

Other Research

Temporary agency work in the EU

Jim Arrowsmith was invited by the European Foundation for the Improvement of Living and Working Conditions to research and write an overview report on Temporary Agency Working (TAW) in the enlarged European Union. The work was politically sensitive given the state-of-play of the proposed EU directive on TAW, which is currently stalled, necessitated an extended timeframe since it was conducted with the close involvement of the social partners at European and national levels. Both the employers' and trade union representatives in the Sectoral Social Dialogue Committee for TAW declared themselves satisfied with the final draft submitted in December and a joint press conference is to be held in Brussels in February 2006 to release the report and its results.

Dictionary of European industrial relations

The *European industrial relations dictionary* is the European Foundation for the Improvement of Living and Working Condition's response to increasing demand for a current, accessible and useful resource on the European framework of industrial relations. Following the Foundation's series of national glossaries on employment and industrial relations in 15 EU Member States, for which Mike Terry was Special Editor for the English language volumes, the new dictionary provides a comprehensive collection of the most commonly used terms in employment and industrial relations at EU level today. The dictionary is the product of collaboration by experts in the field, led by Brian Bercusson of King's College, London and Niklas Bruun, Hanken School of Economics, Helsinki. In 2004, Jim Arrowsmith and Jane Parker of IRRU were invited to participate in the expert group whose principal task was to review and edit each of the theme-based introductions and chapters of the draft EU dictionary. The dictionary was published in late 2005, and is available on CD-ROM. It can also be viewed at the Foundation's website (<http://www.eurofound.eu.int/areas/industrialrelations/dictionary>).

Changing labour market and dispute resolution institutions

During 2005, Linda Dickens, working jointly with Alan Neal in the School of Law at Warwick, commissioned a group of leading practitioners and academics to contribute to a volume to mark the 30th anniversary of the Advisory Conciliation and Arbitration Service. The jointly edited book, entitled *The Changing Institutional Face of British Employment Relations*, is being published by Kluwer. The project brought together experts to describe and reflect upon the nature and operation of key labour market and dispute resolution institutions. The contributors are a mix of senior academics, many of whom also have practical engagement with the institution they write about, and those who actually head the institutions dealt with in the book. The volume is dedicated to Jon Clark who died in October 2005, and who was an ESRC-funded Visiting Fellow in IRRU from 1992 to 1994.

In their introductory chapter, 'Changing Times, Changing Needs', Dickens and Neal sketch developments over the past three decades as a context for the contributions which follow. They suggest that the institutional map is a reflection of a range of influences, among them historical legacy, political choice and ideology, national and supra-national perceptions of labour market and employment relations 'problems' and their 'solutions', as well as happenstance and expediency. The volume does not deal with the 'institutions of collective bargaining' nor with trade unions and employers as

institutions. Rather, the decline of collective bargaining, of trade union membership and organizations of employers over the three decades is part of the context for the existence, growth or (changing) nature of a range of the other institutions: Acas; the Low Pay Commission; the Health and Safety Commission/Executive; the Central Arbitration Committee; the Certification Officer; the Equality Commissions and the Future Commission for Equality and Human Rights; the Employment Tribunals; the Employment Appeal Tribunal; the Employment Tribunal System Taskforce; institutions in the field of training and skills; and the institutional face at Department level. The contributors locate and describe each institution - its origin, nature, role and purpose - and critically consider its operation, achievements and limitations. They reflect on current challenges and potential developments; and, more generally on lessons the experience of the institution provides.

Exploring the research process

Deborah Dean, together with Sandy MacDonald (Northampton) and Bridgette Sullivan-Taylor (Warwick Business School) hosted a workshop at Warwick called 'Inside Story: Learning from Researchers'. This was funded by a grant from the WBS Staff Development Research Committee. Participants included WBS PhD students, invited after submission of summaries of their research as relevant to the workshop themes, and academics from WBS and external institutions, including Queen Mary, Cranfield, Leicester and Loughborough. Dean, MacDonald and Sullivan-Taylor also collaborated on two conference papers presented at international conferences in Paris and Berlin which explored the research process from less familiar perspectives.

Doctoral Research

IRRU staff supervised a rolling cohort of doctoral students through 2005. Students are registered under Warwick Business School's doctoral programme. The thirteen students concerned, and the topics they are researching, are listed in Appendix B. Two students were awarded their PhDs during 2005. A further four students submitted their theses during the year, of whom two were required to make revisions and two are awaiting examination. IRRU hosted a visiting doctoral student, Jeppe Højland, from Roskilde University (Denmark) for six months during the year.

Since 1998, IRRU has sought to encourage applications for doctoral research in industrial relations through the Hugh Clegg Research Studentship scheme, funded by income generated through Warwick Industrial Relations Limited (see Appendix E). Typically, awards make a contribution to the living expenses and/or fees of students during their first 3 years of registration. Four of the students listed in Appendix B have received support under the scheme.