

14th International Employment Relations Association Conference
Family-friendly Employment Policies and Practices:
An East-West Perspective on Work-life Balance
19-23 June 2006

The Marco Polo Hongkong Hotel

Conference Organizers:



IERA
International Employment Relations Association



IIBD
Wing Lung Bank International Institute for Business Development
Hong Kong Baptist University



HKPMA
Hong Kong People Management Association

Supported By:



School of Business
Hong Kong Baptist University



Hong Kong APEC Study Centre

Sponsored By:



Where labour is in high demand, human resource professionals talk of work-life balance and employee friendly work policies. Yet organisations may not be able to rule out the possibility of re-structuring and down-sizing in the future. Can family-friendly rhetoric imply a long-term commitment?

The 2006 conference of the International Employment Relations Association will focus on these key issues. Hosted by Hong Kong Baptist University, and co-organized by Hong Kong People Management Association, the conference will provide a forum for East-West dialogue and comparison. The conference will include a half-day Human Resource Practitioner Symposium where delegates will have the opportunity to engage in dialogue with some of the leading-edge HR practitioners and consultants in Hong Kong and Mainland China. There will also be an opportunity for delegates to undertake a brief study visit to workplaces in Guangdong, China.

Conference Theme

The main theme for the conference will address family-friendly employment policies and practices, considering issues such as corporate social responsibility, gender and the workplace, and ethics and employment. Papers in any of the five listed areas – 1) The Employer of Choice, 2) Changing Working Conditions, 3) Employment Flexibility, 4) Employee Assistance Programmes and 5) Employment Relations – will be particularly welcome. Comparative studies between countries or geographic regions are also encouraged.

Officiating Guests & Keynote Speakers

Officiating Guests:

1. **Mr. Matthew Cheung Kin-chung, JP**
Permanent Secretary for Economic Development and Labour (Labour)
HKSAR Government
2. **Prof Ng Ching-fai, GBS**
President and Vice-Chancellor
Hong Kong Baptist University



Keynote Speakers:

1. **Prof Wayne Cascio**
US Bank Term Professor of Management
University of Colorado-Denver
2. **Prof Cary Cooper, CBE**
Pro Vice Chancellor for External Relations
Lancaster University



Paper Areas

Area 1

The Employer of Choice: What are the challenges facing organisations as they seek to position themselves as the 'employer of choice'? To what extent is it viable for a business to adopt such a position? What are the consequences – and contradictions – involved in ensuring consistent implementation of such an approach?

Area 2

Changing Working Conditions: Working conditions are changing but does this mean that conditions are getting better? The focus for this theme will be on pay, hours and conditions of work. What do policies concerned with 'work-life balance' really mean for working conditions? What is the role and influence of trades unions in bringing about change? How important are government policies in setting standards?

Area 3

Employment Flexibility: The development of more flexible working practices has been attributed to both employer and employee pressures. To what extent has the shift to more flexible working environment been a global phenomenon?

Area 4

Employee Assistance Programmes: Happy employees are productive workers. However, the price of ignoring employee stress and mental discomfort is huge when many employers feel ill equipped to deal with the issues. Multinational corporations based on various countries are aware of the needs of having Employee Assistance Programmes in promoting and restoring the social and mental health of their employees.

Area 5

Employment Relations: Any general issues on the current research and practices of employment relations are also included. Topics especially relating to the context of an East-West comparison are most welcome.

Conference Publications

Conference Proceedings publication containing all presented papers, available in CD-ROM and printed formats with an ISBN number, will be provided to all conference participants. Six to seven best empirical papers will be selected for a special issue of *International Journal of Employment Studies* with a special theme on 'Family-friendly Employment Policies and Practices'. In addition, suitable papers will be included in an edited text entitled **East-West Perspectives on Work-life Balance**.

Practitioners Forums

There will be two Practitioners Forums. The first forum is scheduled in the afternoon of 20 June 2006. A half-day Human Resource Practitioner Symposium (two sessions) where conference delegates and company executives will have the opportunity to engage in a dialogue on the leading-edge HR practices in Family Friendly Policy in Hong Kong. In these sessions of the forum, Hong Kong business leaders, HR executives, together with international management academics exchange views on a number of selected topics. The topics of the first session (Society Level) include *work-life balance*, *work to live and live to work*, *money vs. love*, *why FFP*, *promoting FFP*, *government/trade union roles*, etc. The topics of the second session (Organization Level) cover *employees' dissatisfactions*, *FFP and work outcomes*, *measuring FFP*, *costs/benefits of FFP*, *company performance and FFP*, *FFP backlash*, *uses of EAP*, etc. The second forum is to be conducted in Guangdong on 23 June. Conference participants will have an opportunity to conduct a dialogue with HR practitioners from Guangdong Province on HR issues in China.

