

The Harmonization of Working Life and Family Life

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Hamonization Of Working Bulletin Of Comparative Labour Relations

Charalampos Stylogiannis



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Bulletin of comparative labour relations, 2005 *Changing Industrial Relations & Modernisation of Labour Law*

Marco Biagi, 2003-01-01 Thirty three distinguished authorities in the field of labour and industrial relations law gather here to enhance and complement the work of the late Marco Biagi a man who at the time of his violent and untimely death had shown himself to be the most insightful and committed international scholar in this complex and controversial and as it proved even dangerous field The topics covered range over many of Professor Biagi s special interests including the following the formulation of a new basis for labour law that could resolve new issues employee protection in corporate restructuring the trend toward individual enterprise bargaining a new European employment policy and what it might entail the growing phenomenon of flexibilisation the effects of an aging workforce the crucial nexus of free trade labour and human rights the promise of EU enlargement and protection of part time workers There is a lot of insight innovation and just clear thinking in this wide ranging and far reaching book It will be of exceptional value to scholars lawyers and others concerned with the extensive and unpredictable changes under way in today s world of work **Japanese Labour and Management in**

Transition Mari Sako, Hiroko Sato, 2013-01-11 Japanese Management and Labour in Transition explores the changing face of Japanese industrial relations Part one of the work outlines recent trends in Japanese labour markets labour law and corporate strategy and explores the responses of both management and labour to pressure posed by these trends Part two analyses the interaction between the state management and labour considering both the macro and the micro levels This compilation of up to date research by leading Japanese scholars challenges the traditional view of lifetime employment and focuses on the growing economic pressures that Japanese management and labour currently face Comparative Labor

Law Matthew W. Finkin, Guy Mundlak, 2015-07-31 Economic pressure as well as transnational and domestic corporate policies has placed labor law under severe stress National responses are so deeply embedded in institutions reflecting local traditions that meaningful comparison is daunting This bo *Collective Bargaining in Labour Law Regimes* Ulla

Liukkunen, 2019-10-02 This book addresses the theme of collective bargaining in different legal systems and explores legal framework of collective bargaining as well as the role of different bargaining models in domestic labour law systems in altogether twenty one jurisdictions throughout the world Recent development of collective bargaining regimes can be viewed as part of a larger development of labour law models that face increasing challenges caused by globalization and transition of work and workplaces The book places particular emphasis on identifying and examining most important development trends affecting domestic labour law regimes and collective bargaining and regulatory responses thereto The analysis offered extents to transnational dimension of collective bargaining As the chapters analyse the influence of the legal frameworks of collective bargaining in different countries they provide unique comparative insight into the topic which is central to understanding the function of labour law **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 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 and 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

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

Comparative Labour Law and Industrial Relations in Industrialized Market Economies Roger Blanpain, 2007 Comparativism is no longer a purely academic exercise but has increasingly become an urgent necessity for industrial relations and legal practitioners due To The growth of multinational enterprises And The impact of international and regional organizations aspiring to harmonize rules The growing need for comprehensive up to date and readily available information on labour law and industrial relations in different countries led to the publication of the International Encyclopaedia for Labour Law and Industrial Relations In which more than 70 international and national monographs have thus far been published This book Comparative Labour Law and Industrial Relations in Industrialized Market Economies goes a step further than the Encyclopaedia in as much as most of the chapters provide comparative and integrated thematic treatment The aim is to describe the salient characteristics and trends in labour law and industrial relations in the contemporary world This book is obviously not exhaustive with respect to the coverage of countries and topics The authors limit themselves mainly to the industrialized market economies The book is divided in three main parts an introduction relating to methodology and documentation including the use of Internet The second part concerns international actors like the International Employers' Organisations And The International Trade Union Movement As well as Human Resources Management The third concerns the sources of regulation concentrating on International and European Labour Law as well as on Codes of Conduct for Multinational Enterprises and describes also the rules in case of conflict of laws The last part deals with international developments and comparative studies in not less than 15 chapters The IXth edition will like the previous editions serve as a textbook and reference work to facilitate the task of teachers and students of comparative labour law and industrial relations it will also provide labour lawyers with the necessary insights to cope with a world which is increasingly international

The Oxford Handbook of Employment Relations Adrian Wilkinson, Geoffrey Wood, Richard Deeg, 2014-03-13 There have been numerous accounts exploring the relationship between institutions and firm practices However much of this literature tends to be located into distinct theoretical traditional silos such as national business systems social systems of production regulation theory or varieties of capitalism with limited dialogue between different approaches to enhance understanding of institutional effects Again evaluations of the relationship between institutions and employment relations have tended to be of the broad brushstroke nature often founded on macro data and with only limited attention being accorded to internal diversity and details of actual practice The Handbook aims to fill this gap by bringing together an assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s Theoretically based chapters attempt to link varieties of capitalism business systems and different modes of regulation to the specific practice of employment relations and offer a truly comparative treatment of the subject providing frameworks and empirical evidence for understanding

trends in employment relations in different parts of the world Most notably the Handbook seeks to incorporate at a theoretical level regulationist accounts and recent work that link bounded internal systemic diversity with change and at an applied level a greater emphasis on recent applied evidence specifically dealing with the employment contract its implementation and related questions of work organization It will be useful to academics and students of industrial relations political economy and management **Hofstra Labor & Employment Law Journal** ,2006 **Industrial Relations to Human Resources and Beyond: The Evolving Process of Employee Relations Management** Bruce E.

