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Varieties of Unionism

*Strategies for Union Revitalization
in a Globalizing Economy*

Edited by
**Carola M. Frege
and John Kelly**

Varieties Of Unionism Strategies For Union Revitalization In A Globalizing Economy

Sue Fernie, David Metcalf



Varieties Of Unionism Strategies For Union Revitalization In A Globalizing Economy:

Varieties of Unionism Carola Frege, John Kelly, 2004-08-19 As unions face an ongoing crisis all over the industrialized world they have often been portrayed as outmoded remnants of an old economic structure This book argues that despite structural shifts in the economy and in politics unions retain important functions for capitalist economies as well as for political democracy Union revitalization in the face of their current difficulties is therefore of fundamental importance The book charts the strategies unions are using to respond to global union decline and to revive their fortunes in five countries US UK Germany Italy and Spain providing a wide range of institutional settings union structures identities and union responses It provides a rich source of documentation about union activity but more importantly it goes beyond description to address two of the big questions in comparative research How can we explain cross country differences of union responses to global decline And how effective are these actions in helping to revitalize the labour movements Union strategies and union revitalization outcomes varied strongly across countries and were shaped by national industrial relations institutions as well as by the interactions between union employer and state strategies These findings support the argument for national divergence of the varieties of capitalism literature and challenge the globalization thesis which predicts a degree of convergence in the fate of union movements across the advanced capitalist world There is no single revitalization strategy that works well for all union movements the same strategy is likely to produce different results in different countries Moreover evidence for variation in revitalization outcomes emerges most clearly when we adopt a multi dimensional conceptualization of revitalization moving beyond union membership and density to embrace economic and political power as well as the institutional dimension of union reform Despite serious revitalization attempts in all countries the scale of revitalization is extremely modest when compared to the great upsurges of unionism in history Varieties of Unionism presents important research and analysis of union strategy for academics and graduate students of Industrial Relations Management Politics Political Economy and Sociology **Varieties of Unionism** ,2007 Varieties of Unionism ,2004 Printbegr nsninger Der kan printes 1 kapitel eller op til 5% af teksten **Trade Union Revitalisation** Craig Phelan, 2007 A comprehensive introduction to the state of trade unionism in the world today Leading labour scholars discuss the health of the trade union movement the present political and economic climate for trade union advancement the dominant revitalisation strategies and future prospects for each nation *Trade Union Strategies against Healthcare Marketization* Jennie Aufferberg, 2021-07-22 Marketization in the healthcare sector affects the quality and delivery of care as well as healthcare workers working conditions Based on a comparison of England and Germany along with an in depth case study looking at New York USA this volume examines how trade unions respond to marketization processes and the determinants of successful strategies The author draws on a rich empirical study to develop a theoretical framework that accounts for sector specific opportunity structures stemming from marketization processes and on the relevant unions local level leeway

that opens if they build up and mobilise the available resources and capacities The book identifies determinants of successful trade union strategies explains the puzzling observation of similar strategic choices across different systems and draws conclusions for prospects of trade unionism in the marketized healthcare sector This book emphasizes the transformative effect of marketization on healthcare and the opportunities this change creates for unions while giving special attention to the local level conditions of trade unionism in the analysis of conflicts evolving around marketization in the hospital sector It is of interest to academics and practitioners working in healthcare management human resource management and employment relations

Transnational Trade Unionism Peter Fairbrother, Christian Lévesque, Marc-Antoine Hennebert, 2013-08-22 Transnational trade union action has expanded significantly over the last few decades and has taken a variety of shapes and trajectories This book is concerned with understanding the spatial extension of trade union action and in particular the development of new forms of collective mobilization network building and forms of regulation that bridge local and transnational issues Through the work of leading international specialists this collection of essays examines the process and dynamic of transnational trade union action and provides analytical and conceptual tools to understand these developments The research presented here emphasizes that the direction of transnational solidarity remains contested subject to experimentation and negotiation and includes studies of often overlooked developments in transition and developing countries with original analyses from the European Union and NAFTA areas Providing a fresh examination of transnational solidarity this volume offers neither a romantic or overly optimistic narrative of a borderless unionism nor does it fall into a fatalistic or pessimistic account of international union solidarity Through original research conducted at different levels this book disentangles the processes and dynamics of institution building and challenges the conventional national based forms of unionism that prevailed in the latter half of the twentieth century

