

Database on Transnational Company Agreements

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11 October 2011

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Aims & Objectives

- To develop a database of transnational company agreements
- To collect and analyse transnational agreements
- To identify ways of ensuring the texts agreed are more transparent and up-to-date

Collection of agreements

- **Collection methodology**

- collect and compile all existing “known” transnational texts
- Contacted:
 - Employer’s organisations at European & global level
 - Sectoral and European level Trade Unions
 - Individual companies
 - National union organisations and EWCs secretaries
- Carried out a comprehensive literature research of existing studies and publications



Analysis of agreements

- Analysis grid
 - contains the analytical framework agreements
- Profile sheets grid
 - contains descriptive elements of the agreement

Analysis grid data:

| Key data | | | | | | | | | | | | | |
|----------|---------------------|----------------------------------------|--------------|----------------------------------------------------|-------------------------------|----------------------------|------------------------------------|-----|-----------------------------------|----------------------------------|--------------------|------------|---------------------------|
| Year | Headquarter country | Title | Sector | Social dialogue Committee concerned | Type of text | Employee signature parties | | | | | Geographical scope | Functional | |
| | | | | | | Global Union Federation | European trade union organisations | EWC | National trade union organisation | Company employee representatives | | Group | Suppliers/ subcontractors |
| 2004 | USA | Agreement on Pre-employment screenings | Metal sector | Metal, engineering and technology based industries | Agreement/framework agreement | | | X | | | EU-EEA | X | X |

| Anticipation of change | Restructuring | HR policy | Sustainability, Governance and Ethics | International standards |
|-------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|---------------------------------------|-------------------------------|
| Strategic social dialogue Organisational and skills development Anticipation of employment and skills needs | Accompanying measures Transfer, subcontracting and outsourcing Employee involvement in restructuring process Job security | Mobility Training Forms of employment Protection of personal data and internet policy | | ILO OECD Global compact |

| Topics | | | | | | | | | | | | | |
|-------------------------|-----------|---------------------------------------|-------|--------------------|------------------------|-------------------------------|---------------------------------------------|----------------------------------------------------|-------------------------------------------|--------------------------------------|-------------------------|---------------------|----------------------------|
| International standards | | | | European standards | | | Trade unions rights and social dialogue | | | Health and Safety/Working conditions | | | |
| Global compact | ISO 26000 | Universal Declaration on human rights | Other | EU directives | Social partners' texts | EU Fundamental rights Charter | European social Charter (Council of Europe) | Freedom of association and trade union recognition | Collective bargaining and social dialogue | Informational consultation | safe working conditions | Psychological risks | H&S employees' involvement |

| Equal opportunities, diversity and anti-discrimination | | | | | | | Wage and financial participation | | | | Framework for transnational bargaining and agreements introducing global works council | Active agreements | Keywords | |
|--------------------------------------------------------|--------|------------------|-----|------------|----------|--------------------|----------------------------------|-----------|----------------------|--------------------------|----------------------------------------------------------------------------------------|-------------------|----------|--|
| general | Gender | Race and related | Age | Disability | Religion | Sexual preferences | Minimum wage | Fair wage | Bonus and Incentives | Employee share ownership | Benefits | | | |
| | | | | | | | | | | | | X | | |

