Redefining Public Sector Unionism

UPASCH and the future of trade unless

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Gary Daniels, John McIlroy

Redefining Public Sector Unionism Michael Terry, 2002 **Redefining Public Sector Unionism Mike** Terry, 2012-09-10 This book brings together contributions from both expert academics and leading figures of UNISON in an in depth analysis of the union's achievements to date As the largest and most influential trade union in the public sector UNISON is an ideal case study for the possible future development of UK unions in the twenty first century 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 **Gender Democracy in Trade Unions** Anne McBride, 2020-07-24 This title was first published in 2001 Detailed interviews with activists and case studies of decision making bodies show how different membership groups exploit equal opportunities strategies to facilitate or impede women These case studies expose the conundrum of understanding women as a differentiated but distinct membership group They illustrate why women activists need to be understood in their diverse and multiple roles of being low paid workers black women lesbians and members of political parties but also demonstrate that women are most empowered when treated as an oppressed social group A Comparison of the Trade Union Merger Process in Britain and Germany Jürgen Hoffman, Marcus Kahmann, Jeremy Waddington, 2007-05-07 Trade unions in Europe are currently facing a series of challenges that stem from changes to regulatory and production regimes implemented by the state and employers in order to compete in an increasingly internationalized economy In response to these challenges trade union movements have been dramatically restructuring long standing principles of organization have been jettisoned in an attempt to develop new structures Central to this process of structural adaptation are the mergers of trade unions This informative book focuses on the merger process in Britain and Germany and uniquely it reviews the wider implications of these developments particularly for North America As well as addressing the reasons for mergers the book also examines the process whereby mergers are concluded investigates the consequences and analyses the costs and benefits of the post merger organisation Drawing on interviews conducted with senior policy makers engaged in merger processes this book explores the extent of internal union reform brought about by the merger process and also identifies the implications of this reform for trade unions world wide Structured in distinct sections this book covers topic such as what distinguishes the British and German systems trade union structures pre merger issues settling the terms of the mergers post merger developments This book forms part of the Routledge Research in Employment Relations series featuring works of high academic merit drawn from a wide range of academic studies in the social sciences It is a valuable resource for postgraduate students studying business and management industrial employee relations and trade unions Trade Unions and Workplace Training Richard Cooney, Mark Stuart, 2013-05-07 Trade Unions and Workplace Training examines the changing role of trade unions in the provision of vocational education

workplace training and skill development It reflects upon the role that unions have played in the reform of vocational education and training systems the nature of union involvement in consultative mechanisms at a national and industry level the nature of union involvement in skill formation at the workplace and the development of mechanisms for the articulation of employee voice in the design delivery and assessment of vocational training The book provides a collection of studies of Canada Australia United States United Kingdom France Germany and Norway by leading researchers in the field Distinctive accessible and original all the chapters are written in a style that illustrates the relevance of academic debates and research data to practice and the book includes a number of the chapters written by trade union practitioners Responsibility and Trade Unions Lutz Preuss, Michael Gold, Chris Rees, 2014-10-03 Growing interest in corporate social responsibility CSR has focused attention on the relationship between businesses and key stakeholders such as NGOs and local communities Curiously however commentators on CSR rarely discuss the role of trade unions while commentators on employment relations seldom engage with CSR This situation is all the more remarkable since unions are a critically important social actor and have traditionally played a prominent role in defending the interests of one key stakeholder in the company the employee Written by dedicated experts in their field this book addresses a key gap in the literature on both CSR and employment relations namely trade union policies towards CSR as well as union engagement with particular CSR initiatives and the challenges they face in doing so The research covers eleven European countries which when taken together constitute a representative sample of industrial relations structures across the continent This book will be essential reading for scholars students and practitioners of international business employment relations public policy and CSR Its foreword is written by Philippe Pochet and Maria Jepsen Directors of the European Trade Union Institute in Brussels

Union Recognition Gregor Gall,2006-01-16 Several thousand new trade union recognition agreements have been signed since 1997 representing a major development within industrial relations in Britain This has resulted from the interaction of union organizing efforts and the statutory union recognition provisions of the Employment Relations Act 1999 However for trade unions recognition alone is not enough a vital issue is whether having gained union recognition trade unions are now effectively delivering upon the promises and prospects of union recognition These essays examine the substantive outcomes of these new agreements in regard to union representation and collective bargaining In particular they explore the impact on terms and conditions of employment employers behaviour and strategy the nature of the union management bargaining relationship the building of workplace unionism While the collection focuses primarily on Britain the germane issues are also looked at in the context of Australia Canada and the U S A Conceptually and theoretically Union Recognition offers contributions which develop our understanding of the relationship between workplace and national unionisms and of mobilization theory **Learning with Trade Unions** Moira Calveley,2017-03-02 This edited collection provides an understanding of the range of learning that is enabled by trade unions and the agendas around that learning It comes at an

