

## IIRA Bulletin

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### **Bulletin de l'AIRP**

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### **Boletín de la AIRT**

Publicado irregularmente, por la Asociación Internacional de Relaciones de Trabajo, el Boletín de la AIRT se distribuye gratuitamente a cada miembro al día con la cotización anual. Ciertos extractos pueden reproducirse, a condición de que se mencione la fuente y que el secretariado de la AIRT reciba una copia. Secretariado de la AIRT, Oficina Internacional del Trabajo, CH-1211 Ginebra 22, Suiza.

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## *Message from IIRA Secretary*

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Dear members and colleagues,

I am happy to report that the IIRA, since the last publication of the Bulletin, has had many successful events organised. First of all, let me congratulate the organisers of the 5th African Regional Congress held in Cape Town on 26-28 March 2008. It was a real success. Many participants were coming from not only the Africa region, but also from other regions in the world. The quality of the papers presented and the discussions were of a high level. A brief summary of the main topics discussed can be found in this bulletin.

Good news is coming from the Argentinean colleagues who are organising the 6th Regional Congress of the Americas, which will be held in Buenos Aires on 2-4 September 2008. Please check the web page of the Congress at [www.congresoamericas.com.ar](http://www.congresoamericas.com.ar) and make sure that you are registered for the event. This Congress will be a significant one in which major experts on America's issues will meet and discuss "labour relations means to ensuring development and social inclusion". During the Congress, there will be a special event: the formal presentation of a Liber Amicorum dedicated to our past –President Prof. Luis Aparicio-Valdez. Please come and join us in Buenos Aires.

At the same time, I encourage all of you to make sure that you are registered for the forthcoming 15th IIRA World Congress to be held in Sidney (Australia) on 24-28 August 2009. Please visit the web page of the World Congress at [www.iceaustralia.com/IIRA2009](http://www.iceaustralia.com/IIRA2009) to get all the necessary details or email to [IIRA2009@iceaustralia.com](mailto:IIRA2009@iceaustralia.com). I am looking forward to meeting all of you there.

The campaign for attracting new full members is continuing. I am very happy to report that the Executive Committee has accepted the application as full member of the Sri Lanka Industrial Relations Association. We welcome our new full member and we hope to keep close contact with their members with a view to organising both national and regional/sub regional events in this country.

In the meantime, I have also received a confirmation from our Indonesian friends of the Indonesia Industrial Relations Association about their willingness to organise the next IIRA Asian Regional Congress in 2010. At the same time, the Danish Industrial Relations Association has also expressed their desire to organize the next IIRA European Regional Congress in 2010. More details on these events will be communicated in the next Bulletin.

More recently, two new study groups have been organised within our Association. One is on "labour market regulations – rationales, indicators and impacts" and the other is on "re-engineering labour administration". More details about how to join these two study groups can be found in this Bulletin. The study groups are kindly asked to send to the IIRA Secretariat their programmes of meetings, researches and plans for the future. In any event, we are looking forward to meeting all of them in Sidney next year.

At the ILO, during the last few months we have organised a series of guest lectures inviting members and friends of the IIRA. In April, Prof. Lorenzo Bordogna of the University of Milan and President of the Italian Industrial Relations Association gave a presentation on "public service labour relations reforms in Europe" and our President, Prof. Russell Lansbury, acted as discussant. In May, our friend, Mr. Kieran Mulvey, Chief Executive of the Irish Labour Relations Commission, Dublin, gave a presentation on "pay determination in the Irish social partnership model" with Prof. Lucio Baccaro of the Institute (ILO) as main discussant. The Institute also organised a round table discussion on the future of industrial relations and its related research agenda with the participation of Prof. Russell Lansbury and Prof. Tom Kochan of MIT, Boston. These events were highly appreciated by the participants, and we do hope to organise similar ones in future.

Once again, I invite those who have not done it yet, to return the questionnaires that were sent to you, duly completed, so the IIRA secretariat can update all members' profiles and prepare the new IIRA Directory, which should be available before the next World Congress in Sidney. Finally, let me remind you that due to technical problems the sending of the Bulletin by email will be done with the next issue. So, let me reiterate that this edition of the Bulletin will be the last one to be sent by postage. So please make sure that you have sent the correct email address to the IIRA secretariat.

Let me take this opportunity to wish to all of you an enjoyable summer time.

A handwritten signature in black ink, appearing to read 'Giuseppe Casale', with a stylized flourish at the end.

Giuseppe Casale

IIRA Secretary

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## *Report on the IIRA 5th African Regional Congress*

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**Cape Town, 26 – 28 March, 2008**

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

**By Susan Hayter, Research and Policy Development Specialist, DIALOGUE,  
International Labour Office**

The 5th IIRA African Regional Congress took place from the 26th – 28th March 2008 at the Graduate School of Business in the historic Breakwater Lodge in Cape Town, the site of the original Breakwater prison, established in 1859 to house the long term male convicts that were destined to work on the construction of the breakwater in Table Bay.

