

Crisis in the Manufacturing Sector: The Canadian Experience in North American Perspective

25-26 March 2009

CRIMT - Outreach Seminar

HEC Montréal - Main Building
3000 chemin de la Côte-Sainte-Catherine
IBM Amphitheatre

PROGRAM



Background

The years since 2001 have been devastating for the manufacturing sector in North America. Gross domestic product growth in the United States has been the slowest for any comparable interval since the end of the 1940s, while the increase of new plant and equipment and the creation of jobs have been one third and two thirds, respectively, below postwar averages. Real hourly wages for production and non supervisory workers, about 80% of the labor force in the manufacturing sector, have stayed roughly flat, languishing at about their level of 1979. In Canada, comparable developments have been taking place. From 2004 to 2008, no less than one manufacturing-sector job in seven (for a total of nearly 322,000) have been lost in Canada. Between 2001 and 2006, Mexico lost more than 35 percent of its employment in textiles and garments and 15 percent in manufacturing generally—and the haemorrhage has continued since, indicating that Mexico's effort to build an export-led economy with low-cost labour has proved unable to stand up to Asian, and in particular, Chinese competition.

The current global financial crisis has brought into sharp focus the precarious state of the manufacturing sector. However, the crisis in the manufacturing sector in North America began well before the collapse of the U.S. financial sector. In order to assess current industrial turbulence in manufacturing and the prospects for its industrial relations, the point of departure of this seminar is thus an analysis of the crisis of manufacturing itself, which manifests profound, unresolved problems in the real economy. The crisis of manufacturing continues to worsen and still requires explanation. **What are the analytical approaches that should be brought to bear on the problem of explaining the crisis of manufacturing? What are the experiences of the accompanying restructuring by differentially-situated actors of the North American manufacturing sector? What are the adaptive and innovative responses—economically, politically and socially—of these actors to the crisis? In short, what does the future hold for the manufacturing sector in North America?**

Canada



Social Sciences and Humanities
Research Council of Canada

Conseil de recherches en
sciences humaines du Canada

Québec



Avec la participation de :
• Ministère du Développement économique, de l'Innovation et de l'Exportation
• Fonds de recherche sur la société et la culture

FONDS
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CRIMT
Université de Montréal
UNIVERSITÉ LAVAL
HEC MONTRÉAL

The **Interuniversity Research Centre on Globalization and Work (CRIMT)** is a centre of excellence which focuses on the theoretical and practical challenges of institutional and organizational renewal in the areas of work and employment in the global era. CRIMT constitutes an excellent learning environment for graduate students in industrial relations, human resource management, labour law, sociology, economics, and management through the high quality of the supervision it provides to students, its extensive research program, the activities it organizes internationally, its student funding initiatives (studentships, international exchange, recruiting, and dissemination funds), its summer school, and its use of videoconferencing equipment. More than 150 master's and PhD students from these programs have already benefited from these many advantages, while contributing substantially, through their thesis or dissertation, to the projects carried out by a CRIMT researcher.

CRIMT includes **seventy-five researchers from sixteen Canadian universities and twenty-five research institutes and universities in ten foreign countries**. Among them, some thirty researchers are affiliated with Université de Montréal, Université Laval and HEC Montreal – the three founding institutions constituting CRIMT – as well as with the Université du Québec à Montréal and McGill University. Elsewhere in Canada, CRIMT researchers can be found at leading universities such as St. Mary's, Queen's, Toronto, McMaster, Western, Manitoba, Edmonton and UBC. For the support of its various research projects, CRIMT can count on the financial support of its constituent institutions, governmental funding bodies (FQRSC and SSHRC), and Canadian and foreign partnerships, as well as a close collaboration with labour market partners. For further information, please visit CRIMT's Web site at: www.crimt.org

Organizing Committee

Étienne CANTIN, Department of Industrial Relations, Université Laval
Joelle CUILLERIER, CRIMT, University of Montreal
Gilles DUINAT, CRIMT, Université Laval
Robert HICKEY, School of Policy Studies, Queen's University
Francine JACQUES, CRIMT, Université Laval
Patrice JALETTE, School of Industrial Relations, University of Montreal
Nicolas ROBY, CRIMT, University of Montreal

