

*“If China becomes a major industrialized country (...)” said the English Member of Parliament Stapelton to his voters (...) I do not see how the European working population can withstand the struggle without going down to the level of its competitors.” (Times, 3<sup>rd</sup> of September 1873)*

## **Commented Bibliography: Labour Rights in East- and Southeast Europe**

This quote - above cited - was, in fact, discovered by Karl Marx, an ardent reader of London Times who then came to the following conclusion: “No longer continental wages, Chinese wages is what the English capitalists are striving for now”. (see: Marx, Karl: Das Kapital Vol I, Berlin 1975, p. 627f, note 53)

Nearly after 150 years of Marx’s reading, as also the introduction into the XII Global Labour University Conference 2017 points out, actually labour and its organizations are facing the enormous challenge of simultaneously responding to the current globalization regime marked by growing social inequality, continuing environmental degradation, global capital mobility, supply chains of transnational companies crossing national borders, persistent high levels of informal employment in most of the late industrialized countries, and growing precariousness in industrialized regions of the world and tendencies of rapid digitalization of work with still unknown consequences on employment issues. And nowadays labour and its organizations also have to respond strongly to the rise of a national-authoritarian, anti-democratic, and anti-globalization tendencies. The following commented bibliography offers an overview about the recent literature concerning labour rights in a globalized economy with emphasis on East- and Southeast Europe:

Nr.	Year	Authors	Titel/ISBN/URL	Comments
1	2017	Berger, Stefan / Pries, Ludger / Wannöffel, Manfred (ed.)	Companion to Workers’ Participation at Plant Level: A Global and Comparative Perspective, New York	Considering the very different regions of the world of labor, there are great varieties of labor regulation and labor conditions. This companion presents an overview of the extent and mechanisms of workers’ participation at plant level. It is crucial to understand and analyze the conditions under which people

			(forthcoming)	<p>around the world are able to participate in the day to day working process and strategic decision making of the companies that employ them. It is particularly concerned with the analysis of the mechanisms and practice of workers' participation in the definition, control and enforcement of their working and employment conditions as well as their participation in work-related and company-strategic decisions. It aims at documenting and comparing different formal regulations and informal practices of workers participation at workplace level in a carefully chosen selection of country case studies from all over the world. The development of workers' participation at plant level has been greatly dependent on the specific cultural context and institutional tradition of the country concerned. Whereas in Western Europe and in Latin America there exists a long tradition of formalized collective workers' participation at plant level, in many English-speaking countries individual and informal forms of participation at the workplace have become more apparent. In Asia, Eastern Europe and in Africa a mix of bureaucratic and formalized collective participation could be found in some sectors, while investigations of other sectors have shown the complete absence of real workers' participation at the plant level. This volume comprising of workers' participation around the world meets the challenge of offering a global perspective on transnational labour policy.</p>
2	2017	Pries, Ludger	Erwerbsregulierung in einer globalisierten Welt – Theoretische Konzepte und empirische Tendenzen der Regulierung von Arbeit und Beschäftigung in der Transnationalisierung, 2. Auflage, Wiesbaden	<p>In the beginning of the 21st Century, labour and production are interlinked internationally by crossing national borders. But this fact is not valid for the regulation of employment, work, and participation relations to the same extend. Political regulation of these issues still depends mainly on national institutions, mechanisms and power. This book treats the topics of regulation of employment relations in different dimensions in an international comparative perspective. The author analyzes also the multitud of international mechanism</p>

			ISBN: 978-3-658-15043-3	and institutions of labour regulation. From his point of view, it is important to combine all these mechanism to build up a strong network of transnational labour regulation. The author does not put emphasis on the issue of structural and institutional power.
3	2017	Zajak, Sabrina	Transnational Activism, Global Labor Governance, and China, New York ISBN: 978-1-349-95022-5	This book explores rising labor unrest in China as it integrates into the global political economy. The author highlights the tensions present between China's efforts to internationalize and accept claims to respect freedom of association rights, and its continuing insistence on a restrictive, and often punitive, approach to worker organizations. She examines how the global labor movement can support the improvement of working conditions in Chinese factories. The book presents a novel multi-level approach capturing how trade unions and labor rights NGOs have mobilized along different pathways while attempting to influence labor standards in Chinese supply chains since 1989: within the ILO, within the European Union, leveraging global brands or directly supporting domestic labor rights NGOs. Based on extensive fieldwork in Europe, and the US, but not directly in China, the empirical findings show that activists, by operating at multiple scales, were on some occasions able to support improvements over time. It also indicates how a politically and economically strong state such as China can affect transnational labor activism, by directly and indirectly undermining the opportunities that organized civil societies have to participate in the evolving global labor governance architecture.
4	2017	Zajak, Sabrina	Rethinking Pathways of Transnational Activism, in: Global society. 31(1): 125–143	This article presents an innovative analytical framework to study transnational activism in the context of a developing international governance architecture. While there is a considerable amount of literature on the emergence, development and effects of transnational activism, an integrated framework that analyses the dynamic interplay between activism, transnational institutions and domestic contexts is still lacking. The framework of transnational pathways of influence intends to close this gap. It integrates insights from social movement research and insights from institutional theorists. The author outlines this framework and exemplifies it by taking the case of transnational

				activism within the current global governance architecture. She are to able to show that the analysis of activism across different transnational pathways over time helps to understand the combined effects of activist interventions, institutional co-evolution and interaction as an explanation for the process of selective convergence between global norms and local practices.
5	2017	Radenković, Ivan	Foreign Direct Investments in Serbia, Belgrad, ISBN: 978-86-88745-22-2	In the last few decades of the twentieth century, most countries eased restrictions on foreign direct investments (FDIs) and many started to aggressively offer tax incentives and subsidies in order to attract foreign capital. Contrary to the hegemonic narrative, which states that FDIs will lead to growth and socio-economic development in developing countries, a big chunk of capital invested by transnational companies is constantly returning to the developed world in the form of increased profits. Working classes in the developed world are experiencing wage stagnation due to the extensive exporting of capital, while working classes from undeveloped and developing countries are experiencing super-exploitation, receiving extremely low wages. Serbia is by no means excluded from this global trend in exploitation. This publication analyzes the macroeconomic position of Serbia in Southeast Europe and the socio-economic consequences of Serbia's integration into transnational production circuits. Drawing upon macroeconomic data, the research paper examines the alleged benefits of FDIs as well as the actual impact of FDIs on Serbia's balance of payments, employment level, overall monetary stability and – indirectly – on rising external debt. Following this, the paper questions the narrative presented by the Serbian government and international financial and trade institutions, in contrast arguing that FDIs prove to be a mechanism for the long-term entrenchment of economic dependency reserved for poor countries.
6	2016	Applebaum, Richard P. / Lichtenstein, Nelson	Achieving Workers' Rights in the Global Economy, Ithaca ISBN: 978-1-5017-0003-3	The world was and is still shocked in April 2013 when more than 1,100 garment workers lost their lives in the collapse of the Rana Plaza factory complex in Dhaka. It was the worst industrial tragedy in the two-hundred-year history of mass apparel manufacture. This so-called accident was, in fact, just waiting to

