

IIRA 7TH EUROPEAN CONGRESS

PRELIMINARY PROGRAMME

September 7, Tuesday

08.30 – 18.30 **Registration**
10.30 – 17.30 **PRÉ-CONGRESS**

September 8, Wednesday

09.30 – 11.00 **OPENING SESSION**
11.30 – 13.00 **PLENARY SESSION – TRACK 1**
15.00 – 16.30 **WORKSHOPS TRACK 1 (1W1, 1W2, 1W4, 1W5)**
15.00 – 16.30 **SPECIAL SEMINARS (S4)**
15.00 – 19.00 **STUDY GROUPS (SG1 + SG15)**
17.00 – 19.00 **WORKSHOPS TRACK 1 (1W3, 1W6)**
17.00 – 19.00 **SPECIAL SEMINARS (S5, S6, S9)**

September 9, Thursday

09.30 – 11.00 **PLENARY SESSION - TRACK 2**
11.30 – 13.00 **SPECIAL PANEL “THE LISBON STRATEGY”**
13.00 – 13.30 **IIRA Presentation Book**
15.00 – 17.00 **WORKSHOPS TRACK 2 (2W1, 2W2, 2W3, 2W6, 2W8, 2W10, 2W11, 2W14, 2W16, 2W18))**
17.00 – 19.00 **WORKSHOPS TRACK 2 (2W4, 2W7, 2W9, 2W12, 2W13, 2W15, 2W17, 2W19)**
17.00 – 19.00 **SPECIAL SEMINAR (S1, S2, S3)**
20.00 **DINNER WITH SHOW**

September 10, Friday

09.30 – 11.00 **PLENARY SESSION - TRACK 3**
11.30 – 13.30 **WORKSHOPS TRACK 3 (3W1, 3W2, 3W3, 3W4, 3W5, 3W6, 3W7)**
11.30 – 13.30 **SPECIAL SEMINARS (S7, S8, S11)**
17.00 – 18.30 **SPECIAL SEMINAR (S10)**
17.00 – 19.00 **IIRA STUDY GROUP (SG5)**
15.30 – 17.00 **CLOSING SESSION**

September 11, Saturday

09.30 – 17.30 **IIRA STUDY GROUPS (SG1, SG2, SG3, SG4, SG6, SG10, SG13, SG15, SG16, SG20)**

September 8, Wednesday

08.00 – 09.30 **IIRA Executive Committee**

ATTENTION - Time for papers presentation: 15 Minutes

DETAILED PROGRAMME

ESTORIL CONGRESS CENTER

7 – 11 September 2004

September 7, Tuesday

08.30 – 13.00 On-site Registration for Pré-Congress and Congress
14.30 – 18.30

PRÉ-CONGRESS

10.30 – 12.30 THE INDUSTRIAL RELATIONS PORTUGUESE SYSTEM

Chair: **Mário Pinto**, APERT President, Universidade Católica Portuguesa, Portugal

Rapporteur: **Fernando Lopes**, Employment and Industrial Relations General Director, Portugal

Commentators:

- **Heitor Salgueiro**, Employers Industry Confederation – CIP
- **Joaquim Dionisio**, Portuguese Workers General Confederation – CGTP-IN
- **António Abrantes**, Employers Tourism Confederation – CTP
- **João de Deus**, General Workers Union – UGT

13.00 – 17.30 VISIT TO FIRMS

Firms to be visited:

Auto-Europa – Automobile

EDP – Electricity

Companhia das Lezírias – Agriculture

Hospital do SAMS – Trade Union Hospital

These are well-known enterprises in sectors ranging from automobile to electricity, agriculture and health. Persons registering for the pré-congress will receive more detailed information on each of the participating enterprises in advance and may then indicate their preferences for the afternoon site visits.

CONGRESS

September 8, Wednesday

08.30 – 18.30 - On-site registration for Congress

08.00 – 09.30 - IIRA Executive Committee

09.30 – 11.00 **OPENING SESSION**

- **Mário Pinto**, 7th European Congress Scientific Committee President, APERT President

- **António Capucho**, Cascais Mayor

- **Luis Aparicio Valdez**, Internacional Industrial Relations Association President

- **Tiziano Treu**, Università Católica de Milano, Italy

- **Jorge Sampaio**, Portuguese Republic President

11.30 – 13.00 **PLENARY SESSION – TRACK 1**

“INDUSTRIAL RELATIONS, GLOBALISATION AND COMPETITIVE PRESSURES”

Chair: **Pais Antunes**, Labour Secretary of State, Portugal

Rapporteur: **Franz Traxler**, University of Vienna, Austria

Communications:

Russel Lansbury, Nick Wailes, Jim Kitay, University of Sidney, Australia

“The Impact of Globalisation on Industrial Relations: A Conceptual Framework” (28)

Lowell Turner, Cornell University, USA

“Globalization and the Logic of Participation. Unions and the politics of coalition building” (52)

Isabel da Costa, Udo Rehfeldt, Centre d’Etudes de l’Emploi, France

“Regionalisation and Transnational Industrial Relations: A Comparison between the European Union and NAFTA” (58)

13.15 – 15.00 Lunch Break

15.00 **TRACK 1 – WORKSHOPS TRACK 1**

15.00 – 16.30 **1W1 – Globalisation, Industrial Relations and the Multinational Enterprises**

