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1 | 2022 Advisory Committee Meeting

The annual Advisory Committee Meeting for the Stephen Jarislowsky Chair in Cultural and Economic Transformation took place on April 6th, 2023. Committee members in attendance included Dr. Stephen Jarislowsky, Ms. Elinor Gill Ratcliff, Mr. Amr Alagoouza, Dr. Chris Robinson, Dr. Ather Akbari, Dr. Ratana Chuenpagdee, and Dr. Jennifer Selby.

Memorial University's Dean of Humanities and Social Sciences Dr. Natasha Hurley provided opening remarks and Dr. Tony Fang presented the Jarislowsky's Chair Annual Report that showcased recent research accomplishments, public

engagement activities, improvements in employer hiring attitudes and public opinions towards newcomers, and the long-term vision of the Atlantic Canadian Migration Research Center (ACMRC) among other important updates.

Mr. Jarislowsky was very impressed with Dr. Fang's work and emphasized the importance of working closely with private sector employers as the Jarislowsky Chair moves forward his future work agenda.



2 | Recent Accomplishments

A new project funded by IRCC

“Disparities in Settlement and Integration of Racialized Newcomers in Atlantic Canada: Lived Experiences, Root Causes, and Effective Remedies”

Strong support from research partners enables this project to analyze racism, discrimination, and associated disparities in newcomer settlement and integration

experiences in Atlantic Canada. Interviews and focus groups will study the unique barriers and challenges facing racialized immigrants and what service providers can do to enhance their settlement experiences and integration outcomes. Interviews and focus groups will link lived experiences to quantitative telephone survey analysis, and the research findings will build a culturally and racially responsive settlement service delivery model.

Bridging Gaps with A Seven-year Legacy Project

“Migrant Integration in the mid-21st Century: Bridging Divides”

Dr. Fang is exploring a new understanding of integration challenges and opportunities in collaboration with scholars across Canada. Contributions from the Canada First Research Excellence Fund (CFREF) and the Social Sciences and Humanities Research Council (SSHRC) allow Dr. Fang to join independent researchers from the University of Toronto, McMaster University, and York University in a seven-year, \$98.6-million dollar research project, [Bridging Divides](#), led by Toronto Metropolitan University.



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Canada

Public Opinion Survey Results

Newfoundland and Labrador's newest Public Opinion Survey demonstrates positive strides in public perceptions towards newcomers. Only 12% of the population believes that immigration levels should be reduced, a decline from 23% in the previous year. 72% agreed that immigrants have a positive impact on the economy, 72% agreed that immigration has a positive impact on provincial culture, and 68% agree that immigrants improve the general quality of life in Newfoundland and Labrador.

Improving the Employment Equity Act



Dr. Fang's expertise and professional experience in workplace diversity and inclusion proved essential in his work as an invited expert on the [Employment Equity Act Review Task Force](#). His input will help remove systematic barriers for individuals in the four designated under-represented groups (women, indigenous peoples, persons with disabilities, and members of visible minorities) and will be integrated into the task force's recommendations to the Minister of Labour, Seamus O'Regan.

Special Engagement with Canadian Public Policy

The Jarislowsky Chair research team served as a featured Guest Editor for Canadian Public Policy's special issue on immigration entitled "*Canada and the Quest for Global Talent.*" Dr. Fang, Dr. Zhu, and John Hartley also published [their research](#), *Employer Attitudes and the Hiring of Immigrants and International Students: Evidence from a Survey of Employers in Atlantic Canada*, to better our understanding of the antecedents and consequences of employer perceptions on immigrant hiring outcomes.

Recent Student Placements

MA graduate in economics and current team member John Hartley landed a position with Statistics Canada and recent graduate Alex Wells will continue to postgraduate studies in Dalhousie's Schulich School of Law after completing a second work term at the Atlantic Canada Opportunities Agency.

Other new Bachelor graduates' positions include Ramy Elgharbawy (Statistics Canada), Braden Smeaton (Marine Institute, MUN), Mick Stevens (Canada Revenue Agency), and Daniel Brown (Verafin).



