

Comparative Employment Relations In The Global Economy

During the past few decades, industrialized countries have witnessed a progressive crisis of the regulatory framework sustaining the binary model of the employment relationship based on the subordinate employment/autonomous self-employment dichotomy. New atypical and hybrid working arrangements have emerged, challenging the traditional notions of, and divisions between, autonomy and subordination. This in turn has strained labour law systems across industrialized countries that were previously based on the notion of dependent and subordinate employment to cast their personal scope of application. Nicola Countouris advances ideas for a new dynamic equilibrium in employment law to accommodate this evolution, providing a comparative account of the development of the employment relationship in four key European countries - the UK, Germany, France and Italy.

'This fifth edition is an indispensable tool for all those interested in keeping abreast with the developments in the world of work on a global scale.' - Peter Auer, International Labour Organisation
'By far the best and most widely used contemporary comparative industrial relations book.' - Sarosh Kuruvilla, Cornell University, USA
Earlier editions of this book have become the standard reference for a worldwide readership of students, scholars and practitioners in international agencies, governments, companies and unions. This fifth edition examines globalisation and comparative theories, including notions of convergence and of varieties of capitalism. Chapters on employment relations in the UK, USA, Canada, Australia,

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Italy, France, Germany, Japan and South Korea are updated, and new chapters on China, India and Denmark are included. Experts examine the context of employment relations in each country: economic, historical, legal, social and political. They outline the roles of the major players: employers, unions and governments. They outline the processes of employment relations: local and centralised collective bargaining, arbitration and mediation, joint consultation and employee participation. Topical issues are discussed: non-unionised workplaces, novel forms of human resource management, labour law reform, employee involvement, multinational enterprises, networked organisations, differences between Asian and western companies, small and medium-sized enterprises, migrant workers, technological change, labour market flexibility and pay determination.

John W. Budd contends that the turbulence of the current workplace and the importance of work for individuals and society make it vitally important that employment be given "a human face." Contradicting the traditional view of the employment relationship as a purely economic transaction, with business wanting efficiency and workers wanting income, Budd argues that equity and voice are equally important objectives. The traditional narrow focus on efficiency must be balanced with employees' entitlement to fair treatment (equity) and the opportunity to have meaningful input into decisions (voice), he says. Only through a greater respect for these human concerns can broadly shared prosperity, respect for human dignity, and equal appreciation for the competing human rights of property and labor be achieved. Budd proposes a fresh set of objectives for modern democracies--efficiency, equity, and voice--and supports this new triad with an intellectual framework for analyzing employment institutions and practices. In the process, he draws on scholarship from industrial relations, law, political

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science, moral philosophy, theology, psychology, sociology, and economics, and advances debates over free markets, globalization, human rights, and ethics. He applies his framework to important employment-related topics, such as workplace governance, the New Deal industrial relations system, comparative industrial relations, labor union strategies, and globalization. These analyses create a foundation for reforming employment practices, social norms, and public policies. In the book's final chapter, Budd advocates the creation of the field of human resources and industrial relations and explores the wider implications of this renewed conceptualization of industrial relations.

This comprehensive study provides a perceptive portrait of workplace employment relations in Britain and France using comparable data from two large-scale surveys: the British Workplace Employment Relations Survey (WERS) and the French Enquête Relations Professionnelles et Négociations d'Entreprise (REPONSE). These extensive linked employer-employee surveys provide nationally-representative data on private sector employment relations in all but the smallest workplaces, and offer a unique opportunity to compare and contrast workplace employment relations under two very different employment regimes. An insightful read for all academics and students of employment, the findings also have implications for practitioners and policy-makers keen to identify and promote "best practice".

An examination of the critical role that employment relations play in firm performance and industry competitiveness worldwide. The text contains essays that examine changes in the employment practices of 11 OECD (Organization for Economic Co-operation and Development) countries.

Developing a strong theoretical base for research and practice in industrial relations and

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human resource management has to date remained a largely unfulfilled challenge. This text presents contributions from 15 scholars, developing their perspectives on work and the employment relationship.

