РЕКОМЕНДАЦІЇ
ДО НАПИСАННЯ ІНДІВІДУАЛЬНОЇ РОБОТИ
З АНГЛІЙСЬКОЇ МОВИ

Індівідуальна робота складається з 4 компонентів і включає:

1. Титульна сторінка
2. Текст із спеціальності за обраною темою обсягом 20 сторінок з запитаннями до кожного абзацу тексту (приблизно 2 питаня на кожну сторінку) та з короткими відповідями на них. Текст має представляти собою компіляцію з 3 джерел по темі. Посилання на джерела інформації повинні бути вказані по тексту на прикінці кожного фрагменту з 3.
3. Бібліографія (з посиланнями на джерела)
4. Реферат до тексту (тематичні речення та/або всі відповіді на питання. Якщо питання поставлені вірно, реферат буде мати ознаки когерентного тексту

Вимоги до оригіналу тексту

Текст має бути оригінальний (аутентичний), взятий тільки з оригінальних англомовних джерел (тобто текст має бути створений **носіями мови**), обсягом 20 сторінок, за жанром науковий чи науково-популярний. Кількість використаних джерел – 3. Підсумковий текст – це **компіляція** з 3 оригінальних джерел. Необхідно вказувати по тексту, який саме фрагмент взятий з певного джерела (наприкінці кожного фрагменту міститься посилання на джерело).

Запитання до тексту

2 запитання на сторінку. Запитання розміщуються після кожного фрагменту/абзацу текста. Відповідь має продемонструвати навички компресії тексту, тобто має складатися з **одного простого речення**, що містить всю **значущу** інформацію, надану в даному фрагменті текста.

Реферат тексту

Обсяг реферату (стиснутого тексту) - тематичні речення та/або всі відповіді на питання. Якщо питання поставлені вірно, реферат буде мати ознаки когерентного тексту

ЗРАЗОК СТРУКТУРНИХ ЕЛЕМЕНТІВ ПРОЕКТНОЇ РОБОТИ

SAMPLE STRUCTURAL ELEMENTS OF THE PROJECT WORK

1. ТИТУЛЬНА СТОРІНКА

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE

NATIONAL TECHNICAL UNIVERSITY
«KHARKIV POLYTECHNIC INSTITUTE»

Individual work

____

Fulfilled by:
student of the group

____
Checked out:
Tetiana Netetska________________

Kharkiv-2026

2. ТЕКСТ ІЗ СПЕЦІАЛЬНОСТІ ОБСЯГОМ 20 СТОРІНОК З ПИТАННЯМИ ДО КОЖНОГО АБЗАЦУ:

«Role of Labor Unions in Labor Markets»

Fragment 1

Labor unions are organizations formed by employees for using their collective ‘strength to improve compensation, benefits, and working conditions through bargaining; to bring fairness to the workplace through the provision of due process mechanisms; and to represent the interests of workers in the political process. Economists have traditionally viewed unions as functioning as labor market monopolies. Because they raise wages above the competitive levels set by the market, economists argue that labor unions create inefficiencies resulting in the loss of jobs and in greater income inequality in the workforce. For this reason, economists view unions as an undesirable interference in the operation of the market (Booth, 1995; Friedman & Friedman, 1980; Simons, 1948). However, some economists argue that in addition to their negative monopoly face, unions have a second, positive collective voice face. They further argue that, on balance, the positive impact of unions outweighs the negative (Bok & Dunlop, 1970; Freeman & Medoff, 1984; Reynolds & Taft, 1956).

Питання після кожного абзацу з відповіддю:

How do economists see labor unions in the labor market?

Economists view unions as labor market monopolies exercising an undesirable interference in the operation of the market.

Employees who desire to improve their compensation, benefits, and working conditions form unions. Employees recognize that unless they have unusual or unique skills or talents, individuals have very little influence with their employers and very little power to improve the conditions under which they work. However, by banding together, workers are able to exert collective pressure that is more likely to force an employer to make specific improvements in the workplace. This collective power is used to obtain improvements through the political and legislative processes. Economists generally assert that when employees are dissatisfied with their jobs, the only rational option available to them is to exit or quit their job and reenter the labor market to seek a better situation. However, some economists recognize that employees have a second alternative. Rather than exit their workplace, they can engage in voice. Engaging in voice involves trying to convince an employer to make changes in the workplace that will address employee dissatisfaction.

