

IIRA Bulletin

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Bulletin de l'AIRP

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Boletín de la AIRT

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Message from IIRA Secretary

Dear members and colleagues,

Since the publication of the last IIRA Bulletin, many events had taken place. First of all, the 8th IIRA European Regional Congress that took place in Manchester (UK) on 4-7 September 2007. My sincerest congratulations to Prof. Linda Dickens and her colleagues for having organised such a successful event. Indeed, about 400 participants took part in it, and all of us were struck by the quality of the papers presented, the various interventions and discussions. A report on the congress, written by Linda, can be found on page 5. Again, BRAVO to Linda and her colleagues: well done!

During the Manchester Congress there was a special panel discussion dedicated to the 40th anniversary of the IIRA. Several former IIRA presidents, along with our President Prof. Russell Lansbury and President-Elect Prof. Janice Bellace participated in it. A summary of the various interventions can be found on page 7. I thank all the panel participants for their open and clear-cut views on the future of our Association.

Good news from the South African colleagues who are organising the 5th IIRA African Regional Congress to be held in Cape Town on 26-28 March 2008. Please check the web page of the Congress at <http://www.iira5thafriancongress.org.za/> to make sure that you can register on time. The Cape Town Congress will be an important event where the major experts on African issues will meet and discuss in an open forum the challenges ahead. I encourage everyone who has the flexibility to travel there to join us for this event. The main topic of the Congress will be: *“Realising Decent Work in Africa: a Shared Vision of Growth and Improved Quality of Life”*.

At the same time, I encourage all of you to give a look at the programme of the 6th IIRA America's Regional Congress to be held in Buenos Aires on 2-4 September 2008. The main topic of the Congress will be: *“Labour Relations Means to Encouraging Economic Development and Social Inclusion”*. In this issue you can find all the necessary information concerning the papers, sessions and registration fees as well as the various deadlines. I really hope that most of you will be able to attend this Congress in the tango city par excellence!

There is very good news concerning the campaign for attracting new full members to our Association. I am very happy to announce that the Executive Committee of the IIRA has accepted the application of the newly established Brazilian Industrial Relations Association. I sincerely welcome Prof. Helio Zylberstain and his colleagues to the IIRA and wish them success with their work. I also recently visited Colombo (Sri Lanka) and had several meetings with academics, researchers and practitioners in industrial relations. They are currently working on the establishment of the Sri Lanka Industrial Relations Association and I hope to report on its progress in the next Bulletin.

I invite all of you to return the questionnaires that were sent to you, duly completed and as soon as possible, so that the IIRA secretariat can update all members' profiles and prepare the new IIRA Directory; this time on Internet, username and password protected.

Very important since, in order to reduce the costs of postage, the IIRA Bulletin - starting from next year – will be sent only electronically. Please make sure that we have your current and correct email address. If not, be so kind to send it to us as soon as possible at: iira@ilo.org.

Finally, this edition of the Bulletin gives me the opportunity to wish to all of you my Best Wishes for 2008. I am looking forward to meeting you in the forthcoming IIRA events in 2008 and keep in touch.

Best kind regards,

Giuseppe Casale
IIRA Secretary

Report on the IIRA 8th European Regional Congress

The Dynamics of European Employment Relations

3-6 September 2007, Manchester, UK

By Professor Linda Dickens, Chair of Congress Organising Committee.

Over 370 delegates attended the 8th European Congress held during an unusually fine and sunny week in Manchester. Over half of the delegates came from outside the UK with 40 from outside Europe. It was pleasing to welcome delegates to the UK - the intellectual birthplace of industrial relations - and to Manchester - the place where the industrial revolution started. As noted by Professor Stephanie Tailby, President of BUIRA – the national association – it was over thirty years since the last IIRA congress had been held in the UK: the IIRA 3rd World Congress was held in London in 1973.

BUIRA organized some special sessions during the Congress for doctoral students and new researchers to present their work and hosted an enjoyable Welcome reception. Financial support from leading UK centres of research and teaching in industrial relations made it possible for us to charge reasonable and discounted registration fees and to provide a number of bursaries which facilitated attendance by younger colleagues.

The theme of the Congress- the Dynamics of European Employment Relations – was addressed through four major tracks, with papers presented in parallel workshops: restructuring work: new approaches to pay and working time; voice at work: new challenges, new forms; regulating employment: towards multi-level governance and public sector restructuring: between state and market. Over 200 papers were presented in workshops, special seminars and invited symposia. Stimulating plenary presentations were made by Lorenzo Bordogna, University of Milan; Simon Deakin, Professor of Law, Faculty of Law and Centre for Business Research, University of Cambridge, UK, François Eyraud, Executive Director of the ILO and Director of the Turin Centre; Ida Regalia, University of Milan and Lowell Turner, School of Industrial and Labor Relations at Cornell University. In addition there was a special plenary roundtable marking the 40th Anniversary of the IIRA. IIRA Secretary Guiseppe Casalle chaired a panel of distinguished past and present IIRA office holders - Manfred Weiss, Roger Blainpain, Russell Lansbury, Anil Verma. Janice Bellace and Tayo Fashoyin – to lead a debate on how the field had changed and whether it was time to change the name of the Association. In the ensuing discussion there was no obvious consensus on whether the label ‘industrial relations should be dropped – but there was apparent consensus that, if it were, then it would be impossible to agree on what might replace it!

