



To.Be.E.Ewc

Workshop The Netherlands

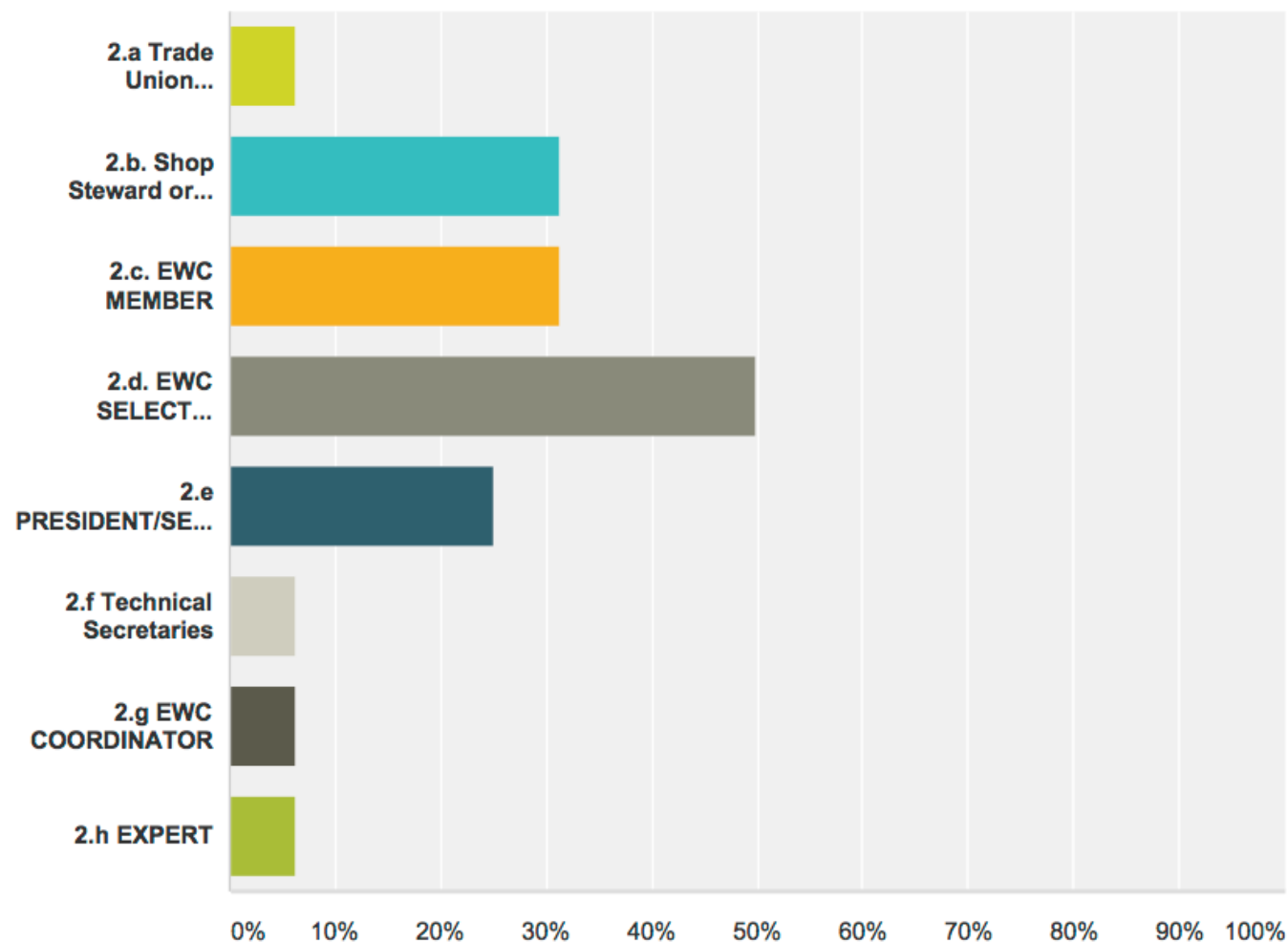
Amsterdam, September 5, 2015

Survey results, presentation and comments

2. Who are the Dutch?

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

Hanno risposto: 16 Hanno saltato la domanda: 0



Most identified themselves as Ewc Select committee member (50%), then Ewc member and Shop Steward (both 31,25%); President/secretary are 25%

Few presented themselves as Trade union organiser, Technical secretaries, Ewc coordinator or Expert (each 6,25%)



3. We like Ewc!

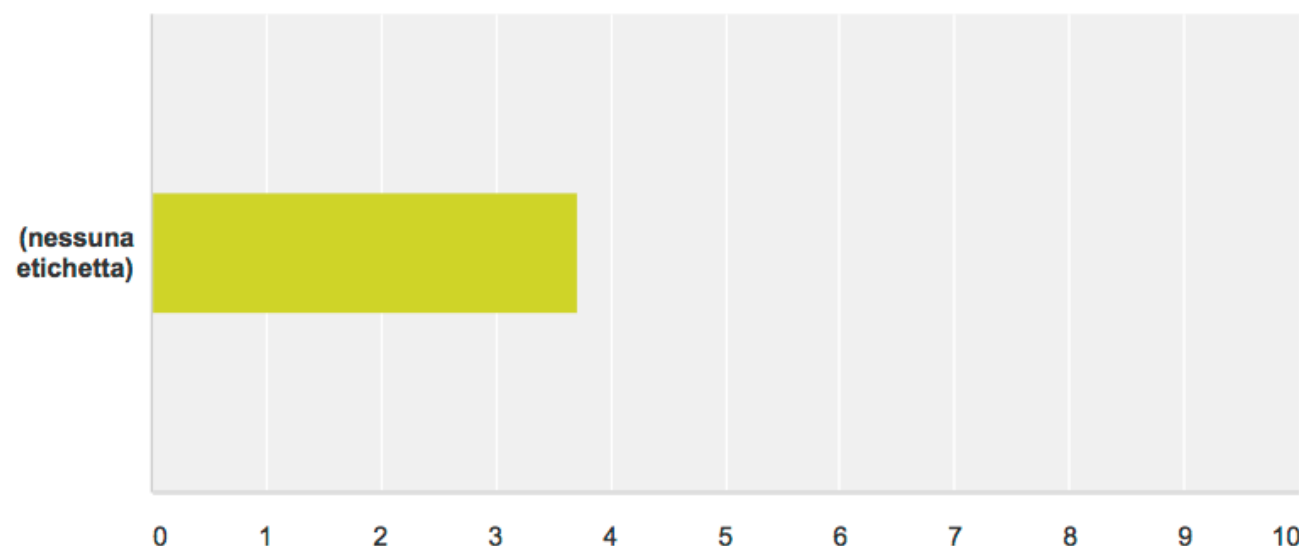
Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while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

