

Regulating for Decent Work: Regulating for Equitable and Job-Rich Growth

3-5 July 2013



Day 1 (3 July 2013), Wednesday		Venue	Chair
08.00-09.00	Registration	R2-South (Room IX) (Conference reception desk)	
09.00-09.30	Opening ceremony Manuela Tomei (ILO), TBC Maarten Keune (AIAS), TBC Gerhard Bosch (U. Duisburg-Essen)	IX	Philippe Marcadent (ILO), TBC
09.30-11.00	Plenary I Ha-Joon Chang (U. Cambridge) David Kucera (ILO)	Political economy of equitable development Laziness, entrepreneurship, and jobs: Why do we need collective productive capabilities if we want decent work and economic development? Economic development, trade union rights and democracy: When FDI meets Intentional Labour Standards	IX James Howard (ILO)
11.00-11.30	Break	R2 lounge	
11.30-13.00	Session 1.1 Guy Mundlak (Tel-Aviv U.) Amir Jafar (U. Burdwan Golapbag), Amitava Ghosh (TeamLease Services Pvt. Ltd., India) & Partha Sarkar (U. Burdwan Golapbag) Aelim Yun (Korea National Open U.)	Labour law at the firm-level From substance to process: a qualitative study of due process in dismissals. Labour law compliance vis-à-vis firm performance: A study on selected Indian companies Reversing a cost-and-risks transfer chain for decent work	III Sandrine Cazes (ILO)
	Session 2.1 Sean Cooney and John Howe (U. Melbourne) Leah F. Vosko (York U.), John Grundy (Wilfrid Laurier U.), & Mark Thomas (York U.)	Innovations in enforcement and inspection Expanding the effective scope of labour regulation through innovation in labour inspection: Developments in Australia and China Challenging new governance: Evaluating new approaches to employment standards enforcement in Anglo-Saxon jurisdictions	IV Colin Fenwick (ILO)

Session 3.1		The economic crisis and its impacts on employment and labour relations	VI	Anna Biondi (ILO)
Simon Deakin (U. Cambridge) & Aristeia Koukiadaki (U. Manchester)		The sovereign debt crisis and the evolution of labour law in Europe		
Helena Ysas (Autonomous U. Barcelona)		Wage reduction in peripheral Eurozone countries by means of dismantling collective bargaining systems: The case of Spain		
Session 4.1		Women's employment and gender segregation	VII	Dominique Anxo (Vaxjo, Sweden)
Stephanie Steinmetz (U. Amsterdam)		The contextual challenges of occupational sex segregation: From a European towards a worldwide perspective		
J. Besamusca, K. Tjinders, M. Keune, M. & S. Steinmetz (U. Amsterdam)		The role of institutions in shaping the labour force participation rates of women in three age groups		
Anthony Rafferty (U. Manchester)		Labour underutilisation, the great recession and austerity: Intersections between gender and ethnicity in the UK		
Session 5.1 <i>Organized by Anne Posthuma (ILO Brasilia)</i>		Symposium: Governance to promote decent work in global value chains (I) – New approaches to global governance of labour standards: Trends and challenges	IX	Nicola Phillips (U. Sheffield)
Frederick Mayer (Duke U) & William Milberg (New School)		"Aid for Trade" in a value chain world: Implications for labour		
Arianna Rossi & Amy Luinstra (ILO/IFC Better Work Programme)		Better Work: A policy solution to place labour at the heart of global production networks		
Stephanie Barrientos (U. Manchester), Peter Knorringa (Institute of Social Studies) and John Pickles (U. North Carolina, Chapel Hill)		Retail expansion in emerging economies and the challenge for social standards		
13.00-14.00	Lunch			
	Book launch (reception) Snacks & drinks will be provided	A. Rossi, A. Luinstra, & J. Pickles, eds. <i>Toward Better Work: Understanding Labour in Apparel Global Value Chains</i> Speakers: Arianna Rossi (ILO, Better Work), Amy Luinstra (IFC, Better Work) and John Pickles (University of North Carolina, Chapel Hill) Discussant: TBA	R2 lounge	Raymond Torres (ILO/INST)

