

Labour Law And Industrial Relations In Japan

Labour law is widely considered to be in crisis by scholars of the field. This crisis has an obvious external dimension - labour law is attacked for impeding efficiency, flexibility, and development; vilified for reducing employment and for favouring already well placed employees over less fortunate ones; and discredited for failing to cover the most vulnerable workers and workers in the "informal sector". These are just some of the external challenges to labour law. There is also an internal challenge, as labour lawyers themselves increasingly question whether their discipline is conceptually coherent, relevant to the new empirical realities of the world of work, and normatively salient in the world as we now know it. This book responds to such fundamental challenges by asking the most fundamental questions: What is labour law for? How can it be justified? And what are the normative premises on which reforms should be based? There has been growing interest in such questions in recent years. In this volume the contributors seek to take this body of scholarship seriously and also to move it forward. Its aim is to provide, if not answers which satisfy everyone, intellectually nourishing food for thought for those interested in understanding, explaining and interpreting labour laws - whether they are scholars, practitioners, judges, policy-makers, or workers and employers.

This volume includes a number of papers written in English and published in the last fifteen years in which the Italian labour market faced many changes. The book not only provides the international readership with a frame of reference

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– in both conceptual and legal terms – that helps to appreciate the Italian Labour Law currently in force, but also represents a contribution to moving beyond the self-referential nature of the Italian debate on the reform of labour laws. As such, the book supplies the reform process of the Italian labour market with an international and comparative dimension which – in accordance with the programmatic approach of Marco Biagi – will also feed the debate at the national level.

Labour Law and Industrial Relations in Germany gives the reader a broad understanding of German labour law covering all important aspects. The book deals with the sources of labour law, individual employment relationships, collective bargaining, remuneration, working conditions, and dispute settlement.

France [Labour Law and Industrial Relations in France]

The Idea of Labour Law

Industrial Relations and Labour Laws

The Sources of Labour Law

INDUSTRIAL RELATIONS AND LABOUR LEGISLATION

The sixth revised edition of Industrial Relations and Labour Laws captures the significant developments that have taken place in the realm of labour laws and industrial relations in the recent past. The most notable development in the legislative sphere is the amendment in the Industrial Disputes Act, 1947 in 2010. In the judicial sphere, there has been a marked shift in the approach of the Indian judiciary in the area of discipline and disciplinary procedure. Moreover, new norms/principles have been evolved to determine the classification of a person as a workman, provide relief in case of illegal/wrongful termination of service of workmen, determine notice period for strike/lock-out in public utility services and for regularization of services of daily, temporary, casual or contract workers. Extensively

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revised and updated in line with the changes in the law, this edition also gives a new and more holistic dimension to the subject of labour--management relations. Part I provides the contextual and constitutional framework of labour law and an overview of industrial relations. Part II deals with the trade union movement, employers organizations and laws relating to trade unions, collective bargaining, unfair labour practices and victimization. Part III deals with regulation of industrial disputes, persuasive, coercive and voluntary processes for settlement of industrial disputes, grievance procedure, government s power of reference, laws relating to instruments of economic coercion, management of discipline, laws relating to change in conditions of service and lay-off, retrenchment, transfer and closure. Part IV examines laws relating to standing orders. Part V is on workers participation in management. This edition will serve as a comprehensive textbook for students of LLB, LLM, MBA, MSW, MPA, CS, and masters and diploma programmes in personnel management, industrial relations and labour law. It is indispensable for personnel managers, law officers, lawyers, trade union officials/ members, officials of labour department and members of the labour judiciary.

The second edition of Industrial Relations, Trade Unions, and Labour Legislation is an up-to-date interactive text, primarily related to issues in India. The book does, however, incorporate developments and practices in other countries, particularly UK and USA. Primarily designed for the students of management, economics, labour and social welfare, social work, commerce and similar disciplines this book will also be of interest to professionals in the field of labour relations and management.