Питання після кожного абзацу з відповіддю:

How can employees solve problems in the union?

Employees can influence an employer and make him introduce changes in the workplace.

Employees readily understand that if they engage in voice behavior as individuals, they will probably have little success in convincing their employers to make significant changes. Employees also recognize that if they combine their individual voices with those of the other employees in their workplace, they will be significantly more likely to persuade an employer to make changes. Unions are the mechanisms employees form in order to use their collective power.

Питання після кожного абзацу з відповіддю:

Why did the workers begin to unite in unions?

The workers began to unite in unions to exert collective pressure on an employer.

Over time, employees have come to use the collective power of unions in three different ways. First, they engage in collective bargaining with employers in an effort to establish a legally binding contract that details the compensation, benefits, and working conditions in their workplaces. The goal of such a process is to negotiate terms that are better than those set by the labor market. Unions use the threat of a strike (a work stoppage that puts economic pressure on an employer by halting the production of a product or the provision of a service) to push employers to make improvements in these areas.

Second, unions establish processes and mechanisms through which employees can have a greater say in decisions that affect them. These processes can take many forms, including the establishment of grievance procedures that give employees due process when disciplined and employee involvement programs, such as labor management committees and quality-improvement plans.

All of these processes are established through negotiations between the employer and the union and ultimately give employees an opportunity to voice concerns and participate in decisions about how work will be organized.

Third, the collective power of unions can be used to shape the legal and political environment in which they operate. Unions have long understood that forces beyond the employer and union relationship affect the union's ability to represent its members' interests. To varying degrees, unions have actively worked within the legal and political realms to mold this environment, as well as to obtain workplace improvements through the political and legislative processes. The local, statewide, and national membership of a union represents a significant voting bloc.

Unions are able to provide campaign support for local, state, and federal politicians. In addition, unions help register people to vote, provide information to members and the public regarding politicians' stance and record on employment-related issues, raise funds for candidates, and engage in get-out-the-vote initiatives.

Питання How do employees use the collective power of unions?

Відповідь The employees use the collective power of unions to engage in collective bargaining with employers, establish mechanisms to have a greater say in decisions and shape the legal and political environment.

Source 1. Bamber, G. J., Lansbury, R. D., & Wailes, N. (Eds.). (2004). International and comparative employment relations (4th ed.). London: Sage.

https://doi.org/10.4324/9781003116158

Fragment 2

Historical Development of Unions

Most labor historians generally agree that the first real union in the United States was formed by shoemakers in Philadelphia in 1792. By 1806, the courts banned all other unions, as conspiracies in restraint of trade. When this decision was overturned in 1842, the government found other ways to discourage the formation of unions, including issuing injunctions and the use of police and militia to put down strikes, demonstrations, and other forms of collective action.

Meanwhile, most employers used a variety of strategies to fight the unionization of their workforce, including firing union activists and blacklisting them so they could not find other employment, evicting pro-union employees and their families from company-owned housing, and engaging in violence against workers who tried to organize.

These efforts on the part of employers did not entirely prevent workers from forming local, and even national, unions, but they did succeed in keeping unions relatively weak and on the defensive. However, legislation passed in the midst of the Great Depression as part of the New Deal changed the legal status of unions and ensured their existence as a central part of the U.S. economy. The National Labor Relations Act (NLRA), passed in 1935 as part of President Franklin Roosevelt's New Deal, changed public policy toward unions in a dramatic, even radical, way. After more than a century in which government often assisted employers in the suppression of unions, the NLRA now granted most American workers in the private sector a legal right to organize, bargain collectively, and engage in strikes, if they choose to do so. Employers vehemently opposed the legislation, but it was declared constitutional by a 5-4 vote of the Supreme Court.

The passage, and confirmation of the constitutionality of the NLRA by the Supreme Court in 1937, meant that the federal government would no longer side with employers against unions; rather, it would actively protect workers' rights to organize, bargain, and strike. The NLRA included a set of rules that would dictate how employers and unions would deal with one another in the future. The violence and chaos that characterized union-employer relations for more than a century was replaced by a systematic process of industrial relations that is still in use today.

And while the relationship between unions and management is still adversarial, the inherent conflict between the two parties is worked out under the rule of law, with strikes by unions and lockouts by employers used minimally and as a last resort.