14.00-15.30	Session 1.2	Decent work: New approaches, new measurements	III	Juan De Laiglesia (ILO)
	Janice Bellace (Wharton School, U Penn)	Decent work: Monitoring the application of fundamental rights as the key to overall progress		
	Anita Jowitt (U. South Pacific, Vanuatu)	Defining decent work: A proposed framework of non-prescriptive indicators for assessing the substantive content of employment law		
	Pablo de Pedraza (U. Salamanca) & Alberto Villacampa (U. Salamanca)	Measuring working conditions in a volunteer web survey: Wage Indicator and the European Working Conditions Survey		
	Session 2.2	Assessing and conceptualising informality	IV	John Howe (U. Melbourne)
	Claire La Hovary (Glasgow U.) & Uma Rani (ILO)	Conversations between a lawyer and an economist about informality: Interdisciplinary perspectives on defining and quantifying the informal economy		
	Darcy du Toit (U. Western Cape)	Regulating the informal economy: Unpacking the oxymoron		
	Kea Tijdens & Janna Besamusca (U. Amsterdam)	A job-based informality index for sub-Saharan Africa: who works informal and what are the consequences for wages and working hours?		
	Session 3.2	Economic developments and employment growth	VI	Weng Tat Hui (National U. Singapore)
	Marianela Sarabia (Argentinean Industrial Union) & Sergio Woyecheszen (Ministry of Production, Science and Technology, Argentina)	Does industrial development really matter for job-rich growth? Impacts on employment and income distribution in Argentina from a structural analysis		
	Anne Boyd (ILO Suva)	Participatory labour law reform in the Pacific Island countries: The role of social dialogue in labour law making and good governance		
	Leidy Angela Niño Chavarro	The effects of neoliberalism in the labour market in Colombia: A model of outsourced employment relationship and unprotected		
	Session 4.2	Segmentation and informal economy	VII	Josep Banyuls (U. València, Spain)
	Calogero Massimo Cammalleri (U. Palermo)	Undeclared, informal, and precarious work form "social pollution" to "decent work" through "non-wage security tax"		
	Tonia Warnecke (Rollins College)	Fostering opportunity-based entrepreneurship for women: A comparative study of policies and programs in China and India		
	Balwinder Singh (Punjabi U.)	Multiplicity of segmentation of informal labour market and inclusiveness in India		

	Session 5.2 <i>Organized by Anne Posthuma (ILO Brasilia)</i> Nicola Phillips (U. Sheffield) John Pickles and Shengjun Zhu (U. North Carolina, Chapel Hill) Dev Nathan (Institute for Human Development, New Delhi)	Symposium: Governance to promote decent work in global value chains (II) – Rebalancing roles of labour governance in global production: Gaps and new initiatives of public and private actors Trafficking in supply chains and the politics of governance in the global economy China's new labour contract law: State regulation and worker rights in global production networks Corporate governance and child labour: Role and limits	IX	Stephanie Barrientos (U. Manchester)
15.30-16.00	Break		R2 lounge	
16.00-17.30	Session 1.3 <i>Organized by Sangheon Lee (ILO)</i> Sangheon Lee and Rosalia Vazquez-Alvarez (ILO) Nina Torm (U. Copenhagen) Byung-Hee Lee & Min-Ki Hong (KLI)	Symposium: Regulatory dilemma in SMEs? -- concept, theory and evidence Theory, concept, and empirical strategies Formalization and SMEs: the case of Vietnam Reducing irregular contracts in SMEs: the case of Korea	III	Bill Salter (ILO)
	Session 2.3 Ana Maria Vargas Falla (U. Milan) Alex de Ruyter (Glasgow Caledonian U.) , Tonia Warnecke (Rollins College) & Riani Rachmawati (U. Indonesia) Dhruva Kumar Gautam & Prativa Sharma (Tribhuvan U., Nepal)	From the ground up: Empirical assessments of street vending and other informal work Legal empowerment of informal workers: Alternative models of regulation for street vendors in Bogota, Colombia Working conditions of street vendors and homeworkers in Indonesia: Lessons for labour law enforcement Informal sector employment in Nepal: State and non-state Intervention	IV	Naj Ghosheh (ILO)
	Session 3.3 Dinghong Yi & Yan Yu (Renmin U.) Jasbir Singh (U. Jammu)	Gender equality: China and India Is there always a "sticky floor effect" in China?: The analysis on distribution of clerical support workers' gender wage gaps under different employment forms Pattern of employment and wage differences in India: Women's perspective for inclusive growth	VI	Mark Lansky (ILO, TBC)

