



## QUESTIONNAIRE

Questionnaire aims:

- Collecting information for project purposes about restructuring processes in companies and their impact on workers in metal sector;
- Collecting information about good practices related to restructuring processes in companies in metal sector and their impact on workers in the countries subject of the project research.

*The questionnaire is addressed to the social partners (management representatives and workers’ representatives), as well as to workers and attendants in undertakings.*

### **Realization of restructuring processes in companies in metal sector:**

1. Brief description and main characteristics of these processes in the country you represent ?

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2. What are the most common forms of restructuring in the country you represent?

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3. Have the social partners participated in these processes?

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4. Have the workers’ representatives participated in the decision-making regarding the process of restructuring?

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5. Have the workers been informed in advance about the upcoming changes?
6. What methods of consultation with the personnel workers’ representatives use in the process of preparation of a position before the employer on a specific issue?
7. Do you think that the employer takes into account the opinion of the personnel? If your answer is “yes”- give examples?
8. In your opinion do the consultations with the personnel (if there were such consultations) have some effect or are just a formality?
9. Are there any regulations in the national legislation which introduce information and consultation procedures in case of restructuring? If your answer is “yes”- what are they and are they observed according to you?
10. If the planned changes are going to affect the employment, are there any specific requirements in the national legislation aimed at softening of the social consequences?



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If your answer is “yes”- what are they and are they observed according to you?

11. What are the practices (typical for the country you represent) which are most often used in case of restructuring?

12. What happens to the dismissed workers and attendants as a result of the restructuring with regard to alternative employment, incomes, social insurance?

13. Is there any specificity in the actions of multinationals in case of restructuring compared to the practices of the other companies?

14. In your opinion what most often impedes social dialogue in case of structural changes?

15. In your opinion what should be changed in order to improve the information and consultation process in your undertaking in case of forthcoming structural changes?



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16. Give examples of good practices for restructuring of companies in metal sector using as a criterion the consequences for the work force?

Grey response area for question 16.

17. Are you familiar with Directive 1994/45/EC, revised with Directive 2009/38/EC and are they observed according to you?

Grey response area for question 17.

18. Do you think that the European works council is a useful instrument for minimization of the risk of occurrence of negative effects for the workforce as a result of restructuring?

Grey response area for question 18.

19. In your opinion what is the role of the State in the processes of restructuring? How do you evaluate it?

Please motivate your answers.

Grey response area for question 19.

20. Does the social-insurance system in your country adequately respond to the needs of the dismissed workers as a result of restructuring processes?

Please motivate your answers.

Grey response area for question 20.



*Project VS/2010/0527*



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21. In your opinion what should be done at European level with regard to softening of the negative effects as a result of restructuring, especially as regards the threat to employment?

22. What in the legislation and practice in Bulgaria regarding the implementation of the Directive you think that it is useful and can be applied in your country?  
Please specify also what you would not apply and why?

*Thank you for taking the time to fill in this questionnaire!*