



**CENTRE DE RECHERCHE INTERUNIVERSITAIRE
SUR LA MONDIALISATION ET LE TRAVAIL
INTERUNIVERSITY RESEARCH CENTRE
ON GLOBALIZATION AND WORK**

PROGRAM

**5th Full-Team Meeting
CRIMT SSHRC-MCRI Project**

9-12 May 2012

**Manoir des Sables
90, avenue des Jardins, Orford, J1X 6M6
Tel: 1.866.656.4747**

TABLE OF CONTENTS

Pre-Magog Activities

A. Doctoral School	4
A.1 – Introduction and Presentation.....	4
A.2 – The Other Research	4
A.3 – The Secret Life of the PhD : Help with the things you need to know but were afraid to ask!... ..	6
A.4 – I Thought Apples and Oranges Were Fruits	7
A.5 – Thesis and Society.....	28
B. Open Planning Workshop – Union Futures: Innovations, Transformations, Strategies	9

CRIMT-MCRI II Full-Team Meeting

Plenary I – State of the CRIMT-MCRI II Project + Institutional Fractures.....	10
Plenary II – The Transformational Role of Actors	17
Plenary III – What Theories, What Concepts?	23
Plenary IV – The Researcher and Society	29
Workshop 1.1 – The Dynamics of Exclusion: A Source of Opportunity for Labour Law?	11
Workshop 1.2 – Knowledge Work and Workers. Content Providers of the World : Unite?	13
Workshop 1.3 – Union Innovation, Learning and Transformation.....	15
Workshop 2.1 – Sustainable Development and Labour Regulation	18
Workshop 2.2 – The Paradigms of Labour Law: Follow-up to the Avignon and Montreal Meetings (2011) ...	20
Workshop 2.3 – The Transnational Dynamics of Union Action and Multilevel Social Regulation.....	21
Workshop 3.1 – Regions and Clusters: What have we learned from studying different types of sub-national Governance?	24
Workshop 3.2 – Justice and Dignity at Work.....	25
Workshop 4.1 – Open Planning Workshop – The New Frontiers of Citizenship at Work	26
Workshop 4.2 – Open Planning Workshop – The Dynamics of Comparative Institutional Advantage	27

MAGOG V • 5^{ième} rencontre d'équipe - Projet CRSH-GTRC du CRIMT / 5th CRIMT SSHRC-MCRI Full-Team Meeting

