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BUREAU INTERNATIONAL DU TRAVAIL
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BULLETIN BOLETIN

72

International Symposium
in Honour of
Prof. Manfred Weiss
14-15 October 2005



JOHANN WOLFGANG GOETHE
UNIVERSITÄT
FRANKFURT AM MAIN



14th IIRA World Congress 10-14 September 2006

International Industrial Relations Association
Association internationale de relations professionnelles
Asociación Internacional de Relaciones de Trabajo

April 2006

DEADLINE FOR SUBMISSION OF CONTRIBUTIONS TO THE NEXT BULLETIN: 31 JULY 2006!

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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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NEWS FROM THE IIRA SECRETARIAT

DEAR MEMBERS,

I am happy to welcome all of you to this issue of the IIRA Bulletin. Apart from the several issues of interest that are included in this edition, we are highlighting upfront our main and biggest event, the 14th World Congress, scheduled to take place in just 5 months in Lima, Peru. As always we are looking forward to a most rewarding intellectual presentations and discussions on important conceptual and practical issues in our field. The highlights, as you will read in the following pages, include provocative themes in plenary and workshops. There are also the ever stimulating and focused Special Seminars on theoretical and topical issues in industrial relations practice. There will be side events, including one to be hosted by the International Institute of Labour Studies of the ILO, Geneva. As I understand it, this event will renew and reinvigorate the collaboration that exists between several of our members and the Institute. Of course, the Lima Congress offers all us the opportunity to experience the exotic beauty of Peru that President Luis Aparicio-Valdez had repeatedly promised us.

So, colleagues, I invite you to quickly respond to the call for registration and to take steps to finalize your travel plans as soon as possible. I assure you that the 14th Congress will be a memorable experience.

Another highlight of the Lima Congress is the election to vacancies in the Officers and the Executive Committee.

We have been informed by our colleagues in Brazil, Professors Helio Zylberstajn and Ana Virgínia Moreira Gomes that, just before the commencement of the Lima Congress, there will be a Workshop in Sao Paulo on the theme, International Seminar on Globalization and Labor Relations, scheduled for 5 September. All members who have the flexibility to travel via Brazil are invited. Please contact the organizers at the following addresses: (hzyllbers@usp.br ; virginia@uol.com.br)

I am happy to inform that planning for the European and Asian Congresses, scheduled for 2007, is progressing satisfactorily, as you will read in the following pages. I am also pleased to inform that we have received nominations for the next African and Americas' congresses. These nominations will be considered by the Executive Committee and announced at the Lima Congress.

We have included in this issue, a detailed report on the special symposium in honour of our Past-President, Manfred Weiss, which was held in Frankfurt in October last year. We thank the organizers for so honouring Manfred, and once again congratulate him for a fully rewarding scholarship.

You will recall that I announced in a previous issue of this Bulletin, that the Executive Committee had established a Publication Series for our Association. As you will read at p.30, the Editorial Board has announced a call for papers, and I invite members to contact the Chair of the Board, Anil Verma directly or through the Secretariat.

Finally, please do not use the IIRA fax number for the time being, since it is out of order. If you wish to send a fax, please use +41 22 799 8749.

With very kind regards.

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

Track 1: Social Dialogue, Economic Freedom and Industrial Relations



The central focus of this topic will be social dialogue as an effective promoter of consensus and involvement by the social actors, including governments, citizen groups, NGOs, communities, and so on, and those mechanisms and processes that have been instrumental to its success in dealing with various economic and social issues, fostering governance, progress and social peace along with economic development.

The topic will also include the conditions for the effective development of social dialogue on labour and social issues. Indeed, social dialogue cannot flourish at all times or in every historical context; on the contrary, it needs a favourable milieu for it to be productive and effective. The social, institutional and political consequences of socioeconomic change and structural adjustment policies consistent with the globalization of the economy will be examined from a theoretical prospective as well as in empirical terms, along with the role played by social dialogue in democratic labour relations systems.

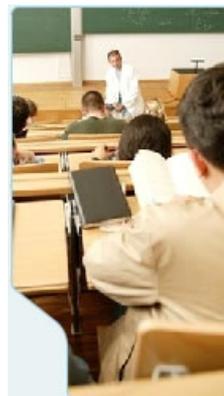
Track 2: Human Resource Management And The New Labour Relations



This topic has been designed to attract the interest of both academics and labour relations professionals attending the Congress. Operators in the field are already well aware of the existence of new forms of relationship between employers and employees in all kind of enterprises included small, medium and micro. The emerging interest in an international human resource and also industrial relations approach.

Traditional full-time, open-ended employment contracts are being replaced by other forms of employment which make the relationship between an employer and his employees far more complex and less straightforward. On one hand, companies still need to ensure the necessary coordination of the various resources required for the creation of goods and services which is the *raison d'être* of their existence. On the other hand, those whose human activity contributes to the operation of production units in the context of new labour relations have a different attitude from the past. In many cases, workers are better trained, more proactive although no less ready to take for granted their right to a better quality of life and to labour protections. These are all points for the debate we hope to elicit included the impact of globalization in thus respect.

Track 3: Productive Employment And Education



The opening up of world markets challenges every country to quickly increase its productivity. To meet that challenge, the productivity of companies and their workers must be increased included the informal sector. Education plays a critical role in this process. Relevance of formal and informal training institutions in promoting productive employment in countries.

While the coverage of the educational system has substantially increased in many countries, this greater scope has been achieved, in too many cases, at the cost of a severe qualitative deterioration of the education provided. The number of hours of teaching and students' performance are extremely low. The evident gap between the skills supplied by the formal educational –both academic and vocational– system and the demand from enterprises and the State further aggravates this problem. Needs for different policies for younger generation vs. aged group.

To revert this state of things policies are required, first and foremost, to improve the training of teachers; second, to better regulate vocational training institutions so as to improve their capability to meet skill demand; third, to foster workers' employability, i.e. their ability to change occupation while maintaining performance; and, last but not least, to make companies and public entities into ongoing training and retraining environments by establishing strong ties between them and universities and other centres of learning.

Track 4: Policies Of Social Protection



Work under this topic will include an analysis of ways and mechanisms for mainstreaming social protection into the economy globalization process as a fundamental component of decent work, not to mention its linkage to social dialogue, employment promotion and compliance with workers' fundamental rights. The reasons will be studied why social protection has become critical to

the viability and acceptability of economic globalization, and why, vice versa, the real possibilities for the provision of adequate social protection to a majority of the population rest on a successful global economy with embedded income redistribution features.

To the extent that most people in the world must do without adequate social protection, the possibilities must be analyzed of making social protection systems a part of domestic and international strategies regarding income security, workplace safety and health, working and environmental conditions, family health, retirement and other pensions. It is also indispensable to ensure effective equality opportunities between the sexes. On this point the possibilities and proposals put forward at various levels will be analyzed for the building of social protection, security and living conditions systems in the new labour environment, so as to include an effective, democratic management of social risks. There can be no economic globalization without promotion of decent work and universal social protection. Studies related to this topic will make reference to the fact that real access to social protection is a fundamental indicator of the success of national development policies.

Track 5: Integration And Free Trade In The Americas. How Much Trade Or Quality Of Life?



Treaties of Integration and Free Trade Agreements respect the Industrial Relation and the Employment. The European Union case, Free Trade Agreements in the Americas and others Integration Processes.

Work on this topic will focus on analyzing the various economic integration schemes implemented in the Americas, ANDEAN GROUP-US, Mercosur, etc., in order to identify the labour standards, mechanisms, institutions and processes whose promotion is provided for in the respective founding instruments and in the other norms generated by the respective processes. Similarities and differences with other integration process in the world (APEC, EU, etc.). It is well known that the above integration schemes were not limited to trade, but also involved integration efforts on matters of a purely political and cultural nature. The degree will be analyzed to which labour rights have been considered in such processes, with particular regard to the fundamental rights, to working conditions, employment promotion, social security, workplace safety and health, labour administration, etc. Particular attention will be paid to the labour effects of such integration schemes regarding the implementation of the various social and labour mechanisms built into these instruments, and to whether they did in fact represent a step forward with respect to the previous situation.

