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1 | Recent Accomplishments

New funding from Mitacs

Dr. Sherine Khattab and John Hartley have recently secured [Mitacs](#) funding (co-funded by the Government of Canada and existing community partners the Association for New Canadians (ANC) and Newfoundland and Labrador Chinese Canadian Service Group(NLCC) to support further research into the integration needs of newcomers in the Newfoundland and Labrador workplace. The two invest in interviews and focus groups to explore factors that attract and retain immigrant employees, to identify factors and practices that lead to more successful immigrant employee integration, and to develop subsequent recommendations for business owners, settlement agencies, and policymakers.

Alex Wells earns another term with ACOA

Since having contributed to Jarislowsky Chair team projects as a research assistant for more than three years, Alex has recently engaged in work terms with the Atlantic Canada Opportunities Agency (ACOA). From his experience with our team, he holds a range of knowledge from employer attitudes towards hiring newcomers to diaspora economics.

Now, following his work terms in the Winter of 2021 and Fall of 2022, Alex will continue with his third internship opportunity with ACOA in the summer semester. This term, Alex will be working with Atlantic Canadian businesses and organizations to strengthen and diversify local economies.

New funding to study outcomes of under-represented groups in NL natural resources

A new project was awarded by the Harris Center in January of 2022 to our Stephen Jarislowsky chair in regards to under-

represented groups, the NL natural resource sector, and employer hiring difficulties.

Under-represented groups face significant challenges when entering the labor market as evidenced by their lower participation rate, higher unemployment rate, and lower average earnings. New data, however, suggests that a new employment opportunity awaits for this under-utilized human capital in the NL natural resources sector where employers are reporting more hiring difficulties in 2021 than in 2019.

This proposed study will analyze current workforce characteristics and develop a strategy to increase the participation of under-represented groups in the NL natural resources sector. The results of the study will boost the quantity and quality of the labour supply to alleviate labour/skill shortages, but also increase the equity, diversity, creativity, and productivity of the provincial labor force.

2 | In the News

[“The Current with Matt Galloway: helping Ukrainian Refugee Start a New life and Stay in Newfoundland”](#)

May 14, 2022. CBC

Dr. Tony Fang joined The Current CBC radio to discuss the Ukrainian refugee crisis and the necessary supports to sustain and retain Ukrainians in the province.

[“Ukraine Crisis gives NL a Chance to Show How Committed It Is to Newcomers”](#)

May 11, 2022 – CBC Cross Talk



Dr. Fang also joined David Brake in publishing a CBC article to outline strategies and methods for attracting Ukrainians to Newfoundland and Labrador.

[“The Current with Matt Galloway: Finding Ways to Keep Older Workers in the Workforce”](#)

May 14, 2022. CBC

Dr. Fang supplemented *The Current's* discussion on older workers and their perceptions of retraining to remain active workforce participants: “it is not the case that older workers are unwillingly to take on-the-job training...”, he added. “They do want to receive additional training but need employers to design trainings that fit their training needs.” Dr. Fang’s commentary stemmed from evidence within longitudinal employer survey data on firms in Newfoundland and Labrador.

[“Warmth of Welcome: NL Residents Increasingly in favour of Immigration”](#)

March 25, 2022

Dr. Fang also made known Newfoundland and Labrador’s increasing affinity for immigrant workers in a report on Memorial University’s Research webpage.



“Here & Now on Inflation and Economy”

April 21, 2022, CBC

Dr. Fang also caught up with CBC Radio’s *Here & Now* segment to discuss the raising inflation rates and the upward pressures on cost of living in the province.



“N.L. advocates say anti-racism education review needs representation, expertise”

February 11, 2022, CBC

Dr. Fang was also instrumental in advocating for curriculum review in primary and secondary education in the province, identifying inconsistencies between provincial immigration strategies and educational content.

“Your Money — The Financial Show with Nancy Snedden”

February 2nd, 2022, VOXM

Your Money – The Financial Show



Dr. Fang was invited to join “Your Money with Nancy Snedden” Show to discuss the minimum wage debate in Newfoundland and Labrador.

