Decentralization of Collective Bargaining: An Analysis of Recent Experience in the UK

Michael P. Jackson 2016-07-27

After reviewing the rise and decline of the UK system of industry-wide collective bargaining, the authors use five detailed case studies to examine the process of decentralising bargaining from industry to single employer level. In each industry management's reasons for withdrawal, the union response, details of the new structures and the experience of operation of the new system are analysed. Finally, the five industries are compared and contrasted and lessons for employers and unions in other industries are drawn.

Unions and Collective Bargaining: Toke Aidt 2002

This book offers an extensive survey and synthesis of the economic literature on trade unions and collective bargaining and their impact on micro- and macro-economic outcomes. The authors demonstrate the effects of collective bargaining in different country settings and time periods. A comprehensive reference, this book will be of interest to students and scholars of labor policy as well as to policy makers and anyone with an interest in the economic consequences of unionism.

Differences and Changes in Wage Structures: Richard B. Freeman 2007-12-01

During the past two decades, wages of skilled workers in the United States rose while those of unskilled workers fell; less-educated young men in particular have suffered unprecedented losses in real earnings. These twelve original essays explore whether this trend is unique to the United States or is part of a general growth in inequality in advanced countries. Focusing on labor market institutions and the supply and demand forces that affect wages, the papers compare patterns of earnings inequality and pay differentials in the United States, Australia, Korea, Japan, Western


After reviewing the rise and decline of the UK system of industry-wide collective bargaining, the authors use five detailed case studies to examine the process of decentralising bargaining from industry to single employer level. In each industry management's reasons for withdrawal, the union response, details of the new structures and the experience of operation of the new system are analysed. Finally, the five industries are compared and contrasted and lessons for employers and unions in other industries are drawn.
Europe, and the changing economies of Eastern Europe. Cross-country studies examine issues such as managerial compensation, gender differences in earnings, and the relationship of pay to regional unemployment. From this rich store of data, the contributors attribute changes in relative wages and unemployment among countries both to differences in labor market institutions and training and education systems, and to long-term shifts in supply and demand for skilled workers. These shifts are driven in part by skill-biased technological change and the growing internationalization of advanced industrial economies.


Collective Bargaining in Labour Law Regimes-Ulla Liukkonen 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.

Wage bargaining under the new European Economic Governance-Guy Van Ypersele 2015-09-28 Within the framework of the new European economic governance, neoliberal views on wages have further increased in prominence and have steered various reforms of collective bargaining rules and practices. As the crisis in Europe came to be largely interpreted as a crisis of competitiveness, wages were seen as the core adjustment variable for ‘internal devaluation’, the claim being that competitiveness could be restored through a reduction of labour costs. This book proposes an alternative view according to which wage developments need to be strengthened through a European coordination of national collective bargaining as a necessary condition for more sustainable and more inclusive growth in Europe. It contains major research findings from the CAVIEE – Collectively Agreed Wages in Europe – project, conducted in 2014–2015 for the purpose of discussing and debating the currently dominant policy perspectives on collectively-bargained wage systems under the new European economic governance.


Negotiating Our Way Up Collective Bargaining in a Changing World of Work-OECD 2019-11-18 Collective bargaining and workers’ voice are often discussed in the past rather than in the future tense, but can they play a role in the context of a rapidly changing world of work? This report provides a comprehensive assessment of the functioning of collective bargaining systems and workers’ voice arrangements across OECD countries, and new insights on their effect on labour market performance today.

The Role of Collective Bargaining in the Global Economy-Susan Hayter 2011-01-01 The book examines the ways in which collective bargaining addresses a variety of workplace concerns in the context of today’s global economy. Globalization can contribute to growth and development, but as the recent financial crisis demonstrated, it also puts employment, earnings and labour standards at risk. This book examines the role that collective bargaining plays in ensuring that workers are able to obtain a fair share of the benefits arising from participation in the global economy and in providing a measure of security against the risk to employment and wages. It focuses on a commonly neglected side of the story and demonstrates the positive contribution that collective bargaining can make to both economic and social goals. The various contributions examine how this fundamental principle and right at work is realized in different countries and how its practice can be reinforced across borders. They highlight the numerous challenges in this regard and the critically important role that governments play in rebalancing bargaining power in a global economy. The chapters are written in an accessible style and deal with practical subjects, including employment security, workplace change and productivity and working time.

