



The International Sociological Association (**ISA**) Research Committee 10 (**RC10**) on
 “Participation, Organizational Democracy & Self-Management”
 Institutions et Dynamiques Historiques de l’Economie (**IDHE**) UMR8533
 of the National Centre for Scientific Research (**CNRS**) at the Ecole Normale Supérieure (**ENS**) de Cachan;
 the Institut Fédératif Européen Pluridisciplinaire (**IFEP**) “Droits, Régulations et Transformations Sociales”
 de l’Université Paul Cézanne, Aix-Marseille;
 the Institut de Recherches Economiques et Sociales (**IRES**);
 and the European Sociological Association (**ESA**) Research Network on
 “Industrial Relations, Labour Market Institutions and Employment” (**RN17**)

Invite you to the International Conference on

Democratic Participation in Employment and Societal Regulation

Hosted by IDHE UMR 8533 CNRS at

Ecole Normale Supérieure de Cachan

61, Avenue du Président Wilson 94235 Cachan Cedex, FRANCE
 Amphi Marie Curie, Bâtiment d'Alembert

27th to 30th of June 2011

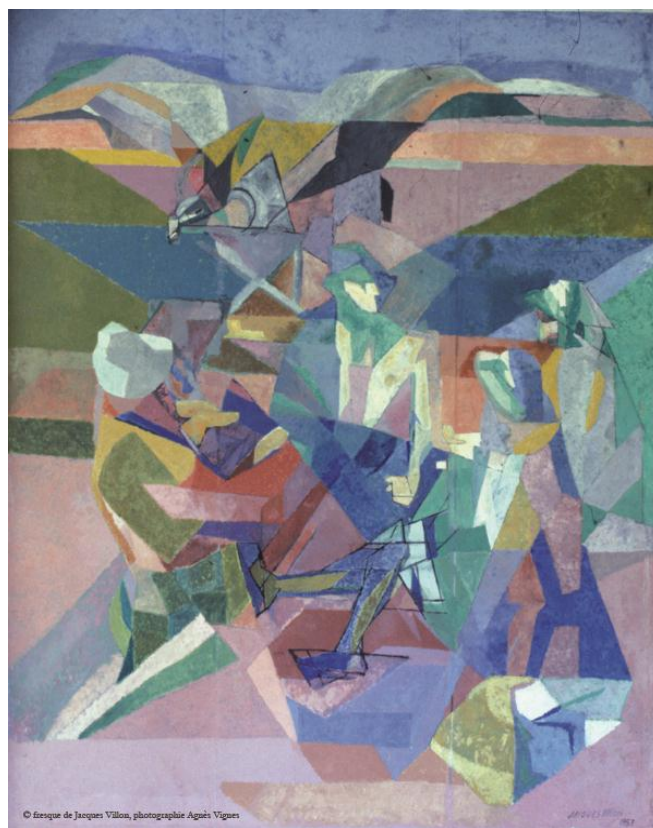
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Page précédente (détail) et ci-dessus : deux grandes fresques peintes sur toile marouflée
 Previous page (detail) and above : two large murals painted on canvas
Jacques Villon (1875-1963)
Hall Villon, bâtiment d'Alembert

Organizing Committee:

Isabel da **Costa**, President ISA/RC10; Senior Researcher CNRS-IDHE, France, *Conference Coordinator*
 Alain **Chouraqui**, Director of the IFEP, CNRS Research Director, France, past President ISA/RC10
 György **Széll**, Prof. em. Dr., University of Osnabrück, Germany, past President ISA/RC10

Scientific Committee:

Alain **Chouraqui**, Director of the IFEP, CNRS Research Director, France, past President ISA/RC10
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 Claude **Didry**, CNRS Research Director, Director of IDHE, France;
 Francesco **Garibaldo**, President RLDWL, Vice-President ISA/RC10, Italy;
 Janine **Goetschy**, Senior Researcher CNRS-IDHE, Université Paris Ouest Nanterre La Défense, France ;
 Annette **Jobert**, CNRS Research Director, IDHE, France;
 Udo **Rehfeldt**, Senior Researcher IRES, France;
 Julia **Rozanova**, Yale University, USA and the University of British Columbia, Canada, ISA/RC10 Secretary
 Heinz **Sünker**, University of Wuppertal and past President ISA/RC10, Germany ;
 György **Széll**, Prof. em. Dr., University of Osnabrück, Germany, past President ISA/RC10
 Volker **Telljohann**, Senior Researcher IRES Emilia Romagna, Italy

Conference Assistants

Nadine **Hallart**, Myriam **Leiris**, Ute **Széll**, Allan **Tran-Sam**

e-Book Assistant

Allan **Tran-Sam**



Final Program

Regulation issues have become priorities in the political agendas of most European countries confronted with global economic, financial and social crises, while the capability of some of the institutions of the political and civil society to deal with these changes has come under scrutiny and even sometimes questioning. This evolution has once more brought to the fore the issue of democratic participation, particularly in the field of industrial relations where it has been an important concern ever since the publication of the book *Industrial Democracy* by Sidney and Beatrice Webb in 1897 launched the first international debate around this issue. Democratic participation in employment and societal regulation will thus constitute the main theme of this conference.

Major reforms, notably those concerning social security and industrial relations arrangements, have recently taken place in many European countries. Old arrangements are being challenged and new actors and interaction arenas have emerged. These trends will be discussed in several plenary sessions and workshops by participants coming from different disciplines as well as backgrounds bringing complementary perspectives to an open and pluralistic debate. Beyond academic achievement we also hope that our exchanges might contribute to an increased awareness of these issues that might help orient the future actions of the European social actors. Some of these actors are expected to directly participate in the discussions during several round tables as well as in the networking during the conference.

The conference will be organized around several main themes that will be addressed both in plenary sessions and workshops. It will also include round tables with invited guests, a forward looking session and a joint session between ISA RC10 (International Sociological Association, Research Committee 10 on *Participation, Organizational Democracy & Self-Management*) and ESA RN17 (European Sociological Association, Research Network 17 on *Industrial Relations, Labour Market Institutions and Employment*), resulting from a collaboration between our two networks started when Franz Traxler was President of RN17 (this joint session will be dedicated to his memory).

