

Wednesday, 9 July, 2025

10:30-12:00	524A	<p><u>K - Digital disruption as a contested terrain I: Strategic choices and opportunities for better work</u></p> <p>Lisa Dorigatti, Karen Jaehrling On-site (Palais des Congrès) *K: Institutional Experimentation in the Regulation of Work and Employment</p> <p>The digitalization of the labour force has heavily disrupted workers and led to job destruction, economic inequality and deteriorating job quality in recent years. The rapid and disruptive pace of change has attracted considerable attention from labour scholars and practitioners. However, less attention has been paid to how digital technologies are associated with power dynamics in contemporary workplaces. Still, choices around technological implementation and their impact on workers and their employment conditions are shaped not only by the current state of technological innovation (i.e. the availability of specific technological tools), but also by socio-political variables (such as policies and regulations) and the agency of involved actors. We propose three panels which contribute to the literatures on comparative employment relations and the sociology of work and attempt to advance our understanding of how industrial relations at sectoral and workplace levels shape technological innovations and their effects on workers and employment conditions. These disruptions have important effects on the redistribution of worker power and in shifting the fault lines of institutional experimentation for better work. The three panels explore these issues though different angles. The first panel explores them in the context of standard work, showing how political dynamics at the workplace are influencing the adoption and outcomes of technological change. The second panel looks at these issues in the context of remote work during and since the pandemic, with an emphasis on the role of unions in addressing remote works’ impacts on precarity and job quality. The third panel investigates the re-regulation of platform work across diverse institutional and occupational settings.</p>
10:30-12:00	524B	<p><u>K - Reimagining Corporate Citizenship: Social Innovation, Activism and Economic Statecraft</u></p> <p>Julie Hagan On-site (Palais des Congrès) *K: Institutional Experimentation in the Regulation of Work and Employment</p>
13:15-14:45	524B	<p><u>K - Enforcing Fair Labour Standards: National Reforms and Global Challenges</u></p> <p>Dalia Gesualdi-Fecteau On-site (Palais des Congrès) *K: Institutional Experimentation in the Regulation of Work and Employment</p>
13:15-14:45	524A	<p><u>K - Digital disruption as a contested terrain II: Power and precarity in remote work</u></p> <p>Mathieu Dupuis, Sean O'Brady On-site (Palais des Congrès) *K: Institutional Experimentation in the Regulation of Work and Employment</p> <p>The digitalization of the labour force has heavily disrupted workers and led to job destruction, economic inequality and deteriorating job quality in recent years. The rapid and disruptive pace of change has attracted considerable attention from labour scholars and practitioners. However, less attention has been paid to how digital technologies are associated with power dynamics in contemporary workplaces. Still, choices around technological implementation and their impact on workers and their employment conditions are shaped not only by the current state of technological innovation (i.e. the availability of specific technological tools), but also by socio-political variables (such as policies and regulations) and the agency of involved actors. We propose three panels (with this one being part two) which contribute to the literatures on comparative employment relations and the sociology of work and attempt to advance our understanding of how industrial relations at sectoral and workplace levels shape technological innovations and their effects on workers and employment conditions. These disruptions have important effects on the redistribution of worker power and in shifting the fault lines of institutional experimentation for better work. The three panels explore these issues though different angles. The first panel explores them in the context of standard work, showing how political dynamics at the workplace are influencing the adoption and outcomes of technological change. The second panel looks at these issues in the context of remote work during and since the pandemic, with an emphasis on the role of unions in addressing remote works’ impacts on precarity and job quality. The third panel investigates the re-regulation of platform work across diverse institutional and occupational settings.</p>
15:10-16:40	524A	<p><u>K - Digital disruption as a contested terrain III: Reregulating platforms for better work</u></p> <p>Lorenzo Frangi, Hannah Johnston On-site (Palais des Congrès) *K: Institutional Experimentation in the Regulation of Work and Employment</p>

15:10-16:40 524B

K - Rethinking Job Quality and Social Risks: From Market-Driven Precarity to Emancipatory Public Policy.

Geneviève Richard

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

Thursday, 10 July, 2025

08:30-10:00 524A

K - Digital Governance and Collective Action in Platform Work

Mat Johnson

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

10:30-12:00 517C

Quebec/K - Roundtable: Building labour solidarities across the divide

Gregor Murray

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

Note: This session is open to the public.

Description

Neoliberal policies and the spread of nationalism are disrupting the world order and undermining labor institutions. In many countries, unions have lost members and power, and labour markets have become more polarized. More than ever, labour solidarity is at stake.

In this context, the labour movement in the province of Quebec has maintained a relatively high level of unionization (40%), played a central role in the political and economic debate, and has drawn upon community solidarity in several instances.

What makes Quebec different? How does solidarity between unions and civil society groups work? What are the main challenges for nurturing solidarity across multiple divides?

This round-table discussion brings together prominent actors in the labour movement and leading labour scholars to better understand the foundations of union solidarity and the conditions that ensure its development and sustainability.

This session is organized by Barry Eidlin, Lorenzo Frangi and Christian Lévesque. Like others in the Quebec Stream at the SASE conference, it is open to all interested participants, whether registered for the conference or not.

Presenter Bios

Daniel Cloutier is the Quebec director of Unifor, which is Canada's largest private sector union. Unifor represents 320,000 members in over 20 industrial sectors in Canada, including 55,000 members in Quebec. Daniel is also vice-president of the FTQ (the Québec Labour Federation) and serves on the Board of its Solidarity Fund. Daniel Cloutier was elected as Unifor Québec Director in April 2022. Daniel Cloutier first got involved with the union during a four-month dispute at Purolator in 1989 when he was elected as a steward and later president of his local union in the Communications, Energy and Paperworkers Union of Canada (CEP). The CEP was one of the founding unions in the 2013 creation of Unifor. Before being elected as Unifor Quebec director in 2022, Daniel was also a CEP servicing rep and a health and safety specialist, notably to defend injured workers.

