

Index

- Accession Treaty (2003) 61
Ackers, P. 115, 116, 117, 118, 122, 123, 125
acquis communautaire 2, 3, 13, 63, 76, 237
administrative reform *see* Flemish Community: administrative reform and staff participation
Adnett, N. 1, 2, 3, 4, 6, 10-11
Advisory Conciliation and Arbitration Service (ACAS) 120
ageing population 30
'Agenda for Change' (Department of Health) 231
Agle, B. 192
Ahlers, E. 161
Albert, M. 24, 32
Allen, M. 116, 121
Alpin, C. 118, 126
Americanization of European IR 106, 107
Amsterdam, Treaty of (1997) 134
analysis, concluding 235-256
 enlargement, integration and reform 250-254
 European integration and national industrial relations 236-241
 outlook 246-250
 public sector reform 241-246
 references 255-256
Aragón, M. 110
Armour, J. and Deakin, S. 77
Artadi, E.V. 94
ASEAN 64
Australia 8
Austria 58, 250

Bach, S. 7, 8, 9, 16, 244
Bamber, G.J. 27
Barcelona Summit (2002) 33
Beale, D. 123, 124

Bednaš, M. 91, 92, 93
Behrens, M. 169
Belgium 16, 17, 58, 242, 243, 244
 see also Flemish Community: administrative reform and staff participation
 General Belgian Trade Union Federation 197
 General Christian Trade Union Confederation 197
 Leuven Agreement 195
 trade unions in 197-207
benchmarking 104, 106
Benelux Countries 145
Berger, S. 124
Berghman, J. 33
Bewley, H. 118, 126
Bieler, A. 131, 136, 140, 142, 147, 149
Bispinck, R. 155
black market/economy 55-56
Blair, Prime Minister 34
 see also United Kingdom (UK)
Boeri, T. 107
Bolkestein, Commissioner 249
bonuses and poor working conditions 47
Bordogna, L. 8, 9, 16, 158, 242, 244
Bossaert, D. 197, 198, 199
Bouckaert, G. 7, 9, 16, 17-18, 178, 191, 192
Boyne, G. 7, 243
British Broadcasting Corporation (BBC) 211
British Industry, Confederation of (CBI) 120, 214
British Printing Industries Federation 141
British trade unions and the EU 131-151
 see also trade unions *and* trade unions (UK)
 Amicus 149, 150

- and British trade union responses 136-138
- and Conservative government 132, 133
- and European integration 133-135
- and Europeanization 135-136
- GMB 132, 138, 143-145, 148-149
- GPMU 132, 138, 148
- TGWU 132, 138, 146-148, 149
- Trade Union Congress (TUC) 132, 136
- UNISON 132, 138-140, 148
- Brock, J. 7
- Brown, W. 122, 124
- Brückner, H. 107
- Bryson, A. 118, 126, 212, 216
- Budapest Conference (1994) 141
- Bulgaria 50

- Caillosse, J. 181, 183, 187
- Cardiff process (1998) 25-26
- Castells, M. 26
- Central and Eastern Europe/European Countries (CEE/CEECs) 1-2, 8, 63, 107, 236-237, 238, 250
- increased standards in 238
- labour relations in 63
- Member States 2, 5-6, 103, 107, 236, 238, 247
- workers 2
- Charter of Fundamental Rights 2
- Chassard, Y. 23
- Chevallier, J. 179
- Chirac, President 252
- Chouraqui, A. 34
- Claeys, J. 202
- Clark, D. 178
- Clegg, H.A. 213
- Coates, D. 24
- collective bargaining/agreements 57-58, 60 *see also* German public sector
- collective bargaining, structural changes in
- Common Market 27
- communication 221-230
- and employee voice 212-213, 223, 227-230
- one-way downward 225-227
- two-way up and down 221-224
- competition law 27
- Compston, H. 124
- concluding analysis 235-256
- corporate governance 92-93, 96, 125
- Cortebeek, V. 26
- Cox, T. 106
- Cressey, P. 205
- Croatia 51, 52
- Crouch, C. 25
- Cyprus 43, 49, 58
- Czech Republic 31, 43, 49, 50, 52, 62, 57, 60, 63, 108, 113

