

# International Conference

What Public Policies for Work in a Global Era?

Interuniversity Research Centre on Globalization and Work  
HEC Montreal, Canada  
24-26 May 2007



## PROGRAM

**24 May 2007**

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8:00 –

### Registration

9:00 – 10:40

### Welcome Remarks (IBM Amphitheatre)

Alain d'ASTOUS (Assistant Director, HEC Montreal, Canada)

Joseph HUBERT (Dean, Faculty of Arts and Sciences, University of Montreal, Canada)

### Plenary 1

#### *Public or Private, Nation-State or Beyond? Regulating Work in a Global Era*

What is the impact of the transformation and internationalization of the production of goods and services on the regulation of work and employment? What is the scope for distinctive policy approaches at national and even local levels? Are there still national models? What forms of transnational work regulation are emerging and how do they interact with national sources of regulation? Is labour policy to be driven and implemented by state or other actors? In other words, public or private, locality or nation state or beyond, at what levels will the regulation of work in a global era take place?

Chair : Jacques BÉLANGER (Université Laval, Canada)

Speakers :

Jean CHAREST, Gregor MURRAY & Gilles TRUDEAU (University of Montreal, Canada)

Gerhard BOSCH (Institut Arbeit und Qualifikation, University of Duisburg-Essen, Germany)

Isabelle DAUGAREILH (Université Montesquieu-Bordeaux IV, France)

10:40 – 11:00

**Break**

11:00 – 12:50

**Plenary 2** (IBM Amphitheatre) 

*What are Public Policies on Work for Anyway?*

Why public policies on Work? What are the competing policy narratives and why? What are the objectives with regard to workers, labour markets and society as a whole? Is there a "war of the models"? What are the links between living standards, decent work, flexibility, productivity and equity and efficiency? Is there a "business case" for social protection and state intervention on work and employment? Is there a "social case" for labour policy? Should there and can there be global labour standards? What are the links between policies on work and employment and other economic and social policies?

Chair : Jeffrey **SACK** (Senior counsel, Sack Goldblatt Mitchell LLP and Co-director, Canadian Labour Law Association, Canada)

Speakers:

Ron **McCALLUM** (University of Sydney, Australia)

Judith **MAXWELL** (Founder of the Canadian Policy Research Networks, Canada)

Richard **FREEMAN** (Harvard University, USA)

Adelle **BLACKETT** (McGill University, Canada)

12:50 – 14:20

**Lunch** (Hydro-Québec Atrium)

14:20 – 16:20

**Workshop 1.1** (Banque CIBC Room) (Fr)

*The New Interface Between Constitutional and Collective Rights*

Chair : The Honorable Michèle **RIVET** (President, Quebec Human Rights Tribunal, Canada)

Christian **BRUNELLE** (Université Laval, Canada)

*Chartes des droits et codes du travail: deux solitudes?*

Rodrigue **BLOUIN** (Université Laval, Canada)

*Le nouveau credo du tribunal d'arbitrage de grief : au nom de la charte, des lois d'ordre public de l'emploi et du code civil*

Bernard **ADELL** (Queen's University, Canada)

*Freedom of Expression: Making it Fit with Labour Relations Realities*

Marie-Josée **LEGAULT** (TÉLUQ/UQAM, Canada), François **RÉGIMBAL** & François **BOLDUC** (University of Montreal, Canada)

*Positions des cols bleus à l'endroit de la politique québécoise d'équité en emploi*

## **Workshop 1.2** (Van Houtte Room) (En)

*Competitiveness and Regulatory Regimes*

Chair : Peter **BERG** (Michigan State University, USA)

Jacques **BÉLANGER** (Université Laval, Canada) & Gilles **TRUDEAU** (University of Montreal, Canada)  
*Regulatory Frameworks and Economic Integration: The Quebec Context*

David **LEHRER** & Sara **SCHIBANOFF** (Education, Workforce, and Income Security/ U.S. Government Accountability Office, USA)  
*Employee Compensation: Trends in Costs and Benefit Design in Employer-Sponsored Benefits in the United States*

Ann **FROST** (University of Western Ontario, Canada) & Danielle **van JAARVELD** (University of British Columbia, Canada)  
*Small Differences Matter: The Nearshoring of US Call Center Work to Canada*