This will imply analyzing the changes that have taken place in terms of both volume and quality of trade before and after integration, as well as in the quality of employment and of life in general for the population. Specific attention will be paid to how integration and free trade in the Americas have improved people's lives and to cases or areas where they have been counterproductive in that respect. Proposals and alternatives will be considered for the development of the labour dimension of economic integration.

<p>Main Program 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>MONDAY September 11</p>	<p>PRE-CONGRESS 1:00 PM</p>	<p>REGISTRATION 4:00 PM</p>	<p>OPENING CEREMONY 6:00 PM</p>	<p>WELCOMING RECEPTION 7:00 PM</p>
	<p>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>SPECIAL SEMINARS 4:00 pm</p>	
<p>Main Program 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>WEDNESDAY September 13</p>	<p>PLENARY SESSION TRACK 3 Productive Employment and Education Rapporteur: Rene Ofreneo, Philippines 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>SPECIAL SEMINARS 4:00 pm</p> <p>DINNER PARTY 7:00 pm</p>	
	<p>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>SPECIAL SEMINARS 11:00 am</p> <p>IIRA STUDY GROUPS 2:30 pm</p> <p>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 onwards
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)

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Claudio Sarmiento M.

Adolfo Ciudad R.

Paloma Martinez 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 8TH EUROPEAN REGIONAL CONGRESS

THE DYNAMICS OF EUROPEAN EMPLOYMENT RELATIONS

MANCHESTER, UNITED KINGDOM

4 – 7 September 2007

Dear Colleagues,

You are invited to participate in the 8th European Congress of the International Industrial Relations Association, to be held in the UK in September 2007.

We are looking forward to hosting a stimulating and engaging Congress in the country where, in the 1890s, Sidney and Beatrice Webb laid the intellectual foundation for the field of industrial relations.

Officers of the British Universities Industrial Relations Association (BUIRA) - one of the founders of the IIRA - are working together with scholars from a number of leading UK universities in organizing the 2007 Congress addressing the theme: the Dynamics of European Employment Relations. BUIRA had its genesis in a meeting held in 1950 in Manchester, England, and it is to that exciting city that we return for the Congress.

The Congress, from 4th – 7th September 2007, will provide the opportunity to present and hear papers on the four major themes outlined in plenary and workshop sessions; to offer and to participate in special seminars; to attend invited symposia; to take part in study groups, interactive poster sessions and sessions dedicated to new and doctoral researchers. There will be ample occasions for social interaction with receptions hosted in historic and cultural venues. Pre-Congress visits to local enterprises can be made on 3rd September. A programme will be provided for accompanying persons.

Full, updated, information on the Congress can be found on the Congress website <http://www.iiraeurope07.org/>. Registration will open in January 2007.

We are honoured to host the Congress and look forward to extending a warm welcome to participants from the rest of Europe and beyond.

Europe2007 Academic Steering Group

Dr. Stephen Bach (King's College, London)
Prof. Linda Dickens (University of Warwick; IIRA Executive Committee Member)
Prof. Christine Edwards (Kingston University)
Prof. Edmund Heery (Cardiff)
Prof Richard Hyman (LSE)
Prof John Kelly (Birkbeck College, London)
Prof. Paul Marginson (University of Warwick)
Prof. Jill Rubery (University of Manchester)
Dr Stephanie Tailby (University of West of England, President BUIRA)
Prof. Jeremy Waddington (University of Manchester)

CALL FOR PAPERS

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, each represented by a track:

- 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.

Submissions should be original work, not published prior to the Congress, addressing one (stated) theme of the Congress. Papers should be in English and preferably submitted on line (<http://www.iiraeurope07.org/>). Full details relating to submissions will be placed on the website.

Timetable:

- Abstracts for papers and posters are invited of between 600-1000 words to be submitted before **15th October 2006**.
- Notification of acceptance of submission will be made by the **end January 2007** and full papers will be required by **June 2007**.

THE CONGRESS TRACKS

Track 1: Restructuring work: new approaches to pay and working time

Changes towards more flexible and individualised systems of pay and working time are reshaping work and the employment relationship. Employer strategies are prominent in implementing these changes but the underlying factors driving the direction and pace of change are not yet clear. Are new pay and working time systems required by new forms of work organisation- including high performance work systems? Is the pressure to change work systems to be found in new production and consumption paradigms or should we seek explanation in the changing balance of power in employment relations and the wider political system? Is change motivated by a need to adapt to- or perhaps to take advantage of- a more diversified and gender-mixed workforce? What role is public policy playing in promoting change in the employment relationship? Is it possible to develop new forms of collective regulation that allow for more individualised arrangements? This theme invites contributions that explore these relationships. Issues to be considered include: the factors driving employer action and trade union responses / initiatives at a national, sectoral or organisational level; the changing relationships between work organisation, organisational / workplace practices and individualised and collective regulatory systems; the impact of equal pay or work-life balance initiatives on workplace practices and collective regulatory systems; trade-offs and complementarities between equity and efficiency in the development of new pay and working time systems; the distributional effects of new developments; the implications of change for national models of employment relations; and the equity and efficiency effects of public policy in the field of wages, pensions and working time.

Track 2: Voice at Work: New Challenges, New Forms

It is widely believed that we are at a point of transition in the system of worker representation. On the one hand, the world of work is changing and a new set of worker interests require expression, voice. On the other, established institutions of worker representation, trade unions and works councils are declining and there is a need for renewal. The purpose of this conference track is to address these two sides to the contemporary crisis of worker representation. With regard to the first issue, we want to examine the implications for voice at work of four challenges: changes in workforce composition, including feminisation, migration and the rise of atypical work; changes in work organisation, including the diffusion of high performance practices and the rise of the networked organisation; the internationalisation of economic activity and the challenge of cross-border worker representation; and the juridification of the employment relationship. With regard to the second issue, the track will address two broad questions. The first is the scope for trade unions to undergo an effective process of revitalisation, whether through merger, the expansion of union services, organisational change or the rediscovery of the social movement origins of trade unionism. The second is the significance and effectiveness of non-traditional voice mechanisms – new forms of statutory participation, employer-sponsored involvement and single-issue identity and advocacy organisations that target the world of work. The relationship of these non-traditional institutions to trade unions and works councils is an absolutely critical issue. In a new phase of multiple channels of worker voice will coalition or competition define the future?

Track 3: Regulating employment: towards multi-level governance

The regulation of industrial relations across Europe is increasingly assuming a multi-level character. This multi-level framework reflects a combination of developments, including: the elaboration of a European-level tier of regulation in addition to existing regulation in the EU's member states, a development which has increasingly extended beyond the economy-wide level to sector and company levels; the additional appearance of global forms of regulation in some sectors and companies; the growing importance in many EU member states of regional and territorial levels as a source of regulation; 'organised decentralisation' within national collective bargaining systems, in which scope for negotiation at company and workplace levels within frameworks agreed by the actors at inter-sector and sector levels has progressively been enhanced; and the simultaneous re-emergence of national level concertation. These developments have been accompanied by changes in the nature of legal regulation (at both EU and national levels), changes in the kind of regulation invoked by collective agreements, the extension and deepening of social dialogue and the arrival of new regulatory mechanisms (co-ordination, target-setting, benchmarking and peer review). A pronounced shift from 'harder' to 'softer' forms of regulation has become evident. What are the implications of this shift? What are the rationales for, and effects on policy and practice of, regulatory innovations at the different levels? How do the different regulatory levels in a multi-level framework interact? What is the relationship between 'hard' and 'soft' forms of regulation, and how effective are 'reflexive' governance mechanisms?