One other major historical development that played a significant role in the formation of the contemporary American labor movement was the rise of public sector unions in the 1960s and 1970s. While the NLRA granted the right to organize, bargain, and strike to millions of American workers, it did not extend those rights to employees working for federal, state, or local government. These public employees did not begin to gain such rights until more than 25 years after the act's passage.

Federal workers were the first government employees to gain the right to organize and bargain collectively. However, the bargaining rights extended to them under Executive Order 10988 in 1962 were (and are) limited. For example, federal employees were not granted the legal right to strike.

The rights of state and local government employees to form unions and bargain are granted on a state-by-state basis. A majority of states grant public employees the right to organize a union. Most also extend some rights to bargain collectively to those who organize a union (although some states, mostly in the South, do not). Only 11 states allow even some of their state and local government employees the right to strike. In addition, while many states grant public safety employees (i.e., police, firefighters, and prison guards) some bargaining rights, none grant these workers the right to strike.

Contemporary American Unions

Unions are part of the economic framework of most developed, and many developing, nations. This is particularly the case in Western industrialized countries. However, the unions that have developed and operate in the United States over the last two centuries are unique compared to their counterparts in other nations. One of the most significant ways that U.S. unions have differed historically from unions in other countries is their acceptance of capitalism and rejection of socialism. Socialism has long been an integral part of the labor movements that developed in the United Kingdom and Ireland, western Europe, and Australia and New Zealand over the past 200 years. Even Canadian unions have had a tradition of supporting socialist principles. This uniqueness is sometimes referred to by historians as American exceptionalism and is a function of the American labor movement's acceptance of capitalism (Lipset, 1997).

At various points in America's history, there have been labor organizations that have promoted a socialist ideology. In the late 1800s, the leaders of the Knights of Labor led a quasi-socialist movement that attempted to organize workers on a massive scale. Initially, American workers flocked to the organization, and by 1886, the Knights had grown to 700,000 members. However, the membership quickly became disillusioned by the organization's lack of tangible gains, and by the late 1890s, the Knights of Labor had largely disappeared.

In the early 1900s, another socialist union, the Industrial Workers of the World (IWW, also known as the Wobblies) was founded. The Wobblies were even more committed to socialism than the Knights of Labor and much more militant.

Their union was based on the principle that "the working class and the employing class have nothing in common" and their stated goals were the "overthrow of capitalism" and the "seizure of the means of production".

While the IWW did attract over 100,000 members by 1917, American workers were fundamentally uncomfortable with their brand of revolutionary, socialist unionism. This, combined with heavy-handed attacks on the organization from federal, state, and local governments, led to the demise of the Wobblies as a labor union of significance.

Historians suggest that the collectivism promoted by these two particular groups did not win the hearts and minds of the vast majority of American workers because of the uniquely American culture and worldview that were emerging in the late 1800s and the early 1900s. This culture emphasized individualism, egalitarianism, and a general suspicion of government, all of which were consistent with capitalism and at odds with socialism. If American workers had not embraced these capitalistic principles, the American labor movement could have taken a very different shape (Lipset, 1997).

Source 2. Bennett, J. T., & Kaufman, B. S. (Eds.). (2007). What do unions do? A twenty-year perspective. Piscataway, NJ: Transaction Publishers.

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Fragment 3

Union Membership and Density

As U.S., unions developed during the twentieth century, both the number of union members and union density (the percentage of the labor force that belongs to a union) in the United States fluctuated over time. Figure 16.1 depicts the changes in union density.

From a high of 35.5% in 1945, union density fell over the next six decades to a low of 12.1% in 2007. Among the factors cited for this decline are structural changes in the economy (particularly the shift from an industrial-based to a service-based economy that occurred in the last 20 years), increasingly aggressive efforts by employers to fight unionization, weakening labor laws, and changes in the public’s attitudes toward unions. The overall union density rate includes employees in both the private and the public or government sectors. However, the trends in these two sectors have been very different over the last 40 years.

