

# MAGOG

# 2021

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21 AU 29 OCTOBRE 2021  
PREMIÈRE RENCONTRE VIRTUELLE  
PROJET DE PARTENARIAT

PROGRAMME  
ATELIERS DE DÉVELOPPEMENT DE CAS

21-29 OCTOBER 2021  
FIRST VIRTUAL MEETING  
PARTNERSHIP PROJECT

SCHEDULE  
CASE DEVELOPMENT WORKSHOPS

## MAGOG

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WHAT DOES ORGANIZATIONAL AND  
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REVALUING WORK(ERS): TOWARD A  
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DRIVERS IN QUEBEC AND NEW  
SOUTH WALES

## OCTOBER 29

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FROM PROJECTS TO PLATFORMS:  
THE CASES OF DIGITAL  
GAMING AND LAWYERS

**CONTENT**



## NOTRE DÉMARCHE

L'un des objectifs du Projet de partenariat du CRIMT est de rassembler diverses recherches en cours, puis de les (ré)examiner sous l'angle de l'expérimentation et de son incidence (positive ou négative) sur le travail. Nous sommes convaincus que l'approfondissement de notre compréhension de cas particuliers et l'interrogation croisée d'expériences de rerégulation du travail peuvent conduire à des formes d'agrégations inédites en sciences sociales, améliorant non seulement vos/nos travaux de recherche respectifs, mais également leur portée.

C'est avec cet objectif en tête, tout en tenant compte des contraintes liées à la pandémie, que nous organisons une série d'ateliers informels de développement de cas. Ensemble, ceux-ci formeront un Magog virtuel, en référence aux réunions d'équipe tenues normalement dans les Cantons de l'Est au Québec.

Comme nous sommes réparti.e.s sur plusieurs fuseaux horaires (l'horaire des ateliers reflète cette réalité), nous sommes conscients qu'une participation à tous les ateliers peut s'avérer impossible. Nous

espérons cependant qu'une majorité pourra prendre part aux sessions résumées et d'intégration qui suivront les ateliers de développement.

L'intention est de construire à partir ces ateliers de cas compatibles sur le plan thématique ; travail qui se poursuivra cet automne et au cours du premier semestre 2022, en vue de notre prochain grand colloque CRIMT (27-29 octobre 2022 - veuillez SVP noter ces dates dans votre agenda).

Afin de faire dialoguer les travaux avec des cas compatibles sur le plan thématique, nous souhaitons organiser des discussions qui dépassent les présentations typiques en colloque et favorisent des échanges informels entre chercheur.euse.s passionné.e.s par les thèmes centraux du projet. Découlant de discussions tenues lors d'ateliers régionaux et de Magog antérieurs, le gabarit de cas que nous avons coconstruit offre un point de départ utile pour lancer les ateliers de développement de cas.



## OUR APPROACH

A key objective of the CRIMT Partnership Project on Experimentation for Better Work is to bring together a wide range of ongoing research through the lens of experimentation and its impact on work. We are convinced that deepening our understanding of particular cases and cross-interrogating experiences in the re-regulation of work can lead to important insights in ways that we do not normally achieve, thus improving both your/our particular research initiatives and its impact.

Given ongoing pandemic constraints, we are organizing a series of informal case development workshops in a Virtual Magog meeting (in reference to our project team meetings normally held in the Eastern Townships of Quebec).

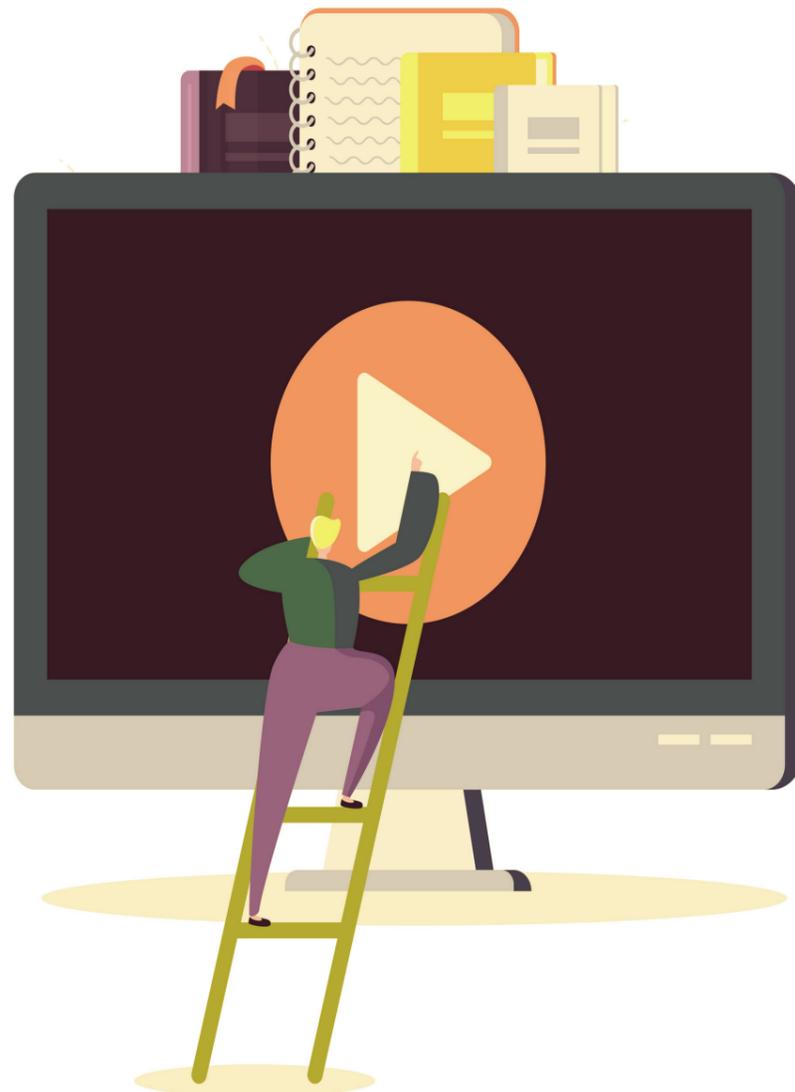
Because Project researchers are distributed over multiple time zones (our scheduling reflects these constraints), think of these workshops as a series of sessions where you can participate in some (but not others) and, hopefully, also engage with follow-up, integrating sessions.

The intention is to build from these initial bundles of thematically compatible case workshops, which will continue through this autumn and the first half of 2022, i.e., prior to our next major CRIMT Partnership conference (27-29 October 2022 – please mark those dates in your agenda).

To bring your research into dialogue with thematically compatible cases, we want to organize discussions that move beyond typical conference presentations to working sessions among most interested researchers around core project themes. Drawing on past Magog discussions and regional workshops, our Project's case template offers a useful segway to initiate such case development workshops.

# CONSIGNES DE BASE

## AUX PRÉSENTATEUR. TRICE.S



### QUAND

En collaboration avec les chercheur.euse.s, nous avons conçu un horaire d'ateliers virtuels du jeudi 21 octobre au vendredi 29 octobre. Les ateliers regroupant deux cas dureront 90 minutes, alors que ceux en regroupant trois auront une durée de 120 minutes.

### QUI

Les ateliers réuniront des présentateur.trice.s (chercheur.euse.s, y compris les étudiant.e.s des cycles supérieurs), un animateur.trice et des commentateur.trice.s qui réagiront et tisseront des liens entre les cas présentés. Le nombre de participant.e.s sera parfois limité, mais les échanges, toujours utiles.

### OBJECTIFS

Développer votre cas grâce à l'expérimentation et l'interrogation croisée, planifier les prochaines étapes (p.ex. un *working paper* lié au Projet de partenariat), et créer de nouvelles collaborations (publications ou de nouvelles formes d'engagement envers les partenaires).

### PRÉPARATION

L'objectif est de présenter les principaux aspects de votre cas et utiliser le gabarit comme outil de réflexion. Ne vous inquiétez pas si certains passages sont incomplets. Si vous utilisez le gabarit ou une publication, partagez ces documents avec l'animateur.trice et les commentateur.trice.s afin d'améliorer la qualité de l'échange.

### COMMENTAIRES

Les commentateur.trice.s interviennent à différents moments, soit durant ou à la fin de la présentation. Leurs objectifs sont: faire ressortir ce que vous considérez comme des aspects importants des cas, établir des comparaisons et faire des liens entre les cas et les thèmes plus larges du Projet de partenariat du CRIMT.

### ENREGISTREMENT

Avec votre accord, nous espérons pouvoir enregistrer le contenu des ateliers (pour un usage interne uniquement sur Teams), afin que les chercheur.euse.s puissent visionner les ateliers auxquels ils n'ont pas pu participer et potentiellement trouver des cas compatibles et des collaborations potentielles.

## **FORMAT**

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Les ateliers sont conçus pour être informels et interactifs. Chaque atelier doit être considéré comme une session de travail, comprenant la présentation et la discussion de deux ou trois cas. Ils s'ouvriront sur de courtes présentations de cas (plus ou moins 20 minutes chacune), lesquelles seront suivies de commentaires et de questions provenant de l'animateur.trice et des commentateur.trice.s/rapporteur.e.s.

Votre présentation initiale du cas devrait tenter de couvrir les quatre points suivants :

- 1) Un aperçu du cas à l'étude
- 2) Le processus d'expérimentation (en le situant sur le continuum T0, T1, T2)
- 3) Les effets de l'expérimentation sur le travail, pour le meilleur ou pour le pire (à voir, dans le gabarit, l'identification des trois dimensions du travail : le risque, l'autonomie/contrôle et l'expressivité)
- 4) Points à retenir, questions pertinentes à propos du cas et analyses futures.

Tous ces points figurent dans le gabarit.

Il ne s'agit pas d'essayer de répondre à toutes les questions que comporte le gabarit, mais plutôt d'être capable de fournir les éléments essentiels de votre étude, en relation avec chacun des 4 points susmentionnés. Ultimement, le gabarit est là pour guider vos réflexions.

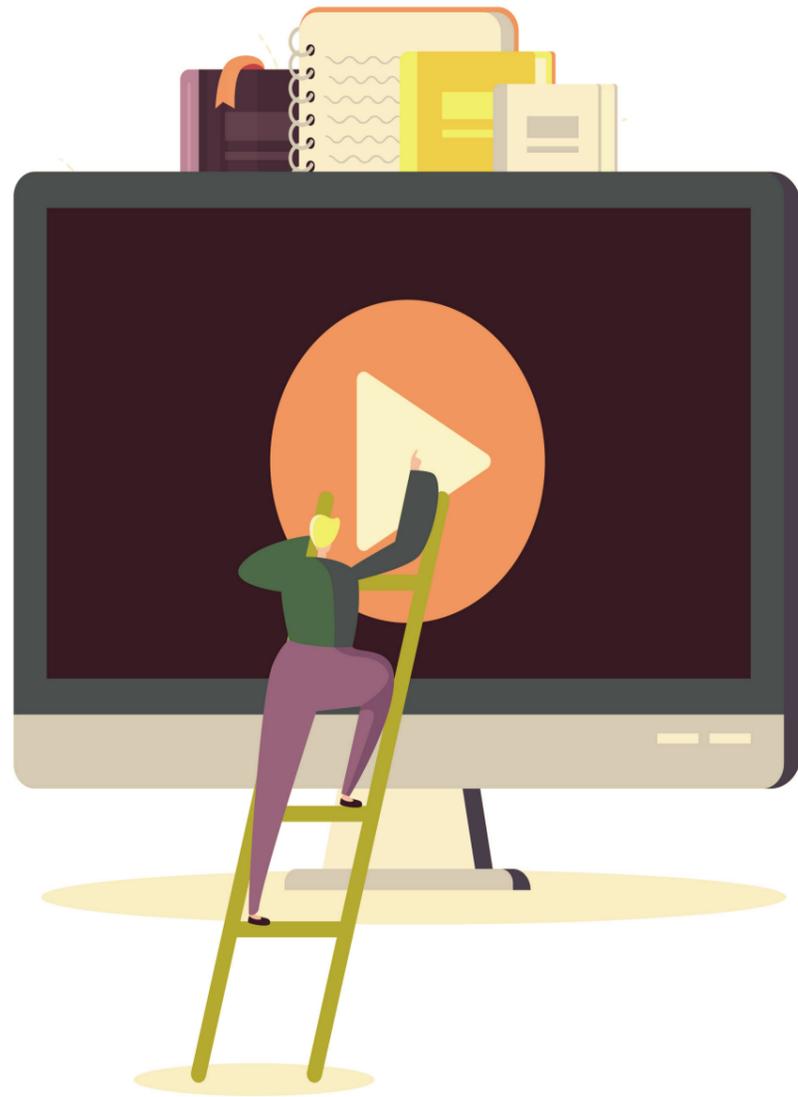
Dans certains ateliers, les cas seront présentés de façon séquentielle ; dans d'autres, la discussion comparative s'articulera autour des quatre points (c'est-à-dire par un examen de chaque cas sur chaque point particulier, suivi d'une discussion comparative) afin de stimuler les comparaisons. Soyez donc prêt.e à diviser votre présentation, puisque l'animateur.trice aura la possibilité de diriger la discussion vers un format comparatif.

