

University of Toronto Archives



Morley Gunderson fonds

B2017-0001

Daniela Ansovini, Oct. 2017

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Biographical note

Prof. Morley Gunderson (b. 1949) is a labour scholar and professor at the University of Toronto's Centre for Industrial Relations and Human Resources and Department of Economics. His academic work looks at a broad range of workplace and employment issues including gender-based wage discrimination, pensions and mandatory retirement, youth employment, and labour market analysis.

In 1967, Prof. Gunderson received his B.A. from Queen's University. He later attended the University of Wisconsin where he completed his M.A. (1970) and Ph.D. (1971) in economics. He joined the University of Toronto's Centre for Industrial Relations and Human Resources in 1971 as an assistant professor, becoming a full professor in 1980. From 1985 to 1997, Prof. Gunderson served as the Centre's Director. He currently holds the CIBC Chair in Youth Employment at the University of Toronto.

Prof. Gunderson has maintained an active advisory role in a number of government task forces, commissions and committees. These have included studies and consultation for the Pay Equity Commission, the Ontario Royal Commission on Workers' Compensation, and the Ianni Task Force on Mandatory Retirement, among many others. He has served as a specialist for agencies such as Statistics Canada and Human Resources Development Canada.

Prof. Gunderson had also authored numerous books, articles and reports. Titles include *Women and the Canadian labour market: Transitions towards the future* (1998) and *Labour market economics: Theory, evidence and policy in Canada* (6th ed., with D. Benjamin, T. Lemieux and C. Riddell, 2007).

In 2008, Prof. Gunderson was elected as a Fellow of the Royal Society of Canada. In 2011, he became the first Canadian fellow of the Labor and Employment Relations Association (LERA). He has also received the Industrial Relations Research Association's Excellence in Teaching Award and the Gérard Dion Award for Outstanding Contributions to the Field of Industrial Relations in recognition of his work.

References:

The Canadian Who's Who 2010, The University of Toronto Press, 2010.
University of Toronto School of Public Policy and Governance: <http://publicpolicy.utoronto.ca/morley-gunderson/>

Scope and content
1975-2008
1.11m of textual records (9 boxes)

Fonds consists of records documenting aspects of the professional life and work of Prof. Gunderson. Material reflects the Gunderson's academic interests in areas such as pay equity and mandatory retirement, as well as representing his work consulting for various governmental agencies, particularly Human Resources and Social Development Canada. Records include offprints, data print-outs, correspondence, background material and court exhibits.

See series descriptions for additional information.

Access: Open

Arrangement: Records in the Morley Gunderson fonds follow an imposed order as no consistent original order could be discerned.

Accession: B2017-0001

Boxes: /001 to /009

Series 1: Writing and publishing

1975-2008
0.07m of textual records

Series consists of writing and published material produced by Prof. Gunderson. Records primarily reflect his research on gender-based pay equity and income distribution. Series is comprised of offprints and copies, in addition to one file that includes correspondence and commentary on his writing.

Access: Open

Arrangement: Files are arranged chronologically.

Boxes: B2017-0001/001(01) – (19)

Series 2: Consultation

[after 1976] – 2008
0.53m of textual records

Series consists of records relating to Prof. Gunderson's work as a consultant analyzing particular issues within the workforce and labour market. Material primarily covers Prof. Gunderson's work for Human Resources and Social Development Canada (HRSDC) and includes the Workplace Employee Survey and the Sectoral Partnership Initiative. Additional studies look at the impact of investments in machinery, equipment and skills training as drivers of firm productivity. Series also includes reports and material prepared for other agencies, such as pay equity assessments and evaluations of particular industries and trades. Records include data analysis print-outs, correspondence, draft reports, and background research material.

Access: Open

Arrangement: Files are arranged into sections based on individual projects. A section covering smaller projects and miscellaneous material is arranged at the beginning of the series. Files within each section are arranged chronologically.

Boxes: B2017-0001/001(20) – B2017-0001/004(04)

Series 3: Mandatory retirement

1986-1990

0.34m of textual material

Series consists of records related to cases brought to the Ontario Superior Court and the Supreme Court regarding mandatory retirement and age discrimination in the mid-1980's to early 1990's. Material documents Prof. Gunderson appearance as a witness within some of these hearings, in addition to the exhibits of other witnesses, background material, and correspondence.

