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# EUROPEAN WORKS COUNCILS FACTS AND FIGURES

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The ETUI is financially supported by the European Commission.

Our economies are becoming increasingly international. Every day, we hear news of mergers which result in massive lay-offs. The decisions taken by central managements of these merged companies affect workers in all their European subsidiaries.

In order to ensure genuine representation of workers' interests in multinational companies, the European Trade Union Confederation has been calling for more than twenty years for effective information and consultation rights for workers. Not until September 1994 was the Directive on European Works Councils – a first step to remedy the situation – adopted by the Council of Ministers. Practice has already shown that, through European works councils, undertakings have gained something very precious: the advice of the best possible consultants, namely, workers and their representatives.

Just how badly a European framework directive was needed is shown by the fact that, before adoption of the Directive, European works councils, created on a voluntary basis, had been set up in only 46 multinationals. Today the number of companies with a European works council is more than 600!

Immediately after adoption of the Directive, the European Trade Union Institute established a wide-ranging database which has been constantly updated. To date a total of 1865 undertakings falling within the scope of the European Directive have been identified. This publication presents important facts and trends which show just how much effort is still required to make genuine European-level worker representation a reality in all multinational companies. The database is an important resource for all trade union practitioners who, in their daily work, support the activities of European works councils. At the same time, it represents a valuable source for future research activity.

The European Trade Union Confederation sees European works councils as a vitally important building block for the europeanisation of industrial relations. More than 10,000 EWC members are making a daily practical contribution to the further development of European industrial relations. But, eight years down the road, it has become evident that the EWC Directive has its shortcomings. It is often difficult for EWC members to obtain any information at all about what is going on in the companies. Time and again, EWC members are simply presented with a *fait accompli*.

European works councils represent a tool for a different model to manage innovation and change, one based on social dialogue and negotiations. But in order to make the most of this tool, the EWC Directive needs to be revised.

The ETUC has made a series of proposals to this end:

- Workers' representatives in EWCs must receive comprehensive and ongoing information.
- Consultation has to take place before decision-making, i.e. at the planning phase, when decisions can still be influenced. Only then can the consultation of workers be meaningful.
- EWC members need resources to do their work properly. These resources include training, communication facilities, and the right to meet with their colleagues according to their needs.

Trade unions play a key role in keeping EWCs running. They act as mediators between different industrial cultures as well as effective coordinators. They are providers of important information and resources to workers' representatives in EWCs. This role should also be recognised in the Directive.

It has been, and continues to be, the task of the European Trade Union Institute to conduct a critical analysis of the work of European works councils. In this way it is making its own practical contribution to supporting the EWCs' work. Indeed, the ETUI data base is an excellent example of research with an immediate practical application. The analyses presented here show how much hard work lies ahead if European works councils are to become a genuine force in shaping the social dimension of the European integration process. I should like to thank the Institute for all its efforts to date, and encourage it to persevere along this path.

Emilio Gabaglio, General Secretary of the ETUC  
Brussels, November 2002

A few hundred giant multinational firms control major shares of the international economy, such that they are in a position to influence and derive benefit from European economic integration and globalisation. Using as its criterion these firms' employment figures in Europe, the Directive on European Works Councils (EWCs) requires multinational companies to build a bridge between their decision-making centre and workers' representatives from other locations that are affected by the decisions taken.

Although European works councils had been a trade union demand for several decades, adoption of the EWC Directive was not achieved until 1994. Pioneering agreements establishing the first European works councils in the 1980s helped to overcome fear and opposition to such bodies for the transnational information and consultation of European workers' representatives. These pioneering EWCs are the subject of the first chapter.

An overview of the basic provisions of the Directive on European Works Councils, adopted by the EU Council of Ministers on 22 September 1994, are presented in the second chapter. The Directive requires the creation of a European works council for companies employing 1000 persons in the European Economic Area as a whole and at least 150 in each of at least two countries. Soon after the Directive was adopted, the European Trade Union Institute (ETUI), in collaboration with a number of research institutes in various countries, began to draw up an inventory of companies covered by its provisions. The result of this work was first published in 1995. Since then, this Multinationals database has been updated several times, in 1996, 1998 and 2000. In 2002, a total of 1865 companies have been identified which, by fulfilling both thresholds, fall within the scope of the Directive. The third chapter of this publication presents these 1865 multinational companies that are required to set up EWCs, paying special attention to the characteristics of those 639 among them which have already set up European works councils.

In 1999 the ETUI also issued, on CD-Rom, a database containing the English text of the agreements setting up European works councils. The 2001 version of this full-text database contains more than 650 EWC agreements, all of which have been analysed in a standardised way by ETUC InfoPoint. The resulting data has been linked up by the ETUI with the data from the Multinationals database and the Full-text database containing the EWC agreements. The combination of this data provided the further quantitative analysis of the contents of the EWC agreements presented in the fourth chapter.

The fifth chapter focuses on the applicant countries in central and eastern Europe. Anticipating these countries' accession to the EU, many multinationals have already included workers' representatives in their European works council on a voluntary basis. As a result of a study by Romuald Jagodzinski, who worked as a guest researcher at the ETUI in the summer of 2002, a detailed analysis of the situation of one such applicant country – Poland – is included.

Finally, the annex to this publication contains a list of all the affected companies indicating their country of ownership, their sector of activity as well as the year their EWC was set up. No inference should be drawn from the exclusion of any company or EWC agreement. Every effort has been made to ensure that the ETUC InfoPoint and ETUI databases are comprehensive in their coverage and it is safe to assume that they contain more than 90% of the affected companies and of the EWC agreements. Since the EWC Directive does not require registration of the affected companies and of those which have complied with the Directive, there is no way of checking whether the database is complete. Even though individual figures might deviate slightly from the reality on some points, the overall trends presented in the charts are reliable. Further information, whether in the form of updates, new data, or agreements, will always be gratefully received.

Peter Kerckhofs  
Brussels, November 2002



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# Cooperation partners

This publication has been made possible thanks to contributions to the ETUI multinationals database by 15 national institutes, as well as good cooperation with the European Trade Union Confederation (ETUC), the European industry federations, InfoPoint and the European Trade Union College (ETUCO).

The size and shape of multinational companies is not fixed once and for all. Changes resulting from mergers, takeovers, the sale of subsidiaries or restructuring are daily news. With contributions from the institutes mentioned below, the ETUI has constructed a regularly updated multinationals database identifying the companies falling within the scope of the EWC Directive.

<p><b>LRD</b> Labour Research Department 78 Blackfriars Road London SE 1 8HF United Kingdom</p> <p>☎ + 44/20 7928 3649 📠 + 44/20 7928 0621</p>	<p><b>ISW</b> Institut für Sozial- und Wirtschaftswissenschaften Weingartshofstraße 10 A-4020 Linz Austria</p> <p>☎ + 43/732 66 92 73 📠 + 43/732 66 92 73 24</p>	<p><b>Aalborg University</b> Department of Social Development and Planning Fibigerstraede 13 9220 Aalborg Denmark</p> <p>☎ + 45/96 35 83 28 📠 + 45/98 15 10 85</p>
<p><b>SYNDEX</b> 27, rue des Petites Ecuries 75010 Paris France</p> <p>☎ + 33/1-44 79 13 00 📠 + 33/1-44 79 09 44</p>	<p><b>Alpha Consulting</b> 20, rue Martin Bernard F- 75647 Paris Cedex 13</p> <p>☎ +33/01 53 62 70 44 📠 +33/01 53 62 70 43</p>	<p><b>University of Malta &amp; General Workers' Union</b> South Street Valletta VLT 11 Malta</p> <p>☎ +35/6 99495954 📠 +35/6 323 474</p>
<p><b>Hanken - Svenska Handelshögskolan Center of International Economic Law (CIEL)</b> Arkadiankatu 22 P.O. Box 479 FIN-00101 Helsinki</p> <p>☎ + 358/9 43 13 31 📠 + 358/9 43 13 419</p>	<p><b>FAST</b> Forschungsgemeinschaft für Aussenwirtschaft, Struktur- und Technologiepolitik e.V. Schöneberger Str. 19 D-10963 Berlin Germany</p> <p>☎ + 49/30-265 50 213 📠 + 49/30-265 50 215</p>	<p><b>SindNova</b> Istituto della CISL per lo studio dell'innovazione e delle trasformazioni produttive e del lavoro Via G.M. Lancisi, 25 00161 Roma Italy</p> <p>☎ + 39/6 44 23 17 11 📠 + 39/6 44 23 17 65</p>

<p><b>Labour</b> Grupo de análisis sociolaborales e internacionales C/ Velazquez, 126-4 D 28006 Madrid Spain</p> <p>☎ + 34/91 411 45 37 📠 + 34/91 411 48 12</p>	<p><b>FAFO</b> Forskningsstiftelsen Fafo Borggata 2 B Postboks 2947 Tøyen N- 0608 Oslo</p> <p>☎ + 47/22 676 000 📠 + 47/22 676 022</p>	<p><b>GBI</b> Gewerkschaft Bau &amp; Industrie Rebgasse 1 CH-4005 Basel Switzerland</p> <p>☎ + 41/792 652 06 26 📠 + 41/61 699 23 23</p>
<p><b>Somo</b> Stichting Onderzoek Multinationale Ondernemingen Keizersgracht 132 1015 CW Amsterdam The Netherlands</p> <p>☎ + 31/20-6 39 12 91 📠 + 31/20-6 39 13 21</p>	<p><b>Panteion University</b> Athens – Greece 136 Sygrou Ave. 176 71 GR Athens – GREECE</p> <p>☎ +30/1 9220000, 📠 +30/1 9223690</p>	<p><b>CRISP</b> Centre de recherche et d'information socio-politiques Rue de la Révolution 16 1000 Bruxelles Belgium</p> <p>☎ + 32/2 218 18 66 📠 + 33/2 219 82 43</p>

Furthermore, over the years, the ETUI databases have been a basis for close cooperation with the following European industry federations.

<p><b>EMF</b> European Metalworkers' Federation Rue Royale, 45 boîte 2 B - 1000 BRUXELLES</p> <p>☎ + 32/2/227.10.10 📠 + 32/2/217.59.63</p>	<p><b>EMCEF</b> European Mine, Chemical and Energy Workers' Federation Avenue Emile de Béco, 109 B - 1050 BRUXELLES</p> <p>☎ + 32/2/626.21.80 📠 + 32/2/646.06.85</p>	<p><b>UNI-EUROPA</b> Union Network International – Europa Rue de l'Hôpital, 31 B - 1000 BRUXELLES</p> <p>☎ + 32/2/234.56.56 📠 + 32/2/235.08.70</p>
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<p><b>EFFAT</b> European Federation of Food, Agriculture and Tourism Rue Fossé-aux-Loups, 38 (bte 3) B - 1000 BRUXELLES</p> <p>☎ + 32/2/218.77.30 📠 + 32/2/218.30.18</p>	<p><b>EFBWW</b> European Federation of Building and Woodworkers' Unions Rue Royale, 45. Box 3 B - 1000 BRUXELLES</p> <p>☎ + 32/2/227.10.40 📠 + 32/2/219.82.28</p>	<p><b>ETUF-TCL</b> European Trade Union Federation: Textiles, Clothing and Leather Rue J. Stevens, 8 B - 1000 BRUXELLES</p> <p>☎ + 32/2/511.54.77 📠 + 32/2/511.81.54</p>
<p><b>ETF</b> European Transport Workers' Federation Rue du Midi, 165 B - 1000 BRUXELLES</p> <p>☎ + 32/2/285.46.60 📠 + 32/2/280.08.17</p>	<p><b>EPSU</b> European Federation of Public Service Unions Rue Royale, 45. Box 1 B - 1000 BRUXELLES</p> <p>☎ + 32/2/250.10.80 📠 + 32/2/250.10.99</p>	

In addition, thanks are given to ETUCO education officer Ivonne Jackelen, ETUC confederal secretary Willy Buschak, ETUC InfoPoint expert Simon Cox, and ETUI colleagues Irmgard Pas, Kathleen Llanwarne and Eric Van Heymbeeck.

<p><b>ETUC</b> European Trade Union Confederation Boulevard du Roi Albert II, 5 B-1210 BRUXELLES</p> <p>☎ +32/2/224.04.11 📠 +32/2/224.04.55</p>	<p><b>ETUC InfoPoint</b> Boulevard du Roi Albert II, 5 B-1210 BRUXELLES</p> <p>☎ +32/2/224.04.65 📠 +32/2/224.04.64</p>	<p><b>ETUCO</b> European Trade Union College Boulevard du Roi Albert II, 5. Box 7 B - 1210 BRUXELLES</p> <p>☎ +32/2/224.05.30 📠 +32/2/224.05.33</p>
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# 1. PIONEERING EWC PRACTICES IN THE 1980S

The first EWC agreement was signed on 7 October 1985. Part of the symbolic value of this first EWC agreement lies in its approach and conception, as these were reflected in the proposal for a European directive presented five years later. Like many other EWCs that came after it, this first agreement also indicated the important role of the relevant European industry federation (EIF).

This first EWC agreement was negotiated between the central management of Thomson and a delegation from the European Metalworkers' Federation (EMF). Like other European industry federations, the EMF was already active in organising working group meetings for employee representatives from several companies, for example Philips, Volkswagen, Bull, Pechiney, Volvo and others. It was no coincidence, however, that the first EWC was created in a French publicly owned company, since trade unionists observed a favourable climate in France during the early 1980s.

The French Socialist government that came to power in 1981 believed in the importance of improving company-level worker representation and devised, to this end, a series of laws called the “*lois Auroux*”, the objective of which was to adapt the existing French legislation on works councils to the increasing complexity of company structures. A second “Auroux law”, adopted on 28 October 1982, introduced the French group works councils (*comité de groupe*) that represented the employees and employers of all French establishments of a group of companies.

The history of European works councils belies the claim that the nation state is being defeated by the powers of global and European economic integration. The French law introducing group works councils was an important factor contributing to the creation of the pioneering EWCs.

In 1983, the French glass-manufacturing company Saint Gobain enlarged its group works council, on the basis of an informal arrangement, to include employee representatives from foreign subsidiaries. In the second half of the 1980s other purely informal EWC arrangements were introduced at Bull, Allianz, BSN food and drinks (now Danone) and BSN glass. In 1989 a formal agreement was signed for Scansped, along lines similar to the Thomson agreements of 1985. These pioneering EWCs of the 1980s all contributed to the Directive proposed in 1990 and adopted in 1994.

In this first chapter some characteristics of these pioneering EWCs will be presented.

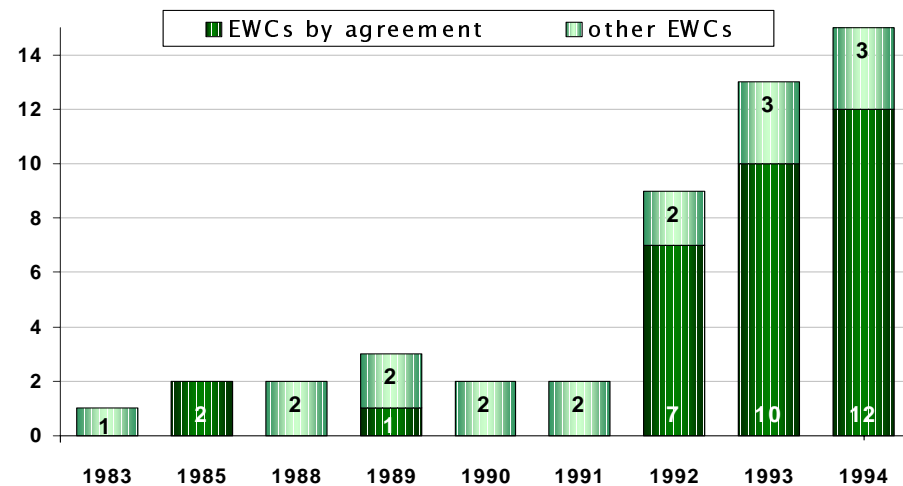
## Themes

- 1.1. Not all pioneering EWCs were agreement-based
- 1.2. Country of ownership of MNCs with pioneering EWCs
- 1.3. Sector of activity of MNCs with pioneering EWCs
- 1.4. By 2002 739 EWCs had been established

## 1.1. NOT ALL PIONEERING EWCs WERE AGREEMENT-BASED

Figure 1

### Pioneering EWCs based on a formal agreement or not (by year of signature)



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

The European works councils created before adoption of the EWC Directive on 22 September 1994 were not all established on the basis of a written agreement.

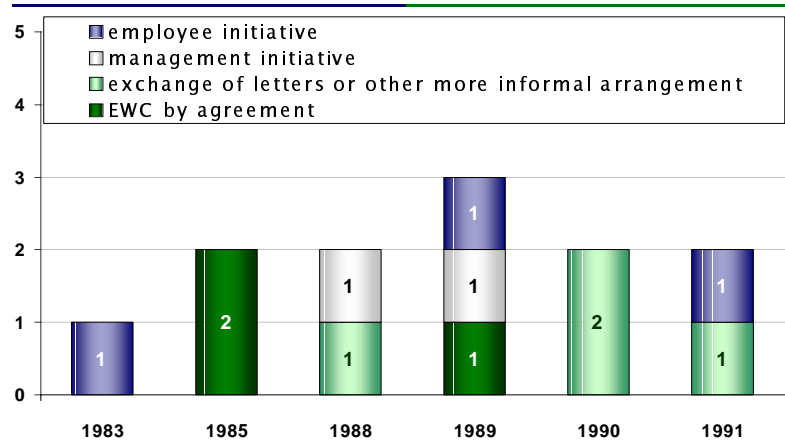
The first time such an agreement was reached was for the two EWCs at Thomson in 1985 and the second time was for Scansped in 1989. Not until the years 1992, 1993 and 1994 did the number of such EWCs based on formal agreement increase. In other cases, EWCs were created by a simple exchange of letters or other kinds of more informal arrangement. Some EWCs were unilateral initiatives from the employee or management side.

As regards the number of EWCs created, the 1992-94 period turned out to be very different from the years 1985 to 1991. The same distinction applies in relation to the alternative ways of creating EWCs.

## 1.1. NOT ALL PIONEERING EWCs WERE AGREEMENT-BASED

Figure 2

### 1985–1991 EWCs based on a formal agreement or not



European Trade Union Institute (ETUI)

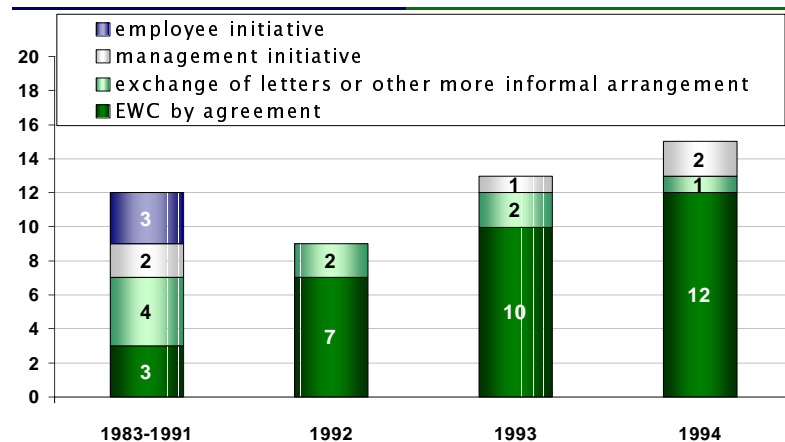
European Works Councils Multinationals database, Oct. 2002

A total of 46 companies had established 49 European works councils before the Directive was adopted (Thomson, Danone and BP having each established two EWCs).

The first two EWCs to be set up by agreement were created at Thomson in 1985. EWCs were set up in other companies some years later, but Scansped was the only other case of formal agreement. As can be seen from Figure 2, alternative ways of creating EWCs were predominant in the years 1985-1991.

Figure 3

### 1992–1994 EWCs based on a formal agreement or not



European Trade Union Institute (ETUI)

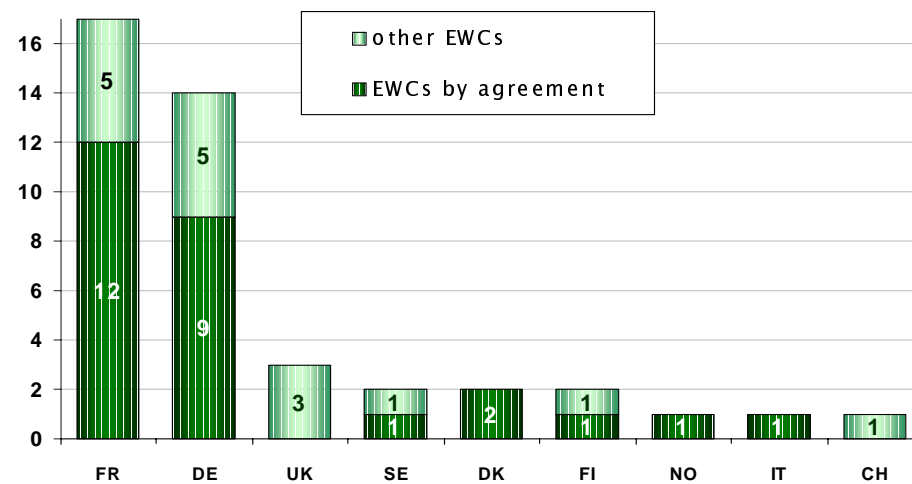
European Works Councils Multinationals database, Oct. 2002

From 1992 onwards the agreement route to creation became more frequent as it was taken as the template for the creation of EWCs according to the provisions of Articles 13 and 6 of the EWC Directive.

## 1.2. COUNTRY OF OWNERSHIP OF MNC WITH PIONEERING EWC

Figure 4

### Pioneering EWCs based on a formal agreement or not (by country of ownership)



European Trade Union Institute (ETUI)

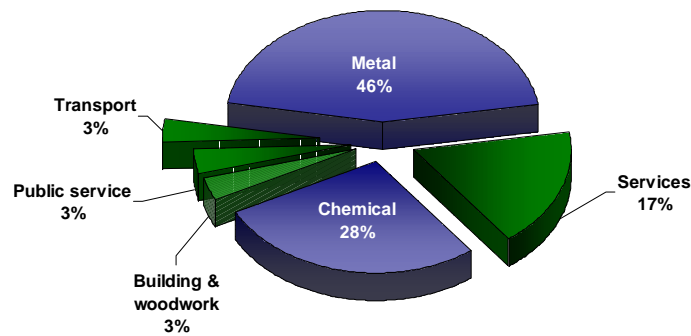
European Works Councils Multinationals database, Oct. 2002

Most of the pioneering EWCs were to be found in multinationals with their headquarters in France and Germany.

With the single exception of the EWC in the Italian MNC Merloni, all other (pre-Directive) agreement-based EWCs were set up in Nordic companies.

Figure 5

## Agreement-based EWCs mostly in metal sector and in chemical sector



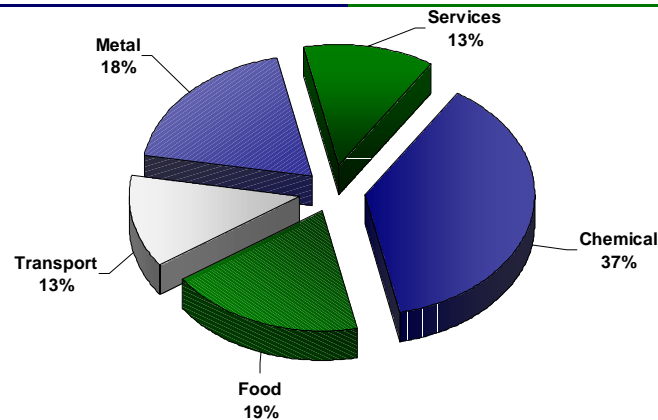
A sectoral breakdown of the pioneering EWCs created by agreement shows the important role of European industry federations, especially the European Metalworkers' Federation (EMF) and the European Mining, Chemical and Energy Workers' Federation (EMCEF).

Figure 5 presents a sectoral breakdown of the EWCs created by agreement before the adoption of the Directive in September 1994.

Especially in the years 1992 and 1993 most agreement-based EWCs were in the metal sector, while most of those created in 1994 were in the chemicals sector.

Figure 6

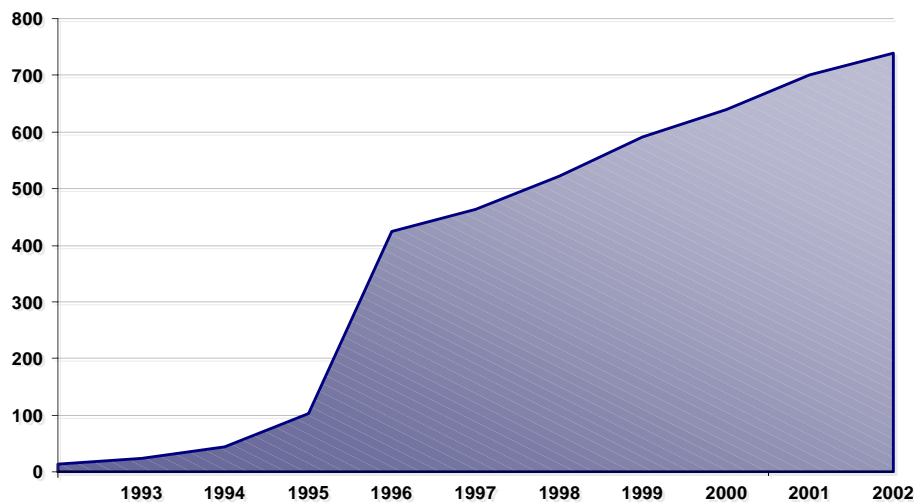
## Pre-Directive EWCs not based on formal social partner agreement



The chemicals sector also has the largest proportion of the more informal or unilateral arrangements setting up EWCs, as can be seen from figure 6.

Figure 7

### A growing number of EWCs



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

In September 1994 when the EWC Directive was adopted, 46 companies had already established 49 European works councils. This Directive aimed to encourage the conclusion of such voluntary social partner agreements as a method of creating EWCs. Article 13 of the Directive exempted all companies that had set up an EWC on the basis of an agreement before 22 September 1996, the date on which the national transpositions of the Directive came into force.

In the year 1995 alone the number of EWCs more than doubled from 49 to 105. The 322 EWCs set up in 1996 are particularly illustrative of the incentive effect of Article 13 of the EWC Directive on the number of companies with EWCs.

## 2. THE EWC DIRECTIVE

Building further upon the pioneering practice of agreement-based EWCs in the 1980s, the EU Commission launched a first proposal for the EWC Directive on 5 December 1990. The unanimity required in the pre-Maastricht era made adoption of this draft impossible. Thanks to the European social partner agreement of 31 October 1991 that subsequently found its way into the Treaty (Article 139) via the Maastricht social protocol, it became possible – on 22 September 1994 – to adopt the EWC Directive by qualified majority among 11 member states.

Directive 94/45/EC of 22 September 1994 was extended to the UK by Directive 97/74/EC of 15 December 1997. This chapter, which has been prepared in cooperation with Ivonne Jackelen of ETUCO, offers basic explanations of the provisions of the EWC Directive.

### Themes

- 2.1. Aim of the EWC Directive
- 2.2. Scope of the applicability of the EWC Directive
- 2.3. The establishment of EWCs by way of negotiation
- 2.4. Required content of (Article 6) EWC agreements
- 2.5. When negotiations fail, the subsidiary requirements come into force
- 2.6. Until the transposition date Article 13 agreements could be concluded
- 2.7. National transpositions of Directives 94/45/EC and 97/74/EC
- 2.8. Which national transposition is applicable to which EWC ?
- 2.9. Revision of the EWC Directive

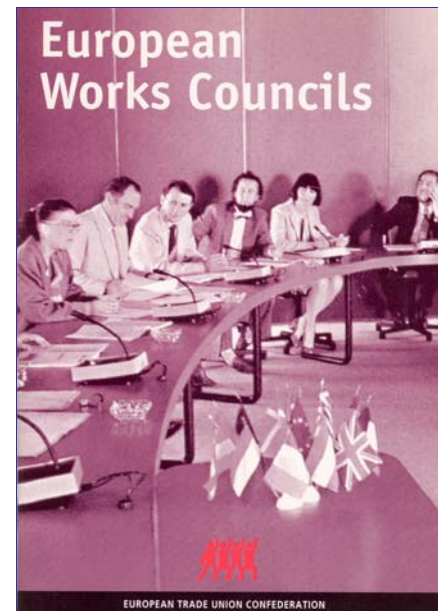




Using as its criterion company employment figures in Europe, the Directive on European works councils requires multinational companies to build a bridge between their decision-making centre and workers' representatives from other locations affected by international strategy decisions.

The objective of the EWC Directive is stated in its first article. The purpose of this Directive is to improve the right to information and to consultation of employees in Community-scale undertakings by the establishment of a European works council or an alternative procedure for informing and consulting employees.

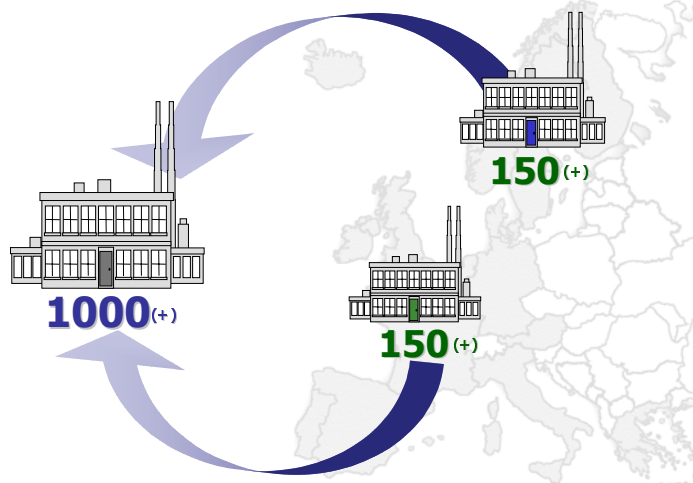
The second article contains some important definitions such as what is to be understood by the "consultation" rights of EWCs. In the Directive, "consultation" means the exchange of views and establishment of dialogue between employees' representatives and central management or any more appropriate level of management.



A more detailed analysis and commentary of the Directive is to be found in an ETUC handbook (Buschak 1996) that is available on the ETUC website, [www.etuc.org](http://www.etuc.org)

### Companies covered by Directive

Figure 8



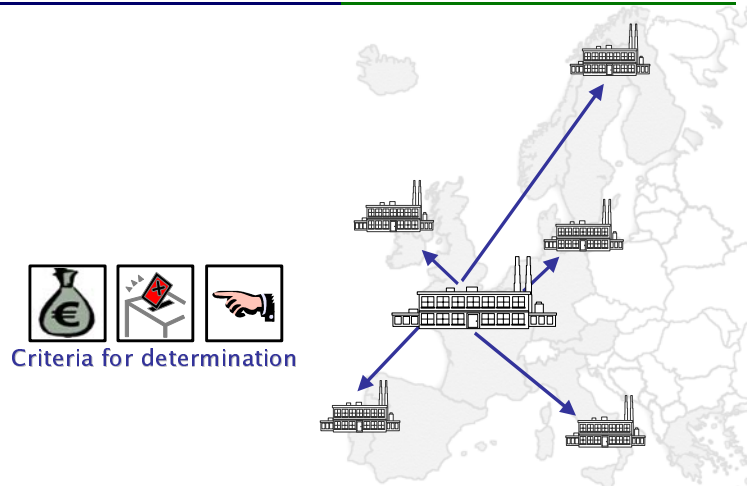
The second article of the Directive defines the thresholds for determining which companies fall within the scope of the EWC Directive and which do not. A “Community-scale undertaking” means any undertaking with at least 1000 employees within the member states and at least 150 employees in each of at least two member states. For the purposes of this calculation, the 150 employees may be working in more than one plant or location in the country in question. The prescribed thresholds for the size of the workforce are based on the average number of employees during the previous two years. Part-time employees are included, often on a *pro rata* basis.

UK workers were initially not included in the calculation of these thresholds because the UK had opted out of the social protocol of the Maastricht Treaty and, consequently, had not adopted the Directive. Directive 97/74/EC of 15 December 1997 reversed this situation. From 15 January 2000, when the transpositions of this Directive came into force, UK workforces were included in the calculation of the thresholds.

The EWC Directive applies to the whole European Economic Area (EEA) which, in addition to the EU member States, includes Norway, Liechtenstein and Iceland.

### Controlling undertaking

Figure 9



Individual establishments and subsidiaries are regarded as belonging to an undertaking if the parent company is a “controlling undertaking”. Article 3 of the EWC Directive defines a “controlling undertaking” as an undertaking that exercises a dominant influence over another by virtue of, for example, financial participation or the rules which govern it. A dominant influence is presumed to exist in cases of direct or indirect possession of a majority of the undertaking’s capital, votes or executive positions.

The “central management” is the management of the controlling undertaking. The central management is the counterpart of the employees’ representatives in talks regarding the establishment of an EWC and is required to provide the requisite conditions and resources for the negotiations designed to lead to the creation of an EWC.

If the central management is located outside the EU, its representatives within the EU are responsible for taking the requisite measures. Should there be no such representative, the management of the establishment with the largest number of employees in one member state is responsible for these arrangements.

### Issues of Company Agreements

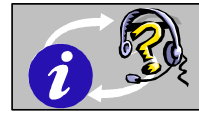
Figure 11



**Undertakings  
concerned**



**Composition  
of EWC**



**Information &  
consultation**



**Venue, frequency  
& duration of  
meetings**



**Financial and  
material  
resources**



**Duration of  
agreement**



European Trade Union Institute (ETUI)



Negotiations can start on the initiative of management or at the written request of at least 100 employees or their representatives from two countries.

For this purpose, a Special Negotiating Body (SNB) has to be created. An SNB is the group of 3 to 17 workers' representatives who negotiate with central management on the creation of a European works council. Within six months of the written request, central management is required to embark on negotiations with this SNB.

The national transpositions of this Directive must stipulate the method to be used for the election or appointment of the members of the SNB who are to be elected or appointed in their territories.

The role of trade union officers and EWC coordinators mandated by European industry federations in SNBs should not be underestimated. Though, in strictly legal terms, the Directive makes no mention of trade unions, referring only to "employee representatives", in practice most of the SNB members tend to be trade unionists. Since the SNB can be assisted by an expert of its choice, the trade unionists on the SNB can appoint a trade union officer to the position of expert.

The SNB has three years to reach agreement on setting up an EWC. Any expenses relating to the negotiations are to be borne by the central management, so as to enable the SNB to carry out its task in an appropriate manner.

The SNB may decide, by at least two thirds of the votes, not to open negotiations in accordance with paragraph 4, or to terminate the negotiations already opened. Such a decision brings to a halt the procedure to conclude the agreement referred to in Article 6. Where such a decision has been taken, the provisions in the Annex do not apply. A new request to convene the SNB may be made, at the earliest, two years after the above-mentioned decision, unless the parties concerned lay down a shorter period. No situation of this type has yet arisen in practice.

## 2.4. REQUIRED CONTENT OF (ARTICLE 6) EWC AGREEMENTS

The negotiations of the SNB (Article 5) are aimed at the conclusion of an agreement that should determine the procedure whereby the EWC is informed and consulted. To this end, Article 6 of the Directive requires the agreement to settle details concerning the following six matters:

### Issues of Company Agreements

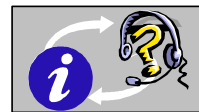
Figure 11



**Undertakings  
concerned**



**Composition  
of EWC**



**Information &  
consultation**



**Venue, frequency  
& duration of  
meetings**



**Financial and  
material  
resources**



**Duration of  
agreement**



- 1) the undertakings of the Community-scale group of undertakings or the establishments of the Community-scale undertaking which are covered by the agreement;
- 2) the composition of the European Works Council, the number of members, the allocation of seats and the term of office;
- 3) the functions and the procedure for information and consultation of the European Works Council;
- 4) the venue for, and the frequency and duration of, meetings of the European Works Council;
- 5) the financial and material resources to be allocated to the European Works Council;
- 6) the duration of the agreement and the procedure for its renegotiation.

