EUROPEAN WORKPLACE PARTICIPATION FORUM:
NEW WAYS TO EFFECTIVE FORMS OF WORKER PARTICIPATION
First day – 24th September
16.00-18.30

WORKSHOP 1
THE ROLE OF THE INSTITUTIONAL CONTEXT FOR PARTICIPATION

Coordinator and Chair:
Kevin O'Kelly
COMBAT POVERTY AGENCY, DUBLIN

Speakers:

Employees’ information and consultation in Poland
Matey Maria-Tyrowicz
UNIVERSITY OF WARSAW

Institutional context of workers’ participation in Bulgaria: which way after joining the EU
Ekaterina Ribarova
INSTITUTE FOR SOCIAL AND TRADE UNION RESEARCH, SOFIA

The role of institutional context for participation in Hungary and beyond
Szilvia Borbely
INSTITUTE OF SOCIAL AND ECONOMIC RESEARCH OF TRADE UNIONS, BUDAPEST

The role of public policies fostering participation at regional level: the case of Flanders
William Couper
IPA LONDON

Discussant:
Nicola Nicolosi
CGIL, ROME
European Workplace Participation Forum: New Ways to Effective Forms of Worker Participation
Second day – 25th September
9.00-11.00

WORKSHOP 2
Direct and Representative Participation - Conflicting Relationship or Co-ordination?

Coordinator and Chair:
Volker Telljohann
ISTITUTO PER IL LAVORO, BOLOGNA

Speakers:

*Work performance and health policies in enterprises – new areas for an interlocking of direct participation and collective representation of interests?*
Nick Kratzer, Wolfgang Menz, Sarah Nies, Dieter Sauer
ISF MUNICH

*The role of trade union representatives in the conduct of workplace relationships*
Sonia Mckay
WORKING LIVES RESEARCH INSTITUTE, LONDON METROPOLITAN UNIVERSITY

*Local flexicurity – a concept for reconciling the conflict between direct and representative participation*
Inger Marie Hagen, Sissel Trygstad,
FAFO INSTITUTE OF APPLIED SOCIAL SCIENCE, OSLO

*Worker participation. A forgotten world*
Raquel Insa-Ciriza
UNIVERSITY OF BARCELONA
Patricia Campelo Martinez
UNIVERSITY OF VASC COUNTRY

Discussant:
N.N.
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WORKSHOP 3
SHAPING THE FUTURE OF WORK: THE ROLE OF INDUSTRIAL RELATIONS AND HRM STRATEGIES

Coordinator and chair
Francesco Garibaldo
ISTITUTO PER IL LAVORO, BOLOGNA

Speakers:

SHAPING THE FUTURE OF WORK. Middle Management and Workplace Partnership as a Force for Change
Peter Totterdill
UK WORK ORGANISATION NETWORK, NOTTINGHAM

“Good Work or Neo-Taylorism” – Knowledge Management and HRM strategies in the ICT-Industry
Steffen Dörhöfer
UNIVERSITY OF APPLIED SCIENCES NORTHWESTERN SWITZERLAND. SOLUTHURN

Managers and Management: The Impact of Western Direct Investment in the new EU Member States
Jochen Tholen
UNIVERSITY OF BREMEN

Traditional Industrial Relations Versus Human Resource Management
Antonio Martin Artiles, Fausto Miguelez
UNIVERSITY OF BARCELONA

Discussant:
N.N.
BUSINESS EUROPE, BRUSSELS
## European Workplace Participation Forum:
### New Ways to Effective Forms of Worker Participation

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### Workshop 4
**New Forms of Interest Representation**

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<td><strong>Mirella Baglioni</strong></td>
<td><strong>UNIVERSITY OF PARMA</strong></td>
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<td><strong>Ida Regalia</strong></td>
<td><strong>UNIVERSITY OF MILAN</strong></td>
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<td><strong>Non union participation in the new member states</strong></td>
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<td><strong>Guglielmo Meardi</strong></td>
<td><strong>UNIVERSITY OF WARWICK</strong></td>
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| **The unrepresented workers: identity and action of self defence** |  |
| **Anna Pollert**  | **UNIVERSITY OF WEST ENGLAND, BRISTOL** |

