

Comparative Labour Law and Industrial Relations in Industrialized Market Economies

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revised edition
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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 globalization of the economy, 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 one hundred international and national monographs have thus far been published and which is now online, together with some other twenty encyclopaedias.¹

This book, *Comparative Labour Law and Industrial Relations in Industrialized Market Economies*, goes a step further than the *Encyclopaedia* inasmuch 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. It 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 into four main parts: first, there is 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 cases of Conflict of Laws.

The last part deals with International Developments and Comparative Studies in not less than fifteen chapters.

1. International Encyclopaedia of Laws: <www.IELaws.com>.

Encouraged by the warm reception of the first nine editions, we hope that the tenth 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 that is increasingly international.

Roger Blanpain,
Leuven, 1 May 2010

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 |
| CGU | Council of Global 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 |
| TFEU | Treaty on the Functioning of the European Union |
| FDI | Foreign Direct Investment |
| FTAA | Free Trade Agreement of the Americas |
| GSEE | General Confederation of Labour |
| GUF | Global Union Federation |
| HRM | Human Resource Management |
| ICC | International Chamber of Commerce |
| ICE | Regulations Information and Consultation of Employees Regulations |

| | |
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| ICEM | International Federation of Chemical, Energy, Mine and General Workers Union |
| ICFTU | International Confederation of Free Trade Unions |
| 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 |
| ITS | International Trade Secretariat |
| 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 |
| OATUU | Organization of African Trade Union Unity |
| OECD | Organisation for Economic Cooperation and Development |
| OEEC | Organisation for European Economic Cooperation |
| RSA | Rappresentanze sindacali aziendali |
| RSU | Rappresentanze sindacali unitarie |
| SE | <i>Societas Europea</i> (European Company) |
| SME | Small and Medium-Sized Enterprise |
| SNB | Special negotiating body |
| TUAC | Trade Union Advisory Committee to the OECD |
| WCL | World Confederation of Labour |
| WFTU | World Federation of Trade Unions |

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