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Theme 1

Congratulations

Tony Fang - Member of the Employment Equity Act Review Task Force

On July 14, 2021, Dr. Fang was appointed to the Task Force conducting the most extensive review of the Employment Equity Act since its introduction in 1986. The Employment Equity Act is an important tool for Canada to promote fairness, equality and diversity in federally regulated workplaces. Since its introduction in 1986, continued progress has been made for the four designated groups covered by the Act. However, there is still work ahead to address inequalities and long-standing barriers that limit workers from reaching their full potential. The

COVID-19 pandemic, recent tragedies and movements for social change have made this even clearer.

The Minister of Labour, Filomena Tassi, launched the task force to identify ways to make work environments more inclusive and representative, and ensure that the Act reflects the realities of today's workplaces. The Task Force will study the Act and consult with stakeholders, communities and Canadians on issues related to employment equity.



Christopher M Stevens – Employed by Canada Revenue Agency

Mick was an MA student at MUN and has worked as a Research Fellow on many of our projects, including a project on immigrant employee's integration needs, a literature review on Atlantic Canada and provincial

variation in newcomer experience, and a study of Newfoundland travel narratives in the nineteenth century.

Mick has recently secured employment with Canada Revenue Agency.

Alex David Wells – Second Work Term with the ACOA

Alex has worked as a research assistant for the Stephen Jarislowky Chair for more than two years. He worked on various projects related to topics such as employers' attitudes towards hiring immigrants and international students, immigrant integration needs in the workplace, the accessibility of cultural food and ingredients in St. John's, and the business response to COVID-19.

Following his first work term in the winter semester of 2021, he was offered his second internship opportunity with the Atlantic Canada Opportunities Agency (ACOA) in this fall semester. He will keep working on helping small businesses implement strategies and programs to recover from the COVID pandemic and will be performing preliminary reviews for funding proposals.

Theme 2

New project

“Examining the Impacts of COVID-19 Pandemic on Business Conditions, Labour Market Dynamics, Workplace Practices, and Organizational Performance in Atlantic Canada”

The COVID-19 pandemic is an ongoing global pandemic that has dramatically reshaped policies, practices, and ways of life around the world.

Businesses in the region and all levels of governments have responded by drastically changing operations and public policies. Delving into the nature of the implications of the COVID 19 pandemic on the regional economy; labour market dynamics, especially changes in areas of labour and skill shortages; changes in workplace practices including causes and outcomes of automation, use of technologies, and alternative work arrangements (teleworking, remote working, etc.); hiring practices and support towards immigrants and international students, among other vulnerable groups in our society, is paramount to providing better solutions for supporting our society's small and medium-sized enterprises (SMEs) and vulnerable groups, as well as delivering effective recovery policies and programs in response to the global pandemic.

The project was awarded by Atlantic Policy Research Initiative with the Atlantic Canada Opportunities Agency (ACOA) in July 2021.

Theme 3

In the News

Dr. Fang was interviewed on St. John's Morning Show with Krissy Holmes and Ramrajh Sharvendiran to talk about labour shortages and minimum wages.

<https://www.cbc.ca/listen/live-radio/1-56-st-john-s-morning-show>

Jun. 17, 2021. **MUN Gazette**

Dr. Fang secured \$199,712 in SSHRC funding for the project "Evaluating the Economic Contribution of Immigrants to Atlantic Canada." MUN Gazette reported the news.

<https://gazette.mun.ca/research/vast-depth/>

June 7, 2021. **VOCM**

Dr. Fang and Meaghan Philpott, the ANC manager of diversity and public education, were invited to talk about their collaborative project on immigrant integration needs in the workplace in NL.

<https://www.cbc.ca/news/canada/newfoundland-labrador/newcomers-work-anc-1.6086322>

May 19, 2021. **Rogers TV**

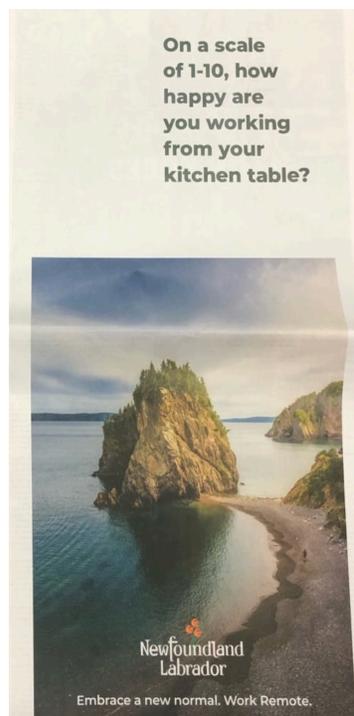
Dr. Fang was invited to "Out of the Fog" on Rogers TV to talk about economic growth and

social enterprises in Newfoundland and Labrador.

https://www.youtube.com/watch?app=desktop&v=4O-QCp_8fy0&feature=share



April 22, 2021. **CBC News**



Dr. Fang was interviewed to comment on the marketing campaign launched by the NL Government to attract remote workers to the province. "Cheap homes and coastal views might draw remote workers to N.L. — but will it

keep them?"

