

IIRA Bulletin

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Bulletin de l'AIIRP

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Boletín de la AIRT

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Message from IIRA Secretary

Dear colleagues,

The 6th IIRA Asian Regional Congress took place in New Delhi (India) on 19-21 April 2007. It has been a resounding success and let me congratulate Prof. C.P. Thakur and Prof. Venkata Ratnam of the Indian Industrial Relations Association for all the efforts they put in the organization of such an important event. I would like to stress that the organisation, the topics selected and the attendance by the participants in representation of the majority of the Asian countries was of a very high level.

The inaugural address was given by Mr. Oscar Fernandes, Honorable Minister of State for Labour and Employment of India. The key note address was delivered by Prof. Thomas Kochan which followed the presidential address given by Prof. Russell Lansbury.

The IIRA Officers as well as other IIRA members were received by the Prime Minister of India, Dr. Manmohan Singh. We had an opportunity to share views and information on the role of the IIRA, briefed the P.M. on the major issues debated at the Congress and on the need to promote productive employment and the Decent Work Agenda in Asia.

Among the many topics discussed in the Congress, it was striking to see that many presentations and interventions focused on the promotion of sound industrial relations and social dialogue in the Asian context. It being seen as the main pillar for developing a Decent Work Agenda in the region. Today, governance and social dialogue are facing several challenges. An important aspect, often neglected, concerns the role of public policies and promotion of decent work for all. The usual distinction between the private and public sectors or between markets and the state has turned out to be a false dichotomy. It was stated, several times, that the best solution is when the public and private sectors join forces to maintain effective demand, to stimulate investment, to improve productivity and to distribute the benefits widely.

Several interventions during the Congress emphasized that the best way to create an enabling environment for the private sector and stimulate pro-poor economic growth is not less government, but better government. In this regard, the pro-active role of labour administration and the rule of law were time and again discussed by the participants while taking into account that the main challenges in Asia remain the informal economy, the weak institutional and human resource capacity of the social partners. These constitute major hindrances in the promotion of sound industrial relations.

Among other things, it should be noted that three books were released during the Congress: *The Global Korean Motor Industry* by R. Lansbury, C.S Suh and S.H. Kwon; *Re-engineering Labour Administration to Promote Decent Work* by G. Casale, A. Sivananthiran and C.S. Venkata Ratnam; and *Showcasing Tools and Experiences in Labour Administration and the Informal Economy* by G. Casale, A. Sivananthiran, J.L. Daza and C. Mar. More information on how to order a copy can be found at the end of this issue. During the Congress, it was also announced that the next African Regional Congress will take place from 26 to 28 March 2008 in Cape Town, South Africa. More details can also be found in this issue of the Bulletin.

As far as other main issues discussed at the Congress are concerned, you can find a more detailed summary written by Dr. Venkata Ratnam on page 14. Congratulations to our colleagues of the Indian Industrial Relations Association for having organized such a wonderful event.

Dear friends, as you already know the next major event will be the 8th IIRA European Regional Congress to be held in Manchester in September 2007. The web pages have been updated and please make sure that you register on time.

During the Manchester Congress, among many other events, there will be a round table discussion on the future role of our Association in the new global environment. Participants in the round table will be some Past-Presidents as well as our President and the President Elect in addition to other colleagues. The main purpose of the round table discussion is to put forward some key questions that call for a prompt discussion on both the future of industrial relations and hence of our Association. I hope that you can come and attend this discussion and from there to see how the IIRA could become even more relevant in the current international debate on work and employment issues.

I am really looking forward to meeting you in Manchester in September and wish you all a pleasant Summer.

Giuseppe Casale
IIRA Secretary

15th IIRA World Congress

Sydney, Australia, 24-28 August 2009

**Welcome from Joe Catanzariti, Honorary Secretary
Industrial Relations Society of Australia**

It is with pleasure that the Industrial Relations Society of Australia (the IRSA) welcomes your attendance at the 15th World Congress of the IIRA in Sydney in 2009. Our beautiful harbour city of Sydney also welcomes you, and we hope you take the opportunity to explore its delights during the World Congress.

Australia's system of industrial relations has undergone significant change in the last year. No doubt more changes will occur by 2009. The World Congress provides an ideal opportunity to share Australia's experiences with those of the rest of the world. In doing so, we hope that we can provide a better understanding of what makes us different and, importantly, what unites us.

Irrespective of race, sex, colour, ethnicity, citizenship or nationality, the purpose of work, and its challenges, remain largely the same. Fair wages, fair terms and conditions, reasonable hours of work, work/life balance, full employment and increasing globalisation are issues that challenge each nation. Our conference program has been designed to explore these challenges and to focus on working arrangements from around the globe.

I sincerely hope that you enjoy the World Congress, and that you take the opportunity to share your experiences and aspirations with your colleagues from around the world.