The issue of who is or is not in an employment relationship has become problematic in recent decades as a result of major changes in work organization as well as in the adequacy of legal regulation in adapting to such changes. In different parts of the world there is increasing difficulty in establishing whether or not an employment relationship exists in situations where the respective rights and obligations of the parties concerned are not clear, where there has been an attempt to disguise the employment relationship, or where inadequacies or gaps exist in the legal framework or in its interpretation or application. Vulnerable workers appear to suffer most in these situations. At the same time, social partners and labour administrators have emphasized that globalization has increased the need for protection against circumvention of national labour legislation by contractual and/or other legal arrangements. The employment relationship is under ever-closer scrutiny, not only by labour lawyers, but also by workers, employers and the judiciary. Changes in the world of work have modified traditional notions of the employment relationship. These changes in the 'standard employment relationship' shape the scope of protection and application of labour legislation and automatically affect the way labour law is implemented. This book presents the ways the scope of labour legislation applies to the realm of the employment relationship. Terms, notions, definitions, laws and practice in the various regions of the world are herein reported.

Comparative Employment Relations explores the interconnectedness of contemporary European economies by examining employment relations in three key European countries:

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France, Germany and Britain. It offers an in-depth comparative analysis of the issues that stand at the heart of employment relations: pay and working conditions and how these are determined, power relations between capital and labour, how employment should be regulated, and what role the state plays. Key benefits:

- Written in an engaging and accessible style
- Offers a unique systematic comparison between the three countries
- Handles complex theoretical concepts in a straightforward and innovative way

This book fills the gap between single country studies of employment relations and more broad-brush multi-country approaches, making it ideal for both undergraduate and postgraduate students studying employment and industrial relations.

Thoroughly updated and revised by a team of international experts, this fifth edition continues to be the most authoritative and accessible overview of industrial relations practices around the world.

This book systematically evaluates the impacts of deregulatory reforms on employment relations in Japan especially focusing on the core white collar workers. Concentrating on changes in three aspects of employment relations; contracts, employee mobility and worker effort, it examines the process of social negotiation and its results.

This book focuses on new developments in employment in Asia. The context for this discussion is provided by the processes of globalisation, and the associated debate on labour standards. Individual chapters focus on issues such as the role of NGOs as surrogate unions, employment regulation in export processing zones, social protection, and the impact of political reform on the employment relationship. This volume was previously published as a special issue of the journal *Asia Pacific Business Review*.

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Is there one best way to run the modern business corporation? What is the appropriate balance between shareholders, executives, and employees? These questions are being vigorously debated as layoffs, scandals, and restructurings rattle companies around the world. The common assumption is that globalization is merging the varieties of corporate capitalism. Yet, as this book shows, corporations in Japan and the United States are responding differently to the pressures unleashed by globalization. In *The Embedded Corporation*, Sanford Jacoby traces this diversity to national differences in economic history and social norms, and, paradoxically, to global competition itself. The book's vantage point for exploring the varieties of capitalism is the human resource departments of large corporations, where changes in markets and technology turn into corporate labor policies affecting millions of workers. Despite some cross-fertilization, Japanese and American corporations maintain distinctive approaches to human resource management, which has important consequences for how firms compete, for corporate governance, and even for the level of inequality in Japan and the United States. *The Embedded Corporation* is a major contribution to our understanding of comparative management and the relationship between business, society, and the global economy. This major new textbook provides a concise introduction to employment and industrial relations. Unlike many other textbooks, this adopts a comparative approach, examining the changing nature of employment practices in relation to the processes of globalization, and engaging critically with the literature on Human Resource Management. By taking account of the international dimension of employment relations, this book is at the forefront of new developments in the field. The thematic approach of *Comparative Employment Relations* makes it distinctive from the country-by-country studies of this topic. Jack Eaton synthesizes

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recent work in the field to establish a basis for further study in the most important areas of industrial relations, including Japanese-style employment practices; comparative collective bargaining; the rules of employment and routes to skill formation; collective labour law; globalization and transnational companies. He concludes by examining the prospects for comparative employment relations. By equipping students with a set of useful concepts and perspectives, this book will give them the confidence to explore the now extensive international literature on employment management, and to utilize the methods of comparative analysis in their own work. This book will be essential reading for second- and third-year undergraduates studying business, management, economics and the sociology of work and industry.

Exploring recent changes in employment practices in seven industrialized countries (Australia, Britain, Germany, Italy, Japan, Sweden, and the United States) and in two essential industries (automobile and telecommunications), Harry C. Katz and Owen Darbishire find that traditional national systems of employment are being challenged by four cross-national patterns. The patterns, which are becoming ever more prevalent, can be categorized as low-wage, human resource management, Japanese-oriented, and joint team-based strategies. The authors go on to show that these changing employment patterns are closely related to the decline of unions and growing income inequality. Drawing upon plant-level evidence on emerging employment practices, they provide a comprehensive analysis of changes in employment systems and labor-management relations. They conclude that while the variation in employment patterns is increasing within countries, evidence suggests that there is much commonality across countries in the nature of that variation and also similarity in the processes through which variation is appearing. Hence the term "converging divergences."

