

labor regulation in a global economy issues in work and human resources

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The intricate world of labor regulation in a global economy brings forth numerous critical issues impacting work and human resources worldwide. This field delves into the complexities of harmonizing diverse employment laws, ensuring fair labor practices across borders, and managing a multicultural workforce effectively while addressing challenges such as worker rights, ethical sourcing, and compliance in an ever-evolving global market.

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Labor Regulation in a Global Economy

This work categorizes and comprehensively analyzes all of the practical aspects of international labour regulation for researchers and students of human resource management (HRM). It offers realistic policy guidelines for non-academic HRM practitioners, non governmental organizations (NGOs), trade unions and governments. The book focuses primarily upon the issues, organizations and individuals in the US that influence labour regulation - NAFTA, the US GSP programme, trade unions, activists and "grass roots" movements. Major attention is also given to corresponding European Union and International Labour Organisation issues, organizations and individuals.

Comparative Employment Relations in the Global Economy

"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 Sociology, Regulation and Social Policy.

Regulating Work in Small Firms

Exploring the diversity of small firms, this contributed volume focuses on the crucial topic of work and the ways in which it is regulated, and offers reflections on the future of labour more generally. Traditionally managed through informal and adaptive processes, small firms allow us to understand the challenges and opportunities facing larger companies within an increasingly fragmented global production system. Analysing the case of Italy, a country characterised by a high number and wide variety of small firms, the authors draw on the results of a survey involving over 2,300 firms and face-to-face interviews with owner-managers working in 60 small and micro firms across several different sectors. Providing detailed analysis which will be useful for scholars of human resource management and small business, as well as managers, practitioners and policy-makers, the book enables a better understanding of the world of work in a globalised economy.

International and Comparative Employment Relations

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

Employment Relations in a Changing World Economy

Comprises essays which examine changes in industrial relations and work structures in 11 countries.

Multinational Human Resource Management and the Law

Multinational corporations face considerable complexity in setting the terms and conditions of employment. Differing national laws prevent firms from developing consistent sets of employment policies, but, at the same time, employees are often expected

Employee Voice in the Global North

Taking readers through the nature and realities of employee voice across the Global North, this book identifies the significance and effects of contexts, cultures, web and social media, and dissimilarity of institutional factors in enhancing employee voice or promoting silence. It addresses general issues affecting employee voice across the globe to give readers an understanding of employee relations that is country-specific. Readers will also have an understanding of the unique nature of employee voice in three continents – thus broadening the readers' understanding of the subject. Covering employee voice in different countries of Europe, North America and Australasia, each chapter draws out the unique and diverse nature of employee voice in each country. The chapters discuss issues ranging from culture, activities of trade union, institutional factors, web and social media, social and organisational justice and their effects of employee voice. This book provides an invaluable resource for students and researchers of human resources and international business. It will also be of great interest to HRM practitioners, policymakers and business managers across the globe.

Employment Relations in the 21st Century

It cannot be denied that in recent decades, for many if not most people, work has become unstable and insecure, with serious risk and few benefits for workers. As this reality spills over into political

and social life, it is crucial to interrogate the transformations affecting employment relations, shape research agendas, and influence the policies of national and international institutions. This single volume brings together thirty-nine scholars (both academics and experienced industrial relations actors) in the fields of employment relations and labour law in a forthright discussion of new approaches, theories, and methods aimed at ameliorating the world of work. Focusing on why and how work is changing, how collective actors deal with it, and the future of work from different disciplinary angles and at an international level, the contributors describe and analyse such issues and topics as the following: new forms of social protection and representation; differences in the power relations of workers and political dynamics; balancing protection of workers' dignity and promotion of productivity; intersection of information technology and workplace regulation; how the gig economy undermines legal protections; role of professional and trade associations; workplace conflict management; lay judges in labour courts; undeclared work in the informal sector of the labour market; work incapacity and disability; (in)coherence of the work-related case law of the European Court of Justice; and business restructurings. Derived from a major conference held in Leuven in September 2018, the book offers an in-depth understanding of the changing world of work, its main transformations, and the challenges posed to classical employment relations theories and methods as well as to labour law. With its wide range of insights, analysis, and reflection, this unique contribution to the study of industrial relations offers an authoritative reference guide to scholars, policymakers, trade unions and business associations, human resources professionals, and practitioners who need to deal with the future of work challenges.

