



INFORMATION AND TRAINING MEASURES FOR WORKERS' ORGANIZATIONS

BUDGET HEADING 04.03.03.02;

I KNOW MY RIGHTS! - informing on and raising awareness of workers' rights and trade union movement among the young population

YOUNG PEOPLE AND TRADE UNIONS

Public opinion survey

December 2009

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November - December 2009

REPORT

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1. BASIC RESEARCH INFORMATION

CONTRACTOR



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The research was conducted as part of the "I KNOW MY RIGHTS! project Informing on and raising awareness of workers' rights and trade union movement among the young population".

Trade union centres from Sweden, Finland, Croatia and Slovenia participate in the project.

2. ABRIDGED INTERPRETATION

Method

- A large part of the sample was obtained through CATI (computer assisted telephone interviewing) – 414.
- Data collection was carried out by a group of 20 interviewers from RM PLUS.
- Telephone numbers were selected at random from the phone directory (stationary phones).
- The questionnaire was also available for completion on line. 48 people filled in the questionnaire in Slovenia and 49 people in Croatia.
- Questionnaires completed for other countries were not taken into consideration for Slovenia.
- Data collection took place between 30. 11. and 30. 12. 2009.

Sample

The research was carried out on the basis of a random, representative sample of households with stationary phones. Our goal was to cover as closely as possible the structure of the population with regard to:

- gender
- age 15 to 30
- status
- region

Sample size:

- Slovenia 462
- Croatia 49

Comparison of the representative research sample with regard to Slovenia as a whole

REGION	WEIGHTED	RM TRADE UNIONS
Pomurje	6.2	8.4
Podravje	15.8	20.6
Carinthia	3.7	4.1
Savinja	12.9	9.7
Zasavje	2.3	1.5
Lower Posavje	3.5	2.8
Southeastern Slovenia	6.9	4.8
Central Slovenia	24.9	28.8
Upper Carniola	10.0	9.7
Inner Carniola – Karst	2.6	1.3
Gorica	6.0	3.0
Coastal-Karst	5.2	2.6
No answer		2.6

GENDER	WEIGHTED	RM TRADE UNIONS
male	51.3	46.8
female	48.7	53.2

AVERAGE AGE	WEIGHTED	RM TRADE UNIONS
15-19	28.8	26.0
20-23	26.2	21.6
24-27	26.1	29.7
28-30	18.9	22.7

EDUCATION	WEIGHTED	RM TRADE UNIONS
Elementary school or lower	33.2	22.7
vocational	22.6	8.9
secondary	36.6	44.6
higher and more	7.6	23.8

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Young people and values

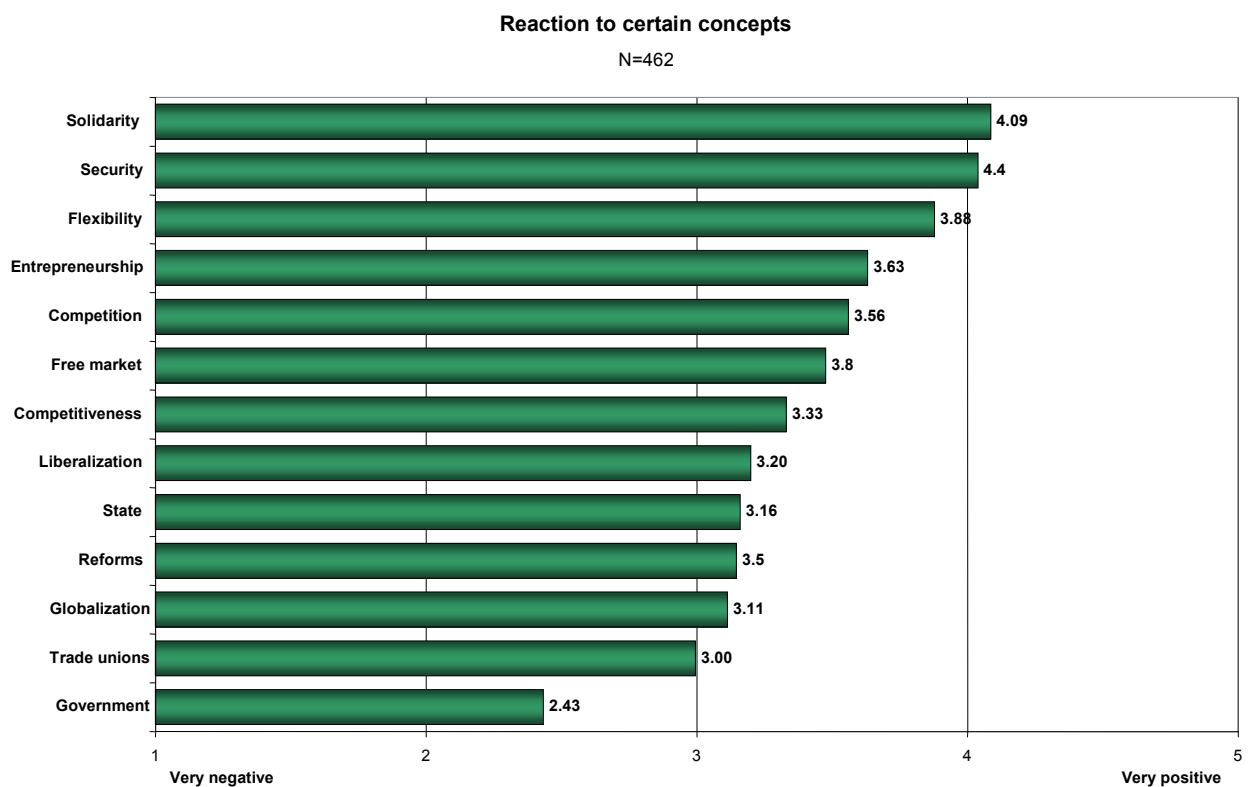
The following listed values and social phenomena are most commonly associated with positive feelings:

