

# Employment Contracts and Well-Being Among European Workers

*Edited by*  
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Hans De Witte



Contemporary Employment Relations

A **Gower Book**

# Employment Contracts And Well Being Among European Workers Contemporary Employment Relations

**David E. Guest, Kerstin Isaksson, Hans  
De Witte**



## **Employment Contracts And Well Being Among European Workers Contemporary Employment Relations:**

*Employment Contracts and Well-Being Among European Workers* Nele De Cuyper, Kerstin Isaksson, 2017-05-15

Temporary employment contracts are now commonplace in business. However, the move towards such employment structures has a significant and hitherto little understood impact on the psychological contract between employee and organizations. This book is amongst the first to tackle this problem. With detailed research findings from seven countries: Belgium, Germany, the Netherlands, Spain, Sweden, the UK, and for a non-European perspective, Israel, it presents an integrated model of the effects of temporary work. The model incorporates key recent trends including the expansion of non-permanent employment as a persistent form of employment flexibility, the increasing importance of the psychological contract, and the diversity of the European labour market as a result of state legislation. By presenting the results of an overview of the research literature on this contemporary labour market trend, this book is of real value to researchers, practitioners, and policy makers. **Labour**

**Relations in Central Europe** Jochen Tholen, 2017-11-30. Since 1990, foreign direct investment (FDI) has quickened economic modernization in Central Europe. State-of-the-art management techniques and cutting-edge technology have been introduced in many cases. Labour Relations is an essential factor in the organization of labour and production. At the start of the process, industrial relations were characterized by the conditions existing under the previous planned economies or, as with greenfield investments, had to be entirely reconfigured. In the case of investments by West European companies, this book reveals various emerging models of industrial relations but also a clear tendency towards company centralization. For the time being, the European Works Council still plays a subordinate role despite its potential fundamental role as mediator between East and West. Empirically, nine corporations from the metal, automotive industry, the chemical, energy, and food processing industries, with their subsidiaries in Poland, Czech Republic, and Slovakia, are considered. *Employment Contracts,*

*Psychological Contracts, and Employee Well-Being* David E. Guest, Kerstin Isaksson, Hans De Witte, 2010-07-22. Temporary employment has become a focus of policy debate, theory, and research. The book addresses as its core concern the relationship between temporary employment contracts and employee well-being. It does so within the analytic framework of the psychological contract and advances theory and knowledge about the psychological contract by exploring it from a variety of perspectives. It also sets the psychological contract within the context of a range of other potential influences on work-related well-being, including workload, job insecurity, employability, and organizational support. A key aim of the book is to identify the relative importance of these various potential influences on well-being. The book covers seven countries: Belgium, Germany, the Netherlands, Spain, Sweden, and the UK, as well as Israel, as a comparator outside Europe. Data were collected from over 5,000 workers in over 200 organizations and from both permanent and temporary workers, as well as from employers. The book's conclusions are interesting and controversial. The central finding is that, contrary to expectations, temporary workers report higher well-being than permanent workers. As expected, a range of factors help to explain variations in work-related well-being.

being and the research highlights the important role of the psychological contract. However, even after taking into account alternative explanations, the significant influence of type of employment contract remains, with temporary workers reporting higher well-being. In addition to this core finding, by exploring several aspects of the psychological contract and taking into account both employer and employee perspectives, the book sheds new light on the nature and role of the psychological contract. It also raises some challenging policy questions and, while acknowledging the potentially precarious nature of temporary jobs, highlights the need to consider the increasingly demanding nature of permanent jobs and their effects on the well-being of employees.

*Trade Unions and Workplace Democracy in Africa* Gérard Kester, 2016-02-24 Can democracy only survive if it is participatory? Is participatory democracy a prerequisite for sustainable development? Are trade unions the most appropriate body through which such aims can be implemented? These critical questions are tackled in Gérard Kester's book *Trade Unions and Workplace Democracy in Africa*, which applies an unparalleled depth of research to these issues as they impact African nations including Cape Verde, Burkina Faso, Mali, Guinea, Ghana, South Africa, Zambia, Tanzania, and Zimbabwe. Rigorously structured, it sets the background of the research and the underlying theory before presenting the learning experiences within different countries and the broad implications of the research findings for policy making on democratic participation.

