Freedom and Fairness : Empowering People at Work

Coates, Ken (EDT)

# Freedom And Fairness Empowering People At Work

Jonathan Winterton, Ruth Winterton

#### Freedom And Fairness Empowering People At Work:

Freedom and Fairness Ken Coates, 1986-01-01 Coal, Crisis, and Conflict Jonathan Winterton, Ruth Winterton, 1989 Analyses conditions in the coal mining sector which precipitated the strike Discusses the mobilisation organisation and maintenance of the strike the strike settlement and its aftermath **Employee Voice and Participation Jeff** Hyman, 2018-06-13 Employee participation and voice EPV concern power and influence Traditionally EPV has encompassed worker attempts to wrest control from employers through radical societal transformation or to share control through collective regulation by trade unions This book offers a controversial alternative arguing that in recent years participation has shifted direction In Employee Voice and Participation the author contends that participation has moved away from employee attempts to secure autonomy and influence over organisational affairs to one in which management ideas and initiatives have taken centre stage This shift has been bolstered in the UK and USA by economic policies that treat regulation as an obstacle to competitive performance Through an examination of the development of ideas and practice surrounding employee voice and participation this volume tracks the story from the earliest attempts at securing worker control through to the rise of trade unions and today s managerial efforts to contain union influence It also explores the negative consequences of these changes and though the outlook is pessimistic considers possible approaches to address the growing power imbalance between employers and workers Employee Voice and Participation will be an excellent supplementary text for advanced students of employment relations and Human Resource Management HRM It will also be a valuable read for *Full employment and world class skills* Great Britain: researchers policy makers trade unions and HRM professionals Parliament: House of Commons: Work and Pensions Committee, 2007-10-30 In light of the recommendations of the Leitch Review Prosperity for all in the global economy world class skills TSO ISBN 9780118404792 published in December 2006 the Government produced two policy papers setting out its plans to improve the co ordination of employment and skills training so that people who are low skilled and out of work have a better chance of finding and keeping employment These documents are the Green Paper In work better off Cm 7130 ISBN 9780101713023 and a related document World Class Skills Implementing the Leitch Review of Skills in England Cm 7181 ISBN 9780101718127 both published in July 2007 The Committee's report examines these key policy statements assessing the Department for Work and Pension's plans for future reform and how the Department will fulfil its role in improving the skills levels of people entering work drawing on the findings of previous Committee inquiries into welfare reform issues The Political Mind George Lakoff, 2008-05-29 A groundbreaking scientific examination of the way our brains understand politics from a New York Times bestselling author One of the world's best known linguists and cognitive scientists George Lakoff has a knack for making science make sense for general readers In his new book Lakoff spells out what cognitive science has discovered about reason and reveals that human reason is far more interesting than we thought it was Reason is physical mostly unconscious metaphorical emotion

laden and tied to empathy and there are biological explanations behind our moral and political thought processes His call for a New Enlightenment is a bold and striking challenge to the cherished beliefs not only of philosophers but of pundits pollsters and political leaders The Political Mind is a passionate erudite and groundbreaking book that will appeal to anyone interested in how the mind works and how we function socially and politically Report of the ... Annual Conference of the Labour Representaion Committee Labour Party (Great Britain), Socialist Enterprise Diana Gilhespy, 1986 **Precarious Work** Stuart C. Carr, Veronica Hopner, Darrin J. Hodgetts, Megan Young, 2023-10-05 Tackling precarious work has been described by the United Nations UN s International Labour Organization ILO as the main challenge facing the world of work In this ground breaking book leading applied research scholars advocates and activists from across the globe respond to this challenge by showing how Industrial and Organizational I O psychology has a significant contribution to make in humanity moving away from precarious work situations towards sustainable livelihoods Broken down into four key parts on Sustainable Livelihoods Fair Incomes Work Security and Social Protection the book covers a multitude of topics including the role of poor pay lack of work related security social protection for human health and wellbeing and interventions and policies to implement for the future of work The volume offers a detailed look into useful and effective ways to tackle precarious work to create and maintain sustainable livelihoods This curated collection of 22 chapters considers the broader relationships between previous research work and issues of human security and sustainability that affect workers families communities and societies Each chapter expands the present understandings of the world of precarious work and how it fits within broader issues of economic ecological and social sustainability In addition to I O psychologists in research practice service and study this book will also be useful for organizational researchers labor unions HR practitioners fair trade cooperative and civil society organizations social scientists human security analysts public health professionals economists and supporters of the UN SDGs including at the UN Chapter 1 of this book is freely available as a downloadable Open Access PDF at http www taylorfrancis com under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4 Labour and the Unions John E. Kelly, 1987 **Decent Work and Unemployment** Christiana Bagusat, William 0 license J. F. Keenan, Clemens Sedmak, 2010 This volume of 23 essays on diverse aspects of the complex and challenging concept of decent work has its inception in the Impulses of Salzburg 2009 Questions of decent work and decent unemployment have become especially salient in times of an economic and financial crisis The establishment of decent working conditions and decent unemployment provisions a complex matter of securing the right ethical mix of security and incentives are perceived as major challenges not only for developing and undeveloped countries which still don't have stable economies and where the rate of poverty and corruption is still high but also for developed societies themselves End Papers ,1986 The Industrial Law Journal, 1988 Industrial law journal provides comment and in depth analysis on a wide range of topics relating to employment law Its scope includes coverage of newly enacted legislation and proposals for law reform Industrial law

