



PROGRAM

4th CRIMT SSHRC-MCRI Project Meeting

6-10 May 2009

Manoir des sables

MAGOG IV • 4th CRIMT SSHRC-MCRI Project Meeting
Program

	Jeudi 7 mai / Thursday, May 7 th	Vendredi 8 mai / Friday, May 8 th	Samedi 9 mai / Saturday, May 9 th	Dimanche 10 mai / Sunday, May 10 th
Dej. / Breakfast	7:00 - 9:30	7:00 - 8:30	7:00 - 8:45	7:00 - 9:00
AM1	<p>9:30 - 12:30</p> <p>A.1 Séminaire fermé / Closed Seminar Salle Président A-B Room Repenser la représentation collective / <i>Rethinking Collective Representation</i></p>	<p>8:30 - 10:00</p> <p>A.4 Séminaire fermé / Closed Seminar Salle Président A-B Room Repenser la représentation collective / <i>Rethinking Collective Representation</i></p> <p>B.4 École doctorale / Doctoral School Salle Champêtre A-B Room ☺ Comment publier ? / <i>How to publish?</i></p>	<p>8:45 - 10:30</p> <p>Ateliers 2 / Workshops 2</p> <p>2.1) Le pluralisme juridique et la crise du droit du travail / <i>Legal Pluralism and the Crisis of Labour Law</i> • Salle Champêtre A-B ☺</p> <p>2.2) Les alliances syndicales internationales / <i>International Union Alliances</i> • Salle Cantons A-B</p> <p>2.3) La restructuration des entreprises et les chaînes de valeur mondialisées – Projet d'ouvrage / <i>Firm Restructuring and Global Value Chains – Book Project</i> • Salle Cordial Room</p>	<p>9:00 - 10:45</p> <p>Ateliers 4 / Workshops 4</p> <p>4.1) Planification du Colloque international 2010 : Représentation et pouvoir au travail / <i>2010 International Conference Planning: Voice and Power at Work</i> • Salle Cordial Room</p> <p>4.2) Planification du Colloque international 2011 : Les EMNs et les chaînes de valeur mondialisées / <i>2011 International Conference Planning: MNCs and Global Value Chains</i> • Salle Cantons A-B Room</p> <p>4.3) Ecole doctorale - Étudier les acteurs mondialisés / <i>Doctoral School - Studying Global Actors</i> • Salle Champêtre A-B Room ☺</p> <p>4.4) Rencontre - comité avisier / <i>Meeting - Advisory Committee</i> • Salle Exécutif A-B Room</p> <p>Rencontre de projet 2 (fermée) / Project Meeting 2 (Closed)</p> <p>2.1) Activités à venir sur l'action syndicale internationale – Planification / <i>Forthcoming Activities on International Union Action – Planning</i> • Salle Président A-B Room</p>
Pause/ Break		10:00 - 10:30	10:30 - 11:00	10:45 - 11:15
AM2	<p>11:00 - 12:30</p> <p>B.1 École doctorale / Doctoral School Salle Champêtre A-B Room ☺ Introduction et présentation des participants / <i>Introduction and Presentation of Participants</i></p>	<p>10:00 - 12:30</p> <p>D.1 Atelier ouvert / Open Workshop (10:00 à 12:00) Salle Président A-B Room Juges, acteurs de la mondialisation / <i>Global Judges</i></p> <p>C.1 Atelier fermé / Closed Workshop (10:30 à 12:00) Salle Exécutif A-B Room Agences de travail temporaire et travailleurs précaires : les défis de la réglementation / <i>Employment Agencies and Precarious Workers: The Regulatory Challenge</i></p> <p>A.5 Séminaire ouvert / Open Seminar (11:00 à 12:30) Salle Champêtre A-B Room ☺ Repenser la représentation collective / <i>Rethinking Collective Representation</i></p>	<p>11:00 - 12:45</p> <p>Plénière II / Plenary II Salle Champêtre A-D Room ☺ Comprendre la 'localisation sociale': les enjeux pour la citoyenneté au travail / <i>Taking Social Location Seriously: the Challenge for Citizenship at Work</i></p>	<p>11:15 - 12:45</p> <p>Plénière IV / Plenary IV Salle Champêtre A-D Room ☺ Initiative des acteurs mondialisés B : Étudier les acteurs mondialisés / <i>Global Actors Initiative B : Studying Global Actors</i></p>
Lunch	12:30 - 14:00	12:00 - 13:30	12:45 - 14:15	12:00 -
PM1	<p>14:00 - 16:00</p> <p>A.2 Séminaire fermé / Closed Seminar Salle Président A-B Room Repenser la représentation collective / <i>Rethinking Collective Representation</i></p> <p>B.2 École doctorale / Doctoral School Salle Champêtre A-B Room ☺ La thèse et ses défis – lire, écrire, structurer / <i>The challenge of the thesis – reading, writing and structuring</i></p>	<p>13:30 - 15:45</p> <p>Plénière I / Plenary I Salle Champêtre A-D Room ☺ Initiative des acteurs mondialisés A : Les acteurs deviennent-ils mondialisés ? / <i>Global Actors Initiative A : Are Actors Being Globalized?</i></p>	<p>14:15 - 16:15</p> <p>Plénière III / Plenary III Salle Champêtre A-D Room ☺ Représentation et pouvoir au travail / <i>Voice and Power at Work</i></p> <p>Note : le Dictionnaire de la mondialisation (DAMT) – projet de Jeanne Dancette et de ses collègues – sera présenté durant cette séance / <i>The Globalization Dictionary (DAMT) – project of Jeanne Dancette and her colleagues – will be presented during this session.</i></p>	Fin de la rencontre / <i>End of Meeting</i>
Pause/ Break	16:00 - 16:30	15:45 - 16:15	16:15 - 16:45	
PM2	<p>16:30 - 18:30</p> <p>A.3 Séminaire fermé / Closed Seminar Salle Président A-B Room Repenser la représentation collective / <i>Rethinking Collective Representation</i></p> <p>B.3 École doctorale / Doctoral School Salle Champêtre A-B Room ☺ Planifier la transition entre le doctorat et la carrière / <i>Preparing the transition from PhD to career</i></p>	<p>16:15 - 18:30</p> <p>Ateliers 1 / Workshops 1</p> <p>1.1) Les regroupements régionaux et la territorialité / <i>Regional Clusters and Territoriality</i> • Salle Champêtre A-B Room ☺</p> <p>1.2) Restructuration de l'État et nouveaux modes de livraison des services / <i>Restructuring of the State and New Modes of Service Delivery</i> • Salle Cantons A-B Room</p> <p>1.3) Marier genre et droit du travail / <i>Gendering Labour Law</i> • Salle Cordial Room</p> <p>1.4) Innovation - entre collaboration et résistance : nouvelles configurations organisationnelles et dynamiques sociales au travail / <i>Collaborative and Contested Innovation: New Organizational Configurations and Social Dynamics at Work</i> • Salle Exécutif A-B Room</p>	<p>16:45 - 18:30</p> <p>Ateliers 3 / Workshops 3</p> <p>3.1) Syndicats : un agenda de recherche pour faire face à la crise / <i>Unions : Mapping the Research Agenda at a Time of Crisis</i> • Salle Champêtre A-B Room ☺</p> <p>3.2) Enjeux théoriques et méthodologiques de la régulation du travail : Perspectives du Sud / <i>Theoretical and Methodological Challenges for the Regulation of Work : Perspectives from the South</i> • Salle Exécutif A-B Room</p> <p>3.3) Le Dictionnaire de la mondialisation (DAMT) : démonstration et suites / <i>The Globalization Dictionary (DAMT) : Application and Next Steps</i> • Salle Président A-B Room</p> <p>Rencontre de projet 1 (fermée) / Project Meeting 1 (Closed)</p> <p>1.1) Régions, gouvernance et multinationales / <i>Regions, Governance and Multinationals</i> • Salle Cordial Room</p>	
Cocktail Souper/ Dinner	19:00	19:00	19:00 19:45	

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Pre-Magog Activities

Program

Dinner Meeting - Wednesday May 6th, 18:00 (**Closed**)

Overview of the role of central labour federations

Dinner-meeting with **Hassan Yussuf**, Secretary-Treasurer, **Barb Byers**, Executive Vice-President and **Sylvain Schetagne**, Senior Economist at the Canadian Labour Congress (CLC).

A. International Seminar

Session A.1 : Thursday May 7th, 9:30 - 12:30 / Président A-B Room (**Closed**)

Session A.2 : Thursday May 7th, 14:00 - 16:00 / Président A-B Room (**Closed**)

Session A.3 : Thursday May 7th, 16:30 - 18:30 / Président A-B Room (**Closed**)

Session A.4 : Friday May 8th, 8:30 - 10:00 / Président A-B Room (**Closed**)

Rethinking Collective Representation

The objective of this book workshop is to explore key ideas that can stimulate new thinking about union revitalization, inform the ways that we seek to compare experiences of union change and renewal and to take the research agenda forward in terms of concepts, comparisons and methodologies. Drawing on their previous empirical work, each chapter deals with a concept that the author(s) believe is likely to be central in our thinking about future forms of collective representation. These include legitimacy, gender, collectivism, power, institutions, democracy, consciousness, scale, time, sustainable development, coalitions and several authors... The challenge is to put forward a conceptual take in a stimulating and accessible way that will help readers to reframe their own thinking and narratives about collective representation. If each of our book's informed readers can take away just one idea that stimulates their own thinking, the objective is likely to be achieved.

