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The Nordic Labour Relations Model: Labour Law and the Trade Unions in the Nordic Countries-Today and Tomorrow

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Nordic Labour Relations Model

Daniel Fleming, Christer Thörnqvist



Nordic Labour Relations Model:

The Nordic Labour Relations Model Niklas Bruun, 1992 Examines the main characteristics of the labour relations systems in the Nordic countries except Iceland Labour union movement has a great impact on these systems due to high rates of affiliation among workers and this text presents new aspects on the Nordic model for labour relations

The future of Nordic labour law: Facing the challenges of changing labour relations Jenum Hotvedt, Marianne, Videbæk Munkholm, Natalie, Aradóttir Pind, Dagný, Westregård, Annamaria, 2020-10-09 Available online <https://pub.norden.org/temanord2020/534> Is labour law in the Nordic countries prepared to meet future challenges or is there a need for adjustments and renewal These questions form the backdrop for the analysis in this report The Nordic systems of labour law are built on a binary divide between employees and the self employed As a main rule employees are protected by labour law while self employed are not and the employer is responsible for complying with the legal framework If future labour relations make it harder to assess whether a worker is an employee or self employed and to decide who is the employer this might undermine the efficiency of labour law regulations The report analyzes the adaptability of the legal framework and points at strengths and weaknesses Furthermore the study discusses how the identified challenges can be addressed by suggesting avenues for legal development and reform The report is the concluding analysis of Pillar VI in the project Future of Work Opportunities and Challenges for the Nordic Models NFoW funded by the Nordic Council of Ministers

The Future of the Nordic Model of Labour Relations Bernt Schiller, Knut Venneslan, Hans Ågotnes, Niklas Bruun, Ruth Nielsen, Dennis Töllborg, 1994

Nordic Management-Labour Relations and Internationalization Daniel Fleming, Christer Thörnqvist, 2003

Sammanfattning *EU Industrial Relations V. National Industrial Relations* Mia Rönnmar, 2008-01-01 1996 concerning the posting of workers in the framework of the provision of services Official Journal L 18 of 21 January 1997 pp 1-6 Directive 2006/123/EC of the European Parliament and of the Council of 12 December 2006 on services in the internal market Official Journal L 376 of 27 December 2006 pp 36-68 Judgement of the European Court of Justice Laval un Partneri Ltd v Svenska Byggnadsarbetareförbundet Case C-341/05 2007 ECR I-000 Judgement of the European Court of Justice International Transport Workers Federation v Viking Line ABP Case C-438/05 2007 ECR I-000 Table of cases from the European Court of Justice Index

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

Social Law and Policy in an Evolving European Union Josephine Shaw, 2000-12-18 Social law and policy have been moving increasingly into the mainstream of the European Union In recent years there have been important changes to the Treaty framework for enacting social policy bringing the role of the social partners to the fore New Treaty provisions for adopting discrimination legislation have highlighted the potential role of the EU in combatting aspects of social exclusion and in challenging disturbing phenomena

such as racism and xenophobia Social policy is increasingly linked to the emerging notion of Union citizenship The arrival of the single currency in 1999 is now matched by a more pro active EU level policy on employment and the labour market The analyses in this collection address these and other questions against the backdrop of the longstanding controversies over the nature and scope of EU social policy including the UK's opt out from certain provisions between 1993 and 1997 and the ongoing debate about whether EU social policy has or should have a social or an economic rationale

Nordic Management Labour Relations and Internationalization, 2004 Abstract An important query for the book Nordic Management Labour Relations and Internationalization is whether there has been any convergence towards the American or AngloSaxon neoliberal model for managementlabour relations or not model which is rather hostile to corporative industrial relations in general and trade unions in particular The result however is that although private and public management have introduced different flexibility reforms and international human resource management HRM models in all Nordic countries the strong managementunion cooperation has remained relatively intact both centrally and locally Contrary to many other countries unions and employees have often been positive to competence development participation and flexible assignments which were part of unions codetermination policy of the 1970s aiming for workers to act as equal partners The book covers different aspects and themes of the global influence on Nordic working life A theoretical introduction to convergence versus divergence regarding industrial relations and Nordic managementlabour relations Influence of international HRM policies in Nordic multinational companies and on national IR systems studied in four chapters in Norway in Sweden in Malaysia and Singapore in European Works Councils Flexibility strategies and consequences for industrial relations in Sweden Individualization of salaries in the Danish public sector Industrial relations and occupational health and safety Increasing malefemale employee difference regarding IR strategies

