



Negotiating Collective Agreements On Employment And Competitiveness

Joellen Riley Munton, Michael Rawling



Negotiating Collective Agreements On Employment And Competitiveness:

Negotiating Collective Agreements on Employment and Competitiveness Jacques Freyssinet, Hartmut Seifert, 2001
Negotiating Collective Agreements on Employment and Competitiveness Bargaining for Competitiveness Richard N. Block, 2003
Annotation This book is an analysis of the relationship among collective bargaining firm competitiveness and employment protection creation in the United States The contributors offer an overview of the systemic perspectives of collective bargaining then follow with four instructive case studies that provide insights into the process of collective bargaining and its current status in the evolving U S labor management system **Negotiating Our Way Up Collective Bargaining in a Changing World of Work** OECD, 2019-11-18
Collective bargaining and workers voice are often discussed in the past rather than in the future tense but can they play a role in the context of a rapidly changing world of work This report provides a comprehensive assessment of the functioning of collective bargaining systems and workers voice arrangements across OECD countries and new insights on their effect on labour market performance today *Employment : the Focus of Collective Bargaining in Europe* , 2001
The insertion in June 1997 of a Title on employment in the Treaty on European Union has accelerated the drafting of European policy in this field over the last few years This European dynamic has had widespread impact on the themes and mechanisms that characterise national systems of industrial relations On the one hand employment is increasingly governed by rules negotiated between the social partners and depending on the circumstances the State This phenomenon of joint labour market regulation is confirmed by a marked desire on the part of employers associations and trade unions to integrate employment related issues into their actions and negotiations On the other hand the incorporation of employment related themes by employers associations and trade unions usually in concertation with government policies is related with greater coordination of bargaining and concertation mechanisms established at European level and within each Member State Today the various national realities appear to be directed to various degrees by these two general tendencies These phenomena active in the field of employment bargaining must therefore be analysed on three counts the first focuses on the development of the coordination mechanisms that structure these negotiations and more specifically raises the issue of co responsibility for the labour market the second deals with the strict content of employment bargaining and examines the question of negotiated flexibility of working conditions and employment the third addresses the autonomy of collective bargaining in Europe This analysis informs our research which is in turn intimately linked to recent changes taking place in national systems of industrial relations The Trade-off Between Competitiveness and Employment in Collective Bargaining Marc van der Meer, 2002 *Unions in America* Gary Chaison, 2005-11-09
Unions in America provides a concise and current introduction to what America s labor unions do and why they do it In this engaging text author Gary Chaison portrays America s unions as complex self governing organizations that are struggling to regain their lost membership bargaining power and political influence This accessible textbook offers

an impartial overview of American unions that ranges from the struggle for recognition from employers in their earliest years to their present day difficulties Key Features Provides a clear and unbiased view of unions to present readers with an impartial perspective Offers readers a current assessment of unions with recent examples and descriptions of emerging or continuing trends in organizing collective bargaining and political action Provides a concise overview of unions that introduces readers to fundamental union activities without overwhelming them with too many details about alternative process outcomes and legal issues Covers a wide range of important topics such as the evolution of unions union structure and growth union government and administration the union as bargaining agent union political activities proposals for union revival and insight on the future of unions Unions in America is an excellent text for undergraduate and graduate students studying unions and labor relations in a variety of fields including Industrial Relations Human Resource Management Economics and Sociology It will also be a valuable resource for workers managers or anyone else looking for a foundation for understanding the state of unions in America

Decentralization of Collective Bargaining Michael P. Jackson, John W. Leopold, Kate Tuck, 2016-07-27 After reviewing the rise and decline of the UK system of industry wide collective bargaining the authors use five detailed case studies to examine the process of decentralising bargaining from industry to single employer level In each industry management's reasons for withdrawal the union response details of the new structures and the experience of operation of the new system are analysed Finally the five industries are compared and contrasted and lessons for employers and unions in other industries are drawn