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| **Giving Employees a Voice? Lessons from the New Employee Forums in the UK** |  |
| **Michael Whitall**  | **TECHNICAL UNIVERSITY OF MUNICH** |
| **Alan Tuckman**  | **TRENT UNIVERSITY, NOTTINGHAM** |

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| **Employee participation in multinationals' subsidiaries in two sectors** |  |
| **Sonja Strohmer**  | **UNIVERSITY OF VIENNA** |

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<tr>
<td><strong>Lamberto Santini</strong></td>
<td><strong>UIL, ROME</strong></td>
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WORKSHOP 5
MANAGEMENT PHILOSOPHIES, HRM STRATEGIES AND PARTICIPATION

Coordinator and chair:
Catherine Casey
University of Leicester

Speakers

The challenge of simultaneous improvement of performance and quality of working life through workplace development
Elise Ramstad
TEKES THE FINISH FUNDING AGENCY FOR TECHNOLOGY AND INNOVATION, HELSINKI

Enterprising Health: Entrepreneurs as agents of effective and sustainable change in the UK National Health Service
Rosemary Exton
UK WORK ORGANISATION NETWORK, NOTTINGHAM

Setting the scene for employee participation in design and implementation of new production technology
Palle Banke
DANISH TECHNOLOGICAL INSTITUTE, TAASTUP

Organizational Culture of Participation and its Effects on Employees’ Work Attitudes and Behaviors
Erko Martins, Alexander Pundt, Friedemann W. Nerdinger
UNIVERSITY OF ROstock

Discussant
Amalia Di Stefano
CLEPA, BRUSSELS
WORKSHOP 6
PARTICIPATION, EMPLOYEE COMMITMENT AND COMPANY PERFORMANCE

Coordinator:
Jan Kees Looise,
UNIVERSITY OF TWENTE, THE NETHERLANDS

Chair:
Jan Ekke Wigboldus
SBI WORKS COUNCIL TRAINING AND CONSULTANCY, THE NETHERLANDS

Speakers:

Good corporate governance and the function of obligatory workers’ involvement
Peter Wilke
WILKE, MAACK AND PARTNER - WMP CONSULT, HAMBURG
Norbert Kluge
ETUI-REHS, BRUSSELS

Evidence for High Performance Worksystems: A European Comparison
Ulrich Pekruhl
UNIVERSITY OF APPLIED SCIENCES NORTHWESTERN SWITZERLAND

Works councils and organizational performance
Annette Van den Berg, Yolanda Grift,
UTRECHT UNIVERSITY, THE NETHERLANDS
Arjen van Witteloostuijn
UNIVERSITY OF ANTWERP

Discussant
Patricia Nieto Rojas
UNIVERSITY OF MADRID

representative of Dutch social partners’ organisation
Workshop 7
The Ambivalent Character of Participation

Coordinator and chair:
Wilfried Kruse
SFS Dortmund

Speakers:

Fading Powers of Resistance? Market Capitalism and the Micropolitics of Health Protection
Karina Becker, Ulrich Brinkmann, Thomas Engel
University of Jena

Participation and Life Balance Aspects
Angela Paul-Kohlhoff
Technical University of Darmstadt

Innovation, Industrial Relations and Working Conditions. A Comparison Between Two Italian Local Production Systems
Davide Antonioli, Massimiliano Mazzanti, Paolo Pini
University of Ferrara

Discussant:
Markus Bendig
Arcelor Mittal, Bremen
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### WORKSHOP 8
**WORKPLACE RESEARCH AND DEVELOPMENT PROGRAMMES AND PARTICIPATION**

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<td>Tuomo Alasoini</td>
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TEKES – THE FINNISH FUNDING AGENCY FOR TECHNOLOGY AND INNOVATION, HELSINKI

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<td><strong>Institutional context and workplace processes: The issue of the mediating mechanisms</strong></td>
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Bjørn Gustavsen  
WORK RESEARCH INSTITUTE, OSLO

| **Stimulating Innovation in a modern working environment** |
Claudio Zettel  
AGENCY DLR-WORK DESIGN AND SERVICES, BONN

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<td>Romain Chevallet</td>
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| **The role of public policies fostering participation at regional level: the case of Flanders** |
Paul Berckmans  
STV-INNOVATION & WORK, BRUSSELS

| **Improvement of the Performance of SME and Employees by Participation of Employees in the Region North Rhine-Westphalia, Germany - Basic Ideas, Project Examples, Support Structures and Results** |
Friedhelm Keuken  
INNOVATIVE EMPLOYMENT PROMOTION COMPANY GMBH (G.I.B.), BOTTROP

