

IRRU Publications during 2005

Note: This list covers work done within the IRRU programme. Names in square brackets are people who are not members of IRRU.

Books and Reports

[B. Bercusson, N. Bruun]; Editors – [C Alessi], J Arrowsmith, [R Erne], J Parker, [R. Pedersini, S Smismans and P Teague], *EU Volume of the European Employment and Industrial Relations Dictionary*, European Foundation for the Improvement of Living and Working Conditions

L Dickens, M Hall and [S Wood], 'Review of research into the impact of employment relations legislation', Employment Relations Research Series No. 45, Department of Trade and Industry, 132 pp

P Edwards [and J Wajcman], *The Politics of Working Life*, Oxford: OUP, xvii + 317 pp.

Journal Articles and Book Chapters

[P Almond, T Edwards], T Colling, [A Ferner, P Gunnigle, M Muller-Camen, J Quantanilla and H Wachter], 'Unraveling Home and Host Country Effects: An Investigation of the HR Policies of an American Multinational in Four European Countries', *Industrial Relations*, 44, 2, 276-306

J Arrowsmith, 'Pay bargaining in the UK', *International Labor Brief* 3: 6, June. 12-20.

[I Clark] and T Colling, 'The Management of Human Resources in Project Management Led Organizations', in Stephen Bach (ed), *Managing Human Resources: Personnel Review*, 34, 2, 178-191

T Colling, 'Managing Human Resources in the Networked Organisation', In Stephen Bach (ed.) *Managing Human Resources: Personnel Management in Transition*, Oxford: Blackwell, 90-113

A Danieli and [C Woodhams], 'Disability frameworks and monitoring disability in local authorities: a challenge for the proposed Disability Discrimination Bill', *Working Futures? Disabled people, policy and social inclusion*, Policy Press, 91-106

A Danieli and [C Woodhams], 'Emancipatory Research Methodology and Disability: A Critique', *International Journal of Social Research Methodology*, 8, 281-296

D. Dean, 'Recruiting a Self: Women Performers and Aesthetic Labour' *Work, Employment and Society*, 19, 761-774

L Dickens, 'Walking the Talk' Equality and Diversity in Employment', in Stephen Bach (ed), *Managing Human Resources: Personnel Management in Transition*, Oxford: Blackwell, 178-208

P Edwards, 'The Challenging but Promising Future of Industrial Relations: Developing Theory, Method and Relevance in Context-sensitive Research', *Industrial Relations Journal*, 36 (4): 264-82.

P Edwards, 'The Puzzle of Work: Insecurity and Stress and Autonomy and Commitment', in A F Heath, J Ermisch and D Gallie, eds, *Understanding Social Change*, Oxford: OUP, 93-124.

P Edwards, 'Discipline and Attendance: A Murky Aspect of People Management' in S Bach, ed., *Managing Human Resources: Personnel Management in Transition*, Oxford: Blackwell, 375-97.

