

Restructuring The Employment Relationship

Telecommunications - Harry Charles Katz 1997
Telecommunications provides the first comparative description of a pivotal service industry in which deregulation, privatization, and globalization have shaped corporate strategies and structure, and altered the nature of work. A chapter is devoted to each of the countries discussed: the United States, England, Canada, Australia, Japan, Germany, Italy, Norway, Mexico, and Korea. To facilitate comparisons, the authors use a common framework in analyzing changes and their implications for work and employment relations. Most employees in telecommunications, both white-collar and blue-collar, are unionized, and that has highlighted the tension between

downsizing and participatory employment strategies. The authors describe adjustment paths adopted in the United States, England, Canada, and Australia which emphasize a technology- and market-driven approach, in contrast to Japan and several European countries where labor and social pressures have mediated the course and consequences of industrial adjustment. The strategic approach in Korea and Mexico is again different, relying on the state to set the pace and terms of change. The United States and United Kingdom have emerged as pattern leaders in the international telecommunications industry through their aggressive deregulation and restructuring. While downsizing has devastated employee

morale, experiments in alternative solutions based on union and employee participation are simultaneously underway.

Restructuring Employment Relations? - 1986

Telecommunications - Harry C. Katz 2019-05-15
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Restructuring for Corporate Success - International Labour Office 2005

This publication explores the use of socially sensitive enterprise restructuring (SSER) approaches by companies to help minimise the

social costs for workers of downsizing, drawing on examples of good practice and case studies from different countries. Issues discussed include the importance of good labour management relations; communication strategies; the use of counselling, training and job searching strategies; early retirement, mobility and severance packages; alternative work schedules; and the various stages of the workforce reduction process.

Restructuring, Employment, and Industrial Relations - Gösta Edgren 1989

Restructuring the Employment Relationship - 1998

Realities Of Human Resource Management - Sisson , Keith 2000-05-01

This book provides a succinct, affordable, up-to-date analysis of themes and topics relevant to the management of human resources today. It covers issues of critical contemporary

importance such as restructuring, continuous improvement, involvement and participation, pay and working time, training and development, recruitment and selection.

Property in Work - Wanjiru Njoya 2016-04-15

The notion of property in work has deep historical roots in the common law tradition, but is yet to receive the attention it deserves. In this timely and thought-provoking book, Wanjiru Njoya contrasts ideas of ownership and property rights in English, American and European labour law, and considers their practical implications. The author's contention that shared ownership within a stakeholder theory of the firm allows better protection of both shareholders' and employees' interests in the large public corporation, puts employee-participation firmly back on the corporate governance agenda. The book offers a refreshing new perspective on how a more socially desirable balance between economic flexibility and job security may be achieved.

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Corporate Restructuring and the Role of Labour Law - Roger Blanpain 2003-01-15

This bulletin presents a comparative analysis of the degree of worker protection available today in nine countries in the event of corporate restructuring. The countries are France, Germany, the United Kingdom, the United States, Australia, China, Japan, Korea, and Taiwan. Each of the papers, presented by a noted industrial relations scholar from the country in question, proceeds from a summary of the national legal framework governing corporate restructuring, through the succession of employment contracts, to an analysis of such major components of the problem as justification of economic dismissals and changes in terms and conditions of employment. Specific topics covered in each analysis include the following: special legislation covering transfer of undertakings treatment of insolvent corporations economic dismissals before and after corporate restructuring transfer of workers in lieu of

dismissal the role of labour unions and works councils The authors pay particular attention to the effectiveness of employee protection legislation such as the EC Transfer of Undertaking Directive (and its implementation by Member States) and Japan's Labour Contract Succession Law and, in the case of the United States, the virtual absence of such legislation. These papers were originally presented at the Sixth Tokyo Seminar (March 2002) of the Japan Institute of Labour. Their penetrating individual analysis and revealing comparative perspective is sure to help policymakers, lawyers, academics, and other specialists in industrial relations find a way forward in this important area that recognizes the best interests of both employers and employees.

Restructuring Work and Employment in Europe - Sian Moore 2008-01-01

This collection of essays offers a survey of restructuring processes in Europe and their outcomes. . . Given the likelihood of increased

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dislocation in labor markets, the book is a timely contribution. Recommended. R.L. Hogler, Choice

This detailed, comprehensive study on downsizing in Europe is underpinned by cross-national, interdisciplinary empirical research on restructuring management in five European countries: Belgium, France, Germany, Sweden, and the United Kingdom. It contains systematic national comparative overviews, and transversal analyses of more than 30 in-depth case studies, taking into account a broad range of perspectives across professional human resources managers, unions representatives, local and national civil servants, social workers and physicians. The authors examine strategic choices and practices in national and local contexts, showing that the practice of restructuring is not as heterogeneous as many previous studies have indicated or predicted. Systematic policy proposals for better economic and social management of restructuring are also prescribed. This team of well-known economists

and social scientists have prepared a book that will appeal to consultants and human resource managers and employees, especially in transnational firms, as well as to students in industrial relations, in labour economics, and in sociology. It will also be of special interest to members of the European Commission and policymakers involved in employment and social affairs.

Industrial Redundancies - Lidia Greco
2018-02-06

This title was first published in 2002. This work explores processes of corporate restructuring and employment change in two industrial areas, Teeside (in the north-east of England) and Brindisi (in the south-east of Italy), by drawing upon evidence from two industries - the chemical and clothing sectors.

