## Contents

*List of Illustrations*  
*vii*  
*Notes on Contributors*  
*x*

1. **Comparative Political Economy and Labour Process Theory: Toward a Synthesis**  
   Matt Vidal and Marco Hauptmeier  
   1

### Part I Systemic Problems of Advanced Capitalism

2. **Varieties of Capitalism Reconsidered: Learning from the Great Recession and Its Aftermath**  
   Jason Heyes, Paul Lewis and Ian Clark  
   33

3. **Do the UK and Australia Have Sustainable Business Models?**  
   John Buchanan, Julie Froud, Sukhdev Johal, Karel Williams and Serena Yu  
   52

4. **Incoherence and Dysfunctionality in the Institutional Regulation of Capitalism**  
   Matt Vidal  
   73

5. **Value Chains and Networks in Services: Crossing Borders, Crossing Sectors, Crossing Regimes?**  
   Bettina Haidinger, Annika Schö Bauer, Jörg Flecker and Ursula Holtgrewe  
   98
Part II  National Institutions

6  Greening Steel Work: Varieties of Capitalism, the Environmental Agenda and Innovating for the Greening of the Labour Process 118
Claire Evans and Dean Stroud

7  Board-Level Employee Representatives in Norway, Sweden and Denmark: Differently Powerless or Equally Important? 139
Inger Marie Hagen

8  Ideas and Institutions: The Evolution of Employment Relations in the Spanish and German Auto Industry 162
Marco Hauptmeier and Glenn Morgan

9  Collapse of Collective Action? Employment Flexibility, Union Membership and Strikes in European Companies 186
Giedo Jansen and Agnes Akkerman

Part III  Within-Country Diversity

10  Coming to Terms with Firm-Level Diversity: An Investigation of Flexibility and Innovative Capability Profiles in the Transformed ‘German Model’ 208
Stefan Kirchner and Jürgen Beyer

11  Coordinated Divergences: Changes in Collective Bargaining Systems and Their Labour Market Implications in Korea 229
Hyunji Kwon and Sanghoon Lim

12  The State and Employment in Liberal Market Economies: Industrial Policy in the UK Pharmaceutical and Food Manufacturing Sectors 252
Enda Hannon

13  Does Political Congruence Help Us Understand Trade Union Renewal? 272
Martin Upchurch, Richard Croucher and Matt Flynn

14  Quality of Work in the Cleaning Industry: A Complex Picture Based on Sectoral Regulation and Customer-Driven Conditions 290
Vassil Kirov and Monique Ramioul
Part IV  International Organizations and Liberalization

15  Posted Migration, Spaces of Exception, and the Politics of Labour Relations in the European Construction Industry  312
    Nathan Lillie, Ines Wagner and Lisa Berntsen

16  Employment Relations Under External Pressure: Italian and Spanish Reforms during the Great Recession  332
    Guglielmo Meardi

Index  351
Comparative political economy and labour process theory, which both emerged as distinct literatures in the late 1970s, share extensive common ground yet remain surprisingly isolated from each other. This relative insularity is somewhat perplexing, given that models of production and employment relations systems have featured prominently in both literatures. On the one side, an enduring theme in comparative political economy has linked national institutions to employee representation and workplace voice (Dore 1973; Streeck 1984; Thelen 1991; Turner 1991), seemingly of interest to both labour process scholars and comparativists. On the other, labour process theory is about how politics and culture shape the organization of work and as such is a form of political economy. Yet, comparative political economists have focused mainly on macro and meso institutions (for example training regimes, inter-firm relations, corporate governance, finance systems, the state), while labour process scholars have continued to focus largely on the workplace issues of control, consent, resistance and accommodation. While scholars in each tradition have occasionally engaged debates and theories from the other tradition – as discussed below – such attempts have been relatively rare.

It is tempting to speculate about reasons for a lack of engagement between these two traditions. Methodologically, for instance, labour process scholars tend to prefer in-depth case studies of individual workplaces, while comparative political economists have typically deduced firm behaviour from national institutional context. In terms of academic discipline, labour process analysis has been largely based in the sociology
of work and labour economics, while comparative political economy has been developed from within political science and industrial relations. Perhaps most importantly, there appear to be diverging theoretical commitments among scholars within each tradition: labour process researchers maintain the analytical priority of social relations at the point of production; comparativists hold to the fundamental importance of national-level institutions. Our goal here, however, is not to dwell on the curious insularity of these traditions but to look backward only in service of moving forward, exploring common themes in order to advance our argument that while both traditions have critical strengths each also has key weaknesses that may be remedied by more sustained engagement with the other. We hope that our proposal, as well as the chapters that follow, will be equally interesting and engaging for scholars working in both traditions.

We begin with an overview of the comparative political economy literature, focusing on its roots in research on neo-corporatism in Europe, debates over national models of capitalism, and more recent engagement with the themes of institutional change and within-country variation. We then provide a similar overview of labour process research, focusing on the problem of managerial strategy and workforce reactions, the diversity of labour processes, and attempts to understand connections between the labour process and the wider competitive and institutional environment. Our overviews are followed by a more critical assessment of each literature in light of the other, suggesting further areas of potential synthesis for future research.

