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The Process of Industrialization and the Role of Labour Law in Asian Countries

Editor

R. Blanpain

Guest Editors

- T. Araki
- R. Yamakawa

Contributors

- T. Araki
- D. Ayadurai
- L. Chih-Poung
- L.M. Ermitaño
- Y. Hee Lee
- D. MacDonald
- S. Meixia

Hansjörg Weitbrecht, Walther Müller-Jentsch

Bulletin of comparative labour relations, 2005 The Changing Contours of German Industrial Relations Hansjörg Weitbrecht, Walther Müller-Jentsch, 2003 The Global Labour Market Roger Blanpain, Michele Tiraboschi, Pablo Arellano Ortiz, 2008-01-01 As global power relations increasingly favour international capital it becomes crucial for labour and employment lawyers to center their field in a supranational context As long as wages social security and taxes remain national matters states compete at this level in order to attract foreign investment This does not bode well for employees or the self employed Most ameliorative measures come in the form of unenforceable and soft lawand guidelines and recommendations. The conference recorded in this vitally important book confronts this losing battle of local responses to global challenges The book reprints the papers submitted to that conference by twenty three outstanding scholars from fourteen countries Among the many critical issues they expose and discuss are the following and the proliferation of varieties of non standard employment and protection of migrant workers and rights by regional organizations and global and regional trends in the human resources function and work training and education policy and effectiveness of equality and non discrimination standards and involvement of employees in workplace decisionmaking and and the need for an equitable social safety net In the course of the discussion the authors examine cases from many countries including not only EU Member States both West and East and the U S but also Japan Chile South Africa and Indonesia With a focus on the nexus of multinational enterprises and international standards the book provides both a sharp image of where labour law stands in todayand's worldand revealing serious social problems in a clearer light than is usually encounteredand and a very valuable guide to directions to pursue and potential solutions offered by some of the most engaged and committed minds in the field It is an indispensable resource for legal workers in this and eye of the stormand of globalization Working for McDonald's in Europe Tony Royle, 2004-08-02 The McDonald's Corporation is not only the largest system wide sales service in the world it is a phenomenon in its own right and is now recognized as the most famous brand in the world By providing a detailed analysis of the extent to which the McDonald's Corporation adapts or imposes its labour relations policies in Europe this volume represents a real life case study revealing the interaction between a global multi national enterprise and the regulatory systems of a number of different European countries Key features include an overview of the McDonald s Corporation's development and structure an analysis of its corporate culture and the issues of franchising an examination of key union strategies including systems of co determination consultation and collective bargaining a chapter dealing specifically with European legislation in particular the McDonald's European Works Council The author systematically analyzes the conflict between the McDonald's Corporation and the industrial relations systems of the European countries within which it operates and exposes this conflict as an unequal struggle between economic liberalism and collectivism The Changing Faces of Employment Relations David Farnham, 2017-09-16 The old certainties and structures of

employment relations no longer exist Compared with the golden age of labour in the mid twentieth century work and employment are more precarious employers are increasingly hostile to trade union negotiations and the share of wages in national income is falling Large scale employers in turn are using sophisticated people management techniques to motivate workers with person centred performance driven and reward based processes Drawing on a range of international data this comparative text demonstrates that whilst employment relations phenomena are nationally embedded international market forces are compelling employers to compete in product markets by reducing labour costs terms and conditions of employment and job security for their workforces In an age of transnational globalisation and free market national economic policies this textbook provides penetrating cross national cross disciplinary and theoretical analyses of the changing structures of employment relations around the world Key benefits Provides critical analyses of changing patterns of employment relations in the early twenty first century drawing upon global comparative and theoretical perspectives Examines the changing faces of the subject in terms of academic disciplines methodological underpinnings and institutional cultural and historic settings Integrates industrial relations literature with recent studies of the HRM paradigm

European Board-Level Employee Representation Jeremy Waddington, 2018-06-23 It is often assumed that employee representatives exert power at the company board but it is rarely made explicit how power is exercised and to what effect This book the first to assess national differences between board level employee representatives in their exercise of influence and power examines coordination among board level employee representatives trade unions representatives from other institutions of labour representation within the company management and other board members Drawing on a large scale survey distributed to board level employee representatives eleven expert contributors analyse for seven European countries Denmark France Germany Hungary Norway Slovenia and Sweden how such issues and topics as the following affect the participation of employee representatives at the board capacity of board level employee representatives to exercise power over long term strategic corporate decision making how changed circumstances impinge on the role of employee representatives how coordination of workers interests has been established and maintained if at all how board level employee representatives are selected influence of board level employee representatives on corporate restructuring effect of corporate codes of governance impact of the establishment of groups of companies and protections against dismissal and discrimination of board level employee representatives Each country chapter reviews the legislation that underpins board level employee representation the timeliness and quality of the information provided and the capacity of the representatives to apply information made available with the purpose of establishing whether the legislation tends to constrain or facilitate the exercise of in uence and power This book takes a giant step towards answering the question of how board level employee representatives can fulfil their roles in a manner consistent with the intentions of the policymakers who framed the legislation Moreover it approaches the possibility of developing pan European legislation on board level employee

