



PORTUGUESE
OBSERVATORY
OF GOOD LABOR
PRACTICES

Study | 2014

8th Study about the state of Labor Relations in Portugal

OPBPL – Portuguese Observatory of Good Labor Practices | CIES - ISCTE - IUL

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Preface

This study will develop an analysis to the health of Labor Relations in Portugal using a representative sample of the Portuguese population. To be able to draw its **conclusions within a 5 year period**, data will be collected and compared from **2010, 2011, 2012, 2013 and 2014**.

It is a **unique and unprecedented study** in Portugal concerning the tendencies and transformations to labor relations.

Various central issues to this subject will be covered such as the condition in which labor relations find themselves in both throughout the nation as well within the companies; the labor relations among Trade Unions and Employers; which elements of this subject the Portuguese Workers consider to be the most important; and finally the Portuguese corporate action in regard to Social Responsibility towards the Workers.

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1 | Introduction and Studied Concepts

In the 8 studies developed by the OPBPL an analysis to the Labor Relations in Portugal situation was conducted using a representative sample of the Portuguese population between 2011 and 2014, annual results will be presented.

The broad term Labor Relations is understood to be the outcome of the relationships shared by the sum of the agents that operate within the working world, it concerns the contacts that are established between Trade Unions, Business Federations, Public Bodies, in particular around the working conditions.

In this 8th Study about the Labor Relations situation in Portugal the results were opted to be presented within a 5 year period, with data ranging from January 2010 to 2014.

The Studies are available at: <http://opbpl.cies.iscte-iul.pt/?lang=en>

The following subjects were analyzed:

- the situation of Labor Relations in Portugal;
- the situation of Labor Relations among the Portuguese Companies;
- the labor relationship between Trade Unions and Employers;

- the elements of labor relations and practices that the Portuguese workers find to be the most important ones;
- the outcome of a 3 year Troika intervention in Portugal; and
- the Portuguese corporate action in regard to Social Responsibility towards the workers.

Thus the study will compare data from 2010, 2011, 2012, 2013 e 2014.

2 | Key Findings

In this chapter we will be presenting the results of the studies developed between 2010 and 2014.

In May 2013, 47% of the Portuguese workers believed the Portuguese labor situation to be a negative one. This value represents over 11, 5% when compared to January 2010, but it is inferior to the one registered in 2013.

Q1 -	Globally, how would you classify the state of labor relations in Portugal? (choose only 1 answer)	2010	2011	2012	2013	2014
	Positive	22,0%	19,8%	14,7%	13,2%	17,2%
	Neutral	33,9%	30,2%	30,4%	29,9%	32,4%
	Negative	36,5%	43,8%	47,5%	53,2%	47,0%
	NA	7,6%	6,2%	7,4%	3,6%	3,4%
	Total	100,0%	100,0%	100,0%	100,0%	100,0%

However it is relevant to mention that whenever asked about the state of labor relations within the companies in which those employees work at 58, 8% of Portuguese workers reported it to be “positive” and only 13, 2% as “negative”. Therefore there is a correlation between that “positive” assessment and the element of “proximity”.

Q2-	Globally, how would you classify the state of labor relations at the company you work for? (choose only 1 answer)	2010	2011	2012	2013	2014
	Positive	40,6%	49,5%	47,5%	51,8%	58,8%
	Neutral	26,7%	27,2%	32,7%	30,0%	25,6%
	Negative	25,8%	17,8%	16,2%	15,8%	13,2%
	NA	6,9%	5,5%	3,6%	2,5%	2,4%
	Total	100,0%	100,0%	100,0%	100,0%	100,0%

When questioned about the state of labor relations between Trade Unions and their own Employer, 23, 3% of the Portuguese workers consider those relations to be “neutral”.

There is however a worrying percentage of Portuguese workers whom are unfamiliar or refused to answer about the aforementioned issue, as high as 38, 3% as of May 2014.

Q3-	Globally, how would you classify the relation between Trade Unions and the Employer at the company you work for? (choose only 1 answer)	2010	2011	2012	2013	2014
	Positive	28,1%	23,3%	12,4%	17,5%	19,0%
	Neutral	36,4%	39,6%	33,8%	26,5%	23,3%
	Negative	11,6%	8,9%	13,2%	10,8%	10,3%
	Differs from one Trade Union to another	10,4%	10,0%	11,0%	6,9%	9,2%
	NA	13,5%	18,2%	29,6%	38,4%	38,3%
	Total	100,0%	100,0%	100,0%	100,0%	100,0%

An important aspect to bear in mind is the fact that 28, 6% of the Portuguese people consider the changes to the labor relations to be an inheritance of the former cabinet led by the Socialist Party (PS).

