

Subject Index

A

Age-discrimination and older workers,
EU
active ageing, 402
2012 ageing report, 392
assessment, compulsory retirement,
407, 408
CJEU, 403, 408–409, 413
early retirement, 408
economic crisis and high
unemployment, 413–414
Employment Equality Directive,
retirement, 403
employment guidelines, 2010, 402
equal treatment
employment and occupation, 392
principle, 401
fundamental-rights approach, 401
harmonization, 412
hazards
anti-discrimination law approach,
411
compulsory retirement, 409–410
employment protection, 410
limits, 412
non-discrimination claims, 411
Sweden, 410–411
Hörmfeldt Swedish case, 403–406
individual rights, 402, 413
legal mechanism, 392–393
Mangold case, 392

non-discrimination developments
equality measures, 393–394
ethnic and employment equality,
395–396
EU Charter of Fundamental Rights
in 2000, 397
innovative and transformative,
397–398
intersectional discrimination,
399
legislation and interpretation, 399
Odar case, 399
origin of law, 401
scope, 393
sex discrimination, 395, 396
substantive equality, 396–397
Test-Achats case, 398
Treaty of Rome, 394–395
Wippel case, 395
obstacles and labour-market
participation, 407–408
pension norm, 408
regulation, 400–401, 413
risk, 412–413
socio-economic/collective side of
non-discrimination law, 407
structural level, 400
termination, employment contract,
403
US, 412
working life, 408

B

Basic Conditions of Employment Act (BCEA), 379

BCEA. *See* *Basic Conditions of Employment Act (BCEA)*

Broad-Based Black Economic Empowerment Act (BBBEE Act), 379

C

CESCR. *See* *Committee on Economic, Social and Cultural Rights (CESCR)*

Collective dismissals, age discrimination

economic crisis, EU, 415

EU provisions, 416–417

individual employees, 432

interpretation, Court of Justice of the European Union (CJEU)

Belgian and Dutch positions, 431

Belgium and Netherlands, 418, 419

compensation, termination, 419–420

cost reduction, 418

equality and equal treatment, 431

Hennigs case, 418–419

occupational social security scheme, Austria, 419

perspectives, 431

social plan, 420, 430

justification, 417–418

preventive measures, 415–416

restructuring of enterprises, Belgium

age-pyramid principle, 2012 Law, 424–426

‘mirror-principle,’ 427–430

redundancy in social plans, 422–424

safeguard measures, 430

sex, 432

social plan, 430

trade unions, 432

Committee on Economic, Social and Cultural Rights (CESCR), 213

Committee on Freedom of Association (CFA), 204, 215–216

Conflict and co-operation, collective labour dispute resolution, 131–132

D

Developing countries

conventional model, ILO

exclusionary effect, 33

formal sector, 31–32

industrial socio-professional model, 32

insurance-based scheme, 34

international social security standards, 35

limitations, 34

opposite effect, 33

recommendations, 32

social insurance model, 32

social protection floor, 34

standard-setting, 34

export processing zones (EPZs), 22

framework, 22

industrialization, 22

international and regional standards, 21

international labour organization

(ILO) standards (*see* ILO standards)