Gregor **MURRAY** (University of Montreal, Canada), Jacques **BÉLANGER** (Université Laval, Canada), Patrice **JALETTE** (University of Montreal, Canada), Christian **LÉVESQUE** (HEC Montreal, Canada) & Pierre-Antoine **HARVEY** (University of Montreal, Canada)  
*Multinational Firms and Institutional Environments: The Case of Multinational Firms in Canada*

## **Workshop 1.3** (IBM Amphitheatre)

*Vocational Training: What Roles for the State and Labour Market Partners?*

Chair : Marjolaine **LOISELLE** (President, Commission des partenaires du marché du travail, Québec, Canada)

Gerhard **BOSCH** (Institut Arbeit und Qualifikation, University of Duisburg-Essen, Germany) & Jean **CHAREST** (University of Montreal, Canada)  
*A Comparative Perspective on Vocational Training in Ten Countries: Systems, Innovations and Results / La formation professionnelle dans dix pays : regards croisés sur les systèmes, les innovations et les résultats*

Françoise **Le DEIST** & Jonathan **WINTERTON** (Toulouse Business School, France)  
*Trade Union Strategies for Developing Competence at Work: Experience from Eight European Countries / Stratégies syndicales visant le développement des compétences au travail : expériences issues de huit pays européens*

Michèle **TALLARD** (IRISES/CNRS/Université Paris-Dauphine, France)  
*Action publique et dynamique des dispositifs de formation professionnelle continue en France / Public Action and Mechanisms of Continuous Vocational Training in France*

Dean **STROUD** & Peter **FAIRBROTHER** (Cardiff University, United Kingdom)  
*Training and Workforce Transformation in the European Steel Industry: Questions for Public Policy / Formation et transformation de la main-d'œuvre dans l'industrie sidérurgique européenne : enjeux pour les politiques publiques*

## **Workshop 1.4** (KPMG Room)

### *Faces of Labour Market Inclusion & Exclusion*

Chair : Stéphanie **BERNSTEIN** (Université du Québec à Montréal, Canada)

Ron **SAUNDERS** (Canadian Policy Research Networks, Canada)

*Pathways for Youth to the Labour Market / Les jeunes et l'accès au marché du travail*

Aine **LEADBETTER** & Charlotte **YATES** (McMaster University, Canada)

*Solving Rural Labour Shortages in Ontario through Immigration: Policy Developments and Implications /*

*L'immigration pour résoudre la pénurie de travailleurs agricoles en Ontario : avancées en matière de politiques et leurs incidences*

Brigitte **VOYER** (Université du Québec à Montréal, Canada)

*Savoir, compétence et formation continue des professionnels en situation d'intermittence en emploi :*

*quelques enjeux pour les politiques publiques de formation / Knowledge, Skills and Continuous Training of Intermittent Professional Employees: Some Challenges for Public Policy*

## **Workshop 1.5** (Ernst & Young Room)

### *The Odyssey of Collective Representation : What Kinds of Unionism for the New Economy?*

Chair : Fernand **MATTEAU** (President, Conseil consultatif du travail et de la main-d'œuvre du Québec, Canada)

Larry **HAIVEN** (St-Mary's University, Canada)

*Interest Representation Among Self-Employed Artists: The Case of Unions and Copyright Collectives /*

*La représentation des artistes non salariés et de leurs intérêts : Le cas des syndicats et des sociétés de gestion de droits d'auteur*

Urwana **COIQUAUD** (HEC Montreal, Canada)

*La syndicalisation des travailleurs non salariés : une course d'obstacles / Unionizing Self-Employed Workers: An Obstacle Course*

Catherine **Le CAPITAINE** (Université Laval, Canada)

*Nouvelles identités professionnelles et syndicalisme : le cas du secteur financier au Québec / New*

*Professional Identities and Trade Unionism: The Case of Quebec's Financial Sector*

Charles **HECKSCHER** (Rutgers University, USA)

*The New Unionism / Le 'nouveau syndicalisme'*

16:20 – 16:40

**Break**

16:40 – 18:20

**Plenary 3** (IBM Amphitheatre) 

*Public Policies for Whom?*

Who are the beneficiaries of public policies and how can these policies reach them? How do market and social transformations change the way we think about the design of policies? Is employment still the right platform for social and labour policies? Should public policies for work be focused on employees or should they be directed at broader categories of workers and citizens? Are there differences between men and women in policy design? How should atypical and more vulnerable workers be taken into account? Do new economy and technology workers break the mould? What is the future of universal policies for work and employment? Does one size fit all? Should we aim for more sector-based or custom-designed policies for the workplace? Should they be delivered to individuals or collectivities? Does industrial citizenship still mean something today? Does our policy framework give voice to collective actors about their lives at work? Should it be changed to do so?

