

**CALL FOR PAPERS**

*Third European Congress of the Work & Labour Network*

**EUROPEAN WORKPLACE PARTICIPATION FORUM:  
NEW WAYS TO EFFECTIVE FORMS OF WORKER PARTICIPATION**

**Rome, 24-26 September 2008**

Organised by the  
Institute for Labour Foundation, Bologna

In co-operation with  
Friedrich-Ebert-Stiftung, Rome

Supported by

European Commission

Hans-Böckler-Stiftung, Düsseldorf

ETUI-REHS



With *The European Workplace Participation Forum: new ways to effective forms of worker participation* the European network of scholars and research institutions “Regional and Local Development of Work and Labour” (RLDWL) continues to address themes in the field of industrial relations that are crucial to reach the objectives set down by the Lisbon Strategy as well as for the further development of the European Social Model in general.

The *European Workplace Participation Forum* is expected to give an overview on the new tendencies with regard to both the new contents and the evolving forms of participation processes. Concerning the content of participation, experiences regarding company performance, work organisation, health and safety as well as vocational training seem to be of growing importance. As to the forms of participation it is intended to analyse which kind of institutional setting is needed to effectively promote cooperation between company-level actors. In particular, the development of new forms of participation, the relationship between different forms and levels of participation as well as the preconditions and procedures of participation at the workplace are aspects that need to be analysed more deeply.

The aim of the event is to grasp the changes taking place in labour relations and, in particular, to collect and debate innovative participation experiences at the workplace as well as the relationship between different forms of participation. These developments will be analysed in countries all over Europe in order to be able to examine the different framework conditions and in particular the role of the respective institutional context for the success of new participation experiences.

With regard to the structure of the programme an internal working group of the network RLDWL has identified ten thematic areas which are considered to be of major relevance and which should be discussed in depth at the *European Workplace Participation Forum*.

Therefore, we would like to invite you to present papers in the ten parallel workshops. The contributions should address the research questions mentioned in the call for papers for the various workshops.

Please send your abstract to the coordinator of the respective workshop not later than **31<sup>st</sup> March 2008**.

Deadline for deliver of full papers: **31<sup>st</sup> August 2008**

All communication regarding organisational aspects of the participation in the Rome Congress should be addressed to the organiser:

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For more information on the RLDWL-network please visit <http://www.fipl.it/progetti/rldwl/index.html>

## PROGRAMME

24 SEPT	14.00-15.30	WELCOMING ADDRESSES KEYNOTE SPEECHES
	16.00-16.30	PRESENTATION OF THE WORKSHOPS BY THE CHAIRS
	16.30-18.00	PARALLEL WORKSHOPS
25 SEPT.	9.00-13.30	PARALLEL WORKSHOPS
	15.00-17.30	ROUND TABLE: WORKERS PARTICIPATION – HOW TO DEVELOP FURTHER THE EUROPEAN SOCIAL MODEL
26 SEPT.	9.00-11.00	PARALLEL WORKSHOPS
	11.30-13.00	REPORTS FROM THE STREAMS: TOPICS FOR FUTURE RESEARCH
	14.30-16.00	MEETING OF THE MEMBERS OF THE NETWORK RLDWL EUROPE
	16.30-18.00	MEETING OF THE RLDWL STEERING COMMITTEE