- Dachler, P. 193, 204
- Danford, A. 121, 123, 232
- de Beer, P. 32
- de Gier, E. 32
- De Leede, J. 204, 205
- de Witte, H. 197
- Deakin, S. 122, 225
- Deguit, L. 180
- Della Rocca, G. 244
- Dell'Aringa, C. 7
- Delors, J. 4, 146, 148
- White Paper 32
- Demmke, C. 197, 198, 199
- Den Butter, F.A.G. 26
- Denmark 9, 31, 58
- Dennison, P. 17
- Dewachter, W. 194
- Dharendorf, R. 124
- Diamantopoulou, A. 34
- Dimitrova, D. 1, 3, 5, 6, 236
- directives *see* EU Directives
- Dix, G. 118, 126
- Dølvik, J.E. 131, 132, 135
- Donaldson, T. 193
- Douarge, D. 33
- Dribbusch, H. 16, 170
- Dubbins, T. 141 142
- Dundon, T. 118
- Dunlop, J.T. 26
- Dupré, M. 77
- Dyson, K. 136-137

- Eamets, R. 58
- Eastern Europe(an) 252-253
- markets/operations 108
- Ebbinghaus, B. 25, 103
- Eberling, M. 77

- Economic Co-operation and Development, Organization for 7, 8, 15, 31, 177, 243
- economic growth in Europe, decline in 30
- economic integration, EU rules on 1-2
see also European integration
- Economic and Monetary Union (EMU) 3, 8, 11, 12, 28, 61, 100, 126, 131, 133, 134, 136-138, 139-140, 142, 145, 147, 149, 250
- Economic Policy Research, Centre for (CEPR) 26
- Economic and Social Council 13, 86, 146
- economists, gradualist 91-92
- economy
EU 32
informal 54-56
- Education and Employment, Department for 215
- Ellis, V. 138, 149
- employee
attitude surveys 223
involvement (EI) 212-213, 216-217
representatives 218-219
voice 212-213, 223, 227-230
- employment agencies, intermediate 43
- employment and industrial relations policies 34-35
- employment regulation (UK) 214-215
- employment relations and partnership in the UK 115-130 *see also* partnership
breaking partnership 120-121
conclusion 127-128
dimensions of partnership 122-126
making partnership 116-120
note and references 128-130
- employment relations reform in French administration services 177-190 *see also* France
civil service as statutory employment 179-181
conclusions 188-189
corporatism within the state: the corps system 181-183
juridical foundations of public employment relations 179-183
legal framework and efficient HRM 183-188
and HRM in practice 186-188
and rigidities/potentialities of public servant status 184-186
New Public Management (NPM) 177-178, 181, 183, 186
notes and references 189-190
- employment rights (UK) 215
- employment security 248-249
- Employment Task Force 29
- enlargement, integration and reform 250-254 *see also* European integration *and* public sector enlargement: Spanish experience with European Works councils *see* Spain and European Works Councils
- enterprise level case studies 56-57
- environmental policies 112
- equity-efficiency trade-off 97
- Esping-Andersen, G. 25, 31-32, 34
- Estonia 31, 45, 47, 49, 51, 55, 57, 58, 236
and health and safety 53
- EU Directives 50, 69, 76
2001/23/EC 66
2001/86/EC on worker involvement 78
2002/14/EC 3
94/95 102
re European Works Council (EWC) 14, 118
on health and safety 57
on information and consultation 14, 232, 238
on port services 240
on protecting employees 75
on safeguarding of employees' rights (77/187/EEC) 64, 65
on services 2, 249, 253
Transfers of Undertakings 13, 65-9
Working Time (93/104/EC) 13, 60, 65
and works councils 57
- EU Member States 1, 5, 23, 25, 28, 32, 68, 84, 107, 199, 236, 254, 246-247, 250
see also new EU Member States *and* work and employment conditions in new EU Member States