The Global Economy, National States and the Regulation of Labour

The implications of globalization for labour are more often asserted than analyzed. This collection, and its companion volume *Globalization and Patterns of Labour Resistance* edited by Jeremy Waddington, seek to remedy this deficiency by presenting contemporary research on the relationship between the globalization of production and the regulation of labour. It considers the ways in which national and supra-national regimes of labour regulation are being actively reconstructed in the context of the internationalization of production. The contributors analyze the implications of changes in different national labour regimes for relations between state, capital and labour, and for class and gender segmentation, and discuss the scope and limits of recent initiatives in the implementation of international labour standards.

International and Comparative Employment Relations

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

Globalization and Precarious Forms of Production and Employment

This book makes a unique and invaluable contribution to our understanding of the changing nature of employment and its consequences for industrialized societies. It combines industry case studies, company case studies, and specific country case studies to paint a multi-dimensional picture of the spread of precarious employment and the responses by trade unions and other worker mobilizations. In addition, the astute theoretical chapters demonstrate how the trend toward precarization is reshaping

power relationships in ways that have significant implications for individual security and wellbeing, collective agency and empowerment, societal equality and stability, and the vitality of democracy itself. Together these essays provide an exceptionally rich picture and insightful analysis of these important trends in contemporary industrialized societies.

International Human Resource Management

Written by an internationally renowned team of experts and underpinned by cutting-edge research, International Human Resource Management tackles a broad range of controversial and often marginalised issues associated with globalisation and its impact on multinational companies and employees. Updated throughout with brand-new case studies, reflective questions and recommended reading, the second edition includes coverage of:

- International assignments and worker mobility
- The development of new technology and its impact on work
- International HRM and the platform economy
- The nature of organisational change
- The role of sustainability and social responsibility within the firm

This innovative and thought-provoking textbook is suitable for students of International Human Resource Management and Employment Relations. Lecturers can visit study.sagepub.com/martinezluciomackenzie to access PowerPoint slides and additional case study material. Miguel Martínez Lucio is a Professor at the University of Manchester (Alliance Manchester Business School), UK. Robert MacKenzie is Professor of Working Life Science at Karlstad Business School, Karlstad University, Sweden.

Collective Labour Rights for Self-Employed Workers

Platform work arrangements are often defended as an expression of technological progress with the potential to enable people to work as self-employed individuals, often without any supervision or control. However, by now, it is well-documented that platform work not only shares important features of flexibility and precariousness with other casual work arrangements that are on the rise around the world, but it also entails the risk of excluding a significant portion of workers from the protection of fundamental collective labour rights, including their coverage from collective agreements. In this important and timely book, the author shows how a human rights-based approach (HRBA) towards collective labour rights can bridge this protection gap. Such an approach identifies workers, regardless of their employment status, as rights-holders that are entitled to rights, like the right to collective bargaining, derived from international human rights and labour rights instruments. Fully describing the phenomenon of platform work as well as presenting a detailed global overview of responses related to the challenges stemming from platform work arrangements, the research, inter alia, covers aspects, such as the following: problems, challenges, and questions related to platform work arrangements, and how those are linked to broader labour market trends; platform work's deeper foundational implications for labour law; legal developments related to the regulation of platform work with an assessment of their limits when it comes to collective labour rights, also recognised as human rights; various ways in which platform workers and other atypical workers have managed to exercise their collective labour rights; and promising indications of closer cooperation between organised labour and workers in non-standard forms of employment. The analysis draws on international human rights and labour rights treaties and conventions, domestic legislation and regulations, rulings from international and national courts, and interpretative and authoritative sources including the relevant legal literature. The book manifests and responds to a genuine need for in-depth research with respect to the protection of the human rights of platform workers with an analytical framework that will ensure their adequate protection. Its crucial observations will be welcomed by practitioners in labour law, human rights law, and competition law, as well as by academics, human resources professionals, and labour and employment policymakers.