	Mercredi 9 mai / Wednesday, May 9 th	Jeudi 10 mai / Thursday, May 10 th	Vendredi 11 mai / Friday, May 11 th	Samedi 12 mai / Saturday, May 12 th
Dej. / Breakfast		7:00 - 8:30	7:00 - 8:45	7:00 - 9:00
AM1		<p>8:30 - 10:00</p> <p>A.4 École doctorale / Doctoral School Salle Champêtre CD Room ☺ Des pommes, des oranges et des...pépins ? / <i>I Thought Apples and Oranges Were Fruits</i></p>	<p>8:30- 10:30</p> <p>Plénière II / Plenary II Salle Champêtre ABCD Room ☺</p> <p>Le rôle transformateur des acteurs / <i>The Transformational Role of Actors</i></p> <p>Animateur / Chair : Marc-Antoin Hennebert Participants : Guylaine Vallée Kim Voss Larry Haiven Peter Fairbrother Christian Dufour & Adelheid Hege</p>	<p>8:45 - 10:30</p> <p>Ateliers 4 / Workshops 4</p> <p>4.1) Les nouvelles frontières de la citoyenneté au travail / <i>New Frontiers of Citizenship at Work</i>. Atelier préparatoire ouvert visant à organiser le colloque 2013 du CRIMT sur la citoyenneté au travail / <i>Open Planning Workshop in preparation of CRIMT's 2013 conference on Citizenship at Work</i> • Salle Cordial Room</p> <p>4.2) Les dynamiques de l'avantage institutionnel comparé / <i>The Social Dynamics of Comparative Institutional Advantage</i>. Atelier préparatoire ouvert visant à organiser le colloque 2014 du CRIMT sur l'avantage institutionnel comparé / <i>Open Planning Workshop in preparation of CRIMT's 2014 conference on Comparative Institutional Advantage</i> • Salle Président AB Room</p> <p>A.5 École doctorale / Doctoral School Salle Champêtre CD Room ☺ Thèse et société / <i>Thesis and Society</i></p>
Pause/ Break		10:00 - 10:30	10:30 - 11:00	10:30 - 11:00
AM2	<p>11:30 - 12:30</p> <p>A.1 École doctorale / Doctoral School Salle Champêtre CD Room ☺ Introduction et présentation des participants / <i>Introduction and Presentation of Participants</i></p>	<p>10:30 - 12:00</p> <p>B.1 Atelier préparatoire / Planning Workshop Salle Champêtre CD Room ☺ L'avenir syndical: innovations, transformations et stratégies. Rencontre ouverte du comité scientifique (tous sont les bienvenus) / <i>Union Futures: Innovations, Transformations, Strategies. Open Meeting of the Scientific Committee (all are welcome).</i></p>	<p>11:00 - 12:45</p> <p>Ateliers 2 / Workshops 2</p> <p>2.1) Développement durable / <i>Sustainable Development</i> • Salle Président AB Room</p> <p>2.2) Les paradigmes du droit du travail : suivi des séminaires d'Avignon et de Montréal, 2011 / <i>Labour Law Paradigms : Follow-up to the 2011 Avignon and Montreal Seminars</i> • Salle Cordial Room</p> <p>2.3) Régulation sociale multinationale / <i>Multilevel Social Regulation</i> • Salle Champêtre CD Room ☺</p>	<p>11:00 - 12:45</p> <p>Plénière IV / Plenary IV Salle Champêtre ABCD Room ☺</p> <p>Le chercheur et la société / <i>The Researcher and Society</i></p> <p>Animateur / Chair : Gilles Trudeau Participants : Jean Charest Ian Robinson Marie-Ange Moreau David Peetz Philippe Pochet Docteurant / <i>PhD Student</i></p>
Lunch	12:30 - 13:30	12:00 - 13:30	12:45 - 14:15	Servi à compter de 12:00 / Served from 12 PM
PM1	<p>13:30 - 15:00</p> <p>A.2 École doctorale / Doctoral School Salle Champêtre CD Room ☺ L'autre recherche / <i>The Other Research</i></p>	<p>13:30 - 16:00</p> <p>Plénière I / Plenary I Salle Champêtre ABCD Room ☺</p> <p>L'état du projet GTRC-II / <i>The State of the MCRI-II Project</i></p> <p>Gregor Murray</p> <p>Fractures institutionnelles / <i>Institutional Fractures</i></p> <p>Animateur / Chair : Gregor Murray Participants : Christian Brunelle Ann Frost Charles Heckscher Charlotte Yates</p>	<p>14:15 - 16:15</p> <p>Plénière III / Plenary III Salle Champêtre ABCD Room ☺</p> <p>Quelles théories, quels concepts ? / <i>What Theories, What Concepts?</i></p> <p>Animateur / Chair : Christian Lévesque Participants : Phil Almond - Barbara Pocock Martin Dumas John Godard</p>	Fin de la rencontre / <i>End of Meeting</i>
Pause/ Break	15:00 - 15:30	16:00 - 16:30	16:15 - 16:45	
PM2	<p>15:30 - 17:00</p> <p>A.3 École doctorale / Doctoral School Salle Champêtre CD Room ☺ La vie secrète de...ou tout ce que vous avez toujours voulu savoir sur le parcours doctoral sans jamais oser le demander / <i>The Secret Life of the PhD: Help with the things you need to know but were afraid to ask!</i></p>	<p>16:30 - 18:15</p> <p>Ateliers 1 / Workshops 1</p> <p>1.1) Les dynamiques de l'exclusion / <i>The Dynamics of Exclusion</i> • Salle Champêtre CD Room ☺</p> <p>1.2) Travail et travailleurs du savoir / <i>Knowledge Work and Workers</i> • Salle Président AB Room</p> <p>1.3) Innovation, apprentissage et transformations au sein des syndicats / <i>Union Innovation, Learning and Transformation</i> • Salle Cordial Room</p>	<p>16:45 - 18:30</p> <p>Ateliers 3 / Workshops 3</p> <p>3.1) Régions et grappes / <i>Regions and Clusters</i> • Salle Champêtre CD Room ☺</p> <p>3.2) Justice en milieu de travail / <i>Workplace Justice</i> • Salle Cordial Room</p>	

DOCTORAL SCHOOL

The Doctoral School will deal with three types of research: qualitative, quantitative... and of oneself! Each type of research will be the subject of a workshop, concluding with a session on the dissemination and impact of research. This document describes each of the program's activities and poses a series of questions that students will be debating during the course of the meeting.

9 May 2012

11:30-12:30 (Champêtre CD Room )

Workshop A.1: Introduction / participant introductions

Chair: **Shelagh Campbell** (Postdoctoral student CRIMT - TELUQ)
Lorenzo Frangi (Postdoctoral student CRIMT - HEC Montréal)
Nicolas Roby (Scientific Coordinator CRIMT - Université de Montréal)

The first session is designed to enable participants to get to know each other and to discuss their progress over the last year. To this end, each participant should prepare a short presentation on his/her thesis project, including progress to date and an explanation of the methodology that he/she anticipates using (or has used) in conducting the research (maximum 2 minutes – please make good use of your allotted time – if you are too short, I will ask you to elaborate – if you are too long, you run the risk of being cut off).

12:30-13:30

Lunch

13:30-15:00 (Champêtre CD Room )

Workshop A.2: The other research

Chair: **Nicolas Roby** (Scientific Coordinator CRIMT - Université de Montréal)

Guest contributors: **Marie-Josée Legault** (TELUQ), **Georgina Murray** (Griffith University),
David Peetz (Griffith University), **Ania Zbyszewska** (University of Victoria)

Social science need not be the opposite of basic science; the latter considered as 'pure and hard', the former as 'impure and soft'. Mindful of the issue of legitimacy, some social science methodologists present quantitative and qualitative methods as being in opposition, stressing the virtues and strengths of the former, whilst dismissing the latter as too anecdotal and lacking rigour. This workshop aims at setting the record straight!