### Workshop 1

#### **The role of the institutional context for participation**

Coordinator: Kevin O’Kelly, Combat Poverty Agency, Dublin

### Workshop 2

#### **Direct and representative participation - conflicting relationship or co-ordination?**

Coordinator: Volker Telljohann, Institute for Labour, Bologna

### Workshop 3

#### **New forms of interest representation**

Coordinator: Mirella Baglioni, University of Parma

### Workshop 4

#### **Management philosophies, HRM strategies and participation**

Coordinator: Francesco Garibaldi, Institute for Labour, Bologna

### Workshop 5

#### **Participation, employee commitment and company performance**

Coordinator: Jan Kees Looise, University of Twente

### Workshop 6

#### **The ambivalent character of participation**

Coordinator: Wilfried Kruse, Sozialforschungsstelle, Dortmund

### Workshop 7

#### **Participation at inter-company level**

Coordinator: Peter Friedrich, Fritz Change AB, Stocksund

### Workshop 8

#### **From a reactive to a proactive approach**

Coordinator: Lauge Rasmussen, IPL/DTU - Technical University of Denmark, Lyngby

### Workshop 9

#### **Participation and corporate social responsibility – the case of restructuring processes**

Coordinator: Béla Galgoczi, ETUI-REHS Research department, Brussels

### Workshop 10

#### **The role of participation for occupational health and safety and a good working life**

Coordinator: Davide Dazzi, Institute for Labour, Bologna

## Workshop 1

### The role of the institutional context for participation

*Coordinator: Kevin O'Kelly*

Experiences of workers participation are influenced by institutions at national level. In general there is a body of institutions at various levels setting the framework conditions in which participation can take place. The institutional context can influence the degree of inertia with regard to change, the power relationships between different stakeholders as well as the topics to that can be addressed in the context of the respective participation systems. Certain institutional settings based on legal provisions might encourage consensus building processes and cooperation between the actors, whilst other settings might encourage more fierce negotiation processes.

In countries with little or no tradition of workers participation at company level, the directive 2002/14/EC should above all lead to a greater *certainty* in terms of rights to information and consultation; in particular it should ensure conditions of *effectiveness* and *enforcement* of these rights.

This thematic focus on innovative institutional settings able to promote participation processes will look at institutions that manage to support new constellations of stakeholders and/or to deal with new topics such as sustainable development or social responsibility.

Further topics to be addressed will be

- the role of the EC Directive 2002/14/EC on information and consultation;
- the role of trade union strength and unionisation rates;
- the role of public policies (e.g. public research programmes fostering participation);
- the situation in the New Member States.

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## Workshop 2

# Direct and representative participation - conflicting relationship or co-ordination?

*Coordinator: Volker Telljohann*

The forum should investigate how direct and representative participation interact with one another and how this relationship can be productively structured.

All forms that involve the exercise of influence and the articulation of interests, which workers exert at the level of working process or the respective departments of a company are embraced by the term *direct participation*. By the term *representative participation* we understand the representation of worker interests by people who are elected by them to do so in one way or another and form a representative body responsible for the whole company. Representative participation is generally exercised in the form of statutory provisions; it has different forms and distinctive features in the various EU Member States. An essential difference between the existing models should be seen in terms of whether there is dual representation for the workers in the form of trade union sections and the representative body elected by all the workers or just the latter.

Direct participation and representative participation are thus based on different democratic principles and action logic, but in an important overlapping area they refer to the same "objects" or "themes", i.e. to the shaping of the work organisation and the working conditions along with other factors, which have a direct impact upon wages. With regard to this overlapping area it is often assumed that there is *competition in the field of interest representation* between these two forms of participation, whereby the one form – i.e. the form of direct participation – is supposed to be more directly and closely oriented towards daily interests whilst the other - i.e. the representative form of participation which is often strongly influenced by trade unions - tends to have a strategic and medium-term outlook.

Depending on the perspective such "competition" is viewed as risky or also as useful ("divide and rule"). In case of a two-channel system of interest representation the relationships might become even more complicated. On the other hand, representative bodies of interest representation frequently suffer from a lack of commitment and active interest on the part of the employees they represent. This suggests an understanding whereby direct participation is so to speak the "foundation" for representative participation. However, experience shows that the inherent logic of direct participation contrasts such a clear-cut functionalisation. In addition, modern HRM strategies once again - following a long phase in which the potential of direct participation was ignored – are aimed at involving workers in continuous improvement processes. Initially, such approaches often lead to increased distrust within the bodies of representative interest representation towards forms of direct participation.

On the one hand, without the development of modes of *cooperation and integration*, there is the risk that direct participation will wither away or remain isolated. On the other hand, in absence of an appropriate *corresponding* form of direct participation that acts in a critical and cooperative proximity, representative participation remains without the continually required contact with the workplace. But what form could these modes of cooperation and integration take? Following the analysis of the complicated relationship the workshop will first of all address this question. To this end, empirical case studies as well as current research reports will be discussed. In particular, the debate should concentrate on the *different functions, "roles" and tasks* of direct and representative participation in the overlapping area in which the same themes or objects are dealt with. More specifically, the questions to be dealt with will be the following:

- Which are the respective tasks of direct and representative participation at the level of the working processes with regard to influencing and shaping the specific working conditions and improving the quality of work?
- How can a productive relationship between these two forms of interest articulation and representation be developed whilst respecting their different "logic"?
- Which are the necessary prerequisites in terms of know-how and competencies, agreements, procedures and legitimacy?