Labour Laws and Global Trade

This book provides a comprehensive analysis of the new methods of transnational labour regulation that are emerging in response to globalisation.

Invisible Hands, Invisible Objectives

The global financial crisis and recession have placed great strains on the free market ideology that has emphasized economic objectives and unregulated markets. The balance of economic and noneconomic goals is under the microscope in every sector of the economy. It is time to re-think the objectives of the employment relationship and the underlying assumptions of how that relationship operates. Invisible Hands, Invisible Objectives develops a fresh, holistic framework to fundamentally

reexamine U.S. workplace regulation. A new scorecard for workplace law and public policy that embraces equity and voice for employees and economic efficiency will reveal significant deficiencies in our current practices. To create one, the authors—a legal scholar and an economics and industrial relations scholar—blend their expertise to propose a comprehensive set of reforms, tackling such issues as regulatory enforcement, portable employee benefits, training programs, living wages, workplace safety and health, work-family balance, security and social safety nets, nondiscrimination, good-cause dismissal, balanced income distributions, free speech protections for employees, individual and collective workplace decision-making, and labor unions. *Invisible Hands, Invisible Objectives* is not just another book that sketches a reform agenda. The book provides the much-needed rubric for how we think about employment policy specifically, but also economic policy more generally. It is a must-read in these most critical times.

Research Handbook of Comparative Employment Relations

'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 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.

Globalization and Labour Relations

Some of these papers were originally presented at an international conference on Globalization and the New Inequality at Utrecht University, The Netherlands; others were commissioned specifically for this book. Topics include surprising answers to frequently asked questions about globalization (the authors argue that social welfare policies can be followed and that world market forces are not beyond governance); the myth of trade union solidarity; the international restructuring of the media industries; the increasing importance of local labor relations; the impact of globalization on the potash industry; and Australia's historic industrial relations transition. Annotation copyrighted by Book News, Inc., Portland, OR

Work After Globalization

This is a scholarly and erudite work. . . There is a wealth of detail, all illustrated with plenty of fascinating examples. . . It is impossible to give the full flavour of this thoughtful and stimulating book in even a long review, but it deserves to be widely accessible and read. *Citizen's Income* . . . this is the greatest book ever about work (in all its forms). . . *Work after Globalization* offers us the kind of foundation we need to launch a new social-democratic program. . . do yourself a favour, don't take my word for it. You need to read this book for yourself. . . If you're ever going to read a book about work, make it this one. Peter Hall-Jones, *New Unionism Network* This is an important book. It shifts emphasis from the role of capital to the creativity of labour in the creation of value in the real economy. A central role is accorded to each and all of the skills and occupations which contribute to the construction of an economy and

