



**Second steering committee**

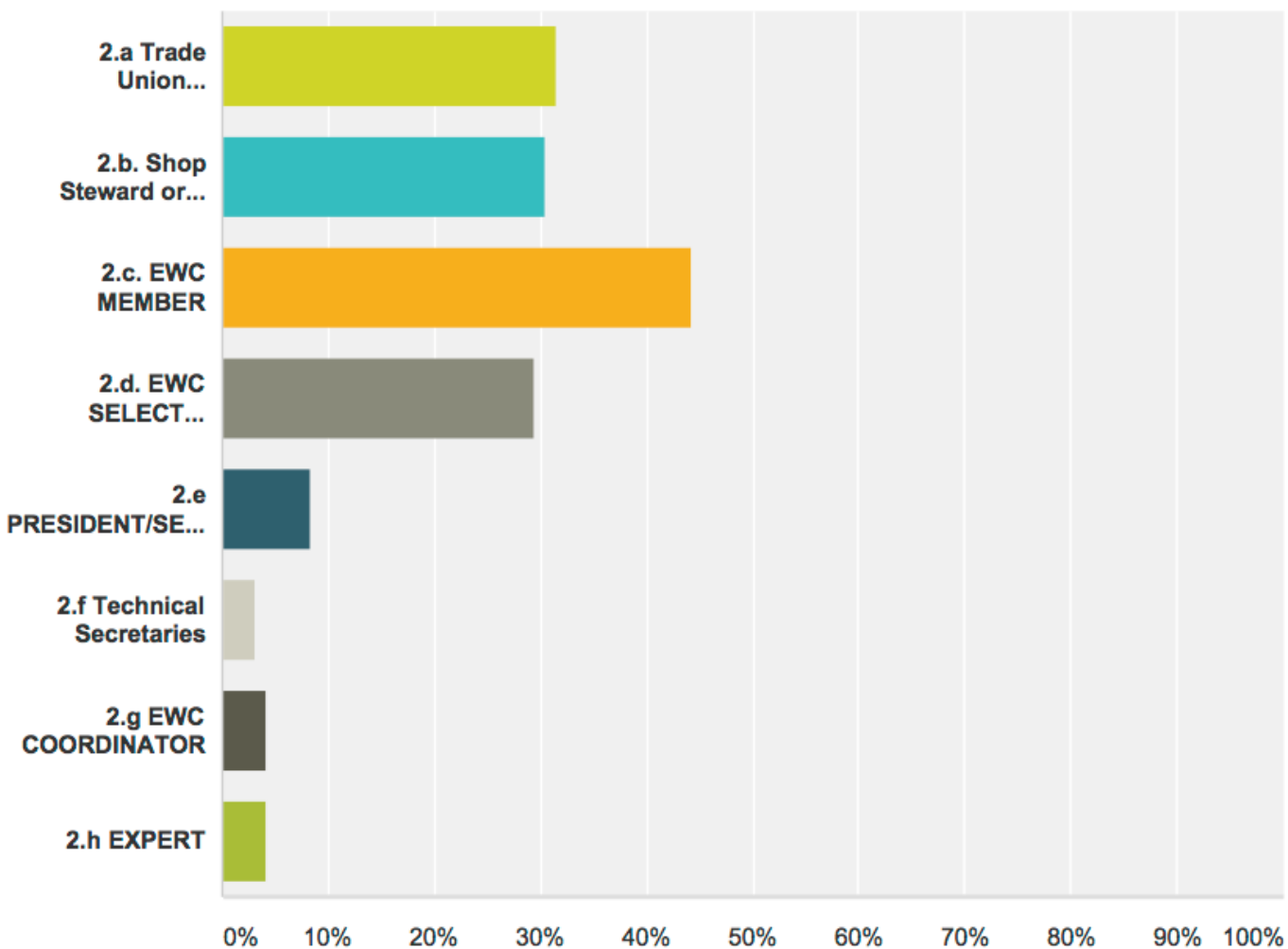
Rome, June 10-11, 2015

# Survey results, presentation and comments

# Who are we?

**Q2 MY ROLE:(please tick any of the hereunder letters which are appropriate to describe your overall position)**

Hanno risposto: 95 Hanno saltato la domanda: 0



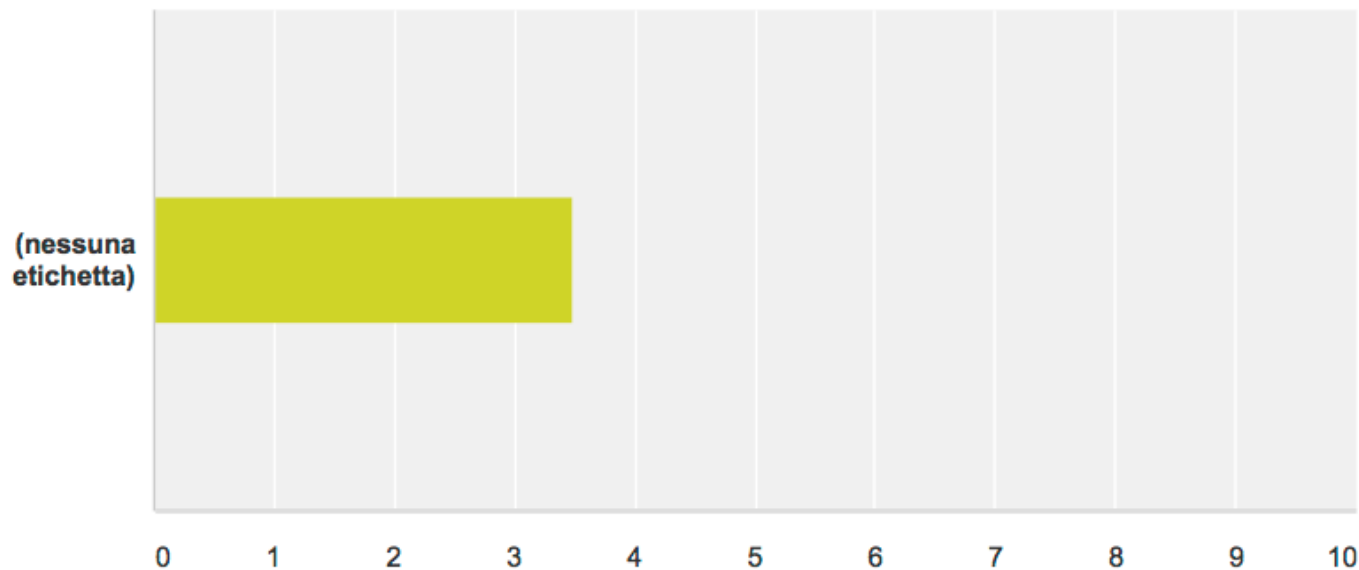
Most identified themselves as Ewc member (44,21%), then Trade union organiser (31,58%), Shop Steward (30,53%) and Ewc Select committee member (29,47%). Presidents are 8,42%.



# We like Ewc!

**Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while 5 means that solidarity and mutual cooperation are absolutely prevailing):**

Hanno risposto: 79 Hanno saltato la domanda: 16



- Good score: 3,49.
- Distribution on grade 3, but high on 4 and 5 too.
- Those who gave a negative evaluation are a tiny minority: 5,06%, less than half those who gave the highest grade (12,66%).

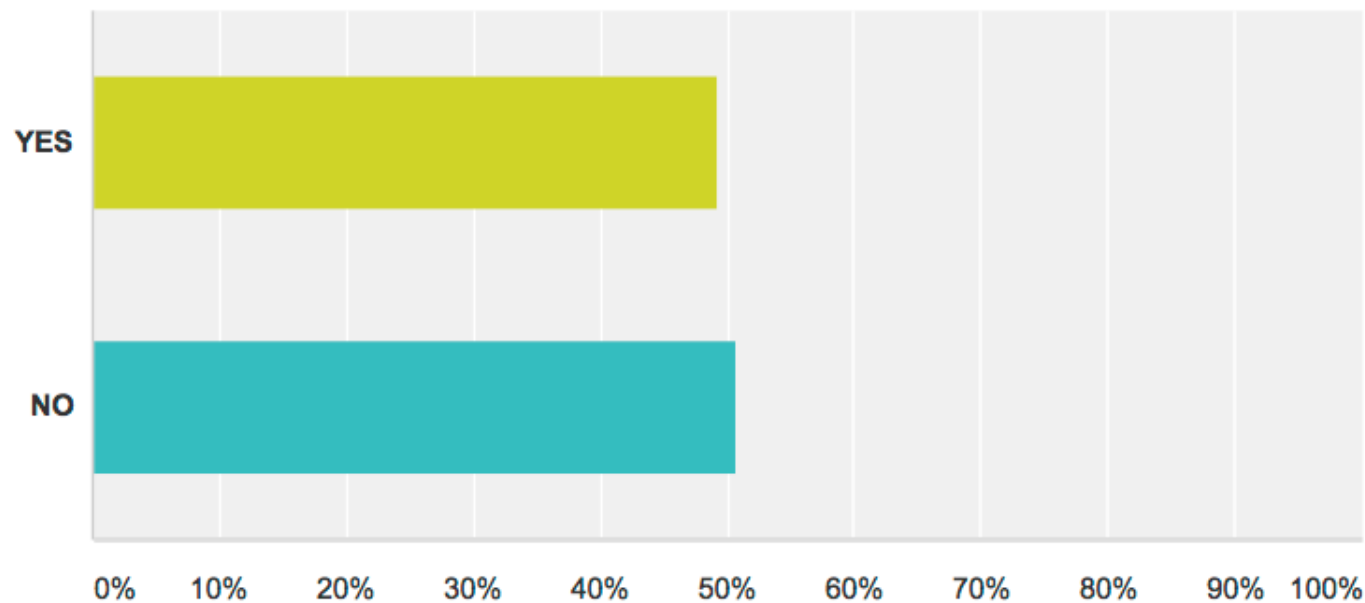




# Let's renegotiate the Agreement

**Q4 Is the current Agreement going to be re-negotiated or is it being re-negotiated?**

Hanno risposto: 79 Hanno saltato la domanda: 16



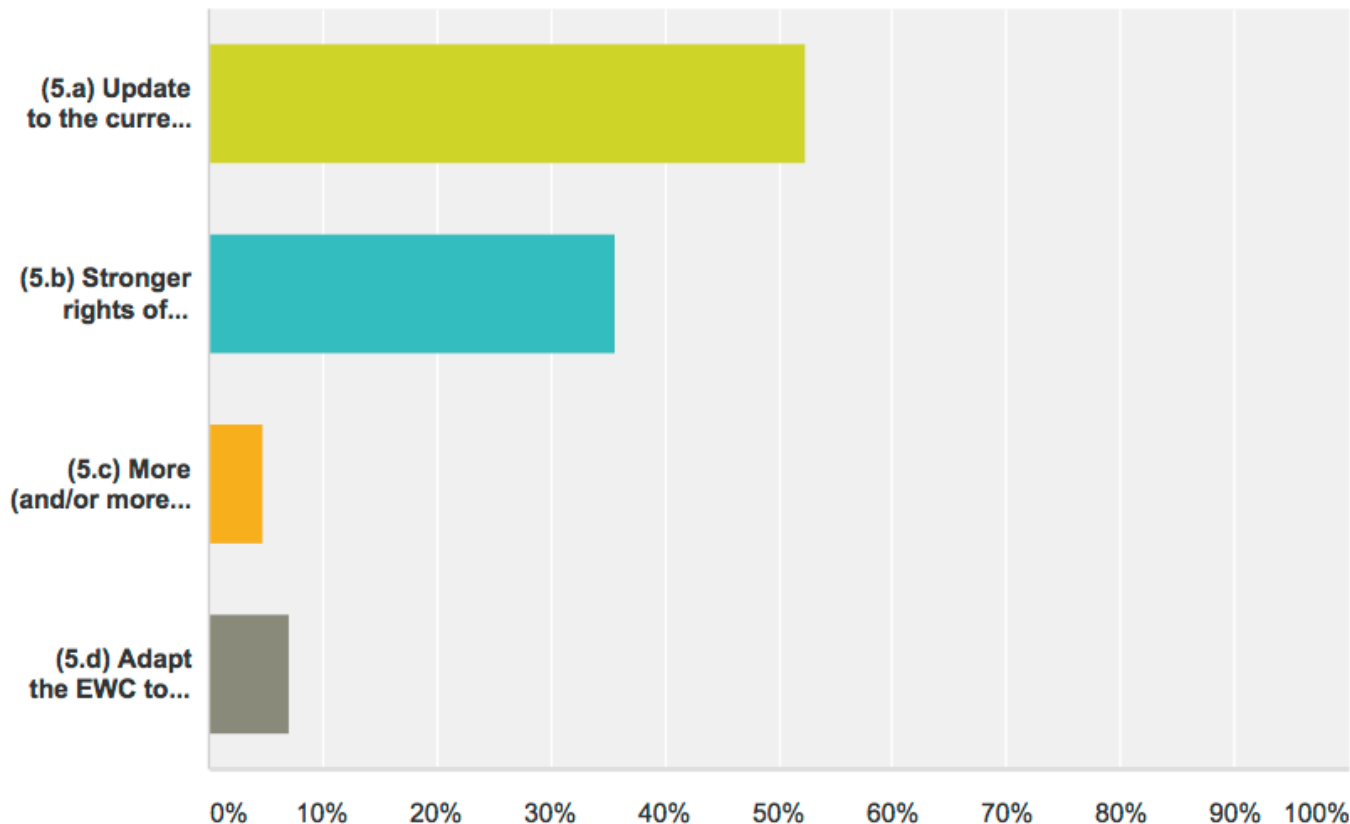
Half the Agreements (49,37%) will be renegotiated or are being renegotiated



# Update the Directive!

**Q5 If the answer to previous is “Yes”, please indicate what the major changes to the current Agreement should be made (or are likely to be made in case of an under-way re-negotiation).**

Hanno risposto: 42 Hanno saltato la domanda: 53



Most of the attention devoted to the updating of the Directive 2009/38 (52,38%); necessary the strengthening of the right to info and consultation (35,71%); less necessary the issues of mergers, take-overs, split (7,14%) and resources (4,76%).

