



To.Be.E.EWC

Workshop Romania

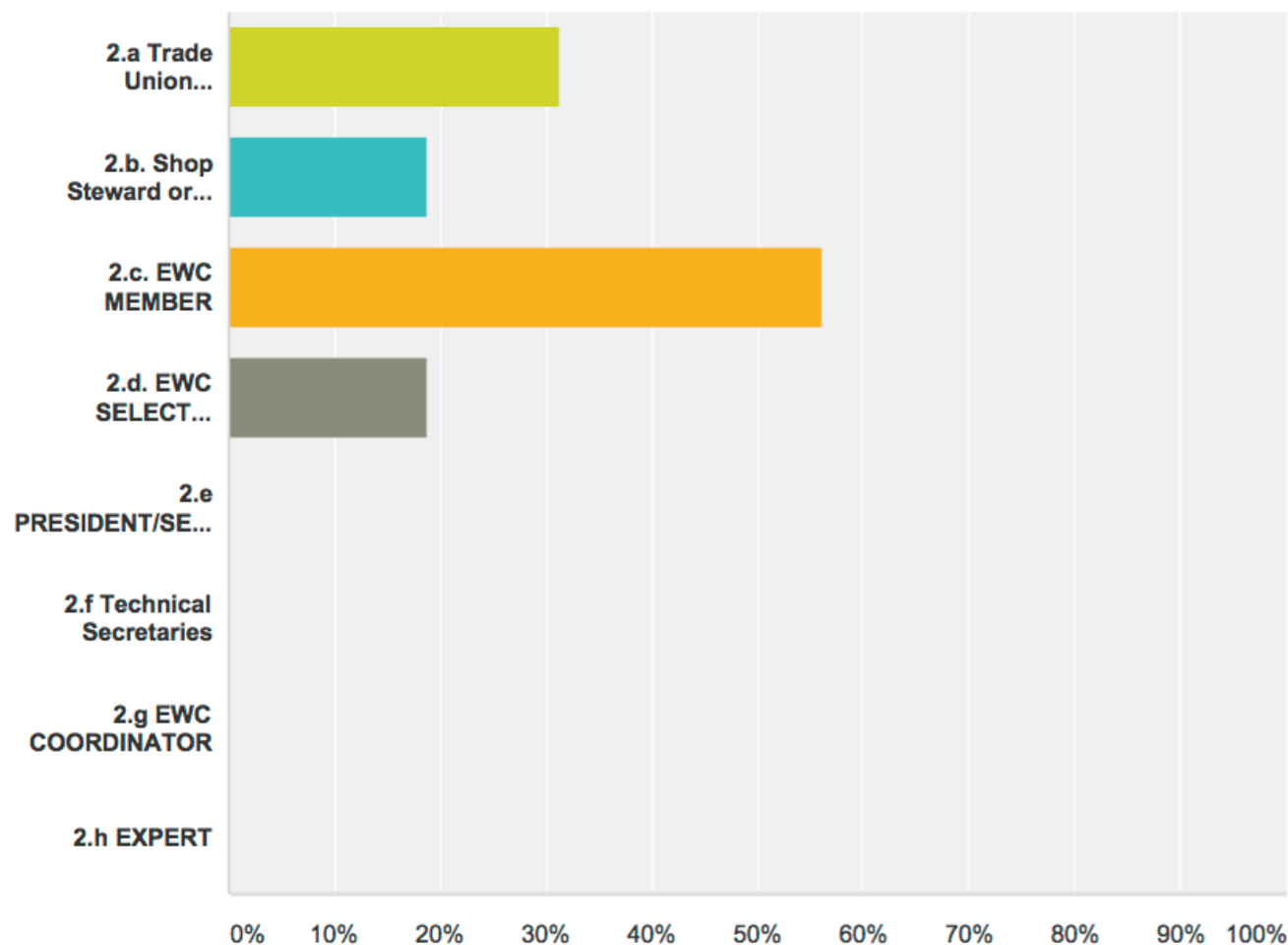
Bucarest, November 10, 2015

Survey results, presentation and comments

We the Rumanians

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



The 16 Rumanian 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%)

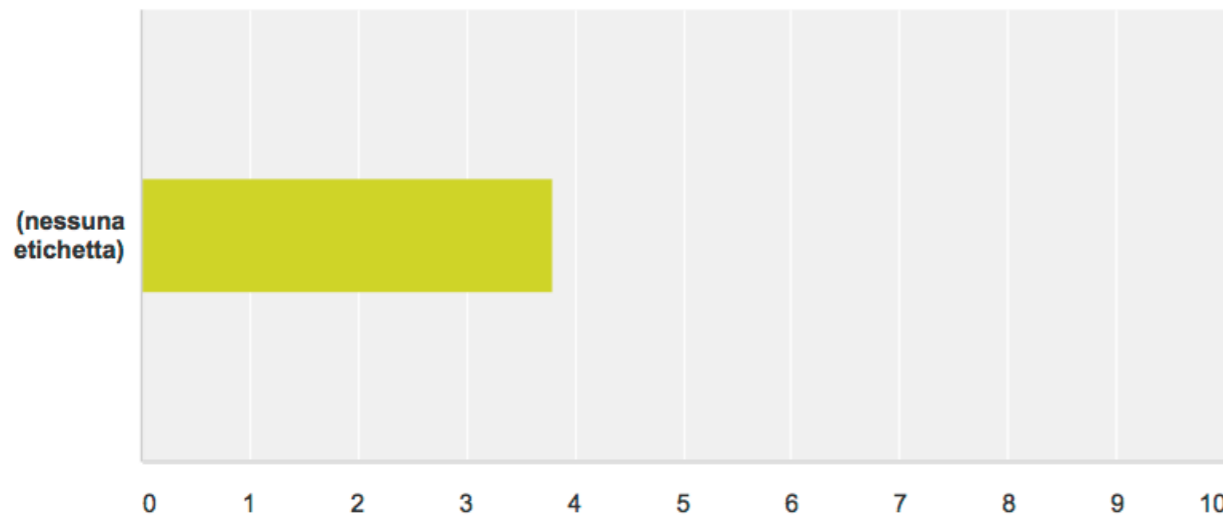
Nobody as president/secretary,



Rumanians 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: 14 Hanno saltato la domanda: 2