journal also carries commentary on relevant government publications and reviews of books relating to labor law Work Related Abstracts ,1987 The Psychology of Employee Empowerment Rozana Ahmad Hug, 2016-03-03 The complexities of employee empowerment have been largely underestimated and it is clear that organisations struggle with putting the concept into practice Rozana Ahmad Hug recognises that effective utilisation of human resources is a strategic issue for organisations Hierarchical organisations struggle to survive The growing trend for downsizing and merging of organisations means that they can no longer maintain the command and control approach and employees are given more responsibility and expected to take decisions However simply burdening employees with extra responsibility without empowering them does not deliver results Drawing on her own research in organisations Dr Hug investigates the concept of empowerment in a new way that combines themes from the disciplines of management and social work the latter being a domain where empowerment is an important construct This helps to bridge the gaps in knowledge in the management domain and draws attention to the positive and negative psychological implications for employees of the practice of empowerment that are often ignored by leaders and managers Ultimately the author offers a practice model to help people in management and non management understand the new roles and behaviours that they need to adopt if empowerment is to become a reality This book is a resource for any business or other organisation genuinely interested in employee empowerment and for those with a responsibility for teaching about it Whitaker's Books of the Month & Books to Come ,1986 Being Fair, Faring Better Roberta Gatti, Sandor Karacsony, Kosuke Anan, Celine Ferré, Carmen de Paz Nieves, Valerie Morrica, Carmen de Paz, Abla Safir, 2016-02-05 In Central and Eastern European countries inequalities for Roma families living in marginalized communities start early and are striking Some of these inequalities reflect hard wired family circumstances such as being born in poverty Others reflect lack of opportunities such as limited access to those basic goods and services that are necessary not only for realizing one s potential in life but also for living with dignity Gaps between Roma and non Roma widen over the lifecycle in a way that reinforces and perpetuates disadvantage and translates into significantly unequal outcomes despite the fact that Roma report having similar aspirations to those of their non Roma neighbors Promoting equal opportunities for disadvantaged Roma is not only an imperative for societies that want to call themselves fair but it is also a smart economic choice especially in those countries where populations are aging rapidly Investing early with a particular emphasis on supporting healthy and cognitive development for disadvantaged Roma children is likely to go a long way in promoting fair chances However leveling the playing field in childhood is likely not enough disadvantaged Roma continue being exposed to unequal opportunities at key nodes in their lives such as when pursuing education or when looking for a job Therefore it is as important that a broader set of policies address some of the circumstances in which a large share of Roma children grow up including access to employment and decent living conditions for their families Implementing interventions that help overcome these interrelated barriers will require strong ownership at the national level coordinated policies across