## **VECTEUR D'AGRÉGATION**

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Les ateliers de développement de cas déboucheront tout d'abord sur une série d'activités d'intégration visant à faire le point. Ces sessions plénières nous permettront de faire dialoguer différents ateliers grâce aux idées recueillies par les présentateurs de cas, les rapporteurs d'ateliers, les intégrateurs de contenu et les tisseurs de thèmes, afin de cerner les résultats transversaux sur lesquels nous pourrons construire les prochaines séries d'ateliers.

# **BASIC** GUIDELINES FOR **WORKSHOP** PRESENTERS



## **WHEN**

In collaboration with the case contributors, we have set out a schedule for our Virtual Magog Case Development Workshops, which will take place virtually from Thursday 21 October to Friday 29 October. Most workshops will involve two cases in a 90-minute time slot; some workshops will mobilize three cases and last 120 minutes.

## **WHO**

The presenters (researchers and/or co-researchers including graduate students), a chair or moderator to facilitate the comparative discussion and discussants who will act as case interrogators. The discussants will react to your cases and highlight links between them. The number of participants can be very small and the session, extremely useful.

## **OBJECTIVES**

Develop your case through the lens of experimentation, to sharpen that focus through the cross-interrogation of cases and plan for further development (ex. a CRIMT Partnership Working Paper). We also hope to foster new collaborations, publications and world-of-work engagement through this process.

## **PREPARATION**

The goal is to present the major aspects of your case and use the template as a tool for thinking further about your case. Don't be concerned if your information is incomplete. If you have completed the template or are drawing on a publication, share these with the chair and discussants to improve the quality of the exchange.

## **DISCUSSANTS**

The discussants can intervene at different times, either during or at the end of the presentation. The objectives are: draw out what you see as important aspects of the cases, flush out comparisons and make links across the cases with the larger themes of the Partnership Project.

## **RECORDING**

With your consent, we hope to tape the workshops (for internal use only on our Project's Teams platform), so that CRIMT Project Team researchers can view workshops in which they could not participate and potentially identify compatible cases and potential collaborations.

## **FORMAT**

The workshops are meant to be informal and interactive. Each workshop should be thought of as a working session, involving the presentation and discussion of two or three cases. This will involve short presentations of the cases (more or less 20-22 minutes each), to be followed by comments and questions coming from the moderator and discussants, as well as other interested participants.

Your initial presentation of the case should attempt to cover the following four aspects:

- 1) A brief overview of the case under consideration
- 2) The process of experimentation (situate it on the T0, T1, T2 continuum)
- 3) The effects of the experimentation, for better or for worse, on the work being discussed (refer to the template's identification of the risk, autonomy/control and expressive dimensions of work)
- 4) The main takeaways from this case and questions you might want to submit for future analysis in thinking about the implications of your case

Keep in mind that all of these points feature in the case template.

It is not a question of trying to answer all the questions in the template, but rather of being able to provide the essential elements of your study, in relation to each of the 4 previous points. Of course,

the template is there to facilitate and guide your reflections. In some workshops, we might present an entire case and then a second; in others, we might ask to organize the discussion around each of these four points in order to stimulate the comparisons. So please be prepared to segment your presentation if it helps the comparison. Workshop chairs should feel that they have discretion to direct the discussion in this way.

## **FORMS OF AGGREGATION**

Our case development workshops will first lead to a series of integrating activities where we can take stock. These plenary sessions will allow us to bring different workshops into a dialogue through insights gained by case presenters, workshop rapporteurs, content integrators and theme weavers in order to identify cross-cutting findings on which to build the next series of workshops.

# MERCREDI 20 OCTOBRE

# WEDNESDAY OCTOBER 20

|  |  | VANCOUVER | MONTREAL    | LONDON      | PARIS       | BEIJING     | MELBOURNE |
|--|--|-----------|-------------|-------------|-------------|-------------|-----------|
| <p><b>ATELIER<br/>DOCTORAL<br/>PRÉ-MAGOG</b></p> <p><b>PRE-MAGOG<br/>DOCTORAL<br/>WORKSHOP</b></p> | <p><b>LAURENCE DEROUIN-DUBUC</b> (UNIVERSITÉ DE MONTRÉAL)<br/> <b>PHELA TOWNSEND</b> (RUTGERS UNIVERSITY)<br/> <b>SHERI DAVIS</b> (RUTGERS UNIVERSITY)<br/> <b>JANICE FINE</b> (RUTGERS UNIVERSITY)<br/> <b>IAN MACDONALD</b> (UNIVERSITÉ DE MONTRÉAL)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 7H00-8H00 | 10H00-11H00 | 15H00-16H00 | 16H00-17H00 | 22H00-23H00 | 1H00-2H00 |

## ATELIER DOCTORAL PRÉ-MAGOG

DATE : 20 OCTOBRE

7H00 (VANCOUVER) ; 10H00 (MONTRÉAL) ; 15H00 (LONDON) ; 16H00 (PARIS / BRUXELLES) ; 22H00 (BEIJING) ; 1H00 (+ 1 JOURNÉE) (MELBOURNE)

DURÉE: 1H00 | LANGUE: BILINGUE  
AVEC INTERPRÉTATION

[Joindre sur Zoom](#)



Cet atelier doctoral pré-Magog portera sur les opportunités et les défis que recèlent la recherche-action et *l'activisme universitaire*. Au fil du temps, les spécialistes du travail ont exploré différentes formes d'engagement, lesquelles se sont incarnées, notamment, dans la figure de l'universitaire-praticien.ne (ex. en relations industrielles ou droit du travail) ou du promoteur de justice industrielle (ex dans les *labour studies*), empruntant dans de nombreux cas, sciemment ou non, à des canons tels que la *black radical tradition* et les études féministes.

De l'interrogation des questions de recherche que nous posons à l'analyse des méthodes que nous choisissons, *l'activisme universitaire* nous met au défi non seulement de critiquer le processus de recherche, l'économie politique de la production de connaissances et « la fabrique universitaire », mais aussi d'articuler nos propres préjugés et de mieux comprendre notre propre position socio-structurelle.

L'atelier explorera ce que signifie être un.e chercheur.euse-militant.e en 2021, quels types de défis et d'opportunités cela implique, et les ressources et cadres susceptibles d'être utiles aux chercheur.euse.s intéressés par la voie de l'engagement.

L'atelier regroupera des doctorant.e.s (**Laurence Derouin-Dubuc** – Université de Montréal, **Phela Townsend** - Rutgers University) et des professeur.e.s (**Sheri Davis** – Rutgers University, **Janice Fine** – Rutgers University, **Ian MacDonald** – Université de Montréal) qui partageront leurs réflexions sur ce que signifie pour eux l'activisme universitaire (en tant que personnes et chercheur.euses et dans leur travail).

## PRE-MAGOG DOCTORAL WORKSHOP

DATE : OCTOBER 20

7H00 (VANCOUVER) ; 10H00 (MONTRÉAL) ; 15H00 (LONDON) ; 16H00 (PARIS / BRUXELLES) ; 22H00 (BEIJING) ; 1H00 (+ 1 DAY) (MELBOURNE)

DURATION: 1:00 | LANGUAGE: BILINGUAL  
WITH INTERPRETATION

[Join on Zoom](#)



This pre-Magog doctoral workshop will focus on opportunities, challenges, and resources for the scholar-activist. Scholars of work have over time leveraged different models for scholar-activism including both the scholar-practitioner legacy of industrial relations and the industrial justice focus of labor studies, borrowing in many cases knowingly or unknowingly from canons like the Black Radical Tradition and feminist scholarship.

From interrogating the research questions we ask to analyzing the methods we choose, scholar-activism challenges us to not only be critical of the research process, the political economy of knowledge production, and the industry of academia, but also to articulate our own biases and understand our own socio-structural positionality.

This session will explore what it means to be a scholar-activist in 2021, what kind of challenges and opportunities are entailed, and the resources and frameworks that might be useful to researchers interested in the scholar-activist path.

Panelists will include both PhD students (**Laurence Derouin-Dubuc** – Université de Montréal, **Phela Townsend**, Rutgers University) and faculty (**Sheri Davis** – Rutgers University, **Janice Fine** – Rutgers University, **Ian MacDonald** – Université de Montréal) who will share their reflections on what scholar-activism means for them as people as well as researchers and for their work.

# JEUDI 21 OCTOBRE

# THURSDAY OCTOBER 21

|                                       |   | VANCOUVER     | MONTREAL      | LONDON       | PARIS         | BEIJING     | MELBOURNE    |
|---------------------------------------|---|---------------|---------------|--------------|---------------|-------------|--------------|
| <b>ATELIER 1</b><br><b>WORKSHOP 1</b> | <p><b>TRANSFERTS DE RISQUES DANS L'ÉCONOMIE DES SOINS : LES TRAVAILLEUR.EUSE.S DU SECTEUR DES SOINS EN AUSTRALIE, EN ONTARIO ET AU QUÉBEC / RISK SHIFTS IN THE CARE ECONOMY : CARE WORKERS IN AUSTRALIA, ONTARIO AND QUEBEC</b></p> <p><b>CAS(E) 1 :</b> FIONA MACDONALD (RMIT)<br/> <b>CAS(E) 2 :</b> LOUISE BOIVIN (UQO)<br/> <b>CAS(E) 3 :</b> ROB HICKEY (QUEEN'S UNIVERSITY)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 14H30 - 16H30 | 17H30 - 19H30 | 22H30 - 0H30 | 23H30 - 01H30 | 5H30 - 7H30 | 8H30 - 10H30 |
| [INTERPRÉTATION]                      |   |               |               |              |               |             |              |

## ATELIER 1 / WORKSHOP 1

TRANSFERTS DE RISQUES DANS L'ÉCONOMIE DES SOINS: LES TRAVAILLEUR.EUSE.S DU SECTEUR DES SOINS EN AUSTRALIE, EN ONTARIO ET AU QUÉBEC / RISK SHIFTS IN THE CARE ECONOMY: CARE WORKERS IN AUSTRALIA, ONTARIO AND QUEBEC

DATE : 21 OCTOBRE | OCTOBER 21

14H30 (VANCOUVER) ; 17H30 (MONTRÉAL) ; 22H30 (LONDRES) ; 23H30 (PARIS / BRUXELLES) ; 05H30 (+ 1 JOURNÉE /DAY) BEIJING ; 08H30 (+ 1 JOURNÉE /DAY) MELBOURNE

DURÉE / DURATION: 2H00

LANGUE / LANGUAGE: BILINGUE | BILINGUAL  
AVEC INTERPRÉTATION | WITH INTERPRETATION

[Joindre sur Zoom](#)  
[Join on Zoom](#)

### ANIMATION CHAIR

GREGOR MURRAY  
(UNIVERSITÉ DE MONTRÉAL)

### COMMENTAIRES COMMENTS

ADELLE BLACKETT  
(MCGILL UNIVERSITY)  
KENDRA STRAUSS  
(SIMON FRASER UNIVERSITY)

### PARTICIPANT(E)S



FIONA MACDONALD  
RMIT



LOUISE BOIVIN  
UNIVERSITÉ DU QUÉBEC EN  
OUTAOUAIS



ROB HICKEY  
QUEEN'S UNIVERSITY

## CAS(E) 1

### INDIVIDUALISING CARE WORK IN THE GIG ECONOMY: THE AUSTRALIAN EXPERIENCE

FIONA MACDONALD

The rapid implementation of a new individualised consumer 'cash-for-care' market for disability care and support in Australia has occurred at the same time as the emergence of gig economy platforms. Drawing on a three-year study of the implementation of the new care market this presentation examines the ways in which social care policies are combining with inadequate employment regulation to enable the development of a new gig economy of care and to devolve the risks of business, employment and social care provision to care workers and the people they support.