Labour law has traditionally aimed to protect the employee under a hierarchy built on constitutional provisions, statutory law, collective agreements at various levels, and the employment contract, in that order. However, in employment regulation in recent years, ‘ flexibility ’ has come to dominate the world of work – a set of policies that reshuffle the relationship among the fundamental pillars of

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labour law and inevitably lead to degrading the protection of employees. This book, the first-ever to consider the sources of labour law from a comparative perspective, details the ways in which the traditional hierarchy of sources has been altered, presenting an international view on major cross-cutting issues followed by fifteen country reports. The authors' analysis of the changing hierarchy of labour law sources in the light of recent trends includes such elements as the following: the constitutional dimension of labour rights; the normative intervention by the State; the regulatory function of collective bargaining and agreements; the hierarchical organization of labour law sources and the 'principle of favour'; the role played by case law in both common law and civil law countries; the impact of the European Economic Governance; decentralization of collective bargaining; employment conditions as key components of global competitive strategies; statutory schemes that allow employees to sign away their rights. National reports – Australia, Brazil, China, Denmark, France, Germany, Hungary, Italy, Poland, Russia, Spain, Sweden, South Africa, the United Kingdom and the United States – describe the structure of labour law regulations in each legal system with emphasis on the current state of affairs. The authors, all distinguished labour law scholars in their countries, thus collectively provide a thorough and comprehensive commentary on labour law regulation and recent tendencies in national labour laws in various corners of the globe. With its definitive analysis of such crucial matters as the decentralization of collective bargaining and how individual employment contracts can deviate from collective agreements and statutory law, and its comparison of representative national labour law systems, this highly informative book will prove of inestimable value to all professionals concerned with employment relations, labour disputes, or labour market policy, especially in the context of multinational workforces.

An Introduction to Industrial Relations and Labour Law in Jamaica
Liber Amicorum for Clyde W. Summers

Regulating Employment Industrial Relations and Labour Law Intl Co

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Labour Law and Industrial Relations in Finland Employment Relations in the 21st Century

The Seventh revised and enlarged edition of the book Industrial Relations and Labour Laws has brought all the important labour legislations within the purview of this book. The notable feature of this edition is inclusion of laws on social security, wages and minimum standards of employment (including factory, contract, child and migrant workers). Another significant feature of this edition is detailed discussion on labour law reforms and more specifically comprehensive analysis of the proposed labour code on industrial relations, social security, wages and occupational safety, health and working conditions. This edition also incorporates all the amendments in labour laws and analyses of all important judgments of the Supreme Court and High Courts on labour laws. This edition covers almost all the syllabuses of LLB, LLM, MBA, MPA, MSW, Company Secretary, and masters and diploma courses in personnel management, human resource management, industrial relations and labour laws. Thus, the book is an indispensable resource for personnel managers, general managers, HR and law officers of public and private sectors, officials of labour departments of Central and State governments, presiding officers of labour courts/tribunals, trade union officials, management associations/federations and among others,

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lawyers and NGOs.

Even in an era of sweeping change in all walks of life, The ongoing transformation of the world of work stands out. With the convergence of globalized markets, multinational corporate employers, and new information technologies, The old secure and stable world of offices and factories has gone the way of the dinosaurs. Inevitably, The traditional legal regimes applicable to labour and industrial relations have been altered beyond recognition, and continue to undergo rapid change. In this connection, few legal resources have proven themselves as useful as the classic compilation of expert analysis here presented in its eighth and updated edition. With the overarching purpose of describing the salient characteristics and trends in labour law and industrial relations in the world today, The bookquest;s 23 chapters probe such crucial issues as the following: the new trade union movement; European Works Councils employersquest; organizations; European Union; International Labour Organisation human resource management; codes of conduct of multinational enterprises; conflicts of laws in employment contracts; self-employed workers; privacy; and iquest;employability. The approach throughout is comparative, whether the specific focus is national, regional, or international. The authors bring their perspectives from a wide range of contexts, including labour unions, employersquest;

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organizations, employment law practice, academic research, The European Commission, And The International Labour Organisation. They come from Germany, The United States, The United Kingdom, Belgium, The Netherlands, Australia, Israel, Switzerland, Italy, and France. Clearly, this approach has an eye To The future. Labour law and industrial relations have already become de facto international concerns, and harmonization is proceeding rapidly at both formal and informal levels. This comparative and integrated treatment of the entire field as it currently exists marks trends that will be established in a matter of years. At the moment, with its huge fund of information and its many brilliant insights, this book is an invaluable asset to practitioners, officials, and academics in the field.

