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## BIBLIOGRAPHY: Labor Law and Industrial Relations in Central and Eastern Europe, 1989-1999: A Select Annotated Bibliography

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# **BIBLIOGRAPHY**

## **LABOR LAW AND INDUSTRIAL RELATIONS IN CENTRAL AND EASTERN EUROPE, 1989-1999: A SELECT ANNOTATED BIBLIOGRAPHY**

*Maria Okonska\**

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## I. INTRODUCTION

### *A. Purpose*

The first guide to appear in the English language, this bibliography has been designed as an extensive, up-to-date, and annotated survey of the large body of literature on the subject. It features more than 300 monographs, books, reports, government documents, journal articles, and Internet resources.

### *B. Background*

An unprecedented transformation has been taking place in Central and Eastern European countries (CEEC) since the collapse of communism in 1989. New governments and new social structures emerged from the old system, taking the lead in complex and complicated processes. People in the region have had to change basic attitudes and patterns of behavior and have to adapt to a new situation of open borders and global trends. Entrepreneurs learn the rules of market economy. Politicians learn the principles and procedures of democratic politics. The changes are profound and multidimensional. Nobody was prepared to face such challenges. The stress of constant, intensive learning, reorienting, reconsidering, and restructuring is enormous. Millions of people on the street already have learned that, for them, the transition from a centrally planned to a market economy means massive unemployment and a decline in living standards. The euphoria of the early nineties is gone. The new reality raises serious questions: How to manage the economic reform efficiently? How to cope with its social costs? There are no easy solutions. One approach is to open a maximum number of opportunities for economic initiatives and democratic freedoms. But there also may be other ways to tackle these issues, among them: trade union freedoms; various legislative strategies to reform labor law and to develop a clear model of industrial relations; establishing new models of social policy; and, improving the operation of the labor market through assistance with job searches. Quite formidable tasks!

### C. Coverage and Scope

Against this background, the present work provides a survey of the ongoing changes in the legal regulation of labor, industrial relations, and socio-economic policy in the CEEC. It views this legal system from a national, comparative, and international perspective, especially in the context of the countries' efforts to adapt to the standards of the EU; its membership considered their ultimate goal. This bibliography focuses on the transformation and development taking place in Bulgaria, Byelorussia, Croatia, the Czech Republic, Hungary, Lithuania, Poland, Romania, Russia, the Slovak Republic, Slovenia, and Ukraine, and gives the reader an insight into how the fall of communism and the transition to market economies have affected labor laws and legislation in the region.

Spanning the last eleven years (1989-1999), *Labor Law and Industrial Relations in Central and Eastern Europe* brings together, for the first time, works written by internationally recognized experts in their fields. In addition to the topics of current public concerns, these authors outline some of the problems remaining in dealing with the legacy of the past, while formulating frameworks for future research and collaborative efforts.

### D. Material and Selection

A combined, online and manual search of major bibliographic utilities, public access catalog databases, bibliographies, journals, and a variety of Internet resources was conducted to locate pertinent material dealing, or linked, with the subject. Chief among manual and Internet resources consulted were the *Yearbook of Polish Labour Law and Social Policy*, and the databases of Westlaw, Lexis, Books in Print, the Library of Congress, and the New York Public Library. Considering the sheer mass of retrieved citations, a basic assumption was made to limit the scope to more important publications. This necessitated the careful evaluation of materials and exclusion of some publications types. Thus, the following were out of consideration:

- publications prior to 1989;
- daily and magazine articles;
- ephemeral materials (both print and Internet pamphlets, in-house publications, and brochures);

- statistical and purely theoretical works; and,
- fiction and works of artistic content.

So, instead of amassing a huge body of sources, the bibliography provides a selective, representative cross-section of the in-scope literature. It is current as of March 2000. This author is aware that some excellent, relevant pieces were overlooked, but hopes that those qualified for inclusion will prove reliable for introducing the reader to the whole spectrum of aspects concerning the subject.

### *E. Organization*

Items are arranged alphabetically by author, or corporate issuing agency, if there is no individual author. Each entry has received a unique number and these numbers run consecutively throughout the bibliography. Following bibliographic citations are descriptive annotations. They clarify the contents of the works. Finally, country, subject, author, title, and journal indexes are included to enhance the usefulness of this guide. (*Note that numbers in indexes refer to entry numbers.*)

### *F. Users*

I hope that this compilation will serve as a useful resource for those seeking to achieve a greater understanding of the ongoing transformation in this dynamically changing region, which attracts more and more public attention.

## II. BIBLIOGRAPHY

1. Abel, I. & J. P. Bonin. "Two Approaches to the Transformation in Eastern Europe: The 'Big Bang' Versus 'Slow and Steady.'" *Industrial and Labor Relations Review Acta Oeconomica* 43 (1991): 231-33.

The authors examine the economic reforms in Poland and Hungary from two points of view: Should reforms be quick and radical, or should they take time and be slow?

2. Abraham, Filip, and Jozef Konings. "Does the Opening of Central and Eastern Europe Threaten Employment in the West?" *World Economy* 22 (June 1999): 585-601.

Eastern Europe represents a large reservoir of low wage

labor in the EU's backyard. The effects of integration with the CEEC are investigated.

3. Adam, Jan. *Social Costs of Transformation to a Market Economy in Post-Socialist Countries: The Cases of Poland, the Czech Republic and Hungary*. New York: Saints Martin's Press, 1999. 212 p.

Concentrates on the social costs of transformation from a planned to a market economy in Poland, the Czech Republic, and Hungary. The author introduces the basics of transformation as well as the resultant performances of the three case study nations. She then reviews the social costs of process in detail, examining unemployment, the standard of living and economic inequality, the weakening of social programs, and poverty.

4. Adamchik, Vera. "The Effect of Unemployment Benefits on the Probability of Re-Employment in Poland." *Oxford Bulletin of Economics and Statistics* 61 (Feb. 1999): 95-108.

"The impact of unemployment benefits on duration of unemployment in Poland is examined. There is strong evidence that unemployment benefits decrease the probability of leaving unemployment during the first six to nine months, but the probability of entering employment rises dramatically just prior to unemployment benefit exhaustion. The disincentive effect is more pronounced for women (especially married) than for men." /From Abstract/.

5. Albright, Michael. "Poland's 1991 Labor Statutes: A Refinement of Earlier Legislation Rather Than a Liberalization of Union Rights and Powers." *Case Western Reserve Journal of International Law* 25 (Summer 1993): 571-617.

In 1991, Poland passed new labor laws as the result of its continuing economic and political transformation. These laws will play an important part in determining whether Poland will become a member of the European Community, whether Poland satisfies the United Nation's International Labour Organization Conventions, and whether domestic unions have been granted any new or expanded rights or powers. It is the purpose of this paper to analyze whether Poland's 1991 labor legislation is sufficient to meet these concerns.

6. Allison, Christine, and Dena Ringold. *Labor Markets in Transition in Central and Eastern Europe, 1989-1995*. Washington, D.C.: World Bank, 1996. 80 p.

This report analyzes six years of labor market development in transition countries of the region by focusing on the dynamics of labor force behavior, employment, and unemployment. The transition process poses challenges to social welfare systems and policymakers.

7. Atkinson, A. B., and M. M. Micklewright. *Economic Transformation in Eastern Europe and the Distribution of Income*. Cambridge, UK: Cambridge University, 1992. 464 p.

This book assembles evidence about earnings, dispersion, income inequality, and poverty, in Czechoslovakia, Hungary, Poland, Russia, Ukraine, etc.

8. Baesler, Charles, Donald C. Dowling, and David A. Larson. "International Employment." *International Lawyer* 31 (Summer 1997): 421-.

The most significant development in Eastern European employment law in 1996 was the package of amendments to Poland's labor code. On June 2, 1996, over 200 amendments went into effect which, among other things, limit the state's regulatory role and allow employers and employees more freedom to shape their employment agreements. Poland has applied for full membership in the EU, and these amendments bring Poland's labor code up to EU standards. Also, the amendments are more consistent with a market economy. Yet, even though it just enacted significant revisions, Poland has declared that it soon will draft and enact an entirely new labor code.

9. Bain, Trevor. "The Role of Works Councils in the Pluralistic Industrial Relations Systems in Central and Eastern Europe." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 199-205.

Defined here as "institutionalized bodies for representative communication between a single employer and the employees of a single plant or enterprise," Works Councils (WC) may function as one of various aspects of an industrial relations system. Objectives of this study are: (1) to review the role of WC in Western European systems in order to offer a bench-

mark; (2) to describe the possible role of WC in Central and Eastern European countries; and, (3) to provide some predictions of how the West expects WC in CEEC to evolve in a short period of time.

10. Ballot, Michael. "Labor Relations in Russia and Eastern Europe." *Labor Law Journal* 46 (Mar. 1995): 169-74.

Labor relations in Russia and Eastern Europe are in transition as the former communist countries are undergoing economic restructuring and privatization of state-owned enterprises. The process has progressed farthest in Poland, Hungary, and the Czech Republic. Workers in Bulgaria and Romania, where much of the economy remains in the public sector, are experiencing low wages and high rates of inflation. In Russia, employers and unions have become independent of the government, but unions are often controlled by management and collective bargaining is not being carried out.

11. Baran, Krzysztof Wojciech. "Court Settlement of Contentious Emerging From Unemployment Within the Polish Legal System." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 145-49.

The author states that the presently employed system of juridical supervision of the administration of employment agencies is defective in the sense that the Main Administration Court exercises control solely over the legality of proceedings.

12. ———. "Illegal Strike Under Polish Legal System." *Yearbook of Polish Labour Law and Social Policy* 9 (1997): 71-74.

Strike is the most widespread form of non-irenic (non-peaceful) methods of collective dispute settlement in free-market economies. The question arises which kind of strike is found illegal in the Polish legal system. The author offers some personal remarks on one kind of limitations on the right to strike, namely those concerning subject matter of a dispute.

13. ———. "Juridical Means of Disciplining Trade Unions in Polish Legislation." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 171-75.

The author presents an interpretation of Art. 36 of the Act of Trade Unions and Art. 19 of the Act of the Organizations of Employers regarding disciplining means against a trade union.



14. ———. "Legal-Organizational Status of Social Insurance Judicature in the System of Polish Legislation." *Yearbook of Polish Labour Law and Social Policy* 5 (1994): 166-71.

Gives a historical background of social insurance judicature in Poland in terms of its legal-organizational status. The paper goes on to describe the currently (as of 1995) functioning judicial units.

15. ———. "Methods of Peaceful Settlement of Collective Labour Disputes Under Polish Legal System." *Yearbook of Polish Labour Law and Social Policy* 8 (1996): 333-37.

Outlines legal ways of peaceful settlement of collective disputes. Methods used to settle disputes seem to be the core of the problem. As far as this issue is concerned, there are many doubts and misunderstandings.

16. ———. "The Principles of Strike Organisation in the Polish Legal System." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 241-46.

The provisions of the Polish labour and industrial relations law enact certain principles which are binding during the organization of any strike. A short description of each follows.

17. Baran, Krzysztof Wojciech, and Jacek Bogacz. "An Outline of the Polish System of Liquidating Labor Litigation." *Yearbook of Polish Labour Law and Social Policy* 2 (1991): 89-98.

Discusses litigation of claims arising out of employment. There are legal conflicts between the employer and the employee which were remitted for cognizance to the agencies of legal protection. In every case, the merits of the conflict resolve themselves into the difference of opinions between the employee and the employer concerning the application or interpretation of an individual legal norm in a particular case.

18. Barr, Nicholas. *Income Transfers and the Social Safety Net in Russia*. Washington, D.C.: World Bank, 1993. 60 p. (Studies of economies in transformation).

Economic adjustment in the former Soviet Union has widened the disparities in the distribution of income. As a result, unemployment and poverty have increased. This study examines the need to expand the social safety net. It describes the present benefits system and recommends ways to improve it.

Recommendations include setting a minimum level for some benefits, containing costs in the short run, and upgrading administrative delivery systems. Other suggestions would divide contributions for pensions and social insurance between workers and employers and make policies for the short term and the long term more compatible.

19. ———. *Labor Markets and Social Policy in Central and Eastern Europe: The Transition and Beyond*. New York: Oxford University Press, 1994. 416 p.

This publication outlines the achievements and problems of the new democratic governments and offers suggestions for the future. Reforms are needed if the region is to achieve higher living standards and increased protection of individual rights and freedoms. Labor markets and social policy, which are central to these goals, protect people from unnecessary suffering and are essential to the productivity of a modern industrial economy.

20. ———. *Poland: Income Support and the Social Safety Net During the Transition*. Washington, D.C.: World Bank, 1993. 144 p. (A World Bank Country Study).

Compiled by Nicholas Barr, this report is based on findings of the World Bank's missions which visited Poland between 1989 and 1992. It describes the system of cash benefits (social safety net), assesses current arrangements, and makes recommendations for improvements.

21. Bednarzik, Robert W. "Helping Poland Cope With Unemployment: U.S. Department of Labor Agencies Are Providing Technical Assistance to Help Polish Workers Adjust to a Market Economy, Especially the New Experience of Unemployment." *Monthly Labor Review* 113 (Dec. 1990): 25-34.

The transition to a market economy is fraught with danger for Poland. Transition failure, or transition over too long a period, can provoke serious social unrest. Unemployment is part of such a transition. At the request of the Polish Ministry of Labor, the U.S. Department of Labor has begun a technical assistance program to help Polish workers adjust to the crucial period of economic reform.

22. Bird, Richard M., Robert D. Ebel, and Christine I. Wallich. *Decentralization of the Socialist State: Intergovernmental Finance in Transition Economies: A World Bank Regional and Sectoral Study*. Washington, D.C.: World Bank, 1995. 464 p. (Regional and sectoral studies series).

The volume focuses on the elements of decentralization in the transitional economies. It shows that designing a well-functioning intergovernmental fiscal system is a prerequisite for achieving other reform objectives: macroeconomic stability, private sector development, and a social safety net for those hurt by the transition.

23. Biziukov, Petr, and Simon Clarke. "Privatization in Russia—The Road to a People's Capitalism?" *Monthly Review* 44 (Nov. 1992): 38-.

Privatization in Russia is discussed. The businesses that successfully have privatized are those that have sought to respond to the workers' aspirations.

24. Blanchard, Olivier. *The Economics of Post-Communist Transition*. New York: Oxford University Press, 1999. 168 p.

An analysis of the process of moving from a centrally-planned to a market economy. The book's focus shifts to three particular factors: the adjustment of employment and wages in state firms to the initial shock of reduced demand for their goods; the dynamics of restructuring and privatization; and the relationship between reallocation, restructuring, and traffic in the labor market.

25. Blanchard, Olivier, Rudiger Dornbusch, and Lawrence Summers. *Reform in Eastern Europe*. Cambridge, Mass.: MIT Press, 1993. 128 p.

This study examines policy choices the CEE governments should make during their economic reforms.

26. Blanpain, Roger, and Lajos Nagy, eds. *Labour Law and Industrial Relations in Central and Eastern Europe: From Planned to a Market Economy*. The Hague: Kluwer Law International, 1996. 172 p.

This volume provides a comparative overview of the ongoing changes in the legal regulation of industrial relations in the CEEC. It discusses the current transformation and devel-

opment taking place in Bulgaria, Croatia, the Czech Republic, Hungary, Poland, Romania, Russia, the Slovak Republic, and Slovenia, and provides the reader with an insight into how the fall of communism and the transition to market economies have affected the field of labour law throughout the region. *Labour Law and Industrial Relations in Central and Eastern Europe* offers a comprehensive examination of the effects of numerous factors and forces on the field of labour law in this actively changing region.

27. Blasi, Joseph R., Maya Kroumova, and Douglas Kruse. *Kremlin Capitalism: The Privatization of the Russian Economy*. Ithaca, N.Y.: ILR Press, 1997. 249 p.

Blasi, an economics professor and adviser to the Russian government, and his co-authors, describe the successes of the privatization efforts based on the "Russian national survey" of large Russian businesses, gathered from 1992 to 1996.

28. Bliss, Amy J. "Proletariat to Perestroika: A Comparison of Labor Law in the Soviet Union and the Russian Federation." *Comparative Labor Law Journal* 18 (Winter 1997): 264.

"The goal of Gorbachev's perestroika (1985-1991), or restructuring policy, was to solve the problems of a stagnant economy and an inefficient and unmotivated labor force. Perestroika introduced structural changes that substantially altered the face of labor law in the Soviet Union and its successor states. This Comment explores the impact of these changes on Soviet and Russian workers. Because of the pivotal role of workers in the socialist philosophy, a study of changes in workers' conditions provides an excellent foundation for better understanding the recent turbulent changes in the Soviet Union and Russia." /From Introduction/.

29. Boeri, Tito. *From Labour Shortage to Labour Shedding: Labour Markets in Central and Eastern Europe*. Paris: Organization for Economic Co-Operation and Development, 1992.

