

Flexible Working Time: Coll ective Bargaini ng and Governm ent Intervene...

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Flexible Working Time Collective Bargaining And Government Intervention

Colette Fagan, Jacqueline O'Reilly



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Flexible Working Time, 1995 Working Time and Workers' Preferences in Industrialized Countries Jon C.

Messenger, 2004-09-09 As we enter the new century a common goal has emerged the removal or liberalization of restrictions on unsocial hours and the variation of working hours This book draws together an international team to examine the process

Concilier flexibilité du travail et cohésion sociale Council of Europe, 2005-01-01 Ce volume bilingue pose la question des effets des formes institutionnelles et organisationnelles du marché du travail sur la cohésion sociale Dans cet ouvrage le Conseil de l'Europe recherche la conciliation entre ce qui est inévitablement imposé par la mondialisation c'est-à-dire la réorganisation des paramètres de la concurrence et la cohésion sociale La conciliation doit prendre en compte une valeur politique essentielle la sécurité démocratique qui se trouve d'abord dans l'emploi le coût social et social tel levée de la précarité le confirme Néanmoins sécurité ne signifie pas rigidité et doit se traduire plutôt par la reconnaissance sociale d'un droit la transition qui appelle la coresponsabilité de tous les acteurs sociaux La conciliation est plus qu'un devoir politique elle est le prix de la stabilité qui assure la durabilité sociale

Gendering European Working Time Regimes Ania

Zbyszewska, 2016-08-04 The standard approach to regulating working hours rests on gendered assumptions about how paid and unpaid work ought to be divided In this book Ania Zbyszewska takes a feminist socio-legal approach to evaluate whether the contemporary European working time regimes can support a more equal sharing of this work Focusing on the legal and political developments surrounding the EU's Working Time Directive and the reforms of Poland's Labour Code Zbyszewska reveals that both regimes retain this traditional gender bias and suggests the reasons for its persistence She employs a wide range of data sources and uses the Polish case to assess the EU influence over national policy discourse and regulation with the broader transnational policy trends also considered This book combines legal analysis with social and political science concepts to highlight law's constitutive role and relational dimensions and to reflect on the relationship between discursive politics and legal action

Technology and the Future of European Employment Pascal Petit, Luc Soete, 2001 What is the potential of the new information and communication technologies This book assesses the relationship between technological change and employment in all its dimensions focusing on contemporary economies in Europe The authors discuss patterns

Corporatism and the Myth of Consensus Roger Bobacka, 2017-07-05 This title was first published in 2001 Its main focus is on corporatism which is largely concerned with representative structures between the state and organized interests The book covers corporatism in both theoretical and descriptive forms and looks at consensus building in practice Throughout the book corporatism is discussed with reference to the working hours regulation in Finland Looking at the decision making process for fixing working hours regulations in Finland leads to a discussion on consensus and how the regulations were put forward and agreed with an examination of the Finnish Parliamentary Committee for Labour Affairs and their role in policy making Finally the book investigates the results of working hours regulation in Finland after it has been