representation that would accommodate national variations For these reasons the book will be welcomed by European policymakers concerned with industrial relations or corporate governance as well as by practitioners and academics in a wide swath of European legal and social studies The Politics of Problem-Solving in Postwar Democracies Hans Keman, 2016-07-27 The Politics of Problem solving in Postwar Democracies focuses explicitly on the way in which and the extent to which public policy formation in multi party systems can be both effective and legitimate effective in finding solutions for societal problems which are beyond the citizens capacity and legitimate in formulating policies that are acceptable to most involved Cross national variations in the way political institutions work and can be conducive to political consensus and cooperative behaviour are so it is argued and evidenced throughout the book the key factors for successful policy making and related problem solving Seafarers' Rights in the Globalized Maritime Industry Desislava Nikolaeva Dimitrova, Roger Blanpain, 2010-01-01 The enormous technological financial and structural changes of recent decades have revolutionized the international shipping industry bringing about lower freight rates shorter time in port and fast turnarounds reduction in crew size employment of cheap labour from developing countries avoidance of national regulations and taxes and diminished living and working standards on board Exploitation of seafarers has always existed but now it has become more common and frequent Shipowners can cut costs in various ways but the most profitable and easiest to achieve are those at the expense of labour costs in particular costs for maintaining proper living conditions on board the ship This bulletin examines in detail the structure of the shipping industry focusing on problems concerning the working and living conditions of seafarers on board merchant ships serving the global sea transport system Exploring all levels of maritime policymaking on a global and European level the author analyses seafarers rights in the light of international enforcement mechanisms and particularly in the light of the recent ILO Maritime Labour Convention He also considers relevant case law as well as advisory opinions and policy statements from various pertinent agencies especially in the EU context Among the issues raised and discussed in depth in relation to their effect on seafarers labour standards are the following ship manning companies illicit crewing agencies flags of convenience hours of work and rest wages occupational health and safety accommodation food water and catering recreational facilities filing of grievance and port controls The author shows that expansion and progress of the maritime industry notwithstanding there is a great need for effective enforcement mechanisms in this area This is the first detailed analysis to connect the working and living conditions of seafarers with international supranational and national maritime legislation A giant step towards establishing a global monitoring system to enforce international maritime conventions regarding seafarers labour standards it is sure to make an important contribution to both international labour and employment law and the law of the sea The Legal and <u>Institutional Framing of Collective Bargaining in CEE Countries</u> Ivana Palinkaš, 2018-04-09 The formerly communist countries of Central and Eastern Europe CEE have witnessed a profound transformation of their labour laws since the 1990s

and especially after their accession to the European Union Today in comparison to the other Member States they continue to have weak trade unions and employers associations and an underdeveloped system of collective bargaining Moreover the recent economic and financial crisis highlighted the need to invest further efforts in bringing the CEE industrial relations closer to the old Member States in order to facilitate a more meaningful enforcement of the EU wide economic and social policies This is the first book to scrutinise this important matter in depth Focusing on four current CEE labour law regimes in Slovenia Slovakia the Czech Republic and Poland that also have different collective bargaining trends and can be said to exemplify some of the main legal and institutional frameworks for collective bargaining that the CEE countries have developed the author addresses the following major issues the transition from a centralised to an open market economy and the degree of continuing residual characteristics the extent to which labour laws since the 1990s have enabled an adequate institutionalisation of industrial relations to allow free and voluntary collective bargaining at the national sectoral and company levels and the effectiveness of the standard setting role of trade unions and employers associations insofar as they have persisted or come into play The analysis always keeps in focus the development of labour laws in relation to a number of such interlinked elements as market transformation type of privatisation of state ownership and attitudes towards welfare It draws on both the relevant literature and on twenty five interviews with legal and policy experts from social partners organisations and staff within the ministries for social affairs in the selected countries In support of the study s general finding that the laws in CEE countries could provide more stimulus for sectoral and cross sectoral collective bargaining the author offers deeply informed recommendations and insights into legal shortcomings and pinpoints how the existing legal frameworks can be enhanced Any professional or academic in the field of industrial relations and particularly those concerned with complex transitions such as those occurring in the CEE countries and elsewhere in the world will find this The International Journal of Comparative Labour Law and Industrial Relations ,1996 book of great value

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