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<td>Ulrich Klotz (t.b.c.)</td>
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IG METALL. FRANKFURT
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WORKSHOP 9
PARTICIPATION AT INTER-COMPANY LEVEL

coordinator and chair:
Peter Friedrich
FRITZ CHANGE AB, SWEDEN

Speakers

Managing the supply chain - corporate social responsibility or corruption and exploitation?
Rainer Greca
CATHOLIC UNIVERSITY OF EICHSTÄTT-INGOLSTADT

Construction Subcontracting and Transnational Trade Union Cooperation: What Role for European Industrial Relations?
Nikolaus Hammer
UNIVERSITY OF LEICESTER,
Steve Davies,
CARDIFF SCHOOL OF SOCIAL SCIENCES
Glynne Williams
UNIVERSITY OF LEICESTER,
Rajeswari Raman, Clair Siobhan Ruppert, Lyudmila Volynets
GLOBAL LABOUR UNIVERSITY

Trade union cooperation to enhance voluntary and non voluntary mobility in the food chain
Annika Lantz
UPPSALA UNIVERSITY
Peter Friedrich
FRITZ CHANGE AB, STOCKSUND

Discussant:
Christina Jernstedt
LO LANDSORGANISATIONEN I SVENGER, STOCKHOLM
**EUROPEAN WORKPLACE PARTICIPATION FORUM:**

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### WORKSHOP 10

**FROM A REACTIVE TO A PROACTIVE APPROACH**

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**Coordinator and chair:**

Lauge Rasmussen  
Danish Technological University, Lyngby

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**Speakers**

*Participatory Workspace Design: Experiences from a Danish Action Research Programme*

**Broberg Ole**  
Danish Technical University, Lyngby

*title*

**Gian Marco Campagnolo**  
University of Trento

*title*

**Werner Fricke**  
Institute for Regional Cooperation, Germany

*Promotion of Participatory Work Practices through a Publicly-Funded Programme: Experiences from Finland*

**Tuomo Alasoini, Elise Ramstad,**  
Asko Heikkilä  
Tekes – The Finnish Funding Agency for Technology and Innovation, Helsinki

**Pekka Ylöstalo**  
Finnish Ministry of Employment and the Economy, Helsinki

**Discussant**

**Reiner Hoffmann**  
ETUC, Brussels


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**WORKSHOP 11**

PARTICIPATION AND CORPORATE SOCIAL RESPONSIBILITY – THE CASE OF RESTRUCTURING PROCESSES

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**Coordinator:**

Béla Galgoczi
ETUI-REHS, BRUSSELS

**Chair:**

Wolfgang Potratz
IAT GEISENKIRCHEN

**Speaker:**

Bruno Cattero
UNIVERSITY OF EASTERN PIEDMONT, ALESSANDRIA

*Restructuring processes in Spain*

Fernando Rocha, FONDACION 1-O MAYO, Madrid

N.N.
ALPHA GROUP, PARIS

**Discussant**

Tina Weber
CEEP, BRUSSELS
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WORKSHOP 12
THE ROLE OF PARTICIPATION FOR OCCUPATIONAL HEALTH AND SAFETY AND A GOOD WORKING LIFE

Coordinator:
Davide Dazzi
ISTITUTO PER IL LAVORO, BOLOGNA

Chair:
Carlo Bonora
CDS, FERRARA

Speaker:

Workers representation in health and safety: a vital asset
Laurent Vogel
ETUI-REHS, BRUSSELS

Participatory challenges in the development of a proactive and integrated approach to psychosocial work environment
Sune Netterstroem
DANISH TECHNOLOGICAL UNIVERSITY, LYBGBY

Improving Productivity Through Enhancing Employee Wellness and Well-being
Ray Markey,
AUCKLAND UNIVERSITY OF TECHNOLOGY
Herman Knudsen,
AALBORG UNIVERSITY
Felicity Lamm, Candice Harris, David Williamson

Strategies of Innovation beyond traditional Management
Arno Georg
CENTRAL SCIENTIFIC UNIT OF TECHNOLOGICAL UNIVERSITY OF DORTMUND

Discussant:
Renzo Bellini,
CISL, ROME