

Disruption and Experimentation in the Regulation of Work and Employment

THURSDAY, JUNE 29, 2017

09:00 AM - 10:30 AM

Institutional Experimentation for Better (or Worse) Work

Gregor Murray¹, Phil Almond², Peter Fairbrother³, Maria C. Gonzalez⁴, Christian Lévesque⁵ and Peter Fairbrother³, (1)University of Montreal(2)De Montfort University, Leicester, United Kingdom(3)RMIT University, Melbourne, Australia(4)University of Oviedo, Oviedo, Spain(5)HEC Montréal, Montreal, QC, Canada

📍 Rockefeller - Salle 202

10:45 AM - 12:15 PM

(In)Equalities of Treatment and Opportunity in Contemporary Labour Markets

Gregor Murray¹, Phil Almond², Peter Fairbrother³, Maria C. Gonzalez⁴, Christian Lévesque⁵ and Sara Charlesworth³, (1)University of Montreal(2)De Montfort University, Leicester, United Kingdom(3)RMIT University, Melbourne, Australia(4)University of Oviedo, Oviedo, Spain(5)HEC Montréal, Montreal, QC, Canada

📍 Rockefeller - Salle 202

02:30 PM - 04:00 PM

Unions Organizing from the Margins?

Gregor Murray¹, Phil Almond², Peter Fairbrother³, Maria C. Gonzalez⁴, Christian Lévesque⁵ and Maria C. Gonzalez⁴, (1)University of Montreal(2)De Montfort University, Leicester, United Kingdom(3)RMIT University, Melbourne, Australia(4)University of Oviedo, Oviedo, Spain(5)HEC Montréal, Montreal, QC, Canada

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04:15 PM - 05:45 PM

Re-Bundling of Global Production Networks

Gregor Murray¹, Phil Almond², Peter Fairbrother³, Maria C. Gonzalez⁴, Christian Lévesque⁵ and Christian Lévesque⁵, (1)University of Montreal(2)De Montfort University, Leicester, United Kingdom(3)RMIT University, Melbourne, Australia(4)University of Oviedo, Oviedo, Spain(5)HEC Montréal, Montreal, QC, Canada

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FRIDAY, JUNE 30, 2017

09:00 AM - 10:30 AM

Contending with Technologically Driven Disruption

Gregor Murray, University of Montreal, **Phil Almond**, De Montfort University, Leicester, United Kingdom, **Peter Fairbrother**, RMIT University, Melbourne, Australia, **Maria C. Gonzalez**, University of Oviedo, Oviedo, Spain, **Christian Lévesque**, HEC Montréal, Montreal, QC, Canada and **Nicolas Roby**, Interuniversity Research Centre on Globalization and Work, Montreal, QC, Canada

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Inquiring and Regulating for Better Work: The Case of FIFO and Invisible Work

Gregor Murray, University of Montreal, **Phil Almond**, De Montfort University, Leicester, United Kingdom, **Peter Fairbrother**, RMIT University, Melbourne, Australia, **Maria C. Gonzalez**, University of Oviedo, Oviedo, Spain, **Christian Lévesque**, HEC Montréal, Montreal, QC, Canada and **Amanda Coles**, Department of Management, Faculty of Business and Law, Deakin University, Burwood, Australia

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Labour Market Actors As Institutional Entrepreneurs

Gregor Murray¹, **Phil Almond**², **Peter Fairbrother**³, **Maria C. Gonzalez**⁴, **Christian Lévesque**⁵ and **Phil Almond**², (1)University of Montreal(2)De Montfort University, Leicester, United Kingdom(3)RMIT University, Melbourne, Australia(4)University of Oviedo, Oviedo, Spain(5)HEC Montréal, Montreal, QC, Canada

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Institutional Spaces in the Global Economy: The Case of Industries and Regions

Gregor Murray, University of Montreal, **Phil Almond**, De Montfort University, Leicester, United Kingdom, **Peter Fairbrother**, RMIT University, Melbourne, Australia, **Maria C. Gonzalez**, University of Oviedo, Oviedo, Spain, **Christian Lévesque**, HEC Montréal, Montreal, QC, Canada and **Peter Turnbull**, University of Bristol, Cardiff, United Kingdom