*Changing Working Life and the Appeal of the Extreme Right* Jörg Flecker, 2016-04-08 This book investigates the interplay of the recent transformation of working life and the growing appeal of political right-wing populism and extremism in Europe. It explores the individual and collective reactions and the strategies people develop in order to come to terms with socio-economic change. It raises the question of whether and to what extent changes in the employment system and in working life contribute to making people receptive to xenophobia, nationalism, and racism. Based on an eight-country study using both quantitative and qualitative research methods, this volume makes a significant contribution to the deeper understanding of the subjective reactions to socio-economic change and its political reverberations.

*Learning with Trade Unions* Moira Calveley, 2017-03-02 This edited collection provides an understanding of the range of learning that is enabled by trade unions and the agendas around that learning. It comes at an important time as in the UK recent years have seen significant new opportunities for unions involvement in the government's learning and skills policy. At the same time, trade unions have had to cope with declining membership and changing employment patterns and thus have a keen interest in defining their role in contemporary employment relations and in pursuing strategies for union renewal. Therefore, in order to explore these dynamics, a strong feature of the book is its drawing together of informed research-based contributions from the fields of training, skills, and education and of industrial relations. International and historical perspectives are included in order to better understand the contemporary issues. There are important conclusions for policy makers, practitioners, and researchers.

*Child Labour in South Asia* Kishor Sharma, 2016-04-15 Child labour is a serious and contentious issue throughout the developing world and it continues to be a problem whose form and very meaning shifts with social

geographical economic and cultural context While the debate about child labour practice in developing countries appears to be motivated by growing competition in labour intensive products brought about by globalization studies on this issue are both sparse and lopsided This important book aims to shed light on this debate by documenting the experience of South Asian developing countries which have experienced rapid income and export growth Based on evidence from Bangladesh India Nepal Pakistan and Sri Lanka this volume aims to improve our understanding about the link between trade growth and child labour practices as well as management of child labour in developing countries Handbook of Research on Comparative Human Resource Management Chris Brewster, Wolfgang Mayrhofer, Elaine Farndale, 2018-04-27 This second updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars students and practitioners The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world

**Non-Standard Employment in Europe** Max Koch, Martin Fritz, 2013-10-03 Postwar employment standards are being undermined and non standard employment is becoming more common While scholars have pointed to negative consequences of this development this volume also discusses the evidence for a new and socially inclusive European employment standard

**Employment Relations in the United States** Raymond L Hogler, 2004 This book presents an overview of the economic political and social forces that shaped contemporary employment relations practices in the United States Work-Life Balance in the Modern Workplace Sarah De Groo, 2017-06-23 The term work life balance refers to the relationship between paid work in all of its various forms and personal life which includes family but is not limited to it In addition gender permeates every aspect of this relationship This volume brings together a wide range of perspectives from a number of different disciplines presenting research findings and their implications for policy at all levels national sectoral enterprise workplace Collectively the contributors seek to close the gap between research and policy with the intent of building a better work life balance regime for workers across a variety of personal circumstances needs and preferences Among the issues and topics covered are the following differences and similarities between men and women and particularly between mothers and fathers in their work choices third shift work work at home at night or during weekends effect of the extent to which employers perceive management of this process to be a burden employers exploitation of the psychological interconnection between masculinity and breadwinning organisational culture that is more available for supervisors than for rank and file workers weak enforcement mechanisms and token penalties for non compliance by employers trade unions as the best hope for precarious workers to improve work life balance crowd work on demand performance of tasks by persons selected remotely through online platforms from a large pool of potential and generic workers an example of how to use work life balance insights to evaluate the law collective self scheduling employers duty to accommodate and financial hardship as a