We argue that comparative political economy has focused on institutional difference to the neglect of systemic capitalist processes, and on macro- and meso-level institutions to the neglect of the micro level, including labour process dynamics. Labour process theory can contribute to comparative political economy, we contend, with its analyses of how managerial strategy regarding work organization is often inconsistent and incoherent, and must be implemented in the context of deeply entrenched workplace politics and culture. The struggles between managers and workers over the extraction of labour effort – and how to interpret and respond to competitive (and institutional) pressures in order to survive and make a profit – feed back into the wider political economy. Even if managers could form consistent, coherent strategies, within the politics of production they must negotiate outcomes with workers, generating a fundamental source of variation at the organizational level. For its part, labour process theory has developed a systematic understanding neither of how institutions may shape and alter competitive pressures and accumulation dynamics, nor of the institutional
distinctiveness of national contexts. National institutions provide a basic source of variation in the structure of employment relations systems, the latter being the most immediate context within which workplace dynamics unfold. Formal national and regional institutions moderate and give distinctive flavour to systemic capitalist pressures. In addition, systemic capitalist pressures as such – the need to survive the competitive struggle between firms, negotiate outcomes in the workplace and make a profit – are understood by owners, managers and workers on the ground through formal and informal cultural institutions, including ideologies of shareholder value and antiunionism, as well as various logics of management such as taylorism and employee involvement.

**Comparative Political Economy**

Our review of the comparative political economy literature is necessarily selective, focusing on mainstream approaches that examine work and employment relations or are of theoretical relevance to these. Comparative political economy initially developed in the 1970s out of political science, with important contributions also being made in industrial relations and comparative sociology. It emerged as a response to theorizing in the social sciences following World War II, most importantly neoclassical economics and modernization theory, which proposed a growing convergence of social and economic processes across countries. Theoretical orientations in the comparative literature differed widely, but an important common denominator was the focus on national institutions and politics in structuring and shaping social and economic life (for reviews of the various institutional theories see Hall and Taylor 1996; Morgan and Hauptmeier 2014).

**Building blocks of comparative political economy**

Neo-corporatism was an early strand in the literature (Schmitter 1974). It built on the insight that class conflict was very differently institutionalized across countries (Dahrendorf 1959) with implications for the power of working-class organizations and their ability to shape social and economic outcomes (Korpi 1983). The focus was on how intermediary organizations – primarily labour unions and employer associations – took part in the governance of the economy (Katzenstein 1985). Historically oriented studies revealed how both unions and employers played an important role in the creation of welfare states and in the subsequent
governance of labour markets and welfare institutions (Esping-Andersen 1990). Another empirical focus was the response of countries to the 1973 oil crisis. Unions, employers and the state engaged in tripartite concertation and Keynesian-inspired macroeconomic governance (Scharpf 1991). Interest in neo-corporatism waned in the second half of the 1980s, but later made a surprising comeback when governments, labour unions and employers engaged in social pacts to negotiate economic adjustments in various European countries (Hamann and Kelly 2007).

While the neo-corporatist literature examined the role of labour unions in the wider political economy, industrial relations research showed how an institutional perspective informed an understanding of workplace dynamics. A seminal study was Ronald Dore’s (1973) comparison of British and Japanese workplaces, which highlighted persistent differences in industrial relations. His explanation for the observed pattern relied on institutional and cultural factors, although he also considered the possibility of some scope for mutual learning across countries. In a similar institutional vein, Wolfgang Streeck (1984; 1992) detailed how sectoral collective bargaining, works councils, employment protection and the co-governance of the national training regime created good working standards and social benefits for German workers. Institutional factors imposed ‘beneficial constraints’ on management (Streeck 1997), which foreclosed low-wage employer strategies and also facilitated competitiveness and the export strategies of German firms in high-end market niches. Similarly, Lowell Turner (1991) found that institutionally guaranteed rights gave worker representatives the possibility to influence change processes and outcomes in Sweden and Germany, which contrasted with the weaker and more conflict-based influence of unions in the UK and US. Bruce Western (1997) examined the effect of market competition and internationalization on labour unions, arguing that the varying fortunes of labour unions in different countries can be explained by the extent to which labour unions were institutionally insulated from market competition.

Another strand in the comparative political economy literature developed sectoral analysis (Campbell et al. 1991; Hollingsworth et al. 1994). Based on detailed case studies, they argued that sectors were governed through a number of mechanisms including markets, states, hierarchies and associations. The varying prevalence of these mechanisms generates distinct modes of governance and outcomes across sectors, including in work and employment relations. Chapter 12 by Enda Hannon in this volume connects to this theme with a comparison of the pharmaceutical and food manufacturing sectors in the UK. Owing to the greater strategic importance of the pharmaceutical industry for the UK economy the state provides a number of direct incentives and resources to the pharmaceutical sectors,
while the emphasis in the food manufacturing sector is on the regulation of business activities. The final chapter in J. Rogers Hollingsworth and collaborators’ 1994 volume discussed the question of whether sectoral or national factors played a more important role in influencing economic processes. While contemplating that economic internationalization might lead to a greater salience of sectoral characteristics in influencing economic processes, they concluded that national factors, including national institutions, continued to be more important. The subsequent comparative political economy literature seemed to accept this conclusion and took a national turn, as discussed in the next section.

**National models of capitalism**

Globalization theorists argued that countries which do not liberalize labour markets and retrench welfare states would be shunned by multinational companies. In contrast, the emerging literature on national models suggested that countries compete successfully in the international economy with different national institutions, including those with strong labour representation, social protection and developed welfare states (Garrett 1998). One of the first national-models frameworks was the societal effects approach, which examined how organizations are shaped by the ‘social fabric’ of the national context within which they operate, including ‘the interconnections between different social spheres such as manufacturing, industrial relations, education, training’ (Maurice et al. 1980:61; see also Maurice et al. 1986). Another early approach, known as social systems of production, elaborated the argument that national economies coalesce into complementary institutional configurations (Hollingsworth and Boyer 1997). In a similar vein Richard Whitley (1999) proposed eight institutional dimensions that combine into one of six types of national business systems: fragmented, coordinated industrial district, compartmentalized, state-organized, collaborative and highly coordinated.