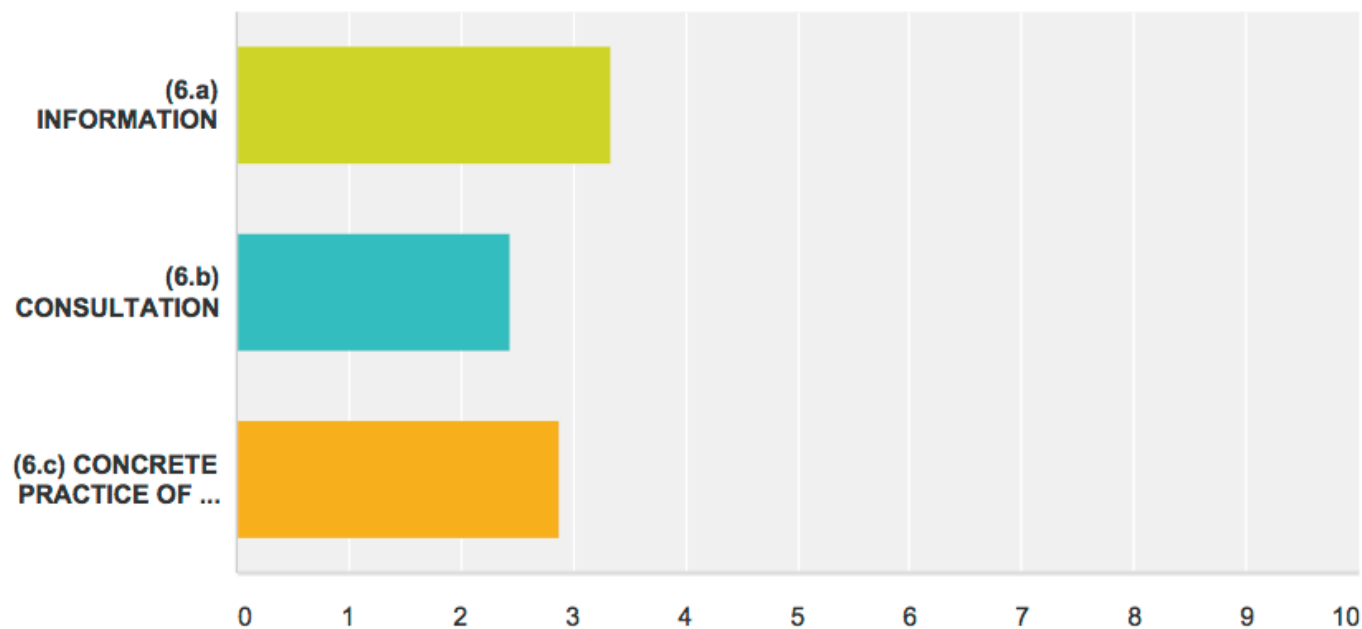
Perception of the inadequacy of the law where Ewc works.



# Employers should consult us more!

**Q6 Information/consultation + other relevant rights (e.g.: number of meetings per year, training, available resources, time-off for the EWC activity and to report back to your local employees) What is the concrete practice and effectiveness of the information, of the consultation and of the other a.m. relevant rights which are provided for in your EWC:**

Hanno risposto: 80 Hanno saltato la domanda: 15



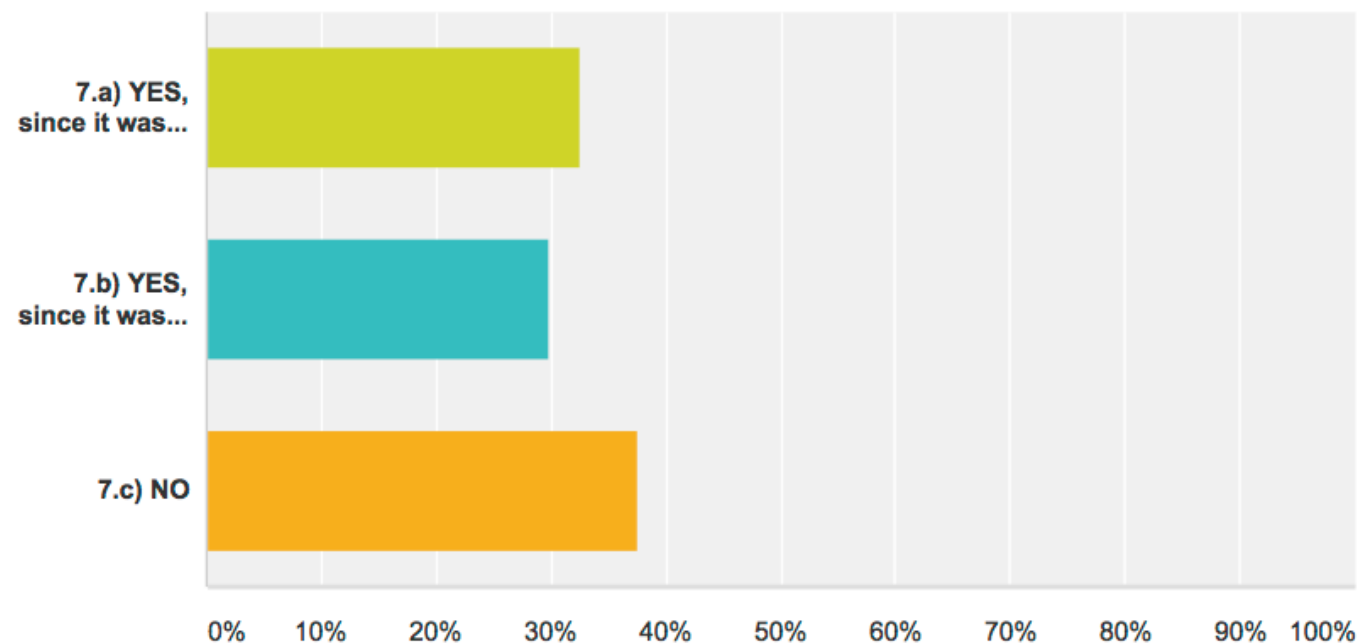
- Evaluation more than positive on information, w.a. 3,35 (of 5), 40% giving grade 4;
- Poor consultation, w.a. 2,44, 34,18% giving grade 2;
- Good practice of rights, w.a. 2,88, 64,10% giving grade 3 and 4. Bizarre distribution: 12,82% giving grade 1 (the minimum grade) and 3,85% giving grade 5 (maximum).



# Agreement in line with the Directive

## Q7 Is your current EWC Agreement in line with the Directive 2009/38?

Hanno risposto: 77 Hanno saltato la domanda: 18



YES prevails: 62,34%:

- more than half (32,47%) say that this happens since the Directive has been transposed into national legislation
- 29,87% since renegotiation to keep up with the Directive.

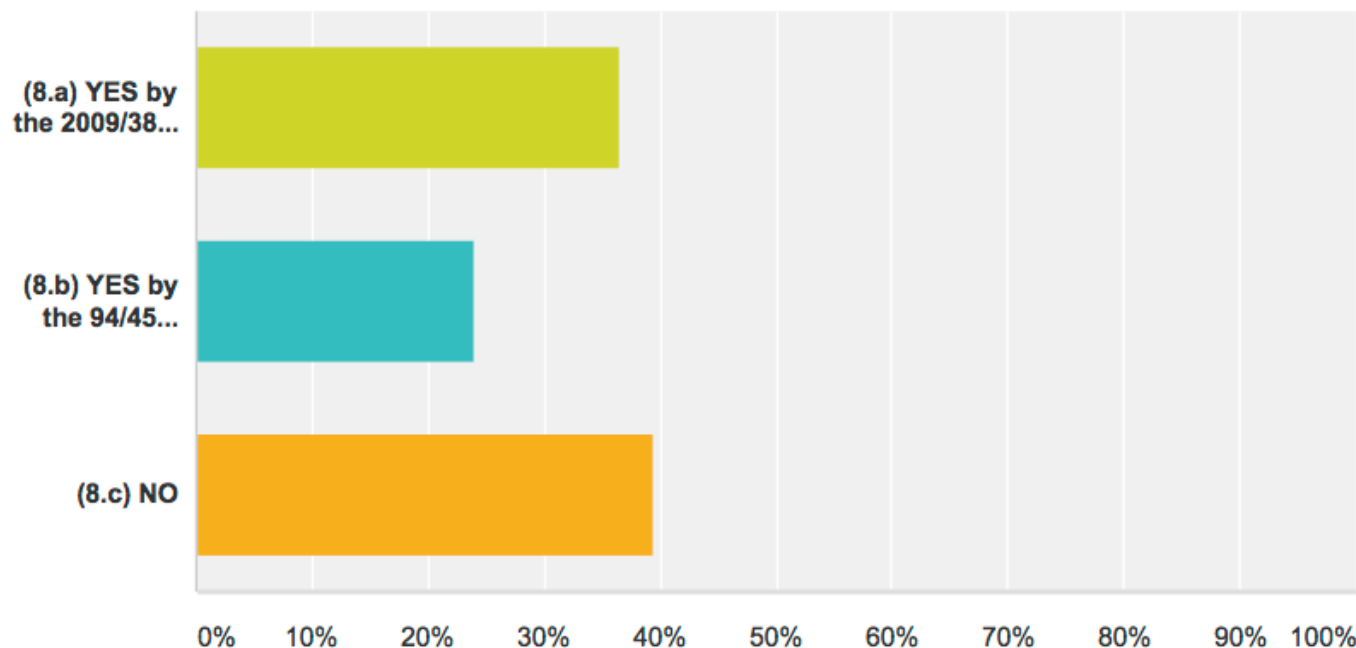




# Just by Subsidiary requirements...

## Q8 Subsidiary requirements your EWC ruled just by the Subsidiary requirements?

Hanno risposto: 71 Hanno saltato la domanda: 24



YES are more than 60%, divided in

•36,62% referring to the ones of Directive 2009/38,

•23,94% to the ones of the Directive 94/95.

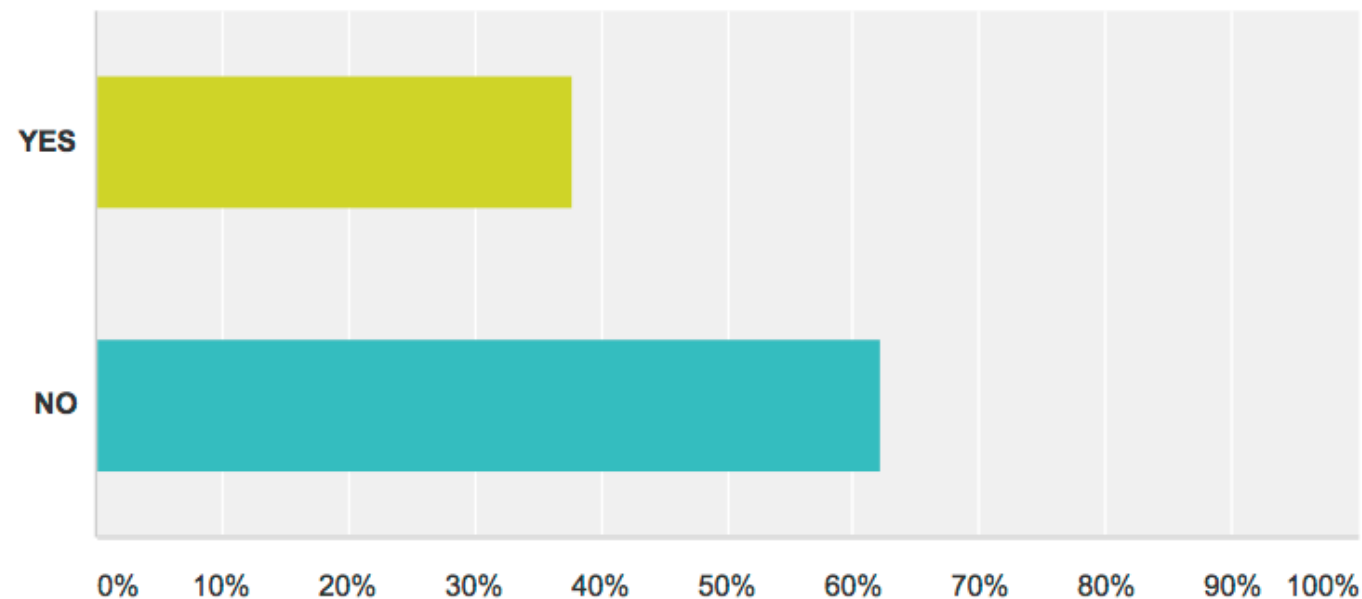




# We need more effective sanctions!

**Q9 Sanctions.** Do you think that the sanctions applicable to the employer for breach of the obligations of information and consultation are dissuasive, appropriate and effective?