a civic culture governed by the public interest. Guy Standing has made an original contribution to the validation of human creativity in the economic process. The work owes an acknowledged debt to the vision of Karl Polanyi. Kari Polanyi-Levitt, McGill University, Canada Standing has written a comprehensive account of what the forces and developments that govern the contemporary world (such as states, employers, trade unions, the globalization of labor markets, financial market crises etc.) do to workers and the conditions under which they work and live. It is rare for a social science work that is full of empirical information to be as accessibly written as this one. It is even rarer to find all three of the things that good social science can deliver fine-grained description, original explanation, sophisticated normative reflection in the pages of a single volume. One of the richest accounts of the fates of labor since Polanyi (1944). Claus Offe, Hertie School of Governance, Germany In *Work after Globalization*, Guy Standing, one of the most knowledgeable and theoretically sophisticated scholars in the area of labor relations today, paints a rich panorama of contemporary labor practices around the world to demonstrate that we are in the midst of a societal shift of historical dimensions. Standing's concept of occupational citizenship provides a way to re-capture both human agency and community, thereby reconciling the individual with society and flexibility with new forms of social security. This book is a tour de force for its sweeping scope, incisive analysis, and predictive power. Katherine Stone, University of California, Los Angeles, US In this ground-breaking book, Guy Standing offers a new perspective on work and citizenship, rejecting the labourist orientation of the 20th century. Karl Polanyi's *The Great Transformation* marked the rise of industrial citizenship, which hinged on fictitious labour de-commodification. Since the 1970s, this has collapsed and a Global Transformation is under way, in which inequalities and insecurities are becoming unsustainable. Guy Standing explains that while a struggle against paternalism is essential, the desirable egalitarian response to the problems caused by globalization is a strategy to build occupational citizenship. This is based on a right to universal economic security and institutions to enable everybody to develop their capabilities and work whilst respecting the ecological imperatives of the 21st century. The book also explores a phasing out of labour law and a re-orientation of collective bargaining towards collaborative bargaining, highlighting the increased importance of the relationship between groups of workers and citizens as well as between workers and capital. *Work after Globalization* offers a new perspective on work, rejecting the labourist orientation of the 20th century. Social scientists interested in globalization and labour market issues will warmly welcome this book. It will also strongly appeal to students.

Globalization and Labor Conditions

This book explains how three major mechanisms of globalization international trade, international migration, and the activities of multinational companies have altered working conditions and labor rights around the world during the late 20th century. Drawing on analyses of a database on international labor conditions assembled for this project and a growing research literature on globalization and labor conditions, the book finds that trade, migration, and multinational companies are associated with improvements in world labor conditions.

The Collective Dimensions of Employment Relations

This edited volume explores the old and new "collective dimensions" of employment relations. It examines specific challenges stemming from new forms of work of the digital and sharing economy, such as measurement, monitoring, assessment, and remuneration of work, the protection of work-life balance, the impact of new technologies on health and safety, the adaptation of occupational skills to new work processes, and the responses to the digital restructuring of undertakings. It addresses a series of questions such as how the representational action of unions and works councils can adapt to the challenges posed by new production systems and whether the legislative framework needs to be reformed to ensure that digital workers enjoy the right to collective representation. This important collection offers readers a renewed theoretical perspective and justification of the role that the dialogue between workers (representatives) and companies could play in an increasingly complex world of work.

Employee Relations and Trade Unions in Africa

Traditionally, studies of employment relations in Africa have been dominated by the role of trade unions and how they collectively influence relationships within the workplace. A contemporary African outlook into the state of employment relations shows that there has been a shift in the dominance of trade unions. This edited collection considers the role of government actors and workers' experiences in both unionised and non-unionised organisations. It seeks to understand how international and

national labour markets, including national and international employment actors and institutions, affect employment relations and the ways in which these relationships play out in different national contexts. Researchers, students, policymakers and practitioners working around employment relations in Africa will find this book an essential tool, particularly those with an interest in 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.

Corporate Success Through People

In today's global economy, corporate managers are in the front-line when it comes to transforming management principles from an abstract vision into reality. This practical volume reveals how International Labour Standards (ILS) can be effective and powerful tools around which managers can build their corporate policies and practices --particularly during this era of rapid economic change. Increasing competition, changing customer demands and new structures of production and work have all altered the dynamics of the business environment. This book examines these issues and explores how incorporating ILS can help enterprises meet the challenges. It looks at the interrelationship between good management practices and ILS through numerous case studies and examples from both large and small companies from all over the world and demonstrates how implementing ILS in any company makes sound business sense.

