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INTERNATIONAL LABOUR OFFICE
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PHOTO GALLERY

December 2005

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President:

Prof. Luis APARICIO-VALDEZ
Asociación Peruana de Relaciones de Trabajo (APERT)
Av. Paseo de la República 6236
Miraflores, LIMA, Peru
Tel.: (+51-1) 447 2020 or 447 3738
Fax: (+51-1) 241 5657
E-mail: laparicio@aele.com

President-Elect:

Professor Russell D. LANSBURY
Head, Department of Industrial Relations
University of Sydney
SYDNEY, NSW 2006
Australia
Tel: (+61-2) 9351-3077
Fax: (+61-2) 9351-4729
E-mail: r.lansbury@econ.usyd.edu.au

Past President:

Prof. Dr. Manfred WEISS
Institut für Arbeitsrecht
Johann Wolfgang Goethe-Universität
Senckenberganlage 31,
Postfach 11 19 32
D-60054 FRANKFURT-AM-MAIN
Germany
Tel.: (+49-69) 798-22731
Fax: (+49-69) 798-22323
E-mail: M.Weiss@jur.uni-frankfurt.de

Secretary:

Prof. Tayo FASHOYIN
Director
ILO-Sub Regional Office for Southern Africa
International Labour Organization
8 Arundel Office Park
Norfolk Road – Mt Pleasant
PO Box 210
Harare
Zimbabwe
Tel.: (+263-4) 36 98 15
Fax: (+263-4) 36 98 13
E-mail: Fashoyin@ilo.org

IIRA Secretariat

Ms. Johanna Boixader – de Vries
International Industrial Relations Association (IIRA)
International Labour Office
CH-1211 Geneva 22, Switzerland
Tel.: (+41 22) 799 6841 or 7371
Fax: (+41 22) 799 8541 or 8749
E-mail: iira@ilo.org or boixader@ilo.org

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Internet: www.ilo.org/iira

NEWS FROM THE IIRA SECRETARIAT

Dear Members,

Our last major event for 2005 has come and gone. The 4th African Congress which took place in Mauritius during 28-30 November was a hugely successful event. The congress attracted 131 registered participants from 16 countries, including South Africa, Nigeria, Ghana, Tanzania, Madagascar, Malawi, Zimbabwe and, of course, Mauritius. Outside Africa, delegates came from Australia, UK, US, Netherlands, Philippines and Switzerland. Apart from the stimulating debates on the themes of the congress, which is reported elsewhere in this *Bulletin*, participants were treated to a welcome exploit of the famous Mauritian hospitality. One of the highlights of the congress was the announcement of the creation of the MEF-HR-IR Forum, as a national association for industrial relations and human resource management practitioners in Mauritius. We commend the Organizing Committee of the Congress, under the able chairmanship of Dr Azad Jeetun, for a good job.

The occasion of the African Congress provided the IIRA to publicize the 14th World Congress among African delegates, and I am quite certain that several African delegates will attend the Lima Congress in September 2006.

The year 2005 has been an active one for the IIRA, and I would like to take this opportunity to thank all our esteemed members, study group coordinators, national associations and institutional members and, not least the Officers and Members of the Executive Committee for making the year intellectually inspiring. Johanna Boixader-de Vries, our Administrative Assistant, continued to be innovative in her dedicated work in the Secretariat, and I commend her commitment. I am confident that the New Year will give all of us a renewed energy to make 2006, and particularly the 14th World Congress a rewarding experience.

It now remains for me to wish every member Merry Christmas, and a happy, prosperous and productive New Year.

Tayo Fashoyin
IIRA Secretary

14TH IIRA WORLD CONGRESS

SOCIAL ACTORS, WORK ORGANIZATION AND NEW TECHNOLOGIES IN THE 21ST CENTURY

LIMA, PERU, 11-14 SEPTEMBER 2006

Dear members of the IIRA,

The 14th World Congress of the International Industrial Relations Association will be held in Peru. Never before has a developing country been chosen to host this event. The honor -and the responsibility that comes with it-is unprecedented. We believe Peru is the perfect setting for such an important event and we welcome, as from now, all of you to participate.

The Asociación Peruana de Relaciones de Trabajo is pleased to be responsible for the organization of the 14th World Congress of the International Industrial Relations Association. The Congress is scheduled to be held on the campus of Universidad de Lima.

Four of the most important universities from Peru are joining the Asociación Peruana de Relaciones de Trabajo in the great effort to host the 14th World Congress; Universidad Nacional Mayor de San Marcos, Pontificia Universidad Católica del Perú, Universidad de Lima and Universidad de San Martín de Porres. The Consejo Nacional del Trabajo, Peru's tripartite national labor council, whose members are from employers' and workers' confederations and associations and The Organización Internacional del Trabajo (ILO) support this event.

Luis Aparicio Valdez German
President of the IIRA
Asociación Peruana de Relaciones de Trabajo

Ramirez Gaston
President
Organizing Committee

NEWS FROM THE ORGANIZING COMMITTEE

The Scientific Commission is responsible for the selection process for presentations during the Congress and it is composed by Professor Denis Sulmont from Pontificia Universidad Católica del Perú, Russell Lansbury from Sydney University, Maria Cook from Cornell University, Graciela Bensusan from Universidad Autónoma de México, Hector Lucena from Universidad de Carabobo, and Anil Verma from Toronto University.

Since our last announcement both the Scientific Commission and the Organizing Committee have been devoted to the selection process of participants for the World Congress. The deadline for abstract reception was December 31st, 2004. We received more than 400 abstracts from more than 420 professors from all around the world.

The countries that demonstrated most interest in the World Congress, measured by the amount of abstracts submissions were Spain (with 23 abstracts), Australia (22), Venezuela (21), Brazil (21), Germany (20), Norway (17) and the United Kingdom (15). We are very satisfied to witness the interest of colleagues from all parts of the world from as far as Philippines (13), South Korea (11), India (10), China (9), Nigeria (8), South Africa (5) Japan (3), Nepal (2), Sudan (1), Ghana (1), Lesotho (1), New Guinea (1), and Fiji (1).

At this moment, more than 100 abstracts have been chosen for oral presentation during the World Congress in the plenary sessions and workshops from the five themes and more than 300 other colleagues will be given the opportunity to present their research at the Research Presentation Session.

All of the papers selected as oral presentations are scheduled to be completed and submitted to the Organizing Committee by December 31, 2005.