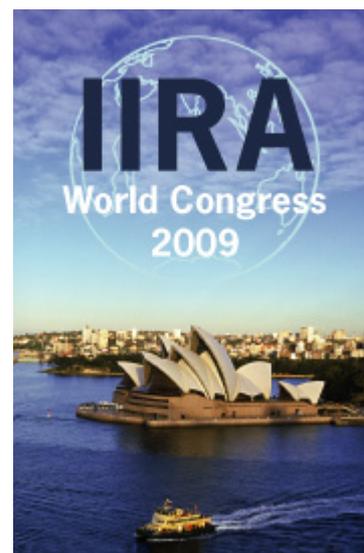
Welcome note from Russell Lansbury President, IIRA

It is an honour to welcome you to the 15th World Congress of the IIRA in Sydney in 2009. The only previous World Congress held in Australia was in 1992 when Professor John Niland was President of the IIRA. Since that time, Australia has become increasingly engaged in the Asia-Pacific region in terms of its economy, people and political engagement. It is fitting that Australia follows Peru as the host of the World Congress as we share opposite sides of the Pacific Ocean.

The theme of the 15th World Congress continues the emphasis of the Peruvian Congress on the future direction of work and employment relations in this century. Although the concept of globalisation may be over-used, it nevertheless remains evident that most countries in the world face similar pressures arising from the internationalisation of production and services. This Congress will explore how both developed and developing economies are dealing with new challenges arising from the impact of globalisation on the nature of work, organisations and institutions. In particular, new forms of voice and representation for workers will be examined as well as how families and communities are dealing with change.

While the concepts of employee representation, collective bargaining, social partnership and social dialogue are being challenged by more individualised employment arrangements, the means by which work and employment relations are regulated remain a central issue for people around the world. The dignity of labour is also a fundamental human right in a civilised community.

I hope this Congress will not only be an enjoyable experience but also stimulate your thinking about important issues related to the new world of work, organisations and employment.



 THE NEW WORLD OF WORK, ORGANISATIONS AND EMPLOYMENT

Many traditional features of work and employment relations have undergone significant change over the past two decades. The globalisation of production and services has promoted competitive pressures and new divisions of labour. Many organisations have reacted to these pressures by reducing their workforces, changing employment arrangements and introducing new systems of management. In many developed market economies traditional social partnerships between organised labour and employers, based on collective bargaining, have been replaced by more individualised employment contracts, while in other economies social partnerships are being developed or re-made. Many newly industrialising economies are adopting different forms of employee representation and labour market institutions.

This Congress will explore the new world of work, organisations and employment by examining sub-themes in five tracks:

Track 1 - Management, Work and Organisation

The experience of work and employment relations continues to be transformed and challenged by new management strategies, innovative human resource policies and practices and emerging organizational forms. This track focuses on the dynamics of work and employment relations at the level of the organization, while recognizing the importance of the institutional, historical, political, social and economic context of those relations at work. Research presented in this track might highlight:

- The continuing importance of HRM strategies, policies and practices.
- New methods of managing worker performance including human resource development, organizational learning and development, innovative approaches to rewards and remuneration.
- New organizational forms, the myth and reality of networks, teams, communities of practice, the effects of restructuring, outsourcing, internal markets and new forms of work organization.
- Persistent and emergent manifestations of managerial control over work and worker resistance.
- The management of change at the workplace including the dynamics and behaviours associated with the introduction of new technologies and innovative approaches to the management of knowledge.
- Leadership and new approaches to management (emotional intelligence, the triple bottom line, corporate social responsibility...).

- New ways of understanding organizations and organization including the application of methods utilizing the concepts of discourse, time, space and post-structuralist approaches generally.

Track 2 - Voice and Representation at Work

Not only were 'representation' and 'voice' once practically synonymous with unionism, but the study of unions was itself central to the discipline of 'industrial relations' in the English-speaking countries. In most English-speaking nations, unions now represent at best a third of the paid workforce. In the European countries with social-democratic traditions, once powerful unions and union federations now struggle to exercise power for their members. In developing countries, emerging markets, global integration and local states pose massive challenges for all those seeking to give voice to employees.

Nonetheless, in all these societies, various forms and expressions of collective voice have survived. We welcome innovative research which considers the following themes in both comparative and national settings:

- Agency: organising, bargaining, mobilising.
- Union busting and union substitution.
- The state, collectivisation and de-collectivisation.
- Intersections of gender, class and race.
- Global worker representation.
- New forms of worker representation and representing 'new workers'.
- Rethinking union theory and history.

Track 3 - Institutions, Processes and Outcomes

The institutions shaping the employment relationship, the processes associated with the employment exchange, and the material outcomes arising from these processes have long been core concerns of industrial relations research, writing and debate. Perhaps more so than ever before, these central aspects of labour-capital relations are undergoing radical transformation in many developed and developing countries. Papers in this track will consider a range of themes in these areas:

- Neo-liberalism and the changing role of the regulatory state.
- The impact of changes in employment statutes and common law.
- The role of tribunals and pay setting bodies.
- Trends in union presence and impact.
- The influence of employer associations.
- The impact of multinational corporations and organizational restructuring.
- New institutional presences.
- Labour co modification in developing countries.
- Developments in collective bargaining, the growth of individual bargaining.
- Varieties of employment-related conflict.
- Developments in HRM processes and practices.
- Pay inequality and distributive justice/injustice.
- Work intensification and changes in working time.
- Links between particular employment practices and organizational performance

The congress will be held at the Sydney Convention and Exhibition Centre that is located on the waterfront in Sydney's most popular visitor precinct, Darling Harbour.



