

The Global Labour Market

From Globalization to Flexicurity

65

Editor

Roger Blanpain

Guest Editor

Michele Tiraboschi

Contributors

Pablo Arellano Ortiz

Robert Arnkil

Henrik Bäckström

Aviad Bar-Haim

Susan Bisom-Rapp

Roger Blanpain

Alex de Ruyter

Germana Di Domenico

László Dux

Regina Konle-Seidl

Olusegun Oladeinde

Marius Olivier

Francesco Pastore

Daiva Petrylaite

Riani Rachmawati

Ekaterina Ribarova

Olga Rymkevitch

Leonardo Sforza

Dagmara Skupien

Michele Tiraboschi

Hiroaki Richard Watanabe

Stefan Zagelmeyer

Michael J. Zimmer



Wolters Kluwer
Law & Business

KLUWER LAW INTERNATIONAL

Summary of Contents

Notes on Contributors	xix
Introductory Remarks: Commemorating Marco Biagi <i>Michele Tiraboschi</i>	xxi
I. GLOBALIZATION	1
1. The End of Labour Law? <i>Roger Blanpain</i>	3
2. The End of Labour Law in the Global Workplace Context? A South and Southern African Response <i>Marius Olivier</i>	13
3. Global Capitalism and the Rise of Non-standard Employment: Challenges to Industrial Relations <i>Olusegun Oladeinde</i>	53
4. Decent Work with a Living Wage <i>Michael J. Zimmer</i>	61
5. Joblessness as a Major Challenge for Public Employment Services: Country Reports from Germany, Italy and Finland <i>Robert Arnkil, Germana Di Domenico and Regina Konle-Seidl</i>	81
6. The Role of Regional Organizations in the Protection of Migrant Workers' Rights <i>László Dux</i>	109
7. Multinationals and Unionism in Indonesia: Case Studies of Two Multinationals in Indonesia <i>Riani Rachmawati and Alex de Ruyter</i>	129

II. HUMAN RESOURCES MANAGEMENT	149
8. Globalization and Human Resource Management: A Quantitative Analysis with British Establishment-Level Data (WERS 2004) <i>Stefan Zagelmeyer</i>	151
9. Practices of Human Resource Management and Perceived Organizational Growth <i>Aviad Bar-Haim</i>	169
10. Trends and Perspectives on the Human Resource Function in Europe Emerging from the Second Pan-European HR Barometer 2006–07 <i>Leonardo Sforza</i>	181
11. Outsourcing of Labour and Promotion of Human Capital: Two Irreconcilable Models? Reflections on the Italian Case <i>Michele Tiraboschi</i>	187
III. FLEXICURITY	211
12. A Labour Market Regime beyond Flexicurity: Transicurity and Collective Job Transition Insurance on the Swedish Labour Market <i>Henrik Bäckström</i>	213
13. Employment and Education Policy for Young People in the EU: What Can New Member States Learn from Old Member States? <i>Francesco Pastore</i>	237
14. Politics of Labour Market Deregulation in Italy and Japan since the 1990s <i>Hiroaki Richard Watanabe</i>	255
15. Prospects for the Regulation of Temporary Agency Work at the EU Level <i>Olga Rymkevitch</i>	275
IV. EQUAL TREATMENT	293
16. Globalization, Equality and Non-discrimination: An Interdisciplinary Perspective from the US on Diversity Programming <i>Susan Bisom-Rapp</i>	295

V. INVOLVEMENT OF EMPLOYEES	309
17. Employee Involvement in the Labour Market in Bulgaria: Which Is the Way Forward after Accession to the EU? <i>Ekaterina Ribarova</i>	311
18. The Right of Civil Servants to Collective Bargaining: The Case of Lithuania <i>Daiva Petrylaitė</i>	329
19. The Influence of European Union Law on Employees' Involvement in Poland <i>Dagmara Skupień</i>	345
VI. SOCIAL SECURITY	361
20. The Private Pensions System – Critique Based on the Chilean Case <i>Pablo Arellano Ortiz</i>	363