

FAREWELL TO THE FACTORY

AUTO WORKERS IN THE LATE TWENTIETH CENTURY

RUTH MILKMAN

"Farewell to the Factory is one of those rare books that brilliantly illuminates current transformations in the organization of work and work lives."

—Fred Block, author of *Postindustrial Possibilities*

Farewell To The Factory Auto Workers In The Late Twentieth Century

Nichola Lowe



Farewell To The Factory Auto Workers In The Late Twentieth Century:

Farewell to the Factory Ruth Milkman, 2023-09-01 This study exposes the human side of the decline of the U S auto industry tracing the experiences of two key groups of General Motors workers those who took a cash buyout and left the factory and those who remained and felt the effects of new technology and other workplace changes Milkman s extensive interviews and surveys of workers from the Linden New Jersey GM plant reveal their profound hatred for the factory regime a longstanding discontent made worse by the decline of the auto workers union in the 1980s One of the leading social historians of the auto industry Ruth Milkman moves between changes in the wider industry and those in the Linden plant bringing both a workers perspective and a historical perspective to the study Milkman finds that contrary to the assumption in much of the literature on deindustrialization the Linden buyout takers express no nostalgia for the high paying manufacturing jobs they left behind Given the chance to make a new start in the late 1980s they were eager to leave the plant with its authoritarian prison like conditions and few have any regrets about their decision five years later Despite the fact that the factory was retooled for robotics and that the management hoped to introduce a new participatory system of industrial relations workers who remained express much less satisfaction with their lives and jobs Milkman is adamant about allowing the workers to speak for themselves and their hopes frustrations and insights add fresh and powerful perspectives to a debate that is often carried out over the heads of those whose lives are most affected by changes in the industry This study exposes the human side of the decline of the U S auto industry tracing the experiences of two key groups of General Motors workers those who took a cash buyout and left the factory and those who remained and felt the effects of new technology

International Encyclopedia of Economic Sociology Jens Beckert, Milan Zafirovski, 2006 Dealing with the multiple and complex relations between economy and society this encyclopedia focuses on the impact of social political and cultural factors on economic behaviour It is useful for students and researchers in sociology economics political science and also business organization and management studies

The Economics of Inequality, Poverty, and Discrimination in the 21st Century Robert S. Rycroft, 2013-03-07 Leading scholars examine the conflicting paradigms of affluence and destitution in the United States as well as other free societies and discuss the influence of education race and status on economic mobility While recent catastrophic events in New Orleans and Haiti may have magnified issues of social inequity leaders have debated over poverty and discrimination for decades Are the poor disadvantaged by the institutions of society or by the choices they make Through two insightful volumes the author examines differing academic and political perspectives to help shed light on the causes of poverty and inequality the role that gender race age or sexual preference plays in determining opportunity and the effectiveness of current social and economic policies in balancing the inequity among disparate groups The Economics of Inequality Poverty and Discrimination in the 21st Century consists of 2 volumes containing 32 papers divided into 5 categories measurement inequality and mobility institutions and choices demographic groups and

discrimination and policy The papers written by economists sociologists philosophers and lawyers deal with the extent of inequality in the United States and how it compares to other countries and the newly emerging evidence on the relationship between inequality and mobility within a society

Putting Skill to Work Nichola Lowe, 2021-03-16 An argument for reimagining skill in a way that can extend economic opportunity to workers at the bottom of the labor market America has a jobs problem not enough well paying jobs to go around and not enough clear pathways leading to them Skill development is critical for addressing this employment crisis but there are many unresolved questions about who has skill how it is attained and whose responsibility it is to build skills over time In this book Nichola Lowe tells the stories of pioneering workforce intermediaries nonprofits unions community colleges that harness this ambiguity around skill to extend economic opportunity to workers at the bottom of the labor market

From Steel to Slots Chloe E. Taft, 2016-04-06 Bethlehem PA was synonymous with steel But after the factories closed the city bet its future on casino gambling Chloe Taft describes a city struggling to make sense of the ways global capitalism transforms jobs landscapes and identities While residents often have few cards to play the shape economic progress takes is not inevitable

