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:

### Topics
- Strategic social dialogue
- Organizational and skills development
- Anticipations of employment and skills needs
- Accompanying measures
- Transfer, Sukukulaging, and institutionalizing
- Employee involvement in restructuring processes
- Job security
- Mobility
- Training
- Form of employment
- Protection of personal data and internet policy

### Keywords
- Sustainability, Governance and Ethics
- RC
- CEO
- Global compact

### Key Data
- Employee representation policies
- National trade union organization
- Industrial employees/workers' representatives
- Group
- Suppliers/ subcontractors

### Analysis
- Global labor federation
- European trade union organizations
- Euro
- National trade union organization
- Industrial employees/ workers' representatives
- Group
- Suppliers/ subcontractors

### Notes
- General
- Gender
- Race and related
- Age
- Disability
- Religion
- Social preferences
- Income wage
- Fair-wage
- Benefits and incentives
- Economic development
- Social benefits and participations
- Environment
- Compliance
- Global compact
- RC
- CEO
- Sustainability, Governance and Ethics
Profile sheets grid data:

<table>
<thead>
<tr>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Company</strong></td>
<td>Full text of the agreement in English</td>
<td>Headquarters</td>
<td>Turnover</td>
<td>Number of employees</td>
<td>Respective European organisation</td>
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</tbody>
</table>

**Original language**: French

**Gate of signature**: First time signed in 2001, renewed 25 January 2006

**Signatories**:
Chairman and CEO of EDF; EDF Group employee representative, representatives of national trade union: FNAQ-GR, FGPI-FO, FO, CGC, CFTC-CMTE (France); UGB, UGTT, Prospect and Unilis, Amicair (UK); EDF (Hungary); SOLIDAROSW (Poland). 2000 (France) elected employee representatives of the Asia Pacific: CFTC (France), FOB, SAGRA, USIT.

**Key objectives**:
"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 ensure their credibility by monitoring and enforcing compliance with the commitments taken. (Fremat)"

**Main topic**:
Fundamental social rights.

**Secondary topic**:
Right to organise and bargain collectively, child labour, forced labour, non-discrimination, integration of persons with disabilities, health & safety, and career development, etc.

**Duration**:
"This agreement shall remain valid for an initial term of four years."

**Status of the text**:
Not defined

**Applicable law**:
Not defined

**Implementation and dissemination**:
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 organise specific monitoring.

**Review and monitoring**:
"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 (CMD)"

**Sanction and dispute settlement**:
"Issues of Interpretation and application of 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:
Headquarter Country: Select a country
Sector: Select a sector
Type of text: Select a type of text
Main topic: Select a topic
Keyword:

Advanced Search

Search
**Advanced search:**

<table>
<thead>
<tr>
<th>Field</th>
<th>Options</th>
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</thead>
<tbody>
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<td></td>
</tr>
<tr>
<td>Headquarter Country</td>
<td>Select a country</td>
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<tr>
<td>Sector</td>
<td>Select a sector</td>
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<tr>
<td>Social dialogue Committee</td>
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<td>concerned</td>
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<tr>
<td>Type of text</td>
<td>Select a type of text</td>
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<td>Employee signature parties</td>
<td>Select an employee representative</td>
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<tr>
<td>Main topic</td>
<td>Area</td>
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<tr>
<td>Other Topic</td>
<td>Area</td>
</tr>
<tr>
<td>Keyword</td>
<td></td>
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**Simple Search**
# Results page:

## Results found: 12

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

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<th>No.</th>
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<th>Headquarters Country</th>
<th>Title</th>
<th>Year</th>
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<td>Unicredit</td>
<td>Italy</td>
<td>Joint declaration on equal opportunities -</td>
<td>2009</td>
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<tr>
<td>2</td>
<td>ENEL</td>
<td>Italy</td>
<td>CSR Protocol -</td>
<td>2009</td>
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<td>3</td>
<td>Unicredit</td>
<td>Italy</td>
<td>Establishment of the Joint Commissions -</td>
<td>2008</td>
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<tr>
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<td>Unicredit</td>
<td>Italy</td>
<td>Joint declaration on learning, training and professional development -</td>
<td>2008</td>
</tr>
<tr>
<td>5</td>
<td>Italcementi</td>
<td>Italy</td>
<td>International Framework Agreement to promote and protect workers’ rights -</td>
<td>2008</td>
</tr>
<tr>
<td>6</td>
<td>Generali</td>
<td>Italy</td>
<td>European Social Charter of the Generali Group -</td>
<td>2006</td>
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<tr>
<td>7</td>
<td>Impregilo</td>
<td>Italy</td>
<td>Framework Agreement -</td>
<td>2004</td>
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<td>ENI</td>
<td>Italy</td>
<td>Agreement on transnational industrial relations and corporate social responsibility -</td>
<td>2002; 2004; 2009</td>
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<td>ENI</td>
<td>Italy</td>
<td>EWC protocol on vocational training -</td>
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<td>Marazzi</td>
<td>Italy</td>
<td>Declaration of intent - Joint Initiatives on Health and Safety -</td>
<td>2001</td>
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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

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

Questions & Answers

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