Access: Open

Arrangement: File are arranged chronologically.

Boxes: B2017-0001/005(05) – B2017-0001/008(02)

Series 4: Research and subject files

1987-2008

0.16m of textual records

Series consists of material documenting aspects of Prof. Gunderson's research and covers subjects including mandatory retirement, workers' compensation, pay equity and statistical analysis. Records include annotated articles, correspondence, and notes.

Access: Open

Arrangement: Files are arranged in chronological order.

Boxes: B2017-0001/008(03) – B2017-0001/009(04)

Appendix

Series 1: Writing and publishing

B2017-0001/001(01)	Offprint, "Male-female wage differential and the impact of pay legislation" Morley Gunderson	1975
B2017-0001/001(02)	Offprint, "Time pattern of male-female wage differentials: Ontario 1946-71" / Morley Gunderson	1976
B2017-0001/001(03)	"Equal pay in Canada: History, progress and problems" / M. Gunderson	1976

B2017-0001/001(04)	Offprint, "The influence of the status and sex composition of occupations on the male-female earnings gap" / Morley Gunderson	Jan. 1978
B2017-0001/001(05)	Offprint, "Decomposition of the male/female earning differential: Canada 1970" / Morley Gunderson	1979
B2017-0001/001(06)	"Spline function estimates of the impact of equal pay legislation" / by Morley Gunderson	June 1982
B2017-0001/001(07)	"Discrimination, equal pay and equal opportunities in the labour market" / Morley Gunderson in <i>Work and Pay: The Canadian Labour Market</i>	1985
B2017-0001/001(08)	Offprint, "Male-female wage differentials and policy responses" / Morley Gunderson	Mar. 1989
B2017-0001/001(09)	Offprint, "Implementation of comparable worth in Canada" / Morley Gunderson	1989
B2017-0001/001(10)	Offprint, "Pension benefits and male-female wage differentials" / James E. Pesando, Morley Gunderson, John McLaren	1991
B2017-0001/001(11)	Offprint, "Legal and institutional issues pertaining to women's wages in Canada" / Morley Gunderson and Roberta Edgecombe-Robb	1991
B2017-0001/001(12)	Offprint, "Economics of women's wages in Canada" / Morley Gunderson and W. Craig Riddell	1991
B2017-0001/001(13)	"The impact of structural adjustment on labour markets and income distribution: Canada and the U.S." / by Albert Berry, Morley Gunderson and Clark Reynolds	Aug. 1994
B2017-0001/001(14)	"Labor flexibility and productivity in Canada: Markets, institutions and skills" / Michael Baker, Morley Gunderson and Susan Horton	Mar. 1995
B2017-0001/001(15)	"The impact of external adjustment on labour markets and income distributions: Canada and the U.S." / by Albert Berry, Morley Gunderson and Clark Reynolds	1995
B2017-0001/001(16)	Offprint, "Flexible retirement as an alternative to 65 and out" / by Morley Gunderson in C.D. Howe Institute Commentary	May 1998
B2017-0001/001(17)	Offprint, "Normas laborales, distribucion del ingreso y comercio" / Morley Gunderson	1999
B2017-0001/001(18)	"Social and economic impacts of liberalization and globalization on labour marker polices in Lain America and the Caribbean" / Andrew Downes, Rafael Gomez, Morley Gunderson	April 2002
B2017-0001/001(19)	Reviewer comments and correspondence, "Do differences in earnings and other labour market outcomes of Canadian graduates persist over time?"	[ca. 2008]

