

*A labor organization is an association of workers who have combined to protect or promote their interests by bargaining collectively with their employers to secure better working conditions, wages, and similar benefits.*

Visit Website Did you know? In 1880, 12 percent of American workers belonged to unions. The early labor movement was, however, inspired by more than the immediate job interest of its craft members. It harbored a conception of the just society, deriving from the Ricardian labor theory of value and from the republican ideals of the American Revolution, which fostered social equality, celebrated honest labor, and relied on an independent, virtuous citizenship. Most notable were the National Labor Union, launched in 1869, and the Knights of Labor, which reached its zenith in the 1880s. But contemporaries saw no contradiction: The two were held to be strands of a single movement, rooted in a common working-class constituency and to some degree sharing a common leadership. But equally important, they were strands that had to be kept operationally separate and functionally distinct. During the 1890s, that division fatally eroded. Despite its labor reform rhetoric, the Knights of Labor attracted large numbers of workers hoping to improve their immediate conditions. As the Knights carried on strikes and organized along industrial lines, the threatened national trade unions demanded that the group confine itself to its professed labor reform purposes; when it refused, they joined in December 1894 to form the American Federation of Labor (AFL). The new federation marked a break with the past, for it denied to labor reform any further role in the struggles of American workers. In part, the assertion of trade union supremacy stemmed from an undeniable reality. As industrialism matured, labor reform lost its meaning—hence the confusion and ultimate failure of the Knights of Labor. Marxism taught Samuel Gompers and his fellow socialists that trade unionism was the indispensable instrument for preparing the working class for revolution. The AFL asserted as a formal policy that it represented all workers, irrespective of skill, race, religion, nationality, or gender. But the national unions that had created the AFL in fact comprised only the skilled trades. Almost at once, therefore, the trade union movement encountered a dilemma: As sweeping technological change began to undermine the craft system of production, some national unions did move toward an industrial structure, most notably in coal mining and the garment trades. But most craft unions either refused or, as in iron and steel and in meat packing, failed to organize the less skilled. And since skill lines tended to conform to racial, ethnic, and gender divisions, the trade union movement took on a racist and sexist coloration as well. For a short period, the AFL resisted that tendency. Formally or informally, the color bar thereafter spread throughout the trade union movement. In 1900, blacks made up scarcely 3 percent of total membership, most of them segregated in Jim Crow locals. In the case of women and eastern European immigrants, a similar devolution occurred—welcomed as equals in theory, excluded or segregated in practice. Only the fate of Asian workers was unproblematic; their rights had never been asserted by the AFL in the first place. But the organizational dynamism of the labor movement was in fact located in the national unions. Only as they experienced inner change might the labor movement expand beyond the narrow limits—roughly 10 percent of the labor force—at which it stabilized before World War I. Partly because of the lure of progressive labor legislation, even more in response to increasingly damaging court attacks on the trade unions, political activity quickened after 1900. Henceforth it would campaign for its friends and seek the defeat of its enemies. This nonpartisan entry into electoral politics, paradoxically, undercut the left-wing advocates of an independent working-class politics. That question had been repeatedly debated within the AFL, first in favor of Socialist Labor party representation, then in favor of an alliance with the Populist party, and after 1900 in favor of affiliation with the Socialist party of America. Although Gompers prevailed each time, he never found it easy. In response, the trade unions abandoned the Progressive party, retreated to nonpartisanship, and, as their power waned, lapsed into inactivity. It took the Great Depression to knock the labor movement off dead center. The discontent of industrial workers, combined with New Deal collective bargaining legislation, at last brought the great mass production industries within striking distance. Lewis of the United Mine Workers and his followers broke away in 1935 and formed the Committee for Industrial Organization (CIO), which crucially aided the emerging unions in auto, rubber, steel, and other basic industries. In 1938 the CIO was formally established as the

