

THE REPRESENTATION GAP

**CHANGE AND REFORM IN THE BRITISH
AND AMERICAN WORKPLACE**

BRIAN TOWERS

Representation Gap Change And Reform In The British And American Workplace

**Jens Lind, Herman Knudsen, Henning
Jørgensen**



Representation Gap Change And Reform In The British And American Workplace:

The Representation Gap Brian Towers, 1997 This comparative study shows how since the early 1980s British and American employees have experienced a critical weakening of their defenses against the growing managerial prerogative and have borne a greater part of the business and organizational risk The author explains the growth in this representation gap primarily through the withdrawal of public policy support for collective bargaining He argues that this development has serious implications for economic efficiency and competitiveness but above all for the health of the democratic process

The Representation Gap Brian Towers, 1997 Six out of seven US and two out of three British employees are not represented at work Towers argues that the erosion of the effective defence and representation of employees could have a serious negative effect on economic performance

Focusing or Fragmenting Representation at Work? Andy Hodder, Miguel Martínez Lucio, 2025-04-22 Reflecting on how existing forms of workplace representation have changed Focusing or Fragmenting Representation at Work raises proactive and thought provoking questions for researchers examining trade unions industrial relations and the sociology of work as well as current trade unionists and trade union representatives

Employee Representation in Non-Union Firms Paul Gollan, 2006-12-28 Provides a wide ranging and though provoking analysis of non union forms of employee representation While it will unquestionably be of interest to scholars and students specializing in the burgeoning field of non union employee relations there is much useful material that could inform union responses to membership decline British Journal of Industrial Relations Paul Gollan s book is an important contribution to our understanding of the significance of non union employee representation in Britain and its implications for the future of employment relations It is highly recommended Russell Lansbury Professor of Work Organisational Studies University of Sydney Can employees have effective voice without independent collective organisation In the UK unlike most of continental Europe government and employers typically answer yes Gollan s detailed study provides sound reasons for scepticism Richard Hyman Department of Industrial Relations LSE We know very little about the non union sector in Britain despite the fact that it now embraces the clear majority of the workforce The publication of Paul Gollan s *Employee Representation in Non Union Firms* therefore represents a very important addition to the field Based on extensive and detailed in depth study of some leading non union employers it throws new light on the ways in which employee interests are represented in such firms Prof John Kelly Birkbeck College Are non union systems of representation NER an acceptable alternative to union based systems or do they infact complement more traditional forms of union representation Bruce Kaufman Georgia State University Robinson College of Business This book is the first of its kind to answer this challenging question It offers a comprehensive overview of NER in the UK and locates UK practice within an international context Readers are invited to consider the potential implications and limitations of NER arrangements and to examine how unions respond to these NER arrangements through bargaining consultation and representation processes Throughout issues are

addressed on both a macro and micro level The book reviews the literature and examines current practice using survey data and original case analysis Engaging readers who are studying industrial relations human resource management employee involvement and consultation unions and management strategy it will also be appeal to practioners working in these areas Case Study Material available Go to the Sample Materials and Chapters link on the left navigation bar to access this excellent additional resource **Contemporary Human Resource Management** Adrian Wilkinson,Tony Dundon,2021-05-05

Written by experts in the field this well established book provides a critical and academically rigorous exploration of the key functions practices and issues in HRM today The first part of Contemporary Human Resource Management covers fundamental HRM practices while the second half examines contemporary themes and issues such as work place bullying flexibility and emotion at work Each chapter contains two thought provoking case studies encouraging readers to identify examine and apply key concepts to real world examples This substantially revised sixth edition includes three completely new chapters and case studies on HRM in SMEs The Future of Work Employee Wellbeing Management Choice and Employee Voice CIPD,2001-10-01 *Deakin and Morris' Labour Law* Zoe Adams,Catherine Barnard,Simon Deakin,Sarah Fraser Butlin,2021-07-15 Deakin and Morris Labour Law a work cited as authoritative in the higher appellate courts of several jurisdictions provides a comprehensive analysis of current British labour law which explains the role of different legal and extra legal sources in its evolution including collective bargaining international labour standards and human rights The new edition while following the broad pattern of previous ones highlights important new developments in the content of the law and in its wider social economic and policy context Thus the consequences of Brexit are considered along with the emerging effects of the Covid 19 crisis the increasing digitisation of work and the implications for policy of debates over the role of the law in constituting and regulating the labour market The book examines in detail the law governing individual employment relations with chapters covering the definition of the employment relationship the sources and regulation of terms and conditions of employment discipline and termination of employment and equality of treatment This is followed by an analysis of the elements of collective labour law including the forms of collective organisation freedom of association employee representation internal trade union government and the law relating to industrial action The seventh edition of Deakin and Morris Labour Law is an essential text for students of law and of disciplines related to management and industrial relations for barristers and solicitors working in the field of labour law and for all those with a serious interest in the subject This title is included in Bloomsbury Professional s Employment Law online service Union Organizing Gregor Gall,2003-08-29 After many years of indifferent decline trade union membership is now being revitalized strategies known as union organizing are being used to recruit and re energize unions around the globe This book considers exactly how trade unions are working to do this and provides a much needed evaluation of these rebuilding strategies By comparing historical and contemporary case studies to assess the impact of various organizing campaigns this book assesses the progress of unions across Europe and