Beyond Unions and Collective Bargaining Leo Troy, 2016-07-01 The first book to provide a comprehensive examination of nonunion industrial relations its definition and parameters and the causes and factors that led to the nonunion reality Beyond Unions and Collective Bargaining focuses on labor relations in the private sector labor market which accounted for about 90% of the sector at the end of 1999 Troy discusses with clarity and authority the transformation in the United States from the organized to the private labor market Within a two part format Troy first deals with the manifold historical conditions that set the stage for the competitive nonunion alternative and then addresses the all important question What makes the nonunion system work

Collective Agreements and Individual Contracts of Employment Micha? Sewery?ski, 2003-01-01 While it can be said that the use of collective labour agreements has greatly expanded during the last decade it is hard to deny that their power to protect employees has diminished considerably and continues to weaken An understanding of the factors that have contributed to this fundamental change in economic and social conditions is of crucial significance if we are to preserve an equitable balance in the employer employee relationship The eleven papers reprinted here were originally presented at the 16th Congress of the International Academy of Comparative Law held in Brisbane in July 2002 Each paper is organized around the following considerations for the particular country in question factors determining the role of collective agreements factors determining the regulatory power of collective agreements toward the employment contract factors limiting the regulatory

power of collective agreements degree of freedom of the parties to shape the employment contract and future prospects for collective agreements as a means of regulating the employment contract Underlying issues of decentralization minimum standards decreasing unionization unemployment and the growing individualization of the employment contract are addressed by all the authors The countries covered are Australia Belgium Canada Quebec Greece Italy Japan The Netherlands Poland South Africa and Switzerland

Manager's Handbook, 1981 Jones and Sufrin's EU Competition Law Brenda Sufrin, Alison Jones, Niamh Dunne, 2023 The complete guide to EU competition law combining key primary sources with expert author commentary The most comprehensive resource for students on EU competition law extracts from key cases academic works and legislation are paired with incisive critique and commentary from an expert author team New to this Edition Full analysis of important developments in competition law and policy since 2019 including relevant case law new EU legislation and notices and competition law goals A comprehensive discussion of the evolving law and policy governing market definition vertical horizontal cooperation and sustainability agreements A new chapter on competition law in the digital economy incorporating a discussion of the Digital Markets Act

Game Changers in Labour Law Frank Hendrickx, Valerio De Stefano, 2018-03-01 The renowned international labour law scholars contributing to this incomparable volume use the term game changers to refer to evolutions concepts ideas and challenges that are having or have had major impacts on how we must understand and approach labour law in today's global economy The volume derives from an international conference organized by the Institute for Labour Law at the University of Leuven Belgium in November 2017 This initiative is pursued in the spirit and with the methods of the late Emeritus Professor Roger Blanpain 1932-2016 a great reformer who continuously searched for key challenges in the world of work and looked as far as possible into the future engaging in critical reflection and rethinking the design of labour law While seeking to identify the main game changers the authors explore new pathways and answers which may help to understand and shape the future of work This is the 100th of Kluwer's Bulletin of Comparative Labour Relations a series Professor Blanpain launched nearly fifty years ago The contributors address and reflect on such vital issues and topics as the following the gig economy core labour law values freedom of association non standard employment the rise of the service sector employment and self employment the European Pillar of Social Rights app based work algorithms as controls in the workplace collective bargaining rights and the right to strike the role of temporary employment agencies and termination of the employment relationship There are also chapters devoted to specific issues in France Italy the United Kingdom Estonia China and the United States Roger Blanpain consistently reminded us that labour relations are power relations Although this book shows that the power balance is tipped towards employers in today's world what is nevertheless very clear is that labour law can play a crucial role in re-enlivening equitable outcomes fairness decent work and social justice in our contemporary and future societies and that academia can help to understand guide and shape that future For this reason this book will be invaluable to professionals in labour

relations whether in the academic policy or legal communities Administrative Due Process for Certain Federal Employees
United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Civil Service, 1985

