

# Editorial

This issue opens with a paper by Marco Peruzzi dealing with autonomy in European social dialogue. Considering different approaches adopted by the European Commission and the social partners, the author provides a definition of the concepts of social dialogue and autonomy. In doing so, he does not limit his analysis to the conceptual approach provided by labour law and industrial relations but also makes recourse to the political science approach. The paper focuses on key issues such as the implementation of European collective bargaining, autonomous agreements, and the open method of coordination.

In their paper on the enforcement of occupational health and safety legislation, Kevin Purse and Jill Dorrian focus on the role of deterrence as a regulatory method. In particular, they endeavour to shed light on the mechanisms by which deterrence works and the relationship between specific and general deterrence. They support the idea that deterrence can increase occupational health and safety compliance and reduce injury rates.

Elmarie Fourie and Nicola Smit consider another important issue, the social protection of migrant workers in the countries of the Southern African Development Community (SADC), starting from an examination of the available international legislative instruments and their national application. In the authors' view, a comprehensive approach is needed, including effective admission policies, to ensure adequate social protection of migrant workers. The authors argue that a crucial role in this connection could be played by social dialogue between civil society, trade unions, and employers' organizations.

Tronel Joubert, Stefan Van Eck, and David Burdette discuss a corporate mechanism known as business rescue and highlight the need to strike a balance between employees' and creditors' interests in light of European and international standards, with particular reference to South Africa's labour, insolvency, and corporate laws. The authors provide critical insights into why the new procedure fails to strike an appropriate balance between the interests of the relevant stakeholders.

The paper by Sergio Gamonal provides a critical overview of labour law developments in Chile since the return to democracy in 1990. Particular attention is paid to some key issues relating to social dialogue and collective bargaining and their impact on workers' fundamental rights. The author examines the peculiarities of the development of social dialogue in Chile in terms of the prevalence of paternalistic trends over collective bargaining, defining it as a sort of enlightened legislative despotism. In his reflections on the future of Chilean labour law, he stresses the key role of collective bargaining in protecting the individual rights of employees and ensuring more participatory labour policies with a more effective network of social protection.

Finally, Binhua (Eva) Huang and Jie Shen explore an under-researched topic in human resource management in China: performance-related pay and employee responses in the education sector. The authors underline the highly controversial nature of this practice in terms of its effectiveness and perceived fairness. Performance-related pay is analysed in the light of different theories, in particular, expectancy, agency, and goal-setting theory, as well as in a comparative perspective of similar practices adopted in other countries such as the US and the UK. Finally we should like to take this opportunity to welcome Guy Davidov and Nicola Smit as new members of the Editorial Board, as from the beginning of 2011. We are grateful to them for accepting the invitation to join the Board of the Journal.

*Olga RYMKEVICH*  
*Michele TIRABOSCHI*