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## Workshop 3

### New forms of interest representation

*Coordinator: Mirella Baglioni*

The increasing number of direct participation practices even in traditional sectors characterised by high unionisation rates is challenging traditional forms of representative participation, in particular, and trade union influence, in general. Furthermore, in sectors characterised by a weak trade union presence or even by the absence of trade unions, new forms of workers participation beyond traditional and institutionalised forms of interest representation are developing. The modes of coexistence of traditional (union) representation and new organised interests within the workplaces deserve to be better explored.

The key aspects of new forms of interest representation concern non union workplaces, new forms of representation based on selected groups of highly qualified employees or new professions and the forms of cooperation between traditional and new practices of interest representation. The aim of the workshop is to collect information on new forms of interest organisation in order to analyse their impact on workplace representation and on the union practices.

The questions to be addressed will be the following:

- How are the new forms of interest representation developing?
- To what extent can individual workers and/or groups of workers play a role in participatory practices?
- To what extent can newly organised interests contribute to revitalising worker representation and union organisations?
- In which sectors or professions are new forms of workers participation concentrated?
- How do new forms of interest representation differ from traditional ones and what is their impact on company performance?
- What is the role of new forms of interest representation in the context of company-level labour relations?
- Do trade unions and new interest representatives cooperate or compete in order to extend the possibilities of workplace participation?

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## Workshop 4

### Management philosophies, HRM strategies and participation

*Coordinator: Francesco Garibaldo*

This workshop will discuss the prospects of direct worker participation in relation to HRM and the emerging management philosophies. The change in management philosophies and practices towards HRM has generally made the employers' side more open to participation and worker involvement. There are considerable differences between sectors and countries. Also, company-size and the type of ownership appear to matter in respect to management philosophies. In any case, there seem to be a growing number of cases characterised by a shift towards more worker participation and a stronger focus on good work. Whereas in the past working conditions and workers influence were often seen to be in conflict with the interests of the employers' side, today in a certain type of enterprise they are seen as important properties of a modern competitive organisation.

There are different ways of interpreting the role of HRM for participation and industrial relations. Certain explanations are very critical, arguing that HRM strategies are just a new and more sophisticated way of domination, where the real conflicts are hidden behind a new ideology which tries to reduce everything to win-win situations. Other explanations consider HRM strategies to be a sign of significant progress that has led from a conflictual zero-sum-game to a situation where the actors cooperate to find innovative solutions from which both parts can benefit.

The thematic forum will focus on the role played by middle management and HR headquarters in favouring active attitudes by workers and in developing new forms of worker involvement. The extent to which direct participation practices contribute to an improvement in job quality through more intense practices of delegation of responsibilities in order to guarantee greater flexibility will also be discussed.

Further aspects to be dealt with concern

- the levels at which direct involvement takes place exactly;
- the levels at which employees are able to concretely influence processes;
- the relationship between sector, markets, management strategies, work organisation and participation.

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## **Workshop 5**

### **Participation, employee commitment and company performance**

*Coordinator: Jan Kees Looise*

This thematic area will deal with the connection between different forms of worker participation and company performance. As has been stated in the introduction of this proposal, the European Union needs high-performance workplaces as they can be considered a driving force for modernisation and competitiveness. In high-performance sectors the adaptability of organisations, jobs and qualifications can be considered a key factor in competitiveness.

Worker participation and employee commitment play an important role in the functioning of high-performance workplaces. High-performance workplaces are only possible with a high commitment of employees. In this respect academic scholars also speak of high-commitment or high-involvement workplaces (Appelbaum & Batt, 1994; Appelbaum et al, 2000; Boxall & Purcell, 2007). In these workplaces, the emphasis is on re-designing work to involve employees more fully in decision making and on the skill and motivational practices that are needed to support this process. So worker participation is an important instrument for raising employee commitment and in line with that improving company performance.