Monday June 27

Registration

9h00 – 11h00 (Hall de l'Amphi Marie Curie, Bâtiment d'Alembert)

Welcome breakfast

Opening session

11h00 – 13h00 (Amphi Marie Curie, Bâtiment d'Alembert)

Chairs / Présidents: **Isabel da Costa & György Széll**

Welcome Addresses

Jean-Yves Mérimond, Director of ENS Cachan

Isabel da Costa, President of ISA/RC10

Keynote Speeches

Claude Didry, Director, Institutions et Dynamiques Historiques de l'Economie (IDHE - UMR 8533 CNRS)

"Institutions and Democratic Participation"

Alain Chouraqui, Director, Institut Fédératif Européen Pluridisciplinaire (IFEP) "Droits, Régulations et Transformations Sociales" de l'Université Paul Cézanne, Aix-Marseille

"Participation in regulating societal changes"

Erika Mezger, Deputy Director, European Foundation for the Improvement of Living and Working Conditions (EUROFOUND) / Fondation européenne pour l'amélioration des conditions de vie et de travail

"Participation in times of crisis: first analytical insights"

13h00 – 14h15 **Lunch**

Social Actors in a Multi-level and Multi-modal Regulation 1

14h15 – 16h00 (Amphi Marie Curie, Bâtiment d'Alembert)

Chairs / Présidents: **Alain Chouraqui & György Széll**

Philippe Mioche (Chaire Jean Monnet, Université de Provence Aix-en-Provence)

« *Le Comité Economique et Social Européen producteur de normes ? Une approche historique* »

Friedrich Fürstenberg (University of Bonn, Germany)

« *Regulative Harmonisation and Political Contest: Trends in the EU Labor Market* »

Maria da Conceição Cerdeira (ISCSP/Technical University of Lisbon and CAPP) &

João Dias, (ISEG/Technical University of Lisbon and UECE)

« *Social dialogue in Portugal in a time of crisis* »

Janet McIntyre-Mills (Flinders University, Australia)

« *The Way Forward? Controlling Consumption Through Governance and Participatory Democracy: Learning Less is More When Living Elegantly and Ethically* »

The aim of this stream is to contribute to the understanding of the interaction between rights and regulations on the one hand, and social transformations, crises and diverse types of changes on the other hand. The sessions will emphasise the role of social actors in the process of social transformation in a perspective of multi-level and multi-modal regulations. Multidisciplinary papers were welcomed in order to analyse at national, European and global levels:

- how law affects social regulation but, at the same time, is also affected or produced by social interaction;
- the effects of crises and other social transformations on the forms, levels and articulations of different "modes" of regulations, (legal, social, political, economic or other);
- and the evolution of the roles of the actors and the institutions in these regulatory processes.

16h00 – 16h30 **Coffee Break**

European Social Dialogue: Participation and Regulation

16h30 – 18h15 (Amphi Marie Curie, Bâtiment d'Alembert)

Chairs / Présidents: **Annette Jobert & Claude Didry**

Claude Didry & Annette Jobert (IDHE, UMR 8533 CNRS, ENS Cachan)

« *Social Dialogue and Deliberation: a New Dimension in European Industrial Relations* »

Philippe Barré & Mélanie Laroche (Ecole de relations industrielles, Université de Montréal)

« *Social dialogue in Quebec: Participation of the collective actors in the economic and social regulation* »

Hervé Champin (IDHE, ENS Cachan)

« *Le Dialogue social européen sectoriel, un outil de régulation* »

Jean-Vincent Koster (IDHE, Université Paris Ouest Nanterre, La Défense)

« *Enjeux et obstacles de la participation des partenaires sociaux européens au processus de délibération : Le cas de l'accord cadre autonome sur les « marchés du travail inclusifs* » »

European Social Dialogue (ESD) is now a Treaty procedure associating the European Social Partners to the elaboration of European legislation on employment relations and workers' participation in certain enterprises' choices or decisions. It originated in the 1980's under the Delors Presidency alongside the theme of the 'democratization of the economy' in the 1970's. Twenty years after its institutionalisation, ESD poses several major questions to be addressed in this stream.

- How does ESD deepen the dynamic of European integration launched by Jacques Delors, through an extension of the Dialogue from *specialised negotiations* on the issues of the employment contract and the working time, to more *general deliberations* on new European policies that imply choices of models of society? Its contribution to the discussion on the work life balance, the general interest services or the energy policies for example, involves exchanges with civil society representatives which could lead to a renewal of the social dialogue through its opening to what has been called the 'civil dialogue'.
- The institutions produced by the ESD such as the EWC directive or the Workers Information and Consultation directive are major contributions to the enhancement of the capabilities of the workers representatives to weigh on the choices of the firms. What are the concrete results of such directives in the European economy? Do the national implementations of these directives give actual capability for voices to the workers, especially in countries where unions and workers representations have been weakened by liberal policies, such as the UK or the PECO? Do the new forms of representation resulting from these directives provide capabilities to the restructuring processes that firms face in an internationalised economy?

18h30 – 20h **Cocktail Reception**

Tuesday June 28

Participation throughout life: from Childhood and Youth Education to Aging

9h00 – 11h00 (Amphi Marie Curie, Bâtiment d'Alembert)

Chairs / Présidents: **Julia Rozanova & Heinz Sünker**

Keynote Presentations

Heinz Sünker (Bergische Universität Wuppertal, Germany; past President ISA/RC10)

“Challenges of participatory democracy and childhood and youth politics”

Diane-Gabrielle Tremblay (Télé-université, Université du Québec, UQAM, Canada)

Titulaire de la chaire de recherche du Canada sur les enjeux socio-organisationnels de l'économie du savoir (Canada Research Chair on the socio-organizational challenges of the Knowledge Economy)- Directrice de l'ARUC sur la gestion des âges et des temps sociaux (CRSH) - Director of the CURA on work-life balance over the lifecourse (SSHRC) & Juliette Rochman (post-doctorante à l'ARUC)

“Active aging: A participatory and empowering policy or a responsabilization of individuals?”

Paper Communications

P.P. Balan (Professor-cum-Director, Centre for Research in Rural & Industrial Development - CRRID, India)

“From Cradle to Grave”: Experience of an Indian State on Participatory Planning”

Iasonas Lamprianou, Savvas Katsikidis, & Kyriakos Demetriou

(Department of Social and Political Sciences, University of Cyprus, Cyprus)

“The relationship between political participation and early retirement”

Carmen Bastidas (Department of Sociology, University of Oriente, Venezuela) & **Riolama de Verde** (Institute of Technology, Cumana, and Research Associate, University of Oriente, Venezuela)

“Creative discourse and use of the juvenile sapience in the new democratic leadership”

Julia Rozanova (University of British Columbia, Canada & Yale University, USA)

“The master of disguise: Hidden faces of ageism as barriers to social participation of older adults”

Democracy is based on the existence of educated and informed citizens. Real education is based on the competences of all members of a society, and is a life-long process. To accomplish this we need to deal with experiences of participation in the lives of people of all ages, from children and youth to young adults, to individuals in mid-life and to older adults. As the opposite of participation is exclusion, it is also essential to consider mechanisms by which society may exclude some groups of citizens from participation because of their age (or other characteristics). It is particularly relevant in the case of young children, who may be considered too young to be competent to meaningfully participate in the process of making decisions that have direct impact on their lives, and the oldest ones, who are considered too old to have competencies for meaningful participation. This exclusion from participation of certain age groups on the assumption of their political and social incompetence may be rife with potential controversies and neglect of their interests and ultimately exploitation. Therefore participation is a key component in concepts of politics of childhood and youth as well as later life. The papers addressing this theme will deal with different approaches concerned with participation across the life-course in different societies, with particular emphasis on participation in childhood and youth and in later life (separately or in comparative perspective).

