Transnational Framework Agreements:

*New forms of work regulation*

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Conference on Regulating for Decent Work

Geneva, 9th July 2009
Outline

- Historical developments
  - Origins of a transnational bargaining strategy at company level
  - The European detour to TCB at company level
  - European and global framework agreements about restructuring in the automobile sector
    - European agreements at Ford and GM
    - The new World Works Councils (WWC) at Volkswagen, DaimlerChrysler, and Renault
Transnational Framework Agreements (TFAs)

- 1996 ICFTU and International Trade Secretariats: "model code"
- 1998 ILO Declaration of Core Labour Standards (CLS)
- ITSs, called Global Union Federations (GUFs) since 2002, elaborate their own models for IFAs, all including at least ILO’s CLS
- Before 2000 only 5 International Framework Agreements (IFAs) had been signed by ITSs, since 2000 over 60 IFAs have been signed by GUFs (and some of them co-signed by EWCs, WWCs and/or national unions, particularly in the metal sector)
- About 90% of IFAs have been signed with companies with headquarters in continental Europe; only one American and no Japanese nor British transnational firms have signed them
- TFAs also developed at the European level since 2000. They are signed by EWCs, European industry federations and/or national unions. We call them European framework agreements (EFAs). Their content is more diverse and substantial than IFAs. Pioneering EFAs on restructuring were signed in the highly unionized automobile sector. Transnational coordination between unions and EWC members is crucial and the EMF plays an important role.
Number of IFAs and EFAs signed per year

The chart shows the number of IFAs and EFAs signed per year from 1989 to 2008. The y-axis represents the number of agreements signed, ranging from 0 to 14. The x-axis represents the years from 1989 to 2008. The data indicates a significant increase in the number of EFAs signed in 2002, with a peak in 2003. The number of IFAs signed is relatively constant throughout the years, with a slight increase in 2004 and 2008.
Geographical distribution of TFAs
Ford European Agreements

- 25 January 2000 (Visteon)
- GFT (2000)
- Internal rules revision (2002)
- Agreement on Social Rights and Social Responsibility (2003)
GM European Agreements

- GM-FIAT (2000)
- Luton (2001)
- Olympia (2001)
- Next Generation Compact Car allocation for Europe (2008)
- Outsourcing/Spin-off (2008)
DaimlerChrysler

- **IFA**

- **EFAs**
  - *Information and consultation* (May 2006)
  - *Adjustment of staff levels* (September 2006)
<table>
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<tr>
<th><strong>Recognized union expert</strong></th>
<th>Ford</th>
<th>GM</th>
<th>VW</th>
<th>DC</th>
<th>Renault</th>
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Isabel da COSTA and Udo Rehefeldt


http://www.press.uiillinois.edu/journals/lera/proceedings2006/dacosta.html


Eurofound report 2009

- Telljohann, Volker; da Costa, Isabel; Müller, Torsten; Rehfeldt, Udo; Zimmer, Reingard

- European and international framework agreements: Practical experiences and strategic approaches