Chair – **Lorenzo Bordogna**, University of Milan, Italy

Communications:

Bruce Heran Mackinnon, Deakin University, Australia

“Staff Employment: The Mythology of a New Paradigm in Industrial Relations” (19)

Debra da Silva, University of Sidney, Australia

“MNC Labour Utilization Strategies: International vs. Domestic Labour” (29)

Valeria Pulignano, University of Warwick, United Kingdom

“Connecting employee representatives response across-borders. A comparative study of American-based multinational subsidiaries in Europe in two sectors” (127)

- 15.00 – 16.30 **1W2 – Globalisation, Working Condition and Employment Strategies**
- Chair – **Maria Luísa Cristovam**, Universidade Autónoma de Lisboa, Portugal
- Communications:
- Karen Modesta Olsen**, Institute for Research in Economics and Business Administration, Norway
"Holding a non-standard job in Norway and the United States: Job rewards and Job satisfaction" (84)
- Jon C. Messenger**, ILO, Switzerland
"Finding the balance: Working time and workers' needs and preferences in industrialized countries" (138)
- Jaime Veiga, Mick Bloor**, Cardiff University, United Kingdom
"European seafarers in the global shipping industry: present trends and future challenges" (104)
- Jean-Claude Bernatchez**, University of Quebec, Canada
"Employment, Social Responsibility and Globalization" (161)
- 15.00 – 16.30 **1W4 – Globalisation and its Implications for Trade Unions**
- Chair – **Berndt Keller**, University of Constanz, Germany *
- Communications:
- Sylvie Contrepois, Steve Jefferys**, London Metropolitan University, United Kingdom
"Globalisation, Relocation and the Challenge to Bank Trade Unions in France and Britain" (112)
- Raymond Harbridge**, La Trobe University, Australia
"Union Growth in Nursing in Victoria, Australia: Implications for Europe" (21)
- Marinús Pires de Lima, Cristina Nunes**, Instituto Superior de Ciências Sociais da Universidade de Lisboa, Portugal
"Trade Unions and the Challenges of Globalisation" (99)
- 15.00 – 16.30 **1W5 – Globalisation, Colective Bargaining and Other Forms of Employment Regulation**
- Chair – **Marinús Pires de Lima**, Instituto Superior de Ciências Sociais da Universidade de Lisboa, Portugal
- Communications:
- Christoph Knoppik**, University of Regensburg, Germany
"Nominal Flexibility of Union Wages - Germany versus US" (11)
- Peter Auer**, ILO, Switzerland
"Protected Mobility for employment and decent work" (140)
- Khondoker Bazlul Hoque**, University of Dhaka, Bangladesh
"The Future of Work in Europe: Market and Economic and Social Cohesion" (31)

*To be confirmed

15.00 **SPECIAL SEMINARS**
15.00 – 16.30 **S4. Changing role of the state in Industrial Relations: A Comparative Perspective**

Chair: - **Serafino Negrelli**, University of Brescia, Italy

Keynote Speakers:

- **Anil Verma**, Toronto University, "The American Area"
- **Tiziano Treu**, Università Católica de Milano, "The European Model"
- **Richard Hyman**, London School of Economics, "The UK Variance"
- **Tadashi Hanami**, The Japan Institute of Labour, "The Asian Area"

15.00 **STUDY GROUPS**
15.00 – 19.00 **SG1 and SG15 Meeting Together**

17.00 **TRACK 1 - WORKSHOPS**
17.00 – 18.30 **1W3 – Globalization, Working Conditions and Employment Strategies**

Chair – **Reija Lilja**, Labour Institute for Economics Research, Finland*

Communications:

Juan Raso Delgue, Universidad de la República, Uruguay
"Trends of labor conditions of Latin Americans workers in the European Union" (151)

William N. Cooke, Wayne State University, USA
"Workplace Strategies: Aligning Integrated Human Resource and Technology Choices with Business Strategies" (55)

Caroline Lanciano-Moranda, Pierre Rolle, University of Aix en Provence, France
«Les nouvelles formes d'élaboration et de captation des connaissances par l'organisation productive. Première approche" (64)

Eddy S. W. Ng, Harish C. Jain, McMaster University, Canada
"Institutional and strategic choice factors affecting the adoption of organizational diversity practices: The role of top executive characteristics and commitment" (38)

17.00 – 19.00 **1W6 – Globalization, Colective Bargaining and Other Forms of Employment Regulation**

Chair – **Raymond Harbridge**, La Trobe University, Australia

Communications:

Jens Lind, Erling Rasmussen, University of Aalborg, Denmark
"Globalisation and the future of work regulations: governmental change and the shifting balances of efficiency and equity in Denmark and New Zealand" (42)

John Lewer, Peter Waring, John Burgess, University of New Castle, Australia
"Industrial Relations and Globalisation - The globalisation of European models of industrial relations: A nation-state case study" (24)

Ana Virgínia Moreira Gomes, Universidade de São Paulo and Universidade Presbiteriana Mckenzie, Brazil
"Economic Integration in Americas and the Perspectives on Labour Law" (36)

*To be confirmed

Faisal Mahmood Ghani, Advocates and Industrial Relations Advisor , Pakistan
"Industrial Relations Ordinance, 2002 – Challenges of Globalisation" (91)

Fabian Flintoff, Deacons Lawyers, Australia
"The Increasing Casualisation of the Workforce and Responses of the law" (18)

17.00
17.00 – 19.00

SPECIAL SEMINARS
S5. Participation and new forms of work organisation in Southern Europe. Problems and Trends.

