



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

File name: Workshop Sweden ToBeEEwc

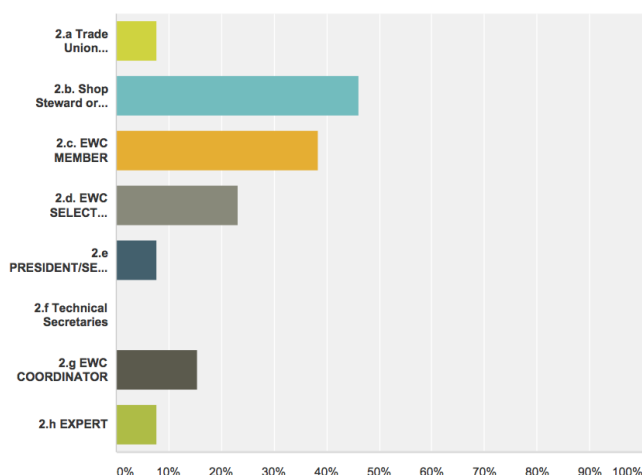
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--- The Survey in Sweden ---

Q2. In Sweden, the respondents to the survey of the To.Be.E.Ewc Project (Q2) were mostly shop stewards 46,15% (30,53%). Ewc members 38,46% (44,21%). Select committee members 23,08% (29,47%). Ewc coordinators 15,38% (4,21%). Trade Union organizer 7,69% (31,58%). President/secretary 7,69% (8,42%). Experts 7,69% (4,21%).

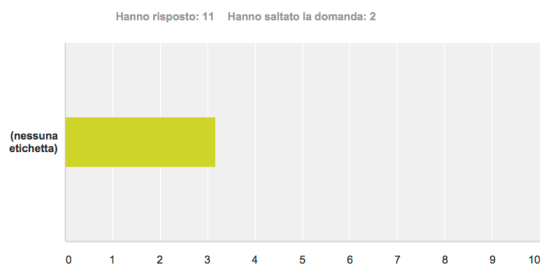
Q2 MY ROLE:(please tick any of the hereunder letters which are appropriate to describe your overall position)

Hanno risposto: 13 Hanno saltato la domanda: 0



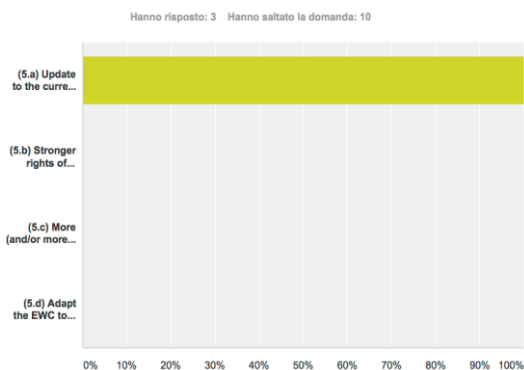
Q3. The evaluation of EWC (Q3) is good with a weighted average of 3,18, but the lowest of all the Countries involved (general weighted average of the survey 3,49; The Netherlands 3,71; Italy 3,44; Romania 3,79). Most of the 13 respondents gave score 4: 36,36%, but score 3 and 5 are both 18,18%. Even if nobody gave a score 2, score 1 got 27,27% (5,06%)

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. The Agreement is not going to be renegotiated for a wide majority (NO 77,78%, average 50,63%), so we had only 3 answers to Q5 and a 100% indication for updating the Directive 2009/38.

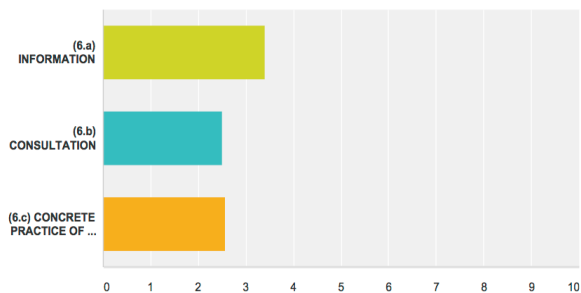
Q5 If the answer to previous is "Yes", please indicate what the major changes to the current Agreement should be made (or are likely to be made in case of an under-way re-negotiation).