Chair : Ron **SAUNDERS** (Canadian Policy Research Networks, Canada)

Speakers :

Judy **FUDGE** (University of Victoria, Canada)

Guylaine **VALLÉE** (University of Montreal, Canada)

Michael J. **PIORE** (Massachusetts Institute of Technology, USA)

18:20 – 19:30

**Cocktail** (SGF Room)

8:00 –

### Registration

8:40 – 10:30

### Plenary 4 (IBM Amphitheatre)

#### *Which Policies? Imagining Policies for the Future*

Focusing on substantive policy areas (minimum standards, fundamental rights and dignity at work, work and life courses, development of human capital and training, etc.) and their modes of implementation, what are the policies for the future and how should they be implemented? How should policies in these areas respond to new social and economic challenges? What is the scope and content for legislated norms and how are they to be applied? What is the role of labour market actors in ensuring that policies are implemented and effective? What is the architecture of the links between different types and levels of work regulation?

Chair : Michael **McDERMOTT** (Former Assistant Deputy Minister of Labour, Government of Canada, Canada)

Speakers :

Barbara **POCOCK** (University of South Australia, Australia)

Jean **CHAREST** (University of Montreal, Canada)

Harry **ARTHURS** (York University, Canada)

10:30 – 10:50

### Break

10:50 – 12:40

### Workshop 2.1 (Van Houtte Room) (Fr)

#### *Restructuring and Offshoring : Overview and Contrasting Public Policy Approaches*

Chair : Daniel **VILLENEUVE** (Conseil consultatif du travail et de la main-d'œuvre du Québec, Canada)

Marie-Ange **MOREAU** (European University Institute, Italia) & Philippe **POCHET** (Observatoire social européen, Belgium)

*Les nouveaux défis liés aux restructurations : mise en perspective de la spécificité européenne*

Philippe **POCHET** (Observatoire social européen, Belgium) & Marie-Ange **MOREAU** (European University Institute, Italia)

*Les nouveaux défis liés aux restructurations : l'anticipation comme principe d'élaboration des politiques*

Linda **ROULEAU** (HEC Montreal, Canada) & Patrice **JALLETTE** (University of Montreal, Canada)

*Les restructurations organisationnelles: un aperçu de la situation canadienne*

Michel **COUTU** (University of Montreal, Canada)

*Licenciements collectifs et fermetures d'entreprise au Québec: un cas d'absentéisme juridique?*

## **Workshop 2.2** (Banque CIBC Room) (En)

*The Fall and Rise of the Wagner Model in the US?*

Chair : Ann **FROST** (University of Western Ontario, Canada) (to be confirmed)

Kate **BRONFENBRENNER** (Cornell University, USA)  
*US Labor Movement and Labor Law Reform in 2007: Myths, Challenges, and Possibilities*

David **JACOBS** (Morgan State University, USA)  
*Precedents and Prospects for State and Province-based Approaches to Advancing Worker Representation and Security in an Era of Globalization*

Comments : Pradeep **KUMAR** (Queen's University, Canada)  
Michael J. **PIORE** (Massachusetts Institute of Technology, USA)

## **Workshop 2.3** (IBM Amphitheatre)

*The Arthurs Report: A New Direction for Labour Policy*

Chair : Gilles **TRUDEAU** (University of Montreal, Canada)

Participants :

Bernard **ADELL** (Queen's University, Canada)  
Jean **BERNIER** (Université Laval, Canada)  
Judy **FUDGE** (University of Victoria, Canada)  
Brian **LANGILLE** (University of Toronto, Canada)

Comments : Harry **ARTHURS** (York University, Canada)

## **Workshop 2.4** (KPMG Room)

*Women and Men in Work and Family Life: What Role for Public Policy?*

Chair : Barbara **POCOCK** (University of South Australia, Australia)