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 **Employee Relations** Graham Hollinshead, Peter Nicholls, Stephanie Tailby, 2003 Contributor details Preface Plan of the book Pt I Introduction 1 Introduction to Employee Relations 3 2 Context and Theory in Employee Relations 11 Pt II Parties 3 Management 57 4 Multinationals and Employee Relations 93 5 Trade Unions 132 6 The State in Employee Relations 179 Pt III Europe and the Changing Regulations 7 The European Union 211 8 Legal Regulation of Employment 268 Pt IV Patterns and Practices 9 Collective Bargaining 301 10 Pay 332 11 Employee Participation and Involvement 378 12 Discrimination 408 13 Flexible Labour Markets Firms and Workers 457 14 Public Sector Employment 505 15 Values and their Impact on the Changing Employment Relationship 535 Afterword 567 Index 569 Collective Bargaining Developments in Times of Crisis Sylvaine Laulom, 2024-12-19 The first edition of this book published in 2018 analysed developments in systems of collective bargaining in fifteen mainly European Union countries related to the post 2008 crisis mixing comparative and national presentations Since then other crises of unprecedented magnitude have hit all countries the totally unexpected COVID 19 pandemic with its massive consequences the energy crisis the environmental crisis and the Ukrainian war crisis followed by inflation However an essential change has taken place at the European level in this area since the publication in 2018 of the first edition a change of such magnitude that it can be described as a paradigm shift The adoption of the Directive on Adequate Minimum Wages marks a true break with the post financial crisis period as the EU is now focusing on the development and enhancement of strong sectoral collective bargaining systems in wage settings This very new European context justifies an update of the research published in 2018 to analyse the evolutions of collective bargaining in this new context The book is organised around two building blocks Part I presents some comparative perspectives both in terms of the structure of the industrial relations systems and in terms of subjects of collective bargaining whether this be a classical theme of collective bargaining wages and working time or less traditional themes platform work young people and older people which are two categories particularly affected by the crisis Part II presents some national situations Each chapter explores how national systems have been able to respond to European injunctions and have also responded to the new challenges posed by the

COVID 19 pandemic and the emergence of new themes These presentations demonstrate once again the extreme diversity of each industrial relations system Some systems such as the Austrian system appear to be unfailingly stable while the Belgian system seems to be having more difficulty adapting Others like the Portuguese or the Spanish systems appear to be resilient while in some countries Turkey Hungary Poland and Romania collective bargaining is particularly weak In these countries the question raised by the adoption of the AMW Directive is therefore to determine how sectoral bargaining can be developed in countries where there is no such level of bargaining or in countries where collective bargaining remains underdeveloped at all levels As the first edition the book takes stock of the current state of collective bargaining in Europe It is an essential study for labour and employment law practitioners and an exemplary analysis of immeasurable value to policymakers and academics in the field

Managing Competitive Crisis Martyn Wright, 2000-05-18 Managing Competitive Crisis examines how competitive crisis affected the management of work relations in Britain between 1979 and 1991

Regulating Gig Work Joellen Riley Munton, Michael Rawling, 2023-12-12 Digital revolution demands new approaches to regulating work The Uberisation of work is not in reality a new phenomenon It reintroduces the practices of on demand engagement of labour common prior to the development of continuing employment What is new however is the capacity of digital technology to engage labour in ways that avoid characterisation as employment according to the legal tests developed in the 20th century This book tackles the challenge of ensuring that the emerging tribes of gig workers in labour markets across the globe are afforded decent standards of work This book discusses how to provide decent conditions and safe working standards for on demand workers engaged through digital platforms It interrogates the rise of gig work and the legal strategies that might be engaged to deal with the risk that on demand work will fall and remain outside of employment protections It draws on observations of practices across the globe but focusses particularly on regulatory solutions developed in Australia The book will be a useful reference to policy making and legal reforms to address vulnerabilities of gig workers

Skills for Improved Productivity, Employment Growth and Development , 2008 Examines how within a decent work perspective countries can develop their skills base so as to increase both the quantity and the productivity of labour employed in the economy

Voices at Work Alan Bogg, Tonia Novitz, 2014-03 This book investigates the intersection between law and worker voice in a sample of industrialised English speaking countries namely Australia Canada New Zealand UK and USA While these countries face broadly similar regulatory dilemmas they have significant differences between their industrial systems and legal cultures

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