

Monday 24 August 2009

0900 - 1030	Forum on the Global Financial Crisis, Economic Sustainability and Employment Relations <i>Chair: Nick Wailes, The University of Sydney</i> Room: Bayside Auditorium A				
	Acknowledgement of Country				
0900 - 0910	THE UNITED STATES Professor Thomas Kochan, Sloan School of Management, MIT and Senior Adviser to President Barack Obama.				
0910 - 0920	EUROPE Dr Peter Auer, University of Paris I and ILO, Geneva.				
0920 - 0930	ASIA Dr Wonduck Lee, Senior Adviser to Samsung Corporation and former Chief Adviser on industrial relations to the President of the Republic of Korea.				
0930 - 0940	LATIN AMERICA Professor Hélio Zylberstajn, University of Sao Paulo and President, IBRET, Brazil.				
0940 - 0950	AFRICA Dr Tayo Fashoyin, Head of Industrial and Employment Relations and Former Regional Director for Southern Africa, ILO.				
0950 - 1030	Discussion				
	Study Groups				
0900 - 1030	Industrial Relations as a Field and IR Theory <i>Convenors: Bruce Kaufman & Peter Ackers</i> Room: Bayside 101	Flexible Work Patterns <i>Convenors: Clare Kelliher & Richard Croucher</i> Room: Bayside 102	Gender and IR <i>Convenors: Paula McDonald & Robyn Mayes</i> Room: Bayside 103	Labour Market Regulations - rationales, indicators and impacts <i>Convenor: Sangheon Lee</i> Room: Bayside 104	Reengineering Labour Administration <i>Convenor: Sivananthiram Alagandram</i> Room: Bayside 105
1030 - 1100	Morning Tea				
1100 - 1230	Forum on the Global Financial Crisis, Economic Sustainability and Employment Relations <i>Chair: Associate Professor John Buchanan, WRC, University of Sydney.</i> Room: Bayside Auditorium A				
	Commentaries on the Impact of the GFC Sharan Burrow, <i>President, ACTU and International Trade Union Confederation</i> Heather Ridout, <i>Chief Executive, Australian Industry Group (AiG)</i> Steve Knott, <i>Chief Executive, Australian Mines and Metals Association (AMMA)</i>				
	Study Groups				
1100 - 1230	Industrial Relations as a Field and IR Theory <i>Convenors: Bruce Kaufman & Peter Ackers</i> Room: Bayside 101	Flexible Work Patterns <i>Convenors: Clare Kelliher & Richard Croucher</i> Room: Bayside 102	IR in the Public Sector <i>Convenors: Stephen Bach & Lorenzo Bordogna</i> Room: Bayside 103	Labour Market Regulations - rationales, indicators and impacts <i>Convenor: Sangheon Lee</i> Room: Bayside 104	The Future of Trade Unionism <i>Convenor: Timo Kauppinen</i> Room: Bayside 105
1230 - 1400	Lunch - Own Arrangements				
1400 - 1530	Forum on Fair Work Australia Reforms <i>Chair: Associate Professor Suzanne Jamieson, University of Sydney</i> Room: Bayside Auditorium A				
1400 - 1410	Justice Geoffrey Giudice, <i>President, Fair Work Australia</i>				
1410 - 1420	Sharan Burrow, <i>President, ACTU</i>				
1420 - 1430	Professor Ron McCallum, <i>Law School, University of Sydney</i>				
1430 - 1440	Peter Anderson, <i>Chief Executive, Australian Chamber of Commerce and Industry</i>				
1440 - 1450	Louise Tarrant, <i>Federal Secretary, Liquor, Hotel and Miscellaneous Workers Union</i>				
1450 - 1530	Discussion				
	Study Groups				
1400 - 1530	Human Resource Management <i>Convenor: Stefan Zagelmeyer</i> Room: Bayside 101	Research Methods in IR <i>Convenor: Diana Kelly & Keith Whitfield</i> Room: Bayside 102	Workers' Participation <i>Convenor: Ray Markey</i> Room: Bayside 103	Public Policy and IR <i>Convenor: Anil Verma</i> Room: Bayside 104	The Comparative IR and Teaching Society (CIRRTS) <i>Convenor: John Logan</i> Room: Bayside 105

1530 - 1600	Afternoon Tea				
1600 - 1730	Forum on Fair Work Australia Reforms - Implications for Employment Relations <i>Chair: Associate Professor Suzanne Jamieson, University of Sydney</i> Room: Bayside Auditorium A				
1600 - 1610	Peter Wilson, <i>President, Australian Human Resources Institute</i>				
1610 - 1620	Sue Bussell, <i>Executive Manager, Industrial Relations Qantas Airways Ltd</i>				
1620 - 1630	Katy McDonald, <i>Director, People Transformation, Westpac Banking Corporation</i>				
1630 - 1640	Mark Polglaze, <i>Executive Director, Human Resources, GM Holden</i>				
1640 - 1650	Mark Lennon, <i>Secretary, Unions New South Wales</i>				
1650 - 1730	Discussion				
	Study Groups				
1600 - 1730	Human Resource Management <i>Convenor: Stefan Zagelmeyer</i> Room: Bayside 101	Equality in Pay and Employment <i>Convenor: Janice Bellace</i> Room: Bayside 102		New Developments on the Theory and Practice of Negotiations <i>Convenors: Tilda Khoshaba & Troy Sarina</i> Room: Bayside 104	Publishing Workshop for Early Researchers with Journal Editors <i>Convenor: Chris Wright, University of Sydney</i> Room: Bayside 105
1800 - 2000	Welcome Reception Room: Parkside Ballroom Foyer, Sydney Convention & Exhibition Centre				

Tuesday 25 August 2009	
0900 - 1030	<p align="center">Opening Ceremony Chair: <i>Emeritus Professor Ed Davis</i> Room: Bayside Auditorium A</p>
	<p align="center">Welcome to Country</p>
	<p align="center">The Hon. Julia Gillard MP, <i>Deputy Prime Minister of Australia and Minister for Employment and Workplace Relations; Minister for Education and Minister for Social Inclusion</i></p>
	<p align="center">Mr Peter Anderson, <i>Chief Executive, Australian Chamber of Commerce and Industry</i></p>
	<p align="center">Ms Heather Ridout, <i>Chief Executive, Australian Industry Group (AIG)</i></p>
	<p align="center">Mr Jeff Lawrence, <i>Secretary, Australian Council of Trade Unions (ACTU)</i></p>
1030 - 1100	<p align="center">Professor Russell Lansbury, <i>President, International Industrial Relations Association (IIRA) and the Industrial Relations Society of Australia (IRSA)</i></p>
1100 - 1230	<p align="center">Morning Tea</p>
	<p align="center">Plenary 1: Management, Work and Organisations Co Chairs: <i>Trish Todd, University of Western Australia, AUST & Linda Dickens, University of Warwick, UK</i> Room: Bayside Auditorium A</p>
	<p align="center">Keynote Presentation Prof Anil Verma, <i>University of Toronto, CANADA</i></p>
	<p align="center">Hierarchical Order in Different Organisational Forms Thomas Diefenbach, <i>Strathclyde Business School, SCOTLAND</i></p>
	<p align="center">Bringing workers back in: A comparative assessment of employee orientations' towards hrm in ireland and New Zealand Brian Harney, <i>Judge Business School, UK</i></p>
	<p align="center">Employee commitment to whom? Managerial challenges in multiple commitment foci organizations Dr Nicholas Kinnie, <i>School of Management, University of Bath, UK</i></p>
	<p align="center">How do 'High Performance Work System Practices' Influence Employee Experience of Work?: The Role of Workplace Order and Predictability Prof Bill Harley, <i>The University of Melbourne, AUSTRALIA</i></p>
<p align="center">10 min Q & A</p>	

