



Rome, 9 July - Stockholm, 23 Sep - Amsterdam, 05 oct - La Valletta, 30 oct - **Bucuresti, 10 nov** 2015

File name: SURV Romania Comment

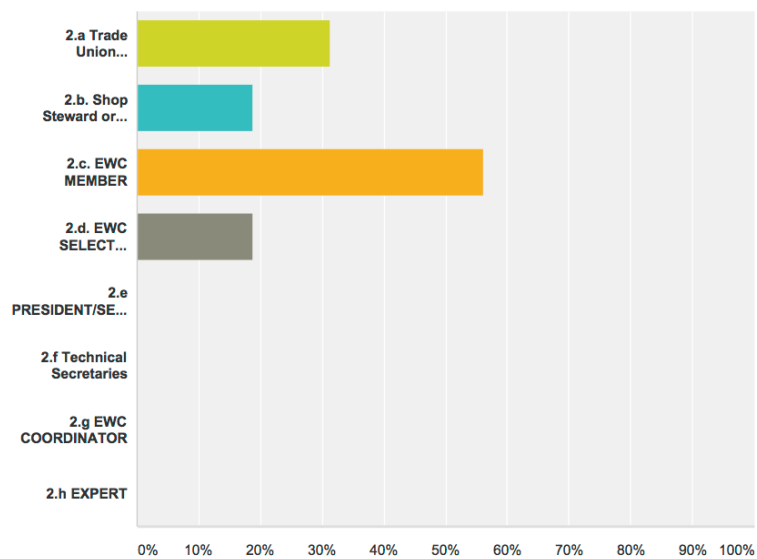
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--- The Survey in Romania ---

Q2. The 16 Romanian respondents identified themselves mostly as Ewc members (56,25%). Others as trade union organizers (31,25%), shop stewards and select committee members (both 18,75%). Nobody as president/secretary, technical secretary, coordinator or expert

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

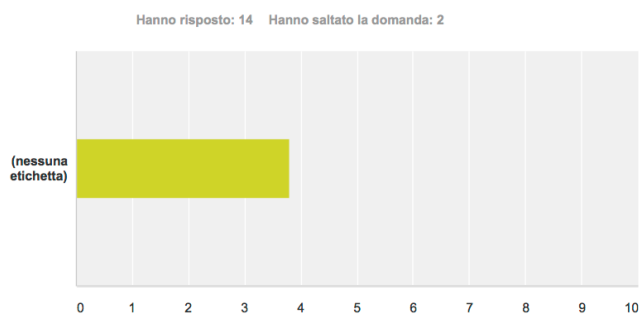
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Q3. Rumanians gave the highest score among the Countries involved: the weighted average is 3,79 (3,49 the general one). It was possible to give grades from 1 (minimum) to 5 (maximum). Sweden respondents gave the lowest score: 3,18. Italy 3,44; the Netherlands 3,71.

In Romania, grade 3 got 50% (43,04%), grade 4 21,43% (36,71%), grade 5 28,57% (12,66%),

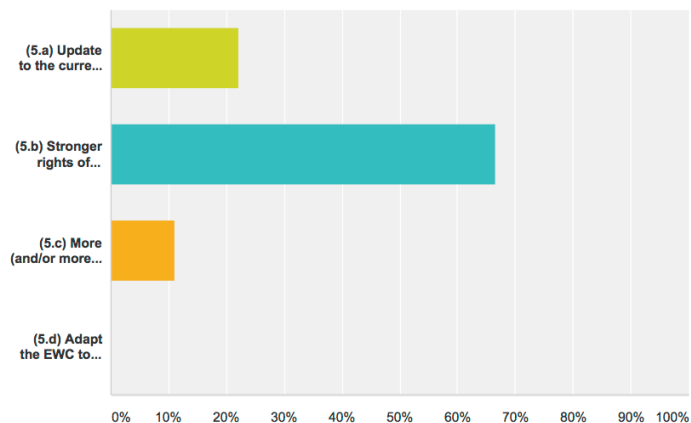
Q3 Thinking about the concrete context and the kind of relationship that you are (have been) experiencing among the members of your EWC representing different countries, what score would you give by the hereunder scale (where 1 means that conflict and competitiveness are absolutely prevailing, while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