Good score: 3,71
weighted average
(general 3,49)

Distribution only on
grade 3 (28,27%) and 4
(71,43%)

Nobody gave score 1, 2
or 5

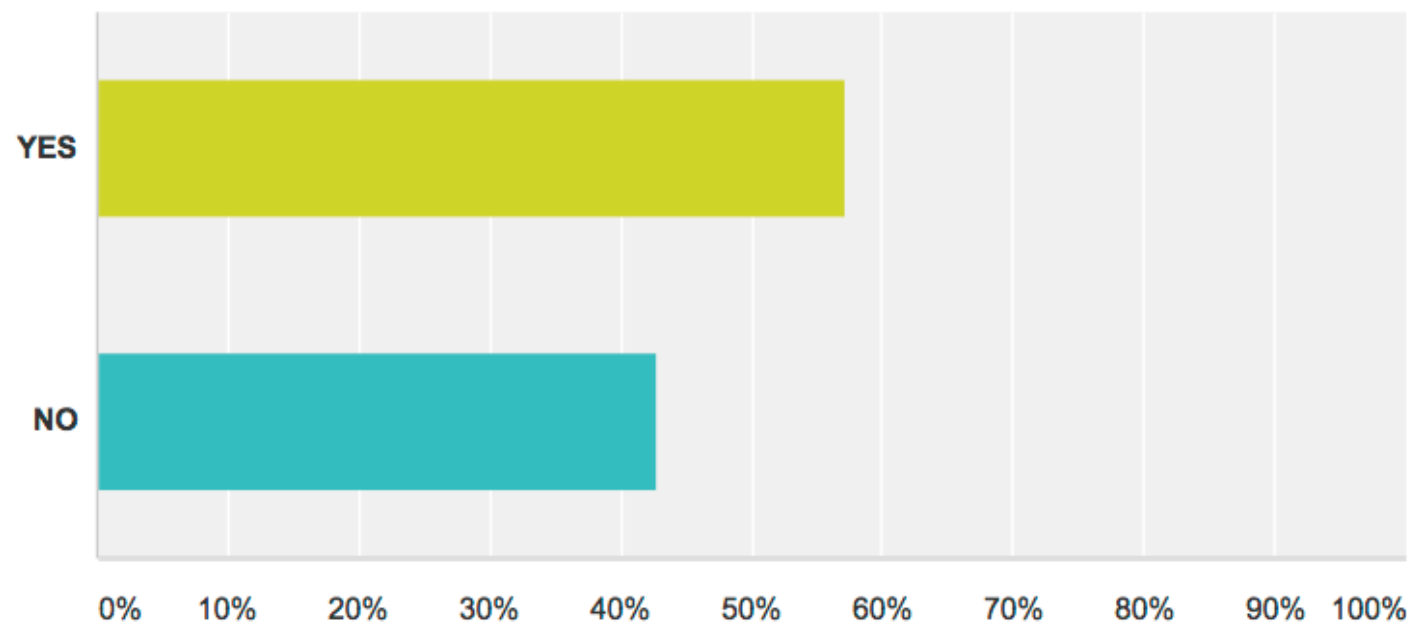
Hanno risposto: 14 Hanno saltato la domanda: 2



4. Agreement more renegotiated

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

Hanno risposto: 14 Hanno saltato la domanda: 2



Yes are 57,14%
(49,37% in the
general survey)

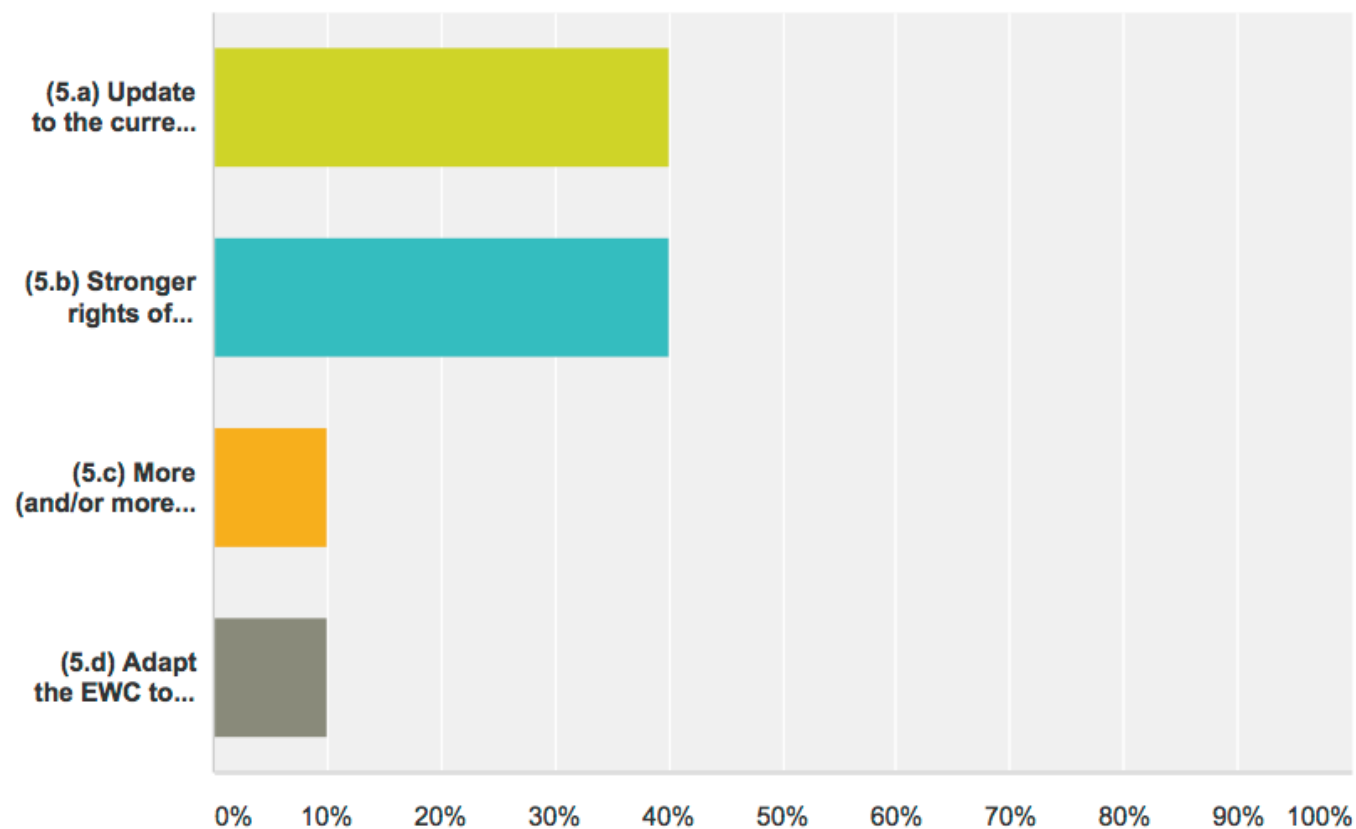
No 42,86%
(50,63%)



