



Transnational company agreements Latest developments

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agreements

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New European texts

- ❖ **Alstom (F): European agreement on anticipation of change – EMF**
- ❖ **DBA (US): Anticipation task force – EWC, ETUF-TCL**
- ❖ **Areva (F): European agreement on anticipation of change – EMF**
- ❖ **EADS (NL): European agreement establishing a procedure for social negotiation at European level–
Special negotiating body**



New Global texts

- ❖ **Norsk Hydro (NO): International framework agreement and freedom of association in the US – ICEM, FIOM, Norwegian TUs**
- ❖ **GDF-Suez (F): Fundamental rights, social dialogue and sustainable development – ICEM, BWI, PSI**
- ❖ **Electrolux (SE): Global framework agreement – IF Metall**
- ❖ **Rhodia (F): renewed Global agreement on social responsibility – ICEM**
- ❖ **Pfleiderer (DE): Social Charta – EWC, BWI, IGMetall**
- ❖ **Kimberly Clark (US): Joint statement on transnational social dialogue - UNI**



New initiatives in companies

- ❖ **EADS (NL):** On-going negotiation on financial participation – Negotiating body
- ❖ **WAZ (DE):** End of global agreement on press freedom and HR – IFJ, EFJ
- ❖ **GDF-Suez (F):** On-going negotiation on gender equality – EMCEF, EMF, EPSU, EWC members
- ❖ **GM (US):** Discussion on world works council and IFA
- ❖ **Strabag (AT):** Discussion about extension of Lafarge global CSR agreement to Strabag

New initiatives of social partners

Employers' initiatives:

- ❖ ITC-ILO / employers' organisations: report of series of workshops in DE, BE, NL, FE, IT, ES
- ❖ European HRD Circle: lessons from experience

Joint Company initiatives:

- ❖ Projects by 4 companies headquartered in DE and NL: shared process towards individual TCAs

Trade Unions' initiatives

- ❖ Projects by EMF, ETUF-TCL and other European TU federations: coordination and good practices
- ❖ Projects initiated by national TUs of CZ, IT, PT, RO

New studies and academic work

- ❖ ILO-Papadakis: Working Paper Restructuring enterprises through social dialogue – 12.2010
- ❖ ORSE for Ministry of Foreign Affairs (FR): comparative analysis of 26 IFAs -11.2010
- ❖ IZA (DE) for European Parliament: study Cross-border collective bargaining and transnational social dialogue
- ❖ ETUC, Sustainlabour, syndex: study on OSHE clauses in international framework agreements – 10.2010
- ❖ University of Stockholm (SE): research and conference rethinking transnational collective bargaining – 04.2011
- ❖ Universities of Audencia Nantes (FR), Tilburg (NL), Leuven and Louvain la Neuve (BE): research

Projects supported under BH 04.03.03.03 (information-consultation) in 2010

7 projects with significant part on TCAs for total grant of
€1,13 Million

- ❖ European TU federation EMF in relation to anticipation of change and restructuring
- ❖ 3 National TUs OSKOVO (CZ), SINTTAV (PT) and NFETU (RO) to familiarize company actors with TCAs
- ❖ 3 Companies Nordzucker, Reckitt Benckiser and AWO Pflegedienste (DE) for specific TCAs

5 projects with elements on TCAs for total grant of €0,61 M.

- ❖ TUs UNI-MEI and ETUF-TCL (EUR), EVDSZ (HU)
- ❖ Companies Heineken (NL) and Chèque déjeuner (FR)

Commission's initiatives

- ❖ Support to projects on Budget Heading 04.03.03.03
- ❖ Searchable database on transnational company agreements issued
- ❖ On-going study on characteristics and legal effects of company agreements (Labour Asociados)
- ❖ Chapters on transnational company agreements in 2010 reports on Industrial relations in Europe and restructuring in Europe
- ❖ Update of Commission's website with all related documents

Links

Website European Commission Employment and Social Affairs Labour law

http://ec.europa.eu/labour_law