## Subject Index

A	perceptions of discrimination
Age discrimination	age groups characteristics, 473
2006 Age Regulations, 469	marketable skills, 472
comparative analysis	principle of non-discrimination, 473-475
age group dependency ratio,	root causes
281, 293	decision-making tool, 287-288
Australia, 286	four-category age-related job activity
China, 286–287	classification, 289-290
cultural disparities, 282, 294	older workers, 290–291
Denmark, 285	stereotypes creation, 288-289
Finland, 285	unemployment, 470-471
France, 282–283	United Kingdom
Germany, 283–284	HR practices, 455-456
Spain, 284–285	industries/occupations, 456
USA, 285–286	problems, 455
Employers' Forum on Age, 469	reasons, 457
employment equality (age)	young workers, 469-470, 478
regulations, 475	2006 Age Regulations, 469
European Court of Justice (ECJ),	American Federation of Labour-Congress
475–477	of Industrial Organization
framework directive, 467-468	(AFL-CIO), 267
German Civil Code (BGB), 476	Anti-age discrimination legislation
national minimum wage (NMW), 474	age discrimination problem,
New Zealand	454–455
HR practices, 455	common law labour legislation, 464
industries/occupations, 456	discrimination reasons, 457-458
problems, 454	effectiveness of legislation, 458-459
reasons, 457	employee rights, 447-448
older workers, 468	employer initiatives, 462-463

<sup>&#</sup>x27;Subject Index'. The International Journal of Comparative Labour Law and Industrial Relations 26, no. 4 (2010): 485–500.

<sup>© 2010</sup> Kluwer Law International BV, The Netherlands

HR practices, 455-456	Belgian Labour Act, 211, 212
industries/occupations, 456	Belgian labour law, 198-199
industry-specific cultural dynamics,	
464–465	C
methods	Canadian armed forces, 407-409
data collection, 453-454	Co.co.co. contracts
interviewees, 452–453	Italian CPR, 94–96
neoliberal accounts, 448-449	projects, 96–99
New Zealand legislation and	Code civil and louage de service, 202-204
compliance, 450–451	Collective bargaining process, 122, 130,
policy changes, 461–462	131
political economy approaches, 449–450	decentralization, 134
role of unions and non-governmental	the Hicks paradox, 440
organizations, 460–461	macro-focused unions, 440-441
UK legislation and compliance,	micro-focused unions, 439
451–452	national centralized level, 134
unintended consequences, 459-460	recession, 441–442
Anti-discrimination directives, 7–8	role of, 133
Anti-poaching clauses	sector industry level, 134
Australia	tripartite agreements, 135
ABN AMRO Morgan, 176, 177	Collective labour law
Riley's argument, 178–180	Community-scale, 9
Sales article, 179	directives, 12
Scots law and English law, 180-181	European company, 10-11
Armed Forces Pay Review Body	European Works Councils (EWC), 9–11
(AFPRB), 406	organizational alternatives, 11
Australia	Commission for Equality and Human
anti-poaching clauses	Rights (CEHR), 315-316
ABN AMRO Morgan, 176, 177	Committee on Freedom of Association
Riley's argument, 178–180	(CFA), 20, 21
Sales article, 179	Communication skills, 380-381
labour law, 245–246	Confrontational pluralism and South
step clauses cascading restraints	African armed forces
Austra Tank, 172, 173	employee relations, 410
ex ante and ex post application, 171	military leadership, 411-412
Legal Profession Act, 173-174	South African National Defence Union
Australian Workplace Agreements	(SANDU), 410–411
(AWAs), 233	trade unions, 409-410
	Constituting agreement, 221, 226
В	Corporate social responsibility
Belgian and French collective agreements,	(CSR), 436
208-209	Cultural revolution, 416-417