High level practitioners were involved in the Congress through two expert roundtable plenaries and two special seminars (on Working Time and New Forms of Governance) organized by the European Foundation on Living and Working Conditions. The first expert plenary, chaired by Rita Donaghy, Chair of the Advisory, Conciliation and Arbitration Services, focused on industrial relations in the host country. David Yeandle of the UK Engineering Employers Federation, Heather Wakefield of UNISON – the UK’s largest public sector union, and Keith Sisson, Professor Emeritus, University of Warwick. provided their perspectives on contemporary British Industrial Relations. Delegates taking part in the pre-Congress study tours to Manchester United football club, leading retailer, Tesco, and to the Jaguar factory in Liverpool saw some of this at first hand.

In the second expert plenary, which closed the Congress on a high note, Mária Ladó, Director Inter-ministerial Working Group on Social Policy, Hungarian Ministry of Economic Affairs and John Monks, General Secretary, European Trade Union Confederation addressed the theme 'Employment Relations in Europe: future directions', with Professor Colin Crouch of Warwick Business School, in the chair.

The organizers invited well received symposia on the 'varieties of capitalism' approach to Industrial Relations and the impacts of EU enlargement and special seminars on the British experience of a National Minimum Wage; labour coordination and networking, the state and development of the industrial relations paradigm, and on the quality of working life and the impact of New Labour.

A session on 'Undertaking Comparative Research' was chaired by Richard Hyman with contributions from Evelyn Leonard and Ida Regalia, while Russell Lansbury organized a session on Getting Published in Journals, with contributions from editors of leading IR and HRM journals. This is becoming a regular, and much appreciated, event at IIRA Congresses.

At past Congresses, meetings of IIRA study groups have been scheduled for the day after the closing of Congress. Following a decision of the IIRA Executive, at this Congress they were scheduled in the main timetable. This was generally welcomed by study group convenors, although of course it made the three main congress days even more packed. I admit we provided a programme which spoilt delegates for choice as to where to be at any particular time. The study groups which met in Manchester were: Gender and IR (which held a lively session on valuing women's work and the struggle for pay equality); HRM (with papers around the theme of Fairness and HRM); Theory in Industrial Relations with presentations on key figures in the 'Oxford School' of IR) and Public Policy and IR. An informal meeting was held to explore re-establishing the Public Sector Employment Relations study group.

Animated discussion took place also outside the formal sessions - over lunches (and during a fire alarm evacuation during Wednesday lunchtime!) and at the drinks receptions, which were held each evening. The Congress Dinner, attended by around 300 delegates, took place in Manchester's historic Town Hall. IIRA President Russell Lansbury replied on behalf of the Association to the formal welcome from the Mayor of Manchester at the Civic Reception and expressed thanks for the financial support provided for the Congress by the City. Janice Bellace, IIRA President-elect, formally closed the Congress.



Members of the organising Committee of the 8th IIRA Regional Congress. From left to right: Prof. Paul Marginson, Prof. Edmund Heery, Prof. Linda Dickents, Prof. Jeremy Waddington, Prof. Stephanie Tailby and Prof. Jil Rubery.

Industrial Relations: Past and Future. What Next for the International Industrial Relations Association?

Panel Discussion
Manchester, UK, 6 September 2007

Summary Report

On the occasion of the 40th anniversary of the IIRA, a special panel discussion was organized on the subject of: IIRA: Past and Future – What Next for the IIRA? The panel brought together distinguished members of the IIRA, including current and past members of the bureau, to review some of the history, and consider the future orientation of the association. Dr. Giuseppe Casale opened the panel, welcoming the panellists and raising a number of questions to guide the discussion. These questions addressed issues related to broadening the sphere of the IIRA, orienting its research focus to adequately reflect new trends and changes in the world of work, and increasing the relevance of the association in developing countries.

Prof. Roger Blanpain offered an overview of the history of the association, reflecting the tensions between the eastern and western blocks. On the subject of changing the focus of the association, Prof. Anil Verma argued that the association was unique in its focus on the concept of pluralism, and that this approach was not shared by many of those who the association was seeking to attract. He made a number of proposals for increasing the participation of the membership, through improvements in the conferences and publications, and a deliberate focus on succession planning and the promotion of young people within the IIRA.

Prof. Tayo Fashoyin suggested that the present structure of the association would be able to effectively address any challenges it currently faced. While he recognized the need to reform the internal processes of the association, such as the study groups, he believed that the IIRA should continue to address a broad spectrum of industrial relations, labour market and human resource management issues. He stressed the need to focus more attention on those issues relevant to developing countries. Prof. Janice Bellace also reflected on the broadening scope of the subject matter addressed by the association, to include most areas of work and employment relations. She proposed that the name of the association be changed to reflect this reality, and to attract potential members who were not familiar with the work of the IIRA.

