

STRIKE FREE

**NEW INDUSTRIAL RELATIONS
IN BRITAIN**



PHILIP BASSETT

Strike Free New Industrial Relations In Britain

Phil Taylor, Sian Moore, Robert Byford



Strike Free New Industrial Relations In Britain:

Trade Unions and the British Industrial Relations Crisis Peter Ackers, 2024-06-10 Hugh Clegg was a founding figure of post war British Industrial Relations the forerunner of Employment Relations and Human Resource Management as taught in most Business Schools today He defined industrial democracy as collective bargaining with trade unions laid the foundations for the pluralist approach to Industrial Relations was a key figure in the post war social sciences and a major public policy player More widely he was an important figure in the Cold War social democratic academic left who broke with his earlier Communism to champion free trade unions in a liberal democratic society He also produced the major Oxford University Press trade union history This book aims to understand the politics and industrial relations of the post war period in Britain in which trade unions were central through the life of a key public intellectual It will help readers understand the political and social science roots of contemporary Employment Relations and Human Resource Management through a deep historical study of Clegg s life and times in the context of his post war social democratic generation It illustrates how the failures of post war industrial relations led to Thatcherism Current Employment Relations academics and public policy can learn much from this history making it of value to researchers students and academics in the fields of Human Resource Management and business and management history

Neoliberal Industrial Relations Policy in the UK C.

Cradden, 2014-11-14 From attempts to control inflation in the 1970s through the reforms of the Thatcher years to the rise and fall of New Labour this book shows how different theories and conceptual models have been critical to the development of industrial relations in the UK

Work and Pay in 20th Century Britain N. F. R. Crafts, Ian Gazeley, Andrew

Newell, 2007-01-11 Written by leading British historians and economists this volume looks at how fundamental changes in British labor markets throughout the 20th century transformed the lives of the British people

Britain at Work Mark

Cully, 1999 First Published in 1999 Routledge is an imprint of Taylor Francis an informa company

Trade Unions in Britain

Today John McIlroy, 1995 This revised edition provides an introduction to British trade unionism and key debates about its role in politics in the 1990s It explores the political background to union activities the industrial relations scene the

arguments for and against controversial aspects of union practice and the state of the unions in the face of the sustained challenge of the Conservative years

The New Politics of British Trade Unionism David Marsh, 1992 This is an introduction

to the politics of trade unionism in contemporary Britain assessing the major changes in legislation policing and attitudes since 1979 as well as the broader social and economic trends to which these have been a response

Human Resource Management Karen Legge, 2020-06-04 This best selling text in the Management Work and Organisations series analyses

personnel management and HRM from a critical perspective questioning their place in the labour process and broader socio politico economic context It provides a refreshing and original look at the major debates surrounding HRM and has been

widely adopted as a recommended text for a variety of postgraduate HRM and Industrial relations courses

Working for

the Japanese Jonathon Morris,Max Munday,Barry Wilkinson,2013-12-17 Wales has one of the highest concentrations of Japanese manufacturing investment in Europe It provides a case study for examining the economic and social impact of this investment which is often perceived as being very different from existing foreign investment The book evaluates this case study looking at the attraction of Japanese capital to Wales its impact on the Welsh economy upon employment management practice industrial relations the community and upon the Japanese themselves First published in 1993 this title is part of the Bloomsbury Academic Collections series

Willing Slaves? Andrew Scott,1994-05-19 Many people believe that industrial relations have been transformed For some current developments are the result of new human resource management techniques which have overcome adversarial workplace traditions For others old attitudes remain their expression stifled by vigorous competition in product and labour markets Willing Slaves explores these competing claims It shows that managers have come to question past approaches to employee relations Nowadays they believe that winning workers hearts and minds is a crucial part of successful management Equally however managers have not yet found ways to make their new ideas work well Workers continue to place little trust in management inefficient working practices persist and attempts to build a new industrial relations have fallen short of the mark Willing Slaves concludes by arguing that the best way forward is for organisations to commit themselves to long term labour relations policies which enable workers to participate in management decision making

A Handbook of Dispute Resolution Karl J Mackie,Karl Mackie,2013-01-11 A Handbook of Dispute Resolution examines the theoretical and practical developments that are transforming the practice of lawyers and other professionals engaged in settling disputes grievance handling and litigation The book explains what distinguishes ADR from other forms of dispute resolution and examines the role ADR can play in a range of contexts where litigation would once have been the only option such as family law and company law In some areas like industrial relations ADR is not an alternative but the main method of conflict intervention and several contributors draw on their experience of negotiating between management and unions A wide variety of methods is open to the non litigious including resort to Ombudsmen negotiation small claims courts and mini trials these and other options receive detailed attention Given the newness of ADR as a discipline questions about the training of mediators and about the role of central government have not yet been resolved The final section of the book is devoted to discussion of these issues Case studies are drawn from the international arena examples from China Canada Australia Germany and North America place ADR in a cultural and historical perspective

Capitalism in Contrasting Cultures Stewart R. Clegg,S. Gordon Redding,Monica Cartner,2010-10-06 No detailed description available for Capitalism in Contrasting Cultures