D	Employers' Forum on Age, 469
Default retirement age (DRA), 278	Employment Contracts Act (ECA)
Defence Act, 408	Belgian (1978), 199–200
Disability strategy, EU	Estonia (1992), 347-348
objectives, 334–335	New Zealand (1991), 295
specific disability strategy, 335	Employment contracts certification
Dominican Republic and Central	legal context
America Free Trade Agreement	annulment types, 106-107
(DR-CAFTA), 36–37	business organization, 110
	certification panels, 105-106
E	Italian labour law, 104
Economic development model, 25-26	micro-level and macro-level labour
Education and training system	market regulation, 107-109
climate change, 379	University of Modena and Reggio
communication skills, 380-381	Emilia
employment level, 381	applications, 111–113
green employment, 383	certification, 114
green skills, 379–380	non-certification, 114-115
OECD, 379	Employment contracts termination
quantitative and qualitative factors,	advance notice term, 363-364
378–379	compensation, 364-366
soft skills, 380	grounds for, 362-363
training needs, 381–382	Employment equality (age) regulations,
UN survey, 381	475
Employee protection law	Employment opportunities
Australian labour law, 245–246	no risk ways creation, 341-342
Fair Work Act	providing financial advantages,
enterprise bargaining, 240–244	342–343
Fair Work Ombudsman, 244, 245	quota systems, 343–344
flexicurity a' l'australienne, 234-235	End of jobs
modern awards, 239-240	Becker's seminal contribution, 396–398
national employment standards	conflicting approaches implications,
(NESS), 236–239	393–394
Fair Work Ombudsman, 244, 245	idea of, 389–390
work choices legislation	labour economics
Australian Workplace Agreements	employment relationships, 399
(AWAs), 233	hypothesis, 398–399
Industrial Relations Act, 232	institutional economics, 392–393
Work Choices Act, 233–234	institutional tradition, 391
Employee rights, 447–448	labour market, 399–400
Employers and employers' associations,	labour problem, 390–391
132–133	Marshall laws, 391–392

neoclassical economics, 392	Spain, 427
short-run model, 390	strike-free Lithuania
new institutional economics (NIE), 397	constitution, 432-433
productivity-linked wage differentials,	Labour Code, 428, 432
394–396	labour disputes, 431
worker earnings logarithm, 395	number of strikes and strikers,
Estonian Labour Law Reform	431, 432
Employment Contracts Act, 347–348	European collective agreement, 13, 14
idea of flexicurity	European Commission, 6-7, 374
impacts of, 351-352	European Court of Justice (ECJ), 84-85,
interpretation of, 350–351	475–477
meaning of, 349	European Economic Community (EEC),
labour relation regulation changes	3–4
employment contracts form,	European employment law
352–355	age discrimination legislation
employment contracts termination,	comparative analysis, 281–287
362–366	root causes of, 287-291
fixed-term employment contracts,	United Kingdom, 277-281
355–357	ageing, 274-275, 292-293
rights and duties, employees and	human dignity, 275-277
employers, 358-361	Human Rights Act 1998, 276
EU member states, right to strike	ILO report, 292
Austria, 424	non-discrimination policy, 275-277
Belgium, 424–425	traditional employment relationship,
the Czech Republic, 426-427	273–274
Denmark, 426	European labour law
France, 425–426	collective
Germany, 425	community-scale, 9
Greece, 427	directives, 12
Hungary, 427-428	European company, 10-11
implementation	European Works Councils (EWCs),
combined regulation, 427-428	9–11
constitutional and legislative	organizational alternatives, 11
approach, 423	European Economic Community
constitutional regulation, 425-426	(EEC), 3–4
legislative regulation, 426-427	individual
liberal regulation, 424-425	Amsterdam amendment, 7
Ireland, 426	anti-discrimination directives, 7-8
labour relations, 421-422	EC legislation, 6-7
national legal regulations, 433-434	fixed-term contracts, 6
regulations, 422-423	framework directive, 5
Slovenia, 427	Member States, 8–9

