

ENOP 2015 Symposium (March 26-27)

University Paris Descartes
Institute of Psychology
71, Avenue Edouard Vaillant
92774 Boulogne Billancourt Cedex
Metro station: Marcel Sembat

Changing Industrial Relations in Europe

PROGRAM

Thursday 26, 14:00 -17:00

Friday 27, 10:00-17:00

Coordinators: Mare Teichman & Lourdes Munduate

General abstract

Immersed in the strongest economic and financial crisis of the last decades, European industrial relations are challenged by rapidly changing relations among employers, trade unions and employees. Despite considerable differences between the European industrial systems there has been a common frame characterized by a political commitment to employee representation, which is independent of the government and employers. This included a body of rights that addressed the broader social and employment spaces of the worker's existence, as well as a strong legal framework that supported them. There is evidence that this traditional system has begun to break down with new trends reflected in a) a clear shift towards de-centralization with more room for agreements and decision making at company level, b) up scaling at European level regulation in terms of labor laws, production methods and work conditions, c) decline of trade union membership and new forms of employee participation based on more direct and project-based representation, d) individualization of employment relations, e) changing composition of the workforce with a growing interest in work-life balance, flexibility and idiosyncratic deal-making, e) new communication forms mediated by new technologies, dispersed work settings, and lower levels of formality in the workplace.

One of the core values in this new emerging framework is the strong belief that employers and employees are essentially and positively dependent on each other. Their dialogue is both key and necessary and should be constructive. Employees need to be empowered to engage in this dialogue, in the interest of both employers and employees. This argument is embedded in the conceptual paradigm of social exchange theory (e.g. Blau, 1964) based on interdependent interactions. This multidisciplinary paradigm emphasizes that multiple kinds of resources can be exchanged and that interdependent transactions have the potential to generate high quality relationships. The quality of social exchange

relationships is a general background embraced by contemporary scholars for analyzing the new industrial relations field. Indicators of social exchange quality in employment relations are for example issues of fairness at work, trusting relationships, psychological contract, social dialogue, constructive conflict management, organizational commitment or perceived organizational support. The aim of this symposium is to explore these trends and issues, and identify research questions concerning the changing European Industrial Relations

26.03.2015

14.00 – 14.15 **Introduction** - **Lourdes Munduate**, University of Seville (Spain)

14.15 – 14.40 **EU legislations & regulations adopted by member states: Unions, Work Councils, Workers' Representatives & employees who are not represented at all** - **Mare Teichmann**, Tallinn University of Technology (Estonia)

14.40 – 15.40 **Promoting social dialogue in European organizations. Employee Representatives' Conflict Behavior in Europe: A Conglomerate Conflict Behavior approach** (European Commission, NEIRE I, II & III Projects) - **Martin Euwema**, KU Leuven, Faculty of Psychology and Educational Science (Belgium) and **Patricia Elgoibar**, IESEG School of Management (France)

15.40 – 16.00 Coffee

16.00 – 17.00 **Innovation of Industrial Relations in Denmark** –**Søren Viemose** (Denmark)

27.03.2015

10.00 – 11.00 **Digital Work Relations** - **Matti Vartiainen**, Aalto University, School of Science (Finland)

11.00 – 12.00 **Work individualization** - **Gudela Grote**, ETH Zürich (Switzerland)

12.00 – 12.30 Coffee

12.30 – 13.30 **The Individualization of Employment Relations and the Role of the Psychological Contract** - **David Guest**, King's College, School of Social Science and Public Policy (United Kingdom)

13.30 – 14.45 Lunch

14.45 – 15.45 **Myths and Fantasies in Discussing the End of Organized Labour: What do we mean when say there is a crisis of labour relations.** **Miguel Martínez-Lucio**, University of Manchester, Manchester Business School (United Kingdom)

15.45 – 16.00 Coffee

16.00 - 17.00 **Discussion & plans for future research**