

**European Commission
General Directorate Employment, Social Affairs
and Equal Opportunities**

**Second study seminar “Transnational Agreements”
27 November 2006**

Working document n°2

**Transnational agreements – Complementary Study
Updated list of existing transnational texts for the European area
concluded before 2006**

Company	Date	Title	Field
Air France	2001	Social Charter	Fundamental rights, HR policy
	2005	French collective agreement	Financial participation (intéressement)
	2005	French collective agreement	Financial participation (participation)
Arcelor-Usinor	2002	European Convention	Health & Safety
	2004	European Convention	Health & Safety
AXA	2004	Joint declaration annexed in 2005 to EWC agreement	Restructuring
Bouygues	2001	European Social Charter	CSR
Club Méditerranée	2001	Joint declaration	Sub contracting
	2004	Agreement	Fundamental rights, mobility Eur. Africa
Danone	1988	Joint opinion	Principles and common work programme
	1989	Project	Economic and social Information
	1989	Action Programme	Equality between men and women
	1992	Framework Agreement	Training
	1994	Joint declaration	Trade union rights
	1997	Joint opinion	Management of change - restructuring
	2001	Agreement	Social measures in case of Restructuring
Deutsche Bank	2004	Common standpoint	Management of change
Dexia	2002	Principles	Social Management
Diageo	2002	Annex to EWC Agreement	Good restructuring practices
EADS	2005	Framework Agreement	CSR
EDF	2004	Agreement	CSR
ENI	1996	Agreement	Health & Safety
	2001	Agreement	Industrial relations
	2004	Agreement	Industrial relations and CSR
Etex	2002	Social Charter	HR policy
Ford	2000	Agreement	Sale of Visteon: statutes
	2000	Agreement	Joint Venture CFT: statutes, investments
	2003	Framework Agreement	Social rights and CSR
	2004	Agreement	Restructuring IOS: employment, investments
GE Plastics, Adv. materials (GEPE)	2002	Agreement	Internet policy
	2003	Annex to EWC Agreement	Negotiation Procedure
	2004	Agreement	Pre-employment screening

Company	Date	Title	Field
General Motors	2000	Framework Agreement	GM/Fiat alliance: statutes
	2001	Framework Agreement	Restructuring at Luton
	2001	Framework Agreement	Restructuring at Opel (Olympia)
	2002	Agreement	CSR
	2004	Framework	European Restructuring
GeoPost	2005	Framework Agreement	Social policy and employment
(Kraft Jacobs) Philip Morris	1998	Code of conduct	Smoking at workplace
	1998	Principles	Introduction of the Euro
	2001	Agreement	Transfer of HR data
	2001	Agreement	Use of data recorded by sales forces
	2002	Part of EWC agreement	Processing key HR data
	2005	Guidelines	Information-consultation, employment
Lafarge	2003	Common Déclaration	Health & Safety
Marazzi	2001	Declaration	Health & Safety
Nordea	2001	Agreement	Group council: information-consultation
	2001	Agreement	Branch Consultative Committees for information-consultation and negotiation
Porr	2004	Agreement	Data Protection
Sara Lee DBA	2001		Health & Safety
Total	2004	Agreement	Social dialogue, employment, Restructuring
	2005	European Agreement	Equal opportunities
Unilever	2001	Brochure	Responsible Restructuring
	2004	Joint declaration	Data Protection
Vinci	2003	Joint declaration	Health & Safety
Vivendi (Veolia)	1999	Charter	Safety at work