**International Employment Relations Network List**

**(IERN-L)**

**A Miscellany of International Employment Relations News**

Miscellany 9, 6 March 2012

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**Main Stories**

**Australia: Victorian police union's power exposed**

IR/Australia/Victoria/ Police Union/Government/FWA

Source; The Australian, 3 March 2012. Web/URL: <http://www.theaustralian.com.au/news/nation/victorian-police-unions-power-exposed/story-e6frg6nf-1226287809395>

University of Adelaide legal academic Andrew Stewart, who advised the federal government on its drafting of the Fair Work laws, said it was "plausible" for the Baillieu government to claim an agreement reached with the Police Association backing changes to the state's Police Regulation Act would deliver improved productivity.

However, Professor Stewart said the most remarkable aspect of the agreement was the government felt the need to negotiate with the police union over proposed changes to legislation.

"While it is not fanciful to say there is a productivity dividend here, it is a remarkable suggestion in the context of what has happened with public-sector employment relations over the past 20 years, to suggest that these legislative changes can only be made with the approval of the Police Association," Professor Stewart told The Weekend Australian.

"Neither the police force nor the Police Association has any right of veto over the way in which police are regulated.

"It underscores the fact that the Police Association has a level of political power that is far in excess of any other trade union." ....

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**India: Unions … Unite in General Strike for Worker, Economic Justice**

IR/India/General Strike

Source: AFL-CIO, 29 February 2012. Web/URL: <http://www.aflcio.org/Blog/Global-Action/Unions-in-India-Unite-in-General-Strike-for-Worker-Economic-Justice>

All trade unions in India united around a common agenda and staged a general strike Tuesday demanding workers’ rights and economic justice.

The Indian newspaper [**The Hindu**](http://www.thehindu.com/news/national/article2932593.ece) reports that the solidarity of the more than 5,000 unions representing millions of members affiliated to India’s trade confederations centers around demands, which seek:

strict enforcement of all basic labor laws without any exception or exemption and stringent punitive measures for violation; a universal social security cover for unorganized sector workers without any restriction and creation of a National Social Security Fund.

India’s union members represent the nation's full political spectrum and Gurudas Dasgupta, general secretary of the All India Trade Union Congress, says the government’s economic policies:

have undermined the interests of workers to such an extent that trade unions representing the Left, Right and Centrist parties have been forced to come together. Such unity was not witnessed even during or after the [**Emergency**](http://en.wikipedia.org/wiki/The_Emergency_%28India%29).

For 21 months in 1975 to 1977, the Indian government declared a state of emergency and suspended civil liberties and elections.

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**Nigeria:** **Jonathan to varsities: Stop strikes**

**IR/Nigeria/ Universities/Strikes**

**Source; The Sun, 4 March 2012. Web/URL:** <http://www.sunnewsonline.com/webpages/news/national/2012/mar/04/national-04-03-2012-002.html>

President Goodluck Jonathan has called on university authorities to put a stop to incessant industrial actions, which he said hamper solution of the numerous problems facing higher institutions. The president urged university staff to eschew the strike option as a means of getting their demands met by the government.
Speaking during the 26th Convocation Ceremony of the University of Calabar on Saturday, Jonathan said it is only when staff unions do away with strike as a means of settling disputes with government that Nigerian universities would truly be on their way to occupying their rightful place among great institutions of learning around the world.
Represented by the Minister for Education, Prof Raqqayatu Ahmed, the president said unbridled strikes inflict pain on the students and do more harm than good to the university system. He said: “Education sector is one of the key areas undergoing reform, and part of the reasons for this is to ensure that students and the nation are well served by the schooling system.”
The president disclosed that the Federal Government has mandated tertiary institutions to introduce entrepreneurial skills training into their curriculum. According to him, this would ensure that youths leave school with skills that will turn them into job creators, rather than waiting for years to secure their dream jobs. ...He also urged the university to strengthen it’s efforts at internally generated revenue and exploration of external funding possibilities as government alone cannot provide all the funds needed to run the institution.

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**Nigeria: Payment of varsity workers salary creates tension**

IR/ER/Nigeria/Payment Systems/University/Ghost Workers

Source: *Punch*, 5 March 2012. Web/URL: <http://www.punchng.com/news/payment-of-varsity-workers-salary-creates-tension>

University workers have kicked against moves by the Federal Government to pay their salaries into their bank accounts directly starting from March.

Our correspondent learnt that the move is aimed at checking the activities of corrupt officials who put fictitious names in payment vouchers.

In a memo, the government said the salaries would be paid through the Federal Ministry of Finance.

The government added that payment of salaries and allowances would be made online.

In a memo titled, ‘Federal Government Directive on the Payment of Staff emoluments’, signed by the Registrar, University of Lagos, Mr. Oluwarotimi Shodimu, and dated February 21, 2012, the university ordered the workers to fill the IPPIS Service Wide Online Registration form and submitted same to their heads of departments or units or risked forfeiture of their salaries.

Though none of the executive members of the Academic Staff Union of Universities could be reached for comments on the new policy, some workers, including lecturers, said they were against the development.

A UNILAG lecturer said, “If the Federal Government want to eliminate ghost workers, must all of us be made to suffer? Why is it introducing what will obviously erode the autonomy of universities? If they suspect that cases of ghost workers in some universities, why can’t they employ another strategy to detect this?”

At the University of Ibadan, a member of ASUU, Dr. Kehinde Kester, said though workers in the institution were aware of the new policy, the unions were still studying the situation before reacting to it.

However, some workers expressed their fears that the policy might be counter-productive as the country lacks the facilities to effectively run a cashless society.

An Obafemi University Ile-Ife lecturer said, “If you are short paid, who do you go to? If the policy is aimed at eliminating the problem of ghost workers, how will the government prevent corruption at the point of entry of workers’ particulars into its data? This policy may lead to another round of crisis in federal universities.”