The overall theme of the conference “Realizing Decent Work in Africa” provided an opportunity to discuss the challenges that countries in Africa faced in their efforts to create employment, improve the quality of work and life, combat discrimination and child labour, enhance social dialogue and the role of collective bargaining in labour market governance and build the institutions needed to monitor and implement effective labour market policies.

The Congress was privileged to receive high level addresses from a representative of the Hon. Geraldine Fraser-Moleketi, Minister of Public Service, from the Hon. M.S. Mdladlana, Minister of Labour and from Mayor Helen Zille who graciously hosted a reception to welcome conference participants to Cape Town.

Particular focus was given on in the first half day to the role of the public sector in delivering on the decent work agenda and to the adequacy of the legal framework and quality of industrial relations in the Public Sector. Presentations on the value of interest based bargaining in the public sector and of interest arbitration in public sector disputes in Canada provided much food for thought during a subsequent session that examined the 2007 public sector strike that had take place in South Africa. The latter had been not only the longest public services strike but also particularly violent.

Subsequent sessions examined possible means to extend decent work to the informal economy, to address child labour and to tackle HIV/AIDS in the workplace. The issue of regulating employment and protecting vulnerable categories of workers such as independent contract workers was repeatedly highlighted during the Conference. Particularly interesting was discussion of options for extending labour rights to workers in the informal economy, with interesting presentations on the challenges faced and possibilities being explored in South Africa and India.

Some of the presentations also addressed the issue of globalization and innovative initiatives and frameworks that were emerging to promote decent work in supply chains and among subsidiary enterprises. These included strategic partnerships between Multinational Enterprises, trade unions, suppliers and other organizations to monitor labour practices in supply chains and framework agreements between Multinational Enterprises and Global Union Federations.

Two of the sessions focussed on Human Resource Strategies in particular the challenges developing country Multinational Enterprises faced when operating in other countries. This transnational perspective provided new insights on the discourse on the transfer of human resource practices - which to date has tended to be focussed on multinationals originating from more developed countries.

A couple of sessions focussed on the role of trade unions in contributing to productivity and profitability and enhancing democracy. The challenges trade unions faced in organizing the informal economy were also addressed and new sources of power and forms of organization identified.

A number of speakers addressed the issue of realizing employment equity both in employment and in the legal framework and jurisprudence. These sessions provided a sobering picture of the challenges countries like South Africa face as they tried to redress growing inequality.

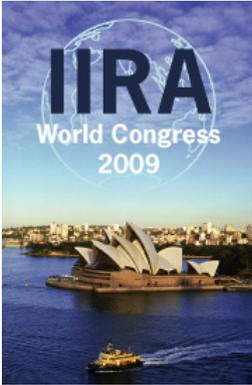
The final session provided practical insight into the value and challenges of social partnership and dialogue with a debate among the social partners in South Africa: organized business, organized labour and the Department of Labour. It was clear that the rich tradition of social dialogue that had been built in the country since the ending of apartheid had given a unique legitimacy to the policy framework that presently existed. It was also clear from the debate that despite a rich tradition of social dialogue, the social partners held very different points of view. Institutions such as the Commission for Conciliation, Mediation and Arbitration (CCMA) and the National Economic Development and Labour Council (NEDLAC) had played a key role in facilitating consensus.

Participants were provided brief respite from their captivity during the conference at a Gala held at another historic venue – the Cape Town Castle of Good Hope – a defensive fort built by the Dutch East India Company between 1666 and 1679.

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## 15<sup>th</sup> IIRA World Congress

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**Sydney, Australia, 24-28 August 2009**

**Sydney Convention & Exhibition Centre**

THE NEW WORLD OF WORK, ORGANISATIONS AND EMPLOYMENT

[www.iceaustralia.com/iira2009/](http://www.iceaustralia.com/iira2009/)

### Overview

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.

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## 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

## 6<sup>th</sup> 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 6<sup>th</sup> 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](http://www.congresoamericas.com.ar)

## Other Congresses

### GOLDEN JUBILEE CONFERENCE THE INDIAN SOCIETY OF LABOUR ECONOMICS

#### Invitation to Participate and Contribute Papers

The 50th Annual (Golden Jubilee) Conference of the Indian Society of Labour Economics (ISLE) will be organized in Lucknow during mid-December 2008 by Giri Institute of Development Studies in association with Lucknow University and the Indian Institute of Management, Lucknow. **Professor K.P. Kannan**, Member, National Commission for Enterprises in the Unorganised Sector (NCEUS) is the Conference President. **Professor Arjun Sengupta**, Chairman, NCEUS and Member of Parliament, is the Chairman of the Steering Committee of the Golden Jubilee Celebrations.

This year being a Golden Jubilee year, the ISLE is planning to make it a memorable event by organizing regional seminars/ workshops, special lectures and programmes in addition to the invited lectures and panel discussions during the Conference itself. The endeavour will be to encourage young researchers by participating in various activities during the year. A number of distinguished scholars from around the world are expected to participate in the Conference.

