

Track 2: Voice at Work: New Challenges, New Forms

Tuesday 4 September, 11 – 12.30

Statutory Participation: UK Experiences

Chair: Anne McBride

	'An Umbrella Full of Holes': Corporate Restructuring, Redundancy and the Effectiveness of ICE Regulations	C Baldry, A Danford, P Steward, <i>P Taylor</i>	820
	Case Study Evidence on the Impact of the 2002/14 EU Framework Directive on Information and Consultation of Employees in the UK	S Deakin, <i>A Koukiadaki</i>	879
	The Impact of the Information and Consultation of Employees Regulations on UK Workplaces	M Hall, S Hutchinson, J Parker, J Purcell, <i>M Terry</i>	902
	European Works Councils in British Workplaces	<i>D Redfern</i>	971

Perspectives on Union Renewal

Chair: Andy Danford

	What nexus? The Trades Union Congress (TUC) and Social Movement Unionism	<i>J Parker</i>	674
	Union Recognition Legislation as a Stimulant to Employer Anti-Unionism in Britain and the Republic of Ireland	<i>G Gall</i>	682
	Leadership and Union Militancy	<i>R Darlington</i>	804
	Seafarers in a global world: the changing needs of seafarers for advice, support and representation	<i>S McKay, T Wright</i>	1086

Tuesday 4 September, 13.30 – 15.00

Globalization & Worker Voice

Chair: Peter Turnbull

	Labour Standards in the Baltic new Member States: European Convergence or Divergence? - An Empirical Analysis of Estonia, Latvia and Lithuania	D Calite, E Kallaste, <i>C Woolfson</i>	686
	Trade Unions, Employers' Associations and New Actors in Employment Relations	<i>T Fashoyin</i>	675
	Dimensions of Internationalism and the Politics of the Labour Movement: Understanding the politics and organisational aspects of labour co-ordination	<i>M Martinez Lucio</i>	904
	From Risk Minimization to Risk Management: Labour & Management Goals in Industrial Relations in the Post-Global Era	<i>A Verma</i>	1020

Tuesday 4 September, 15.30 – 17.45

Voice Effects
Chair: Anil Verma

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	Is there still power in a union?	A Charlwood	817
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	Do Unions Systematically Affect Workplaces' Employment Growth? An Empirical Investigation in the French Context.	R Bourguignon	968
	Traditional versus non traditional voice mechanisms in France: evidence from the REPOSE survey	T Amosse, L Wolff	993

Gender & Voice
Chair: Valeria Pulignano

	Cross-constituency organizing in Canadian Unions: A vehicle for union renewal	L Briskin	809
	Union voice responding to a new challenge: work life balance	F O'Brien-Smith, M Rigby	829
	Gender, Culture and Leadership in Labour Movements	J Cain, S Ledwith	973
	Can Female Pension Trustees Make a Difference in the UK?	S Sayce	974
	The revitalisation of trade union representation : a women's issue ? The case of France, UK and Hungary	C Guillaume, S Pochic	1028
	Gender: a relevant element of management culture? Equal opportunities between Diversity Management, regulation and „good will“	A Scheele	1075

Union Structure
Chair: Melanie Simms

	Trade Union Morphology	J Fiorito, M Horn, P Jarley	782
	Union mergers as a revitalisation strategy? The role of post-merger integration.	A Kirsch	869
	Democracy, gender & change during a union merger	L L Hansen	995
	Union Mergers and Gender Democracy	A McBride, J Waddington	1012
	Regeneration or 'crisis' in French trade unionism? An ethnographic study of local union activists in the breakaway movement SUD-Rail	H Connolly	1017

Wednesday 5 September, 10.30 – 12.30

Multinational Corporations & Voice
Chair: Deborah Dean

	Globalization and Labour Relations in Portugal – Preliminary Results	A Guerreiro, M Kolorova, C Nunes, M Pires de Lima	793
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	The Cross-Border Employment Relations Approaches of Multinationals in Highly Internationalized Industries: Does Nationality of Ownership still Matter?	<i>M Allen, A Heise, F McDonald, H Tuselmann, S Voronkova</i>	818
	Channels and coverage of employee voice in multinational companies operating in Britain	<i>P Edwards, T Edwards, A Ferner, P Marginson, O Tregaskis</i>	833
	Charting the contours of employment relations in foreign-owned MNCs: survey evidence from the Republic of Ireland	<i>P Gunnigle, J Lavelle, A McDonnell</i>	1039

Demand for Voice
Chair: David Nash

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	Determinants of informal collective action and attitudes towards trade unions among non-unionised workers with problems at work	<i>A Charlwood</i>	1049
	Employer Exposure and Trust	<i>A Danford, T Nichols, A Tasiran</i>	1082

Perspectives on Codetermination
Chair: Bill Roche

	Worker representation in Europe – how different pieces of a jigsaw can be fitted together ?	<i>R Jagodzinski, N Kluge, M Stollt</i>	814
	Employee Voice in Australia: Moving Towards European Models	<i>A Forsyth</i>	828
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	Employee representatives (ERs) at board level – ensuring productivity or democracy at work?	<i>I M Hagen</i>	1092
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	From German to European Co-determination – negotiating employee participation in a European Company (SE)	<i>N Klude, H Knudsen, T Muller</i>	1060

Wednesday 5 September, 13.30 – 15.30

Worker Voice in an International Economy
Chair: Steve French

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	More Europe or More Conflict? Dialogue and Disputes on the European Waterfront	<i>P Turnbull</i>	827
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	Independent collective employee voice: structural and ideological factors in the survival of Europe's trade unions	<i>S Jefferys</i>	1096

New Forms of Voice

Chair: Sue Ledwith

	Worker voice and the role of Citizens Advice	<i>B Abbott</i>	791
	The Experience of Unorganised Workers using the Citizens Advice Bureau as 'Voice' at work.	<i>A Pollert</i>	776
	Dynamics and structural changes of CSR: new actors, networks and coalitions towards alternative forms of workers representation	<i>M-A Gonzalez Perez, T McDonough</i>	875
	The Role of Organizational Ombuds Programs in Worker Voice	<i>D Casey, A Eaton</i>	1115
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Union Organising

Chair: Jack Fiorito

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	Organising for learning/learning for organising: a case study of UNISON's approach to workplace learning in the UK	<i>J Heyes, A Munro, H Rainbird, J Smith</i>	848
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Thursday 6 September, 13.30 – 15.30

Partnership & union-employer relations

Chair: Heather Connolly

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	Who Gains from Partnership?	<i>B Roche</i>	1079
	Responding to the fragmentation of work: union strategies in the face of privatisation and outsourcing	<i>R Pond</i>	1089

Workforce Migration
Chair: Steve Jefferys

	The function of migrant labour within North Staffordshire: between reliability, cost reduction and worker substitution.	<i>S French, J Mohrke</i>	798
	Strong trade unions meet migrant workers. Locating, monitoring and recruiting migrant workers in the Danish construction sector	<i>S K Anderson, J Arnholtz</i>	989
	From Source to Destination Country - Can policy Changes and Network Effects Explain the Portuguese Migration Record?	<i>P Gonzalez, J Varejao</i>	1004
	Cross Border Trade Union Collaboration and Polish Migrant Workers in the Britain	<i>I Fitzgerald, J Hardy</i>	1044

Statutory participation European experiences
Chair: Jeremy Waddington

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