- EU-15 Member States 1, 12, 28-29, 31, 41, 42, 44, 43, 45, 57, 59, 64, 77-78, 103, 236, 237
 average wage in 47
 average working week in 49-50
 low wages in 77-78
 productivity growth rate of 30
- EU-25 Member States 41, 103, 236
- EU-28 Member States 41
- European Central Bank (ECB) 4, 147
- European Commission 4, 11, 24, 29, 32, 33, 44, 51, 65, 99, 103, 107, 141, 146, 149, 240, 251
 and employment and social affairs 197
 and health and safety reports 53
 High Level Group 30, 36
 and social dialogue (Articles 138 and 139) 133
- European Community/ies 26, 29, 30, 61
- European Company (SE) Statute (2157/2001 EC regulation) 78
- European Constitution 1-2, 41
- European Convergence and the EU Social Model 23-39
 diversity or convergence 26-28
 diversity and divergence 24-26
 modernization of European social policy 30-32
 policy learning 28
 typologies 24-25
- European Court of Justice 27-28, 142
- European Economic Community (EEC) 131
- European Employment Strategy 64, 65, 78
- European Graphical Federation 141
- European Industry Federations 112, 131
- European integration 1-4, 9-11, 27, 236-241
 in conditions of ambiguity 9-11
 and national industrial relations 236-241
 and national systems 27
- European Journal of Industrial Relations* 6
- European labour legislation 240
- European labour standards 63-80 *see also* Hungary and European labour standards
- European Parliament/MEPs 146, 249
- European Single Market 155
- European Social Dialogue 42, 100, 104, 108
- European social model (ESM) 1, 2, 3-5, 10-11, 14, 32-35, 41, 63, 125, 145, 235, 240-241, 248, 249, 239, 252
- European social policy, challenges for 30-32
 ageing population 30-31
 declining economic growth rate 30
 social cohesion 31-32
- European Trade Union Confederation (ETUC) 112, 131, 135
- European Union (EU) 1, 32, 61, 63, 64, 66, 99, 103, 131, 211, 238, 254
see also EU Directives and EU Member States
 initiatives on employment regulation 214
 law 64
 regulation 125
 regulatory policies 10
 social dimension 118, 137, 250
 transport liberalization policy 10
- European Works Council (EWC) 9, 14, 99, 100, 118, 131, 240, 254 *see also* Spain and European Works Councils and works councils
- Europeanization 2, 118-119, 131, 135-136, 199, 239-241
 bottom-up 239
 by framing domestic beliefs 245, 246
 and impact on industrial relations 12-15
 of industrial relations 102, 104, 107
 and labour relations 77
 mechanisms for 245
 and negative effects of 240
- exit option practices 104, 106
- Eymeri, J.M. 185
- 'Facing the Challenge: The Lisbon strategy for growth and employment' 29
- 'Fairness at Work White Paper' (DTI, 1998) 215
- Fajertag, R. 126
- Falkner, G. 4, 12, 77
- Farnham, D. 7, 17, 193, 200, 211, 212, 213, 230

- Ferrara, M. 8
 Findlay, P. 121
 Finegold, D. 95
 Finland 58
 First Employment Contracts 251-252
 Fitzgerald, I. 102
 Flemish Community: administrative reform and staff participation 17, 191-210
Beter Bestuurlijk Beleid: Better Administrative Policy 191, 194-195, 197, 206
 conclusion 206-207
 context and content of reforms 194-195
 direct participation in reform process 195-196
 indirect participation, extent of 204-206
 indirect staff participation in Belgian public sector 197-200
 notes and references 207-210
 staff and unions as stakeholders 191-194
 trade unions: involvement in Flemish reform 200-203
 decree on migration of personnel 203
 decree on organizational structure 202-203
 decree on statute of top civil servants 203
 management code 201-203
 new personnel statute 200-201
 remuneration policy 202
 flexible working 42-53, 59, 88, 89-90, 112, 251-252
 foreign direct investment (FDI) 107
 Forth, J. 118, 126, 212, 216
 Foster, D. 131
 France 9, 11, 16-17, 58, 145, 242, 244, 245, 249, 251, 253 *see also* employment relations reform in French administration services and civil service, status of 179-181, 182, 188
 and civil service *corps* 181-183, 184-185
 and First Employment Contracts (CPE) 251-252
 governments of 178
 Freeman, R. 192
 Freyssinet, J. 78
 Fundamental Rights, Charter of 2
 Gall, G. 123, 124
 Gallie, D. 34
 Garrett, G. 27
 Geary, J.F. 123
 German public sector collective bargaining, structural changes in 155-176 *see also* German(y) and breakdown of employers' bargaining association 169-171 and Collective Agreements Act 158 and conclusions 173-174 and decentralization in the 1990s 163-169
 by way of opening clauses: Eastern Germany 166
 and diversification and fragmentation: public transport 166-169
 and shifting balance of power 163-166
 and developments in the 1990s 160-163
 and new framework agreement (TVöD) 171-173
 notes and references 174-176
 and traditional structure of labour relations 156-160
 Germany 9, 14, 16, 17, 58, 108, 145, 237, 242, 243, 249, 250
 collective framework agreements 159
 and IG Medien print union 141
 multinational enterprises 11
 New Public Management concepts 160
 and privatization of services 162-163, 164
 professional associations 159
 Public Sector and Transport Workers Union (ÖTV) 166-167
 trade unions 159, 164-165, 168-169
 Geyer, R. 135
 Ghellab, Y. 77, 78
 Gill, C. 193
 Gitterman, D.P. 64
 global deregulatory trends 92

