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2. Professor of European Employment Studies
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7. **Qualifications**

- 1961 O-levels: 11. 6 As, 3Bs, 2Cs
 1963 A levels: English Literature (B), History (A), Geography (A)
 1965 French language proficiency diploma, Alliance Française, Paris
 1968 BSc (Econ), London School of Economics (2.1)
 1984 PhD, Warwick Business School
 1989 MSc (Computation), UMIST

8. **Professional memberships**

- 1990 to date British Universities Industrial Relations Association
 1994 to date Trustee, Lipman-Miliband Trust (Secretary 1997-2000, Chair 2000-)
 1996 to date Member, Editorial Collective, *Socialist Register*
 1996 to date Member, Editorial Board, Historical Studies in Industrial Relations

9. **Experience**

- 1969 - 1972 Plant operator (AEU shop steward), Chrysler Scotland
 1972 - 1974 Freelance Journalist, Glasgow
 1974 - 1983 Freelance Journalist, London
 1983 - 1984 Production Editor, *Computer News*
 1984 - 1989 Editor (part-time), *Graduate ComputerWorld*
 1986 - 1995 Managing Director (part-time), Information Education Ltd
 1984 - 1990 *Senior Lecturer*
 Economics and Economic History Department
 Manchester Polytechnic
 1988 - 1992 *Visiting Professor (part-time)*
 École supérieur des affaires
 Université Pierre Mendès-France (Sciences sociales), Grenoble
 1991 to 1998 *Lecturer* (discretionary points 1994, 1997)
 Department of Human Resource Management and Industrial
 Relations, Keele University
 1st semester 1999 *European Union Teaching Fellow*
 Evry University, Paris
 1998 to 2000 *Senior Lecturer*
 Department of Human Resource Management and Industrial
 Relations, Keele University
 1 July 2000 to 2002 Research Professor, Business School, UNL
 1 Aug. 2002 to date Director, Working Lives Research Institute,
 London Metropolitan University

10. Teaching responsibilities

PhD Supervision, MA(res) Supervision

13. Continuing Professional Development

1982 Lord Rootes Memorial Prize (Warwick University)
 1992 Keele University Teaching Innovation Award
 2000 Chaire Leibman lectures, Université Libre de Bruxelles

15. Development projects**Conferences organised:**

1996 European Union Health Sector and Employment (funded by EU)
 1997 EU Public Sector and Employment (funded by EU)
 1998 Radical Trade Unionism in the UK, US and Canada (funded by Lipman-Miliband Trust and Keele University)
 2000-date 'French political economy, labour and the left' seminar series
 2001 European Industrial Relations Conference on Working Time (with LSE and EIRR)
 2002 European Industrial Relations Conference on Diversity (with LSE, Westminster University and EIRR)

16. Recent research grants

2006-9 Privatisation of Public Services and the Impact on Quality, Employment and Productivity (PIQUE)
 Value £140,000 (partner in Austrian-coordinated project)
 Funder: European Union, DG Research Framework 6

2005-8 How transferable is the French social model? French multinational companies and their influence on the evolution of industrial relations in Bulgaria, Hungary and Poland
 Value £62,000 (with Sylvie Contrepois)
 Funder: DARES (French Ministry of Labour)

2005-8 Does work still shape social identities and action?
 Value £176,000 (with Tim Strangleman, Chris Wall, John Kirk)
 Funder: ESRC

2005-8 Creative Approaches to Workforce Ageing (CAWA)
 Value £70,000 (Coordinator of five country (£300k) project with Andrea Winkelmann-Gleed)
 Funder: European Union, ESF

2005-6 Managing Innovative Restructuring in Europe (MIRE)
 Value £95,000 (Partner in French coordinated project with Sian Moore, Hannah Wood, Geof Luton)
 Funder: European Union, ESF

