Index

absenteeism
Brunei Darussalam 27
Canada 99
Mexico 194
Papua New Guinea 301
accident compensation
Canada 98–9
Mexico 209
Russia 485
Vietnam 579–80, 583, 587
Accident Compensation Corporation
(ACC), New Zealand 269
accident insurance, Vietnam 574
accident prevention programmes,
Canada 66
ADEC-ATC Labor Association for
Development, Peru 382
‘administrative days’, Chile 148
Administrative Statutes for Public
Employees, Chile 126
adult education
Mexico 187, 200
New Zealand 247, 264
Singapore 518, 519
Advanced Workers’ Certificate, Papua
New Guinea 304
advertising, recruitment
Brunei Darussalam 28
Canada 72
Chile 131
Mexico 195
New Zealand 260
Papua New Guinea 307, 308
Peru 360
Philippines 417
Russia 475
Singapore 513
Vietnam 575
age distribution, labour force
Canada 55–6
Mexico 181
age pensions see pensions
age profiles, labour force, Singapore
506–8
‘ageism’, New Zealand 241–2
Agenda 21, Philippines 435
agriculture sector
Brunei Darussalam 23, 25
Canada 49
Mexico 178–9
New Zealand 232, 233, 234, 244,
261
Papua New Guinea 290, 292–3, 301,
311, 317
Peru 344, 350
Philippines 392–3, 397, 406–7, 412,
427
Russia 458, 475, 482
Vietnam 545, 546–7, 552–3, 591
Agriculture Trade Union agency,
Vietnam 586
AIDS/HIV 361, 572, 585
Air Canada 51
Air Niugini, Papua New Guinea 287
air transport, Mexico 171
Alianza Electoral Unidad Nacional, Peru
341
Alliance for Chile 114
all-cash wage, Papua New Guinea 304,
316
Amalgamated Union of Public
Employees (AUPE), Singapore
535
America’s Cup, effects on New Zealand
economy 233, 238
analysis of human resource management
issues/trends 604–10
Andean Community 346
annual leave
Brunei Darussalam 35
Canada 89
Chile 147
Mexico 191, 209
New Zealand 269
Papua New Guinea 321
Peru 372
Philippines 415
Russia 471, 472, 483, 487
Singapore 511, 525-6
Vietnam 583

anti-discrimination legislation
Canada 64-5, 73-5
Chile 114, 128
Mexico 191
New Zealand 241-2, 253, 260
Peru 358, 361
Philippines 415, 423, 435

APEC
- aims and agenda 2-5
- Human Resources Development policy 610
- membership 604

apprenticeship
Brunei Darussalam 28
Chile 130, 134, 143
New Zealand 250
Papua New Guinea 315
Peru 357, 361, 366, 367
Philippines 419, 425, 426
Singapore 518, 519

Approved International Trader scheme,
Singapore 500

arbitration, labour disputes
Canada 65
Mexico 214
New Zealand 254

Artists’ Association, Vietnam 584
ASEAN 9, 397, 402, 501, 504, 510, 514,
515, 532, 533, 548, 604, 607
ASEAN–CCI 528

Asia-Pacific Economic Cooperation see APEC

Asia Pacific Federation of Human
Resource Management 279
Asian Development Bank 313

Asian financial crisis (1997) 125, 170,
343, 393, 394, 402, 507-8, 590,
606, 607

Association of Exporters of Non-Traditional Manufactured
Products, Chile 158

Association of Public Employers, Chile 157

Association of Southeast Asian Nations see ASEAN

Association of Southeast Asian Nations–Chamber of Commerce see
ASEAN–CCI

A Trabajar (Let’s Work) programme, Peru 363

AusAid 313, 314

Australian and New Zealand Mutual Recognition of Vocational
Education and Training Qualifications 250

Australian companies, influence on employee relations, Papua New
Guinea 328-9

Australian Council of Employers’ Federations 323

‘baby boom’
- Canada 55-6, 101
- New Zealand 246

back-to-work schemes, Singapore 514

Bank of Papua New Guinea 299

Bankruptcy Law (1994), Vietnam 574

bargaining—not arbitration, New Zealand 254

Beca Carter, New Zealand 233

BHP: New Zealand Steel 274

bilingual education system, Brunei Darussalam 10

Bloc Quebecois Party, Canada 48

blue-collar workers
- Brunei Darussalam 19, 23
- Canada 82
- Mexico 197
- Peru 354, 372, 376

Board of Inquiry, Papua New Guinea 316

Board of Investments (BOI), Philippines 397, 441

bonuses see employee incentives

boom and bust cycles, Philippines 393-4

Bougainville copper mine, Papua New
Guinea 291
Index

'brain drain'
Canada 60
New Zealand 262

'branch plant' economy, Canada 50
Brazilian crisis (1999), effects on
Mexican economy 170
Brierley Investments, New Zealand 234
Brunei Darussalam
economic context 11-13
employee relations 36-7
employment law 27-8
geography and population 8-10
human resource management 37
labour market 13-27
organization addresses 38
pay and benefits 33-6
political system 10-11
recruitment and selection 28-9
socio-cultural context 13
training and development 30-3

Brunei Shell Petroleum Companies
(BSPC) 23, 32, 33-4, 36, 38
building-operate-transfer scheme (BOT),
Philippines 398
Bukluran ng Manggagawang Pilipino
(BMP) centre, Philippines 434
Bumiputeras (indigenous people)
Guidance and Development Unit,
Brunei Darussalam 32
Bureau of Women and Young Workers,
Philippines 410
Business Coordinating Council, Mexico 224
Business Environment Risk Intelligence
(BERI), USA 533
Business New Zealand 271, 280
business schools, Papua New Guinea 315
business training, Peru 369

Canada
economic context 48-51
employee relations 91-9
employment law 61-71
geography and population 41-3
human resource management 100-2
labour market 54-61
organization addresses 103
pay and benefits 81-90
political system 43-8
recent history 53
recruitment and selection 71-6
socio-cultural context 51-2
training and development 76-81
Canada Health and Social Transfer 88
Canada Industrial Relations Board 70
'Canada Labour Code, The' 69, 71, 74
Canada Pension Plan 88
Canadian Alliance, Canada 47, 48, 53
Canadian Auto Workers 92
Canadian Charter of Rights and
Freedoms (1982) 47, 73, 77
Canadian Council of Human Resources
Associations 102, 103
Canadian Customs and Revenue Agency 81
Canadian Human Rights Act 73
Canadian Human Rights Commission
(1988) 74-5
Canadian Job Board Comparison, The 72
Canadian Labour Congress (CLC) 91-2,
103
Canadian Manufacturers’ and Exporters’
Alliance 103
Canadian National Railways 51
Canadian Payroll Association 103
Canadian Public Personnel Management
Association 102
capital accumulation, Philippines 438
Cardinal Group, New Zealand 233
casual employment
New Zealand 243
Papua New Guinea 304
Philippines 409-10, 416, 426, 439
Central Institute for Economic
Management, Vietnam 579
Central Provident Fund (CPF),
Singapore 514, 521, 525, 532, 535
centralized wage-fixing mechanism,
Papua New Guinea 305
Centre for European Human Resource
Management 596
Centre for Tourism Skills Training
(CENFOTUR), Peru 365, 367
'centres of excellence', Philippines 427
Certified Human Resource Professional
(CHRP) 102
centres of excellence
Chambers of commerce see employer
associations
Index

Chambers of Commerce and Industry, Papua New Guinea 324
child labour
Chile 134
Mexico 176, 181, 196
Peru 358
Philippines 400, 410, 415, 422-3
Russia 472
Singapore 511
Child-Friendly Firms programme, Philippines 435
childcare leave
Canada 55
Chile 146
Peru 360, 377-8
Russia 489
Chile
economic context 116-23
employee relations 148-52
employment law 126-30
geography and population 107-10
human resource management 152-6
labour market 123-6
organization addresses 157-8
pay and benefits 143-8
political system 110-14
recruitment and selection 130-1
training and development 132-42
values and ideology 115-16
Chilean Chamber of Construction 158
Christian Democrats, Chile 114
Civil Code (1995), Vietnam 574
civil service
Brunei Darussalam 28-9, 34, 36
Mexico 219
Singapore 501, 511, 513
civil service housing benefit, Brunei Darussalam 36
Civil Service Institute (IPA), Brunei Darussalam 32
civilian rule, Chile 113-14
clan loyalty, Papua New Guinea 294-5, 296, 297, 308, 331-2
closed shop arrangement, Canada 70
Closer Economic Relations (CER) Trade Agreement (1983), New Zealand 234-5, 237, 604
CNH Saskatoon 4
Coalition of Parties for Democracy, Chile 114
collective agreements, Singapore 512, 527
collective bargaining
Canada 64, 68-9, 81, 82, 101
Chile 129, 130, 143, 148-9, 154
Mexico 191, 195, 215
New Zealand 253, 254, 255-6
Papua New Guinea 298, 307, 323
Peru 356, 358, 360, 377, 380
Philippines 397, 416, 417, 420, 435-6
Singapore 512
collective contracts
Mexico 215
Russia 473-4
collective employment law
Canada 68-9
Russia 473-4
Singapore 512
Commission for Higher Education (CHE), Papua New Guinea 311
Commission of Inquiry, Papua New Guinea 321
Commission on Higher Education (CHED), Philippines 392, 411, 424, 427
Commission on Labour Arguments, Russia 473
Commission on Migrant Workers, Philippines 409
Commonwealth 504
Communication Workers of Canada 92
Communist Party of Vietnam (CPV) 541-3, 544
companies, Peru 345
corporate training schemes, Philippines 417
compensation for dismissal
Mexico 190, 194
Peru 380
compensation for violation of employment standards, Canada 65
competency-based salaries, Papua New Guinea 306
compulsory unpaid leave, Russia 468
Index