Achieving Workers' Rights in the Global Economy

The world was shocked in April 2013 when more than 1100 garment workers lost their lives in the collapse of the Rana Plaza factory complex in Dhaka. It was the worst industrial tragedy in the two-hundred-year history of mass apparel manufacture. This so-called accident was, in fact, just waiting to happen, and not merely because of the corruption and exploitation of workers so common in the garment industry. In *Achieving Workers' Rights in the Global Economy*, Richard P. Appelbaum and Nelson Lichtenstein argue that such tragic events, as well as the low wages, poor working conditions, and voicelessness endemic to the vast majority of workers who labor in the export industries of the global South arise from the very nature of world trade and production. Given their enormous power to squeeze prices and wages, northern brands and retailers today occupy the commanding heights of global capitalism. Retail-dominated supply chains—such as those with Walmart, Apple, and Nike at their heads—generate at least half of all world trade and include hundreds of millions of workers at thousands of contract manufacturers from Shenzhen and Shanghai to Sao Paulo and San Pedro Sula. This book offers an incisive analysis of this pernicious system along with essays that outline a set of practical guides to its radical reform.

Managing Global Legal Systems

Presenting a framework for understanding the corporate strategy-public policy interface as it relates to human capital management, this unique text treats legal systems as factors that must be actively managed in the firm's larger pursuit of international competitive advantage. It provides readers with the most comprehensive description to date of the role that transnational, regional and national institutions play in the evolution of domestic employment regulation and international labour standards, and discusses the opportunities that employers have to influence their form and application. High-profile news events from around the world are utilized to illustrate key concepts, offering unique insights into the regulatory environment that MNEs face when managing an international work force. Taking an applied approach to the subject of labour-market regulation on six continents, this book is a valuable reference for students and practitioners alike in the fields of HRM, business management and law.

Are Worker Rights Human Rights?

In a global economy, workers must assert their collective rights as workers in order to win human rights as individuals. By introducing Marxian and Institutional analysis, this book reveals the class relations and power structures that determine the position of workers in the global economy.

Critical Perspectives on Work and Employment in Globalizing India

This book showcases issues of work and employment in contemporary India through a critical lens, serving as a systematic, scholarly and rigorous resource which provides an alternate view to the

glowing metanarrative of the subcontinent's ongoing economic growth in today's globalized world. Critical approaches ensure that divergent and marginalized voices are highlighted, promoting a more measured perspective of entrenched standpoints. In casting social reality differently, a quest for solutions that reshape current dynamics is triggered. The volume spans five thematic areas, subsuming a range of economic sectors. India is a pre-eminent destination for offshoring, underscoring the relevance of global production networks (Theme 1). Yet, the creation of jobs has not transformed employment patterns in the country but rather accentuated informalization and casualization (Theme 2). Indeed, even India's ICT-related sectors, perceived as mascots of modernity and vehicles for upward mobility, raise questions about the extent of social upgrading (Theme 3). Nonetheless, these various developments have not been accompanied by collective action – instead, there is growing evidence of diminished pluralistic employment relations strategies (Theme 4). Emergent concerns about work and employment such as gestational surrogacy and expatriate experiences attest to the evolving complexities associated with offshoring (Theme 5).

International and Comparative Employment Relations

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 UK, USA, Canada, Australia, Italy, France, Germany, Denmark, Japan, South Korea, China, India and South Africa. Experts examine the context of employment relations in each country: economic, historical, legal, social and political. They consider the roles of the major players and outline the various processes of employment relations, including collective bargaining and arbitration, consultation and employee involvement. The seventh edition has been thoroughly updated with new examples and discussion questions to engage students and encourage critical thinking. A revamped set of online resources includes PowerPoint slides for lecturers to use in their teaching, as well as useful web links to enhance learning.

Industrial and Labor Economics

This book is an attempt to capture and analyze several idiosyncratic features of industry and labor in the developing world. Available books and graduate-level texts in labor economics largely discuss industrial and labor market situations prevalent in developed countries, where well-defined institutional arrangements and regulations create a very different scope of analysis. The patterns of choice in training and contracts in the labor market more apparent in developing and transition countries are discussed, as are the information-theoretic results. The book also critically examines labor migration, a context in which the developing and transition countries represent large sources in the present global order. A broad base of empirical observations from industries is used to develop analytical conjectures on risk-sharing arrangements between workers and employers, while strong intuitive explanations are combined with relevant mathematical and graphical derivations, ensuring the book's readability among graduate students pursuing courses in labor economics and industrial economics for developing and transition countries. The book may also serve as a valuable reference guide for all students in advanced human resources courses at management schools. Presenting state-of-the-art research findings in all of its chapters, the book discusses numerous institutional peculiarities of the developing world, making the results distinct in view of the general scope of labor economics.