Participants :

Christian Dufour (Institut de recherches économiques et sociales)

Peter Fairbrother (Royal Melbourne Institute of Technology)

Mona-Josée Gagnon (Université de Montréal)

Corinne Gendron (UQAM / CRIMT Invited Researcher)

Adelheid Hege (Institut de recherches économiques et sociales)

Andrew Herod (University of Georgia - Athens)

Rob Hickey (Queen's University)

Pradeep Kumar (Queen's University)

Christian Lévesque (HEC Montréal)

Gregor Murray (Université de Montréal)

David Peetz (Griffith University)

Ian Robinson (University of Michigan)

Kim Voss (University of California Berkeley)

Charlotte Yates (McMaster University)

Session A.5 : Friday May 8th, 11:00 - 12:30 / Champêtre A-B Room (**Open** - 9)

Building Theme Bridges on Collective Representation

This session seeks to build bridges and even "pass the torch" between more established and younger scholars who work in the field of union renewal and collective representation. All researchers (profs and doctoral students) working on Theme 4 are welcome to attend. The focus will be on new directions in this field of research, the possibilities for outputs (special issues of journals, panels at conferences and so on), and the development of specific thematic initiatives including the Global Actors Initiative (GAI).

This session will be organized in three steps:

Step 1: The first 10-15 minutes will consist of a report back from our pre-Magog IV workshop on the production of a volume on new conceptual terrain in the field of union renewal and collective representation as well as other issues.

Step 2: Other CRIMT-MCRI-II scholars working on Theme 4 will then be asked to identify gaps in the conceptualization of union renewal and collective representation, and ways in which their own work, which we want you to highlight, opens up new lines of inquiry and theorization about union renewal. This identification of gaps will take about 30 to 40 minutes, so please come prepared to speak succinctly and passionately about your research.

Step 3: The session will conclude with a strategic discussion of Theme 4 activities, the ways we can disseminate the work and ideas of researchers involved in this theme to different audiences, and the possibility of producing special issues of journals and a book in French. We want the discussions that we start in this session to continue informally and formally throughout the weekend.

B. Doctoral School / Champêtre A-B Room (Open - 9)

The intensive nature of undertaking a PhD can often lead us to view the doctorate as an end in itself rather than the first step in a much longer journey that will involve, in some cases, starting or furthering a professional career, and in others, securing an academic position and achieving tenure. This year's doctoral school aims to examine and debate three critical challenges that face doctoral students on what is often a ten year journey from first registration on a PhD programme to attaining tenure within an academic institution. These challenges are; how to approach the writing of the thesis, how to prepare for the transition from PhD student to first academic position and how to publish from your PhD with the intent of both securing a position and attaining tenure.

Session 1 : Thursday May 7th, 11:00 - 12:30

Introduction and Presentation of Participants

Each participant will have three minutes to present their PhD project (title and short summary), the state of research and progress made so far and the methodology envisaged (or used) towards realizing the thesis.

Chair : **Annette Hayden** (Université de Montréal / CRIMT Postdoctoral Associate)
Nicolas Roby (Université de Montréal / CRIMT)

Session 2 : Thursday May 7th, 14:00 - 16:00

The challenge of the thesis – reading, writing and structuring

There comes a moment for every PhD researcher when you have to face the challenge of actually writing the thesis. When you sit in front of a blank computer screen for the first time, where on earth do you start? Intellectually and practically how do you structure such an enormous piece of work? When do you stop reading and start writing? This session is focused on answering these and other questions relating to the practicalities of reading, writing and structuring the thesis.

Speaker : **Jacques Bélanger** (Université Laval)

In order to stimulate discussion we ask each of you (the research students) to prepare a very short statement (at most 2 minutes) in response to the following questions:

- Q1.** If you are yet to start writing your thesis, what do you anticipate will be the major challenges that you will face when you start to structure and write your thesis? If you are in the process of writing, what structural challenges did you face and how did you overcome them?
- Q2.** In order to effectively write a PhD thesis, how much should you read and what should you read? Can you read too much?
- Q3.** What point during the PhD process do you think is the right time to start writing the thesis and why?

Session 3 : Thursday May 7th, 16:30 - 18:30

Preparing the transition from PhD to career

Believe it or not, there is life after the PhD and many doctoral students go on to take up professional, postdoctoral or faculty positions after completion of their studies (some of course are even offered professional or faculty positions before completion). Preparing for transition whilst still undertaking the PhD is a vital part of the planning process if you want to achieve a smooth transfer into professional or academic career. But what are the key things to consider and plan for in the early years of the PhD? What are the options? How do you give yourself the best chance of securing a professional or an academic position after the PhD? This session will focus on examining these questions and any others you may have relating to the transition from PhD to your first professional or academic position.

Speakers : **Marc-Antonin Hennebert** (HEC Montréal)
Catherine LeCapitaine (Université Laval)
Urvashi Soni-Sinha (McMaster University)
Annette Hayden (Université de Montréal / CRIMT Postdoctoral Associate)
Étienne Cantin (Université Laval)

In order to ensure you are able to actively participate in this session, we would like you to think about and be prepared to give your views on the following questions:

- Q1.** At what point during the PhD process do you think you should start planning for your transition from doctoral researcher to postdoctoral researcher/faculty member? What kinds of things can you do to prepare for transition?
- Q2.** If you plan on transitioning to a professional career, what are the key elements you should be thinking about during your PhD process and which might further your chance of getting hired or securing a meaningful promotion.
- Q3.** There are two main academic options after the PhD – to either attain a postdoctoral research position or a faculty/teaching position. In terms of ultimately achieving tenure at the end of our ‘ten year journey’, what do you think are the advantages and disadvantages of these two options?
- Q4.** When you apply for a postdoctoral or faculty position, what are the key factors that a selection committee or interview panel is looking for in the application and interview stages?
- Q5.** What do you think are the main priorities for a new academic operating in his or her first academic position that will facilitate achieving tenure after 5 years?

Session 4 : Friday May 8th, 8:30 - 10:00

How to Publish?

In this session we will explore the writing and publication of scientific papers and articles in refereed journals. The start of your career as a scholar, your research grants, promotions, your self esteem and even the love and appreciation of your friends and family are often directly linked to your ability to write papers and to get them published! That said, students get little or no practical training on this. This session therefore gives us an opportunity to exchange ideas on the subject and we have invited a few experienced colleagues to share their views on the process of writing and publishing articles from their perspective of both writers and submitters of papers and also as editors/reviewers.

Speaker : **Paul Edwards** (University of Warwick)

This session is highly participatory and team-based, and we ask that all students prepare beforehand a title and a 200 word abstract based on their PhD which could form the basis of an article for submission to a journal. By examining and talking about these abstracts during the session, we will seek to answer the following key questions. Students are asked to think about these questions in advance of the session and be prepared to give their views.

- Q1.** Publishing an article in a peer reviewed journal means writing something extremely good in 5000 to 9000 words. What do you think are the key principles involved in achieving this?
- Q2.** Should you and what should you publish during your PhD?
- Q3.** How do you know which journals to submit to and why does it matter?
- Q4.** What does a journal editor look for in a good article?
- Q5.** What should you know with regards to the submission and revision processes?

C. Workshop : Friday May 8th, 10:30 - 12:00 / Exécutif A-B Room (**Closed**)

Employment Agencies and Precarious Workers: The Regulatory Challenge

Speakers :

Louise Boivin (Université de Montréal)

(Re)dévalorisation sexuée des emplois dans les services d'aide à domicile au Québec

Judy Fudge (University of Victoria)

Labour Brokers and Temporary Foreign Workers: A Case of Regulatory Failure

Dalia Gesualdi-Fecteau (Commission des normes du travail)

Fragmentation de l'entreprise et identification de l'employeur: Où est Charlie?

Kendra Strauss (University of Glasgow / CRIMT Postdoctoral Associate)

Challenging hegemonic deregulation? The UK Gangmaster Licensing Authority as a model for the regulation of casual work

Véronique de Tonnancour et **Guylaine Vallée** (Université de Montréal)

Les relations de travail tripartites et l'application des normes minimales du travail au Québec

D. Workshop : Friday May 8th, 10:00 - 12:00 / Président A-B Room (**Open**)

Global Judges

The research project on 'Judges as global actors' aims to identify key evolutionary trends in judiciary practices in order to shed light on the role judges are playing in the social regulation of globalization. The goal is also to identify other mechanisms (international, institutional, and those constructed by the actors themselves) that allow for the emergence of alternative means of conflict resolution and lead to new strategies. These mechanisms are multifaceted and need to be mapped. The project will entail national and regional studies, interviews with judges and the identification of cross-cutting lines of analysis.

Participants : **Marie-Ange Moreau** (Institut universitaire européen)

Gilles Trudeau (Université de Montréal)

Harry Arthurs (York University)

Renée-Claude Drouin (Université de Montréal)

Brian Langille (University of Toronto)

CRIMT-MCRI II Project Meeting

Program

Plenary 1 : Friday May 8th, 13:30 – 15:45 / Champêtre A-D Room (9)

Global Actors Initiative A: Are Actors Being Globalized?

Objective: This plenary session is meant to help us with a first exchange on key themes related to the CRIMT-MCRI-II Global Actors Initiative (GAI). It seeks to highlight the interest but also the complexity of the subject.

Questions and themes: Drawing on the case of the particular actor or actors that interest you, please do your best to engage the discussion on the larger issues through the particular example(s) that you want to develop. You may wish to address some of the following questions (but not in any particular order) and your mandate is quite open as to the way that you do this.

- Q.1** What is the impact of globalization on particular actors engaged in the regulation of work and employment? Are actors being globalized (no/yes, none/some/all, directly/indirectly, in ways that you might think/not in the ways that you would expect/it depends/it's too soon to tell!)?
- Q.2** What is the impact on: a) the types of issues that emerge and the way that they are framed and pursued; b) the relevance of different forums and the displacement of issues from one to another; c) the interaction between different kinds of actors; d) ...?
- Q.3** Does globalization change: a) the way that actors do and think about their roles; b) the kinds of particular skills or capabilities that they require; c) the kinds of actors that emerge as being important or relevant; d) the resources that they seek to develop...; e) ...?
- Q.4** Are these changes, if any, a) visible or invisible; b) important or not important; c) ...?
- Q.5** What matters most in the way that we study the links between actors and institutions in the regulation of work in the context of globalization?

