

Book reviews

Tony Huzzard, Denis Gregory and Regan Scott (eds.)

Strategic Unionism and Partnership: Boxing or Dancing?

Palgrave Macmillan, Basingstoke, 2004, 362 pages. ISBN 1-4039-1756-6

This publication is the major output of one of the many projects being carried out within the framework of the SALTSA research programme. SALTSA is a joint undertaking of the three main Swedish confederations of employees – the Swedish Federation of Trade Unions (Landsorganisationen i Sverige), the Swedish Confederation of Professional Employees (Tjänstemännens Centralorganisation) and the Swedish Confederation of Professional Associations (Sveriges Akademikers Centralorganisation) – and the National Institute for Working Life. The research programme focuses on various aspects of working life covering the areas of ‘work environment’, ‘labour market’ and ‘work organisation’. In 1998, a project entitled ‘The New Trade Union – Boxing and Dancing’ started within the area of ‘work organisation’. The main objective of the project, at both the theoretical and policy level, was to test the assumption that effective social partnership approaches can be devised and deployed within the European Union (EU) that will confer mutual gains on the enterprises and workforces concerned.

As elaborated by Denis Gregory and Tommy Nilsson in their introductory chapter, the project found its inspiration in two sources. First of all, the trend towards decentralised industrial relations that has been observed from the 1980s led the authors to focus on the enterprise level. Although the decentralisation trend is neither straightforward nor simple, they argue that this level has become more important

‘as the critical locus for HRM strategies aimed at promoting cooperation between employees (team working) or between unions and management (social dialogue)’ (p. 10). Moreover, the authors remark that there is also evidence of a widening of the scope of cooperation at the enterprise level that has moved beyond the traditional focus on wage bargaining and job-saving activities.

The European Commission Green Paper *Partnership for a New Organisation of Work* is a second source of inspiration. Published in 1997, the Green Paper promotes the development of more efficient forms of work organisation through greater dialogue and participation at the workplace between employers and worker representatives (whether through trade unions or works councils) in order to improve competitiveness in the EU and to increase employment. In other words, it was assumed that a social partnership approach at the micro level could, if sufficiently diffused, generate significant macroeconomic benefits at national and EU level. The authors ask themselves whether this new discourse on work organisation, as set out in the Green Paper, is also a new discourse for underpinning trade union innovation.

‘Boxing’ and ‘dancing’ as metaphors

The authors are aware of the troublesome nature of the concept ‘social partnership’, a somewhat ambiguous term because of its

Strategic Unionism And Partnership

Juha Jokela



Strategic Unionism And Partnership:

Strategic Unionism and Partnership T. Huzzard, D. Gregory, R. Scott, 2004-12-14 How can trade unions make sense of social partnership What are the implications of partnership for union renewal This book takes an international perspective to explore these issues based on an ongoing dialogue between researchers and union practitioners in eight countries The book develops the metaphors boxing and dancing to denote contrasting strategic choices to the employment relationship yet argues that neither approach alone can offer an exclusive trajectory for union development The authors conclude by identifying lessons for union renewal **The European Union's Strategic Partnerships** Laura C. Ferreira-Pereira, Michael Smith, 2021-03-04 This book provides a critical and updated analysis of the nature of the EU's strategic partnership diplomacy and of the partnerships themselves in times of power shift and contestation It links with key aspects of the EU's Global Strategy it brings together a strong list of experts who work within a clear framework for analysis and it deals not only with the substance of the policy but also with the ways in which the policy as a whole has emerged is conducted and might develop in the future In offering an inclusive set of case studies and diverse perspectives this book aims to advance both conceptualization and analysis of the implementation of the established EU partnerships The book highlights the notion of strategic partnership as a foreign policy instrument to support EU external action in a context of multilevel change and crisis its policy dimension as a gradually separated but not separable policy within the Union's external action the institutional component given the emergence of SPs as a sort of self-preserving institutional platform allowing for denser and deeper cooperation in various policy areas and the implications for the EU's self-conception as an international actor with a global identity and role *The Role of the European Union in Asia* Juha Jokela, 2016-02-24 Establishing strategic partnerships is a key objective for the European Union These partnerships provide frameworks for flexible and long-term cooperation with global and regional players This book focuses on the EU's strategy toward China and India and explores ways of promoting a stronger and more versatile role for the EU in Asia The volume examines the emergence of China and India as global powers and the implications for the EU's common policies and strategies It focuses on the role of the EU within Asia in terms of its political security-related and cultural impact in addition to economic presence and it explores the interplay of the EU, China and India in global governance and in utilizing and promoting multilateralism especially in the context of climate change and energy security The contributors discuss avenues for the EU to pursue its interests in Asia and to achieve its objectives in global governance and multilateralism through partnerships with China and India while retaining its special relationship with the United States **Finding a Voice at Work?** Stewart Johnstone, Peter Ackers, 2015-02-19 How much say should employees have in the running of business organizations and what form should the voice take This is both the oldest and latest question in employment relations Answers to these questions reflect our fundamental assumptions about the nature of the employment relationship and inform our views on almost every aspect of Human Resource

