

Transnational texts negotiated at company level

E.Pichot European Commission
Study seminar on transnational agreements
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Over 90 texts resulting from transnational negotiation recorded

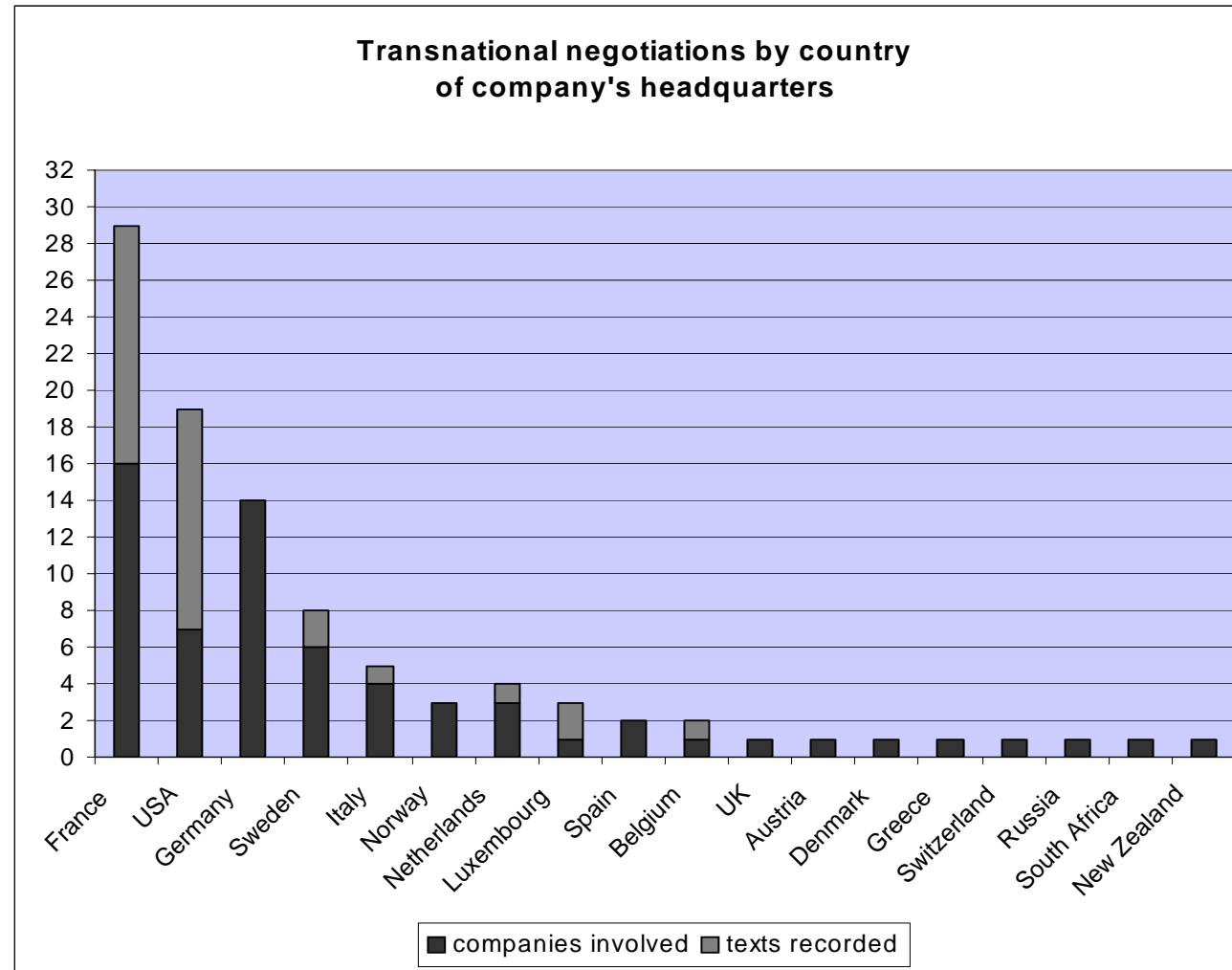
- **At company level, growing number of transnational texts concluded, more than 90 recorded**
- **More than 60 companies involved such as:**
 - **GM, Ford, Danone, Diageo on restructuring**
 - **Arcelor, ENI, Lafarge, Vivendi on H&S**
 - **Total, Deutsche Bank, Air France, Dexia on employment, training, mobility**
 - **Unilever, GEA, Philip Morris on data protection**
 - **Volkswagen, Rhodia, Suez, Club Med, Philips, Rheinmetall on fundamental rights-CSR**