1230 - 1400		Lunch - Own Arrangements							
		Workshops 1					Special Symposia		
	<p>New Forms of Work and Employment Chair: <i>Helio Zylberstajn</i> Room: Bayside 101</p>	<p>Voice and Representation at Work Chair: <i>Manfred Weiss</i> Room: Bayside 102</p>	<p>Work, Family and Community Chair: <i>Etsuko Hayshi</i> Room: Bayside 103</p>	<p>Institutions, Processes and Outcomes Chair: <i>Youngbum Park</i> Room: Bayside 104</p>	<p>Management, Work and Organisations Chair: <i>Linda Dickens</i> Room: Bayside 105</p>				
	<p>Explaining flexicurity - Employment relations in Denmark Mr Carsten Straby Jensen, <i>University of Copenhagen, Department of Sociology DENMARK</i></p>	<p>Campaigning for Global Corporate Compliance with Core Labor Rights- The Case of Industrial Conflict at Toyota's Philippine Company Assoc. Prof Peter Wad, <i>Copenhagen Business School DENMARK</i></p>	<p>Is Family-Friendly Management Good for Firms? Prof Byoung-Hoon Lee, <i>Chung-Ang University SOUTH KOREA</i></p>	<p>Do voluntary labour initiatives make a difference for the conditions of workers in global supply chains? A case study of the Costa-Rican UK banana chain. Dr Pamela Robinson, <i>Cardiff University UK</i></p>	<p>A Study of Payment Systems in Investment Banking during the 1990s David Nash, <i>Cardiff Business School, Cardiff University, UK</i></p>				
	<p>Flexicurity and atypical employment in Denmark Stine Rasmussen, <i>Aalborg University DENMARK</i></p>	<p>Identity Work: Transnational Collective Action at General Motors Europe Mr Marco Hauptmeier, <i>Cardiff Business School UK</i></p>	<p>Flexible Working in Organisations: the perspective of co-workers Dr Clare Kelliher, <i>Cranfield School of Management UK</i></p>	<p>Decent Work and the ILO: Extending the Agenda Nigel Haworth, <i>The University Of Auckland NZ</i></p>	<p>The Diffusion of Incentive Pay across Occupations in Spanish Establishments Prof. Jose E. Galdon-Sanchez, <i>Universidad Publica De Navarra SPAIN</i></p>				
1400 - 1530	<p>Collective bargaining and flexicurity -balancing acts across sectors and countries Mr Christian Lyhne Ibsen <i>FAOS, University of Copenhagen DENMARK</i></p>	<p>Industrial Relations and the Challenge of Youth Employment. Productivity and Investment in Human Capital in the Perspective of School-to-Work Transition Michele Tiraboschi, <i>University of Modena and Reggio Emilia, ITALY</i></p>	<p>Does Extending Workers' Freedom of Choice Contribute to Balancing Work-Life over the Life Cycle? Dr Lei Delsen, <i>Radboud University Nijmegen NETHERLANDS</i></p>	<p>Organization and Regulation of Employment Relations in Transnational Production and Supply Networks. Ensuring Core Labor Standards through International Framework Agreements? Dr Michael Fichter, <i>Freie Universitaet Berlin GERMANY</i></p>	<p>Employee Share Ownership and Performance: Commitment or Entrapment? Dr Sukanya Sengupta, <i>Cardiff University UK</i></p>	<p>ILO Declaration on the Social Justice for a Fair Globalisation Convenor: <i>T. Fashoyin</i> Room: Bayside 106</p>	<p>Theorising and Assessing Union Renewal in a Comparative Perspective Convenor: <i>G. Murray & D. Peetz</i> Room: Bayside 201</p>	<p>Modernization, Industrial Relations and the State: Supporting Social Partners or Re-moulding Social Partners? Convenor: <i>M. Martinez Lucio, M. Stuart & V. Pulignano</i> Room: Bayside 202</p>	<p>High Performance Work Systems? How airlines and other enterprises can improve performance by engaging their employees Convenor: <i>T. Kochan & G. Bamber</i> Room: Bayside 203</p>
	<p>Industrial Relations Foresight for 2025 for The EU Member States and Other Major Economies Dr Timo Kauppien, <i>Helsinki University, FINLAND</i></p>	<p>The frontier within - why multinationals fail to set up a European Works Council Dr Stefan Lücking, <i>Technische Universität München GERMANY</i></p>	<p>Balancing Work and Family or Balancing the Books? Managerial and Employee Responses to Parental Leave Policies Gillian Whitehouse, <i>University of Queensland AUSTRALIA</i></p>	<p>National Institutions and the Introduction of European Works Councils Mr Andreas Dahlkvist, <i>Dep. Of Economic History, Uppsala University SWEDEN</i></p>	<p>The Challenge of Private Equity: Does Institutional Embeddedness matter less than we think? Dr Ian Clark, <i>University of Birmingham UK</i></p>	<p>Participants: Tayo Fashoyin Russell Lansbury Janice Bellace Hironasa Suzuki Brian Bemmels</p>	<p>Participants: Gregor Murray David Peetz Peter Fairbrother Charlotte Yates Andrew Herod</p>	<p>Participants: Valeria Pulignano Miguel Martinez Lucio Mark Stuart</p>	<p>Participants: Greg Bamber Thomas Kochan Joseph Wallace Lorraine White Troy Sarina Russell Lansbury Terry O'Connell Sue Bussell Bruce Highfield</p>
	<p>Flexicurity - Squaring the circle between flexibility and social security Prof Berndt Keller, <i>Universität Konstanz GERMANY</i></p>	<p>What Triggers the Establishment of a Works Council? Jens Mohrenweiser, <i>University of Zurich SWITZERLAND</i></p>	<p>Explaining Organizational Responsiveness to Work-Life Balance Issues: The Role of Business Strategy Jing Wang, <i>University of Toronto CANADA</i></p>	<p>Defining labor rules in a globalizing ASEAN Prof Rene Ofreneo, <i>University of The Philippines PHILIPPINES</i></p>	<p>Employee Share Ownership, Employee Voice and Labour Productivity: Evidence on the Complementarities Thesis Prof. Andrew Pendleton, <i>University of York UK</i></p>				
	15 min Q & A	15 min Q & A	15 min Q & A	15 min Q & A	15 min Q & A				
1530 - 1600		Afternoon Tea							
		<p>Plenary Track 2: Voice and Representation Co Chairs: <i>Janice Bellace, Wharton School, University of Pennsylvania, USA & Manfred Weiss, Goethe University, Frankfurt, Germany</i> Room: Bayside Auditorium A</p>							
		<p>Keynote Presentation Ed Heery, <i>Cardiff Business School, UK</i></p>							
		<p>Towards a 'legislatively-prompted voluntarism': the impact of the UK Information and Consultation of Employees Regulations Prof Michael Terry, <i>University of Warwick UK</i></p>							
1600 - 1730		<p>When Do Workers First Experience Unionization? Implications For Voice and Representation in a New World of Work Prof John Budd, <i>University of Minnesota USA</i></p>							
		<p>Solidarity in a new world of work, employment and organisations What is solidarity? How can we conceptualise labour solidarity today? Which solidarity practices will be able to meet the challenges from globalization and furthermore to include diversity? Assoc. Prof Lise Lotte Hansen, <i>Roskilde University DENMARK</i></p>							
		<p>Watchdog, Collaborator, Change Agent? The Role of Women's Structures in Advancing Equity within UK and Canadian Trade Unions Dr Jane Parker, <i>AUT University NZ</i></p>							
		10 min Q & A							
1745 - 1945		<p>City Highlights Walk Deaptring from Bayside Ground Floor, Sydney Convention Centre at 5.45pm Guide: Peter Harley, IR specialist and long-time Sydney resident Maximum: 30 people Visiting: Sydney Opera House; Circular Quay and The Rocks</p>							
1815 - 1900		<p>Guided Tour of Sydney Trades Hall : 4 -10 Goulburn Street Sydney with Neale Towart, Unions NSW Research Librarian IIRA delegates to meet at 1745 in Bayside Ground Floor Foyer, Sydney Convention Centre for Guided Tour of Sydney Trades Hall</p>							

