

Table of Contents

Preface.....	11
Chapter 1: Industrial Relations	17
1.1 Clarifications of Terminology and Methodology	17
1.2 Determining Factors and Trends in Historical Research	19
1.3 Dunlop's Systems Theory – Criticism and Creative Responses to it	27
1.4 Modern Research Directions.....	36
1.5 Usefulness and Dangers of Comparative Studies	39
Chapter 2: The Development of the Labour Market Policy between 1980 and 2000.....	41
2.1 Modernization of the Labour Market in the light of Employment Guidelines and the European Union Enlargement	41
2.1.1 Labour Market Modernization.....	45
2.1.1.1 First Pillar: Inclusion in the labour market	45
2.1.1.2 Second Pillar: Entrepreneurship	47
2.1.1.3 Third Pillar: Adaptability	48
2.1.1.4 Fourth Pillar: Equal Opportunities	48
2.2 Institutional Interventions in Labour Relations	49
2.3 New Structural Policy on Employment.....	50
2.4 Social Dialogue.....	52
2.4.1 Institutionalization of Social Dialogue at National Level	52
2.4.2 Developments in the Practice of Social Dialogue	54
2.5 Collective Bargaining	55
2.6 Basic Choices of the Labour Market Policy.....	58
2.7 Flexibility and its Regulation.....	62

2.7.1 Calling on for More Flexibility	62
2.7.2 Regulation of Atypical Forms of Employment.....	63
2.7.3 Social Protection of the Regular Model of Employment and that of an Atypical Employment.....	64
2.7.4 Regulation of Part-time Employment	65
2.7.5 Working Time.....	69
2.7.6 The Establishment and Operation of Private Employment Agencies.....	70
2.7.7 Local Employment Pacts.....	71
2.8 Concluding Remarks	73

Chapter 3: Trade Unionism in the Modern Changing Environment

3.1 Introduction.....	77
3.1.1 Citizen's Social Rights	78
3.2 Social and Historical Background	79
3.3 Development of Trade Unionism in Greece.....	83
3.4 Institutional Safeguard	88
3.5 Modern Trade Unions	94
3.6 Challenges of the Modern Environment: New Technologies, Globalization, European Dimension and Changes in the Structure of the Labour Market.....	105

Chapter 4: Power, Conflict and Mechanisms of how to Achieve Consensus in Industrial Relations: Postfordism, State and Versions of Neocorporatism in Europe.....

4.1 Introduction.....	117
4.2 State Intervention: Historical and Theoretical Framework.....	121
4.3 Forms of State Intervention in Industrial Relations.....	127
4.4 Fordism and the Welfare State.....	130

4.5	The Issue of the Conflict	134
4.6	Crisis, Post-Fordism and the Welfare State	144
4.6.1	The quiet revolution.....	145
4.7	Power and Achievement of Consensus	148
4.8	Substantive and Procedural Legislative Interventions over the Past Decades	151
4.9	Economic Policy, Incomes Policy and Consensus Forming Mechanisms	155
4.10	The Corporatist Model of Cooperation	163
4.11	The Development of Social Dialogue in Europe.....	165
4.12	The Development of Social Dialogue in Greece	170
4.13	Criticism of Social Dialogue.....	173
4.14	Challenge for the Future	175
Chapter 5: Collective Bargaining.....		179
5.1	The Significance and the Role of Collective Bargaining: Introductory Remarks	179
5.2	Meaning and Nature of Collective Bargaining.....	183
5.3	The European Experience of Collective Bargaining.....	187
5.4	The Greek Experience of Collective Bargaining in the Past.....	190
5.5	The Recent Greek Experience drawn upon the Model of “Free Collective Bargaining”	191
5.6	Collective Bargaining after and under the Memorandum with the E.U. and the I.M.F.: Law 3845/2010 that Verified Memorandum, the Updated Memorandum and Law 3899/2010 which Introduced the “Special Enterprise-Level Collective Agreements”	194
5.7	Regulations of the New Memorandum for Collective Bargaining	204
5.8	Epilogue.....	207

Chapter 6: Settlement and regulation mechanisms of Collective Labour Disputes in Greece.....	209
6.1 Introduction.....	209
6.2 Reconciliation.....	211
6.3 Organization of Mediation and Arbitration (OMED).....	213
6.4 Mediation.....	215
6.4.1 Multilateral Negotiation.....	216
6.5 Arbitration	222
6.6 Mediation for the Conduct of “Public Dialogue”	225
6.7 Assessment of the Institutional Reform in Greece	226
6.8 Regulations for Mediation, Arbitration and the OMED after the Memorandum	235
6.8.1 Legislative Confirmation of the Intention to Change the Institutional Framework.....	235
6.8.2 Legislative Restrictions on the Increases Granted by the OMED	236
6.8.3 From Arbitration Law 1876/1990 to the System of Law 3899/2010	238
6.8.4 System Arbitration Law 3899/2010.....	240
6.8.5 Changes in Law 3899/2010 on Mediation and Arbitration	243
6.8.6 The Arbitration System in Law 4046/2012 – The New Memorandum and the Establishment of Voluntary Arbitration	245
6.9 Instead of an Epilogue	245
 Chapter 7: Flexibility in Labour Relations.....	 249
7.1 Labour Flexibility: Concept and Types	249
7.2 Internal Quantitative Labour Flexibility-Flexibility of the Working Time: Dimensions of the Problem and Basic Forms	254
7.2.1 Problems and Prospects of Part-time Employment	255
7.3 Flexibility and Reduction of the Working Time: European and Greek Experience	259

7.4	The 35-hour Week in Italy and France and Reflections on its Implementation in Greece	272
7.5	External Quantitative Labour Flexibility-Flexible Forms of Employment: Formal and Informal Employment and Basic Types of Flexible Forms	277
7.6	Part-time Employment.....	281
7.7	Flexibility Regulation: Traditional Models and New Trends: Contractualization, Decentralization and Flexibility of Regulations	287
7.8	Flexibility and Security (Flexicurity) in Employment: Is It Possible and Desirable a Greek Model?.....	289
7.9	Measures for Flexibility in the Labour Market and Employment after and under the Memorandum with the E.U. and the I.M.F.....	297
7.10	Epilogue.....	304
	Instead of an Epilogue: Focusing into the Major Changes.....	307
	Indicative Bibliography.....	311
	Abbreviations Index.....	369
	About the Author.....	373