



# Exploring the Economic Benefits of Employee Ownership

by

**Michael Palmieri**

PhD Candidate

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# Literature Review: Synthesizing Two Fields

## Creating a dialogue

- ▶ Political Science and employee ownership are largely distinct fields of study.
- ▶ Though they focus on different outcomes, they deem similar concepts important in their analysis

### Political Science:

The role of the workplace is underexplored.



### Employee Ownership:

The political dimensions are underexplored.



# Empirical Chapter: The Benefits of Employee Share Ownership

## Literature

- ▶ Rising economic inequality (Saez & Zucman, 2020) is associated with negative social and political outcomes (Schäfer & Schwander, 2019; Wilkinson & Pickett, 2009)
- ▶ The same can be said about precarious work (Kalleberg & Vallas, 2017; Macmillan & Shanahan, 2021)
- ▶ Unionization is one strategy to lessen economic inequality (Farber et al., 2021) and improve work quality (Fievsen, 2023), but growth is constrained (Hertel-Fernandez, 2020)

## Research Questions

- ▶ What are the benefits of employee share ownership and how do they compare to union membership?
- ▶ Do the benefits of employee ownership extend to non-white and female individuals?

## Contribution

- ▶ Situate employee ownership in discussions concerning economic inequality and work quality.
- ▶ Highlight the role of the workplace as an important explanatory factor for economic inequality.

# Empirical Chapter: The Benefits of Employee Share Ownership

## Findings

- ▶ Employee Ownership is positively associated with various workplace benefits that are similar or slightly greater than those found among union members.
- ▶ Similar relationships are found when exploring female and Black subgroups, though to a lesser extent.