put into practice and carries out a comparison between corporate pluralist Finland and a non corporatist UK to show if different labour market policies reflect how working hours are arranged on the shop floor *New Challenges for European Resource Management* C. Brewster,W. Mayrhofer,M. Morley,2016-06-03 This book breaks new ground in human resource management through focusing on specific themes written by a range of European experts drawing on a common survey As such it is a major progression from previous texts that lack a coherent cross national database Representing a truly collaborative European project it includes themes such as flexibility training and development industrial relations regional aspects and the problems of organising and undertaking comparative human resource management research *Capitalism and the Political Economy of Work Time* Christoph Hermann,2014-10-17 John Maynard Keynes expected that around the year 2030 people would only work 15 hours a week In the mid 1960s Jean Fourasti still anticipated the introduction of the 30 hour week in the year 2000 when productivity would continue to grow at an established pace Productivity growth slowed down somewhat in the 1970s and 1980s but rebounded in the 1990s with the spread of new information and communication technologies The knowledge economy however did not bring about a jobless future or a world without work as some scholars had predicted With few exceptions work hours of full time employees have hardly fallen in the advanced capitalist countries in the last three decades while in a number of countries they have actually increased since the 1980s This book takes the persistence of long work hours as starting point to investigate the relationship between capitalism and work time It does so by discussing major theoretical schools and their explanations for the length and distribution of work hours as well as tracing major changes in production and reproduction systems and analyzing their consequences for work hours Furthermore this volume explores the struggle for shorter work hours starting from the introduction of the ten hour work day in the nineteenth century to the introduction of the 35 hour week in France and Germany at the end of the twentieth century However the book also shows how neoliberalism has eroded collective work time regulations and resulted in an increase and polarization of work hours since the 1980s Finally the book argues that shorter work hours not only means more free time for workers but also reduces inequality and improves human and ecological sustainability **Handbook of Organizational Learning and Knowledge** Meinolf Dierkes,2003 In an era of far reaching changes organizational learning and knowledge creation are high on the agenda of social scientists managers and consultants worldwide as they seek to adapt to new environments The Handbook of Organizational Learning and Knowledge provides a comprehensive overview of how the concept of organizational learning emerged how it has been used and debated and where it may be going It summarizes the state of the art and provides a full account of the diverse approaches themes issues and debates of the field The handbook unites a distinguished team of international authors who examine both the central themes and key emerging issues The coverage extends beyond the American tradition to include the experiences of Europe Asia and the Middle East The book opens with chapters drawing insights from various social science approaches The following sections examine fundamental issues

concerning the external triggers factors and conditions agents and processes of organizational learning Subsequent chapters review the subject within a global context looking in particular at processes of interorganizational learning and knowledge transfer The next sections examine the development of learning practices and provide case studies to illustrate organizational learning and knowledge creation The book concludes with an analysis of the state of the art and an agenda for the future This handbook will be an invaluable reference tool for scholars and students in the social sciences as well as for professional involved in organizational development learning and change

Working Time Deborah M. Figart, Lonnie Golden, 2013-01-11 Working time is a crucial issue for both research and public policy This book presents the first comprehensive analysis of both paid and unpaid work time integrating a unique discussion of overwork underwork shortening of the working week and flexible work practices Time at work is affected by a complex web of evolving culture and social relations as well as market technological and macroeconomic forces and institutions such as collective bargaining and government policy Using a variety of new data sources the authors review the latest trends on working time in numerous countries

Patterns of Parliamentary Behavior Herbert Döring, 2017-03-02 This volume begins where the first D ring book of 1995 finished by considering what effects the rules had on legislative output during the same period It addresses four distinct yet complementary research topics the connection between a number of veto players and law production in West European parliamentary democracies the impact of closed versus open rules the effects of committee structure and organization on the degree of conflict or consensus on the procedure of passing legislation the importance of agenda setting and agenda control for the prevention of cycling across issues and the distribution of particular benefits of shifting and transient majorities Fundamental to this volume is the ability of the project group to fashion an original data set As a consequence this volume is able to ascertain the extent to which parliamentary procedures contributed to shaping policy output in this field during the 1980s

Managing Employment Change Huw Beynon, 2002 Deregulation and decentralization have placed organizations in the driving seat of employment change Drawing on seven case studies of large organizations this book examines how organizations as the architects of the employment system are restructuring their employment practices Rich data on the experience of work collected from all seven organizations provide clear evidence of a general transformation of the wage effort relationship based on cost cutting and increased work intensity This increased work intensity is shown to be a consequence intended and unintended of changes to a variety of employment policies and practices including changes to staffing policies for example the trend towards lean staffing and the use of new contracts changes to the skills mix and training provision associated with policies of delayering and multi skilling and changes in working time arrangements towards more flexible and extended working hours Such trends in employment practices have been interpreted as a return to the market as the institutionalized employment system characteristic of bureaucratic organizations and strong trade unions visibly crumbles The analysis presented here rejects the notion of simple market determination and

instead develops an integrated and interdisciplinary framework for understanding the processes shaping employment change. Managers are seeking solutions to increasing market or performance pressures through changes to employment policies. However, these responses to budget cuts and market pressures are shown to be mediated by the institutional political and social environment inside and outside the organization. Moreover, managers are found in practice not to be able to control their environment or implement their desired policies with the expected outcomes. Despite the increased scope for managerial initiative and the greater opportunities for shifting the risk and responsibility of adapting to new conditions on to labour, the attempts of managers to develop a strategic approach to employment change are proving to be largely unsuccessful. The book ends by calling for a renewal and rebuilding of labour market institutions to kick start the process of reversing this fragmentation of the employment system.

