

ESRC Seminar



Newcastle University Business School
Regulation of Work & Employment
22 January 2014

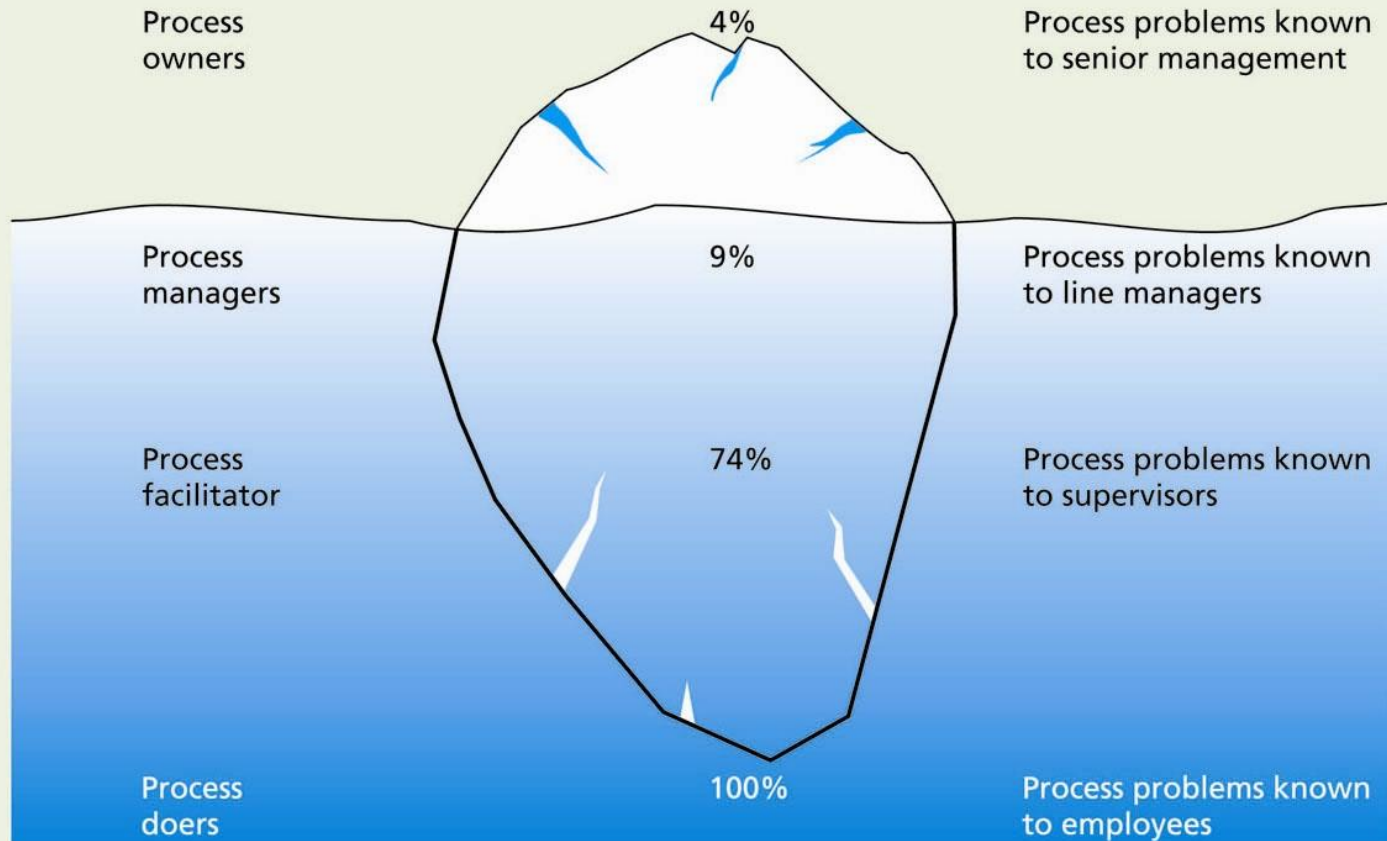
Jim Mowatt
Director of Education
UNITE – the union



There is hope in
honest error
None in the icy
perfections
of the mere
stylist.

Charles Rennie
Mackintosh
1901 - Glasgow

The Iceberg of ignorance



UNITE'S MAIN POLITICAL AMBITIONS

Restoration and extension of collective rights

Extension of collective bargaining

Real living wage

Apprenticeships

Skills



Extension of Collective Bargaining

Sir Otto Kahn-Freund – Cambridge

“the main object of labour law has always been, and we venture to say will always be, to be a countervailing force to the inequality of bargaining power which is inherent and must be inherent in the employment relationship”



Extension of Collective Bargaining

ILO Declaration of Philadelphia

ILO Convention 98

European Social Charter 1961

ILO Convention 135

ILO Convention 151

ILO Declaration on Fundamental Principles

EU Charter of Fundamental Rights

ILO Declaration on Social Justice for a Fair
Globalisation



Neo Liberalism v Social Justice

The Ramifications of Inequality

The Role of Trade Unions



Union :SUCCESS

Some recent successes for UNITE the union:-

HSBC

Unilever

RSA

Jaguar Land Rover

LINDE/BOC/GIST

National Engineering Construction Industry

N.B. Power nexus between Capital and Labour is that invariably Trade Unions can only provide countervailing power. Political activity changes the political contours.

Hence historic relationship between the UK and the British Labour Party.



More Good News

Nationally Trade Unions want to “Share the agenda”

The punters prefer teamwork

Teamwork delivers involvement

Trade Unions and their members want to:

- Make companies more successful
- Improve job satisfaction
- Be treated with dignity and respect
- Deliver personal development
- Work in learning organisation
- Be proud of their employer

WORKING TOGETHER: Common Features

Political programme

Flexibility married to a degree of pragmatism

Community consciousness: coalition of interests

**“POLITICS IS THE ART OF PREVENTING PEOPLE FROM
TAKING PART IN AFFAIRS WHICH PROPERLY CONCERN
THEM” Paul Valery 1871-1945**

**Require leaders at executive and workplace levels
Carthorse - orchestra**

Leadership Agenda

Identify common interests

- Long term Sustainability
- Create Motivated Workforces

Values : Share responsibility

Centrality of Learning

Recognise diversity of leadership styles and approaches
(no single “magic formula” or “silver bullet”)

Cement groups of followers

“We did this ourselves” - Lao-Tzu

Going Forward - Learning Together

**Negotiations: a
marathon
steeple chase**

**Organising
Global Solidarity
Political Awareness**

**Problem –
Solving jointly**

**Melting the
icebergs of ignorance**

**Investing in new
technologies
and people**





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