

Dear Colleagues and Friends,

We are pleased to welcome you at the 7th IIRA European Congress, which will take place in Estoril-Portugal from September 8th to 10th, 2004. It is the first time this Congress takes place in Portugal.

By choosing the title "The Future of Work in Europe: The Market and Economic and Social Cohesion" we wish to emphasise the present importance of social cohesion issues and their articulation with industrial relations. Currently, this question assumes a greater importance in view of EU enlargement. There will be three themes concerning the new challenges, which will be discussed according to the speakers' presentations.

We will have during this Congress a strong participation of specialists that come from the universities, public administration and social partners from nearly all the European countries, as well as specialists from all the other Continents.

We are very honoured by the presence of Dr. Jorge Sampaio, President of the Portuguese Republic at the opening session and by the presence and support of the Portuguese Government.

Lisbon is usually wonderful in September. We will do our best to organize a most interesting Conference in a relaxing atmosphere.

With your participation and cooperation certainly we'll have a very good Congress.

Sincerely

Mário Pinto
APERT President
Congress Scientific Committee President

João Proença
APERT Vice-President
Congress Executive Committee President

Estoril Congress Center



The secret of holding a successful meeting or congress depends on a very wide range of factors, which can hardly be found in a single place. The Estoril Coast is one of these rare places where you can find sunshine, a mild climate by the sea, excellent food, a beautiful landscape and an atmosphere that is both relaxing and sophisticated, along with modern, ample and well equipped facilities with well trained staff.

There is a direct public bus service from Lisbon airport to Estoril

The Estoril Coast, profiting from all the advantages of a capital city but without any of its disadvantages (25/28km from the Lisbon downtown) offers a perfect combination of rest and entertainment which is capable of bringing together intense and useful working sessions and an interesting and well planned social and leisure events.

Those travelling from Lisbon to Estoril will be delighted with the coastline views. Further along the coastline are the beaches of Carcavelos, Parede and of course Estoril, Cascais and Guincho.

Beaches on the Estoril Coast and Cascais face south in a continuous line from the Tagus estuary and are known for their calm waters and fine sand. All modern facilities are available – changing rooms, beach tents, shades, restaurants, bars, etc. Guincho beach, lying at the foot of the Sintra hills and facing the Atlantic, should not be missed. The sand dunes blend subtly with the pine trees, the sea rich in fish - rushes here and there into majestic caverns such as the famous Boca do Inferno, which is well worth a visit.



Estoril Congress Center
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General Workers Union, UGT General Secretary – Eng. João Proença

SCIENTIFIC COMMITTEE

President – Prof. Mário Pinto – President APERT; Portuguese Catholic University

Rapporteur Track 1 – Prof. Franz Traxler – Vienna University

Rapporteur Track 2 – Prof. Monteiro Fernandes – ISCTE – Instituto Superior de Ciências do Trabalho e da Empresa – Lisboa; Universidade Lusíada - Porto

Rapporteur Track 3 – Dr. Kevin P. O’Kelly – University of Limerick, Ireland

Prof. António Casimiro – Economics College, Coimbra University

Prof. Bernardo Xavier – Portuguese Catholic University

Profª Maria João Rodrigues – President of European Commission Report of High Level Group on Industrial Relations and Change in European Union

Prof. Marinús Pires de Lima – APERT Fiscal Council Chairman; Institute of Labour and Enterprise Sciences; Lisbon

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EUROPEAN CONGRESS GENERAL THEME

THE FUTURE OF WORK IN EUROPE

The market and the economic and social cohesion

Objectives

Work in Europe is undergoing a profound transformation, both in terms of working conditions and of regulation of the challenges posed by the internationalisation of markets, by regional integration and by internal changes within organisations. Technological change and the transition to a knowledge-based economy, changing employment and labour markets, demographic change and a new balance between family, work and education have become individual and collective challenges. This situation underlines the importance of the appearance of new organisational strategies to enable all those involved in the world of work to exercise their voice and influence.

Social partners and public authorities throughout Europe have redoubled their efforts at social creativity with new undertakings, new roles and new responsibilities. Economic and monetary union, the institutional reinforcement of Europe to achieve greater social and political integration and the imminent enlargement of the European Union are challenges to the agendas of those responsible for industrial relations systems at National and European levels.

A number of issues demand discussion, such as the current context of increased competition and social differentiation, in which new forms of political co-ordination increase both the complexity of the context and the need for interactivity in industrial relations and where reinforcing social cohesion is indispensable demands discussion.

Tracks

1-Industrial Relations, globalisation and competitive pressures.

