

Appendix C

Specifying the variables

In identifying some of the sources of variation within EWCs, Chapter 3 introduced several of the variables that appear in subsequent analyses. The reasons underpinning the use of these variables are explained at the point of use within the chapters. These explanatory variables draw on the individual or political characteristics of the representatives, the constitutional arrangements of the EWCs, differences between countries or a combination of these factors. The values of N reported below are the unweighted values. No fewer than 1,520 EWC representatives responded to the survey. Missing values are excluded from the outline specification, but where the values of N do not sum to 1,520, the total of respondents, the remainder are the missing values, unless otherwise stated. In subsequent chapters, some of these variables are manipulated or combined to form additional variables. These processes are described at the point of implementation.

EWC representatives (N = 1,520). This variable comprises all the respondents to the survey.

EWC representatives from single channel (N = 642) and *dual channel* (N = 504) *systems of representation*. Countries regarded as having single channel systems include: Belgium, Bulgaria, Croatia, Cyprus, Denmark, Finland, Greece, Ireland, Italy, Latvia, Malta, Portugal, Romania, Sweden and the United Kingdom. Those with dual channel systems include: Austria, Germany, Luxembourg, the Netherlands and Spain. Some countries have a system of representation that is neither an unambiguously single nor an entirely dual channel system. Representatives from these countries (Czechia, Estonia, France, Hungary, Lithuania, Norway, Poland, Slovakia, Slovenia and Switzerland) are excluded from this variable.

Unionised EWC representatives (N = 1,289) were those respondents who indicated that they were a member of a trade union, and *EWC non-members* (N = 214) were those who had not joined a trade union.

Unionisation of the EWC. Respondents were asked to specify the extent of unionisation among the representatives on their EWC. Three categories are used: *100 per cent unionisation of the EWC* (N = 508), *between 70.0 per cent and 99.9 per cent unionisation* (N = 216), and *between 0.0 per cent and 69.9 per cent unionisation* (N = 236).

EWC members (N = 817), *office holders* (N = 518) and *substitutes* (N = 153). EWC members serve as representatives on the EWC, but hold no office within the EWC. Office

holders may act as chairperson, secretary or president of the EWC (N = 188), serve as a member of the select committee or its equivalent (N = 297) or hold some other office (N = 94). Office holders may hold more than one position within the EWC. Substitutes are those who attend an EWC meeting when the member is unable to attend. Many substitutes (N = 45) have never attended an EWC meeting and are thus excluded from consideration when views on meetings are sought.

Home country representatives (N = 331) and *foreign representatives* (N = 1,188). This variable combines the country of origin of the MNC with that of the EWC representatives. Home country representatives include all EWC representatives in an MNC with headquarters in the same country as that of their nationality. Foreign representatives are those who serve on EWCs with headquarters in a country that differs from that of their nationality. EWCs operating in MNCs based outside Europe, by definition, comprise only foreign representatives.

Representatives from EU-based MNCs (N = 1,147) and *representatives from non-EU-based MNCs* (N = 372). Representatives from EU-based MNCs serve in EWCs established in MNCs whose headquarters are located in one of the 28 Member States of the EU. Representatives from non-EU-based MNCs serve in EWCs established in MNCs based outside the EU, including Australia (N = 8), Canada (N = 23), Japan (N = 39), South Africa (N = 7), Switzerland (N = 105) and the United States (N = 177).

Article 13 representatives (N = 486) and *Article 6 representatives* (N = 1,025). This variable allows an assessment of the impact of the legislation that underpins the institution within which the representative operates. Article 13 representatives include: (i) those representatives functioning under Article 14 of the Recast Directive, which afforded agreements concluded between 5 June 2009 and 5 June 2011 as well as Article 6 agreements revised during this period a special status in which the definitions and principles of the Recast Directive apply, but not the 'new obligations' included in the Recast Directive (Picard, 2010); and (ii) those representatives functioning under agreements concluded in accordance with Article 13(1) of the Directive and with Article 3(1) of Directive 97/74/EC (extending the Directive to the United Kingdom) to continue their extant status if renegotiated during the period 5 June 2009 to 5 June 2011. The very few EWC representatives who served on EWCs functioning within different legal frameworks, principally the subsidiary requirements, are excluded from this variable.

EWC coordinator present (N = 896) and *no coordinator present* (N = 303). It is the policy of all ETUFs to select an EWC coordinator to work in conjunction with each EWC. This variable allows an assessment of the impact of this policy where it has been implemented.

Select committee present (N = 1,304) or *no select committee present* (N = 191). All of the ETUFs recommend that a select committee be set up within each EWC. While current legislation encourages EWCs to establish select committees, it is not mandatory for them to do so.

Two or fewer plenary meetings (N = 1,337) and *three or more plenary meetings* (N = 142). All the ETUFs argue that a single meeting of the EWC each year is insufficient. This variable assesses the impact of moving away from the statutory minimum of one meeting per year.

Training received (N = 866) and *no training received* (N = 516). This variable pertains to EWC representatives who had and had not received any training enabling them to undertake their duties at the EWC within the three years prior to the distribution of the survey.

Respondents were asked to state whether different managers attend the EWC and at what frequency. The data indicate the number of EWC representatives who stated that a particular manager is present and, in square brackets, the number who stated that the manager always or almost always attends the plenary meeting. *CEO present* (N = 1,314 [686]), *MNC/European HR manager present* (N = 1,334 [1,181]), *MNC/European finance manager present* (N = 1,295 [692]), *MNC/European operations manager present* (N = 1,229 [638]) and *national/plant-level manager present* (N = 1,241 [465]). Respondents were able to indicate where more than one of these categories of manager are present, hence N may be greater than the number of respondents.

MNC headquarters country clusters: the *coordinated market economy (CME)* cluster (N = 502) includes representatives in MNCs headquartered in Austria, Belgium, Germany, the Netherlands or Switzerland; the *Nordic* cluster (N = 291) includes Denmark, Finland, Norway and Sweden; the *mixed market economy (MME)* cluster (N = 354) includes France, Italy, Portugal, Spain, Greece, Luxembourg and Cyprus; the *liberal market economy (LME)* cluster (N = 363) includes Australia, Canada, India, Ireland, Malta, the United Kingdom and the United States. There were very few EWC representatives in MNCs based in Central and Eastern Europe (N = 8), hence there is no category for MNCs headquartered in emerging market economies (EMEs). The allocation of countries to the different country clusters was based on Hall and Soskice (2001), Hancké et al. (2007), Molina and Rhodes (2007), and Mykhnenko (2007).

EWC representative country clusters: the *CME* cluster (N = 557) includes EWC representatives from Austria, Belgium, Germany, the Netherlands and Switzerland; the *Nordic* cluster (N = 209) includes Denmark, Finland, Norway and Sweden; the *MME* cluster (N = 338) includes Cyprus, France, Greece, Italy, Luxembourg, Portugal and Spain; the *LME* cluster (N = 137) includes Ireland, Malta and the United Kingdom; the *EME* cluster (N = 278) includes Bulgaria, Croatia, Czechia, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, Slovakia and Slovenia.