The Changing Experience of Employment - A. Waton
1986-11-10

Restructuring the Employment Relationship

- Duncan Gallie 1998

This masterly new study presents the first large-scale empirical analysis of the changes in British work experiences and employment relationships between the 1980s and 1990s. Drawing on the Employment in Britain survey a national survey providing the richest source of evidence to date about individuals' experience of employment it examines the impact of new technologies, the emergence of new management policies, the changing forms of employment contract, and the growth of job insecurity on people's experience of employment. The authors focus on the implications these developments have for the ways in which skills and work tasks have been changing, the nature of control at work, the degree of participation in decision-making, and the flexibility demanded at work. They assess whether there has been a tendency towards either a polarization or convergence of employment experiences between men and women, and between occupational classes. They

offer fresh insight into how the changing quality of work in recent years has affected employee's involvement in their jobs and organizations, the stress they experience at work, and the propensity for absenteeism and staff turnover. While the study provides strong evidence of a marked trend towards upskilling, the authors take issue with the argument that a new type of employment relationship is emerging, arguing instead that the restructuring of the employment relationship has, in fact, reinforced traditional lines of division in the workforce.

Women Workers and Global Restructuring -
Kathryn Ward 2018-05-31

Since economists traditionally focus on market activities, women's non-wage labour has not been registered in works on economic development. On the other hand, women's wage labour has been described as supplementary or marginal to the household income as well as to economic development as a whole. The contributors to this collection did their research

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on women workers in countries from the core, the semiperiphery, and the periphery. The eight articles are introduced by Kathryn Ward, who presents a critical overview of the literature on women workers and globalization. In Ward's opinion we have to develop new definitions for some key concepts in our theories on women and work. These concepts should aim at including housework and work in the informal sector, and women's various acts of resistance. Ward also suggests new perspectives from which we should theorize about women's work in the process of global restructuring.

Workforce Restructuring in Europe - Constanze Hewson 2015-01-01

Covering all 27 EU Member states and Norway and Sweden, each chapter is devoted to a different jurisdiction and follows a template for easy comparison of how to approach the same issue in different jurisdictions. Chapters cover: Individual redundancies; Collective Redundancies; Outsourcing; Use of temporary

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workers; Business sale (asset transfer) within country; Business sale (asset transfer) to another EU country; Business sale (asset transfer) outside the EU; Business sale (share sale); Case study: Key issues in a site closure or business transfer in country.

Restructuring the Employment Relationship

- Jean Marie Clifton 2000

The Impact of Privatization and Economic Restructuring on Employment Relations - Nejib Belhedi 2001

Restructuring in the Service Industries

- Gavin Poynter 2013-12-02

Restructuring in the Service Industries: Management Reform and Workplace Relations in the UK Service Sector. An examination of the complex process of transformation in work organization, technology and labour and product markets that has occurred. The analysis moves between a broad appreciation of structural

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developments within the economies of the advanced industrial nations, and an in-depth study of enterprise and workplace. It is divided into four parts. The first part reviews the theoretical issues and debates raised by the growth of service industries and employment in the advanced industrial countries. Parts Two and Three are case studies of two service sectors - financial services and the National Health Service. Part Four relates the evidence to a broader appreciation of developments in management/workforce relations occurring in the service sector.

Workforce Restructuring in Europe - Miller Rosenfalck LLP 2016-05-03

The brand new title that provides practical employment law guidance on HR restructuring matters across 30 European jurisdictions. Offering straightforward information on issues which are commonly faced by businesses during various kinds of restructuring, it looks at: the reorganisation of a workplace or group of

companies; downsizing or closure of a business; restructuring due to relocation; and when outsourcing is being considered. The book assists readers to focus on what needs to be done 'now' as well as to plan for the timing, consultation, costs, morale implications and processes involved in each stage of the restructure. Individual 'State' chapters aid practical comparison. These scenarios are examined across the 28 EU member states plus Norway and Switzerland, each in their own chapter, to allow for practical comparison across various jurisdictions. An introductory chapter on EU minimum standards helps the reader to place each country within the context of EU law. Each chapter follows the same template to allow for easy comprehension of how to approach the same issue across borders. They cover: - Employment Status -Process for individual redundancies -Process for collective redundancies -Works Council and consultation requirements -Employment implications of

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business transfers -Unilateral and mutually agreed changes to terms and conditions of employment Local status of legislation and case law To keep the book user-friendly, legislation and case law are addressed in such a way that presents the current local primary and secondary status of each, without excessive use of unnecessary citations. Who should consider buying this book? This is an essential title for all employment law practitioners and HR specialists who work for, or advise, businesses that have offices in multiple European states.

Public Service Management and Employment Relations in Europe - Stephen Bach 2016-07-07

Has there been a transformation of public service employment relations in Europe since the crisis? *Public Service Management and Employment Relations in Europe* examines public service employment relations after the

economic crisis, including analysis of more than thirty years of public service and workforce reform, and addresses the interplay between an emerging post-crisis public service sector and the consequences for the state, employers and trade unions in core public services. Written by leading national experts, this book places the economic crisis in a longer timeframe and examines how far trends in public sector employment relations were reinforced or reversed by the crisis. It provides an up-to-date analysis of the restructuring of public service employment relations in 12 major European countries, including analysis of little studied central and Eastern European countries. This book will be vital reading for researchers, academics and PhD Students in the fields of Public Management, Public Administration, Employment Relations, and Human Resource Management.

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