

Comparative Labour Law and Industrial Relations in Industrialized Market Economies

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IXth and
revised edition
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Notes on Contributors

Jim Baker is Co-ordinator of the Council of Global Unions, composed of most of the Global Union Federations, the International Trade Union Confederation, and the Trade Union Advisory Committee to the OECD. (jim.baker@global-unions.org)

Greg J. Bamber is a Professor, Griffith Business School, Griffith University, Brisbane, Australia. His (joint) publications include: *Employment Relations in the Asia Pacific* (Thomson/Allen & Unwin, 2000); and *International and Comparative Employment Relations: Globalisation and the Developed Market Economies* (Sage/Allen & Unwin, 2004). (greg_bamber@yahoo.com.au)

Ruth Ben-Israel is Professor Emeritus of Labour Law, The Alain Póher Chair in Labour Law, Tel-Aviv University, Faculty of Law (Israel). (benisral@post.tau.ac.il)

Marco Biagi (†) was Professor of Labour Law at the University of Modena and Adjunct Professor of Comparative Industrial Relations at the Johns Hopkins University School of Advanced International Studies, Bologna Centre (Italy).

Roger Blanpain is Professor Emeritus of Law at the University of Leuven and teaches at the Universities of Hasselt, KU Brussel (Belgium), Tilburg (The Netherlands) and Modena (Italy). He is Honorary President of the International Society for Labour and Social Security Law. (roger.blanpain@cer-leuven.be)

Gian Primo Cella is Professor of Economic Sociology at the University of Brescia (Italy). (gianprimo.cella@unimi.it)

Michele Colucci is Associate General Editor of the International Encyclopaedia of Laws, Professor of European Union Law at the College of Europe in Parma (Italy), researcher at the University of Salerno (Italy), and former member of the Legal Service of the European Commission. (info@colucci.eu)

Breen Creighton is a partner in an Australian law firm, and is a former official in the Freedom of Association Branch of the ILO. (breen_creighton@corrs.com.au)

Chris Engels is a Professor at the School of Law and School of Economics of the Catholic University of Leuven, a lawyer at the Brussels bar, and a partner in the law firm Claeys & Engels (Belgium). (chris.engels@claeysengels.be)

Petra Foubert is Lecturer at the Law Faculty of the University of Tilburg (the Netherlands). (P.M.V.Foubert@uvt.nl)

Martin Franzen is Professor of Labour Law and Civil Law at the University of Munich (Germany). (lehrstuhl.franzen@jura.uni-muenchen.de)

Alan Gladstone is former director of the Industrial Relations and Labour Administration Department of the ILO, as well as Secretary-General of the International Industrial Relations Association (Switzerland). (alan.gladstone@bluewin.ch)

Alvin Goldman is Professor of Law at the University of Kentucky (US). (algold00@email.uky.edu)

Frank Hendrickx is Associate Professor of European labour law at the University of Tilburg (The Netherlands) and Professor of labour law at the University of Leuven (Belgium). (frank.hendrickx@law.kuleuven.ac.be)

Susan E. Jackson is Professor of Strategic Human Resource Management at Rutgers University, New Jersey (US) and GSBA-Zurich (Switzerland). (sjacksox@rci.rutgers.edu)

Antoine Jacobs is Professor of Law of the Catholic University of Brabant, Tilburg (The Netherlands). (a.t.j.m.Jacobs@uvt.nl)

Stephen Pursey was Head of the Economic and Social Policy Department of the ICFTU and is currently a Senior Economic Policy Advisor at the ILO. (pursey@ilo.org)

Jacques Rojot is Professor of Management and Director of the Research Centre in Management, at the University of Paris II, Panthéon Assas (France). (j.rojot@wanadoo.fr)

Gary Rynhart is Adviser at the International Employers Organisation. (Rynhart@ioe-emp.org)

Lisa Salas is a consultant focusing on the employment law aspects of mergers and acquisitions. (lisa.salas@hewitt.com)

Randall S. Schuler is Professor of Strategic and International Human Resource Management at Rutgers University, New Jersey (US) and GSBA-Zurich (Switzerland). (schuler@rci.rutgers.edu)

Jean-Michel Servais is Research Coordinator at the International Institute for Labour Studies (ILO), Honorary President of the International Society for Labour and Social Security Law, and visiting Professor at the Faculty of Law of the University of Liège (Belgium). (servais@ilo.org)

