



# Employment-Driven Industrial Relations Regimes

Chew Soon Beng  
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# Employmentdriven Industrial Relations Regimes The Singapore Experience

**Soon Beng Chew,Lingli Huang,Kai  
Xiang Kwa**



## **Employment-driven Industrial Relations Regimes The Singapore Experience:**

*Employment-driven Industrial Relations Regimes* Soon Beng Chew, Rosalind Chew, 1995 This book looks at the introduction of economic constraint into industrial relations and examines whether a wage driven or employment driven industrial relations regime can be adopted or is applicable As the term implies the former regime produces more employment and generates a higher income for all workers in the long run while the latter obtains a wage premium for the employed at the expense of the unemployed Furthermore in a wage driven industrial relations regime the strength of the union is an important determinant of wages while there is no such contemporaneous relationship between union strength and wage increases in the employment driven regime The book examines the Singapore industrial relations system based on the resource constraint approach This book received a commendation in the 1996 Book Awards of Singapore

*Employment Relations in the Growing Asian Economies* Thomas Kochan, Russell Lansbury, Anil Verma, 2005-08-17 This book analyses the role of employment relations in the context of economic development in some of the key Asian economies China Hong Kong India Malaysia the Phillipines Singapore South Korea and Taiwan In recent years these Asian economies have become increasingly more open and export driven and there is strong interest all over the world in the Asian economic miracle among practitioners and scholars alike Although much has been written on this region few books have concentrated on the human resource aspects of this growth The authors build on the basic premise that the initial success of these countries has lain in low wages and suppression of workers rights However they point out that as employment relations evolve enterprises will either pull out due to rising wages or stay and prosper by adapting to higher wages Cases are provided to illustrate both of these features The evidence in the book suggests that unless a synergy is created between firm level and state level human resource policies in areas such as skill formation and workers need for voice economic growth is unlikely to be sustainable

**Wages And Wages Policies: Tripartism In Singapore** Chong Yah Lim, Rosalind Chew, 1999-03-01 This book consists of articles written by twenty authors including three eminent academicians from Australia and Britain It provides first hand information on the National Wages Council NWC and its contributions which includes the promotion of tripartism as an instrument of economic growth The book is divided into six parts Part I introduces the book Part II provides details about the NWC its operations and its structure Part III covers the macroeconomic impact of the NWC including the impact on productivity competitiveness investment and growth Part IV covers the impact of the NWC on wages and the wage system in Singapore Part V provides a theoretical perspective on the importance of the NWC to productivity growth and productive efficiency Part VI takes a look at the incomes policy practice of another country in the region Australia which provides a good point of reference for the NWC

*Labour Relations in the Global Fast-Food Industry* Tony Royle, Brian Towers, 2004-08-02 The fast food industry is one of the few industries that can be described as truly global not least in terms of employment which is estimated at around ten million people worldwide This edited volume is the first of its kind providing an analysis of

labour relations in this significant industry focusing on multinational corporations and large national companies in ten countries the USA Canada the UK the Netherlands Germany Australia New Zealand Singapore and Russia The extent to which multinational enterprises impose or adapt their employment practices in differing national industrial relations systems is analysed Results reveal that the global fast food industry is typified by trade union exclusion high labour turnover unskilled work paternalistic management regimes and work organization that allows little scope for developing workers participation in decision making let alone advocating widely accepted concepts of social justice and workers rights

*Human Capital Formation as an Engine of Growth* Loong-Hoe Tan, 1999 The East Asian countries have been relatively more advanced than other developing countries in the field of human capital development Even in the 1960s they managed to attain higher levels of human capital compared with other low and middle level economies in the developing world This volume examines the role of human capital formation in the rapid growth of the East Asian economies Apart from the formal education variable other factors such as better health care of the labour force nutritional status of the population and on the job training are important concerns that were not given sufficient attention in the 1993 World Bank study *The East Asian Miracle* This present volume offers many insights of interest to policy makers and specialists with regard to developing and transitional economies