				<p>happen, and not merely because of the structural exploitation of workers so common in the garment industry. The book “Achieving Workers’ Rights in the Global Economy”, the authors Richard P. Appelbaum and Nelson Lichtenstein argue that such tragic events, as well as the low wages, poor working conditions, and voicelessness endemic to the vast majority of workers who labor in the export industries of the global South arise from the very nature of world trade and production. Given their institutional power to squeeze prices and wages, northern brands and retailers today occupy the commanding heights of global capitalism. Retail-dominated supply chains—such as those with Walmart, Apple, and Nike at their heads—generate at least half of all world trade and include hundreds of millions of workers at thousands of contract manufacturers from Shenzhen and Shanghai to Sao Paulo and San Pedro Sula. This book offers an analysis of this pernicious system along with essays that outline a set of practical guides to its radical reform.</p>
7	2016	Brand, Ulrich / Schwenken, Helen / Wullweber, Joscha	<p>Globalisierung analysieren, kritisieren und verändern – Das Projekt Kritische Wissenschaft, Hamburg ISBN: 978-3-89965-724-1</p>	<p>For the sixtieth birthday of Prof. Dr. Christoph Scherrer from the University of Kassel and one of the founders of Global Labour University, this edited volume treats different topics of the changes of industrial relations during the period of economic globalization from the conceptional view of political economics. The political sciences of the university of Kassel has become a very important institution in Germany for critical discussion in the field of global labour and take part a global network with ILO/ACTRAV-GLU). Authors of this volume are Elmar Altvater, Hansjörg Herr, Eddie Webster among others.</p>
8	2016	Hauser-Ditz, Axel / Hertwig, Markus / Pries, Ludger / Rampeltshammer, Luitpold	<p>A solution for transnational labour regulation? : Company internationalization and European works councils in the automotive sector, Wien</p>	<p>This book examines the role that European employee representatives play in the restructuring of firms. In a globalized economy, company internationalization and transnational restructuring are of growing concern for employees, workers’ representatives and trade unions. In the European Union, the still rather new institution of European works councils provides some basic</p>

			ISBN: 978-3-631-67057-6	rights for employees. Using examples of eight large automotive manufacturers like Volkswagen, GM or Toyota until the economic and financial crisis in 2009. The volume analyzes the internationalization strategies of the companies and the effects of European works councils, pointing to a high degree of variation in strategies and effectiveness of cross-border employee representation.
9	2016	Johnson, Elissa / McMahon, Edward R.	Evolution Not Revolution – The First Two Cycles of the UN Human Rights Council Universal Periodic Review Mechanism, Berlin ISBN 978-3-95861-584-7 <a href="http://library.fes.de/pdf-files/iez/global/12806.pdf">http://library.fes.de/pdf-files/iez/global/12806.pdf</a>	The Universal Periodic Review (UPR) is a process, initiated in 2007, in which all UN member states' human rights performances are examined over a four-and-a-half year period («cycle») by other states. The UPR's stated purpose is to promote and deepen respect for human rights through the provision of feedback to UN member states on their human rights performance. The fundamental, underlying question is to what extent is this a meaningful exercise, or, by contrast, a feel-good exercise without political substance? Based on the analysis of the first two cycles of the UPR, this publication suggests that the mechanism does appear to be generating some traction in promoting human rights. Key indicators include the number and types of recommendations being made, the kinds of issues being raised, and the levels of acceptance of recommendations by states. Perhaps unsurprisingly it also finds that more democratic states make more active use of the UPR. Areas of concern include continuing significant levels of recommendations that are vague or of limited substance. As a peer review mechanism, the UPR process emphasizes state-to-states relations and has thus established a precedent regarding the legitimacy of examining a state's human rights records. In the current international environment states want to »look good« and to at least appear to be respecting human rights. This has the potential effect of enmeshing them in the spider web of international norms and rules regarding promotion of human rights.
10	2016	Lagouette,	Review of Literature on National	This publication contains an overview about literature concerning the topic of

		Stéphanie/Kristian sen, Annali	Human Rights Institutions. Danish Institute for Human Rights, Copenhagen ( <a href="http://www.humanrights.dk">http://www.humanrights.dk</a> )	National Human Rights Institutions (NHRI). The purpose of this review is to provide an overview of the available literature on NHRIs and to disseminate the main issues and discussions raised in that literature. The idea here is to draw a roadmap that will allow interested readers to navigate in the wealth of information, sources and approaches. The review renders an overall account of the theoretical dimension of the publications on NHRIs as well as of the empirical material and analysis to be found in that literature. The main research questions and conclusions have been mapped out. A complete bibliography is annexed to this review.
11	2016	Martens, Jens / Seitz, Karolin	Auf dem Weg zu globalen Unternehmensregeln. Der "Treaty-Prozess" bei den Vereingten Nationen über ein Internationales Menschenrechtsabkommen zu Transnationalen Konzernen und anderen Unternehmen, Berlin/Bonn/New York ISBN 978-3-943126-24-2	This publication covers the international debate on the ecological, social, and the responsibility for human rights in business. Starting point ist he growing public critique on transnational companies and financial institutions. In detail the following issues are discussed: Definitions of responsibility and liability in the case of offences against human rights, binding diligence duties, monitoring and verification of Core Labour Standards, and the clarification of the relation between treaty and multilateral agreements on trade and investment.
12	2016	Meyer, Traute	Democracies, Economies and Social Protection – Understanding Welfare State Development in Asia and Europe, Berlin ISBN <a href="http://library.fes.de/pdf-files/bueros/singapur/12879.pdf">http://library.fes.de/pdf-files/bueros/singapur/12879.pdf</a>	Welfare state spending correlates positively with economic wealth and democratisation. The richest and most democratic countries spend most on the welfare state. Democratisation and economic wealth correlate positively. Of the 41 countries included here the ten richest have been democracies for decades while the ten poorest have only enjoyed a shorter period of democratisation. Rich countries are older than poor ones, this is one reason why they spend a larger proportion of their social budget on pensions. To build the welfare state developing countries should grow the economy and introduce

