



Employee Participation

*in
Europe*

HERMAN KNUDSEN

Employee Participation In Europe

ML Morrison



Employee Participation In Europe:

New Forms of Work Organisation, 1998 The Ambivalent Character of Participation Francesco Garibaldi, Volker Telljohann, 2010 Participation is a social process which is basically part of an exchange relationship. Thus it is principally pluralist and ambiguous in its meaning. As a consequence the reconciliation of voices needs innovative approaches to support balanced participation experiences. The ambivalent character of participation intends to provide a look at new initiatives in the various fields of work place participation. Leading international scholars examine the role of institutional contexts for participation, the development of new forms of interest organisation as well as the relationship between organisational performance, participation practices and quality of working life. The contributions are not limited to taking stock of new experiences in the field of workplace participation but also contribute to designing a new research agenda.

Employee Participation in Europe Herman Knudsen, 1995-09-25 Investigates employee participation in different national settings and the relationship between participation and a nation's industrial relations system. Includes a discussion of the convergence of labour relations systems impelled by Community law and looks at employee participation and technological change. Covers the period from the 1950s to 1993.

Worker Participation in Europe Jo Carby-Hall, 2017-10-03 This book originally published in 1977 is a comparative study of worker participation in France, Belgium, Luxembourg and Britain. The first part of the book treats employee participation in general terms and examines its meaning and scope. The second part then examines the major themes of representative establishment councils and employee representation through an analysis of the relevant statutes and common law of the countries concerned and by exploring the legal and other problems which have arisen in each. It also examines how these laws are applied in practice and the opinions of those concerned.

Quality of Work and Employee Involvement in Europe Marco Biagi, 2002-08-28 The eighteen essays in this volume concentrate on the issues surrounding workers participation, the area of industrial relations uppermost in Marco Biagi's thinking at the time of his assassination in March 2002. The trend toward ever greater employee involvement in managerial decisionmaking has been growing in Europe for over a decade to a significant extent as a result of Biagi's work. From the start he clearly discerned that the key to quality of work was worker participation. This book stands not merely as a homage but as evidence that Biagi's assassination will not affect the progress he was making. In what amounts to an integrated series of recommendations for further European legislation on workers participation in industrial relations, the authors analyse and evaluate the following experience gained from implementation of the European Works Council Directive and the European Company Statute Directive, implications of the new Directive on Information Consultation in National Undertakings and of the European Forum on the Financial Participation of Workers and experience in a variety of national contexts including those of Japan, Italy, France, Belgium, the United Kingdom, Germany, Russia, Poland and Slovenia. In the final analysis, employee involvement when it is a genuine commitment on the part of all stakeholders is seen as a sharing of cultural values that successfully reconciles

efficiency and social justice Those who believe this is a goal worth achieving for reasons both economic and social will recognize in this book an immensely valuable contribution Employee Participation in Europe Nick Parsons,1997 This study examines the diverse industrial employee relations within both the British and French gas industries and seeks to set these relationships against the backdrop of what is perceived as the Europeanization of industrial relations **Workers Participation in Europe** Walter Kolvenbach,1977-01-01 **Employee Participation in Europe** Erik Poutsma,Frederik Poutsma,Johannes Augustinus Maria Hendrickx,Frederik Huijgen,Rijksuniversiteit te Groningen. Research School Systems, Organisation and Management,2001* **Employee Participation in Europe** ,1990 Managing Employee Involvement and Participation Jeff Hyman Bob Mason,Professor Jeff Hyman,Dr Bob Mason,1995-08-22 As issues of employee involvement and participation once more evoke considerable controversy this textbook provides an accessible overview of the main strands perspectives and debates in current thinking and practice It adopts a comparative international approach addressing developments in the United Kingdom and mainland Europe the United States and elsewhere The authors identify two main strands of evolution one driven by managerial interests in enhancing and controlling employee commitment and performance the other deriving from employees attempts to influence high level organizational decision making In particular they examine and analyze the background of key concepts issues and philosophies underpinning these different strands the range of current employee involvement methods from the individualistic and management led to more regulated collective approaches and the rationales and responses of employees unions and employers to the various initiatives Throughout the book the authors evaluate the contrasting philosophies and practices in the context of the rapidly evolving organizational and economic landscapes of advanced industrialized countries Relevant factors include declines in manufacturing industries deregulation of labour markets intensifying international competition and the ever increasing globalization of enterprise