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Tales of Deregulation and Re-Regulation

Gregor Murray, University of Montreal, **Phil Almond**, De Montfort University, Leicester, United Kingdom, **Peter Fairbrother**, RMIT University, Melbourne, Australia, **Maria C. Gonzalez**, University of Oviedo, Oviedo, Spain, **Christian Lévesque**, HEC Montréal, Montreal, QC, Canada and **Isabelle Ferreras**, Université Catholique de Louvain, Louvain-la-Neuve, Belgium

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SATURDAY, JULY 01, 2017

09:00 AM - 10:30 AM

Experimenting with Transnational Actors and Regulation

Gregor Murray, University of Montreal, **Phil Almond**, De Montfort University, Leicester, United Kingdom, **Peter Fairbrother**, RMIT University, Melbourne, Australia, **Maria C. Gonzalez**, University of Oviedo, Oviedo, Spain, **Christian Lévesque**, HEC Montréal, Montreal, QC, Canada and **Valeria Pulignano**, Katholieke Universiteit Leuven, Leuven, Belgium

Leuven, Leuven, Belgium

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10:45 AM - 12:15 PM

Solidarities, Anew or Revisited

Gregor Murray¹, Phil Almond², Peter Fairbrother³, Maria C. Gonzalez⁴, Christian Lévesque⁵ and Gregor Murray¹, (1)University of Montreal(2)De Montfort University, Leicester, United Kingdom(3)RMIT University, Melbourne, Australia(4)University of Oviedo, Oviedo, Spain(5)HEC Montréal, Montreal, QC, Canada

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June 29 - July 01, 2017 | Lyon, France

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Moderator

Peter Fairbrother

MIT University

Session Organizers

Gregor Murray

University of Montreal

Phil Almond

De Montfort University

Peter Fairbrother

MIT University

Maria C. Gonzalez

University of Oviedo

Christian Lévesque

HEC Montréal

Papers

- 09:00 AM Institutional Experimentation for Better Work: A Research Agenda
Gregor Murray, *University of Montreal, Montreal, QC, Canada*, **Christian Levesque**,
HEC Montréal, Montréal, QC, Canada and **Nicolas Roby**, *Interuniversity Research*
Centre on Globalization and Work, Montreal, QC, Canada
- 09:15 AM Sketching the Contours of Institutional Experimentation
Julie Garneau, *Visiting at Copenhagen Business School, Copenhagen, Denmark*;
University Laval, Québec, QC, Canada
- 09:30 AM Multinationals and Organized Labour on the Brink of Crisis
Glenn Morgan, *University of Bristol, Bristol, United Kingdom* and **Peer Hull**

Kristensen, Copenhagen Business School, Copenhagen, Denmark

09:45 AM

Institutional Experimentation or How to Understand the Crises of 2016

Heike Doering, Cardiff University, Cardiff, United Kingdom, Marcus Vinícius Gomes, University of Exeter, Exeter, United Kingdom and Glenn Morgan, University of Bristol, Bristol, NY, United Kingdom

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(In)Equalities of Treatment and Opportunity in Contemporary Labour Markets

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Sara Charlesworth

RMIT University

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University of Oviedo

Christian Lévesque

HEC Montréal

Papers

- | | |
|----------|--|
| 10:45 AM | <p><u>Experimenting for Equality: Policies and Programs for the Screen-Based Industries</u>
 Amanda Coles, Department of Management, Faculty of Business and Law, Deakin University, Burwood, Australia</p> |
| 10:45 AM | <p><u>Women and Non-Traditional Sectors: The Always Difficult Access to the so-Called Protected Labor Market</u>
 Diane Gagne, UQTR, Trois-Rivières, QC, Canada</p> |
| 10:45 AM | <p><u>Gender Differences in Youth Self-Employment Survival in Spain</u>
 Begona Cueto and Maria C. Gonzalez-Menéndez, University of Oviedo, Oviedo, Spain</p> |

10:45 AM

[Employment Mobility and Poverty Risks](#)

Aroa Tejero and Rodolfo Gutierrez, University of Oviedo, Oviedo, Spain

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Unions Organizing from the Margins?