international monetary fund (IMF), 23, 34

National Social Security Fund

(NSSF), 23–24

ratification, ILO

governments, 31

international law, 30

labour law conventions, 30

social security conventions, 30

United Nations (UN) human rights instruments, 31

reorientation and reconceptualization, 37

- social security standards
 - administrative expenditures, 27
 - cross-border co-ordination, 27–28
 - economic policy, 28
 - formal sector, 27
 - fundamental considerations, 28
 - government intervention, 26
 - ILO standards (*see* International Labour Organization (ILO))
 - international standards, 29
 - structural adjustment programmes (SAPs), 23
- E**
- EEA. *See* *Employment Equity Act (EEA)*
 - Employment Equity Act (EEA)
 - affirmative action, 384–385
 - amendments, 380, 382, 383
 - defences, 383–384
 - deficiencies, 388
 - disabilities, 379
 - Harassment Act, 379
 - human dignity, 381
 - legislation, 379
 - non-discrimination provision, 383
 - planning and implements, 387–388
 - principle of constitutional avoidance, 382
 - prohibition, unfair discrimination, 379–381
 - Solidarity and others v. Department of Correctional Services and others*, 386–387
 - South African Police Services v. Solidarity obo Barnard*, 385–386
 - Van Dyk v. Kouga Municipality*, 387
 - Enforcing posted workers rights
 - autonomy, 302
 - case law, 284, 285
 - Case Law
 - industrial relations enforcement method, 299
 - Judicial Enforcement method, 297–299
 - labour law, 292
 - National enforcement methods, 292
 - State-oriented enforcement method, 293–296
 - Draft Enforcement Directive, 301–302
 - Effet Utile*
 - Article 155 TFEU, 291
 - community legal order, 287
 - effectiveness, 289
 - equivalence, 287–288
 - instrumental requirements, 287
 - judicial protection, 290
 - labour law, 290
 - Member State liability, 290, 300–301
 - organizations, 291
 - public law, 291
 - social policy, 291
 - vertical and horizontal direct effect, 292
 - employment conditions, 284
 - EU (labour) law
 - case-by-case basis, 286
 - cooperation, 285
 - Draft Enforcement Directive, 285–286
 - Effet Utile*, 287–292
 - Member States, 285
 - monitoring instruments, 286
 - National monitoring, 286–287
 - judicial enforcement, 301
 - Member States, 283, 284
 - National enforcement methods, 284
 - negotiations, 302
 - notification obligation, 301
 - State-oriented enforcement method
 - cooperation system, 296
 - EU law, 293
 - German requirements, 296
 - labour market, 293

- legislation, 294
- Luxembourg laws, 294
- market access approach, 295
- Member States, 293
- monitoring of compliance, 295, 296
- service providers, 293
- verification and authorization, 294
- trade unions, 302

H

Harassment Act, 379

I

ILO. . *See See* International Labour

Organization (ILO)

ILO standards

- conventional model, 31–35
- coverage sphere, 35–36
- enhanced framework, 37
- EPZs, 26
- IMF, 23, 24
- legal framework, 25
- modernization, 24
- NSSE, 23–24
- ratification, 30–31
- regional instruments, 29
- regulatory framework, 29
- SAPs, 23
- social security, 26–29
- socio-economic outcomes, 23
- standard-setting and enforcement, 36
- traditional constituency, 25

ILO supervisory system

- adoption, Conventions and recommendations, 200, 205
- CESCR, 213
- Committee of Experts, 200, 202–203
- Constitutional principles, 200
- description, 201
- human rights, 199
- implications