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: 10 Hanno saltato la domanda: 6



Most of the attention devoted to the updating of the Directive 2009/38 (40%, but less than general 52,38%) and stronger info & consultation (40%, more than general 35,71%)

Less attention to more resources (10%, general 4,76%) and adaptation to merges, take-overs and split (10%, general 7,14%)

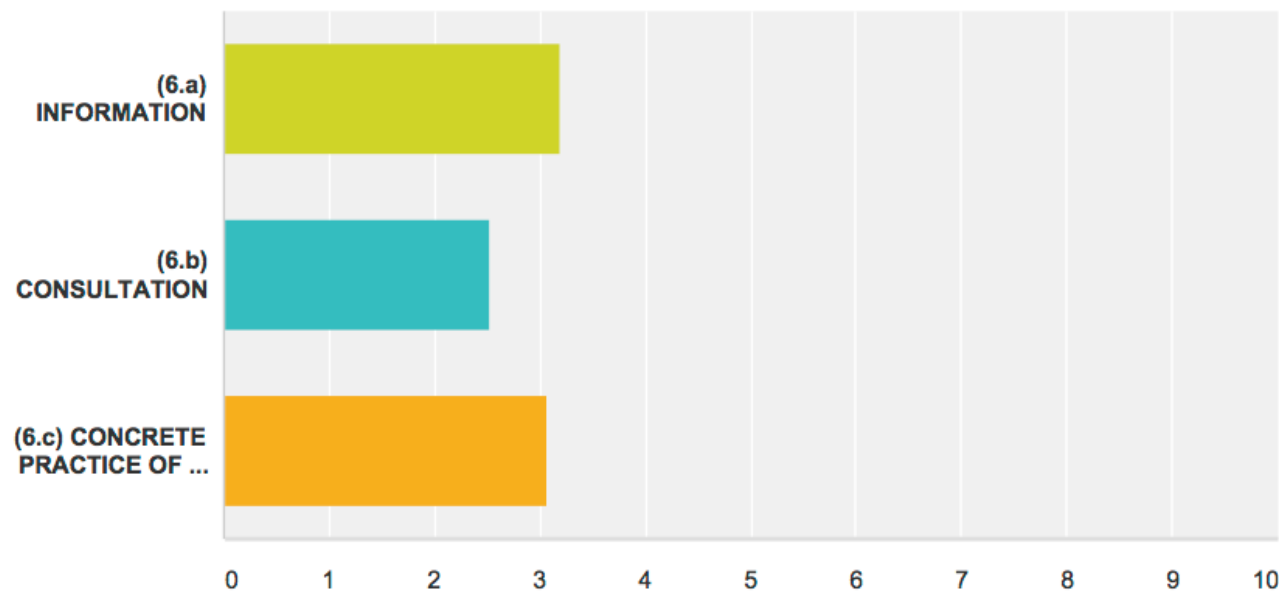
Perception of the inadequacy of the law where Ewc works



6. Good consultation and 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: 15 Hanno saltato la domanda: 1

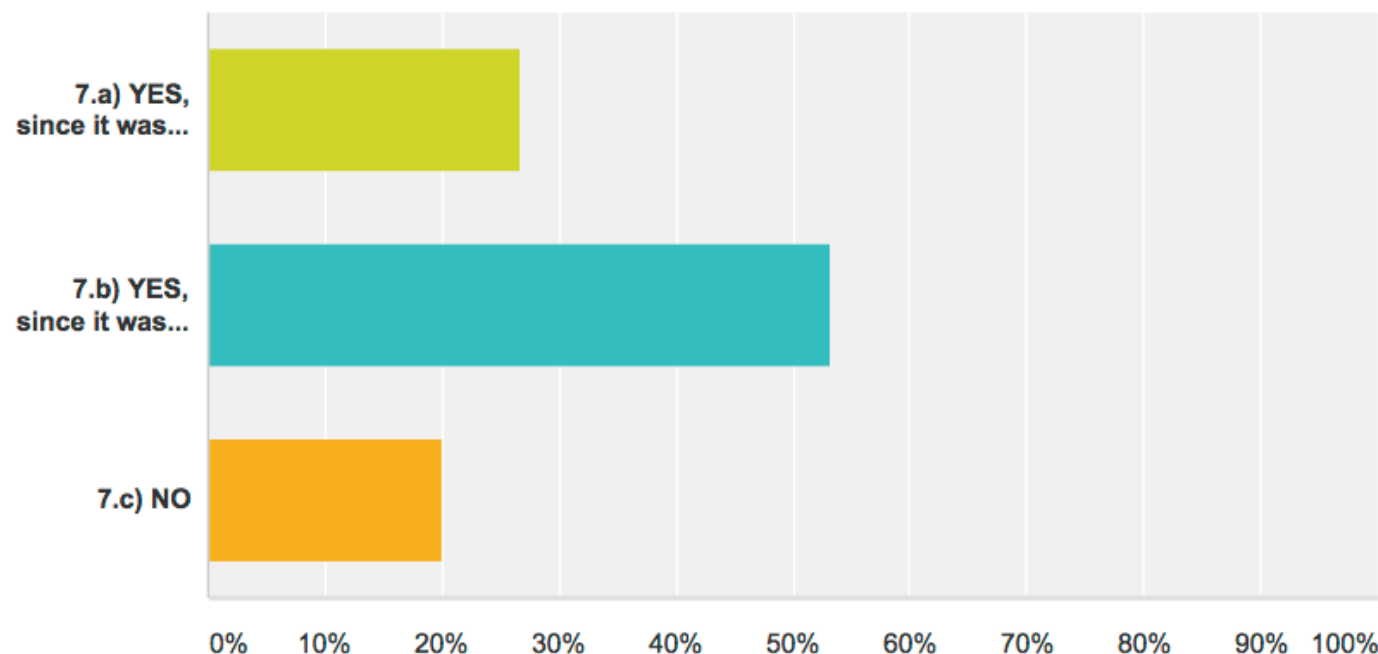


- Positive evaluation on information, w.a. 3,20 (of 5), but lower than average 3,35;
- Good consultation, w.a. 2,53, higher than general 2,44;
- Good practice of rights, w.a. 3,07, higher than average 2,88.

