



To.Be.E.Ewc

Workshop Sweden

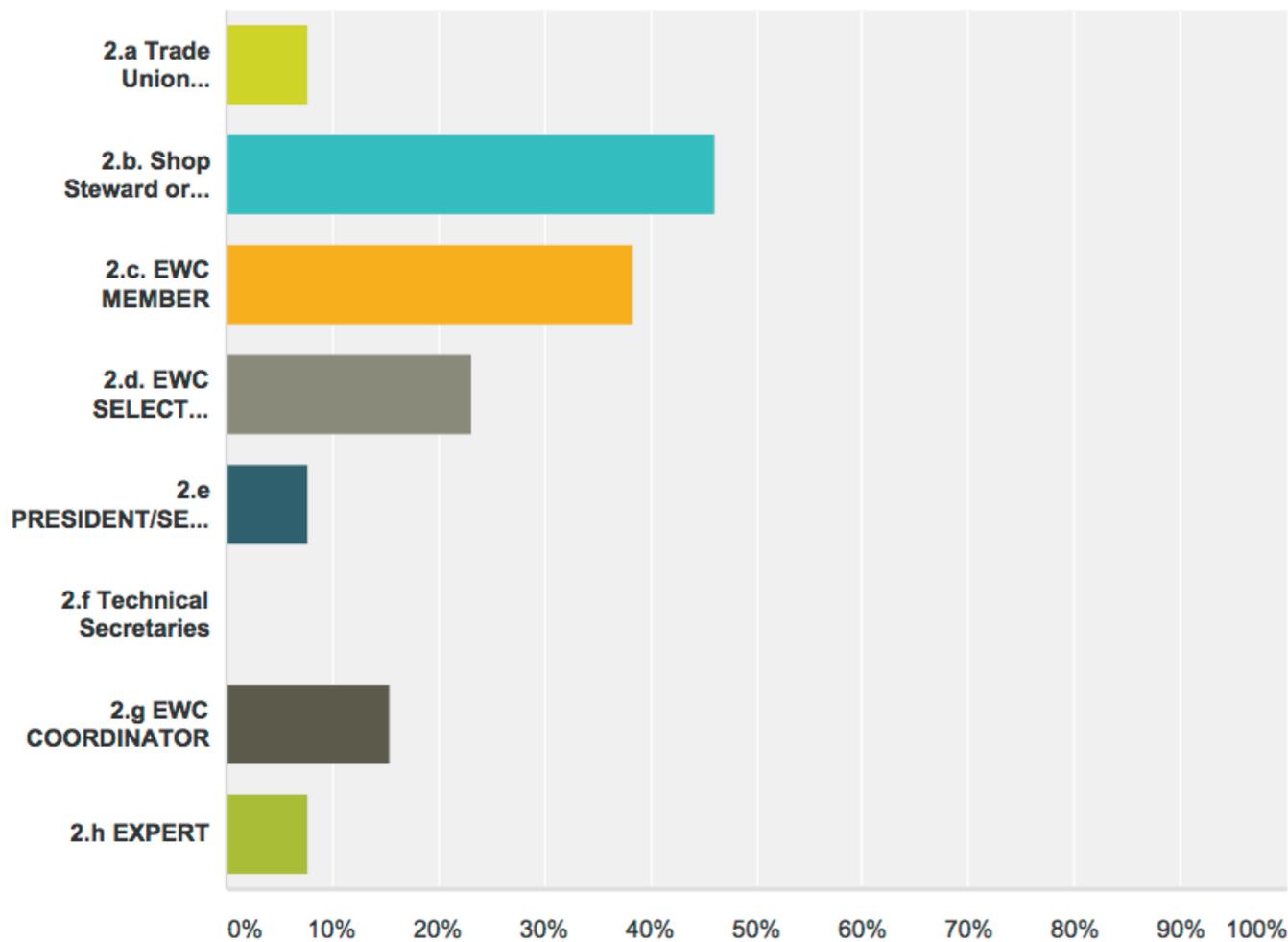
Stockholm, September 23rd, 2015

Survey results, presentation and comments

2. Who are the Swedish?

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

Hanno risposto: 13 Hanno saltato la domanda: 0



Shop stewards 46,15% (30,53%)

Ewc members 38,46% (44,21%)

Select committe members 23,08% (29,47%)

Ewc coordinators 15,38% (4,21%)

TU organizer 7,69% (31,58%)

President/secretary 7,69% (8,42%)

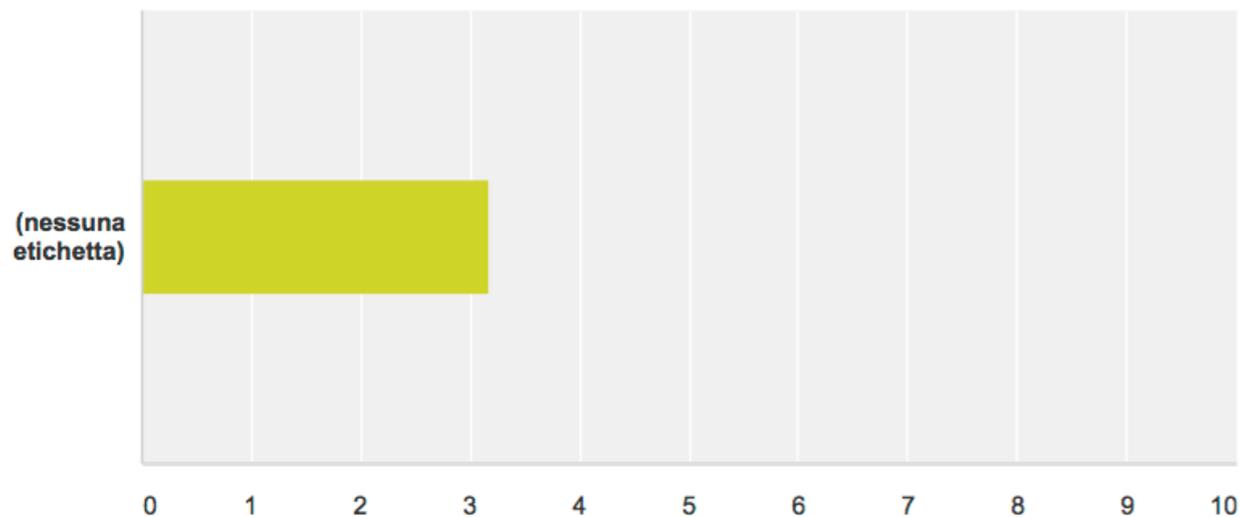
Experts 7,69% (4,21%)



3. Not so happy 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



The 13 respondents gave a weighted average of 3,18, the lowest (general 3,49; The Netherlands 3,71; Italy 3,44; Romania 3,79).

