## Index

Abbott, Brian 4, 130, 139, 143, 144, 362  
accountants 176  
Akers, Peter 2, 45, 345, 359, 361, 363  
action 96–8, 101, 141, 142  
active labour market policies (ALMPs) 74–5  
actors, new and emerging 130–33, 362–3  
Adams, J.S. 386  
Adler, P. 161  
Africa, sub-Saharan 238, 239, 241  
Alien Tort Claims Act 307  
All China Federation of Trade Unions (ACFTU) 324–7  
Amable, B. 291  
Ambrose, M.L. 389  
Anheier, H.K. 213  
Aquino, K. 397  
Arab Gulf states 216  
Ashby, S. 304  
Asia 135, 238, 241  
Auer, Peter 7, 235  
Australia 103, 112, 123, 139, 143, 353  
Austria 86, 261–2, 266–7, 284  
Bacchi, C. 353  
Bain, George 50, 52  
Bao Yujun 323  
Barbash, Jack 18–19  
bargaining capacity 116–17, 265, 258  
Barley, S. 151–2  
Baron, D.P. 299–301  
Barry, Michael 3, 111  
Basch, Linda 221  
Bauder, Harald 6, 212, 214, 217, 223  
Belgium 76, 86, 266–7, 284  
Bell, S. 123  
Bellemare, G. 132–3, 362  
best practice management (BPM) 280, 370, 374–8  
*Beyond Contract* 56–7  
Bies, R.J. 386–7, 388, 397  
Blyton, P. 1, 2  
Bolton, Sharon 9, 370, 373  
Bourdieu, Pierre 213–14  
Bourne, M. 311  
Boxall, P. 101  
Braverman, Steve 7, 296, 305  
Bragman, Harry 5, 151, 161  
Brazili 303  
Brockner, J. 388  
brokers 219  
Brown, William 50  
Bulgaria 264, 266–8, 273  
*Bundesministerium für Wirtschaft und Arbeit* (BMWA) 83  
Burawoy, M. 77–8  
Burgess, John 8, 345, 347, 348  
Burke, Edmund 58, 60  
Burke, R.J. 153  
business unionism 98, 100, 102  
Canada 215, 218, 219, 220  
capital, social 213–14  
capitalist countries/economies 20 diversity, theories of 287–9, 291–3  
Kelly’s cyclical patterns 23–4  
multi-archetypes 290–91  
implications for ER theories 291–3  
power of capital 17, 92–3, 107  
in relation to performance 386–7  
Whitley’s models 25  
see also Marxist perspectives; state and employment relations; varieties of capitalism (VoC)  
career development of managers 158  
Carr, E.H. 63  
Carré, F. 135  
Cavoundis, Jennifer 216  
Centre for Work, Organisation and Wellbeing 1  
Cerny, P.G. 78  
‘Change to Win’ 326  
chaplains 131
Index

Chatani, Kazutoshi 7
cheap labour 215–16
Chen, C.C. 395
corporate social responsibility and 303, 310
early regulation 231
elimination of, policy options 245
creating the environment 247
direct action 246
improved labor markets 244–5
prevention and schooling 242–4
second chance learning 245–6
social protection 244
legal standards 232–5
measurement of occurrence 235–9
and hazardous work 240–42
scale and effects of 230
China, IR system 302
All China Federation of Trade Unions (ACFTU) 324–7
and culture 320–21, 328–32, 395
social unrest 329–31
and external IR models 302, 326, 332–3
future scenarios 333–7
government: remuneration and working conditions 327
non-government organizations and 327–8
Labor Arbitration Committee (LAC) 324, 329, 330
Labor Contract Law (LCL) 322–4, 329
see also industrial relations (IR)
Churchill, W.S. 399–400
Citizens' Advice Bureaux 139
civil society organizations (CSOs) 4
categories, structures and role 133–8
effectiveness of 142–4
growth of interest in 130–33
methods
advocacy-based 138, 140–42
service-based 138–40
see also non-government organizations (NGOs)
Clark, Ian 3, 69
Clarkson, M. 297
Clegg, Hugh A. 45, 49–52, 54–6, 59–61
closed shop ethos 174–5
closure on development of workplace skills 174–5
collective action 23–4, 37–8, 119, 132
collectivism 87, 111–12
Colquitt, J.A. 389, 396
commodification/de-commodification of labour 115–16, 332
Commons, John R. 319