State Capital and Labour Gill Ursell,Paul Blyton,1988-10-28 An investigation into the changing fortunes of working people in a capitalist society It proposes that the status of labour is fixed by the interplay of the State s demand for loyal patriotic citizens and capital s demand for obedient loyal workers

Paradoxes of internationalization Thomas Fetzer,2017-10-03 Paradoxes of internationalization deals with British and

German trade union responses to the internationalization of corporate structures and strategies at Ford and General Motors between the late 1960s and the early twenty first century The book is based on research in numerous archives in Britain Germany and the United States The book points to the paradoxical effects of internationalization processes First it demonstrates how internationalization reinforced trade unions national identities and allegiances Second the book highlights that internationalization made domestic trade union practices more similar in some respects while it simultaneously contributed to the re creation of diversity between and within the two countries Third the book shows that investment competition was paradoxically the most important precondition for the emergence of cross border cooperation initiatives The book will be of interest to academics and students in a range of disciplines from comparative industrial relations to international political economy business studies and transnational history

Varieties of Unionism Carola Frege, John E. 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 Varieties of Unionism presents important comparative research and analysis of union strategy and shows why revitalization is of fundamental importance

South African Journal of Labour Relations ,1995

Engineers in Japan and Britain Kevin McCormick, 2013-02-01 Engineers are a key occupational group in the transformation of the modern world Contrasts between Japans economic miracle and Britains relative economic decline have often been linked to differences in education training and employment of engineers Yet such views have often rested on little more than colourful anecdotes and selective statistics Using careful and systematic comparisons Kevin McCormick locates the differences between rhetoric and reality to dismiss both the inflated claims of the 1980s and the excessive detracting of the 1990s with Japans prolonged recession

A Bibliography of British History, 1914-1989 Keith Robbins, American Historical Association, Royal Historical Society (Great Britain), 1996 Containing over 25 000 entries this unique volume will be absolutely indispensable for all those with an interest in Britain in the twentieth century Accessibly arranged by theme with helpful introductions to each chapter a huge range of topics is covered There is a comprehensive index

Cabin Crew Conflict Phil Taylor, Sian Moore, Robert Byford, 2019-07-20 In 2009 cabin crew in the BASSA union embarked on a historic two year battle against British Airways which was seeking to impose reduced crew levels and to transform working conditions In the face of employer hostility legal obstruction government opposition and adverse media coverage this workforce diverse in terms of gender sexuality race and nationality undertook determined resistance against this offensive Notably their action included twenty two days of strike action that saw mass participation in rallies and on picket lines The dispute cost British Airways 150 million in lost revenue and its main outcome was the cabin crew s successful defence of their union and core conditions Here in their own words Cabin Crew Conflict tells the strikers story focusing on cabin crew responses perceptions of events and their lived experiences of taking industrial action in a hostile climate Foregrounding questions of class gender and identity and how these were manifest in the course of the dispute the

authors highlight the strike's significance for contemporary employment relations in and beyond the aviation industry. *Lively and insightful Cabin Crew Conflict* explores the organisational and ideological role of the trade union and shows how a non-traditional workforce can organise and take effective action. *Industrial Societies (Routledge Revivals)* Richard Scase, 2015-06-03 This book first published in 1989 addresses an issue that stood at the centre of sociological concern: the changing character of industrial societies. The authors examine the nature of the industrialization process in terms of its impact upon and development within both state socialist and capitalist societies. Is industrialism a constant phenomenon within both kinds of society or are distinctive differences apparent? In the 1960s it did seem that economic growth and technological change were producing similarities in social structure between the different socio-political systems; it now appears, however, that the crisis that have developed during the 1980s have illustrated their contrasts. Through the analysis of this trend in the West, in Eastern Europe and in China, the authors clarify central issues for the student of sociology. The changing character of national states, organized labour, stratification systems and class relationships. Processes of social integration, cohesion and control. The extent to which dominant groups are able to sustain social and economic privileges in different socio-economic systems. The changing pattern of work and employment relationships. The nature of class, gender and ethnicity as sources of socio-economic division. **The Politics of Social Inclusion and Labor Representation** Heather Connolly, Stefania Marino, Miguel Martínez Lucio, 2019-05-15 In *The Politics of Social Inclusion and Labor Representation* Heather Connolly, Stefania Marino and Miguel Martínez Lucio compare trade union responses to immigration and the related political and labour market developments in the Netherlands, Spain and the United Kingdom. The labor movement is facing significant challenges as a result of such changes in the modern context. As such, the authors closely examine the idea of social inclusion and how trade unions are coping with and adapting to the need to support immigrant workers and develop various types of engagement and solidarity strategies in the European context. Traversing the dramatically shifting immigration patterns since the 1970s, during which emerged a major crisis of capitalism, the labor market and society and the contingent rise of anti-immigration sentiment and new forms of xenophobia, the authors assess and map how trade unions have to varying degrees understood and framed these issues and immigrant labor. They show how institutional traditions and the ways that trade unions historically react to social inclusion and equality have played a part in shaping the nature of current initiatives. *The Politics of Social Inclusion and Labor Representation* concludes that we need to appreciate the complexity of trade union traditions, established paths to renewal and competing trajectories of solidarity. While trade union organizations remain wedded to specific trajectories, trade union renewal remains an innovative if at times problematic and complex set of choices and aspirations.

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