Hannah Johnston is a professor in the School of Human Resources Management at York University in Toronto. Her research focuses on the digitalization of work and the collective representation of gig workers. Hannah was previously a postdoctoral fellow at Northeastern University in Boston. She has also worked professionally at the International Labour Organization and with trade unions and workers' organizations on issues related to collective organizing, algorithmic management, and technological change. Hannah has a longstanding interest in the platform economy and the nature of platform work in various national contexts. She has recently been studying the use of social media by platform workers, the spatial consequences of the gig economy, and differences in the quality of employment across the Canadian logistics sector.

Lucie Morrisette is a professor of labour relations at HEC Montréal and a researcher in the Interuniversity Research Centre on Globalization and Work (CRiMT). She works on trade union strategies and public policies on worker representation. Her recent work includes studies of Uber drivers and a co-edited volume on trade unions and regional development. Navigating the frontier between university and union research, Lucie has most recently spent the last four years in the research department of the Fédération des travailleurs et travailleuses du Québec (FTQ – Quebec Federation of Labour), which is Quebec's largest labour confederation. There she worked on a range of issues including anti-scab legislation, degrowth, fundamental rights, the impact of AI and digitalization on workplaces, and foresight scenarios for the FTQ.

Caroline Senneville is president of the Confédération des syndicats nationaux (CSN). The CSN is the second largest union confederation in Quebec representing union members in public and private sectors. Known for its wide range of innovative campaigns, the CSN represents unionized Amazon delivery workers who, coincidentally, were dismissed in favour of "a new business model". Caroline draws on a long experience as an active trade unionist in the community college sector, becoming president of the CSN federation in the education sector before her election as CSN vice-president in 2017 and then president in 2021. A fervent feminist activist, she was involved for many years on the Confederal Committee on the Status of Women and in the Fédération des femmes du Québec.

Gregor Murray, who will moderate this panel, is a professor in the School of Industrial Relations at Université de Montréal and a researcher in the Interuniversity Research Centre on Globalization and Work (CRiMT). He is also co-coordinator of SASE Network K, *Experimentation in the Regulation of Work and Employment*. Gregor has worked on a range of themes, including union renewal. He is co-editor of the recently released collection of studies in union innovation, *Experimenting for Union Renewal*, which is freely available from the website of the European Trade Union Institute (ETUI).

13:15-14:45 524A

K - Workers as Climate Actors I

Todd Vachon

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

13:15-14:45 524B

K - Regulating the Gig Economy: Assessing Worker-Driven Institutional Innovations

Hannah Johnston

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

15:10-16:40 524A

K - Workers as Climate Actors II

John Peters

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

15:10-16:40 524B

K - Theoretical Approaches to Labour Politics, Regulation, Governance and Experimentation

Lucie Morissette

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

17:00-18:30 524A

K - Workers as Climate Actors III

Jane Parker

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

Friday, 11 July, 2025

08:30-10:00 524A

K - Reclaiming the Workplace: Strategies for Union Empowerment in a Digital World

Roberto Pedersini

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

08:30-10:00 524B

K - Book Salon: ILO Social Dialogue Report 2024: Peak-level social dialogue for economic development and social progress

Marta Kahancová

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

10:30-12:00 524A

K - Shaping Digital Labour: The Interplay of Actors, Institutions and Market Forces

Cassandra Bowkett

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

10:30-12:00 524B

K - Book Salon: The Politics of Unpaid Labour. How Can the Study of Unpaid Labour Help Address Inequality in Precarious Work by Valeria Pulignano and Markieta Domecka (Oxford University Press, forthcoming January 2025)

Gregor Murray

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

13:15-14:45 524A

K - Professional Paths: Talent, Career Growth, and Skill Development

Evelyn Dionne

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

15:00-16:30 524B

K - Reshaping Bargaining and Employment Relations Across Levels: Policies, Pressures, and Institutional Power

Damian Grimshaw

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

15:00-16:30 524A

K - Rethinking Work and Institutions in the Digital Era: From Dependence and Moral Imperatives to Economic Experiments

Karen Jaehrling

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

17:00-18:30 524A

K - Roundtable: Challenges for Advancing Interdisciplinary and International Research on Work and Employment: Launch of Work-Net International

Jane Parker

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

Work-Net International is an international network that seeks to connect centres and institutes studying work and employment. The purpose is to provide mutual support to centres engaged in interdisciplinary research on work and employment with the aims of raising awareness of the network's high-quality research, stimulating further research activity especially through international comparative projects, increasing the network's influence on international academic and policy debates on work and employment and attracting more scholars into this field.

This interactive launch panel explores the challenges for multi-, inter-disciplinary research and for comparative international research. It considers how such approaches have generated new insights into the world of work, the challenges for taking it forward, notably through international collaborations, and how its impact, particularly on policy debates, can be strengthened. The panel features contributors from major centres involved in the development and launch of Work-Net International: <https://www.wei.manchester.ac.uk/research/networks/work-net-international/>

18:30-19:30 524A

Network K: Network/Mini-Conference Social Hour

*K: Institutional Experimentation in the Regulation of Work and Employment

Saturday, 12 July, 2025

08:30-10:00 524A

K - From Decent to Better Work: How Actors Engage in Institutional Experimentation I

Hana Shepherd

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment

10:30-12:00 524A

K - From Decent to Better Work: How Actors Engage in Institutional Experimentation II

Gregor Murray, Valeria Pulignano

On-site (Palais des Congrès)

*K: Institutional Experimentation in the Regulation of Work and Employment