serious threat to work life balance As it has been shown clearly that work life conflict is associated with negative health outcomes exacerbates gender inequalities and many other concerns this unusually rich collection of essays will resonate particularly with concerned lawyers and legal academics who ask what work life balance literature has to offer and how law should respond *American Labor and the Law* Matthew W. Finkin, 2019-01-11 In the United States and worldwide the labor question has recrudesced Old issues have resurged sometimes in altered guise New issues have emerged Both test the twentieth century's solutions This work explores the arc of labor law in the United States up to the changes that have reordered business and employment at the century's turn the resurgence of old issues in new dress and the emergence of new issues of which the deployment of technologies roboticization and computerization has been the catalyst It closes on the issues labor law is facing in the twenty first century including the imponderable of yet a new need to address the definition of citizenship The author's thorough coverage of the relevant terrain draws on social and legal history and also on the current wealth of economic studies across the range of such pressing issues as the following wages precarity of work employee representation health and safety job discrimination employee mobility privacy job displacement anti retaliation wrongful dismissal accelerating use of automation robotization and computerization segmentation and polarization of the labor market ssurization of jobs labor segmentation and polarization union implosion and privatization of law At a critical moment when the various strands of all these issues are becoming intertwined this hugely informative book elucidates how labor law stands today in the United States and by extension in many other countries This book provides a necessary background for comparative engagement with economic change Because the developments it deals with are global this is critical reading for policy makers academics students and an enlightened public to put what is happening in larger historical context as seen from the paradigm neoliberal economy and its legal institutions **Quality of Life and Work in Europe** M. Bäck-Wiklund, T. van der Lippe, L. den Dulk, A. Doorne-Huiskes, 2011-03-15 Intense globalization rapidly changing workplaces and family patterns have renewed the international interest in quality of life This book examines different institutional arrangements work place conditions and gendered work and care that affect the conditions for achieving quality of work and life in European countries *Managing Health, Safety and Well-Being* Aditya Jain, Stavroula Leka, Gerard I.J.M. Zwetsloot, 2018-04-11 To achieve sustainable progress in workplace and societal functioning and development it is essential to align perspectives for the management of health safety and well being Employers are responsible for providing every individual with a working environment that is safe and does not harm their physical or mental health However the current state of the art indicates that approaches used to promote health safety and well being have not had the anticipated results At the level of the enterprise it is widely understood and accepted by all stakeholders that employers share the responsibility of promoting and managing the health of their workers Evidence indicates that most employers put in place procedures and measures to manage workers health and create healthy workplaces to meet legal requirements as a response to requests by

employees as a need to improve company image reputation and to improve productivity This highlights that in addition to legal requirements the key drivers for companies also include the ethical and business case While much has been written about role of legislation and the business case for promoting health safety and well being not much is known about the ethical case for promoting employment and working conditions In this context this book examines the potential of the link between responsible and sustainable workplace practices human rights and worker health safety and well being and explores how complementary approaches can be used to promote employment and working conditions and sustainability at the organizational level It offers a framework for aligning different approaches and perspectives to the promotion of workers health safety and well being and provides recommendations for introducing such an approach at the enterprise level

*Transformations of Work: Challenges for the Institutions and Social Actors* Giuseppe Casale, Tiziano Treu, 2019-02-15 Market volatility and uncertainty have put welfare and social security policies back centre stage and point up the need for closer links with employment policy The inability of existing income support systems to respond to the increasing fragmentation of people's working careers the needs of people in difficulty and the spread of various forms of poverty calls for well coordinated and efficient responses This volume highlights the best practices in the various regions of the world in the contexts of international and EU labour law industrial relations and social security Authoritative reports by leading scholars of labour law and social security originally presented at the twenty second World Congress of the International Society for Labour and Social Security Law ISLSSL held in Turin in September 2018 cover the following research themes in depth informal workers migrant workers global trade and labour organization productivity and well being at work transnational collective agreements new forms of social security and the role of the State and industrial relations In its insistence that despite the radical changes in the world of work and business brought about by globalization and digital technologies the decisions of institutions and public and private actors can lead to a more coherent system of international economic and social governance this timely volume shows the way forward Practitioners policymakers and scholars in the relevant fields will benefit immeasurably from its expert analyses and recommendations