Most respondents gave score 4: 36,36%, but score 3 and 5 are both 18,18%.

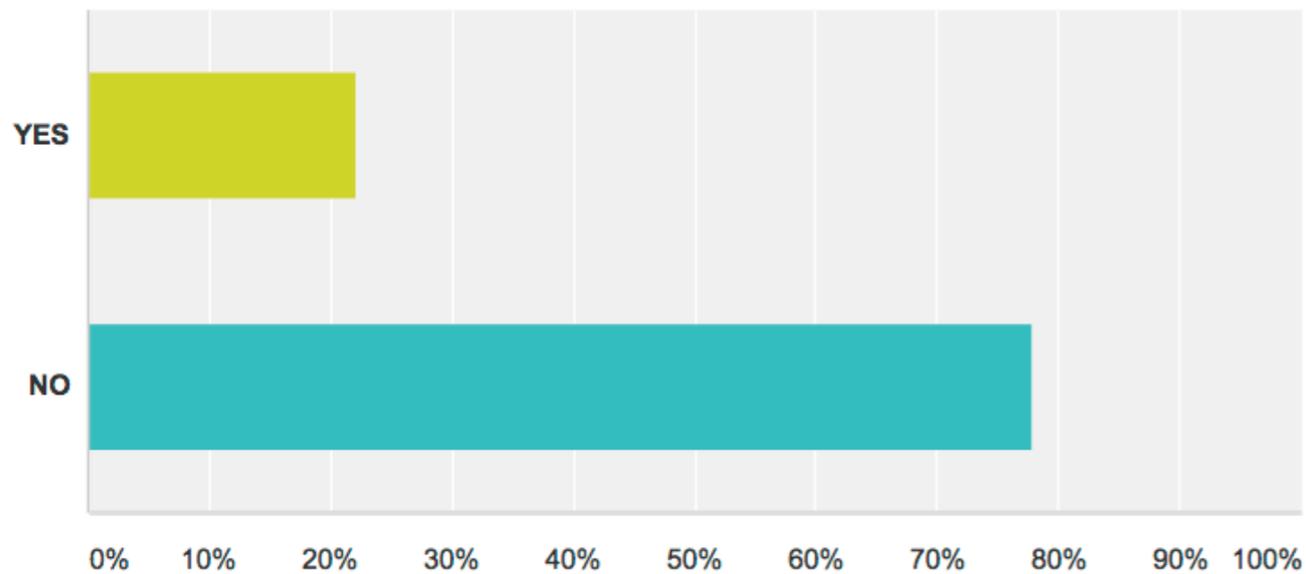
Even if nobody gave a score 2, score 1 got 27,27% (5,06%)



4. Don't renegotiate the agreement

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

Hanno risposto: 9 Hanno saltato la domanda: 4



No 77,78% (50,63%)

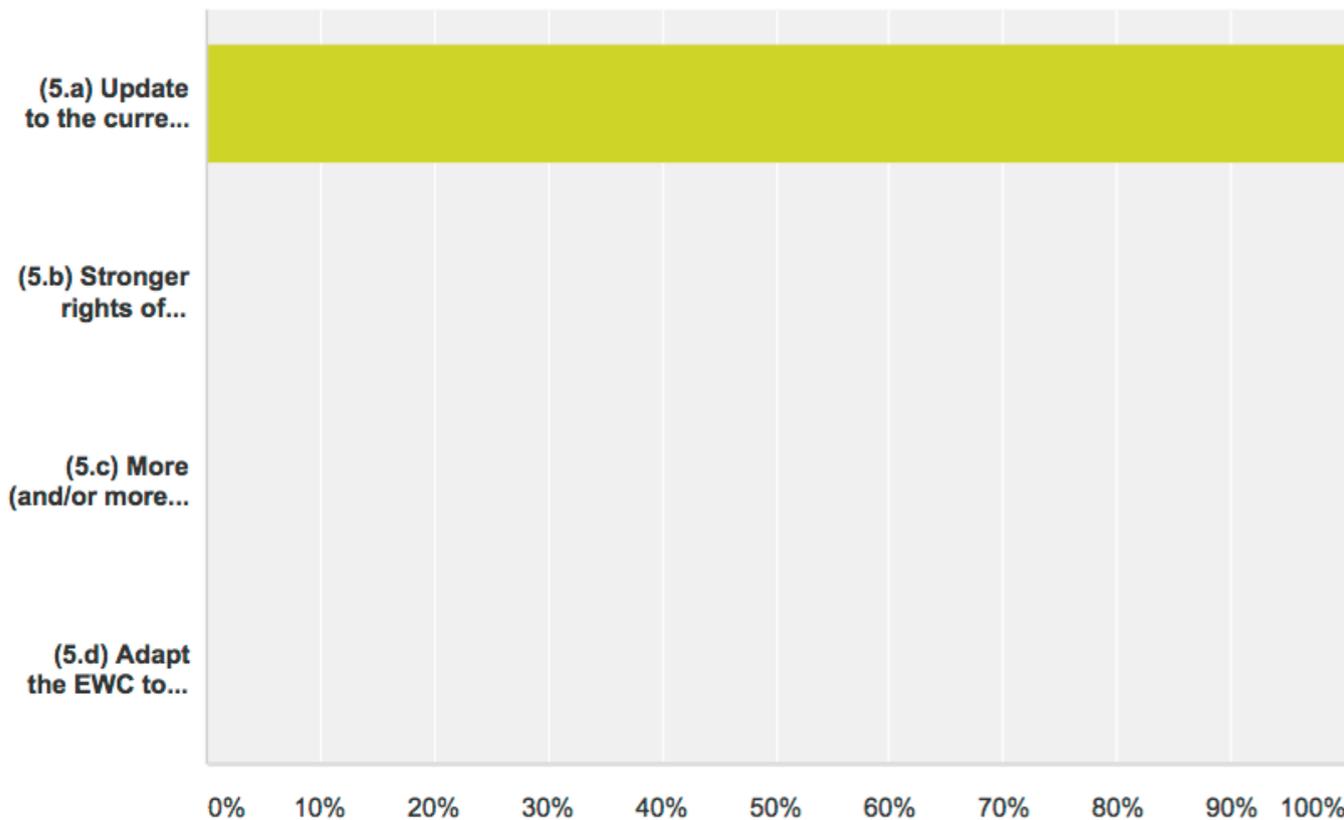
Yes 22,22% (49,37%)