2-The social dialogue and the new challenges for social partners in Europe

3-The enlargement of the European Union and Beyond

Programme Information

The Congress is organised in three main themes. Each theme will start with a plenary session, which will be followed by workshops.

Special seminars and various other events with a number of international specialists will concentrate on key issues of European industrial relations.

In addition, pre-Congress activities will focus on Portuguese labour relations, with participants having the opportunity to visit one firm for discussions with employees and management.

IIRA Study Groups will meet immediately after the Congress.

<p>TRACK 1 – Industrial Relations, Globalisation and Competitive Pressures Franz Traxler, University of Vienna</p>
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Globalisation is a complex phenomenon. As regards industrial relations, its most important dimension is internationalisation of markets and capital which has paved the way for manifold economic and technological changes in terms of corporate governance, production systems, work organisation, the sectoral and occupational structure of the economy, macroeconomic policy, etc.

Globalisation, understood as internationalisation of markets and capital, poses a considerable challenge to the traditional patterns of industrial relations for two main reasons:

- As a transnational process, globalisation is at odds with the established institutions of industrial relations, whose scope of regulations is still confined in territorial (in particular national) terms.
- Since globalisation of markets and capital both expands and intensifies market competition on a world-wide scale, it threatens to erode organised industrial relations. This is because organised industrial relations have to rely on the solidaristic principle of collective action, whereas market competition stimulates opportunist strategies, oriented towards the self-interest of the actors.

In line with this, globalisation is often presumed to transform the traditional patterns of industrial relations in two ways. First, it is argued to have a homogenising effect on industrial relations due to its transnational nature. This implies that the differences in industrial relations institutions across countries are evaporating. Second, globalisation is assumed to undermine organised industrial relations which have been characteristic of most European countries so far.

However, the globalisation thesis, as outlined above, has met strong criticism. There are numerous studies that have shown that cross-national differences in industrial relations continue to exist, implying that organised industrial relations have survived in many countries. Possible explanations for this observation are as follows: Economic internationalisation has more or less remained below the threshold of real globalisation, because trade penetration takes place mainly within the large economic blocs (e.g. Europe, America, the Asia Pacific region). Globalisation of

markets imposes contradictory needs on industrial relations, namely higher flexibility on the one hand, and enhanced cooperation on the other. Last but not least, the national industrial relations systems have been able to process and filter market pressures.

At any rate, the continued public concern about the destructive forces of internationalised market competition in general and globalisation in particular requires reconsidering their actual impact on industrial relations from an analytical as well as empirical perspective.

Important topics related to the actors and levels of industrial relations are as follows:

- How much have multinational enterprises contributed to the homogenisation of industrial relations in terms of labour standards (including downward pressures on wages), employment practices, work organisation and employee workplace representation?
- How do small and medium-sized enterprises and their industrial-relations practices respond to growing international competition?
- Have employer associations and unions undergone essential change in policies, tasks, membership and organisational structures in response to the challenge of globalisation?
- How much does globalisation affect sectoral industrial relations differently? In other words, does globalisation cause growing divergence between protected sectors and sectors exposed to international competition? If yes, what is the consequence for the national industrial relations systems as a whole?
- How does collective bargaining relate to globalisation and intensified market competition? Does it decline? Is it used as a means of enhancing competitiveness or is it seen as an impediment?
- Do globalisation and competitive pressures foster or undermine macro concertation of policies among government and the confederations of business and labour?

WORKSHOPS

- 1W1 – Globalisation, Industrial Relations and the Multinational Enterprises
- 1W2 – Globalisation, Working Condition and Employment Strategies
- 1W3 – Globalisation, Working Conditions and Employment Strategies
- 1W4 – Globalisation and its Implications for Trade Unions
- 1W5 – Globalisation, Collective Bargaining and Other Forms of Employment Regulation
- 1W6 – Globalisation, Collective Bargaining and Other Forms of Employment Regulation

TRACK 2 – Social Dialogue and the New Challenges for Social Partners in Europe
Prof. Monteiro Fernandes, Instituto Superior de Ciencias do Trabalho e da Empresa, Lisbon

The scope of the tracks is a consequence of the growing intensity and depth of the debates, both at European and the national level, on the role of social dialogue and different forms of participation in the framework of economic and social governance. The importance of this complex argument reveals itself in a large number of issues that refer to the structures, methods, levels, actors and strategies through which the industrial relations systems work and make themselves relevant. The development of bargaining mechanisms in the framework of European regulatory action, the evolution of single national systems, the search for an adequate system for the public sector, the efficiency of social dialogue as an instrument of employment, training or gender policies, as well as its capabilities to tackle present-day challenges of flexibility and new forms of work, should be comprehensively discussed. New developing forms of social dialogue at the company level – including European Works Councils, employee involvement in the European Company and the new rules on information and consultation – as well as some national experiences in the field of social partnership, offer a complementary dimension of the general theme to be dealt with in this track.