- solidarity
- security
- flexibility
- entrepreneurship
- competition

Most commonly associated with negative feelings are:

- the government
- trade unions
- globalization
- reforms
- e state

Most young people have an explicitly negative attitude towards trade unions. Trade unions were the second most negatively evaluated concept among the interviewees.

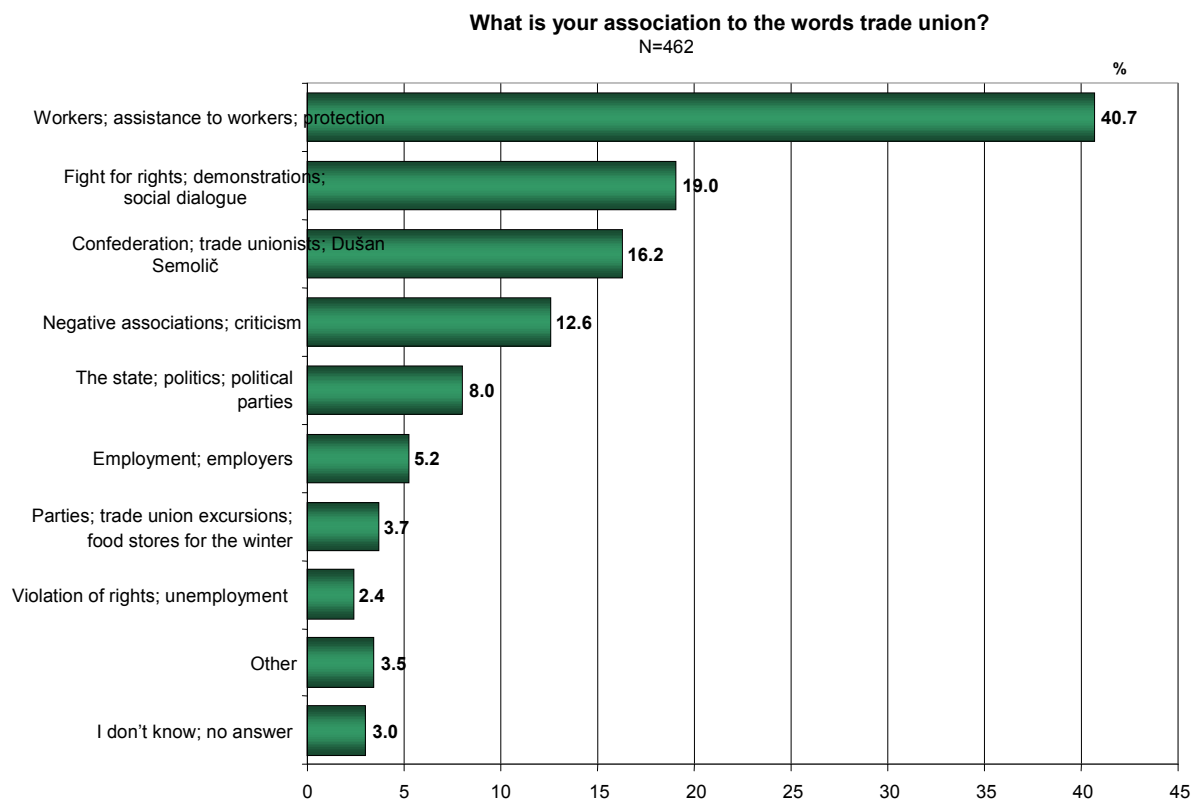


Associations related to the subject of trade unions

There were a number of different answers to the question “What do you think of when you hear the words ‘trade unions?’” The most common answers referred to the following issues:

- workers, assistance to workers, protection
- confederation, trade unionists, Dušan Semolič
- the state, politics, political parties
- fighting for rights, demonstrations, social dialogue

12.6 % of associations or criticisms were negative. A very low proportion of the participants refused to answer this question. This means that for most interviewees the concept is not something abstract, but spurs a certain association. Criticisms and negative associations are above average among interviewees with completed vocational school and below average income per household.



Trade unions' tasks and their implementation

These were open-type questions. A high number of different answers obtained were grouped according to the issue discussed.

Interviewees most often attribute trade unions the following tasks:

- fight, commitment, protection of workers' rights;
- workers' protection, security, social security;
- efforts to gain higher salaries, better standard of living;
- participation in social dialogue, negotiations.