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**UK: Jobseekers forced to clean private homes and offices for nothing**

ER/UK/Work Experience/Dodgy Labour Procurement Agencies

Source: The Guardian 24 February 2012. Web/URL: <http://www.guardian.co.uk/politics/2012/feb/24/jobseekers-unpaid-work-placements?INTCMP=SRCH>

Unpaid jobseekers have been forced to clean private homes and offices for more than a month at a time under government employment schemes, despite mounting evidence that the controversial policy is reducing the overall availability of paid work by replacing temporary jobs and overtime for other staff.

A succession of high street shops have pulled out of the schemes this week amid criticism that using unpaid labour to carry out routine tasks such as filling shelves amounts to a public subsidy for employers, but the practice extends far beyond the retail industry.

The Guardian has now discovered through a freedom of information request that a major government contractor, Avanta, has compelled jobseekers to work as unpaid cleaners in houses, flats, offices and council premises under the work programme.

The Department for Work and Pensions (DWP) has previously stated that all mandatory schemes must be for "community benefit". However, under government rules, this can be defined as increasing the profit of organisations where the unemployed are sent to work without pay.

Avanta has said that its schemes are not mandatory, but like all back-to-work companies involved in the work programme, it is able to refer jobseekers back to the job centre for sanctions.

Rebecca Fagan, a manager at [DC Property Maintenance](http://www.dc-propertymaintenance.co.uk/) in Sussex, said that it had been sent "loads" of jobseekers from Avanta during the last two years. "They normally come for four weeks and they are put with other team members," she said.

The unpaid work involves cleaning houses and flats in the Sussex area as well as offices. When asked if they were job shadowing, she replied that "they are actually doing" cleaning.

Over the last two years she said that she had had 20-25 unpaid cleaners through the work programme and the previous new deal scheme. According to Fagan, the firm, which employs 18 full-time staff including those in head office, had hired six or seven during those two years.

"It gets them back into work," she said. She added that the firm had been passed four to five jobseekers in the last six months alone, usually for four weeks at a time. "Sometimes we ask the job centre or local scheme if they want to extend that four weeks if we think we really want to employ them but it is not the right time." She confirmed that even when the placements were extended they were still not paid.

"We find it the best way to see how people work when on jobs," she said. "Most of them, you find that they are eager to get back into the workplace. They are really trying to get back into a job. Some, you can tell they are doing it for the sake of keeping their [benefits](http://www.guardian.co.uk/society/benefits)."

She added that her other staff were happy and did not believe it was replacing other shifts.

[This update was inserted on 29 February 2012:] A second company, [Town and Country Cleaners](http://www.townandcountrycleaners.co.uk/), was also listed on the freedom of information document as an Avanta placement provider in the Kent-Sussex area. However, director David Rushton stated unequivocally: "Town & Country Cleaners do not use unpaid cleaners supplied by Avanta or anyone else."

Following publication of the Guardian article the company checked its records and found, he said, that "we have only used the [Avanta placement] service once for one individual who came to work in our customer service department, an office based position, from 25 July to 12 August last year". [See footnote]

Responding to questions about why it was sending jobseekers to get [work experience](http://careers.guardian.co.uk/work-experience) as cleaners, Avanta said: "Our approach is to work closely with our customers to understand the type of job that they are looking for and create a personalised package of support that will enable them to get a job with long-term prospects … We provide a broad range of placements with employers from different business sectors.

"We work with many employers who have recruited staff following work experience placements and we believe that work experience is a vital tool in helping long-term unemployed people find work."

Nonetheless, evidence sent to a government committee suggests some employers have been replacing temporary staff and taking away overtime hours.

Minutes from the social security advisory committee, an official and impartial body set up to advise the DWP on [welfare](http://www.guardian.co.uk/politics/welfare) policy, suggest evidence had already surfaced by December that employers were using unpaid schemes to fill seasonal vacancies.

"Many retail jobs required staff to work for 16 hours each week, with overtime payable for any hours worked beyond that. Work experience allowed for 25 hours work activity, so overtime to permanent staff was being reduced or removed," the minutes noted. "There was also evidence to suggest that work experience placements were being taken on to cover Christmas vacancies."

A DWP official told the committee that Jobcentre Plus required employers to sign a declaration confirming no jobs would be displaced through participation in the work experience scheme, but said the department was "working with other stakeholders to explore what more it could do to protect against that".

More than 34,000 [young people](http://www.guardian.co.uk/society/youngpeople) have started unpaid job placements of up to eight weeks under the work experience programme. The scheme is voluntary, but anyone terminating their placement early can face sanctions, including a stop on their benefits for between two and 26 weeks.

The committee's chair, Paul Gray, ended the session by asking the DWP to take further action to prevent work experience roles taking over paid jobs: "He said that the committee had voiced some serious concerns around the potential for exploitation of the work experience scheme and considered it important for the department to look at how it can further strengthen the safeguards that had been put in place," the official minutes note.

The same committee had also, earlier in 2011, warned the government against proceeding with another scheme introducing compulsory work placements for some jobseekers. The government proceeded with the mandatory work activity programme regardless, saying it expected no more than around 10,000 jobseekers a year to be compelled to do work placements under the programme. The latest figures record 8,100 people were placed on to the scheme in November 2011 alone.

[Poundland](http://www.guardian.co.uk/business/poundland-discount-retail) became the latest employer to pull out or amend its participation in the government's work schemes on Friday, when it issued a statement stating it was suspending "participation in the government's mandatory work programme" but continuing to take people on voluntary work experience.

It later clarified that it was pulling out of the work programme, a government scheme administered by private companies, owing to concerns about whether places were voluntary.

"Poundland have been taking part in two schemes, the work programme and the work experience scheme," it said in a statement. "Poundland has suspended its participation in the work programme, because of concerns about the compulsory nature of the programme but they are continuing with the work experience, which is voluntary."