- globalization 10, 27, 30, 96, 136
 Godard, J. 215
 Gold, M. and Hall, M. 101
 Gonzalez Begega, S. 14, 110, 237, 238, 240
 Goudswaard, K. 28
 Govaerts, K. 33
 governance and European industrial relations 6
 Gradev, G. 3, 108
 gradualism 82-83, 91-94
 Greece 43, 100, 236
 Green, R. 26
 Gregory, D. 115, 116, 117, 123, 125, 127
- Hall, P. 24, 82
 Halligan, J. 191
 Halmos, A.M. 138, 149
 Harbison, F.H. 26
 Hardy, J. 183, 187
 Hardy, S. 1, 2, 3, 4, 6, 10-11
 Hartlapp, M. 77
 Hartog, J. 26
 Hay, C. 26, 27, 34, 36
 Haynes, P. 116, 121
 Hazeu, C.A. 26
 health and safety 47, 52-53, 112, 223, 249
 and accidents at work 53
 and qualified majority voting (Article 118A, EEC treaty) 142
 Hemerijck, A. 8, 29, 34
 Hermel, P. 205
 Hielscher, V. 77
 high performance workplace, literature on 215
 Hildebrandt, E. 77
 Hine, J. 121
 Hirschman, A. 104
 Hobbs, R. 122, 225
 Hogwood, B.W. 177
 Hondeghem, A. 192, 194, 195, 196, 197, 211, 212
 Hood, C. 7
 Horton, S. 7, 17, 192, 211, 212, 213, 230
 Hughes, S. 144
 human resource management (HRM) 7, 8, 67, 104, 126, 178, 183-190, 178, 193, 202, 216, 243
 hard and soft models of 214
 ‘HR in the NHS Plan’ (Department of Health, 2002) 231
 in practice 186-188
 practices 119, 123
 Humblet, P. 198, 199
 Hungary 13, 44, 45, 49, 55, 57, 58, 91, 106, 236, 238, 247, 251
 and State Secretary of Justice 78
 Supreme Court of 77
 Hungary and European labour standards 63-80
 2001 amendment 69
 conclusions 76-78
 and Labour Code 65-66, 68, 69, 71-72, 75, 76-77
 notes and references 78-80
 Transfer of Undertakings Directive 65-69
 employment relations and enforcement of laws 66-67
 poor information/consultation practices 67-69
 transfer of collective agreements 67-69
 transposition 65-66
 and transposing EU regulations 78
 Working Time Directive 69-76
 case study 74-75
 enforcement problems 75-76
 ‘flexicurity’ as policy objective 76
 implementation through collective and individual bargaining 71-74
 transposition 69-71
- Hutsebaut, M. 31
 Huys, R. 26
 Huzzard, T. 115, 116, 117, 125, 127
 Hyman, R. 26, 126
- Ignjatović, M. 87
 Ilic, B. 88
 Improvement of Living and Working Conditions, European Foundation for the 24
 industrial relations
 at EU level 4-5
 firm-level 106
 in Member States 5-6
 public sector 6-9
 Industrial Relations Services 231