Session 4.3	Problems in promoting diversity and dignity at work	VII	Deirdre McCann (U. Durham), TBC
Helge Hoel (U. Manchester), Duncan Lewis (U. Plymouth), Anna Einarsdottir (U. Manchester) & Guy Notelaers (Radboud U.)	Bullying and discrimination at work: What protection does 'protected group' status offer?		
Roger M Walden (U. Manchester)	Bullying and harassment issues in UK Employment Tribunal cases: A longitudinal analysis		
Therese MacDermott (Macquarie U.)	Promoting and sustaining the inclusion of older workers		
17.30-19.00	ILO Welcome Reception	Hosted by ILO	R2 lounge

Day 2 (4 July 2013), Thursday		Venue	Chair
08.00-09.00	Registration	R2-South (Room IX) (Conference reception desk)	
09.00-10.30	Plenary II	IX	Gerry Rodgers (Institute for Human Development and Jawarharlal Nehru U.)
	Evaluating recent economic developments: Lessons from China and India		
	Zhiyuan Cui (Tsinghua U., China) Kamala Sankaran (Delhi U.)		Combining decency with flexibility: James Meade's "liberal socialism" Addressing the Decent Work Deficit in informal employment: The role of labour law
10.30-11.00	Break	R2 lounge	
11.00-12.30	Session 1.4	III	Adriana Marshall (Consejo Nacional de Investigaciones Científicas y Técnicas)
	Comparing labour regulation systems: New evidence		
	Sangheon Lee and Megan Gerecke (ILO) Partha Sarkar (U. Burdwan) Glenn Patmore (U. Melbourne)		Regulatory indeterminacy and institutional design in minimum wages: Decentralization, coordination, and politics in Asian minimum wages Labour regulation systems vis-à-vis facets of development: A cross-country study Evaluating legal regulation of collective bargaining and consultation in Australia and the United States: A normative analysis
	Session 2.4 <i>Organized by Nora Gray (FLACSO Chile)</i>	IV	Carolyn Bancroft (Rockefeller Foundation)
	Symposium: Health inequalities, work and access to social security of informal workers		
	Orielle Solar & Pamela Bernales (FLACSO Chile) Carles Muntaner (U. Toronto) Sarah Gammage (ILO)		Informal workers and health inequalities in Latin America: Access to health and social security The double burden of social class and lack of social protection of informal workers Challenges in Latin America: Research and public policy