Hanno risposto: 74 Hanno saltato la domanda: 21



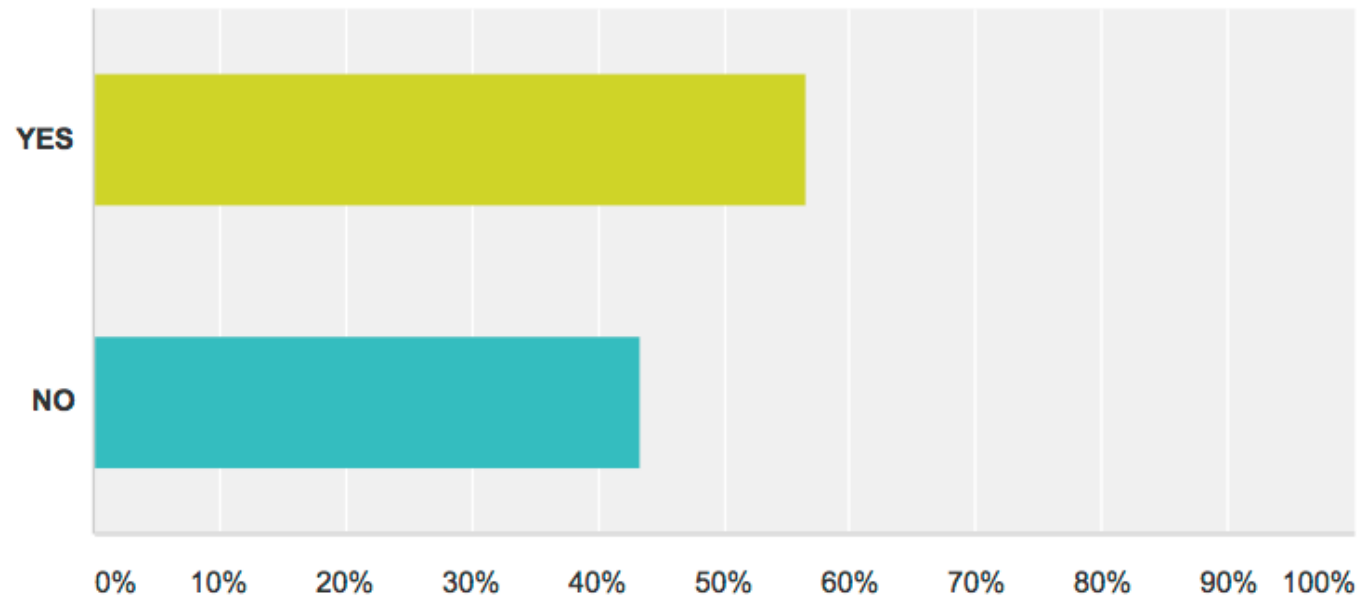
62,16% considers sanctions neither dissuasive nor effective, datum understandable as a request to strengthen them.



# Ewc confidential...

**Q10 Confidential information** Do you think that the confidentiality clause is used appropriately by the employer?

Hanno risposto: 76 Hanno saltato la domanda: 19



YES 56,58%

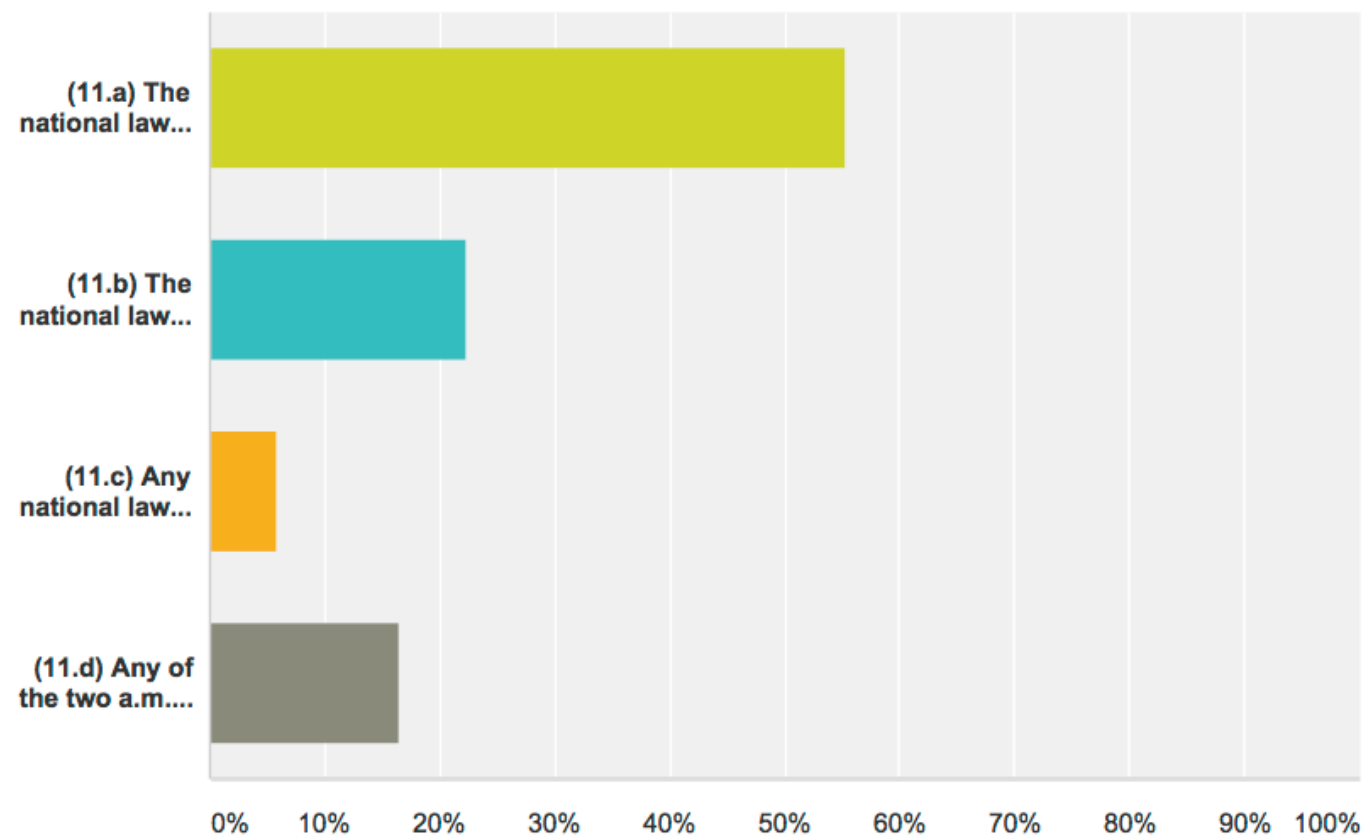
NO 43,42%



# Which law?

**Q11 What is the applicable law in the constitution of a EWC?(please choose the appropriate answers)**

Hanno risposto: 85 Hanno saltato la domanda: 10

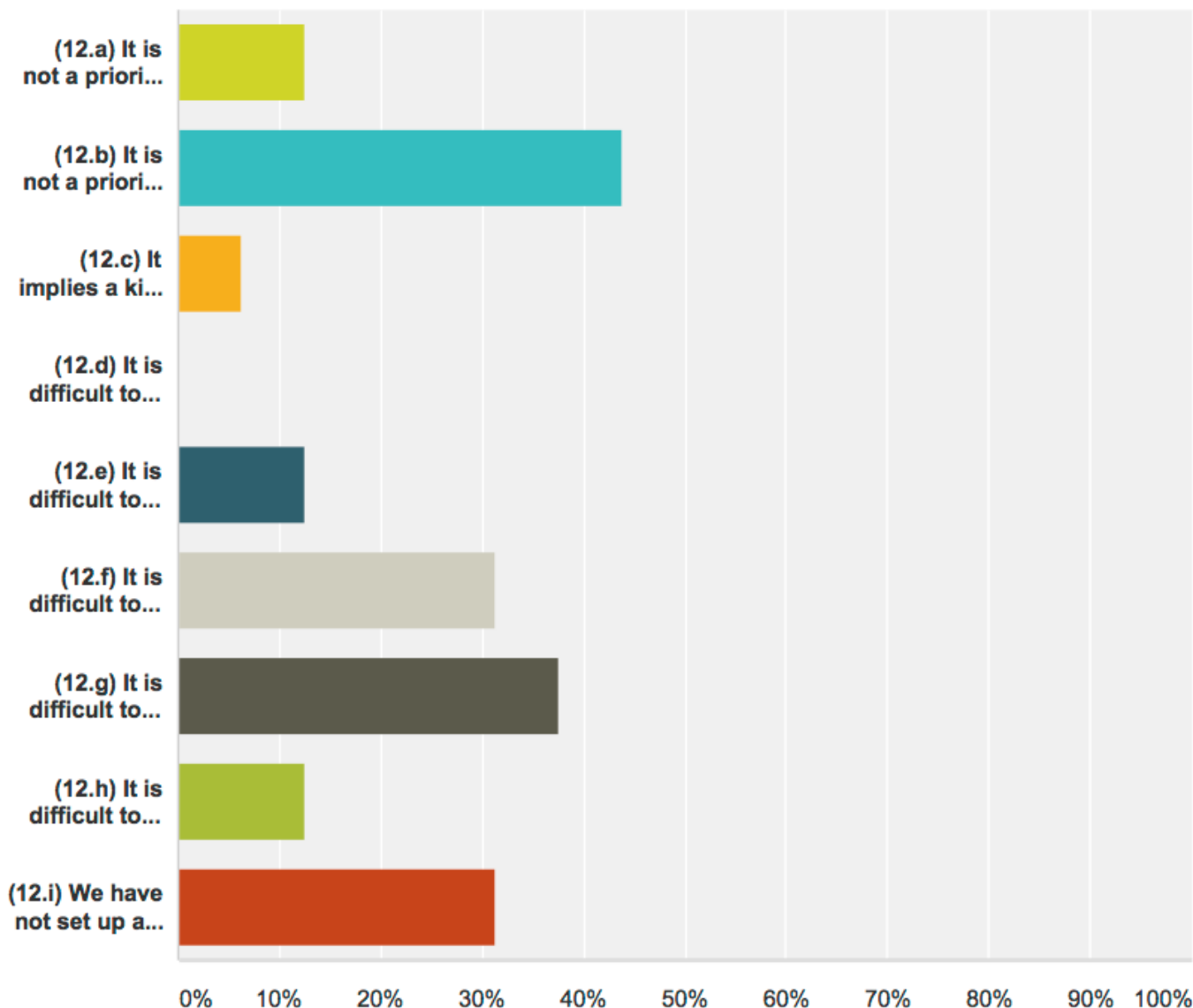


- 55,29% “the national law transposing the 2009/38 Eu Directive in the country where the central management is”,
- 22,35% “the national law transposing the 94/45 Directive in the country where the central management is”,
- 16,47% “any of the two a.m. Directives, as mutually agreed by the concerned social partners”,
- 5,88% “any national law transposing the 2009/38 Directive, as mutually agreed by the concerned social partners”.



**Q12 If your multinational is not structured either as EWC or SE, please indicate the reasons choosing among the hereunder options (more of them may be ticked - Max 5 answers)**

Hanno risposto: 16 Hanno saltato la domanda: 79



## Put the blame on management

- Management (43,75%).
- Problems “wishful candidates” (37,50%) or with TU approach (12,50%) or appointment/election (12,50%).
- Not a priority 12,50%
- Difficulty in terms of contents/right 31,25%
- Skills we don’t have 6,25%
- Procedure to set up SNB 31,25%.