Pre-conference Doctoral Workshop

There will be a half day PhD workshop in the afternoon of 19 June 2006. PhD students will be entitled to a special registration fee of US\$350. Professor Janet Druker, Canterbury Christchurch University College (UK) will be the Workshop Facilitator.



Study Tour in Guangdong, China

Conference participants, at additional cost, can opt for a study tour in Guangdong Province, China, on 23 June 2006, to visit at least one joint venture company and meet with local HR managers, executives and government officials in Guangdong.

International Organizing Committee

Joining the Conference Secretariat for the 2006 Conference is an organizing committee of HRM academics in different parts of the world; they include:

Prof Geoff White, University of Greenwich, UK (Co-Chairperson)
Dr. Vivienne Luk, Hong Kong Baptist University (Co-Chairperson)
Prof Randy Chiu, Hong Kong People Management Association (Co-Chairperson)
Prof Samuel Aryee, Aston Business School, UK
Dr. Winton Au, Chinese University of Hong Kong
Prof Soon Beng Chew, Nanyang Technological University, Singapore
Prof Janet Druker, Canterbury Christchurch University College, UK
Prof Anne Marie Francesco, Hong Kong Baptist University
Prof Dennis Mortimer, University of Western Sydney, Australia
Prof Margaret Shaffer, University of Wisconsin-Milwaukee, USA
Prof Keri Spooner, University of Technology Sydney, Australia
Dr. Robert Wright, Hong Kong Polytechnic University
Dr. Felix Yip, Hong Kong People Management Association

Registration Fee:

Registration Fee: **US\$450** for regular participants, and **US\$400** for early bird registration (*before 30 April 2006*)

The Registration Fee covers: welcome reception, attendance at all sessions, conference satchel with documents, lunches (three days), morning teas (three days) and afternoon teas (two days), and conference banquet (Tuesday, 20 June).

Important Dates

Abstract Submission Deadline:	15 February 2006
Notification of Acceptance of Abstract:	13 March 2006
Full Paper Submission Deadline:	31 March 2006
Notification of Acceptance of Full Paper:	on or before 28 April 2006
Early Bird Registration Deadline:	30 April 2006

Please refer to the **Appendix** for Paper Submission Guideline.

Contact Information

Conference Secretary:

Dr. Jane Moy, Hong Kong Baptist University, Hong Kong. Email: iera2006@hkbu.edu.hk

Details about the Conference can be found at <http://www.hkbu.edu.hk/~iera2006>.



Programme

19 June 2006 (Mon):

Pre-conference Doctoral Workshop

20 June 2006 (Tue):

09:30 – 10:00 Registration

10:00 – 10:45 Opening Session



Welcome Remarks by

Prof Geoff White

President

International Employment Relations Association



Dr. Vivienne Luk

Director, Wing Lung Bank International Institute for

Business Development (IIBD)

Hong Kong Baptist University



Prof Randy Chiu

President

Hong Kong People Management Association

Opening Speech by

Mr. Matthew Cheung Kin-chung, JP

Permanent Secretary for Economic Development and Labour (Labour)

HKSAR Government

Prof Ng Ching-fai, GBS

President and Vice-Chancellor

Hong Kong Baptist University



10:45 – 13:00 Keynote Speech



Prof Wayne Cascio

US Bank Term Professor of Management

University of Colorado-Denver

Prof Cary Cooper, CBE

Pro Vice Chancellor for External Relations

Lancaster University



13:00 – 14:30 Conference Lunch

Luncheon Speech by

Mr. Raymond Tang Yee-bong

Chairperson

Equal Opportunities Commission, HKSAR



14:30 – 15:45 Practitioner Forum Session 1 (Topics on Society Level)

Panelists:

Prof Randy Chiu (Forum Facilitator)

President

Hong Kong People Management Association

Dr. Ferrick Chu

Head, Policy & Research

Equal Opportunities Commission

Mr. Herbert Hui, JP

Chairman

Hong Kong Institute of Directors



Mr. Peter Yeung, BBS, JP

Executive Committee Member

Hong Kong Employment Development Service

Mr. KT Lai

President

Hong Kong Institute of Human Resource Management

Ms. Christine Fang, JP

Chief Executive

Hong Kong Council of Social Service



16:15 – 17:30 Practitioner Forum Session 2 (Topics on Organization Level)

Panelists:

Dr. Vivienne Luk (Forum Facilitator)

Director, IIBD

Hong Kong Baptist University

Mr. Eddie Ng, JP

Head of HR, Asia

Macquarie Securities Limited

Dr. Christine Lai

Executive Director

ABN AMRO Bank N.V.