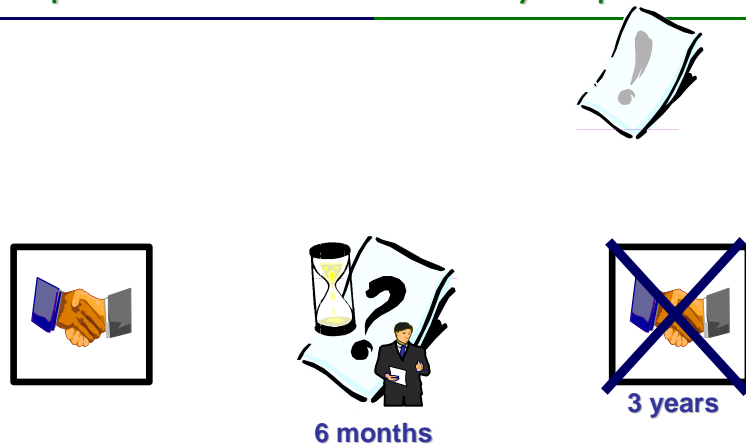
When the agreement is reached the work is not finished. It then has to be put into practice. Achieving as much as possible via the negotiations is extremely important, but good cooperation and information exchange among EWC representatives are equally vital. In some cases difficulties have to be overcome in establishing the composition of the EWC and obtaining the required information and consultation from management. It can also happen that, even where central management has signed the agreement on the creation of the EWC, local managements in some plants hinder the involvement of certain employee representatives in the EWC. To avoid such tensions, Article 10 provides for protection of EWC representatives, while Article 9 stipulates that EWCs must work in a spirit of cooperation, respecting reciprocal rights and obligations.

## 2.5. WHEN NEGOTIATIONS FAIL, THE SUBSIDIARY REQUIREMENTS COME INTO FORCE

The EWC Directive encourages the social partners to set up EWCs on the basis of company agreements. In cases where negotiations break down, or if the company refuses to open negotiations, the subsidiary requirements – laid down in the annex – take effect.

Figure 12

### The implementation of subsidiary requirements



Article 7 of the Directive makes these subsidiary requirements applicable in three circumstances:

- where the central management and the special negotiating body so decide, or
- where the central management refuses to commence negotiations within six months of the written request, or
- where, after three years have elapsed since the submission of the written request, no agreement has been able to be concluded on setting up an EWC.

The subsidiary requirements are minimum standards for the establishment of EWCs constituting guaranteed rights in companies which are unwilling to negotiate or in which no agreement has been reached. The subsidiary requirements do not apply where company agreements are in force. In other words, once an EWC agreement has been concluded, recourse to the subsidiary requirements is no longer possible. These subsidiary requirements, however, offer the SNB an advantage in its attempts to obtain additional or better tailored provisions in the agreement to establish the EWC.

The essence of the subsidiary requirements can be summarised under two headings. Firstly, they lay down important rules for the organisation and structure of the EWC. Secondly, they enumerate the issues about which the company must – as a minimum requirement – inform and consult the EWC.

## 2.5. WHEN NEGOTIATIONS FAIL, THE SUBSIDIARY REQUIREMENTS COME INTO FORCE

### Subsidiary requirements

Figure 13



The subsidiary requirements in the annex offer the following framework conditions for European works councils that could not be created on the basis of agreement resulting from negotiations:

- A minimum EWC membership of three and a maximum of 30. A select committee of a maximum of three members may be elected, if the size so warrants.
- The members of the EWC must be employees of the company or group concerned and elected or appointed by the employees' representatives or, in the absence thereof, by the entire workforce.
- The EWC has the right to be informed and consulted by central management once a year, on the issues presented on the next page.
- In exceptional circumstances, such as closure, relocation or collective redundancy, the select committee, or in its absence the whole EWC, may, in addition, hold extraordinary meetings with management. In all such cases, the employees' representatives of the workforce directly affected must be able to participate in the meeting.
- The EWC and select committee are entitled to hold preparatory meetings before their meeting with central management.
- Both the EWC and the select committee may be assisted by experts of their choice.

The financial and material resources enabling the EWC to perform its duties, including travel expenses, meeting and translation costs, are to be provided by central management.

### Information & consultation rights (Subsidiary requirements)

Figure 14



If no company agreement is reached, subsidiary requirements provide for information and consultation on matters that affect the whole company or group, or establishments in at least two member states. At the annual EWC meeting, the central management must report on – at least – the following issues:

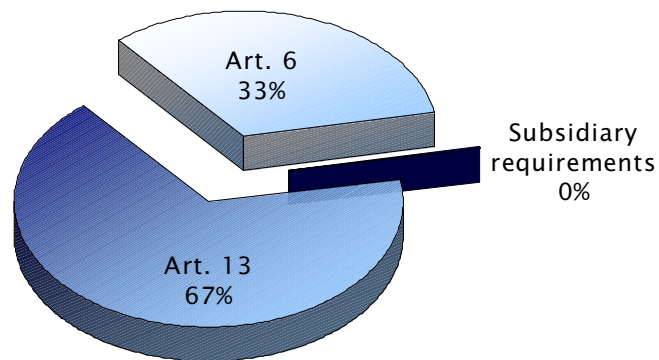
- the structure of the undertaking
- its economic and financial situation and trends
- the probable development of the business and of production and sales
- the situation and probable trend of employment
- investment plans
- substantial organisational changes
- the introduction of new working methods or production processes
- production transfers
- cut-backs or closures of undertakings, production sites or important parts of these units
- collective redundancies.

## 2.6. UNTIL THE TRANSPOSITION DATE ARTICLE 13 AGREEMENTS COULD BE CONCLUDED

The aim of the subsidiary requirements contained in the Annex of the EWC Directive is to guide and encourage the creation, by agreement, of European works councils. The Directive, insofar as it was based on the practice of the pioneering EWCs, had to respect existing agreement-based EWCs. For this reason Article 13 stipulates that the Directive is not applicable to companies having, before 22 September 1996, an agreement covering the entire workforce and providing for transnational information and consultation of employees. When such “Article 13” agreements expire, the parties to those agreements may decide jointly to renew them. Otherwise, the provisions of the Directive come into effect, including the establishment of an SNB and the conclusion of an agreement containing the issues mentioned in Article 6 of the Directive.

Figure 15

### Most EWCs set up based on Article 13 of the Directive



Two thirds of the European works councils in operation in 2002 are established on the basis of “Article 13” agreements first signed before 22 September 1996.

#### Three EWC types

- Art 13 – before 22-09-96
- Art 6 – negotiated by SNB
- If negotiations fail: subsidiary requirements (annex)



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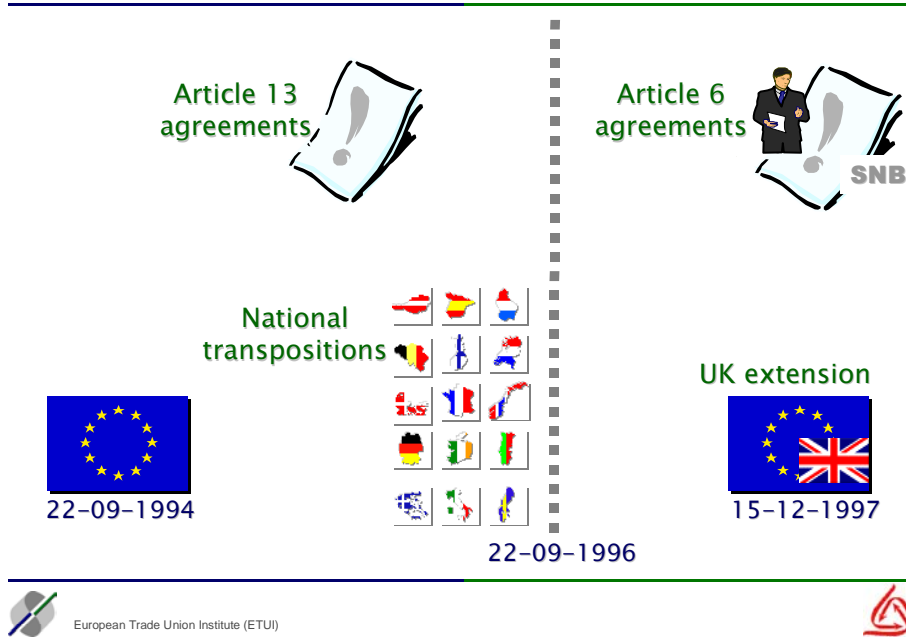
European Works Councils Multinationals database, Oct. 2002



## 2.6. UNTIL THE TRANSPOSITION DATE ARTICLE 13 AGREEMENTS COULD BE CONCLUDED

Figure 16

### Transposition process



The national transpositions of the EWC Directive should have come into force on 22 September 1996. The deadline was not met by all member states but, as of August 2000, the EWC Directive was transposed in all EEA member states.

By this means, the provisions of the EWC Directive are adapted to national circumstances and incorporated into the national legislation of each EEA member state. Insofar as the Directive lays down only minimum requirements for the creation of EWCs, this transposition offers an opportunity for creating more favourable framework provisions at national level. In actual fact, the differences from one country to another are very limited.

The EU Commission has made available online a database containing, for each of the provisions of the EWC Directive, details of how they are transposed in each of the member states. This is available on;

[http://europa.eu.int/comm/employment\\_social/soc-dial/labour/directive9445/index\\_en.htm](http://europa.eu.int/comm/employment_social/soc-dial/labour/directive9445/index_en.htm)

The full text of all the national transpositions is also available on the EU Commission website at:

[http://europa.eu.int/comm/employment\\_social/soc-dial/labour/directive9445/download/](http://europa.eu.int/comm/employment_social/soc-dial/labour/directive9445/download/)

All the provisions in the national transpositions have been presented, in the form of comparative tables, in an ETUC publication (Buschak 1998). UNICE has published a CD-rom on the transpositions of the EWC Directive. More information on this is available on the internet at:

[http://www.unice.org/C125679E00338D8B/AllDocumentsSearchEng/B4659CD574CDBBA5C12567F50058A7BF/\\$File/Cdrom-e.pdf](http://www.unice.org/C125679E00338D8B/AllDocumentsSearchEng/B4659CD574CDBBA5C12567F50058A7BF/$File/Cdrom-e.pdf)

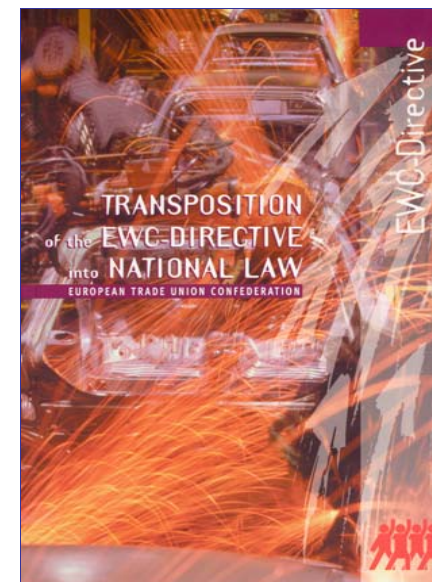
UK workers were not initially affected by the 1994 EWC Directive. A subsequent Directive, adopted on 15 December 1997, extended the initial EWC Directive to the UK. All member states again had two years to transpose this UK extension Directive. Accordingly, the companies that met the thresholds of the Directive as a result of the inclusion of the UK workforce had until 15 December 1999 to set up EWCs on the basis of its Article 3. Article 3 is similar to Article 13 in the original 1994 EWC Directive.

## 2.7. NATIONAL TRANSPOSITIONS OF DIRECTIVES 94/45/EC AND 97/74/EC

The tables below present the national transpositions of the initial 1994 EWC Directive and the transpositions of the UK extension Directive of 1997.

Country	Transposition of Directive 94/45/EC	
Austria	Law N° 601	17-10-1996
Belgium	Collective Agreement 62 Supplementary Legislation	06-02-1996 22-03-1996
Denmark	Law N° 371	22-05-1996
Finland	Law N° 614	09-08-1996
France	Law 96-985	12-11-1996
Germany	Legislation	26-10-1996
Greece	Legislation	18-03-1997
Iceland	Legislation	22-03-1999
Ireland	Legislation	10-07-1996
Italy	Collective Agreement Supplementary Legislation	06-11-1996 02-04-2002
Liechtenstein	Legislation	16-06-2000
Luxembourg	ECJ ruling in case C430/98 Legislation	21-10-1999 28-07-2000
Netherlands	Legislation	23-07-1997
Norway	Collective Agreement	30-11-1996
Portugal	Legislation	15-06-1999
Spain	Legislation	24-04-1997
Sweden	Law N° 539	09-05-1996

Explanations and comparisons of these national transpositions of the EWC Directive can be found in the ETUC publication *Transposition of the EWC Directive into national law* (Buschak 1998).

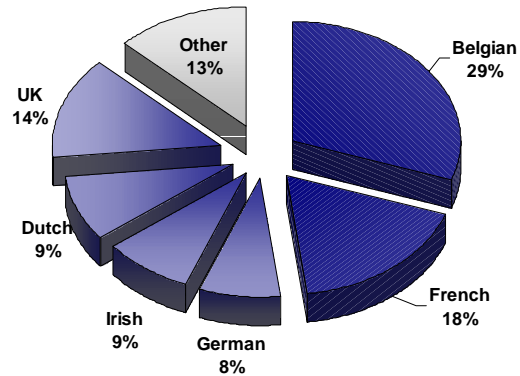


Country	Transposition of Directive 97/74/EC	
Austria	Legislation	15-12-1999
Belgium	Collective Agreement 62 bis Supplementary legislation	06-10-1998 27-11-1998
Finland	Law N° 1138/1999	09-12-1999
France	Ordonnance N° 2001-176	22-02-2001
Germany	Law § 2, 22, 41	22-12-1999
Ireland	Statutory Instrument N° 386 of 1999	15-12-1999
Luxembourg	Legislation	28-07-2000
Netherlands	Legislation	29-04-1999
Spain	Law 44/1999	29-11-1999
Sweden	Law 1999:1422	01-03-2000
U.K.	Statutory Instrument No 3323	15-01-1999

## 2.8. WHICH NATIONAL TRANSPOSITION IS APPLICABLE TO WHICH EWC ?

Figure 17

### US multinationals are governed mostly by Belgian and French transposition laws



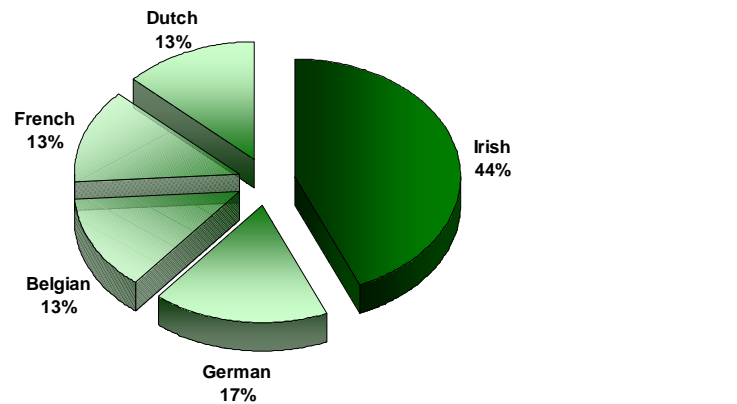
European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

The transposition of the country where the company has its headquarters and the transposition of the country where the workers are employed are both valid. The national transposition of the country of employment applies for the individual rights regarding the election, appointment and protection of SNB and EWC members, while the transposition of the member state where the company has its headquarters applies in matters concerning the responsibilities and rights of the central management, the special negotiating body and the EWC.

Figure 18

### UK multinationals are governed mostly by Irish transposition law



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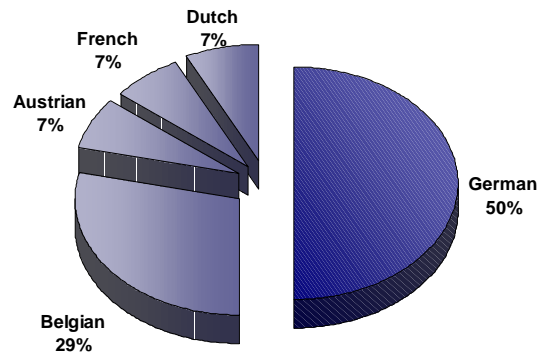
European Works Councils Multinationals database, Oct. 2002

Non-European multinational companies which, on the basis of their workforce in the European Economic Area, are above the thresholds, are also required to set up European works councils. This applies to 258 US, 95 Swiss, 49 Japanese, 15 Canadian and 8 Australian companies.

## 2.8. WHICH NATIONAL TRANSPOSITION IS APPLICABLE TO WHICH EWC ?

Figure 19

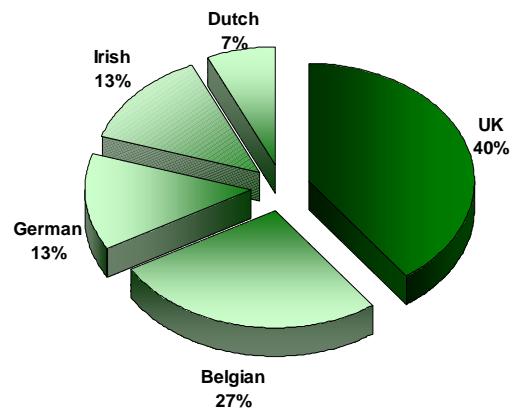
### Swiss multinationals are governed mostly by German transposition law



Which national implementation legislation will apply to the SNB negotiation, the EWC agreement, and operation of the EWC for the multinationals headquartered outside the EEA, depends on the EEA country where they have their European head office or the largest number of employees.

Figure 20

### Japanese multinationals are governed mostly by UK transposition law

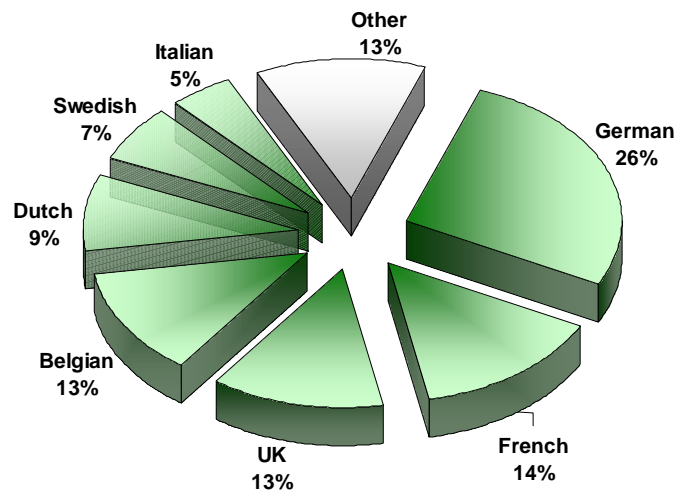


For many of the UK-based companies that established EWCs prior to 15 January 2000 – when the UK implementation law came into force – the Irish transposition is applicable. US multinationals most often refer to the Belgian or French transposition, while the majority of Swiss companies opt for the German law.

## 2.8. WHICH NATIONAL TRANSPOSITION IS APPLICABLE TO WHICH EWC ?

Figure 21

### Percentage of EWCs governed by different national transpositions



Taking the situation as a whole, including the national transpositions applicable for the non-European companies, the majority of European works councils are governed by the German, French, British and Belgian transpositions.

## 2.9. REVISION OF THE EWC DIRECTIVE

Article 15 of the EWC Directive is entitled “Review by the Commission”. This article says that; “*not later than 22 September 1999, the Commission shall, in consultation with the Member States and the European social partners, review its operation and, in particular, examine whether the workforce size thresholds are appropriate with a view to proposing suitable amendments to the Council, where necessary*”.

On 26 January 1999 a hearing was held on this issue in the European Parliament. On 28-30 April, the social partners held a conference on EWCs, at which the Commission presented a background paper. The final version of this report was issued by the Commission on 4 April 2000 and is available online at the following internet address; [http://europa.eu.int/eur-lex/en/com/rpt/2000/com2000\\_0188en01.pdf](http://europa.eu.int/eur-lex/en/com/rpt/2000/com2000_0188en01.pdf)

Before this report was released, an informal consultation of the European social partners had taken place on 7 December 1999. In issue 27 of the *European Works Council Bulletin* (EWCB 2000), Anna Diamantopoulou, the European Commissioner for Employment and Social Affairs, justified the decision not to propose any revision at that moment. Unhappy with the lack of progress, the ETUC organised a demonstration in Brussels on 31 October 2000.

Another hearing was held in the European Parliament on 25 April 2001. Here the European Commission made a link with the adoption of the draft directives on worker involvement in the SE (Societas Europea – European company statute) and on national-level information and consultation. As indicated in the table below, both directives have now been adopted. Further steps in the revision of the EWC Directive are, however, still awaited.

<b>Directive 2001/86/EC of 08-10-2001</b>	<b>Supplementing the Statute for a European company with regard to the involvement of employees</b>	OJ L 294 of 10.11.2001
<b>Directive 2002/14/EC of 11-03-2002</b>	<b>Establishing a general framework for informing and consulting employees in the European Community</b>	OJ L 80 of 23.3.2002

The ETUC demands for the revision of the EWC Directive are available on its homepage:

<http://www.etuc.org/en/index.cfm?target=/EN/Dossiers/EWC/com9445.cfm>

## 3. MULTINATIONALS FALLING WITHIN THE SCOPE OF THE EWC DIRECTIVE

In this chapter an overview is given of the characteristics of the companies affected by the EWC Directive. It is shown that most of the companies concerned have their headquarters in Germany, the USA, the UK and France. In addition to the country of ownership of the multinationals, information is given on the countries of operation, the sector of activities, the degree of internationalisation and the involvement in transnational mergers and acquisitions.



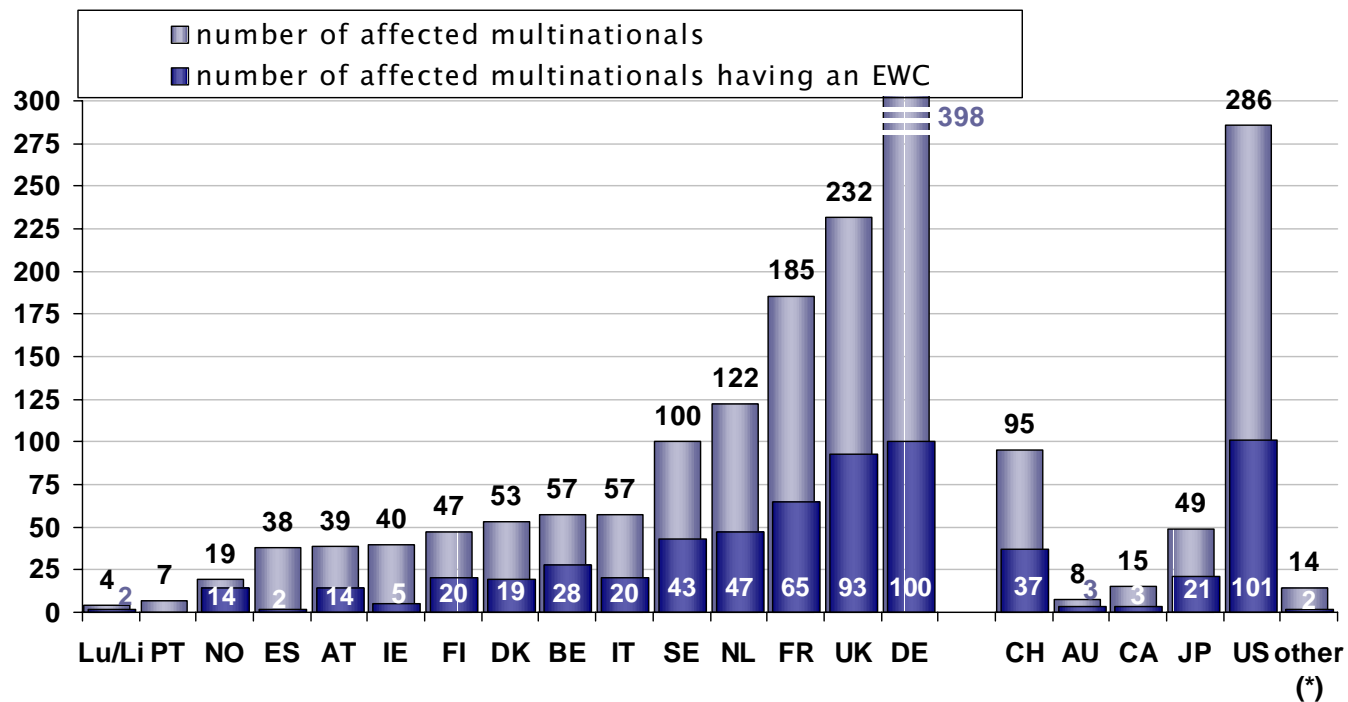
### Themes

- 3.1. Countries of ownership of the multinationals affected
- 3.2. Countries of operation of the multinationals affected
- 3.3. Size of the total workforce of the MNCs
- 3.4. Sector of activity
- 3.5. Degree of internationalisation
- 3.6. Variation of compliance rate for size and internationalisation of MNCs
- 3.7. MNCs affected by transnational mergers and acquisitions

### 3.1. COUNTRIES OF OWNERSHIP OF THE MULTINATIONALS AFFECTED

Figure 22

## Companies affected by Directives 94/45/EC and 97/74/EC (by country of ownership)



*\*(Bahrain, Kuwait, Hong Kong, Malaysia, Singapore, South Africa, South Korea)*



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002



### 3.1. COUNTRIES OF OWNERSHIP OF THE MULTINATIONALS AFFECTED

Country of ownership	Number of companies covered by the EWC Directive	Companies that still have to set up EWCs	Companies that have set up EWCs	Number of affected companies having operations in this country
<b>EEA Total</b>	<b>1398</b>	<b>926</b>	<b>472</b>	
<b>Austria</b>	39	25	14	480
<b>Belgium</b>	57	29	28	739
<b>Denmark</b>	53	34	19	350
<b>Finland</b>	47	27	20	209
<b>France</b>	185	120	65	1164
<b>Germany</b>	398	298	100	1426
<b>Iceland</b>				13
<b>Ireland</b>	40	35	5	322
<b>Italy</b>	57	37	20	703
<b>Liechtenstein</b>	2	2		5
<b>Luxembourg</b>	2		2	136
<b>Netherlands</b>	122	75	47	802
<b>Norway</b>	19	5	14	262
<b>Portugal</b>	7	7		366
<b>Spain</b>	38	36	2	823
<b>Sweden</b>	100	57	43	445
<b>UK</b>	232	139	93	1200
<b>Australia</b>	8	5	3	
<b>Bahrein</b>	1	1		
<b>Switzerland</b>	95	58	37	
<b>Canada</b>	15	12	3	
<b>Hong Kong</b>	2	2		
<b>Japan</b>	49	28	21	
<b>Kuwait</b>	1	1		
<b>Malaysia</b>	2	2		
<b>Singapore</b>	2	2		
<b>South Africa</b>	3	2	1	
<b>South Korea</b>	3	2	1	
<b>USA</b>	286	185	101	
<b>Total</b>	<b>1865</b>	<b>1226</b>	<b>639</b>	

Of the 1865 companies coming within the scope of the EWC Directive, 80% have their headquarters in the EEA. Of these 1398 European multinationals, 472, i.e. 34%, have already set up an EWC.

Of the 467, non-European multinationals concerned, 167, i.e. 36%, have set up an EWC.

Further strike rate variations among the companies based in different countries will be explained later, the most important factors being the size and degree of internationalisation of the companies concerned.

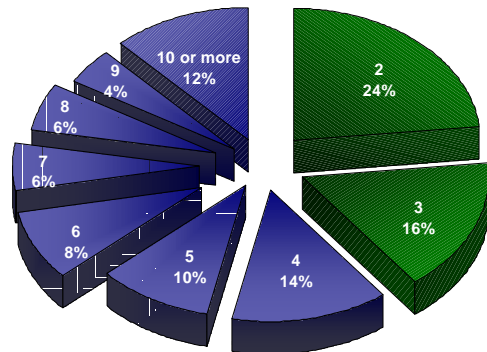
The column on the far right shows the number of affected companies with operations in each of the EEA countries. Of the 1865 multinationals affected, there are, for example, 480 that have operations in Austria.

## 3.2. COUNTRIES OF OPERATION OF THE MULTINATIONALS AFFECTED

The companies affected by Directives 94/45 EC and 97/74/EC are those having more than 1000 workers in the European Economic Area and more than 150 workers in each of at least two countries. In 2002, a total of 1865 multinational companies corresponding to these criteria were identified.

Figure 23

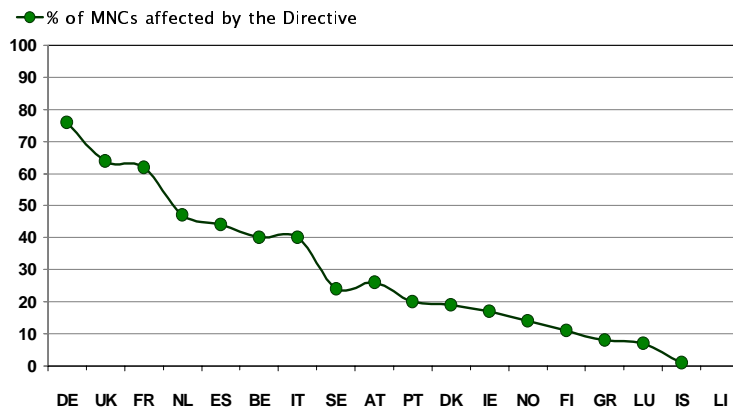
### Number of countries in EEA in which multinationals have establishments (% of MNCs affected by the Directive)



European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002

Figure 24

### EEA countries hosting activities of multinationals



European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002

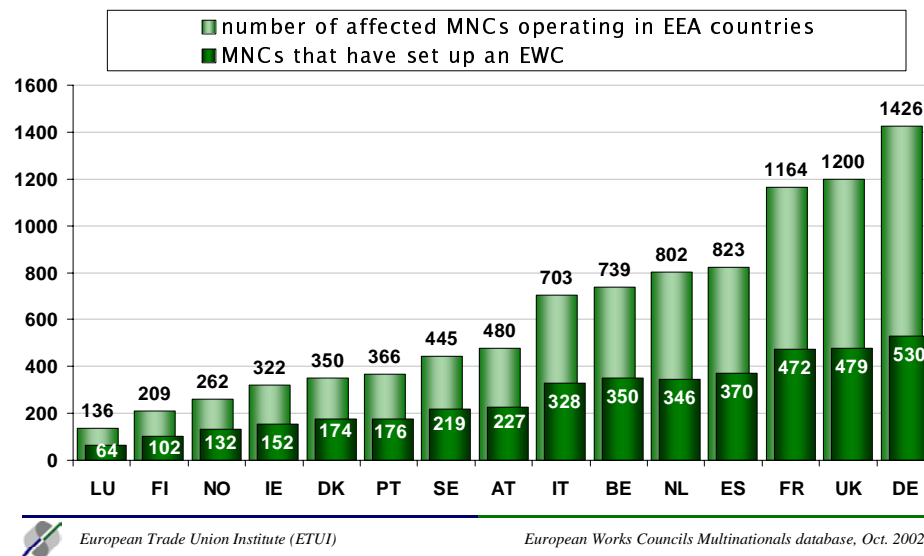
Most of these 1865 multinational companies are active in only a few of the EEA member states. Only 12% of these companies have subsidiaries in 10 member states or more. Forty percent of the affected companies have activities in only two or three member states.

In a first group of countries comprising Germany, the UK and France, more than 60% of the affected companies have operations. In the Netherlands, as well as in Spain, Belgium and Italy, 40% to 50% of the 1865 affected companies have subsidiaries. All the other EEA member states host activities of 10 to 30% of these multinationals, with the exceptions of Greece, Luxembourg, Iceland and Liechtenstein, where less than 10% are present.

## 3.2. COUNTRIES OF OPERATION OF THE MULTINATIONALS AFFECTED

Figure 25

### Number of affected companies having operations in the EEA member states



The workforces of the foreign-owned subsidiaries are larger than the home-based parent companies. For each affected parent company having its headquarters in an EEA member state, there are at least three foreign-owned multinationals with subsidiaries in the same EEA member state.

In Germany for example, 1426 of the 1865 affected companies have operations. Of these 1426, a total of 530 have already established an EWC, while the other 896 have still to do so.

The European activities of the companies falling within the scope of the EWC Directive employ 17.1 million workers in the European Economic Area. The largest proportion of the affected workers are employed in Germany, the UK and France. Some 5 million German workers, 4 million UK workers and 3 million French workers are employed in a multinational for which an EWC could be set up. In the Netherlands, Spain and Italy a million workers are in the same position, and in Belgium and Sweden half a million.

By way of rough indication, the employment figures for the other EEA countries are between 100,000 and 400,000 workers.

In 2002, 11.2 million workers are represented in EWCs. The country where the largest number – 3.2 million – of such workers are employed is Germany. In addition, 2.5 million UK workers and 2 million French workers are represented in EWCs, as well as approximately half a million Italian and Dutch workers. In Spain as well as in Belgium and Sweden, 350,000 to 400,000 workers are represented in EWCs. Between 100,000 and 200,000 workers are represented in EWCs in Austria, Finland, Norway and Denmark.

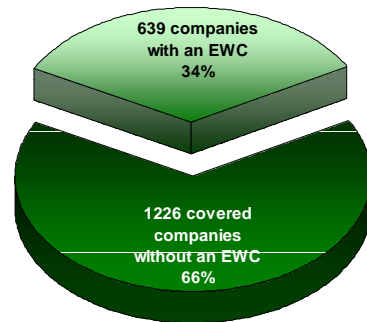
### 3.3. SIZE OF THE TOTAL WORKFORCE OF THE MNC

Size is a significant factor. Only one third of the MNCs covered by the Directive have already complied with the Directive and established an EWC. Two thirds of the companies covered by the EWC Directive still have to comply with its provisions by creating an EWC. In terms of employee numbers, however, these proportions are reversed, since two thirds of the workers affected are employed by multinational companies that have already established EWCs. The explanation for this is found in the larger proportion of EWCs that have been set up in companies with more than 10,000 workers.

Figure 26

Of 1865 covered companies 639 now have one or more EWCs, 1226 still have to set up an EWC

around one third of the covered companies have an EWC



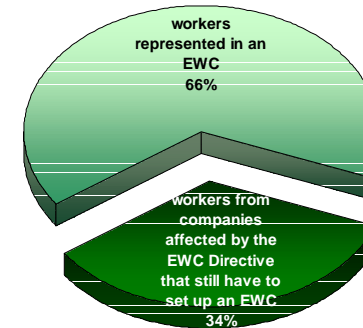
European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

Figure 27

17.1 million workers in 1865 covered companies (±10% of all workers in the European Union)

11.2 million workers are now represented in an EWC

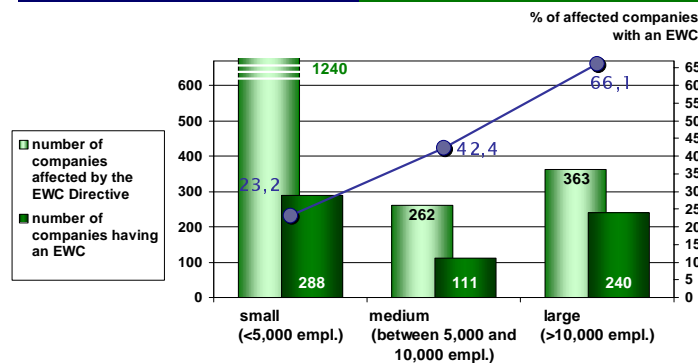


European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

Figure 28

Compliance with EWC Directive higher among larger companies



European Trade Union Institute (ETUI)

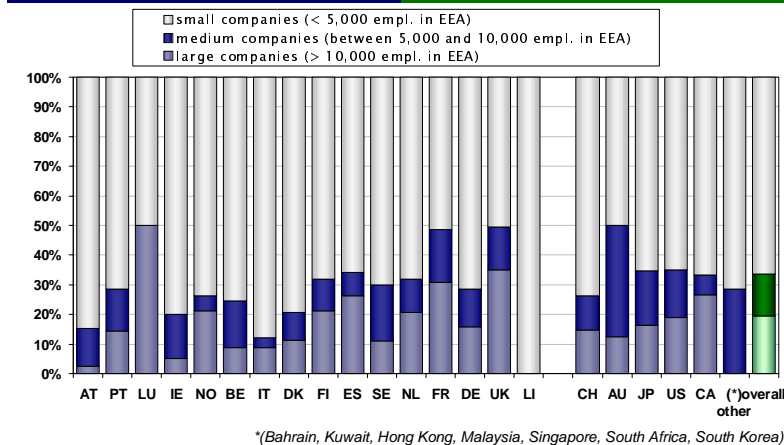
European Works Councils Multinationals database, Oct. 2002

While most of the companies affected by the EWC directive have less than 5000 European workers, still less than a quarter have established an EWC. Among the affected multinationals with more than 10,000 workers, the compliance rate is 66%.

