

Citation: Banks, Kevin, “Globalization and Workplace Regulation” (Calgary: CACE, 2017)

Abstract: This short presentation and paper will consider the impacts of globalization on the nature and permanence of employment, and some practical implications for employers. Being a legal scholar, and speaking to a gathering of legal counsel, I will focus on the implications for the legal regulation of workplace relations. In order to do this, I will need to reflect on the policy and political considerations mediating the relationship between globalization and workplace regulation. I will begin by briefly outlining key findings from the literature on the impacts of globalization on the nature and permanence of employment. I will then consider whether it makes sense for Canadian jurisdictions to seek competitive advantage through deregulation, and how policy makers should take into account the costs of regulation in light of globalization. Next I will briefly reflect political trends associated with globalization, including increased demand for social protection, and the potential for politics of fear, resentment and backlash. Finally, I will present brief conclusions on the implications for employers in the here and now.