Track 4 - Work, Family and Community

There has been a significant shift in the focus of research into employment relations in recent years. This shift reflects the growth of non-standard or atypical forms of employment and the growing dominance of the service sector in advanced economies. These developments have introduced new ways of organizing work, extended the reach of work beyond traditional organizational boundaries and introduced a range of 'actors' into the world of work. They have also raised questions about the impact of precarious employment on social cohesion and increasing disparity in labour market outcomes. Research presented in this tract might highlight:

- The effect of atypical employment on wage outcomes, work relations, employee motivation and organizational commitment.
- Interconnections between employment regulations and business strategies in the production of precarious employment.
- Conceptualisations of a diverse range of organizational members and stakeholders, including, customers, volunteer workers, shareholders, etc.
- The way in which a-typical work is shaped by identities such as gender, sexuality, race and ethnicity.
- The emphasis on innovation and adaptation in service delivery and product development and the influence of knowledge management practices on work organization.
- The growing importance of sustainable organizations and the emphasis on collaboration, alliances and partnerships.
- The increasing influence of the small business sector in influencing employment regulation.
- The influence of technology on the way that work is organized and its role in facilitating non-standard forms of employment.
- Research into virtual organizations, the notion of the virtual team and web-based systems of collaboration.

Track 5 - New Forms of Work and Employment

The rise of work, family and life pressures on employees and organizations marks one of the most significant contemporary phenomena of employment in market economies. Major shifts in female labour market participation rates, changes in social attitudes to parenting and family and changes in public policies have contributed to the need for much greater gender awareness in industrial relations theory and practice. Furthermore, the spill-over from work and family issues has generated a growing interest about the effects on communities and within households of these labour market changes.

This track examines those issues that bring the intersection of work, gender, family and community to the fore. Papers with either a methodological, comparative, specific national or organizational focus around the following themes are encouraged:

- Gender equity and/or exploitation
- Diversity and discrimination at work
- Parental leave and work-life policies
- Work-life integration and community and household studies
- Public policy and social agendas of unions, business and government
- Organisational and Human Resource Management responses

Call for Papers

Call for papers submissions will be open in March 2008. Submissions must be submitted via the web pages of the congress. However, if you are interested in presenting at the IIRA World Congress 2009 you may already complete the online 'Expression of Interest' form available at www.iceaustralia.com/IIRA2009/call.html

Important Dates

Call for Papers Open:	March 1, 2008
Abstracts Deadline:	June 1, 2008
Proposals for Special Symposia Deadline:	June 1, 2008
Notification of acceptance of abstracts and symposia:	September 1, 2008
Full papers Deadline:	February 1, 2009
Notification of full paper acceptance:	April 1, 2009

Abstract Submission Guidelines:

- Abstracts are to be submitted in electronic form via this website by June 1, 2008
- Abstracts must be in English and indicate their preferred track. They should not exceed 1,000 words. All abstracts will undergo a competitive review.
- Notification of whether an abstract has been accepted for presentation will be made by September 1, 2008.
- Full papers selected for presentation should not exceed 6,000 words and are due by December 1, 2008. Authors of full papers will be notified whether their paper will be presented at a plenary session or in a workshop by April 1, 2009
- Proposals for special symposia must be submitted by June 1, 2008. These should outline the theme of the workshop in a maximum of 2,000 words and must include a list of confirmed presenters on specific topics related to the theme of the workshop. A limited number of special workshops will be selected by the scientific committee for inclusion in the Congress program.
- Papers submitted for the Congress must be original work, not previously published and must address one of the tracks listed under the theme of the Congress.

For further information on abstract submissions please contact congress organisers

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8th IIRA European Regional Congress

THE DYNAMICS OF EUROPEAN EMPLOYMENT RELATIONS

Manchester, United Kingdom, 3-6 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 3rd – 6th September 2007, will provide the opportunity:

- to present and hear papers on the four major themes in plenary and workshop sessions;
- to offer and to participate in special seminars;
- to attend invited symposia;
- to take part in study groups

There will also be 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.

Registration is now open www.meeting.co.uk/confercare/iiraeurope2007/index.html



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:

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?

Full Paper Submission

The abstract submission site is closed as the deadline dates have passed.

Emails are currently being sent out to all authors regarding the status of abstracts. For those that have been accepted for oral presentation, you are now required to work on your full paper and submit before 1 June 2007.

Details on the format and on how to send your papers can be found on the website of the congress (www.meeting.co.uk/confercare/iiraeurope2007/index.html).

Fees and Accommodation

Registration is now open. Fees are as follows (fees are in English Pounds):

Category	Before 31 May	After 31 May Before 31 July
Full Registration	£225	£275
IIRA Individual Member	£210	£260
Student	£110	£135
Accompanying Person	£50	£50

Please note that it will be necessary to levy an administration charge of £50 on any registrations made after 1 August 2007, therefore prompt registration is recommended.

The registration fee includes access to all congress sessions, congress materials, Monday and Tuesday receptions and refreshments (including 3 lunches) during the congress.

The Congress dinner will be held in the historic surroundings of Manchester Town Hall and will be preceded by a Civic Reception. The (subsidised) cost for delegates is £25. Accompanying persons are able to attend the dinner at a cost of £45.

The accompanying person fee includes Monday reception; half day walking tour; full day trip to include Quarry Bank Mill; free day for shopping or unguided visits to local museums/galleries etc (information will be available at the registration desk).

