

Employment contracts

- Explain how employment contracts can affect security.

How Can Employment Contracts Affect Security

**Fabio Berton, Matteo Richiardi, Stefano
Sacchi**



How Can Employment Contracts Affect Security:

Job Security and Temporary Employment Contracts Mehdi Shabannia Mansour, Kamal Halili Hassan, 2018-06-28 This book discusses the need of a legal protection at national and global levels to address the use of temporary employment contracts by employers Chapter 1 reviews some theories of job security showing how job security issues should be regulated in labour laws to protect workers and also how temporary contracts affect job security Chapter 2 examines legal protection of job security in temporary contract in international contexts where it examines the concept and need for job security and job protection especially for temporary contracts based on three United Nations instruments namely the Universal Declaration of Human Rights UDHR International Covenant on Civil and Political Rights ICCPR and International Covenant on Economic Social and Cultural Rights ICESCR Chapter 3 studies the ILO standards in relation to job security and temporary contracts as well as those covered by the Philadelphia Declaration and other conventions and recommendations Chapter 4 discusses Islamic jurisprudence on jobs and job security The main aims of this chapter is to provide the framework for protecting workers as a means to enhance job security in the world especially in Islam It discusses Islamic jurisprudence concerning work and job conditions The Islamic precept is based on the Qur'an and Hadith and these sources are used to explain the concept of jobs in Islam In addition this chapter also examines the Cairo Declaration on Human Rights in Islam CDHRI

Employment Contracts and Well-Being Among European Workers Nele De Cuyper, Kerstin Isaksson, 2017-05-15 Temporary employment contracts are now commonplace in business However the move towards such employment structures has a significant and hitherto little understood impact on the psychological contract between employee and organizations This book is amongst the first to tackle this problem With detailed research findings from seven countries Belgium Germany the Netherlands Spain Sweden the UK and for a non European perspective Israel it presents an integrated model of the effects of temporary work The model incorporates key recent trends including the expansion of non permanent employment as a persistent form of employment flexibility the increasing importance of the psychological contract and the diversity of the European labour market as a result of state legislation By presenting the results of an overview of the research literature on this contemporary labour market trend this book is of real value to researchers practitioners and policy makers **The**

Political Economy of Work Security and Flexibility Berton, Fabio, Richiardi, Matteo, 2012-05-30 The economic crisis has revealed the dark side of deregulation in the labour market rising unemployment limited access to social security and due to low wages no savings to count upon in bad times This book casts light on the empirical relationship between labour market deregulation through non standard contracts and the three main dimensions of worker security employment income and social security Focusing on individual work histories it looks at how labour market dynamics interact with the social protection system in bringing about inequality and insecurity In this context Italy is put forward as the epitome of flexibility through non standard work and compared with three similar countries Germany Spain and Japan Results show that when

flexibility is carried out as a mere cost reduction device and social security only relies on insurance principles deregulation leads to insecurity The political economy of work security and flexibility is essential reading for academics students practitioners and policy makers interested in the outcomes of labour market developments in advanced economies over the past twenty years

Employment Security and Labor Market Flexibility Kazuyoshi Kōshiro, 1992 Since the oil crisis of the 1970s increased labor market flexibility seems to have become an indispensable ingredient of economic success This book examines the critical issues that affect labor market flexibility and job security in the main industrialized economies of the United States Japan West Germany the United Kingdom and Europe in an attempt to more fully understand the complex forces at work within such labor markets

Employment Security and Labor Market Flexibility originated from The International Symposium on Labor Market Flexibility in Yokohama Japan in 1986 in which scholars in economics industrial relations and labor law scholars scrutinized the similarities and differences of the labor markets in these countries They focused on three main topics wage flexibility in response to changing economic conditions the legal and institutional framework for employment security and international comparison of employment adjustment Comparison of wage flexibility as well as numerical and functional flexibility among these countries were examined by both qualitative and quantitative analyses The labor market cannot be treated in the same way as other markets because it deals directly with human beings who are less likely to obey the immutable laws of the market mechanism Nevertheless Kazutoshi Koshiro asserts that it is still important to build a framework on which to understand and assess the role of labor flexibility in the competitive process and it is with this framework in mind that these chapters have been assembled into one volume Individual chapters compare the relative flexibility of compensation and employment over the business cycle in the United States with that of Japan analyze the relative flexibility of Japanese wages unravel some of the underlying forces that comprise the employment security situation in the United States study the important relationship between economic conditions and the labor market and explain the difference between the employment protection legislation of the United States on the one hand and Europe and Japan on the other and compare the nature of labor markets and employment adjustment techniques of the United States Europe and Japan

Job Insecurity, Precarious Employment and Burnout Nele De Cuyper, Eva Selenko, Martin Euwema, Wilmar Schaufeli, 2023-09-06

Assessing employment effects for the health and care workforce World Health Organization, 2024-04-03

OECD Employment Outlook 2020 Worker Security and the COVID-19 Crisis OECD, 2020-07-07 The 2020 edition of the OECD Employment Outlook focuses on worker security and the COVID 19 crisis

Information Security Policies and Procedures Thomas R. Peltier, 2004-06-11 Information Security Policies and Procedures A Practitioner's Reference Second Edition illustrates how policies and procedures support the efficient running of an organization This book is divided into two parts an overview of security policies and procedures and an information security reference guide This volume points out how securi

Workplace Productivity and Management Practices Solomon W.