- 2005-6 BME Recruitment and Employment in the Audio Visual Sector in London**
 Value £119,000 (with Jane Holgate, Sonia Mckay and Ashika Thanki)
 Funder Ofcom
- 2005 BME Leavers from London's Audio-Visual Industries**
 Value £24,000 (with Ashika Thanki)
 Funder Ofcom
- 2003-2005 European Trade Union Competences Passport (PECS)**
 Value £7,000 (Partner in French-coordinated five-partner project)
 Funder: European Union, Leonardo
- 2003-2004 Women Refugees - from Volunteers to Employees**
 Value £70,000 (with Umut Erel, Frances Tomlinson and Azar Sheibani)
 Funder London Development Agency-European Social Fund
- 2003-5 Racial and ethnic minorities, immigration and the role of trade unions in combating discrimination and xenophobia, in encouraging participation and in securing social inclusion and citizenship (RITU).**
 Value £175,000 (Coordinator of a five-partner (£500k) research project, with Sukhwant Dhaliwal, Mary Davis, Umut Erel and Ashika Thanki)
 Funder: European Union, Framework Five
- 2004-5 An evaluation of the UK's union learning fund and its impact upon UK employers and government employment policies**
 Value £60,000 (with Sian Moore and Hannah Wood)
 Funder European Union, European Social Fund
- 2004 Flexibility and Productivity: a European comparison**
 Value £7,000 (with John Grahl and Ali Tasiran)
 Funder Department of Trade and Industry
- 2002-2003 Conference activists in the CWU**
 Value £7,000
 Funder: Communication Workers Union
- 2002-2005 Representation and voice in Small and Medium-sized European enterprises: monitoring Actors, Labour organisations and Legal frameworks (SMALL).**
 Value £80,000 (partner in French-coordinated research project)
 Funder: European Union, Framework Five
- 2001-2002 Work and Performance in post-modern firms**
 Value £5,000
 Funder: European Université du travail, Paris
- 1998-2003 Understanding banking union activists in the UK and France**

Value: £7,500
Funder: Unifi

1996-2002 Trade unionists' attitudes towards their union and management
Value: £21,500 + £12,000
Funder: Communication Workers Union.

1998-2002 A comparative study of Managerial Efficiency in France Télécom and British Telecommunications PLC
Value: £120,000
Funder: France Télécom

2001 Employee attitudes in Hackney Borough Council
Value: £11,000
Funder: Hackney Borough Council

2000 A study of the impact of the National Minimum Wage among ethnic minorities in North London
Value: £9,900
Funder: Low Pay Commission

1998-2001 Work and Exclusion TSER Network
Value: £22,000
Funder: European Union **Framework 4**, DGV

1997-1998 Individualisation of employment relations and commitment in French and British banking
Value: £6,400 travel and subsistence
Funder: British Council Alliance Applied Social Studies Project; French Foreign Ministry

18. Publications

Books

- 2003 *Liberté, Egalité and Fraternité at Work: Changing French Employment Relations and Management*
London: Palgrave MacMillan.
- 2001 *European Working Lives*
Edited by Steve Jefferys, Frederik Mispelblom (Évry University) and Christer Thornqvist (Gothenberg University, Sweden), Aldershot: Edward Elgar.
- 2000 *Management, Welfare and Work in Western Europe: an historical and contemporary analysis*, with Mick Carpenter (Warwick), Aldershot: Edward Elgar.
- 1986 *Management and Managed: Fifty Years of Crisis at Chrysler*,
Cambridge: Cambridge University Press.