Why use qualitative methods? What are the advantages and what do we learn from them? In terms of methodology, how do you recognize a good qualitative design? What are the benefits of triangulation? How do you prepare for interviews in order to get the most out of them? How do you identify key participants and negotiate access? Is participant observation (in the manner of Laurie Graham, *On the Line at Subaru-Isuzu*) always possible and, if so, how do you satisfy the requirements of the ethics committee? Once data collection is complete, how do you make the most of your research material? What are the principal techniques for coding and analysis and what are the main advantages and disadvantages? When it comes to presenting and analyzing a series of case studies, what are the options in terms of structuring the analysis and discussion chapters?

We ask you to think about the following two questions and be prepared to participate in the discussion. We will put these questions to our guest contributors – who we will also ask to address some of the above questions. With this session, we aim to follow an open ‘questions and answers’ format.

Q1. What makes a successful interview? In terms of interview preparation and managing the unexpected, do you have some good tips/advice?

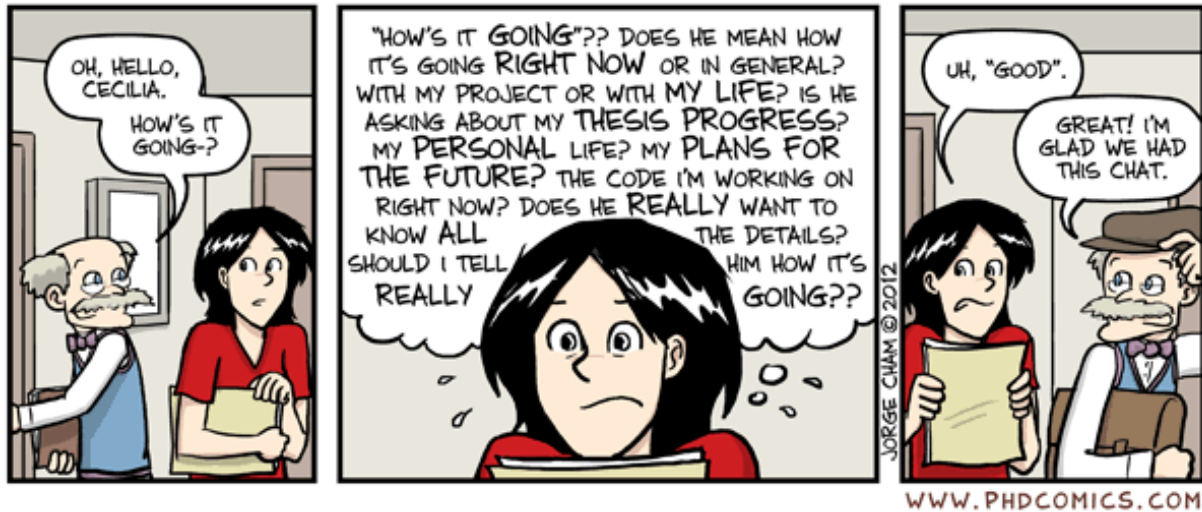
Q2. How do you use the material collected to your advantage and, in the case of interviews, cut through hundreds of pages of words? What place is there for induction and, if this is important, how do you ensure the link between what the participants told you (and hence, something that was not anticipated) and the parameters of the theoretical framework?

15:00-15:30

Break

15:30-17:00 (Champêtre CD Room )

Workshop A.3: The Secret Life of the PhD: Help with the things you need to know but were afraid to ask!



Chair: **Shelagh Campbell** (Postdoctoral student CRIMT - TELUQ)

Guest contributors: **Amanda Coles** (McMaster University), **Lorenzo Frangi** (HEC Montréal), **Nicolas Roby** (CRIMT), **Johanna Weststar** (Saint-Mary's University)

Do you wake up in the middle of the night and ask yourself the following questions: Why do my friends roll their eyes when they see me coming? Why is writing so hard? Will I ever be able to afford a mortgage, a baby, a beer? How will I tell my partner we have to move cities for my job? How do I find a job? How do I find a partner? Should I teach courses while working on my PhD? Why is it so hard to find time to write? Who can I call for help? Does anyone care?

Well the answer to the last question is yes! Your network of CRIMT colleagues is an important source of support and information as you journey through the PhD. You will receive guidance from your supervisor, of course, and from your classmates and program peers at your own university on matters relating to research and navigating the policies and practices unique to your institution. However, CRIMT is also an important place for you to grow and develop as a researcher, and finding a work/life balance is part of that journey. We wish to acknowledge that we all suffer anxiety, doubts and difficulties in many of the same areas. Our solutions will be different, according to our resources and personal circumstances; however sharing tips and tricks may help you to face some of the 'unwritten' challenges in pursuit of your PhD.

This session will address some of the 'soft' aspects of the PhD, things that can also be very hard to endure at times! The session continues our theme of the PhD journey through

discussion and exchange among doctoral students on a range of topics determined by participants. CRIMT researchers will join us to offer specific insights from their experiences.

To prepare for this session, we ask you to:

- Q1.** Identify three things you wish you had known about working on a PhD, before you started your PhD!
- Q2.** List those aspects of the PhD that have presented challenges to date, and what things have been surprisingly easy to cope with?
- Q3.** Describe the most valuable thing you have learned so far in your PhD (aside from substantive knowledge!). Prepare a short story to share with the group about where/when/how you achieved this valuable insight.
- Q4.** If you had 15 minutes stuck in an elevator with (insert name of your most respected researcher in your field) what would you really like to ask her/him? Think carefully about this last question – you never know when you may find yourself next to this person at a CRIMT event!

