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COLBAR-EUROPE

EUROPE-wide analyses of COLlective BARgaining agreements

Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr project grant number of COLBAR is VS/2019/00777)¹ April 2019 - March 2021

REPORT 9: Transnational Company Agreements

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3 February 2021



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Acknowledgements

The COLBAR-EUROPE project and its data-collection, reports and online webinars were made possible by the great efforts of the teams at WageIndicator Foundation, CELSI, CNEL and coordinator Amsterdam Institute for Advanced Labour Studies at the University of Amsterdam. We are grateful to all Collective Bargaining actors and all Archives of Collective Bargaining Agreements who helped acquiring full text collective agreements from 28 European countries.

Management summary

Transnational Company Agreements (TCAs), also called International Framework Agreements (IFAs), are concluded with Multinational Enterprises (MNEs) and are covering their activities in several countries. The first TCA took off in 1988, when the Danone International Framework Agreement was concluded. Drivers on the management side stemmed from the growing public pressure for MNEs to comply with corporate social responsibility (CSR) standards and to manage their relationship with civil society more carefully.

This report addresses COLBAR-EUROPE's Research Objective 4) Do agreements converge across countries when concluded by subsidiaries of multinational companies and do they align with TCAs? For the analyses we first described the contents of the 40 TCAs, by January 2021 available in the WageIndicator CBA Database. Next, we identified several corresponding national CBAs in this Database with 602 CBAs from 28 countries in Europe.

One in four TCAs are concluded with companies with headquarters in Germany, followed by Spain, France, Italy, and Sweden. Half of all TCAs are concluded in the manufacturing industry, one third in commerce and the rest in the construction industry. The majority of TCAs is signed by altogether five Global Unions, while a minority is signed with European Works Councils. Most TCAs were signed in the 2010's, but a minority in the years 2000s.

Gender equality and training are the most addressed topics in TCAs, followed by health and safety and working hours. Wage clauses are included by half of the TCAs. Gender equality refers to clauses regarding violence in the workplace, discrimination at work and equal pay for work of equal value. Training refers to training programmes for the employees and to employers paying contributions to a training fund. Health and safety refer to statements that the relevant Occupational Safety and Health Law or Code of Practice will be adhered to. Working hours refers to schedules and rest periods, paid leave for trade union activities and other leave clauses. Wage clauses state that the statutory minimum wages will be respected.

For the alignment between TCAs and CBAs we could compare three companies IKEA, FORD Motor Company and Siemens. In all companies, the TCA included substantially fewer topics than the CBAs did (approx 40%).

1 Introduction

Knowledge about what exactly is concluded in collective bargaining is a blank spot. No cross-country sources are available about clauses beyond wages. In view of the EC's re-launched dialogue with social partners at European level (European Commission 2016), such data is critical for monitoring progress in collective bargaining outcomes. Yet, while collective bargaining is crucial to both agreed wage levels and working conditions in Europe, our knowledge about the outcomes of collective bargaining is limited. Due to a lack of systematic data collection and coding in the area of collective bargaining, there are still major questions with regard to which provisions Collective Bargaining Agreements (CBAs) effectively contain and what working conditions are agreed to.

COLBAR-EUROPE aimed to contribute to the objective of the EU's Social Dialogue Program: "the functioning and effects of coordination of collective bargaining across different levels and territories". COLBAR-EUROPE's predecessor BARCOM (VS/2016/0106) started to gather, code and compare the clauses of 120 CBAs from the commerce sector across 23 countries.² For this study the WageIndicator CBA Database was used, which is maintained by associate partner WageIndicator Foundation since 2013. COLBAR-EUROPE extended that study to all private and public sectors and to 28 EU countries and 5 EU Associate countries. By January 2021 the CBA Database allowed for analyses of 602 CBAs from 25 of the 28 EU countries, 2 of the 5 Associate countries and one for Switzerland. The CBA Database also included 40 Transnational Company Agreements (TCAs). See COLBAR-EUROPE Report 2 for details about the data collection. The data of the CBA Database can be downloaded from the ZENODO repository (10.5281/zenodo.4475583). Table 1 shows the ten topics in the coding scheme of the CBA Database.

COLBAR-EUROPE had five research objectives. The current report addresses Research Objective 4) Do agreements converge across countries when concluded by subsidiaries of multinational companies and do they align with Transnational Agreements? This report analyses the data of the TCAs, and compares the TCAs and the CBAs in the CBA Database.

