

Wild Capitalism, Privatisation and Employment Relations in Serbia

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Abstract

We examine the phenomenon of wild capitalism under Post Communist transformation. Many commentators on post Communist transformation focus their attention on dysfunctional corporate governance and the deleterious consequences of liberalisation on business ethics. Poor business ethics and bad corporate governance may be a consequence of labour exploitation for comparative advantage, and the abandonment of party authority. This allowed rapacious rent-seeking by a minority well placed to benefit from the newly de-regulated regime. A by-product is a burgeoning informal economy encouraged by insider dealing of privatised state assets. State regulation, where it exists, is often ignored. Employment relations are fragmented, with state-owned enterprises retaining some form of collective regulation, while newly privatised enterprises seek to marginalise union activity.

Privatisation And Employment Relations

**Greg J. Bamber, Russell D
Lansbury, Nick Wailes**



Privatisation And Employment Relations:

Privatization and Employment Relations Julia O'Connell Davidson, 1993-01 Deals with the restructuring and changing pattern of employment relations in one of Britain's newly privatized water companies The text analyzes the impact of privatization on work organization and employment relations using the water industry as a case study to explore general principles

Privatization of Public Services Christoph Hermann, Jörg Flecker, 2013-02-15 Public services throughout Europe have undergone dramatic restructuring processes in recent years in connection with liberalization and privatization While evaluations of the successes of public services have focused on prices and efficiency much less attention has been paid to the impacts of liberalization and privatization on employment labor relations and working conditions This book addresses this gap by illustrating the ways in which liberalization has contributed to increasing private and foreign ownership of public services the decentralization of labor relations has amplified pressure on wages and decreasing employment numbers and increasing workloads have improved productivity partly at the cost of service quality Examining diverse public service sectors including network industries public transportation and hospitals and using international case studies Privatization of Public Services covers a wide range of aspects of service provision with particular emphasis on companies and workers The result is a unique picture of the changes created by the liberalization processes in Europe

Industrial Relations in the Privatised Coal Industry Emma Wallis, 2018-02-06 This title was first published in 2000 This book describes and accounts for the patterns of industrial relations which have emerged in the UK coal industry since privatization in 1994 In so doing it also addresses wider issues relating to industrial relations and ownership Labour relations practices currently evident within the industry are compared with those which prevailed during the final years of nationalization and a series of case studies demonstrates that both continuity and change are visible Whilst continuity with the patterns of labour relations established during the final decade of public ownership is shown to have had negative implications for organized labour within the industry however the changes associated with privatization are demonstrated to have been a more ambivalent force This book concludes that privatization has had a significant influence upon industrial relations within the industry and that organized labour has in general been detrimentally affected by these developments

Privatisation and Employment Relations Kalaya Chinatiworn, 1997

Employment Relations in Outsourced Public Services Anna Mori, 2019-07-27 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 The Politics of Privatisation and Trade Union Mobilisation Pablo Ghigliani,2010 This is a comparative study of how workers and their unions respond to privatisation Drawing upon research from a variety of disciplines the author examines the push toward privatisation in diverse national settings its profound impact on organised labour and the often innovative responses of workers and their unions in the affected industries By means of a detailed analysis of the privatisation of the electricity industries in the United Kingdom and Argentina and the various initiatives of workers and their trade unions in these two countries this book offers an engaging comparative case study that sheds new light on key issues in contemporary labour studies the strategic choices available to workers and their organisations when faced with the radical restructuring of their industries the types of resources available to trade unions and how they are mobilised and the impact of widespread worker unrest on their organisations This book also provides fresh insight into the use of mobilisation theory in the field of labour studies The author employs mobilisation theory to make sense of worker and trade union responses to privatisation and he argues that this theoretical framework can be useful for cross national comparisons **Privatising Public Prisons** Amy Ludlow,2015-03-26 Successive UK governments have pursued ambitious programmes of private sector competition in public services that they promise will deliver cheaper higher quality services but not at the expense of public sector workers The public procurement rules most significantly Directive 2004 18 EC often provide the legal framework within which the Government must deliver on its promises This book goes behind the operation of these rules and explores their interaction with the Transfer of Undertakings Protection of Employment Regulations 2006 TUPE regulations that were intended to offer workers protection when their employer is restructuring his business The practical effectiveness of both sources of regulation is critiqued from a social protection perspective by reference to empirical findings from a case study of the competitive tendering exercise for management of HMP Birmingham that was held by the National Offender Management Service NOMS between 2009 and 2011 Overall the book challenges the Government s portrayal of competition policies as self evident sources of improvement for public services It highlights the damage that can be caused by competitive processes to social capital and the organisational cultural and employment strengths of public services Its main conclusions are that prison privatisation processes are driven by procedure rather than aims and outcomes and that the complexity of the public procurement rules coupled with inadequate commissioning expertise and organisational planning can result in the production of contracts that lack aspiration and are insufficiently focused upon improvement or social sustainability In sum the book casts doubt upon the desirability and suitability of using competition as a policy mechanism to improve public

