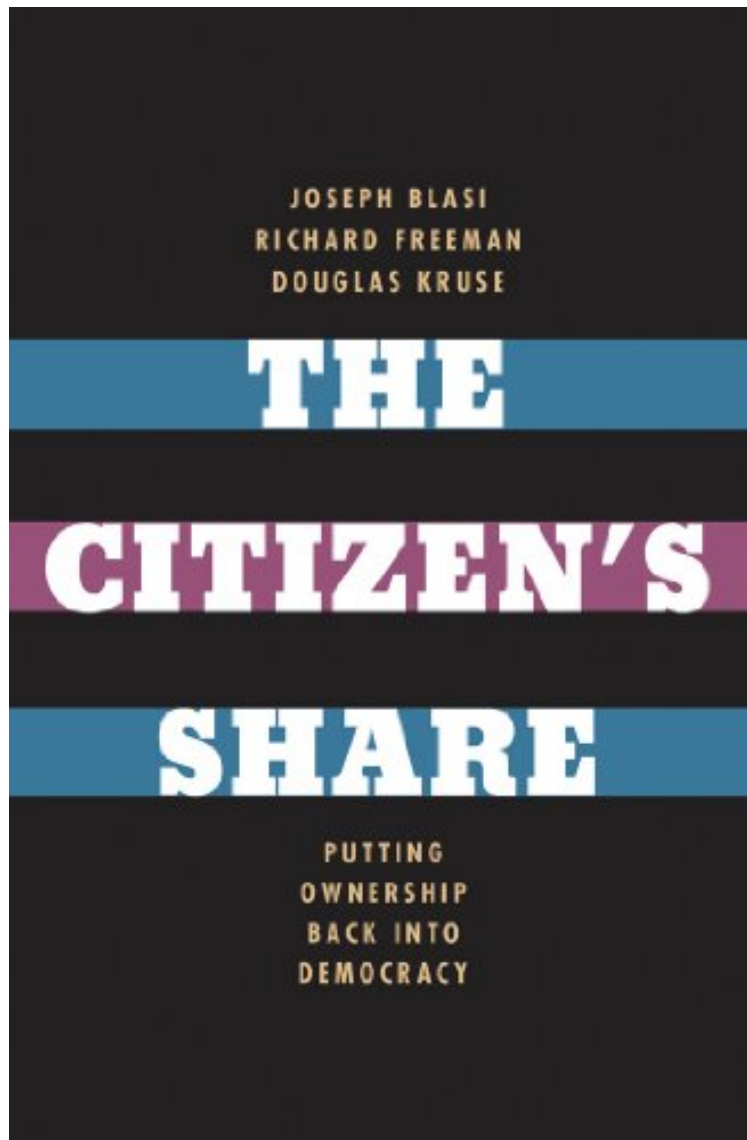


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The Citizen's Share: Putting Ownership Back into Democracy

Joseph R. Blasi, Richard B. Freeman, Douglas L. Kruse
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Joseph R. Blasi, Richard B. Freeman, Douglas L. Kruse : The Citizen's Share: Putting Ownership Back into Democracy before purchasing it in order to gage whether or not it would be worth my time, and all praised The Citizen's Share: Putting Ownership Back into Democracy:

0 of 0 people found the following review helpful. Superb book! The authors make the case that offering ...By James E. MarcumSuperb book! The authors make the case that offering profit sharing and stock options, etc., make companies more prosperous when the employees have a share in the ownership of the company. Through extensive research they show that this practice is consistent with the vision of our founding fathers about the value of land ownership, and that

in our more modern, urban society this vision can be achieved by providing employees with a share in the ownership of the company through stock options and profit sharing. This is one of the most carefully researched books I have read. 1 of 1 people found the following review helpful. A Seminal Book Providing Doable Solutions to the Growing Gap Between the 1% and the Rest of Us By Joseph V. Rafferty Book Review of: The Citizen's Share, by Joseph Blasi, Douglas Kruse and Richard Freeman By Joseph V. Rafferty This remarkable watershed book, The Citizen's Share, by legendary researchers at Rutgers University, Joseph Blasi, Douglas Kruse and Richard Freeman could be one of the answers currently challenging Americans today: how to solve the growing gap between Rich and Poor. A scan of the book will summarize the deep rooted history from our founding Fathers through every phase of the growth of our nation that Ownership-- initially of land--and later sharing in the productive benefits of their work places, via corporate profit sharing, Employee Stock Ownership Plans (ESOPs), and other forms of Stock ownership--was a preeminent intention of our Founding Fathers, including Washington, Jefferson, Adams and Hamilton. The book highlights with extensive research that our country's leaders have striven to find a way to allow workers to share in the profits of their work. ESOPs are important, not only because the employees do not have to purchase the shares (earning them instead through sweat equity), but also because the laws controlling ESOPs insure that the lower paid workers get their rightful share. Yet, today, there are only about 10,000 companies with ESOPs--about the same as 20 years ago--a tiny fraction of what could be. Beginning on page 201, the authors present 11 steps our Government could take to fulfill what always has been in our culture--allowing the majority of workers to receive more than salary, but a significant share of capital ownership. In this day where the politics and headlines besiege us with the 1% versus the declining 'middle class,' many employee owners are astounded that no major political leaders have embraced the idea that employee ownership should be energetically expanded. I have been personally observing various forms of employee ownership for over two decades in 22 different states. Except for a miniscule number of well publicized ESOP failures, they have proven to be more productive, four times more likely to withstand bad recessions--as demonstrated in the last five years--and most importantly, creating significant capital wealth for the employee owners in these companies as compared to non-employee owned organizations. 1 of 1 people found the following review helpful. How to Achieve More Economic Equity in the World By Bill Moore The struggle for economic equality has been going on since 1776, from debates over cod fishery payments to homestead act to the creation of ESOPs. The authors, and others including Richard Wolff, argue that what's needed is more 'broad-based capitalism' or in Wolff's term, democracy in the workplace, through greater employee ownership and active participation in the enterprise, and the most effective vehicles for achieving this appears to be a combination of profit/gain sharing and employee shares/stock options.

The idea of workers owning the businesses where they work is not new. In America's early years, Washington, Adams, Jefferson, and Madison believed that the best economic plan for the Republic was for citizens to have some ownership stake in the land, which was the main form of productive capital. This book traces the development of that share idea in American history and brings its message to today's economy, where business capital has replaced land as the source of wealth creation.

'America used to be based on broad access to wealth and property. If you want to know more about this tradition, and how to revive it, read this book.'--Thomas Piketty, author of Capital in the Twenty-First Century