

Jarislowsky Chair Newsletter

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Edited by: Kerri Neil

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Theme 1

Expanding Research at Memorial

Part of Dr. Fang's mandate as Jarislowsky Chair is to increase Memorial's research capabilities by hiring and supervising a diverse team of researchers. Dr. Fang would like to welcome his most recent team member, Dr. Halina Sapeha.



Dr. Sapeha has an impressive resume in researching immigration around the world. Besides her Ph.D. in Comparative Public Policy from McMaster University, Dr. Sapeha has studied in Russia, Italy, England, and Belarus, and is fluent in Russian, Italian, Belarusian, and French. Her papers have been published in such journals as the Journal of International Migration and Integration, and Canadian Public Administration.

Together with the Leslie Harris Centre of Regional Policy and Development, and the Community Foundation of Newfoundland and Labrador (CFNL), Dr. Sapeha will be working as a Public Engagement Postdoctoral Fellow to assist in:

1. working with CFNL and other community stakeholders through a substantive consultation process in the development of the Newfoundland and Labrador Vital Signs report and a variety of other activities to mobilize their research and
2. advancing the mandate of the Jarislowsky Chair in Cultural and Economic Transformation at Memorial through assisting with research in the labour market recruitment, retention, and integration of recent immigrants.

We look forward to working with Dr. Sapeha on these projects and encourage everyone to attend our welcoming party coming up in February.

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.

Tony's Team

Kerri Neil is an undergraduate student majoring in Economics and Canadian Studies. She also works with Collaborative Applied Research in Economics where she analyzes labour markets within this province.

Gabriel Williams received an MA in Global Governance from the University of Waterloo. He has worked in policy research relating to temporary foreign workers, global migration, international students and Canadian Immigration policy.

Hiayi Zhao is a visiting scholar from the Shanghai Lixin University of Commerce of China working on a project to improve immigration and integration of Chinese people in Newfoundland and Labrador.

Theme 2

Dr. Fang was very pleased to be invited by the Community Foundation of Newfoundland and Labrador to write a piece for Vital Signs: “Sense of Belonging,” which is co-authored with Kerri Neil. This research emphasized the isolation of newcomers to a province. Which has a strong sense of belonging. While the number of immigrants is increasing, “immigration can sometimes be a hard sell. Newcomers often describe locals as very friendly, but, for most newcomers, integration has been limited and the lack of labour market integration is problematic.” (The Telegram, October 6, 2015) As immigrants to Canada gravitate towards the more diverse cities of Montreal, Toronto, and Vancouver, Newfoundland and Labrador must go the extra mile to attract newcomers. This doesn’t mean diluting that strong sense of belonging, rather it implies extending it. Cross-cultural learning is vital to properly welcoming immigrants and creating a shared sense of belonging, with the additional benefit that locals learn more about other cultures. It is also important to encourage immigrants to participate in local culture.

I would also like to thank Steve Bartlett and The Telegram for interviewing me about my research and reiterating many of my concerns. With an aging population and negative birth rate, immigration has been promoted as an easy solution. However, as my research indicates, it will require more than just opening our doors to get people to stay.

Because, as Bartlett put it in his article [here](#),

“In jest or jealousy, we’re quick to call people Mainlanders, CFAs and foreigners, and some of us myopically gripe about things like outsiders taking “our” jobs. And while most of us are friendly to people from away, we’re often slow or reluctant to embrace them in our tightly-knit circles and truly allow them to feel the comfort of our community fabric.

Countless people who’ve moved here tell me it was hard to feel truly accepted.” And, that is the culture that we must change.

Theme 3

Dr. Fang was thrilled to present his work, "From Brain Drain to Brain Circulation: International Migration and Global Talent Management" at Memorial's Department of Geography's Blue Box Seminar Series on September 25th.



For many years, international migration has carried significant negative connotations. To some critics, such migration was likened to a new colonialism, as rich countries have taken the best talents at low costs. According to a report of 55 developing countries, 1/3 of the countries lost 15% of their university graduates. Turkey lost about 40%, while the Caribbean countries lost about 50%.