- [T Edwards, P Almond, I Clark], T Colling and [A Ferner], 'Reverse diffusion in multinational companies: barriers from the American business system', *Journal of Management Studies*, 42, 6, 1261-1286
- [A Ferner, P Almond] and T Colling, 'Institutional Theory and the Cross National Transfer of 'workforce diversity' in US Multinationals', *Journal of International Business Studies*, 36, 304-321
- [A Ferner, P Almond], T Colling and [T Edwards], 'Policies on Union Representation in US Multinationals in the UK: Between Micro-Politics and Macro-Institutions', *British Journal of Industrial Relations*, 43, 4, 703-728
- A Greene and [G Kirton], 'Trade Unions and Diversity', *Handbook of Workplace Diversity*, Sage
- A Greene, [G Kirton and J Wrench], 'Trade Union Perspectives on Diversity Management: A Comparison of the UK and Denmark', *European Journal of Industrial Relations*, 11, 179-196
- M Hall, 'Assessing the Information and Consultation of Employees Regulations', *Industrial Law Journal*, 34, 103-126
- M Hall, 'Information and consultation in financial services: coping with partial unionisation', in J Storey (ed) *Adding value through information and consultation*, Palgrave Macmillan, 254-269
- M Hall, 'Using a multi-level consultation framework: the case of B&Q', in J Storey (ed) *Adding value through information and consultation*, Palgrave Macmillan, 240-253
- M Hall and P Marginson, 'Trojan horses or paper tigers? Assessing the significance of European Works Councils', in B Harley et al (eds) *Participation and democracy at work*, Palgrave Macmillan, 204-221
- [E Heery] and M Simms, 'Union organising under certification law in Britain in G. Gall (ed.) *Union Recognition: Organising and Bargaining Outcomes*. Routledge.
- [G Kirton] and A Greene, 'Gender Equality and Industrial Relations in the 'New Europe'' *European Journal of Industrial Relations*, 11, 141-149
- P Marginson, 'Industrial relations at European sector level: the weak link?', *Economic and Industrial Democracy*, 26, 511-40
- P Marginson, 'The changing relationship between sector- and company-level collective bargaining', *Recent developments in European industrial relations*, SER, 47-59
- P Marginson and [F Traxler], 'After enlargement: preconditions and prospects for bargaining coordination', *Transfer*, 11, 423-38
- G Meardi, 'The Legacy of Solidarity: Class, Democracy, Culture and Subjectivity in the Polish Social Movement', *Social Movement Studies*, 4, 261-80
- V Pulignano, 'Union responses to 'multi-enterprise' factories in the Italian motor industry', *Industrial Relations Journal*, 36, 2, 157-173
- V Pulignano, 'EWCs and Cross-National Employee Representative Coordination. A Case of Trade Union Cooperation?', *Economic and Industrial Democracy*, 26, 3, 383-412
- V Pulignano, 'Rappresentanza del sindacato e spazio europeo: uno studio comparato sull'esperienza dei Cae in due settori', *Giornale di Diritto del Lavoro e Relazioni Industriali*, 105, 1, 105-134

V Pulignano, [with P Stewart, J Ramalho, A Danford and M Santana] 'High Performance Work Regimes and the Quality of Working Life in the Automobile Industry (Brazil, Britain, and Italy)', *Revista Estudos do Trabalho/Estudios del Trabajo*, n.3

M Simms, 'The transition from organizing to recognition: a case study' in G. Gall (ed.) *Union Recognition: Organising and Bargaining Outcomes*, Routledge.

Conference Papers and presentations

A Danieli and [C Woodhams], 'Disabled workers and employment patterns: Evidence from two organisations.', The Fifth International Conference on Diversity in Organisations, Communities and Nations, The Institute of Ethnic Administrators, Beijing, June

A Danieli and [C Woodhams], 'Gaining Access for Researching Sensitive Subjects: the Carrot or the Stick?', Gender, Work and Organization. 4th International Interdisciplinary Conference, Keele University, June

[J Bélanger] and P Edwards, 'Towards a Political Economy of the Multinational Companies', Symposium on Globalization, Multinationals and Work, Academy of Management Conference, Hawaii, August

T Colling, 'Trade unions and the enforcement of statutory individual employment rights.', Staff Seminar, Keele University, March

D Dean, "'Here come the fairy people"... The performers' union Equity and its operation in non-standard sectors', British Universities Industrial Relations Association, University of Northumbria, July

P Edwards, 'Employment Relations in Britain: Survival and Substantive Renewal, but New Theoretical Challenges', Presentation to Annual Conference of Labor and Employment Relations Association, Philadelphia, January

P Edwards, 'Productivity and Employment Relations: a New Approach and the Case of SMEs', to Table Ronde, "Réflexions sur la productivité, l'efficience et la compétitivité", Université de Montréal, January

P Edwards, Invited participant, 'Open Futures Workshop', Lancaster University, February

P Edwards, 'Employment Relations in Small Firms: How Far Does Critical Realism Assist Research and Policy?' seminar paper, de Montfort University, April