Track 4: Public Sector Restructuring: Between State and Market

Public sector employment relations have come under increased scrutiny as governments aim to enhance competitiveness. Pressures towards economic integration have encouraged governments to prioritize liberalization and marketization. Demographic as well economic pressures have spurred social welfare reform. The process of welfare state restructuring has not been uniform, reflecting variations in state traditions. Identifying how common themes of competitiveness and efficiency are articulated in particular national and sectoral contexts remains a key concern. The track examines the changing institutional and regulatory context for the public sector and the consequences for employers, trade unions, the workforce and citizens of these reforms. To what extent are fiscal pressures and concerns about quality of service provision encouraging governments to erode the 'model employer' and 'employer of last resort' traditions? Have employment relations practices moved closer to those prevailing in the private sector? Structural reforms are altering patterns of joint regulation at enterprise, sectoral and national levels. How far are reforms associated with the 'new public management' compatible with attempts by governments to foster social pacts, even in countries with little tradition of tripartism? Do these state sponsored reforms result in new patterns of governance and accountability at enterprise level that enhance user and employee voice or exclude them? To what extent have employers fostered the growth of direct participation, new forms of work organisation and systems of performance management and how have trade unions responded?

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.

TRACKS

TRACK 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.

TRACK 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.

TRACK 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.

TRACK 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

INTERNATIONAL SYMPOSIUM IN HONOUR OF PROF. MANFRED WEISS

FRANKFURT, GERMANY, 14-15 OCTOBER 2005

**By William Bromwich, Marco Biagi Faculty of Economics,
University of Modena and Reggio Emilia, Italy**

The International Symposium in honour of Prof. MANFRED WEISS, former President of the IIRA, held at the J.W.Goethe Universität in Frankfurt in October 2005, attracted over 100 participants, including many eminent labour law scholars, representatives of the social partners, judges and publishers, not just Germany and the EU countries, and from the major international organisations in the field such as the ILO and the European Foundation for the Improvement of Living and Working Conditions, but also from countries as far afield as Canada, Croatia, Israel, Japan and South Africa, reflecting Manfred's extensive network of international friendships and connections and his wide-ranging research interests. It was an occasion not just for celebration, but also for debate, and from a scholarly point of view the high point of the event was arguably the presentation of the volume produced to celebrate a lifetime of critical intellectual engagement, the *Liber Amicorum Manfred Weiss*,¹ followed by an interview with the guest of honour, though clearly the social events alongside the Symposium were also much appreciated by the participants, not least the visit to the Rhine valley and the monastery that was the closing event.

The *Liber Amicorum*, produced with the support of the Marco Biagi Foundation and ADAPT, the Association for International and Comparative Studies in Labour Law and Industrial Relations, Modena, the Hans-Böckler-Stiftung, Düsseldorf, and the European Foundation in Dublin, is a substantial piece of scholarship of 667 pages, including 54 critical studies, just over half of them in English, a substantial number in German, and a handful in French. Many of them are revealing not just in terms of the research questions they seek to answer, but also in that they provide affectionate insights into the character of the guest of honour at the Symposium.

The *Laudatio* by the Editors of the volume provides an overview of Prof. Weiss's long and distinguished career, listing his academic achievements and the numerous honours bestowed on him, and pointing out his readiness not just to analyse various national systems but also to contribute to reshaping them. This leads into Part I, Conceptual Questions, starting with an article by ALAN NEAL (Warwick), "The Very Model of a Modern Labour Lawyer", in which he highlights the fact that in many different national contexts, the same issues raise their heads. In her piece, CHRISTINE HOHMANN-DENNHARDT, who spent the first part of her career doing research with Manfred but now serves as *Richterin des Bundesverfassungsgerichts*, judge at the German Federal Constitutional Court (Karlsruhe), argues that collective labour law will continue to be of major importance. JEAN-PIERRE LABORDE (Bordeaux) then examines comparative labour law and the challenge of globalisation, and ANTOINE LYON-CAEN (Paris X – Nanterre) discusses aspects of salaried employment, while JACQUES ROJOT (Paris II, Panthéon Assas) takes as his starting point the fact that Manfred Weiss is one of the leading theoreticians of employee participation.

Part II, Employee Involvement in the Global Context, begins with a piece by ROGER BLANPAIN (Leuven, Limburg, and Tilburg) on the Globalisation of the Economy and Involvement of Employees, recalling Otto Kahn-Freund's classic dictum: "labour relations are power relations", and underlining the limits of employee influence on decision-making in today's economy. JANICE BELLACE (Wharton School, Pennsylvania) investigates the impact of

¹ Armin Höland, Christine Hohmann-Dennhardt, Marlene Schmidt, Achim Seifert (eds.) *Arbeitsnehmermitwirkung in einer sich globalisierenden Arbeitswelt. Employee Involvement in a Globalising World. Liber Amicorum Manfred Weiss*, Berlin, BMV Berliner Wissenschafts-Verlag. <http://www.bwv-verlag.de/>

the International Labour Organization on the development of national labour law, whereas BOB HEPPLER (Cambridge and Cape Town) examines the theory of divergence of labour law systems, and points out that Manfred Weiss shares the view of Johannes Schregle that scholars should never “extract one particular aspect from the context of the system of another country without being fully aware of the inner logic of that system”. PHILIPPE AUVERGNON (Université Montesquieu - Bordeaux IV) discusses corporate social responsibility, starting from but not limited to the European experience, while GUNTHER TEUBNER (J.W. Goethe Universität, Frankfurt) considers the impact of codes of conduct in corporate governance, with a public-private policy mix, whereas MARITA KÖRNER of the same university considers the pressures currently facing German labour law.

Part III, Employee Involvement and European Labour Law, begins with a presentation by STAVROULA DEMETRIADES and DAVID FODEN (European Foundation, Dublin) of research findings relating to European Works Councils, considering the sectoral coverage of these bodies. ARMIN HÖLAND (Martin-Luther-Universität, Halle-Wittenberg), in evaluating Manfred Weiss’s contribution to the European social model, examines employee involvement in Europe following the recent enlargement. MARLENE SCHMIDT (J.W. Goethe Universität, Frankfurt) looks ahead to the harmonisation of employee involvement in the various national systems, also considering the language barrier, whereas ACHIM SEIFERT, of the same university, discusses employee involvement and the role of the churches in Germany, and BERND WAAS (Fernuniversität, Hagen) investigates the role of the social partners in social dialogue. Finally, RENATE HORNUNG-DRAUS (employers’ association, Berlin, UNICE, Brussels, and ILO Corporate Social Responsibility Committee, Geneva) considers the development prospects for European social dialogue from the employers’ point of view.

Part IV, The German Model of Co-determination under Critique, is highly topical, since it comes at a time when *Mitbestimmung* is under sustained attack. SPIROS SIMITIS (J.W. Goethe Universität, Frankfurt) stresses the fact that the demise of co-determination has often been heralded but the institution continues to resist the assault from numerous quarters, whereas FRIEDRICH KÜBLER (Frankfurt, and the University of Pennsylvania Law School, Philadelphia) looks back to his early interest in *Mitbestimmung* together with Manfred Weiss in the 1960s, and forward to the impact in this area of the setting up of the *Societas Europaea* (SE). HELMUT KOHL (Frankfurt) considers whether co-determination is an historical error or a model for the future, also examining the impact of the Sarbanes-Oxley Act in the United States. From this discussion *Mitbestimmung* emerges as a kind of cat with nine lives (or, to put it another way, *Todgesagte leben länger*): while not constituting a model for the rest of the world, it seems likely to continue to play an important role in Europe. OTTO ERNST KEMPEN (Akademie der Arbeit in der Universität Frankfurt am Main) considers co-determination as a management method, while WALTHER MÜLLER-JENTSCH (Ruhr-Universität, Bochum) investigates the resilience of the *Mitbestimmung* model. In concluding this part, ANTOINE JACOBS (Tilburg) discusses the revitalisation of board-level employee representation in corporate governance, and MICHAEL BLANK (Mannesmann director of human resources) considers the impact of co-determination on the management of his group.