**Southeast Asia in the Global Economy** Helen E S Nesadurai, J Soedradjad Djiwandono, 2009 While economic globalization benefited Southeast Asia especially during the 1990s boom the region now seems to be caught between two emerging economic giants China and India What challenges and opportunities does the rise of China and India pose for Southeast Asia and how should policy makers respond Are bilateral free trade arrangements and bilateral economic partnerships a boon or bane for competitiveness In identifying approaches and strategies to coping with these challenges and leveraging on the opportunities available this book also links the quest for competitiveness with the necessity of social protection The link comes in the form of the people who work for firms as human resources and as users and innovators of technology The book acknowledges and discusses the problems of inadequate technological and innovative capacity and the problems of managing labour productivity in Southeast Asia However the book also cautions against focusing on people solely as productive labour whether in production or the knowledge sector By highlighting the adverse social economic and political consequences of ignoring social protection issues and challenging the myth that addressing social protection undermines competitiveness the book emphasizes the social responsibilities incumbent on governments and firms in this age of growing economic insecurities

*Industrial Relations in Singapore Industry* Soon Beng Chew, Rosalind Chew, 1996

*Singapore and Asia* Hui Ying Sng, Wai Mun Chia, 2010 This book is an annual effort by the economists at the Nanyang Technological University to provide analysis interpretations and insights of contemporary economic issues affecting Singapore and Asia It covers two key themes 1 Global Financial Tsunami and 2 other economic issues affecting Singapore and Asia The Global Financial Tsunami is currently ravaging the world financial systems and the world economy The authors

brilliantly tackle pertinent issues such as fiscal and monetary management of the current crisis impacts of the crisis on the Singapore and Asian economies policy measures implemented by Singapore and other countries to combat the crisis and regional efforts to mitigate the adverse impacts of the crisis A wide range of important economic issues affecting Singapore and Asia including inflation exchange rate workfare environmental economics population and worth of human life in Singapore are addressed competently The chapters build on economic and analytical frameworks to help readers better understand the economic and policy issues discussed Sample Chapter s Foreword 53 KB Chapter 1 The Deepening Global Recession and the Great Depression Fear 252 KB Contents Economic Analysis of the Global Financial Tsunami The Deepening Global Recession and the Great Depression Fear C Y Lim The Surprising Resurgence of Fiscal Policy S M Sheffrin The Global Financial Tsunami Implications for East Asian Economics K Y Tan Global Financial Tsunami Can the Industrial Relations Mechanism Save Singapore This Time Around R Chew The On going Global Financial Crisis and Asian Regionalism P B Rana Global Economic Crisis and Energy Security Integrated Energy Market Y H Chang Economic and Policy Issues Singapore Growth Model Its Strengths and Its Weaknesses C Y Lim The Role of Competition in Singapore A Complexity Point of View C L Lam Inflation Exchange Rate and the Singapore Economy A Policy Simulation K M Choy Workfare Not Welfare An Exploration of International Experiences and Policy Implications for Singapore K Adireksombat What is Human Life Worth E Quah et al Is the Environment a Game Game Theoretical Analysis of the Kyoto Protocol E G S Teo Readership Undergraduates and general public interested in economic issues affecting Singapore and Asian Economies

**Education and Training for Development in East Asia** David Ashton, Francis Green, Donna James, Johnny Sung, 2005-08-04 The East Asian miracle or its supposed demise is always news The Four Tiger economies of Hong Kong Singapore Taiwan and South Korea have experienced some of the fastest rates of economic growth ever achieved This book provides the first detailed analysis of the development of education and training systems in Asia and the relationship with the process of economic growth