Dr. Felix Yip

Vice President – HR, Admin & Audit

Hong Kong Cable Television Limited

Mr. Thomas Yuen

Executive Director – Human Resources

Aon Hong Kong Limited

Ms. Gloria Siu

Director & General Manager

Gain Miles Group



19:30 – 21:30 Conference Banquet

21 June 2006 (Wed):

Paper Sessions

22 June 2006 (Thur):

Paper Sessions

23 June 2006 (Fri):

Study Tour & Practitioner Forum in Guangdong, China

REGISTRATION FORM

To: **Conference Secretariat**
The 14th International Employment Relations Association Conference
Wing Lung Bank International Institute for Business Development (IIBD)
Suite WLB801-2, The Wing Lung Bank Building for Business Studies
Hong Kong Baptist University
Kowloon Tong, Hong Kong
Tel: (852) 3411-5365 E-Mail: iera2006@hkbu.edu.hk
Fax: (852) 3411-5584 Website: <http://www.hkbu.edu.hk/~iera2006>

Please complete the registration form in English block letters and return via fax to (852) 3411-5584 or mail to Conference Secretariat.

Personal Information

Name (Prof./Dr./Mr./Mrs./Ms.): _____

Affiliation: _____

Address: _____

Email: _____ Tel: _____ Fax: _____

Registration Fee

- | | |
|--|---|
| <input type="checkbox"/> US\$400 – Early Bird Registration
(before 30 April 2006) | Additional Cost for Optional Study Tour:
<input type="checkbox"/> US\$70 – Optional Study Tour in Guangdong, China
(on 23 June 2006) |
| <input type="checkbox"/> US\$450 – Regular Participant | |
| <input type="checkbox"/> US\$350 – PhD Student | |

Conference Payment Method

- ☐ Bank Draft Payable to “HONG KONG BAPTIST UNIVERSITY”
☐ Credit Card Payment by VISA / MASTER CARD (please circle one)

Name on Card: _____

Card Number: _____ Expiry Date: _____

Amount Charged: _____ Signature: _____

(As appeared on credit card)

Cancellation for Early Bird Registration is accepted with full refund if written notification is received on or before 31 May 2006. The registration fee will be forfeited if cancellation is received thereafter.

Hotel Accommodation

The following hotels are recommended for conference participants. The rates quoted include taxes and service charge. Please contact the Conference Secretariat and make reservation.

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| 1. Dr. Ng Tor Tai International House
(Hong Kong Baptist University Campus) | HK\$450 – HK\$600 (about US\$58-\$77)
http://www.hkbu.edu.hk/ntt/ |
| 2. The Marco Polo HongKong Hotel
(IERA 2006 Conference Hotel) | HK\$1,400 – HK\$1,500 (about US\$174-\$192)
http://hongkonghotel.marcopolohotels.com/ |

Website: <http://www.hkbu.edu.hk/~iera2006>

Guidelines for Paper Submissions

You are cordially invited to submit papers on any topic you wish in the area of IERA 2006. Please observe the following information:

1. There can be no changes in titles, abstracts or authorship after the submission.
2. Submitted papers must not have been previously presented or scheduled for presentation, published, accepted for publication, and, if under review, must not appear in print before IERA 2006.
3. Maximum length: 20 pages (including references, tables and figures).
4. Use Times New Roman 12 font with double spacing, left-justified, margins of 2.5 cm.
5. Use A4 or 8.5 x 11 paper size.
6. To ensure an impartial refereeing process, there should be no author identification after the cover page. Ensure any author-identifying information is removed from the file properties.
7. The first page should include: Title of paper, Name of the author(s), Academic affiliation/position(s), Academic address (surface mail), telephone and fax numbers, and e-mail address.
8. Page 2 should show the paper title and the abstract (up to 200 words).
9. The paper should start on page 3.
10. The entire submission (text, figures, graphs, tables, and references) must be contained in a single document (i.e., do not have a separate file for references and another for graphs). You can copy and paste tables and graphs from other programs into your Word document.
11. Major headings: Bold, capitals.
12. Minor headings: Bold, upper and lower case.
13. Use APA referencing system (name, date), e.g. reference: (Smith, 2001); quote: Smith (2001, pg. 17).
14. Please be sure all pages are numbered.
15. Please check that your file paginates and prints correctly before sending it (check especially to be sure imported figures print as you want them to).
16. Please ensure that the file you submit is virus-free. We cannot guarantee to review infected attachments.
17. At least one of the paper's authors must attend the conference and present the paper.
18. You may submit either **a full paper (20 pages maximum) by 31 March 2006**, to be refereed, OR you may submit **an abstract (500 words) by 15 February 2006**. You will be notified for the acceptance of your abstract by 13 March 2006. Acceptance of papers will depend on the recommendations of referees.
19. Conference registration fee is due and payable within two weeks of notification of paper acceptance.