

Dominique LABBÉ
et Stéphane COURTOIS (eds.)

REGARDS
SUR LA CRISE
DU SYNDICALISME

L'Harmattan

LOGIQUES SOCIALES

Regards Sur La Crise Du Syndicalisme

**Patrice Laroche,Loris Guery,Yves
Moulin,Marc Salesina,Anne Stevenot**

Regards Sur La Crise Du Syndicalisme:

REGARDS SUR LA CRISE DU SYNDICALISME Dominique Labbe, Stéphane Courtois, 2001-01-01 Le dclin du syndicalisme europ en est particuli rement sensible en France o moins d un actif sur dix est syndiqu aujourd hui En m me temps que cette crise du syndicalisme entra ne une moindre protection des salari s elle prive un grand nombre d entreprises d un interm diaire pr cieux Outre les d fis traditionnels qui se pr sentent depuis toujours aux syndicats la concr tisation de l Europe est source pour eux de nouvelles difficult s mais sans doute aussi de pistes int ressantes explorer French Industrial Relations in the New World Economy Nick Parsons, 2007-05-07 Examining the traditionally predominant role of the state in shaping employment patterns and social policy in France French Industrial Relations in the New World Economy analyzes the impact of globalization on French industrial relations Looking at the changing economic context of industrial relations this important text places particular emphasis on the notion of a shift from a national Fordist form of employment regulation to an international post Fordist form examining in detail the impact of this shift on the role of the French state and on the balance of power between employer and trade union organizations Including chapters on employer organizations collective bargaining the role of the state and workplace representation French Industrial Relations in the New World Economy explores this fascinating topic in detail and provides a detailed resource for postgraduates studying trade unions industrial and employee relations and industrial studies in general *Renewal in the French Trade Union Movement* Heather Connolly, 2010 Drawing on ethnographic research in the breakaway trade union movement F d ration des Syndicats Solidaires Unitaires et D mocratiques SUD this book explores broad questions of trade union renewal in France The SUD movement emerged in 1988 with the avowed intention to revitalise French trade unionism Since its emergence the movement has increasingly been cited as a prime instigator of social unrest in France In a wider context of union decline in Europe this research considers to what extent and in what ways SUD has been able to develop and sustain collective organisation identity and mobilisation Research was conducted in a local level union of SUD Rail a union which emerged in the French public railway sector in 1996 from an ideological split within one of France s largest trade union confederations the Conf d ration Fran aise D mocratique du Travail CFDT From an ethnographic perspective the book contributes a thick description of trade unionism at the local level and drawing on social movement theory analyses activists attempts to confront and renew practices and structures in trade unionism The book evaluates the success of the SUD movement and the prospects for a more sustained renewal of French trade unionism *European Trade Unions in the 21st Century* Barry Colfer, 2022-03-28 Trade unions in Europe face a range of cross cutting challenges This includes the near universal contraction in union membership the related decline of traditionally highly unionised blue collar industries and the rise of automation microprocessing and digitalisation which can make it cheaper for employers to invest in machines than to pay humans to work The breakdown of the standard contract of employment and increasing rates of precarious work have further

transformed the world of work Taken together this makes any collectivist vision of society and the notion of solidarity upon which trade unionism is built difficult to sustain All this raises tough questions for trade unionists policy makers and researchers alike regarding the future of trade unions the oldest and largest civil society movement in Europe The contributions in this volume explore the prospects for union revival across a range of cases including by focusing on the pursuit of legal remedies and on the opportunities associated with the network society to defend the interests of workers This interdisciplinary volume includes contributions that consider the Czech Republic Denmark France Finland Germany Spain Sweden Poland the United Kingdom and the EU level by researchers coming from a range of disciplines and backgrounds The volume should especially appeal to researchers and practitioners working in the fields of political science sociology law and business studies

La crise du syndicalisme Louis Meyer, 1909

The Invisible Chain J. Durand, 2007-05-31 Companies and work have undergone significant change and a new productive model has emerged This book shows how the model works showing its high degree of coherence in terms of the integration of functions within companies This book creates a new and challenging theory of services rooted in the concrete experience of workshops and offices

L'envers du travail Rolande Pinard, 2018-10-04 T00:00:00-04:00 Dans l'histoire du travail les femmes ont joué un rôle connu voire ignoré par la plupart des historiens et sociologues Quelques historiennes au cours des dernières décennies se sont employées à pallier ce manque Se nourrissant de leurs travaux Rolande Pinard propose ici une analyse sociohistorique de l'activisme des travailleuses ayant contribué dans le mouvement ouvrier laborer le sens social politique du travail Richement documentée cette recherche soutient que de leur solidarité initiale avec les travailleurs les travailleuses ont progressivement été marginalisées dans les formes de syndicalisme qui ont suivi En bout de ligne l'émancipation par le travail a quasi exclusivement été le lot des hommes qui ont bénéficié des institutions comme le syndicalisme construites par les luttes ouvrières sociales et politiques des salariées Soulignant l'aspect pluridimensionnel de la formation de la classe ouvrière Rolande Pinard rappelle que comprendre le travail d'un point de vue critique implique de tenir compte de ses différents agents travers les périodes historiques de transformation du capitalisme

