

# Contents

Preface vii

Introduction: The Transformation of Work  
in Postsocialist and Postindustrial Societies  
*Bertram Silverman and Murray Yanowitch* ix

## Part 1

### **The Emergence of Post-Soviet Labor Relations: Russian Views**

Russia on the Road to New Industrial Relations:  
From Unipartite Commands to Tripartite Partnership  
via Bipartite Conflicts and Bargaining  
*Leonid A. Gordon* 3

The Formation of Working-Class Consciousness  
Under Conditions of Social Crisis and the  
Developing Market Economy in Russia  
*Vladimir Iadov* 31

Economic Consciousness and Reform  
of the Employment Sphere  
*Vladimir Gimpel'son* 39

New Buyers and New Sellers in Russia's Labor Markets  
*Boris Rakitskii* 53

The Struggle for Property Is a Struggle for Power  
in the Economy  
*Galina Rakitskaia* 63

The Old and the New Masters of Russia:  
From Power Relations to Proprietary Relations  
*Ovsei Shkaratan* 73

Changes in Social Policy and Labor  
Legislation: The Gender Aspect  
*Natal'ia Rimashevskaiia* 85

## Part 2

### **Postsocialist Marketization and Privatization: Western Views**

**What Direction for Labor-Market Institutions  
in Eastern and Central Europe?**

*Richard B. Freeman* 95

**Democratic Self-management: An Alternative Approach  
to Economic Transformation in the Former Soviet Union**

*Thomas E. Weisskopf* 127

**The Problem of "Egalitarianism":  
Continuity and Change in Soviet Attitudes**

*Murray Yanowitch* 145

## Part 3

### **Labor Strategies in a Postindustrial Society**

**High-Performance Production Systems in a More  
Competitive, Knowledge-Intensive World Economy**

*Ray Marshall* 159

**Trade Unions and Collective Bargaining:  
Suggestions for Emerging Democracies in  
Eastern Europe and the Former Soviet Union**

*Harry C. Katz, Sarosh Kuruvilla, and Lowell Turner* 187

**Restructuring Human Resource Management in the United States**

*George T. Milkovich* 209

**The Impact of Foreign Investment on U.S.  
Industrial Relations: The Case of Japan**

*Ruth Milkman* 221

**The Enduring Labor Movement: A Job-Conscious Perspective**

*David Brody* 245

**Beyond Industrial Unionism**

*Alice Kessler-Harris and Bertram Silverman* 261

**Index** 271