10 May 2012

8:30-10:00 (Champêtre CD Room )

Workshop A.4: I thought apples and oranges were fruits...

Chair: **Lorenzo Frangi** (Postdoctoral student CRIMT - HEC Montréal)

Guest contributors: **Phil Almond** (De Montfort University), **Christian Dufour** (CRIMT), **Raoul Gebert** (Université de Montréal), **Annette Hayden** (CRIMT), **Adelheid Hege** (IRES)

In the context of economic globalization, we see how the dynamics of the world of work increasingly involve the international level, with production being 'globally' organized. As a result, researchers are increasingly interested in looking at developments, in parallel, contrasting the national and transnational dynamics of work and employment. Building on the knowledge of some renowned colleagues who specialise in conducting comparative research, this workshop aims to discuss some of the most problematic methodological aspects related to this type of research.


To prepare for this workshop, we would like you to think about the following questions:

- Q1.** General framework: How do international comparisons contribute to the study of work in the context of globalization? Which aspects are the most beneficial – and which are the most problematic?
- Q2.** Research design: Beyond the specificities of various institutional contexts, how should we treat similarities both theoretically and empirically? By subject, theme, sector, or all these and more?
- Q3.** From national to international: How do you reconcile transnational logic and national specificity and, at the national level, macro perspectives (the institutional regime), meso perspectives (regional specificities) and micro perspectives (e.g. organizational logic)? Is multilevel analysis possible and, if yes, under what conditions?
- Q4.** Technical aspects: What are the challenges relating to cross-national research (e.g. language and accents, culture shock, field access, collaboration with local universities etc.)? How do we deal with them?

12:00-13:30

Lunch

PRE-MAGOG PLANNING WORKSHOP

(10 May – 10:30-12:00 > Champêtre CD Room )

Union Futures: Innovations, Transformations, Strategies.

Open Meeting of the Scientific Committee (all are welcome)

This informal planning workshop invites open exchange around the planning of the international CRIMT conference on trade union futures, which will take place from Thursday October 25th to Saturday October 27th 2012 at HEC Montreal. The purpose is to "brainstorm" with a view to constructing workshops and other initiatives within the conference.

Unions are confronted with significant changes that appear to require innovation and even transformation. As union actors rethink and experiment their agenda, their organizational structures and their modes of action, what are the innovations taking place and what is the relative success of these innovations?

The Call for papers invites original academic and actor contributions on one or more of the following five core themes:

- 1. What do Unions Stand For?**
- 2. Who do Unions Represent?**
- 3. What are the Dynamics of Union Activism?**
- 4. What are the Strategies for Union Power?**
- 5. How do Unions Innovate?**

The conference will have a particular focus on assessing innovations, transformations and strategies developed by trade unions at the local, national and transnational levels. There will also be a large number of workshops that seek to integrate contributions from both researchers and trade unionists or other labour market actors and civil society groups.

PLENARY I (10 May – 13:30-16:00 > Champêtre ABCD Room [📍](#))

1. The State of the CRIMT-MCRI-II Project

Update on the project, overview of key documents and mid-term evaluation process (see meeting kit), and objectives of Magog V meeting.

Gregor Murray (Université de Montréal)

2. Institutional Fractures

What does our research say about institutions for work and employment? Do they point to fractures within or the resilience of our institutional regime? What are the most important conclusions that emerge from your/our research?

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

Christian Brunelle (Université Laval)

Ann Frost (University of Western Ontario)

Charles Heckscher (Rutgers University)

Charlotte Yates (McMaster University)

The Dynamics of Exclusion: A Source of Opportunity for Labour Law?

The dynamics of exclusion are a central issue for labour law, and yet we have little or no interest in the “positive” effects that they generate. Do they lead to the establishment of new standards, new regulatory processes or new forms of protection? Do they lead to the recognition of new actors, new institutions, and new forms of representation? These are just some of the questions that provide the focus for what should be a thought-provoking workshop.

The objective of this workshop is to think differently about these issues and to establish links between us and the research that we're doing. In this respect, many of us have studied and decried the breakup of worker status through the process of exclusion. However, from our respective work, is it possible to assert that these processes of exclusion are leading to the establishment of new institutions, new rules, new actors or new forms of solidarity? Or resulting in a process of revitalization?

After first putting this debate in context, we will then raise a few questions.

The debate in context

For several years now, labour law has been subjected to a relentless landslide. As more pieces collapse each day, we increasingly see how vulnerable or evanescent the employee has become. However, the status of labour in society was built slowly. The ingredients of what would become a full legal status were often added piecemeal to difficult working conditions and only gradually envelop the contract of employment with a legal status and endow the social meaning of work with "value and dignity" (R. Castel). This occurred with the establishment of a minimum wage, limits on the number of working hours, and the requirement that a proportion of wages be dedicated to pay for things other than direct work performed. These purposes escaped the strict laws of the market to meet other logics, for example, protection against social risks and protection of safety and dignity. This status would, moreover, rely on the collective representation of workers who, by means of a collective agreement, would escape the individualized confrontation of the employer-employee relationship (R Castel, 1995 p. 339).