- CFA and Commissions of inquiry, 215–216

- Commissions of inquiry, 215–216
- consultations, 214

- description, November 2012

- Session, 214

- essential services, 216

- national level workers' rights, 200–201

- political position, employers, 215

- recognition, 216

- sexual discrimination, 215

- workers' position report, 214–215

International Court of Justice (ICJ), 213

international human rights law

- abolition, anti-trade union

- legislation, 205

- American Convention, human rights, 207

- CFA, 204

- Conventions and recommendations, 205

- European Social Charter, Article 6(4), 206–207

- interaction, 205–206

- interpretations, 203–204

- regulation, 204

- resolution, 205

- right to organize and right to collective bargaining, 203

- standards and jurisprudence, 205

- UN human rights declaration, 205

interpretation

- Article 37, 210

- CFA, 208

- employers' position, 211–212

- national law control, 207–208

- objections, employers, 207

- obligations, 209–210

- reports, Committee of Experts, 208–211

obligations, 199–200

- reports, 201–202
- standards, 201
- standing orders, 202
- tribunal/ICJ, 217–218
- Integrative Employment Rights (IERs)
 - autonomy, 336–337
 - categorization, 336, 346
 - defeating discrimination, 338–339
 - Fordist model, 325
 - justifications, 326, 346
 - labour market transitions, 326, 337–338
 - limitations
 - business needs, 344–345
 - efficiency and budgetary constraints, 343–344
 - responding to workers, 345
 - post-Fordism, 327–328
 - the realization of rights, 340–341
 - and social security law
 - category-based, 334
 - employment legislation, 335
 - general principles, 334, 335
 - labour market transitions, 333, 334
 - legal rights, 333
 - policy-makers, 334, 335
 - social exclusion risk, 335
 - spectrum, regulatory
 - deregulation, 331
 - high level, categorization, 333
 - legal rights, 333
 - low level, categorization, 333
 - policy-makers, 331
 - single integrative arrangement, 332
 - stigmatization, 341–343
 - theoretical regulatory option, 346
 - Transitional Labour Markets (TLM)
 - model
 - European theoretical approach, 329
 - framework, 330
 - post-Fordist, 329–330
 - social exclusion risk, 331
 - visual impairment, 346
- International labour law
 - European Union (EU) law, 2
 - International Monetary Fund (IMF), 2
 - and social security standards
 - conference presentations, 1
 - eradication, child labour, 2
 - EU law, 2
 - frameworks, 5
 - IMF, 2
 - legal pluralism, 1
 - light work, child labour, 4
 - ratification, ILO, 3
 - reconceptualization, 4
 - SADC, 1, 5
 - standard-setting process, 3
 - technical assistance, 5
 - Southern African Development Community (SADC), 1, 5
- International Labour Organization (ILO)
 - anti-discrimination rules
 - equal pay principles, 50–52
 - European trade law, 49
 - external trade, 52–55
 - legal orders, 49
 - British Airline Pilots' Association (BALPA), 55
 - concept of universality, 12
 - Court of Justice of the European Union (CJEU), 42
 - employment and occupation, 56
 - equal pay principles
 - Article 427(2) Treaty of Versailles, 50
 - Charter of Fundamental Rights, 52
 - ECJ, 51, 52
 - EEC, 51
 - interpretation, 52
 - TFEU, 50
 - Treaty of Rome, 50, 51
 - European Court of Justice (ECJ), 51, 52
 - European Economic Community (EEC), 51

- external trade, anti-discrimination
 - developing countries, 53
 - development cooperation, 55
 - EU scheme of generalized tariff preferences, 53–54
 - Regulation 1905/2006, 54–55
 - TFEU, 53
- hard and soft law, 12
- implementation, 14
- informal sector, 13
- institutionalization, cooperation
 - Article 220(1) TFEU, 44
 - case-by-case basis, 45
 - core labour standards, 45
 - EEC, 44
 - norm-setting process, 46–49
 - standard-setting process, 43
- International Labour Conference (ILC), 46
- labour standards
 - anti-discrimination rules, 43
 - Article 151 TFEU, 42
 - CJEU, 42
 - common principles, 43
 - EEC, 41, 43
 - fragmentation, 40
 - internal market, 41
 - legal orders, 43
 - Member States, 41, 42
 - REIO, 39–40
 - setting standards, 39
- legal orders, 62, 63
- Member States, 14
- NGOs, 13
- norm-setting process
 - consultations, 48–49
 - council decision, 47
 - drafting and adoption, 47
 - EEC, 46–47
 - European Commission, 46
 - EU autonomy, 46
 - ILC, 46
 - Member States, 47
 - organizations, 48
 - standard-setting, 48
 - tripartism, 49
- open conflict, EU
 - adverse effects, 58–59
 - anti-discrimination rules, 60–61
 - Convention 89, 59
 - Convention 111, 60–61
 - Directive 76/207/EEC, 58
 - ECJ, 57
 - EEC, 57
 - principle, equal treatment, 56, 59
 - prohibitions, night work, 57, 58
 - underground mines, 59–60
- ratification and convention, 12
- recommendations, 55–56
- reform strategies, 10–11
- Regional Economic Integration Organizations (REIO), 39–40
- standard setting, 9–10
- tripartite structure, 13
- International labour standards
 - conduct codes
 - external monitoring, 16
 - fundamental rights, 15
 - MNEs, 14, 15
 - multi-stakeholder initiatives, 15
 - NGOs, 16
 - OECD, 14
 - social labelling, 16
 - UN global compact, 14
 - empirical evidence, 8
 - financial institutions, 7
 - Global Union Federations (GUF), 17, 18
 - human dignity, 8
 - ILO (*see* International Labour Organization)
 - implementation, 8
 - International Confederation of Trade Unions (ICFTU), 18
 - International Framework Agreements (IFA)