				<p>full civil and political freedom. To make democratic welfare states fair and responsive to the needs of many, representatives from a broad social spectrum should be included in decisions about social policies. It takes many decades to build mature welfare states, even in democracies with growing economies. Eastern Europe has been democratic for more than two decades, but it is still poorer than the west of the EU and spending on social security is lower.</p>
<b>13</b>	2016	Saage-Maass, Miriam / Terwindt, Carolin	<p>Liability of Social Auditors in the Textile Industry, Berlin ISBN 978-3-95861-726-1 <a href="http://library.fes.de/pdf-files/iez/13041.pdf">http://library.fes.de/pdf-files/iez/13041.pdf</a></p>	<p>The expansion of the social audit industry exemplifies the neoliberal culture of private and voluntary codes of conduct in combination with the privatization of inspections. Overreliance on social audits and the quantification of measurement ignores actual improvement to working conditions in factories. Social audits are at best a diagnostic tool. Real monitoring of working conditions requires the organization of workers in trade unions in combination with effective state inspections. As long as audits are here to stay, however, the liability of brands, factory owners, and auditing companies is necessary. Privatization of governance without liability has created a system without proper oversight over the quality of social audits. In addition, it leaves workers in the textile industry without a remedy.</p>
<b>14</b>	2016	Schillinger, Hubert René	<p>In Need of Rethinking – Trade Policies in Time of De-Globalisation, Berlin ISBN 978-3-95861-580-9 <a href="http://library.fes.de/pdf-files/iez/global/12761.pdf">http://library.fes.de/pdf-files/iez/global/12761.pdf</a></p>	<p>Free trade has both been negatively affected by and an active contributor to an anti-globalisation backlash in the public opinion of many advanced economies. Further trade liberalisation is increasingly resisted. Much of the backlash can be viewed as a reaction to the underlying policies that, in the past, have produced many »losers« – not just »winners« – and especially have increased income inequality. Most of the »low-hanging fruit« in trade liberalisation has already been harvested. In the search for further cost savings, the frontier of trade negotiations has moved away from the borders deep into the arena of national policies. Attempts to use trade negotiations to modify regulations that express societal preferences and had been established for reasons that are unrelated to</p>

				<p>international trade have largely eroded the confidence in trade negotiations and trade negotiators – and added to the backlash. The increasing resistance against further liberalization comes at a time when the global economy itself is about to become less global. In order to avoid any further politically motivated regression that could lead to tit-for-tat »trade wars« reminiscent of the 1930s there is a need for rethinking trade policy. Trade policies should become more realistic and pragmatic – not overselling its alleged benefits – and stop pushing for an aggressive corporate agenda. Potential losers of trade liberalization must be identified in advance – and adequately compensated. Finally, trade policies must become compatible with and aligned to internationally agreed policy frameworks, such as the Decent Work Agenda, the 2030 Agenda for Sustainable Development and the Paris Agreement.</p>
15	2016	Khafa, Edlira	<p>The Right to Strike Struck Down? An Analysis of Recent Trends, Berlin ISBN 978-3-95861-608-0 <a href="http://library.fes.de/pdf-files/iez/12827.pdf">http://library.fes.de/pdf-files/iez/12827.pdf</a></p>	<p>The right to strike is under attack at the national and international levels. This attack has intensified in a situation in which economic and security arguments are increasingly being used as a pretext for the violation of fundamental human and democratic rights. At the national level, almost all (117) countries covered by the report have implemented legal measures and practices which violate the right to strike. Of the violations that have been committed over a long stretch of time, the most common ones involve barring groups of workers from the right to strike. While such practices are still prevalent, in the last 5 years 89 countries have been responsible for new violations, mainly in the guise of heavy-handed action against legitimate strikes and interference in the midst of strikes. There continues to be significant restrictions on public sector workers' right to strike. At the international level as well, at the 2012 International Labour Conference the Employers' Group challenged the right to strike protected by the ILO Convention No. 87 and questioned the role of most authoritative international mechanism to bring violations of the right to strike</p>

				to a global audience. The strengthening of alliances between workers, communities, academia and other democratic forces is critical in exposing this attack as an assault on the democratic space needed to build a more just society and in building power to ensure that all workers in all countries can exercise their fundamental right to strike.
16	2016	Zajak, Sabrina	Institutional layering and the emerging power of labour in Bangladesh. Paper presented at the 3rd ISA Forum of Sociology, 10-14 of July, Vienna, Panel: Silos or Synergies? Can Labor Build Effective Alliances with Other Global Social Movements <a href="http://www.isb.ruhr-uni-bochum.de/mam/content/mitarbeiter/zajak/institutional_layering_worker_agency_zajak_isa.pdf">http://www.isb.ruhr-uni-bochum.de/mam/content/mitarbeiter/zajak/institutional_layering_worker_agency_zajak_isa.pdf</a>	This paper discusses the emerging power of labour in Bangladesh. Taking practice theoretical lenses on power resource approaches the paper asks how changes in the industrial landscape since the factory collapse of Rana Plaza in 2013 is linked to the emerging power of trade unions in Bangladesh. The paper finds that international allies are not simply compensating for the structural and associational weaknesses of Bangladesh labour, but are crucial in the competence building processes of Bangladesh trade unions. Unions are increasing co-constructing, strengthening and enacting three power sources: associational, institutional, and social-cultural power. The paper contributes to the debate of networked workers agency by showing that how power is constructed in an incremental way through interactions. But it also points out new limitations resulting out of managerial and political resistance, hampering emerging power practices of labour in Bangladesh. The Bangladesh Accord in Fire and Safety is a double edged sword in these processes as it one the one hand provides new opportunities for developing strategic capabilities, while on the other hand triggering additional forms of restraints.
17	2016	Zimmer, Reingard	Corporate responsibility in the »Bangladesh Accord« Which regulations are transferable to other supply chains?	With the collapse of the Rana Plaza garment factory in Bangladesh in April 2013, at the latest, the failure of voluntary regulation of companies' responsibilities for their supply chains became an international issue. As a result the »Accord on Fire and Building Safety in Bangladesh« was agreed between

			<a href="http://library.fes.de/pdf-files/id-moe/13072.pdf">http://library.fes.de/pdf-files/id-moe/13072.pdf</a>	more than 220 transnational brand companies, two global trade union federations and eight Bangladeshi trade unions. In the past 20 years numerous transnational agreements have been concluded between global trade union federations and companies. The implementation rules contained in the »Bangladesh Accord« and in particular its status as legally binding represent a qualitatively new development, setting new standards. The Accord lays down new benchmarks in relation to the bindingness of agreements, as well as various regulations that make implementation more effective. In particular the establishment of a court of arbitration whose verdicts are legally enforceable, the provisions on transparency and clauses on unauthorised subcontracting are milestones that future transnational agreements ought not to fall short of.
18	2015	Anner, Mark	Stopping the Race to the Bottom – Challenges for Workers’ Rights in Supply Chains in Asia, Berlin ISBN 978-3-95861-394-2 <a href="http://library.fes.de/pdf-files/iez/12321.pdf">http://library.fes.de/pdf-files/iez/12321.pdf</a>	Two complementary economic processes have put downward pressure on wages and working conditions in the global economy: the liberalization of trade, and the growth and consolidation of global supply chains controlled by multinational corporations. Ensuring decent work in the context of trade liberalization and GSC consolidation not only requires better monitoring and enforcement of core labor standards (CLSs), but also involves developing better rules to regulate trade and global supply chains. Efforts to ensure workers’ rights in the global economy must also go beyond the CLS approach. A core labor standards plus (CLS+) approach would expand the range of labor standards covered by trade agreements, including wages, working hours, health and safety, while also taking into consideration the ways in which trade and global supply chains bring about low wages and poor working conditions. Trade union and democratic worker participation must be a component of all programs at the company, national, and international level. Research indicates that empowered workers can be the best monitors of violations.
19	2015	Katz, Harry /	Global Pressures: Multinational	The globalization of product, financial, and labor markets has made it easier for

