

Study | October 2015

9th 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 analyze the state 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, 2014 and 2015**.

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 businesses; 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 9 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 2015, 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 9th Study about the Labor Relations situation in Portugal the results were opted to be presented within a 6 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 state of Labor Relations in Portugal;
- the state of Labor Relations among the Portuguese Companies;
- the labor relationships between Trade Unions and Employers;

- the elements of labor relations and practices that the Portuguese workers consider to be most important;
- the opinion of the Portuguese workers concerning the potential changes in the body of the Social and Economic Council – CES; and
- the Portuguese corporate actions in regard to Social Responsibility towards their workers.

Thus the study will compare data from 2010, 2011, 2012, 2013, 2014 and 2015.

2 | Key Findings

In this chapter we will be presenting the results of the studies developed between 2010 and 2015.

In October 2015, 37,4% of the Portuguese workers believed the Portuguese labor situation to be a negative one. This figure represents over 9,6% when compared to January 2010, but it is inferior to the one registered in May 2014.

Q1 -	Globally, how would you rate the state of Labor Relations in Portugal? (choose only 1 answer)	2010	2011	2012	2013	2014	2015
	Positive	22,0%	19,8%	14,7%	13,2%	17,2%	23,4%
	Neutral	33,9%	30,2%	30,4%	29,9%	32,4%	35,5%
	Negative	36,5%	43,8%	47,5%	53,2%	47,0%	37,4%
	NA	7,6%	6,2%	7,4%	3,6%	3,4%	3,7%
	Total	100,0%	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 60,6% of Portuguese workers reported it to be “positive” and only 12, 2% as “negative”. Therefore there is a correlation between that “positive” assessment and the element of “proximity”.

Q2-	Globally, how would you rate the state of Labor Relations at the company you work for? (choose only 1 answer)	2010	2011	2012	2013	2014	2015
	Positive	40,6%	49,5%	47,5%	51,8%	58,8%	60,6%
	Neutral	26,7%	27,2%	32,7%	30,0%	25,6%	25,5%
	Negative	25,8%	17,8%	16,2%	15,8%	13,2%	12,2%
	NA	6,9%	5,5%	3,6%	2,5%	2,4%	1,8%
	Total	100,0%	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, 28,8% 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 33,7% as of October 2015.

Q3-	Globally, how would you rate the relationship between Trade Unions and your Employer? (choose only 1 answer)	2010	2011	2012	2013	2014	2015
	Positive	28,1%	23,3%	12,4%	17,5%	19,0%	19,7%
	Neutral	36,4%	39,6%	33,8%	26,5%	23,3%	28,8%
	Negative	11,6%	8,9%	13,2%	10,8%	10,3%	9,6%
	Differs from one Trade Union to another	10,4%	10,0%	11,0%	6,9%	9,2%	8,3%
	NA	13,5%	18,2%	29,6%	38,4%	38,3%	33,7%
	Total	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

In regard to the potential changes in the body of the Social and Economic Council – CES – the majority of the Portuguese workers (56,2%) - in October 2015, believes that it should be changed, namely to integrate other Trade Union Centers, such as USI.

Q4-	The Social Dialogue board, responsible for the promotion of dialogue and social cohesion in Portugal with the goal of successfully closing agreements, which would you consider to be more accurate?	2015
	The Social Dialogue Body – in the capacity of representatives of the workers- should be integrated exclusively by CGTP and UGT	22,6%
	The Social Dialogue – in the capacity of representatives of the workers- should be integrated by other Trade Unions, namely USI	56,2%
	NA	21,2%
	Total	100,0%

Much like in previous years, all the way back to 2010, of the several general elements related with Labor Relations, the Portuguese Workers chose yet again “equality of opportunity” as the single most important element, with 18,2% answers registered.