In relation to employee commitment and company performance, all forms of worker participation can play a role. However, in connection to employee commitment especially direct participation and financial participation seem to be crucial. Both forms can strengthen the commitment of an employee to the organization and/or the department and therewith also the contribution of this employee towards the organisation and/or the group. Both forms of participation, but also forms of indirect participation, can strengthen feelings of justice within or trust with the organisation and therewith also the commitment of the employee to the organisation or group. Last but no least through all forms of participation employees can contribute directly to the increase of the performance of the group or the organisation. For instance by delivering ideas or proposals for improvement or innovation via direct and/or indirect participation or in return for financial participation. Further questions to be addressed will be the following:

- What kind of relations exist between different forms of worker participation and employee commitment and in line with that with company performance (indirect line)?
- What is the influence of different forms of participation on company performance and especially on innovation (direct line)?
- Are there sector or country-specific tendencies?

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## Workshop 6

### The ambivalent character of participation

*Coordinator: Wilfried Kruse*

This thematic area will address the question which – potentially contradictory – impacts participation has upon the workers themselves. Here neither the organisation nor the institution should be the focal point, but the *working subject*. One must be aware of the fact that by contrast with periods in the past, in which participation was a demand aimed at fostering the democratisation of working life, today the demand of workers involvement is prevalently put forward by the management. Concepts such as continuous improvement processes (CIP) are based in strategic terms upon a form of participation *conceded* to the workers and also *demanded* from them and that is aimed at the optimisation of the working processes. This presumably intensifies the ambivalences, which are linked with direct participation.

The attractiveness of direct participation can be put down to the fact that it is based on the fundamental needs of the workers, i.e. being involved in decision-making processes, not just exercising responsibility in their everyday working lives but also being recognised as experts, feeling less *alienated* when performing their work. On the other hand the linked increase in *motivation* can become an incentive to perform, which might include risks for the workers themselves. Even in their leisure time workers are concerned with the problems of their work, the workload increases and the working conditions can deteriorate because the balances that they had become so used to regarding performance/wages, work/leisure time, load/relief become blurred. Thus the framework and procedures for *direct participation* need to be carefully *negotiated* and structured; participation must be accompanied in a critical manner and the experiences gained must be assessed on a regular basis. The keywords include: varied participation models able to address life phases and circumstances, learning and participation, participation and bonuses, participation and a "new performance compromise".

According to this an important task of the representative bodies of interest representation at company level would consist in exerting *a function of shaping* with regard to procedures and a function of *protection* with regard to the impacts of direct participation upon the individual workers. Framework agreements (e.g. collective agreements or also basic agreements on mutual relations between the European Works Councils and the management) would provide them with a higher level of legal certainty. The workshop will examine the question which protective and shaping tasks are key and which aspects need to be regulated. The discussion will refer to already existing experiences and, in particular, to cases of good practice.

Thus, the central aspects to be analysed will regard

- the relationship between increased autonomy, responsibility and job satisfaction, on the one hand, and increased workload, stress and worsening of working conditions, on the other;
- the role of negotiation and representative participation in order to avoid unbalanced developments.

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## Workshop 7

### Participation at inter-company level

*Coordinator: Peter Friedrich*

For nearly two decades the concept of supply-chain and value-chain has had an impact in all kinds of sectors. From a trade union perspective it is often described as a problem in terms of outsourcing and globalisation. In this context a particular problem linked to supply and value-chains regards workers participation. If, on the one hand, it comes to a fragmentation of company-level interest representation, on the other, there might be also better possibilities for employees owing to value chain thinking. In particular, there might be, for example, prospects with regard to career development or also with regard to prevention and rehabilitation through mobility.

So far, the dimension of the supply and value-chain has not been taken into consideration very much when analysing new tendencies in workers participation. That means that from a theoretical and methodological point of view developments in this area still need to be illuminated more. Aspects such as organisational solutions for representative participation and shortcomings of direct participation along the value chain need to be examined more in depth.

In the workshop new research findings will be presented and discussed. Comparative research, case studies as well as specific surveys will be taken into consideration. In particular, the workshop will draw on the results of two developmental projects in the food industry. The first one regards trade union cooperation along the food chain; and the second one “tandem partnerships” between trade unions and companies in the food chain in the Swedish food industry (2001-2007). In the latter case also the relationship between different forms of participation becomes important as here representative participation prepares for experiences of direct participation.