The topics selected for the Golden Jubilee Conference are: (1) Globalisation, Labour Markets and Employment, (2) Women Workers in the New Economy; (3) Labour Organisations in Independent India, and (4) Education and Skills in the Emerging Labour Market. Those who desire to contribute papers may send the same in duplicate along with a soft copy to the Hon. Secretary, The Indian Society of Labour Economics, NIDM Building, IIPA Campus, I.P. Estate, Mahatma Gandhi Marg, New Delhi -110 002, **latest by September 30, 2008**. The best paper writer below the age of 40 years would be honoured with the Sanjay Thakur Young Labour Economist Award.

Proposals for panels are also invited from scholars and institutions. A panel would consist of four papers to be presented in a session. A panel proposal should contain: (i) title and description of the theme of the panel; (ii) titles, authors and abstracts of the papers; (iii) names, affiliations and short biographies of the proposed speakers; and (iv) name and contact information of the panel organizer. The proposals should be submitted to the Hon. Secretary of the ISLE latest by September 30, 2008.

For details of the themes and other information, please contact the Hon. Secretary of the ISLE (Phones: 011-23358166, 23321610; Fax: 23765410; email: [isle.ijle@gmail.com](mailto:isle.ijle@gmail.com); Website: [www.isleijle.org](http://www.isleijle.org)).

**Prof. Ajit K. Singh**, Director, Giri Institute of Development Studies, Lucknow is the Organising Secretary of the Conference. Persons who desire to participate in the Conference are requested to contact the following address for registration and reservation of accommodation: Organising Secretary, ISLE Golden Jubilee Conference, Giri Institute of Development Studies, Sector- O, Aliganj Housing Scheme, Lucknow-226024. Phones: 2321860, 2325021; Fax: 0522-2373640; Email: [gids@sancharnet.in](mailto:gids@sancharnet.in).

The membership fee of the Society (Rs. 400 annual and Rs. 4,000 life) should be sent by a DD in favour of the Indian Society of Labour Economics, NIDM Building, IIPA Campus, I.P. Estate, Mahatma Gandhi Marg, New Delhi -110 002.

#### THE INDIAN JOURNAL OF LABOUR ECONOMICS

The Journal, an organ of the Indian Society of Labour Economics and currently in its 51<sup>st</sup> year of publication, is published quarterly. Aimed at promoting studies in labour economics, employment relations and related topics, it features peer reviewed articles, research notes, book reviews, documentation and statistical information, particularly in the context of India and other developing countries. *The Journal is indexed and abstracted widely including in COREJ, LABORDOC, e-JEL and JEL EconLit of the American Economic Association (produced by the Journal of Economic Literature), GEOBASE: Human Geography and International Development Abstracts.*

**Annual Subscription Rates:** India-- Rs. 800; SAARC Countries-- US \$ 100; Overseas US \$ 150

For subscription, payment should be made in favour of **The Indian Journal of Labour Economics** through DD or local cheque payable at Delhi/New Delhi.

All editorial and business correspondence should be made with The Editor/Managing Editor, The Indian Journal of Labour Economics, NIDM Building, 3rd Floor, IIPA Campus, IP Estate, M.G. Marg, New Delhi-110002 (India). Phones: 011-23358166, 23321610; Fax: 011-23765410; E-mail: [isle.ijle@gmail.com](mailto:isle.ijle@gmail.com).

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## 2<sup>ND</sup> BRAZILIAN CONFERENCE OF EMPLOYMENT AND LABOUR RELATIONS

IBRET – The Instituto Brasileiro de Relações de Emprego e Trabalho will promote the 2nd Brazilian Conference of Employment and Labor Relations on September 8-9 2008, in São Paulo/Brazil. The topics to be discussed in the conference are:

- Trade Unions in the World Today
- Management Strategies Today
- Labor Market Public Policies in Brazil
- Immigrant Workers and Labor Markets in Brazil

Site : [www.ibret.org](http://www.ibret.org)

E-mail: [www.ibret@ibret.org](mailto:www.ibret@ibret.org)

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## HUMAN DEVELOPMENT AND CAPABILITY ASSOCIATION ANNUAL CONFERENCE

**New Delhi, 10-13 September 2008**

**Organised by Institute for Human Development, New Delhi**

**Conference Theme: Equality, Inclusion and Human Development**

The Annual Conference of the Human Development and Capability Association (HDCA) sets out to explore the relationships between equality, inclusion and human development. Equality here is understood not only as equality in incomes and capabilities between and within social groups, women and men or individuals, but also in terms of possessing the basic capabilities to overcome wider socio-economic and political constraints. It includes perceptions of inequality as well as more objectively measured inequalities. Real or perceived equality can, among other factors, form the basis of inclusion in socio-economic and political processes. Conversely, inequality may lead to different types of social tensions and conflicts and affect human development outcomes in various ways.

The main issues that can be addressed may include the following:

- Dimensions of equality that go beyond income equality.
  - Relationship between (in) equality, inclusion (or exclusion) and human development.
  - Formal and informal institutions impacting equality and human development, while also mediating to promote inclusion or mitigate/sharpen social conflicts.
  - Economic inequality and political inequality.
  - Democracy and Equality.
  - Locus of equality and inequality: gender, caste, race, religion, ethnicity, etc.
  - Policies that aggravate or mitigate the equalities and exclusion.
-

There will be a limited number of fee reductions for students and scholars from developing countries. Scholars who wish to be considered for financial assistance must indicate so in the submission of their proposals. Submission of full paper by 1 July is a requirement for any seeking financial assistance.