3 | In The News

St. John's Morning Show with Krissy

Holmes: ["What do we know about employer attitudes towards newcomers?"](#)

September 28, 2023

This live radio segment with Krissy Holmes examined recent findings regarding employment perceptions towards newcomers with Dr. Fang.

CBC: [In Canada's search to attract tech workers, are other migrant workers getting lost in the mix?](#)

July 7, 2023

Dr. Fang discussed skill mismatch and lack of foreign credential recognition in this CBC featured article.

WATCH | Foreign workers trained for in-demand jobs working elsewhere:



Some temporary foreign workers arriving in Newfoundland to work in fish plants are certified nurses and early childhood educators — which the province desperately needs more of. Memorial University economics professor Tony Fang talks about skill mismatch.

Radio-Canada: [Il y a un déséquilibre entre les compétences des immigrants et les emplois qu'ils occupent](#)

April 17, 2023

Darryl Roberts' investigation on skill-mismatch of newcomers and foreign credential non-recognition, featuring Dr. Fang, is reported in both French on Radio-Canada and English through [CBC](#).

Public Policy Forum: [Welcome, reimagined](#)

February 21, 2023

Dr. Fang's input informs and supports the Ukrainian immigration efforts headed by the Minister of Immigration, Population Growth, and Skills, Gerry Byrne, in this article.

Saltwire: [Aging Newfoundland and Labrador is facing a bleak long-term 'population crisis' and while immigration is crucial, it's not the 'solution to everything'](#)

January 30, 2023

CBC News: [NL immigration minister slams feds over lack of support](#)

November 24, 2022

Dr. Fang again voiced his agreement with immigration minister Gerry Byrne over demands for a higher immigration allocation for NL.

CBC News: [Don't get too excited about NL's expected surplus, experts say](#)

October 25, 2022

CTV News: [Cap on international students' working hours should be lifted permanently: advocates](#)

October 11, 2022

Dr. Fang attested to the value of Canadian work experience for international students when Sean Fraser, the Minister of Immigration, temporarily lifted the 20-hour cap on off-campus employment for international students.

VOCM: [Why a recession seems imminent and how it could impact our province](#)

August 13, 2022

La Vanguardia: [Tony Fang: 'El retorno de la inversión en China disminuye'](#)

July 17, 2022



This Spanish article describes Dr. Fang's travels to Barcelona's IQS School of Management and his discussion on China's seemingly declining return on investment.

4 | Publications and Research

Peer-Reviewed Publications

The Jarislowsky Chair team is making widespread peer-reviewed academic contributions, including:

Fang, T., Zhang, T., & Hartley, J. (2023). "Examining the Determinants of Managers' Hiring Attitudes Towards Immigrant Workers: Evidence from an Employer Survey." *Journal of Immigrant and Refugee Studies*.

Consistent with contact theory, this study found that employers who hired international migrants in the past 12 months exhibited generally more positive perceptions of immigrant workers.

Fang, T. & Wells, A. (2023). "Diaspora Economics." In *Handbook of Labor, Human Resources and Population Economics* (pp. 1-23). Cham: Springer International Publishing. Global communities of migrants, or diasporas, are gaining importance in international trade, foreign policy, and economic development. This chapter explores their previously under-investigated economic and political impacts.

Fang, T., Ha, V.H. (2023). "Minimum Wages in Developing Countries." In *Handbook of Labor, Human Resources and Population Economics*. Cham: Springer International Publishing. This chapter uses theoretical frameworks to predict the effects of minimum wage increases on wages and employment in developing countries.

Fang, T., Xiao N., Zhu J., & Hartley, J. (2022). Employer Attitudes and the Hiring of Immigrants and International Students: Evidence from a Survey of Employers in Atlantic Canada. *Canadian Public Policy*, 48(S1), 17-37. Most businesses report positive attitudes towards immigrants and international students, according to this representative survey of 801 employers.

Fang, T., & Hartley J. "Evolution of Union Wages and Determinants." (2022). *Handbook of Labor, Human Resources and Population Economics* (pp. 1-40). Cham: Springer International Publishing. This chapter explains the union wage premium by analyzing its principal determinants and its development over time, ending with an explanation for relatively reduced wage effects in recent years.