5. 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: 3 Hanno saltato la domanda: 10



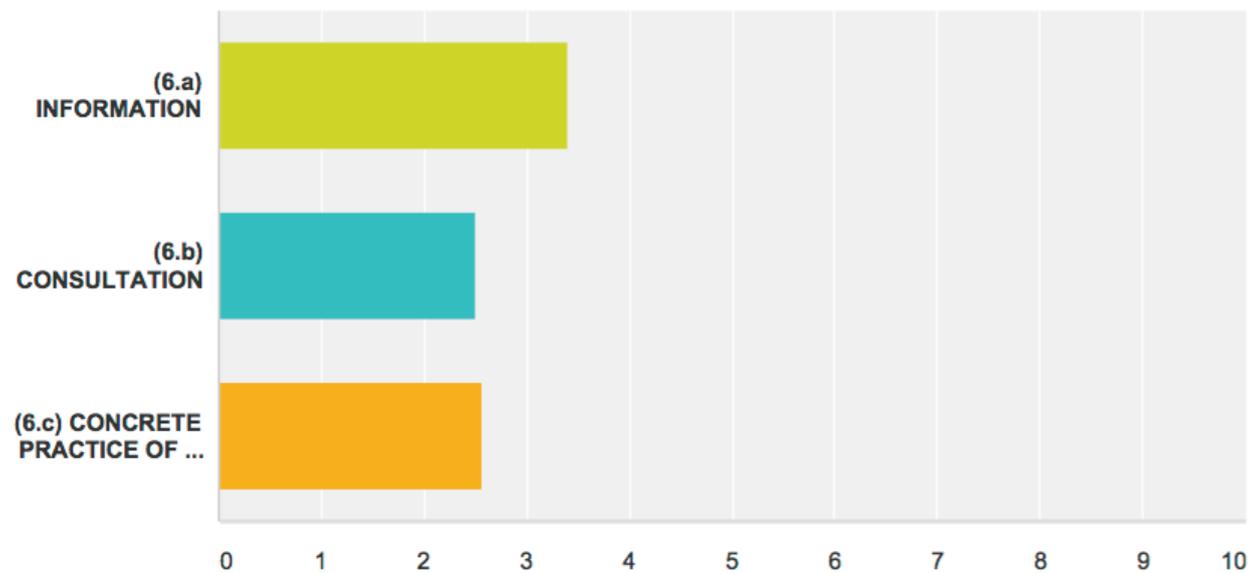
Only 3 respondents, all for updating the Directive 2009/38 (52,38%)



6. Info, consultation & rights

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: 10 Hanno saltato la domanda: 3



Info w.a. 3,40 (3,55)

Consultation w.a. 2,50
(2,44)

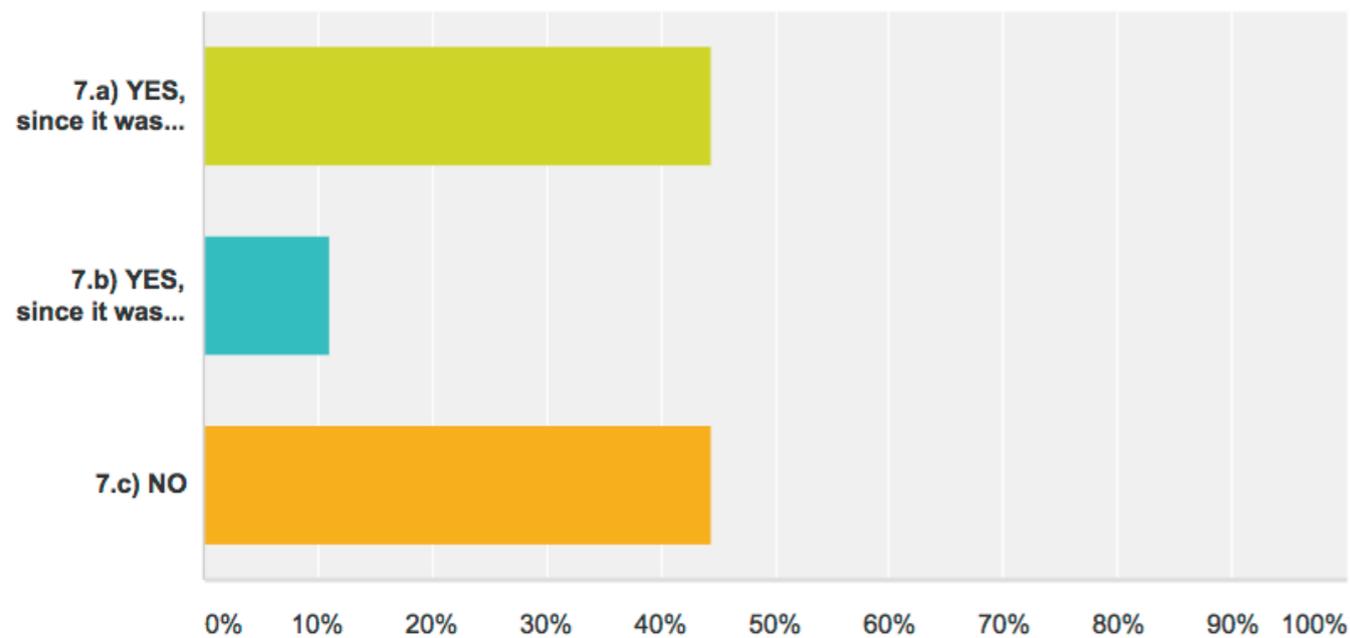
Relevant Rights 2,56
(2,88)