Prof. Manfred Weiss agreed with the need to consider broadening the scope of work undertaken by the IIRA as there was no standard paradigm for industrial relations as a conceptual framework. He suggested that, in the face of fragmentation of disciplines in many countries, the IIRA help national associations and countries restructure and study the field in the future, with a particular focus on promoting multi- or inter-disciplinary approaches. Prof. Russell Lansbury reflected on the need to better address diversity both in the workforce issues addressed by the association, and within the governance structure of the organization itself. Regional meetings provided opportunities to tap into the growing interest in industrial relations, particularly in newly industrializing areas of the world.

During the ensuing discussion, the problem of monolingualism was raised by Prof. Richard Hyman, who argued that the IIRA was missing out on some important work as a result. Both Prof. Weiss and Prof. Blanpain agreed with this analysis, and while they recognized the considerable resource implications of providing translation and interpretation services, they believed that it still needed to be addressed.

Ms. Connie Nolan proposed a greater balance between quantitative and qualitative research, and an increasing use of an ethnographic approach. Prof. Brendan MacPartlin proposed that methodology could represent an important unifying factor for the study of industrial relations. Reflecting on the history outlined by Prof. Blanpain, Prof. Hoyt Wheeler observed the extent to which labour markets and industrial relations had changed, which required a systematic examination of the need to change the IIRA

Prof. Blanpain believed that both the topics and methods were appropriate, but that the name of the association needed to be changed to reflect the new realities of and to attract members from all fields of employment relations. He proposed that the association consider amending the name to: International Society for Employment Relations. Prof. Verma agreed that a change in the name could help convey the increased scope of the association, though he advised that the deliberations be clear on the impact of any such change. The comparative advantage of the association, based on its interdisciplinary approach and close links to world of policy making would need to continue. He proposed a number of areas for improving the functioning of the organization through its participative structures.

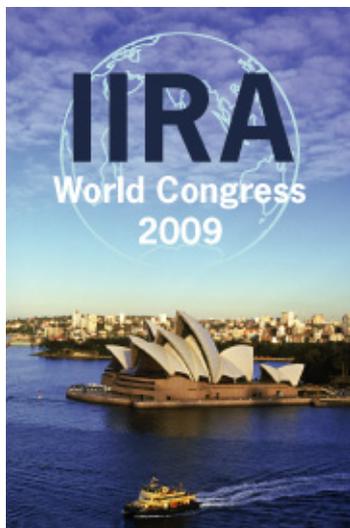
Prof. Fashoyin recognized that the name could keep some potential members from joining, and that the association needed to reach out to new areas of work including the informal economy. While open to considering a change in the name to better express the objectives of the association, Prof. Bellace suggested that the association continue its focus on industrial relations in those countries where manufacturing is growing and industrial relations issues remain relevant. Prof. Weiss warned against “academic prostitution”, recommending that the association adapt its concept of work to the current challenges. While supportive of the change in methodological orientation from a predominantly quantitative focus to more qualitative in-depth research, he suggested that any name change should avoid marginalizing collective relations in favour of individual relations. Prof. Lansbury agreed with the need to change the name of the association, proposing that the new name reflect the reality of how the world of work is changing by including reference to “employment relations” and “work” in the title.

Dr. Joseph Catanzarati reported that the name of the association had turned away potential members in Australia, and suggested that the association promote a greater role for practitioner involvement, linking academic work with practical outcomes. Prof. Mike Terry noted the difficulty of finding a term that will be attractive to many groups in different languages and different countries, where industrial relations as a term had little currency. Rather than seeking a simple solution for such a complex problem, with a term that has developed meaning over a century, he proposed that national associations adopt whatever names they deemed appropriate, and then affiliate to the association.

Recognizing the advantage of the association’s interdisciplinary approach, and the difficulties faced in progressing through academic careers focusing on interdisciplinary work, Dr. Peter Auer proposed a broad term such as the World of Work Society. Prof. Ron Kelly called attention to the fact that an International Employment Relations Association already existed, and proposed a merger of the two associations due to their similar goals. He reflected on the different definitions of industrial relations, which could encompass all forms of employment relations, and could have different connotation for the different parties involved.

Dr. Casale in his final statement thanked all the participants in the panel and suggested to submit a formal proposal on the new name of the association to the Executive Committee of the IIRA on the occasion of the 15th IIRA World Congress in Sydney in 2009.

15th IIRA World Congress



THE NEW WORLD OF WORK, ORGANISATIONS & EMPLOYMENT

Sydney, Australia, 24-28 August 2009

Sydney Convention & Exhibition Centre

www.iceaustralia.com/IIRA2009/index.html

Important Dates

01.03.2008	01.06.2008	01.06.2008	01.09.2008	01.02.2009	01.04.2009
Call for papers open	Abstracts deadline	Proposals for special symposia deadline	Notification of acceptance of abstracts	Full papers deadline	Notification of full paper acceptance

Overview

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 Organization

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

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.

Track 4: New Forms of Work

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 atypical 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: Work, Family and Community

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

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

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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5th IIRA Regional African Congress



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

Cape Town, South Africa

26 – 28 March 2008

Dear colleagues

You are invited to participate in the 5th IIRA African Regional Congress of the International Industrial Relations Association, to be held in South Africa in March 2008.