Chairs

- **Kevin O'Kelly**, University of Limerick, Ireland

Introduction

- **Volker Telljohann**, Institute for Labour Foundation , Bologna, Italy
Organisational Innovation: Challenges from the Point of View of the European Commission

- **Lars-Erik Andreassen**, European Commission , Brussels
Organisational Innovation, Industrial Relations and Direct participation in Southern and Eastern Europe

- **Maria Luisa Cristovam**, Universidade Autónoma, Portugal

- **António Martín Artilés**, University of Barcelona, Spain

- **Alain Chouraqui**, CNRS LEST, France

- **Christos Ioannou**, OMED, Grèce

- **Béla Galgoczi**, ETUI, Brussels

- **Francesco Garibaldi**, Institute for Labour Foundation, Bologna, Italy
Organisational Innovation: Challenges from the Point of View of the Trade Unions

- **Martina Klein**, Hans Böckler Foundation, Düsseldorf

A Research Proposal on Direct and Representative Participation in Europe

- **Kevin O'Kelly**, University of Limerick, Ireland

17.00 – 19.00

S6. Rethinking European Traditions of Industrial Relations Research

Chair:- **Carola Frege**, Rutgers University and LSE, USA

Participants:

- **Richard Hyman**, London School of Economics LSE "Industrial Relations: A Rose by any other Name?"

- **John Kelly**, Birkbeck College and LSE "Social Democracy and Anti-Communism: The Oxford School and The History of the Field of Industrial Relations in Britain"

- **Marino Regini**, University of Milan "Topics and Phases in the Development of the Italian Literature on Industrial Relations"

- **Carola Frege**, Rutgers University, "The Intellectual History of Industrial Relations Research in Germany, Britain and the US"

Discussant:

- **Isabel da Costa**, CNRS, France

17.00 – 19.00

S9. The restructuring of Employment Relations in the Telecommunications Sector

Chair:

- **Greg J. Bamber**, Griffith University , Australia

- **Harry Katz**, Cornell University, USA

Participants:

- **Kiu-Sik Bae**, Korea Labor Institute, Korea

- **Rosemary Batt**, Cornell University, USA

- **Lutz Michael Buchner**, Deutsche Telekom, Institute of Education and Cooperation with Universities, Germany

- **António Carvalho Neto**, Pontificia Universidade Católica de Minas Gerais, Brasil

- **Owen Darbishire**, Oxford University, UK

- **Jeff Keefe**, Rutgers University, USA
- **Hye-Yung Kang** , Posco Research Institute , Korea
- **Sónia Laranjeira**, UFRGS, Brasil
- **Serafino Negrelli**, University of Brescia, Italy
- **Peter Ross**, Griffith University , Australia

September 9, Thursday

09.30 – 11.00 **PLENARY SESSION - TRACK 2**

“THE NEW CHALLENGES FOR SOCIAL PARTNERS IN EUROPE”

Chair: **Patricia O’ Donovan**, International Labour Office, Geneva

Rapporteur: **António Monteiro Fernandes**, Instituto Superior de Ciências do Trabalho e da Empresa, Lisboa, Portugal

Communications:

Gian Primo Cella, University of Milan

“European Governance and Democratic Representation: The role of social dialogue and industrial relations” (78)

Anni Weiler, AWWW GmbH Arbeitswelt, Working World, Göhringen, Germany

“Quality of Industrial Relations – A conceptual framework and comparative indicators” (2)

Mikkel Mailand, Employment Relations Research Centre (FAOS), Department of Sociology, University of Copenhagen

“Policies and Partnerships for social inclusion – challenges and opportunities for trade unions and employers organisations” (45)

11.30 – 13.00 **SPECIAL PANEL “THE LISBON STRATEGY”**

Chair: **Maria João Rodrigues** Instituto Superior de Ciências do Trabalho e da Empresa, Lisboa, Portugal

Rapporteur: **Jackie Morin**, European Union Commission, Belgium

Commentators:

, CEEP

, UNICE

Reiner Hoffman, European Trade Union Confederation, ETUC, Bruxelles

13.00 – 13.30 The Global Evaluation of Industrial Relations, Events, Ideas and the IIRA-Book presentation by **Prof. Bruce Kaufman** and **Prof. Tayo Fashoyin**

13.30 – 15.00 Lunch Break

15.00 **WORKSHOPS TRACK 2**

15.00 – 16.30 **2W1 – SOCIAL DIALOGUE AT COMMUNITY LEVEL**

Chair – **Janice Bellace**, University of Pennsylvania, USA *

Communications:

Peter Kerckhofs, European Trade Union Institute, - Belgium

“European Social Dialogue on Lifelong Learning” (32)

* To be confirmed

Sabina Santos, ESGIN – IPCN, Portugal

"Redrawing Competences in European Social Policy: The Role of The Social Partners in the Community Regulatory Field" (97)