In observing this historical evolution, F. Ost (1999) concludes that "it is legal mediation that tears work away from the exclusive reign of the market and the face-to-face contractual relationship". But what remains of this mediation today? Has it not turned entirely towards the deconstruction of the employee's status, and with exclusion as the aim?

- Multifaceted exclusion, which is in the hands of the legislature, the government, the employer, the trade union.

- Exclusion incorporating different techniques and varied proportions. It is implicit, explicit, partial or total
- An exclusion which is ubiquitous. It can be found everywhere, in contracts, in laws.

Exclusion does not have the support of labour law scholars invested in collective labour relations because it shakes the foundations of their field, the entire reason for the existence of labour law. Indeed, does the term not mean, not to let in, not to admit, to put outside?

However, exclusion is an integral part of labour law. This logic was, and remains present, from the earliest days of its construction: does one have the status of a salaried worker or not? We now need to better understand the dynamics of exclusion, because it is a social process. Who supports it? Who institutionalizes it? And why? What is the logic behind such exclusion?

"To exclude is to establish", the saying goes. However, to establish means establishing in law, to create a legal order, to give rise to a new legal entity. Should we not, therefore, see in exclusion the grounds for the possible construction of new labour law?

We will organize the discussion around the following questions:

- Q1.** What cases have you studied that have excluded, either implicitly or explicitly, in whole or in part, access to employment status for certain groups of workers?
- Q2.** Have they led to the emergence of new institutions, actors, rules, solidarities? Or have they led to some kind of revitalization?
- Q3.** What kind of processes are set in motion?
- Q4.** What is the result of these processes? Are they leading to a deconstruction or a reconstruction of the law?
- Q5.** How do we create a synergy between this theme and various CRIMT research initiatives and projects?

Chair : **Urwana Coiquaud** (HEC Montréal)

Initial contributions : **Barbara Pocock** (University of South Australia), **Jean Bernier** (Université Laval), **Urwana Coiquaud** (HEC Montréal), **Louise Boivin** (Université de Montréal), **Dalia Gesualdi-Fecteau** (UQAM), **Supriya Routh** (University of Victoria), **Guylaine Vallée** (Université de Montréal),...

WORKSHOP 1.2 (10 May – 16:30-18:15 > Président AB Room)

Knowledge Work and Workers. Content Providers of the World: Unite?

An emerging Public Commons culture has inspired emergent movements that produce social organisation in the course of action, without hierarchy, chain of command or permanency, taking the form of temporary coalitions staying under the hold of the collective as a whole. Do these practices make a statement about our “legacy institutions” of representation? How do, or how should, traditional representational agents respond to these changes?

Background:

The so-called media or cultural industries are facing a major challenge with the collapse of standardized business models built around scarce media and centralized distribution. They have to cope with an alternative system of expectations where ‘culture’ and ‘entertainment’ should be accessible and free; up to a certain point, the product of knowledge industries is seen as being communal in a Public Commons culture inspired by the Open source movement. There’s a shift away from mass media models - based on producer-defined content where users constitute consumers of the already defined product. The new model is based on an endlessly recursive loop between producers and consumers, where products are designed with consumers who are prompted to contribute as co-creators and improve the product under very lively crowdsourcing practices. Crowdsourcing is organized in virtual communities.

The Video game industry emerges as an ideal type in this movement, with all its paradoxes. Far from fulfilling the ideal of democracy inherent in the Open source movement, the VG industry emerges as an extreme type of what’s new and is promoted as the perfect business model of the liberal economy. There are as many as 600 000 established online game communities supporting massive multiplayer online games (MMOGs).

For the industry value chain, this raises key issues like control over the game itself and intellectual property of the co-created content. End-User Licensing Agreements (EULAs) create a kind of associate ownership, shared by game publisher and fan-based media such as websites and blogs. But this environment is unregulated as well. It is private, non unionized, providing precarious labour to high skilled and educated professionals without credentials, easily outsourced throughout its international reservoir of consumers. The result can be seen as a commodification of the public commons.

The consumer-centred economic model is also evident in the re-regulation of several professions, such as pharmacy and law, where the public interest has become conflated with an economic interest that benefits private capital. The supremacy of the consumer, and often in the name of public safety, is quite distinct from our previous understandings of the importance of circulation of knowledge (production and consumption) as related to the public commons (Habermas' public sphere/ Nancy Fraser's publics spheres). The commodification of knowledge and the public commons was previously antithetical to the concept of public.

To guide our discussion, we ask that you consider the following questions:

- Q1.** What are the implications for knowledge work and knowledge workers in the ongoing development (contested ground) of a Public Commons culture? (Please think about who the knowledge work actors are, whose interests they represent, whose world views are promoted.)
- Q2.** What are the implications for the public interest in an economic model based on open sourcing and open access; what is the limit as The Commons become more individualized, focused more than ever on a consumer as king (or queen) who is entitled to pursue his own private interest?
- Q3.** When, how, or should workers contest the privatization of knowledge as the product of their labour? What is the role of collective representation in such a world?

Format:

Our workshop will take the form of a round table, where each participant will describe his/her current project(s) in terms of the workshop guiding questions. Our workshop co-chair will introduce our theme and manage the 'commons' of our discussion.

