

# **Representing Workers**

Trade Union Recognition and  
Membership in Britain

*Edited by*  
**Howard Gospel and  
Stephen Wood**



The Future of Trade Unions in Britain

# Representing Workers Trade Union Recognition And Membership In Britain

**Richard Barry Freeman, Peter F.  
Boxall, Peter Haynes**



## **Representing Workers Trade Union Recognition And Membership In Britain:**

*Representing Workers* Howard Gospel, Stephen Wood, 2003-12-08 Employment relations are at a crossroad Historically trade union channels in advanced economies have dominated worker representation but with the decline in union membership other forms of representation are becoming increasingly significant This timely book is the result of significant research addressing key issues underlying these developments A group of internationally renowned employment relations specialists under the Leverhulme Foundation Future of Trade Unionism Programme consider issues such as trends in trade union membership factors behind the decline of union membership young workers and trade unionism the law and union recognition European influences on worker representation non union representation trade unionism in the context of new forms of representation enhancing the appeal of unions This timely new study of worker representation contains powerful analysis and is one of the most broad ranging studies of representation available It is essential reading for anyone studying or working in employment relations

**British Social Attitudes** Alison Park, John Curtice, Katarina Thomson, Lindsey Jarvis, Catherine Bromley, 2002-11-27 The Rolls Royce of opinion surveys The Times The indispensable annual British Social Attitudes survey compiles describes and comments on a range of current social attitudes The series charts changes in British social values with annual surveys carried out from a nationwide sample of around 3 500 people by the National Centre for Social Research s team of interviewers The 19th Report summarizes and interprets data from the most recent survey and makes comparisons with findings from previous years

Union Organization and Activity John Kelly, Paul Willman, 2004 Featuring substantial and original research on union strategies this book offers readers a detailed analysis of the opportunities and problems faced by unions and will enrich policy debates with much needed evidence

*Trade Unions* Sue Fernie, David Metcalf, 2013-09-13 This book features original research underpinned with theory drawn from economics organization theory history and social psychology The authors deliver a comprehensive analysis of trade unions prospects in the new millennium as well as case studies which deal with topical issues such as the reasons for the loss of five million members in the 1980s and 1990s the way in which unions own structures inhibit their revitalization the apparent failure of unions to thrive in the benign times since 1997 the extent to which use of the internet will permit unions to break with their tradition of organizing by occupation or industry the prospects for real social partnership at national level the way in which high performance workplaces in the US give voice to workers without unions Written by some of the leading scholars in the area this book gives an insight into union prospects for the future and has important policy implications for all parties concerned with industrial relations unions employers and governments

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

**Introducing Employment Relations** Steve Williams, 2017 The most trusted and thought provoking introduction to employment relations this book examines key employee relations issues from a critical perspective using contemporary research and a wealth of real life examples and carefully designed learning features

**Employment Relations in the Shadow of Recession** Brigid van Wanrooy, Helen Bewley, Alex Bryson, 2013-11-25 How have employment relations evolved over the last decade And how did workplaces and employees fare in the face of the longest recession in living memory Employment Relations in the Shadow of Recession examines the state of British employment relations in 2011 how this has changed since 2004 and the role the recession played in shaping employees experiences of work It draws on findings from the 2011 Workplace Employment Relations Study comparing these with the results of the previous study conducted in 2004 These surveys each collecting responses from around 2 500 workplace managers 1 000 employee representatives and over 20 000 employees provide the most comprehensive portrait available of workplace employment relations in Britain The book provides an in depth analysis of the changes made to employment practices through the recession and of the impact that the economic downturn had on the shape and character of the employment relationship

**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     The Hospitality and Tourism Industry in ASEAN and East Asian Destinations Jinlin Zhao,Lianping

Ren,Xiangping Li,2021-07-15 This new volume addresses the growing interest to understand tourism and hospitality in Southeast and South Asia two regions that have seen tremendous growth in international tourists in recent years It explores the current development of hospitality and tourism industry in the regions of Hong Kong Macao and Taiwan as well as other key countries in Southeast and South Asia The Hospitality and Tourism Industry in ASEAN and East Asian Destinations New Growth Trends and Developments provides updated findings and case studies that highlight opportunities and issues of tourism and hospitality development in ASEAN Chapters cover such diverse topics as Online marketing strategies Sustainable hospitality development Diversification efforts of the tourism industry Innovations in independent hotels Wildlife tourism in urban destinations The Vietnamese national park system Consumers positive and negative images of certain destinations Much more While academicians will benefit from the updated research findings summarized by the respected scholars hospitality professionals will also find the book a valuable source of information as the chapters delve into the most recent topical and industry focused issues     **Routledge Handbook of Youth and Young Adulthood** Andy