7. Agreement in line with the Directive

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

Hanno risposto: 15 Hanno saltato la domanda: 1



YES prevails: 80%
(62,34%):

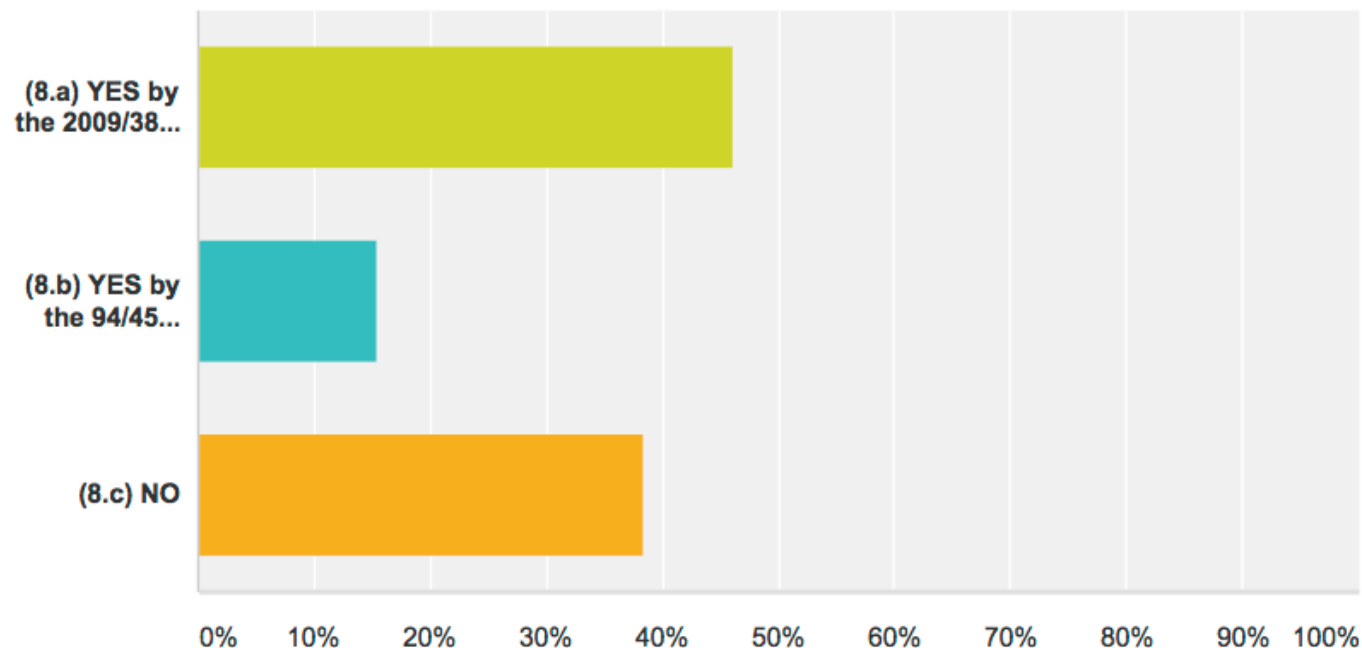
- more than half 53,33% (29,87%) say that this happens since it was renegotiation to keep up with the Directive

- 29,87% (32,47%) since the Directive has been transposed into national legislation.

8. Just by Subsidiary requirements...

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

Hanno risposto: 13 Hanno saltato la domanda: 3



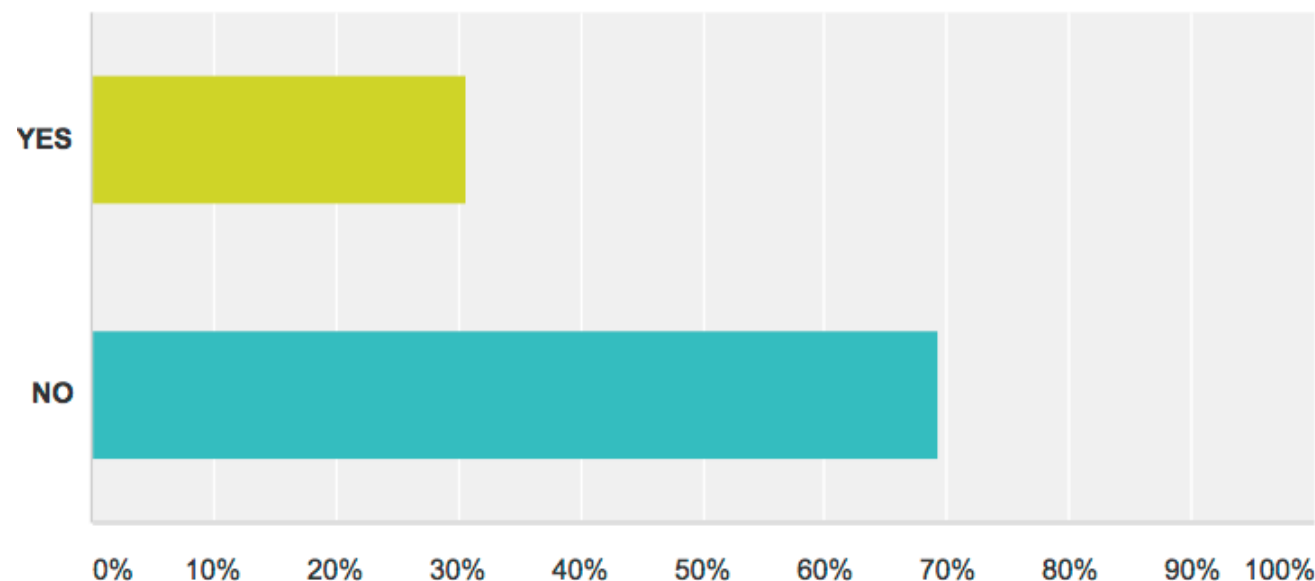
YES are more than 60%, divided in:

- 46,15% (36,62%) referring to the ones of Directive 2009/38,
- 15,38% (23,94%) to the ones of the Directive 94/95.