Q6. is almost in line with the average. Information got a weighted average of 3,40 (3,55); consultation 2,50 (2,44); relevant Rights 2,56 (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:

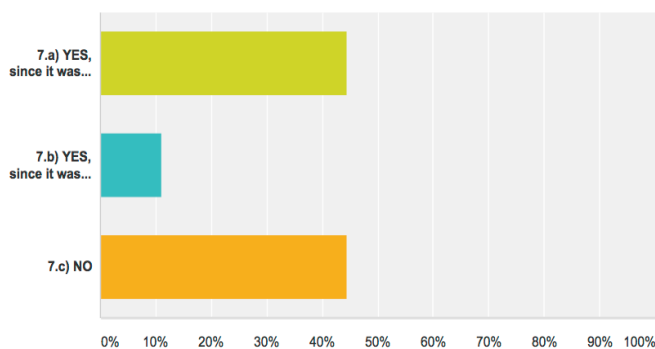
Hanno risposto: 10 Hanno saltato la domanda: 3



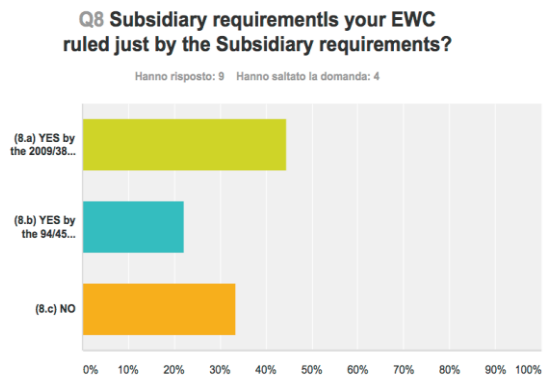
Q7. The Agreement is considered in line with the Directive 2009/39 (Q7) by a tinier majority: NO is 44,44% (37,66%); among YES, the one referring to a negotiation after the transposition of the Directive in the national legislation is 44,44% (32,47%).

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

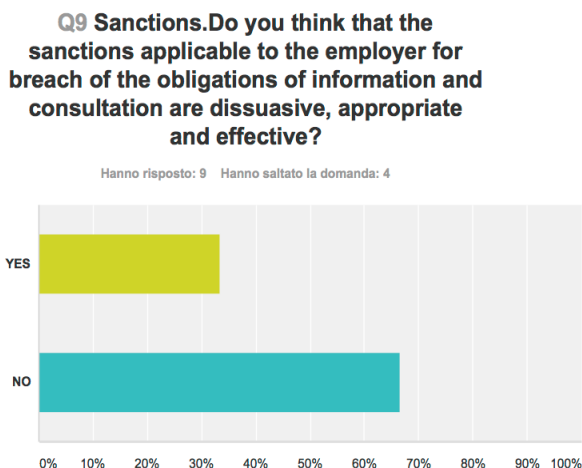
Hanno risposto: 9 Hanno saltato la domanda: 4



Q8. About the EWC ruled just by the Subsidiary requirements (Q8): NO 33,33% (39,44%).

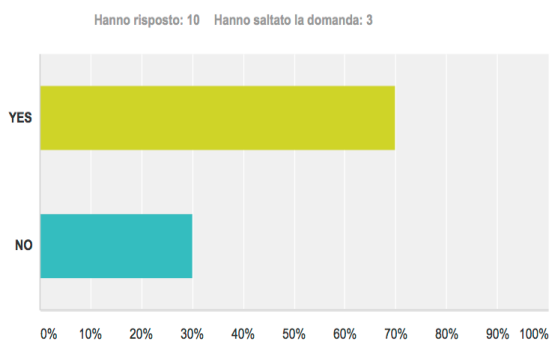


Q9. The request of more effective sanctions (Q9) is in line with the average: 66,67% (62,16%).