Chair : **Marie-Josée Legault** (TELUQ) & **Johanna Weststar** (Saint-Mary's University)

Initial contributions : **Ann Frost** (University of Western Ontario), **Larry Haiven** (Saint-Mary's University), **Amanda Coles** (McMaster University), **Charles Heckscher** (Rutgers University), **Danielle Van Jaarsveld** (University of British Columbia), **Phil Almond** (De Montfort University), **Philippe Barré** (Université de Montréal), **France Houle** (Université de Montréal), ...

WORKSHOP 1.3 (10 May – 16:30-18:15 > Cordial Room)

Union Innovation, Learning and Transformation

Unions are confronted with significant changes that appear to require innovation and transformation. As union actors rethink and experiment their agenda, their organizational structures and their modes of action, this workshop is focused on the nature and evaluation of innovations taking place and their implications for a research agenda.

Drawing on your own research experience, and for the purposes of an interactive discussion, could you please share your thinking on the following three questions:


- Q1.** What have we learned from the research on union revitalization and renewal? (For an intellectual limbering-up exercise, each participant can only offer one major observation or conclusion, in 1-2 minutes.)
- Q2.** From one example that you have studied or observed, please share a few key findings on union innovation, learning and transformation. (Initial contributions not more than 5 minutes.)

Some possible issues to consider in your example (you need only deal with a couple of these questions on the basis of your example or experience – these questions are drawn from the fifth theme in the Call for papers for the October CRIMT conference):

- a) *How do unions innovate? What are the enablers and impediments to union innovation? What are the organizational mechanisms and practices to transfer and diffuse innovations? What innovations are most likely to build capacity?*
- b) *How do unions integrate learning into their organizational policies and practices? How is learning promoted between different parts of the same union, between different unions, between generations, across borders, between developed and emerging economies, from other social movements? Are there organizational policies, forms, types of leadership that better promote learning within unions?*
- c) *Are there skills and capabilities that are more likely to foster organizational innovation, learning and capacity-building? Are there types of innovation that are more likely to develop these skills and capabilities? What is the role of education in union innovation and learning?*
- Q3.** What are the priorities for a research agenda and, in the light of those priorities, what are the methodologies most likely to inform our understanding of the transformations of unions and other types of collective representation? (2-3 priorities and methodological implications, initial contribution not to exceed 3 minutes per participant.)

Co-chair: **Gregor Murray** (UdeM) & **David Peetz** (Griffith University)

Possible contributions: **Kim Voss** (University of California at Berkeley), **David Peetz** (Griffith University), **Christian Dufour** (CRIMT), **Adelheid Hege** (IRES), **Philippe Pochet** (ETUI), **Carole Yerochewski** (Université de Montréal), **Raoul Gebert** (Université de Montréal), **Ian Robinson** (University of Michigan), **Marc-Antonin Hennebert** (HEC Montréal), **Diane Gagné** (Université de Montréal), **Claude Rioux** (CRIMT), **Mona-Josée Gagnon** (Université de Montréal), **Charlotte Yates** (McMaster University), **Peter Fairbrother** (RMIT), **Gregor Murray** (Université de Montréal), ...

PLENARY II (11 May – 8:30-10:30 > Champêtre ABCD Room )

The transformational role of actors

In the light of your/our research, how should we understand the transformations of actors and institutions? What are the conditions associated with such transformations? How do actors themselves perceive these transformations and how do they respond to them?

Chair: **Marc-Antonin Hennebert** (HEC Montréal)

Guyaine Vallée (Université de Montréal)

Kim Voss (University of California at Berkeley)

Larry Haiven (Saint-Mary's University)

Peter Fairbrother (RMIT)

Christian Dufour (CRIMT) & **Adelheid Hege** (IRES)

WORKSHOP 2.1 (11 May – 11:00-12:45 > Président AB Room)

Sustainable Development and Labour Regulation

The founding projects of Sustainable Development (SD) raise important and problematical issues about their objectives. The internal dynamics of these processes are often characterized by tensions. For instance, environmental protection, a key element in a model-conception of SD, inevitably clashes with the contemporary features of our lifestyle, feeding the debate on growth, un-growth and diverse conceptions of these dynamics. Norms and values attached to the social pole of SD thus enter into difficult equations that seek to take account of the need for human comforts as well as levels of protection required to ensure the sustainable use of air, water, and earth resources.

Projects of SD are built within communities of interest facing representational, participatory and deliberative obstacles, and are often founded on interactions involving the expert/the non-expert, the weak/the powerful, the majority/the minority, the worker/the consumer, etc. Hence the interest in carefully examining models of intervention and regulation – political, legal, economic, and organizational – capable of enabling a plurality of actors to interact more closely so as to seek, conceive, and realize “integrated solutions” for SD.

This workshop is intended as a place for sharing results of novel theoretical and empirical research on the integration of SD objectives within the regulation of labour. The discussion will be organized sequentially in relation to four questions and, on the basis of his or her research experience or other observations, each participant is invited to intervene on one or more of the following questions. We have identified some researchers likely to share their views on certain questions but others working on these themes are also welcome to intervene. Target times for initial contributions are indicated in parentheses after each question.

Co-chair : **Martin Dumas** (Université Laval) & **Claude Rioux** (CRIMT)

Q1. In the light of foundational principles of sustainable development projects, what is your evaluation of the impact of transformations in the predominant paradigms for economic development on socio-productive models and structures? (3-4 minutes per participant).