11h00 – 11h30 Coffee Break



European Governance: a model of employment and societal regulation?

11h30 – 13h00 (Amphi Marie Curie, Bâtiment d'Alembert)

Chairs / Présidents: **Janine Goetschy & J. Leschke**

Janine Goetschy (CNRS-IDHE, Université Paris Ouest Nanterre La Défense, France) &

J. Leschke (European Trade Union Institute – ETUI-REHS, Belgium)

“Economic governance from the Lisbon strategy to Europe 2020 : which changes with the economic crisis ?”

Andrew Watt, (ETUI-REHS)

“Economic governance in Europe in the wake of the crisis”

Sophie Jacquot (Centre d'études européennes, Sciences Po, Paris, France)

“New governance in the field of EU gender equality policy”

Stéphane de La Rosa (Faculté de droit de Valenciennes, Université Lille Nord de France)

“Some legal issues of the open method of coordination”/

« Aspects juridiques du recours à la Méthode Ouverte de Coordination »

Social Europe developments have been closely linked to three major factors: a) the dynamics of the European integration project – in particular the nature of its successive enlargements, b) its successive political economy objectives (internal market, EMU, the Lisbon Strategy, Europe 2020), and c) EU Members States' own social and employment evolving policy agendas.

Over the last 50 years, the EU level has been displaying a complex web of substantive and procedural rules in the field of employment and social policy. This stream aims at understanding the ways in which such a European web of rules was built over time. What is their degree of internal coherence or fragmentation? What can be said about their relevance vis-à-vis evolving social and employment agendas at national and world levels?

Similar questions will be addressed as regards EU rule-making procedures. Indeed, the profound legitimacy component inherent to social matters, the EU treaties content (and their limitations) as well as growing EU internal diversity have been leading over time to a plurality of EU regulatory modes (legislative, open method of coordination, corporatist).

Social Europe has been built as a result of contradictory forces among Member States, among social partners as well as among EU supra-national institutions around evolving policy agendas. Over recent years, one could witness new tensions regarding the balance to be found between deepened freedom of movement and the respect of social rights, and as concerns the question of migrant workers. This stream aims at taking stock of past Social Europe developments as well as of the more recent tensions which have arisen in last years – tensions likely to have been increasing even more with the two economic and financial crises (2008 and 2009).

13h00 – 14h15 **Lunch**

Parallel Workshops and Book presentations

14h15 – 16h00 (different locations, check workshop session of the Program)

16h00 – 16h30 **Coffee Break**

Regulation by the Social Partners in the context of Globalisation

16h30 – 18h30 (Amphi Marie Curie, Bâtiment d'Alembert)

Round table Chaired and led by: **Isabel da Costa & Udo Rehfeldt**

Keynote Speaker

Fernando Vasquez (Deputy Head of Unit, European Commission, Directorate-General for Employment, Social Affairs and Inclusion - EMPL/C/2 - New Skills for New Jobs, Adaptation to Change, CSR and EGF)

Invited speakers:

Maureen Kearney (secretary European works council Areva)

Marie-Noelle Lopez (Planet Labour)

Jean-Jacques Paris (responsable de Consultingeuropa- secafi Alpha)

20h00 – 22h00 **Dinner at Villa Spicy** (near the *Champs Elysées*)

8, avenue Franklin Roosevelt – 75008

<http://www.villaspicy.com>

Metro : see google map on page 5

Wednesday June 29

Parallel Workshops and Book presentations

9h00 – 10h45 (different locations, check workshop session of the Program)

10h45 – 11h15 **Coffee Break**

De nouveaux défis pour les Partenaires Sociaux/New Challenges for the Social Partners

11h15 – 13h00 (Amphi Marie Curie, Bâtiment d'Alembert)

Round table chaired and led by: **Isabella Biletta & Catherine Bloch-London**

Isabella Biletta (European Foundation for the Improvement of Living & Working Conditions /Eurofound)

« *De nouveaux défis pour les partenaires sociaux ? Grandes tendances européennes* »

György Széll (University of Osnabrück, Germany, past President ISA/RC10)

« *Les syndicats à la hauteur des défis de la mondialisation et de l'innovation sociale ?* »

Alain Mestre (Syndex, France)

« *Politiques climatiques européennes, impact emploi et transition sociale* »

CEEP (tbc)

13h00 – 14h00 **Lunch**

Evolutions in labour and employment relations

Joint stream ISA/RC10 and ESA/RN17 dedicated to the late Franz Traxler

14h00 – 16h00 (Amphi Marie Curie, Bâtiment d'Alembert)

Chairs / Présidents: **Bernd Brandl & Isabel da Costa**,

Keynote Speaker

Richard Hyman (London School of Economics, UK)

“*Comparative Research and Globalization/ La recherche comparée et la mondialisation*”

Guglielmo Meardi, (Warwick Business School, UK)

“*The transnationalisation of industrial relations in Europe*”

Vera Glassner (ETUI, Belgium) & **Toralf Pusch** (Halle Institute for Economic Research, Germany)

“*Does EMU foster cross-border coordination of wage bargaining? Empirical evidence from the metal sector in Belgium, the Netherlands and Germany*”

Mirella Baglioni (Università di Parma, Italy; Chair RN17/ESA)

“*Industrial Relations after the crisis. Reformulating research questions on path dependency*”

« *Relations de travail après la crise: reconsidérer les questions de la recherche sur la path dependency* »

Lucio Baccaro (Université de Genève, Suisse; member of the Board RN17/ESA)

“*Reformulating the argument about convergence: Industrial relations institutions in Europe since the oil shocks*”

Bernd Brandl (University of Vienna, Austria; Vice-Chair RN17/ESA) &

Isabel da Costa (President RC 10/ISA, member of the Board RN17/ESA): “*Concluding remarks*”

The organization of labour has always been sensitive to crises and has faced fundamental changes in the past. The impact of previous crises on organized labour has frequently been perceived as dramatic particularly as regards the evolution of employment and restructuring. Communications in this session will focus on the implications of the current economic crisis for the interaction between policy and organized labour taking into account past experiences and past changes: will labour relations undergo restructuring processes on a scale similar or even larger than the alterations caused by the shocks of 1929 or the oil crisis of the 1970s? To what extent will industrial relations affect and be affected by policy responses to the crisis? How has the public sector been affected in different countries? At what levels have what changes been more often addressed – local, sector, region, national, European, international? What hypothesis and methods have researchers, analysts and/or actors used to address these issues? What kind of new issues have emerged with the recent crisis? The stream will also include communications dedicated to contribution of Franz Traxler to the understanding of labour and employment relations.

