

Comparative Employment Relations in the Global Economy

Edited by

Carola Frege and John Kelly

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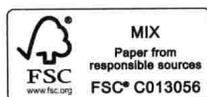
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Comparative Employment Relations in the Global Economy

'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.

Comparative Employment Relations in the Global Economy 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.

Carola Frege is Professor of Employment Relations at the London School of Economics, UK.

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To Matteo Felli Frege
To Jo, Alex and Sarah Kelly

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Abbreviations

ACAS	Advisory, Conciliation and Arbitration Service
Acemo	<i>Activité et Conditions d'Emploi de la Main d'œuvre</i>
ACFIC	All China Federation of Industry and Commerce
ACFTU	All China Federation of Trade Unions
AFL-CIO	American Federation of Labor and Congress of Industrial Organizations
AFTA	ASEAN Free Trade Area
AITUC	All India Trade Union Congress
ALMPs	active labour market policies
AMCU	Association of Mineworkers and Construction Union
AMSA	Apparel Manufacturers of South Africa
ANC	African National Congress
ASEAN	Association of Southeast Asian Nations
ASSOCHAM	Associated Chambers of Commerce and Industry of India
ATL	Association of Teachers and Lecturers
BAVC	German Chemicals Employers Association
BDA	Confederation of German Employers
BDI	Confederation of German Industry
BIFR	Board of Industrial and Financial Reconstruction
BIR	Bombay Industrial Relations Act
BMS	Bhartiya Mazdoor Sangh
BRIC	countries of Brazil, Russia, India and China
BSA	Business South Africa
BUSA	Business Unity South Africa
BWI	Building and Wood Workers' International
CACB	Confederação das Associações Comerciais e Empresariasis do Brasil
CBDT	Central do Brasil Democrática de Trabalhadores
CBA	collective bargaining agreements
CCMA	Commission for Conciliation, Mediation and Arbitration
CDU	Christian Democratic Union
CEC	China Enterprise Confederation
CEO	Chief Executive Officer
CER	comparative employment relations
CFTC	<i>Confédération Française des Travailleurs Chrétiens</i>
CFTUI	Confederation of Free Trade Unions of India
CGB	Christian Trade Union Confederation of Germany
CGTB	Central Greal dos Trabalhadores do Brasil

xx *Abbreviations*

CGT	<i>Confédération Générale du Travail</i>
CII	Confederation of Indian Industry
CIO	Congress of Industrial Organizations
CITU	Centre of Indian Trade Unions
CLC	Commission of Labor Cooperation
CLS	Core Labour Standards
CLT	Consolidação das Leis do Trabalho
CME	coordinated market economy
CNA	Confederación Nacional de Agricultura
CNC	Confederación Nacional de Comercio, Bienes, Servicios y Turismo
CNF	Confederação Nacional das Instituições Financeiras
CNI	Confederação Nacional de Indústria
CNPF	<i>Conseil National du Patronat Français</i>
CNT	Confederación Nacional de Transporte
Codesa	Convention for a Democratic South Africa
COE	collective-owned enterprise
COSATU	Congress of South African Trade Unions
CSO	civil society organization
CSR	Corporate Social Responsibility
CTB	Central dos Trabalhadores e Trabalhadoras do Brasil
CUT	Central Única dos Trabalhadores/Central Workers Union
dbb	Deutscher Beamtenbund
DGB	Deutscher Gewerkschaftsbund
EAP	Economically Active Population
EC	European Commission
ECB	European Central Bank
ECJ	European Court of Justice
ECOWAS	The Economic Community Of West African States
ECtHR	European Court of Human Rights
EEOC	Equal Employment Opportunity Commission
EES	European Employment Strategy
EFI	Employers Federation of India
EMCEF	European Mine, Chemical, and Energy Workers Federation
EMF	European Metalworkers' Federation
EMU	Economic and Monetary Union
EPZ	export processing zone
ET	Employment Tribunal
ETI	Ethical Trading Initiative
ETUC	European Trade Union Confederation
EU	European Union
EWCs	European Works Councils
FDI	foreign direct investment
FEDUSA	Federation of Unions of South Africa
FICCI	Federation of Indian Chambers of Commerce and Industry
FIE	foreign-invested enterprise
FIESP	Federação das Indústrias do Estado de São Paulo
FLA	Fair Labour Association
FNPR	Federation of Independent Trade Unions of Russia