Management HRM and Employment Relations Voice can also mean different things to different people For some employee voice is a synonym for trade union representation which aims to defend and promote the collective interests of workers For others voice is means of enhancing employee commitment and organisational performance Others advocate workers control as an alternative to conventional capitalist organisations which are run for shareholders There is thus both a moral and political argument for a measure of democracy at work as well as a business case argument which views voice as a potential link in the quest for increased organisational performance The key debate for employment relations is which of the approaches works best in delivering outcomes which balance competitiveness and productivity on the one hand and fair treatment of workers and social justice on the other Policy makers need pragmatic answers to enduring questions what works best in different contexts what are the conditions of success and what are the drawbacks Some of the most significant developments in employee voice have taken place within the European Union with various public policy and employer experiments attracting extensive academic research The book offers a critical assessment of the main contemporary concepts and models of voice in the UK and Europe and provides an in depth theoretical and empirical exploration of employee voice in one accessible and cohesive collection

States, International Organizations and Strategic Partnerships Lucyna Czechowska,Andriy Tyushka,Agata Domachowska,Karolina Gawron-Tabor,Joanna Piechowiak-Lamparska,2019 In post Cold War international relations strategic partnerships are an emerging and distinct analytical and political category critical in understanding the dynamics of contemporary strategic cooperation between states and International Organizations However the idea of strategic partnerships has remained under theorized and overshadowed by the alliance theory Addressing this clear cut gap in the International Relations Foreign Policy Analysis literature this book originally endeavors to theorize and empirically test the analytical model of strategic partnerships as a new form of sustainable international cooperation in times of globalized interdependence and turbulence

Research Handbook on the European Union and International Organizations Ramses A. Wessel,Jed Odermatt, Over the years the European Union has developed relationships with other international institutions mainly as a result of its increasingly active role as a global actor and the transfer of competences from the Member States to the EU This book presents a comprehensive and critical assessment of the EU s engagement with other international institutions examining both the EU s representation and cooperation as well as the influence of these bodies on the development of EU law and policy

Perceptions of the European Union's Identity in International Relations Anna Skolimowska,2018-12-07 This book examines the perception of European Union s identity by the main actors in international relations Analysing issues related to public discourse in third countries as demonstrated by amongst others their political elites civil society and think tanks the book highlights a normative gap with regards to the European Union s self definition perception and its perception in the international environment It also shows that the European Union s perception of normative power in international relations is not shared consistently by the main principal actor yet is

differentiated relative to geographical area and scope of activities undertaken by the EU It demonstrates that the perception of the EU s normative identity is a source of the crisis of the European Union as an effective and significant player in the international arena This book will be of key interest to scholar and students of European Union politics European politics studies European integration identity politics and international relations **A Triumph of Failed Ideas** Steffen