Rethinking Corporate Governance Roger Blanpain, William Bromwich, Olga Rymkevich, Iacopo Senatori, 2011-01-01 Now that the economic orthodoxy of light touch regulation has been widely discredited by recent events in the financial markets and shareholder oriented management has come under intense scrutiny it is time to seriously consider the merits of stakeholder oriented economies In this far reaching symposium on this aspect of comparative labour relations 35 scholars examine case studies and evolving scenarios in a wide variety of countries from leading economic powers such as the United States the United Kingdom and Germany to post socialist states such as Poland Hungary and Bulgaria to the formidable global economic presences of Brazil Russia and India With contributions from leading experts from all around the world in the fields of labour law industrial relations labour economics labour statistics human resources management organization theory and other related subjects the papers focus on the impact of the global economic crisis and its implications for the future of employment Specific contexts covered include adversarial versus strategic collective

bargaining transnational collective bargaining long term employees as the most valuable corporate stakeholders workers voice and participation in the restructuring of undertakings privatization of state owned companies executive pay investment in vocational training in times of economic crisis the impact of the EU s Cross Border Merger Directive inherent dangers in the EMU one size fits all monetary policy and cases of large scale corporate fraud Of particular interest is the treatment of important developments in Singapore and Nigeria as well as lessons to be learned from pitfalls encountered in South Africa and other countries With its theoretical arguments and empirical data this volume is certainly a major contribution to the debate over whether shareholder or stakeholder approaches to management yield the best results in terms of employment outcomes As the world economic crisis continues to take its toll on employment pension funds public services and living standards the book is sure to find a wide audience among policymakers and lawyers worldwide concerned with the future of employment relations and their effect on both productivity and social stability This volume includes a selection of papers from the Eighth International Conference in commemoration of Marco Biagi held at the Marco Biagi Foundation in Modena Italy in March 2010      Crisis Management And Public Policy: Singapore's Approach To Economic Resilience Hui Ying Sng,Wai Mun Chia,2011-06-10 This book is an annual effort by the economists from the Nanyang Technological University to provide analysis interpretations and insights on contemporary economic issues affecting Singapore In 2010 Singapore s economy was just recovering from the sharp economic downturn in 2008 09 caused by the Global Financial Crisis The global economic outlook in the short and medium term remained uncertain and the risk of another economic or financial crisis remains high Thus one of the key themes of this book is to study economic crises and financial crises and the policy measures that are available to manage them Looking ahead in order to ensure long term growth and prosperity for Singapore s economy microeconomic policy adjustments and fine tuning is still needed to build a competitive and resilient nation Therefore the second key theme of the book is to review several public policies in Singapore such as competition healthcare training free trade agreements state capitalism and inequality      Managing Economic Development in Asia Kuotsai Liou,2002-03-30 From 1965 to 1990 the 23 East Asian economies grew faster than all other regions of the world The high performing economies of Japan South Korea Taiwan Hong Kong Singapore Thailand Malaysia and Indonesia experienced low and declining levels of income inequality as well The June 1997 financial crisis has challenged these economies Many of the high performing economies have experienced serious problems including falls in currency and equity markets significant slowdowns in international trade and setbacks in economic growth Emphasizing the role of government and the importance of managing development this book provides an overview of the major impact of the financial crisis on selected Asian countries and of the development policies implemented Examining the experience of managing economic development the book includes contributed chapters on China Hong Kong Indonesia Japan Korea Malaysia Taiwan Thailand Singapore and Southeast Asia It will be a useful resource for scholars students and those researching Asian economic development

*International Employment Relations Review*, 2000      *Female Entrepreneurship and the New Venture Creation* Dafna Kariv, 2013-05-07 Women represent the fastest growing group of entrepreneurs today Despite the enormous economic contributions of this group female entrepreneurship remains under explored and inadequately covered in academic literature Female Entrepreneurship and New Venture Creation aims to address this gap by shedding light on the unique aspects of female entrepreneurship Tracing women s journey along the venture creation process Kariv s book highlights the creatively different ways in which women approach the entrepreneurial enterprise takes into account different environmental and cultural constraints that impact female entrepreneurship provides a theoretical framework for the venture creation process that is practical and broadly applicable includes in depth case studies drawn from contributors around the world This book captures the diversity of female entrepreneurship and provides a valuable synthesis of the insights that emerge from the stories of women entrepreneurs around the world It will be a valuable resource for students of entrepreneurship as well as professionals