Organizational Principles for Contributors: Please feel free to respond to any of these questions; it is certainly not necessary to answer each. The time allotted to each contributor is fairly brief (less than 15 minutes and you can exercise your right to say less), which should give you enough time to establish some key ideas but leave space for exchange between us and a more general discussion in a session that will last at least 120 minutes.

Chair : **Gilles Trudeau** (Université de Montréal)

Contributors :

Gregor Murray (Université de Montréal)

Harry Arthurs (York University)

Marie-Ange Moreau (Institut universitaire européen)

Tony Edwards (King's College London)

Anthony Giles (Human Resources and Skills Development Canada)

Wokrshop 1 : Friday May 8th, 16:15 – 18:30

Workshop 1.1 / Champêtre A-B Room (9)

Regional Clusters and Territoriality

The goal of this workshop is fourfold: 1) to insure that a dialogue takes place between the coresearchers involved in research on regional clusters of firms; 2) to share various theoretical frameworks being used in the study of regional clusters; 3) to better isolate the role of labour institutions in dealing with problems associated with the operation of regional clusters; and 4) to conceive of ways to better coordinate various individual and small team subproject initiatives on regional clusters.

Chair : **Christian Lévesque** (HEC Montréal)

Presentations :

Phil Almond (De Montfort University)

Annette Jobert (Université de Paris X)

John Holmes (Queen's University) and **Tod Rutherford** (Syracuse University)

Philippe Barré (Université de Montréal) and **Lucie Morissette** (HEC Montréal)

Comments :

Tod Rutherford (Syracuse University)

Workshop 1.2 / Cantons A-B Room

Restructuring of the State and New modes of Service Delivery

Goal of the workshop: The purpose of the workshop is to compare and discuss research results based on the general theme of our sub-project. A suggested output is to propose a special issue to an academic journal with a focus on comparative analysis of the shape of public Sector restructuring, the emergence of new modes of service delivery and their consequences for citizens and workers. This includes attempts to explain union and other stakeholders' strategic responses and their ability to influence the process and the outcomes of restructuring. The above does not exclude other approaches to these issues. Those who wish to adopt a larger view are most certainly welcome to do so.

The workshop would be built around the following general questions:

- 1- What paths are followed for the restructuring of public services and what are the effects of new modes of service delivery on citizens and workers (including changes in workers identities) ?
- 2- What have been the strategic responses of unions and other stakeholders and to what extent have they influenced the process and outcomes of restructuring ?
- 3- /What do these mean for the shape and form of state intervention and the relationship citizens and workers entertain with public services?

Contributors :

Peter Fairbrother (Royal Melbourne Institute of Technology)

Jean-Noël Grenier (Université Laval)

Robert Hickey (Queen's University)

Patrice Jalette (Université de Montréal)

Damian Pierbattisti (Université de Buenos Aires)

Workshop 1.3 / Cordial Room

Gendering Labour Law

This workshop seeks to generate intellectual and organizational energy to encompassing and cross-cutting thinking (involving co-researchers from different themes) on gender and labour law. Our MCRI-II project anticipates both an outreach activity (possibly 2010 or 2011 – to specify) and an edited collection

(possibly 2013) that will seek to visualize a labour law that integrates gender as a fundamental dimension of labour law. What would such a labour law look like? How to take this project forward? This meeting entails informal discussions among participants and anyone who is interested will be welcome!

Chair : **Judy Fudge** (University of Victoria)
Guylaine Vallé (Université de Montréal)

Here are just some of the researchers who have already expressed an interest:

Adelle Blackett (McGill University)
Urwana Coiquaud (HEC Montréal)
Dalia Gesualdi-Fecteau (Commission des normes du travail)
Kendra Strauss (University of Glasgow / CRIMT Postdoctoral Associate)
Ania Zbyszewska (University of Victoria)
Louise Boivin (Université de Montréal)
Charlotte Yates (McMaster University)
Urwana Coiquaud (HEC Montréal)

Workshop 1.4 / Exécutif A-B Room

Collaborative and Contested Innovation: New Organizational Configurations and Social Dynamics at Work

This open workshop will bring together different coresearchers who will talk from the basis of their own research on the core theme of subproject 5.1 : *Collaborative and Contested Innovation: New Organizational Configurations and Social Dynamics at Work*.

Chair : **Paul Edwards** (University of Warwick)

Contributors :

Jacques Bélanger (Université Laval)
Peter Berg (Michigan State University)
Ann Frost (University of Western Ontario)
Danielle van Jaarsveld (University of British Columbia)

Workshops 2 : Saturday May 9th, 8:45 – 10:30

Workshop 2.1 / Champêtre A-B Room (9)

Legal Pluralism and the Crisis of Labour Law

Chair : **Isabelle Duplessis** (Université de Montréal)

Papers :

Renée-Claude Drouin (Université de Montréal)

Legal Pluralism and International Law

Adelle Blackett (McGill University)

Legal Pluralism and Home Workplace

Michel Coutu (Université de Montréal)

Collective Autonomy, Labour Law and Legal Pluralism

Discussant :

Harry Arthurs (York University)

Workshop 2.2 / Cantons A-B Room

International Union Alliances

The goal of this workshop is threefold: 1) to understand the processes involved in constructing union alliances under different institutional frameworks; 2) to identify obstacles but also what is conducive to the emergence of union alliances and to the strengthening of unions' capacities for action; 3) to identify possible directions for further enquiry (both theoretical and methodological) that could lead to a better understanding of this multifaceted reality.

Chair : **Christian Lévesque** (HEC Montréal)

Presentations :

Marc-Antoine Hennebert (HEC Montréal)

Valeria Pulignano (Katholieke Universiteit Leuven)

Mélanie Dufour-Poirier (HEC Montréal)

Christian Dufour et Adelheid Hege (IRES)

Comments :

Reynald Bourque (Université de Montréal)

Pierre Verge (Université Laval)

Workshop 2.3 / Cordial Room

Firm Restructuring and Global Value Chains – Book Project

The goal of this workshop is to map the current state of research among CRIMT co-researchers with regard to firm restructuring and, especially, to discuss the possibility of producing an edited volume project on this theme.

Here are the basic parameters of the project:

Open to CRIMT coresearchers, associates and other 'friends' of CRIMT

Editors : Patrice Jalette, Linda Rouleau and ???

Title : Nature and Impacts of Restructuring

Types of contribution: theoretical and/or empirical

Bilingual

Timeframe:

June 2009 - Call for papers

October 2009 - Details of chapters forwarded to the editors

June 2010 - Workshop at CIRA on a selection of chapters

October 2010 - Submission of final chapters

Spring 2011 - Publishing of the book (before the CRIMT conference on MNCs and Global Value Chains)

Plenary 2 : Saturday May 9th, 11:00 – 12:45 / Champêtre A-D Room (9)

Taking Social Location Seriously: the Challenge for Citizenship at Work

The second plenary session will seek to explore the concept of social location for citizenship at work. The objective is threefold: 1) highlight the notion of social location as it relates to citizenship at work; 2) and 3) explore the broader implications of these sources of identity, inequality and regulation beyond the workplace for the way that we think about and do research on (2) citizenship at work and (3) other thematic areas and initiatives within our MCRI-II project.

Drawing on your own research, what is the importance/significance of the concept of social location and what does this say for the way that we think about and research citizenship at work?

Chair: **Jean Charest** (Université de Montréal)

Contributors:

Judy Fudge (University of Victoria)

Kendra Strauss (University of Glasgow / CRIMT Postdoctoral Associate)

Jean Charest (Université de Montréal)

Adelle Blackett (McGill University)

Guyllaine Vallée (Université de Montréal)

Plenary 3 : Saturday May 9th, 14:15 – 16:15 / Champêtre A-D Room (9)

Representation, Employee Rights, Voice and Power at Work

Objective: The worker voice regime in Canada is largely identified with the institutional heritage of the Wagner Act in the U.S. The 75th anniversary of this Act in 2010 will be the occasion to bring together labour market actors and thematic specialists in an international conference on representation at work, employee rights, voice and power in Quebec City. This plenary session is meant to help us with a first exchange on key themes that might inform this conference.

First overall question: What diagnosis should be made of your system of representation of workers at work? Is it well adapted to the new realities of your society and economy?

- Do workers have access to effective representation at their place of work?
- Does the current representation regime at work enable workers and employers to deal effectively with issues of concern?
- Does the increasing diversity of the workforce (sex, race, religion, age, sexual orientation ...) require change to existing mechanisms or to develop new channels of representation at work?
- How does the overall evolution of national legal systems affect representation at work?
- What is the impact of globalization on the dynamics of your system of representation?

Second overall question: What are the implication of your analysis for public policy, actor strategies and research agenda?

Organizational Principles for Contributors: In order to enhance the possibilities of exchange between the different contributors, we ask you to start and finish your contribution with the general questions asked. You are free to respond to these general questions through any of the specific sub-questions that you wish but it is not essential to answer each (or any) of these sub-questions. Since the time allotted to each contributor is very brief (just 8-10 minutes in order to ensure adequate space for a more general discussion), you really need to target the questions that will help you to advance your overall analysis and to answer the two general questions. We will ask two persons to sum up key elements of the discussion at the end of the plenary.

