A Life Plan View of Employment and the Ethics of Dismissal

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The Conventional View



Figure 1: A Contractual View

employment as contract

- employment as contract
- at-will vs. just cause

- employment as contract
- at-will vs. just cause
- instrumental views of labour law regulation

- 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

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

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- well-being and autonomy interests

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- well-being and autonomy interests
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- grounding e.g. occupancy rights

Employment and Life Plans

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Employment and Life Plans

- employment determines access to localized resources integral to one's life plans
- employees have important interests in maintaining that access
- that gives us reasons against dismissal

Employment-dependent projects



Figure 3: Money/Free Time Profile)

Career-dependent projects



Job-dependent projects

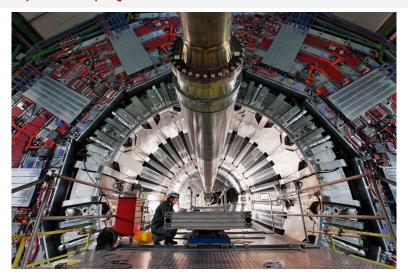


Figure 5: CERN

• provides a rationale against at-will

- provides a rationale against at-will
- to be weighed against other rights and values

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 - rivaling life plans

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 - property rights

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 - efficiency

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- to be weighed against other rights and values
 - rivaling life plans
 - property rights
 - efficiency
- takes into account what employment means in people's lives!

Democratic Firms

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Democratic Firms

- there's plausibly an argument for workplace democracy here
- people have "maker interests" (Stilz) in life plans
- these are best protected by democratic decision-making rights

here too: reasons against a power to dismiss!

- here too: reasons against a power to dismiss!
- from authorship and autonomy interests

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- from authorship and autonomy interests
- even more powerful!

- here too: reasons against a power to dismiss!
- from authorship and autonomy interests
- even more powerful!
- because comprehensive authorship is at stake

• particularly objectionable where there are no acceptable alternatives

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- equality reasons in democratic firms

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- avoiding power disparities

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- equality reasons in democratic firms
- avoiding power disparities
- analogous to de-naturalization for the case of the state

The End

Thank You!