community groups 103, 362–3
competences, Nordhaug’s 180–81
competitive advantage 22, 157, 299
complementarity 288, 292–3
Confédération Française Démocratique du Travail (CFDT) 259
Confédération Générale de Travail (CGT) 259–60
cost conflict as dependent variable in EIR theory 17–18, 19, 35–7
Congress of Industrial Organizations (CIO) 98
Congress of South African Trade Unions (COSATU) 102
conservatism, British 58–61, 72, 76
continuing contribution of 61–4
convergence and divergence
convergence approaches 33–5, 279–80
effects of institutions on practice 280–81
neo-liberalist view 254–5, 279–80
owner and employee rights
dichotomous accounts of economies 289–90
effect of politics on 286–7
effect on electoral systems 284–6
legal systems and 281–4
multi-archetypal capitalist systems 290–91
theories of capitalist diversity 287–9
theories of comparative capitalism 291–3
see also diversity; employment relations (ER)
Coordinated Market Economy (CME) 26–8, 39–41, 79, 116–17, 289
corporate governance
actors’ strategy 21–2
Index 407

best practice management (BPM) 376–7
conceived within Oxford IR pluralism 53
financial sector models 26–7
see also corporate social responsibility (CSR); employers; managers
corporate social responsibility (CSR) 8
Baron’s non-market strategy 299–300
information as key 310–11
definitions of, and literature on 298–9
critique of 312–13
ethical issues concerning HRM 296–7, 312
issues based research 301–6
as dominant orientation 302–3
employees as citizen volunteers 305–6
health and safety 303–5
international labour 303
pressures on institutional engagement
legal 306–7
NGOs 309–10, 364–5
reporting 364
state initiatives 307, 310–11
trade unions 308–9, 310
see also corporate governance; employers
Corporate Social Responsibility Bill 307
cost savings 157, 215
costs 115, 179
Cotter, J. 309
counterfactual conceptualizations 389, 390
fairness theory 390–91
referent cognitions theory (RCT) 390
country-specific factors 16, 34–5, 292–3
economic development 19–20
government policy development 76
Coyle-Shapiro, Jacqueline 9, 385
Cropanzano, R. 390, 395
Crouch, C. 85, 288–9
CSOs, see civil society organizations (CSOs)

Cui, G. 302
cultural attributes, see social/cultural attributes
Cyprus 266–7
Czech Republic of Slovakia 266–7

Davies, S. 174
De Cieri, H. 357
de-layering 154–5
decentralized employment relation systems 117, 124–5
degradation of work skills 171–2, 182, 218
Denmark 253, 256, 260, 261, 263–4, 266–7, 269–70, 284
dependent variables in EIR 14–15, 17–18, 19, 29
Der-Martirosian, Claudia 223
deregulation 124–5, 254–5
Desai, S.D. 396
deskiiling 171–2, 182, 218
developing countries, see less developed countries (LDCs)
Dhensa, R.K. 9, 385
Dickens, L. 359, 360
Diekmann, K. 396
dignity 9
degradation of work skills 171–2, 182, 218
dignity at work framework 373–4
combined dimensions 379–80
management models 374–7
subjective and objective perspectives 377–8
as key to the future of work 370–71, 377–82
subjective elements, and studies on 371–3, 377–8
direct action 141, 142
disabled workers 348
discretion over work schedules 192–3
discrimination 172–4, 302–3, 309; see also equity; justice in work
distribution of income 75–6
distributive justice 386, 387, 388
divergence, see convergence and divergence; diversity
diversity and discrimination 302
Index

in employment relations literature 359–63
focus of idea of 347
managing diversity (MD) theory 354–6
basis of argument 356–7
equity concepts and 346, 357–9
history of 355–6, 361