America It raises key debates about the organizing culture and considers the impact of recent union recognition laws on employers and the government's Fairness at Work policy A topical and in depth study into the experiences of trade unions across Europe and America this is a comprehensive and thought provoking book which is essential reading for those in the industrial relations field **Labour and Employment Regulation in Europe** Jens Lind,Herman Knudsen,Henning Jørgensen,2004 Since the golden age of industrial employment peaked around 1970 the weakening of organised labour has continued in Europe and elsewhere This text studies the conditions and development of trade union behavior and organisation in the 21st century aswell as addressing the successes and failures of the European Employment Strategy

Introducing Employment Relations Steve Williams,2020 This new and extensively updated edition of Introducing Employment Relations draws on the most up to date research and contemporary examples to help students develop their knowledge understanding and critical assessment of the main issues relating to employment relations Essential reading for undergraduates and postgraduates studying employment relations human resource management and business studies Introducing Employment Relations contains a wealth of features designed to prompt students to critically reflect on how employment relations are regulated experienced and contested by organizations and employees collectively or individually Facilitating learning and prompting lively debates such features include case studies reflective segments international perspectives insights into practice summary points and end of chapter assignment and discussion questions Whilst maintaining a critical focus to draw out the contemporary debates surrounding employment relations this text is written in a lively engaging and accessible style This book is supported by a range of online resources including For students Annotated web links Web case studies Updates to content relating to legislation research or policy Video links For lecturers PowerPoint slides Case study guide A guide to end of chapter questions A guide to web cases *Place, Space and the New Labour Internationalisms* Peter Waterman,Jane Wills,2002-01-21 New interest in labour and union internationalism has developed over the last 10 15 years This collection co edited by scholars from an older and younger generation is a very original attempt to grapple with the challenges of globalisation for labor The collection includes contributions from academics and activists based in the North and South Ibss: Sociology: 1999 ,2000-12-07 IBSS is the essential tool for librarians university departments research institutions and any public or private institution whose work requires access to up to date and comprehensive knowledge on the social sciences *Voices at Work* Alan Bogg,Tonia Novitz,2014-04-03 This edited collection is the culmination of a comparative project on Voices at Work funded by the Leverhulme Trust 2010 2013 The book aims to shed light on the problematic concept of worker voice by tracking its evolution and its complex interactions with various forms of law Contributors to the volume identify the scope for continuity of legal approaches to voice and the potential for change in a sample of industrialised English speaking common law countries namely Australia Canada New Zealand UK and USA These countries facing broadly similar regulatory dilemmas have often sought to borrow and adapt

certain legal mechanisms from one another The variance in the outcomes of any attempts at borrowing seems to demonstrate that despite apparent membership of a common law family there are significant differences between industrial systems and constitutional traditions thereby casting doubt on the notion that there are definitive legal solutions which can be applied through transplantation Instead it seems worth studying the diverse possibilities for worker voice offered in divergent contexts not only through traditional forms of labour law but also such disciplines as competition law human rights law international law and public law In this way the comparative study highlights a rich multiplicity of institutions and locations of worker voice configured in a variety of ways across the English speaking common law world This book comprises contributions from many leading scholars of labour law politics and industrial relations drawn from across the jurisdictions and is therefore an exceedingly comprehensive comparative study It is addressed to academics policymakers legal practitioners legislative drafters trade unions and interest groups alike Additionally while offering a critique of existing laws this book proposes alternative legal tools to promote engagement with a multitude of voices at work and therefore foster the effective deployment of law in industrial relations

Trade Unions in a Neoliberal World Gary Daniels, John McIlroy, 2009
Written by very well respected contributors this comprehensive volume provides readers with an academic examination and comparison of the politics of industrial relations in the UK and Europe

