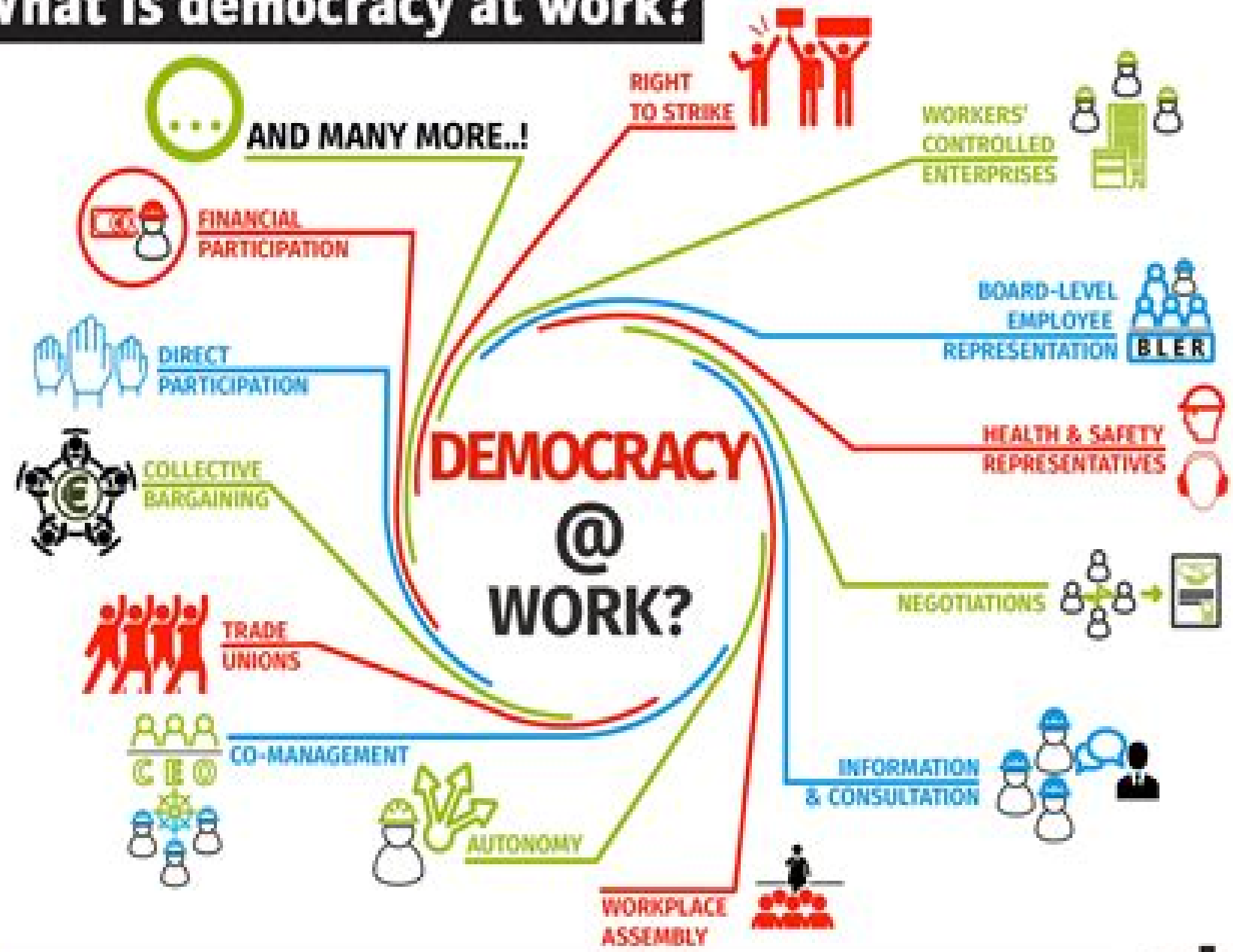


# What is democracy at work?



# Participatory And Workplace Democracy

**Elizabeth Anderson**



## **Participatory And Workplace Democracy:**

*Participatory and Workplace Democracy* Ronald M. Mason, 1982 Study on relationships between workers participation and political democracy with particular reference to the USA examines related political theories finds that democratization of the workplace has a positive impact on workers political participation and job satisfaction includes a literature survey