The Fifth Regional International Industrial Relations Association (IIRA) Congress for Africa will be hosted by the Industrial Relations Association of South Africa (IRASA) at the Graduate School of Business (GSB) of the University of Cape Town, Breakwater Campus. This is a prime location of the Victoria and Alfred Waterfront. This is a prime tourist area with international standard amenities and facilities comprising hotels, restaurants, shopping outlets and entertainment within easy reach

From the uniquely African opening ceremony to the daily Conference programme, profiling internationally renowned experts, and the auxiliary activities planned, the Congress is designed to refresh and inspire and afford delegates networking opportunities with leading professionals from many countries. Pre-conference and post-conference tours are being planned for delegates wishing to take in some of South Africa's spectacular beauty and rich natural heritage.

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

As globalisation and attendant rapid changes in labour markets continue apace, the need for the implementation of the Decent Work Agenda as a central platform for African development cannot be over emphasised. While acknowledging the need for sustained economical 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 skills 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 economies be intensified.

The fifth 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 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 economy.

Registration fees

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

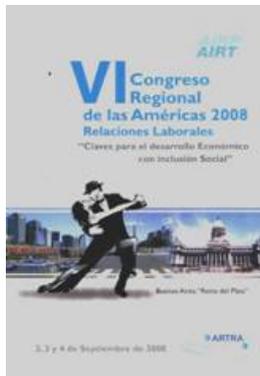
Category	on/before 31st Jan 08	after 31st Jan 08 before 29Feb 08
Full Registration	\$225 / R1687	\$250 / R1875
IIRA Individual Members (Non academics)	\$180 / R1350	\$200 / R1500
Academics	\$135 / 1012.50	\$150 / R1125
Students	\$72 / R540	\$80 / R600
Gala Dinner	\$40 / R300	\$40 / R300

The gala Dinner will be held at the Cape Town Castle at the cost of R300 per delegate.

Delegates have the opportunity to book accommodation at the time of registration or at a later date, when traveling plans are known. There is a wide choice across the price range, from good quality student rooms through economy hotels to 5 star luxury. The accommodation is offered at rates below those normally charged and includes breakfast. The list of hotels and rates appear when the 'book now' option is chosen on the registration form. All hotels are within walking distance of the conference venue. More information on the hotels is available from the website link www.iira5thafricancongress.org.za/Fees.html.

Registration is now open at www.iira5thafricancongress.org.za

6th IIRA Regional Congress of the Americas



LABOUR RELATIONS: KEYS FOR AN ECONOMIC DEVELOPMENT WITH SOCIAL INCLUSION

Buenos Aires, Argentina, 2-4 September 2008

The Asociación Argentina de Relaciones del Trabajo (ARTRA), is happy to announce that the IIRA 6th Regional Congress of the Americas will be held in Buenos Aires, Argentina, from 2 to 4 September 2008

Is it possible to grow economically and at the same time satisfy the social demands? Are they opposed objectives in today's world? What are the reasons for which the economic growth does not produce a spill on the weakest sectors of the society? To contribute with keys and answers to achieve economic growth with welfare, is the challenge that we propose when we invite you, to participate in the 6th IIRA Regional Congress of the Americas.

As the congress organizers, we are working with a distinguished team of academics and professionals from different Universities, Governmental Organisms, and Companies, as much from the public sector as from the private sector, in order to be able to approach deeply and systematically the subject of the congress. The congress will offer the opportunity to present papers in plenary and workshop sessions; to participate in special seminars; and to attend invited symposia, in relation to three specific sub-themes:

- Labour Market, Economic Freedom and Labour Relations
- New Forms of Work and Employment
- The Social Dimension of Economic Integration in America

Call for papers

We invite research and policy based papers on the overall theme of the Congress and sub-themes, including special workshops and symposia.

Congress fees (in USD)

	Until 29.02.2008	From 01.03.2008 to 31.07.2008	From 01.08.2008 onwards
IIRA Members	220	250	300
Non Members	250	300	350
Students	80	120	150
Accompanying persons	80	80	80

The registration fees cover admission to all congress session, congress papers, welcoming reception following the opening ceremony and coffee breaks. These fees also include corresponding taxes.

www.congresoamericas.com.ar

Other Congresses



CALL FOR PAPERS

(Submissions deadline: 1 February 2008)

CIRA ANNUAL CONFERENCE

University of British Columbia

Vancouver, BC, 4-6 June 2008

Industrial Relations in a Period of Prosperity: Are We Better Off?

Canada and many other countries are experiencing a period of tight labour market conditions, and the retirement of baby boomers. Concerns about skill shortages, and possible solutions to address these shortages are being debated by employers, unions and policymakers. Against this backdrop, we invite papers that address the following questions:

- Are these positive economic conditions improving the livelihood and work conditions of the workforce?
- How is prosperity influencing collective bargaining and other related union activities?
- How is the shift to a global economy revising who benefits from a period of prosperity as firms become more mobile, and the role of multi-national corporations expands?
- Where are the opportunities and uncertainties for business, governments, and unions?
- What is the role of immigrants and migrant workers in this period of prosperity?
- Are legislation and regulations meeting the challenges of this new era of prosperity?

