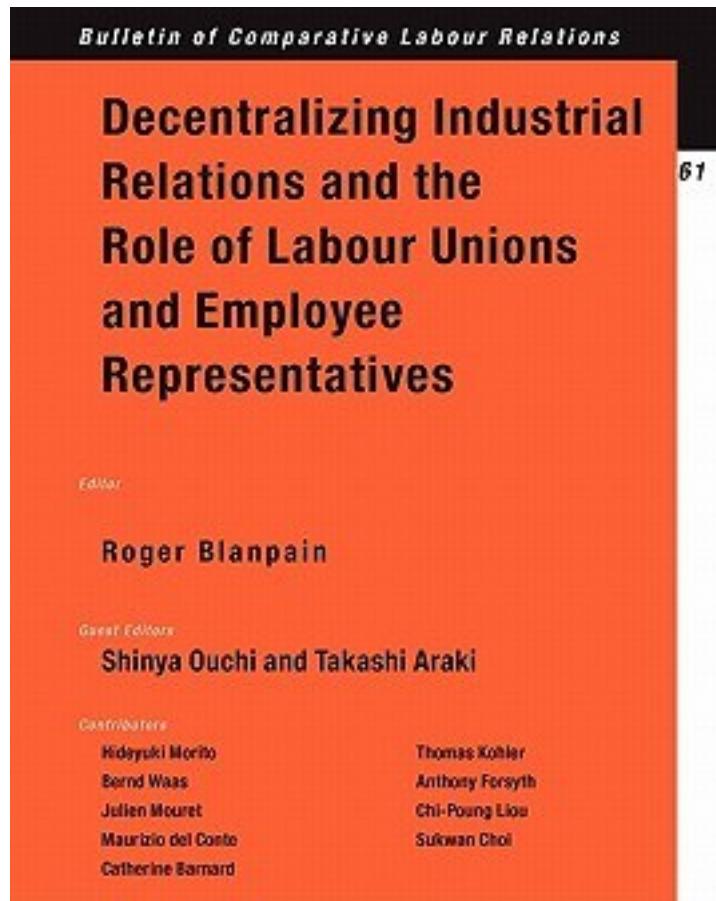


# Decentralizing Industrial Relations and the Role of Labor Unions and Employee Representatives



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