- factual implementation, 19
 - and GUF, 17, 18
 - and ICFTU, 18
 - ILO Conventions, 18
 - and MNEs, 17
 - transformation, 17
 - Multi-National Enterprises (MNEs), 14, 15
 - neo-liberal approach, 7
 - Non-Governmental Organizations (NGOs), 16
 - Organization for Economic Cooperation and Development (OECD), 14
 - United Nations (UN), 14
- L**
- Labour law and non-discrimination law
 - in South Africa
 - adoption, Employment Equity Act, 378
 - BCEA and skills development, 379
 - employee protection, workplaces, 389
 - Employment Equity Act (EEA), 379–386
 - equal opportunities, 389
 - Harassment Act, 379
 - Human Rights Commission, 389–390
 - Labour Relations Act, 378
 - PEPUDA and BBBEE Act, 379
 - public and private responsibilities, 389
 - social justice, 388–389
 - S v. Bresier and Another*
 - fair and equal treatment of employees, 377
 - unemployment and income inequality, 376
 - unequal society, 375–376
 - wage negotiations, trade unions, 376–377
 - Labour Relations Act (LRA), 378
 - Labour trafficking in China
 - brick kiln industry, 265
 - criminalization, trafficking
 - Article 244, 271, 272
 - exploitation, 273
 - forced labour, 272
 - imprisonment, 271
 - legal instruments, 270
 - prohibited conduct, 270
 - protocol requirements, 271, 273
 - violence/threat, 271
 - vulnerability, 272
 - cross-border migration, 266
 - definition, 259
 - domestic migration, 264
 - enforcement challenges
 - case prioritization, 278–280
 - economic growth, 277–278
 - investigations and prosecution, 275, 276
 - political sensitivity, 276–277
 - international framework
 - criminalization, 261–263
 - victim protection, 263–264
 - legislative framework, human trafficking
 - criminalization, 270–273
 - humanitarian, 274
 - international provisions, 270
 - legal and public security system, 273
 - NGOs, 275
 - NPA, 273
 - ratification, 270
 - rehabilitation, 274
 - shelter system, 274
 - market liberalization, 264
 - Non-Governmental Organizations (NGOs), 275
 - online publication, 265
 - policy framework, 260
 - private economy, 259
 - recommendations
 - convictions, 281
 - investigations, 281

- legislative and policy framework, 280–281
- prosecutions, 281
- urbanization and globalization, 282
- research methodology, 260–261
- scale assessment
 - adult domestic migrants, 267–268
 - child labourers, 268–269
 - foreign migrants, 269
 - quantitative assessment, 267
- United Nations Office on Drugs and Crime (UNODC), 260
- work-study programs, 265

M

Mandatory retirement

- Age Discrimination in Employment Act (ADEA)
 - BFOQ, 308, 313
 - bona fide retirement plans, 315
 - disparate impact theory, 314, 315
 - EU legal framework, 308
- benefit pension plans, 323
- Charter of Fundamental Rights (CFR), 321
- collective agreement, 324
- compulsory retirement, 307
- Court of Justice of the European Union (CJEU), 306
- direct discrimination
 - ADEA, 308
 - BFOQ defence, 313
 - CJEU, 309
 - Directive 2000/78/EC, 308, 313, 314
 - employment policy, 309–312
 - legislative provisions, 308
 - Member States, 309
 - occupational requirements, 312–313
 - policy-making level, 313
 - voluntary early retirement, 314
- Directive 2000/78/EC, 306