7. Ewc agreement not so in line...

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

Hanno risposto: 9 Hanno saltato la domanda: 4



Yes since the Directive 2009/38 has been transposed into national legislation 44,44% (32,47%)

Yes since it was re-negotiated to keep up with the Directive 11,11% (29,87%)

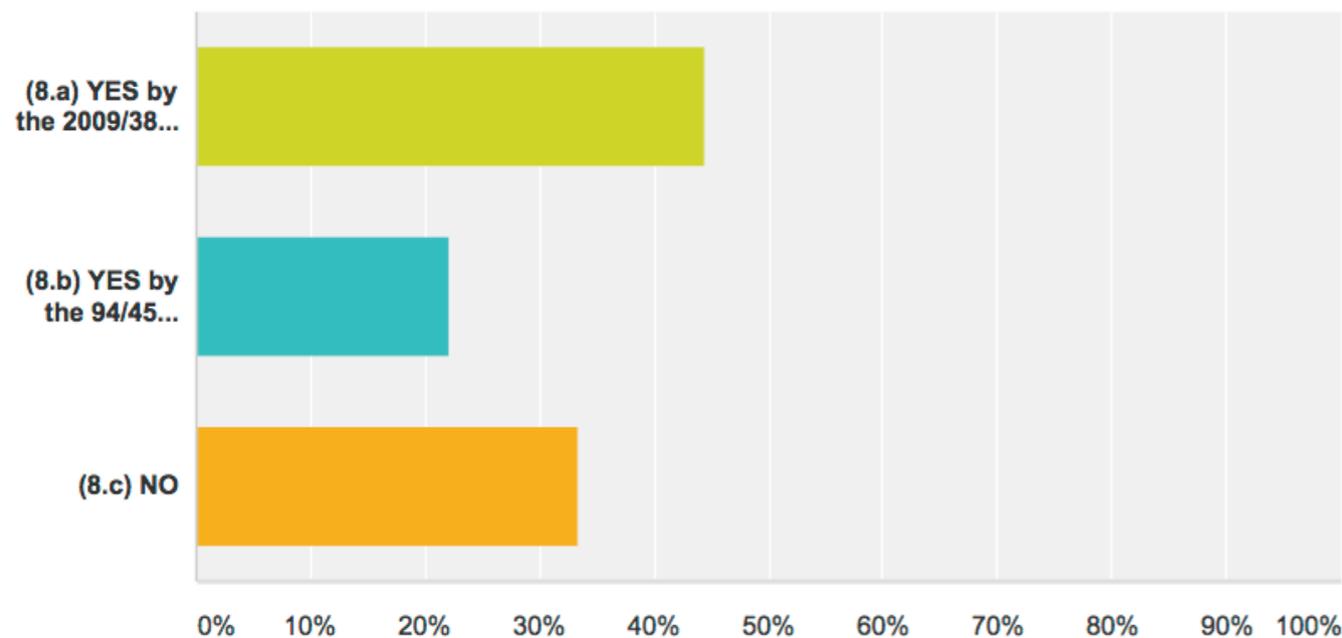
No 44,44% (37,66%)



8. Subsidiary requirements

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

Hanno risposto: 9 Hanno saltato la domanda: 4



Yes by the Directive
2009/38 44,44% (36,62%)

Yes by the Directive 94/45
22,22% (23,94%)

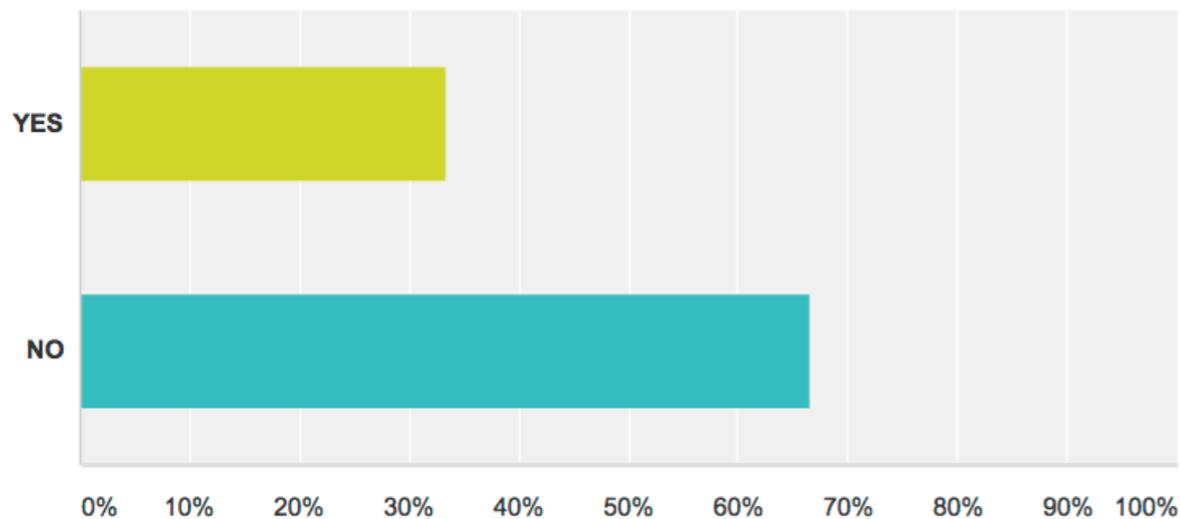
No 33,33% (39,44%)



9. Stronger 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: 9 Hanno saltato la domanda: 4



Not effective 66,67%
(62,16%)

