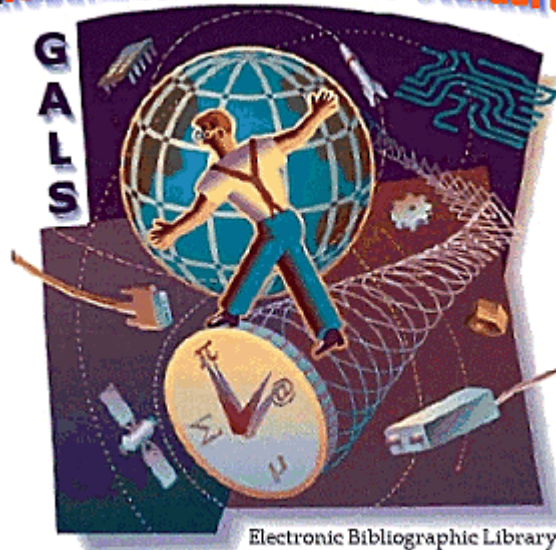


Globalization and Labor Standards



GALS Newsletter

February, 2005

Volume 4, No. 2

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Country-Specific Case Studies

Appleton, Simon & Knight, John & Song, Lina & Xia, Qingjie , "Contrasting Paradigms: Segmentation & Competitiveness in the Formation of the Chinese Labour Market", *Journal of Chinese Economic and Business Studies* Vol. 2 Issue 3 (September 2004) p. 185-285

Abstract:

This article argues that the current labor market in urban China is a paradigm of a “three tier” labor market (as opposed to a competitive labor market) by comparing wage functions across categories (“tiers”) of labor. The first tier consists of “non-retrenched urban workers,” workers that are employed and have not been laid off since 1992. The second tier consists of “re-employed urban workers,” workers who were laid off, but were employed when the survey was conducted (year 2000). The third tier consists of “rural-urban migrants,” workers who migrated from rural areas. The first section gives a historical background on the labor market reforms that China had implemented in the 1990s in an effort to create a more competitive labor market. The two most dramatic changes were the end of the lifetime employment system and the increased government permission of rural-urban migration. The second section describes the data (number of households, description of workers) and methods used (wage functions, panel data) to compare the three tiers of the labor market. It also explains econometric issues that may arise, such as sample selectivity bias. The third section analyzes the test results of the wage functions. The authors state that the findings suggest workers in urban China are rewarded differently according to what category they fit in, with the first tier having the highest wage premiums and the migrants having the lowest in absolute terms. The fourth section investigates whether certain characteristics (such as education, age, occupation, etc.) could explain these wage differences by standardizing them in the wage functions. The authors find that the results imply that non-retrenched urban workers (first tier) have a distinct wage advantage over the other two tiers. Though the article concludes that Chinese urban workers are currently in a segmented labor market, it expresses hope of emerging signs of competitiveness.

Subjects: [Country-Specific Case Studies](#), [Contingent Work](#), [Immigration](#)

International Labour Organization

Douglas, William A. & Ferguson, John-Paul & Klett, Erin, "An Effective Confluence of Forces in Support of Workers' Rights: ILO Standards, US Trade Laws, Unions and NGOs", *Human Rights Quarterly* Issue 26 (2004) p. 273-299

Abstract:

This article addresses the common view that the International Labor Organization (ILO), despite its valuable contributions of labor setting standards, monitoring compliance and providing technical assistance, has no enforcement mechanism. The authors take issue with this view, arguing instead that the ILO, when combined with the reconnaissance of local trade unions and

NGOs and the leverage of US trade legislation, can make incremental progress in reducing labor violations. The article examines six countries in which this confluence has proven effective: Bangladesh, the Dominican Republic, El Salvador, Guatemala, Korea, and Swaziland. Although the labor situations were different in each country -- for example, rampant child labor violations in Bangladesh, the use of military force in the Dominican Republic to compel Haitians to work on sugar plantations, etc. -- improvements occurred in each case when local NGOs and unions publicized the abuses and then persuaded the U.S. Trade Representative to threaten to withhold tariff preferences. The ILO was then summoned to assist in compliance and to monitor and report on conditions. Though the process has not worked seamlessly, the three-pronged strategy has proven to be effective in improving working standards in the six countries discussed.

Subjects: [International Labour Organization \(ILO\)](#), [Country-Specific Case Studies](#), [Child Labor](#)

World Trade Organization (WTO)

Diamond, Stephen F., "Bridging the Divide: An Alternative Approach to International Labor Rights After the Battle of Seattle", *Pepperdine Law Review* Vol. 29 (2001) p. 115-146

Abstract:

In this article, Professor Diamond presents a description and analysis of the conflicts at the WTO meetings in Seattle in 2000 and the subsequent debates over normalizing trade relations with China. The piece details the strategies by and conflicts between the major actors -- the AFL-CIO, the Clinton administration, and several leading labor rights NGOs. The piece argues that international labor rights activists should focus on the issue of economic development, and put issues such as living wage guarantees and reasonable hours and working conditions on the table at the WTO. He says that such an approach can both improve the economic well being of workers in the developing countries and sustain the economic welfare of those in the developed world.

Subjects: [World Trade Organization \(WTO\)](#), [Child Labor](#), [Country-Specific Case Studies](#), [Trade Conditionality](#)

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Links to Related Projects

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The Globalization Bulletin is a weekly e-newsletter providing linked access to the latest articles, research, and web resources on a range of global labor issues—ranging from union organizing and labor markets to immigrations and trade agreements. The Bulletin is produced by the Globalization Task Force of the New Jersey Division of the United Nations Association-USA and the Department of Labor Studies and Employment Relations School of Management and Labor Relations, Rutgers University. To subscribe, email David Bensman at dbensman@smlr.rutgers.edu.

Asian Law Center: <http://www.law.unimelb.edu.au/alc/bibliography/browse.asp?s=45>

The Asian Law Centre, an initiative of the University of Melbourne Law School, devoted to the development of understanding of Asian law, offers an extensive bibliography of Asian labor law articles and reports.

The Marco Biagi Centre for International and Comparative Studies:
<http://www.csmb.unimo.it>

The Marco Biagi Centre for International and Comparative Studies at the University of Modena and Reggio Emilia, Italy, functions as policy resource center on comparative labor issues. Besides publishing books and law journals, the Center provides a clearinghouse of international law journals, including the International Journal of Comparative Labour Law and Industrial Relations (<http://www.csmb.unimo.it/ijcllir/xjournal.html>). Currently only in Italian, the Center's website will soon offer an English version.

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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