Wednesday 26 August 2009										
0900 - 1030	Plenary Track 3: Work, Family and Community Co Chairs: Thomas Kochan, MIT Sloan School of Management, USA & Etsuko Hayashi, Kanagawa University, Japan Room: Bayside Auditorium A									
	Keynote Presentation Barbara Pocock, University of South Australia, Australia									
	Parents' Experiences of Flexible Working Arrangements in Diverse Contexts Prof. Suzan Lewis, Middlesex University Business School, UK									
	Flexicurity from the Individual's Work/Life Balance Perspective: - The effects of different flexibility and security constellations when combining paid work with child or elder care in Denmark, Finland, Portugal and the UK Miss Trine Pernille Larsen, FAOS DENMARK									
	Society against Markets: Workers, Households and Communities in Orange, Australia; Ezakheni, South Africa; and Changwon, South Korea Prof Edward Webster, Sociology of Work Unit SOUTH AFRICA									
	Inflexible Work Hours: The Cost to Work-Life in the US Prof Lonnie Golden, Penn State University, Abington College USA									
10 min Q & A										
1030 - 1100	Workshop 2					Morning Tea				
1100 - 1230	New Forms of Work and Employment Chair: Mia Ronnmar Room: Bayside 101		Voice and Representation at Work Chair: Janice Bellace Room: Bayside 102		Work, Family and Community Chair: Thomas Kochan Room: Bayside 103		Institutions, Processes and Outcomes Chair: Rachel Zibelu-Banda Room: Bayside 104		Management, Work and Organisations Chair: Trish Todd Room: Bayside 105	
	The New World of Work and Employment: Fitness workers and what they want from the employment relationship Dr Jennifer Sappey, Charles Sturt University AUSTRALIA		Employee Participation at European Union Level: Was it Worth the Wait? Dr Michael Gold, School of Management at Royal Holloway University of London., UK		Decentralisation of working hours in Denmark – a win-win situation for employers and employees? Ms Anna Ilsoe, Employment Relations Research Center (FAOS) DENMARK		Actors, institutional change and stability in the Indonesian Industrial Relations System Peter McGraw, Macquarie University AUSTRALIA		A Comparative Analysis of Working and Employment Conditions in Offshore and Outsourced Business Services Jon Messenger, International Labour Office SWITZERLAND	
	Self-employment as a last resort - A Narrative approach on consequences Jenni Palmroos, University of Vaasa, FINLAND		Employee Representation Plans and Union-Management Co-operative Committees: Worker Voice in the United States and Canada, 1914-1939 Prof Greg Patmore, The University of Sydney AUSTRALIA		Employment contract and family status dimensions of weekend work in Canada Dr Isik Zeytinoglu, McMaster University CANADA		Chinese Labour Law at a Critical Point in History Mimi Zou, The University of Sydney, AUSTRALIA		Internationalization and HR restructuring in multinational companies -'unpacking' the concept of convergence Dr Annette Hayden, University of Warwick UK	
	Generation of tacit knowledge in virtual environment A/Prof Juhani Pekkola, Kymenlaakso University of Applied Sciences FINLAND		Entering the New 'ICE' Age: The efficacy of the Information and Consultation of Employees (ICE) Regulations as a conduit of employee voice in the UK Elaine Bull, University of Kent UK		Changing Times - support and resistance for new working-time arrangements in a blue-collar workplace Sara Charlesworth, RMIT University AUSTRALIA		The determinants of labour standard compliance: the role of buyers in Cambodia's garment sector Ms Chikako Oka, London School of Economics FRANCE		Skill Formation Style Difference between GERMANY and JAPAN: Its Influences on the Development of Labor Markets and Global Competitiveness Prof Etsuko Hayashi, Kanagawa University JAPAN	
	Older workers as vulnerable workers in the new world of work Dr Andrew Frazer, Faculty of Law, University of Wollongong AUSTRALIA		The Impact of Representative Employee Participation on Work Environment Quality and Business Outcomes in the Hotel Industry Prof Ray Markey, New Zealand Work and Labour Market Institute (AUT University) NZ		Higher education expansion in the UK: the impact on graduate earnings, occupational change and gender inequalities in employment Prof Kate Purcell, University of Warwick UK		Collective Bargaining in Transition: Decentralized Centralization in Korea Prof Joohee Lee, Ewha Womans University SOUTH KOREA		Workplace Innovation as a Source of Competitive Advantage: A Comparative Study of Development Strategies in Finland, Flanders, Ireland and Singapore Dr Tuomo Alasoini, Tekes - Finnish Funding Agency for Technology and Innovation FINLAND	
	Contingent Work in construction: Results from a two-country study Dr Robert Mackenzie, Leeds University Business School UK		Works Councils and Joint Consultative Committees: are they a threat to Trade Unions? Prof Chris Brewster, University of Reading UK		Developing a Strategic Approach for Managing an Ageing Workforce Prof Helen De Cieri, Monash University AUSTRALIA		What Role Do Safety Net Wage Adjustments Play in Alleviating Household Need? Mr Josh Healy, National Institute of Labour Studies AUSTRALIA		Workplace innovations in Korea: two distinctive cases of innovation Hyunji Kwon, King's College London LONDON	
	15 Min Q & A		Victimisation of labour union activists in Britain: the suppression of gaining the means for union voice Prof. Gregor Gall, University of Hertfordshire, UK		15 Min Q & A		Emerging Industrial Relations Model in China: Corporatism with Chinese Characteristics? Dr Changhee Lee, International Labour Organization (ILO) China		15 Min Q & A	
	15 Min Q & A				15 Min Q & A					
Lunch - Own Arrangements										
Communication Session 2 Room: Bayside Terrace										
1230 - 1400										

