

SURVEY FOR EMPLOYEES OF THE INSTITUTE OF PHILOSOPHY

NOVEMBER 2019; INSTITUTE OF PHILOSOPHY UNION LOCAL
PREPARED BY ONDŘEJ LÁNSKÝ AND JOE GRIM FEINBERG

Survey Design and Basic Information

- Sample
 - Target population: employees of the Institute of Philosophy – of approx. 250 employees; 70 responded (28 %); of these 46 non-union members (66% of respondents)
 - Sampling method: self-selection
 - Data collection period: 4. - 22. 11. 2019
- Data collection method
 - Survey - questionnaire
 - Completion time - max. 15 min.
- Method of collecting and processing data
 - Voluntary survey completion online through GoogleForms
 - Processed in GoogleForms and PC
- Survey prepared by: Ondřej Lánský
- Translated by: Joe Grim Feinberg

Main Findings

70 out of approx. 250 employees participated (28%) → The level of generalizability of data remains an open question.

Most respondents trust the union (60%); 35% do not trust = a challenge for the union to overcome.

Respondents see the union's purpose in generally trade union terms: emphasis on the fight for employees' rights and wages. This confirmed in further answers regarding the union's priorities.

Over 80% consider the atmosphere in the workplace to be positive.

A relatively high portion of respondents are dissatisfied with their wage level (43%), which is higher than the number of those satisfied (36%).

Themes such as gender equality and ecological footprint also appear, even though the survey questions did not explicitly raise them.

27% of non-union members are interested in joining the union.

Democratizing workplace decision-making, improving work atmosphere, and increasing the number of full-time (rather than part-time) positions were seen as important work for the union.

Approx. 53% respondents are unfamiliar with the content of the collective bargaining agreement between the institute and the union.

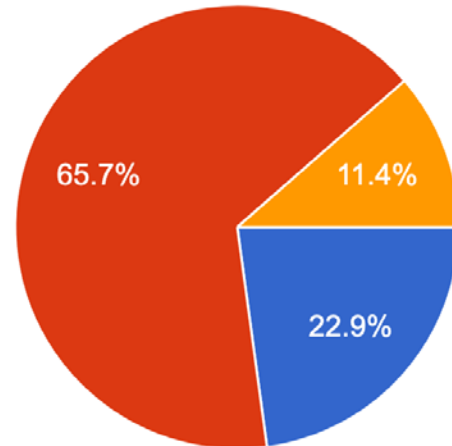
Almost half of respondents (44%) would be interested in an informational meeting regarding the collective bargaining agreement.

On the question of improving working condition at the institute, there is some disagreement: some voices call for improving material condition (including adding a canteen and lounge), other voices are critical, calling for stricter work evaluation criteria.

Union Membership

Jste členkou či členem odborové organizace FLÚ? [Are you a member of the Institute of Philosophy's local union organization?]

70 responses

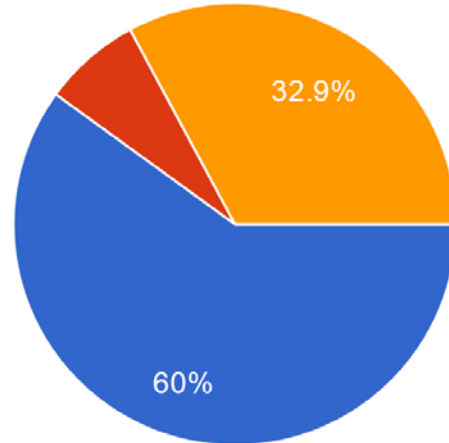


- Ano [Yes]
- Ne [No]
- Nechci odpovídat. [I prefer not to answer]

Question 1 – Trust in the Union

Odbory by zde měly být pro zaměstnance. Důvěřujete odborům? [Unions should be there for employees. Do you have trust in your union?]

70 responses



- Ano [Yes]
- Ne [No]
- Nechci odpovédět [I prefer not to answer]

Question 2 – The Union's Purpose

I

- Q: If you consider the union to be trustworthy, what does the union do that you most appreciate?
- Of the 42 who answered yes to Q1, 39 responded to Q2.