Building on the foregoing contributions, Peter Hall and David Soskice (2001; see also Hancké et al. 2007) developed the influential varieties-of-capitalism approach, which differentiated between so-called liberal market economies (Anglo-Saxon countries) and coordinated market economies (continental and Scandinavian countries and Japan). This theory uses a rational choice model to argue that companies have to solve coordination problems in different spheres – employment relations, skills/training, corporate governance, finance and inter-company relations – but do so very differently in liberal and coordinated market
economies. The institutions in each type of economy and the complementarities between them provide comparative institutional advantage, which firms seek to exploit. For example, in Chapter 6, Claire Evans and Dean Stroud compare how steel companies in Germany and Britain comply with European Union environmental regulation. In Germany different elements of the institutional framework complement each other, including the built-in environmental agenda in vocational education and continuous training, the long tenure of employees and the participation of employees in management decisions. These beneficial constraints allow companies not just to follow environmental regulation, but instead to turn the environmental agenda into an advantage by using it to save resources and develop innovative and productive work practices. In Britain different institutional features matter, including narrower task-focused training, the exclusion of environmental issues in vocational education and training, smaller investments in continuous training and human resources, and fewer channels for worker participation in change processes. Overall, environmental regulation in Britain focuses on legal compliance so that innovative work practices are not systematically developed. In contrast, in Chapter 9 Giedo Jansen and Agnes Akkerman present a quantitative analysis of the relationship between increased employment flexibility and union capacity across the European Union states. Specifically, they examine variation across countries in how use of temporary employment and performance-based pay affects union membership and strike incidence, finding that the outcomes are not in the direction hypothesized by varieties-of-capitalism theory.

Along with Whitley (1999), scholars have developed typologies of national models that are more complex than the liberal/coordinated binary, including many examining distinctive national institutional arrangements in Southern and Eastern Europe, Latin America and Asia (Iankova 2002; Amable 2003; Schneider 2013; Witt and Redding 2013). Colin Crouch (2005) has levelled a formidable critique against cross-national typologies, arguing that individual countries should be studied not to determine the type into which they fit, but which types are found within them. In Chapter 11, Hyunji Kwon and Sanghoon Lim demonstrate another problem with developing ostensibly general typologies of national models based on a few starkly contrasting Western countries. Focusing on the banking sector in Korea, they document the surprising recent centralization of collective bargaining despite a weak institutional basis for sectoral bargaining, most importantly relatively weak unions and a virtual absence of employer associations at the sectoral level. Yet, in contrast to the received wisdom from the European case, centralization in Korea was not associated with increased rigidity for employers. In response to corporate
restructuring following the 1997 Asian financial crisis, employers and unions in the banking sector forged sectoral frameworks to deal with common problems while allowing room for flexible adaptation at the local level, resulting in a system Kwon and Lim characterize as ‘coordinated and flexible’. Chapter 3 by Buchanan and colleagues further contributes to the attempt to move beyond static and overly stylized national models by focusing on the role of the state in private sector job growth. Their analysis provides evidence of a shift in the UK and Australia from a social welfare state in the Keynesian years of the 1950s and 1960s to a ‘business welfare state’ in the neoliberal 1980s and 1990s, the latter characterized by direct state support for full employment as well as indirect yet substantial support for job growth through public funding for employment in social services such as health and education.

Institutional Change and Within-Country Variation

A central problem facing the national-models literature is explaining institutional change, which can in part be traced back to its roots in historical institutionalism (Steinmo et al. 1992; Thelen 1999). The default theory suggests path-dependent institutional continuities reinforced by institutional complementarities that create lock-in effects. Change tends to take place at historical junctures through external shocks such as economic depressions or war, which opens up space for actors to significantly change institutions or create new ones. Absent such external shocks, institutions shape and inform actors in a routine manner, contributing to stable patterns of work and management. However, this model did not square with detailed empirical studies at the workplace level that observed important changes in employment relations (for example Bosch et al. 2009). Cracks appeared in the edifice of the national-models approach.

The determinist link between institutions and behaviour loosened as researchers recognized that individuals are not only passive recipients of institutional effects but have the capacity to change institutions. The volume by Wolfgang Streeck and Kathleen Thelen (2005) identified several mechanisms of institutional change (displacement, layering, drift, conversion and exhaustion). For example, layering means the addition of new elements or rules to already existing institutions, which gradually change the functioning and meaning of institutions. An extension of this research differentiates between various types of agency in institutional change, for example insurrectionaries, symbionts, subversives and opportunists (Mahoney and Thelen 2010). Subversives, for instance, develop various
types of institutional avoidance strategies; they bend institutional rules or circumvent them altogether. In this vein, Streeck (2009) described how ‘unruly capitalists’ in Germany sought to break free from the institutional shackles of the social market economy that hold them back in world markets. Similarly, Martin Upchurch and collaborators in Chapter 13 demonstrate how unions may use the institutional environment in a proactive manner. Revitalization of unions occurs when political congruence is achieved through shared political frames, socialization and mobilization. This model is used to explain union growth in the adverse institutional environments in the UK, focusing on the Amalgamated Engineering Union (1935–45) and the Public and Commercial Services Union (since 2000).

Another emphasis in studying institutional change has been the role of ideas (Blyth 2002; Hay 2006; Jackson 2010; Hauptmeier and Heery 2014 forthcoming). Institutional rules can be ambiguous and thus open to different interpretations (Herrigel 2010; Jackson 2010). This theme is taken up by Marco Hauptmeier and Glenn Morgan in Chapter 8 based on a comparison of company-level employment relations in the auto industry in Germany and Spain. Their argument on the co-constitution of ideas and institutions recognizes that institutions constitute actors; the rights, resources and character of labour organizations at the company level across countries are institutionalized in very different ways. While this constitution of actors matters, the ideologies of actors change through various mechanisms as they adapt to a changing socio-economic context, with new ideologies leading in turn to novel ways of enacting or constructing institutions and hence the evolution of employment relations. Thus, actor ideas and institutions co-evolve over time.

