
Index

- Abbott, Brian 4, 130, 139, 143, 144, 362
accountants 176
Ackers, 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
Brammer, Steve 7, 296, 305
Braverman, Harry 5, 151, 161
Brazil 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

- Chatani, Kazutoshi 7
- cheap labour 215–16
- Chen, C.C. 395
- child labour 6
- corporate social responsibility and 303, 310
 - early regulation 231
 - elimination of, policy options
 - communication of strategies 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
- 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

- 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 312
 - diversity and discrimination 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
- deskilling 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, 380–82
 - 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

- 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, Harbison 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
- empowerment 143, 179
- entertainers 220
- environmental concerns 309, 377
- equal opportunities 351, 352–4, 358
- Equal Opportunity for Women in the Workplace Act 353
- equality, definition of 349–50
- equity 345–65
 - achieving equity 351–4
 - Adam's theory 386
 - analytical treatment of 345–6, 359–63
 - definitions 346, 349–50
 - in the future 363–5
 - inequities, theoretical explanations for 350
 - managing diversity theory 354–7
 - equity concepts and 357–9
 - models and theories, development of 347–9
 - gaps in the system 363–4
 - see also* discrimination; justice in work
- Estonia 266–7
- ethical issues 296–7, 345–6
- Ethical Trading Initiative (ETI) 310
- ethnic economies 222–4
- European Commission (EC) 253, 256, 258, 271, 375–6
- European Union (EU) 76, 83–5, 253, 256–7, 319–20; *see also* flexicurity; individual states' names
- export of labour 217
- fair process effect 386
- fairness, *see* equity; justice in work
- family life, *see* work–life balance (WLB)
- Fawley Productivity Agreements* 50, 53
- Fearfull, Anne 5, 169, 176
- Fenn, P. 304
- financial crisis 85–6, 150, 268–70
- financial sector 26–7
- Finland 266–7, 284
- Flanders, Alan 17, 45, 49–52, 55, 56, 59, 60, 121
 - contribution to social science knowledge 52–4
- flexibility of labour 117–18
- flexibility of working hours, GSS analysis
 - empirical analysis 198–205
 - implications for policy-makers 203–7
 - methodology and findings 193–9
- flexicurity 7, 253–73
 - applicability 261–2
 - during economic crises 268–70
 - organizing 270–72
 - concept of
 - common principles 256–8
 - neo-liberalist 254–5
 - no one-size-fits-all 260–61
 - 'rights and duties' as moral basis 255–6
 - definition 257
 - political economy of 258–62
 - statistical analysis by country 262–8
 - contribution of industrial relations 265–8
 - flexibility/security balance 263–5
 - see also* European Union (EU)
- 'Flexicurity in times of crisis' 270
- Folger, R. 388, 390, 399, 400
- Forbes, L. 161
- Forrest, Anne 345
- Fox, Alan 45, 50–52, 60–61
 - contribution to IR philosophy 56–8
- France 76, 103, 219, 259, 261, 266–7, 284
- Fredriksson, P. 308
- Frege, C. 101
- French, Erica 8, 345
- 'From Durkheim to Donovan' 56
- Fukuyama, F. 45, 63
- functionalist–pluralist approaches 70
- Gall, Gregor 3, 91
- Gallin, D. 310
- Gamble, A. 86
- garment industry 222–3
- Gaston, N. 308
- gender discrimination 172–4, 302–3, 353, 362
 - treatment in employment relations literature 345–6, 360–61

- 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

- independent variables in EIR theory 30
 India 135, 354
 indirect discrimination 351
 individual versus social
 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)²
 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
 389, 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
 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
 Lusia, 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
- Mexi-Can Labour Force 219
- 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

- 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
 - twenty-first 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
 - Bordieu'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

- 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

- 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

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