Congress of Industrial Organizations. By the end of World War II, more than 12 million workers belonged to unions, and collective bargaining had taken hold throughout the industrial economy. In politics, its enhanced power led the union movement not to a new departure but to a variant on the policy of nonpartisanship. Not only did the cio oppose the Progressive party of , but it expelled the left-wing unions that broke ranks and supported Henry Wallace for the presidency that year. The formation of the aflâ€”cio in visibly testified to the powerful continuities persisting through the age of industrial unionism. Above all, the central purpose remained what it had always beenâ€”to advance the economic and job interests of the union membership. Collective bargaining performed impressively after World War II, more than tripling weekly earnings in manufacturing between and , gaining for union workers an unprecedented measure of security against old age, illness, and unemployment, and, through contractual protections, greatly strengthening their right to fair treatment at the workplace. But if the benefits were greater and if they went to more people, the basic job-conscious thrust remained intact. Nothing better captures the uneasy amalgam of old and new in the postwar labor movement than the treatment of minorities and women who flocked in, initially from the mass production industries, but after from the public and service sectors as well. Thus the leadership structure remained largely closed to minoritiesâ€”as did the skilled jobs that were historically the preserve of white male workersâ€”notoriously so in the construction trades but in the industrial unions as well. Yet the aflâ€”cio played a crucial role in the battle for civil rights legislation in . That this legislation might be directed against discriminatory trade union practices was anticipated and quietly welcomed by the more progressive labor leaders. But more significant was the meaning they found in championing this kind of reform: From the early s onward, new competitive forces swept through the heavily unionized industries, set off by deregulation in communications and transportation, by industrial restructuring, and by an unprecedented onslaught of foreign goods. As oligopolistic and regulated market structures broke down, nonunion competition spurted, concession bargaining became widespread, and plant closings decimated union memberships. The once-celebrated National Labor Relations Act increasingly hamstrung the labor movement; an all-out reform campaign to get the law amended failed in . And with the election of Ronald Reagan in , there came to power an anti-union administration the likes of which had not been seen since the Harding era. Between and , union membership fell by 5 million. Only in the public sector did the unions hold their own. By the end of the s, less than 17 percent of American workers were organized, half the proportion of the early s. Swift to change the labor movement has never been. But if the new high-tech and service sectors seemed beyond its reach in , so did the mass production industries in . And, as compared to the old afl, organized labor is today much more diverse and broadly based: And, with collective bargaining in retreat, declining living standards of American wage-earning families set in for the first time since the Great Depression. The union movement became in the s a diminished economic and political force, and, in the Age of Reagan, this made for a less socially just nation.

## Chapter 2 : Marxism and Workers' Organisations

*an organization, agency, committee, group, or plan in which employees take part that deals with employers about such matters as wages and grievances especially: labor union Note: Designation by the court as a labor organization subject to applicable statutes can confer a variety of liabilities and.*

ILO organization chart bottom-right , as a League of Nations agency during the interwar. The core members all knew one another from earlier private professional and ideological networks, in which they exchanged knowledge, experiences, and ideas on social policy. Prewar " epistemic communities ", such as the International Association for Labour Legislation IALL , founded in , and political networks, such as the socialist Second International , were a decisive factor in the institutionalization of international labour politics. As a new discipline, international labour law became a useful instrument for putting social reforms into practice. In Great Britain, the Whitley Commission , a subcommittee of the Reconstruction Commission, recommended in its July Final Report that "industrial councils" be established throughout the world. The Bern meeting would consider both the future of the IFTU and the various proposals which had been made in the previous few years. Despite the American boycott, the Bern meeting went ahead as scheduled. In its final report, the Bern Conference demanded an end to wage labour and the establishment of socialism. If these ends could not be immediately achieved, then an international body attached to the League of Nations should enact and enforce legislation to protect workers and trade unions. The advisory Commission on International Labour Legislation was established by the Peace Conference to draft these proposals. The Commission met for the first time on 1 February , and Gompers was elected chairman. The British proposed establishing an international parliament to enact labour laws which each member of the League would be required to implement. Each nation would have two delegates to the parliament, one each from labour and management. Philosophically opposed to the concept of an international parliament and convinced that international standards would lower the few protections achieved in the United States, Gompers proposed that the international labour body be authorized only to make recommendations, and that enforcement be left up to the League of Nations. Despite vigorous opposition from the British, the American proposal was adopted. The Americans made 10 proposals. Three were adopted without change: That labour should not be treated as a commodity; that all workers had the right to a wage sufficient to live on; and that women should receive equal pay for equal work. A proposal protecting the freedom of speech, press, assembly, and association was amended to include only freedom of association. A proposed ban on the international shipment of goods made by children under the age of 16 was amended to ban goods made by children under the age of A proposal to require an eight-hour work day was amended to require the eight-hour work day or the hour work week an exception was made for countries where productivity was low. Four other American proposals were rejected. Meanwhile, international delegates proposed three additional clauses, which were adopted: One or more days for weekly rest; equality of laws for foreign workers; and regular and frequent inspection of factory conditions. Following the election of Franklin Delano Roosevelt to the U. On 19 June , the U. Congress passed a joint resolution authorizing the president to join ILO without joining the League of Nations as a whole. On 20 August , the U. Winant made the decision to leave Geneva. Forty staff members were transferred to the temporary offices and continued to work from McGill until However, the funds were eventually paid. Representatives of the United States and Israel walked out of the meeting. House of Representatives subsequently decided to withhold funds. The United States gave notice of full withdrawal on 6 November , stating that the organization had become politicized. The United States also suggested that representation from communist countries was not truly " tripartite " "including government, workers, and employers" because of the structure of these economies. The withdrawal became effective on 1 November Economist Guy Standing wrote "the ILO quietly ceased to be an international body attempting to redress structural inequality and became one promoting employment equity". The Government had suspended the activities of the union and had detained many of its leaders and members when martial law was declared in Poland in Labour statistics[ edit ] The ILO is a major provider of labour statistics. Labour statistics are an important tool for its