Sociology, Work and Industry Tony Watson, 2004-02-24
In the fourth edition of this successful and popular text Tony Watson explains how the discipline of sociology contributes to our wider understanding of the variety of work practices and institutions which exist in modern society The new edition outlines both what has been achieved historically and what is currently being achieved by the sociological study of work as well presenting a range of concepts models and other theoretical ideas that students and researchers can apply to the study of work Subjects covered include how working patterns have changed and continued to change since the industrial revolution work organizations innovations in the structuring of work activities at the enterprise level the occupational aspects of the organization of work in changing societies how people experience and cope with the pressures insecurities and inequalities of a restructured world of work how challenge and resistance influence the shaping of work in an ever changing world Fully updated throughout this book includes an all new chapter on the distinctiveness of the sociological perspective along with guidance on the research and analysis of work It will be essential reading for anybody studying the sociology of work and organizations

Market, Class, and Employment Patrick McGovern, Stephen Hill, Colin Mills, Michael White, 2007-12-06
Much of the received wisdom about the world of work emphasizes the marketization of the employment relationship the decline of class based forms of inequality and the individualization of employment relations Non standard forms of employment the layering of organizational hierarchies and the use of individual performance based payment systems are all held up as examples of a new neo liberal order in which employers and employees no longer feel a sense of obligation to each other Drawing on a range of employee and employer surveys

including the authors own Working in Britain 2000 survey this ambitious study presents a comprehensive examination of the conditions attitudes and experiences of British employees from the mid 1980s to the early years of this century The authors analyses provides a compelling critique of the received wisdom while also providing an original alternative account of recent developments in work and labour markets Along the way the book covers such topical issues as the changing nature of trade union membership the consequences of Britain s long hours culture and the apparent inability of women to ask for pay rises Significantly the authors seek to reposition debates about the future of work by restoring the concepts of contracts and social class to the analysis of the employment relationship Based on the ESRC funded Future of Work research programme this book is destined to shape our understanding of employment in Britain for the foreseeable future

Employment Relations under Coalition Government Steve Williams,Peter Scott,2016-06-10 Drawing on a wide range of up to date research Employment Relations under Coalition Government critically examines developments in UK employment relations during the period of Conservative Liberal Democrat government between 2010 and 2015 against the background of the 2007 08 financial crisis subsequent economic recession and in the context of the primacy accorded to neo liberal austerity Contributions cover a series of important and relevant topics in a rigorous yet accessible manner labour market change and the rise of zero hours contracts and other forms of precarious employment policy development relating to young people s employment the coalition s welfare to work agenda its programme of employment law reform and its approach to workplace equality and health and safety labour migration the experience of the trade unions under the coalition and their responses and developments in employment relations in the public services This book addresses the broader issues relating to the coalition period such as the implications of political and regulatory change for employment relations including the greater devolution of powers to Scotland and Wales and locates UK developments in comparative perspective The book concludes with an assessment of the prospects for employment relations in the aftermath of the May 2015 Conservatives election victory

The Handbook of Employment Relations Brian Towers,2004 Changes in working patterns and technology over the last decade have revolutionized the way we work More people than ever work in white collar jobs and are unlikely to organize collectively Other issues such as careers the long hours culture the global economy an ageing workforce and changes in employment legislation have completely transformed the working landscape This long awaited fourth edition of the Handbook of Employment Relations Law and Practice originally published as the Handbook of Industrial Relations Practice has been revised to reflect these changes In this comprehensive handbook a host of acknowledged experts have been brought together to consider all aspects of employment relations Topics include the influence of the EU employment relations and the information society unfair dismissal health and safety pay working time and other employment rights alternative dispute resolution managing the employment relationship employment relations in smaller firms trade unions pay and performance sickness and absence training and development managing change The Handbook of Employment Relations

Law and Practice is an invaluable source of guidance and practical advice for resolving day to day issues that arise in the workplace Practitioners students and managers alike will find it an essential tool that they will refer to again and again

Collective Employment Relations Debbie Sanders, Joseph Perry, Richard Saundry, 2025-01-28 In an era of rapid technological economic and political change there is a growing awareness of the challenges of income inequality employment insecurity and workplace conflict In this context positive relationships between management and trade unions offer an opportunity to negotiate change and create fairer and more productive workplaces Part of the Palgrave Executive Essentials series this engaging text is the only dedicated resource for executive learners professionals and students of human resources and labour relations providing a strategic management guide to employee relations in the unionised workplace Combining theory with practical examples and tools relating to negotiations with unions and management of a unionised workforce this book is a one stop shop for students instructors and practitioners looking to supplement their understanding of employment relations with hands on knowledge of this vitally important context It includes case studies reflective questions suggested resources and further reading for additional learning It will be a vital resource for executive education courses on employment relations and managing a unionised workforce as well as MBA students and exec MA students as well as the wider practitioner community

Britain At Work Mark Cully, Andrew O'Reilly, Gill Dix, 1999-03-16 Britain at Work presents a detailed analysis of the 1998 Workplace Employee Relations Survey the largest survey of its kind ever conducted

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