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

Organizing Matters Guy Mundlak, 2020-05-29 Organizing Matters demonstrates the interplay between two distinct logics of labour's collective action on the one hand workers coming together usually at their place of work entrusting the union to represent their interests and on the other hand social bargaining in which the trade union constructs labour's interests from the top down The book investigates the tensions and potential complementarities between the two logics through the combination of a strong theoretical framework and an extensive qualitative case study of trade union organizing and recruitment in four countries Austria Germany Israel and the Netherlands These countries still utilize social wide bargaining but find it necessary to draw and develop strategies transposed from Anglo American countries in response to continuously declining membership

The Oxford Handbook of Employment Relations Adrian Wilkinson, Geoffrey Wood, Richard Deeg, 2014-03-13 There have been numerous accounts exploring the relationship between institutions and firm practices

However much of this literature tends to be located into distinct theoretical traditional silos such as national business systems social systems of production regulation theory or varieties of capitalism with limited dialogue between different approaches to enhance understanding of institutional effects Again evaluations of the relationship between institutions and employment relations have tended to be of the broad brushstroke nature often founded on macro data and with only limited attention being accorded to internal diversity and details of actual practice The Handbook aims to fill this gap by bringing together an assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s Theoretically based chapters attempt to link varieties of capitalism business systems and different modes of regulation to the specific practice of employment relations and offer a truly comparative treatment of the subject providing frameworks and empirical evidence for understanding trends in employment relations in different parts of the world Most notably the Handbook seeks to incorporate at a theoretical level regulationist accounts and recent work that link bounded internal systemic diversity with change and at an applied level a greater emphasis on recent applied evidence specifically dealing with the employment contract its implementation and related questions of work organization It will be useful to academics and students of industrial relations political economy and management

The Politics of Industrial Relations Kerstin Hamann, 2012-02-20 As unions in most other industrialized democracies continue to decline unions in Spain have been able to regain and maintain strength despite unfavorable institutional political and economic conditions The Politics of Industrial Relations provides a comprehensive analysis of Spanish unions from the Franco dictatorship until the present It builds on industrial relations comparative politics and political economy literature to investigate the trajectory of Spanish unions The book analyzes unions as political actors that is their interaction and involvement with governments political parties and nationwide policy making processes to explain why Spanish unions appear in some ways as atypical in West European comparison The development of Spanish unions and industrial relations is framed in a historical institutionalist approach while also taking into account globalization and Europeanization processes Using the case of the Spanish transition to democracy the book demonstrates that the historical sequencing of institutional reforms in the political and industrial relations arenas holds significant and long lasting consequences for the nature of unions and labor relations The book concludes that by understanding unions as political actors the history of Spanish unionism and industrial relations institutions is more easily accommodated than looking at unions as industrial actors alone Comprehensive in its theoretical scope and empirical depth The Politics of Industrial Relations presents Spain as an anomaly and thus as a test case for a multitude of theories developed in the political economy and industrial relations literatures

Advances in Industrial and Labor Relations David Lewin, Bruce E. Kaufman, 2009-03-27 Highlights various aspects of industrial and labor relations This title includes alternative approaches to establishing an ownership culture accounting for union collective action through resource acquisition and mobilization union avoidance through double breasting and competing ethical conceptions of the

minimum wage **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

Mobilizing against Inequality Lee H. Adler, Maite Tapia, Lowell Turner, 2014-04-18 Among the many challenges that global liberalization has posed for trade unions the growth of precarious immigrant workforces lacking any collective representation stands out as both a major threat to solidarity and an organizing opportunity Believing that collective action is critical in the struggle to lift the low wages and working conditions of immigrant workers the contributors to *Mobilizing against Inequality* set out to study union strategies toward immigrant workers in four countries Germany France the United Kingdom and United States Their research revealed both formidable challenges and inspiring examples of immigrant mobilization that often took shape as innovative social countermovements Using case studies from a carwash organizing campaign in the United States a sans papiers movement in France Justice for Cleaners in the United Kingdom and integration approaches by the Metalworkers Union in Germany among others the authors look at the strategies of unions toward immigrants from a comparative perspective Although organizers face a different set of obstacles in each country this book points to common strategies that offer promise for a more dynamic model of unionism is the global North The editors have also created a companion website for the book which features literature reviews full case studies updates and links to related publications Visit it at www.mobilizing-against-inequality.info Contributors Lee H Adler Cornell University Gabriella Alberti Leeds University Daniel B Cornfield Vanderbilt University Michael Fichter Global Labour University Berlin Janice Fine Rutgers The State University of New Jersey Jane Holgate Leeds University Denisse Roca Servat Pontifical Bolivarian University Colombia Maite Tapia Michigan State University Lowell Turner Cornell University *Advances in Industrial and Labor Relations, 2017* David Lewin, Paul J. Gollan, 2018-02-02 Volume 24 of *Advances in Industrial and Labor Relations* AILR contains eight papers highlighting important aspects of the employment relationship The papers deal with such themes as shifts in workplace voice justice negotiation and conflict resolution in contemporary workplaces *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 *Routledge*

