



L2929 evaluation

Behaviour: Organisational involvement

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Agenda

- Practical points
- Discussion of readings
- Union simulation:
 - Deciding whether or not to join
 - Electing a negotiator and voting on strike action
 - Negotiating and voting on any deal



Practical points

- Blog response questions
- L2929 evaluation
- Strike action next week



Essential reading overview

Fox and Lawless use a survey of people who are highly eligible to be political candidates to show that many willing and qualified women do not pursue office because they are less likely to be asked to than men. Also find that women's organisations can greatly reduce the disparity.

Habyarimana et al. use games amongst players recruited from the (ethnically diverse) Mulago-Kyebando area of Kampala, and associated survey data, to show that different ethnic groups do not have many notably different public goods preferences. Instead, 'technologies' (shared languages, experiences, or understandings) and strategic selection (reflecting in-group norms) better explain greater within than between group co-operation.

Olson distinguishes between individuals, privileged or intermediate groups, and latent groups, noting the particularly difficult of organising the latter due to free-rider problems, which may be overcome with selective incentives.

Scarrow and Gezgor use European survey data to show that the gap between party members and supporters (in the population) is contracting on many measures as membership falls, counter to assumptions.



Union simulation: First task

- Currently:
 - One third of the workforce are members of the union
 - One third of the workforce are not members of the union
 - You (collectively) represent the final third of the workforce
- Read your profile carefully
- Do any sums that you need to figure out costs
- Decide whether to join the union (or to free-ride)
- Deliver your membership decision to me



Union simulation: Second task

- Union members:
 - Discuss your negotiating position as a group
 - Elect one person as your negotiator
- Then:
 - Re-read your profile carefully
 - Do any necessary sums and decide whether you want to go on strike
 - Note: it will cost you a weeks' gross salary and may upset your students
 - Consider the arguments from the union negotiator and the employers' representative
 - Vote in the secret ballot
- Meanwhile:
 - The employers' representative and the union negotiator will be given separate tasks



Union simulation: Third task

- Results of the strike ballot revealed
- If a strike is not happening:
 - That's the end and the status quo remains
- If a strike is happening:
 - Negotiations occur between the union and the employer
 - The union members discuss what deal they would be willing to accept
 - The union negotiator reports any deal that has been offered
 - The employers' representative can present their case in favour of the deal
 - The employees vote on whether to accept the deal in a secret ballot

