



---

---

**Amity Journal of Training and Development**  
**4 (1), (47-49)**  
**©2019 ADMAA**

---

---

## **Fading Corporatism: Israel's Labour Laws and Industrial Relations in Transition**

**Author: Mundlak, Guy (2018)**

*Publisher: Cornell University Press, New York*

ISBN: 978-0-8014-4600-9

**Nyanga Takupiwa**

*Great Zimbabwe University, Masvingo, Zimbabwe*

---

The book, *Fading Corporatism: Israel's Labour Laws and Industrial Relations in Transition* authored by Mundlak, G, was specifically made to provide and equip human resources practitioners, line managers, lawyers, policy makers and academics in Israel with pertinent labour laws and industrial relations information. The book's objective is to equip readers with a firm theoretical and practical background and framework of labour laws and industrial relations in Israel. The book successfully provided readers with the intended concepts, theories and information. The author tried to reach the readers by providing them with detailed information broken into four parts (part i, ii, iii and iv) and nine chapters on labour laws and industrial relations. The parts and chapters comprehensively dissected concepts, principles and theories that shaped labour laws and industrial relations in Israel. The author's ability to comprehensively dissect and simplify labour laws and industrial relations theories make it easy for readers to comprehend the intended issues.

Part (ii) of the book gives a rundown of principles and systems of constructing corporatist and labour laws between 1920 and 1987. Synonymous with the pattern of presentation in part (i), part (ii) also consists of two chapters. Consistency in the presentation of information clearly demonstrates the author's good organizational skills and ability to present information in a way that is attractive to readers. The chapters analyze inherent legislation for corporatism and adjudication in service corporations thereby providing readers with astonishingly clear and logical description of an enabling legal conditions of Israel's corporatist system. The author is applauded for collapsing issues which are usually regarded as difficult and complex into simple and easy to understand issues. The author acknowledges that it is difficult to establish the actual starting point of corporatism and employment legislation in Israel (Page 61). Such an acknowledgement is essential in that it creates an anxiety and zeal for other researchers to continue to explore on the exact origins of the issues in Israel which consequently add more knowledge in the subject of labour laws and corporatism. Surprisingly having acknowledged that it is difficult to establish

how corporatism and labour laws commenced, the author went on to clearly and logically trace the origins and background of labour laws clearly describing the main categories of labour laws. The discussed categories of labour laws are individual and collective labour laws. Chapter 4 explained in very simple terms backed by illustrative examples Israel's labour court system, the role and functions of the labour court in promoting good industrial relations in Israel. The simplicity and clarity in the presentation of labour laws issues make readers functional beings.

Part (iii) provided detailed and useful information on fading corporatism, covering issues of the changing metafunction of employment law (119), employment relations (153-187) and the changing legal construct of dualism (188). The three chapters satisfactorily addressed key issues on fading corporatism, giving illustrative examples with theoretical grounding, which in turn made readers to easily apply the concepts in their work situations and avoid unnecessary labour related litigations.

The last section of the book, part (iv) is an exploration of corporatist labour laws developments in Israel, providing readers with contextualized, clear and logical information about the subject. It scrutinized the concept of corporatists and pluralist labour laws in Israel and explicitly described the role and the importance of labour laws in promoting democracy, good governance and industrial relations. It is very essential to provide readers with critical information which is essential in performing key human resource management functions such as industrial relations.

The book is also commended for being systematically and chronologically organized and presented. All the sections and chapters of the book feed into each other with preceding chapters providing a framework for the next chapter. The organization of the book makes readers to understand issues easily. Furthermore, the author is applauded for using illustrative examples throughout the book. The book also covered a wide spectrum of labour laws and industrial relations issues, concepts and theories which is helpful in that it provides readers with full and detailed information about the subjects. Failure to interpret employment law leads to bad industrial relations and several alleged unfair labour practices which in turn cost organizations goodwill, reputation and financial resources. The book addressed the problems by providing readers with detailed up to date information on labour laws in Israel. Human resource managers in Israel will perform their duties, functions and roles from an informed position hence they will not make unexpectedly glaring errors when they deal with labour issues. For organizations to promote peace, democracy and good industrial relations, they need to have a full understanding of the employment laws that govern their relationship with their employees.

The book focused on a specific area; Israel which is again commendable because labour laws cannot be universally applied to all the countries in the world but are country specific. Labour laws generally differ from one country to the other, hence the author did well to make his book focus on a specific country. The author should have however given the book a global outlook by having a chapter dedicated to comparative labour laws where the Israel labour is compared with labour laws in other countries or regions. A comparative analysis would aid policy makers, human resource managers and other readers to evaluate how Israel's labour laws compare with other countries' labour laws. The author however partially addressed the weakness by providing a long list of references drawn from across the globe which readers can refer to when they need to get information regarding labour laws in other countries.

Overall, this book is surprisingly interesting and contributes significant and useful knowledge on labour laws and industrial relations. The book is useful to academics, human resource practitioners, policy makers, trade unions, line managers and chief executive officers in Israel. It

provides information which readers can ride on to propel good labour and industrial relations in Israel. Good industrial relations enhance organizational performance, growth and survival; hence it is essential for organizations to understand issues that give their firms a competitive advantage through good industrial relations.

---

#### *Author's Profile*

Nyanga Takupiwa is a Lecturer of Human Resource management, Julius Nyerere School of Social Sciences, Great Zimbabwe University, Masvingo, Zimbabwe. For many years, he has been a professional business management consultant and attends annual general meetings of several companies locally and regionally. He also facilitates workshops for the private and public sectors on Conflict Transformation, Corporate Governance, Collective Bargaining, Strategic Management, Change Management, Organizational Development and Leadership. He is also a member of various professional, academic and socio-economic bodies. His research interests are human resource management, job satisfaction, employee engagement, brain drain, collective bargaining, employee resourcing and employee wellness.

---