WORKSHOPS

- 2W1 – Social Dialogue at Community Level
- 2W2 – Industrial Relations: Systems and National Experiences – The Trade Union Movement
- 2W3 – Collective Bargaining: Levels, Strategies, Impacts
- 2W4 – Collective Bargaining: Levels, Strategies, Impacts
- 2W6 – Employment/European Employment Strategy
- 2W7 – Employment/Lisbon Strategy
- 2W8 – Employment/Public Services
- 2W9 – Gender/ Equality Diversity
- 2W10 – Gender/ Equality, Diversity
- 2W11 – Participation/European Works Councils
- 2W12 – Participation/Information and Consultation at European Level
- 2W13 – Participation and Change
- 2W14 – Participation: The National Debates
- 2W15 – Participation: The National Debates
- 2W16 – Flexibility
- 2W17 – Flexibility
- 2W18 – News Forms of Work/Tendencies/Future of Work
- 2W19 – News Forms of Work/Tendencies/Future of Work

TRACK 3 – The Enlargement of the European Union and Beyond
Dr. Kevin P. O’Kelly, University of Limerick, Ireland

The past fifteen years have seen enormous changes in the social, political and economic landscape of Europe as planned systems gave way to greater democracy and the introduction of the market economy, as the countries of Western Europe tried to adjust to accommodate this new landscape. This year sees the culmination of this process with the expansion of the European Union to include eight of the countries of Central and Eastern Europe as new Member States.

While impacting on all the peoples of Europe, these changes have most affected the lives of the people of these, nowhere more than on social policies and in the workplace. The transition, which resulted in economic decline in the countries of Central and Eastern Europe, in turn, resulted in many workers been exposed to exploitation, a drop in social protection and workplace standards, with the most vulnerable, such as the less skilled, older workers, women and those with disabilities, losing jobs.

Among the major changes contributing to a lowering of employment levels is the process of privatization of the old State enterprises adopted in all countries. Privatisation has resulted in major restructuring of companies and sectors, with the inevitable loss of jobs and the related loss of social services, such as housing, health and education, provided at the workplace. The transition also saw the emergence of entrepreneurship and the growth of the private sector with its different approach to employment relations, reflecting the emerging market economies.

Worker representation structures also changed with the fragmentation of the previously centralized trade union and the establishment of new independent unions, while, at the same time, the level of unionisation was falling as disillusionment with the unions, based on their role under the old system, took hold. On the other side of the social partnership the introduction of the market economy also saw the establishment of new employers’ organizations where none had existed before.

The objective of joining the European Union, adopted at an early stage in the transition, provided the impetus for change across the former planned economies, from the Baltic Sea to the Black Sea, as countries introduced a legal environment within which the market economy could operate and would be on line with the EU *acquis communautaire*. New labour legislation formed a key part of this process of legislative change, setting out new frameworks for the employment relations, including the role of representative bodies, employee involvement and social dialogue arrangements, worker rights, health and safety and equality.

The drive towards the market economy and associated labour relations took hold, not only in the EU Accession Countries, but it has also spread into neighboring European countries, such as Russia, Ukraine and other former Soviet countries, as these economies also introduced political and economic reform. Turkey, also, is addressing the need to modernize its economy, for example, through privatization, and its labour market through greater workplace flexibility and the introduction of social dialogue arrangements, as it prepares to negotiate EU membership.

Other complicating developments are a) the growing concern in Europe with social inclusion and finding an acceptable balance between the demands of work and family life; and b) the growing concerns with the impact of industry on the environment. The European Commission, the governments and social partners of the Member States through the concept of Corporate Social Responsibility are exploring ways to deal with these dilemmas.

Track 3 will seek to address the wide range of issues that have emerged as a result of the transformation of Europe since the demise of planned economic systems. It will examine the key topics of:

- Changes in labour law;
- The impact on employment, including on certain categories of workers;
- The role of social dialogue and social partnerships in the introduction of workplace flexibility;
- The affects on trade unions and unionization; and social cohesion and family friendly policies.