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**Workplace Democracy** Edward S. Greenberg, 1986 Workplace Democracy Daniel Zwerdling, 1980 Monograph on comparison of workers participation

workers self management and workers stock ownership experiments in enterprises in the USA UK Spain and Yugoslavia covers team work semiautonomous work groups shopfloor participation production cooperatives works councils etc And includes a guide to information sources Bibliography pp 183 to 186 and photographs

*Participatory and Workplace Democracy* Ronald Milton Mason, 1976 **Working Together** Cynthia Estlund, 2003-10-02 The typical workplace is a

hotbed of human relationships of friendships conflicts feuds alliances partnerships coexistence and cooperation Here problems are solved progress is made and rifts are mended because they need to be because the work has to get done And it has to get done among increasingly diverse groups of co workers At a time when communal ties in American society are increasingly frayed and segregation persists the workplace is more than ever the site where Americans from different ethnic religious and racial backgrounds meet and forge serviceable and sometimes lasting bonds What do these highly structured workplace relationships mean for a society still divided by gender and race Structure and rules are in fact central to the answer Workplace interactions are constrained by economic power and necessity and often by legal regulation They exist far from the civic ideal of free and equal citizens voluntarily associating for shared ends Yet it is the very involuntariness of these interactions that helps to make the often troubled project of racial integration comparatively successful at work People can be forced to get along not without friction but often with surprising success This highly original exploration of the paradoxical nature and the paramount importance of workplace bonds concludes with concrete suggestions for how law can further realize the democratic possibilities of working together In linking workplace integration and connectedness beyond work Estlund suggests a novel and promising strategy for addressing the most profound challenges facing American society

Working Democracies Joan S. M. Meyers, 2022-06-15 In this inside look at worker cooperatives Joan Meyers challenges long held views and beliefs From the outside worker cooperatives all seem to offer alternatives to bad jobs and unequal treatment by giving workers democratic control and equitable ownership of their workplaces Some contend however that such egalitarianism and self management come at the cost of efficiency and stability and are impractical in the long run *Working Democracies* focuses on two worker cooperatives in business since the 1970s that transformed from small countercultural collectives into thriving multiracial and largely working class firms She shows how democratic worker ownership can provide stability and effective business management but also shows that broad equality is not an inevitable

outcome despite the best intentions of cooperative members *Working Democracies* explores the interconnections between organizational structure and organizational culture under conditions of worker control revealing not only the different effects of managerialism and participatory bureaucracy but also how each bureaucratic variation is facilitated by how workers are defined by at each cooperative Both bureaucratic variation and worker meanings are she shows are consequential for the reduction or reproduction of class gender and ethnoracial inequalities Offering a behind the scenes comparative look at an often invisible type of workplace *Working Democracies* serves as a guidebook for the future of worker cooperatives

Information Technology and Workplace Democracy Martin Beirne, Harvey Ramsay, 2018-03-22 The revolution in new technology gave rise to new work patterns and improved productivity all of which affect the management of human resources Expectations for increased efficiency have not always been fulfilled because of the problems that have arisen in workings of labour relations How can management maximize the benefits of these technologies while co operating with their employees How far are trade unions involved in the decisions as companies adopt new technology Is the workforce consulted in systems design This book originally published in 1992 looks at the problems of developing strategies in information technology when considering labour relations Experts in industrial sociology human resource management and organizational behaviour assess the achievements and failures including consideration of issues such as public sector work gender and race Drawing on empirical evidence the contributors cover a wide range of industries including case studies in electronics and banking together with international comparisons *The International Encyclopedia of Organizational Communication, 4 Volume Set* Craig Scott, Laurie Lewis, 2017-03-06 The International Encyclopedia of Organizational Communication offers a comprehensive collection of entries contributed by international experts on the origin evolution and current state of knowledge of all facets of contemporary organizational communication Represents the definitive international reference resource on a topic of increasing relevance in a new series of sub disciplinary international encyclopedias Examines organization communication across a range of contexts including NGOs global corporations community cooperatives profit and non profit organizations formal and informal collectives virtual work and more Features topics ranging from leader follower communication negotiation and bargaining and organizational culture to the appropriation of communication technologies emergence of inter organizational networks and hidden forms of work and organization Offers an unprecedented level of authority and diverse perspectives with contributions from leading international experts in their associated fields Part of The Wiley Blackwell ICA International Encyclopedias of Communication series published in conjunction with the International Communication Association Online version available at Wiley Online Library Awarded 2017 Best Edited Book award by the Organizational Communication Division National Communication Association

