

Abstract

The Effectiveness of the Labour Unions' Organizing Activities for Part-Time Workers **Kazunari Honda** (Kokugakuin University)

As part-time workers become increasingly involved in the mainstream workforce, the unionization of part-time workers has been expected to increase accordingly. However, as the estimated organization rate for part-time workers and other relevant data show, such progress has been slow and there is pessimism on this issue. Under these circumstances, union efforts to organize part-time workers are very limited and there have been few studies on organizing part-time workers. The present study addresses chain stores where part-time workers are employed mostly as the mainstream workforce and their organizing activities are advancing compared with other industries. Thus, a case study was conducted to analyze the situation of the process of organizing part-time workers as well as the effectiveness of organization on the compensation system. The study results suggest that organizing part-time workers will progress when labour and management share the same perception toward productivity improvement. In this regard, the development of organizing activities for part-time workers will be questioned again. The key difficulties in organizing workers are how to reduce the resistance of management, and it is effective for labour unions to conduct organizing activities on the basis of productivity improvement. Whether organizing activities for part-time workers are conducted by an existing union or by a newly established union, a particular organization process and frequent opportunities for exchanging opinions between labour and management concerning wages and treatment for part-time workers will help improve the compensation system for part-timers. Industrial unions which are responsible for forming unions and individual unions which are striving to organize part-time workers are expected to collaborate effectively on attaining the organization of workers.