

Trade unions and democracy

Strategies and perspectives

MARK HARCOURT
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Trade Unions And Democracy Strategies And Perspectives Perspectives On Democratization

Mark Harcourt, Geoffrey Wood



Trade Unions And Democracy Strategies And Perspectives Perspectives On Democratization:

Trade Unions And Democracy Mark Harcourt, Geoffrey Wood, *Trade Unions and Democracy* explores the role of trade unions as products of and agents for democracy As civil society agents unions may promote democracy within the wider society especially in the case of authoritarian regimes or other rigid political systems by acting as watchdogs and protecting hard won democratic gains Established democratic institutions in many advanced societies are facing new challenges The problem with using trade unions for this purpose is that they remain locked in a cycle of political marginalization and decline Beyond this there are ironically serious questions about whether unions themselves internally function as democracies Certainly there are tensions between rank and file membership and an authoritarian leadership with this infighting having possible effects on strategic deals or alliances and member accountability and actions On the other hand trade unions continue to represent a significant component of society within most industrialized countries and in many case they have a demonstrated capacity for working with other elements of civil society Looking forward trade unions may be able to play a vital role in channeling and focusing spontaneous popular upsurges In the process they may revitalize themselves through use of greater internal democracy and become geared toward more diverse constituencies The question is will they fulfill this promise or continue to suffer from internal breakups and external breakdowns Can trade unions save themselves and democracy or will both deteriorate in time *Trade Unions and Democracy* brings together a distinguished panel of leading and emerging scholars in the field and provides a critical assessment of the current role of trade unions in society It explores their capacity to affect political policies to ensure greater accountability and fairness It also explores the nature of and extent to which internal representative democracy actually operates within trade unions themselves Mark Harcourt is a professor in the Department of Strategic Management and Leadership at Waikato University in New Zealand

Trade Unions and Democracy Mark Harcourt, Geoffrey Wood, 2006 *Trade Unions and Democracy* explores the role of trade unions as products of and agents for democracy As civil society agents unions may promote democracy within the wider society especially in the case of authoritarian regimes or other rigid political systems by acting as watchdogs and protecting hard won democratic gains Established democratic institutions in many advanced societies are facing new challenges The problem with using trade unions for this purpose is that they remain locked in a cycle of political marginalization and decline Beyond this there are ironically serious questions about whether unions themselves internally function as democracies Certainly there are tensions between rank and file membership and an authoritarian leadership with this infighting having possible effects on strategic deals or alliances and member accountability and actions On the other hand trade unions continue to represent a significant component of society within most industrialized countries and in many case they have a demonstrated capacity for working with other elements of civil society Looking forward trade unions may be able to play a vital role in channeling and focusing spontaneous popular upsurges In the process they may revitalize themselves through use of greater internal

democracy and become geared toward more diverse constituencies The question is will they fulfill this promise or continue to suffer from internal breakups and external breakdowns Can trade unions save themselves and democracy or will both deteriorate in time Trade Unions and Democracy brings together a distinguished panel of leading and emerging scholars in the field and provides a critical assessment of the current role of trade unions in society It explores their capacity to affect political policies to ensure greater accountability and fairness It also explores the nature of and extent to which internal representative democracy actually operates within trade unions themselves Mark Harcourt is a professor in the Department of Strategic Management and Leadership at Waikato University in New Zealand

Trade Unions and Democracy Mark Harcourt, Geoffrey E. Wood, 2004 This book explores the changing role of trade unions as products of and agents for democracy Despite conventionally being portrayed as politically marginalised and in terminal decline trade unions continue to represent a significant component of society within most industrialised countries and have demonstrated a capacity for revival and renewal in the face of difficult circumstances It brings together a distinguished panel of leading and emerging scholars in the field and provides a critical assessment of the current role of trade unions in society their capacity to impact on state policies in such a manner as to ensure greater accountability and fairness and the nature and extent of internal representative democracy within the labour movement This volume will be of interest to students and academics in industrial relations critical management studies political studies and sociology