All post-communist countries are now experiencing similar problems and difficulties in attempting to transform labor relations from the old system to a new one.

30. ———. "Learning From Transition Economies: Assessing Labor Market Policies Across Central and Eastern Europe."

*Journal of Comparative Economics* 25 (Dec. 1997): 366-84.

CEE countries transformed radically their unemployment benefit systems and altered significantly the composition of their active labor market policy budgets in the transition process. Their recent experience is valuable from an OECD country perspective.

31. Boone, Peter, Stanislaw Gomulka, and Richard Layard, eds. *Emerging From Communism: Lessons From Russia, China and Eastern Europe*. Cambridge, Mass.: MIT Press, 1998. 244 p.

Five chapters focusing on Eastern Europe analyze the decline and recovery of output, inflation, privatization, bank restructuring, and unemployment. Two additional chapters examine economic reform and growth in China.

32. Borisov, Vadim, and Simon Clarke. "The Russian Miners' Strike of February 1996." *Capital and Class*, no. 59 (Summer 1996): 23-30.

The authors discuss the background and particular significance of the February 1996 coal miners' strike, the latest of a series of Russian miners' strikes. This strike came at a time in which the Communist Party was on a roll following its electoral triumph and President Boris Yeltsin announced his candidacy for the June 1996 presidential election.

33. Borisov, Vadim, Simon Clarke, and Peter Fairbrother. "Does Trade Unionism Have a Future in Russia?" *Industrial Relations Journal* 25 (Mar. 1994): 15-25.

Official Russian trade unions seek to maintain their traditional privileges and resources, while alternative unions have remained marginal and relatively ineffectual. The result is that workers are not represented effectively by either type of union.

34. Borisov, Vadim, Peter Fairbrother, and Simon Clarke. "Is There Room for an Independent Trade Unionism in Russia? Trade Unionism in the Russian Aviation Industry." *British Journal of Industrial Relations* 32 (Sep. 1994): 359-78.

On the basis of a detailed study of 2 independent unions, representing pilots and air traffic controllers, it is argued that

there are very limited prospects for independent trade unionism in Russia at present.

35. Bream, Rebecca. "Poland Becomes the Favourite." *Euromoney*, no. 365 (Sep. 1999): 282-90.

"The big winner, and the battleground for foreign strategic and portfolio investors, is Poland. It has emerged as the region's most economically stable country and the main recipient of FDI. Recent privatization deals have enhanced the capital markets and hastened the transition to a market economy." /From Abstract/.

36. Bruszt, Laszlo. "Transformative Politics: Social Costs and Social Peace in East Central Europe." *Eastern European Politics and Societies* 6 (Winter 1992): 55-72.

The compatibility of the social costs of economic transformation in Eastern European countries is discussed. Political dilemmas are often created when a government switches to democracy and marketization.

37. Brzezinski, Carolyn. "Competition and Antitrust Law in Central Europe: Poland, the Czech Republic, Slovakia, and Hungary." *Michigan Journal of International Law* 15 (Summer 1994): 1129-.

Coverage: (1) The article introduces the anti-monopoly laws and competition authorities created in the four post-communist Central European countries of Poland, the Czech Republic, Slovakia, and Hungary. (2) It outlines the obligations and harmonization programs of the competition authorities under the Europe's Agreements recently signed by each country. (3) It assesses the role and importance of the anti-monopoly laws and competition authorities in the post-socialist economic reforms. (4) It describes proposals to amend the anti-monopoly laws based on the initial period of their implementation. Finally, this article assesses the post-reform role of both the anti-monopoly laws and the competition authorities.

38. ———. "The EC-Poland Association Agreement: Harmonization of an Aspiring Member State's Company Law." *Harvard International Law Journal* 34 (1993): 105-.

Describes Poland's current efforts to harmonize its company law with the model provided by EC company law directives

and assesses the impact the harmonization process will have on Poland's economic reforms.

39. Bush, Larry S. "Romanian Regulation of Trade Unions and Collective Bargaining." *Cornell International Law Journal* 32 (1999): 319-.

This article provides an overview and critique of two fundamental areas of current Romanian labor law — trade union organization and collective bargaining. It recommends several approaches to harmonizing Romanian law with prevailing international standards, using the model of labor relations that the Romanians have chosen.

40. Cain, Michael J. G., and Aleksander Surdej. "Democratic Politics and Pension System Reforms." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 273-89.

This paper examines some political, economic, and social obstacles that influence the dramatic rise in social welfare spending in Poland and the likelihood of pension system reforms.

41. Carabelli, Umberto, and Silvana Sciarra, eds. *New Patterns of Collective Labour Law in Central Europe: Czech and Slovak Republics, Hungary, Poland*. Milano: Giuffrè, 1996. 495 p.

The question addressed in this book is what part labor relations in these countries play in the transition to the market economy. The book is the product of a collective effort begun in 1990, when Professors Carabelli and Sciarra assembled a group of researchers in central Europe to undertake a comparative study of the labor law reforms that followed the collapse of the communist empire. This volume deals only with collective labour relations, leaving for a later volume the questions of individual labour relations and social protection.

42. Casale, Giuseppe. *Collective Bargaining and the Law in Central and Eastern Europe: Some Comparative Issues*. Budapest: Central and Eastern European Team of the International Labour Organization, 1997. 34 p.

The central issue here is the relationship between the law and collective bargaining in CEE. This is a new issue in the region, since political and economic transformations have

brought with them new legal questions largely unknown before the transition to a market economy. By examining the relationship between the law and collective bargaining, the author hopes to provide an overview that will be useful in promoting collective bargaining at the various levels of the economy.

43. ———. *The Settlement of Labour Disputes in Central and Eastern Europe*. Budapest: Central and Eastern European Team of the International Labour Organization, 1998. 200 p.

During transition to a market economy, many of CEEC have recorded a substantial increase in the number of labour disputes. This has induced many of them to introduce new legislation regulating the settlement of labour conflicts, and to set up modern and updated procedures for conciliation, mediation, and arbitration. This study examines these developments, and underlines the most fundamental changes which have occurred in the area of labour disputes, and their resolution. Emphasis is placed on the legislative framework. Also discussed is the issue of labour dispute settlement in the context of international labour standards.

44. ———. *Labour Relations and Productivity Issues in Central and Eastern European Countries*. Budapest: Central and Eastern European Team of the International Labour Organization, 1999. 119 p.

This volume is the result of an international tripartite conference held in Budapest on April 21-22, 1998, organized by the ILO-CEET in cooperation with the Commission of the European Union. The purpose of the conference was to discuss issues of labor relations and productivity in the transition to a market economy.

45. Chernyshev, Igor, ed. *Labor Statistics for a Market Economy: Challenges and Solutions in the Transition Countries of Central and Eastern Europe and the Former Soviet Union*. New York: Oxford University Press, 1994. 350 p.

The contributors discuss the problems involved in the measurement of employment (in both the state and the private sectors) and unemployment, the collection of reliable wage statistics, and the development of new economic classifications in line with those internationally recognized and adopted. They



also make recommendations on how to adapt ILO international standards to meet the above needs.

46. Chmielek-Lubinska, Ewa. "Amendments to Right to Leave in the Polish Labour Code." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 157-68.

Introduced in 1997, the amendments to the Polish Labour Code concerning rest leaves and unpaid leaves contain numerous alterations to the previous legal status. The primary objective of the amendments to the right to leave was to adapt the appropriate Polish Statutes to the international standards.

47. ———. "The Right to Work As Stated in the Draft of the Constitution of the Republic of Poland." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 39-48.

To date, eleven drafts of the new Polish Constitution have been drawn since 1989. A thorough discussion of each is presented in terms of concern taken towards the right to work. Discrepancies between the projects are highlighted.

48. ———. "Selected Aspects of Legality in Labour Law." *Yearbook of Polish Labour Law and Social Policy* 2 (1991): 105-14.

The problem of observing the law in labor relations is very timely now in Poland as the new socio-economic situation is conducive to illegal attitudes of the employers as well as the increase of lawful attitudes of employees facing the real threat of losing their jobs.

49. Christensen, Paul Thomas. *Russia's Workers in Transition: Labor, Management, and the State Under Gorbachev and Yeltsin*. Dekalb: Northern Illinois University Press, 1999. 197 p.

This study compares the policies of Gorbachev and Yeltsin as each attempted to struggle with the Soviet economic legacy. A useful work for those interested in Soviet and Russian history and politics, labor policy, and democratic transitions.

50. Ciceu, Alina, and Vlad Perju. "Analysis of the Changes in the Romanian Labour Law." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 145-55.

Like other post-communist countries that want to join the European Union, Romania faces the problem of matching the national labour legislation with the Community regulations. This study aims to discuss the main aspects of Romanian labour law, placing it in the context of the communist as well as after-1989 period. It analyzes the steps made by the Romanian legislation in order to match the EC standards according to the recommendations of the White Charter of Integration.

51. Cirtautas, Arista Maria. *The Polish Solidarity Movement: Revolution, Democracy and Natural Rights*. New York: Routledge, 1997. 324 p. (Routledge Studies of Societies in Transition).

Provides an analysis of democratization in Poland by placing Solidarity in the context of the major democratic upheavals of modernity: the French and American Revolutions. Explains that the institutionalization of a strong democracy in Poland ultimately will depend on whether the similarities to the great tradition of democratic revolutions outweigh the differences. Contains chapters on the Weberian theory of democracy, natural rights and liberal capitalist development, the Marxist-Leninist response to natural rights and liberal capitalism, and Solidarity and liberal capitalism.

52. Clarke, Simon. "Popular Attitudes to the Transition to a Market Economy in the Soviet Union on the Eve of Reform." *Sociological Review* 41 (Nov. 1993): 619-.

The attitudes of the Soviet population to the transition to a market economy in the former USSR are explored. The majority of the population welcomed the transition to a market economy as the only means of freeing themselves from an oppressive system and were willing to pay a high price for their liberation.

53. Clarke, Simon, and Inna Donova. "Internal Mobility and Labour Market Flexibility in Russia." *Europe - Asia Studies* 51 (Mar. 1999): 213-43.

In this article the authors explore the changing character of internal mobility in Russian industrial enterprises over the period of reform.

54. Clarke, Simon, and Peter Fairbrother. "The Workers' Movement in Russia." *Capital and Class*, no. 49 (Spring 1993): 7-.

Recent developments in the USSR have led to a resurgence in independent workers unions. The problems and potential of this new movement are discussed within the context of economic liberalization from Mikhail Gorbachev to Boris Yeltsin.

55. Clarke, Simon, Peter Fairbrother, and Vadim Borisov. *The Workers' Movement in Russia*. Aldershot, UK: Edward Elgar Publishing, Incorporated, 1995. 448 p.

This study chronicles the development of workers' independent trade union activity in Russia from 1987 to 1995. Primary emphasis is on strikes and organizational initiatives from 1989 through 1992, and on the workers' loyalty to, and subsequent betrayal, by the Yeltsin regime.

56. Clarke, Simon, and Veronika Kabalina. "The New Private Sector in the Russian Labour Market." *Europe - Asia Studies* 52 (Jan. 2000): 7-32.

The authors report on the findings of their research into the role of the new private sector in the Russian labor market. They conclude that the new private sector has become an important agent in urban labor markets in Russia.

57. Clarke, Simon, ed. *Conflict and Change in the Russian Industrial Enterprise*. Cheltenham, U. K.: Edward Elgar Publishing Inc., 1996. 320 p. (Management & Industry in Russia series).

Nine studies (mostly by Russian contributors) of new kinds of conflict and forms of trade unionism in post-Soviet Russia. The topics include the development of an independent trade union in a large ball-bearing factory, changes in the status hierarchy, gender differentiation, and the external relations of enterprises during bankruptcy and between insiders and outsiders.

58. ———. *Labour Relations in Transition: Wages, Employment and Industrial Conflict in Russia*. Cheltenham, UK: E. Elgar—Centre for Comparative Labour Studies, Warwick. Institute for Comparative Labour Relations Research, Moscow,

1996. 304 p. (Management and Industry in Russia series).

This volume is based on qualitative research conducted in privatized or privatizing large enterprises in the Komi Republic, Kuzbass, Samara and Moscow.

59. ———. *Structural Adjustment Without Mass Unemployment?: Lessons From Russia*. Cheltenham, U.K.: E. Elgar, 1998. 384 p.

"Mass unemployment has usually been seen as a necessary accompaniment to major structural adjustment, yet in Russia, amid economic collapse, enormous structural changes have taken place with remarkably low levels of unemployment. Some have seen low unemployment as a sign that Russia has undergone no real changes, but others see it as a sign of a remarkably flexible labor market, with very high rates of labor turnover and extremes of wage differentiation allowing low-wage (and even no-wage) employment to persist in the old industries alongside the growth of a new private sector. On this interpretation, Russia shows to the world, in extreme form, both the benefits and the costs of labor market flexibility." /From Introduction/.

60. ———. *What About the Workers?: Workers and the Transition to Capitalism in Russia*. London: Verso, 1993. 248 p.

This book is a collaborative work, with each chapter individually authored. Its aim is to provide the elements for an analysis of the development of class relations in Russia after perestroika, with a focus on the class struggle in the sphere of production.

61. Cohen, Stephen S., Andrew Schwartz, and John Zysman, eds. *The Tunnel at the End of the Light: Privatization, Business Networks, and Economic Transformation in Russia*. Berkeley, Calif.: University of California, International & Area Studies, 1998. 149 p.

*The Tunnel at the End of the Light* shows how radical privatization produced economic misery and political chaos in Russia. It argues that the crucial problem lies in the development of criminal and survivalist business networks that prey on Russia's wealth. It was the reversed sequence of Russian reform, which opened markets before establishing institutions to regulate and support those markets, that allowed predatory

networks to take hold. The volume provides the historical background, current dynamics, and likely future outcome of Russia's political and economic crisis.

62. Colosi, Thomas R. "Training East Europeans to Develop ADR and Negotiating Techniques." *Dispute Resolution Journal* 47 (Sep. 1992): 46-48.

The transformation of Eastern Europe is not only changing how people live, but also how business and labor-management relations are conducted. Methods of alternative dispute resolution can be of use to these newly independent nations. By inviting skilled conflict resolution trainers to travel to EE in 1991 to conduct training programs, the Partners for Democratic Change assisted various governments and businesses in the areas of easing labor-management disputes and resolving private sector conflicts.

63. Commander, Simon, and Fabrizio Coricelli. *Price-Wage Dynamics and the Transmission of Inflation in Socialist Economies: Empirical Models for Hungary and Poland*. Washington, D.C.: Economic Development Institute and Country Economic Department, 1991. 33 p.

The authors present the economic transition in two Eastern European Countries: Poland and Hungary. Inflation, low wages, high prices, and unemployment are very real threat for workers. All those problems are the first phase of economic reform.

64. ———. *Unemployment, Restructuring, and the Labor Market in Eastern Europe and Russia*. Washington, D.C.: World Bank, 1995. 416 p.

This study of unemployment and labor markets in EE and Russia contains detailed analysis of country and comparative experience. It provides a comprehensive account of the factors driving unemployment and restructuring, and indicates likely future developments. The result of extensive research, this volume provides a succinct record of transformations occurring in these areas.

65. Commander, Simon, ed. *Enterprise Restructuring and Unemployment in Models of Transition*. Washington, D.C.: World Bank, 1998. 240 p.

This volume is primarily concerned with the first key component of transition: restructuring — the changing behavior of firms and their complex interaction with the labor market, most particularly with unemployment. Emphasis is placed on the Czech and Slovak Republics, Bulgaria, Hungary, Poland, and Russia.

66. Comparative Labor Law Journal Staff. "Selected Current Bibliography on Foreign and Comparative Labor Law." *Comparative Labor Law Journal* 17 (Fall 1995): 260-.

Includes recent books and articles on foreign, comparative, and international labor law published in English.

67. ———. "Selected Current Bibliography on Foreign and Comparative Labor Law." *Comparative Labor Law Journal* 18 (Winter 1997): 319-.

Includes recent books and articles on foreign, comparative, and international labor law published in English.

68. Connor, Walter D. "Observations on the Status of Russia's Workers." *Post - Soviet Geography and Economics* 38 (Nov. 1997): 550-57.

Reviews the altered status of blue-collar workers in the economy of the Russian Federation. Covers changes in branch and socio-occupational differentials, the impact of the pay arrears problem, unemployment, and labor militancy.

69. ———. *Tattered Banners: Labor, Conflict, and Corporatism in Postcommunist Russia*. Boulder, Colo.: Westview Press, 1996. 231 p.

Reviews Russia's emergent labor politics in the first years of the post-Soviet period, focusing on the problems Yeltsin encountered in attempting to adopt a "corporalist" solution to the conflicts of interest that have arisen between labor, employers, and the state. Connor contends that with many employers still heavily dependent on the state while others are already beyond state control, "the corporalist effort has been sabotaged by the lack of distinct interest groups found in more mature market economies."

