

There are 25 questions in this survey.

### What is the main sector of economic activity of your firm?

🔔 Check all that apply

Please choose **all** that apply:

- AGRICULTURE, FORESTRY AND FISHING
- MINING AND QUARRYING
- MANUFACTURING
- ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY
- WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES
- CONSTRUCTION
- WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES
- TRANSPORTATION AND STORAGE
- ACCOMMODATION AND FOOD SERVICE ACTIVITIES
- INFORMATION AND COMMUNICATION
- FINANCIAL AND INSURANCE ACTIVITIES
- REAL ESTATE ACTIVITIES
- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES
- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES
- EDUCATION
- HUMAN HEALTH AND SOCIAL WORK ACTIVITIES
- ARTS, ENTERTAINMENT AND RECREATION

### Number of employees at **5 distinct points in time**

🔔 Only numbers may be entered in these fields.

Please write your answer(s) here:

31.12.2005,

31.12.2010,

31.12.2015,

31.12.2019,

today

31.12.2005, 31.12.2010, 31.12.2015, 31.12.2019 and today

Distribution of employees according to skill level

❶ The sum must equal 100.

❷ Only integer values may be entered in these fields.

Please write your answer(s) here:

Highly skilled (e.g. Senior managers and administrators, Professionals, Technicians and related professionals)

Medium skilled (e.g. Office workers, Service providers and salespeople, Skilled farmers, stockbreeders, foresters and fishermen, Skilled craftsmen and related professionals, Operators of industrial plant, machinery and equipment)

Low skilled (e.g. Unskilled workers, manual workers)

Since 2005, has the percentage of unskilled employees decreased?

Please choose **only one** of the following:

Yes

No

How many collective wage agreements are in force in your company at the moment? Report the 5 most important.

	Collective Agreement	Percentage of workers paid according to the agreement
1st agreement	<input type="text"/>	<input type="text"/>
2nd agreement	<input type="text"/>	<input type="text"/>
3rd agreement	<input type="text"/>	<input type="text"/>
4th agreement	<input type="text"/>	<input type="text"/>
5th agreement	<input type="text"/>	<input type="text"/>

Are you in accordance with the extension of sectoral collective wage agreements to all firms in a sector?

Please choose **only one** of the following:

Yes

No

### What are the advantages of the collective agreement extension?

Please choose **all** that apply:

- Extensions restricts unfair competition by using wage as a means of improving the firm's competitive position
- Extensions restricts wage inequality by setting minimum wages inside the sector
- Extensions restricts wage gaps between men and women, especially for low-paid workers
- Extensions provide workers with safety against short-term fluctuations in firm productivity or macroeconomic fluctuations
- Taking into account that workers can not move easily among sectors, extensions of collective agreements restrict opportunistic wage cuts
- Other:

### What are the disadvantages of extensions of sectoral collective wage agreements?

Please choose **all** that apply:

- Extensions increase labor cost for all firms included in the extension, therefore they limit employment increases
- Extensions bring firms and workers who are not involved in the bargaining processes in front of decisions that are already made
- Extensions restrict healthy competition among firms and discourages new firms from entering a sector
- Extensions introduce rigidities that restrict the firms' ability to adapt to economic fluctuations
- Other:

### Do you implement a firm-level collective wage agreement in your firm?

Please choose **only one** of the following:

- Yes
- No

Please upload your firm-level collective wage agreement.

**📎** Please upload at most one file  
Kindly attach the aforementioned documents along with the survey

### If you are implementing a collective wage agreement, how much higher on average are the wages paid in your company compared to the sectoral collective wage agreement?

Please write your answer here:

### To what extent do you believe that sectoral level bargaining for the collective agreements represent the typical interests of a firm in a sector?

Please choose the appropriate response for each item:

	None	Very small	Small	Modest	Pretty big	Big	Very big
<b>Degree of representation</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Have you asked for mediation or arbitration services recently?

Please choose **only one** of the following:

- Yes  
 No

### If yes, when was the last time?

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '13 [eg 1q13]' (Have you asked for mediation or arbitration services recently?)

Please enter a date:

### How satisfied were you from the mediation and arbitration services in terms of:

Please choose the appropriate response for each item:

	Not at all	Very little	Little	Modest	Pretty much	Much	Very much
<b>Making collective bargaining easier</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Speed of decision making</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Decision was based on all available information on the economic developments in the sector (firm)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Mediation and arbitration services were objective and the decisions well documented</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### How many trade unions are active in your firm?

Please write your answer here:

### How many associations of persons are active in your firm?

Please write your answer here:

### Does your firm perform exports?

Please choose **only one** of the following:

- Yes  
 No

Are you a member of an employers' association?

Please choose **only one** of the following:

- Yes  
 No

In which employers' association do you belong?

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '19 [eg1q18]' (Are you a member of an employers' association? )

Please write your answer here:

For how many years have you been a member of this employers' association?

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '19 [eg1q18]' (Are you a member of an employers' association? )

Please write your answer here:

How much is the annual membership fee you pay to the employers' association?

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '19 [eg1q18]' (Are you a member of an employers' association? )

Please write your answer here:

For which reasons have you joined the employers' association?

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '19 [eg1q18]' (Are you a member of an employers' association? )

Please choose **all** that apply:

- Increase of bargaining power with respect to employers  
 Save on bargaining costs with employees  
 Increase of bargaining power with respect to policy makers  
 Forum to discuss/solve issues relating to the sector  
 Common training/education with other firms in the sector

Other:

Why are you not a member of an Employers' Association?

Only answer this question if the following conditions are met:

Answer was 'No' at question '19 [eg1q18]' (Are you a member of an employers' association? )

Please choose **all** that apply:

- Financial reasons - the membership fee is too high
- Prefer to be independent
- There is currently no employers' association which represents the interests of the firm
- Other:

To what extent are the interests of your firm well represented by the Employers' Association you belong to?

Only answer this question if the following conditions are met:

Answer was 'Yes' at question '19 [eg1q18]' (Are you a member of an employers' association? )

Please choose the appropriate response for each item:

	Not at all	Very little	Little	Modest	Pretty much	Much	Very much
<b>Degree of satisfaction</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Submit your survey.

Thank you for completing this survey.