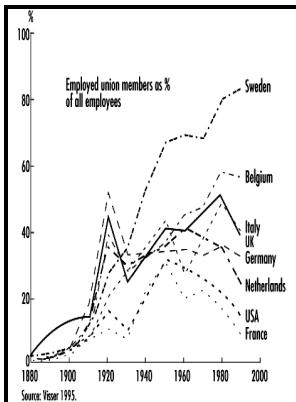


Trade unions and multinational enterprises - developments in industrial relations.

-- International Framework Agreements: a global tool for supporting rights at work



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The Transformation of Human Resource Management and Industrial Relations in Vietnam

In other countries, MNCs are key players — whether they are home-based MNCs, as in the Nordic countries, foreign-owned ones, as seen in Bulgaria, Ireland, Malta, Slovakia, as well as the Cypriot banking sector, or both home-based and foreign-owned MNCs, as is the case in Spain. Legal extension mechanisms, in most cases, prevent radical disruption to existing structures, but where they are absent some isolated instances of MNCs opting out of sector agreements have emerged — as seen, for example, in Germany and the Netherlands.

Industrial Relations Data (IRData)

The two turning points in union membership and density trends interestingly coincide with significant changes in the national political scene. So, industrial relations actors usually appear to be able to find the resources required to pursue their representation roles by taking advantage of the various elements of the economic and institutional environment in which they operate. After a six-month training programme in organising, they are expected to go back to their job, with a key focus on recruiting and identifying new activists, and selecting issues that are relevant for workers in these workplaces.

Industrial Relations Data (IRData)

In principle, local negotiations can also be shaped by comparisons of terms and conditions by trade unions and works councils, although in practice such activity is less common. Can they set wages and working conditions worldwide? EFAs cover a range of issues, with some agreements addressing more than one topic.

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It seems that the recent erosion of union membership and density is considered as a potential threat to the national models of industrial relations in these countries.

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