We asked which of their tasks Slovenian trade unions performed very well. The most common answers referred to the following issues:

- care, commitment, representation of workers' rights;
- organization of protests, demonstrations;
- media exposure and promotion;
- fight for higher salaries, higher minimum wage.

A little more than a half of the participants were not satisfied with the work of trade unions or could not remember what trade unions did well. The answers included in this group are "I don't know, nothing, they are unsuccessful and they could do better, I don't trust". Criticisms and negative associations are above average among interviewees with vocational school-level education and below average income per household.

Trade union membership

A little more than a tenth of young people belong to a trade union. The young join a trade union when they become employed. More often than not trade union members are individuals who have completed at least some level of higher education.

A high proportion of interviewees were job seekers. More often than not they did not belong to a trade union either.

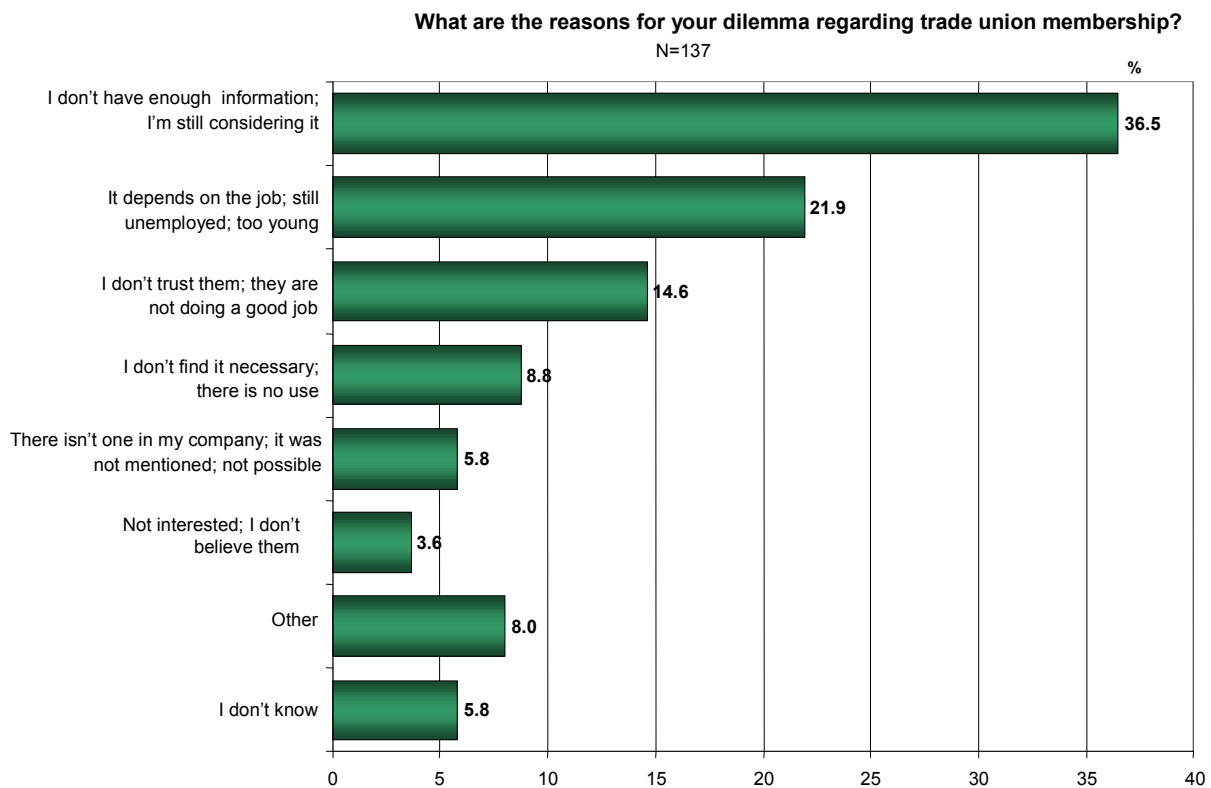
The results indicate that young people join a trade union when they find that their job status is relatively stable. In other words, they rarely join a trade union when they are employed for a definite period of time. Almost half of the participants said they had no intention of joining a trade union. These interviewees are more often than not those who have completed some form of higher education or more, are 28 years of age or older, employed, and in a higher income bracket.

