

## Discrimination and Security of Employment in a Post-Soviet Context

---

*Yaraslau Kryvoi*

**Abstract:** This paper analyses the problems of equal treatment and discrimination in Belarus in the legal, historical and political context. While the main labour laws in Belarus concerning equal treatment appear to comply with its international obligations, in the absence of an independent judiciary and basic civil liberties, law enforcement remains a problem. The author argues that the Soviet legacy of industrial relations and the legal nihilism of that era have been taken by Belarusian authorities as a model for their policies: most unions are not independent but are controlled by the government and there is widespread discrimination against opposition activists and independent trade-union leaders. A key part of this picture is the transfer of employees to fixed-term contracts, very often concluded for one-year periods: as a result, workers are deprived of the most important legal guarantees relating to the termination of employment and non-discrimination. In his concluding remarks, the author underlines the close relationship between security of employment and discrimination in the workplace in Belarus.

## Why is Modern Work Organisation Lacking from Southern European Public Policies? The Case of Greece

---

*Christos A. Ioannou*

**Abstract:** This paper examines the effectiveness of “top-down” EU policies and processes with regard to new forms of work organisation in Greece. It argues that, at the EU level, work organisation has lacked a stable policy framework and work organisation has been a contested terrain. On national policy-making and implementation the analysis of the European Employment Strategy (EES), the Open Method of Coordination (OMC) in relation to the Greek National Action Plans (NAPs), and the weak coordination of the EES and the European Social Fund, explains why work organisation issues continue to be neglected. The reciprocal influence of the national social partners in work organisation in Greece is also considered. In spite of the supposed benefits arising from new forms of work organisation, and successive national legislation initiatives, traditional work organisation persists. In the context of weak and conflicting interaction between the EU and national policymakers and the social partners, modern work organisation continues to be lacking from convergence policies in Greece.

## Measuring Regulatory Changes in Employment Protection: Labour Standards in Australia 1979 to 2000

---

*Marco Michelotti, Chris Nyland*

**Abstract:** The primary objective of this study is to intervene in the debate on methods to measure and compare legally mandated employment conditions by applying a recently devised numerical instrument to Federal labour standards in Australia in two points in time. In order to achieve this

aim, non-parametric absolute indexes are generated for 1979 and 2000 to measure the strength of labour standards and associated changes over time. The numerical results suggest that two of the 10 standards measured, workers' compensation and collective bargaining, diminished while the indexes for equal employment opportunity/employment equity, unjust discharge, occupational health and safety and large-scale layoffs increased. The central tenet of the paper is that although the numerical data provide useful information, they should be interpreted in light of broader regulatory and policy developments that substantially reshaped the features of the Australian employment protection regime during the period considered. This is necessary because the method utilised is highly sensitive to the nature of the regulatory sources that are adopted to construct the statistical indexes.

## Young People and Employment in Italy: The (Difficult) Transition from Education and Training to the Labour Market

---

*Michele Tiraboschi*

**Abstract:** This paper focuses on the employment of young people in Italy in a comparative perspective, starting with a survey of the policies adopted for addressing the chronic weakness of young people in the Italian labour market. It is argued that higher education can and should play a key role in improving the employability of those coming onto the labour market. The critical state of the Italian labour market is examined in relation to the proposals put forward in the White Paper on the Labour Market in October 2001, highlighting the importance of the links between secondary and higher education and the labour market, and the measures provided in the Biagi Law (Act no. 30/2003) and Legislative Decree no. 276/2003.

### Documentation

The Hiring of Research and Teaching Staff in Higher Education Institutions in the Russian Federation

*Alexander Zavgorodny*