Delegates have the opportunity to book accommodation at the time of registration or at a later date, when travel plans are known. There is a wide choice across the price range, from good quality student rooms, through economy hotel to 5 star luxury. The accommodation is offered at rates below those normally charged and include breakfast. The list of hotels and rates appear when the 'book now' option is chosen on the registration form on-line. All hotels are within walking distance of the conference venue. More information on the hotels is available from the website links - but note that the special rate is available only if booking is made via the on-line conference registration.

5th IIRA African Regional Congress

REALISING DECENT WORK IN AFRICA, A SHARED VISION OF GROWTH AND IMPROVED QUALITY OF LIFE IN A GLOBALISING WORLD.

Cape Town, South Africa, 28 -28 March 2008

As globalisation and attendant rapid changes in labour markets continue apace, the need for the implementation of the Decent Work Agenda¹ as a central platform for African development can not be over emphasised. While acknowledging the need for sustained economic growth, it is important to have a global economy that can deliver shared opportunities for decent work in a sound socio-economic environment. This means, among other things, the securing of improved quality of work and life, combating discrimination and child labour, enhancing social dialogue and democratic governance in the work place, and skill development and the building of institutions to monitor and implement policies effectively. Above all, it means that the fight against poverty in both the formal and informal sectors be intensified.

The 5th IIRA African Regional Congress will discuss these issues relating to challenges and opportunities for realising Decent Work in Africa.

The Congress will consist of plenary and workshop sessions. It is also planned to have a special workshop on the public sector. The public sector in Africa is particularly important for the realisation of the Decent Work Agenda. In spite of pressures for the down sizing of the public sector as part of the economic restructuring, it continues to play a crucial role in the monitoring and implementation of the Decent Work Agenda in a large number of African countries.

Sub Themes:

- Present and future challenges of employment for Africa
- Developing employment opportunities for youth and women
- Labour Market governance for managing decent work: the role of social dialogue and labour administration
- Strategy partnerships for the realisation of Decent Work in Africa
- Global context and comparative developments
- Human resource and skills development, and productivity
- Social protection and the fight against poverty
- Strategies for combating gender and HIV/AIDS discrimination
- Combating child labour
- The informal sector

Invitation for papers

We invite research and policy based papers on the overall theme of the Congress and sub-themes, including the special work shop on the public sector.

- Abstract deadline: 16 November 2007
- Communication of abstract acceptance: 7 December 2007
- Submission of full papers: 25 January 2008

¹ More information on the Decent Work Agenda as well as the complete publication Decent Work Country Programmes (pdf) can be found on <http://www.ilo.org/bureau/program/dwcp/>

6TH IIRA Regional Congress for the Americas



LAS RELACIONES LABORALES: CLAVES PARA UN DESARROLLO ECONÓMICO CON INCLUSIÓN SOCIAL

The 6th IIRA Regional Congress for the Americas will be held in Buenos Aires, Argentina from 25 to 27 September 2008. The Congress will be organized by the Asociación de Relaciones del Trabajo de la República Argentina (ARTRA). More news will follow in the next issue of the Bulletin or on www.artra.com.ar

6th IIRA Asian Regional Congress

THE CHANGING GLOBAL LABOUR MARKET
CHALLENGES AND OPPORTUNITIES FOR INDIA

Report on the 7th Asian Regional Congress, New Delhi

by Dr C S Venkata Ratnam
Secretary, Indian Industrial Relations Association &
Director, International Management Institute, New Delhi

21st century is regarded as the Asian century. Together India and China account for over a third of the humanity and constitute the second and the third largest economies in the world in terms of Gross domestic Product (based on purchasing power parity). If India is considered the world's back office, China is considered the world's workshop. Given the significance of these two economies, the pre-congress session focused on relative competitiveness of India and China. The panel discussion focused on parameters of manufacturing competitiveness, service excellence as well as issues relating to labour market, labour standards and flexibility. It was observed that if investor friendly labour reforms were stymied by trade unions in India, the labour friendly labour reforms in were blocked by the foreign employer lobby in the China. The talent crunch was also highlighted.

The main focus of the Congress was on the massive changes in the global labour market with particular reference to Asia. The high social cost of low price competition in factor and product markets is becoming unsustainable and counterproductive. Unending poverty and increasing unemployment resultant social tensions and conflicts in many parts of the world is a grim reminder to the need for a new architecture for the world economy and growth based on productive employment led growth strategies.

The Asian regional congress discussed the issues relating to global labour market in three separate tracks:

- (a) the need for balancing decent work with competitiveness;
- (b) education and skills training; and,
- (c) the importance of social safety nets in the contexts of rationalization, retrenchment, displacement unemployment of labour force. Parallel sessions focused specially on certain sectors of critical importance to the region such as employment relations in manufacturing and R&D as well as that in Business/knowledge process industries.

Special seminars were held with a panel of experts from academia, ILO and trade unions, employers and government officials on social dialogue, trade unions and civil society and informal economy and labour administration. Human resource management practices of multinational companies from emerging market economies and developing countries were discussed in a separate session with examples from Lenova (China) and LG Electronics (S. Korea), among others.