Zhang, T., & Gunderson, M. (2022). "The Differential Impact of COVID-19 on Labour Market Outcomes of Immigrants in Canada." *Canadian Public Policy*, 48(3), 473-490. The pandemic had a particularly adverse effect on the labour market outcomes for immigrants at the bottom of outcome distributions, according to this study.

Hu, D., Peng, Y., Fang, T., & Chen, C.W. (2022). "The effects of executives' overseas background on enterprise digital transformation: evidence from China." *Chinese Management Studies*. The mediating role of enterprise digital transformation on the relationship between executives' overseas background and enterprise growth is analyzed using Chinese A-share companies and regression analysis; findings assert a strong positive relationship.

Qian, F., Hong, J., Hou, B., & Fang, T. (2022). “Technology transfer channels and innovation efficiency: Empirical evidence from Chinese manufacturing industries.” *IEEE Transactions on Engineering Management*, 69(5), 2426-2438. This article analyzes the effects of three channels of technology transfer — global value chain participation (GVCP), foreign technology import (FTI), and domestic technology purchase (DTP) — on innovation efficiency by using 11 years of data from Chinese manufacturing industries.

Submitted Publications

Fang, T., Lin, C., & Tang, X. “Where did the time go? The effects of China’s two-day weekend policy on labor supply, household work, and leisure activities.” Revised and resubmitted to the *China Economic Review*.

Fang, T., Gunderson, M., & Ha., V.H. “The short-term effects of COVID-19 on labor market outcomes of recent immigrants to Canada.” Submitted to the *Journal of Ethnic and Migration Studies*.

Fang, T., & Lin, C. “From a Different Shore: the economic performance of Chinese immigrants in the United States, 1990-2010.” Submitted to the *Journal of Population Economics*.

Fang, T., Cooper, D., & Wan, J. “Employee Ownership and Promotive Voice: The roles of psychological ownership and perceived alignment of interests.” Submitted to the *Personnel Psychology*.

Fang, T., Gunderson, M., & Ha, V.H. “Intersectional Analysis of the Labour Market Impacts of COVID: The triple-whammy of female, children, and lower skill.” Revised and resubmitted to the *International Journal of Manpower*.

Research Reports

Evaluating the Needs of Newcomer Youth in Atlantic Canadian Employment Programming Service Provision

Prepared for Atlantic Region Association of Immigrant Serving Agencies (ARAISA) and Immigration, Refugees, and Citizenship Canada (IRCC).



Newcomer youth are essential to the future of Atlantic Canada’s labor market. This comprehensive evaluation determines the barriers and challenges in the landscape of current youth employment programs, and establishes important critiques and recommendations to improve existing employment programming.

Employer Perceptions to Hiring Newcomers and International Students in Newfoundland and Labrador

Prepared for the NL Workforce Innovation Center (NLWIC)



This project established a better understanding of immigrant experiences, challenges, and expectations regarding workforce integration in Newfoundland and Labrador. Recommendations for an open-door communication policy, enhanced investments in training on diversity and inclusion, and employer training on immigration programs and pathways headline the suggested steps for improved labor market outcomes of newcomers in the province.

Developing Social Enterprises for Newcomers and Locals to Access Culturally Diverse Food and Ingredients: The Case of “At Home in the Kitchen”

Prepared for the Ministry of Industry, Energy, and Technology, Newfoundland and Labrador

Improving newcomer retention is a matter of improving quality of life in Newfoundland; an important yet neglected consideration in assessing quality of life is access to culturally diverse foods and ingredients. This report highlights key issues in cultivating culturally diverse

foods in the province and recommends establishing a food connector to facilitate information sharing that improves newcomers' access to their home cultures and overall satisfaction with life in Newfoundland and Labrador.

Submitted Proposals

“Climate Change Adaptation and Mitigation Competition”

SSHRC New Frontiers in Research Fund

This proposal advances knowledge regarding climate change impacts on the human-nature coupling systems in the Global South. In collaboration with researchers from the United States of America, United Kingdom, Japan, and China, the Jarislowky Team will further identify the challenges and opportunities of mitigation and adaptation strategies and practices, and identify imperatives for national and international policies in addition to regional action plans.