Chapters

- 2005 'Between welcome and rejection - The ambiguities of UK policy on migration and integration' in eds M. Alaluf and E. Krzeslo, *Regards croisés sur la mondialisation en Europe et en Chine*, Editions de l'Université de Bruxelles, ISBN 2-8004-1359-X
- 2005 'Racism and discrimination in the employment sector of the 25 EU Member States and initiatives on how to prevent it' in EUMC, *2004 Annual Report*, European Union Monitoring Centre and Racism and Xenophobia, Vienna.
- 2004 'Critical Times for French Employment Regulation: The 35-hour Week and the Challenge to Social Partnership' in J. Stanford and L. F. Vosko (eds.) *Challenging the Market: The Struggle to Regulate Work and Income*, Montreal: McGill-Queen's University Press.
- 2003 'Early Days: Belgian and UK Experiences of European Works Councils', with Thérèse Beaupain in W.N. Cooke (ed.), *Multinational Companies and Global Human Resource Strategies*, Westport, Connecticut: Quorum, 329-346.
- 2003 'Some early UK experiences of European Works Councils', pp 99-112. in F. Guarriello and S. Leonardi (eds.), *Globalizzazione e Relazioni Industriali: Consultazione dei lavoratori nelle imprese transnazionali*, Roma: Ediesse.
- 2003 'Immigrati e "minoranze etniche" in Gran Bretagna: tra razzismo e "pari opportunità"', with Umut Erel in P. Basso and F. Perocco (eds.), *Gli immigrati in Europa. Diseguaglianze, razzismo, lotte*, Milano: Franco Angeli.
- 2003 'HRM, commitment, insecurity and low pay: some indicative evidence from the European banking sector' with C. Thornley and S. Contrepois, in (eds) D. Coffey and C. Thornley, *Industrial and Labour Market Policy and Performance: issues and perspectives*, London: Routledge, 130-145.
- 2001 'Le paradoxe du temps de travail Outre-Manche: où de plus en plus de gens travaillent moins de 30 heures et de plus en plus de gens travaillent plus de 45 heures par semaine', in G. Groux (ed.) *L'action publique négociée: approches a partir des '35 heures'* – France-Europe, Paris: L'Harmattan, 157-176.
- 2001 'Taking the Pulse of British Trade Unionism: The Experience of the Communication Workers Union', with A. Roe and C. Whitston, in S. Jefferys,

- F. Mispelblom, C. Thornqvist (eds), *European Working Lives*, Aldershot: Edward Elgar, 185-200.
- 2000 'Western European trade unionism at 2000', in L. Panitch and C. Leys (eds), *The Socialist Register 2001*, London: Merlin.
- 1996 'Stratégies de survie: les syndicats ont-ils la choix?', in J-P Durand (ed), *Le syndicalisme au futur*, Paris: Syros, pp. 269-296.
- 1996 'Strategic Choice for Unions in France and Britain: Divergent institutions with converging outcomes', in P Leisink, J Van Leemput and J Vilroks (eds), *The Challenges to Trade Unions in Europe: Innovation or Adaptation*, Aldershot: Edward Elgar, pp. 163--76.
- 1990 'Management strategy and unionisation in the 1930s', in N Lichtenstein & S Meyer (eds), *A Social History of the US Automobile Industry*, University of Illinois-Urbana Press: Chicago.
- 1988 'The Changing Face of Conflict: Shopfloor Organization at Longbridge, 1939-1980', chapter in M Terry and P K Edwards (eds), *Shopfloor Politics and Job Controls: The Post-War Engineering Industry*, Oxford: Blackwell.
- 1987 'Conflict resolution in a British car firm, 1945-80', in T Hanami (ed), *Industrial Conflict Resolution in Market Economies*, Deventer: Kluwer.