16h00 – 16h30 **Coffee Break**

Social Actors in a Multi-level and Multi-modal Regulation 2

16h30 – 18h30 (*Amphi Marie Curie, Bâtiment d'Alembert*)

Chairs / Présidents: **Alain Chouraqui & György Széll**

Keynote Speaker

Stavroula Demetriades (Head of Unit, Industrial relations and workplace developments, European Foundation for the Improvement of Living and Working Conditions, Ireland)
“*Social partners and democratic participation in Europe*”

Carsten Strøby Jensen, (University of Copenhagen, Denmark)

“Comparative Perspectives on Social Stratification and Trade Unions in US, Asia and Europe”

Alexis Bugada (Vice-Président recherche, Université Paul Cézanne, Aix-en-Provence)

« *La régulation sociale par l'interprofession en France* »

Blandine Chelini-Pont & Julien Couard (Laboratoire Interdisciplinaire de Droit des Médias et des Mutations Sociales (LID2MS), Université Paul Cézanne Aix-Marseille III)

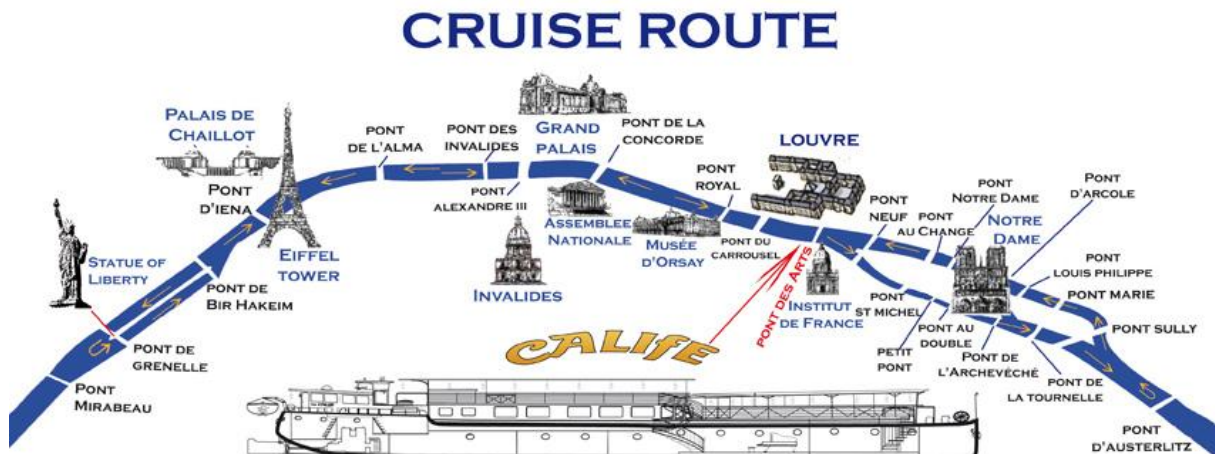
“*Acteurs et religion dans l'évolution du droit du travail*”

Juan Monreal & Carmina Pérez (Université de Murcia, Spain)

“*The role of the 'formal' and 'informal' Spanish Actors in the regulation processes*”

The session will focus on the role of social actors in the process of social transformation in a perspective of multi-level and multi-modal regulations, taking into account the global dimension and focussing on European experiences. Contradictions and conflicts will be analysed.

20h00 – 23h00 **Conference Dinner**



Between 8 a.m. and 8:30 p.m. :

embark quai Malaquais, under the 'Pont des Arts' bridge, left bank, opposite the Louvre museum.

Ship departure is at 9 p.m.

The cruise lasts two hours through historical Paris.

Cruise route :

Whilst enjoying your dinner, you'll contemplate some of the most beautiful monuments of Paris: Notre Dame, the Louvre, the Musée d'Orsay, the Grand Palais, the Invalides, the Palais de Chaillot and the Eiffel Tower and it's most remarkable bridges:

Pont Neuf, Pont Marie, Pont Alexandre III, Pont au Double, Tournelle Bridge....

At 11 p.m. :the boat returns to dock.

<http://www.calife.com/>

Employee participation through EWCs and in the framework of the European Company (SE)

9h00 – 11h00 (Amphi Marie Curie, Bâtiment d'Alembert)

Chairs / Présidents: **Udo Rehfeldt & Michael Stollt**

Employee participation through EWCs

Jeremy Waddington (University of Manchester/ETUI)

“The EWC: a Transnational Industrial Relations Institution in the Making”

Romuald Jagodzinski (ETUI)

“The Current Status of EWCs after the Recast Directive”

Elodie Bethoux (IDHE-ENS Cachan)

“EWCs in Times of Restructuring”

Employee participation through the European Company (SE)

Michael Stollt (European Trade Union Institute – ETUI)

“The Current Status of SE Founding and Employee Involvement 10 Years after Adopting the SE Directive”

Udo Rehfeldt (Institut de Recherches Economiques et Sociales -- IRES)

“The Europeanization of Employee Involvement: Practical Experience from 10 SE Case Studies”

The 1994 European directive on European works councils (EWCs) was a late outcome of a project of European legislation dating back to 1970, the European Company Statute, in which the European Commission provided simultaneously three channels for employee participation:

- European collective agreements concluded directly between the company and the unions represented in the various institutions,
- a European works council to be regularly informed on the evolution of economic and social parameters of the company and to be consulted prior to any major changes,
- participation of employee representatives in the supervisory board for at least a third of its members.

In the 1970s, the Commission's draft, which was largely inspired by the German system of codetermination, had provoked hostile reactions not only by employers' organizations but also by most of the EC-9 union organisations. It was only in 1994 that a European directive (recast in 2009) imposed negotiations on the establishment of EWCs with information and consultation rights in transnational companies. This legislation was complemented in 2000 by a regulation and a directive on the European Company (SE), which imposes negotiations on employee involvement including board level participation for such companies. The third part of the initial Commission project, transnational collective bargaining, has developed in the last ten years, a number of agreements having been signed but remaining, for the moment, without a European legal basis. These transnational company agreements were the topic of a specific round table at this Conference.

This session will try to make an assessment of both forms of workers participation.

- How have EWCs and SEs spread over the years?
- What is the quality of these agreements?
- What is the impact of these transnational participation rights for the defence of workers' interests in practice?
- How were strategic decisions of the company influenced, in particular in the case of transnational restructuring?
- How are unions involved in these fields?
- What will be the impact of the 2009 revision of the EWC directive when it will come into effect in 2011?

