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industrial democracy is an arrangement which involves workers making decisions sharing responsibility and authority in the workplace while in participative management organizational designs workers are listened to and take part in the decision making process in organizations employing industrial democracy they also have the final decisive political democracy to understand what might be meant by industrial democracy and what its consequences might be we must first understand the general principles that underlie the design of political democracies our feelings and attitudes about democracy within or ganizations that is to say industrial democracy this chapter then reconstructs the industrial democracy paradigm which contends that work first needs democratising before the rest of the institutions in society it first examines the deweyian conception of the relationship between work and democracy influenced in this chapter first scans the historical context of the labor question in the united states and the radically diverse interpretations and experimentation with industrial democracy widely seen as the answer second it outlines how industrial democracy ultimately came to have meaning through collective bargaining with the enactment as we have seen in industrial

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democracy covers a broad spectrum of meanings from internal union democracy over collective bargaining to co determination at shopfloor enterprise industry and national economic level the term industrial democracy first came into use in both great britain and the united states in the 1890s during the great crisis of what many historians now call the second industrial revolution the epoch of economic instability great corporate mergers and mass strikes in steel and coal and on the rails abstract the following article gathers notes and comments on industrial democracy its terminology history and current developments industrial democracy is an enigmatic term whose the current interest in industrial democracy is part of the historical movement in which workers everywhere have struggled for an equitable share in production and for improved working conditions industrial democracy is an enigmatic term whose spectrum of meanings is explored in the first section the anglo saxon terminology going back to s and b webb will be compared with the german vocabulary of wirtschaftsdemokratie and co determination the following sections deal with the peculiarities of german co determination books internationalization and domestic politics the industrialized democracies part ii the industrialized democracies published online by cambridge university press 20 march 2010 edited by robert o keohane and helen v milner chapter get access cite summary the focus here is placed on the national discourses on political and industrial democracy thus on the ideational relationship between state democracy and economy it is particularly these discourses that shaped the developing paradigms of employment research business statistics has developed a composite indicator to measure the

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