### 3.3. SIZE OF THE TOTAL WORKFORCE OF THE MNC

Figure 29

#### Proportion of large MNCs covered by Directive by country of ownership



European Trade Union Institute (ETUI)

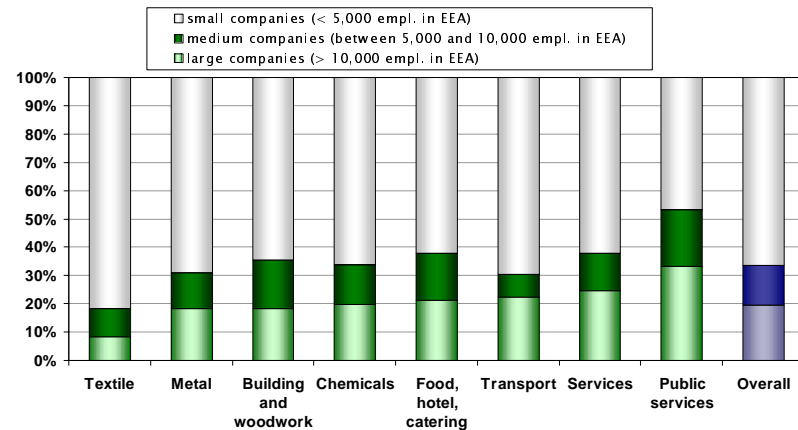
European Works Councils Multinationals database, Oct. 2002

The size of the company has been shown to explain the variation in compliance rate. Figures 29 and 30 show the proportion of very large companies covered by the Directive by country of ownership and sector of activity. The bottom part of each column shows the proportion of affected companies with more than 10,000 European workers.

The largest proportion of very large MNCs is to be found among the UK, French and Spanish companies. The case of Luxembourg has to be regarded with caution. In fact only two companies have their headquarters there, but the height of the column is attributable to the fact that one of these two is extremely large.

Figure 30

#### Proportion of large MNCs covered by Directive by sector of activity



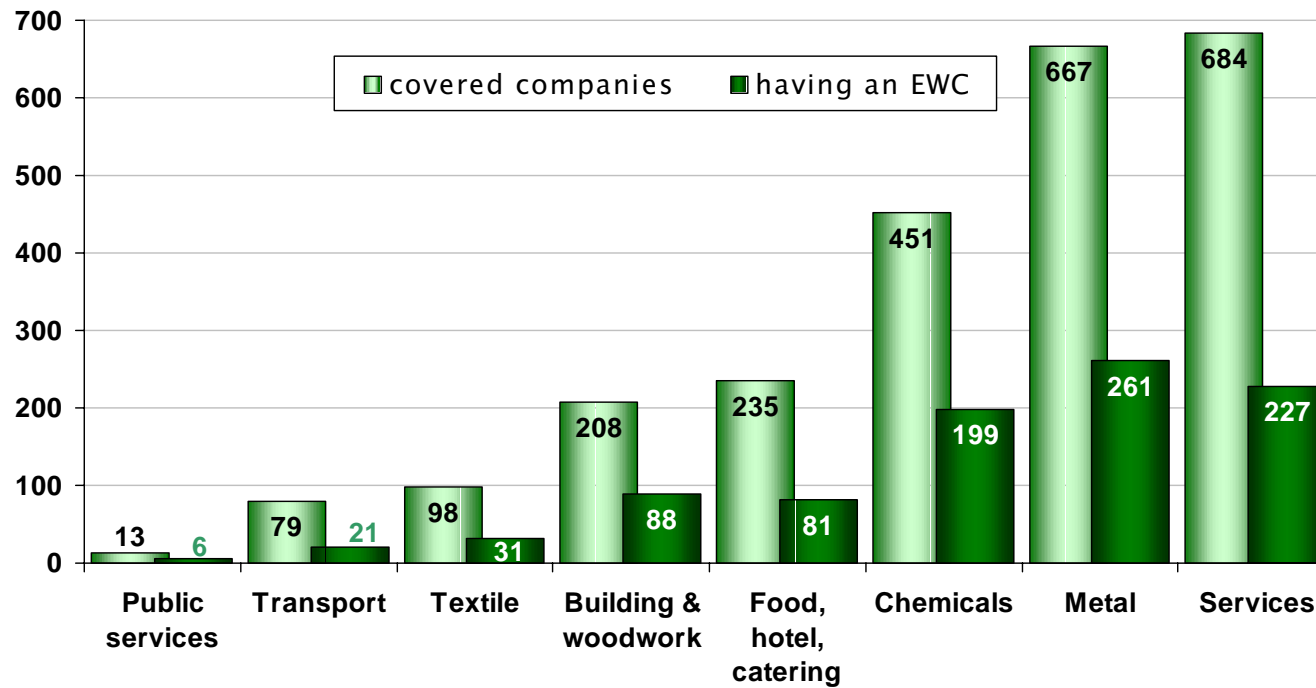
European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

The public service sector has the largest proportion of companies covered by the Directive with more than 10,000 European employees. It must, however, be borne in mind that the number of companies in this category is only 13, as can be seen in figure 31. Most of the smaller multinationals belong to the textile sector. As can be seen, 98 companies covered by the Directive have been identified in this sector, 31 of which have set up an EWC.

Figure 31

## Companies covered by Directives 94/45/EC and 97/74/EC (by sector of activity)



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

### 3.4. SECTOR OF ACTIVITY

Sector of activity	Number of companies covered by the EWC Directive	Companies that have not yet set up an EWC	Companies that have set up an EWC
<b>Building &amp; woodwork</b>	208	120	88
<b>Chemicals</b>	451	252	199
<b>Food, hotel, catering &amp; agriculture</b>	235	154	81
<b>Metal</b>	667	406	261
<b>Public services</b>	13	7	6
<b>Services</b>	684	457	227
<b>Textile</b>	98	67	31
<b>Transport</b>	79	58	21
<b>Other</b>	65	50	15

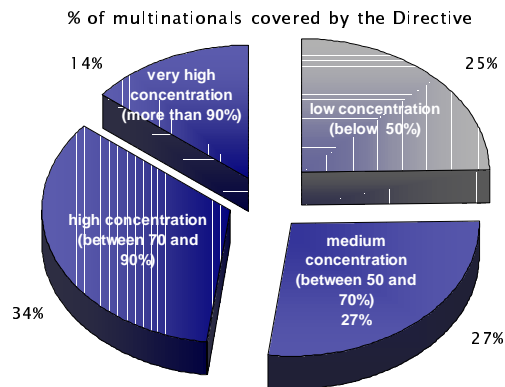
The total number of multinationals is less than the sum of the columns because many multinationals have activities relating to different sectors of activity and thus feature more than once in this table.



NACE codes distributed over the sector-of-activity groups	
<b>Building &amp; woodwork</b>	2, 20, 36, 40, 41, 45
<b>Chemicals</b>	10, 11, 12, 13, 14, 21, 23, 24, 25, 26, 37
<b>Food, hotel, catering &amp; agriculture</b>	1, 5, 15, 16, 55
<b>Metal</b>	28, 29, 30, 31, 32, 33, 34, 35,
<b>Public services</b>	75, 80, 85
<b>Services</b>	22, 50, 51, 52, 63, 64, 65, 66, 67, 70, 71, 72, 73, 74, 92, 93
<b>Textile</b>	17, 18, 19
<b>Transport</b>	60, 61, 62
<b>Other</b>	91, 95, 99

Figure 32

### The concentration of the EEA workforce in one country



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

Earlier in this chapter, under point 3.2, it was indicated that only 12% of the companies covered by the Directive have operations in 10 or more EEA countries, while 40% have operations in only two or three European countries.

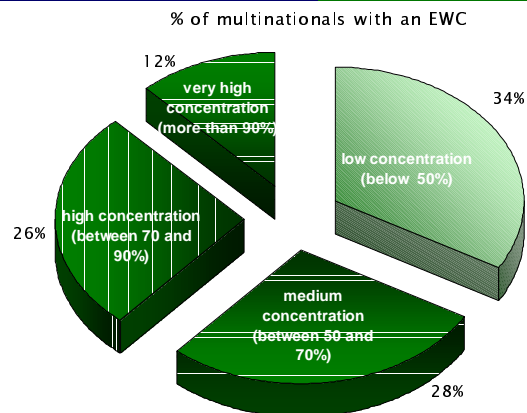
Counting the number of EEA countries in which multinationals have operations is only one of several possible ways to measure the degree of their internationalisation, other ways to express this being, for example, foreign direct investment (FDI) or international trade. Another alternative, which is used here, is concentration of the workforce.

Figure 32 shows that only 25% of the companies covered by the Directive have less than 50% of the EEA workers concentrated in one country. Companies in this situation are those that have more than half of their European workforce spread outside the EEA country with the highest number of workers. This is the most highly internationalised – in terms of workforce – group of companies.

Companies with 90% of their European workers concentrated in one EEA country are the least internationalised. This group contains 14% of the companies covered by the Directive.

Figure 33

### The concentration of the EEA workforce in one country for companies with an EWC



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

Among companies with established EWCs, the proportion of the largest internationalised group is one third, whereas it is only a quarter for all covered companies. Presumably the more internationalised a company is, the more often it has set up an EWC.

On the next pages (Figures 34-35) the correlation between internationalisation of the company and compliance with the EWC directive will be illustrated, in relation both to numbers of EEA countries with operations and to workforce concentration.

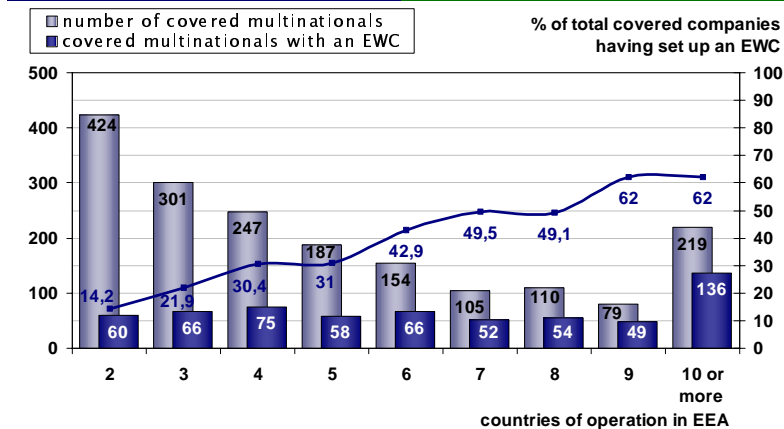
Finally it will be investigated whether this correlation depends upon the size of the companies. The explanation may, for example, be that larger companies are more often among the more internationalised ones. For this reason the correlation between internationalisation and EWC compliance will be looked at for the three categories of company size.



## 3.6. VARIATION OF COMPLIANCE RATE FOR SIZE AND INTERNATIONALISATION OF MNCs

Figure 34

### Degree of internationalisation and compliance rate of multinationals with the Directive



European Trade Union Institute (ETUI)

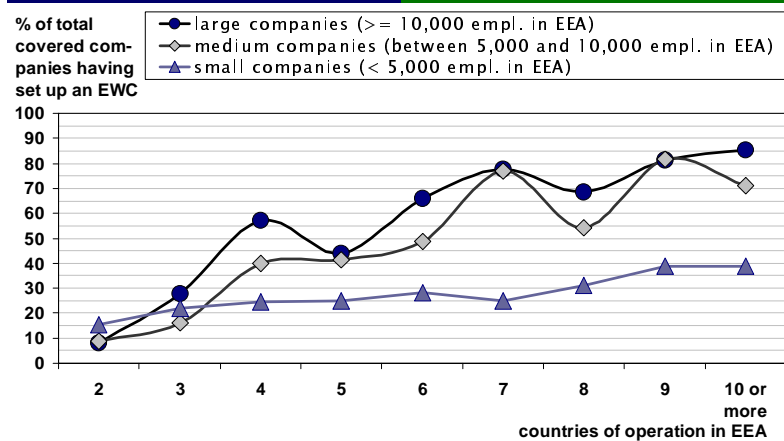
European Works Councils Multinationals database, Oct. 2002

The compliance rate is higher in those companies having operations in more EEA countries. Of the multinationals with subsidiaries in nine or more EEA countries, 62% have already established an EWC. This is below 25% for those companies present in only two or three EEA countries.

In figure below the same analysis is performed for the three size groups separately. Within the group of the largest companies, the number of countries with operations is the factor exerting the greatest influence on the compliance rate.

Figure 35

### Degree of internationalisation and compliance rate of multinationals with the Directive (by size of MNC)



European Trade Union Institute (ETUI)

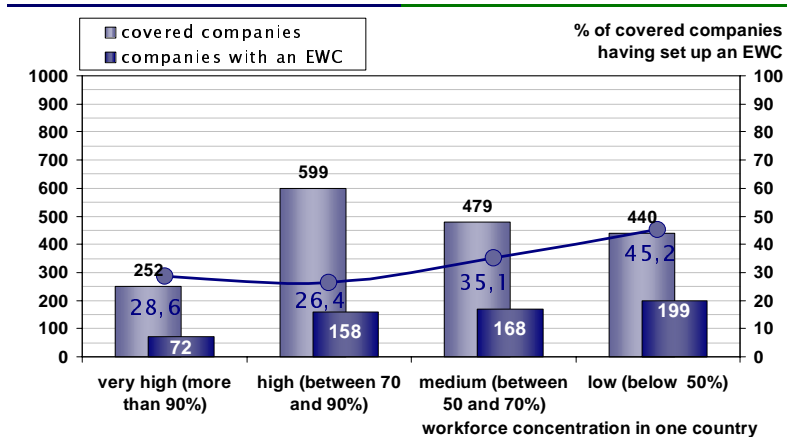
European Works Councils Multinationals database, Oct. 2002

This analysis was made on the basis of the figures available for 1770 companies, which is 95% of all companies covered by the Directive.

## 3.6. VARIATION OF COMPLIANCE RATE FOR SIZE AND INTERNATIONALISATION OF MNCs

Figure 36

### Workforce concentration and compliance rate of multinationals with the Directive



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

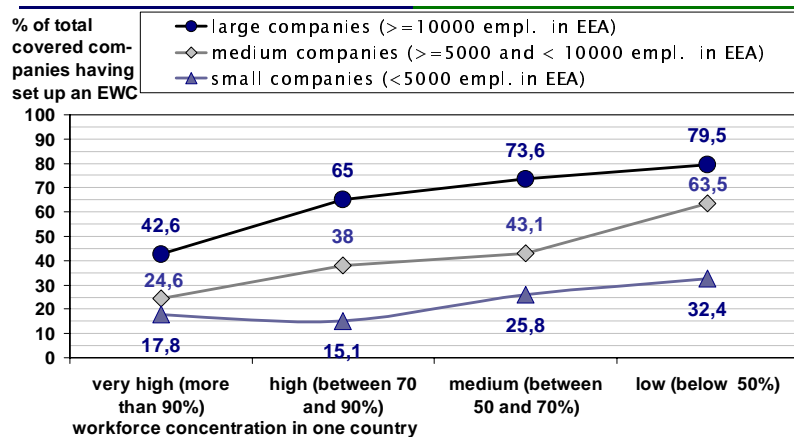
When the degree of internationalisation is expressed by the proportion of the EEA workforce that is concentrated in the country with the highest number of employees, the compliance rates vary less. Amongst the multinationals with less than 50% of the EEA workforce concentrated in one country, 45% have an EWC, while, of those companies with 70% or more of the EEA workforce concentrated in a single country, only 27% have so far complied with the EWC Directive.

The result of a breakdown of this analysis for the companies with less than 5,000 workers, those between 5000 and 10,000, and the largest ones with more than 10,000 are shown in Figure 37 below. Again, the less concentrated the workforce, the higher the compliance rate, independently of the size factor.

Further analysis is needed to identify which explanations or other factors underlie these parallels.

Figure 37

### Workforce concentration and compliance rate of multinationals with the Directive (by size of MNC)



European Trade Union Institute (ETUI)

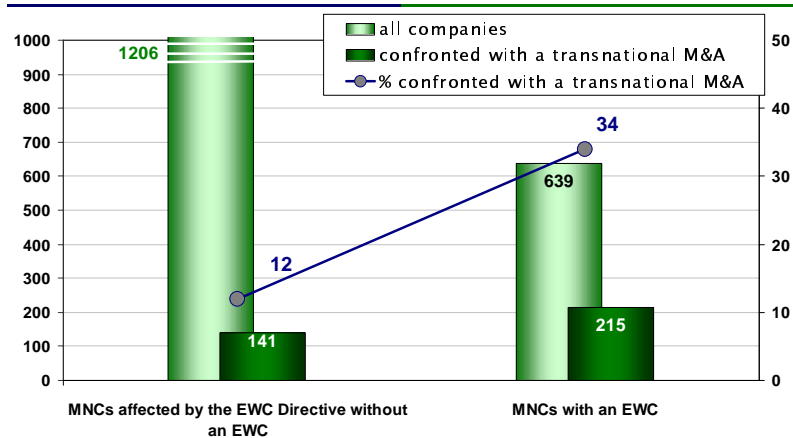
European Works Councils Multinationals database, Oct. 2002

This analysis was made on the basis of the figures that were available for 1826 companies, which is 98% of all affected companies.

## 3.7. MNCs AFFECTED BY TRANSNATIONAL MERGERS AND ACQUISITIONS

Figure 38

### MNCs confronted with transnational mergers and acquisitions between 1999 and 2001



European Trade Union Institute (ETUI)

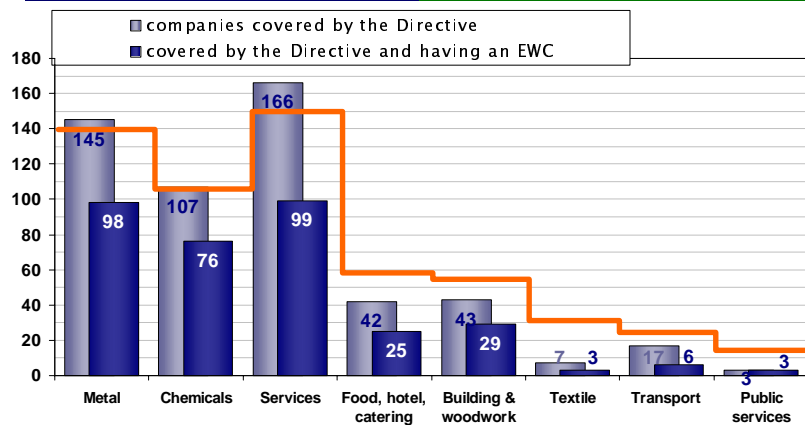
European Works Councils Multinationals database, Oct. 2002

Of the 1865 companies covered by the EWC Directive, 356, or 19%, were confronted with a transnational merger or acquisition that was announced to the DG enterprise of the EU Commission in the years 1999 to 2000.

Of the multinationals without an EWC only 12% were affected by such a merger, while of those with an EWC one third were affected.

Figure 39

### Sectors and transnational mergers and acquisitions (peak groups involved in a merger between 1999 and 2001)



European Trade Union Institute (ETUI)

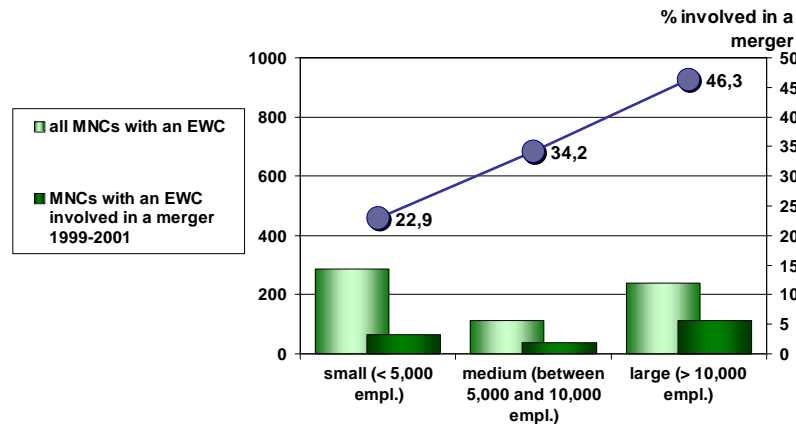
European Works Councils Multinationals database, Oct. 2002

The red line in Figure 39 represents the proportion of companies in each sector group. The companies that were affected by a transnational merger or acquisition in the period 1999-2001 are also marked. It can be seen that all sectors have been affected.

### 3.7. MNCs AFFECTED BY TRANSNATIONAL MERGERS AND ACQUISITIONS

Figure 40

#### Companies that have an EWC and engaged in a transnational merger between 1999 and 2001



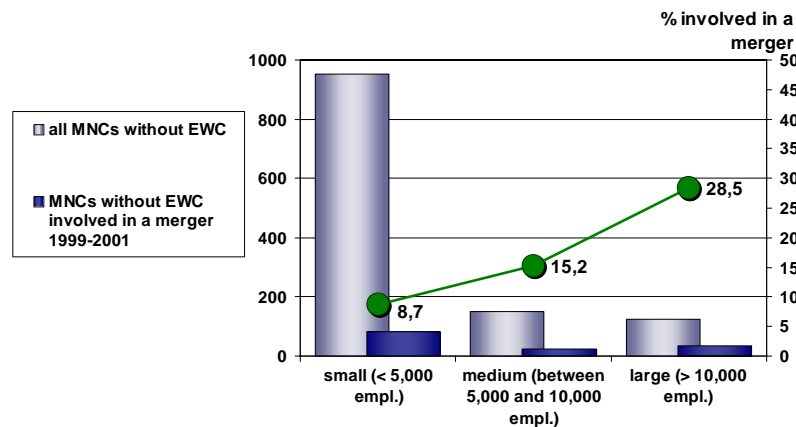
European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

It is clear from the above that more transnational mergers were recorded among larger companies than among smaller ones. This applies to the companies with an EWC in figure 40 on the left as well as to those without an EWC presented in figure 41.

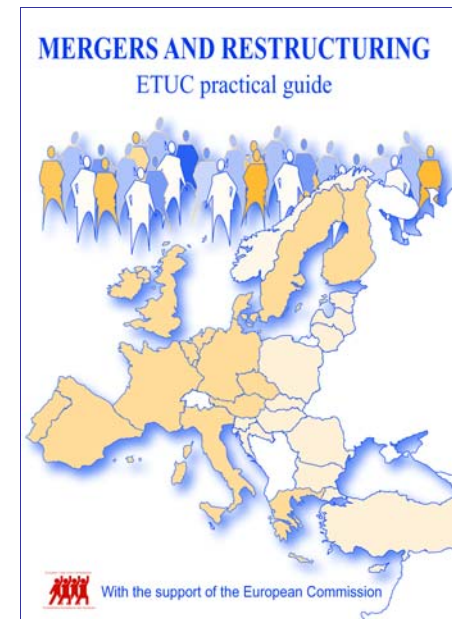
Figure 41

#### Companies that still have to set up an EWC and engaged in a transnational merger between 1999 and 2001



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002



The ETUC has drawn up a practical guide on “mergers and restructuring” for European works councils and national employees’ representatives (Buschak 2002)

## 4. QUANTITATIVE ANALYSIS OF EWC AGREEMENTS

The analysis in this chapter is based on the merged ETUI databases containing the inventory of covered companies (Multinationals database) and the full text database with the EWC agreements, as well as data from the agreements database established by ETUC InfoPoint. The ETUC InfoPoint database contains a standard analysis of 659 of the 811 EWC agreements recorded by the ETUI databases in 2002. Linking the data from the ETUC InfoPoint agreements database to the data on covered companies, EWCs and agreements from the ETUI database enabled the production of these results.

The European Foundation for the improvement of living and working conditions, has also produced results from a similar agreements database containing 368 Article 13 and 71 Article 6 agreements, totalling 439 EWC agreements. This database is available online, at the following internet address; <http://www.eurofound.ie/ewc/index.shtm>. Results of an analysis of this data have been published by Carley and Marginson (2000).

This chapter will look at the proportions of EWCs that are composed of employees only and those which are of joint composition. Because the majority of EWCs are jointly composed of management and workers' representatives, the proportion of EWCs chaired by each side is also looked at. Further characteristics of EWC agreements that will be presented are as follows: the authoritative language, the year of signature and the occurrence of signatures of European industry federations. Finally, the EWC agreements are also examined in relation to their provisions concerning the size of the EWC and its select committee, as well as the number of meetings they are entitled to hold.

The first aspect to be presented is the number of agreements signed each year. Secondly, it has to be explained that there are more EWC agreements than there are EWCs, because certain EWCs are based on successive agreements.

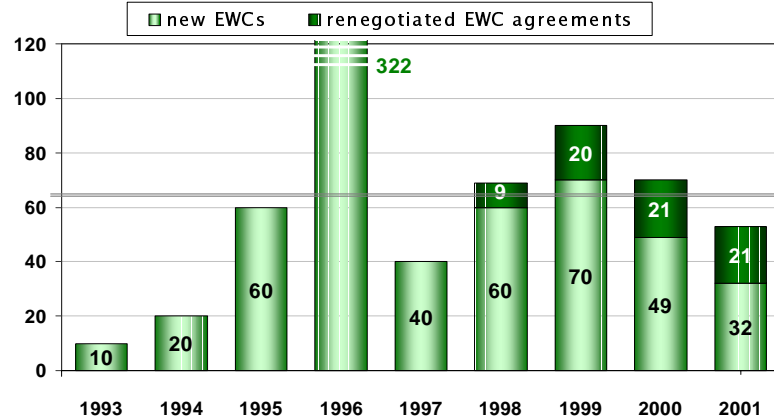
Furthermore, some companies established more than one EWC at division level. As a result, the number of EWCs is higher than the number of affected companies that have complied with the Directive by establishing one or more EWCs.

### Themes

- 4.1. Year of signature
- 4.2. More EWC agreements than EWCs
- 4.3. Composition – employee-only or joint
- 4.4. Chair
- 4.5. Authoritative language
- 4.6. EIF signature
- 4.7. Size of the EWC
- 4.8. Select committee
- 4.9. Number of meetings

Figure 42

### Year of signature of agreements establishing EWCs



European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Attention to the year of signature of the EWC agreements reveals the effect of the deadline for the conclusion of Article 13 agreements, namely 22 September 1996. This deadline evidently prompted many negotiation partners to start negotiations, hastening their progress in order to conclude agreements for the setting up of EWCs under Article 13 of the EWC Directive.

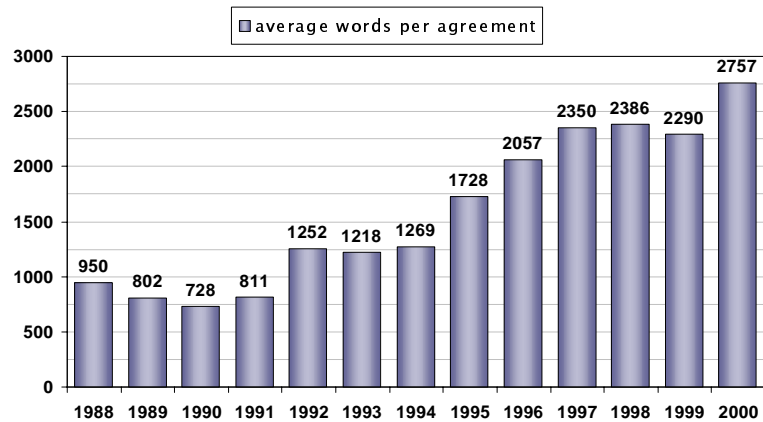
Once the deadline had passed, special negotiating bodies had to be created for the purpose of embarking on negotiations. Constraints of time, procedure and content are thus placed on the negotiations designed to lead to agreements under Article 6 of the Directive. This practice seems to bring into existence around 60 new EWCs each year, a figure similar to the number of EWCs created in 1995.

At this pace, however, it will be another 20 years before all covered companies have European worker representation bodies.

Since 1998 there has also been a growing number of existing EWCs that renew or renegotiate their initial agreement, giving rise to a new agreement. Since some EWCs are built upon successive agreements, there are more agreements than EWCs.

Figure 43

### EWC agreements word count by year of signature



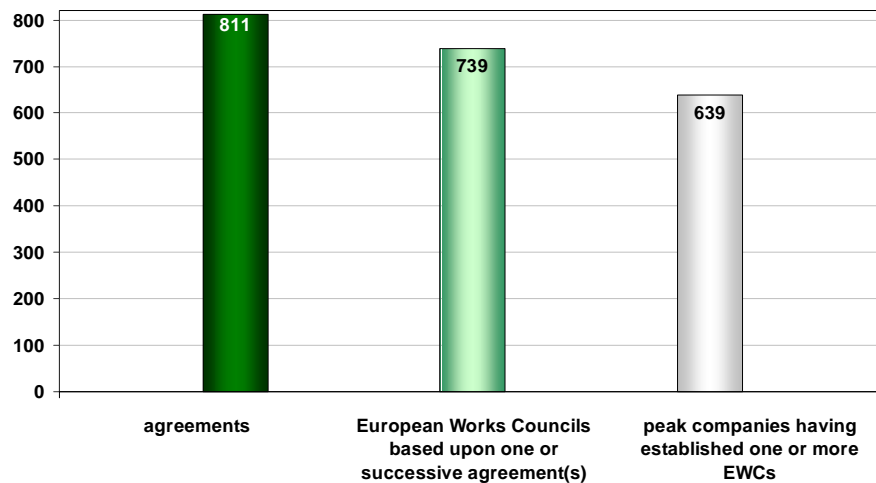
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

On the basis of word counts of the English version of the EWC agreements, a rise in average length of the texts is apparent after the adoption of the Directive in 1994.

This upward trend over the years may indicate greater formalism or more detailed provisions within the constitutional arrangements of EWCs. As EWC negotiators gain experience over the years, it may be assumed that the trend results from learning effects, from other EWC agreements and practices.

Figure 44

**Within 639 different companies 739 EWCs are established on the basis of 811 EWC agreements**



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

A total of 811 agreements are currently recorded in the ETUI database, on which 739 EWCs are built :

- 675 EWCs are based upon one agreement
- for 57 EWCs there are two agreements
- for 6 EWCs there are three agreements
- for one EWC there are four agreements.

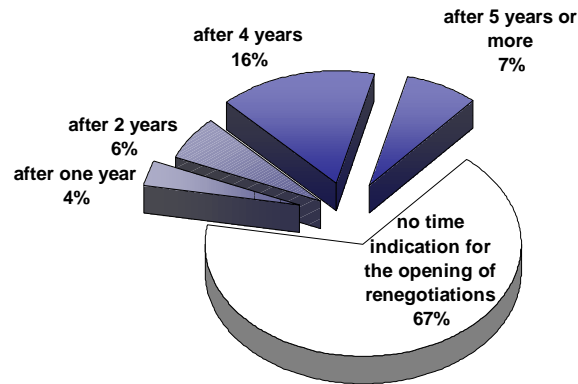
As such, 64, or 8.7%, of the EWCs are linked to more than one EWC agreement. This is the result of the trend of renegotiating the agreements of existing EWCs, as described on the next page.

The 739 EWCs have been established in 639 peak companies. Some multinationals have set up more than one EWC at branch or division level.

- 608 MNCs have established one EWC
- 36 MNCs have established 2 EWCs
- 17 MNCs have established 3 EWCs
- 2 MNCs have established 4 EWCs.

Figure 45

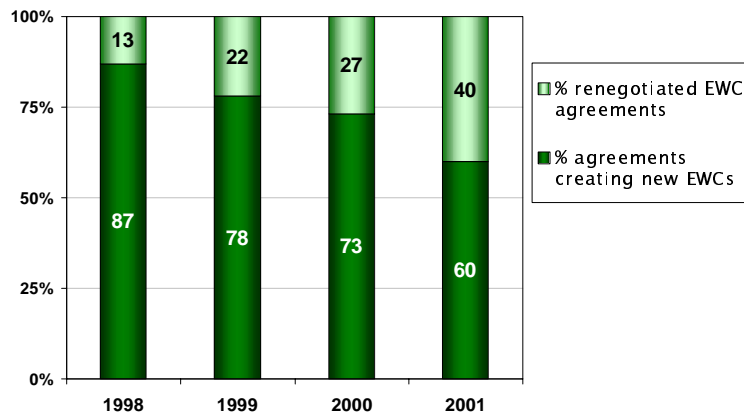
### Several EWC agreements are open for re-negotiation or renewal after four years



European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Figure 46

### Percentage of new and renegotiated EWC agreements



European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Not all EWC agreements contain rules for re-negotiation of the agreement on which the EWC is based. One third of agreements stipulate a fixed moment in time when the agreement becomes open for re-negotiation. In most cases, this is four years after the signature of the initial agreement. Therefore, several of the agreements signed in 1996 or before, have been opened for re-negotiation in the last few years. And an increasing number of agreements are indeed being re-negotiated.

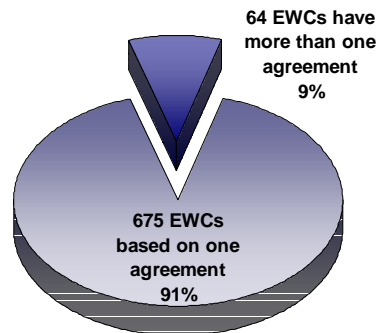
For 1998 a total of nine re-negotiated agreements have been identified, for 1999, 20 and for both the two following years 21. Because the number of new EWCs created in the last three years declined after 1999, the proportion of re-negotiated agreements among the total number signed rose over the years.

Mergers and takeovers also contributed to this development. Insofar as they alter the scope of companies with existing EWCs, they frequently trigger re-negotiations to adjust the agreement to the changes in the company.



Figure 47

### 64 EWCs are based upon more than one successive agreement



the ETUI European Works Councils Multinationals database 2002 contains 811 EWC agreements for 739 EWCs in 635 different MNCs

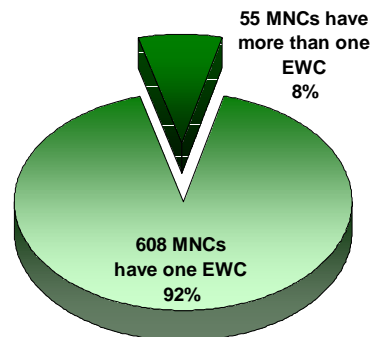
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Because of the renegotiations and post-merger EWC agreements adding to or replacing earlier agreements, some EWCs are linked to more than one agreement. A total of 64 EWCs entail the existence of 136 agreements. This is because 57 EWCs are based on two successive agreements, 6 EWCs on three and one on four agreements. Besides these 64 EWCs that are built upon more than one successive agreement, 675 are based on a single agreement. These account for 91% of the total of the 739 existing EWCs. The 9% of EWCs that are based upon multiple agreements are shown in Figure 47.

Furthermore, there are more EWCs than companies that have complied with the Directive, because some complied by establishing more than one EWC.

Figure 48

### 55 Multinational companies (8%) have more than one EWC



the ETUI European Works Councils Multinationals database 2002 contains 811 EWC agreements for 739 EWCs in 635 different MNCs

European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

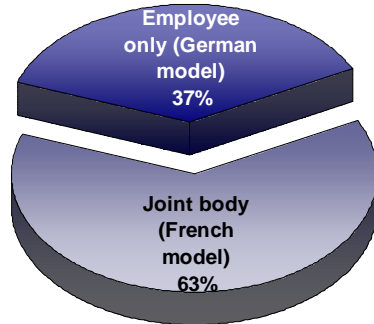
Some companies chose to set up EWCs at the level of divisions or branches. Some then combined branch-level EWCs with an umbrella EWC for the whole group. Accordingly, 55 multinational companies have set up more than one EWC. These divisional EWCs can be created either by a series of separate agreements or on the basis of a single group-wide agreement. Taken together these 50 companies have established a total of 131 EWCs, while 608 other companies have established one EWC each.

