

## <<劳动关系比较研究>>

### 图书基本信息

书名：<<劳动关系比较研究>>

13位ISBN编号：9787500488545

10位ISBN编号：7500488548

出版时间：2010-10

出版时间：中国社会科学出版社

作者：张俊华 等编

版权说明：本站所提供下载的PDF图书仅提供预览和简介，请支持正版图书。

更多资源请访问：<http://www.tushu007.com>

## <<劳动关系比较研究>>

### 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.

## <<劳动关系比较研究>>

### 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。

## <<劳动关系比较研究>>

### 作者简介

编者：（德国）鲁道夫·特劳普-梅茨（Rudolf Traub-Merz）张俊华

## <<劳动关系比较研究>>

### 书籍目录

Foreword	Rudolf Traub-Merz	Industrial Relations in China, South-Korea and Germany
Part I- Collective Bargaining	Huang Renmin	Characteristics of Collective Wage Bargaining in China and the Practical Role of Trade Unions
Youngmo Yoon	Labour Relations and Collective Bargaining in South Korea- Moving from Enterprise-level Collective Bargaining to Industry/Sectoral-level Collective Bargaining	Thorsten Schulten
Collective Bargaining in Europe- An overview	Reinhard Bahnmiiller	The Dual System of Representation in Germany: Structure and Current Developments
Part II- Dispute Resolution	Shen Qingqing and Pan Taiping	The Role and Function of Trade Unions in Resolving Collective Labour Disputes in China
Youngmo Yoon	Industrial Disputes and Dispute Resolution Mechanisms in South-Korea	Thorsten Schulten
Conflict Resolution in Europe	Part III - Industrial Relations during Economic Crisis	Kinglun Ngok
Chinese Labour Law in the Global Financial Crisis	Qiao Jian	Lessons for China from Labor Policies during the Great Depression in the USA
Kiu Sik Bae and Rudolf Traub-Merz	How Can the Interests of Workers Be Safeguarded during the Economic Crisis in Korea ?	Wolf gang Daubler
Workers' Rights in an Economic Crisis: Germany	Part IV- Atypical Employment	Kiu Sik Bae
Atypical Employment in Korea- Beyond the Standard Working Contract	Wolf gang Daubler	Beyond the Standard Labour Contract -Experiences from Germany

## <<劳动关系比较研究>>

### 章节摘录

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.

## <<劳动关系比较研究>>

### 编辑推荐

《劳动关系比较研究:中国、韩国、德国·欧洲(英文版)》是由中国社会科学出版社出版的。

## <<劳动关系比较研究>>

### 版权说明

本站所提供下载的PDF图书仅提供预览和简介，请支持正版图书。

更多资源请访问:<http://www.tushu007.com>