voluntary framework agreements European collective agreement, 13, 14 inter-professional social dialogue, 13–14 sectoral social dialogue, 14	industrial action and statutory duty, 242–244 NESs, awards, and enterprise agreements, 241 Fair Work Ombudsman, 244, 245 flexicurity à l'australienne, 234–235
European level developments	modern awards, 239–240
EU disability strategy	national employment standards (NESS)
objectives, 334–335	Fair Work Act, 237
specific disability strategy, 335	national system employees, 236
Lisbon strategy, 332	wages determinations, 238-239
relevance for people with disabilities,	Feminization, 297
333–334	Fixed-term employment contracts
union's strategy, 332-333	implementation, 355–356
European Trade Union Confederation	termination, 356–357
(ETUC), 371	Freedom of choice
European works councils, innovations and	mandatory rules, 324
omissions	party autonomy limitation, 323
para-contractual agreements, 227	principle, 323
procedural anomaly, directive	public policy, 324–325
2009/38/EC	Free ridership problem, NTUC, 444–445
collective autonomy, 220	French Labour Law, 198–199
consultation, 218, 219	6
regulation, 218	G C C C C C C C C C C C C C C C C C C C
revised works councils directive,	Generalized System of Preferences
217–218	(GSP), 37–38
community-scale group, 221, 224	German armed forces consultative pluralism
constituting agreement, 226 special negotiating body (SNB), 225	Bundeswehr, 414–416
transnational and national level,	employee relations, 412
221, 222	German Constitution, 414
transnational issues, 220, 221	military unions, 412–413
twin directives, 222	trade unions, 412
trade unions, 229, 230	German contract law, 145–146
transnational collective bargaining, 228	German, employment contracts
transnational texts agreements, 227	implied terms concept
transmaticinal terms agreements, 227	Basic Law, 143
F	comparative analysis, 158
Fair Work Act	duty of care and loyalty, 151–152
enterprise bargaining	German contract law, 145–146
better-off-overall test (BOOT), 240	Human Rights Act, 143-144

indirect horizontal effect, 143 remuneration package and unilateral variation, 153–154 work/mobility, 152–153 unfair contract terms contradictory clauses, 160	lack of green competencies, 376 Organization for Economic Co-operation and Development (OECD), 373 risks, 375–376 UNEP, 374
divisible clauses, 160	workers classification, 376
fairness test, 159	industrial relations and social dialogue 383–387
standard business terms, 159 Globalized IT industry	training and retraining programmes,
Australia, 181–182	384–387
Scots law and English law, 182–184	women workers
Green agenda, 384–387	green jobs impacts, 376–377
Green economy, employment prospects	labour market, 378
education and training system	needs of, 377–378
climate change, 379	risks, 377
communication skills, 380–381	Green jobs
employment level, 381	classifications, 372–373
green employment, 383	definition of, 372
green skills, 379–380	employment, 374–375
OECD, 379	European Commission, 374
quantitative and qualitative factors,	lack of green competencies, 376
378–379	opportunities, 371–372
soft skills, 380	Organization for Economic
training needs, 381–382	Co-operation and Development
UN survey, 381	(OECD), 373
framing the issue	overestimating risks, 375-376
environmental policies, 371	UNEP, 374
European Trade Union	workers classification, 376
Confederation (ETUC), 371	
green job opportunities, 371-372	Н
Kyoto Protocol, 370–371	Harris' Patent, 190–191
2000 Millennium Development	Home work
Goals, 370	Belgian Labour Act, 211, 212
White Paper 1997, 369	code civil and louage de service,
green agenda, 384–387	202–204
green jobs	conceptual changes
classifications, 372–373	Belgian Cour de cassation, 208
definition of, 372	French Cour decassation, 207
employment, 374–375	Forum des Droits sur l'Internet, 213
European Commission, 374	National Labour Council, 212

subordination	employee's welfare, health and
louage de services, 206	safety, 151
louage d'ouvrage, 205	Human Rights Act, 143-144
Wage Act, 205	indirect horizontal effect, 143
telework	mandatory or optional, 156-157
Employment Contract Act, 199-200	unfair contract terms, 144
French Labour Code, 201	wider considerations, 145
national collective agreement, 201	Incorporated Societies Act 1908, 297
workplace rules, 211	Individual labour contract
Human rights abuses	absence of express choice, 325-327
child labour, 252	freedom of choice
developing countries, 253	mandatory rules, 324
garment industry, 252	party autonomy limitation, 323
global capital, 253	principle, 323
MNC management tactics, 253	public policy, 324–325
offshoring, 253	Law Reform Sub-Committee
Human Rights Act, 143-144	Singapore Academy of Law, 327–328
Canada (1976), 316-317	Lesotho labour law, 325
New Zealand (1993), 316	observations, 328-329
	Parry v. Astral Operations Ltd., 328
I	Rome convention, 328
Idea of flexicurity	Southern African countries, 321-322
impacts of, 351-352	private international law
interpretation of, 350-351	consolidation, 327-328
meaning of, 349	private international law
Implied terms concept and judicial	development, 328
control, employment contracts	Individual labour law
German Basic Law, 143	Amsterdam amendment, 7
comparative analysis, 158	anti-discrimination directives, 7-8
contract law, 145-146	EC legislation, 6-7
duty of care and loyalty, 151-152	fixed-term contracts, 6
Human Rights Act, 143-144	framework directive, 5
indirect horizontal effect, 143	Member States, 8–9
remuneration package and unilateral	Industrial Relations Act, 232, 233
variation, 153-154	Informal economy
work/mobility, 152-153	decent work strategy, 50-51
Scotland	labour law, 51–53
Basic Law, 143	legislative attempts
comparative analysis, 158	India, 56–57
contracting out, 156	Namibia, 57
contractual terms, 155-156	South Africa, 59-60