Rumanians gave the highest score among the Countries involved:
weighted average 3,79
(3,49 the general one)

Italy 3,44; the Netherlands 3,71; Sweden 3,18

Grade 3 got 50%
(43,04%)

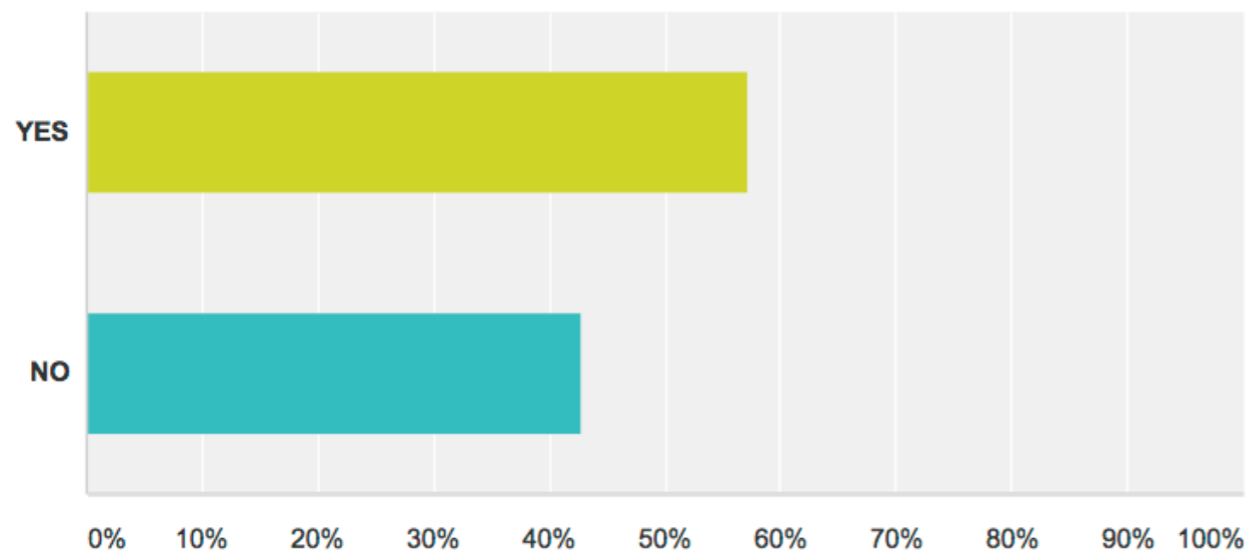
Grade 4 21 43% (36 71%)



A re-negotiated agreement

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 57,14% (49,37%)

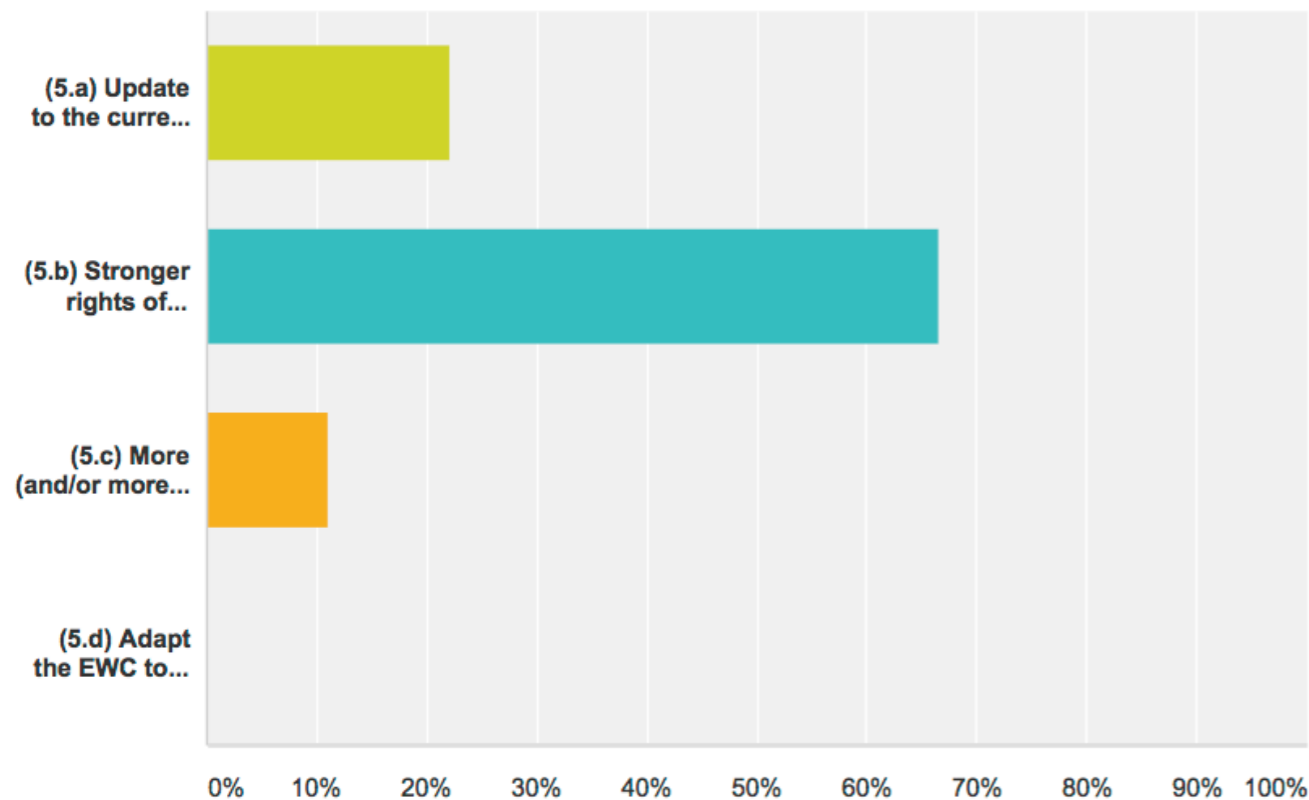
NO 42,86% (50,63%)