		Kochan, Thomas / Colvin, Alexander	Corporations, International Unionism, and NGOs. Cornell University Press, Ithaca <a href="http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=2056&amp;context=articles">http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=2056&amp;context=articles</a>	companies to produce many of the goods and services they sell wherever in the world the right skills can be found at the lowest cost. The desire to sell products worldwide has also created incentives for firms to have a presence in multiple countries. Together these facts have made labor relations in many industries global in scope. Globalization is of particular importance to emerging countries. Nearly 50 percent of the world's manufacturing employment is now located in emerging countries. Globalization poses significant challenges to labor relations practices. Historically the laws, markets, institutions, norms, and practices of labor relations have developed on a national basis. Globalization has weakened, though not eliminated, the role of national systems of labor relations and given rise to a number of new institutions, structures, and processes for dealing with all of the labor relations functions. This publication discusses these new arrangements and the challenges globalization poses to labour relations.
<b>20</b>	2015	Islam, Muhammad Azizul	Social Compliance Accounting – Managing Legitimacy in Global Supply Chains. Springer International Publishing ISBN 978-3-319-09997-2	This book covers key discussions involving major US and European multinational companies (MNCs) that source products from suppliers in developing countries. Due to the transfer of production from developed to developing nations, there is an urgent need to establish social compliance as a new form of Corporate Social Responsibility (CSR) and a means by which MNCs can meet expected social standards. The cases described are internationally relevant and can be seen to reflect or represent the behavior of many MNCs and their suppliers in developing nations. The discussion offers essential insights into how different levels of social compliance risk and pressure (including broader stakeholder concerns) move managers to adopt or embrace particular social compliance accounting, reporting and auditing strategies. The book can help readers to understand the major concerns, challenges and dilemmas faced by management in the supply chains of MNCs, and proposes measures that can be taken to resolve those dilemmas. It develops a systematic

				method of assessing the social compliance performance of suppliers to MNCs. This includes highly detailed accounts of the social compliance performance of suppliers within the clothing industry (in a developing nation) that supply goods to the extensive US and European markets. The book offers a valuable guide, not only for corporate managers but also for practitioners.
21	2015	Oka, Chikako	Improving Working Conditions in Garment Supply Chains: The Role of Unions in Cambodia. In: British Journal of Industrial Relations Volume 54, Issue 3, S. 647-672 <a href="http://onlinelibrary.wiley.com/doi/10.1111/bjir.12118/pdf">http://onlinelibrary.wiley.com/doi/10.1111/bjir.12118/pdf</a>	Given the disappointing outcomes of private regulation of labour in global supply chains, worker organization is increasingly seen as the key to better working conditions. This article examines the extent to which unions impact different dimensions of labour standard compliance in Cambodia's garment export sector, where unions have grown considerably. Based on unique factory-level data and field-based interviews, this study shows that union presence improves factories' compliance with wage, hours, and leave standards, although the impact is much less significant for health and safety. Moreover, having multiple unions in the workplace does not appear to improve labour conditions.
22	2015	Weller, Christian	Inequality, Uncertainty, and Opportunity – The Varied and Growing Role of Finance in Labor Relations, Ithaca ISBN 978-0-913447-10-9	The manner in which financial market developments permeate labor and industrial relations may explain many of the pressing phenomena of our times—economic instability, jobless recoveries, and high income and wealth inequality. Financial market trends influence hiring and compensation decisions, change managerial outlooks, steer investments and technology, and strain collective bargaining agreements. <i>Inequality, Uncertainty, and Opportunity</i> provides readers with a sense of the many ways in which financial market developments influence labor and industrial relations. A proliferation of financial goods and services and an increasing focus on short-term financial performance measures largely dominated developed economies' development for more than three decades. These trends directly affect the fundamental macroeconomic relationships, such as economic growth and job creation, for

				firm behavior, particularly with respect to hiring and productive investments, and for individual decision making, as in the realm of retirement savings. Economies have become less stable, job creation has become more tenuous, and income inequality has soared.
23	2014	Dauderstädt, Michael	Shared Prosperity in Emerging Economies – From Paradigm Shift to Reality Shift, Berlin ISBN 978-3-95861-030-9 <a href="http://library.fes.de/pdf-files/iez/global/11086.pdf">http://library.fes.de/pdf-files/iez/global/11086.pdf</a>	The author points out that inequality is the central cause of global imbalances, debt bubbles, and financial crises and finally undermines sustainable prosperity. Stable growth should be wage led and consumption oriented. Emerging economies display a diverse pattern of growth and inequality. While in China output and inequality have risen tremendously, Brazil and Mexico have achieved a more equal distribution of income. Meanwhile, higher inequality in India and South Korea has not led to stronger growth. Three policy areas are keys to reduce inequality: fiscal policy and redistribution, social investment, and labor markets. Wages should increase in step with productivity, driven by strong trade unions.
24	2014	Fields, G. S.	Self-employment and poverty in developing countries. IZA World of Labor 60. <a href="http://wol.iza.org/articles/self-employment-and-poverty-in-developing-countries-1.pdf">http://wol.iza.org/articles/self-employment-and-poverty-in-developing-countries-1.pdf</a>	A key way for the world's poor—nearly half of humanity—to escape poverty is to earn more for their labor. Most of the world's poor people are self-employed, but because there are few opportunities in most developing countries for them to earn enough to escape poverty, they are working hard but working poor. Two key policy planks in the fight against poverty should be: raising the returns to self-employment and creating more opportunities to move from selfemployment into higher paying wage employment.
25	2014	Fichter, Michael	Recasting the Die – Towards Strengthening Democratic Control of the Power of Transnational Corporations, Berlin ISBN: 978-3-95861-062-0	From the authors (Global Labour University) point of view, there a need for greater democratic control of the power of Transnational Corporations, which are key drivers of a new paradigm of international economic and social power relations that control 80% of international trade. Emphasizing the necessity of combating »corporate capture,« it highlights three policy areas where the

