



The ILR Worker Institute and the CRIMT Partnership Project: One-Day Workshop on Institutional Experimentation for Better Work

10:00 AM - 4:00 PM, Wednesday, June 26, 2019

***The Worker Institute, Cornell ILR School Conference Center
570 Lexington Ave (@ 51st St), New York City***

This Cornell-CRIMT workshop on June 26, 2019 in NYC is one in a series of regional workshops organized in the context of the CRIMT Partnership Project on Institutional Experimentation for Better Work in which Cornell is a Partner.

The purpose is to highlight on-going projects in organizational and institutional innovation in which the Cornell ILR School's Worker Institute has been engaged and to bring these projects into a broader discussion of experimentation in the regulation of work and employment.

The workshop will feature presentations of projects in four important areas: i) Addressing Sexual Harassment in the Workplace; ii) Community Economic Development; iii) Workers' Rights in the Gig Economy; and iv) Work, Labor and the Climate Crisis. The discussion will also extend to other important themes of common interest with a view to developing a data bank of cases of experimentation around which we can build a community of progressive scholarship to interrogate and learn from these cases and to make them available to a wider community of practice focused on making work better (and not worse).

For each of the themes, Worker Institute project leaders will present their cases of innovation. Partnership Project researchers from other CRIMT Partnership Project Partner Centres will respond in turn, drawing on their own cases, thus opening up the exchange to a more general discussion on what we can learn from cases of organizational and institutional experimentation.

This is an open forum, but registration is required for the planning of lunch and refreshment breaks. Please email Francine Jacques, if you have not already done so: Francine.Jacques@rlt.ulaval.ca

** Note that there will be an informal meeting of the organizers from the Worker Institute / ILR School and the CRIMT Partnership Project at 9:00 AM. The formal program will begin at 10:00 AM.*

Program

10:00 AM Welcome / Introductions: The Worker Institute and the CRIMT Partnership Project on Institutional Experimentation for Better Work

Brief overview of CRIMT Partnership Project and The Worker Institute, including current research projects and programs.

Gregor Murray, Director, Interuniversity Research Centre on Globalization and Work (CRIMT)

Lara Skinner, Executive Director, The Worker Institute, Cornell University's ILR School

10:25 AM Addressing Sexual Harassment in the Workplace: New Innovations in the Context of the #MeToo Movement

The Worker Institute conducts research, informs policy, and offers training and education to unions and other worker advocates to generate innovative thinking and solutions for addressing sexual harassment. The Worker Institute have conducted hundreds of trainings for employers and unions since the 1970s and have been involved in seminal research on the problem of workplace sexual harassment. Today, in the context of the #MeToo movement, the Worker Institute is building on its history of engagement around these issues through an intersectional framework by conducting research investigating patterns of harassment and the efficacy of different prevention/response strategies.

Chair: Shelley Marshall, RMIT University, Australia

Presentations:

KC Wagner, Chair, The Worker Institute's Equity at Work Initiative

Sanjay Pinto, The Worker Institute's Equity at Work Initiative

Partnership Project discussants:

Kate Farhall, Centre for People, Organizations and Work (CPOW), RMIT, Australia

11:50 PM Institutional Innovation for Economic Development: The Buffalo Experience

The ongoing work of the ILR School in Western New York offers an ongoing experiment in efforts to engage a community of economic and social actors and researchers in the building of resilient and sustainable communities.

Presentation:

Ronald Applegate, The Worker Institute and the ILR School

Partnership Project discussants: Informal reaction and transition into lunch break

12:15 PM Lunch and Informal Networking (@ The Worker Institute)

1:10 PM Workers' Rights in the Gig Economy

Non-standard and precarious work is on the rise in many parts of the world. The Worker Institute has been conducting applied research and organizing convenings to address the challenges of non-standard employment or precarious work. This session will explore innovative policy and organizational responses to temporary, on-call, part-time, and contract work, including sharing and exploring new strategies in policymaking, enforcement, and organizing around the issues of non-standard work arrangements.

Chair: Rose Batt, Cornell ILR

Presentation:

Maria Figueroa, Chair, The Worker Institute's Precarious Work Initiative

Partnership Project discussants:

Georgina Murray and David Peetz, Griffith University, Australia

Vincent Pasquier, HEC Montréal

2:20 PM Break

2:35 PM Work, Labor and the Climate Crisis

As many subnational and national governments set ambitious renewable energy and climate protection goals, important labor and employment questions need to be addressed: what are the labor and employment impacts of the transition to a low-carbon economy? What are best practices for workforce development training and "just transition" programs for impacted workers and communities? How are labor unions engaging in the public debates around climate change and climate projection policies?

Chair: Christian Lévesque, HEC Montreal and CRIMT Partnership Project Co-Director

Presentation:

Lara Skinner, Executive Director, The Worker Institute and Chair of the institute's Labor Leading on Climate Initiative

Partnership Project discussants:

John Peters, Laurentian University, Canada

Philippe Pochet, Director, European Trade Union Research Institute (ETUI), Brussels, Belgium

3:50 PM Closing and Next Steps

Recap of day's discussions and ideas for future collaborations, particularly around the development and co-construction of cases of experimentation and participation in the 25-27 October 2019 Magog meeting.

Gregor Murray, U. Montreal, and Rose Batt, Cornell ILR

About The Worker Institute: The Worker Institute at Cornell engages in research and education on contemporary labor issues, to generate innovative thinking and solutions to problems related to work, economy and society. The institute brings together researchers, educators and students with practitioners in labor, business and policymaking to confront growing economic and social inequalities, in the interests of working people and their families. A core value of the Worker Institute is that collective representation and workers' rights are vital to a fair economy, robust democracy and just society.

The ILR School of Cornell University is the leading college of the applied social sciences focusing on work, employment, and labor policy issues and practices of national and international significance. It seeks to advance the world of work through teaching, research and outreach. As a land-grant college, it generates and disseminates leading-edge knowledge to solve human problems, manage and resolve conflict, establish best practices in the workplace and inform government policy.

About the Interuniversity Research Centre on Globalization and Work (CRIMT): CRIMT is an interdisciplinary and interuniversity research centre which focuses on the theoretical and practical challenges of institutional and organizational renewal in the areas of work and employment in the global era. Drawing on more than 135 researchers from fifteen Canadian universities and thirty research institutes and universities in a dozen other countries, its three founding institutions are Université de Montréal, Université Laval and HEC Montréal. CRIMT receives major grants from the Social Sciences and Humanities Research Council of Canada (through its *Partnership Program*) and the Fonds de recherche du Québec - Société et culture (*Strategic Clusters Program*). **The CRIMT Partnership Project on Institutional Experimentation for Better Work** focuses on cases of experimentation in the regulation of work and employment and what we can learn from these cases to make work better (and not worse). The Cornell ILR School is one of the Partner Centres in this initiative.