We want more info & consultation

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: 9 Hanno saltato la domanda: 7



Stronger info & consultation 66,67% (35,71%)

Update Dir. 2009/38 22,22% (52,38%)

More resources 11,11% (4,76%)

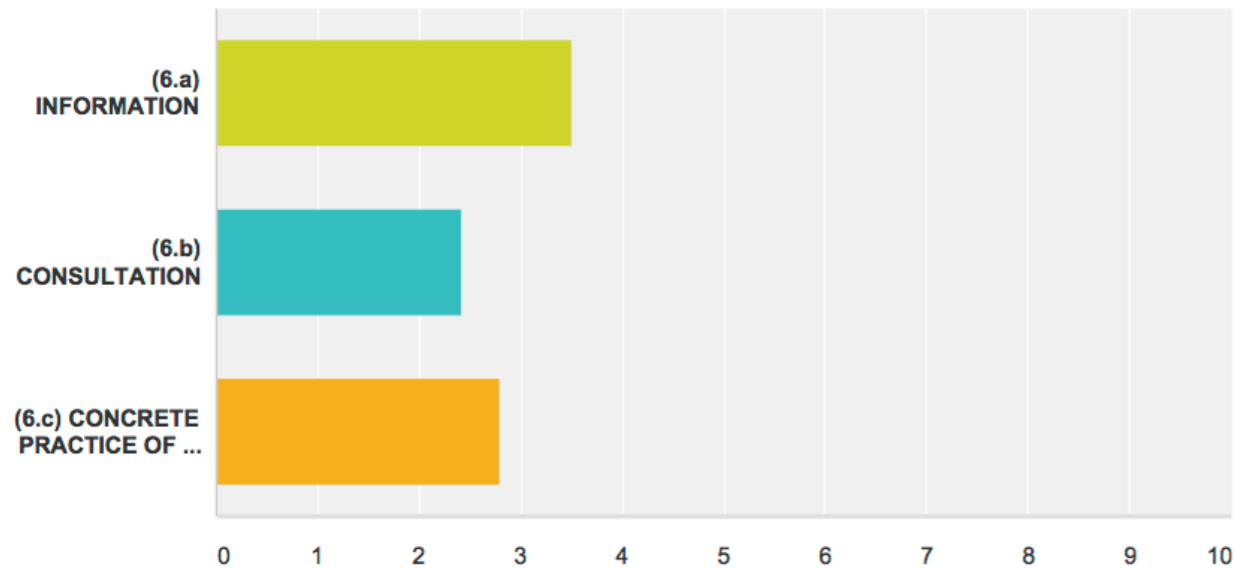
No answers mergers, take-overs, splits (7,14%)



Consultation & rights to improve

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: 14 Hanno saltato la domanda: 2



Info weighted average
3,50 (3,35)

Consultation w.a. 2,43
(2,44)

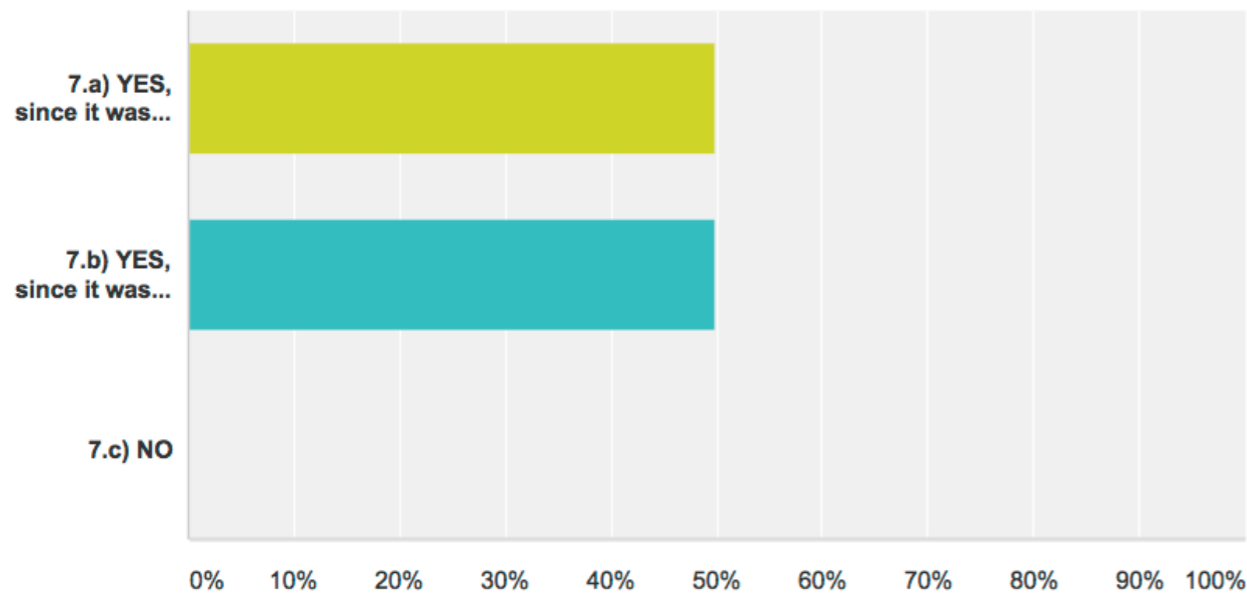
Rights w.a. 2,79 (2,88)



Agreement in line at 100%

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

Hanno risposto: 14 Hanno saltato la domanda: 2



YES since negotiated after the transposition of the Dir. in the Nat'l legislation 50% (32,47%)