- disparate treatment, 307
- employment-at-will doctrine, 322
- equal treatment
 - CFR, 321
 - CJEU, 320
 - constitutional principle, 320
 - Fourteenth Amendment, 320
 - principle of EU law, 321
 - rational basis test, 321
- EU anti-discrimination law, 305
- EU legal framework, 322
- genuine and determining occupational requirements (GDORs), 308
- indirect discrimination
 - ADEA, 314, 315
 - bona fide retirement plans, 318–320
 - Civil Rights Act 1964, 314
 - compulsory retirement, 314
 - disparate impact, 315
 - RFOA, 316–318
- legislative provisions, 308
- Member States, 305
- pensioners, 305
- reasonable factors other than age (RFOA), 316–318
- right policy mix, 322
- substantive equality, 323
- Minimum age convention, developing countries
 - abolitionist and regulatory approach, 96–97
 - The African Charter, 92
- child labour
 - Convention 182, 1999, 89–90
 - CRC, 85
 - definition, 84–85
 - globalization, 86
 - harmful work, 85
 - poverty, 85
- Committee of Experts on the Application of Conventions and Recommendations (CEACR), 99

Convention on the Rights of the
 Child (CRC), 85
 educational facilities, 87–88
 elimination of child labour,
 95
 employment, 89
 fundamental conventions, 89
 global south and north, childhood,
 93–94
 industrial revolution, 86–87
 International Covenant on Economic,
 Social and Cultural Rights
 (ICESCR), 91
 international human rights instruments
 CRC, 91
 ICESCR, 91
 UDHR, 91
 International Labour Organization
 (ILO), 83–84, 88
 legislation, 95
 multidisciplinary approach,
 84
 poverty cycle, 84
 production process, 94
 ratification, 88
 right to work in dignity, 90–91
 social clauses, 95
 Southern African Development
 Community (SADC)
 and CEACR, 99
 competent authority, 99
 Employment Act, 101–102
 labour legislation, 100
 light work, 99, 100, 103
 poverty, 98
 Social Charter, 97
 worst forms of child labour, 97,
 98, 101
 South African Rand (ZAR), 101
 statistical information and monitoring
 programme on child labour
 (SIMPOC), 84
 UN Convention, 102

Universal Declaration of Human
 Rights (UDHR), 91
 US Child Labor Deterrence Act, 94

P

Promotion of Equality and Elimination
 of Unfair Discrimination Act
 (PEPUDA), 379

R

Retirement reform
 funding system
 global economy, 113
 national retirement fund, 112
 occupational retirement provision,
 112
 pillars, 113
 social assistance, 112–113
 and social security system, 111–113
 human rights instruments
 ICESCR, 120–121
 UNCESCR, 121–123
 Universal Declaration, 119–120
 intergenerational solidarity
 Chilean public pension system,
 110, 111
 funding reform process, 111
 legislative framework, 109
 neoliberalism, 110
 occupational retirement funds, 109
 PAYG basis, 109
 social security, 110–111
 International Covenant on Economic,
 Social and Cultural Rights
 (ICESCR), 120–121
 International Labour Organization
 (ILO) Convention
 medical care, 115
 Member States, 115
 minimum standards, 116
 old-age benefits, 116
 progressive realization of access,
 116