From left to right: Prof. M. Weiss, Prof. A. Verma, IIRA President-Elect; Prof. J. Bellace, Prime Minister of India; Dr. Manmohan Singh, IIRA President; Prof. R. Lansbury, Prof. C.P. Thakur, IIRA Secretary; Dr. G. Casale, and Dr. V. Ratnam.

The Congress had about 350 delegates from a cross section of stakeholders (students, academics, representatives of government, unions and employers and members of judiciary) including 71 from outside India. The largest delegations from outside in India were from S. Africa and S. Korea.

IIRA President Prof Russell Lansbury of the University of Sydney delivered the presidential address. Prof Tom Kochan delivered the key note address (see Box on next page for excerpts which sums up the key concerns). Hon'ble Union Minister for Labour, Government of India, Mr Fernandes was the chief guest. The ILO was presented at the Congress by two members of the Governing Body, Shri I P Anand (Employers group) and Shri N M Adyanthaya (Workers group), Ms Leyla Tegmo Reddy, Director of the ILO office in New Delhi and several of her colleagues from the South Asia office, Mr. Abhik Ghosh from the ILO Bangkok office, Mr. Alan Boulton from the ILO Office in Jakarta and Mr G Casale, A Sivanthiran, Mr Jon Messenger of the ILO Office in Geneva and Dr A V Jose of the International Institute of Labour Studies. Mr Marc Soquet, Mr Pong-sul Ahn and Ms. Marleen Reuda of ILO South Asia office also provided inputs in various sessions.

A book on the Global Motor Industry – Case Study of Hundai Motor Company co-edited by Russell lansbury was released by Anil Verma. Two books -- Reengineering Labour Administration to Promote Decent Work edited by Giuseppe Casale, A Sivanthiran and C S Venkata Ratnam and Showcasting Tools and Experiences in Labour Administration and the Informal Economy co-edited by Guuseppe Casale, A Sivanthiran, Jose Luis Daza and Cynthia Mar were released by Hon'ble Minister for Labour, Government of India, Mr Oscar Fernandez. These two books were published by ILO Social Dialogue, Labour Law and Labour Administration branch, Geneva in association with Indian Industrial Relations Association.

The concluding session was presided over by President Elect Prof Janice Bellace. Prof Manfred Weiss, former President of IIRA delivered the valedictory address and spoke about flexicurity. Prof Russell Lansbury and Mr G Casale referred to the forthcoming IIRA regional congresses in UK (2007) and South Africa (2008) and the world Congress in Sydney, Australia in 2009.

The cultural evening and gala dinner organized by the Indian Industrial Relations Association was liked by all the participants. A distinguishing feature of the evening was the grand welcome by two elephants and scintillating performance by folk artists from different parts of India.

Another highlight of the event was the meeting of the office bearers, past and present, led by Dr Manmohan Singh, Prime Minister of India on the evening of 21 April 2007 at his residence.

A study group on NGOs and Trade Unions was organized on 22 April 2007 at the International Management Institute, New Delhi with Professors Anil Verma (Toronto University), Rene Offreone (University of Phillipines) and C S Venkata Ratnam (IMI, New Delhi) coordinating the meeting. It had a large delegation led by Mr Christopher Ng of UNI. The senior specialist for workers activities in ILO South Asia office, Mr Pong-Sul Ahn and Labour Advisor, FES office, New Delhi and Ms Evelyn Wong of the Singapore Institute for Labour Studies also participated. The study group decided to form a web based community and undertake research for possible publication by the time of the next World Congress that will take place in Sydney in August 2009.

Excerpts from Key note address by Thomas A. Kochan, MIT Institute for Work and Employment Relations at the 6th Asian Regional Congress of the International Industrial Relations Association, New Delhi, India

It is an ideal time and location to both celebrate the tremendous progress made in economies of Asia and to face squarely the challenges and opportunities that lie ahead. Following in the tradition established by Japan and the so-called four Asian Tigers (Hong Kong, Taiwan, South Korea, and Singapore), India and China are today's emerging economic giants. Your countries have captured the attention of investors and leaders of business, labor, and government around the globe. Many believe China and India in particular, and Asian nations in general, will continue to be the most dynamic and rapidly growing countries of the world for many years to come.

The greatest challenge facing all our economies is the need to build a new social contract in which all members of society who contribute to our economic progress share equitably in the gains they help generate. Increasingly, economic progress is not being shared in this way, leading to growing inequality of income and increasing social pressures that if not addressed could well lead to downward spiral of conflicts and repressive actions within and among our countries.

More than ever before, we need to put our industrial relations concepts and tools to work to both avoid this downward spiral and to put all of our economies on a path of continued but more broadly shared prosperity. In these brief remarks I will highlight several of these concepts/tools that will then be discussed in more detail throughout the Congress:

(1) high productivity economic development and business strategies that gradually move up the value chain;

(2) childhood education and life long learning strategies that give all members of our society the opportunity to contribute knowledge based economies,

(3) employment policies that allow flexibility and mobility that increase rather than decrease economic security, and

(4) approaches to educating and developing the next generation of management and labor leaders to ensure they have the values, knowledge, and skills needed to work together to achieve efficiency with equity in employment relations.

Other Events

SEAFARERS INTERNATIONAL RESEARCH CENTRE SYMPOSIUM

4-5 July 2007, Cardiff, UK

The SIRC will hold its next biennial Symposium on July 4th and 5th 2007.

