

## Glossary

**Closed shop:** formally known as a 'union membership agreement', now prohibited in the UK this is an arrangement under which trade union membership is made a compulsory condition of a job.

**Collective agreements:** agreements that are the outcomes of collective bargaining exercises.

**Collective bargaining:** this term is used to refer to the process by which pay, and other conditions of employment, are regulated jointly by an employer, or employers' association, and one or more trade unions.

**Corporatism:** a term that refers to the incorporation of employers' and trade union representative bodies into state policy making processes; often used as a means of moderating the wage demands of the latter.

**Employers' association:** a body that represents the employment and employment relations interests of a collective group of employers, often on an industry-wide basis.

**Joint consultation:** a form of workplace and organizational decision making under which managers submit their proposals to employees, or their representatives, to gauge their views, but retain the right to make the final decision.

**Joint regulation:** a term that is used to refer to the process by which terms and conditions of employment are determined jointly, as a result of bargaining between employers, or employers' associations (qv), and one or more trade unions.

**Juridification:** a term that is used to refer to the regulation of economic and social activities by legal statute.

**Managerial prerogative:** the right of managers to exercise unilateral control over workplace relations.

**Multi-employer bargaining:** this term applies to situations where collective bargaining takes place between a collective group of employers, usually in the form of an employers' association, and one or more trade unions.

**Neo-liberalism:** a political perspective which holds that the deregulation of markets, including labour markets, reductions in taxation, and the privatization of state assets are essential sources of economic competitiveness.

**Neo-unitary:** a variant of the unitary (qv) perspective in which the emphasis is placed on the use of sophisticated human resource management practices to elicit employees' commitment.

**Pluralist:** a perspective on employment relations that recognises that employers and employees may have conflicting interests, but that these can be resolved to the mutual

benefit of both by means of formal procedures, bargaining relationships with trade unions in particular.

**Procedural agreement:** a type of agreement that sets out the rules, or procedure, governing the relationship between the parties to it; such as the issues to be determined by collective bargaining (qv) for example.

**Shop steward:** a term that is often used in the UK to refer to unpaid union representatives in the workplace.

**Substantive agreement:** a type of agreement that covers the substance, or the outcomes, of, say, a collective bargaining (qv) encounter.

**Systems theory:** a theoretical perspective in employment relations that places an emphasis on the ways in which the procedures that exist to mediate the relationship between actors, such as unions and employers for example, generate the rules that govern the employment relationship in particular contexts.

**Tripartism:** a term used to refer to arrangements that facilitate the involvement of three parties – the government, unions, employers – in economic and social policy making.

**Unitary:** a perspective on employment relations that emphasizes the harmony of interests that exist between employers and their employees.

**Voluntarism:** a term that is used to describe the absence of state intervention in relations between employers and their employees, and between employers and trade unions.

**Wage drift:** a term that refers to the way in which, during the 1950s and 1960s in particular, workplace bargaining (qv) contributed to increasing earnings over and above those determined by industry-level settlements.

**White-collar unionism:** a term used to describe the trade union membership and characteristics of clerical, professional, and technical staff.

**Whitleyism:** an approach to employment relations in which the emphasis is placed on the development by employers of robust and wide-ranging joint consultation (qv) and collective bargaining (qv) arrangements; historically very common in the UK public sector.

**Workplace bargaining:** collective bargaining (qv) activity undertaken between managers and local union representatives in particular workplaces.