THERE WAS A DISTINCT GROUP OF YOUNG PEOPLE WHO BELIEVED THEY WILL NEVER NEED A TRADE UNION!!!!

As a rule, the employed have a very clear view on trade unions! The most undecided respondents were among 15 – 19 year-olds.

Those with higher education are divided across two poles with very distinct views:

- a) Decidedly pro-trade unions
- b) Decidedly anti-trade unions



Participants evaluated the importance of trade union membership with a mean score of 3.32. On a scale of 1 do 5 a large majority of respondents evaluated the importance of membership with the average grade of 3.

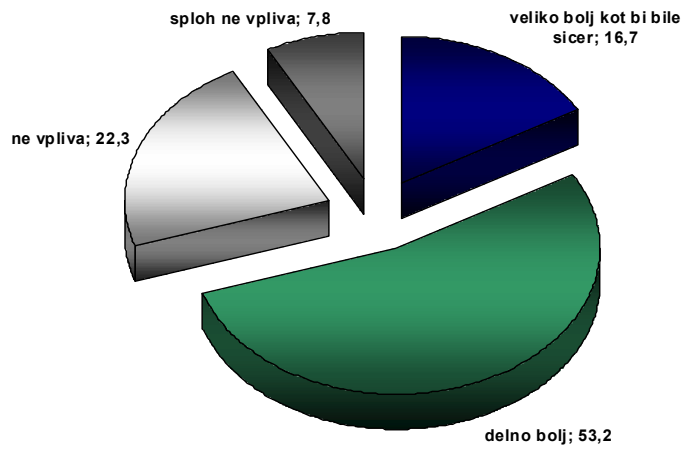
Those who still have not decided whether to join a trade union or not most often stress the lack of information on trade unions or that they have not given it much thought yet. A fifth are still unemployed or too young. Some of the respondents answered they did not trust trade unions, saw no use in them, were uninterested, did not have a trade union in the company or had never been asked to join.

The influence of trade unions

According to the participants, the influence of trade unions on different worker-related fields is relatively poor. The average grade given to the influence of trade unions on all factors measured is around 3. Considered the most successful feature was the influence on worker participation in profit sharing; the least successful feature were their efforts towards the recognition of workers' rights on the whole.

Ali članstvo v sindikatu vpliva na to, da so pravice delavca upoštewane?