Paul Marginson, University of Warwick, United Kingdom

"Industrial Relations at European sector-level: the weak link?" (129)

Jacques Morat, Development Network Consultants, France

"An Increasing challenge for social partners in Europe: Social Dialogue and SMEs" (156)

15.00 – 16.30

2W2 – INDUSTRIAL RELATIONS: SYSTEMS AND NATIONAL EXPERIENCES – THE TRADE UNION MOVEMENT

Chair – **Tayo Fashoyin**, IIRA Secretary, ILO, Switzerland

Communications:

Soren Kaj Andersen, Jon Erik Dolvik, University of Copenhagen, Denmark

"Nordic Metal Trade Unions on the Move" (46)

Henrietta Huzell, University of Karlstad, Sweden

"Do unions matter in workplace restructuring?" (137)

Patrice Laroche, University of Nancy, France

"Unions, Turnover and Productivity : New Evidence from France" (65)

Erin Van der Maas, London School of Economics, United Kingdom

"British Trade Unions and the European Union: Differential responses to European Integration" (113)

15.00 – 16.30

2W3 – COLLECTIVE BARGAINING: LEVELS, STRATEGIES, IMPACTS

Chair – **António Dornelas**, Instituto Superior de Ciências Sociais da Universidade de Lisboa, Portugal

Communications:

Carlo Dell'Aringa, Claudio Lucifora, Nicola Orlando, Università Cattolica, Italy

"Bargaining Structure and Intra-Establishment Pay Inequality in Italy: Evidence from Matched Employer-Employee Data" (77)

Philippe Archias, Institut d'Études Politiques de Paris, France

"Transforming the conventions that underpin unemployment in France: the case of territorial employment pacts" (60)

Maria da Conceição Cerdeira, ISEG-Minist. Seg. Social e do Trabalho, Portugal

"Dynamics of the collective bargaining on the flexibility and employment changes in Portugal" (155)

Heidi Nicolaisen, Institute for Labour and Social Research, Norway

"The normal working day under pressure. Employers and trade unions strategies in finance and food processing" (86)

15.00 – 17.00

2W6 – EMPLOYMENT/EUROPEAN EMPLOYMENT STRATEGY

Chair – **Janine Goetschy**, University of Nanterre, University of Bruxelles, Belgium

Communications:

Bernard H. Casey, London School of Economics, United Kingdom
"The European Employment Strategy: did the social partners contribute as planned, or profit as planned, and if not, why not?"(116)

Helge Albrechtsen, Aalborg University and Roskilde University, Denmark
"The social dialogue within the European Employment Strategy. The case of the United Kingdom, the Federal Republic of Germany and Denmark"(40)

Joshua E. Korber, *Transcending National Frontiers*, Canada
" The emergence of Truly "European" Capitalism"(37)

Evelyne Leonard, Institut d' Administration et Gestion, Belgium
'Everybody at work', Ambiguities of the participation of unions and employers' organizations in the crusade for employment"(34)

Ludek Rychly, ILO, Switzerland
"Social Dialogue on Employment Policies in Europe"(141)

15.00 – 16.30

2W8 – EMPLOYMENT/PUBLIC SERVICES

Chair – **António Casimiro**, Universidade de Coimbra, Portugal

Communications:

Udo Rehfeldt, Catherine Vincent, Institut de Recherches Economiques et Sociales, France
« Négociations sur les transformations de l'emploi dans les services publics en Europe »(61)

Chris Forde, Leeds University Business School, United Kingdom
"Employment agencies, the TUC and regulation of the 'temporary help' industry in the UK : 1950-1973"(111)

Marian Whitaker, Jens Holscher, University of Brighton, United Kingdom
"Mapping the coordinates of public sector labour relations in Europe" (124)

15.00 – 16.30

2W10 – GENDER/ EQUALITY, DIVERSITY

Chair – **Linda Dickens**, Warwick Business School, UK

Communications:

Ann Bergman, University of Karlstad, Sweden
" Patterns of Gender Segregation in Working Life. Theoretical and political connections"(135)

Alexandra Scheele, Julia Lepperhoff, Genda-Network on Feminist Labour Research, Philips University, Germany
" The future of work in Europe – what kind of work? Impacts of gender on the definition of work and methodological demands for research" (6)

Lena Gonäs, University of Karlstad, Sweden
" Gender and work – in a regional context"(136)

Jannis Angelis, University of Oxford , **Colin Gill**, University of Cambridge, **Robert Conti**, Bryant University, **Cary Cooper**, University of Lancaster, **Brian Faragher**, UMIST - United Kingdom
"Women, Men and Lean Production " (160)

15.00 – 16.30

2W11 – PARTICIPATION/EUROPEAN WORKS COUNCILS

Chair – **A. Martin Artiles**, Universitat Autònoma de Barcelona, Spain*

Communications:

Michael Whittall, Nottingham Trent University, Germany
"Achieving Employment Cohesion through the European Works Council: The Case of BMW and Rover" (9)

Theodore Koutroukis, University of Ioannina, Greece
"The added value of European Works Councils: A case study approach in Greek subsidiaries" (68)