Making Human Rights Intelligible Mikael Rask Madsen, Gert Verschraegen, 2013-03-20 Human rights have become a defining feature of contemporary society permeating public discourse on politics law and culture But why did human rights emerge as a key social force in our time and what is the relationship between rights and the structures of both national and international society By highlighting the institutional and socio cultural context of human rights this timely and thought provoking collection provides illuminating insights into the emergence and contemporary societal significance of human rights Drawn from both sides of the Atlantic and adhering to refreshingly different theoretical orientations the contributors to this volume show how sociology can develop our understanding of human rights and how the emergence of human rights relates to classical sociological questions such as social change modernisation or state formation Making Human Rights Intelligible provides an important sociological account of the development of international human rights It will be of interest to human rights scholars and sociologists of law and anyone wishing to deepen their understanding of one of the most significant issues of our time

Regulating Workplace Risks David Walters, R. Johnstone, Kaj Frick, Michael Quinlan, Geneviève Baril-Gingras, Annie Thébaud-Mony, 2011-01-01 State

of the art research into the state of the art of occupational health and safety management and inspection Its authors provide a warts and all assessment of the possibilities and limits of regulating health and safety in an increasingly challenging environment A must read for anyone concerned about improving workplace health and safety in the new world of work Eric Tucker York University Canada This book long in gestation provides a profound analysis of the challenge to labour inspection of regulating OHS through a focus on management systems Its detailed analysis of 5 disparate countries is a treasure trove of research providing a rich opportunity for learning across jurisdictions It provides a masterly dissection of the increasingly complex competitive and pared down context of globalisation and then challenges it Recording some successes but more shortcomings it is food for deep reflection by inspectorates and politicians internationally Andrew Hale Hastam UK and Emeritus Professor Delft University The Netherlands Despite the complaints of neo liberal ideologists about the burden on business this book argues that there is no justification for reduced regulation and regulatory surveillance of health and safety at work Drawing on analyses of the role played by labour inspection in Australia Sweden Canada France and the UK the authors provide a timely examination of the contemporary organisational and other challenges it faces with particular reference to the inadequacy of self regulation and the rise of systematic occupational health and safety management Theo Nichols Cardiff University UK An impressively broad and sophisticated study of a critical aspect of OHS regulation This is the best socio legal analysis available of the contexts strategies and practices involved in inspection of approaches to managing health and safety in the face of change Neil Gunningham Australian National University Canberra Regulating Workplace Risks is a study of regulatory inspection of occupational health and safety OHS and its management in five countries Australia Canada Quebec France Sweden and the UK during a time of major change It examines the implications of the shift from specification to process based regulation in which attention has been increasingly directed to the means of managing OHS more systematically at a time in which a major restructuring of work has occurred in response to the globalised economy These changes provide both the context and material for a wider discussion of the nature of regulation and regulatory inspection and their role in protecting the health safety and well being of workers in advanced market economies With its comparative nature and empirical studies this book will appeal to OHS policy makers and regulators all over the world as well as students in the field of occupational health and safety regulation internationally