- Involvement and Participation Association (IPA) 119
- Ireland and labour mobility 251
- Italy 9, 43, 245
- Iversen, T. 25
- Janvier, R. 198, 199
- Japan 8
- Jenkins, G. 7, 243
- Jobs, Jobs, Jobs: Creating more employment in Europe* 29
- Johnson, G. 192
- Juran, J. 214
- Jurančić, S. 91, 92, 93
- Jürgens, K. 77
- Kanter, R. 205
- Keller, B. 3, 4, 6, 160, 161, 162, 170, 171, 173
- Kelly, J. 121, 123
- Kerr, C. 26
- Kersley, B. 118, 126
- Kinnock, N. 139
- Kittel, B. 104
- Knill, C. 9-10, 235, 238, 240, 241, 242, 245, 247, 253
- Kochan, T. 115, 116-17, 126, 215
- Kohl, H. and Platzer, H.W. 102, 103
- Köhler, H.D. 14, 110, 237, 238, 240
- Kok, W. 29
- Konzelmann, S.J. 122, 225
- Kramberger, A. 87
- Krieger, H. 193
- Kvist, J. 25
- Laborde, C. 180
- Labour Code 45, 65-66, 68, 69, 71-72, 75, 76-77, 86
- labour conditions/wages in new member states 107
- labour contracts
and 'extra agreements' 45
fixed-term 42-43
flexible 42
- labour costs and under the table payments 49
- Labour Inspectorate 53
- labour markets 250-252
and rigidities 86-90 see also Slovenia(n)
- labour mobility 250-251
- labour regulations 44
- Ladó, M. 63, 104
- Lallement, M. 77
- Lansbury, R.D. 27
- Larsson, A. 33
- Latvia 31, 43, 44, 45, 49, 55, 57, 136
- Lea, D. 146
- Leadbetter, C. 122
- Lecher, W. 101
- Lehmbruch, G. 124
- Lehmkuhl, D. 9-10, 235, 238, 240, 241, 242, 245, 247, 253
- Leiber, S. 77
- Leibfried, S. 25, 27-28, 135
- Leisink, P. 4, 236, 244
- Lipsky, D.B. 7
- Lisbon Agenda 253-254
- Lisbon process and social systems 12-13
- Lisbon Summit (2000) 31, 33, 254
objectives 28-30
strategy/process 28-29, 34, 35, 36
- Lithuania 43, 44, 45, 50, 57, 236
- Looise, J. 204, 205
- Maastricht Social Agreement (MSA) 133-135, 142
- Maastricht Treaty 8, 25, 28, 211, 239, 241
and EMU criteria 8
Social Protocol of 214, 239, 241, 248
and TUC debate on 138
- Macaire, S. 77
- Maesschalck, J. 194
- Major, J. 133
- Malnar, B. 89
- Malta 43, 51
- Management Development, Institute for 94
World Competitiveness Yearbook 94
- Marchington, M. 118
- Marginson, P. 2, 4, 24, 102, 103, 240, 247
- Marks, A. 121
- Martens, A. 197
- Martin, A. 3
- Martinez Lucio, M. 14-15, 115, 116, 117, 118, 119, 120, 123, 125, 127, 238-239
- Mason, B. 106

- Masso, J. 58
 McCarthy, W.E.J. 138, 149
 Meardi, G. 63, 103, 104, 107
 member states *see* EU member states
 Mencinger, J. 91, 94
 Melkert, A. 29 (Dutch minister)
 Mercosur 64
 Mériaux, O. 16-17, 242-243, 245
 Michon, F. 78
 Millward, N. 212, 216
 minimum wage 47, 48
 Mitchell, R. 192
 Mitterand, F. 178
 modelling, examples of 29-30
 'Modernising Government' (1999 White Paper, UK) 215
 Morris, B. 146
 Morris, W. 147
 Mossé, P. and Tchobanian, R. 8
 Mrak, M. 81, 91, 92-93
 Murdock, A. 192
 multinational companies (MNCs) 14, 100, 101, 104, 106, 108, 111, 113, 237, 238, 240
 mutual gains enterprise paradigm 215
 Myers, C.A. 26
 Myles, J. 34

 Nagy, G.76
 National Health Service (NHS, UK) 211, 212, 217-218, 221, 222, 223, 225, 231
 NHS plan document (Department of Health 2000a) 231
 Netherlands 5, 45-46, 58, 244, 245
 and labour mobility 251
 Neumann, L. 13, 66, 77, 78, 237, 247
 new EU Member States 100, 112, 247, 251, 254 *see also* EU Member States *and* work and employment conditions in new EU Member States
 New Public Management (NPM) 7, 9, 177-178, 181, 183, 186, 192
 New Zealand 8
 Nice Summit (2000) 4, 33, 31
 Nice European Council 33
 Nomden, K. 197, 198, 199
 North American Free Trade Agreement (NAFTA) 64

