



Employment Relations in the Asia-Pacific: Changing Approaches

By: Bamber, J.G., F. Park, C. Lee and P.K. Ross,
(eds.)

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THE NATIONAL UNIVERSITY OF SINGAPORE

Employment Relations in the Asia-Pacific: Changing Approaches is an edited volume, which studies changing employment relations (ER) in seven Asia-Pacific countries. The study is spread over thirteen chapters, with the countries in question being categorized into three levels of economic development: the industrialized market economies (IME) of Australia, Japan and New Zealand, the newly industrialized economies (NIE) of South Korea and Taiwan, and the up-and-coming economies of China and Indonesia. Four main units of analyses are given attention in this book – the nation-state, trade unions, companies and the case of APEC as a supra-state organization. An introductory chapter serves to collate and further analyze the data from the other chapters. The editorial team is composed of academics and practitioners in the field of labour relations – Greg J. Bamber, Professor and Director of the Graduate School of Management, Griffith University, Funckoo Park, President of the Korea Labour Institute, Changwon Lee, Director for Labour Policy in the Office of the President, Republic of Korea, Peter K. Ross, a PhD candidate and Associate Lecturer at the School of International Business, and Kaye Broadbent, Associate Lecturer in the School of Industrial Relations, Griffith University.

The main thrust of the book is analyzing the changes to ER in the abovementioned countries since 1945. Following the thrust of Japan, these Asian countries have seen impressive economic growth, for many, in the aftermath of colonialism. The changes to ER are also discussed in light of the recent Asian economic crisis, which arguably set in on 2 July 1997 with the devaluation of the Thai bath following the bursting of the property and stock exchange bubbles which were pumped full of transitory portfolio equity. Following the lead of Dore (1979), this book discusses the contexts for ER which are treated as reflections of the level of economic development in the various countries.

Conceptually, the book is directed by two hypotheses. The first hypothesis is that as economies move towards becoming IMEs, they would tend to adopt ER practices and institutions that are found in already established IMEs. This follows the familiar Kerrian "convergence thesis", based on the "logic of industrialism", where technology is expected to bring about a similar set of structural and cultural features. Inputting national politics as a factor, the second hypothesis is that major political changes such as significant moves towards democratization would have a consequence on national perspectives on ER.

Employment Relations In The Asia Pacific

Jianjun Gao



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