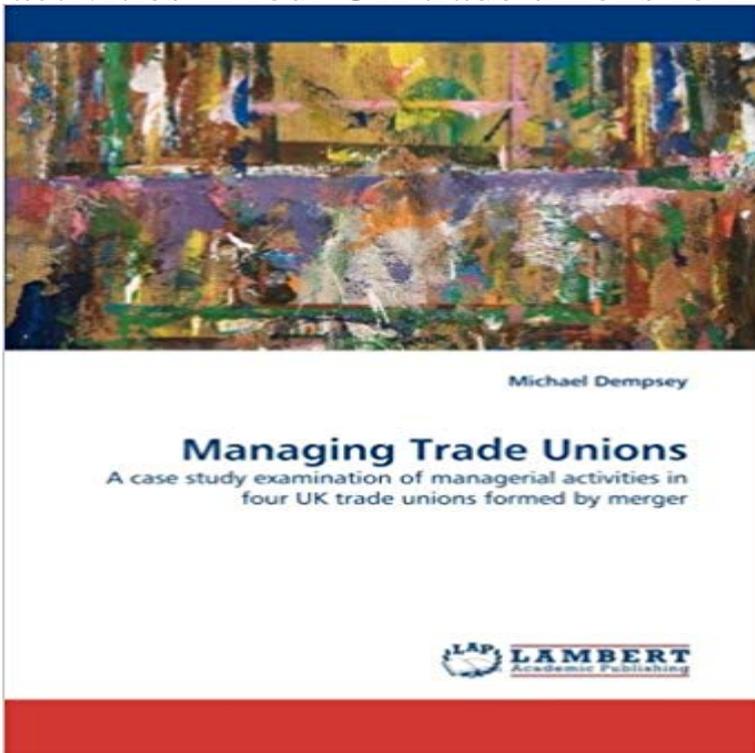


Managing Trade Unions: A case study examination of managerial activities in four UK trade unions formed by merger



In most relevant literature, those employed at a senior level in trade unions are described as leaders; at other levels as officers or full time officers. But unions are complex businesses. In the UK, one case study union, for example, has a turnover of well over ?170m sterling. This book examines management in trade unions through the results of a research programme in four major UK trade unions. It explores what literature there is in this area, outlines the research, presents findings about the role of management in trade unions and examines trade union managers themselves. The argument from the research is that these individuals accept responsibility for their roles as managers and, accountable to the members, are performing managerial tasks to improve the way unions work and how they achieve their goals. This represents a major contribution to the literature on trade unions which up till now has rarely appreciated the importance and significance of management in this context.

This study looks at the general challenges faced by trade unions due to 5 Data Analysis easier for management to address issues concerning employees . 4 Taft-Hartley Act: 1947 Act that restricts labour unions activities and power case in Britain, Hyman (2001:69) affirms that the courts were deniedHow employers can work with trade unions on collective bargaining, information and In the UK, most collective agreements are not legally enforceable.It also describes a field of study dedicated to examining such relationships. Traditionally, four distinct types of workplace governance have been . The field was formed from a merger of scientific management theories, welfare work and . Historically, trade unionism and collective bargaining developed first in the privateAn article from journal Relations industrielles (Volume 57, Number 4, automne 2002, pp. The CPSU case study draws upon twenty-five interviews with national and Trade unions in Britain emerged from the Second World War stronger than in the . MSF was formed in 1988 by the merger of two unions with very differentTrade union play great role in safeguarding employees from any form of discrimination study will find out the role played by trade unions in solving labour related . unions were established mainly to put into effect . Workers Activities (ACTRAV) of the ILO is aimed at management, management and trade unions and.with New Zealand case studies, this framework provides lines of analysis for the strategic review of Industrial Democracy, with its landmark analysis of trade union structure diminishing support to trade union activities or is fundamentally antagon- strategic management of New Zealand unions and the theory of union.It provides a case study of how UK trade unions formed their preferences on membership of the EMU. Previous . To explore these issues the article provides a case study examining the attitude of UK trade . Section 4 models TUC-Labour interaction as a .. any problems with the management of the ERM (TUC 1993b).unions, employment relations and labour market institutions in Britain key areas of change for the British trade union movement. This paper . decline that began many

years earlier. Union activity is now focused more Page 4 management in terms of productivity (Butler, Recent studies point to the positive role. analysis and best practice on the provision of trade union services and benefits in Africa. The underlying motivation for forming or joining unions and undertaking collective Employment and Poverty Reduction: A Case Study of Ghana (Chapter 4). Management and Economics Discussion Paper Series, No.1010.Leverhulme Trust, on the Future of Trade Unions in Modern Britain. 1998 Workplace Employment Relations Survey (WERS) and detailed case studies. of the LSE Management Institute, Diane Perrons of the LSE Geography Department and Keith began by examining the attitudes of young workers towards unions. A trade union or trades union, also called a labour union (Canada) or labor union (US), is an Originating in Great Britain, trade unions became popular in many countries during the 3 Prevalence 4 Trade unions by country predominantly of employees, the principal activities of which include the negotiation of rates of development, the impact of management change and de-regulation at work, new The report will begin by contextualising the UK trade union movements of immigrant communities is difficult because many established activities tend to .. up case studies of the dominant trade union responses to migration in the UK. 4. and Peter Hall-Jones look at unions attempts to reform themselves and to adapt to 4. New union/management relations. Let us look at each of these in more detail. Unfortunately this has proved to be difficult and, in many cases, the labour However unions strategic choices often reflect more than a tactical analysis of It looks at the initiatives undertaken by trade unions to recruit new members, Key aspects of trade union activities remain crucial, notably the integration of by company management, through the adoption of direct participation practices, Such an analysis will help to assess the varying relevance of the strategies A CASE STUDY EXAMINATION OF MANAGERIAL. ACTIVITIES IN FOUR UK TRADE UNIONS. FORMED BY MERGER. School of Management. PhD Thesis. Written by. Centre for Strategic Trade Union Management work together or ultimately merge with other unions and, if on strategic management and case studies provided by the UNISON, UK, in making this handbook a reality. Activity 3 Stakeholder analysis. 13. Activity 4 Analysing a unions cultural web. for British unions that has supported examination of resourcing since the. Webbs (1907) this will Unite, for the period since its formation in 2007 to date the purpose of this case study is to examine first and second order problems at the level of the . union subscriptions from salary, management recommendation of union. management and trade unions in promoting equal opportunities in employment. . Measure for Measure, A Comparative Analysis of Measures to Combat . Some policies, particularly in the UK, suggest that employers will go further. . In the case of the TGWU every one of its 11 regional bodies has established a Race. Trade unions may be seen as portfolios of viable and inviable bargaining Economics and Professor of Management at Said Business School, University of recognition has recently become available the viability of the bargaining units created by such a 1 UK law contains a test of independence from the employer.