Series 2: Consulting

General		
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B2017-0001/001(20)	"Low pay and female employment in Canada" / Morley Gunderson and Harish Jain [study prepared for the Royal Commission on the Distribution of Income and Wealth in the United Kingdom]	[after 1976]
B2017-0001/001(21)	Partial typescript, "VIII: Employment problems of older females"	[ca. 1979]
B2017-0001/001(22)	"The male-female earnings gap: A current assessment. A report prepared for the Research branch of the Ontario Ministry of Labour" / by Morley Gunderson	Oct. 1980
B2017-0001/001(23)	"The male-female earnings gap in Ontario: A summary" / by Morley Gunderson, Research Branch Ontario Ministry of Labour	Feb. 1982
B2017-0001/001(24)	"The composite approach to equal pay legislation" / by Morley Gunderson. A report to the Ontario Ministry of Labour	Feb. 1982
B2017-0001/001(25)	"Costing equal value legislation in Ontario. A report to the Ontario Ministry of Labour" / by Morley Gunderson	May 1984
B2017-0001/001(26)	"Equal pay for work of equal value. Report to the Canadian Human Rights Commission" / by Morley Gunderson	Feb. 1986
B2017-0001/001(27)	"Coming in from the cold. Canadian labour market policy in the 1990's" / John O'Grady [response to paper by M. Gunderson and Prof. Verma]	15 Sept. 1990
B2017-0001/001(28)	"Workplan for a program evaluation study of the Canadian steel trade and employment congress" submitted to Supply and Services Canada, Ekos Research Associates Inc.	14 Nov. 1990
B2017-0001/002(01)	Resource material, "Mapping the IT labour market. Expert panel" Part 1 of 3	[ca. 2001]
B2017-0001/002(02)	Resource material, "Mapping the IT labour market. Expert panel" Part 2 of 3	[ca. 2001]
B2017-0001/002(03)	Resource material, "Mapping the IT labour market. Expert panel" Part 3 of 3	[ca. 2001]
Human Resources and Social Development Canada		
B2017-0001/002(04)	"Overview of the challenges facing youths in the labour market. (Prepared for the HRSDC Labour Market Policy Directorate)" / by Morley Gunderson	[200-?]
Workplace and Employee Survey		
B2017-0001/002(05)	Outcomes and various tables, WES [Workplace and Employee Survey]	2003-2004
B2017-0001/002(06)	Correspondence and analysis, Workplace and Employee Survey	2006
Sectoral Partnerships Initiative		

B2017-0001/002(07)	Peer review of the formative evaluation report of the Sectoral Partnerships Initiative (SPI)	2003-2004
B2017-0001/002(08)	"Formative evaluation of the Sectoral Partnerships Initiative (SPI)"	Jan. 2004
B2017-0001/002(09)	"Identification of workplace skills issues through a review of sector studies" / by Morley Gunderson [includes report, proposal, correspondence and background material]	2004
B2017-0001/002(10)	"Progress report: Summative evaluation of the Sector Council Program" / Submitted by SPR Associates [includes report, correspondence, annotated data and commentary]	2004-2006
B2017-0001/003(01)	Typescript, "Identification of workplace skills issues through a review of sector studies (Report to Human Resources and Skills Development Canada) and data tables	2004, 2008
B2017-0001/003(02)	"2001 Workplace and Employee Survey: Summary of results for the environmental sector" / Prepared by: Prism Economics and Analysis	2005
B2017-0001/003(03)	"Summative evaluation of the Sector Council Program Technical Report on the WES Analysis: Impact of Sector Councils on various outcomes as seen in an analysis of the 2002 WES" Revised October 21, 2005	Oct. 2005
B2017-0001/003(04)	"Summative evaluation of the Sector Council Program Technical Report on the WES Analysis: Impact of Sector Councils on various outcomes as seen in an analysis of the 2002 WES" / Morley Gunderson	Mar. 2006
B2017-0001/003(05)	Sector Council Research Project, Advisory Group	2004
B2017-0001/003(06)	Notes and correspondence, Sector Councils Study and WES [Workplace Employee Survey]	2005
B2017-0001/003(07)	Correspondence, data, and reports, Sector Councils Study	2005
B2017-0001/003(08)	Data and analysis, Sector Councils Study	2005
B2017-0001/003(09)	Correspondence, memoranda and background material, Sector Councils evaluation	2005
B2017-0001/003(10)	Correspondence and promotional material, Sector Council Program	2005
B2017-0001/004(01)	Correspondence and data print-outs, Sector Councils project	2005-2006
B2017-0001/004(02)	Appendices and data print-outs, Sector Councils project	[ca. 2006]
B2017-0001/004(03)	Outcome tables and appendices, Sector Councils project	[ca. 2006]
B2017-0001/004(04)	Correspondence , Sector Councils and WES [Workplace and Employee Survey] analysis	2006
Machinery and Equipment Study		
B2017-0001/004(05)	Correspondence, tables and presentation slides, "Investments in machinery and equipment and incidence of workplace training as a driver of firm productivity" / Tony Fang and Morley Gunderson]	2005-2009
B2017-0001/004(06)	Correspondence, M&E study [machinery and equipment study]	2008