<http://ntv.ca/remote-workers-will-need-meaningful-reasons-to-stay-economics-professor-says/>



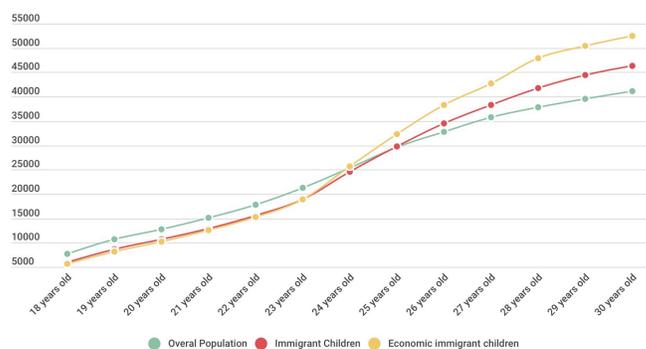
March 26, 2021. [Saltwire.com](http://www.saltwire.com)

Dr. Fang was interviewed on immigrant children's labour market performance in term of their income as adults compared with their Canadian counterparts.

“Tale of the Canadian Dream: Immigrant children earn more than their Canadian counterparts.”

<https://www.saltwire.com/halifax/news/provincial/tale-of-the-canadian-dream-immigrant-children-earn-more-than-their-canadian-counterparts-568936/>

Median wages of immigrants children and of the overall population



Theme 4

Recent Publications – Preview articles

- (1) Fang, T., Gunderson, M., & Lee, B. (2021). “Can Older Workers Be Retrained? Canadian Evidence from Worker-Firm Linked Data”

Relations industrielles/Industrial Relations
Forthcoming. ABDC: A

<http://ftp.iza.org/dp14282.pdf>

- (2) Qian, F., Hong, J., Hou, B., and Fang, T. (2021). “Technology Transfer Channels and

Innovation Efficiency: Empirical Evidence from Chinese Manufacturing Industries”.

Transactions on Engineering Management

<https://doi.org/10.1109/TEM.2020.3014731>

- (3) Banerjee, R., Hou, F., Reitz, J. G., & Zhang, T. (2021). “Evaluating Foreign Skills: Effects of Credential Assessment on Skilled Immigrants’ Labour Market Performance in Canada”. *Canadian Public Policy*
<https://muse.jhu.edu/article/807575>

Recent Publications – Reports

- (1) Fang, T., Zhu, J., and Wells, A. (2021). “Employer Attitudes towards Hiring Newcomers and International Students in the Atlantic Provinces”
https://www.mun.ca/harriscentre/ACOA_Immigration_Fang.pdf

- (2) Fang, T., et. al. “Immigration & Atlantic Revitalization - Business & Employment Growth”
<https://ppforum.ca/wp-content/uploads/2020/05/1-BusinessEmploymentGrowth-PPF-Jan2021-EN.pdf>

- (3) Fang, T., et. al. “Immigration & Atlantic Revitalization - Skills Shortages and Hiring Challenges”
<https://ppforum.ca/wp-content/uploads/2020/05/2-SkillsShortagesHiringChallenges-PPF-Jan2021-EN.pdf>

- (4) Fang, T., et. al. “Immigration & Atlantic Revitalization- Attitudes Towards Immigrants and International Students”
<https://www.mun.ca/jchair/AttsTowardsImmigrantsIntStus-PPF.pdf>

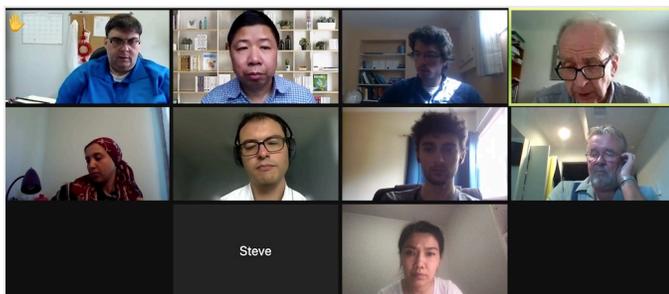
- (5) Fang, T., et. al. “Immigration & Atlantic Revitalization- Immigration Policy and Effectiveness”
<https://ppforum.ca/wp-content/uploads/2020/05/4-ImmigrationPolicyEffectiveness-PPF-Jan2021-EN.pdf>

- (6) Fang, T., et. al. “Immigration & Atlantic Revitalization- Retention of Skilled Workers”
<https://ppforum.ca/publications/according-to-atlantic-employers-series-perceptions-on-hiring-retention-immigration-and-growth/>