	MONDAY September 11	PRE-CONGRESS 1:00 PM	REGISTRATION 4:00 PM	OPENING CEREMONY 6:00 PM	WELCOMING RECEPTION 7:00 PM
<p style="text-align: center;">Main Program</p> <p style="text-align: center;">September 11-14, 2006</p> <p>Final determination of workshop themes will be made on the basis of full paper submissions. More information on the special seminars will be available in the Preliminary Congress Program and on the web site of the World Congress. *preliminary topical focus</p>	<p style="text-align: center;">TUESDAY September 12</p>	<p>PLENARY SESSION TRACK 1 Social Dialogue, Economic Freedom and Industrial Relations Rapporteur: Csilla Kolonay – Lehoczky, Hungary 9:00 am</p> <p>PLENARY SESSION TRACK 2 Human Resource Management and the New labor Relations Rapporteur: Nick Wailes, Australia 11:00 am</p>	<p>RESEARCH PRESENTATION SESSION 1:30 pm</p> <p>WORKSHOPS TRACK 1 * - Social Dialogue and Labor Revitalization: The Strategic Role of Gender, Education, Coalitions, and New Technologies - Transnational Corporations, Labor Regulation, and Social Dialogue - Evaluating Conditions for Successful Social Dialogue - Changes in Labor Market Regulation and Labor and Employment Relations: National and Comparative Perspectives - Transformations in Union Political Action: Lessons from Europe 2:00 pm</p> <p>WORKSHOPS TRACK 2 * - New Labour Relations and Human Resource - Management in the Global Economy - New Work; New Workers - Voice and representation: Continuities and Changes - Challenges for and Consequences of Human Resources Management 2:00 pm</p>		<p style="text-align: center;">SPECIAL SEMINARS 4:00 pm</p>
	<p style="text-align: center;">WEDNESDAY September 13</p>	<p>PLENARY SESSION TRACK 3 Productive Employment and Education Rapporteur: Rene Ofreneo, Phillipines 9:00 am</p> <p>PLENARY SESSION TRACK 4 Policies of Social Protection Rapporteur: Alejandro Bonilla, México 11:00 am</p>	<p>RESEARCH PRESENTATION SESSION 1:30 pm</p> <p>WORKSHOPS TRACK 3 * - Training Along Life - Investment in Education and Labor Force Training - Education and Labor Training Strategies Toward productive Employment in Industrialized Countries - Education and Labor Training Strategies Toward productive employment in developing Countries - Technology, Innovation and Competitiveness 2:00 pm</p> <p>WORKSHOPS TRACK 4 * - The High Lane Strategy of Social Protection: The European experience - Social Protection in Developing Countries - Social protection and Equality Policies (gender and age) - Social Protection in the Informal Sector 2:00 pm</p>		<p style="text-align: center;">SPECIAL SEMINARS 4:00 pm</p> <p style="text-align: center;">DINNER PARTY 7:00 pm</p>
<p style="text-align: center;">Main Program</p> <p style="text-align: center;">September 11 - 14, 2006</p> <p>Final determination of workshop themes will be made on the basis of full paper submissions. More information on the special seminars will be available in the Preliminary Congress Program and on the web site of the World Congress. *preliminary topical focus</p>	<p style="text-align: center;">THURSDAY September 14</p>	<p>PLENARY SESSION TRACK 5 Integration and Free Trade in the Americas: How much trade or quality of life? Rapporteur: Rita Giancalone, Venezuela 9:00 am</p>	<p>RESEARCH PRESENTATION SESSION 11:00 am</p> <p>WORKSHOPS TRACK 5 * - South America - North America - Europe and Asia 11:00 am</p>		<p style="text-align: center;">SPECIAL SEMINARS 11:00 am</p> <p style="text-align: center;">IIRA STUDY GROUPS 2:30 pm</p> <p style="text-align: center;">CLOSING CEREMONY 6:00 pm</p>

Registration

Assistants can register by faxing the complete registration form with payment and on site Monday 11th, 2006. A registration form is available at the Congress website www.apert.com.pe. Bookings for hotels and travel arrangements are also available at this site.

Opening Ceremony and Reception

Monday, September 11, 2006 18:00

The 14th World Congress of the IIRA will officially commence on Monday, September 11, 2006 at 18:00 pm. Following the opening ceremony the Asociación Peruana de Relaciones de Trabajo will offer a welcoming reception for all Congress participants at one of Peru's most important colonial sites.

Congress Fees (In US\$)

	July 1, 2005 Oct. 31, 2005	November 1, 2005 July 31, 2006	From August 1, 2006 on
IIRA members	220	250	300
Non-members	270	300	350
Students	80	100	120
Accompanying persons (badge)	80	80	80

The registration fees covers admission to all Congress sessions, Congress papers, the welcoming reception following the opening ceremony, the closing ceremony and coffee breaks. These fees include the corresponding taxes.

Pre-Congress

The registration fee for the Pre-Congress includes transportation to the enterprises and a box lunch. These fees include the corresponding taxes.

Dinner Party (Optional)

The dinner party fee includes the Peruvian folklore show and dinner. These fees include the corresponding taxes.

Social Events

In addition to the welcoming reception following the opening ceremony, all Congress participants are invited to attend a reception on the evening of Wednesday, September 13, 2006. This will be a dinner party with a presentation of Peruvian folklore. This is an optional activity. Additional events are being planned for the Congress participants on an optional basis.

Congress Venue: Lima, Peru

Universidad de Lima

Av. Javier Prado Este s/n Monterrico, Lima 33. Perú

Convenors:

International Industrial Relations Association (IIRA)

Asociación Peruana de Relaciones de Trabajo (APERT)

Scientific Committee:

Anil Verma

Toronto University (Canada)

Denis Sulmont

Pontificia Universidad Católica del Perú (Perú)

Hector Lucena

Universidad de Carabobo (Venezuela)

Graciela Bensusan

Universidad Autónoma de México (México)

María Lorena Cook

Cornell University (USA)

Russell Lansbury

Sydney University (Australia)

Program and Organization Commission:

German Ramirez-Gaston B. (President)

Mario Pasco-C.

Daniel Valera L.

Martin Carrillo C.

Leopoldo Gamarra V.

Guido Echevarria C.

Claudio Sarmiento M.

Adolfo Ciudad R.

Paloma Martínez Hague (Executive Secretary)

Contact Addresses:

<http://www.apert.com.pe>

limacongress@apert.com.pe

pmartinezhague@apert.com.pe

Asociación Peruana

de Relaciones de Trabajo (APERT)

Paseo de la República 6236, oficina 101.

Miraflores, Lima 18, Perú. Fax: (51-1) 610-410

THE 4TH AFRICAN REGIONAL CONGRESS



4th IIRA African Regional Congress

28 - 30 November 2005, Hilton Mauritius Resorts & Spa

**A NEW VISION OF INDUSTRIAL RELATIONS FOR AFRICA:
HARMONISING SOCIAL AND ECONOMIC STRATEGIES IN A GLOBALISING WORLD**

The 4th IIRA African Congress in Mauritius was a huge success. For those who were not able to attend, or those who would like to have a snapshot of the congress, here below is a summary, kindly provided by a participant at the congress.

**SUMMARY OF THE PROCEEDINGS OF THE 4TH REGIONAL AFRICAN CONGRESS.
By Ms. Ada Okoye, Doctoral Student, University of Cape Town Law School**

INTRODUCTION

The Congress registration commenced on Sunday, 27th November, 2005 as participants arrived from various countries and continued on the morning of the 28th. The Hilton Hotel Resort & Spa, venue of the Congress, was located within a convenient distance of other hotels in the Flic-en-Flac area where many participants lodged. Abstracts of papers presented were published and included in the registration packs, as well as CDs of the full text of papers and other useful materials. Consequently this report will reflect more of interventions and responses to presentations rather than the contents of presentations themselves. Workshops on each track were presented simultaneously, while the Special Seminar on Conciliation and Arbitration in Africa was held simultaneously with the Track 4 workshops. The report is presented under the four tracks comprised in the Congress theme.

OPENING CEREMONY

In his welcome address, Dr. Azad Jeetun, Chairperson of the National Organising Committee, expressed the delight of the Mauritius people in hosting the Congress, and described the commitment with which members of his committee went about the work of organising the Congress. This was followed by a brief speech by the IIRA President-Elect, Professor Russell Lansbury, who clearly reflected the enthusiasm with which participants were looking forward to deliberations at the Congress. Thereafter, the tripartite character of labour relations was reflected in the addresses by the President of the Mauritius Employers' Federation, Mr. Gerard Garrioch, the President of the Mauritius Trade Union Congress, Mr. Radhakrishna Sadien and the Director of the ILO Office for Madagascar, Mauritius, Comores, La Reunion, Ms Dayina Mayenga, who spoke on behalf of the ILO Regional

Director for Africa, Ms Amadi-Njoku. The Congress was thereafter opened by the Minister of Labour, Industrial Relations and Employment of Mauritius, Dr. The Hon. Vasant Kumar Bunwaree.

TRACK 1: LABOUR MARKET REFORMS: RECONCILING FLEXIBILITY AND WORKERS' ASPIRATIONS

In this track, the importance of balancing markets with equity, the necessity of expanding the tripartite structure of labour relations to include nongovernmental organisations and the alternative response of enhancing competitiveness through international labour standards were all themes that came through participants' observations. Further interventions were made on the importance of conducting the globalisation process in a way that stops it from turning into a race to the bottom, as well as the importance of revisiting the policies of multilateral bodies which make rich countries richer, at the expense of poorer ones. This session also featured a short case study on the situation in the textile industry in South Africa, describing the reduction in employment in the textile industry, as well as other challenges presented by issues such as the HIV/AIDS pandemic and the declining morale fostered by this state of affairs at the workplace. Remedial steps being taken include identifying and reducing waste in the production process, as well as promoting dispute resolution that seeks to reduce the necessity and incidence of inflicting disciplinary action on workers.