computer-based recruitment, Canada 71-2
conciliation, labour disputes
Canada 94-6
Papua New Guinea 305, 329-30
Peru 378
Singapore 512
Conciliation Commissions, Russia 474
Confederation des syndicats nationaux (CSN), Canada 92
Confederation of Production and Commerce, Chile 157
Conference Board of Canada 79, 103
conflict resolution, Chile 128
Constitution
Brunei Darussalam 10-11
Canada 46-7
Chile 111-12
Mexico 162-3
Peru 340-1
Philippines 391-2
Russia 451-2
Singapore 499-500
Vietnam 541-2
Constitution (1992), Vietnam 573
Constitution Act (1982), Canada 47, 73
constructive dismissal, Canada 64, 65
Consultative Group of Creditor Countries for the Philippines (CGCCP) 398
contract completion payments, Vietnam 583
contract workers
Canada 57
Philippines 409-10, 413, 416, 419
Russia 466
contracts of employment
Brunei Darussalam 27-8
Canada 61-2
Chile 127-8, 155
Mexico 191, 214
Papua New Guinea 306
Peru 358-9, 375
Russia 469, 472, 473-4
Singapore 511, 527
Vietnam 573, 574, 578, 583
‘contracts with the force of law’, Mexico 214, 217
contractual pay, Mexico 204
Cooperative Development Department, Brunei Darussalam 32
Cooperative Law (1997), Vietnam 573
Copper Workers Federation, Chile 157
corporate social responsibility, Philippines 435
corruption
Papua New Guinea 293
Philippines 393
Vietnam 557
Corruption Index of Transparency International 120
Corruption Practices Investigation Bureau, Singapore 501
Council of Trade Unions (CTU), New Zealand 271, 273, 274
Cranfield survey, New Zealand 259, 263, 267, 277, 596
Dairy Board, New Zealand 233
Declaration of Human and Citizens’ Rights and Freedoms, Russia 469
democracy, transition to, Chile 112-14
Democratic Republic of Vietnam see Vietnam
Department of Citizenship and Immigration, Canada 75
Department of Education, Culture and Sports (DECS), Philippines 392, 411, 424
Department of Finance, Papua New Guinea 318
Department of Foreign Affairs (DFA), Philippines 413
Department of Human Resources Development (HRDC), Canada 44, 71-2
Department of Industrial Health, Singapore 511
Department of Industrial Relations, Papua New Guinea 330
Department of Interior and Local Government (DILG), Philippines 413
Department of Labor and Employment (DOLE), Philippines 392, 409, 413, 415-6, 423, 441
Department of Labour
Brunei Darussalam 33
New Zealand 280
Department of Personnel Management (DPM), Papua New Guinea 317, 318, 319, 333
Department of Science and Technology (DOST), Philippines 392, 412
Department of Social Welfare and Development (DSWD), Philippines 392
Department of Trade and Industry (DTI), Philippines 397, 441
Development Fund for Telecommunications, Chile 123
development plans, Philippines 397
de-nationalization, Chile 116
direct bargaining, Peru 378
disability benefits, Canada 50
disability pensions, Peru 376
dismissal (arbitrary lay-off) protection, Peru 356
dismissal from employment Canada 62, 63-4
Mexico 190, 193-4
Philippines 437
Peru 356, 357-8, 380
Russia 472
dispute settlement Canada 94-6
Papua New Guinea 295, 296-7
Peru 378, 380
Philippines 436-7
Russia 473
‘disputes of rights’, New Zealand 254
divorce rate, Canada 52
documentary-pledge scheme, Russia 455-6
donor-funded training programmes, Papua New Guinea 313-14, 332
double peak pattern in female employment, Canada 54-5
drought 1997-98, effects on agriculture in Papua New Guinea 292-3
drug dependence, in discrimination legislation, Canada 73
Dual Training System Act (1994), Philippines 412, 424
‘duty of fairness’, Canada 64-5
earnings and polarization, Canada 99
earthquake (1985), effect on economy, Mexico 169
economic activity, role of government, Russia 456-7
economic crisis Chile (1981) 116
Mexico (1994-95) 164-5, 169
Philippines (1980s) 401
Economic Development Board Brunei Darussalam 32
Singapore 500, 513, 517-18
economic diversification, Brunei Darussalam 11-12, 13
economic growth Mexico 163-8
New Zealand 230-3
Peru 341
Russia 453
Vietnam 545-6, 589-90
economic infrastructure, Canada 46-7
economic migrants Philippines 395, 400, 409, 410, 413
Vietnam 572
economic performance Chile 117-18
Mexico 163-8
New Zealand 230-3
Peru 341-4
Russia 457-8
Vietnam 548-50
economic policy Mexico 168-70
New Zealand 234-5
Peru 345-6
Russia 457
economic reform, Mexico 164, 169
economic renewal, Vietnam 547-8
economic size Mexico 163-8
New Zealand 230-3
Peru 341
Russia 453
Vietnam 545-6
economic structure Chile 120-1
Mexico 166-8
New Zealand 233-4
Peru 344-5
Philippines 396-7
<table>
<thead>
<tr>
<th>Index</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Russia</strong></td>
<td>453</td>
</tr>
<tr>
<td><strong>Vietnam</strong></td>
<td>546-7</td>
</tr>
<tr>
<td><strong>education</strong></td>
<td></td>
</tr>
<tr>
<td>Brunei Darussalam</td>
<td>30-1, 33</td>
</tr>
<tr>
<td>Canada</td>
<td>51, 58, 76-9</td>
</tr>
<tr>
<td>Chile</td>
<td>133-6, 153-4</td>
</tr>
<tr>
<td>Mexico</td>
<td>164, 186-9, 197</td>
</tr>
<tr>
<td>New Zealand</td>
<td>241, 244-9, 278</td>
</tr>
<tr>
<td>Papua New Guinea</td>
<td>290, 301, 310-1, 313</td>
</tr>
<tr>
<td>Peru</td>
<td>349-50, 351-3, 364-5</td>
</tr>
<tr>
<td>Philippines</td>
<td>405, 408, 411, 423-4, 438</td>
</tr>
<tr>
<td>Russia</td>
<td>461, 476-8, 494</td>
</tr>
<tr>
<td>Singapore</td>
<td>505-6, 507, 517-18, 520, 532</td>
</tr>
<tr>
<td>Vietnam</td>
<td>551, 564, 568-70, 588, 589</td>
</tr>
<tr>
<td><strong>Education Commission (EDCOM) report (1991), Philippines</strong></td>
<td>424</td>
</tr>
<tr>
<td><strong>education funding, Vietnam</strong></td>
<td>570</td>
</tr>
<tr>
<td><strong>education incentives, Chile</strong></td>
<td>134</td>
</tr>
<tr>
<td><strong>Education Loan Financial Scheme, Brunei Darussalam</strong></td>
<td>33</td>
</tr>
<tr>
<td><strong>Education Policy (1993), Brunei Darussalam</strong></td>
<td>14, 30</td>
</tr>
<tr>
<td><strong>Education Reform (PNG, 1992)</strong></td>
<td>310</td>
</tr>
<tr>
<td><strong>Education Reform Project, Papua New Guinea</strong></td>
<td>314</td>
</tr>
<tr>
<td><strong>Education Review Office, New Zealand</strong></td>
<td>247</td>
</tr>
<tr>
<td><strong>educational outcomes, Canada</strong></td>
<td>78-9</td>
</tr>
<tr>
<td><strong>El Niño/La Niña, effects on economy, Philippines</strong></td>
<td>393</td>
</tr>
<tr>
<td><strong>eldercare needs, Canada</strong></td>
<td>101</td>
</tr>
<tr>
<td><strong>Elections Qualification Court, Chile</strong></td>
<td>111</td>
</tr>
<tr>
<td><strong>Electronic Labour Exchange, Canada</strong></td>
<td>71</td>
</tr>
<tr>
<td><strong>electronics industry, Philippines</strong></td>
<td>395</td>
</tr>
<tr>
<td><strong>elementary education, Canada</strong></td>
<td>77-8</td>
</tr>
<tr>
<td><strong>emergency medical and dental services, Philippines</strong></td>
<td>415</td>
</tr>
<tr>
<td><strong>emigration</strong></td>
<td></td>
</tr>
<tr>
<td>from Canada</td>
<td>60</td>
</tr>
<tr>
<td>from Russia</td>
<td>448, 467</td>
</tr>
<tr>
<td><strong>employee associations</strong></td>
<td></td>
</tr>
<tr>
<td>see trade unions</td>
<td></td>
</tr>
<tr>
<td><strong>employee incentives</strong></td>
<td></td>
</tr>
<tr>
<td>Brunei Darussalam</td>
<td>36-7</td>
</tr>
<tr>
<td>Canada</td>
<td>72, 84-5, 90</td>
</tr>
<tr>
<td>Chile</td>
<td>143, 144</td>
</tr>
<tr>
<td>Mexico</td>
<td>208, 210</td>
</tr>
<tr>
<td>New Zealand</td>
<td>270</td>
</tr>
<tr>
<td>Philippines</td>
<td>415, 429, 430</td>
</tr>
<tr>
<td>Russia</td>
<td>483, 485</td>
</tr>
<tr>
<td>Singapore</td>
<td>514</td>
</tr>
<tr>
<td>Vietnam</td>
<td>578, 579</td>
</tr>
<tr>
<td><strong>employee relations</strong></td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td>91-9</td>
</tr>
<tr>
<td>Chile</td>
<td>148-52</td>
</tr>
<tr>
<td>Mexico</td>
<td>212-17</td>
</tr>
<tr>
<td>New Zealand</td>
<td>270-7</td>
</tr>
<tr>
<td>Papua New Guinea</td>
<td>322-31</td>
</tr>
<tr>
<td>Peru</td>
<td>377-80</td>
</tr>
<tr>
<td>Philippines</td>
<td>431-7</td>
</tr>
<tr>
<td>Russia</td>
<td>489-93</td>
</tr>
<tr>
<td>Singapore</td>
<td>527-30</td>
</tr>
<tr>
<td>Vietnam</td>
<td>584-7</td>
</tr>
<tr>
<td><strong>employee relations performance indicators</strong></td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td>96-8</td>
</tr>
<tr>
<td>New Zealand</td>
<td>274-7</td>
</tr>
<tr>
<td>Singapore</td>
<td>530</td>
</tr>
<tr>
<td><strong>employee relations structures, focus and processes, New Zealand</strong></td>
<td>274</td>
</tr>
<tr>
<td><strong>Employees’ Compensation Commission, Philippines</strong></td>
<td>432</td>
</tr>
<tr>
<td><strong>employer conduct, Canada</strong></td>
<td>64-5</td>
</tr>
<tr>
<td><strong>employer expenditure on training, Vietnam</strong></td>
<td>576-7</td>
</tr>
<tr>
<td><strong>employer training schemes</strong></td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td>79-81</td>
</tr>
<tr>
<td>Vietnam</td>
<td>577, 585</td>
</tr>
<tr>
<td><strong>employer training policies and expenditure, New Zealand</strong></td>
<td>263-4</td>
</tr>
<tr>
<td><strong>Employers’ and Manufacturers’ Association (Northern) Inc., New Zealand</strong></td>
<td>271, 280</td>
</tr>
<tr>
<td><strong>employer associations</strong></td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td>91</td>
</tr>
<tr>
<td>Chile</td>
<td>137, 151</td>
</tr>
<tr>
<td>Mexico</td>
<td>212-13</td>
</tr>
<tr>
<td>New Zealand</td>
<td>271</td>
</tr>
<tr>
<td>Papua New Guinea</td>
<td>316, 323-4</td>
</tr>
<tr>
<td>Peru</td>
<td>378, 380</td>
</tr>
<tr>
<td>Philippines</td>
<td>434-5</td>
</tr>
<tr>
<td>Russia</td>
<td>489</td>
</tr>
<tr>
<td>Singapore</td>
<td>527-8</td>
</tr>
<tr>
<td>Vietnam</td>
<td>584-5</td>
</tr>
<tr>
<td><strong>Employers’ Confederation of the Philippines (ECOP)</strong></td>
<td>432, 434-5, 439, 441</td>
</tr>
<tr>
<td><strong>Employers’ Federation of Papua New Guinea</strong></td>
<td>323, 324, 327, 329, 333</td>
</tr>
</tbody>
</table>
Employers’ Mutual Funds, Chile 145, 147
Employment Act (1968), Singapore 511, 512, 520, 529
Employment Act (Part Time Employees) Regulations (1966), Singapore 511
employment agencies
Mexico 195
Peru 360, 361–2
Philippines 409, 413, 420
Russia 475
Singapore 513
Vietnam 575
employment benefits
Peru 359, 360
Singapore 511, 520
employment by education status,
Vietnam 564
Employment Contracts Act (1991), New Zealand 235
Employment Courts, New Zealand 252
employment development programme,
Telefónica del Perú 368
Employment Equality Act (1986),
Canada 73–4
‘employment equity’ programmes,
Canada 73–4
employment growth, Vietnam 562–3
Employment Information Act (1984),
Brunei Darussalam 27, 29
employment insurance, Canada 61, 87
Employment Insurance Act, Canada 90
employment law
Brunei Darussalam 27–8
Canada 61–71, 81, 101
Chile 126–30, 155
Mexico 189–94
New Zealand 252–9
Papua New Guinea 303–7, 317–18
Peru 357–60, 361
Philippines 413–17, 418–19, 429–30
Russia 469–74
Singapore 510–12, 520
Vietnam 572–4
employment law violation, Canada 65–6, 67
Employment of Foreign Workers Act (1991), Singapore 511, 512, 520
Employment of Non-Citizen Act (1978),
Papua New Guinea 309
employment patterns, Brunei Darussalam 15–17
employment programmes
Mexico 201
Peru 357
Employment Promotion Law (1991),
Peru 358
employment protection, Mexico 190–1
Employment Relations Act (2000), New Zealand 238, 239, 252, 253, 254, 255
employment segregation, Brunei Darussalam 19
employment standards legislation,
Canada 65–6
employment termination pay, Vietnam 577
‘Enlaces’ (‘Links’) project (1992), Chile 135–6
enterprise-based bargaining, Papua New Guinea 298, 323
enterprise plans, Peru 368
entire work bidded out, Philippines 429
equal opportunities
Philippines 415, 435
Russia 469
equal pay
Brunei Darussalam 34
Canada 84
Chile 144
Mexico 192
New Zealand 252, 266
Papua New Guinea 319–20
Russia 470, 484
Singapore 523–4
Vietnam 573
Equal Pay Act (1972), New Zealand 266
ESSALUD, Peru 376
ethnic groups
Brunei Darussalam 21–7
Canada 42–3, 58–9
Chile 109
Mexico 162
Papua New Guinea 286, 297
Peru 340, 346–8
Russia 459–60
Singapore 503–4
Vietnam 540–1
| European Union 49, 118, 120, 235, 313, 608 |
| Executing Technical Training Organization (OTEC) 137, 141 |
| expatriate postings, Canada 100 |
| export of jobs, Canada 53 |
| export of labour, Vietnam 560, 571-2 |
| exports |
| Brunei Darussalam 11, 12 |
| Mexico 163, 165, 166, 170 |
| New Zealand 233, 234 |
| Papua New Guinea 289, 291-2 |
| Philippines 393, 395, 400, 402 |
| Russia 453, 455, 457, 458 |
| Vietnam 549, 553 |
| extended leave, New Zealand 270 |
| external recruitment |
| New Zealand 239-60 |
| Philippines 417 |
| Factories Act (1973), Singapore 511, 520 |
| Fair Trading Act (1986), New Zealand 260 |
| Federal Conciliation and Arbitration Board, Mexico 223 |
| Federation of Chambers of Commerce and Industry (FCCI), Singapore 528 |
| Federation of Filipino-Chinese Chambers of Commerce and Industry Inc. (FFCCCII) 434 |
| Federation of Free Workers, Philippines 433 |
| Federation of Independent Trade Unions of Russia 490 |
| female employment |
| Brunei Darussalam 15, 16, 18 |
| Canada 54-5 |
| Chile 123, 124 |
| Mexico 176, 177 |
| New Zealand 240-1, 242, 245, 266 |
| Papua New Guinea 294, 295, 301, 319 |
| Peru 350, 352, 354, 355, 369 |
| Philippines 403, 406, 415 |
| Russia 463, 467, 475, 484 |
| Singapore 508, 523-4 |
| Vietnam 560, 564, 577, 579, 585 |
| Filipino character 399-400 |
| Filipino skilled workers, demand in Gulf area and Asian countries 425 |
| financial crisis |
| Mexico (1982) 168-9 |
| Russia (1998) 453, 462 |
| Fisher and Paykel, New Zealand 234, 274 |
| five-year plans, Vietnam 552 |
| fixed-term contracts |
| Chile 125 |
| Mexico 194, 196, 217 |
| New Zealand 243, 244 |
| Russia 466, 472 |
| Vietnam 574 |
| flexible working arrangements |
| Canada 55 |
| Singapore 514 |
| FONCODES, Peru 363 |
| Food Terminal Inc., Philippines 420, 422 |
| FOPECAL Forum, Peru 380-1 |
| foreign exchange remittances, Philippines 409 |
| foreign investment, Chile 118-120 |
| Foreign Investment Law (1990), Vietnam 573 |
| Foreign Investments Act (1991), Philippines 411 |
| foreign workers |
| Brunei Darussalam 14-28, 29, 35 |
| Canada 75 |
| Chile 123-4 |
| New Zealand 261-2 |
| Papua New Guinea 306, 307, 308, 309 |
| Peru 359 |
| Philippines 411, 422, 423 |
| Russia 466-7, 476 |
| Singapore 505, 512, 514-17, 530 |
| Vietnam 572 |
| Foreign Workers Quota, Brunei Darussalam 29 |
| formal employment, Papua New Guinea 299 |
| Free Education Policy (Papua New Guinea, 1994) 310 |
| Free Trade Area of the Americas (FTAA) 120, 346, 604 |
| Friedrich Ebert Foundation 330 |
| fringe benefits see employee incentives |
| funding for training, New Zealand 251 |
| funeral leave |
| Russia 488 |
| Vietnam 583 |
funeral payments
Peru 376
Vietnam 584