11h00 – 11h30 **Coffee Break**



Democratic participation and civil society

11h30 – 13h00 (Amphi Marie Curie, Bâtiment d'Alembert)

Chairs / Présidents: **Francesco Garibaldo & Volker Telljohann**

Catherine Casey (School of Management, University of Leicester, United Kingdom)

"We, the People at Work: Citizens, Industrial Democracy, Governance"

Valeria Pulignano (Katholieke Universiteit Leuven, Belgium)

"Identity, Solidarity and Non-Market Values: Prospects for Social Democracy in Europe?"

Paul-André Lapointe & Guy Cucumel (Dptm des relations industrielles, Université Laval, Québec, Canada)

"Teamwork diversity"

Francesco Garibaldo (President RLDWL, Vice-President ISA/RC10, Italy) &

Volker Telljohann (IRES Emilia Romagna, Italy)

"Democracy at work - a comparison of a German and an Italian case"

The cultural aspiration for participatory democratic society and more equitable social distribution of power continues to be formally highly valued in European societies. Yet, as a number of social analysts have observed, many aspects of democratic practices have seriously diminished in some key areas of social life in recent years. Economic processes seem to be less controlled by social, political, administrative and cultural instances of regulation. This lack of control entails a divide between economic institutions and society at large.

The world of labour is an important area where this divide can be observed. The world of labour and employment, which since the mid-20th century has been regarded as a vital arena for the advancement of participatory democracy, appears at the present time powerfully influenced by forces and interests that weaken and undermine this social project. The aspiration for wide social participation in the regulation and governance of labour and workplaces encounters a crisis. Current tendencies in the management of production organizations and industrial relations require workers' integration not through democratic citizenship and representation, but through conformity to elite-established rules and systems. The recalibration of capital and labour relations that has ensued has weakened not only workers and their trade unions in socio-political roles but threatens the practices and values of social democracy itself. The search for socio-cultural innovation is thus a pressing theoretical and practical project.

The aim of this theme will be to analyse current concerns in regard to the conditions of labour markets, production organizations, working conditions, and industrial and employment relations. Prominent among these concerns is the crisis in trade unions and in democratic labour market institutions, and the rise of what many critics regard as technocratic administrative powers displacing democratic practices. These concerns, which may be seen as part of broader crisis in democracy, require careful evidence-based analysis. What are the principal factors of the crisis? How successful are current efforts in response? Has a recalibration of labour and capital relations set an institutional path dependency for a long time to come? What are the options for social and economic policies? In this context, theoretical approaches analysing the need for new governance systems at all societal levels will be discussed as well as the need for a new definition of the role of the State and the civil society.

13h00 – 14h15 **Lunch**

Parallel Workshops and Book presentations

14h15 – 16h00 (different locations, check workshop session of the Program)

16h00 – 16h30 **Coffee Break**

Forward Looking Session

16h30 – 18h30 (Amphi Marie Curie, Bâtiment d'Alembert)

Chairs / Présidents: **György Széll & Francesco Garibaldo**

Marc Pena (President of the University Paul Cézanne, Aix-en-Provence)

Stavroula Demetriades (Head of Unit, Industrial relations and workplace developments, Eurofound)

Philippe Pochet (General Director of the European Trade Union Institute)

Suzanne Srodogora (Directrice Recherche, Innovation, Enseignement Supérieur, Région Ile de France)

Isabel da Costa (President of RC 10/ISA, member of the Board RN17/ESA, CNRS-IDHE, ENS de Cachan)

In this session the panelists will answer mainly the following questions:

1. What is the role of societal regulation for enhancing democratic participation?
2. Can European specificities serve as a model for other world regions and/or can the EU learn from experiences from other world regions?
3. How have trade unions contributed so far and how can they contribute in the future to enhancing democratic participation?
4. What are the roles of science, of institutions and of political will in this endeavour?
5. After the communications and debates of this conference which orientations for future research seem the most pertinent?

PARALLEL WORKSHOPS AND BOOK PRESENTATIONS

Stream 1

Social Actors in a Multi-level and Multi-modal Regulation :

Organized by Alain Chouraqui & György Széll

Stream 2

Democratic participation and civil society in the world of work

Organized by Francesco Garibaldo & Volker Telljohann

Stream 3

Participation throughout life: from Childhood and Youth Education to Aging.

Organized by Julia Rozanova & Heinz Sünger

Stream 4

European Governance: a model of employment and societal regulation?

Organized by Janine Goetschy & Janine Leschke

Stream 5

European Social Dialogue

Organized by Annette Jobert & Claude Didry

Stream 6

Employee participation through EWCs and in the framework of the European Company (SE)

Organized by Udo Rehfeldt & Michael Stollt

Stream 7

Evolutions in labour and employment relations. Joint session ISA/RC10 and ESA/RN17r

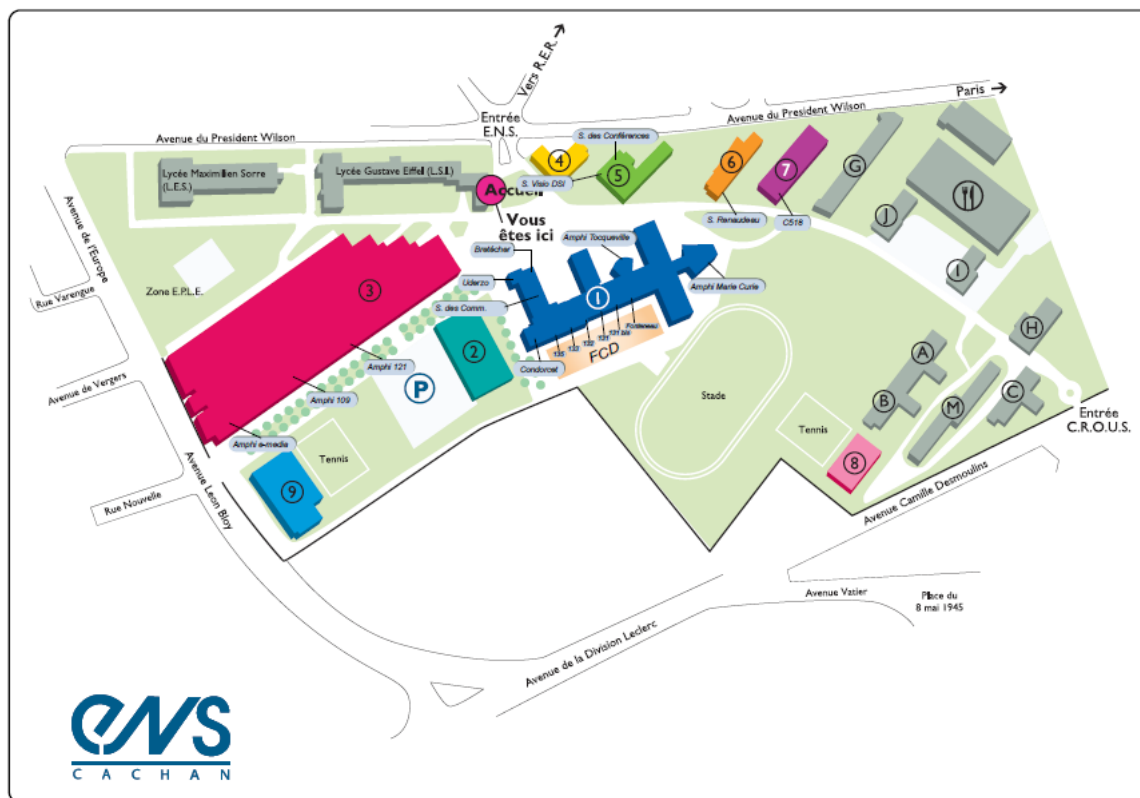
Organized by Bernd Brandl & Isabel da Costa