Part V, Employee Involvement in a Comparative Perspective, begins with an historical survey of pension reform in Italy by TIZIANO TREU (Catholic University, Milan), neatly summarising the main issues successive governments have tried to tackle. In her contribution, on the other hand, SILVANA SCIARRA (Florence) looks at the Italian response to the Open Method of Coordination, whereas Michele Tiraboschi (Modena and Reggio Emilia) looks at employee involvement in Italy, first in historical terms, then with an account of recent developments, including the financial participation of employees, and MAXIMILIAN FUCHS (Katholische Universität Eichstätt-Ingolstadt) provides a German perspective on employee representation in Italy. The focus then turns to employee involvement in British law (GILLIAN MORRIS, Brunel University, London), whereas CSILLA KOLLONAY (Budapest) examines dispute resolution methods in the Hungarian context. Sadly, the planned contribution on new trends in collective bargaining by another long-standing friend of Manfred Weiss, LÁSZLÓ NAGY (Szeged University, Hungary), was never submitted due to Prof. Nagy’s demise. However, the article by POLONCA KONČAR (Ljubljana) considers recent developments in Slovenian labour law, whereas MICHAL SEWERYŃSKI presents research findings

on collective agreements in Poland, whilst THOMAS KREUDER (Frankfurt) and ŽELJKO POTOČNJAK (Zagreb) examine the development of Croatian labour law since the adoption of the new labour statute. OLGA RYMKEVITCH (Modena and Reggio Emilia) discusses employee participation in the Russian Federation, starting with the historical background and concluding with the ineffectiveness of legal norms in present-day Russia. STEPHEN ADLER (Israeli National Labour Court, Jerusalem) reports on recent labour disputes in Israel, such as the ports dispute and the pension reform strike, considering the role of the unions and that of the courts, focusing in particular on strikes in essential services, in which the right to strike must be balanced against the public interest, bearing in mind that over a prolonged period the public cannot be deprived of essential services. In the same national context, ELIKA BARAK-USSOSKIN (Israeli National Labour Court) considers collaboration in the tripartite system, in particular the right to be consulted and the duty to consult.

MARIUS OLIVIER (University of Johannesburg) provides a critical overview of the regulation of worker participation in South Africa, recalling the contribution made by Manfred Weiss in the reform of labour law during the transition to democracy in that country. TAKASHI ARAKI (University of Tokyo) considers the decentralisation of bargaining in both the German and the Japanese contexts, whereas TADASHI HANAMI (Sophia University, Tokyo, and former president of the IIRA) considers women's involvement in men's society in Japan, noting the rather limited progress that has been made in combating discrimination in a highly traditional society replete with symbolic rituals such as sumo wrestling and the ceremonies associated with it, from which, significantly, women tend to be systematically excluded. KAZUO SUGENO (University of Tokyo) then provides a thought-provoking piece on the law to protect whistleblowing, as a measure to deal with corporate malpractice.

On a more sombre note, as pointed out by Manfred during the presentation of the *Liber Amicorum*, two of his long-standing friends were missing from the Symposium: one of them was MARCO BIAGI, whose life was cut short so brutally and senselessly on 19 March 2001, and the other was CLYDE SUMMERS, who sadly due to advanced age and declining health could not be present in Frankfurt. However, in his short but cogently argued contribution on employee involvement, Clyde distinguishes between management-inspired schemes and collective bargaining, where the employee voice brings pressure to bear on the employer. Also MATT FINKIN (University of Illinois) discusses employee involvement in the US, pointing out that "the only means for employees to secure lawful involvement independent of their employer's control is by designation of an exclusive bargaining representative by a majority of employees in a plant" under the National Labor Relations Act. He then considers the prohibition on unions striking or engaging in a concerted refusal to handle goods in order to force "an employer, one with whom the union had otherwise no dispute, to cease doing business with another employer", by means of a boycott or "will not handle" clause, also known as a "hot cargo clause", and comments on Supreme Court rulings on this matter. Still in the US context, ALVIN GOULDMAN (University of Kentucky) considers ways of providing a collective voice for workers in a changing work environment, also by means of modern guilds, whereas THOMAS C. Kohler (Boston College) in an historical study looks at the religious voice and employee participation in the US and Germany, providing along the way insights into Manfred Weiss's early intellectual development.

The practice of whistleblowing as a means to combat corporate malpractice, considered earlier in the Japanese context, is examined by REGINA OGOREK (J.W. Goethe Universität, Frankfurt) in the German system, whereas MANFRED ZULEG of the same university discusses equal opportunities for public-sector employees in Germany. Part VI, Miscellanea, rounds off this collection of contributions embracing a remarkably wide range of issues, both in geographical and conceptual terms. OTTO JACOBI (Laboratorium Europa, Frankfurt) discusses the minimum wage (*Mindestlohn*), arguing that while the unions are not in such bad shape as is sometimes claimed, they still do not enjoy rude good health. The low-paid sectors such as hotels, catering, tourism, retail, cleaning and security services are particularly in need of the protection provided by minimum wage legislation, which plays a key role also in the construction industry. Union restructuring is examined by BERNDT KELLER (Konstanz Universität), who considers the German case of ver.di, which in recent years in spite of restructuring has reported a significant decline in union membership. MICHAEL KITTNER (Universität Kassel) provides an historical perspective on the responses

to the formation of guilds in the states of the old German empire from the sixteenth to the beginning of the nineteenth century. DIETHER DÖRING (Frankfurt) considers the development of social services and demographic changes, whereas INGWER EBSEN, from the same university, examines active labour market measures. This is followed by an account by ULFRID NEUMANN (Frankfurt) of the controversy between Hugo Sinzheimer and Gustav Radbruch over criminal law provisions for the protection of the labour force. Finally, KLAUS LÜDERSSSEN reviews Christoph Hein's *In seiner früher Kindheit ein Garten*, a literary work.

By way of conclusion, the Editors provide an impressive list of Manfred Weiss's numerous books and articles, many of them written in collaboration with the contributors to the *Liber Amicorum*, revealing a thematic development and a desire and determination to deal with a range of issues and national systems that can best be described as extraordinary.

NEWS FROM IIRA MEMBERS

2005 IRASA ANNUAL NATIONAL CONFERENCE

REPORT COMPILED BY RHODÉ VAN RENSBURG

The 2005 IRasa Annual National Conference was hosted from 4-6 October 2005 at Spier Estate in the beautiful Western Cape wine lands.

A total of 186 delegates were fortunate to attend this year's Conference. They were a very appreciative and participative audience who stayed until the very last minute to enjoy the final networking lunch in the company of friends and colleagues. On the evenings of 4th and 5th October two groups of delegates went on board the Sea Horse for a Dinner Cruise. These events were superb opportunities to meet with peers and share ideas and challenges in the employment relations field in a more relaxed environment. IRasa was honored to have the Minister of Labour, Mr. Membathisi Mdladlana to deliver the Keynote Address: "***Facing the Challenges of the atypical Employment Relationship***". The Minister's complete address appears on IRasa's web site www.irasa.org.za

The first and penultimate sessions of the Conference were in the form of panel discussions. Panel Discussion on 4 October: "***The Future of Collective Bargaining in the Public Sector***". Panelists: Claude Naiker (PSA), Shamira Huluman (PSCBC), Fikile Hugo (SADTU) and Johan van der Hoven (DPSA). Panel Discussion on 6 October: "***Central Bargaining and Labour Market Flexibility***". Panelists: Lindsay Madden (Building Institute Bargaining Council, Western Cape), Chez Milani (FEDUSA) and Vic van Vuuren (BUSA). With both panel discussions a broad spectrum of issues was covered and it evoked lively participation (and appreciation!) from the audience.

The Opening Address by Rhodé van Rensburg (IRasa President) focused on interventions that we as employment relations practitioners can advocate and indeed lead in attempting with a determined will to crack the spiral of disintegration caused by poverty, unemployment and HIV and Aids in South Africa.