YES since renegotiated to keep up with the Dir. 50% (29,87%)

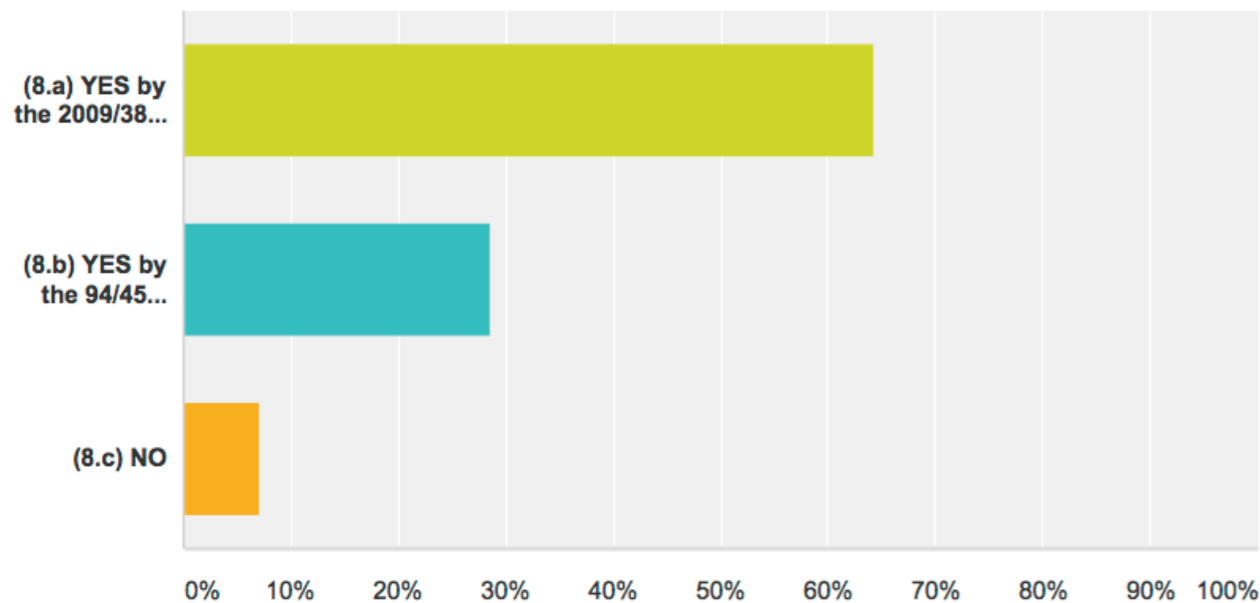
Total YES 100% (62,34%)



Subsidiary requirements rule

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

Hanno risposto: 14 Hanno saltato la domanda: 2



YES by Dir. 2009/38
64,29% (36,62%)

YES by Dir. 1994/45
28,57% (23,94%)

Total YES 92,86%
(60,56%)

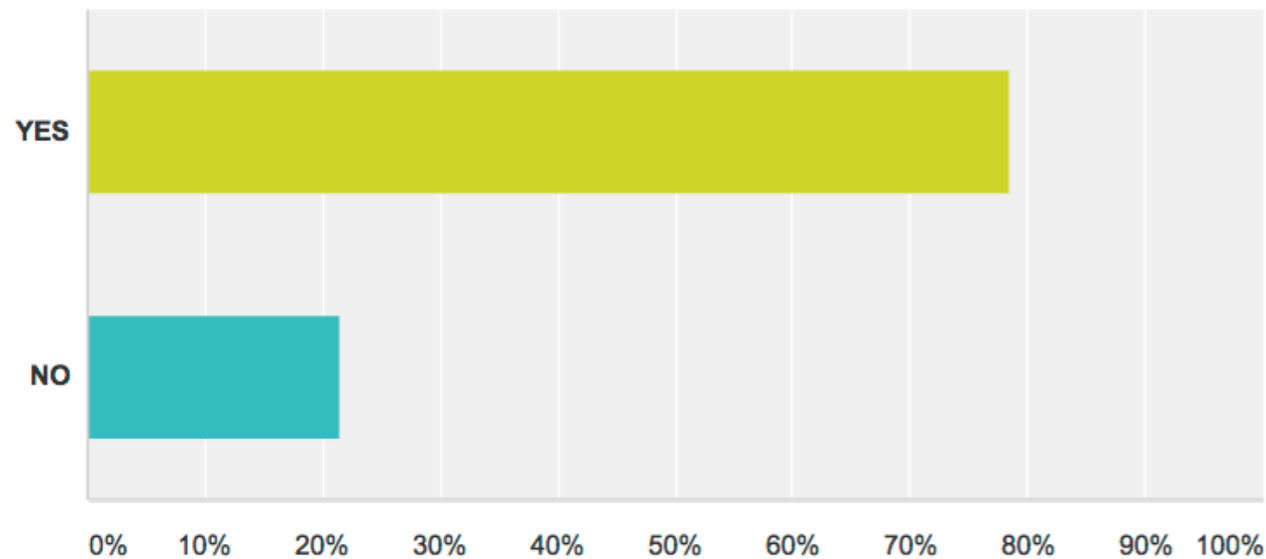
NO 7,14% (39,94%)



Trust in present 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: 14 Hanno saltato la domanda: 2



YES 78,57% (37,84%)