S1 W1 = *Stream 1 Workshop Session 1*

BP 1 = *Book Presentation 1*

ENS Cachan Campus Map

École Normale Supérieure de Cachan



1 Bâtiment d'Alembert

DÉPARTEMENTS D'ENSEIGNEMENT

Biochimie, Génie Biologique
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Informatique
Physique

LABORATOIRES DE RECHERCHE

LRPA • Laboratoire de Biotechnologies et Pharmacologie génétique Appliquée
LPGM • Laboratoire de Photonique Quantique et Microscopie
LEV • Laboratoire Spécialisation et Vérification
PPSH • Photophysique et Photobiologie Supramoléculaire et Microscopie
SATIE • Systèmes et Applications des Technologies de l'Information et de l'Energie

SERVICES

Direction
Secrétariat Général
Direction de la Formation
Agence comptable, Services financiers
Bureau des Achats et des Marchés
Service Communication
Service Concours
Direction des Systèmes d'Information
Service Sécurité
Bureau des Etudes et de la Vie Etudiante
Formation Continue et Développement
Bibliothèque

AMPHITHÉÂTRES, SALLES DE RÉUNION

Amphi Marie Curie
Amphi Pasteur
Salle Condorcet
Salle des Commissions
Amphi Fontaine
Amphi Jacquelin (accès par Fontaine du silence)

2 Institut d'Alembert

3 Bâtiment Léonard de Vinci

DÉPARTEMENTS D'ENSEIGNEMENT

Génie Civil
Génie Mécanique
LABORATOIRES DE RECHERCHE
LMT • Laboratoire de Mécanique et Technologie
LURPA • Laboratoire Universitaire de Recherche en Production Automatisée
SATIE • Systèmes et Applications des Technologies de l'Information et de l'Energie (Secteur Automatique, Traitement du signal)

AMPHITHÉÂTRES, SALLES DE RÉUNION

Amphi Saclay
Amphi EIP
Amphi I2I
Salle Lagrange (accès par le bâtiment d'Alembert)

4 Bâtiment Iris

Service Technique et de la Logistique
Service du Patrimoine
Mission Hygiène et Sécurité
Centre Médical

5 Pavillon des Jardins

SERVICES

Service Auditoire et Multimédia
Service Technique et de la Logistique (secrétariat)
Service de l'Hébergement
Service Commun de Gestion des Concours
Service Juridique

AMPHITHÉÂTRES, SALLES DE RÉUNION

Salle de Conférence

6 Bâtiment Laplace

DÉPARTEMENTS D'ENSEIGNEMENT

Mathématiques

ÉCOLE DOCTORALE

EDSP • École Doctorale Sciences Pratiques

LABORATOIRES DE RECHERCHE

CEIS • Centre d'Économie de la Sorbonne
CHLA • Centre de Mathématiques et de Leurs Applications
BIP-Cachan • Institut des Sciences sociales du Politique - TIS - Cachan
DHE • Institutions et Dynamiques Historiques et Économie

SERVICES

Service des Relations Internationales
Service de la Valorisation et des Contrats
Service de Actions Sociales

AMPHITHÉÂTRES, SALLES DE RÉUNION

Salle Rousseau
Salle Pabik

7 Bâtiment Cournot

DÉPARTEMENTS D'ENSEIGNEMENT

Design
Économie et Gestion
Langues Étrangères
Sciences sociales

LABORATOIRES DE RECHERCHE

STEF • Sciences Techniques Éducation Formation

SERVICES

Service des Sports / Bureau des Sports
Service Reprographie

8 Maison de l'Étudiant

9 Centre sportif Jesse Owens

CROUS

Centre Régional des Œuvres

Universitaires et Scolaires

Résidences Universitaires

A B C G H I J M T

S1 W1 Bâtiment d'Alembert, Amphi Marie Curie

Actors in a Multi-level and Multi-modal Regulation

Chairs: **Alain Chouraqui & György Széll**

Reynald Bourque (Université de Montréal, Canada) & **Marc-Antonin Hennebert** (HEC-Montréal, Canada)
« *Articulation des niveaux et des formes d'action syndicale dans le contexte de la mondialisation : le cas du réseau syndical UNI@Quebecor World* »

Shlomo Getz (University of Haifa & Academic College of Emek Yezreel, Israel)

« *The Role of State Regulation in the Social Transformation of the Kibbutzim* »

Laura Foy (Fondation du Camp des Milles, Université de Provence, Aix-en-Provence)

« *Le théâtre-forum : une forme participative de résolution de conflits* »

Janet McIntyre-Mills (Flinders University, Australia)

« *The food, energy and water crisis : The liberative potential of the Aarhus Convention and transboundary governance to protect the global commons and the public good* »

W. N. Salve (Shri. Venkatesh College, Ichalkaranji, India)

« *Democratic Participation of Workers in Management and Status of Seasonal Migrant Workers in India* »

S7 W1 . Bâtiment Laplace salle Renaudeau

La participation démocratique à travers l'œuvre de John Commons

Chaired and introduced by: **Bruno Théret** (Directeur de recherche CNRS à l'Institut de recherche interdisciplinaire en socio-économie (IRIS), Université Paris-IX-Dauphine) & **Isabel da Costa**

Thierry Kirat (Directeur de recherche au C.N.R.S., UMR 7170 – IRISSO, Institut de Recherche Interdisciplinaire en Sciences Sociales, Université Paris Dauphine, France) &

Laure Bazzoli (Triangle, Université Lumière Lyon 2)

« *Le capitalisme raisonnable, l'emploi et la responsabilité sociale de l'entreprise selon J.R. Commons et l'école du Wisconsin* »

Pier-Luc Bilodeau (Département des relations industrielles, Université Laval, Québec, Canada)

« *Un gouvernement de l'industrie? Les relations professionnelles dans l'industrie québécoise de la construction depuis 1968* »

Laure Bazzoli & Véronique Dutraive (Triangle, Université Lumière Lyon 2)