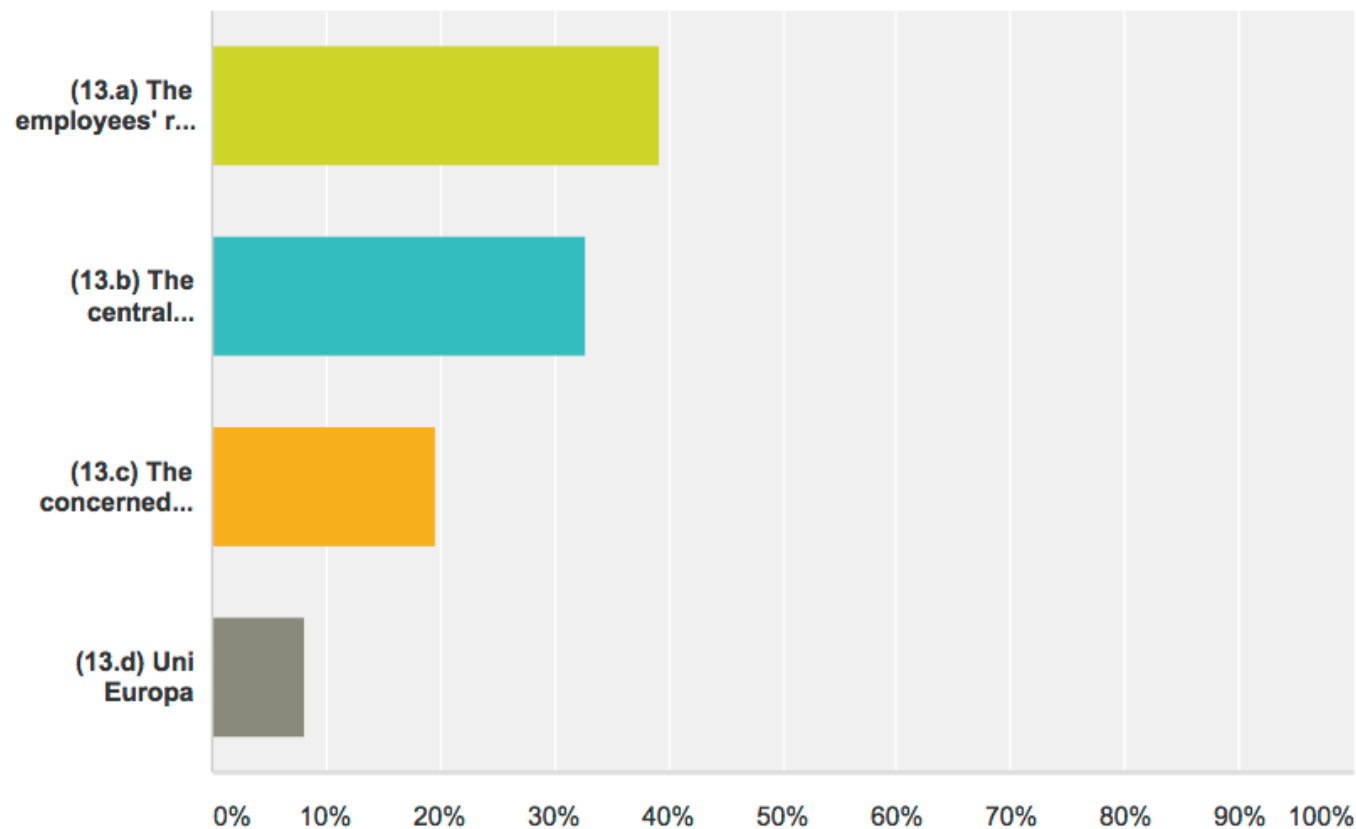




# Trade Union's initiative

## Q13 Who first took the initiative to open the procedure to set up the EWC?

Hanno risposto: 61 Hanno saltato la domanda: 34



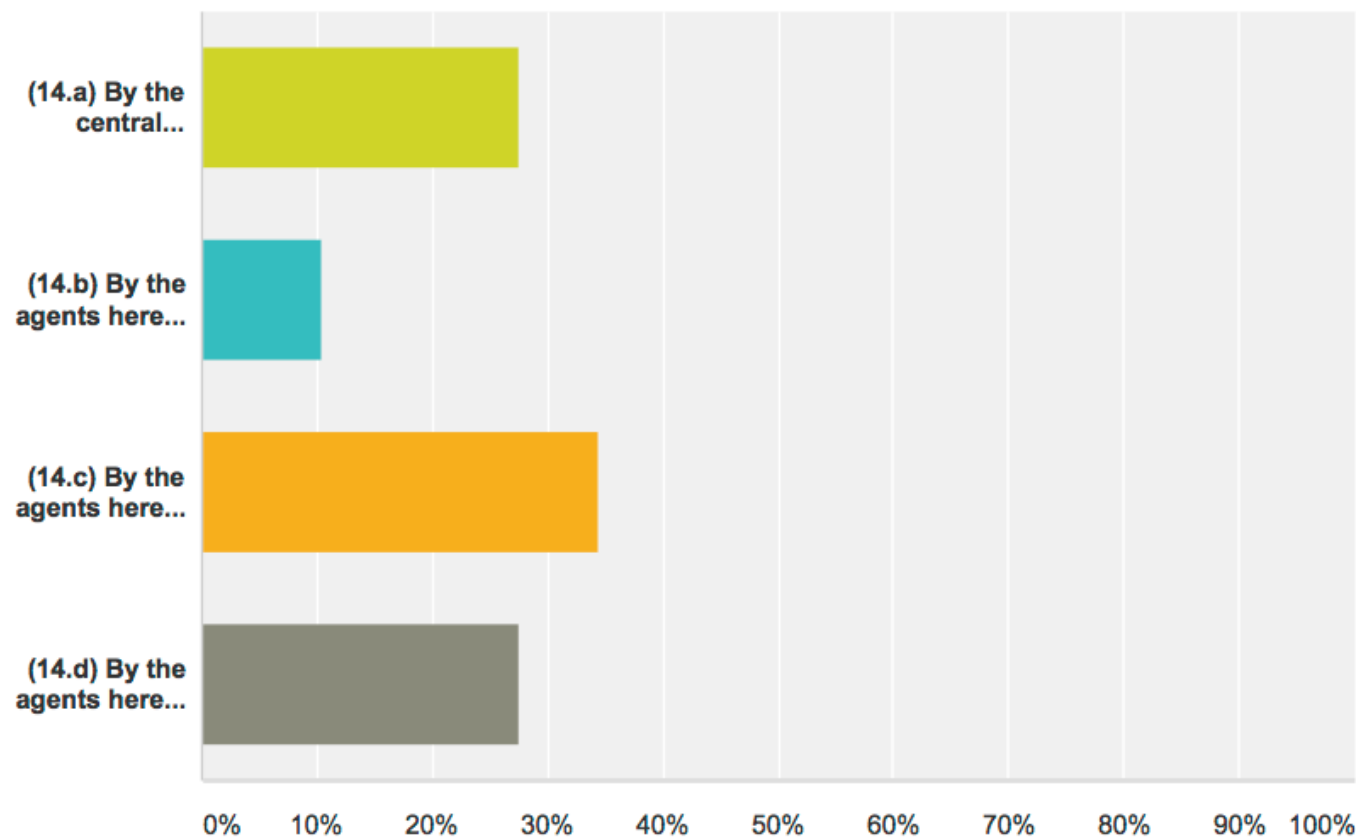
- 39,34% employees' reps,
- 19,67% national unions,
- 8,20% Uni Europa,
- Workers' initiative more than 2/3 (67,21%).
- 32,79% central management.



# SNB made by...

**Q14 How was the SNB (Special Negotiating Body) made (or is it being made in case of an under-way FIRST negotiation procedure or RE-negotiation procedure)**

Hanno risposto: 58 Hanno saltato la domanda: 37



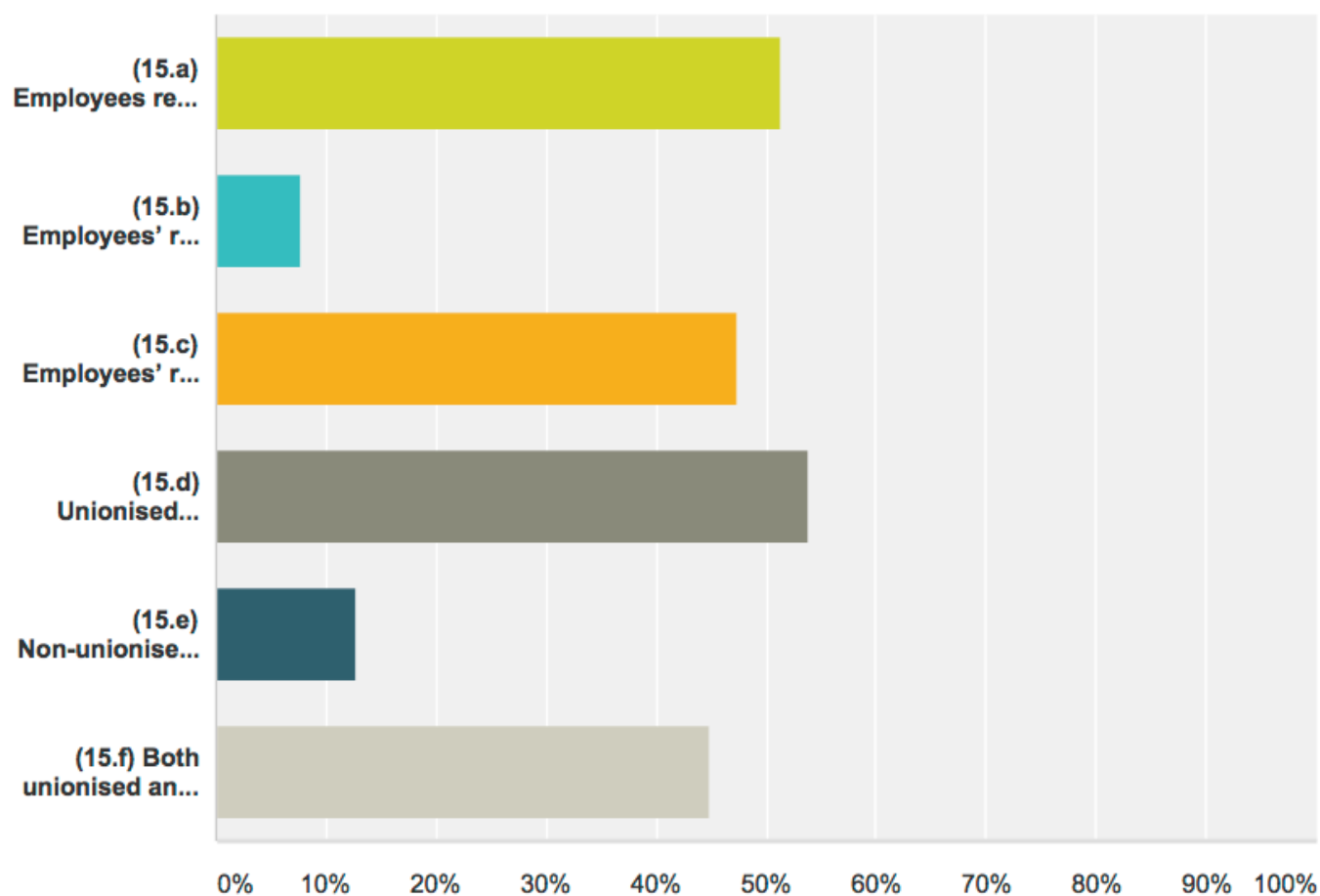
- Employees' reps (34,48%),
- National unions(27,59%)
- Central management (27,59%),
- Uni Europa (10,34%).



# Composition of SNB

**Q15 Whom was the SNB - Special Negotiating Body, composed of (or is it likely to be composed of, in case of an under-way or future possible FIRST negotiation procedure or RE-negotiation procedure)? (min. 2 - max 4 answers)**

Hanno risposto: 78 Hanno saltato la domanda: 17



- Unionised employees' reps (53,85%),
- Employees' reps elected on purpose (51,28%),
- Employees' reps already in charge (47,44%),
- Unionised and non-unionised reps (44,87%),
- Non-unionised reps (12,82%)
- Only 7,69% reps appointed by the management.

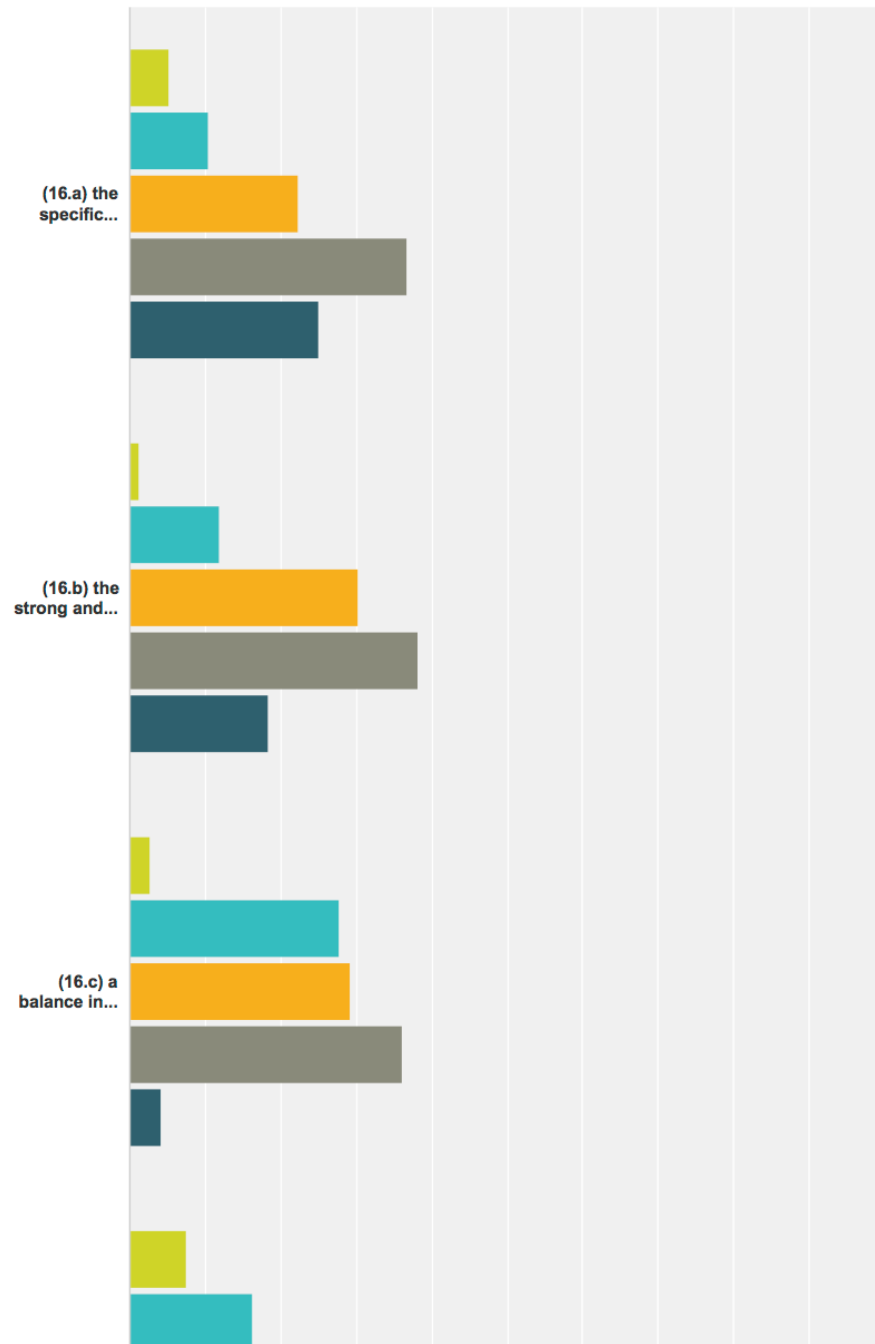


**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

Hanno risposto: 81 Hanno saltato la domanda: 14

# We are motivated

- a. We've got competencies
- b. We are a team
- c. We can balance work and charges