The texts recorded

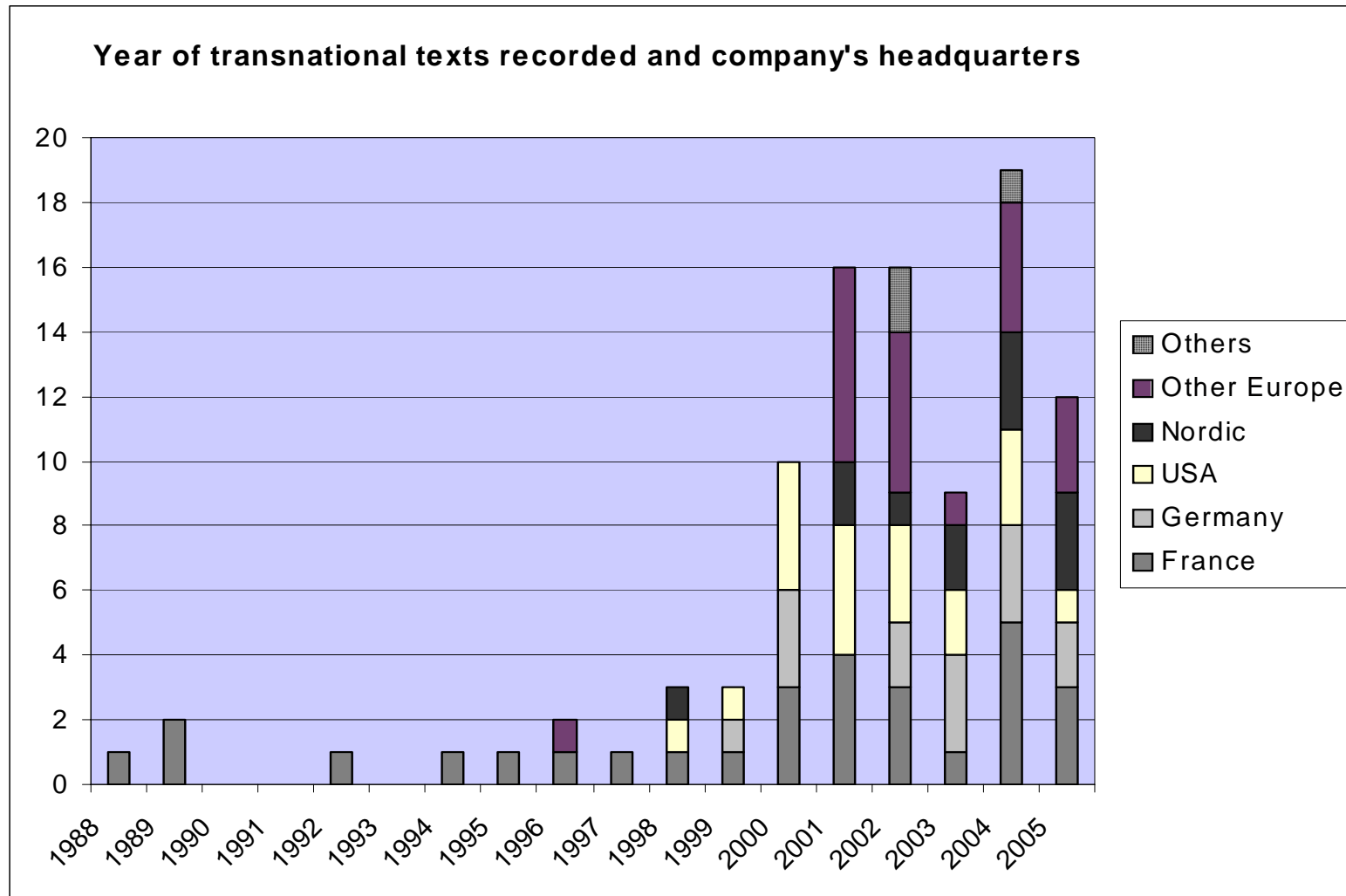
- **Have been collected through public sources and analysed**
- **Include the texts usually referred to as “International Framework Agreements”**
- **Have different titles: agreement, joint opinion, charter, principles, action programme, annex to the EWC agreement**
- **Usually don’t have the legal character of a collective agreement**
- **Are in some cases rather discussed than negotiated**