Industrial Relations After Pinochet Indira Palacios-Valladares, 2011 In recent decades many countries have implemented neoliberal reforms that have had adverse consequences for unions In Chile this process was particularly sweeping having occurred under the right wing dictatorship of General Augusto Pinochet Despite the transition to democracy in 1990 the labor relations system created by the Pinochet regime is still largely in place Although a number of works have assessed the conditions of unionism in post dictatorship Chile little attention has been paid to the firm level which is where most of the collective bargaining now takes place This book takes a qualitative approach to examining the dynamics of collective bargaining at the firm level in democratic Chile by investigating the causes of variation in the bargaining outcomes of fifty three unions in four firms in the banking manufacturing retail and telecommunications sectors It seeks to explain both variation in individual union bargaining outcomes within firms and aggregate differences in outcomes between firms The book also provides a systematic explanation of the decline of collective bargaining results among Chilean unions in general during the 1990s and early 2000s

Labor in Israel Jonathan Preminger, 2018-04-15 Using a comprehensive analysis of the wave of organizing that swept the country starting in 2007 Labor in Israel investigates the changing political status of organized labor in the context of changes to Israel's political economy including liberalization the rise of non union labor organizations the influx of migrant labor and Israel's complex relations with the Palestinians Through his discussion of organized labor's relationship to the political community and its nationalist political role Preminger demonstrates that organized labor has lost the powerful status it

enjoyed for much of Israel's history. Despite the weakening of trade unions and the Histadrut, however, he shows the ways in which the fragmentation of labor representation has created opportunities for those previously excluded from the labor movement regime. Organized labor is now trying to renegotiate its place in contemporary Israel, a society that no longer accepts labor's longstanding claim to be the representative of the people. As such, Preminger concludes that organized labor in Israel is in a transitional and unsettled phase in which new marginal initiatives, new organizations, and new alliances that have blurred the boundaries of the sphere of labor have not yet consolidated into clear structures of representation or accepted patterns of political interaction.

Unions, Equity, and the Path to Renewal Janice R. Foley, Patricia L.

Baker, 2010-07-01 Trade unions in Canada are losing their traditional support base and membership numbers could sink to US levels unless unions recapture their power. *Unions, Equity and the Path to Renewal* demonstrates that equity within unions is not simply one possible solution; it is the path to union renewal. A distinguished group of union activists and equity scholars explore how traditional union cultures, practices, and structures have eroded solidarity and activism and created an equity deficit in Canadian unions. Informed by a feminist vision of unions as instruments of social justice, the authors discuss the types of changes needed to reposition organized labour as a central institution in workers' lives. This volume highlights the central role that equity issues should play in debates on union renewal. It is mandatory reading for anyone interested in the future of labour and unions in Canada and abroad.

Africa in the Twenty-First Century Gashawbeza Bekele, Adebayo

Oyebade, 2018-12-04 This book interrogates contemporary debates, controversies, achievements, challenges, and future prospects of African development and democratization from varied theoretical perspectives. The diverse issues and sub-themes addressed in this volume include tenets of democracy such as democratization, democratic institutions, good governance, term limits, minority rights, and women's political participation; and dynamics of development such as economic growth, liberalization, development strategies and models, Millennium Development Goals, uneven regional development, sustainable development, challenges, transport, development and management, and health and development. Featuring established and emerging scholars, this book is a vital resource for scholars, policy makers, and students interested in African politics and development.

Usability Paul S. Adler, Terry A. Winograd, 1992-09-24 As more and more equipment

incorporates advanced technologies, usability—the ability of equipment to take advantage of users' skills and thereby to function effectively in the broad range of real work situations—is becoming an essential component of equipment design. *Usability: Turning Technologies into Tools* collects six essays that herald a fundamental shift in the way industry and researchers think about usability. In this new, broader definition, usability no longer means safeguarding against human error but rather enabling human beings to learn to use and to adapt the equipment to satisfy better the demands and contingencies of their work. Following an introduction that develops some core concepts of usability, the subsequent chapters describe the role of usability in guiding one of Xerox's largest strategic initiatives, analyze a Monsanto chemical plant where a