A lucid and exemplary introduction to Indian labour laws and a thorough discussion on the legislations dealing with industrial relations and labour issues. Aiming to provide the readers with an understanding and knowledge of labour laws, this textbook presents a collection of legislations dealing with industrial relations, wages, work conditions, and social security, and legislations regulating the employment of women and children in industrial activities. It focuses on the application of labour laws to and within businesses, and deals with legal postulations from the perspective of a manager. By including a number of relevant

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cases and caselets highlighting various labour issues of industrial units across the country, Industrial Relations and Labour Laws for Managers helps students of human resource management as well as HR professionals to understand the legal implications in a relatable way. Key Features • Comprehensive coverage of labour and industrial relations laws along with contemporary developments • Each act supported by carefully curated cases to exemplify the practical facets and their implications • Each case followed by judgement and explanation unveiling the application of the legal concept • Each chapter aided by objective and descriptive exercises and case-based questions to aid teaching and learning in a classroom situation

Comparative Labour Law and Industrial Relations in Industrialized Market Economies

The Modernization of Labour Law and Industrial Relations in a Comparative Perspective

Labour Law and Industrial Relations in Recessionary Times

Comparative Labour Law and Industrial Relations

Labor Law and Industrial Relations in Poland

Thirty-three distinguished authorities in the field of labour and industrial relations law gather here to enhance and complement the work of the late Marco Biagi, a man who, at the time of his violent and untimely death, had shown himself to be the most insightful

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and committed international scholar in this complex and controversial and, as it proved, even dangerous field. The topics covered range over many of Professor Biagi's special interests, including the following: the formulation of a new basis for labour law that could resolve new issues; employee protection in corporate restructuring; the trend toward individual 'enterprise bargaining'; a new European employment policy and what it might entail; the growing phenomenon of 'flexibilisation'; the effects of an aging workforce; the crucial nexus of free trade, labour, and human rights; the promise of EU enlargement; and protection of part-time workers. There is a lot of insight, innovation, and just clear thinking in this wide-ranging and far-reaching book. It will be of exceptional value to scholars, lawyers, and others concerned with the extensive and unpredictable changes under way in today's world of work.

This book provides a comprehensive and accessible overview of the development and current status of labor law and industrial relations issues in a globalized world. Going a step further than just providing simple definitions, this volume suggests specific tools, approaches, and policies that can be of use to practitioners and offers substantial background on a number of topics pertaining to international labor standards and ILO instruments. A valuable reference and educational tool, this storehouse of

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practical definitions offers practitioners and researchers in the field of comparative labor law and industrial relations a useful guide to help familiarize them with accepted labor practices in a number of domains. 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;

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- 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.

Glossary on labour law, industrial relations and European Union institutions

Strategic Industrial Relations And Labour Laws

Labour Law and Industrial Relations in Germany

Industrial Relations and Labour Laws, 7th Edition

The Italian Labour Relations in a Global

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Economy

Comparativism is no longer a purely academic exercise but has increasingly become an urgent necessity for industrial relations and legal practitioners due To The growth of multinational enterprises And The impact of international and regional organizations aspiring to harmonize rules. The growing need for comprehensive, up-to-date and readily available information on labour law and industrial relations in different countries led to the publication of the International Encyclopaedia for Labour Law and Industrial Relations, In which more than 70 international and national monographs have thus far been published. This book, Comparative Labour Law and Industrial Relations in Industrialized Market Economies, goes a step further than the Encyclopaedia in as much as most of the chapters provide comparative and integrated thematic treatment. The aim is to describe the salient characteristics and trends in labour law and industrial relations in the contemporary world. This book is obviously not exhaustive, with respect to the coverage of countries and topics. The authors limit themselves mainly to the industrialized market economies. The book is divided in three main parts: an introduction relating to methodology and documentation, including the use of Internet. The second part concerns international actors, like the International Employers' Organisations And The International Trade Union Movement, As well as Human Resources Management. The third concerns the sources of regulation, concentrating on International and European Labour Law, as well as on Codes of Conduct for Multinational Enterprises and describes also the rules in case of conflict of laws. The last part deals with international developments and comparative studies in not less than 15 chapters. The IXth edition, will like the previous editions, serve as a textbook and reference work to facilitate the task of teachers and students of comparative labour law and industrial

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relations. it will also provide labour lawyers with the necessary insights to cope with a world which is increasingly international.