Further questions to be discussed will be the following ones:

- is it a problem if the representative participation along a value chain is divided between 4 or 5 different trade unions/representatives?-
- why is participation along the supply or value-chain a relevant topic and what are the specific challenges for workers participation at supply or value-chain level?
- what are the approaches so far with regard to workers participation along the supply or value chain?

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## Workshop 8

### From a reactive to a proactive approach

*Coordinator: Lauge Rasmussen*

An important aspect of participation regards the integration of interests, concerns and needs of different stakeholders in decision-making processes. For companies, this may mean involving employees in an early stage of planning processes. In this way, participation becomes essential to support a proactive approach. Also, from the employee point of view, a proactive approach is of utmost importance, especially in cases where it is necessary to face change processes. In order to guarantee a positive approach to change based on the employees' acceptance it seems important to involve employees not only with regard to the social consequences of change, but also to involve them already in the phase of developing and shaping change processes. This implies the need for a changing role of employee representatives, trade unions and management in change processes.

It can, however, be observed that many systems of representative participation are still characterised by an insufficient spread of proactive approaches. In these cases of a more traditional participation culture an attitude of the worker participation bodies can be detected that tends to be defensive and passive.

In fact, a proactive approach in the context of participatory experiences implies, certain challenges as, in general, a proactive approach requires more competences and resources on the side of the involved stakeholders than a reactive approach. That means that in absence of the necessary prerequisites there is a risk of undermining the efficacy of the participative bodies. Thus, the need to improve individual capabilities depends on the availability of adequate resources. This means that a kind of empowerment of less resourceful stakeholders might be necessary in order to enable them to contribute to the process.

The questions to be addressed in this workshop will be the following:

- What are the requirements and competences necessary in order to be able to implement a proactive approach?
- What are the benefits of an early involvement of employees in the design process?
- How could participatory methods (such as scenario workshops and search conferences) facilitate social innovation processes, in general, and the involvement of stakeholders in the early phases of design processes, in particular?
- Do sectors, countries and company size matter in explaining the uneven dissemination of proactive approaches?

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## Workshop 9

### Participation and corporate social responsibility – the case of restructuring processes

*Coordinator: Béla Galgoczi*

From a quantitative and qualitative point of view the impact of restructuring processes on employment, is significant. Mergers, takeovers, downsizing, outsourcing, relocation and layoffs are part of management's response to the globalisation of competition. From the employees' point of view, such strategies imply a climate of uncertainty and, in many cases, a noticeable impact on their work-life-balance.

All these challenges raise important questions as to the social consequences of restructuring processes and the effects on industrial relations. Employees, social partner organisations as well as policymakers at all levels seem to agree that the way industrial restructuring is managed has to be improved.

According to the Lisbon strategy the guiding principles of restructuring processes should be the enhancing of competitiveness and social cohesion in order to guarantee the successful management of change processes.

Only an approach to corporate restructuring aimed at improving social cohesion will be able to contribute to achieving the goal of making the European Union a competitive and dynamic knowledge-based economy, capable of sustainable economic growth and creating not just more but also better jobs. Restructuring processes should, of course, be aimed at improving economic performance; nonetheless, social and environmental issues have to be taken into consideration as well. According to the EUROPEAN MONITORING CENTRE ON CHANGE (EMCC), a more imaginative approach to the need for restructuring is emerging across Europe, with companies embarking on new schemes to offset their need for flexibility, coupled with worker demands for improved quality of life. These include access to training breaks, sabbaticals, job-sharing, remote working and reduced working hours, as well as promoting the take-up of maternity and parental leave. In this context worker participation is destined to take on a more and more important role in connection with restructuring processes. In order to develop and implement advanced forms of participation, trust-based industrial relations are an indispensable prerogative.

Further aspects to be dealt with regard

- the role of different forms and levels of participation in the context of reorganisation and restructuring processes;
- the role of the EU directives;
- the role of multinational companies with EWCs with regard to the application of new and more participative styles of management.

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## Workshop 10

# The role of participation for occupational health and safety and a good working life

*Coordinator: Davide Dazzi*

In many countries the traditional way to address occupational health and safety problems has consisted in drawing on regulations, laws and agreements. Innovative experiences, however, show that new strategies based on a combination of direct and representative participation might represent a supplemental approach. The complexity of the problems in this field requires an integration of direct and representative participation. There has been a general change in the direction of a broader approach to OHS with focus on improving the quality of working life – thus creating “the good work”, with focus on well-being or “the developing work”, with focus on the personal development through the work. In particular this has led also to the focus on the psycho-social work conditions.

