, control, resistance, pace of work, freedom, creativity  
-theme of body and space: how placed your body/ control over comportment and motility, body size and shape, movement  
-macro-location: how does this work site relate to others in firm? Where does control lie? Geography of head office? Monitoring?  
-travel and mobility?  
-time-space patterns in the labour market: how far was your job from home- how was that linked to pay, hours etc  
-homeworking- blurring lines home and work lives  
-temp work: what is it like to work in someone else’s workplace?, moving to a different workplace every day? Is there a distinct workplace or it more diffuse and what are implications?  
-geography of organizing: workplace vs. other models- importance organizing globally vs locally, at level of community
List of Relevant Websites on Labour Geography

Organizations:

World Trade Organization:  www.wto.org
Public Citizen/Global Trade Watch: www.citizen.org/trade/index.cfm
LabourStart:  www.labourstart.org
Jobs With Justice:  www.jwj.org
International Labour Organization: www.ilo.org
Worker Rights Consortium: www.workersrights.org
National Labor Committee: www.nlcnet.org
CorporateWatch: www.corpwatch.org
Oxfam Community Aid Abroad: www.caa.org.au/campaigns/nike
Educating for Justice: www.nikewages.org
Maquila Solidarity Network: www.maquilasolidarity.org
Clean Clothes Campaign: www.cleanclothes.org
Behind the Label: www.behindthelabel.org
Fair Trade:  www.fairtradesource.org
No Logo: www.nologo.org
No Sweat: www.nosweat.org.uk
Human Rights Watch: www.hrw.org
Fair Labor Association: www.fairlabor.org
United Students Against Sweatshops: http://nateclar47.rhno.columbia.edu/usas
Global Exchange: www.globalexchange.org
Council of Canadians: www.canadians.org

Unions:

UNITE HERE: www.unitehere.org
United Electrical, Radio and Machine Workers of America: www.ueinternational.org
CAW:  www.caw.ca

Companies:

Reebok:  www.reebok.com
Nike: www.nike.com
Liz Claiborne: www.lizclaiborne.com
Starbucks: www.starbucks.com