

Government Regulation Of The Employment Relationship Industrial Relations

Industrial Relations Law - Charles Barrow 2013-09-05

This book provides a clear, comprehensive and critical account of the industrial relations law that governs the relationship between workers, trade unions, and employers. It aids in understanding the contemporary framework and functioning of industrial relations law.

The Real Living Wage - David Nash 2023-07-11

The book examines the nature of the Real Living Wage as a body of civil regulation, the organizations behind the campaign and the methods they have used, the response of employers, including the motives and characteristics of businesses that have adopted the Living Wage. It also examines the responses of trade unions, which have included both cooperation and conflict, the role of public authorities, which have used a variety of non-statutory policy levers to encourage employers to adopt the Living Wage, and the outcomes of the campaign in terms of redistributive benefits for employees, economic benefits for adopting businesses, and wider social and institutional impacts. The book concludes by considering what the campaign tells us about the evolution of the employment system in the UK, noting that civil regulation and the institutions which create it have become important new system-elements.

Government Regulation of Industrial Relations - George William Taylor 1948

Labour Law in the Netherlands - Antoine T.J.M. Jacobs 2020-05-21

Derived from the renowned multi-volume International Encyclopaedia of Laws, this monograph on the Netherlands not only describes and analyses the legal aspects of labour relations, but also examines labour relations practices and developing trends. It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting Both individual and collective labour relations are covered in ample detail, with attention to such underlying and pervasive factors as employment contracts, suspension of the contracts, dismissal laws and covenant of non-competition, as well as international private law. The author describes all important details of the law governing hours and wages, benefits, intellectual property implications, trade union activity, employers' associations, workers' participation, collective bargaining, industrial disputes, and much more. Building on a clear overview of labour law and labour relations, the book offers practical guidance on which sound preliminary decisions may be based. It will find a ready readership among lawyers representing parties with interests in the Netherlands, and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations.

Finding a Voice at Work? - Stewart Johnstone 2015-02-19

How much 'say' should employees have in the running of business organizations, and what form should the 'voice' take? This is both the oldest and latest question in employment relations. Answers to these questions reflect our fundamental assumptions about the nature of the employment relationship, and inform our views on almost every aspect of Human Resource Management (HRM) and Employment Relations. Voice can also mean different things to different people. For some, employee voice is a synonym for trade union representation which aims to defend and promote the collective interests of workers. For others voice, is means of enhancing employee commitment and organisational performance. Others advocate workers control as an alternative to conventional capitalist organisations which are run for shareholders. There is thus both a moral and political argument for a measure of democracy at work, as well as a business case argument, which views voice as a potential link in the quest for increased organisational performance. The key debate for employment relations is which of the approaches 'works best' in delivering outcomes which balance competitiveness and productivity, on the one hand, and fair treatment of workers and social justice on the other. Policy makers need pragmatic answers to enduring questions: what works best in different contexts, what are the conditions of success, and what are the drawbacks? Some of the most significant

developments in employee voice have taken place within the European Union, with various public policy and employer experiments attracting extensive academic research. The book offers a critical assessment of the main contemporary concepts and models of voice in the UK and Europe, and provides an in-depth theoretical and empirical exploration of employee voice in one accessible and cohesive collection.

When the Shop Floor is in the Living Room - Elizabeth Kennedy 2016

In the wake of recent victories in the movement for stronger government regulation of the domestic work industry, questions remain about the relationship between domestic workers and their employers and how that relationship should be regulated. Should the work "that makes all other work possible" be treated identically to all other work? Or, should the particular realities of domestic employment shape workplace standards, enforcement, and the contours of collective bargaining? For example, should employers be compelled to reinstate a nanny following retaliatory discharge, a standard remedy in other industries, or would a court overstep its constitutional bounds by compelling an employee's entrance into an employer's private home? Yet, given the logistical and constitutional obstacles to performing worksite inspections in private homes, how can domestic workers be assured that workplace regulations will be vigorously enforced in an industry rampant with abuse? Employment relationship theory, which could help answer these questions, does not address many issues unique to domestic work, such as the isolation of workers, the intimate nature of the home as workplace, and the complicated emotional bonds that develop between domestic workers and their employers. Nor does it explain the unprecedented movement by some domestic employers who contradict most industrial relations paradigms by calling for stronger industry regulation. This Article seeks to reconcile traditional employment relationship theory with the particular characteristics of the domestic work industry and proposes a new theoretical framework with which to analyze, regulate and improve the domestic employment relationship. Using this new model, regulators, workers, employers and other stakeholders may establish and enforce collective standards, while transforming many of the individual employment relationships upon which most domestic work is based. As an analytical template, the Article concludes by considering the recently enacted New York Domestic Workers' Bill of Rights in light of the proposed Domestic Employment theoretical model.