“Estimating the Impacts of the Temporary Foreign Worker Program on Labour Market Outcomes and Workplace Productivity”

SSHRC Insight Grant

This project investigates how changes 2014 in the temporary foreign worker program (TFWP) affect the labor market outcomes of domestic low-skilled and high-wage workers, such as wages and employment, and if the more

stringent requirements in 2014 TFWP reforms positively or negatively impacted the productivity of Canadian enterprises.

5 | Research Dissemination and Public Engagement

Dr. Fang's reputation as an able and willing speaker is growing: his appearances at the following conferences, workshops, and seminars are a testament to his efforts in growing popular engagement with immigration-related issues.

Public Policy Forum, Halifax | "The Atlantic Momentum Roundtable"

October 16, 2023



The Colloquium Series the Migration and Ethnic Relations Collaborative Graduate Program (MER), Western University | "The Antecedents and Consequences of Employer Attitudes towards Hiring Immigrants and International Students: Evidence from a Survey of Employers in Atlantic Canada"

October 5, 2023

International Conference on Green Economy and Carbon Neutrality | "Climate Change: Risks, Challenges, and Adaptation & Mitigation Strategies"

August 26, 2023

Center for Immigrant Wellbeing, University of Toronto at Scarborough | "Future Skills for Medical Talents"

August 23, 2023

Rutgers-Renmin Centre for Global Work and Employment Summer Forum | "Labour & Skill Shortages, Remote Work, and Use of Advanced Digital Technologies: Evidence from Employer Surveys"

August 14-16, 2023

2023 Macro Development Workshop Deakin Downtown, Melbourne | "The Macroeconomic Impacts of Immigration in Atlantic Canada: An Empirical Analysis Using the FOCUS Model"

July 6-7, 2023

OECD Meetings on Local Labour Shortages, Trento Center for Local Development | "Labour and Skill Shortages in Atlantic Canada: Evidence from Employer Surveys"

June 20, 2023



International Service Conference, Foshan, China | “Global Talent Mobility and Management: Canadian Immigrant Integration Services, Strategies, and Practices

June 15-16, 2023

School of Applied Economics, University of Academy of Social Sciences, Beijing | “The Micro Foundation of High-quality Full Employment”

May 8, 2023

TransAtlantic PolicyLab conference on Refugee experiences of integration in Canadian small communities, York University

| “Exploring the New Journey: A Comparative Study of Settlement Experiences between Syrian Refugees and Non-Syrian Refugees in Small Canadian Communities”

| “A National Project: Examining the Settlement Experiences of Syrian Adult and Youth Refugees in NL”

April 26-27, 2023

The 67th Annual Meeting of the Comparative and International Education Society (CIES 2023), Washington, D.C. | “Anti-Asian Discrimination and COVID-19 Effects on Recent Immigrants to Canada”

February 18-22, 2023

American University of Sharjah, Sharjah, AUE | “Where Did the Time Go? The Effects of China’s Two-Day Weekend Policy on Labour Supply, Household Work, and Leisure Activities”

February 7, 2023

Vice Regals Conference, St. John’s | “Canada’s Immigrant Integration System in a New Era: Digital, Social, and Managerial Innovation in an Age of Disruption”

October 31, 2022

Public Policy Forum, Halifax | “Roundtable on Atlantic Momentum”

September 21, 2022

International Workshop on the Chinese Development Model, Barcelona, Spain | “Chinese Economic Slowdown and New Sources of Economic Development”

July 7-8, 2022

6 | Growing Our Team

New Partners

The Atlantic Region Association of Immigrant Serving Agencies (ARAISA) now embraces an official partnership with our Jarislowsky Chair team after collaboration in several projects and reports.

New Members

Our research team at Memorial University is growing on all fronts. Here are some of our newest members.