WORKSHOPS

- 3W1 – Industrial Relations at EU Enlargement
- 3W2 – Labour Law and Labour Rights
- 3W3 – Trade Unions and The Challenge of Unionisation
- 3W4 – Social and Employment Pacts
- 3W5 – Employment
- 3W6 – National Developments in Social Dialogue
- 3W7 – Work/Life Balance and Gender Issues

IIRA 7TH EUROPEAN CONGRESS

PROGRAMME

September 7, Tuesday

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

September 8, Wednesday

09.30 – 11.00 - OPENING SESSION

TRACK 1 - "INDUSTRIAL RELATIONS, GLOBALISATION AND COMPETITIVE PRESSURES"

11.30 – 13.00 - PLENARY SESSION

15.00 – 16.30 - WORKSHOPS	17.00 – 19.00 - WORKSHOPS
1W1 – Globalisation, Industrial Relations and the Multinational Enterprises 1W2 – Globalisation, Working Condition and Employment Strategies 1W4 – Globalisation and its Implications for Trade Unions 1W5 – Globalisation, Colective Bargaining and Other Forms of Employment Regulation	1W3 – Globalisation, Working Conditions and Employment Strategies 1W6 – Globalisation, Colective Bargaining and Other Forms of Employment Regulation

15.00 – 16.30 - SPECIAL SEMINARS (S4)

15.00 – 19.00 - STUDY GROUPS (SG1 + SG15)

17.00 – 19.00 - SPECIAL SEMINARS (S5, S6, S9)

September 9, Thursday

TRACK 2 - "THE NEW CHALLENGES FOR SOCIAL PARTNERS IN EUROPE"

09.30 – 11.00 - PLENARY SESSION

15.00 – 17.00 - WORKSHOPS	17.00 – 19.00 - WORKSHOPS
2W1 – Social Dialogue at Community Level 2W2 – Industrial Relations: Systems and National Experiences – The Trade Union Movement 2W3 – Collective Bargaining: Levels, Strategies, Impacts 2W6 – Employment/European Employment Strategy 2W8 – Employment/Public Services 2W10 – Gender/ Equality, Diversity 2W11 – Participation/European Works Councils 2W14 – Participation: The National Debates 2W16 – Flexibility 2W18 – News Forms of Work/Tendences/Future of Work	2W4 – Collective Bargaining: Levels, Strategies, Impacts 2W7 – Employment/Lisbon Strategy 2W9 – Gender/ Equality Diversity 2W12 – Participation/Information and Consultation at European Level 2W13 – Participation and Change 2W15 – Participation: The National Debates 2W17 – Flexibility 2W19 – News Forms of Work/Tendences/Future of Work

11.30 – 13.00 - SPECIAL PANEL "THE LISBON STRATEGY"

13.00 – 13.30 - IIRA Presentation Book

17.00 – 19.00 - SPECIAL SEMINAR (S1, S2, S3)

20.00 - DINNER WITH SHOW

September 10, Friday

TRACK 3 - "THE ENLARGMENT OF THE EUROPEAN UNION AND BEYOND"

09.30 – 11.00 - PLENARY SESSION

11.30 – 13.30 - WORKSHOPS
3W1 – Industrial Relations at EU Enlargement 3W2 – Labour Law and Labour Rights 3W3 – Trade Unions and The Challenge of Unionisation 3W4 – Social and Employment Pacts 3W5 – Employment 3W6 – National Developments in Social Dialogue 3W7 – Work/Life Balance and Gender Issues

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

Room A

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

António Capucho, Cascais Mayor

Luís Aparício Valdez, Internacional Industrial Relations Association President

Tiziano Treu, Università Católica de Milano, Italy

Jorge Sampaio, President of the Portuguese Republic

11.30 – 13.00

PLENARY SESSION – TRACK 1

Room A

"INDUSTRIAL RELATIONS, GLOBALISATION AND COMPETITIVE PRESSURES"

Chair

Luis Pais Antunes, Labour Secretary of State, Portugal

Rapporteur:

Franz Traxler, University of Vienna, Austria

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

WORKSHOPS TRACK 1

Room C

15.00 – 16.30

1W1 – Globalisation, Industrial Relations and the Multinational Enterprises

Chair

Lorenzo Bordogna, University of Milan, Italy

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)

September 8, Wednesday

15.00 – 16.30
Chair

1W2 – Globalisation, Working Condition and Employment Strategies
Maria Luisa Cristovam, Universidade Autónoma de Lisboa, Portugal

Room A

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
Chair

1W4 – Globalisation and its Implications for Trade Unions
Berndt Keller, University of Constanz, Germany

Room D

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
Chair

1W5 – Globalisation, Colective Bargaining and Other Forms of Employment Regulation Room B
Reija Lilja, Labour Institute for Economics Research, Finland