different ministries and government levels and an integrated delivery system that is grounded in approaches that are customized to local conditions and implemented in a participatory manner Good practices in Europe and elsewhere show that inclusion of the most disadvantaged including many Roma is possible and the current programming cycle for European Funds represents a unique opportunity to fund such interventions Fair and Equitable Benefit-Sharing in Agriculture (Open Access) Elsa Tsioumani, 2020-07-16 This book explores the emergence and development of the legal concept of fair and equitable benefit sharing and its application in agriculture Developed in the 1990s the concept of fair and equitable benefit sharing has been deployed in an ever wider variety of international instruments including those on biodiversity climate change and human rights A lack of clarity persists however on what fair and equitable benefit sharing requires and entails and whether its implementation supports or eventually undermines equity and justice This book examines these questions in the area of land food and agriculture addressing for the first time several instances of the agricultural production chain including research and development land governance and land use and access to markets It identifies challenges regarding implementation of the concept as enshrined in environmental treaties and soft law instruments with a focus on the International Treaty on Plant Genetic Resources for Food and Agriculture the Voluntary Guidelines on Tenure and the UN Declaration on the Rights of Peasants It investigates its role enabling conditions and limitations in a contradictory policy context involving environmental food security and human rights objectives but also a growing web of multilateral and bilateral trade and investment agreements Linking international law research with a socio legal analysis the book addresses four grassroots examples which offer ideas for institutional and legal innovation from the local to the global level This interdisciplinary title will be of great interest to students and scholars of international environmental law agriculture land law development studies and global governance as well as policymakers and practitioners working in these fields The Open Access version of this book available at https doi org 10 4324 9780429198304 has been made available under a Creative Commons Attribution Non Commercial No Derivatives 4 0 license **Green Solutions for Sustainability** Rasaq Olawale Medupin, Kingsley Ukoba, Tien-Chien Jen, 2025-10-27 This book is a comprehensive exploration of innovative approaches to addressing pressing global challenges through the lens of sustainability looking into four critical areas biomedical marvels waste polymers corrosion inhibition and nanotechnology It takes multidisciplinary approach bringing together insights from biomedical engineering materials science chemistry and environmental science to offer a holistic perspective on sustainability documenting the latest research and developments in each field Features Addresses pressing environmental challenges and offers practical solutions for a more sustainable future Provides a comprehensive exploration of innovative and eco conscious approaches to addressing a wider range of pressing global challenges Features updated research findings and advancements in each field covered Offers a unique blend of insights from diverse fields such as biomedical engineering materials science chemistry and environmental science Includes real world case studies and success stories This book is

aimed at graduate students and researchers in materials environmental and sustainability engineering Free, Fair, and Alive David Bollier, Silke Helfrich, 2019-09-03 The power of the commons as a free fair system of provisioning and governance beyond capitalism socialism and other isms From co housing and agroecology to fisheries and open source everything people around the world are increasingly turning to commoning to emancipate themselves from a predatory market state system Free Fair and Alive presents a foundational re thinking of the commons the self organized social system that humans have used for millennia to meet their needs It offers a compelling vision of a future beyond the dead end binary of capitalism versus socialism that has almost brought the world to its knees Written by two leading commons activists of our time this guide is a penetrating cultural critique table pounding political treatise and practical playbook Highly readable and full of colorful stories coverage includes Internal dynamics of commoning How the commons worldview opens up new possibilities for change Role of language in reorienting our perceptions and political strategies Seeing the potential of commoning everywhere Free Fair and Alive provides a fresh non academic synthesis of contemporary commons written for a popular activist minded audience It presents a compelling narrative that we can be free and creative people govern ourselves through fair and accountable institutions and experience the aliveness of authentic human presence **Community Power and Empowerment** Brian D. Christens, 2019-01-09 Many people want to help bring about changes in their neighborhoods workplaces and communities Leaders and scholars of change efforts are likewise eager for insights into what makes some organizations and coalitions capable of building and exercising power Why are some groups successful in making changes in policies and systems and in sustaining their momentum over time while others struggle or never really get off the ground With Community Power and Empowerment Brian D Christens brings the most comprehensive analysis of empowerment theory yet conducted to bear on these questions taking aim at many of the longstanding weaknesses and ambiguities of empowerment theory research and practice For example one major hindrance is that most notions of empowerment have not been coherently connected with community power In addition research has emphasized psychological aspects of empowerment over organizational processes and has neglected community empowerment processes to an even greater extent By linking empowerment and community power Christens constructs a holistic framework for assessing and comparing community driven change efforts This book offers new guidance for inquiries into outcomes and impacts of empowerment processes on health and well being providing a resource for researchers organizational leaders practitioners and anyone interested in collective action for change

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