

Sarah Ashwin and Simon Clarke

# RUSSIAN TRADE UNIONS AND INDUSTRIAL RELATIONS IN TRANSITION



# Russian Trade Unions And Industrial Relations In Transition

**Michel E. Domsch, Tatjana Lidokhover**



## **Russian Trade Unions And Industrial Relations In Transition:**

**Russian Trade Unions and Industrial Relations in Transition** S. Ashwin, S. Clarke, 2002-11-14 Many commentators expected the Russian trade unions to collapse along with the system of which they were an integral part but the trade unions survived the storms of the Yeltsin era by adopting a strategy of social partnership This book based on case study and survey research in eight Russian regions provides a detailed account of the development of trade unionism in Russia since the collapse of the soviet system Against the background of the role of the trade unions in the soviet system the book reviews the political role structure and functions of the trade unions development of social partnership at federal and regional levels and provides a detailed account of the activity of the trade unions at the level of enterprise The book concludes with a critical assessment of the Russian unions strategy of social partnership and locates it in comparative perspective     **Trade Union Revitalisation** Craig Phelan, 2007 A comprehensive introduction to the state of trade unionism in the world today Leading labour scholars discuss the health of the trade union movement the present political and economic climate for trade union advancement the dominant revitalisation strategies and future prospects for each nation     Comparative Employment Relations in the Global Economy Carola Frege, John Kelly, 2013-07-24 Employment Relations is widely taught in business schools around the world Increasingly however more emphasis is being placed on the comparative and international dimensions of the relations between employers and workers It is becoming ever more important to comprehend today's work and employment issues alongside a knowledge of the dynamics between global financial and product markets global production chains national and international employment actors and institutions and the ways in which these relationships play out in different national contexts This textbook is the first to present a cross section of country studies including all four BRIC countries Brazil Russia India and China alongside integrative thematic chapters covering all the important topics needed to excel in this field The textbook also benefits from the editors and contributors experience as leading scholars in Employment Relations The book is an ideal resource for students on advanced undergraduate and postgraduate comparative programmes across areas such as Employment Relations Human Resource Management Political Economy Labour Politics Industrial and Economic Sociology Regulation and Social Policy     Changing Industrial Relations & Modernisation of Labour Law Marco Biagi, 2003-01-01 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 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     *The International Handbook of Labour Unions* Gregor Gall,Adrian Wilkinson,Richard Hurd,2011-01-01 This insightful Handbook examines how labour unions across the world have experienced and responded to the growth of neo liberalism Since the 1970s the spread of neo liberalism across the world has radically reconfigured the relationship between unions employers and the state The contributors highlight that this is the major cause and effect of union decline and argue that if there is to be any union revitalisation and return to former levels of influence then unions need to respond in appropriate political and practical ways Written in a clear and accessible style the Handbook examines unions efforts to date in many of the major economies of the world providing foundations for understanding each country Policymakers analysts academics researchers and advanced students in employment industrial and labour relations as well as political economy will find this unique Handbook an important resource to understanding the contemporary plight and activity of labour unions     *Industrial Relations in China* Bill Taylor,Kai Chang,Qi Li,2003-01-01 This enlightening book provides the first systematic introduction to and exploration of the emerging system of industrial relations in China and draws on the authors extensive research and direct involvement in the developments taking place The authors argue that there are both unifying and fragmenting elements to the ongoing development of industrial relations but overall it is one in which the state continues to maintain a major and direct influence Divisions between workers and managers may be escalating with increased open conflicts but this book reveals that the picture is far more complex and contradictory than to assume that the solution is convergence with western style industrial relations systems They conclude that industrial relations institutions and processes still act within a political context and with the guiding hand of the Chinese Communist party     **Human Resource Management in Russia** Michel E. Domsch,Tatjana Lidokhover,2017-11-30 Investigating Human Resource Management issues in Russia this volume looks at the current state of Human Resource practice within Russian enterprises its various problems and possible solutions Following a detailed introduction into the current economic developments taking place in Russia the book examines the new role of the HR department in Russian enterprises and the influence of national politics on HR practice The book also discusses key HRM issues such as recruitment and selection training and development payment and compensation before surveying the various HR problems encountered by multinational companies working in Russia     **Adapting to Russia's New Labour Market** Sarah Ashwin,2004-08-02 Economic reform in post Soviet Russia created not only a devastating decline in living standards but also widespread insecurity and uncertainty This book is the first to analyse the situation from a gendered perspective shedding new light on the way in which Russians are coping with the transformation of the labour market The book examines gender differences in responses to economic reform and considers the implications of these for the labour market outcomes

and wider well being of men and women during transition Based on original research carried out by an experienced team of sociologists the book analyses the journeys of 240 men and women through the turbulent Russian labour market of 1999-2001 It includes chapters on the way gender norms inherited from the Soviet era have influenced responses to transition sex segregation and discrimination in the labour market gender differences in work orientations and behaviour who benefits from networks which life events are most likely to initiate downward economic trajectories