² See <https://wageindicator.org/Wageindicatorfoundation/projects/barcom/barcom>

Table 1 Overview of coded items by topic

Meta Data	Single/multi-employer agreement, signatories/parties to the agreement, number of employees covered, geographical scope, start and expiration date, ratification process
Working Hours	Clauses on working, schedules, paid and unpaid leave clauses, paid holidays
Social Security and Pensions	Clauses on social security and pensions, employer contributions to pension fund, employer contributions to disability fund, employer contributions to unemployment fund
Employment Contracts	Clauses on individual employment contracts and job security, as well as questions about trial periods and severance pay
Jobs descriptions and job clasification systems	Job descriptions including duties, purpose, responsibilities, scope, and/or working conditions, and job classification system
Training	Training and apprenticeships, employer contributions to a training fund
Health and Medical Assistance	Health and safety policies at the workplace, HIV-related policies and health and safety training, health or medical assistance, health insurance of the employees, health insurance coverage of family members
Sickness and Disability	Sickness and disability clauses, pay during periods of sickness, maximum pay during sick leave, maximum days of sick leave, exclusion of some categories of employees for sick leave, pay in case of work related
Gender Equality	Equal pay clauses, discrimination at work, equal opportunities for promotion and training, gender equality trade union officer, sexual harassment and violence at work, special leave victims of violence, support for workers with disabilities
Work-Family Balance	Clauses on work and family arrangements, weeks of paid maternity leave, wage replacement level of paid maternity leave, job protection during maternity leave, care for dependent relatives, employer-provided childcare facilities
Wages	Structure of pay scales, wage-setting processes, minimum wages, wages according to pay scales, premium pay for overtime hours / weekend work / night shift

Source: Adapted from Table 1 on p. 7 in Besamusca et al. 2018b.

The output of the COLBAR-EUROPE research consists of 11 reports related to the content of CBAs in 33 European countries. The first report consists of a set of one-page-one-country reports with basic descriptive data from the agreements database for the 28 countries for which CBAs have been collected. The second report covers all CBAs, with chapters covering four sectors (manufacturing, construction, commerce, public sector). The third to sixth

reports are covering the CBA clauses and patterns in the Visegrád countries, the Netherlands, Italy, and Spain. The seventh report details the wage clauses in CBAs and the wage levels agreed, using PPP standardized wages. The eighth report addresses the wider bargaining agenda with a focus on the trade-off between clauses. The ninth report compares the topics agreed in subsidiaries of multinational enterprises (MNEs) and in relation to Transnational Company Agreements (TCAs). The tenth report explores the feasibility of a Europe-wide data collection of collective agreements. A final report includes the results of the 'participant evaluation survey' of the main event. All reports are in English. The one-page-one-country reports are also in the national language of the country at stake. All reports are freely downloadable from the COLBAR-EUROPE project webpage.³

³ See <https://wageindicator.org/Wageindicatorfoundation/projects/colbar>.

2 Transnational Company Agreements

One development that escaped the inertia surrounding the process of the Europeanisation of industrial relations in the 2000s was the arrival of Transnational Company Agreements (TCAs), concluded with MNEs and covering their activities in several countries. This 'Qualitatively new instrument for industrial relations at the regional (European) and global levels' (Eurofound 2009: 63) took off in 1988, when the Danone International Framework Agreement was concluded. Increasing numbers of TCAs have been concluded between MNE management and one or more bodies representing workers, mainly the Global Union Federations (GUFs), European Trade Union Federations (ETUCs) and European Works Councils (EWCs). The contents of TCAs vary, from very basic agreements ensuring fundamental labour rights to elaborate clauses on wages and benefits, as well as to agreements that also embrace careers and skills development, equal opportunities, restructuring, social dialogue and employee involvement.

A strand of literature produced between 2009 and 2012 identified the main driving forces behind the proliferation of TCAs as well as the main problem areas surrounding them (Eurofound 2009; ITC 2010; Schömann *et al.* 2012; Leonardi 2012). The expansion of MNEs, combined with the emergence of a single 'regulatory space' in the European Union, has been regarded as the main contextual forces behind TCAs. International trade unionism obviously recognised the potential of TCAs as a vehicle to exert countervailing power against MNEs. Drivers on the management side stemmed from the growing public pressure for MNEs to comply with corporate social responsibility (CSR) standards and to manage their relationship with civil society more carefully.

A European Commission staff working document noted that 'The steady growth of TCAs confirms their relevance as instruments of social dialogue particularly when, in times of crisis, it appears more difficult for social partners at national or sectoral level to conclude successful negotiations' (European Commission 2012: 5). Such 'bargaining competition' has to be seen against the conditions under which TCAs have had to operate; that is, largely in a legal vacuum. They are non-legally binding instruments that represent a bilateral and voluntarist form of self-regulation. It is no surprise that the related issue of the legitimacy and the mandate of the negotiating parties dominates the literature on TCAs. A second issue is that of the transposition of TCAs at national and local levels, against the backdrop of different national systems. Conflicts with existing CBAs or national regulations may easily arise. However, based on an in-depth study in two companies, Barreau *et al.* (2020) conclude

that International Framework Agreements negotiated between Global Union Federations and multinational companies are a major innovation which bring collective bargaining to an international level.