Animation : **Christian Brunelle** (Université Laval)

Intervenants :

Christian Brunelle (Université Laval)
Charlotte Yates (McMaster University)
Christian Dufour et **Adelheid Hege** (IRES)
Kim Voss (University of Berkeley)
Mona-Josée Gagnon (Université de Montréal)

Summary :

Rob Hickey (Queen's University)
Pierre Verge (Université Laval)

Workshops 3 and Project Meeting 1 : Saturday May 9th, 16:45 – 18:30

Workshop 3.1 / Champêtre A-B Room (9)

The Financial and Economic Crisis and Union Renewal: Understanding the Consequences, Mapping the Research Agenda

Since the financial crisis hit in the fall of 2008, unions have been placed on the defensive, confronting by impossible challenges. The current economic crisis is likely to have disastrous effects on union members in certain sectors, especially in the historically more unionized manufacturing sector, and threatens to reconfigure union memberships and collective bargaining in fundamental ways. For many unions, the crisis has also meant abandoning key strategies for union renewal, such as organizing.

This workshop therefore focuses on a) what the crisis means for unions and b) the consequences for the kind of research that we do on collective representation in this new context. How might unions rebuild their strength at a time of enormous strain? What will be shape of the collective bargaining that emerges from the crisis? What do these trends mean for our research agenda? Since we have not had the opportunity to discuss these issues in any depth, we will ask participants to make informal contributions on both dimensions of the session. (Please think about these questions beforehand.) We will also draw on responses to our special request for creative contributions (The Bright Side of the Financial Crisis) in order to sharpen our creativity and add to the enjoyment of the discussion.

Workshop 3.2 / Exécutif A-B Room

Workshop - Theoretical and Methodological Challenges for the Regulation of Work : Perspectives from the South

Questions :

- Q.1** *On the basis of empirical or fieldwork, how is the regulation of work being transformed in the economies of the South?*
- Q.2** *How does doing research in the South change your understanding of the major theoretical and methodological challenges in the regulation of work, in both South and North.*

Organizational Principles for Contributors: In order to enhance the possibilities for theoretical and methodological exchange between the different contributors, we ask each presenter to respond to the two questions asked in the context of your presentation. Of course, we want you to do this in telling us about the field or empirical research that you are doing on the regulation of work in the South. It is imperative that you do not exceed the maximum time for your contribution (15 minutes or less) so that there is adequate space for a more general discussion. We will ask one or two persons to react to the presentations and try to identify some of the cross-cutting themes that emerge from the presentations.

Chair : **Adelle Blackett** (McGill University)

Contributors :

- **Christian Lévesque** (HEC Montréal)
- **Brice Adanhounme** (HEC Montréal)
- **Martin Dumas** (Université Laval)
- **Chrysal Aguidioli Kenoukon** (Ecole Nationale d'Administration et de Magistrature, Bénin)

Workshop 3.3 / Président A-B Room

Forum: multinational /transnational / global entreprise and other concepts in the Analytical Dictionary of Globalization and Work

The English-French-Spanish versions of the Dictionary (2009, preliminary) are now on CRIMT's Web site. This workshop offers an exchange of comments on the entries *multinational /transnational / global entreprise* and others (such as *degree of transnationality, FDI, network firm, host country*, etc.). It will be the opportunity for the users to test the validity of the Dictionary and identify areas where it could be improved. We will discuss the accuracy of the articles as well as the convenience and usefulness of the navigation between languages and terms. The collection and synthesis of the comments will be the object of the first CRIMT Electronic Terminological Bulletin.

Project Meeting 1.1 / Cordial Room (Closed)

Regions, Governance and Multinationals

This is a project meeting for a new cross-national comparative project which aims to improve our understanding of the relationship between MNC units and sub-national governance actors. It seeks to investigate how these relationships are structured in regions with different economic characteristics and governance arrangements, and with what effects on the local embeddedness of MNC units, and local regional labour markets. The research is cross-disciplinary in nature, being informed by economic geography and policy studies as well as employment relations and organisation studies. Comparative regional cases will be drawn from the UK, Canada, Ireland and Spain

Chair : **Phil Almond** (De Montfort University)

Participants :

Jacques Bélanger (Université Laval)
Philippe Barré (Université de Montréal)
John Holmes (Queen's University)
Tod Rutherford (Syracuse University)
Gregor Murray (Université de Montréal)
Christian Lévesque (HEC Montréal)
Pierre-Antoine Harvey (Université de Montréal)

Workshops 4 and Project Meeting 2 : Sunday May 10th, 9:00 – 10:45

Workshop 4.1 / Cordial Room

2010 International Conference Planning: Representation, Employee Rights, Voice and Power at Work

The worker voice regime in Canada is largely identified with the institutional heritage of the Wagner Act in the U.S. The 75th anniversary of this Act in 2010 will be the occasion to bring together labour market actors and thematic specialists in an international conference on representation at work, employee rights, voice and power in Quebec City. Drawing on the plenary session from the previous day and informal input from a variety of participants, this open working meeting will set out key themes that should inform the conference and its forthcoming call for papers. All interested co-researchers are welcome to participate in this informal discussion.

Chair : **Christian Brunelle** (Université Laval)
Gregor Murray (Université de Montréal)

Workshop 4.2 / Cantons A-B Room

2011 International Conference Planning: Multinational Companies and Global Value Chains

Multinational companies are at the forefront of recent phases of globalization and an understanding of their behaviour and the dynamics of global values chains are critical for understanding the dynamics of labour regulation. Our 2011 international conference on this theme will enable us to integrate different subprojects already under way on this topic as well as other researchers from a variety of disciplinary perspectives. All interested co-researchers are welcome to participate in this informal discussion that will help us to structure the activity.

Chair : **Jacques Bélanger** (Université Laval)
Patrice Jalette (Université de Montréal)

See following abbreviated extract from Theme 1 presentation in the MCRI-II research program:

First, how MNCs structure national business systems and influence public policy: research here points to how these firms control their subsidiaries and manage employment, why they adjust in varied ways to different societal environments, and the importance of institutional variations between home and host countries.

Second, moving beyond home and host country effects, global value chains allow us to focus on the reconfiguration of the sequence of activities within and across national boundaries and across networks of economic agents. The current phase of restructuring possibly has major consequences for corporate organization and for the “hollowing out” of traditional corporate structures.

Third, there is a process of institutional restructuring and hybridization where old and new collective actors seek to regulate firms both within and beyond national borders. In these contended processes, actors attempt to mobilize both national and extra territorial sources of labour regulation through a variety of new mechanisms of social regulation.

Workshop 4.3 / Champêtre A-B Room (9)

Doctoral School: Studying Global Actors

Last session of the doctoral school – which is to be self-organized by the students themselves - on the theme : Studying Global Actors. This session precedes the plenary on the same subject, which will start at 11:30. Students are invited to debate the following questions and to pick a spokesperson who will present (3 min. max.) the groups' conclusions during the plenary session.

Q1. Why? Drawing on your own research, what is the theoretical and empirical interest in focusing on particular types or categories of actor in relation to the regulation of work and employment in the context of globalization? What themes are important and what questions should be asked?

Q2. How? Drawing on your own experience (specific examples from your own research are welcome), how would you go about studying “your” type or category of actor? What are the methodological challenges (identifying, sampling, access, disentangling underlying or less visible processes that are in play ...)? In your view, what would make for an interesting project on a particular type or category of actor? How should we make the connections between the different types of actors being studied in different subprojects?

Meeting of the Advisory Committee (4.4) / Exécutif A Room

Project Meeting 2.1 / Président A-B Room (Closed)

The objective of this meeting is to set the stage for the organization of a couple of activities related to the study of alliances and other mechanisms aimed at coordinating international union actions. These activities will take place sequentially, probably around March 2010. We envisage a one day seminar (closed) with papers submitted in advance (much like the union renewal meeting which took place in Vancouver, in 2008) and an outreach seminar aimed at trade unionists (an evening session and then the following day).

This meeting at Magog aims at furthering our thinking about the content of both these activities, at measuring the level of interest for such an activity and at setting in place an organizing committee. There is already a temporary committee composed of Mélanie Dufour, Marc-Antonin Hennebert, Emmanuelle Champion et Christian Lévesque. It is highly desirable that younger researchers be involved in the organization of these activities. It is also our intention to expand the committee to involve representatives from Quebec's and Canada's main labour organisations.

Participants :

Emmanuelle Champion (Université du Québec à Montréal)

Mélanie Dufour-Poirier (Université du Québec en Outaouais / HEC Montréal)

Marc-Antonin Hennebert (HEC Montréal)

Christian Lévesque (HEC Montréal)

Plenary 4 : Sunday May 10th, 11:15 – 12:45 / Champêtre A-D Room (9)

Global Actors Initiative B: Studying Global Actors

Objective: This plenary session is meant to help us think about the methodological aspects of the Global Actors Initiative (GAI) in our CRIMT-MCRI-II research programme.

Q1. Why? Drawing on your own research, what is the theoretical and empirical interest in focusing on particular types or categories of actor in relation to the regulation of work and employment in the context of globalization? What themes are important and what questions should be asked?

Q2. How? Drawing on your own experience (specific examples from your own research are welcome), how would you go about studying “your” type or category of actor? What are the methodological challenges (identifying, sampling, access, disentangling underlying or less visible processes that are in play ...)? In your view, what would make for an interesting project on a particular type or category of actor? How should we make the connections between the different types of actors being studied in different subprojects?

Organizational Principles for Contributors: You can answer either or both questions. In order to facilitate exchange between us and leave space for discussion, the time allotted to each contributor for each question is very short (2-3 minutes for the first and 3-4 for the second). We will discuss the first question, then the second, leaving time for a closing observation at the end of the session.