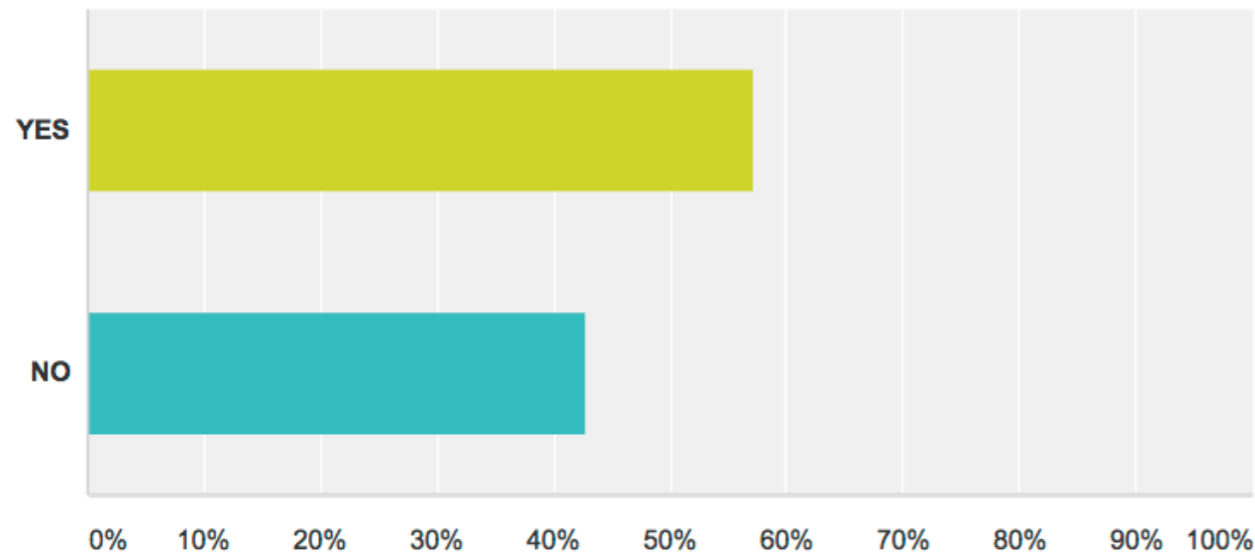
NO 21,43% (62,16%)



Good confidentiality

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 57,14% (56,58)

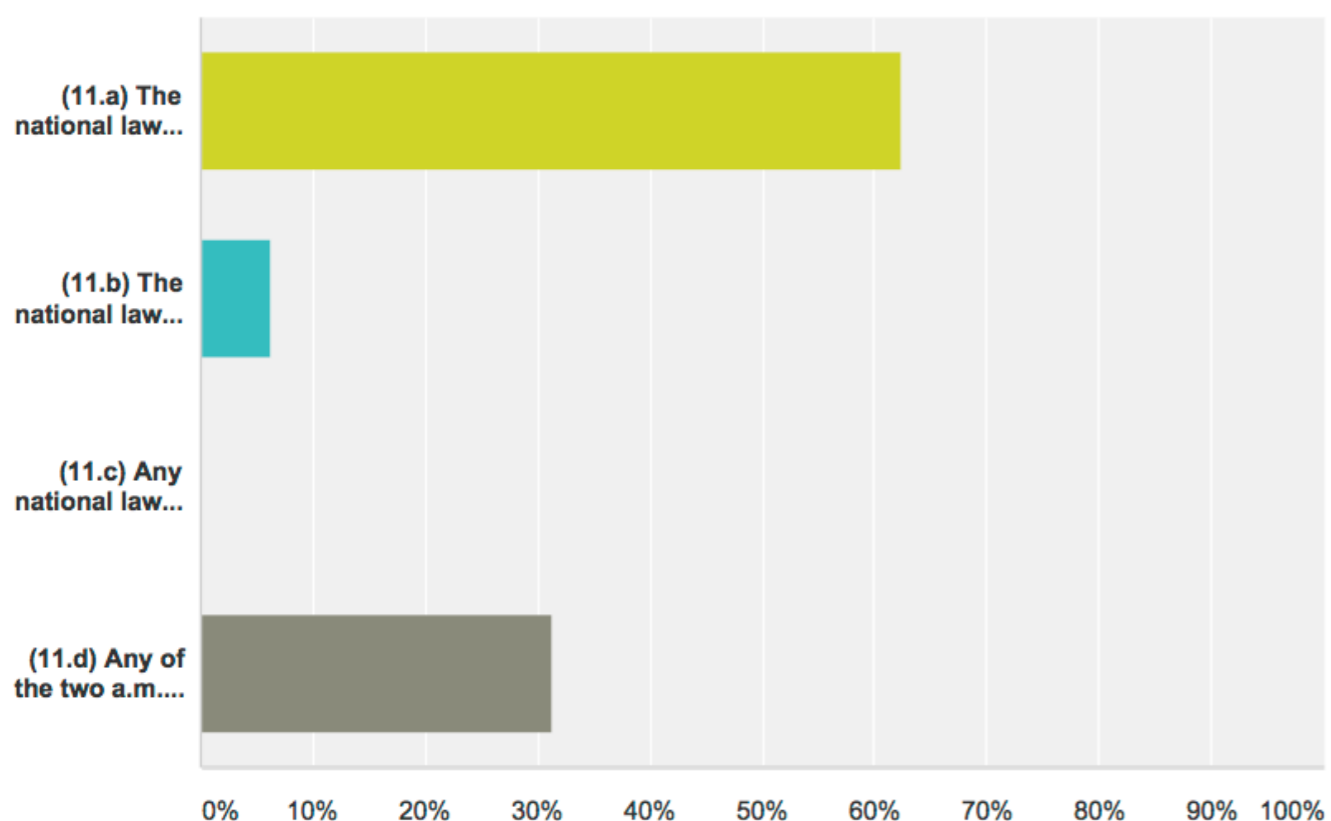
NO 42,86% (43,42%)



National law the applicable one

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

Hanno risposto: 16 Hanno saltato la domanda: 0



Nat'l law transposing Dir. 2009/38 62,50% (55,29%)

Any of the 2 Dir. as mutually agreed by the partners 31,25% (16,47%)