member states to monitor their progress toward improving labour standards. As part of their statistical work, ILO maintains several databases. KILM covers 20 main indicators on labour participation rates, employment, unemployment, educational attainment, labour cost, and economic performance. Many of these indicators have been prepared by other organizations. Bureau of Labor Statistics prepares the hourly compensation in manufacturing indicator. The December updated edition of the report listed a total of 74 countries and goods. For instance, the ITCILO offers a Master of Laws programme in management of development, which aims specialize professionals in the field of cooperation and development. Child labour refers to work that is mentally, physically, socially or morally dangerous and harmful to children. Further, it can involve interfering with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to attempt to combine school attendance with excessively long and heavy work. In its most extreme forms, child labour involves children being enslaved, separated from their families, exposed to serious hazards and illnesses and left to fend for themselves on the streets of large cities – often at a very early age. The answer varies from country to country, as well as among sectors within countries. It is the largest programme of its kind globally and the biggest single operational programme of the ILO. In many indigenous communities, parents believe children learn important life lessons through the act of work and through the participation in daily life. Working is seen as a learning process preparing children of the future tasks they will eventually have to do as an adult. While these attitudes toward child work remain, many children and parents from indigenous communities still highly value education.

## Chapter 3 : Labour organizations in Canada - Organization - [blog.quintoapp.com](http://blog.quintoapp.com)

*While a labor organization generally is composed of employees or representatives of the employees (in the form of collective bargaining agents) and similar employee groups, evidence that an organization's membership consists mainly of workers does not in itself indicate an exempt purpose. An.*

Mexico[ edit ] Before the s, unions in Mexico had been historically part of a state institutional system. From until the s, worldwide spread of neo-liberalism through the Washington Consensus , the Mexican unions did not operate independently, but instead as part of a state institutional system, largely controlled by the ruling party. This economic policy, which peaked in the s and 60s with the so-called " Mexican Miracle ", saw rising incomes and improved standards of living but the primary beneficiaries were the wealthy. The new owners had an antagonistic attitude towards unions, which, accustomed to comfortable relationships with the state, were not prepared to fight back. A movement of new unions began to emerge under a more independent model, while the former institutionalized unions had become very corrupt, violent, and led by gangsters. It controls school curriculums, and all teacher appointments. One of the aims of IF Metall is to transform jobs into "good jobs", also called "developing jobs". In , the percentage of workers belonging to a union labour union density was The considerably raised membership fees of Swedish union unemployment funds implemented by the new center-right government in January caused large drops in membership in both unemployment funds and trade unions. From to , union density declined by six percentage points: Trade unions in the United Kingdom and History of trade unions in the United Kingdom Public sector workers in Leeds striking over pension changes by the government in November Moderate New Model Unions dominated the union movement from the midth century and where trade unionism was stronger than the political labour movement until the formation and growth of the Labour Party in the early years of the 20th century. By this stage, some 12., workers in the United Kingdom were trade union members. The level of trade union membership also fell sharply in the s, and continued falling for most of the s. Trade union density was Labor unions in the United States and Labor history of the United States Labour unions are legally recognized as representatives of workers in many industries in the United States. In the United States, trade unions were formed based on power with the people, not over the people like the government at the time. Larger unions also typically engage in lobbying activities and supporting endorsed candidates at the state and federal level. Most unions in America are aligned with one of two larger umbrella organizations: Both advocate policies and legislation on behalf of workers in the United States and Canada, and take an active role in politics. Child labourers in an Indiana glass works. Trade unions have an objective interest in combating child labour. In , the percentage of workers belonging to a union in the United States or total labour union "density" was Unions allege that employer-incited opposition has contributed to this decline in membership. The most prominent unions are among public sector employees such as teachers, police and other non-managerial or non-executive federal, state, county and municipal employees. Members of unions are disproportionately older, male and residents of the Northeast, the Midwest, and California. The economist Joseph Stiglitz has asserted that, "Strong unions have helped to reduce inequality, whereas weaker unions have made it easier for CEOs , sometimes working with market forces that they have helped shape, to increase it. These unions are often divided into " locals ", and united in national federations. These federations themselves will affiliate with Internationals , such as the International Trade Union Confederation. However, in Japan, union organization is slightly different due to the presence of enterprise unions, i. These enterprise unions, however, join industry-wide federations which in turn are members of Rengo , the Japanese national trade union confederation. In Western Europe , professional associations often carry out the functions of a trade union. In these cases, they may be negotiating for white-collar or professional workers, such as physicians, engineers or teachers. Typically such trade unions refrain from politics or pursue a more liberal politics than their blue-collar counterparts. A union may acquire the status of a " juristic person " an artificial legal entity , with a mandate to negotiate with employers for the workers it represents. In such cases, unions have certain legal rights, most importantly the right to engage in collective bargaining with the employer or employers over