**REGISTRATION FEES**

<b>Registration Fee</b>	<b>US \$</b>
Students & all developing countries	100
Salaried Professionals	250-80
<b>Late Registration (after 30 June)</b>	
Students & developing countries	125
Salaried Professionals	275-305
Indian Participants	1500 INR

Registration fee includes HDCA membership fee (it also covers one year subscription to the Journal of Human Development), lunch, mid-morning and afternoon tea, a conference dinner, admission to sessions, a conference bag, a copy of the programme, a volume containing abstracts of papers and a CD containing all the papers.

**PRESIDENTIAL ADDRESS**

Frances Stewart, University of Oxford

**PLENARY SPEAKERS: (TO BE CONFIRMED)**

Jean Dreze, Govind Ballabh Pant Social Science Institute, India  
 Niraja Gopal Jayal, Jawaharlal Nehru University  
 Martha Nussbaum, University of Chicago  
 Charles Tilly, Columbia University  
 Barbara Harriss-White, University of Oxford  
 Miguel Székely Pardo (Valedictory), Vice Minister of Prospective, Planning and Evaluation, Social Development Ministry, Mexico

**DIALOGUE:**

A dialogue is proposed to be organised around the theme “Law, Inequality and Human Development”  
 Speakers (To be confirmed)

- o Athaliah Molokomme (Attorney General of the Republic of Botswana)
- o Pratap Bhanu Mehta (Centre for Policy Research, New Delhi)
- o Aruna Roy (Social Activist, India)

**hdcaconference2008@gmail.com**

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## 27<sup>TH</sup> INTERNATIONAL CONGRESS OF CIRIEC

### **Innovation and Management. The responses of public, social and co-operative economy enterprises to major challenges.**

**Seville, 22-24 September 2008**

#### **Introduction**

Public, social and cooperative enterprises need to reconcile their specific values and missions with those required for efficient, profitable management. The meeting of one and the other logic is a factor for innovation, as is the diversity of economic agents and of their objectives.

Papers for the 27th Congress will address the specific sphere in which public, social and cooperative enterprises respond to the challenges that arise through innovation strategies and the management of change. The challenges are many: an increasingly competitive environment, pressures to water down and homogenise corporate management and governance models, new needs that require responses, technological mutations, the necessity of taking sustainable development into account, etc. The answers of public, social and cooperative enterprises to all these challenges entail determined participation in the knowledge economy and in the application of innovation measures: innovation in products, in markets, in processes, social innovation, organizational innovation, etc.

The contributions of public, social and cooperative enterprises to the different aspects of innovation and their implications in the field of management will be the subject of the different sessions of this Congress.

#### **Congress topics**

- Innovations and innovation systems of the public, social and cooperative economy
- New governance models
- New products and services in response to the needs of society
- Protecting the environment and sustainable development
- New partnerships to provide local services
- New assessment models (corporate social responsibility, etc.)
- Social and health services
- Networks and infrastructure
- New production processes and sustainable development
- New types of relationship between the State and the Social Economy and new public policies.

#### **Aims of the Congress and Invitation to Participate**

- Bring together Social Economy and Public Sector Economy researchers and professionals from different parts of the world
- Offer researchers, professionals and governments an opportunity to exchange information and points of view on the Social Economy and the Public Sector Economy in different national contexts
- Encourage collaborative research between Social Economy and Public Sector Economy researchers and professionals.
- Researchers, professionals working in this sector and government representatives are invited to participate in the Congress.
- General Structure of the Congress

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8<sup>TH</sup> ANNUAL PACIFIC EMPLOYMENT RELATIONS ASSOCIATION (PERA)  
CONFERENCE, 2008

**Conference Theme: Emerging Trends in Employment Relations**

The 8<sup>th</sup> Annual PERA Conference will be held from **19-22 November 2008**. The venue for the conference is shared between the historic gold mining city of **Ballarat, Victoria, Australia** (at the **SMB Campus of the University of Ballarat**, located in the centre of the city) and the beautiful **Warrenmang Winery**.

Abstracts – **due 31 August 2008**

Full papers (where delegates want their papers included in the Proceedings) – **due 30 September 2008**

Papers are welcome on any topic related to employment relations, including organisation studies.

There are five tracks for the conference:

- Employment Relations Debates
- Human Resource Issues
- Organisations, Culture and Power
- Workforce Planning and Human Resource Development
- Teaching and Academic Work in Business

Conference Website: [http://www.pera.net.au/index\\_files/peraconference08/index.htm](http://www.pera.net.au/index_files/peraconference08/index.htm)

Enquiries: Christine O'Connor [c.oconnor@ballarat.edu.au](mailto:c.oconnor@ballarat.edu.au)

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ASSOCIATION OF INDUSTRIAL RELATIONS ACADEMICS OF AUSTRALIA  
AND NEW ZEALAND (AIRAANZ) 23RD ANNUAL CONFERENCE 2009

**NEWCASTLE, AUSTRALIA**

**CALL FOR PAPERS**

The Executive and Convenors of the 23rd Annual AIRAANZ Conference invites papers for the forthcoming conference to be held in Newcastle, Australia from February 4th-6th 2009.