Of the 739 existing EWCs, the 608 that were established for an entire company represent 92%. The remaining 8% of companies have set up multiple EWCs.

Carley and Marginson (2000) conducted separate analyses for the agreements based on Article 13 or Article 6 of the EWC Directive. Among the 71 agreements based on Article 6, 11% establish EWCs at division level, while 89% have established one EWC for the whole group. Among the 386 agreements based on Article 13, Carley and Marginson found that 78% have one EWC for the whole group. In 7% of the Article 13 agreements there were division-level EWCs and in 15% a combination of both division-level EWCs and an umbrella EWC for the whole group with all its divisions.

Figure 49

### Composition of the EWC employee-only or joint bodies



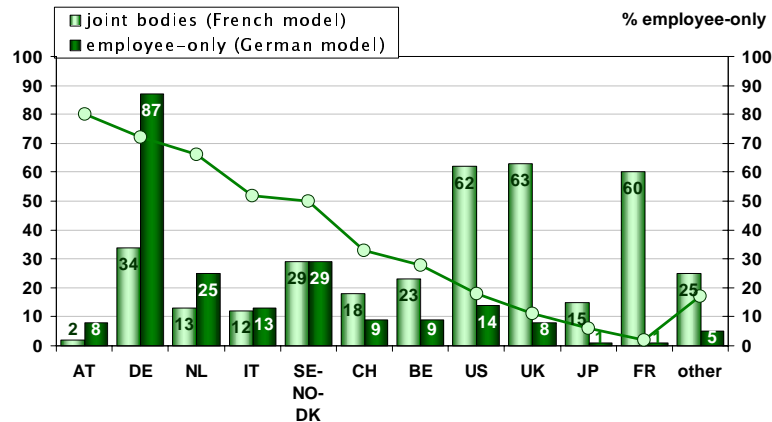
As regards different workplace representation practices in Europe, two basic models for the composition of EWCs are to be distinguished: the ‘German’ model stands for an EWC composed exclusively of workers’ representatives, while the ‘French’ model of EWC is jointly composed of management and workers’ representatives, and is chaired, in most cases, by management.

The distinction between employee-only EWCs and the joint bodies makes little difference in practice. All employee-only EWCs set aside a part of the programme of their annual meeting(s) for meeting central management representative(s). Similarly, the jointly composed EWCs all foresee a preparatory session at which the employee-side EWC members meet alone without management to prepare questions for the joint sessions.

European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Figure 50

### Composition of the EWC by country of ownership of the MNC – employee-only or joint bodies



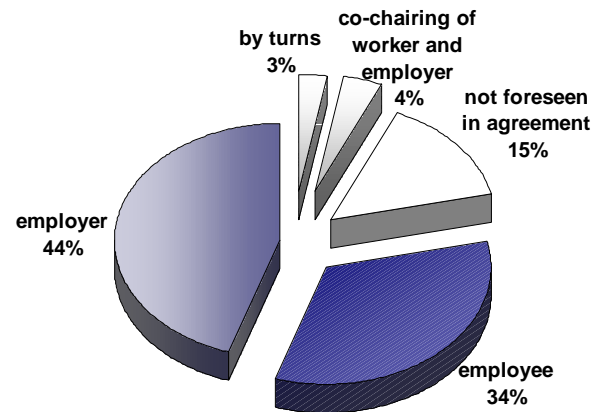
Even if it does not make much difference to the practical functioning of the EWC, the type of composition should not be regarded as irrelevant. The choice in favour of a German- or a French-model EWC can be an indicator of the influence of the home country industrial relations practices on the functioning of the EWC.

A breakdown of the German-model EWCs by country of ownership of the company leads to a clear finding. The countries with German-model workplace representation systems have also taken this model in most cases for the EWCs in the companies headquartered there. At the other extreme there are the French multinationals in which practically all existing EWCs opted for the French model. The non-European multinationals that have already set up an EWC opted, in most cases, for the French model.

European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Figure 51

### Employer or employee representative chairing the EWC



European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

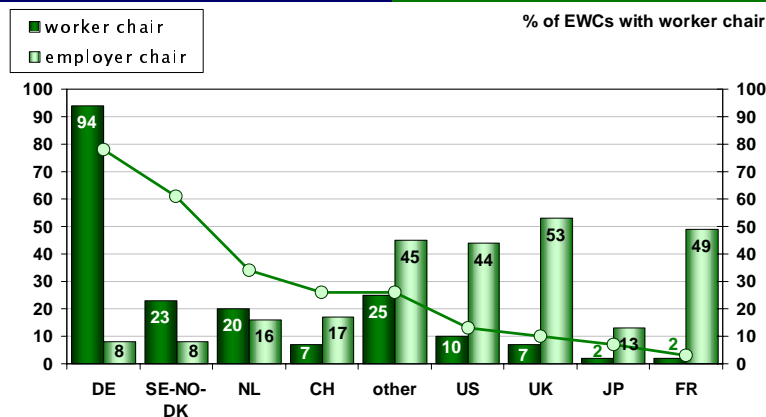
A majority of 63% of the EWC agreements opted for a French model of composition. Concerning the choice of chair, a similar result is found.

Out of 563 agreements, 82 – or 15% – did not specify who was to chair the EWC. In one third of these agreements there is an employee-side chair. The most frequent arrangement among the analysed agreements is, however, for the chair to be taken by management (45% of cases).

Finally, 23 agreements were found to stipulate that the EWC is to be co-chaired and 15 that it is to be chaired by both sides in turns.

Figure 52

### EWC chaired by employer or workforce representative (by country of ownership MNC)



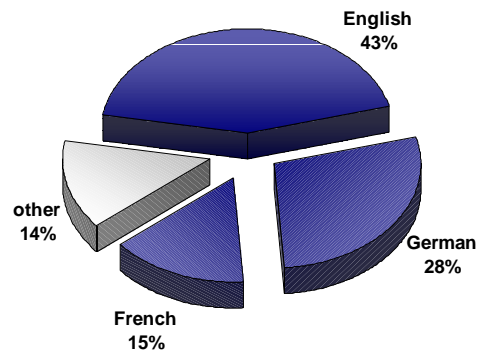
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

When the choice of chair is set against the country of ownership of the companies with EWCs, it is clear that the home country's works council practice exerts a strong influence here too. Most of the worker-chaired EWCs are to be found in Germany and the Scandinavian countries, while the largest proportion of management-chaired EWCs are among French-based multinationals.

Figure 53

Authoritative language of EWC agreements

202 of 469 EWC agreements refer to the English version of the agreement as authoritative



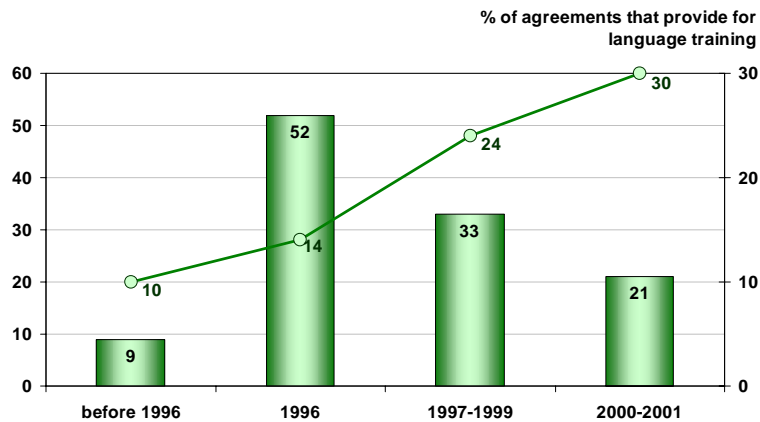
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

European works councils are multilingual institutions. Almost all European works council agreements provide for simultaneous interpretation of meetings in all relevant languages. Many agreements also contain provision for language training.

Agreements establishing EWCs are translated into many languages. Most of the agreements stipulate which is the original or authoritative language version. In most cases this seems to be the English, German or French version of the agreement. In 202 of the 469 agreements including such stipulation, the English is stated to be the authoritative version.

Figure 54

EWC agreements providing for language training (by year of signature)



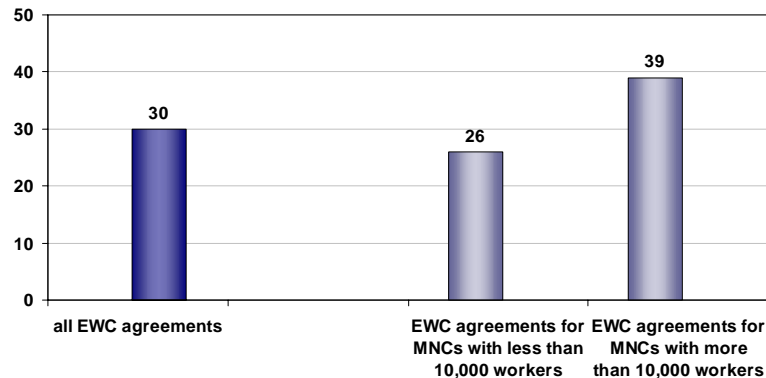
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

There is no data available on the use of working languages within EWCs, but an increasing number of EWC agreements do provide for language training. Of the 668 EWC agreements analysed in this respect, 17% contain such provision.

Figure 54 breaks down the 115 agreements containing provision for language training for EWC members by year of signature. A growing trend to include such provision is apparent.

Figure 55

**EWC agreements signed by one or more European industry federations**  
(by size of MNC)



European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

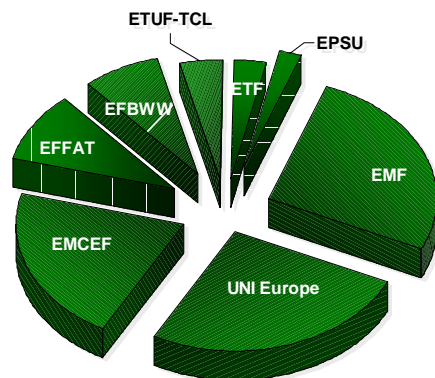
The EWC Directive makes no reference to the role of trade union organisations in the negotiation and signature of EWC agreements. EWCs established by agreement after 22 September 1996 (on the basis of Article 6 of the Directive) have to be negotiated and signed by a Special negotiating body. Some Article 6 EWC agreements are, however, also signed by European industry federations that supported or co-ordinated the SNB negotiations. In relation to Article 13 agreements, the Directive contained no stipulation concerning the negotiating and signatory parties.

The European industry federations played an important role in the coordination of EWC negotiations. 30% of EWC agreements have been signed by an EIF. For EWCs in companies with more than 10,000 workers this was true of 39% of agreements.

Figure 56 shows the proportions of all EWCs for which support is being coordinated by the European industry federations.

Figure 56

**Proportion of EWCs for which support and training is co-ordinated by the respective EIFs**

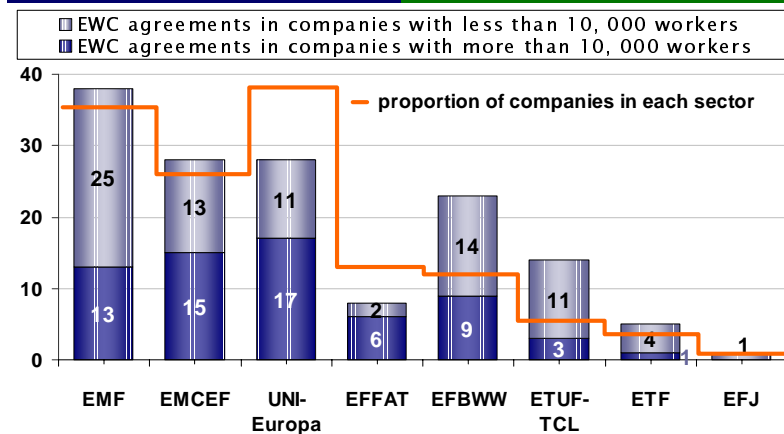


- EMCEF** European Mine, Chemical and Energy Workers' Federation
- EFBWW** European Federation of Building and Woodworkers' Unions
- EPSU** European Federation of Public Service Unions
- UNI-Europa** Union Network International - Europa
- ETUF-TCL** European Trade Union Federation: Textiles, Clothing and Leather
- EMF** European Metalworkers' Federation
- EFFAT** European Federation of Food, Agriculture and Tourism
- ETF** European Transport Workers' Federation

European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Figure 57

**EWC agreements signed by European industry federations**  
(by EIF and by MNC size)



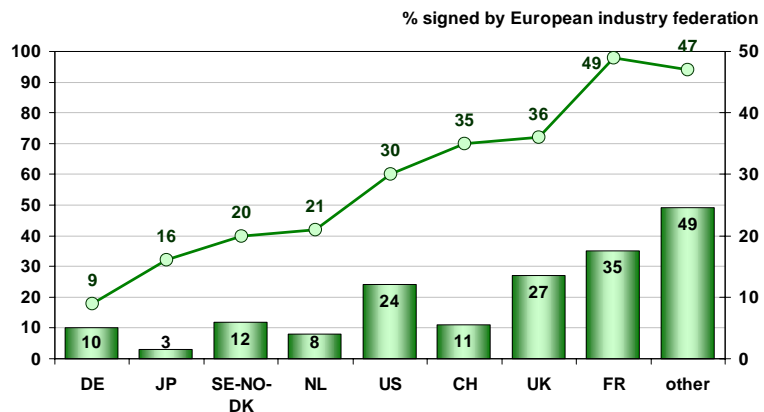
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

A sector of activity and a country of ownership breakdown is given in Figure 57 and 58 for those companies in which the EWC agreement was signed by a European industry federation.

In the sector breakdown in Figure 57, a red line shows the proportion of companies in each particular sector group. Further, the bottom part of each bar represents the larger companies employing more than 10,000 workers.

Figure 58

**EWC agreements signed by European industry federations**  
(by country of ownership of the MNC)

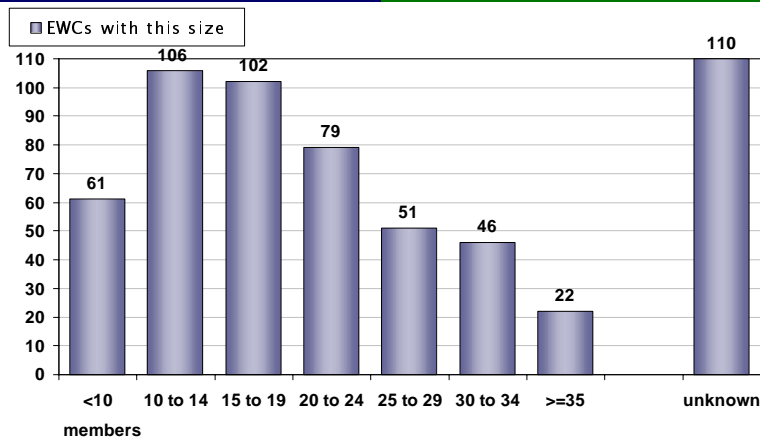


European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

From the country of ownership breakdown in Figure 58, it can be seen that the non-European companies also have asked European industry federations to sign EWC agreements.

Figure 59

Size of the European works councils



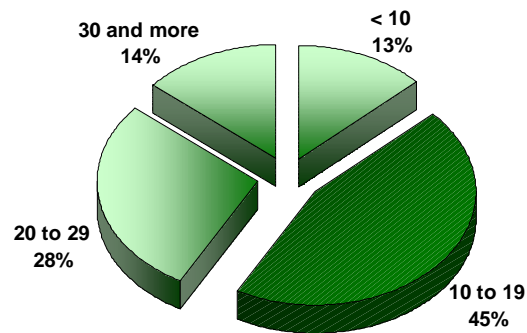
A large majority – 73% – of EWCs have between 10 and 30 members; 14% have less than 10 members, while 25% have more than 30.

European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Figure 60

Proportion of large and small European works councils (size in EWC members)

Almost half of the EWCs have 10 to 20 members

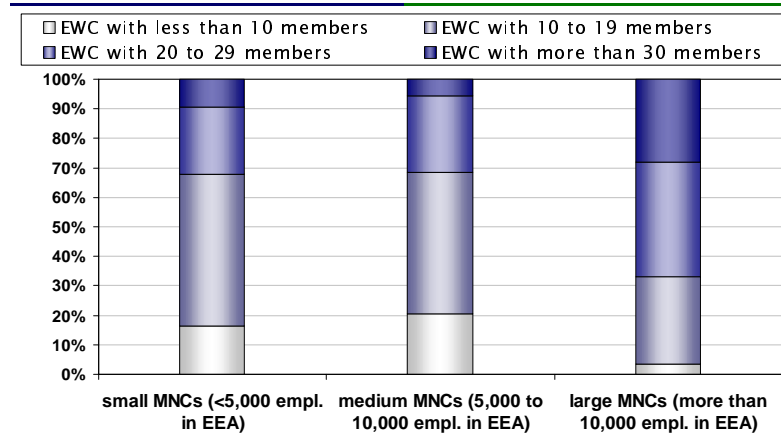


European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002



Figure 61

Proportion of large EWCs greater in companies with more than 10,000 workers



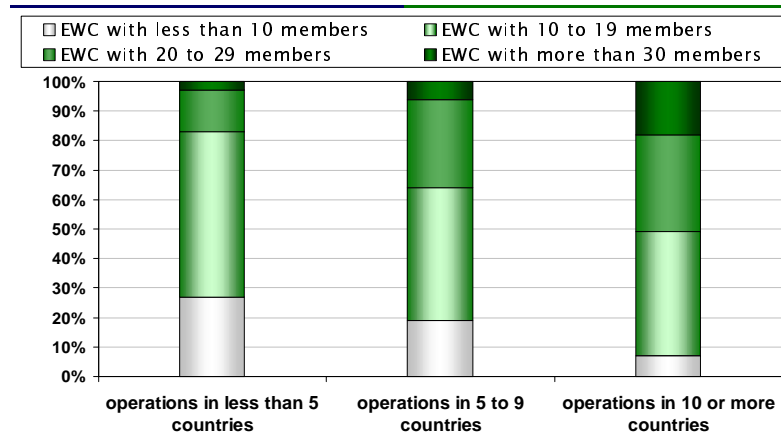
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Both the size and the number of countries where a company has operations clearly influence the number of members in EWCs.

Two thirds of the companies with less than 10,000 workers have EWCs composed of less than 20 members. Of the companies with more than 10,000 workers, two thirds have EWCs with 20 members or more.

Figure 62

Proportion of large EWCs greater in companies with operations in more EEA countries



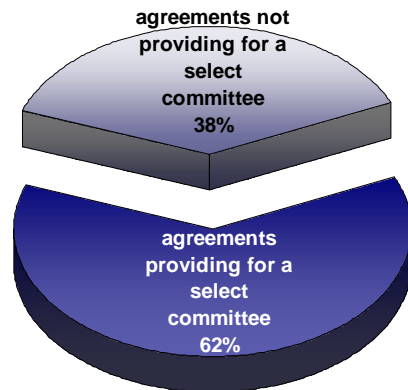
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Only 20% of the EWCs of companies that are present in less than five EEA countries are composed of 20 members or more. Of the EWCs in companies with operations in at least 10 EEA countries, half have 20 members or more.



Figure 63

## Proportion of agreements providing for a select committee

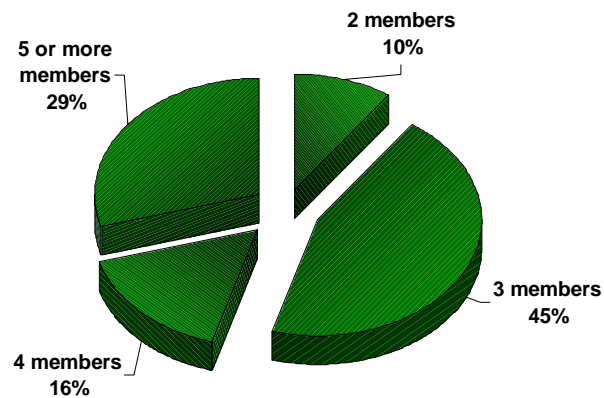


Of 535 EWC agreements analysed in the ETUC InfoPoint database, 62% included the creation of a select committee.

 European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Figure 64

## Size of select committee



Looking at the size of the select committees, 45% are composed of three members. A further 16% have four members, while 29% have five or more members.


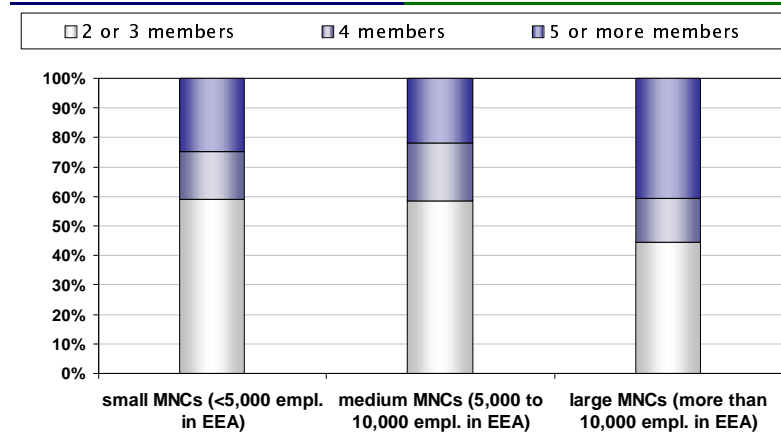
 European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Figure 65

### Proportion of large select committees greater in companies with more than 10,000 workers



European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Size is a relevant factor with regard to the existence and size of select committees. Among EWC agreements for companies with more than 10,000 workers, a select committee is provided for in 68% of cases.

Also the select committee more often has more than three members in larger companies with a workforce of over 10,000. In companies with more than 10,000 workers, 55% of select committees have four or more members, while this is the case in only 41% of the smaller companies.

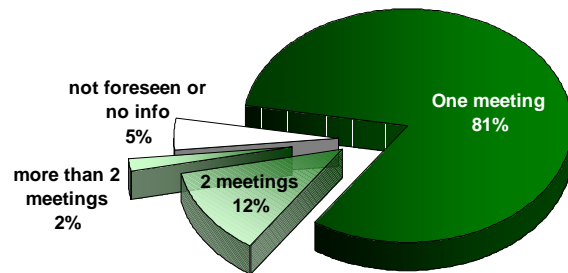
In Figure 65 it can be seen that many select committees have three members. Those select committees with more members are more often to be found among companies with more than 10,000 workers.

Combining this data with the information on the degree of internationalisation from the ETUI multinationals database reveals a significant variation between companies having 50% or more than 50% of their EEA workers concentrated in one country and those where this is not the case. For the former, with a large workforce concentration in one country, 59% of agreements provided for a select committee, while among the others 72% contained such provision.

Where the EEA workforce concentration in a single country is lower than 50%, the EWC agreements more often include a select committee (up to 74%). This factor does not, however, seem to influence the size of the select committee, which depends more on the total workforce size.

Figure 66

### Number of meetings provided for in the EWC agreements



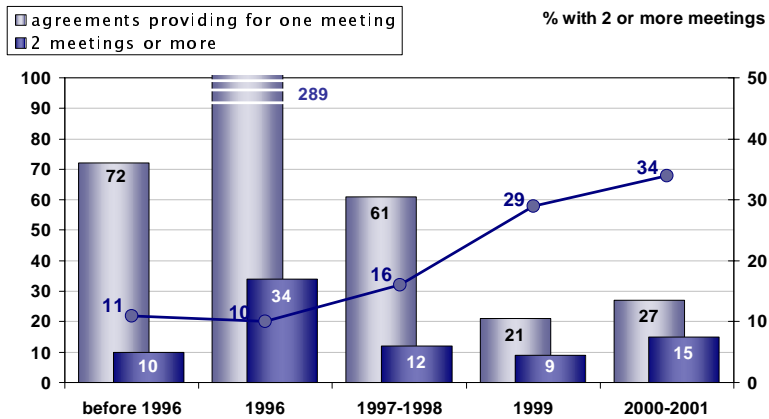
The ETUC InfoPoint EWC agreements database contains data on 577 EWC agreements. Of these, 551 contained details of the number of meetings the EWC is entitled to hold. In 81% of cases the EWC may hold one ordinary annual meeting, and in another 12% of cases two meetings are foreseen. In a few cases, i.e. 10 EWC agreements (2%), there is provision for more than two annual meetings.

Besides the ordinary annual meetings, extraordinary meetings may, in some cases, be held in special circumstances. More than 80% of the EWC agreements contain provision to this effect. Among the agreements scheduling two ordinary annual meetings, the possibility of holding extraordinary meetings is included in 87% of cases.

European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

Figure 67

### Number of EWC meetings by year of signature of the EWC agreement



It can be seen from Figure 67 that there has been a growing tendency over the years to include provision for two or more ordinary meetings in the EWC agreements.

European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002 and Infopoint, 2002

## 5. INVOLVEMENT OF WORKER REPRESENTATIVES FROM APPLICANT COUNTRIES

A total of 13 countries have applied for EU membership. At its Laeken summit in 2001, the EU Council of Ministers stated that, assuming that the accession negotiations were to continue at the current pace, ten of these countries would be able to join in 2004. The ten in question are Cyprus, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, the Slovak Republic, Slovenia and the Czech Republic. The remaining three applicant countries are Bulgaria, Romania, and Turkey. In the run-up to 2004, this chapter will look at the impact of the EWC Directive on these applicant countries.



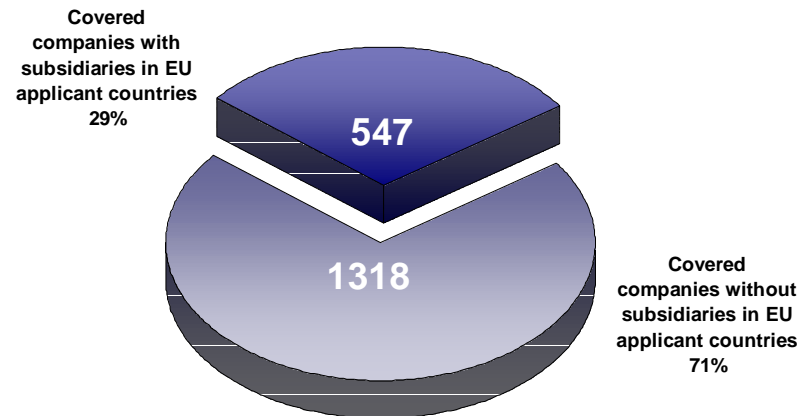
### Themes

- 5.1. One in four covered companies has activities in applicant countries
- 5.2. EEA operations of affected companies having subsidiaries in applicant countries
- 5.3. Size and degree of internationalisation of the companies present in applicant countries
- 5.4. EWCs in companies having subsidiaries in applicant countries
- 5.5. EWC involvement of workers' representatives from applicant countries
- 5.6. Covered companies with operations in Poland
- 5.7. Size of the Polish workforce represented in the EWC and size of the MNC
- 5.8. Are Polish representatives full members or only observers in the EWC?

## 5.1. ONE IN FOUR COVERED COMPANIES HAS ACTIVITIES IN APPLICANT COUNTRIES

Figure 68

More than one in four companies affected by the EWC Directive has operations in EU applicant countries

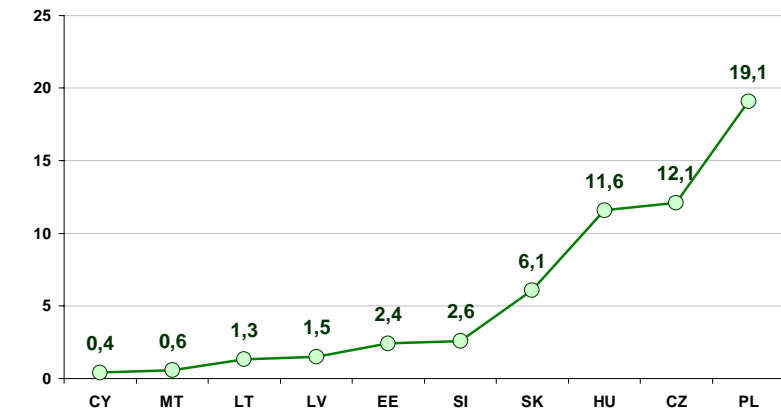


Not all companies today affected by the EWC Directive have subsidiaries in the EU applicant countries. Of the 1865 companies concerned, 547 – or 29% – have activities in the applicant countries.

## 5.1. ONE IN FOUR COVERED COMPANIES HAS ACTIVITIES IN APPLICANT COUNTRIES

Figure 69

### Multinationals having operations in EU applicant countries (% of all MNCs affected by the Directive)



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

Almost 20% of the covered companies have operations in Poland, while 10% have operations in Hungary and the Czech Republic. For the Slovak Republic the figure is 5%, and for Estonia, Slovenia, Romania and Bulgaria it is below 5%.

When the applicant countries become EU members, their workforces will also become covered by the EWC Directive. This has two important consequences for implementation of the Directive.

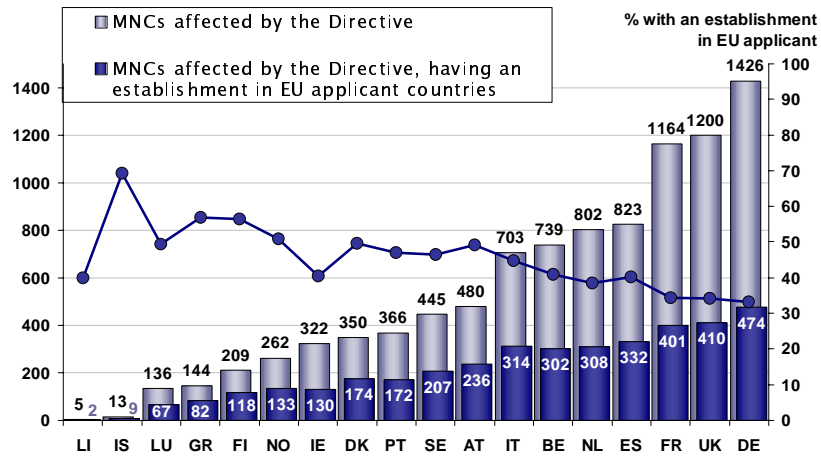
First of all, once these countries join the EU, their workforces will also have to be represented in the existing EWCs. This is already the case in many EWCs, albeit on a voluntary basis.

Furthermore, the workforce of these countries will then also be included in the calculation which determines whether or not a company is affected by the EWC Directive. Companies that do not have 1000 workers in the EEA today, or do not yet have 150 workers in a second country, may meet both these criteria once the workers in the new member states are included. Not only will more EEA-based companies be covered by the Directive. There are also companies based in the applicant countries that have subsidiaries in other applicant countries or in EEA member states. Some of these have already been identified, although complete figures are not yet available. The current updating of the ETUI Multinationals database will identify all additional companies that will become covered by the EWC Directive as soon as certain applicant countries join the European Union.

## 5.2. EEA OPERATIONS OF AFFECTED COMPANIES HAVING SUBSIDIARIES IN APPLICANT COUNTRIES

Figure 70

### EEA countries hosting activities of multinationals



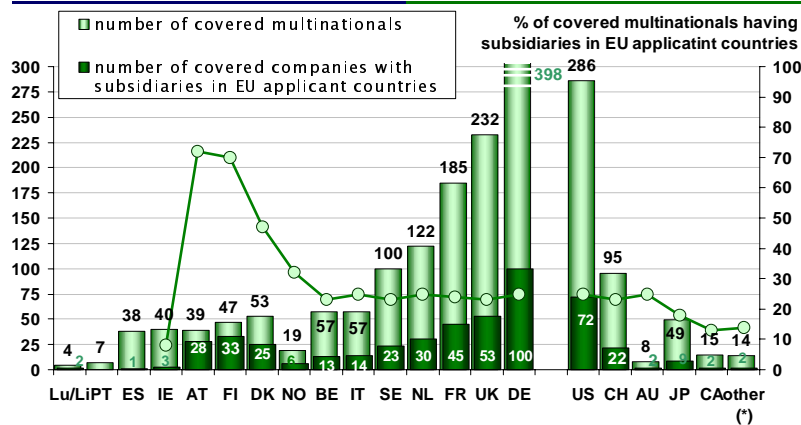
Of the total of 1865 affected companies, 1426 have operations in Germany. This means that there exist 1426 German-based multinationals or subsidiaries for which an EWC could be established. Of these 1426, one third are part of companies that also have operations in applicant countries. For the Scandinavian countries, as well as for Austria, the same applies to half of the covered companies that are present there.

Figure 70 shows a breakdown of peak companies by country of ownership. The numbers of companies covered by the Directive are given in light green figures and the numbers of those having subsidiaries in applicant countries in dark green.

European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002

Figure 71

### Companies covered by the EWC Directive with subsidiaries in EU applicant countries (by country of ownership)



(\*) (Bahrain, Kuwait, Hong Kong, Malaysia, Singapore, South Africa, South Korea)

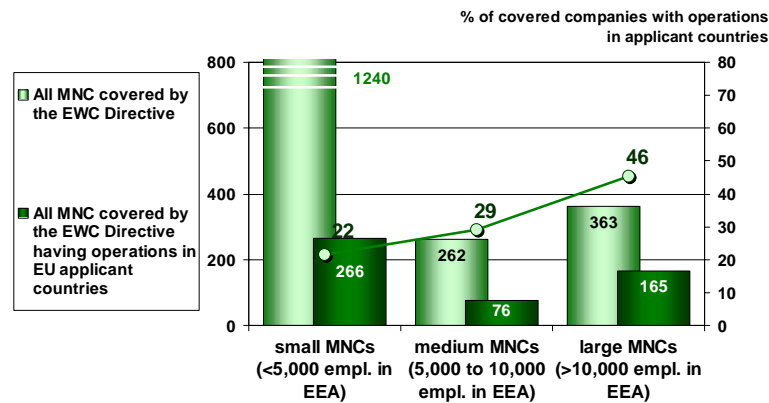
Regarded from the country of ownership perspective, the proportion of companies with operations in applicant countries is highest among companies headquartered in Finland and Denmark.

European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002

## 5.3. SIZE AND DEGREE OF INTERNATIONALISATION OF THE COMPANIES PRESENT IN APPLICANT COUNTRIES

Figure 72

### Size of companies having operations in applicant countries



European Trade Union Institute (ETUI)

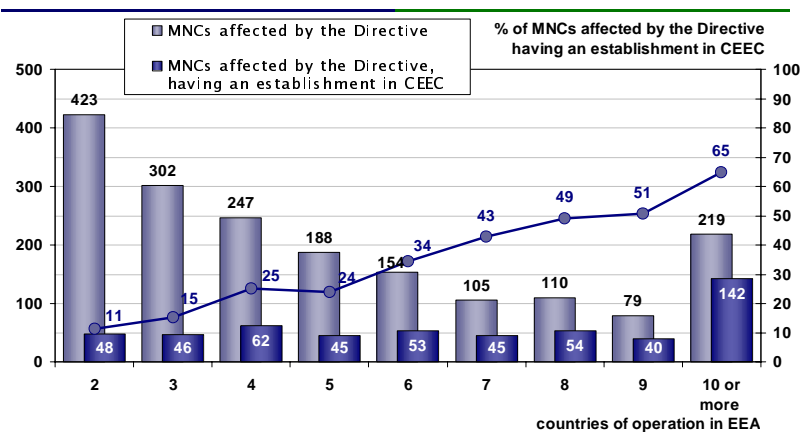
European Works Councils Multinationals database, Oct. 2002

Half of the companies that are affected by the EWC Directive and that have subsidiaries in EU applicant countries have less than 5000 employees. Since there are 1240, or two thirds, of the affected companies in the category of less than 5000 workers, proportionately only 21.5% of these companies have operations in EU applicant countries.

One third of the affected companies that are active in EU applicant countries are to be found among the category of companies with more than 10,000 workers. In this size category there are 363 affected companies, 45.5% of which have operations in applicant countries.

Figure 73

### Degree of internationalisation and proportion of multinationals having an establishment in CEEC (by number of countries of operation)



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

The greater the number of EEA countries in which a company has operations, the more often a company also has activities in EU applicant countries.

