

SUMMARIES

ORGANIZATIONAL PRINCIPLES AND ORGANIZATIONAL FORMS

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The problem of trying to find out the most suitable organizational principle for wage-earners' unions was already present at the beginning of this century. The problem aroused a new interest in the years after the Second World War. In our time we have got a great many unions for white-collar workers and professionals as well. To find out the best principle of organization has become a challenge to every union and union umbrella organization.

According to my hypothesis, the organizational forms come first, and then the principles. But once a principle has been chosen, you have to keep to it. There are, on the other hand, »countervailing forces» which tend to adjust theory to practice, after theory has been formed.

My paper will only include a few propositional proofs in favour of the hypothesis. The basic aim of this study is to discuss the concepts and the relationship between the most common organizational principles for wage-earners' and salaried employees' unions. The empirical sources were collected for a study on the federations of university graduates in Denmark, Finland, Iceland, Norway and Sweden.

Unions are in general guided by two principles of organization, the *vertical* and the *horizontal*. The first one recruits any groups of persons within a specific branch, an industry or an employer's field like the private or the public labour market. Horizontally-guided unions accept only specific groups as their members; journalists belong to one union, teachers to another and so on. The branch of recruitment is, however open, whereas it is closed for vertically-guided unions (like the metal workers' unions).

The above-mentioned concepts have been set aside with the years and replaced by other concepts. Some students have suggested the terms »open» unions as against »closed» unions. Others have preferred to speak about »industrial unions» as opposed to »trade unions». Such concepts may be useful in practice. When looked upon from a theoretical point of view, the last-mentioned terms prove to be only variants of the vertical and the horizontal principles of organizations.

The basic criteria for categorizing unions are the form of recruitment and the sphere of recruitment. Then one set of unions can be classified as guided by the vertical and another set of unions as guided by the horizontal principle.

Unions of whatever principle tend to move closer to each other in practice. Labour unions do not as a rule include salaried workers and professionals. White-collar unions recruit mostly people from their own »class». So do also the professional unions if they exist. Vertical unions may further form horizontally based organizations — formal or informal — within the union. And horizontally-recruiting unions may find it suitable to form vertical sub-organizations. There are still other countervailing forces which serve to minimize the principal differences between the two major types of unions. Recruitment rules and the recruitment sphere, for instance, may be changed by internal activities or for external reasons.