The conference theme of Labour, Capital and Change invites, in the tradition of earlier AIRAANZ conferences, a wide range of papers which explore contemporary industrial relations theory and practice. The theme draws on the contention that, under pressures such as the apparent competitive determinism of globalisation, the assertion of managerial power, the rise of individualism, governments' pursuit of neo-liberal policies, a popular mass media which trivialises or delegitimises organised labour, the traditional vital signs of industrial relations, particularly as measured by the levels of union density and collective bargaining have declined in most OECD countries. Nevertheless, despite these views and forces, how the rules over work are made, interpreted and enforced still sit at the kernel of most people's lives.

Papers are invited around these broad themes and debates. In addition, we would particularly encourage papers to be submitted on the following tracks. Of course, international perspectives are always welcome. Those who may wish to initiate and chair alternative tracks are encouraged to contact the conference organising committee.

- Track 1 - Resistance and misbehaviour: examining, for instance, how marginalised workers may manifest discontent and conflict at work.
- Track 2 - Public sector industrial relations: covering issues such as the impact of corporatisation, government intervention, pay for performance and human resource management practices in the sector.
- Track 3 - Comparative and international industrial relations, especially, but not exclusively, studies of New Zealand and Australia.
- Track 4 - Organisational design and change: investigating, for example, the intersection between work, industrial relations, and organisational design in mechanisms such as labour-management governance structures or inter-organisational relationships.

Referred papers will be published in the edited conference proceedings which it is expected will be issued with an ISBN. Also, a number of high ranking journals have indicated their interest in publishing suitable AIRAANZ papers as either a special edition or as part of their forthcoming editions. Under the terms of the Vic Taylor Memorial Bequest, the AIRAANZ Executive may determine to make an award to a referred paper.

All papers submitted will be subject to editorial consideration by the Convenors and organising committee to ensure that they meet the appropriate standards of an international, academic conference.

Each paper will be blind refereed by two referees, drawn from the Convenors, the AIRAANZ Executive and others selected by the conference organising committee. It is also anticipated that the authors of submitted papers may be asked to act as referees.

### **Deadlines**

Monday 20 October 2008	Final date for submission of referred papers
Monday 8 December 2008	Final date for submission of non-refereed papers
Monday 8 December 2008	Final date for submission of revised refereed papers
Monday 19 January 2009	Final date for submission of PowerPoint presentations of paper

Keynote speakers will be announced shortly as well as the conference web site.

### **Venue**

Newcastle, Australia's second oldest non-indigenous settlement is located 160 kilometres north of Sydney. Renowned for its beaches, proximity to the renowned Hunter Valley wineries and its working-class history of steel and coal, the city offers a "big country town" feel and is easily reached by road, rail and air.

The conference will be held in the delightful neo-classical Newcastle City Hall which is centrally located close to a range of comfortable accommodation, restaurants and gentle entertainments.

For more information, please contact: Dr John Lewer, Conference Convenor, Faculty of Business and Law, The University of Newcastle, Callaghan NSW 2308, Australia, Email: [john.lewer@newcastle.edu.au](mailto:john.lewer@newcastle.edu.au), Phone: +61 2 49 21 6814

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## News from IIRA Members

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### Tayo Fashoyin

We are happy to inform all members that former IIRA Secretary, Professor Tayo Fashoyin, has been appointed by the ILO Director General, as the Director of the Social Dialogue, Labour Law, Labour Administration and Sectoral Activities Department in Geneva. Professor Fashoyin served as IIRA Secretary during 2000-2006. Until this new appointment, he was Director of the ILO Sub-Regional Office for Southern Africa, based in Harare, Zimbabwe. He will assume the new post on 1<sup>st</sup> August 2008. His telephone in Geneva is +41 22 799 75 84. His email address is [fashoyin@ilo.org](mailto:fashoyin@ilo.org)

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### Lorenzo Bordogna

Prof. Lorenzo Bordogna of the University of Milan and President of the Italian Industrial Relations Association gave a presentation on public service labour relations reforms in Europe at the premises of the ILO in April. Prof. Russell Lansbury acted as discussant. The paper has been printed by the Dialogue, Labour Law and Labour Administration Branch of the ILO under the title: Moral hazard, transaction costs and the reform of public service employment relations. A copy can be downloaded free of charge from the Dialogue website <http://www.ilo.org/public/english/dialogue/ifpdial/index.htm>. Here below is an abstract of the paper presented:

#### **Moral hazard, transaction costs and the reform of public service employment relations. Restructuring: Between State and Market**

Under external and internal pressures to increase efficiency and quality of public services, most Western European countries' governments have attempted to reform public sector employment relations, within a wider process of public service restructuring. Reforms have often been influenced by the precepts of the "new public management", trying to introduce market-oriented mechanisms of governance of public services in conjunction with private-sector techniques of human resource management. On the other hand, the former communist Eastern European countries, in their double transition from authoritarian to a democratic polity and from a planned to a market economy, have confronted continuous problems of restructuring of their public administration, within a process of state-building.

