COLLECTIVE BARGAINING PATTERNS
AND EXPERIENCE ABROAD**


A compilation of articles useful for background material on some of the leading developments in postwar labor relations. The four major divisions of the volume include articles on labor relations in Britain, Germany, France, and Italy; wage policies in Britain, Sweden, The Netherlands, and Australia; and labor problems in Ghana, Malaya, India, the British Caribbean, and Israel.


This article is concerned with the role of the local union in joint relations. It includes a detailed analysis of three collective agreements and a report on visits to four factories. The author came to the tentative conclusion that the local union has a role in negotiating for improvements in working and living conditions and in checking "the observance by management of its obligations in the fields of production, labor legislation, and the rights of workers under the law and the collective contract." However she was unable to reach conclusions as to the extent to which the local unions actually function in these roles.


Points out that in spite of the predominance of industry-wide bargaining in Great Britain, "bargaining within the firm [is] . . . an extensive and important part of our actual system of industrial relations.


An historical presentation of the development of collective bargaining in Great Britain together with a discussion of its purposes, problems, and future.

* Compiled by Hazel C. Benjamin, Librarian.
**Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

A history of the development of labor and employer organizations in Denmark is followed by discussion of the methods and results of collective bargaining and the maintenance of industrial peace under collective agreements. The author describes the Danish collective bargaining system as “the most detailed and complete” in existence.


Traces the historical development of the collective bargaining system in Italy and examines the defects of the centralized form of bargaining which developed under the Fascist regime and continued after its downfall. The author reports that the national labor organizations have adopted a new policy of seeking to develop bargaining at the shop level.


An historical study of the development of collective bargaining in Austria which is concerned especially with the relative importance of the roles of negotiations with employers and the enactment of labor legislation. The author demonstrates the successful “inter-play” between these two factors.


Labor-management relations in Egypt are characterized by tripartite dealings in which government is the most powerful participant. Four types of union-management relations are described.


Describes legislation in African countries and territories affecting labor and employer organizations, the growth and activities of these organizations, provisions for settling industrial disputes, and arrangements for government cooperation with employers and workers.

*International Labor Review* (917 15th St., N.W., Washington 5),


These articles provide surveys in the areas covered of the development of labor and employer organizations, the legislative regulation and status of collective bargaining, the settlement of disputes, and other subjects of related interest.


Although official policy has favored collective bargaining, the author argues that existing legislation tends to discourage it. He also examines proposals for new labor legislation and discusses the various factors which account for failure to enact it.


This book covers the social, economic, and political background of the labor movement in the British West Indies. The chapter cited contains a brief discussion of the climate and patterns of collective bargaining relationships. In large part, however, it is a discussion of wage bargaining, since this is the most important issue in labor-management relations at the present stage of development.


Compares and contrasts the collective bargaining systems in these two countries with respect to organization for and levels of bargaining, negotiating patterns at national and plant levels, and scope of bargaining. Emphasizes that "countries vary widely in bargaining traditions, practices, and subject matter" and also internally from one period to another.


Japanese collective bargaining is characterized, according to the author, by "decentralization of the labor movement in its economic function, the existence of competing decision-making machinery at the
enterprise level, and the lack of traditions of horizontal contractual relationships."


Labor-management relations in India are conducted within the framework of an extensive set of rules and procedures. Collective bargaining tends to be industry-wide within a specific geographic area. The author gives examples from several of his interviews to illustrate the nature of individual collective bargaining relationships. The chapter also includes discussion of works committees and grievance procedures.


Analyzes the factors which affect Italian collective bargaining and describes the scope and procedures of the process. Italian trade unionism is oriented to the pursuit of political objectives and social reform and collective bargaining is characteristically industry-wide. The author feels that the success of collective bargaining depends on a radical shift in the locus of bargaining power.


The essays in this volume deal with the development of collective bargaining in Great Britain, Norway, The Netherlands, France, Western Germany, Italy, and the United States. In a final chapter the editor makes an international comparison of several significant issues in collective bargaining.


The major portion of this book consists of case studies of industrial relations in seven leading Australian industries. On the basis of these, the author presents an analysis of the factors which determine the pattern of industrial relations in a particular industry. He also evaluates the influence of compulsory arbitration machinery on these patterns.