Coding category	Number
Classical trade union functions	36 (92%)
Improving the union's	1
Specifics of a public-sector union	1
Workplace democracy	1

Question 2 – The Union's Purpose

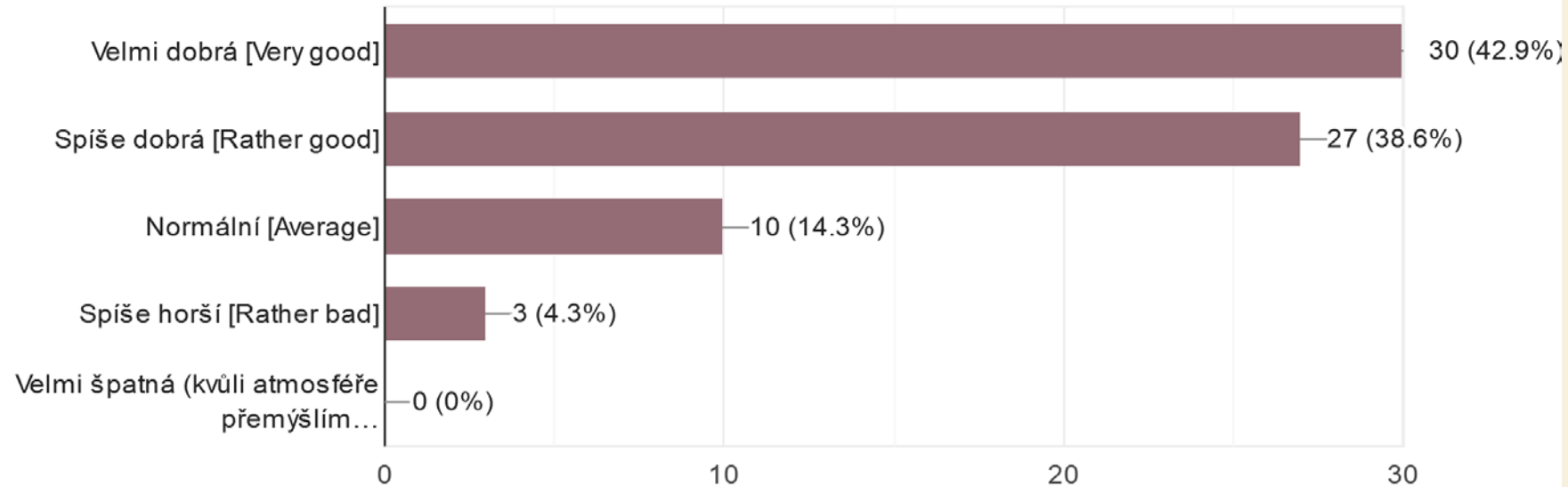
II

- Q: If you don't have trust in the union, what would the union have to do to win your trust?
- Of the 23 who answered no to Q1, only 3 responded to Q2.
- Coding:
 - Here not meaningful
- Responses:
 - Classic trade union functions emphasized: defending employee rights, benefits, etc.

Question 3 – Workplace Atmosphere

Jaká je podle Vašeho názoru atmosféra na pracovišti? [How is the atmosphere at your workplace?]

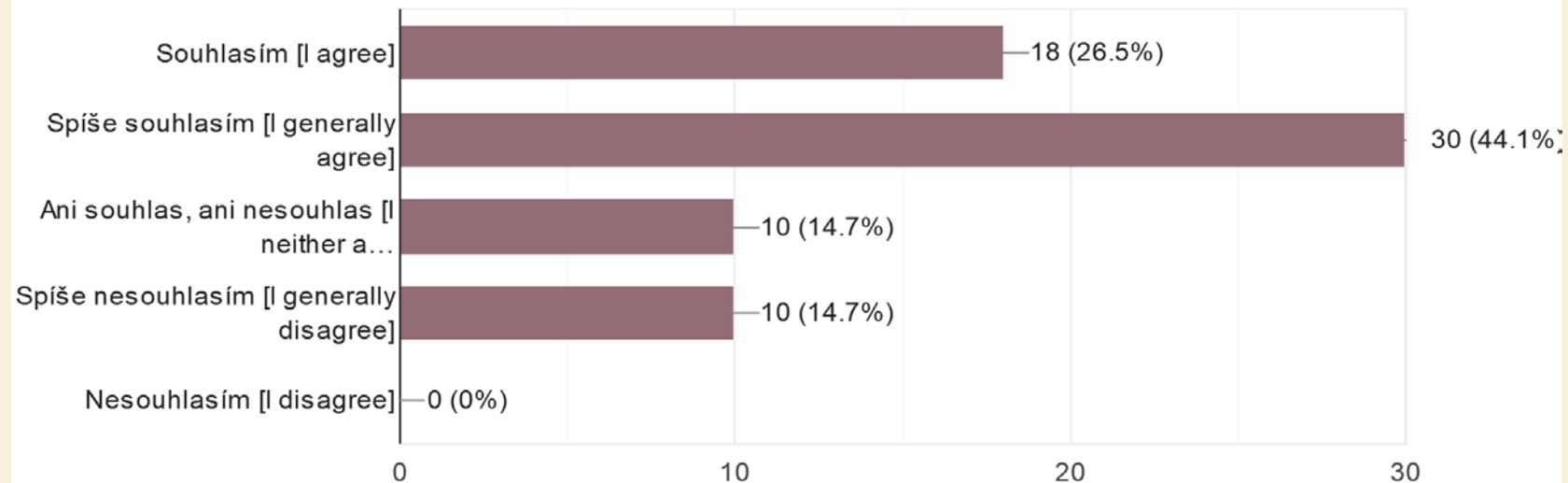
70 responses



Question 4 – Personal Development

Máte vytvořeny všechny podmínky pro svůj osobní rozvoj? [Does your workplace provide the conditions needed for your personal development?]