P Edwards, 'Workplace Justice and Organizational Efficiency: Time to Strengthen the Connections?' Annual Keele Employment Relations Lecture, June

P Edwards, 'IR: DIY CR', paper to Critical Realism stream, Critical Management Studies Conference, Cambridge, July

P Edwards, 'Critical Realism and Employment Relations', contribution to HRM symposium, British Academy of Management annual conference, Oxford, September

P Edwards, 'A Political Economy of Work', seminar presentation, HEC Montréal, September

P Edwards, 'The Continuing Importance of an Industrial Relations Perspective on the World of Work', seminar presentation, Université Laval, Quebec, September

P Edwards, 'Subordination: Is the Concept Still Useful?' presentation to CRIMT Conference, Magog, Quebec, September

- P Edwards, 'The Benefits of Labour Market Regulation', presentation to LSE MSc students, October
- P Edwards, Invited participant, ESRC / British Academy Conference on 'Europe: Addressing the Socio-economic Agenda', London, November
- M Hall, 'A cool response to the ICE Regulations?', Industrial Relations Journal workshop, London School of Economics, March
- M Hall, 'The implementation of the ICE Regulations: what can we learn from European Works Councils?', Industrial Law Society spring conference, London, May
- M Hall, 'Employee-driven organisations: implementing the information and consultation Directive', Chartered Institute of Personnel and Development annual conference, Harrogate, October
- M Hall, D Adam and A Koukiadaki, 'Results of the WMERF information and consultation survey', West Midlands Employment Relations Forum seminar, Lichfield, November
- [G. Kirton], A. Greene and D. Dean, 'Diversity Champions as Change Agents - Tempered Radicals or Liberal Reformers?', Gender Work and Organisation, Keele University, June
- S Liff, 'Women in Computing: Why the internet hasn't made a difference (and what might ...)', 3rd European Symposium on Gender and ICT, Open University
- [S MacDonald] and S Liff, 'Working for the Family', Gender Work and Organisation Conference, Keele University, June
- [S MacDonald, B Sullivan-Taylor] and D. Dean, 'Learning to research: exploring the process', 4th European Conference on Research Methodology for Business and Management Studies, Université Paris-Dauphine, April
- [S MacDonald], D. Dean and [B Sullivan-Taylor], 'Unlocking fieldwork: recognising the personal', European Group for Organizational Studies Colloquium, Berlin, July
- P Marginson, 'EU enlargement and the changed prospects for Europeanisation of industrial relations', GIRA-Jahrestagung, Trier, October
- P Marginson, 'Employee participation in a European perspective', Europeanisation and Organised Labour: an unsolved dilemma, University of Warwick, November
- P Marginson, 'European integration and industrial relations: author meets critics', SASE, Budapest, 30 June-3 July
- P Marginson, 'Europeanisation and regime competition: labour market regulation and EU integration', Luigi Einaudi Lecture, Cornell University, April
- P Marginson, 'Industrial relations in the EU: between Europeanisation and decentralisation', CRIMT Masterclass, Montreal, April
- G Meardi, 'Social Pacts on the Road to EMU', Society for the Advancement of Socio-Economics, Budapest, 30 June-3 July
- G Meardi, P Marginson, A Toth, M. Stanojevic, M. Frybes and M Fichter, 'Varieties of Multinationals', European Sociological Association, Torun, September