In the Groblersdal area of Mpumalanga, amongst a population of a million, only 70 thousand adults are employed. Imagine the level of desperation in a community where the wages earned by 70 thousand individuals have to be spread to provide sustenance for so many. It is an impossibility, we all know. This particular example is only one of thousands of other cases of community impoverishment countrywide.

With this desperate situation in mind, we acknowledge that there are thousands of projects countrywide, big and small, which are creating work in rural areas and jobs for the unemployed. What it takes is the vision to see sustainable opportunities in each specific environment, where local resources and skills can be harnessed to provide jobs, bring food on the table, and stimulate growth.

Positive job creation case histories with a special focus on community involvement:

The Thandi venture; the Working for Water project – a large-scale job-creation venture created by the Department of Water Affairs and Forestry; Suurbraak Skrynwerkers who manufacture Van Gogh-style chairs for local and export consumption; the Dysselsdorp Liquorice factory and Direct Selling.

Our role as employment relations practitioners:

- To research opportunities
- To liaise between entrepreneurs and communities as facilitators
- To provide suitable business and skills training opportunities and venues
- To provide mentorship and employment relations advisory services.

There is obviously a direct link between community impoverishment and the scourge of HIV and AIDS.

The HIV and Aids challenge

In the case of HIV and AIDS, statistics highlight the enormity of a problem about which we might have become blasé as a result of repeated media campaigns. When we take cognizance of the fact that 65 million people worldwide are infected, and that of these 28,1 million live in Sub-Saharan Africa, and that 19,9% of sufferers live in South Africa, then we cannot avoid facing up to the seriousness of the situation.

Consider that in 1998, according to Professor Carel van Aardt of UNISA, there are 450 000 extra deaths per year between the ages of 20-45 years of age which is also the high risk ages of HIV and AIDS in South Africa. He relates this increase to AIDS related deaths and indicates that in 2015 we may have lost 5 million South Africans to this AIDS epidemic. More women than men are vulnerable to the AIDS epidemic which has a direct impact on household economics and structure. It is estimated that there are 1, 2 million orphans and vulnerable children due to HIV and AIDS. They are our future workforces!

Apart from the untold human suffering of those affected by HIV and AIDS, their families, communities and children, the social and economic development consequences of the AIDS epidemic are starting to have direct impacts such as loss of production, increased absenteeism on sectors such as health, education, industry, agriculture, transport, and defence services. These sectors do also have a direct link to the economic development and social security of our country. Let's take the reality check on how this will impact on our human resource development and future workplaces!

Here in our own, young democracy, we are still to a large extent in a state of denial and ignorance, especially from a business perspective. Only 26% of companies have an HIV-AIDS workplace policy and programme to assist them in managing the impact of HIV and AIDS on employment and the working environment.

While social and health care services are focusing on the prevention and treatment of HIV, we in the business sector must invest into our employment relations.

What can be done?

- Creating a safe working environment for all employers and employees.
- Developing procedures to manage occupational incidents and claims for compensation.
- Introducing measures to prevent the spread of HIV.
- Developing strategies to assess and reduce the impact of the epidemic upon the workplace.
- Supporting those individuals who are infected or affected by HIV and AIDS so that they may continue to work productively as long as possible.

This last point in particular, needs to be stressed. By facilitating this stance in the workplace, we can make a huge contribution to reducing the human challenges around the AIDS epidemic by maintaining a sense of purpose and dignity as well as, healthy lifestyles and continue to support individual employees and their families. The years of living with HIV before being AIDS ill or full-blown AIDS can be many with the appropriate lifestyle interventions such as a safe working environment, positive living and changing of lifestyles around health and well-being. The

case of Ds Christo Greyling who contracted HIV from an infected blood transfusion needle in the late 1980s illustrates how one can add years to a person living with HIV by keeping them productive and involved with society. Throughout the years he has shown his leadership in the awareness of HIV and AIDS by becoming not only the vice-chairperson of the Stellenbosch Community AIDS Mobilization Project in 2001, but is currently the proud father of two children who are not infected with HIV. He continues with public awareness programmes and gives public motivational speeches on how to live positively with the necessary personal and social support. Having a job and an income can make that difference for employees living with HIV, who are then less likely to contract opportunistic infections such as TB, STIs (Sexually transmitted infections) or even Malaria. How many Christo's do you have at your workplace? Why are they quiet?

Van Rensbrug's challenge and plea for IRasa and to those as individuals is that delegates will leave this conference determined to get some positive interventions off the ground to reduce the devastating impact of this devastating human catastrophe.

The main theme: *Employment Relations: Building the Future* places the emphasis fairly and squarely on a positive approach to developing a solid future for the country in terms of labour matters. This requires that we give our minds to the enormous problems in terms of unemployment, poverty and social development. This particular theme also presents the opportunity of looking at relevant sub themes, and in doing so covering a significant number of critical issues.

Industrial Relations Association of South Africa (IRasa)
PO Box 6960
Ansferre 1711
South Africa
Telephone number: +27 11 471 3990
Fax number: +27 11 471 2616
E-mail: IRasa@unisa.ac.za

PROFESSOR HARISH JAIN NAMED TO THE ORDER OF CANADA

IIRA member, Professor Harish Jain has been named to the Order of Canada. Harish is a professor emeritus of human resources in the DeGroote School of Business, McMaster University in Hamilton, Ontario, Canada. He was appointed as Commissioner of the Canadian Human Rights Commission in April of this year. He is currently Donald Gordon Visiting Professor at the Graduate School of Business at the University of Cape Town.

We congratulate Harish for this meritorious award.

THEORETICAL PERSPECTIVES ON WORK AND THE EMPLOYMENT RELATIONSHIP

FREE COPIES

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.

NEWS FROM STUDY GROUPS

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

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).

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

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 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

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

Study Group 9 (Pay Systems) will be meeting in Sept. 2006 in conjunction with the 14th IIRA World Congress in Lima.

Study Group 9 covers incentive/risk-sharing pay systems such as piece rates, commissions, profit sharing, employee share ownership, etc. It also looks at non-wage benefits such as pensions and health insurance. Finally, it considers public social insurance programs.

If you are interested in making a presentation at this meeting, please contact me at daniel.j.b.mitchell@anderson.ucla.edu.

Thank you.

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 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

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 9

Pay Systems

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 11

Future of Trade Unionism

Dr. Timo Kauppinen
 European Foundation for the improvement of Living
 and Working Conditions
 Wyattville Road
 Loughlinstown
 Co. Dublin, Ireland
 Tel.: (+353-1) 204-3143
 Fax: (+353-1) 282-6456
 E-mail: Timo.Kauppinen@eurofound.eu.int

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

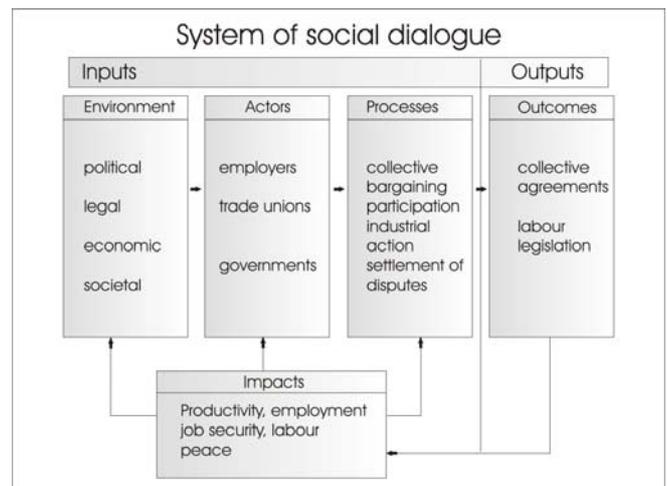
Producing and benchmarking social dialogue country profiles

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.

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

or

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 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.

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

We are happy to inform all IIRA members that, due to popular demand, the coordinators of Study Group 16 Mark Thompson and Berndt Keller have agreed to re-instate this group at the Lima Congress.