Making Women Count
Kylie Stephen, 2018-02-05 This title was first published in 2000 Drawn from an international research project this study provides evidence of efforts to make law and policy making truly inclusive and discusses whether success or failure depends on the nature of the procedure or the legal and social context The book contains six case studies detailing national practice in promoting equality between the sexes and a series of general chapters which evaluate the effectiveness of individual equality strategies and the factors which contribute to their success or failure The contributors analyze the contribution of the European Union in promoting gender equality in Europe and particular emphasis is placed on gender mainstreaming and

how this strategy might be developed *Nordic Neoliberalisms* Jenny Andersson,Chris Howell,2025-04-08 Drawing on a cross disciplinary perspective from history and social science this book examines what is common to neoliberalism and where it differs in four Nordic countries across four key sectors of liberalization capital markets labor markets industrial relations and the welfare state Assessing its scope and forms the actors involved processes and mechanisms and how it has been experienced by citizens and consumers the book offers accounts of the historical antecedents of neoliberalism in the Nordics as well as studies of it as lived experience through a fundamentally transformed relationship between citizens and the market and between welfare and the state It asserts that neoliberalism both shapes and adapts to the political economic terrain into which it is introduced to form a hybrid relationship of market ideology with distinct indigenous political cultures and political institutions This book is of key interest to scholars and students of Nordic studies neoliberalism political economy and more broadly to contemporary modern history sociology comparative politics European History and the welfare state The Open Access version of this book available at www.taylorfrancis.com has been made available under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4 0 license *Making Law Work* Mattias Burell,Marina Svensson,2011-04-30 By studying law implementation in different areas and at different levels contributors from various disciplines give a nuanced picture of law implementation in China showing that it is rare to find examples of complete success or failure Instead making law work in actual practice and in any society is a matter of degree The study is multidisciplinary in character and builds on insights from both sociology of law and political science Collective Bargaining in Labour Law Regimes Ulla Liukkunen,2019-10-02 This book addresses the theme of collective bargaining in different legal systems and explores legal framework of collective bargaining as well as the role of different bargaining models in domestic labour law systems in altogether twenty one jurisdictions throughout the world Recent development of collective bargaining regimes can be viewed as part of a larger development of labour law models that face increasing challenges caused by globalization and transition of work and workplaces The book places particular emphasis on identifying and examining most important development trends affecting domestic labour law regimes and collective bargaining and regulatory responses thereto The analysis offered extents to transnational dimension of collective bargaining As the chapters analyse the influence of the legal frameworks of collective bargaining in different countries they provide unique comparative insight into the topic which is central to understanding the function of labour law **Privacy@work** Frank Hendrickx,Elena Gramano,David Mangan,2023-06-12 The right to privacy is a fundamental right Along with the related right to personal data protection it has come to take a central place in contemporary employment relations and shows significant relevance for the future of work This thoroughly researched volume which offers insightful essays by leading European academics and policymakers in labour and employment law is the first to present a thoroughly up to date Europe wide survey and analysis of the intensive and growing interaction of workplace relations systems with developments in privacy law With abundant

reference to the EU's General Data Protection Regulation the case law of the European Court of Human Rights and the work of the International Labour Organisation the book proceeds as a series of country chapters each by a recognised expert in a specific jurisdiction Legal comparison is based on a questionnaire circulated to the contributors in advance Each country chapter addresses the national legal weight of such issues and topics as the following interaction of privacy and data protection law legitimacy purpose limitation and data minimisation transparency role of consent artificial intelligence and automated decision making health related data including biometrics and psychological testing monitoring and surveillance and use of social media A detailed introductory overview begins the volume The research for this book is based on a dynamic methodology founded in scientific desk research and expert networking Recognising that the need for further guidance for privacy at work has been demonstrated by various European and international bodies this book delivers a signal contribution to the field for social partners practitioners policymakers scholars and all other stakeholders working at the crossroads of privacy data protection and labour law

International Human Resource Management Michael Dickmann,Chris Brewster,Paul Sparrow,2016-02-19 International Human Resource Management provides a concise overview of the rich HR landscape in Europe to help students develop cutting edge people management approaches The innovative multi disciplinary approach of the book provides a holistic picture of the key issues on the individual organizational and societal levels The book is divided into three parts Part I explores the institutional and economic contexts that organizations face in different European countries This section goes beyond exploring issues of diversity to include a discussion of the impact of the recent financial crisis Part II concentrates on the key challenges and trends facing HR including an aging population migration and sustainability and analyzes the unique and inventive ways these are addressed in different countries across Europe Part III focuses on the fundamental HR areas recruitment and selection performance management and rewards employment relations global careers and so forth and the ways in which these policies and practices are shaped by the European Union With broader coverage the latest thinking in the field and cutting edge cases examples and insights this book will prove a highly valuable resource for students researchers and practitioners working in human resource management and international business