*Any remark, complement,..
to this record and analysis is welcome*

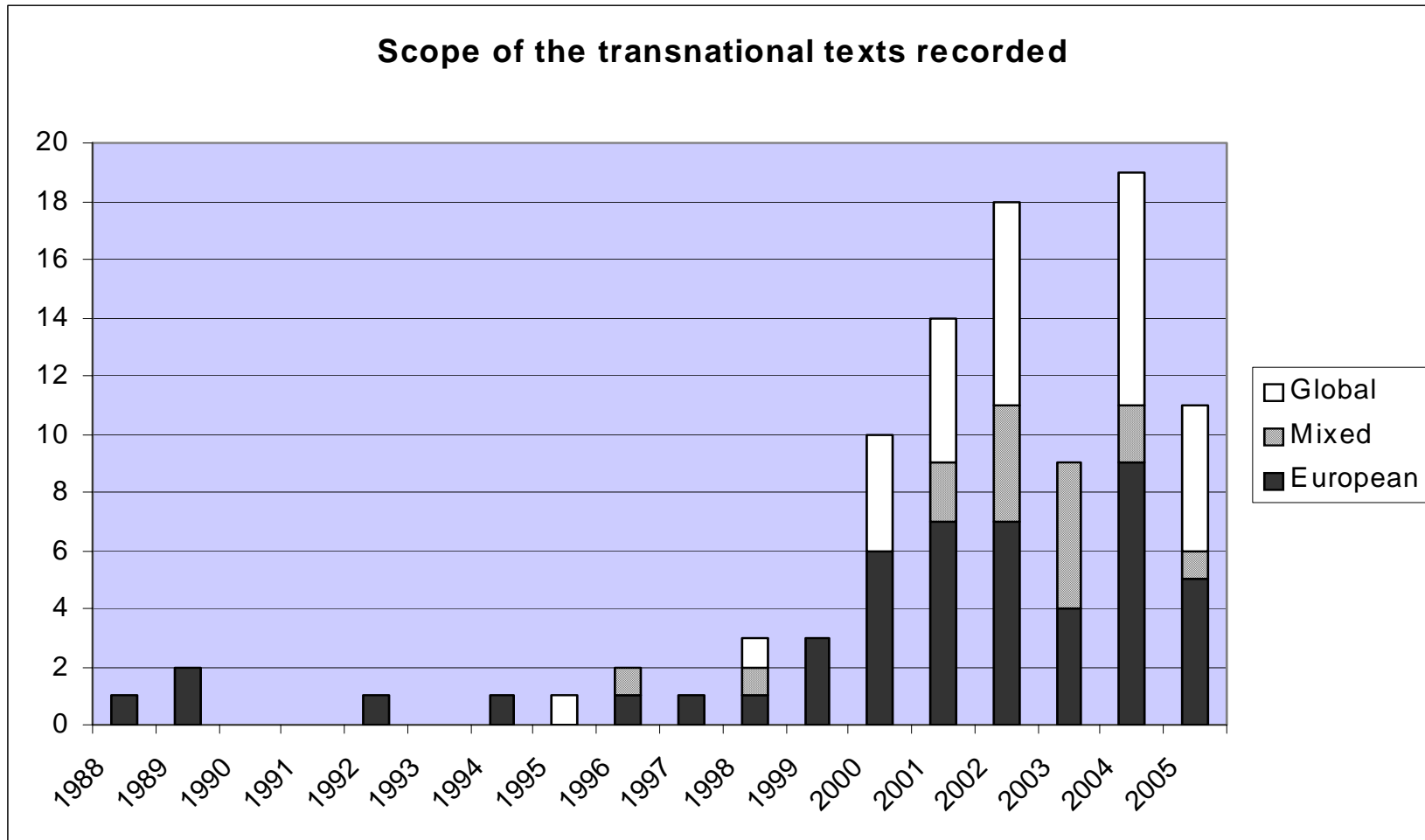
Mostly European companies are involved in this transnational process