Arielle Przybysz

Arielle is a graduate student in the Master of Applied Ocean Technology program at the Fisheries and Marine Institute. Arielle brings new perspectives to the team with



a Bachelor of Arts in Geography and a Bachelor of Science in Ecology and Conservation Biology that both expand and define her interdisciplinary

research interests.

Rafia Akter



Rafia is currently studying a Bachelor of Science in Applied Mathematics and

Economics and is conducting research on immigrant challenges with the Jarislowsky Chair. Her goal is to work as a data analyst, leveraging her analytical skills to offer data-driven solutions.

Noor Un Nisa



Noor is a Mitacs Postdoctoral Fellow for the team. She has earned a PhD in Commerce (Management Sciences). Her research interests

encompass Organizational Behavior, Business Creativity, HR Practices, and General Management. With extensive teaching experience of 10 years at the university level, Noor has conducted professional training in Research

Methods, Quantitative and Qualitative Analysis.

Shah Labib Hasan



Shah is an undergraduate Bachelor of Science student at Memorial University. He's working for the Jarislowsky Chair in

projects relating to immigration research in Newfoundland and Labrador.

Hui Ming

Dr. Ming is a visiting scholar from China under Dr. Fang's supervision. Her research interests span from migrant wage differentials to rural economic wellbeing and beyond. Currently, she is conducting research through her project "Improving Settlement of Migrant Workers in the Labour Market: A Comparative Study in China and Canada."



Andrew Lin



Andrew is the Postdoctoral Fellow for the team. He received his Ph.D. in HRM. His research interest is on training and talent development strategy.

He has extensive expertise in qualitative research.

7 | The upcoming International Conference

Enhancing and Celebrating Equity, Diversity, and Inclusion in the Canadian Labour Market: The Role of Socioeconomic Research and Public Policy

December 5-6th, 2023. St. John's, Memorial University of Newfoundland

Driven largely by immigration, Canada continues to become more and more diverse. The foundational elements of this diversity have been constructed gradually. A defining moment was the 1971 announcement by Prime Minister Pierre Trudeau that multiculturalism would be an official government policy. Another legislative landmark is the Employment Equity Act (EEA), enacted in the late 1980s. The federal government has recently appointed an expert task force to review the EEA, consult Canadians and provide input on how to modernize the policy framework. Immigration policy is continually changing as well, as policymakers strive for regionalization and aim to address labour market needs, among other goals.

Given that Canadian immigration policy is in flux and there have been pervasively subpar outcomes for the vulnerable groups (indigenous people, racialized minorities, recent immigrants, 2SLGBTQ people, and people with disabilities), this Symposium seeks to answer how socioeconomic research and public policy research may shape EDI policies and

programs and how subsequently, EDI policies and programs may impact labour market outcome of the vulnerable groups in Canada., especially in this time of constant changes and unprecedented uncertainty. Through careful examination and intensive discussion of these important topics at this international Symposium, we strive to produce evidence-based research to advance theory and inform policy at this critical junction in history.

The conference is jointly sponsored by the SSHRC Partnership Development grant, Productivity Network as funded by the SSHRC Partnership grant, the conference fund, the Scholarship in the Arts (SITA) in the Faculty of Humanities and Social Sciences, the Department of Economics and the Stephen Jarislawsky Chair in Cultural and Economic Transformation Program, all at the Memorial University of Newfoundland (MUN).



Speakers from academic researchers, NGO, and settlement agencies gather together to discuss the research with policy and practice implications in the realm of labour market equity, diversity and inclusion (EDI) in Canada and the best practices delivered by practitioners.

AN INTERNATIONAL CONFERENCE

Enhancing and Embracing Equity Diversity and Inclusion (EDI) in the Canadian Labour Market: The Role of Socioeconomic Research and Public Policy

RICHARD FREEMAN
HARVARD UNIVERSITY
HERBERT ASCHERMAN
CHAIR IN ECONOMICS

JENNIFER HUNT
RUTGERS UNIVERSITY
PAST FIRST CHIEF
ECONOMIST OF THE U.S.
DEPARTMENT OF LABOR

RUPA BANERJEE
TORONTO METROPOLITAN
UNIVERSITY, C.I.C.
ASSOCIATE EDITOR, EQUITY,
DIVERSITY AND INCLUSION

IIC 2001
MUN, St. John's

5th December, 2023
8:30 AM - 11:30 AM

SCAN FOR REGISTER

Productivity Partnership
Partenariat productivité
Conference Fund at MUN

This keynote speech would be open to the public on December 05, 2023 between 8:30 – 11:30 AM.

