

Marco Biagi

# Quality of Work and Employee Involvement in Europe



# Quality Of Work And Employee Involvement In Europe

**Germana Di Domenico, Silvia Spattini**



## **Quality Of Work And Employee Involvement In Europe:**

*Quality of Work and Employee Involvement in Europe* Marco Biagi, 2002-08-28 The eighteen essays in this volume concentrate on the issues surrounding workers participation the area of industrial relations uppermost in Marco Biagi's thinking at the time of his assassination in March 2002 The trend toward ever greater employee involvement in managerial decisionmaking has been growing in Europe for over a decade to a significant extent as a result of Biagi's work From the start he clearly discerned that the key to quality of work was worker participation This book stands not merely as a homage but as evidence that Biagi's assassination will not affect the progress he was making In what amounts to an integrated series of recommendations for further European legislation on workers participation in industrial relations the authors analyse and evaluate the following experience gained from implementation of the European Works Council Directive and the European Company Statute Directive implications of the new Directive on Information Consultation in National Undertakings and of the European Forum on the Financial Participation of Workers and experience in a variety of national contexts including those of Japan Italy France Belgium the United Kingdom Germany Russia Poland and Slovenia In the final analysis employee involvement when it is a genuine commitment on the part of all stakeholders is seen as a sharing of cultural values that successfully reconciles efficiency and social justice Those who believe this is a goal worth achieving for reasons both economic and social will recognize in this book an immensely valuable contribution

*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 quarter 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

*The Changing Face of European Labour Law and Social Policy* Alan C. Neal, 2004-01-01 In the realm of European employment law tension exists between the concepts of economic policy and

social policy During recent years a growing tendency to emphasize the economic at the expense of the social can be discerned What this trend gives us in the views of the leading figures in the field of European labour law and social policy whose considered analyses are presented in this volume is a regime of grand declarations about workers rights but with extremely limited enforcement potential i The Changing Face of European Labour Law and Social Policy presents some of the papers given at a series of colloquia sponsored by the Employment Law Research Unit at the University of Warwick in early 2002 In its assessment of the forces at work in European employment law today these commentaries examine significant initiatives and issues including problems arising in the context of the Nice Charter delivering equality at the workplace under the new EU legal framework the crisis facing workers participation in practice the prospects for trans national collective bargaining employment related aspects of human rights under the ECHR and attempts to establish effective protections in relation to the working environment Invaluable appendices include a report as presented by the late Marco Biagi of a high level group on reform of the European labour market the text of the Social Policy Agenda as approved at the Nice Summit of 2000 and the Commission s scoreboard on the implementation of the Social Agenda as of 2002 With its down to earth analysis of the current status of the floor of rights in the European work environment The Changing Face of European Labour Law and Social Policy will be of inestimable value to all practitioners and scholars seeking to improve the quality of life for Europe s working population and the quality of regulation at the disposal of those charged with confronting the new challenges to social policy resulting from the radical transformation of Europe s economy and society

*Selected Writings* Marco Biagi,2003-01-01 The Selected Papers in this volume written over a period of some 20 years represent just a small part of Marco Biagi s scientific writings and are reprinted here with a view to showing the range depth and originality of his research work While many of his papers dealing with labour relations issues in the Italian context were published in Italian Marco s long association with Johns Hopkins University and Dickinson College along with his close links with the leading scholars in comparative labour law and industrial relations not just in the member states of the European Union but also in many other countries including Japan were of fundamental importance for his work and as a result he chose to publish many of his most thought provoking papers in English What emerges from a reading of these papers is the integrity and consistency of his thinking themes that appear in his early work such as industrial democracy employee participation training for flexibility the role of small and medium sized enterprises and innovative strategies for creating new jobs and improving the quality of work are further developed in the later years He always wrote with a sharp eye on changes in the labour market arising from economic social and political developments such as most recently the introduction of the single currency and always with a view to extending the benefits of employment opportunities beyond the existing limits His ideas will continue to play an influential role in thinking about employment issues for many years to come

**New European Approaches to Long-term Unemployment** Germana Di Domenico,Silvia Spattini,2008-01-01 This ground breaking book

presents incisive studies by sixteen leading academics labour policymakers employment services professionals and employment researchers from Italy the United Kingdom Spain Germany Belgium and Poland The articles provide an excellent overview of employment services experience throughout the EU and demonstrate that careful application of active labour market measures can produce positive results in combating long term unemployment Notable for its emphasis on the proven power of cooperation among various stakeholders in reducing unemployment New European Approaches to Long Term Unemployment will be a welcome resource for employment services both public and private other public labour and employment organisations and employers as well as to academics lawyers and other interested professionals Provided by publisher

EU Collective Labour Law ter Haar, Beryl, Kun, Attila, 2021-12-09 This unique book offers a comprehensive systematization and overview of the EU s emerging *acquis* and practice of Collective Labour Law Although the core aspects of Collective Labour Law lie outside the EU s competence to regulate the laws and industrial relations systems of Member States are undoubtedly influenced by the EU and the involvement of Social Partners i e representatives of employers and workers is essential for many aspects of EU law and 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