Several other companies, including Waterstones, Sainsbury's and TK Maxx, have withdrawn from the work experience scheme, while Tesco now offers jobseekers the choice of sticking with the government programme or taking up paid work with a guarantee of a staff job at the end of a four-week placement if the trial was successful.

As Poundland withdraw from the Work Programme scheme citing compulsory placements as a cause for concern, the Guardian has uncovered more evidence about the behaviour of the companies administering scheme.

Earlier this week the Guardian reported that A4E, one of the biggest provider of the scheme, had compelled jobseekers to work unpaid in its own offices, as the police launched an official investigation into allegations of fraudulent business practices at the company. A4E's founder, Emma Harrison, has subsequently stepped down as David Cameron's "families tsar" and from the board of A4E.

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**UK: Government backs down over work experience scheme**

ER/UK/Work Experience

Source: CIPD, 1 March 2012. Web/URL: <http://www.peoplemanagement.co.uk/pm/articles/2012/03/government-backs-down-over-work-experience-scheme.htm?wa_src=email&wa_pub=cipd&wa_crt=news_2&wa_cmp=pmdaily_010312>

The row over removing benefits from people who drop out of a controversial government work experience scheme ended yesterday after ministers agreed to change the rules.
Under the scheme, unemployed people signed up voluntarily to do unpaid work, but were at risk of losing their benefits if they did not complete the full four-week programme. This led it to be likened to [“forced labour”](http://www.peoplemanagement.co.uk/pm/articles/2012/02/work-experience-scheme-under-fire-as-tesco-makes-u-turn.htm) by some critics.
Pressure to drop the [‘benefits sanctions’](http://www.dwp.gov.uk/newsroom/press-releases/2011/may-2011/dwp049-11.shtml) element of the scheme has grown over recent weeks as the media suggested that employers were cashing in on the labour of people who had no choice but to remain on the programme.
And after employers met with employment minister Chris Grayling yesterday and expressed concerns about the punitive side of the scheme, the minister confirmed that the scheme would be modified in order to send a more positive message.
Grayling told the Guardian: “The employers said to us: ‘Look we would like to modify it. At the moment you’ve got a situation where people can leave voluntarily after the first week. We would like them to be able to sit down later with us in the work placement if it’s not working out and say we want to opt out.’ We thought that was reasonable. We want to keep the scheme going. It is a positive scheme for young people and so we said fine, we will accept that.”
The minister also revealed that more employers had signed up to take on work experience volunteers, including Airbus, Center Parcs and HP Enterprise Services.
“[Despite the persistent [media] campaign](http://www.peoplemanagement.co.uk/pm/articles/2012/02/grayling-defends-under-fire-work-experience-scheme.htm) of the last two weeks we have had contact with over 200 small or medium enterprises also wanting to get involved. The work experience scheme remains and is totally voluntary,” he said.

Grayling said that a “sanction regime remains in place” to give employers some protection against acts of gross misconduct by volunteers but this does not refer to penalties for dropping out of the scheme.
Katerina Rudiger, CIPD skills policy adviser, said: “We hope this announcement will draw a line under what has always been a distraction from the real debate; the crucial role quality work experience can play in helping people with no experience and particular challenges in finding work.
Katja Hall, CBI chief policy director, said: “It’s good to hear that many more employers are signing up to give young people a chance to get experience of work.
“Gaining hands on experience of the workplace is vital to giving young jobseekers a foot in the door, and it can make such a difference when they are applying for interviews. The advantage of this scheme is that they gain work experience while remaining on benefits.
“The work experience scheme’s record of getting people into jobs is very strong, with more than half coming off benefits after 13 weeks of starting a placement.”
Despite criticism of employers for “exploiting” work experience volunteers, last month PM revealed that many of the employers named as taking on placements, including Sainsbury’s and Waterstones, were not in fact signed up to the scheme but were involved in a programme that people could leave without facing financial penalties.

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**USA: Sheriff Rips Proposed Georgia Anti-Picketing Law**

IR/USA/Georgia/ Picketing

Source: AFL-CIO, 3 March 2012. Web/URL: <http://www.aflcio.org/Blog/Political-Action-Legislation/Sheriff-Rips-Proposed-Georgia-Anti-Picketing-Law>

Yesterday [AFL-CIO Now Blog] we told you about a proposed [draconian new law](http://www.aflcio.org/../../../Blog/Political-Action-Legislation/Proposed-Georgia-Law-Makes-Picketing-Illegal-Sit-Downs-a-Felony) in the Georgia legislature (SB 469) that could make union picketing a felony. Now, the sheriff of Georgia’s biggest county says the bill would put him in the job of policing free speech and today, a group of union, community and faith activists spoke out against the bill.

In [a letter](https://docs.google.com/file/d/1nCpfCknjccxJumhs6GDZ3kh4z2_VXIu9-Q07m4t3akuMjqEpNwgomvbj0MHX/edit?pli=1) to SB 469’s sponsor, state Sen. Don Balfour, Fulton County Sheriff Theodore “Ted"‘Jackson says the bill would turn  law enforcement’s role "into a political one, where we would have to determine what protests do and do not fall under the definition of unlawful picketing under the bill.”

The role of law enforcement should not be to police free speech. But the intent of the bill seems to be just that. By targeting only protests dealing with labor disputes, you are putting police officers in the difficult position of silencing the voices of  Georgians and, in the process setting us up to face potential lawsuits that would ultimately be a paid for by taxpayers.

Jackson also says the bill would, “divert badly needed resources away from protecting Fulton County’s residents.”

At a press conference this morning, representatives from more than two dozen, civil rights, community, faith, environmental and labor organizations slammed the bill.

Rev. Timothy McDonald III, pastor of Atlanta’s the First Iconium Baptist Church, called bill:

an assault on working class people in America…the epitome of hypocrisy.  It violates our freedom to assemble, our freedom of speech.

Martin Luther King III told reporters that if the law had been enacted during his father Dr. Martin Luther King Jr.’s era, it would have devastated the civil rights movement.