3 | Recent and Prospective Publications and Research

Fang, T., Xiao, N., Zhu, J., and Hartley R. J (2022). “Do Employer Attitudes Affect Hiring of Immigrants and International Students? Evidence from a Survey of Employers.” *Canadian Public Policy*.

What are the perceptions of employers towards hiring immigrants and international students in Atlantic Canada? And how are they related to hiring outcomes?

Our analysis based on a random 2019 survey of 801 employers finds that those employers who believe that multiculturalism is creativity-enhancing in the workplace and that immigrants are harder working than local workers are more likely to report hiring or intending to hire newcomers and international students. The majority of employers report these positive attitudes.

Employers who report perceptions that immigrants tend to take jobs from domestic workers, accept lower pay, have a lower retention probability, face language barriers, have higher training costs, and hold unreliable credentials are less likely to report hiring from this group.

Fang, T & Hartley R. J. (2022). "Evolution of Union Wages and Determinants" in *Handbook of Labor, Human Resources and Population Economics*."

John Hartley and Dr. Fang are recent admissions into the *Handbook of Labor, Human Resources, and Population Economics* with a chapter dedicated to examining the union wage premium (the earnings advantage of union workers) and its determinants and changes over time.

Fang, T & Viet Ha (2022). "Minimum Wages in Developing Countries" in *Handbook of Labor, Human Resources and Population Economics*."

Viet Hoang Ha and Dr. Fang are collaborating on research into minimum wages in developing countries. In their prospective chapter, employment and wages are theoretically and empirically examined for heterogeneity and endogeneity amongst BRICS member countries.

Fang, T & Alex Wells (2022). "Diaspora economics" in *Handbook of Labor, Human Resources and Population Economics*."

Alex Wells and Dr. Fang explore a recent but important topic in this, their latest prospective publication. Diasporas — global communities of migrants who maintain connection to their homeland — have economic and political implications, both of which are explored in a transnational lens under modern technological environments in this potential book chapter.

International Student Consultations with Dr. Sherine Khattab

With the goal of better understanding the settlement and integration needs of newcomers to the Newfoundland and Labrador labor market, Dr. Sherine Khattab has organized various consultations with local international students to discuss their experiences within unemployment, job seeking, and employment/workplace environments. Dr. Khattab's work is essential to better understanding the real-life experiences of newcomers in the province, and more specifically, to understanding the disparities between their employment prospects and realities.



4 | Speaker Series

“On Subjectivity of Intergenerational Mobility Measures”

Dr. Le Wang

May 13, 2022

Chong K. Liew Chair and Professor of Economics at University of Oklahoma, Dr. Le Wang, joined the Stephen Jarislowsky team in discussion of regression-based measures of intergenerational mobility (IGM) to clarify under-developed and various notions of mobility. His talk helped describe the nuances of mobility in geographic terms and economic ones (heterogeneity, inequality, and poverty).

On Subjectivity of Intergenerational Mobility Measures

Jarislowsky Chair Labour/Migration Speakers Series



Dr. Le Wang

Abstract: We study the subjective value judgements implicit in regression-based measures of intergenerational mobility (IGM). These measures can be represented as weighted sums of mobility or elasticities over heterogeneous families and subgroups. We first clarify the implicit decision theoretic foundation of the two dominant regression-based mobility measures (level and rank regressions). Our analysis clarifies the still under-developed, and different, notions of “mobility” that are inherent in statistical measurements. We suggest alternatives that are equally accessible and computable. Our approach to constructing IGMs is motivated by well-founded economic principles in the literature on inequality, poverty, and cross section mobility. It highlights the near inevitable role of aversion to inequality and poverty in perception of mobility as enhanced wellbeing. Our approach is computationally convenient and can be readily extended to incorporate additional covariates for counterfactual analysis. Using the PSID data, we assess the implications for policy analysis and measurement. We estimate several measures of IGM that demonstrate a nuanced view of mobility, as well as our perspective on geographic differences in mobility and the dynamics of it. These perspectives appear to have been obscured by a veil of overall averages and regression coefficients.