Organizing Immigrants Ruth Milkman, 2018-09-05 Recruiting the growing numbers of immigrants into union ranks is imperative for the besieged U S labor movement Nowhere is this task more pressing than in California where immigrants make up a quarter of the population and hold many of the manual jobs that were once key strongholds of organized labor The first book to offer in depth coverage of this timely topic *Organizing Immigrants* analyzes the recent history of and prospects for union organizing among foreign born workers in the nation s most populous state Are foreign born workers more or less receptive to unionization than their native born counterparts Are undocumented immigrants as likely as legal residents and naturalized citizens to join unions How much does the political cultural and ethnic background of immigrants matter What are the social political and economic conditions that facilitate immigrant unionization Drawing on newly collected evidence the contributors to this volume explore these and other questions analyzing immigrant employment and unionization trends in California and examining recent strikes and organizing efforts involving foreign born workers The case studies include both successful and unsuccessful campaigns innovative and traditional strategies and a variety of industrial and service sector settings

The SAGE Handbook of the Sociology of Work and Employment Stephen Edgell, Heidi Gottfried, Edward Granter, 2015-12-03 The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world The coverage is both comprehensive and comparative in terms of time and space and each state of the art chapter provides a critical review of the literature combined with some thoughts on the direction of research This authoritative text is structured around six core themes Historical Context and Social Divisions The Experience of Work The Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work Globally the contours of work and employment are changing dramatically This handbook helps academics and practitioners make sense of

the impact of these changes on individuals groups organizations and societies Written in an accessible style with a helpful introduction the retrospective and prospective nature of this volume will be an essential resource for students teachers and policy makers across a range of fields from business and management to sociology and organization studies

Unions in America Gary Chaison,2005-11-09 *Unions in America* provides a concise and current introduction to what America s labor unions do and why they do it In this engaging text author Gary Chaison portrays America s unions as complex self governing organizations that are struggling to regain their lost membership bargaining power and political influence This accessible textbook offers an impartial overview of American unions that ranges from the struggle for recognition from employers in their earliest years to their present day difficulties

Key Features Provides a clear and unbiased view of unions to present readers with an impartial perspective Offers readers a current assessment of unions with recent examples and descriptions of emerging or continuing trends in organizing collective bargaining and political action Provides a concise overview of unions that introduces readers to fundamental union activities without overwhelming them with too many details about alternative process outcomes and legal issues Covers a wide range of important topics such as the evolution of unions union structure and growth union government and administration the union as bargaining agent union political activities proposals for union revival and insight on the future of unions *Unions in America* is an excellent text for undergraduate and graduate students studying unions and labor relations in a variety of fields including Industrial Relations Human Resource Management Economics and Sociology It will also be a valuable resource for workers managers or anyone else looking for a foundation for understanding the state of unions in America

Work and Society Tim Strangleman,Tracey Warren,2008-04-10 *Work and Society* provides a comprehensive investigation of the major trends in work and employment The changing social order and its impact upon the labour market in recent years alongside the huge changes brought about by new technology and globalization are considered

We Are in This Dance Together Nancy Plankey-Videla,2012-07-04 Changes in the global economy have real and contradictory outcomes for the everyday lives of women workers In 2001 Nancy Plankey Videla had a rare opportunity to witness these effects firsthand Having secured access to one of Latin America s top producers of high end men s suits in Mexico for participant observer research she labored as a machine operator for nine months on a shop floor made up mostly of women The firm had recently transformed itself from traditional assembly techniques to lean cutting edge Japanese style production methods Lured initially into the firm by way of increased wages and benefits workers had helped shoulder the company s increasing debts When the company s plan for successful expansion went awry and it reneged on promises it had made to the workforce women workers responded by walking out on strike Building upon in depth interviews with over sixty workers managers and policy makers Plankey Videla documents and analyzes events leading up to the female led factory strike and its aftermath including harassment from managers corrupt union officials and labor authorities and violent governor sanctioned police actions *We Are in This Dance Together* illustrates

how the women's shared identity as workers and mothers deserving of dignity respect and a living wage became the basis for radicalization and led to further civic organizing against the state the company and the corrupt union to demand justice