Refereed Journals

- 2006 'Trade Unionism under challenge from off-shoring and globalisation' (with Sylvie Contrepois), *Transfer*, February.
- 2004 'The Next French Upsurge?', *Labor History*, Volume 45: 3
- 2004 'Founding values or instrumentalism: comparing trade union activists in Britain and France' (with Sylvie Contrepois), *Industrielle Beziehungen*, Jahrgang 11, Heft 1+2, pp112-28
- 2003 'Rebel France: Defending Republican Values', *French Politics*, Vol.1, No.3, pp.355-368.
- 2003 Review of B Hancké, Large firms and institutional change: industrial renewal and economic restructuring in France, *Industrial Relations Journal*, Vol.34, No.5, pp.539-541.
- 2003 Review of C K Ansell, Schism and solidarity in social movements: the politics of labour in the French third republic, *British journal of industrial relations*, Vol.41, No.4, pp.805-807
- 2001 Review of Mike Rigby, Roger Smith and Teresa Lawlor, European Trade Unions, 1999, for *British Journal of Industrial Relations*, Mar 2001, Vol.39, No.1, pp.142-144
- 2001 Review of Stephen Bach *et al*, Public service employment relations in Europe: transformation, modernization or inertia? *Industrial Relations Journal*, Sep, Vol.32, No.4, pp.352-354
- 2000 'A "Copernican revolution" in French Industrial Relations: are the times a'changing?' *British Journal of Industrial Relations*, 38, June. pp 241-260.
- 2000 Review of Noel Whiteside and Robert Salais (eds), Governance, Industry and Labour Markets in Britain and France: The modernising state in the mid-twentieth century, 1998, for *Historical Studies in Industrial Relations*.
- 2000 'European Works Councils: the Early Belgian Experience', with Thérèse Beaupain and Gaele Lannotte, *Proceedings of the 52n Annual Meeting of the Industrial Relations Research Association*, Boston.

- 1999 'Job regulation and the managerial challenge to trade unions: evidence from two union membership surveys', with Colin Whitston and Alan Roe, *Industrial Relations Journal*, December. pp 482-498.
- 1999 'Rapports entre formes d'emploi et temps de travail. Une comparaison européenne', *Sociologia del lavoro* (74-5) pp. 124-132.
- 1999 'The 35 Hours Law revives Tensions in French Retailing', *European Retail Digest*, Issue 23, September.
- 1999 Review of Michael D Yates, Why Unions Matter, 1998, for *Work, Employment and Society*.
- 1998 Review of Brian Towers, The Representation Gap, 1998, for *Work, Employment and Society*.
- 1997 'Commitment in the Face of Insecurity: some evidence from the Banking Sector', *Management Research News*, Cardiff Employment Conference abstract, 21, (2-3) pp 64-6, September.
- 1997 Review of 'Comparative Industrial Relations' by Visser and Ruysseveldt, *British Journal of Industrial Relations*, June, 280-1.
- 1997 'European Industrial Relations and Welfare States' *Artes Liberales* (Japanese Translation, Tokyo), 60, pp 149-65.
- 1997 'The exceptional centenary of the French CGT, 1895-1995', *Historical Studies in Industrial Relations*, 3, March, pp. 123-41.
- 1997 'Restructuring and trade unions in British and French banking' with Carole Thornley (Keele) and Sylvie Contrepois (Evry), *European Journal of Industrial Relations*, 3 (1), March, pp. 83-105.
- 1996 'Down but not out: French unions after Chirac', *Work, Employment and Society*, 10, 3, September, pp. 509-527.
- 1996 'Les sciences sociales et le syndicalisme en Grande-Bretagne: divorce ou simple séparation?', with C Whitston (Keele), *Revue Internationale de Psychosociologie*, 3, 4, Spring, pp 61-72.
- 1996 'France 1995: the backward march of labour halted?', *Capital and Class*, 59, May, pp 7-21.
- 1995 'European industrial relations and welfare states', *European Journal of Industrial Relations*, 1, 3, pp 317-40.
- 1993 'L'évolution des systèmes de relations industrielles par la régulation des emplois en Grande-Bretagne et en France', with D Lyddon (Keele) and M Le Berre (Grenoble), *Revue de Gestion des Ressources Humaines*, 8, pp. 31-48.
- 1988 Review of 'Auto Slavery: The Labor Process in the American Automobile Industry', *American Journal of Sociology*, March.
- 1987 Review of 'Iacocca: an Autobiography', *Business History*, September.
- 1987 'Electronic publishing and visually handicapped learners', with A Hawley, M Ross, S Spencer and M J Tobin, *New Beacon*, August.
- 1983 'Recession, innovation and industrial relations: the US car industry in crisis', *Employee Relations*, 5, 3, pp. 23-9.

