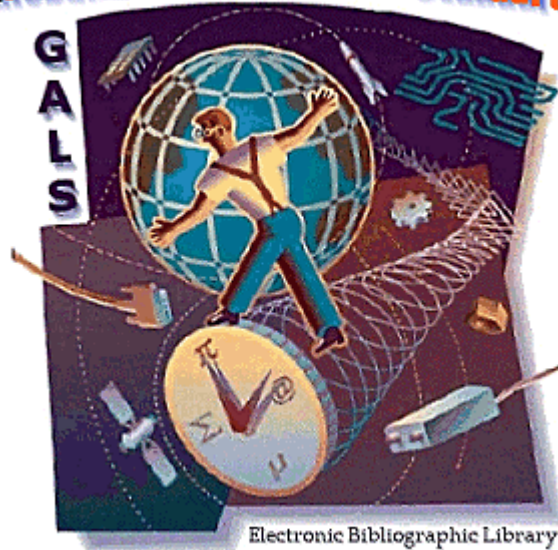


# Globalization and Labor Standards



## GALS Newsletter

July, 2005

Volume 4, No. 7

**Katherine V.W. Stone** – Editor and Project Director

Managing Editor:  
**Brendan Smith**

Student Contributors:  
**Jennifer Ku**

Tech Advisor:  
**Sasha Skenderija**

The Globalization and Labor Standards Bibliographic Library is sponsored by  
UCLA School of Law and the UCLA Institute of Industrial Relations

The complete GALS Library is available at <http://www.laborstandards.org>.  
New subscribers can use [gals-request@lists.ucla.edu](mailto:gals-request@lists.ucla.edu) to be placed on the GALS list-serve. Information about how to sign up for this free service is [available below](#).

**NOTE:** The web-based GALS Library contains direct links to Westlaw and Lexis, where you can get the full text of the articles. There are also links to web sites for articles that are available on-line. You will also find these links in the PDF version of this GALS newsletter by clicking on the link below. A Westlaw or Lexis Password is required to activate these links. The Westlaw link also contains a means to obtain full text versions of articles in its database on a single use basis.

## Corporate Governance

**Osano, Hiroshi & Kobayashi, Mami , "Reforming Corporate Governance and Employment Relations", *Japan Labor Review* v. 2 no1 (Winter 2005) p. 58-80**

**Abstract:**

This article describes how recent corporate governance reforms in Japan affect the company-employee relationship. The article begins with a description of the major external changes that Japanese firms are currently dealing with, including the reform of the Japanese financial system, the transformation of production technology, major demographic and quality change in workers, intense international competition, and corporate misconduct. The authors discuss how changes in external conditions directly affect the labor system. For example, as global competition intensifies and changes in worker demographics lead to a shortage of young workers, the existing division of labor will no longer be effective, and will have to be restructured. The article concludes by proposing four issues principles that should be addressed when adjusting company policies to make them compatible with the corporate governance reforms: (1) devising new incentives for employees, (2) ensuring that the designed incentives are in line with protected employee assets, (3) increasing the mobility of labor and developing an internal promotion system that fosters skill development, and (4) maintaining a company climate that encourages employees to blow the whistle on corporate misconduct at an early stage.

**Subjects:** [Corporate Governance](#), [Country-Specific Case Studies](#)

**Full-text links:** || [WWW](#) ||

**Suzuki, Fujikazu, "Corporate Governance Reform and Industrial Democracy in Japan", *Japan Labor Review* v. 2 no1 (Winter 2005) p. 81-104**

**Abstract:**

The article begins with a description of conventional features of traditional Japanese companies, including their community-like ethos, their treatment of employees more like members than hired labor, and the friendly relations between management and unions. The author describes how the dismal economy of the 1990s triggered major corporate reorganization (i.e. closures, divisions, downsizing) and changes to the workplace (i.e. decreased wages, promotions and employee morale; increase of unemployment and grueling-type work). He then discusses how labor unions responded to this crisis. Over 90 per cent of the labor unions were presented with harsh corporate restructuring plans by management and the majority of them responded with their own restructuring plans. The last section points out that Japan is currently making fundamental changes to its corporate governance structure. The author argues that this creates an opportunity for labor unions to become a major force in corporate governance reforms. The article concludes with three issues the author believes the unions should focus on if they are to succeed: (1) safeguarding mechanisms to protect employees against management abuse, (2) equal treatment for non-regular employees, and (3) reinforcing the current perception by workers that unions are a necessity to advance employee rights.

**Subjects:** [Corporate Governance](#), [Country-Specific Case Studies](#)

**Full-text links:** || [WWW](#) ||

## European Union

**Fuchs, Maximilian, "The Bottom Line of European Labour Law (Part II)", *International Journal of Comparative Labour Law and Industrial Relations* v. 20 no3 (Fall 2004) p. 423-444**

**Abstract:**

This is the second part of a two-part series examining the development of European Labor Law, a field that has been characterized by the tension between economic and social interests. The article begins with a description of the right to freedom of movement of labor within the EU, an area that most experts tout as a success story of European integration. The author then explores the influence of European labor legislation on national labor law in the areas of freedom to make employment contracts, anti-discrimination, atypical employment, reconciliation of family life and work, company restructuring, collective labor law, and employee health and safety protection. He evaluates each of these areas in light of the piecemeal nature of European Labor Law and the continuing need to strike a balance between economic and social objectives.

**Subjects:** [Contingent Work](#), [European Union](#), [Health and Safety](#), [Labor Rights in General \(Misc.\)](#)

\*\*\*\*\*

## Links to Related Projects

**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.

**Centre for Employment and Labour Relations Law:** <http://www.law.unimelb.edu.au/celrl/>

Centre for Employment and Labour Relations Law is a research and teaching center devoted to the development of an understanding of labor law at the University of Melbourne. The Center's website describes the activities of the Center and contains links to several databases that are of interest to labor law scholars and practitioners. For example, the Center's Work Relations Law Project contains extensive information about Australian labor law that can be accessed directly at <http://www.austlii.edu.au/au/special/industrial/>.

**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.

**Globalization Bulletin:** <http://www.rci.rutgers.edu/~dbensman/bulletin.html>

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](mailto:dbensman@smlr.rutgers.edu).

**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.

**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.

**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/journal.html>). Currently only in Italian, the Center's website will soon offer an English version.

**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.

\*\*\*\*\*

## GALS Information

You can view the entire **GALS** bibliography and database at <http://www.laborstandards.org>.

If you have colleagues who may be interested in this service, send them the following instructions on how to subscribe:

To subscribe to the **GALS Newsletter** send the following email to [gals-request@lists.ucla.edu](mailto:gals-request@lists.ucla.edu)

Subject: [*leave blank*]  
First line of the message: **SUBSCRIBE**

If you would like to unsubscribe to the **GALS Newsletter**, please email [gals-request@lists.ucla.edu](mailto:gals-request@lists.ucla.edu) with the following text:

Subject [*leave blank*]  
First line of the message: **UNSUBSCRIBE**

For any problems or questions, please email to Brendan Smith, at [GALS@laborstandards.org](mailto:GALS@laborstandards.org).

The **GALS Bibliographic Library** is provided by the [UCLA School of Law](#) and the **UCLA Institute of Industrial Relations**.

A **GALS mirror-site** at <http://www.lawschool.cornell.edu/library/GALS-mirror/> is provided by [Cornell Law Library](#).

*Project Director:*

[Katherine V.W. Stone](#)  
UCLA School of Law