	Session 3.4	Evolution of industrial relations and labour market institutions	VI	Richard Hyman (LSE)
	Changhee Lee (ILO)	Evolutionary trajectories of labour market institutions and their effects in China - from liberalization and deregulation to rebalancing and re-regulation (1992-2012)		
	Eduardo Schneider (TUAC) & Janine Berg (ILO)	Industrial relations and inclusive growth in Brazil		
	Simon Deakin (Cambridge U.) & Colin Fenwick (ILO)	Labour law and inclusive development: The economic effects of industrial relations laws in middle-income countries		
	Session 4.4	Symposium: Inequality -- causes, effects, responses	VII	John Evans (TUAC)
	<i>Organized by Frank Hoffer (ILO)</i>			
	Speakers: Christoph Scherrer (Kassel U.), Edlira Xhafa (U. Milano) & Frank Hoffer (ILO), TBC			
	Discussant: Peter Rossmann (IUF) , TBC			
	Lunch			
12.30-13.30	Book launch (seminar)	C. Fagan, M. Gonzales Menendez & S. Gomez Anson, eds. <i>Women on Corporate Boards and in Top Management</i>	IX	Jane Hodges (ILO)
	Speaker: Colette Fagan (U. Manchester)			
13.30-15.00	Session 1.5	Newly emerging issues	III	Rosalia Vazquez-Alvarez (ILO)
	Ugochukwu Orzulike (FairWRC)	The elusive nature of indigenous peoples' OSH rights under international labour regulation		
	Rupert Tipples, Ken Wilson & Roberta Hill (Lincoln U. & WEB Research, New Zealand)	Beyond Regulation - 'Decent Dairying' for more 'Decent Work' in New Zealand		
	Debbie Collier & Emma Fergus (Institute of Development and Labour Law, U. Cape Town)	Law and corporate governance as complementary strategies to transform South Africa's unequal society		
	Session 2.5	Innovations in regulation of domestic work	IV	Martin Oelz (ILO)
	Ana Gomes (Queen's U.)	The most vulnerable among vulnerable workers: The role of State and non-State actors in protecting informal domestic workers in Brazil		
	Amir Jafar (U. Burdwan, India), Shabana Jafar (U. Burdwan, India) & Amitava Ghosh (TeamLease Services Pvt. Ltd., India)	In search of ways to regulate the domestic workers in India: An empirical study		
	Nuria Elena Ramos Martin (U. Amsterdam)	Regulating domestic work from the international to the national perspective: The new Spanish Laws on domestic work		

Session 3.5 <i>Organized by Damian Grimshaw (U. Manchester)</i>		Symposium: Public sector pay and procurement	VI	Damian Grimshaw (U. Manchester)
Dominique Anxo (Vaxjo, Sweden)		Comparing public sector pay in Europe: The meaning and character of premiums and penalties		
Gerhard Bosch (U. Duisburg-Essen), Gabi Schilling (IG Metal), & Claudia Weinkopf (IAQ, Essen Germany)		Public sector pay reforms, social dialogue and the shifting national and local terrains		
Damian Grimshaw (U. Manchester), Jill Rubery (U. Manchester), Stefania Marino (U. Manchester), & Maya Bacache (Paris)		Procurement of public services: Comparing the influences of pay, employment segmentation and organisational forms		
Session 4.5		Immigrant workers	VII	Samuel Rosenberg (Roosevelt U.)
Anil Verma (U. Toronto) & Rupa Banerjee (Ryerson U.)		Labour market integration of immigrants to Canada		
Daria Chernyaeva (National Research U. Higher School of Economics, Russia)		Recent migrant labour legislation development in Russia: Drivers, contexts and controversies		
Catharina Calleman (Örebro U., Sweden)		Need for labour, dependence and equal treatment		
Session 5.5		Challenges for the creation of inclusive and fair labour markets?	IX	Helge Hoel (U. Manchester)
Ria Deakin (U. Manchester)		Mediation, growth and fairness: A blessing in disguise or an iron fist in a velvet glove?		
Anita Jowitt (U. South Pacific, Vanuatu)		Improving work conditions?: The impact of Vanuatu's 2008 employment law reforms		
15.00-15.30	Break		R2 lounge	
15.30-17.00	Session 1.6 <i>Organized by Colin Fenwick (ILO)</i>	Symposium: The evolution of labour law in the Asia-Pacific region -- Methodological and comparative perspectives	III	Colin Fenwick (ILO)
Sean Cooney (U. Melbourne), Peter Gahan (U. Melbourne), Petra Mahy (Monash U.) & Richard Mitchell (Monash U.)		The evolution of labour law in three developing Asian nations: A comparative study		
Peter Gahan (U. Melbourne)		The 'leximetric turn' in comparative law: What can it tell us about the evolution and consequences of labour market regulation in the developing world?		
Richard Mitchell (Monash U.), Anthony O'Donnell (La Trobe U.), Ian Ramsay (U. Melbourne) & Michelle Welsh (Monash U.)		Corporate governance and the protection of labour: The socio-political context of regulatory evolution		