FO	<i>Force Ouvrière</i>
FS	Força Sindical (cedilla)
FSA	<i>Fédération des Syndicats Autonomes</i>
FTA	free trade agreement
GDP	gross domestic product
GDR	German Democratic Republic
GE	General Electric
GEAR	Growth, Employment and Redistribution
GFA	Global Framework Agreement
GM	General Motors
GMB	General and Municipal Workers Union
GPN	Global Production Network
GRI	Global Reporting Initiative
GSEE	Greek Confederation of Trade Unions
GUF	Global Union Federation
GVC	Global Value Chain
HIM	high involvement management
HLM	High Level Mission
HME	Hierarchical market economy
HMIL	Hyundai Motors India Ltd
HMS	Hind Mazdoor Sabha
HRM	Human Resource Management
ICEM	International Chemical, Energy, Mining and General Workers' Federation
ICFTU	International Confederation of Free Trade Unions
ICT	information and communications technology
IDA	Industrial Disputes Act
ILO	International Labour Organization
IMF	International Metalworkers' Federation
IMF	International Monetary Fund
IMF-JC	Japanese Chapter of the International Metalworkers' Federation
INTUC	Indian National Trade Union Congress
IPE	International Political Economy
IR	investor relations
IR	industrial relations
ISCO	International Standard Classification of Occupations
ISO	International Organization for Standardisation
ITGLWF	International Textile, Garment and Leather Workers' Federation
ITS	International Trade Secretariat
ITUC	International Trade Union Confederation
IUF	International Union of Foodworkers
IWP	Institute of Work Psychology
JILPT	Japan Institute for Labour Policy and Training
JIT	just in time
KGB	security police
LDAC	labour dispute arbitration committee
LDMC	Labor Dispute Mediation Committee
LME	liberal market economy

LO	Swedish Confederation of Trade Unions
LPMIC	Labor Protection Monitoring Inspecting Committee
LRA	Labour Relations Act
MEDEF	<i>Mouvement des Entreprises de France</i>
MEXT	Ministry of Education, Culture, Sports, Science, and Technology
MHRSS	Ministry of Human Resources and Social Security
MIT	Massachusetts Institute of Technology
MNC	multinational corporation
MNE	multinational enterprise
MRTU&PULP	Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices
MSI	multi-stakeholder initiative
NAALC	North American Agreement on Labor Cooperation
NACTU	National African Congress of Trade Unions
NAFCOC	National African Federated Chambers of Commerce and Industry
NAFTA	North American Free Trade Agreement
NAO	National Administrative Offices
NASUWT	National Association of Schoolmasters/Union of Women Teachers
NBF	National Bargaining Forum
NBS	Nippon Broadcasting System
NCP	National Contact Point
NCST	Nova Central Sindical de Trabalhadores
NEDLAC	National Economic, Development and Labour Council
NEF	National Economic Forum
NGO	non-governmental organization
NLRA	National Labour Relations Act
NLRB	National Labour Relations Board
NP	National Party
NPG	Independent Miners' Union
NRA	National Industrial Recovery Administration
NUM	National Union of Mineworkers
NUMSA	National Union of Metalworkers of South Africa
NUT	National Union of Teachers
OECD	Organization for Economic Co-operation and Development
OT	<i>ohne Tarifbindung</i>
PAC	Pan-Africanist Congress
PCF	French Communist Party
POE	private-owned enterprise
PR	proportional representation
PT	Workers' Party
QE	quantitative easing
RDP	Reconstruction and Development Programme
RMMS	Rashtriya Mazdoor Mill Sangh
RSPP	Russian Union of Industrialists and Entrepreneurs
RTK	Tripartite Commission for the Regulation of Social-Labour Relations
SACO	Swedish Confederation of Professional Associations
SACP	South African Communist Party
SACTU	South African Congress of Trade Unions

SACTWU	South African Textile Workers' Union
SADC	South African Development Community
SAF	Swedish Employers' Confederation
SAI	Social Accountability International
SAIRR	South African Institute of Race Relations
SAP	Social Democratic Party
SE	European Company Directive
Seta	sector and education training authorities
SEWA	Self-Employed Women's Association
SEZs	Special Economic Zones
SN	Confederation of Swedish Enterprise
SNMW	statutory national minimum wage
SOE	state-owned enterprise
SPD	Social Democratic Party
SUD	<i>Solidaires, Unitaires, Démocratiques</i>
SWRC	Staff and Workers' Representative Congress
TCO	Swedish Confederation for Professional Employees
TEU	Treaty on European Union
TFEU	Treaty of the Functioning of the European Union
TNC	transnational corporation
TQM	total quality management
TUC	Trades Union Congress
TVE	township and village enterprises
UCU	University and College Union
UGT	União Geral dos Trabalhadores
UNI	Uni Global Union
UNSA	Union nationale des syndicats autonomes
USDAW	Union of Shop, Distributive and Allied Workers
VKP	General Confederation of Trade Unions
VoC	varieties of capitalism
VPI	voluntary private initiative
VTsSPS	All-Union Central Council of Trade Unions
WAP	Working Age Population
WERS	Workplace Employment Relations Survey
WPR	welfare production regime
WRC	Workers' Rights Consortium
WTO	World Trade Organization

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