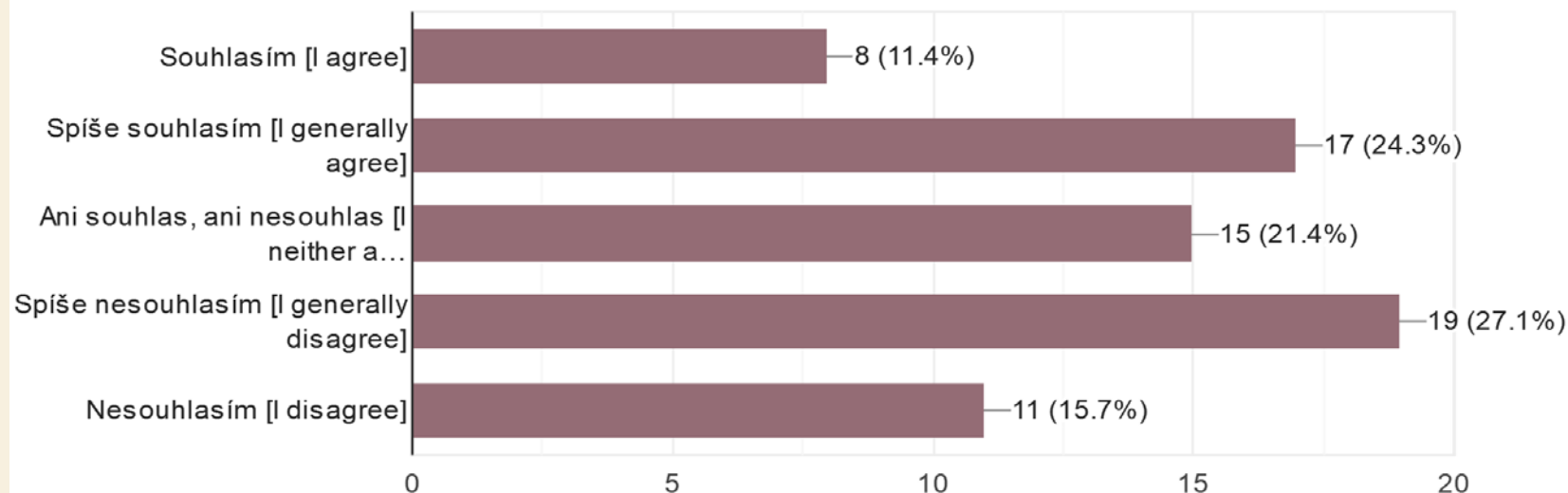
68 responses



Question 5 – Wages

Odměňování je spravedlivé a odráží Vaše nasazení při práci a Vaše výsledky. [Are your wages fair and appr...u put in and the results you achieve?]

70 responses



Question 6 – Problems at the Institute

- Q: What do you consider to be the biggest problems at your workplace?
- 45 responses

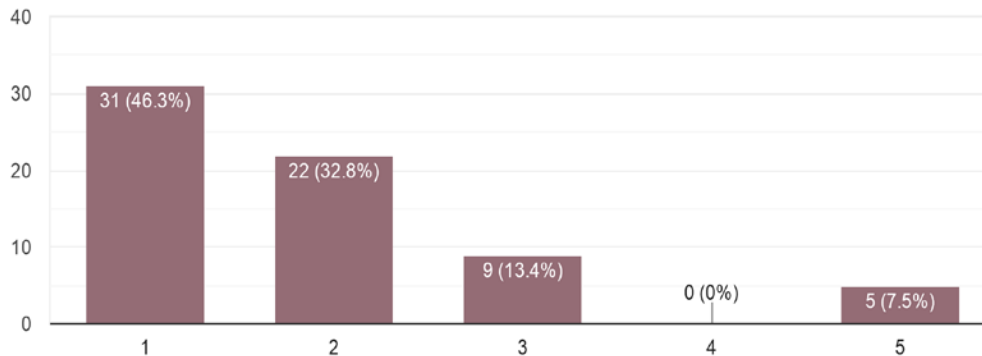
Coding category	Number
Overwork	10
Sexism	2
Differences in productivity levels	1
Low wages; precarity (limited-term contracts, part-time employment; dependency on grants)	20 (approx. 50%)
Insufficient communication with the leadership/administration (little feedback)	9
Provincialism (intellectual, linguistic)	5
Insufficient resources and finances for research	4
Low standards	3