The available figures point to a continuing increase in the number of TCAs. By mid-2007, about 150 TCA texts were known. The 2010s has witnessed further growth. In the ILO/EC database on TCAs, containing agreements concluded up to 2016, Van Klaveren and Gregory (2019) found 260 TCAs in 161 MNEs. They traced 131 MNEs with collective agreements which were headquartered in Europe; 76 of these MNEs had 133 agreements with scope applying only within Europe. On the part of labour, 86 (65 per cent) out of these agreements were (co-)signed by EWCs; in 2008 the EWC share had been 83 per cent (Leonardi 2012).

The European Commission is the custodian of the global TCA Database, in cooperation with the ILO.⁴ By January 2021 the database includes 68 TCAs in the EU-EEA area, concluded by 33 MNEs. These TCAs address topics such as CSR, equal opportunity, health and safety, practices for subcontracting, transnational transfer of employees, or the MNE's sales organization in the European Union. However, this TCA Database doesn't seem to be updated frequently, as the latest TCA dates back to 2018. The global trade union IndustriALL publishes TCAs, which they call Global Framework Agreements (GFAs), more frequently on its website.⁵ They register GFAs with 47 MNEs by January 2021. This decline in TCAs may indicate that TCAs are not renewed after expiration. Further research is needed to exactly draw conclusions about the cause of the declining numbers.

⁴ See <https://ec.europa.eu/social/main.jsp?catId=978&langId=en>

⁵ See <http://www.industrial-union.org/global-framework-agreements>

3 TCAs by sector, signatories and topics

COLBAR-EUROPE aimed to explore the agreed clauses in TCAs and to explore how they were related to the Collective Bargaining Agreements (CBAs) of the companies at stake. To this aim, 40 TCAs have been uploaded and coded in the CBA Database. The COLBAR-EUROPE team downloaded most TCAs from the website of Industriall website.⁶ This Chapter discusses the TCAs regarding their scope, signatories and agreed clauses. The Appendix lists the names of the 40 TCAs included in the CBA Database.

3.1 Scope and signatories

The headquarters of the companies that signed the TCAs are located in a limited number of countries. Table 2 shows that 10 of the 40 TCAs are concluded with companies with headquarters in Germany, followed by 8 in Spain, 6 in France, 5 in Italy, and 4 in Sweden.

Table 2 *The headquarters of the TCA signatory companies*

	Frequency	Percent
Belgium	1	2,5
Denmark	1	2,5
France	6	15,0
Germany	10	25,0
Italy	5	12,5
Luxembourg	1	2,5
Netherlands	3	7,5
Spain	8	20,0
Sweden	4	10,0
Switzerland	1	2,5
Total	40	100,0

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries - 40 TCAs, accessed 20 Jan 2021

Table 3 shows that slightly over half of all TCAs are concluded in the manufacturing industry, of which almost half are signed with companies from German origin. One of three TCAs is in the commerce sector, of which almost half are signed with companies from Spanish origin. The remaining TCAs are concluded in the construction industry, and these are signed with companies of Italian, Dutch, Swedish and Spanish (2x) origin.

⁶ See <http://www.industrialunion.org/global-framework-agreements>

Table 3 Number of TCAs by sector

	Frequency	Percent
Manufacturing incl. mining and quarrying	21	52,5
Construction incl. water supply, sewerage, waste	5	12,5
Commerce incl. retail, hospitality and transport	14	35,0
Total	40	100,0

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries - 40 TCAs, accessed 20 Jan 2021

The signatories from the employees' side fall apart in works councils and trade unions. 14 of the 40 TCAs are signed by a European Works Council or a World Employee Committee. 14 are signed by IndustriALL Global Union, of which 1 jointly signed with Public Service International (PSI) and 1 jointly signed with the EWC. 5 TCAs are signed by BWI Building and Wood Workers International, 6 TCAs by UNI Global Union, and 2 TCAs with International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF/UITA).

With the exception of one TCA, all specify a starting date. These dates range from 2000 to 2020. Five TCAs date back to the years 2000-2005. Five do so to 2006-2010, while 16 date back to 2011-2015. In the most recent years, 2016-2020, 13 TCAs were concluded. For one TCA the start date is missing. Only five of the 40 TCAs have an end date. If so, three TCAs end within two years, one does so in four years, and one in five years.

A few TCAs mention the number of workers covered by the agreement, such as Inditex (174,000 employees) and Meliá Hotels (38,200 employees). Both companies are based in Spain.

