

# ESRC Seminar



Newcastle University Business School  
Regulation of Work & Employment  
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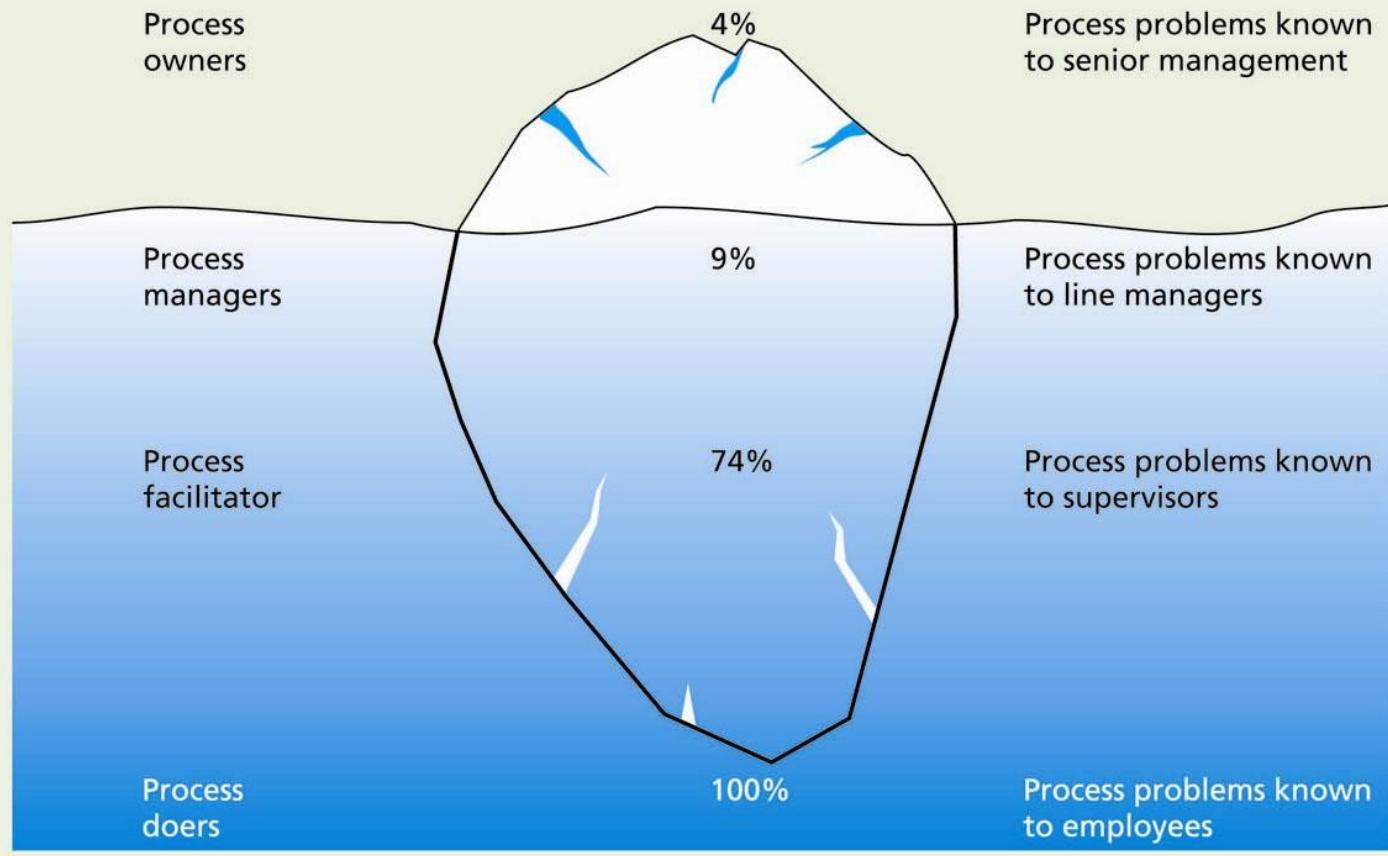


**There is hope in  
honest error  
None in the icy  
perfections  
of the mere  
stylist.**

**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

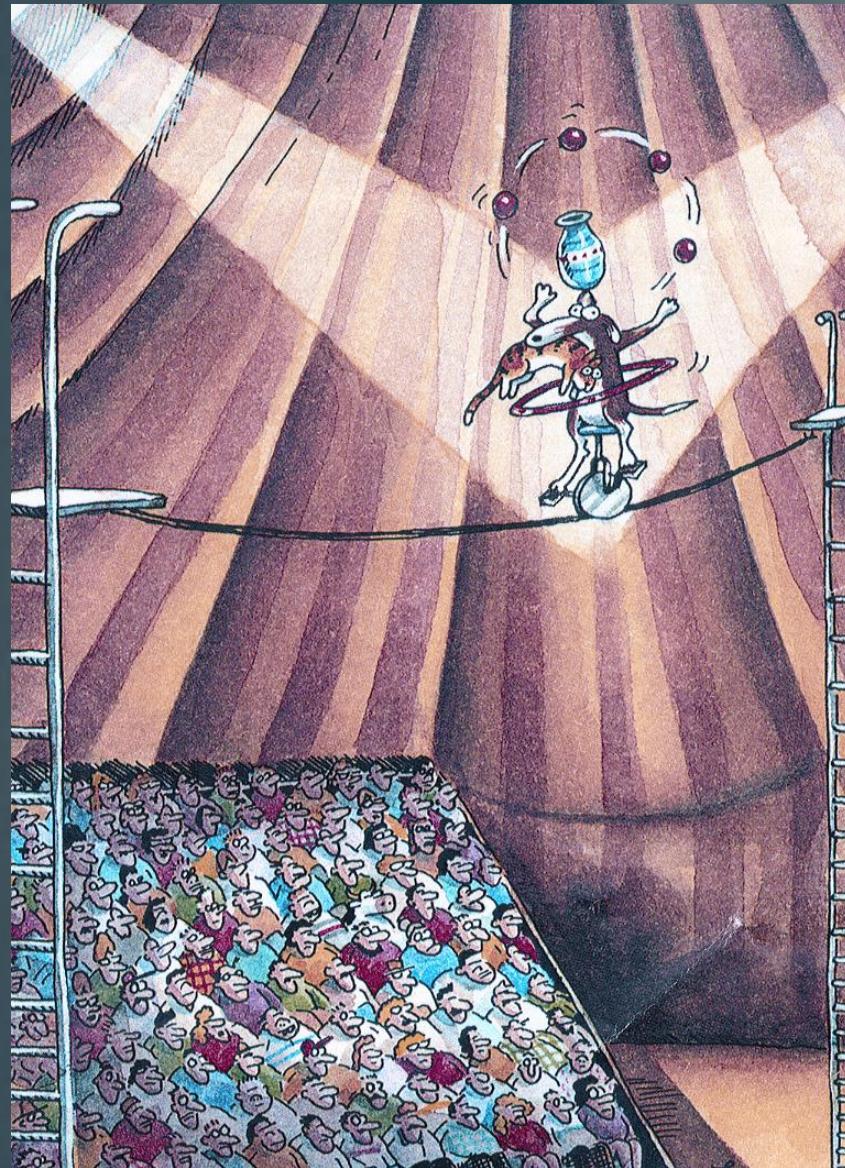
Organising  
Global Solidarity  
Political Awareness

Problem –  
Solving jointly

Melting the  
icebergs of ignorance

Investing in new  
technologies  
and people





Unite  
the UNION



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