Reports

- 2005 'Black and Minority Ethnic Leavers from London's Audio-visual Industries' (with Ashika Thanki), 20,000-word report for Ofcom.
- 2005 'The practices of trade unionists and the concerns and apprehensions and participation of racial and ethnic minorities within target workplaces or

- occupations: a five-country comparative case study report', 27,000-word report for EU, DG Research (RITU project).
- 2004 'The practices of trade unionists and the concerns and apprehensions and participation of racial and ethnic minorities within London Transport', 25,000-word report for RITU project.
- 2004 'Racism and Trade Unions in the EU: National Perspectives on a Common Challenge', 27,000-word report for EU, DG Research (RITU project).
- 2002 'UNIFI Conferences 1999-2002: Activist issues' 16,000-word report for UNIFI.
- 2001 'Awareness of the National Minimum Wage among Ethnic Minorities in North London', 15,000-word report for Low Pay Commission.
- 2000 'UNIFI Conference 2000: Activist issues', 15,000-word report for UNIFI
- 1999 'CFDT Banque and BIFU Conferences compared', 2,000-word report.
- 1999 'Who attended the Inaugural Congress?' 10,000-word report for UNIFI.
- 1999 'Analysis of Job Satisfaction Survey', 2,500-word report for Lombard Motor Finance.
- 1997 'Membership Survey Report' (with Colin Whitston and Alan Roe), 15,000-word report for CWU.

Other journals and publications

- 2002 'Does the status of Cadre exist in the UK?' pp. 93-116 in *Cadres et comparaisons internationales: les 'cadres' dans les pays d'Europe occidentale*, Les cahiers du GDR C.A.D.R.E.S, 2002-3, LEST: Aix-en Provence.
- 1999 *Country, Sector and Company Effects on Employee Commitment: A Tale of Three banks in Britain, France and Denmark*, with Torben Andersen, Sylvie Contrepois and Carole Thornley, Aarhus Business School, Denmark, Working Paper 99-7.
- 1995 'It couldn't happen here: the French mass strike', *New Statesman and Society*, December 14.
- 1990 'New Horizons for Computer Systems in Central and Eastern Europe', *Open Europe*, May.
- 1990 'Open Systems and Fiat's Computing Strategy', *Open Europe*, March.
- 1990 'Networking solutions in a Medium-sized Engineering firm', *Industrial Computing*, January.
- 1989 'Expert Systems in manufacturing: the Blue Circle experience', *Industrial Computing*, November.
- 1989 'Yamazaki Mazak at Worcester: a Japanese compromise', *Industrial Computing*, March.
- 1989 'Computerised Production Planning in the Jobbing Shop', *Industrial Computing*, January.
- 1988 'IT in Building Societies: National Provincial's survival strategy', *Unisys Business*, September.
- 1988 'Finite Element Analysis: Doing away with Prototypes', *Industrial Computing*, September.
- 1988 'France's Thomson heads for world markets', *Marketing*, March 29.
- 1987 'Queuing up at Death's Door', *Marketing*, November 5.
- 1987 'Great Undertakings: The Great Southern Group goes public', *Accountancy Age*, January, pp 21-4.

- 1987 'Fruits of Adversity: Apricot comes back', *Marketing*, November 12.
- 1986 'Sears takes over Foster's successful chain', *Accountancy Age*, October 2.
- 1986 'LCP bucks the recession', *Accountancy Age*, September.
- 1986 'Provincial Insurance: taking the risk', *ICL Today*, June.
- 1986 'Mail order recovery by Grattan', *Accountancy Age*, June 26.
- 1986 'Glynwed forges ahead to beat the recession in metal work', *Account*, March 20.
- 1986 'Takeover bids put brakes on BBA decline', *Account*, February 13.
- 1986 'Local government caught in the Crossfire', *ICL Today*, January.
- 1985 'Granada TV accounts for creative public services', *Account*, November 7.
- 1985 'Tight control pots profits: Wedgwood emerges from recession', *Account*, September 5.
- 1985 'From slump to revival: new management strategy at Baker Perkins', *Account*, August 22.
- 1983 'Detroit: Car Town in Trouble', *New Society*, January 27.
- 1983: 'Liverpool's Wilting Garden', *New Society*, March 3.
- 1983 'The Washing-up War', *New Society*, April 21.

