**CALL FOR PAPERS**

**International Research Meeting 8 &9 of June in San Sebastian on “The role of workers’ participation in managing changes in corporations:**

**Challenging rules & corporate strategies”**

Palacio de Miramar (San Sebastián/Spain)

Simultaneous translation English-Spanish

**Working hypothesis and discussion points:**

Is the actual ruling framework for managing changes in corporations suited for the promotion of competitiveness and sustainable work? Does said framework contemplate sufficient participation schemes of workers in the making of decisions on the organisation of production, strategic plans such as investment policies or the corporate dynamics of the company?

Hypothetically, on the issue of participation schemes in corporations, should a normative participation model follow just one or more aims: rebalancing the interests at play, improving productivity and competitiveness, improving behaviour at work or other intangible aims…!??

How should Government support the role of collective bargaining: widely, by regulating the entire procedure and its contents; or, in accordance with the social & economic agents’ autonomy, by limiting itself to being the guarantor of its outcome, this is, by legally enforcing the collective agreement?

What kind of complementarity may exist between the rights of unions and the functions legally recognised to the work councils when there are no legal systems of codetermination for good corporate governance?

Continuing with the idea of complementarity of both systems of interest representation: Is participation a method of resolution of conflict of interests alternative to the exercise of union action or are they compatible and/or complementary systems?

What should be the role of social dialogue in its broad sense (in its dimension of union negotiation and participation through social interlocutors), and of public intervention in the issue of corporate restructuring?

Is the Spanish regulatory model of participation of social interlocutors in the management of corporate restructuring efficient and sufficient from a social and economic perspective? Is the Spanish model susceptible of incorporating elements of other models implemented in Europe? If the answer is yes, what kind of intervention: normative or other?

According to the system of Spanish labour relations, is it possible to see in the procedure for substantive modifications of article 41 of Workers Statute Law the casting of a national model of soft codetermination in restructuring and changing of the productive process? Could the same be said of the procedures regulated by articles 40, 44, 47 and 51 at the same Law … or any other?

Why is it of no interest to discuss regulatory models of codetermination in Spain and in other countries of Southern Europe?

**Committed papers**

1. **European**

An assessment of the German model of codetermination in the management corporate change (Achim Seifert).

Mechanisms of participation of workers in the corporation in the face of labour reform in France (Gilles Auzero).

Workers’s participation, union action and governance in British companies (Ewan MacGaughey).

1. **Spanish**

The decentralising reform of collective bargaining, its impact on management of change and on the conceptualization of the Spanish model of collective bargaining (Jesus Lahera)

Formal and informal mechanisms for management of change: collective agreements at firm level, company bargain, other agreements (Edurne Terradillos)

Is the collective agreement at company level the Spanish model of codetermination forcompanies? Other possible ways to promote workers’ participation in corporate decisions (JP. Landa).

Quantitative analysis of the effects of the recession on salaries and other aspects of labour relations in corporations (Felipe Serrano and Amaya Altuzarra).

The efficacy of accompanying measures in management of change: The example of Coca Cola Spain (Emma Rodriguez).

**Conditions of admission of papers**

Summary of 150 words on the subject proposed explaining its connection with any of the issues suggested for the meeting: 29 January 2016 deadline

Selection of summaries by the scientific committee by 12 February 2016

Publication of programme by 1st week of April

Dates for Registration from 1 May to 31 May 2016

Papers and draft papers in French, English or Spanish to be sent by 25 May 2016 to: [edurne.terradillos@ehu.eus](mailto:edurne.terradillos@ehu.eus)

Deadline for distribution of papers to registered members and participants via the **web of the organisation** to be announced lately: 31 May 2016.

**Organising commitee: Jesús Cruz Villalón (US), Juan-Pablo Landa(UPV/EHU) & Edurne Terradillos(UPV/EHU).**