The Modernisation of the Public Services and Employee Relations - Stephen Bach 2011-09-29

The Modernisation of the Public Services and Employee Relations provides an integrated and up-to-date account of changes in work and employment in the public services. The book examines a range of different sectors focusing on core public services, especially local government, the NHS and the civil service.

Industrial Relations - Paul Edwards 2009-02-09

This is a completely revised and updated second edition of the acclaimed Industrial Relations. The new book gives particular attention throughout to the effects of international and European developments on British Industrial Relations.

Labour Legislation and Public Policy - Paul Lyndon Davies 1993

In this path-breaking work, the authors seek to offer students a fresh way of looking at modern labour law. By taking as their starting point the idea that labour law, having once been governed by common law rules, is now overwhelmingly regulated by statute, the authors show that labour law can only be studied properly by understanding the legislation behind it. They then proceed to lead the student to an understanding of how and why the legislation came to be enacted. They therefore examine, in chronological order, the history and political context of every major piece of labour legislation from 1945 up to and including the momentous changes of the Thatcher years. Guiding the reader through four and a half decades of almost continuous legislative activity, the authors successfully demonstrate how the law was created and why it looks as it does today. No other textbook on this subject takes this approach.

The Role of the State and Industrial Relations - Adalberto Perulli 2019-10-05

The Role of the State and Industrial Relations Edited by Adalberto Perulli & Tiziano Treu The new era of industrial relations that has been stealthily changing the world of work in recent decades seems to have reached a stage where it can be systematically monitored and analyzed, in great part because the “creeping renationalization” that has been noted since the financial crisis of 2008 has reinvigorated state intervention in essential economic structures. The contributions in this unrivalled book provide important new perspectives on the many challenges inherent in the present and future of the relationship between industrial relations and the state. Analyzing industrial relations systems from international, supranational, European and national points of view—and with an interdisciplinary approach connecting labour law, commercial law, corporate governance and international law—this one-of-kind book examines such salient aspects of the subject as the following: cooperative versus conflictual industrial relations systems; phenomenon of constitutionalization of power by multinational enterprises; competitive, illiberal and protectionist patterns of state regulation; freedom of association and industrial relations; potential power of transnational collective bargaining; impact of worktime arrangements; role of European Works Councils; exemplary value of the German system of workers’ participation; and global framework agreements. Using a comparative approach (the European Union, France, Spain, Germany, Italy, Japan, China, the United States, Brazil, South Africa, India), the book reconstructs the general framework of global industrial relations, considering challenges and future prospects and proposing a new agenda for the state. Contributors include widely renowned professors of labour, commercial and international law, as well as experts from the International Labour Organization and the International Society for Labour and Social Security Law. The debate about industrial relations and the state in our globalized world is of major concern for practitioners in governments, companies, employers’ associations and trade unions, as well as for company managers, entrepreneurs, consultants, judges, human rights lawyers and academics interested in labour, industrial relations and social rights in European and international contexts.

Employee Relations and Trade Unions in Africa - Chima Mordi 2023-04-21

Traditionally, studies of employment relations in Africa have been dominated by the role of trade unions and how they collectively influence relationships within the workplace. A contemporary African outlook into the state of employment relations shows that there has been a shift in the dominance of trade unions. This edited collection considers the role of government actors and workers’ experiences in both unionised and non-unionised organisations. It seeks to understand how international and national labour markets, including national and international employment actors and institutions, affect employment relations and the ways in which these relationships play out in different national contexts. Researchers, students, policymakers and practitioners working around employment relations in Africa will find this book an essential tool, particularly those with an interest in comparative and international programmes across areas such as employment relations, industrial relations, human resource management, political economy, labour politics, industrial and economic sociology, regulation and social policy.

