

TRADE UNION AND GLOBALISATION

INTRODUCTION

The importance of trade unions as collective voice of working class is never a question. Trade union has become an effective social and economic voice for the many subaltern's workers whose individual employment right very much at the mercy of the employers. Trade union have provides a strong workers representation in workplace, putting demand for worker welfares in order for the working class to achieved certain level social status in line with many other governmental policy that made for their well beings and ensure profit of the enterprise could be share equitably with the working class for the work they performed in such enterprises. Globalization and international trade deals, the advancement of the usage of information technology in workplace such as artificial intelligence and the changing nature of working environment as well employment relations with the new norm of working from home and gig workers have collectively put trade union effectiveness as the sole guardian of employee and workers interest and right.

THE CONVENTIONAL TRADE UNIONS.

A trade union in its original sense is a congregation of a group of laborers who have common interest in the protection of their employment. Their primary object is to promote the social, economic, and political interest of the workers. This protection in its basic idea involve a better human right¹ as far as their employment is concerned which include among others the right to have fair wages, better employment terms and conditions, safe system of work and to create a

¹ J Hendy and M Walton, 'An Individual Right to Union Representative in International Law '1997 26(3) Industrial Law Journal

collective voice against unfair act of the employers, free from any forms of influence or controls. Trade unions hold out the prospect of delivering benefits to members which they could not achieve via individual bargaining. They advocate solidarity brotherhood, fraternal feelings and inculcate in the member the feeling that individual's interest should be subordinate to the collective well being of its member². The right of individuals freely to associate and join independent trade unions has been enshrined by the international community in various human rights instruments. Article 20 of the Universal Declaration of Human Rights 1948 says "Everyone has the right to freedom of peaceful assembly and association", and that "No one may be compelled to belong to an association". Article 23 provides that "Everyone has the right to form and join trade unions for the protection of his interests"³. Several ILO conventions address issues associated with the independence of trade unions. Most important are the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). Convention No. 87 states "Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorization". Such bodies once established are enabled to affiliate/join both local and international federations/confederations. Public authorities are precluded from interfering with "the right [to organise] or impede the lawful exercise thereof" and dissolving or suspending such organisations by administrative decree.

² Vishweshwaraiah, S.S: Trade Unions As Viable Instruments For Promoting Human Right and Social Justice, Journal Of Indian Law Institute Vol43 2001 pg336

³ Universal declaration of human right 1945

In Malaysia, trade union have its own distinct history. Gamba (1962) state that the Chinese were the first to form labour organisation⁴. The Chinese *hong* or guilds has already functioned as labour organisation and include both the employer and employee associations. The communist threat ensure that trade union activities required certain control and regulation. A series amendment and legislation were made to ensure a better organized union can be formed with the requirement of registration with the newly formed Trade Union department, the submission of its financial record as well as setting the condition who can be elected as the office bearer of the union. This ensure that trade union remain as it intended purpose and not as a tool for subversive element that disrupt the country peace and right.⁵

Trade union evolves. It became not only a voice for employment progress, but a front run in employment policy implemented by the government. It became an effective pressure group that advocates employment right. It stands against international and well resource conglomerate who are perceived to be a irresponsible employers. Social dialogs and partnership that it created with various organizations in matter relating employment have been recognized in many areas of law such as law relating to child employment, women workers, and migrant workers. So many basic rights and benefits have existed only as a result of the hard work done by the trade unions movement *perse*

Workers have a legitimate right to air their grievances more systematically through their union representations. Unions also became an effective conduit between the worker and the management to raise matter which is of their importance. Mediation, collective bargaining negotiations and conciliations have replaced the traditional pickets and strike as mean of

⁴ Charles Gamba, “ The History of Trade Unionism in Malaysia” Eastern Universities Press 1962

⁵ Trade union in Malaysia is more of the product of the social condition that exist at that point of time, which involves political and migrants worker’s protections

communication with the employers. The question now is whether the work of trade union is redundant in the era of new economy that has been echoed many countries including Malaysia.