These and other theories of institutional change departed from coherent and unitary models of national capitalism and allowed for a greater recognition of within-country variation (Whitley 1999; Herrigel 2000; Katz and Darbishire 2000; Crouch 2005; Whitford 2005; Deeg and Jackson 2007; Morgan 2007; Schneiberg 2007; Streeck 2009; Hauptmeier 2012; Wood and Lane 2012). Labour market segmentation theories go back to the 1970s in the USA (Bluestone 1970) and segmentation had occasionally been acknowledged in comparative political economy (for example Locke 1992 on Italy). More recently comparativists have highlighted growing divergence between insiders and outsiders under rising inequality within OECD countries (Palier and Thelen 2010; Emmenegger et al. 2012). Insiders typically benefited from standard employment relations, associated social benefits and employment protection, while outsiders were either unemployed or in an employment relationships characterized by low levels of pay, benefits and protection. Neoliberalization arguments
suggest that deregulation undermines the position of workers across the board, but the point by Patrick Emmedegger and collaborators (2012) is more differentiated: policy changes have affected insider and outsiders in different ways. An important emphasis in labour market reforms was on the low-wage sector, making the hiring and firing of atypical workers easier, while many insiders continued to have more significant employment protection. Anke Hassel (2012) described how such dualization processes took place within Germany, as companies built their competitiveness by collaborating with a core workforce of skilled, protected workers while taking advantage of low-cost/high-flexibility outsiders. In a similar vein, in Chapter 10 Stefan Kirchner and Jürgen Beyer identify different skill and flexibility profiles across the German economy, which demonstrate how companies forge competitive strategies in distinct ways within the national context. They show widespread divergence from the classical model of diversified quality production, including a large share of establishments now using external forms of flexibility.

Despite some recent exceptions, comparative political economy tended to focus on national contexts, bracketing international factors or covering them under the broad label of globalization. The great recession beginning in the late 2000s vividly showed how international factors impinge on work and economic governance within national context. Moving beyond the national focus, the volume by Morgan and Whitley (2012) developed a comparative political economy perspective that accounts for changing international influences, including the role of multinational companies and the rise of new economic powerhouses such as Brazil, Russia, India and China. In Chapter 16, Guglielmo Meardi focuses on the key role of international organizations such as the International Monetary Fund, European Central Bank and European Commission in pushing through transformative labour market reforms during the great recession. Both Spain and Italy came under pressure in the financial markets and required the support of international organizations to keep bond rates down and avoid bankruptcy. In return, the so-called Troika asked for far-reaching employment relations reforms, which primarily focused on the decentralization of collective bargaining and the liberalization of labour markets. Similarly, in Chapter 15, Nathan Lillie and collaborators focus on the role of European Union legislation for employment relations in the member states. Posted workers are sent by their employers, often work agencies and subcontractors, to other European countries but are managed according to the lower wages and standards of their home country or the registered location of their work agency. European-posted worker legislation creates ‘spaces of exception’, which employers use to circumvent national employment relations and working standards,
undermining the regulatory capacity of nation states within the European Union.

The Capitalist Labour Process

In the 1950s and 1960s, prominent American scholars such as Daniel Bell, Seymour Martin Lipset and Clark Kerr observed declining strike activity in the US – following the institutionalization of industrial conflict via collective bargaining – and declared that capitalism had solved its major problems (Burawoy 1979a). Then in 1974 Harry Braverman published his *Labor and Monopoly Capital*, which introduced Marxist labour process analysis into organizational analysis, fundamentally altering the field. Marx ([1867] 1990, ch. 7:293) argued that capitalist production consists of two distinct processes. The labour process concerns how humans transform nature into use values, referring to the configuration of objects, instruments and the social organization of work. The valorization process concerns the production of exchange values for sale on the market, referring to the extraction of surplus effort from workers by managers and owners. Managerial efforts to secure the appropriation of surplus value in the context of antagonistic relations (the valorization process) mean they often pursue control strategies that have detrimental effects on cooperation in the labour process (for elaborations on this theme, see Adler 2007). In what came to be known simply as labour process theory, Braverman argued that a core tendency of capitalist management was to deskill workers, primarily through taylorism: the simplification and standardization of production processes by engineers and managers to ensure that workers produce sufficient output. After Braverman the labour process literature has observed and theorized a range of managerial strategies for ensuring sufficient output. Some scholars have developed labour process theory within the broader Marxist research programme, although there has been a current attempting to distance labour process theory from Marxism (Spencer 2000). It should also be noted when considering the following that some of these debates were overlapping while others were more disconnected.