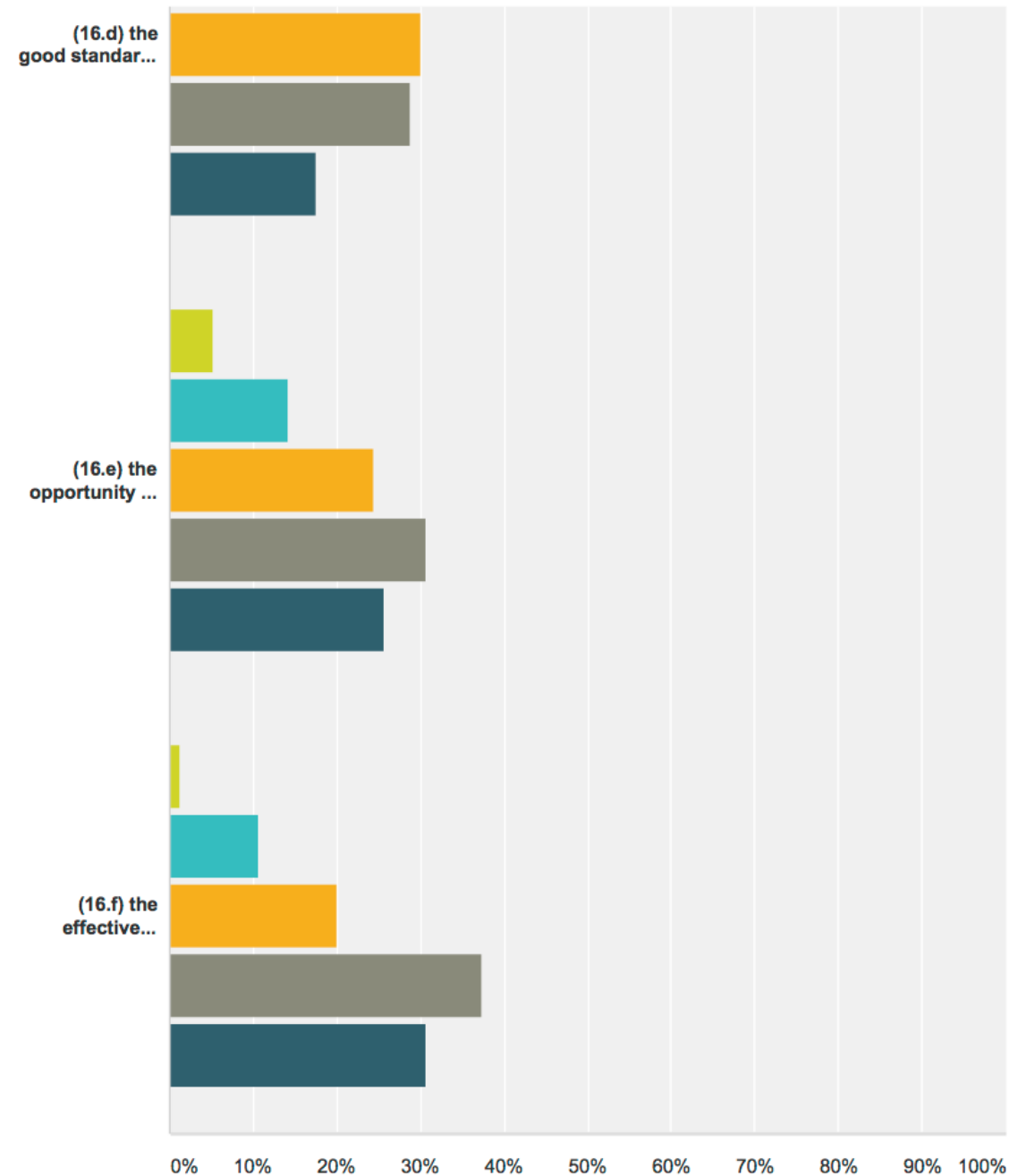


# We are motivated

d. We want dialogue with the management

e. Direct contact with the management

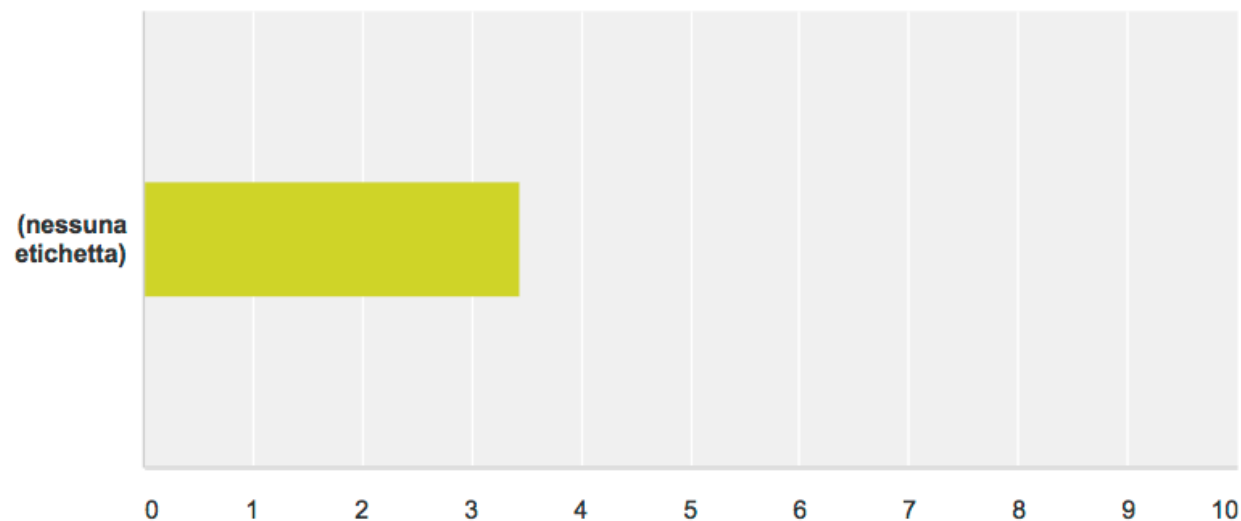
f. Effective results



# Italy: good score

**Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while 5 means that solidarity and mutual cooperation are absolutely prevailing):**

Hanno risposto: 32 Hanno saltato la domanda: 7

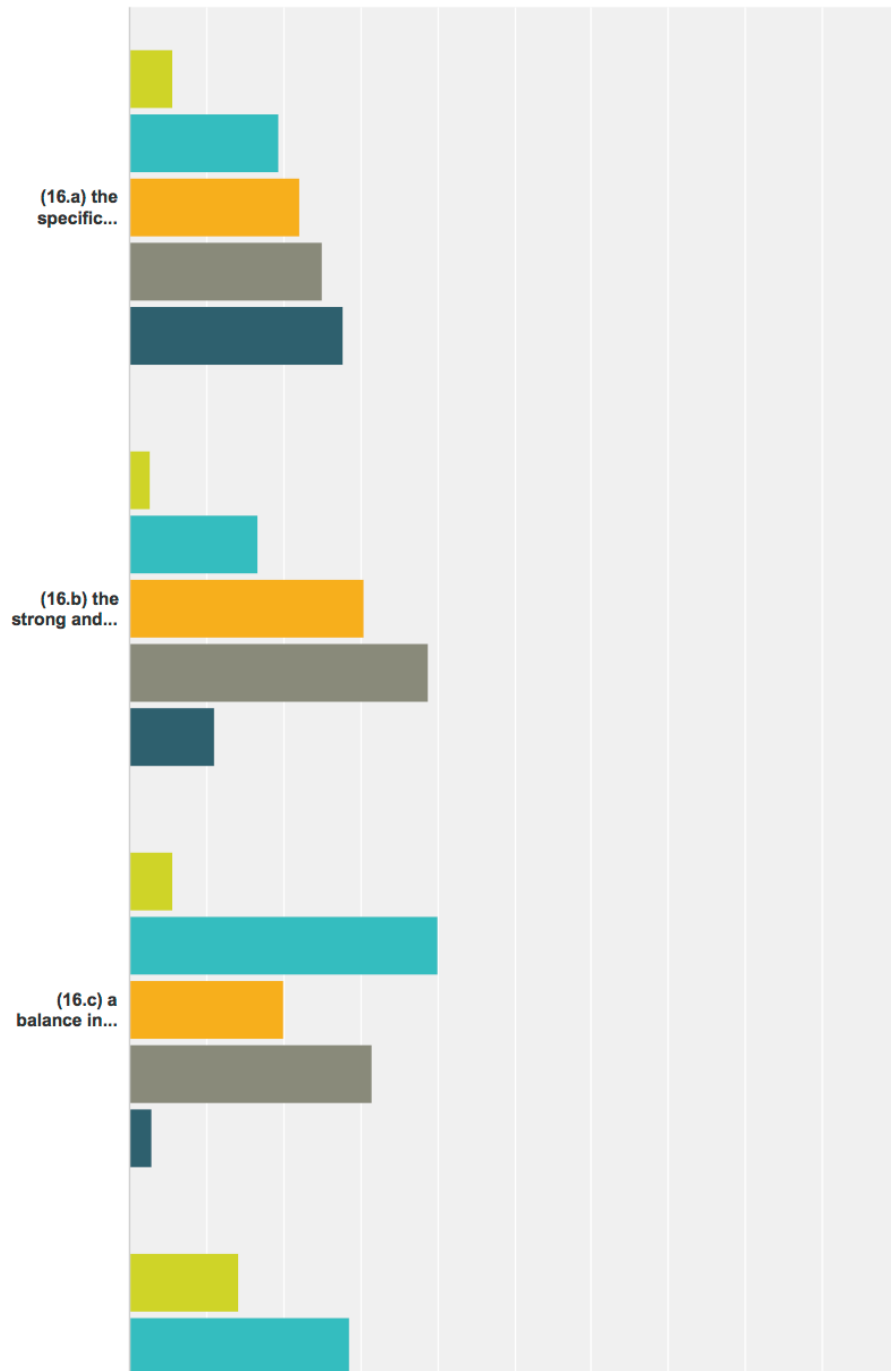


39 Italian respondents gave 3,44 against 3,49 as score for the context and relationship in Ewc



**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

Hanno risposto: 36 Hanno saltato la domanda: 3



# Italian motivations

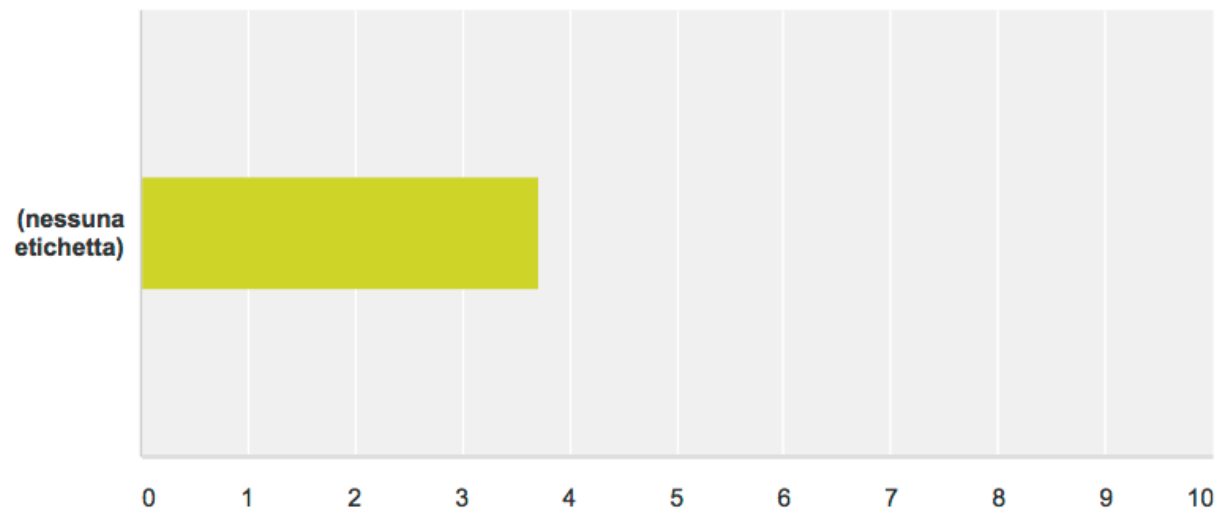
Italians do not care that much about the dialogue and the contact with the management



# Happy Netherlands

**Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while 5 means that solidarity and mutual cooperation are absolutely prevailing):**

Hanno risposto: 14 Hanno saltato la domanda: 2



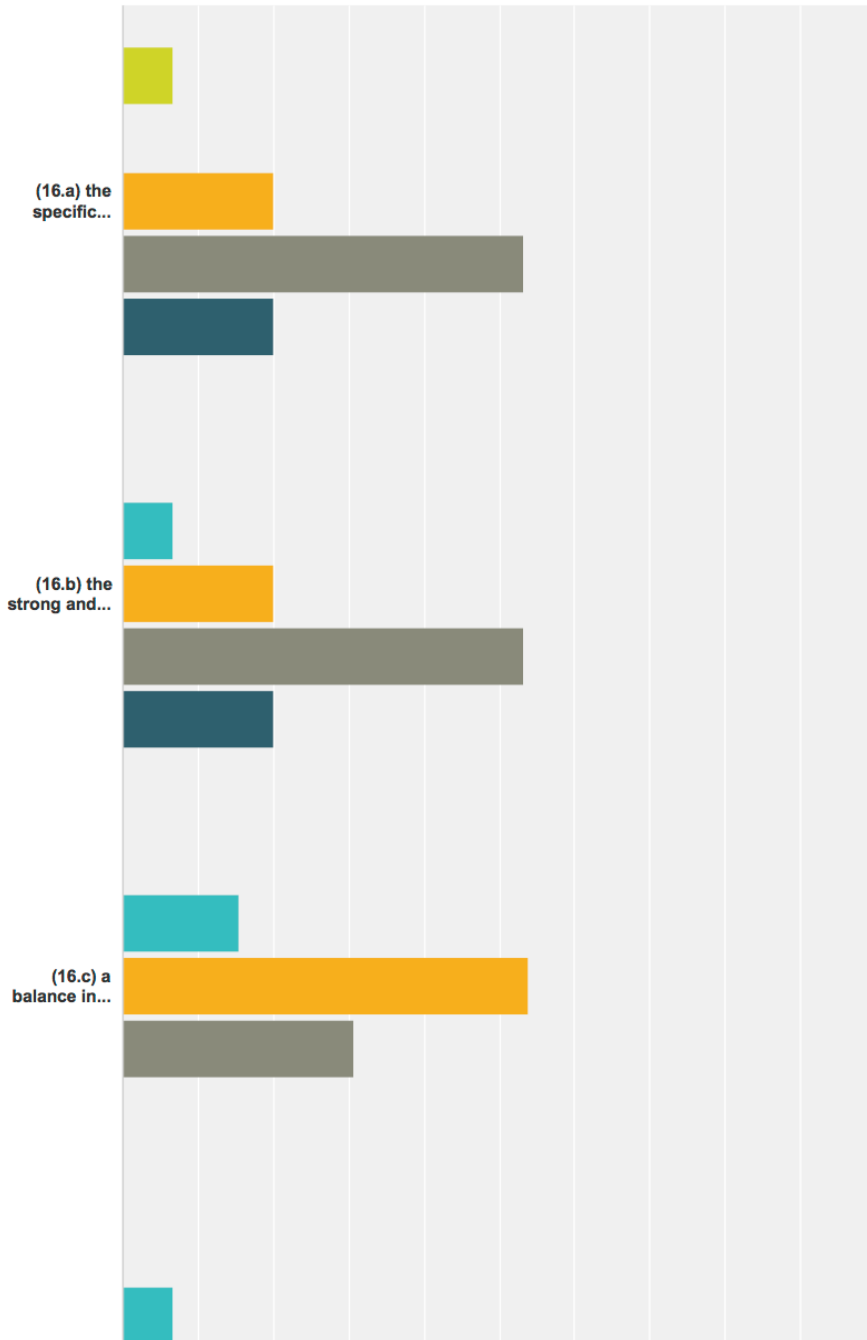
16 respondents from the Netherlands gave a score higher than the general w.a.: 3,71 (3,49)