- **Peter Fairbrother** (RMIT) and **Claude Rioux** (CRIMT) (from high- to low- carbon-intensity in the Gippsland region of Australia)
- **Claude Rioux** (CRIMT) and **Philippe Barré** (Université de Montréal) (from mono-industrial exploitation of forest resources to integrated management of the ecosystem : the union response in Canada and Quebec)
- **John Holmes** (Queen’s University) (...)

Q2. What is your analysis of particular actors from the world of work who are stakeholders in transformations inspired by sustainable development? What are the implications for their action within and with the community? (3-4 minutes per participant)

- **Peter Fairbrother** (RMIT) (l'implication des acteurs dans la transition au Gippsland...)

- **Martin Dumas** (Université Laval) (Le rapprochement entre producteurs-exportateurs et utilisateurs-importateurs de matière dangereuse sur la santé publique et professionnelle : l'amiante chrysotile)

- **Ian Robinson** (University of Michigan) (...), **Claude Rioux** (CRIMT) (...), **John Holmes** (Queen's University) (...), **Antonio Gomes** (Doctoral student, Université de Montréal) (...)

Q3. What are the key issues around the links between decent work, green jobs and sustainable development? (3-4 minutes per participant)

- **Peter Fairbrother** (RMIT) (...), **Jeffrey Hilgert** (Université de Montréal) (...), **Martin Dumas** (Université Laval) (...), **John Holmes** (Queen's University) (...)

Q4. What are the key issues for a research agenda that integrates labour regulation and sustainable development ? (2-3 minutes per participant)

- All participants

WORKSHOP 2.2 (11 May – 11:00-12:45 > Cordial Room)

The paradigms of law: Follow-up to the Avignon and Montreal meetings (2011)

Chair: **Michel Coutu** (Université de Montréal) and **Martine Le Friant** (Université d'Avignon et des Pays du Vaucluse)

1. **Overview:** (maximum 10 minutes for each presentation)

Democracy at work

Martine Le Friant (Université d'Avignon et des Pays du Vaucluse)

The transnationality of labour law

Marie-Ange Moreau (Université Lumière Lyon 2)

The 'crisis' of labour law and the economy

Michel Coutu (Université de Montréal)

2. **Follow-up:** (maximum 5 minutes for each presentation)

Democracy at work in Quebec

Dalia Gesualdi-Fecteau (UQAM)

The transnationality of labour law

Isabelle Duplessis (Université de Montréal)

Economic crisis and labour law

Isabelle Martin (Université de Montréal)

3. **Exchange and discussion**

The Transnational dynamics of union action and multilevel social regulation

Long before the current state of asymmetry in the balance of power between employers and trade unions, particularly within multinational corporations, many have emphasized the importance for workers to build new lines of action and representation at the transnational level. The same issues arise with regard to state action, and the legal and political possibilities for transnational action. The supranational space has therefore become an experimental ground for union actors, where new forms of cooperation are emerging and new employment regulation is being introduced.

If empirical research has enabled us to document the diversity of forms which inter-union cooperation has taken in recent years, it has also made us think about the obstacles to cooperation, as well as its effectiveness. It has also highlighted the multiple dynamics at work at the local, national and international levels that help to shape the new dynamics of transnational unions. Several legal studies on ‘soft law’ highlight the complexity of the interface between actors who are sometimes at the local or national level, and sometimes at the transnational level.

On the point of theory, it is clear from the research that we need to develop and tap into new approaches in order to understand the changes that are under way. Among the avenues explored, that of multilevel governance has been considered as a means of conceptualizing spaces for union action. According to this approach, globalization shapes/directs the interactive dynamics between various social actors situated in different jurisdictions, where there are not only differences in social regulation, but also in articulation. From this perspective, the aim is not to know whether it is the national or supranational actors who will become the architects of social regulation, but rather to study the mechanisms through which these actors emerge, through institutionalized systems of cooperation, acting jointly and defining new areas for intervention.

Given this context, below are some questions that form the basis of an informal discussion between researchers who are interested in the reconfiguration of spaces for union action and, more broadly, social regulation. Based on your own research, please tell us:

- Q1.** In your recent studies, how has interaction between jurisdictions/territories been articulated? Was it a source of tension or synergy for the unions involved?
- Q2.** In your view, what are the most promising forms and practices with regards transnational unionism?
- Q3.** What are the most promising interfaces between the various regulatory mechanisms (institutions) that are emerging and transnational actors?

Q4. What theoretical approaches could help us to better understand and conceptualize transnational dynamics and union action?

Q5. Based on your observations, what avenues of research should we be focusing on?

Chair: **Marc-Antonin Hennebert** (HEC Montréal) & **Gregor Murray** (UdeM)

Initial contributions (choice between Q1-Q4 = 5 minutes; Q5 = 2 minutes) : **Mélanie Dufour-Poirier** (Université de Montréal), **Raoul Gebert** (Université de Montréal), **Peter Fairbrother** (RMIT), **Marc-Antonin Hennebert** (HEC Montréal), **Philippe Pochet** (ETUI), **Don Wells** (McMaster University), **Reynald Bourque** (Université de Montréal), **Ian Robinson** (University of Michigan)

Other participants on the avenues of research only (Q5 = 2 minutes) : **Étienne Cantin** (Université Laval), **Christian Dufour** (CRIMT) & **Adelheid Hege** (IRES), **Mathieu Dupuis** (Université de Montréal), **Isabelle Duplessis** (Université de Montréal)

PLENARY III (11 May – 14:15-16:15 > Champêtre ABCD Room [📍](#))

What theories, what concepts?