Understanding Industrial Relations - David Farnham 1979

Employee Law and Relations - Joseph Katie 2013-08

Seminar paper from the year 2011 in the subject Business economics - Business Management, Corporate Governance, grade: A, Harvard University, language: English, comment: Well presented keep it up, abstract: The last forty years in Britain have been characterised by enormous changes that have led to the consequent change in the role of legal regulations and the employment relationship at the work place. There exists an explicit transformation from the traditional legal abstention of the state to the use of individualistic legal employment rights to protect workers. The change in employment relations in Britain is traced to the adoption of new statutory rights for individuals by the Labour government. In the 1960's the employment relations in Britain were best described as Voluntarist as the public policy at that time envisioned abstention of the state. Trade unions and Employers had to consult to reach any conceivable agreement, and this gave trade unions colossal power in protection of the workers' interests. Coats (2010) identified that the state at the time had the sole responsibility of regulating aspects of child labour, safety at work and payment of wages in low-income industries. According to Dickens (2009) the shift from collective bargaining as the distinct method of regulation of employment is because of the conservative

governments between the years of 1979-1997. The said governments concentrated on increasing of managerial control and freedom to take independent action. The labour governments then took over and employed a different approach through the introduction of minimum employment standards of regulation that were aimed at promotion of equality at work places. The changed attitudes of employment relations by European Union and the introduction of National Minimum Wage in 1999 led to the expansion of statutory rights. The affected aspects included rights relating to working time, consultation of employees and antidiscrimination hence positively a

Government Regulation of the Employment Relationship - Bruce E. Kaufman 1997

Ever since the emergence of industrial relations as a field in the late 1920s, three different approaches to labor problems have been focal points for research and debate, according to Bruce E. Kaufman. What he refers to as "employers" solutions involve personnel management; workers rely on unionism and collective bargaining; and the third component, the community, depends on government regulation in the form of protective labor legislation and social insurance programs. Kaufman contends that government regulation has contributed significantly to the remarkable progress made during the twentieth century in achieving a more productive and humane workplace. As labor problems have changed, debate about the efficacy of government regulation has continued. In this volume, some of the most distinguished scholars in industrial relations frame the current issues, develop theoretical insights, and provide an objective review of the empirical evidence.

Introducing Employment Relations - Steve Williams 2014

Comprehensive and clearly focussed, this is a must-read text for students of employment relations. The accessible writing style is combined with a wealth of contemporary examples, allowing the reader to fully engage with the key critical debates surrounding each topic.

Employee Relations and Labour Laws (for MBA) - Dr. Sandhya Srivastava 2020-08-05

According to the Latest Syllabus of Dr. A.P.J. Abdul Kalam Technical University, Lucknow (U.P.) Including Long Answer Type Questions Including Short Answer Type Questions Including Case Studies Including Last Year Unsolved Papers

Zero Hours and On-call Work in Anglo-Saxon Countries - Michelle O’Sullivan 2019-04-25

This book focuses on zero hours and on-call work as an extreme form of casual and precarious employment. It includes country studies of the USA, Canada, Australia, the UK, New Zealand and Ireland, where there has been increasing concern about the prevalence of such work, and working time uncertainty, as well as varying levels of public policy debate on regulation. The book incorporates a comparative review of zero hours work based on the findings of the country studies. This pays particular attention to state regulatory responses to zero hours work, and incorporates the sociological concepts of accumulation and legitimation functions of the state. Exploring the regulation of zero hours work beyond individual countries, the book includes an analysis of external regulation of zero hours work at the supranational level, namely the European Union and ILO. Further, it assesses the implications of zero hours for workers in new sectors of economic activity, particularly the impact of the platform or ‘gig’ economy on the fundamental nature of the employment relationship. It also considers the societal implications of zero hours work and the ethical responsibilities of employers and governments towards workers as citizens.

Employee Relations Management - Singh, P. N.

The introduction of the new economic policy in 1991 had a significant bearing on industrial relations. Globally, the focus is gradually shifting from traditional industrial relations, characterized by conflict resolution, to employee relations management,

Labour Regulation in the 21st Century - Pietro Manzella 2012-01-17

The economic crisis has highlighted major shortcomings in the EU flexicurity strategy which, although suitable to tackle structural unemployment in a period of economic growth, it proved unable to stand the impact of the recession, which requires specific measures to maintain employment. Against this background, the authors of the present papers, which were presented at the International Scientific Conference “Labour Market of the 21st Century: Looking for Flexibility and Security”, on the occasion of the 370th Anniversary of the establishment of Vilnius University’s Faculty of Law, that took place on 12–14 May 2011, investigate the development of labour regulation in the 21st century, with particular reference

to the relation between flexibility and security and to the need to strike a balance between these two elements. The contributions address the issue in a comparative and transnational perspective and provide some insights into the development of national models of flexibility and social security.

Employee Relations - Graham Hollinshead 1999

Addressing contemporary issues in the re-shaping of the employment relationship in Britain, this text reviews the position of traditional employee participants and sets out the agenda for the year 2000 and beyond.

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