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University of Oviedo

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Papers

- | | |
|----------|--|
| 02:30 PM | <p><u>'Precarious Workers and Trade Unions: Recent Developments'</u>
 Rebecca Gumbrell-McCormick, Birkbeck, University of London, London, United Kingdom and Richard Hyman, London School of Economics, London, United Kingdom</p> |
| 02:30 PM | <p><u>Organising in the Face of Austerity: (re)Building Collectivism in UK Local Government</u>
 Heather Connolly, De Montfort University, Leicester, United Kingdom</p> |
| 02:30 PM | <p><u>The Transformation of the Sugarcane Sector in Brazil: Impacts on Workers, Unions and Their Bargaining Power</u>
 Jan Brunner, Freie Universität Berlin, Berlin, Germany</p> |

02:30 PM Trade Unions and 'new Social Movements': Rivals or Allies in Resisting Precarity?
Richard Hyman, *The London School of Economics and Political Science, London, United Kingdom* and **Rebecca Gumbrell-McCormick**, *Birkbeck, University of London, London, United Kingdom*

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Papers

- 04:15 PM Regulating Working Conditions in the UK Fast Fashion Value Chain
Nikolaus Hammer, University of Leicester Business School, Leicester, United Kingdom
- 04:15 PM MNEs Impacts on Local Development: The Case of Knowledge-Intensive Services in Mexico
Jordy Micheli, UAM-Azcapotzalco, Mexico City, Mexico and **Jorge H. Carrillo**, COLEF, Tijuana, Mexico
- 04:15 PM From Unbundled Organizations and Fissured Workplaces to Multiparty Bargaining: Leveraging Supply Chain Context
Jennifer Bair, University of Virginia, Charlottesville, VA

04:15 PM [Does Insourcing Benefit Unions and Workers? Plant-Level Evidence from North America](#)
Ian Greer, Cornell University, Ithaca, NY and Mathieu Dupuis, Université de Montréal, Montreal, QC, Canada

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Nicolas Roby

Interuniversity Research Centre on Globalization and Work

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Papers

- 09:00 AM Organising the Unorganisable: The Mobilisation of Gig Economy Couriers in the UK and Italy
Arianna Tassinari, *University of Warwick, Coventry, United Kingdom* and **Vincenzo Maccarrone**, *University College Dublin, Dublin, Ireland*
- 09:00 AM The Unlikely Mobilisation of VTC Drivers in France: A Serious Attempt at Regulating Platform Companies?
Sophie Bernard and **Sarah Abdelnour**, *IRISSO - Paris Dauphine University, Paris, France*
- 09:00 AM Precarity in the Gig-Economy: The Experience of Rideshare Drivers
Sarah Kaine, **Damian Oliver** and **Emmanuel Josserand**, *University of Technology Sydney, Sydney, Australia*

- 09:00 AM Democratic Organizations and Their Monstrous Digital Self: The Use of Facebook By a Labor Union
Vincent Pasquier, *Thibault Daudigeos and Marcos Barros, GEM, Grenoble, France*
- 09:00 AM Cyborg Technology Disruption of Work, Inequality and Policy
David Peetz and *Georgina Murray, Griffith University, Brisbane, Australia*

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[Amanda Coles](#)

Department of Management, Faculty of Business and Law, Deakin University

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Papers

- | | |
|----------|---|
| 10:45 AM | <u>Re-Imagining Decent Work for Home Care Workers in Australia</u>
Sara Charlesworth , RMIT University, Melbourne, Australia |
| 10:45 AM | <u>Housewives, Workers and the Organization of Interests in Domestic Work Regulation in Uruguay</u>
Virginia Kimey Pfluecke , Max Planck Institute for the Study of Societies, Cologne, Germany |
| 10:45 AM | <u>Government As Regulatory Disruptor: Undermining Employment Regulation in Marketised Social Care Work</u>
Fiona Macdonald , RMIT University, Melbourne, Australia |

10:45 AM Exploring Invisibility and Denial of Work of Indian Footwear Homeworkers.