On the subject of aligning employers' expectations and requirements with workers' aspirations, South African case studies were presented on the role of higher education and alternative dispute resolution respectively. With regard to higher education, the issues that came out from the interventions were the importance of life skills as well as entrepreneurial skills in preparing students for the workplace as traditional formal employment shrinks in large companies. Further the importance of ensuring that analytical thinking is not sacrificed on the altar of employers' expectations was reinforced, and the link between the content of higher education and country prosperity, demonstrated by a recent Harvard study, was mentioned.

In respect of alternative dispute resolution (ADR), some successes and challenges of the Commission for Conciliation, Mediation and Arbitration (CCMA), which is the principal ADR system in South Africa, were highlighted. Its successes consist in the increase in the number of users from 20,000 in its early days in the mid-1990s to 120,000 in recent years, showing the preference for the system as the primary dispute-resolution channel. Another significant success of the system is the reduction in hours lost to strike. However, the excessive caseload, coupled with other factors, makes a strong case for establishing separate systems for Conciliation and Arbitration. It was also observed that the presence of lawyers can facilitate proceedings before the CCMA, as long as the Commissioner retains control of the process.

TRACK 2: HARMONIZING AFRICAN CULTURAL HERITAGE FOR SOCIAL DIALOGUE AND REGIONAL INTEGRATION

The focus in the first part of this session was the South African Public Service Bargaining Council system. This negotiation and social dialogue model, which has been recommended by the ILO, was described in detail, in the same session in which the presentation on Trade Union Consultation by employers under the South African Employment Equity Legislation was made. The main challenge identified was the transformation of the workplace culture in South Africa. A key vehicle identified to advance this process is comprehensive employee consultation and participation in the design of employment equity legislation as well as in the employment equity process. In this regard, the imperative of funding union participation and training union and employee representatives in employment equity processes was highlighted. Other findings and observations stressed the growing need felt by the Department of Labour to play a stronger advocacy role in the employment equity process. This would also be facilitated by the enhanced operation of alternative dispute resolution mechanisms which serve to relieve the Department of Labour of dispute resolution issues, thereby enabling the latter to focus on policy issues. The need to include informal processes of social dialogue occurring outside the legislative framework and used by

communities at the grassroots level was emphasised. Varying roles played by trade unions in securing democracy in Southern African states were also highlighted in this track.

TRACK 3: BEYOND FORMAL LABOUR RELATIONS: THE CHALLENGE OF THE INFORMAL ECONOMY

The multi-dimensional challenge presented by the informal sector were identified as representation, freedom of association and regulation. Key issues that came out from this session were the necessity for employers and workers, not just trade union formations, to reach out to workers in the informal economy and the usefulness of linking up informal social security schemes with formal arrangements. In view of the excessive cost of starting off a new business in relation to per capita income in sub-Saharan Africa, the imperative of devising ways of funding and facilitating the creation of micro-enterprises was reinforced. The emerging subject of employment relations in the non-profit sector characterised by non-unionist, non-pensionable and donor-dependent employment was also highlighted, using Nigeria and South Africa as case studies. A study on human resource management in small firms in Africa presented in this track revealed, among other things, certain worker perceptions of owner's involvement as a facilitating factor in employment relations. Insights from collaborative processes between the formal and informal sector in the Philippines were also presented.

TRACK 4: BUILDING SOCIAL PROTECTION SYSTEMS AND THE THREAT OF HIV/AIDS AND OTHER BARRIERS IN THE WORKPLACE

Participants' observations highlighted the importance of looking at interventions already being made by people in workplace communities and improving on these. The importance of developing educative programmes and methods, which create understanding in people on the subject of HIV/AIDS was emphasised. This, it was felt, may be more effective than placing undue reliance on publicity tools such as billboards and advertisements, and can be done in conjunction with the latter. Essential to intervention processes is the 'normalisation' of the epidemic so that people can feel free to talk about it. The role of trade unions such as NUMSA in South Africa in promoting workers' participation in HIV/AIDS programmes was emphasised. However, the low uptake by workers of free treatment offered by employers was problematic, as was the challenge of balancing the employer's duty of secrecy towards HIV positive workers with the right of uninfected people to be protected.

CONCLUSION

Following the intensive and enriching deliberations and engagements described above, the 4th IIRA Africa Regional Congress was brought to a close on the afternoon of Wednesday, 30th November, 2005. At the closing session, the IIRA Secretary, Professor Tayo Fashoyin, delivered a closing speech, in which he highlighted future events, starting with the World Congress scheduled for Peru in September 2006 and Australia in 2009, as well as other regional conferences coming up in the UK and India in 2007. The Congress was brought to a close with a brief thank you ceremony conducted by the Chairperson of the National Organising Committee, Dr. Azad Jeetun. CDs of the Congress proceedings were distributed free of charge to participants at the end of the final day's events. The Congress was well organised and efficiently administered.

IIRA 6TH ASIAN REGIONAL CONGRESS

THE CHANGING GLOBAL LABOUR MARKET

New Delhi, India, 20-22 April 2007

THE CHANGING GLOBAL LABOUR MARKET

Challenges and Opportunities for Asia

Rapid changes in technology, globalization and the reorganization of business internationally have effected the global labour market. Within Asia, the initial impact of the changes in the labour market scene are likely to be mixed. Some countries like China and India are poised for sustained growth over the next decade or two. However the opportunities for many other countries are different.

Several Asian countries need to focus on basic education and skills training. Also they need credible systems of compensation and social safety nets for those who are adversely affected by economic restructuring. They need to blend efficiency with equity, providing decent work for all so that globalization becomes fair. Civil society needs to intervene and reprioritise development goals so that economic growth becomes the means to human progress and wellbeing.

The Asian Regional Congress will discuss these issues in separate tracks. Special workshops are planned to focus attention on general trends in employment, particularly in select sectors. The pre-Congress Seminar will deliberate on the relative competitiveness of China and India with special reference to concerns about labour, employment and industrial relations.

SUB THEMES

1. BALANCING DECENT WORK WITH COMPETITIVENESS

Competitiveness in the globalised economic environment now seems to imply a lean work force and freedom from regulation. Both are antithetical to labour and need to be debated. A world commission on the social dimension of globalization set up by the ILO had recommended fair globalization with strong social dimensions based on universally shared values, respect for human rights and individual dignity. The commission recommended sustainable development, equitable markets, greater accountability and deeper partnerships.

Low wages or poor working conditions can no longer suffice to gain comparative advantage. In G-7 countries the labour cost is less than 5 per cent of sales value. Competitiveness now is linked to productivity not labour cost. And productivity is linked to quality and efficiency. New elements now contribute to comparative advantages such as design, quality, packaging, delivery, market positioning, sales promotion and distribution. It is in this perspective the Congress will examine decent work deficits and how can they be bridged as well as what are the ways of promoting decent work.

2. EDUCATION AND SKILL TRAINING

A wide range of capabilities are required nowadays to deal with emerging technological challenges. When we talk of skill formation and upgradation there is a paradigm shift from basic operating skills to those for designing, programming and analysis, maintenance, diagnosis and supervision. The challenges to basic education, skill formation and skill upgradation in Asia which may be considered by the Congress include (a) limited technical training facilities (b) mismatch between skills required by the market and skills taught. (c) difficulties in acquiring and retaining skills due to a lower level of cognitive or psychomotor abilities (d) labour market institutions like employment exchanges, vocational counselling and guidance centres are not responsive.

3. SOCIAL SAFETY NETS

Economic progress through automation is feasible in developed countries which have a negative growth rate of population, high capital intensity in production and large investments in HRD. Developing countries are confronted with burgeoning populations, poor infrastructure, resources deficit and unemployment.

Successive global employment reports have highlighted the problem caused by continual accretion to the market of a huge labour force which does not possess requisite skills. We need to deal with the problems of rationalization, retrenchment, displacement and unemployment through social safety nets. Such safety nets need to address issues such as the costs of technological change and imbalances arising out of industrial restructuring and modernization as well as retrenchment and displacement of workers which could cause social disequilibrium and reduce demand for consumer goods,.