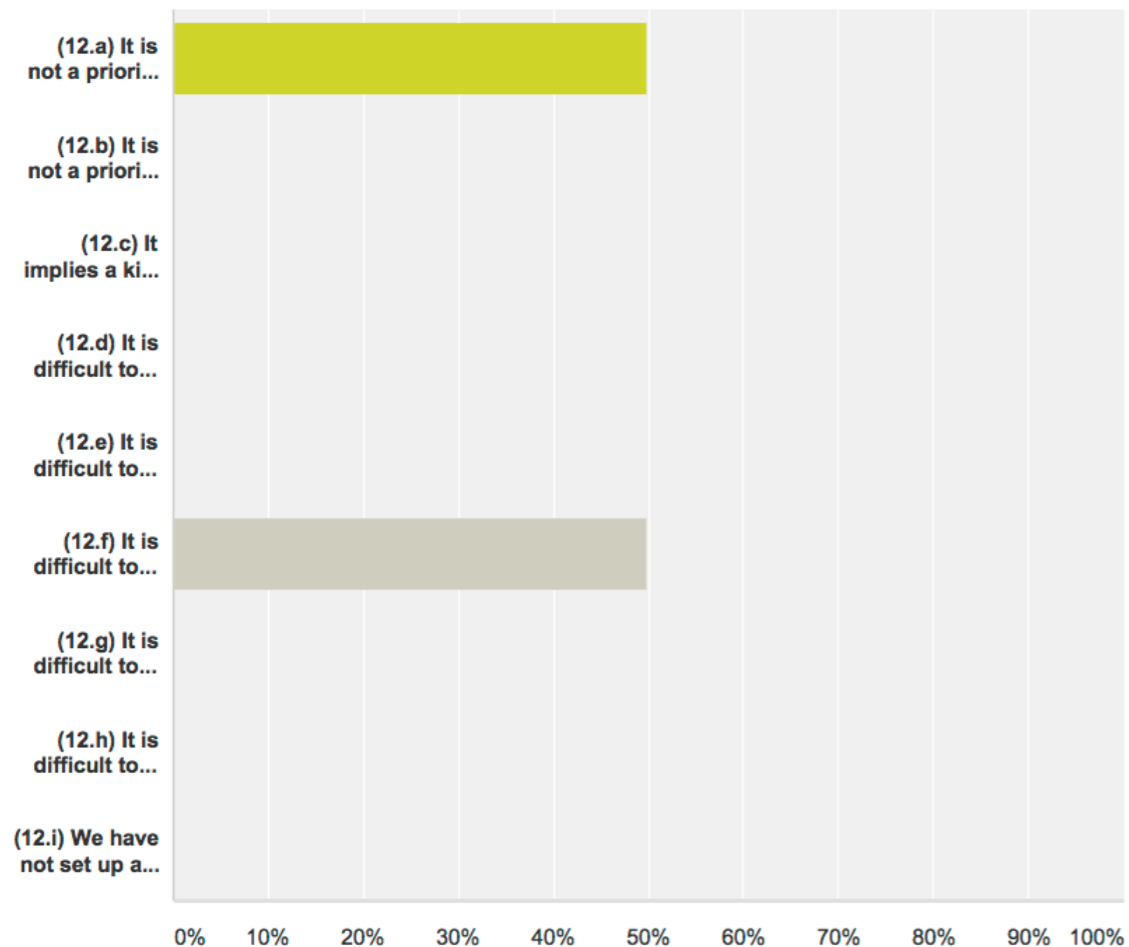
Nat'l law transposing Dir. 1994/95 6,25% (22,35%)



Not a priority

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: 2 Hanno saltato la domanda: 14



Only 2 answers...

Not a priority 50%
(12,50%)

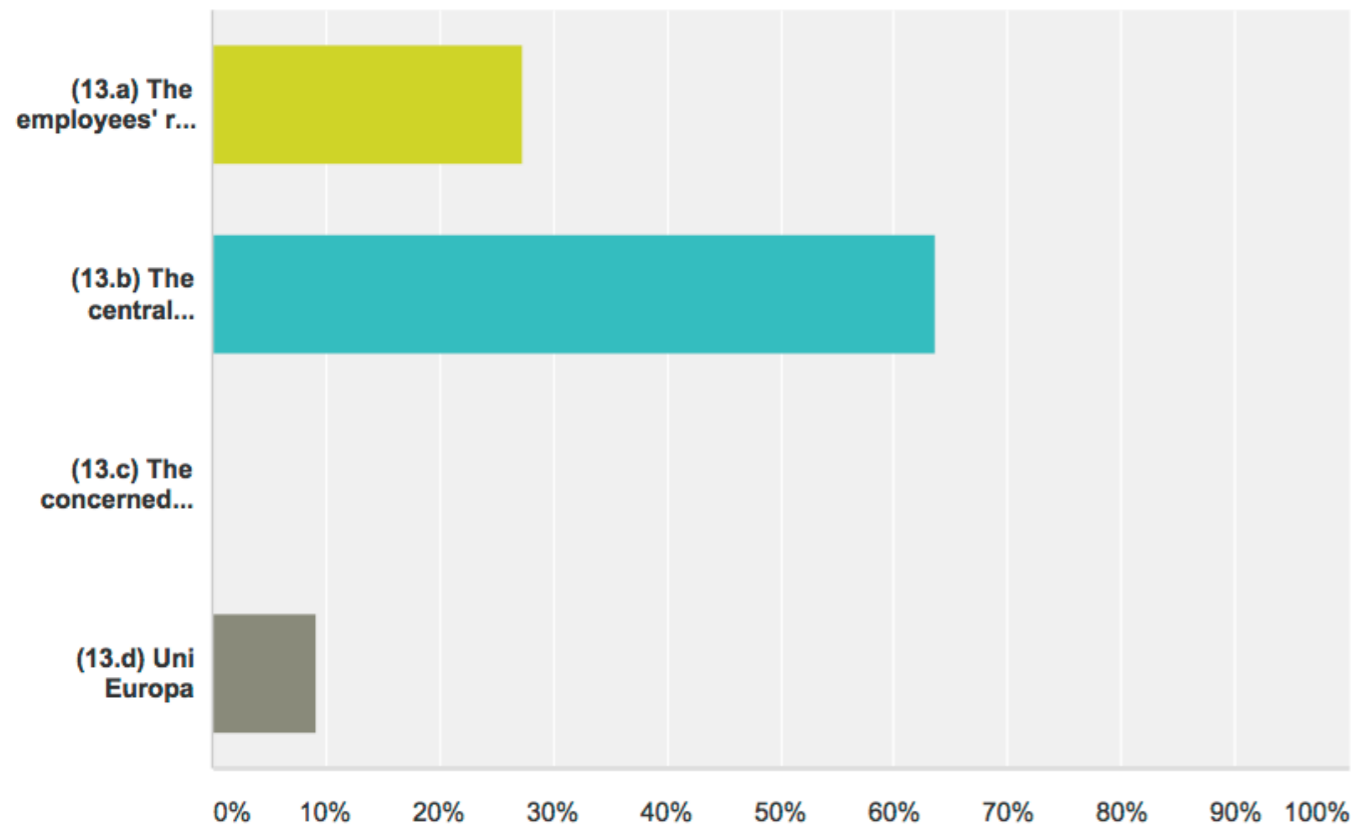
Difficult agreement in terms of actual contents/rights 50%
(31,25%)