- J Parker, 'Diversity, Equality and Democracy: A National Survey of Women's Groups in British Unions', British Universities' Industrial Relations Association (BUIRA), University of Northumbria, July
- V Pulignano, 'Past and Future About Social Concertation: Reflections on the Italian Experience in Europe' European Sociological Association, Torun, September
- V Pulignano, 'Going national or European? Local trade union politics within multinational business contexts', International Workshop "Europeanisation and Organised labour: An Unsolved Dilemma?", University of Warwick, November
- S Rohlfer, 'Benchmarking and its implications for employment relations in the UK and Germany', 13th International Employment Relations Association (IERA) Annual Conference, Aalborg, June
- S Rohlfer, 'Unlocking organisational learning through managerial practice? - the embedded character of benchmarking and the consequences for organisational learning', 21st European Group for Organizational Studies (EGOS) Colloquium, Berlin, July
- S Sen Gupta, 'The impact of trade unions on the Employee Share Ownership and Performance relationship', analysis using the WERS 98 dataset', British Universities Industrial Relations Association, University of Northumbria, July
- S Sen Gupta, 'Do Employee share ownership schemes contribute towards greater economic and industrial democracy', an analysis using the WERS98 cross section data set', European Academy of Management (EURAM), Munich, May
- M. Simms, "What are we organising for?": Evidence on organising campaign outcomes from five case studies, British Universities' Industrial Relations Association (BUIRA), University of Northumbria, July
- [L Sweeney, J Coughlan] and D. Dean, 'Stakeholder differentiation in Corporate Social Responsibility reporting: a multi-industry view of practice', Irish Academy of Management Annual Conference, Mayo Institute of Technology, Galway, September
- C-J Tsai, 'Reward and incentive compensation and organizational performance: evidence from the semiconductor industry', Performance and Reward Conference, Manchester, April
- C-J Tsai, 'HPWS and organizational performance', European Academy of Management (EURAM) conference, Munich, May

Shorter publications

- J Arrowsmith, 'Making a European Council work: Case of HSBC', *European Works Council Bulletin*, (November/ December), 8-11.
- M Hall, 'UK information and consultation Regulations finalised', *European Works Councils Bulletin 55* (January/February), 6-12
- M Hall, 'New study of EWC practice', *European Works Councils Bulletin 55* (January/February), 18-20
- M Hall, 'Commission sets out EU strategy on restructuring', *European Works Councils Bulletin 57* (May/June), 5-7
- M Hall, 'Joint statement on EWCs published by EU social partners', *European Works Councils Bulletin 57* (May/June), 8-10

M Hall, 'EU restructuring forum meets for first time', *European Works Councils Bulletin* 58 (July/August), 8-10

M Hall, 'Restructuring and EWCs: views of EU-level social partners', *European Works Councils Bulletin* 59 (September/October), 15-17

M Hall, 'Information and consultation Bill published in Ireland', *European Works Councils Bulletin* 59 (September/October), 17-19

M Hall, 'UK information and consultation activity assessed', *European Works Councils Bulletin* 60 (November/December), 5-7

P Marginson, 'The GlaxoSmithKline EWC in profile' *European Works Councils Bulletin* 56 (March/April), 14-18

G Meardi, [A Toth] and V Pulignano, 'EWCs and organisational change: The case of General Electric', *European Works Councils Bulletin* 58, (July/August), 10-13

Warwick Papers in Industrial Relations and other working papers series

R Donaghy, Responses from: J Cridland, F O'Grady and W Brown, L Dickens (ed) , 'The Changing Landscape of Employment Relations in Britain', Warwick Papers in Industrial Relations No 78

M Hall, 'How are employers and unions responding to the Information and Consultation of Employees Regulations?', Warwick Papers in Industrial Relations No 77, 21 pp

J Parker, 'The Many Faces of Eve: Women's Groups, Diversity and Democracy in British unions', Warwick Papers in Industrial Relations No 76, February

P Edwards, C-J Tsai, S Sen-Gupta and [M Ram], 'The Embeddedness of Productivity and Performance: Towards a Framework Based on Small Firms', AIM Working Paper 16, March

IRRU/UK contributions to the European Industrial Relations Observatory
(<http://eiro.eurofound.eu.int/>) during 2005

In briefs (M Hall unless otherwise indicated)

