

EDITORIAL FOREWORD

This first issue of *The International Journal of Comparative Labour Law and Industrial Relations* for 1988 takes on a sharply "industrial relations" character. All of the contributions reflect presentations first delivered at the Second European Regional Congress of the *International Industrial Relations Association*, held in Herzlia, Israel during December 1987. The papers have subsequently been revised by their authors for inclusion within this issue, with overall co-ordination being provided by Professor Roy Adams, of McMaster University, Canada.

The first three papers deal with aspects of industrial relations theory, and contemporary developments in this field. Thus, in his wide-ranging introductory paper, Roy Adams draws on a variety of sources (including some of the contributions to this issue) to offer some reflections upon the current state of industrial relations theory. This is followed by Michael Poole's presentation of a modified action approach as a perspective from which to consider managerial strategies, particularly with regard to changing 'styles' of industrial relations management and the rise of profit sharing and employee shareholding schemes during the 1980s. Gerd Schienstock then puts forward a critique of recent writings on the subject of labour process and consent, setting these against the theoretical approach attributed to Durkheim, and propounding a number of possibilities whereby a broader theoretical conceptualisation of the subject of labour relationships might be achieved.

The remaining two papers reflect some of the diversity of the many contributions made to the 1987 Herzlia Congress. Willem Dercksen, a member of the Netherlands Scientific Council for Government Policy, offers a consideration of tripartite labour market policies, setting his theoretical presentation against a comparative study of Employment Services in six European countries. Finally, Jean Hartley looks at the disciplinary contribution of psychology to the study of industrial relations. She points to a number of areas in which there is increasing overlap between the two fields, and suggests that psychology has shown itself especially relevant in areas such as organisational behaviour and the understanding of social processes of industrial relations, while also contributing much in terms of methodology.

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