Where are nat'l unions?

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

Hanno risposto: 11 Hanno saltato la domanda: 5



Central management
63,64% (32,79%)

Reps 27,27% (39,34%)

Uni Europa 9,09%
(8,20%)

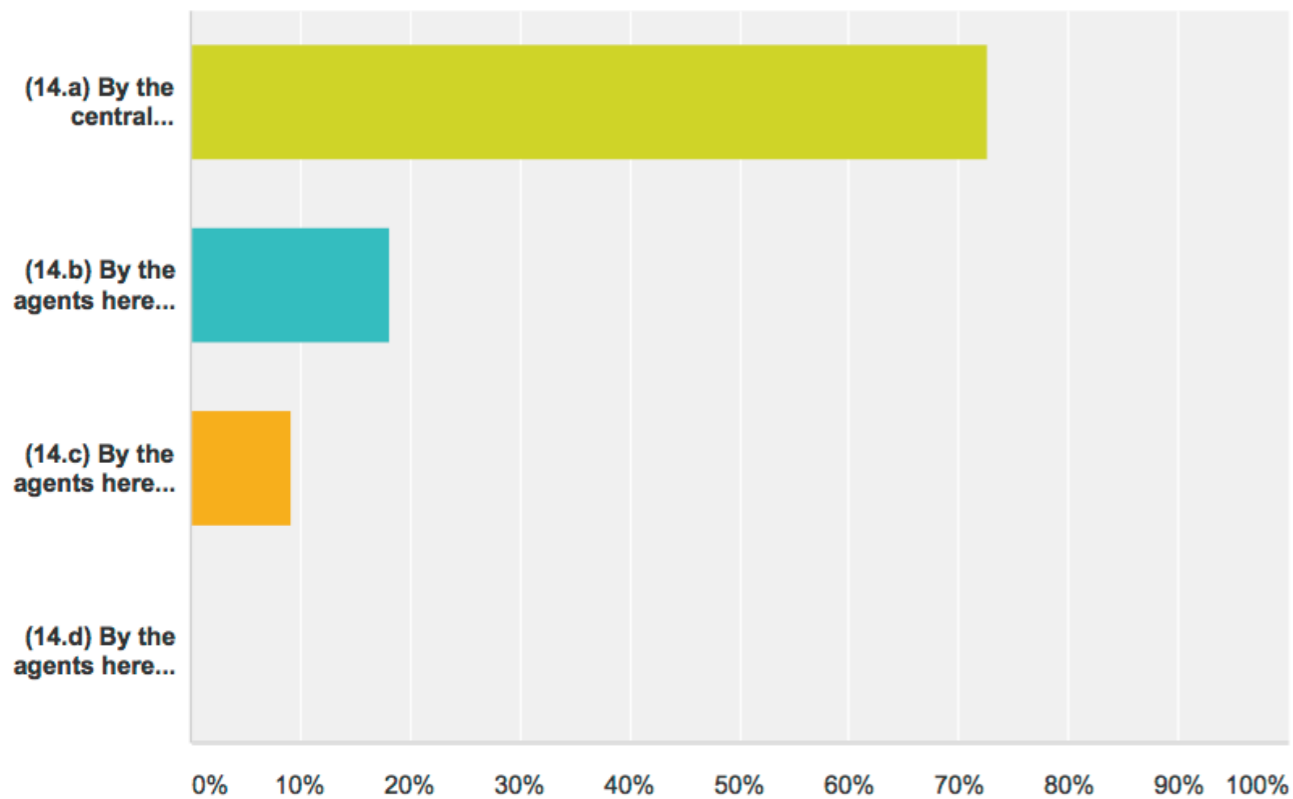
No answers nat'l unions
(19,67%)



Europe but not national...

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: 11 Hanno saltato la domanda: 5



Central management
72,73% (27,59%)

Uni Europa 18,18%
(10,34%)

Reps 9,09% (34,48%)