This paper has 2 main sections.

First it provides an overall assessment of the processes of public sector employment relations reform linked to two questions: a) the degree of convergence between public and private sectors in the regulation of employment and labour relations *within* countries; b) the extent of divergence and convergence *between* countries. Drawing on empirical evidence for the EU27 countries, the argument challenges assumptions of radical change: despite significant reforms in the last 20 years, important differences between public and private sector employment relations still persist in many countries; and despite the ascendancy of NPM inspired reforms, in many cases, convergence across countries, or clusters of countries, remains limited.

Second, a number of problematic issues that illuminate these general trends are examined.

a) Reforms inspired by the NPM approach, including those more directly related to labour relations and HRM practices, have often paid excessive attention to agency costs and moral hazard issues, without considering potential trade offs with transaction costs. The abolition of incremental and automatic pay increases, often linked to length of service, and replacement with more selective, performance-oriented procedures, alongside the decentralization of bargaining and wage setting are important development systems. These reforms can be interpreted as attempts to reduce the risks of opportunistic behaviour. There are evident trade offs, however, in terms of agency and transaction costs. The balance varies between cases, as the discussion will illustrate, but often the potential gains in terms of agency costs are offset by the unintended increase of transaction costs.

b) Reforms have often attempted to import private sector employment relations institutions and practices into public sector employment relations, implicitly assuming a similar context (the set of incentives and constraints) between public administration and private companies. Drawing on this logic, legislators have often explicitly linked the reform of public sector employment relations to organisational reforms of the public services, derived from assumptions and practices prevailing in employment and labour relations in contexts which remain exposed to incentives and constraints that differ markedly from those prevailing the private sector.

Finally, the paper explores the emergence of new patterns of governance and accountability in the provision of public services which has far-reaching implications for public sector employment relations.

## Kieran Mulvey

Mr. Kieran Mulvey, Chief Executive of the Labour Relations Commission in Ireland presented his paper “Review of Social Partnership & Current Challenges in Pay Determination” in the ILO on 6 May 2008.

### Recent Developments in Public Pay Formation in Ireland under recent Social Partnership Agreements

The State remains the largest single employer in Ireland (20% of the workforce) and in this it is not unique in comparison to other European States. “*Emanations of the State*” in the language of the European Court of Justice, are also large scale employers, through the provision of State services in health, education, local authorities, security (police, army, prisons) and the remit and activities of a myriad of state agencies from agricultural advisory services to corporate regulation to industry training.

It was from this intricate, overlapping and complex relativity that the State as overall fiscal provider decided in 2000 to engage with and obtain from the broad spectrum of public service trade unions and the wide spread of their grade representation a new system of pay determination for the public service based on a comprehensive comparison with the private sector.

In 2007, the Exchequer Pay and Pensions Bill for public services was as follows:

Health	41%	Security	11%
Education	32%	State Bodies	3%
Civil service	13%	Total:	€17.500 million

## Civil / Public Service Unions

4 Teachers Unions  
 3 Nursing Unions  
 2 Medical Unions  
 1 Administrative/ Specialist Grades Union  
 1 General Operatives Union / Ambulance and Fire Services  
 3 Craft Unions  
 3 Civil Service Unions  
 2 Police Unions  
 2 Defence Force Associations  
 1 Prison Officers Union

## Public Service Employers

Department of Finance  
 Department of Education  
 Health Service Employers Agency  
 Local Government Management Board

In 2000 and under the “*Programme for Prosperity and Fairness*”, the Government and the Public Service Unions recognised that the traditional approach to pay reviews in the public service, based on analogues and relativities, had given rise to serious difficulties in the past, including in some cases inter-union rivalry and friction and a review of “leap-frogging” claims.

The parties at that stage committed themselves to an alternative approach which would be grounded in a “*coherent and broadly- based comparison with jobs and pay rates across the economy*” involving a comparison of public service rewards with those in the private sector.

### **Eventually as part of the pay terms of the wider Social Partnership agreement it was;**

*“... accepted that any outstanding claims or commitments in relations to pay, analogue or other reviews, in whatever form, by or in respect of any grade, group or category will be subsumed within the benchmarking exercise and will be dealt with solely in that context”*

**In addition**, “The parties reiterate their commitment to using and supporting the established relations machinery, and agree to take whatever steps are necessary to protect the primacy of these institutions”

Over the last number of years there has been a significant drift from the Civil and Public Service Conciliation and Arbitration Schemes towards the Conciliation Services of the Labour Relations Commission and if necessary to the Labour Court. This trend is likely to continue with the two major public service unions formally agreeing such a development.

Officers of the Commission already chair Health Sector, Local Authority Education, Security and many “ad-hoc” conciliation and arbitration processes in the wider public service and the Chief Executive arbitrator in certain health service grades. He is chairman also of the Central Bank and Financial Services Authority Benchmarking Body.

In the Irish Public Service the operation of fair comparison and comparisons to outside private sector criterion had led to a vast web of internal/external comparisons, relativities and “*marker grades*”.

