

PUTTING DEMOCRACY TO WORK

A Practical Guide for Starting and Managing Worker-Owned Businesses

Frank T. Adams and
Gary B. Hansen

"This is by far the best publication on how to set up and manage a worker cooperative. It is also a useful book for anyone starting a business, whether it is worker-owned or not."—Cory Rosen, Executive Director, National Center for Employee Ownership

Revised Edition



Putting Democracy To Work A Practical Guide For Starting And Managing Workerowned Businebes

Victor M. Corman



Putting Democracy To Work A Practical Guide For Starting And Managing Workerowned Businesses:

Putting Democracy to Work Frank T. Adams, Gary B. Hansen, 1987 *Putting Democracy to Work* Frank T. Adams, Gary B. Hansen, 1992 *Mitarbeiter als Eigentümer - Employee Ownership im internationalen Vergleich* Christian Muth, 2009-01-30 Inhaltsangabe Einleitung Die Diskussion um die Beteiligung der Mitarbeiterinnen und Mitarbeiter an ihrem Unternehmen besitzt in Deutschland eine lange Tradition. Heute wird sie kontrovers und emotional geführt wobei Befürworter und Gegner einer Mitarbeiterbeteiligung quer durch alle Parteien und Interessengruppen vertreten sind. Allerdings wurden diese Diskussionen nicht permanent geführt. Vielmehr gibt es immer wieder Wellen in denen die Thematik in das Bewusstsein der Öffentlichkeit dringt und breit diskutiert wird bis das Interesse nachlässt und die Aufregung sich gelegt hat um danach erneut ins Gespräch zu kommen und in den Fokus der Medien zu rücken. So forderte der ehemalige Bundeskanzler Ludwig Erhard schon 1960 die Etablierung einer Gesellschaft von Teilhabern. Auch der ehemalige Bundespräsident Roman Herzog forderte in den neunziger Jahren eine stärkere Initiative für die Mitarbeiterbeteiligung wie das Einstiegszitat dieses Buches beweist. Nachdem auch sein Nachfolger Bundespräsident Horst Köhler in einem Interview eine verstärkte Beteiligung der Mitarbeiter am Produktivkapital der Unternehmen gefordert hat, ist Mitarbeiterbeteiligung wieder ein heißes Thema und die regierenden Koalitionsparteien SPD und CDU/CSU haben im Juni 2007 jeweils eigene Vorschläge vorgelegt wie die Beteiligung der Mitarbeiter gestaltet werden könnte. Doch seitdem nahm die Diskussion wieder ab. Auch die Europäische Union befasst sich mit dem Thema der Mitarbeiterbeteiligung und in ihren drei PEPPER Studien *Promotion of Employee Participation in Profits and Enterprise Results* von 1991, 1997 und 2006 wurden in fast allen europäischen Ländern Bemühungen für eine stärkere Beteiligung der Mitarbeiter festgestellt. Für die USA und Japan wurde ermittelt, dass the phenomenon of employee financial participation has gradually emerged as a normal attribute of the employment relationship. Wie kommt es aber zu dieser modischen Begeisterung für Mitarbeiterbeteiligung? Gerade bei den Parteien stehen politische Gründe wie soziale Gerechtigkeit oder Schutz der eigenen Unternehmen vor ausländischen Investitionen im Vordergrund. Dennoch gibt es auch betriebswirtschaftlich begründete Vorteile einer Mitarbeiterbeteiligung, die in diesem Buch im Mittelpunkt stehen und genauer analysiert werden. So existiert in der Betriebswirtschaft die Annahme, dass sich die Beteiligung der Mitarbeiter am Unternehmen positiv auf die Motivation und damit auch positiv auswirkt.

Coop Made in USA Enrico Massetti, 2017-08-25 In the age of unemployment, downsizing and outsourcing where can a poor soul find a job? Well maybe it's time we create our own. Self employment is an option and can seem freeing but it's hard to do everything yourself and find time for a non work life. The worker coop is an alternative to the isolation of self employment and the exploitation of traditional jobs. Mira Luna Coop made in USA is a pamphlet that covers the cooperative movement in the United States with examples of coop realities and explanation of organizational and governance methods used in various co ops.