Theme 5

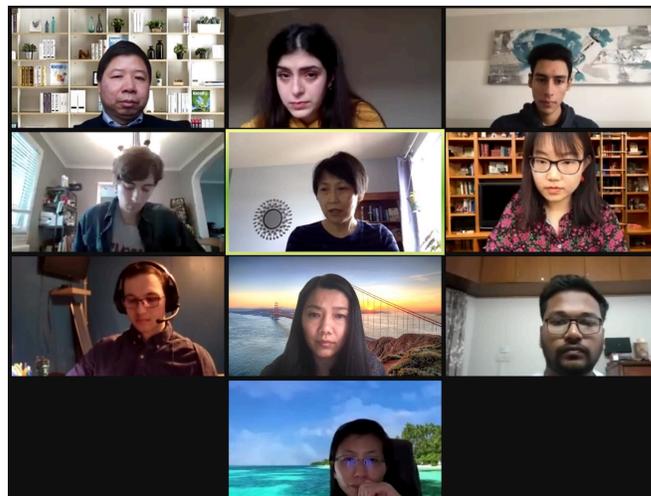
Academic Activities

August 12, 2021. SSHRC project workshop
Professor Morley Gunderson at Toronto University, Dr. James Baker at the ANC, Dr. Yilmaz Dinc at the Conference Board of Canada, and the team held the second workshop on the quantitative methods of our SSHRC Partnership Development Project.



June 29, 2021. Presentation for officers in the ACOA

The team presented our findings of the survey of employers across Atlantic Canada on their attitudes and hiring activities and perception towards newcomers and international students. More than 50 ACOA officers attended the virtual event.



Theme 6

Community Engagement

June 5, 2021. Remote possibilities

Along with panelists from communities, Dr. Fang was invited to discuss how to be innovative in creating new partnerships in a time of social distancing.

West coast consultations

On the week of July 19th, Dr. Fang and staff members from our community partner ANC, Meaghan Philpott, manager of diversity and public education, and Derrick Hann, Manager of Satellite Offices, travelled across the west coast of NL and conducted 7 consultations with immigrant employees at Cormack, Corner Brook, Grand Falls, and Clarenville to



June 25, 2021. Team meeting

Professor Xuemei Li of the MUN Education department at MUN, Professor Na Xiao from Laurentian University, and Dr. Ruby Zhang at Harvard University joined our team meeting to discuss their research projects.

understand their experience, perceptions, and challenges when integrating into their workplaces.

Jobs matching immigrant employees' background, support from peers and supervisors, and a pathway to PR all contributed to their job satisfaction, while lack of language training, lack of recognition of their credentials and foreign work experience, lack of support to deal with COVID-19 related issues, and less power in their work made immigrant employees unsatisfied with their work.



Cousulations on developing social enterprises for access to culturally diverse food and ingredients



The group also visited the MUN Grenfell Campus.

Theme 7

New Members



Sherine Khattab

(Postdoctoral Fellow)

Dr. Khattab is currently a research fellow and a sessional instructor in the Department of Economics at Memorial University of Newfoundland. She earned her interdisciplinary Ph.D. in the three distinct areas of Economics, Political Science, and Geography from Memorial University. Dr. Khattab's research investigates the gender wage gap and its relationship to geographic mobility. Her research findings addressed economic concerns and recommended new policies and government programs to alleviate

the current wage gap in Newfoundland and Labrador. Dr. Khattab's research interests include labour market mobility, gender wage gap, place attachment, immigrants' integration in the workplace, workforce diversity and labour market policies.



John Hartley

(MA Research Fellow)

John is an MA student in economics at Memorial University of Newfoundland. Previously, he has jointly completed a Bachelor of Commerce (Co-op) and Bachelor of Arts at MUN, and has work experience in positions that combined accounting, research, and writing. He is currently focusing his research on the theoretical and empirical analysis of Canadian labour market inefficiency.



Michelle Debnath-Canning

(Research Associate)

Michelle completed her undergraduate degree at Acadia University and her Master's degree at Memorial University of Newfoundland. She currently works with the team at the project to develop Social Enterprises for Access to

Culturally Diverse Food and Ingredients. She's also taken on consultant roles with St. John's Farmers Market on projects that explore the barriers to accessing cultural foods in the province. Michelle has been working with MWONL for the last 5 years as project manager/officer. She has taken lead roles in supporting the connection and participation of women from culturally diverse backgrounds, and developing policies and procedures to build organizational capacity in areas of finance, HR, and Board governance. She has served on the Advisory Committees for projects focusing on diversity and access of services to multicultural groups in both YWCA and Food First NL.



Viet Hoang Ha

(MA Research Fellow)

Viet is a current MA student in Economics at Memorial University. His research interest focuses on employment issues for immigrants and international students in Canada as a whole, and particularly in Newfoundland and Labrador. With years of working experience in the auditing and advisory industry, Viet has developed a wide range of technical expertise in data processing and analysis. Currently, as part of

his MA research under Dr. Fang's supervision, Viet is working on the impacts of COVID-19 on recent immigrants' employment outcomes relative to established immigrants and Canadian-born workers

Contact us

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