Zoom ID: 482 365 3197
May 13, 2022 3:00 PM NDT/ 1:30 PM EST
Free Registration: <https://forms.gle/uOLysjdU5aNDi69>



MEMORIAL UNIVERSITY OF NEWFOUNDLAND

SITA (Scholarship in the Arts) of the Faculty of Humanities and Social Sciences



STEPHEN JARISLOWSKY CHAIR

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“Global Mobility After The Pandemic”

Dr. Klaus F. Zimmermann

February 18, 2022

Dr. Zimmermann is an accomplished professor, researcher, and policy informant. He teaches at the UNU-MERIT and Maastricht University and conducts research under the distinction of John G. Diefenbaker recipient. He publishes research, having already contributed 53 books and 163 journal articles for many world-renowned journals. He informs policy as the president of the Global Labor Organization (GLO) and was consequently named a Rockefeller Foundation Policy Fellow in 2017.

His presentation to the Stephen Jarislowsky team helped visualize global labor mobility in a post-COVID environment and postulated on how the pandemic will change dynamics of labor supply and demand.

GLOBAL MOBILITY AFTER THE PANDEMIC

Jarislowsky Chair Labour/Migration Speakers Series



Dr. Klaus F. Zimmermann

Abstract: Covid-19 has challenged the way humanity is organizing global welfare through cooperation and the division of work. Key causes of the spread of the virus have been the conditions of human mobility and exchange. The ultimate solution had been to restrict such mobility. Among the response mechanisms were home-work and internet collaborations. What are the long-term consequences after the end of the pandemic? Will this end globalization? Or cause a faster transition into the future of work? Are vaccinations essential but not a game changer? And will the pandemic ever come fully to an end or just become endemic? The lecture will deal with those questions. It will work out the importance of migration and mobility for the creation of human welfare and development through the law of the division of work. It will review the experiences with the “Spanish Flu”, which early in the 20th century contributed to the end of the largely globalized world existing at the time before World War I. Will history repeat? It will then study the experiences we have so far with the mobility consequences of the pandemic and which innovations are under way dealing with it. The conclusions will speculate about the consequences for the future of migration.

Zoom ID: 4823653197
February 18, 2022 2:30 PM NDT/ 1:00 PM EST
Free Registration: <https://us02web.zoom.us/j/4823653197>



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“Solutions to Workforce Issues in the Seasonal Tourism Sector.”

MacEachen Institute for Public Policy and Governance

December 3rd, 2021

Dr. Tony Fang voiced his opinions and research findings to a panel on workforce issues in the seasonal tourism sector through the MacEachen Institute. The discussion centered on workforce development and shortages, and more specifically for Dr. Fang, on how to leverage immigration to meet labor needs in the tourism sector.

5 | Academic Dissemination and Community Engagement

24th Metropolis Canada Conference: Reopening Canada: Looking to the Future of Immigration, Settlement and Integration