Tanzania, 58–59	North American Agreement on Labor
non-standard employment, 47-48	Cooperation (NAALC), 35-36
regulatory and policy framework, 48-50	WRC/Russell Corporation
structural changes, world of work, 44-47	controversy, 39
voice and representation, 53-56	Intersectionality. See Trade union,
Institutional economics, 392–393	women's groups (WG)
Intellectual property laws	Italian case law
Scots law and English law	employment protection legislation
functional/contractual test, 190	Italian constitution, 86
Greater Glasgow Health Board	Italian legislation, 87
Application, 190	savings and contributions
Harris' Patent, 190–191	Italian social security system, 88
Patents Act, 188	self-employed/independent
Staeng Ltd's Patents, 190–191	contractors, 89
Trade Practices Act, 184	Italian Constitution, 86
UWA v. Gray, 184–186	Italian employment law
International Labour Organizations (ILO),	co.co.co. contracts
127–129	Italian CPR, 94–96
commercial interests and values, 256	European Court of Justice (ECJ), 84-85
committee on freedom of association	Italian case law
(CFA), 20, 21	employment protection legislation,
Decent Work, 1999, 260	85–88
1998 Declaration, 259	savings and contributions, 88-89
decolonization, 255	subordination concept
eight core conventions, 258	classical typological method, 93
fundamental conventions, 19	classification process, 93-94
IMF policy, 255	functional typological method, 93
labour standards, 254–255	Italian Constitutional Court, 90
neo-liberalism, 256	nomen iuris, 94
Soviet Bloc, 256	principal complementary criteria,
UK government, 257	91–92
US relations, 255	uniform EU-Law notion
International Monetary Fund (IMF)	functional homogeneity, 101
policy, 255	Italian legal system, 100
International trade	Italian legislation, 87
Dominican Republic and Central	
America Free Trade Agreement	K
(DR-CAFTA), 36–37	Kyoto Protocol, 370-371
Generalized System of Preferences	
(GSP), 37–38	L
NGO and public opinion pressure,	Labour Code, 428, 432
38–39	Labour disputes, 431

Labour economics	international trade
employment relationships, 399	Dominican Republic and Central
hypothesis, 398–399	America Free Trade Agreement
institutional economics, 392–393	(DR-CAFTA), 36–37
institutional tradition, 391	Generalized System of Preferences
labour market, 399-400	(GSP), 37–38
labour problem, 390–391	NGO and public opinion pressure,
Marshall laws, 391–392	38–39
neoclassical economics, 392	North American Agreement on Labor
short-run model, 390	Cooperation (NAALC), 35–36
Labour flexibility debate and reform	WRC/Russell Corporation
end-of-service payment funds, 28	controversy, 39
fixed-term contracts, 26–27	labour flexibility debate
hours of work, 27	end-of-service payment funds, 28
outsourcing, subcontracting and private	fixed-term contracts, 26–27
intermediation, 27–28	hours of work, 27
staff leasing, 28–29	outsourcing, subcontracting and
Labour laws, 123, 125	private intermediation, 27–28
Labour markets, 399–400	staff leasing, 28–29
Labour relation regulation changes	re-regulation
employment contracts form, 352–355	case of Chile, 30–31
employment contracts termination	flexibility-oriented labour reform, 29
advance notice term, 363–364	social and political environment
compensation, 364–366	democracy, economic liberalization
grounds for, 362–363	and labour law reforms, 24–25
fixed-term employment contracts	political instability, 24
implementation, 355–356	populism, 23–24
termination, 356–357	protectionism, 20
rights and duties, employees and	Western European labour law, 19
employers	Law Reform Sub-Committee, Singapore
remarks, 358	Academy of Law, 327–328
training, 358–360	Legislative attempts, informal economy
wages reduction, 360-361	India, 56–57
Labour Relations Act, 52	Namibia, 57
Latin America	South Africa, 59–60
economic development model,	Tanzania, 58–59
25–26	Lesotho labour law, 325
International Labour Organization	Lithuania
(ILO)	Constitution, 432–433
Committee on Freedom of	Labour Code, 428, 432
Association (CFA), 20, 21	labour disputes, 431
fundamental conventions, 19	number of strikes and strikers, 431, 432
•	, ,