## CAS(E) 2

### OBSTACLES À L'ACTION COLLECTIVE CHEZ LES TRAVAILLEUSES DU CARE À STATUT D'IMMIGRATION PRÉCAIRE

LOUISE BOIVIN

Comment se pose le rapport à la représentation et à l'action collectives quand coagissent la précarisation de l'emploi et du statut d'immigration en plus de la division sexuelle et raciale du travail? Nous présenterons des constats préliminaires basés sur une étude de cas en cours auprès de préposées aux bénéficiaires (aide à domicile, hébergement pour aîné.e.s) du secteur privé au Québec.

## CAS(E) 3

### COVID AND THE TRANSFORMATION OF COMMUNITY SERVICES IN ONTARIO

ROB HICKEY

This project continues an ongoing program of research into the transformation of community-based social services in Ontario. The creation of private markets for the provision of social services in Ontario reflects a global trend towards individualized, direct funding to service users of personal attendants and home health supports.

Prior to the global pandemic, survey-based research found that over 40 percent of the developmental services workforce held multiple jobs, many work for both agency-based providers and privately for families using direct government funding for the purchase of services. Public health directives during COVID placed significant restrictions on multiple job holding in order to reduce the potential transmission of COVID-19. This research project will examine whether these restrictions result in more permanent changes towards more full-time, single site employment arrangements or if the loosening of restrictions will bring a return to widespread multiple job holding.

# VENDREDI 22 OCTOBRE FRIDAY OCTOBER 22

|   |   | VANCOUVER    | MONTREAL      | LONDON        | PARIS         | BEIJING       | MELBOURNE    |
|---|---|--------------|---------------|---------------|---------------|---------------|--------------|
| <p><b>ATELIER 2<br/>WORKSHOP 2</b></p> <p>[FRANÇAIS /<br/>FRENCH]</p> | <p><b>L'EXPÉRIMENTATION DE NOUVELLES FORMES DE REPRÉSENTATION<br/>DES PROFESSIONNEL.L.E.S PRÉCAIRES : ARTISTES, ARCHÉOLOGUES ET<br/>TRAVAILLEUR.EUSE.S INDÉPENDANT.E.S</b></p> <p><b>CAS(E) 1 :</b> PHILIPPE BARRÉ (UNIVERSITÉ DE MONTRÉAL)<br/><b>CAS(E) 2 :</b> IAN MACDONALD (UNIVERSITÉ DE MONTRÉAL)<br/>MANEK KOLHATKAR (FONDATEUR DU CNTAQ)<br/><b>CAS(E) 3 :</b> CHRISTOPHE DEGRYSE (ETUI)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p>   | 5H30 - 7H30  | 8H30 - 10H30  | 13H30 - 15H30 | 14H30 - 16H30 | 20H30 - 22H30 | 23H30 - 1H30 |
| <p><b>ATELIER 3<br/>WORKSHOP 3</b></p> <p>[INTERPR(É)TATION]</p>      | <p><b>LE RENOUVELLEMENT DES RÉPERTOIRES SYNDICAUX: PROMESSES ET<br/>PIÈGES / PROMISES AND PITFALLS IN RENEWING UNION REPERTOIRES</b></p> <p><b>CAS(E) 1 :</b> BLANDINE ÉMILIE (UQAM)<br/>MÉLANIE DUFOUR-POIRIER (UNIVERSITÉ DE MONTRÉAL)<br/>CHRISTIAN DUFOUR (EXPERT DCE)<br/>ADELHEID HEGE (IRES)<br/><b>CAS(E) 2 :</b> HEATHER CONNOLLY (GRENOBLE EM)<br/>GERRY LOOKER (UNIVERSITY OF LEEDS)<br/><b>CAS(E) 3 :</b> VINCENT PASQUIER (HEC MONTRÉAL)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 8H00 - 10H00 | 11H00 - 13H00 | 16H00 - 18H00 | 17H00 - 19H00 | 23H00 - 1H00  | 2H00 - 4H00  |

|   |  | VANCOUVER     | MONTREAL      | LONDON       | PARIS         | BEIJING     | MELBOURNE    |
|---|--|---------------|---------------|--------------|---------------|-------------|--------------|
| <b>ATELIER 4<br/>WORKSHOP 4</b><br><br>[ANGLAIS /<br>ENGLISH] | <p><b>EQUALITY, DIVERSITY AND INCLUSION: WHAT DOES ORGANIZATIONAL AND INSTITUTIONAL EXPERIMENTATION TELL US ABOUT ADDRESSING INEQUALITY?</b></p> <p><b>CAS(E) 1 :</b> AMANDA COLES (DEAKIN UNIVERSITY)<br/>DORIS EIKHOF (UNIVERSITY OF GLASGOW)</p> <p><b>CAS(E) 2 :</b> TANIA SABA (UNIVERSITÉ DE MONTRÉAL)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 14H30 - 16H00 | 17H30 - 19H00 | 22H30 - 0H00 | 23H30 - 01H00 | 5H30 - 7H00 | 8H30 - 10H00 |

**ATELIER 2 / WORKSHOP 2**  
**L'EXPÉRIMENTATION DE NOUVELLES FORMES DE**  
**REPRÉSENTATION DES PROFESSIONNEL. LE.S PRÉCAIRES:**  
**ARTISTES, ARCHÉOLOGUES ET TRAVAILLEUR.EUSE.S**  
**INDÉPENDANT.E.S**

DATE : 22 OCTOBRE

05H30 (VANCOUVER) ; 8H30 (MONTRÉAL) ; 13H30 (LONDRES) ; 14H30 (PARIS / BRUXELLES) ; 20H30 (+ 1 JOURNÉE/DAY) (BEIJING) ; 23H30 (+ 1 JOURNÉE/DAY) (MELBOURNE)

DURÉE | DURATION: 2H00

LANGUE | LANGUAGE: FRANÇAIS / FRENCH

**ANIMATION**  
**CHAIR**

FRANÇOIS BOLDOC  
(UNIVERSITÉ LAVAL)

**Joindre sur Zoom**  
**Join on Zoom**

**COMMENTAIRES**  
**COMMENTS**

ISABELLE DAUGAREILH  
(UNIVERSITÉ DE BORDEAUX)

URWANA COIQUAUD  
(HEC MONTRÉAL)

**PARTICIPANTS**



**PHILIPPE BARRÉ**  
UNIVERSITÉ DE MONTRÉAL



**IAN MACDONALD**  
UNIVERSITÉ DE MONTRÉAL



**MANEK KOLHATKAR**  
FONDATEUR DU CNTAQ



**CHRISTOPHE DEGRYSE**  
ETUI

**CAS(E) 1**

**MÉTAMORPHOSE DES ORGANISMES ARTISTIQUES À**  
**MONTRÉAL : COMMENT LES ARTISTES EXPÉRIMENTENT**  
**DE NOUVELLES STRUCTURES DE COLLABORATION, DE**  
**PARTAGE ET D'ÊTRE-ENSEMBLE DANS LA SOCIÉTÉ**

PHILIPPE BARRÉ

Ce cas a pour ambition d'identifier les principales formes d'expérimentations institutionnelles que mettent en œuvre les artistes, les travailleuses et les travailleurs culturels à Montréal, dans le cadre d'organismes qui rompent avec le modèle traditionnel de la structure placée sous l'autorité d'une direction artistique unique ou d'une direction intégrée autour d'un même projet artistique. Au cours d'une période relativement récente, un nombre significatif de compagnies artistiques mais également d'organismes de services se sont en effet développés autour d'objectifs de mutualisation et de partage de ressources, de décloisonnement disciplinaire, d'inclusion et de partage de l'autorité.

Deux matériaux d'enquête sont mobilisés dans ce cadre. Le premier porte sur les conditions d'activités des artistes de la scène du Québec (enquête menée en 2019-2020). Le second sur une recherche en cours consacrée à une trentaine d'organismes artistiques montréalais dont l'objet vise explicitement l'expérimentation de formes nouvelles de collaboration et de gouvernance.

Nous cherchons à montrer que les finalités que poursuivent ces organismes d'un genre nouveau sont indissociables des enjeux associés aux conditions d'activités d'artistes qui sont marquées par des formes multiples de précarité mais aussi d'individualisation et de clivages. L'objectif poursuivi par ce cas sera de soumettre à la discussion les liens possibles que l'on peut établir sur ce terrain de recherche entre, d'une part, les enjeux du travail observables dans les milieux artistiques et l'émergence de ces nouveaux organismes et, d'autre part, le potentiel de ces organismes à inverser les dynamiques de précarisation et à générer un travail meilleur.

**CAS(E)2**

**L'ORGANISATION EXPÉRIMENTALE DE**  
**PROFESSIONNEL. LE.S PRÉCAIRES : LA**  
**SYNDICALISATION EN DEUX TEMPS DES**  
**ARCHÉOLOGUES QUÉBÉCOIS**

IAN MACDONALD ET MANEK KOLHATKAR

Nous discuterons de l'organisation des archéologues contractuels au Québec, en commençant par la formation d'un comité de travailleur.euse.s, puis en menant ensuite à l'accréditation syndicale. La délibération, l'établissement de normes et les discussions informelles avec les employeurs ont permis dans notre cas de clarifier les distinctions de classe que l'identification professionnelle des travailleurs occultait, tandis que l'auto-organisation a accru la confiance des travailleurs dans l'action collective. Ces activités, selon nous, étaient nécessaires pour surmonter les obstacles à la syndicalisation.

**CAS(E) 3**

**DES SYNDICATS POUR LES TRAVAILLEURS DE LA**  
**GIG ÉCONOMIE?**

CHRISTOPHE DEGRYSE

L'augmentation du nombre de travailleurs indépendants, « free-lancers », « crowdworkers » et autres travailleurs autonomes sans personnel que suscite depuis quelques années notamment l'économie de plateforme interroge les organisations syndicales historiques attachées à la défense des salariés. Cette nouvelle catégorie d'indépendants souvent précaires ne dispose pas de moyens d'équilibrer la relation avec les donneurs d'ordre en matière de santé-sécurité, de conditions de travail, voire de rémunération. Face à cette situation, de plus en plus d'organisations syndicales tentent d'organiser, de différentes manières, la défense de ces travailleurs et de leur offrir les mêmes services au-delà de leur statut.