Employee Participation in Europe Industrial Relations Services (London),1990 Involved in Europe Richard BROWN,Tim Rycroft,1989-01-01 *Worker involvement in the European Company (SE)* Stollt M. et Wolters E.,2011 In October 2001 the EU formally adopted the legislation on the European Company also known by its Latin name Societas Europaea SE This handbook aims to ensure that the new opportunities for employee representation at European level which these new SE rules provide are seized It has been designed first and foremost to help practitioners to prepare and conduct negotiations on agreements on employee involvement in SEs The handbook introduces the SE and its mechanism of employee involvement It explains the negotiation procedures and provides tips and tricks for a decent preparation of negotiations Based on the experience of several experts it gives an overview of key aspects of an SE agreement and includes an extensive set of overviews graphics and comparative tables The Oxford Handbook of Participation in Organizations Adrian Wilkinson,Paul J. Gollan,Mick Marchington,David Lewin,2010-02-19 Employee participation encompasses the range of mechanisms used to involve the workforce in decisions at all levels of the organization whether direct or indirect conducted

with employees or through their representatives In its various guises the topic of employee participation has been a recurring theme in industrial relations and human resource management One of the problems in trying to develop any analysis of participation is that there is potentially limited overlap between these different disciplinary traditions and scholars from diverse traditions may know relatively little of the research that has been done elsewhere Accordingly in this book a number of the more significant disciplinary areas are analysed in greater depth in order to ensure that readers gain a better appreciation of what participation means from these quite different contextual perspectives Not only is there a range of different traditions contributing to the research and literature on the subject there is also an extremely diverse sets of practices that congregate under the banner of participation The handbook discusses various arguments and schools of thought about employee participation analyzes the range of forms that participation can take in practice and examines the way in which it meets objectives that are set for it either by employers trade unions individual workers or indeed the state In doing so the Handbook brings together leading scholars from around the world who present and discuss fundamental theories and approaches to participation in organization as well as their connection to broader political forces These selections address the changing contexts of employee participation different cultural institutional models old new economy models shifting social and political patterns and the correspondence between industrial and political democracy and participation

Board Level Employee Representation in Europe Jeremy Waddington,Aline Conchon,2015-09-16 Board Level Employee Representation in Europe analyses the role activities and networking of board level employee representatives in sixteen European countries and their counterparts operating in companies that have adopted European status Board level employee representation is viewed as a key element of worker participation in Europe but there has been only limited international comparative research that establishes what board level employee representatives do and how their activities vary between countries Based on a large scale survey distributed to board level employee representatives circa more than 4 000 respondents this study identifies the personal characteristics and industrial location of board level employee representatives what they do and how they interact with other parties within and outside of the company This study fills in a knowledge gap at a time when policy debates are considering stakeholder models of corporate governance as a means on the way out of the crisis and the achievement of sustainable economies The book allows direct comparisons between clusters of countries for the first time as the same survey instrument has been employed in all the participating countries The research findings demonstrate a large variation in what constitutes board level employee representation in practice including the relations between board level employee representatives and parties within and external to the company and the pattern of influence of board level employee representatives on strategic company decision making Aimed at practioners researchers and policymakers alike this book makes a vital contribution to the field and will be the definitive work on board level employee representation for the foreseeable future

Coherence and Fragmentation in European Private Law Pia

Letto-Vanamo, Jan Smits, 2012-08-31 One of the most important characteristics of today's private law is that it increasingly flows from different sources. Next to national legislation and case law it is also shaped by European and supranational sources and rapidly becoming a mixture of differently oriented rules and principles. This development can be described as one from coherence to fragmentation. The aim of the new book is to consider how this important shift has worked out in different subfields of the law like in contract and property law in competition insurance marketing and private international law as well as in the law of intellectual property. This cross disciplinary approach shows how pervasive legal fragmentation has become and points out how to remedy the adverse effects it brings with it. The volume is therefore indispensable for anyone interested in how Europeanisation affects national private laws.

Employee Participation in Western European Countries Timo Kauppinen, 1983 *The SAGE Encyclopedia of Quality and the Service Economy* Su Mi Dahlgaard-Park, 2015-05-29 Society globally has entered into what might be called the service economy. Services now constitute the largest share of GDP in most countries and provide the major source of employment in both developed and developing countries. Services permeate all aspects of people's lives and are becoming inseparable from most aspects of economic activity. Quality management has been a dominating managerial practice since World War II. With quality management initially associated with manufacturing industries one might assume the relevance of quality management might decrease with the emergence of the service economy. To the contrary the emergence of the service economy strengthened the importance of quality issues which no longer are associated only with manufacturing industries but are increasingly applied in all service sectors as well. Today we talk not only about product or service quality but have even expanded the framework of quality to quality of life and quality of environment. Thus quality and services have emerged in parallel as closely interrelated fields. The Encyclopedia of Quality and the Service Economy explores such relevant questions as: What are the characteristics, nature and definitions of quality and services? How do we define quality of products, quality of services or quality of life? How are services distinguished from goods? How do we measure various aspects of quality and services? How can products and service quality be managed most effectively and efficiently? What is the role of customers in creation of values? These questions and more are explored within the pages of this two volume A to Z reference work.

European Works Councils and Industrial Relations Jeremy Waddington, 2010-09-13 Aspects of the employment relationship are central to numerous courses at both undergraduate and postgraduate level.

Employment Policy in the European Union Michael Gold, 2017-09-16 Providing a UK perspective on the EU's social dimension this new text opens with a historical overview of EU social and employment policy which is followed by chapters that focus on specific topics covered by the social dimension of the European Union. These give the reader a detailed understanding of the nature of EU involvement in each area.

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