[**Georgia State AFL-CIO**](http://georgiaunions.org/) President Charlie Flemming said SB 469 would be an “unenforceable law” with hidden consequences and would increase the strain on public safety resources that are already stretched thin by budget cuts.

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**In Brief**

**Australia: Nurses' union pledges to fight contempt call**

IR/Australia/Victoria/Nurses/Contempt/FWA

Source: *The Australian*, 3 March 2012. Web/URL: <http://www.theaustralian.com.au/news/nation/nurses-union-pledges-to-fight-contempt-call/story-e6frg6nf-1226287839207>

**THE Victorian nurses' union has vowed to defend its officials from contempt of court allegations that could possibly result in jail sentences.** Some nurses have continued to walk out of their jobs for up to four hours in defiance of Fair Work Australia and Federal Court orders that have also banned the Australian Nursing Federation and its officials from organising and supporting the unprotected industrial action.

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# Australia: HSU boss Kathy Jackson lobbies MPs for probe into troubled union

IR/Australia/Union Corruption/Health Services Union

Source: The Australian, 2 March, 2012: Web/URL: <http://www.theaustralian.com.au/national-affairs/industrial-relations/hsu-boss-kathy-jackson-lobbies-mps-for-probe-into-troubled-union/story-fn59noo3-1226286670051>

**HEALTH Services Union National Secretary, Kathy Jackson, is canvassing members of parliament about the prospect of launching a judicial inquiry into the union.** Ms Jackson is also gauging sentiment on a sweeping reform plan to review union governance to make them more democratic and accountable to their members.Her reforms would see a substantive overhaul of union elections including a move towards a preferential system where limits are placed on candidates' expenditure and funding sources are fully disclosed.

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**Australia: Qantas pilots 'won't disrupt flights' regardless of court finding in FWA appeal**

IR/Australia/Quantas/Australian and International Pilots Association/FWA/Industrial Action

Source; The Australian, 5 March 2012. Web/URL: <http://www.theaustralian.com.au/business/aviation/qantas-pilots-wont-disrupt-flights-regardless-of-court-finding-in-fwa-appeal/story-e6frg95x-1226288827283>

**QANTAS international pilots have promised not to disrupt flights even if they manage a precedent-setting win in the Federal Court that overturns Fair Work Australia's decision to terminate their industrial action.**

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**China: Shanghai to increase minimum wage by around 13 percent**

# ER/China/Minimum Wage

# Source: China Labour Review, 28 February 2012. Web/URL: <http://www.clb.org.hk/en/node/101254>

# Shanghai will increase its monthly minimum wage on 1 April from 1,280 yuan to 1,450 yuan, an increase of just over 13 percent, the Chinese media [reported today](http://news.cnyes.com/Content/20120228/KFIN5N6KP73AM.shtml?c=sh_stock). The increase will make Shanghai’s minimum wage the second highest in the country after [Shenzhen](http://www.clb.org.hk/en/node/101206).

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# Egypt: ITUC Call to Drop All Charges against Kamal Abbas

# IR/Egypt/ Client v independent unions

# Source: ITUC, 1 March 2012. Web/URL: <http://www.ituc-csi.org/egypt-ituc-call-to-drop-all.html> ; UNI, 1 March 2012. Web/URL: <http://www.uniglobalunion.org/Apps/uni.nsf/pages/homepageEn?OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UniNews.nsf/vwLkpByIdHome/F36B5CB00FAB9489C12579B400630CB3?OpenDocument>

# A Misdemeanor court in the city of Helwan sentenced Kamal Abbas, in absentia, to six months imprisonment for “insulting a public officer” during the 2011 International Labour Conference in Geneva. Kamal Abbas attended the Conference as a representative of the ITUC delegation. He is the ‘cordinator of the CTUWS’. According to the ITUC, he is accused of expressing his objection to the claim that the ETUF truly represented Egyptian workers’ interests.

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# Gulf: Overcoming the Gulf’s Sponsorship Program: Workers and Unions Struggle to Find Solution to Growing Problem

# ER/IR/Migrant Labour/The Gulf

# Source: ITUC, 29 February 2012.

# For the Report go to:

# <http://www.ituc-csi.org/overcoming-the-gulf-s-sponsorship.html>

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# New Zealand: CTU supports a fair share for those who careCTU

# IR/New Zealand/Carers/ Collective Bargaining/Strike

# Source: NZCTU, accessed 4 March 2012. Web/URL: <http://union.org.nz/news/2012/ctu-supports-fair-share-those-who-care>

# The CTU supports members of the New Zealand Nurses Organisation (NZNO) and Service and Food Workers Union Ng? Ringa Tota (SFWU), who are going on strike tomorrow seeking a fair wage increase from Oceania. The strike comes after eight months of bargaining and eight months of Oceania refusing to meet the 3.5% staff are seeking. Oceania has offered 1% a year for three years.

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# New Zealand: Port of Aukland must be more reasonable

# IR/New Zealand/ Collective Bargaining

# Source: NZCTU, accessed 4 March 2012. Web/URL: <http://union.org.nz/news/2012/port-auckland-must-be-more-reasonable>

# The Council of Trade Unions says that the industrial dispute at the Port of Auckland is shaping up to be the biggest industrial dispute for many years.

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# Saint Kitts and Nevis ratifies the Maritime Labour Convention, 2006 (MLC, 2006)

IR/Seafarers/St Kitts and Nevis/ILO/Maritime Labour Convention

 Source: ILO, 27 February 2012. Web/URL: <http://www.ilo.org/global/standards/maritime-labour-convention/WCMS_174607/lang--en/index.htm>

On 21 February 2012, the Government of Saint Kitts and Nevis deposited with the International Labour Office the instrument of ratification of the [Maritime Labour Convention, 2006 (MLC, 2006)](http://www.ilo.org/global/standards/maritime-labour-convention/WCMS_090250/lang--en/index.htm). Saint Kitts and Nevis becomes the 23rd member State to ratify the landmark Convention, which seeks to promote decent working and living conditions for seafarers and also create conditions of fair competition for shipowners

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**South Africa: COSATU Gauteng press statement in support of Metrorail (PRASA) strike**

IR/South Africa; Metrorail strike

Source: COSATU, 28 February 2012. Web/URL: <http://www.cosatu.org.za/show.php?ID=5882>

COSATU in Gauteng supports its members in Metrorail who are starting their industrial action today, 27 February 2012under the banner of SATAWU.