Francine A. **MOCCIO** (Cornell University, USA)  
*The New Paradigm: Women, Men, Work and Public Policy / Le nouveau paradigme : les femmes, les hommes, le travail et les politiques publiques*

Diane-Gabrielle **TREMBLAY** (TÉLUQ/UQAM, Canada)  
*Family Policies and Labour Market Participation : The Situation in Quebec and Canada / Politiques familiales et participation à la vie active : la situation au Québec et au Canada*

Luc **CLOUTIER** (Institut de la statistique du Québec, Canada)  
*L'effet des politiques publiques pour le travail sur la qualité de l'emploi selon le sexe : quelle lecture récente peut-on faire au Québec ? / The Effect of Public Policies for Work on the Quality of Employment of Women and Men: Recent Trends in Quebec*

Peter **BERG** (Michigan State University, USA)  
*Addressing Tensions in Work-Family Balance in the United States and Australia: A Comparison of Public Policy Approaches / Résoudre les tensions inhérentes à la conciliation travail-famille: une comparaison des politiques américaines et australiennes*

Comments: Mary **CORNISH** (Cavalluzzo Hayes Shilton McIntyre & Cornish, Barristers & Solicitors, Canada)

## **Workshop 2.5** (Ernst & Young Room)

### *Can Public Policy Drive Workplace Innovation?*

Chair : Philippe **BARRÉ** (University of Montreal, Canada)

Oscar F. **CONTRERAS** (El Colegio de Sonora, Mexico), Jorge **CARRILLO** (El Colegio de la Frontera Norte, Mexico) & Jaime **OLEA** (Universidad de Sonora, Mexico)

*Managing Health and Safety in Small- and Medium-Sized Firms in the Maquiladoras : The Role of Mexican Public Policy / Le rôle des politiques mexicaines en matière de gestion de la santé et de la sécurité dans les petites et moyennes entreprises des Maquiladoras*

Tod **RUTHERFORD** (Syracuse University, USA) & John **HOLMES** (Queen's University, Canada)  
*Public Policy, Employee Voice and Innovation: The Case of the Canadian Auto Industry / Politiques publiques, innovation et prise de parole ouvrière : le cas de l'industrie automobile canadienne*

Dalil **MASCHINO** (Ministry of Labour, Quebec Government, Canada)

*Politique publique et innovations en milieu de travail : la quête d'un équilibre entre un bien public et des rendements privés / Public Policy and Workplace Innovations: Striking a Balance Between a Public Good and Private Returns*

Charles **HECKSCHER** (Rutgers University, USA)

*Public Policy for Work in the New Economy: The Implications of Contingent Work, Networks, Collaborative Communities and Stakeholder Management / Politiques du travail et nouvelle économie : les implications du travail précaire, des réseaux, des communautés collaboratives et de la gestion par les parties prenantes*

12:40 – 14:10

**Lunch** (Hydro-Québec Atrium)

14:10 – 15:50

## **Plenary 5** (IBM Amphitheatre)

### *Labour Market Partner Roundtable on Policy Futures*

In an interactive format, key labour market actors will share their views on the challenges of crafting future policies on work and employment? What are the links between different policy objectives? Are there competing paradigms for flexibility, efficiency and productivity on the one hand and social protection, decent work and equity on the other or is there common ground to achieve a virtuous circle for complementary policy objectives? What then are the most important policy priorities and why? How do you develop the momentum to takes those priorities forward?

Chair : Anthony **GILES** (International and Intergovernmental Labour Affairs, Human Resources and Skills Development Canada, Canada)

Participants :

Claudette **CARBONNEAU** (President, Confédération des syndicats nationaux, Canada)

Roy L. **HEENAN** (Chairman, Founding Partner, Heenan Blaikie, Canada)

Martin **GREEN** (Director General, Program Policy & Coordination, Skills and Employment Branch, Human Resources and Social Development Canada, Canada)

Scott **STREINER** (Assistant Deputy Minister, Labour Program, Human Resources and Social Development Canada, Canada)

Hassan **YUSSUFF** (Secretary-Treasurer, Canadian Labour Congress, Canada)

15:50 – 16:10

**Break**

16:10 – 18:00

**Workshop 3.1** (Banque CIBC Room) (En)

*Market Individualization and Beyond: The Australian / New Zealand Experience with Radical Labour Market Reforms*