Gangayco Commission, Philippines 409
gender composition, labour force
Canada 54–5
Mexico 181, 183
gender variation in employment, Russia 467

General Motors Canada 98
General Orders, Papua New Guinea 308,
321

General Workers’ Confederation of Peru 4, 383

Global Advantage Through People project 2–4, 597, 604, 611

Government of Canada 103
Government of Singapore Investment Corporation Pte Ltd (GIC) 500

Government Personnel Organization, Vietnam 593
government policy
Canadian labour market 60–61
Mexican labour market 185
New Zealand labour market 246
Papua New Guinean labour market 302–3
Peruvian labour market 356–7
Philippine labour market 411–13
Singaporean labour market 508–10
Vietnamese labour market 568

Government Service Insurance System (GSIS), Philippines 431
government subsidies for employee training, Chile 132
government-linked companies, Singapore 508

graduate recruitment
Mexico 195
Peru 361
Singapore 513

Grassroots Democracy Decree, Vietnam 556
grievance procedure, New Zealand 255
Grup AEL (Labour Analysts), Peru 383
Guaranteed Income Supplement, Canada 88
guest workers see foreign workers

harassment legislation
Canada 64–5
Philippines 415

headhunting
Mexico 195
Philippines 420

health and safety see occupational health and safety

Health and Safety in Employment Act (1992), New Zealand 253

health benefits, Mexico 207–8

health care
Canada 50, 51, 60
Chile 146–7
Mexico 207–8
Russia 461, 494

health insurance
Canada 88
Chile 146–7
Peru 360, 372, 376
Vietnam 574, 578, 581

Health Insurance Institutions (ISAPRE), Chile 146

health service costs, Vietnam 583

higher education
Brunei Darussalam 30–1
Canada 78
Chile 134–5
New Zealand 246–8, 264
Papua New Guinea 311
Peru 364, 370
Philippines 427
Russia 476–8
Singapore 505–6
Vietnam 568–9

Highlands Labour Scheme, Papua New Guinea 304

HIV/AIDS 361, 572, 583
Ho Chi Minh Stock Exchange 555
holidays see annual leave
Holidays Act (1981), New Zealand 252, 269

