

Trade union focus to the quality of working life: Latvia vs Iceland

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Abstract

Everyone in the world is involved in work in one way or another, work is an important part of people value system. We need not only more jobs but better jobs. The improvement of quality of working life has captured the imagination of managers and researchers alike. A number of researchers have tried to identify the kinds of factors that determine and their effort has resulted in different perspectives. Quality of working life is multidimensional, complex concept, different researchers have tried to identify quality of working life and its empirical measurements. Trade unions have often been attention to workers, as a natural outgrowth from the situation as workers.

It's important to emphasize the trade union perspective on quality of working life in connection with sustainable development and social, economic and institutional environments impact on the development processes, socio – cultural problems, social activity and changing public priorities. Article discovers trade union attention to quality of working life. This study determines a set - factors that can represent the conception of quality of working life. Article provides background to the history of quality of working life, dimensions and indicators, and outcomes of job quality. Quality on working life is back in vogue because of its potential impact on individual and national well – being in any country. This study compares Nordic (Iceland with more than 80% level of union density) and Eastern Europe (Latvia with 13%) experience.

In this study qualitative research methods will be used. Document analysis as a research method will be used. After document analysis the semi-structured interviews will be conducted. Expert interviews discover an overview of the research object. Stakeholders approach will be used, which is often used at organization research.

Because of the quality of working life multidimensional concept, the purpose of this study is to determine a set of factors that can represent the conception of quality of working life from trade union focus. Study includes four main research questions: What trade unions in Latvia and Iceland understand with quality of working life? What are priorities for trade union in the field of quality of working life? How trade unions draw attention to the workers quality of working life? Account main differences between Nordic and Eastern Europe experience? Object of the study – trade unions in Latvia and Iceland. Article discover trade union movement in Iceland and Latvia and point out how trade unions pay attention to the workers and what are the trade union priorities due to quality of working life. This study aims to contribute a greater understanding of trade union work on working life, not to measure working life quality.

Key words: quality of working life, trade unions, labour market

A short biography of the presenter

Monta Moku (Mg.sc.soc.), PhD student at University of Latvia.

My research interests are related with trade unions and quality of working life. My dissertation topic is - Trade union focus to quality of working life in welfare sector. I have studied sociology in various Europe universities (Copenhagen, Nitra, Riga). Currently doing my internship (research practice) at University of Iceland.