70. Cook, Linda J. *Labour and Liberalization: Trade Unions in the New Russia*. New York: Twentieth Century Fund Press,

1997. 129 p. (Russia in transition series.).

"Examines the problems of labor in Russia. Recounts the recent history of Russian unionism: the adjustments that the old union federation (now the FNPR), tainted by its undemocratic nature and its association with the Soviet regime, had to make in order to preserve its dominance, and the rise of independent unions and their contribution to supporting economic reform, which tended to strip away the privileges enjoyed by the FNPR. Cook also discusses the political and cultural barriers to further development of trade unionism, such as the lack of a legal tradition after seventy years of Communist Party rule, and the growth of a dynamic but largely unregulated private sector." /From Editorial Review/.

71. ———. "Workers in the Russian Federation: Responses to the Post-Communist Transition, 1989-1993." *Communist and Post - Communist Studies* 28 (Mar. 1995): 13-.

Workers' responses to the post-communist transition in the Russian Federation from 1989 through 1993 are discussed. The labor unions are divided and relatively weak, and labor has had no coherent influence in electoral politics.

72. Coricelli, Fabrizio, and Ana Revenga. *Wages and Unemployment in Poland: Recent Developments and Policy Issues*. Washington, D.C.: The World Bank, 1992. 45 p.

Recent changes in the Polish economy also brought changes in the social aspects of life of Polish population. Lower wages and unemployment are very often the main motivation behind crippling strikes.

73. Cox, Terry, and Bob Mason. *Social and Economic Transformation in East Central Europe: Institutions, Property Relations and Social Interests*. Cheltenham, U.K.: Edward Elgar Pub., 1999. 230 p. (Studies of Communism in Transition).

Focuses on economic and political transformation since the demise of communism in Eastern and Central Europe. Also discusses relationships between economic organization, social patterns, and institutional change.

74. Craig, Mary. *Lech Walesa: The Leader of Solidarity and Campaigner for Freedom and Human Rights in Poland*. Milwaukee: G. Stevens Children's Books, 1990. 68p.

Traces the life of the Polish union organizer who was instrumental in gaining government recognition for Solidarity, an organization of local unions, and who won the 1983 Nobel Peace Prize.

75. Crowley, Stephen. "Barriers to Collective Action: Steelworkers and Mutual Dependence in the Former Soviet Union." *World Politics* 46 (Jul. 1994): 589-.

Addresses the question why labor in the former USSR has remained so quiet during the tumultuous period of transformation. A concept of mutual dependence is developed to explain the lack of strike activity.

76. ———. "Between Class and Nation: Worker Politics in the New Ukraine." *Communist and Post - Communist Studies* 28 (Mar. 1995): 43-.

The particularly acute economic difficulties confronting Ukrainian strikes and other worker actions that helped pave the way for Ukrainian independence are discussed.

77. ———. "Coal Miners and the Transformation of the USSR." *Post - Soviet Affairs* 13 (Apr. 1997): 167-95.

The role of the coal miners in breaking up the Soviet Union and establishing economic transformations is examined. The coal miners were considered the bedrock of the proletariat.

78. ———. *Hot Coal, Cold Steel: Russian and Ukrainian Workers From the End of the Soviet Union to the Post-Communist Transformations*. Ann Arbor: University of Michigan Press, 1997. 273 p.

Analyzes one of the central issues of the transition: Why have workers accepted their fate so quiescently? As noted in the introduction, the failure of workers to engage in protest and collective action undermines both the totalitarian and social contract theories through which the social peace of the communist period traditionally has been explained. Crowley addresses this problem through a comparative study of miners and steelworkers in Russian Kuzbass and Ukrainian Donbass between 1989 and 1995. The comparison is opposite because, in both regions, steelworkers and miners live and work alongside one another but, while steelworkers have displayed very



little activism, miners have been the most prominent exception to the rule of quiescence.

79. Culpan, Refik, and Brij Nino Kumar, eds. *Transformation Management in Postcommunist Countries: Organizational Requirements for a Market Economy*. Westport, Conn.: Quorum Books, 1995. 250 p.

Contributors from the U.S. and Europe present their views on changes in the organization of enterprises necessary for post-communist countries to engage fully in international commerce, and provide some principles for managing the reforms. They cover the context and strategy, structure, behavior and personnel development, the process, and illustrative cases.

80. Czarnecki, Christine L. "Women in Poland's Workforce: When Less Is Good Enough." *Comparative Labor Law Journal* 11 (Fall 1989): 91-117.

Polish women are active in the workplace; in fact they are placed sixth among the ninety-eight countries which collect data on the economic activity of women. The Polish Constitution, the Polish Labor Code, and a variety of other labor laws work together to guarantee Polish women legal equality in the workplace. Despite those attempts, discrimination persists in the form of the statutory overprotection of women.

81. Cziria, Ludivit. "Development of Employment and Labour Relations in Slovakia." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 169-80.

A comprehensive review of the development of employment and labour relations after 1993 in the new independent state of Slovakia. Comments on the development process and challenges encountered in this area are also provided.

82. Deacon, Bob, ed. *The New Eastern Europe. Social Policy Past, Present and Future*. London: Sage Publications, 1992. 198 p.

Bringing together leading specialists on the social policy of the former Soviet Union, Hungary, Czechoslovakia, Bulgaria and Poland, this book outlines the short-comings of the old collectivist system of welfare, and explains why the emerging system is, initially at least, often inadequate. Focusing on this unique period of transition, *The New Eastern Europe* demon-

strates the difficulty of balancing social justice and economic efficiency in social policy.

83. ———. *Social Policy, Social Justice and Citizenship in Eastern Europe*. Brookfield: Averbury, 1992.

This volume presents the critical analysis of social policy developments in EE since the revolution and political changes of 1989. Of equal importance alongside the issue of social justice is the issue of citizenship. The development of social justice requires equal citizenship entitlements, and the establishment of full citizenship rights for all requires the achievement of social justice. This volume is primarily concerned with the social, rather than the legal, and political dimension of citizenship.

84. Deak, Leslie. "Customary International Labor Laws and Their Application in Hungary, Poland, and the Czech Republic." *Tulsa Journal of Comparative and International Law* 2 (Fall 1994): 1-44.

This paper illustrates that the most fundamental aspect of international labor law--the right to organize and bargain collectively--has become customary international law. The first part of the article defines customary international law and the process by which practices become law, and then, through application, demonstrate the existence of customary international labor law. The second part describes the changes, both legislative and practical, that occurred with democratization of the governments of Hungary, Poland, and the Czech Republic, emphasizing the role of international labor law and the organizations that work for compliance with them.

85. ———. "Customary International Labor Laws and Their Application in Russia." *Tulsa Journal of Comparative and International Law* 2 (Spring 1995): 319-43.

"Nothing has more profoundly affected the world order than the democratization and economic restructuring of Russia. Russia's acceptance of international labor laws affirmed its commitment to customary international law." This paper details the legal and sociological changes in Russia that surround the development of rights as customary international labor law, namely the right to freedom of association and collective bargaining.

86. Erdmann, Yvonne. "The Development of Social Benefits and Social Policy in Poland, Hungary and the Slovak Republic Since the System Transformation." *East European Quarterly* 32 (Fall 1998): 301-14.

Examines the social policies of Poland, Hungary, and the Slovak Republic since their transformation to democracies.

87. Ernst, Maurice, Michael V. Alexeev, and Paul Marer. *Transforming the Core: Restructuring Industrial Enterprises in Russia and Central Europe*. Boulder, Colo.: Westview Press, 1996. 315 p.

In considering the roadblocks facing transition economies, this text focuses on large, state-owned industrial enterprises. Despite significant strides in privatization, formerly socialist countries have found it immensely difficult, both politically and practically, to dismantle large enterprises, given the massive unemployment and economic dislocation that would result.

88. Estrin, Saul, and Jan Svejnar. "Wage Determination in Labor-Managed Firms Under Market-Oriented Reforms: Estimates of Static and Dynamic Models." *Journal of Comparative Economics* 17 (Sep. 1993): 687-.

A framework for analyzing the wide wage dispersion observed in a decentralized socialist system with workers' control is presented. The Yugoslav market of the 1960s and 1970s is used as an example.

89. Faulkner, Sue, and Jim McLoughlin. *Polish Transition Ten Years on: Processes and Perspectives*. Aldershot, UK: Ashgate Publishing, Limited, 1999. 222 p.

Offers perspectives on Polish society and economy in transition. Essays analyze key elements and dimensions of Polish transition, discussing microfinancial aspects, the Polish privatization model, and attitudinal changes.

90. Ferge, Zsuzsa. "Social Security in Hungary." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 177-91.

With the collapse of communism, the transformation of the whole system of social security in Hungary became possible and inevitable, in order to make it more democratic and efficient. The detailed legislation to implement the principles laid down in the Hungarian Constitution has not been fully elabo-

rated. Due to incomplete legislation, and partly because of traditions, many social issues are regulated by governmental or ministerial decrees.

91. Ferner, Anthony, ed. *New Frontiers in European Industrial Relations*. Blackwell Publishers, 1994. 52 p.

Contributors analyze the common trends across European countries and account for the variety of national practice. Essays cover management strategy, the role of unions, gender and the labor market, the state as employer, and the transition to a market economy in Eastern Europe.

92. Fine, Cory R. "Public Sector Unionism and Strikes in Developing Countries: The Case of Hungary." *Journal of Collective Negotiations in the Public Sector* 28 (1999): 1-15.

The study presents the transition and birth of the new and independent public sector trade unions in Hungary, their organizational and political structure, and an appraisal of their goals and objectives. The strengths and weaknesses of these new trade unions are analyzed and compared to some of the newly restructured, private sector trade unions. The conflicts and problems that public sector trade unions face also are defined and assessed.

93. Fingleton, John, Eleanor Fox M., and Damien Neven. *Competition Policy and the Transformation of Central Europe*. London: Centre for Economic Policy Research, 1996. 256 p.

The study evaluates the experience in Central Europe as governments have designed and implemented their own variants of a legal and institutional framework to regulate competition within their domestic markets. The study specifically focuses on the development of antitrust laws and enforcement regimes in four nations: Hungary, Poland, and the Czech and Slovak Republics.

94. Fischer, Georg, and Guy Standing, eds. *Structural Change in Central and Eastern Europe: Labour Market and Social Policy Implications*. Paris: Organisation for Economic Co-operation and Development, 1993. 288 p.

Topics reviewed in *Structural Change in Central and Eastern Europe* include current economic conditions and the concerns of especially vulnerable groups, such as older workers,

young people, ethnic minorities, and women. Subsequent issues discussed are labor policy and social protection programs such as retraining, education and employment services, forms of income maintenance such as unemployment benefits and employment subsidies, governmentally imposed incomes policies, and the normalization of labor relations. The study is valuable as it elucidates the labor market situation and discusses various possible remedial policies and programs.

95. FitzRoy, Felix. *Employee Ownership in Privatization: Lessons From Central and Eastern Europe*. Budapest: Central and Eastern European Team of the International Labour Organization, 1998. 51 p.

The aim of this policy report is to describe the extent and likely impact of employee ownership on the transition process under way in Central and Eastern Europe and to present its particular strengths and deficiencies as a privatization strategy; and on this basis, a number of concrete policy options to governments, employers, employees and their respective representatives.

96. Flanagan, Robert J. "Institutional Reformation in Eastern Europe." *Industrial Relations* 37 (Jul. 1998): 337-57.

This article: (1) Outlines the industrial relations system under postwar central planning in eastern Europe; (2) Examines changes in these industrial relations systems during the subsequent political and economic transitions; and, (3) Evaluates the micro and macro impacts of the new institutions on labor market developments during the transitions.

97. Florek, Ludwik. "Democratic Institutions of Industrial Relations: A Polish Perspective." *Michigan Journal of International Law* 12 (Spring 1991): 621-46.

Discusses the major features of the previous Polish industrial relations system. Shows arguments justifying the need for a democracy in industrial relations in Poland with elements of three basic democratic institutions of industrial relations: (1) Trade union freedom; (2) Collective bargaining; and, (3) Right to strike.

98. ———. "Job and Unemployment Security in Poland." *American University Journal of International Law and Policy* 7 (Spring 1992): 529-41.

Problems in the Polish labor market can be referred to some related components. The Polish economy, like the economies of other Central and Eastern European countries, suffered from an artificial lack of manpower.

99. ———. "Problems and Dilemmas of Labor Relations in Poland." *Comparative Labor Law Journal* 13 (Winter 1992): 111-28.

Labor relations in Poland are similar to those in other Eastern European Countries, although the Polish situation has some distinctive features. Polish labor relations are dominated by the following aspects of the traditional labor relations: (1) labor unions; (2) collective bargaining; (3) collective disputes and the right to strike; and, (4) worker participation.

100. Foubert, Petra. "The Active Unemployment Policy in Poland and in Belgium: Some Elements for a Comparative Study." *Yearbook of Polish Labour Law and Social Policy* 7 (1995): 75-81.

Comparative analysis is often considered useful for the countries compared which may "learn lessons" from abroad. The author gives a brief outline of the Belgian active unemployment policy. The discussion shows that in Poland as well as in Belgium the active unemployment measures are of major importance. Both countries have to cope with an increasing unemployment figure and in this respect it might be useful for the future employment policy of the two countries to study in depth the issue described in the article.

101. Fox, Eleanor M. "The Central European Nations and the EU Waiting Room—Why Must the Central European Nations Adopt the Competition Law of the European Union?" *Brooklyn Journal of International Law* 23 (1997): 351-.

This essay looks at the virtues and costs of the EC requirement that the CEEC national laws "approximate" EC law. It assesses the significance of approximation both in the specific European context and in the context of the dialogue on harmonization and convergence of the law of trading partners of the world.

102. Frege, Carola M., and Andras Toth. "Institutions Matter: Union Solidarity in Hungary and East Germany." *British Journal of Industrial Relations* 37 (Mar. 1999): 117-40.

"A study is discussed that examined the extent of union solidarity in two post-communist countries, Hungary and East Germany. It tested the hypothesis that post-communist union members are skeptical and unsupportive of their new interest representation owing to a legacy of disappointing experiences with their former communist unions. A survey of the union members in the Hungarian and east German clothing industry, revealed strong differences between members' attitudes in both countries: East Germans were highly committed and supportive of their new union and works councils, whereas Hungarians lacked support for their institutions. The study links members' attitudes to the different institutional context of interest representation in the two countries." /From Abstract/.

103. Frishberg, Alex. "Ukrainian Labor Practices." *Ukrainian Legal and Economic Bulletin* 1 (Apr 1993): 4-6.

To assist members of the American Chamber of Commerce in Ukraine in complying with Ukrainian labor laws, this article provides a brief overview of the Ukrainian labor practices.

104. Gach, Natasza. "Transfer of Undertakings Under the Polish Labour Law." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 189-97.

Transfer of undertakings is a subject of regulation of Polish labour law. The general regulation of this type of transfers is provided by art. 23 of the Labour Code. The Code is to protect employees in case of transfer of employing establishment. This paper focuses only on these legal aspects of the transfers which are relevant to labor law.

105. Genov, Nicolai, ed. *Central and Eastern Europe Continuing Transformation: Unesco-MOST*. Sofia: Friedrich Ebert Foundation, 1998. 317 p.

The transformation in Central and Eastern Europe is the most impressive social experiment at the end of our century. The changes in the region are profound, multidimensional, and occur simultaneously. How can the transformation be managed efficiently? The present volume includes the elaborated papers presented at the International Conference on "Assessment and

Management of Transformation Risks" (Sofia, 6-7 February, 1998). They document the wide variety of ideas debated in the framework of the conference.

106. Gibson, J., and P. Hanson, eds. *Transformations From Below: Local Power and the Political Economy of Post-Communist Transitions*. Aldershot, U.K.: Edward Elgar, 1996. 330 p.

This volume focuses on decentralization, devolution, and systematic transformation in Eastern and Central Europe and the former Soviet Union.

107. Gizejowska, Alina, and Pawel Korus. "The Character of Collective Labour Agreements." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 231-39.

This paper addresses the influence of the collective labor agreements provisions on individual labor contracts.

108. Godfrey, Martin. "The Struggle Against Unemployment: Medium-Term Policy Options for Transitional Economies." *International Labour Review* 134 (1995): 3-15.

This article focuses on unemployment medium-term policy options for governments of transitional economies. Concentrates primarily on the CEEC, but also provides some generalizations about the policy options available to transitional economies as a whole.

109. Godfrey, Martin, and Peter Richards, eds. *Employment Policies and Programmes in Central and Eastern Europe*. Geneva: International Labour Office, 1997. 220p.

Governments of economies in transition face formidable labor market problems. Considerable efforts are made to build labor market institutions and design policies and programs to meet the challenge of growing unemployment and the underutilization of labor. These problems only will be solved by restructuring the economy toward profitability and efficiency, and by reviving the demand for labor. This volume contains country studies on Bulgaria, the Czech Republic, Hungary, Poland, and Romania.