homeworkers, Philippines 415, 439

housing benefits, Mexico 208
Huascaran Plan, Peru 357
human resource development
Papua New Guinea 294
Philippines 412, 413–14, 425–6
Vietnam 587–9
human resource management
associations
Mexico 221
New Zealand 278-9
human resource management
issues/trends
analysis/summary 596-610
Brunei Darussalam 37
Canada 100-2
Chile 152-6
Mexico 217
New Zealand 277-9
overview 596-7
Papua New Guinea 331-2
Peru 380-1
Philippines 437-40
policy implications for APEC 610-1
research 611
Russia 493-4
Singapore 530-4
Vietnam 587-92
human resource management training
Brunei Darussalam 32
Canada 102
human resource policy changes, Mexico
219
Human Resources Development, Canada
103
Human Resources Development
Working Group (HRDWG) 2, 3, 4,
597
Human Resources Institute of New
Zealand Incorporated (HRINZ)
278-9, 280
Human Resources Professionals’
Association of Ontario (HRPAO)
102, 103
Human Rights Act (1993), New Zealand
253, 260
Human Rights Commission, New
Zealand 260
IBM-Towers study 605
illegal immigrants
Philippines 422
Russia 467
Singapore 515
immigrant workers
New Zealand 261-2
Papua New Guinea 309
Philippines 422, 423
Russia 466-7, 476
Singapore 514-17
immigration
Canada 42, 52, 60, 75
Chile 123-4
New Zealand 236-7, 239, 251
Russia 448
Singapore 505, 514-17
incentives see employee incentives
income inequality, New Zealand 235
income tax
Brunei Darussalam 34
Canada 86-7
Chile 147
Mexico 207
New Zealand 268
Papua New Guinea 320
Peru 374, 376
Philippines 430-1
Russia 485
Singapore 524
Vietnam 580-1
indentured labour, Papua New Guinea
303-4
Independent Trade Unions of Russia 490
Indexation of Money Incomes and
Savings of the RSFSR Citizens
Law, Russia 484
individual bargaining, New Zealand 258
individual contracts
New Zealand 254-5
Russia 469-73
Singapore 511-12
individual employment law, Canada 62
individual labour disputes, Russia 473
Industrial Arbitration Court (IAC),
Singapore 512, 530, 535
Industrial Chamber Federation, Mexico
223
Industrial Development Scholarship
Scheme (IDSS), Singapore 518
industrial disputes see labour disputes
industrial ownership patterns
Russia 453, 455-6
Vietnam 547
Industrial Peace Act (1953), Philippines
435
industrial production, Vietnam 547
industrial relations, Singapore 512
Industrial Relations Act (1960), Singapore 511, 512, 520
Industrial Relations Act, Papua New Guinea 317, 323, 329
Industrial Relations Amendment Act (1991), Papua New Guinea 305
Industrial Relations and Industrial Organizations Ordinance, Papua New Guinea 304
Industrial Relations Disputes and Investigation Act (1948), Canada 68-9
industrial training centre, Matsushita Electric Industrial of Peru (MIPSA) 368
Industrial Training Grant scheme (ITGS), Singapore 518
industrial training systems, Mexico 198-9
Industry, Tourism, Integration and International Commercial Negotiation Ministry, Peru 382
industry and employer training, Canada 79-81
industry and employment training systems, Papua New Guinea 311-15
industry and job training systems, Peru 365-8
industry role in skills training, Philippines 425-6
industry sector
Papua New Guinea 291-2
Peru 350
Philippines 393, 396, 397, 406-7, 408
Vietnam 547
industry structure, New Zealand 233-4
Industry Trade Union agency, Vietnam 586
industry training
Brunei Darussalam 32-3
Canada 79-81
Chile 136
Mexico 198
New Zealand 249-50
Papua New Guinea 311-15
Russia 478-9
Singapore 518-20
Industry Training Organisations (ITOs), New Zealand 249, 250
industry-based bargaining, Philippines 436
industry-based training, New Zealand 249-50
informal sector
Mexico 196
Papua New Guinea 293, 299
Philippines 393, 407, 408, 409, 439
Russia 462, 466, 482
infrastructure
Canada 51
Chile 119, 121-3
Mexico 170-2
New Zealand 235-6
Papua New Guinea 286-7
Peru 346
Philippines 393, 397-8
Russia 458-9
Singapore 503, 510
Vietnam 589
injury benefits, Russia 485
Inland Revenue Authority of Singapore 524
Institute for Economy in Transition, Russia 495
Institute for International Economics 345
Institute for Socio-economic Problems of Population, Russia 495
Institute of Economics and Industrial Engineering, Russia 495
Institute of Labor Studies, Philippines 441
Institute of Management (NZIM), New Zealand 264
Institute of National Affairs (INA), Papua New Guinea 309, 324, 329, 333
Institute of Personnel Management of New Zealand (IPMNZ) 278
Institute of Technical Education (ITE), Singapore 519
Insurance Law (1999), Vietnam 574
Intellectual Property and Consumer Protection Institute (INDECOPI), Peru 361
Interamerican Development Bank 368
Intermediary Technical Training Organization (OTIC), Chile 137
Interministerial Committee on the Ageing Population, Singapore 503
Index

internal labour migration, Vietnam 572
internal recruitment
  Mexico 195
  New Zealand 259–60
  Philippines 417
Internal Revenue Commission, Papua
  New Guinea 314, 320
Internal Tax Revenue Service, Chile
  122–3, 138
International Adult Literacy Survey 78
International Congress of Producers and
  Entrepreneurs 489
International Cooperation Agency, Japan
  313
International Labor Office, Peru 362, 382
International Labor Organization (ILO)
  126–7, 128, 150, 313, 330, 358, 368, 414, 425, 431, 469, 510, 586
  Decent Work campaign 435
International Labour Conventions 414
International Monetary Fund (IMF) 397, 398, 401
International Personnel Management
  Association 103
Internet recruitment
  Canada 72
  Chile 131
  Mexico 195
  New Zealand 259
Irrigation Researchers Association,
  Vietnam 584
job and employment training, Russia 480
job evaluation, Canada 82, 86
job information service agencies,
  Vietnam 569
job security, New Zealand 244
job-creation programmes, Vietnam 563, 571, 592
job-search process
  Peru 360
  Philippines 420, 422
  Russia 475
Joint Government Industrial Training
  Scheme (JITS), Singapore 518
judicial power, Singapore 500–1
Kiwisang Mayo Uno centre (KMU),
  Philippines 434
Kiwi Cooperative Dairies, New Zealand
  233
Labor Authority, Peru 378
Labor Code (1974), Philippines 413–14,
  416, 418, 429, 431
Labor Code (1980), Chile 126, 129, 143,
  144, 147, 148, 150
Labor Courts, Chile 128
Labor Directorate, Chile 129, 130
Labor Division, Chile 128, 144, 148–9,
  157
Labor Information System, Peru 362, 368, 381
Labor Law, Peru 357
Labor Market Information System, Chile
  131
Labor Ministry
  Chile 145
  Peru 350, 357, 359, 362, 365
Labor Promotion Law (1991), Peru
  358
Labor Solidarity Movement (LSM),
  Philippines 434
Labour Act (1984), Brunei Darussalam
  27, 35, 36
Labour and Peasant Revolutionary
  Federation, Mexico 224
Labour and Social Promotion Ministry,
  Peru 382
Labour and Social Security Ministry,
  Chile 157
Labour Code of the Russian Federation
  469, 472–3, 474, 478–9, 482–5
Labour Competence Standardization and
  Certification Board, Mexico 222
labour disputes
  Brunei Darussalam 36
  Canada 69, 70, 94–8
  Chile 129, 149–50
  Mexico 192, 214–15
  New Zealand 254, 275
  Papua New Guinea 305, 328, 330
  Peru 378–80
  Philippines 436–7
  Russia 471, 473, 474, 490, 492
  Singapore 512, 531
Labour Federation of Mexico 224
labour federations, Canada 91–2
labour flexibility, Philippines 439
Index

labour force
Brunei Darussalam 14
Canada 54
Chile 123
Mexico 177-8
New Zealand 239-41, 246
Papua New Guinea 299-302
Peru 349-56
Philippines 402-6, 424-5
Russia 463
Singapore 505
Vietnam 560-1, 565-6, 591

labour force projections, New Zealand 246

labour information offices, Chile 131
Labour Law (1956), Brunei Darussalam 14
Labour Law (1994), Vietnam 573, 582, 583

labour market
Brunei Darussalam 9, 13-27
Canada 54-61
Chile 123-6, 154
Mexico 176-89
New Zealand 239-51
Papua New Guinea 298-302
Peru 341, 349-57
Philippines 402-13, 438
Russia 462-8
Singapore 504-10
Vietnam 560-72

labour market policies
Canada 60-1
Mexico 185
Vietnam 568

labour market regional features, Russia 467-8

labour market trends, Chile 154
Labour Party, New Zealand 230
Labour Reform Law (2001), Chile 128, 130
Labour Relations Act (1987), New Zealand 256
Labour Relations Boards, Canada 69-70
labour relations productivity and flexibility agreement, Mexico 218

labour shortages
Brunei Darussalam 9
Canada 60
Mexico 196-7

New Zealand 259
Russia 475
Singapore 502-3, 504, 505, 514, 530

labour surpluses
Mexico 196-7
New Zealand 261
Papua New Guinea 308-9
Philippines 409
Russia 475
Vietnam 576

labour-management councils (LMCs), Philippines 434
labour-management partnerships, New Zealand 278
‘labour-only contracting’, Philippines 418

Lakas Manggaggawa Labor Center, Philippines 433-4
Law 16,744 (1968), Chile 145, 149
Law Decree 3,500, Chile 145
Law on Education (1992), Russia 476
Law on Science and Technology, Vietnam 556
learning and development contracts, Peru 359
leave entitlements
Brunei Darussalam 35-6
Canada 55, 90
Chile 145-6, 147, 148
Mexico 209
New Zealand 252, 269, 270
Papua New Guinea 321, 322
Peru 360, 377-8
Philippines 415, 429
Russia 487-8
Singapore 511, 526-7
Vietnam 573, 582-3

legal pluralism, Singapore 510
levies on foreign workers
Brunei Darussalam 27
Singapore 515, 517
Liberal Party, Canada 47, 48, 53
lifelong learning, New Zealand 277-8
Lihir mine, Papua New Guinea 327
Lima Chamber of Commerce 4, 383
Lion Nathan, New Zealand 234, 264
literacy levels
Brunei Darussalam 30
Canada 78-9

Michael Zanko and Matt Ngui - 9781781954317
Downloaded from Elgar Online at 06/23/2019 01:08:10AM
via free access
Index

