

MANAGING THE UNIONS

*The Impact of Legislation on
'Trade Unions' Behaviour*

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Managing The Unions The Impact Of Legislation On Trade Unions Behaviour

Chris Howell



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Managing the Unions Undy, Roger Undy, 1996 A detailed examination of the industrial relations and employment legislation introduced by the Conservative government and its impact on trade unions their role organization influences and prospects Emphasis is placed on the use of ballot legislation as an instrument in this process *Managing the Unions* Roger Undy, 1996 One of the major intentions of the Conservative governments of the 1980s was to redraw the landscape and map of industrial relations They aimed to achieve this by means of a combination of measures political initiatives and campaigning a changed economic and social environment and most directly a programme of industrial relations legislation that increasingly curtailed the role and influence of trade unions This book examines the policies and associated legislation directly intended to change union behaviour It considers origins purpose and impact on union behaviour and structures focusing in particular on the role of ballots as the central mechanism chosen for changing union decision making The changes that occurred as a consequence of this legislation are placed in the wider union context and the relative influence of the balloting legislation is assessed against other developments affecting union behaviour including the strategies adopted by the unions leaders It finds the results were not always as intended by the Conservative governments In a concluding chapter the authors ask whether the framework created in the UK will be an exemplar or exceptional case when compared with developments in other European countries The book is the result of research carried out over almost a decade by a highly experienced and respected team who base their analysis on interviews detailed analysis of legislation and union rule books and a series of indepth case studies This richly detailed and authoritative book will be essential reading for anyone who wishes to understand how the changing framework of labour relations affected changes in union behaviour The book will thus appeal to students and academics working in industrial relations human resource management labour law labour economics and politics Employee relations practitioners and policy makers managers and trade unionists will also find it useful for increasing their understanding of the purpose and effect of the legislation

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

Trade Unions and the State Chris Howell, 2009-01-10 The collapse of Britain's powerful labor movement in the last quarter century has been one of the most significant and astonishing stories in recent political history How were the governments of Margaret Thatcher and her successors able to tame the unions In analyzing how an entirely new industrial relations system was constructed after 1979 Howell offers a revisionist history of British trade unionism in the twentieth century Most scholars regard Britain's industrial relations institutions as the product of a largely laissez faire system of labor relations punctuated by occasional government interference Howell on the other hand argues that the British state was the prime architect of three distinct systems of industrial relations established in the course of the twentieth century The book

contends that governments used a combination of administrative and judicial action legislation and a narrative of crisis to construct new forms of labor relations Understanding the demise of the unions requires a reinterpretation of how these earlier systems were constructed and the role of the British government in that process Meticulously researched Trade Unions and the State not only sheds new light on one of Thatcher s most significant achievements but also tells us a great deal about the role of the state in industrial relations **Trade Unions in Renewal** Peter Fairbrother,Charlotte Yates,2013-10-18 This comprehensive survey of continuity and change in trade unions looks at five primarily English speaking countries the USA Canada Australia New Zealand and the UK The authors consider the recent re examination by trade union movements of the basis of union organization and activity in the face of a harsher economic and political climate One of the impetuses for this re examination has been the recent history of unions in the USA American models of renewal have inspired Australia New Zealand and the UK while Canada has undergone a cautious examination of the US model with an attempt to develop a distinctive approach This book aims to provide a thorough grounding for informed discussion and debate about the position and place of trade unions in modern economies **British Trade Unions and Industrial Politics** John McIlroy,Nina Fishman,Alan Campbell,2019-06-26 First published in 1999 this volume describes the political climate and state of trade unions after the second world war in Britain Detailing the transition of individuals who had survived in the war or had taken part in the war effort to going back a civilian life in 1945 Following the rise of the Labour party in Britain until 1964 **Industrial Relations Law** Charles Barrow,2013-09-05 This book provides a clear comprehensive and critical account of the industrial relations law that governs the relationship between workers trade unions and employers It aids in understanding the contemporary framework and functioning of industrial relations law

Changing Prospects for Trade Unionism Peter Fairbrother,Gerard Griffin,2013-10-28 Trade union movements in many countries face uncertain futures After three decades of extensive economic restructuring at both national and international levels often accompanied by major legislative reforms the way forward for unions is unclear Throughout the 1980s and into the 1990s in most developed economies union membership declined massively and union leaders and their members lost their former prominence and their place in the polity Will trade unions be able to re establish their past salience in the bargaining arena and in the polity Or given the uncertainties of internationalized economies and states will the first decade of this new century see further declines in union strength and power This book examines these and related questions by exploring the background current roles and prospects of trade unions in six English speaking countries [The International Handbook of Labour Unions](#) Gregor Gall,Adrian Wilkinson,Richard Hurd,2011-01-01 This insightful Handbook examines how labour unions across the world have experienced and responded to the growth of neo liberalism Since the 1970s the spread of neo liberalism across the world has radically reconfigured the relationship between unions employers and the state The contributors highlight that this is the major cause and effect of union decline and argue that if there is to be any union