Questions 7 and 8 – Union Priorities

- Scale 1 (very important) to 5 (unimportant)

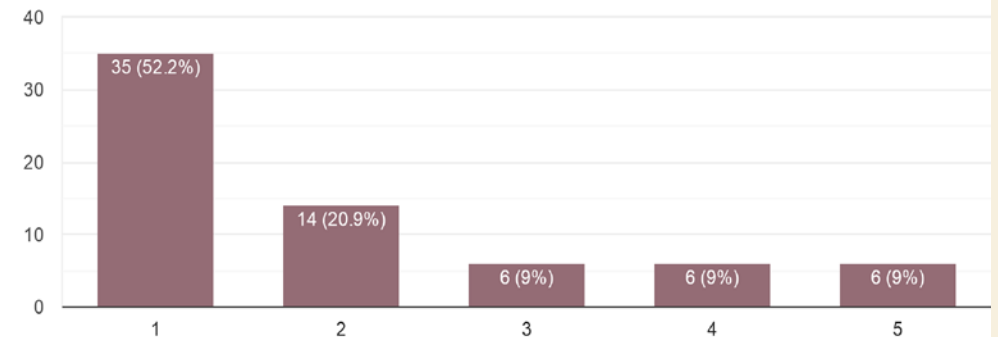
Navýšení mezd. [Raising wages]

67 responses



Dlouhodobá jistota pracovního úvazku (smlouva na dobu neurčitou). [Long-term employment stability Being able to work on a long-term contract]

67 responses

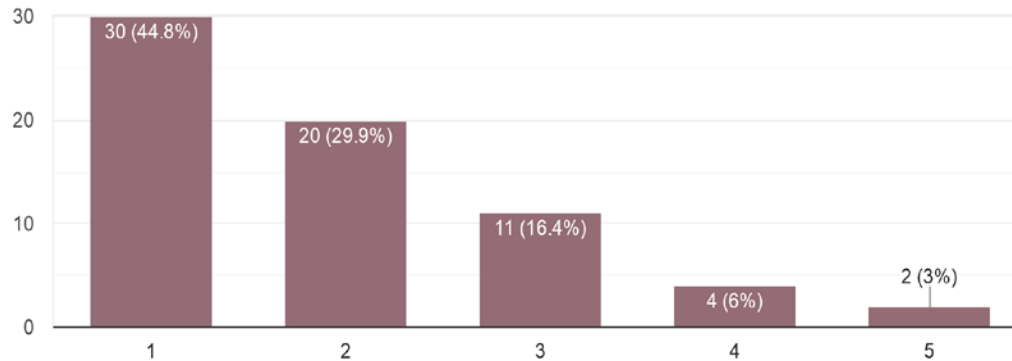


Questions 9 and 10 – Union Priorities

- Scale 1 (very important) to 5 (unimportant)

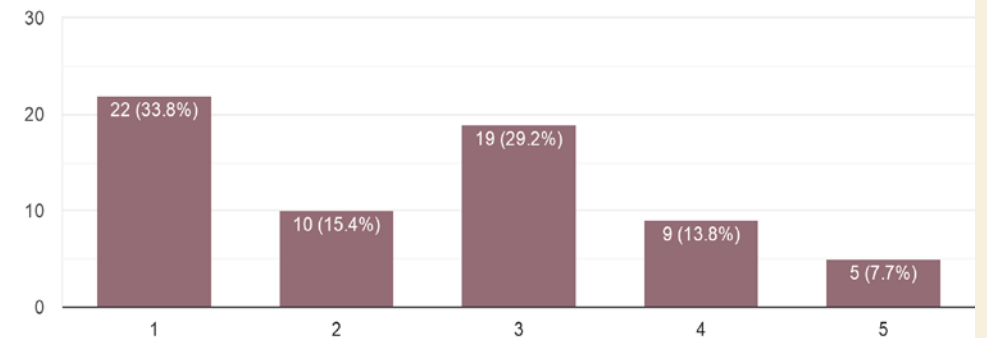
Lepší financování výzkumu. [Better research funding]

67 responses



Férovější atestace a hodnocení práce. [Fairer evaluation of your work performance ("atestace")]

65 responses

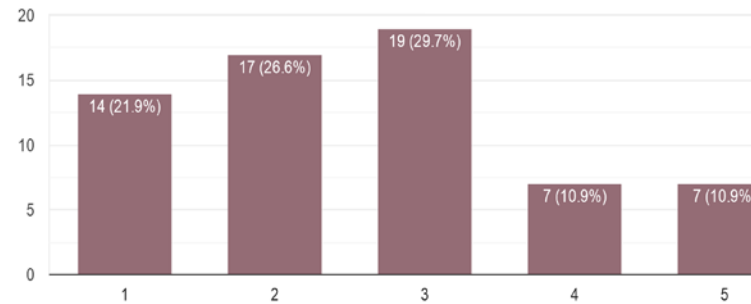


Questions 11 and 12 – Union Priorities

- Scale 1 (very important) to 5 (unimportant)