*Research in Personnel and Human Resources Management* John E. Baur, Anthony R. Wheeler, M. Ronald Buckley, Jonathon R. B. Halbesleben, 2019-07-15 This volume written by thought leaders in the field of human resources management focuses on human resources branding innovation and creativity in HRM high involvement work systems work home boundary permeability the emerging concept of grit and data visualization issues in human resources management

The Changing Institutional Face of British Employment Relations Linda Dickens, Alan C. Neal, 2006-01-01 Employment protection in Britain once seen as resting on collective bargaining supported by public policy has increasingly come to be framed in terms of individual legal rights enforceable before judicial forums such as employment tribunals This dramatic shift towards juridification of the individual employment relationship has not only contributed towards significant changes to the institutional landscape of employment relations in

Britain but also carries important implications for the future of employment law and regulation in the home of collective bargaining This comprehensive evaluation of current institutional reality and trends prepared to mark the 30th anniversary of the Advisory Conciliation and Arbitration Service Acas provides a unique look inside the key institutions of British employment relations Each contributor leading academics and senior practitioners all closely associated with particular institutions locates their institution in terms of purpose origins and context discusses its structure governance and composition and assesses its operation considering current challenges and future direction In the course of examining issues relating to institutional choice and roles the presentations offer contemporary views on the impact of decentralisation and the shrinking of collective bargaining decline in trade union membership and strength and the political effects of increasing global competition The influence of EU social policy initiatives upon British legislative policy is identified while attention is drawn to the consequences of an increased feminisation of the workforce along with an increasing incidence of non standard workers and continuing service sector growth Set alongside the evidence of decline in manufacturing restructuring of the public sector and the growth of the SME sector this volume demonstrates the remarkable pressures for change which have impacted upon the institutions of British employment relations over the past thirty years These essays offer an especially valuable mix of expert independent discussion along with personal insights gained from direct involvement in the operation of the key bodies As a much needed overview and basis for evaluation of the current institutional map of British employment relations as well as a contemporary consideration of lessons to be drawn from the changing institutional face of employment relations in Britain this book will be of inestimable value to policy makers and practitioners in the field as well as to students academics and more generally interested observers of the British experience

*Understanding the High Performance Workplace* Neal M. Ashkanasy, Rebecca J. Bennett, Mark J. Martinko, 2016-06-10 This book asks the crucial question When does high performance supervision become abusive supervision As more organizations push to adopt high performance work practices HPWP the onus increasingly falls on supervisors to do whatever it takes to maximize the productivity of their work teams In this rigorous research based volume international contributors offer insight into how and when seemingly beneficial workplace practices cross the line from motivation to abuse By reviewing critical issues in both high performance work practices and abusive supervision it illuminates the crossover between these two modes of work and forges a path for future scholarship

**The Collective Dimensions of Employment Relations** Tindara Addabbo, Edoardo Ales, Ylenia Curzi, Tommaso Fabbri, Olga Rymkevich, Iacopo Senatori, 2021-08-09 This edited volume explores the old and new collective dimensions of employment relations It examines specific challenges stemming from new forms of work of the digital and sharing economy such as measurement monitoring assessment and remuneration of work the protection of work life balance the impact of new technologies on health and safety the adaptation of occupational skills to new work processes and the responses to the digital restructuring of undertakings It addresses a series of questions such as how the representational

action of unions and works councils can adapt to the challenges posed by new production systems and whether the legislative framework needs to be reformed to ensure that digital workers enjoy the right to collective representation This important collection offers readers a renewed theoretical perspective and justification of the role that the dialogue between workers representatives and companies could play in an increasingly complex world of work      *Employment Policy and the Regulation of Part-time Work in the European Union* Silvana Sciarra,Paul Davies,Mark Freedland,2004-07-01 This book originates from the research project New discourses in labour law held at the European University Institute A detailed analysis of part time work regulation is presented for seven European countries in order to ascertain how internal domestic choices of the legislatures have merged into the Open method of co ordination The impact of European employment policies is considered in parallel with the implementation of the Directive on part time work thus providing a complete overview of both soft and hard law mechanisms available to national policy makers In this 2004 work the interaction between law and policy emerges as a dynamic and constantly changing process of exchange between national and supranational actors through the use of concrete examples of lawmaking Labour law is put forward as being central in the current evolution of European law and this centrality is presented as a confirmation of innovation and continuity in regulatory techniques

Legal Status of Sportsmen and Sportswomen Under International European and Belgian National and Regional Law

