NEW DIRECTIONS IN WORK ORGANISATION

THE INDUSTRIAL RELATIONS RESPONSE



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FOREWORD

Following recent work on labour market flexibility, the social aspects of new technologies and human resource development, the OECD invited a panel of experts in September 1990 to discuss issues in labour market flexibility and work organisation. This conference brought to a close a project carried out by the Directorate for Social Affairs, Manpower and Education under the Work Programme of the OECD for 1989 and 1990. Professor Jacques Rojot (Université de Paris I) was chief consultant and scientific advisor for the project.

The conference brought together national experts nominated by Member governments, representatives from the business community and labour unions, and the authors of a number of country reports dealing with recent trends in the organisation of work and production. Discussions focused on labour-management negotiation and co-operation with respect to changes in work organisation and to the consequences of these changes on conditions of employment.

This volume contains an overview of the issues, the revised national reports and brief accounts of the main conference sessions, including a special round-table discussion on the special problems of transition to a market economy in Central and Eastern Europe. It was edited by Peter Tergeist from the Social Affairs and Industrial Relations Division of the OECD's Directorate for Social Affairs, Manpower and Education, and by Mrs. Laura O'Leary, consultant to the Secretariat. It is published on the responsibility of the Secretary-General of the OECD.

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THE INDUSTRIAL RELATIONS RESPONSE

The organisation of work is becoming an increasingly important means of ensuring innovation and productivity. Recent organisational change stresses greater worker involvement, improved channels of information and communication, and investment in further education and training. This volume provides detailed information on labour-management co-operation and negotiation concerning issues of work organisation, and on the role of legislation and government involvement in these processes. It discusses management's evolving attitudes towards labour utilisation, the varying responses by trade unions, and the relative importance of co-operative and adversarial elements in OECD countries' industrial relations systems.

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