

Title	Multinational Companies and Domestic Firms in Europe Comparing Wages, Working Conditions and Industrial Relations	
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Source	PALGRAVE MACMILLAN	
Pub Date	2013	
Brief Introduction	<h2 data-bbox="464 427 1098 472">Preface and Acknowledgement</h2> <p data-bbox="464 568 1246 1010">Globalization is one of the most heavily debated present-day phenomena and has been widely covered in books, papers, and journal articles. Nevertheless, the reader is frequently left with nearly as many definitions of the subject as there are authors writing about it. Most analysts now agree that a common denominator is the increasing interconnectedness of nations, people, and economies (cf. Fortanier 2008, 13). After the Second World War, a number of major forces underpinned the spread of globalization. These included the rapid development of information and communication technology (ICT), boosted relatively recently by the development of the Internet and the massive growth of trade and foreign direct investment (FDI). These factors cannot of course be separated from the increasing numbers and influence of multinational enterprises (MNEs) and the tide of economic liberalization that has swept through both developed and developing economies. Neither should we ignore changes in transport technologies. For many commentators though, FDI has been regarded as the main – albeit not the sole – mechanism for the international expansion of MNEs.</p> <p data-bbox="464 1016 1246 1234">This book is an effort to map the social effects of FDI in a number of European Union (EU) member states, in relation to the prevailing patterns of internationalization. The need to examine critically the labour market and industrial relations aspects of recent waves of FDI is both timely and compelling. As we argue in Chapter 1, a detailed comparative assessment of the performance of MNEs and domestic firms on these aspects has hitherto been lacking. To this end and more specifically, the effects we scrutinize include:</p> <ul data-bbox="464 1267 1246 1514" style="list-style-type: none"> • wages, including overtime compensation and performance-based pay; • a number of dimensions of job quality and working conditions, particularly perceptions of work-related stress; • promotion opportunities; • the incidence and expectation of reorganization; • job satisfaction and perceptions of job security; • working hours; • training, as well as • key aspects of workplace industrial relations. <p data-bbox="464 1547 1246 1603">The data for our analysis stem from the <i>WageIndicator</i> web survey in which respondents answer questions on the issues just mentioned. We have</p>	