services **The Routledge Companion to Employment Relations** Adrian Wilkinson, Tony Dundon, Jimmy Donaghey, Alexander Colvin, 2018-05-11 Comprising five thematic sections this volume provides a critical international and interdisciplinary exploration of employment relations It examines the major subjects and emerging areas within the field including essays on institutional theory voice new actors precarious work and employment Led by a well respected team of editors the contributors examine current knowledge and debates within each topic offering cutting edge analysis and reflection The Routledge Companion to Employment Relations is an extensive reference work that offers students and researchers an introduction to current scholarship in the longstanding discipline of employment relations It will be an essential addition to library collections in business and management law economics sociology and political economy

Industrial Relations Trevor Colling, Mike Terry, 2010-09-07 This revised edition of Industrial Relations Theory and Practice follows the approach established successfully in preceding volumes edited by Paul Edwards The focus is on Britain after a decade of public policy which has once again altered the terrain on which employment relations develop Government has attempted to balance flexibility with fairness preserving light touch regulation whilst introducing rights to minimum wages and to employee representation in the workplace Yet this is an open economy conditioned significantly by developing patterns of international trade and by European Union policy initiatives This interaction of domestic and cross national influences in analysis of changes in employment relations runs throughout the volume The Impact of Privatization and Economic Restructuring on Employment Relations Nejib Belhedi, 2001 *Privatization and Supply Chain Management* Andrew Cox, Lisa Harris, David Parker, 2005-08-08 This book brings together two of the hottest issues in current management thinking the impact of privatization on the performance and behaviour of the companies involved and the increasingly important role of purchasing and supplier relationships The notion that efficiency is improved with privatization is critically examined The authors examine whether privatized organizations have recognized the importance of the procurement role and developed both their procurement functions and supplier relationships so as to enhance competitiveness Grounded in economic theory and providing rich case study material this volume makes a major contribution to an increasingly important area It will be of interest to students and researchers in economics business and management studies *Privatisation and Labour Restructuring* Gopal Ganesh, 2008 On privatisation and labour restructuring in India and Sri Lanka **The Privatization of Israel** Amir Paz-Fuchs, Ronen Mandelkern, Itzhak Galnoor, 2018-05-03 The book is the first to cover all areas of privatization in Israel and one of the first to do so in general including state infrastructure immigration policy land health education welfare regulation and policy design As such it offers a comprehensive volume for students policy makers and scholars interested in the economic sociological political and legal perspectives of a major policy trend that has changed the face and character of the modern state In addition it is a vital contribution to those who have an interest in changes in Israeli society politics and economy **International and Comparative Employment Relations** Greg J Bamber, Russell D

Lansbury,2020-07-25 The most comprehensive and authoritative comparative analysis of employment relations Thomas Kochan Massachusetts Institute of Technology United States breaks new ground as an integrated account of the forces shaping employment relations William Brown University of Cambridge United Kingdom Established as the standard reference for a worldwide readership of students scholars and practitioners in international agencies governments companies and unions this text offers a systematic overview of international employment relations Chapters cover the United Kingdom United States Canada Australia Italy France Germany Denmark Japan South Korea China and India Experts examine the context of employment relations in each country economic historical legal social and political They consider the roles of the major players employers unions and governments They outline the processes of employment relations collective bargaining and arbitration consultation and employee involvement Topical issues are discussed non unionised workplaces novel forms of human resource management labour law reform multinational enterprises networked organisations differences between Asian and Western companies small and medium sized enterprises migrant workers technological change labour market flexibility and pay determination This sixth edition is fully revised with an emphasis on globalisation and comparative theories including concepts of convergence It offers a new framework for varieties of capitalism in the Introduction and concludes with an insightful account of the forces shaping employment relations in the world economy