110. Goetting, U. "Destruction, Adjustment, and Innovation: Social Policy Transformation in East Central Europe." *Journal of European Social Policy* 4 (1994): 181-200.



This article discusses the problems that occur when post-communist societies rebuild their welfare systems.

111. Gora, Marek. "Shock Therapy for The Polish Labour Market." *International Labour Review* 130 (1991-1992): 145-64.

The author describes and analyzes the most important labor market phenomena accomplishing the "Big Bang"—Poland's transition from a centrally planned command system to a market economy. The transition means more than just introducing a new set of regulations: It means abandoning familiar economic landmarks and deeply ingrained habits and attitudes, and striking out into an unknown territory.

112. Gottlieb, Avi, Ephraim Yuchtman-Yaar, and Burkhard Struempel, eds. *Socioeconomic Change and Individual Adaptation: Comparing East and West*. Greenwich, Conn.: JAI Press, 1994. 333p. (Monographs in Organizational Behavior and Industrial Relations, Vol 18).

The publication is based on the international project *Socioeconomic Change and Individual Adaptation: Comparing East and West*. One of the more important aspects of the project was that its comparative framework encompassed central and eastern European countries that were still socialist when the project started, as well as western European market-oriented economies. This book provides many first-hand insights into the processes of transformation in central and eastern Europe. It also may serve as a significant resource for understanding these changes and the planning for the reconstructions of these countries' national economies.

113. Gupta, Sanjeev, and Robert Hagemann. "Social Protection During Russia's Economic Transformation." *Finance and Development* 31 (Dec. 1994): 14-17.

Russia's social safety net must be strengthened if economic reform is to be politically palatable. Adequate social protection is attainable by improving the existing system.

114. Ham, John, Jan Svejnar, and Katherine Terrell. "The Emergence of Unemployment in the Czech and Slovak Republics." *Comparative Economic Studies* 35 (Winter 1993): 121-.

The economic and political transformations in the Czech and Slovak Republics contributed to a growing number of un-

employed citizens. An analysis of unemployment in these areas is presented.

115. Hardt, John P., and Richard F. Kaufman, eds. *East-Central European Economies in Transition*. Armonk, N.Y.: Sharpe, M. E., 1995. 728 p.

A collection of papers assessing what has been accomplished and the obstacles that remain in the transition from communism to capitalism in East-Central Europe. Topical coverage includes: economic, political, and social reform strategies; privatization and economic restructuring; creation of financial infrastructure; unemployment and family incomes; role of Western assistance programs; integration into the world market; regional economic relationships; and, a complete series of expert country studies.

116. Hausner, Jerzy. "Industrial Relations and Interest Representation in the Post-Socialist Economies." *Yearbook of Polish Labour Law and Social Policy* 9 (1997): 9-26.

This paper deals with the functioning of principal interest groups in post-socialist economies. Also discussed are the main political and economic barriers and stimuli to the process of transition to the market economy, including those connected with ownership transformations and the dynamic development of private capital.

117. ———. "Interest Organization and Industrial Relations in Central and East European Countries." *Yearbook of Polish Labour Law and Social Policy* 6 (1994): 135-45.

An analysis of the origin and functioning of trade unions in post-socialist countries reveals an essential difference between the situation in the former GDR (whose trade unions were assimilated by the West German trade union structures) and the remaining countries. Considering that the developments in the CEECs are not homogenous, the author believes that at least four country-variants can be distinguished: Polish, Czech, Hungarian, and Russian. Each variant is described in terms of the specificity determined by the circumstances that characterized the origin and functioning of the trade union in a given country.

118. Hausner, Jerzy, Bob Jessop, and Klaus Nielsen, eds. *Institutional Frameworks of Market Economies. Scandinavian and Eastern European Perspectives*. Aldershot: Avebury, 1993. 301 p.

This book explores some of the general features important in the process of formation and change in the institutional frameworks of market economies. This is applied to the current post-socialist situation in Eastern Europe, in particular the Polish case, and also to the Scandinavian countries which are characterized by a set of distinct institutional features. The 'Scandinavian model' is often associated with a universal welfare state and social democratic political dominance. In this context, the authors stress another characteristic feature of the Scandinavian countries: The capacity to mobilize compromise and consensus through institutionalized forms of negotiation and communication between organized economic actors.

119. Havlovic, Stephen J., and William M. Moore. "Workers' Councils, Trade Unions and Industrial Democracy in Poland." *Economic and Industrial Democracy* 18 (May 1997): 261-87.

The roles of workers' councils and trade unions in Polish private and state-ownership are reviewed.

120. Henderson, J. W., K. Aroly Balaton, and Gy O. Lengyel. *Industrial Transformation in Eastern Europe in the Light of the East Asian Experience*. New York: Saint Martin's Press, 1998. 255 p.

"Ten contributions collectively argue that there are better ways to build dynamic and prosperous industrial economies in Eastern Europe than encouraging the respective societies of the region to emulate the Anglo-American form of capitalism. In particular, they suggest that the very different versions of capitalism evident in the Asia-Pacific region may well contain lessons that could be of help in the struggles for economic transformation in Europe." /From Book News/.

121. Herzog, Henry W. "Employment Uncertainty and the Incidence of Job Loss in Transition Economies: The Case for Central Europe." *Southern Economic Journal* 66 (Jan. 2000): 567-89.

A large body of literature has addressed the impact of reforms on unemployment distribution and duration, but little

is known of the actual transitions of workers from employment to unemployment and, specifically, the dynamics of transition-induced job loss. This study examines such transitions in the Czech and Slovak Republics, Poland, and Slovenia within econometric models whereby voluntary and involuntary employment separations are jointly determined.

122. Hill, J. Dee, and Christopher Wellisz. "Capital Likes Labour." *Business Eastern Europe* 24 (Mar. 6, 1995): 6-8.

An inexpensive workforce is one of the prime factors drawing Western companies to Eastern Europe. Human resource issues for foreign investors to consider in the Czech Republic and Poland are discussed. The issues are: (1) labor and social costs (2) pay; (3) mobility; (4) unemployment; and, (5) industrial relations.

123. Hillman, Arye L., and Branko Milanovic, eds. *The Transition From Socialism in Easter Europe: Domestic Restructuring and Foreign Trade*. Washington, D.C.: World Bank, 1992. 345 p. (World Bank regional and sectoral studies series).

This book discusses the transition in CEE countries from the points of domestic restructuring and foreign trade.

124. Holmes, C. Scott. "From Workers' State to Work Without Pay: Labor Law Reform in the Russian Federation." *North Carolina Journal of International Law and Commercial Regulation* 23 (Winter 1998): 341.

"On March 28, 1997, almost two million Russian workers, joined by retirees, walked off their jobs in protest of unpaid wages and pensions. Many workers have not been paid in months. Communist party members joined the workers in the streets of hundreds of cities and towns to protest the economic reforms of the Yeltsin administration. The strike activity shows that labor relations are still conducted at the national level rather than the enterprise level. Tracing the development of trade unions in Russian law, this comment explores the Russian Federation's struggle to move from an ideological workers' State to a constitutional, market culture governed by the 'rule of law'." /From Introduction/.

125. Horvath, Gunther J., and Paul S. Luiki. "Changing Landscape of Employment Law and Social Rights in Eastern Eu-

rope." *International Business Lawyer* 21 (June 1993): 282-85.

The purpose of this article is to provide an overview of two of the areas undergoing changes in Eastern Europe: social rights and labour law, with a focus on Hungary, the Czech Republic, and the Slovak Republic.

126. Horvath, Istvan. "The First Strike Law in Hungary." *International Journal of Comparative Labour Law and Industrial Relations* 7 (1991): 223-31.

As a result of political changes in Hungary in 1989, a number of important laws guaranteeing individual and collective human rights were passed. These acts may be considered the forerunners of the separation of powers. They include the Assembly and Association Law, the Company Law, and the Modification of the Constitution of 1972. Finally, in 1989, after half a year's debate, the Hungarian Parliament passed a law on strikes. This article presents that law and its background.

127. Husain, Aasim M. "Private Sector Development in Economies in Transition." *Journal of Comparative Economics* 19 (Oct. 1994): 260-70.

While the development of a competitive private sector is seen as a central element in the economic transformation of countries in central and eastern Europe, state enterprises continue to produce a substantial share of output in those countries. An analysis of how the profitability of private firms is affected by the size of the state-owned sector is presented.

128. Iatridis, Demetrius S., and June Gary Hopps, eds. *Privatization in Central and Eastern Europe: Perspectives and Approaches*. Westport, Conn.: Praeger, 1998. 209 p.

This volume offers revised papers from three international conferences organized by the Boston College Graduate School of Social Work Privatization Project, held in 1991, 1993, and 1995. It looks at the challenges that face Central and Eastern European countries, with sections on perspectives and frameworks, national policies, and the state and political markets.

129. Iatridis, Demetrius S., ed. *Social Justice and the Welfare State in Central and Eastern Europe: The Impact of Privatization*. Westport, Conn.: Praeger, 2000. 272 p.

Essays address significant issues dealing with the frame-

works of social justice, equality, policies for families and women, implications for the welfare state, and the impact on health care.

130. Iglicka, Krystyna, and Keith Sword, eds. *The Challenge of East-West Migration for Poland*. New York: St. Martin's Press, 1999. 237 p.

The contributions to this volume bring together academics from the fields of economics, political science, geography, demography, sociology and history, as well as a practitioner. The chapters have a wide range of starting points and perspectives on migration to, from, and through Poland.

131. ILO-CEET. *The Bulgarian Challenge: Reforming Labour Market and Social Policy*. Budapest: Central and Eastern European Team of the International Labour Organization, 1994. 214 p.

This book reviews developments in the Bulgarian labor market, social policy, and industrial relations, and proposes a set of policies and technical assistance projects that would assist the Government, employers, and trade unions, as well as guide the ILO and other technical assistance and donor agencies in their advisory work.

132. ———. *Disability and Employment in Central and Eastern Europe*. Budapest: Central and Eastern European Team of the International Labour Organization, 1994.

The unemployment rate of the disabled and their share of all unemployed job seekers has risen sharply in recent years. Due to recession and restructuring of the economic system, competition in the labor market has become more fierce. Various measures have been taken to improve opportunities of those with disabilities, both in the mainstream labour market and in special enterprises. Despite these improvements, the situation is still uncertain, and in the context of high overall unemployment, much more should be done to ensure that they are not marginalized.

133. ———. *Ethnic Minorities in Central and Eastern Europe: Guidelines and Recommendations for Promoting Their Employment*. Budapest: Central and Eastern European Team of the International Labour Organization, 1997. 50 p.

This manual provides guidelines and recommendations for the promotion of employment of ethnic minorities free from discrimination in Central and Eastern Europe. It is intended to help reduce these tensions by reducing their causes and to contribute to greater social cohesion in the countries of the region.

134. ———. *Perspectives for Labour Market and Social Policy Reform in the Russian Federation in the Mid-1990s*. Budapest: Central and Eastern European Team of the International Labour Organization, 1995.

The four papers in this volume examine various aspects of the social situation in Russia in the mid-1990s, half a decade after the beginning of the process of transition to a market economy.

135. ———. *Social Protection in Lithuania*. Budapest: Central and Eastern European Team of the International Labour Organization, 1994.

This country profile about Lithuania provides a comprehensive overview of the social protection mechanisms, ranging from social security schemes such as pensions, sickness and maternity benefits, employment injury and unemployment benefits, to health care, family benefits, and social assistance. The profile reflects the state of the law as of early 1994 and data up to 1993.

136. ———. *Social Protection in Poland*. Budapest: Central and Eastern European Team of the International Labour Organization, 1994.

This country profile about Poland provides a comprehensive overview of the social protection mechanisms, ranging from social security schemes such as pensions, sickness and maternity benefits, employment injury and unemployment benefits, to health care, family benefits, and social assistance. The profile reflects the state of the law as of early 1994 and data up to 1993.

137. ———. *The Ukrainian Challenge: Reforming Labour Market and Social Policy*. Budapest: Central European University Press, 1995. 318 p.

This report assesses the trends in social and labor market

policy emerging in Ukraine. It is aimed both at those in Ukraine who have to deal with novel and extremely complex policy challenges, and at academics involved in the study of Ukraine's current transition and reform processes. Conclusions and recommendations are given.

138. International Labour Organization. *ILO Web Site*. Geneva: International Labour Organization, 19—. URL: <http://www.ilo.org/>.

Includes information on the history, structure, mandate, services, and publications of the ILO.

139. International Social Security Association. *The Financing of Social Insurance in Central and Eastern Europe*. Geneva: International Social Security Association, 1993. 107 p.

These are the proceedings of the Warsaw meeting (June '93) on financing of social insurance in CEE, organized by the International Social Security Association in collaboration with the Social Insurance Institution and the Agricultural Social Insurance Fund in Poland. The meeting brought together the leadership of social insurance organizations from the region to share and discuss their experiences in the financing of social security schemes under the new condition, as well as from Austria, Sweden, the United States, and the ILO.

140. ———. *Restructuring Social Security in Central and Eastern Europe: A Guide to Recent Developments, Policy Issues, and Options*. Geneva: International Social Security Association, 1994. 269 p.

The ISSA has responded to the urgent requests of its member organizations for assistance and advice by organizing a series of technical consultations on the aspects of social policy reform as well as technical seminars on the administrative problems associated with the reforms. The reports in this volume reflect the importance of the social security institutions of the CEE countries.

141. Ivanov, Semion. "Labor Law in Socialist Countries: Three Issues of General Theory." *Comparative Labor Law Journal* 11 (Fall 1989).

Reviews labor law in former socialist countries such as Hungary, Poland, and the Soviet Union, and undergoing re-



forms. Although the extent of legislative change is different in each country, all innovations are being brought forth by economic restructuring and new approaches to the management of national economies.

142. Jackman, Richard. "Economic Policy and Employment in the Transition Economies of Central and Eastern Europe: What Have We Learned?" *International Labour Review* 133 (1994): 327-45.

Examines the economic changes that have occurred during the first years of the transition, considers the outcome relative to expectations, and suggests policy lessons that can be drawn. The focus is on output, employment, and unemployment in the CEEC, though reference also is made to the former Soviet Union for purposes of comparison.

143. Jackson, Marvin, Jeno Koltay, and Wouter Biesbrouck. *Unemployment and Evolving Labor Markets in Central and Eastern Europe*. Aldershot, England: Avebury, 1995. 227 p.

This volume is the result of a collective program of research by a network of researchers from CEE countries. It presents a detailed discussion of structural changes in the labor markets of Hungary, Czech Republic, Slovakia, Slovenia, Poland, and Romania.

144. Jankowska, Maria. "Technological Progress in Relation to Changes in Behavior Patterns Among Blue Collar Workers in Poland." *Osteuropa Wirtschaft* 34 (Sep. 1989): 201-23.

Reviews the changes in conduct pattern among Polish workers in the beginning of the transition from a state-planned economy to a market-economy.

145. Jonczyk, Jan. "Social Security Law in Poland." *Droit Polonais Contemporain=Polish Contemporary Law*, no. 1-4 (1991): 33-43.

The main body of social insurance law is that which embraces employees. In many points, it also is the general law in relation to particular regulations. With this in mind, the paper deals primarily with the employee social insurance and this part of law is divided into rules on allowances, pensions, and compensations. A few remarks on main differences relating to the self-employed also are added.

146. ———. "Social Security Law in Poland With Regard to Migrant Workers." *Yearbook of Polish Labour Law and Social Policy* 9 (1997): 189-202.

"The status of the migrant worker depends primarily on national law which regulates the scope of coverage, entitlements and benefits, financing and organization, as well as specific situations of migrant workers from and to the country. The latter are usually conditional upon international agreements. Polish social security law develops with some regard to the law of ILO, the Council of Europe, and EU organizations Poland is member of or associated with." /From Introduction/.

147. Jones, Anthony J., and William Moskoff, eds. *Perestroika and the Economy: New Thinking in Soviet Economics*. Armonk, NY: Sharpe, M.E., Inc., 1989. 304 p.

An anthology of 19 published essays by Soviet economists sampling the economic thought since the mid-1980's. The sections cover general economic issues, plan and market, price reform, labor incentives, property and social justice, and barriers to reform. A long introduction provides context for the articles.

148. Jones, Catherine, ed. *New Perspectives on the Welfare State in Europe*. London: Routledge, 1993. 249 p.

A collection of papers presented at the London conference (May '91). They illustrate the state-of-the-art of comparative social policy and new perspectives on the welfare state in Europe. In Chapter 9 (*Developments in East European social policy*), Bob Deacon supplies an analysis of past developments and future prospects in East European social policy.

149. Jones, Derek C. "Successor Unions in Transitional Economies: Evidence From St. Petersburg." *Industrial and Labor Relations Review* 49 (Oct. 1995): 39.