This event is traditionally by invitation only and offers SIRC the opportunity to feed back its research findings to those who have assisted the Centre in its research and dissemination endeavours. If you or your organisation would like to be considered for an invitation to the Symposium, please forward your contact details to our administration team at sirc@cardiff.ac.uk.

Presentations:

- Welfare services for seafarers – Dr. E. Kahveci
- Chemical Risk Management – Prof. D. Walters
- “What real accidents look like” – Capt. B. Ewen
- Accident and incident data – Mr. N. Ellis
- Maritime Accidents: Ways of seeing – Dr. N. Balley
- Thoughts on safety: the views of Chinese seafarers – Dr. B. Wu
- The practice of self-regulated health and safety management in the shipping industry

- The prevention of workplace injuries and diseases
- The rehabilitation and reemployment of disabled workers
- Compensation, including the cash and medical benefits, provided to workers who are disabled by workplace injuries and diseases. In particular the conference is interested in the relationship among prevention, rehabilitation and compensation of work related injury and illness including both descriptive and evaluated studies.
- Including participants from practitioners, policy makers and academics and in building bridges among these groups in the quest for improved presentation, rehabilitation and compensation of workplace injuries and diseases.

For more information please contact ECA at ecatt@tstt.net.tt

Cardiff Business School

22nd Employment Research Unit (ERU)

Annual Conference

VARIETIES OF CAPITALISM:
ORGANISATIONAL, MANAGEMENT AND
HUMAN RESOURCE IMPLICATIONS

**An International Conference, 17 & 18
September 2007**

CALL FOR PAPERS

There has been a growing interest across academic disciplines, in the economics and the social sciences literature, on the nature and extent of diverse, national and pan-national, forms of capitalism, on institutional diversity and the strengths and weaknesses of these forms. Much of this literature was an attempt to explain any why certain economies were flourishing under different forms of capitalism from the US-model, notably Germany, Japan and more recently other East Asian economies. Different approaches were developed from political economy, economic sociology and management perspectives.

ECA'S CONFERENCE ON WORK INJURY PREVENTION, REHABILITATION AND COMPENSATION,

27-28 September 2007, Trinidad

Organised by the Employer's Consultative Association of Trinidad and Tobago

The Employers' Consultative Association of Trinidad and Tobago (ECA) will be hosting a two-day Conference 27th and 28th September 2007 at the Trinidad Hilton Hotel and Conference Center.

The Conference will focus on:

However, when this literature was at its zenith, doubts as to the continued viability of divergent capitalisms emerged with conditions of growing global economic integration and the economic travails of two major varieties of capitalism, namely Japan and Germany. Would, for example, these varieties of capitalism face pressures to converge towards a dominant, hegemonic, US model? This conference aims to answer these questions from a variety of perspectives, namely organisational, management and HR ones. Submissions that address one of the following broad topics and themes are encouraged.

- **Organisational.** To what extent are new organisational forms emerging at the national level, and to what extent are these being replicated, or otherwise, across varieties of capitalism? Are such forms found in public sector organisations?
- **Management.** What are the management implications of possible convergence pressures and new organisational forms? What new management systems are emerging and what are the experiences of managers in such new environments?
- **Human Resource.** Are employment relations systems under pressure to converge to a US-style market system? For example, do internal labour markets face an uncertain future, what are the implications for seniority based systems, what are the implications for job security and careers? What are the employee experiences of change and those of organised labour? Are there specific gender implications?

The conference welcomes theoretical and empirical contributions with, regarding the latter, single national and cross-national comparisons, involving those from emerging and transitional economies.

Conference Fees

£170 for the two day conference including all meals and a conference dinner at Cardiff's Hilton Hotel, plus conference papers. Accommodation not included.

Submission Process

Abstracts of 1000 words should be submitted to morrisjl@cardiff.ac.uk by 30 April 2007. Notification of acceptance of papers will be given by 30 May 2007. The deadline for full papers will be 31 July 2007.

Plenary Speakers include:

Further details are available from Jonathan Morris (morrisjl@cardiff.ac.uk) or Julie Roberts, conference administrator (robertsjal@cardiff.ac.uk)

RESEARCHES AND THE LABOUR MOVEMENT: TIME FOR NEW APPROACHES, NEW PARTNERS?

Auckland, New Zealand, 4-7 December 2007

The TASA/SAANZ conference in December 2007 is a great opportunity for the newly-formed Thematic Group on Work and Labour Studies to meet and kick off our activities. We encourage all members of the group to consider attending and presenting a paper at the conference.

We are delighted that Michael Burawoy, Professor of Sociology at Berkeley University and author of several key books in the sociology of work, has agreed to speak at a panel session that we are organising (under the umbrella of the Class, Work and Organisations stream) at the conference. The panel will address the theme of:

Researchers and the Labour Movement: Time for new approaches, new partners?

In addition to Michael Burawoy, we are inviting three or four researchers and activists with experience of working with and within the labour movement in the Asia-Pacific region to speak at the panel. We aim to tease out, based on participants' experience in research and campaigns, some of the dilemmas and difficulties (and rewards) of this important form of 'public sociology'. This in turn would be situated in the context of the current debates on the future of the labour movement and the merits of the alternative paths of renewal.