Annie Delaney, RMIT University, Melbourne, Australia

10:45 AM A Danger to Employee Mental Health? Fly-in, Fly-out (FIFO) Work in the Australian Mining Sector

Grant Michelson, Macquarie University, Sydney, Australia and **John Burgess**, Curtin University, Perth, Australia

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Papers

- | | |
|----------|---|
| 10:45 AM | <p><u>Policy Transfer and Innovation for Building Resilient Bridges to the Labour Market</u>
 Maria C. Gonzalez-Menéndez, <i>University of Oviedo, Oviedo, Spain</i> and Maria Petmesidou, <i>University of Thrace, Thrace, Greece</i></p> |
| 10:45 AM | <p><u>Regulating Scientific Work and Employment in a Synchrotron Facility: Organizational Challenges and Institutional Prospects</u>
 Elodie Béthoux, <i>IDHES ENS Paris-Saclay, Cachan, France</i> and Camille Dupuy, <i>DySoLab Normandie University, Rouen, France</i></p> |
| 10:45 AM | <p><u>Can High-Performance Work Practices Offset the Loss of Job Security?</u>
 Gabriel Cueto-Pruneda, <i>University of Oviedo, Oviedo, Spain</i></p> |

10:45 AM Training Devices and Their Contribution to Skills Development
Yves Blanchet, *University of Montreal, Montréal, QC, Canada*

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Papers

- | | |
|----------|---|
| 02:30 PM | <p><u>Fighting for FDI in "Most Coordinated" Regions: A Comparison of Asturias (Spain) and Quebec (Canada).</u></p> <p>Phil Almond, <i>De Montfort University, Leicester, United Kingdom</i>, Maria C. Gonzalez, <i>University of Oviedo, Oviedo, Spain</i>, Gregor Murray, <i>University of Montreal, Montreal, QC, Canada</i> and Matthieu Pelard, <i>Interuniversity Research Centre on Globalization and Work & Canada Research Chair in Globalization and the Work World, Montreal, QC, Canada</i></p> |
| 02:30 PM | <p><u>Building Inclusive Practices: Addressing the Disruption in Work and Employment in Sub-National Regions</u></p> <p>Peter Fairbrother, <i>RMIT University, Melbourne, Australia</i></p> |
| 02:30 PM | <p><u>China at the Crossroads: FDI Inflows, Economic Sustainability and Better Work</u></p> |

Wei Huang, *School of Labour and Human Resources at the Renmin University of China, Beijing, China* and **Weiguo Yang**, *Renmin University of China, Beijing, China*

02:30 PM Can Regional Ecosystems Enable the Implementation of Innovative Technology and Mitigate Its Disruptive Effects on Work and Employment? Evidence from the Montreal Aerospace Cluster

Blandine Emilien¹, **Christian Levesque**², **Lucie Morissette**³ and **Sara Perez-Lauzon**¹,
(1)HEC Montreal, Montreal, QC, Canada, (2)HEC Montréal, Montréal, QC, Canada,
(3)HEC Montréal, Montreal, QC, Canada

02:30 PM Neo-Liberal Experimental State? the UK Government's Approach in the Aerospace Sector

Cassandra Bowkett, *Cardiff University, Cardiff, United Kingdom*

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Tales of Deregulation and Re-Regulation

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Isabelle Ferreras

Université Catholique de Louvain

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Papers

- 04:15 PM Labour Market Deregulation Revisited: Flexibility Reforms, Failing Enforcement, and Inequality in North America and Western Europe
John Peters, *Laurentian University, Sudbury, ON, Canada*
- 04:15 PM Disruption and Experimentation in Employment-Related Policies and Practices in Germany
Tracy Corley, *Northeastern University, Boston, MA*
- 04:15 PM The Deregulation of Collective Agreement Duration in Québec: A Case of Space-Making for Institutional Experimentation of Balanced Partnership at the Local Level
Patrice Jalette, Mélanie Laroche and Frédéric Lauzon Duguay, *Université de Montréal, Montréal, QC, Canada*