« *La démocratie comme fondement institutionnel d'un « capitalisme raisonnable » selon J.R. Commons : une contribution à la philosophie sociale pragmatiste de J. Dewey* »

Diane-Gabrielle Tremblay (Télé-université, Université du Québec, UQAM, Canada)

« *L'Actualité de John Commons dans la revue Interventions Economiques* »

Isabel da Costa (CNRS-IDHE, ENS de Cachan)

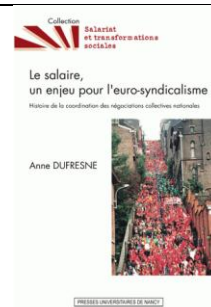
« *L'institutionnalisme de John Commons et les origines de l'État providence aux États-Unis* »

BP 1 14h15 – 15h

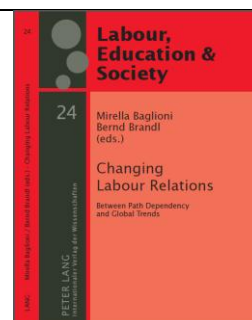
Amphi 109N, bâtiment Léonard de Vinci

DUFRESNE, Anne (ed.) - *Le salaire, un enjeu pour l'euro-syndicalisme. Histoire de la coordination des négociations collectives nationales*. Presses universitaires de Nancy, Nancy, mars 2011.

www.lcdpu.fr/livre/?GCOI=27000100140980



Mirella BAGLIONI & Bernd BRANDL (eds.),
*Changing Labour Relations Between Path
Dependency and Global Trends,*
Peter Lang, Internationaler Verlag der Wissenschaften,
Frankfurt am Main 2011



S5 W1 Bâtiment Laplace salle Pollack

ANR Les salariés acteurs de l'innovation ANR

Organised and Chaired by: **Pierre Boisard & Claude Didry**

Pierre Boisard (IDHE, UMR 8533 CNRS, ENS Cachan)

« Recherche Développement, quel travail ? »

Camille Dupuy (Doctorante en sociologie, IDHE, ENS Cachan)

« La participation des salariés à l'innovation : le cas de l'outil de production éditoriale du Monde Interactif »

Erwan Lamy (Advancia-Negocia et IDHE, UMR 8533 CNRS, ENS Cachan)

« Les « bonnes pratiques » et l'encadrement de l'innovation dans les biotechnologies »

Florent Le Bot (IDHE, UMR 8533 CNRS, ENS Cachan)

« De la porcelaine aux céramiques, un siècle d'innovation à Limoges »

Jean-Louis Renoux : (IDHE, UMR 8533 CNRS, ENS Cachan)

« Maîtriser l'innovation pour contrôler l'emploi. Un syndicat de métier à l'heure du numérique »

Wednesday June 29

9h00 – 10h45

S7 W2 Bâtiment d'Alembert, Amphi Marie Curie

Evolutions in labour and employment relations

Chairs: **Mirella Baglioni** (Universita di Parma, Italy; Chair RN17/ESA) &

Lucio Baccaro (Université de Genève, Suisse; member of the Board RN17/ESA)

Jocelyne Robert (HEC-Ecole de gestion, Université de Liège, Belgique)

« Responsabilité sociale en entreprise et leadership : quelques questions »

Rosa Nonell (Grup de Recerca Polítiques Públiques i Regulació Econòmica, Directora Dep. Política Econòmica Facultat d'Economia i Empresa, University of Barcelona)

“The determinants of business associations involved in social pacts. It's similarities and differences between some European countries during thirty years (1980-2010)”

Barbara Bechter (University of Vienna, Austria) *Presenter*

Co-authors: **Bernd Brandl** (University of Vienna) & **Guglielmo Meardi** (University of Warwick, UK)

“Developments of sectoral level industrial relations systems in the European Union”

Thomas Prosser (Trinity College, Department of Sociology, School of Social Science and Philosophy, University of Dublin, Republic of Ireland)

“Private interest groups in the EU and the economic crisis”

Andranik Tangian (Hans Boeckler Foundation and Karlsruhe Institute of Technology, Duesseldorf, Germany)

“Not for Bad Weather: Flexicurity Challenged by the Crisis”

Bernd Brandl (University of Vienna, Austria; Vice-Chair RN17/ESA) &

“Successful Incomes Policy Concertation: the Economic Effects of Social Pacts and its Alternatives”

Citizen Participation in the Third Sector: Some Cases of Social Responsibility and Involvement

Organized by **Litsa Nicolaou-Smokoviti** (University of Piraeus, Greece)

Co-Chairs: **Dimosthenis Daskalakis** (University of Athens, Greece)

George O. Tsobanoglou (University of the Aegean, Greece)

Dimosthenis Daskalakis (University of Athens, Greece)

"Forms and Aspects of the Third Sector and Social Participation in Greece: Theoretical approach and empirical evidence"

George O. Tsobanoglou (Director, Work Lab, Sociology Department, University of the Aegean, Greece, Chair, ISA-rc26)

"Genealogies of Participation in the Employment Process. On the Problem of Order"

Stefanos Koffas (University Frederick, Cyprus)

"Social responsibility in the third sector. Cases of social participation and social involvement of companies in Cyprus"

Maria Fregidou-Malama & Michelle Rydback (University of Gävle Department of Business, Sweden)

"Social Enterprises in Sweden: Unitis a Successfull Social Cooperative?"

Azril Bacal (University of Uppsala, Sociology Department, Sweden) &

Erik Lindhult (Mälardalen University, Sweden)

« Social Economy and Development Alternatives to the World Economic Forum »

BP 3&4

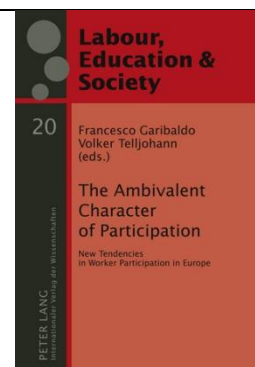
Amphi 109N, bâtiment Léonard de Vinci

Chairs: **Francesco Garibaldo**, sociologist, scientific direction of IRES ER &
Volker Telljohann, sociologist in charge of the European Policies at IRES ER.

Francesco GARIBALDO & Volker TELLJOHANN (eds.)- *The ambivalent character of participation. New tendencies in worker participation in Europe*. Peter Lang, Frankfurt, Novembre 2010

<http://www.peterlang.ch/index.cfm?event=cmp.ccc.seitenstruktur.detailseiten&seiten=produkt&pk=55453&cid=5&concordeid=58943>

RASMUSSEN, L. B. (ed.) - *Interactive Methodes - Facilitation of change in organization, communities and networks* - Polyteknisk Forlag, Denmark, in print.
Rasmussen is professor at the Danish Technological University.