Furlong,2016-10-14 The second and completely revised edition of the Routledge Handbook of Youth and Young Adulthood draws on the work of leading academics from four continents in order to introduce up to date perspectives on a wide range of issues that affect and shape youth and young adulthood It provides a multi disciplinary overview of a dynamic field of study that offers unique insights on social change in advanced societies It is aimed at researchers policy makers and advanced students on a global level The Handbook introduces the main theoretical perspectives used within youth studies and sets out future research agendas Each of the ten sections covers an important area of research from education and the labour market to youth cultures health and crime discussing change and continuity in the lives of young people introducing readers to some of the most important work in the field while highlighting the underlying perspectives that have been used to understand the complexity of modern youth and young adulthood     *What Workers Say* Richard B. Freeman,Peter Boxall,Peter Haynes,2018-09-05 This book brings together research in the United States Canada the United Kingdom Ireland Australia and New Zealand to answer a series of key questions What opportunities do employees in Anglo American workplaces have to voice their concerns and what do they seek To what extent and in what contexts do workers want greater union

representation How do workers feel about employer initiated channels of influence What styles of engagement do they want with employers What institutional models are more successful in giving workers the voice they seek at workplaces What can unions employers and public policy makers learn from these studies of representation and influence The research is based largely on surveys that were conducted as a follow up to the influential Worker Representation and Participation Survey WRPS reported in What Workers Want coauthored by Richard B Freeman and Joel Rogers in 1999 and updated in 2006 Taken together these studies authoritatively outline workers attitudes toward and opportunities for representation and influence in the Anglo American workplace They also enhance industrial relations theory and suggest strategies for unions employers and public policy

**What Workers Say** Richard Barry Freeman, Peter F. Boxall, Peter Haynes, 2007 Bringing together research in the US Canada the UK Ireland Australia and New Zealand this text answers a series of key questions such as What opportunities do employees in Anglo American workplaces have to voice their concerns and what do they seek

Trust and Human Resource Management Rosalind Searle, Denise Skinner, 2011-01-01 This is an extremely welcome and timely contribution which extends our understanding of the relationship between trust and HRM in organizations a relationship which has until now been under explored This excellent edited collection explores trust in the context of HRM stage by stage from pre entry to exit in a thoughtful and provocative way In each chapter leading scholars in the trust and HRM fields highlight critical issues for both researchers and practitioners to consider Key reading for anyone interested in how HRM can enhance and develop trust and how trust can contribute to the success of HRM Antoinette Weibel University of Konstanz Germany and President of First International Network on Trust The issue of trust in organizations is an extremely important one given the global economic situation This edited collection is outstanding comprised of the leading academics in the field and highlighting the challenges for HR over the coming decade A must read for those in HRM if we are to build trust in organizations in the future Cary L Cooper CBE Lancaster University Management School UK An organization s human resource management HRM policies and their implementation have long been claimed to influence trust within an organizational environment However there has until now been a limited examination of the relationship between the two In this unique book the contributors explore the HRM cycle from entry to exit and examine in detail the issue of trust and its links with HRM Each chapter takes an aspect of HRM including selection performance management careers and personal development training change management and exit and offers a new understanding and insight into the role importance and challenges to trust within these processes This timely book will prove to be an invaluable resource for academics interested in trust HR and organizational behaviour HR professionals should also not be without this path breaking study

**Employee Relations** John Gennard, Graham Judge, 2005 Written by the Chief Examiner and Associate Examiner for employee relations for the CIPD the new edition of this best selling text has been written specifically to cater for the CIPD s Employee Relations elective Offering a highly practical and accessible overview of the impact of the economic corporate and legal environment

on employee relations it is also suitable for students taking an employee industrial relations module on an HR or business degree programme at undergraduate or postgraduate level TARGETED AT Students studying CIPD Professional Qualifications and undergraduate and post graduate students on employee relations modules on business and HRM courses