Although private and public sector union density rates were both around 25% of the labor force in the mid-1970s, in the decades that followed, public sector union density rose to nearly 40%, while private sector union density rates fell below 10% (see Figure 16.2). The higher union density rate in the government sector is partly explained by differences in labor law that make it easier for public sector employees to organize unions. A second commonly cited reason for the difference is the relative mobility of jobs in the private sector versus the immobility of public or go eminent jobs (i.e., private sector jobs are far more likely to move within the United States or overseas to avoid unionization than are public sector jobs).

In addition to varying over time and across the public and private sectors, union density rates also vary geographically and by industry. States with relatively high union density are located in the Northeast, the Midwest, and the West Coast.

In 2008, New York had the highest union density of any state at 24.9%, followed by Hawaii (24.3%) and Alaska (23.5%). Low rates are the norm across the South and in the southwestern states. North Carolina (3.5%), South Carolina (3.7%), and Georgia (3.9%) had the lowest rate of union density in 2008 (Bureau of National Affairs [BNA], 2009). Among industries with high rates of union density in 2008 were utilities (electric power, natural gas, water supply, etc.) at 26.9%, transportation and warehousing (transportation of passengers and cargo, warehousing and storage of goods, etc.) at 21.3%, and telecommunications (telephone service, cable and satellite television, Internet access, etc.) at 19.3%.

Industries with low union density included insurance at 1.0%, finance (banks, savings and loans, brokerages, etc.) at 1.3%, agriculture at 2.8%, food service (restaurants, fast food, caterers, etc.) at 3.1%, and retail trade (stores, catalog sales, etc.) at 5.2% (BNA, 2009a).

SOURCES: Data from 1930 to1970 are from Census Bureau Report (2001).

Data from 1973 to 1981 are based on results by Hirsch and Macpherson (2009), which uses information from a May CPS data report. Data from 1983 to 2008 were provided directly to the authors from the Bureau of Labor Statistics (BLS, 2009a, 2009b) with the following explanations:

(a) Beginning in 2000, data refer to private sector wage and salary workers; data for earlier years refer to private nonagricultural wage and salary workers,

(b) Data for 1990 to 1993 have been revised to reflect population controls from the 1990 census, and (c) Beginning in 2000, data reflect population controls from census 2000, new industry, and occupational classification systems. BLS has an online source for the CPS 2000 to 2008 data at http://www.bls.gov/cps/cpslutabs.htm.

Employees refers to those who receive a wage or salary working in nonagricultural industries in the private and public sectors. No data were available from 1971 to 1972 or for 1982.

While union membership has historically been drawn from the ranks of blue-collar workers in the manufacturing, coal, utilities, transportation, and construction industries, the proportion of the contemporary labor movement's membership made up of white-collar and professional employees has been increasing (although union density for these workers still remains relatively low). Actors, writers, athletes, nurses, teachers, sales representatives, school principals, musicians, and software engineers have joined unions in greater and greater numbers in recent years. The potential for growth in this area presents a great opportunity for American unions.

The degree to which they can take advantage of this opportunity may determine how relevant the American labor movement will be in the years ahead.

Labor unions are not by any means solely an American phenomenon. In fact, unions are a significantly more important part of the economies of most industrialized nations than in the United States. In 2006, the United States ranked 22nd of 24 nations, with only France (8.3%) and the Republic of Korea (11.2%) having labor movements that represented a lower percentage of the labor force.

Countries with the highest union density rates were Sweden (78%), Finland (74%), and Denmark (70%). It is important to note that union density rates have been declining in most developed countries, although the decline appears to be slower for most other nations than for the United States (Chang & Sorrentino, 1991; Visser, 2006).

Union Structure and Government

To understand how unions function as organizations, it is necessary to understand how they are structured and governed. The structure and government of most unions is similar to the structure of American government in that it has three levels=local, state or regional, and national. The basic structural unit of a labor organization is the local union (in some unions the local might be referred to as a lodge or a branch). A local union often consists of the employees in a single workplace (a factory, an office, a warehouse, etc.), although sometimes a local can represent more than one workplace, and in very large workplaces, there can be more than one local union (e.g., one local might represent production and maintenance employees, while a second local represents the office workers). One of the most significant things about a local union is that it is the main point at which members interact with, or experience, the union. The local union is governed based on a local constitution or bylaws that establish how the local will operate. Typically, the local union constitution outlines how officers are elected, what their terms of office will be, what their duties are, as well as how decisions regarding the administration of the local, the bargaining of contracts, and the calling of strikes will be made. The exact structure of a local union will depend in part on its size and on the industry within which it operates. Because most local unions are affiliated with a national or an international union, the local union structure will also be influenced by the practices of the parent organization.