THE LOSING VOICE -THE FACE OF NEW ECONOMIC POLICY

Is trade union seen as a viable entity that of which it continuances is still relevant to the present modern day economy growth and better social changes. Sorensen stated that trade union membership in the past two decades show a downward trend in particular Europe and America. Since the 1980s, union density the share of wage earners who are union members declined in all but a few European countries. Nevertheless, de-unionisation was more pronounced in countries outside Europe, particularly North America, Japan, and New Zealand. The trade union membership in Malaysia shows a positive upward trend. In 2015, the total number of trade union membership are 913,169 within 729 unions and in 2018, the total number of memberships are 930,734 with the registration of 751 unions.⁶ In 2019, the Industrial Court gave cognizance to 297 Collective Agreement consist of various industries and employers indicating that the role of trade union to further improve the collective right of the employee still important.

Increased intrusion by union leader's to politically motivated agenda in which labour is used as pawn irked authorities and government alike. Mismanagement of union fund and internal conflict among its leader has reflected poorly on union credibility. Irresponsible wages increased which is above market clearing level which does not commensurate with productivity has been blamed on the union's activities⁷.

⁶ <https://jheks.mohr.gov.my/images/Penerbitan/eBookStatistik/mobile/index.html#p=8> access on 29.3.2021

⁷ Sorensen, Rose Jan : Do Trade Union Actually Worsen Economic Performance? “ the welfare state: treats, Problem and some solutions.www.srnn.com

It is pertinent to view the relevancy of trade union on the background of three important new issues that is

- The emerging of globalization
- The significant of information technology and industrial modernisation
- The increase of Trade Agreement and Free Trade Movement

Trade unions has failed to anticipated this three element as a part of New Economy agenda that has be implemented by many country who have moved from agriculture based economic to industrial based. The New Economic policy embraced the concept Information Technology and anticipated the emerging of globalization as aground for economical and development success. S.Shepard the Chief Editor of the Business Week describe New Economic Concept as *two board trends that have been underway....the first is globalization of business.....and the seconds trend is the revolution in information technology*⁸ .

Increase of trade agreement under the World Trade Organisations among rich countries has very direct impact on employment and wages structures. Trade negotiations between advance countries and developing nation often exclude the views of trade union on matter that directly affect them.

TRADE UNION AND THE EMERGING OF GLOBALISATION

The act of globalization refers to a borderless world of economic. The ancient city of Venice and The Sultanate of Malacca was once upon a time great city where various traders around the world congregate is one of the earliest evidence of how globalisation have worked⁹. Almost all

⁸ S.Shepard, The New Economy: "What It Realy Mean" Business Week 17 November 1997

⁹ Portuguese Duarte Brabosa once wrote" He who is the Lord of Malacca has his hand on the throat of Venice"

the definition given to the term of globalization is linked or views from economic perspective. Guillen¹⁰ described globalisation as followed

intuitively, globalization is a process fueled by, and resulting in, increasing cross-border flows of goods, services, money, people, information, and culture. Sociologist Anthony Giddens proposes to regard globalization as a decoupling or “distanciation” between space and time, while geographer and political scientist James Mittelman observe that globalization entails a “compression” of space and time, a shrinking of the world. Sociologist Manuel Castells emphasizes the informational aspects of the global economy when he defines it as “an economy with the capacity to work as a unit in real time on a planetary scale.” Management scholar Stephen Kobrin describes globalization as driven not by foreign trade and investment but by increasing technological scale and information flows. Political scientist Robert Gilpin defines globalization as the “increasing interdependence of national economies in trade, finance, and macroeconomic policy.” Sociologist Roland Robertson argues that globalization “refers both to the compression of the world and the intensification of consciousness of the world as a whole.” Also sociologist Martin Albrow defines globalization as the “diffusion of practices, values and technology that have an influence on people’s lives worldwide.” I propose to combine the perspectives of Robertson and Albrow, and define globalization as a process leading to greater interdependence and mutual awareness (reflexivity) among economic, political and social units in the world, and among actors in general

In “The social dimension of globalization: a literature review”¹¹ globalization is describe as *mean the gradual integration of economies and societies driven by new technologies, new*

¹⁰ Guillen, Mauren: Is Globalisations Civilising, Destructive Or Feeble?

