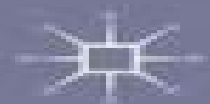


Decentralization of Collective Bargaining

An Analysis of Recent
Experience in the UK

M. Jackson, J. Leopold, K. Tuck



Decentralization Of Collective Bargaining An Analysis Of Recent Experience In The Uk



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Decentralization of Collective Bargaining Michael P. Jackson, John W. Leopold, Kate Tuck, 2016-07-27 After reviewing the rise and decline of the UK system of industry wide collective bargaining the authors use five detailed case studies to examine the process of decentralising bargaining from industry to single employer level In each industry management s reasons for withdrawal the union response details of the new structures and the experience of operation of the new system are analysed Finally the five industries are compared and contrasted and lessons for employers and unions in other industries are drawn

Governance Structures and the Employment Relationship Stefan Zagelmeyer, 2004 Table of Contents Figures 9 Tables 11 Abbreviations 15 Acknowledgements 17 1 Introduction 19 1 1 Governance Structures for the Employment Relationship 19 1 2 The Evolution of Collective Bargaining in Britain 21 1 3 Research Questions and Plan of this Book 27 2 Governance Structures for the Employment Relationship 29 2 1 The Employment Relationship 29 2 2 Governance Structures 46 2 3 Optimal Governance Structures 67 2 4 Conclusions 79 3 Evolution of Governance Structures 81 3 1 Previous Theoretical Literature 82 3 2 The Evolutionary Framework to Governance Structures 106 3 3 Conclusions 129 4 Determinants of Employer Demand for Governance Structures 131 4 1 Company Level Factors 132 4 2 Markets 164 4 3 Institutions 169 4 4 External Organisations 172 4 5 Conclusions 188 5 Governance Structures 1780 2000 Description and Analysis 191 5 1 The Emergence and Evolution of Governance Structures 1780 2000 191 5 2 The Role of External Organisations 218 5 3 Conclusions 227 6 Determinants of Employer Demand 1980 1998 Bivariate Analyses 229 6 1 Research Design 229 6 2 Company Level Factors 236 6 3 Markets 279 6 4 Institutions 284 6 5 External Organisations 286 6 6 Conclusions 292 7 Determinants of Employer Demand 1980 1998 Multivariate Analyses 295 7 1 The Current State of Research 295 7 2 Research Design 300 7 3 The Empirical Results 318 7 4 Conclusions 348 8 Conclusions 353 8 1 Determinants of Governance Structures The Findings 353 8 2 Whodunit The Decline of Collective Bargaining in Britain 357 8 3 The Implications of Decollectivisation for Human Resource Management and Industrial Relations 360 8 4 Optimal Governance Structures for the Employment Relationship A Role for Public Policy 362 Appendix 367 Bibliography 383 Index 409

Industrial Relations in Korea Jooyeon Jeong, 2006-11-22 A key factor in Korea s economic success is the nature of industrial relations in Korean business and industry Joo Yeon Jeong presents a comprehensive survey of the current state of industrial relations in Korea He shows how union membership has changed over recent decades and how the focus of bargaining has widened from purely financial considerations to include a much wider range of issues including principally issues related to job security In addition the book considers the role of government in shaping the legal and institutional environment and of employers who have taken a more aggressive role towards unions since the mid 1990s

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Library Acquisitions List Martin P. Catherwood Library,1993 A History of British Trade Unionism 1700-1998 W. Hamish Fraser,1999-06-21 This new history of British trade unionism offers the most concise and up to date account of 300 years of trade union development from the earliest documented attempts at collective action by working people in the eighteenth century through to the very different world of New Unionism and New Labour

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