

# 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**

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**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

## Walmart

- 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 **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*)

# The **ETUC** Toolkit and the **CSR**

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

<https://www.etuc.org/en/publication/etuc-toolkit-corporate-social-responsibility-csr>

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/> on the EWC agreements, the GUFs webpages on GFAs, <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 preferred 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>

	Transparency	Environment	Accessibility	Diversity	Finance	CSR	Working conditions	Social dialogue	Total
1									
2									
3									
4									
5									
6									
7									
8									
8									
8									
9									
9									
9									
10									
10									
10									



## 2018 - OpenCorporation (new)

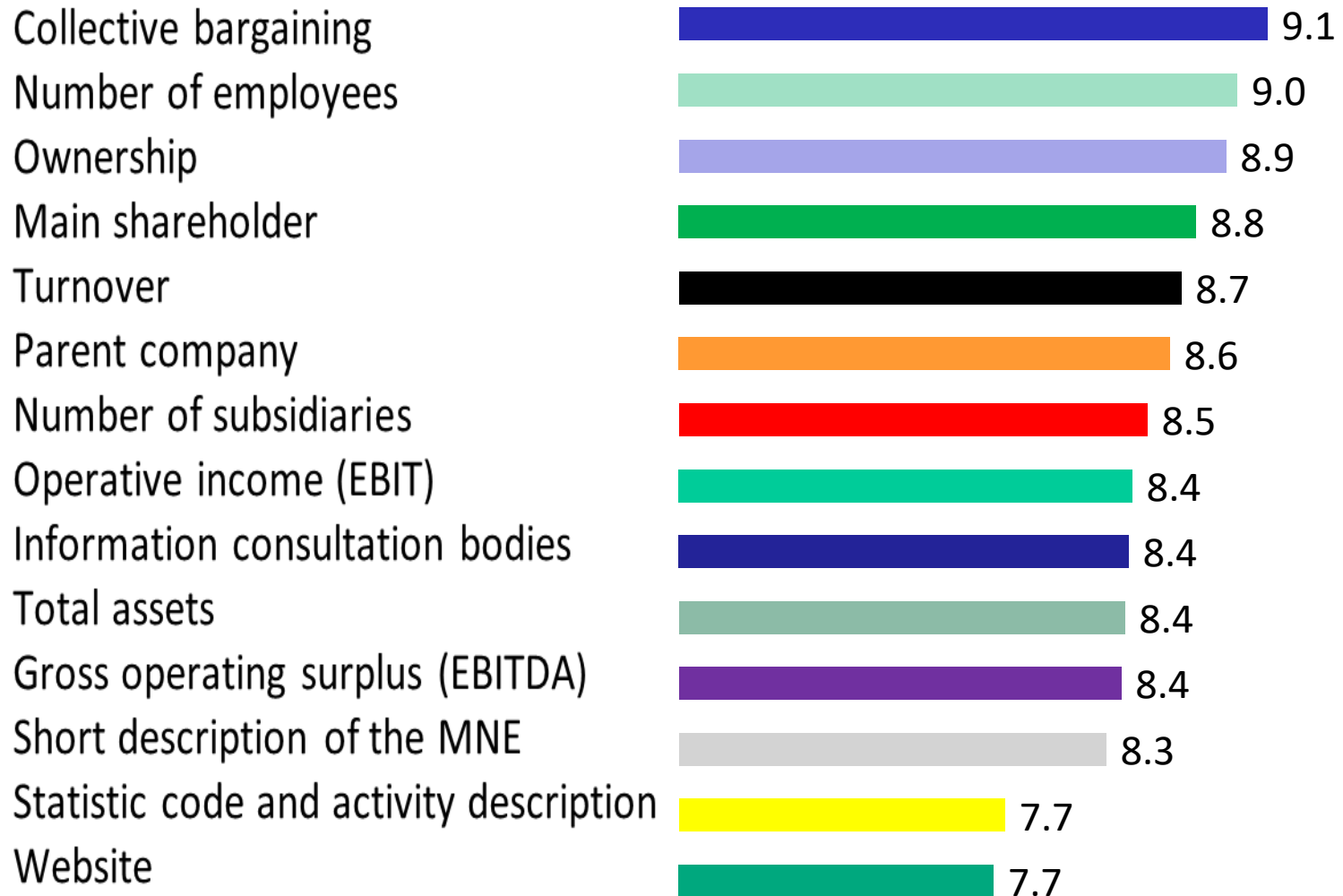
The financial support of the “European Commission” to the project ended in 2017. the opinion of what has been realised was positive; the **Filcams CGIL study centre, starting from 2018**, decided to follow up on the project, to financially support it and to relaunch it with new and more extended aims.

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](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?

