More Democracy At Work!

Annual EWC Conference
“European Works Councils - a Pillar for More Democracy at Work”
International Auditorium, 5 boulevard du Roi Albert II, 1210 Brussels
10-11 October 2018

Panel:
EWC experience – in view of digitalisation challenges

Gabriele Guglielmi, CGIL FILCAMS International policies coordinator gabriele.guglielmi@filcams.cgil.it
2014-2017 Filcams CGIL participates in **four European projects** on multinational companies and EWCs (European Works Councils). In addition to the ETUFs, GUFs and the European research centers, it cooperates with more than **thirty study centres and trade unions from 14 countries**.
Why the **Multinationals?** ... and **why Filcams deals with them?** Because Filcams organises workers at the bottom of the chain of production of goods and private services.

The **first 500 companies** (of the 50,000 listed ones) control the 50% of the share market.

In the **first 50** multinationals the 3% of world population works, but the 60% works in their supply chains and distribution channels (Victor Garrido - Secretaría de Acción Sindical Internacional de CCOO de Industria).

- **Ownership** – Walton family (51,1%)
- **Employees**: 2,3 million, World (2017) / 1,4 million, USA (2017)

Walmart consumes the 0,5% of the USA electricity, and if it was a US country it would have been at the 12nd position of the users of electricity;

Every week 250 million consumers go to a Walmart shop, corresponding to the 80% of the USA population.
The **ETUC Toolkit and the CSR**

- Following the publication of the **ETUC Toolkit on Corporate Social Responsibility** (2015)
  

the aims of the projects we have been participating has been:

- **To provide trade unionists and EWC members with tools:**
  - to know and understand «data» and company behaviour
  - to ask “the right questions”

- To push the companies to be **more transparent**

- To provide trade unions with a permanent observatory to:
  - **obtain data and check** whether the multinational companies apply the CSR that they declare to apply
  - **compare** behaviours

- To improve the conditions for strengthening **collective bargaining**
We have: increased, extended, used

• **increased** the range of issues which, from a trade union point of view, are aspects of corporate social responsibility;

• **extended** the cooperation to at least **one expert per topic** (in addition to those more trade union-related topics such as **working conditions**, **social dialogue**, **collective bargaining**), we have included the following topics: **finance**, **governance**, **diversity**, **accessibility**, **environment** and built what the “**company rating**” should be;

• **used** “open” sources e.g. the ETUI data bank [http://www.ewcdb.eu/](http://www.ewcdb.eu/) on the EWC agreements, the GUFs webpages on GFAs, [https://www.business-humanrights.org/](https://www.business-humanrights.org/)
April 2017 https://opencorporation.org/ was born

• We could have stopped ourselves once we took the “company rating” of the 200 companies observed and could have compared it from year to year, but it would have been an academic exercise as many others, certainly better than ours.

• We prefered the approach that as trade unionists know better: that negotiating one, looking for the tools which may facilitate organising and collective bargaining.

• November 2017 we published the first https://opencorporation.org/it/ranking-opencorporation
#OpenCorporationRanking2017
https://opencorporation.org/

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16th November 2017 Brussels

BUDGET HEADING
04.03.01.06

CALL FOR PROPOSALS
VP/2015/003

GRANT AGREEMENT
VS/2015/0380
The financial support of the “European Commission” to the project ended in 2017. The opinion of what has been realised was positive; the Filcams CGIL study centre, starting from 2018, decided to follow up on the project, to financially support it and to relaunch it with new and more extended aims.

In addition to the consultation of our “focus groups”, we carried out a survey (you may still participate: https://it.research.net/r/Open_Corporation_new) and following the results, our researchers integrated the data collection form focusing on what you cannot get on the web or data you cannot get as aggregate or comparable.
Which kind of company information?

- Collective bargaining: 9.1
- Number of employees: 9.0
- Ownership: 8.9
- Main shareholder: 8.8
- Turnover: 8.7
- Parent company: 8.6
- Number of subsidiaries: 8.5
- Operative income (EBIT): 8.4
- Information consultation bodies: 8.4
- Total assets: 8.4
- Gross operating surplus (EBITDA): 8.4
- Short description of the MNE: 8.3
- Statistic code and activity description: 7.7
- Website: 7.7
We are using the data bank Orbis by Bureau Van Dijck
https://www.bvdinfo.com/en-gb

For the 2018 observatory we selected more than 2,300 companies which include:

- Fortune 500
- S&P 500 Component Stocks USA
- Dow Jones Sustainability Index (more than 300 companies)
- More than 200 Unicorn companies

And the companies with a EWC agreement or a employee representative body as in case of Societas Europaea (SE)
The **data collection form**, in the 2018 version, has the following characteristics:

- **539 items** among which **182** (the 33,8%) come from the **Orbis data bank** (mainly information and financial data); further items come from the following **European projects**:
  - **TRANSFORMERS** (on **supply chains** and distribution channels)
  - **Dresscode** (mandatory and voluntary **behaviour** for companies)
- To fill in the form we ask for the **participation of the company management** which will be measured in terms of “**transparency**” of data provided.
The sum of turnovers of the 2,300 companies of the OpenCorporation2018 Observatory represents the 43.72% of the global GDP

Sum of the TNCs’ turnovers in NewOpenCorporation in relation to GDP in billion of $ 2014 (Source FMI)
2.300 companies – for each of them

we are building a web page which will be regularly updated, to enable an easy understanding of company characteristics of interest to trade unionists and EWC members: e.g. ownership and control structure, Governance, main financial data, whether there is or not a European Works Council, news on companies etc. It will enable every users to in-depth analyse and compare companies e.g. with competitors of the same sector, country etc.

Realisation time
Starting from November 2018 the new platform www.opencorporation.org will be available, on smartphone as well, to ensure interactivity and participation, in particular to trade unionists and EWC members.
«Draft» of a web page «in progress», which we hope to be useful to a SNB under construction
(please note that they are random data)
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