Global Redefining of Working Life Daniel Fleming, Pauli Kettunen, Henrik Søbørg, Christer Thörnqvist, 1998. Comprises nine papers. Discusses globalization, competence and flexibility, participation and pay setting. In particular, compares the effect of the EC Works Council Directive with the results of voluntary arrangements.

A Life in Balance? Catherine Krull, 2011-02-28. Magazine articles talk shows and commercials advise us that our happiness and well-being rest on striking a balance between work and family. It goes unsaid, however, that the advice is based on an outmoded and unrealistic ideal. This provocative volume challenges the notion often offered in support of neo-liberal agendas that paid work, employment and unpaid work, caregiving and housework are separate and competing spheres rather than overlapping aspects of a single existence. Alternative approaches to integrating work and family must be taken into account if we hope to build truly equitable family and childcare policies.

Towards a European Model of Industrial Relations?: Building on the First Report of the European Commission Marco Biagi, 2001-06-25. A social dialogue has been in progress concerning industrial relations on a European level. The publication of the first Report of the European Commission on Industrial Relations demonstrates that rather than merely harmonizing regimes, EU policy is focusing on the pursuit of basic aims.

Part-Time Prospects Colette Fagan, Jacqueline O'Reilly, 2002-01-31. The growth in part-time employment has been one of the most striking features in industrialized economies over the past forty years. *Part-Time Prospects* presents for the first time a systematically comparative analysis of the common and divergent patterns in the use of part-time work in Europe, America and the Pacific Rim. It brings together sociologists and economists in this wide-ranging and comprehensive survey. It tackles such areas as gender issues, ethnic questions and the differences between certain national economies including low pay, pensions and labour standards.

OECD Employment Outlook 1998 June OECD, 1998-10-07. Provides an annual assessment of labour market developments and prospects in the OECD area. This edition includes chapters on minimum wages, the transition from education to work, workforce ageing and working hours. Reference statistics are included.

Impact of Flexible Labour Market Arrangements in the Machinery, Electrical and Electronic Industries, 1998.

European Labour Relations György Széll, 2020-07-24. This title was first published in 2001.

With the increasing economic political and social integration in Europe there has been a fundamental change in labour and industrial relations Not only in the Japanese and American challenges in the triad competition under the slogan of Lean Management but also ecological and democratic challenges are relevant The directive for the introduction of European works councils is one example of new forms of industrial relations The question remains since the Hofstede studies on how far will integration go in guarding the cultural specificities and identities The material is structured in a logical and helpful way with a balanced and complete review of the subject This first of two volumes concentrates on the general features of the European system of labour relations Both volumes are addressed particularly to academics and students of business administration economics sociology labour law and organizational psychology at university level and would also be suitable for intensive courses and seminars in the private sector

Work Incentives and Welfare Provision Doris Schroeder, 2018-02-06 This title was first published in 2000 Over the past decade the welfare state has come under sustained attack not only from quarters which never approved of its policies but also from political theorists who used to support it With the collapse of communism the policy of comprehensive welfare provision came under renewed scrutiny It was argued that its impact on work incentives is most detrimental Examining in detail current unemployment debates within Western welfare states this book seeks to verify or refute the view that non work is increasingly chosen by work shy individuals the pathological theory of unemployment Drawing from a range of disciplinary perspectives from social philosophy and the history of philosophy to occupational psychology and feminist economics this interdisciplinary analysis reveals that the pathological theory of unemployment with its reliance on a deficient depiction of human nature and its disregard of non pecuniary work incentives and empirical evidence on benefit fraud cannot be upheld Schroeder presents an alternative explanation for the phenomenon of widespread Western unemployment through new insights into an external barrier theory of unemployment namely technological displacement combined with a refusal to return to a two tiered Victorian society By effectively combining empirical data with philosophical deliberations the book provides an important contribution to the welfare state debate

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