The Future of Work in the Nordic countries: Opportunities and Challenges for the Nordic Working Life Models Alsos, Kristin,Dølvik, Jon Erik,2021-05-06 Available online <https://pub.norden.org/temanord2021/520> Major changes in technology economic contexts workforces and the institutions of work have ebbed and flowed since well before the first industrial revolution in the 18th century However many argue that the changes we are currently facing are different and that the rise of digitalized production will entirely transform our ways and views of working In this collaborative project funded by the Nordic Council of Ministers researchers from the five Nordic countries have studied how the ongoing transformations of production and labour markets associated with digitalization demographic change and new forms of employment will influence the future of work in the Nordic countries

Associative Governance in Scandinavia Anker Brink

Lund, Haldor Byrkjeflot, Søren Christensen, 2024-02-15 This edited volume explores a variety of aspects of associative governance providing detailed case studies of associations and associational governance in Scandinavia Theoretically developing a concept and approach of associative governance the book sheds light on a dynamic way of perceiving associative aspects of community and commercial life that has been hitherto underexplored and undertheorized It shows how governance by associations may be conducted not only bottom up by self organized and voluntary participation but also top down by authoritative incorporation through government and not least in multifarious interstices in between By exploring a vibrant panoply of dimensions of associative governance empirically grounded in historical analyses of a wide range of organizational repertoires the book may provide novel insights into the significant role of associative governance in Scandinavia over the past two centuries Finally it provides research based knowledge about how to maintain good political and economic institutions in the future and a more holistic and dynamic approach to the literature on The Nordic model The book will be of key interest to scholars and students of Nordic and Scandinavian studies history sociology political science marketing social policy organization theory and public management The Open Access version of this book available at www.taylorfrancis.com has been made available under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4.0 license

Social Policy and the Eurocrisis Georg Menz, Amandine Crespy, 2015-10-12 In this study an international and multidisciplinary team take stock of the promise and shortfalls of Social Europe today examining the response to the Eurocrisis the past decade of social policy in the image of the Lisbon Agenda and the politics that derailed a more Delorsian Europe from ever emerging

Employment Privacy Law in the European Union Catarina Castro, 2002 This book contains the national reports and a comparative synthesis regarding the employment privacy law in the European Union It reflects the background research that has been undertaken to prepare a European study conducted with the support of the European Commission DG Employment and Social Affairs The main purpose of this research has been to undertake a comparative study in the European Union on the issue of the protection of workers personal data more in particular concerning the case of surveillance and monitoring The study has focused on the situation in the various Member States of the European Union and has aimed to focus on the extent of the Member State laws and guidelines in this area on whether such laws or existing guidelines adequately protect the worker and on suggestions or recommendations or appropriate guidelines that would ensure suitable protection for the worker in relation to his or her monitoring and surveillance by the employer The research has been undertaken under the supervision of the editor with the cooperation of the contributors who are all specialists in the field of employment privacy Each expert has prepared a country study regarding the situation in the relevant Member State The national research activities have resulted in a general discussion at a closed expert meeting on 4 and 5 October 2001 organised at the Law Faculty of the University of Leuven Belgium During this seminar country surveys have been further explained and discussed and policy options or suggestions have been looked upon in the examined field of

study The comparative overview departs from the horizontal approach of comparativism This means that it integrates all relevant information regarding Member States horizontally throughout the general theme and its appropriate subthemes Contributions to this book are made by C Castro X C V squez M Colucci M Forde A H land T Homan A Johansson L Kanellos J Kristiansen N Melzer G Morris S Nerbonne A von Koskull

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