### ATELIER 3 / WORKSHOP 3

#### LE RENOUVELLEMENT DES RÉPERTOIRES SYNDICAUX: PROMESSES ET PIÈGES / PROMISES AND PITFALLS IN RENEWING UNION REPERTOIRES

DATE : 22 OCTOBRE | OCTOBER 22

08H00 (VANCOUVER) ; 11H00 (MONTRÉAL) ; 16H00 (LONDRES) ; 17H00 (PARIS /  
BRUXELLES) ; 23H00 (+ 1 JOURNÉE/DAY) (BEIJING) ; 2H00 (+ 1 JOURNÉE /DAY)  
(MELBOURNE)

DURÉE / DURATION: 2H00

LANGUE / LANGUAGE: BILINGUE | BILINGUAL  
AVEC INTERPRÉTATION | WITH INTERPRETATION

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#### ANIMATION CHAIR

MÉLANIE LAROCHE  
(UNIVERSITÉ DE MONTRÉAL)

#### COMMENTAIRES COMMENTS

JOHN PETERS  
(CRIMT-UNIVERSITÉ DE MONTRÉAL)

MIGUEL MARTINEZ LUCIO  
(UNIVERSITY OF MANCHESTER)

#### PARTICIPANT(E)S



**BLANDINE ÉMILIEN**  
UNIVERSITÉ DU QUÉBEC À  
MONTRÉAL



**MÉLANIE DUFOUR-POIRIER**  
UNIVERSITÉ DE MONTRÉAL



**CHRISTIAN DUFOUR**  
EXPERT DCE



**ADELHEID HEGE**  
IRES



**HEATHER CONNOLLY**  
GRENOBLE EM



**GERRY LOOKER**  
UNIVERSITY OF LEEDS



**VINCENT PASQUIER**  
HEC MONTRÉAL

### CAS(E) 1

#### CAN COLLECTIVE BIOGRAPHY LAUNCH INSTITUTIONAL EXPERIMENTATION? AN AGENDA TO EXPLORE THE EVOLUTION OF HRM PRACTICES IN ONE BASQUE UNION CONFEDERATIONS

BLANDINE ÉMILIEN, MÉLANIE DUFOUR-POIRIER,  
CHRISTIAN DUFOUR, ADELHEID HEGE

The case draws from an action-research (2019-2022) which has emerged from a union confederation's concerns about succession planning and talent management. Staff representatives of ELA- a Basque country union confederation who bears its origins in their catholic roots and nationalist struggle called for this research mandate in order to assess the ways in which they can ensure best the sustainability of their organization despite the impact of both incremental and punctual transformations that the union has undergone over the past decades.

On both sides of the Atlantic and elsewhere, there has recently been an interest among groups of citizens to denounce exploitation, poor treatment of migrant workers and major environmental issues such as climate change. Already prior to 2020, several countries had been witnessing increasing protests, strikes and the rise-again- of social movements in which young activists and a more diverse representation of individuals in terms of race, gender and other distinctions had actively participated. Amid these concerns, there are calls for better and more inclusive workplaces. To date, one can only be impatient to analyse how the advent of the Covid-19 crisis has exacerbated these concerns.

ELA advocates its desire to ride this wave of change. However, it is also facing specific concerns: to what extent has their union agenda evolve in order to cater for services to their members that take into account these new societal challenges? And concomitantly, to what extent does their internal staff fit in terms of skills, profiles and career paths to contribute to this evolving agenda and therefore to the sustainability of the organization as an employer? While institutional experimentation has yet to provide further insights in this respect, the current phase of the study argues for the explanatory power of history (Thelen 2002) as a fundamental step stone to this process of experimentation.

Drawing from a series of interviews conducted in 2019 with staff members of both confederations, we present a series of hypotheses that will serve to deepen the experimentation further. We aim to demonstrate how institutional experimentation calls for the compilation of a collective biography which we shall conduct via the prosopography approach. Used in the past by prominent scholars in sociology and political sciences, prosopography is designed to help (re)construct the history and structure of a field under study by collecting data such as social origin, educational background, trajectories, of individuals located within the same field (Broady 2002; Bourdieu and Saint Martin 1978). Though time-consuming a task, prosopography helps achieve what we argue, constitutes a major step into understanding how a group of individuals have been brought to co-construct institutions (Kristensen and Morgan 2012) and sustain specific organizational practices over time. We will explain how from data obtained in 2019, we validate the collective biography exercise as a medium to recalibrate research questions during a documented process of institutional experimentation.

## CAS(E) 2

### UNION RENEWAL IN THE REREGULATION OF UK LOCAL GOVERNMENT: HOW THE COLLAPSE OF A COUNTY COUNCIL LED TO POSSIBILITIES FOR RENEWING UNION INFLUENCE AND ORGANISATION

HEATHER CONNOLLY, GERRY LOOKER

In this case we consider how the collapse of a UK County Council created opportunity for union influence to be asserted, the ways this is done and how it affects union organisation bringing in democracy/bureaucracy and union renewal debates. The case follows-up on research in the union branch we followed from 2015-2017 written up in the Transfer paper "We just get a bit set in our ways": renewing democracy and solidarity in UK trade unions" (Connolly, 2020), where the privatisation of local government services triggered a process that led to a form of renewal of leadership and deliberative democracy. In this phase of the research we are engaged in participant observation and interviews with branch officers through a merger of union branches after a restructuring of the County Council. While in the early stages, from the research so far there appears to be opportunities for creating the conditions for better worker representation (and thus possibly, at best, better work or, at least, not worse work!) as management consult (or agree to defer to) unions on certain issues such as homogenising job evaluations across different council structures.

## CAS(E) 3

### TRAGIC PERFORMANCES? HOW LABOUR UNIONS STAGE THEIR IDENTITY ON SOCIAL MEDIA

VINCENT PASQUIER

According to the literature, social media will dramatically affect the identity of new connective counter-powers but will only marginally alter that of more traditional collective counterpowers, such as labour unions. In this article, we question this premise by analysing the online identities of eight labour unions. Our findings highlight four main types of online identities for traditional collective counterpower: the caricatural bureaucrat, the fading service provider, the polarized opponent and the narcissized community. The metaphor of the "tragic performance" helps us to evidence our three main theoretical contributions. First, the case improves our understanding of online collective identities by demonstrating how social media funnels the dramaturgical performance of traditional counterpowers' identity. By so doing, it strongly contradicts assumptions about the neutrality of social media with regard to the identities of traditional counterpowers. Second, our typology helps in understanding the diversity of online identity performances. Third, the case highlights social media's potentially tragic consequences for identification with counterpowers.

## ATELIER 4 / WORKSHOP 4

### EQUALITY, DIVERSITY AND INCLUSION: WHAT DOES ORGANIZATIONAL AND INSTITUTIONAL EXPERIMENTATION TELL US ABOUT ADDRESSING INEQUALITY?

DATE: OCTOBRE 22 / OCTOBER 22

14H30 (VANCOUVER) ; 17H30 (MONTRÉAL) ; 22H30 (LONDRES) ; 23H30 (PARIS / BRUXELLES) ; 05H30 (+ 1 JOURNÉE / DAY) (BEIJING) ; 08H30 (+ 1 JOURNÉE / DAY) (MELBOURNE)

DURÉE / DURATION: 1:30 | LANGUE / LANGUAGE: ENGLISH | ANGLAIS

### ANIMATION CHAIR

CHLOÉ FORTIN-BERGERON  
(UQTR)

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### COMMENTAIRES COMMENTS

DAVID PEETZ  
(GRIFFITH UNIVERSITY)

ÉMILIE GENIN  
(UNIVERSITÉ DE MONTRÉAL)

### PARTICIPANT(E)S



AMANDA COLES  
DEAKIN UNIVERSITY



DORIS EIKHOF  
UNIVERSITY OF GLASGOW



TANIA SABA  
UNIVERSITÉ DE MONTRÉAL

## CAS(E) 1

### INVESTING IN INEQUALITY: RISK AND DECISION-MAKING IN THE SCREEN-BASED INDUSTRIES

AMANDA COLES  
DORIS EIKHOF

This case study explores how gendered perceptions of risk, and the risk management narratives and decisions that arise as a consequence of those perceptions, drive gender inequality in project-based labour markets. It does so by applying an Intersectional Risk Theory (IRT) framework to new empirical data on executive decision-making in the Canadian screen industries. The case study combines data from qualitative interviews with screen industry executives in Canada and the US with a focused analysis of two specific gender equality initiatives in Canada to show (1) that gendered risk perceptions and narratives drive intersectional inequality in both hiring and investment strategies; (2) risk perceptions can be disrupted and changed to improve equity outcomes. Through a focus on reconceptualizing risk, the case study contributes new analytical perspectives on core drivers of intersectional inequality, and the design of equity, diversity and inclusion initiatives in high skill, labour intensive, project-based labour markets.

## CAS(E) 2

### HOW ORGANIZATIONS PERCEIVE THE BENEFITS AND RISKS ASSOCIATED WITH IMPLEMENTING EQUITY, DIVERSITY AND INCLUSION (EDI) MEASURES

TANIA SABA

My case will focus on how organizations perceive the benefits and risks associated with implementing equity, diversity and inclusion (EDI) measures. I will use data from the study conducted with the OECD and supplement the analysis with additional data from participants' feedback on the impact of EDI measures / Mon cas se concentrera sur la façon dont les organisations perçoivent les avantages et les risques associés à l'implantation de mesures en équité, diversité et inclusion (ÉDI). J'utiliserai les données de l'étude menée avec l'OCDE et je compléterai l'analyse avec des données supplémentaires provenant des commentaires des participants qui se sont prononcés sur l'impact des mesures en ÉDI

# LUNDI 25 OCTOBRE

# MONDAY OCTOBER 25

|  |  | VANCOUVER   | MONTREAL      | LONDON        | PARIS         | BEIJING       | MELBOURNE   |
|--|--|-------------|---------------|---------------|---------------|---------------|-------------|
| <p><b>ATELIER 5</b><br/><b>WORKSHOP 5</b></p> <p>[INTERPRÉTATION]</p>        | <p><b>LA RÉORGANISATION SPATIALE DU TRAVAIL SOUS LA COVID :<br/>EXPÉRIMENTATIONS EN MATIÈRE DE TÉLÉTRAVAIL ET DE CO-WORKING<br/>/ THE SPATIAL REORGANIZATION OF WORK UNDER COVID: EXPERIMENTS<br/>IN TELEWORKING AND CO-WORKING</b></p> <p><b>CAS(E) 1 :</b> TANIA SABA (UNIVERSITÉ DE MONTRÉAL)<br/>GAËLLE CACHAT-ROSSET (UNIVERSITÉ LAVAL)</p> <p><b>CAS(E) 2 :</b> GLENN MORGAN (UNIVERSITY OF BRISTOL)<br/>HARRY PITTS (UNIVERSITY OF BRISTOL)<br/>ÖDÜL BOZKURT (UNIVERSITY OF SUSSEX)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 6H00 - 7H30 | 9H00 - 10H30  | 14H00 - 15H30 | 15H00 - 16H30 | 21H00 - 22H30 | 0H00 - 1H30 |
| <p><b>ATELIER 6</b><br/><b>WORKSHOP 6</b></p> <p>[ANGLAIS /<br/>ENGLISH]</p> | <p><b>THE DYNAMICS OF LABOUR LAW REFORM: FROM THE NEW DEAL TO<br/>TURKISH LABOUR LAW</b></p> <p><b>CAS(E) 1 :</b> UMUT OZKAN (UNIVERSITÉ DE MONTRÉAL)<br/><b>CAS(E) 2 :</b> ÉTIENNE CANTIN (UNIVERSITÉ LAVAL)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p>  | 7H45 - 9H15 | 10H45 - 12H15 | 15H45 - 17H15 | 16H45 - 18H15 | 22H45 - 0H15  | 1H45 - 3H15 |

|  |   | VANCOUVER    | MONTREAL      | LONDON        | PARIS         | BEIJING    | MELBOURNE   |
|--|---|--------------|---------------|---------------|---------------|------------|-------------|
| <b>ATELIER 7<br/>WORKSHOP 7</b><br><br>[ANGLAIS /<br>ENGLISH ] | <p><b>CHANGING CONFIGURATIONS OF PRODUCTION AND THEIR IMPLICATIONS:<br/>INSOURCING IN THE US AND OUTSOURCING IN MEXICO</b></p> <p><b>CAS(E) 1 :</b> ALFREDO HUALDE (COLEF)<br/>           JORGE CARRILLO (COLEF)<br/>           JANETTE BRITO (UNI. AUTÓNOMA DE BAJA CALIFORNIA)<br/>           REDI GOMIS (COLEF)</p> <p><b>CAS(E) 2 :</b> MATHIEU DUPUIS (UNIVERSITÉ LAVAL)<br/>           IAN GREER (CORNELL UNIVERSITY)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 9H30 - 11H00 | 12H30 - 14H00 | 17H30 - 19H00 | 18H30 - 20H00 | 0H30 -2H00 | 3H30 - 5H00 |

## ATELIER 5 / WORKSHOP 5

LA RÉORGANISATION SPATIALE DU TRAVAIL SOUS  
LA COVID : EXPÉRIMENTATIONS EN MATIÈRE DE  
TÉLÉTRAVAIL ET DE CO-WORKING / THE SPATIAL  
REORGANIZATION OF WORK UNDER COVID :  
EXPERIMENTS IN TELEWORKING AND CO-WORKING