Q5. In Romania, the Agreement is going to be renegotiated for 57,14% of the respondents (average 49,37%), so we had 9 answers to Q5: most of the attention is devoted to get stronger information and consultation 66,67% (35,71%); the updating of the Directive 2009/38 got only 22,22%, far less than the general average of 52,38%. Less attention to more resources (11,11%, general 4,76%). No attention at all to adaptation to merges, take-overs and split: nobody checked answer d. (general 7,14%).

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).

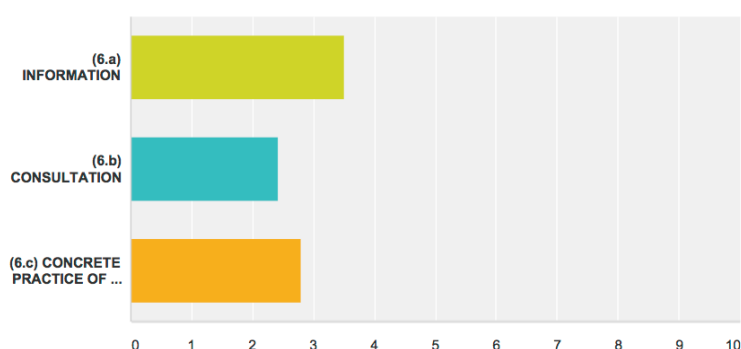
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Q6. Positive evaluation on information, weighted average 3,50 (of 5), higher than the outcome of the general survey 3,35. Good consultation, w.a. 2,43, only a bit lower than general 2,44. Poorer practice of rights, w.a. 2,79, lower than average 2,88.

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:

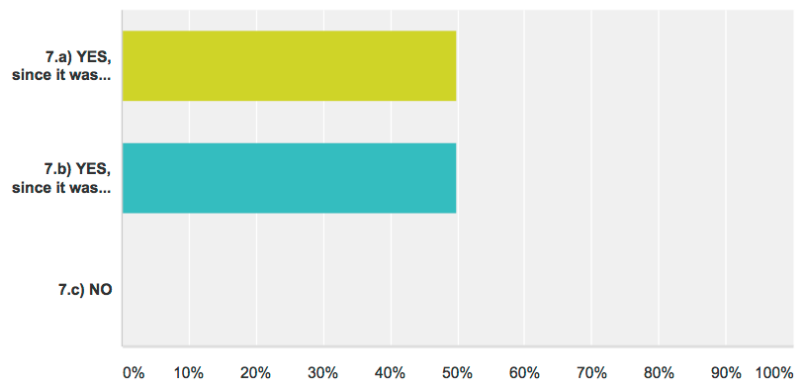
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Q7. The agreement in Romania seems to be completely satisfactory, as YES gets an impressive 100% (62,34%). This score splits perfectly into two equal halves: half of the respondents say that this happens since the agreement was renegotiation to keep up with the Directive; half since the Directive has been transposed into national legislation (general averages are 32,47% and 29,87% respectively). Nobody answered NO (37,66%).

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

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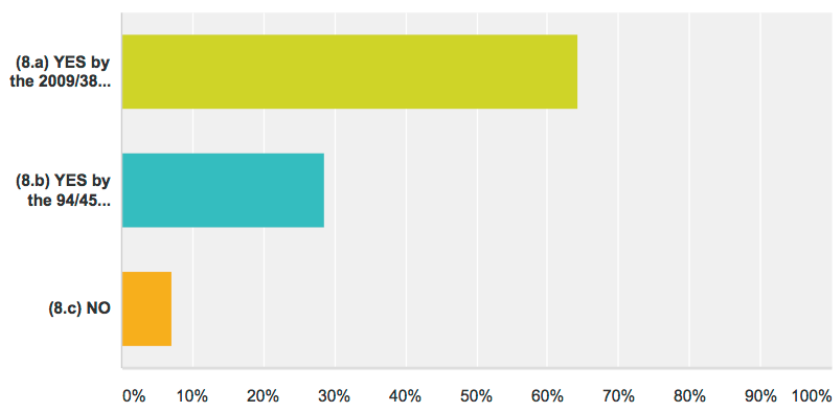
Q8. About the Ewc ruled just by the Subsidiary requirements, YES are more than 92%, divided in:

- 64,29% (36,62%) referring to the ones of Directive 2009/38,
- 28,57% (23,94%) to the ones of the Directive 94/95.

NO are only 7,14% (39,94%).

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

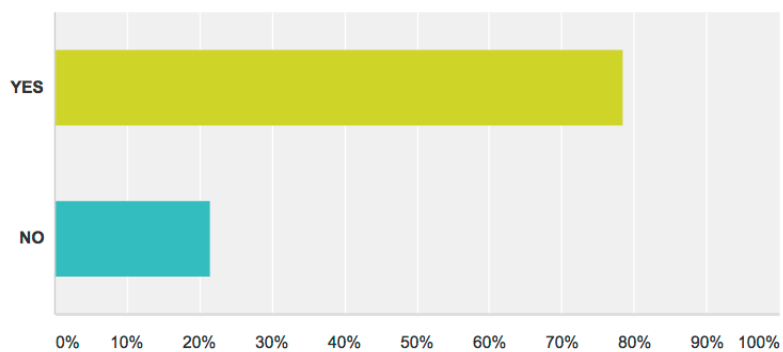
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Q9. The answer about more effective sanctions is at odd with the general data of the survey: a huge majority of Romanians is satisfied with the sanctions applicable to the employer 78,57% (37,84%). Only 21,43% of the Romanian respondents considers sanctions neither dissuasive nor effective, while the general average is 62,16%.

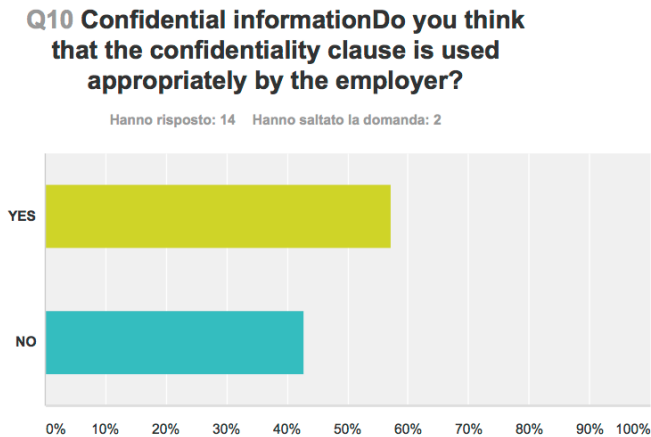
Q9 Sanctions. Do you think that the sanctions applicable to the employer for breach of the obligations of information and consultation are dissuasive, appropriate and effective?

Hanno risposto: 14 Hanno saltato la domanda: 2



Q10. The answers to the question about the Confidentiality clause are almost in perfect correspondence with the average:

- YES 57,14% (56,58%)
- NO 42,86% (43,42%).

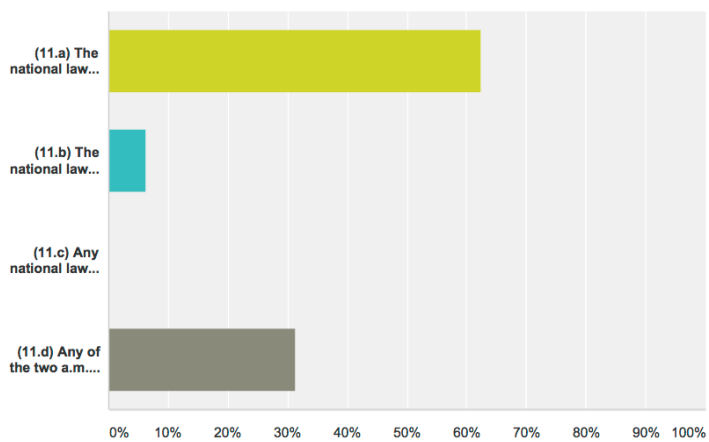


Q11. The answers on the applicable law are slightly different from those of the general survey:

- 62,50% (55,29%) “the national law transposing the 2009/38 Eu Directive in the country where the central management is”;
- 31,25% (16,47%) “any of the two a.m. Directives, as mutually agreed by the concerned social partners”;
- 6,25% (22,35%) “the national law transposing the 94/45 Directive in the country where the central management is”;
- No answer “any national law transposing the 2009/38 Directive, as mutually agreed by the concerned social partners” (5,88%)”.

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

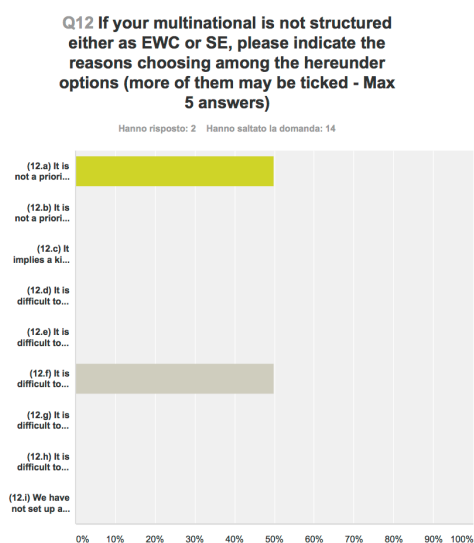
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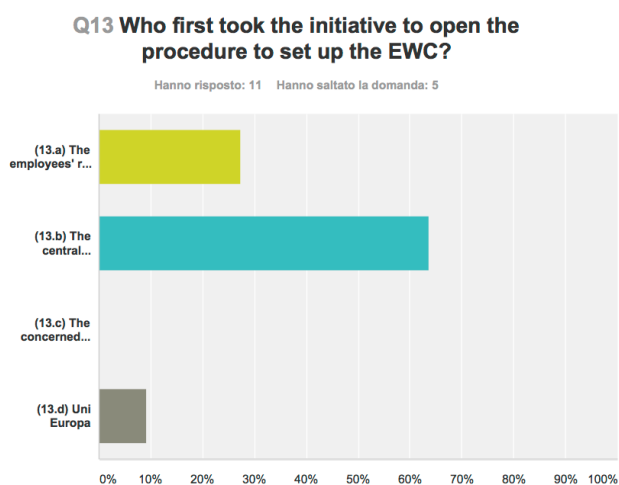
Q12. Only 3 answers about the reasons why the company is not structured as EWC or SE:

- Not a priority for us 50% (12,50%)
- Difficult agreement among reps in terms of contents/right 50% (31,25%)
- No Answers Problems to find candidates wishing to stand for a position (37,50%), Procedure to set up SNB (31,25%), Skills we don't have (6,25%)

Too few respondents to deduce an interpretation.



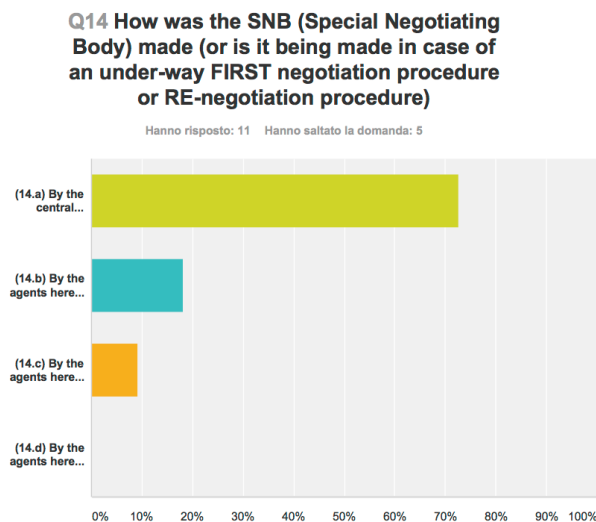
Q13. In the initiative to set up the EWC, it is worrying the total lack of national unions, which count for 19,67% in the general average. The initiative is mostly due to the central management 63,64% (32,79%). On the side of the workers, the initiative is by reps 27,27% (39,34%) and Uni Europa 9,09% (8,20%)