Labour Law and Industrial Relations in

Japan Springer Industrial Relations and Labour Laws, 6th Edition Vikas Publishing House

This textbook, organised into two parts and comprising 20 chapters, maintains the fundamental concepts of industrial relations and labour legislation in a chronological order. The text apprises the reader with the intricacies of the various concepts, theories, tools and techniques, approaches, methods, legislations and interventions and other concerned mechanisms that are relevant to the maintenance of good industrial relations. While the beginning and middle chapters are based on anatomy of industrial relations, viz. various concepts and approaches to IR, industrial disputes, collective bargaining, trade unions, workers' participation in management, discipline, grievance handling procedure, wage fixation, technological changes, industrial safety, health and hygiene, workers' education, quality circles, structuring of jobs, fringe benefits, labour policy of the Government of India, and so on, the remaining chapters give an analysis of the issues pertaining to the ILO and its impact on Indian labour legislation, the machinery of labour administration in our country, labour reforms being undertaken since the NDA Government came in power, and labour legislation, including protective and employment legislation, regulatory legislation and social security legislation. The book is intended for the postgraduate students of industrial relations and labour legislation/human resource management/personnel management and industrial relations/business economics/social work/human resource and organisation development/personnel management/public administration and also for the students pursuing postgraduate diploma courses in labour laws, labour welfare and personnel management/labour law and administrative law/personnel

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management and industrial relations/human resource and management. It is also of immense use to the students opting for executive programme in 'industrial, labour and general law' (offered by ICSI), and similar courses at undergraduate and diploma level.

Labour Law and Industrial Relations in Canada

Labour Law and Industrial Relations in Italy. Update to the Jobs Act

Labour Law and Industrial Relations in Central and Eastern Europe: From Planned to a Market Economy

Labour Law and Industrial Relations in Denmark

Labour Law and Industrial Relations in Japan

Dramatic events have held back the transformation of the Central and Eastern European Countries (CEEC) into a democratic society with a functional, private ownership economy. Most recently, recession in the Western countries and the 1991 collapse of the Soviet Union have proven barriers to such a metamorphosis. This volume provides a comparative overview of the ongoing changes in the legal regulation of industrial relations in the CEEC. It discusses the current transformation and development taking place in Bulgaria, Croatia, the Czech Republic, Hungary, Poland, Romania, Russia, the Slovak Republic, and Slovenia, and provides the reader with an insight into how the fall of communism and the transition to market economies have affected the field of labour law throughout the region. **Labour Law and Industrial Relations in Central and Eastern Europe** offers a unique examination of the effects of numerous factors and forces on

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the field of labour law in this actively-changing region.

Labour Law & Industrial Relations in Great Britain gives you a broad understanding of British labour law covering all important aspects of both individual & collective employment relationships. This book is enhanced by a list of abbreviations, an index & appendices which include: Selected Bibliographies, Table of Cases, Table of Statutes & Table of Statutory Instruments & Orders of Council. This book is an offprint of the International Encyclopaedia for Labour Law & Industrial Relations .

Not all labour law and industrial relations scholars agree on the efficacy of the comparative approach – that the analysis of measures adopted in other countries can play a constructive role in national and local policy-making. However, the case deserves to be heard, and no better such presentation has appeared than this remarkable book, the carefully considered work of over 40 well-known authorities in the field from a wide variety of countries including Australia, France, India, Israel, Peru, Poland, and South Africa. The volume contains papers delivered at a conference sponsored by the Marco Biagi Foundation at the University of Modena and Reggio Emilia in March 2008.

Industrial Relations and Labour Laws, 6th Edition

Comparative Labour Law Principles and Methods
Industrial Relations Inindustrialized Market

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Economies

Advancing Theory in Labour Law and Industrial Relations in a Global Context

Liber Amicorum in Honour of Professor Marco Biagi

Labour Law and Industrial Relations in the United States of America

Paperback. This book addresses the question whether the phenomenon of globalization represents a challenge to existing scientific theories in the fields of labour law and industrial relations. Are these theories still able to perform their vital tasks, i.e. to grasp the meaning and impact of changes in the world of work, organization and law? How should we perceive 'globalization'? The book contains a collection of original theoretical perspectives from American, Canadian and European labour law and industrial relations scholars, crossing borders between these disciplines and reflecting on a research agenda for the future.