Polachek, Konstantinos Tatsiramos, Giovanni Russo, Gijs van Houten, 2021-12-07 How firms are structured the management practices they develop as well as the way in which workers and managers interact can have wider implications for both the performance of the firm and the well being of its workers This volume contains ten original articles that investigate aspects related to workplace practices and productivity **Work Life 2000 Yearbook 3** Richard Ennals, 2001-01-26 New technologies and the growing flow of information create new conditions for individuals who use these technologies in the work place The existence and application of modern IT systems can result in new forms of work tasks that have actually emerged as a result of modern computer and other systems This third Work Life 2000 Yearbook is pan European in nature and provides the researcher with valuable source material relating to the EU's response to the changing working environment **The Transformation of Solidarity** Romke Jan van der Veen, Mara Yerkes, Peter Achterberg, 2011-12-01 De literatuur over welvaartsstaten richt zich vaak op beleidsveranderingsprocessen en de mechanismen die deze veranderingen veroorzaken of tegenwerken De werkelijke verandering wordt vaak geïnterpreteerd als gevolg van externe crises of als gevolg van de meer geleidelijke beleidsveranderingsprocessen Dit boek heeft een ander uitgangspunt de auteurs onderzoeken de bewering dat de sociale en economische veranderingen als gevolg van de overgang naar een postindustriële samenleving de sociale fundamenteën van de verzorgingsstaat hebben verzwakt **OECD Economic Outlook, Volume 1999 Issue 1** OECD, 1999-07-16 The OECD Economic Outlook analyses the major trends in the OECD area that will mark the next two years In addition this issue addresses labour market conditions climate change capital flow instability widening current account imbalances protectionism and market openness Flexibility and employment security in Europe R. J. A. Muffels, 2014-05-14 This title presents carefully selected articles that are at the ultimate forefront of professional studies on transitional labour markets and flexicurity **Employment Security Review** United States. Bureau of Employment Security, 1951 **Rethinking Job Security** Joanna Howe, 2016-10-14 This book critically examines the proper role of the law in protecting job security in the contemporary workplace It provides a historical theoretical practical and comparative perspective on this under researched but fundamentally important legal mechanism at a time when the pressure to deregulate and dilute worker protective laws has taken on increased importance The volume critically analyses both statute and case law from three advanced industrialised liberal democracies with a common law foundation the UK Australia and the USA to understand the extent to which job security is realised By applying a common approach and a conceptual framework that emphasises the complex relationships between law the economy and society to analyse a series of national studies the book is also designed to draw upon the insights of comparative analysis to deepen our understanding of the limits and possibilities of legal regulation of job security The national case studies are supplemented by research that focuses on how supra national organisations have sought both to develop and disseminate new legal norms around the practices and processes of dismissal This study critically analyses and assesses the adequacy of the international regulatory framework for

protecting the rights of employees in the dismissal process **Employment Security Review** ,1951 *The Legal Construction of Personal Work Relations* Mark Freedland FBA,Nicola Kountouris,2011-12-15 This book explores the conceptual framework of European employment law focusing on understanding the law s construction of employment relationships The book draws on extensive comparative research of the legal architecture of employment relations in national legal systems and EU law to analyse the traditional model of the contract of employment and the difficulties of using the traditional model to frame modern working relationships The authors then present a new model of the foundations of employment relationships based on the concept of a personal work nexus and explore the potential of their model to shape the future development of employment law Throughout the book the authors analyse the interaction of domestic and EU employment law and discuss the possibility of future legal harmonisation in the area They conclude by exploring the potential for a common framework for European employment law in the context of broader debates surrounding the harmonisation of European private law Job Quality in an Era of Flexibility Tommy Isidorsson,Julia Kubisa,2018-09-27 This is the era of flexibility Under constant pressure to be adaptable organizations increasingly adopt employment practices such as zero hours contracts the casualization of the workforce and the use of temporary and agency labour These flexible practices are central to debates about the changing nature of job quality and its causes trends and consequences Arguing that job quality is central to understanding contemporary work this book explores the internal and external pressures for flexibility in workplaces professions and sectors and how this pressure shapes workers experiences of job quality By studying job quality dynamics via case studies from organizations and occupations in the UK Poland Belgium and Sweden the volumes illustrates the diversity of practices and experiences as well as market pressures and institutional arrangements which effect working lives Finally the editors propose a policy debate on the new concept flexiquality a combination of flexibility and job quality that can be beneficial for both management and workers **Transformations of Work: Challenges for the Institutions and Social Actors** Giuseppe Casale,Tiziano Treu,2019-02-15 Market volatility and uncertainty have put welfare and social security policies back centre stage and point up the need for closer links with employment policy The inability of existing income support systems to respond to the increasing fragmentation of people s working careers the needs of people in difficulty and the spread of various forms of poverty calls for well coordinated and efficient responses This volume highlights the best practices in the various regions of the world in the contexts of international and EU labour law industrial relations and social security Authoritative reports by leading scholars of labour law and social security originally presented at the twenty second World Congress of the International Society for Labour and Social Security Law ISLSSL held in Turin in September 2018 cover the following research themes in depth informal workers migrant workers global trade and labour organization productivity and well being at work transnational collective agreements new forms of social security and the role of the State and industrial relations In its insistence that despite the radical changes in the world of work and business

brought about by globalization and digital technologies the decisions of institutions and public and private actors can lead to a more coherent system of international economic and social governance this timely volume shows the way forward Practitioners policymakers and scholars in the relevant fields will benefit immeasurably from its expert analyses and recommendations

Career Development and Job Satisfaction Josiane Fahed-Sreih, 2020-09-09 This book Career Development and Job Satisfaction not only looks at how employees can develop their careers and create career paths that are meaningful for their lives it also looks at keeping employees satisfied with their jobs This book highlights how to work with the millennial generation and being able to motivate them and guide them through their careers It presents case studies on satisfaction and career planning The function of human resource management has an important implication on the performance of the whole organization and giving it acute attention can enhance the performance of the business

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