N=462



Yes, to a much higher extent than anything else; 16.7 %

To a somewhat higher extent than other factors; 53.2 %

Not at all; 7.8 %

No; 22.3 %

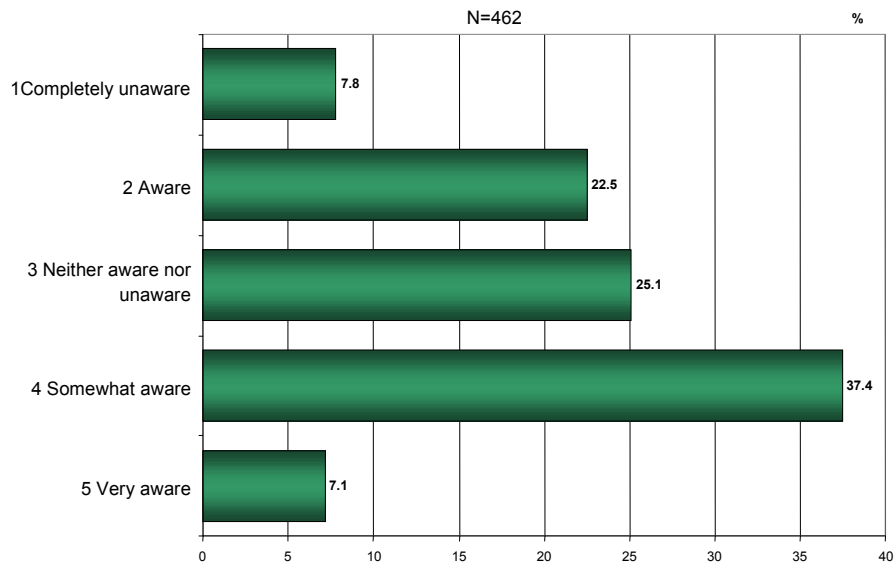
Young people and trade unions

- According to the participants, the state, the system, politics and the government are those most responsible for improving the situation for young workers.
- 7.1 % of participants believe that trade unions should do more to improve the situation of young workers.
- The average grade given to trade unions for their efforts related to conditions for young workers was 3.49.
- The young tend not to join trade unions. The average grade on a scale of 1 to 5 (1 meaning very rarely, and 5 often) was 2.2.
- The average grade of 3.5 (on a scale of 1 to 5) expressing the importance of young people's trade union membership was higher than the average assessment of the situation, which was 2.2.
- Awareness by participants of their rights received a score of 3.14 (on a scale of 1-5).

In your opinion, to what extent are young people aware of workers' rights?

Sv: 3.13

N=462



Opinions on trade unions

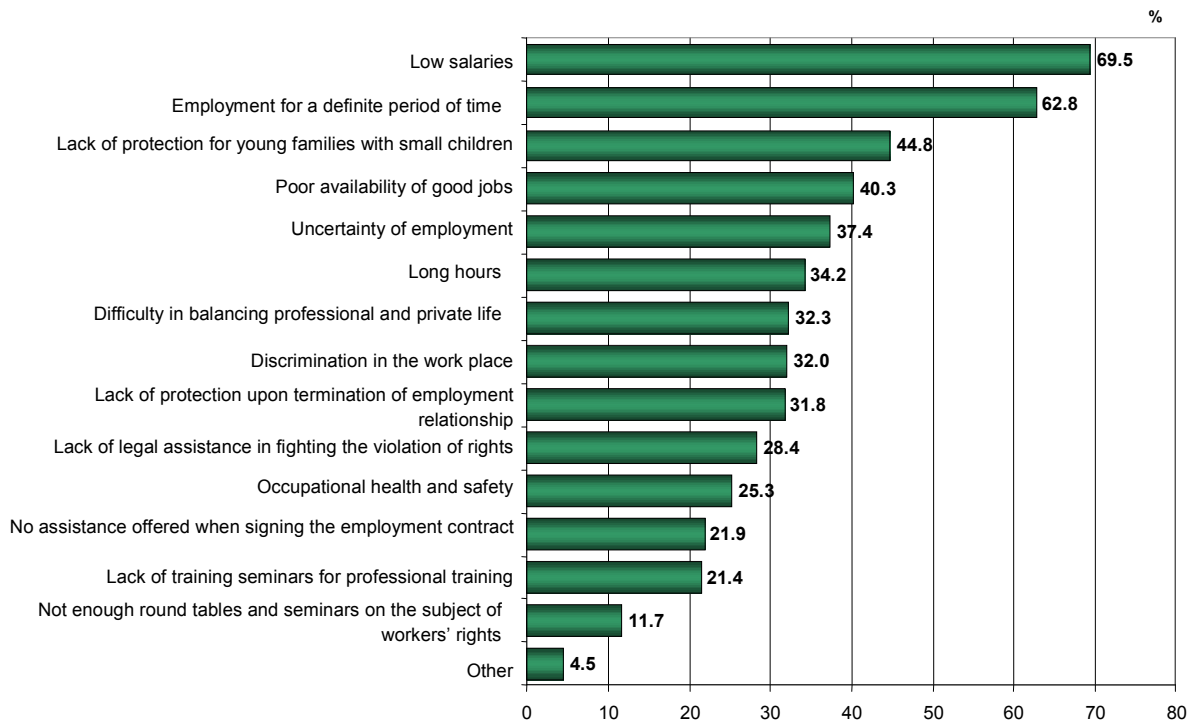
- The participants are most sensitive about and pay the most attention to their social security rights – profit, holiday allowances and similar.
- They are pessimistic – most do not expressly agree with the statement that in 10 years' time workers will enjoy more rights.
- Trade union membership is not associated solely with lower education.
- Most find it easy to identify with the working class (workers' rights are my rights too).
- Students and young people are more divided regarding the priorities of employers' and workers' rights.

