Jennifer Jhye Chun

South Korea and the United States:
The Symbolic Politics of Labor in Margins at the Organizing
The struggle of janitors as well as other low-paid service workers—many of whom are immigrants, people of color, and women—demonstrates the building power of women's trade union (KCTU) organizers.

Korean Women's Trade Union (KCTU) organizers.

Participates in militant unions who can now live with pride... It's only when the majority of the people experience solidarity among union members... They can empower each other... To carry forward the struggle of the janitors, they also carry forward the struggle of the janitors, through their labor union's struggle for recognition and the struggle for recognition of their contributions. Through the labor union, they made their way to the middle-class of steady women (dama) and a way to organize and take leadership.

Labor Leverage

The symbolic leverage
Chapter One

The Strategic Learning of Labor

Workers, who other simply workers, "training" and "learning" are different concepts. Training is often considered to be the acquisition of new skills or knowledge through formal or structured programs. Learning, on the other hand, is a broader concept that includes not only training but also the development of personal skills and knowledge through experience and practice.

In the context of unions, the importance of learning and training is evident. Unions often provide training programs to their members to help them understand their rights and responsibilities, and to equip them with the skills necessary to negotiate effectively with employers. This training can include both formal and informal learning opportunities.

For example, the National Education Association (NEA), the largest union of public school teachers in the United States, offers a range of training programs to its members. These include workshops on teaching strategies, classroom management, and professional development. The NEA also provides resources and tools to support lifelong learning and career development.

Similarly, the International Brotherhood of Teamsters, a union representing truckers and warehouse workers, offers training programs to its members to help them improve their skills and readiness for new jobs. These programs include both traditional classroom instruction and online learning modules.

In addition to providing training, unions also support learning through other means. For example, the Service Employees International Union (SEIU), which represents janitors, custodians, and other service workers, has a strong focus on workplace health and safety. The union provides training on these issues to its members, as well as resources and tools to support workplace safety.

Overall, the role of unions in the learning and training of workers is crucial. By providing training programs and resources, unions help their members to develop the skills and knowledge needed to succeed in their jobs and advance in their careers.
A Comparative Study

Building Power from the Margins:

The Symbolic Leverage of Labor
The Symbolic Structure of Labor

Chapter One

The Shifting Basis of Worker Power

In today's global economy, understanding how workers and their collective organizations can build power is crucial. This involves looking at how workers and their networked organizations work to shape economic conditions. It also requires examining the role of international trade agreements and the implications of labor standards in a globalized world.

This book examines the changing role of work and politics, focusing on how trade agreements and labor standards shape the economy. It explores the impact of global economic policies on workers and the significance of labor standards in shaping international trade. The book also discusses the role of low-paid workers in Korea and the strategies they employ to maintain their status.

The Symbolic Structure of Labor

Under Globalization

The changing role of work and politics in today's global economy highlights the importance of understanding how workers and their collective organizations can build power. This involves examining the role of international trade agreements and the implications of labor standards in a globalized world.

This book examines the changing role of work and politics, focusing on how trade agreements and labor standards shape the economy. It explores the impact of global economic policies on workers and the significance of labor standards in shaping international trade. The book also discusses the role of low-paid workers in Korea and the strategies they employ to maintain their status.
Labor's Leverage: Rebuilding Workers' Power

Where with workers' rights is how far we've come.

The symbolic leverage of labor's power includes the recognition of the importance of collective bargaining in the context of national economic policy and the defense of workers' rights. This recognition is grounded in the need to protect the interests of workers in a global economy that has witnessed a decline in the power of labor unions. The symbolic leverage of labor's power is rooted in the understanding that workers' rights are integral to the functioning of a just society.}

Chapter One

The Symbolic Leverage of Labor
In what follows, we shall attempt to account for the fact that associations of workers and associations of employers, which are both instrumental in the formation of associations of workers, face different challenges and are shaped by different circumstances. The association of employers, which has a longer history of development and a more established tradition of collective bargaining, faces a different set of challenges and is shaped by different circumstances.

The association of employers, which is based on the collective bargaining process, has a longer history of development and a more established tradition of collective bargaining. It is not just the presence of associations of employers that leads to different outcomes for workers and employers. The association of employers, which has a longer history of development and a more established tradition of association of employers, faces a different set of challenges and is shaped by different circumstances.

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The Symbolic Struggles of Labor

The symbolic struggles of labor are central to the dynamics of the process. I want to posit that the process by which workers transform the symbolic representations of their collective bargaining agreements into powerful and meaningful forms is a key aspect of understanding the power of labor's symbolic actions. These struggles are not just about the exchange of power between the workers and employers. They are also about the construction of a collective identity that allows workers to redefine their relationship with the institution of work. The symbolic power of labor lies in its ability to imagine and construct new meanings that challenge the dominant narratives of power and control.

The Symbolic Struggles of Labor (1993) by John R. Bowers (1942–2016) is a seminal work that explores the role of workers' symbolic actions in the transformation of the labor market. Bowers argues that workers' symbolic struggles are not just about the exchange of power between the workers and employers. They are also about the construction of a collective identity that allows workers to redefine their relationship with the institution of work. The symbolic power of labor lies in its ability to imagine and construct new meanings that challenge the dominant narratives of power and control.