This study of successor unions to the official unions in the former USSR, based on data from 1992-93 field work and surveys of union leaders, demonstrates that, contrary to the claims of some observers, successor unions are capable of reform. Compared to the old unions, the successor unions examined in this study were more decentralized and democratic, placed more emphasis on job-related concerns, and had leaders

with more varied profiles and compensation. The author finds no relationship between leaders' membership in the Communist Party and either their political beliefs or the probability of their being newly elected leaders.

150. ———. "The Transformation of Labor Unions in Eastern Europe: The Case of Bulgaria." *Industrial and Labor Relations Review* 45 (Apr. 1992): 452.

Describes changes in trade unions in Bulgaria, where a fundamental shift away from the old communist union model is in progress. The author discusses the emergence of plural unionism, changes in the structure and functions of unions, and changing relationships between unions and political parties. "These developments demonstrate that it is possible for unions, formerly under strong centralized state control, to implement effective labor reforms and to contribute to broader social reforms."

151. Katz, Bernard S., and Libby Rittenberg, eds. *The Economic Transformation of Eastern Europe: Views From Within*. Westport, Conn.: Praeger, 1992. 216 p.

Eastern European economists assess their native economies. The book focuses on the three countries leading the reform efforts—Czechoslovakia, Hungary, and Poland—and demonstrates similarities and differences in their reform strategies.

152. Kessler, Linda J. "Medical Coverage for Local National Employees in the Czech Republic, Hungary, Poland and Russia." *Employee Benefits Journal* 23 (June 1998): 18-20.

Focusing on the Czech Republic, Hungary, Poland, and Russia, the article summarizes the medical benefits provided by each government's social security system, describes other means of accessing medical care in these countries, and outlines the insured supplemental benefit plans that may be available to employers in the local market.

153. Kiriazov, Dimiter, Sherry E. Sullivan, and Howard S. Tu. "Business Success in Eastern Europe: Understanding and Customizing HRM." *Business Horizons* 43 (2000): 39-43.

Since the early 1990's, East European political reforms aimed at improving productivity have instead caused decreased

output, reduced wage rates, and more downsizing and layoffs. But Eastern Europe continues the transition to a market economy, with changes occurring in work values, employment practices, and HRM. Understanding and customizing HRM practices for success in Eastern Europe are discussed.

154. Klich, Jacek. "The Changes in the Polish Economy and Social Policy in the Beginning of 1990s." *Yearbook of Polish Labour Law and Social Policy* 2 (1991): 143-54.

Examines some implications of the changes in the Polish economy for social policy. Puts special emphasis on unemployment, housing, and the role played by an enterprise in the model of social policy. Some remarks regarding possible changes in the model of social policy in the near future are included.

155. ———. "Economic Reforms and Welfare State in Central and Eastern Europe." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 169-75.

The author identifies some social consequences of economic reforms being implemented in Central and Eastern European countries in the context of the necessity for establishing a new model of welfare policy.

156. ———. "Health Care Reform in Poland - Recent Issues." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 223-28.

The article presents the current status of health care reform in Poland. The analysis shows that despite all the efforts there still is no well-developed plan to reform the existing system of medical care in Poland.

157. Klich, Jacek, and Krystyna Poznanska. "Some Active Measures to Countervail Unemployment in Poland: A Regional Analysis." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 121-30.

Shows which of the industrial, fiscal, and administrative tools created by Polish law, and aimed at counteraction of unemployment, are used in day-to-day work in regional employment offices. Activity of the Cracow's Voivodship Employment Office in 1991 is analyzed. Special stress is put on the so called "active measures" of countervailing unemployment.

158. Klich, Jacek, and Arkadiusz Sobczyk. "Socio-Economic Role of Small and Medium Enterprises in Poland." *Yearbook of Polish Labour Law and Social Policy* 6 (1994): 17-19.

The article examines the role of small- and medium-sized enterprises (SME) in Poland in fighting recession, and to describe their contribution to creating new jobs. It is argued that the SMEs are the mainstring of the Polish economy, and therefore, any possible measures should be taken to encourage or strengthen this sector. SMEs contribute significantly to the revitalization of the whole economy. However, the authors point out, one should not ignore the fact that SMEs are the sources of potential threat toward social policy. Some of them are identified in the paper.

159. Knell, Mark, ed. *Economics of Transition: Structural Adjustments and Growth Prospects in Eastern Europe*. Cheltenham, UK: E. Elgar, 1996. 246 p.

A collection of ten papers focusing on the theoretical and policy implications of transition and change in Eastern Europe. "The studies present a variety of perspectives but generally shift from issues of stabilization and liberalization toward longer-term considerations. The topics include stabilization and prospects for sustainable growth, macroeconomic collapse, balance-of-payment constrained growth, and prospects for science and technology capabilities." /From Booknews/.

160. Koncar, Polona. "The Harmonisation of National Labour Law Regulations With European Community Legislation — The Case of Slovenia." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 119-33.

An outline of the harmonisation of Slovene labor law with pertinent EU regulations. It indicates that the most important principles of Community labor law already are incorporated in Slovene legal system. Nevertheless, the author concludes that the system will have to be adjusted to EC law in a number of areas, including suitable administrative structures to ensure the consistent and efficient implementation of the legal and institutional frameworks.

161. Kramer, Mark. "The Changing Economic Complexion of Eastern Europe and Russia: Results and Lessons of the 1990s." *SAIS Review* 19 (Summer 1999): 16-45.

Assesses the different approaches to economic reform in Central and Eastern Europe to explain the regions' varying success with the transition.

162. ———. "Polish Workers and the Post-Communist Transition, 1989-1993." *Communist and Post - Communist Studies* 28 (Mar. 1995): 71-.

Labor movements have not been of major political or economic importance in Poland since 1989. The Polish case highlights the importance of political legitimacy and political consensus for making drastic economic changes.

163. Krol, Jaroslaw. "The Polish Social Insurance Law in the Light of International Rules of Social Security." *Yearbook of Polish Labour Law and Social Policy* 5 (1994): 213-39.

The prospect of Poland's acquisition of the full membership of the European Community makes it necessary to look more carefully at Polish social insurance law from the point of view of its conformity with international rules of social security. This paper evaluates the state of Polish social insurance law in relation to the international norms of harmonization of social security laid down in Convention No. 102 of 1952, adopted by the ILO and concerning minimum standards of social security. Poland ratified almost all the ILO conventions. The historical context of Poland's international activity in the field of social security protection also is shown.

164. ———. "Private Retirement Pensions in Poland." *Yearbook of Polish Labour Law and Social Policy* 7 (1995): 65-69.

This paper deals with private old pensions in Poland, or more precisely, with a serious shortage of this form of retirement income provision. It shows what has been done so far, and what should be done in the future, to introduce this form of retirement income.

165. Krol, Jaroslaw, Bartłomiej Raczkowski, and Arkadiusz Sobczyk. "Unemployment, the Second Economy, and the Social Policy Issues in Poland." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 249-64.

The authors focus on the legal and social issues of unemployment and the second economy (also called "shadow econo

my," "moonlighting," "parallel economy," or "black labor market"), a well-developed sector in Poland.

166. Kyloh, Robert, ed. *Tripartism on Trial - Tripartite Consultations and Negotiations in CEE*. Budapest: Central and Eastern European Team of the International Labour Organization, 1995.

"Tripartism" describes institutional arrangements for consultation and/or negotiation between representatives of workers, employers, and governments in the formulation of public policy on social and economic issues. The ILO is itself an international tripartite institution and, throughout its long history, has advocated the virtues of such arrangements at the national level. This publication deals with the development of tripartite arrangements at the national level in Bulgaria, the Czech Republic, Hungary, Poland, Romania and the Slovak Republic. It concentrates on the period following the political upheavals in the region at the end of the 1980s and traces the experiments with tripartism up to the mid-1990s.

167. Laba, Roman. *The Roots of Solidarity: A Political Sociology of Poland's Working-Class Democratization*. Princeton, N.J.: Princeton University Press, 1991. 247 p.

A study of the Polish Solidarity union. It provides a first-hand account of Solidarity's rise and success as the premier anti-Communist populist force in Eastern Europe.

168. Landau, Luis. *Poland Country Assistance Review: Partnership in a Transition Economy*. Washington, D.C.: World Bank, 1997. 152 p.

With external financial help and advice, Poland has made great strides towards sustainable growth. The country's currency is stable, its international creditworthiness has been restored, and its private sector now accounts for two-thirds of GDP. This review explores various stages in the evolution of the World Bank's assistance to Poland: systemic and institutional transformation and social improvement; private sector and infrastructure development; implementation and supervision; and results and recommendations. The book also summarizes the strengths and weaknesses of World Bank assistance to Poland.

169. Lazear, Edward P. *Economic Transition in Eastern Europe and Russia: Realities of Reform*. Stanford, Calif.: Hoover Institution Press, 1995. 447 p.

"The book shows how educated, relatively modern societies of Eastern Europe can make major changes in political and economic institutions almost overnight. The goods that countries produced under communism are different from those that can be efficiently produced in a free market. Some industries will collapse while others will flourish, and during this adjustment period, there are inevitable declines in output and painful layoffs. Evidence shows that a significant increase in unemployment is an unavoidable consequence of economic reform. This temporary problem can be partially cushioned by a social safety net." /From the Publisher/.

170. Linz, Susan J. "Do Job Rights Govern Employment Patterns in Transition Economies?" *American Economic Review* 85 (May 1995): 425-31.

Job rights, the institution of guaranteed employment despite individual or firm performance, governed employment patterns in the Soviet economy. Job rights included access to firm-provided social services such as housing, health care, child care, sports facilities, consumer goods, and food. Results from three surveys are employed to analyze the institution of job rights in the Russian transition economy. Characteristics of job rights prior to perestroika, based on data collected from Soviet emigrants, highlight the correlation between job rights and dysfunctional behavior.

171. Lobodzinska, Barbara. "Polish Women's Gender-Segregated Education and Employment." *Women's Studies International Forum* 23 (Jan./Feb. 2000): 49-71.

Women's employment in Poland during the post-1989 transition period predominated in light industries and lower priority sectors. Women continue to occupy lower positions and earn less money than men.

172. ———. *Family, Women, and Employment in Central-Eastern Europe*. Westport, Conn.: Greenwood Publishing Group, Incorporated, 1995. 344 p.

Contributors from Eastern Europe and the West discuss women's issues and employment in eight countries—including



Bulgaria, Lithuania, Poland, and Romania—since 1989. They focus on legislation, political participation, social and family services, employment, and changing attitudes, and a report on conflicts in women's roles, gender-related division of labor, and employment discrimination.

173. Martin, Roderick, and Anamaria Cristesco-Martin. "Industrial Relations in Transformation: Central and Eastern Europe in 1998." *Industrial Relations Journal* 30 (Oct./Nov. 1999): 387-404.

"Economic transition was far from complete in CEE by 1998. Overall, economic performance differed sharply between countries. The outlines of institutional development were becoming clear, especially in Poland, Hungary, the Czech Republic and Slovakia. The merging industrial relations institutions comprise tripartism at the national level with collective bargaining at the enterprise level, the precise responsibilities and the significance of different institutions differing between countries. Collective bargaining remains ill-developed at enterprise level. Trade union membership continues to decline, but at a slow rate. Managers in privatized firms made little effort to remove trade unions where they already existed; however, private enterprises rarely recognize trade unions. CEE managers do not yet see employment relations as a priority. The level of industrial conflict increased in 1998. The major strikes related to the restructuring of basic industries and the wages of state sector budget employees." /From Introduction/.

174. Matey, Maria. "Industrial Democracy in Poland in the 1990's." *Droit Polonais Contemporain=Polish Contemporary Law*, no. 3-4 (1990): 31-43.

Poland did not begin to form its post-communist system of industrial relations until the beginning of the 1990s. Will it meet the criteria of an "industrial democracy?" The question remains open, the author says, but every effort should be made to maintain that particular trend in Polish transformation. The political rationale justifies the hope for the adequate, democratic form of industrial relations.

175. ———. "Labour Law and Unemployment in Poland." *Droit Polonais Contemporain=Polish Contemporary Law*, no. 2 (1990): 39-52.

Despite the development of a variety of legal and other remedies to soothe its effects, unemployment still remains one of the most serious socio-economic problems in Poland. It can be expected to be a permanent phenomenon, as in the developed market countries. The new social policy, which still is in the making, will aim at its depletion and at limitation of its social effects.

176. Matutinovic, Igor. "Quality of Life in Transition Countries: Central East Europe With Special Reference to Croatia." *Social Indicators Research* 43 (Feb. 1998): 97-119.

Quality of life of the population of Central East Europe has changed dramatically, improving in some components and within certain social strata, and deteriorating in others. The author discusses these changes within the context of development and quality of life components: economic, social, political, environmental, cultural, and human.

177. Maydell, B. von, and E. M. Hohnerlein, eds. *The Transformation of Social Security Systems in Central and Eastern Europe*. Leuven: Peeters Press, 1994. 378 p.

Contains revised contributions from a conference organized by the Max Planck Institute for Foreign and International Social Law, held in Tutzing, Feb. 9-12, 1993.

178. Mayhew, Alan. *Recreating Europe: The European Union's Policy Towards Central and Eastern Europe*. Cambridge: Cambridge University Press, 1998. 403 p.

"The enlargement of the European Union to include central and eastern Europe is the greatest challenge Europe will face in the next decade." The book considers both the current relationship between the EU and Central Europe, and the main problems to be faced on the road to enlargement, including reform of agricultural policy, regional policy, the budget, and migration. It also analyses the costs and benefits of enlargement and concludes that it is not only necessary, but will bring major gains to the whole continent.

179. Medaiskis, Theodoras. "The Problems of Social Security System Development in Lithuania." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 251-57.

A short survey of the Lithuanian social security system

and a list of questions concerning its design. Since many new CEE democracies share the same social security problems, the Lithuanian approach to address them may be a useful comparative account of the subject.

180. Mejstrik, Michael, Alexis Derviz, and Alena Zemplerova. *The Privatization Process in East-Central Europe: Evolutionary Processes of Czech Privatizations*. The Hague: Kluwer Academic Publishers, 1996. 352 p.

A team of Czech researchers describe an evolutionary approach to the privatization process dictated by the International Monetary Fund, emphasizing generalizations that could be used in other eastern European countries. They cover the initial economic environment, the perspective of institutional economists, restitution and small privatization, the theory and practice of large privatizations, fiscal impact and policy, the emergence of banks and other institutional owners, and structural problems.

181. Milanovic, Branko. *Income, Inequality, and Poverty During the Transition From Planned to Market Economy*. Washington, DC: The World Bank, 1998. 237 p.

Provides a comparative economic analysis of the impact of transition on income, inequality, and poverty in the transitional economies of 18 former Soviet bloc countries.

182. Mitrus, Leszek. "Labour Law Issues in the Association Agreement Between Poland and the European Communities." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 135-43.

Analysis of the agreement on the association of Poland with the European Community signed on December 16, 1991 in Brussels (agreements with Czechoslovakia and Hungary were concluded the same day.) These treaties should enable Central European countries to participate in the process of European integration. The agreement with Poland anticipates a gradual process of creating a free-trade area within ten years after its entry into force. The objectives of the agreement are mainly political and economic: They are in no relation to labor law or social policy. To achieve full membership, Poland will have to adjust its law to Community regulations in terms of

free movement of workers. Currently, there is no equal treatment for Polish and foreign workers.

183. ———. "Polish Social Security Law From the Perspective of European Standards." *Yearbook of Polish Labour Law and Social Policy* 9 (1997): 183-88.

For Poland, the beginning of the 1990s was the period of joining West European organizations, especially the European Community and the Council of Europe. This fact had significant influence on the Polish legal system, including social security law. The association with European organizations raises at least two questions: To what extent does the Polish social security system meet international requirements, and what should be corrected? The paper evaluates the Polish system and draws conclusions as to its compatibility with European standards and amendments to be introduced in the future.

184. Mitrus, Leszek, and Arkadiusz Sobczyk. "Unemployment Schemes of the Central European Countries Compared to Selected Western European Unemployment Schemes." *Yearbook of Polish Labour Law and Social Policy* 7 (1995): 83-99.

The purpose of this paper is to compare unemployment schemes of the Czech Republic, Hungary, and Poland in the light of western solutions. Unemployment schemes of Belgium, Germany, Greece, and Great Britain form the background for the discussion. This choice is not a coincidence: All these EU countries have attained different levels of economic development, and each has chosen various ways to cope with unemployment.

185. Montagu-Smith, Nina. "Courting Central and Eastern Europe." *International Commercial Litigation*, no. 17 (Mar. 1997): 18-.

"The former Iron Curtain countries do not have a good reputation when it comes to dispute resolution, but things are starting to change. Lawyers in the region agree that there are serious problems with the existing legal systems, but they are convinced that this is just a temporary effect while countries in the east try to catch up with the rest of Europe." Some of the legal reforms taking place in the central and eastern European countries are discussed, including the increased use of arbitration.

