

<Abstract>

The Organization and Negotiation of Government Workers Union in the Foreign Countries

This study is an attempt to investigate and analyse the organization and negotiation of government workers union (GWU) in the foreign countries and to suggest what the Korean government workers union should do to these questions. In general, GWU have three aspects of union policy activities. These are the organization structure, collective bargaining activity and the labor three rights (association, collective bargaining, collective action).

Korean GWU has not acquired the labor rights of government workers union. Noh Moo-Hyeon government attempted to enact the GWU special act this year. But eventually the government abandoned the enactment this special act because of the opinion differences between the Korean GWU and government. Although the situations are so, this act should be enacted within 1-3 years. Now we took this research in order to make the hopeful road for GWU in Korea.

We dealt with the three countries cases, i.e. Germany, Sweden, Japan. In Korea, we think the German case as the standard industrial relations system in Europe, the Swedish case as the strong labor movements in the world, the Japan as the similar to Korean industrial relations system. After we analysed these cases of GWU, we suggested the some lessons for the Korean GWU.

For the labor 3 rights of GWU, we can summarise as follows (see <Table 1>). Sweden has the complete rights (3 rights), while Germany and Japan have not the collective bargaining or the collective action rights. Now we will look at the main characteristics of GWU in the three countries.

In Germany, many subjects have been discussed in the history of GWU. These were the organization form, the characteristics and the collective action right etc. the German government workers have the strong power resources and can influence the government or parliament. Especially the German government workers have the privilege in the employment relations, so the GWU enjoyed the advantages as the special group.

<Table 1> The Comparison of Labor Rights in Foreign Countries

Country	Government Workers	Association	Collective Bargaining		Collective Action
			Bargaining	Agreement	
Germany	State/Local Workers		x	x	x
Sweden	State Workers				
	Local Workers				
Japan	State Workers			x	x
	Local Workers				x

In Sweden, the most important thing is that GWU have the complete labor rights (labor 3-rights). This resulted from the history of labor movements and social democratic activity. This also react the similarity of the employment relations between government sector and private sector. The Swedish government workers have a few privileges relatively in comparison with the other countries. We can think this specialty as the egalitarian culture in the Northern Europe States.

In Japan, the government workers have been restricted about the labor 3-rights under the name of 'People's workers'. Japanese has the new bargaining organization, In-Sa-Won (personnel department). In-Sa-Won recommends the wage increase rates of government workers. Japanese GWUs have the some difference in the strength and influence between central government union and local government union. The local GWU has the more strength than central GWU. We think this is common characteristics in the other countries.

We can get some lessons from this research. Firstly, we can find the differences in the level of GWU labor rights. Sweden has the labor 3-rights, while Germany and Japan restrict the labor rights. In Korean situations, GWU have to acquire the labor 3-rights but we need to attempt the achievement of labor 3-rights gradually from labor 2-rights (association and collective bargaining rights) to labor 3-rights.

Secondly, the important thing we can learn, is the extension of GWU member range and the acquirement of some shop stewards status in the government. We have to endeavor for the raise of union rates. We also need to organize the irregular workers in the government sector who are increasing little by little.

Thirdly, GWU should construct the industrial union system for the representative and bargaining power of government workers. Although some countries have been divided in the several GWU, Korean GWU has to make the unique GWU system.

Eventually, Korean GWU should carry out three directions of policy, 1) the acquirement of labor rights 2) the making of industrial union system, the unique government union 3) the positive and social activity of union. We propose the reinforcement of GWU by the unification of GWUs in Korea, the making of the central bargaining system and the strengthening of social activities.