**Disintegrating Democracy at Work** Virginia Doellgast, 2012-02-15 The shift from manufacturing to service based economies has often been accompanied by the expansion of low wage and insecure employment Many consider the effects of

this shift inevitable In *Disintegrating Democracy at Work* Virginia Doellgast contends that high pay and good working conditions are possible even for marginal service jobs This outcome however depends on strong unions and encompassing collective bargaining institutions which are necessary to give workers a voice in the decisions that affect the design of their jobs and the distribution of productivity gains Doellgast's conclusions are based on a comparative study of the changes that occurred in the organization of call center jobs in the United States and Germany following the liberalization of telecommunications markets Based on survey data and interviews with workers managers and union representatives she found that German managers more often took the high road than those in the United States investing in skills and giving employees more control over their work Doellgast traces the difference to stronger institutional supports for workplace democracy in Germany However these democratic structures were increasingly precarious as managers in both countries used outsourcing strategies to move jobs to workplaces with lower pay and weaker or no union representation Doellgast's comparative findings show the importance of policy choices in closing off these escape routes promoting broad access to good jobs in expanding service industries

**The Age of Participation** Patricia McLagan, Christo Nel, 1995's people reject authoritarian government bureaucracy and the denial of human rights Featuring an opportunity for readers to participate by progressively completing an organization assessment this book is a practical experience based handbook for instituting sustaining and nurturing the changes necessary today

**Power and Empowerment** Peter Bachrach, Aryeh Botwinick, 1992 What role should political theory play in activating workers to engage in class struggle to extend participatory rights in the workplace and in the process expand and revitalize American democracy Bachrach and Botwinick argue that the answer is to construct a theory of participatory democracy that would include a democratic concept of class struggle a concept that provides workers and their allies an effective and legitimate course of political action They see this concept not only as a means to encourage workers to become politically active to gain participatory rights but also as a means to strengthen the democratic process as a whole The authors contend that working class struggle should be encouraged as a way of promoting the realignment of political parties along class lines and expanding citizen participation and public awareness of issues of national concern To illustrate their theory the authors describe and evaluate worker self management programs in Germany Sweden France Italy England and the United States Hoping to spur Americans to confront their crisis of democracy with boldness and imagination Bachrach and Botwinick demonstrate that class politics is on the agenda and that the categories of class and class struggle are now up for democratic definition in a way that is unique in this country Author note Peter Bachrach is Emeritus Professor of Political Science at Temple University P Aryeh Botwinick is Professor of Political Science at Temple University and the author of *Skepticism and Political Participation* Temple

**Values at Work** George Cheney, 2002 Tensions over democratic values in today's business market The development of the Mondragón cooperatives Key value debates at Mondragón Practical lessons from Mondragón Participation and marketization at Mondragón and beyond

*Democracy at Work* Daniel Zwerdling, 1978      **Hearing the Other Side** Diana C. Mutz, 2006-03-13 This study examines how people interact with those whose political views differ from their own in the context of the contemporary United States It links political theory and empirical research and suggests that it is doubtful that an extremely activist political culture can also be a heavily deliberative one