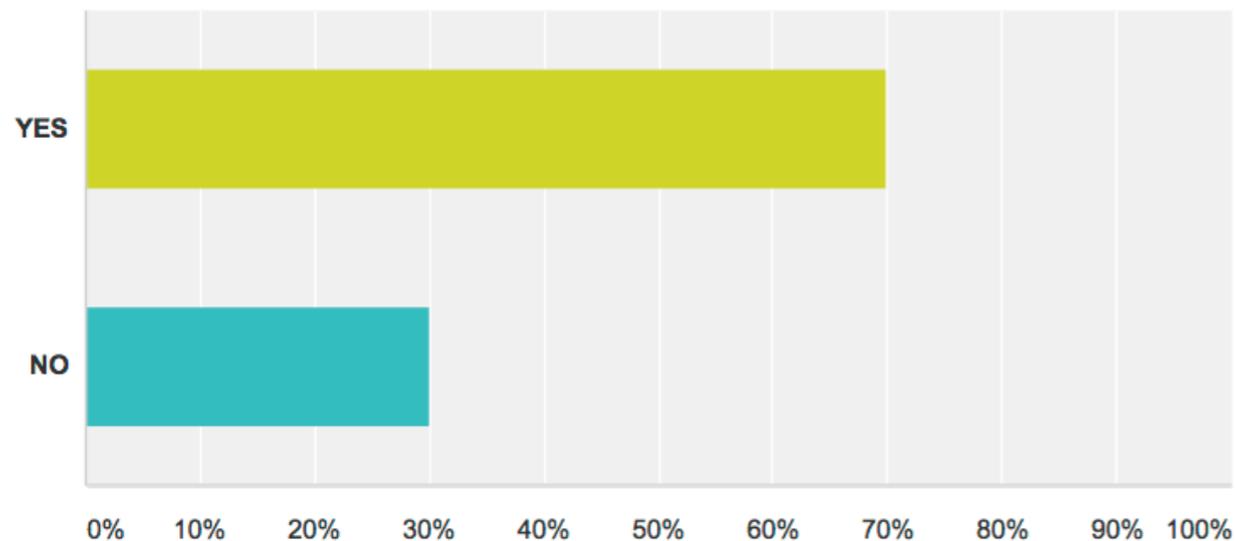
Effective 33,33%
(37,84%)



10. Good confidentiality clause

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

Hanno risposto: 10 Hanno saltato la domanda: 3



Yes 70% (56,58%)

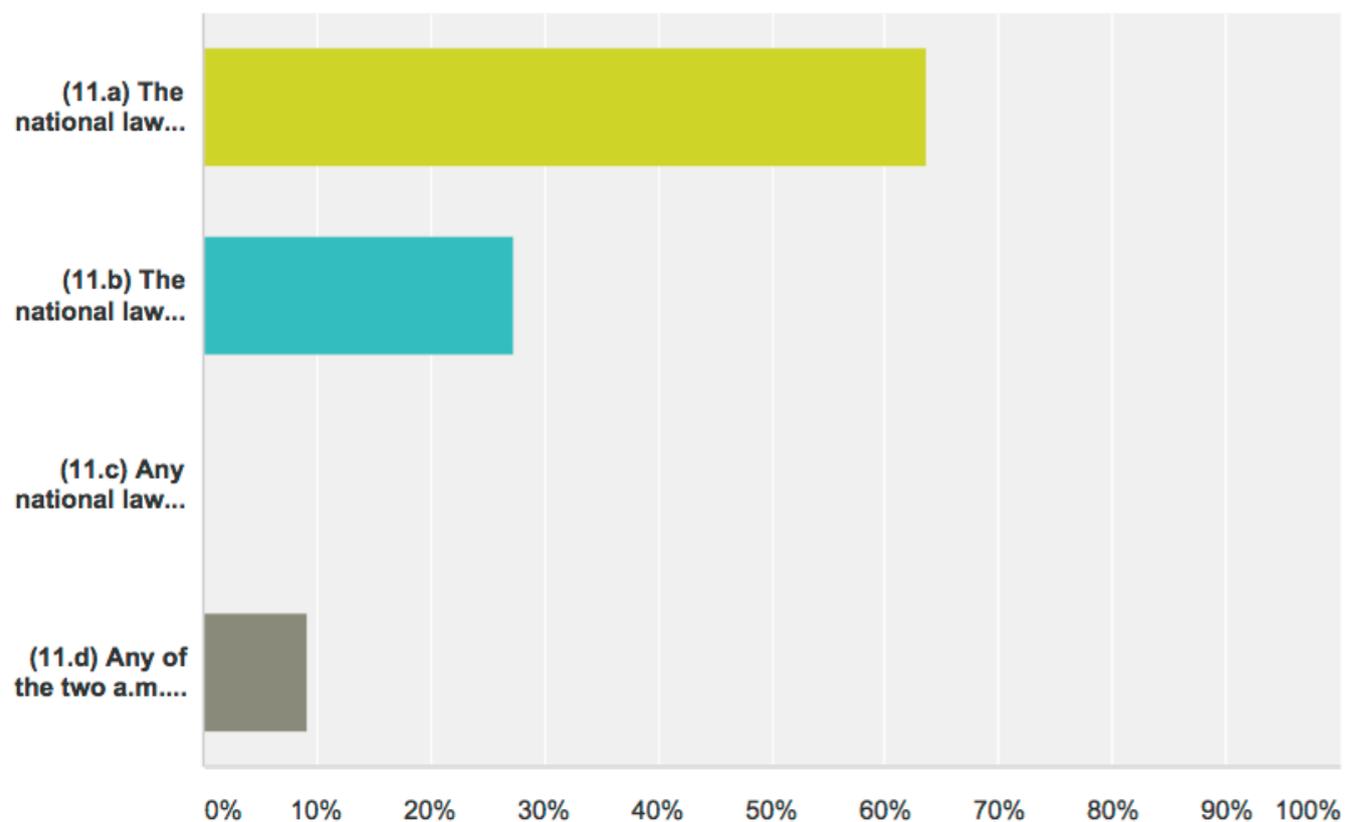
No 30% (43,42%)



11. National law transposing the 2009/38 Directive

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

Hanno risposto: 11 Hanno saltato la domanda: 2



National law transposing 2009/38 Directive: 63,64% (55,29%)

National law transposing 94/45 Directive (before September 1996): 27,27% (22,35%)

Any of the two Directives as mutually agreed by partners: 9,09% (5,80%)