			<a href="http://library.fes.de/pdf-files/iez/global/11126.pdf">http://library.fes.de/pdf-files/iez/global/11126.pdf</a>	power of TNCs has been particularly evident—investment regimes, taxation systems, and labor in the context of human rights. In addressing the democratic deficits and the massive power of TNCs in these three areas the author argued that there is a need for civil society and governments not only to develop specific responses in each area but also to move beyond the level of addressing each individually to finding common ground for a more comprehensive approach. For example, the nascent status of strategic corporate research in regard to campaign strategies to build union power and forge broader social movement alliances needs a broader horizon that includes investment and taxation and possibly other areas as well. Finding effective answers and building democratic institutions of regulation at the local and national level will be inadequate if not directed toward creating and strengthening supranational and cross-border approaches.
<b>26</b>	2014	Fudge, Judy	Making claims for migrant workers: human rights and citizenship. In: Citizenship Studies, Volume 18, 2014 – Issue 1, S. 29-45 <a href="http://www.tandfonline.com/doi/full/10.1080/13621025.2014.865894?scroll=top&amp;needAccess=true">http://www.tandfonline.com/doi/full/10.1080/13621025.2014.865894?scroll=top&amp;needAccess=true</a>	Der Diskurs über höheren Schutz für Arbeitsmigranten wird auf der einen Seite von Menschenrechtsfragen, auf der anderen Seite Fragen über Staatsbürgerschaft („Citizenship“) geführt. In diesem Paper wird untersucht, ob es dabei nicht Überschneidungen gibt. Demnach können Menschenrechte genutzt werden, um bei nicht vorhandener Staatsbürgerschaft vor allem politisch Arbeitsrechte einzufordern. Auch eine Ausweitung von Menschenrechten bzgl. Staatsbürgerschaft würde nicht die strukturelle Ungleichbehandlung zwischen Staatsbürgern und Arbeitsmigranten auflösen. Dazu müsste das Modell der Staatsbürgerschaft neu überdacht werden.
<b>27</b>	2014	Hoffmann, Claudia	(The Right to) Strike and the International Labour Organization – Is the System for Monitoring Labour and Social Standards in Trouble? Friedrich-Ebert-Stiftung	At the 2012 International Labour Conference (ILC), employers blocked the adoption and discussion of a list of countries accused of the most serious violations of international labour and social standards according to the annual report by the Committee of Experts. The discussion of this list, the »naming and shaming« associated with it in the ILC Conference Committee and ensuing

			<p>2014  ISBN: 978-3-95861-726-1  <a href="http://library.fes.de/pdf-files/iez/10775.pdf">http://library.fes.de/pdf-files/iez/10775.pdf</a></p>	<p>recommendations for actions for the respective countries constitute a key element in the monitoring of ILO standards, which was in this case completely disabled. On the surface employers are disputing whether the standards of the International Labour Organization (ILO), in particular Convention no. 87, can be interpreted as providing a right to strike. Above and beyond this, however, they have questioned the Committee of Experts' mandate and latitude of authority. The resolution of the dispute will stake out the direction of the ILO in the future and decide what opportunities will be available to effectively ensure compliance with international labour and social standards, including in free trade agreements. It would be desirable for the International Labour Conference to issue an explicit statement expressly conceding the Committee of Experts the power to bindingly interpret ILO standards.</p>
<b>28</b>	2014	Platzer, Hans – Wolfgang / Rüb, Stefan	<p>International Framework Agreements – An Instrument for Enforcing Social Human Rights?, Berlin  ISBN: 978-3-95861-726-1  <a href="http://library.fes.de/pdf-files/iez/10474.pdf">http://library.fes.de/pdf-files/iez/10474.pdf</a></p>	<p>International framework agreements create norms for the application of social and labour-policy standards in transnational enterprises. They are an instrument developed by global and sectoral trade union federations with the aim of ensuring that fundamental labour and employment standards are also effectively applied on the periphery of global value-added chains. International framework agreements have so far only partly helped to achieve the goal of establishing social human rights in the global economy. They have, however, made a contribution towards casting a public spotlight on the normative significance of fundamental social standards and workers' rights, as well as manifesting in concrete terms how these rights can be experienced at the corporate level. They are, in this way, a key supplementary instrument in efforts to strengthen, both politically and legally, social human rights on a global scale and to advance the in-ternational networking of labour unions as well as the transnationalisation of labour relations at the corporate level.</p>
<b>29</b>	2014	Yeates, Nicola	Understanding Global Social	Building on the publication of Understanding Global Social Policy (Yeates ed.

			<p>Policy. Policy Press and the Social Policy Association ISBN 9781447310235</p>	<p>2008) and its companion text, the Global Social Policy Reader (Yeates and Holden ed. 2009), the second edition of this leading textbook in social policy identifies and reviews the key issues, debates and priorities for action in global social policy as a field of academic study and research and as a field of political practice and action. All first edition chapters have been revised and updated to reflect major developments in the fast-paced area of global social policy making over the past five years, and include new material on the Millennium Development Goals, the Social Protection Floor and the 'greening' of global social policy. This second edition includes new chapters on global poverty and inequality, social protection, criminal justice and education. Written by an international team of leading social policy analysts, <i>Understanding Global Social Policy</i> is the leading textbook in the field and provides an overview of international actors and social policy formation in global context.</p>
30	2013	Albin, Einat	<p>Union Responsibility to Migrant Workers: A Global Justice Approach. In: <i>Oxford J Legal Studies</i> Volume 34, S. 133-154 ISSN 0143-6503 / EISSN 1464-3820</p>	<p>At a time when trade union activity should become more global, the article provides a theoretical framework that places a moral obligation on unions towards work migrants from the time they take a first step in the direction of movement, and continuing after they enter the receiving country and throughout the period of their work. The argument is based on theories of global justice and offers a three-axis framework that enables a complex analysis of union responsibility: direct and political responsibility, labour connectedness and solidarity. The moral obligation of unions stemming from global justice differs from the citizenship-based model or that of human rights. Its basis is global. Such an obligation should be recognized by various institutions, including the courts, thereby adding a global dimension to rights relating to collective action, such as the right to unionize, the right to collective bargaining and the right to strike. The article analyses the ECJ's decisions in the <i>Viking</i> and <i>Laval</i> cases, showing how the court failed to recognize this global dimension,</p>

