

Christian DUFOUR and Adelheid HEGE

## INTRODUCTION

I. Victims of Common Knowledge .....	9
II. An International Comparison, the Quest for a Vague Object....	12
III. Some Additional Methodological Difficulties.....	14
IV. Specific Practices, Compared Practices? .....	17
V. Comparative Conclusions.....	18

Christian DUFOUR and Adelheid HEGE

## FRANCE

I. Small Companies, Quantitative Change and Industrial Relations .....	19
II. Small Companies and Their Players: Survey of Industrial Relations Regulation .....	40

Sofia MURHEM

## SWEDEN

I. Small Swedish Companies in a Wider Context .....	77
II. Small Swedish Companies from Within: Visiting the Players .....	94
III. Summary of the Main Results .....	111

Wolfgang RUDOLPH and Wolfram WASSERMANN

## GERMANY

I. Small Companies Industrial Relations in Germany .....	125
II. Small Companies Seen from Within: How Employers and Employees Organise their Relations ....	139
III. "Different, but not Fundamentally Different" – an Overview .....	181



Christian DUFOUR and Adelheid HEGE

CONCLUSION

I. Small Companies – the Real Facts  
and a Fragile and Fragmented Notion..... 196

II. Small Companies and Industrial Relations ..... 201

III. Internal Industrial Relations, the Interpretation  
of External Rules and the Production  
of Individual Company Standards..... 211