9. 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: 13 Hanno saltato la domanda: 3



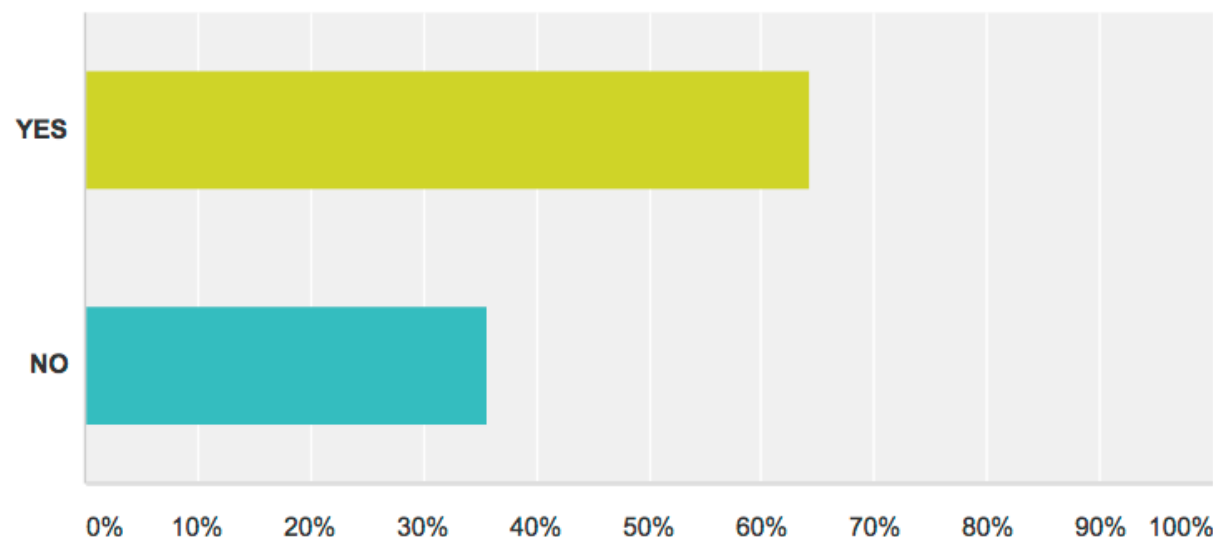
62,23% (62,16%) considers sanctions neither dissuasive nor effective, datum understandable as a request to strengthen them



10. More than confidential

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

Hanno risposto: 14 Hanno saltato la domanda: 2



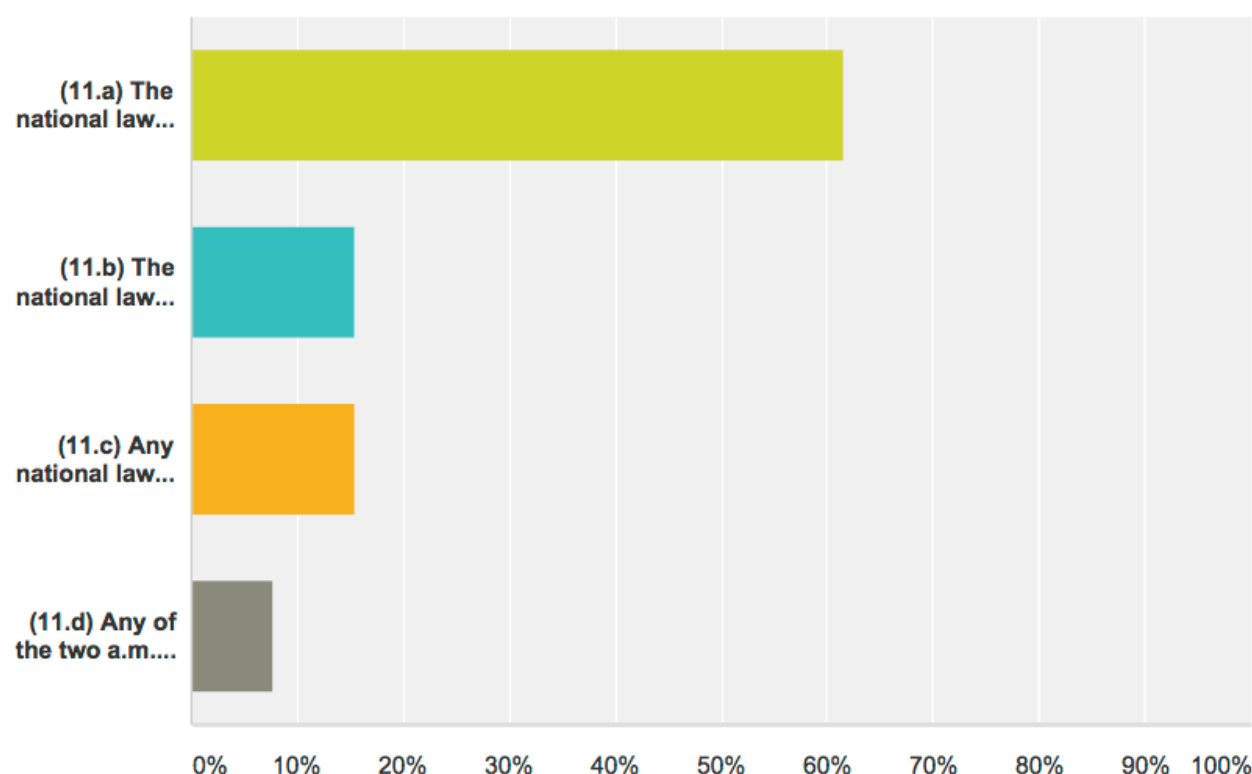
YES 64,29% (56,58%)

NO 35,71% (43,42%)