CIRA-ACRI also welcomes proposals on other topics. Indeed, the annual Conference is meant to be an open forum for researchers, practitioners and policy-makers on any issues of contemporary significance for the study of work and employment.

Submission Themes and Requirements: We welcome both session and paper proposals.

Session proposals: Include the 3 paper presenters, a discussant, paper titles, and paper abstracts. Each abstract should be a maximum of 250 words and include the central research question, methods, and outline the key findings.

Paper proposals: Less than one page and include the central research question, methods, and the key findings (250 words maximum).

The deadline for both session proposals and paper proposals is February 1, 2008. All submissions should be sent electronically to Nancy Tang (nancy.tang@sauder.ubc.ca) in pdf or word document format.

Information about the conference, accommodations, and other related events will be communicated through the CIRA website (www.cira-acri.ca).

For more information: visit the CIRA website (www.cira-acri.ca) or contact Brian Bemmels, Sauder School of Business, The University of British Columbia, 2053 Main Mall, Vancouver, BC CANADA, V6T1Z2 brian.bemmels@sauder.ubc.ca (Phone 604 822-8372).

DEMANDE DE COMMUNICATIONS

(Date limite des propositions: 1^{er} février 2008)

CONGRÈS ANNUEL DE L'ACRI

University of British Columbia

Vancouver, BC, Du 4 au 6 juin 2008

Une période de prospérité est-elle avantageuse pour les relations industrielles?

Au Canada et dans bien d'autres pays, il y a actuellement une pénurie de main-d'œuvre qualifiée et, en outre, les baby-boomers prennent leur retraite en grand nombre. Les employeurs, les syndicats et les décideurs discutent de cette situation et se penchent sur les solutions possibles. En prenant en compte cette toile de fond, nous demandons des communications traitant des questions suivantes:

- Cette situation économique prospère favorise-t-elle l'obtention de meilleurs moyens de subsistance et de meilleures conditions de travail pour les travailleurs?
- Comment cette prospérité influe-t-elle sur la négociation collective et les autres activités syndicales connexes?
- Les personnes et les groupes ordinairement avantagés par une période de prospérité sont-ils les mêmes dans le contexte du virage à une économie mondiale où les entreprises deviennent plus mobiles et où les multinationales accroissent leur rôle?
- Où se situent les opportunités et les incertitudes pour les entreprises, les gouvernements et les syndicats?
- Quel est le rôle des immigrants et des travailleurs migrants dans le contexte de cette prospérité?
- Les lois et les règlements du travail permettent-ils de relever les défis que présente cette ère de prospérité?

L'ACRI-CIRA est ouverte à des propositions sur d'autres sujets. Son congrès annuel est, en effet, une tribune où chercheurs, gens de terrain et décideurs peuvent traiter de toute question d'importance contemporaine pour l'étude du travail et de l'emploi.

Propositions et exigences: Nous acceptons les propositions de communications multiples (trois exposés groupés) et celles de communications uniques.

Proposition de communications multiples : Elle doit indiquer le nom des trois personnes qui feront un exposé, celui de l'animateur, le titre des exposés ainsi que leur résumé. Les résumés doivent avoir au plus 250 mots et présenter le cœur du sujet traité, les méthodes utilisées et les conclusions clés.

Proposition de communication unique : Elle doit avoir au plus une page et présenter le cœur du sujet traité, les méthodes utilisées et les principales conclusions (250 mots maximum).

Les propositions doivent parvenir au plus tard le 1er février 2008. Elles doivent être envoyées par voie électronique à Nancy Tang (nancy.tang@sauder.ubc.ca) en format pdf ou Word. L'information sur le programme du congrès, l'hébergement et les activités connexes sera affichée dans le site Web de l'ACRI (www.cira-acri.ca).

Pour plus de renseignements, visiter le site Web de l'ACRI (www.cira-acri.ca) ou communiquer avec Brian Bemmels, Sauder School of Business, The University of British Columbia, 2053 Main Mall, Vancouver, BC CANADA, V6T1Z2 (brian.bemmels@sauder.ubc.ca), tél. : (604) 822-8372.

IIRA Study Groups

Study Group 1

INDUSTRIAL RELATIONS AS A FIELD AND
INDUSTRIAL RELATIONS THEORY

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WORKERS' PARTICIPATION

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Study Group 9

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Study Group 10

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Study Group 20

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

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IIRA Publication Series

As announced previously in Bulletin 73, the IIRA is pleased to begin publishing a book series with the theme of international and comparative industrial relations. The term, industrial relations, will be interpreted broadly to include all aspects of labour policy, labour market analysis, labour relations and collective bargaining, human resource management, and work- and workplace-related topics. Books in this series will be co-published by the IIRA and a major publisher of books in the social sciences. This series will be edited by a three-member editorial board: Anil Verma (Chair), Linda Dickens and Tayo Fashoyin.

Proposals are invited from IIRA members on any aspect of industrial relations with a comparative and/or international focus. There is no specific deadline as proposals will be received at any time. Proposals should elaborate on the following: brief description of the themes of the book, its significant contributions to knowledge, its relationship to similar other books, names and institutional affiliations of the authors/editors/contributors, brief curriculum vitae (half-page or less each) of all contributors, and a proposed time-table for completion of the manuscript.