B2017-0001/004(07)	Notes, correspondence and data print-outs, M&E study [machinery and equipment study]	2008
Linkages between workplace skills training and firm productivity		
B2017-0001/004(08)	Correspondence, tables and draft typescript, "Linkages between workplace skills training and firm productivity: Analysis using WES, 1999-2004" Proposal to Human Resources and Social Development Canada	2007-2008
B2017-0001/004(09)	Commentary, correspondence and draft typescript, "Linkages between workplace skills training and firm productivity: Analysis using WES, 1999-2004" Report to Human Resources and Social Development Canada	2007-2008
B2017-0001/005(01)	Draft typescripts, "Linkages between workplace skills training and firm productivity: Analysis using WES"/ by Tony Fang and Morley Gunderson	June 2008
B2017-0001/005(02)	Correspondence and draft typescript, workspace skills training and firm productivity	2008
B2017-0001/005(03)	Correspondence, reports, commentary and notes, "Linkages between workplace skills training and firm productivity: Analysis using WES" and M&E [Machinery and Equipment Study]	2008
B2017-0001/005(04)	Workplace skills training and firm productivity, correspondence and analysis	2008

Series 3: Mandatory retirement

B2017-0001/005(05)	Correspondence, re: York University mandatory retirement	1986
B2017-0001/005(06)	Supreme Court of Ontario decision re: mandatory retirement	1986
B2017-0001/005(07)	Correspondence and notes, re: Supreme Court of Ontario, York University mandatory retirement	1986
B2017-0001/005(08)	Affidavit, Morley Gunderson and James E. Pesando, Supreme Court of Ontario [re: mandatory retirement in universities]	Feb. 1986
B2017-0001/006	Bound affidavits and exhibits from various hearings at the Supreme Court of Ontario re: mandatory retirement at universities, W. Craig Riddell, Peter C. Hirst, William D. Farr, Gideon Rosenbluth, Daniel Ondrack, and Naresh C. Agarwal	1986
B2017-0001/007	Bound affidavits and exhibits from various hearings at the Supreme Court of Ontario re: mandatory retirement at universities, Morley Gunderson, James E. Pesando, Michael Krashinsky, and David K. Foot	1986
B2017-0001/008(01)	Bound affidavits and exhibits from various hearings at the Supreme Court of Ontario re: mandatory retirement at universities, Frank Reid and Gerald Swartz	1986
B2017-0001/008(02)	Supreme Court of Canada decisions re: mandatory retirement in universities	1990

B2017-0001/008(03)	Supreme Court of Canada decisions re: mandatory retirement in universities and hospitals	1990
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Series 4: Research and subject files

B2017-0001/008(04)	"Economic aspects of mandatory retirement: The Canadian experience" / by Frank Reid	1987
B2017-0001/008(05)	"Workers' Compensation in Canada: An overview" / Douglas E. Hyatt	1994
B2017-0001/008(06)	International Development Research Centre	[ca. 1995]
B2017-0001/009(07)	Notes, Forum on "Labour in a changing world economy" Fourth meeting "Regionalization and labour market interdependence in East and South-East Asia"	Jan. 1995
B2017-0001/008(08)	"The future of work: Implications for Unions" / Graham S. Lowe, The Fourteenth Sefton Memorial Lecture, Woodsworth College	27 Mar. 1996
B2017-0001/008(09)	Background material, correspondence, and conference proposal on mandatory retirement	1997-2001
B2017-0001/008(10)	Background material, pay equity	1999, 2005
B2017-0001/008(11)	Background material and correspondence, pay equity	1999-2005
B2017-0001/009(01)	Background material, statistical analysis Part 1 of 2	1999-2011
B2017-0001/009(02)	Background material, statistical analysis Part 2 of 2	1999-2011
B2017-0001/009(03)	Correspondence and notes, age discrimination	2000
B2017-0001/009(04)	Research – work/life balance	2001-2008