Those who are interested in participating in the study group should contact one of the coordinators at: mark.thompson@commerce.ubc.ca or Berndt.Karl.Keller@uni-konstanz.de

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@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

OTHER CONGRESSES



**14TH ANNUAL INTERNATIONAL EMPLOYMENT RELATIONS
ASSOCIATION CONFERENCE**
19-23 JUNE 2006, HONG KONG

Where labour is in high demand, human resource professionals talk of work-life balance and employee friendly work policies. Yet organisations may not be able to rule out the possibility of re-structuring and down-sizing in the future. Can family-friendly rhetoric imply a long-term commitment? To what extent do businesses understand and really adjust to employee needs and expectations? How can businesses best understand and interpret the views and preferences of providing employees assistance? What are the most effective measures to ensure that a work environment is family-friendly and worker-friendly? Do adjustments and improvements to terms of employment and working conditions rely fundamentally on government regulation? What role do employee development and reward management have? How effective is worker/union representation in initiating change? And to what extent do cultural differences impact on policies in different parts of the world, where expectations may vary significantly.

The 2006 conference of the International Employment Relations Association will focus on these key issues. Hosted by Hong Kong Baptist University, co-organized by Hong Kong People Management Association, the conference will provide a forum for East-West dialogue and comparison. The conference will include a half day human resource practitioner symposium in conjunction with the Hong Kong People Management Association where delegates will have the opportunity to engage with some of the leading-edge HR practices in Hong Kong. There will also be an opportunity for delegates to undertake a brief study visit to workplaces in Guangdong, China.

Conference Theme

The main theme for the conference will address the issue of family-friendly employment policies and practices, considering issues such as corporate social responsibility, gender and workplace issues, and ethics and employment. Papers in any of the specific areas listed below, such as the social and workplace benefits of employment - including areas such as working time, employment flexibility, pensions, employee assistance programmes and the psychological contract - will be particularly welcome. Comparative studies between countries or geographic regions are also encouraged.

Area 1

The Employer of Choice: What are the challenges facing organisations as they seek to position themselves as the 'employer of choice'? To what extent is it viable for a business to adopt such a position? What are the consequences - and contradictions - involved in ensuring consistent implementation of such an approach? The central focus here is concerned with HR policies and practice,

with corporate social responsibility and commitment - and with employee attitudes and values.

Area 2

Changing working conditions: Working conditions are changing but does this mean that conditions are getting better? The focus for this theme will be on pay, hours and conditions of work. What do policies concerned with 'work-life balance' really mean for working conditions? Are there signs of change in gendered work relations? How best can conditions be improved? What is the role and influence of trades unions in bringing about change? How important are government policies in setting standards? What influence do international organisations such as the ILO and World Bank have in practice - for example on child labour or the use of casual labour?

Area 3

Employment Flexibility: The development of more flexible working practices has been attributed to both employer and employee pressures. Some commentators have seen this trend as offering a 'win-

win' approach to the employment relationship while others have seen the ultimate aim as cost minimisation and greater control of the workforce by the employer. To what extent has the shift to more flexible working (or atypical working as it is sometimes termed) been a global phenomenon?

Area 4

Employee Assistance Programmes: Happy employees are productive workers. However, the price of ignoring employee stress and mental discomfort is huge when many employers feel ill equipped to deal with the issues. Multinational corporations based on various countries are aware of the needs of having Employee Assistance Programmes in promoting and restoring the social and mental health of their employees.

Area 5

Employment Relations: Any general issues on the current research and practices of employment relations are also included. Topics especially relating to the context of an East-West comparison are most welcomed.

More information can be found on:
<http://www.hkbu.edu.hk/~iera2006/>

INDUSTRIAL RELATIONS IN EUROPE CONFERENCE (31 AUG. – 2 SEPT. 2006)

FACULTY OF SOCIAL SCIENCES
 KARDELJEVA PLOSCAD 5
 1000 LJUBLJANA
 SLOVENIA

CONFERENCE PROGRAMME

Thursday 31 August 2006

- 12.00–13.15 Arrival and Registration
- 13.30–14.00 Conference Opening Addresses
- 14.00–15.45 Plenary session: The Future of the EU social dimension
- 15.45–16.30 Coffee break
- 16.30–18.30 Parallel Workshops I
 1. The (uncertain) future of the European social model
 2. Social pacts and public sector reforms (or: reform of employment relations in public sector)
 3. Trends and prospects for sector level IR in the enlarged Europe
 4. MNC's relocation and Europeanization of industrial relations
 5. Equal opportunities
 6. Conceptualisation and research of employment relations: IR and HRM approach

7. Imagined solidarities: labour and the "Information Age"

18.30 – ... Welcome reception

Friday, 1 September 2006

- 09.00–11.00 Plenary session: Social Pacts and Public Sector Reform
- 11.00–11.30 Coffee break
- 11.30–13.30 Parallel Workshops II
- 13.30 – 14.30 Lunch
- 14.30 – 16.30 Parallel Workshops III
- 16.30 – 17.00 Coffee break
- 17.00 – 19.00 Parallel Workshops IV
- 20.00 – ... Conference Dinner

Saturday, 2 September 2006

- 09.30–10.30 Highlights and issues for further thought from the workshops
- 10.30–11.00 Coffee break
- 11.00–13.00 Plenary session: Conceptualisation and research of employment relations: IR and HRM approach
- 13.00–13.30 Conference Closing
- 13.30– ... Farewell lunch

More information on <http://www.irec2006.com/>

OUR WORK OUR LIVES: NATIONAL CONFERENCE ON WOMEN AND INDUSTRIAL RELATIONS

12-14 July 2006-04-20 Rydges Hotel
 9 Glenelg Street
 South Bank, Brisbane
 Queensland, 4101, Australia

Griffith University (GU) and The Queensland Working Women's Service Inc (QWWS) present their first national conference on women and industrial relations. The conference is held over three days and hopes to attract over 150 delegates from a variety of backgrounds. Attendees include industry leaders, academics, human resource managers, policy advisors, government staff, lawyers, union delegates and employer organisations.

The program offers a mix of hypotheticals, panel discussions, discussion papers and workshops from a variety of perspectives. A special cocktail night and informal dinner have been arranged to encourage participants to enjoy networking in a relaxed, friendly environment.

Wednesday, 12 July 2006

- 8:00am Registration and Early Coffee
- 9:00am Opening – Governor of Queensland Quentin Bryce
- 9:30am PLENARY 1: IR REFORMS: GOOD NEWS FOR WOMEN? The following speakers have been invited: Hon. Stephen Smith (Opposition Spokesperson on IR), Employer group representative, Sharan Burrow (ACTU)
- 10:45am Morning Tea
- 11:15am PLENARY 2: BARBARA POCKOCK (QEI Fellow, University of South Australia): WOMEN AND WORK: PLEASURE, PAIN AND PROSPECTS
- 12:15pm Lunch
- 1:30pm PLENARY 3: WHAT ABOUT THE MEN? A provocative session with Sex Discrimination Commissioner Pru Goward, and gender experts Dr Mike Donaldson (University of Wollongong) and Dr Barbara Pini (Queensland University of Technology)
- 2:45pm Afternoon Tea
- 3:15pm WORKSHOP and PAPER SESSION 1 - Streams on Women, Work and Public Policy; and Best Practice in the workplace.
- 4:30pm WORKSHOP and PAPER SESSION 2 - Streams on Women, Work and Public Policy; and Best Practice in the workplace.
- 6:00pm -ROOFTOP COCKTAIL PARTY – networking with great food and entertainment with a fabulous view of Brisbane.

