

Industrial Relations: An International Perspective

WiSe 14/15

3. Concepts and Values



Presentations

Gul Rahman Mangal	USA	12.01.
Inga Christiansen Katharina Radau	Denmark	02.02.
Friederike Fechner Kerrin Appel Phillip Kobarg	Norway	12.01.

Petra Macalova Claire Stevenson Anna Pronk	Great Britain	19.01.
Ersin Arpaci Alex Foley Balint Sedlmayr	Austria	19.01.
Abdul Ghaffar Dilshad Hasanova	Japan	26.01.
Saul Berdon Divine Agbleke	Mexico	26.01.

Fairness

Article posted: 10/11/2013 5:00 AM

Unions have ensured fairness to workers



Unions launch Fairness at Work campaign

Monday, 22 July 2013, 3:15 pm

Press Release: Council of Trade Unions

22nd July 2013

SHOW OF STRENGTH

Unions stage protest for fair work conditions

National November 24 vote

Unions are beneficial to the economy because they protect workers' rights and make sure they are paid a fair wage. Unions are beneficial to the

Unions demand 'fair pay settlement'

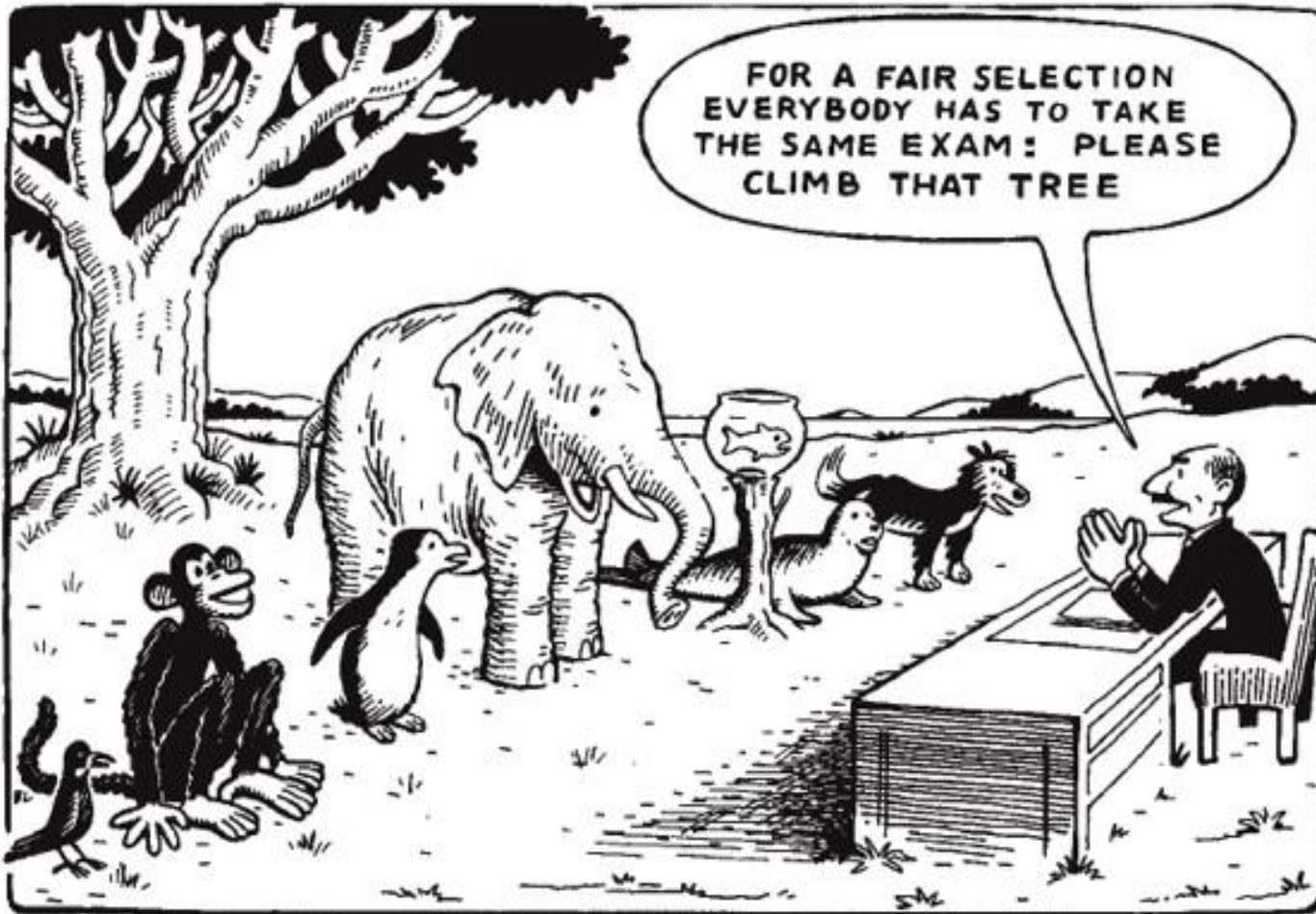
16 October, 2013 | By Ruth Keeling

Workplace Fairness and the Role of the Union

Jan. 17 Posted by: AM All Articles, Co-workers, Jobs, Union no comment

→ Unions committed to fair treatment for immigrant workers

What is „fair“?



Power and Authority

- What is power?
 - ability to control the environment
 - ability to influence decisions
 - capacity to elicit concessions from the other party
- Different sources of power
- Important: reciprocal perception of power in negotiations
- What is authority?
 - The legitimate use of power

Individualism and Collectivism

- People to be seen as individuals, not as „numbers“
- BUT: there is safety in numbers
- Loss in control/self-determination vs. gain in strength/power
- Improvement in own situation can only be achieved by improving the whole group's situation
- Most important factor: **solidarity**

Integrity and Trust

- Acting in accordance with one's personal values and beliefs
- „being true to yourself“
- Trust is lost when someone does not act according to his/her beliefs and words
- Trust is a concept established between people rather than between organizations

“Me, I'm dishonest, and you can always trust a dishonest man to be dishonest.”

Cpt. Jack Sparrow

Rights and Responsibilities

- Management's prerogative, „management's right to manage“
- Constraint on freedom?
 - responsible to the superiors
 - responsible for managing
- Result from interaction between different role expectations
 - Potential conflict
 - What are the responsibilities and rights?
 - How are these interpreted?
- Relationship between rights and responsibilities:

“Not just a matter of saving our skins”



Ein Film von Holger Wegemann

Schnitt: Tobias Rahm

Musik: Daniel Sauerborn

gefördert durch die Stiftung Menschenwürde und Arbeitswelt und Berger, Dr. Groß, Höhmann & Nawrot RECHTSANWÄLTE

While watching, keep in mind the different concepts and values.

How can they be identified in the proceedings shown in the documentary?

**Thanks for today and see you
next week!**