Young people and employment

The most pressing problems of young employees are low salaries and employment for definite or fixed periods of time only. These are basically existential problems.

Which are the most common employment problems facing young people?

N=462



Areas of interest with regard to employees' rights

- There are several subjects young people feel they might need council on when enforcing their rights.
- The most common problems referred to:
 - ⊕ Pay calculation
 - ⊕ Employee participation in profit sharing
 - ⊕ Overtime
 - ⊕ Holiday allowances
 - ⊕ Wage incentives for employees
 - ⊕ Minimum salary

Each of these answers represents a high proportion of interviewees, each of them expressed by more than a third of all respondents.

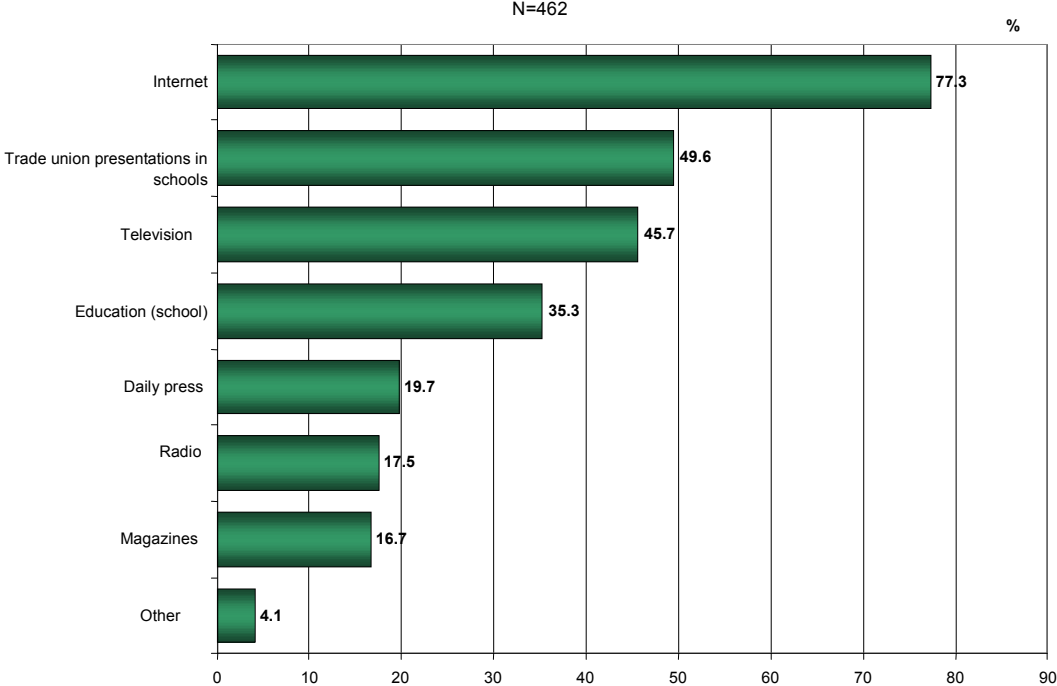
Proper information channels

The most commonly selected channels for information were:

- The internet
- Trade union presentations at schools
- Television
- Education (school)

We were positively surprised at the proportion of interviewees who selected education and trade union presentations at schools. This is an indication that young people do not know enough about trade unions and would like to learn more.

Which information channels might in your opinion best serve to give young people quality information on trade unions and their activities?