Mexico 185, 200
New Zealand 249, 251
Papua New Guinea 301, 311
Philippines 424
Vietnam 551, 564, 591
living standards, Vietnam 551-2
Local Autonomy Code (1991),
Philippines 392
local government, Russia 451
localization process, Papua New Guinea
302
lockouts
Canada 69
New Zealand 254
Russia 474
long-service leave, Papua New Guinea
321
'lost decade' (1980s), Mexico 164
Malay and non-Malay citizen workers,
Brunei Darussalam 21-7
management development
Mexico 200-2, 219
New Zealand 264
Philippines 426-7
Singapore 520
management mechanism reform,
Vietnam 548
management training
Mexico 200-2
New Zealand 263-4
Papua New Guinea 315
Manpower 21 policy (1999), Singapore
533
manpower poaching see headhunting
Manufacturing Promotion Association,
Chile 158
manufacturing sector
Brunei Darussalam 17-20, 26
Canada 49, 50, 56
Mexico 178-9
New Zealand 234
Peru 344, 345
Philippines 393, 394
Russia 455
Singapore 501, 502, 503, 514
Vietnam 548, 564, 565
Maori rights, New Zealand 236
maritime transport industry, Papua New
Guinea 326, 330-1
Maritime Workers' Industrial Union,
Papua New Guinea 323, 328
marriage leave
Russia 488
Singapore 511
Vietnam 583
Matane Report (Papua New Guinea,
1986) 310
maternity leave
Brunei Darussalam 36
Canada 55, 90
Chile 145-6
Mexico 210
New Zealand 270
Papua New Guinea 322
Peru 360, 377-8
Philippines 415
Russia 489
Singapore 526-7
Vietnam 573, 584
meal periods, Philippines 429
medical benefits, Singapore 511
medical care
Brunei Darussalam 35
Canada 49, 88, 90
medical insurance, Russia 485, 494
medicare, Canada 90
Medisave/Medishield, Singapore 525,
533
Mercosur see Southern Common
Market
Mexican Association of Industrial
Relations Executives 223
Mexican Social Security Institute 222
Mexican Standardization and
Certification Institute 222
Mexico
economic context 163-72
employee relations 212-17
employment law 189-94
geography and population 161-2
human resource management 217-21
labour market 176-89
organization addresses 222-4
pay and benefits 202-11
political system 162-3
recent history 174-6
recruitment and selection 195-7
socio-cultural context 172-4
training and development 198-202
micro and small enterprise service centres (CENTROPYME), Peru 366
Micro Enterprise and Self-employment Programme (PRODAME), Peru 369
migrant workers
Mexico 185
Papua New Guinea 309
Philippines 395
Russia 466–7
migration, rural areas to urban areas, Peru 350
migration
Papua New Guinea 289, 298, 302, 309, 316
Vietnam 571–2
mine workers
Papua New Guinea 326–7, 329
Peru 350, 360
Minimum Reference Wage (MRW), Peru 342, 377
Minimum Wage Act (1983), New Zealand 252
minimum wages
Brunei Darussalam 34
Canada 63, 82
Chile 143
Mexico 164, 191, 193, 202–4
New Zealand 265
Papua New Guinea 299, 304, 316–17, 318, 319
Peru 360, 377
Philippines 415, 425, 427–8, 429, 432
Russia 470, 471, 483–4
Singapore 522
Vietnam 573, 579, 583
minimum working age
Brunei Darussalam 27, 28
Canada 62
Mexico 176
Peru 350, 372–3
Russia 472
Singapore 511
mining, Papua New Guinea 290, 291, 293
Minister of Industry and Primary Resources, Brunei Darussalam 30, 32
Ministry of Development, Brunei Darussalam 32
Ministry of Education
Brunei Darussalam 30, 31, 32, 33
Peru 365, 366, 382
Russia 495
Singapore 501
Ministry of Finance, Vietnam 593
Ministry of Home Affairs, Singapore 501
Ministry of Industry and Primary Resources, Brunei Darussalam 30, 38
Ministry of Labor, Peru 344
Ministry of Labour, Employment Standards Branch, Canada 65, 67
Ministry of Labour, Invalids and Social Affairs (MOLISA), Vietnam 543, 551, 571, 574, 580, 592, 593
Ministry of Labour and Social Development, Russia 495
Ministry of Manpower (MOM), Singapore 501, 504, 510, 514, 535
Ministry of Planning and Investment, Vietnam 593
Ministry of the Economy, Chile 138
Ministry of Trade and Industry (MTI), Singapore 500
Misima mine, Papua New Guinea 327
‘mixed member proportional’ (MMP) system, New Zealand 230
Modular Skills Training initiative (MOST), Singapore 519
monetary privatization, Russia 455
Morgan and Banks, New Zealand 261
multinational enterprises, Peru 362–3
National Advanced Training Institute, Vietnam 593
National Agricultural Association, Chile 158
National Apprenticeship Trade Testing Board (NATTB), Papua New Guinea 315
National Chamber of the Manufacturing Industry, Mexico 223
National Chambers of Commerce Federation, Mexico 223
National Commission for Minimum Wages, Mexico 222
National Conciliation and Mediation Board (NCMB), Philippines 437
National Confederation of Labor (NCL), Philippines 434
National Confederation of Private Enterprise, Peru 383
National Confederation of Small and Medium-sized Companies, Chile 158
National Conference of Employers (NCE), Philippines 435
National Council for Educational Development, Mexico 222
National Council for Labor, Peru 380
National Development Plans (NDPs), Brunei Darussalam 11-13, 29-30, 37
National Economic Development Authority (NEDA), Philippines 392, 397
National Employment and Training Service (SENCE), Chile 132, 136, 137-8, 141-2
National Executive Council, Papua New Guinea 306
National Fund for Training and Employment Promotion, Peru 372
National Health Fund (FONASA), Chile 146
National Higher Education Plan (PNG, 1990) 310
National Higher Education Policy and Implementation Strategy (PNG, 2000) 310
National Home Survey (2000), Peru 350, 351
National Institute for Research and Skills Training in Telecommunications (INICTEL), Peru 365, 367
National Institute for Statistics and Informatics, Peru 382
National Labor Relations Commission (NLRC), Philippines 432, 436-7
National Minimum Wage Boards, Papua New Guinea 316
National Party, New Zealand 230
National Philosophy of Melayu Islam Beraja (MIB-Malay Islamic Monarchy), Brunei Darussalam 37
National Programme for Hunger Elimination and Poverty Reduction (HEPR), Vietnam 592
National Programme of Employment Promotion, Vietnam 592
National programmes for job creation, Vietnam 592
National Provident Fund, Papua New Guinea 321
National Qualifications Framework, New Zealand 263, 264
National Renovation Party, Chile 114
National Research Institute, Papua New Guinea 333
National service, Singapore 523-4
National Service for Skills Training in Industrial Work (SENATT), Peru 359, 365-7
National Service for Skills Training in Industry and Construction (SENCICO), Peru 365, 367
National Society for Industry, Peru 383
National Statistics, Geography and Information Technology Institute, Mexico 222
National Statistics Office Papua New Guinea 295, 299
Philippines 409
National Trades Union Congress (NTUC), Singapore 528-9, 532
National Training and Employment Service, Chile 157
National Training Authority (NTA), Papua New Guinea 309
National Training Council (NTC), Papua New Guinea 311, 313, 314, 315, 324
National Training Policy (Papua New Guinea, 1989) 310, 311
National training reform agenda, Vietnam 570
National Training System, Chile 137, 151
National Tripartite Consultative Committee (NTCC), Papua New Guinea 302, 306, 317, 318, 329
National United Confederation of Medium and Small Industry, Chile 158
Index

National Wages and Productivity Commission (NWPC), Philippines 428, 432
National Wages Council (NWC), Singapore 521, 522, 524, 529, 535
National Women’s Service (SERNAM), Chile 110
Native Employment Board, Papua New Guinea 304
Native Employment Ordinance (1958), Papua New Guinea 304
New Enterprise Law (2000), Vietnam 590
New work culture, Mexico 217-18
New Zealand
economic context 230-36
employee relations 270-7
employment law 252-9
geography and population 228-9
human resource management 277-9
labor market 239-51
organization addresses 280
pay and benefits 265-70
political system 229-30
recent history 237-8
recruitment and selection 259-63
socio-cultural context 236-7
training and development 263-4
New Zealand Bill of Rights Act (1990) 237
New Zealand Council of Trade 280
New Zealand Dairy Group 233
New Zealand Employers Federation 271
New Zealand Immigration Service 251, 280
New Zealand Institute of Management 280
New Zealand National Qualifications Framework 250
New Zealand Overseas Development Assistance Program 313
New Zealand Post 234
New Zealand Qualifications Authority (NZQA) 247
non-standard employment, Canada 57-8
non-state sector, Vietnam 565-6, 579-80
non-time-based work, Philippines 429
Nonaligned Movement 504
North American Free Trade Agreement (NAFTA) 50, 53, 60, 75, 118, 604
‘not-in-poverty’ group, Peru 343
occupational distribution, labour force, Canada 56
occupational health and safety
Canada 65, 66-7, 98-9
Chile 145, 146, 147, 149-50
New Zealand 253
Peru 351
Philippines 415
Russia 470, 471
Singapore 511-12
Vietnam 587
Occupational Health and Safety Board, Canada 67
occupational injuries, Canada 98-9
occupational preferences of workers, Singapore 514
Occupational Safety and Health Service (OSH), New Zealand 253
Occupational Tests Boards, Vietnam 577
Occupations Safety and Health Training Centre, Singapore 511
OECD 232, 233, 506, 515
off-farm employment, Vietnam 591, 592
official holidays see public holidays
Ok Tedi mine, Papua New Guinea 293, 327
Old Age Pension Act, Brunei Darussalam 35
Old Age Security (OAS), Canada 88
on-the-job-training
Chile 137-42
Mexico 185, 189, 192, 198-200, 202
New Zealand 263, 264
Peru 372
Russia 478
Singapore 519-20
‘Order of Settlement of Collective Labour Disputes’ (1995), Russia 489-90
Organization for Economic Cooperation and Development see OECD
outsourcing
Chile 130
Philippines 419-20
overseas Filipino workers 400, 409, 410, 413
Overseas Training Scheme (OTS), Singapore 518
Overseas Workers' Welfare Administration (OWWA), Philippines 413, 432

overtime

Brunei Darussalam 34
Canada 55, 63, 83-4
Chile 143, 144
Mexico 208-9
New Zealand 266
Papua New Guinea 319
Philippines 415, 429
Singapore 511, 523
Vietnam 580
ownership patterns in industry
Russia 453, 455-6
Vietnam 547