A Critique Of Five Key Debates In The Social-Science Literature -Annual Review Of Sociology Vol 27 2001

*economic relationships and the national and international policies of a wide range of actors, including governments, international organizations, business, **labour** and civil society.*

One of the by product of globalization is the demand for increased in productivity from labour outputs which's result skill worker became scarcity and it's have reduced unemployment in the skilled sector but increases it in the unskilled sector¹². Global multi-national companies set a minimum standard for labour entree's, a move that have closed door for the unskilled workers. (Dreher & Gaston2007)¹³ argued that there four challenges' on which trade union workers are vulnerable, that is firstly, international competitions reduces the economic rent¹⁴ for employers and worker to negotiate over. Secondly the increased mobility of capital shifts threat point in bargaining games. Thirdly globalizations encourage governments or unions to adopt policy that weaken unions bargain strengths. Law may be introduced which limits unions activities such as requirement or registrations.

Finally, unionisation may be adversely affected by social integration, i.e., the variety of non-economic and non-political factors which seemed to have simultaneously affected many economies. For example, if globalization implies institutional convergence to some common American benchmark which does not favors unionism, then developed country who may depend

¹¹ ILO Working Paper 24

¹² Mark P. Moore and Priya Ranjan: Globalisation vs. Skilled-Biased Technological Changes: Implications for Unemployment and Wage Inequality, The Economic Journal 115 April 2005 pg391-422

¹³ "Has Globalisation Really had no Effect on Unions?" KYKLOS, Vol. 60 – 2007 – No. 2, 165–186

¹⁴ Economic rent is an economical term used to refer the difference what a factor of production is paid and how much it need to paid to remain in its current forms. There are multiple reasons for economic rent such as political contrivance, network powers, monopoly power, etc. A factor of production refers to resource used to produced goods and service such as a labour, land and capital" http://en.wikipedia.org/wiki/Factor_of_production/.
http://en.wikipedia.org/wiki/Economic_rents

on American economic may follows such bench marking in which labour force are at risk of becoming less unionized and less regulated. The common element linking each of these factors is that they are all consistent with falling union membership. As percentage of union members drops, union power ultimately wanes. Dannin¹⁵ express this concern in this manner

“These trends may have serious consequence for society as a whole and the welfare of each of us. Labour Laws promoting the power and freedom for workers to exercise some control over their working life untimely affect the kind of society we live in and hand on to future generations”

Globalisation emphasizes on efficient and minimal supervision on management prerogative also see certain restriction are imposed to the union activities. Examples prevention of union from political parties, curtailment of the scope of collective bargaining such as restriction on workers promotions, transfer, job assignment, lay off and hiring., prohibition of union from certain area of economic and non-conforming various International Labour Organisation convention relating to freedom of associations¹⁶

Entries of new type of job such as part time and atypical worker have also created a problem in term o identifying who can be a member of trade union. Traditional trade unions allows member from it permanent based worker. But the atypical worker who does not fall in these categories is left out in term of better protections. Globalisation allows the free flow of migrant workers who left their own native country for better prospect. The question is whether such worker is allowed to join to be member of trade unions.