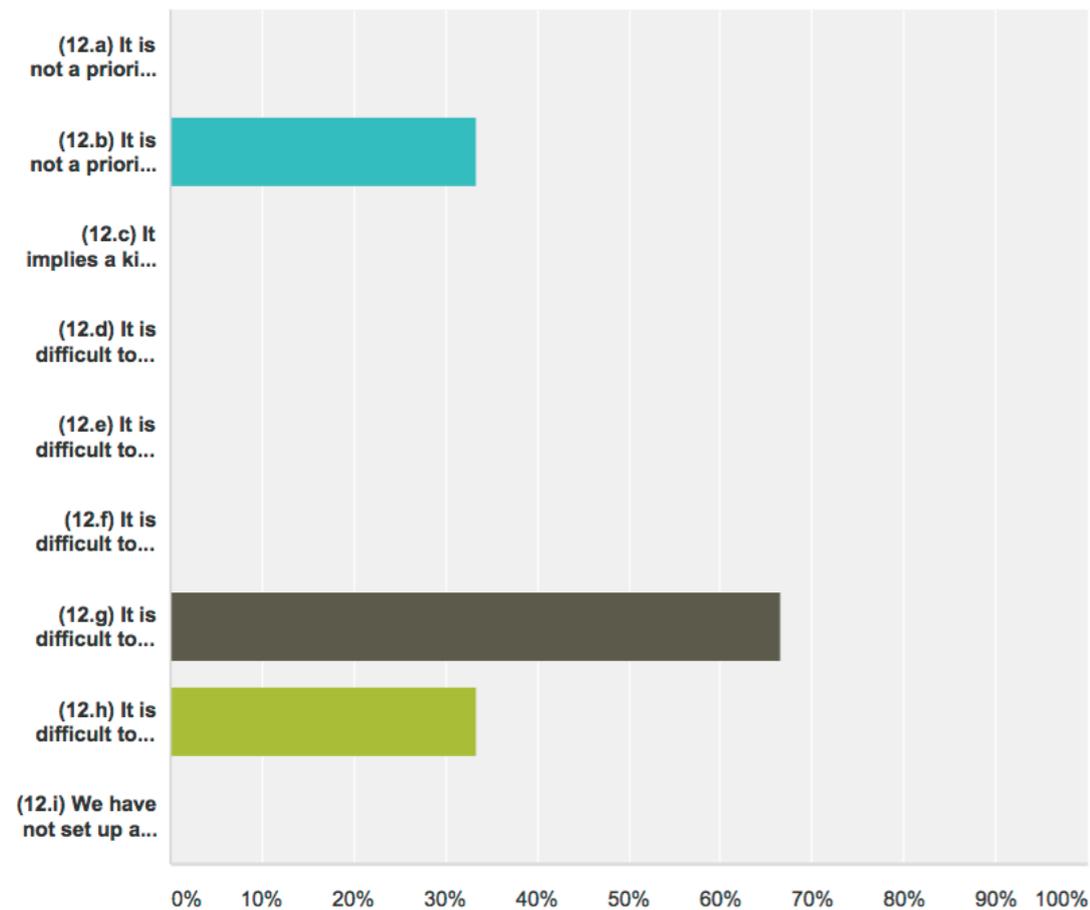
No answer any national law transposing 2009/38 Directive (16,47%)



12. Difficult to find candidates

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: 3 Hanno saltato la domanda: 10



Difficult to find candidates wishing to stand for a position in the EWC 66,67% (37,50%)

Difficult to find candidates with a genuine and recognised trade-union approach 33,33% (43,75%)

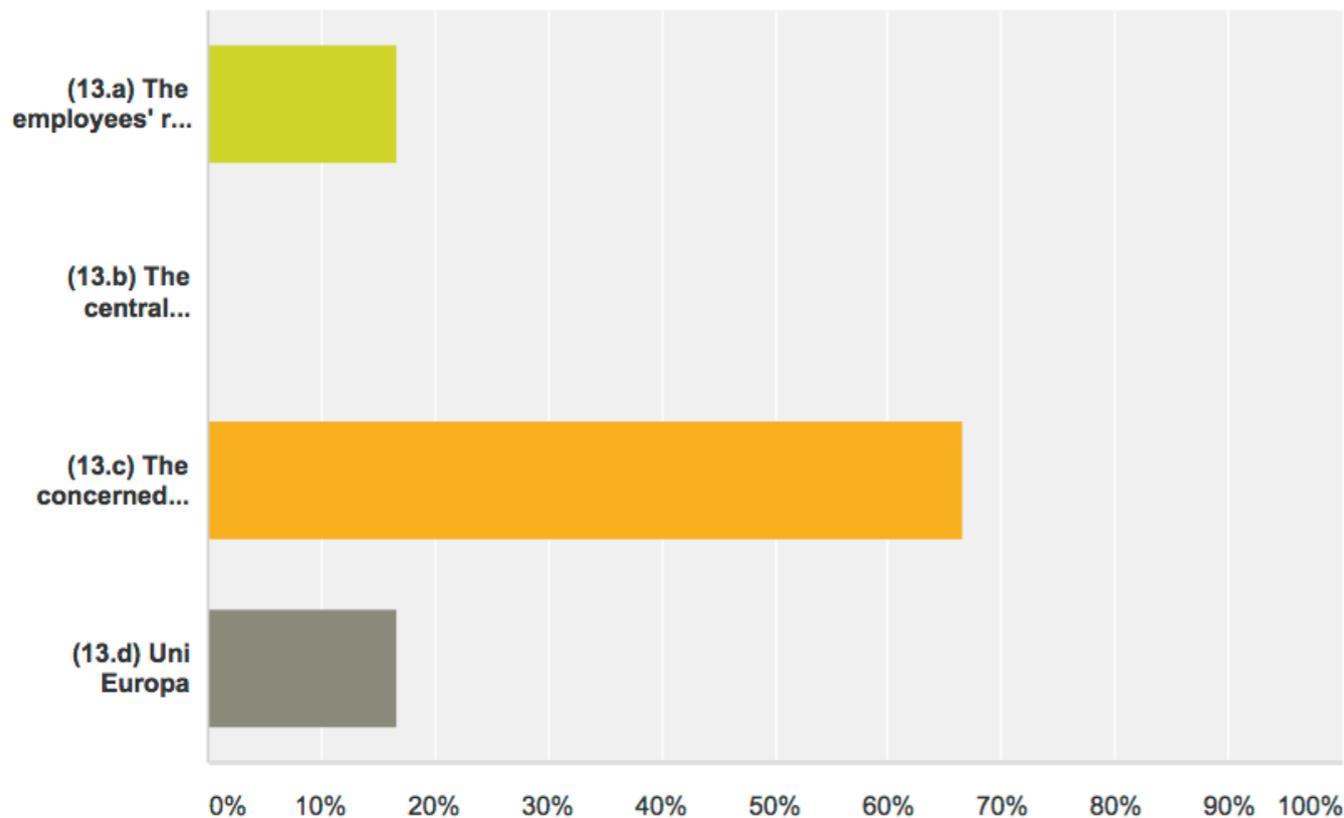
Not a priority for the management 33,33% (12,50%)