1400 - 1530	Plenary Track 4: Institutions, Processes and Outcomes <i>Co Chairs: Rachel Zibelu-Banda, Industrial Relations Court, Malawi & Youngbum Park, Hansung University, Korea</i> Room: Bayside Auditorium A									
	Keynote Presentation Prof Valeria Pulignano, <i>K.U.Leuven - CESO BELGIUM</i>									
	Evaluating Industrial Relations Systems of OECD Countries from 1993 to 2005: A Two-Dimensional Approach Dong-One Kim, <i>Korea University SOUTH KOREA</i>									
	The Emergence of an Anglo-American Model? Convergence in Industrial Relations Institutions Assoc. Prof. Alex Colvin, <i>Cornell University, USA</i> & Dr Owen Darbishire, <i>Oxford University UK</i>									
	Two-Tiered Wage Settlements and the Legitimacy of American Unions Prof Gary Chaison, <i>Clark University USA</i>									
	Trends in collective bargaining: Why South Africa differs from international trends Prof Johann Maree, <i>University of Cape Town SOUTH AFRICA</i> 10 Min Q & A									
1530 - 1600	Workshop 3					Afternoon Tea				
1600 - 1730	New Forms of Work and Employment <i>Chair: Hello Zylberstajn</i> Room: Bayside 101	Voice and Representation at Work <i>Chair: Manfred Weiss</i> Room: Bayside 102	Work, Family and Community <i>Chair: Etsuko Hayashi</i> Room: Bayside 103	Institutions, Processes and Outcomes <i>Chair: Youngbum Park</i> Room: Bayside 104	Management, Work and Organisations <i>Chair: Ake Sandberg</i> Room: Bayside 105	Employment Practice in Multinational Companies in Comparative Survey Perspective <i>Convenor: P. Marginson, P. Gunnigle, G. Murray</i> Room: Bayside 106 Participants: Paul Marginson Patrick Gunnigle Gregor Murray Jacques Belager J. Ryan Lamare Jonathan Lavelle Patrice Jallette Paul Edwards Rocio Sanchez Mangas John Burgess	The Evolution of the Modern British Workplace <i>Convenor: K. Whitfield, W. Brown</i> Room: Bayside 201 Participants: Keith Whitfield William Brown Stephen Bach Linda Dickens Andrew Pendleton	Transnational Organising: Responses to Temporary Labour Migration in the Asia-Pacific Region <i>Convenor: D. Caspersz</i> Room: Bayside 202 Participants: Donella Caspersz Stuart Rosewarne Nicole Oke Soren Andersen	Do Regional Employment-relation Institutions Matter? The Story of China <i>Convenor: S. Frenkel, S. Kim, F. Gao, M Li, X. Li</i> Room: Bayside 203 Participants: Stephen Frenkel Sunghoon Kim Min Li Feiyi Gao Xiaobei Li	
	A right to flexible work - why a strong legislative standard is required to provide for quality, permanent part time work in Australia <i>Jeanne Wells, National Tertiary Education Union, AUSTRALIA</i>	The Contours of Joint Consultation in Australia: Updating the Empirical Evidence <i>Dr Amanda Pymman, Kent Business School, UK</i>	Reshaping Gender and the Labour Force: A Comparison of Social and Industrial Policy Impacts in the Australian and Canadian Community Sectors <i>A/Prof Donna Baines, McMaster University, CANADA</i>	Derogations from Collective Bargaining Agreements in the German Metalworking Industry: Erosion or Renewal of the Collective Bargaining System? <i>Dr Thomas Halpeter, University of Duisburg-Essen, GERMANY</i>	The Paradox of Happy Workers in Small Firms: Exploring New Explanations for an Old Issue <i>Prof Al Rainnie, Leicester University, UK</i>					
	Evolution of the Psychological Contract in an off shored outsourced call centre in India <i>Sudeshna Bhattacharya, University of Bath UK</i>	New, Better, Different? Peak Unionism and the Your Rights at Work Campaign in New South Wales, 2004-2007 <i>Assoc/Prof Bradon Ellem, University Of Sydney AUSTRALIA</i>	Legal Structures that Regulate Work-Family Balance: Comparing Developed Market Economies <i>Prof Richard Block, Michigan State University USA</i>	Collective bargaining and the restructuring of service work in the French and German telecommunications industries <i>Dr Virginia Doellgast, Department of Management, King's College London UK</i>	The impact of inclusivist, exclusivist and unitarist HRM approaches on victims' coping with workplace bullying <i>Dr Ernesto Noronha, Indian Institute of Management Ahmedabad INDIA</i>					
	The international temping industry and the restructuring of work - the example of Germany and Australia <i>Prof. John Burgess, University of Newcastle, AUSTRALIA</i>	The accession migration into construction: a comparative analysis of trade union responses in Denmark, Norway and the UK <i>Line Eldring, Fafo Institute for Labour and Social Research, NORWAY</i>	Market Forces, WorkLife Balance and Industrial Relations - the interconnections <i>Dr Patricia Todd, UWA Business School AUSTRALIA</i>	The vulnerability of an export champion - Upheaval in the German employment model <i>Dr Steffen Lehndorff, Institute for Work, Skills and Training / IAQ / University Of Duisburg-Essen, Ge GERMANY</i>	HR Managers and Environmental Sustainability: Strategic Leaders or Passive Observers? <i>Dr Helen Tregidga</i> AUT University NZ					
	New world of work - Old and new forms of coping and control <i>Dr Ulla Forseth, SINTEF Technology and Society NORWAY</i>	The Role of Employee Voice in Increasing the Quality of Healthcare: An International Comparison of Nurses' Unions' Strategies <i>Prof Paul Clark, Penn State University USA</i>	The possibilities and limitations of collaboration for union power: exploring collaboration with community organisations in Australia, Canada and the United States <i>Amanda Tattersall, Unions NSW AUSTRALIA</i>	Transnational Labour, Global Restructuring and Transnational Corporations: The Ironies and Possibilities of Globalization in the Age of Rollerball Capitalism <i>Prof Miguel Martinez Lucio, University of Manchester UK</i>	High-Performance Work Systems in Small Firms: A British-French Comparative Analysis <i>Dr Mark Gilman, Kent Business School UK</i>					
	The Use of Short Term Labour in Low-Skilled Manufacturing Jobs in the UK <i>Mr Benjamin Hopkins, Industrial Relations Research Unit UK</i>	Applying Budd's model to partnership in UK financial services <i>Dr Stewart Johnstone, Loughborough University UK</i>	The Adoption of Work-Family Arrangements by Employers in South Africa <i>Ms Lisa Dancaster, University of KwaZulu Natal SOUTH AFRICA</i>	Local bargaining at different industries in the Finnish SME sector <i>Dr Jari Huovinen, Confederation of Finnish Industries EK FINLAND</i>	Human Resource Information Systems: Replacing or Enhancing HR <i>Dr Kristine Dery, University of Sydney AUSTRALIA</i>					
15 Min Q & A					15 Min Q & A					
1900 - 2300	Congress Dinner <i>Room: Parkside Ballroom, Sydney Convention & Exhibition Centre</i>									