The two changes described above are interdependent. The new and broader focus on working life has made participation between the social partners crucial, or possibly the other way around: new forms of social partnerships have made it possible to work with the broader issue of working life.

The issue of creating a good working life is of great importance for all the social partners and also at different levels. At the firm level, creating a good and inspiring working life is of natural interest for the employees. But it is becoming generally accepted in many firms that creating a good working life is crucial for reduction of costs for sick leave, attracting and keeping good employees and avoiding burn-down of employees. In addition it is recognised that there exists a close although not simple relationship between the quality of working life and the innovativeness of the firms. At a macro level some of the same interests exist for the society at large, i.e. for employers' associations and trade unions.

The questions to be addressed will be:

- How can direct and representative participation contribute to face the challenge of developing a better working life?
- How can participation be combined with other measures, like for instance regulation, in order to contribute more effectively to the improvement of working life?
- What can be learnt from different European experiences about the mutual benefits and conflicts between creating a better working life and improving productivity?

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## Project partners



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HANS-BÖCKLER-STIFTUNG

Fakten für eine faire Arbeitswelt



LIVS - SWEDISH FOODWORKERS UNION



FRIEDRICH-EBERT-STIFTUNG



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UNIVERSITY OF TWENTE



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KEVIN P. O'KELLY

## The International Network for Regional and Local Development of Work and Labour (RLDWL)

### *History*

A first workshop was organised on 24 September 1998 by the Istituto per il Lavoro, Bologna, during the 11th World Congress of Industrial Relations in Bologna, concerning institutions in the field of Work and Labour research. The meeting was quite successful and, as a result, the participants agreed that it would be useful to intensify and broaden such kinds of contacts on a regular basis. Although there are already a number of similar initiatives dealing with work and labour none of them specifically concern regional and local development.

As a result, the *International Network for Regional and Local Development of Work and Labour* was created in October 1999 on the occasion of the First International Conference on “The Role of Intermediate Institutions for Social Stability and Democracy”. This event, which was held in Ravello (Italy), was organised by the Institute for Labour Foundation (IpL) and aimed to stimulate an exchange of experiences among intermediate institutions. In November 2000 the Second RLDWL Conference took place in Rio de Janeiro. This time the Conference was organised by *Unitrabalho, the Brazilian Interuniversity Labour Study and Research Network*. The main theme of this event was the relationship between the improvement of working conditions and local and regional development, and had important consequences for the further development of the Work and Labour Network. One of the most significant outcomes of the Conference was the official adoption of the Network Statutes as proposed by the founder members. The third conference was organised in Osnabrück in May 2002 under the title “*Labour, Globalisation and the New Economy*”. The fourth Conference had as its title “Transnational co-operation on social regulation” and was held at the University of KwaZuluNatal in Durban, South Africa in February 2004. The fifth Congress “Education, Science & Labour - Perspectives for the 21st Century” took again place in Osnabrück in September 2006.

### *Objectives*

Intermediate institutions are research institutes that deal with Work and Labour issues, in particular with the relationships between new forms of work organisation, productivity, innovation, participation and employment. These institutions promote research aimed at fostering the organisational evolution of companies and public bodies, as well as adding value to work through it. The main task of these institutes is the search for a new organisational form of work and a new equilibrium in innovative strategies. In this context the regional and local dimension is particularly important.

More than sixty researchers, policy-makers and representatives of the social partners from all over the world took part at this Conference, which was sponsored by the European Commission, the International Labour Organisation, The European Foundation for the Improvement of Living and Working Conditions, Hans Böckler Foundation et al. The Conference created a discussion forum on issues such as: employment and development, the position of the social actors, the role of conflict, the importance of social progress and participation and the meaning of ‘public good’. It evidenced that today Intermediate Institutions play an important role as actors in the dynamic world of work and labour where the main actors, i.e. trade unions, employers and policymakers, need to be assisted and encouraged to co-operate, at international level as well. In this context, one of the purposes of the network is to promote a long-term vision, where work and labour relations are not merely considered as costs and constraints, but rather as opportunities for fostering economic growth and welfare. In response to the need to foster a co-operative framework between these institutions, the *International Network for Regional and Local Development of Work and Labour* has been set up. The institutes and organisations taking part in the network deal with research, the improvement of labour conditions, the organisation of work as well as economic questions. In June 2003 a European chapter has been created during its first conference in Bologna. A second conference followed in April 2004 in Rome.