Animation: **Gregor Murray** (Université de Montréal)

Contributors :

Paul Edwards (University of Warwick)

Marie-Ange Moreau (Institut universitaire européen) ou Gilles Trudeau (Université de Montréal)

Valeria Pulignano (Katholieke Universiteit Leuven)

Ian Robinson (University of Michigan)

Peter Fairbrother (Royal Melbourne Institute of Technology)

Doctoral representative

MAGOG IV • 4th CRIMT SSHRC-MCRI Project Meeting
Program

	Jeudi 7 mai / Thursday, May 7 th	Vendredi 8 mai / Friday, May 8 th	Samedi 9 mai / Saturday, May 9 th	Dimanche 10 mai / Sunday, May 10 th
Dej. / Breakfast	7:00 - 9:30	7:00 - 8:30	7:00 - 8:45	7:00 - 9:00
AM1	<p>9:30 - 12:30</p> <p>A.1 Séminaire fermé / Closed Seminar Salle Président A-B Room Repenser la représentation collective / <i>Rethinking Collective Representation</i></p>	<p>8:30 - 10:00</p> <p>A.4 Séminaire fermé / Closed Seminar Salle Président A-B Room Repenser la représentation collective / <i>Rethinking Collective Representation</i></p> <p>B.4 École doctorale / Doctoral School Salle Champêtre A-B Room ☺ Comment publier ? / <i>How to publish?</i></p>	<p>8:45 - 10:30</p> <p>Ateliers 2 / Workshops 2</p> <p>2.1) Le pluralisme juridique et la crise du droit du travail / <i>Legal Pluralism and the Crisis of Labour Law</i> • Salle Champêtre A-B ☺</p> <p>2.2) Les alliances syndicales internationales / <i>International Union Alliances</i> • Salle Cantons A-B</p> <p>2.3) La restructuration des entreprises et les chaînes de valeur mondialisées – Projet d'ouvrage / <i>Firm Restructuring and Global Value Chains – Book Project</i> • Salle Cordial Room</p>	<p>9:00 - 10:45</p> <p>Ateliers 4 / Workshops 4</p> <p>4.1) Planification du Colloque international 2010 : Représentation et pouvoir au travail / <i>2010 International Conference Planning: Voice and Power at Work</i> • Salle Cordial Room</p> <p>4.2) Planification du Colloque international 2011 : Les EMNs et les chaînes de valeur mondialisées / <i>2011 International Conference Planning: MNCs and Global Value Chains</i> • Salle Cantons A-B Room</p> <p>4.3) École doctorale - Étudier les acteurs mondialisés / <i>Doctoral School - Studying Global Actors</i> • Salle Champêtre A-B Room ☺</p> <p>4.4) Rencontre - comité avisier / <i>Meeting - Advisory Committee</i> • Salle Exécutif A-B Room</p> <p>Rencontre de projet 2 (fermée) / Project Meeting 2 (Closed)</p> <p>2.1) Activités à venir sur l'action syndicale internationale – Planification / <i>Forthcoming Activities on International Union Action – Planning</i> • Salle Président A-B Room</p>
Pause/ Break		10:00 - 10:30	10:30 - 11:00	10:45 - 11:15
AM2	<p>11:00 - 12:30</p> <p>B.1 École doctorale / Doctoral School Salle Champêtre A-B Room ☺ Introduction et présentation des participants / <i>Introduction and Presentation of Participants</i></p>	<p>10:00 - 12:30</p> <p>D.1 Atelier ouvert / Open Workshop (10:00 à 12:00) Salle Président A-B Room Juges, acteurs de la mondialisation / <i>Global Judges</i></p> <p>C.1 Atelier fermé / Closed Workshop (10:30 à 12:00) Salle Exécutif A-B Room Agences de travail temporaire et travailleurs précaires : les défis de la réglementation / <i>Employment Agencies and Precarious Workers: The Regulatory Challenge</i></p> <p>A.5 Séminaire ouvert / Open Seminar (11:00 à 12:30) Salle Champêtre A-B Room ☺ Repenser la représentation collective / <i>Rethinking Collective Representation</i></p>	<p>11:00 - 12:45</p> <p>Plénière II / Plenary II Salle Champêtre A-D Room ☺ Comprendre la 'localisation sociale': les enjeux pour la citoyenneté au travail / <i>Taking Social Location Seriously: the Challenge for Citizenship at Work</i></p>	<p>11:15 - 12:45</p> <p>Plénière IV / Plenary IV Salle Champêtre A-D Room ☺ Initiative des acteurs mondialisés B : Étudier les acteurs mondialisés / <i>Global Actors Initiative B : Studying Global Actors</i></p>
Lunch	12:30 - 14:00	12:00 - 13:30	12:45 - 14:15	12:00 -
PM1	<p>14:00 - 16:00</p> <p>A.2 Séminaire fermé / Closed Seminar Salle Président A-B Room Repenser la représentation collective / <i>Rethinking Collective Representation</i></p> <p>B.2 École doctorale / Doctoral School Salle Champêtre A-B Room ☺ La thèse et ses défis – lire, écrire, structurer / <i>The challenge of the thesis – reading, writing and structuring</i></p>	<p>13:30 - 15:45</p> <p>Plénière I / Plenary I Salle Champêtre A-D Room ☺ Initiative des acteurs mondialisés A : Les acteurs deviennent-ils mondialisés ? / <i>Global Actors Initiative A : Are Actors Being Globalized?</i></p>	<p>14:15 - 16:15</p> <p>Plénière III / Plenary III Salle Champêtre A-D Room ☺ Représentation et pouvoir au travail / <i>Voice and Power at Work</i></p> <p>Note : le Dictionnaire de la mondialisation (DAMT) – projet de Jeanne Dancette et de ses collègues – sera présenté durant cette séance / <i>The Globalization Dictionary (DAMT) – project of Jeanne Dancette and her colleagues – will be presented during this session.</i></p>	Fin de la rencontre / <i>End of Meeting</i>
Pause/ Break	16:00 - 16:30	15:45 - 16:15	16:15 - 16:45	
PM2	<p>16:30 - 18:30</p> <p>A.3 Séminaire fermé / Closed Seminar Salle Président A-B Room Repenser la représentation collective / <i>Rethinking Collective Representation</i></p> <p>B.3 École doctorale / Doctoral School Salle Champêtre A-B Room ☺ Planifier la transition entre le doctorat et la carrière / <i>Preparing the transition from PhD to career</i></p>	<p>16:15 - 18:30</p> <p>Ateliers 1 / Workshops 1</p> <p>1.1) Les regroupements régionaux et la territorialité / <i>Regional Clusters and Territoriality</i> • Salle Champêtre A-B Room ☺</p> <p>1.2) Restructuration de l'État et nouveaux modes de livraison des services / <i>Restructuring of the State and New Modes of Service Delivery</i> • Salle Cantons A-B Room</p> <p>1.3) Marier genre et droit du travail / <i>Gendering Labour Law</i> • Salle Cordial Room</p> <p>1.4) Innovation - entre collaboration et résistance : nouvelles configurations organisationnelles et dynamiques sociales au travail / <i>Collaborative and Contested Innovation: New Organizational Configurations and Social Dynamics at Work</i> • Salle Exécutif A-B Room</p>	<p>16:45 - 18:30</p> <p>Ateliers 3 / Workshops 3</p> <p>3.1) Syndicats : un agenda de recherche pour faire face à la crise / <i>Unions : Mapping the Research Agenda at a Time of Crisis</i> • Salle Champêtre A-B Room ☺</p> <p>3.2) Enjeux théoriques et méthodologiques de la régulation du travail : Perspectives du Sud / <i>Theoretical and Methodological Challenges for the Regulation of Work : Perspectives from the South</i> • Salle Exécutif A-B Room</p> <p>3.3) Le Dictionnaire de la mondialisation (DAMT) : démonstration et suites / <i>The Globalization Dictionary (DAMT) : Application and Next Steps</i> • Salle Président A-B Room</p> <p>Rencontre de projet 1 (fermée) / Project Meeting 1 (Closed)</p> <p>1.1) Régions, gouvernance et multinationales / <i>Regions, Governance and Multinationals</i> • Salle Cordial Room</p>	
Cocktail Souper/ Dinner	19:00	19:00	19:00 19:45	

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Pre-Magog Activities

Program

Dinner Meeting - Wednesday May 6th, 18:00 (**Closed**)

Overview of the role of central labour federations

Dinner-meeting with **Hassan Yussuf**, Secretary-Treasurer, **Barb Byers**, Executive Vice-President and **Sylvain Schetagne**, Senior Economist at the Canadian Labour Congress (CLC).

A. International Seminar

Session A.1 : Thursday May 7th, 9:30 - 12:30 / Président A-B Room (**Closed**)

Session A.2 : Thursday May 7th, 14:00 - 16:00 / Président A-B Room (**Closed**)

Session A.3 : Thursday May 7th, 16:30 - 18:30 / Président A-B Room (**Closed**)

Session A.4 : Friday May 8th, 8:30 - 10:00 / Président A-B Room (**Closed**)

Rethinking Collective Representation

The objective of this book workshop is to explore key ideas that can stimulate new thinking about union revitalization, inform the ways that we seek to compare experiences of union change and renewal and to take the research agenda forward in terms of concepts, comparisons and methodologies. Drawing on their previous empirical work, each chapter deals with a concept that the author(s) believe is likely to be central in our thinking about future forms of collective representation. These include legitimacy, gender, collectivism, power, institutions, democracy, consciousness, scale, time, sustainable development, coalitions and several authors... The challenge is to put forward a conceptual take in a stimulating and accessible way that will help readers to reframe their own thinking and narratives about collective representation. If each of our book's informed readers can take away just one idea that stimulates their own thinking, the objective is likely to be achieved.