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Bamber's International and Comparative Employment Relations text is the Employment Relations text for any lecturer taking a comparative approach, and this seventh edition has been thoroughly updated with new examples, cases and discussion questions to engage students and encourage critical thinking.

"Do core labour standards exist in today's global economy? If so, what are they? And most important how effective are they?" "In this book two labour law scholars answer these questions in a definitive manner. In detail they demonstrate that, although insufficiently legally binding instruments governing employment and labour exist beyond the national level, a significant body of international soft law has developed that does in fact carry great weight. Blanpain and Colucci identify four major sources of this soft law - the UN Global Compact of 1999, the ILO Tripartite Declaration of Principles, the North American Agreement on Labour Cooperation and the OECD Guidelines for Multinational Enterprises - and show how the principles these instruments enunciate act as a countervailing power to the international economic decision-making of multinational corporations." "The authors cite relevant cases and highlight emerging trends in this important area of labour law. Annexes reprint all four of the instruments. The Globalization of Labour Standards will be welcomed by all sectors of the labour and employment law community as a fully realized analysis of what is currently available to those who would like to ensure economic and social progress in a world dominated by multinational corporations."--BOOK JACKET.

Employment Relations is widely taught in business schools around the world. However, an increasing emphasis is being placed on the comparative and international dimensions of the relationships between employers and workers. It is becoming crucial

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to consider today's work and employment issues alongside the dynamics between global financial and product markets, global production chains, national and international employment actors and institutions, and the ways in which these relationships play out in different national contexts. Comparative Employment Relations in the Global Economy meets this need by presenting a cross-section of country studies, including the UK, Germany, the USA, Brazil, India, Russia, China and South Africa, alongside integrative thematic chapters covering essential topics such as theoretical approaches, collective representation and employment regulation. This second edition benefits from: Careful updates to theory and real-life developments A new chapter on employment relations in Italy Fuller treatment of topics such as labour migration, gender and discrimination, global value chains and corporate governance A more logical ordering of chapters, with globalization issues appearing earlier This textbook is the perfect resource for students on advanced undergraduate and postgraduate comparative and international programmes across areas such as employment relations, industrial relations, human resource management, political economy, labour politics, industrial and economic sociology, regulation and social policy.

Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2017 'In this new, original book, Cecilie Bingham puts fairness, trust, organisational justice, and power at the heart of

employment relationships in a variety of settings. This thought-provoking text provides academic, practical and theoretical insights into the contested nature of contemporary work and employment relations at workplace level. It should become essential reading for students, scholars, practitioners and policy-makers in the field.' - Professor David Farnham, University of Portsmouth, UK Mapped to CIPD learning outcomes at level 5 and level 7, *Employment Relations: Fairness and Trust in the Workplace* critically reflects on current research, commentary, evidence and practice in the employment relationship with a unique focus on organizational justice. Combining theoretical concepts, tools and models with practical examples, it is packed with innovative learning features designed to help students to engage with the subject, including: Extracts of recent news items linked to chapter content Insights to help link theory and practice supported by podcast interviews on the book's companion website A series of case study 'snippets', activities and revision exercises. The book is complimented by a companion website featuring a range of tools and resources for lecturers and students, including PowerPoint slides, Instructors' manual, multimedia links and free SAGE journal articles. Suitable for Undergraduate and Postgraduate students on Employment Relations, Industrial Relations or HRM courses.

An engaging examination of employment relations that provides an up-to-date, comprehensive introduction and critical review, drawing upon global, comparative and theoretical analyses. Ideal as a core text for undergraduate and postgraduate courses.

