

## Editors' Foreword

This Summer issue of the *International Journal* sets out to present a range of materials which touch upon some of the less "high profile" areas of developing industrial relations and labour law.

In the first contribution of the ARTICLES section, Bernard Adell and Roy Adams take a comparative look at one aspect of the regulatory system governing termination of employment — an issue which has recently been taking on a much enhanced significance in the context of proposals in a number of countries for fundamental reforms to the structure of employment protection laws. The authors' assessment of the rules governing discipline and dismissal in the face of theft by an employee draws upon the work of a prominent group of scholars who have been investigating differing approaches to "workplace justice", and offers a fascinating contrast in approaches, particularly illuminated through case studies taken from France and the United Kingdom.

Marco Biagi's survey of training initiatives and the challenge of workforce restructuring and re-skilling in national labour markets brings to the fore the often forgotten, but increasingly important, subject of vocational training and the wide-ranging problems faced by policy-makers at both national and international levels in that field. This article draws from reports presented to an international colloquium held in Bologna, Italy, in February of this year, and focuses upon the Italian case as a point of reference for considering some of the options available for the promotion of vocational training opportunities in recessionary Europe.

Finally, Alain Chouraqui's starting point of the scope for freedom of expression by French employees is taken as a basis for questioning the regulatory role of the State, and for a much wider consideration and critique of the relationship between legal and social regulatory methods.

The DOCUMENTATION section of this issue is given over entirely to the second report of the European Commission on application of the Community Charter of the Fundamental Social Rights of Workers, while, in the SELECTED CASE LAW section, there is an analysis, which has been prepared by Andrzej Swiatkowski, of the recently reformed structures for social security provision in Poland.

This issue of the *International Journal* is rounded off with a selection of book reviews, together with a listing, in the DIARY section, of the major international events in the field of industrial relations and labour law which are scheduled to take place over the forthcoming twelve months.

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