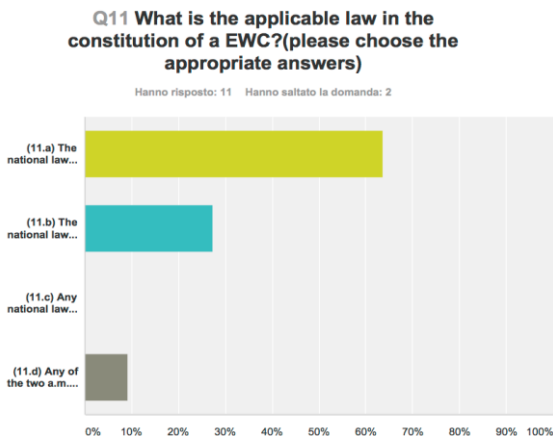


Q10. The answers to the question about the Confidentiality clause (Q10) are more positive than the average: 70% (56,58%).

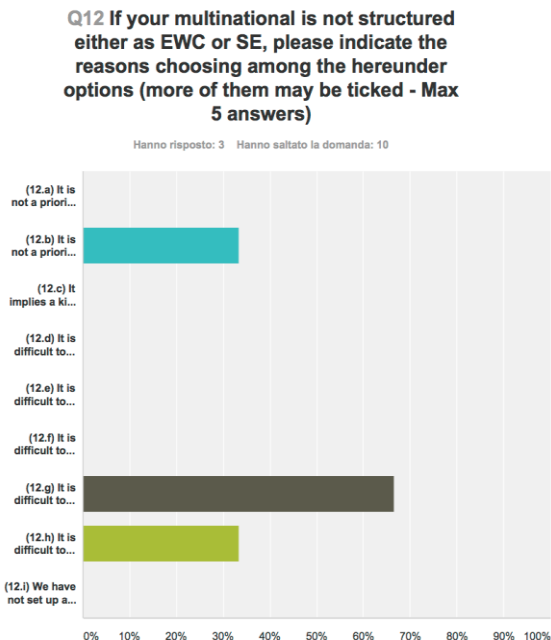
Q10 Confidential information Do you think that the confidentiality clause is used appropriately by the employer?



Q11. is on average. The answers: 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%).



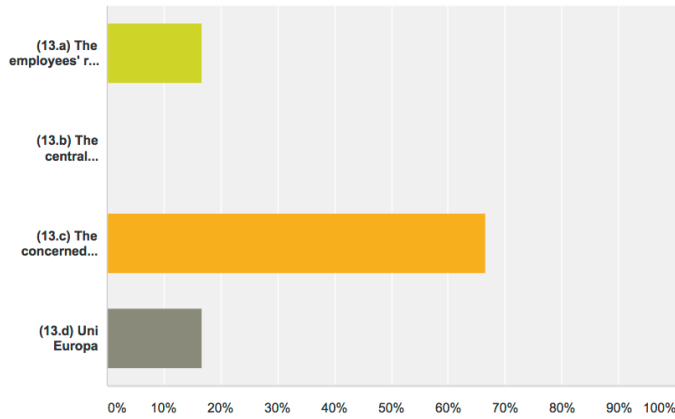
Q12. Only 3 answers about the company not structured as EWC or SE (Q12): the main difficulty is due to find candidates: 66,67% + 33,33%. Not a priority for the management was chosen by a higher percentage of respondents: 33,33% (12,50%).



Q13. The initiative to set up the EWC (Q13) is never due to the central management, but mostly to national unions 66,67% (19,67%).