Q5-	Of the following items pertaining to Labor Relations, chose 3 which you would consider to be the most important (choose the main 3)	2010	2011	2012	2013	2014	2015
	Careers and remuneration systems	11,9%	13,5%	19,4%	10,9%	13,5%	9,6%
	Communication and dialogue with the key players of the company	11,2%	14,8%	12,6%	10,0%	10,6%	9,3%
	Freedom to associate and Trade Union freedom	7,0%	2,5%	5,3%	3,0%	1,4%	1,8%
	Parenthood rights (men and women)	8,6%	4,9%	6,2%	4,8%	4,5%	7,9%
	Working hours	10,0%	10,0%	8,5%	7,2%	8%	11%
	Equal opportunity among workers	15,9%	12,5%	15,4%	16,1%	18,1%	18,2%
	No discrimination between workers	9,0%	8,5%	7,4%	11,3%	9,3%	9,6%
	Health and job security	10,6%	13,2%	10,2%	15,7%	14,6%	18%
	Pension system and benefits	6,2%	5,6%	3,7%	6,2%	3,5%	3,2%
	Positive treatment by the employers	7,7%	8,2%	6,5%	8,4%	9,9%	6,5%
	Positive treatment by the colleagues	1,9%	6,3%	4,8%	6,5%	5,6%	3,6%
	Total	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

Lately, we must take note of the fact that as many as 65,5% of Portuguese workers currently considers the actions of the Portuguese Companies in the subject of Social Responsibility to be “positive”, this figure has been increasing along the years since 2010.

Q6-	Globally how would you rate the actions of your company in regard to the subject of Social Responsibility and its own employees? (choose only 1)	2010	2011	2012	2013	2014	2015
	Positive	40,3%	52,0%	59,4%	56,4%	64,0%	65,5%
	Neutral	31,8%	30,9%	23,4%	28,9%	23,1%	23,2%
	Negative	21,7%	12,4%	13,8%	10,4%	9,5%	8,4%
	NA	6,2%	4,7%	3,4%	4,3%	3,5%	2,9%
	Total	100,0%	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 (2013-2015).

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 and the State – coined with concepts such as social responsibility or best governance practices, with a non-existing tradition of scientific analyses, systemization and objectivity around these subjects. The Portuguese Observatory of Good Labor Practices thus aims to provide an independent scientific contribute for the filling of this gap.

The Advisory board of the Portuguese Observatory of Good Labor Practices is composed by Personalities and Specialists in the subjects of Labor Relations and the Labor Market.

The Portuguese Observatory of Good Labor Practices has therefore been providing an independent contribute for the filling of said scientific and civic international void.

It is in this manner that throughout 5 years of effort the OPBPL has built its own space.

This objective has been fulfilled through the publication of Studies, Electronic Papers, Legislation Analyses, Good Labor practices and Labor Market, which set the behavioral limits of the Trade Unions and Employers Associations as well as their intervention, namely in negotiating processes in the field of Collective Labor Relations.

Throughout 5 years of effort the OPBPL has registered a remarkable production and dissemination of scientific material.

The OPBPL has reached a standard of notoriety and credibility which we find remarkable.

The OPBPL has been consecutively highlighted in the media, namely the I Newspaper, Público Newspaper, Diário de Notícias, Directorate-General for Administration and Public Employment (DGAEP), Institute of Employment and Vocational Training (IEFP) and the International Labor Organization (ILO).

The Observatory also has a record of internationalization, of which are included four distinguished partnerships. The European Confederation of Managers (CEC), the European Confederation of Independent Trade Unions (CESI), the European Institute of Labor related Studies (IES) and the European Commission Network for Good Labor Practices (REWORDS).

Currently there is a registered number of 1330 results for an OPBPL internet search, of which one can find the OPBPL to be available on the first 150 entries outputted by a simple GOOGLE search, in addition to seeing its Studies referenced in other search engines like E-BOOKBROWSE.

Browse the Summary of 5 years of work development in the following link:

https://www.dropbox.com/s/ju7m8incq124xj6/OPBPL_5%20ANOS_PT.pdf?dl=0

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