Keynote speakers are:

Rupa Banerjee, is the Canada Research Chair in Economic inclusion, Employment and Entrepreneurship of Canada's

Immigrants and Associate Professor of Human Resource Management and Organizational Behaviour.

Her primary research interest lies in the employment integration of new immigrants to Canada. She is particularly interested in the institutional barriers facing new immigrants in the Canadian labour market. In addition, she is interested in workplace diversity and ethno-racial discrimination, particularly as it applies to second-generation immigrants. Dr. Banerjee's research has appeared in such journals as *International Migration Review*, *Ethnic and Racial Studies*, *Journal of International Migration and Integration*, *Journal of Labor Research and Relations* and *Industrielles/Industrial Relations*.

Richard B. Freeman holds the Herbert Ascherman Chair in Economics at [Harvard University](https://www.harvard.edu). Professor Freeman is also a Research Associate at the [NBER](https://www.nber.org/), and is currently serving as Faculty co-Director of the [Center for Labour and a Just Economy](https://www.harvard.edu/center-for-labour-and-a-just-economy) at the Harvard Law School. Professor Freeman received the Mincer Lifetime Achievement Prize from the Society of Labour Economics in 2006. In 2007 he was awarded the IZA Prize in Labour Economics. In 2011 he was appointed Frances Perkins Fellow of the American Academy of Political and Social Science. In 2016 he received the Global Equity Organization (GEO) Judges Award,

honouring exceptional contribution towards the promotion of global employee share ownership. Also, in 2016, he was named a Distinguished Fellow of the American Economic Association. Professor Freeman's research interests include the job market for scientists and engineers; the transformation of scientific ideas into innovations, Chinese and Korean labour markets; the effects of AI and robots on the job market; and forms of labour market representation and employee ownership.

His publications include: *Can Labour Standards Improve Under Globalization* (2004), *Emerging Labour Market Institutions for the 21st Century* (2005), *America Works: The Exceptional Labour Market* (2007), *What Workers Want* (2007, 2nd edition), *What Workers Say: Employee Voice in the Anglo American World* (2007), *International Differences in the Business Practices & Productivity of Firms* (2009), *Science and Engineering Careers in the United States* (2009), *Reforming the Welfare State: Recovery and Beyond in Sweden* (2010), and *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options* (2010), *The Citizen's Share: Putting Ownership Back Into Democracy* (2013), and *U.S. Engineering in a Global Economy* (2018).

Jennifer Hunt at Rutgers University is the First Chief Economist of the U.S. Department of Labour.

Professor Hunt has been at Rutgers since 2011 after previous positions at McGill University (2004-2011), the University of Montreal (2001-2004) and Yale (1992-2001). From 2013-2015 she was first Chief Economist of the U.S. Department of Labour, then Deputy Assistant Secretary for Microeconomic Analysis at the U.S. Department of the Treasury. She received her Ph.D. in Economics from Harvard in 1992 and her Bachelor's degree in Electrical Engineering from the Massachusetts Institute of Technology in 1987. She is a Research Associate at the National Bureau of Economic Research in Cambridge, Massachusetts, a Research Fellow at the Centre for Economic Policy Research in London, and is on the Scientific Advisory Council of the Institut für Arbeitsmarkt- und Berufsforschung in Nuremberg. Her current research focuses on immigration and wage inequality, while past research has also encompassed unemployment, the science and engineering workforce, the transition from communism, crime and corruption.

Contact us

Stephen Jarislowky Chair

Email: Jcresearch2@mun.ca

Website: mun.ca/jchair

Twitter: [@JChair_NL](https://twitter.com/JChair_NL)

Facebook: [Stephen Jarislowky Chair NL](https://www.facebook.com/StephenJarislowkyChairNL)