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Nota di contenuto	Cover; Half title page; Title page; Copyright information; Preface; CONTENTS; Introduction; 1. Mass layoffs and worker displacement: Overview of the Problems; 1.1 Definitions of terms; 1.2 Extent and impact of worker displacement; 1.3 Overview of worker displacement problems; 1.4 Problems worker displacement creates for communities; 1.5 What communities can do to prevent worker displacement or minimize its impact; 2. Organize your community to help employers strengthen their businesses and avert layoffs; 2.1 Restructuring and layoffs: some fallacies of business life 2.2 Reasons for enterprises to restructure 2.3 Community business retention/layoff aversion strategies; 2.4 Organize your community to retain businesses and avert layoffs; 2.5 Steps communities can take and tools that can be used to retain businesses and avert layoffs; 2.6 Steps to start a community business retention/layoff aversion program; ACTION MODULE: Steps to start a community business retention/layoff aversion program; 3. Assess your community's ability to respond quickly and effectively to worker displacement events 3.1 The importance and role of early warning networks, rapid response and industrial adjustment specialists 3.2 Using rapid response worker adjustment programs in North America and Hungary; 3.3 Assess your community's rapid response worker adjustment and economic renewal

needs and capacity; ACTION MODULE: Community worker adjustment needs and rapid response readiness checklist; 4. Steps IA Specialists take to set up worker adjustment programs and organize reemployment assistance committees to help displaced workers obtain services and find jobs

4.1 Role and functions of the reemployment assistance committee (RAC) in worker adjustment programs 4.2 Steps IA specialists take to start and manage a worker adjustment program in a community; ACTION MODULE: Steps to start a rapid response worker adjustment program; 5. Set up a worker assistance resource center (WARC) to provide service to displaced workers; 5.1 Role of the IA specialist and the RAC in setting up a WARC; 5.2 Layout and function of WARCs; 5.3 Worker adjustment services and the WARC; 6. Economic renewal strategies and tools communities can use to preserve and create jobs 6.1 Community assessment and planning for economic renewal 6.2 Using community assessment and planning to facilitate economic renewal in Hungary; 6.3 Should your community undertake economic renewal?; Appendix A: Work-Sharing: An Alternative to Lay Off; Appendix B: Supplementary training modules and resource materials; Appendix C: List of Acronyms; Back cover

Sommario/riassunto

This guide is an update to the 2001 Guide to worker displacement that was published as a response to the Asian financial crisis. The Guide, drawing on experience primarily in North America and during the transition process in Central and Eastern Europe, explores how enterprises, communities and workers can respond to the financial crisis and how to reduce potential job losses. This includes possible strategies for averting layoffs and promoting business retention by communities, enterprise managements and workers' association. The guide is primarily for use in industrialized and transition cou