The title of Michael Burawoy's paper is **THE GREAT TRANSFORMATION: HOW U.S. LABOR STUDIES BECAME PUBLIC SOCIOLOGY** in which he reviews the development of sociology in the US ending with a discussion on sociology and the labour movement. We hope that other panelists will be able to incorporate some response to Burawoy's paper in their presentation.

This panel will provide a forum for a very interesting and stimulating discussion that will frame our Thematic Group debate.

CALL FOR PAPERS ON THIS THEME

We would like to extend this theme into the sessions within the Class, Work and Organisations stream. We invite all members – or prospective members – of the Thematic Group to contribute papers around this theme for the main sessions of the conference. Conceptual and empirical papers are welcome. We are particularly interested in case studies of participation in particular labour campaigns in different national contexts.

If you are interested in presenting a paper on this theme, just follow the normal guidelines for submission to the conference (check: www.cce.auckland.ac.nz/conferences/index.cfm?P=10860)

Please nominate the Class, Work and Organisations stream as the one for scheduling. Contact us as well to say that you are submitting. We will attempt to group all papers on the theme of 'Researchers and the Labour Movement' within the same sessions, ideally soon after the panel. If there is sufficient interest in the theme, we will aim at publication in a leading academic journal in the area of Work and Labour Studies.

You are welcome to contact either Donella Caspersz (dcasperz@biz.uwa.edu.au) or Ian Campbell (ian.campbell@rmit.edu.au), as the TG convenors, should you have any further queries. See you in Auckland!

First International Ciriec Research Conference On The Social Economy

STRENGTHENING AND BUILDING COMMUNITIES: THE SOCIAL ECONOMY IN A CHANGING WORLD

October 22-25, 2007 in Victoria, BC, Canada

Canadian Social Economy Hub, CIRIEC International and CIRIEC Canada are jointly organizing the first International Research Conference on the Social Economy in Victoria, British Columbia, Canada. Researchers, senior practitioners and government officials (both elected and civil servants) are all welcome to participate.

The world is undergoing rapid and extensive changes associated with globalization, conflicting ideas about the roles of the State and the reconfiguration of communities. The Social Economy contains several approaches that could be of use to communities, social entrepreneurs, policy makers, researchers (both within and without the academy). The goal of the first international CIRIEC conference on the Social Economy is to highlight the role of the Social Economy in building and strengthening communities in a variety of contexts and cultures.

Objectives of CIRIEC Conference 2007:

- To bring together Social Economy researchers and practitioners from across the world.
- To explore public policy issues on the Social Economy and the role of research.
- To strengthen the importance of participatory research between researchers and practitioners in the Social Economy.
- To provide researchers, practitioners and governments the opportunity to exchange information and viewpoints on the Social Economy in different national contexts.

For the purpose of the conference, the Social Economy is defined as it is in the work of the Canadian Social Economy Hub: "Separate from the private sector and the government, the Social Economy includes co-operatives, foundations, credit unions, mutuals, non-profit organizations, the voluntary sector, charities and social economy enterprises."

The conference features four thematic streams: The Social Economy in communities: an

international view, The Social Economy facing globalization, The Social Economy and governance, The Social Economy facing the reconfiguration of the State.

Victoria is located on the West Coast of Canada and is easily accessible from Vancouver or Seattle by plane or ferry. It is ideally situated to have a taste of Social Economy activities in Canada. Participation in the Conference can be combined with visits to other provinces or academic centres of interest. The conference will be held at the world-renowned Empress Hotel. If you plan to attend this First International Research Conference on the Social Economy, sign up now to receive regular updates about the conference and also to benefit from an early bird discount. Online registration will be available soon.

The Canadian Social Economy Hub is the national centre for the Social Economy Suite, a \$15,000,000 research and community mobilization project sponsored by the Social Sciences and Humanities Research Council of Canada. The Suite brings together over 300 academic researchers, community activists, and public servants in Canada along with some international partners, to explore the Social Economy and its further applications in Canada.

The directors of the Hub are the directors of the Canadian Community Economic Development Network and the British Columbia Institute for Co-operative Studies at the University of Victoria. For more information contact:

Project Officer Email: secoord@uvic.ca
Phone: (250) 472-5338
Fax: (250) 472-4541
<http://www.socialeconomyhub.ca>

News from IIRA Members

Darko Marinkovic, “Megatrend” University, Belgrade

Round Table Meeting on the Topic: “Serbia Facing Challenges of the European Social Charter”

On 17 February 2007, a round table meeting on the topic “Serbia facing challenges of the European Social Charter” was held in Belgrade, Serbia. The meeting was organized by “Megatrend” University. During the meeting, thirty five participants were in attendance; university professors, scientists, trade union representatives, lawyers, experts for labour law, and experts from the ministry of labour and employment and from the Economic – Social Council of Serbia. As planned, the attendees consisted of a balanced mixture of theoreticians and practitioners. The European Social Charter is a current issue in Serbia, and an important one. It is an integral part of European social and democratic standards, and outlines the prerequisites of the European integration.

Indonesian Industrial Relations Association, Jakarta, 24 April 2007

Prof. R. Lansbury and Dr. G. Casale participated in a workshop organised by the Indonesian Industrial Relations Association in Jakarta on 24 April 2007 on the theme: "Globalization and Industrial Relations: the challenge of outsourcing". The workshop was organised by the Secretary of the Indonesian Association, Dr. Sutanto Suwarno. About 40 participants attended. There was a lively discussion on the issues of outsourcing and of sharing which is characterising the current Indonesian labour market.

