

# Authorship

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Emerging from the collaborative research initiative on employment standards and their enforcement in Ontario described in the acknowledgments to follow, this book is the product of joint authorship. As such, all of the chapters benefited from the input of its many co-authors. Individuals participating in this book's preparation nevertheless took on specific roles and responsibilities as outlined below.

## **Part One: Charting the Employment Standards Enforcement Gap in Ontario**

**Guliz Akkaymak:** As a postdoctoral research fellow under the auspices of Closing the Enforcement Gap, Dr Akkaymak participated in the Archives & Policy, Enforcement Practices, and Worker Interviews Working Groups. In this capacity, she co-authored [chapters 2, 3, and 7](#), assisted in the initial design of the book's glossary, and worked on a team of researchers reviewing, cataloguing, and coding archival material pertaining to the enforcement of employment standards in Ontario and cited in this text.

**Rebecca Casey:** First as a postdoctoral research fellow with Closing the Enforcement Gap and subsequently as a co-investigator, Professor Casey served as the lead trainee in the Survey and Statistics Working Group, through which she mentored numerous research assistants, conducted extensive data analysis informing a wide range of activities and outputs of the research partnership, and co-authored [chapter 4](#) of this book.

**Shelley Condratto:** As a doctoral student, Ms Shelley Condratto served as a research assistant with Closing the Enforcement Gap. She was involved extensively in the Worker Interviews Working Group, providing vital support in coding and analysing such interviews as well as interviews conducted by members of the Enforcement Practices Working Group. She co-authored [chapter 7](#) of this book.

**John Grundy:** Initially holding an independently funded SSHRC postdoctoral fellowship and subsequently a project-based SSHRC postdoctoral fellowship, alongside serving as a co-investigator with Closing the Enforcement Gap, Dr Grundy co-lead the partnership's Survey and Statistics Working Group and participated in the Archives and Policy, Enforcement Practices, Worker Interviews, and Alternative Models of Enforcement Working Groups. Dr Grundy not only conducted in-depth policy analysis informing numerous activities and outputs of the research partnership throughout its first five years, he also trained many research assistants in policy analysis. Through this extensive contribution, he co-authored [chapters 1, 3, and 4](#) of this book.

**Alan Hall:** A co-investigator participating from the inception of Closing the Enforcement Gap, and co-lead of the Enforcement Practices Working Group, Professor Hall oversaw and participated in devising, conducting, coding, and analysing interviews with staff groups of Ontario's Ministry of Labour. He also participated in the Archives and Policy Working Group and served as a member of Closing the Enforcement Gap's steering committee. In addition to these contributions, he is co-author of [chapter 6](#) of this book.

**Alice Hoe:** As postdoctoral research fellow with Closing the Enforcement Gap, Dr Hoe participated principally in the Survey and Statistics Working Group, through which she conducted data analyses informing multiple activities and outputs of the research partnership and mentored a number of research assistants. She is co-author of [chapter 5](#).

**Kiran Mirchandani:** Serving as both a co-investigator and co-lead of the Worker Interviews Working Group, as well as lead qualitative methodologist, Professor Mirchandani oversaw the development, collection, and analysis of all of the worker interviews conducted under the auspices of Closing the Enforcement Gap and supervised a large team of trainees directed to this end. She also served as a member of the steering committee and is co-author of [chapter 7](#).

**Andrea M. Noack:** As a co-investigator, member of the steering committee, co-lead of the Survey and Statistics Working group, and lead statistical methodologist for the partnership, Professor Noack oversaw the analyses of both administrative data and Statistics Canada data, and trained a large number of research assistants and postdoctoral fellows. Professor Noack contributed to countless activities and outputs of the research partnership, spanning multiple working groups. She is co-author of [chapters 2, 4, and 5](#) of this book.

**Urvashi Soni-Sinha:** Overseeing the Windsor-based arm of Closing the Enforcement Gap's qualitative research, Professor Soni-Sinha

participated in the Worker Interviews Working Group and co-authored [chapter 7](#) of this book.

**Mercedes Steedman:** Alongside leading the Sudbury-based component of the research partnership, and participating in the Archives and Policy and Worker Interviews Working Groups, Professor Steedman co-authored [chapter 7](#).

**Mark P. Thomas:** Professor Thomas's involvement with Closing the Enforcement Gap included serving as co-lead of the Archives and Policy Working Group and overseeing a team of researchers reviewing, cataloguing, and coding archival material pertaining to the enforcement of employment standards in Ontario, resulting in a digital archive upon which this book draws. He also participated in the Worker Interviews and Enforcement Practices Working Groups and served on the steering committee. He is co-author of [chapter 7](#).

**Eric M. Tucker:** In his roles as co-investigator, co-lead of the Archives and Policy Working Group, and chief legal expert on the legal aspects of employment standards enforcement, as well as a participant in the Alternative Models of Enforcement Working Group, Professor Tucker oversaw much of the analysis of laws, legislation, and policies governing the enforcement of these social minima in Ontario. He also played a pivotal role in analysing the findings that emerged from the analysis of administrative data. Professor Tucker's research and input thereby contributed to countless activities and outputs of the research partnership. He is co-author of [chapter 6](#) of this book.

**Leah F. Vosko:** Professor Vosko served as principal investigator of Closing the Enforcement Gap. Working closely with the community lead, Mary Gellatly, she contributed to developing the overall structure of the research partnership and forging its multi-method approach, and participated in all of its five Working Groups as well as most of the public outreach activities and outputs of the research partnership. In this capacity, she oversaw all aspects of this book's development from inception to completion, co-authored [chapters 1, 2, 3, 4, 5, and 12](#), edited and commented on all of the remaining chapters, including those devoted to offering views from elsewhere, and contributed to preparing the book's glossary.

## Part Two: Views from Elsewhere

**Nick Clark:** Nick Clark, a research fellow at the University of Middlesex and head of the Unpaid Britain Project, who has extensive experience in the British trade union movement and has conducted research on trade unions and unpaid labour, authored [chapter 8](#).

**Dalia Gesualdi-Fecteau:** Professor Gesualdi-Fecteau, a faculty member at the Université du Québec à Montréal, who practised law at Québec's Labour Standards Commission and whose research focuses on effective implementation of labour law, co-authored [chapter 10](#).

**Tess Hardy:** Dr. Hardy, a senior lecturer at the University of Melbourne School of Law and co-director of the Centre for Employment and Labour Relations Law, who has expertise in regulatory theory, contract, and labour law, co-authored [chapter 9](#).

**John Howe:** Professor Howe, a faculty member at the University of Melbourne School of Law and co-director of the Centre for Employment and Labour Relations Law, who has written extensively on the role of the state in regulating employment and labour markets, served as an international advisor to Closing the Enforcement Gap, as well as visiting scholar at a critical early stage in its development, and co-authored [chapter 9](#).

**Guylaine Vallée:** A professor in the School of Industrial Relations at the Université de Montréal, Guylaine Vallée, whose research focuses on atypical labour relations and how the right to work applies to these new workplace realities with extensive experience studying employment standards regulation in Quebec, co-authored [chapter 10](#).

**David Weil:** Serving as dean and professor at the Heller School of Social Policy and Management at Brandeis University, Dr Weil is an internationally recognized expert in employment and labour market policy and the impacts of supply-chain and industry restructuring on employment and work outcomes. Until his appointment, by U.S. President Obama, as the administrator of the Wage and Hour Division of the U.S. Department of Labor (2014–17), Dr Weil participated in the International Advisory Group to the Closing the Enforcement Gap Research Partnership. He is author of [chapter 11](#).