Q14. The SNB was made by:

- Central management 72,73% (27,59%)
- Uni Europa 18,18% (10,34%)
- Employees' reps 9,09% (34,48%)

As in the previous Question, national unions played no role in the making of the SNB. This is an issue to

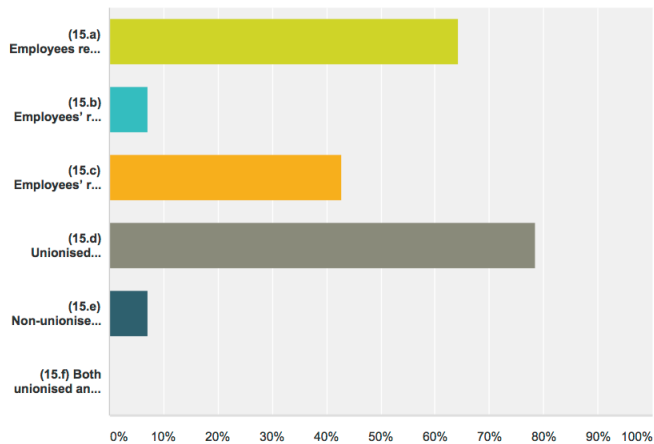


Q15. The composition of the SNB is more or less in line with the general data, with the total absence of “unionised and non-unionised reps” (44,87%):

- Unionised reps 78,57% (53,85%)
- Reps elected on purpose 64,29% (51,28%)
- Reps already in charge 42,86% (47,44%)
- Non unionised reps 7,14% (12,82%)
- Reps appointed by the management 7,14% (7,69%)

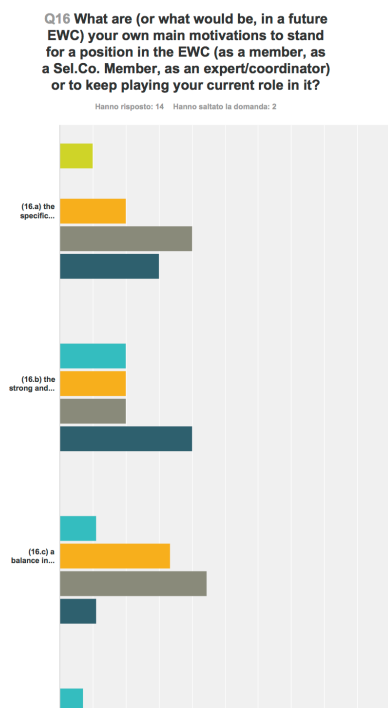
Q15 Whom was the SNB - Special Negotiating Body, composed of (or is it likely to be composed of, in case of an under-way or future possible FIRST negotiation procedure or RE-negotiation procedure)? (min. 2 - max 4 answers)

Hanno risposto: 14 Hanno saltato la domanda: 2



Q16. The motivations to be part of an EWC in Romania are almost the same of the other Countries, with some peculiarities: Romanian respondents are more interested in team Team (5 > 4-); the Direct contact and the Dialogue with the management are in line with the general data (3++ > 3+ and 3+ = 3+ respectively). So are the Competencies (4+ = 4+) and the Balance work/charge (4- = 4-). The evaluation of the Results too is more or less the same (3/4 < 4+).

To the six questions, the respondents could answer with grades from 1 (minimum) to 5 (maximum). The signs “plus” or “minus” mean that the second highest score was the upper or the lower respectively.



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