**State Collaboration and Development Strategies in China** Alexius Pereira, 2003-09-02 This book looks at Singapore and China to examine governmental collaboration on a foreign direct investment oriented strategy Focusing on the unique collaborative venture the Suzhou Industrial Park project the author explores the economic political and social relationships between Singapore and China throughout the course of the scheme as well as discussing why certain strategies were adopted how they were implemented and their outcomes

**Handbook of Research on International Entrepreneurship** Leo Paul Dana, 2004 Dana s Handbook is an essential read for international entrepreneurship scholars as well as policymakers and practitioners concerned with the dynamics associated with the international entrepreneurship process Succinct reviews of the literature and useful summary tables relating to key themes and studies are presented by a number of contributors Paul Westhead *International Small Business Journal* This is a formidable and weighty tome More important than sheer quantity is consideration of the quality and here the broad spread yet eclectic choice of the research papers is most enlightening The contributing authors have collectively condensed much of the knowledge garnered from the past five years of this global field into one handy sourcebook The end result is indeed a fresh recognition if recognition still needs to be made of the major importance of this new global growth phenomenon of international entrepreneurship Mark Haydon *International Journal of Entrepreneurship and Innovation* The Handbook is a nearly comprehensive reference work to the field that will be useful to scholars new to the area as well as those already engaged in it I was impressed by the diversity of the authors The Handbook is an excellent broad reference to the field Ben Oviatt *Journal of International Business Studies* Over the last few years there has been an increased interest in research on the internationalization of new ventures and the global challenges facing growing young businesses The Handbook of Research on International Entrepreneurship has collected and synthesized the contributions of leading researchers in an effort to define and categorize the unique contributions and state of the art of this emerging field It provides a comprehensive multi disciplinary treatment

that advances the frontiers of knowledge regarding the fundamental concepts methods and theories of international entrepreneurship The Handbook should serve as both an authoritative and comprehensive reference work for researchers and a state of the art compilation of new insights for educational leaders Ari Ginsberg New York University Stern School of Business US Entrepreneurship and international business have remained separate subjects for far too long The study of international entrepreneurship thrives on the cross fertilisation of ideas between these fields It is one of the most dynamic research areas in economics and management The contributors to this Handbook are the pioneers in the field and this volume provides a definitive survey of their work Mark Casson University of Reading UK These notable researchers share a common dedication to rigorous methodologies and vigorous research Together in this volume the researchers have assembled and presented a cross section of tested methods and innovative approaches These contributions are an inspiration to younger researchers and this bids fair to set the tone and level of intellectual rigour and vigour for future research in the emerging field of international entrepreneurship From the preface by Bob Kirk University of Canterbury New Zealand This unique reference book provides an array of diverse perspectives on international entrepreneurship a new and emerging field of research that blends concepts and methodologies from more traditional social sciences The Handbook includes chapters written by top researchers of economics and sociology as well as academic leaders in the fields of entrepreneurship and international business State of the art contributions provide up to date literature reviews making this book essential for the researcher of entrepreneurship and the internationalisation of entrepreneurs

**Singapore 2065: Leading Insights On Economy And Environment From 50 Singapore Icons And Beyond** Euston Quah, 2015-07-30 As Singapore enters its 50th year of independence it is a time for introspection to look back at the successes and challenges of the past but is also a crucial time to consider what the future holds for the nation Singapore 2065 Leading Insights on Economy and Environment from 50 Singapore Icons and Beyond is one such key contribution to the endeavour of thinking about what lies ahead While many forthcoming projects and books take a more retrospective approach reflecting upon Singapore's past this book adopts a forward looking perspective contemplating Singapore's distant future which is important for posterity This book is a collection of key insights from 50 iconic individuals of Singapore and beyond and contains reasoned arguments speculations and visionary expectations of Singapore's future in 50 years time The book discusses the distant future of Singapore's economy and the environment What will Singapore's economic and environment landscape be like 50 years from now Are there trends or scenarios common to the various discussions contained in this book If there are how big would be the impact of some of these trends What and how should the government respond to these projections expectations and informed visions of tomorrow In sum what would Singapore's economy and environment be like in 2065 The book explores a range of possible answers to these questions and more Not only will the generations of today be able to gain much insight into Singapore's future by reading this book but future generations specifically 100 years after Singapore's independence will be able to



