

Jarislowsky Chair Newsletter

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AS THE STEPHEN JARISLOWSKY CHAIR IN CULTURAL AND ECONOMIC TRANSFORMATION, DR. TONY FANG is dedicated to publishing cutting-edge research on the Canadian and Newfoundland and Labrador economies. Dr. Fang has been especially busy these past few months with projects focused on immigration, an obvious route through which the province can meet, in part, its goal of sustainable population growth.

Theme 1

Upcoming Research Projects

We are pleased to embark on two research projects with similar objectives but slightly different scopes. "Employer Perceptions to Hiring Newcomers and International Students in the Atlantic



Provinces" has been funded by the Atlantic Canada Opportunities Agency (\$59,251.34) to consult with employers to understand their perspectives on hiring immigrants.

"Employer Perceptions to Hiring Newcomers and International Students in Newfoundland and Labrador" has been funded by Newfoundland and Labrador's Workforce Innovation Centre (\$238,932.18) with a similar purpose but will be focused on employers in Newfoundland and Labrador, and will include longitudinal study (2019-2021) to understand how conditions are changing over time.

Dr. Fang has also received funding (RMB 200,000) from the Social Sciences Research Grants of China for a project entitled, "Research on Incentive Structure for the Citizenship-Building of Rural-to-Urban Migrants Due to Paid Farm Land Transfer" with Liyan Zhang.

Theme 2

Minister's Roundtable on Immigration

Dr. Tony Fang and Dr. Jane Zhu were pleased to attend the **Minister's Roundtable on Immigration** in October. The roundtable included representatives from the federal, provincial and municipal governments, business community, labour, K-12 education system, post-secondary institutions, municipalities, community organizations, service providers, immigrants, international students, and refugees. Presentations reviewed NL's immigration programs, as well as changes and achievements for 2017-2018. The discussion included potential challenges for immigration in the province, such as how to retain international students and temporary foreign workers, as well as potential solutions such as improving access



to information on immigration programs and arranging internship opportunities for international students.

Theme 3

Atlantic Immigration Pilot Reference Group

As a key stakeholder, Dr. Tony Fang had the opportunity to present at the Atlantic Immigration Pilot Reference Group



meeting in October to provide feedback on the pilot program. During his presentation, Dr. Fang reviewed the challenges of immigration including the earnings gap between visible minorities and white Canadians. Economic integration is a key factor for newcomer recruitment and retention and therefore the role of employers is crucial. Dr. Fang also recommended some policy changes such as improving foreign credential recognition.

Theme 4

World University Services of Canada (WUSC) Lunch'n'Learn

Kerri Neil, along with Arif Abu and Dr. Yolande Pottie-Sherman, recently took part in a lunch'n'learn session with a local chapter of WUSC at MUN's St. John's campus. The panel discussed the role of Canada and Newfoundland and Labrador in mitigating the global refugee crisis. Topics included the role



of the federal and provincial government in refugee resettlement and explored ways to educate and involve youth in addressing the refugee crisis.

Theme 5

Recent Publications

Our team has been busy turning research into publications in a variety of leading journals both nationally and internationally including:

- Fang, T. and Messacar, D. 2019. "Voluntary Job Separations and Traditional versus Flexible Workplace Saving Plans: Evidence from Canada," Canadian Public Policy. Forthcoming.
- Fang, T. 2019. "A Tale of Two Strategies: Economic Growth Strategy and Talent Management Strategy in China," in Handbook on China Globalization, Edward Elgar Publishers, Forthcoming.
- Fang, T, Sapeha, H., Neil, K., and Jaunty-Aidamenbor, O. 2019. "Syrian Refugee Integration in Newfoundland and Labrador," in A National Project: Canada's Syrian Refugee Resettlement Experience, McGill-Queen's University Press, Forthcoming.
- Fang, T. 2019. *The Migration Advantage: Lessons from Canada and Around the World*. UTP Insight Book Series, University of Toronto Press, Forthcoming.
- Fang, T. 2019. "China: Talent Management in Transition," in Talent Management Handbook, Edward Elgar Publishers, Forthcoming.
- Fang T, Sapeha H, and Neil K. 2019. "Should I Stay or Should I Go Now? Refugee Retention in Newfoundland and Labrador," Diversity, Forthcoming.
- Fang T, Sapeha H, and Neil K. 2018. "Integration and Retention of Refugees in Smaller Communities," International Migration, Published online on October 11, 2018, <https://onlinelibrary.wiley.com/doi/full/10.1111/imig.12517>. ABDC: A.
- Fang, T, Ge Y, Fan YQ. 2018. "Unions and the Productivity Performance of Multinational Enterprises: Evidence from China," Asian Business & Management. <https://link.springer.com/article/10.1057/s41291-018-00052-0>. ABDC: C
- Fang, T. 2018. *Annual Report on Chinese International Migration*, Member of the Editorial Board, Social Sciences Literature Publisher of China.
- Fang, T. 2018. "Minimum Wages in China: There is No Free Lunch," Policy in Focus, The United Nations Development Programme's International Policy Centre for Inclusive Growth (IPC-IG/UNDP), <https://www.ipc->

undp.org/pub/eng/PIF42_Minimum_wage_global_challenge_s_and_perspectives.pdf.

- Fang, T., Neil, K., Brake, D. R., & Sapeha, H. 2018. "Issues in Providing English as a Second Language Training to Refugees: Lessons from Newfoundland and Labrador". The Morning Watch: Educational and Social Analysis, 46(1-2).

"New Projects through Workforce Innovation Centre to Support Rural Residents, Women, Newcomers," (Government of Newfoundland and Labrador, January 11, 2019) <https://www.releases.gov.nl.ca/releases/2019/aes/0111n01.aspx>

Theme 6

In The News

"Recruitment and retention: Study to delve into factors affecting immigrants' employment," (MUN Gazette, January 21, 2019) <https://www.gazette.mun.ca/research/recruitment-and-retention/>

"\$2.27-Million Slated for Six Workforce Innovation Projects," (VOCM, January 11, 2019) <http://vocm.com/news/2-27-million-slanted-for-six-workforce-innovation-projects/>

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