	Session 2.6	Trends in informality: Contrasting developments	IV	Uma Rani (ILO)
	Fabio Bertranou (ILO Buenos Aires), Luis Casanova (ILO Buenos Aires), & Marianela Sarabia (Argentinean Industrial Union) Byung-Hee Lee (KLI) & Deok Soon Hwang (KLI) Lorena Poblete (CONICET Argentina)	How, why and in what sectors employment informality decreased in Argentina from 2003 to 2012 Why informal work is widespread in Korea? Formalizing independent work: Changing labour regulation in Argentina (1998-2007)		
	Session 3.6	The role of trade unions and collective bargaining	VI	Edward Webster (U. Witwatersrand, South Africa)
	Amir Jafar (U. Burdwan, India) & Amitava Ghosh (TeamLease Services Pvt. Ltd., India) Lefteris Krestos (U. Greenwich) Nina Torm (U. Copenhagen)	An empirical examination of the role of trade unions for inclusive growth in the SMEs in India What explains low union density of young precarious workers in Greece before and after the upsurge of the economic crisis? The role of trade union in Vietnam: A case study of small and medium enterprises		
	Session 4.6	Promoting fairness at work	VII	Gerhard Bosch (IAQ, U. Duisburg-Essen)
	Colette Fagan (U. Manchester), Jacqueline O'Reilly (Brighton Business School, UK) & Annette Cox (Institute for Employment Studies, UK) Michael Reich (U. California, Berkeley)	The Politics of Fairness and the state of a concept When do mandates work?: Lessons from the U.S.		
17:00-18:30	Plenary III	An inclusive labour market: debates and policy experiences	IX	Manuela Tomei (ILO)
	Ingrid Woolard (Cape Town U.) Jill Rubery (Manchester U)	Institutional wage-setting in the context of high inequality and unemployment: the case of South Africa Beyond the outsider/insider divide: Regulating for inclusive labour markets		
19:00-21:00	Conference reception	Hosted by Manchester University & Duisburg-Essen University	R2 (North), restaurant	

Day 3 (5 July 2013), Friday		Venue	Chair
08.00-09.00	Registration	R2-South (Room IX) (Conference reception desk)	
09.00-10.30	Session 1.7 <i>Organized by Deirdre McCann (U. Durham)</i> Mark Freedland (U. Oxford) Discussants: Manuela Tomei (ILO)	Workshop: Labour law vs. immigration law Regulating informal work at the interface between labour law and migration law	III Deirdre McCann (U. Durham)
	Session 2.7 Maarten van Klaveren (U. Amsterdam) & Kea Tijdens (U. Amsterdam) Bolat Tatibekov (Suleyman Demirel U. Kazakhstan) Feng-Jen Tsai (Taipei Medical U.)	Regulation and informality: Country experiences and outlook Informality and women's work: An industry outlook for 14 countries Policies measures to facilitate transition from informal to formal employment: The Kazakhstan model Relationship between legal awareness and actual practice	IV Claire La Hovary (U. Glasgow)
	Session 3.7 Do Quynh Chi (ILO Hanoi) Nilton Freitas & Thomaz Ferreira Jensen (DIEESE Brazil)	Multinational enterprises and social dialogue Impacts of an MNC's labour policy on the local suppliers' wage-setting process – the case of Unilever Vietnam Social Dialogue in the chemical industry in Brazil: Recent experience in tripartite forums for the drawing up of Industrial Policy	VI Githa Roelans (ILO)
	Session 4.7 Gianna C. Giannelli (U. Florence, Italy), Ursula Jaenichen (IAB, Nuremberg, Germany), & Thomas Rothe (IAB, Nuremberg, Germany) Juan M. Graña (CEPED) Anupama Uppal (Punjabi U., India)	Quality of the workplace Doing well in reforming the labour market? Recent trends in job stability and wages in Germany Segmentation and poverty in a heterogeneous and low productivity country: The case of Argentina's manufacturing Deficits in productive employment in India in the post-reform era	VII Adriana Marshall (Consejo Nacional de Investigaciones Científicas y Técnicas)