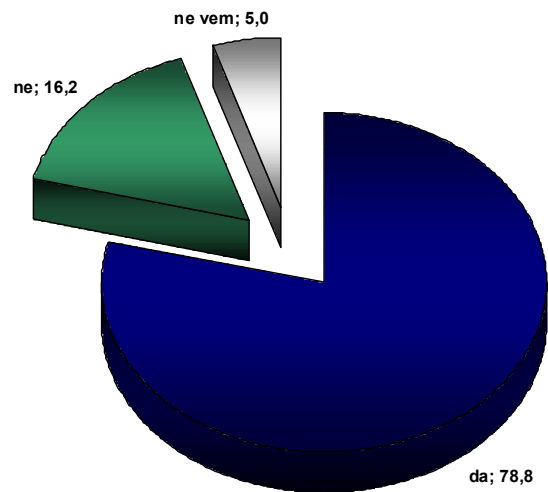


Should young people learn more at schools about trade unions in order to be better prepared for employment?

Yes ; 78.8 % No; 16.2 % I don't know; 5.0 %

Ali bi morali mladi v šoli več izvedeti o sindikatih, da bi bili bolj pripravljeni na zaposlitev?

N=462



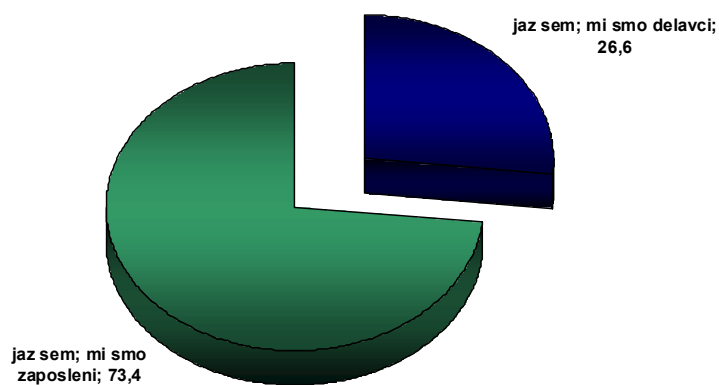
Which description can/might you identify with better as an employee?

I am / We are workers: 26.6 %

I am / We are employees: 73.4 %

S katerim opisom se, oziroma se boste lažje identificirali kot zaposleni?

N=462



73 % of young people found it easier to identify with the term employee than the term worker (27 %).

Abstracts

- This research probably represents the first systematic engagement with the younger population group of 15 to 30 year-olds.
- We are looking for at least minimum feedback from young people regarding trade unions.
- Young people associate trade unions with negative rather than positive feelings (similarly as with the term 'government').
- Upon some consideration this opinion seems to change to a more positive one.
- Solidarity has a very positive meaning.
- Values and concepts such as entrepreneurship, competition, free market and competitiveness are becoming increasingly positive among the young.
- Knowledge of the mission of trade unions among the young is relatively good.
- The most commonly mentioned roles attributed to trade unions are struggle, commitment to ensuring workers' rights, protection of workers and similar.
- Young people would like to know more about trade unions.
- Young people under 19 years of age have the least knowledge of trade unions. Young people would like to know more about their rights.
- Half the respondents expect they will not join a trade union.
- The highest proportion of those undecided was found among the under-19 group.
- re participants believe trade union membership is important than actually belong to a trade union.
- Even higher importance was attributed to trade unions' involvement with problems facing young people than to trade union membership.
- According to the respondents, the state, politics and the government are those most responsible for the improvement of the situation of young workers.
- A tenth of young people were rather self-critical, offering that they should do more about the situation themselves.
- Young people react most negatively when existential rights are violated, and with regard to financial and broader existential issues.
- They are interested in rights deriving from salary, profit sharing, overtime, holiday allowances, wage incentives, minimum wage and others.
- School was mentioned as one of the most suitable channels for information on trade union activities.

Trade union activity guidelines

- Encourage solidarity and empathy among the young in all spheres of life.
- Move from uncertainty of employment to more secure employment in order to change the general thinking on existential rights.
- Remain a public presence in all spheres possible, and demonstrate a presence in the social environment => to increase recognition.
- It is imperative that we present to the public any contribution, however small, made toward the improvement of any social group's situation => to strengthen reputation.
- Be present at schools, faculties, school programmes, E V E R Y W H E R E.