Partners

Sector Council Program - Government of Canada
Social Sciences and Humanities Research Council of Canada (SSHRC)
Ministère du Développement économique, de l'Innovation et de l'Exportation - Québec
Fonds de solidarité de la FTQ
Fonds de recherche sur la société et la culture (FQRSC)

Program

Wednesday, March 25th 2009

Pre-seminar workshop

HEC Montréal - Main Building
3000 chemin de la Côte-Sainte-Catherine
Télé globe Room

2:30 PM – 4:30 PM Workshop

Research Agenda Setting for Understanding Manufacturing-Sector Restructuring and its Impacts on Labour Relations

The pre-seminar workshop concerns current and future research projects designed to generate greater understanding and knowledge of the manufacturing restructuring process, its impact on labour relations, and how actors respond to and shape the process itself. In order to frame the discussion and stimulate exchange between participants in the workshop, we have invited a few researchers, doctoral students and practitioners to prepare very short, informal contributions (not more than five or six minutes) on one of the following questions.

- Q1. Why and how to research the manufacturing sector crisis?*
- Q2. What are the aspects of the crisis that researchers should investigate in depth in order to give elements of knowledge and comprehension relevant for industrial relations and public policy?*
- Q3. Do we need to rethink research methods in industrial relations in order to account for (impacts of) the restructuring process in the manufacturing sector?*

Chair: **Gregor MURRAY**, School of Industrial Relations, University of Montreal, CRIMT

Initial contributions:

Patrice JALETTE, School of Industrial Relations, University of Montreal, CRIMT

Mark ANNER, Labor Studies and Employment Relations, and Political Science, Penn State University

John HOLMES, Department of Geography, Queen's University, CRIMT

Pierre LALIBERTÉ, Fédération des travailleurs et travailleuses du Québec (FTQ)

2:30 PM – 4:30 PM Dinner on own

NOTE: Participants can present in the language of their choice. With the exception of the pre-seminar workshop (where the chair will ensure linguistic facilitation as appropriate in order to facilitate exchange), **simultaneous translation will be available for all other sessions of the seminar**. Please also note that entry to the pre-seminar workshop is free and does not require advance registration (first come, first served) but that all other sessions require participants to be registered for the seminar.

Wednesday, March 25th 2009

Seminar's opening

HEC Montréal - Main Building
3000 chemin de la Côte-Sainte-Catherine
IBM Amphitheatre

6:00 PM – 7:00 PM Welcoming of participants

7:00 PM – 7:10 PM Welcome remarks and presentation of the activity

7:10 PM – 9:00 PM Plenary I

Turbulence in the Manufacturing Sector: From the International Context to National Experiences in North America

This first plenary begins with overviews of the current trends of economic restructuring in North America. Experts will present their analyses of the nature and extent of restructuring of the manufacturing sectors in Canada, Mexico, and the US. Cross-country comparisons will be further drawn out through discussions of the similarities and differences in the restructuring process across North America.

Chair : **Linda ROULEAU**, Department of Management, HEC Montréal, CRIMT

Pierre RACINE, Conseil des manufacturiers & Managerial Design

Current Trends and Problems in the Mexican Manufacturing Sector
Enrique DUSSEL PETERS, Graduate School of Economics, Universidad Autónoma Metropolitana (UNAM)

Current Trends and Problems in the US Manufacturing Sector
Bob BAUGH, Industrial Union Council, AFL-CIO

Current Trends and Problems in the Canadian Manufacturing Sector
Michael McCracken, Informetrica

Thursday, March 26th 2009

8:15 AM Welcoming of participants

9:00 AM – 10:30 AM Plenary II - IBM Amphitheatre

Processes of Restructuring and Labour Relations in Manufacturing: Sectoral Perspectives

Focusing on key segments of the manufacturing sector, partners from trade unions present their perspectives of the changes taking place in the auto, pulp and paper, and steel industries. This session will provide both perspectives on the processes of restructuring at the sectoral level, as well as its impact on labour relations

Chair : **John HOLMES**, Department of Geography, Queen's University, CRIMT

Ken DELANEY, United Steelworkers (USW)