M	Multinational corporations (MNCs)
Marshall laws, 391–392	global economy, 269
Micro and macro-level labour market	labour standards, 254
regulation	management tactics, 253
comparative analysis, 108–109	new capitalism, 250
self-regulatory instrument, 109	non-financial, 251
workers' advantage, 107–108	offshoring, 253
Military unionism and employee relations	voluntary selfregulation, 264
management	Multinational enterprises (MNEs), 122,
alternative dispute resolution (ADR),	124
408	
Canadian armed forces, 407-409	N
civil-military relations, 418, 419	National Distribution Union
South African armed forces	(NDU), 297
employee relations, 410	National employment policies, social
military leadership, 411–412	quality
South African National Defence	European level developments, 331
Union (SANDU), 410-411	EU disability strategy, 334-335
trade unions, 409–410	Lisbon Strategy, 332
cultural revolution, 416-417	relevance for people with disabilities
Defence Act, 408	333–334
environmental influences, 402-403	unions' strategy, 332-333
German armed forces	national measures evaluation and
Bundeswehr, 414–416	findings, 335-344
employee relations, 412	National Employment Standards (NESs)
German Constitution, 414	Fair Work Act, 237
military unions, 412-413	national system employees, 236
trade unions, 412	wage determinations, 238-239
labour rights, 401-402	National measures, people with disabilities
neo-unitarism, 407-409	employment opportunities
new public management (NPM), 403	financial advantages, 342-343
streamlined grievance process, 408	quota systems, 343–344
unitarism and the British armed forces	individual needs, 338-339
Armed Forces Pay Review Body	(re)integration measures, 336-337
(AFPRB), 406	personalized support measures,
employee relations, 403-404	337–338
grievance mechanisms, 406-407	social dimension, EU, 336
military covenant, 404-405	supported employment opportunities,
Ministry of Defence (MoD),	339–340
405-406	work incentives
Modern awards, 239–240	awareness, 340-341

combine work with benefit receipt, 341 conditionality and sanction rule, 340 National minimum wage (NMW), 474	Public policy and role of state analytical framework, 125 legal framework, 125–126 post-dictatorial era laws, 126
National Trades Union Congress (NTUC), 442, 445–446	Public-sector contract cleaning and security sectors, 71
National women's committees (NWCs), 298	money-losing contracts Accountant's Guidelines, 79–80
Neoclassical economics, 392	Government agencies, 80
NESs. See National employment standards	non-voluntary solutions, 71
New institutional economics (NIE), 397	repeat offenders
New public management (NPM), 403 New Zealand	Accountant General's Guidelines, 77 Ha'Shmira group, 78
age discrimination problem, 454	Public Entities Contracts Law, 76–77
discrimination reasons, 457–458	user enterprise
effectiveness of legislation, 458-459	joint employer model, 72–73
employer initiatives, 462-463	soft law, 76
HR practices, 455	temporary employment agency
industries/occupations, 456	(TEA), 73
legislation and compliance, 450-451	
policy changes, 461	Q
role of unions and non-governmental organizations, 460–461	Quota systems, 343–344
NGO and public opinion pressure, 38-39	R
Non-discrimination policy formulation, 275–277	Regulatory and policy framework, 48–50 Restraint of trade
Non-standard employment, 47-48	common law doctrines, 168
North American Agreement on Labor	globalized IT industry
Cooperation (NAALC), 35-36, 260	Australia, 181–182
	Scots law and English law, 182–184
O	intellectual property laws
Older workers, 468	Scots law and English law, 188-191
Organization for Economic Co-operation	Trade Practices Act, 184
and Development (OECD), 373	UWA v. Gray, 184–186
_	Monopolies and Restrictive Practices
P	Act, 167
Pay Equity Act, 317–318	scope and objective, 169–170
Private Employment Agency Convention	trade-emerging issues
1997, 256	anti-poaching, employees clauses,
Private international law	176–181
consolidation, 327–328	step clauses/cascading restraints,
development, 328	171–176