January	Government announces policy on age discrimination and retirement Government consults on draft Regulations on working time in road transport
February	Employee consultation legislation finalised Unions to hold strike ballots over public sector pensions changes
March	-
April	Talks on public sector pensions avert planned strike Job cuts announced at Peugeot plant
May	Official statistics highlight union membership trends
June	Government to extend leave rights for parents and carers
July	CBI opposes changes to statutory collective bargaining requirements
August	Draft age discrimination legislation published
September	Union modernisation fund up and running Unions sign partnership agreement with disability charity CSC and Amicus agree offshoring deal
October	TUC rejects EU constitution TUC conference highlights government-union tensions Increase in national minimum wage takes effect Agreement reached to end Gate Gourmet dispute Government-sponsored report focuses on tackling long working hours
November	Government and unions agree public sector pensions framework
December	CAC receives first cases under consultation Regulations Union highlights exploitation of Polish migrant workers in UK

Features

January	Staff absence a concern for both unions and employers (J Arrowsmith) Changes to incapacity benefit under discussion (H Newell) Agreement on implementation of pay reforms in National Health Service (D Winchester)
February	Automotive sector developments reviewed (J Batchelor)
March	-
April	Labour migration policies under debate (D Winchester)

	Government sets out education and skills reforms (J Payne)
	Union membership gender gap closes (J Parker)
	Parties outline contrasting election policies on employment relations (M Hall)
	Issues and trends in pay and benefits practice for HR professionals in the UK (J Arrowsmith)
	Bleak future predicted for trade unions (J Arrowsmith)
May	Government outlines new proposals to implement skills strategy (J Payne)
	Job losses and strike threats hit banking sector (J Arrowsmith)
	End of the line for MG Rover (J Batchelor)
	National minimum wage reviewed (P Edwards)
	Research highlights discrimination against pregnant women in the workplace (J Parker)
	Commission issues communication on restructuring and employment (M Hall)*
June	Mixed UK reaction to developments concerning amendment of EU working time legislation (M Hall)
	EU social partners issue joint statement on EWCs (M Hall)*
July	Employers and unions respond to proposed improvements to parents' and carers' rights at work (G Kirton)
	Ethnic minorities still disadvantaged in employment (J Arrowsmith)
August	Health care assistants fill nursing gap (S Bach)
	Social partners reply to European Commission on restructuring and EWCs (M Hall)*
September	British Airways' Heathrow flights grounded by dispute at Gate Gourmet (J Arrowsmith)
	Survey reveals continued erosion of collective representation at the workplace (P Marginson)
	Disagreement over impact of right to request flexible working and wider employment regulation (J Arrowsmith)
October	CBI publishes survey of employment trends (M Hall)
	Uncertainty continues following sale of MG Rover to Nanjing Automobile Corporation (J Batchelor)
	Concern over bullying in the workplace (J Arrowsmith)
November	Government unveils new family friendly employment legislation (M Hall)
December	Pensions Commission publishes final report (H Newell)

* EU-level features written on behalf of Industrial Relations Services (IRS), EIRO's EU-level centre.

Thematic features

Unskilled workers (C Lloyd)
Industrial relations in the railways sector (J Arrowsmith)
Temporary agency work (D Winchester)
Collective dispute resolution (L Dickens)
Youth at work (H Newell)

Annual review

2004 annual review for the UK (M Hall)

UK contributions to comparative studies

Minimum wages (J Arrowsmith)
Industrial relations in airlines (H Newell)
Industrial relations in agriculture (H Newell)
Relocation of production (P Marginson)
Social partners and social security systems (H Newell)
Industrial relations in SMEs (P Edwards)

UK contributions to annual updates

Pay developments 2004 (J Arrowsmith)
Working time developments 2004 (J Arrowsmith)
Developments in industrial action 2000-4 (J Arrowsmith)

IRRU/UK contributions to the European Working Conditions Observatory (EWCO)
(<http://www.eurofound.eu.int/ewco/>) during 2005

News updates:

July Flexible working practices on the increase - J Parker
September Surveys on stress and attendance management - P Edwards
November Career paths of part-time workers – J Payne
December Survey highlights recruitment difficulties and skills gaps – J Payne

Topic Report

December Teamworking – H Newell

Survey Data Report

November Workplace employment practices in Britain survey, 2004 - P Marginson

Forthcoming publications

J Arrowsmith, and P. Marginson, 'The European cross-border dimension to collective bargaining in multi-national companies', *European Journal of Industrial Relations*, 12:2