11. Which law?

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

Hanno risposto: 13 Hanno saltato la domanda: 3

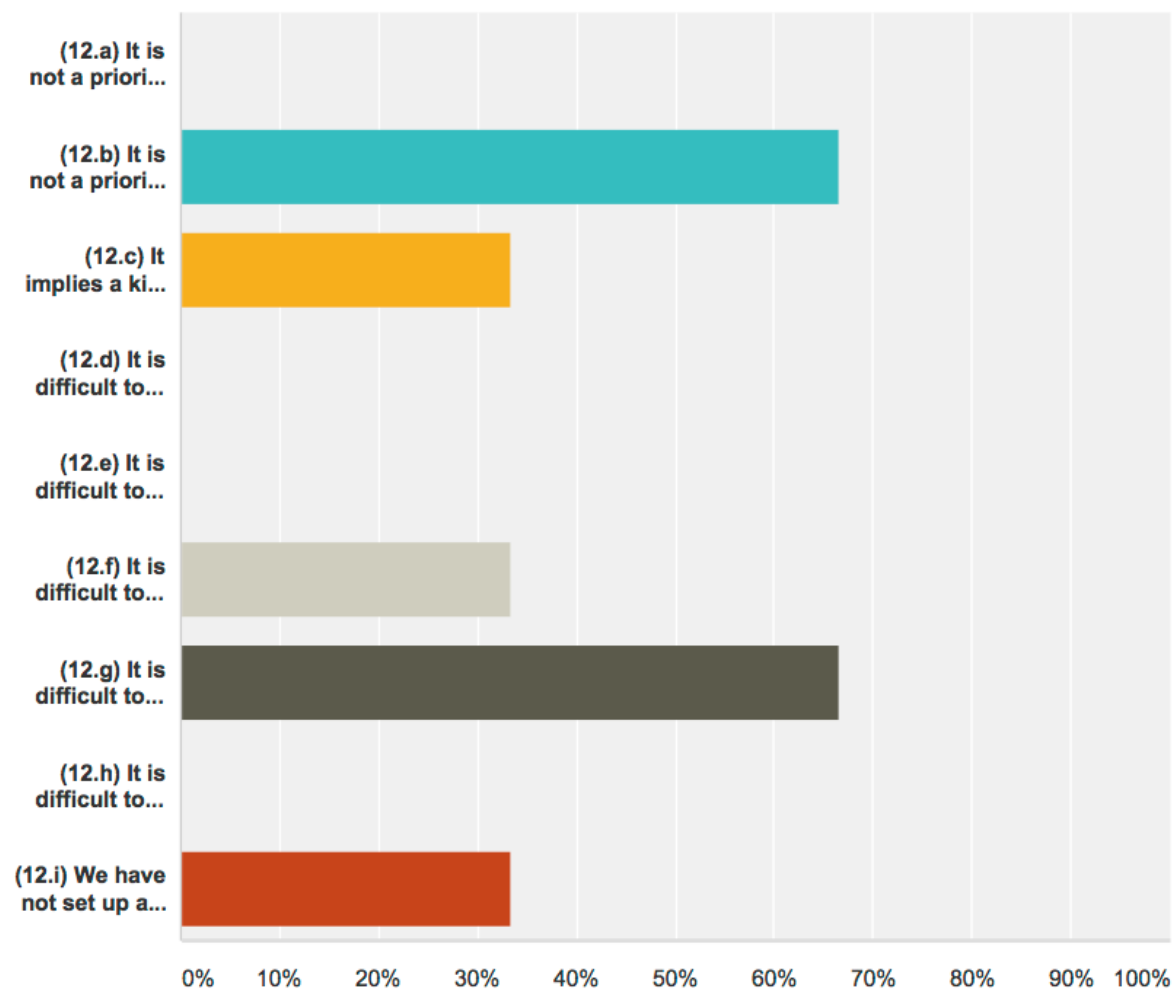


- 61,54% (55,29%) “the national law transposing the 2009/38 Eu Directive in the country where the central management is”
- 15,38% (22,35%) “the national law transposing the 94/45 Directive in the country where the central management is”
- 15,38% (5,88%) “any national law transposing the 2009/38 Directive, as mutually agreed by the concerned social partners”
- 7,69% (16,47%) “any of the two a.m. Directives, as mutually agreed by the concerned social partners”

12. Lack of wishfulness and skills

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: 13

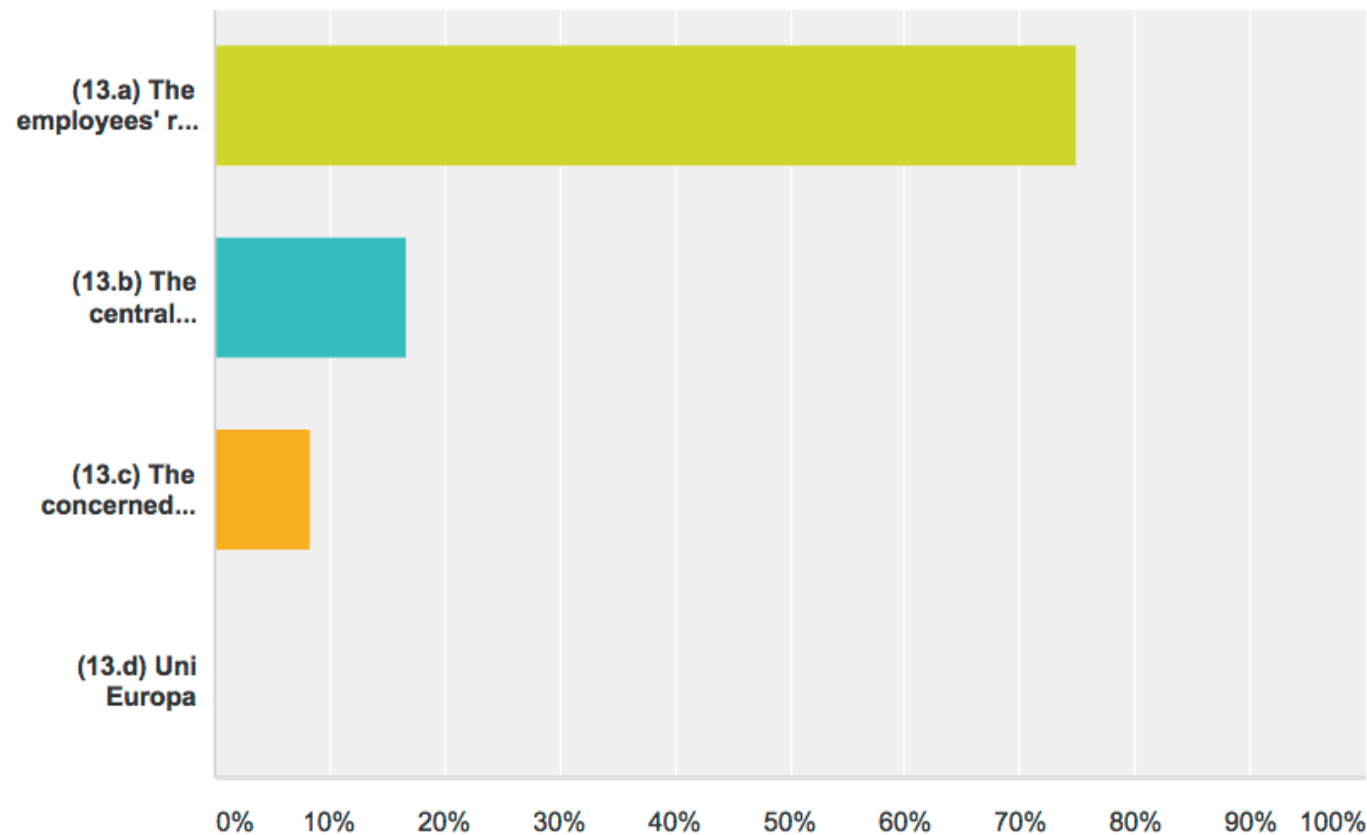


- Management 66,67% (43,75%)
- Problems “wishful candidates” 66,67% (37,50%)
- Difficult agreement in terms of contents/right 33,33% (31,25%)
- Skills we don’t have 33,33% (6,25%)
- Procedure to set up SNB 33,33% (31,25%)
- Nobody answered not a priority for us (12,50%)