186. Mroczkowski, Tomasz. "Shaping the Environment for Private Business in Poland: What Has Been Achieved? What Remains to Be Done?" *Law and Policy in International Business* 26 (Summer 1995): 1093-.

Poland's economy needs private business reforms including: export promotion programs, financing, labor market reforms, social security system changes, and political support for small and medium-sized enterprises. Early business experiments prepared the country for strong economic growth after Communism fell. However, a government headed by farmers and former Communists, elected in 1993, slowed down economic reforms and privatization, which discouraged foreign investors. An overgrown informal economy and high taxes have hurt Poland, despite the strong entrepreneurial spirit of its citizens.

187. ———. "Women As Employees and Entrepreneurs in the Polish Transformation." *Industrial Relations Journal* 28 (Jun 1997): 83-91.

The article examines the experience of women compared to men in the new Polish job markets with special emphasis on their participation in the explosion of entrepreneurship that has occurred in the country since 1990. Tightening laws related to gender discrimination would have some limited impact on women's employment opportunities. Promotion of entrepreneurship is proposed as an important solution to joblessness, especially for women with general secondary education living outside major cities.

188. Muszalski, Wojciech. "The Direction of Social Insurance System Modification With Respect to Allowance Performances and Accident at Work Insurance." *Yearbook of Polish Labour Law and Social Policy* 7 (1995): 35-48.

This report presents legal and organizational solutions, as well as some statistical data concerning the social insurance of employees in Poland.

189. Myant, Martin. *Transforming Socialist Economies: The Case of Poland and Czechoslovakia*. Aldershot, England : E. Elgar, 1993. 297 p.

This book aims to trace and explain how Poland and Czechoslovakia have been led to their difficulties in transforming their economies into modern, effective market systems.

190. Nekrosius, Ipolitas. "Problems of Legal Protection of Social Rights in Lithuania." *Yearbook of Polish Labour Law and Social Policy* 5 (1994): 19-23.

Problems of social insurance in Lithuania are outlined. It is concluded that specialized social courts should be established in this country.

191. Nekrosius, Ipolitas, and Tomas Davulis. "Problems of Collective Negotiations and Collective Agreements." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 219-31.

An in-depth discussion of various aspects of collective labor relations in Lithuania. The authors conclude that the present regulation does not yet match the EC standards. To meet them, the Lithuanian law will have to overcome a number of obstacles.

192. Nunberg, Barbara, Luca Barbone, and Hans-Ulrich Derlien. *The State After Communism: Administrative Transitions in Central and Eastern Europe*. Washington, D.C.: World Bank, 1999. 278 p. (Regional and sectoral studies series).

This publication aims to present an accurate, empirical picture of recent trends in CEE administration. It focuses on the three priority items on CEE countries' agendas: restructuring the machinery of government, reforming government pay and employment practice, and developing a politically neutral, professionalized civil service.

193. Offe, Claus. "The Politics of Social Policy in East European Transitions: Antecedents, Agents, and Agenda of Reform." *Social Research* (Winter 1993): 649-.

An outline is presented of the modes of social policy making, its historical and political context, its antecedents, agents, and further agenda of social policies in East Central European transition.

194. Okonska, Maria. "Labor Law in Poland: A Select Annotated Bibliography." *Yearbook of Polish Labour Law and Social Policy* 6 (1994): 269-78.

Provides descriptions of the English-language books and articles on labor law and industrial relations in Poland published between 1989-93. Intended as a guide for legal researchers and students interested in the development of the Polish

labor legislation.

195. Organisation for Economic Co-operation and Development. *Assistance Programmes for Central and Eastern Europe and the Former Soviet Union*. Paris: Organisation for Economic Co-operation and Development, 1996. 94 p.

A survey of the assistance programmes of OECD countries and of the European Commission for the Central and Eastern European countries. Describes the volume, strategies, priorities, administration, delivery mechanisms, and financial terms of the aid programs.

196. ———. *The Labour Market in Poland*. Paris: Organisation for Economic Co-operation and Development, 1993. 155 p.

An overview of the labor market in Poland, coming at a time when Poland faces a significant challenge for implementing labor market and training policy. The scope and depth of structural change call for a wide-ranging action to smooth the adjustment process and cushion its social costs. This report examines the major labor market policy issues confronting Poland and reviews various policy options in light of the experience of OECD Member countries.

197. ———. *OECD Web Site*. Paris: Organisation for Economic Co-operation and Development, 19—. URL: <http://www.oecd.org/>.

Includes information on the history, structure, mandate, services, and publications of the OECD.

198. Organisation for Economic Co-operation and Development. *Unemployment in Transition Countries: Transient or Persistent?* Paris: Organisation for Economic Co-operation and Development, 1994. 350 p.

The purpose of this volume is to identify the main issues involved in the design of labor market policy in transition countries for the years to come, on the basis of an assessment of their experience over the early nineties and of the OECD countries' longer experience with labor market policies.

199. Organisation for Economic Co-operation and Develop-

ment. *Lessons From Labour Market Policies in the Transition Countries*. Paris: Organisation for Economic Co-operation and Development, 1996. 322 p.

With economic transition in Eastern Europe, major changes have occurred in the design of unemployment benefit systems and in the implementation of active labor market programs. This book attempts to examine the effects of these policy changes in a range of transition countries (Bulgaria, Czech Republic, Hungary, Poland, Slovak Republic, and Slovenia).

200. Organisation for Economic Co-operation and Development. *Labour Market Policies in Slovenia*. Paris: Organization for Economic Cooperation and Development, 1997. 96 p.

Slovenia, once the richest republic in the former Yugoslavia, has maintained its lead and now enjoys the highest living standards of all transition countries in CEE. Real wages are relatively high and the employment rate is close to the OECD average of about 75%. Nevertheless, its economy is still burdened by difficult structural problems inherited from the past. This report offers a critical analysis of the role of the labor market and social policies in Slovenia's transition. It suggests that a change in policy emphasis towards a more bold pace of industrial restructuring is now justified. Labor market and social policies should not delay change, but facilitate and promote it.

201. Orientation Global Network: Central and Eastern Europe. *Central and Eastern Europe Web Site*. New York: Orientation Global Network, Inc., 19—. URL: <http://eeu.orientation.com>.

Offers a variety of options for searching, including a focus by country or topic. More than 20 countries are represented. Topics range from "Art & Literature" to "Travel & Exploration." For the purpose of this bibliography, the most useful topics were "Business & Trade," with numerous subtopics.

202. Orlowski, Lucjan. "Social Safety Nets in Central Europe: Preparation for Accession to the European Union?" *Comparative Economic Studies* 37 (Summer 1995): 29-.

Examines policy solutions aimed at reducing unemployment and at improving the pension and other social security



systems in the European Union.

203. Osa, Maryjane. "Contention and Democracy: Labor Protest in Poland, 1989-1993." *Communist and Post - Communist Studies* 31 (Mar 1998): 29-42.

This article analyzes data on labor protests in Poland during the transition period. A bivariate categorical model was used to estimate the effectiveness of different protest strategies.

204. Ost, David. "Can Unions Survive Communism?" *Dissent* 44 (Winter 1997): 21-27.

As Eastern Europe moves toward capitalism, many workers see labor unions as a relic of communism. All unions in Eastern Europe have faced battles in the coming of capitalism, but how they react depends on the legacy of their struggle against communism.

205. Ost, David, and Mark Weinstein. "Unionists Against Unions: Toward Hierarchical Management in Post-Communist Poland." *East European Politics and Societies* 13 (Winter 1999): 1-33.

The authors present findings from extensive field research in Polish enterprises and from a survey of Polish trade union officials and managers conducted in 95 industrial enterprises in 1994. A dramatic change in enterprise governance is occurring in post-communist Poland.

206. Paglia, Lucas G. "A Draft Labor Code for Minsk: From Byelorussia With Love?" *Vanderbilt Journal of Transnational Law* 28 (Oct. 1995): 859-900.

Byelorussia has drafted a comprehensive labor code to govern employment relations. This paper presents the historical background of the legislation, its major provisions, and its prospects for successfully handling labor disputes as well as encouraging foreign investment.

207. Patulski, Andrzej. "Selected Problems of Unemployment in Poland and Other Postcommunist Countries Arising From the Transition From a Centrally Planned to a Market Economy." *Yearbook of Polish Labour Law and Social Policy* 6 (1994): 169-75.

"For all of the postcommunist countries, one basic crisis syndrome is common: a steep fall in production, a decline of the gross domestic product, a drop in the utilization of production capacity and the appearance of a huge labour surplus." Some unemployment problems in CEEC (except former GDR) are discussed.

208. Pennings, Frans, and Andrzej Swiatkowski. "The Right to Work and Its Changing Relationship With Social Security." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 49-67.

The relationship between social security, the duty and right to work is analyzed in the context of considerable socio-political changes in both East and West European countries. The authors conclude that as a result of these changes the concepts of right to work and duty to work have become quite fuzzy.

209. Pentsov, Dmitri, and Glenn S. Kolleeny. "Ending an Employment Relationship Under Russian Law." *Parker School Journal of East European Law* 3 (1996): 115-22.

As foreign investment in the Russian Federation expands, an increasing number of Western companies are establishing representative offices, branches, and subsidiaries in Russia. This article presents a thorough summary of legislation relevant to terminating employment in this country—focusing on termination of employment by management. The authors hope that by providing this overview of Russian Labor Law, employers and prospective employers will be cognizant of their obligations under the law and will undertake to fulfill these obligations completely.

210. Pereira, Luiz Carlos Bresser, Adam Przeworski, and Jose M. Maravall. *Economic Reforms in New Democracies: A Social-Democratic Approach*. Cambridge: Cambridge University Press, 1993. 237 p.

This assessment of the experiences of political transition in Southern Europe, Latin America, and Eastern Europe implies that the most successful reforms have been those resolved through democratic negotiation as opposed to the big bang approach.

211. Perszynski, Maciej, Jan Kregel, and Egon Matzner, eds. *After the Market Shock: Central and East-European Economies in Transition*. Brookfield, Vt.: Dartmouth Pub. Co., 1994. 306 p.

This book is a collection of essays and papers commenting on strategies for systematic transformation of the central and eastern European economies in transition, including Russia.

212. Petkov, Krastyu, and John E. M. Thirkell. *Labour Relations in Eastern Europe: Organisational Design and Dynamics*. London: Routledge, 1991. 256 p.

The history of organizational design of labor relations in Bulgaria (which form the core of the book) and other CEEC shows that redesign necessarily starts from what is already there (or has been there at some time in the past.) Certain structures and mechanisms continue to function while others are redesigned or reintroduced. The authors believe that this book will contribute to a better understanding of further developments in labor relations in Eastern Europe.

213. Pliszkiwicz, Marek. "Labour Law in Poland: Challenges for the 1990s." *International Journal of Comparative Labour Law and Industrial Relations* 7 (1991): 46-56.

This paper presents the sources, structure, and development of labor law in Poland up to 1987; social, political, economic and legal transformations in 1988-1989, as well as the challenges which must be met by the labor law at present, and in the approaching decade of the 1990s. These problems are shown against the background of the political, economic, and social changes taking place in Poland.

214. Porket, J. L. *Unemployment in Capitalist, Communist, and Post-Communist Economies*. New York: St. Martin's Press, 1995. 230 p.

The author argues that no modern economy can escape open unemployment as long as free labor and a free labor market exist. He examines open and hidden unemployment in capitalist market economies and socialist command economies prior to 1989, and unemployment in post-communist economies between 1989 and the end of 1993, summarizing issues of unemployment relevant to both Western and post-communist countries.

215. Potocnjak, Zeljko. "Transformation of the Labor Relations in the Republic of Croatia." *Yearbook of Polish Labour Law and Social Policy* 6 (1994): 125-34.

This work is intended to review the most significant changes that have taken place in the field of labor relations in Croatia during the years 1991-1994, as well as to present the basic characteristics of the proposed Labor Bill and the controversies it has generated.

216. Potucek, Martin. "Current Social Policy Developments in the Czech and Slovak Republics." *Journal of European Social Policy* 3 (1993): 209-26.

Considered in the article are recent developments in industrial relations and employment policy, social security, medical care, housing, education, social support and care in the Czech and Slovak Republics. The development of industrial relations is characterized by the establishment of tripartite institutions, the persistent low authority of trade unions, the preservation of social peace with nearly no strikes—especially in Slovakia.

217. ———. *Not Only the Market: The Role of the Market, Government and Civic Sector in the Development of Post-Communist Societies*. Budapest: Central European University Press, 1999. 146 p.

This study of the Czech Republic highlights the early transitional mistakes made with respect to the role of these sectors. It examines the balance between them and makes useful comparisons with other postcommunist countries. Focusing on developmental issues, the book looks at a number of public concerns including social and health care reform, privatization, and the emerging patterns of corporatism.

218. Rainnie, Al, and Jane Hardy. "Desperately Seeking Capitalism: Solidarity and Polish Industrial Relations in the 1990s." *Industrial Relations Journal* 26 (Dec. 1995): 267-79.

An examination is made of the contradictory and complex role played by Solidarity in the transformation of Poland since 1989. The organizational and ideological development of Solidarity is traced from 1980 through 1994 in an attempt to explain an approach best described as "desperately seeking Polish capitalism."

219. Rapacki, Ryszard. "Privatization in Poland: Performance, Problems and Prospects." *Comparative Economic Studies* 37 (Fall 1995): 57-.

Privatization in Poland is evaluated for the past five years. Actual results of ownership changes are compared with the objectives originally specified by government. Feedback mechanisms between privatization and other components of the transition process are addressed. After overviewing the results of privatization, major strengths and weaknesses in the program and outcomes are described. Despite growing social resistance and implementation delays, privatization overall has had a positive impact on efficiency and employment in Poland.

220. Reeves, T. Zane. "Strikes: Are They Useful Anymore?: Lessons From the Transformation of Industrial Relations in Central and Eastern Europe." *Journal of Collective Negotiations in the Public Sector* 26 (1997): 65-71.

The study examines theoretical models and pragmatic results of strike-based collective bargaining, focusing on the effectiveness of strikes in Central and Eastern Europe from 1989 to 1996. The thesis is that while the strike was historically utilized by workers in Western Europe and North America as a technique to secure economic leverage with their employers, strikes in Poland, Romania, and Hungary were utilized as a political exchange transaction, rather than as a weapon to secure economic leverage against the employer. In other words, the strike more frequently was employed by labor unions with limited access to the political system as a means of increasing their policy-making influence.

221. Rein, Martin, Andreas Worgotter, and Barry L. Friedman, eds. *Enterprise and Social Benefits After Communism*. Cambridge, U.K.: Cambridge University Press, 1997. 344 p.

The essays in this volume explore the evolution of firm-initiated forms of social protection, examine the tendencies of enterprises to shed some of these responsibilities, and look at the acquisition of new social functions in both newly-privatized and established enterprises.

222. Rubin, Alix R. "Selected Current Bibliography on Foreign and Comparative Labor Law." *Comparative Labor Law Journal* 16 (Summer 1995): 575-.

Includes recent books and articles on foreign, comparative, and international labor law, published in English.

223. Ruff, Jackie. "Job Security in Poland: Economic Privatization Policy and Workplace Protections." *Temple International and Comparative Law Journal* 7 (Spring 1993): 1-.

The paper explores one of the fundamental areas of labor law reform—the right to job security.

224. Rutkowski, Jan J. *Welfare and the Labor Market in Poland: Social Policy During Economic Transition*. Washington, DC : World Bank, 1998. 95p.

This report assesses the changes in social welfare and policy that have taken place in Poland during the economic transition. It aims to test the main hypotheses concerning changes in the role of the welfare state, workings of the labor market, and the distributional consequences of transition. It also attempts to show who will be the winners and losers of the transition.

225. Rys, V. "Social Security Reform in Central Europe: Issues and Strategies." *Journal of European Social Policy* 3 (1993): 163-75.

Among the main issues analyzed in the article, some refer to the communist heritage, and some to the difficulties inherent in the transition process. Recent developments indicate that the societies may opt for a systematic defence of rights and privileges acquired under the communist system while fully exploiting social advantages of democracy. Under such conditions a stage-by-stage reform of the surviving system may be a reasonable proposition.

226. Schienstock, Gerd, and Franz Traxler. "Economic Transformation and Institutional Change: A Cross-National Study in the Conversion of Union Structures and Politics in Eastern Europe." *International Journal of Comparative Labour Law and Industrial Relations* 10 (Winter 1994): 313-38.

This paper investigates in a cross-national perspective organisational adjustments concerning unionism in both its structural and procedural aspects.

227. Schramm, Juergen, ed. *Developing a System of Social Security Within a Market Economy*. Baden-Baden: Nomos, 1996. 214 p.