**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

Hanno risposto: 15 Hanno saltato la domanda: 1



# Dutch motivations

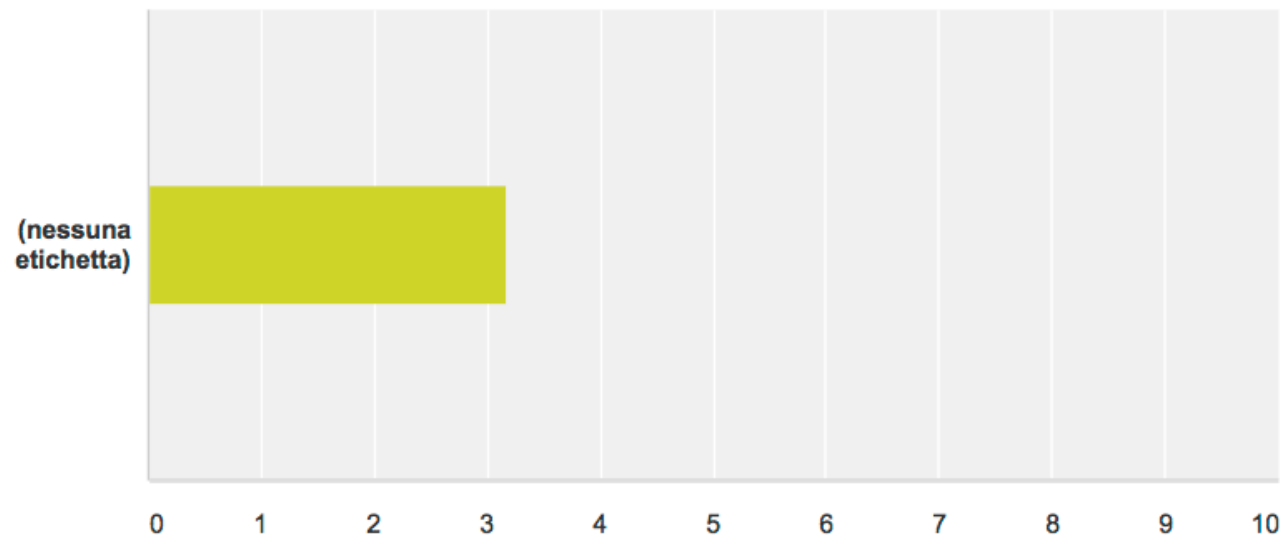
The balance work/charges is higher than the average



# Not so positive Sweden...

**Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while 5 means that solidarity and mutual cooperation are absolutely prevailing):**

Hanno risposto: 11 Hanno saltato la domanda: 2

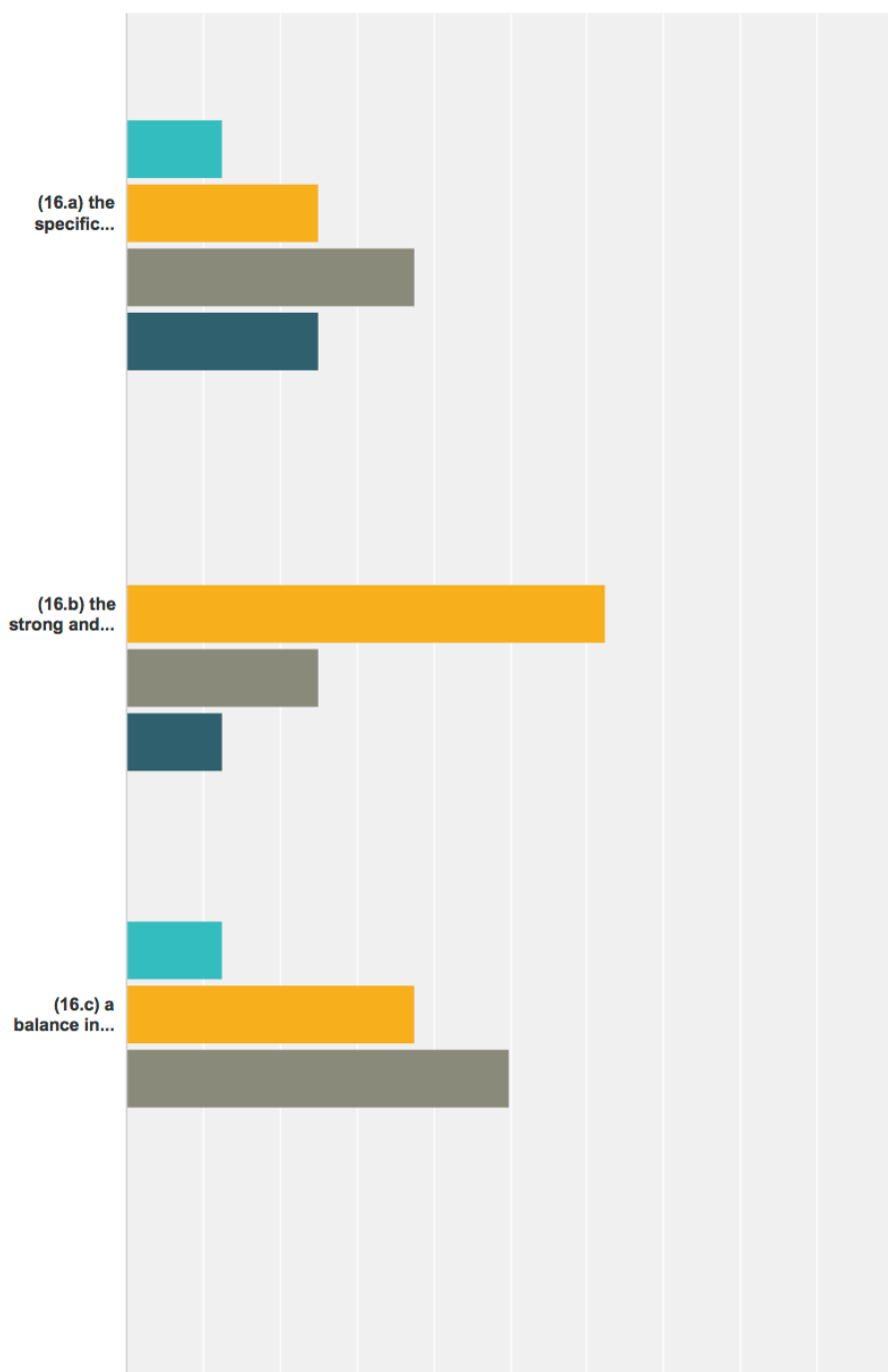


13 Swedish respondents gave a score lower than the overall w.a.: 3,18 (3,49)



**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

Hanno risposto: 9 Hanno saltato la domanda: 4



# Swedish motivations

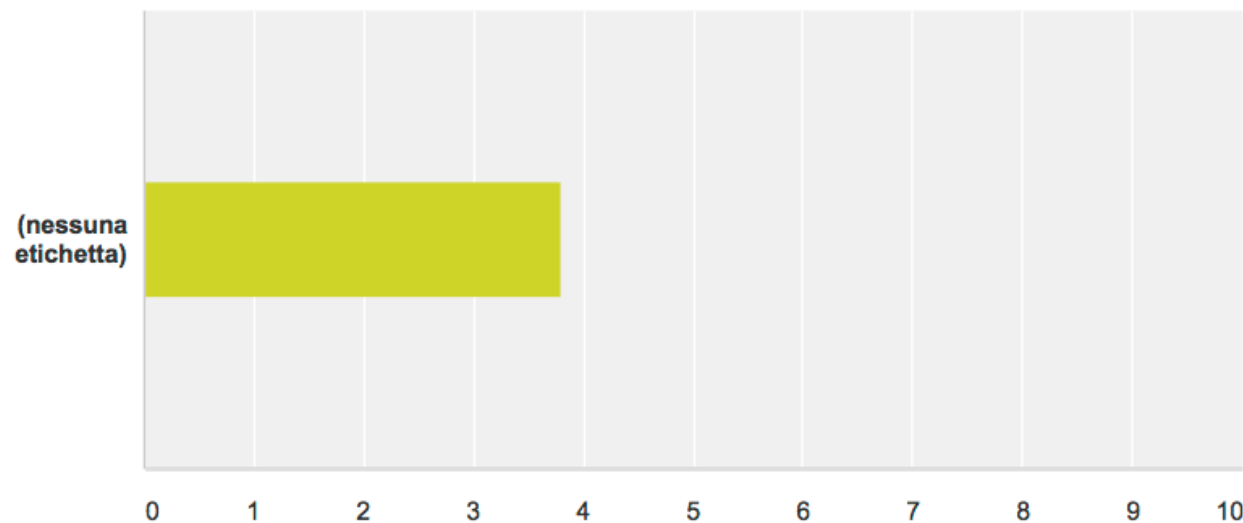
More interest toward the dialogue with the management and top evaluation for the results



# Romania felix

**Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while 5 means that solidarity and mutual cooperation are absolutely prevailing):**

Hanno risposto: 14 Hanno saltato la domanda: 2



16 Romanian respondents gave the highest score to the context and relationship in the Ewc: 3,79 (3,49)





# Setting up Ewc and Snb Romania

## Q13

Management 63,64% (32,79%)

Uni 9,09% (8,20%)

## Q14

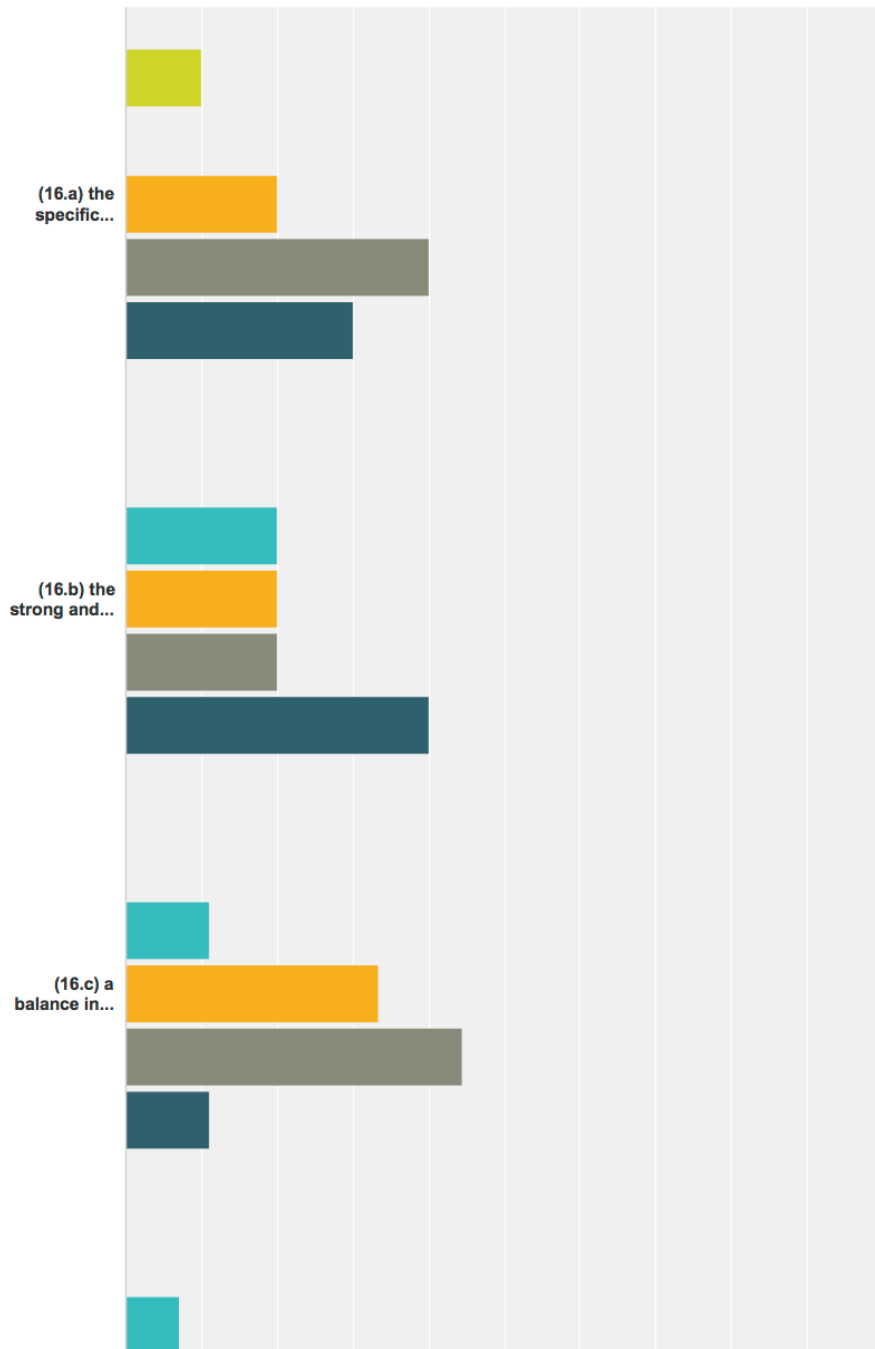
Management 72,73% (27,59%)

Uni 18,18% (10,34%)