 Norway/Norwegian Social Democrats 135
 Nuys, O. 31

 OECD *see* Economic Co-operation and Development, Organization for
 Offe, C. 81
 O'Kelly, K. 34
 Open Method of Co-ordination (OMC) 6, 12, 28, 64
 Osterman, P. 115, 116-117, 126, 215
 overtime *see also* working hours and long hours 78
 unpaid 75
 and weekend work 88-89
 Oxenbridge, S. 118, 122, 124, 126

 Paoli, P. 50, 52
 Parent-Thirion, A. 50, 52
 part-time work 45-46, 47, 49, 59-60, 251
 participation, staff 193-194, 195-196, 212
 partnership 116-128
 breaking 120-121
 dimensions of 122-126
 and economic and organizational motives 122-123
 making 116-120
 and key interventions in debate 116-117
 and regulating/securing in National/European context 117-120
 and regulation and governance 124-126
 and trade unionism 123-124
Partnership and Modernisation in Employment Relations 128
 Parys, M. 193, 197, 200
 Payne, J. 115, 116, 117, 125
 Peccei, R. 116, 123
 Pelgrims, C. 17, 194, 195, 196
 pensions and healthcare 30
 Peper, A. 25
 Personnel and Development, Chartered Institute of 120
 Persson, O. 50, 52
 Peters, B.G. 177
 Petkov, K. 1, 6

- Pierson, P. 27-28, 135
 Platzer, H.W. 3, 6, 101
 Pochet, P. 126
 Poland 42, 43, 44, 45, 45, 47-48, 49, 50,
 51, 52, 53, 55, 57, 106, 108, 236
 and 'Polish plumber' 2, 249, 250
 Pollitt, C. 7, 9, 16, 17-18, 178, 191,
 192
 Poole, M. 7, 243
 Porter, M.E. 94
 Portugal 43, 100, 108, 236, 254
 poverty 46-49
 Preston, L. 193
 Prodi, Romano 31
 Protocol on Social Policy of the Treaty
 on European Union 133
 Public Management Reform 242
 public management reform and
 employee voice: UK public services
 211-234
 and communication 221-227
 one-way downward 225-227
 two-way up and down 221-224
 consultative committees 217-221
 discussion 227-232
 employee involvement (EI) 212-214,
 216-217
 and historical context of 213-214
 prevalence of 216-217
 and Labour Government policy
 214-215
 references 233-234
 public management reform and public
 sector industrial relations 153-156
 public sector
 collective bargaining 57-58, 60 *see*
also German public sector
 collective bargaining, structural
 changes in
 employment in 243
 industrial relations 6-9, 245
 reform and 'Europeanization by
 framing domestic beliefs'
 241-246
 reform: impact on public-sector
 industrial relations 15-18
- Raal, R. 58
 Rainbird, H. 119, 125
 Ramsay, H. 118, 121
 reform 15-18, 241-246 *see* employment
 relations reform in French
 administration services *and* Flemish
 Community: administrative reform
 and staff participation
 Regini, M. 117
 Rehfeldt, U. 77
 research/surveys
 Cranet 87, 88
 Dublin European Foundation 51-52,
 53
 Eurostat 60
 Institute of Social Sciences (Slovenia)
 88
 on employee involvement and
 communication (WERS, 1998)
 216-231
 on industrial relations in Western
 Europe 77
 on job classification and weighting
 (Hay Group) 201
 on modernizing government (OECD)
 243
 on NHS Trusts (IRS, 1998) 231
 Richardson, M. 121, 123, 232
 Rifkin, J. 247, 254
 rigidities and labour market 86-90
 Roche, W.K. 123
 Rojec, M. 81, 91, 92-93
 Romania 43, 51
 Rome, Treaty of 31, 133
 Rosamond, B. 132
 Rosanvallon, P. 180
 Rosdächer, J. 166
 Ross, G. 3
 Rüb, S. 101
 Sala-I-Martin, X. 94
 Samuel, P. 121
 Sauerborn, W. 171
 Scandinavia 30
 Scharpf, F. 1, 6, 134, 135, 246, 247, 248
 Schneider, F. 55
 Schneider, K. 161
 Scholes, K. 192
 Schulten, T. 16, 155
 Scott, P. 131
 Scott, R. 115, 116, 117, 125, 127
 self-employment 60
 bogus status of 251