**Consent and Control in the Authoritarian Workplace** Martin Krzywdzinski, 2018-02-13 Today a large proportion of the world's states are under authoritarian governments These countries limit participation rights both in the political sphere and in the workplace At the same time they have to generate consent in the workplace in order to ensure social stability and prevent the escalation of conflicts But how do companies generate consent given that employee voice and interest representation may be limited or entirely absent Based on a review of research literature from sociology organizational psychology and behavioural economics this book develops a theory of consent generation and distinguishes three groups of consent producing mechanisms socialization incentive mechanisms and participation and interest representation It presents an empirical analysis of how these mechanisms work in Russian and Chinese automotive factories and shows how socio cultural factors and labour regulation explain the differences between both countries regarding consent and control in the workplace The book contributes to two research debates First it examines the generation of consent in the workplace a core topic of the sociology of work and organization Its particular focus is on consent generation in authoritarian societies Secondly the book contributes to the debate about the reasons for the completely different trajectories of post communist Russia and China The book provides an empirical analysis that explains the different work behaviours of employees in both countries and links the micro level of the workplace and the macro level of institutions and organizational cultures

**Globalizing International Human Resource Management** Chris Rowley, Malcolm Warner, 2013-09-13 This edited book in twelve chapters covers a wide range of regional and national cultures as well as perspectives exploring how these might shape both theory and practice in the field of international human resource management

**State and Society in Post-Socialist Economies** J. Pickles, 2008-01-17 *State and Society in Post Socialist Economies* focuses on the reform economies of post socialist Europe It looks at how various projects of communism that emerged in have been and are still being dismantled and recomposed by alternative visions institutions and practices of capitalist market economies and democratic polities

**Trade Unions in China** Tim Pringle, 2011-03-09 This book focuses on how the All China Federation of Trade Unions ACFTU is reforming under current conditions and demonstrates that labour unrest is the principal driving force behind trade union reform in China

**The Oxford Handbook of Employment Relations** Adrian Wilkinson, Geoffrey Wood, Richard Deeg, 2014-03 This Handbook is a comparative treatment of employment relations providing frameworks and empirical evidence for understanding trends in different parts of the world

**Change in Putin's Russia** Simon Pirani, 2009-11-06 This is an investigation into the

interaction of power money and people in Russia during the presidencies of Vladimir Putin and Dmitry Medvedev Profiling Putin s team including his security services and pro market economic reformers Simon Pirani argues that the growth during the oil boom was one sided The gap between rich and poor widened Now the boom is over this problem has only grown As well as explaining Russia s economic trajectory the book provides a unique account of the social movements that are working against an increasingly authoritarian government to change Russia for the better [The Social Question in the Twenty-First Century](#) Jan Breman,Kevan Harris,Ching Kwan Lee,Marcel van der Linden,2019-07-30 A free open access ebook is available upon publication Learn more at [www.luminosoa.org](http://www.luminosoa.org) Want disease ignorance squalor and idleness first recognized together in mid nineteenth century Europe these are the focus of the Social Question In 1942 William Beveridge called them the giant evils while diagnosing the crises produced by the emergence of industrial society More recently during the final quarter of the twentieth century the global spread of neoliberal policies enlarged these crises so much that the Social Question has made a comeback The Social Question in the Twenty First Century maps out the linked crises across regions and countries and identifies the renewed and intensified Social Question as a labor issue above all The volume includes discussions from every corner of the globe focusing on American exceptionalism Chinese repression Indian exclusion South African colonialism democratic transitions in Eastern Europe and other phenomena The effects of capitalism dominating the world the impact of the scarcity of waged work and the degree to which the dispossessed poor bear the brunt of the crisis are all evaluated in this carefully curated volume Both thorough and thoughtful the book serves as collective effort to revive and reposition the Social Question reconstructing its meaning and its politics in the world today **Human Rights in Russia** Mary McAuley,2015-03-20 Today Russia and human rights are both high on the international agenda Since Putin returned to the presidency in 2012 domestic developments from Pussy Riot to the release of Khodorkovsky and Russia s global role especially in relation to Ukraine have captured world wide attention It is therefore an appropriate moment to see how human rights activism functions inside Russia Since 1991 when the Russian Federation became an independent state hundreds of organisations have sprung up across the country championing different causes with varying strategies and successes The response of the authorities has varied from being supportive or indifferent to openly hostile Public support has been lukewarm Mary McAuley here analyses the development of human rights activism in Russia from the emergence of the new organisations in 1991 to the recent political attacks on the community and its response While the book focuses on the new human rights community in post Soviet Russia it also illuminates larger issues of politics and society in a post communist state and a changing global environment Both past and present play their part the legacy of seventy years of Soviet rule and of a more distant Russian past the size and multi ethnic composition of this huge country the impact of moving to a market economy attempts to introduce democracy the significance of western aid and expertise as well as Russia s place in the international sphere Based on archival research and practical experience working in the Russian human rights community

