



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change

Brussels, 12 November 2009

EMPL F2 EP

Second meeting of the Expert Group on transnational company agreements of 27 November 2009

Working document

Latest examples of Transnational texts

This list of 49 latest examples of transnational company agreements and texts is compiled from public sources and includes texts concluded after mid-2007 and therefore not listed and analysed in the "mapping of transnational texts negotiated at corporate level" issued on 2 July 2008.

Company	Date	Title	Field	Signatories/employees
ABB (Metal-technologies, SE-CH)	2009	European appendix to ABB social policy	HR policy: Changes to employment, Training, working time, conciliation work-family, social protection, conflict resolution	EWC
Ability Tecnologias e serviços (Telecom, BR)	2008	Code of conduct UNI-Ability	CSR: fundamental rights, ILO norms, trade union rights, employment, environment	UNI, UNI-Americas, Sintetel
Aker (Metal, shipbuilding, NO)	2008	IFA for the development of good working relations in companies that are part of Aker	CSR: Fundamental rights, OECD guidelines, trade union rights, H&S, ILO norms; determinant for relation with subcontractors	IMF, Fellesforbundet
AirFrance KLM (Transport, aviation, FR-NL)	2008	Social and Ethical Charter	CSR: Fundamental rights, Ethics, ILO and Human Rights EU and international norms, H&S, non-discrimination, Forward looking management of employment, social dialogue	EWC, ETUC represented by ETF

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ArcelorMittal (metal, steel, LU)	2008	Terms of reference of a joint global OHS committee in ArcelorMittal	H&S, employee participation	EMF, IMF, United Steelworkers
	2008	Agreement on minimum requirements for plant level joint H&S committees	H&S, employee participation	EMF, IMF, United Steelworkers
	2009	Managing and anticipating change at ArcelorMittal (agreement)	Restructuring / anticipation: safeguarding employment, transitions, development of competences, social dialogue, follow-up committees	EMF
AXA (Finance, insurances, FR)	2009	Annex to EWC agreement on social dialogue	CSR: fundamental rights, ILO norms, social dialogue, trade union rights, avoiding redundancies, training	EWC
BASF (Chemicals, DE)	2007	Agreement on employee involvement in the European company	Social dialogue: co-determination rights, information to employees locally	Special Negotiating Body
BP (Energy, oil, NL-UK)	2008	Agreement on Businessservice center consultation	Restructuring: consultation process to avoid redundancies by using alternatives measures	EWC
British Airways (Transport, aviation, UK)	2009	Declaration of principles on consultation and information for national restructuring measures	Restructuring; process of dialogue, cost-cutting policy	EWC
Club Méditerranée (Services, tourism, FR)	2009	Agreement on the respect of fundamental rights at work and to transnational mobility of GE employees of Club Méditerranée in the area EuropeAfrica	Mobility, employment conditions of migrants, seasonal work, training, fundamental rights,	EFFAT, UITA
Daimler-Chrysler (Metal, automotive, US-DE)	2007	Framework regulation with the EWC on the realignment of the sales organization in the EU	Restructuring: continuation of contracts after separation of Chrysler, exclusion of lay-offs, qualifications, welcome bonus, employee representation and social dialogue	DaimlerChrysler EWC, EMF

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Danone (Food and drink, FR)	2007	Convention Danone/UITA on diversity	Equal opportunities: non-discrimination, promotion of diversity, training, working time arrangements	UITA
Danske Bank (Banking, DK)	2008	Global framework agreement on fundamental labour rights within Danske Bank	CSR: fundamental rights, global compact and ILO norms, trade union rights, H&S, diversity, local support, employment policy, mobility	UNI, UNI finance, Finansforbundet DK, Finansforbundet NO, Finansforbundet SE, IBOA, Suora, DFL,
Dexia (Banking, BE-FR)	2007	Evolution of principles of social management: case of selling an entity	Restructuring: information on planned sale, choice of the buyer includes criteria on jobs and social status, information on takeover plan, monitoring	EWC
EADS (Metal, aerospace, NL-DE-FR-ES-UK)	2007	Annex to EWC agreement: information and consultation procedure for relocations outside the EU	Restructuring: dialogue on strategy, link between levels in businesses, national and European dialogue on industrial project and alternatives to relocation	EWC
EDF (Energy, electricity, FR)	2009	Agreement on social responsibility of EDF Group	CSR and HR policy: fundamental rights, international ILO norms, H&S, training, anticipation, social dialogue, local involvement, environment	ICEM, ISP, OIEM, representation Asia-Pacific and national unions CGT, CFDT, FO, CGC, CFTC, Unison, Prospect, Unite-Amicus, GMB, EVDSZ, Solidarnosc, SOZE
E-landers (Media, SE)	2009	Global agreement on the promotion of international labour norms and trade union rights	CSR: fundamental rights, ILO norms, trade union rights, H&S, subcontracting	UNI, Grafisca
Enel (Energy, electricity, IT)	2009	ENEL corporate social responsibility protocol	CSR: principles, ILO norms, H&S, environment, equal opportunities, involvement of EWC	EPSU, EMCEF, CGIL, CISL, UIL
Europcar (Services, car rental, DE)	2008	Europcar declaration on respect of social rights	CSR: fundamental rights, equal opportunities, H&S	EWC
Faber Castal (office materials, DE)	2009	Agreement between Faber Castell and BWI	CSR: fundamental rights, ILO norms, H&S AIDS, rules on subcontracting,	BWI, IGMetall