Proposals can be sent by e-mail to any of the three editors or the IIRA Secretariat. Further details and guidelines will be posted in due course on the IIRA website.

INVITACIÓN A PRESENTAR PROPUESTAS PARA LIBROS

Como anunciáramos en nuestro boletín 73, la AIRT (IIRA) iniciará la publicación de una serie de libros dentro del tema de la “Las relaciones industriales comparativas e internacionales”. El término, relaciones industriales, será interpretado ampliamente para cubrir todos los aspectos de políticas laborales, análisis de mercados laborales, relaciones laborales y negociación colectiva, gestión de recursos humanos y temas relacionados al trabajo y al lugar del trabajo. Los libros de esta serie serán co-publicados por la AIRT (IIRA) y una casa editorial importante dentro del campo de las ciencias sociales. Esta serie será editada por los tres miembros del Comité Editorial: Anil Verma (Coordinador), Linda Dickens y Tayo Fashoyin.

Invitamos a los miembros de la AIRT (IIRA) a enviar sus propuestas sobre cualquier aspecto de las relaciones industriales con un enfoque comparativo y/o internacional. No hay un límite específico de tiempo para las propuestas, éstas serán recibidas en cualquier momento. Las propuestas deben incluir lo siguiente: breve descripción de los temas del libro, contribuciones significativas al desarrollo del conocimiento del campo de trabajo, relación con libros similares, nombres y afiliaciones a instituciones de autores/editores/contribuyentes, breve curriculum vitae de todos los contribuyentes (media página o menos de cada uno), y propuesta de cronograma para finalizar el manuscrito.

Las propuestas pueden ser enviadas por correo electrónico a cualquiera de los 3 editores o a la Secretaría de la AIRT (IIRA). Se indicaran mayores detalles y guías en la página web de la AIRT (IIRA): www.ilo.org/iira

Anil Verma: anil.verma@utoronto.ca

Linda Dickens: Linda.Dickens@wbs.ac.uk

Tayo Fashoyin: fashoyin@ilo.org

IIRA Secretariat: iira@ilo.org

Publications received

THE LABOUR MOVEMENT IN PAKISTAN

Organization and Leadership in Karachi in the 1970s

Zafar Shaheed

Beginning with the mid-1960s and concentrating on the 1970s, the book documents a period of labour history when key elements and structures of the labour movement in Pakistan were formed. The early 1970s was also a short period during which Pakistan experimented with democracy.

Concentrating on the textile industry in the urban conglomeration of Karachi, this study provides an in-depth analysis of workers, their organization, their leaders and their interaction with management and the state. The analysis extends from the workplace to the workers' communities, shedding new light not only on labour relations and social policy, but also on urban development issues.

Unlike many labour studies of South Asia that are based largely on historical records, survey material and desk work, this book is based on intensive fieldwork in the workplaces and communities of the Pathan and Swati workers from the northern areas who were semi-skilled factory operators in the textile industry. It also examines ethnic issues between these northerners and the muhajirs (Urdu-speaking immigrants from India at Partition) who were the more skilled professionals in the industry.

In documenting periods of labour militancy, and the conditions in which it arose and subsided, this book identifies key milestones in the development of the labour movement and examines the seeds of democratic processes and structures, shedding new light on issues of the de-centralisation and democratisation of governance.

Price: £11.99 (Hardback)
ISBN-13: 978-0-19-547345-2
Publication date: 26 April 2007
370 pages, 216x138 mm
Oxford University Press
www.oup.com

THE CONTRIBUTION OF BUSINESS-LABOUR RELATIONS TO NATIONAL TRIPARTITE DIALOGUE AND LABOUR MARKET GOVERNANCE

A study of the Millennium Labour Council in South Africa

Tayo Fashoyin and Daniela Zampini

In 1999 the ILO received in Geneva a group of senior business leaders and top trade unionists from South Africa which had travelled to selected European countries to gain a better understanding of the industrial relations systems operating in those countries. The Millennium Labour Council, MLC, born in July 2000 is a direct product of this study visit. Born "out of crises", as one observer noted, the MLC emphasizes that strong business/labour relations can deepen tripartism, significantly contribute to national policy-making processes, and mitigate potentially damaging labour market crises.

In presenting the case of a novel institution in the labour relations landscape, this report examines both the factors that account for the success of the MLC, such as the personal relations that form its social capital, and also the potential threats to the sustainability of this institution. The authors argue that the complementarities of the nature and roles of the National Economic Development and Labour Council and the MLC constitute the basis for their success and capability to make social dialogue a tool for economic growth, labour peace, and social equity in South Africa. By the same token, it is also reaffirmed that the cornerstone on which social dialogue rests is the internal capacity of strong and independent social partners, namely business, labour and government.

ILO Sub Regional Office for Southern Africa,
Issue Paper No. 24. 978-92-2-120259-2 (2007)

DECENT WORKING TIME. NEW TRENDS,
NEW ISSUES

Jean-Yves Boulin, Michel Lallement, Jon C. Messenger, François Michon (Eds)

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 7-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."