pakya (entire work bid out), Philippines 429
Panguna mine, Papua New Guinea 291
Papua New Guinea
economic context 288-94
employee relations 322-31
employment law 303-7
geography and population 285-7
human resource management 331-2
labour market 298-303
organization addresses 333
pay and benefits 316-22
political system 287-8
recent history 297
recruitment and selection 307-10
socio-cultural context 294-7
training and development 310-15
Papua New Guinea Employers’ Federation 317
Papua New Guinea Teachers’ Association (PNGTA), 325
Papua New Guinea Trade Union Congress 316
Papua New Guinea Waterside Workers and Seamen’s Union 326
parental leave
Chile 146
New Zealand 252, 270
Russia 489
Singapore 526-7
Parental Leave and Employment Protection Act (1987), New Zealand 252, 270
part-time employment
Canada 49, 57
Chile 129
New Zealand 242-4, 246, 258
Philippines 410
Russia 463, 466
Singapore 511, 514
Vietnam 560, 577
Partido Aprista Peruano 341
Partido de Acción Nacional (PAN), Mexico 163
Partido de la Revolución Democrática (PRD), Mexico 163
Partido Perú Posible 341
Partido Revolucionario Institucional (PRI), Mexico 163
Party for Democracy, Chile 114
paternity leave
Canada 90
New Zealand 270
Papua New Guinea 322
Peru 360
Philippines 415, 429
Singapore 511, 527
pay
Brunei Darussalam 33-4
Canada 81-6, 99
Chile 143-4
Mexico 184, 202-6
New Zealand 265-8
Papua New Guinea 298, 316-20
Peru 356, 360, 372-3
Philippines 414, 425, 427-31
Russia 461, 462, 481-4
Singapore 520-1
Vietnam 578-80
pay determination
Canada 82
Mexico 204-5
Papua New Guinea 318
Russia 482-3
Singapore 520-21
Vietnam 579-80
’pay equity’, Canada 84
pay levels and dispersion, New Zealand 266-7
pay variation
Canada 82-3
Mexico 205-6
Peru 373-4, 375
Singapore 523
pay-for-knowledge plans, Canada 86
pay-setting practices, New Zealand 265-6
paying-out of leave, Russia 487
payment methods
Brunei Darussalam 33-4
Canada 82
Chile 143
Mexico 204
New Zealand 265-6
Papua New Guinea 318-19
Peru 372
Philippines 429-30
Russia 482, 483
Singapore 521
Vietnam 578
payment-by-results, Philippines 429
Peltia, Brunei Darussalam 28
pensions
Brunei Darussalam 35
Canada 88-9
Chile 143, 147
Mexico 210
Papua New Guinea 321
Peru 356, 360, 376-7
Russia 471, 485-6, 493-4
Singapore 525
Vietnam 574, 582-3
‘People Power’ revolts, Philippines 391, 393, 400, 401, 436
People’s Action Party (PAP), Singapore 499, 528
Pepsi-Cola 85
performance-based pay
Brunei Darussalam 34
Canada 84-6, 100
Chile 143, 144
Mexico 206
New Zealand 267-8
Papua New Guinea 320
Philippines 429
Singapore 524
performance appraisals
Brunei Darussalam 34
Canada 86
New Zealand 263
performance indicators in employee relations, Mexico 215-17
performance indicators, Russia 492-3
perks see employee incentives
permanent employees, Philippines 416
Personnel Management Association, Canada 102
Personnel Management Association of the Philippines (PMAP) 439-40, 441
Peru
economic context 341-6
employee relations 377-80
employment law 357-60
geography and population 339-40
human resource management 380-1
labour market 349-57
organisation addresses 382-3
pay and benefits 372-7
political system 340-1
recent history 348-9
recruitment and selection 360-3
socio-cultural context 346-8
training and development 363-72
Peruvian Forum for Labor Training (FOPECAL) 380-1, 382
Peruvian Social Security Institute (IPSS) 376
Philippine Chamber of Commerce and Industry (PCCI) 434, 441
Philippine Constitution (1987) 411
Philippine Economic Zone Authority (PEZA) 411
Philippine Exporters Confederation (PHILEXPORT) 434
Philippine International Convention Center 441
Philippine Overseas Employment Administration (POEA) 409, 413, 422, 432
Philippine Securities and Exchange Commission 422
Philippines
economic context 392-8
employee relations 431-7
employment law 413-17
geography and demography 390-1
human resource management 437-40
labour market 402-413
organization addresses 441
pay and benefits 427-31
political system 391-2
recent history 400-2
<table>
<thead>
<tr>
<th>Index</th>
<th>private sector recruitment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Peru 379</td>
</tr>
<tr>
<td></td>
<td>Vietnam 590</td>
</tr>
<tr>
<td>political parties</td>
<td>Singapore 513</td>
</tr>
<tr>
<td>Canada 47</td>
<td>Vietnam 575</td>
</tr>
<tr>
<td>Chile 114</td>
<td>privatisation</td>
</tr>
<tr>
<td>Mexico 163</td>
<td>Peru 345, 363</td>
</tr>
<tr>
<td>New Zealand 230</td>
<td>Russia 453, 455-6</td>
</tr>
</tbody>
</table>


| political processes, Russia 452 | probationary period |
| Porgera mine, Papua New Guinea 327 | Peru 357 |
| post-secondary education, Canada 78 | Philippines 414, 416, 417-18 |
| poverty | Russia 472 |
| Chile 117-18 | Production and Commerce |
| Mexico 164, 185 | Confederation, Chile 151 |
| Peru 343 | production relationship reform, Vietnam 547-8 |
| Philippines 412 | Productivity and Competitiveness Labor Law, Peru, 358 |
| Russia 462 | Productivity and Standards Board (PSB), Singapore 514, 519, 527, 528 |
| Vietnam 556, 557-8, 587, 588 | ProEmpleo, Peru 362, 368, 381 |
| pre-professional practice programmes, Peru 368, 381 | professional assessment centres, Mexico 197 |
| Pre-Professional Practices Agreement, Peru 359 | professional skill development centres, Peru 367-8 |
| Presidential Council for Minority Rights, Singapore 504 | professional training see vocational training |
| primary education | profit-sharing |
| Brunei Darussalam 30-1, 33 | Mexico 206 |
| Canada 77-8 | Peru 372, 373 |
| Chile 134 | Programme for Hunger Elimination, Poverty Reduction and Job Creation, Vietnam 592 |
| Mexico 186, 187, 198 | ‘Programme of Pension Reform in the Russian Federation’ 486 |
| New Zealand 247 | Progressive Conservative Party, Canada 47, 48, 53 |
| Papua New Guinea 290, 301, 310-11 | project employees, Philippines 416 |
| Peru 349, 352-3 | Projoven, Peru 368 |
| Philippines 411, 423-4 | Promotion and Development of Employment Law, Peru 358 |
| Russia 476-8 | Providence Fund (Tabung Amanah Perkerja account), Brunei Darussalam 29 |
| Singapore 506 | private health security, Peru 372 |
| Vietnam 551, 564, 568, 569, 588 | private schools, Singapore 517 |
Index

Provincial Labour Offices (PLOs), Papua New Guinea 318
Provincial Trade Unions, Vietnam 586
Public Administration Review (PAR), Vietnam 543
Public education systems, Canada 76-7
Public Employees’ Association (PEA), Papua New Guinea 292, 318, 319, 325, 327, 328
Public employment programme, Peru 362
Public employment service offices (PESOs), Philippines 417
Public Health Ministry, Chile 146
Public holidays
Brunei Darussalam 35
Canada 89
Chile 147-8
Mexico 209
New Zealand 252, 269
Peru 372, 373
Philippines 429
Russia 488
Singapore 525-6
Vietnam 582
Public Officers’ Superannuation Fund, Papua New Guinea 321
Public sector
Brunei Darussalam 19, 23, 26, 28
Canada 71
Peru 344, 351, 356, 358
Singapore 513
Vietnam 565-6
Public Sector Accounting Standards Board, Vietnam 554
Public Sector Administrative Statute, Chile 143, 144
Public Sector for the 21st Century (PS21), Singapore 510
Public sector labour relations, Canada 71
Public sector recruitment
Papua New Guinea 307-8
Singapore 513
Vietnam 575
Public service, Singapore 501
Public Service Coalition and Arbitration Tribunal, Papua New Guinea 318
Public Service Commission
Brunei Darussalam 38
Singapore 501, 513
Public Service General Orders, Papua New Guinea 310, 317, 319
Public service leave, Russia 488
Public Service Reform Projects, Papua New Guinea 314
Public Service Staff Relations Act (1967), Canada 71, 92
Quebec Pension Plan 88
railways, Mexico 171
Rascol activity, Papua New Guinea 293
re-training programmes
Canada 61
Chile 136
Peru 370
Philippines 426, 438
Russia 478, 480
Vietnam 576-7
Real wages
Canada 99
Mexico 215, 217
Papua New Guinea 294, 298
Russia 481
Recession
Canada 48, 59, 72
Russia 466
Recruitment
Brunei Darussalam 28-9
Canada 71-6
Chile 130-1
Mexico 195-7
New Zealand 259-63
Papua New Guinea 307-10
Peru 360-3
Philippines 417-23
Russia 475-6
Singapore 513-17
Vietnam 574-6
Recruitment agencies
Brunei Darussalam 28
Canada 71
New Zealand 259
Papua New Guinea 308
Peru 361-2
Philippines 418, 419, 422
<table>
<thead>
<tr>
<th>Country</th>
<th>Page Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Russia</td>
<td>475</td>
</tr>
<tr>
<td>Vietnam</td>
<td>575</td>
</tr>
<tr>
<td>recruitment consultants</td>
<td>131</td>
</tr>
<tr>
<td>New Zealand</td>
<td>259-60</td>
</tr>
<tr>
<td>recruitment law</td>
<td>260-1</td>
</tr>
<tr>
<td>Papua New Guinea</td>
<td>308</td>
</tr>
<tr>
<td>Peru</td>
<td>361</td>
</tr>
<tr>
<td>Philippines</td>
<td>422-3</td>
</tr>
<tr>
<td>recruitment legislation, Mexico</td>
<td>196</td>
</tr>
<tr>
<td>recruitment of foreign nationals and immigrant workers</td>
<td></td>
</tr>
<tr>
<td>Brunei Darussalam</td>
<td>29</td>
</tr>
<tr>
<td>Canada</td>
<td>75</td>
</tr>
<tr>
<td>New Zealand</td>
<td>261-3</td>
</tr>
<tr>
<td>Philippines</td>
<td>423</td>
</tr>
<tr>
<td>Russia</td>
<td>476</td>
</tr>
<tr>
<td>Singapore</td>
<td>514-17</td>
</tr>
<tr>
<td>redundancy</td>
<td>193</td>
</tr>
<tr>
<td>Russia</td>
<td>462, 485</td>
</tr>
<tr>
<td>redundancy pay</td>
<td>62, 64</td>
</tr>
<tr>
<td>Chile</td>
<td>127</td>
</tr>
<tr>
<td>Mexico</td>
<td>193</td>
</tr>
<tr>
<td>Peru</td>
<td>358</td>
</tr>
<tr>
<td>Russia</td>
<td>488</td>
</tr>
<tr>
<td>Vietnam</td>
<td>577, 583</td>
</tr>
<tr>
<td>referral bonuses, Canada</td>
<td>72</td>
</tr>
<tr>
<td>Regional Development Council, Chile</td>
<td>110</td>
</tr>
<tr>
<td>Regional Development Councils (RDCs), Philippines</td>
<td>392</td>
</tr>
<tr>
<td>regional features of labour market, Russia</td>
<td>467-8</td>
</tr>
<tr>
<td>Regional Tripartite Wages and Productivity Boards (RTWPBs), Philippines</td>
<td>414, 428, 432</td>
</tr>
<tr>
<td>Relations Amendment Act (1984), New Zealand</td>
<td>256</td>
</tr>
<tr>
<td>religion</td>
<td></td>
</tr>
<tr>
<td>Brunei Darussalam</td>
<td>13, 31</td>
</tr>
<tr>
<td>Canada</td>
<td>52</td>
</tr>
<tr>
<td>Chile</td>
<td>110</td>
</tr>
<tr>
<td>Mexico</td>
<td>174</td>
</tr>
<tr>
<td>New Zealand</td>
<td>237</td>
</tr>
<tr>
<td>Peru</td>
<td>347</td>
</tr>
<tr>
<td>Philippines</td>
<td>398-9</td>
</tr>
<tr>
<td>Russia</td>
<td>459-60</td>
</tr>
<tr>
<td>Singapore</td>
<td>503</td>
</tr>
<tr>
<td>relocation of operations</td>
<td></td>
</tr>
<tr>
<td>New Zealand</td>
<td>234</td>
</tr>
<tr>
<td>Singapore</td>
<td>514</td>
</tr>
<tr>
<td>replacement workers (‘scabs’)</td>
<td>96</td>
</tr>
<tr>
<td>Chile</td>
<td>129, 130</td>
</tr>
<tr>
<td>Reserve Bank, New Zealand</td>
<td>235</td>
</tr>
<tr>
<td>Reserve Bank Act (1989), New Zealand</td>
<td>238</td>
</tr>
<tr>
<td>resignation rates, Singapore</td>
<td>531</td>
</tr>
<tr>
<td>rest days, Mexico</td>
<td>209</td>
</tr>
<tr>
<td>rest periods, Philippines</td>
<td>429</td>
</tr>
<tr>
<td>retirement age</td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td>54, 88</td>
</tr>
<tr>
<td>New Zealand</td>
<td>242</td>
</tr>
<tr>
<td>Peru</td>
<td>350, 351</td>
</tr>
<tr>
<td>Russia</td>
<td>469, 472, 485-6</td>
</tr>
<tr>
<td>Singapore</td>
<td>521, 525</td>
</tr>
<tr>
<td>Vietnam</td>
<td>582</td>
</tr>
<tr>
<td>Retirement Age Act (1993), Singapore</td>
<td>520</td>
</tr>
<tr>
<td>Retirement Fund, Russia</td>
<td>486</td>
</tr>
<tr>
<td>retirement pensions</td>
<td>see pensions</td>
</tr>
<tr>
<td>retrenchment benefits</td>
<td></td>
</tr>
<tr>
<td>Russia</td>
<td>488</td>
</tr>
<tr>
<td>Singapore</td>
<td>521, 527</td>
</tr>
<tr>
<td>Vietnam</td>
<td>581</td>
</tr>
<tr>
<td>rural employment, Vietnam</td>
<td>561-2</td>
</tr>
<tr>
<td>rural minimum wage, Papua New Guinea</td>
<td>302</td>
</tr>
<tr>
<td>rural workers, Vietnam</td>
<td>567-8</td>
</tr>
<tr>
<td>rural–urban migration</td>
<td></td>
</tr>
<tr>
<td>Papua New Guinea</td>
<td>298, 302, 309, 316</td>
</tr>
<tr>
<td>Vietnam</td>
<td>562, 572</td>
</tr>
<tr>
<td>Russia</td>
<td></td>
</tr>
<tr>
<td>economic context</td>
<td>453-9</td>
</tr>
<tr>
<td>employee relations</td>
<td>489-93</td>
</tr>
<tr>
<td>employment law</td>
<td>469-74</td>
</tr>
<tr>
<td>geography and population</td>
<td>446-50</td>
</tr>
<tr>
<td>human resource management</td>
<td>493-4</td>
</tr>
<tr>
<td>labour market</td>
<td>462-68</td>
</tr>
<tr>
<td>organization addresses</td>
<td>495</td>
</tr>
<tr>
<td>pay and benefits</td>
<td>481-9</td>
</tr>
<tr>
<td>political system</td>
<td>450-2</td>
</tr>
<tr>
<td>recent history</td>
<td>460-2</td>
</tr>
<tr>
<td>recruitment and selection</td>
<td>475-6</td>
</tr>
<tr>
<td>socio-cultural context</td>
<td>459-60</td>
</tr>
<tr>
<td>training and development</td>
<td>476-80</td>
</tr>
<tr>
<td>Russian Federation</td>
<td>see Russia</td>
</tr>
</tbody>
</table>
Russian Ministry of Labour 475
‘Russian Tripartite Commission for Settlement of Social and Labour Disputes’ 490
Russian Union of Producers and Entrepreneurs (RUPE) 489