Rethinking Workplace Regulation

During the middle third of the 20th century, workers in most industrialized countries secured a substantial measure of job security, whether through legislation, contract or social practice. This "standard employment contract," as it was known, became the foundation of an impressive array of rights and entitlements, including social insurance and pensions, protection against unsociable working conditions, and the right to bargain collectively. Recent changes in technology and the global economy, however, have dramatically eroded this traditional form of employment. Employers now value flexibility over stability, and increasingly hire employees for short-term or temporary work. Many countries have also repealed labor laws, relaxed employee protections, and reduced state-provided benefits. As the old system of worker protection declines, how can labor regulation be improved to protect workers? In *Rethinking Workplace Regulation*, nineteen leading scholars from ten countries and half a dozen disciplines present a sweeping tour of the latest policy experiments across the world that attempt to balance worker security and the new flexible employment paradigm. Edited by noted socio-legal scholars Katherine V.W. Stone and Harry Arthurs, *Rethinking Workplace Regulation* presents case

studies on new forms of dispute resolution, job training programs, social insurance and collective representation that could serve as policy models in the contemporary industrialized world. The volume leads with an intriguing set of essays on legal attempts to update the employment contract. For example, Bruno Caruso reports on efforts in the European Union to “constitutionalize” employment and other contracts to better preserve protective principles for workers and to extend their legal impact. The volume then turns to the field of labor relations, where promising regulatory strategies have emerged. Sociologist Jelle Visser offers a fresh assessment of the Dutch version of the ‘flexicurity’ model, which attempts to balance the rise in nonstandard employment with improved social protection by indexing the minimum wage and strengthening rights of access to health insurance, pensions, and training. Sociologist Ida Regalia provides an engaging account of experimental local and regional “pacts” in Italy and France that allow several employers to share temporary workers, thereby providing workers job security within the group rather than with an individual firm. The volume also illustrates the power of governments to influence labor market institutions. Legal scholars John Howe and Michael Rawling discuss Australia's innovative legislation on supply chains that holds companies at the top of the supply chain responsible for employment law violations of their subcontractors. Contributors also analyze ways in which more general social policy is being renegotiated in light of the changing nature of work. Kendra Strauss, a geographer, offers a wide-ranging comparative analysis of pension systems and calls for a new model that offers “flexible pensions for flexible workers.” With its ambitious scope and broad inquiry, *Rethinking Workplace Regulation* illustrates the diverse innovations countries have developed to confront the policy challenges created by the changing nature of work. The experiments evaluated in this volume will provide inspiration and instruction for policymakers and advocates seeking to improve worker's lives in this latest era of global capitalism.

Human Rights, Labor Rights, and International Trade

Contents:.

The Future of Industrial Relations

This incisive comprehensive volume addresses global issues and trends in the industrial relations field by examining five key subject areas: the role of the state, trade unionism, human resource management, labor market policies and practices, and the role of industrial relations in political transformation. Apart from a survey overview, the comparison and contrast of so many disparate policies and systems offers a uniquely crystallized vision of this subject in a broad, international scope.

Human Resources in the Global Market

Seminar paper from the year 2005 in the subject Business economics - Personnel and Organisation, grade: Very Good, Turku School of Economics, course: International Business Operations, 24 entries in the bibliography, language: English, abstract: Recruitment and selection in International Human Resource Management is crucial; finding the right people to fill key positions can determine a company's international operation. Furthermore, it is extremely costly for the company if the expatriate fails. The performance of an expatriate is often determined by factors like (in)ability to adjust to foreign culture, the length of the assignment, willingness to move and work-related factors. What should be considered when selecting an expatriate are therefore criteria like technical ability, cross-cultural suitability, family requirements, country requirements as well as language and company requirements. However, recruitment and selection are only the first step for international Human Resource Management. The aim of this paper is therefore to point out the increasing importance of Human Resource Management especially from internationally operating companies' point of view. Furthermore, it will be pointed out what International Human Resource Management is and why it is necessary for Multi National Companies (MNCs) to concern about this topic. In addition, challenges and requirements of HRM will be illustrated and highlighted. This work will furthermore portray the recruitment and selection process as well as the necessity of training and development within global companies. It will describe the workplace conflict and deal with subjects such as industrial relations and employment law.