ILO. 2006, xxii+464 pp.
ISBN 978-92-2-117950-4
50 Sw.frs.; US\$39.95; UK£21.95; 35 €

MEETING THE EMPLOYMENT
CHALLENGE: ARGENTINA, BRAZIL AND
MEXICO IN THE GLOBAL ECONOMY

**Janine Berg, Christophe Ernst, Peter Auer
2006, xvi+247 pp.,**

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.

This is a co-publication with Lynne Rienner Publishers.

ILO. ISBN 92-2-117947-8
Hard cover: 70 Sw.frs.; US\$55; UK£30; 45 €
Also available in Spanish

SOCIAL EMBEDDING AND THE
INTEGRATION OF MARKETS: AN
OPPORTUNITY FOR TRANSNATIONAL
TRADE UNION ACTION OR AND
IMPOSSIBLE TASK

**Otto Jacobi, Maria Jepsen, Berndt Keller,
Manfred Weiss (eds)**

Increasing signs seem to indicate that, in the areas of both politics and thought, the age of neoliberal supremacy is approaching its end. An ideology based exclusively on the free play of the market is bound, ultimately, to lose its attraction.

Growing inequality and social exclusion, with new forms of underclass suffering new forms of insecurity, cause the neoliberal conceptions of forfeit all moral credibility. Increasing conviction is attaching to the notion of social embedding, according to which transnational political and economic areas – such as the European Union – require democratic governance in order to foster social cohesion and environmental sustainability.

The change in political climate has also reached the trade unions, whose members are becoming increasingly vocal in their rejection of shareholder capitalism. The trade unions have acknowledged that, on the other side of the nation state, they now have their second home in Europe. As such, they are developing new strategies for deployment in the European arena and seeking to make use of the opportunities offered by coordination of their policies at European level.

2007. ISBN: 978-3-86593-075-0. Hans-Böckler
Stiftung, Hans-Böckler-Strasse 39, 40476
Düsseldorf, Germany

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- Increased competition
- Technological change
- New concepts of line management
- Changing corporate climates

Published by: Routledge
Frequency: 12 issues per year
Print ISSN: 0958-5192
Online ISSN: 1466-4399

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For more information please visit:
www.informaworld.com/ijhrm

TRADE UNIONS AND WORKPLACE
DEMOCRACY IN AFRICA

Gérard Kester

This book presents the results of a research project on workplace democracy, conducted over the past 20 years in a number of African countries, in particular in Burkina Faso, Cape Verde, Ghana, Mali, South Africa, Tanzania, Zambia and Zimbabwe.

“This book has an astonishing depth and expanse, covering 10 countries and based on over twenty years of experience of research and implementation. It is also compelling in its coherent blend of theory, extensive empirical data and policy prescription”.

Professor Ray Markey, Auckland University of Technology, New Zealand, and Coordinator IIRA Study Group “Workers’ Participation”.

“This study, splendidly written by one of the most prominent international experts in the field, is indispensable for everybody interested in the democratic future of Africa. I highly recommend it”.

Professor Manfred Weiss, Johann Wolfgang Goethe University, Frankfurt, Germany, and past President IIRA

ISBN 978-0-7546-4997-7 Hardback, 346 pages
Price 65 British Pounds. Published by Ashgate,
Aldershot (England) and Burlington (USA), May
2007. www.ashgate.com

Also available in French.

Translated by Henri Pinaud

ISBN 978-2-296-03610-9. 488 pages Prix 38
Euro. Publié par l’Harmattan, Paris, Juillet 2007.
www.editions-harmattan.fr

WORKING TIME AROUND THE WORLD

**Trends in working hours, laws and policies
in a global comparative perspective**

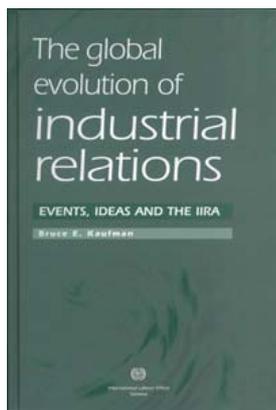
**Sangheon Lee, Deirdre McCann and Jon C.
Messenger**

John Maynard Keynes once made the bold prediction that the three hour work day would prevail for his grandchildren's generation. Seventy years later, the question of working time is as pertinent as it was at the inception of the 40-hour week. Not until now, however, has there been a global comparative analysis of working time laws, policies and actual working hours. Despite a century-long optimism about reduced working hours and some progress in legal measures limiting working hours, this book demonstrates that differences in actual working hours between industrialized and developing countries remain considerable – without any clear sign of hours being reduced. This study aims to offer some suggestions about how this gap can begin to be closed.

Lee, McCann and Messenger trace the theoretical background of the concept of working time before examining recent trends in working time laws in developing countries and countries in transition. The study then shifts its focus to developments in selected countries, considering both broad trends in working time at a national level and the structure and dynamics underlying these trends. The authors provide a remarkable set of policy suggestions that preserve health and safety, are family friendly, promote gender equality, enhance productivity and facilitate workers choice and influence over their working hours.