Chair : David **PEETZ** (Griffith University, Australia)

Clive H.J. **GILSON** (University of Waikato, New Zealand) & Terry H. **WAGAR** (St-Mary's University, Canada)  
*Seismic Public Policy Changes and Their Impact on Industrial Relations: The New Zealand Experience*

Ron **McCALLUM** (University of Sydney, Australia)  
*The Australian Work Choices Laws and the Individualization of Antipodean Workplaces*

Barbara **POCOCK** (University of South Australia, Australia)  
*The Impact of Radical Labour Market Reform on Vulnerable Workers and Social Reproduction in the Australian Context*

David **PEETZ** (Griffith University, Australia)  
*La Grande Illusion: The Economic Dimensions of Radical Reform and the Response of Labour*

**Workshop 3.2** (Van Houtte Room) (En)

*Looking for Global Justice at Work: New Actors, New Modes of Governance?*

Chair : Don **WELLS** (McMaster University, Canada)

Deborah **GROBAN OLSON** (The Capital Ownership Group, USA)  
*Fair Exchange: Providing Citizens with Equity Managed by a Community Trust, in Return for Government Subsidies or Tax Breaks to Businesses*

George **TSOGAS** (City University London, United Kingdom)  
*'Roger and Me' or How to Start on a New Paradigm for 21<sup>st</sup> Century Industrial Relations (and in the process get rid of <sup>some</sup> labour lawyers...)*

Dean **HUBBARD** (Sarah Lawrence College, USA)  
*Reimagining Workers' Human Rights: Transformative Organizing for a Socially Aware Global Economy*

Bruce **NISSEN** (Florida International University, USA)  
*'Social Justice Infrastructure' Organizations as New Actors from the Community: the Case of South Florida*

**Workshop 3.3** (IBM Amphitheatre) 9

*Manufacturing Employment Loss in Canada and the US: Towards a Labour-based Jobs Strategy*

Chair : Pierre **LALIBERTÉ** (Fédération des travailleurs et travailleuses du Québec, Canada)

Ron **BLACKWELL** (AFL-CIO, USA)  
Kate **BRONFENBRENNER** (Cornell University, USA)  
Robert **HICKEY** (Queen's University, Canada)  
Chris **SCHENK** (Ontario Federation of Labour, Canada)

Comments : Andrew **JACKSON** (Canadian Labour Congress, Canada)

### Workshop 3.4 (KPMG Room)

#### *Fundamental Freedoms at Work: Are Nation States Fulfilling their International Obligations*

Chair: Brian W. **BURKETT** (Senior Partner, Heenan Blaikie, Canada)  
Claude G. **MELANÇON** (Melançon, Marceau, Grenier et Sciortino, Canada)

Jonathan **EATON** (Ontario Ministry of Labour, Canada)

*Defining 'Essential Services' in the New World of Work: The Challenge for Public Policy / Définir la notion de 'services essentiels' dans un monde du travail en évolution : défis pour les politiques publiques*

Roy **ADAMS** (McMaster University, Canada)

*Beyond the Right to Organize (or not): Towards Universal Workplace Representation / Au-delà du droit de syndiquer (ou non) : la représentation universelle dans les milieux de travail*

Pierre **VERGE** & Dominic **ROUX** (Université Laval, Canada)

*Liberté syndicale : Le Canada satisfait-il à ses obligations internationales? / Freedom of Association: Does Canada Comply with its International Obligations?*

Isabelle **DUPLESSIS** (Université de Montréal, Canada)

*Qu'implique la qualification de certains droits comme fondamentaux pour leur effectivité au plan international ? / What Implication Does the Designation of Certain Rights as Fundamental Have for Their Efficacy at the International Level?*

Comments : Gerry **RODGERS** (International Institute for Labour Studies, ILO, Geneva)

### Workshop 3.5 (Ernst & Young Room)

#### *Flexicurity: The New Gold Standard for Labour Market Policy?*

Chair: Ali **BÉJAOUÏ** (Université du Québec en Outaouais, Canada)

Christophe **RAMAUX** (Université Paris I, France)

*La flexicurité : une régulation du marché du travail adaptée à la mondialisation ? / Flexicurity: Labour Market Regulation Adapted to Globalisation?*

Axel **van den BERG** (McGill University, Canada)