- South African social security law, 118–119
- international social security standards
 - branch-specific conventions, 117
 - conventions and recommendations, 115
 - ILO Convention, 115–119
 - Member States, 114
 - national legislation, 114
 - South African Constitution, 114
- legislation, 105
- neoliberal elements, 106
- pay-as-you-go (PAYG) basis, 109
- radical, 105
- social security agency (SSA), 108
- social security standards, 128
- South African funding system
 - constitution, 107
 - grant administration system, 107–108
 - intergenerational solidarity, 109–111
 - legislative framework, 106–107
 - occupational retirement, 108
 - social assistance, 108
 - SSA, 108
- standard-setting organizations, 127–128
- United Nations initiatives
 - General Assembly, 123–124
 - intergenerational programmes, 124
 - international plan of action on ageing, 123, 124
 - Madrid plan, 124, 125
 - poverty, older persons, 125
 - Resolution 47/5, 124
- World Bank model, 126–127
- Right to strike
 - controls
 - procedural, 153–154
 - temporal, 152–153
 - eighteenth and nineteenth centuries, 145
 - employers' challenge, 146–147
 - credibility of the ILO, 146–147
 - interpretation, 146, 147
 - IOE's demands, 148–149
 - IOE's position, 147–148
 - ICESCR, 146
 - ILO (*see* ILO supervisory system)
 - ILO protection Article 8(3), 146
 - international legal instruments, 145
 - legal recognition, 165
 - liberalization, 164–165
 - liquidation, 163
 - principle of freedom of association, 163–164
 - recognition, 145
 - restriction and restraint
 - Committee of Experts, ILO, 150
 - freedom to strike, 149–150
 - limitations, 150
 - ownership, 150
 - procedural controls, 153–154
 - temporal controls, 152–153
 - universal, 151–152
 - workers, 150–151
 - rule of law
 - Committee of Experts, 156–157
 - Committee on the application of standards, 155–156
 - supervisory, ILO Member States, 155
 - supervisory procedure, 164
 - timing of challenge
 - change of leadership, 160–161
 - European Convention on Human Rights (ECHR), Article 11, 163
 - General Survey, ILO, 160
 - interpretation, 162
 - jurisprudence of the ILO
 - supervisory bodies, 162
 - political power, employees, 162
 - weak and insubstantial challenge
 - Committee's approach, 159–160
 - Committee's mandate, 158–159

- ILO supervisory system, 157
- influential and authoritative
 - interpretation, Committee of Experts, 157–158
- S**
- Southern African Development Community (SADC)
 - Charter of Fundamental Social Rights, 66
 - development projects, 65
 - harmonization
 - Article 10 of the Social Charter, 77
 - Charter of Fundamental Social Rights, 77
 - conception, social security, 79–80
 - human rights framework, 79
 - inclusive and integrated system, 78
 - labour market, 78
 - legislation, 78
 - regulatory frameworks, 79–81
 - standardization process, 78
- harmonizing standards, 66
- International Labour Organization (ILO), 66
- legal pluralism
 - analytical conception, 74
 - centralist approach, 72
 - frameworks, 72
 - interaction of law, 74–75
 - interpretation, customary law, 73
 - post-colonial processes, 73
 - radical, 74, 75
 - rubric of law, 74
- reform, social security
 - formal and informal, 75
 - ILO approach, 75
 - integration process, 76–77
 - regulatory frameworks, 75, 77
 - reproductive work, 76
- social security
 - broader conception, 69
 - conceptualization, 70
 - definitions, 67
 - dominant conception, 69
 - formal and informal systems, 69
 - harmonization, 67
 - ILO definition, 67, 68
 - informal economy, 71
 - legal pluralism, 72–75
 - life-cycle risks, 72
 - protection and promotion, 68
 - reform, 75–77
 - regulatory frameworks, 71, 72
 - research, 70
 - risk management instruments, 68
- Strikes in China
 - characteristics, legislation, 136–137
 - government bans, 137
 - impact, 138–139
- International Covenant on Economic, Social and Cultural Rights, 137–138
- legitimacy
 - civil exemption, 135–136
 - classification, 134
 - criminal exemption, 135
 - definition, 134
 - early development of capitalism, 134–135
 - elements, 134
 - freedom to strike, 135
 - labour movement and workers' rights, 135
 - legal strikes, 135
 - punishing strikers, 135
- Nanhai Honda incident, 133–134
- principles and requirements
 - government intervention, 140–141
 - labour disputes and responsibilities of trade unions, 140, 141
 - legal framework, 139
 - local government efforts, 139
 - Nanhai Honda strike, 140
 - politicizing, 141–142
 - rational treatment of strikes, 140