Multiple, Often-Incoherent Managerial Strategies, Workforce Resistance and Workplace Negotiation

Economist Andrew Friedman (1977:4) has noted that, although Marx did not systematically theorize how class struggle may generate changes within capitalism, worker resistance has forced ‘accommodating changes’.
A1 forms 315
ABSU, Belgian employers’ association 304
accumulation pressures 16
accumulation regimes 81, 82–4
  functional 84–5
  social constructionist theory of 84–90, 91–2
accumulation strategies, national 38–40
administrative rationality 276–7
agency 165–9, 182
Aglietta, M. 81
agriculture 263
aircraft industry 281
Almond, G. 275–6
Amable, B. 36, 336
Amalgamated Engineering Union (AEU) 273,
  279–82, 286
American Chamber of Commerce 341
apprentices’ revolt 281
apprenticeship training 130–1, 264
arbitrage, regulatory 318–22
Aryee, S. 277–8
Asian Financial Crisis 230, 233, 242, 247
Assolombarda 341
AstraZeneca 260, 261
Atlanco Rimec 322
atypical contracts see fixed-term contracts; temporary contracts/workers
austerity measures 33, 34
  Italy 339–40, 341
  Spain 342
Australia 70
  job creation 55–6, 57, 59–61, 65–9
Austria
  cleaning sector 296–308
  software development 104, 109–12
auto industry 169–81
  Germany 169, 176–81
  Spain 168, 169–76
Báñez, F. 345
Bank of Spain 342
banking industry 6–7, 231–2, 234–5, 238,
  241–6, 247
Belgium 296–308
belief congruence theory 279
beneficial constraints 4, 6, 122, 132, 135, 178
Berghoff, H. 211
Berlusconi, S. 340, 341
Biotechnology Association 361
Biomedical Catalyst Programme 258
Block, F. 256
board-level employee representatives see employee representatives
Boyer, R. 81–2, 82–3, 292
Braverman, H. 10
brokering 256, 258
Burawoy, M. 11, 22–3
business welfare state 55
call centres 22
Cambridge 260, 261
capitalism
  democratic 140
disconnected 22, 347
  national models of 5–7
neglect of analysis of in the varieties-of-capitalism framework 45–6
  as a system 16
CEIM (Confederacion Empresarial de Madrid) 343
Central and Eastern Europe 110–11
CGIL (Confederazione Generale Italiana del Lavoro) 338, 339, 341, 346
CGT (Confederación General del Trabajo) 170, 174
chief executive officers (CEOs) 146, 152–3, 158
| Child, J. 276 |
| CISL (Confederazione Italiano Sindacati Lavoratori) 338 |
| Civil and Public Services Association 283–4 |
| civil service 273, 282–5 |
| class 3, 10, 11, 14, 35, 37, 38, 45–6, 74, 75, 76, 86, 91, 141, 149, 192, 213, 215, 216, 232, 243, 274, 277, 312, 313, 318, 327, 336 |
| cleaning services 290–311 |
| daytime 298, 303–4 |
| in Europe 290–1, 296–308 |
| Clift, B. 255 |
| collaboration 153–6, 157–9 |
| collective action, collapse of 186–207 |
| collective bargaining 45 |
| Basic Agreements 149 |
| centralization 229–31, 232–47 |
| coordinated 235–40, 243–7 |
| coverage 41, 43 |
| decentralization 229, 232–3, 236–7, 239–40, 335, 346, 347 |
| enterprise-based bargaining 232–3 |
| Korea 229–51 |
| Norway, Sweden and Denmark 150 |
| reforms in Italy 338–9, 340 |
| reforms in Spain 343, 344–5 |
| sectoral agreements in the cleaning sector 301, 302–3 |
| sectoral bargaining: Korea 229–31, 232–47; sectoral agreements in the cleaning sector 301, 302–3 |
| commodity chains see value chains |
| common political vision 285–6 |
| Communist Party of Great Britain 279–80, 281, 282, 284 |
| comparative institutional advantage 73–4 |
| comparative political economy 3–10 |
| building blocks of 3–5 |
| institutional change and within-country variation 7–10 |
| national models of capitalism 5–7 |
| synthesis of labour process theory and 1–3, 15–23 |
| complementarity (institutional) 73–4, 77–8 |
| compliance 120, 126, 133 |
| confidentiality 153, 155–6 |
| Confindustria 339, 340, 341, 342 |
| conflicts of interest 153–6 |
| congruence, political see political congruence |
| construction industry 9–10, 312–31 |
| contracts |
| cleaning services 299, 300–2, 304; transfer of 303 |
| employment see employment contracts |
| convergence and divergence in employment regulation 292–5, 306–7 |
| job quality regulation in cleaning 300–4, 307–8 |
| coordinated market economies 5–6, 36, 53–4, 252 |
| innovation, green skills and the environment 121–3 |
| core and peripheral workers 317–18 |
| fixed-term contracts 45, 190, 191, 198, 200–2, 207 |
| corporate governance |
| employee representatives, industrial relations and 148–59 |
| Nordic 150–1 |
| corporate restructuring 87, 172–3 |
| cost minimization 133 |
| cost reductions 299 |
| couriers 106–7 |
| cross-sectional typologies 90–1 |
| vs historical growth regimes 79–81 |
| Crouch, C. 54, 334 |
| cycles of contention 275 |
| Cyprus 322 |
| dairy sector 262, 264–5 |
| Darbishire, O. 292 |
| Debrah, Y. 277–8 |
| debt-led growth 85, 88–9, 91–2 |
| decentralization of collective bargaining 229, 232–3, 236–7, 239–40, 335, 346, 347 |
| declining profit rate 85, 88–9, 91–2 |
| deficits 70 |
| democracy within a union 278–9 |
| democratic capitalism 140 |
| Denmark 139–61 |
| Department for Work and Pensions 284, 285 |
| dialectical path dependency 79 |
| directors 139 |
| disconnected capitalism 22, 347 |
| diversified quality production 208–9, 210–11, 213 |
| diversity |
| firm-level in Germany 9, 208–28; sources of 210–13 |
| of labour processes 12–14 |
| Doellgast, V. 22 |
| Dore, R. 4 |
| Dörrenbächer, C. 293 |
| Draghi, M. 339–40 |
| Dufty, N. 276–7 |
| dynamic governance processes 293 |
| dysfunctional accumulation regimes 84–5 |
| postfordism in the US, UK and Germany 87–90 |
| Eastern and Central Europe 110–11 |
| Eckstein, H. 276 |
| ecological fallacy 204 |
| economic crises 84–5, 334 |
| Asian Financial Crisis 230, 233, 242, 247 |
| global economic crisis: causes and explanations 35–8; EU-driven reforms following in Mediterranean countries 332–50; industrial relations and social policy following 44–5; responses to 38–40; varieties-of-capitalism analysis 33–51; weakening of labour 38, 40–4, 45 |
| economic patriotism 255 |
| Economic and Social Development Commission 234 |
Edwards, P.K. 11–12
Edwards, R. 11
Eliot, T.S. 69
Emission Trading Scheme 119
emotional labour 12–13
employee development 128–31, 133–5
employee participation processes 152–6, 157–9
employee representatives 18–19, 139–61
board level 18, 19, 139–59
influence and power 145–8
institutional framework 148–56
legal framework 140–4
part of industrial relations or corporate governance 156–9
use and importance 144–8