Existing social safety nets vary from country to country in scope, content and quality. Most of them, however, have not been fool proof. The Congress may analyze the adequacy and effectiveness of various types of social safety nets as well as their weaknesses and recommend a model which is appropriate for adaptation in various situations.

4. TRADE UNIONS AND CIVIL SOCIETY

Today, employer/employee relationships have changed in favour of asymmetrical relationships. There is increasing recourse to contractualisation, casualisation and informalisation. Also trade unions are finding it difficult to mobilize and organize the huge workforce in the unorganized and informal sector. This, together with shrinkage of workforce in the organized sector has weakened trade unions.

We need to think about what needs to be done in the changed scenario. Employers should be given the right to run an enterprise in a manner which is productive, cost effective and efficient. Trade unions should safeguard the genuine interests of their members through the right to strike when other constitutional avenues have been exhausted. The public should be able to live without disruption in supplies and essential services.

PARALLEL TRACKS: SECTORAL PRESENTATIONS

During the Congress parallel technical sessions will be held to focus on the experiences of labour and employment relations in the following specific sectors in the knowledge economy:

- Research and Development
- IT in Engineering and Design
- IT and IT enabled services
- Outsourcing – BPOs to KPOs

PRE-CONGRESS SEMINAR: DIMENSIONS OF RELATIVE COMPETITIVENESS - INDIA AND CHINA

Many studies about the future of the world economy mention that India and China will hold centre stage in the first half of the 21st century. Economic growth in China was propelled by manufacturing using large scale operations and cheap blue collar labour. In India economic growth was accelerated through business process outsourcing and information technology enabled services using cheap white collar labour. There is a need for both India and China to re-look at their development paradigms.

Both countries will soon face competition from the new members of the extended European Union and the transition economies. India and China will need to cooperate even as they compete for a larger role in the global economy.

The special seminar organized as part of the Regional Congress will focus on the current and future challenges of the two emerging economic powers and the implications for labour markets in the rest of the world.

INVITATION FOR PAPERS

Research based papers on the congress theme, sub-themes and parallel tracks/sectoral themes as well as the pre-congress seminar are welcome.

Last date for receipt of abstracts: 30 Aug 2006

Late date for communication of acceptance of abstracts: 15 Oct 2006

Last date for submission of full text of papers: 15 Feb 2007

For details and any other inquiries please write to:

Dr C S Venkata Ratnam
Secretary, Indian Industrial Relations Association &
Director, International Management Institute
B10 Qutab Institutional Area, New Delhi 110 016
Email: csvenkataratnam@imi.edu
Tel: +91 11 2696 8351
Fax: +91 11 26867539

THE 8TH EUROPEAN REGIONAL CONGRESS

The UK is delighted to be hosting the next European Regional Congress, to be held in Manchester, England, between 4th – 7th September 2007, with pre-congress activities on the 3rd. The Congress theme is

The Dynamics of European Employment Relations.

National and international systems of employment relations are evolving rapidly in the face of cross-cutting pressures for change. Globalization is often seen as undermining national traditions of regulation in the private sector of the economy, while privatization, outsourcing and budgetary pressures have parallel effects in public services. Yet national, regional and local governance regimes can be sources of competitive advantage, and the properties which might underpin the vision of a high-wage and high-skill Europe are widely discussed. European economic and market integration has been portrayed both as curtailing the autonomy of national industrial relations actors and institutions and as reinforcing their roles in securing much-needed economic adjustment. Cutting across such issues are the consequences of EU enlargement, the shift from manufacturing to services, changes in the gender composition and demographic profile of the labour force and the growing influence of multinational companies.

The Congress will address these issues in relation to four specific themes:

- Restructuring work: new approaches to pay and working time
- Voice at work: new challenges, new forms
- Regulating employment: towards multi-level governance
- Public sector restructuring: between state and market

Papers adopting a comparative perspective on European developments; addressing theoretical, conceptual and policy issues; and presenting empirically-informed analysis are equally welcomed. A call for papers will be made in due course with further information, including web addresses.

THE GLOBAL EVOLUTION OF INDUSTRIAL RELATIONS: EVENTS, IDEAS AND THE IIRA**REACTIONS ON THE ARTICLE “THE END OF INDUSTRIAL RELATIONS”**

Given my experience during my Fulbright year, I am not surprised at the current crisis in the academic discipline of industrial relations, leading to the shutting down of the school of Industrial Relations in the University of Wisconsin, Madison (UW-Madison). I spent my Fulbright year (1999 – 2000) at the Industrial Relations Research Institute, UW-Madison as a junior fellow on comparative analysis of industrial relations systems.

There, I observed that some of the key professors advising postgraduate students and moderating over seminars and workshops were from history, law, and economics background. Their contributions at seminars reflect hugely their background. The older professors who were the pillars of the Research Institute had retired. I was privileged to meet one of such retirees, Professor Solomon Levine, who was instrumental to my attendance of the IIRA 12th World Conference in Japan in 2000.

In such situation, I had difficulty obtaining the necessary guidance toward my dissertation research. Although some of them made useful contributions that helped to sharpen the focus of my study, the most rewarding assistance was received from a professor of Sociology, Gay Seidman.

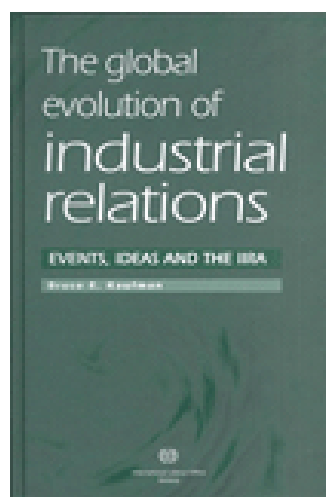
Trade Unionism

I also observed that there was general antagonism towards the trade unions. Matters concerning de-unionization, outsourcing, and such others strategies used by employers to weaken or stamp out trade unions in the workplace dominated seminars and workshops and were seen as the model. To me, it sounded like a return of the scientific management that brought about so many problems which the discipline of industrial relations came to address. Participants at such workshops expressed surprise when I said that trade unions in Nigeria were still potent forces especially in the public sector. This negative attitude towards unionism is worrisome. Trade union is a vital arm of the tripartite relations and should be encouraged. Its disappearance at the workplace would mean an end to the study of industrial relations, when we consider the fact that the latter was made possible as a result of the quest to mediate between goals of management and workers and ensure the survival of the organization.

I hope that the masterpiece on the evolution of industrial relations by Bruce Kaufman will rekindle the spirit of the discipline of industrial relations and all it stands for. Although relatively younger than most disciplines in the social sciences, the academic discipline of industrial relations has come a long way. There is need to resuscitate its founding base at the UW-Madison given its relevance not only in the palliative and ameliorative concerns of the work place, but also its scientific study of the harmonious co-existence that ensures high productivity as well as workers' motivation.

Mrs. E. N. Nwagbara (Ph. D)

Department of Sociology
Faculty of Social Sciences
University of Calabar
P.M.B. 1115
Calabar
Cross River State
Nigeria



The Global Evolution of Industrial Relations: Events, Ideas and the IIRA.
By Bruce E. Kaufman.

International Industrial Relations Association, International Labour Office
2004. Pp. 722,
35 USD (for IIRA members)
ISBN 92-2-114153-5

In reaction to your shocking article, I handed it to my “fresh brain” Labor Relations students for commentary. One of the most striking comments made by a working student was: “...me, myself and I, is the only power and technique that I do have in my hands.” Great, because he believes in hard work, personal effort, and knowledge acquisition which is power (as he states later on). Dramatic, because he believes only in himself –person power.

We have to look deeply into young people’s needs (tomorrow’s work force); how independently they are and why. They want to be informed about their work rights, but they can’t find enough information. However, more than everything else, they want to find and keep a decent job.

Maybe, we academicians ought to refocus toward a new model of industrial relations, where full employment is the key objective and better working conditions is a complementary goal.