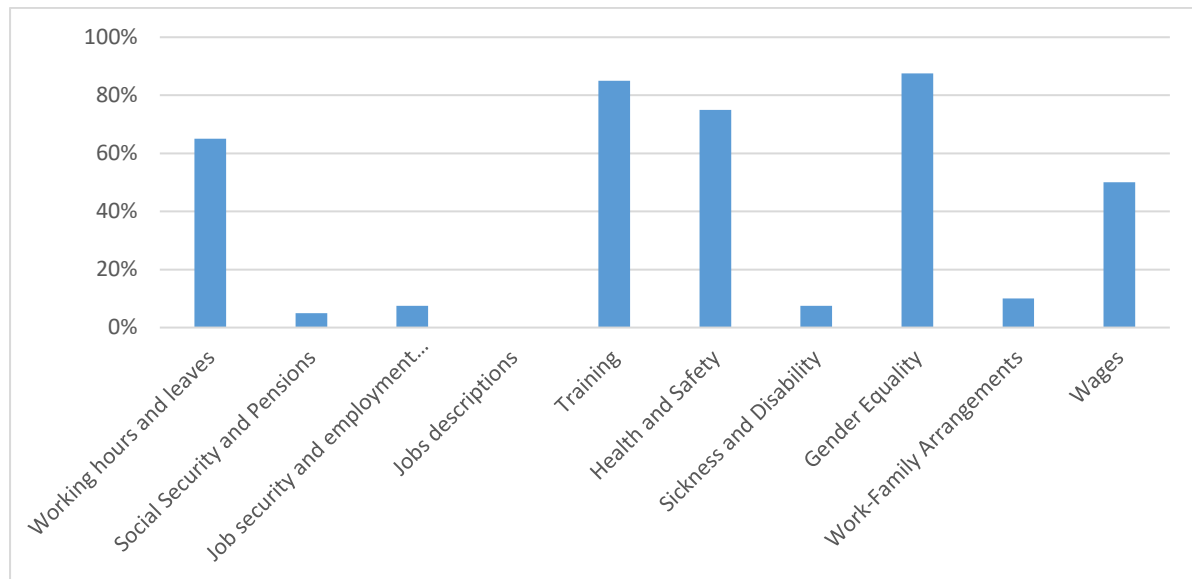
3.2 Topics concluded in TCAs

The coding of the TCAs was based on the same coding scheme as that used for the CBAs. Ten topics have been coded: Working hours; Social Security and Pensions; Job security and employment contracts; Job descriptions and job classification systems; Training; Health and Safety; Sickness and Disability; Gender Equality; Work-Family Arrangements, and Wages (See for details Report 2, and Ceccon and Medas, 2021).

Figure 1 shows which percentage of the TCAs addressed these topics. Gender equality and training are obviously the most addressed topics (88% respectively 85%). These are followed by health and safety clauses and working hours (75% respectively 65%). Wage clauses are included by half of the TCAs (50%). The remaining topics Social Security and Pensions; Sickness and Disability; Job security and employment contracts, and Work-Family

Arrangements are addressed in one of every ten TCAs or less. The topic Jobs descriptions is not addressed in any of 40 TCAs.

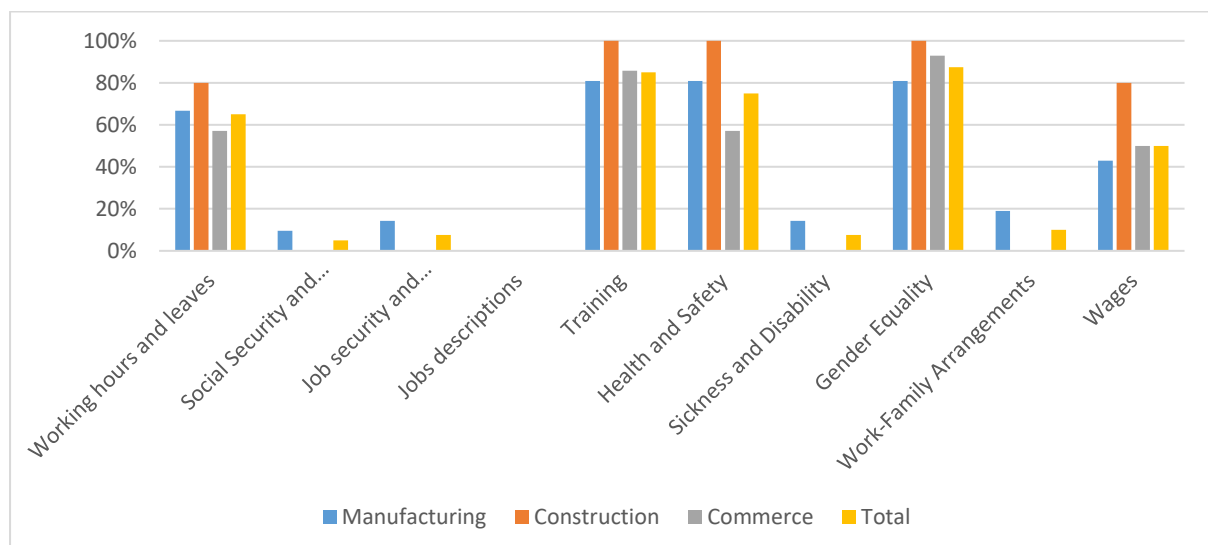
Figure 1 Percentage of TCAs with one or more clauses in ten topics



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries - 40 TCAs, accessed 20 Jan 2021

Figure 2 shows the same ten topics, now broken down by industry. The figure reveals that the percentages TCAs with a clause on a topic do not vary largely across the industries. One industry stands out. In construction the percentage TCAs with clauses in working hours and leaves; training; health and safety; gender equality, and wages, are higher compared to the TCAs in manufacturing and commerce.