*Flexicurity: Theory (Sweden), Practice (Denmark) and Rhetoric (EU) / La flexicurité : théorie (Suède), pratique (Danemark) et rhétorique (UE)*

Christian **PAPINOT** (Université de Brest, France)

*Flexibilité d'emploi et sécurité salariale, la conciliation impossible ? : réflexion à partir du "chômage-intérim" des jeunes diplômés (France) / Employment Flexibility and Wage Security, the Impossible Reconciliation? : Lessons From the "Intermittent Unemployment" of Young French Graduates*

Comments : Philippe **POCHET** (Observatoire social européen, Belgium)

8:40 – 10:40

**Workshop 4.1** (Banque CIBC Room) (Fr)

*New Organizational Models: Sources of Vulnerability for Workers*

Chair : Linda **ROULEAU** (HEC Montreal, Canada)

Urwana **COIQUAUD** (HEC Montreal, Canada)

*L'organisation en franchise : le franchisé, un «entrepreneur vulnérable»?*

Patrice **JALETTE** (University of Montreal, Canada)

*La sous-traitance comme source de situations de vulnérabilité pour la main-d'œuvre*

Guylaine **VALLÉE** & Véronique **de TONNANCOUR** (University of Montreal, Canada)

*L'application des normes régissant la relation individuelle de travail aux salariés d'agences de location de personnel : une analyse empirique et juridique*

Louise **BOIVIN** (University of Montreal, Canada)

*Les conditions d'emploi issues de la sous-traitance des services publics et d'un programme d'immigration temporaire dans le secteur de l'aide à domicile*

Katherine **LIPPEL** (University of Ottawa, Canada)

*Les nouveaux modèles d'entreprise et la mise en œuvre des politiques en matière de santé et sécurité des travailleurs*

**Workshop 4.2** (Van Houtte Room) (En)

*The End of Public Policy in Industrial Relations: A Comparative Review of Recent Developments I*

Chair : Anil **VERMA** (University of Toronto, Canada)

Serafino **NEGRELLI** (Università Degli Studi di Brescia, Italy)

*Responding to Domestic, Eu and Global Pressures: Public Policy in Industrial Relations in Italy*

Enrique **de la GARZA TOLEDO** (UAM/I, Mexico)

*Change or Continuity? Industrial Relations in Mexico at the Beginning of the 21st Century*

Darryn **SNELL** & Alison **HART** (Monash University, Australia)

*Corporate Welfare and the Neo-liberalisation of Public Policy - Implications for Employment and Training*

NOTE : This workshop is organized by the Public Policy Study Group of the International Industrial Relations Association.

### **Workshop 4.3** (KPMG Room)

*Asymmetric Integration and Transnational Actors: Comparing Labour Regulation in Global Regions*

Chair : Marie-Ange **MOREAU** (European University Institute, Italy)

Adelle **BLACKETT** (McGill University, Canada) & Christian **LÉVESQUE** (HEC Montreal, Canada)  
*Mapping the Social in Regional Integration / La part sociale de l'intégration régionale*

Graciela **BENSUSÁN** (UAM-X, Mexico)

*The Protection of Labour Rights in Mexico's Clothing Industry: The Mechanisms and Reach of National and Transnational Action / La protection des droits ouvriers dans l'industrie mexicaine du vêtement : mécanismes d'action de portée nationale et transnationale*

Isabelle **DESBARATS** (Université Toulouse I Sciences sociales, France)

*La régulation juridique à l'épreuve du processus européen de libéralisation des services / The European Process of the Liberalisation of Services: The Challenge for Legal Regulation*

Emmanuelle **MAZUYER** (Université Aix-Marseille 3, France)

*Le rôle des partenaires sociaux européens dans la régulation du travail régionale / The Role of the European Social Partners in the Regional Regulation of Work*

### **Workshop 4.4** (Ernst & Young Room)

*Pension Policies: the End of the 'Golden Age' of the Post-war Institutional Architecture?*

Chair : Jean **CHAREST** (University of Montreal, Canada)

Frédéric **HANIN** (Université Laval, Canada)

*La politique des retraites à l'ère de la mondialisation du capital : quels enjeux pour le travail et l'emploi ? / Retirement Policy in an Era of Global Capital Markets: What Challenges for Work and Employment?*