The Future of the International Labour Organization in the Global Economy

The International Labour Organization was created in 1919, as part of the Treaty of Versailles that ended the First World War, to reflect the belief that universal and lasting peace can be accomplished only if it is based on social justice. As the oldest organisation in the UN system, approaching its 100th anniversary in 2019, the ILO faces unprecedented strains and challenges. Since before the financial

crisis, the global economy has tested the limits of a regulatory regime which was conceived in 1919. The organisation's founders only entrusted it with balancing social progress with the constraints of an interconnected open economy, but gambled almost entirely on tools of persuasion to ensure that this would happen. Whether that gamble is still capable of paying-off is the subject of this book, by a former ILO insider with an unrivalled knowledge of its work. The book forms part of a broader inquiry into the relevance of founding institutional principles to today's context, and strives to show that the bet made on persuasion may yet pay off. In part, the text argues that there may be little alternative anyway, showing that the pathways to more binding solutions are fraught with difficulty. It also shows the ILO's considerable future potential for promoting effective, universal regulations by extending its tools of persuasion in as yet insufficiently explored directions. Starting with an examination of how the organisation's institutional context differs from 93 years ago, the author goes on to evaluate the prospects of numerous proposals put forward today, including the trade/labour linkage, but going beyond this. As a case study in how strategic choices can be made under legal, social and institutional constraints, the book should be valuable not only to those with an interest in the ILO, but to anyone who studies international organisation, labour law, law and society or political economy.

Advances in Industrial and Labor Relations

Volume 25 of *Advances in Industrial and Labor Relations (AILR)* contains eight new peer-reviewed papers highlighting key aspects of employment relations from a global perspective. Topics discussed include union organizing in an informal economy, workforce training for older workers, and right-to-work law effects on the stock market.

Democracy at Work

In the countries of the global North, workplace democracy may be thought of as a thing of the past. Increasingly, working relations are regulated primarily by contract; workforces are fissured and fragmented. What are the consequences of this? How should we respond? Ruth Dukes and Wolfgang Streeck argue that the time is ripe to restate the principles of industrial democracy and citizenship for the post-industrial era. Considering developments within political economy, employment relations and labour law since the postwar decades, they trace the rise of globalization and the 'dualization' of labour markets – the emergence of a core and periphery of workers – and the progressive insulation of working relations from democratic governance. What these developments amount to, they argue, is an urgent need for political intervention to tame the new world of 'gigging' and other forms of highly precarious work. This, according to the authors, will require far-reaching institution-building designed to fill legal concepts such as 'employment' with political substance. This eloquent call for a reimagining and renewal of the institutional and material conditions of freedom of association and the reinvention of industrial democracy will be crucial reading for anyone interested in work in the twenty-first century.

The Political Economy of Work in the Global South

Part of the *Critical Perspectives on Work and Employment* series, this edited collection brings together contributions from leading international scholars to initiate an important dialogue between labour process analysis and scholarship on work in the Global South. This book characterises the forms of work and labour process that characterise globalising capitalism today and addresses core analytical concerns within Labour Process Theory and research on work in the South. It explores how a wide range of production relations in the Global South, ranging from formal to informal employment and self-employment, are embedded in wider social relations of gender, caste, religion and ethnicity, and are related to wider patterns of commodification and resistance. Drawing on cutting-edge research, the book's chapters consider a diverse range of working situations, covering migrant workers in the Middle East, commercial surrogacy work in India and cooperative garment workers in Argentina. In offering a novel reading of the political economy of work in the Global South and shedding light on lesser-considered fields of work and worker organization, this volume will provide new insights for making sense of the changing world of work for students, scholars, labour activists and practitioners alike.