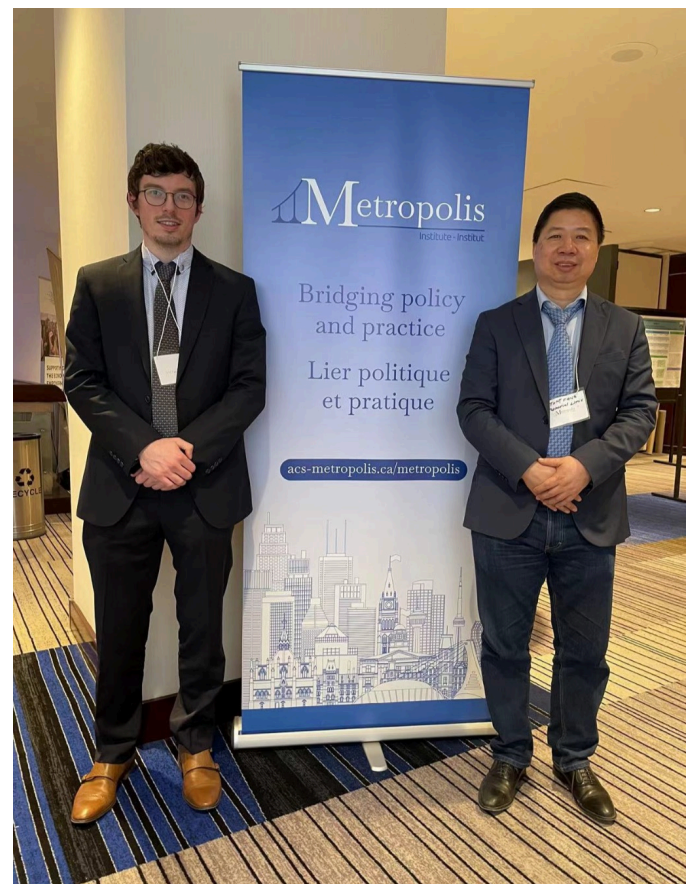
March 24-26, 2022, Vancouver.

Dr. Tony Fang entertained an audience of private sector, public sector, and research bodies at the Metropolis Canada conference with his presentation “Do Employer Attitudes Affect Hiring of Immigrants and International Student? Evidence from a Survey of Employers.” His talk defined important correlations between newcomer hiring trends and employer attitudes, consequently helping better inform future immigration and integration practices.

John Hartley also contributed to the conference discussion in presenting the findings of his

paper “Examining the Determinants of Managers’ Hiring Attitudes Towards Immigrant Workers:

Evidence from an Employer Survey” which emphasizes the significant differences in attitudes across provinces, industries, and firm characteristics. His presentation identified and described these important relationships and identified corresponding policy and practice implications.



Panel discussion on “The Atlantic Immigration Summit: A Charming Little City with a Juicy Past”

May 31 – June 2, 2022, Moncton.

Findings from the longitudinal employer survey were also presented at the Atlantic Immigration

Summit in Moncton, New Brunswick. Dr. Fang's talk assured Atlantic settlement and resettlement agencies of the positive progress of their work in newcomer integration and retention and highlighted the importance of employer attitudes and practices in fostering high immigrant attraction and retention rates.



“Tourism Recovery Human Resource Challenge Forum in the Atlantic Region.”

December 5th, 2021.

Following his panel discussion on seasonal workforce trends in the tourism industry, Dr. Fang spoke with another panel on the human resource challenges within the industry in the Atlantic region.



6 | Growing our Team — New Members

Graham King

Graham is an undergraduate Business Administration student at Memorial University. Before joining the team, Graham engaged in local small business ownership and research report writing opportunities. With private-sector entrepreneurship experience and academic concentration in Economics, Graham helps the team read and report into topics in NL economic history, public policy, and the underlying implications for immigration trends and human capital development in the province.



Marzaan Mirza

Marzaan is an undergraduate research assistant pursuing a Bachelor of Arts in Economics at Memorial University. She is assisting the Stephen Jarislowsky chair in projects on immigration and labour research. Previously, she worked as a research assistant for the Department of Education at Memorial University.



Aro Narendran



Aro is currently finishing a Bachelor of Arts in Economics and a Certificate in Public Policy. He also engages in volunteer research work for some political district associations. Aro is proud to begin work that covers his passion for the economics of labor, immigration, and the environment

Mai Khanh Vu

Mai Khanh is an undergraduate research assistant pursuing a Bachelor of Business Administration and a Minor in Economics at Memorial University. She is assisting the Stephen Jarislowsky chair in various projects in efforts to better understand the immigration and labor market. Her areas of interest center on the economics of immigration and labor.



Contact us

Stephen Jarislowsky Chair
 Email: Jcresearch2@mun.ca
 Website: mun.ca/jchair
 Twitter: @JChair_NL
 Facebook: Stephen Jarislowsky Chair NL

