Unions

By:

Amy Lafleur

Telfer Accounting Student, University of Ottawa

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For some years now, participation of young workers in their union has been a major societal issue. If we are to improve this situation, there are two key factors to consider: union involvement and level of knowledge. Thus, the lack of worker involvement in their union is a cause for concern to many people. We must therefore reflect on the following question: *What should Unions do to bring more young workers into the Union?*

Firstly, before developing an action plan to recruit as many people as possible, unions would do well to identify their strong and weak points in order to be in a position to fix the problem. Unions would then have a better understanding of the reasons why young workers have little interest in getting involved in their workplace union. If they are to recruit a greater number of individuals, unions should provide additional information on how unions work and why they matter. For instance, they should address the following: What is a union? What is its role? How does it work? What can it do for workers? Unions should better inform young workers about what union involvement means by holding information sessions for those interested. Educating young workers about unionism will increase their knowledge and generate greater interest in union involvement. When it comes to union knowledge, there is a certain expectation that a well‑informed individual will demonstrate a stronger feeling of self-efficacy than a less informed individual (Gurlitt and Renkl, 2010). Therefore, the level of union knowledge also has an impact on the expression of self-efficacy in a union environment.

Secondly, we should focus on the involvement of young women in the workplace. It was noted that young working women lag behind their male counterparts when it comes to showing interest in their union. To increase participation of women, unions should organize recruitment events for women, highlighting their contribution to the labour movement. On the other hand, unions must also consider the fact that many women have children and cannot always find time to participate in those events. Therefore, unions should keep in mind the reality and needs of working women in our society. That said, unions should put some measures in place to promote participation of a greater number of women in the union: provide childcare during union meetings, hold meetings at times that fit into the schedule of individuals with family responsibilities or alternate meeting days. Unions would thus be able to better respect and regulate the operation, frequency and duration of meetings so that women are not at a disadvantage.

To this day, union participation remains a significant societal issue. It is therefore crucial that unions remedy this situation as soon as possible. Labour organizations should implement measures to promote the greatest possible participation of young workers in their union. They should therefore hold information sessions to ensure workers are more knowledgeable about their union and schedule them at a convenient time. Young workers will then be better informed about their union and show stronger self-efficacy which will result in a greater interest in union involvement.

**Bibliography**

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