

# The Case for Workers' Co-ops

*Second Edition*

*Robert Oakeshott*

# Case For Workers Co Ops

**SB Merriam**



## Case For Workers Co Ops:

**The Case for Workers' Co-ops** Robert Oakeshott, 1990-09-25 This updated edition brings together evidence about the record of workers co operatives from around the world It summarizes the main developments since the last edition the most notable of these being the explosive growth of employee ownership in the United States *Worker Participation* John Pencavel, 2002-01-24 Once they accept a job most Americans have little control over their work environments In *Worker Participation* John Pencavel examines some of those rare workplaces where employees both own and manage the companies they work for the plywood cooperatives and forest worker cooperatives of the Pacific Northwest Rather than relying on abstract theories Pencavel reviews the actual experiences of these two groups of worker co ops He focuses on how worker owned companies perform when compared to more traditional firms and whether companies operate more efficiently when workers determine how they are run He also looks at the long term viability of these enterprises and why they are so unusual Most businesses are constantly caught in the battle over whether to use the firm s profits to pay labor or to increase capital Worker cooperatives provide an appealing case study because the interests of labor and capital are aligned If individuals have a role in setting goals they should have an added incentive to help meet those goals and productivity should benefit On the other hand observers have long argued that since any single employee in a co op reaps only a small benefit from working hard workers may shirk work and productivity can flag Furthermore co ops often have difficulty raising capital since they are constrained by how much money the workers have and banks are often reluctant to lend them money Using some fifteen years of data on forty mills in Washington State Pencavel examines how worker co ops really function He assesses the practical problems of running a workplace where every employee is a boss He looks at worker productivity on the job injuries and financial risks facing owner workers He considers whether co ops are inherently unstable and if they are plagued by infighting among the many worker owners Although many of the co ops he studied have closed or been replaced by conventional businesses Pencavel judges them to have been a success Despite the risks inherent in such operations allowing workers to make the decisions that profoundly affect them produces many benefits including workplace efficiency and increased job security However Pencavel concludes if more Americans are to enjoy such a working arrangement labor laws will have to be changed participation encouraged and a more vigorous public debate about worker participation must take place This book provides an excellent place to start the discussion *Case Studies: Business Conversions to Worker Cooperatives* Project Equity, 2016-01-27 This collection of case studies shows a range of examples of how specific businesses have converted from traditional business structures to become worker owned This is an important reference for businesses considering converting to a worker coop as well as any individual who would like to learn more about the specifics of the worker cooperative conversions We hope these case studies of businesses that have converted to worker cooperatives from other business forms will help inspire and inform other businesses that may be considering or are in the process of doing the

same For each case study we have pulled out the motivations for becoming a coop the logistics of the conversion and of the coop itself challenges key lessons and effective practices The publication includes Business Readiness Factors Help businesses figure out how ready they are and how they can set themselves up for a smoother and more successful transition to worker ownership Motivations Core reasons that business owners and employees decide to convert to a worker coop Typology of Conversions Four different types of worker coop conversions based on the situation of the owner and its employees Case Studies A dozen case studies of businesses that have converted to worker cooperatives

**Worker Cooperatives in America** Robert Jackall, Henry M. Levin, 1984-01-01 Compilation of essays on workers cooperatives in the USA covers historical aspects of production cooperatives the role of state aid in employment creation during the economic recession of the 1930s includes case studies of workers cooperatives in Berkeley California part Membership management pricing marketing discusses the role of workers stock ownership and financing legal aspects workers participation and future perspectives Bibliography questionnaire statistical tables

Cooperatives and Local Development Christopher D. Merrett, Norman Walzer, 2016-09-16 First Published in 2004 The market economy has changed profoundly over the past two centuries In the nineteenth century business enterprises were largely single product ventures managed directly by the owners and rooted within national economies In the twentieth century firms employed managers who were not owners Firms also evolved into multiproduct multiunit entities that could employ thousands of workers In the twenty first century many firms operate on a global scale taking advantage of free trade policies and rapidly evolving computer and telecommunications technologies Given this potential it is crucial that producers consumers economic developers and researchers realize how co ops can promote local economic and community development Hence this book includes the perceptions of experts on a variety of cooperative issues including the challenges involved in starting a co op and in understanding its impact on surrounding communities This book can be especially useful because it provides the theoretical foundations and practical applications of cooperative behavior