variations and changes in 347–8
see also convergence and divergence
division of labour 169
Donovan programme 50, 53
Dore, R. 289
Dowling, Martin 5, 169
downsizing 153
Dunlop, J.T. 2–3, 14–16, 130, 319, 345, 361
economic crisis (2008) 85–6, 150, 268–70
economic development 19–20, 32
and Chinese IR system 321–2
Japanese comparison 336–7
employment relations and 33–4, 77–81, 84–5
economic regulation 73–81
education
and child labour regulation 231, 239, 243–4
second chance learning 245–6
China’s IR system intersected with 337
EIR theory 13–28
Barbash’s theory 18–19
convergence or divergence 33–5
definition of 13–14
Dunlop’s model 14–15, 319
the future examined through theory fundamentals 28–32
Hall and Soskice’s model 24–8
Hyman’s theory 17–18
Kelly’s theory 23–4
Kerr, Dunlop, Habrison and Myers’ model 16
Locke, Kochan and Piore’s model 20–22
see also employment relations (ER); Employment Relations Systems (ERS)
election processes, owner and employee interests 284–9
Eliot, T.S. 45
elites 71, 72–3
‘Employee Volunteer Program’ (EVP) 305–6
employees 7–8
as a commodity 115–16, 332
as stakeholders, see convergence and divergence
state policies and 73–7
bargaining capacity under 117
see also managers; migration/mobility; skills, theory and practice; trade unions; work–life balance (WLB)
employers 3–4
civil society organizations and 141–2
flexicurity practices 256
state regulation and 111–13
economic controls and social protection 73–7
employer associations and 119–23
politics of deregulation 124–5
regulation as binding and fracturing 114–19
theories of capitalism and 77–81
see also corporate governance; corporate social responsibility
employment agencies and training schools 219–20
employment relations (ER) 2–3, 4, 8
decentralized systems 117, 214–15
Dunlop’s systems, see industrial relations (IR)
emerging actors in 131–3
equity and diversity 359–63
Kaufman’s system, see Employment Relations Systems (ERS)
state policies, see state and employment relations
see also convergence and divergence; EIR theory
Employment Relations in a Changing World Economy 20–22
Employment Relations Systems (ERS) 132
conflict and institutionalization 35–7
labour movements and trade unions 37–9
liberal and coordinated economies and 39–41  
see also EIR theories  
equality, definition of 349–50  
equality, defi nition of 349–50  
equality, defi nition of 349–50
Index

General Social Survey (GSS) on flexitime 189
empirical analysis 198–205
implications for policy-makers 203–7
methodology and findings 193–9
Germany 76, 83, 122–3, 206, 266–7, 284, 288–9
employment maintenance measures 269–70
Hartz reforms 260
Gilbert, D.U. 311
Gilbreth, Frank 169
Gilbreth, Lilian 169
Gilliland, S. 391
Ginn, J. 174
Global Exchange 136
Global Reporting Initiative 364
globalization 254
corporate social responsibility and 303, 307
cultural values and 34–5
effect of, on union behaviour and density 36–7, 38–9
state and employment relations 85
Golden, Lonnie 5, 188
Gordon, J. 287
Gouldner, Alvin 48, 49, 63
government policies, see state and employment relations
Greece 266–7, 284
Greenberg, J. 389, 394
Greene, Anne-Marie 354
Grey, C. 176
GSS, see General Social Survey (GSS) on flexitime
Guangdong Province, China 330
Guangzhou city, China 330
Guest, David 47
Hakim, C. 173–4
Hall, P.A. 24–8, 29, 39–41, 79–81, 116
Hamann, K. 80
Hansen, Lise Lotte 345, 360, 361
Harbison, F. 16
Harrison, Brian 51
Hartz Commission 83
Harvard Business Review 356
Hassard, John 4, 150
Managing in the Modern Corporations 154–5, 156–9