### *Statutes*

The Network Statutes formalise the organisational structure and the aims of the Network. The most significant aims of the Work and Labour Network are the following:

- the intensification of information exchanges regarding development and initiatives in the respective countries or regions by intermediate institutions, governments, trade unions, employers associations, etc.;
- the exchange of researchers;
- the development of joint research;
- the organisation of biannual conferences;
- the promotion of the diffusion of intermediate institutions concerned with work and labour in different parts of the world;
- the promotion of the humanisation of work, social cohesion and democracy.

### *The steering committee*

#### **Co-Chairman**

György Széll, University of Osnabrück

Maria-Matey Tyrowicz, University of Warsaw

#### **Director**

Francesco Garibaldi, Istituto per il Lavoro, Bologna

#### **Secretary General**

Volker Telljohann, Istituto per il Lavoro, Bologna

#### **Treasurer**

Paola Cassani, Istituto per il Lavoro, Bologna

#### **Advisory board**

Otto Jacobi, European Trade Union Institute, Brussels

Claudius Riegler, DLR at the Ministry of Education and Research, Bonn

#### **Other members:**

Anne Inga Hilsen, Work Research Institute, Oslo

Alain Chouraqui, CNRS, Aix-em-Provence

Dan Swinney, Center for Labour and Community Research, Chicago

Thobile Yanta, NALEDI, Johannesburg

Isabel da Costa, Centre d'Estudes de l'Emploi "Le Descartes"

Wilfried Kruse, Sozial forschungsstelle, Dortmund

Åke Sandberg, National Institute for Working Life, Stockholm

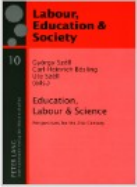
### *Information*

Detailed information on the activities of the Work and Labour Network as well as other documentary materials are available on the RLDWL web site, which is being managed by the Institute for Labour Foundation: <http://www.workandlabour.org> A newsletter with updated information about the Network's activities is sent to the RLDWL members by email. For those of you wishing to voice any ideas, a RLDWL mailing list has been set up. Subscriptions are free. For any further information please contact the RLDWL-Secretariat (see above).

### *Membership*

Becoming a member of the Work and Labour Network offers you the opportunity to attend the RLDWL Assemblies, to receive information about the activities of the Network and to have reduced prices for conferences, workshops and publications (see [Registration Form](#)).

## *Recent Publications*



Széll, György / Bösling, Carl-Heinrich / Széll, Ute (eds.)

### **Education, Labour & Science**

This book presents a selection of presentations during the Fifth Congress of the International Network «Regional and Local Development of Work and Labour». The congress took place at the University of Osnabrück in September 2006. However, it was not a traditional congress, but it revived the practice of «future workshops», which were invented by Robert Jungk. The book assembles 33 articles covering all social sciences by authors from 16 different countries: Austria, Brazil, Denmark, Germany, France, India, Italy, Japan, The Netherlands, Nigeria, Norway, Poland, Russia, South Africa, Spain, and Sweden. It is dedicated to the democratization of the different spheres of society from a grassroot-perspective.

Peter Lang - Europäischer Verlag der Wissenschaften, Frankfurt am Main, 2007



Francesco Garibaldi, Volker Telljohann (eds.)

### **New Forms of Work Organisation and Industrial Relations in Southern Europe**

The aim of interconnecting work organisation, innovation and employment provides a defining approach of the European Union to competitiveness. Although there is evidence of the social and economic benefits deriving from processes of organisational innovation and participation there seems to be a lack of dissemination of new forms of work organisation in Southern Europe. Internationally well-known scholars from France, Spain, Portugal, Greece and Italy try to explain what are the specific obstacles with regard to a broader dissemination of new forms of work organisation in these countries. By doing so they also try to respond to the following more specific questions. What is the role of public policies with regard to the dissemination of new forms of work organisation? How can industrial relations foster processes of organisational innovation? What is the relationship between restructuring processes and new forms of work organisation?