Handbook of the Contemporary Philippines Mark Thompson, Eric Vincent Batalla, 2018-02-19 The Philippines is a fascinating example of a poor country democracy where issues of economic development and poverty political participation and stability as well as ethnicity and migration are crucial The Routledge Handbook of the Contemporary Philippines provides a comprehensive overview of the current political economic social and cultural issues of the country The Handbook is divided into the following four sections concentrating on a different aspect of the Philippines domestic politics foreign relations economics and social policy cultures and movements In terms of domestic politics chapters discuss clientelism bossism dynasties pork barrel and corruption as well as institutions the presidency congress the judiciary the civil service political parties and civilian military relations The Philippines is confronted with many overseas challenges with the foreign relations section focused on the country's relationship with China Japan and the USA as well as assessing the impact of the Filipino diaspora community around the world Regarding economics and social policy authors examine industrial policy capital flight microfinance technocracy economic nationalism poverty social welfare programs and livelihoods The final section on Philippine cultures and movements highlights issues of customs gender religion and nationalism while also examining various social and political forces the peasantry the middle class indigenous peoples NGOs the left trade unionism the women's movement and major insurgencies Written by leading experts in the field the Handbook provides students scholars and policymakers of Southeast Asia with an interdisciplinary resource on the evolving politics society and economics of the Philippines **The SAGE Handbook of Industrial Relations** Paul Blyton, Edmund Heery, Nicolas Bacon, Jack

Fiorito, 2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPPS Georgia State University This Handbook will quickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four

stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a complete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and Industrial Relations specialists

Gender and Leadership in Unions Gill Kirton, Geraldine Mary Healy, 2013 Reflecting the increased attention to gender and women in the field of employment relations there is now a growing international literature on women and trade unions The interest in women as trade unionists arises partly from the fact that women comprise 40 percent of trade union membership in the USA and over 50 percent in the UK Further despite considerable overall union membership decline in both the UK and USA more women than men are joining unions in both countries Recognition of the importance of women to the survival and revival of trade union movements has in many cases produced an unprecedented commitment to equality and inclusion at the highest level Yet the challenge is to ensure that this commitment is translated to action and improves the experience of women in their union and in their workplace *Gender and Leadership in Trade Unions* explores and evaluates the similarities and differences in equality strategies pursued by unions in the US and the UK It assesses the conditions experienced by women union members and how these impact on their leadership both potential and actual Women have made gains in both countries within union leadership and decision making structures however climbing the ladder to leadership positions remains far from a smooth process In the trade union context women face multiple barriers that resonate with the barriers facing aspiring women leaders in other organizational contexts including the gendered division of domestic work the organization and nature of women's work the organization and nature of trade union work and the masculine culture of trade unions The discussion of women trade union leaders is situated more broadly within debates on governance leadership and democracy within social justice activism

The Future of Union Organising G. Gall, 2009-07-07 While union organising has developed over time and in many different environments it has become apparent that a number of key problems have developed Evaluating its efficacy in terms of union strategies tactics styles and resources this title outlines a number of strategies for improving these

deficiencies *Vulnerable Workers and Precarious Working* Anthony Forsyth, Martina Ori, Malcolm Sargeant, 2013-07-29 The papers presented here originated at a wonderful conference held at Middlesex University in London attended by experts on the subject of vulnerable workers and precarious work from all over the world The aim here is to examine different aspects of these topics showing the need for developing further research in connection with these areas of study

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