Figure 2 Percentage of TCAs with one or more clauses in ten topics, by industry

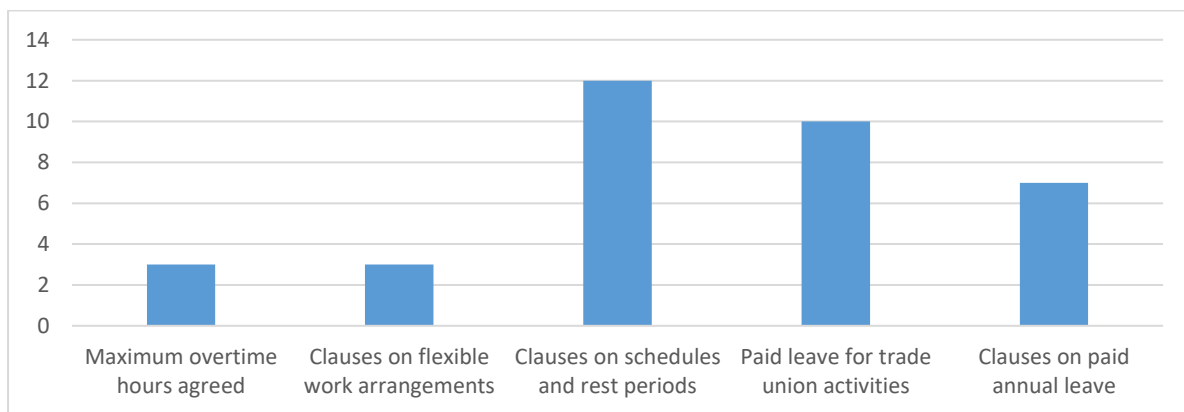


Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries - 40 TCAs, accessed 20 Jan 2021

3.3 Working hours and leaves

More than half of the TCAs include clauses on working hours. However, none of these clauses refer to the length of the standard working week or to the hours per month or per year. Most mentioned topic relate to clauses on schedules and rest periods, namely in 12 of the 40 TCAs (Figure 3). Paid leave for trade union activities is agreed in 10 of 40 TCAs. This is followed by clauses on paid annual leave, clauses on flexible work arrangements and maximum overtime hours. No TCA includes clauses on the maximum number of consecutive worked Sundays or on the maximum number of Sundays / bank holidays to be worked in a year. No TCA has clauses about providing paid leave to attend court or for administrative duties.

Figure 3 Number of TCAs with clauses on working time issues



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries - 40 TCAs, accessed 20 Jan 2021

3.4 Social Security and Pensions

Figure 2 showed already that only two manufacturing TCAs include clauses about social security. In one TCA the clause relates to a contribution of the employer to the pension fund and in another TCA the clause relates to a contribution of the employer to the disability fund.

3.5 Job security and employment contracts

Three TCAs make reference to an issue in the topic of job and employment contracts. In all three TCAs this issue states that the employer will provide for pay in case of disability due to work accidents or working conditions.

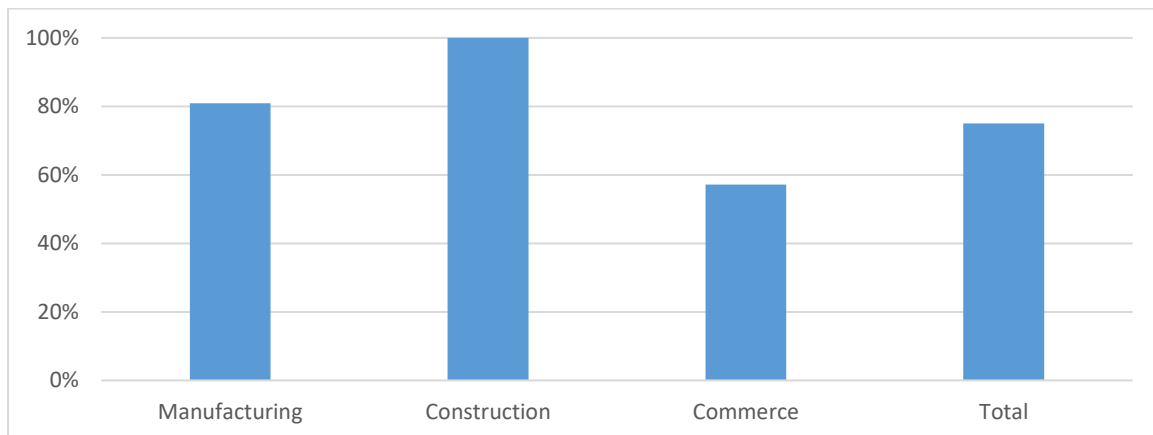
3.6 Training

Training is the one-by-most frequently agreed topic in TCAs, namely in 34 of the 40 TCAs. Almost all these TCAs refer to training programmes for the employees, and eight of these also include clauses implying that the employer will pay contributions to a training fund from which its employees can benefit. Six TCAs also include clauses on apprenticeships. Training programmes are present in all TCAs in construction, in almost all TCAs in commerce, and in three out of every four TCAs in manufacturing.