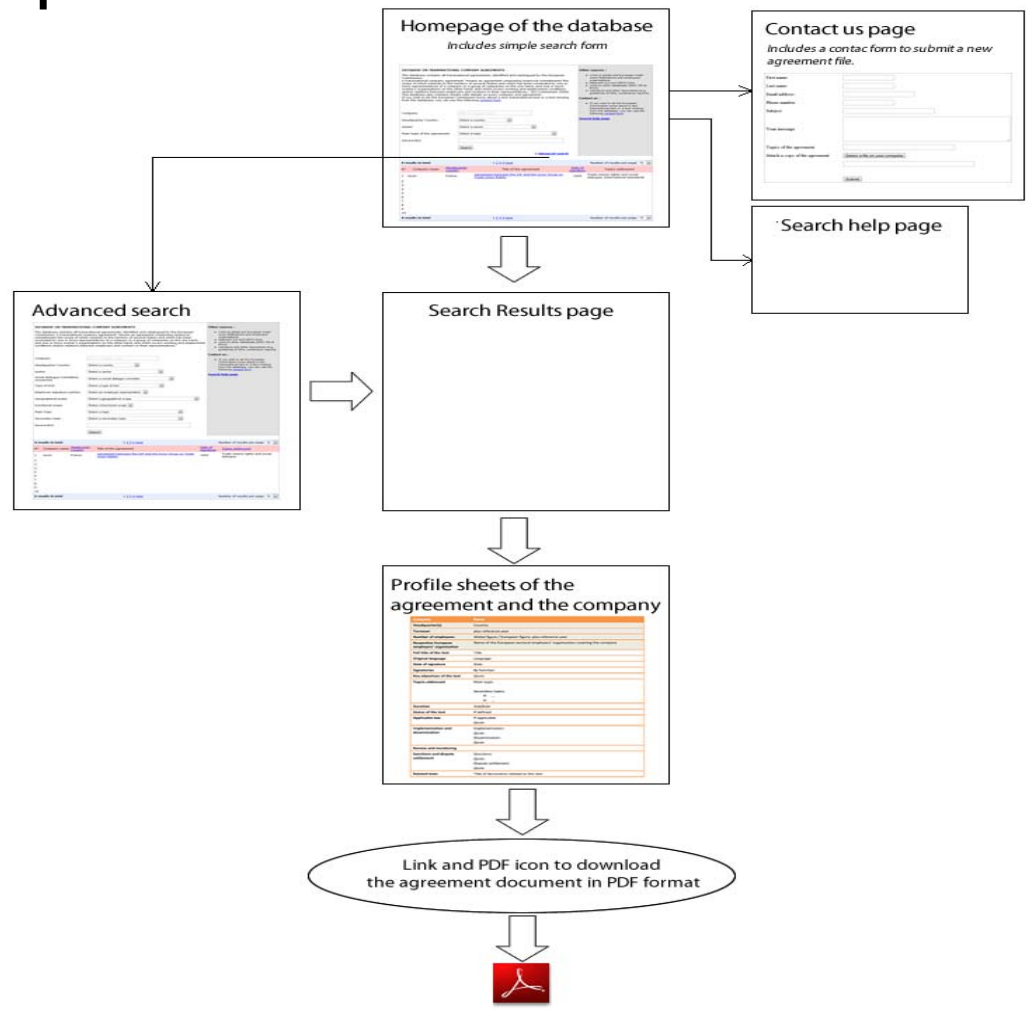
ILO Convention 181
ILO Recommendation 188, human trafficking, Athens Ethical Principles,

Profile sheets grid data:

| B | C | D | E | F | G |
|------------------------------------------------------------------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Company | Full text of the agreement in English | Headquarters | Turnover | Number of employees | Respective European organisation |
| Electricité de France (EDF) | Agreement on EDF Group Corporate Social Responsibility | France | 66,336 billion € (2009) | Global: 169,139 (2009) | Eurelectric |
| Original language | Date of signature | Signatories | Key objectives | Main topic | Secondary topic |
| French | First time signed in 2005, renewed 25 January 09 | Chairman and CEO of EDF; EDF Group employee representatives, representatives of national trade unions: FNME-CGT, FCE-CFDT, FNEM-FO, CFE-CGC, CFTC-CMTE (France); GMB, Unison, Prospect and Unite- Amicus (UK); EVDSZ (Hungary); SOLIDARNOSC (Poland); SOZE (Slovakia); elected employee representatives of the Asia Pacific Consultation Committee (APCC) | "By signing this Agreement, the signatory parties undertake to reinforce the involvement of management and all employees in actions to foster the Group's corporate social responsibility, and to secure their credibility by monitoring and enforcing compliance with the commitments taken." (Preamble) | Fundamental social rights, | right to organise and bargain collectively, child labour, forced labour, non discrimination, integration of persons with disabilities, health & safety, and career development, strong social dialogue, social protection benefits, restructuring (job security), sustainability, societal responsibility |
| Duration | Status of the text | Applicable law | Implementation and dissemination | Review and monitoring | Sanction and dispute settlement |
| "This Agreement shall remain valid for an initial term of four years." | Not defined | Not defined | Implementation and Dissemination "1- All the signatories agree to convey this Agreement to the employees of the Group via their own vectors of communication. EDF Group shall organise specific communication for its managers so they may lead and support the implementation of this Agreement for their teams. EDF Group shall communicate the | Monitoring "1- A review of the Agreement implementation in EDF companies shall be conducted annually on a Group-wide scope and a report presented to a representative body to be created specifically for this purpose: the Consultation Committee on EDF Group Corporate Social Responsibility (CCSR) | Dispute settlement "Issues of interpretation relating to this Agreement shall remain the sole competence of the Consultation Committee on EDF Group Corporate Social Responsibility created under Article 21." |

Development of the database

- Technical requirements:



Simple search:

| | |
|------------------------------|----------------------------------------------------|
| Company : | <input type="text"/> |
| Headquarter Country : | <input type="text" value="Select a country"/> |
| Sector : | <input type="text" value="Select a sector"/> |
| Type of text : | <input type="text" value="Select a type of text"/> |
| Main topic : | <input type="text" value="Select a topic"/> |
| Keyword : | <input type="text"/> |

[Advanced Search](#)