Volker Telljohann, Institute for Labour Foundation, Italy
"The European Works Councils – A Role Beyond the EU Directive?" (75)

Helen Bicknell, Herman Knudsen, University of Applied Sciences, Germany
"Comparing the Influence of German and Danish industrial relations actors on European Works Councils" (17)

15.00 – 16.30

2W14 – PARTICIPATION: THE NATIONAL DEBATES

Chair – **Serafino Negrelli**, University of Brescia, Italy

Communications:

Markus Helfen, Aachen University, Germany
"Human Resources Policy and Industrial Relations in Fast-growing German Enterprises – Direct Participation or Worker Representation?" (1)

Fiona Moore, Chris Rees, Kingston University, United Kingdom
"Culture Against Cohesion: a study of industrial relations in a UK plant owned by a German automobile manufacturer" (107)

Mark Stuart, Miguel Martínez Lucio, Leeds University, United Kingdom
"Re-regulation, voluntarism and the challenge of the social dialogue within the British system: Case studies on partnership in the finance sector" (108)

Martin Upchurch, Mike Richardson, Stephanie Tailby, Andy Danford, Paul Stewart, University of the West of England, United Kingdom
"EU Social Policy and Non-Union Forms of Employee Representation: A Case Study from UK Finance" (126)

15.00 – 16.30

2W16 – FLEXIBILITY

Chair – **Timo Kauppinen**, European Foundation, Ireland

Communications:

Maike Andresen, Elena Hristozova, Helmut-Schmidt-University, University of the Federal Armed Forces, Germany
"Hidden Costs and Benefits of Job Security through Flexibility: The Case of Airbus Germany" (16)

*To be confirmed

Lefteris Kretsos, Panteion University, Greece

"Regulated vs Deregulated Working Time Flexibility in Europe: Evidence from the Greek Labour Market" (66)

James Arrowsmith, University of Warwick, United Kingdom

"Trade unions and the annualisation of working time: The UK in comparative perspective" (128)

Jan Erik Karlsen, Preben Hempel Lindoe, Stavanger University College, Norway

"Regulations of OHS in the Nordic Countries – From Reflexive Practise to Market Flexibility?" (153)

15.00 – 16.30

2W18 – NEWS FORMS OF WORK/TENDENCES/FUTURE OF WORK

Chair – **Russell D. Landsbury**, IIRA President Elect, Australia

Communications:

Maria Eugénia Senise Barrio, Carlos Sánchez González, University of Granada, Spain

"Precariety And News Forms of Employment" (51)

Edward Lorenz, Antoine Valeyre, Centre d'Études de l'Emploi and University of Nice, France

"Organisational Innovation in Europe: National Models or the Diffusion of a New 'One Best Way'?" (59)

Cristina Reis, Universidade de Trás-os-Montes e Alto Douro, Portugal

"Economic Aspect, Social and Contractors the Construction of Safety" (102)

17.00

WORKSHOPS TRACK 2

17.00 – 18.30

2W4 – COLLECTIVE BARGAINING: LEVELS, STRATEGIES, IMPACTS

Chair – **Marino Regini**, University of Milan, Italy *

Communications:

Jan Kees Looise, Jan de Leeds, Maarten van Riemsdijk, University of Twente, Netherlands

"Collective bargaining innovation, what does it mean? A study of the effects of decentralized and individualized employment relations on collective bargaining" (157)

Christina Karakioulafis, University of Crete, Greece

"The Greek system of industrial relations between centralization and decentralization - The 'difficult' process of modernization" (67)

Torgeir Aarvaag Stokke, Institute for Labour and Social Research, Norway

"Wage formation in two-tier bargaining models in Europe" (82)

17.00 – 18.30

2W7 – EMPLOYMENT/LISBON STRATEGY

Chair –

* To be confirmed

Communications:

Janine Goetschy, University of Nanterre and University of Brussels, Belgium
"The Evolution of EU Regulatory Modes as to Social Europe: its Implications for National Industrial Relation Systems" (35)

Morten Lassen, Anja Lindkvist, University of Aalborg, Denmark
"Symbiosis-like relationship between the demand and supply side of vocational education and training" (43)

John Houman Soerensen, Anja Lindkvist, University of Aalborg, Denmark
"The Elasticity-Thesis" - how a CVT-system can serve as well diversified skill needs of industry as promote mobility and re-integration of the unemployed" (44)

José Custódio Leirião, Confederação Nacional das Instituições de Solidariedade, Portugal
"The Future of Work in Europe. The market and the economic and social cohesion" (96)

Andrew Watts, European Trade Union Institute, ETUI, Bruxelles
"Comparing Europe's employment-policy benchmark countries: What do Denmark and the Netherlands tell about the causes of unemployment and successful employment strategies?" (163)

17.00 – 18.30

2W9 – GENDER/ EQUALITY DIVERSITY

Chair – **Josefina Leitão**, Equality on Labour and Employment President, Portugal

Communications:

Lena Correll, Stefanie Janczyk, Genda-Network for Feminist Labour Research, Philips University, Germany
"Sociability of Work: A new concept for new challenges in Europe" (5)

Omolara Folorunsho, Michael Imoudu Labour Studies, Nigeria
"Gender Issues and Social Protection: The Nigerian Experience" (81)