Peter Sheldon is Associate Professor, School of Organisation and Management, University of New South Wales, Sydney; Australia. His (joint) publications include: *Workplace Relations* (Butterworths, 1997) and *Employer Associations and Industrial Relations Change: Catalysts or Captives* (Allen & Unwin, 1999). (p.sheldon@unsw.edu.au)

Lee Swepston recently retired as Senior Adviser on Human Rights in the International Labour Office, and now is a professor and consultant on human rights. (sweepston@wanadoo.fr)

Michele Tiraboschi is Professor at the Centro Studi Internazionali e Comparati 'Marco Biagi' of the University of Modena e Reggio Emilia (Italy). (tiraboschi@unimo.it)

Tiziano Treu is former Minister of Labour and Professor Ordinarius of Labour Law at the Catholic University of Milan (Italy). (t.treu@senato.it)

Piyasiri Wickramasekara is Senior Migration specialist, International Migration programme, International Labour Office, Geneva, and was formerly on the staff of the Department of Economics, University of Peradeniya, Sri Lanka. (wickramasekara@ilo.org)

John Windmuller (†) was Martin P. Chaterwood Professor in the New York State School of Industrial and Labour Relations at Cornell University since 1951, specializing in international and comparative labour relations (USA).

Editor's Preface

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 almost 60 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. Our aim is to describe the salient characteristics and trends in labour law and industrial relations in the contemporary world. Our book is obviously not exhaustive with respect to the coverage of countries and topics. We limit ourselves 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*, such as 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.

Encouraged by the warm reception of the first eight editions, we hope that the IXth edition will also serve as a textbook and reference work to facilitate the task of teachers and students of comparative labour law and industrial relations. We hope, too, that the book will provide labour lawyers with the necessary insights to cope with a world which is increasingly international.

R.B.

Leuven, 1 September 2007

List of Abbreviations

AFL	American Federation of Labor
ALO	Arab Labour Organisation
AU	African Union
BetrVG	Betriebsverfassungsgesetz
BIAC	Business and Industrial Advisory Committee
CEEP	European Centre for Public Enterprises
CFA	Committee on Freedom of Association
CGT	Confederation Generale du Travail
CIFE	Council of Europe Industrial Federations
CISC	International Federation of Christian Trade Unions
DGB	Deutscher Gewerkschaftsbund (German Federation of Trade Unions)
EC	European Community
EEA	European Economic Area
EMF	European Metalworkers' Federation
EP	European Parliament
EPD	Equality and prohibition of discrimination
ESC	European Social Committee
ETUC	European Trade Union Confederation
ETUI	European Trade Union Institute
EU	European Union
EWC	European Works Council
FDI	Foreign Direct Investment
FTAA	Free Trade Agreement of the Americas
GSEE	General Confederation of Labour
HRM	Human Resource Management
ICC	International Chamber of Commerce
ICE	Regulations Information and Consultation of Employees Regulations
ICEM	International Federation of Chemical, Energy, Mine and General Workers Union

IELL	International Encyclopaedia for Labour Law and Industrial Relations
IFC	International Finance Corporation
IFTU	International Federation of Trade Unions
ILO	International Labour Organisation
IME	Industrialized Market Economy
IMEC	International Maritime Employers' Committee
IOE	International Organisation of Employers
IOM	International Organisation for Migration
IRRU	Warwick Business School Industrial Relations Research Unit
IT	Information Technology
ITF	International Transport Workers Federation
ITUC	International Trade Union Confederation
MNC	Multinational Corporation
MNEs	Multinational Enterprises
NAFTA	North American Free Trade Agreement
NCP	National Contact Point
NGOs	Non-governmental Organizations
NLRA	National Labour Relations Act
NLRB	National Labour Relations Board
OAS	Organisation of the Americas
OECD	Organisation for Economic Cooperation and Development
OEEC	Organisation for European Economic Cooperation
RSA	Rappresentanze sindacali aziendali
RSU	Rappresentanze sindacali unitarie
SE	European company
SME	Small and medium-sized enterprise
SNB	Special negotiating body
TUAC	Trade Union Advisory Committee to the OECD
UK	United Kingdom
US	United States
USA	United States of America
WCL	World Confederation of Labour
WFTU	World Federation of Trade Unions

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