	Session 5.7	Growth in non-standard and low wage employment	IX	Frank Hoffer (ILO)
	Veronica Sheen (Monash U., Australia)	Social policies lean on deficits in labour regulation in Australia to fuel jobs growth and reduce welfare dependency		
	Martin Dietz, Carina Himsel, Alexander Kubis, Anne Müller & Ulrich Walwei (Institute for Employment Research, IAB)	Skills shortages and the decline of standard work arrangements on the German labour market: A contradiction?		
	Jens Stephani (Institute for Employment Research, IAB)	Does it matter where you work?: Employer characteristics and the wage growth of low-wage workers and higher-wage workers		
	Dong Yan (Beijing Foreign Study U.) & Qian Wei (Peking U.)	A brief review on the recent amendments of China's Labour Contract Law		
10.30-11.00	Break		R2 lounge	
11.00-12.30	Session 3.8a	Inequality, growth, and labour market institutions: How much can they help?	III	Anil Verma (U. Toronto)
	Yongjian Hu (Tianjin U.)	Can minimum wage regulation reduce wage inequality and working poor in China?		
	Ratna Sen (Retired professor, IISWBM, Calcutta U.) & Uma Rani (ILO)	Institutions, wage, productivity and economic growth in India		
	Susan Hayter (ILO)	Industrial relations, growth and inequality in South Africa		
	Session 2.8	New policy strategies for informal workers: The case of home workers	IV	Miranda Fajerman (ILO Jakarta)
	Sara Charlesworth (U. South Australia)	Partial protection? The regulation of home care workers' working conditions		
	Deok Soon Hwang (KLI)	Informal employment in care work in Korea		
	Monique Ramioul (U. Leuven)	The service voucher system as a means to regulate domestic cleaning in Belgium		

Session 3.8b		Wage setting regimes and wage measurement	VI	Patrick Belser (ILO)
Biju Varkkey (Indian Institute of Management Ahmedabad) & Rupa Korde (FLAME)		Minimum wage setting and its impact on industrial relations in Asian Countries: A cross-country comparison		
Kea Tijdens (U. Amsterdam) & Maarten van Klaveren (U. Amsterdam)		The challenge of measuring wages globally, comparing individual and country-level data: Approaches and results from the WageIndicator data collection on work and wages in 75 countries		
Adriana Marshall (Consejo Nacional de Investigaciones Científicas y Técnicas)		Wage setting regimes and inequality: Evidence from Argentina		
Session 4.8		Segmentation in and after the great recession	VII	Michael Reich (U. California, Berkeley)
Josep Banyuls (U. València) & Albert Recio (Autonomous U. Barcelona)		Economic crisis and labour market segmentation in Spain: Old tendencies in new scenarios		
Samuel Rosenberg (Roosevelt U.)		Labour Market Segmentation and the 'Great Recession'		
Damian Grimshaw, Lynn Holdsworth, David Holman, Sheena Johnson & Stephen Mustchin (MBS, U. Manchester)		The employment effects of the on-going UK economic crisis: Organisation-level evidence on business performance, employment practices and the quality of the work experience		
Session 5.8		Symposium: How do economic crises polarize the labour market? -- The case of Korea	IX	Hyun Bang Shin (LSE)
<i>Organized by Byungyou Cheon (Hanshin U.)</i>				
Shin-Wook Kang (KIHSA)		Changes in industrial structure and growing inequality in Korea		
Byungyou Cheon (Hanshin U.)		Economic crisis and labour market dualization in Korea		
Jiyeun Chang (KLI) and Hyunjoo Lee (KISHA)		Exits from poverty and labour market integration in Korea		
12.30-14.00	Lunch			
	Special lecture	Nelson Barbosa (Universidade Federal do Rio de Janeiro, Brazil; former deputy minister, Ministry of Finance)	IX	Rolph van der Hoeven (International Institute of Social Studies ISS, Erasmus U. Rotterdam)
		Macroeconomic policy for growth and employment		

