

Kitap İncelemesi / Book Review

Comparative Labour Law and Industrial Relations in Industrialized Market Economics

Edited by: Roger Blanpain, 10th and Revised Edition, 2010, 806 pages. The Netherlands: Kluwer Law International BV.

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However, parallel to the declining power of labour unions over the past three decades, interest in industrial and employment relations seemed to weaken. According to the changing nature of the economy, with an increase in the service sector and a decrease in the number of large manufacturing plants, manual work and the public sector. A critical debate was developed around the nature of employment relations in non-union workplaces as well. Yet at the beginning of the 1990s, globalization was added to the traditional forces affecting labour and employment relations as a new driving force. Apart from the country-specific textbooks on labour law and industrial relations, one could no longer encounter prominent publications on comparative labour relations and labour market challenges. This led to an awakened interest in comparative work in the field. Today, there is an important segment of audience still interested in publications on comparative industrial relations and labour market issues.

Based on the data acquired from country monographs published as a part of the International Encyclopaedia for Labour Law and Industrial Relations under the editorship of Roger Blanpain, this volume in the chapters written by 29 experts provides a comparative and integrated thematic treatment of labour law and industrial relations in a detailed fashion. Those topics are necessary for an analysis of current problems of industrial relations and labour law with offering universal solutions to the problem of managing the employment relationship and other areas of industrial relations as well. This volume serves as a textbook and valuable reference work for teachers and students of comparative labour law and industrial relations. The book is designated for the purposes of teaching and wider dissemination. Dealing with different yet interrelated subjects, this volume follows a basically general approach on the emerging patterns of employment relations in a global economic and legal context under the framework of the industrialized market economies.

The chapters are well written and enlightening. In addition, the book is still a valuable source for the field of comparative labour law and industrial relations, its major strength is its broad scope; it includes the more recent phenomenon of the impact of globalization on labour relations. The book is organized as 23 chapters dealing with four major parts: the two chapters in first part provide an overview relating to methodology of industrial relations, then documentation and sources of labour law. First the book begins with the Comparativism in

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Labour Law and Industrial Relations, authored by Roger Blanpain, one's own industrial relations and labour law systems, comparison between functions of international labour law and multinational enterprises intervention on labour markets. It continued with author's description of almost all dimensions of the international and comparative labour relations by covering both the history of the field as well as current theory and future trends.

The second part concerns with International Actors, such as the International Employers' Organisations and the International Trade Union Movement, as well as Human Resources Management. It contains the topics of international relevance dealing with the role of management and the state, union-management relations, and union growth and degrowth. Due to economic, technological and institutional setbacks adversely affecting labour unions in the globalizing world, the union movement in the world with strike activity had lost much of its clout at the beginning of the century. Authors have added new techniques which the unions and management can use together from strategic issues. Indeed, both parts have opportunities to establish authority that can lead to prosperity and decent work lives. Unions and managers may embrace cooperation as a common strategy.

The third, comprehensive works on European Labour Law and its implications for other countries are sharing, including EU developments on social dialogue, participation and information-consultation systems. While this part concerns the Sources of Regulation, concentrating on International and European Labour Law, it also describes the rules in cases of Conflict of Laws as well as Codes of Conduct for Multinational Enterprises. Multinational Enterprises have created trade and investment, and thus the MNEs' motives of intention to impact of globalization with special reference to the new opportunities. Authors also foresee that focusing on the positive implications of globalization for economic growth and living standards, also deals with the difficult policy choices confronting developed and less developed countries in finding a compromise between competitiveness and high labour costs as well as between trade liberalization and immigration controls.

The last part deals with International Developments and Comparative Studies in not less than fifteen chapters. Yet, compared to previously presented volumes, it is extremely long and probably much more detailed. The fourth follows a basically general approach on the emerging patterns of employment relations in a global economic and legal context, some chapters, due to their different authors' country of origin, are drawing more comparison on the problems of different labour markets. Yet, authors are leading authority on the subject of developing the social dimension in an enlarged European Union. The last chapter also studies the emergence of pluralistic industrial relations in Eastern Europe. In addition to the chapters analysing the contributions of the major exponents of industrial relations, it places special references on workers' participation. The encouragement of employees' involvement in company decision making has become an integral part of the mainstream strategy and it has been tried to lay down the general framework of an information and consultation system. In the chapter of Biagi and Traboschi, they have portrayed all dimensions of the topic for the European candidate countries in order to shape their industrial relations' system.

Its rationale is the need for an analysis of current problems and issues in industrial relations which is systematically informed by the relevant research and learning, and by an awareness of recent trends and developments and the wider social, economic, political and international contexts of industrial relations and labour law.