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COVER COMING SOON

Structure And Strategy In Industrial Relations Bulletin Of Comparative Labour Relations

**Desislava Nikolaeva Dimitrova, Roger
Blanpain**



Structure And Strategy In Industrial Relations Bulletin Of Comparative Labour Relations:

The Changing Contours of German Industrial Relations Hansjörg Weitbrecht, Walther Müller-Jentsch, 2003 **Bulletin of comparative labour relations**, 1999 **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 law and 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 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 today's world and revealing serious social problems in a clearer light than is usually encountered 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 storm and 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 influence 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

The International Journal of Comparative Labour Law and Industrial Relations, 1994

The Legal and Institutional Framing of Collective Bargaining in CEE Countries 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

book of great value **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 **Industrial Relations** Trevor Colling, Mike Terry, 2010-09-07 This revised edition of Industrial Relations Theory and Practice follows the approach established successfully in preceding volumes edited by Paul Edwards The focus is on Britain after a decade of public policy which has once again altered the terrain on which employment relations develop Government has attempted to balance flexibility with fairness preserving light touch regulation whilst introducing rights to minimum wages and to employee representation in the workplace Yet this is an open economy conditioned significantly by developing patterns of international trade and by European Union policy initiatives This interaction of domestic and cross national influences in analysis of changes in employment relations runs throughout the volume The Palgrave Handbook of Workers' Participation at Plant Level Stefan Berger, Ludger Pries, Manfred Wannöffel, 2019-01-21 Comprising the study documentation and comparison of plant level workers participation around the world this volume meets the challenge of offering a global perspective on workers participation representation and models of social partnership Value chains economic life inter cultural exchange and knowledge as well as the mobility of persons and

ideas increasingly cross the borders of nation states In the knowledge age the active participation of workers in organizations is crucially important for sustainable and long term growth and innovation This handbook offers lessons from historical global accounts of workers participation at plant level even as it looks forward to predict forthcoming trends in participation

Trade Union Rights at the Workplace Roger Blanpain, Thomas Klebe, Marlene Schmidt, Bernd Waas, 2012-01-01 For employees collective protection has never been more urgent Everywhere pressures resulting from worldwide competition and technical innovation are downgrading and relocating jobs closing companies and fuelling workers fears of less than secure working conditions de qualification and job loss More and more trade unions confront the challenge of asserting their rights across borders However in order to establish the necessary preconditions for any transnational solidarity it is necessary to define and clarify both what is distinctive and what is fundamental in the different legal frameworks affecting trade union activity That is what this book sets out to do The essays presented here are an outcome of an international and comparative conference organised and sponsored by the newly established Hugo Sinzheimer Institute of Labour Law HSI Frankfurt am Main which took place in Frankfurt in January 2011 at the premises of IG Metall the world s largest trade union The book offers an overview of trade union rights in each of seven industrial countries Belgium Hungary England Germany France the Netherlands and the United States A concluding chapter by Manfred Weiss notes the futility of a harmonization approach stressing rather a strategy of accepting variety which nevertheless embraces close cooperation Issues covered include the following direct and indirect recognition of the rights of the unions at the workplace the right of access of trade union representatives not employed in the establishment competition from non unionized firms and low labour cost operations new styles of management hostile to trade unions employers use of the courts to prevent industrial action illegalized by new legislation relations among trade unions works councils workers representatives and employers organizations the role of the union at a time of change of company ownership and effects of public resistance to cuts in public services and to job losses At a time when the protection of the global voice of workers is of the utmost importance sensitivity to existing cultural differences is crucial to effective international engagement and cooperation among trade unions As an important contribution in this respect this book will be of great value to labour and employment lawyers and other professionals involved in law and policy affecting labour and industrial relations Publisher s website [Employment Law at the European Court of Justice](#) Siófra O'Leary, 2002-12-18 Despite the fact that the case law of the European Court of Justice on employment related issues has become increasingly erratic of late there is no denying the centrality of the Court s role in the development of EC employment law Though concentration on the work of the Court of Justice may no longer be in vogue this book examines its contribution in the employment law field in its political and economic context as well as with reference to the juridical structures within which the Community s judicial arm is obliged to operate The objective is not simply to critique the employment jurisprudence of the Court but also to examine the procedural operational and structural context in

which the Court of Justice is obliged to work and to reflect on how this context may affect the jurisprudential outcome The book focuses in particular on the shortcomings of the preliminary reference procedure When the Court of Justice hands down decisions in the employment law field Article 234 EC dictates a particular type of judicial dialogue between it and the national referring courts It is contended that the dual dispute resolution public interest nature of the Court's role in the preliminary reference procedure goes some way to explaining why its answers are often regarded as unsatisfactory from the perspective of the referring court and users of EC law generally The book further outlines the developing Community policy on employment and reflects on the effect which this nascent policy may have on the balancing exercises which the Court is inevitably called upon to perform in a variety of social policy contexts Finally part two of the book examines specific substantive areas of EC employment law The policy considerations at play in the case law of the Court are discussed in detail as is the coherence of this case law with the Community's political stance on employment

