

## Database on transnational company agreements

<b>Company</b>	Volkswagen
<b>Headquarter(s)</b>	Germany
<b>Turnover</b>	€230,682 billion € (2017)
<b>Number of employees</b>	642 292 (2017)
<b>Full title of the text</b>	Charter on Temporary Work
<b>Original language</b>	German
<b>Date of signature</b>	30 November 2012
<b>Signatories</b>	Volkswagen Board of Management, Volkswagen European Group Works Council, Volkswagen Global Works Council and IndustriALL Global Union
<b>Key objectives of the text</b>	« Safeguard for appropriate employment and pay conditions of temporary external employees at Volkswagen as well as uniform use of the temporary work tool throughout the entire Volkswagen Group. » The Volkswagen Group commits itself to offering the same rights to temporary external employees and salaried employees. The proportion of temporary external employees shall not exceed 5% of the total amount of employees of the Group.
<b>Duration</b>	Indefinite
<b>Status of the text</b>	Not defined
<b>Applicable law</b>	Not defined
<b>Implementation and dissemination</b>	Implementation : « It is valid for the companies that are represented in the Volkswagen European Group Works Council and the Volkswagen Group Global Works Council. No claims based on this Charter may be made by third parties. » « This agreement can be amicably adjusted, when both sides wish to do so. Should one regulation of this agreement be invalid, then the parties agree to find a new one which is as close in spirit as possible to the invalid one. »
<b>Review and monitoring</b>	Monitoring « The Volkswagen European Group Works Council and the Volkswagen Group Global Works Council have the right to have the Group Board of Management inform them over the level of temporary external personnel at work in the company or the individual sites as well as their percentage of the total workforce. The employee representatives have the same rights at their respective level as do the Volkswagen European Group Works Council and the Volkswagen Group Global Works Council for the entire company. »

<b>Dispute settlement and sanctions</b>	<p>Conflict resolution:</p> <p>« Should discrepancies occur in the interpreting of the Charter or in the practice of the principles established here, then first the local agreement board consisting of representatives of the employee and employer sides deliberate on an amicable solution.. »</p>
<b>Related texts</b>	<p>This Charter represents a supplement and further development of existing agreements and clarifications, in particular the 'Charter on Labour Relations within the Volkswagen Group' and the 'Declaration on social rights and industrial relations at Volkswagen'.</p>