Employee Relations International- 1994

OECD Employment Outlook 2017-Collectif 2017-06-23 The 2017 edition of the OECD Employment Outlook reviews recent labour market trends and short-term prospects in OECD countries. Chapter 1 presents a comparative scoreboard of labour market performance that encompasses the quantity and quality of employment, as well as the inclusiveness of the labour market. During the past decade, most countries managed to better integrate groups that were previously disadvantaged groups into the labour market and improve the quality of the working environment, whereas earnings quality was more or less stable and labour market security worsened. Chapter 2 looks at the resilience of labour markets following the global crisis and shows how both structural reforms and expansionary fiscal policy mitigate the unemployment costs of adverse aggregate shocks. OECD countries generally have avoided an increase in structural unemployment, but not a marked deceleration of wage and productivity growth. Chapter 3 documents the impact of technological progress and globalisation on OECD labour markets over the past two decades. Technology is shown to have been strongly associated with both job polarisation and de-industrialisation. The impact of trade integration is difficult to detect and probably small, although rising imports from China has a small effect in depressing employment in manufacturing. Chapter 4 provides an exceptionally rich portrait of collective bargaining in OECD countries that makes it possible to understand better how national systems differ and the implications of those differences for economic performance.

Rethinking Workplace Regulation-Katherine V.W. Stone 2013-02-14 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 on 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, 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 new forms of employment protection by indexing the minimum wage and strengthening rights of access to health insurance, pensions, and training. Sociologist Ida Regalda 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 can be 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
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.

The Effects of Educational Restructuring in Alberta on Teacher Collective Bargaining - Corliss Patricia Olison 1999

The Sources of Labour Law - Tamás Gyulavári 2019-12-06 Labour law has traditionally aimed to protect the employee under a hierarchy built on constitutional provisions, statutory law, collective agreements at various levels, and the employment contract, in that order. However, in employment regulation in recent years, 'flexibility' has come to dominate the world of work - a set of policies that reshuffle the relationship among the fundamental pillars of labour law and inevitably lead to degrading the protection of employees. This book, the first-ever to consider the sources of labour law from a comparative perspective, details the ways in which the traditional hierarchy of sources has been altered, presenting an international view on major cross-cutting issues followed by fifteen country reports. The authors’ analysis of the changing hierarchy of labour law sources in the light of recent trends includes such elements as the following: the constitutional dimension of labour rights; the normative interventions by the State; the regulatory function of collective bargaining and agreements; the hierarchical organization of labour law sources and the 'principle of favour'; the role played by case law in both common law and civil law countries; the impact of the European Economic Governance; decentralization of collective bargaining; employment conditions as key components of global competitive strategies; statutory schemes that allow employees to sign away their rights. National reports - Australia, Brazil, China, Denmark, France, Germany, Hungary, Italy, Poland, Russia, Spain, Sweden, South Africa, the United Kingdom and the United States - describe the structure of labour law regulations in each legal system with emphasis on the current state of affairs. The authors, all distinguished labour law scholars in their countries, thus collectively provide a thorough and comprehensive commentary on labour law regulation and recent tendencies in national labour laws in various corners of the globe. With its definitive analysis of such crucial matters as the decentralization of collective bargaining and how individual employment contracts can deviate from collective agreements and statutory law, and its comparison of representative national labour law systems, this highly informative book will prove of inestimable value to all professionals concerned with employment relations, labour disputes, or labour market policy, especially in the context of multinational workforces.

Trajectories of Neoliberal Transformation - Lucia Baccaro 2017-10-12 This book has both empirical and theoretical goals. The primary empirical goal is to examine the evolution of industrial relations in Western Europe from the end of the 1970s up to the present. Its purpose is to evaluate the extent to which liberalization has taken hold of European industrial relations and institutions through five detailed, chapter-length studies, each focusing on a different country and including quantitative analysis. The book offers a comprehensive description and analysis of what has happened to the institutions that regulate the labor market, as well as the relations between employers, unions, and states in Western Europe since the collapse of the long postwar boom. The primary theoretical goal of this book is to provide a critical examination of some of the central claims of comparative political economy, particularly those involving the role and resilience of national institutions in regulating and managing capitalist political economies.