study of worker s conversational patterns contributed to the design of a more effective system of controls present an empirical study of equipment design practices in U S industry which contrasts technology centered and skill based design approaches summarize recent Scandinavian experiences with user participation in design with specific reference to the DEMOS and UTOPIA projects analyze European experiences that suggest five key criteria for effective human centered design of advanced manufacturing technology offer an insightful discussion of the powerful often hidden human and organizational resources that conventional design processes overlook Today three quarters of all advanced technology implementations in manufacturing fail to achieve their performance goals because of inadequate usability By viewing the human being as a mechanistic system component and not a particularly reliable one the traditional human factors model of usability virtually ensures that the uniquely human qualities experience adaptation innovation will be neglected and therefore that new technologies will realize little of their true potential Usability Turning Technologies into Tools answers the need for better usability criteria and more effective design and usability assurance processes In so doing it leads the way to making a new broader concept of usability central to design Its chapters will be of interest to managers and professionals in computer systems manufacturing engineering industrial design and human factors as well as researchers in disciplines such as computer science engineering design studies sociology organizational behavior and human resource management industrial relations education and business strategy

Perspectives on Japan and Korea Henrik Hjort Sorensen,1991 *One Hundred Years of Turkish Foreign Policy (1923-2023)* Binnur Özkeçeci-Taner,Sinem Akgül Açıkmeşe,2023-09-14 This book brings together an all women group of scholars to provide a historically grounded and theoretically rich examination of the continuities and changes in Turkey s foreign policy since the Republic s establishment in 1923 Using different International Relations theories clarifying the interaction between domestic politics and foreign policymaking the book charts the evolution of Turkey s foreign policy vis a vis several regions and global actors and examines the major developments in Turkey s relations with these actors Some chapters emphasize the continuities in Turkey s external relations and others examine the significant changes and discontinuities in certain areas Recognizing that Turkey s state interests may not always coincide with the interests of the ruling elite the book demonstrates that the centennial birthday of Turkey represents a constitutive moment for Turkey s future and calls for a pragmatic as opposed to a completely ideologically based grand strategy that should focus on progressive ideals

Challenges for the Democratisation Process in Tanzania Jonas Ewald,2013-07-24 Tanzania has been independent in 2011 for 50 years While most neighbouring states have gone through violent conflicts Tanzania has managed to implement extensive reforms without armed political conflicts Hence Tanzania is an interesting case for Peace and Development research This dissertation analyses the political development in Tanzania since the introduction of the multiparty system in 1992 with a focus on the challenges for the democratisation process in connection with the 2000 and 2005 elections The question of to what extent Tanzania had moved towards a consolidation of democracy

is analysed by looking at nine different institutions of importance for democratisation grouped in four spheres the state the political civil and economic society Focus is on the development of the political society and the role of the opposition in particular The analysis is based on secondary and primary material collected between September 2000 to April 2010 The main conclusion is that even if the institutions of liberal democracy have gradually developed in practice single party rule has continued manifested in the 2005 election when the CCM won 92% of seats Despite impressive economic growth poverty remains deep and has not been substantially reduced On a theoretical level this brings the old debate between liberal and substantive democracy back to the fore Neither the economic nor the political reforms have brought about a transformation of the political and economic system resulting in the poor majority gaining substantially more political influence and improved economic conditions Hence it is argued that the interface between the economic political and administrative reforms has not been sufficiently considered in the liberal democratic tradition Liberal democracy is necessary for a democratic development but not sufficient for democracy to be consolidated For that a substantive democratic development is necessary

The British National Bibliography Arthur James Wells, 2006

Participatory Design Douglas Schuler, Aki Namioka, 2017-12-14 The voices in this collection are primarily those of researchers and developers concerned with bringing knowledge of technological possibilities to bear on informed and effective system design Their efforts are distinguished from many previous writings on system development by their central and abiding reliance on direct and continuous interaction with those who are the ultimate arbiters of system adequacy namely those who will use the technology in their everyday lives and work A key issue throughout is the question of who does what to whom whose interests are at stake who initiates action and for what reason who defines the problem and who decides that there is one The papers presented follow in the footsteps of a small but growing international community of scholars and practitioners of participatory systems design Many of the original European perspectives are represented here as well as some new and distinctively American approaches The collection is characterized by a rich and diverse set of perspectives and experiences that despite their differences share a distinctive spirit and direction a more humane creative and effective relationship between those involved in technology s design and use and between technology and the human activities that motivate the technology