- and Civil code 45
- forms of 43-45
- and Labour Code 45
- Silva-Jauregui, C. 81, 91, 92-93
- Silver, B. 164
- Single European Act (1986) 27, 134
- Single European Market 141
- Sisson, K. 2, 4, 102, 103, 125, 253
- Slovakia 31, 43, 50, 51, 52, 57
- Slovenia(n) 5, 6, 13-14, 42, 43, 49, 50, 51, 52, 57, 58, 81-98, 106, 113, 236
- Chamber of Commerce 58
- and European Market Economy:
 - gradualism and its rigidities 81-98
 - conclusions 94-97
 - notes and references 97-98
- flexibility 87, 88-89
- gradualist transition, contradictions in 91-94
 - corporate governance 92-93, 96
 - economic system and development 91-94
 - economists 91-92
 - gradualism and privatization 93
 - high GDP per capita 94
- industrial relations system 83-86
 - labour influence on development 84-86
 - post-communist development 85
 - social discontent/strikes 85
 - trade unions 84-85
- Law on Privatization and anti-strike effect 85
- labour market and rigidities 86-90, 94-95
- and privatization 96
- Public Opinion Research Centre (PORC) 84, 97
- wages 87, 88-89
- small and medium-sized enterprises (SMEs) 60, 72, 77
 - German 108
- Smith, J. 119, 120-121
- Social Affairs Commissioner 253
- social benefits 49
- social contributions 44
- social dialogue 56-58, 199
 - as transversal governance tool 56
- social dumping 103, 106, 250
 - in EU market 108
- Social Policy Agenda (2000-2005)
- social rights 2
- Somers, J. 241
- Soskice, D. 24, 82, 95
- Spain 42, 58, 100, 108, 237, 238, 240
 - and impact of EU enlargement 14
 - and industrial relations (IR) system 100, 109
- Spain and European Works Councils 99-114
 - and consequences of recent enlargement 110-111
 - discussion 111-112
 - and implications of enlargement for European IR 102-107
 - maximalist stance 103-107
 - minimalist option 107
 - notes and references 113-114
 - and qualifying debate in view of 2004 enlargement 101-102
 - and recognising maximalist and minimalist scenarios 107-109
- Stability and Growth Pact 12, 148
- Stanojevic, M. 13, 85, 237
- Stanovnik, T. 86
- stakeholder theory 192-193
- state socialism to market economies, transition from 6
- Steen, T. 192, 195, 196
- Steijn, B. 244
- Stewart, P. 121, 123, 232
- Stirling, J. 102
- Storey, J. 214
- Stouthuysen, P. 194
- Strange, G. 132, 136
- Streeck, W. 101, 102
- stress 49-52, 77 *see also* working hours
- Stroobants, E. 195
- Stuart, M. 14-15, 115, 116, 117, 118, 119, 120, 123, 125, 127, 238-239
- Suff, R. 123
- Šuštersič, J. 83, 84, 91, 92, 93, 94
- Svetlik, L. 88
- Sweden 9, 30, 58
- Tailby, S. 121, 123, 215, 232
- Taylor, P. 121
- Terry, M. 115, 119, 120-121, 124, 138