Q4-	From your point of view, which of the following can be to blame for the current changes to labor relations?	2014
	Former Socialist government-PS	28,6%
	Current coalition government PSD-CDS	27,4%
	The Memorandum of Understanding and Troika`s interventions	23,5%
	NA	20,5%
	Total	100,0%

One of the issues regarding labor relations which the workers consider to be – in general – one of the most important ones as of May 2014 is “equal opportunities” – much like what happened in January 2010 and 2013 – placing first on the ranking with 18,1% of total answers.

Q5-	Of the following labor relation related items, choose 3 of which you consider to be the most important (choose the 3 most relevant ones)	2010	2011	2012	2013	2014
	Career paths and remuneration systems	11,9%	13,5%	19,4%	10,9%	13,5%
	Communication and dialogue with the company's officials	11,2%	14,8%	12,6%	10,0%	10,6%
	Rights and freedom of Union Association	7,0%	2,5%	5,3%	3,0%	1,4%
	Rights to parents	8,6%	4,9%	6,2%	4,8%	4,5%
	Work Schedule	10,0%	10,0%	8,5%	7,2%	8%
	Equal opportunities for workers	15,9%	12,5%	15,4%	16,1%	18,1%
	Non-discrimination between workers	9,0%	8,5%	7,4%	11,3%	9,3%
	Health and safety in the workplace	10,6%	13,2%	10,2%	15,7%	14,6%
	Pension systems and complements	6,2%	5,6%	3,7%	6,2%	3,5%
	Positive management treatment	7,7%	8,2%	6,5%	8,4%	9,9%
	Positive colleague treatment	1,9%	6,3%	4,8%	6,5%	5,6%
	Total	100,0%	100,0%	100,0%	100,0%	100,0%

Lastly it is relevant to highlight that 64% of the Portuguese workers currently consider the actions undertaken by Portuguese Companies as far as Social Responsibility is concerned to be “positive”.

This 8th Study about the state of Labor Relations in Portugal also allowed to conclude that in May 2014 only 9, 5% of the Portuguese workers considered the actions undertaken by Portuguese Companies in regard to Social Responsibility to be “negative”.

Q6-	Globally how would you classify the company you work at as far as Social responsibility towards its workers is concerned? (choose only 1 answer)	2010	2011	2012	2013	2014
	Positive	40,3%	52,0%	59,4%	56,4%	64,0%
	Neutral	31,8%	30,9%	23,4%	28,9%	23,1%
	Negative	21,7%	12,4%	13,8%	10,4%	9,5%
	NA	6,2%	4,7%	3,4%	4,3%	3,5%
	Total	100,0%	100,0%	100,0%	100,0%	100,0%

3 | Technical Data Sheet

Opinion polls performed by Eurosondagem, S.A. (2010-2012) and BestForecast Europe (2013-2014).

Public Opinion Studies, utilizing a representative sample of the Portuguese population.

Telephonic Interviews conducted by properly monitored and pre-selected interviewers.

The Universe used is a population older than age 16, established in Continental Portugal and living in wireline telephone households. The household choice was a random pick from the telephone directories.

The maximum error is 3,08%, for a 95,0% degree of probability.

4 | About the Observatory

The **Portuguese Observatory of Good Labor Practices – “OPBPL”**, is an independent body that focuses on analyzing Laborer Relations in Portugal, within the Lusophone Domain and in the Democratic Societies, in which the Trade Union Associations and the National Business Federation are constituted as pillars of the political system.

One of the elements inherent to union and employers actions that has not been the aim of analysis and evaluation is exactly the one that concerns good practices in labor relations, an element of great importance if we were to consider the partners that make up the Social Dialogue: Trade Unions and Employers.

Environmental Policy

OPBPL is a CO2_Neutral Organization



The Studies published by the Portuguese Observatory for Good Labor Practices (OPBPL) are CO2 free; all the OPBPL labor practices respect the environment and go towards sustainability