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)

15.00

SPECIAL SEMINARS

15.00 – 16.30
Chair
Keynote Speakers

S4.Changing role of the state in Industrial Relations: A Comparative Perspective
Serafino Negrelli, University of Brescia, Italy
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"

Room E

15.00 **STUDY GROUPS**

15.00 – 19.00 SG1 and SG15 Meeting Together **Room F**

17.00 **WORKSHOPS - TRACK 1**

17.00 – 18.30 1W3 – Globalization, Working Conditions and Employment Strategies **Room A**

Chair **Marínus Pires de Lima**, Instituto Superior de Ciências Sociais da Universidade de Lisboa, Portugal

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 **Room B**

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

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

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 **SPECIAL SEMINARS**

17.00 – 19.00 S5. Participation and new forms of work organisation in Southern Europe. Problems and Trends. **Room D**

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

September 8, Wednesday/September 9, Thursday

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** **Room C**
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. Restructuring Employment Relations in Telecommunications Services: International Perspectives** **Room E**
Chair **Greg J. Bamber**, Griffith University, Australia and
Owen Darbshire, Oxford University, UK
Participants **Owen Darbshire**, Pembroke College, Oxford University, UK
"Fragmentation, Variation, and Union Decline: Employment Relations in British Telecommunications"
Lutz Michael Buchner, Deutsche Telekom, Institute of Education
Rückert, Klaus, European Institute for Labor and Industrial Relations, Germany
"Industrial Relations in Deutsche Telekom: From Monopoly to Competition"
Marco Buatier de Mongeot, European Sectorial Social Dialogue Committee for Telecommunications
"Industrial Relations in Telecom Italia: From Monopoly to Competition"
Sonia Larangeira, UFRGS, Brasil
Antonio Carvalho Neto, Pontificia Universidade Catolica de Minas Gerais, Brasil
"The Privatization Of Telecommunications In Brazil: Global Influence and Local Implications"
Greg J. Bamber, Griffith Business School, Griffith University, Australia
Peter Ross, Griffith Business School, Griffith University, Australia
"A Comparative Analysis on Downsizing and Outsourcing in Australia and New Zealand"

September 9, Thursday

09.30 – 11.00 **PLENARY SESSION - TRACK 2** **Room A**
"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
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, Göhingen, 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”** **Room A**
- Chair* **Maria João Rodrigues** Instituto Superior de Ciências do Trabalho e da Empresa, Lisboa, Portugal
- Rapporteur* **Jackie Morin**, European Union Commission, Belgium
- Commentators* **João Cravinho**, European Centre of Entreprises with Public Participation and of Entreprises of General Economic Interest - CEEP, Bruxelles
- Heitor Salgueiro**, Union of Industrial and Employers Confederation in Europe - UNICE, Bruxelles
- Reiner Hoffman**, European Trade Union Confederation - ETUC, Bruxelles
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- 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
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- 15.00** **WORKSHOPS TRACK 2**
- 15.00 – 16.30** **2W1 – SOCIAL DIALOGUE AT COMMUNITY LEVEL** **Room G**
- Chair* **Janice Bellace**, University of Pennsylvania, USA
- Peter Kerckhofs**, European Trade Union Institute,- Belgium
 “European Social Dialogue on Lifelong Learning” (32)
- 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** **Room F**
- Chair* **Tayo Fashoyin**, IIRA Secretary, ILO, Switzerland
- 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 – 17.00** **2W3 – COLLECTIVE BARGAINING: LEVELS, STRATEGIES, IMPACTS** **Room B**
- Chair* **António Dornelas**, Instituto Superior de Ciências Sociais da Universidade de Lisboa, Portugal
- Carlo Dell’Aringa, Claudio Lucifora, Nicola Orlando**, Università Cattolica , taly
 “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)

September 9, Thursday

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)

Roberto Pedersini, University of Milan, Italy
"Liberalisation processes and industrial relations: The impact on representation and collective bargaining" (80)

15.00 – 17.00
Chair

2W6 – EMPLOYMENT/EUROPEAN EMPLOYMENT STRATEGY

Room C

Janine Goetschy, University of Nanterre, University of Bruxelles, Belgium

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
Chair

2W8 – EMPLOYMENT/PUBLIC SERVICES

Room D

Almeida Freire, Employers Trade and Services Confederation, Portugal

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
Chair

2W10 – GENDER/ EQUALITY, DIVERSITY

Room E

Linda Dickens, Warwick Business School, UK

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)