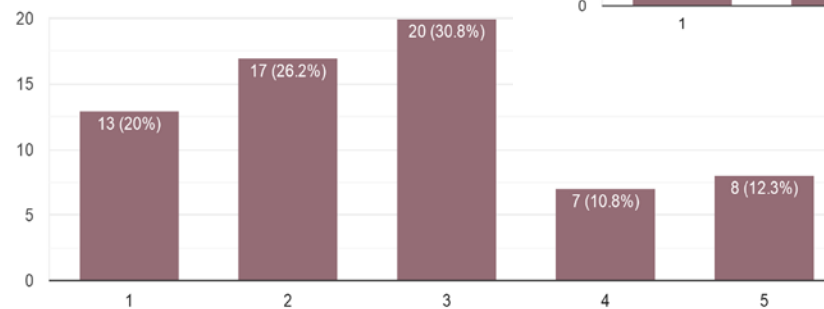
Navýšení úvazků. [Being able to work full-time or otherwise increasing your work engagement at the institute]

64 responses



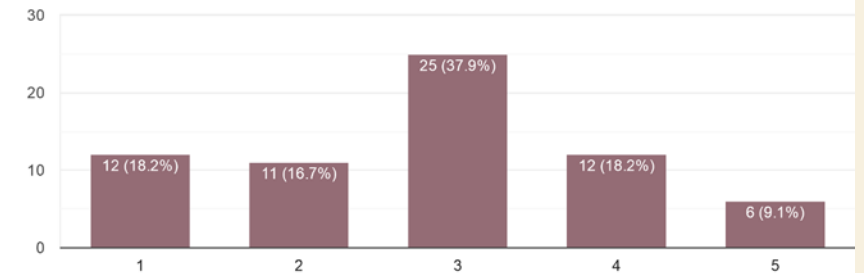
Democratization of workplace decision-making

65 responses



Zlepšení atmosféry na pracovišti. [Improving the atmosphere at the workplace]

66 responses



Question 13 – Other Union Priorities

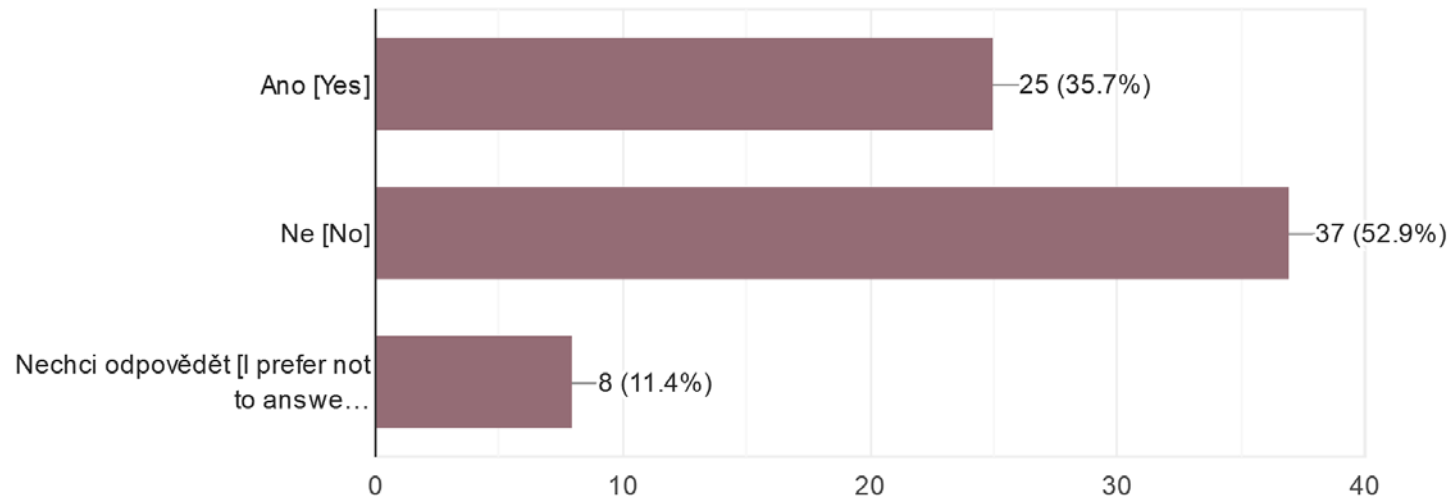
- Q: Anything else?
- 20 responses, 6 of them unusable (such as explanatory notes)
- Highly varied answers