Less than 25% of the companies affected by the EWC Directive that have subsidiaries in four or less EEA countries also have activities in EU applicant countries, while for affected companies with subsidiaries in eight or more EEA countries, half or more are also present in EU applicant countries.

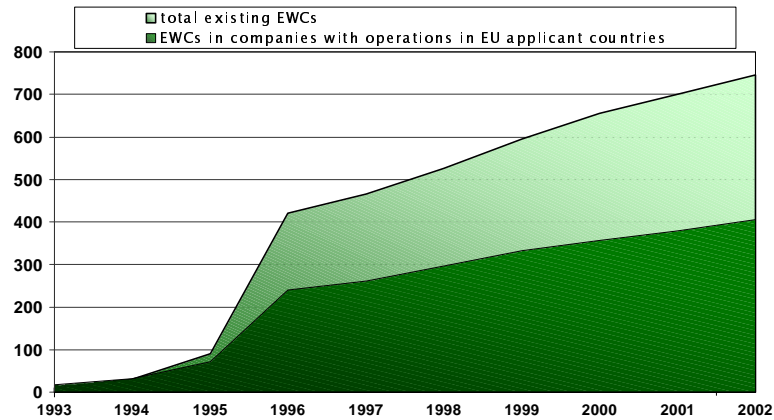
From the standpoint of the EU applicant countries, 71% of the affected companies having operations there are to be found among the companies that have subsidiaries in at least five or more EEA countries.



## 5.4. EWCs IN COMPANIES HAVING SUBSIDIARIES IN APPLICANT COUNTRIES

Figure 74

### European works councils within companies that have operations in EU applicant countries



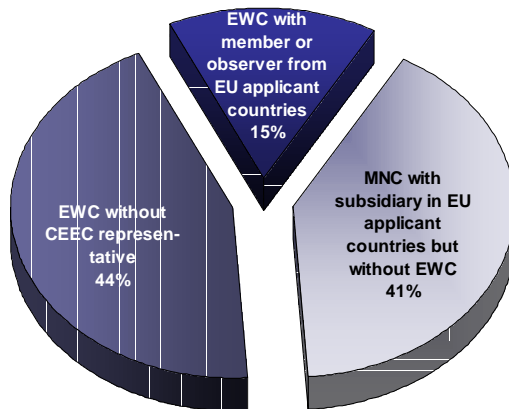
European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

When, in 1996 and 1997, the overall number of EWCs increased substantially, the same trend applied to the number of EWCs established within companies having operations in EU applicant countries.

Figure 75

### Representation of EU applicant country workers in multinational companies



European Trade Union Institute (ETUI)

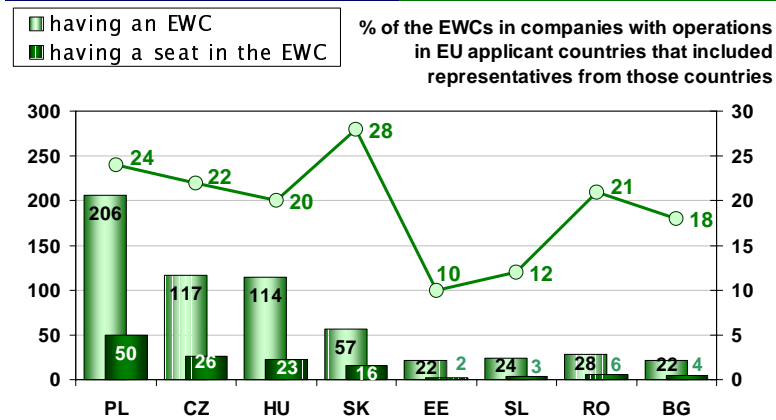
European Works Councils Multinationals database, Oct. 2002

In 2002, of the companies affected by the EWC Directive, 547 have subsidiaries in EU applicant countries. Of these, 323, or 59%, have already set up an EWC and in 84, or 15%, of these 283 EWCs there is at least one representative from the applicant countries where the company is present.

## 5.5. EWC INVOLVEMENT OF WORKERS' REPRESENTATIVES FROM APPLICANT COUNTRIES

Figure 76

### Involvement of EU applicant country representatives in EWCs



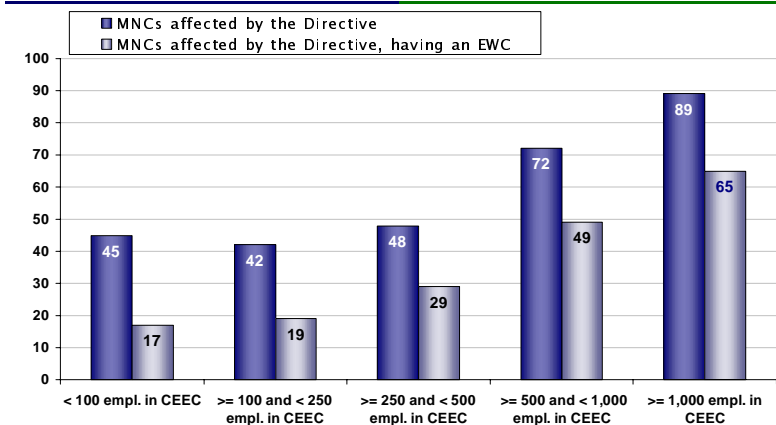
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002

It can be seen, in relation to applicant countries' activities in companies with EWCs, that they are present in the EWC in between 10 and 30% of cases. This representation takes place on a voluntary basis for, as long as these applicant countries are not full EU members, incorporation of their workers' representatives in the EWC is not obligatory. As such, it is hardly surprising that integration of these representatives is far from complete.

The proportion of EWCs in companies with operations in EU applicant countries that have incorporated representatives of those countries is nowhere higher than 30%, as can be seen on the left.

Figure 77

### Multinationals affected by the Directive (by employment scale in EU applicant country)



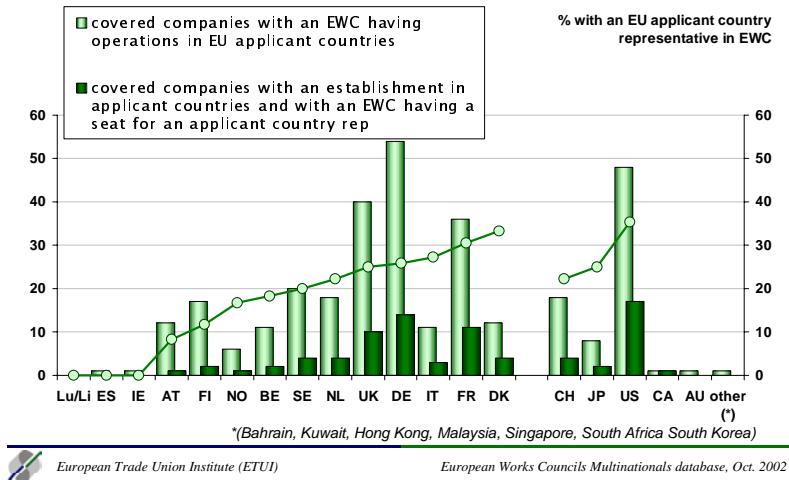
European Trade Union Institute (ETUI) European Works Councils Multinationals database, Oct. 2002

The first available employment figures for the operations in these EU applicant countries cover only one third of all companies concerned. They offer, even so, a rough impression of the size of workforces concerned in these EU applicant countries.

## 5.5. EWC INVOLVEMENT OF WORKERS' REPRESENTATIVES FROM APPLICANT COUNTRIES

Figure 78

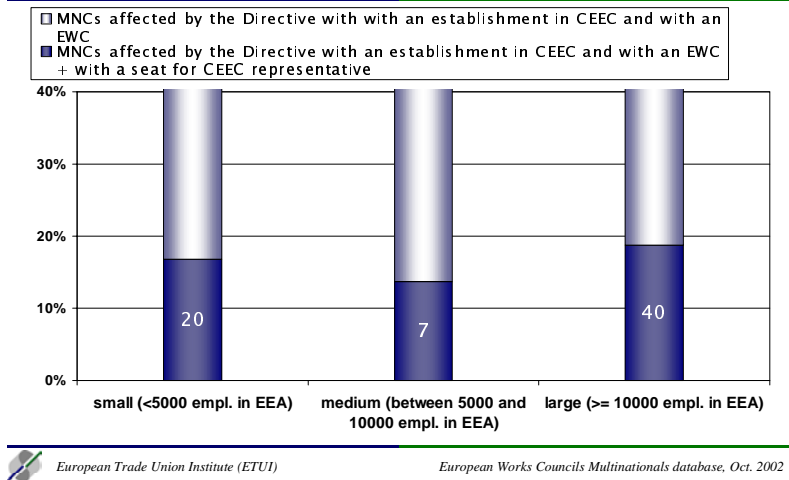
### Involvement of EU applicant country representatives in EWCs (by country of ownership of MNC)



The companies with an EWC that, on a completely voluntary basis, have incorporated a workers' representative from EU applicant countries where they have operations, are broken down in Figures 78 and 79 by country of ownership as well as overall size.

Figure 79

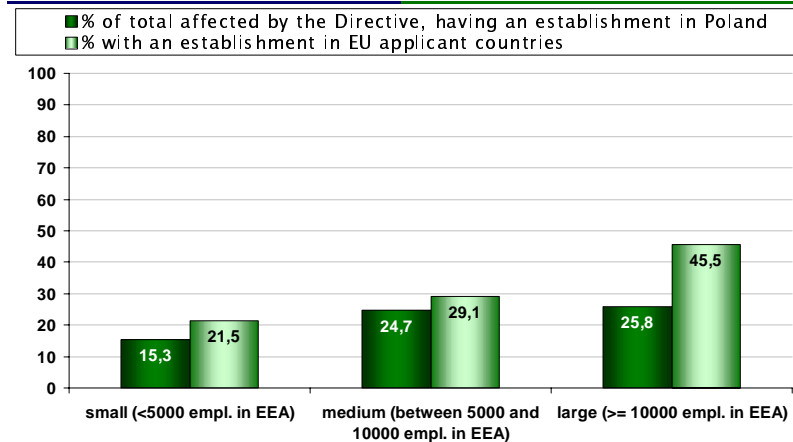
### Involvement of EU applicant country representatives in EWCs (by employment scale in EEA)



## 5.6. COVERED COMPANIES WITH OPERATIONS IN POLAND

### Multinationals affected by the Directive having operations in EU applicant countries and in Poland (by employment scale in EEA)

Figure 80



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

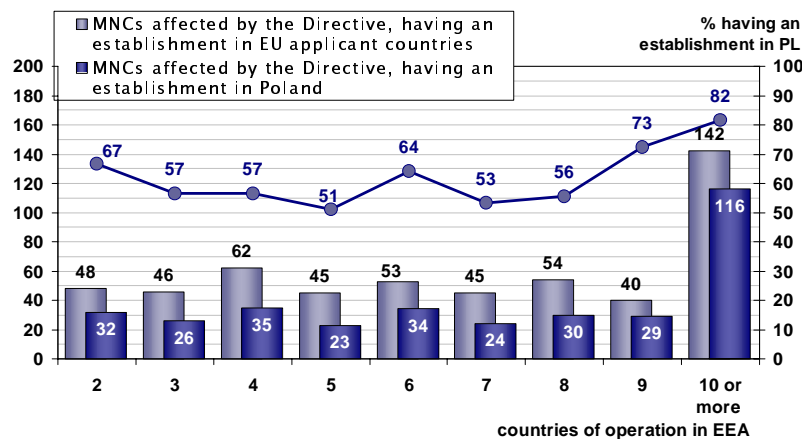
On the following pages we present the companies affected by the EWC Directive that have operations in one specific applicant country, namely Poland. For those among them that have set up an EWC, we indicate whether there is any involvement of Polish workers' representatives in the EWC. Some of the figures presented are the result of a study by Romuald Jagodzinski, who worked as a guest researcher at the ETUI in the summer of 2002.

First of all, it is a question of examining to what extent the 316 companies with subsidiaries in Poland are similar to or different from the total of 547 affected companies that have operations in any of the applicant countries

A total of 547 companies affected by the EWC Directive have subsidiaries in EU applicant countries. Of these 52%, or 283, have set up an EWC. In Poland 316 of the affected companies have operations. Of these, 206, or 65%, have an EWC.

### Multinationals having an establishment in EU applicant countries and in Poland (by number of countries of operation in EEA)

Figure 81



European Trade Union Institute (ETUI)

European Works Councils Multinationals database, Oct. 2002

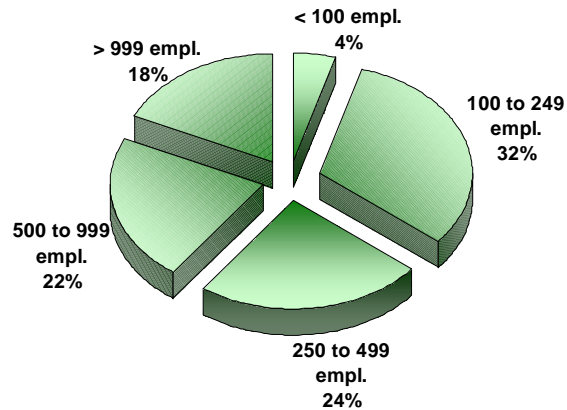
Since the 206 companies with an EWC and operations in Poland represent 73% of all covered companies with an EWC and operations anywhere in EU applicant countries, lessons from Polish EWC involvement are interesting for all applicant countries.

For this reason, the EWC affected companies having subsidiaries in Poland are compared to the companies that have operations in any EU applicant country. The comparison is performed on the basis of their country of ownership, their size and the number of EEA countries where they have operations.

## 5.7. SIZE OF THE POLISH WORKFORCE REPRESENTED IN THE EWC AND SIZE OF THE MNC

Figure 82

### Size of Polish subsidiaries of multinationals covered by the EWC Directive

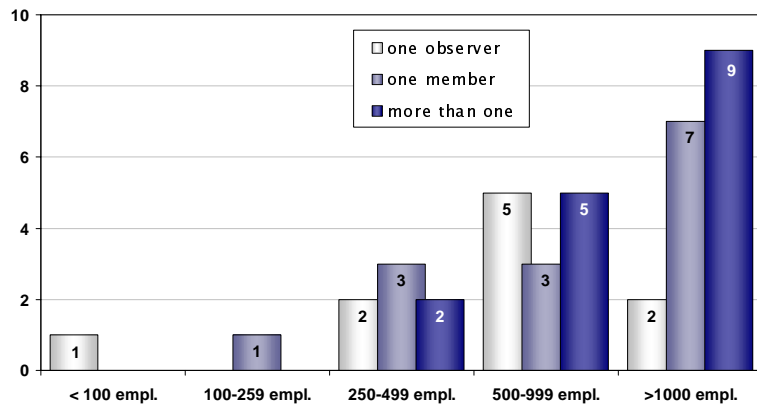


While one third of the companies with operations in Poland have less than 250 workers there, only in two very exceptional cases have Polish representatives been included in the EWC.

The EWC affected companies with more than 1000 workers in their Polish subsidiaries form the smallest group as can be seen on the left. These Polish work forces are, however, most often represented in the EWC, as can be seen in Figure 83.

Figure 83

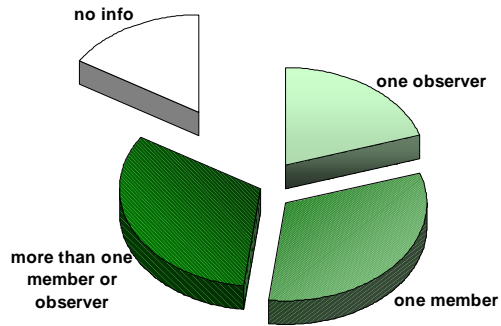
### Polish involvement in EWCs (by size of the Polish workforce)



## 5.8. ARE POLISH REPRESENTATIVES FULL MEMBERS OR ONLY OBSERVERS IN THE EWC?

Figure 84

### Type of Polish involvement in EWCs



Of the Polish representations in EWCs, slightly more are full members than are merely observers. Furthermore, a third of the Polish representations are composed of two members or observers.

In Figures 85 and 86 the Polish EWC representations are broken down by size of the multinational company concerned and by country of ownership.

Figure 85

### Type of Polish involvement in EWCs

(by size of the MNC)

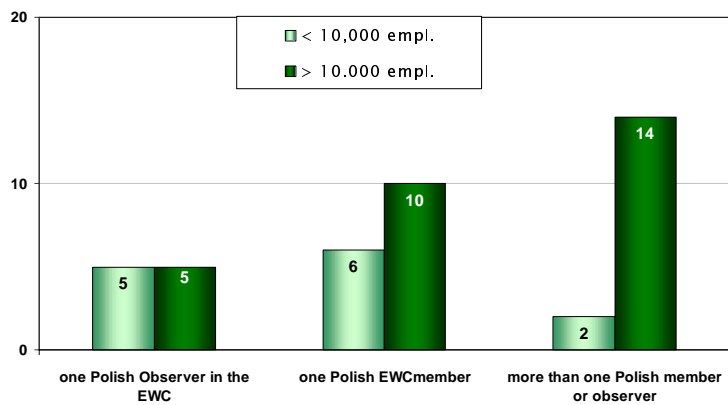
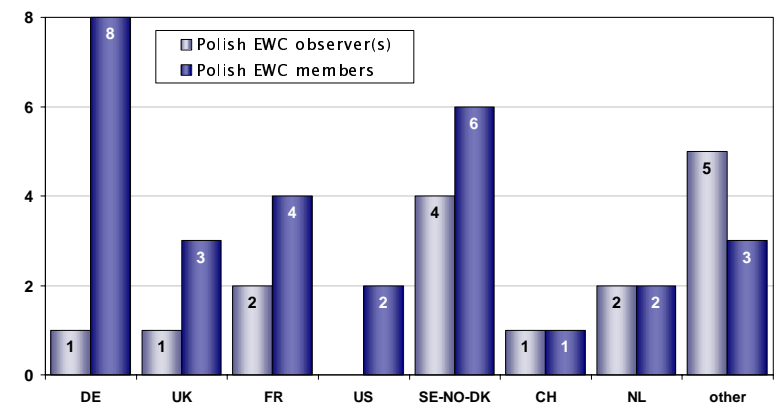


Figure 86

### Type of Polish involvement in EWCs

(by country of ownership of MNC)



In the 1980s pioneering EWCs were created by means, in some cases, of negotiated agreements, as well as on the basis of various more informal arrangements. In the wake of adoption of the European Works Councils Directive, the agreement-based variety became the template for the creation of European works councils by hundreds of multinational companies.

With the adoption, on 22 September 1994, of the EWC Directive, some 1500 companies became required to set up EWCs. As from 15 December 1997, with the adoption of the UK extension Directive, an additional 350 companies were brought within the scope of the EWC Directive.

The size and shape of multinational companies changes as a result of mergers, de-mergers, takeovers and restructuring. Consequently, the ETUI Multinationals database is being constantly updated. As of October 2002, 1865 companies have been identified as affected by the EWC Directive. Of these, 639 (34%) have already established 739 EWCs on the basis of 811 agreements. Some companies have set up more than one EWC at branch level, while in other cases EWCs are built upon several successive agreements.

This leaves 1226 companies for which an EWC still needs to be created. The changes in the size and structures of the companies concerned may hinder this process and yet such changes increase the need for European works councils. EWCs enable workers' representatives to build bridges with the company's decision-making centre and amongst themselves, in such a way that, via the necessary information and consultation procedures, they can anticipate the employment consequences of future changes within the company. As such, European works councils offer companies, for a modest price, the advice of the best possible consultants, namely, the representatives of the company's own workers. European works councils constitute an option in favour of successful innovation and change based on social dialogue.

Bringing together data from various databases, this publication presents trends observable in the field of EWCs. More qualitative and longitudinal analysis is needed to find explanations for the trends and variations presented here. An ongoing EWC case study project focuses on these qualitative challenges, in an effort to assist all existing EWCs to operate efficiently and in accordance with the expectations placed in them.

Interpretations and evaluations cannot overlook the fact that EWCs are still rather new institutions. Even though EWCs are currently to be found in only 32% of the 1865 affected companies, those that do exist signify a huge leap forward in the europeanisation of industrial relations. The more than ten thousand EWC members have benefited, thanks to their experiences and the trade union support and training received, from learning processes that will form the basis for further developments in European industrial relations.

Just as the pioneering EWCs were bodies originally set up on a voluntary basis, the same is now true of the involvement of workers' representatives from EU applicant countries. Even though, here too, steps forward serve to create additional challenges, progress is made with every passing year. For this reason EWC evaluation at any given moment in time should not neglect the dynamics over time, and their potential for future developments. It is our hope that the trends presented in this publication will encourage practitioners in achieving progress in the field of EWCs.

The ETUI will continue to update and improve its databases, to provide more and better reports on quantitative EWC trends. Additionally, more qualitative indicators are being developed in order to monitor trends in the practical operation of the existing EWCs. In this context, the ETUI data service on European Works Councils aims to provide, on into the future, accurate observations for EWC practitioners, trade unionists and researchers.



# Annex 1: NACE code key

<b>NACE CODE</b>	<b>NACE DESCRIPTION</b>
1	Agriculture, hunting & related activities
2	Forestry, logging & related service activities
5	Fishing, operation of fish hatcheries & fish farms; service activities incidental to fishing
10	Mining of coal & lignite; extraction of peat
11	Extraction of crude petroleum & natural gas; service activities incidental to oil & gas extraction
12	Mining of uranium & thorium ores
13	Mining of metal ores
14	Other mining and quarrying
15	Manufacture of food products & beverages
16	Manufacture of tobacco products
17	Manufacture of textiles
18	Manufacture of wearing apparel; dressing & dyeing of fur
19	Tanning & dressing of leather; manufacture of luggage, handbags, saddlery, harness & footwear
20	Manufacture of wood & products of wood & cork, except furniture; manufacture of articles of straw
21	Manufacture of pulp, paper & paper products
22	Publishing, printing & reproduction of recorded media
23	Manufacture of coke, refined petroleum products & nuclear fuel
24	Manufacture of chemicals & chemical products
25	Manufacture of rubber & plastic products
26	Manufacture of other non-metallic mineral products
27	Manufacture of basic metals
28	Manufacture of fabricated metal products, except machinery & equipment
29	Manufacture of machinery & equipment not elsewhere classified
30	Manufacture of office machinery & computers
31	Manufacture of electrical machinery & apparatus not elsewhere classified
32	Manufacture of radio, television & communication equipment & apparatus
33	Manufacture of medical, precision & optical instruments, watches & clocks
34	Manufacture of motor vehicles, trailers & semi-trailers
35	Manufacture of other transport equipment
36	Manufacture of furniture; manufacturing not elsewhere classified

<b>NACE CODE</b>	<b>NACE DESCRIPTION</b>
40	Electricity, gas, steam & hot water supply
41	Collection, purification & distribution of water
45	Construction
50	Sale, maintenance & repair of motor vehicles & motorcycles; retail sale of automotive fuel
51	Wholesale trade & commission trade, except of motor vehicles & motorcycles
52	Retail trade, except of motor vehicles & motorcycles; repair of personal & household goods
55	Hotels & restaurants
60	Land transport; transport via pipelines
61	Water transport
62	Air transport
63	Supporting & auxiliary transport activities; activities of travel agents
64	Post & telecommunications
65	Financial intermediation, except insurance & pension funding
66	Insurance & pension funding, except compulsory social security
67	Activities auxiliary to financial intermediation
70	Real estate activities
71	Renting of machinery & equipment without operator and of personal & household goods
72	Computer & related activities
73	Research & development
74	Other business activities
75	Public administration & defence; compulsory social security
80	Education
85	Health & social work
90	Sewage & refuse disposal, sanitation & similar activities
91	Activities of membership organisations not elsewhere classified
92	Recreational, cultural & sporting activities
93	Other service activities
95	Private households with employed persons
99	Extra-territorial organisations & bodies

