Various Worlds of Labour. Standardization of the Employment Relationship as a National and Global Pattern of Both Protection and Segregation

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1. SER …

Seven criteria of the SER:
- Seniority (ancienneté);
- Total amount of times of employment;
- Age of employee within employment;
- Gainful work on fulltime basis;
- Employment integrated into the plant context;
- Size of plant within which work is performed;
- Qualification and career of the employee within the workplace.
SER …

Normative pattern of SER:
an employment relationship performed in a continuous and long-term manner in a middle or large-size firm on fulltime-basis which requires formal.
It is this type of relationship on which the protective frame of labour and social security law is oriented.

SER
- individual legal relationship
- a societal arrangement of production and reproduction.

(Mückenberger 1985)
... and its problems

- Never an empirical reality, rather a reality fiction
- Three functions:
  - Protection/Incentive
  - Discriminatory function
  - Exclusion/Selection
- To be assessed in a diverse manner!
The North 2/3-Society – and the South?

- Erosion of SER since mid 1980s in a differentiated way.
- Amount of atypical employment increased – particularly in labour market segments that show expansion. This holds for all atypical employments – in absolute terms most for part-time and insignificant work.
- Women are overproportionally represented in these forms of employment – equally young people.
- Particularly the service sector and metropolitan areas show high degrees of atypical work.
- However, despite of measuring divergencies, there is still a numerical majority of employment relationships near to the SER.
- The picture of a „2/3-Society“, which was connected with the crisis of the SER in the 1980s, can be found in the present reality.
2. Project Labour standards in the world?

- **Diachronous perspective:**
  - History 1880 – 2014

- **Synchronous perspective:**
  - (nearly) all countries of the world

- **Synthesis of both perspectives:**
  - Reconstruction of groups of countries according to processes of dissemination, diffusion, transfer etc
World-wide labour standards

- **Synchronous dimension:**
- Countries of the world, not “enumerated” but rather "grouped” according to
  - types of industrial relations regimes (Bruce Kaufman 2004),
  - development type (Angus Maddison 2006; Simon Deakin 2015)
  - types of Free Trade Zones (Adelle Blackett/Christian Lévesque 2009).
Labour standards in the world

- Diachronous perspective
- Four types of events seem relevant as structuring changes in social policy:
  - a) territorially expanded economic crises (eg Great Depression, financial market crisis, Asia crisis, debt crisis Latin America, agrarian crises ecc),
  - b) (Mass) wars,
  - c) interregional system collapses (eg state socialist communist bloc),
  - d) (De-) colonisation.
Labour standards in the world

- Advanced Capit. Countries (mainly OECD), Resurgent Asia, Problem Economies of East Asia, West Asia (Middle East), Latin America, Transition Countries, Africa (Maddis.)

- Africa (Saharian - subsaharian – South), America (North - Carribean - Central - South), Asia (Russia - Emerging and Tiger States - Middle East - Japan/Corea) (Kaufman)

- NAFTA - EU - Mercosur - APEC - ASEAN - CARICOM - SADC – AEC.
Labour standards in the world

- Dia-/synchronous interdependencies resulting in diffusion/dissemination:
  - Violence (eg war, (de-)colonisation, occupation)
  - Transnational learning processes (eg ILO, CSR, ISO)
  - Migration processes (workers, experts)
  - Legal obligations (UN Covenants).
Eg (de-)colonisation

- Before colonialism a tribal power and conflict structure
- Then pax colonialica with
  -- indirect rule (Britain: India, Nigeria, Ghana etc)
  -- direct rule (Algeria, many other African).
- Leading to diffusion of varying labour laws into colonial countries with highly segmented effectiveness
- Decolonisation as voluntary or violent acts: often upholding “progressive” labour standards and reversing minority/majority-status (eg Hutu/Tutsi in Rwanda)
- New segmentation of labour standards (informal economy) and/or violence after decolonisation.
A Normative-Empirical Research

- Central paradigmatic labour standards:
  - Labour and employment protection,
  - non-discrimination rules,
  - freedom of coalition,
  - minimum wages coverage,
  - access to social security provisions.
A Normative-Empirical Research

- Identification and assessments of these criteria according to
  - inclusiveness (eg citizenship rights)
  - or exclusiveness (eg status-based).
A Normative-Empirical Research

- **The project:**
  1. An account of existing labour standards in the world (statut.-hybrid-private), their origins, pathways and groupings.
  2. Their analysis and assessment as to a. their geographical, functional and social extension and b. their inclusive or exclusive nature.
  3. Identification of legitimate and effective world-wide labour standards.

= Historical world atlas of labour standards.
A Normative-Empirical Research

- This requires – besides qualitative selected and regional case-studies - an index which differs from existing indices with certain biases
  - eg "strictness of Employment Protection Legislation (EPL)" (World Bank), "summary indicator of EPL strictness" (OECD), “employment security index” (ILO, 99 countr.), Meinhard/Potrafke “globalization-welfare state nexus” (186 countries) -

- and allows for coding and quantitatively evaluating and assessing existing normative labour standards.
1. Social science analysis of
- geographical
- functional
- social expansion of labour standards and their in-/excluding function;

2. Legal-political evaluation: chances for development of legitimate and effective global labour standards which do not follow patterns of discrimination and exclusion?
First of all …

**Start-up expert seminars:**
- Standard types?
- Critical account of existing labour standard indices?
- Areas to be integrated in research?
- Accompanying qualitative field-work?
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