Ishikawa, Akihiro / Martin, Roderick / Morawski, Witold / Rus, Veljko (eds.)

**Workers, Firms and Unions**

**Part 2**

The Development of Dual Commitment


Edited by Wiking Ehlert and György Széll

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**Book synopsis**

The book provides a comparative analysis of the values and attitudes of industrial workers in thirteen capitalist and ex-socialist countries and China. Evidence suggests the growth of dual identification and commitment, to both the employer and the trade union, rather than one sided identification although the pattern varies internationally. The book provides detailed evidence on changes in a wide range of attitudes (job satisfaction/dis-satisfaction, materialism/post-materialism) between the mid 1980s and the mid 1990s, and their implications for trade unions and managers.

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A worker joins a union if the union offers her/him a wage-employment package that provides more utility than the wage-employment package offered by a nonunion employer. Application of the labour-leisure choice model (see Figure 11.3). Simple model: Only wages & employment included as job characteristics. A model of monopoly unionism: A union is the sole seller of labour to a firm. Assume the union wishes to maximise utility, which depends positively on both wages w and employment E: U = U(w,E). We can draw union indifference curves (see Figure 11.4). Unions exist in most democratic societies as a basis for providing workers with a means of representative and with a voice in determining their wages and making conditions. Generally, it is believed that unions tend to raise the wages of their members. However, some economists dispute the ability of unions to raise the wages of workers above general market equilibrium levels.

In collective bargaining between firms and unions, there is usually a substantial range over which wages may be set. Such a situation is shown in Fig. 7. The figure shows that there is often more than one mutually acceptable outcome to the bargaining process. Workers organized in trade unions benefit from higher wages—the so-called union wage premium. Union bargaining also results in a fringe benefits premium for covered workers. Trade unions reduce wage inequality. The counter-cyclical wage premium helps to. Society and firms can benefit when the union wage premium is the result of productivity growth. However, if raised wages come at the expense of normal profits, this can damage the prospects of firms and employment growth to the long-term detriment of all. As union influence on wages has fallen, wage inequality has grown in many countries, perhaps to the detriment of most workers and employers alike. Union wage effects. IZA World of Labor 2014: 35 doi: 10.15185/izawol.35 | Alex Bryson Â© | July 2014 | wol.iza.org. Trade unions are organisations representing the interests of workers. They were formed to counter-balance the monopsony power of employers and seek higher wages, better working conditions and a fairer share of the company's profits. Critics of trade unions argue they can be disruptive to firms, discouraging investment and improved working practices. Furthermore, powerful unions can lead to macroeconomic problems such as wage inflation and lost productivity due to strike action. In the post-war period, trade unions gained substantial power and had a large influence over wages, unemployment and