The “*Benchmarking*” process sought to end this complex and somewhat competitive arrangement between public sector employers and trade unions.

## *IIRA Study Groups*

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### Study Group 1

INDUSTRIAL RELATIONS AS A FIELD AND  
INDUSTRIAL RELATIONS THEORY

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### Study Group 2

GENDER AND INDUSTRIAL RELATIONS

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### Study Group 3

EQUALITY IN PAY AND EMPLOYMENT

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## Study Group 4

### WORKERS' PARTICIPATION

#### Coordinator

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#### **Report on Meeting of the Study group on Workers' Participation at IIRA European Congress, Manchester, 3-6 September 2007**

As study group coordinator Ray Markey (now AUT, Auckland) was not present at the conference the meeting was chaired by Herman Knudsen at the request of Ray Markey. The meeting took place on 5 September and had 13 participants. After a brief discussion of the history of the group and prior activities we went through the following agenda:

1. Presentation of paper
2. Exchange of information

#### **Discussion of the future role of the study group**

Ad 1 Rienk Goodijk, University of Groningen presented his paper 'Relation between direct participation and established industrial relations. Recent changes in the Netherlands'. The paper is attached.

Ad 2 Information was given by Michael Stollt on the new website of ETUI-REHS:  
[www.workers-participation.eu](http://www.workers-participation.eu)

Romuald Jagodzinski on ETUI-REHS' research on European Works Council

Frank Werner on his research on European Companies

Mark Hall on ongoing research on British implementation of the Framework Directive on Information and Consultation

Herman Knudsen on new book on European Works Councils: Michael Whittall, Herman Knudsen and Fred Huijgen (eds). Towards a European Labour Identity – the Case of the European Works Council, London, Routledge, 2007

Ad 3 It was observed that at present there are no joint projects within the study group. The meeting resolved to urge Ray Markey to prepare in good time the study group meeting at the coming world congress in Sydney in 2009, by inviting papers as well as proposals for future activities within the group.

Herman Knudsen, 11 September 2007.

The Workers' Participation Study Group will meet in Buenos Aires at the IIRA 6th Congress of the Americas, from 1400-1600 on 4 September. The Group will have an opportunity to plan activities for a new international collaborative project and for the World Congress in Sydney in 2009. There will also be 3-4 presentations of papers.

#### **CALL FOR PAPERS IIRA 6<sup>th</sup> REGIONAL CONGRESS OF THE AMERICAS**

#### **New Trends in Employee Representation and Participation in the Americas and the World**

- What are the trends in the Americas and how do they compare with other regions of the world?
- Are there distinctive blocs of practice within the Americas, e.g. Anglo Saxon dominated North America and Latin South America?

- What are the contributions of employee representation and participation to for organisational productivity and profitability and how is this measured?
- What is the significance of health and safety delegates and committees as a form of employee representation and participation and contributor to organisational productivity and profitability?

Congress participants who wish to present a paper on a topic related to one of the questions above should send the paper electronically to Professor Raymond Markey at the address below, using the format guidelines for the journal *Industrial Relations*, as available at its website [www.blackwellpublishing.com/submit.asp?ref+0019-8676&site=1](http://www.blackwellpublishing.com/submit.asp?ref+0019-8676&site=1).

Each paper will undergo double blind peer review. It is the responsibility of each presenter to bring copies for an estimated audience of about 20. Presentation times at the Congress will be 15-20 minutes.

Send full paper and PowerPoint presentation to: [rmarkey@aut.ac.nz](mailto:rmarkey@aut.ac.nz)

## CALL FOR PAPERS

### IIRA 15TH WORLD CONGRESS

Sydney, 24 August 2009

The Workers' Participation Study Group will meet in Sydney at the IIRA 15<sup>th</sup> World Congress at 1100-1230 and 1400-1530 on 24 August. The Group will have an opportunity to plan activities for a new international collaborative project. There will also be 3-4 presentations of papers.

## A STOCKTAKE OF GLOBAL PATTERNS OF EMPLOYEE REPRESENTATION AND PARTICIPATION

- What is the state of research on employee representation and participation?
- What do we know about employee representation and participation and where are the gaps in our knowledge?
- What are the international trends and how do they vary between regions of the world?
- Are there distinctive blocs of practice within different regions?
- What are the contributions of employee representation and participation to organisational productivity and profitability and how is this measured?
- What is the significance of health and safety delegates and committees as a form of employee representation and participation and contributor to organisational productivity and profitability?

Congress participants who wish to present a paper on a topic related to one of the questions above should send the paper electronically to **Professor Raymond Markey** at the address below, using the format guidelines for the journal *Industrial Relations*, as available at its website [www.blackwellpublishing.com/submit.asp?ref+0019-8676&site=1](http://www.blackwellpublishing.com/submit.asp?ref+0019-8676&site=1). Each paper will undergo double blind peer review. It is the responsibility of each presenter to bring copies for an estimated audience of about 20. Presentation times at the Congress will be 15-20 minutes.