3.7 Health and Safety

Clauses about health and safety are included in 30 TCAs. All TCAs have clauses that refer to a health and safety workplace policy and all contain a clause stating that the relevant Occupational Safety and Health Law or Code of Practice will be adhered to. Figure 5 shows that such clauses are present in all construction TCAs, in almost all manufacturing TCAs (80%), and in slightly over half of all commerce TCAs (57%).

Figure 4 Percentage of TCAs with health and safety workplace policy clauses, by sector



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries - 40 TCAs, accessed 20 Jan 2021

Twelve of the TCAs provide for health and safety training. Such training is most frequently provided in construction, followed by commerce, whereas a minority of the manufacturing TCAs with health and safety policies also provides such training. A few TCAs have clauses about access to free or subsidized medical assistance, about the employer providing protective clothing, about a regular or yearly medical check-up or medical visits provided by the employer, or about a HIV/AIDS-related policy.

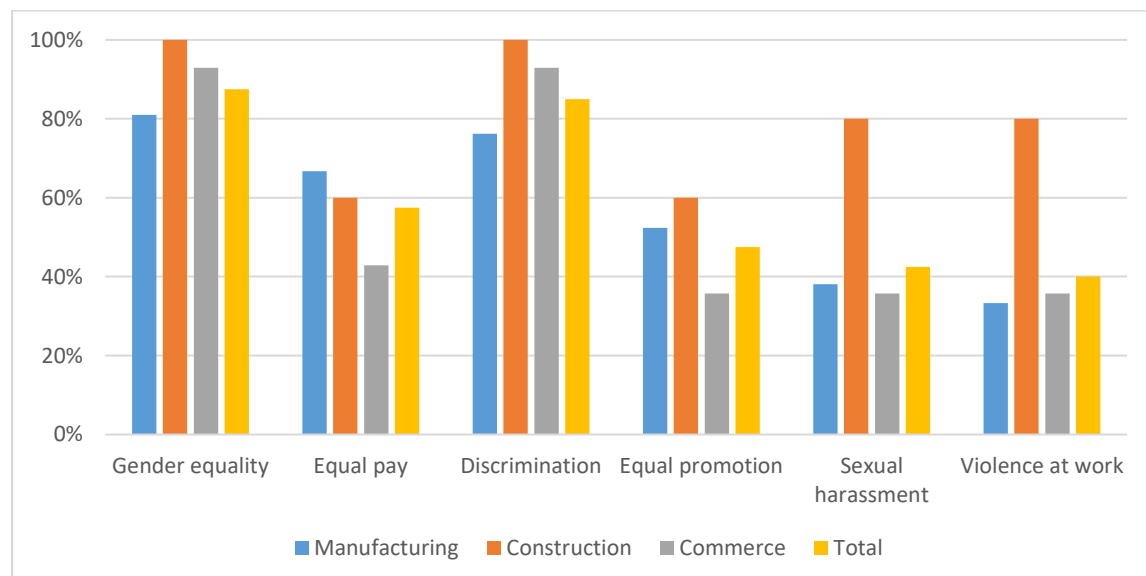
3.8 Sickness and Disability

Only two of the 40 TCAs contain clauses about disability and sick leave, whereas this topic is very frequently mentioned in CBAs (8% versus 84%). It is obvious that issues concerning sickness and disability are regulated at the level of the company or organisation, not at the supranational level.

3.9 Gender Equality

35 of the 40 TCAs contain at least one clause regarding gender equality or violence in the workplace (88%). Of these TCAs, the most frequent clause relates to discrimination at work (34 TCAs), followed by TCAs with clauses on equal pay for work of equal value (23 TCAs). Between 16 to 19 TCAs contain clauses address equal opportunities for promotion for women work, sexual harassment at work, or violence at work. Figure 5 shows that the construction sector stands out for the presence of gender equality clauses. All but one topic is most present in this sector.

Figure 5 Percentage of TCAs with gender equality clauses, by sector



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries - 40 TCAs, accessed 20 Jan 2021

3.10 Work-Family Arrangements

The large majority of TCAs does not contain clauses of work-family arrangements. Only 4 cover this topic and they refer all to clauses on paid maternity leave and to clauses that all female employees are eligible for paid maternity leave. One TCA has a clause about all female employees eligible for paid maternity leave.

