

<<劳动关系比较研究>>

图书基本信息

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前言

The College of Administration of Zhejiang University and the Friedrich- Ebert-Stiftung's Office in Shanghai held an international workshop in Hangzhou on 9—10 March 2009 on the theme of ' Comparative Industrial Relations: China- South-Korea- Germany/Europe. The aim of the event was to expand on experiences from other countries and economies so that they could be used in the Chinese development debate. When the organisers met to consider the topics four blocs rapidly emerged which henceforth determined the workshop's structure. 'Collective Bargaining~ and 'Dispute Resolution~ are standard features of every discussion of industrial relations. The two areas are also gaining significance in China in parallel with the retreat of the state from labour planning and wage setting. In the meantime, the government is encouraging the state-organised trade unions to play a bigger role here. The two other sets of topics suggested themselves equally rapidly. In many industrialised countries a neoliberal rollback has been discernible since the mid-1980s, calling into question trade union achievements of previous decades and attempting to realign labour market policy with classical labour market doctrines. The new, atypical employment relationships which have arisen as a consequence represented a separate thread in the workshop, making it possible to address the development of unprotected employment relationships with the exclusion of trade unions.

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内容概要

劳动关系是一切社会关系的基础，而中国市场化改革的最深层变革是劳动关系的变革。本书分别探讨了中国、韩国、德国及其他国家的劳动关系问题，分析了其中的得与失，这些都是改革中不可缺少的宝贵经验与教训。全书分为4部分，是中外学者共同研究的成果，方法新颖，见解独到，有重要现实意义和理论价值。

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插图：As a crisis strategy, wages and social benefits are usually subordinate to the goal of company competitiveness. But this also points to the problem of enterprise-level wage agreements. As Yoon and Bae show for South Korea, company workforces are struggling to keep their jobs in competition with other workforces and are quick to make concessions which secure employment at their own plant and jeopardise the jobs of others. Bahnmtuller shows that even branch trade unions with industry wide agreements are not averse to this kind of downward competition. During periods of economic crisis even in Germany works councils oppose trade unions from time to time and demand a significant reduction in labour costs. Germany has probably the most developed 'toolbox~ in the world for combating crises in the labour market. The principal means of smoothly adapting employment volumes to fluctuations in demand or sales are agreements between trade unions and employers' associations on employment guarantees, on the one hand, and between works councils and group managements, on the other hand. Working time accounts, in particular, create flexibility (cf. Daubler, Workers' Rights). In boom periods, workers can do overtime for which they do not receive wages but credits in their working time account. In periods of crisis, this is reversed. They continue to receive their regular wage although they work less. Collective agreements on employment at sectoral level create the framework, while company agreements lay down the details.

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