Search

Advanced search:

| | |
|----------------------------------------------|-----------------------------------------------------------------|
| Company : | <input type="text"/> |
| Headquarter Country : | <input type="text" value="Select a country"/> |
| Sector : | <input type="text" value="Select a sector"/> |
| Social dialogue Committee concerned : | <input type="text" value="Select a social dialogue committee"/> |
| Type of text : | <input type="text" value="Select a type of text"/> |
| Employee signature parties : | <input type="text" value="Select an employee representative"/> |
| Geographical scope : | <input type="text" value="Select a geographical scope"/> |
| Functional Scope : | <input type="text" value="Select a functional scope"/> |
| Main topic : | <input type="text" value="Area"/> |
| | <input type="text" value="Specific Issue"/> |
| Other Topic : | <input type="text" value="Area"/> |
| | <input type="text" value="Specific Issue"/> |
| Keyword : | <input type="text"/> |

[Simple Search](#)

Search

Results page:

Results found: 12

Agreements that are no longer in force are displayed in gray.

| N° | Company | Headquarter Country | Title | Year |
|----|-------------|---------------------|---------------------------------------------------------------------------------------|------------------------|
| 1 | Unicredit | Italy | Joint declaration on equal opportunities - | 2009 |
| 2 | ENEL | Italy | CSR Protocol - | 2009 |
| 3 | Unicredit | Italy | Establishment of the Joint Commissions - | 2008 |
| 4 | Unicredit | Italy | Joint declaration on learning, training and professional development - | 2008 |
| 5 | Italcementi | Italy | International Framework Agreement to promote and protect workers' rights - | 2008 |
| 6 | Generali | Italy | European Social Charter of the Generali Group - | 2006 |
| 7 | Impregilo | Italy | Framework Agreement - | 2004 |
| 8 | ENI | Italy | Agreement on transnational industrial relations and corporate social responsibility - | 2002; 2004; 2009 |
| 9 | ENI | Italy | EWC protocol on vocational training - | 2002 |
| 10 | Marazzi | Italy | Declaration of intent - Joint Initiatives on Health and Safety - | 2001 |



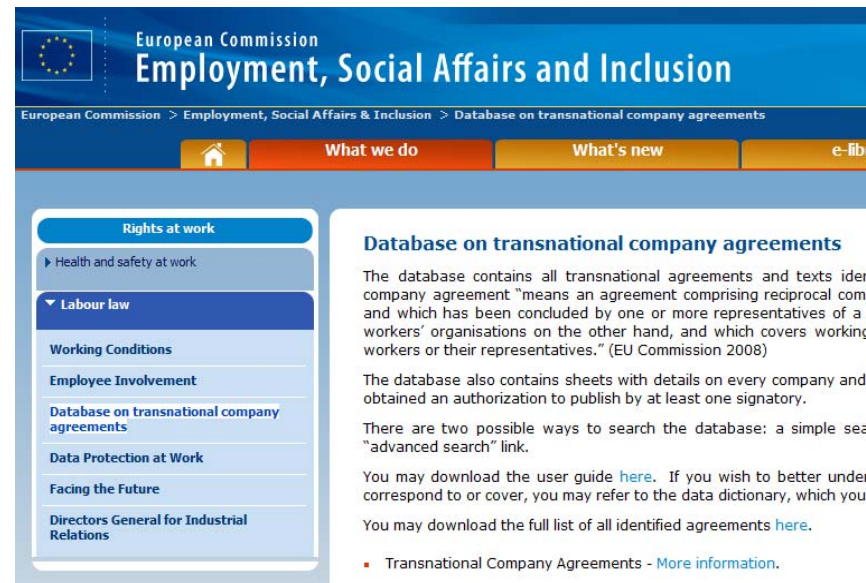
Feedback

- EMF - European Metalworkers' Federation
- CEEMET - Council of European Employers of the Metal, Engineering and Technology-based Industries
- European and Global Industrial Relations Research Group
- Fulda University of Applied Science

Production of the database

□ <http://ec.europa.eu/social/main.jsp?catId=978&langId=en>

- User guide
- Data dictionary
- Full list of agreements
- Further information



The screenshot shows the European Commission website for 'Employment, Social Affairs and Inclusion'. The page title is 'Database on transnational company agreements'. The navigation menu includes 'What we do', 'What's new', and 'e-lib'. The main content area is divided into two columns. The left column has a 'Rights at work' section with a sub-section 'Labour law' containing links for 'Working Conditions', 'Employee Involvement', 'Database on transnational company agreements', 'Data Protection at Work', 'Facing the Future', and 'Directors General for Industrial Relations'. The right column has a section titled 'Database on transnational company agreements' with a definition: 'The database contains all transnational agreements and texts under company agreement "means an agreement comprising reciprocal commitments and which has been concluded by one or more representatives of a workers' organisations on the other hand, and which covers working conditions or their representatives." (EU Commission 2008)'. Below this, it states: 'The database also contains sheets with details on every company and obtained an authorization to publish by at least one signatory. There are two possible ways to search the database: a simple search and an "advanced search" link. You may download the user guide [here](#). If you wish to better understand the data dictionary, which you may refer to or cover, you may refer to the data dictionary, which you may download the full list of all identified agreements [here](#). You may download the full list of all identified agreements [here](#).' A red bullet point at the bottom indicates 'Transnational Company Agreements - [More information](#)'.



Thank you

Questions & Answers

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