Thursday 27 August 2009						Special Symposia			
Workshop 4									
New Forms of Work and Employment <i>Chair: Mia Ronnmar</i> Room: Bayside 101	Voice and Representation at Work <i>Chair: Janice Bellace</i> Room: Bayside 102	Work, Family and Community <i>Chair: Thomas Kochan</i> Room: Bayside 103	Institutions, Processes and Outcomes <i>Chair: John Shields</i> Room: Bayside 104	Management, Work and Organisations <i>Chair: Trish Todd</i> Room: Bayside 105					
The Impacts of New Organisational Forms in Construction Dr Susan McGrath-Champ, <i>University of Sydney AUSTRALIA</i>	Do Swedes Still Need the Union? Attitudes to Collective and Individual Negotiations with the Employer in 1997 and 2006 Dr Mattias Bengtsson, <i>Department of Sociology, University of Gothenburg SWEDEN</i>	Changed Work, Changed Lives? Workers' Experience of Redundancy within their Community Dr Jean Jenkins, <i>Cardiff Business School UK</i>	Invisible Hands, Invisible Objectives: Bringing Industrial Relations Into Focus in the New World of Work, Organizations, and Employment Prof John Budd, <i>University of Minnesota USA</i>	Old Maids and Stepford Wives? Room Attendants in UK and Australian Hotels Dr Angela Knox, <i>University of Sydney AUSTRALIA</i>					
Permanent Night Working: Patterns and Problems Suzanne Richbell, <i>Sheffield University Management School UK</i>	Dissatisfaction and Voice among Swedish Employees Prof Bengt Furåker, <i>University of Gothenburg SWEDEN</i>	Equality Bargaining in the Australian Public Service: Incorporating Gender Mainstreaming Ms Sue Williamson, <i>University of Sydney AUSTRALIA</i>	Social Partnership and Democratic legitimacy in Ireland Dr Jimmy Donaghey, <i>Queen's University Belfast UK</i>	Picking Up The Glove Or Picking Up The Pieces? Investing In Employability As a Shared Responsibility Dr Frank Tros, <i>Hugo Sinzheimer Instituut NETHERLAND</i>					
The World of Work: Forms of Engagement in South Africa Assoc. Prof Rochelle Le Roux, <i>University Of Cape Town SOUTH AFRICA</i>	Whose Interests? Voice and Representation in Trade Unions: The Use of Intersectional Analysis Dr Anne McBride, <i>Manchester Business School UK</i>	Towards a critical literature on work, family and community in resource dependent rural Australia: A case study of the closure of the Ravensthorpe nickel mine in Western Australia Dr Robyn Mayes, <i>Curtin University of Technology AUSTRALIA</i>	Delivering fairer workplaces through statutory rights? Enforcing employment rights in Britain Prof Linda Dickens, <i>University of Warwick UK</i>	Practising what they preach? The disconnect between the state as regulator and user of employment agencies Prof Kim Hoque, <i>University of Nottingham UK</i>	Globalizing Industrial Relations <i>Convenor: George Dragnich</i> Room: Bayside 106	Innovative Collaborations: Unions & Community <i>Convenor: Amanda Tattersall</i> Room: Bayside 201	Labour Legislation and Economic Development: The Case of Employment Contract Law of Mainland China and Fair Labour Standards Law of Taiwan <i>Convenor: J Lee, S. Zhao</i> Room: Bayside 202	Personnel Economics: Old Wine, New World? <i>Convenor: K. Whitfield</i> Room: Bayside 203	
Social protection and non-standard individual working lives. A combined approach using the capabilities model and the life course perspective Dr Joan-Miquel Verd, <i>Universitat Autònoma of Barcelona SPAIN</i>	Collective for All? Determining who doesn't collectively bargain Dr Brigid van Wanrooy, <i>Workplace Research Centre AUSTRALIA</i>	Gender Gap in Preferences for Defined Contribution Pensions in Japan Dr Satoshi Watanabe, <i>Hiroshima University JAPAN</i>	Financial Participation and Institutional Change. Developments in France, Germany, the Netherlands, the UK and Australia Prof Erik Poutsma, <i>Radboud University Nijmegen NETHERLANDS</i>	Exploring Employment Relations Practices of MNCs in Australia Dr Pauline Stanton, <i>Graduate School of Management, La Trobe University, AUSTRALIA</i>					
Eliminating national borders as labour market barriers in the EU: a socio-legal analysis Prof Harm Van Lieshout, <i>Centre of Applied Labour Market Research and Innovation, Hanze University Gronin NETHERLANDS</i>	Worker Representation through Civil Society Organizations: Evidence from Britain Prof Edmund Heery, <i>Cardiff University UK</i>		The Emergence of Specialised Courts for Handling Labour Disputes in the new Democracies: Industrial Relations Court of Malawi Rachel Zibelu-Banda, <i>Industrial Relations Court, MALAWI</i>	New Forms of Management and Organizational Trends among Employers – European Developments Carsten Strøby Jensen, <i>University of Copenhagen, Department of Sociology DENMARK</i>					
15 Min Q & A	15 Min Q & A	15 Min Q & A	15 Min Q & A	15 Min Q & A					
1030 - 1100 Morning Tea									
Plenary Track 5: New Forms of Work <i>Co Chairs: Helio Zylberstajn, University of San Paulo, Brazil & Mia Ronnmar, Lund University, Sweden</i> Room: Bayside Auditorium A									
Keynote Presentation <i>Prof Nicola Smit, University of Johannesburg SOUTH AFRICA</i>									
Lifestyles as Social Contracts between Workers and Organisations <i>Prof Axel Haunschild, University of Trier GERMANY</i>									
Working without an employer: Establishing a model of independent contractors' well-being <i>Dr Tui McKeown, Monash University AUSTRALIA</i>									
Exploring Multiple Identifications and Identities in the High Performance Call Centre: A Recipe for Success? <i>Dr Sarah Jenkins, Cardiff Business School UK</i>									
25 Min Q & A									
1230 - 1400 Lunch - Own Arrangements									
Communication Session 3 Room: Bayside Terrace									

		Workshop 5				Special Symposia		
1400 - 1530	Management, Work and Organisations Chair: Linda Dickens Room: Bayside 102	Voice and Representation at Work Chair: Manfred Weiss Room: Bayside 103	Voice and Representation at Work Chair: Janice Bellace Room: Bayside 104	Institutions, Processes and Outcomes Chair: John Shields Room: Bayside 105		Lookism* - the new form of employment discrimination? Convenor: C. Warhurst Room: Bayside 201 Participants: Chris Warhurst Diane van den Broek Henrietta Huzell Richard Hall	Health and safety, new forms of work and vulnerable workers Convenor: M. Sargeant Room: Bayside 203 Participants: Malcolm Sargeant Susan Bisom-Rapp Maria Giovannone Eric Tucker	
	Generational Differences at Work: Do they Matter? Prof John Benson, University of South Australia AUSTRALIA	Alternative forms of regulating voice and representation in a developing country context: A South African case study Prof Marius Olivier, International Institute for Social Law and Policy (IISLP), AUSTRALIA	Bargaining for work-life flexibility – a comparison of union strategy and outcomes at US and Australian university workplaces Dr Marian Baird, University of Sydney AUSTRALIA	Employer Attitudes toward Collective Bargaining: A survey of employers' role and attitudes in New Zealand Barry Foster, Massey University NZ				
	The Impact of Aging and Age Diversity on Company Performance Jens Mohrenweiser, University of Zurich, SWITZERLAND	Union Membership in Argentina. A theoretical and methodological debate Dr Cecilia Senen Gonzalez, University of Buenos Aires ARGENTINA	In Control? The influence of employee participation on the quality of the work environment Herman Knudsen, Aalborg University DENMARK	Interest Heterogeneity and Associability of German Employer Associations Dr Markus Helfen, FU Berlin GERMANY				
	Information, communication and the use of humour – creating flexibility in changing organisations Tuula Bergqvist, Karlstad University, Department of Working Life Science SWEDEN	Union Avoidance in Turkey: The State and Employers Vs. Unions Dr Banu Uckan, Anadolu University TURKEY	A New Movement to Regenerate Trade Unions in Germany-The Impacts of Women's Linkage on Trade Unions Dr Masako Yuki, Kawamura Gakuen Woman's University JAPAN	Clients or members? Organisational strategies of employer associations in Australia and Italy in response to industrial relations decentralisation Assoc. Prof Peter Sheldon, UNSW AUSTRALIA				
	Clusters, Knowledge Sharing and the Individual Firm: Focus on Dubai Assoc. Prof Julia Connell, University of Technology, Sydney AUSTRALIA	Trade unions and urban governance: Evidence from German and U.S. cities Dr Ian Greer, Leeds University Business School UK	Employee Voice: More Than a Whisper in the New Workplace? Assoc. Prof Sandra Jones, RMIT University AUSTRALIA	Preconditions for 'Efficiency and Equity' in Multi-Level Bargaining: the cases of the Danish and Swedish Manufacturing Sectors Assoc. Prof Soren Kaj Andersen, University of Copenhagen DENMARK				
		Union decline and the lack of employment advice for vulnerable workers in the UK: can community support organisations help to fill the gap? Dr Jane Holgate, London Metropolitan University UK	The Gender Gap in Union Leadership: Strategies for Change Assoc. Prof Michelle Kaminski, Michigan State University USA	Labor Disputes, Trade Unions and Collective Bargaining: An Analysis from a Decision Theoretic Perspective Prof Jonathan Sale, University of The Philippines PHILIPPINES				
	15 Min Q & A	15 Min Q & A	15 Min Q & A	15 Min Q & A				
1530 - 1600	Afternoon Tea							
1600 - 1730	Closing Ceremony Chair: Joe Catanzariti, Clayton Utz, AUSTRALIA Room: Bayside Auditorium A							
	Rapporteur's Report - Track 1: Management, Work and Organisations The Challenge of Contemporary Transformations: Recent Developments in Management, Work and Organisations Richard Hall, University of Sydney, AUSTRALIA							
	Rapporteur's Report Track 2 Voice and Representation at Work Rae Cooper & Bradon Ellem, University of Sydney, AUSTRALIA							
	Rapporteur's Report Track 3 Work, Family and Community Marian Baird, University of Sydney, AUSTRALIA							
	Rapporteur's Report Track 4 Institutions, Processes and Outcomes John Shields, University of Sydney, AUSTRALIA							
	Rapporteur's Report Track 5 New Forms of Work and Employment Leanne Cutcher, University of Sydney, AUSTRALIA							
Official Handover and closing remarks								