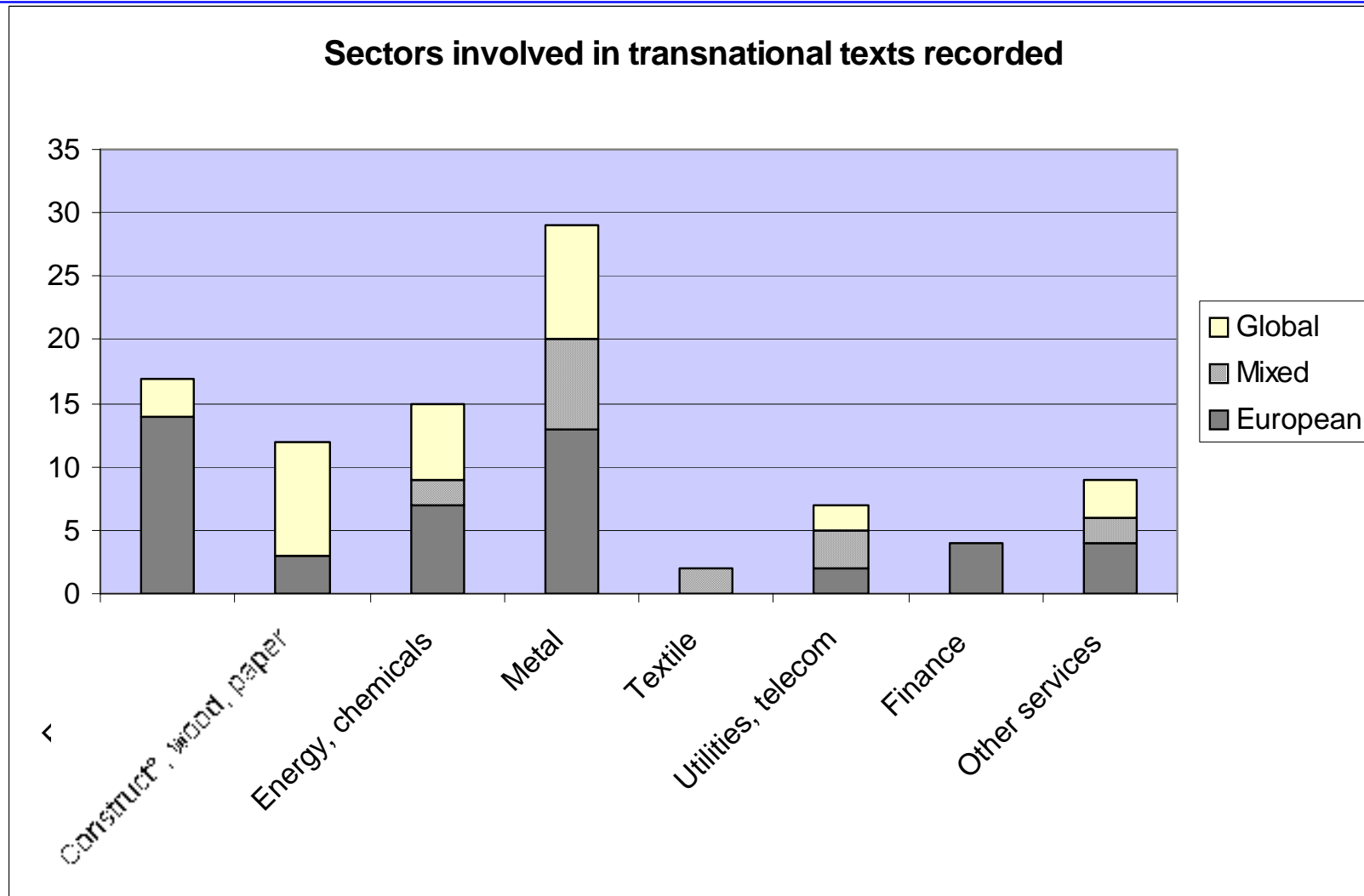
Most transnational texts were concluded recently