14.00-15.30	Session 1.9	Labour law at the frontline: Emerging or under siege?	III	Philippe Marcadent (ILO)
	Sean Cooney (U. Melbourne), Sarah Biddulph (U. Melbourne) & Ying Zhu (Australian Centre for Asian Business, U. South Australia)	Law and Fair Work in China		
	Diane Frey (National Labor College)	The shrinking scope of public sector bargaining: Does motivation matter?		
	Maryam Zaheri (Kassel U.) & Saeid Dehghan (Vakilroaya law firm)	Iran's steps towards regulating the decent work		
	Session 2.9	State and non-state regulation for social protection	IV	Ian Orton (ISSA)
	Dennis Arnold (Maastricht U.)	Precarious labour and social protections in Mekong Southeast Asia		
	Fernando Groisman (U. Buenos Aires & CONICET, Argentina)	Labour informality and segmentation in Argentina: The role of new social protection initiatives		
	Agnes Ndungu (PhD Candidate, Nelson Mandela Metropolitan U.)	The role of Labour Law in regulating informal work in South Africa		
	Session 3.9	Working conditions and well-being of workers	VI	Duncan Campbell (ILO)
	Pablo de Pedraza (U. Salamanca) & Martin Guzi (IZA)	Subjective well-being of Spanish workers: Continuous voluntary web survey examination		
	Andrea V. Suarez Maestre (Buenos Aires Ministry of Labour)	The research as a participatory field in working conditions: The experience of Bialet Massé Contest in Buenos Aires, Argentina		
	Md. Zohurul Islam & Rizwan Khair (IGS-BRAC U., Bangladesh)	Worker compliance: Evidence from selected enterprises, DEPZ, Bangladesh		

Session 4.9 <i>Organized by Stefania Marino (U. Manchester)</i>		Symposium: Trade union organization of vulnerable workers	VII	Edward Webster (U. Witwatersrand, South Africa)
Miguel Martinez Lucio (U. Manchester), Stefania Marino (U. Manchester) & Heather Connolly (U. De Montfort)	Inclusion and regulation: Legacies, memories and cultural dimensions in the manner in which organised labour responds			
Valeria Pulignano & Nadja Doerflinger (KU Leuven, Belgium)	A head with two tales: Trade unions' influence on temporary agency work in Belgian and German workplaces			
Isabel Tavora (U. Manchester)	British trade unions and gender equality: Strategies and barriers to mobilization			
Heather Connolly (U. De Montfort), Stefania Marino (U. Manchester) & Miguel Martinez Lucio (U. Manchester)	Justice for Janitors 'goes Dutch': Organising and regulation as competing approaches and political narratives?			
Session 5.9		Symposium: Informality and inequality dynamics in Latin America in the new millennium: Characteristics and associated factors	IX	Roxana Maurizio (u. Nacional de General Sarmiento & CONICET, Argentina)
Verónica Amarante (ECLAC-Chile)	Income inequality in Latin America: A factorial analysis			
Roxana Maurizio (Universidad Nacional de General Sarmiento and CONICET, Argentina)	Labour formalization in Argentina and Brazil in the new millennium: A dynamic approach			
Sarah Gammage Sarah (ILO) & Tomás Alburquerque (Universidad de Chile)	Poverty, inequality and social policy in Chile			
Discussant : Janine Berg (ILO)				
15.30-16.00	Break		R2 lounge	

16.00-17.30	Plenary IV	Panel discussion: What future for industrial relations?	IX	Gerhard Bosch (IAQ, U. Duisburg-Essen)
	Richard Hyman (LSE) Edward Webster (U. Witwatersrand, South Africa) Ratna Sen (Retired professor, IISWBM, Calcutta U.) Maarten Keune (AIAS, U. Amsterdam)			
17.30-18.00	Closing Ceremony		IX	Deirdre McCann (U. Durham)
	John Howe (U. Melbourne) ILO representative, TBA Jill Rubery (U. Manchester)			
