

1. Record Nr.	UNINA9910495184403321
Titolo	The collective dimensions of employment relations : interdisciplinary perspectives on workers' voices and changing workplace patterns // editors, Tindara Addabbo [et al.]
Pubbl/distr/stampa	Cham, Switzerland : , : Palgrave Macmillan, , [2021] ©2021
ISBN	3-030-75532-0
Descrizione fisica	1 online resource (364 pages) : illustrations (black and white)
Disciplina	658.315
Soggetti	Industrial relations
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Intro -- Contents -- Editors and Contributors -- List of Figures -- List of Tables -- 1 Introduction -- Part I The Collective Dimensions of Employment: A Taxonomy -- 2 Challenges for Workers' Participation -- Introduction -- The Variety of Systems of Workers Participation -- The Advantages of Workers' Participation -- The Approach of the European Union -- The Preconditions of Workers' Participation -- The Need for Workers' Participation Bigger Than Ever -- Does Workers' Participation Have a Future? -- Conclusion -- References -- 3 Trade Unions, Employers' Association and the Law -- Introduction -- Trade Unions and Employers' Associations, What's in a Name? -- The Acquisition of Legal Personality -- The Issue of Representativeness -- Interactions with and Between Trade Unions and Employers' Associations -- Interactions Between Trade Unions and Employers -- Interactions Between Trade Unions and Workers' Representatives not Related to the Trade Unions -- Conclusion -- References -- 4 Organization as Collective Rule-Making -- Introduction -- Interdependence -- Coordination -- Interpreting Coordination: Alternative Options -- Beyond the Fiction -- References -- 5 The Collective Dimensions of the Employment Relationship: Ways Beyond Traditional Views -- Dimensions Is Not a Typo -- Beyond the "Fiction": The 'Inescapable Workers' Participation' in the Relational Perspective -- The Prescriptive Perspective, Its Demands, and Some Solutions --

References -- Part II The Collective Dimensions and Workplace Organisation -- 6 Does Control Change Nature in Industrial Digital Work? A Secondary Analysis of the 1991-2015 European Working Conditions Surveys -- Introduction -- Theoretical Framework -- Control Based on Actual Direct Surveillance -- Control Based on the Possibility of Direct Surveillance -- Controlled Autonomy (and Internalized Control).

Research Methodology -- Data Sources -- Cases and Variables

Selection -- Data Analysis -- Discussion and Conclusions --

References -- 7 Neoliberal Conceptions of the Individual in Labour Law

-- Introduction -- The Neoliberal Subject -- The Liberal Firm -- The

Neoliberal Firm -- The Neoliberal Subject and Neoliberal Rationality --

The Neoliberal Subject in Labour Law -- Modelling the Individual

on the Corporation -- Replacing Labour with Human Capital: Choosing

Working Times -- Time as Capital -- Skill -- Discretion as Autonomy

-- Blurring Production and Reproduction -- Reimagining Business

Activity and Entrepreneurialism -- Liberal Rationality and Business

Activity -- Neoliberal Business Activity and Indifference to Institutional

Context -- A Contrast for Emphasis -- Neoliberal Rationality

and Means-Ends Logic -- Over-Contractualization -- Conclusion --

References -- 8 Is the Structure of Employee Representation

Institutions in Europe Adapted to the Economic Transformations?

Analysis and Proposals from the Spanish Case -- Background: New

Production Structures, Same Worker Representation Bodies? --

European Legislative Shortcomings: The Spanish Case as Example --

Alternatives to Be Found in the European Context: In Particular,

the French Model -- Proposals to Increase Employee-Elected

Representation Coverage and to Improve Its Effectiveness -- References

-- Part III Challenges and Perspectives for the Collective Dimensions

of Employment: National Focuses -- 9 The Right to Strike: The ILO

and ECHR Legal Frameworks and the Potential Non-compliance

with Those Standards of the New Swedish Legislation -- Introduction

-- Background -- The Swedish Trade Union Movement Between

Pluralism and Lack of Competition Among Different Unions -- The

Industrial Conflict in the Goteborg Harbour -- The Law

on the Limitation of the Right to Strike.

The Right to Strike in the Context of the ILO Clash of 2012 Between

the Employers and Workers' Groups -- The Links Between Right

to Strike and Freedom of Association in the ECtHR Case Law -- The

Swedish Reform in the Light of the Legal Constraints Stemming

from the ILO and the European Convention of Human Rights --

Conclusion -- References -- 10 'Prova di Solidarieta': How Effectively

are Unions and Emerging Collective Worker Representatives Responding

to New Business Models in Australia and Italy? -- Introduction --

Comparing the Landscape: Trade Unions, Labour Law and New Business

Models in Australia and Italy -- Trade Union Organisation and the Legal

Framework for Worker Representation -- Italy -- Australia -- Adoption

of New Business Models -- Italy -- Australia -- Assessing

the Effectiveness of Collectivist Responses to New Business Models --

Union and Emerging Collectivist Responses in Australia and Italy: A New

Model of Solidarity for the Changing World of Work? -- Overview --

Collective Bargaining/Attempts to Negotiate Collective Agreements --

Italy -- Australia -- Assessment -- Union Lobbying to Obtain

Improvements in Regulatory Framework -- Italy -- Australia --

Assessment -- Litigation to Challenge Particular Business Models --

Italy -- Australia -- Assessment -- Self-Organisation/Spontaneous

Worker Protests -- Australia -- Assessment -- Conclusions --

References -- 11 Explaining Failures of Social Dialogue Building

in Eastern Europe -- Introduction -- Strengthening of Social Dialogue in CEE -- Social Dialogue Institution Building via Political Reforms -- Europeanization Through Capacity Building and Dissemination of Social Standards -- The Baltic Extremes -- Why Should Employers Be Motivated in Social Dialogue? -- Multi-employer Bargaining and the Competitiveness of Baltic Exports -- Baltic Exports -- Competitiveness of Baltic Exports. Conclusion -- References -- 12 New Challenges for the Collective Representation of Platform Workers in Russia and China -- Introduction -- Shared Economy: Gig Drivers and Couriers -- Russia -- China -- Legal Status of Platform Workers -- Russia -- China -- Trade Unions and Gig Workers -- Russia -- Couriers' and Gig Drivers' Protests -- China -- Conclusion -- References -- 13 Evidence from Monitoring on Tax Incentives on the Performance Related Pay in Italy -- Introduction -- Measures for Labour Productivity in Decentralized Bargaining -- Evolution of Productivity Measures in Decentralized Bargaining -- The Integration by Company, Size, Industry and Region -- Problems of Measurability of Performance Increases and Choices Made by Companies -- New Features in the Installation of Concession Measures: The Incremental Nature and Verifiability of Target Values -- Objectives and Criteria for Measuring Performance Bonuses -- Performance Indicators -- Conclusions -- References -- Index.

Sommario/riassunto

This edited volume explores the old and new collective dimensions of employment relations. It examines specific challenges stemming from new forms of work of the digital and sharing economy, such as measurement, monitoring, assessment, and remuneration of work, the protection of work-life balance, the impact of new technologies on health and safety, the adaptation of occupational skills to new work processes, and the responses to the digital restructuring of undertakings. It addresses a series of questions such as how the representational action of unions and works councils can adapt to the challenges posed by new production systems and whether the legislative framework needs to be reformed to ensure that digital workers enjoy the right to collective representation. This important collection offers readers a renewed theoretical perspective and justification of the role that the dialogue between workers (representatives) and companies could play in an increasingly complex world of work.