Haynes, P. 101
hazardous work undertaken by children 240–42
health and safety 303–5
Heckscher, C. 135
Heery, Edmund 4, 101, 130, 355
Henley, Julia R., 5, 188
heuristic conceptualizations of justice 391
fairness heuristic theory (FHT) 391
uncertainty management theory (UMT) 392
Heyes, Jason 3, 69
‘High Performance Work Systems’ 160
history 30
of child labour 230–31
importance of, within IR disciplines 47–9, 61–4
unions as path-dependent 105
History and Heritage 57, 60
History of British Trade Unions, A 55
Hollifield, James 216
Holvino, E. 361
Howell, C. 75
human dignity, see dignity
human resource management (HRM) 21, 38–40, 156–7, 378
ethical issues concerning 296–7, 312
human rights, see corporate social responsibility (CSR); equity in the workplace; justice in work
Human Rights Watch 140
Hungary 266–7
Hyman, Richard 17–18, 50, 94–5
identity politics 137
immigration, see labour migration/mobility
‘Immigration, labour markets and employment relations: problems and prospects’ 121
incomes issues
distribution of income 75–6, 256, 266
living wage coalitions 133, 135, 140, 142
low-wage labour 215–16
pay inequalities 173, 302, 309, 331
independent effects of justice dimensions 387–8
Index 411

independent variables in EIR theory 30
India 135, 354
indirect discrimination 351
individual versus social
corporate conceptualizations of justice 392
instrumental model 392–3
relational model 393
individualization 118
Indonesia 103
Industrial Areas Foundations (IAFs) 136, 139, 143
Industrial Democracy 45, 47
industrial relations (IR): 102–3
contribution to flexicurity 265–8
Dunlop’s model 14–15
roots of 45–6
treatment of diversity in analyses 360–61
see also China, IR system; EIR
theory; employment relations
(ER); Oxford industrial relations pluralism
Industrial Relations: Marxist
Introduction 17
Industrial Relations Systems 14
industrial unionism 102–3
Industrialism and Industrial Man 16
inequities, theoretical explanations for 350
Innes, P. 153–4
Institute of Volunteering Research (IVR) 306
interactional justice 386–7, 388, 393
International Conference of Labour Statisticians (ICLS) 235, 238
International Labour Organisation (ILO) 73, 82, 303
call for standard for ‘decent work’ 374, 377–8
on child labour 230, 238
Convention (No. 138) 232–3, 235
Convention (No. 182) 233, 241
standards of employment 348–9
engagement with China 327–8
see also United Nations (UN)
International Relations Association
World Congress (2009) 1
International Social Survey Program
(ISSP) 189, 194–7
International Trade Union
Confederation (ITUC) 326
Investors in People (IIP) 310–11
Ireland 79–80
Israel 222
issue-based organizations, research
deficit in 145
issues as phenomena in CSR–HRM
research 301–6
Italy 266–7, 284
Jack, G. 358
Jackall, R. 160
Jamieson, S. 143
Japan 154, 156, 157, 161–2, 219, 336
Jessop, B. 78
Jewson, N. 352
job security in relation to employment
security 271–2
Johnson, W. 355–6
Jolls, C. 136
Jones, Sandra 362
judiciary, see legal systems
justice in work 9, 385–401
counterfactual conceptualizations 390
fairness theory 390–91
referent cognitions theory (RCT) 390
culture, role of, in research 394–5
effects of (in)justice 24, 387–9
heuristic conceptualizations
fairness heuristic theory (FHT) 391
uncertainty management theory
(UMT) 392
historical development 385–7
the individual, role of, in research 395–6
individual versus social
corporate conceptualizations 392
instrumental model 392–3
relational model 393
moral virtues model 394
research issues, emerging