DATE: 25 OCTOBRE | OCTOBER 25

06H00 (VANCOUVER) ; 9H00 (MONTRÉAL) ; 14H00 (LONDRES) ; 15H00 (PARIS /  
BRUXELLES) ; 21H00 (BEIJING) ; 0H00 (MELBOURNE)

DURÉE / DURATION: 1:30 | LANGUE / LANGUAGE: BILINGUE | BILINGUAL  
AVEC INTERPRÉTATION / WITH INTERPRETATION

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### ANIMATION CHAIR

FRANÇOIS BOLDOC  
(UNIVERSITÉ LAVAL)

### COMMENTAIRES COMMENTS

JOHANNA WESTSTAR  
(UNIVERSITY OF WESTERN)

JILL RUBERY  
(UNIVERSITY OF MANCHESTER)

### PARTICIPANT(E)S



TANIA SABA  
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GAËLLE  
CACHAT-ROSSET  
UNIVERSITÉ  
LAVAL



GLENN MORGAN  
UNIVERSITY OF  
BRISTOL



HARRY PITTS  
UNIVERSITY OF  
BRISTOL



ÖDÜL BOZKURT  
UNIVERSITY OF  
SUSSEX

## CAS(E) 1

### LES DÉTERMINANTS DE L'AJUSTEMENT AU TÉLÉTRAVAIL, SES AVANTAGES ET SES RISQUES

TANIA SABA  
GAËLLE CACHAT-ROSSET

Dans le contexte actuel de crise sanitaire et économique mondiale de COVID-19, le télétravail est devenu la réalité quotidienne de nombreux travailleurs et a des chances de se poursuivre comme un mode prédominant d'organisation du travail. Dans ce cas, nous examinons les déterminants de l'ajustement au télétravail, ses avantages et ses risques / In the current COVID-19 global health and economic crisis, telecommuting has become the daily reality for many workers and is likely to continue as a predominant mode of work organization. In this case, we explore the determinants of adjustment to remote work, its benefits and risks.

## CAS(E) 2

### COWORKING SPACES AND COVID-19

GLENN MORGAN  
HARRY PITTS  
ÖDÜL BOZKURT

COVID-19 gave us the impetus to investigate, during a particularly critical moment in the history of coworking spaces, this relatively uncharted terrain through a multi-city approach looking at three cities - Bristol, Brighton and Hove, and Greater Manchester. In each of the three different cities coworking spaces had been growing in number prior to COVID, but they are also informed by different factors in terms of the key drivers, actors, entrepreneurial ecosystems, predominance of the freelancer workforce and relationship to London. We conducted over 40 interviews in Brighton, Bristol and Manchester with representatives from a range of types of CWS and of local and regional government.

Our research has generated multiple important findings about the nature and form of CWS. A key finding was that the growth, pandemic response and future development of CWS is shaped as much by financial and rentier dynamics in urban property and the changing corporate appeal of flexible workspace than anything specific to their founding organisation and social purpose.

In this context, we found that CWS have grown and developed as a way for property owners to gain rents from urban property, but such fortunes are by no means guaranteed and the survival and growth of coworking spaces involve complex and continuous management around financial pressures and delivery of a rather eclectic range of services drawing as much on hospitality as property management know-how. At the same time, coworking spaces have contributed in some degree to the recovery from the pandemic by providing places to work collaboratively or collectively in the context of a widespread growth in flexible and hybrid working practices, as people mix working from home with working from the office.

Please see blog on the research which will be posted soon on the website for the ESRC Digital Futures of Work Research centre: [www.digit-research.org](http://www.digit-research.org)

**ATELIER 6 / WORKSHOP 6**  
**THE DYNAMICS OF LABOUR LAW REFORM:**  
**FROM THE NEW DEAL TO TURKISH LABOUR**  
**LAW**

DATE: OCTOBRE 25 | OCTOBER 25

7H45 (VANCOUVER) ; 10H45 (MONTRÉAL)  
 15H45 (LONDON) ; 16H45 (PARIS / BRUXELLES)  
 22H45 (BEIJING) ; 1H45 (+ 1 JOURNÉE / DAY) (MELBOURNE)

DURÉE / DURATION: 1:30  
 LANGUE / LANGUAGE: ANGLAIS | ENGLISH

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**ANIMATION  
CHAIR**

GREGOR MURRAY  
 (UNIVERSITÉ DE MONTRÉAL)

**COMMENTAIRES  
COMMENTS**

BARRY EIDLIN  
 (MCGILL UNIVERSITY)

ROGER LECOURT  
 (CONSULTANT, BIT)

**PARTICIPANTS**



**UMUT OZKAN**  
 UNIVERSITÉ DE MONTRÉAL



**ÉTIENNE CANTIN**  
 UNIVERSITÉ LAVAL

**CAS(E) 1**

**LEGAL AND POLITICAL MECHANISMS OF  
INSTITUTIONAL CHANGE: THE CASE OF THE  
TURKISH LABOUR LAW REFORM**

UMUT OZKAN

Analyzing the case of institutional transformation of the Turkish employment contract law starting from 1980s to early 2000s, this study aims to offer valuable insights on the role of legal mechanisms in institutional change and how their interplay with political conditions contributed to the dynamics of such change.

The article argues that legal actors played a crucial role in the development of this institution, because not only did they provide a legal interpretation of its pre-existing rule structure, but also they later redesigned the institutional structure. Legal actors such as judges and legal scholars found innovative ways for the interpretation of the employment contract legislation during the 1980s and 1990s so as to adjust this institution to the new economic realities in the labour market. In the early 2000s, a scientific commission of legal scholars undertook the role of drafting the new legislation (the Labour Act No. 4857 of 2003), thanks to the societal actors and the state that granted this responsibility to them. Their design of new institutional structure relied heavily on the previous doctrinal scholar work, the decisions of the Court of Cassation, as well as the foreign legal instruments such as the German and the Swiss labour legislation and jurisdiction, the EU directives, and the ILO Conventions. Such role of 'legal technique' (Weber, 1954) does not mean that political factors did not matter in the institutional development of labour legislation.

The study demonstrates that organized political actors, namely employer and labour confederations, were the ones who brought new economic and social phenomena to the legal domain of the institution. The conflicts between employers and labour over flexible employment contracts and relationships came before the Courts during the 1980s and 1990s and pushed them to make legal decisions on these new realities. Organized political actors were also central to the formation of the Scientific Commission of law professors responsible for writing the new Labour Act No. 4857 of 2003. Interestingly, despite their delegation of full authority to the Scientific Commission to prepare the new legislation, organized political actors still made some modifications to the draft. The law professors criticized these material interest-oriented changes, on the grounds that they caused inconsistencies among the legal elements of the new Act.

**CAS(E) 2**

**THE RISE & FALL OF WAGNERISM IN THE UNITED  
STATES—A HISTORICAL POLITICAL ECONOMY,  
1929-1958**

AUTHOR  
 ÉTIENNE CANTIN

During the 'New Deal' of the 1930s, an entrenched regime of judge-made labor law fashioned during the nineteenth and early twentieth centuries and expressive of deep-rooted asymmetries of power in the social relations of employment encountered a fundamentally different, 'Wagnerian' regime of worker rights to participation and protection through collective representation and collective bargaining. Beginning with Senator Robert F. Wagner's advocacy of provisions endorsing free association and bargaining for workers as section 7(a) of the National Industrial Recovery Act (NIRA), and continuing through the creation of a succession of ad hoc administrative mechanisms to facilitate the extension of organization and bargaining in accordance with that provision, collective bargaining assumed an ever more central position in recovery policy — culminating in the passage of the National Labor Relations (Wagner) Act in 1935. Historians and legal scholars have described this process of experimentation as amounting to a "revolution in labor law" (Bernstein, 2010, orig. 1970, p. 635 & ff). The Wagnerian 'revolution' has failed to achieve its purposes, however, and "collective bargaining has not become the dominant pattern for managing employment relations" (Summers, 1997, p. 794; McCartin, 2017). Attempts to create a distinctively new and liberal American labor relations law flowered briefly during the 'second New Deal' (1935-37), degenerated first into an 'industrial pluralist' search for accommodation after 1937 and, since the passage of the Labor Management Relations (Taft-Hartley) Act in 1947, an assimilation of collective action to a more traditional logic of employer ascendancy.

Whereas Wagnerism may be seen as articulating an ideology of workers' rights seeking to write "social democracy [...] into so-called private relations of production" (Casebeer, 1989, p. 88), and to institute "economic democracy at work" in opposition to a previously dominant common law model of employer authority in the employment relationship (Cobble, 2011; Hyde, 2011, p. 98), Taft-Hartleyism just as clearly articulated a countervailing ideology of managerial right that reconfirmed the common law model (Atleson, 1983, pp. 47, 61; 1998, pp. 214-215; Lichtenstein, 2002; 2013, pp. 114-118). No longer did labor relations legislation favor concerted action and collective bargaining — instead, it embraced employees' "full freedom" to refrain from such activity, from which followed the 'right to work' (Brody, 2005, p. 130; Shermer, 2009, 2012). The extent to which the law would fail to protect workers' rights soon became clear as employers developed strategies that led to the collapse of unions in the private sector (Phillips-Fein, 2010; Friedman, 2012; Lichtenstein, 2012, 2020; Andrias, 2020).

**ATELIER 7 / WORKSHOP 7**  
**CHANGING CONFIGURATIONS OF PRODUCTION**  
**AND THEIR IMPLICATIONS: INSOURCING IN THE**  
**US AND OUTSOURCING IN MEXICO**

DATE: OCTOBRE 25 | OCTOBER 25  
 09H30 (SAN DIEGO / VANCOUVER); 12H30 (MONTRÉAL); 17H30 (LONDRES) 18H30  
 (PARIS / BRUXELLES); 00H30 (+ 1 DAY, BEIJING); 03H30(+ 1 DAY, MELBOURNE)

DURÉE / DURATION: 1:30  
 LANGUE / LANGUAGE: ENGLISH | ANGLAIS

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**CHAIR**

CHRISTIAN LÉVESQUE  
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**COMMENTS**

PHIL ALMOND  
 (UNIVERSITY OF LEICESTER)

LEON GOOBERMAN  
 (CARDIFF UNIVERSITY)

**PARTICIPANT(E)S**



**ALFREDO HUALDE**  
 COLEF



**JORGE CARRILLO**  
 COLEF



**JANETTE BRITO**  
 COLEF



**REDI GOMIS**  
 COLEF



**MATHIEU DUPUIS**  
 UNIVERSITÉ LAVAL



**IAN GREER**  
 CORNELL  
 UNIVERSITY

**CAS(E) 1**

**A SHIFT ON GOVERNMENT REGULATIONS: ¿THE**  
**END OF LABOR OUTSOURCING IN MEXICO?**

ALFREDO HUALDE  
 JORGE CARRILLO  
 JANETTE BRITO  
 REDI GOMIS

Labor outsourcing is a socio-economic phenomenon that has been growing in Mexico in the last three decades. For many companies it has been basically a source of profit, while for many others a resource that has allowed them to survive in the face of aggressive competition. However recent governments have proposed regulating or even eliminating outsourcing.

On April 21, 2021 were established new reforms to the Labor Federal Law (LFT -Spanish acronym) for outsourcing that means, strong restrictions to the practices and limited to specialized services; to control companies and mandate to be part of a certified directory by the Ministry of Labor (STPS -Spanish acronym), and introduce severe sanctions for violators to these new rules.

According to the current government of Andrés Manuel López Obrador (AMLO), illegal practices in outsourcing contribute to tax evasion and harm workers' rights. His proposal options to end that illegal practices ranged from banning outsourcing to regulate it with new, tougher laws, or simply enforcing regulations that were already present in the law. The discussion to reform the outsourcing was a very controversial process, especially between the end of 2020 and the beginning of 2021. The changes finally made in outsourcing legislation undoubtedly represent a case of experimentation in the labor and political sphere. Their results are still uncertain for the government, as well as for companies and workers, since this September finished the "grace period" for companies' in order to obey these new rules. The objective of this work is to analyze the evolution of outsourcing, the differences between the legislations of 2012 and 2021, and present future perspectives about possible improvements in workers' working conditions.

