

Case Study Distrigaz Sud - Romania

Energy Community and the Social Dialogue

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Vienna



Distrigaz Sud - Context

- Distrigaz Sud was privatized in June 2005
- Shareholders:
 - 51% Romania Gas Holding (80% GDF; 10% BERD; 10% IFC)
 - 37% AVAS
 - 12% Property Fund
- Starting with 2005, the company management implemented a complex Development and Modernization Programme:
 - Reorganizing the company on functions (commercialization, distribution, support)
 - Developing a commercial company culture
 - Modernizing the distribution
 - Modernizing the management
 - Modernizing the personnel policy



SOCIAL DIALOGUE

- **Collective Bargaining**

- 3 annual collective bargaining procedures were held in 2006, 2007, 2008 => modernizing the human resources management policies and Collective Labour Agreement according to the social protection policies existing in the company in order to respond to the real business needs of the company and to the evolutions of the market context

- **Compensation Policy**

- Currently, Distrigaz Sud is negotiating with the Trade Unions a new compensation system and policy
- Since 2005, the medium base salary in the company increased with 63,37%

SOCIAL DIALOGUE

- **Collective Labour Relations**

- Reinforcement of the collective labour relations with the Trade Unions through frequent information and consultation meetings (approx. 2 meetings/month) regarding new human resources management policies, compensations and benefits, performance management, collective labour agreement application, health and safety
- Allowing training budget for the Trade Unions => in 2007 the budget was of 70.630,99 EUR and in 2008 is of 81.800 EUR
- Distrigaz Sud is founding member of the new Employers' Association ACUE (Utilities Energy Companies Association)



SOCIAL POLICIES

- **Social Protection** guaranteed by the Collective Labour Agreement (financial aid for special events, holidays, illness, etc.)
- **Individual resolutions** for employees demands based on a system comprising individual analysis and resolutions, taking into consideration the social context of each case
- **Mobility Policy** for the employees and their families willing to change job other geographical areas
- **Social Plan** for the employees affected by the reorganization procedures comprising financial support