We have noted that instead of resolving the dispute they [management] have run to the courts for an interdict against legitimate demands presented by members. We call upon the Minister of Transport to intervene in this matter as it will affect the current ailing public transport system in the country and in our province.

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**South Africa: Mass action against labour broking and e-tolling, 7 March 2012**

IR/South Africa/ COSATU/Mass Protest

Source: Union Book, accessed 4 March 2012. Web/URL: <http://www.unionbook.org/profiles/blogs/major-south-african-labour-protests-coming-up-cosatu-safrica-via>

The Congress of South African Trade Unions is receiving overwhelming support for the 7 March general strike against labour brokers, the casualisation of labour, attempts to restrict the right to strike and the imposition of e-tolling. It’s all-systems go for the biggest mass protest in years! 32 marches will be taking place around the country….

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**Turkey: IKEA workers and unions around the world creating a global union alliance**

IR/Global/Trade Unionism/MNCs/IKEA.

Source: Union Book, 4 march 2012. Web/URL: <http://www.unionbook.org/profiles/blogs/ikea-workers-and-unions-around-the-world-creating-a-global-union>

IKEA workers and trade union leaders from around the world will meet in Istanbul from 6-8 March to launch the UNI IKEA Global Union Alliance to ensure good working conditions for all workers at all IKEA workplaces across the globe. Turkish Minister of Labour Faruk Çelik is expected to attend the opening ceremony to welcome the delegates who will come from 14 countries and 20 trade unions from every region of the world.

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**UK: TUC joins Europe-wide trade union protests against new Treaty**

ER/UK/TUC/EU/Treaty

Source; TUC, February 2012. Web/URL: <http://www.tuc.org.uk/international/tuc-20693-f0.cfm>

On the day that Parliament debates the new European Treaty, and as Ireland announces a referendum, British unions will be taking part in a day of action today (Wednesday) called by the European Trade Union Confederation against that Treaty.

Unions argue that the Treaty is unfair, undemocratic and will create a downward spiral of unemployment and debt. The TUC is concerned that the Treaty will tie the hands of individual governments - and therefore electorates - preventing them from doing anything to boost growth and jobs during economic downturns.

In the UK, the government's decision to walk out of discussions on the new Treaty, while supporting its objective of cutting public spending and services, has left British people without a voice in those negotiations.

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**UK: Tesco targets young unemployed with 20,000 new jobs**

ER/UK/ Supermarket/ Tesco/Job Creation

Source; CIPD, 5 March 2012. Web/URL: [http://www.peoplemanagement.co.uk/pm/articles/2012/03/tesco-targets-young-unemployed-](http://www.peoplemanagement.co.uk/pm/articles/2012/03/tesco-targets-young-unemployed-with-20000-new-jobs.htm?wa_src=email&wa_pub=cipd&wa_crt=news_1&wa_cmp=pmdaily_050312)

Tesco has announced that it will create 20,000 new jobs in the UK over the next two years, in a bid to tackle growing youth unemployment.

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**USA: WAI Wins Training Grant to Prepare Workers for Manufacturing Careers**

 ER/USA/Apprentice Training/ Skills Shortages/Foreign Workers

Source: AFL-CIO, 3 March 2012. Web/URL: <http://www.aflcio.org/Blog/Training/WAI-Wins-Training-Grant-to-Prepare-Workers-for-Manufacturing-Careers>

The AFL-CIO Working for America Institute ([**WAI**](http://www.workingforamerica.org/)) has been awarded a three-year, $3.4 million grant from the Department of Labor to develop apprenticeship programs in five communities to train people for skilled manufacturing jobs and careers. The programs will be set up with the union/management Joint Apprenticeship Training Councils ([**JATC**](http://www.aflcio.org/Learn-About-Unions/Training-and-Apprenticeships/Labor-Management-Partnerships)) in each state. There will be an emphasis to recruit minorities, women, veterans and the long-term jobless. The need for this training reflects the demand for skilled workers in occupations currently filled by foreign workers….

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**Publications**

***The TUC Workplace Manual***

Order your copy from [**https://www.tuc.org.uk/publications/viewPub.cfm?frmPubID=641**](https://www.tuc.org.uk/publications/viewPub.cfm?frmPubID=641)

‘It will be of use not only to stewards but also to anyone who represents, advises or supports members in the workplace, including learning, equality, green and health and safety representatives’.

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***26th AIRAANZ Conference 2012: Re-Organising Work, Association of Industrial Relations Academics of Australia and New Zealand*,** published papers**,** ed. Robin Price, Brisbane, Queensland University of Technology.

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**The updated Singapore’s *Tripartite Advisory on Best Sourcing Practices & Employers Guidebook*** can be downloaded for free from the MOM website at <http://www.mom.gov.sg/BestSourcing/>

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Pocock, B., Skinner, N and Williams, P.(2012) ***Time Bomb: Work, Rest and Play in Australia Today*,** NewSouth Books, may be ordered at<http://www.newsouthbooks.com.au/isbn/9781742232959.htm>

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Bray, M, Waring, Cooper, R. **(2011) *Employment Relations 2e*,** McGraw Hill, ISBN: 9780070287266, contact MHA\_higher-education@mcgraw-hill.com

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Baird, M., Hancock, K. and Isaac, J. eds. (2012) ***Work and Employment Relations: An Era of Change***, The Federation Press, ISBN: 9781862878501 may be ordered at [www.federation](http://www.federation) press.com.au

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Bamber, G. J., Lansbury, R. D. and Wailes, N. (2012) ***International and Comparative Employment Relations: Globalisation and Change***, Allen and Unwin, ISBN: 9781742370651 may be ordered from academic@allenandunwin.com

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International Institute of Labour Studies (2011) ***World of Work Report 2011,*** Geneva, ILO.

