

Background

- Employees should have voice
- Can be at odds with **PROPERTY RIGHTS**
- ? **What Level** Team | Division | All
- ? **Who** All | Choose Rep | Choose to join
- ? **Enforcement**
- Institutionalise | Embed | Union recognition

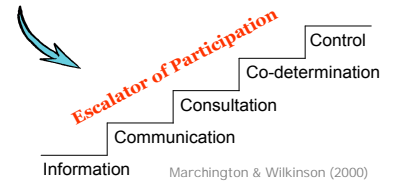
	Power Centred	Ownership Centred	Task Centred
Indirect	<ul style="list-style-type: none"> • Worker Directorship • Works Councils • Joint Partnerships 	<ul style="list-style-type: none"> • ESOP ~ Employee Share Ownership • Workers Cooperative 	<ul style="list-style-type: none"> • Shop Steward
Direct	<ul style="list-style-type: none"> • Focus Groups • Attitude Survey • Company Comms 	<ul style="list-style-type: none"> • Share Option Scheme 	<ul style="list-style-type: none"> • Job enrichment • Team Brief • Problem Solving

Classification

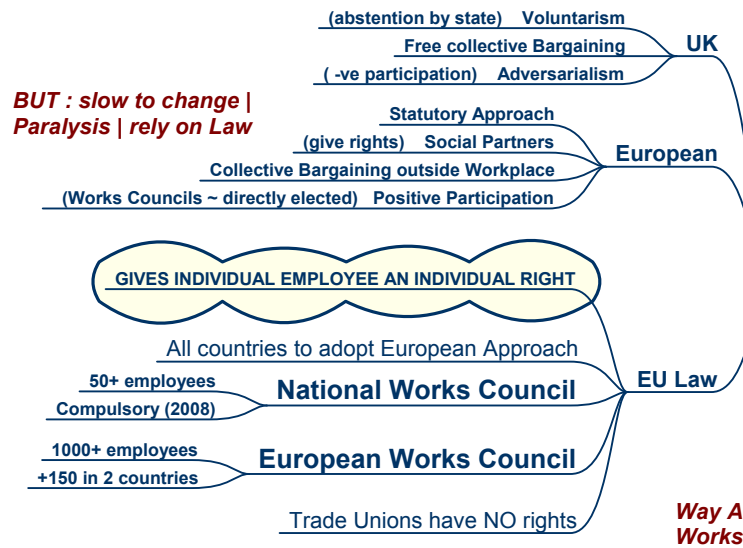
Types of Employee Voice Mechanisms

Scale of Determination

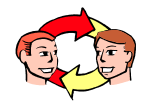
Note: True test is during a CRISIS



Voice Systems



Way Around : Get Union Rep on Works Council



Trades Union