Participation and Technological Dynamics

Chairs **Pierre-Paul Zalio** (IDHE, ENS de Cachan, IUF)

Patrick Chaskiel & Marie-Gabrielle Suraud (CERTOP, UMR CNRS, UT2, UT3, Toulouse, France)

"French Unions, Civil Society and Nanotechnologies: Towards a Democratic Trend ?"

Binay K Pattnaik (Dept. of Humanities & Social Sciences, Indian Institute of Technology Kanpur, India)

"ICT Revolution and Knowledge Workers of India: Explorations in Sociology of Work"

Armel Brice Adanhounme (Research Professional, CRIMT Montreal, Québec, Canada)

« Endangering liberal democracy: The critical future of citizenship at work in the age of globalization »

Xavier Roth (IFEP de l'Université Paul-Cézanne et Université de Provence)

"Des normes du travail au travail des normes: En quoi les micro-régulations opérées par les acteurs en situation conduisent-elles à repenser le gouvernement du travail?"

Wu Tong (East China Normal University)

"Négociation collective, le droit collectif difficile à promouvoir : Une cartographie chinoise de trois cas (2006-2009)"

S1 W2 Bâtiment Laplace salle Renaudeau

Actors in a Multi-level and Multi-modal Regulation

Chair: **Eleni Nina-Pazarzi** (University of Piraeus)

Cornelia Delouka-Ingessi (University of Piraeus, Greece)

“The New Approach to EU Consumer Legislation: Towards a ‘High Level of Consumer Protection’ or a ‘Market Behaviour Law’?”

Michalis Pazarzis (University of Piraeus)

“P&I Clubs as a participatory institution in the maritime sector”

Ágnes Utasi & Eleni Nina-Pazarzi (University of Piraeus)

“Community participation, public life and trust”

Volkmar Kreissig, (IEB Chemnitz, Germany)

“Participation in Arabic States - realities, trends and chances in future”

S2 W3. Bâtiment Laplace salle Pollack

Democratic Participation at Work and in the City

Chair: **Emmanuèle Reynaud** (IDHE - Université Paris X, France) &tbc

David Van Arsdale (State University of New York, Onondaga, Syracuse, United States)

“Waiting for Work: The Proliferation of Temporary Help Work and Consequences on Urban Deindustrialized Communities in the United States”

Carmen Bastidas & Efrén Figuera (Department of Sociology. Program of Master in Planning of the Development of the University of Oriente, Venezuela)

“The democratic participation as civic discourse in the world of the work”

Sebastian Schulze-Marmeling (People, Management and Organisations Division (PMO), Manchester Business School, The University of Manchester, UK)

« Democratic Participation and External Conflict Resolution »

Sun Zhe (IDHE, ENS de Cachan)

“Homeownership and the transformation of political participation in Shanghai”

Lauge Baungaard Rasmussen (DTU Management Engineering, The Technical University of Denmark)

“Participation in the world of work: Facilitating change by using interactive methods in organizations, communities and networks”

BP 5 14h15 – 15h

Amphi 109N, bâtiment Léonard de Vinci

CONCHON, A. et AUBERGER M.-N. (eds) - *Les administrateurs salariés et la gouvernance d'entreprise*. La documentation Française, Paris, 2009.

CONCHON, A., GOLD, M. et KLUGE, N. (eds) - *'In the union and on the board': experiences of board-level employee representatives across Europe*. European Trade Union Institute (ETUI), november 2010



BP 6 15h15 – 16h

Amphi 109N, bâtiment Léonard de Vinci

LE BOT, F. (ed.)

La fabrique réactionnaire. Antisémisme, spoliations et corporatisme dans le cuir (1930-1950). Presses de Sciences Po, Paris, 2007.

<http://www.pressesdesciencespo.fr/fr/livre/?GCOI=27246100584830>



BP 7 14h15 – 15h

Bâtiment d'Alembert, Amphi Marie Curie



BOISARD, P. (ed.) –

Le nouvel âge du travail.

Hachette, Paris, février 2009

<http://www.ens-cachan.fr/version-francaise/actualites/vient-de-paraitre/le-nouvel-age-du-travail-57739.kjsp?RH=1188555128971>

BP 8 15h15 – 16h

Bâtiment d'Alembert, Amphi Marie Curie

Claude Didry et Annette Jobert (sous la direction de.)

L'entreprise en restructuration :

Dynamiques institutionnelles et mobilisations collectives

Presses Universitaires de Rennes, 2010



Network Meetings

Check invitation for further information on place and agenda
Voir invitation pour le lieu et l'ordre du jour

Monday June 27

20h– 21h00

Meeting RC10 Board

Tuesday June 28

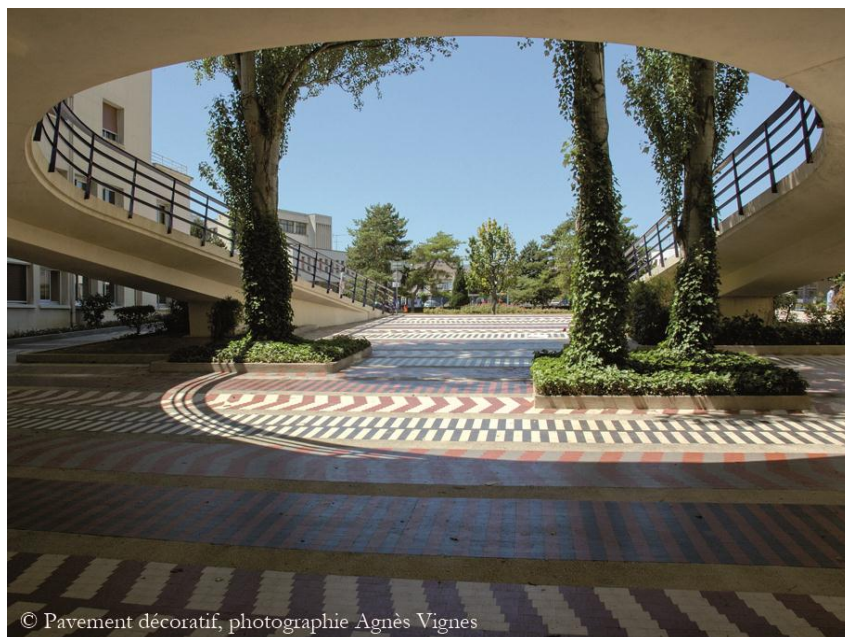
13h00 – 14h15

Meeting Informel du Conseil Scientifique International de l'IFEP

Thursday June 30

14h15 – 16h00

Meeting RDWLD



Pavement décoratif / Decorative Pavement
Rez-de-chaussée bas, bâtiment d'Alembert / Lower Ground-Floor, d'Alembert building

Hosted by IDHE UMR 8533 CNRS at

Ecole Normale Supérieure de Cachan

61, Avenue du Président Wilson 94235 Cachan Cedex, FRANCE

<http://www.ens-cachan.fr/version-anglaise/about-the-ens-cachan/>

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