Corporate Wasteland Steven C. High, David W. Lewis, 2007 Through a blend of oral history photographs and interpretive essays *Corporate Wasteland* encourages readers to look beyond nostalgia as the authors reinterpret our deindustrialised landscape as a historical and imaginative challenge to the ways in which we comprehend and respond to the profound disruptions wrought by globalization

Auto Pact Dimitry Anastakis, 2005-01-01 The 1965 Canada United States Automotive Trade agreement fundamentally reshaped relations between the automotive business and the state in both countries and represented a significant step toward the creation of an integrated North American economy Breaking from previous conceptions of the agreement as solely a product of intergovernmental negotiation Dimitry Anastakis's *Auto Pact* argues that the big three auto companies played a pivotal role and benefited immensely in the creation and implementation of this new automotive regime With the border effectively erased by the agreement the pact transformed these giant enterprises into truly global corporations Drawing from newly released archival sources Anastakis demonstrates that for Canada's automotive policy makers continentalism was a form of economic nationalism Although the deal represented the end of any notion of an indigenous Canadian automotive industry significant economic gains were achieved for Canadians under the agreement Anastakis provides a fresh and alternative view of the auto pact that places it firmly within contemporary debates about the nature of free trade as well as North American and indeed global integration Far from being a mere artefact of history the deal was a forerunner to what is now known as globalization

Critical Study Of Work Rick Baldoz, 2009 Essays that challenge the benefits of globalization and new technologies

The Face of Decline Thomas L. Dublin, Walter Licht, 2016-11-15 The anthracite coal region of Pennsylvania once prospered Today very little mining or industry remains although residents have made valiant efforts to restore the fabric of their communities In *The Face of Decline* the noted historians Thomas Dublin and Walter Licht offer a sweeping history of this area over the course of the twentieth century Combining business labor social political and environmental history Dublin and Licht delve into coal communities to explore grassroots ethnic life and labor activism economic revitalization and the varied impact of economic decline across generations of mining families *The Face of Decline* also features the responses to economic crisis of organized capital and labor local business elites redevelopment agencies and state and federal governments Dublin and Licht draw on a remarkable range of sources oral histories and survey questionnaires documentary photographs the records of coal companies local governments and industrial development corporations federal censuses and community newspapers The authors examine the impact of enduring economic decline across a wide region but focus especially on a small group of mining communities in the region's Panther Valley from Jim Thorpe through Lansford to Tamaqua The authors also place the anthracite region within a broader conceptual framework comparing anthracite's decline to parallel developments in

European coal basins and Appalachia and to deindustrialization in the United States more generally The Palgrave Handbook of Change and Resilience at Work Joan Marques, 2025-07-29 This handbook focuses on two critical aspects in today's professional environments: change and resilience. Change has manifested itself as a constant in today's world, often caused by factors beyond our control. Resilience emanates from our efforts to convert changes from challenges into opportunities. The book addresses three main themes: 1) adapting to a changing work landscape which explores the historical, societal, technological, and global factors influencing work environments; 2) leadership in times of flux, investigating leadership roles and strategies during organizational change, including communication tactics, ethical considerations, and the transformative impact of leadership and building resilience in the face of uncertainty; and 3) leadership, humor, collaboration, and adapting ancient traditions to modern challenges. Due to its fascinating range of topics, this handbook will be of interest to a broad range of readers, including researchers, practitioners, and coaches interested in understanding organizational operations and employees' adaptations to societal changes.

The Impact of Globalization on the United States Michelle Bertho, Beverly Crawford, Edward A. Fogarty, 2008-09-30 Over the past decade, a virtual cottage industry has arisen to produce books and articles describing the nature, origins, and impact of globalization. Largely and surprisingly absent from this literature, however, has been extensive discussion of how globalization is affecting the United States itself. Indeed, it is rarely even acknowledged that while the United States may be providing a crucial impetus to globalization, the process of globalization, once set in motion, has become a force unto itself. Thus, globalization has its own logic and demands that are having a profound impact within the United States, often in ways that are unanticipated. This set offers the first in-depth, systematic effort at assessing the United States not as a globalizing force but as a nation being transformed by globalization. Among the topics studied are globalization in the form of intensified international linkages; globalization as a universalizing and/or Westernizing force; globalization in the form of liberalized flows of trade, capital, and labor; and globalization as a force for the creation of transnational and superterritorial entities and allegiances. These volumes examine how each of these facets of globalization affects American government, law, business, economy, society, and culture.