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 Emerging Themes in International Management of Human Resources Philip Benson,2010-06-01 *Emerging Themes in International Management of Human Resources* is the third volume in the *Research in Organizational Analysis* series This volume investigates important human resource management HRM issues within an international context The papers in this volume provide insight into several HRM areas First the international context s effects on management knowledge transfer privatization of traditionally governmental services and the relation between social capital and organizational diversity is considered The second part of this volume is concerned with the issue of staffing in international organizations with special emphasis on HRM selection and termination practices for the cross national company Third women s issues in the international firm are explored Gender issues such as flexible work arrangements and the role of culturally defined gender egalitarian values on role differences among women and men managers are investigated Finally the volume explores the issues of expatriation and repatriation among firms The role of psychological contracts in supporting successful expatriate experiences how repatriate support practices influence repatriate organizational commitment turnover intentions and career success and an investigation of repatriation as sense making process are discussed This volume provides a good basis for understanding how HRM practices are affected by cross cultural differences

and provides insight into best HRM practices for the international organization

Privatising State-Owned Enterprises

An Overview of Policies and Practices in OECD countries OECD,2003-11-18 This report contributes to the dissemination of information on OECD privatisation methods and techniques It primarily draws upon information that has accumulated during the course of the life of the OECD Privatisation Network and its outreach activity

Legal Aspects of Privatisation

Bulent Seven,2002 The main aims of this thesis are as follows a To present a comprehensive analysis of the concept of privatisation its origins and limits b To identify the legal and institutional framework for privatisation in different European countries from a comparative perspective c To define and analyse particularly legal issues which arise during the privatisation transactions e g labour law competition law etc d To evaluate which features of the successful legal and organisational framework of privatisation have been successful so as to provide guidelines for those individuals and organisations participating in the privatisation exercises This work found out that there is no simple internationally applicable recipe for privatisation various legal methods and techniques can be used to privatise state owned enterprises Because each country has different circumstances it is impossible to provide a unique model for privatisation each country needs to design its own model according to its circumstances Privatisation is an essential but insufficient element for structural economic reform in the economy and society Privatisation is not a panacea it is not the solution to every economic and administrative problem selling an enterprise to the private sector does not mean an end to all problems Also privatisation is not an overnight process or a magic touch it will be a lengthy process Furthermore a decision that something can be privatised does not mean that it should be privatised In that context privatisation is not good or bad it is an economic and social instrument If it is well designed it may bring substantial benefits to the economy and society In many countries many state owned enterprises particularly the ones which are financially weak have still not been privatised This finding revealed that the privatisation process will be in the political and economic agenda for at least few more decades

Employment

Relations Amie Shaw,Ruth McPhail,Susan Ressler ,2018-01-01 Overview This is the second edition of the well regarded local text Employment Relations This new edition takes an even more practical approach to a complex area considering both the industrial regulation and human resources dimensions of the employment relationship As well as providing a comprehensive guide to employment relations in Australia the text also offers a selective international comparative view on the management of the employment relationship The text explains and emphasises the real world connections between the important theories of industrial relations and human resources which are key components of the employment relations discipline The overarching aim is for students to gain a deeper understanding of the World of Work through the discipline of Employment Relations

The Official History of Privatisation, Vol. II David Parker,2013-06-19 This is Volume II of Professor Parker's authoritative Official History of Privatisation covering the period from the re election of Margaret Thatcher in 1987 to the election of Tony Blair in 1997 Volume II considers in detail several of the major privatisations including those of airports steel

water electricity coal and the railways as well as a number of smaller ones Each privatisation involved major challenges in terms of industrial restructuring organising successful sales and in a number of cases establishing effective regulatory regimes The policy evolved and new methods of selling and regulating were put in place that enabled further disposals to occur Monolithic nationalised industries with their emphasis on the benefits of economies of scale vertical integration and rationalisation were replaced by industrial structures rooted in the importance of commercial management risk taking and competition In government departments and parts of the National Health Service direct employees were replaced by private contractors and private investment became a characteristic of public infrastructure in the form of PFI PPP schemes This study draws heavily on the official records of the British government to which the author was given full access and on interviews with the leading figures involved in each of the privatisations including ex ministers civil servants business and City figures as well as academics that have studied the subject This book will of great interest to students of privatisation British political history and of business and economics in general

Unveiling the Power of Verbal Beauty: An Emotional Sojourn through **Privatisation And Employment Relations**

In some sort of inundated with screens and the cacophony of quick interaction, the profound energy and mental resonance of verbal beauty often fade into obscurity, eclipsed by the constant barrage of noise and distractions. Yet, nestled within the musical pages of **Privatisation And Employment Relations**, a captivating work of fictional brilliance that impulses with natural thoughts, lies an memorable trip waiting to be embarked upon. Written by a virtuoso wordsmith, this enchanting opus instructions visitors on a mental odyssey, lightly exposing the latent potential and profound impact stuck within the complex web of language. Within the heart-wrenching expanse with this evocative evaluation, we shall embark upon an introspective exploration of the book is key styles, dissect their interesting publishing type, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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Privatisation And Employment Relations Introduction

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