Coding category	Number
Better conditions - material conditions, benefits	4
Better conditions – less bureaucracy, and similar answers	2
Support for women (e.g. Maternity leave)	2
The Institute's carbon footprint	2
<i>Raising wages</i>	1
Clarifying the Institute's mission	1
Quality of workers (emphasis on stricter evaluation)	3
Information – clear and sufficient communication	1

Question 14 – Collective Bargaining Agreement

Are you familiar with the collective bargaining agreement that regulates your working conditions at the Institute of Philosophy, and which can be accessed on the Institute's website (http://www.flu.cas.cz/images/dokumenty/interni/jine/2018_10_01_Kolektivni_smlouva-uplne_zneni.pdf)?

70 responses



Question 15 – Comments on the Collective Bargaining Agreement

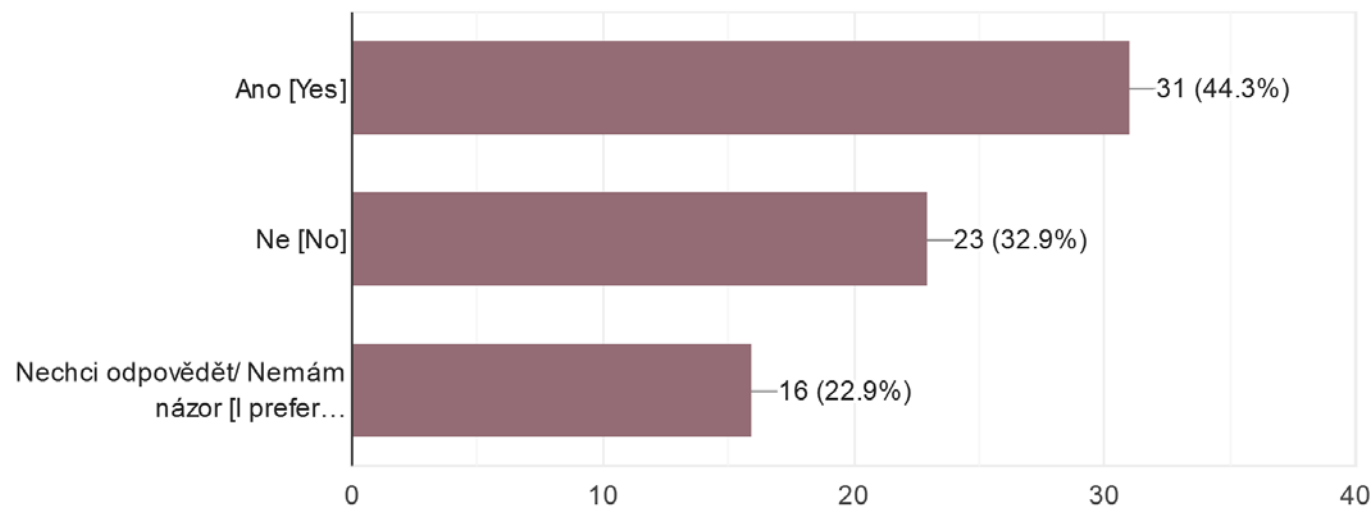
- Q: Do you have any comments or suggestions related to the collective bargaining agreement?
- 16 responses, of which 10 are unusable (empty, explanatory remarks, etc.)

Coding category	Number
Complaints regarding the agreement's content	4
The agreement is too general	2

Question 16 – Informational Meeting

Would you be interested in attending an informational meeting to discuss our existing collective bargaining agreement and the possibilities for changing it?

70 responses



Question 17 – Improving Conditions

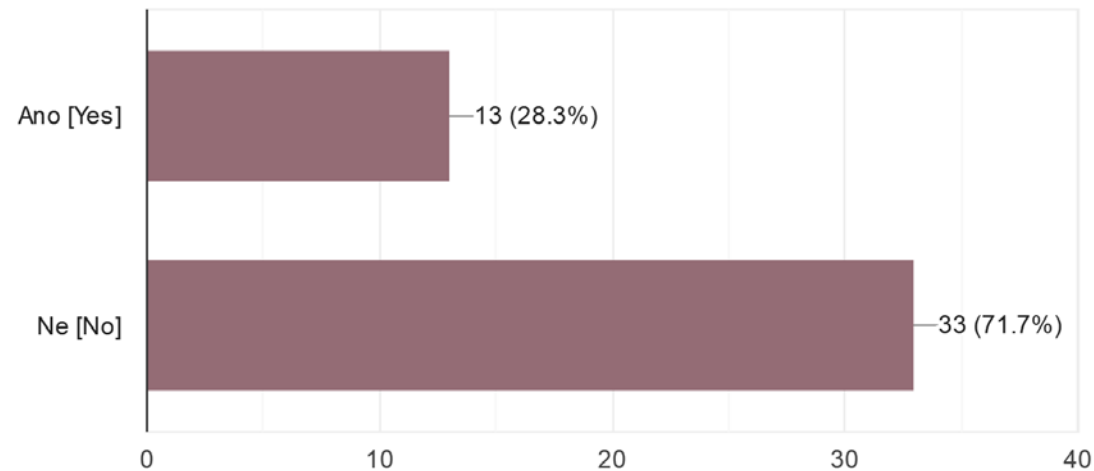
- Q: Would you be interested in attending an informational meeting to discuss our existing collective bargaining agreement and the possibilities for changing it?
- 20 responses, of which 6 are unusable (explanatory; statements that all is OK, etc.)
- Highly varied responses