Decentralized Collective Bargaining - Indira Palacios 2006

Collective Bargaining Developments in Times of Crisis - Sylvaine Laulom 2016-04-24 In many EU Member States, the various economic crises of recent years provided grounds for a rarely equalled level of state intervention in the regulation of labour relations with an explicit aim: the decentralisation of collective bargaining. An extensive body of research – summed up and analysed expertly in the chapters of this very important book – reveals that the process of decentralisation has more often than not led to a situation where salaries and labour conditions are ever more frequently determined by direct negotiations between employer and employees, with the State becoming the sole guarantor of employee protection even as it encourages decreasing labour costs to ensure that companies remain competitive. The comparative approach offered in this book adds to this synthesis by providing examples of specific recent developments in fourteen Member States and Turkey. Among the numerous topics and issues that arise are the following: - ‘opt-out’ clauses that derogate unfavourably from sectoral agreement standards; - extension of the employer’s unilateral decision-making power; - ‘memoranda of understanding’ imposed by the ‘troika’ (EU, ECB, and IMF); and - ‘stand-by arrangements’ imposed by the IMF. However, notwithstanding the strong emphasis on changing the structure of collective agreements by shifting the centre of gravity closer to the company, research finds promise in the reconstituted support for sector-level agreements increasingly found among very small businesses, networked businesses, and work via digital platforms. This is the first book to take stock of the current state of collective bargaining in Europe. It is an essential study for labour and employment law practitioners, and an exemplary analysis of immeasurable value to policymakers and academics in the field.

International Employment Relations Review - 1997

Industrial & Labor Relations Review - 2008

New Approaches to Poverty Analysis and Policy: Reducing poverty through labour market policies - José B. Figueiredo 1995

Resources in Education - 1976

Modern Labor Economics - Ronald G. Ehrenberg 2003 Comprehensively surveying the field of labor economics, this market-leading textbook showcases both current and classic research. The authors develop the modern theory of labor market behavior, summarize empirical evidence supporting or contradicting each hypothesis, and illustrate the usefulness of various theories for public policy analysis. In addition to the policy examples woven throughout the narrative, each chapter offers two or more cases that illustrate the application of theory in a nontraditional, business, historical, or cross-cultural context. The Eighth Edition provides updated coverage and references to the professional literature throughout, as well as many new boxed policy examples and new end-of-chapter numerical problems.

The Future of Labour Movements - Professor Marino Regini 1992-12-11 After a decade dominated by neo-liberal policies and by increasing managerial pressures towards labour flexibility in industrial relations, the role of labour movements is under challenge. In the light of the experience of the 1980s this volume provides an interdisciplinary reassessment of the traditions and future of collective worker’s action in Western states. Contributors assess the roles of labour movements as actors in the economic system through such mechanisms as collective bargaining, and as actors in the political arena. Labour movements and the institutions in which they are embodied, particularly trade unions, are also examined in the light of the broader social movements from which they originate. Bringing together comparative research from a number of countries, this collection presents a unique source of analysis of recent and future trends in labour movements.

Issues in Management-labour Relations in the 1990s - Stephen G. Peitchinis 1985

Analysis of Industrial Relations Systems in South Africa - 1982

Collective Agreements - International Labour Office 2018-07-04 Collective bargaining involves a process of negotiation between one or more unions and an employer or employers' organisation(s). The outcome is a collective agreement that defines terms of employment - typically wages, working hours and in-work benefits. The agreement affords labour protection: minimum wages, regular earnings; limits on working hours and predictable work schedules; safe working environments; parental leave and sick leave; and a fair share in the benefits of increased productivity. The International Labour Organization (ILO) Collective Agreement Recommendation 1951 (No. 91) considers, where appropriate and having regard to national practice, that measures should be taken to extend the application of all or some of a collective agreement to all employers and workers included within the domain of the agreement. The extension of a collective agreement generalises the terms and conditions of employment, agreed between organised firms and workers, represented through their association(s) and union(s), to the non-organised firms within a sector, occupation or territory. The collection of chapters in this volume are about the extension of collective agreements as an act of public policy.

Managing Human Resources and Industrial Relations - John Storey 1993 This book brings together a review and analysis of human resource management and industrial relations. Its pivotal theme is the interplay between individualism and collectivism which are central to recent initiatives in personnel management. Industrial relations, the new industrial relations, and human resource management are explored.


Legal Analysis of the Flexibility in Japanese Labour Relations - Takashi Araki 1992

Labour Markets, Institutions and Inequality - Janine Berg 2015-01-30 Labour market institutions, including collective bargaining, the regulation of employment contracts and social protection policies, are instrumental for improving the well-being of workers, their families and society. In many countries, these institutions create a vehicle of direct communication between workers and management.