effects of unfair procedures 398–9
retributive and restorative justice 397–8
see also discrimination; equity
Justice for Janitors campaign 103
Kahneman, D. 391
Kaufmann, Bruce E. 2, 13, 132
Keep, E. 173, 182
Kelly, J. 23–4, 52, 80, 100–101, 385
Kerr, C. 16
Keynes, J.M. 49
Keynesian national welfare states (KNWSs) 78–9
Kim, T.-Y. 395
Kirkman, B.L. 398
Kirton, Gill 354
Knowles, Kenneth 50
Kochan, Thomas 20–22
Kolins Given, R. 140
Konrad, A. 357
Kunda, G. 151–2
La Porta, R. 281–4, 288
labour and employment law 31
Labour and Monopoly Capitalism 161
labour administration 73
labour brokers 219–20
labour export 217
labour flexibility 117–18
labour market security 271–2
labour migration, see migration/mobility
labour movements 37–9
labour NGOs 135
labour policy and administration by the state 73–7
Labour Process Theory (LPT) 151–2, 159
labour recruitment 218–20
Lafer, G. 182
Lambert, Susan J. 5, 188
Lane, C. 292
Latin America 238, 239, 241
Latvia 266–7
legal systems 139
in China 328–9
and CSR issues 306–7
property owner rights and 27, 281–4
research on process fairness 386
see also legislation
legislation 320
anti-discrimination 346–7, 352–4, 359
Chinese Labor Contract Law 322–4
appeal procedures 324–5
enforcement procedures 329
individual litigation 329, 330
labour and employment law 31, 73–4
Western individual litigation 132, 320
see also legal systems; regulation
less developed countries (LDCs) 19, 34, 217, 262
Leung, K. 395
Leventhal, G.S. 386
Lewis, O. 360
Li, A. 395
Liberal Market Economy (LME) 26–8, 39–41, 79, 116–17, 289
Lind, E.A. 387, 391, 392, 393
Ling Qiman 330
Lithuania 266–7
Littler, C. 153–4
living wage coalitions 133, 135, 140, 142
Locke, Richard 20–22
London Citizens 143
Lorbiecki, A. 358
Low Pay Commission 76
low-wage labour 215–16
Lu, H. 302
Lusis, Tom 6, 212, 221
Luxembourg 266–7
Lyddon, David 47
Lyon, Scott 6, 230
macroeconomic environment 32, 36, 39
Malaysia 352
Malta 266–7
Management and Unions: The Theory and Reform of Industrial Relations 53–4, 59
Managing in the Modern Corporations 154–5, 156–9
managers
interactional justice 388, 399–400
managing diversity approach 357, 358
and organizational change 150–63
downsizing, de-layering and firm boundaries 153–5
impact on managers 155–8, 163
skills and training 182
studies on, and implications of analyses 158–61
theoretical underpinnings to 151–3
owner interests and legal tradition
281–3
see also corporate governance; employees
'managing diversity' (MD) 354–7, 361
equity concepts and 357–9
market regulation 60–61
Marsden, D. 117, 271
Marsh, Arthur 50
Martin, C.J. 119
Martin, Roderick 50
Marxist perspectives 17–18, 23–4, 37,
71, 72, 107, 151–2, 171
subjectivity 175–6, 178–9
see also capitalist countries/
economies
Mason, D. 352
McAuley, L. 176
McCann, Leo 4, 150
McCarthy, William 50, 52
McDermott, E. Patrick 8, 319
McGovern, Patrick 212
medical work 174–5, 193
Mediterranean countries 264–5
Mexico 217, 219
Micheletti, M. 143
Michelson, G. 133
migration/mobility 6, 212–25
Bourdieu’s work on 213–14
in China 330, 331
ethnic economies 222–4
migration industry organizations
218–20
segmentation process 224–5
skills and 177–8
the state and 214–18, 220
transnational social networks 221–4
see also employees
Miliband, R. 71, 72
Minogue, K. 61–2, 63
Moag, J.F. 386–7, 388
Monks, John 83
moral virtues model 394
Morris, Jonathan 4, 150
Myers, C. 16
National Association for the
Advancement of Colored People
(NAACP) 136, 139
National and Local Government
Officers’ Association (NALGO)