understand and affirm what and how today's generations think about their time. The book is a key contribution to envisioning Singapore's future which is also vital for understanding what shapes Singapore's landscape today.

**Labour Economics And Public Policy: Managing The Labour Markets For Competitiveness** Soon Beng Chew, 2017-03-17. This book serves as a textbook on labour economics and public policy in labour markets. It also shows how Singapore has been successful in establishing a world class labour market. One attribute of such a labour market is the high purchasing power of wages for the average worker for essentials such as housing, healthcare, quality education for children and retirement consumption which motivates Singaporeans to work hard. The second attribute is a macro focused labour union that works closely with the government and is able to prevent excessive wage increase.

**Democracy and Development** R.C. Bhardwaj, K. Vijayakrishnan, 2018-10-26. Published in 1998. The question of whether democracy and development are allies or adversaries has long been debated and with the triumph of the democratic spirit worldwide the relationship between democracy and development has once again come to attract much attention globally. The collapse of the Soviet Union and the developments in Eastern Europe led to considerable rethinking in political circles on the efficacy of the economic policies pursued in those countries and the long term viability of political systems prevalent there. Elsewhere several newly industrialized countries are striving to consolidate their gains though there are differing perceptions of whether their politics conform to the classical framework of democracy or not. In a remarkable turn around some other countries have initiated measures for economic reforms and structural adjustment setting aside their earlier approaches towards economic management. In short the last decades of this millennium have witnessed meaningful efforts worldwide on forging a new partnership between democracy and development. In February 1996 the Commonwealth Parliamentary Association jointly organized a conference entitled Parliamentary Democracy and Development: Allies or Adversaries with the Wilton Park, an international agency of the British Commonwealth and Foreign Office in Wilton House, West Sussex, United Kingdom. The week long conference brought together parliamentarians, diplomats, administrators, political scientists, economists and specialists from all over the world. The participants shared their views and experiences on diverse aspects of the main theme. This publication presents an essentially parliamentary perspective on the correlation between democracy and development based on the discussions at the Wilton Park conference and in the light of current thinking on the subject matter.

*Political, Economic And Social Dimensions Of Labour Markets: A Global Insight* Soon Beng Chew, Lingli Huang, Kai Xiang Kwa, 2022-06-23. Why and how do politics, society and economics shape the growth and failure of labour markets? Does government intervention help or harm labour market reforms/adjustments in times of economic downturn? What forces drive such government intervention and do they differ from society to society? In addressing these big picture questions, this book's analytical scope is heavily centred around the topic of labour markets performance. The book argues that performance in labour markets across countries are influenced by their labour market policies. In turn, these policies are shaped in varying degrees by the country's politics. Each chapter in this book

dives into the labour market experiences in various countries to demonstrate why in some countries labour markets perform better than in other countries Major findings from this book suggest that countries can produce better economic and social outcomes e g lower socio economic inequality if their labour market policies are aimed at fostering a socially and politically stable society via greater equity in wealth distribution across various socio cultural and income groups This book is an essential read for any public policy researchers policy practitioners and undergraduate graduate students who are interested or vested in the topic of labour markets performance in the political social and economic dimensions Particularly this book provides a critical synthesis of the labour market experiences in many countries Hence the book serves as an ideational tool to advance future labour market research and policy

## Reviewing **Employmentdriven Industrial Relations Regimes The Singapore Experience**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing. Within the pages of "**Employmentdriven Industrial Relations Regimes The Singapore Experience**," an enthralling opus penned by a very acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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