Dr. Eleni Patra
 M. Alexandrou 28
 Thrakomakedones 13676
 Athens, Greece



Order Form

Please return the below, duly completed, to:
 The IIRA Secretariat
 c/o IFP/DIALOGUE
 International Labour Office
 1211 Geneva 22
 Switzerland
 Fax: +41 22 799 8541

ISBN	TITLE	PRICE
92-2-114153-5	The Global Evolution of Industrial Relations	US\$74.95 US\$ 35*

* US\$ 25 for students

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NEWS FROM STUDY GROUPS

Study Groups that wish to meet on the occasion of the 14th World Congress in Lima should contact the organizers as soon as possible and indicate the estimated number of participants (limacongress@apert.com.pe).

STUDY GROUP 1

Industrial relations as a field and industrial relations theory

Coordinators:

Prof. Bruce KAUFMAN
Beebe Institute of Personnel and Employment Relations
Georgia State University
ATLANTA GA 30303
United States
Tel.: (+1-404) 651-2922
Fax: (+1-404) 651-3299
E-mail: bkaufman@gsu.edu

and

Prof. John KELLY
Department of Industrial Relations
London School of Economics and Political Science
Houghton Street
LONDON WC2A 2AE
United Kingdom
Tel.: (+44 20) 7955-7030
E-mail: j.kelly@lse.ac.uk

The Industrial Relations Theory and Industrial Relations as a Field Study Group will hold a joint session with the Research Methods in Industrial Relations Study Group (15) in Lima, Peru at the 14th IIRA World Congress September 2006. People interested in presenting a paper should contact one of the co-organizers:

Bruce Kaufman (bkaufman@gsu.edu)
John Kelly (j.kelly@bbk.ac.uk)
Diana Kelly (di@uow.edu.au), or
Keith Whitfield (whitfield@cardiff.ac.edu).

Bruce Kaufman has a limited number of extra copies of the research volume "*Theoretical Perspectives on Work and the Employment Relationship*" (Industrial Relations Research Association, 2004). If you live outside North America and would like a personal copy or a copy for your university's library, e-mail him at bkaufman@gsu.edu with your complete postal mailing address and request a free copy. First come, first serve.

STUDY GROUP 2

Gender and Industrial Relations

Coordinators

Dr. Anne-Marie Greene
Industrial Relations and Organisational Behaviour Group
Warwick Business School
University of Warwick
COVENTRY CV4 7AL
United Kingdom
Tel.: (+44-2476) 522-866

Fax: (+44-2476) 524-184
E-mail: anne-marie.greene@wbs.ac.uk

Dr. Gill Kirton
Centre for Business Management
Queen Mary University of London
LONDON E1 4NS
United Kingdom
Tel.: (+44-20) 7882-7439
Fax: (+44-20) 7882-3615
E-mail: g.kirton@qmul.ac.uk

STUDY GROUP 3

Equality in pay and employment

Coordinators:

Prof. Harish JAIN, MGD
School of Business
McMaster University
1280 Main Street West
HAMILTON ONTARIO
L8S 4M4 Canada
Tel.: (+1-905) 525-9140
Fax: (+1-905) 521-8995
E-mail: jainhar@mcmaster.ca

and

Prof. Janice BELLACE
Wharton School
University of Pennsylvania
3620 Locust Walk
PHILADELPHIA PA 19104-6375
United States
Tel.: (+1-215) 898-8609
Fax: (+1-215) 573-2070
E-mail: bellace@wharton.upenn.edu

STUDY GROUP 4 **Workers' Participation**

Coordinator
Prof. Ray Markey
Faculty of Business
Auckland University of Technology
Private Bag 92006
Ackland 1020
New Zealand
Tel.: (+64-9) 917-9999 ext. 5441
E-mail: markey@aut.ac.nz

STUDY GROUP 5 **Studies in the European Social Model**

Dr. Stravoula Demetriades (Ms)
Research Manager
Coordinator Industrial Relations
European Foundation for the Improvement
of Living and Working Conditions
Wyattville Road
Loughlinstown, CO. DUBLIN
Ireland
Tel.: (+353-1) 204-3131 or
Tel.: (+353-1) 204-3127
Fax: (+353-1) 282-2533
E-mail: std@eurofound.eu.int

Dr. Stravoula Demetriades has prepared a paper as an introduction to the debate of the IIRA study group. A copy can be obtained either directly from her or from the IIRA Secretariat. It will also be posted on the IIRA website soon.

STUDY GROUP 6 **Public Policy and Industrial Relations**

Prof. Serafino NEGRELLI
Dipartimento di Studi Sociali
via San Faustino 74/d
I-25122 BRESCIA, Italy
Tel.: (+39-030) 2988-896
Fax: (+39-030) 2988-893
E-mail: negrelli@eco.unibs.it

and

Prof. Anil VERMA
Rotman School of Management
University of Toronto
105 St. George Street
TORONTO, ONTARIO
M5S 3E6, Canada
Tel.: (+1-416) 978-2488
Fax: (+1-416) 978-5433
E-mail: verma@mgmt.utoronto.ca
Web site: www.rotman.utoronto.ca/~verma/

STUDY GROUP 9 **Pay Systems**

Study Group 9 (Pay Systems) will meet in conjunction with the Allied Social Science Associations conference in Boston, Massachusetts on Friday, January 6, 2006, at 1 PM in the Boston Park Plaza Hotel. If you would like to make a presentation, please respond to Daniel Mitchell at:
daniel.j.b.mitchell@anderson.ucla.edu

Study Group 9 focuses on incentive and share systems of compensation (piece rates, stock options, profit sharing, etc.) and at non-wage compensation more generally (pensions, health insurance, etc.) including social insurance programs.

Daniel J.B. Mitchell
Ho-su Wu Professor
Anderson Graduate School of Management and
School of Public Affairs, U.C.L.A.
Anderson Graduate School of Management
U.C.L.A.
Los Angeles, California 90095-1481 USA
Phone: 310-825-1504 - Fax: 310-829-1042
<http://www.anderson.ucla.edu/x2195.xml>

STUDY GROUP 10 **Flexible work patterns**

Study Group 10 is now co-ordinated by:

Dr Clare Kelliher
Cranfield School of Management
Cranfield University
Bedford
MK43 0AL
E-mail: clare.kelliher@cranfield.ac.uk

Professor Richard Croucher
Middlesex University Business School
The Burroughs
Hendon
London NW4 4BT.
E-mail: R.Croucher@mdx.ac.uk

and

Professor Christine Edwards
Kingston University Business School
Kingston Hill
Kingston
Surrey KT2 7LB
E-mail: c.edwards@kingston.ac.uk

It is planned that the study group will meet at the World Congress in Lima and a Call for Papers will be issued shortly.

STUDY GROUP 11
Future of Trade Unionism

THE 14TH IIRA WORLD CONGRESS

Thursday 14th, September 2006, Lima, Peru
 Time: 14:30 – 17:30

Venue: The Congress Venue, Universidad de Lima
 Coordinator: Timo Kauppinen

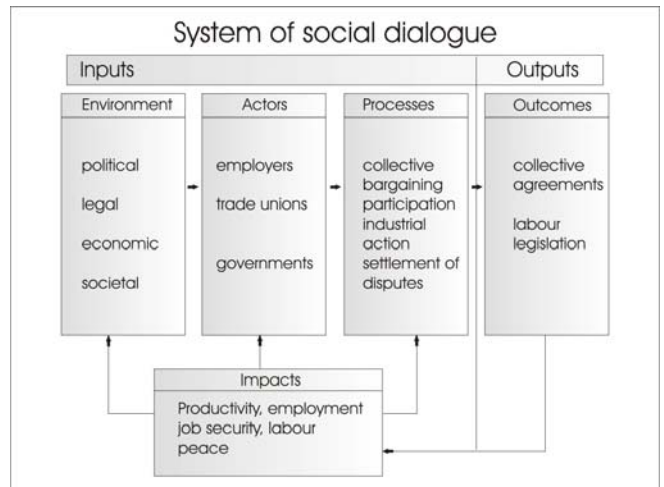
Producing and benchmarking social dialogue country profiles

The study group on the Future of Trade Unionism will have a meeting during the IIRA World Congress in Lima, Peru. The study group will concentrate on producing and benchmarking comparative social dialogue country profiles. The work is based on the experiences of the producing of country profiles for the 25 European Union Member States. The target is to produce similar models for the countries of other continents and benchmark existing models.

