

# EMPLOYEE OWNERSHIP AND EMPLOYEE INVOLVEMENT AT WORK

Case Studies

**Edited by** Daphne Berry  
and Takao Kato

ADVANCES IN THE ECONOMIC  
ANALYSIS OF PARTICIPATORY &  
LABOR-MANAGED FIRMS

**VOLUME 18**

**EMPLOYEE OWNERSHIP AND  
EMPLOYEE INVOLVEMENT  
AT WORK: CASE STUDIES**

# ADVANCES IN THE ECONOMIC ANALYSIS OF PARTICIPATORY & LABOR-MANAGED FIRMS

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OF PARTICIPATORY & LABOR-MANAGED  
FIRMS VOLUME 18

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AND EMPLOYEE  
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CASE STUDIES**

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# FOREWORD

The series *Advances in the Economic Analysis of Participatory and Labor-Managed Firms* was launched three decades ago by Derek C. Jones and Jan Svejnar. Since then, *Advances* has been a leading forum for high-quality original theoretical and empirical research in the broad area of participatory and labor-managed organizations.

It is my great pleasure to present Volume 18 of *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*. *Advances* has been making frequent use of guest editors. This volume is also ably edited by Daphne Berry (jointly with me). Being a book series, *Advances* has an advantage over regular scholarly journals in terms of the nature and scope of what it publishes. Last year we started to take advantage of its flexibility and publish a research monograph. This year we continue to take advantage of its flexibility and publish a collection of real-world examples of employee participation and shared capitalism, which we believe are of great value to scholars, policy-makers, and practitioners of management.

The scope of *Advances* will also continue to reflect great changes in the realities of participatory organizations over the last few decades. Following the disintegration of the Former Republic of Yugoslavia, the principal systemic example of self-management was replaced with diverse forms of participatory systems. In advanced market economies, many firms have been experimenting with new and innovative work practices aimed at promoting employee participation in decision-making in the workplace (sometimes even at the top corporate level) and alternative compensation systems designed to align the interest between labor and management. In addition, a number of significant examples of worker cooperatives have flourished. In transition economies, the collapse of the former USSR triggered widespread experimentation with diverse forms of participation, in particular employee ownership. Finally, with the rise of the East Asian economies (first Japan, then South Korea, and most recently China), the geographical scope of *Advances* started to expand to include East Asia. This volume continues to reflect the emergence of multiple centers of gravity of the global economy.

I hope you will find this volume informative and stimulating and share information about *Advances* with other interested colleagues. Finally, Volume 18 will be my last volume of *Advances* as series editor, and I would like to take this opportunity to thank all past guest editors, publishers, contributors, and readers of *Advances*.

Takao Kato  
Series Editor