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Ford (Metal automotive, US-DE)	2008	Agreement on global PD strategy	Outsourcing: strategy, competencies, balance in-house/agency/outsourced, cycle plans	EWC
G4S (Services security, UK)	2008	Global agreement between UNI and G4S: Ethical employment partnership	CSR: labour relations, trade union rights, dispute resolution, terms and conditions	UNI, GMB
Gaz de France (Energy, Gas, FR)	2008	European Agreement on social responsibility of GDF Group	CSR and HR policy: fundamental rights, UN ILO norms, H&S, employment, training, anticipation, mobility, benefits, diversity, social dialogue, environment, subcontractors	EMCEF, EPSU, EMF and national unions CGT, CFDT, FO, CGC, CFTC, Unite, GMB, EVDSZ, Solidarnosc, HU trade unions, FS Gas Romania, UNIE, BBTK, IGBCE, CGIL, CISL, UIL
General Motors (Metal automotive, US-DE)	2008	Framework agreement concerning the production of next generation Astra and Zafira	Restructuring: guarantees for production in 5 sites (investments, production distribution, employment)	EMF, EWC
	2008	Framework agreement on outsourcing	Outsourcing; management of outsourcing	EMF, EWC
	2009 (term inated by management 2009)	Framework agreement	Restructuring: compensation for short time work or reduction of working time, no plant closures, no redundancies	EMF, EWC
Icomon Tecnologia (Telecom, BR)	2008	Code of conduct UNI-Icomon	CSR: fundamental rights, ILO norms, trade union rights, employment, environment	UNI, UNI-Americas, Sintetel
Inditex (Textile and clothing, ES)	2009	Global agreement between Inditex and UNI	CSR: sustainability, trade union rights, collective bargaining	UNI
ISS (Services, cleaning and maintenance, DK)	2008	ISS-UNI Global agreement	CSR: international norms, trade union rights, sectoral observatory on application of social norms, dispute resolution	UNI

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Italcementi (Materials-construction, cement, IT)	2008	IFA to promote and protect workers' rights	CSR: fundamental rights, ILO norms, H&S committees	BWI, EWC, CGIL, CISL, UIL
PPR (Commerce, FR)	2008	Commitment for the employment of disabled persons in Europe within the group	Equal opportunities; recruitment, maintaining employment, training, cooperation with external organisations, awareness raising	EWC
	2008	PPR Charter on seniors	Equal opportunities: non-discrimination in recruitment, working conditions, use of competences, awareness raising	EWC
PSA Peugeot-Citroën (Metal, automotive, FR)	2008	Agreement to enlarge the joint strategic committee	Anticipation: forward looking management of skills and competences	CFDT, CGC, CFTC, CGT, FO, GSEA, IG Metal, TGWU, UGT, CCOO, SIT-FSI
Rhodia (Chemicals-pharmaceuticals, FR)	2008	Global agreement of social responsibility	CSR: fundamental social rights, ILO and global compact references, social dialogue, H&S	ICEM
Santander (Banking, ES)	2008	Joint declaration	Equal opportunities: anti-discrimination, women in senior positions, harassment, conciliation work-personal lives	EWC
Siemens (Metal, DE)	2008	Joint statement concerning compliance	CSR: fundamental rights	EWC
Solvay (Chemicals, pharmaceuticals, BE)	2008	Charter on sustainable development and CSR	CSR: sustainability, equal opportunities, training, employment, social dialogue, H&S, environment	EWC
Statoilhydro (Energy, NO)	2008	The exchange of information and the development of good working practices within StatoilHydro worldwide operations	CSR: fundamental rights, ILO norms, H&S, industrial relations, trade union rights, environment	ICEM, Industri Energi

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Suez (Utilities and communication, FR)	2008	Agreement on social guarantees for Suez employees	Restructuring: accompanying measures to merger, no redundancies, anticipation, commitments and social conditions for future selling, social clauses on working conditions, continuity in collective agreements	ETUC represented by EPSU, CEC, EWC, CFDT, CGC, CFTC, CGT, FO
Takashimaya (commerce, JP)	2008	Global framework agreement: Labour-management agreement on code of conduct	CSR: fundamental rights, social dialogue, collective bargaining, non-discrimination, employment, H&S, environment	UNI, Takashimaya labour unions, JSD
Tel Telecomunicacoes (Telecom, BR)	2009	Agreement on a code of conduct	CSR: fundamental rights, ILO norms, trade union rights, employment, environment	UNI, UNI-Americas, Sintetel
Thales (Metal defence, FR)	2009	European agreement on improving professional development through effective anticipation	Anticipation, competences: anticipation process, job families, individual discussions on professional development, training, equal opportunities, diversity	EMF
Unicredit (Banking, IT)	2008	Joint declaration on training, learning and professional development	Training: promotion of vocational training, access to training, professional plans	EWC
	2009	Joint declaration on equal opportunities and non-discrimination	Equal opportunities: non-discrimination development of diversity culture,	EWC
Vallourec & Mannesman (Metal, tubes, FR-DE)	2008	Agreement on principles of responsibility applicable within the group	CSR/ HR policy: fundamental rights, competences, avoiding redundancies, H&S, working time	IMF, EWC
Volkswagen (Metal, automotive, DE)	2009	Charter on labour relations within the group	Social dialogue: employee participation rights, economic and social expertise, promoting co-determination, local bargaining	IMF, EWC
Whikhahn (furnitures, DE)	2009	IFA on social responsibility and promotion of employees' rights	CSR: fundamental rights, subcontracting rules, audit and follow-up committee	BWI, IG Metall