Renaud GAGNÉ, Communications, Energy and Paperworkers Union of Canada (CEP)

Laurell RITCHIE, Canadian Automobile Workers (CAW)

Alain LAMPRON, Fédération de la métallurgie (CSN)

10:30 AM – 10:50 AM Break - SGF Room

10:50 AM – 12:10 PM Plenary III - IBM Amphitheatre

Global Commodity Chains (GCC), Industrial Restructuring and Labour Relations in Manufacturing: The Yarn-Textile-Garment and Automotive GCCs

Through analyses of regional production system in North America and their incorporation in global commodity chains, this panel will seek to identify key trends towards regional and global industrial restructuring and the challenges they pose for actors involved in the manufacturing of yarn-textile-garment and automotive products. Academics with expertise in these industries will examine production shifts, shifts in value added and employment, and changing patterns of international trade, as well as their implications for labour relations in Mexico, the United States and Canada.

Chair : **Jacques BÉLANGER**, Department of Industrial Relations, Université Laval, CRIMT

Mark ANNER, Labor Studies and Employment Relations, and Political Science, Penn State University

Enrique DUSSEL PETERS, Graduate School of Economics, Universidad Autónoma Metropolitana (UNAM)

Johannes Van BIESEBROECK, Department of Economics, University of Toronto

12:10 PM – 13:30 PM Lunch - Atrium Hydro-Québec

13:30 PM – 15:15 PM Plenary IV - IBM Amphitheatre

Actor Capacity and Responses to Industrial Restructuring in North America

The fourth session in the workshop focuses the analysis and discussion on actors and their role in the restructuring process. Partners with experience in these areas will discuss the capacity of actors to shape the changes taking place and how their organizations have responded to industrial restructuring in North America.

Chair : **Urwana COIQUAUD**, Department of Human Resources Management, HEC Montréal, CRIMT

Bob BAUGH, Industrial Union Council, AFL-CIO

Dave CHARTRAND, District 11 of the International Association of Machinists and Aerospace Workers (IAMAW)

Sylvie MAJEAU & Jasmine MARTIN, Service Urgence-Emploi, Fédération des travailleurs et travailleuses du Québec (FTQ)

Claude RIOUX, Fédération des travailleurs et travailleuses du papier et de la forêt (CSN)

