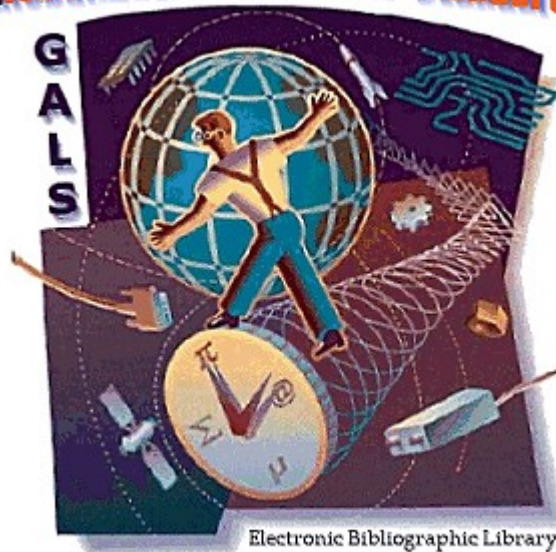


# Globalization and Labor Standards



## GALS Newsletter

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## Country-Specific Case Studies

Godard, John, "Institutional Environments, Work and Human Resources Practices, and Unions: Canada versus England", *Industrial and Labor Relations Review* v. 62 (January 2009) p. 173-199

Abstract:

In this article, Godard uses statistical models to show that different workplace and human resources (HR) practices may have different repercussions for unions in two countries. Using the results of telephone surveys of hundreds of workers in Canada and England, Godard assesses the impact of a spectrum of workplace practices—from the traditional to “new” and “alternative” ones such as single-status policies or team-based work systems—on four factors: the expectation of reprisal for union organizing, the propensity to vote in favor of a union should a representational election be held, the existing presence of a union, and finally, the willingness to stand behind a union where one is recognized. His analysis yielded results that diverged both on the basis of workplace practice and national “institutional environment.” With regard to the latter, Godard argues that country-specific labor law and policy, and whether labor management relations tend to be adversarial or collaborative, matters. For example, while responses regarding pro-union propensity were strongly negative in a Canadian workplace with traditional HR practices, responses in similar workplaces in England were essentially tied between pro- and anti-union. Godard attributes the disparate results to the fact that unions in Canada have influenced the development of bureaucratic HR practices that tend to “substitute” for union representation, whereas in England unions have not had that effect. In sum, Godard advocates labor scholars more explicitly consider the role of institutional environments in organizing outcomes.

**Subjects:** [Comparative Labor Law](#), [Country-Specific Case Studies](#), [Employee Participation and Works Councils](#)

**Full-text links:** || [WESTLAW](#) || [LEXIS-NEXIS](#) ||

## Forced Labor

**Nagle, Luz Estella, "Selling Souls: The Effect of Globalization on Human Trafficking and Forced Servitude", *Wisconsin International Law Journal* v. 26 (Spring 2008) p. 131-162**

**Abstract:**

“Selling Souls” is primarily concerned with the inextricability of human trafficking from globalization. Nagle argues the rise in trafficking is an unintended consequence of globalization—the “supply and demand of transportable commodities,” including human beings, across national borders. Traffickers prey on people’s poverty and hope for a better life at the behest of an international economic order driven by profit margins predicated on low labor costs. Trafficked individuals, forced to work for little or nothing in manufacturing, agriculture, and the sex trade, are the ultimate cheap labor and can be found throughout the world. Nagle contends trafficking is endemic because “everyone benefits”: “mom and pop” traffickers and large criminal syndicates paid to recruit unwitting migrants, source countries relieved of the destitute, government agents bribed to look the other way, multi-national corporations profiting off cheap labor, and first world consumers availing themselves of cheap goods and services at home and abroad. Nagle urges political leaders to take account of the “nexus” between globalization and trafficking when fashioning responses to combat the crime. She underscores that any serious response must involve efforts by state, corporate, and civil society actors in both source and recipient countries, and invoke international human rights norms.

**Subjects:** [Forced Labor](#), [Immigration](#), [Sex Slavery](#), [Undocumented Workers](#).

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## Links to Related Projects

**The International Labour Organization's (ILO) Informal Economy Resource Database:**

<http://www.ilo.org/dyn/infoecon/iebrowse.home>

The Informal Economy Resource Database contains a myriad of ILO activities, research or tools directly or indirectly related to the informal economy and decent work. This source is a "living" and dynamic inventory of information on labour issues relating to the informal economy, such as access to finance, data and statistics, employment, gender equality, policy, rights, social protection and working conditions. It is a valuable tool for anyone undertaking research or working on labour issues and the informal economy.

**International Labour Organization's (ILO) Conditions of Work and Employment Laws**

<http://www.ilo.org/travdatabase>

The Program maintains a Database of Conditions of Work and Employment Laws, which provides information on laws from around the world. The database covers measures on minimum wages, working hours and holidays, and maternity protection and provides information on around 130 countries from all regions.

**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/ceirl/>

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.

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*Project Director.*

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