Communication Session 1

Wednesday 26 August 2009 1230 - 1400

#	Session	Track	Paper Title
2	CS1W	4.IPO	Union effects on wage penalties for over-education <i>Agnes Akkerman, Nijmegen School of Management, Radboud University, NETHERLANDS,</i>
3	CS1W	1.MWO	Two Realities on Workplace Practices: Can the Gap between Views by Management and Employee Representatives Be Bridged through Joint Development Projects? <i>Tuomo Alasoini, Tekes - Finnish Funding Agency for Technology and Innovation, FINLAND, Asko Heikkilä, , Elise Ramstad, , Pekka Ylöstalo</i>
4	CS1W	2.VRW	Workers' Committees and Employee Voice in Kingdom of Saudi Arabia <i>Abdulmonem Alzalabani, Yanbu Industrial College, SAUDI ARABIA,</i>
5	CS1W	2.VRW	Equal opportunity actors: institutional entrepreneurs or organisational facade? <i>Manfred Auer, University of Innsbruck, AUSTRIA, Heike Welte</i>
6	CS1W	4.IPO	PLAYER ASSOCIATIONS IN PROFESSIONAL SPORTS SECTOR AND THE SITUATION IN TURKEY <i>Ufuk Aydin, Anadolu University, TURKEY, , ,</i>
7	CS1W	3.WFC	Measuring the impact of work-life initiatives: the development and validation of the Work-Life Impact Scale <i>Anne Bardoel, Monash University, AUSTRALIA, Helen De Cieri</i>
8	CS1W	4.IPO	A Spotlight on IR: Media and Union Strategy in Australia <i>Alison Barnes, University of Western Sydney, AUSTRALIA, Louise Ingersoll, 1</i>
9	CS1W	4.IPO	A Restorative Justice Perspective on Grievance Procedures <i>Brian Bemmels, Sauder School of Business, CANADA,</i>
10	CS1W	2.VRW	Swedish trade unions vis-à-vis transnational labour market integration in the European Union <i>Erik Bengtsson, Department of Economic History, Göteborg University, SWEDEN,</i>
11	CS1W	2.VRW	Globalisation, regionalisation and transnational unionism: the case of Sweden and the Baltic states today <i>Erik Bengtsson, Department of Economic History, Göteborg University, SWEDEN, , ,</i>
12	CS1W	4.IPO	Industrial Disputes and Incomes Policy - Strikes in Finland 1971-2007 <i>Tapio Bergholm, Sak, FINLAND, , ,</i>
13	CS1W	1.MWO	Role of Communication and HR Integration: A Study of a Bank Merger <i>Uday Bhaskar, International Management Institute, INDIA, Venkata Ratnam</i>
14	CS1W	1.MWO	Migrant Workers versus Posted Workers: do they have different impacts on the labour market? <i>Gudrun Biffel, Danube University Krems, Austria, AUSTRIA,</i>
15	CS1W	1.MWO	"Keeping my side of the bargain": A leader's role in change <i>Deborah Blackman, Univeristy of Canberra, AUSTRALIA, Monica Kennedy, 1,</i>
16	CS1W	1.MWO	Whole of Government Work Arrangements: enabling or debilitating? <i>Deborah Blackman, Univeristy of Canberra, AUSTRALIA,</i>
17	CS1W	1.MWO	Six Months in a Leaky Boat <i>Deborah Blackman, Univeristy of Canberra, AUSTRALIA, Diane Phillips, 2, , ,</i>
18	CS1W	2.VRW	What do Unions Do to Management? Rethinking Unions' Effect in a Cognitive Perspective. <i>Remi Bourguignon, GREGOR - IAE De Paris 1 / Sorbonne, FRANCE,</i>

19	CS1W	2.VRW	Homework and CSR: Can homeworkers benefit? Rosaria Burchielli, <i>La Trobe University, AUSTRALIA</i> , Annie Delaney, 1, , ,
20	CS1W	4.IPO	Strategic initiatives in Australian union organising Rosaria Burchielli, <i>La Trobe University, AUSTRALIA</i> , Timothy Bartram
21	CS1W	3.WFC	The Labour Market Participation of Mothers - Understanding the Role of Occupational Norms Tanya Carney, <i>Australian School of Business, AUSTRALIA</i> ,
22	CS1W	1.MWO	Human Resource Strategy and Cross-Border Direct Investment: Taiwan s Information Technology Industry s Relocation to China Chyi-Herng Chang, <i>Institute for Labour Research, National Chengchi University, TAIWAN</i> , Trevor Bain, 2, , , , ,
23	CS1W	2.VRW	Study on the building of harmonious labor relations of China under the promulgation and implement of its Labor Contract Law Wang Changcheng, <i>Zhongnan University of Economics and Law, CHINA</i> , ,
24	CS1W	3.WFC	"Too much of one and less of the other": Young British and Asian Future Labour Market Entrants Making Sense of 'Work-Life Balance' Uracha Chatrakul Na Ayudhya, <i>Middlesex University Business School, UNITED KINGDOM</i> , Suzan
25	CS1W	3.WFC	The Effect of Work-Life Balance Policies on Women Employees Turnover: Evidence from Japanese Firm-Level Panel Data Hui-Yu Chiang, <i>Osaka University, JAPAN</i> ,
26	CS1W	1.MWO	The experiences of retrenchment implementers. Gawie Cillie, <i>Stellenbosch University, SOUTH AFRICA</i> , Birgit Westerman-Winter, 2,
27	CS1W	2.VRW	Important changes in representativeness regulations of trade unions and representation of the workers in Luxembourg Franz Clément, <i>Ceps/instead, LUXEMBOURG</i> ,
28	CS1W	3.WFC	Title: Emerging jurisprudence on the labour law protection for undocumented migrant workers in South Africa: Lessons for other countries Wabo Dieudonne Coffie, <i>Ciclass, SOUTH AFRICA</i> , , ,
29	CS1W	1.MWO	Unpacking Complexities of the 'High Performance Human Resource Management and Establishment Performance' Debate using Qualitative Research in the Retail Sector. Hugh Stephen Thomas Cook, <i>Leeds University Business School, UNITED KINGDOM</i> ,
30	CS1W	5.NFW	Exploring after-hour telecommuting/technology-assisted supplemental work: The deprivation and energetic hypotheses in tandem Premilla D'Cruz, <i>Indian Institute of Management Ahmedabad, INDIA</i> , Ernesto Noronha
31	CS1W	1.MWO	Managerial control and labour process: Organisational level notions of power in the explanation of workplace bullying Premilla D'Cruz, <i>Indian Institute of Management Ahmedabad, INDIA</i> , Ernesto Noronha
32	CS1W	4.IPO	Labour Standards and the Flexible Workforce: Casualisation of Labour under the Nigerian Labour Laws. Rosemary Adishetu Danesi, <i>University Of Essex, UNITED KINGDOM</i> , , , , ,
33	CS1W	2.VRW	Strike Activity on London Underground: Incidence, Dynamics and Causes Ralph Darlington, <i>University of Salford, UNITED KINGDOM</i> ,
34	CS1W	5.NFW	Managing Global Technology Innovation and Work System Dynamics: Implication for Employment Relations in Nigeria. Yunus Adeleke Dauda, <i>Lagos State University, NIGERIA</i> , ,
35	CS1W	5.NFW	To Have and To Hold: A Study of the Impact of BlackBerries on the Nature of Work. Kristine Dery, <i>University of Sydney, AUSTRALIA</i> , Judith MacCormick, 2,
36	CS1W	1.MWO	Dominance of Managers within Organisations Thomas Diefenbach, <i>Strathclyde Business School, SCOTLAND</i> , , ,