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# New



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**:



(on **supply chains** and distribution channels)

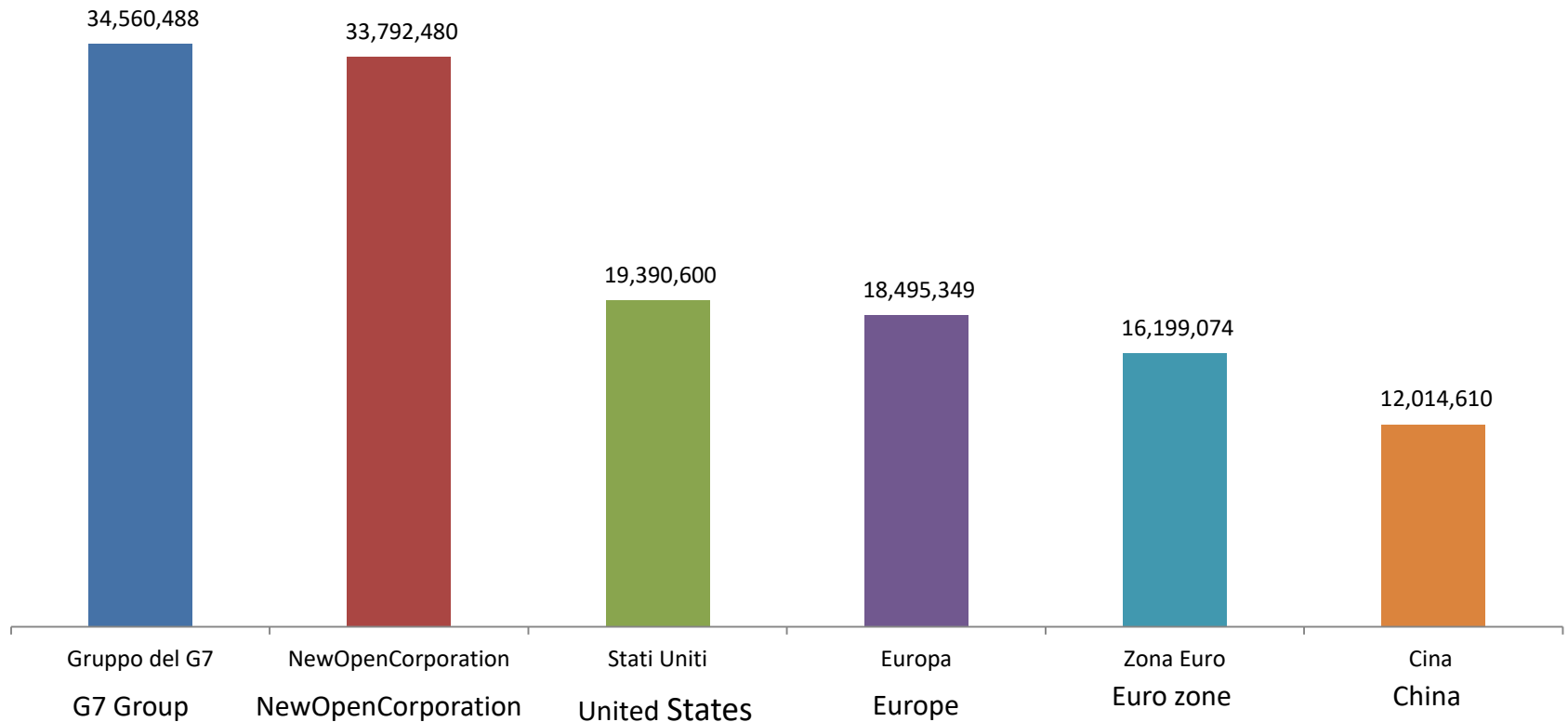


(mandatory and voluntary **behaviour** for companies)

- 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](http://www.opencorporation.org) will be available, on **smartphone** as well, to ensure **interactivity and participation**, in particular to trade unionists and EWC members.

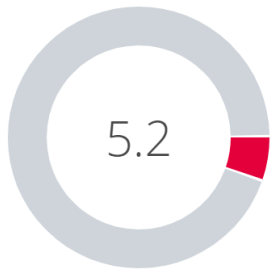
# «Draft» of a web page «in progress», which we hope to be useful to a **SNB under construction**

(please note that they are random data)



[Rating & Ranking](#) > [Company details](#)

[Compare](#) [Peer review](#)



Ranking 2018 (on 100)

## AMAZON COM INC

United States of America (US)

Overall position: **1437** on 2343

NACE code: Retail sale via mail order houses or via Internet (4791)

evaluation ( position )  current score (max is 100)

Social Dialog ( 301 )

**18.2**

Job Conditions ( 1647 )

**4.26**

Social Responsibility ( 400 ) No data

Finance ( 400 ) No data

Diversity ( 400 ) No data

### Contacts

[www.amazon.com](http://www.amazon.com)

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