Coding category	Number
Vision	2
“Break Room”	1
Approach to foreign workers	2
Food availability	4
Decreasing total number of employees	2
Raising wages	2
Environmental measures	1
Material conditions	2
Making work evaluation harder	1

Question 18 – Interest in Membership

If you are not currently a member of our union, would you be interested in joining? (If so, please contact zoo@flu.cas.cz)

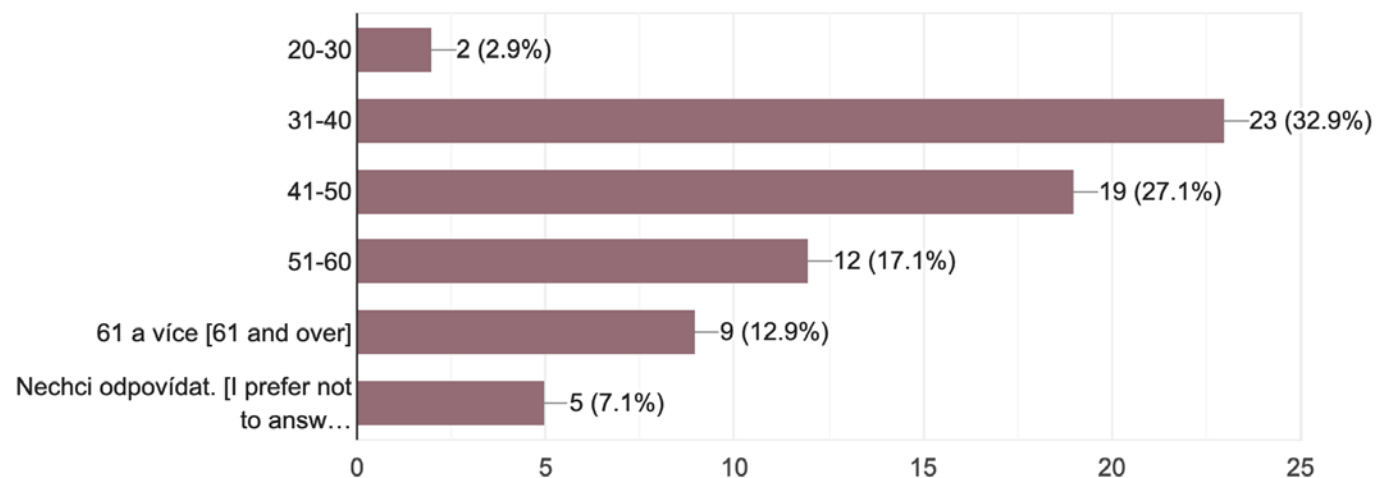
46 responses



Supplemental Information

Uveďte, prosím, Váš věk. [Please indicate your age]

