

# A Life Plan View of Employment and the Ethics of Dismissal

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# The Conventional View



Figure 1: A Contractual View

# The Conventional View of Employment and Dismissal

- employment as contract

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# The Conventional View of Employment and Dismissal

- employment as contract
- at-will vs. just cause
- instrumental views of labour law regulation
- or: employment relationship as potentially inherently objectionable

## A Simplistic View?



Figure 2: Coal Miners

# The Basic Life Plan View

- interests in being able to form and pursue personal life plans



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- well-being and autonomy interests
- prima-facie entitlement to resources required for this
- grounding e.g. occupancy rights

# Employment and Life Plans

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- employees have important interests in maintaining that access
- that gives us reasons against dismissal

## Employment-dependent projects



**3 Steps To Make  
More Money  
AND More Time**  
YesFinanciallyFree.com

Figure 3: Money/Free Time Profile)

## Career-dependent projects





# Job-dependent projects



Figure 5: CERN

# Implications for Dismissal

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  - property rights
  - efficiency
- takes into account what employment means in people's lives!

# Democratic Firms

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- people have “maker interests” (Stilz) in life plans

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- people have “maker interests” (Stilz) in life plans
- these are best protected by democratic decision-making rights

# Dismissal in Democratic Firms

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- from authorship and autonomy interests
- even more powerful!
- because comprehensive authorship is at stake

## Dismissal in Democratic Firms II

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- avoiding power disparities
- analogous to de-naturalization for the case of the state

# The End

Thank You!