Participants :

Christian Dufour (Institut de recherches économiques et sociales)

Peter Fairbrother (Royal Melbourne Institute of Technology)

Mona-Josée Gagnon (Université de Montréal)

Corinne Gendron (UQAM / CRIMT Invited Researcher)

Adelheid Hege (Institut de recherches économiques et sociales)

Andrew Herod (University of Georgia - Athens)

Rob Hickey (Queen's University)

Pradeep Kumar (Queen's University)

Christian Lévesque (HEC Montréal)

Gregor Murray (Université de Montréal)

David Peetz (Griffith University)

Ian Robinson (University of Michigan)

Kim Voss (University of California Berkeley)

Charlotte Yates (McMaster University)

Session A.5 : Friday May 8th, 11:00 - 12:30 / Champêtre A-B Room (**Open** - 9)

Building Theme Bridges on Collective Representation

This session seeks to build bridges and even "pass the torch" between more established and younger scholars who work in the field of union renewal and collective representation. All researchers (profs and doctoral students) working on Theme 4 are welcome to attend. The focus will be on new directions in this field of research, the possibilities for outputs (special issues of journals, panels at conferences and so on), and the development of specific thematic initiatives including the Global Actors Initiative (GAI).

This session will be organized in three steps:

Step 1: The first 10-15 minutes will consist of a report back from our pre-Magog IV workshop on the production of a volume on new conceptual terrain in the field of union renewal and collective representation as well as other issues.

Step 2: Other CRIMT-MCRI-II scholars working on Theme 4 will then be asked to identify gaps in the conceptualization of union renewal and collective representation, and ways in which their own work, which we want you to highlight, opens up new lines of inquiry and theorization about union renewal. This identification of gaps will take about 30 to 40 minutes, so please come prepared to speak succinctly and passionately about your research.

Step 3: The session will conclude with a strategic discussion of Theme 4 activities, the ways we can disseminate the work and ideas of researchers involved in this theme to different audiences, and the possibility of producing special issues of journals and a book in French. We want the discussions that we start in this session to continue informally and formally throughout the weekend.

B. Doctoral School / Champêtre A-B Room (Open - 9)

The intensive nature of undertaking a PhD can often lead us to view the doctorate as an end in itself rather than the first step in a much longer journey that will involve, in some cases, starting or furthering a professional career, and in others, securing an academic position and achieving tenure. This year's doctoral school aims to examine and debate three critical challenges that face doctoral students on what is often a ten year journey from first registration on a PhD programme to attaining tenure within an academic institution. These challenges are; how to approach the writing of the thesis, how to prepare for the transition from PhD student to first academic position and how to publish from your PhD with the intent of both securing a position and attaining tenure.

Session 1 : Thursday May 7th, 11:00 - 12:30

Introduction and Presentation of Participants

Each participant will have three minutes to present their PhD project (title and short summary), the state of research and progress made so far and the methodology envisaged (or used) towards realizing the thesis.

Chair : **Annette Hayden** (Université de Montréal / CRIMT Postdoctoral Associate)
Nicolas Roby (Université de Montréal / CRIMT)

Session 2 : Thursday May 7th, 14:00 - 16:00

The challenge of the thesis – reading, writing and structuring

There comes a moment for every PhD researcher when you have to face the challenge of actually writing the thesis. When you sit in front of a blank computer screen for the first time, where on earth do you start? Intellectually and practically how do you structure such an enormous piece of work? When do you stop reading and start writing? This session is focused on answering these and other questions relating to the practicalities of reading, writing and structuring the thesis.

Speaker : **Jacques Bélanger** (Université Laval)

In order to stimulate discussion we ask each of you (the research students) to prepare a very short statement (at most 2 minutes) in response to the following questions:

- Q1.** If you are yet to start writing your thesis, what do you anticipate will be the major challenges that you will face when you start to structure and write your thesis? If you are in the process of writing, what structural challenges did you face and how did you overcome them?
- Q2.** In order to effectively write a PhD thesis, how much should you read and what should you read? Can you read too much?
- Q3.** What point during the PhD process do you think is the right time to start writing the thesis and why?

Session 3 : Thursday May 7th, 16:30 - 18:30

Preparing the transition from PhD to career

Believe it or not, there is life after the PhD and many doctoral students go on to take up professional, postdoctoral or faculty positions after completion of their studies (some of course are even offered professional or faculty positions before completion). Preparing for transition whilst still undertaking the PhD is a vital part of the planning process if you want to achieve a smooth transfer into professional or academic career. But what are the key things to consider and plan for in the early years of the PhD? What are the options? How do you give yourself the best chance of securing a professional or an academic position after the PhD? This session will focus on examining these questions and any others you may have relating to the transition from PhD to your first professional or academic position.

Speakers : **Marc-Antonin Hennebert** (HEC Montréal)
Catherine LeCapitaine (Université Laval)
Urvashi Soni-Sinha (McMaster University)
Annette Hayden (Université de Montréal / CRIMT Postdoctoral Associate)
Étienne Cantin (Université Laval)

In order to ensure you are able to actively participate in this session, we would like you to think about and be prepared to give your views on the following questions:

- Q1.** At what point during the PhD process do you think you should start planning for your transition from doctoral researcher to postdoctoral researcher/faculty member? What kinds of things can you do to prepare for transition?
- Q2.** If you plan on transitioning to a professional career, what are the key elements you should be thinking about during your PhD process and which might further your chance of getting hired or securing a meaningful promotion.
- Q3.** There are two main academic options after the PhD – to either attain a postdoctoral research position or a faculty/teaching position. In terms of ultimately achieving tenure at the end of our ‘ten year journey’, what do you think are the advantages and disadvantages of these two options?
- Q4.** When you apply for a postdoctoral or faculty position, what are the key factors that a selection committee or interview panel is looking for in the application and interview stages?
- Q5.** What do you think are the main priorities for a new academic operating in his or her first academic position that will facilitate achieving tenure after 5 years?

Session 4 : Friday May 8th, 8:30 - 10:00

How to Publish?

In this session we will explore the writing and publication of scientific papers and articles in refereed journals. The start of your career as a scholar, your research grants, promotions, your self esteem and even the love and appreciation of your friends and family are often directly linked to your ability to write papers and to get them published! That said, students get little or no practical training on this. This session therefore gives us an opportunity to exchange ideas on the subject and we have invited a few experienced colleagues to share their views on the process of writing and publishing articles from their perspective of both writers and submitters of papers and also as editors/reviewers.

Speaker : **Paul Edwards** (University of Warwick)

This session is highly participatory and team-based, and we ask that all students prepare beforehand a title and a 200 word abstract based on their PhD which could form the basis of an article for submission to a journal. By examining and talking about these abstracts during the session, we will seek to answer the following key questions. Students are asked to think about these questions in advance of the session and be prepared to give their views.

- Q1.** Publishing an article in a peer reviewed journal means writing something extremely good in 5000 to 9000 words. What do you think are the key principles involved in achieving this?
- Q2.** Should you and what should you publish during your PhD?
- Q3.** How do you know which journals to submit to and why does it matter?
- Q4.** What does a journal editor look for in a good article?
- Q5.** What should you know with regards to the submission and revision processes?

C. Workshop : Friday May 8th, 10:30 - 12:00 / Exécutif A-B Room (**Closed**)

Employment Agencies and Precarious Workers: The Regulatory Challenge

Speakers :

Louise Boivin (Université de Montréal)

(Re)dévalorisation sexuée des emplois dans les services d'aide à domicile au Québec

Judy Fudge (University of Victoria)

Labour Brokers and Temporary Foreign Workers: A Case of Regulatory Failure

Dalia Gesualdi-Fecteau (Commission des normes du travail)

Fragmentation de l'entreprise et identification de l'employeur: Où est Charlie?

Kendra Strauss (University of Glasgow / CRIMT Postdoctoral Associate)

Challenging hegemonic deregulation? The UK Gangmaster Licensing Authority as a model for the regulation of casual work

Véronique de Tonnancour et **Guylaine Vallée** (Université de Montréal)

Les relations de travail tripartites et l'application des normes minimales du travail au Québec

D. Workshop : Friday May 8th, 10:00 - 12:00 / Président A-B Room (**Open**)

Global Judges

The research project on 'Judges as global actors' aims to identify key evolutionary trends in judiciary practices in order to shed light on the role judges are playing in the social regulation of globalization. The goal is also to identify other mechanisms (international, institutional, and those constructed by the actors themselves) that allow for the emergence of alternative means of conflict resolution and lead to new strategies. These mechanisms are multifaceted and need to be mapped. The project will entail national and regional studies, interviews with judges and the identification of cross-cutting lines of analysis.

Participants : **Marie-Ange Moreau** (Institut universitaire européen)

Gilles Trudeau (Université de Montréal)

Harry Arthurs (York University)

Renée-Claude Drouin (Université de Montréal)

Brian Langille (University of Toronto)

CRIMT-MCRI II Project Meeting

Program

Plenary 1 : Friday May 8th, 13:30 – 15:45 / Champêtre A-D Room (9)

Global Actors Initiative A: Are Actors Being Globalized?

Objective: This plenary session is meant to help us with a first exchange on key themes related to the CRIMT-MCRI-II Global Actors Initiative (GAI). It seeks to highlight the interest but also the complexity of the subject.

Questions and themes: Drawing on the case of the particular actor or actors that interest you, please do your best to engage the discussion on the larger issues through the particular example(s) that you want to develop. You may wish to address some of the following questions (but not in any particular order) and your mandate is quite open as to the way that you do this.

- Q.1** What is the impact of globalization on particular actors engaged in the regulation of work and employment? Are actors being globalized (no/yes, none/some/all, directly/indirectly, in ways that you might think/not in the ways that you would expect/it depends/it's too soon to tell!)?
- Q.2** What is the impact on: a) the types of issues that emerge and the way that they are framed and pursued; b) the relevance of different forums and the displacement of issues from one to another; c) the interaction between different kinds of actors; d) ...?
- Q.3** Does globalization change: a) the way that actors do and think about their roles; b) the kinds of particular skills or capabilities that they require; c) the kinds of actors that emerge as being important or relevant; d) the resources that they seek to develop...; e) ...?
- Q.4** Are these changes, if any, a) visible or invisible; b) important or not important; c) ...?
- Q.5** What matters most in the way that we study the links between actors and institutions in the regulation of work in the context of globalization?

