

< ABSTRACT >

Education & Training for Labour Union Organizer

This study is an attempt to find out the lessons for the organizer-training program with the comparison the foreign labor union's program(USA, Australia, UK) to the Korean labor union's program.

USA's Organizing Institute(OI) under AFL-CIO carried out the catalyzer role for the transformation from the service model to the organizational model. The OI reinforced the solidarity between the labor movements and the social movements.

ACTU(Australian Confederation of Trade Unions) had trained the organizer experts for the active response of the antagonistic work environments under the Conservatives government and the activation of the labor union movements through the establishment of the Organizing Center. Especially, it had focused with the collection of the new organizer who are able to lead to the labor union the new people like the young workers, women since 1990s.

The Organizing Academy of TUC was prepared for the heightening of the unionization rates as a part of the new labor union movements. TUC had practiced the systematic and good educations. It has the system which accumulate and deliver the organization experience and the theoretical knowledge.

In Korea there are the cases carried out by the KCTU and KFCITU(Korean Federation of Construction Industry Trade Unions). The organizer-training of KFCITU from 1999 obtained the good results. But it needs the good financing, high-degree program and the accumulation and expansion system of the organization experiences

The KCTU's organizer-training educations from 2003 have the significances in the endeavor to overcome the problems of the former labor educations. But we have to specialize and elaborate the programs, prepare for the stabilization methods of the stable education executions.

As we can see through the cases, the organization activities of the labor union are not easy to do effect in short time. Especially, Our labor movements have to organize the irregular workers and small company's workers, having the difficulty in association with the labor unions.

Thus we need the active financing and manpower for the organizer-training.

Also we have to establish the independent education institute as the foreign countries in order to manage it systematically and stably. This institute might have three roles as follows;

Firstly, it should educate the organizers who organize the irregular and non organized workers.

Secondly, it should investigate and transmit the organizational activity cases in the various organizations.

Thirdly, it should play the role of the network linking to organizers.

Furthermore, we have to try deliberately for the development of the special and systematic programs. We need promote the ability to analyse the workers, plan the proper programs, and carry the active organizing effort.

In addition, we have to find out the 'family-favored' methods and educate actively the women organizers for the women organization.