<http://www.ilo.org/public/english/bureau/inst/download/wow2011.pdf>

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Working Lives Research Institute (2012) ***Working Lives News, February 2012***, <http://www.workinglives.org/contact-us/mailing-list/e-newsletters/working-lives-news-february-2012.cfm>

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European Commission (2012) ***White Paper on Pensions*** (16/02/2012). [White Paper on Pensions](http://www.etui.org/News/White-Paper-on-Pensions) .

This document is the follow up of the Green Paper 'Towards adequate, sustainable and safe European pension systems' published in July 2010. Its purpose was to initiate a European debate on the key challenges concerning pensions, the main question being: how can the EU best support the efforts of Member States to ensure adequate, sustainable and safe pensions for their citizens both now and in the future. On the basis of the responses to the open consultation launched by the Green Paper, the White Paper identifies the most important measures to be taken forward in this respect at the European level.

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Gall, G., Wilkinson, A. and Hurd, R. eds. (2011) ***The International Handbook of Labour Unions: Responses to Neo-Liberalism***, Edward Elgar.

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**Calls for Papers**

**Human Resource Management Journal** (US)

Special Issue "Balancing Employment Relations in the 21st Century". [http://api.ning.com/files/e7lRYBcDXMDbQxuTv20e9RD3pF9CAop9bIHSYGOVw9s4obHzhr1qZPLozaDT2T2wLFa7rTlbEhG5gcStrIgBaMLSgM134Sk2/EmploymentRelationsFINAL.pdf](https://mail.unisa.edu.au/owa/redir.aspx?C=23af567f4a9d4a16837f3552fa437507&URL=http%3a%2f%2fapi.ning.com%2ffiles%2fe7lRYBcDXMDbQxuTv20e9RD3pF9CAop9bIHSYGOVw9s4obHzhr1qZPLozaDT2T2wLFa7rTlbEhG5gcStrIgBaMLSgM134Sk2%2fEmploymentRelationsFINAL.pdf)
Submissions close on 15 April, 2012. Please direct any queries to Keith Townsend ([k.townsend at griffith.edu.au](http://lists.unisa.edu.au/mailman/listinfo/iern-l)) or Adrian Wilkinson ([adrian.wilkinson at griffith.edu.au](http://lists.unisa.edu.au/mailman/listinfo/iern-l)).

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#### BUIRA 2012 Conference, University of Bradford, 28 - 30 June 2012. Calls for abstracts have now closed, however if you have submitted an abstract to the conference please check that your submission was successfully submitted.  As this is the first time we have used this electronic submission system you may not have been aware that you should have received this confirmation.  If you did not receive confirmation of your submission please contact [k.gilbert@strath.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=mailto%3ak.gilbert%40strath.ac.uk) attaching a copy of your abstract this week.

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**ILERA Study Group (Public Sector)**

Leading Public Service Organisations in Challenging Times, July 2-5, 2012 in Philadelphia at ILERA.

Governments are looking towards their senior civil servants and top managers to implement challenging programmes of organisational and workforce restructuring and routinely include leadership as a core competency for top level positions. The study group is interested in papers that address a number of issues in relation to leadership in a period of restructuring, not only relating to central government but also in other public services such as health, education and municipal services.  Abstracts and papers are invited on this topic. We are also interested in receiving shorter papers from policy makers and practitioners that contributes to our understanding of current developments. The abstract should be around 500-750 words and submitted to [Stephen.bach@kcl.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=c57ba09675ed4942aa7ee8039ab84880&URL=mailto%3aStephen.bach%40kcl.ac.uk) or [lorenzo.bordogna@unimi.it](https://mail.unisa.edu.au/owa/redir.aspx?C=c57ba09675ed4942aa7ee8039ab84880&URL=mailto%3alorenzo.bordogna%40unimi.it)  no later than 16th March 2012. Acceptance decisions will be communicated by the 30 March 2012. Accepted papers should be submitted by 15 June 2012.Full call for papers: [http://www.ilo.org/public/english/iira/study/publicsector.htm](https://mail.unisa.edu.au/owa/redir.aspx?C=c57ba09675ed4942aa7ee8039ab84880&URL=http%3a%2f%2fwww.ilo.org%2fpublic%2fenglish%2fiira%2fstudy%2fpublicsector.htm)

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**ILERA Study Group #9 (Pay Systems)**

If you are interested in making a presentation at Study Group #9 the 16th World Congress of the ILERA in Philadelphia, please send an email with the title and brief description to daniel.j.b.mitchell@anderson.ucla.edu**.**

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**ILERA Study Group (Research Methods)**

The study group will meet during, USA, 2–5 July 2012 ([http://www.ilera2012.com/](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=http%3a%2f%2fwww.ilera2012.com%2f)).  The focus of the meeting will be on ***Partisanship in Industrial Relations Research.*** The aim of this study group is to examine issues around the topic of whether IR can be truly objective. Please send abstracts or papers as a Word or 'rtf' file by e-mail to both coordinators: Professor Keith Whitfield [whitfield@cardiff.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=mailto%3awhitfield%40cardiff.ac.uk) and Professor Ralph Darlington [r.r.darlington@salford.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=mailto%3ar.r.darlington%40salford.ac.uk) no later than Friday 30 March 2012. Acceptance decisions will be communicated by 15 April 2012. Accepted papers should be submitted by 15 June 2012.

