

Conference on Workplace Issues in Canada

A conference sponsored by:
Canadian Employment Research Forum
Canadian Workplace Research Network
Human Resources Development Canada
Statistics Canada

Westin Hotel, Ottawa, Ontario
November 14 and 15, 2002



Canadian Employment Research Forum (CERF), Canadian Workplace Research Network (CWRN), Human Resources Development Canada (HRDC) and Statistics Canada are sponsoring a two-day conference to address "workplace issues".

New research possibilities have emerged as a result of an innovative large-scale data source – [The Workplace and Employee Survey \(WES\)](#) – which links events occurring in the workplace with the outcomes for workers.

This conference showcases recent research on issues such as:

- Wage differentials among workers and firms
- The determinants of workplace training
- Firm effects and labour turnover
- Employment contracts
- Productivity

PRELIMINARY PROGRAM

THURSDAY, NOVEMBER 14

Morning Session

Coffee and Muffins 8:15 a.m.
Welcoming and opening remarks 8:45 a.m.

Employment Contracts 9:00 a.m.

- **Family Friendly Employee Benefits: Incidence and Relationship with Wages**
[[download](#)] *Lynda Gagné, University of Victoria*
- **Does 'high performance work organization' Mean Anything? Some Evidence from the Workplace and Employee Survey**
Michael Smith and Daniel Parent, McGill University

Refreshment Break 10:20 – 10:35

- **Determinants of Weekly Hours of Work**
Jane Friesen, Simon Fraser University
- **Peripheries Within Nonstandard Employment Contracts**
I.U. Zeytinoglu, McMaster University
C. Weber, Health Canada
G.B. Cooke, McMaster University

Lunch (provided) 12:00 – 1:30

Afternoon Session

Wages 1:30 p.m.

- **Can the Workplace Explain Canadian Gender Pay Differentials?**
Marie Drolet, Statistics Canada
- **The Wage Level and the Age of the Firm** [[download](#)]
Michael McCracken, Informetrica
Bert Waslander

Refreshment Break 2:50 – 3:05

Productivity 3:05 p.m.

- **Productivity and Wages: Measuring the Effect of Human Capital and Technology Use From Linked Employer-Employee Data**
Julie Turcotte and Lori Whewell,
Department of Finance
- **The Effect of Organizational Change and Information Technology on Productivity: Firm-Level Evidence**
Surendra Gera, Industry Canada
Wulong Gu, Statistics Canada
- **Empowering Employees: A Route to Innovation**
Pierre Therrien, Industry Canada
André Léonard, Human Resources Development Canada

Reception 5:00 p.m.

FRIDAY, NOVEMBER 15

Morning Session

Unions 9:00 a.m.

- **Do Workplace Practices Contribute to Union-Nonunion Wage Differentials? New Evidence from the Workplace & Employee Survey**
Anil Verma, University of Toronto
Tony Fang, Statistics Canada
- **Unions and Job-related Training**
Pierre Laliberté, Canadian Labour Congress

Refreshment Break 10:20 – 10:35

Training 10:35

- **New Evidence on the Determinants of Training in Canadian Business Locations** [[download](#)]
Julie Turcotte, Department of Finance
André Léonard, Human Resources Development Canada
Claude Montmarquette, Université de Montréal
- **Employer Sponsored Training Among Recent Immigrants**
Clarence Lochhead and Derwyn Sangster, Canadian Labour and Business Centre

Lunch (provided) 12:00 – 1:30

Afternoon Session

Labour Turnover **1:30 p.m.**

- **Alternative Work Practices and Quit Rates: Methodological Issues and Empirical Evidence**
René Morissette and Julio-Miguel Rosa, Statistics Canada [[download](#)]
- **An Organizational Level Analysis of the Impact of Human Resource Management Practices on Employee Turnover**
Patrice Jalette and Victor Y. Haines III, University of Montreal
- **Demand and Supply Side Factors in Labour Mobility: New Evidence from the Workplace and Employee Survey**
John S. Earle, Upjohn Institute

Closing Remarks **3:30 p.m.**