**CAS(E) 2**

**INSOURCING IN THE NORTH AMERICAN AUTO**  
**INDUSTRY AND ITS CONSEQUENCES ON**  
**LABOUR RELATIONS**

MATHIEU DUPUIS  
 IAN GREER

This case will focus on how local unions are attempting to respond to disruptions in the automotive industry's production networks by re-insourcing activities or assets within unionized sites in Canada and the United States.

# MARDI 26 OCTOBRE

## TUESDAY OCTOBER 26

|  |   | VANCOUVER    | MONTREAL      | LONDON        | PARIS         | BEIJING       | MELBOURNE    |
|--|---|--------------|---------------|---------------|---------------|---------------|--------------|
| <p><b>ATELIER 8</b><br/><b>WORKSHOP 8</b></p> <p>[INTERPRÉTATION]</p>    | <p><b>HEALTHY WORK IN COVID TIMES: WORKER AND UNION RESPONSES</b></p> <p><b>CAS(E) 1 :</b> ROB HICKEY (QUEEN'S UNIVERSITY)<br/><b>CAS(E) 2 :</b> TOD RUTHERFORD (UNIVERSITY OF SYRACUSE)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p>  | 5H00 - 6H30  | 8H00 - 9H30   | 13H00 - 14H30 | 14H00 - 15H30 | 20H00 - 21H30 | 23H00 - 0H30 |
| <p><b>ATELIER 9</b><br/><b>WORKSHOP 9</b></p> <p>[FRANÇAIS / FRENCH]</p> | <p><b>L'EXPÉRIMENTATION PATRONALE : L'IMPACT DES RESTRUCTURATIONS SUR LA CITOYENNETÉ AU TRAVAIL</b></p> <p><b>CAS(E) 1 :</b> JULIE BOURGAULT (UQO)<br/>MICHEL COUTU (UNIVERSITÉ DE MONTRÉAL)<br/><b>CAS(E) 2 :</b> CHARLES TREMBLAY-POTVIN (UNIVERSITÉ LAVAL)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 9H00 - 10H30 | 12H00 - 13H30 | 17H00 - 18H30 | 18H00 - 19H30 | 0H00 - 1H30   | 3H00 - 4H30  |

**ATELIER 8 / WORKSHOP 8**  
**HEALTHY WORK IN COVID TIMES: WORKER AND UNION RESPONSES**

DATE: OCTOBRE 26 | OCTOBER 26

05H00 (VANCOUVER) ; 8H00 (MONTRÉAL) ; 13H00 (LONDRES) ; 14H00 (PARIS / BRUXELLES) ; 20H00 (BEIJING) ; 23H00 (MELBOURNE)

DURÉE / DURATION: 1:30 | LANGUE / LANGUAGE: BILINGUE | BILINGUAL  
 AVEC INTERPRÉTATION / WITH INTERPRETATION

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JEAN-NOËL GRENIER  
 (UNIVERSITÉ LAVAL)



**ROB HICKEY**  
 QUEEN'S UNIVERSITY



**TOD RUTHERFORD**  
 UNIVERSITY OF SYRACUSE

**CAS(E) 1**

**PSYCHOSOCIAL HEALTH AND SAFETY: CONTESTED APPROACHES TO WORKPLACE MENTAL HEALTH**

ROB HICKEY

This project stream builds on initial survey data collected in March 2020 based on the Mental Injury Toolkit developed by the Occupational Health Clinics for Ontario Workers. The project is part of an initiative in partnership with the Ontario Public Service Employee Unions. The recognition of workplace-based psychosocial hazards remains contested in at least two important ways.

First, workers' compensation systems in most Canadian jurisdictions still do not accept lost time claims for chronic forms of mental injury. (Most jurisdictions now presume that PTSD and similar forms of mental injury among first responders are work-related. This reflects likely exposure to traumatic incidents causing mental injury and not just chronic exposure.) Second, and perhaps more importantly, despite recommendations from the Canadian Standards on Workplace Psychological Health and Safety, most employers continue to focus on interventions at the individual level. Organizations are now promoting mindfulness practices at work and similar strategies to build individual resilience, but efforts to eliminate psychosocial hazards embedded in organizational practices and work design appear less common. This project begins by examining the exposures to psychosocial hazards among community-based social service workers in Ontario.

**CAS(E) 2**

**US UNIONS AND COVID-19 WORKPLACE HEALTH AND SAFETY COMMITTEES**

TOD RUTHERFORD

The COVID-19 pandemic has brought to the forefront the issue of workplace health and safety. In the United States unions have been involved in a number of initiatives, to promote not only better health and safety in their own workplaces but also for non-unionized workers. The latter includes a joint project by the United Electrical workers and the Democratic Socialists of America to establish Emergency Worker Organizing Committees (EWOCs) and in New York State union backed legislation--- the HERO Act, which requires employers to address COVID and other health and safety issues including by establishing meaningful participation by their employees. My presentation is based on a pre-field work review of existing reports and studies and considers whether these initiatives can also be viewed as a form of experimentation not only in enhancing worker health and safety but potentially giving workers a greater overall voice in the workplace.

**ATELIER 9 / WORKSHOP 9**  
**L'EXPÉRIMENTATION PATRONALE : L'IMPACT DES RESTRUCTURATIONS SUR LA CITOYENNETÉ AU TRAVAIL**

DATE: 26 OCTOBRE | OCTOBER 26

09H00 (VANCOUVER) ; 12H00 (MONTRÉAL) ; 17H00 (LONDRES) ; 18H00 (PARIS / BRUXELLES) ; 00H00 (+ 1 JOURNÉE/DAY, BEIJING) ; 03H00 (+ 1 JOURNÉE/DAY) (MELBOURNE)

DURÉE / DURATION : 1:30 | LANGUE / LANGUAGE: FRANÇAIS | FRENCH

**ANIMATION CHAIR**

DALIA GESUALDI-FEÇTEAU  
 (UNIVERSITÉ DU QUÉBEC À MONTRÉAL)

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ISABELLE MARTIN  
 (UNIVERSITÉ DE MONTRÉAL)



**JULIE BOURGAULT**  
 UNIVERSITÉ DU QUÉBEC EN OUTAOUAIS



**MICHEL COUTU**  
 UNIVERSITÉ DE MONTRÉAL



**CHARLES TREMBLAY-POTVIN**  
 UNIVERSITÉ LAVAL

**CAS(E) 1**

**LES IMPACTS DE LA SOUS-TRAITANCE DE L'ENTRETIEN LOURD CHEZ AIR CANADA ET DE LA CRISE SANITAIRE SUR LA CITOYENNETÉ AU TRAVAIL**

JULIE BOURGAULT  
 MICHEL COUTU

L'expérimentation proposée se concentre sur l'adaptation de l'entreprise Air Canada aux pressions de l'économie et du politique et l'impact de ces stratégies d'adaptation sur les relations de travail au sein de l'entreprise. Elle étudie également les réactions syndicales face à ces stratégies lorsqu'elles s'exercent au détriment des employés. Ces éléments sont étudiés à travers deux événements, soient la sous-traitance d'Aveos et la crise sanitaire.

**CAS(E) 2**

**LA CRÉATION DE L'AGENCE QMI PAR QUÉBECOR MÉDIA : UN CAS D'EXPÉRIMENTATION PATRONALE**

CHARLES TREMBLAY-POTVIN

Au tournant des années 2000, le groupe Québecor Média veut procéder à une importante restructuration pour mettre en œuvre un projet de « convergence médiatique », ce qui passe par la fin de l'étanchéité des salles de rédaction, la modification du travail journalistique à l'aide du travail multimédia et multiplateforme, ainsi que la réduction du nombre d'employés. Pour ce faire, l'employeur a profité des conflits au Journal de Québec (2007-2008) et au Journal de Montréal (2009-2011) pour créer l'Agence QMI, un véritable « pipeline de l'information » qui a modifié durablement la gouvernance de cette institution au cœur de la vie démocratique québécoise. Du point de vue patronal, cette expérimentation s'est avérée une réussite sur tous les plans, alors que du côté syndical ce fut une cuisante défaite. Qu'en est-il pour la société dans son ensemble ? Par-delà les enjeux relatifs aux relations de travail et à la structure juridique de l'entreprise, ce cas d'expérimentation patronale servira de base à une réflexion sur le fonctionnement du système médiatique et démocratique contemporain.

# MERCREDI 27 OCTOBRE

## WEDNESDAY OCTOBER 27

|  |  | VANCOUVER     | MONTREAL      | LONDON        | PARIS         | BEIJING       | MELBOURNE    |
|--|--|---------------|---------------|---------------|---------------|---------------|--------------|
| <p><b>ATELIER 10</b><br/><b>WORKSHOP 10</b></p> <p>[ANGLAIS/<br/>ENGLISH]</p>            | <p><b>MULTISCALE INSTITUTIONAL EXPERIMENTATION: THE CASES OF THE UK PUBLIC AND QUEBEC FORESTRY SECTORS</b></p> <p><b>CAS(E) 1 :</b> MAT JOHNSON (UNIVERSITY OF MANCHESTER)<br/>STEPHEN MUSTCHIN (UNIVERSITY OF MANCHESTER)</p> <p><b>CAS(E) 2 :</b> DALIA GESUALDI -FECTEAU (UQAM)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p>   | 5H30 - 7H00   | 8H30 - 10H00  | 13H30 - 15H00 | 14H30 - 16H00 | 20H30 - 22H00 | 23H30 - 1H00 |
| <p><b>LANCEMENT DE LIVRE</b></p> <p><b>BOOK LAUNCH</b></p> <p>[ANGLAIS/<br/>ENGLISH]</p> | <p><b>REVALUING WORK(ERS): TOWARD A DEMOCRATIC AND SUSTAINABLE FUTURE</b> EDITED BY SMLR'S TOBIAS SCHULZE-CLEVEN AND TODD E. VACHON</p> <p>THIS LERA RESEARCH VOLUME PRESENTS A LABOR STUDIES PERSPECTIVE ON THE FUTURE OF WORK, ARGUING THAT REVALUING WORK—THE EFFORTS AND CONTRIBUTIONS OF WORKERS—IS CRUCIAL TO REALIZING THE PROMISES OF DEMOCRACY AND IMPROVING SUSTAINABILITY. IT EMPHASIZES THAT COLLECTIVE POLITICAL ACTION, AND THE COLLECTIVE AGENCY OF WORKERS IN PARTICULAR, IS CENTRAL TO DRIVING THIS AGENDA FORWARD. MOREOVER, IT MAINTAINS THAT REPRODUCTIVE WORK—LABOR EFFORTS FROM CARE TO EDUCATION THAT SUSTAIN THE REPRODUCTION OF SOCIETY—CAN FUNCTION AS A CRUCIBLE OF INNOVATION FOR THE VALUATION AND GOVERNANCE OF WORK MORE BROADLY.</p> <p><u>VOUS INSCRIRE MAINTENANT / REGISTER NOW</u></p> | 13H00 - 14H30 | 16H00 - 17H30 | 21H00 - 22H30 | 22H00 - 23H30 | 4H00 - 5H30   | 7H00 - 8H30  |

**ATELIER 10 / WORKSHOP 10**  
**MULTISCALE INSTITUTIONAL**  
**EXPERIMENTATION: THE CASES OF THE UK**  
**PUBLIC AND QUEBEC FORESTRY SECTORS**

DATE: OCTOBRE 27 | OCTOBER 27

05H30 (VANCOUVER) ; 8H30 (MONTRÉAL) ; 13H30 (LONDON) ; 14H30 (PARIS / BRUXELLES) ; 20H30 (BEIJING) ; 23H30 (MELBOURNE)

DURÉE / DURATION: 1:30 | LANGUE / LANGUAGE: ENGLISH | ANGLAIS

**ANIMATION CHAIR**

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 (RUTGERS UNIVERSITY)



**MAT JOHNSON**  
 UNIVERSITY OF MANCHESTER



**STEPHEN MUSTCHIN**  
 UNIVERSITY OF MANCHESTER



**DALIA GESUALDI-FECTEAU**  
 UQAM

**CAS(E) 1**

**LABOUR STANDARDS AND PUBLIC PROCUREMENT**  
**IN THE UK**

MAT JOHNSON  
 STEPHEN MUSTCHIN

Drawing on case study data gathered from UK local authorities, we analyse the increasing, but uneven, use of labour standards within public sector contracts for key outsourced services such as care for older people, catering, and waste. The data suggest a willingness of public sector bodies to experiment with labour clauses as a means to improve pay and conditions in supply chains, but such decisions are largely driven by the need to shore up failing markets rather than ethical or moral considerations. There are also significant transaction costs in the form of monitoring and enforcement

**CAS(E) 2**

**UNPACKING THE WORKING CONDITIONS IN THE**  
**FOREST MANAGEMENT SECTOR: AN EMPIRICAL**  
**ASSESSMENT OF A MULTISCALE INSTITUTIONAL**  
**EXPERIMENTATION**

DALIA GESUALDI-FECTEAU

In Quebec, in 2013, the introduction of the new forest regime set forth a new dynamic in the governance and management of the public forest. By doing so, the Quebec government wished to promote the contribution of the public forest to economic development but also to ensure its sustainability. Among the changes made by the new forest regime, it was decided that the State would now assume full responsibility for the execution of non-commercial activities, which oversee the growth composition, health and quality of forest stands. While one of the goals of the state with the new forest regime is to "maintain the many socioeconomic benefits society derives from forests", the practices and strategies of the different key-actors of this regime shape working conditions for better...or for worse. Drawing on empirical materials, we will consider how the restructuring by the state of the employment system of a core sector has led to trade-offs that largely shape the degree and patterns of risks that workers face.