Workplace Democracy, 1987 The Workbook, 1987 *Companies We Keep* John Abrams, 2008-09-10 Part memoir and part examination of a new business

model the 2005 release of *The Company We Keep* marked the debut of an important new voice in the literature of American business. Now in *Companies We Keep*, the revised and expanded edition of his 2005 work, John Abrams further develops his idea that companies flourish when they become centers of interdependence or communities of enterprise. Thoroughly revised with an expanded focus on employee ownership and workplace democracy, *Companies We Keep* celebrates the idea that when employees share in the rewards as well as the responsibility for the decisions they make, better decisions result. This is an especially timely topic. Most of the baby boomer generation, the owners of millions of American businesses, will retire within the next two decades. In 2001, 50,000 businesses changed hands; in 2005, that number rose to 350,000. Projections call for 750,000 ownership transitions in 2009. Employee ownership, in both the philosophical and the practical sense, is gathering steam as businesses change hands, and Abrams examines some of the many ways this is done. *Companies We Keep* is structured around eight principles, from Sharing Ownership and Cultivating Workplace Democracy to Thinking Like Cathedral Builders and Committing to the Business of Place, that Abrams has discovered in the 32 years since he cofounded South Mountain Company on the island of Martha's Vineyard. Together, these principles reveal communities of enterprise as a potent force of change that can and will improve the way Americans do business. **Law and Poverty** Frank

Munger, 2017-11-28. Sociolegal research on the legal experiences of the poor reflects an understanding of the close connection between economic inequality and law. The first two parts of this volume illustrate general analytical approaches to law and poverty. The remaining parts include essays which examine more specific issues such as race and gender access to law, legal consciousness and social change. Research on the relationships between poverty, inequality and governance still leaves many questions unanswered, but the work presented here reflects the important contribution that sociolegal research makes to the ongoing debate. **Organisational Behaviour** Stephen P. Robbins, 2009. This book is the first Southern

African edition of Stephen P. Robbins's *Organizational Behaviour*, the best-selling organisational behaviour textbook worldwide. *New Village*, 2000. Rethinking Our Centralized Monetary System Lewis D. Solomon, 1996-01-19. Examines systems of local currency to promote a political economy based on empowerment, self-reliance and ecological permanence and lays out the business and practical aspects of each. **Grassroots Economic Organizing Newsletter**, 2004. *The*

University of the District of Columbia Law Review, 1999. **International Labour Documentation** International Labour Office. Central Library and Documentation Branch, 1991. **The Role of Local Context in Corporate Decision-making**

Stephen Joseph Smela, 1998. **The Employee Ownership Report**, 1993. Critical Education for Work Richard D. Lakes, 1994. This book expands the meaning of today's education for work by offering five multidisciplinary approaches: school to work transitions, gender equity, labor education, economic democracy and vocational education, revealing the complexities of personal, social and cultural transformation. Education for work is analyzed from critical perspectives, bringing to attention the need for individuals to recognize their civic responsibilities when entering the workforce to understand frameworks from

establishing industrial and economic democracy and to acquire actions for maintaining principles of equality and social justice Examples are drawn from original research and applications in schools and in non school settings *Organizational Behavior* Stephen P. Robbins,1996 Includes bibliographical references and indexes **After Capitalism** Seymour Melman,2001 After Capitalism is the apex of the life s work of one of the most respected scholars of the American workplace For nearly half a century Seymour Melman has been an influential commentator on capitalism militarism and their discontents In After Capitalism he explores a growing trend in capitalist systems worldwide workplace democracy The end of the Cold War in 1991 inspired an unprecedented outburst of triumphalist rhetoric among proponents of unfettered capitalism Free marketeers believed that we were witnessing the end of history and proclaimed that the market economy was here to stay that all alternatives had been proven inferior Melman in dissent tracks the increasing social and economic inequities and the resulting cries for workplace reform He points out the ominous parallels between the Soviet Union s planned economy and the relentless onward march of American capitalism Just as the Soviet planned economy venerated the State above all else American capitalism views the health and eternal expansion of the free market as the ultimate goal both propagate vast and harmful income gaps both rely on and promote militarism and neither leaves much room for consideration of workers well being Melman analyzes the adverse economic impact of these flaws and oversights which have led to grave production weaknesses in the U S economy and he suggests an alternative to current economic organization that holds out the promise of both greater fairness and equity and more soundly balanced production Workplace democracy in which workers actively participate in the management of their workplace is gaining ground in venues as diverse as Israeli kibbutzim and Basque factories Melman explains how workplace democracy can and why it should be implemented in America After Capitalism is the new century s first essential book about labor thoughtful humane at once commonsensical and revolutionary Melman s prescriptions can inspire changes in the way the world works **Journal of Planning Literature** ,1991

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