37	CS1W	4.IPO	Understanding the outcomes of employment adjudications: a comparative study of adjudication bodies in New Zealand and the United States Michael Gurdon, <i>The University of Vermont, USA</i> , Ian McAndrew, 2, Martin Risak, 3
38	CS1W	1.MWO	Organizing multi-professional elderly home care: effectiveness and/or work well-being Arja Haapakorpi, <i>University of Helsinki, FINLAND</i> ,
39	CS1W	1.MWO	INSIGHTS FROM THE PERIPHERY OF HRM RESEARCH: PRACTICES, PATTERNS AND DETERMINANTS OF HRM IN SMALLER FIRMS Brian Harney, <i>Dublin City University, UNITED KINGDOM</i> , , ,
40	CS1W	1.MWO	RUNNING TO STANDSTILL? PROGRESS, PITFALLS AND PROSPECTS IN RESEARCHING THE LINKAGES BETWEEN HIGH PERFORMANCE WORK SYSTEMS AND BUSINESS PERFORMANCE Brian Harney, <i>Dublin City University, UNITED KINGDOM</i> , , ,
41	CS1W	4.IPO	People with Disabilities and the Right to Work: Exploring Regulatory Strategies to Reduce Barriers to Entry in Australia and China Paul Harpur, <i>Queensland University of Technology, AUSTRALIA</i> , , ,
42	CS1W	1.MWO	'The Extent To Which Satisfaction Is A Prerequisite For Motivation To Enhance Productivity In Institutions of Higher Education In Lebanon: A Case Study of Notre Dame University' Elham Hasham, <i>Notre Dame University-Lebanon, LEBANON</i> ,
43	CS1W	4.IPO	Turning the tide? New Zealand employment relations in the new millennium Nigel Haworth, <i>The University of Auckland, NEW ZEALAND</i> ,
44	CS1W	1.MWO	Organizational Learning in a Forest Company Pia Heilmann, <i>Lappeenranta University of Technology, FINLAND</i> , Jouni Heilmann
45	CS1W	2.VRW	Creating conditions for collective labour relations to improve labour rights in the electronics industry Jenny Holdcroft, <i>International Metalworkers Federation, SWITZERLAND</i> ,
46	CS1W	1.MWO	HRD and HRM assistance to the local subsidiaries in Asia-pacific: determinant factors and SHRM policies around regional head quarters of Japanese multinational corporations Nobuko Hosogaya, <i>Sophia University, JAPAN</i> , , ,
47	CS1W	1.MWO	People as the Key for the Success in a Scientific Collaboration Jenni Hyppölä, <i>Cern, SWITZERLAND</i> ,
48	CS1W	5.NFW	 Re-Thinking the Relationship between School, Work and Retirement in the 21st Century Dan Jacobson, <i>Tel-Aviv University, Dept. of Labor Studies, ISRAEL</i> , , ,
49	CS1W	5.NFW	Framing the Challenges for Decent Work in the Emerging Business Process Industry in Asia Jennifer Jarman, <i>National University of Singapore, SINGAPORE</i> ,
50	CS1W	1.MWO	SIPPING THE STORM IN THEIR TEACUPS-A CASE STUDY OF EMPLOYEE BUYOUT IN TATA TEA Binoy Joseph, <i>Rajagiri College of Social Sciences, INDIA</i> , , ,
52	CS1W	2.VRW	New forms of employee involvement at supranational level. The case of the European Company. Berndt Keller, <i>Universität Konstanz, GERMANY</i> , Frank Werner, 2, , , , ,
53	CS1W	4.IPO	Retaking the public information commons: Lessons from the 2007 election in Australia Diana Kelly, <i>University of Wollongong, AUSTRALIA</i> , , ,
54	CS1W	5.NFW	Employment sustainability in an era of economic uncertainty Ron Kelly, <i>Employment Relations Group, School Of Management, College Of Business, AUSTRALIA</i> , ,

55	CS1W	4.IPO	NEW INSTITUTIONAL ACTORS OF SOCIAL DIALOGUE IN THE FRAMEWORK OF THE EUROPEAN EMPLOYMENT STRATEGY : THE CASE OF FLANDERS (BELGIUM) Pieter Kerremans, <i>Social Economic Council of Flanders, BELGIUM</i> , Ria Van Peer
56	CS1W	2.VRW	The Power of Discourse in the Economics of Workers' Participation Stefan Kesting, <i>NZ Work & Labour Market Institute, AUT University, NEW ZEALAND</i> ,
57	CS1W	2.VRW	Structural integration in merged unions: the case of ver.di in Germany Anja Kirsch, <i>University of Sydney, AUSTRALIA</i> , , ,
58	CS1W	2.VRW	Immigration in Portugal – New Challenges for the Trade Unions in a context of flexibilization of work and employment Marina Kolarova, <i>School of Economics and Management, Technical University of Lisbon, PORTUGAL</i> ,
59	CS1W	1.MWO	An International, Comparative Perspective on Litigated Whistle Blowing Cases Helen LaVan, <i>DePaul University, USA</i> , Helen LaVan, 1,
60	CS1W	1.MWO	PERFORMANCE CONSEQUENCES OF ORGANIZATIONAL FLEXIBILITY: EVIDENCE FROM CANADIAN WORKPLACE SURVEY Florence Lee, <i>University of British Columbia, CANADA</i> , Yoshio Yanadori
61	CS1W	4.IPO	Effect of Unions on Training in Korea: Do Unions Increase Training and Improve Firm Performance? Young-Myon Lee, <i>Dongguk University, SOUTH KOREA</i> , In-Gang Na, 2, ,
62	CS1W	1.MWO	Human Resource Outsourcing and the HR Function: Opportunity or Threat? Alison Lewis, <i>Leeds University Business School, UNITED KINGDOM</i> , , ,
66	CS1W	2.VRW	Trade union membership trends: can unions grow in the context of inclusive membership and 'free-riding'? Jens Lind, <i>Aalborg University, DENMARK</i> , Erling Rasmussen
67	CS1W	2.VRW	Employee Voice and Occupational Health and Safety Representation in Australia: Evidence and Implications. Vineta Lopaticka, <i>University of Western Sydney, AUSTRALIA</i> , Vineta Lopaticka, 1
68	CS1W	2.VRW	Union strategies in representing 'new workers': the case of Australian and UK retail unions Samantha Lynch, <i>University of Kent, UNITED KINGDOM</i> , Amanda Pyman
69	CS1W	1.MWO	Freedom of choice: The ideological management of the temp agency worker Liisa Lähteenmäki, <i>University of Turku, FINLAND</i> ,
70	CS1W	1.MWO	Business or People – Case Studies on Finnish Companies' HRM Responses to the Global Finance Crisis Satu Lähteenmäki, <i>Turku School of Economics, FINLAND</i> , Maarit Viljanen, 1,
71	CS1W	2.VRW	Knowledge work and intellectual property rights – new challenges for trade unions Stefan Lücking, <i>Technische Universität München, GERMANY</i> , Susanne
72	CS1W	2.VRW	The Third Path to Industrial Democracy? The Experiences of Employee Representation Plans in the US Teiichi Sekiguchi, <i>Chuo University, JAPAN</i> ,
73	CS1W	1.MWO	IMPACT OF HIGH INVOLVEMENT WORK PRACTICES ON COMPANY PERFORMANCE AND EMPLOYEE WELL-BEING Sinikka Vanhala, <i>Helsinki School of Economics, FINLAND</i> , Monika von Bodsdorff
74	CS1W	4.IPO	Responsibility and Membership: Seniority Versus Seniority Status in Comparative Historical Perspective Jongwon Woo, <i>Saitama University, JAPAN</i> , Teiichi Sekiguchi, 2, , ,
1	CS2T	2.VRW	Sex worker collective organisation: between advocacy group and labour union? Gregor Gall, <i>University of Hertfordshire, UNITED KINGDOM</i> ,
2	CS2T	4.IPO	FEUDAL WORK SYSTEMS AND POVERTY: THE PHILIPPINE EXPERIENCE