# Annex 2: List of companies affected by the EWC Directive

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
3 SUISESSES	has an EWC	FR	Sc;	ACORDIS	has an EWC	NL	Te;
3M	Since 1996	US	Ch; Me; Sc; Si;	ACTIVIDADES DE CONSTRUCCIONES Y SERVICIOS		ES	Bw;
A P MØLLER		DK	Ch; Me; Tr;	ADECCO	since 01/06/1999	CH	So;
A. AHLSTROM OSAKEYHTIÖ	since 1996	FI	Ch; Me; Sg;	ADELSTEN HOLDING ASA		NO	Sc;
A. MENARINI INDUSTRIE FARMACEUTICHE RIUNITE SRL		IT	Ch; Me; Sc; Sf; Si;	ADIDAS-SALOMON AG		DE	Sc; Te;
A.L. INDUSTRIER AS		NO	Ch; Fh;	ADOLF AHLERS AG		DE	Te;
AACHENER UND MÜNCHENER		DE	Sf;	ADS ANKER		NL	Me;
AALBERTS INDUSTRIES NV		NL	Me;	ADVANCED MICRO DEVICES		US	x ;
AAN EN VERKOOPVENNOOTSCHAP VAN DE BELGISCHE BOERENBOND (AVEVE)		BE	So;	ADWEST GROUP PLC		UK	Me;
AB CATENA		SE	Sc; Tr;	AEGIS GROUP PLC		UK	So;
AB INDUSTRIVÄRDEN		SE	Ch;	AEGON NV	since 01/04/2000	NL	Sf;
AB LINDEX	since 01/01/1998	SE	Sc;	AER LINGUS PLC	since 11/09/1996	IE	Fh; Sp; Tr;
AB LINJEBUSS		SE	Tr;	AER RIANTA		IE	Fh; Sc; So; Tr;
ABB (APA)	since 08/07/1996	CH	Me; Sc; Si; So;	AGA AB	since 18/06/1996	SE	Ch; Me;
ABB DAIMLER-BENZ TRANSPORTATION GMBH	has an EWC	DE	Me;	AGAPES RESTAURATION - AUCHAN		FR	Fh;
ABBAY NATIONAL PLC		UK	Sf;	AGCO CORPORATION		US	Me;
ABBOTT		US	Ch; Me; Sc;	AGFA-GEVAERT	has an EWC	BE	Ch;
ABENGOA		ES	Me;	AGIE-CHARMILLES		CH	Me;
ABN-AMRO HOLDING NV	since 12/12/1997	NL	Sf;	AGIO BEHEER BV		NL	Fh;
ABX LOGISTICS		BE	Tr;	AGIV		DE	Bw; Me;
AC NIELSEN CORPORATION	since 05/07/1996	US	So;	AGROLINZ MELAMIN GMBH	since 30/07/1996	AT	Ch;
ACCENTURE		US		AHREND GROEP NV		NL	Bw;
ACCOR - WAGONS LITS	since 30/08/1994	FR	Fh;	AIR EXPRESS INTERNATIONAL CORPORATION		US	So; Tr;
ACERALIA		ES	Me;	AIR FRANCE	since 25/11/1997	FR	Tr;
ACHMEA HOLDING NV		NL	Sf;	AIR LIQUIDE	since 01/01/2000	FR	Bw;
ACHTER & EBELS		DE	Bw; Me; Te;	AIR PRODUCTS	since 10/05/1996	US	Ch;
ACKERMANS & VAN HAAREN		BE	Bw;	AIRTOURS PLC		UK	Fh;
ACO SEVERIN AHLMANN GMBH & Co. KG		DE	Ch; Fh;	AKER RGI	since 01/10/1999	NO	Sf;
				AKZO-NOBEL NV	since 20/02/1997	NL	Ch;
				AL PHARMA		US	Ch;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
ALBANY		US	Sf; Te;	AMYLUM	has an EWC	BE	Fh;
ALBERT BERNER GMBH & Co. KG		DE	Me; Sc;	ANDRÉ		FR	Te;
ALBERT FISHER GROUP PLC	since 12/09/1996	UK	Fh;	ANDREW WEIR & Co LTD		UK	Fh; So;
ALBRIGHT & WILSON PLC		UK	Ch;	ANDRITZ AG		AT	Ch;
ALCAN	since 04/09/1996	CA	Ch; Me; Sc;	ANGSPANNEFÖRENINGEN		SE	x ;
ALCATEL (ALSTHOM)	since 17/06/1996	FR	Me;	ANHEUSER-BUSH		US	Fh;
ALCOA	since 31/01/2001	US	Bw; Me;	ANTONIO PUIG, S.A. (FLABESA)		ES	Ch;
ALCOA FUJIKURA		US	Me;	AON		US	Sf;
ALDI NORD		DE	Sc;	APCOA AUTOPARKING GMBH		DE	So;
ALDI SÜD		DE	Sc;	APETITO AG (GRUPPE)		DE	Fh;
ALFRED KÄRCHER GMBH & Co.		DE	Me; Sc;	APPLE	since 01/08/1996	US	Me; Sc;
AL-KO KOBER AG		DE	Me;	ARA SCHUHFABRIKEN AG		DE	Te;
ALLER GROUP		DK	Sg;	ARAG ALLGEMEINE RECHTSSCHUTZ-VERICH. AG		DE	Sf;
ALLERGAN		US	Ch; Me;	ARAMARK CORPORATION	since 19/09/1996	US	Fh; So;
ALLGEMEINE BAUGESELLSCHAFT - A. PORR AG	since 03/03/1999	AT	Bw; Ch; So;	ARBED SA	has an EWC	LU	Ch; Me;
ALLIANZ AG	since 24/07/1996	DE	Sf; So;	ARCADIS		NL	So;
ALLIED DOMECQ PLC	since 06/09/1996	UK	Fh;	ARCELOR	since 27/05/2002	LU	Me;
ALLIED IRISH BANKS PLC		IE	Sf;	ARCHER DANIELS MIDLAND		US	Fh;
ALPHA AIRPORTS GROUP PLC		UK	So;	ARDAGH PLC		IE	Fh; Sc; So;
ALPHACAN		FR	Ch;	AREND OETKER HOLDING GMBH & Co.		DE	Fh;
ALPINE BAU HOLDING (MAYREDER-ALPINE BAU)		AT	Bw; Me;	ARES-SERONO		CH	Ch;
ALPS ELECTRIC Co. LTD.		JP	Me;	AREVA		FR	Ch;
ALTADIS		ES	Fh;	ARGOS PLC		UK	Sc;
ALTANA AG	since 20/09/1996	DE	Ch;	ARJO WIGGINS APPLETON PLC	since 11/09/1996	UK	Ch; Sc; So;
ALTRAN		FR	Si;	ARMSTRONG WORLD INDUSTRY	since 30/08/1996	US	Bw; Te;
AMCOR	since 05/03/1998	AU	Ch; Sg;	ARROW ELECTRONICS INC		US	Me; Sc;
AMDAHL CORPORATION		US	Me;	ARTÄNDER BEKLEIDUNGSWERKE HOLDING AG		DE	Te;
AMEC PLC		UK	Bw; Ch; Me;	ARVIN		US	Me;
AMER GROUP OY		FI	Sc;	ARVIN INDUSTRIES, INC		US	Me;
AMERICAN EXPRESS	since 30/10/1998	US	Sf; So;	ASAHI GLASS	since 16/05/2000	JP	Ch;
AMERICAN HOME		US	Ch; Fh; Me;	ASCOM		CH	Me;
AMERICAN STANDARD COMPANIES INC	since 29/05/2001	US	Ch; Me;	ASG		SE	x ;
AMERSHAM PLC	since 06/06/1995	UK	Ch;	ASKO OY		FI	Bw; Ch;
AMPHENOL		US	Me;	ASSA ABLOY	since 24/09/1996	SE	Me;
AMP-TYCO		US	Me;	ASSICURAZIONI GENERALI SPA	since 11/11/1997	IT	Sf;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
ASSIDOMÄN AB	since 11/09/1996	SE	Bw; Ch; Sg;	AXA-UAP	since 20/06/1996	FR	Sf;
ASSOCIATED BRITISH FOODS PLC		UK	Fh;	AXEL JOHNSON		SE	x ;
ASSURANCES GENERALES DE FRANCE	since 21/04/1994	FR	Sf;	AXEL SPRINGER VERLAG AG		DE	Sg;
ASTRAZENECA	since 20/12/1995	UK	Ch;	AZLAN GROUP PLC		UK	Si;
ASW HOLDINGS PLC	since 28/05/1996	UK	Me;	B. BRAUN MELSUNGEN AG	since 31/08/1994	DE	Ch; Me;
AT&T		US	Me; So;	BAAN COMPANY NV		NL	Si;
ATAG HOLDING NV		NL	Me;	BABCOCK BORSIG POWER	has an EWC	DE	Me;
ATB AUSTRIA ANTRIEBSTECHNIK	since 07/07/1998	AT	Me;	BABCOCK INTERNATIONAL GROUP PLC	since 29/08/1996	UK	Me;
ATKO		FR	Me;	BACOU-DALLOZ		FR	Te;
ATLANTIC RICHIED COMP. INC		US	Ch;	BAKER HUGHES	since 03/09/1996	US	Me;
ATLAS COPCO AB	since 11/10/1995	SE	Me;	BALLAST NEDAM NV		NL	Bw;
ATLAS WEYHAUSEN GMBH MASCHINENFABRIK		DE	Me;	BÁLOISE HOLDING		CH	Sf;
ATOS ORIGIN		FR	Si;	BANCO CENTRAL HISPANOAMERICANO		ES	Sf;
ATRIA OY		FI	Fh;	BANCO COMMERCIALE ITALIANA		IT	Sf;
AUCHAN	since 01/01/2000	FR	Bw; Sc;	BANCO DI ROMA		IT	Sf;
AUGUST LÄPPLER GMBH & CO. KG		DE	Me;	BANCO NAZIONALE DEL LAVORO		IT	Sf;
AUSTRALIAN NATIONAL INDUSTRIES TD.		AU	Me;	BANCO POPULAR ESPAÑOL		ES	Sf; So;
AUSTRIA TABAKWERKE AG		AT	Ch; Fh; Sc; So;	BANESTO		ES	Sf;
AUSTRIAN AIRLINES, ÖSTERREICHISCHE LUFTVERKEHRS-AG		AT	Fh; Si; So; Tr;	BANK AUSTRIA AG	since 04/09/1996	AT	Sf;
AUTOBAR	since 12/11/1997	UK	Ch; Fh; Sg;	BANK OF IRELAND		IE	Sf; Si; So;
AUTOGRILL		IT	Fh;	BANKGESELLSCHAFT BERLIN AG		DE	Sf;
AUTOLIV	since 16/05/2000	SE	Me;	BANQUE BRUXELLES LAMBERT (ING)	since 24/06/1996	BE	Sf;
AUTOLIV ASP. INC		US	Me;	BANQUE DE BRUXELLES		ES	Sf;
AUTOLOGIC HOLDINGS		UK	Me;	BARCLAYS PLC	since 18/09/1996	UK	Sf;
AUTOMATIC DATA PROCESSING, INC		US	Si;	BARCO		BE	Me;
AVA ALLGEMEINE HANDELSGESELLSCHAFT DER VERBRAUCHER AG		DE	Sc;	BARDE, CR, INC		US	Me;
AVESTAPOLARIT	since 24/04/2002	SE		BARILLA	since 18/12/2000	IT	Fh;
AVIR FINANZIARIA		IT	Ch;	BARLO GROUP		IE	Ch; Me; Sc; So;
AVIS		US	So;	BARLOWORLD PLC		ZA	Sc;
AVNET INC		US	Me; Sc;	BARRY CALLEBAUT	since 14/09/1998	FR	Fh;
AVON		US	Ch; Sc;	BASELL	has an EWC	NL	Ch;
AVON RUBBER PLC		UK	Me;	BASF AKTIENGESELLSCHAFT	since 24/05/1995	DE	Ch; Me; Sc; Si;
AVONMORE WATERFORD GROUP PLC		IE	Fh; So;	BASS PLC	since 10/09/1996	UK	Fh;
				BATA		CA	Sc; Te;
				BAU HOLDING AG	since 17/09/1996	AT	Bw;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
BAU HOLDING STRABAG AG		AT	Bw;	BERTRAND FAURE		FR	Bw;
BAUHAUS GRUPPE		DE	Sc;	BERU RUPRECHT GMBH & Co. KG		DE	Me;
BÄUMLER AG		DE	Te;	BEST WATER TECHNOLOGIES AG		AT	Me;
BAUSCH & LOMB		US	Ch; Me;	BESTFOODS	since 14/01/1997	US	Fh;
BAXTER	since 30/05/1996	US	Ch; Me;	BIC		FR	Ch;
BAYER AG	since 04/10/1994	DE	Ch; Sc;	BICC PLC	since 12/09/1996	UK	Bw; Me;
BAYERISCHE HYPOTHEKEN- UND WECHSEL-BANK		DE	Sf;	BIGARD		FR	Fh;
BAYERISCHE MOTOREN WERKE AG (BMW)	since 14/03/1996	DE	Me; Sc;	BILFINGER + BERGER BAU AG	since 18/09/1996	DE	Bw;
BAYERISCHE VEREINSBANK AG	since 11/09/1996	DE	Sf;	BILIA	since 26/09/1997	DK	So;
BAYWA AG		DE	Fh; Sc;	BILSPEDITION AB (BTL)		SE	Tr;
BBA GROUP PLC		UK	Me;	BINDER MAGNETE GMBH		DE	Me;
BC COMPONENTS (BEYSCHLAG)		DE	Me;	BITBURGER		DE	Fh;
BCE		CA	So;	BIZERBA WERKE		DE	Me;
BEAULIEU NV		BE	Te;	BLABLA		BE	Bw;
BECKER GROUP		DE	Me;	BLACK & DECKER		US	Me;
BECKMAN INSTRUMENTS		US	Me;	BLAGDEN PACKAGING GROUP NV		BE	Ch; Me;
BECTON	since 14/06/2000	US	Ch; Me;	BLOKKER BV		NL	Sc;
BEHEERSMAATSCHAPPIJ DE VLEESCHMEESTERS BV		NL	Fh;	BNP PARIBAS	since 10/07/1996	FR	Sf;
BEHR GMBH & Co. KG	since 01/01/1996	DE	Me;	BOBST		CH	Fh; Me; Sc;
BEIERSDORF AG	since 29/03/1995	DE	Ch; Sc;	BOC GROUP PLC	since 21/06/1996	UK	Bw; Ch; Me; So;
BEKAERT	since 01/01/1999	BE	Me;				Tr;
BEL		FR	Fh;	BODYCOTE INTERNATIONAL PLC		UK	Me;
BELGACOM		BE	Si;	BOEHRINGER INGELHEIM GMBH	since 25/06/1996	DE	Ch;
BENDER		DE	x ;	BOEHRINGER MANNHEIM GMBH		DE	Ch;
BENE BÜROMÖBEL KG		AT	Bw;	BOEING COMP. INC	since 28/06/1996	US	Me;
BENESSE CORPORATION		JP	Sp; So;	BOFROST DIENSTLEISTUNGS GMBH & Co.KG		DE	Fh; Sc;
BENETTON GROUP SPA (GRUPPO EDIZIONE HOLDING)		IT	Sc; Sf; So; Te; Tr;	BÖHLER THYSSSEN SCHWEIßTECHNIK GMBH		DE	Me;
BENEFICIAL CORPORATION		US	Sf;	BÖHLER-UDDEHOLM	since 27/08/1996	AT	Me;
BENTELER AG		DE	Me;	BOLTON GROUP		IT	Ch;
BERLINER ELEKTRO HOLDING		DE	Me;	BOMBARDIER TRANSPORT	since 09/06/1998	CA	Me; Sc; So;
BERMAN & BEVING		SE	x ;	BONDUELLE		FR	Fh;
BERNDORF AG		AT	Me;	BONGRAIN S.A.	since 03/09/1996	FR	Fh; Sf;
BERNWARD LEINWEBER GMBH & Co. KG		DE	Te;	BONNIER AB		SE	Sg;
BERRY	since 21/05/1999	BE	Te;	BOOKER PLC		UK	Fh;
BERTELSMANN AG	since 21/09/1994	DE	Ch; Me; So; Sg;	BOOSEY & HAWKES PLC		UK	Fh;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
BOOTS COMPANY PLC	since 20/09/1996	UK	Ch; Sc; Si; So;	BRITISH VITA PLC		UK	Ch;
BORAL		AU	Ch; Me;	BROSE FAHRZEUGTEILE GMBH & Co. KG		DE	Me;
BORD NA MONA	since 31/07/1996	IE	Bw; Ch; So;	BROUWERIJ ALKEN MAES		BE	Fh;
BORDEN		US	Ch; Fh;	BROWN & SHARPE MANUFACTURING COMPANY		US	Me; Sc;
BOREALIS	since 26/01/1994	DK	Ch;	BSN GLASSPACK		FR	Sg;
BORGTÄRNET AB		SE	Fh; So;	BSO/BEHEER BV		NL	Si;
BORG-WARNER SECURITY CORPORATION		US	So;	BT GROUP	since 01/12/1995	UK	So;
BORMIOLI ROCCO E FIGLIO S.P.A.		IT	Ch;	BT INDUSTRIES	since 01/01/1997	SE	Me;
BOSAL HOLDING NV	since 01/01/1998	NL	Me; Sc;	BTP PLC		UK	Ch;
BOSCH UND SIEMENS HAUSGERÄTE GMBH	since 09/09/1996	DE	Me;	BÜCHER	since 01/01/1996	CH	Me;
BOUYGUES	since 05/05/1995	FR	Bw; Ch; So;	BUDERUS AG		DE	Me;
BPA AB		SE	Bw;	BÜHLER	since 19/09/1996	CH	Me;
BPB INDUSTRIES PLC	since 20/09/1996	UK	Bw; Ch; Sf; Sg; Te;	BUHRMANN		NL	Sg;
BPP HOLDINGS PLC		UK	So; Sg;	BULA RESOURCES (HOLDINGS) PLC		IE	Ch;
BPW BERGISCHE ACHSEN KG		DE	Me;	BULL	since 30/09/1992	FR	Me;
BRAAS	since 29/11/1995	DE	Bw;	BUNDY		DE	Me;
BRAKE BROS PLC		UK	Sc;	BUNGE HOLDINGS (HOLLAND) B.V.		NL	Fh;
BRAMBLES INDUSTRIES LTD.		AU	So;	BUNZL PLC (PP PAYNE FILTRONA)	since 01/01/1996	UK	Ch; Sc; So;
BRAMMER PLC		UK	Sc;	BUPA LTD		UK	Sp;
BRANDTEX A/S		DK	Te;	BURDA HOLDING GMBH & Co. KG	since 09/02/1996	DE	Sg;
BRAU & BRUNNEN AG		DE	Fh;	BURELLE S.A.	since 10/09/1996	FR	Ch;
BREED TECHNOLOGIES INC		US	Me;	BURMAH CASTROL PLC	since 12/05/1998	UK	Ch;
BREPOLS		BE	Sg;	BURNS PHILP		AU	Ch; Fh; Sc;
BRICORAMA		FR	Sc;	BWG LTD		IE	Sc;
BRIDGESTONE - FIRESTONE	since 10/09/1996	JP	Ch; Sc;	C & J CLARK LTD		UK	x ;
BRINK INTERNATIONAL		NL	Me;	C.W. OBEL INDUSTRIETEKNIK		DK	Me;
BRISTOL-MYERS SQUIBB		US	Ch; Fh; Me;	C3D		FR	Tr;
BRITAX INTERNATIONAL PLC		UK	Bw; Me; Sc;	CABLE & WIRELESS PLC		UK	So;
BRITAX INTERNATIONAL SERVICES LTD		UK	Me;	CÂBLERIE D'EUPEN		BE	Me;
BRITISH AEROSPACE SYSTEMS	since 24/01/1992	UK	Me; Tr;	CABOT	since 10/09/1996	US	Ch;
BRITISH AIRWAYS PLC	since 18/09/1996	UK	Tr;	CADBURY SCHWEPPE'S PLC	since 20/09/1996	UK	Fh; So;
BRITISH AMERICAN TOBACCO PLC	since 04/03/1996	UK	Fh; Sf;	CAISSE DES DEPOTS ET CONSIGNATIONS		FR	Sf;
BRITISH PETROLEUM PLC (BP)	since 02/06/1994	UK	Ch;	CAIXA GENERAL DE DEPOSITOS (CGD)		PT	Sf;
BRITISH POLYTHENE INDUSTRIES PLC		UK	Ch;	CAIXA GERAL DE DESPOSITOS, SA (CGD)		ES	Sf;
				CAMFIL		SE	x ;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
CAMPBELL BEWLEY GROUP LTD	since 19/10/1999	IE	Fh; So;	CERAM	since 28/05/1997	US	Bw;
CAMPBELL SOUP COMPANY INC		US	Fh;	CEREAL PARTNERS WORLDWIDE	since 15/12/1999	CH	Fh;
CAMPENON BERNARD		FR	Bw;	CEWE COLOR HOLDING AG		DE	So;
CANADA LIFE ASSURANCE COMPANY		CA	Sf;	CGNU PLC	since 01/07/1996	UK	Sf;
CANADIAN OVERSEAS PACKAGING INDUSTRIES TD.		CA	Ch; Sg;	CHAMBERLAIN PHIPPS GROUP PLC		UK	Te;
CANDY		IT	Me;	CHARGEURS INTERNATIONAL	since 20/09/1996	FR	Ch; So; Te; Tr;
CANON	since 31/05/1996	JP	Me; Sc;	CHARTER PLC	since 01/09/1996	UK	Me;
CANTONI		IT	Te;	CHASE MANHATTAN / CHEMICAL BANK		US	Sf;
CAP GEMINI ERNST & YOUNG	since 06/06/2001	FR	Ch; Me;	CHEVRILLON PHILIPPE INDUSTRIE		FR	Sg;
CAPARO GROUP LTD		UK	Me;	CHIRON CORPORATION		US	Ch;
CARBO PLC		UK	Me;	CHRISTIAN SALVESEN PLC	since 12/09/1996	UK	Ch; So;
CARBONE LORRAINE		FR	Ch;	CHS ELECTRONICS INC		US	Sc;
CAREAL HOLDING		CH	So;	CHUBB SECURITY PLC		UK	Me; So;
CARGILL	since 24/06/1996	US	Fh;	CIBA SPECIALTY CHEMICALS	since 03/04/1998	CH	Ch;
CARL BRO GRUPPEN AS		DK	So;	CIGNA		US	Sf;
CARL ZEISS-STIFTUNG		DE	Ch; Me; Sc;	CIMENTOS DE PORTUGAL, SA (CIMPOR)		PT	Ch;
CARLSBERG A/S	since 01/06/1999	DK	Ch; Fh;	CINDU INTERNATIONAL NV		NL	Bw; Ch; Tr;
CARLTON COMMUNICATIONS PLC	since 18/06/1996	UK	So;	CITIGROUP	since 19/08/1996	US	Sf; So;
CARREFOUR	since 31/07/1996	FR	Sc;	CLAAS OHG		DE	Me;
CARRIER	since 11/06/1996	US	Me;	CLARCK INTERNATIONAL	since 01/01/1999	UK	x ;
CARTIERE BURGO SPA	since 19/09/1996	IT	Bw; Ch; Me; Sc; Sf; So;	CLARIANT	since 01/06/1996	CH	Ch;
CASCADES INC.		CA	Ch;	CLECIM		FR	x ;
CASE CORPORATION		US	Me; Sc;	CLENCORE INTERNATIONAL		CH	Me;
CASE POCLAIN		FR	Me;	CLONDALKIN GROUP PLC		IE	Ch; So; Sg;
CASTERMAN EDITIONS		BE	Sg;	CLUB MEDITERRANNEE	since 18/09/1996	FR	Fh;
CATERN MANAGEMENT HOLDING GMBH (FLEIßIGES LIESCHEN)		DE	So;	CMB-COMPAGNIE MARITIME BELGE		BE	Tr;
CATERPILLAR	since 20/12/1996	US	Me;	CMG PLC		UK	Si;
CAUVAL		FR	Bw;	CMS	since 01/01/1999	NL	So;
CEBECO-HANDELSRAAD B.A.		NL	Fh;	COATS VIVELLA PLC	since 27/02/1995	UK	Te;
CEGELEC		FR	Me;	COBHAM PLC		UK	Tr;
CELLULAR SUBSCRIBER (ECS-D-MOTOROLA)	since 29/07/1996	UK	Si;	COCA-COLA COMPANY	since 27/03/1998	US	Fh; So;
CELSIUS INDUSTRIER AB		SE	Me;	COCA-COLA ENTERPRISES INC	since 01/01/1998	US	Fh;
CEMENTIA HOLDING		CH	Ch;	COGNAIZANT CORPORATION (GARTNER)		US	So;
				COLEMAN		US	Bw; Ch;
				COLGATE-PALMOLIVE COMPANY INC	since 19/09/1996	US	Ch;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
COLOPLAST		DK	Ch;	COWICONSLT A/S		DK	So;
COLRUYT		BE	Fh; Si;	CPC- CONSUMER FOODS LIMITED	since 11/05/1995	BE	Fh;
COMMERCIAL INTERTECH CORP.		US	Me;	CRANE CO INC		US	Me;
COMMERZBANK AG		DE	Sf;	CRÉDIT AGRICOLE		FR	Sf;
COMPAGNIE DI SAN PAOLO		IT	Sf;	CREDIT COMMERCIAL DE FRANCE		FR	Sf;
COMPAGNIE EUROPEENNE D'ACCUMULATEUR		FR	Me;	CRÉDIT LYONNAIS	since 12/09/1994	FR	Sf;
COMPAGNIE INDUSTRIALI RIUNITE		IT	Me;	CREDITANSTALT-BANKVEREIN		AT	Bw; Ch; Fh; Me; Sc; Sf; Si; So; Te;
COMPAGNIE LAITIÈRE EUROPÉENNE	since 19/05/1998	FR	Fh;	CREYF'S		BE	So;
COMPANHIA IBERICA DE DISTRIBUICAO SA		PT	Sc;	CRH PLC	since 01/01/1997	IE	Bw; Ch; Me; Sc; So;
COMPANIA DE BEBIDAS GASEOSAS S.A. (COBEGA)		ES	Fh;	CROWN CORK AND SEAL COMPANY INC	since 07/06/1996	US	Me;
COMPANIA ESPANOLA DE PETROLEOS, S.A.		ES	Ch;	CS-HOLDING		CH	Me; Sf;
COMPASS GROUP PLC	since 20/09/1996	UK	Fh; Sp; So;	CS-INTERGLAS AG		DE	Ch; Te;
COMPTOIRS MODERNES S.A.		FR	Sc;	CSM NV	since 01/01/1998	NL	Fh;
COMPUTER ASSOCIATES		US	Si;	CULTOR OY		FI	Fh;
COMPUTER SCIENCE CORPORATION (CSC)	since 27/10/2000	US	Si;	CUMMINS COMPANY, INC	since 08/12/1999	US	Me;
COMPUTERVISION		US	Sc;	CYCLEUROPE		FR	Me;
COMRIE PLC		IE	Fh; Tr;	DAE SUN WORLD CO LTD.		KR	Me;
CONAGRA		US	Ch; Fh;	DAE WOO ELECTRICS CO LTD.		KR	Me;
CONCORDAT (FRANKI-VAN ROEY)	since 27/08/1996	BE	Bw;	DAHL		SE	x ;
CONOCO		US	Ch;	DAIKIN		JP	Me;
CONSERVE ITALIA		IT	Fh;	DAIMLERCHRYSLER AG	since 25/07/1996	DE	Me; Sc;
CONSTANTIA-INDUSTRIE-GRUPPE		AT	Me; Sc; So; Te; Tr;	DAINIPPON		JP	Ch;
CONTINENTAL AG	since 24/06/1993	DE	Ch; Sc;	DAINIPPON INK AND CHEMICALS INC.		JP	Ch;
COOKSON GROUP PLC		UK	Ch; Me; So;	DAIRYGOLD Co-OPERATIVE SOCIETY LTD		IE	Fh; Sf; So;
COÖP. CENTRALE RAIFFEISEN-BOERENLEENBANK BA		NL	Sf;	DALGETY PLC	since 28/02/1997	UK	Fh;
COOPER INDUSTRIES	since 18/09/1996	US	Me;	DALLI WERKE MAURER & WIRTZ GMBH & Co. KG	since 21/09/1996	DE	Ch;
COÖPERATIEVE VER. AVEBE B.A.		NL	Fh;	DAMART		FR	Te;
COOPÉRATIVE D'EXPLOITATION ET DE RÉPARTITION PHARMACEUTIQUE CERP		FR	Ch;	DANA CORPORATION	since 22/06/2000	US	Me;
CORDIANT PLC		UK	So;	DANAHER		US	Me;
CORNING	since 18/06/1996	US	Ch; Me; Sp; So;	DANAPAK A.M.B.A		DK	Sg;
COULTER CORPORATION		US	Me;	DANFOSS A/S	since 18/09/1996	DK	Me;
COURTAULDS PLC	since 19/09/1996	UK	Ch;	DANIELI	since 05/06/1999	IT	Me;
COWA SERVICE GRUPPE		DE	So;	DANISCO A/S	since 07/05/1996	DK	Ch; Fh; Me; Sg;



Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
DANISH CROWN	since 13/05/1996	DK	Fh;	DEUTZ AG		DE	Me;
DANONE	since 23/08/1988	FR	Fh;	DEVANLAY		FR	x ;
DANSKE TRALAST A/S/DANISH TIMBER		DK	Sc;	DEVELOPPEMENT ALIMENTAIRE		FR	Fh;
DANZAS		CH	So; Tr;	DEVRO INTERNATIONAL PLC	since 03/09/1999	UK	Ch;
DANZER	since 18/09/1996	DE	Me;	DEXIA	since 24/06/1996	BE	Sf;
DARDANIO MANULI		IT	Ch;	DG BANK		DE	Sf;
DÄTWYLER HOLDING		CH	So;	DHL	since 04/07/1996	US	So;
DAVID S SMITH (HOLDINGS) PLC	since 03/09/1996	UK	Ch; Sg;	DHS-DILLINGER HÜTTE SAARSTAHL AG	since 20/09/1996	DE	Me;
DAYCO	since 10/12/1996	US	Me;	DHV BEHEER BV	has an EWC	NL	So;
DCC PLC		IE	Ch; Fh; Me; Sp; Sc; Sf; Si; So; Sg;	DIAGEO PLC		UK	Fh; Sc;
			Te;	DIBRELL		US	Fh; Me; Sc;
DE BOER UNIGRO NV		NL	Sc;	DIEHL GMBH & CO.		DE	Me;
DE GOUDSE VERZEKERINGEN		NL	x ;	D'IETEREN	since 18/09/1996	BE	Sc;
DE LA RUE PLC	since 02/05/1996	UK	So; Sg;	DIGITAL EQUIPMENT	since 24/03/1992	DE	Me;
DECATHLON		FR	Sc;	DILLINGER STAHLBAU GMBH	since 20/09/1996	DE	Me;
DEERE	since 17/09/1996	US	Me;	DIS - DEUTSCHER INDUSTRIESERVICE GMBH		DE	So;
DEICHMANN-SCHUHE GMBH & Co. VERTRIEBS KG		DE	Sc; Te;	DISA A/S	has an EWC	DK	x ;
DEILMANN-MONTAN GMBH		DE	Me;	DISNEY, WALT COMPANY, INC.		US	So;
DEKRA AG		DE	So;	DLW AG	since 16/11/1995	DE	Te;
DELFT INSTRUMENTS NV		NL	Me;	DM DROGERIE MARKT GRUPPE		DE	Sc;
DELHAIZE GROUP		BE	Sc;	DMC	since 04/09/1996	FR	Te;
DELL COMPUTER CORP.		US	Me;	DOMNION TEXTILE INC.		CA	Te;
DELPHI AUTOMOTIVE SYSTEMS	since 10/04/1996	US	Me;	DOMO	since 20/09/1996	BE	Ch;
DELTA PLC	since 08/07/1997	UK	Me; So;	DONAU LARFAGE		DE	Bw;
DELTON AG FÜR BETEILIGUNGEN		DE	Ch; Sc; So; Te;	DONNELLY CORP.	since 05/11/1999	US	Bw; Ch;
DEN NORSKE STATS OLJESELSKAP A.S (STATOIL)	since 13/09/1996	NO	Ch;	DORINT AG		DE	Fh;
DESCOURS ET CABAUD		FR	Me;	DOUGLAS HOLDING AG		DE	Fh; Sc;
DETECON DEUTSCHE TELEPOST CONSULTING GMBH		DE	So;	DOUX SA		FR	Fh;
DEUTSCHE AMPHIBOLIN-WERKE GMBH & Co. KG		DE	Ch; Sc;	DOW CHEMICAL COMPANY	since 02/09/1996	US	Ch; So;
DEUTSCHE BAHN		DE	Tr;	DOW CORNING CORPORATION		US	Ch;
DEUTSCHE BANK AG	since 10/09/1996	DE	Sf;	DR.INC.H.C. F. PORSCHE AG		DE	Me;
DEUTSCHE GELATINE-FABRIKEN STOESS AG		DE	Fh;	DRAGADOS Y CONSRUTGERSTRUCCIONES, SA		ES	Bw;
DEUTSCHE LUFTHANSA AG	since 29/08/1996	DE	Fh; Tr;	DRÄGERWERK AG		DE	Me;
DEUTSCHE STEINZEUG CREMER & BREUER AG		DE	Ch;	DRAKA HOLDING NV	since 01/01/1998	NL	Me;
				DRESDNER BANK AG		DE	Sf;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
DRUCKGUÁWERK MÖSSNER GMBH		DE	Me;	EL PASO NATURAL GAS COMPANY		US	Ch;
DSM NV	since 09/12/1997	NL	Ch;	ELCO LOOSER		CH	Me;
DUN & BRADSTREET		US	Si; So;	ELDON AB		SE	Me;
DUNI	since 21/05/1997	SE	Ch; Sg;	ELECTRICITE DE FRANCE	since 14/11/2001	FR	Me;
DUNNES HOLDING CO		IE	Fh; Sc; So;	ELECTROCOMPONENTS PLC		UK	Me;
DUPONT , E.I. DE NEMOURS AND COMPANY	since 21/03/1995	US	Ch; Si; Sg;	ELECTROLUX AB	since 16/05/1995	SE	Me;
DURACELL - GILLETTE	since 20/09/1996	US	Me;	ELECTRONIC DATA SYSTEMSCORPORATION	since 03/07/1996	US	Si; So;
DURAVIT AG	since 14/06/1995	DE	Ch;	ELETTROFINANZIARIA		IT	Me;
DUROBOR		BE	Ch;	ELF-ACQUITAINE	has an EWC	FR	Ch;
DÜRR BETEILIGUNGS-AG		DE	Me;	ELI LILLY		US	Ch;
DUSCHOLUX		CH	Me; Sc;	ELOPAK	has an EWC	NO	Ch; Sg;
DYCKERHOFF	since 24/06/1996	DE	Ch;	ELRING KLINGER GMBH		DE	Me;
DYNACTION		FR	x ;	EMAP PLC		UK	So; Sg;
DYNO INDUSTRIER A.S	since 18/06/1996	NO	Ch; So;	EMERSON ELECTRIC		US	Me;
E. LECLERC		FR	So;	EMESS PLC		UK	Me;
E. PIHL & SON A.S.		DK	Bw;	EMI GROUP PLC		UK	x;
E.ON	since 20/04/1995	DE	Me;	EMPE-WERKE ERNST PELZ GMBH &CO. KG		DE	Me;
EAST ASIATIC COMPANY LTD		DK	Bw; Ch; Fh; Sf;	ENDESA		ES	So;
EATON		US	Me;	ENDRESS & HAUSER		CH	Me;
EBERSPÄCHER		DE	Me;	ENGELHARD		US	Ch; Me;
ECCOLET Sko A/S	since 01/01/2000	DK	Te;	ENI SPA	since 19/04/1995	IT	Ch; Me; Sf; Si;
ECHLIN INC		US	Me;	ENODIS		UK	Me;
ECKES AG		DE	Fh;	ENSTO OY		FI	Ch; Me;
ED. SCHARWÄCHTER GMBH & Co. KG		DE	Me; Sc;	ENTREPRISE MINIERE ET CHIMIQUE		FR	Ch; So;
EDEKA ZENTRALE AG		DE	Sc;	ENVIROSOURCE		US	Me;
EDIZIONE HOLDING		IT	Bw; Te;	ERA-BAU HOLDING AKTIENGESELLSCHAFT		AT	Bw;
EDUSCHO GMBH & Co. KG		DE	Fh;	ERAM		FR	x ;
EF EDUCATION		SE	x ;	ERAMET		FR	Me;
EG & G INC		US	Me;	ERICH ROHDE KG, SCHUHFABRIKEN	since 29/05/2000	DE	Te;
EGGER FRITZ GMBH		AT	Bw;	ERIKS HOLDING NV		NL	Sc;
EGMONT INTERNATIONAL HOLDING A/S		DK	Sg;	ERNST PEINIGER	since 19/05/1999	DE	Bw;
EGO ELEKTROGERÄTE		DE	Me;	EROSKI		ES	Sc;
EIFFAGE	since 26/06/1998	FR	Bw;	ESCADA AG		DE	Te;
EIS GROUP PLC		UK	Me;	ESHA HOLDING BV		NL	Ch;
EISENWERK BRÜHL GMBH		DE	Me;	ESSELTE HOLDING	since 21/09/2000	SE	Ch; Me; Sc; Sg;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
ESSENT	since 14/09/2001	NL	So;	FEODOR BURGMANN DICHTUNGSWERKE GMBH & CO		DE	Ch; Me;
ESSILOR INTERNATIONAL		FR	Sp;	FERRERO SPA	since 08/02/1996	IT	Fh; Me;
ESTEE LAUDER		US	Ch;	FERRO		US	Ch;
ETEX GROUP		FR	Bw; Ch;	FERRUZZI FINANZIARIA		IT	Ch; Fh;
EUREKO BV		NL	Sf;	FESTO KG		DE	Me; Sc;
EUREST		FR	Fh;	FIAT SPA	since 18/03/1996	IT	Bw; Ch; Me; Sf; Si; Sg;
EUROC AB		SE	Ch;	FICHET BAUCHE		FR	Me;
EUROCLEAR GROUP		BE	Sf;	FICOSA INTERNACIONAL, S.A.		ES	Me;
EUROCOPTER	since 19/05/1992	FR	Me;	FIELD GROUP PLC		UK	Sg;
EURONEXT		FR	Sf;	FIJITSU GROUP	since 18/10/1995	JP	Me; Si;
EUROPCAR INTERNATIONAL		FR	So;	FIMALAC SA		FR	Me;
EUROPEAN AERONAUTIC DEFENCE AND SPACE COMPANY	since 24/01/1992	NL	Me;	FINDLAY INDUSTRIES INC.		US	Me;
EUROPEAN LEISURE PLC		IE	Bw; So;	FINVEST OY		FI	Me;
EUROPEAN VINYL CORPORATION	since 07/11/2000	NL	Ch;	FIRE FINANZIARIA		IT	Me;
EUROPIPE GMBH	since 31/01/1991	DE	Me;	FISSLER GMBH		DE	Me;
EUROTHERM PLC		UK	Me;	FITZWILTON PLC		IE	Ch; Sc; Sf; So;
EUROTUNNEL GROUP PLC		UK	Tr;	FKI PLC		UK	Me;
EVIALIS		FR	Fh;	FLENDER	since 01/01/1998	DE	Me;
EXIDE	since 31/10/2000	US	Me;	FLEXTRONICS		SG	Me;
EXXON (ESSO)	since 13/06/2000	US	Ch;	FLS - AKTIESELSKAPET POTAGUA		DK	Ch; Me; So; Tr;
F.C.C. SA		ES	Bw;	FLUOR		US	Bw;
F.S. FEHRER GMBH & Co.KG		DE	Ch;	FMC		US	Ch; Me;
F+F BURDA		DE	Ch; Sc;	FONDAZIONE CARIPOLO		IT	Sf;
FABER PREST PLC		UK	x ;	FORBO	since 01/01/2000	CH	Bw; Ch; Sc; So; Te;
FABRICAS LUCIA ANTONIO BETERE, S.A.		ES	Bw;	FORD	since 16/09/1996	US	Me; Sc; Sf; So;
FABRIQUE DE FER DE CHARLEROI		BE	Me;	FÖRSÄKRINGS AB SKANDIA		SE	Sf;
FAG KUGELFISCHER GEORG SCHOFER AG	since 06/04/1995	DE	Me;	FORT JAMES CORPORATION		US	Ch;
FALCK A/S		DK	So;	FORTIS NV	since 20/09/1996	NL	Sf;
FAUN UMWELTECHNIK AG		DE	Me;	FORTUM OY	since 24/04/1996	FI	Ch;
FEDERAL EXPRESS		US	So;	FORTUNE BRANDS		US	Bw; Ch; Fh; Me; Sc;
FEDERAL-MOGUL	since 11/03/1999	US	Me;	FÖRVALTNINGSAKTIEBOLAGET RATOS		SE	Sc; Tr;
FELIX SCHOELLER JR. FOTO- UND SPEZIALPAPIERE GMBH & Co.KG		DE	Ch;	FOSTER WHEELER		US	Me;
FELTEN & GUILLEAUME ENERGIETECHNIK AG	since 06/09/1996	DE	Me;				

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
FR. MÖLLER KG		DE	Ch;	GEBR. HELLER MASCHINENFABRIK GMBH		DE	Me;
FRAMATOME	since 20/12/1995	FR	Ch;	GEBR. HELLMANN GMBH & Co.KG		DE	So; Tr;
FRANCE TELECOM		FR	So;	GEBR. ISRINGHAUSEN GMBH & Co. KG		DE	Bw;
FRANKE	since 01/02/1996	CH	Bw; Me;	GEBR. KNAUF GIPSWERKE		DE	Bw; Ch;
FRANTSCHACH GROUP	since 01/01/1996	AT	Ch; So;	GEBR. LEITZ GMBH & Co.		DE	Me;
FRANZ FALKE-ROHEN STRUMPFABRIKEN	since 05/07/1996	DE	Te;	GEBRÜDER KÖMMERLING KUNSTSTOFFWERKE GMBH		DE	Ch;
FRANZ HANIEL & CIE. GMBH		DE	Ch; Sc; Tr;	GEBRÜDER TROX GMBH		DE	Me;
FRAUENTHAL KERAMIK AG		AT	Bw;	GEC ALSTHOM	since 30/05/1996	FR	Me;
FRESENIUS AG	since 19/09/1996	DE	Ch; Me;	GEHE	since 20/09/1996	DE	x ;
FREUDENBERG & Co.	since 17/09/1996	DE	Me; Te;	GEI INTERNATIONAL PLC		UK	Me;
FRIEDHELM LOH GROUP		DE	Me;	GELDERSE PAPIERGROEP NV		NL	Ch; Sg;
FRIESLAND FRICODOMO		NL	Fh;	GEMPLUS C.S.A.		LU	So;
FUCHS OTTO METALLWERKE		DE	Me; Sc;	GENERAL BISCUITS BELGIE		BE	Fh;
FUCHS PETROLUB AG		DE	Ch; So;	GENERAL CABLE CORP	since 14/06/2001	US	x ;
FUERTES SA EL POZO		ES	x ;	GENERAL ELECTRIC	since 20/07/1998	US	Ch; Me; Sc; Sf; So;
FUJI PHOTO		JP	Ch; Me; Sc; So;	GENERAL ELECTRIC COMPANY PLC	since 29/04/1997	UK	Me;
FUJITSU	since 20/09/1996	JP	Me; Sc; So;	GENERAL ELECTRIC MEDICAL SYSTEMS		FR	Me;
FULLER		US	Ch;	GENERAL MOTORS	since 30/05/1996	US	Me; Sc; Sf; Si; So; Te;
FUNDIA	has an EWC	SE	Me;	GENERALE DE SERVICE INFORMATIQUE		FR	Si;
FURGO NV		NL	So;	GEODIS		FR	Tr;
FYFFES GROUP IRELAND PLC		IE	Fh;	GEORG FISCHER	since 01/08/1996	CH	Bw; Me;
G. BRUSS GMBH & Co. KG DICHUNGSTECHNIK		DE	Ch;	GEORG FRITZMEIER GMBH & Co.	since 18/09/1996	DE	Bw;
GABOR		DE	Te;	GEORGMARIENHÜTTE GMBH		DE	Me;
GALERIES LAFAYETTE		FR	x ;	GERLING KONZERN		DE	Sf;
GALLAHER	since 28/08/1996	US	Fh;	GERRESHEIMER GLASS	since 19/09/1996	DE	Ch;
GAMBRO AB	since 02/06/1999	SE	Ch;	GETINGE INDUSTRIER		SE	x ;
GAMMA HOLDING NV	since 04/09/1996	NL	Te;	GETRONICS NV		NL	Si;
GARANTIE MUTUELLE DES FONCTIONNAIRES		FR	Sf;	GFK AG		DE	Si; So;
GARDEUR DIETER JANSSEN GMBH & Co. KG		DE	Te;	GIESECKE & DEVRIENT GMBH		DE	Sg;
GATE GOURMET	since 13/08/1996	CH	Fh;	GILDEMEISTER AG		DE	Me;
GAUSELMANN AG		DE	Bw; So;	GILLETTE - BRAUN AG ( + DURACELL)	since 01/11/1999	US	Bw; Ch; Me;
GAVAZZI CARLO HOLDING		CH	Me;	GITES	since 07/10/1996	BE	Fh;
GAZ DE FRANCE	since 14/11/2001	FR	Me;	GIVAUDAN SA	since 05/04/2001	CH	Fh;
GEBERIT	since 21/08/1996	CH	Bw; Ch;				
GEBR. HAPPICH GMBH		DE	Me;				