- regulation, 141
- recognition of right to strike, 138
- regulations, work
 - stoppages/slow-down strikes, 137, 138
- treatment, collective labour disputes
 - and action, 139
- workers, unions and employers, 142–143
- Substantive equality at work in Australia
 - ‘adverse action’ provisions
 - advantages, 364
 - anti-discrimination law, 369, 370
 - Board of Bendigo Regional Institute of Technical and Further Education v. Barclay*, 365–367
 - disability, 368–369
 - discrimination, 367–368
 - industrial relations system, 364
 - interpretation of workplace rights, 365
 - legislative structure, 365
 - protection of vulnerable employees, 369
 - scope, 364
 - types of discrimination, 365
 - unlawful termination, 363
 - victims of discrimination, 369–370
 - workplace rights, 364
 - discrimination, employment
 - Fair Work Act 2009, 373
 - industrial relations system, Australia, 371
 - payment, 372–373
 - second-wave feminist theory, 371
 - workers’ protection and gains, 371
 - industrial law and discrimination law, 355–357
 - neo-liberalism and protection of
 - individual rights, 362–363
 - separation of anti-discrimination law
 - adoption, 357
 - equal opportunity, 358

- exclusion, 359
- marginalized position, 359–362
- public activity, 358
- Racial Discrimination Act 1975, 358

U

- Unauthorized strikes
 - in Britain, 185
 - British workplaces reporting industrial action, 187–188
 - causes of change, 192–193
 - developed world, 186
 - government action, 195–196
 - leadership and dispute procedure, 185–186
 - nature and causes of private-sector strikes
 - disorderly payment systems, 190–191
 - 1960s and 1970s, 189–190
 - unofficial, 189
 - workplace union solidarity and ineffective management, 191–192
 - policy implication, 196–198
 - private-sector industries, 186
 - public-sector employment, 185
 - reform within trade unions, 193–195
 - trade union membership and strike propensity, 187

W

- Workplace fairness in China
 - collective bargaining and dispute resolution systems, 179–181
 - conflict, 167
 - definition, 167
 - dispute resolution
 - arbitration, 172–175
 - mediation, 170–172
 - process, 170
 - ILO, 168–170
 - industrialized economies, 167–168

- institutional and policy reforms, 183–184
- labour standards and codes of conduct enforcement
 - auditing and compliance systems, 178
 - Corporate Social Responsibility (CSR), 175–176
 - dispute resolution system, 178–179
 - electronics, 177–178
 - employer conformity, 179
 - monitoring, corporations and brands, 179
 - Non-Governmental Organizations (NGOs), 178
 - protection, corporations and consumers, 175
- principles for workplace disputes, 168
- professional skills and capabilities
 - disciplines and programmes, 183
 - employment, 181
 - human resource management and organizational behaviour, 181–182
 - law schools, 182
 - training industrial relations professionals, 182–183
- Workplace partnership
 - Australian system of industrial relations
 - cooperative approach, 248
 - economic uncertainty and mismanagement, 246–247
 - Fair Work Act, 248
 - objectives, 248
 - reforms, 247
 - structure, human resource management (HRM), 246
 - unions and managers, 246
 - wage policy, 247
 - workplace collaboration, 249–252
 - Workplace Relations Act (WRA) of 1996, 247
- collaboration, United Kingdom and New Zealand
 - centralism and prescription, 245
 - declining unionism and pressures for organizations, 244
 - economic turbulence, 244
 - election of labour governments, 242
 - employment relations, 242
 - enterprise-level performance, 245–246
 - management and employee relationships, 243–244
 - management-union relations, 243
 - non-binding agreements, 245
 - partnership arrangements, 242
 - post neo-liberal labour governments, 246
 - self-regulation, 244
 - Trades Union Congress (TUC), 242–243
- description, 255–256
- industrial relations (IR), 239–240
- languages, 255
- legislation, 255
- policy experiments
 - communication, productivity and quality of working life, 253
 - initiatives, 254
 - organizations, 252–253
 - Partners at Work, 2002, 252
 - Workplace Partnership and Productivity Pilot Project (WPPP), 253–254
- post-coalition reforms, 254
- Work Choices, 241
- Workplace Relations Amendment Act, 240–241