revitalisation and return to former levels of influence then unions need to respond in appropriate political and practical ways
 Written in a clear and accessible style the Handbook examines unions efforts to date in many of the major economies of the world providing foundations for understanding each country Policymakers analysts academics researchers and advanced students in employment industrial and labour relations as well as political economy will find this unique Handbook an important resource to understanding the contemporary plight and activity of labour unions British Trade Unions and Industrial Politics John McIlroy,Nina Fishman,Alan Campbell,2018-10-04 First published in 1999 this book discusses trade unionism in Britain from 1964 to 1979 Detailing political change in British politics from union strikes to Thatcherism in the late 1970s and the implications that had on trade unions and industrial politics *Trade Unions and the Economy: 1870-2000* Derek H. Aldcroft,Michael J. Oliver,2017-07-05 What do unions do and why do they do it Do they seek to maximise profit for their members or to obtain better working conditions that benefit society as a whole Derek H Aldcroft and Michael J Oliver here provide one of the first sustained studies of the effects of union activities in terms of economic performance and the impact on the business world From the rise of the British mass trade union movement in the 1870s to the present day the book examines the main trends in union development and structure and the core strategies unions have used to achieve their objectives the use of strikes work rules and restrictive practices workers attitudes to innovation the wage bargaining process Important assessments are made of the influence of these strategies on investment innovation economic growth and the cost of structure and competitiveness of the UK economy *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 *New Forms and Expressions of Conflict at Work* G. Gall, 2013-01-29 This collection analyses new forms and expressions of conflict at work under capitalism Using theoretical and empirical approaches it demonstrates an underlying historical continuity to new forms and expressions of conflict at work and a path dependency by country and culture

Labour Unionism in the Financial Services Sector Gregor Gall, 2017-11-30 In recent years there has been an acute crisis of worker representation in the finance sector in Britain Labour union and staff association membership and density has fallen collective organisation has experienced dislocation and disorganisation and worker self confidence has been sapped Prior to this there was a sense of an identifiable trajectory towards greater unionateness by labour unions and staff associations with the sector moving towards growing self identification of employees as workers and the use of traditional tools of collective bargaining such as threats of strikes and strikes themselves This study documents and explains these changes in wider historical terms providing invaluable reading for those interested in the future of both the labour movement and the finance sector *Rethinking Industrial Relations* John Kelly, 2012-10-12 This original book is a wide ranging radical and highly innovative critique of the prevailing orthodoxies within industrial relations and human resource management It covers central problems in industrial relations the mobilization theory of collective action the growth of non union workplaces and the prospects and desirability of a new labour management social partnership an historical account of worker collectivism organization and militancy and state or employer counter mobilization a critique of postmodernism and accounts of the end of the labour movement Containing a detailed examination of the evolution of industrial relations it argues that the area is often under theorized and influenced by the policy agenda of the state or employers and will prove informative reading for students of industrial relations

Sociology, Work and Organisation Tony Watson, 2017-03-27 The seventh edition of *Sociology Work and Organisation* is outstandingly effective in explaining how we can use the sociological imagination to understand the nature of institutions of work organisations occupations management and employment and how they are changing in the twenty first century Intellectual and accessible it is unrivalled in the breadth of its coverage and its authoritative overview of both traditional and emergent themes in the sociological study of work and organisation The direction and implications of trends in technological change are fully considered and the book recognises the extent to which these trends are intimately related to changing patterns of inequality in modern societies and to the changing experiences of individuals and families Key features of the text are clear structure key issue guides and summaries with each chapter identification of key concepts throughout the book unrivalled glossary and concept guide rich illustrative snapshots or mini cases throughout the book This text engages with cutting edge debates and makes conceptual innovations without any sacrifice to clarity or accessibility of style It will appeal to a wide audience including undergraduates postgraduates and academics working or studying in the area of work and the organisation of work as well as practitioners working in the area of human resources and management generally **Understanding Work and Employment** Peter

Ackers, Adrian Wilkinson, 2003 This book aims to analyze and criticize the contribution of industrial relations to social science understanding. It brings together leading scholars to reconsider the theoretical foundations of industrial relations and its potential contribution to the wider understanding of work and economic life to learn what it can gain from a stronger engagement with these surrounding disciplines and national traditions. The introduction provides a critical though broadly sympathetic outline of the development of the main stream industrial relations tradition. Part One recognizes the interdisciplinary character of industrial relations by concentrating on border encounters with the cognate academic disciplines of sociology, economics, management, history, psychology, law, politics and geography. Of particular interest is how far industrial relations has contributed to social science understanding beyond its own narrow borders. Part Two combines a major critical analysis of the American school with three shorter discussions of Australia, Europe and Japan. Part Three looks forward to the potential contribution of industrial relations to our understanding of work, employment and society by identifying a variety of key dilemmas and debates which call for new interdisciplinary thinking. Finally, the book ends with a critical reassessment of the industrial relations tradition.

Unions in the 21st Century T. Kochan, 2004-07-31 This book presents a series of research essays on the state of unions in many different parts of the world. Written by leading researchers in the field, it provides insights into the causes of union decline. But it goes beyond historical analyses to investigate the prospects for the future. Can unions organize in segments of the workforce such as the youth, women, low wage workers and those in the informal sector? Can unions network with other organizations such as NGOs nationally and internationally to gain power and influence?

Historical Dictionary of Organized Labor J. C. Docherty, 2012-06-14 The Historical Dictionary of Organized Labor looks at the history of organized labor to see where it came from and where it has been. This is done through a chronology, an introductory essay, appendixes, a glossary of terms and an extensive bibliography. The dictionary section.

Industrial Relations: Approaches to industrial relations and trends in national systems

John E. Kelly, 2002 This set is designed to capture both the complexity of the field of industrial relations globally as well as bringing out the continuing relevance of competing theoretical approaches to the subject.

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