				and claiming that if such recognition were to be extended, a more accurate balance could be achieved between rights relating to collective action and economic interests in an era of globalization.
31	2013	Avgar, Ariel / Kumulla, Sarosh / Lakham, Tashin /	From the Firm to the Network: Global Value Chains and Employment Relations Theory, Ithaca <a href="http://onlinelibrary.wiley.com/doi/10.1111/bjir.12015/pdf">http://onlinelibrary.wiley.com/doi/10.1111/bjir.12015/pdf</a>	The authors argue that traditional employment relations theories that focus on individual firms embedded in distinct national institutional contexts are no longer adequate for the analysis of employment relations in a globalized era where production and services are increasingly coordinated across countries and firms. Building on global value chain theory, we introduce a configurational framework that explicitly addresses the employment relations implications of the interconnections within and between firms in the global economy. We argue that different value chain configurations will evidence different employment relations patterns, and we validate our framework by applying it to the study of three contemporary global issues. In sum, the framework permits a shift in the focus of employment relations scholarship away from the individual firm to the global networks in which they belong, and hence provides a new theoretical lens for the analysis of employment relations in the global economy.
32	2013	Fichter, Michael/ Sydow, J. / Helfen, M. /Arrud, L. / Agtas, Ö. / Gartenberg, I. / Mccallum, J. / Sayim, K. / Stevis, D.	Globalising labour relations: on track with framework agreements?, Berlin ISBN 978-86498-283-5 <a href="http://library.fes.de/pdf-files/iez/09422-20121129.pdf">http://library.fes.de/pdf-files/iez/09422-20121129.pdf</a>	Global framework agreements (GFAs) – signed and implemented by labour and management – create new arenas for labour relations that are based on the Core Labour Standards of the International Labour Organization (ILO). As such, they are a step towards building a transnational arena for global labour relations. Global Union Federations (GUFs) and their affiliates are driving this process, in particular by building transnational union networks (TUNs) that link unions and employee representatives at strategic nodes in the global production networks of transnational corporations. A special challenge of TUNs is that they must link unions that have differing labour relations systems as well as diverse political, cultural, and institutional contexts. At the date of this

				<p>publication there were 85 active GFAs worldwide. In many cases their implementation »on the ground« is, however, limited. A comparative analysis of existing agreements shows that the key to the success of GFAs lies in their joint implementation by unions and management. In this respect, the full involvement of local level unions and management at all stages of the GFA process – from its initiation through to negotiations, implementation, and feedback – is crucial.</p>
<b>33</b>	2013	Jackson, Gregory / Kuruvilla, Sarosh / Frege, Carola	<p>Across Boundaries: The Global Challenges Facing Workers and Employment Research, Ithaca  <a href="http://onlinelibrary.wiley.com/doi/10.1111/bjir.12039/pdf">http://onlinelibrary.wiley.com/doi/10.1111/bjir.12039/pdf</a></p>	<p>The overall complexity of employment relations today raises new challenges for scholars to extend their work across the boundaries of particular geographies, organizations, theoretical perspectives and disciplines. To celebrate the 50th anniversary of the British Journal of Industrial Relations, this article introduces key aspects of global challenges facing employees and research on employment relations. Drawing on the articles of this anniversary issue, the three authors identify several theoretical concepts drawn from the wider social sciences that have proven useful in understanding global challenges around global value chains, transnational and multi-level institutional frameworks, and the role of global finance. They also identify and discuss the emergence of new actors that have a growing salience for global employment research and the establishment of more global forms of worker representation. By further developing theoretical concepts around these global challenges, the article argues that employment relations research will increase its dialogue with and distinctive contribution to wider debates in the social sciences.</p>
<b>34</b>	2013	Pries, Ludger / Seeliger, Martin	<p>Work and Employment Relations in a Globalized Work: The Emerging Texture of Transnational Labour Regulation, in: Global Labour Journal 4 (1), pp. 26 – 47</p>	<p>The article underlines the importance of different instruments of international labour regulation in a globalized economy. The main argument of this article is that the regulations and instruments (e. g. ILO Core Labour Standards, OECD-Guidelines, European and World Works Councils, IFA's, blaming campaigns, etc.) will become more effective when during concrete causes for complaints</p>

				they will be used all together in a network texture. The authors lean their argument against the example of effective collaboration between unions and works' councils in the German Industrial Relation System of duality.
35	2011	Fudge, Judy	<p>Precarious Migrant Status and precarious Employment: The Paradox of International Rights for Migrant Workers. In: Comparative Labor Law &amp; Policy Journal 34, S. 95-133.</p> <p><a href="https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1958360">https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1958360</a></p>	<p>Many civil society organizations and advocacy groups consider international human rights norms to offer a more promising avenue for protecting migrant workers from precarious employment than do claims based upon citizenship and the nation state. However, there is little research on how international right instruments specifically designed to protect migrant workers' rights address the factors that make migrant workers' employment precarious. The paper provides a taxonomy that maps the link between migrant status and precarious employment, which it uses to explore the nexus between precarious migrant status and precarious employment in the three "low-skill" streams – the Seasonal Agricultural Workers Program, the Live-in-Caregiver Program, and the Pilot Project for Occupations Requiring Lower Levels of Formal Training (NOC C and D) – in the Canadian Temporary Foreign Worker Program. After demonstrating the relationship between precarious migrant workers and precarious employment, the paper evaluates the capacity of international human rights instruments specifically designed for migrant workers to the address the problem of precarious employment. It finds that the main problem with relying on the international migrant workers' rights instruments is that they defer to the principle of state sovereignty over immigration policy and accept the right of states to impose restrictions on non-national's employment rights in exchange for the privilege to enter host state territory. What these instruments do is limit the duration of employment restrictions to two years. The problem is that allowing states to tie a migrant worker's work authorization to a specific employer for two years permits state-sanctioned subordination of migrant workers to employers and creates a situation ripe for abuse. To break</p>

				the link between precarious migrant status and precarious employment it is crucial for nation states to develop forms of restrictions on migrant workers mobility, such as sectoral and occupational work authorizations, that are less likely to be as exploitative as authorizations that tie migrant workers to specific employers.
36	2013	Gabriel, Christina / Macdonald, Laura	'Domestic Transnationalism': legal advocacy for Mexican migrant workers' rights in Canada. In: Citizenship Studies, Volume 18, 2014 – Issue 3-4, S. 243-258 <a href="http://www.tandfonline.com/toc/ccst20/18/3-4?nav=toCList">http://www.tandfonline.com/toc/ccst20/18/3-4?nav=toCList</a>	Every year thousands of Mexicans travel to Canada to work in Canadian fields and greenhouses under the Mexico-Canada Seasonal Agricultural Worker Program. While the programme is often praised, it has also been the subject of persistent criticism about its failure to meet certain human rights standards. In this article, we examine the legal strategies civil society advocates of migrant workers have adopted to promote migrant workers' rights in Canada. Specifically, we examine legal struggles undertaken by the United Food and Commercial Workers union to challenge Ontario government legislation that does not permit collective bargaining by farmworkers in the province. We argue that this case demonstrates that despite the fact that many of the workers involved are transnationalized, appeals to international bodies or to international human rights standards have been of limited utility in promoting their rights. Despite frequent arguments about the increased relevance of international human rights and citizenship norms and transnational human rights advocacy, in this case the national and sub-national scales remain predominant. The result is a form of 'domestic transnationalism', in which domestic political actors engage in advocacy within domestic legal institutions to promote the rights of a transnational mobile labour force.
37	2013	Kuruvilla, Sarosh / Lakhani, Tashlin	Globalization, Ithaca <a href="https://works.bepress.com/sarosh_kuruvilla/56/">https://works.bepress.com/sarosh_kuruvilla/56/</a>	This publication focuses on employment relations in the international or global context. It begins by outlining different perspectives on globalization and examines how globalization has evolved over time. Based on this discussion, it provides a definition of globalization which best accounts for contemporary