International and Comparative Business Leo McCann, 2013-11-14 Erudite and accessible, McCann demonstrates how the nation gets reconfigured around the global without losing some of its unique features. Far from being a one-size-fits-all Anglo-American template, neoliberalism comes in many different hues and variations. This is by far the best textbook in the field and is destined to become a classic for years to come. Manfred B. Steger, Professor of Political Science at the University of Hawai'i Manoa, Honolulu, Hawai'i, USA. A sweeping examination of systems of capitalism in theory and in the world's major industrial economies leads Leo McCann to challenge the conventional wisdom on globalization. Historical analysis of the evolution of business systems and detailed examination of present practice demonstrate persuasively that, despite facing common challenges, distinctive national differences remain salient. A must-read for anyone who needs to understand how

business systems operate in an increasingly interdependent world economy Dr Eileen Appelbaum Senior Economist Center for Economic and Policy Research Washington DC USA Globalization has profound effects on national economies even as distinct national models of capitalism remain International and Comparative Business accessibly tracks the historical and socio political contexts of the world s major countries on a chapter by chapter basis to the present day The book provides a comprehensive critical yet concise introduction to each of the economies key features including macro overviews as well as organizational and workplace level analysis Each chapter features learning objectives in depth interpretation and critique of key literature and annotated further reading to allow readers to rigorously navigate their way through the wealth of material available for each country This text is essential reading for students and researchers in the areas of international business and cross cultural management comparative political economy and history Leo McCann is Senior Lecturer in International and Comparative Management at Manchester Business School University of Manchester UK Telecommunications Industry in India Dilip Subramanian,2017-08-04 Telecommunications Industry in India represents the first comprehensive study of a state run enterprise in the telecommunications industry The study traces over a period of half a century 1948 2009 the growth and decline of Indian Telephone Industries ITI At the heart of the monograph stands one central interrogation How does the socio technical system of production in a state controlled firm shape the relations linking the four main actors the state management union and workers The original contribution of this book lies in combining business history and labour history within a single conceptual framework The author evaluates the broader conclusions about the telecommunications industry and public sector through the lens of an individual firm to arrive at a more nuanced understanding of the dynamics of change in the globalizing Indian economy The work is well in command of the literature on the global business history counterparts of ITI in the telecommunications industry It is further strengthened by the use of French material on the subject which is now accessible for the first time in English Please note Taylor Francis does not sell or distribute the Hardback in India Pakistan Nepal Bhutan Bangladesh and Sri Lanka **Manufacturing Catastrophe** Shaun S. Nichols,2024-01-12 American economic history has traditionally been told as a narrative of industrialization and affluence collapsing into globalization and industrial decay Offering a reappraisal of this pattern Manufacturing Catastrophe traces the successive rise and fall of the whaling textile garment electronics and high tech industries in Massachusetts over the past two hundred years It shows how business labor and political leaders repeatedly mobilized the lure of crisis cheap labor low taxes and generous manufacturing subsidies to pull and push both capital and workers across the continents repeatedly remaking the pioneering industrial cities of Fall River and New Bedford Workers ranging from migrating Azorean seamen to British weavers to Quebecois farmers and capitalists including mobile manufacturers globetrotting whalers and multinational conglomerators participated in the creation of regional growth and with it American industrial ascendance Exploring the paradoxical and recurring coexistence of high unemployment and labor shortages in these cities this book explains why recovery and growth

have not necessarily translated into long term prosperity In doing so it illuminates how economic catastrophe was ironically a critical ingredient in the making of America s industrial hegemony **Comparative Political Economy of Work** Marco Hauptmeier,Matt Vidal,2014-03-07 An edited book in the Critical Perspectives on Work and Employment series associated with the annual International Labour Process Conference The book focuses on comparative work and employment relations research conducted within a broader political economy framework Written by leading academics it contains cutting edge research

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Farewell To The Factory Auto Workers In The Late Twentieth Century Introduction

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