What are the avenues for reconceptualizing/ rethinking the dynamics between actors and institutions?

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

Phil Almond (De Montfort University)

Barbara Pocock (University of South Australia)

Martin Dumas (Université Laval)

John Godard (University of Manitoba)

WORKSHOP 3.1 (11 May – 16:45-18:30 > Champêtre CD Room [📍](#))

Regions and Clusters: What have we learned from studying different types of sub-national governance?

This workshop aims to foster a dialogue between researchers working on the study of actors and institutions in different forms of sub-national governance (CRIMT Matrix 5.3). The overarching questions concern the dynamics and evolution of these sub-national institutions. What is the role of different actors? How do sub-national institutions structure or inflect the strategies of actors: firms (both multinationals and small- and medium-sized enterprises), unions, state and other governance actors?

Drawing on your own research experience, and for the purposes of an interactive discussion, could you please share your thinking on the following questions:

- Q1.** What are the conceptual and theoretical tools that you favour for approaching these questions?
- Q2.** What types of methodology are required?
- Q3.** What are the main findings or key conclusions that have emerged from your research?
- Q4.** How might we develop greater synergies between the different CRIMT-related research projects on these issues?

Chair: **Phil Almond** (De Montfort University) & **Christian Lévesque** (HEC Montréal)

Starting contribution on each question (2-3 minutes): **Phil Almond** (De Montfort University), **John Holmes** (Queen’s University), **Jorge Carillo** (El Colegio de la Frontera Norte), **Todd Rutherford** (Syracuse University), **Laurence Solar-Pelletier** (HEC Montréal), **Lucie Morrisette** (HEC Montréal), **Christian Lévesque** (HEC Montréal), **Philippe Barré** (Université de Montréal), **Claude Rioux** (CRIMT)

WORKSHOP 3.2 (11 May – 16:45-18:30 > Cordial Room)

Justice and Dignity at Work

The phenomenon of the constitutionalization of labour law, which is inferred from the charter of rights, has bolstered the judge's role as guardian of justice and dignity at work. This workshop aims to examine not only the role, but also the limits of judicial power in the regulation of working conditions.

Chair: **Christian Brunelle** (Université Laval) & **Anne-Marie Laflamme** (Université Laval)

Contributors:

Freedom of association in the aftermath of Fraser (2011)

Julie Bourgault (Université du Québec en Outaouais)

Mental health and reasonable accommodation at work

Anne-Marie Laflamme (Université Laval)

Control of the employee's physical appearance

Anne-Marie Delagrave (PhD student, University of Victoria)

Criminal records and employment discrimination

Christian Brunelle (Université Laval)

WORKSHOP 4.1 (12 May – 8:45-10:30 > Cordial Room)

New Frontiers of Citizenship at Work

Open planning workshop in preparation of CRIMT's 2013 conference on *Citizenship at Work*. All are welcome.


Chair: Theme 2 coordinators

WORKSHOP 4.2 (12 May – 8:45-10:30 > Président AB Room)

The Social Dynamics of Comparative Institutional Advantage

Open planning workshop in preparation of CRIMT's 2014 conference on *Comparative Institutional Advantage*. All are welcome.

Chair: Theme 5 coordinators

WORKSHOP A.5 (12 May – 8:45-10:30 > Champêtre CD Room )

Last session of the Doctoral School

Thesis and society


Chair: **Shelagh Campbell** (Postdoctoral student CRIMT - TELUQ)

Lorenzo Frangi (Postdoctoral student CRIMT - HEC Montréal)

Nicolas Roby (Scientific coordinator CRIMT - Université de Montréal)

How is your research socially relevant? How does it impact on society and its members? Beyond the thesis itself, and the way you have chosen to write it, how do you ensure that your work will be reflected in public debate and has an impact on the deliberations of those involved? In short, and leaving modesty aside for one moment, how do you approach your work to ensure that it has an impact on society?

If a national forum on work and employment (for policy makers and labour market actors) were to ask you to summarize your work in one or two paragraphs and, in the case of those students who are advanced in the process, your principal research results, how would you do it? Taking into account the target audience and emphasizing the relevance and usefulness of your work, what would you write? Please jot down some ideas on paper, reminding yourself that, beyond your own work, you have to consider the mechanisms which are most appropriate for ensuring the transfer, dissemination and diffusion of your research results. You will have the opportunity to discuss your transfer plans in sub-groups of 4-5 students. After, the group will elect a student representative who will go on to present the view of the students during the last plenary session (on the dissemination and impact of research).

PLENARY 4 (12 May – 11:00-12:45 > Champêtre ABCD Room )

The researcher and society

In the light of your research experience, how do you ensure the dissemination and the impact of your research work? For example, how do you reconcile usefulness/utility and autonomy? How can our research work be better articulated with policy-making and actor deliberations?

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

Jean Charest (Université de Montréal)

Ian Robinson (University of Michigan)

Marie-Ange Moreau (Université Lumière Lyon 2)

David Peetz (Griffith University)

Philippe Pochet (ETUI)

Student Representative