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
GKN PLC	since 07/11/1995	UK	Me;	GRUPE HEPPNER		FR	Tr;
GLACERIES DE SAINT ROCH		BE	Ch;	GRUPE SUEZ	since 31/05/1995	FR	So;
GLAMOX AS	since 01/12/1998	NO	Me;	GRUPE VALOIS INDUSTRIES		FR	Me;
GLAXO WELLCOME PLC	since 25/06/1997	UK	Ch; Si;	GRUPE VICTOIRE - L'ABEILLE		FR	Sf;
GLEN DIMPLEX GROUP		IE	Me;	GROVE	since 23/08/1996	US	x ;
GLOBAL ONE	since 04/09/1997	BE	So;	GROZ & SÖHNE & ERNST BECKERT NADELFABRIK		DE	Me;
GLUD & MARSTRAND		DK	Me;	GRUNDFOS	since 20/09/1996	DK	Me;
GLYNWED INTERNATIONAL PLC		UK	Me;	GRUNDIG AG	since 27/08/1993	DE	Me;
GN GREAT NORDIC		DK	So;	GRÜNENTHAL GMBH		DE	Ch;
GOLDEN VALE PLC		IE	Fh;	GRUPO ANTOLIN IRAUSA		ES	Me;
GOM BEHEER		NL	So;	GRUPO COBRA, S.A.		ES	Bw;
GOODRICH B F COMPANY		US	Me;	GRUPO CORTEFIEL		ES	Sc; Te;
GOODYEAR	since 02/06/1999	US	Ch; Sc;	GRUPO FERROVIAL		ES	Bw; Si;
GORE		US	Ch; Me;	GRUPO FINANCIERO BANCO BILBAO		ES	Sf;
GOTTLIEB GÜHRING KG WERKZEUGFABRIK		DE	Me;	GRUPO INDRA		ES	Me; Si;
GRACE	since 01/06/1996	US	Ch; Fh;	GRUPO REPSOL	since 29/04/1998	ES	Ch; Sf; Tr;
GRAFTON GROUP PLC		IE	Ch; Me; Sc;	GRUPO SANTANDER SA		ES	Sf;
GRAMMER AG		DE	Me;	GRUPO URALITA		ES	Ch;
GRAN DORADO GROUP	since 01/01/1999	NL	Fh;	GRUPPO TESSILE MIROGLIO SPA (ORA GRUPPO MIROGLIO SPA)	since 06/09/1996	IT	Sc; Te;
GRANADA GROUP PLC		UK	Fh; Sf; Si; So;	GUARDIAN INDUSTRIES CORP.		US	Ch;
GREAT LAKES CHEMICAL CORPORATION		US	Ch;	GUARDIAN ROYAL EXCHANGE PLC	since 01/01/1998	UK	Sf;
GREAT UNIVERSAL STORES PLC	since 15/08/1996	UK	Sc;	GUCCI GROUP NV	since 26/05/2000	NL	Te;
GREEN PROPERTY PLC		IE	So;	GUINNESS PLC	since 05/09/1996	UK	Fh; Sf; Sg;
GREENCORE GROUP PLC		IE	Ch; Fh; Me; Sc; Sf;	GUMMI HENNIGES GMBH & Co. KG		DE	Ch;
GREENLAND NV		NL	Me;	GUNNEBO	since 06/09/1999	SE	Me;
GREINER HOLDING AG		AT	Bw; Ch; So;	GURIT-HEBERLEIN		CH	So;
GRETSCH-UNITAS GMBH		DE	Me;	GÜTERMANN & Co.		DE	Te;
GREY ADVERTISING INC		US	So;	H & M HENNES & MAURITZ AB	since 18/06/1997	SE	Sc;
GRIMALDI INDUSTRIER AB (GIAB)		SE	Me;	H&R BLOCK INC		US	Sf;
GRONTMIJ NV	since 01/01/1999	NL	So;	H. BAHLSEN KEKSFABRIK KG		DE	Fh;
GROUP 4 SECURITAS BV	since 06/06/1996	NL	So;	HABAU HOCH- UND TIEFBAU GESELLSCHAFT M.B.H.		AT	Bw;
GROUPAMA SA HOLDING	has an EWC	FR	Sf;	HACHETTE GROUPE MATRA HACHETTE LAGARDERE	since 03/09/1996	FR	Sg;
GRUPE FLO		FR	Fh;	HACKMAN OY	since 01/01/1999	FI	Ch; Me;
GRUPE GENOYER		FR	x ;	HÄFELE GMBH & Co.		DE	Me;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
HAGEMEYER NV		NL	Sc; So;	HEITON HOLDINGS PLC		IE	Sc; So;
HAGER ELECTRO GMBH	since 20/09/1996	DE	Me;	HELLA KG HUECK & CO.	since 18/09/1996	DE	Me;
HAINDL PAPIER GMBH		DE	Sg;	HELSA WERKE H SANDLER		DE	Te;
HAIRONVILLE SA		FR	Me;	HELVETIA	since 17/07/1996	CH	Sf;
HALATSCHEK HOLDING UND BETEILIGUNGSGMBH		AT	Bw; So;	HENKEL KG	since 15/09/1994	DE	Ch; Sc;
HALDEX AB		SE	Me;	HEPWORTH PLC	has an EWC	UK	Ch; Me;
HALLIBURTON COMPANY INC		US	So;	HERAEUS HOLDING GMBH		DE	Me;
HALLMARK CARDS INC.		US	Sg;	HERCULES	since 03/09/1996	US	Ch; Me;
HAMILTON	since 13/06/1996	US	Me;	HERMES SCHLEIFMITTEL GMBH & CO.		DE	Ch;
HANSON BRICK PLC	since 11/09/1996	UK	Bw; So;	HESTA GRUPPE		CH	Fh; Me; Sc; Te;
HANSON ELECTRICAL	since 09/09/1996	UK	Me;	HETROW EXPRESS	since 01/01/1999	UK	x ;
HARIBO GMBH & Co. KG		DE	Fh;	HEWLETT-PACKARD	since 30/05/1996	US	Me;
HARMAN		US	Me; Sc;	HEXAGON		SE	x ;
HARNISCHFEGER INDUSTRIES, INC		US	Me;	HEXAL AG		DE	Ch;
HAROLD C. SIMMONS FAMILY TRUST		US	Ch;	HEYWOOD WILLIAMS GROUP PLC		UK	Ch;
HARRIS		US	Ch; Me; Sc;	HIAG HOLDING AG		CH	Bw;
HARSCO CORPORATION		US	Me;	HICKSON INTERNATIONAL PLC		UK	Ch;
HARTFORD FINANCIAL SERVICE GROUP INC.		US	Sf;	HICLIFF CORPORATION		CA	Ch;
HARWANNE		CH	Me; Sc; So;	HILLSDOWN HOLDINGS PLC		UK	Bw; Fh;
HASBRO		US	Bw;	HILTI		LI	Ch; Me; Sc;
HAVAS ADVERTISING		FR	So;	HITACHI	since 02/09/1996	JP	Ch; Me; Sc;
HAYES LEMMERZ INTERNATIONAL INC.		US	Me;	HITACHI ZOSEN CORPORATION		JP	Me;
HAYS PLC		UK	So;	HOCHLAND		DE	Fh;
HAZLEWOOD FOODS PLC		UK	Fh;	HOCHTIEF	since 22/05/1996	DE	Bw;
HDI HAFTPFLICHTVERBAND DER DEUTSCHEN INDUSTRIE V.A.G.		DE	Sf;	HOECHST SCHERING AGREVO GMBH	since 01/12/1994	DE	Ch;
HEBEL AG	since 19/12/1995	DE	Bw; Ch;	HOERBIGER		CH	Me;
HEIDELBERGER ZEMENT AG	since 08/05/1996	DE	Bw; Ch;	HOGG ROBINSON PLC		UK	So;
HEIDEMIJ	since 01/01/1999	NL	Bw;	HOLDERBANK	since 03/05/1996	CH	Bw; Ch;
HEIDENHAIN DR. JOHANNES		DE	x ;	HOLLANDSCHE BETON GROEP NV (HBG)	since 23/09/1998	NL	Bw;
HEIJMANS NV	since 19/10/1999	NL	Bw;	HOLLIDAY CHEMICAL HOLDINGS PLC		UK	Ch;
HEIMBACH GMBH & Co.		DE	Te;	HOLMEN AB	has an EWC	SE	Ch; Sg;
HEINEKEN NV	since 30/10/1997	NL	Fh;	HONDA	since 01/03/1995	JP	Me; Sc;
HEINRICH SCHMID GMBH & Co. KG		DE	Bw;	HONEYWELL	since 11/06/1997	US	Me; So;
HEINZ	since 03/06/1999	US	Ch; Fh; So;	HONSEL AG		DE	Me;
				HÖRMANN KG VERKAUFSGESELLSCHAFT		DE	Me;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
HORNBAACH BAUMARKT AG		DE	Sc;	IMI PLC		UK	Bw; Ch; Fh; Me; So;
HOSOKAWA MICRON CORP.		JP	Me;				
HOTELPLAN		CH	So;	IMMUNO AG		AT	Ch; Sc; Si;
HOWMEDICA		DE	Me;	IMPERIAL CHEMICAL INDUSTRIES PLC (ICI)	since 25/03/1996	UK	Ch; Sf; So;
HOYER GMBH		DE	Tr;	IMPERIAL TOBACCO GROUP PLC	since 14/06/1996	UK	Fh;
HP CHEMIE-PELZER GMBH		DE	Ch;	IMPREGILO SPA		IT	Bw;
HSBC HOLDINGS PLC - MIDLAND BANK	since 06/09/1996	UK	Sf;	IMPRESS METAL PACKAGING	since 19/05/1998	NL	Me;
HUBER+SUHNER		CH	Ch;	INA WÄLZLAGER SCHAEFFLER KG		DE	Me;
HUCKE AG		DE	Te;	INCENTIVE AS		DK	Bw; Ch; Me;
HUGHES (GM)	since 18/06/1996	US	Me;	INCHCAPE PLC		UK	Sc; Sf; So; Tr;
HUHTAMÄKI VAN LEER OY	since 20/04/1999	FI	Ch; Fh;	INDEPENDENT NEWSPAPERS PLC		IE	So; Sg;
HUKLA-WERKE		DE	Bw;	INDITEX, S.A. (ZARA)		ES	Sc; Te;
HÜLSBECK & FÜRST GMBH & Co. KG		DE	Me;	INDUSTRIEHOLDING CHAM		CH	So;
HUME INDUSTRIES MALAYSIA		MY	Bw;	INDUSTRIFÖRVALTNINGS AB KINNEVIK		SE	So;
HUNTING PLC		UK	Me;	INGERSOLL-RAND	since 17/10/1997	US	Me;
HÜPPE FORM HOLDING GMBH		DE	Ch;	INSTITUT SCHEIDEGGER		CH	Sp;
HÜRMANNG KG		DE	Ch; Me;	INSTITUTO FINANZIARIO INDUSTRIALE		IT	Me;
HUTCHINSON (GROUPE TOTAL)		FR	Ch;	INSTRUMENTARIUM OY		FI	Me;
HUTCHISON WHAMPOA LTD.		HK	So;	INTEL		US	Me; Sc;
HYATT INTERNATIONAL CORP.		US	Fh;	INTER FORWARD		SE	x ;
HYPOVEREINSBANK		DE	Sf;	INTERBREW SA	since 18/09/1996	BE	Fh;
IAWS GROUP PLC		IE	Ch; Fh; So;	INTERCONTINENTAL		UK	Fh;
IBM	since 27/04/1999	US	Me; Si;	INTERDISCOUNT		CH	Sc; So;
IBSTOCK PLC		UK	Ch;	INTERGRAPH		US	Me; Sc;
IDEAL STANDARD		FR	Bw;	INTERMARCHE (GROUPE)		FR	Sc;
IFA HOTEL & TOURISTIK AG		DE	Fh;	INTERNATIO-MÜLLER NV		NL	Bw; Sc; Si; So;
IFF		US	Ch;	INTERNATIONAL CONSULTANTS ON TARGETED SECURITY		NL	So;
IHC CALLAND NV		NL	Me;				
IKEA-GRUPPEN	since 15/11/1999	SE	Bw; Sc;	INTERNATIONAL MASTERS PUBLISHERS A/S		DK	Sg;
ILLBRUCK GMBH & Co. KG		DE	Ch;	INTERNATIONAL METAL SERVICE		FR	Me;
ILLINOIS TOOL WORKS INC		US	Ch; Me;	INTERNATIONAL PAPER		US	Ch; Sg;
IMCERA		US	Ch; Me;	INTERNATIONAL SERVICE SYSTEM A/S (ISS)	since 28/06/1995	DK	So;
IMERYS	since 01/01/2001	FR	Bw;	INTERNATIONALE NEDERLANDEN GROEP NV (ING)	since 06/03/1996	NL	Sf;
IMETAL		FR	Bw;	INTERPUBLIC		US	So;
IMHOFF INDUSTRIE-HOLDING GMBH		DE	Fh; So;	INVENSYS PLC	since 12/01/1999	UK	Me;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
INVESTCORP		BH	Sg;	JEFFERSON SMURFIT GROUP PLC	since 04/09/1996	IE	Ch; Sf; Sg;
INVESTMENT AB CARDO	since 20/09/2000	SE	Ch; Me;	JENOPTIK AG		DE	Bw; Me;
INVESTOR AB		SE	Me;	JENS VILLADSEN FABRIKER (ICOPAL) AS	since 01/08/1996	DK	Bw; Ch; So;
IOCORE		FI	Si;	JENS VILLADSEN FABRIKER AS		DK	Ch;
IPT	since 04/05/1995	UK	Te;	JET WORLDWIDE		FR	Tr;
IREKS GMBH (RUCKDESCHEL GRUPPE)		DE	Fh;	JEYES GROUP PLC		UK	So;
IRISH DAIRY BOARD CO-OPERATIVE LTD		IE	So;	JOH. MOURIK & CO HOLDING BV		NL	Bw;
IRISH LIFE PLC		IE	Sf;	JOHANN BIRKART, INTERNATIONALE SPEDITION		DE	Tr;
ISKU OY		FI	Bw;	JOHANN BORGERS GMBH & Co. KG		DE	Ch; Te;
ISOLUX WAT		ES	Me;	JOHNSON & JOHNSON	since 28/11/1997	US	Bw; Ch; Fh; Me; Sc;
ISPAT EUROPE	since 16/01/2001	NL	x ;	JOHNSON CONTROLS	since 02/05/1996	US	Me; Sc;
ISTITUTO PER LA RICOSTRUZIONE INDUSTRIALE IRI SPA IN LIQ.		IT	Me;	JOHNSON MATTHEY PLC		UK	Me; Sc;
ITALCEMENTI (GRUPPO ITALMOBILIARE)	since 28/06/1995	IT	Bw; Ch; Sc; Sf; Si; So; Tr;	JOHNSON, S.C. & SON INC		US	Ch;
ITOCHU CORPORATION		JP	Me;	JOLLY HOTELS		IT	Fh;
ITT-INDUSTRIES	since 28/08/1996	US	Me;	JONES GROUP PLC		IE	Bw; So; Tr;
ITW		US	Ch; Me;	JONES LANG WOOTTON LASALLE INC		US	So;
IVOCLAR		LI	Me;	JOSEF GARTNER & Co.		DE	Me;
IWKA AG		DE	Me;	JUNGHEINRICH AG	since 28/09/1999	DE	Me; Sc;
IWP INTERNATIONAL PLC		IE	Ch; Me; Si; Sg;	JURY'S HOTEL GROUP PLC		IE	Fh;
J BIBBY & SONS PLC		UK	Ch; Me; So; Tr;	KABA HOLDING		CH	Me;
J. LAURITSEN HOLDING A/S		DK	Me; Sc; Sf; Tr;	KAEFER ISOLIERTECHNIK	since 15/03/1995	DE	Bw; Me;
J.C. HEMPEL'S SKIBSFARVE-FABRIK		DK	Ch;	KAMAX-WERKE RUDOLF KELLERMANN GMBH&Co.KG		DE	Me;
J.S. EJENDOMS- OG INVESTERINGSSSELSKAB AS		DK	Sc; So;	KANSAS	has an EWC	DK	Te;
JAAKKO PÖYRY GROUP OY		FI	So;	KANTHAL		SE	x ;
JACKSTÄDT GMBH		DE	Ch;	KAO	since 17/05/1996	JP	Ch;
JADO DESIGN ARMATUR- UND BESCHLAG AG		DE	Me;	KAPP-AHL	since 28/11/1996	NO	Te;
JAMES CREAN PLC		IE	Ch; Fh; Me; Sc; So; Sg;	KARLSBERG BRAUEREI KG WEBER	since 17/05/1996	DE	Fh;
JAMONT HOLDINGS NV		NL	Ch;	KARSTADT AG		DE	Fh; Sc; So;
JANSSEN PHARMACEUTICA - JOHNSON & JOHNSON		BE	Ch;	KBC	since 19/09/1996	BE	Sf;
JAPAN TOBACCO		JP	Ch; Fh;	KCI KONECRANES INTERNATIONAL OY	since 13/05/1997	FI	Me;
JC DECAUX		FR	So;	KEIPER RECARO GMBH & Co.		DE	Me;
JEAN LEFEVRE		FR	Bw;	KELLER GROUP LTD		UK	So;
				KELLOGG	since 17/02/1996	US	Fh;



Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
KEMIRA OY	since 07/02/1996	FI	Ch;	KONINKLIJKE NEDERLANDSE SHELL GROEP NV	since 05/07/1996	NL	Ch; So;
KENAMETAL		US	Me;	KONINKLIJKE NEDLLOYD GROEP NV	since 01/01/1999	NL	Tr;
KERRY GROUP PLC		IE	Fh;	KONINKLIJKE NEDSCHROEF HOLDING NV	since 19/09/1996	NL	Me;
KERSTEN HUNIK HOLDING BV		NL	Tr;	KONINKLIJKE PAKHOED NV	since 19/09/1996	NL	Ch;
KF		SE	Sc;	KONINKLIJKE SCHELDE GROEP NV		NL	Me;
KIENLE & SPIESS STANZ- UND DRUCKGIEßWERK GMBH		DE	Me;	KONINKLIJKE SPHINX GUSTAVSBERG NV	has an EWC	NL	Ch;
KIMBERLY-CLARK	since 16/07/1996	US	Ch; Sg;	KONINKLIJKE TEN CATE NV		NL	Te;
KINGFISHER PLC		UK	Sc;	KONINKLIJKE VAN OMMEREN GROEP NV		NL	So; Tr;
KINGSPAN GROUP PLC		IE	Bw; Ch;	KONINKLIJKE VENDEX KBB		NL	Sc; Te;
KLAUS J. JACOBS HOLDING		CH	Fh; So;	KONINKLIJKE VOLKER WESSELS STEVIN NV	since 01/02/2000	NL	Bw;
KLAUS STEILMANN GMBH & Co. KG		DE	Te;	KONINKLIJKE VOPAK NV		NL	Ch;
KLÖCKNER-MOELLER GMBH		DE	Me; Sc;	KOOP GROEP		NL	Bw;
KLÖCKNER-WERKE AG		DE	Ch; Me;	KORAMIC	since 04/09/1996	BE	Bw;
KLUDI-ARMATUREN, PAUL SCHEFFER KG		DE	Me;	KÖRBER AG		DE	Me;
KNORR-BREMSE AG	since 24/05/1995	DE	Me; Sc;	KORN FERRY INTERNATIONAL		CH	x ;
KNP-PACKAGING BT NV	since 02/10/1997	NL	Ch; Me; So;	KORSNÄS	since 15/04/1997	SE	Ch; Sg;
KODAK	since 01/07/1995	US	Ch; Me;	KORTENBACH & RAUH GMBH & Co. KG		DE	Bw;
KOHLER		US	Ch; Me;	KRAFT JACOBS SUCHARD (PHILLIP MORRIS)	since 26/03/1996	CH	Fh; So;
KOLBENSCHMIDT-PIERBURG AG		DE	Me;	KRONOS	since 04/09/1993	DE	Me;
KOMATSU	since 19/09/1996	JP	Me; Sc;	KRONOSPAN		CH	Bw;
KONE OY	since 27/05/1992	FI	Me;	KROSCHU KABELWERKE		DE	Me;
KONICA		JP	Me; Sc;	KSB AG	since 20/09/1996	DE	Me;
KÖNIG & BAUER AG		DE	Me;	KUEHNE & NAGEL		CH	So;
KONINKLIJKE WESSANEN NV	since 20/09/1996	NL	Fh;	KUNERT AG		DE	Sc; Te;
KONINKLIJKE (ROYAL) NUMICO NV	since 18/09/1996	NL	Fh;	KUWAIT PETROLEUM		KW	Ch;
KONINKLIJKE AHOLD NV		NL	Sc;	KVAERNER A.S	since 20/09/1996	NO	Bw; Me; So;
KONINKLIJKE BAM GROEP NV		NL	Bw;	KVERNELAND ASA	since 19/09/1996	NO	Me;
KONINKLIJKE BEGEMANN GROEP NV		NL	Me; So; Tr;	KWIK FIT HOLDINGS PLC		UK	Sc;
KONINKLIJKE BORSUMIJ-WEHRY NV		NL	Me; Sc;	LABORATOIRES UPSA		FR	Ch;
KONINKLIJKE BOSKALIS WESTMINSTER NV		NL	Bw;	LACTALIS		FR	Fh;
KONINKLIJKE FRANS MAAS GROEP NV		NL	Tr;	LADBROKE GROUP PLC	since 01/01/1999	UK	Fh; Sf; So;
KONINKLIJKE GIST-BROCADES NV		NL	Ch; Fh;	LAFARGE	since 08/12/1994	FR	Bw;
KONINKLIJKE HASKONING GROEP BV		NL	So;	LAIRD GROUP PLC		UK	Ch; Me;
KONINKLIJKE IBC BV		NL	Bw;	LAMITREF	since 01/01/1999	BE	Me;
				LANDIS & GYR		CH	Me;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
LAPORTE PLC	has an EWC	UK	Ch;	LOGITECH		US	Me;
LASSILA & TIKANOJA YHTYMÄ		FI	Ch; Te;	LOHMANN GMBH & Co. KG		DE	Me;
LAURA ASHLEY HOLDINGS PLC		UK	Sc;	LONDON INTERNATIONAL GROUP PLC		UK	Ch;
LAURUS N.V.		NL	Sc;	L'OREAL	since 17/06/1996	FR	Ch;
LEAR SEATING CORPORATION	since 06/04/1998	US	Me;	LOUIS LEITZ KG HOLDING		DE	Bw;
LECTRA		FR	Si;	LOVENS KEMISKE FABRIK PRODUKTIONS A/S		DK	Ch;
LEGAL & GENERAL GROUP PLC		UK	Sf;	LOW & BONAR PLC		UK	Ch; Me; Sg;
LEGO		DK	Ch; Sc;	LOWE HOWARD-SPINK & BELL PLC		UK	x ;
LE-GO BEKLEIDUNGSWERKE GMBH		DE	Te;	LTU GRUPPE		DE	Fh; So; Tr;
LEGRAND	since 29/03/2000	FR	Ch; Me;	LUCAS INDUSTRIES PLC	since 21/11/1997	UK	Me;
LEICA	since 19/09/1996	CH	Me;	LUCCHINI	since 04/07/2000	IT	Me;
LEICA CAMERA AG		DE	Me;	LUCENT TECHNOLOGIES	since 23/11/2000	US	Me;
LEICA MICROSYSTEMS HOLDINGS GMBH		DE	Me;	LUK GMBH & Co.		DE	Me;
LEKKERLAND GRUPPE		DE	Sc;	LVMH		FR	Ch;
LEONI AG	since 07/04/2000	DE	Me;	LYON ALEMAND LOUYOT		FR	Me;
LEOPOLD KOSTAL GMBH & Co. KG		DE	Me;	MACINTOSH RETAIL GROUP NV	has an EWC	NL	Sc;
LEP INTERNATIONAL MANAGEMENT LTD		UK	So;	MACULAN HOLDING AG		AT	Bw; Ch; Fh; Me; Sc; Si; So;
LEROY MERLIN SA		FR	Bw;	MADAUS AG		DE	Ch;
LEVI STRAUSS	since 01/01/1997	US	Sc; Te;	MADRANGE/GEO		FR	x ;
LEXEL	since 19/11/1996	DK	Me;	MAGNA INTERNATIONAL INC		CA	Me;
L-FASHION GROUP OY		FI	Te;	MAGOTTEAUX	since 12/11/1997	BE	Me;
LHOIST	since 30/06/2000	BE	Bw; Me;	MAHLE GMBH	since 20/09/1996	DE	Me;
LIDL & SCHWARZ STIFTUNG & Co. KG		DE	Sc;	MALLINCKRODT GROUP INC		US	Ch; Me;
LIEBHERR	since 16/09/1996	CH	Fh; Me;	MAN AG	since 30/05/1996	DE	Me; Sc;
LILLESHALL PLC		UK	Ch;	MANN & HUMMEL GMBH	since 31/07/1996	DE	Me;
LIMAGRAIN		FR	Fh;	MANNESMANN AG		DE	Me; Sc; Si;
L'IMPECCABLE		FR	So;	MANPOWER		US	So;
LINDAB AB		SE	Me;	MANUTAN GROUP		FR	Sc;
LINDE AG	since 06/09/1996	DE	Ch; Me; Sc;	MANVILLE		US	Ch;
LINDT & SPRÜNGLI	since 01/01/1997	CH	Fh; Sc;	MARAZZI CERAMICHE	since 19/09/1996	IT	Bw; Ch;
LINPAC GROUP LTD	since 09/02/1996	UK	Ch; Me;	MARGARETE STEIFF GMBH		DE	Bw;
LITTON INDUSTRIES INC.		US	Me;	MARINE WENDEL		FR	Ch; So;
LLOYDS REGISTER OF SHIPPING		UK	Sf;	MARITIM HOTELGESELLSCHAFT MBH		DE	Fh;
LLOYDS TSB PLC		UK	Sf;	MARK IV INDUSTRIES INC		US	Me;
LOGICA PLC		UK	Si;				

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
MARKS AND SPENCER PLC	has an EWC	UK	Sc; Sf;	METRO	since 11/10/1999	CH	Sc;
MARLEY PLC		UK	Ch;	METSO	since 27/06/1996	FI	Me;
MARRIOTT		US	Me;	MEWA TEXTIL-SERVICE AG		DE	So;
MARS	since 26/03/1996	US	Ch; Fh; Me;	MEYER INTERNATIONAL PLC	since 22/09/1996	UK	Bw; Sc; Sf; So;
MARSH & MC LENNAN COMPANIES, INC		US	Sf;	MHM MODE HOLDING MÜNCHEN AG		DE	Te;
MARUBENI CORPORATION		JP	Me;	MIBA AG		AT	Me; Sc; So;
MARZOTTO		IT	Te;	MICHELIN	since 15/10/1999	FR	Ch;
MASCO CORPORATION		US	Me;	MICROSOFT	since 18/06/1996	US	Si;
MATSUSHITA	since 30/11/1995	JP	Me; Sc;	MIDWAY HOLDING AB		SE	Bw;
MAUSER WERKE GMBH		DE	Ch; Me;	MIELE & CIE. GMBH & CO.		DE	Me; Sc;
MAX WEISHAUP T GMBH		DE	Me; Sc;	MILLENNIUM & COPTHORNE HOTELS PLC		UK	Fh;
MAYNE NICKLESS		AU	Fh; So; Tr;	MINE SAFETY APPLIANCE COMPANY		US	Me;
MAYR MELNHOF	since 01/01/1995	AT	Ch; Sc; Sg;	MINOLTA		JP	Me; Sc;
MBK INDUSTRIE		FR	x ;	MITRAS INDUSTRIES HOLDING GMBH		DE	Ch;
MCCAIN FOODS LTD.		CA	Fh;	MITSUBISHI CHEMICAL CORPORATION		JP	Ch;
MCDONALD'S	since 21/11/1995	US	Fh;	MITSUBISHI ELECTRIC	since 21/06/1996	JP	Me; Sc;
MD FOODS	since 12/10/1999	DK	Fh;	MITSUBISHI MOTORS CORPORATION		JP	Me;
MEA MEISINGER AG		DE	Me;	mitsui O.S.K. LINES LTD.		JP	Tr;
MEDIASET SPA (GRUPPO FININVEST SPA)		IT	Me; Sc; So; Sg;	MO OCH DOMSJÖ AB	since 18/09/1996	SE	Bw; Sg;
MEDTRONIC INC		US	Me;	MOBIL	since 01/04/1996	US	Ch; Sc;
MEGGITT PLC		UK	Me;	MODINE MANUFACTURING COMPANY, INC.	since 17/03/1999	US	Me;
MEIJN BV		NL	Me; Sf;	MOELVEN INDUSTRIER ASA		NO	Bw;
MELITTA UNTERNEHMENSGRUPPE BENTZ KG		DE	Ch; Fh;	MOLKEREI ALOIS MÜLLER GMBH & CO.		DE	Fh;
MENVIER SWAIN GROUP PLC		UK	Me;	MÖLLER WERKE GMBH	since 07/02/2000	DE	Ch;
MERCK & Co.		US	Ch;	MOLSON		CA	Ch; Fh;
MERCK SHARP & DOHME	since 01/06/1996	US	Ch; Me;	MONARK-STIGA		SE	Me;
MERITOR	since 20/01/1998	FR	x ;	MONBERG & THORSEN HOLDING A/S		DK	Ch;
MERKUR		CH	Bw; Fh;	MONSANTO	since 01/06/1997	US	Ch; So; Sg;
MERLONI ELETTRODOMESTICI SPA	since 21/09/1993	IT	Me; Sc; Sf; So;	MONTANA KLEIDERFABRIK GMBH & Co. KG		DE	Te;
MERLONI TERMOSANITARI SPA		IT	Me;	MONTE DEI PASCHI DI SIENA		IT	Sf;
MERSEY DOCKS & HARBOUR COMPANY		UK	Tr;	MONTEDISON	since 08/03/1995	IT	Ch;
METALEUROP	since 09/12/1999	FR	Me;	MOORCO		US	Me;
METALLGESELLSCHAFT AG	since 05/09/1996	DE	Ch; Me;	MOORE		CA	Ch; Sg;
METLER TOLEDO		CH	Me;	MORGAN CRUCIBLE COMPANY PLC	since 07/04/1997	UK	Ch; Me;
METRA OY		FI	Ch; Me; Sf;	MORGAN J.P. & COMPANY INCORP.		US	Sf;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
MORGAN STANLEY, DEAN WITTER		US	Sf;	NOKIA OY	since 01/06/1993	FI	Me;
MOTOROLA	since 01/01/1999	US	Me; Sc;	NOMURA SECURITIES LTD.		JP	Sf;
MOULINEX - KRUPS	has an EWC	FR	Me;	NORD POOL		SE	So;
MÖVENPICK		CH	Fh;	NORDBANKEN (NBH KONCERN)		SE	Sf;
M-REAL	since 28/05/1998	FI	Bw; Sg;	NORDIC AMUNITION HOUSE	since 01/01/1999	NO	Me;
MÜLLER BROT GMBH		DE	Fh;	NORDISK SOLAR COMPAGNI AKTIESELSKABET		DK	Me; Sc;
MÜNCHENER RÜCKVERSICHERUNGSGESELLSCHAFT AG		DE	Sf;	NORMA LEBENSMITTELFILIALBETRIEB		DE	Sc;
MUNKSJÖ AB	since 24/09/1998	SE	Bw; Ch; Me;	NORSK HYDRO ASAIMI	since 11/08/1994	NO	Ch; Me;
MUSGRAVE GROUP LTD		IE	Sc; So;	NORSKE SKOGINDUSTRIER	since 19/09/1996	NO	Bw; Ch; Sg; Te;
MUSTANG BEKLEIDUNGSWERKE GMBH & CO.		DE	Te;	NORTEL (NTL)	since 04/09/1998	UK	Me; So;
MYLLYKOSKI OY	since 01/09/1994	FI	Ch; Bw;	NORTHERN FOODS PLC	since 14/12/1999	UK	Fh;
NACCO INDUSTRIES INC		US	Me;	NORWICH UNION INSURANCE GROUP	since 10/07/1996	UK	Sf;
NALCO		US	Ch;	NOUVELLES FRONTIERES		FR	So;
NATIONAL AMUSEMENT INC		US	So;	NOVAR PLC	since 01/05/1997	UK	Ch; Me;
NATIONAL AUSTRALIA GROUP (NAG)	since 29/07/1997	AU	Sf;	NOVARTIS	since 13/12/1995	CH	Ch;
NATIONAL SEMICONDUCTOR CORPORATION		US	Me;	NOVO NORDISK A/S	since 13/09/1996	DK	Bw; Ch;
NATIONAL WESTMINSTER BANK PLC	since 17/04/1996	UK	Sf; So;	NPF-HOLDING AG		AT	Ch; So;
NATURANA DÖLKER GMBH & CO. KG		DE	Te;	NUKOTE HOLDING, INC		US	Ch;
NAVAN MINING		UK	Ch;	NUTRECO HOLDING NV	since 01/09/1996	NL	Fh;
NCC AB	since 20/12/1996	SE	Bw; So;	NYLSTAR S.P.A		IT	Ch;
NCC RASMUSSEN & SCHIØTZ HOLDING A/S		DK	Bw;	OBI HEIMWERKERMARKT AG		DE	Sc;
NCR CORPORATION	since 23/03/2000	US	Me;	OBRASCON-HUARTE-LAIN		ES	Bw;
NEC	since 18/06/1996	JP	Me; Sc;	OCÉ NV	since 04/09/1996	NL	Me;
NECSO ENTRECANALES CUBIERTAS SA		ES	Bw;	OCEAN GROUP PLC		UK	Tr;
NEPTUN MARITIME OY		FI	Fh; Tr;	OETKER, RUDOLF AUGUST	since 12/06/1996	DE	Fh; Tr;
NESTLE	since 26/04/1996	CH	Ch; Fh;	OFFICE COMMERCIAL PHARMACEUTIQUE		FR	Ch;
NEW WORLD DEVELOPMENT		CA	Fh;	OKI ELECTRIC INDUSTRY CO. LTD.		JP	Me;
NEXANS		SG	Me;	OLYMPUS		JP	Me;
NFC PLC		UK	Sf; So; Tr;	OMNICOM		US	So; Sg;
NIKE		US	Sc; Te;	OMRON		JP	Me;
NIPPON EXPRESS		JP	So;	OMV	since 01/01/1998	AT	Bw; Ch; Me; Sc; Sf; Si; So; Tr;
NISSAN		JP	Me; Sc; Sf; Si;	ONDERNEMINGEN J. DE NUL		BE	x ;
NKD HELLBACH GRUPPE		DE	Sc;	ONEX CORPORATION		CA	Fh;
NKT HOLDING A/S	since 19/09/1996	DK	Me;	ONNINEN OY		FI	Sc;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
ONTEX	since 05/07/1999	BE	Te;	PELIKAN HOLDING SN BHD		MY	Bw;
OPFERKUCH GRUPPE		DE	Fh;	PENAUILLÉ POLYSERVICES		FR	So;
OPTISCHE WERKE G RODENSTOCK		DE	Me;	PENINSULAR & ORIENTAL STEAM NAVIGATION (P&O)		UK	Bw; So; Tr;
ORACLE		US	Si;	PENTAIR INC	since 08/10/2001	US	Me;
ORANGE PLC		UK	So;	PEPPERL UND FUCHS GMBH		DE	Me;
ORKLA A.S	since 18/09/1996	NO	Ch; Fh; So; Te;	PEPSICO	since 08/05/1996	US	Fh;
ÖSTERREICHISCHE INDUSTRIEHOLDING AG		AT	Me; So;	PERFETTI VAN MELLE		NL	Fh;
OTIS	since 10/05/1996	FR	Me;	PERKIN-ELMER		US	Me;
OTTO LAGER- UND TRANSPORTSYSTEME GRUPPE		DE	Bw; Ch;	PERKINS FOODS PLC		UK	Fh;
OTTO VERSAND	since 22/08/1996	DE	Sc;	PERNOD RICARD	since 01/01/1999	FR	Fh;
OUTOKUMPU	has an EWC	FI	Me;	PERSTORP AB		SE	Ch; Me;
OWEN ILLINOIS INC		US	Ch;	PESCANOVA, S.A.		ES	Fh;
OWENS-CORNING	since 16/09/1996	US	Ch;	PETERSONGRUPPEN	since 09/09/1996	NO	Bw; Ch;
OY KARL FAZER AB		FI	Fh;	PETROGAL		PT	Ch;
OY RETTIG AB	has an EWC	FI	Bw; Fh; Me;	PFEIFER & LANGEN		DE	Fh;
P O DE A UCAR		PT	Sc;	PFERD-WERKZEUGE, AUGUST RÜGGEBERG		DE	Me;
P. DUSSMANN GMBH & Co. KG		DE	So;	PFIZER		US	Ch; Me;
P.S.A. PEUGEOT CITROEN	since 10/07/1996	FR	Me;	PHARMA MED HOTELS		DE	Fh;
PACCAR INC	since 17/09/1996	US	Me;	PHARMACIA & UPJOHN INC.	since 07/08/1996	US	Ch;
PALL		US	Me; So;	PHILIP MORRIS	since 27/02/1996	US	Fh;
PANALPINA		CH	So;	PHILIPP HOLZMANN AG	since 21/03/1996	DE	Bw;
PAPIERFABRIK SCHOELLER & HOESCH GMBH		DE	Ch; Sg;	PHILIPS ELECTRONICS NV	since 22/11/1996	NL	Ch; Me;
PAPIERFABRIK SCHEUFELN		DE	Ch; Sg;	PHILLIPS PETROLEUM	since 01/07/1996	US	Ch;
PARKER HANNIFIN		US	Me;	PHOENIX AG	since 07/07/1995	DE	Ch;
PARMALAT FINANZIARIA SPA	since 09/07/1996	IT	Fh; Sc; So; Tr;	PHOENIX MECANO		CH	Me;
PARTECIPAZIONI FIN RIE E IND LI SPA		IT	Ch;	PHOENIX PHARMAHANDEL		DE	Sc;
PARTEK OY	since 02/02/1996	FI	Bw; Ch; Me;	PHOTO-ME INTERNATIONAL PLC		UK	So;
PARTENA AB (SODEXHO)		SE	Fh; So;	PIAGGIO & Co SPA		IT	Me;
PASCUAL HERMANOS, SA		ES	Fh;	PIEPENBROCK UNTERNEHMENSGRUPPE		DE	So;
PASSAUER NEUE PRESSE	since 20/02/1992	DE	Sg;	PIERRE ET VACANCES		FR	Fh;
PAUL HARTMANN AG	since 30/10/1995	DE	Bw; Te;	PIERRE FABRE S.A.		FR	Ch;
PAUWELS INTERNATIONAL NV	since 19/09/1996	BE	Me;	PILKINGTON PLC	since 13/11/1995	UK	Ch; Sf; So;
PEARSON PLC	since 09/07/1996	UK	Sg;	PINAULT - PRINTEMPS - REDOUTE	since 01/01/1999	FR	Ch; Sc;
PECHINEY	since 17/12/1992	FR	Me;	PINKERTON'S, INC		US	So;
PEEK & CLOPPENBURG KG		DE	Sc;	PINTO A MAJOR		PT	x ;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
PIONEER	since 30/05/1996	JP	Me; Sc;	R.C.S. EDITORI		IT	Sg; Te;
PIONEER INTERNATIONAL LTD.		AU	Ch;	RACAL ELECTRONICS PLC		UK	Me;
PIRELLI SPA	since 03/11/1998	IT	Ch; Me; Sc; Sf; Si; So; Tr;	RADIOMETER A/S		DK	Bw; Ch;
PLAID		US	Te;	RAG AKTIENGESELLSCHAFT (FORMERLY RUHRKOHLE AG)	since 15/10/1995	DE	Bw; Ch; Me;
PLANSEE AG		AT	Me;	RAISIO YHTYMÄ OY		FI	Ch; Fh; So;
PLAYTEX		FR	Te;	RALSTON PURINA		US	Fh; Me;
PLETTAC AG		DE	Bw;	RANDSTAD HOLDING NV	since 17/07/1996	NL	So;
PLM	since 23/02/1995	SE	x ;	RANK GROUP PLC	since 19/09/1996	UK	Fh; So;
PLÜSS STAUFER		CH	Ch;	RAUFOSS ASA	has an EWC	NO	Me;
PLYSU PLC		UK	Ch; Sg;	RAUTARUUKKI OY	since 04/04/1996	FI	Me;
POLIMERI EUROPA SRL (ENICHEM SPA - GRUPPO ENI)	since 19/09/1996	IT	Ch;	RAVENSBURGER AG		DE	Sg;
POLYNORM NV		NL	Ch; Me;	RAYTHEON COMPANY INC		US	Me;
POLYPIPE PLC		UK	Ch;	READERS DIGEST ASSOCIATION INC		US	Sg;
PON HOLDING BV		NL	Sc; So;	RECKITT BENCKISER	since 23/07/1996	UK	Ch;
PONT A MOUSSON		FR	Ch; Me;	RECTICEL		BE	Ch;
POWELL DUFFRYN PLC		UK	Tr;	REEBOK INTERNATIONAL		US	Te;
PPG	since 28/05/1996	US	Ch; Te;	REHAU AG & CO.		DE	Ch; Sc;
PRADA		NL	Te;	REMBRANDT GROUP		ZA	Bw; Fh;
PRAXAIR INC	since 04/04/2000	US	Ch;	RENAULT-NISSAN ALLIANCE	since 05/03/1993	FR	Me;
PREMARK		US	Ch; Me;	RENO DE MEDICI	since 12/09/1996	IT	Ch; Sg;
PREMIER FARNELL PLC		UK	Me;	RENOLD PLC		UK	Me;
PREUSSAG AG	since 01/02/1995	DE	Bw; Me; So;	RENOLIT WERKE GMBH		DE	Ch;
PRIMAGAZ	since 24/01/1996	FR	Ch;	RENTOKIL INITIAL PLC	has an EWC	UK	Sp; So; Tr;
PRIPPS RINGNES		SE	x ;	REPOLA OY		FI	Bw; Me;
PROCTER & GAMBLE	since 25/01/1996	US	Ch; Sc; So;	RETHMANN AG & CO.		DE	Bw; Tr;
PROMODES		FR	Sc;	REUTERS HOLDINGS PLC	since 12/09/1996	UK	So; Sg;
PROSEGUR GRUPO		ES	So; Tr;	REVLON GROUP INCORPORATED		US	Ch; Sc;
PROVENTUS AB		SE	Bw; Me;	REWE-ZENTRAL-AG		DE	Sc;
PRYM WERKE GMBH & Co. KG		DE	Me;	REXAM PLC	since 27/01/1998	UK	Ch; Me; Sc; So; Sg;
PUBLICIS		FR	x;	REYNOLDS METALS		US	Me;
QUEALLY		IE	x ;	RHEINHOLD & MAHLA AG		DE	Bw;
QUEEN'S MOAT HOUSES PLC		UK	Fh; Sf;	RHI AG	since 19/09/1996	AT	Bw; Ch; Me; Sc; Si; So; Tr;
QUELLE	since 16/07/1997	DE	So;				
QUEXO INC.		US	Me;				