Framework of producing social dialogue country profiles

Social dialogue is meant collective relations between the social partners in order to produce collective agreements. Social dialogue can be seen as a system with inputs and outputs, which are composed on actors like social partners, processes like collective bargaining, outcomes like collective agreements and impacts like employment and productivity. Social dialogue processes take place in the political, economic, legal, cultural and social environments as well as global world.

System approach helps in describing and analysing complicated relations between employers', employees' organisations and the state. However, the system model does not suit well in explaining changes in the functioning and outcomes of social dialogue. For that we need other theories and approaches like political economy, institutional, negotiation, corporatist and strategic choice approaches.



Study group session

The first session of the study group will analyse social dialogue country profiles of the European Union 25 Member States. The analysis includes country profiles and cluster analysis results. The European Foundation project has carried out the project and reports are available in the workshop.

The second part of the study group session is reserved for presentations of country profiles from other continents like Latin America, North America, Africa, Asia and Oceania. You are welcome to prepare papers and make presentation.

The third part of the study group session is reserved for benchmarking social dialogue country models taking into account challenges to promote decent work, productivity and competitiveness.

Invitation and call for country profiles

Researchers are invited to attend the study group session, prepare paper and make a presentation. Please take contact to Timo Kauppinen, who will coordinate the work and will send also the template for producing country profile from your own country. E-mail address: timo.kauppinen@eurofound.eu.int or tel. 00353 1 204 3143.

STUDY GROUP 12

The theory and practice of negotiations

Prof. E. Edward HERMAN
1200 Crosley Tower
University of Cincinnati
ML 0371 Cincinnati
Ohio 45221-0371
United States
Tel.: (+1-513) 321-7517
Fax: (+1 513) 321-7307
E-mail: edward.herman@uc.edu

and

Dr. Claudio PELLEGRINI
Dipartimento di Sociologia
Università di Roma
Via del Conservatorio 60
I-00186 Rome
Italy
Fax: (+39-06) 844-3598

The abstract should be around 1,000 words. The title page should consist of the paper title, name(s) of author(s), institutional affiliation and address, and contact details. Please send the abstract or paper as a Word or 'rtf' file by e-mail to s.zagelmeyer@fh-bad-honnef.de no later than **31 January 2006**. A committee will evaluate all submitted abstracts and papers. We would like to request all contributors to pay particular attention to the following aspects when preparing abstracts and papers: (i) make clear references to the theoretical framework of your research and the key literature in relevant debates; (ii) ensure that your research methods are clearly described; and (iii) focus the abstract on the main subject matter of your research.

Acceptance decisions will be communicated by **15 March 2006**. Accepted papers should be submitted by **15 July 2006** and will be made available on the study group's online-based working paper series (<http://iira.fh-bad-honnef.com>). Further information concerning the format of the paper will be given in the letter of acceptance.

STUDY GROUP 13

Human Resource Management

CALL FOR PAPERS

"LABOUR UNBOUND – COMPARATIVE PERSPECTIVES ON THE IMPLICATIONS FOR HRM OF BOUNDARYLESS ORGANIZATIONS AND CAREERS"

2006 Meeting of the HRM Study Group of the IIRA
14th IIRA World Congress, Lima, Peru, 11-14
September 2006

The 2006 meeting of the HRM Study Group of the International Industrial Relations Association will be held during the 14th IIRA World Congress in Lima, Peru.

Abstracts and papers are invited on the above topic. We are keen to receive papers utilising a range of methodologies to explore and to analyze the implications of boundaryless organizations, from the perspective of employees, management, and government. The study group coordinators encourage the submission of theoretical and empirical work. We are especially interested in papers that adopt a comparative perspective. Please note that only submissions from IIRA members can be accepted.

For further information on the 2006 meeting please contact:

Mick MARCHINGTON
Professor
Human Resource Management
Manchester Business School
University of Manchester
Booth Street West
Manchester M15 6PB
United Kingdom

Phone: +44 (0) 161 306 3415
Fax: +44 (0) 161 306 3505
mick.marchington@mbs.ac.uk

Stefan ZAGELMEYER
Professor
Economics and HRM
International University
Bad Honnef
Muelheimer Strasse 38
53604 Bad Honnef
Germany

Phone: +49 (0) 2224 9605 206
Fax: +49 (0) 2224 905 500
s.zagelmeyer@fh-bad-honnef.de

STUDY GROUP 15

Research methods in industrial relations

Prof. Diana KELLY
Director International Studies
University of Wollongong
WOLLONGONG NSW 2522
Australia
Tel.: (+61-2) 4221-3612
Fax: (+61-2) 4221-3425
E-mail: di_kelly@uow.edu.au

and

Prof. Keith WHITFIELD
 Cardiff Business School
 University of Wales
 Colum Drive
 CARDIFF CF1 3EU
 United Kingdom
 Tel.: (+44-29) 2087-4000
 Fax: (+44-29) 2087-4419
 E-mail: whitfield@cf.ac.uk

Study Group 15 will hold a joint session with the Industrial relations as a field and industrial relations theory study group (1) in Lima Peru at the 14th IIRA World Congress September 2006. People interested in presenting a paper should contact one of the co-organizers:

Bruce Kaufman (bkaufman@gsu.edu)
 John Kelly (j.kelly@bbk.ac.uk)
 Diana Kelly (di@uow.edu.au), or
 Keith Whitfield (whitfield@cardiff.ac.edu).

STUDY GROUP 16
Industrial relations in the public sector

The co-ordinators of Study Group 16 have informed the IIRA secretariat that the group is no longer active. Any IIRA member who wishes the group to continue and to take the responsibility as co-ordinator of the group is kindly requested to contact the secretariat.

STUDY GROUP 17
The Comparative Industrial Relations and Teaching Society (CIRRTS)

Prof. Roy J. ADAMS
 McMaster University
 Michael G. De Groot
 School of Business
 1280 Main Street West
 HAMILTON, ONTARIO
 L8S 4M4, Canada
 Tel.: (+1-905) 525-9140
 Fax: (+1-905) 521-8995
 E-mail: adamsr@mcmail.cis.mcmaster.ca

and

Prof. John LOGAN
 Industrial Relations Dept.
 London School of Economics
 Houghton Street
 LONDON WC2A 2AE
 United Kingdom
 E-mail: J.Logan@lse.ac.uk

STUDY GROUP 20
Industrial relations in countries in transition from centrally-planned to market economies

Dr. Darko MARINKOVIC PhD
 Associate Professor
 MEGATREND
 University of Applied Sciences
 Makedonska 21
 11000 Belgrade
 Serbia and Montenegro
 Tel.: (+381-11) 3373-796
 Fax: (+381-11) 3373-804
 E-mail: dmarinkovic@megatrend-edu.net
 or vladamar@net.yu

NEWS FROM IIRA MEMBERS

NORWAY NATIONAL ASSOCIATION

The Norsk Arbeidslivsforum, IIRA Norway, has a new contact person Mr. Godtfred Boen. Mr. Boen is adviser at the Ministry of Labour and Social Affairs and can be reached at the following address:

Mr. Godtfred Boen
 Arbeidsmiljø- og sikkerhetsavdelingen
 Arbeids- og sosialdepartementet
 Oslo
 Norway
 ☎ (+47-22) 246-904
 E-mail: godtfred.boen@asd.dep.no

BRITISH UNIVERSITIES INDUSTRIAL RELATIONS ASSOCIATION (BUIRA)

The 2006 BUIRA Conference will be held at the National University of Ireland, Galway, from Wednesday 28 June to Friday 30 June 2006. The Call for papers will be made in the next BUIRA newsletter in January 2006.