Lehndorff,2012 The current crisis in Europe is being labelled in mainstream media and politics as a public debt crisis The present book draws a markedly different picture What is happening now is rooted in a variety of different ways in the destabilisation of national models of capitalism due to the predominance of neoliberalism since the demise of the post war golden age Ten country analyses provide insights into national ways of coping or failing to cope with the ongoing crisis They reveal the extent to which the respective socio economic development models are unsustainable either for the country in question or for other countries The bottom line of the book is twofold First there will be no European reform agenda at all unless each country does its own homework Second and equally urgent is a new European reform agenda without which alternative approaches in individual countries will inevitably be suffocated This message delivered by the country chapters is underscored by more general chapters on the prospects of trade union policy in Europe and on current austerity policies and how they interact with the new approaches to economic governance at the EU level These insights are aimed at providing a better understanding across borders at a time when European rhetoric is being used as a smokescreen for national egoism

From the Ground Up Peter Lazes,Marie Rudden,2020-11-10 Everyone in a hospital leadership role should read this book as it offers a wealth of practical advice for organizations intent on improving their clinical care delivery Amy C Edmondson professor Harvard Business School and author of The Fearless Organization All Americans deserve and should have access to high quality affordable healthcare services delivered by professionals who have sufficient time and resources to care for them This book offers proven and practical approaches for redesigning healthcare organizations to be less fragmented and more patient centered by tapping into the experiences of staff on the front lines of patient care Peter Lazes and Marie Rudden show how collaboration and active communication among administrators medical staff and patients are a core element of a successful organizational change effort Through case studies and the direct voices and experiences of frontline workers they explore exactly what it takes to effectively engage staff and providers in improving the patient care shortcomings within their institutions This book not only is a manual detailing what can be achieved when frontline staff have a direct voice in controlling their practice environments but was written to show how to accomplish transformative changes in how our hospitals and outpatient clinics work At a time when the massive gaps in our healthcare systems have been laid bare by the fragmented responses to the COVID 19 pandemic this book offers hope and a plan for change **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 *The European Union and Emerging Powers in the 21st Century* Sven Biscop, 2016-02-11 The emergence of new powers fundamentally questions the traditional views on international relations multilateralism or security as a range of countries now competes for regional and global leadership economically politically technologically and militarily As the focus of international attention shifts from the Atlantic to the Pacific the European states in particular are seen to lose influence relative to the emerging economic powerhouses of China Russia India and Brazil European nations find themselves too small to engage meaningfully with these continent sized powers and in an increasingly multipolar world are concerned their influence can only continue to decline This book analyses the shifts in the structure of global power and examines the threats and opportunities they bring to Europe Leading European Contributors reflect on how the EU can utilise collective strength to engage and compete with rapidly developing nations They examine perceptions of the EU among the emerging powers and the true meaning and nature of any strategic partnerships negotiated Finally they explore the shape and structure of the international system in the 21st century and how the EU can contribute to and shape it Divisive integration. The triumph of failed ideas in Europe — revisited Steffen Lehndorff, 2014-04-01 This book is a follow up to the ETUI 2012 volume The triumph of failed ideas The focus of the book is the weight attributed to the different economic and social development paths in ten individual EU countries and their interaction with the austerity regime established at EU level which in fact is deepening the crisis rather than paving ways out of it The most dangerous implication of this policy approach is according to this study that it is driving countries apart misleadingly in the name of Europe hence the title of the book divisive integration The main message of the book is that a gradual recovery is possible only if there is a change of course in individual countries that then triggers reactions in the policies of other countries and perturbations at the EU level However these changes in individual countries is no longer feasible without a green light or at least toleration from the level of the European institutions The European Union – A Global Actor? Sven Bernhard Gareis, Gunther Hauser, Franz Kernic, 2012-12-07 Is the European Union a unified actor in world politics The world's leading economic power is still struggling to find its role