Roger Blanpain,2003-01-01 Underscoring the demonstrable illegality of the transfer system imposed by the International Federation of Football Associations FIFA this text describes in detail the complex ramifications of FIFA s rules in the lives of players revealing how their fundamental rights are systematically denied      **Human Resource Management in Europe** Chris Brewster,Wolfgang Mayrhofer,Michael Morley,2004 The essential book for developing and learning about European HR practice      *The Digital Economy and the European Labour Market* Maria Urbaniec,2022-07-21 With a focus on the European labour market this book seeks to understand how digital transformation affects changes in employee employer relations These consequences include shifts in job security and job flexibility as well as alternative work arrangements in the digital economy This phenomenon has both positive and negative implications for employees and employers The book presents a theoretical conceptual and empirical analysis of employment relations in the digital economy which are manifested among others in flexible or non standard forms of employment contract work and a radical shift from position based to skill based work The approach taken in the book provides researchers and students of economics business and other social sciences with an overview of interdisciplinary theoretical and conceptual perspectives and frameworks on labour market and employment relations In particular it presents a comprehensive range of research on flexible forms of employment in the digital economy The range of issues covered is also tailored to business practitioners who wish to understand the ongoing changes in employment relations and the emergence of new forms of work as a result of digital transformation It will also be of value to representatives of labour market institutions involved in implementing new forms of

work and employer employee relationships in Industry 4.0

**Invisible Hands, Invisible Objectives** Stephen F.

Befort, John W. Budd, 2009-06-01 The global financial crisis and recession have placed great strains on the free market ideology that has emphasized economic objectives and unregulated markets The balance of economic and noneconomic goals is under the microscope in every sector of the economy It is time to re think the objectives of the employment relationship and the underlying assumptions of how that relationship operates Invisible Hands Invisible Objectives develops a fresh holistic framework to fundamentally reexamine U S workplace regulation A new scorecard for workplace law and public policy that embraces equity and voice for employees and economic efficiency will reveals significant deficiencies in our current practices To create one the authors a legal scholar and an economics and industrial relations scholar blend their expertise to propose a comprehensive set of reforms tackling such issues as regulatory enforcement portable employee benefits training programs living wages workplace safety and health work family balance security and social safety nets nondiscrimination good cause dismissal balanced income distributions free speech protections for employees individual and collective workplace decision making and labor unions Invisible Hands Invisible Objectives is not just another book that sketches a reform agenda The book provides the much needed rubric for how we think about employment policy specifically but also economic policy more generally It is a must read in these most critical times

**Transforming European**

**Employment Policy** Ralf Rogowski, Robert Salais, Noel Whiteside, 2011 Since the mid 1990s the focus of European employment and social policy has shifted from protection to promotion This book provides a timely analysis of this new form of governance and the new forms of policy delivery and audit which accompany it The limitations of the current approach became particularly apparent during the financial crisis of 2008 and it has now reached a turning point The book offers a new coherent European reform agenda that views easing transitions in employment and promoting the development of individual and collective capabilities as cornerstones The contributing authors focus on vocational training life course policies reflexive labour law and social insurance from theoretical empirical and practical perspectives Transforming European Employment Policy will be of great benefit to policymakers as well as those researching or studying European law labour law industrial relations political science social policy or international business

**HRM in Europe** Wolfgang

Mayrhofer, Chris Brewster, Michael Morley, 2007-03-30 The increasing number of cross border alliances and mergers both within Europe and between Europe and other parts of the world have made it imperative for students of management to have a thorough understanding of the European context for human resource management HRM This book enables managers and students to become fluent in the many various environments approaches and practices that exist across Europe for managing human resources The text employs comprehensive comparable representative data collected longitudinally during the last decade and it also draws directly on the expertise of leading HRM scholars Entirely fresh analyses of HRM in Europe based on new and hitherto unpublished data are presented and this analysis is critically important for students researchers and also



for practitioners The book is divided into three parts concepts and theoretical issues trends in relation to these issues and comparisons between individual countries and summaries and conclusions on the issue of convergence and divergence

*EU Employment Law* Jeff Kenner, 2002-12-23 This book traces the evolution of European Union employment law and social policy from its essentially economic origins in the Treaty of Rome through to the emerging themes post Amsterdam coordination of national employment policies modernisation of social laws and combating discrimination Each stage of development of Community employment law and social policy is analysed in depth to give a sense of perspective to this fast changing field As the European Union seeks to meet the challenges of globalisation the need to develop social policy as a productive factor has come to the fore The author explains how the social economic and employment imperatives of European integration have always been intertwined and how the emergence of Community employment law from its hitherto twilight existence is best understood through an examination of consistent strands of policy development **Collective**

**Agreements and Individual Contracts of Employment** Micha? Sewery?ski, 2003-01-01 While it can be said that the use of collective labour agreements has greatly expanded during the last decade it is hard to deny that their power to protect employees has diminished considerably and continues to weaken An understanding of the factors that have contributed to this fundamental change in economic and social conditions is of crucial significance if we are to preserve an equitable balance in the employer employee relationship The eleven papers reprinted here were originally presented at the 16th Congress of the International Academy of Comparative Law held in Brisbane in July 2002 Each paper is organized around the following considerations for the particular country in question factors determining the role of collective agreements factors determining the regulatory power of collective agreements toward the employment contract factors limiting the regulatory power of collective agreements degree of freedom of the parties to shape the employment contract and future prospects for collective agreements as a means of regulating the employment contract Underlying issues of decentralization minimum standards decreasing unionization unemployment and the growing individualization of the employment contract are addressed by all the authors The countries covered are Australia Belgium Canada Quebec Greece Italy Japan The Netherlands Poland South Africa and Switzerland

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