Peter Lang - Europäischer Verlag der Wissenschaften, Frankfurt am Main, 2007



György Széll, Carl-Heinrich Bösling, Johannes Hartkemeyer (eds.)

### **Labour, Globalisation & The New Economy**

The dominant form of globalisation, i.e. financial globalisation, is the biggest challenge for employees and their representations of interest. If it remains largely unregulated, not only the natural resources will be destroyed, but also social sustainability will be prevented. The negative effects of this development are first of all to be felt on the local and regional level. It is here, therefore, where counter initiatives and strategies have to start. The quality of life and working-life has not necessarily increased through globalisation and the New Economy, though the possibilities of improved communication via email and Internet were positively acknowledged. The biggest challenge is the increasing inequality on a global scale, which is produced so far by the New Economy. As education contributes to enlarge this gap, it has to be adapted to the new social needs to overcome this polarisation. The ongoing development must be reversed: Real needs demand more spending for public than for private consumption. Intermediate organisations can play a positive role in this process.

Peter Lang - Europäischer Verlag der Wissenschaften, Frankfurt am Main, 2005

## RLDWL SUBSCRIPTION FORM

To become RLDWL members fill in the following form and send it to:

Istituto per il Lavoro  
Via Marconi 8  
I-40122 Bologna  
Fax: +39.051.6565425  
[rldwl@fipl.it](mailto:rldwl@fipl.it)

(Cross one)    Mr.    Ms.    Dr.    Prof.				
Name _____		Surname _____		
Organization _____			Title _____	
Address _____				
Zip Code _____		City _____		Country _____
Phone: _____			Fax: _____	
E-mail address _____			Web Site: http:// _____	
<b>Membership fees (EURO)</b>				
	INSTITUTIONAL		INDIVIDUAL	
	OECD	Rest of the World	OECD	Rest of the World
1 year	100	30	20	10
4 years	350	100	70	35

- I will pay by bank transfer to  
account 44935.50  
account holder RLDWL Fondazione Istituto per il Lavoro  
at the Monte dei Paschi di Siena, Via Rizzoli 6, Bologna  
Bank Coordinates ABI 01030 CAB 02400 SWIFT IT 92

Signature \_\_\_\_\_ Date \_\_\_\_\_

# Registration Form

## *Third European Congress of the Work & Labour Network* EUROPEAN WORKPLACE PARTICIPATION FORUM: NEW WAYS TO EFFECTIVE FORMS OF WORKER PARTICIPATION

I will participate at the Third European Congress of the Work & Labour Network

Title, Name \_\_\_\_\_

Organisation \_\_\_\_\_

Address \_\_\_\_\_

City/Country \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

e-mail \_\_\_\_\_

I will attend the following workshops:

	1 <sup>st</sup> choice	2 <sup>nd</sup> choice
Workshop 1 The role of the institutional context for participation	<input type="checkbox"/>	<input type="checkbox"/>
Workshop 2 Direct and representative participation - conflicting relationship or co-ordination?	<input type="checkbox"/>	<input type="checkbox"/>
Workshop 3 New forms of interest representation	<input type="checkbox"/>	<input type="checkbox"/>
Workshop 4 Management philosophies, HRM strategies and participation	<input type="checkbox"/>	<input type="checkbox"/>
Workshop 5 Participation, employee commitment and company performance	<input type="checkbox"/>	<input type="checkbox"/>
Workshop 6 The ambivalent character of participation	<input type="checkbox"/>	<input type="checkbox"/>
Workshop 7 Participation at inter-company level	<input type="checkbox"/>	<input type="checkbox"/>
Workshop 8 From a reactive to a proactive approach	<input type="checkbox"/>	<input type="checkbox"/>
Workshop 9 Participation and corporate social responsibility – the case of restructuring processes	<input type="checkbox"/>	<input type="checkbox"/>
Workshop 10 The role of participation for occupational health and safety and a good working life	<input type="checkbox"/>	<input type="checkbox"/>

I intend to present a Paper. Title:

\_\_\_\_\_

I am a member of  RLDWL  RC10  IIRA

Place, Date \_\_\_\_\_ (Signature) \_\_\_\_\_

***Please send to:***

Istituto per il Lavoro - Via Marconi 8 - I-40122 Bologna - Fax: +39.051.6565425 - [rldwl@fipl.it](mailto:rldwl@fipl.it)