**Game Changers in Labour Law** Frank Hendrickx, Valerio De Stefano, 2018-03-01 The renowned international labour law scholars contributing to this incomparable volume use the term game changers to refer to evolutions concepts ideas and challenges that are having or have had major impacts on how we must understand and approach labour law in today's global economy The volume derives from an international conference organized by the Institute for Labour Law at the University of Leuven Belgium in November 2017 This initiative is pursued in the spirit and with the methods of the late Emeritus Professor Roger Blanpain 1932-2016 a great reformer who continuously searched for key challenges in the world of work and looked as far as possible into the future engaging in critical reflection and rethinking the design of labour law While seeking to identify the main game changers the authors explore new pathways and answers which may help to understand and shape the future of work This is

the 100th of Kluwer's Bulletin of Comparative Labour Relations a series Professor Blanpain launched nearly fifty years ago. The contributors address and reflect on such vital issues and topics as the following: the gig economy, core labour law values, freedom of association, non-standard employment, the rise of the service sector, employment and self-employment, the European Pillar of Social Rights, app-based work, algorithms as controls in the workplace, collective bargaining rights and the right to strike, the role of temporary employment agencies and termination of the employment relationship. There are also chapters devoted to specific issues in France, Italy, the United Kingdom, Estonia, China, and the United States. Roger Blanpain consistently reminded us that labour relations are power relations. Although this book shows that the power balance is tipped towards employers in today's world, what is nevertheless very clear is that labour law can play a crucial role in re-enlivening equitable outcomes, fairness, decent work, and social justice in our contemporary and future societies, and that academia can help to understand, guide, and shape that future. For this reason, this book will be invaluable to professionals in labour relations, whether in the academic, policy, or legal communities.

**The Legal Construction of Personal Work Relations** Mark Robert Freedland, Nicola Kountouris, 2011-12-15. This book explores the conceptual framework of European employment law, focusing on understanding the law's construction of employment relationships. The book draws on extensive comparative research of the legal architecture of employment relations in national legal systems and EU law to analyse the traditional model of the contract of employment and the difficulties of using the traditional model to frame modern working relationships. The authors then present a new model of the foundations of employment relationships based on the concept of a personal work nexus and explore the potential of their model to shape the future development of employment law. Throughout the book, the authors analyse the interaction of domestic and EU employment law and discuss the possibility of future legal harmonisation in the area. They conclude by exploring the potential for a common framework for European employment law in the context of broader debates surrounding the harmonisation of European private law.

**What Have We Learned?** Charmine E. J. Härtel, Neal M. Ashkanasy, Wilfred J. Zerbe, 2011-07-29. The theme of this volume, What Have We Learned Ten Years On, provides a wonderful tour of the ways in which emotions research has advanced the way in which we conceive of work and its possibilities for adding value to life.

**Contemporary Employment Relations** Steve Williams, Derek Adam-Smith, 2010. Suitable for undergraduate and postgraduate students in the areas of industrial and employment relations, personnel, and human resource management, this work offers an original, accessible, and critical approach to understanding employment relations.

**Seafarers' Rights in the Globalized Maritime Industry** Desislava Nikolaeva Dimitrova, Roger Blanpain, 2010-01-01. The enormous technological, financial, and structural changes of recent decades have revolutionized the international shipping industry, bringing about lower freight rates, shorter time in port, and fast turnarounds, reduction in crew size, employment of cheap labour from developing countries, avoidance of national regulations and taxes, and diminished living and working standards on board. Exploitation of seafarers has always existed, but



now it has become more common and frequent Shipowners can cut costs in various ways but the most profitable and easiest to achieve are those at the expense of labour costs in particular costs for maintaining proper living conditions on board the ship This bulletin examines in detail the structure of the shipping industry focusing on problems concerning the working and living conditions of seafarers on board merchant ships serving the global sea transport system Exploring all levels of maritime policymaking on a global and European level the author analyses seafarers rights in the light of international enforcement mechanisms and particularly in the light of the recent ILO Maritime Labour Convention He also considers relevant case law as well as advisory opinions and policy statements from various pertinent agencies especially in the EU context Among the issues raised and discussed in depth in relation to their effect on seafarers labour standards are the following ship manning companies illicit crewing agencies flags of convenience hours of work and rest wages occupational health and safety accommodation food water and catering recreational facilities filing of grievance and port controls The author shows that expansion and progress of the maritime industry notwithstanding there is a great need for effective enforcement mechanisms in this area This is the first detailed analysis to connect the working and living conditions of seafarers with international supranational and national maritime legislation A giant step towards establishing a global monitoring system to enforce international maritime conventions regarding seafarers labour standards it is sure to make an important contribution to both international labour and employment law and the law of the sea

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