

## Relazioni Industriali E Contrattazione Collettiva

Established as the standard reference for a worldwide readership of students, scholars and practitioners in international agencies, governments, companies and unions, this text offers a systematic overview of international employment relations. Chapters cover the UK, USA, Canada, Australia, Italy, France, Germany, Denmark, Japan, South Korea, China, India and South Africa. Experts examine the context of employment relations in each country: economic, historical, legal, social and political. They consider the roles of the major players and outline the various processes of employment relations, including collective bargaining and arbitration, consultation and employee involvement. The seventh edition has been thoroughly updated with new examples and discussion questions to engage students and encourage critical thinking. A revamped set of online resources includes PowerPoint slides for lecturers to use in their teaching, as well as useful web links to enhance learning.

This book provides an in-depth analysis of how industrial relations in Italy's shipbuilding sector have developed over recent years, taking Fincantieri – the leading and most well-known Italian shipbuilding company – as a case study. To this end, an investigation of relevant literature and collective agreements is carried out to understand how national and company-level collective bargaining has evolved over time.

'The most comprehensive and authoritative comparative analysis of employment relations . . . ' Thomas Kochan, Massachusetts Institute of Technology, United States ' . . . breaks new ground as an integrated account of the forces shaping employment relations.' William Brown, University of Cambridge. United Kingdom Established as the standard reference for a worldwide readership of students, scholars and practitioners in international agencies, governments, companies and unions, this text offers a systematic overview of international employment relations. Chapters cover the United Kingdom, United States, Canada, Australia, Italy, France, Germany, Denmark, Japan, South Korea, China and India. Experts examine the context of employment relations in each country: economic, historical, legal, social and political. They consider the roles of the major players: employers, unions and governments. They outline the processes of employment relations: collective bargaining and arbitration, consultation and employee involvement. Topical issues are discussed: non-unionised workplaces, novel forms of human resource management, labour law reform, multinational enterprises, networked organisations, differences between Asian and Western companies, small and medium-sized enterprises, migrant workers, technological change, labour market flexibility and pay determination. This sixth edition is fully revised with an emphasis on globalisation and comparative theories, including

concepts of convergence. It offers a new framework for varieties of capitalism in the Introduction, and concludes with an insightful account of the forces shaping employment relations in the world economy.

This book provides a first comprehensive assessment of sectoral social dialogue practices in future EU member states. It shows that while tripartite consultative institutions have been set up in most of these countries during their transition years, and decentralised collective bargaining has started to regulate working conditions within individual enterprises, little attention has been paid to social dialogue at intermediate levels, in particular to sectoral social dialogue, which obviously remains the 'weakest link' of their industrial relations.

This volume focuses on describing the social dialogue system in organizations from an Human Resources Management perspective. Based on the NEIRE model for industrial relations, key factors are determined contributing to creative social dialogue in European organizations. Actual data from surveys and interviews from more than 700 CEO and HR managers in eleven European countries give insights in the experiences with and expectations of employers of social dialogue. The volume offers a comprehensive introduction to the historical context and current situation in social dialogue in these countries. This context helps to understand the current major challenges in each country when it comes to a vital social dialogue. Using good

practices from many organizations, this book offers an agenda for innovative and cooperative social dialogue in organizations.

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.

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As the influence of labor unions declines in many industrialized nations, particularly the United States, the influence of workers has decreased. Because of the need for greater involvement of workers in changing production systems, as well as frustration with existing structures of

workplace regulation, the search has begun for new ways of providing a voice for workers outside the traditional collective bargaining relationship. Works councils—institutionalized bodies for representative communication between an employer and employees in a single workplace—are rare in the Anglo-American world, but are well-established in other industrialized countries. The contributors to this volume survey the history, structure, and functions of works councils in the Netherlands, Germany, France, Spain, Sweden, Italy, Poland, Canada, and the United States. Special attention is paid to the relations between works councils and unions and collective bargaining, works councils and management, and the role and interest of governments in works councils. On the basis of extensive comparative data from other Western countries, the book demonstrates powerfully that well-designed works councils may be more effective than labor unions at solving management-labor problems.

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