Personnel Management Abstracts - 1993

Europe and the Nordic Collective-Bargaining Model - Jens Kristiansen 2015-06-09 One of the special features of the Nordic countries is that the determination of wages and working conditions is largely left up to the negotiations between the social partners. The purpose of this report is to illuminate a number of the general challenges facing the labour-law systems of the Nordic countries in the form of European rules and court decisions. The second part of the report was prepared by various representatives of employer and employee organisations in the Nordic countries and illustrates some of the challenges faced by the social partners in their interaction with the European court system and the way in which these challenges have been addressed in the individual countries.

Organized Industrial Relations in Europe - Colin Crouch 1995 This is an edited collection of papers discussing what has happened to employers' and other business associations and trade unions in Western Europe during what are generally regarded as having been years of neo-liberalism and a decline of neo-corporatism.

Social Democracy in Sweden - Dimitris Tsarouhas 2008-09-30 What is the future of social democracy in the age of globalization? The Swedish model, long the paradigm for socially responsible capitalism, was pronounced dead in the 1990s, but a new Swedish model has emerged and is thriving. Europeanization and globalization were expected to erode social democracy, placing limits on the power of organized labor to negotiate with capital. Here Dimitris Tsarouhas shows why and how this did not happen. Tracing the emergence of the original model to its institutional and political origins, he garners rich empirical evidence to show the resilience of the fundamental nature of Swedish social democracy in the face of changing policies, institutions and labor relations. This book is an important reassessment of European social democracy and the impact of globalization.

What Do Unions Do? - Richard B. Freeman 1985-10-01 This comprehensive economic assessment of unions by two Harvard economists challenges the prevailing view of trade unions as monopolies whose main function is to raise their members' wages at the expense of the general public. Using data from individuals and business establishments, they demonstrate that in addition to raising wages, unions have significant non-wage effects on industrial life. Unionization, they argue, often leads to higher productivity, more stable work force and provides protection for vulnerable employees. They describe the role of unions as the collective voice of workers, which creates a vehicle of direct communication between workers and management.

The Role of Unions in the Twenty-first Century - Tito Boeri 2001-08-16 In this book, first-rate international scholars in the field explore the role that unions are likely to play in the changed economic environment of the new century. Questions discussed include: What will unions look like in the years to come? Which kind of interest groups will they represent? How important will be the broader political role of unions? To what extent do unions care about future generations? Part One documents a tendency towards greater decentralization in collective bargaining and declining union membership rates in most European countries. The process of decentralization may only be partly reversed by social pacts of the type that occurred in several EU countries in the run-up to EMU. Yet this type of co-ordination is likely to be increasingly unstable in a context where membership is falling, hence will inevitably require government intervention. Not all governments may wish to intervene in wage setting, however, as there are strong reasons to believe that such intervention could impose wage rigidities in some parts of the economy and lead to non-enforcement in other parts. Moreover, under EMU what matters is ultimately co-ordination of bargaining at the pan-European level rather than simply at the national level. Such higher-level, transnational co-ordination is not likely to occur for a long time to come because of the huge costs that it involves. Some transnational co-ordination may occur within multinational firms, however, as costs are likely to be much lower at this level. Part Two characterizes the intergenerational conflicts present within unions. Unions may be able to better respond to the needs of the unemployed without losing the support of current employees when they become involved in the running of unemployment benefit systems, as has been the case in those countries applying the so-called Ghent system. They may also succeed in making the system more efficient by, for example, contributing to the reduction of moral hazard problems associated with the provision of unemployment insurance. Unions are, however, unlikely to solve the latent conflict between their younger and older members in a context where the population is ageing, since they tend to preserve the status quo when it comes to cutting pension benefits in order to deal with demographic transition. The cost of these dynamic inefficiencies may be accepted by younger generations as long as an intergenerational contract can be enforced whereby unions guarantee that the status quo will be preserved, and are credible in their commitment. Unions could play a key role in this implicit intergenerational pact because they are long-lived agents—certainly longer-lived than many governments—but, under present conditions, this pact may be no longer credible.

Download Decentralization Of Collective Bargaining: An Analysis Of Recent Experience In The UK pdf
Read Online Decentralization Of Collective Bargaining: An Analysis Of Recent Experience In The UK pdf

Menu: Home