				patterns of global interdependence. The authors then provides a brief overview of the arguments for and against globalization and discuss the implications that economic globalization presents for employment relations.
38	2013	Without authors	Labour Laws and Practices in ASEAN. A Comparative Study on Gender Equality, Employment of Persons with Disabilities, Youth Employment and Social Dialogue, Volume II, Berlin ISBN 978-602-14814-0-0 <a href="http://library.fes.de/pdf-files/bueros/singapur/10627.pdf">http://library.fes.de/pdf-files/bueros/singapur/10627.pdf</a>	This study presents a comparative analysis of labour laws and other related labour and social legislations pertaining to the employment of three specific groups of workers – women, youth or young people, and persons with disabilities – and industrial relations, in particular social dialogue, among the 10 Member States of the Association of Southeast Asian Nations (ASEAN), using conventions of the International Labour Organization (ILO), the United Nations (UN), and other similar international bodies. Through case studies of selected good practices, this Volume shows how equal opportunities for employment of the three specific groups of workers and social dialogue can be enhanced at the enterprise, industry and national levels. Finally, the recommendations presented in this Volume and addressed to the ASEAN Senior Labour Officials Meeting Working Group (SLOM-WG) may provide useful information and insights in coming up with an ASEAN labour platform through which an action plan can emanate.
39	2013	Locke, R.M.	The Promise and Limits of Private Power: Promoting Labour Standards in a Global Economy. Cambridge ASIN: B00GTWMKC4	In <i>The Promise and Limits of Private Power</i> , Richard Locke analyzes and evaluates private sector corporate social responsibility (CSR) initiatives on working conditions in global supply chain factories. The book synthesizes findings from a multi-year project that has already generated several important articles on various aspects of supply chain labor dynamics. The book is structured around a strong central theme. Corporate codes of conduct and other private, voluntary steps indeed can have some positive effects on working conditions in supply chain factories, but results are mixed. They are not sufficient for sustained improvements. Public regulation through effectively enforced legal standards must be part of the equation. In sum, "private

				voluntary regulation can best succeed when 'layered' on and interacting with public (state) regulation."
40	2013	Mantouvalou, Virginia	Workers without rights as citizens at the margins. In: Critical Review of International Social and Political Philosophy Volume 16, S. 366-382 <a href="http://discovery.ucl.ac.uk/1370818/">http://discovery.ucl.ac.uk/1370818/</a>	This article presents a normative account of citizenship which requires respect for labour rights, as much as it requires respect for other human rights. The exclusion of certain categories of workers, such as domestic workers, from these rights is wrong. This article presents domestic workers as marginal citizens who are unfairly deprived of certain labour rights in national legal orders. It also shows that international human rights law counteracts the marginal legal status of this group of workers. By being attached to everyone simply by virtue of being human, irrespective of nationality, human rights can complement citizenship rights when both are viewed as normative standards. The example of domestic work as it has been approached in international human rights law in recent years, shows that certain rights of workers are universal. Their enjoyment cannot depend on citizenship as legal status or on regular residency. The enjoyment of labour rights as human rights depends, and should only depend, on the status of someone as a human being who is also a worker.
41	2013	Ruhns, Martin	The Price of Rights: Regulating International Labor Migration. Princeton ISBN: 9780691166001	International human rights are "inalienable, indivisible, and universal." One cannot bargain away one's rights ("inalienable"); human rights are a whole with economic rights and civil rights being inter-dependent ("indivisible"); and human rights do not depend on citizenship or membership in a nation-state ("universal"). A human being does not lose his or her human rights by crossing a border. However in state regulation of the entrance and stay of temporary migrant workers, the ideal of universal human rights clashes with the prerogatives of sovereignty and power. Migrant workers (particularly those classified as "low-skilled") find that the surrender of their rights is the "price of admission" to labor immigration programs which allow them to provide their

				<p>families back home with the means of survival. This is the global phenomenon described and analyzed by Martin Ruhs, university lecturer in political economy and senior researcher at the Centre on Migration, Policy, and Society at the University of Oxford (United Kingdom) in his new book. In <i>The Price of Rights: Regulating International Labor Migration</i> (Princeton University Press, 2013), Ruhs provides a comprehensive overview of legal and policy regimes and current literature, an impressive amount of empirical research, and asks many substantial questions. He reaches thoughtful conclusions in his analysis of “what is” and his proposals of “what should be.” However, migrants and their advocates in the United States may respond with questions regarding the practicality of, for example, a call for increased enforcement of labor rights when most receiving states lack the political will to dedicate resources necessary for such enforcement.</p>
42	2012	Arruda, Lilian/ Fichter, Michael / Helfen, Markus / Sydow, Jörg	<p>International Framework Agreements – a powerful tool for ensuring Core Labor Standards in a globalized world? Insights from Brazil ISBN 978-85-99138-22-9 <a href="http://library.fes.de/pdf-files/bueros/brasilien/09531.pdf">http://library.fes.de/pdf-files/bueros/brasilien/09531.pdf</a></p>	<p>Since more than 30 years it can be observed a massive expansion of global economic activity through the »liberalization of trade« (deregulation) and the growth of investment and production driven by Transnational Corporations (TNCs). In many countries, a decline in trade union »con-trol« over the national environment, a measure of which has been the increase of outsourcing, offshoring, flexibilization and casualization of work, has been one of the marks of this development. To keep up with the globalization of labor relations and to combat the unfettered international race to the bottom over labor costs trade unions are increasingly making efforts to develop cross-border approaches. From the authors view International Framework Agreement (IFA) could be an important tool to meet the challenges of this new globalized environment.</p>
43	2012	Fields, Gary S.	<p>Challenges and Policy Lessons for the Growth-Employment-Poverty Nexus in Developing Countries.</p>	<p>Of the world’s 6.7 billion people (as of 2008), 1.3 billion lived on less than \$1.25 Purchasing Power Parity dollars per person per day and another 1.7 billion lived on between \$1.25 and \$2.50 PPP dollars. The scourge of absolute economic</p>