salaries see pay
Salaries and Conditions Monitoring Committee, Papua New Guinea 308

seasonal work
Canada 59
Peru 359

scholarships
Mexico 197, 200
Papua New Guinea 311, 313-14
Philippines 412
Singapore 513
Vietnam 568

School of Labour and Industrial Relations, University of the Philippines 441

seasonal workers, Chile 129

secondary education
Brunei Darussalam 30-1, 33
Canada 77-8
Chile 133-4
Mexico 187, 188, 198
New Zealand 247
Papua New Guinea 301, 314
Peru 349, 352-3, 364-5
Philippines 411, 423-4
Russia 476-8
Singapore 506
Vietnam 556, 564, 568-9, 588

secondary employment, Russia 463, 466

Secretariat of Labour and Social Welfare, Mexico 223

Secretariat of the Economy, Mexico 223

segmentation
by ethnic group, Brunei Darussalam 21, 23-5, 26
of workers, Brunei Darussalam 15, 17
of workforce, Papua New Guinea 294-5

selection
Canada 76
Mexico 197
New Zealand 262-3
Papua New Guinea 310

self-employment
Canada 57
Chile 156
Mexico 179, 180
New Zealand 239
Peru 341, 351, 357
Philippines 408
Vietnam 560, 562
Service Employees’ International Union 4

service-incentive leave, Philippines 429

services sector
Brunei Darussalam 17
New Zealand 233
Peru 344-5, 350
Philippines 394, 406, 407, 408
severance pay see redundancy pay
shadow employment, Russia 462
shared responsibility, Philippines 431
shiftwork, Vietnam 580
‘shuttle’ trade in exports, Russia 457-8
sick leave
Chile 146, 147
Papua New Guinea 321
Vietnam 583
sick pay, Vietnam 573, 579-80
sickness benefits, New Zealand 268
Singapore

economic context 501-4
employee relations 527-30
employment law 510-12
geography and population 498-9
human resource management 530-4
labour market 504-10
organization addresses 535
pay and benefits 520-7
political system 499-501
recent history 504
recruitment and selection 513-17
socio-economic context 503-4
training and development 517-20
Singapore Airlines 520
Singapore Association of Trade Unions (SATU) 528
Singapore Companies Act (1981) 500
Singapore Confederation of Industries (SCI) 528
Singapore Human Resources Institute (SHRI) 534
Index

Singapore Immigration and Registration (SIR) 516
Singapore Inc 508
Singapore Institute of Management (SIM) 520
Singapore International Chamber of Commerce 528
Singapore Labour Foundation (SLF) 529–30
Singapore National Employers’ Federation (SNEF) 514, 523, 527–8, 535
Singapore One Network for Everyone (Singapore ONE) 510
Singapore Trades Union Congress (STUC) 528
skilled development centres, Peru 366, 368
Skill New Zealand 249, 251, 278, 280
skill profiles, labour force, Singapore 506–8
skill requirements, Philippines 438–9
Skills Development Fund (SDF), Singapore 509–10, 532, 533, 535
skills profile of Filipino workforce 424–5
skills shortages
Brunei Darussalam 14, 17, 19, 30
Canada 60, 75, 101
Mexico 196–7, 198
New Zealand 244, 246, 261
Papua New Guinea 307, 308, 320, 331, 332
Peru 370
Singapore 531
Vietnam 560, 575–6
skills status of workers, Brunei Darussalam 17, 20
skills upgrading, Russia 480
small and medium-sized companies
Brunei Darussalam 31
Chile 114, 120, 141
Mexico 167–8, 169
Philippines 396, 417
social assistance, Canada 88
Social Democratic Radical Party, Chile 114
social emergency programmes, Peru 363
social inclusion/exclusion, Peru 347
social partnership, Russia 490–2
social security
Brunei Darussalam 35
Canada 87–8
Chile 145
Mexico 207
New Zealand 268
Papua New Guinea 320
Peru 343–4, 376
Philippines 415, 430–1
Singapore 524–5
Vietnam 581–2
Social Security Institute (INP), Chile 145, 147
Socialists, Chile 114
2001–2010 555–6, 587, 588
South Asian and Vietnam Project on Tripartism and Social Dialogue in Action (SAVPOT) 586
South East Asian (SEA) Games, effect on economy, Brunei Darussalam 11
South Pacific Organization of Trade Unions 330
Southern Common Market (Mercosur) 118, 120
Special Economic Zone Act (1995), Philippines 411
special leave, New Zealand 252, 269
staff appraisals see performance appraisals
State Enterprise Law (1995), Vietnam 573
state sector, Vietnam 547, 565–6, 579
state sector wages, Vietnam 579
state-owned companies, Chile 120
Statistics Canada 103
Statistics New Zealand 280
Strategic Economic Plan (1991), Singapore 500, 508
strikes
Canada 69, 71, 94–6, 96–8
Chile 129, 149–50
Mexico 192, 214, 215, 216
New Zealand 254, 275
Papua New Guinea 305, 328, 330, 331
Peru 378–80
Philippines 436–7
Russia 471, 474, 481, 490, 492
Index

structural adjustment programme (SAP), Philippines 401
subcontracting
Mexico 195
Papua New Guinea 299-300, 306
Peru 361, 378
Philippines 393, 419, 439
subsistence economy, Papua New Guinea 299
subsistence wages, Russia 481
substituted workers, Peru 359
Sultan of Brunei 10, 38
summary of human resource issues/trends 598-603
superannuation schemes
Brunei Darussalam 35
Canada 88-9
New Zealand 268
Papua New Guinea 321
Russia 485-6
Singapore 525
Support Programme for Female Employment (PROFECES), Peru 369
survival pensions, Peru 376
Tait Electronics, New Zealand 234
tambus, Papua New Guinea 296
Task Force 1987-88, Philippines 399
Tax Code, Russia 485
Teachers’ Association, Papua New Guinea 327
technical education, Peru 365
Technical Education and Skills Development Authority (TESDA), Philippines 392, 411-12, 424, 426, 432
technical training
Brunei Darussalam 31
Canada 78, 79-81
Chile 133, 134-5
Mexico 187-9, 200
New Zealand 247, 249
Papua New Guinea 294, 310-12, 315, 332
Peru 349, 365-8
Philippines 412, 423, 425, 438
Russia 477
Singapore 506, 517-20
Vietnam 564, 566, 568-9, 570
technology and innovation, Mexico 189
Telecom New Zealand 237, 238
telecommunications
Chile 119, 122-3
Mexico 171-2
New Zealand 236
Philippines 398
Russia 458
Telecommunications Law, Chile 123
telecommuting, Chile 129
Telefónica CTC, Chile 136
Telefónica del Perú 345, 368
Television New Zealand 234
Temasek Holding Ltd., Singapore 500, 508
temporary work
Canada 49, 57, 58
Mexico 195
New Zealand 243
Peru 356, 359, 362, 363, 378
‘Ten Commandments’ document, Mexico 218
tenure of employment, Philippines 414, 416
termination of employment
Brunei Darussalam 27
Canada 62, 63-4
Chile 127
Mexico 193-4
Peru 377
Philippines 414, 416
terrorist acts of 11 September 2001, effects on economy, Canada 72
Time-in-Service Compensation Act (1991), Peru 358, 360
time-in-service payments, Peru 377
Trade and Development Board ((TDB), Singapore 500
Trade Disputes Act (1960), Singapore 520
Trade Union Board (VTU), Vietnam 585
Trade Union Congress (TUC), Papua New Guinea 327, 330, 333
Trade Union Congress of the Philippines (TUCP) 432, 433, 434
Trade Union Law (1990), Vietnam 574
Trade Union Ordinance (1940), Singapore 528
‘Trade Unions, Their Rights and Security’ (1996), Russia 489-90
### Index