¹⁵ Dannin,Elle: The NLRA at Seventy: A Union Movements for the New Centuy Journal of Labour And Society 1089-7011 Vol 8 –June 2005

¹⁶ Katz,Kuruvilla & Turner:Trade Unions and Collective Bargaining: Education and Social Policy Department World Bank February 2003

TRADE UNION AND FREE TRADE

Free trade is one of important characteristic of globalisation. The establishment of World Trade Organisation to liberalized market access barriers and market distortions with the view of raising standard of living, full employment and expanding the product and trade in goods and services in globally accessible way. This established many regional trade agreements such as ASEAN Free Trade Agreement (AFTA), GATT, North American Free Trade Area (NAFTA) and the recent Regional Comprehensive Economic Partnership (RCEP) to which Malaysia is a member. One of the effect of such trade agreement is the establishment of industries and trade movement without restriction which exclude the formation of workers movement.

Liberalization of market rule with less emphasis of government interference mean that business corporate will dictates rule on how social obligation to be done. Economic liberalization has far-reaching implications for companies and industry locations. On the one hand, economic liberalization increased competition between companies and industry locations but, on the other hand, it limited classical tools for the management of competitiveness. The WTO successfully promotes compliance with lower trade barriers and precludes the pursuit of localized mercantilist trade policies. Therefore, countries are increasingly unable to protect their industries by imposing import barriers and subsidizing exports.

In short, economic liberalization and trade agreements substantially restricted the flexibility of trade policies and thus it limited the ability of local companies to compete with bigger companies. These resulted in increased pressure on alternative economic policy especially fiscal and labour policies. This is because corporate and capital gains taxes, as well as nominal wages and payroll-fringe costs, have an immediate impact on production costs and product prices and, hence, the competitiveness of companies. Companies exposed to increased competition therefore

frequently demand lower levels of corporate taxes and lower labour costs. The lower levels of aggregate costs are expected to boost competitiveness. Should governments oppose lower corporate taxes and/or should workers object to real decreases in wage rates, companies threaten to relocate. These created a dilemma for both governments and workers. Even if they do not agree to lower taxes and wage rates, they may not be able to prevent them from declining. This is because company relocations in response to relatively high taxes and wages lead to a decreased tax base and employment rate. Workers and their proponents are therefore concerned that industry locations engage in a competitive decrease in wage rates, payroll-fringe costs, and labour standards to prevent company relocations, decreased tax revenues, and declining employment.¹⁷

As a result of these, one of the fundamental goals of organised labour, taking workers' rights out of competition by establishing fundamental common standards, is under direct attack. Competitiveness and flexibility are the loudly proclaimed objectives of enterprises in the global environment. They put workers into increasingly fierce competition with each other, put pressure on the social safety net and, at times, effectively undermine workers' rights which were won through many years of struggle.

Developing countries, for the most part, have long resisted attempts to include labour issues on the agenda of the trade talks and as part of the core agreements in the WTO and the FTAA. Their concerns have to do mainly with the fear that trade issues could be used as conditionalities and become disguised trade sanctions in the trade arrangements and used to undermine the competitiveness of their products, arising from generally lower wage levels. Many developing countries regard core labour standards as part of a broader development agenda, both as a goal

¹⁷ A Trade Union Guide to Globalisations- INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS (ICFTU) 2001 December

and as a principal means of development. These countries demands that the rules of the global economy be set up to support their development goals and that new proposals to strengthen respect for core labour standards should contribute to meeting objectives such as growth and employment and to correcting the imbalances in the international policies which impede their development. These countries contend that the workplace conditions will improve through economic growth and development, which would be hindered if trade sanctions, or restrictions are applied to their exports for reasons relating to labour standards. As such, although developing countries subscribe fully to the international labour standards, they reject any notion of linking their implementation to the trade agenda. This position must be viewed against the background that most developing countries still have limited influence in global negotiations on rules and in determining the policies of key financial and economic institutions and that these rules and policies are the outcome of a system of global governance largely shaped by powerful countries and players¹⁸. Thought recognized is given to the importance of labour standard including the establishment of trade union, nevertheless the development and promotion of internationally recognised core labour standards should remain in the ambit of the ILO and not be treated with directly in the trade negotiations.