Social Law and Policy in an Evolving European Union Jo Shaw, Josephine Shaw, 2000-12-15 The analyses in this collection address important questions about social law and policy in the evolving European Union

Law, Corporate Governance and Partnerships at Work Richard Mitchell, Anthony O'Donnell, Shelley Marshall, Ian Ramsay, Meredith Jones, 2016-04-22 This book examines how businesses manage their labour systems and particularly how they manage the complex interaction of factors which give rise to instances of partnership style relations between businesses and their employees The book draws from the literature concerning Varieties of Capitalism VoC and the different institutional and regulatory designs inherent in different types of political economy The book is informed by a new and extensive set of empirical data from Australia that examines the activities of national and multinational business corporations their outlooks and relationships with stakeholders and relates these to new and evolving theoretical frameworks based in political economy and law The book places the Australian regulatory model within this international debate and assesses the extent to which the system does or does not fit into the general categorisation created in the VoC literature

The Role of the Court of Justice in EU Labour Law Silvia Rainone, 2023-05-17 In an unresolved ongoing debate the Court of Justice of the European Union CJEU is often included among the institutional actors responsible for the declining condition of labour law in Europe Has its case law been more protective of employers interests than of workers rights This innovative book greatly enhances the discussion by bringing to light the judicial lawmaking logic other than those pertaining to the balancing of social and business values that drive the CJEU's reasoning in its interpretation of the labour law provisions enshrined in the European Union EU law with particular attention to the directive on transfer of undertakings Addressing fundamental issues such as uneven bargaining power labour as a commodity coexistence of workers rights and the market economy in the context of judicial lawmaking the author clearly defines the tensions at work What normative models underlie the approaches of EU institutional policymakers with respect to labour law Does the CJEU have its own vision of the socioeconomic model to which the Union should adhere How does the

CJEU's interpretative approach stand in relation to the transformation processes that regulators impose on labour law. Is the CJEU particularly attentive to the preferences expressed by national governments especially those from the most politically influential states or rather reflect the political pressure of the European Commission? What is the role of trans-judicial dynamics in shaping the CJEU's reasoning in labour law cases? The study is extraordinarily thorough drawing on a wide range of policy documents, scholarly and doctrinal research and the entire body of the CJEU's case law on transfer of undertakings. The legal arguments that the CJEU has developed over the years are mapped and classified according to their affinity with the labour law functions that underlie them. With its comprehensive assessment of the normative implications of EU policymaking in the labour and social domains, its thorough exploration of the CJEU's judicial lawmaking dynamics and its extensive empirical legal analysis of the CJEU's case law on transfer of undertakings, the book has no peers in revealing the forces that guide the CJEU's decisions in the realm of labour law. Of particular value to scholars and researchers interested in EU social policies and constitutional law, the book will also prove of immeasurable value to labour law practitioners aiming to use the case law of the CJEU as well as to in-house counsel, industrial relations specialists and trade unionists. **Human**

Resource Management: Strategy and Practice Alan R. Nankervis, Marian Baird, Jane Coffey, John Shields, 2016-09-15. In its 9th edition, AHRI-endorsed Human Resource Management continues to provide a strong conceptual and practical framework for students of human resource management. The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored. A multitude of contemporary regional and international examples are integrated throughout alongside an expanded coverage on ethics and a focus on critical analysis. Thoroughly revised and updated with the latest research findings, this edition incorporates a wealth of new material including corporate social responsibility, ethics, sustainable management practice, leadership, talent management, industrial relations and retains its focus on core human resource elements. Accompanied by online study tools which help to reinforce concepts, apply critical thinking and enhance skills, this 9th edition of Human Resource Management offers the complete learning experience required to succeed in human resource management. *The Routledge Companion to Strategic Human Resource Management* John Storey, Patrick M. Wright, David Ulrich, 2009. Combining up-to-date research, innovative content and practical perspectives, this book is the benchmark by which all other strategic HRM reference works should be measured. Leading figures from around the globe survey the current state of the discipline while also introducing and exploring new cutting-edge themes in order to offer a comprehensive and authoritative overview of the field. Section introductions and integrative critiques pull together the separate themes to provide cross-comparisons between chapters to create a cohesive and well-structured volume. Unlike other texts in this area, *The Routledge Companion to Strategic Human Resource Management* incorporates contributions from leading management and business writers in areas adjacent to human resource management including strategy, innovation and organizational learning. These add fresh and challenging insights into HRM.

themes from key mainstream business and management thinking The field of strategic HRM is thus enriched and extended by this volume Focusing on the interplay between theory and practice this book is an essential resource for researchers and students studying human resource management and strategy *Labour & Industry* ,1996

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