SOURCES: Data for 1973 to 1981 are from Hirsch and Macpherson (2009).

No actual data exist for 1982. Data from 1983 to 2008 were provided directly to the authors by the BLS (2009a, 2009b) with the following explanations:

(a) Beginning in 2000, data refer to private sector wage and salary workers; data for earlier years refer to private nonagricultural wage and salary workers,

(b) Data for 1990 to 1993 have been revised to reflect population controls from the 1990 Census.

(c) Beginning in 2000, data reflect population controls from Census 2000 and new industry and occupational classification systems.

The second level of union structure is the regional or state level. This is an intermediate level of the union. It serves as a link between the national and local levels. The regional or state level brings locals belonging to the same national or international union in a given geographic region together for their mutual benefit.

This level also often provides professional union representatives to assist the local unions. These individuals usually have significant experience and expertise in organizing, contract negotiations, and grievance handling/arbitration and provide advice and assistance to the local unions.

The national or international union represents the third level of union structure. A national union brings together its local unions within the United States. An international union is similar to a national union except that it has local unions and members in Canada (and sometimes in U.S. territories such as Puerto Rico and Guam). National and international unions perform numerous functions.

They bring locals together to use their collective power in negotiations with larger national and multinational employers. National and international unions also provide the formal structure and mechanisms for their members' interests to be voiced and heard in national politics and in addressing other important issues.

Additionally, national and international unions support regional/state and local union initiatives and needs by providing services (e.g., legal, research, education) to these levels of the union.

It is important to note that federal law to operate democratically mandates unions. The Taft-Hartley Act of 1947 (a series of amendments to the NLRA) and the Labor-Management Reporting and Disclosure Act (LMRDA) of 1959, also known as the Landrum-Griffin Act, established basic or minimum requirements for how elections are to be held, who can hold an elected position, and what the terms of office will be. These laws also mandate that all levels of all unions must file detailed reports accounting for every cent that is collected and spent and listing the salaries and expenses of all employees.

There is a fourth level of union structure and government called the federation. Unlike the other three levels discussed previously, a labor federation is not a union, nor is it a part of a union. A body brings together many differentunions into a loose alliance. This alliance helps the individual unions pursue their common interests by sharing information and bringing the collective authority and resources of the individual unions together. In some ways, a labor federation is analogous to the U.S. Chamber of Commerce in the business community. In the same way that a labor federation is not a union, the Chamber is not a business. Rather, it is a federation of businesses.

There are currently two labor federations in the United States. The first, the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), was founded in 1955. The second, Change to Win (CTW), was formed in 2005 by unions that disaffiliated from the AFL-CIO. The CTW unions split with the AFL-CIO over a number of policy differences, including CTW's perception that the AFL-CIO was not placing sufficient emphasis on organizing new union members.

In 2009, the AFL-CIO consisted of 56 national and international unions with a total membership of 11 million, while CTW had seven affiliates totaling 6 million members. While most U.S.-based national and international unions belong to one of these two federations, not all national or international unions are affiliated with a labor federation. In fact, the largest American union, the National Education Association (NEA), does not belong to either the AFL-CIO or CTW. However, other than the NEA, the unions that not affiliated have relatively small memberships and little influence nationally (Sloane & Whitney, 2010).

Source 3. Bureau of National Affairs. (2009). Work stoppages involving 1,000 or more workers, 1947-2008. Retrieved March 31. 2009, from http://www.bls.gov/news.release/wkstp.t01.htm

3. БІБЛІОГРАФІЯ З ПОСИЛАННЯМИ НА ДЖЕРЕЛА ІНФОРМАЦІЇ

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4. РЕФЕРАТ

Як видно з прикладу, компіляція з відповідей на питання складає когерентний текст, тобто питання поставлені вірно, компресія тексту відбулася:

Economists view unions as labor market monopolies exercising an undesirable interference in the operation of the market. Employees can influence an employer and make him introduce changes in the workplace. The workers began to unite in unions to exert collective pressure on an employer. The employees use the collective power of unions to engage in collective bargaining with employers, establish mechanisms to have a greater say in decisions and shape the legal and political environment. etc……