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# Patterns in Trade Union Reform

## Resources

There is a great deal of interest in union reform and renewal, and a great deal of academic work on the subject. In what follows we have tried to focus on the best of recent books and papers on the subject. They are divided up into the same areas we looked at in the article above. Below this you will find a bibliography of recommended texts, including all those we have mentioned.

## 1. Trade union reform around the world

Two recent edited collections which between them cover a very wide range of issues and national situations are Kelly & Frege (2004) and Jose (2002). The ILO's International Institute for Labour Studies, the publisher of Jose's collection, also regularly publishes new papers and discussion documents, all of which are available on line (<http://www.ilo.org/public/english/bureau/inst/>).

Ebbinghaus (2002) gives a useful overview of the situation in Europe. Kelly & Willman (2004) is just one example of the many works that deal with the British situation. For accounts of the experience of Russia and the countries of Central & Eastern Europe (CEE) see Cox & Mason (2000) and Kubicek (2002). Casale (2003) provides a useful summary of the current institutional position in the CEE countries, while Weiss (2004) focuses particularly on the prospects for the integration into the European Union IR system of the CEE states that have recently joined the EU. The situation in Argentina, Brazil and Chile is discussed by Cook (2002), while further consideration of the Brazilian case is to be found in Guidry (2003) and Seidman (1994). Kurvilla & Erickson (2002) discuss developments in seven Asian IR systems, and Ding et al (2002) and Zhu (1998) focus on China.

## 2. Financial and organisational change

Although they deal with the British case, Willman et al (1993, 1995) and Kelly & Willman (2004) are both useful sources on union organization and administration. Kahmann, Marcus (2003) is also well worth a look.

Recent examples of significant mergers include the formation of the giant Ver.di union in Germany – the largest independent trade union in the world (see [http://www.verdi.de/0x0ac80f2b\\_0x00d500e4](http://www.verdi.de/0x0ac80f2b_0x00d500e4) for an account of its aims & structures in English, with links to the same page in several other languages) – and the new Swiss union UNIA ([www.unia.ch](http://www.unia.ch)). The UNIA site provides a large amount of useful information in English as well as German, French and Italian.

### 3. New forms and principles of collective organisation

Bronfenbrenner et al (1998) and Heery et al (1999) summarise the organizing model and discuss its use in the UK and the USA. The websites of the AFL-CIO, the British TUC and the Australian ACTU provide more practically-oriented advice and information. The ICFTU has produced a campaign kit on organizing women workers (<http://www.icftu.org/www/pdf/u4w-campaignkit-en.pdf>).

Seidman (1994) describes the emergence of social movement unionism in Brazil and South Africa, while Johnson (1994) is likely to be of particular interest to PSI affiliates.

### 4. International trade unionism

Nissen (1999) and Alexander and Gilmore (1999) are useful sources on cross-border unionism.

As of November 2004, 34 Global Framework Agreements had been established. Details are available on the ICFTU website at <http://www.icftu.org/displaydocument.asp?Index=991216332&Language=EN>.

### 5. New union/management relations

Although not written purely from a union perspective, one of the best and most sophisticated arguments for the partnership position is to be found in a paper published by the Irish National Economic and Social Forum (NESF 1997). This is a tripartite body whose role is to provide background research and policy analysis which forms the background for national-level bargaining.

Wahl (2004) provides an excellent reasoned and non-sectarian statement of the anti-partnership position. Kelly (1998) provides a distinctive economic argument for oppositional or militant union strategies.

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