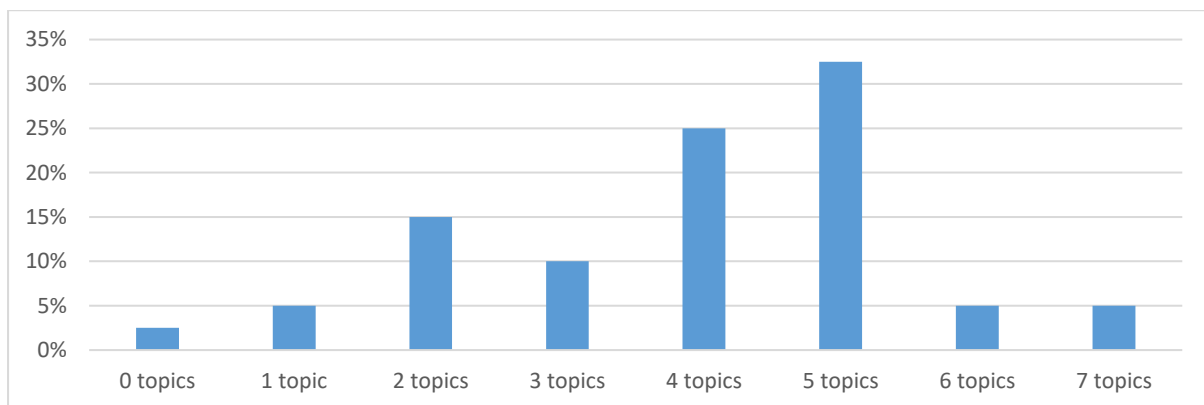
3.11 Wages

Exactly half of the TCAs include a clause about wages (20 TCAs). The relevant clause most frequently used relates to the lowest wage to be paid, stating that the minimum wages set by the government have to be respected (15 of 20 TCAs). In construction this clause is most often present (four of five TCAs), whereas it is less frequently referenced to in manufacturing (six of the 21 TCAs) and commerce (five of the 14 TCAs). The TCAs do not include any clauses related to extra payment, bonuses, or premiums, but they do so stating that there should be compensation for overtime work (six of the 20 TCAs).

3.12 Number of topics in TCAs

We conclude this chapter with an overview of the number of topics concluded in the 40 TCAs. Figure 6 shows that more than 30% of the 40 TCAs addresses five of the ten topics in the coding scheme. Another 25% addresses four topics. Mean number of topics addressed is 3.93 (standard deviation = 1.60). As already shown in Figure 1, the topics training and gender equality are most often addressed.

Figure 6 Percentage of TCAs covering a number of topics



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries - 40 TCAs, accessed 20 Jan 2021

4 Comparison of the topics in TCAs and CBAs

For a couple of TCAs, the CBA Database also includes the national CBAs of the same MNE. In this chapter we will compare these CBAs with the related TCA. In this comparison, the focus is on the similarity of topics agreed. We will start with the TCA and CBAs of IKEA. Table 4 reveals that none of the topics addressed in the national IKEA CBAs are addressed in the TCA of this MNE.

Table 4 IKEA TCA and 4 national IKEA CBAs

	TCA Sweden	CBA Belgium	CBA Italy	CBA Netherlands	CBA UK
Working hours and leaves	0	1	1	1	0
Social Security and Pensions	0	0	0	1	1
Job security and employment contracts	0	1	1	1	0
Jobs descriptions	0	1	0	1	0
Training	0	1	0	1	1
Health and Safety	0	0	1	1	1
Sickness and Disability	0	0	0	1	0
Gender Equality	0	0	1	0	1
Work-Family Arrangements	0	1	1	1	0
Wages	0	1	1	1	0
Total	0	7	6	9	4

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021

The TCA of the FORD Motor Company addresses only two topics (Table 6), namely working hours, and health and safety. The CBA of FORD Spain addresses all ten topics.

Table 5 FORD TCA and national FORD Spain CBA

	TCA FORD	CBA FORD SPAIN
Working hours and leaves	1	1
Social Security and Pensions	0	1
Job security and employment contracts	0	1
Jobs descriptions	0	1
Training	1	1
Health and Safety	1	1
Sickness and Disability	0	1
Gender Equality	1	1
Work-Family Arrangements	0	1
Wages	0	1
Total	4	10

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021

The TCA of SIEMENS addresses five topics (Table 7) while the CBA of SIEMENS Spain addresses all ten topics.

Table 6 SIEMENS TCA and national SIEMENS Spain CBA

	TCA SIEMENS	CBA SIEMENS SPAIN
Working hours and leaves	1	1
Social Security and Pensions	0	1
Job security and employment contracts	0	1
Jobs descriptions	0	1
Training	1	1
Health and Safety	1	1
Sickness and Disability	0	1
Gender Equality	1	1
Work-Family Arrangements	0	1
Wages	1	1
Total	5	10

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021

In conclusion, the comparison between the topics concluded in the international TCAs and national CBAs of the same MNE clearly shows that the TCAs include conclude fewer topics. This is in line with the conclusion from Chapter 3 in this report.