wages, working hours, and other terms and conditions of employment. The inability of the parties to reach an agreement may lead to industrial action, culminating in either strike action or management lockout, or binding arbitration. In extreme cases, violent or illegal activities may develop around these events. The Great Southwest Railroad Strike of 1903 was a trade union strike involving more than 100,000 workers [61]. In other circumstances, unions may not have the legal right to represent workers, or the right may be in question. This lack of status can range from non-recognition of a union to political or criminal prosecution of union activists and members, with many cases of violence and deaths having been recorded historically. Social Unionism encompasses many unions that use their organizational strength to advocate for social policies and legislation favourable to their members or to workers in general. As well, unions in some countries are closely aligned with political parties. Unions are also delineated by the service model and the organizing model. The service model union focuses more on maintaining worker rights, providing services, and resolving disputes. Alternately, the organizing model typically involves full-time union organizers, who work by building up confidence, strong networks, and leaders within the workforce; and confrontational campaigns involving large numbers of union members. Many unions are a blend of these two philosophies, and the definitions of the models themselves are still debated. In Britain, the perceived left-leaning nature of trade unions has resulted in the formation of a reactionary right-wing trade union called Solidarity which is supported by the far-right BNP. In Denmark, there are some newer apolitical "discount" unions who offer a very basic level of services, as opposed to the dominating Danish pattern of extensive services and organizing. Belgium, Denmark, the Netherlands and Switzerland, religious unions have existed for decades.

### Chapter 4 : America's Unions | AFL-CIO

*The International Labour Organization (ILO), which will mark its centenary in 2019, is a United Nations agency that sets international labour standards and promotes social protection and work opportunities for all.*

### Chapter 5 : Labor Laws of Non-Profit Organizations | [blog.quintoapp.com](http://blog.quintoapp.com)

*Directory of U.S. Labor Organizations, Edition 2014 This directory is the ideal tool for quickly finding personnel contacts, union locations, and other vital details on labor organizations in the United States.*

### Chapter 6 : Labor Movement - HISTORY

*The Labor and Employment Relations Association, formerly the Industrial Relations Research Association, is an organization of professionals interested in industrial relations and human resources.*

### Chapter 7 : Labor Union Auditors in California | Lindquist CPA

*An organization of workers in the same skilled occupation or related skilled occupations who act together to secure for all members favorable wages, hours, and other working conditions. Trade unions in the United States were first organized in the early nineteenth century. The main purpose of a.*

### Chapter 8 : International Training Centre of the ILO – ITCILO

*The Global Labor Organization (GLO) is an international, independent, non-partisan and non-governmental organization that has no institutional position. It deals with the challenges and benefits of globalization and international collaborations since March 2014.*

### Chapter 9 : International Labour Organization

## DOWNLOAD PDF LABOR ORGANISATIONS

*Worker, employer and government representatives of the executive body of the ILO will discuss global employment and social challenges, development cooperation and basic labour rights.*