- Teulings, C. 26
 Thatcher, M. 133
 Thijs, N. 17
 Thompson, P. 121
 Todd, R. 146, 148, 149
 Tóth, A. 77, 78
 Trade and Industry, Department of (DTI)
 119, 215
 Partnership Fund 119
 Trade Union Congress (TUC) 120, 132,
 136, 215
 and debate on Maastricht treaty 138
 Trade Unionists for Europe (Tufe) 145
 trade unions 47, 78, 96, 106, 109,
 122-123, 126, 243-244, 247, 248,
 252
 in Belgium 197-207
 in Hungary 71
 and partnership 121, 123-4, 127-8
 in Slovenia 84-85, 88
 Solidarnosc (Poland) 57
 in Spain 111-112, 240
 trade unions (UK) 15, 215, 221, 231 *see*
also British trade unions and the
 EU
 Amicus 149, 150
 Communication Workers (CWU) 138
 GMB 15, 143-145, 148-149
 Graphical Print and Media Union
 (GPMU) 15, 140-143, 148
 PCS 138
 Transport and General Workers
 (TGWU) 138, 146-148, 148, 149
 UNISON 15, 138, 142, 148
 transnational cooperation 240
 Traxler, F. 5
 treaties (of) *see also* Maastricht Treaty
 Accession (2003) 41, 61
 Amsterdam (1997) 134
 EEC, article 118A: qualified majority
 voting on health and safety 142
 on European Union 138
 Rome 31, 133
 Treib, 77
 Tros, F. 76
 Truger, A. 160
 Turner, L. 131
 Turner Report (Pensions Commission
 2005) 232
 typologies, classification in 24-25
 Undy, R. 138, 139, 140, 149
 unemployment insurance, revision of
 1998 Act on 86
 United Kingdom (UK) UK 14, 15,
 17-18, 118, 249, 251 *see also*
 employment relations and
 partnership in the UK *and* public
 management reform and employee
 voice: UK public services
 Blair and EU presidency 34
 Blair Labour Governments 119
 Cabinet Office 231
 Civil Service 216
 Civil Service, Minister for 230
 Conservative Government 133, 214,
 227, 241
 Conservative Party 137, 211
 corporate governance in 125
 and employment relations 14
 and employment rights 215
 Labour government 149, 211, 214,
 231, 232, 241, 244
 and labour mobility 251
 Labour Party 117, 139, 230
 and Alternative Economic Strategy
 (AES) 139
 and lifelong learning issue 125
 and New Labour 14, 17, 146
 Public Service Forum 232
 Senior Civil Service competency
 framework 230-231
 Social Partnership Forum 231
 and Thatcher period 245
 United States of America (USA) 8
 and American-style redistribution of
 responsibilities 32
 and Americanization of European IR
 106, 107
 economy of 32
 Upchurch, M. 121, 123, 232
 van der Hallen, P. 197
 van der Maas, E. 239, 248
 Van Gyes, G. 26, 197
 van Riel, B. 28
 Vandenbrande, T. 26
 Vandenbroucke, F. 28
 Vasle, B. 91, 92, 93
 Vaughan-Whitehead, D.C. 1, 2, 3, 5, 6,
 12-13, 45, 56, 61, 63, 246, 251, 252

- Veersma, U. 240
 Ver.di 170
 Victor, L. 195,
 Vilroxx, J. 3, 5
 Visser, H. 29
 Visser, J. 3, 25, 103, 134
 Vos, K. 12, 32, 31, 247, 253
 Vrhovec, P. 13, 85, 237
- Waddington, J. 101
 wage levels 46-49
 and income 60
 wages 87, 96, 107
 and employment conditions 54, 107
 low 46-49
 and under the table payments 49
 and unpaid overtime 75
- Wailles, N. 27
 Weiler, A. 34
 Weiner, K.P. 101
 welfare state models: Anglo-
 Saxon/American and
 Rhineland/continental 35-36
 welfare state regimes, sustainability of
 30-31
- Welsh Water 121
 Wendl, M. 163, 167, 171, 173
 Western Europe
 and IR models 103
 and workers' organizations 103
- White, G. 17, 230
 Whitley, J.H. 213
 Whitley Commission 118
 Whitley Councils/practices 213
 Wilkinson, A. 118
 Wilkinson, F. 122, 225
 Williams, R. 205
 Williams, S. 123
 Wilpert, B. 193, 204
 Wilthagen, T. 76
 Winchester, D. 158, 215, 244
 Wood, D. 192
- Woolfson, C. 241
 work *see also* flexible working
 and cheap labour 97
 and job security 96
 shift 52, 88
 work and employment conditions in new
 EU Member States 41-62
 atypical employment forms 42-46
 conclusions 59-61
 flexibility of 42-53, 59
 health and safety 52-53
 influence of large informal economy
 on 54-56
 notes and references 61-62
 short-/long-term trends in 53-58
 and social dialogue 56-58
 wages and employment conditions 54,
 60
 wages and poverty 46-49
 working hours and stress 49-52, 60
- workers, migration of 250
 workers' participation 57
 workers' representatives 107, 109,
 112
 working conditions 88
 working hours 49-52, 60, 112 *see also*
 flexible working
 long 47, 78
 unsocial/weekend 51-52, 88-89
- working week, length of 49-52
 Workplace Employee Relations Survey
 (WERS 1998) 216-231
 consultative committees 217-221
 data from 217-231
 one-way downward communication
 225-227
 two-way up and down communication
 221-224
- workplace strategies 119
 works councils 57, 106
 World Bank 61
 Wren, A. 25