employer federations 300–2, 307
employment contracts 45
EU and the single open-ended contract 335
fixed-term 45, 190, 191, 198, 200–2, 203
reforms in Italy 341–2
reforms in Spain 342–3, 344
temporary see temporary contracts/ workers
employment growth see job creation
Employment Protection Legislation index 43, 44
employment protection reforms 335, 346, 347
Italy 340, 341–2
Spain 342–3, 344
employment relations see industrial relations
enforcement of rules 316–17
Engels, F. 76
environmental improvement projects 131
environmental innovation 118–38
institutional context, green skills and 121–4
steel industry and 124–36; environmental policy and practice 125–8
environmental representatives 127, 128
environmental training 128–30, 134–5
Europe
cleaning services 290–1, 296–308
collapse of collective action 186–207
European Central Bank 335, 339–40, 341, 344, 345–6
European Commission 312, 318, 325–6, 327, 335, 341, 345–6
European Court of Justice 312, 318, 320, 326, 327
European Federation of Cleaning Services (EFCI) 298, 300
European Trade Union Confederation 324
European Union 103, 149
 liberalization of the postal market 108
 multilevel game 317–18, 325
 posted migration and the construction industry 9–10, 312–31; EU policy and posted work regulation 324–6; regulatory evasion and arbitrage 318–22
 reforms and Mediterranean labour relations 332–50
 European Works Councils 173, 174–5
evasion, regulatory 318–22, 328
exit option 313, 317, 318, 327–8
export-led growth 39–40
extended case method 22–3
external R&D 215, 218, 223
external shocks 7, 37
externalization of flexibility 212
externalized employment relations 90
externally dependent R&D profile 216–20, 222–3
Fiat 338–9, 340
finance-led growth strategies 39–40
finance sector 58, 59, 61, 62, 65
financial incentives 256, 258
financial institutions 38–9
financialization 38–40, 48
Finland 314–28
FIOM (Federazione Italiana Operai Metallugici) 339
firm-level diversity 208–28
firm size 211
fixed-term contracts 45, 190, 191, 198, 200–2, 203
Flecker, J. 293–4
flexibility profiles 214, 215, 220–3
union membership, strikes and 186–207
flexible bargaining 235–40, 243–7
flexible service economy 99–103
flex-insecurity 338
food processing sector 4–5, 253, 262–6, 266–7
Ford 169, 173, 174, 175, 180
fordism 80, 85–7, 91–2
foreign direct investment 110–11
attraction of 256, 258–9
Fornero, E. 341
fragmentation 337
service value chains 103, 105–12, 113–14
framing, political 272, 275, 277, 280, 282–3, 286
Franco regime 171
free market model 56–7
free movement framework 318–22
freelancers 111–12
Friedman, A. 10–11
Gallic, D. 107
General Agreement on Trade in Services (GATS) 103
General Motors (GM) 169, 180
Spain 172–3, 174–5, 175–6
generational change 168
genome research 258
Germany 22, 334
 auto industry 169, 176–81
corporate governance 151
diversity of flexibility and innovative capability profiles 9, 208–28
fordism and postfordism 85–90, 92
Germany (cont.)
greening of industry: innovation and green skills development 121–3; steel industry 119, 120, 125–36
institutional incoherence 78
posted workers in the construction industry 314–28
Gini coefficient 42
GlaxoSmithKline (GSK) 260–1
global logistics players 105, 106
globalization 5, 9, 19, 38, 47, 183, 192, 237, 238, 252, 307, 332, 333
government bonds 339, 341, 344
Great Moderation 34
great recession
employment reforms under external pressure 332–50
varieties of capitalism and learning from 33–51
Great Unrest 273, 275
greening of work 118–38
innovation, environment and green skills development 121–4
steel work 118–20, 124–36
Greif, A. 316
growth regimes, historical 79–81
growth strategies, national 38–40
Hall, P.A. 5, 34, 35–7, 44, 53, 73–4, 77, 121, 162, 192, 292
Hancké, B. 37, 73–4
Hannington, W. 280
Hauptmeier, M. 3, 8, 18, 92, 163, 165, 168, 171, 172, 173, 176, 182
Herrigel, G. 293
historical growth regimes 79–81
Holgate, J. 274
Hollingsworth, J.R. 292
Höpner, M. 151
human resource management (HRM) 162, 241, 242, 246, 292
ideas
and institutions 8, 162–85
beliefs
causal 613
ideational path dependency 164, 165–6
ideologies
IG Metall 176, 177
illegal work arrangements 320
incentives, financial 256, 258
incoherence, institutional 76–9
incongruence, institutional 76–9
incremental innovation 121, 133
industrial action see strikes
industrial policy
defining and identifying 256
UK 4–5, 252–71; food processing sector 4–5, 253, 262–6, 266–7;
pharmaceutical sector 4–5, 253, 256–61, 266, 267
industrial relations 4
employee representatives, corporate governance and 148–59
ideas, institutions and 162–85; auto industry 169–81
internal and external employment relations 89–90
international organizations and changes in 333–6
Korea 232–5, 241–2
posted migration and the European construction industry 312–31
reforms under external pressure 332–50
service value chains 105–12
and social policy since 2008 44–5
industry sectors, employment growth by 62–3, 65
inequality 41–4
influence of employee representatives 145–8
informal collaboration 154, 155–6, 157
information technology sector 100, 104, 109–12, 113–15
Inland Revenue Staff Federation 284
innovation, environmental 118–38
insiders and outsiders 8–9
institutional change 2, 7–10, 22, 48, 75, 102, 139, 166, 167, 182, 212, 232, 245, 316, 317, 326, 332
EU: multilevel game and 317–18; spaces of exception and 326–7
institutional contexts
employee representatives and 148–56
environmental innovation and greening skills 121–4
EU and regulatory evasion and arbitrage 318–22
sources of diversity in Germany 210–13
value chains: governance 101–3; service value chains 105–12
institutional incoherence 76–9
institutional incongruence 76–9
institutional regulation 75–81
institutions
agency and 165–9
and the double game 315–17
financial 38–9
ideas and 8, 162–85
national 14–15; weakened by subcontracting and outsourcing 114
neglect in labour process theory 18–21
neglect of micro level in comparative political economy 16, 16–18
path dependence 54, 79, 316
self-undermining 316, 327
interactive service work 13
interdependency 237–8
internal flexibility profile 220–3
internal R&D 215, 218
internalized employment relations 89–90
international organizations 9, 332
and changes in labour relations 333–6
Italy 9, 332, 335, 336–7, 338–42, 345–8
Japanese-style employment relations 241
job creation 52–72
Australia 55–6, 57, 59–61, 65–9
UK 55, 57, 58–9, 62–4
job quality 290–311
Index

