

# CONTENTS

Acknowledgements	ix
Introduction	1
1 Collective Bargaining and Industrial Relations	12
2 Collective Bargaining and Human Resource Management	38
3 HRM and the Non-Union Sector	58
4 HRM and the Union Sector	85
5 The Institutional Vacuum and the Issue of Diffusion	104
6 Collective Bargaining and the Future: An Extended or Changed Role?	132
7 Learning from Abroad: Works Councils in Germany	159
8 Where Next?	177
Index	204