Conference papers

- 2006 March 13. London. BJIR. 'Trade union membership, participation and involvement among black and migrant workers employed in the public transport sectors of London, Brussels and Paris' with Nouria Ouali.
- 2005 December 1. Paris. LISE/ CNRS-CNAM et le CMS de la Ville de Gennevilliers. 'Risques accrus pour les travailleurs migrants'
- 2005 October 20-21. Paris. RITU final conference. 'Comparing the participation and involvement of ethnic minority and migrant workers in the public transport industries of London, Paris and Brussels'.
- 2004 September 7-11. Lisbon. European Congress of IIRA. 'Globalisation, Relocation and the Challenge to Bank Trade Unions in France and Britain' with Sylvie Contrepois.
- 2004 July, Nottingham. BUIRA. 'Understanding activism: the meaning of 'militancy' in France and Britain'.
2004. May. London. UNI and CWU. 'Working against racism: the challenges'.
- 2004 May, Brussels. ULB and EU. 'Between welcome and rejection - The ambiguities of UK policy on migration and integration'.
- 2003 September 8-12, Berlin. World Congress of International Industrial Relations Association. 'Founding values or instrumentalism? Comparing bank sector trade union activism in France and Britain' with Sylvie Contrepois
- 2003 November, Paris. Journées du Sociologie du Travail. "'Liberté, égalité, fraternité au travail". Au-delà de la devise, un outil pour comprendre les systèmes de relations professionnelles'
- 2003 July 9. Greenwich. International Employment Relations Association conference. 'Understanding trade union ideology: members and activists in the British CWU'.
- 2003 June 18-19. European Foundation Dublin, Socially-responsible restructuring seminar. 'Understanding the social, gender and ethnic dimensions of European restructuring and insecurity'

- 2002 July 6. Stirling. BUIRA. 'Playing the triangle...or the keyboard? Ideology and politics in the CWU, 1996-2001'
- 2001 December 1. Aix-en-Provence. 'Managerial and professional workers in the UK: does the status of Cadre exist?'
- 2001 October 10. UNL. French Minimum Wage Seminar. 'The minimum wage and workers' struggles in France, 1950-1980'.
- 2001 September 20-22. Rennes. URMIS biennial conference. 'Racial discrimination in and outside of work in North London'.
- 2001 June 24-28. Oslo. European International Industrial Relations Congress. 'Wage determination and the French state', with Sylvie Contrepois.
- 2001 June 21/22. Aix-en-Provence. Sociologie du Travail. 'Les évolutions des marchés du travail en France et en Grande-Bretagne. Une analyse de l'impact respectif des gouvernements Jospin et Blair'.
- 2001 June 7/8. Toronto. York University and Canadian auto Workers Union Conference on 'Challenging the Market: The Struggle to Regulate Work and Income'. 'Critical Times for French Employment Regulation: the 35-hour week and the challenge to social partnership'.
- 2000 November. Paris. AGRH. 'Trade union ideologies: a comparison of the CFDT and UNIFI'.
- 2000 October. Paris. CEVIPOF. 'Comparing working time in France and the UK'.
- 2000 July. Warwick. BUIRA. 'Critical Times for French Employment Regulations: the 35-hour week and the challenge to social partnership'.
- 2000 June. Paris. CHS Hospital Worker Trade Union History conference. 'The origins of hospital worker trade unionism in the UK'.
- 2000 May. Tokyo. World Industrial Relations Association meeting. 'Forging a new institution? European works councils' (with Thérèse Beaupain)
- 2000 April. Detroit (with Thérèse Beaupain). 'Worker Representation and European Works Councils'.
- 2000 March. Four lectures at ULB, Brussels as part of the Chaire Liebmann awarded on 'Politics and trade unionism today'.
- 2000 January 15/16. Toronto. York University. 'European Trade Unionism in the 21st century'
- 1999 'Identities and ideologies of Trade Union Activists in French and British banks',
Les mondes des militants syndicaux, Conference, Paris, 17-19 November.
- 1999 'Temps de travail et formes d'emploi: Une comparaison européenne' with Sylvie Célérier (Evry University), Pierre Desmarez (ULB, Brussels), JOURNEES de SOCIOLOGIE du TRAVAIL, Bologna, Italy. 17-19 June.
- 1999 'European Works Councils : a step toward European Industrial relations?' with Thérèse Beaupain (ULB, Brussels), Industrial Relations EC Network, Aix-en-Provence, France. 20-22 May.
- 1999 'Adhérents, militants et l'influence syndicale. Le cheminement d'une recherche', Doctoral Sociology of Work School, Evian, France. 2 April.
- 1998 'Commitment and collectivism: a comparative study of French, British and Danish bank employees', with Carole Thornley, Sylvie Contrepois and Torben Andersen, International Industrial Relations Association, Bologna, Italy, September.
- 1998 'Social housing, welfare and political economy in France and Britain', with Joan Smith, Max Planck Institute, Cologne, Germany, June.