<table>
<thead>
<tr>
<th>Trade Unions</th>
<th>Transport and Communications, Papua New Guinea</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brunei Darussalam</td>
<td>36</td>
</tr>
<tr>
<td>Canada 68–9, 70–1, 91–8</td>
<td>Mexico 170–1</td>
</tr>
<tr>
<td>Chile 128–9, 148–9, 150, 151–2</td>
<td>Philippines 397–8</td>
</tr>
<tr>
<td>Mexico 192, 196, 213</td>
<td>Russia 459</td>
</tr>
<tr>
<td>New Zealand 239, 253, 254, 255–7, 271–4</td>
<td>Transport and Communications, Papua New Guinea</td>
</tr>
<tr>
<td>Peru 356, 375, 378–9</td>
<td>Tripartite Commissions, Russia 490</td>
</tr>
<tr>
<td>Philippines 415, 418, 430, 432–4, 439</td>
<td>Tripartite Committee on the Extension of the Retirement Age, Singapore 521, 523</td>
</tr>
<tr>
<td>Russia 489–92, 493</td>
<td>Tripartite Industrial Peace Council, Philippines 432</td>
</tr>
<tr>
<td>Singapore 512, 528–9, 530, 532</td>
<td>Truth and Reconciliation Commission Report (1991), Chile 111</td>
</tr>
<tr>
<td>Vietnam 572, 573, 574, 581, 584, 585–6</td>
<td>UJT (Tax Contribution Unity), Peru 374, 376</td>
</tr>
<tr>
<td>Trade Unions Act (1940), Singapore 511, 512, 520</td>
<td>Under-Secretary for Migrant Workers Affairs (UMWA), Philippines 413</td>
</tr>
<tr>
<td>Trades Unions Act (1872), Canada 68</td>
<td>Underemployment, Papua New Guinea 298–9</td>
</tr>
<tr>
<td>Training, Human Resource Management 32, 102</td>
<td>Peru 343, 351, 353</td>
</tr>
<tr>
<td>Brunei Darussalam 30–33</td>
<td>Philippines 393, 403, 405, 438, 439</td>
</tr>
<tr>
<td>Canada 78, 79–81, 102</td>
<td>Vietnam 560, 567–8, 589, 591</td>
</tr>
<tr>
<td>Chile 136–42, 156</td>
<td>Underutilization of Workers, Peru 363–4</td>
</tr>
<tr>
<td>Mexico 189, 198–202</td>
<td>Underemployment, Papua New Guinea 298–9</td>
</tr>
<tr>
<td>New Zealand 247, 263–4</td>
<td>Peru 343, 351, 353, 363</td>
</tr>
<tr>
<td>Papua New Guinea 310–15, 331</td>
<td>Philippines 403, 405–6, 420, 421, 438</td>
</tr>
<tr>
<td>Peru 361, 363–72, 375, 380–1</td>
<td>Russia 463, 467–8, 470, 475, 481</td>
</tr>
<tr>
<td>Philippines 411, 423–7, 437, 438</td>
<td>Singapore 507–8, 524–5</td>
</tr>
<tr>
<td>Russia 476–80</td>
<td>Vietnam 566–7, 589, 591</td>
</tr>
<tr>
<td>Singapore 509–10, 514, 517–20, 532</td>
<td>Unemployment, Canada 50–60</td>
</tr>
<tr>
<td>Vietnam 568–70, 576–7, 585</td>
<td>Chile 125–6, 155–6</td>
</tr>
<tr>
<td>Training and Employment Statute (1997), Chile 136, 137</td>
<td>Mexico 176–7, 178, 179–80, 182</td>
</tr>
<tr>
<td>Training and Localization Program (TLP), Papua New Guinea 309, 315</td>
<td>New Zealand 231, 240–1, 244–6, 250–1</td>
</tr>
<tr>
<td>Training Costs, Vietnam 576–7</td>
<td>Papua New Guinea 292, 293</td>
</tr>
<tr>
<td>Training Distribution, Vietnam 577</td>
<td>Peru 343, 350, 351, 353, 363</td>
</tr>
<tr>
<td>Training Evaluation, Chile 138–42</td>
<td>Philippines 403, 405–6, 420, 421, 438</td>
</tr>
<tr>
<td>Peru 372</td>
<td>Russia 463, 467–8, 470, 475, 481</td>
</tr>
<tr>
<td>Training Incentives, Chile 136–8</td>
<td>Singapore 507–8, 524–5</td>
</tr>
<tr>
<td>Training Initiative for Mature Employees (TIME), Singapore 519</td>
<td>Vietnam 566–7, 589, 591</td>
</tr>
<tr>
<td>Training Institutions, Peru 365</td>
<td>Unemployment Benefits, Chile 125–6</td>
</tr>
<tr>
<td>Training Levy, Papua New Guinea 314–15</td>
<td>New Zealand 250–1, 268</td>
</tr>
<tr>
<td>Training Opportunities Programme (TOP), New Zealand 251</td>
<td>Russia 470</td>
</tr>
<tr>
<td>Training Subsidies, Chile 136–8</td>
<td>Singapore 524–5</td>
</tr>
<tr>
<td>Vietnam 582</td>
<td>Vietnam 582</td>
</tr>
</tbody>
</table>
unemployment insurance
Canada 50, 59
Chile 125-6, 155, 156
Peru 377
Philippines 431
Unemployment Insurance Law (2001),
Chile 125
UNESCO World Education Report
(1998) 248
unfair dismissal, New Zealand 255
unfair labour practices
Canada 70-1
Philippines 415
UNICEF 410
United Nations 51, 115, 117, 287, 303, 504
Development Programme 362
Global Compact Initiative 435
universities
Brunei Darussalam 30-1, 33
Canada 78
Chile 133-5
Papua New Guinea 311, 312-13, 314
Peru 349, 350, 352-3, 370
Philippines 423-4, 427
Russia 476-9
Singapore 506, 517-18
Vietnam 551, 564, 568, 569, 570
university training programmes, Peru 370
unpaid compulsory leave, Russia 466
upgrading programmes, Philippines 426
Urban Cash Wage Award, Papua New
Guinea 325
USAID 367

vacations see annual leave
values and ideology, Chile 115-16
Vietnam
economic context 545-57
employee relations 584-7
employment law 572-4
gender and population 539-41
government 542-4
human resource management 587-92
labour market 560-72
legal system 543-4
organization addresses 593
pay and benefits 578-84
political system 541-4
recent history 558-9
recruitment and selection 574-7
socio-economic context 558-9
training and development 576-7
Vietnam Chamber of Commerce and
Industry (VCCI) 584, 585
Vietnam Fatherland Front, Vietnam 544
Vietnam’s Trade Union 584, 585, 586,
593
Vietnam War, impact on economy 559
Vietnamese Accounting Association 554
Vietnamese ODA (Official Development
Assistance) 549
Vital Minimum Wage National
Committee, Peru 372-3
Vocational and Industrial Training Board
(VITB), Singapore 517-18, 519
vocational education and training
Brunei Darussalam 31, 32-3
Canada 78
Chile 134-5
Mexico 185, 186, 188
New Zealand 249
Papua New Guinea 310-11, 312, 332
Peru 367
Philippines 423-4, 425, 438
Russia 476-9
Singapore 517, 518, 519
Vietnam 551, 566, 591
voluntary redundancy, Peru 358
voucher privatisation of state enterprises,
Russia 453, 455
vulnerable population groups
employment programmes, Peru 369
wage
arrears, Russia 483
movements, Russia 481-2
Wages Protection Act (1993), New
Zealand 252
wages see pay
wages workers, Vietnam 566, 573
Waitangi Tribunal (1975) 236
wantokism, Papua New Guinea 294-5,
308
Washington Consensus 345
white-collar workers
Brunei Darussalam 15, 17, 23, 25
Canada 82
Mexico 192, 195, 197
Peru 372, 376
New Zealand 240
‘white unions’, Mexico 192
Women and Gender Development programme, Philippines 435
Women and Girls Protection Act (1984) Brunei Darussalam 27
Work and Income New Zealand (WINZ) 250–1, 268
work culture, Mexico 217–18
work pass scheme, Singapore 515–16
Work Permit Scheme (WPS), Papua New Guinea 309, 315
work permits
Brunei Darussalam 28
Papua New Guinea 309
Philippines 422
work-related accidents and illnesses, Chile 145
worker dissatisfaction, Canada 72
worker mobility, Canada 53
Worker Safety and Insurance Board, Canada 89
worker satisfaction, New Zealand 275–7
worker–export management agency, Vietnam 571
workers
cooperatives, Peru 362
in special need, Russia 472
safeguard compensation, Russia 488
workers' benefits, Peru 360
workers' compensation
Brunei Darussalam 27, 29, 36
Canada 67–8, 89–90
New Zealand 269
Papua New Guinea 305, 322, 328
Peru 357–8, 360
Philippines 431
Russia 470, 488
Singapore 526
Vietnam 583
Workers' Compensation Act (1978), Papua New Guinea 322
Workers' Unitary Central (CUT), Chile 151, 157
workers with family obligations,
protection of, Russia 469
working hours
Brunei Darussalam 28
Canada 63
Chile 129
Mexico 183–5, 191, 208–9
New Zealand 243
Peru 355–6, 359
Philippines 415, 429
Russia 466, 471, 487
Singapore 523
Vietnam 580
Workmen's Compensation Act (1975), Singapore 520, 526
Workmen's Compensation Act (1984), Brunei Darussalam 27, 29, 36
World Bank 290, 362, 380 397, 604
Structural Adjustment Loan (SAL) 401
structural development programme (SAP) 401
World Development Indicators 248
World Federation of Personnel Management Associations 279
World Health Organisation 117
World Trade Organization (WTO) 120, 397, 402, 548
Classification of economies (2001) 604
General Agreement on Trade in Services (GATS) 423
youth employment, Papua New Guinea 308–9
Youth Employment Development Agreement, Peru 359
Youth Employment Development Programme (Projoven), Peru 361, 369
youth employment programme, Peru 368, 369
Youth Training Programme, New Zealand 251