IIRA Study Groups

Study Group 1

INDUSTRIAL RELATIONS AS A FIELD AND
INDUSTRIAL RELATIONS THEORY

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Study Group 1 will be meeting on the occasion of the 8th IIRA European Regional Congress, Manchester, UK. For more information as to the content of this session please check the Congress website at a later date or contact Mr. Peter Ackers at p.ackers@lboro.ac.uk

Study Group 2

GENDER AND INDUSTRIAL RELATIONS

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The Study Group on Gender and IR will meet on the occasion of the 8th IIRA European Regional Congress, Manchester, UK. For more information contact the study group coordinators.

Study Group 3

EQUALITY IN PAY AND EMPLOYMENT

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Study Group 4

WORKERS' PARTICIPATION

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The Study Group on Workers' Participation will meet on the occasion of the 8th European Regional Congress, Manchester, UK. For more information contact the study group coordinator.

Study Group 6

PUBLIC POLICY AND INDUSTRIAL RELATIONS

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Study Group 9

PAY SYSTEMS

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Study Group 10

FLEXIBLE WORK PATTERNS

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CALL FOR PAPERS

The Flexible Work Patterns Study group will be meeting at the 8th IIRA European Regional Congress, Manchester, UK.

Abstracts on any flexible working aspects at the macro, organisational or individual level should be sent as a Word file to Claire Kelliher or Richard Croucher (e-mail addresses above) by the end of May. The abstract should be approximately 1000 words and should include paper title, name(s) of author(s), institutional affiliation and contact details.

Study Group 11

FUTURE OF TRADE UNIONISM

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Study Group 11 will meet on the occasion of the 8th IIRA European Regional Congress, Manchester, UK. For more information contact the study group coordinator.

Study Group 12

THE THEORY AND PRACTICE OF NEGOTIATIONS

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Study Group 13

HUMAN RESOURCE MANAGEMENT

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This Study Group will meet on the occasion of the 8th IIRA European Regional Congress, Manchester, UK. For more information contact the study group coordinators.

Study Group 15

RESEARCH METHODS IN INDUSTRIAL RELATIONS

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Study Group 16

INDUSTRIAL RELATIONS IN THE PUBLIC SECTOR

This study group is now being coordinated by:

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This study group will meet on the occasion of the 8th IIRA European Regional Congress, Manchester, UK, in order to discuss key issues to be examined by the study group in the future. Further information can be found on the Congress web site or by contacting the group coordinators.

Study Group 17

THE COMPARATIVE INDUSTRIAL
RELATIONS AND TEACHING SOCIETY
(CIRRTS)

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Study Group 20

INDUSTRIAL RELATIONS IN COUNTRIES IN
TRANSITION FROM CENTRALLY-PLANNED
TO MARKET ECONOMIES

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Publications

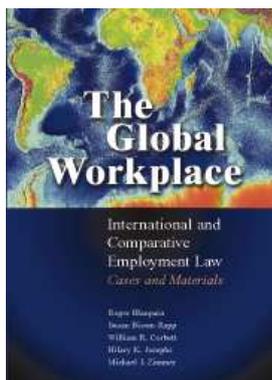
THE LABOUR MOVEMENT IN PAKISTAN: ORGANIZATION AND LEADERSHIP IN KARACHI
IN THE 1970S , (OXFORD UNIVERSITY PRESS, KARACHI, 2007)

Zafar Shaheed

Beginning with the mid-1960s and concentrating on the 1970s, the book documents a period of labour history when key elements of the labour movement in Pakistan were formed. Concentrating on the textile industry in the largest industrial urban conglomeration of the country, this study provides an in-depth analysis of workers, their organization, their leaders and their interaction with management and the state. The book is based on intensive fieldwork in the workplaces and communities of the in-migrants from the northern areas of Pakistan, who were the semi-skilled factory operators in the textile industry. It also examines ethnic issues between these in-migrants and the immigrants from India at Partition, who were the more skilled professionals in the industry.

In documenting periods of labour militancy, and conditions in which it arose and subsided, this study identifies key milestones in the development of the labour movement in Pakistan, making relevant comparisons with the labour movement in other contexts, in both more developed countries and other developing countries. The book concludes with an epilogue pointing the way forward on issues raised that are currently pertinent, for further research.

Information: ISBN 978-0-19-547345-2, Oxford University Press



THE GLOBAL WORKPLACE

International and Comparative Employment Law - Cases and Materials

Roger Blanpain, University of Tilburg, The Netherlands and Katholieke Universiteit Leuven, Belgium

Susan Bisom-Rapp, Thomas Jefferson School of Law

William R. Corbett, Louisiana State University Law Center

Hilary K. Josephs, Syracuse University College of Law

Michael J. Zimmer, Seton Hall University School of Law

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GLOSARIO DEL DERECHO DEL TRABAJO (CON ESPECIAL REFERENCIA A LA UNIÓN EUROPEA)

Ministerio del Trabajo, Madrid, España

Gianni Arrigo y Giuseppe Casale

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Picture cover page:

President Russell Lansbury in the company of the Prime Minister of India, Dr. Manmohan Singh.

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