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**ILERA Study Group (Flexible Work Patterns)**

The Flexible Work Patterns Study Group will meet at the ILERA (formerly the IRRA) 16th World Congress in Philadelphia USA on Monday, July 2, *before* the official opening of the congress on July 3 2012. The  group covers all aspects of flexible work issues including part-time work, telework, home working, shift work, flexible hours, compressed working week and other flexible work arrangements. The aim is to bring together scholars working in this area to network and discuss work in progress or recently completed. Authors selected to present at the Study Group will be notified by Monday 19th March 2012.

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**ILERA Study Group (IR Theory and IR as a Field of Study)**

The IR Theory and IR as a Field Study Group of the International Labor & Employment Relations Association (ILERA) will meet on Monday July 2 (2012) at the World Congress meeting (July 2-5) in Philadelphia (USA). The conveners invite submissions from people who would like to make a presentation of a paper on the twin themes of the Study Group: IR theory & IR as a Field.  The session will be interactive and informal. Please email a short abstract to the group’s three conveners: Bruce Kaufman ([bkaufman@gsu.edu](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=mailto%3abkaufman%40gsu.edu)), John Kelly ([j.kelly@bbk.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=mailto%3aj.kelly%40bbk.ac.uk)), and Peter Ackers ([p.ackers@lboro.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=mailto%3ap.ackers%40lboro.ac.uk)). The deadline for submissions is **15 March 2012**.  Accepted presenters will then soon be notified.

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**IREC 2012**: **Challenges for Public and Private Sector Industrial Relations and Unions in times of Crisis and Austerity**

5-7 September 2012, CIES-ISCTE/IUL, Lisbon, Portugal

 This year the conference is organised jointly with the Research Network on *Work, Employment and Industrial Relations* of the European Sociological Association, but participants are not required to be ESA members.

 The conference will consist of plenary and workshop sessions focusing on the impacts of crisis and austerity upon the institutions and actors of European industrial relations systems in both the private and public sectors, and the methodological issues involved in their study.

•  What is the concrete impact of the crisis upon industrial relations systems in Europe, and what are the comparative implications of these transformations?

•  What are the differential impacts of austerity upon private and public sector employment and labour relations?

•  To what extent have the crises accelerated transformations already in progress in European industrial relations, and to what extent have they spawned qualitatively new challenges?

•  Have the crises accentuated the complex trends towards both convergence and divergence across European industrial relations?

•  How are unions and employers’ associations in the private and public sectors facing up to the varied challenges of current transformations?

•  Are new forms of social movements and collective action around labour issues emerging in these crises? If so, which; and what, if any, are the emergent relationships between old and new forms of collective action?

 Papers may be theoretical and/or empirical (both qualitative and quantitative). As in previous conferences, cross-national papers are especially welcome.  The conference will be hosted at ISCTE-Lisbon University Institute by the Centro de Investigação e de Estudos em Sociologia.

 **Deadlines:**

April 30  submission of abstract proposals ; May 30  acceptance of papers; June 15  early bird registration; August 1  submission of papers

 For full details, visit the conference web site at [http://conferencias.cies.iscte.pt/index.php/IREC2012/irec2012](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=http%3a%2f%2fconferencias.cies.iscte.pt%2findex.php%2fIREC2012%2firec2012)

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**27th AIRAANZ Conference**, 6-8 February 2013, Freemantle, Western Australia. Information from [www.conferencewa.com.au/airaanz2013](http://www.conferencewa.com.au/airaanz2013); email trish.todd@uwa.edu.au;

email al.rainnie@gbs.curtin.edu.au . Submission deadline for refereed papers 21 September 2012.

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**8th Asian Regional Congress of the International Labour and Employment Relations Association**, 9-12 April 2013, Melbourne, Victoria.

Theme: *Work and Employment in the Asian Century*

The program will be organised around four track themes:

1. The changing contours of employment relations and labour market regulation.
2. Human Resource management – trends and challenges.
3. The future of worker voice and representation, and
4. Globalisation, corporate social responsibility and decent work.

Call for Abstracts Open, February 2012; Deadline for Special Interest Symposia,
27 July 2012; Deadline for Abstract Submissions, 28 September 2012; Registration Open
11 April 2012.

For more details about the program, please click [here](http://ilera2013.com/program.php):

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**Special Issue of *Labour and Industry***

Governance and CSR: Implications for Labour.

Papers are due to s.h.young@latrobe.edu.au by end of August 2012.

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***The Korean Journal of Industrial Relations***

The Korean Journal of Industrial Relations (KJIR) is published by the Korean Industrial Relations Association. There is no due date for the submission. We receive articles around a year. Web/URL: <http://www.lera.uiuc.edu/news/Calls/2007/Korean%20Journal%20of%20Industrial%20Relations.htm>

**Conferences, Seminars, Symposia**

**BUIRA IR History Group and Oral History Society Oral Labour Histories: Britain at Work 1945-95**

Saturday 24 March 2012, 10.00 am to 4.30 pm at  The Goss Room, Bishopsgate Institute, 230 Bishopsgate (nearest tube: Liverpool Street Station) Click on this hyperlink for full location details: [http://www.bishopsgate.org.uk/content.aspx?CategoryID=980](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=http%3a%2f%2fwww.bishopsgate.org.uk%2fcontent.aspx%3fCategoryID%3d980).

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**UK: London BUIRA Seminar**: **The Changing Roles of Arbitration, Conciliation and Mediation**

(introduced by Ian Fitzgerald (Northumbria University) with Professor Linda Dickens (Warwick Business School) and Steve Brawley (Chief Executive) and Sheik Khan (Senior National Officer) the Electrical Contracting Joint Industry Board (JIB)

 **Date:** Friday 30 March 2012 **Time:10.30am - 12.30pm**

**Venue:   University of Westminster, 35 Marylebone Road, London NW1 5LS (opposite Madame Tussauds and nearly opposite Baker Street tube), Room M304**

If you would like to attend, or for more details, please contact: Jan Druker [j.druker@westminster.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=c57ba09675ed4942aa7ee8039ab84880&URL=mailto%3aj.druker%40westminster.ac.uk) or **Linda Clarke: 020 7911 66528 or** [clarkel@westminster.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=c57ba09675ed4942aa7ee8039ab84880&URL=mailto%3aclarkel%40westminster.ac.uk)

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**UK: ESRC Seminar Series**: **Employee Engagement, Organisational Performance and Individual Wellbeing: Exploring the Evidence, Developing the Theory**

**Seminar and Doctoral Symposium**, **16 & 17 April 2012**, **University of Kent, Medway Campus, Chatham Maritime.**

Confirmed Seminar speakers: Professor Paul Sparrow, Lancaster University; Professor Rob Briner, University of Bath; Professor John Purcell, Warwick University; Dr Amanda Shantz, University of York, Toronto; Dr Brad Shuck, University of Louisville; Dr Tom Reio, Florida International University.