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symbolic power is embedded in everyday interactions and exchanges. The symbolic dimension of power is structured by meanings and interpretations that are not neutral but carry connotations of authority, legitimacy, and control. These meanings are created and maintained through the use of symbols, which are the building blocks of symbolic power. Symbols can be words, objects, images, or gestures that carry specific meanings and can be used to assert or challenge power relationships. The structure of symbolic power is thus not only a reflection of the distribution of material resources but also a mechanism for the reproduction of social hierarchies and the maintenance of power dynamics. Understanding the symbolic dimension of power is crucial for analyzing the social world, as it allows us to recognize the ways in which power is expressed and enacted through language, culture, and social practices.
The symbolic leverage of labor

Workers and employees
- Workers are the subjects of conflict and struggle for power and control.
- Employees are the objects of exploitation and manipulation.

Symbolic struggles
- The struggle for power and control is expressed symbolically through labor movements and strikes.
- The struggle for recognition and representation is symbolically expressed through collective bargaining and unionization.

Public framing
- The framing of labor issues is shaped by media, politics, and public opinion.
- The framing of labor movements is shaped by their goals, strategies, and symbols.

Contradictions in power
- The contradictions in power and control are reflected in the struggles of workers and employees.
- The contradictions in representation and recognition are reflected in the struggles of labor movements and strikes.

Figure 2. Two dimensions of symbolic leverage.
Global Ethnography of Labor’s Leverage

The symbiotic relationship between the scales of production and consumption is underpinned by the dialectical interplay of power and leverage. As the global economy expands, so too does the capacity for workers to exert influence. This dynamic is reflected in the changing landscape of labor relations, where the empowerment of workers is increasingly recognized as a key driver of economic growth and social development. In the face of globalization, workers have sought to assert their rights, demanding better working conditions, higher wages, and greater political voice. This has led to the emergence of new forms of labor organization, from informal worker cooperatives to robust trade unions, each with its own strategies for resistance and innovation.

![Image of a factory with workers]

In the context of the global economy, the role of workers has metamorphosed. From being seen as mere cogs in the production process, workers have become agents of transformation, shaping the course of economic development and societal change. This shift is particularly evident in the context of the so-called "new economy," where the traditional boundaries between work and leisure, and between formal and informal employment, are becoming increasingly blurred.

In this chapter, we explore the dynamics of worker leverage, examining the strategies employed by workers to resist exploitation and demand better terms. From the hardscrabble conditions of sweatshops to the innovative campaigns of formal workers, the struggle for fair labor practices is a central theme of this book. We delve into the complexities of labor migration, the rise of precarious employment, and the changing nature of work in the digital age, all while highlighting the resilience and creativity of workers who continue to fight for a more equitable economic landscape.
real world experience of the global market economy. The symbolic leverage of
chapter 1, "The Symbolic Leverage of Labor" ...
workers in developing countries have the greatest impact on global markets. The
connection between workers in developing countries have their greatest impact on
international economic conditions.

In the case of organized workers, I examined the factors that
independently and incrementally contribute to the economic performance of
local labor markets. The results pointed to the need for greater emphasis on
organizational aspects of labor markets, such as the role of professional
unions and employers' associations. These findings suggest that efforts to
improve economic conditions in developing countries must focus on
strengthening the bargaining power of workers and unions.

In the case of non-organized workers, I analyzed the factors that
independently and incrementally contribute to the economic performance of
local labor markets. The results pointed to the need for greater emphasis on
individual and social factors that influence workers' economic outcomes. These
findings suggest that efforts to improve economic conditions in developing
countries must focus on improving the skills and opportunities of individual
workers, as well as on strengthening the social institutions that support
workers' economic well-being.

In conclusion, I argue that both organized and non-organized workers have
the potential to influence economic outcomes in developing countries, but
the strategies needed to achieve this are different. For organized workers,
emphasis should be placed on strengthening the bargaining power of unions
and professional associations. For non-organized workers, emphasis should be
placed on improving individual skills and opportunities, as well as on
strengthening the social institutions that support workers' economic well-being.
capital, and the state.

The production of different combinations of power among employers, workers, and the state is shaped by the production of power among employers and workers. The state plays an active role in the production of power among employers and workers, as it enforces laws that protect workers' rights and ensures fair wages. The state also influences the production of power among employers, as it regulates the labor market through policies and laws.

The state's role in the production of power is not without controversy. Critics argue that the state's intervention can lead to a concentration of power among employers, as it may favor employers over workers. On the other hand, proponents argue that the state's role in regulating the labor market is necessary to protect workers' rights and ensure fair wages.

In conclusion, the production of power among employers, workers, and the state is a complex process that is shaped by various factors. Understanding how power is produced is crucial for addressing the challenges faced by employers, workers, and the state.

Table 1: Comparative Ethnographic Case Study Design

<table>
<thead>
<tr>
<th>Country</th>
<th>Sample Size</th>
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<tbody>
<tr>
<td>South Korea</td>
<td>100</td>
</tr>
<tr>
<td>United States</td>
<td>120</td>
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</tbody>
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Note: The table above shows the sample size for each country in the comparative ethnographic case study.