in shaping and maintaining global peace free trade and commerce How successful is the EU's Common Foreign and Security Policy and its institutions really **Australian Workplace Relations** Julian Teicher, Peter Holland, Richard Gough, 2013-06-04 Explores workplace relations in the twenty first century and examines the Global Financial Crisis and the Fair Work Act 2009 International Relations and the European Union Christopher Hill, Michael Smith, Sophie Vanhoonacker, 2017 The most comprehensive introduction to the EU's role in the international system written by a team of international experts and incorporating the study of the EU's world role into the wider field of international relations this book is the key text for anyone wishing to understand the EU's external relations *Industrial Relations: Labour markets, labour process and trade unionism* 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 *Global Industrial Relations* Michael J. Morley, Patrick Gunnigle, David Collings, 2006-11-22 Breaking new ground and drawing on contributions from the leading academics in the field this volume in the Global HRM Series specifically focuses on industrial relations The Foreign Policy of the European Union Federiga Bindi, 2022-10-04 An all inclusive exhaustive evaluation of the foreign policy of the European Union Fourteen years ago the 2009 Lisbon Treaty put into place the legal and structural foundations for the European Union to play a role as a global actor In the decade since the EU itself has undergone intense political and economic stress from debt crises to the rise of nationalist parties and the strains of Brexit What effect have these changes had on the EU s foreign policy and its role in the world This new edition of *The Foreign Policy of the European Union* offers an up to date and comprehensive examination of that question The globe spanning contributions to the book include a look at relations between Brussels and its regional neighbors including Russia the tensions that have arisen with the United States during the Trump administration and the burgeoning relationship with China How the EU is dealing with issues such as migration terrorism trade and security round out the volume *India and European Union: Perceptions of the Indian Print Media and Elites* Dr Shreya Pandey, 2017-10-15 The rise of Asia has been touted to be an extremely significant global phenomenon The EU has sought convergence on global issues regional security matters as well as regulatory policy and other economic issues with the countries in the region especially India A close and consistent approach towards monitoring of EU India relations is therefore called for particularly in the light of the long and enduring economic partnership and a serious and meaningful bilateral political dialogue This book analyses the current trends of the EU India relationship through content analysis It shall seek to examine the various aspects of the EU India equation which are giving it an upward thrust and also the factors which are proving to be a drag on the relationship The most pertinent issues in the partnership that need to be effectively dealt with have been identified through analysis of the portrayal of EU in Indian newspapers i e The Economic Times The Times of India and Dainik Jagran The insight outlook and the perception of the Indian elite belonging to the spheres of politics business civil society and media have been consolidated and analysed for the purpose of making recommendations for public policy and concrete policy outcomes An attempt has been made to fathom the nuances of the EU India engagement and predict the future trajectory of the relations The European Union and Human Rights Jan Wouters, Manfred Nowak, Anna-Luise Chané, Nicolas Hachez, 2020-12-17 With the adoption of the Lisbon Treaty the profile of human rights issues has greatly risen in relation to EU policies whether internal or external The EU has thereby made the commitment to ensure that all its actions are compliant with human rights and seek to promote them Yet the EU s commitment has come under scrutiny not only for its ground breaking character but also because recent events have put it to the test This volume has been designed to take stock of these developments to comprehensively discuss the conceptualization and operationalization of the EU s commitment to human rights throughout the EU s relationships policies actions and legislative activity and to critically assess

its outcome This title is divided into four parts Framework presents the issues related to human rights promotion by the EU Actors delves into the relationships that play a part at home or abroad in regards to human rights policies and judgements Policies takes a case study approach and systematically reviews a range of EU internal and external policies to assess their human rights impact and implementation and finally Strategies provides an integrated assessment of the design and implementation of the EU s commitment to human rights This book brings together essays from around the world each discussing different aspects of EU commitment and evaluating the extent to which the EU is delivering on it Each chapter provides an introduction to the state of affairs discusses opportunities and challenges and provides recommendations As such it is an essential reference book on human rights policies throughout the EU and their impact throughout the world

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