**Democratic Economic Planning** Robin Hahnel, 2021-05-31 Democratic Economic Planning presents a concrete proposal for how to organize carry out and integrate comprehensive annual economic planning investment planning and long run development planning so as to maximize popular participation distribute the burdens and benefits of economic activity fairly achieve environmental sustainability and use scarce productive resources efficiently The participatory planning procedures proposed provide workers in self managed councils and consumers in neighbourhood councils with autonomy over their own activities while ensuring that they use scarce productive resources in socially responsible ways without subjecting them to competitive market forces Certain mathematical and economic skills are required to fully understand and evaluate the planning procedures discussed and evaluated in technical sections in a number of chapters These sections are necessary to advance the theory of democratic planning and should be of primary interest to readers who have those skills However the book is written so that the main argument can be followed without fully digesting the more technical sections Democratic Economic Planning is written for dreamers who are disenchanted with the economics of competition and greed want to know how a system of equitable cooperation can be organized and also for sceptics who demand hard proof that an economy without markets and private enterprise is possible

**We Decide!** Michael Menser, 2018-01-31 Participatory democracy calls for the creation and proliferation of practices and institutions that enable individuals and groups to better determine the conditions in which they act and relate to others Michael Menser's timely book *We Decide* is arguably the most comprehensive treatment of participatory democracy He explains the three waves of participatory democracy theory to show that this movement is attentive to the mechanics of contemporary political practices Menser also outlines maximal democracy his own view of participatory democracy that expands people's abilities to shape their own lives reduce inequality and promote solidarity *We Decide* draws on liberal feminist anarchist and environmental justice philosophies as well as in depth case studies of Spanish factory workers Japanese housewives and Brazilian socialists to show that participatory democracy actually works Menser concludes his study by presenting a reconstructed version of the state that is shaped not by corporations but by inclusive communities driven by municipal workers elected officials and ordinary citizens working together In this era of Bernie Sanders and Donald Trump the participatory democracy proposed in *We Decide* is more significant than ever

**Private Government** Elizabeth Anderson, 2019-04-30 Why our workplaces are authoritarian private governments and why we can't see it One in four American workers says their workplace is a dictatorship Yet that number almost certainly would be higher if we recognized employers for what they are private governments with sweeping authoritarian power over our lives Many employers minutely regulate workers speech clothing

and manners on the job and employers often extend their authority to the off duty lives of workers who can be fired for their political speech recreational activities diet and almost anything else employers care to govern In this compelling book Elizabeth Anderson examines why despite all this we continue to talk as if free markets make workers free and she proposes a better way to think about the workplace opening up space for discovering how workers can enjoy real freedom The Collective Dimensions of Employment Relations Tindara Addabbo,Edoardo Ales,Ylenia Curzi,Tommaso Fabbri,Olga Rymkevich,Iacopo Senatori,2021-08-09 This edited volume explores the old and new collective dimensions of employment relations It examines specific challenges stemming from new forms of work of the digital and sharing economy such as measurement monitoring assessment and remuneration of work the protection of work life balance the impact of new technologies on health and safety the adaptation of occupational skills to new work processes and the responses to the digital restructuring of undertakings It addresses a series of questions such as how the representational action of unions and works councils can adapt to the challenges posed by new production systems and whether the legislative framework needs to be reformed to ensure that digital workers enjoy the right to collective representation This important collection offers readers a renewed theoretical perspective and justification of the role that the dialogue between workers representatives and companies could play in an increasingly complex world of work **The Politics and Ethics of Contemporary Work** Keith Breen,Jean-Philippe Deranty,2021-07-08 Bringing together leading international scholars within the fields of social and political theory and philosophy this book explores how we should understand work and its role s in our lives and wider society What challenges are posed by work in our changing economy and the new economic forms that are beginning to emerge and how can we best address these challenges In what ways do patterns of working as well as work technologies shape people s lives within and outside work in particular their life opportunities and their social and natural environment How might we organize or seek to reorganize workplaces so that the experience of work better reflects our shared ethical ideals and normative principles This volume examines these vital questions in a comprehensive and systematic manner in order to provide much needed theoretical insight and practical guidance in reflecting on the nature problems and possibilities of work currently This book will be of interest to undergraduate and postgraduate students and established academics in the areas of contemporary political theory and philosophy social theory legal philosophy labour studies the sociology of work practical ethics critical theory and political activism

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