peripheral and core workers 317–18
Pfizer 260, 261
Pharmaceutical Industry Competitive Taskforce (PICTF) 257
pharmaceutical sector 4–5, 253, 256–61, 266, 267
Piore, M. 324
Poland 320
policy narrative 55, 56–7
political congruence 272–89
nature of 275–9
politicization 273–5
Porter, M.E. 118, 133
posted migration 9–10, 312–31
Posted Workers Directive 319–20, 326
postfordism 212–13, 306
accumulation regime 85–90, 91–2
post-taylorism 213
power of employee representatives 145–8
private sector employment growth
Australia 59–61, 61–2
UK 58, 61
production models 14–15
professionalization 299–300, 305
profit financialization 39
profit rate, declining 85, 88–9, 91–2
protest movement theorists 274
Public and Commercial Services Union (PCS) 273, 282–5, 286
public expenditure 64
public sector employment
Australia 59–61, 65–6, 67
UK 58, 62–4
quality of work 290–311
R&D 214, 215, 216, 217, 218
racism 324
radical economics tradition 14
radical innovation 124, 133
rationalization 299
regime shopping 102, 103, 110–11, 114–15
regional differentiation 337
regulation
convergence and divergence in 292–5, 306–7
institutional 75–81
and job quality in the cleaning sector 290–311
legal framework in Scandinavian countries 140–4
politics of posted work regulation 324–6
regulation theory 14, 19, 73–97, 254–5
social construction of accumulation regimes 84–90, 91–2
without the mode of regulation 81–4
regulatory arbitrage 318–22
regulatory evasion 318–22, 328
representative rationality 276–7
resistance, worker 10–12
resource productivity approach to environmental innovation 133
restructuring 87, 172–3
Rhodes, M. 336–7
Rose, K. 145–6
Rosell, J. 345
rule enforcement 316–17
Scandinavia 139–61
SEAT 172–3, 173–4
sector specificities, blurring of 101–3
sectoral analysis 4–5
sectoral fragmentation 107–9
sectoral regulation 290–311
segmented labour markets
construction industry in the EU 323–4
service value chains 99–103, 105–12, 113–14
self-directed teamwork 12
self-employed couriers 107
service value chains 103, 105–12, 113–14
services sector
cleaning 290–311
flexible service economy 99–103
labour process theory 13–14
triangular relationship 291, 292–5, 307
value chains 98–117
Serwotka, M. 282–3
Sewell, W.H. 76
shop stewards 280, 281, 282
Simms, M. 274
Six-Pack 334–5
skilled employee, high capability profile 216–20, 222–3
skills
green skills development 121–4
innovation capability profiles and employee skill level 215, 216–20
misqualification of 321
Smith, C. 19–20
social capital formation 278
social-constructionist theory of accumulation regimes 84–90, 91–2
social dialogue
cleaning sector 300–2, 307
Scandinavia 153–6, 157–9
Social Europe 325, 334, 335
social movements 277
social partnership 300–2
social policy 44–5
social protection, weakening of 43, 44
social systems of production 5, 292
socialization 272, 275, 276, 277–8, 279, 281, 283–4, 286
societal effects approach 5
SODIPER project 104–5
software development 100, 104, 109–12, 113–15
solidarity 180–1, 276–7
Soskice, D. 5, 34, 35–7, 44, 53, 73–4, 121, 162, 192, 292
sovereignty, decoupled from geography 313–14
spaces of exception 312–31
Spain
auto industry 168, 169–76
reforms under external pressure 9, 332, 335, 336–7, 342–8
stagnationist tendencies 85, 88–9, 91–2
standard model of employment 89
standards, lowering of 180–1
state 53–4
  autonomy 47–8
  class and the financial crisis 46–7
  and employment in liberal market economies 252–71
  role in job creation 7, 55, 56, 69, 70
  role in liberal market economies 254–5
  statist-liberal market economies 193, 200–2, 203–4
  statist market economies 193, 200–2, 203–4
steel industry 118–20, 124–36
  environmental policy and practice 125–8
  innovation and greening 128–31
  Strategy for UK Life Sciences 257–9
Streeck, W. 1, 4, 7, 8, 15, 16, 17, 36, 74, 75, 76, 79, 102, 121, 122, 132, 135, 163, 165, 177, 178, 182, 208, 209, 210, 211, 316, 327, 328, 332, 333, 334
strikes
  employment flexibility, union membership and 186–207
  Spain 343
  union renewal 281
subcontracting
  construction industry 321