For further information please visit: [http://www.kent.ac.uk/kbs/ecg/news-events/esrc-employee-engagement.html](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=http%3a%2f%2fwww.kent.ac.uk%2fkbs%2fecg%2fnews-events%2fesrc-employee-engagement.html).  Places can be booked with Margaret Sargeant: [m.j.sargeant@kent.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=mailto%3am.j.sargeant%40kent.ac.uk) - places are FREE but it is essential to book.  For further information about the Doctoral Symposium please contact Dr Amanda Shantz: [amandashantz100@hotmail.com](https://mail.unisa.edu.au/owa/redir.aspx?C=a2fbba6ab8864624ab91c5bea5560cba&URL=mailto%3aamandashantz100%40hotmail.com)

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 **UK: Transnational Industrial Relations and the Search for Alternatives,** Greenwich University, 31 May 2012 to 1 June 2012. For abstract submission or more information, contact Lefteris Kretsos ([l.kretsos@greenwich.ac.uk](https://mail.unisa.edu.au/owa/redir.aspx?C=c11bd344f0164806a37d12c95d4844b7&URL=mailto%3al.kretsos%40greenwich.ac.uk)).

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**Ireland: IFSAM 2012 Conference**, Limerick, Ireland, 26-29 June 2012. Website: <http://www.ifsam.org/>

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**USA: 16th World Congress of ILERA**, **16th World Congress of ILERA**, 2-5 July 2012,Philadelphia, Pennsylvania, USA. Website: <http://www.ilera2012.com/>

Register at: <http://www.ilera2012.com/Registration/default.asp>

Reserve accommodation at:

<http://www.ilera2012.com/Accommodations/default.asp>

Review program at:

<http://www.ilera2012.com/Congress-Program/default.asp>

Arrange travel at:

<http://www.ilera2012.com/General-Information/default.asp>

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**Australia: Fifth International Community, Work and Family Conference**, The fifth international Community, Work and Family Conference will take place at the University of Sydney, 15-17 July 2013. Information at [www.CWF2013.aifs.gov.au](http://www.CWF2013.aifs.gov.au)

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**Australia: 27th AIRAANZ Conference**, 6-8 February 2013, Freemantle, Western Australia. Information from [www.conferencewa.com.au/airaanz2013](http://www.conferencewa.com.au/airaanz2013)

email trish.todd@uwa.edu.au

email al.rainnie@gbs.curtin.edu.au

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**Awards and Prizes**

**ILERA: Luis Aparicio Prize**

## Call for nominations

Luis Aparicio Valdez was ILERA’s President during 2003-2006 and in this role was the host of the 10th World Congress in Lima in 2006. Sadly, he became quite ill during 2006 as he battled a series of ailments including cancer. Despite this, Luis Aparicio led a team of dedicated colleagues who staged a very successful Congress. He passed away shortly after the Americas Congress held in Buenos Aires in September 2008. Luis Aparicio was known throughout Latin America as a scholar passionately committed to the study of all aspects of labour and industrial relations. He was a prolific author of books and articles. He was committed to the teaching of industrial relations at university level. In particular, he is remembered for the strong encouragement he gave to many young academic scholars in the field. He was a dedicated member of ILERA and was known to colleagues around the world.

The family of Luis Aparicio, his friends and colleagues have established the Luis Aparicio Prize to honour his contributions to ILERA and to the practice, study and teaching of labour and industrial relations.

## Award

The Prize will be awarded once every three years at the world congress of ILERA. The first recipient of the Luis Aparicio Prize will receive USD 1000 and a plaque. This will be presented at the 16th ILERA world congress in Philadelphia in July 2012.

## Eligiblity

The Prize will be awarded to an emerging scholar based on his/her contributions to the study and research in any aspect of work, employment and employment relations. This Prize is designed to recognize outstanding academic contributions to research by recent entrants to the field. An emerging scholar is a person ten years or less from receipt of the terminal degree (Ph.D. or other terminal degree such as a law degree).

## Nominations

Any member of ILERA, or a member of any of the national associations affiliated with ILERA may nominate a person for this Prize. Letters of nomination should be accompanied by the nominee’s resume/vita or by a substantial account of the accomplishments of the nominee.

Nominations should be sent to the chair of the Selection Committee by **30 March 2012**. Please send nominations (by regular mail or e-mail) to:

Professor Anil Verma, Director of the Centre for Industrial Relations and Human Resources, Rotman School of Management, University of Toronto, 121 St. George Street, Toronto, ON M5S 2E8 Canada. e-mail: verma@rotman.utoronto.ca

## Donations

If you are interested in donating to the Luis Aparicio Prize Fund you may use [this pledge form](http://www.ilo.org/public/english/iira/pdf/lapledgeform.pdf) and return it duly completed to the ILERA Secretariat.

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**Other Sites**

**The International Institute for Labour Studies (IILS)** was established by the International Labour Organization in 1960 as a centre for advanced studies in the social and labour fields. It produces the annual "World of Work Report". The [International Labour Review,](http://www.ilo.org/public/english/revue) a global multidisciplinary journal of labour and social policies is also published under the aegis of the IILS.

<http://www.ilo.org/>

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