Work Beyond the Pandemic

This book addresses the impact of Covid-19 on employment relations and provides a reconstruction and a critical assessment of the measures enacted worldwide to tackle the economic and social crisis triggered by the global health emergency. The pandemic has been a booster of critical issues

that for years have been silently shaping society and the labor market and so it can represent an opportunity to relaunch a critical analysis on the future of work. Beginning from this assumption, this book collects contributions from different disciplines, including law, economics and organization theory. It covers topics such as the measures enacted to protect workers' health and cushion the labour, the new inequalities that emerged during the pandemic and the strategies to construct a sustainable and human-centred development in the post pandemic scenario. It is highly relevant to scholars and students of organisation studies, resilience, the labour market and labour law.

Global Industrial Relations

Breaking new ground and drawing on contributions from the leading academics in the field, this notable volume focuses specifically on industrial relations. Informative and revealing, the text provides an overview of the industrial relations systems of nine regions (North America, South America, Western Europe, Eastern Europe, the Middle East, Australia and New Zealand, Asia, Africa, and India) and is divided into two distinct sections covering: regional variations in global industrial relations systems contemporary themes in global industrial relations. Combining both systems and thematic issues, this important new text is invaluable reading for postgraduates and professionals in the fields of human resources management, industrial relations and business and management as well as anyone studying or interested in the issues surrounding global industrial relations.

International Human Resource Management

Used by over 25,000 students across 130 countries, this bestselling text, written by leading international experts in each topic, retains its critical edge, academic rigour and breadth of coverage in the new fifth edition. The new edition reflects the contemporary debates and emerging issues in the field of IHRM, supplementing classic theories and models with recent research and international developments. Divided into three parts, the first section looks at the ways of thinking about IHRM theory and practice; the second section deals with multinational companies and how they manage their workforce around the world; the final section looks at both traditional and newer approaches to IHRM policies and practices. A selection of up-to-date examples from across the globe are used to support the text, including Uber's regulatory challenges across Europe, the gig economy, employment rights after Brexit, health insurance for part-timers in the US and EU, attracting and retaining 'millennials', the world's happiest and unhappiest countries, and CSR in Hong Kong. The book is complemented by free online resources for lecturers and students, including PowerPoint slides, additional case studies, SAGE video clips with critical thinking questions, free SAGE journal articles for every chapter, annotated useful weblinks, and suggested answers to self-assessment questions. Suitable reading for upper-undergraduate and masters level students on IHRM modules.

Labour Productivity, Investment in Human Capital and Youth Employment

Unemployment levels are on the rise nearly everywhere, and the rate is particularly high among young people. If this trend is not reversed, the potential long-term economic and social damage is incalculable. For this reason a particular urgency attended an international conference on the subject held in March 2009 at the Marco Biagi Foundation in Modena, Italy, in the course of which specialists in labour law, human resources management, labour economics, sociology, education, and statistics met to present and compare research. This issue of the Bulletin of Comparative Labour Relations includes a selection of the papers presented at that conference. Although the selected essays present findings on specific issues in particular countries, the general applicability at the global level is evident. Assessing measures taken to deal with youth unemployment in thirteen countries (Italy, Spain, Russia, Sweden, Bulgaria, Estonia, Hungary, Poland, Israel, Nigeria, the United States, China, and Singapore), twenty-five leading authorities describe and analyse such aspects of the problem as the following: vocational education and training; quality of employment as well as quantity; links between educational institutions and local, national and international enterprises; consultation and co-operation between employers' associations and trade unions; job security vs. employment security; funding for postgraduate programmes, internships, and on-the-job vocational training; career development for future managers; safeguards for workers in a framework of flexibility; labour market pressure from unskilled immigrant workers; 'earn-as-you-learn' schemes; work in the informal economy; and the rationale behind the phasing out of passive labour market measures for school leavers such as unemployment benefits.