  service value chains 98–9, 100–1, 102, 103, 106–7, 113–14
  supervisory board 176
see also corporate governance
Sweden 236
  employee representatives 139–61
Tanner, J. 280, 282
Tata steel works 119, 120, 125–36
taylorism 10
  cleaning services 305, 306
  UK 124
teamwork 12
  cleaning services 305–6
  innovative capability profiles 218–20
Technology Strategy Board 263
temp-to-perm conversion 245–6
temporary contracts/workers
  banking sector in Korea 243–6
  Europe 186–7, 190, 191, 198, 200–2
  temporary agency work and flexibility profiles 214, 215, 221
temporary employment agencies 322
Thelen, K. 77, 188
Thompson, E.P. 274
Thompson, P. 11, 12, 20, 22, 53
ThyssenKrupp AG 125
ThyssenKrupp steel works 119, 120, 125–36
  trade unions see union density; unions
training
  apprenticeship 130–1, 264
  environmental 128–30, 134–5
  Germany 122–3, 124
  strategies in the steel industry 128–31, 133–5
  UK 123, 124, 134, 259, 264
transfers of service contracts 303
transnationalization 318
triangular relationship in service work 291, 292–5, 307
Trichet, J.-C. 339–40
Turner, L. 4
UGT (Unión General de Trabajadores) 170, 174
UIL (Unione Italiana del Lavoro) 338
underconsumptionism 85, 88–9, 91–2
underemployment 66–8
unemployment 58, 59, 337, 342
unfair competition 298, 300, 307
UNI-Europa 298, 300, 308
union density 41, 42
  EU countries 187–8
  Korea 230, 233
  Norway, Sweden and Denmark 150
union renewal 8, 272–89
  AEU 273, 279–82, 286
  need for politicization 273–5
  PCS 273, 282–5, 286
unions
  cleaning sector 300–2, 307
  collective bargaining in Korea 229–51
  decline in postal delivery sector 107–9
  education programmes 278
  and employee representatives 141–4, 152–9
  Germany 176–7, 178
  Italy 338, 339, 340, 341
  membership, employment flexibility and strikes 186–207
  numerical flexibility and membership 189–90
  posted workers 321, 323–4
  Spain 168, 169, 170–1, 172–6, 343
  wage flexibility and membership 190
United Kingdom (UK) 70
  finance-led growth strategy 39
  fordism and postfordism in 85–90, 92
  industrial policy 4–5, 252–71; food processing sector 4–5, 253, 262–6, 266–7; performance and employment outcomes 259–61, 264–6;
  pharmaceutical sector 4–5, 253, 256–61, 266, 267
  innovation and green skills development 123–4
  job creation 55, 57, 58–9, 62–4
  steel industry 119, 120, 125–36
  trade union renewal 272–89; AEU 273, 279–82, 286; PCS 273, 282–5, 286
United States of America (USA) 22, 235
  fordism and postfordism in 85–90, 91–2
  institutional incoherence 78
  unruly capitalists 75, 327
valorization pressures 16
valorization process 10
value chains 98–117
  governance 101–3
  parcel delivery 104–5, 105–9, 113–15
value chains (cont.)
  software development 100, 104, 109–12, 113–15
  van der Linde, C. 118, 133
varieties of capitalism 5–6, 53–4, 73, 101–2, 188, 252–3, 328, 333
collapse of collective action in Europe 192–3, 200–2, 203–4
learning from the post-2008 crisis 33–51
role of the state in liberal market economies 254
triangular relationship in service work 292–3
Verba, S. 275–6
vertical disintegration 100–1
Vidal, M. 20, 53, 151, 212–13, 306
Vincent, S. 53
violation of collective agreements 154, 155
vocational education and training
  Germany 122–3, 134
  UK 123, 124, 134
Volkswagen (VW) 169, 180
  Spain 172–3, 173–4, 175
wage flexibility 187
  and industrial action 191–2
  and union membership 190
see also flexibility
wages
  food sector in the UK 266
  lowered in Germany 180–1
weakening of the position of labour 38, 40–4, 45
Western, B. 4
whipsawing 172, 180
Whitley, R. 254, 292
within-country variation 7–10, 292–4
Woll, C. 255
women
  cleaning industry 297
  employment in the UK 64
  trade union renewal 281
work agencies, fly-by-night 322
work organization 218–20
workforce resistance 10–12
working hours
  Australia 68
  cleaning sector 298, 303–4
working time
  cleaning services 298, 303–4, 305
  flexibility 173–4, 179–80, 214, 215, 221
works councils
  Germany 176, 177, 178, 179, 180–1
  Spain 169, 170
World Works Councils 173
Zapatero, J.L.R. 342
Zeitlin, J. 293