			<p>Ithaca DOI: 10.1186/2193-9004-1-6 <a href="http://izajolp.springeropen.com/articles/10.1186/2193-9004-1-6">http://izajolp.springeropen.com/articles/10.1186/2193-9004-1-6</a></p>	<p>misery among billions of the world's people is one of the most serious problems facing humankind today. Unemployment befalls about 200 million of the world's people - a sizeable number but small compared to the three billion people who are poor using the \$2.50 PPP dollar poverty line. A much larger number - 900 million - are employed but earning so little that they and their families are unable to reach even \$2 per person per day. They are working hard and they are working poor. (Working Hard, Working Poor is the title of my latest book (Fields, 2012). To achieve more and better employment (where "better" depends on such factors as rate of pay, job security, employment protections, and type of work), analysts and donors need to understand better how employment, growth, poverty and other factors interact, how unemployment is caused, and how employment can be improved. At the same time, drawing on practical experience, research can identify knowledge gaps that to date pose limits to successful employment creation policy.</p>
44	2012	Greer, Ian / Hauptmeier, Marco	<p>Identity work: Sustaining transnational collective action at General Motors Europe, Ithaca <a href="http://onlinelibrary.wiley.com/doi/10.1111/j.1468-232X.2012.00677.x/pdf">http://onlinelibrary.wiley.com/doi/10.1111/j.1468-232X.2012.00677.x/pdf</a></p>	<p>What are the conditions under which transnational collective action is initiated and sustained? This article presents a case study of General Motors Europe, where labor leaders have mobilized the workforce and bargained with management at the transnational level repeatedly over more than a decade as a response to management whipsawing and threats of plant closures. In contrast to structuralist interest-based theories of union behavior, we identify a process of 'identity work' that was necessary to sustain transnational worker cooperation.</p>
45	2012	Harrod, Jeffrey/O'Brien, Robert	<p>Global Unions? Theory and Strategies of Organized Labour in the Global Political Economy. Routledge 2012 ISBN-13: 978-0415288118</p>	<p>This edited collection examines the role of unions in an increasingly global political economy. Global labour issues have recently jumped on to the agenda of international relations and industrial relations. Unions have been active in trying to influence policies of multinational corporations and international organizations such as the World Trade Organization, the International</p>

				Monetary Fund, the European Union and trade agreements in the Americas.
46	2012	Hessler, Sieglinde	Arbeitnehmerrechte weltweit stärken? Die Umsetzung der Internationalen Rahmenvereinbarungen in Mexiko, Frankfurt/New York ISBN 978-3-593-39779-5	The empirical study analyses the implementation of International Framework Agreements (IFA's) of German Transnational Companies at their branches in Mexico. The author underlines the differences between of Industrial Relations System in Germany as a early-industrialized country and Mexico as a late one. The main obstacles of effective implementation of IFA's is the non-existence of independent workers' representatives at plant level. So called „protection contracts“ between management and unions hinder their real application.
47	2012	Niforou, Christina	International Framework Agreements and Industrial Relations Governance: Global Rhetoric versus Local Realities. In: British Journal of Industrial Relations Volume 50, Issue 2, S. 352-373 <a href="http://onlinelibrary.wiley.com/doi/10.1111/j.1467-8543.2011.00851.x/abstract">http://onlinelibrary.wiley.com/doi/10.1111/j.1467-8543.2011.00851.x/abstract</a>	The article discusses the local impact of international framework agreements (IFAs). It presents findings from empirical research carried out in two Spanish MNCs, and it examines how the commitments stipulated by the texts of the IFAs translate in local practice in different subsidiaries in Central and South America. The article follows the policy cycle of both agreements, and it further evaluates them as emerging private institutions of global industrial relations governance. The main findings reveal a paradox. The generic character of IFAs encourages corporate consent for their adoption, but, in practice, it gives precedence to local laws and hence renders the enforcement of compliance difficult, and, in some cases, unfeasible. And where local laws contravene or lack compatibility with International Labour Organization conventions, the central premise of IFAs as instruments of global governance is largely undermined.
48	2010	Ganter, Sarah / Mund, Horst / Wannöffel, Manfred	Networking and a two-track strategy : perspectives of international trade union activities, Berlin ISBN 978-3-86872-362-5	Social inequality is growing across the globe and can no longer be attributed to different levels of development of nation states alone. An effective representation of workers' interests in increasingly multi-dimensional and transnational social spaces and resultant complex constellations of interests is a key challenge for international trade union activities. The global

			<a href="http://library.fes.de/pdf-files/iez/07279.pdf">http://library.fes.de/pdf-files/iez/07279.pdf</a>	jobs crisis calls for a two-track strategy on the part of the trade unions, on the one hand strengthening company-based structures through international cooperation and on the other playing an active part at the level of the international trade union movement in the formulation of a new vision of society based on global labour and employment standards. Only by being firmly anchored at company level and backed up by the workers will trade unions be able to exert lasting influence on the international stage with the aim of striking a balance between global social interests and the more short-term existential needs of the workers.
49	2009	Gross, James A. / Compa, Lance	Human Rights in Labor and Employment Relations. Cornell University Press, Ithaca ISBN 978-0913447-98-7	The animating idea for the volume is the proposition that workers' rights are human rights. But the author recognize that this must be more than a political slogan. Promoting labor rights as human rights requires drawing on theoretical work in labor studies and in human rights scholarship and developing closely reasoned arguments based on what is happening in the real world. Citing labor clauses in the Universal Declaration of Human Rights is one thing; relating them to the real world where workers seek to exercise their rights is something else. The contributors to this volume provide a firm theoretical foundation grounded in the reality of labor activism and advocacy in a market-driven global economy.
50	2007	Wannöffel, Manfred, Le, Josef, Kramer, Julia	Industrial relations structures in south-east Europe and Turkey: a view from the metalworking industry, in: South-East Europe Review , 3 / 2007, pp. 7 – 40	This study is an academic accompaniment to the EU project Strengthening the social dialogue in south-eastern Europe through CSR instruments . DGB Bildungswerk, the European Metalworkers' Federation (EMF) and the Office of Co-operation Ruhr Uni-versity Bochum/Industrial Metal Union (GAS) participated in this project; the latter took responsibility for the accompanying research effort. The project ran over the course of one year (June 2006 – July 2007).The objective of the study was, on the one hand, an improvement in the information basis with respect to economic development in the countries of south-eastern Europe: Bulgaria; Romania; Croatia; Macedonia; and Turkey. At the same time, another objective was an analysis of industrial relations in these

				<p>same countries. This article therefore considers the situation of the labour and employment conditions, as well as the operational and industry-wide representation structures, in the five countries surveyed in the project. The focus is on the question of the extent to which the process of adjustment of industrial relations in the target countries towards the guidelines and standards of the EU (Art. 19 <i>acquis communautaire</i> ) has progressed and, above all, in which form the social dialogue between the social partners has already been legally institutionalised and implemented in practice.</p>
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