Advocates for including labour standards on the WTO's agenda of future work maintain rights including the freedom to bargain collectively, freedom of association, elimination of discrimination in the workplace and the elimination of workplace abuse (including forced labour and certain types of child labour) are matters which should be considered in the WTO. In the past, member governments have suggested that a WTO working party be established to examine the link between trade and core labour standards. Other member governments have suggested

¹⁸ Labour Issues in the Trade Negotiations: The Treatment of Core Labour Standards *Trade and Labour Forum*, Paramaribo, Suriname, 18 – 20 October, 2004 Vincent J. Atkins, CRNM.

that a working group involving a number of international organizations be established to examine the social issues that are affected by globalization.

But developing countries have another view. Member governments from the developing world believe attempts to introduce this issue into the WTO represent a thinly veiled form of protectionism which is designed to undermine the comparative advantage of lower wage developing countries. Officials from these countries say that workplace conditions will improve through economic growth and development, which would be hindered should rich countries apply trade sanctions to their exports for reasons relating to labour standards. Application of such sanctions, they say, would perpetuate poverty and delay developmental efforts including those aimed at improving conditions in the workplace. This is the most common type of argument used by many proponent of a trade agreement that is free from labour standard applications.

TRADE UNION AND THE EFFECT OF TECHNOLOGY DEVELOPMENT

Information Technology¹⁹ development is a catalyst for the emergence of globalizations'. The adoption of new technologies and accompanying workplace reforms are high on the industrial relations agenda in many countries, and the rate of technology adoption is likely to be significantly affected by labour market institutions, including trade unions. These technical innovations include larger capacity equipment, and machine with faster speeds are major

¹⁹ "Twenty years watching the policy themes of information technology has taught me that one of the chief challenges to human rights in the coming millennium will be the impact of technology on who we are, how we are governed and how we live" Honourable Justice Michael Kirby, High Court of Australia in speech to the to the Justice, the British Section of the International Commission of Jurists on 17 December 1997

development which has direct implication with productivity, employment and job skills. The process of globalisation and increased international competition is associated with an increased rate of workplace reform — some of which are driven by rapid technological progress — in many industries, which makes the relationship between globalisation and industrial relations an important issue. Gust and Marquez (2004)²⁰ find that regulations affecting labour market practices are important impediments to the adoption of IT technology.

Studies ²¹ shows that

globalisation tends to increase the likelihood that workers oppose new technology, provided that the industry in question is characterised by two-way trade, and given that relative market sizes are not too unequal. Under these circumstances, increased competition from abroad — due to globalisation is counteracted by easier access to foreign markets, causing total labour demand to increase. This contributes to making labour demand more inelastic, which can be shown to increase the likelihood of job losses if new labour-saving technology is introduced. Consequently, the likelihood that a trade union will oppose the implementation of such technology increases. If technology opposition hurts the interests of future generations of workers, this problem is aggravated by globalisation.

The 4.0 Industrial Revolution have used the power of internet and social media as mean to improve productivity and labour output without much participation of workers. This lest reliance of worker and more of mechanization of product to increase productivity would mean that an highly skilled labour and worker would be a commodity that much sought off.

²⁰ Gust, C. and J. Marquez, 2004. International comparisons of productivity growth: the role of information technology and regulatory practices. *Labour Economics* 11, pg 33-58.

²¹ Lommerud, Kjell Erik& Meland, Frode& Straume, Odd Rune: Globalisations and Union Oppositions To Technological Changes-Center for Economic Policy Research :Discussion Paper January 2005

The industrialized countries were the source of the technological revolution that facilitated globalization but that revolution has also had ripple effects on the rest of the global economy. At one level, the new technology changed international comparative advantage by making knowledge an important factor of production. The knowledge-intensive and high-tech industries are the fastest growing sectors in the global economy and successful economic development will eventually require that countries become able to enter and compete in these sectors. This implies that they will have to emphasize investments in education, training and the diffusion of knowledge. This can be seen in giant information conglomerate such as Amazon, Google and Facebook that used technology such as Artificial intelligence and 5G development to spurt development in their business practice. This rise the need for high skilled employee where trade union may not able to extend it protections²²and evidence have suggested that globalisation as result of technology introduction have reduces unemployment in the skilled sector but increases it in the unskilled sector.²³