L'argent noir des syndicats Roger Lenglet, Christophe Mongermont, Jean-Luc Touly, 2008-05-14 Les grandes sociétés ne lésinent pas sur les moyens pour s'acheter la complaisance de nombreux syndicalistes versements cachés cadeaux personnels emplois fictifs paiements en liquide primes exubérantes avancements et avantages inductions de délits arrangés Ce livre est une enquête détaillée sur la corruption et les dérives financières du monde syndical Grâce de nombreux témoignages et documents les auteurs deux syndicalistes qui ont plusieurs fois fait la preuve de leur incorruptibilité et un journaliste d'investigation nous dévoilent l'ampleur des pratiques destinées à neutraliser les syndicats en France

Internationale Bibliographie der Rezensionen wissenschaftlicher Literatur, 2004

GRH Patrice Laroche, Loris Guery, Yves Moulin, Marc Salesina, Anne Stevenot, 2019-05-20 L'ouvrage présente une synthèse pédagogique des fondements théoriques des pratiques et des outils de la GRH Il propose également une sélection d

tudes de cas et d'exercices corrigés permettant aux lecteurs de mettre en pratique les notions et outils présentés au fil des chapitres La gestion des ressources humaines est un ensemble d'actions et de dispositifs permettant aux organisations de bénéficier des moyens humains nécessaires à l'atteinte de leurs objectifs Pour ce faire elle s'appuie sur des outils qui visent à garantir et maintenir l'adéquation entre les ressources et les besoins de main d'œuvre à susciter, valuer et reconnaître les performances individuelles et collectives assurer la régulation de la relation d'emploi L'ouvrage présente une synthèse pédagogique des fondements théoriques des pratiques et des outils de la GRH Il propose également une sélection d'études de cas et d'exercices corrigés permettant aux lecteurs de mettre en pratique les notions et outils présentés au fil des chapitres Le volume est organisé en neuf chapitres couvrant l'ensemble des domaines de la fonction ressources humaines recrutement gestion des carrières formation évaluation des performances rémunérations système d'informations et digitalisation contrôle de gestion sociale et concertation sociale Ce livre s'adresse aux étudiants des Universités des IAE et des Ecoles de management ou d'ingénieurs Il intéressera également les cadres de la fonction RH et les managers qui y trouveront l'occasion d'clairer leur propre expérience

Regards sur l'actualité, 1992 La vie publique en France **Hôtesse de l'air** Vanessa D'Hooghe, 2021-08-11 Cette recherche se penche sur les origines de la profession d'hôtesse de l'air profession fastueuse et glamour si en est la fois maîtresse de maison et princesse bord l'hôtesse de l'air va personnifier une compagnie aérienne et un pays En Belgique dès 1946 ces premières femmes entrent en nombre dans le monde de l'aviation depuis peu civile le font par leurs qualités naturellement féminines C'est leur féminité qui est rigée en qualité professionnelle Au sein de la Sabena le faste des années 50 va laisser place aux revendications des années 60 Ces femmes jeunes célibataires et sans enfants clauses prévues par leur contrat vont réclamer l'égalité de carrière avec leurs collègues stewards Elles s'organisent en une union professionnelle spécifiquement féminine la Belgian Corporation of Flying Hostesses Ce faisant elles crivent tant une page de l'histoire du féminisme en Belgique que du droit européen en matière d'égalité des traitements Du mythe la lutte féministe se pose en filigrane la question de la construction d'un ternel féminin intérieur de la profession PROPOS DE L'AUTEURE Vanessa D'Hooghe est licenciée et doctorante en histoire contemporaine de l'Université Libre de Bruxelles Spécialisée en histoire du genre ses recherches portent sur l'histoire des modèles de féminité et de masculinité dans les années 1960 et 1970 en Belgique et en France La présente recherche a obtenu le prix de l'Université des femmes en 2007 Vanessa D'Hooghe est membre de l'Unité de recherche SAGES Savoirs Genre et Sociétés ULB