Organizational Principles for Contributors: Please feel free to respond to any of these questions; it is certainly not necessary to answer each. The time allotted to each contributor is fairly brief (less than 15 minutes and you can exercise your right to say less), which should give you enough time to establish some key ideas but leave space for exchange between us and a more general discussion in a session that will last at least 120 minutes.

Chair : **Gilles Trudeau** (Université de Montréal)

Contributors :

Gregor Murray (Université de Montréal)

Harry Arthurs (York University)

Marie-Ange Moreau (Institut universitaire européen)

Tony Edwards (King's College London)

Anthony Giles (Human Resources and Skills Development Canada)

Wokrshop 1 : Friday May 8th, 16:15 – 18:30

Workshop 1.1 / Champêtre A-B Room (9)

Regional Clusters and Territoriality

The goal of this workshop is fourfold: 1) to insure that a dialogue takes place between the coresearchers involved in research on regional clusters of firms; 2) to share various theoretical frameworks being used in the study of regional clusters; 3) to better isolate the role of labour institutions in dealing with problems associated with the operation of regional clusters; and 4) to conceive of ways to better coordinate various individual and small team subproject initiatives on regional clusters.

Chair : **Christian Lévesque** (HEC Montréal)

Presentations :

Phil Almond (De Montfort University)

Annette Jobert (Université de Paris X)

John Holmes (Queen's University) and **Tod Rutherford** (Syracuse University)

Philippe Barré (Université de Montréal) and **Lucie Morissette** (HEC Montréal)

Comments :

Tod Rutherford (Syracuse University)

Workshop 1.2 / Cantons A-B Room

Restructuring of the State and New modes of Service Delivery

Goal of the workshop: The purpose of the workshop is to compare and discuss research results based on the general theme of our sub-project. A suggested output is to propose a special issue to an academic journal with a focus on comparative analysis of the shape of public Sector restructuring, the emergence of new modes of service delivery and their consequences for citizens and workers. This includes attempts to explain union and other stakeholders' strategic responses and their ability to influence the process and the outcomes of restructuring. The above does not exclude other approaches to these issues. Those who wish to adopt a larger view are most certainly welcome to do so.

The workshop would be built around the following general questions:

- 1- What paths are followed for the restructuring of public services and what are the effects of new modes of service delivery on citizens and workers (including changes in workers identities) ?
- 2- What have been the strategic responses of unions and other stakeholders and to what extent have they influenced the process and outcomes of restructuring ?
- 3- /What do these mean for the shape and form of state intervention and the relationship citizens and workers entertain with public services?

Contributors :

Peter Fairbrother (Royal Melbourne Institute of Technology)

Jean-Noël Grenier (Université Laval)

Robert Hickey (Queen's University)

Patrice Jalette (Université de Montréal)

Damian Pierbattisti (Université de Buenos Aires)

Workshop 1.3 / Cordial Room

Gendering Labour Law

This workshop seeks to generate intellectual and organizational energy to encompassing and cross-cutting thinking (involving co-researchers from different themes) on gender and labour law. Our MCRI-II project anticipates both an outreach activity (possibly 2010 or 2011 – to specify) and an edited collection

(possibly 2013) that will seek to visualize a labour law that integrates gender as a fundamental dimension of labour law. What would such a labour law look like? How to take this project forward? This meeting entails informal discussions among participants and anyone who is interested will be welcome!

Chair : **Judy Fudge** (University of Victoria)
Guylaine Vallé (Université de Montréal)

Here are just some of the researchers who have already expressed an interest:

Adelle Blackett (McGill University)
Urwana Coiquaud (HEC Montréal)
Dalia Gesualdi-Fecteau (Commission des normes du travail)
Kendra Strauss (University of Glasgow / CRIMT Postdoctoral Associate)
Ania Zbyszewska (University of Victoria)
Louise Boivin (Université de Montréal)
Charlotte Yates (McMaster University)
Urwana Coiquaud (HEC Montréal)

Workshop 1.4 / Exécutif A-B Room

Collaborative and Contested Innovation: New Organizational Configurations and Social Dynamics at Work

This open workshop will bring together different coresearchers who will talk from the basis of their own research on the core theme of subproject 5.1 : *Collaborative and Contested Innovation: New Organizational Configurations and Social Dynamics at Work*.

Chair : **Paul Edwards** (University of Warwick)

Contributors :

Jacques Bélanger (Université Laval)
Peter Berg (Michigan State University)
Ann Frost (University of Western Ontario)
Danielle van Jaarsveld (University of British Columbia)

Workshops 2 : Saturday May 9th, 8:45 – 10:30

Workshop 2.1 / Champêtre A-B Room (9)

Legal Pluralism and the Crisis of Labour Law

Chair : **Isabelle Duplessis** (Université de Montréal)

Papers :

Renée-Claude Drouin (Université de Montréal)

Legal Pluralism and International Law

Adelle Blackett (McGill University)

Legal Pluralism and Home Workplace

Michel Coutu (Université de Montréal)

Collective Autonomy, Labour Law and Legal Pluralism

Discussant :

Harry Arthurs (York University)

Workshop 2.2 / Cantons A-B Room

International Union Alliances

The goal of this workshop is threefold: 1) to understand the processes involved in constructing union alliances under different institutional frameworks; 2) to identify obstacles but also what is conducive to the emergence of union alliances and to the strengthening of unions' capacities for action; 3) to identify possible directions for further enquiry (both theoretical and methodological) that could lead to a better understanding of this multifaceted reality.

Chair : **Christian Lévesque** (HEC Montréal)

Presentations :

Marc-Antoine Hennebert (HEC Montréal)

Valeria Pulignano (Katholieke Universiteit Leuven)

Mélanie Dufour-Poirier (HEC Montréal)

Christian Dufour et Adelheid Hege (IRES)

Comments :

Reynald Bourque (Université de Montréal)

Pierre Verge (Université Laval)

Workshop 2.3 / Cordial Room

Firm Restructuring and Global Value Chains – Book Project

The goal of this workshop is to map the current state of research among CRIMT co-researchers with regard to firm restructuring and, especially, to discuss the possibility of producing an edited volume project on this theme.

Here are the basic parameters of the project:

Open to CRIMT coresearchers, associates and other 'friends' of CRIMT

Editors : Patrice Jalette, Linda Rouleau and ???

Title : Nature and Impacts of Restructuring

Types of contribution: theoretical and/or empirical

Bilingual

Timeframe:

June 2009 - Call for papers

October 2009 - Details of chapters forwarded to the editors

June 2010 - Workshop at CIRA on a selection of chapters

October 2010 - Submission of final chapters

Spring 2011 - Publishing of the book (before the CRIMT conference on MNCs and Global Value Chains)

Plenary 2 : Saturday May 9th, 11:00 – 12:45 / Champêtre A-D Room (9)

Taking Social Location Seriously: the Challenge for Citizenship at Work

The second plenary session will seek to explore the concept of social location for citizenship at work. The objective is threefold: 1) highlight the notion of social location as it relates to citizenship at work; 2) and 3) explore the broader implications of these sources of identity, inequality and regulation beyond the workplace for the way that we think about and do research on (2) citizenship at work and (3) other thematic areas and initiatives within our MCRI-II project.

Drawing on your own research, what is the importance/significance of the concept of social location and what does this say for the way that we think about and research citizenship at work?

Chair: **Jean Charest** (Université de Montréal)

Contributors:

Judy Fudge (University of Victoria)

Kendra Strauss (University of Glasgow / CRIMT Postdoctoral Associate)

Jean Charest (Université de Montréal)

Adelle Blackett (McGill University)

Guyllaine Vallée (Université de Montréal)

Plenary 3 : Saturday May 9th, 14:15 – 16:15 / Champêtre A-D Room (9)

Representation, Employee Rights, Voice and Power at Work

Objective: The worker voice regime in Canada is largely identified with the institutional heritage of the Wagner Act in the U.S. The 75th anniversary of this Act in 2010 will be the occasion to bring together labour market actors and thematic specialists in an international conference on representation at work, employee rights, voice and power in Quebec City. This plenary session is meant to help us with a first exchange on key themes that might inform this conference.

First overall question: What diagnosis should be made of your system of representation of workers at work? Is it well adapted to the new realities of your society and economy?

- Do workers have access to effective representation at their place of work?
- Does the current representation regime at work enable workers and employers to deal effectively with issues of concern?
- Does the increasing diversity of the workforce (sex, race, religion, age, sexual orientation ...) require change to existing mechanisms or to develop new channels of representation at work?
- How does the overall evolution of national legal systems affect representation at work?
- What is the impact of globalization on the dynamics of your system of representation?

Second overall question: What are the implication of your analysis for public policy, actor strategies and research agenda?

Organizational Principles for Contributors: In order to enhance the possibilities of exchange between the different contributors, we ask you to start and finish your contribution with the general questions asked. You are free to respond to these general questions through any of the specific sub-questions that you wish but it is not essential to answer each (or any) of these sub-questions. Since the time allotted to each contributor is very brief (just 8-10 minutes in order to ensure adequate space for a more general discussion), you really need to target the questions that will help you to advance your overall analysis and to answer the two general questions. We will ask two persons to sum up key elements of the discussion at the end of the plenary.