However, such clouds dissipated in recent years as remittance flows to developing countries grow with expected flows of \$414 billion in 2013 and \$540 billion in 2016.

Migrants also serve as agents for exchanging knowledge and social networks. The current economic prosperity of India is largely attributable to the overseas Indians who migrated in the 1960s and 1970s, and have strived to modernize their homeland by establishing programs like “Entrepreneurship India,” bringing in Multinational Corporation contracts, setting up venture capital funds, and helping to build business schools.

As “Brain Drain” was replaced by “Brain Gain,” and “Brain Circulation,” the global war for talent has also intensified, meaning Canada will have to work hard to maintain its spot as a top immigration destination.

Theme 4

Dr. Fang presented his work on, "Employment and Poverty Dynamics among Vulnerable Groups in Canada: Longitudinal Analysis Based on SLID 1993-2010" at the MER Work and Employment Speaker Series at 6:00pm on November 9 at Memorial, room A3020.

Given the growing concern over income inequality in Canada and elsewhere, it is important to have information on the transitions into and out of poverty, and the extent to which individuals are vulnerable to being persistently trapped in poverty. Using five panels of the Survey of Labour and Income Dynamics, spanning the period 1993-2010, this paper documents the long-term trends of poverty dynamics of six vulnerable groups in Canada (Aboriginal persons; new immigrants; lone parents; persons with disabilities; unattached

persons aged 45 to 64 living on their own; and youths aged 20 to 24 not in school) and the main determinants of their transitions into and out of poverty status.

Theme 5

Dr. Fang is pleased to announce he has been invited to serve as a co-investigator for the \$2.5 million “Pathways to Prosperity” project.

The Pathways to Prosperity Partnership

(P2P) is an alliance dedicated to fostering

welcoming communities that promote the economic, social and civic integration of migrants and minorities in Canada.

We also help communities grow their economies, renew their populace, and reinvigorate their labour markets by fully welcoming immigrants, international students and temporary foreign workers.

The Partnership includes all key federal and provincial migration ministries; municipalities; national, regional, and local organizations involved in newcomer settlement; and researchers from over fifty universities. The main activities of the Partnership are primary and secondary research, knowledge transfer, education, and mutual learning. Our activities are both national in scope and region-specific, with a particular focus on comparative perspectives and best practices. Our methods bring together academic scholarship with local expertise and detailed government program knowledge. This allows us to provide practical, empirically-based advice on policies, programs and agency practices.



Theme 6

- 2015 Fang, T, Gunderson. M, and Lin, C. “The Use and Impact of Job Search Procedures by Migrant Workers in China,” *China Economic Review*.
- 2015 Fang, T and Lin C. “Minimum Wages and Employment in China,” *IZA Journal of Labour Policy*. Forthcoming.
- 2015 Fang, T. “Profit sharing: Consequences for workers” *IZA World of Labour*. Forthcoming.
- 2015 Fang T, and Gunderson M. “Vulnerable Groups in Canada and Labour Market Exclusion” *International Journal of Manpower*, Vol. 36, No. 6, pp. 127. ABDC: A
- 2015 R. Long and Fang T. “Is Compensation Actually Strategic: The Case of Profit Sharing,” *International Journal of Human Resource Management*, Vol. 26, No. 7, pp. 971–1001. ABDC: A
- 2015 Chen Z., and Fang, T. 2015. “Outward Foreign Direct Investment by Chinese Firms: The Case of Changzhou,” In HY Wang and YP Liu *Entrepreneurship and Talent Management from A Global Perspective*: Edward Elgar.
- 2015 Fang, T and Gunderson M. “Poverty Dynamics Among Vulnerable Groups,” In David A. Green, W. Craig Riddell and France St-Hilaire *Income Inequality: The Canadian Story*.
- 2014 Fang, T. “Global Talent Management in China,” In A Ariss *Global Talent Management: Challenges, Strategies, and Opportunities*: Springer.
- 2013 Fang, T, Samnani AK, Novicevic MM, and Bing MN. “Liability-of-Foreignness Effects on Job Success of Immigrant Job Seekers.” *Journal of World Business* (Columbia). Vol. 48, No. 1, pp. 98–109. ABDC: A

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