J Arrowsmith, *Temporary Agency Work in the Enlarged EU*. European Foundation for the Improvement of Living and Working Conditions

- [J Bélanger] and P Edwards, 'Towards a Political Economy Framework: TNCs as National and Global Players', in A Ferner, J Quintanilla and C Sanchez, eds, *Multinationals, Institutions and the Construction of Transnational Practices*, Basingstoke: Palgrave
- T Colling, [P Gunnigle, A Tempel and J Quintanilla], 'Collective representation and participation', *American Multinationals in Europe: Human Resource Policies and Practice*, Oxford University Press
- T Colling, 'What happened when the Americans took over Britain's electricity industry' Exploring trans-national sector effects on employment relations', *International Journal of Human Resource Management*
- T Colling, 'What space for unions on the floor of rights' Trade unions and the enforcement of statutory individual employment rights', *Industrial Law Journal*
- L. Dickens and [A. Neal], 'Changing Times Changing Needs', in L. Dickens and [A. Neal] (ed), *Changing Institutional Face of British Employment Relations*, Kluwer
- L. Dickens, 'Re-regulation for gender equality: from 'either/or' to 'both'', *Industrial Relations Journal*, 37, Blackwell
- L. Dickens and [A. Neal], *The Changing Institutional Face of British Employment Relations*, Kluwer
- M Hall, 'Unions review EWCs in graphical sector', *European Works Councils Bulletin* 61 (January/February 2006)
- P Edwards, 'Power and Ideology in the Workplace: Going Beyond Even the Second Version of the Three-Dimensional View', *Work, Employment and Society*.
- P Edwards and [M Ram], 'Surviving on the Margins of the Economy: Working Relationships in Small Low-wage Firms', *Journal of Management Studies*.
- P Edwards, [J Bélanger] and M Wright, 'The Bases of Compromise in the Workplace: A Theoretical Framework', *British Journal of Industrial Relations*.
- [T Jones, M Ram] and P Edwards, 'Ethnic Minority Business and the Employment of Illegal Immigrants', *Entrepreneurship and Regional Development*.
- [G Kirton] and A Greene, 'The Discourse of Diversity in Unionised Contexts: Views from Trade Union Equality Officers', *Personnel Review*, 35
- [M Korczynski, R Hodson] and P Edwards, eds, *Social Theory at Work*, Oxford: OUP.
- P Marginson and G Meardi, 'EU Enlargement & the FDI Channel of Industrial Relations Transfer', *Industrial Relations Journal*, 37
- [R McIlroy] and P Marginson, 'The West Midlands: a mixture of promising and faltering steps', in I Regalia (ed) *Regulating New Forms of Employment*, Routledge
- G Meardi, 'Multinationals' Heaven' Uncovering and Understanding Worker Responses to Multinational Companies in Post-communist Central Europe', *International Journal of Human Resource Management*, 17
- G Meardi, 'Social Pacts on the Road to EMU: A Comparison of the Italian and Polish Experiences', *Economic and Industrial Democracy*, 27

G Meardi, 'I sindacati', Guida all'Europa Orientale e Balcanica, Il Mulino

G Meardi and [A Toth], 'Who is Hybridising What? Insights on MNCs? employment practices in Central Europe', *Multinationals and the construction of transnational practices: Convergence and Diversity in the Global Economy*, Palgrave

J Parker, 'Towards Equality and Renewal: Women's Groups, Diversity and Democracy in British Unions', *Journal of Economic and Industrial Democracy*.

C-J Tsai 'High Performance Work Systems and Organizational Performance: an Empirical Study of Taiwan's Semiconductor Design Firms', *International Journal of Human Resource Management*

[P Wheeler] and A Danieli, 'Employment policy and disabled people, old wine in new glasses?', *Disability and Society*

[C Woodhams] and A Danieli, 'Disability Frameworks and Monitoring Diversity at Work', *The International Journal of Diversity in Organisations, Communities and Nations*, 4, 271-278