

**“European Works Councils as a
platform for implementation
Transnational Company Agreements
(TCA)”**

VS/2015/0405



**Framework Agreement for the new
Whirlpool European Employee
Committee
(18th March, 2016)**



WHIRLPOOL WORKFORCE (source: Corporation website)

North America:	28,000 employees (9 plants US, 5 Mexico)
Emea:	15,000 (15 plants and Res. Centr. in 8 countries)
Latin America :	12,000 (3 Brazil*, 1 Colomb., 1 Chile, 1 Argent.)
Asia (North/South)	20,000 (1 China +1 Technology Centre, 1 Taiwan) 3,000 (3 India)
Total:	93,000 (70 Manufacturing Centres)

* Plus administrative offices, technology centres, laboratories and distribution centres.



Manufacturing in EMEA

- ❑ **Front-load Washers** : Comunanza (IT), Naples (IT), Radomsko (PL), Poprad (SK), Lipetsk (RU), Manisa (TK)
- ❑ **Top-load Washers**: Poprad (SK),
- ❑ **Dryers**: Amiens (FR), Yate (UK)
- ❑ **Wash-dryers**: Comunanza (IT)
- ❑ **Free-standing Cookers**: Lodz (PL)
- ❑ **Built-in Cooktops**: Melano (IT)
- ❑ **Built-in Ovens**: Cassinetta (IT), Wroclaw (PL)
- ❑ **Microwaves**: Cassinetta (IT)
- ❑ **Free-standing Refrigerators**: Wroclaw (PL), Lodz (PL), Manisa (TK), Ishitebe (RSA)
- ❑ **Built-in Refrigerators**: Cassinetta (IT)
- ❑ **Chest Freezers**: Siena (IT)
- ❑ **Dishwashers**: Wroclaw (PL), Radomsko (PL)
- ❑ **Spare parts Center**: Carinaro (IT)



WHIRLPOOL-IGNIS (Historical background)

- In 1991 Whirlpool takes full control of Ignis.
- Ignis had been founded in 1946 in the Lombardy region and grows at the same time as Italian families have the possibility to sustain a mass market for household appliances.
- Ignis plants are everywhere in Italy: North-West, North-East (Trento), Central part of the country (Siena), South (Naples), and other Southern-European countries.
- In 2006 Whirlpool becomes the major world producer of household appliances, thanks to the acquisition of its main competitor in the US.



MERLONI and INDESIT

- ❖ Merloni and Indesit have a similar industrial history as Ignis;
- ❖ In the 1960s and 1970s Merloni's core activities were concentrated in seven plants in the Marche region;
- ❖ In 1970 Indesit had three plants in the Piedmont region and two in the South;
- ❖ In 1987 Merloni takes over Indesit, which has been experiencing economic difficulties during the decade;

(In 2005 Merloni takes the name Indesit Company).



The new century

- ❖ **2000 MERLONI's** acquisition of Stinol in Russia.
- ❖ **2001** acquisition of GDA and the Hotpoint brand in the UK.
- ❖ **2004** opening of two new plants in Russia and Poland.
- ❖ **2005 Indesit Company** opens the biggest logistics pole in the European white goods industry, in Lipetzk (Russia).
- ❖ **2005 Whirlpool Europe** opens a factory for kitchen appliances in Wroclaw.
- ❖ **2008 Indesit's** opening of two new plants in Radomsko (PL) for washing machines and dryers and for dishwashers.
- ❖ **2014 Whirlpool** buys Indesit company.



SOCIAL DIALOGUE

- ❖ **MERLONI TRADITION OF SOCIAL RESPONSIBILITY**
- ❖ **2002** The first **IFA** in Italy between Merloni elettrodomestici and the IMF (International Metalworkers' Federation), as represented by the three Italian Federations
- ❖ The company commits itself to the “respect of fundamental human rights”, “the elimination of child employment” in all its plants and to pressurize its direct suppliers to comply with ILO conventions.
- ❖ Unions will receive information on this policy on the occasion of the yearly **EWC** meetings. Direct communication between local management and unions will flow in those countries not represented in the EWC.



SOCIAL DIALOGUE: the EWCs

- ❖ **1996:** establishment of the **EWC** at **Merloni Elettrodomestici**
- ❖ Representatives from I, F, UK and Portugal
- ❖ **2000s:** Representatives of Russia, Turkey and Poland are admitted as 'special participants'
- ❖ **2013:** An agreement transforms the Indesit Company EWC into an **International Works Committee**. Representatives from Russia and Turkey become full members together with representatives from EU countries (I, F, UK and PL)



SOCIAL DIALOGUE: the EWCs (2)

- ❖ **1996:** establishment of the Whirlpool Europe Employee Committee. The initiative comes from the Italian Federations and the IG Metal.
- ❖ The **WEEC** meets in North-West Italy, where the European headquarter is.
- ❖ **2003:** 21 representatives of EU countries (9 countries; 8 are Italians), 1 from Slovakia and 2 from Poland as guests (EU candidates), 1 from Switzerland
- ❖ **2016:** New **WEEC** (25 European representatives: I, PL, UK, F, SK, D); 3 from Russia, 1 from Turkey and RSA.



The new WEEC

- ❖ Attempt to negotiate an IFA with Whirlpool.
- ❖ Whirlpool plants in the US are non-unionized.
- ❖ Negotiation with Whirlpool EMEA on the merger between the Indesit IWC and the Whirlpool WEEC.
- ❖ The agreement retains the best practices developed in the Indesit EWC, such as:
 - Involvement of representatives from non-EU countries;
 - Simultaneous translation in all national languages;
 - Rotation of annual meetings between different countries .



Positive meaning of the new WEEC

- ❖ Extension of the European Social Model in countries where union freedom is/might become problematic
- ❖ Meeting rotation and visits to the plants:
 - allow unionists to understand different industrial cultures and organizational traditions
 - communicates the existence of the IWC/EWC to the workers of each country

Further research and field of union activity

- ❖ Developments from

Global Labor and Employment Guidelines (2014)