13. More national unions, no management

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

Hanno risposto: 6 Hanno saltato la domanda: 7



National unions 66,67%
(19,67%)

Reps 16,67% (39,34%)

Uni 16,67% (8,20%)

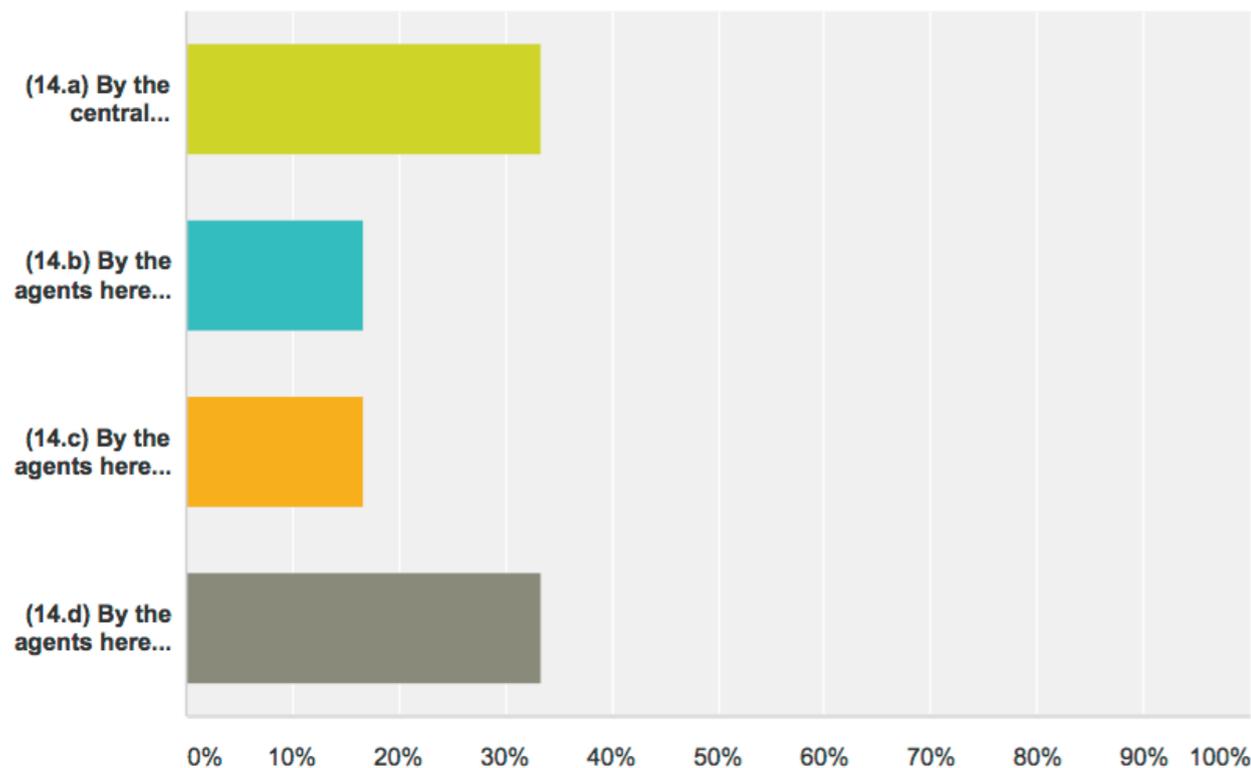
No management (19,67%)



14. More Uni, less reps

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: 6 Hanno saltato la domanda: 7



National unions 33,33%
(27,59%)

Management 33,33%
(27,59%)

Reps 16,67% (34,48%)

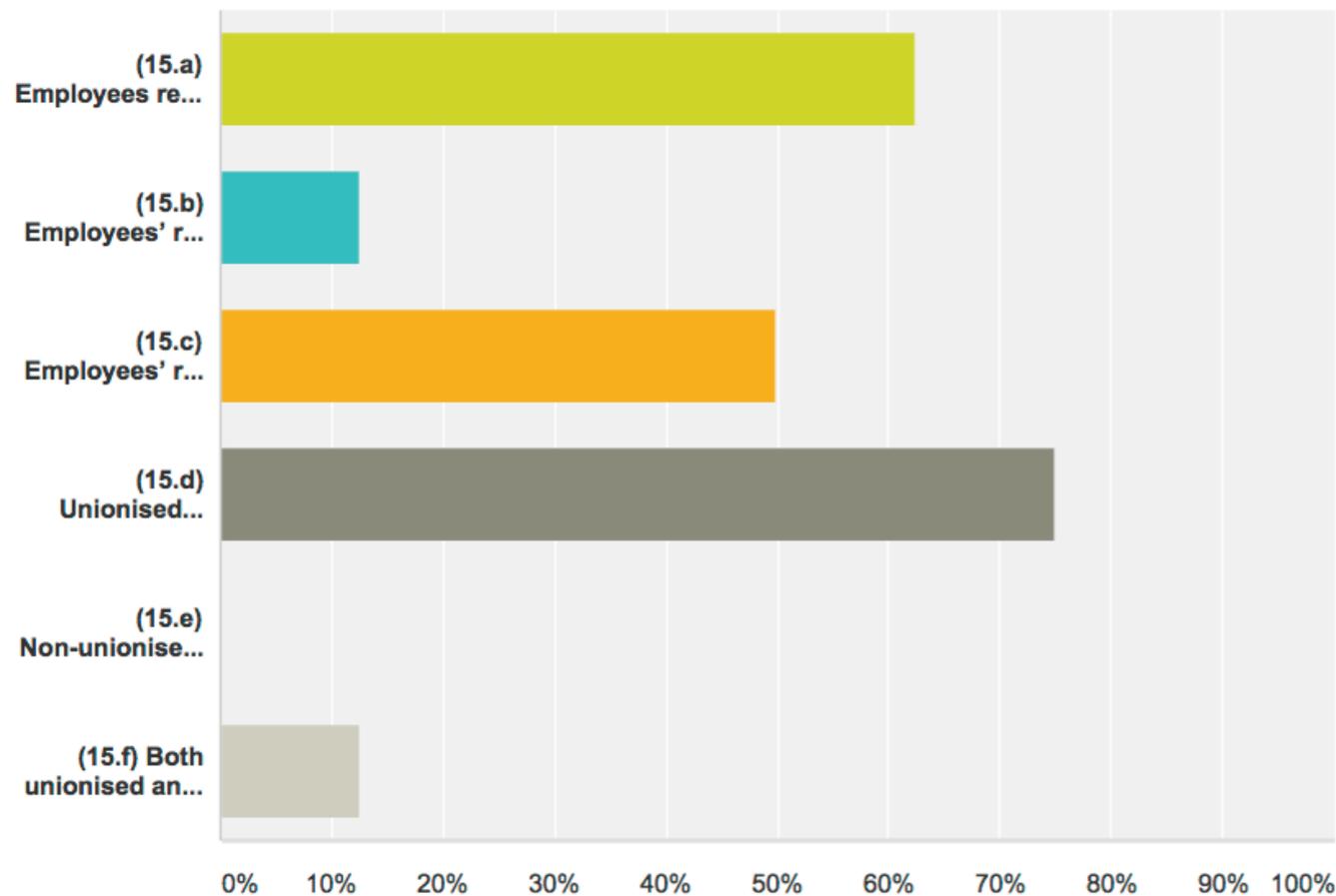
Uni 16,67% (10,34%)