The volume documents the two Berlin conferences (1993 and 1994) on the development of market economy systems of social security. Most contributions examine the theme of social security as applied to the nations in Central and Eastern Europe. The organizers believe that a stable labor market and system of social security are the two most fundamental requirements for political and economic stability.

228. Schronk, Robert. "The Present State and the Further Development of Labour Law in Czechoslovakia." *International Journal of Comparative Labour Law and Industrial Relations* 7 (1991): 24-33.

Czechoslovakia, through the revolution of November 1989, entered a period of essential political and economic changes. An inevitable precondition and means for accomplishment of these changes is an essential change in the legal system. This change is bound also to affect the field of labor relations. Changes in current regulations are presently being realized through repeal of previous legal norms, reduction of their content, and amendments to still valid regulations, or through the adoption of new regulations legalizing formerly forbidden activities, together with revival of legal institutions which could be regarded as traditional within the legal culture of Continental Europe.

229. Scoville, James G. "Theories of the Labor Movement: Meeting the Challenges of the Future." *Yearbook of Polish Labour Law and Social Policy* 7 (1995): 223-36.

After a brief review of the labor movement in general, the author discusses several more recent views of the labor movement in terms of their probable usefulness in understanding the processes at work in the post-Soviet economies and in contemporary capitalism.

230. Sewerynski, Michal. "Development of the Collective Bargaining System in Poland After the Second World War." *Comparative Labor Law Journal* 14 (Summer 1993): 441-77.

The regulations regarding collective bargaining and labor relations presently in force in Poland are a relic of centralized

administration. Formulation of a new system of collective bargaining in conformity with the principles of democracy and a free-market economy entails difficulties because it does not rely on a system of coherent legal rules and regulations, but rather is rooted in the spheres of property ownership transformation and structural changes in the Polish economy. A new model of negotiating collective bargaining agreements is imperative.

231. ———. "Prospects for the Development of Labor Law and Social Security Law in Central and Eastern Europe in the Twenty-First Century." *Comparative Labor Law Journal* 18 (Winter 1997): 182-203.

The year 1989 witnessed the beginning of fundamental political, economic, and social changes in Central and Eastern Europe. The changes in labor and social security law that have taken place in this region have brought about fundamental change both qualitatively and quantitatively. The article discusses the relationships between the aforementioned factors to specific areas of labor and social security law.

232. ———. "Trade Unions in the Post-Communist Countries: Regulation, Problems, and Prospects." *Comparative Labor Law Journal* 16 (Winter 1995): 177-.

The paper discusses the changes in the role, structure, and functioning of unions that have taken place in the countries of Central and Eastern Europe since 1989. The work focuses on Poland, the Czech Republic, Slovakia, Romania, Bulgaria, and Russia, taking into consideration their advanced positions with regard to the scope and scale of the reform process. A considerable space in the article is devoted to Poland, primarily due to the leading role of the Polish Solidarity union as a precursor of changes in the trade union movement.

233. ———. "Varieties in Employment and Related Issues in Polish Labour Law." *Comparative Labor Law Journal* 18 (Summer 1997): 523-46.

The article analyzes the legal structure of the wage-labor relationship. It also discusses the rapid and spontaneous development of alternative employment relationship forms from a labor law perspective.



234. Simanis, Joseph G. "Financing Poland's Social Safety Net." *Social Security Bulletin* 56 (Spring 1993): 95-.

A significant improvement in the finances of the social security system in Poland is crucial to balancing the country's budget. Changes that have been made in financing Poland's social security system are detailed.

235. Slay, Ben. "The Polish Economic Transition: Outcome and Lessons." *Communist and Post - Communist Studies* 33 (Mar. 2000): 49-70.

Provides an overview and conclusions regarding Poland's economic transition during the 1990s. Focuses on macroeconomic and external developments, privatization, and the lessons of the Polish experience for other transition economies.

236. Smith, Alice, and Krystyna Kluz. "Social Care in Poland: Opportunities for the Future." *International Social Work* 40 (Oct 1997): 451-65.

The authors assess the contemporary social policy in Poland within the context of its rapidly changing social, political, and economic institutions, and highly dynamic ideological environment.

237. Smith, Chris, and Paul Thompson, eds. *Labour in Transition: The Labour Process in Eastern Europe and China*. London: Routledge, 1992. 266 p.

Nine essays examine the labor process within concrete societies identified as state socialism. Following a general introduction (*Socialism and the Labour Process in Theory and Practice*), the remaining eight essays compare capitalism and state socialism, labor process reform in Eastern Europe, and China.

238. Smolka-Day, Maria. "Selected Current Bibliography on Foreign and Comparative Labor Law." *Comparative Labor Law Journal* 15 (Fall 1994): 571-.

Includes recent books and articles on foreign, comparative, and international labor law, published in English.

239. ———. "Selected Current Bibliography on Foreign and Comparative Labor Law." *Comparative Labor Law Journal* 15 (Summer 1994): 571-.

Includes recent books and articles on foreign, comparative, and international labor law published in English.

240. Smrstik, Caroline. "Wrestling With the Trade Unions." *Business Eastern Europe* 23 (Feb. 28, 1994): 1-2.

Western companies are paying closer attention to union issues in Eastern Europe. The approach to labor relations in the Czech Republic and Slovakia is reported.

241. Sobczyk, Arkadiusz. "Equality of Employees and Employers in the Polish Theory of Labour Law." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 181-88.

The author's view of the reciprocal position of employees and employers. He attempts to answer whether this position may be held to be the principle of equality, or the equal status. He concludes that "both the employer and the employee are equal in the eyes of the law notwithstanding an asymmetric distribution of their rights and duties, suggesting the employees preference".

242. ———. "Unemployment As a New Phenomenon of Labour Market in Poland." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 229-47.

Unemployment in Poland and other countries is a now more complicated phenomenon than in the experienced, market economies of the West. The Polish society is not willing to accept the new economic policy and the transition process that brings so many negative side effects. This makes unemployment an extremely sensitive issue. Conclusion: Social policy measures undertaken by the state government so far to countervail unemployment are not sufficient and have no chance to succeed unless the structure of the economy is changed.

243. ———. "Unemployment in Poland—Basic Characteristics." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 221-24.

Reviews open unemployment in Poland as the new social phenomenon. The first formal unemployment scheme was adopted in December 1989. That was the consequence of the economic transition started by the first post-communist government.

244. ———. "Unemployment Schemes in Hungary and Poland—Comparative Analysis." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 157-65.

There are lots of similarities between Hungary and Poland in relation to unemployment. The crisis of the economic structure, technological gap, and poor management had a strong impact on whole economic performance in these countries. High unemployment is an unavoidable price which has to be paid for the transition.

245. Standing, Guy. "The Folly of Social Safety Nets: Why Basic Income Is Needed in Eastern Europe." *Social Research* 64 (Winter 1997): 1339-79.

Eastern European countries have lurched into a crisis of social protection that cannot be resolved by importing social security models developed in a different era of industrial welfare capitalism. Standing argues for more radical social programs based on a review of the main stylized facts and trends.

246. Standing, Guy, and Daniel Vaughan-Whitehead, eds. *Minimum Wages in Central and Eastern Europe: From Protection to Destitution*. Budapest: Central European University Press, 1995. 192 p.

*Minimum Wages in Central and Eastern Europe* examines the crucial issues in Bulgaria, the Czech Republic, Hungary, Moldavia, Poland, Romania, and Russia, and compares their systems with those of Western economies. Based on primary data, the contributors to this volume consider the evidence and the implications of new developments and recommend a series of reforms.

247. Stark, David, and Laszlo Bruszt. *Postsocialist Pathways: Transforming Politics and Property in East Central Europe*. Cambridge, U.K.: Cambridge University Press, 1998. 284 p.

This volume analyzes democratization and economic change in the post-socialist societies of East Central Europe. It demonstrates that the collapse of communism was not the same across the region. Among the key concepts are the importance of social networks in the economies and of deliberative institutions in the policy that include the interests of subordinate groups in policy-making.

248. Sterbenz, Jolanta. "Modern Development of Polish Unemployment Law." *Comparative Labor Law Journal* 14 (Winter 1992): 163-84.

The author provides an overview of the Polish Labor Code. The code was enacted in 1975 to regulate a comprehensive range of labor issues and was repeatedly amended to account for various economic and political events. The paper recounts these events and explains their effect on the country's employment relations and labor policy issues.

249. Stoper, Emily, and Emilia Ianeva. "Democratization and Women's Employment Policy in Post-Communist Bulgaria." *Connecticut Journal of International Law* 12 (Fall 1996): 9.

Bulgaria overthrew its Communist regime in 1989 and started the democratization and marketization process. This paper shows how women's employment policies have changed little, and are unlikely to change much more, because of the weak impact of both democratization and marketization. As the authors demonstrate, the introduction of a slightly more Western pattern has produced mixed results for women.

250. Strzalkowski, Adam, and Lynn Benson. "The Selection of Managerial Staff in the Polish Economy: Past and Future." *Yearbook of Polish Labour Law and Social Policy* 9 (1997): 203-12.

The paper first describes the situation that existed during the years of the command economy with regard to the selection of managerial staff. It then goes on to examine changes that have taken place since the end of Communist rule in 1990. Factors hindering improvement in management selection are described, followed by a discussion of what can be learned from older market economies. Some suggestions are made for future research.

251. Surdej, Aleksander. "Regulating Risk in the Employment Contract." *Yearbook of Polish Labour Law and Social Policy* 6 (1994): 45-58.

The paper overviews problems concerning regulation of risk in the employment contract. In particular, it attempts to identify these dimensions of the contract that are risk-laden and, then, ask for purposefulness and possible forms of their regulation.

252. Svejnar, Jan, and Marek Gora. "Labor Market Adjustment in Transitional Economies: Comment." *World Bank Research Observer Supplement* (1992): 157-.

The principal labor market developments in the transitional economies are outlined. The effect of transition on wages, employment, and trade unions is assessed. Although wage controls played an important role in stabilizing these economies, they also maintained and aggravated major distortions. Profitable enterprises in the business of producing tradables should be permitted to set their own wages. Social, rather than private, welfare criteria should guide the behavior of state enterprises. A comment suggests that under the command system, workers lacked motivation to work.

253. Swiatkowski, Andrzej. "Current Developments in Labor Law and Labor Relations in Poland." *Comparative Labor Law Journal* 12 (Fall 1990): 35-61.

Provides basic information on current developments in labor law and labor relations in Poland. Discusses those provisions of labor laws which have been carried over from the earlier system, and the areas subjected to substantial change by the new Solidarity-dominated Polish government.

254. ———. "Distinctive Character of Polish Collective Labor Law." *Yearbook of Polish Labour Law and Social Policy* 1 (1989): 127-36.

Describes the legal structure of the collective labor law in Poland. Because this problem is very broad, the author compares new regulations v. old ones. The collective labor law in Poland was not an area totally unexperienced. The only new item on the agenda was the right to strike which was for the first time specifically regulated in Socialist Poland.

255. ———. "European Collective Agreements: Opportunities and Challenges for Eastern and Central European Democracies." *Yearbook of Polish Labour Law and Social Policy* 5 (1994): 201-12.

European collective bargaining presents great opportunities and tough challenges for trade unions, employers' associations, and the state governments in CEE democracies. Taking all the pros and cons into account, the author concludes that the task is worth the time and energy.

256. ———. "History of Social Security in Poland." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 193-208.

An historical outline of social security regulations in pre- and post-war periods in Poland.

257. ———. "Labour Law in Post-Socialist Poland." *Yearbook of Polish Labour Law and Social Policy* 5 (1994): 184-200.

The year 1989 starts the "post-socialist" period in the history of Poland. This paper examines changes that have taken place in the Polish labor law since then.

258. ———. "Policy of Full and/or Productive Employment." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 209-19.

The policy of employment is a collective term used to identify the goals the authorities or pressure groups want to achieve, and to specify the direction of political activities, by choosing the most efficient ways to meet these goals. The employment policy also is a knowledge of efficient administration of manpower supply in a society.

259. ———. "Polish Report on Social Security." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 177-88.

Examines the Polish system of social security law. There is only one scheme in Polish social security law—social insurance which is only of a professional nature. It means that, in Poland, different schemes exist for various professional groups. Discusses the amendments made to all these regulations by the Act of May 24, 1990.

260. ———. "Politics and Policies Affecting Health Care in Poland." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 225-38.

The former and present health care systems were, and still are, based on the idea of national health care insurance. This plan extends its coverage to virtually every member of the society. In order to support this system the government collects taxes to pay everyone's medical bills.

261. ———. "Prerequisites of Social Dialogue." *Yearbook of Polish Labour Law and Social Policy* 10 (1998-1999): 207-18.

The author addresses the crucial question: does trade

union pluralism work as a positive factor to promote social dialogue?

262. ———. *The Role of State in Industrial Relations in Eastern Europe and Central Europe: The Case of Poland*. In: Vol. 1 of *Proceedings of the 9th World Congress of International Industrial Relations Associations*. Sydney: 1992.

Explores the transition in industrial relations in the countries of Central and Eastern Europe, with particular reference to Poland. Although the political environment is changing fast, institutions from the previous regime remain. Changes in industrial labor relations will be quicker in countries where unions and workers have some traditions of being in active opposition to the government, as in Poland.

263. ———. "The Role of the State and Trade Unions During the Polish Process of Transformation (Especially Regarding to the Area of Industrial Relations and Employment Politics)." *Yearbook of Polish Labour Law and Social Policy* 8 (1996): 27-40.

An analysis and critical commentary on the evolution of labor law, especially employment law, in Poland during the first six years of the 1990s; the formative years for the process of transformation from one type of society to the other. The article highlights approaches by the state government towards labor law. It also examines various legislative strategies adopted by trade unions.

264. ———. "Social Peace Obligation During Transition Period From Planned to Market Economy." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 111-23.

Examines whether the idea of the so called "social peace" initially came to Poland. In particular, social peace obligation is discussed in the present transition period from a planned to a market economy.

265. ———. "Social Policy Choices and Social Security Features in Poland." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 195-207.

Focuses on the leading issues of a social security scheme in Poland which changed after 1989. Poland is distinguished from the other nations by the relative earliness of the develop-

ment of her social insurance program. The present system of social security recently was criticized for completely ignoring the idea of insurance and lack of solidarity between different parts of the population.

266. ———. "The Social Secretaries in Poland." *Yearbook of Polish Labour Law and Social Policy* 3 (1992): 189-93.

Almost all social security systems in Poland are financed by contributions from the state budget. To a great extent, social security benefits are financed by contributions from employers. This obligation starts automatically at the very first day of conclusion of individual contract for employment. It remains until the resolution of the employment contract.

267. ———. "Some Reflections on Relations Between Two Sides of Industry in Poland." *Yearbook of Polish Labour Law and Social Policy* 9 (1997): 45-62.

Over the last decade, the Polish system of industrial relations experienced profound changes. Definitely, the contemporary Polish labor law reflects pro-trade union values and ideas. According to the government, that system may be characterized as "a voluntary, decentralized, cooperative." However, it still is not clear what model of industrial relations exists in Poland now. The author attempts to clarify the differences between the governmental declarations and legislative reality.

268. ———. "Strikes and Lockouts in Polish Society Heading Toward Industrialized Market Economy." *Yearbook of Polish Labour Law and Social Policy* 4 (1993): 147-70.

An historical account of the right to strike and lockout in Poland during the Solidarity era, and after, with special reference to the emerging market economy's concerns.

269. ———. "Transformation of the Industrial Relations in Central and Eastern Europe. Insider's Summary Report." *Yearbook of Polish Labour Law and Social Policy* 6 (1994): 147-68.

Transformation of the industrial relations in Central and Eastern Europe from a centrally-planned to a market-oriented economy is a hectic process; not equally advanced in all post-socialist countries. Some institutions of the previous system were demolished, but only few elements of the new system



have been created. The common problems various CEEC are facing during this evolution are summarized.

270. ———. "Workers and Union Representation at the Enterprise Level in Poland." *Yearbook of Polish Labour Law and Social Policy* 2 (1991): 63-78.

Examines legal aspects of workers and union representation at the business level in Poland. Shows how different conceptions of workers' representation affected various legal formulations of ideas associated with the notion of representation.

271. Széll, Gyorgy, ed. *Labour Relations in Transition in Eastern Europe*. Berlin: W. de Gruyter, 1992. 369 p.

In this volume, leading experts of CEE give first-hand information and analyses of the transformation in the region, based on decades of thorough investigation.

272. Szreder, Miroslaw, ed. *East European Enterprises in the Process of Transformation to a Market Economy*. Commack, N.Y.: Nova Science Publishers, 1998. 178 p.

Seven contributions analyze the transition process from the perspective of enterprises in Bulgaria, Poland, the Slovak Republic, and Russia. The papers discuss various aspects of a firm's activities in transition, including the social impact of economic restructuring and privatization; the evolution of human resource management; and, the development of small enterprises and entrepreneurship.