			Bonifacio Macaranas, <i>UP-School of Labor and Industrial Relations, PHILIPPINES,</i>
3	CS2T	4.IPO	An early analysis of the European Globalisation Adjustment Fund Robert Mackenzie, <i>Leeds University Business School, UNITED KINGDOM,</i> Mark Stuart, 1, Robert MacKenzie, 1, Antonios
4	CS2T	1.MWO	Individualism, Collectivism and Awards in Australia Johanna Macneil, <i>The University of Newcastle, AUSTRALIA,</i> Johanna Macneil, 1, , , , ,
5	CS2T	2.VRW	PRODUCTIVITY, PARTICIPATION AND EMPLOYEE WELL-BEING Ray Markey, <i>NZ Work and Labour Market Institute - Auckland University of Technology, NEW ZEALAND,</i> Candice Harris Harris
6	CS2T	3.WFC	Discourse Practice Gaps in Work Life Balance: Comparative Case Studies in the Australian Construction Industry. Paula McDonald, <i>Queensland University of Technology, AUSTRALIA,</i> Keith Townsend, 2, Abby Cathcart, 3,
7	CS2T	4.IPO	'MERCOSUR and Labour Unions. Towards a regional strategy?' Barbara Medwid, <i>University of Buenos Aires, ARGENTINA,</i>
8	CS2T	5.NFW	Older workers: still an important part of the staffing mix Helene Mountford, <i>Macquarie University, AUSTRALIA,</i>
9	CS2T	4.IPO	Comparative anti-bullying public policy in Australia and Canada Angie Ng, <i>The University of Sydney, AUSTRALIA,</i>
10	CS2T	4.IPO	The Institutions, Processes and Outcomes of Industrial Relations and the Case of Finnish Paper Industry Jukka Kalevi Niemelä, <i>University of Tampere, Faculty of Social Sciences, FINLAND, , ,</i>
11	CS2T	2.VRW	Determinants of the Perceived Bargaining Power of the Works Council - Results of an Empirical Investigation in 1000 German Firms Werner Nienhueser, <i>University of Duisburg-Essen, GERMANY,</i> Heiko Hossfeld, 1,
12	CS2T	2.VRW	Dilemmas of organising call centre professionals: A choice between unions and professional associations Ernesto Noronha, <i>Indian Institute of Management Ahmedabad, INDIA,</i> Premilla D'Cruz
13	CS2T	1.MWO	State restructuring, labour market policies and 'depoliticised agencies: implications for work organisation, state employees and public sector unions in two States John O'Brien, <i>School of Organisation and Management, AUSTRALIA,</i> Michael O'Donnell, 2, Anne Junor, 3, Peter 5
14	CS2T	1.MWO	Restructuring, Management and Labour Relations: Study of Workplace Relations at NNPC, Nigeria (1988 2007) Olusegun Olurotimi Oladeinde, <i>Dept of Sociology, Rhodes University, SOUTH AFRICA, , , , , , ,</i>
15	CS2T	4.IPO	The effects of the Intellectual Activists on the Labor Movements in Korea Duck-Jay Park, <i>Korea National Open University, SOUTH KOREA, , , , ,</i>
16	CS2T	4.IPO	What makes labor/management cooperation at workplaces: Implications from Korean enterprise case studies Young Bum Park, <i>Hansung University, SOUTH KOREA,</i> Jongsuk Cha
17	CS2T	2.VRW	The Legal Spectrum of Representative Consultation: Information and Consultation of Employees in Australia, the European Union and the United States Glenn Patmore, <i>The University of Melbourne, AUSTRALIA,</i>
18	CS2T	4.IPO	Latin America: trial and error. Premises for labour policy transformation. Eleonora Peliza, <i>Poder Judicial Prov. Buenos Aires (Labour Court), ARGENTINA,</i> Julio Armando Grisolia
19	CS2T	2.VRW	A Model to Predict Why Courts Vacate Arbitration Awards in Labor and Employment Disputes Robert Perkovich, <i>DePaul University, USA,</i> Helen LaVan, 1, Michael Jedel, 3,
20	CS2T	1.MWO	A War for the Right People or Search for the Right Company (What attracts high potential candidates?)

			Maria Perpetua Ponce-Pura, <i>AUT University, PHILIPPINES</i> , , , , , ,
21	CS2T	2.VRW	Employee Participation and Performance: a cross-national study Frederik Poutsma, <i>Institute Management Research, Radboud University Nijmegen, NETHERLANDS</i> , Paul
23	CS2T	2.VRW	The geographies of union renewal: do spatial approaches change our theories of union praxis? Al Rainnie, <i>Leicester University, UNITED KINGDOM</i> ,
24	CS2T	1.MWO	Benchmarking innovation systems and policies in European countries – An organizational innovation viewpoint Elise Ramstad, <i>Finnish Funding Agency for Technology and Innovation, FINLAND</i> , , , , ,
25	CS2T	5.NFW	Individual flexible working time in Danish banks Steen A. Rasmussen, <i>FA, DENMARK</i> ,
26	CS2T	4.IPO	The roles and relations of shop stewards in workplace partnerships Yasmin Rittau, <i>University of Sydney, AUSTRALIA</i> ,
28	CS2T	1.MWO	NEW APPROACHES TO MANAGEMENT: THE ROLE OF CORPORATE SOCIAL RESPONSIBILITY IN NATIONAL ALUMINIUM COMPANY LTD. (NALCO), INDIA Kshetramohan Sahoo, <i>Utkal University, INDIA</i> , , ,
29	CS2T	2.VRW	Turnover and Voice in Philippine Call Centers Arlene Bool, <i>Informatics International College (IIC), PHILIPPINES</i> , Arlene Bool, 1
30	CS2T	1.MWO	UNDERSTANDING THE IMPERATIVE LINKAGE BETWEEN BUSINESS STRATEGIES AND HUMAN RESOURCE MANAGEMENT PRACTICES IN THE IT/ITES SECTOR IN INDIA: AN EMPIRICAL STUDY Partha Sarkar, <i>The University of Burdwan, INDIA</i> , Amir Jafar, 2, Ranjan Sarkar, 3
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35	CS2T	5.NFW	Informal Employment and Informal Wage System in the Sydney Construction Industry Joon Shik Shin, <i>University of Sydney, AUSTRALIA</i> ,
36	CS2T	2.VRW	VOICE AND REPRESENTATION AT WORKPLACE IN INDIAN COMPANIES Joginder Singh Sodhi, <i>Shri Ram Centre for Industrial Relations & Human Resources, INDIA</i> ,
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