important time as in the UK recent years have seen significant new opportunities for unions involvement in the government s learning and skills policy At the same time trade unions have had to cope with declining membership and changing employment patterns and thus have a keen interest in defining their role in contemporary employment relations and in pursuing strategies for union renewal Therefore in order to explore these dynamics a strong feature of the book is its drawing together of informed research based contributions from the fields of training skills and education and of industrial relations International and historical perspectives are included in order to better understand the contemporary issues There are important conclusions for policy makers practitioners and researchers *Union Organizing* Patrick Dawson, 2003 This book considers exactly how trade unions are working to recruit and re energize It compares historical and contemporary case studies to give a much needed evaluation of these rebuilding strategies Employment Relations in the Hospitality and Tourism Industries, Contemporary Employment Relations Steve Williams, Derek Adam-Smith, 2010 Suitable for undergraduate and postgraduate students in the areas of industrial and employment relations personnel and human resource management this work offers an original accessible and critical approach to understanding employment relations Politics of Privatisation and Trade Union Mobilisation Pablo Ghigliani, 2010 This is a comparative study of how workers and their unions respond to privatisation Drawing upon research from a variety of disciplines the author examines the push toward privatisation in diverse national settings its profound impact on organised labour and the often innovative responses of workers and their unions in the affected industries By means of a detailed analysis of the privatisation of the electricity industries in the United Kingdom and Argentina and the various initiatives of workers and their trade unions in these two countries this book offers an engaging comparative case study that sheds new light on key issues in contemporary labour studies the strategic choices available to workers and their organisations when faced with the radical restructuring of their industries the types of resources available to trade unions and how they are mobilised and the impact of widespread worker unrest on their organisations This book also provides fresh insight into the use of mobilisation theory in the field of labour studies The author employs mobilisation theory to make sense of worker and trade union responses to privatisation and he argues that this theoretical framework can be useful for cross national comparisons The Real Living Wage Edmund Heery, Deborah Hann, David Nash, 2023-07-12 The book examines the nature of the Real Living Wage as a body of civil regulation the organizations behind the campaign and the methods they have used the response of employers including the motives and characteristics of businesses that have adopted the Living Wage It also examines the responses of trade unions which have included both cooperation and conflict the role of public authorities which have used a variety of non statutory policy levers to encourage employers to adopt the Living Wage and the outcomes of the campaign in terms of redistributive benefits for employees economic benefits for adopting businesses and wider social and institutional impacts The book concludes by considering what the campaign tells us about the evolution of the employment system in the UK noting that civil regulation and the institutions which create it have become important new system elements
Industrial Relations in Education Bob Carter, Howard Stevenson, 2009-12-30 Interdisciplinary in approach and drawing not only on education research but also from the fields of industrial sociology management studies and labour process theory Industrial Relations in Education attempts to understand the reform agenda in relation to teachers their professional identities and their experience of work by drawing on critical perspectives that seek to challenge orthodox policy discourses relating to remodelling

Union Organization and Activity John Kelly, Paul Willman, 2004-04-23 This the second book in the innovative The Future of Trade Unions in Britain series features substantial and original research on union strategies It offers readers a detailed analysis of the opportunities and problems faced by unions in using the new trade union recognition law and will enrich policy debates with much needed evidence It covers topics such as organizing campaigns across different sectors and their relative successes and failures the TUC's Organizing Academy public sector unions strategies including the use of partnership agreements the structure of trade unionism as a potential barrier to union revitalization costs and benefits for employers of recognizing unions Written by the key thinkers in the field of industrial relations it highlights the conditions under which organizing and partnership are likely to appeal to union members and employers and thus it has important policy implications for all parties concerned with industrial relations unions employers and governments **Socialism and the Trade Unions** John Kelly, 2010-06-26 Allan Flanders was one of the leading British industrial relations academics and his ideas exerted a major influence on government labor policy in the 1960s and 1970s But as well as being an Oxford academic with a strong interest in theory and labor reform he was also a lifelong political activist Originally trained in German revolutionary ethical socialism in the early 1930s he was the founder and joint editor of Socialist Commentary the leading outlet for revisionist social democratic thinking in Britain in the 1950s and 1960s He was also the leading figure in the influential 1950s think tank Socialist Union and played a key part in the bitter factional struggles inside the Labour Party The main argument of the book is that Flanders ethical socialist ideas constituted both his strength and his weakness Their rigor clarity and sweep enabled him to exert a major influence over government attempts to negotiate labor reforms with the trade unions Yet he proved unable to explain the failure of the reforms amidst rising levels of industrial conflict as his intellectual rigor turned into ideological rigidity. The failure of negotiated reform led to Margaret Thatcher's neo liberal assault on trade union power in the 1980s *Employment Relations in the Health Service Stephen* Bach, 2013-01-11 Employment relations within the health sector have undergone radical reform over recent years This book is an important new study that examines the responses of managers and workers to these different reforms at both national and local level Bringing together analyses of both employment relations and public sector management the book focuses on understanding why certain initiatives have been adopted how managers have responded to them and the consequences of the HR modernisation agenda Topics covered include HR strategy and structure at the workplace employee involvement and

union influence pay modernisation management of work Featuring detailed case study research in three NHS trusts the book illustrates precisely how government policies are implemented in the workplace and in doing so offers a unique insight into the sector's changing work environment A comprehensive study of atopical area this book will be of interest to students and academics in health service management human resource management and employment relations The Making of an African Working Class Pnina Werbner, 2014-07-20 It is now 50 years since E P Thompson published his classic The Making of the English Working Class The Making of an African Working Class follows Thompson in exploring the formation of working class identity among low paid African workers In arguing for a radical public anthropology of worker identity the book seeks to analyse the cultural legal ideological and experiential dimensions of labour activism often neglected in other labour studies Pnina Werbner shows that by fusing cosmopolitan and local popular cultural forms of protest unionists have created a distinctive vernacular way of being a worker in Botswana one that does not deny workers roots at home or in the countryside while being cognisant of a wider world of cosmopolitan labour rights The assertion of working class dignity honour and respect Pnina argues is a powerful motivating force for manual workers Against legal sceptical approaches The Making of an African Working Class argues that in challenging the government their employer in court manual workers protests and mobilisation are deeply embedded in ethics social justice and the law New Unions, New Workplaces Andy Danford, Mike Richardson, Martin Upchurch, 2003-09-02 This book makes a major contribution to the debate within the UK and abroad on the reality of workplace unionism in an era of change Drawing on examples of union renewal the authors present an historical overview and compare the UK experience with contrasting international examples It presents both qualitative and quantitative research to provide new and comprehensive evidence on trade union strategies

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