Mary McAuley provides a clear and comprehensive analysis of the progress made by human rights organisations in Russia and the challenges which will confront them in the future

**Authoritarian Modernization in Russia** Vladimir Gel'man, 2016-08-12 Post Communist Russia is an instance of the phenomenon of authoritarian modernization project which is perceived as a set of policies intended to achieve a high level of economic development while political freedoms remain beyond the current modernization agenda or are postponed to a distant future Why did Russia unlike many countries of post Communist Europe pursue authoritarian modernization after the Soviet collapse What is the ideational agenda behind this project and why does it dominate Russia's post Communist political landscape What are the mechanisms of political governance which maintain this project and how have they adopted and absorbed various democratic institutions and practices Why has this project brought such diverse results in various policy arenas and why have the consequences of certain policies become so controversial Why despite so many controversies shortcomings and flaws has this project remained attractive in the eyes of a large proportion of the Russian elite and ordinary citizens This volume intended to place some of these questions on the research agenda and propose several answers encouraging further discussions about the logic and mechanisms of the authoritarian modernization project in post Communist Russia and its effects on Russia's politics economy and society

*Parties, Trade Unions and Society in East-Central Europe* Michael Waller, Martin Myant, 2022-12-30 Originally published in 1994 this volume analyses the relationship between political parties and trade unions in Poland the Czech Republic Slovakia Hungary and Bulgaria Political parties had high visibility in the changes that took place in Eastern Europe during the 1980s and early 1990s Far less visible were the developments in the trade union sphere where the old mass organizations of the communist period now independent were joined by newly formed organizations and both played a central role in politics

*Workers and revolution in Serbia* Martin Upchurch, Darko Marinkovic, 2016-05-16 This book offers a refreshing new analysis of the role of workers both in Tito's Yugoslavia and in the subsequent Serbian revolution against Milošević in October 2000 The authors argue that Tito and the Communist leadership of Yugoslavia saw self management as a modernising project to compete with the West and as a disciplining tool for workers in the enterprise The socialist ideals of self management were subsequently corrupted by Yugoslavia's turn to the market The authors then move on to examining the central role of ordinary workers in overthrowing the nationalist regime of Milošević and present an account which runs contrary to many descriptions of labour weakness in post Communist states Organised labour should be studied as a movement in and of itself rather than as a passive object of external forces Two labour movement waves have emerged under post Communism the first an expression of desire for democracy the second as a collaboration and clientelism A third wave against the ravages of neoliberalism is only just emerging

*Russia and Its Constitution* Gordon B. Smith, Robert Stewart Sharlet, 2008 How is the Russian Constitution ratified in 1993 being implemented today A team of distinguished scholars assesses the promise and the realities of Russian constitutionalism in a number of critical areas

## Unveiling the Energy of Verbal Artistry: An Emotional Sojourn through **Russian Trade Unions And Industrial Relations In Transition**

In a global inundated with displays and the cacophony of quick communication, the profound power and emotional resonance of verbal beauty often disappear in to obscurity, eclipsed by the continuous assault of noise and distractions. Yet, located within the musical pages of **Russian Trade Unions And Industrial Relations In Transition**, a interesting work of literary beauty that pulses with fresh emotions, lies an remarkable journey waiting to be embarked upon. Written by way of a virtuoso wordsmith, this enchanting opus guides readers on a mental odyssey, softly exposing the latent potential and profound affect embedded within the delicate web of language. Within the heart-wrenching expanse of the evocative evaluation, we can embark upon an introspective exploration of the book is main styles, dissect their fascinating publishing fashion, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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