Maike Andresen, Helmut-Schmidt-University, University of the Federal Armed Forces, Germany
"Managing Diversity – An Analysis of Existing Practices, Motives and Obstacles in German Football Clubs" (14)

17.00 – 18.30

2W12 – PARTICIPATION/INFORMATION AND CONSULTATION AT EUROPEAN LEVEL

Chair – **Andras Toth**, Institute of Political Sciences, Hungary *

Communications:

Sandra Schwimbersky, University of Bamberg, Germany
"The European Company Statute – Examination of its Impacts on Co-Determination" (10)

Anne Inga Hilsen, Trude Steinum, Work Research Institute, Norway
"Broad participation and the social dialogue – the key to enterprise development and the promotion of active ageing" (90)

Paul Willman, Alex Bryson, Rafael Gomez, Oxford University, United Kingdom
"The Sound of Silence; Employers' Demand for Employee Voice" (120)

*To be confirmed

Lorenzo Bordogna, University of Milan, Italy
"Between 'beneficial constraints' and 'regime competition'. The dilemmas of the transposition into national legislation of the Directive on employee involvement in the European Company (SE)" (79)

17.00 – 18.30 **2W13 – PARTICIPATION AND CHANGE**

Chair –

Communications:

Vera Trappmann, Ian Greenwood, Wilfried Kruse, Mark Stuart, Europäische Arbeitspolitik, Germany

"The political economy of working lives: economic restructuring, fields of intervention, learning partnerships and policy" (4)

Satu Kalliola, University of Tampere, Finland

"The Social Dialogue and the New Challenges for Social Partners. The Role of Industrial Relations in the Development of Working Life - The Case of Finland" (56)

Roberto Pedersini, University of Milan, Italy

"Liberalisation processes and industrial relations: The impact on representation and collective bargaining" (80)

Guy Vernon, Kings College, United Kingdom

"Skill versus the employment relationship in national performance under transnational pressures: the critical cases of Austria and Sweden" (105)

17.00 – 18.30 **17.00 – 18.30**

2W15 – PARTICIPATION: THE NATIONAL DEBATES

Chair –

Communications:

R. Nonell Alós, Joaquin Molins, Antonio Martín, Universidad Autónoma de Barcelona, Spain

"Governability in the perspective of convergence. The cases study of Spain." (50)

Erik Poutsma, Paul Lighart, Roel Schouteten, Nijmegen School of Management, Netherlands

"Employee Share Schemes in Europe. A Case of Anglo-Saxonisation?" (69)

Trygve Gulbrandsen, Institute for Social Research, Norway

"The effects of cooperation in the labour market upon trust and consensus" (89)

17.00 – 18.30 **2W17 – FLEXIBILITY**

Chair – **Carola Frege**, Rutgers University and LSE, USA *

Communications:

Philip Bohle, Michael Quinlan, University of New South Wales, Australia

"Service or Servitude?: Health and Safety in Call Centres and 5-Star Hotels" (23)

Frank Tros, University of Amsterdam, Netherlands

"Shifts in flexibility and security for the older workers: towards 'flexicurity'-arrangements for the elderly in Europe?"(70)

Eduardo Tomé, Instituto Social de Serviço Social de Beja, Portugal
"The Future of Workers' Mobility in Europe: The Importance of Social Security"(98)

Birgitta Eriksson, Jan Ch Karlsson, University of Karlstad, Sweden
"Flexible workplaces and working conditions – replication of an empirical study"(134)

17.00 – 18.30 **2W19 – NEWS FORMS OF WORK/TENDENCES/FUTURE OF WORK**

Chair –

Communications:

António Dornelas, CIES – ISCTE, Portugal
"Labour markets' regulation and social convergence with EU patterns: the case of Portugal"(95)

Christine Edwards, Charles Jackson, Olive Robinson, Kingston University, United Kingdom
"Working time and the quality of work: a case study in UK local government"(106)

Rob MacKenzie, Chris Forde, Leeds University Business School, United Kingdom
"Recruitment, Training and the use of contract alternatives in the UK construction and civil engineering sector"(110)

Alex de Ruyter, Catherine Fraser, Birmingham Business School, University of Birmingham, United Kingdom
"Temporary Agency Work at the DHE: the emergence of the voluntary agency worker"(162)

17.00 – 19.00 **SPECIAL SEMINARS**
17.00 – 19.00 **S1. European Model of Social Dialogue**

Moderator:

- **Isabella Biletta**, European Foundation, Ireland

Key note speaker:

- **Alain Chouraqui**, CNRS LEST, France

Invited Commentators:

- **Roberto Pedersini**, Fondazione Regionale Pietro Seveso, Italy

- **Reija Lilja**, Labour Institute for Economic Research, Finland

17.00 – 19.00 **S2. Benchmarking Industrial Relations Country Profiles**

Moderator:

- **Timo Kauppinen**, European Foundation, Ireland

Key note speakers:

- **Tom Vandenbrande**, Hoger Instituut voor de Arbeid, Belgium

- **Roderick Martin**, University of Southampton, UK

Invited commentators:

- **Udo Rehfeldt**, IRES - Institut de Recherches Economiques et Sociales, France

- **Andras Toth**, Institute of Political Sciences, Hungary

*To be confirmed

17.00 – 19.00 **S3. European Works Councils in Practice**

Moderator:

- **David Foden**, European Foundation, Dublin

Keynote speakers:

- **Paul Marginson**, Warwick, UK

- **Anni Weiler**, Germany

Invited commentators:

- **Roland Erne**, UCD, Ireland

- **Volker Telljohann**, IPL, Bologna, Italy

20.00 **DINNER WITH SHOW (in Casino do Estoril)**

21.00 Welcome Drink

23.00 Dinner "Salão Preto e Prata"

International show "Frutas Cores"

September 10, Friday

09.30 – 11.00 **PLENARY SESSION – TRACK 3**

“THE ENLARGMENT OF THE EUROPEAN UNION AND BEYOND”

Chair: **Manfred Weiss**, IIRA Past president, Germany

Rapporteur: **Kevin P. O’Kelly**, University of Limerick, Ireland

Communications:

Béla Galgoczi, European Trade Union Institute, Belgium

“The state of industrial relations with a view to the European framework of workers participation in the future member states of the EU” (33)

Zvone Vodovnik, University of Ljubljana, Slovenia

“Social dialogue institutions and the balance of power between the social partners” (49)

Elsa Fontainha, Universidade Técnica de Lisboa, Instituto Superior de Economia e Gestão, Portugal

“Social Cohesion across Europe – Does Time Allocation Matter?” (103)

11.30

WORKSHOPS TRACK 3

11.30 – 13.30

3W1 – INDUSTRIAL RELATIONS AT EU ENLARGEMENT

Chair – **Z. Vodovnik**, University of Ljubljana, Slovenia

Communications:

Juha Antila, Pekka Ylöstalo, University of Helsinki, Finland

“Reunionisation in the Baltic Countries” (57)

Engin Yildirim, Abdurrahman Benli, Sakarya University, Turkey

“Neither with you nor without you: Turkish labour confederations and Turkey’s membership to the European union” (147)

Vladimir Lazarenko, Vladimir Sobolev, Kharkov National University, Ukraine

“Mechanisms of social partnership in Ukraine in the context of the European enlargement” (149)

11.30 – 13.00

3W2 – Labour Law and Labour Rights

Chair – **Paul Marginson**, University of Warwick, UK*

Communications:

Charles Woolfson, University of Glasgow, United Kingdom

“Labour Rights, Representation and Social Cohesion in Accession Lithuania: Implications for EU Enlargement” (125)

Sayim Yorgun, Abdulkadir Senkal, Kocaeli University, Turkey

“Flexibility trends in Turkish labour market in the process of integration to European union” (145)

*To be confirmed

Suayyip Çalis, Engin Yildirim, Zeki Parlak, Sakarya University, Turkey
"Change or continuity: Turkish industrial relations at the doorstep of European Union" (148)

11.30 – 13.30

3W3 – TRADE UNIONS AND THE CHALLENGE OF UNIONISATION

Chair – **Bela Galgoczi**, European Trade Union Institute, Belgium

Communications:

Aurora Trif, Karl Koch, South Bank University, United Kingdom
"Strategic Unionism in Eastern Europe: the case of Romania" (122)

Aurora Trif, South Bank University, United Kingdom
"Power and Strategic Choices in the Transformation of Industrial Relations - the case of Eastern Europe" (123)

Ahmet Selamoglu, Abdulkadir Senkal, Kocaeli University, Turkey
"Turkish Trade Unions and the Internet Challenges and Opportunities for Union Survival" (144)

11.30 – 13.30

3W4 – SOCIAL AND EMPLOYMENT PACTS

Chair – **Kevin O'Kelly**, University of Limerick, Ireland

Communications:

Heiko Massa-Wirth, Hartmut Seifert, Hans Böckler Foundation, Germany
"German Pacts for Employment and Competitiveness – Concession Bargaining as a reaction to Globalization and European Integration?" (7)

Guglielmo Meardi, University of Warwick, United Kingdom
"Social Pacts on the Road to EMU: A Comparison of the Italian and Polish Experiences" (130)

11.30 – 13.30

3W5 – EMPLOYMENT

Chair – **Alan Chouraqui**, CNRS LEST, France*

Communications:

Ludovít Czírja, Bratislava Center for Work and Family Studies, Slovak Republic
"Looking for more effective employment conditions?" (47)

Kuvvet Lordoglu, Marmara University, Turkey
"Foreign illegal labour force and its problems in Turkey in relation to globalization" (146)

A. G. Shatrovskiy, Kharkov National University, Ukraine
"Institutional Fundamentals of the Integrated MNC into the Former Soviet Union Countries Economy" (150)

Line Eldring, Harvard Lismoen, Institute for Labour and Social Research, Norway
"Posted Workers, Social Dumping and EU Enlargement – The case of Norway" (87)

Soumodip Sarkar, Universidade de Évora, Portugal
"Non Tariff Measures in Services Measuring Gains from Movement of Skilled Personnel" (101)

*To be confirmed

11.30 – 13.30

3W6 – NATIONAL DEVELOPMENTS IN SOCIAL DIALOGUE

Chair – **Volker Telljohann**, Institute for Labour, Bologna, Italy

Communications:

Bogdan Kavcic, Slovenija

"Establishing social dialogue in a country in transition: the case of Slovenia" (48)

Darko Marinkovic, University of applied Sciences, Serbia

"Serbia from industrial and social conflicts toward social peace and stability" (133)

Jonathan Winterton, Toulouse Business School, France

"The enlargement of Europe: A threat to social dialogue?" (63)

11.30 – 13.30

3W7 – WORK/LIFE BALANCE AND GENDER ISSUES

Chair – **Sônia Laranjeira**, UFRGS, Brasil

Communications:

Najati S. Ghosheh, ILO, Switzerland

"Reconciling Work and Family Policy in the New Europe" (139)

Anna Pollert, London Metropolitan University, United Kingdom

"Gender, Work and Employment in Ten Accession Countries of Central Eastern Europe to the EU" (154)

11.30

SPECIAL SEMINARS

11.30 – 13.30

S7.The History and Future of the Industrial Relations Field in Europe

Chair:

- **Tayo Fashoyin**, IIRA Secretary, International Labour Office, Geneva

Presenters:

- **Bruce Kaufman**, Georgia State University, USA - The Origins and Historical Development of the Industrial Relations Field in Europe: Overview and Global Perspective.

- **Paul Edwards**, University of Warwick, United Kingdom - Academic Industrial Relations in Great Britain: Past Accomplishments, Future Prospects.

- **Isabel da Costa**, Centre National de la Recherche Scientifique, France - The Development and Future Prospects of the Industrial Relations Field in France.

- **Berndt Keller**, University of Konstanz, Germany - The Industrial Relations Field in Germany: Stability and Change.

11.30 – 13.30

S8.Union revitalisation in comparative perspective: a five-country study

Chair:

- **Lowell Turner**, Cornell University, USA

Speakers:

- **Martin Behrens**, Hans Boeckler Foundation, Germany and Rick Hurd, Cornell University, USA

- **Ed Heery**, Cardiff University, UK and Lee Adler, Cornell University, USA

- **Carola Frege**, Rutgers University and LSE, USA and John Kelly, London School of Economics (LSE), UK

11.30 – 13.30 **S11. Privatisation and Liberalisation of public services: the impact on labour relations. The cases of transport and health sectors.**

Chairs:

- **Lorenzo Bordogna**, University of Milan, Italy
- **Roberto Pedersini**, University of Milan, Italy

Participants:

- **Ph. Mossé**, LEST, France
- **A. Ponzellini**, University of Bergamo, Italy
- **S. Bach**, Kings College, UK
- **O. Jacobi**, Laboratorium Europe
- **A. Pendleton**, Metropolitan Manchester University, UK
- **A. Martin Artilés**, Universitat Autònoma de Barcelona, Spain

17.00 – 19.00 **S10-Building Industrial Relations Country Profiles for the EU 10**

Moderator:

- **Timo Kauppinen**, European Foundation, Ireland

Introductory Speech:

- **Steffen Lenhdorf**, Institute Arbeit und Technik, Gelsenkirchen, Germany

Group Work participants:

- **Lorenzo Bordogna**, University of Milan, Italy
- **Ludivit Cziria**, Research Institute of Labour Social Affairs and Family, Bratislava, Slovak Republic
- **Grazina Gruzdienė**, Lithuanian Trade Union Confederation, Vilnius, Lithuania
- **Pjotr Kulpa**, Ministerstwo Gospodarki, Pracy i polityki Społecznej, Warszawa, Poland
- **Sebastian Schief**, Institute Arbeit und Technik, Gelsenkirchen, Germany
- **Metka Stoka-Debevic**, Ministry of Labour, Family and Social Affairs, Ljubljana, Slovenia
- **Kaia Philips**, University of Tartu, Estonia

STUDY GROUP

17.00 – 19.00 **SG 5- Studies in the European Social Model**

13.30 – 15.00 Lunch Break

15.30 – 17.00 **CLOSING SESSION**

- **Mário Pinto**, APERT President, Portugal (Moderator)
- **Russell D. Lansbury**, IIRA President Elect, Australia
- **Willy Burshak**, European Foundation Acting Director, Ireland
- **Tayo Fashoyin**, IIRA Secretary, Switzerland
- **João Proença**, Congress Executive Committee President/General Workers Union General Secretary, Portugal
- **Santana Lopes**, Prime Minister of Portugal*

* To be confirmed

September 11, Saturday

IIRA STUDY GROUPS

- 09.30 –17.30 **SG 1- Industrial Relations as a Field and Industrial Relations Theory**
- 09.30 –16.00 **SG 2- Gender and Industrial Relations Network**
- 09.30 – 13.00 **SG 3- Equality in Pay and Employment**
- 09.30 – 13.00 **SG 4- Worker’s Participation**
- 14.30 – 17.30 **SG 6- Public Policy and Industrial Relations**
- 09.30 – 13.00 **SG 10- Flexible Work Patterns**
- 09.30 –17.30 **SG 13- Human Resource Management**
- 09.30 –17.30 **SG 15- Research Methods in Industrial Relations**
- 09.30 – 13.00 **SG 16- Industrial relations in the Public Sector**
- 14.30 – 17.30 **SG 20- Industrial Relations in Countries in transition from Centrally Planned to Market Economies**