Thursday 13 July 2006

- 8:30am Early Coffee
- 9:00am PLENARY 4: POLICY AT THE STATE LEVEL: STRATEGIES TO CREATE GENDER EQUITY
Victorian, Western Australian Industrial Relations policy makers and implementers examine actions at state government level to continue to promote gender equity at work.
- 10:15am Morning Tea
- 10:45am PLENARY 5: WOMEN, WORK AND WELFARE
A panel of experts examine this provocative issue: how does welfare and IR reform intersect, and what are the implications for women?
- 12:00pm HYPOTHETICAL: PURSUING GENDER EQUITY
Compared by Commissioner Ingrid Asbury (QIRC). A diverse 'expert panel' follows the twists and turns of a path to gender equity at a hypothetical workplace.
- 1:30pm WORKSHOP and PAPER SESSION 3 - Streams on bargaining (collective and individual); Not all Working Women are the

- Same; Gender and Work at Workplace/Industry Level, Bullying and Discrimination.
- 3:00pm Afternoon Tea
- 3:30pm WORKSHOP and PAPER SESSION 4 - Streams on bargaining (collective and individual); Not all Working Women are the Same; Gender and Work at Workplace/Industry Level, Bullying and Discrimination.
- 5:00pm Free Time (but several local restaurants will be booked so participants can meet others in a convivial setting)

Friday, 14 July 2006

- 8:30am Early Coffee
- 9:00am WORKSHOP and PAPER SESSION 5 - Streams on Gender Activism (unions and non-union actors) and Pay Equity
- 10:15am Morning Tea
- 10:45am PLENARY 6: LOOKING FORWARD: ACTION, ACTIVISM, CREATING CHANGE
Sue Hammond, active in a variety of spheres (WEL, BPW, Pay Equity Coalition, State Public Services Federation and the ACTU) leads a 'speak out' from invited guests and from the floor on activism and change around gender and work.
- 12:15pm NETWORKING LUNCH
- 1:30pm Conference Concludes

More information:
<http://www.qwws.org.au/OWOL.html>

ACADEMY OF HUMAN RESOURCE DEVELOPMENT

INTERNATIONAL RESEARCH CONFERENCE 2007

WEDNESDAY, FEBRUARY 28, 2007 – SUNDAY, MARCH 4, 2007

Call for Papers

The Academy of Human Resource Development was formed to encourage systematic study of human resource development theories, processes, and practices; to disseminate information about HRD; to encourage the application of HRD research findings; and to provide opportunities for social interaction among individuals with scholarly and professional interests in HRD from multiple disciplines and from across the globe. AHRD invites you to submit manuscripts for the 2007 International Research Conference.

All scholars interested in HRD are invited to submit manuscripts for consideration. The conference is

attended by researchers and students from the areas of HRD, business, psychology, education, economics, sociology, technology, and communication. In addition, HRD researchers and reflective practitioners from business, industry, and government participate fully in the conference.

Scholarship may be submitted in six categories: Research and Theory Symposium, Interactive Poster, Research Roundtable, Innovative Session, Preconference, and Scholar-Practitioner. Research and Theory, Interactive Poster, Innovative Session, and Scholar-Practitioner manuscripts will be blind reviewed and should be of new unpublished research. Preconference proposals will not be blind reviewed. Research and Theory, Interactive Poster, Preconference, and Scholar-Practitioner manuscripts will be published in the Proceedings. Only the abstract for the Research Roundtable and Innovative Session submissions will be published in the conference proceedings. Manuscripts accepted for the conference program will be published in the conference proceedings and may be published elsewhere following the conference. The Program Chair and Conference CEO make final acceptance decisions.

At least one author for each submission must register for the conference by January 12, 2007, in order for the submission to be included in the program and proceedings. The registration form will be available at www.ahrd.org.

Important Note: Authors may submit only two papers as primary author under the Research and Theory category. The total number of times a person's name may appear on any presentation at the conference is limited to 5, except invited activities.

Submission Deadlines

Manuscripts Due: 5 PM (Eastern) Monday, September 18, 2006

Decision Notification: October 24 – November 1, 2006

Camera-ready Papers: Friday, December 1, 2006

Online Submission Address: <http://www.ahrd.org>

Direct all questions regarding the Conference

AHRD Office: Office@ahrd.org

+1 (419) 372-9155

More information www.ahrd.org

CALLS FOR PAPERS

IIRA TO LAUNCH A BOOK SERIES

The IIRA has committed itself to launch a publication series in collaboration with a major publisher. The series would include books and monographs on topics of interest to IIRA members. It would be a place where IIRA members can publish their work subject to peer review. The IIRA Executive approved a proposal on the series in September 2005 and authorized an Editorial Board to implement the program. This Board is Chaired by Professor Anil Verma (University of Toronto) with Professor Linda Dickens (University of Warwick) and Dr. Tayo Fashoyin (ILO and IIRA Secretary-Treasurer) as members. Negotiations are currently under way with a major publisher to sign a multi-year agreement to publish the series. The Editorial Board plans to issue a call for proposals as soon as the negotiations are concluded. The Editorial Board would be interested in proposals that involve book-length works with a comparative and/or international focus to any aspect of industrial relations.

ADVANCES IN INDUSTRIAL AND LABOR RELATIONS

The Editors of the annual research volume **Advances in Industrial and Labor Relations** (AILR) David Lewin and Bruce Kaufman, announce a call for "best papers". Chosen papers will be presented at the 2007 meeting of the labor and Employment Relations Association (LERA) meeting in Chicago and, after passing through the referee process, will be published in AILR. Papers on all aspects of labor and employment are welcome. Submit wither an abstract/proposal of no more than three pages or a completed paper draft by June 1, 2006. Send to Lewin at david.lewin@anderson.uncla.edu and the Kaufman at bkaufman@gsu.edu

PUBLICATIONS

**SOCIAL DIALOGUE AND POVERTY
REDUCTION STRATEGIES**

GRAEME J. BUCKLEY AND
GIUSEPPE CASALE (EDS.)
2006, 562 PP. , HARDBACK
ISBN 92-2-117541-3

This comprehensive volume provides a series of case studies drawing on the ILO's experience with national poverty reduction processes in Cambodia, Ethiopia, Ghana, Indonesia and Tanzania. As well as highlighting practical tools for practitioners engaged in poverty reduction activities, the book also illustrates in very practical terms the challenges and opportunities facing the ILO and its partners.

As useful background, a conceptual framework is introduced which focuses on issues to do with governance in the labour market, emphasizing rights at the place of work and the role of labour standards and labour administration in poverty reduction.

The editors also pinpoint a number of challenges that still remain in order to add value to poverty reduction strategies from a decent work perspective. They examine the need to include more thorough analyses of employment and other aspects of decent work, the need for labour ministries, employers' and workers' organizations to be more systematically integrated and the need to place more attention on equity in addition to growth in poverty reduction strategies.

**OFFSHORING AND THE
INTERNATIONALIZATION OF
EMPLOYMENT. A CHALLENGE FOR A
FAIR GLOBALIZATION?**

PETER AUER, GENEVIÈVE BESSE AND
DOMINIQUE MÉDA (EDS.)
2006, 280 PP.
ISBN 92-9014-783-0

Are job losses and the degradation of working conditions in the developed world due to globalization and the offshoring of jobs? Contrary to popular beliefs and fears, most economic analysis evaluating the long-term and global implications of international-

isation of employment does not support this view. Yet for workers who have been displaced, a positive overall global and long-term impact does not remove their immediate loss.

The proceedings of the third Annecy Symposium, which took place in April 2005, discuss this paradox: globalisation has usually enhanced the well being of countries that have participated and globally reduced poverty, but it looks more and more like a monster that devours jobs, because there a few mechanisms that compensate its losers. The book examines the trends in the internationalisation of employment, looks at losers and winners and proposes new policies of compensation. The latter are based on rights and international labour standards and on a new effort to build an effective employment adjustment system that accompanies globalisation and makes it fairer.

French version *Délocalisation, normes du travail et politique d'emploi* sous la direction de Peter Auer, Geneviève Besse et Dominique Méda, is available through Editions la Découverte, Paris, 2005.