273. Szubert, Waclaw. "New Trends in Polish Labor Relations." *Comparative Labor Law Journal* 12 (Fall 1990): 62-72.

A study describing the changes in Polish labor relations. Poland has some unique features that are worth emphasizing. The author recalls the main points of the former totalitarian model of labor relations and then highlights the most recent developments in this area.

274. Tarnawsky, Marta, and Maria Smolka-Day. "Selected Current Bibliography on Foreign and Comparative Labor Law." *Comparative Labor Law Journal* 14 (Fall 1992): 104-.

Included in this bibliography are recent books and articles on foreign, comparative, and international labor law, published in English.

275. ———. "Selected Current Bibliography on Foreign and Comparative Labor Law." *Comparative Labor Law Journal* 15 (Fall 1993): 131-.

Included in this bibliography are recent books and articles on foreign, comparative, and international labor law, published in English.

276. ———. "Selected Current Bibliography on Foreign and Comparative Labor Law." *Comparative Labor Law Journal* 14 (Summer 1993): 518-.

Included in this bibliography are recent books and articles on foreign, comparative, and international labor law, published in English.

277. Tchernina, Natalia V. *Economic Transition and Social Exclusion in Russia*. Geneva: International Labour Organization, 1996. 103 p. (International Institute for Labour Studies series; no. 108).

This study examines the ways in which social exclusion is developing as the transition to a market economy takes place in Russia. It focuses on the processes of labor market formation in a situation where a collapse of economic activity has resulted in latent unemployment, rather than widespread open unemployment, and where there is massive impoverishment. The study also shows how the dismantling of socialist structures has not been accompanied with effective new institutions of social security and protection.

278. ———. "Unemployment and the Emergence of Poverty During Economic Reform in Russia." *International Labour Review* 133 (1994): 597-611.

This study is one of the first to provide a comprehensive account of unemployment and poverty emerging during the transition to a market economy in Russia.

279. Thirkell, John, Richard Scase, and Sarah Vickerstaff. "Labour Relations in Transition in Eastern Europe." *Industrial Relations Journal* 25 (Jun 1994): 84-95.

The emerging models of labor relations in Bulgaria, the Czech and Slovak Republics, Hungary, and Poland are discussed.

280. ———. *Labor Relations and Political Change in Eastern Europe: A Comparative Perspective*. Ithaca, NY: ILR Press, 1995. 197p.

This volume examines in a broad international comparative perspective the recent trends in post-communist labor relations. It includes studies of labor relations in Bulgaria, the Czech and Slovak republics, Hungary, Poland, and Russia, all by renowned specialists from these countries.

281. Thirkell, John E. M., Krastyu Petkov, and Sarah A. Vickerstaff. *The Transformation of Labour Relations: Restructuring and Privatization in Eastern Europe and Russia*. Oxford: Oxford University Press, 1998. 216 p.

The substantial political changes in Eastern Europe and Russia since 1989 have been accompanied by the attempted transfer, imposition, and imitation of labor relations practices from other market economies. The authors address the extent to which these transferred labor-relations institutions are likely to take root and offer a comparative analysis of changing labor relations at the national level in a range of countries.

282. Thompson, Paul, Gerd Schienstock, and Franz Traxler, eds. *Industrial Relations Between Command and Market: A Comparative Analysis Between Eastern Europe and China*. New York: Nova Science Publishers, 1996. 323 p.

This collection compares the shift from socialist to post-socialist industrial relations from the different starting positions of China and of several Eastern European countries through the early 1990s. Chapters on EEC examine aspects such as the development of new unions, employers' associations, and the beginnings of collective regulation of wages and working conditions. Chapters on China discuss industrial relations in the context of contradictions between economic reform and political institutions.

283. Tomes, Igor. "Overview of the Social Income Reform Approaches of the Countries of Central and Eastern Europe." *Social Research* 64 (Winter 1997): 1471-98.

In the countries of Central and Eastern Europe, the existing social protection, income support, educational, and health care systems were inadequate to the needs of a transition to a

free market economy. The article provides an overview of the social reform approaches of post-communist nations.

284. Tzanov, Vassil, and Daniel Vaughan-Whitehead. *Republic of Bulgaria: For a New Incomes Policy and Strategy*. Budapest: Central and Eastern European Team of the International Labour Organization, 1998.

The aim of the present report is to present an assessment of the incomes crisis in Bulgaria and, on this basis, to present some proposals for the improvement of income policy; taking into account current social and economic developments.

285. Uvalic, Milica, and Daniel Vaughan-Whitehead, eds. *Privatization Surprises in Transition Economies: Employee-Ownership in Central and Eastern Europe*. Cheltenham, UK: Edward Elgar Publishing, Incorporated, 1997. 320 p.

An overview of employee ownership within privatization legislation and its diffusion and implementation problems in 14 CEE transitional economies. Issues addressed include enterprise restructuring, employment, wages, productivity, and investment policies. The authors conclude that the employee ownership method has proven to be one of the quickest and has brought with it many positive changes. Possible improvements, such as the use of employee ownership in combination with other methods, also are considered.

286. Van der Lippe, Tanja, and Eva Fodor. "Changes in Gender Inequality in Six Eastern European Countries." *Acta Sociologica* 41 (1998): 131-49.

This article addresses the question whether gender inequality in the labor market increased after the collapse of the communist system in Eastern Europe. Some researchers claim that women are the losers in the transformation process; they link this claim to the needs of capitalist production, gender ideologies, and the lack of social movements to defend women's interests.

287. Varner, Iris I., and Carson H. Varner. "A Culture-Based Framework for Successful Business Training in Russia." *Human Resource Development Quarterly* 5 (Winter 1994): 361-70.

The challenges faced by businesspeople and academics as they take their services to Russia are described, along with

strategies that will help trainers and human resource managers to be successful in dealing with the current Russian environment.

288. Vaughan-Whitehead, Daniel. *Minimum Wage in Central and Eastern Europe*. Budapest: Central and Eastern European Team of the International Labour Organization, 1993.

Presents a comparative analysis of minimum wage trends in the countries of Central and Eastern Europe, showing that it no longer constitutes an anchor for social protection and that, deliberately or otherwise, it has become an instrument for controlling wage growth.

289. ———. *Paying the Price: The Wage Crisis in Central and Eastern Europe*. New York: St. Martin's Press, 1997. 416 p.

Written by a working group of the region's leading wage experts, this book provides an assessment of wage policies and their economic and social impact in Central and Eastern Europe. Topics include: the minimum wage; the reform of the taxed-based incomes policy; indexation mechanisms; the implementation of payment systems linked to productivity; wage tariffs in the budgetary sector; and, the need to move progressively from a centralized system of wage-fixing toward a negotiated wage policy.

290. Verhaar, C. H. A., [et al., eds.]. *On the Challenges of Unemployment in a Regional Europe*. Aldershot, England: Avebury, 1996. 341p.

This book originates from the international conference labeled *Challenges of Unemployment in a Regional Europe: CURE*. It was organized because of the general threat of unemployment as felt through the whole of the OECD. The contributors to the volume analyze the phenomenon of unemployment and formulate policies that might help to deal with it. They focus on the urgent need to enlarge the geographical scope by bringing Eastern Europe into the picture.

291. Vodopivec, Milan. *The Labor Market and the Transition of Socialist Economies*. Washington: Socialist Economies Reform, Country Economies Department, World Bank, 1990. 44 p.

The author analyzes the development of a labor market in

Eastern Europe. The shape of the labor market in those countries, and workers' attitudes, will influence the speed of transition from a state-planned economy to a market economy.

292. Wagner, Barbara. "Legal Problems of Unemployment in Poland." *Yearbook of Polish Labour Law and Social Policy* 2 (1992): 137-43.

Unemployment is a new phenomenon in the Polish post-war socio-economic and political reality. The labor structure in the system of real socialism was based on the principle of full employment. The restructuring of the economy has brought the disclosure of an increased unemployment phenomenon.

293. ———. "Relations Between Labor and Civil Law." *Yearbook of Polish Labour Law and Social Policy* 1 (1989): 109-18.

Examines connections between labor and civil law, which have had influence on mutual relations between those branches at a normative level.

294. Waller, Michael, and Martin Myant, eds. *Parties, Trade Unions, and Society in East-Central Europe*. Ilford, England: Frank Cass, 1994. 184 p.

This collection of essays is divided into two parts. The first includes comparative analytical studies on the place of parties and groups in the process of regime change in eastern Europe, with a study situating that process in a wider perspective. The second part consists of case studies drawn from the experiences of the individual nations.

295. Wank, Rolf. "The Conclusion of an Employment Contract. The Development in German and Polish Labour Law." *Yearbook of Polish Labour Law and Social Policy* 8 (1996): 325-31.

An overview of the development of the law of employment relationships in Germany after the second world war. Offers some tips for Polish labor law.

296. Weinstein, Mark. "Solidarity's Abandonment of Worker Councils: Redefining Employee Stakeholder Rights in Post-Socialist Poland." *British Journal of Industrial Relations* 38 (Mar. 2000): 49-73.

An examination of the rejection of employee councils by Poland's trade union Solidarity is presented. The Union's early

commitment to employee councils is traced to the evolution of ideals about economic reform that predominated in its leadership. The impact of these dominant ideas are examined and Solidarity's abandonment of employee councils is related to broadly held beliefs about the limited rights of employee stakeholders.

297. Welch, Jilly. "Older Workers Excluded As Eastern Europe Modernises." *People Management* 5 (July 15, 1999): 17-.

Half of all unemployed people in Hungary are over 40 years of age and destined never to rejoin the labor market. Attempts by Eastern European firms to modernize their workforces by recruiting young graduates and contract staff has left older employees on the shelf. Underqualified graduates and disabled people also are suffering as a result of Eastern Europe's drive for free-market flexibility. Firms in former socialist nations need to embrace diversity if they are to avoid repeating bad Western employment practices.

298. Widmaier, Brigitta, and Wolfgang Potratz, eds. *Frameworks for Industrial Policy in Central and Eastern Europe*. Brookfield, Vt. Ashgate Publishing Co., 1999. 307p.

"This book appears at a time when the transformation processes in Central and Eastern Europe have been continuing now for almost ten years and new economic and political systems have formed. This has led to a consolidation of the democratic institutions as well as of the institutions of a market economy in most of the countries. The book is based on a research project directed by the editors and carried out with support of the COPERNICUS program of the Commission of the EU by a team of scholars from CEE as well as EU countries. The contributions in this book demonstrate clearly that although the fundamental changes in redirecting state and economy in CEE towards democracy and market economy are 'completed' to some degree, many questions remain open and many developments, from today's vantage point, have not taken the intended direction. One can certainly blame the enormous decline of economic output and related financial problems. But it can also be shown that institutional development going beyond basic requirements is a long-term project." /From Introduction/.

299. Winiecki, Jan. *Post-Soviet-Type Economies in Transition*. Brookfield, Vt.: Ashgate Publishing Company, 1993. 199 p.

Seven essays, written between 1990-92, present a relatively coherent account of the ongoing transition from planned to market economies in the former Soviet Union.

300. Woodall, Jean. *Models and Methods of Management Development in Poland and Hungary*. Kingston upon Thames: Kingston Business School, Kingston University, 1992.

Describes the major patterns in management in Poland and Hungary. This is a guide for managers and supervisors dealing with a new way of managing in the new social order.

301. World Bank. *Belarus: Prices, Markets, and Enterprise Reform*. Washington, D.C.: World Bank, 1997. 248 p. (Country studies series).

This study on the current economic crisis in Belarus (Byelorussia) examines the origins of the crisis and how the country may restore economic stability and growth. The report recommends ways of establishing a market-friendly environment and profit-oriented producers and, at the same time, protecting the people.

302. ———. *Bureaucrats in Business: The Economics and Politics of Government Ownership*. Washington, D.C.: World Bank, 1995. 350 p.

Examines the economic problems that arise when governments own and operate enterprises that could be managed by the private sector. It finds that such enterprises are often inefficient and shows how the resulting losses to the economy hinder growth, making it harder for people to escape poverty. The countries covered in this case study are Chile, China, Czech Republic, Egypt, Ghana, India, Republic of Korea, Mexico, Philippines, Poland, Senegal, and Turkey.

303. ———. *Czech Republic: Toward EU Accession*. Washington, D.C.: World Bank, 1999. 344 p. (Country studies series).

This report analyzes economic developments in the Czech Republic since 1997. It focuses on assessing the status of the Czech Republic's economy from the perspective of its pursuit for EU membership.



304. ———. *Farm Restructuring and Land Tenure in Reforming Socialist Economies: A Comparative Analysis of Eastern and Central Europe*. Washington, D.C.: World Bank, 1995. 170 p.

The agricultural sector of CEE is in the midst of a difficult economic transformation. This study examines the changes occurring in the region. It presents empirical evidence of the transition as experienced by private farmers and managers of farm enterprises that are being reorganized. A series of surveys conducted in five countries identifies several consequences arising from the transition. These include increased numbers of private farmers, a more efficient market infrastructure, and diminished access to social benefits.

305. ———. *Hungary: On the Road to the European Union*. Washington, D.C.: World Bank, 1999. 249 p. (Country study series).

The objective of this country study is to assess the Hungarian economy's transformation with reference to its intention to join the EU during the early years of the 21st century. It analyzes economic developments in Hungary in recent years and describes institutional improvements and structural reforms implemented during this same time period.

306. ———. *Russian Federation: Toward Medium-Term Viability: A World Bank Country Study*. Washington, D.C.: World Bank, 1996. 150 p. (Country studies series).

Explores ways of reducing Russia's public deficit while restructuring expenditures for greater efficiency and protecting the disadvantaged. The report examines five main issues for fiscal policy reform: tax reform; intergovernmental financial relations; enterprise support; housing subsidies; and, social safety nets.

307. ———. *Slovakia: Restructuring for Recovery: A World Bank Country Study*. Washington, D.C.: World Bank, 1994. 182 p. (Country study series).

Highlights Slovakia's macroeconomic and structural reform issues during its transition to a market economy and presents recommendations for policy and institutional reforms. The report's recommendations fall into two categories: (1) facilitating resource reallocation through further privatization,

increasing job mobility, and eliminating regulatory impediments to free enterprise; and, (2) redefining the economic role of the government by reducing the fiscal deficit that discourages private activity, redirecting subsidies away from enterprises and toward public capital formation that fosters private investment, and providing more generous social benefits to the truly needy.

308. ———. *Slovenia: Economic Transformation and EU Accession, Volumes I and II*. Washington, D.C.: World Bank, 1999. Vol. I: 19 p., Vol. II: 209 p. (Country studies series).

The report analyzes economic developments of the past few years and policy options linked to the challenges faced by Slovenia in its pursuit of European Union membership. Volume I of this country study is a summary report that condenses main findings and conclusions. Volume II is the main report. It provides an assessment and technical analysis of selected key sectors of the Slovene economy.

309. ———. *World Bank Web Site*. Washington, D.C.: 19.— URL: <http://www.worldbank.org/>.

Includes information on the structure, mandate, services, and publications of the World Bank.

310. ———. *World Development Report 1996: From Plan to Market*. Washington, D.C.: World Bank, 1996. 256 p.

The *Report* is devoted to the transition of countries in Central and Eastern Europe back to a market orientation. It analyzes: (1) the initial challenges of transition and how these have been met in different countries; and, (2) the longer-term agenda of consolidating the reforms by developing the institutions and policies that will help the new system to develop and prosper over time. The report also emphasizes the importance of developing social institutions, investing in human capital, and international integration. Finally, it points out that reforms will not succeed unless they are underpinned by a broad policy and social consensus; which is perhaps the highest priority of all.

311. Zwass, Adam, and Robert Schediwy. *From Failed Communism to Underdeveloped Capitalism: Transformation of Eastern Europe, the Post-Soviet Union, and China*. Armonk,

N.Y.: Sharpe, M. E., 1995. 269 p.

The book shows how planned economies are being converted into market economies and how pluralistic multiparty systems have replaced one-party regimes. Also examines the costs of the rapid transformation such as lowered living standards and numerous political groupings without widespread support. Other topics include developments in the non-Russian republics, the "Velvet Revolution," and the survival of Chinese communism.

312. Zysman, John, and Andrew Schwartz, eds. *Enlarging Europe: The Industrial Foundations of a New Political Reality*. University of California, International & Area Studies, 1998. 448 p.

What are the prospects for integrating the Central and East European countries into the European Union? *Enlarging Europe: The Industrial Foundations of a New Political Reality* shows that the outlook is surprisingly good. The book challenges policy-makers to seize opportunities offered by emerging regional production networks to stimulate growth, create jobs, and strengthen political support for enlarging the European Union. Careful quantitative analyses and detailed case studies demonstrate how European multinationals are forming international production networks that enhance their positions in global markets. The book is useful for all those concerned with the future of the European Union, the competitiveness of the European economy, and the political and social development of Central and Eastern Europe.

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