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

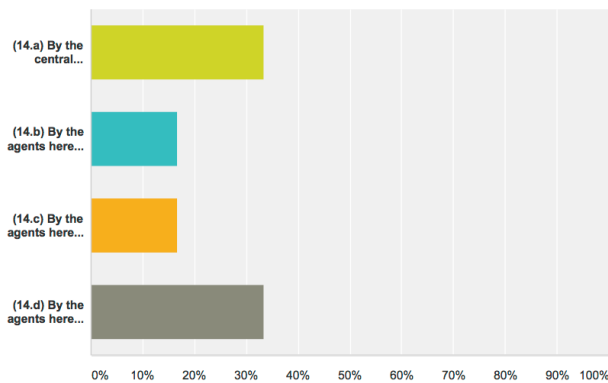
Hanno risposto: 6 Hanno saltato la domanda: 7



Q14. The SNB was made (Q14) more than the average by Uni: 16,67% (10,34%), less by employees' representatives: 16,67% (34,48%). National unions played a relevant role: 33,33% (27,59%), as well as the management: 33,33% (27,59%).

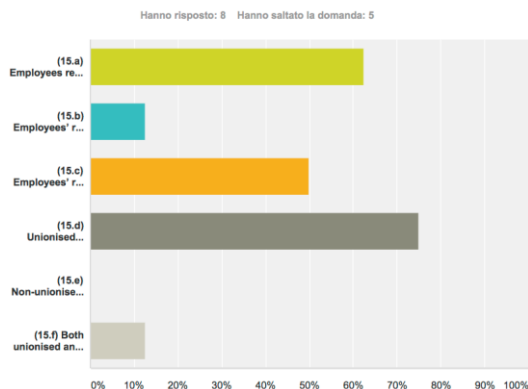
Q14 How was the SNB (Special Negotiating Body) made (or is it being made in case of an under-way FIRST negotiation procedure or RE-negotiation procedure)

Hanno risposto: 6 Hanno saltato la domanda: 7



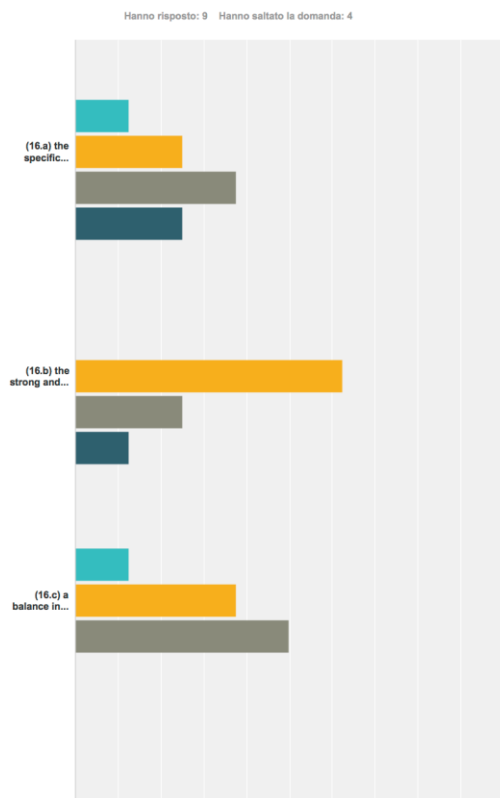
Q15. The composition (Q15) is almost the same, but there are no non-unionized representatives. Unionised reps are 75% (53,85%); reps elected on purpose 62,50% (51,28%); reps already in charge 50% (47,44%); reps appointed by the management 12,50% (7,69%); unionised and non-unionised 12,50% (44,87%).

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)



Q16. The motivations to be part of an EWC (Q16) are almost the same, with some differences about the dialogue with the management, and the effective results. Swedish respondents showed more interest toward the direct contact [5 (4)] and the dialogue with the management [4+ (3+)] and gave top evaluation to the results achieved by the EWC [5 (4+)]. Also good is the evaluation of the balance work/charges [4 (4-)]. Lower than average the score of competencies [4 (4+)] and team [3+ (4-)],

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?



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