This book will be of great interest to policy-makers engaged with working conditions or health and safety, labour market experts, trade union leaders and workers organizations, as well as academics and researchers in the fields of industrial relations, labour economics and labour law.

ILO. 2007, xviii+222 pp.
ISBN 978-92-2-119311-1
155 Sw.frs.; US\$ 125; UK£ 65; 95 €
Hardback



THE GLOBAL EVOLUTIONS OF INDUSTRIAL RELATIONS.
EVENTS, IDEAS AND THE IIRA

The IIRA Secretariat has some copies left of the *Global Evolution of Industrial Relations. Events, Ideas and the IIRA* written by Bruce Kaufman.

IIRA members may order to book directly at the IIRA Secretariat (iira@ilo.org) for 35 USD only

This landmark volume chronicles the evolution of the field to date. It focuses on the largely untold story of how the globalization of industrial relations took hold and explores in depth the pivotal events, ideas, and people behind it.

This volume provides the only comprehensive, up-to-date account of the evolution of the industrial relations field, and outlines the four pillars that led to the internationalization of industrial relations after World War II. It includes substantive background on the roots of industrial relations in the Anglo-Saxon countries, including the role of the IIRA and discusses the future prospects for the field of industrial relations. It also traces the development of modern industrial relations in continental Europe, Japan, Republic of Korea, India, Africa, and Latin America. Kaufman's book highlights the four all-important pillars that shaped industrial relations after this period: the International Labour Organization (ILO), the International Industrial Relations Association (IIRA); the leading role in industrial relations played by the United States following World War II; and the spread of industrialism, market economies, trade union movements, and democratic forms of government to many non-Western nations.

"Kaufman writes with admirable clarity and theoretical rigor on a subject that can be prone to turgid prose and mere accumulations of arcane facts. His brilliant synthesis of the works of Commons, John Dunlop, the Webbs and other luminaries of industrial relations is coupled with a sensitive critique of earlier thinkers such as Adam Smith, David Ricardo, Emile Durkheim, and Karl Marx, who addressed the complexities of workers and work in the age of industrialization. Kaufman also includes insightful sections on the origins and evolution of the ILO (born in 1919 out of the tragedy of the Great War), the importance of the New Deal for industrial relations, and how the Cold War affected the international politics of workers and unions. He provides illuminating accounts of the subject in Great Britain, Australia, Canada, and developing nations. (His analysis of industrial relations in Germany and France is perfunctory, but the subject has always found it difficult to attract students in those countries.)

The book has a strong narrative line and intellectual coherence. Kaufman explains persuasively why the subject of industrial relations is essential to an understanding of the world in which we work and live. The future of industrial relations should not just be of interest to besieged academics; it ought to concern everybody, not least those engaged in the administration of government and the running of business enterprises. As Kaufman states in his opening sentence, "The subject of work and the relations between those who manage it and those who perform it is as old as human civilization" (p. 1)."

Excerpts of a review written by Robert Taylor, Adviser to the European Trade Union Confederation in Brussels.



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

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

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

Membership

Full membership is open to national or regional (i.e. a group of countries in the same geographical area) industrial relations associations, the primary purpose of which is the advancement of knowledge and research in the industrial relations field and national or regional committees where such associations do not exist. The annual dues for full members are as follows:

- US\$ 40 for associations with up to 25 members
- US\$ 65 for associations with 26 to 100 members
- US\$100 for associations with over 100 members

Institutional associate membership is open to universities and colleges or departments thereof and other research institutes concerned with the scholarly study of industrial relations.

Annual dues: US\$60

Individual associate membership is open to persons engaged in industrial relations research or teaching activities in academic or research institutions, as well as practitioners in the industrial relations field.

Annual dues: US\$25.00.

Membership dues can be paid by

Bank transfer at the Union de Banques Suisses, rue du Rhône, 1211 Geneva 2, Switzerland.
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Cash addressed or handed directly to the IIRA Secretariat (convertible currencies only).

DUE TO THE HIGH COSTS INVOLVED CHEQUES ARE NOT ACCEPTED ANYMORE.

VISA or Master Card, order by e-mail or mail, clearly indicating credit card number, expiry date and the amount to be charged.

The Council of the IIRA is composed of the representatives of the full members of the IIRA; each national association has one vote. The Council elects the President and the IIRA Secretary, as well as members of the IIRA Executive Committee. The Council meets at least once every three years, normally on the occasion of the IIRA World Congress, and gives the Executive Committee such general guidance or instructions as it deems appropriate.

The Executive Committee is limited to a maximum of 15 persons, including ex officio the President, his/her immediate predecessor, the President-elect and the Secretary of the IIRA. It is responsible for determining the programme and managing the finances of the Association. Its term of office is 3 years and members can be re-elected for a further 3 year period.

In between the meetings of the Executive Committee, **the Officers** (President, President-Elect, Past-President and Secretary) meet in order to guide the Secretariat on issues of importance.

Picture cover page: Prof. Linda Dickens, Chair of Congress Organising Committee and Dr. Giuseppe Casale, IIRA Secretary, on the occasion of the 8th IIRA European Regional Congress, Manchester, 3-7 September 2007.

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