98
National Pay Equity Coalition 143
National Union of Public Employees
(NUPE) 98
National Vocational Qualifications
174–5
Navarro, V. 80
negative affectivity (NA) 395–6
Nelson, D.L. 153
neo-liberalism 254–5, 279–80, 286–7
Netherlands 86, 261, 266–7, 284
New Approach to Industrial Democracy,
A 55
‘no-win, no-fee’ lawyers 132
non-departmental public bodies
(NDPBs) 82
non-government organizations
(NGOs) 76, 308, 309–10, 327–8;
see also civil society organizations
(CSOs)
non-market strategy 299–301
non-union forms of employee
representation 118–19, 364
non-worker organizations 133, 143
Noon, M. 355, 359
Nordhaug, O. 180–81
Norway 231, 284, 303
nursing 174–5
Offe, C. 71–2, 124
O’Hear, A. 59, 60
Organization for Economic
Cooperation and Development
(OECD) 258, 365
organizational citizenship behavior
(OCB) 388
organizational procedures, see
corporate governance; corporate
social responsibility (CSR);
managers
owner rights 281–4
dichotomous accounts 289–90
effect on electoral systems 284–6
effect on governance and
employment relations 286–7
legal systems and 281–4
theories of capitalist diversity
287–9
Index

theories of comparative capitalism 291–3
Oxfam 135–6
Oxford industrial relations pluralism 45–64, 72
academic roots 45–6
conservative strand in 58–61
continued relevance of 46–9
history of 49–52
Clegg’s contribution 54–6
Flanders’ contribution 52–4
Fox’s contribution 56–8
see also industrial relations (IR)

Packer, A. 355–6
Pagano, M. 284–6, 288
Pareto, W. 72
Pateman, C. 350
pay inequalities 173, 302, 309, 331
People’s Daily 330
Peters, B.G. 83
Pfeffer, J. 376
Phelps Brown, H. 120
Philippines 219–20, 221–2
Pierre, J. 83
Piore, Michael 20–22, 137
pluralism, see Oxford industrial relations pluralism
Poland 86, 266–7
political economy of flexicurity 258–62
Portugal 166–7, 284
Poulantzas, N. 71–2
power 92–3, 106–7, 119, 286, 351–2
Principles of Scientific Labour, The 169
private equity firms 84–5
procedural justice 386, 387–8
professional movement organizations 136
property rights, see owner rights
public policy 63
public services 76–7, 81–2
Pugh, S.D. 399

qualifications, closure and subjectivity 174–5
Quality of Working Life data 5, 194–9, 203–4
quasi-union concept 135
Queensland Working Women’s Service 139
quota systems 354
Rasche, A. 311
Rassier, Dylan G. 308
Rath, Jan 222–3
recruitment 218–19
Rees, T. 353
region-specific factors, see country-specific factors
regulation
employer interests and 111–13
associations and public policy 119–23
politics of deregulation 124–5
regulation as binding and fracturing 114–19
human rights initiatives 306–7
neo-liberal view 254–5, 279–80
on working age, see United Nations (UN)
see also legislation; state and employment relations
‘Responsible Restructuring’ 160
restorative justice 397
Rethinking Industrial Relations: Mobilization, Collectivism and Long Waves 23–4
retributive justice 397–8
Rhodes, R.A.W. 82, 83
risk aversion 396
Roberts, J.M. 180
Robinson, A.M. 304
Robinson, Derek 50
Roe, M. 286, 287, 288
Romania 266–7
Rosati, Furio 6, 230
Ross, A. 141
rules as dependent variable 14–15
ruling elites 71, 72–3
Safford, S. 137
Save the Children 135–6
Scandinavia 259
schooling and child labour 231, 239, 243–4
second chance learning 245–6
schools for training migrant workers 219–20
Schumann, P. 296
Schumpeterian workfare post-national regimes (SWPRs) 78–9
sector-specific factors 293
self-verification theory 399
service-based methods used by CSOs 138–40
services sector 114–15
Shamir, R. 307