With growing concern about the conditions facing low wage workers and new challenges to traditional forms of labor market protection, this book offers a timely analysis of the purpose and effectiveness of minimum wages in different European countries. Building on original industry case studies, the analysis goes beyond general debates about the relative merits of labor market regulation to reveal important national differences in the functioning of minimum wage systems and their integration within national models of industrial relations. There is no universal position on minimum wage policy followed by governments and social partners. Nor is it true that trade unions consistently support minimum wages and employers oppose them. The evidence in this book shows that interests and objectives change over time and differ across industries and countries. Investigating the pay bargaining strategies of unions and employers in cleaning, security, retail, and construction, this book's industry case studies show how minimum wage policy interacts with collective bargaining to produce different types of pay equity effects. The analysis provides new findings of 'ripple effects' shaped by trade union strategies and identifies key components of an 'egalitarian pay bargaining approach' in social dialogue. The lessons for policy are to embrace an inter-disciplinary approach to minimum wage analysis, to be mindful of the interconnections with the changing national systems of industrial relations, and to interrogate the pay equity effects.

Not all labour law and industrial relations scholars agree on the efficacy of the

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comparative approach - that the analysis of measures adopted in other countries can play a constructive role in national and local policy-making. However, the case deserves to be heard, and no better such presentation has appeared than this remarkable book, the carefully considered work of over 40 well-known authorities in the field from a wide variety of countries including Australia, France, India, Israel, Peru, Poland, and South Africa. The volume contains papers delivered at a conference sponsored by the Marco Biagi Foundation at the University of Modena and Reggio Emilia in March 2008.

Earlier editions of this text have become the standard reference for a worldwide readership of practitioners in governments, companies and unions, and students. This revised edition analyzes employment relations in the UK, USA, Canada, Australia, Italy, France, Germany, Sweden, Japan and Korea.

Employee relations in national contexts are significantly influenced not only by material forces but also by cultural and linguistic factors that are often highly nationally specific. In this innovative book, culture and language are analysed in terms of how they affect employee relations internationally, demonstrating the importance of recognising and understanding these elements in the face of increasing globalisation.

First published in 1985, *Comparative Industrial Relations* is a comprehensive introductory text exploring the subject of cross-national comparisons of industrial relations. The book surveys, integrates and reviews a wealth of literature and research

relating to comparative industrial relations structures and procedures. It covers key themes within industrial relations and incorporates material from a wide range of areas, including Western Europe, North America, Japan, and Australia. The considerable variety of differing practices and institutions are highlighted and examined, and extensive analysis and explanation is given to their similarities and differences. Comparative Industrial Relations provides detailed and varied perspectives on the contemporary state of knowledge within this important field.

Comparativism is no longer a purely academic exercise but has increasingly become an urgent necessity for industrial relations and legal practitioners due To The growth of multinational enterprises And The impact of international and regional organizations aspiring to harmonize rules. The growing need for comprehensive, up-to-date and readily available information on labour law and industrial relations in different countries led to the publication of the International Encyclopaedia for Labour Law and Industrial Relations, In which more than 70 international and national monographs have thus far been published. This book, Comparative Labour Law and Industrial Relations in Industrialized Market Economies, goes a step further than the Encyclopaedia in as much as most of the chapters provide comparative and integrated thematic treatment. The aim is to describe the salient characteristics and trends in labour law and industrial relations in the contemporary world. This book is obviously not exhaustive, with respect to the coverage of countries and topics. The authors limit themselves mainly to the industrialized market economies. The book is divided in three main parts: an introduction relating to methodology and documentation, including the use of Internet. The

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second part concerns international actors, like the International Employers' Organisations And The International Trade Union Movement, As well as Human Resources Management. The third concerns the sources of regulation, concentrating on International and European Labour Law, as well as on Codes of Conduct for Multinational Enterprises and describes also the rules in case of conflict of laws. The last part deals with international developments and comparative studies in not less than 15 chapters. The IXth edition, will like the previous editions, serve as a textbook and reference work to facilitate the task of teachers and students of comparative labour law and industrial relations. It will also provide labour lawyers with the necessary insights to cope with a world which is increasingly international.

"Employment Relations" is widely taught in business schools around the world. Increasingly however more emphasis is being placed on the comparative and international dimensions of the relations between employers and workers. It is becoming ever more important to comprehend today's work and employment issues alongside a knowledge of the dynamics between global financial and product markets, global production chains, national and international employment actors and institutions and the ways in which these relationships play out in different national contexts. This textbook is the first to present a cross-section of country studies, including all four BRIC countries, Brazil, Russia, India and China alongside integrative thematic chapters covering all the important topics needed to excel in this field. The textbook also benefits from the editors' and contributors' experience as leading scholars in Employment Relations. The book is an ideal resource for students on advanced undergraduate and postgraduate comparative programmes across areas such as Employment Relations, Human Resource Management, Political Economy, Labour Politics, Industrial and Economic

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Sociology, Regulation and Social Policy.