**LANCEMENT DE LIVRE**  
**BOOK LAUNCH**

**REVALUING WORK(ERS): TOWARD A DEMOCRATIC**  
**AND SUSTAINABLE FUTURE**

DATE: OCTOBER 27 | OCTOBER 27

13H00 (VANCOUVER) ; 16H00 (MONTRÉAL) ; 21H00 (LONDON) ; 22H00 (PARIS / BRUXELLES) ; 4H00 (+ 1 JOURNÉE / DAY) (BEIJING) ; 7H00 (+ 1 JOURNÉE / DAY) (MELBOURNE)

DURÉE / DURATION: 1:30 | LANGUE / LANGUAGE: ENGLISH | ANGLAIS

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**TOBIAS SCHULZE-CLEVEN**  
 RUTGERS UNIVERSITY



**TODD E. VACHON**  
 RUTGERS UNIVERSITY

How can we build a world of work that delivers for workers and addresses systemic crises? Contemporary societies are beset by interrelated ecological, political and economic crises, from climate change to democratic erosion and economic instability. Uncertainty abounds about the sustainability of democratic capitalism. Yet mainstream debates on the future of work tend to remain narrowly circumscribed, exhibiting both technological and market determinism.

This LERA research volume presents a labor studies perspective on the future of work, arguing that revaluing work—the efforts and contributions of workers—is crucial to realizing the promises of democracy and improving sustainability. It emphasizes that collective political action, and the collective agency of workers in particular, is central to driving this agenda forward. Moreover, it maintains that reproductive work—labor efforts from care to education that sustain the reproduction of society—can function as a crucible of innovation for the valuation and governance of work more broadly.

Join the editors, authors, and friends for a discussion of the book, its implications, next steps and more!

For more information, [click here](#).



**REVALUING WORK(ERS):**  
**TOWARD A DEMOCRATIC**  
**AND SUSTAINABLE FUTURE**

# JEUDI 28 OCTOBRE

## THURSDAY OCTOBER 28

|   |   | VANCOUVER   | MONTREAL      | LONDON        | PARIS         | BEIJING       | MELBOURNE    |
|---|---|-------------|---------------|---------------|---------------|---------------|--------------|
| <p><b>ATELIER 11</b><br/><b>WORKSHOP 11</b></p> <p>[ANGLAIS/<br/>ENGLISH]</p> | <p><b>MODELS OF LABOUR ENFORCEMENT AND DUE DILIGENCE:<br/>CALIFORNIA, CANADA, FRANCE, THE UK</b></p> <p><b>CAS(E) 1:</b> ISABELLE MARTIN (UNIVERSITÉ DE MONTRÉAL)<br/>JULIE FALARDEAU-PAPINEAU (EXP)</p> <p><b>CAS(E) 2:</b> NIK HAMMER (UNIVERSITY OF LEICESTER)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 5H30 - 7H00 | 8H30 - 10H00  | 13H30 - 15H00 | 14H30 - 16H00 | 20H30 - 22H00 | 23H30 - 1H00 |
| <p><b>ATELIER 12</b><br/><b>WORKSHOP 12</b></p> <p>[ANGLAIS/<br/>ENGLISH]</p> | <p><b>WORKING IN COVID TIMES: WORKER AND UNION<br/>STRATEGIES IN ALBERTA AND POLAND</b></p> <p><b>CAS(E) 1:</b> JASON FOSTER (ATHABASCA UNIVERSITY)</p> <p><b>CAS(E) 2:</b> VALERIA PULIGNANO (KU LEUVEN)<br/>KAROL MUSZYŃSKI (KU LEUVEN)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p>                         | 7H30 - 9H00 | 10H30 - 12H00 | 15H30 - 17H00 | 16H30 - 18H00 | 22H30 - 24H00 | 1H30 - 3H00  |

|   |   | VANCOUVER     | MONTREAL      | LONDON        | PARIS         | BEIJING     | MELBOURNE    |
|---|---|---------------|---------------|---------------|---------------|-------------|--------------|
| <p><b>ATELIER 13</b><br/><b>WORKSHOP 13</b></p> <p>[ANGLAIS/<br/>ENGLISH]</p> | <p><b>EXPERIMENTING IN THE PLATFORM ECONOMY: DELIVERY WORKERS AND COLLECTIVE REPRESENTATION IN ARGENTINA AND BELGIUM</b></p> <p><b>CAS(E) 1 :</b> LORENA POBLETE (CONICET)<br/><b>CAS(E) 2 :</b> KURT VANDAELE (ETUI)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p>   | 10H00 - 11H30 | 13H00 - 14H30 | 18H00 - 19H30 | 19H00 - 20H30 | 1H00 - 2H30 | 4H00 - 5H30  |
| <p><b>ATELIER 14</b><br/><b>WORKSHOP 14</b></p> <p>[INTERPRÉTIATION]</p>      | <p><b>L'EXPÉRIMENTATION INSTITUTIONNELLE DANS L'ÉCONOMIE DE PLATEFORME : LES CAS DES CHAUFFEURS AU QUÉBEC ET À NEW SOUTH WALES / INSTITUTIONAL EXPERIMENTATION IN THE PLATFORM ECONOMY: THE CASES OF DRIVERS IN QUEBEC AND NEW SOUTH WALES</b></p> <p><b>CAS(E) 1 :</b> URWANA COIQUAUD (HEC MONTRÉAL)<br/>LUCIE MORISSETTE (FTQ)<br/><b>CAS(E) 2 :</b> DAVID PEETZ (GRIFFITH UNIVERSITY)<br/>JACK BOUTROS (TWU &amp; UNIVERSITY OF SYDNEY)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 14H30 - 16H00 | 17H30 - 19H00 | 22H30 - 24H00 | 23H30 - 1H00  | 5H30 - 7H00 | 8H30 - 10H00 |

**ATELIER 11 / WORKSHOP 11**  
**MODELS OF LABOUR ENFORCEMENT AND DUE DILIGENCE: CALIFORNIA, CANADA, FRANCE, THE UK**

DATE: 28 OCTOBRE | OCTOBER 28  
 05H30 (VANCOUVER) ; 8H30 (MONTRÉAL) ; 13H30 (LONDRES) ;  
 14H30 (PARIS / BRUXELLES) ; 20H30 (BEIJING) ; 23H30 (MELBOURNE)  
 DURÉE / DURATION: 1:30  
 LANGUE / LANGUAGE: ENGLISH | ANGLAIS

**ANIMATION CHAIRS**

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 (UNIVERSITÉ DE MONTRÉAL)

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**ISABELLE MARTIN**  
 UNIVERSITÉ DE MONTRÉAL



**JULIE FALARDEAU-PAPINEAU**  
 EXP



**NIK HAMMER**  
 UNIVERSITY OF LEICESTER

**CAS(E) 1**

**TO WHAT EXTENT COULD DUE DILIGENCE LAWS IMPROVE VICTIMS OF FORCED LABOUR ACCESS TO REMEDIES? A COMPARISON OF THE FRENCH, CALIFORNIAN AND CANADIAN MODELS**

ISABELLE MARTIN  
 JULIE FALARDEAU-PAPINEAU

This case will assess to what extent the development of due diligence law may improve victims of forced labour access to remedies. To this end, we will compare three models implementing due diligence: the case law model currently prevailing in Canada, the broad French due diligence law and the Californian reporting model. More specifically, we will appraise them in regard of the right to remedy in international human rights law and the criteria of access to effective remedy.

**CAS(E) 2**

**IS THE FUTURE HYBRID? THE EMERGENCE OF HYBRID GOVERNANCE IN UK EMPLOYMENT REGULATIONS**

NIK HAMMER

The case explores a new type of agreement that is probably most advanced in the UK fashion industry but can be seen in other sectors as well. This agreement brings private and public actors together to enforce employment standards. After years characterised by declining industrial relations, complex and informal subcontracting, and the weakening of labour standards enforcement this development is worth analysing, both, for its detail as well as its workplace focus.

**ATELIER 12 / WORKSHOP 12**  
**WORKING IN COVID TIMES: WORKER AND UNION STRATEGIES IN ALBERTA AND POLAND**

DATE: OCTOBRE 28 | OCTOBER 28  
 07H30 (VANCOUVER) ; 08H30 (CALGARY) ; 10H30 (MONTRÉAL) ; 15H30 (LONDRES)  
 16H30 (PARIS / BRUXELLES) ; 22H30 (BEIJING) ; 01H30 (MELBOURNE)  
 DURÉE / DURATION: 1:30 | LANGUE / LANGUAGE: ENGLISH | ANGLAIS

**ANIMATION CHAIR**

MARIA GONZALEZ  
 (UNIVERSITY OF OVIEDO)

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**PARTICIPANT(E)S**



**JASON FOSTER**  
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**VALERIA PULIGNANO**  
 KU LEUVEN



**KAROL MUSZYŃSKI**  
 KU LEUVEN

**COMMENTAIRES COMMENTS**

RAOUL GEBERT  
 (UNIVERSITÉ DE SHERBROOKE)

TOD RUTHERFORD  
 (UNIVERSITY OF SYRACUSE)

**CAS(E) 1**

**UNION MOBILIZATION RESPONSES TO COVID-19 AND THEIR POSSIBLE VIABILITY POST-COVID**

JASON FOSTER

The COVID-19 pandemic disrupted many aspects of work life, including the regular operation of trade unions. Traditional methods for engaging with and mobilizing members, such as meetings, picket lines and rallies, became impossible or more difficult due to COVID restrictions and concerns about health and safety.

However, labour relations and the conflict inherent within it did not cease. Unions still needed to work with members and mobilize members into actions in defence of their rights. The new circumstances required unions to think of new methods for engaging members and showing solidaristic strength.

A number of unions adopted new strategies to reach out to members, to allow members to gather and to respond to threats (both COVID-related and not) posed by employer actions. Some of these strategies have the potential to persist beyond the period of the pandemic and become regularized tools in the union mobilization toolbox.

The case study examines unions representing health care and meatpacking workers in Alberta. Both occupations were front-line occupations during the pandemic and faced both COVID-related challenges and attempts by employers to gain an advantage using the pandemic.