Animation : **Christian Brunelle** (Université Laval)

Intervenants :

Christian Brunelle (Université Laval)
Charlotte Yates (McMaster University)
Christian Dufour et **Adelheid Hege** (IRES)
Kim Voss (University of Berkeley)
Mona-Josée Gagnon (Université de Montréal)

Summary :

Rob Hickey (Queen's University)
Pierre Verge (Université Laval)

Workshops 3 and Project Meeting 1 : Saturday May 9th, 16:45 – 18:30

Workshop 3.1 / Champêtre A-B Room (9)

The Financial and Economic Crisis and Union Renewal: Understanding the Consequences, Mapping the Research Agenda

Since the financial crisis hit in the fall of 2008, unions have been placed on the defensive, confronting by impossible challenges. The current economic crisis is likely to have disastrous effects on union members in certain sectors, especially in the historically more unionized manufacturing sector, and threatens to reconfigure union memberships and collective bargaining in fundamental ways. For many unions, the crisis has also meant abandoning key strategies for union renewal, such as organizing.

This workshop therefore focuses on a) what the crisis means for unions and b) the consequences for the kind of research that we do on collective representation in this new context. How might unions rebuild their strength at a time of enormous strain? What will be shape of the collective bargaining that emerges from the crisis? What do these trends mean for our research agenda? Since we have not had the opportunity to discuss these issues in any depth, we will ask participants to make informal contributions on both dimensions of the session. (Please think about these questions beforehand.) We will also draw on responses to our special request for creative contributions (The Bright Side of the Financial Crisis) in order to sharpen our creativity and add to the enjoyment of the discussion.

Workshop 3.2 / Exécutif A-B Room

Workshop - Theoretical and Methodological Challenges for the Regulation of Work : Perspectives from the South

Questions :

- Q.1** *On the basis of empirical or fieldwork, how is the regulation of work being transformed in the economies of the South?*
- Q.2** *How does doing research in the South change your understanding of the major theoretical and methodological challenges in the regulation of work, in both South and North.*

Organizational Principles for Contributors: In order to enhance the possibilities for theoretical and methodological exchange between the different contributors, we ask each presenter to respond to the two questions asked in the context of your presentation. Of course, we want you to do this in telling us about the field or empirical research that you are doing on the regulation of work in the South. It is imperative that you do not exceed the maximum time for your contribution (15 minutes or less) so that there is adequate space for a more general discussion. We will ask one or two persons to react to the presentations and try to identify some of the cross-cutting themes that emerge from the presentations.

Chair : **Adelle Blackett** (McGill University)

Contributors :

- **Christian Lévesque** (HEC Montréal)
- **Brice Adanhounme** (HEC Montréal)
- **Martin Dumas** (Université Laval)
- **Chrysal Aguidioli Kenoukon** (Ecole Nationale d'Administration et de Magistrature, Bénin)

Workshop 3.3 / Président A-B Room

Forum: multinational /transnational / global entreprise and other concepts in the Analytical Dictionary of Globalization and Work

The English-French-Spanish versions of the Dictionary (2009, preliminary) are now on CRIMT's Web site. This workshop offers an exchange of comments on the entries *multinational /transnational / global entreprise* and others (such as *degree of transnationality, FDI, network firm, host country, etc.*). It will be the opportunity for the users to test the validity of the Dictionary and identify areas where it could be improved. We will discuss the accuracy of the articles as well as the convenience and usefulness of the navigation between languages and terms. The collection and synthesis of the comments will be the object of the first CRIMT Electronic Terminological Bulletin.

Project Meeting 1.1 / Cordial Room (Closed)

Regions, Governance and Multinationals

This is a project meeting for a new cross-national comparative project which aims to improve our understanding of the relationship between MNC units and sub-national governance actors. It seeks to investigate how these relationships are structured in regions with different economic characteristics and governance arrangements, and with what effects on the local embeddedness of MNC units, and local regional labour markets. The research is cross-disciplinary in nature, being informed by economic geography and policy studies as well as employment relations and organisation studies. Comparative regional cases will be drawn from the UK, Canada, Ireland and Spain

Chair : **Phil Almond** (De Montfort University)

Participants :

Jacques Bélanger (Université Laval)
Philippe Barré (Université de Montréal)
John Holmes (Queen's University)
Tod Rutherford (Syracuse University)
Gregor Murray (Université de Montréal)
Christian Lévesque (HEC Montréal)
Pierre-Antoine Harvey (Université de Montréal)

Workshops 4 and Project Meeting 2 : Sunday May 10th, 9:00 – 10:45

Workshop 4.1 / Cordial Room

2010 International Conference Planning: Representation, Employee Rights, Voice and Power at Work

The worker voice regime in Canada is largely identified with the institutional heritage of the Wagner Act in the U.S. The 75th anniversary of this Act in 2010 will be the occasion to bring together labour market actors and thematic specialists in an international conference on representation at work, employee rights, voice and power in Quebec City. Drawing on the plenary session from the previous day and informal input from a variety of participants, this open working meeting will set out key themes that should inform the conference and its forthcoming call for papers. All interested co-researchers are welcome to participate in this informal discussion.

Chair : **Christian Brunelle** (Université Laval)
Gregor Murray (Université de Montréal)

Workshop 4.2 / Cantons A-B Room

2011 International Conference Planning: Multinational Companies and Global Value Chains

Multinational companies are at the forefront of recent phases of globalization and an understanding of their behaviour and the dynamics of global values chains are critical for understanding the dynamics of labour regulation. Our 2011 international conference on this theme will enable us to integrate different subprojects already under way on this topic as well as other researchers from a variety of disciplinary perspectives. All interested co-researchers are welcome to participate in this informal discussion that will help us to structure the activity.

Chair : **Jacques Bélanger** (Université Laval)
Patrice Jalette (Université de Montréal)

See following abbreviated extract from Theme 1 presentation in the MCRI-II research program:

First, how MNCs structure national business systems and influence public policy: research here points to how these firms control their subsidiaries and manage employment, why they adjust in varied ways to different societal environments, and the importance of institutional variations between home and host countries.

Second, moving beyond home and host country effects, global value chains allow us to focus on the reconfiguration of the sequence of activities within and across national boundaries and across networks of economic agents. The current phase of restructuring possibly has major consequences for corporate organization and for the “hollowing out” of traditional corporate structures.

Third, there is a process of institutional restructuring and hybridization where old and new collective actors seek to regulate firms both within and beyond national borders. In these contended processes, actors attempt to mobilize both national and extra territorial sources of labour regulation through a variety of new mechanisms of social regulation.

Workshop 4.3 / Champêtre A-B Room (9)

Doctoral School: Studying Global Actors

Last session of the doctoral school – which is to be self-organized by the students themselves - on the theme : Studying Global Actors. This session precedes the plenary on the same subject, which will start at 11:30. Students are invited to debate the following questions and to pick a spokesperson who will present (3 min. max.) the groups' conclusions during the plenary session.

Q1. Why? Drawing on your own research, what is the theoretical and empirical interest in focusing on particular types or categories of actor in relation to the regulation of work and employment in the context of globalization? What themes are important and what questions should be asked?

Q2. How? Drawing on your own experience (specific examples from your own research are welcome), how would you go about studying “your” type or category of actor? What are the methodological challenges (identifying, sampling, access, disentangling underlying or less visible processes that are in play ...)? In your view, what would make for an interesting project on a particular type or category of actor? How should we make the connections between the different types of actors being studied in different subprojects?

Meeting of the Advisory Committee (4.4) / Exécutif A Room

Project Meeting 2.1 / Président A-B Room (Closed)

The objective of this meeting is to set the stage for the organization of a couple of activities related to the study of alliances and other mechanisms aimed at coordinating international union actions. These activities will take place sequentially, probably around March 2010. We envisage a one day seminar (closed) with papers submitted in advance (much like the union renewal meeting which took place in Vancouver, in 2008) and an outreach seminar aimed at trade unionists (an evening session and then the following day).

This meeting at Magog aims at furthering our thinking about the content of both these activities, at measuring the level of interest for such an activity and at setting in place an organizing committee. There is already a temporary committee composed of Mélanie Dufour, Marc-Antonin Hennebert, Emmanuelle Champion et Christian Lévesque. It is highly desirable that younger researchers be involved in the organization of these activities. It is also our intention to expand the committee to involve representatives from Quebec's and Canada's main labour organisations.

Participants :

Emmanuelle Champion (Université du Québec à Montréal)

Mélanie Dufour-Poirier (Université du Québec en Outaouais / HEC Montréal)

Marc-Antonin Hennebert (HEC Montréal)

Christian Lévesque (HEC Montréal)

Plenary 4 : Sunday May 10th, 11:15 – 12:45 / Champêtre A-D Room (9)

Global Actors Initiative B: Studying Global Actors

Objective: This plenary session is meant to help us think about the methodological aspects of the Global Actors Initiative (GAI) in our CRIMT-MCRI-II research programme.

Q1. Why? Drawing on your own research, what is the theoretical and empirical interest in focusing on particular types or categories of actor in relation to the regulation of work and employment in the context of globalization? What themes are important and what questions should be asked?

Q2. How? Drawing on your own experience (specific examples from your own research are welcome), how would you go about studying “your” type or category of actor? What are the methodological challenges (identifying, sampling, access, disentangling underlying or less visible processes that are in play ...)? In your view, what would make for an interesting project on a particular type or category of actor? How should we make the connections between the different types of actors being studied in different subprojects?

Organizational Principles for Contributors: You can answer either or both questions. In order to facilitate exchange between us and leave space for discussion, the time allotted to each contributor for each question is very short (2-3 minutes for the first and 3-4 for the second). We will discuss the first question, then the second, leaving time for a closing observation at the end of the session.

Animation: **Gregor Murray** (Université de Montréal)

Contributors :

Paul Edwards (University of Warwick)

Marie-Ange Moreau (Institut universitaire européen) ou Gilles Trudeau (Université de Montréal)

Valeria Pulignano (Katholieke Universiteit Leuven)

Ian Robinson (University of Michigan)

Peter Fairbrother (Royal Melbourne Institute of Technology)

Doctoral representative