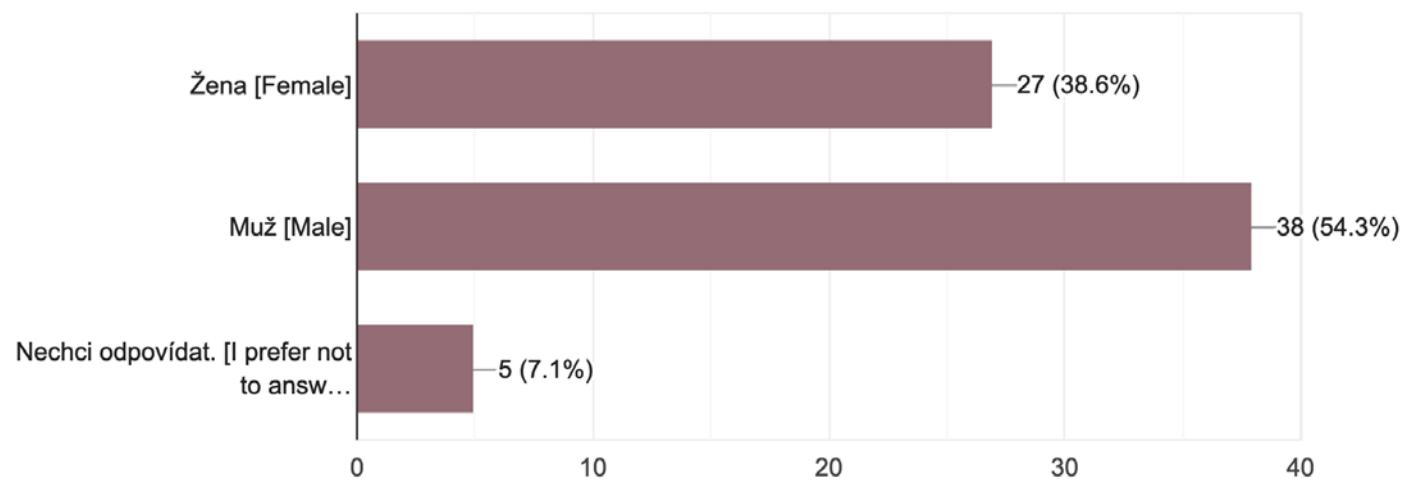
70 responses



Supplemental Information

Uved'te, prosím, pohlaví. [Please indicate your gender]

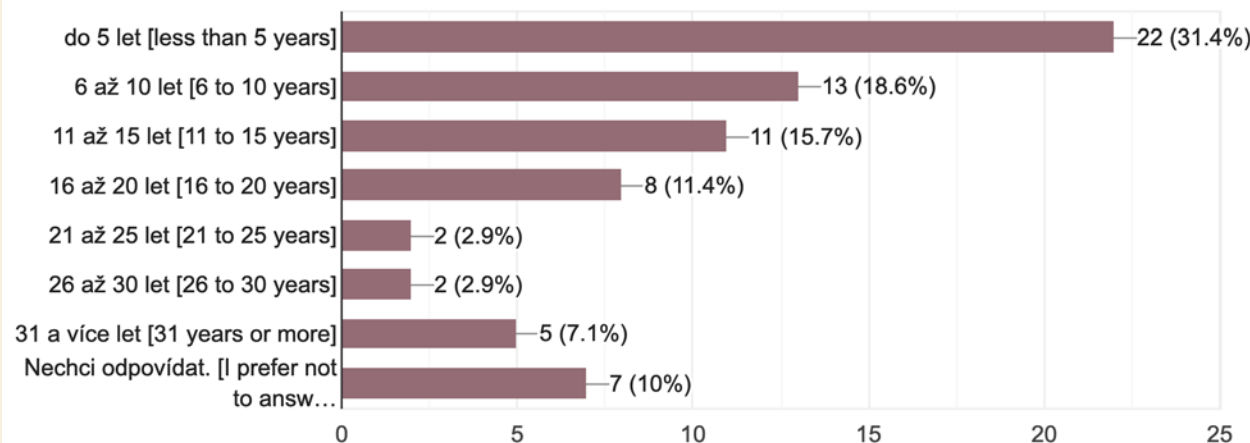
70 responses



Supplemental Information

Uved'te, prosím, délku Vašeho zaměstnání na FLÚ. [Please indicate how long you have been working at the Institute of Philosophy]

70 responses



Main Findings

70 out of approx. 250 employees participated (28%) → The level of generalizability of data remains an open question.

Most respondents trust the union (60%); 35% do not trust = a challenge for the union to overcome.

Respondents see the union's purpose in generally trade union terms: emphasis on the fight for employees' rights and wages. This confirmed in further answers regarding the union's priorities.

Over 80% consider the atmosphere in the workplace to be positive.

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Approx. 53% respondents are unfamiliar with the content of the collective bargaining agreement between the institute and the union.

Almost half of respondents (44%) would be interested in an informational meeting regarding the collective bargaining agreement.

On the question of improving working condition at the institute, there is some disagreement: some voices call for improving material condition (including adding a canteen and lounge), other voices are critical, calling for stricter work evaluation criteria.

Conclusions & Suggestions

- Hold a discussion/workshop/meeting: "Everything you wanted to know about the union and the collective bargaining agreement (but were afraid to ask)"?
- 13 employees out of 70 (out of 46 non-members) are interested in union membership -> if this is a representative number, there might be 60-70 employees in the Institute as a whole who are interested in membership.
- There is a generally positive atmosphere at the Institute.
- What most concerns Institute employees: low wages, unclear employment evaluation criteria, communication (esp. with workers who do not speak Czech).
- **Potential for the union:**
 - Listen to concrete demands: for a canteen, a lounge (social area), addressing the gender pay gap, allowing vacation days to carry over to the next year, and so on.
 - Communicate with union members and non-members!
 - Work on the collective bargaining agreement.
 - ...