Revised works councils directive,	functional/contractual test, 190
217–218	Greater Glasgow Health Board's
community-scale group, 221, 224	Application, 190
constituting agreement, 226	Harris' Patent, 190–191
special negotiating body (SNB), 225	Patents Act, 188
transnational and national level, 221,	Staeng Ltd's Patents, 190–191
222	Self-Employed Women's Association
transnational issues, 220, 221	(SEWA), 55–56
twin directives, 222	Singapore labour unions, 442
Rights and duties, employees and	Small and medium-sized enterprises
employers	(SMEs), 132–133
remarks, 358	Social and political environment
training, 358–360	democracy, economic liberalization
wages reduction, 360-361	and labour law reforms, 24-25
Riley's argument, 178–180	political instability, 24
Rome Convention, 328	populism, 23–24
	protectionism, 20
S	Social Security Bill, 58-59
Scotland, employment contracts	Soft law solutions
draft legislation, 163-164	Coalition of Immokalee Workers
implied terms concept	(CIW), 67
Basic Law, 143	non-voluntary incentive schemes, 70
comparative analysis, 158	responsive law theories, 69
contracting out, 156	South African National Defence Union
contractual terms, 155-156	(SANDU), 410–411
employee's welfare, health and	Southern African countries
safety, 151	private international law consolidation
Human Rights Act, 143-144	327–328
indirect horizontal effect, 143	private international law development,
mandatory or optional, 156-157	328
unfair contract terms, 144	Special negotiating body (SNB), 219,
wider considerations, 145	224–225
mutual trust and confidence	Step clauses/cascading restraints
employer's discretion, 149-150	Australia
unilateral variation, 150–151	Austra Tank, 172, 173
work/mobility, 148–149	ex ante and ex post application, 171
unfair contract terms act, 161–163	Legal Profession Act, 173-174
Scots and English law	Scots law and English law
blue pencil rule, 175	blue pencil rule, 175
cascading restraint clause, 174	cascading restraint clause, 174
discretionary sliding scale, 175, 176	discretionary sliding scale, 175, 176

T	workshops for black and Asian
Telework	women, 311
Belgian and French labour law,	Traditional unions, 437–438
198–199	Trends and developments, employment
Belgian Labour Act, 211, 212	relations
control and surveillance	collective bargaining, 133–135
Belgian and French collective	dispute resolution and role of the state,
agreements, 208–209	135–136
Cour de cassation, 208	ILO, world of work, and employment
subordination, 209	relations, 127–129
EcaTT and SIBIS statistical reports, 197	industrial relations
Employment Contract Act, 198–199	collective bargaining process, 122
entrepreneur, 195	globalization, 121
Forum des Droits sur l'Internet, 213	informal economy, 123
French Act, 196	internationalization market, 121
homework	International Labour Organization
Employment Contract Act, 199–200	(ILO), 124
French Labour Code, 201	labour laws, 123
national collective agreement, 201	labour market structure, 124
International Labour Organization	multinational enterprises (MNEs),
(ILO), 194	122, 124
National Labour Council, 212	public policy and role of state
workplace rules, 211	analytical framework, 125
Temporary employment agency, 73	legal framework, 125–126
The Hicks paradox, 440	post-dictatorial era laws, 126
Trade-emerging issues	social dialogue and tripartism
anti-poaching clauses	National Economic Development and
Australia, 176–180	Labour Council (NEDLAC), 138
Scots law and English law, 180-181	tripartite processes, 137
step clauses/cascading restraints	status and role of actors
Australia, 171–174	employers and employers'
Scots law and English law, 174-176	associations, 132-133
Trade union, women's groups (WG)	workers and trade unions, 130-132
aggregate agenda, 311–312	
domestic violence, 308	U
external matters, 307-308	UK Human Rights Act 1998, 276
intra-and transgender issues, 308-310	UN Development Program (UNDP), 251
legislative and policy developments,	Unemployment
311	recession, 443, 444
qualitative survey, 310-311	young workers, 470-471
Transport and General Workers'	Unfair Contract Terms Act
Union (TGWU), 306	German