15. Unions' power!

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: 8 Hanno saltato la domanda: 5



Unionised reps 75% (53,85%)

Reps elected on purpose 62,50% (51,28%)

Reps already in charge 50% (47,44%)

Reps appointed by the management 12,50% (7,69%)

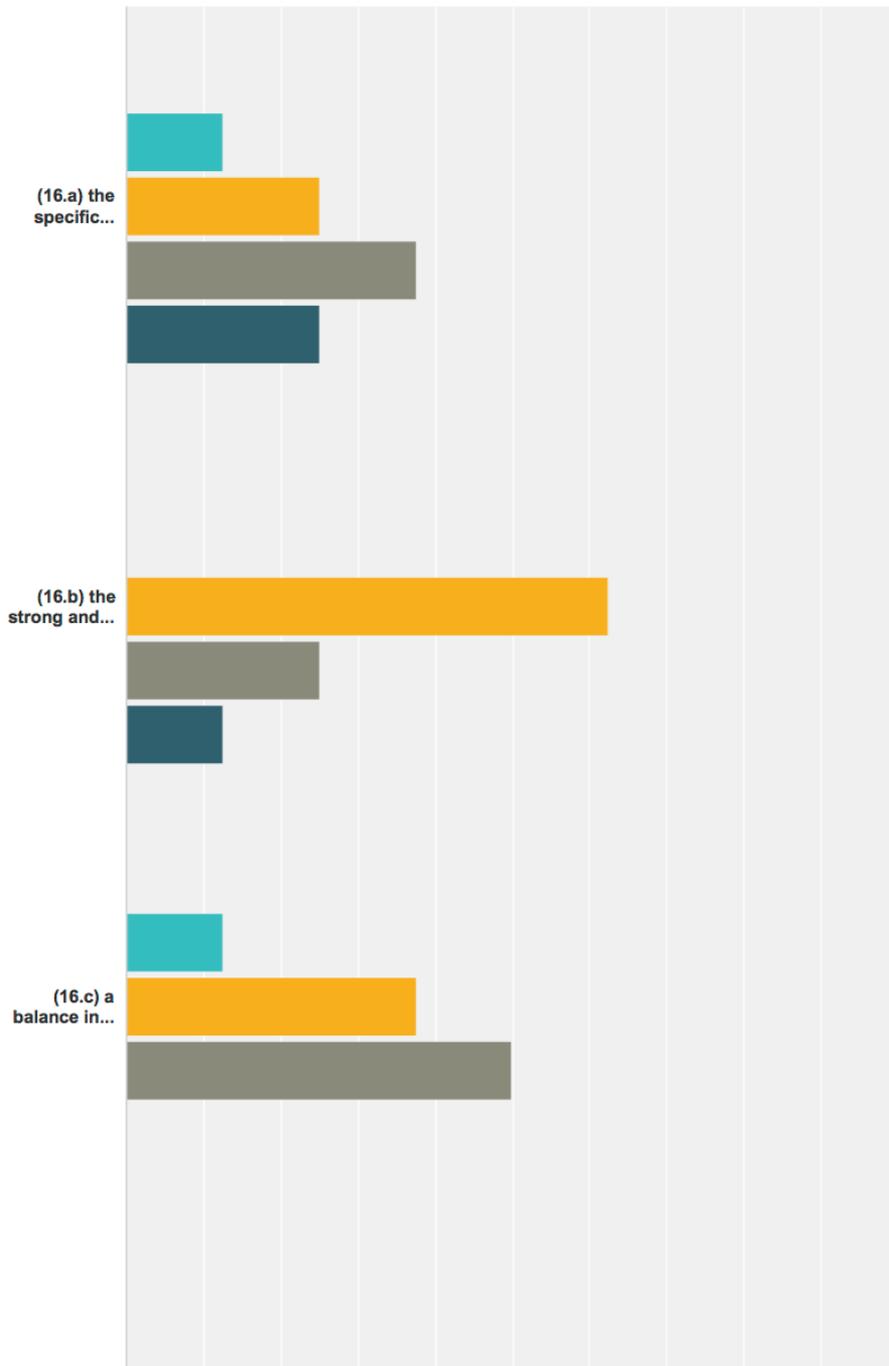
Unionised and non-unionised 12,50% (44,87%)

No non-unionised (12,82%)



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



16. Swedish motivations

More interest toward the direct contact (5 > 4) and the dialogue with the management (4+ > 3+) and top evaluation for the results (5 > 4-)

Good evaluation of the balance work/charges (4 > 4-)

Lower than average competencies (4 < 4+) and team (3+ < 4-)



The End

Thank you for your attention!

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