Kaufman,Richard A. Beaumont,Roy B. Helfgott,2016-09-16 This collection examines the evolution of the philosophy and practice of human resource management HRM and industrial relations IR over the twentieth century By combining history contemporary practice and future trends these well known experts present both scholarly and practitioner perspectives Drawing on in depth interviews and surveys with HRM executives at leading corporations the contributors explore key trends and issues facing global companies in such areas as equal opportunity compensation practices and expatriation programs The book also takes an in depth look at one particular player in the story Industrial Relations Counselors Inc the first non profit research and consulting organization dedicated to improved HRM IR practices which was founded by John D Rockefeller in 1926 and has played a central role in the development of key labor legislation including the Social Security Act

The Future of Labour Law B. A. Hepple,2004-10 This book by an internationally distinguished group of scholars examines the future of labour law from a wide variety of perspectives *Research Handbook of Comparative Employment Relations* Michael Barry,Adrian Wilkinson,2011-01-01 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.

Work-Life Balance in the Modern Workplace Sarah De Groo, 2017-06-23. The term work life balance refers to the relationship between paid work in all of its various forms and personal life which includes family but is not limited to it. In addition, gender permeates every aspect of this relationship. This volume brings together a wide range of perspectives from a number of different disciplines presenting research findings and their implications for policy at all levels: national, sectoral, enterprise, workplace. Collectively, the contributors seek to close the gap between research and policy with the intent of building a better work life balance regime for workers across a variety of personal circumstances, needs and preferences. Among the issues and topics covered are the following: differences and similarities between men and women and particularly between mothers and fathers in their work choices; third shift work; work at home at night or during weekends; effect of the extent to which employers perceive management of this process to be a burden; employers' exploitation of the psychological interconnection between masculinity and breadwinning; organisational culture that is more available for supervisors than for rank and file workers; weak enforcement mechanisms and token penalties for non compliance by employers; trade unions as the best hope for precarious workers to improve work life balance; crowd work on demand; performance of tasks by persons selected remotely through online platforms from a large pool of potential and generic workers; an example of how to use work life balance insights to evaluate the law; collective self scheduling; employers' duty to accommodate and financial hardship as a serious threat to work life balance. As it has been shown clearly that work life conflict is associated with negative health outcomes, exacerbates gender inequalities and many other concerns, this unusually rich collection of essays will resonate particularly with concerned lawyers and legal academics who ask what work life balance literature has to offer and how law should respond.

Research Methods in Labour Law Alysia Blackham, Sean Cooney, 2024-08-06. This Handbook provides an accessible overview of the different methods, approaches and theories which can be used to enrich labour law research. Drawing on cutting edge research projects, leading scholars present insights and reflections on the past, present and future of labour law scholarship.

EU Employment Law Jeff Kenner, 2002-12-23. This book traces the evolution of European Union employment law and social policy from its essentially economic origins in the Treaty of Rome through to the emerging themes post Amsterdam: coordination of national employment policies; modernisation of social laws and combating discrimination. Each stage of development of Community employment law and social policy is analysed in depth to give a sense of perspective to this fast changing field. As the European Union seeks to meet the challenges of globalisation, the need to develop social policy

as a productive factor has come to the fore The author explains how the social economic and employment imperatives of European integration have always been intertwined and how the emergence of Community employment law from its hitherto twilight existence is best understood through an examination of consistent strands of policy development *Commonwealth Caribbean Employment and Labour Law* Natalie Corthésy, Carla-Anne Harris-Roper, 2014-07-17 This new edition to the series will provide an up to date textbook covering a wide range of employment and labour law issues which affect the Commonwealth Caribbean Initially the book will embark on a comparative analysis of employment and labour law in Jamaica Trinidad and Barbados as a reference point for distinguishing the laws of other Commonwealth Caribbean jurisdictions The book will continue to examine how the law operates within the legal systems of the Caribbean taking into account the umbilical link to British jurisprudence and the persuasive precedent of other Commonwealth jurisdictions and the impact this has had on the growth and development of the area Commonwealth Caribbean Employment and Labour Law will be essential reading for students enrolled on Employment Law Discrimination and Dismissal Law courses in the Caribbean

Collective Labour Rights for Self-Employed Workers Charalampos Stylogiannis, 2023-08-22 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

Transnational Labour Regulation Kerstin Ahlberg, 2008 This book illuminates the process and substance of transnational regulation of labour in a global economy Transnational labour regulation a central feature of the European social model engages the 27 Member States of the European Union and is of potential importance to the rest of the world The book analyses the attempts at transnational regulation of temporary agency work through the social dialogue between trade unions and employers organisations at European level and the subsequent and so far fruitless EU legislative process These two processes of transnational labour regulation and their interaction until now have been largely invisible The book also highlights distinctive features of Member States national regulation as they interacted with the debates on EU transnational labour regulation It further explores the overlap between regulation of temporary agency work and the EU s regulation of transnational trade in services the subject of the Directive on services in the internal market Finally it draws lessons from the experience of regulation of temporary agency work at national and European levels for transnational labour regulation in general

Complying with Europe Gerda Falkner, 2005-05-26 What does EU law truly mean for the member states This book presents the first encompassing and in depth empirical study of the effects of voluntaristic and partly soft EU policies in all 15 member states The authors examine 90 case studies across a range of EU Directives and shed light on burning contemporary issues in political science integration theory and social policy They reveal that there are major implementation failures and that to date the European Commission has not been able adequately to perform its control function

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