For more information: www.uwe.ac.uk/bbs/buira/conference/index.htm

Admin contact: kylie.dursley@uwe.ac.uk

Kylie Dursley (BUIRA)

Bristol Business School

University of the West of England

Frenchay Campus

Coldharbour Lane

Bristol BS16 1QY

United Kingdom

☎ (+44-117) 344-3469

LABOUR EMPLOYMENT RELATIONS ASSOCIATION, USA

LERA 58TH ANNUAL MEETING

IN BOSTON, MA,

JANUARY 5-8, 2006

Labor and Capital in the 21st Century:

Human, Social, and Financial Contributions to Creating Wealth

The LERA program committee, president and program chair Stephen Sleight and co-chairs Ralph Craviso and Richard Freeman, have announced the program for the LERA 58th annual meeting to be held in Boston in January 2006. Thirty sessions and another thirty-five events are planned including: symposiums and workshops; distinguished panel and speaker plenary sessions; committee, interest section, and industry council programs and business meetings; breakfasts, luncheons, receptions; and more.

This year's event will be at the Park Plaza Hotel & Towers in Boston from January 5-8, 2006; all LERA events and sessions will be in the hotel. Held each year in conjunction with the Allied Social Science Association (ASSA), the LERA annual meeting promises something for all members. The meeting will inaugurate a new era for the association---a new name, a new sense of mission for a new century. President Stephen R. Sleight has selected a theme for this conference that seeks to link our future to our past by expressly looking at the relationship between labor and capital in the 21st century.

The use of the word "capital" is not confined to financial instruments but rather seeks to include work on human capital, how skills and abilities add value to organizations; and social capital, how the interaction of people within an organization creates wealth. There is also an interest in financial capital, particularly how public and worker financial assets can be used to create better performing organizations and economies from both social and economic points of view. Issues related to corporate governance, proxy voting, new forms of corporate ownership, profit sharing and employee ownership, and creative labor-management responses to industry restructuring all would fit in this category.

The program committee considered proposals for stimulating, creative, and controversial panels and workshops that related to this theme and other proposals for sessions that deal with topics of current interest and the mission of LERA. Sessions will be categorized based on five areas of labor and employment relations: international and comparative industrial relations, labor economics and labor markets, unions and employee voice, industry studies and human resources, and labor- management relations. For more information, see <http://lera.uiuc.edu/index.html>

THE ASSOCIATION OF INDUSTRIAL RELATIONS ACADEMICS OF AUSTRALIA AND NEW ZEALAND (AIRAANZ)

2006 CONFERENCE

21st Century Work: High Road or Low Road

1-3 FEBRUARY 2006

The 2006 AIRAANZ conference, to be held in Adelaide, has as its theme '21st Century Work: High Road or Low Road?'

The theme may seem to suggest a clear choice. On the one hand, highly skilled and highly paid jobs that are safe, secure and satisfying in highly profitable industries; on the other hand, low-skill, low-pay jobs that are unsafe, insecure and unsatisfying in marginally profitable industries. In fact, we believe, the reality of 21st Century work is a complex mix of these positive and negative characteristics. There is variety amongst countries, within countries, and even within single industries or firms. The conference organisers invite you to explore the complexities of 21st Century work to consider what sorts of industrial relations are desirable, likely, or necessary as we move on in the new century.

In addressing these issues, the organisers are keen to foster an inclusive and expansive approach to the submission of papers. To this end we particularly encourage papers:

- from Postgraduate Research Students as well as from established researchers;
- of an interdisciplinary nature and from scholars in other disciplines who are interested in the world of work;
- with an international focus, particularly with reference to Asia.

More information <http://www.aomevents.com/conferences/AIRAANZ/>

OTHER CONGRESSES

**IFSAM VIIITH WORLD CONGRESS,
SEPTEMBER 28-30, 2006, BERLIN, GERMANY**

The International Federation of Scholarly Associations of Management (IFSAM) and the Association of University Professors of Management (VHB) have the pleasure to invite you to the IFSAM/VHB VIIIth World Congress in Berlin, Germany 2006. IFSAM, the umbrella organisation for academics and associations of management and business studies from all over the world, aims at bringing together all scholars who are interested in business research and international exchange. The VIIIth World Congress follows the congresses in Göteborg (2004), the Gold Coast (Australia 2002), Montreal (2000), Alcalá de Henares (Spain 1998), Paris (1996), Dallas (1994), and Tokyo (1992).

CONFERENCE THEME

Enhancing managerial responsiveness to global challenges. Firms are nowadays embedded in an increasingly globalized environment characterized by compression of time and space. In this ubiquity of global competition an increasing number of economic actors are confronted with new challenges. The emerging network competition is characterized by an increasing expansion and density of economic and social interactions. The dynamic interplay of internal and external organizational units becomes critical on

a global level. The conference aims at providing the platform for discussing the various perspectives of how globally acting firms can and should cope with global challenges and dynamics. A special focus is on the issue of managerial responsiveness in a global world. The conference will feature a variety of formats including plenary sessions, competitive paper sessions, workshops, and panels. We invite submissions of papers and panel proposals which examine important and interesting phenomena regarding the managerial responsiveness to global challenges, offering new insights and advancing basic theories. We are honoured to welcome as keynote speakers Klaus Kleinfeld, CEO and Chairman of the Board, Siemens AG; Professor Dr. Klaus Töpfer, Executive Director of the United Nations Environment Programme (UNEP) (to be confirmed); Professor Dr. Dr. h.c. mult. Heribert Meffert, Chairman of the Board, Bertelsmann Foundation; Professor Dr. Dr. h.c. John Dunning, University of Reading, UK....

CALL FOR PAPERS

(For more information; see <http://www.ctw-congress.de/ifsam/default.html>)

Deadline for all submissions: February 28, 2006

Scholars from all over the world are invited to submit paper or panel proposals until February 28, 2006.

Please note: The organizing committee will not accept more than three papers of the same (co-)author and /or panel proposals. All presenters and participants must register for the annual meeting to have their paper listed in the programme.

SUBMISSIONS

For submissions (English language) please exclusively use the online internet form

<http://www.ctw-congress.de/ifsam/cfp.html>).

Please note: Submissions by fax, mail or E-mail are not accepted.

PAPER SUBMISSIONS

Full papers only. The paper sessions and reviews will be organized along 17 Tracks:

- ◆ Corporate social responsibility
- ◆ Enhancing global managerial responsiveness by intercultural management
- ◆ Global knowledge management
- ◆ Public affairs management
- ◆ Evolution of global management knowledge
- ◆ Technology and innovations in the global economic geography
- ◆ Internationalization of accounting (Schmalenbach Business Review track)
- ◆ International corporate governance
- ◆ Environmental issues and sustainability
- ◆ Global and local networks
- ◆ Globalization in the value chain
- ◆ Transnational strategies
- ◆ International marketing and service
- ◆ International corporate finance
- ◆ International human resource management
- ◆ Gender issues and diversity management
- ◆ Teaching and business education in a globalized world

ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

CENTER OF INDUSTRIAL RELATIONS AND NEGOTIATIONS

CONFERENCE ON THE EUROPEAN COMPANY STATUTE - CALL FOR PAPERS

European Company Statute: Consequences and Implications for the National States and the EU

Conference Date: 12/07/2006 to 14/07/2006

Conference Location: Athens University of Economics and Business (Greece)

The conference focuses on all areas related to the European Company Statute. The topics covered by the session include but are not limited to:

- ◆ Industrial Relations
- ◆ Management
- ◆ Economics
- ◆ Labour & Commercial Law

Paper Submission and Publication Guidelines:

Authors are advised to submit an abstract of their proposed paper of 500 - 800 words (in English). This should indicate their contact information, title of paper, research questions to be addressed, analytical structure, and indicative references.

Conference papers should be of approximately 6000- 8000 words. Abstracts and papers should be in MS Word, PDF, or PS format.

All abstracts and papers will be reviewed by experts on the above fields and will be published as conference proceedings.