The History of Social Movements in Global Perspective Stefan Berger, Holger Nehring, 2017-01-12 Social movements have shaped and are shaping modern societies around the globe this is evident when we look at examples such as the Arab Spring Spain s Indignados and the wider Occupy movement In this volume experts analyse the classic and new social movements from a uniquely global perspective and offer insights in current theoretical discussions on social mobilisation Chapters are devoted both to the study of continental developments of social movements going back to the nineteenth century and ranging to the present day and to an emphasis on the transnational dimension of these movements Interdisciplinary and truly international this book is an essential text on social movements for historians political scientists sociologists philosophers and social scientists

Challenges for the Democratisation Process in Tanzania Jonas Ewald, 2013 Tanzania has been independent for 50 years. While most neighbouring states have gone through violent conflicts, Tanzania has managed to implement extensive reforms without armed political conflicts. Hence, Tanzania is an interesting case for Peace and Development research. This dissertation analyses the political development in Tanzania since the introduction of the multiparty system in 1992, with a focus on the challenges for the democratisation process in connection with the 2000 and 2005 elections. The question of to what extent Tanzania had moved towards a consolidation of democracy is analysed by looking at nine different institutions of importance for democratisation, grouped in four spheres: the state, the political, civil and economic society. Focus is on the development of the political society and the role of the opposition in particular. The analysis is based on secondary and primary material collected between September 2000 to April 2010. The main conclusion is that even if the institutions of liberal democracy have gradually developed in practice, single party rule has continued, manifested in the 2005 election when the CCM won 92% of seats. Despite impressive economic growth, poverty remains deep and has not been substantially reduced. On a theoretical level, this brings the old debate between liberal and substantive democracy back to the fore. Neither the economic nor the political reforms have brought about a transformation of the political and economic system, resulting in the poor majority gaining substantially more political influence and improved economic conditions. Hence, it is argued that the interface between the economic, political and administrative reforms has not been sufficiently considered in the liberal democratic tradition. Liberal democracy is necessary for a democratic development but not sufficient for democracy to be consolidated. For that, a substantive democratic development is necessary.

Yearbook of International Organizations 2014-2015 (Volume 4) Union Of International Associations, Union of International Associations, 2014-09-17. The Yearbook of International Organizations provides the most extensive coverage of non profit international organizations currently available. Detailed profiles of international non governmental and intergovernmental organizations (IGO) collected and documented by the Union of International Associations can be found here. In addition to the history, aims and activities of international organizations, with their events, publications and contact details, the volumes of the Yearbook include networks between associations, biographies of key people involved and extensive statistical data. Providing both an international organizations and research bibliography, Volume 4 cites over 46 000 publications and information resources supplied by international organizations and provides nearly 18 000 research citations under 40 subject headings. This volume also includes a research bibliography on international organizations and transnational associations.

Academic research of SSaH 2015 group of authors, 2015-12-28. International Academic Conference on Social Sciences and Humanities in Prague 2015. NY sAC SSaH 2015 in Prague. Wednesday Thursday December 30 31 2015.

American Book Publishing Record, 2003. New Frontiers of Democratic Participation at Work Michael Gold, 2018-01-12. Title first published in 2003. Contributors from a wide range of European countries illustrate the validity of four propositions about employee participation: that different forms of employee

participation mutually reinforce each other that major shifts in employment relations require innovative approaches to participation that appropriate conditions including the provision of training and support are required for the spread of participation and that trade unions remain a crucial foundation for the promotion of participation **Visible Hands** United Nations Research Institute for Social Development, 2000 This text shows how the visible hands of public participation and democratic governance are crucial in creating a decent society The World Summit for Social Development in 1995 laid out an ambitious agenda to create an economic political social cultural and legal environment for social development This volume provides a comprehensive analysis of the progress to date exploring efforts to reassert the value of equity and social cohesion in an increasingly individualistic world It reveals the failings of unregulated markets and the importance of a well run public sector as well as a healthy and educated population

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