

PUBLIC SERVICE EMPLOYMENT RELATIONS IN EUROPE

Transformation, modernization or inertial



STEPHEN BACH, CORENCE BORDOONS, CHOSEPPE DELEA BOCCA AND DAME WINCHESTER



Kerstin Hamann

Public Service Employment Relations in Europe Stephen Bach,1999 Written and edited by some of the country s primary authorities on public sector industrial relations this outstanding book provides an up to date analysis of the restructuring of public service employment relations in six European countries **Public Service Employment Relations** in Europe Stephen Bach, Lorenzo Bordogna, Giuseppe Della Rocca, David Winchester, 2005-08-16 Written and edited by some of the country's primary authorities on public sector industrial relations this outstanding book provides an up to date analysis of the restructuring of public service employment relations in six European countries The Transformation of **Employment Relations in Europe** Jim Arrowsmith, Valeria Pulignano, 2013-09-11 Since the 1980s the process of European economic integration within a wider context of globalization has accelerated employment change and placed a new premium on flexible forms of work organization. The institutions of employment relations specifically those concerning collective bargaining between employers and trade unions have had to adapt accordingly The Transformation of Employment Relations focuses not just on recent change but charts the strategic choices that have influenced employment relations and examines these key developments in a comparative perspective A historical and cross national analysis of the most important and controversial issues explores the motivation of the actors the implementation of change and its evolution in a diverse European context The book highlights the policies and the role played by different institutional and social actors employers management trade unions professional associations and governments and assesses the extent to which these policies and roles have had significant effects on outcomes This comparative analysis of the transformation of work and employment regulation within the context of a guarter century timeframe has not been undertaken in any other book But this is no comparative handbook in which changes are largely described on a country by country basis but instead The Transformation of Employment Relations is rather focused thematically As Europe copes with a serious economic crisis understanding of the dynamics of work transformation has never been more important Public Sector Employment Regimes Karin Gottschall, Bernhard Kittel, Kendra Briken, Jan-Ocko Heuer, Sylvia Hils, Sebastian Streb, Markus Tepe, 2015-10-29 This book explores the extent to which a transformation of public employment regimes has taken place in four Western countries and the factors influencing the pathways of reform It demonstrates how public employment regimes have unravelled in different domains of public service contesting the idea that the state remains a model employer Handbook of Public Administration B Guy Peters, Jon Pierre, 2007-05-23 The past two decades have been marked by a period of substantial and often fundamental change in public administration Critically reflecting on the utility of scholarly theory and the extent to which government practices inform the development of this theory the Handbook of Public Administration was a landmark publication which served as an essential guide for both the practice of public administration today and its on going development as an academic discipline The Concise Paperback Edition provides a selection of 30 of the original articles in an

accessible paperback format and includes a new introduction by B Guy Peters and Jon Pierre It is an essential point of reference for all students of public administration Public Service Management and Employment Relations in Europe Stephen Bach, Lorenzo Bordogna, 2016-07-07 Has there been a transformation of public service employment relations in Europe since the crisis Public Service Management and Employment Relations in Europe examines public service employment relations after the economic crisis including analysis of more than thirty years of public service and workforce reform and addresses the interplay between an emerging post crisis public service sector and the consequences for the state employers and trade unions in core public services Written by leading national experts this book places the economic crisis in a longer timeframe and examines how far trends in public sector employment relations were reinforced or reversed by the crisis It provides an up to date analysis of the restructuring of public service employment relations in 12 major European countries including analysis of little studied central and Eastern European countries This book will be vital reading for researchers academics and PhD Students in the fields of Public Management Public Administration Employment Relations Employment Relations in Outsourced Public Services Anna Mori,2019-07-27 and Human Resource Management Examining the consequences of the outsourcing of public services this book explores the transformation of working conditions employment relations and the role of the state under marketisation strain It places these developments in a wider framework that incorporates the legacy of the national models of public administration and employment relations regimes in the public sector Adopting a comparative perspective by focusing on Italy Denmark and Britain the author investigates and questions the influential interpretation of a spreading neo liberal trajectory in public service working conditions and employment relations and reveals significant diversity across countries mediated by national institutional configurations Discussing the interplay between the austerity agenda in the aftermath of the financial crisis and the swelling of outsourcing practices in public services this book responds to the scholarly call for an integrated approach towards institutions and actors A valuable read for researchers examining human resource management labour studies and public administration this book provides a comprehensive overview of employment relations in outsourced public services **Strategic Choices in** Reforming Public Service Employment C. Dell'Aringa, G. Della Rocca, B. Keller, Giuseppe Della Rocca, 2001-09-25 Although many industrialized countries have had to face the same political and economic pressures in reforming their public sectors there have been different reactions and a diversity of solutions to the emerging problems This book examines the most significant initiatives targeted towards the restructuring of public sector employment relations in countries belonging to the Organization for Economic Cooperation and Development The contributors focus on national and local governments and health education and social services The first section provides an up to date analysis of six European countries The second part considers the USA Canada New Zealand Australia and Japan The SAGE Handbook of Public Administration B Guy Peters, Jon Pierre, 2012-08-16 The original Handbook of Public Administration was a landmark publication the first to provide

a comprehensive and authoritative survey of the discipline The eagerly awaited new edition of this seminal international handbook continues to provide a complete review and guide to past and present knowledge in this essential field of inquiry Assembling an outstanding team of scholars from around the world the second edition explores the current state of the art in academic thinking and the current structures and processes for the administration of public policy The second edition has been fully revised and updated with new chapters that reflect emerging issues and changes within the public sector Identifying the Antecedents in Public Performance Bureaucratic Politics Strategy Structure and Policy Dynamics Comparative Administrative Reform Administrative Ethics Accountability through Market and Social Instruments Federalism and intergovernmental coordination A dominant theme throughout the handbook is a critical reflection on the utility of scholarly theory and the extent to which government practices inform the development of this theory To this end it serves as an essential guide for both the practice of public administration today and its on going development as an academic discipline The SAGE Handbook of Public Administration remains indispensable to the teaching study and practice of public administration for students academics and professionals everywhere