Contact Information - Session Responsible:

Prof. A. Nikolopoulos, Director CIRN
Athens University of Economics and Business
76, Patission St.
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XVIII WORLD CONGRESS OF LABOUR AND SOCIAL SECURITY LAW

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PARIS DU 5 AU 8 SEPTEMBRE 2006

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PUBLICATIONS

**RESTORING THE AMERICAN DREAM - A
WORKING FAMILIES' AGENDA FOR AMERICA**

THOMAS A. KOCHAN

Many American families have not prospered in the new "knowledge economy." The layoffs, restructurings, and wage and benefit cuts that have followed the short-lived boom of the 1990s threaten our deeply held values of justice, fairness, family, and work. These values--and not those superficial ones political pollsters ask about--are the foundation of the American dream of good jobs, fair pay, and opportunities for all. In this call to action for families, business, labor, and government, Thomas Kochan outlines ways in which we can empower working families to earn a good living by doing satisfying work while still having time for family and community life.

We cannot make the transition to a knowledge economy, writes Kochan, with a workforce that is stressed, frustrated, and insecure. Businesses need to rebuild relationships with their employees based on trust. And working families need to take control of their own destinies.

First, we can take action that goes beyond the workplace buzzwords flexible and family friendly to design systems that support productive work and healthy family life. We can invest in better basic education and life-long learning, and we can work toward strategies for creating and sustaining good jobs with portable benefits. We need organizations that value investors of human capital--their employees--as highly as they do investors of financial capital, and we need a renewed labor movement to give workers a stronger voice. Kochan lays out an agenda for working families in the twenty-first century that calls for business, labor, government, and workers to come together to make the changes that will allow us all to benefit from the new economy. The solution to our problems, he points out, is too important to be left to "the market."

Thomas A. Kochan is George Maverick Bunker Professor of Management at the MIT Sloan School of Management and Professor of Engineering Systems at MIT. He is Codirector of both the Institute for Work and Employment Research at the Sloan School and the MIT Workplace Center. He is coauthor (with Paul Osterman, Richard M. Locke, and Michael J. Piore) of *Working in America: A Blueprint for the New Labor Market* (MIT Press, 2002). 6 x 9, 272 pp., 5 illus., cloth, ISBN 0-262-11292-2

"In this eye-opening work, Tom Kochan sounds a clarion call for greater investment in human capital. His vision of the new American dream gives special and long-overdue emphasis to a fairer work-family balance in this rapidly changing world. It's a valuable guide to a better and brighter future, as we struggle to adapt to a knowledge-based economy and achieve genuine economic security for all our people."

--Senator Edward M. Kennedy

<http://mitpress.mit.edu/0262112922>**INFORMAL ECONOMY: THE GROWING
CHALLENGE FOR LABOUR ADMINISTRATION**EDITED BY: A. SIVANANTHIRAM AND
C.S. VENKATA RATNAM

The informal economy accounts for about half of the workers in the world. In countries such as Bangladesh, Nepal and Pakistan and India, it represents more than 70 per cent of total employment. The informal economy has expanded with unexpected rapidity throughout the world. In developing countries, structural adjustment programmes, economic reform and demographic growth lie behind this expansion. Over the past decade, informal work is estimated to have created over 90 per cent of new jobs in Africa, and the major portion of jobs in South Asia.

The lack of legal and social protection, representation and rights at work which characterize informal employment is prevalent in many countries and is an inherent part of the current path of globalization. It is therefore important to stress that unless the root causes of informality are addressed and approaches made to extend labour administration to the informal economy, there can be no sustainable progress towards recognized, protected, decent work. Thus, it is important to set up an integrated strategy to deal with these causes.

This volume presents a synthesis of country experiences and case studies mainly from Asia, representing several segments of the informal economy with a focus on labour administration and the informal economy. The case studies look at possible approaches in the areas of social security, child labour, bonded labour and home workers.

It will be of interest to policy makers, industrial relations practitioners, labour administrators, the employers, trade unions and civil society groups.

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- Foreword. *Johanna Walgrave & Leyla Tegmo Reddy*
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 7. Bonded labour in Tamil Nadu – A Challenge for Labour Administration. *Sathya Maria*

2005, ISBN 92-2-118060-3 (Print) ISBN 92-2-118061-1 (pdf)

International Labour Organization www.ilo.org

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We would like to invite you to submit papers for a special issue of the *Journal of Organizational Behavior* on Organizational Behavior & Management in the Professional Business Services Industry

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Professional business services are an important and growing economic sector. They are provided by organizations such as accounting firms, law firms, engineering and management consulting firms, architectural service firms, advertising agencies and investment banking and, increasingly, computer software development and technology systems integration firms. The common theme is that these firms provide advisory services to business and governments. For example, consulting firms diffuse managerial ideas and affect how corporations are run. Law firms facilitate corporate and commercial economic exchange. Accounting firms contribute to the integrity of financial markets.

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Professional service firms in particular are experiencing major changes in their regulatory and market contexts. The very largest firms are expanding internationally, putting pressures upon traditional managerial practices. Organizational structures are becoming complex, creating exceptional coordination challenges. Boundaries between professional specializations, such as law, consulting and accounting, are becoming blurred. There are unique challenges raised (for example) by Enron/Andersen. For professional service firms the issue of balancing commercial with ethical/professional values is pronounced. The roles of professional associations in the continuing development and control of its members is of increasing importance. The regulation of these firms and of the professionals that they employ is attracting increasing attention. The *Journal of Organizational Behavior* thus calls for empirical papers that explore the distinctive managerial challenges of professional business service firms. Contributions that address the following topics would be welcome:

alternative forms of ownership and governance and their implications the nature and efficacy of alternative employment practices changing conceptions of professional control/identity how commercial and professional pressures are experienced and resolved the construction of professional reputation the effects of size, geography and organizational complexity; new challenges in recruiting, retaining and compensating highly skilled professionals; the changing nature of professional work, professional expertise and professional skills; innovative versus routine professional service provision; leadership and role modelling within professional service firms gender issues in professional service firms; work/life balance issues in professional service firms; regulation of multi-jurisdictional professional service firms; changes in power relationships between professional service firms and their clients.

These are examples and not intended as an exhaustive list. It is important that papers should contribute theoretically to our understanding of work in this sector of the economy and contain original empirical work.

The Guest Editors are open to all methodological perspectives and approaches. It is hoped that the Special Issue will include papers with a variety of methods. Submissions should be prepared using the standard JOB format and will be subjected to the same review process as used for regular issues.

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University of Twente
P.O. Box 217 7500 AE Enschede, the Netherlands
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c.p.m.wilderom@utwente.nl

THE KOREAN JOURNAL OF INDUSTRIAL RELATIONS

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The Korean Journal of Industrial Relations (KJIR) is edited by the Korean Industrial Relations Association. The scope of the journal includes all fields of Industrial relations, both theoretical and positive.

The journal is published twice a year, in June (No. 1) and in December (No. 2). Articles can be in Korean or in English. Submitted papers should make an original contribution to scholarship. Work that has been previously published or that is under submission for publication elsewhere will not be considered.

Each year the best article will be selected among the articles that are published in the KJIR and will be awarded with the prize scholarship of USD 4,000 (5 million Korean won)

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The International Industrial Relations Association (IIRA) was established in 1966. Its founding members were the British Universities Industrial Relations Association, the Industrial Relations Research Association (USA), the International Institute for Labour Studies (Geneva, Switzerland) and the Japan Institute of Labour. Its seat is in Geneva, Switzerland. The Association was established in response to a growing need to develop and exchange knowledge on industrial relations at the international level, providing the academic and the practitioner with a forum for discussion and research.

The aims of the IIRA are of a purely scientific character, without regard to political, philosophic or religious considerations. The Association does not endorse opinions on policy questions.

The general purpose of the IIRA is to promote the study of industrial relations throughout the world in the several relevant academic disciplines, by such means as: encouraging the establishment and development of national associations of industrial relations specialists; facilitating the spread of information about significant developments in research and education in the field of industrial relations; organising worldwide and regional Congresses and publishing their proceedings; promoting internationally planned research, by such means as organising study groups on particular topics. There are three types of members: full member, institutional associate member, individual associate member.

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Indian Industrial Relations
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csvratnam@rediffmail.com

Prof. Zvone VODOVNIK
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