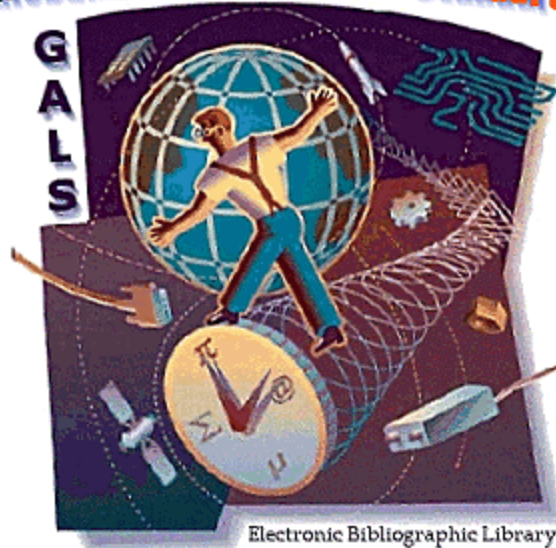


Globalization and Labor Standards



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Codes of Conduct

Dickerson, Claire Moore, "Transnational Codes of Conduct Through Dialogue: Leveling the Playing Field for Developing-Country Workers", *Florida Law Review* v. 53 (2001) p. 611

Abstract:

This article proposes that in order to establish a dialogue between multinational companies and developing-country workers, there is a need to frame appropriate behavior in terms familiar to multinationals: workers should be extended the legal norm of good faith ubiquitous in the commercial realm. Further, in order to make the extension more palatable, multinationals should be encouraged to see that they could benefit from the extension of this norm. Part II describes

how the organizational form of multinationals, as virtual organizations, increases the likelihood that the multinationals will not consult their workers. Part III examines the good faith norm at the micro and macro levels, and concludes that existing incentives are insufficient to establish the required dialogue between multinationals and developing-country workers. Part IV recommends the use of a supranational structure modeled in the ILO to reinforce consultation of workers.

Subjects: [Codes of Conduct](#)

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Country-Specific Case Studies

Gospel, H., G. Lockwood, et al. , "A British Dilemma: Disclosure of Information for Collective Bargaining and Joint Consultation", *Comparative Labor Law & Policy Journal* v. 22 (2001) p. 327-349

Abstract:

This article argues that the British state faces a dilemma as it begins to implement European consultation and disclosure rules that require employers to share certain kinds of information and discuss certain decisions with employees. Previously, the British rules on disclosure set a high hurdle for unions to overcome when seeking information. The article describes how the British government has modified existing disclosure rules to conform to EU directives in the areas of health and safety, collective redundancy, transfer of undertakings, and European works councils. Yet the new disclosure requirements raise several difficult issues, including whether the information disclosure requirements apply to collective bargaining, consultation or both; whether consultation and collective bargaining will reinforce or undermine each other; the extent to which the UK must change its labor laws to comply with the EU directive; and whether the practical implementation would be ineffective, as in France, or effective, as in Germany. The author contends that British have not implemented the new disclosure rules very well -- implementing them in an ad hoc fashion, setting inadequate sanctions for firms that break the rules, and allowing firms to use "consultation" to bypass the authority of union officials.

Subjects: [Country-Specific Case Studies](#), [European Union](#), [Labor Rights in General \(Misc.\)](#)

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European Union

Ashiagbor, D., "EMU and the Shift in the European Labour Law Agenda: From 'Social Policy' to 'Employment Policy'", *European Law Journal* v. 7 no3 (2001) p. 311-330

Abstract:

The author argues that, because of the unemployment problem, EU policymaking discourse is increasingly emphasizing labor market "flexibility" and job creation, while downplaying traditional emphasis on employment protection and high labor standards. Increasingly, as policymakers have tried to even out unemployment rates throughout the EU, they have adopted the assumption that high unemployment has been caused by rigidities in European labor markets,

despite scant evidence for this position. The dominant style of regulation has accordingly shifted away from legislation and expenditures of funds to create jobs, toward employment creation policies and soft law dependent on the social partners. The article reviews some of the major policy statements of EU organs and concludes that EU employment policy (1) remains "facilitative, rather than prescriptive" and (2) remains stunted by a tension between advocates of deregulation and intervention.

Subjects: [European Union](#), [Labor Rights in General \(Misc.\)](#)

Sheikh, S., "Promoting Corporate Social Responsibility Within the European Union", *International Company and Commercial Law Review* v. 13 no4 (2002) p. 143-150.

Abstract:

This paper discusses a recent green paper produced by the European Commission on "Corporate Social Responsibility" (CSR), which argued that, in theory, firms could enhance their competitiveness by going beyond their legal responsibilities in social and environmental matters. This paper sketches ways in which the EU could help with the implementation of CSR. It suggests that the commission's role would be spreading CSR throughout the member states by publicizing best practices, organizing networking between organizations engaged in CSR, and attempting to involve themselves in firms engaged in CSR activities. The author lists possible incentives for companies to do CSR (pressure from top management, employees, customers, competitors, and the local community) and potential benefits for companies from CSR, including good public relations and enhanced employee participation. The article proposes self-monitoring mechanisms, assesses CSR from the viewpoint of "stakeholder" interests (shareholders, customers, employees, creditors, wider public), and proposes a "structured dialog" incorporating these interests. It concludes that firms should not be "compelled" to engaged in CSR, but that voluntary participation would be more effective.

Subjects: [Codes of Conduct](#), [European Union](#)

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Links to Related Projects

ETUI Labourline: <http://www.labourline.org/Etui>

ETUI Labourline is a database of European labor information resources covering European, international and comparative aspects of industrial relations and health and safety issues, developed by the Documentation Centres of the European Trade Union Institute and the European Trade Union Institute for Health and Safety (Brussels). The consolidated bibliographic database contains more than 20,000 references to documents focusing on industrial relations, and more than 15,000 references to documents on health and safety issues.

LabourWeb: <http://www.lex.unict.it/eurolabor/en/>

The Labour Web is a comprehensive documentation center for information about European labor law, social law, industrial relations and the welfare state. It contains up-to-date versions of European Union law, directives, pending directives, EU news, press releases, economic statistics and decisions of the European Court of Justice. It also contains a Working Papers series and subject matter reports (dossiers) on issues concerning European integration. The site also provides links to other websites that contain working papers, statistical reports, and other information about social, economic and industrial relations affairs in the European context. It is run by the Massimo D'Antona Centre for the Study of European Labour Law, at the Faculty of Law of the University of Catania.

Labor and Global Change Database: <http://www.ilir.umich.edu/lagn/>

The Labor and Global Change Database provides bibliographies, citation information and (where available) web links to the full text of research exploring connections between labor and globalization. The database aims to provide researchers with an easy means to make the results of their work widely available to other scholars and the interested public. The database is run by and continually updated by the Labor and Global Change Program of the University of Michigan.

Trade Unions and Labor Relations Database: <http://www.polwiss.fu-berlin.de/tu/english/>

The database, produced by the Institute of Labor Relations of the Otto-Suhr-Institute of the Freie University of Berlin, contains almost 7,000 citations of books, articles, working papers, brochures, proceedings etc. The bulk of the citations address aspects of labor relations in Germany, but there is a substantial body of literature in the database covering the EU and Eastern Europe.

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