**GLOSSARY OF LABOUR LAW AND
INDUSTRIAL RELATIONS (WITH SPECIAL
REFERENCE TO THE EUROPEAN UNION)**

2005, 287 PP.,
ISBN 92-2-115731-8
50 SW.FRS.; US\$37.95; £21.95; 33 EUROS

"The Glossary of Labour Law and Industrial Relations fills a need for not only quick reference but will serve as a starting point to related research. It is highly recommended, especially to university libraries supporting graduate and undergraduate business programmes" - Lucy Heckman in the 37th Volume of the American Reference Books Annual 2006 (ARBA), United States

The Glossary of labour law and industrial relations, one of the first of its kind, provides a comprehensive and accessible overview of the development and current status of labour law and industrial relations issues, including globalization and international labour standards.

Going a step further than simple definitions, this easy-to-use glossary provides substantive entries and cross-references between international labour

standards, European Union Directives, resolutions and regulations. In this respect, definitions from the public domain are taken from legislative and specialized texts dealing with international standards and institutions in general.

The glossary also explores the most relevant issues surrounding the global debate on the social dimension of globalization and includes entries on current achievements, debates, ideas and programmes, as highlighted in the 2004 Report of the Director-General of the ILO on the World Commission on the Social Dimension of Globalization, *A fair globalization: The role of the ILO*. These issues are summarized in the substantive introduction for easy reference.

Conceived as an education tool, this storehouse of practical definitions also provides practitioners and scholars with advice and suggestions that may be taken into account in their day-to-day work. Legal specialists, employers, workers and government officials will find recognized and accepted international labour practices in a number of domains of interest to them. A valuable addition to the current literature on the topic, this glossary aims to contribute to the overall development of a sound social dialogue and industrial relations system at different levels of the economy.

EUROPEAN LABOUR LAW 10 EDITION

BY ROGER BLANPAIN

List Price: \$122.00

Euro Price: €55.00

Published: 2/15/2006

ISBN: 9041124543

Format: Paperback

DESCRIPTION

This book deals with European labour Law and industrial relations. It covers legislation concerning relations between employers and employees, collective agreements and the case law of the Court of Justice, as well as the structure and strategies of the social actors. The book consists of three parts: a general section, a section devoted to individual labour law and a section that deals with collective labour law. The tenth edition is a revised version and all the latest developments are covered.

DECENT WORKING TIME

NEW TRENDS, NEW ISSUES

EDITED BY JON C. MESSENGER, JEAN-YVES BOULIN, MICHEL LALLEMENT, FRANÇOIS MICHON

This collection, comprised of papers from some of the leading international scholars in the field, reflects on the profound changes in the nature of working time, and indeed the nature of employment itself in the industrialized world. Including international comparative analysis alongside national case studies, this volume offers a wealth of information on the new trends which have emerged over the past decades - all of which were discussed at the recent 9th International Symposium on Working Time, Paris (2004). It looks at the increasing use of results-based employment relationships for managers and professionals, and the increasing fragmentation of time to more closely tailor staffing needs to customer requirements (e.g., short-hours, part-time work). Moreover, as operating/ opening hours rapidly expand toward a 24-hour and seven-day economy, the book considers how this has resulted in a growing diversification, decentralization, and individualization of working hours, as well as an increasing tension between enterprises' business requirements and workers' needs and preferences regarding their hours. This new reality has raised some other challenging issues as well and the volume addresses those such as increasing employment insecurity and instability, time-related social inequalities, particularly in relation to gender, workers' ability to balance their paid work with their personal lives, and even the synchronization of working hours with social times, such as community activities. In addition, the book offers valuable insights on how policy-makers, academics, and the social partners can together help further develop and refine an effective policy framework for advancing "decent working time."

March 2006 384 pp. ISBN 978-92-2-117950-4 50 Sw.frs.; US\$39.95; £21.95; 35 Euros

MEETING THE EMPLOYMENT CHALLENGE

ARGENTINA, BRAZIL, AND MEXICO IN THE
GLOBAL ECONOMY

JANINE BERG, CHRISTOPH ERNST, AND
PETER AUER

Arguing that economic policies in Argentina, Brazil, and Mexico favor markets over institutions and the international economy over the domestic – to the detriment of the workforce in those countries – Meeting the Employment Challenge presents extensive evidence in support of placing employment concerns at the center of economic and social policies. The authors discuss the challenges the three countries face in creating employment, as well as the evolution of the labor market since 1990 in terms of the quantity and quality of jobs. They then explore the impact of five policy areas on employment creation: macroeconomic policy, trade liberalization, foreign direct investment, labor market regulations and policies, and social dialogue. Their concluding recommendations offer concrete steps for balancing market forces and policy intervention in the interest of employment growth in a sound economy. Janine Berg and Christoph Ernst are labour economists in the Employment Analysis and Research Unit of the Employment Strategy Department, International Labour Office (ILO), Geneva. Peter Auer is chief of the Employment Analysis and Research Unit of the Employment Strategy Department. Co-publication with Lynne Rienner Publishers, USA

June 2006 296 pp. ISBN 92-2-117947-8 70 Sw.fr.s.;
US\$55; £30; 45 Euros

BEYOND THE SCOREBOARD

YOUTH EMPLOYMENT OPPORTUNITIES AND
SKILLS DEVELOPMENT IN THE SPORTS
SECTOR

EDITED BY GIOVANNI DI COLA

Offering insightful research from leading experts in the international, governmental and academic communities, this comprehensive collection examines how youth leadership and skills development can be fostered through sports today. In many parts of the world, sport has proven to be a powerful tool to promote education, health, development and peace – this volume focuses on its vital role in the social development and employability of young people. It considers what sport means for social and economic development and how it can be an innovative method of drawing attention to issues such as HIV/AIDS prevention and the reduction of violence and poverty. The need for ethically grounded sports management and physical education in schools is also highlighted. The many challenges confronting the sector are examined as well, such as women's empowerment in sport, the social insertion of athletes with disability and the ensuring of a safe environment. The book identifies what opportunities are available for employment at the local, regional and global levels. Case studies and examples from Europe, the United States, East Africa, Latin America and Asia are presented, revealing how the sports sector often acts as a vehicle between local and global markets. In addition, the ILO's Youth Sport Program methodology is explained to illustrate how sport can develop soft and core employability skills in a bottom up approach. This is a very concrete step toward officially recognizing the importance of sports values and skills and how they may benefit youth in a global labour environment.

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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.

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IIRA Executive Committee

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Prof. Luis APARICIO VALDEZ
Asociación Peruana de Relaciones de Trabajo, (Peru),
laparicio@aele.com

IIRA President – Elect

Prof. Russell D. LANSBURY
Department of Industrial Relations,
(Australia), r.lansbury@eco.usyd.edu.au

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Johann Wolfgang Göthe University
(Germany),
M.Weiss@jur.uni-frankfurt.de

IIRA Secretary

Prof. Tayo FASHOYIN
International Labour Organization
(Zimbabwe)
fashoyin@ilo.org

Prof. Janice BELLACE
University of Pennsylvania, (USA),
bellace@wharton.upenn.edu

Prof. Carlo DELL'ARINGA
Università Cattolica del Sacro
Cuore, (Italy),
cdaringa@mi.unicatt.it

Prof. Linda DICKENS
Warwick Business School, (UK)
Linda.dickens@warwick.ac.uk

Prof. Berndt KELLER
University of Konstanz, (Germany)
Berndt.Karl.Keller@uni-konstanz.de

Prof. Evance R. KALULA
University of Cape Town,
(South Africa),
kalula@law.uct.ac.za

Dr. Won-Duck LEE
Korea Labor Institute, (Korea),
wonlee@kli.re.kr

Prof. Emilio MORGADO
Asociación Chilena de Relaciones
Industriales, (Chile),
mormau@entelchile.net

Prof. J. ROSE
McMaster University, (Canada)
rosejb@mcmaster.ca

Dr. C.S. Venkata RATNAM
Indian Industrial Relations
Association, (India),
csvratnam@rediffmail.com

Prof. Zvone VODOVNIK
University of Ljubljana, (Slovenia)
zvone.vodovnik@fu.uni-lj.si

Ms. Johanna WALGRAVE
International Labour Office
(Switzerland), walgrave@ilo.org