The contract of employment provides in many jurisdictions the legal foundation for the employment of workers. This book examines how the development of the common law under the influence of contemporary social and economic pressures has caused this contract to evolve.

'The most comprehensive and authoritative comparative analysis of employment relations . . . ' Thomas Kochan, Massachusetts Institute of Technology, United States ' . . . breaks new ground as an integrated account of the forces shaping employment relations.' William Brown, University of Cambridge. United Kingdom Established as the standard reference for a worldwide readership of students, scholars and practitioners in international agencies, governments, companies and unions, this text offers a systematic overview of international employment relations. Chapters cover the United Kingdom, United States, Canada, Australia, Italy, France, Germany, Denmark, Japan, South Korea, China and India. Experts examine the context of employment relations in each country: economic, historical, legal, social and political. They consider the roles of the major players: employers, unions and governments. They outline the processes of employment relations: collective bargaining and arbitration, consultation and employee involvement. Topical issues are discussed: non-unionised workplaces, novel forms of human resource management, labour law reform, multinational enterprises, networked organisations, differences between Asian and Western companies, small and medium-sized enterprises, migrant workers, technological change, labour market flexibility and pay determination. This sixth edition is fully revised with an emphasis on globalisation and comparative theories, including concepts of convergence. It offers a new

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framework for varieties of capitalism in the Introduction, and concludes with an insightful account of the forces shaping employment relations in the world economy.

The Handbook brings together an assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s. Theoretically-based chapters attempt to link varieties of capitalism, business systems, and different modes of regulation to the specific practice of employment relations, and offer a truly comparative treatment of the subject, providing frameworks and empirical evidence for understanding trends in employment relations in different parts of the world.

This broad-ranging textbook provides a comprehensive introduction to industrial relations and employment relations in the wider economic, technological and political context. Transcending any specific national setting, it compares industrial and employment relations in different countries, and identifies the elements of commonality across the range of national systems. Throughout, employment relations are set within the framework of the overall relationship between firms, markets, interest organizations and governments. Comparative Industrial and Employment Relations will be essential reading for students of industrial relations and for those involved in human resource management and personnel management seeking a wider perspective on the context of industrial and employment relations.

The Evolution of Korean Industrial and Employment Relations explores current employment and workplace relations practice in South Korea, tracing their origins to key historical events and giving cultural, politico-economic and global context to the inevitable cultural adaptation in one of Asia's 'miraculous' democracies.

In countries where collective bargaining is conducted mainly at the industry or regional level,

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there is often a type of workers representation at the company or establishment level other than a labor union. Where this double form of worker representation that is, labor unions and employee representatives exists, the relationship between the two can present a delicate problem in industrial relations. Decentralizing Industrial Relations is an in-depth country-by-country analysis, for nine major industrial nations, of three essential topics in this area: the relationship between labor unions and employee representatives, the shift in collective bargaining from industry or branch towards the company or establishment level, and the role of labor unions or employee representatives in the flexibilization of labor protective regulations. What emerges in the course of the analysis sheds important light on such crucial factors as the following: the political power of labor unions; the extent to which employee representatives can and do protect workers interests; `single-channel (labor unions only) versus `double-channel systems; invasion of the `turf of labor unions by employee representation systems; and inclusion of disadvantageous working conditions in collective agreements or workplace agreements. In the aggregate, the study finds that, although employers are nowhere completely free to modify working conditions unilaterally, in all countries they can, abetted by the decline of labor unions and an emphasis on `flexibilization, make working conditions increasingly dependent on the individual employment contract. In this global context, the supremacy of labor unions is being questioned. This issue is undoubtedly one that deeply concerns all professionals interested in labor, employment, and industrial relations. This volume in Kluwers Bulletin of Comparative Labour Relations series reprints papers submitted to the 8th Comparative Labor Law Seminar (JILPT Tokyo Seminar) held on 21 February, 2006. Comparative Employment Relations in the Global Economy Routledge

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Since the 1980s, the process of European economic integration, within a wider context of globalization, has accelerated employment change and placed a new premium on 'flexible' forms of work organization. The institutions of employment relations, specifically those concerning collective bargaining between employers and trade unions, have had to adapt accordingly. The Transformation of Employment Relations focuses not just on recent change, but charts the strategic choices that have influenced employment relations and examines these key developments in a comparative perspective. A historical and cross-national analysis of the most important and controversial 'issues' explores the motivation of the actors, the implementation of change, and its evolution in a diverse European context. The book highlights the policies and the role played by different institutional and social actors (employers, management, trade unions, professional associations and governments) and assesses the extent to which these policies and roles have had significant effects on outcomes. This comparative analysis of the transformation of work and employment regulation, within the context of a quarter-century timeframe, has not been undertaken in any other book. But this is no comparative handbook in which changes are largely described on a country-by-country basis, but instead, The Transformation of Employment Relations is rather focused thematically. As Europe copes with a serious economic crisis, understanding of the dynamics of work transformation has never been more important.