15:15 PM – 15:45 PM Break - SGF Room

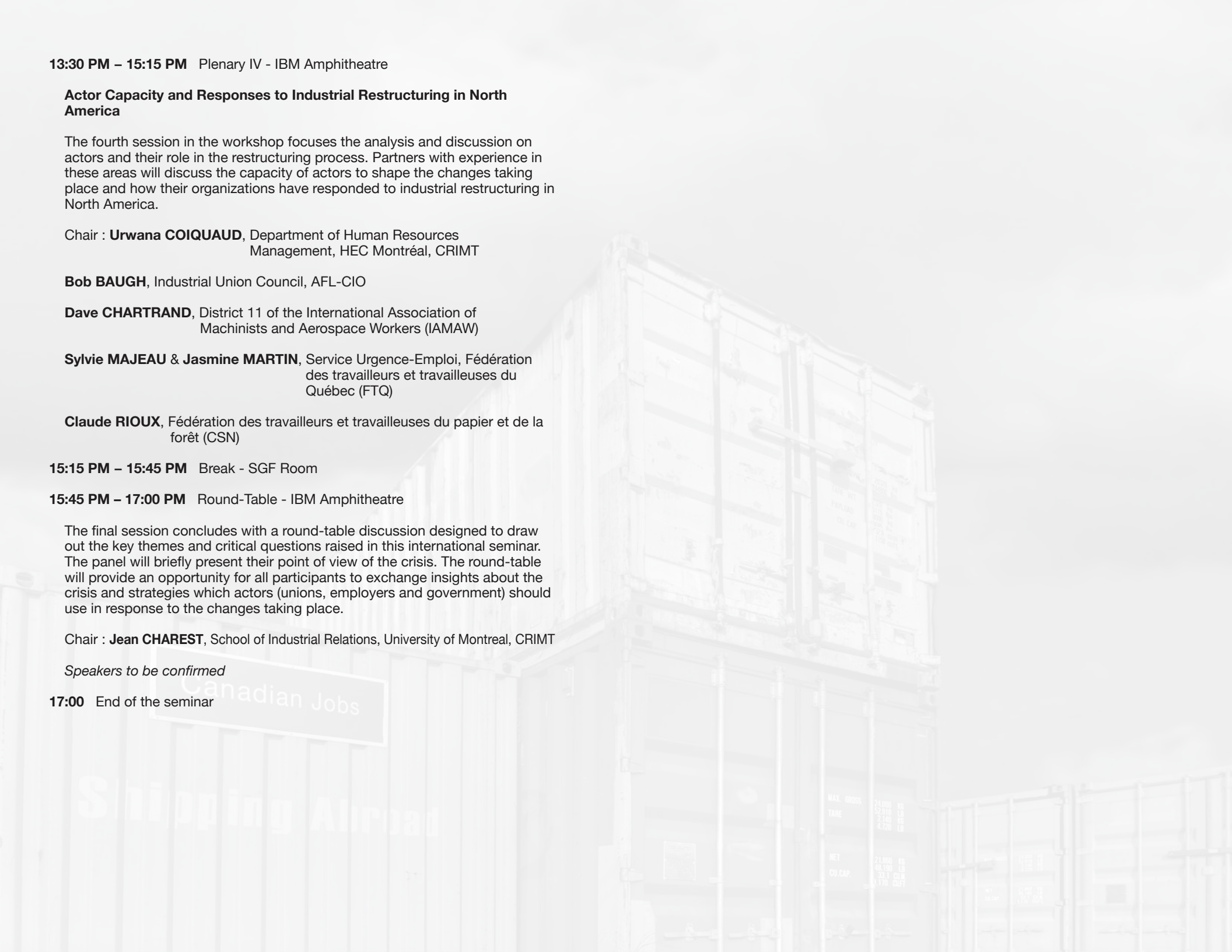
15:45 PM – 17:00 PM Round-Table - IBM Amphitheatre

The final session concludes with a round-table discussion designed to draw out the key themes and critical questions raised in this international seminar. The panel will briefly present their point of view of the crisis. The round-table will provide an opportunity for all participants to exchange insights about the crisis and strategies which actors (unions, employers and government) should use in response to the changes taking place.

Chair : **Jean CHAREST**, School of Industrial Relations, University of Montreal, CRIMT

Speakers to be confirmed

17:00 End of the seminar



CRIMT Seminar

Crisis in the Manufacturing Sector

REGISTRATION FORM

1. Registration Details

Surname : Name :
Title : Organization :
Address : City :
Country : Postal Code :
Phone : Fax: e-mail :
Special Food Needs :

2. Registration Fees (tx. included)

Regular 125\$
Students, retired, unemployed 50\$

3. Payment Options (see note below)

Advance Payment
On-site Payment

4. Attendance Confirmation

In order to estimate the number of meals to order, we would be grateful if you would let us know whether you plan on attending the :

Lunch of March 26th 2009

5. Additional Information (optional)

Please send your registration form by fax at : **(514) 343-2459**

...or by post to :

Gilles Duinat
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NOTE: Method of Payment

Upon receipt of your registration form, we will e-mail an invoice to you for the amount specified in Section 2 of the form. Please remember to indicate in Section 3 if you will pay in advance or on site at the registration desk of the conference. **IMPORTANT:** Please note that cancellations are not possible after March 18th 2009 and that you will be responsible for the full registration once you have registered.

A. Advance Payment

You can take advantage of one of two options:

1. You pay the amount yourself, either by cheque (Canadian dollars only, payable to CRIMT : Manufacturing Sector) or by credit car (Visa, Master Card or American Express), in which case you should return the invoice to us immediately, either with your cheque or credit card details and signature. 2. Your organization will pay the invoice, in which case it has thirty (30) days upon receipt of the invoice to send the payment.

B. On-site Payment

You can pay in cash, by cheque (in Canadian dollars only), by debit card (Interac) or credit card (Visa, Master Card or American Express).

Please note that a receipt will come with your conference kit.