**Democratic Enterprise: Ethical business for the 21st century** Diarmuid McDonnell, 2012 The United Nations has declared 2012 to be the International Year of Co operatives in recognition of the impact that co operative enterprise has on more than three billion people across the globe Co operatives contribute to national and local economies in virtually every country by championing an ethical approach to business underpinned by internationally agreed values and principles Yet despite the wide ranging successes of co operatives in financial terms as well as in the development of sustainable communities the study of these democratic forms of enterprise remains surprisingly absent from the curricula of most university business schools around the world Designed primarily for undergraduate students Democratic Enterprise provides an introductory level analysis of democratic models of enterprise namely co operatives and employee owned businesses A supplement to any course that deals with these topics it also stands alone as a template for academics who wish to incorporate material on democratic models of enterprise into courses relating

to economics business studies sustainable development enterprise and organizational theory and behavior      **Worker Participation** John Pencavel,2002-01-31 Once they accept a job most Americans have little control over their work environments In Worker Participation John Pencavel examines some of those rare workplaces where employees both own and manage the companies they work for the plywood cooperatives and forest worker cooperatives of the Pacific Northwest Rather than relying on abstract theories Pencavel reviews the actual experiences of these two groups of worker co ops He focuses on how worker owned companies perform when compared to more traditional firms and whether companies operate more efficiently when workers determine how they are run He also looks at the long term viability of these enterprises and why they are so unusual Most businesses are constantly caught in the battle over whether to use the firm s profits to pay labor or to increase capital Worker cooperatives provide an appealing case study because the interests of labor and capital are aligned If individuals have a role in setting goals they should have an added incentive to help meet those goals and productivity should benefit On the other hand observers have long argued that since any single employee in a co op reaps only a small benefit from working hard workers may shirk work and productivity can flag Furthermore co ops often have difficulty raising capital since they are constrained by how much money the workers have and banks are often reluctant to lend them money Using some fifteen years of data on forty mills in Washington State Pencavel examines how worker co ops really function He assesses the practical problems of running a workplace where every employee is a boss He looks at worker productivity on the job injuries and financial risks facing owner workers He considers whether co ops are inherently unstable and if they are plagued by infighting among the many worker owners Although many of the co ops he studied have closed or been replaced by conventional businesses Pencavel judges them to have been a success Despite the risks inherent in such operations allowing workers to make the decisions that profoundly affect them produces many benefits including workplace efficiency and increased job security However Pencavel concludes if more Americans are to enjoy such a working arrangement labor laws will have to be changed participation encouraged and a more vigorous public debate about worker participation must take place This book provides an excellent place to start the discussion      **Waking the Asian Pacific**

**Co-operative Potential** Morris Altman,Anthony Jensen,Akira Kurimoto,Robby Tulus,Yashavantha Dongre,Seungkwon Jang,2020-06-21 Replete with case studies Waking the Asian Pacific Cooperative Potential applies a novel theoretical framework to aid in understanding meaningful change in cooperative firms mutual firms collectives and communes focusing in particular on the underexamined Asia Pacific region It explores the common albeit competing objectives of transformational cooperatives that deliver a range of social benefits and corporative coops where the cooperative exhibits the characteristics of a competitive investor firm The book provides examples of successful cooperatives in eleven countries across the Asia Pacific and reviews the theoretical framework of cooperatives including issues pertaining to socio economic politico legal and domestic and international factors Waking the Asian Pacific Co operative Potential provides early career

researchers and graduate students with a systematic resource of cooperatives in the Asia Pacific highlighting core lessons from case studies regarding the ideal role of cooperatives in a modern economy and on the enabling factors of the role of the state the market potential for scale up the mitigation of poverty and civil society Provides numerous case studies drawn from successful co operative organizations across the Asia Pacific region Advances a theoretical framework to help readers access and understand the reasons for co operative success in the Asia Pacific region Develops tools for practitioners to establish effective co operatives and restructure them to optimal goals

**Co-operative Struggles: Work Conflicts in Argentina's New Worker Co-operatives** Denise Kasparian,2021-11-15 In Co operative Struggles Denise Kasparian expands the theoretical horizons regarding labour unrest by proposing new categories to make visible and conceptualize conflicts in the new worker co operativism of the twenty first century After the depletion of neoliberal reforms at the dawn of the twenty first century in Argentina co operativism gained momentum mainly due to the recuperation of enterprises by their workers and state promotion of co operatives through social policies These new co operatives became actors not just in production but in social struggle Their peculiarity lies in the fact that they shape a socio productive form not structured on wage relations workers are at the same time members of the organisations Why how and by what cleavages and groupings do these co operative workers without bosses come into conflict Co operative Struggles received honourable mention in 2024 for the biennial Joyce Rothschild Book Prize which recognizes significant contributions to the advancement of economic democracy

Consolidated Digest of Workers' Compensation Cases New Zealand. Department of Labour,1915 *The Labour Monthly* ,1925 Includes section Book reviews International Labour Review ,1925 **Consumers' Cooperation** ,1921 *Brotherhood of Locomotive Firemen and Enginemen's Magazine* ,1926 *The Board of Trade Labour Gazette* ,1909 Co-operative Manager and Farmer ,1927 **Cooperation** ,1926 **The Co-operative Pyramid Builder** ,1930 **Labour-copartnership** ,1895 **Monthly Labor Review** ,1929

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