It cannot be denied that in recent decades, for many if not most people, work has become unstable and insecure, with serious risk and few benefits for workers. As this reality spills over into political and social life, it is crucial to interrogate the transformations affecting employment relations, shape research agendas, and influence the policies of national

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and international institutions. This single volume brings together thirty-nine scholars (both academics and experienced industrial relations actors) in the fields of employment relations and labour law in a forthright discussion of new approaches, theories, and methods aimed at ameliorating the world of work. Focusing on why and how work is changing, how collective actors deal with it, and the future of work from different disciplinary angles and at an international level, the contributors describe and analyse such issues and topics as the following: new forms of social protection and representation; differences in the power relations of workers and political dynamics; balancing protection of workers' dignity and promotion of productivity; intersection of information technology and workplace regulation; how the gig economy undermines legal protections; role of professional and trade associations; workplace conflict management; lay judges in labour courts; undeclared work in the informal sector of the labour market; work incapacity and disability; (in)coherence of the work-related case law of the European Court of Justice; and business restructurings. Derived from a major conference held in Leuven in September 2018, the book offers an in-depth

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understanding of the changing world of work, its main transformations, and the challenges posed to classical employment relations theories and methods as well as to labour law. With its wide range of insights, analysis, and reflection, this unique contribution to the study of industrial relations offers an authoritative reference guide to scholars, policymakers, trade unions and business associations, human resources professionals, and practitioners who need to deal with the future of work challenges.

Labour Law Denmark deals with the sources of labour law, individual employment relationships, collective bargaining, remuneration, working conditions and dispute settlement. It provides advocates and administrators, management and labour, and especially students, with an overview of all aspects of Danish labour law, and, To some extent, Of its social, economic and political context.

Changing Industrial Relations & Modernisation of Labour Law

Labour Law and Industrial Relations in Italy

The International Journal of Comparative

Labour Law and Industrial Relations

The Changing Face of Labour Law and

Industrial Relations

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Glossary of Labour Law and Industrial Relations (with Special Reference to the European Union)

Comparativism is no longer a purely academic exercise but has increasingly become an urgent necessity for industrial relations and legal practitioners due To The globalisation of the economy, The massive introduction of new information technology, The growth of multinational enterprises And The impact of international and regional organizations aspiring to harmonize rules. the growing need for comprehensive, up-to-date and readily available information on labour law and industrial relations in different countries led To The publication of the International Encyclopaedia for Labour Law and Industrial Relations, In which almost 70 international and national monographs have been published thus far. This book goes a step further than the Encyclopaedia inasmuch as most of the chapters provide comparative and integrated thematic treatment. Our aim is to describe the salient characteristics and trends in labour law and industrial relations in the contemporary world. Encouraged by the warm reception of the first six editions, we hope that also the seventh edition will serve as a textbook and reference work to facilitate the task of teachers and students of comparative labour law and industrial relations. We hope, too,

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that the book will provide labour lawyers, HRM and industrial relations specialists with the necessary insights to cope with a world which is increasingly international.

The complexity of employment arrangements in various countries tends to make it difficult to understand them. Nevertheless, it is important to 'take stock' periodically, particularly from an internationally comparative perspective. This remarkable book is a giant step in that direction. It is especially valuable in the context of increasing globalisation. For each of nine key jurisdictions - the European Union, Germany, Sweden, United Kingdom, United States of America, Canada, New Zealand, Australia and Japan - experts present detailed information and analysis on key issues, shedding valuable light on trends in such specific areas of employment relations as the following: * atypical work and flexible work arrangements; * dispute settlement procedures such as negotiation, conciliation, mediation, arbitration and other forms of governmental or judicial intervention; * job security, anti-discrimination and gender equality; * recognition of unions and employers' associations and forms of employee representation; * how collective bargaining is regulated, whom the collective agreements cover and what they contain; * parental leave and childcare policy; * the capacity of individual agreements to override or not override

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collective agreements; * minimum wage levels; * overtime and shift work; and * paid leave entitlements. As a general framework, Part 1 offers an insightful summary of the underpinnings of current analysis of globalization, including discussion of the varieties of capitalism thesis, the divergence/convergence debate (with its models of bipolarization, clustering and hybridization), and elements of historical and political-economic path dependency in various cultures. The information gathered here furthers understanding of the increasing 'disconnect' between the prevailing institutional framework for employment relations and the sweeping changes that are taking place in the world of work. With this book's analysis, practitioners and policymakers will be able to overcome their dated assumptions and more effectively accommodate each others' interests in the face of the complex mix of continuity and change that they are confronting. The team of authors are experts in these countries. They are active in policy or legal analysis, business and/or scholarship.

Game Changers in Labour Law

Industrial Relations, Trade Unions, and Labour Legislation:

International Encyclopedia for Labour Law and Industrial Relations

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Challenges for Theory and Research in a Changing
World of Work