13. Workers' initiative

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

Hanno risposto: 12 Hanno saltato la domanda: 4



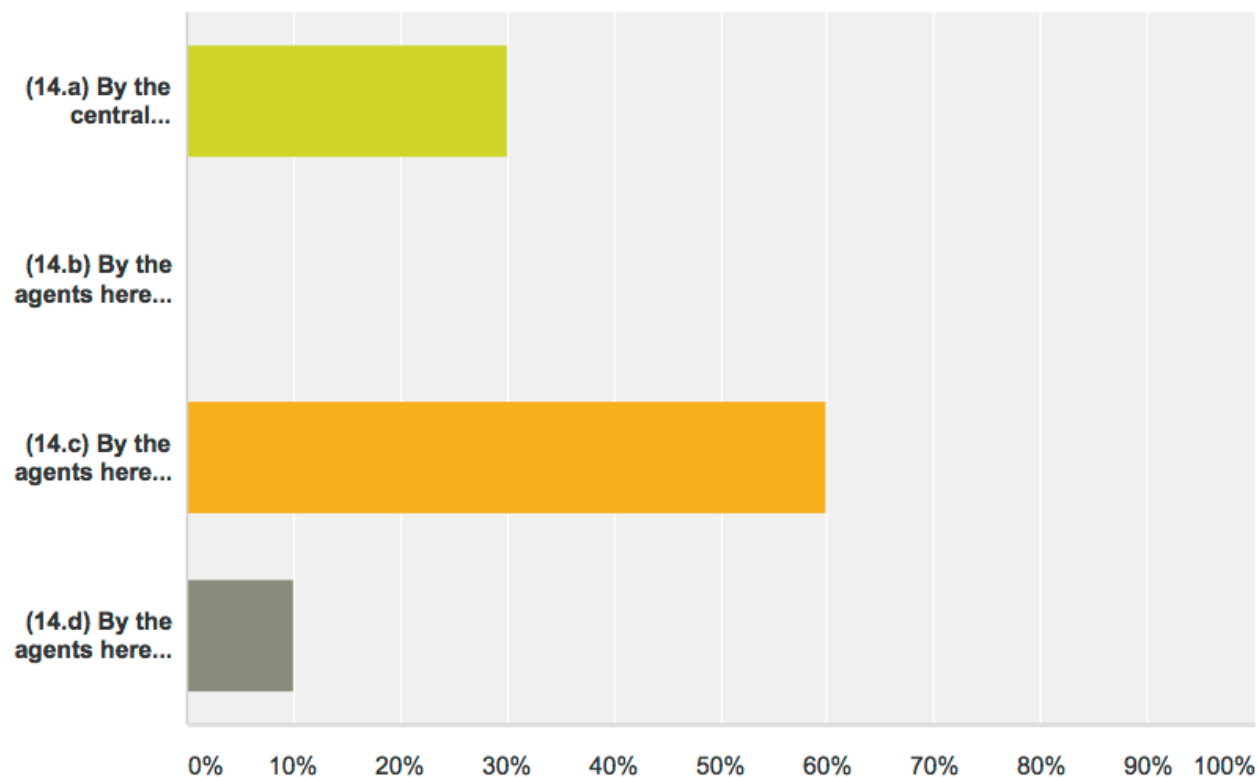
- 75% employees' reps (39,34%)
- 8,33% national unions (19,67%)
- 16,67 central management (32,79%)
- Nobody (8,20%) Uni Europa
- Workers' initiative more than 3/4 (83,33%)



14. Where is Uni?

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: 10 Hanno saltato la domanda: 6



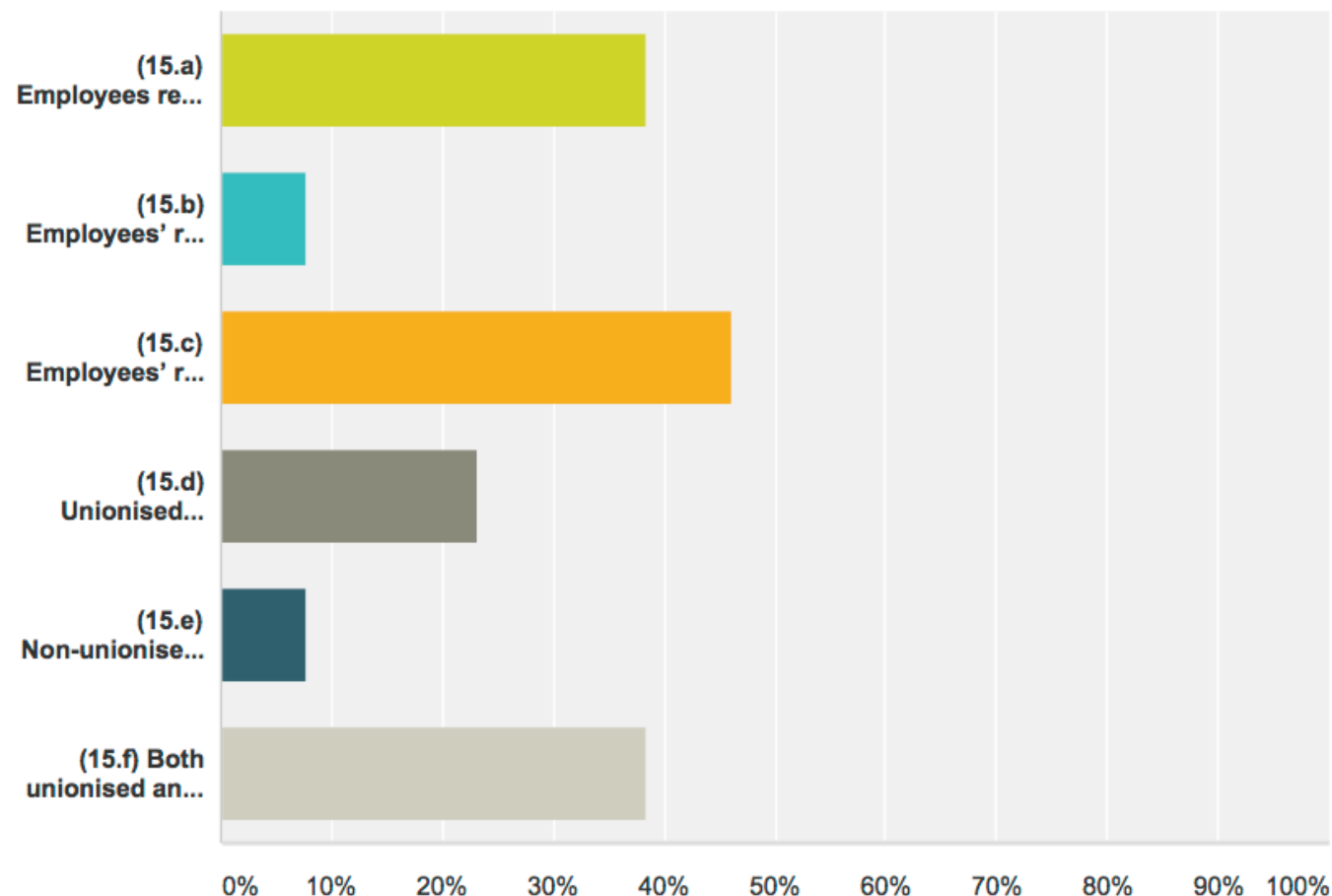
- 60% Employees' reps (34,48%)
- 30% Central management (27,59%)
- 10% National unions (27,59%)
- No initiative by Uni Europa (10,34%)