5 Conclusion

Transnational Company Agreements (TCAs), also called International Framework Agreements (IFAs), are concluded with Multinational Enterprises (MNEs) and are covering their activities in several countries. The first TCA took off in 1988, when the Danone International Framework Agreement was concluded. Drivers on the management side stemmed from the growing public pressure for MNEs to comply with corporate social responsibility (CSR) standards and to manage their relationship with civil society more carefully.

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Gender equality and training are the most addressed topics in TCAs, followed by health and safety and working hours. Wage clauses are included by half of the TCAs. Gender equality refers to clauses regarding violence in the workplace, discrimination at work and equal pay for work of equal value. Training refers to training programmes for the employees and to employers paying contributions to a training fund. Health and safety refer to statements that the relevant Occupational Safety and Health Law or Code of Practice will be adhered to. Working hours refers to schedules and rest periods, paid leave for trade union activities and other leave clauses. Wage clauses state that the statutory minimum wages will be respected.

For the alignment between TCAs and CBAs we could compare three companies: IKEA, FORD Motor Company and Siemens. In all companies, the TCA included substantially fewer topics than the CBAs did.

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7 Appendixes

Table 7 List of TCAs in the CBA Database by country

Country	Name
Belgium	Global Framework Agreement on social responsibility and sustainable development between Solvay Group and IndustriALL Global Union - 2017
Denmark	ISS - UNI GLOBAL AGREEMENT, 2008
France	PROJET D'ACCORD CADRE EUROPEEN DE RESPONSABILITE SOCIALE ET DE DEVELOPPEMENT DURABLE ENTRE LE COMITE D'ENTREPRISE EUROPEEN DE MICHELIN ET MICHELIN - 2013
France	ACCORD VALEO SUR LA RESPONSABILITE SOCIALE - 2012
France	FRA Air France - 2013
France	Engagement conjoint SODEXO UITA pour la prévention du harcèlement sexuel Annexe à raccord cadre international SODEXO-UITA du 12 décembre - 2017
France	Renault sas - 2017
France	Auchan - 2017
Germany	Global Framework Agreement on Principles of Social Responsibility for the Rheinmetall Group - 2018
Germany	GLOBAL FRAMEWORK AGREEMENT between Esprit Europe Services GmbH and IndustriALL, Global Union - 2018
Germany	DEU BMW Group - 2005
Germany	Collective Agreement Thyssenkrupp Steel: Immediate Corona Crisis-Package and Future Pact For Steel - 2020
Germany	Allianz Group Agreement on Guidelines concerning Lifelong Learning - 2012
Germany	DEU Volkswagen Group - 2012
Germany	International Framework Agreement Ford Motor Company and Global IMF / Ford Global Information Sharing Network, Agreed upon Social Rights and Social Responsibility Principles - 2012
Germany	Daimler Group - 2012
Germany	Siemens - 2012
Germany	Robert Bosch - 2004
Italy	Enel Global Framework Agreement, Roma, 14 giugno - 2013
Italy	ACCORDO QUADRO GLOBALE SULLE RELAZIONI INDUSTRIALI A LIVELLO INTERNAZIONALE E SULLA RESPONSABILITÀ SOCIALE DELL'IMPRESA di ENI S.p.A - 2019
Italy	UniCredit Joint declaration on "work-life balance" - 2017
Italy	CONVENZIONE EUROPEA SU SALUTE E SICUREZZA DEL GRUPPO BARILLA - 2017
Italy	Generali promotes Telework: between Assicurazioni Generali S.p.A. and the European Works Council of the Generali Group - 2017
Luxembourg	WORLDWIDE AGREEMENT ON THE PRINCIPLES OF ARCELOR'S CORPORATE SOCIAL RESPONSIBILITY - 2005
Netherlands	ABNAMRO - 2015
Netherlands	Bam Groep - 2006
Netherlands	Unilever [Voeding] - 2016
Spain	Telefónica España / Movistar - 2014
Spain	Acuerdo Marco entre Ferrovial, la Federación Internacional de Construcción y Madera, FECOMA Y MCA - 2012
Spain	DECLARACIÓN SOBRE DERECHOS SOCIALES Y RELACIONES LABORALES EN EL GRUPO SANTANDER - 2009
Spain	ACUERDO MARCO ACCIONA, LA FEDERACIÓN INTERNACIONAL DE CONSTRUCCIÓN Y MADERA, CCOO DE CONSTRUCCIÓN Y SERVICIOS MCA-UGT - 2014
Spain	Meliá Hotels International S.A. -
Spain	Inditex, S.A. - 2009
Spain	Inditex, S.A. - 2014
Spain	Acuerdo mundial entre CODERE y UNI Global Union para el respeto y la promoción del trabajo digno y los derechos laborales - 2013

Country	Name
Sweden	Agreement between Essity and IndustriALL GLOBAL UNION I UNIONEN I Essity Group EWC - 2018
Sweden	H&M - 2015
Sweden	Framework agreement between Skanska and IFBWW - 2001
Sweden	SWE IKEA - 2001
Switzerland	European Appendix to ABB Group Social Policy, 2009