- 1998 'Individualism and collectivism among French and British bank workers', Higher Institute of Labour Studies conference, Leuven, Belgium, January 8-9.
- 1997 'Social dialogue or social conflict - The Choice facing Europe', West Midlands Provincial Council regional conference, Birmingham, December 5.
- 1997 'Commitment in the Face of Insecurity: some evidence from the Banking Sector in France and the UK' with Carole Thornley and Sylvie Contrepois, Employment Research Unit Conference, Cardiff, September.
- 1997 'Strategic trade union responses to European HRM', York University, Toronto, Canada, July.
- 1997 'European management: the emergence of a new social force', Gothenborg Studies in Working Life Seminar, Gothenborg, Sweden, May.
- 1996 'Ideology and trends in European integration', Gothenborg Studies in Working Life Seminar, Gothenborg, Sweden, November.
- 1996 'Le syndicalisme en Grande Bretagne vers le fin du 20ème siècle', CNRS colloque doctorale sur le syndicalisme, Gif-sur-Yvette (Paris), October.
- 1996 'Trade unions, individualisation and restructuring in French and British banks' with Carole Thornley and Sylvie Contrepois, Industrial Relations European Community Network Conference, Copenhagen, September.
- 1996 'The future of unions in Europe', West Midlands Region GMB Conference on European Works Councils, Birmingham, September.
- 1996 'The French mass strike of 1995', Alternative Futures and Popular Protest, Manchester, March.
- 1995 'European Monetary Union and the trade unions', North-West Region GMB Conference on European Works Councils, Liverpool, November.
- 1995 'European welfare states and industrial relations', European Institute for Advanced Studies in Management, Brussels, October.
- 1994 'Converging outcomes from divergent institutions: Trade Unions in Britain and France', Industrial Relations European Community Network Conference, Brussels, April.
- 1994 'Les syndicats face au choix', Colloque sur la crise syndicale, Evry (Paris), January.
- 1993 'A comparison of job regulation in France, Germany and the UK' with D. Lyddon (Keele), Trade Unions and Employment Conference, Cardiff, Sept.
- 1993 'Comparing French and British industrial relations' with D Lyddon (Keele), Industrial Relations European Community Network Conference, Dublin, June.
- 1992 'L'évolution des systèmes de relations professionnelles de l'atelier en Grande-Bretagne et en France' with M Le Berre, Congrès de l'Association française de la gestion des ressources humaines, Lille, France, October.
- 1990 'Helping data processing specialists design more usable systems', Computer, Man and Organization II, Brussels, May.
- 1989 'Software challenges for work organisation', Computer, Man and Organization I, Brussels, March.
- 1987 'The transformation of US labour relations', BUIRA, Glasgow, July.