**Financial Services Partnerships** Peter Samuel, 2013-11-12 The purpose of this book is to evaluate the debate on partnership using original research data Samuel provides a novel categorisation with which to synthesise and clarify a highly diverse literature on labour management partnership thus helping to refine the contemporary partnership debate Secondly he clarifies the circumstances under which effective labour management partnership is possible while simultaneously elaborating why the achievement of mutual gains is highly improbable in a liberal market context Thirdly the book presents an integrated analysis of the interplay between macro meso industry and micro level factors Fourthly the research design enables the study to go beyond the case studies to make defensible empirical generalizations at the level of the industry Finally it advances a theoretical explanation of labour management partnerships in liberal market economies by bridging two opposing neo institutional positions in the social sciences *Trajectories of Neoliberal Transformation* Lucio Baccaro, Chris Howell, 2017-10-12 This book has both empirical and theoretical goals The primary empirical goal is to examine the evolution of industrial relations in Western Europe from the end of the 1970s up to the present Its purpose is to evaluate the extent to which liberalization has taken hold of European industrial relations and institutions through five detailed chapter length studies each focusing on a different country and including quantitative analysis The book offers a comprehensive description and analysis of what has happened to the institutions that regulate the labor market as well as the relations between employers unions and states in Western Europe since the collapse of the long postwar boom The primary theoretical goal of this book is to provide a critical examination of some of the central claims of comparative political economy particularly those involving the role and resilience of national institutions in regulating and managing capitalist political economies **Inside the Workplace** Barbara Kersley, Carmen Alpin, John Forth, Alex Bryson, Helen Bewley, Gill Dix, Sarah Oxenbridge, 2013-04-15 Based on the primary analysis of the 2004 Workplace Employment Relations Survey WERS 2004 this is the fifth book in the series which began in 1980 and which is considered to be one of the most authoritative sources of information on employment relations in Great Britain Interviews were conducted with managers and employee representatives in over 3 000 workplaces and over 20 000 employees returned a self completion questionnaire This survey links the views from these three parties providing a truly integrated picture of employment relations This book provides a descriptive mapping of employment relations examining the principal features of the structures practices and outcomes of workplace employment relations The reader can explore differences according to the characteristics of the workplace and organization including workplace size industrial sector and ownership Current debates are examined in detail including an assessment of the impact of the Labour Government s programme of employment relations reform A key reference from a respected and important institution this

book is a valuable sourcebook for students academics and practitioners in the fields of employee relations human resource management organizational behaviour and sociology Visit the Companion website at <http://www.routledge.com/textbooks/0415378133>

**The Oxford Handbook of Participation in Organizations** Adrian Wilkinson, Paul J. Gollan, Mick Marchington, David Lewin, 2010-02-18 Employee participation encompasses the range of mechanisms used to involve the workforce in decisions at all levels of the organization whether direct or indirect conducted with employees or through their representatives In its various guises the topic of employee participation has been a recurring theme in industrial relations and human resource management One of the problems in trying to develop any analysis of participation is that there is potentially limited overlap between these different disciplinary traditions and scholars from diverse traditions may know relatively little of the research that has been done elsewhere Accordingly in this book a number of the more significant disciplinary areas are analysed in greater depth in order to ensure that readers gain a better appreciation of what participation means from these quite different contextual perspectives Not only is there a range of different traditions contributing to the research and literature on the subject there is also an extremely diverse sets of practices that congregate under the banner of participation The handbook discusses various arguments and schools of thought about employee participation analyzes the range of forms that participation can take in practice and examines the way in which it meets objectives that are set for it either by employers trade unions individual workers or indeed the state In doing so the Handbook brings together leading scholars from around the world who present and discuss fundamental theories and approaches to participation in organization as well as their connection to broader political forces These selections address the changing contexts of employee participation different cultural institutional models old new economy models shifting social and political patterns and the correspondence between industrial and political democracy and participation

**New Trade Union Activism** S. Moore, 2010-12-08 The past decade has seen the emergence of new types of trade union representatives attracting new and more diverse activists this book explores their motivations and values drawing upon the voices of the activists themselves and capturing the relationship between work social identity and class consciousness

**Union Revitalisation in Advanced Economies** G. Gall, 2009-04-08 After a decade of union organizing in Britain the time has come to make a thoroughgoing assessment of it This book evaluates the efficacy of the union organising in terms of union strategies tactics styles and resources and assesses the impact of differing regulatory regimes on union organizing



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