Shapiro, D.L. 398
shareholders, see owner rights
Sialkot soccer ball sector 310
Simpson, R. 360
Singh, V. 358
Skarlicki, D.P. 388, 400
skills, in theory and practice 5, 169–83
degradation of work skills 171–2, 182, 218
perspectives on
closure and protectionism 174–5
gender differences 172–4
politics and social class 171–2
tacit factors 176
technological advancement 172
twentyninth century labour market 176–8
worker subjectivity 175–6
research trends: the notion 178–83
studies in 169–71
in varieties of capitalism theory 27
see also employees
Slichter, S. 319
Slovenia 265, 266–7
small business sector 363–4
Smallman, C. 304
Social Accountability 8000 (SA 8000) 311
social capital 213–14, 217–18, 220, 222
social/cultural attributes 20, 30–32
Bourdieu’s work on 213–14
China’s IR system and 328–33
country-specific factors 16, 34–5, 292–3
economic development 19–20
government policy development 76
fairness perceptions 394–5
globalization and 38
skills and 179–80
social democracy 52–4, 59
social democratic unionism 102
social engineering 59
social identity 351, 357
social justice organizations 364–5
social movement unionism 102, 104, 141
social partnership 102
social philosophy, see equity; Oxford
industrial relations pluralism
social protection of children 244
social science knowledge 46, 49, 62
social unrest in China 329–30
Socialist Commentary 52
socialist countries 20
socio-economic and labour market performance 265, 266–7
‘soft law’ initiatives in respect of corporate social responsibility 307
Sondak, H. 396
Soskice, D. 24–8, 29, 39–41, 79–81, 116
South Africa 102, 104, 352
Spain 80, 266–7, 284
standards on employment 311, 348, 364
state and employment relations 3
analytical treatment of 46–7, 50–51, 69–73
state as fundamental 30
civil society organizations and 140
economic regulation 73–81
employer–worker relations 69–87, 178
dilution of state authority 81–5
and economic crisis (2008) 85–6
economic and social protection 73–7
election processes and 119–20, 284–9
theories of capitalism and 77–81, 286–93
human rights initiatives 306–7, 310–11
immigration 214–18, 220
public services employment 76–7
US policy proposals 207
welfare provision 74–5, 78, 82, 256
see also capitalist countries/
economies; regulation
State Owned Enterprises (SOEs) 321–2, 328
Index

state theory 46–7, 50–51, 69–73
Stolle, D. 143
Strachan, Glenda 8, 345
‘strategic unionism’ 102
strategy concepts 21, 93–4, 95–7
Streeck, W. 85, 111
sub-Saharan Africa 238, 239, 241
subjective elements
  in ideas of dignity 371–3, 377–8
  justice and the individual 395–6
  neo-Marxist perspectives 175–6, 178–9
subordination principle 351–2
Swank, D. 119
Sweden 266–7, 284
Swenson, P. 116
System of Industrial Relations 55
System of National Accounts (SNA) 235
Taylor, B. 333–4
Taylor, F.W. 169
technology, communications 34, 221
technology, industrial 31, 172–4, 181–2
Thatcherism 62, 72, 76
Thelen, K. 123
Therbligs’ unit of measurement 169, 183
Thibault, J. 386, 393
Thomas, R. 309
Thomas, R. Roosevelt, Jr 356
Thompson, P. 180
Townsend, Keith 1
trade unions
  All China Federation of Trade Unions (ACFTU) 324–7
  in capitalist countries 18, 23–4, 36
  decline in 37–8, 319–20
  civil society organizations and 141, 145, 310
  closed shop ethos 174–5
  corporate social responsibility issues and 308–10
  flexicurity, attitude towards 253, 258–60
  Oxford IR pluralism and 50–51, 55
  Flanders’ contribution 53–4
  Slichter’s view of 319
  state policy and 76, 84–5
strategy, and circumstance