This Knowledge worker or sometime refers to as K-Worker are a new breed of worker who depend on their superior working skill that accumulative and acquire through the introduction of technology based industries. Suhana²⁴ stated that knowledge work is something complex, uncertain, ambiguous, unstructured, difficult to observe and measure, and with high risk. They are worker who are flexible and tolerant, versatile, autonomous and highly skilled, possessed very strong analytical skills.

²² This is based on assumption that there categories of worker that may no join trade union or be a member of any unions. See Section 9 Of the Industrial Relation Act 1967

²³ Mark P. Moore and Priya Ranjan: Globalisation vs. Skilled-Biased Technological Changes: Implications for Unemployment and Wage Inequality, The Economic Journal 115 April 2005 pg391-422

²⁴ Suhana, Associate Professor:TheContract Of Employment, Knowledge Worker and the K-Economy, JMCL 27 245

This type of worker as mention earlier is not considered to be a unionized member. As organization and companies emphasized on the need of knowledge and skilled worker, the need for multitask²⁵ employee is born. The union are helpless as the workers are not their member for them to extend their help and such way the workers fell to the mercy of the Company.

As the need for adapting new technology became apprehend, unskilled worker became yet another casualties of technological advancement. Women worker who are always perceived as incapable employee are the first to become casualties' in labour market changes²⁶. This worker who some time rooted in one job for so long of time may find difficult to learn news skills or to do different job than what they have been doing.

Information and communication technologies (ICTs), which support the Internet and global telecommunication networks, reduce frictions and search costs in labour markets. They also allow access to geographically separated entrants. Thus it is possible for a worker in one country to be employed in, or do some work for, a firm in another country. One variant of this, business process outsourcing, affects the welfare of millions as work migrates across the globe to find the lowest cost supplier.

THE FUTURE OF TRADE UNION

Trade union must learn to adopt and move away from their traditional role of merely playing “parental” role to their members. An important aspect of trade union administration which is more relevant today is the union to embark proactively in the field of labour education. Trade unions have an important role to play in developing labour standards. Beside maintain its

²⁵ See the Malaysian case of Kelab Golf Sarawak v Masni Mos 2005 3 ILR 1

²⁶ Eric Neumayer and Indra de Soysa: “Globalisation, Women’s Economic Rights and Forced Labour” The World Economic 2007 pg 1510

traditional role of protecting and promoting the interest of member, trade union needs to assume the wider role of a development generator and to contribute positively toward progress by participating constructively within the context and spirit of smart partnership and co-operation with companies as well as with the authorities. The importance of lifelong education cannot be denied. Employers who have the financial arms can have steady information to back their proposition in any agreement and such lack of knowledge on the part of trade unions could hampered any constructive suggest being made.

In any provisions agreed in the context of negotiating a bilateral trade or economic agreement, dialogue and consensus will be preferred to penalties or sanctions as a way of making progress on labour standards issues. The government's aim will be to focus discussion of labour issues, and provide a forum for action and progress to be made, by consensus and not coercion, in a bilateral context. Whether this is done in provisions in the agreements themselves, or in some other manner, is a matter on which the government is willing to show flexibility. It is interested in the content rather than the form.

The advance of technology is here to stay. There is nothing much can be done to oppose such development as it is the evidence of *Homosapiens* progress and advancement in the world. Trade union need to address these issues by learning how to correlate the introduction of technologies with the workers. It becomes the role of the union to argue that the worker should be retrained to the usage of such equipments. Layoff and retrenchment fund should be proposed in Collective agreement where retrenchment is due to technology changes.

Law plays a very important element in controlling the erosion of trade unions function. There must be some form of minimum protections afforded to the union by large. Local legislation must inoculates minimum labour standard in any proposal trade agreements. It must be made to

understand to the business companies that one of the aspect in Corporate Social Responsibility is welfare of the labor and workers.