Patricia **SIMPSON** (Loyola University Chicago, USA) & Marianne A. **FERBER** (University of Illinois, USA)

*Pension Reform and Poverty Among the Elderly - What We Know, What We Don't Know: Results from a Pilot Study / Réforme des pensions et pauvreté chez les personnes âgées - ce que nous savons et ce que nous ne savons pas : résultats d'une étude préliminaire*

Claude **RIOUX** (Confédération des syndicats nationaux, Canada)

*Les régimes de retraite dans les économies développées: perspectives des politiques publiques proposées par la Banque mondiale, le Fonds monétaire international et l'Organisation internationale du travail / Pension Plans in the Developed Economies: Prospects from the Public Policies Suggested by the World Bank, the International Monetary Fund and the International Labour Organization*

10:40 – 11:00

**Break**

11:00 – 12:50

**Workshop 5.1** (Banque CIBC Room) (Fr)

*Public Policies as Protection Mechanisms: Social Construct and Content*

Chair : Colleen **SHEPPARD** (McGill University, Canada)

Lucie **MORISSETTE** (HEC Montreal, Canada)

*Petit guide d'intervention pour tout acteur souhaitant participer à la construction des politiques publiques*

Marie-Josée **DUPOIS** (University of Montreal, Canada)

*Pour un renouveau du cadre d'analyse de la construction des politiques publiques : le rôle de l'acteur non institutionnalisé*

Esther **PAQUET** (Au bas de l'échelle, Canada)

*La campagne menée par ABE dans le cadre du processus de révision de la Loi sur les normes du travail en 2002*

Stéphanie **BERNSTEIN** (Université du Québec à Montréal, Canada)

*Revisiter les droits au travail : la précarité sous l'angle des droits économiques et sociaux*

**Workshop 5.2** (Van Houtte Room) (En)

*The End of Public Policy in Industrial Relations: A Comparative Review of Recent Developments II*

Chair : Serafino **NEGRELLI** (Universita' Degli Studi di Brescia, Italy)

Christina **de ALMEIDA PEDREIRA** (Universidade Presbiteriana Mackenzie, Brazil)

*Working Public Policies: A Conceptual Proposal for the Brazilian Legal System*

Juan **RASO DELGUE** (Universidad de la República, Uruguay)

*Development of Public Policy in Industrial Relations in Uruguay*

Sara **SLINN** (Osgoode Hall Law School, York University, Canada)

*Lost Years or Charting New Territory? The Evolution of Public Policy in Industrial Relations in Canada*

Comments: Ana Virginia **MOREIRA GOMES** (Universidade Catholica de Santos & Universidade Presbiteriana Mackenzie, Brazil)

NOTE : This workshop is organized by the Public Policy Study Group of the International Industrial Relations Association.

### Workshop 5.3 (IBM Amphitheatre)

#### *Restructuring State Services*

Chair : Jane **STINSON** (Canadian Union of Public Employees, Canada)

Peter **FAIRBROTHER** (Cardiff University, United Kingdom)

David **HALL** (Public Services International Research Unit, University of Greenwich, Royaume-Uni)  
*Public Services in a Neo-liberal Era: Questions for Labour / Les services publics à l'ère du néolibéralisme : enjeux pour les syndicats*

Christoph **HERMANN** (FORBA – Working Life Research Centre, Austria)

*The Liberalization and Privatization of Public Services and the Impact on Employment, Working Conditions and Labour Relations / La libéralisation et privatisation des services publics : incidences sur l'emploi et sur les conditions et les relations de travail*

Jean-Noël **GRENIER** (Université Laval, Canada)

*Nouvelle conception du rôle de l'État et nouvelles méthodes de prestation des services publics : Le cas des centres locaux d'emploi / A New Conception of the Role of the State and New Methods for Delivering Public Services: The Case of Local Job Centres*

Robert **HICKEY** (Queen's University, Canada)

*Global Restructuring in Postal Services: From National Providers to Global Competitors / La restructuration globale des services postaux : de fournisseurs nationaux à concurrents mondiaux*

Bob **HEBDON** (McGill University, Canada) & Patrice **JALETTE** (University of Montreal, Canada)

*Union Response to Privatization: Strategic Choice and Pragmatism or Single-minded Opposition? / Réaction syndicale à la privatisation des services publics : pragmatisme et choix stratégique ou opposition résolue ?*