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
RHODIA GROUP	since 10/10/2001	FR	Ch;	S.C.A.C. DELMAS VIELJEUX GROUPE BOLLORE		FR	Ch;
RICHMONT		CH	So;	SAAB AUTOMOBILE (GM)		SE	Me;
RICOH	has an EWC	JP	Me; Sc;	SABENA		BE	Tr;
RIEKER-SCHUH GMBH		DE	Te;	SABOE GRUPPEN A/S		DK	Me;
RIETER	since 08/12/1998	CH	Me;	SAGE GROUP PLC		UK	Si;
RINGIER		CH	Sg;	SAINT GOBAIN	since 12/05/1992	FR	Ch;
RINOL AG		DE	Ch;	SAIRGROUP		CH	Tr;
RJ REYNOLDS TOBACCO	has an EWC	US	Fh; Sc;	SAIT RADIOHOLLAND NV		BE	So;
RMC (READYMIX CONCRETE) GROUP PLC	since 19/07/1996	UK	Bw; Ch; Sf; So;	SALAMANDER AG		DE	So; Te;
ROBERT BOSCH GMBH	since 12/05/1998	DE	Me; Sc;	SALZGITTER AG		DE	Me;
ROBERT STEPHEN HOLDINGS LTD		UK	Te;	SAMAS GROEP NV		NL	Bw;
ROCA RADIADORES	since 19/02/1996	ES	Me;	SAME DEUTZ	since 09/04/1998	DE	Me;
ROCHE HOLDING (HOFFMANN LA ROCHE LTD)	since 01/07/1996	CH	Ch;	SAMPAOLO IMI		IT	Sf;
RÖCHLING GRUPPE	since 06/12/1999	DE	Bw; Ch; Me;	SAMSONITE CORPORATION		US	Te;
ROCKWOOL INTERNATIONAL A/S	since 20/09/1999	DK	Ch;	SAMSUNG	since 09/07/1996	KR	Me; Sc;
ROHM & HAAS		US	Ch;	SANDVIK AB	since 30/11/1995	SE	Me;
ROLLS ROYCE PLC		UK	Me;	SANITEC	since 29/05/1996	FI	Bw;
ROQUETTE FRERES		FR	Fh;	SANOFI-SYNTHELABO	since 20/12/2001	FR	Ch;
ROSSIGNOL SA (SKIS)		FR	x ;	SANOMAWSOY		FI	Sg;
ROTHENBERGER GRUPPE		DE	Me;	SANTASALO-JOT OY	since 16/03/1998	FI	Bw; Me;
ROTH-TECHNOLOGIE-HOLDING GMBH (GRUPPE)		DE	Me;	SANTENS		BE	Te;
ROTO FRANK AG		DE	Bw;	SANYO	since 13/09/1996	JP	Me; Sc;
ROUSSEL		FR	Ch;	SAP AG		DE	Si;
ROUX COMBALUZIER - SCHINDLER		FR	Me;	SAPA	since 06/06/2000	SE	Ch; Me;
ROYAL & SUN ALLIANCE INSURANCE GROUP PLC		UK	Sf;	SAPPI LTD	since 02/05/1996	ZA	Sg;
ROYAL COSUN		NL	Fh;	SARA LEE	since 04/06/1996	US	Ch; Fh; Te;
ROYAL LIVER ASSURANCE LTD		UK	Sf;	SARA LEE COURTAULDS	since 15/02/1996	UK	Te;
ROYAL TPG POST		NL	Sp;	SARNA KUNSTSTOFF HOLDING		CH	Bw; Ch;
RPC GROUP PLC	since 10/06/1999	UK	So;	SAUER INC		US	Me;
RUBICON GROUP PLC		UK	Me;	SAUNIER DUVAL EAU CHAUDE CHAUFFAGE		FR	Me;
RUGBY GROUP PLC		UK	Ch;	SAURER		CH	Me;
RUWEL WERKE SPEZIALFABRIK FÜR LEITERPLATTEN GMBH		DE	Me;	SBG		CH	Sf; Si;
RWE AG	since 21/11/1995	DE	Bw; Ch; Me; Sc; So;	SCANCEM GROUP LTD	since 12/06/1996	UK	Ch;
				SCANDIC HOTELS	since 20/09/1996	SE	Fh;
				SCANDINAVIAN AIRLINES SYSTEM (SAS)		SE	Fh; Tr;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
SCANIA	since 05/11/1998	SE	Me;	SECURITAS AB	since 06/06/1996	SE	Me; So;
SCANSPED	since 02/05/1989	DK	Tr;	SECURITY CAPITAL INDUSTRIAL GROUP INC.		US	Me;
SCAPA GROUP PLC		UK	Ch;	SECURUM		SE	x ;
SCHADE GMBH & Co.KG		DE	Me;	SEDGWICK GROUP PLC	since 19/09/1996	UK	Sf;
SCHERING AG	since 22/06/1994	DE	Ch;	SEGERSTRÖM & SVENSSON	since 18/11/1998	SE	x ;
SCHERING PLOUGH	since 04/06/1996	US	Ch; Sc;	SEIKO		JP	Me;
SCHICKEDANZ-GRUPPE		DE	Sc;	SEMA	since 20/09/1996	UK	Si;
SCHIEDER-MÖBEL		DE	Bw;	SEMI-TECH		HK	Me;
SCHIESSER-EMINENCE-GRUPPE	since 04/03/1996	CH	Te;	SENIOR ENGINEERING GROUP PLC		UK	Me;
SCHINDLER	since 12/09/1996	CH	Me;	SERCO GROUP PLC		UK	So;
SCHLECKER		DE	Sc;	SERETE		FR	So;
SCHLUMBERGER LTD		US	Ch; Me;	SERIBO	since 22/06/1999	CH	x ;
SCHMALBACH LUBECA - CONTINENTAL CAN EUROPE	since 25/05/1993	DE	Me;	SERONO PHARMA (ISTITUTO FARMACOLOGICO SERONO)		IT	Ch; Si;
SCHMITZ-ANHÄNGER FAHRZEUGBAUGESELLSCHAFT MBH & Co.		DE	Me;	SERVAIR		FR	Fh;
SCHNEIDER ELECTRIC SA	since 20/10/1993	FR	Me;	SERVICE CORPORATION INTERNATIONAL		US	So;
SCHÖRGHUBER GMBH VERWALTUNGSHOLDING KG		DE	Fh;	SEVERN TRENT PLC	since 19/08/1999	UK	Bw;
SCHOTT GLASS	since 26/08/1996	UK	Ch;	SEW EURODRIVE GMBH & Co.	since 10/04/1996	DE	Me;
SCHROFF GMBH		DE	Me;	SEYFERT WELLPAPPE GMBH & Co.		DE	Sg;
SCHUH-UNION AG		DE	Te;	SF LINE OY		FI	Tr;
SCHUNK GMBH		DE	x ;	SGL CARBON AG		DE	Me;
SCHUR INTERNATIONAL A/S	since 27/11/1998	DK	Sg;	SGS	since 16/09/1996	CH	Me; So;
SCHUTTERSVELD HOLDING NV		NL	Ch; Me; Sc;	SHARP	since 12/09/1996	JP	Me;
SCHWARZ PHARMA AG		DE	Ch;	SHERWOOD GROUP PLC		UK	Te;
SCHWARZKOPF (HOECHST)	since 29/06/1996	DE	Ch;	SHL GROUP PLC		UK	So;
SCHWEIZERISCHE LEBENSVERSICH & RENTENANS	since 13/09/1996	CH	Sf;	SHV HOLDINGS NV		NL	Sc;
SCHWEIZERISCHER BANKVEREIN		CH	Sf;	SIAB AB		SE	Bw;
SCHWING GMBH		DE	Me;	SIBELCO	since 08/07/1996	BE	Bw;
SCOTTISH & NEWCASTLE PLC	since 11/07/1996	UK	Fh;	SICPA		CH	Ch;
SCRIBONA		SE	x ;	SIDLAW GROUP PLC		UK	Ch; So; Sg;
SEAGRAM	has an EWC	CA	Fh; Sc;	SIEMENS AG	since 23/10/1995	DE	Me; Sc;
SEB	since 26/06/1996	FR	Me;	SIEMENS-MATSUSHITA COMPONENTS GMBH&Co.KG		DE	Me;
SEBALDUS DRUCK- UND VERLAG GMBH		DE	Sg;	SIG SWISS INDUSTRIAL COMPANY HOLDING		CH	Sg;
SECO TOOLS		SE	x ;	SIGMA COATINGS BV - AKZO	since 13/06/1996	BE	Me;
SECURICOR GROUP PLC	since 19/06/1996	UK	So;	SIH		NO	Fh;



Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
SIHI		CH	Me; Sc;	SODEXHO (PARTENA)	since 01/01/1998	FR	Fh;
SIKA	since 14/08/1996	CH	Ch;	SODIAAL		FR	Fh;
SILJA OY AB		FI	Tr;	SÖDRA	since 27/11/2000	SE	Fh;
SIOEN INDUSTRIES		BE	Te;	SOFINCO		FR	Sf;
SITEL CORP		US	So;	SOFTWARE AG		DE	Sc; So;
SIXT AG		DE	So;	SOGEA		FR	Bw;
SJ-KONSERNEN (STATENS JÄRNVÄGER)		SE	Tr;	SOL MELLÁ		ES	Fh;
SKANDINAVISK HOLDING A/S		DK	Bw;	SOLETRON CORPORATION		US	Me;
SKANDINAVISK INDUSTRIES		DK	Sc;	SOLETANCHE BACHY		FR	Bw;
SKANDINAVISKA ENSKILDA BANKEN (SE-BANKEN)		SE	Sf;	SOLVAY	since 05/10/1995	BE	Ch;
SKÅNE-GRIPEN AB		SE	Bw;	SONAE INDUSTRIA		PT	Bw;
SKANSKA AB	since 30/04/1996	SE	Bw;	SONEPAR DISTRIBUTION		FR	Sc;
SKÅNSKA LANTMÄNNEN EK FÖR		SE	Fh;	SONY	since 27/09/1995	JP	Me; Sc; Sg;
SKF AB	since 01/09/1996	SE	Me;	SOPHUS BERENDSEN A/S		DK	Me; Sc; So;
SKOOGS		SE	x ;	SOUFFLET		FR	Fh;
SMAC ACIEROID		FR	Bw;	SPECTRA PHISICS		SE	x ;
SMEDVIG		NO	Me; So;	SPENDRUPS		SE	x ;
SMH		CH	Bw; Me; Sc;	SPIE SA	since 25/09/2001	FR	Bw; Tr;
SMITH & NEPHEW PLC	has an EWC	UK	Ch; Me;	SPIRAX-SARCO ENGINEERING PLC		UK	Me;
SMITHKLINE BEECHAM PLC	since 14/05/1998	UK	Ch;	SPIRENT PLC		UK	Me;
SMITHS INDUSTRIES PLC	since 19/09/1996	UK	Me;	ST CIGAR GROUP HOLDING BV		NL	Fh;
SMS AG	since 05/09/1996	DE	Ch; Me;	ST IVES PLC		UK	Sg;
SN HOLDING A/S		DK	Bw;	STAEDLER MARS GMBH & CO. SCHREIB UND ZEICHENGERÄTE-FRABRIKEN		DE	Bw;
SNAIDERO	since 04/07/1996	IT	Bw;	STAEDTLER MARS GMBH & CO. SCHREIB- UND ZEICHENGERÄTEFABRIKEN		DE	Bw;
SNAP-ON INCORPORATED		US	Me;	STAGECOACH HOLDINGS PLC	since 06/04/1998	UK	Tr;
SNECMA	since 01/01/2001	FR	Me;	STAHLGRUBER OTTO GRUBER GMBH & Co.		DE	Ch; Sc;
SOBEL NV		NL	Sc;	STANDARD LIFE ASSURANCE CO.		UK	Sf;
SOCIETA METALLURGICA ITALIANA SPA	since 07/05/1996	IT	Me;	STANDARD-KESSEL-GES. LENTJES FASEL		DE	Me;
SOCIETE EUROPEENNE DE MECANIQUE		FR	Me;	STANHOME		US	Ch; Sc;
SOCIETE EUROPEENNE DE SEMI REMORQUES		FR	Me;	STANLEY LEISURE PLC		UK	So;
SOCIETE GENERALE		FR	Sf;	STANLEY WORKS		US	Bw; Me;
SOCIÉTÉ GÉNÉRALE ALSACIENNE DE BANQUE		FR	Sf;	STARWOOD LODGING GROUP	since 01/01/2000	US	Fh;
SOCIETE NATIONALE DES CHEMINS DE FER FRANCAIS (SNCF)		FR	Tr;	STAVELEY INDUSTRIES PLC		UK	Me;
SOCOPA		FR	x ;				

<b>Name multinational</b>	<b>EWC SINCE</b>	<b>COUNTRY OF OWNER-SHIP</b>	<b>SECTOR(S)</b>	<b>Name multinational</b>	<b>EWC SINCE</b>	<b>COUNTRY OF OWNER-SHIP</b>	<b>SECTOR(S)</b>
STEELCASE STRAFOR		FR	Bw;	SVENSKT STÅL AB (SSAB)	since 01/01/1999	SE	Me;
STEF - TFE		FR	Tr;	SWARTAU HERO GRUPPE		CH	Fh;
STEFANEL		IT	Te;	SWEDISH MATCH	since 09/10/1997	SE	Bw;
STEIGENBERGER HOTELS AG	since 11/09/1996	DE	Fh;	SWIETELSKY BAU GMBH		AT	Bw; Ch; Sc; So;
STEINBECK		CH	So; Tr;	SWISSAIR		CH	Fh; Tr;
STENA AB	since 25/09/1996	SE	Me; Tr;	SYLEA FRANCE - GROUPE LABINAL		FR	Ch; Me;
STERLING FLUID SYSTEMS	since 01/01/2001	NL	x ;	SYNGENTA	since 12/04/2001	CH	Ch;
STIEBEL ELTRON GMBH & CO. KG		DE	Me;	SYNTHELABO (GROUPE L'OREAL)		FR	Ch;
STIHL		DE	Me;	T & N PLC	since 09/08/1996	UK	Bw; Ch; Me; Sc;
STMICROELECTRONICS	since 01/01/1999	CH	Me;	TAMFELT OY AB		FI	Te;
STO AG		DE	Ch;	TAMPELLA		FI	Me;
STOCKO METALLWARENFABRIKEN		DE	Me;	TAMRO CORPORATION		FI	Sc;
STÖHR & CO. AG		DE	Te;	TARKETT AG (SOMMER-ALIBERT)	since 29/11/1996	DE	Ch;
STONE		US	Ch;	TARMAC PLC		UK	Bw; Ch;
STORA - ENSO OY	since 09/04/1995	FI	Ch; Sg;	TATE & LYLE PLC	since 26/07/1996	UK	Fh;
STORK NV		NL	Me;	TBI BEHEER BV		NL	Bw;
STRABAG AG	since 07/08/1997	DE	Bw;	TCHIBO HOLDING AG		DE	Fh; Sc;
STRABAG AG (ILBAU-STRABAG-STUAG)		AT	Bw; Ch; Sc;	TDK	since 23/07/1996	JP	Ch;
STRALFORS	has an EWC	SE	x ;	TECH DATA CORP		US	Sc;
STREAMLINE HOLDINGS PLC		UK	Ch;	TECHINT GROUP		IT	Me;
STRUKTON	since 13/11/1998	NL	Bw;	TECHNIP-COFLEXIP		FR	x ;
STRYKER CORP.	since 26/06/2001	US	Me;	TECNIMONT S.P.A.		IT	Bw; So;
SÜD-CHEMIE AG		DE	Ch;	TECUMSEH		US	Me;
SÜDZUCKER AG	since 12/08/1996	DE	Fh;	TEHALIT GMBH		DE	Ch; Me;
SULO EISENWERK GMBH & CO. KG		DE	Me; So;	TELE DENMARK		DK	So;
SULZER	since 20/06/1996	CH	Me;	TELEFONAKTIEBOLAGET LM ERICSSON	since 18/01/1995	SE	Bw; Me; So;
SUMITOMO RUBBER - SP TIRES	since 07/09/1995	JP	Ch; Sc;	TELEFONICA DE ESPANA		ES	Si;
SUN CHEMICAL	has an EWC	US	Ch;	TELIA		SE	Si;
SUN MICROSYSTEMS		US	Me;	TELINFO NV		BE	Si; So;
SUPERFOS A/S		DK	Bw; Ch; Fh;	TENGELMANN		DE	Sc;
SVED WOOD		NL	Bw;	TENNECO INC		US	Ch; Me;
SVEDALA INDUSTRI AB		SE	Me;	TESCO PLC		UK	Sc;
SVENSKA CELLULOSA AKTIEBOLAGET SCA	since 22/11/1995	SE	Bw; Ch; Sg;	TESSENDERLO GROUP	since 02/09/1996	BE	Ch;
SVENSKA HANDELSBANKEN AB		SE	Sf;	TETRA LAVAL AB	since 21/05/1996	SE	Me;
SVENSKA LANTMÄNNEN-SLR	has an EWC	SE	Fh;	TEXACO INC	since 16/04/1996	US	Ch; Sc;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
TEXAS INSTRUMENTS		US	Me;	TRIUMPH INTERNATIONAL	since 08/01/1996	DE	Te;
TEXAS INSTRUMENTS		DE	Me;	TRIUMPH-ADLER AG		DE	x ;
TEXAS INSTRUMENTS INCORPORATED		US	Me;	TRUSTOR		SE	x ;
TEXTAR GMBH		DE	Me;	TRW	since 10/12/1998	US	Me;
TEXTRON INC		US	Ch;	TT GROUP PLC		UK	Me;
TH GOLDSMITH		DE	Ch;	TUBEX GMBH		DE	Me;
THALES	since 08/04/1993	FR	Me;	TUPPERWARE CORPORATION		US	Ch; Sc;
THERMAL WERKE GMBH		DE	Me;	TURBOMECA - GROUPE LABINAL		FR	Me;
THERMO ELECTRON		US	Me;	TÜV WEST AG		DE	So;
THOMSON	since 28/08/1992	FR	Me;	TÜV RHEINLAND E.V.		DE	So;
THYSSEN KRUPP AG	since 04/03/1996	DE	Me;	TÜV SÜDDEUTSCHLAND HOLDING AG		DE	So;
Ti GROUP PLC		UK	Me;	TYCO INTERNATIONAL	since 01/01/2001	US	Bw; Me;
TIBBETT & BRITTEN GROUP PLC		UK	So; Tr;	U.S. INDUSTRIES		US	Bw;
TIDNINGS AB MARIEBERG		SE	Sg;	UAP	since 15/07/1996	FR	Sf;
TIEDEMANN		NO	Ch; Fh;	UCB	since 20/06/1996	BE	Ch; Me;
TIETOENATOR CORPORATION		FI	Si;	UMDASCH AG		AT	Bw; Si;
TIME WARNER		US	Sg;	UMICORE	since 09/09/1996	BE	Me;
TLC		US	Fh; Sc;	UNAXIS HOLDING LTD		CH	Me;
TNT	has an EWC	AU	So;	UNICHEM PLC		UK	Sp;
TOMKINS PLC	since 20/09/1996	UK	Ch; Fh; Me; Sc; Si; Te;	UNICHIPS		IT	Fh;
TOMS FABRIKKER A/S		DK	Fh;	UNICORN INTERNATIONAL PLC		UK	Ch;
TORAY INDUSTRIES INC.		JP	Ch;	UNILEVER NV	since 20/09/1996	NL	Ch; Fh;
TOSHIBA CORP.	has an EWC	JP	Me; Sc;	UNION BANK OF SWITZERLAND		CH	Sf;
TOSOH CORPORATION		JP	Ch;	UNION CAMP CORPORATION		US	Sg;
TOTALFINA	has an EWC	FR	Ch;	UNIQ (UNIGATE PLC )	since 14/10/1998	UK	Fh;
TOTALFINAELF	since 20/03/2001	FR	Ch;	UNISOURCE	since 11/09/1996	NL	x ;
TOYOTA MOTOR CORP.	since 10/07/1996	JP	Me; Sc; Sf;	UNISYS		US	Me;
TOYS R Us		US	Bw; Sc;	UNITED BISCUITS (HOLDINGS) PLC	since 09/11/1994	UK	Fh;
TPG (FORMERLY TNT POST GROUP)		NL	Sp;	UNITED CINEMAR INTERNATIONAL	since 01/01/1999	US	So;
TRANS-O-FLEX SCHNELL-LIEFERDIENST AG		DE	Fh;	UNITED DOMINION INDUSTRIES		US	Me;
TRANSPORT DEVELOPMENT GROUP PLC	since 20/09/1996	UK	x ;	UNITED NEWS & MEDIA PLC		UK	Sg;
TRELLEBORG AB	since 10/06/1996	SE	Ch; Me;	UNITED PARTS GROUP		NL	Me;
TRICON GLOBAL RESTAURANTS INC.		US	Fh;	UNITED TECHNOLOGIES	since 13/06/1996	US	Me; Sc;
TRINOVA		US	Ch; Me;	UNIVERSAL		US	Bw; Fh;
				UPM-KYMMENE OY	since 12/07/1996	FI	Ch; Bw;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
UPS		US	So;	VF	since 20/05/1996	US	Te;
USG		US	Bw;	VICKERS PLC		UK	Me; Sp; So;
USINOR	since 17/01/1994	FR	Ch;	VICTORIA HOLDING AG		DE	Sf;
VA TECHNOLOGIE AG	since 20/09/1996	AT	Bw; Me; Si; So;	VISSMANN WERKE GMBH & CO.		DE	Me;
VAILLANT GMBH & CO.	since 24/06/2002	DE	Me;	VIKING LINE OY		FI	Tr;
VALEO VISION	since 21/09/1999	FR	Me;	VILLEROY & BOCH AG	since 06/07/1995	DE	Ch; Sc;
VALLOUREC		FR	Me;	VILLIGER		DE	x ;
VALLOUREC & MANNESMANN TUBES	since 13/03/2000	FR	Me;	VINCENZO ZUCCHI SPA	since 27/06/2000	IT	Te;
VALOIS - VALFOND S.A.		FR	Me;	VISCOFAN INDUSTRIA NAVARRA DE ENVOLTURAS		ES	Ch; Fh;
VAN DER VALCK		NL	Fh;	VISHAY		US	Me;
VAN GENECHTEN BIERMANS	since 20/09/1996	BE	Ch;	VISTEON	since 07/03/2001	US	
VAN HOOL		BE	Me;	VITAKRAFT-WERKE WÖHRMANN & SOHN		DE	Fh;
VAN LEEUWEN BUIZEN GROEP NV		NL	Sc;	VIVENDI UNIVERSAL	since 21/09/1993	FR	Bw; Sp; So; Tr;
VAN MELLE NV		NL	Fh;	VODAFONE GROUP PLC	since 20/03/1996	UK	So;
VANDEMOORTELE INTERNATIONAL NV	since 10/09/1996	BE	Fh;	VOEST-ALPINE STAHL	since 09/09/1996	AT	Bw;
VARIAN		US	Ch;	VOGEL & NOOT HOLDING AG	since 19/05/1998	AT	Bw; Ch; Me; Sc;
VARITY		US	Me;	VÖGELE, CHARLES		CH	Sc;
VARTA BATTERIE AG	since 17/09/1996	DE	Me;	VOGT ELECTRONIC AG	since 07/06/1999	DE	Ch; Me;
VATTENFALL	since 01/01/1998	SE	Sp; So;	VOITH GMBH	since 01/08/1996	DE	Me;
VEBEGO INTERNATIONAL		NL	So;	VOLEX GROUP PLC		UK	Me;
VEDIOR NV		NL	So;	VOLKSWAGEN AG	since 07/02/1992	DE	Me; Sc;
VEKA AG		DE	Ch;	VOLVO (FORD)	has an EWC	SE	Me;
VENCAP (MONARK STIGA)		SE	x ;	VON MOOS HOLDING AG		CH	Me;
VENDEX INTERNATIONAL NV		NL	Sc; So;	VON ROLL	since 08/12/1998	CH	Me;
VER. COÖP. MELKINDUSTRIE COBERCO BA		NL	Fh;	VORWERK & CO.	since 05/07/1996	DE	Me; Sc; So;
VERENIGD BEZIT VNU NV		NL	Sg;	VOSSLOH AG		DE	Me;
VERLAGSGRUPPE GEORG VON HOLTZBRINCK GMBH		DE	Sg;	WACE GROUP PLC		UK	So; Sg;
VERO GROUP PLC		UK	Me;	WACKER CHEMIE GMBH		DE	Ch;
VERRERIE CRISTALERIE D'ARQUES (J.G DURAND ET COMPAGNIE)		FR	Ch;	WADDINGTON PLC		UK	Ch; Sg;
VEST-WOOD		DK	Bw;	WAGON INDUSTRIAL HOLDINGS PLC	since 07/07/1999	UK	Ch;
VETROPACK HOLDING		CH	So;	WALLENUSREDERIERNA		SE	x ;
VEW VEREINIGTE ELEKTRIZITÄTSWERKE AG		DE	Bw; Ch; Me;	WALTER HOLDING GMBH	since 02/02/1998	DE	Bw;
				WALTER REIST HOLDING		CH	Me;

Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)	Name multinational	EWC SINCE	COUNTRY OF OWNER-SHIP	SECTOR(S)
WANG		US	Me;	WM-DATA		SE	x ;
WARNER-LAMBERT		US	Ch; Fh; Me;	WMF WÜRTEMBERGISCHE METALLWARENFABRIK AG		DE	Me;
WARTSILA DIESEL	since 21/05/1996	FI	Me;	WOCO INDUSTIRETECHNIK GMBH & Co. KG		DE	Ch;
WASTE MANAGEMENT		US	Ch;	WOLSELEY PLC		UK	Me; Sc; Si; So;
WATERFORD WEDGWOOD PLC		IE	Ch; Sf; So; Te;				Sg;
WATMOUGHS (HOLDINGS) PLC		UK	Sg;	WOLTERS KLUWER NV	since 12/05/1998	NL	Sg;
WATTS BLAKE BEARNE & CO PLC		UK	Ch;	WOOLWORTH		US	Sc;
WAVIN BV		NL	Ch;	WORMS (ATHENA ASSURANCES)		FR	Sf;
WAZ ZEITUNGSGRUPPE		DE	Sg;	WPP GROUP PLC		UK	Ch; Me; Sc; Si; So;
WEBASTO AG		DE	Me;	WRIGLEY, WM JR COMPANY INC		US	Fh;
WEIDMÜLLER INTERFACE GMBH & Co.		DE	Me;	WÜRTH GMBH & Co. KG		DE	Me; Sc;
WEIN INTERNATIONAL WEINGÜTER- UND KELLEREI-VERWALTUNG GMBH		DE	Fh;	WÜSTENROT & WÜRTEMBERGISCHE		DE	Sf;
WEITNAUER-GRUPPE		CH	Sc;	WÜRTEMBERGISCHE AKTIENGESELLSCHAFT		DE	Sf;
WELLA AG	since 29/08/1996	DE	Ch; Sc;	VERSICHERUNGS-BET.GES.			
WELLE MÖBEL GMBH		DE	Bw; Ch;	XEROX	since 01/11/1995	US	Me; Sc; Sf;
WERNER & MERTZ GMBH		DE	Ch;	YAMAHA		JP	Bw; Me; Sc;
WEST LB		DE	Sf; Tr;	YAZAKI		JP	Me; Sc;
WESTFALIA BECORIT INDUSTRIE-TECHNIK GMBH		DE	Me;	YIT-HUBER OY		FI	Bw; Me; So;
WESTFÄLISCHE FLEISCHWARENFABRIK STOCKMEYER GMBH & Co. KG		DE	Fh;	YKK		JP	Bw; Sc;
WESTINGHOUSE		US	Me;	YORK INTERNATIONAL		US	Me;
WHIRLPOOL	since 11/09/1996	US	Me;	YOUNG & RUBICAM		US	So;
WHITBREAD PLC		UK	Fh;	YULE CATTO & Co PLC		UK	Ch;
WHITECROFT PLC		UK	Me;	YVES ROCHER (LABORATOIRES)	since 15/03/2001	FR	Ch;
WIELAND WERKE AG		DE	Me;	ZEHNDER	since 01/07/1996	CH	Me;
WIHURI OY		FI	Ch;	ZELLWEGER LUWA	since 30/11/1999	UK	x ;
WILHELM BÖLLHOFF BETEILIGUNGSGMBH&Co.KG	since 26/07/1996	DE	Me;	ZEPPELIN-METALLWERKE GMBH		DE	Me;
WILLIAM BAIRD PLC		UK	Te;	ZF FRIEDRICHSHAFEN AG	since 14/09/2000	DE	Me;
WILLIAMS PLC		UK	Ch; Me; So;	ZIEGLER		DE	Me;
WILLICH GMBH & Co.		DE	Bw;	ZUIVELCOÖPERATIE CAMPINA MELKUNIE BA	since 20/09/1996	NL	Fh;
WILO-SALMSON AG	since 30/08/1996	DE	Me;	ZUMTOBEL HOLDING AG	since 10/07/1995	AT	Me; So;
WINTERTHUR GRUPPE	since 12/09/1996	CH	Sf;	ZURICH FINANCIAL SERVICES GROUP	since 17/09/1996	CH	Sf;
WITCO CORPORATION		US	Ch;				

## Annex 3: List of abbreviations

<b>Art.</b>	Article
<b>ECJ</b>	European Court of Justice
<b>EEA</b>	European Economic Area
<b>EFBWW</b>	European Federation of Building and Woodworkers' Unions
<b>EFFAT</b>	European Federation of Food, Agriculture and Tourism
<b>EIF</b>	European Industry Federation
<b>EMCEF</b>	European Mine, Chemical and Energy Workers' Federation
<b>EMF</b>	European Metalworkers' Federation
<b>EPSU</b>	European Federation of Public Service Unions
<b>ETF</b>	European Transport Workers' Federation
<b>ETUC</b>	European Trade Union Confederation
<b>ETUCO</b>	European Trade Union College
<b>ETUF-TCL</b>	European Trade Union Federation: Textiles, Clothing and Leather
<b>ETUI</b>	European Trade Union Institute
<b>EU</b>	European Union
<b>EWC</b>	European Works Council
<b>FDI</b>	Foreign Direct Investment
<b>MNC</b>	Multinational Company
<b>Netlex</b>	Legal expert network of the ETUC
<b>OJ</b>	Official Journal of the EU
<b>SNB</b>	Special Negotiating Body
<b>UNICE</b>	Union of Industrial and Employers' Confederations of Europe
<b>UNI-EUROPA</b>	Union Network International – Europa

### COUNTRY CODE KEY

<b>AT</b>	Austria	<b>IT</b>	Italy
<b>AU</b>	Australia	<b>JP</b>	Japan
<b>BE</b>	Belgium	<b>LI</b>	Liechtenstein
<b>BG</b>	Bulgaria	<b>LT</b>	Lithuania
<b>CA</b>	Canada	<b>LU</b>	Luxembourg
<b>CH</b>	Switzerland	<b>LV</b>	Latvia
<b>CY</b>	Cyprus	<b>MT</b>	Malta
<b>CZ</b>	Czech Republic	<b>NL</b>	Netherlands
<b>DE</b>	Germany	<b>NO</b>	Norway
<b>DK</b>	Denmark	<b>PL</b>	Poland
<b>EE</b>	Estonia	<b>PT</b>	Portugal
<b>ES</b>	Spain	<b>RO</b>	Romania
<b>FI</b>	Finland	<b>SE</b>	Sweden
<b>FR</b>	France	<b>SK</b>	Slovakia
<b>HU</b>	Hungary	<b>SL</b>	Slovenia
<b>IE</b>	Ireland	<b>UK</b>	United Kingdom
<b>IS</b>	Iceland	<b>US</b>	United States of America

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