- 04:15 PM [Tradition, Honor, Identity, and the Political Economy of Labor Relations in European Commercial Aviation](#)
Filippo Reale, Goethe-University Frankfurt, Frankfurt/Main, Germany
- 04:15 PM [Ricardo Flies Ryanair: Employment Relations, Economic Rents and Exploitation in the Single European Aviation Market \(SEAM\)](#)
Peter Turnbull, University of Bristol, Cardiff, United Kingdom

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Experimenting with Transnational Actors and Regulation

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Moderator

Valeria Pulignano

Katholieke Universiteit Leuven

Session Organizers

Gregor Murray

University of Montreal

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De Montfort University

Peter Fairbrother

RMIT University

Maria C. Gonzalez

University of Oviedo

Christian Lévesque

HEC Montréal

Papers

- 09:00 AM Globalizing Actors in Multinational Companies: Linking Norms, Skills and Institutions
Tony Edwards, *Kings College London, London, United Kingdom*, **Phil Almond**, *De Montfort University, Leicester, United Kingdom*, **Gregor Murray**, *University of Montreal, Montreal, QC, Canada* and **Olga Tregaskis**, *University of East ANglia, Norwich, United Kingdom*
- 09:00 AM Orchestrating Regulatory Experimentation: The International Labour Organization (ILO), Its Office and Their Servants
Huw Thomas, *University of Bristol, Bristol, United Kingdom* and **Peter Turnbull**, *University of Bristol, Cardiff, United Kingdom*
- 09:00 AM Unpacking Strategic Capabilities: Do Local Union Capabilities Make a Difference in Corporate

Restructuring?

Mathieu Dupuis, *Université de Montréal, Montreal, QC, Canada* and **Gregor Murray**,
University of Montreal, Montreal, QC, Canada

09:00 AM Cross-Border Trade Union Alliances and Effectiveness of International Framework Agreements: The Cases of Uni-Telefonica and Uni-Portugal Telecom

Reynald Bourque¹, **Marc-Antonin Hennebert**², **Christian Lévesque**³ and **Gregor Murray**¹, (1)*University of Montreal, Montreal, QC, Canada*, (2)*HEC Montreal, Montreal, QC, Canada*, (3)*HEC Montréal, Montreal, QC, Canada*

09:00 AM Developing Transnational Labour Governance through Experimental Institution Building: The Case of the Bangladesh Accord for Building and Fire Safety

Jimmy Donaghey and **Juliane Reinecke**, *University of Warwick, Coventry, United Kingdom*

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Papers

- | | |
|----------|--|
| 10:45 AM | <p><u>Solidarity Fragmented Under Financial Capital Markets ? “Multi-Levelled” Solidarity in Organization and Labour Studies</u></p> <p>Glenn Morgan, <i>University of Bristol, Bristol, United Kingdom</i> and Valeria Pulignano, <i>Katholieke Universiteit Leuven, Leuven, Belgium</i></p> |
| 10:45 AM | <p><u>Smart, a “Cooperative and Democratic Alternative to Uber?” a Transnational Workers Cooperative Platform, As an Original Attempt to Nurture Solidarity and Security, Risks and Challenges Faced By an Experimentation Under Progress</u></p> <p>Lionel Casterman¹, Julien Charles^{1,2}, Isabelle Ferreras² and Auriane Lamine³,
(1) <i>Centre socialiste d'éducation permanente (CESEP), Nivelles, Belgium</i>,
(2) <i>Université Catholique de Louvain, Louvain-la-Neuve, Belgium</i>, (3) <i>Université Catholique de Louvain</i></p> |

- 10:45 AM [A Model for Localised Regulation of Work and Worker Control of Social Institutions in a Digitised World of Work](#)
Shelley Diana Marshall, RMIT University, Melbourne, Australia
- 10:45 AM [Solidarity Among Employers: From Mechanic to Organic Solidarity?](#)
Steen Erik Navrbjerg, University of Copenhagen, Copenhagen, Denmark and
Christian Lyhne Ibsen, University of Copenhagen, FAOS, Copenhagen K, Denmark
- 10:45 AM [A 'New Actor' in Industrial Relations? an Investigation into the Origins, Activities and Memberships of UK Employer Forums](#)
Marco Hauptmeier, Philippe Demougin, Leon Gooberman and Edmund Heery,
Cardiff University, Cardiff, United Kingdom

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