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A Research Agenda for Work and Employment Stephen Procter, 2024-06-05 A Research Agenda for Work and Employment critically analyses forthcoming developments and pressing issues within employment studies By exploring crucial questions on changing employer demands and new forms of employment it addresses the core topics shaping this fascinating area of business studies today Working for the State S. Corby, G. Symon, 2011-10-03 This book examines the impact of public sector reforms and reorganisations on the experiences of the UK public sector's six million workers and those employed in the private sector but providing public services Chapters bring long standing topics up to date such as worker representation and reward International and Comparative Employment Relations Greg J. Bamber, Russell D. Lansbury, Nick Wailes, 2004-03-27 Earlier editions of this text have become the standard reference for a worldwide readership of practitioners in governments companies and unions and students This revised edition analyzes employment relations in the UK USA Canada Australia Italy France Germany Sweden Japan and Korea Research Handbook of Comparative Employment Relations Michael Barry, Adrian Wilkinson, 2011-01-01 Besides a well written introduction by the two editors the book presents seventeen other chapters some by well known writers on the subject or related social sciences This is a substantial resource book for scholars and students of comparative ER especially for those who look towards the evolution of ER in the new economic world that is in formation and in a comparative perspective the book contains intellectually stimulating analyses of employee relations realities across the globe Scholars belonging to different disciplinary perspectives from which ER has been studied in the past will also find in it a good reference material of comparative analyses

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models public private relations also including health care local governance and professional policy networks In the second part networks are discussed from the perspective of information technology Among several presentations the authors analyse challenges and applications of new technology in public administration ICT networks in social networks and also reforms and improvements of new technology The accent is on how IT is bringing new patterns into the public administration of different countries The Yearbook demonstrates that a discussion of networks is a rather new and fresh way of thinking about the role of public sector authorities in society reforms of hierarchical structures in public agencies and e governance applications at all levels of government The Politics of Industrial Relations Kerstin Hamann, 2012-02-20 As unions in most other industrialized democracies continue to decline unions in Spain have been able to regain and maintain strength despite unfavorable institutional political and economic conditions The Politics of Industrial Relations provides a comprehensive analysis of Spanish unions from the Franco dictatorship until the present It builds on industrial relations comparative politics and political economy literature to investigate the trajectory of Spanish unions. The book analyzes unions as political actors that is their interaction and involvement with governments political parties and nationwide policy making processes to explain why Spanish unions appear in some ways as atypical in West European comparison The development of Spanish unions and industrial relations is framed in a historical institutionalist approach while also taking into account globalization and Europeanization processes Using the case of the Spanish transition to democracy the book demonstrates that the historical sequencing of institutional reforms in the political and industrial relations arenas holds significant and long lasting consequences for the nature of unions and labor relations. The book concludes that by understanding unions as political actors the history of Spanish unionism and industrial relations institutions is more easily accommodated than looking at unions as industrial actors alone Comprehensive in its theoretical scope and empirical depth The Politics of Industrial Relations presents Spain as an anomaly and thus as a test case for a multitude of theories developed in the political economy Trade Unions and Democracy Geoffrey Wood, 2017-09-29 Trade Unions and and industrial relations literatures Democracy explores the role of trade unions as products of and agents for democracy As civil society agents unions may promote democracy within the wider society especially in the case of authoritarian regimes or other rigid political systems by acting as watchdogs and protecting hard won democratic gains Established democratic institutions in many advanced societies are facing new challenges The problem with using trade unions for this purpose is that they remain locked in a cycle of political marginalization and decline Beyond this there are ironically serious questions about whether unions themselves internally function as democracies Certainly there are tensions between rank and file membership and an authoritarian leadership with this infighting having possible effects on strategic deals or alliances and member accountability and actions On the other hand trade unions continue to represent a significant component of society within most industrialized countries and in many case they have a demonstrated capacity for working with other elements of civil society Looking forward trade

unions may be able to play a vital role in channeling and focusing spontaneous popular upsurges In the process they may revitalize themselves through use of greater internal democracy and become geared toward more diverse constituencies The question is will they fulfill this promise or continue to suffer from internal breakups and external breakdowns Can trade unions save themselves and democracy or will both deteriorate in time Trade Unions and Democracy brings together a distinguished panel of leading and emerging scholars in the field and provides a critical assessment of the current role of trade unions in society It explores their capacity to affect political policies to ensure greater accountability and fairness It also explores the nature of and extent to which internal representative democracy actually operates within trade unions themselves Mark Harcourt is a professor in the Department of Strategic Management and Leadership at Waikato University in New Zealand

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