Describes work organization, skill formation, remuneration systems, staffing arrangements and employment security, and enterprise governance and employee-management relations in seven countries: the United States, Australia, Germany, Sweden, Japan, South Korea, and China.

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'Besides a well-written introduction by the two editors, the book presents seventeen other chapters, some by well-known writers on the subject or related social sciences. . . This is a substantial resource book for scholars and students of comparative ER, especially for those who look towards the evolution of ER in the new economic world that is in formation, and in a comparative perspective. . . the book contains intellectually stimulating analyses of employee relations realities across the globe. . . Scholars belonging to different disciplinary perspectives, from which ER has been studied in the past, will also find in it a good reference material of comparative analyses. . . The publishers too deserve accolades for their professionalism and first rate copy-editing and production.' – Debi S. Saini, *Vision – the Journal of Business Perspectives*

'The book is a comprehensive volume of studies on employment relations in a wide variety of settings. . .an enriching compendium.' – Silvia Florea, *Management of Sustainable Development*

The *Research Handbook of Comparative Employment Relations* is an essential resource for those seeking to understand contemporary developments in the world of work, and the way in which employment relations systems are evolving around the world. Special consideration is given to the impact of globalisation and the role of multinational corporations, including their consequences for the fate of workers' rights under existing national systems of employment relations (ER) regulation. This Handbook is unique in taking an explicitly comparative approach by discussing ER developments through a series of paired country comparisons. These chapters include a wide selection of countries from all regions, looking beyond those that are frequently discussed. The expert contributors also examine comparative issues from a range of perspectives, including industrial and employment relations, political economy, comparative politics, and cross-cultural studies. These impressive

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features make this important reference tool the most comprehensive of its kind. Academics and students in final-year undergraduate and postgraduate courses interested in employment relations will find this compendium enriching and insightful.

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Amid the trend towards decentralized industrial relations, various new and modified systems of employee representation are taking hold in many countries worldwide. In this highly informative examination of this field of international labour law – originally presented as a series of papers for the 11th JILPT Comparative Labor Law Seminar held in Tokyo in February 2012 – twelve distinguished scholars from Australia, China, France, Germany, Japan, Korea, Sweden, Taiwan, the United Kingdom, and the United States describe their countries' current perspectives on this issue, along with their own analysis and commentary. Among the specific questions addressed for each jurisdiction are the following: What is the legal framework for an employee representation system? How is the representative body formed and what are its declared powers? Are there legal mechanisms preventing intervention by the employer? Are non-standard employees involved? What methods of deliberation and decision-making are used? How are the activities of representatives protected? Who bears the costs? What is the

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relationship with collective bargaining? With labour unions? Each contributor also describes typical ways in which the employee representative system works, offering concrete examples such as dismissal, wage determination, and equal treatment. Some deal with situations in which employee representation is in fact nonexistent or malfunctioning in real workplaces. There is also pervasive attention paid to the fundamental matter of what 'representation' is for, and the probable future direction of employee representation. Given the need to secure representation for non-union and non-standard employees at the workplace, these reports on the conditions and new developments in this important field provide ample basis on which to build a better system of employee representation in this era of diversified workforces in the globalized market. Accordingly, this book will prove of inestimable value to practitioners and policymakers in labour and employment law anywhere in the world.

This book, the first on industrial relations research methods, comes at a time when the field of industrial relations is in flux and research strategy has become more complex and varied. Research that once focused on the relationship between labor and management now involves a wider range of issues. This change has raised a number of key questions about how research should be done. The contributors represent four countries and a range of fields, including economics, sociology, psychology, law, history, and industrial relations. They identify distinctive research strategies and suggest approaches that might be appropriate in the future. Among their concerns are the relative value of qualitative and quantitative methods, of using primary and secondary data, and of single versus multimethod techniques.

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