**CAS(E) 2**

**COPING WITH PRECARIETY DURING COVID-19: A STUDY OF PLATFORM WORK IN POLAND**

VALERIA PULIGNANO KAROL MUSZYŃSKI

We depart from Hirschman's (1970) typology of loyalty, voice and exit and identify distinctive strategies which reflect the diverse resources and capabilities accessible to workers, as well as their preferences underpinned by symbolic repertoires and experiences. Especially we contextualise these responses within the various ways platforms have reacted to the consecutive lockdowns since March 2020. While some platforms practically ceased to operate (e.g. cleaning or care platforms) due to the pandemic-related absence of market demand, others experienced a large slump intertwined with an influx of new workers (i.e. platforms offering online services) or a huge surge in demand (i.e. food delivery). In the wake of the economic shock created by the COVID-19 pandemic three types of workers' responses emerged: loyalty, hybrid strategies combining voice and loyalty, and exit. While some workers remained loyal to platforms, not challenging the perils and disadvantages they created, others framed platform work as a 'problem', voicing their complaints to challenge platform work by either individual or collective action. Still others exited a particular platform or platform work altogether as a result of the instability of employment conditions, with the goal of securing more secure work. Despite the innate differences in these three responses, workers clearly attempted to re-balance their - strongly unbalanced and unregulated - employment relationships in different ways, primarily by combining weak forms of voice and loyalty, with other combinations being less common.

**ATELIER 13 / WORKSHOP 13**  
**EXPERIMENTING IN THE PLATFORM ECONOMY:**  
**DELIVERY WORKERS AND COLLECTIVE**  
**REPRESENTATION IN ARGENTINA AND BELGIUM**

DATE: OCTOBRE 28 | OCTOBER 28

10H00 (VANCOUVER) ; 13H00 (MONTRÉAL) ; 14H00 (BUENOS AIRES) ; 18H00 (LONDRES) ; 19H00 (PARIS / BRUXELLES) ; 01H00 (+ 1 JOURNÉE/DAY) (BEIJING) ; 04H00 (+ 1 JOURNÉE/DAY) (MELBOURNE)

DURÉE / DURATION: 1:30  
 LANGUE / LANGUAGE: ENGLISH | ANGLAIS

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**ANIMATION CHAIR**

JULIE GARNEAU  
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 OUTAOUAIS)

**COMMENTAIRES  
 COMMENTS**

MARIA FIGUEROA  
 (SUNY, EMPIRE STATE COLLEGE)  
 ALEX WOOD  
 (UNIVERSITY OF BRISTOL)

**PARTICIPANT(E)S**



**LORENA POBLETE**  
 CONICET



**KURT VANDAELE**  
 ETUI

**CAS(E) 1**

**REGULATING PLATFORM DELIVERY WORK IN ARGENTINA**

LORENA POBLETE

Although delivery workers gain presence in the labor market since 2018, when most of the delivery platform established in Argentina, their presence became more significant during the lockdown because their work guarantees the access to all kinds of supplies while only essential workers were authorized to work. Thus, the need for a particular regulation for the sector becomes evident. As a result, five draft bills were presented to the Congress between March and November 2020.

These draft bills propose different legal frameworks. First, to incorporate platform workers into the general employment regime, since the employee status represents the key to access to all labor and social security rights. Second, it is suggested to establish a special labor regime in order to grant digital platform workers a large part of the rights recognized to employees, but also including special protections more adjusted to this occupation. Third, some bills propose to provide to independent contractors some protections—such as work hazard insurance. Finally, it is proposed a mix regime including the two labor statutes. In all cases, the different draft bills seek to resolve the tension between autonomy and protection. In other words, they propose different ways to articulate the autonomy exercised in determining the working time and, consequently, the autoregulation of the level of income, with protections from social risks.

If we put this case of study in the lens of the CRIMT Partnership's project template to study better or worse forms of work, we could establish that we are observing and analyzing just the T1. T0 includes the growth of the platform delivery work, the formation of workers' unions and the first workers' actions for claiming several protections. T1 is represented by the Covid-19 pandemic crises, when delivery workers are conceived as one of the most essential workers and we observe a proliferation of legislative proposals. T2 will include the approval and the implementation of the new legal framework.

Considering economic and social risks, the draft bills seem to promote more protections for delivery workers. Regarding the autonomy and control of work, delivery work shows a constant tension between the possibility to exercise the autonomy concerning working conditions and the digital mechanisms to control the labor process. The third dimension—expressiveness at work— seem to be circumscribed to collective rights. Several draft bills propose to acknowledge delivery workers the right to collective bargain and unionization.

While in some countries, the Covid-19 pandemic crises push to institutional experimentation, in Argentina seems to be the opposite. T1 seems to be a suspended time, in which there are not decisions concerning what is the best legal approach to regulate delivery work.

**CAS(E) 2**

**IMPROVISATIONAL UNIONISM ENRICHING UNION STRATEGIES. APP-BASED FOOD DELIVERY COURIERS AND TRADE UNIONS IN BELGIUM**

KURT VANDAELE

App-based food delivery couriers mobilised and protested for a brief time in Belgium in the winter of 2017–2018. Mainstream trade unions have supported the couriers in their mobilising efforts, including by initiating litigation actions challenging the contractor status. The interest of mainstream trade unions lies less in recruiting couriers as such and rather in mobilising and organising them, as app-based food delivery can be considered a symbolic industry within the platform economy. In particular, the industry's novelty might well serve as a laboratory for unions to develop and experiment with new or creative mobilising and organising tactics and strategies. Such an opening up to 'improvisational unionism' could thus bring about organisational change and innovation in unions in the longer run.

## ATELIER 14 / WORKSHOP 14

### L'EXPÉRIMENTATION INSTITUTIONNELLE DANS L'ÉCONOMIE DE PLATEFORME : LES CAS DES CHAUFFEURS AU QUÉBEC ET À NEW SOUTH WALES / INSTITUTIONAL EXPERIMENTATION IN THE PLATFORM ECONOMY: THE CASES OF DRIVERS IN QUEBEC AND NEW SOUTH WALES

DATE: 28 OCTOBRE | OCTOBER 28

14H30 (VANCOUVER) ; 17H30 (MONTRÉAL) ; 22H30 (LONDRES) ; 23H30 (PARIS /  
BRUXELLES) ; 05H30 (+ 1 DAY / JOURNÉE) ( BEIJING) ; 7H30 (+ 1 JOURNÉE / DAY)  
(BRISBANE); 08H30 (+ 1 DAY / JOURNÉE) (MELBOURNE)

DURÉE | DURATION: 1:30

LANGUE / LANGUAGE: BILINGUE | BILINGUAL  
AVEC INTERPRÉTATION | WITH INTERPRETATION

#### ANIMATION CHAIR

CHRISTIAN LÉVESQUE  
(HEC MONTRÉAL)

#### Joindre sur Zoom Join on Zoom

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ADRIENNE EATON  
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**LUCIE MORISSETTE**  
FTQ



**DAVID PEETZ**  
GRIFFITH UNIVERSITY



**JACK BOUTROS**  
TRANSPORT WORKERS  
UNION & UNIVERSITY OF  
SYDNEY

#### CAS(E) 1

##### L'EXPÉRIMENTATION RÉGLEMENTAIRE PROVOQUÉE PAR UBER DANS L'INDUSTRIE DU TAXI AU QUÉBEC : ANALYSE DEPUIS L'ARÈNE PARLEMENTAIRE

URWANA COIQUAUD  
LUCIE MORISSETTE

À la suite de l'arrivée de la plateforme numérique Uber en 2014, le paysage réglementaire de l'industrie du transport par taxi au Québec a été profondément transformé. Comment expliquer qu'en l'espace de cinq années, la réglementation vieille de plusieurs décennies a été démantelée au profit d'une nouvelle épousant largement le modèle d'affaires d'Uber ?

Pour répondre à cette question, nous posons notre regard sur l'arène parlementaire afin d'y examiner l'influence du discours et des institutions entourant ses transformations pour mieux comprendre comment et pourquoi un tel changement paradigmatique réglementaire a pu s'opérer.

#### CAS(E) 2

##### ROAD TRANSPORT REGULATION IN NEW SOUTH WALES, AUSTRALIA

DAVID PEETZ  
JACK BOUTROS

The NSW Parliament in 1979 legislated to allow the Industrial Relations Commission to regulate minimum terms of contracts for owner-drivers of trucks. This legislation, which remains in place, has had implications for safety, and has been also used to capture some 'gig economy' workers, with various ideas for extending this model to 'gig economy' workers in other industries and jurisdictions.

# VENDREDI 29 OCTOBRE FRIDAY OCTOBER 29

|  |   | VANCOUVER     | MONTREAL      | LONDON        | PARIS         | BEIJING     | MELBOURNE   |
|--|---|---------------|---------------|---------------|---------------|-------------|-------------|
| <p><b>ATELIER 15</b><br/><b>WORKSHOP 15</b></p> <p>[ANGLAIS /<br/>ENGLISH]</p> | <p><b>FROM PROJECTS TO PLATFORMS: THE CASES OF DIGITAL GAMING AND LAWYERS</b></p> <p><b>CASE 1:</b> SHELAGH CAMPBELL (UNIVERSITY OF REGINA)<br/><b>CASE 2:</b> JOHANNA WESTSTAR (UNIVERSITY OF WESTERN)<br/>LOUIS-ETIENNE DUBOIS (RYERSON UNIVERSITY)</p> <p><u>JOINDRE SUR ZOOM / JOIN ON ZOOM</u></p> | 10H00 - 11H30 | 13H00 - 14H30 | 18H00 - 19H30 | 19H00 - 20H30 | 1H00 - 2H30 | 4H00 - 5H30 |

**ATELIER 15 / WORKSHOP 15**  
**FROM PROJECTS TO PLATFORMS: THE CASES**  
**OF DIGITAL GAMING AND LAWYERS**

DATE: OCTOBRE 29 | OCTOBER 29

10H00 (VANCOUVER) ; 11H00 (REGINA) ; 13H00 (MONTRÉAL) ; 18H00 (LONDRES)  
 ; 19H00 (PARIS / BRUXELLES) ; 01H00 (+ 1 JOURNÉE/DAY) (BEIJING) ; 04H00 (+ 1  
 JOURNÉE/DAY)(MELBOURNE)

DURÉE / DURATION: 1:30 | LANGUE / LANGUAGE: ENGLISH | ANGLAIS

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**CHAIR**

VINCENT PASQUIER  
 (HEC MONTRÉAL)

**COMMENTAIRES**  
**COMMENTS**

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**JOHANNA WESTSTAR**  
 UNIVERSITY OF  
 WESTERN



**LOUIS-ETIENNE DUBOIS**  
 RYERSON UNIVERSITY

**CAS(E) 1**

**DIGITAL DISRUPTION IN THE LEGAL PROFESSION:**  
**THE REGULATORY RESPONSE TO AI AND REMOTE**

SHELAGH CAMPBELL

The emergence of accessible artificial intelligence has led to a growth in LawTech firms whose aim is to make access to justice more accessible for the average citizen. The legal profession's regulatory bodies must now grapple with two issues: 1) what is the nature of the relationship between live legal services and technology-assisted do-it-yourself approaches and 2) how to incorporate AI into legal practice itself.

**CAS(E) 2**

**IT'S A MINDSET": EXPERIMENTING WITH**  
**SERVITIZATION IN THE DIGITAL GAME**  
**INDUSTRY**

JOHANNA WESTSTAR  
 LOUIS-ETIENNE DUBOIS

Creative industries are experimenting with service and subscription models in a move toward 'servitization' - a strategic orientation toward customer centricity in production-based firms. Digital game companies have embraced this service-dominant logic to maintain market share and more deeply monetize games through long-term player engagement. The servitization literature remains centered on the manufacturing industry and tends to focus on firm-level operational elements and impacts. Though some note the resource-intensive nature of delivering services (Gebauer et al. 2005) and suggest inherent risks in its adoption (Raddats et al. 2019), this extant literature is uncritical. Our case of a large North American game studio undergoing a transition to 'Games-as-a-Service' (GaaS) or 'live games' shows significant impact at the point of production vis a vis job demands, autonomy, managerial control strategies, emergent roles, disruptions to disciplinary hierarchies, altered career paths, and changed occupational identity. Though the experience of transition was decidedly negative in our case, it is unlikely that these changes are universally negative. We made preliminary observations of on-going experimentation as studio management and developers worked to solve the challenges raised by GaaS and noted resistance and consent. Longitudinal study and comparison to other cases of servitization are required to appreciate the full and lasting outcomes of this experimentation.

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