  alliances 365
  consensus and mobilization 99–100
  examples of forms of 101–5
  gaps in work organization and design 106
  historical mission 91–2
  path dependency 105
  pertaining to Hyman’s theorization 94–5
  proaction 97–8
  reactive nature of unions 92–4
  strategy as a concept 95–7
  ways and means 100–101
see also employees
Trades Union Congress 83
training schools 219–20
Transformation of American Industrial Relations 20–22
transnationalism 221
Transport and General Workers’ Union (TGWU) 98
Traxler, F. 119
Tripp, T.M. 397
Tros, F. 271
Turner, L. 94
Tverksy, A. 391
Tyler, T.R. 387, 391, 393
unemployment 82, 156, 254–5, 260
union mergers 103
‘union organizing’ 102–3
unions, see trade unions
United Auto Workers (UAW) 308–9
United Farmers Workers (UFW) 308
United Kingdom of Great Britain
civil society organizations 139, 140, 141, 142, 143
corporate responsibility initiatives 307, 310–11
government and employment relations 112, 284
intellectual roots to IR theory, see Oxford industrial relations pluralism
managers and organizational change 154, 155, 157
policy-making structure 76, 82–3
Index 417

Thatcherism 62, 72, 76
trade union proaction 98, 103
volunteering, IVR research in 306
United Nations (UN)
Children's Fund 303
Convention for the Rights of the Child (CRC) 231, 232
Global Compact 349
UNICEF 235
Universal Declaration of Human Rights 348
see also International Labour Organisation (ILO)
United States of America
business unionism 98, 100, 102
civil rights and labour laws 74, 136
corporate responsibility initiatives 307
policy proposals 207
civil society organizations (CSOs) 135, 136, 139, 140, 142, 143
community alliances’ action 103
dialogue with China 326
General Social Survey (GSS) data 189, 193–200
flexitime, effects of 198–205
implications for employment policies 203–7
industrial relations, characteristic of practice 47–8, 395
recruitment of migrants 219
job creation 287
managers and organizational change 153–4, 157
managing diversity (MD) theory 354–9, 361
unemployment in 364
Universal Declaration of Human Rights 348
Van den Bos, K. 392, 396, 398–9
varieties of capitalism (VoC) 24–8, 29, 39–41, 116–17, 152
‘relationship’ approaches 287–8
weaknesses in 79–81
see also capitalist countries/ economies
Vertovee, Steven 221
Very Late Development, A 57–8
Volpin, P. 284–6, 288
voluntarism 59, 62
volunteering within the community 305–6
wages, see incomes issues
Waldinger, Roger 223
Walker, L. 386, 393
Wanberg, C.R. 396
Web of Science search engine 298
Weberian concepts 57, 70–71
Wedderburn, Lord 319
Weldon, Harry 54, 59
welfare provision
corporate responsibility in the workplace 303–4
social security in China 331–2
the danwei 322–3
state policies 74–5, 78, 82
unemployment benefits 256
through civil society organizations 140
Whitley, R. 290, 291
Wiens-Tuers, Barbara 5, 188
Wiesenfeld, B.A. 388, 399
Wijnbergen, C. van 123
Wilkinson, Adrian 1
Williams, Steve 4, 130
Willmott, H. 161
Wilthagen, T. 271
Wood, Geoffrey 7, 279, 292
Wood, S. 1
Work Orientations (WO) III modules 5, 193, 194–6
work–family conflict (WFC) 189–90
work–family interference (WIF) 202–4
work–life balance (WLB) 5–6, 188–207
hours and well-being 193–9, 305
flexibility, analysis of effects of 198–205
implications for employment policies 203–7
literature review and theoretical background 188–93, 361
see also employees
worker NGOs 135
Workforce 2000 355
Index

working hours, see work–life balance (WLB)  Zhang Yansheng 323
Working Today 135, 140  Zimbabwe 103