### Workshop 5.4 (KPMG Room)

#### *Taming the Tiger: Ensuring Workplace Rights Across Production Chains*

Chair : Reynald **BOURQUE** (University of Montreal, Canada)

David J. **DOOREY** (York University, Canada)

*Disclosure Regulation as a Tool for Influencing Foreign Labour Practices: A Case Study of Nike and Levi-Strauss / La règle de divulgation comme mécanisme pour infléchir les pratiques étrangères de travail : une étude de Nike et de Levi-Strauss*

Tian'en **SHEN**, Chunwei **SUN**, Xiangzhi **JIANG** & Jing **SHI** (Harbin Engineering University, Chine)

*Towards a More Effective Implementation of International Labour Standards in China / Vers une mise en œuvre plus efficace des normes internationales du travail en Chine*

Don **WELLS** (McMaster University, Canada)

*'Best Practice' in the Regulation of International Labour Standards: Lessons of the U.S.-Cambodia Textile Agreement / 'Pratiques exemplaires' en matière de régulation des normes internationales du travail : leçons à tirer de l'Accord États-Unis-Cambodge sur les textiles*

Renée-Claude **DROUIN** (Université de Montréal, Canada)

*Propos sur la mise en œuvre des accords cadres internationaux dans les chaînes globales de production / Lessons from the Implementation of International Framework Agreements in Global Production Chains*

Maximiliano **NAGL GARCEZ** (Legal Advisor, Partido dos Trabalhadores, Brazil)

*Workplace Citizenship: Combating the Human Rights Violations by Transnationals / La citoyenneté au travail : lutter contre les violations des droits humains par les entreprises transnationales*

## **Workshop 5.5** (Ernst & Young Room)

*Multi-Level Governance in Local Labour Markets: Public or Private, Local or Global?*

Chair : Martine **POULIN** (Ministère de l'emploi et de la solidarité sociale du Québec, Canada)

Charlotte **YATES** & Holly **GIBBS** (McMaster University, Canada)

*Disorganized Governance or Multi-Level Regulation?* / Gouvernance désordonnée ou régulation multiniveaux ?

Brandynn **HOLGATE**, Annetta **ARGYRES** & Susan **MOIR** (University of Massachusetts, USA)

*Creating Better Jobs: How Public Policies Impact Workforce Intermediaries in Greater Boston* / Pour des emplois de meilleure qualité : comment les politiques publiques influencent-elles les intermédiaires de l'emploi dans la grande région de Boston

Christophe **GUITTON** (Centre d'études et de recherche sur les qualifications – CEREQ, France)

*L'État et la réforme du marché du travail en France : un bouleversement des cadres sociaux et territoriaux de l'intervention publique* / The State and Labour Market Reform in France: An Upheaval of the Social and Territorial Frameworks of Public Intervention

Brandon **RAMA VAIDYANATHAN** (HEC Montreal, Canada)

*Globalization and Indian Call Centres: Public Policy Implications* / Mondialisation et centres d'appel en Inde : Incidences sur les politiques publiques

12:50 – 14:20

**Lunch** (Hydro-Québec Atrium)

14:20 – 16:30

## **Plenary 6** (IBM Amphitheatre)

*Research Perspectives*

What are the core issues for research on public policies for work and employment? Are there larger social science questions that researching public policies on work and employment can help us to address? What should be the research priorities for studying public policies on work and employment? What theoretical and methodological challenges need to be taken into account in developing this research agenda?

Chair : Christian **LÉVESQUE** (HEC Montreal, Canada)

Participants :

David **PEETZ** (Griffith University, Australia)

Gerry **RODGERS** (International Institute for Labour Studies, ILO, Geneva)

Marie-Ange **MOREAU** (European University Institute, Italy)

Jody **HEYMANN** (McGill University, Canada)

Gregor **MURRAY** (CRIMT Director, University of Montreal, Canada)

## **Closing Remarks**

Lucie **MORISSETTE** (HEC Montreal, Canada)

Organizing Committee:

Annick **CHAREST** (Administrative Coordinator, CRIMT, University of Montreal)

Jean **CHAREST** (Professor, School of Industrial Relations, University of Montreal)

Francine **JACQUES** (Project Manager, CRIMT, Université Laval)

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