The economy provides a key in the introduction to physical and chemical processes. The market involves creating value and adding value in the form of goods and services. The challenge is to understand the role played by CFS (Coalition for Public Service) data that can assist the

Ruth McKim

WOMEN AND THE NEW LABOR MOVEMENT

TWO WORLDS OF UNIONISM
Two Worlds of Unionism

The union movement is now less than 8 percent, the political influence of mass membership unions is now waning. Without the support of substantial coalitions, unions are less able to control the political process. The relative power of the federal government and its ability to regulate corporations is reduced. The balance of power in American society is shifting from organized labor to corporate interests.

A power struggle is underway as unions and corporations compete for control of the workplace. Companies are increasingly using non-union labor to cut costs and increase profits. This trend is particularly evident in industries such as manufacturing, retail, and healthcare.

In response, unions are adopting new strategies to regain their influence. They are focusing on organizing workers in new industries and promoting policies that benefit workers, such as healthcare reform and minimum wage increases. At the same time, companies are lobbying Congress to weaken labor laws and reduce the power of unions.

Although the union movement faces significant challenges, it is not without hope. Union leaders are working to build coalitions with other progressive groups and to mobilize workers in new sectors. The future of organized labor in America is uncertain, but the struggle continues.
Women's participation in leadership roles in the workplace is not a recent phenomenon. Women have always been leaders, in both formal and informal capacities. The history of women's leadership spans centuries, with figures such as Florence Nightingale, who led by example in nursing and reform movements.

However, the recognition and acceptance of women in leadership roles have often been met with resistance and stereotypes. Women have had to overcome gender biases and societal expectations to achieve positions of power and influence.

Recent research has shown that women leaders bring unique perspectives and skills to the workplace, contributing to more effective decision-making and improved organizational outcomes. Organizations that value diversity and inclusion are more likely to benefit from the contributions of women leaders.

In summary, while women's leadership has a rich history, the ongoing struggle for equal representation and recognition highlights the ongoing challenges and opportunities in this arena.
Union Membership Trends: Feminization and Segregation

With the dramatic influx of women into the workforce over recent decades, as well as changes in the distribution of unionization across occupations, industries, and economic sectors, the long-standing gender gap in union membership has narrowed substantially. As figure 3.1 shows, by 2004, 11.1 percent of all employed women were unionized, only slightly below the 13.8 percent figure for employed men.

Looking at the same data from another angle, the unmistakable trend is one of union feminization. As figure 3.2 shows, even as the nation’s overall unionization rate has declined, the female share of union membership has expanded rapidly. In 2004, 43 percent of all the nation’s union members were women—a record high, up from 34 percent only twenty years earlier, and just slightly below the 48 percent female share of the nation’s wage and salary workforce.

Yet the feminization phenomenon masks another critical feature of the unionized workforce, namely that women union members are far more highly concentrated than their male counterparts in particular sectors, industries, and occupations. Thus in 2004, 60.8 percent of all unionized women were employed in the public sector (local, state, or federal government), compared to only 36.7 percent of unionized men. Women are also more likely than men to be employed in the public sector (regardless of their union status): 19.1 percent of all female workers in the United States, compared with 13.5 percent of male workers, were employed in the public sector in 2004.

Only 5.4 percent of women employed in the private sector are unionized, compared to 10.1 percent of private-sector men; the disparity is similar in manufacturing—historically a union stronghold—where 8.3 percent of women are unionized, compared to 15.0 percent of men. By contrast, the gender gap in the public sector is much smaller (35.3 percent of women and 37.8 percent of men are unionized). Indeed, the growth of public-sector unionism is the key underlying trend driving the recent feminization of union membership.

Figure 3.3 shows the concentration of female union members across major industry groups in 2004. More than two-thirds of them (70.9 percent) are accounted for by only three industry groups—education, health care, and public administration. By contrast, those three industry groups account for only 39.2 percent of the female wage and salary workforce (fig. 3.3). These are important and heavily female-employing industries, but as a comparison of the top and bottom pie charts in the figure 3.3 reveals, the importance of education and public administration in the world of female union membership is

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\[\text{Source: U.S. Department of Labor (2005, 81–82).}\]
Although these patterns are documented here, the industrial distribution of union membership also varies with race, ethnicity, and nativity. The most recent data, for 2001-2002, shows these trends have continued. Union membership for women is also available, as are data on the distribution of women and men across industries. In 2001-2002, the percentage of women union members was 9.7% of all women employed, compared to 11.4% of men employed. This trend has continued in recent years, with the percentage of women union members increasing to 11.5% in 2004. However, the percentage of men union members has remained relatively stable at around 13.6% over the same period.

In the past, unionization rates have been higher in certain industries and regions. For example, the percentage of union members in the healthcare sector has consistently been higher than in other industries. The percentage of union members in the transportation and warehousing sector has also been higher than in other industries. However, these differences have decreased over time, with a trend towards increased unionization rates across all industries.

Union membership data is available by race, ethnicity, and nativity. The percentage of union members who are Black, Hispanic, and white is shown in the graphs. The data indicates that Black and Hispanic union members are more likely to be unionized than white union members. The percentage of union members who are foreign-born is also higher than the percentage of union members who are native-born.

In conclusion, while there are still differences in unionization rates across industries and demographics, the trend towards increased unionization rates across all industries is encouraging. It is important to continue to support strong labor unions and to ensure that all workers have the right to form and join unions without fear of retaliation.
The two Worlds of Unionism

Figure 6: Union members by gender and International UnionCalifornians, 2001–2002

Source: California Union Caucasians (California and United States 2000).
Figure 3. Employment and unionization rates by sector for workers employed in workforce groups, United States, 2002.

- Employment rates are higher than unionization rates in both the public and private sectors.
- The public sector has higher employment and unionization rates compared to the private sector.


Gender and Organizational Membership

- Women are more likely to join unions in public sector workplaces, while men are more likely to join unions in private sector workplaces.
- These differences may be due to factors such as industry, workplace policies, and individual preferences.

Conclusion

Gender differences in union membership and organizational affiliation are significant and reflect broader trends in the labor market. Continued research and policy efforts are needed to address these disparities and promote fair and equal opportunities for all workers.
Although there is a gender disparity in the representation of women in the legal profession, this is not simply due to the underrepresentation of women in the legal profession. While women make up a significant portion of the workforce in the legal profession, they are significantly underrepresented in leadership positions. This underrepresentation is not due to a lack of interest or qualifications, but rather due to barriers such as gender bias and systemic discrimination.

The data in Table 3.1 illustrates this disparity. Despite the higher representation of women in the workforce, their representation in leadership positions is significantly lower. This is evident in the data for law firms, where women make up a majority of the workforce, but are significantly underrepresented in leadership positions.

This disparity is not limited to law firms. It is evident across various industries, with women making up a significant portion of the workforce, but being underrepresented in leadership positions. This is due to systemic barriers such as gender bias, lack of access to opportunities, and lack of networking and mentoring programs.

In conclusion, while women make up a significant portion of the workforce in various industries, their representation in leadership positions is significantly lower. This is due to systemic barriers such as gender bias and systemic discrimination. It is important for organizations to take action to address these barriers and ensure equal representation in leadership positions.
among the many challenges it will face.

Moreover, the question of leadership in the second half of the century, this is

unions is still largely institutionally separated from that of men. As before

and the most significant is the labor movement, has meant that the world of women's

organization of labor in the United States continues to be made up of a

higher status and influence. The long tradition of labor and women's

organizations were historically opposed to unions.

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