Unions also should consider to mergers with other unions of similar industries. In this respect a persuasive argument must be deployed to the authority why such move is made. Smaller union who does not command many members should encourage it member to increase membership drive and recruitments.

The importance of trade union in this period of globalization cannot be denied²⁷. Trade union have more than before a great challenges ahead of them. If unions want to remain viable than it have to adopt and recognized the importance of globalisation on it survival.

²⁷ See the case of Association of Insurance Employee(AIE) v Kesatuan Kebangsaan Pekerja-pekerja Perdagangan 2005 1 ILR 470

REFERENCE

J Hendy and M Walton, 'An Individual Right to Union Representative in International Law
'1997 26(3) Industrial Law Journal

Vishweshwaraiah,S.S: Trade Unions As Viable Instruments For Promoting Human Right and
Social Justice,Journal Of Indial Law Institute Vol43 2001 pg336

Universal declaration of human right 1945

The History of Trade Unionism In Malaya by Charles Gamba 1962 and The trade Union
Situations In the Federated of Malaya

Report Of A Missions From The International Labour Office: Geneva 1962

Sorensen, Rose Jan : Do Trade Union Actually Worsen Economic Performance? " the welfare
state: treats, Problem and some solutions.www.srnn.com

S.Shepard, The New Economy: "What It Realy Mean" Business Week 17 November 1997

Portuguese Duarte Brabosa once wrote" He who is the Lord of Malacca has his hand on the
throat of Venice"

Guillen,Mauren: Is Globalisations Civilising, Destructive Or Feeble?

A Critique Of Five Key Debates In The Social-Science Literature -Annual Review Of
Sociology Vol 27 2001

ILO Working Paper 24

Mark P. Moore and Priya Ranjan: Globalisation vs. Skilled-Biased Technological Changes:
Implications for Unemployment and Wage Inequality, The Economic Journal 115 April 2005
pg391-422

"Has Globalisation Really had no Effect on Unions?" KYKLOS, Vol. 60 – 2007 – No. 2, 165–
186

http://en.wikipedia.org/wiki/Factor_of_production/.

http://en.wikipedia.org/wiki/Economic_rents

Dannin,Elle: The NLRA at Seventy: A Union Movements for the New Centuy Journal of Labour
And Society 1089-7011 Vol 8 –June 2005

Katz, Kuruvilla & Turner: Trade Unions and Collective Bargaining: Education and Social Policy Department World Bank February 2003

A Trade Union Guide to Globalisations- INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS (ICFTU) 2001 December

Labour Issues in the Trade Negotiations: The Treatment of Core Labour Standards *Trade and Labour Forum*, Paramaribo, Suriname, 18 – 20 October, 2004 Vincent J. Atkins, CRNM

Gust, C. and J. Marquez, 2004. International comparisons of productivity growth: the role of information technology and regulatory practices. *Labour Economics* 11, pg 33-58.

Lommerud, Kjell Erik & Meland, Frode & Straume, Odd Rune: Globalisations and Union Oppositions To Technological Changes-Center for Economic Policy Research :Discussion Paper January 2005

This is based on assumption that there categories of worker that may no join trade union or be a member of any unions. See Section 9 Of the Industrial Relation Act 1967

Mark P. Moore and Priya Ranjan: Globalisation vs. Skilled-Biased Technological Changes: Implications for Unemployment and Wage Inequality, *The Economic Journal* 115 April 2005 pg391-422

Suhana, Associate Professor: The Contract Of Employment, Knowledge Worker and the K-Economy, *JMCL* 27 245

See the Malaysian case of *Kelab Golf Sarawak v Masni Mos* 2005 3 ILR 1

Eric Neumayer and Indra de Soysa: “Globalisation, Women’s Economic Rights and Forced Labour” *The World Economic* 2007 pg 1510