15. 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: 13 Hanno saltato la domanda: 3



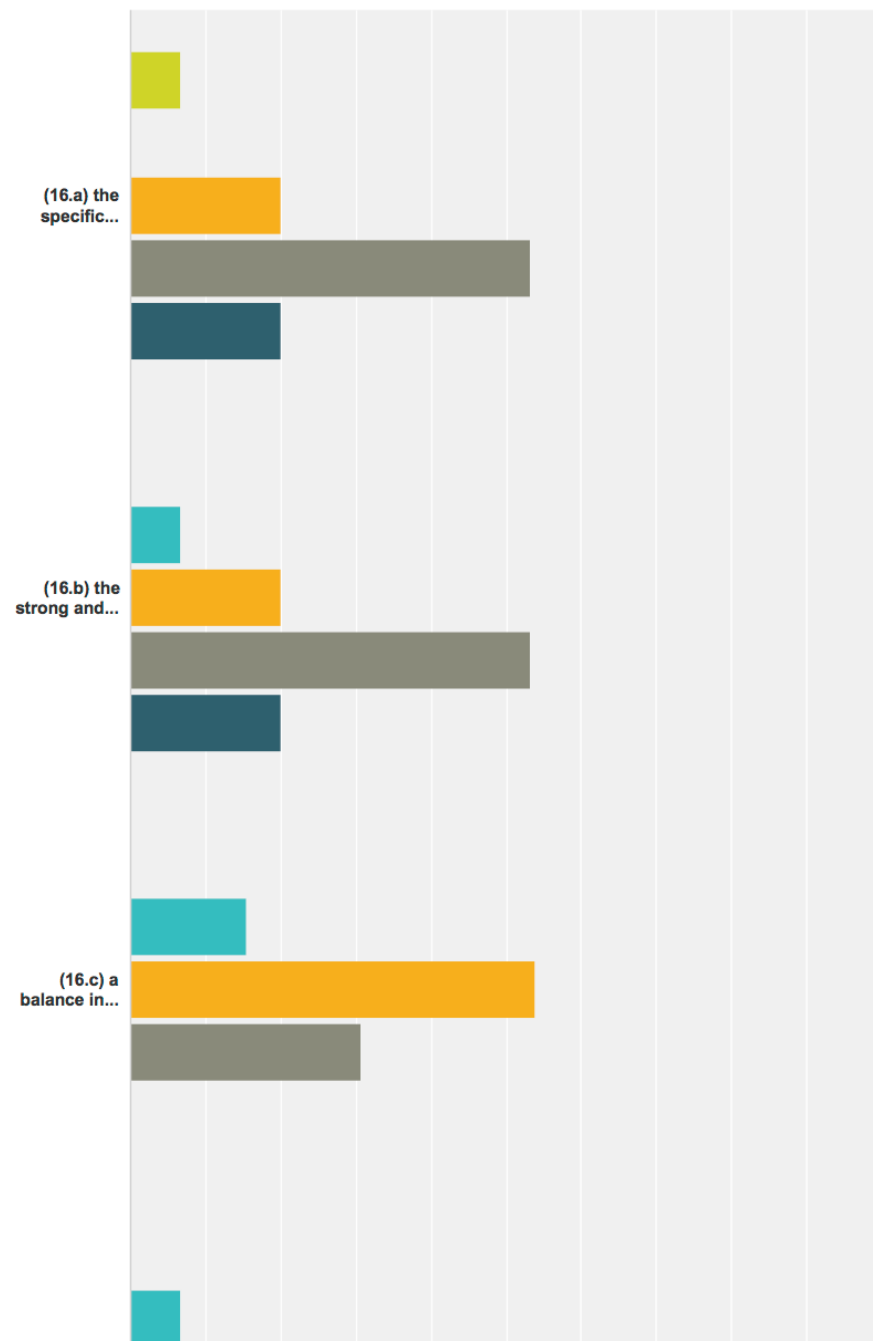
- 46,15% Employees' reps already in charge (47,44%)
- 38,46% Employees' reps elected on purpose (51,28%)
- 38,46% Unionised and non-unionised reps (44,87%)
- 23,08% Unionised employees' reps (53,85%)
- 7,69% Non-unionised reps (12,82%)
- only 7,69% reps appointed by the management (7,69%)



16. Dutch motivations

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



More interested in team (4 > 4-) and dialogue (4- > 3+) & contact (4+ > 4) with the management

The evaluation of the effective results is on average: 4+

Slightly less than average competence (4 < 4+) and balance work/charges (3+ < 4-)

The End

Thank you for your attention!

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