**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

Hanno risposto: 14 Hanno saltato la domanda: 2



# Romanian motivations

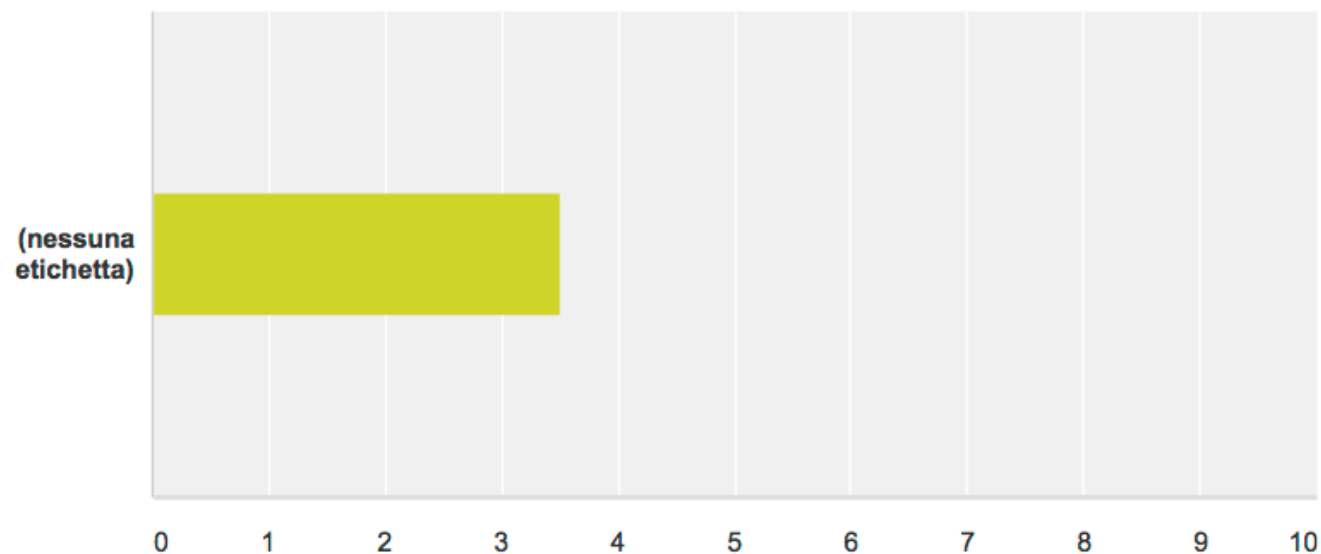
The best grade of the survey for the team: 5 (4)



# Ewc members on average

**Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while 5 means that solidarity and mutual cooperation are absolutely prevailing):**

Hanno risposto: 40 Hanno saltato la domanda: 2



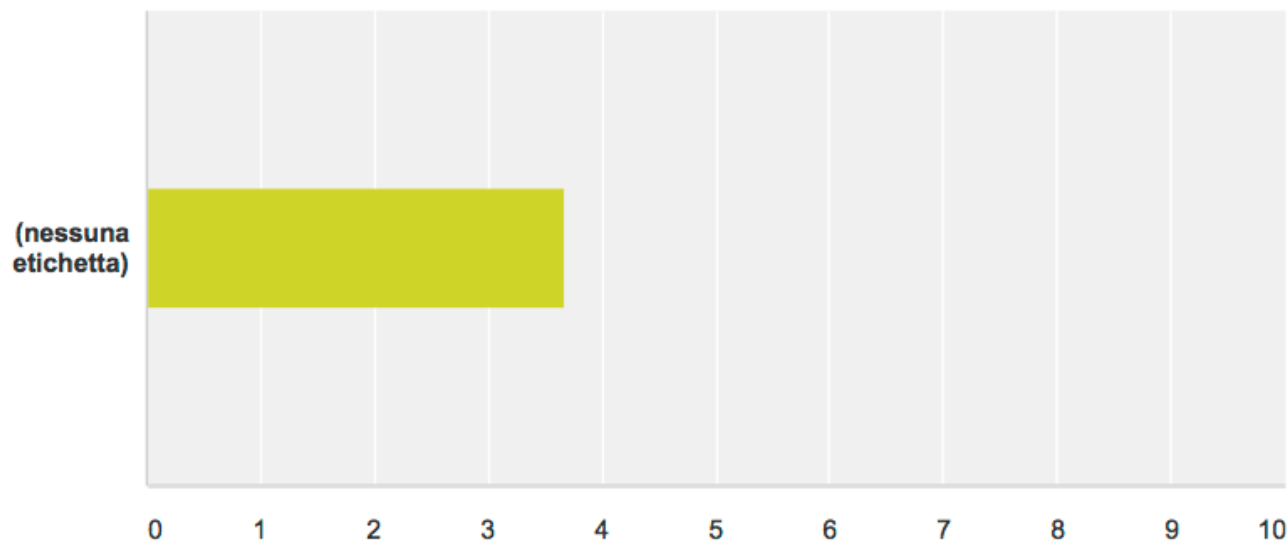
The score about the concrete context and the relationship experienced is on average for Ewc members: 3,50 (3,49)



# Presidents the happiest

**Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while 5 means that solidarity and mutual cooperation are absolutely prevailing):**

Hanno risposto: 6 Hanno saltato la domanda: 2



The 8 presidents gave the highest score: 3,67 (3,49)

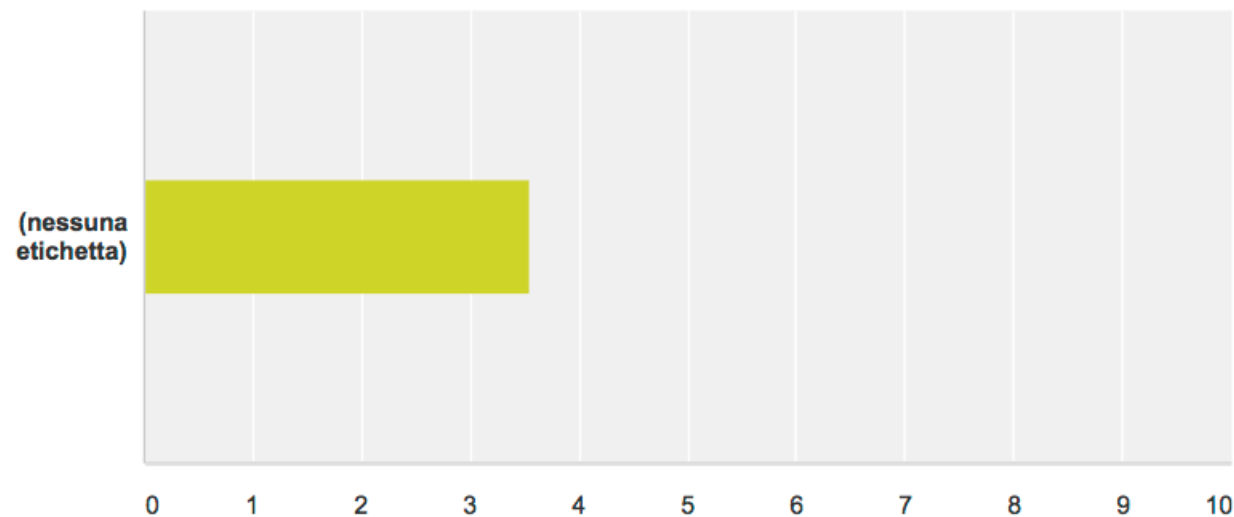




# Shop steward: good score

**Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while 5 means that solidarity and mutual cooperation are absolutely prevailing):**

Hanno risposto: 24 Hanno saltato la domanda: 5



The 29 shop stewards gave a good score: 3,54 (3,49), but with more 3 than 5



# Sanctions effective? According to role...

**Ewc members**

**Presidents**

**Shop stewards**

**Average**

YES 40,54%

YES 16,67%

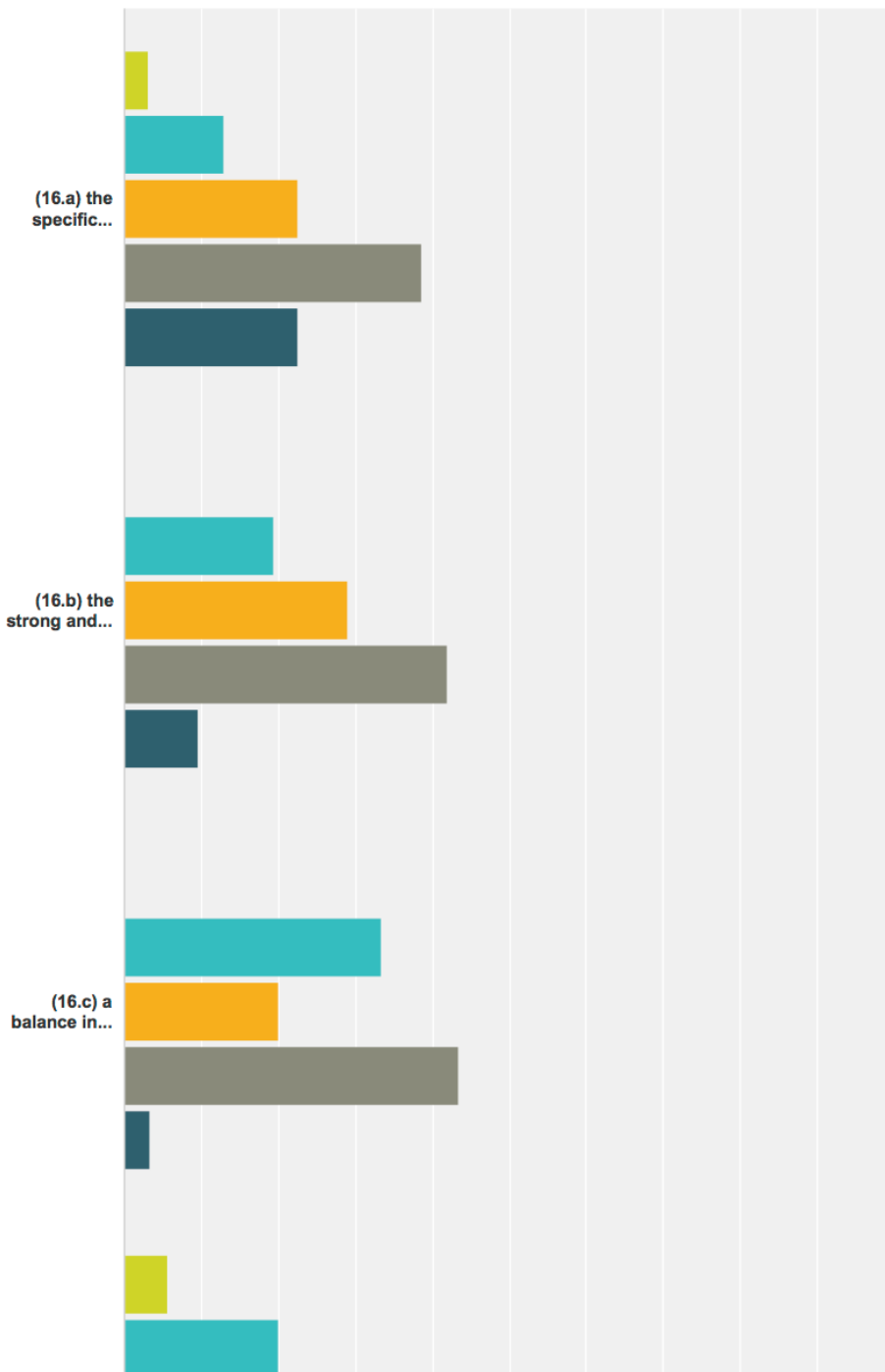
YES 33,33%

YES 37,84%



**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

Hanno risposto: 36 Hanno saltato la domanda: 6



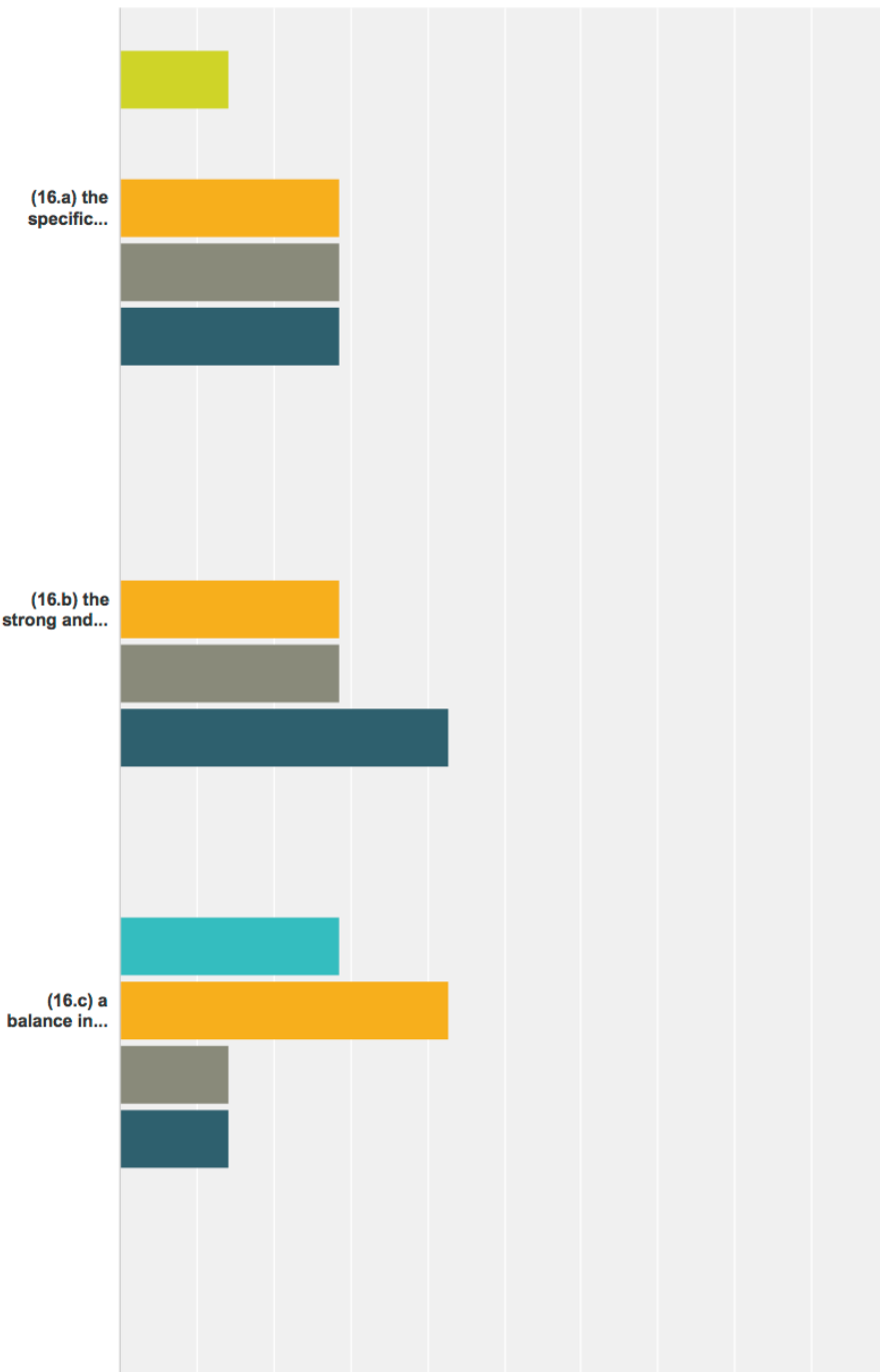
# Members' motivations

For Ewc members there is a poorer score on the team, the balance work/charges and the dialogue with the management