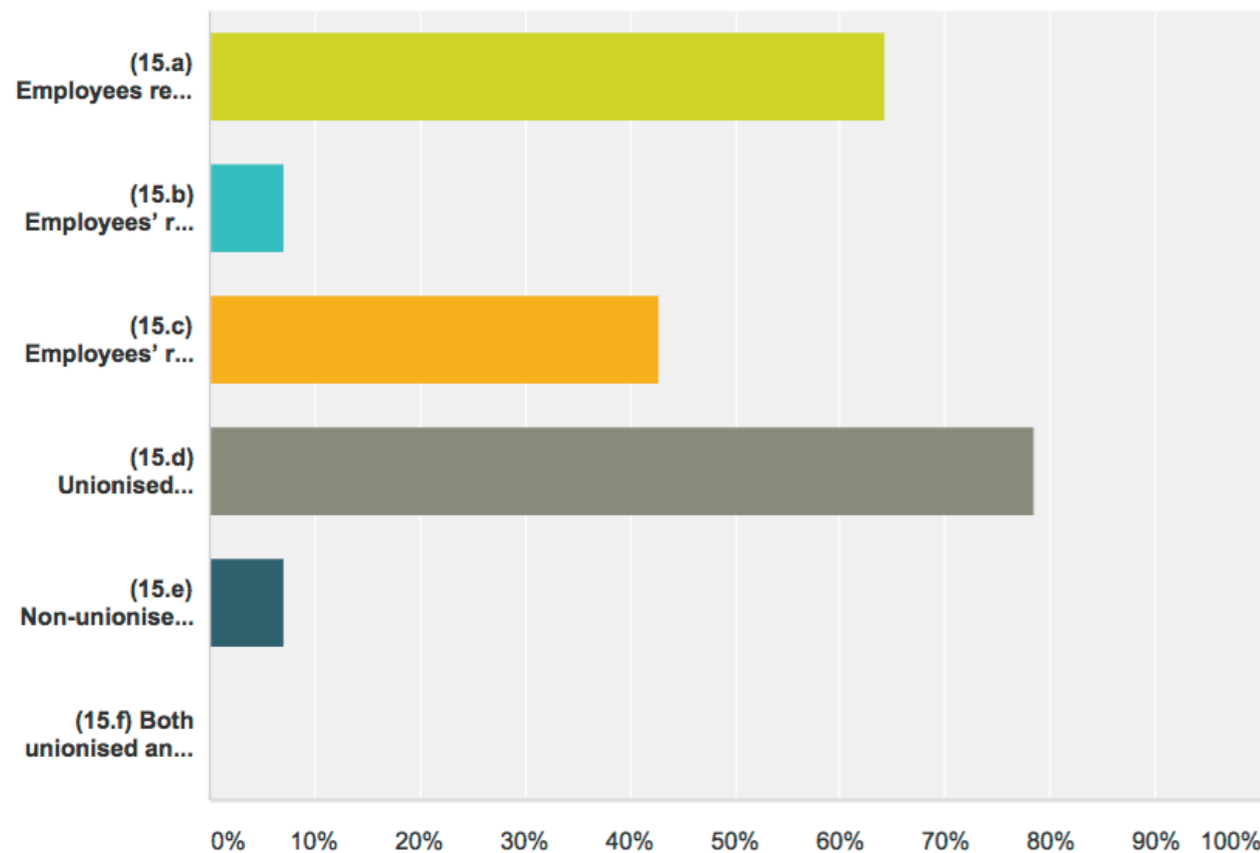
No answers nat'l unions
(27,59%)



Mostly unionised reps

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



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%)

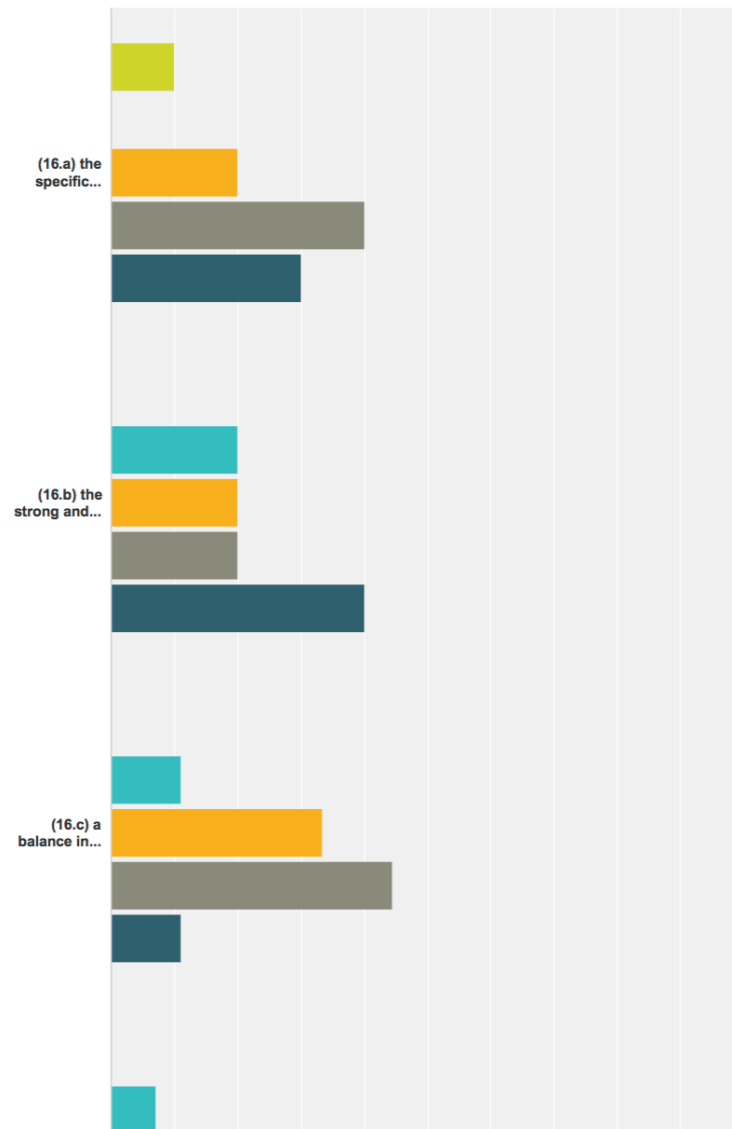
Reps appointed by the
management 7,14%



Romanian 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: 14 Hanno saltato la domanda: 2



Team 5 > 4-

Direct contact with the management 3++ > 3+

Dialogue with the management 3+ = 3+

Competencies 4+ = 4+

Balance work/charge 4- = 4-



The End

Thank you for your attention!

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