Global, European or mixed scope of the texts concluded

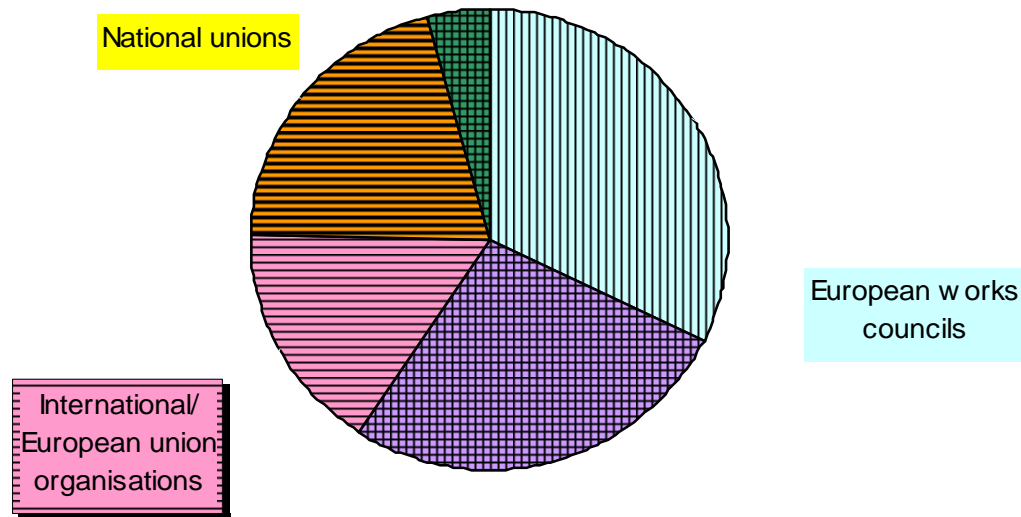


Metal and food & drink sectors particularly involved in the process



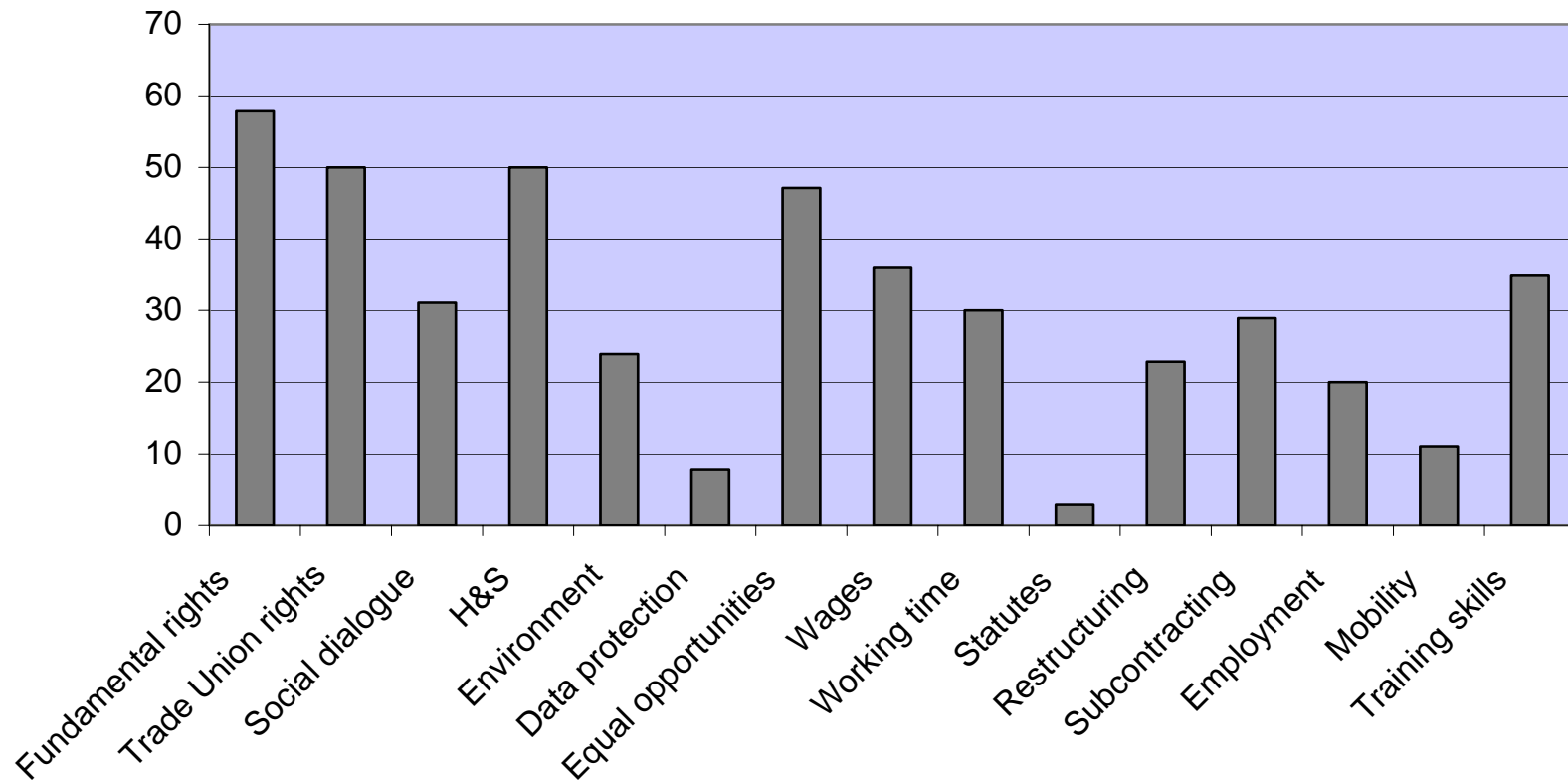
EWCs and International union organisations deeply involved

Parties to the texts concluded



Fundamental rights, procedures and substantive provisions addressed

Provisions included in the recorded texts
(number of analysed texts in which the issue is addressed)



Effects, follow up and dispute settlement

- **Most texts include follow-up provisions, usually through an annual review and/or a committee**
- **Half of the texts recorded are due to include subcontractors**
- **Legal effect is intended to be given to some texts through national implementation; in other cases the texts are declared binding on management and/or employees**
- **Most of the texts dealing with Fundamental rights refer to international norms (ILO conventions)**
- **Dispute resolution procedures are settled in some cases**