contradictory clauses, 160	Armed Forces Pay Review Body
divisible clauses, 160	(AFPRB), 406
fairness test, 159	employee relations, 403–404
standard business terms, 159	grievance mechanisms, 406–407
Scotland, 161–163	military covenant, 404–405
UN global compact, 261	Ministry of Defence (MoD), 405–406
Unions and intersectionality, WGs	United Kingdom
aggregate agenda, 311–312	age discrimination legislation
domestic violence, 308	default retirement age (DRA),
external matters, 307–308	278
intra-and transgender issues, 308-310	Employment Equality (Age)
legislative and policy developments, 311	Regulations 2006, 277, 279
qualitative survey, 310–311	EU Framework Equality Directive,
Transport and General Workers' Union	280–281
(TGWU), 306	global economy, 278
workshops for black and Asian women,	retirements, 277–278
311	age discrimination, 455
Union social responsibility (USR)	discrimination, 458
collective bargaining	effectiveness of legislation, 459
the Hicks paradox, 440	employer initiatives, 463
macro-focused unions, 440-441	HR practices, 455-456
micro-focused unions, 439	industries/occupations, 456
recession, 441-442	legislation and compliance, 451-452
corporate social responsibility (CSR),	policy changes, 462
436	role of unions and non-governmental
free ridership problem, NTUC,	organizations, 461
444–445	University of Modena and Reggio
GDP growth rate, 443, 444	Emilia
National Trades Union Congress	applications received
(NTUC), 442, 445–446	by region, 112-113
optimal level, 437	by type, 111–112
overview, 435–436	certification, 114
saving jobs during a recession,	non-certification, 114-115
442–444	Unorganised Workers' Social Security
Singapore labour unions, 442	Act, 56–57
socially responsible unions, 438–439	
traditional unions, 437–438	V
unemployment rate, 443, 444	Voice and representation
unit labour cost (ULC) index, 443, 444	informal workers, 54
wage negotiations process, 443	Self-Employed Women's Association
Unitarism and the British armed forces	(SEWA), 55–56
	, , , , ,

South African Clothing and Textile Workers' Union (SACTWU), 55	Employment Contracts Act 1991 (ECA), 295
Voluntarist solutions and labour law	encouraging factors, 315–316
enforcement crisis	feminization, 297
employment practices, 65-66	gender-based differences, 299
inherent difficulty, 62–63	Human Rights Act 1993, 316
outsourcing and subcontracting, 65	Incorporated Societies Act 1908, 297
proliferation, 64–65	methodology, 300–301
unionism, 64	National Distribution Union
public-sector contracts	(NDU), 297
cleaning and security sectors, 71	national women's committees
money-losing contracts, 78–80	(NWCs), 298
non-voluntary solutions, 71	New Zealand
repeat offenders, 76–78	
-	Human Rights Act 1993, 316 types, CTU affiliates, 301, 304
user enterprise, 72–76 soft law solutions	Pay Equity Act, 317–318
Coalition of Immokalee Workers	
	primary constituency groups, 315
(CIW), 67	profiles
non-voluntary incentive schemes, 70	CLC affiliates (Canada), 301, 305
responsive law theories, 69	CTU affiliates (New Zealand), 301,
Voluntary framework agreements	304
European collective agreement, 13, 14	TUC affiliates (UK), 301–303
inter-professional social dialogue, 13–14	reconciliation, 314
sectoral social dialogue, 14	simmering resentment, 296
Voluntary self-regulation and CSR	UK
private codes of conduct, 262	intra-and transgender issues, 309
US MNCs, 261	types, TUC affiliates, 301–303
XV/	union
W	history, 312
WGs. See Women's groups	intersectionality, 306–312
White Paper 1997, 369	strategy development, 318–319
Women's groups (WGs)	unionism, 296–297
Canada	Women workers implications
Canadian union, 313	green jobs impact, 376–377
Human Rights Act 1976, 316–317	labour market, 378
intra-and transgender issues,	risks, 377
308–309	Work Choices Act, 233–234
Pay Equity Act, 317–318	Work choices legislation
types, CLC affiliates, 301, 305	Australian Workplace Agreements
Commission for Equality and Human	(AWAs), 233
Rights (CEHR), 315–316	Industrial Relations Act, 232

Work Choices Act, 233–234
Workers and trade unions
atypical employment, 130–131
collective bargaining coverage,
130, 131
Convencion Nacional de Trabajadores
(CNT), 130

formal employment, 130–131 trade density, 130, 131 World Trade Organization (WTO) trade agreements, 226

**Y** Young workers, 469–470, 478