**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

Hanno risposto: 7 Hanno saltato la domanda: 1



# Presidents' motivations

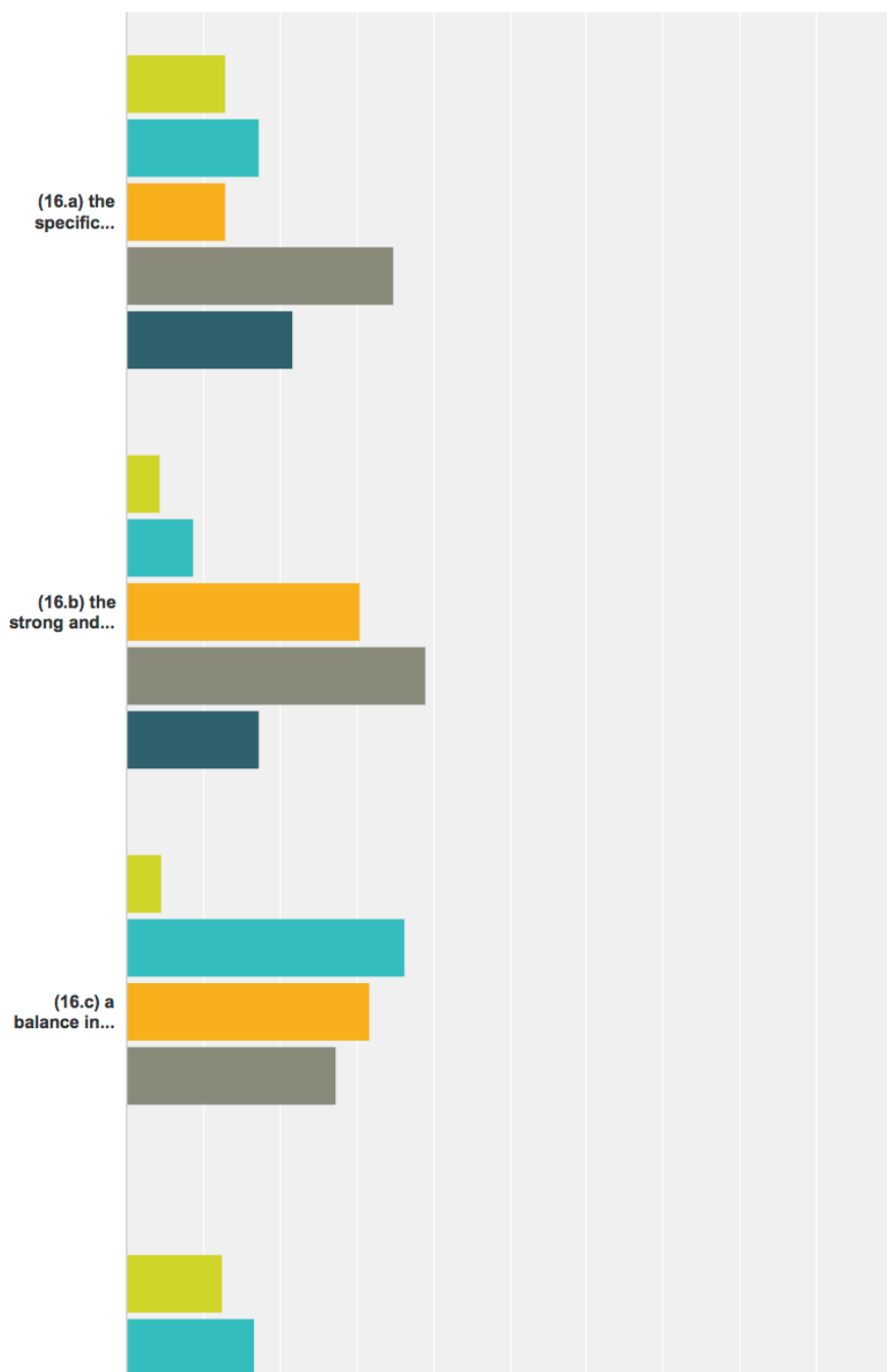
Presidents have more confidence in team, less appreciation for the work/charges balance, more interest in the confrontation with the management





**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

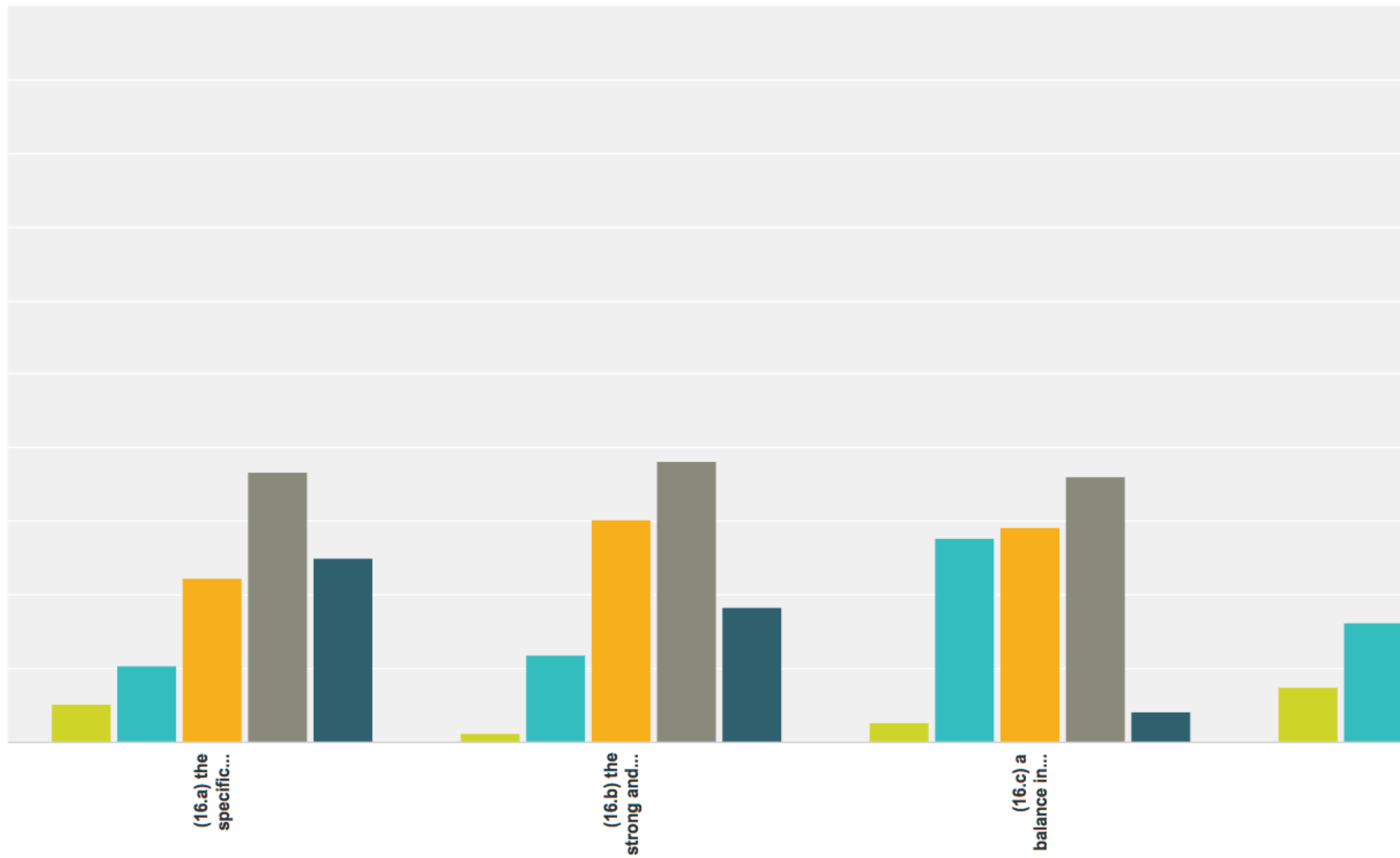
Hanno risposto: 24 Hanno saltato la domanda: 5



# Shop stewards' motivations

Shop stewards gave a very similar score to the average, with less interest in the confrontation with the management



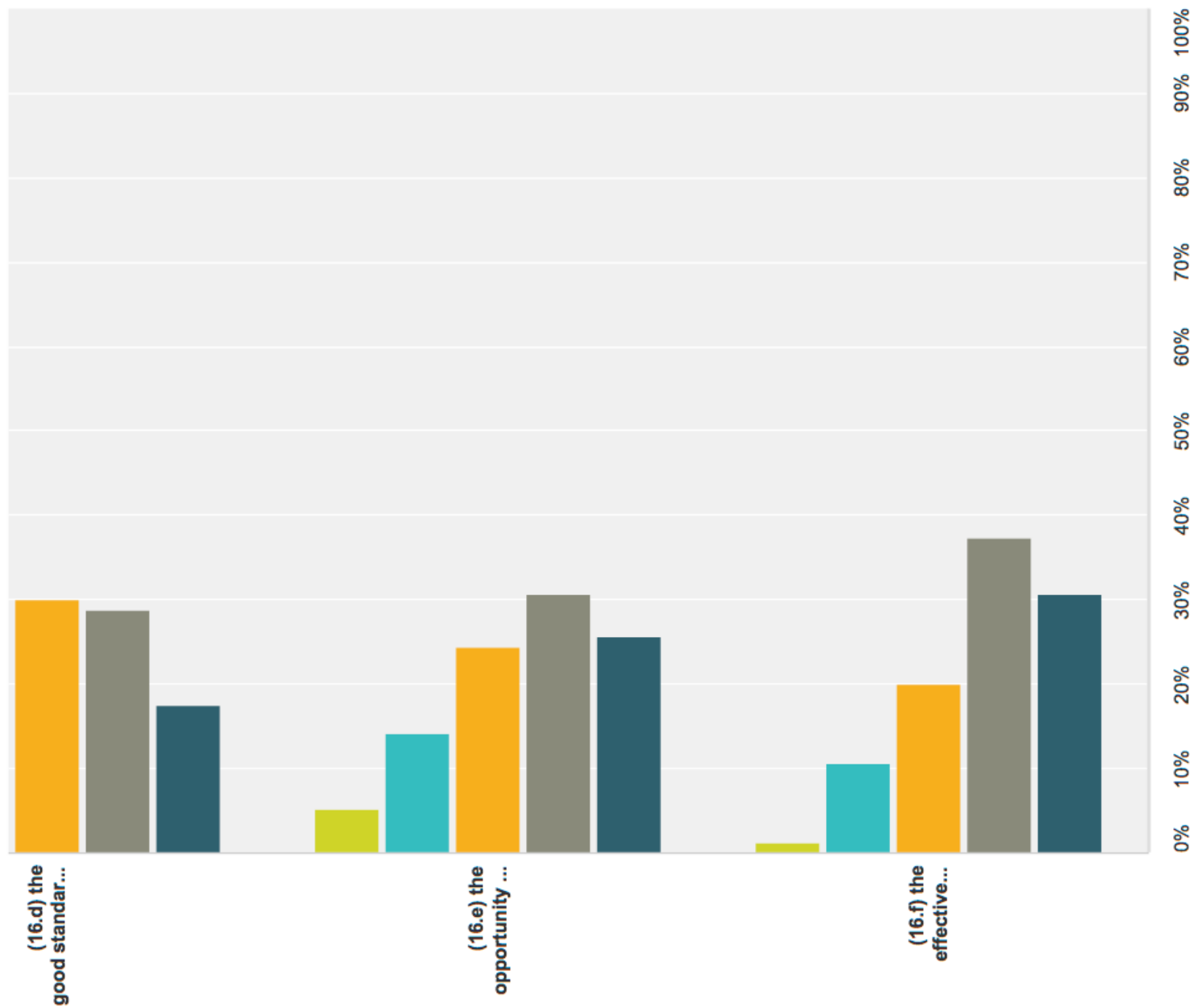


**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

- a. Competencies: 4+
- b. Team: 4-
- c. Balance work/charges: 4-

Hanno risposto: 81 Hanno saltato la domanda: 14





**Q16 What are (or what would be, in a future EWC) your own main motivations to stand for a position in the EWC (as a member, as a Sel.Co. Member, as an expert/coordinator) or to keep playing your current role in it?**

- d. Dialogue with management: 3+
- e. Direct contact with management: 4
- f. Effective results: 4+

Hanno risposto: 81 Hanno saltato la domanda: 14