- Due date for full papers for refereeing: 1 March 2009.
- Return of papers after refereeing: 31 March 2009.
- Due date for revised final papers & PowerPoint presentations: 1 June 2009.

Send full paper and PowerPoint presentation to: [rmarkey@aut.ac.nz](mailto:rmarkey@aut.ac.nz)

**NEW**

**Study Group 5**

**LABOUR MARKET REGULATIONS:  
RATIONALES, INDICATORS AND IMPACTS**

With the increasing evidence of the failure of the so-called Washington consensus, attempts have been made to attribute this failure to labour market regulations. The most recent manifestation of such arguments is found in the World Bank's Doing Business Indicators, which are exerting great influence over policy decisions in developing and transition countries.

The challenge is particularly strong in the areas of wages, working time, employment protection and social security. It is in this context that a new study group is proposed to develop a coherent response to these arguments, thereby moving beyond the superficial dichotomy between regulation and deregulation advancing the research and policy directions which focus on making regulating more effective.

The study group will discuss how to improve the theoretical and conceptual frameworks for the evaluations of labour market regulations and how to operationalize them to support research work on institutional indicators and their relationship with labour market performances.

This group is proposed as part of on-going efforts to create a research network, Regulating for Decent Work, which is intended to foster collaboration and bring together researchers who work in the field of labour regulations.

If you wish to be part of this study group please contact Mr. Sangheon Lee

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**Study Group 6**

**PUBLIC POLICY AND INDUSTRIAL  
RELATIONS**

**Coordinators**

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**NEW**

**Study Group 7**

**RE-ENGINEERING LABOUR  
ADMINISTRATION**

This study group will look at the concept of labour administration. It will examine national labour policies; coordinated systems; participation of management and their respective organizations; appropriate human, financial and material resources for effective and efficient service.

It will study basic functions of labour administration, most notably:

- Labour inspection
- Labour relations
- Labour Market Policies
- The extension of labour administration services to include the informal economy

The following questions will be addressed:

- What are Labour Ministries doing to achieve decent work through good governance of the labour market?
- What are the various mechanisms and processes in the reengineering of labour administration to promote decent work?
- How are workers and their organizations contributing towards successful and responsible labour administration services and practices?

An invitation is open to all academics and practitioners to join this IIRA study group.

### Coordinators

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## Study Group 9

### PAY SYSTEMS

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## Study Group 10

### FLEXIBLE WORK PATTERNS

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### Study Group 11

#### FUTURE OF TRADE UNIONISM

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### Study Group 12

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### Study Group 16

#### INDUSTRIAL RELATIONS IN THE PUBLIC SECTOR

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### 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 received*

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### **Cross-border social dialogue and agreements: An emerging global industrial relations framework?**

By Konstantinos Papadakis, ILS, ILO Geneva 2008. ISBN: 9789290148623  
35 Sw.frs.; US\$29.95; £16.95; 23 €

In this volume, Dr. Papadakis collects the first comprehensive overview of International Framework Agreements (IFAs). It covers the 62 IFAs and provides a detailed analysis of how the agreements operate in practice. The book examines the extent to which IFAs pave the way for global industrial relations and looks at the legal implications of those agreements. It also explores the application of IFAs in two specific sectors (Textiles, clothing and footwear; and maritime transport) as well as the options for international policy action. Among the various contributors are: Dominique Bé, Brian Bercusson, Guiseppe Casale, Isabel da Costa, Nikolaus Hammer, Udo Rehfeldt, André Sobczak and Katerina Tsotroudi

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### **Public Employment Services and European Law**

By Mark Freedland, Paul Craig, Catherine Jacqueson and Nicolas Kountouris, Oxford University Press 2007. ISBN-13: 978-0-19-923348-9. Price: £60.00 (Hardback)

This book examines the developing legal regimes and regulation of public services in the UK and other European countries. Public services are examined through a case-study of the complex area of public employment services. These are job-placement and vocational training services which aim to maximize employment and minimize unemployment within EU member States' Active Labour Market policies.

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### **V Congreso Nacional de la Asociación Española de Salud y Seguridad Social: la Seguridad Social en el Siglo xxi**

(Murcia, Ed. Laborum, 2008) with an introduction by Prof. Antonio Ojeda Aviles, President of the AESS

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### **Derecho Laboral: 60° Aniversario**

Enero-Morzo 2008 (Montevideo, FCU, 2008) with articles by Plá Rodriguez, Hextor-Hugo Barbagelata, Oscar Ermida-Uzierte, Octavio Carlos Racciatti, among others

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### **Active labour market policies around the world. Coping with the consequences of globalization. (Second edition)**

By Auer, Peter; Efendioglu, Ümit; Leschke, Janine. ILO 2008. ISBN 9221200299.

This revised and updated edition provides an authoritative account of how active labour market policies (ALMPs) can help make globalization work better in the interest of workers around the world.

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## *IIRA Publication Series*

As announced previously, 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](http://www.ilo.org/iira)

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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.  
Swift code: UBSWCHZH80A  
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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.

**DEADLINE FOR SUBMISSION OF CONTRIBUTIONS TO THE NEXT BULLETIN: 30 SEPTEMBER 2008**

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