La Fin Du Pcf, 2002 *GRH et relations de travail* Patrice Laroche, David Marsden, Marc Salesina, 2018-10-31 L'ouvrage aborde l'ensemble des outils et pratiques de la GRH recrutement formation appréciation de la performance rémunération gestion des emplois etc Il explique le fonctionnement de la représentation des salaires et des critères outils et pratiques du dialogue social dans les organisations Quels sont les enjeux qui animent la relation d'emploi Quelle perspective adopter face aux conflits au travail Comment concilier engagement implication motivation avec une logique d'évaluation de rentabilité et de flexibilité Dans quelle mesure la gestion des ressources humaines et les relations de travail sont

elles des cadres d'analyse utiles la compréhension de ces phénomènes. Ce sont les questions qui animent cet ouvrage. Sa problématique centrale repose sur l'identification d'une tension qui nous semble refléter le dilemme contemporain de la Gestion des Ressources Humaines. D'une part la GRH dans sa version stratégique cherche susciter l'engagement et l'implication des salariés. D'autre part les logiques de flexibilité et de retour sur investissement en capital humain créent un contexte aux incertitudes nombreuses pouvant saper les bases nécessaires à l'établissement d'une confiance dans la durée pourtant impérative pour générer engagement et implication. De surcroît le développement de l'économie numérique provoque un certain nombre de mutations profondes qui affectent le travail et son organisation, la nature de l'emploi et de la relation d'emploi ainsi que celle de la GRH. Cet ouvrage propose de croiser les apports théoriques de la GRH et des relations industrielles afin d'offrir des éléments de réponse à ce dilemme.

Les syndicats en France Dominique Andolfatto, 2007 CGT CFDT FO CFTC CGC UNSA SUD l'offre syndicale propose aux salariés est particulièrement riche en France. Mais paradoxalement le taux de syndicalisation y est l'un des plus faibles des pays industrialisés. Comment expliquer dès lors cette forte déviation ? Qui sont les syndicats ? Quels sont leur histoire, leur audience, leur rôle ? En tant qu'organisations contribuant à la régulation sociale, quels grands enjeux contemporains sont-ils confrontés ? Dans la présente édition revue et actualisée d'un ouvrage devenu un classique, les auteurs répondent à ces interrogations en mettant en lumière ce qui fait la spécificité du mouvement syndical français et ses différentes stratégies d'adaptation à un environnement économique et social en profonde mutation. Renouveau du dialogue social, crise du paritarisme, transformations du monde du travail, horizon européen sont autant de défis auxquels les organisations syndicales, comme l'ensemble des partenaires sociaux, sont confrontés. De leurs réponses dépend l'avenir d'une démocratie sociale. La recherche d'un nouveau souffle.

La CGT : crises et alternatives Guy Groux, René Mouriaux, 1992-01-01 T00:00:00+01:00 Un historique de la CGT et des crises survenues depuis le début du siècle suivi d'une analyse de la crise actuelle 1975-1991. Copyright Electre.

Recent Social Trends in Quebec, 1960-1990 Simon Langlois, Baillargeon, 1992-02-05 Readers will follow an intense period of social change in Quebec during which there was a remarkable increase in the level of modernization. They will note a massive entry of women into the labour force and a growing service sector that now constitutes seventy percent of all economic activity. They will observe also that the Québécois have dramatically increased their television viewing and that while they express a generally high level of satisfaction with life the Québécois must contend with escalating crime and suicide rates.

Les études de la Documentation française, 2004 **Pour une généalogie du communisme français**, 1991 Le travail militant Sandrine Nicourd, 2009 Ce livre fait le pari de clarifier les processus d'engagement par une sociologie des collectifs qui les portent. Il s'agit moins de se demander pourquoi les individus militent et par quelles causes ils sont attirés que d'analyser comment les organisations et les collectifs font pour conserver leurs militants, comment ils organisent le militantisme au quotidien, comment ils sélectionnent leurs militants, comment ils valuent les compétences des militants, etc. Ces questions sont étudiées sur des terrains et dans des contextes variés : mouvement social

des sans syndicat associations de locataires de logiciels libres et groupes religieux Se demander comment les individus qui s'engagent sont tenus voire retenus par leurs collectifs conduit enrichir et renouveler les explications de l'engagement bénévole et militant qui mettent souvent l'accent sur les parcours biographiques les raisons individuelles ou la force d'attractivité de la cause Les enquêtes proposées mettent en évidence le rôle spécifique et déterminant des organisations dans l'encadrement de leurs militants et plus largement dans l'apprentissage de l'engagement Elles clarifient les conditions organisationnelles les interactions sociales et symboliques rendant possibles les implications militantes et expliquant leur inscription dans la durée Le militantisme est ainsi appréhendé comme le fruit d'un ordre régulier et souvent fragile que les organisations et les collectifs s'emploient à entretenir

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