



Global Framework Agreements and Trade Union Networks to promote workers' rights in the Global Supply Chain



IndustriALL Global Union:
“Strong Voice for Manufacturing Workers”





IMF, ICEM and ITGLWF formed IndustriALL
Global Union in June 2012



**IndustriALL represents
more than 50 million
workers from some 700
industrial trade unions
in 143 countries.**





IndustriALL represents workers from national unions in 14 sectors

- Aerospace
- Automotive
- Base metals
- Chemical, pharmaceutical and bio-science
- Energy (oil, gas, electricity and nuclear) Industrial and environmental services
- ICT, electrical and electronics
- Glass, cement, ceramic and associated industries
- Mechanical engineering
- Mining and DGOJP (Diamonds, Gems Industries and Ornament and Jewellery Processing) Pulp and paper
- Rubber Shipbuilding and shipbreaking
- Textile, leather, garment, shoes, and textile services (including laundries)





IndustriALL Regions

IndustriALL operates through 6 regions -

- North America
- Latin America and the Caribbean
- Sub-Saharan Africa
- Middle East and North Africa
- Asia-Pacific
- Europe (including ex-CIS, South East Europe and Nordic)

The Headquarters- Geneva, Switzerland

Five regional offices in-

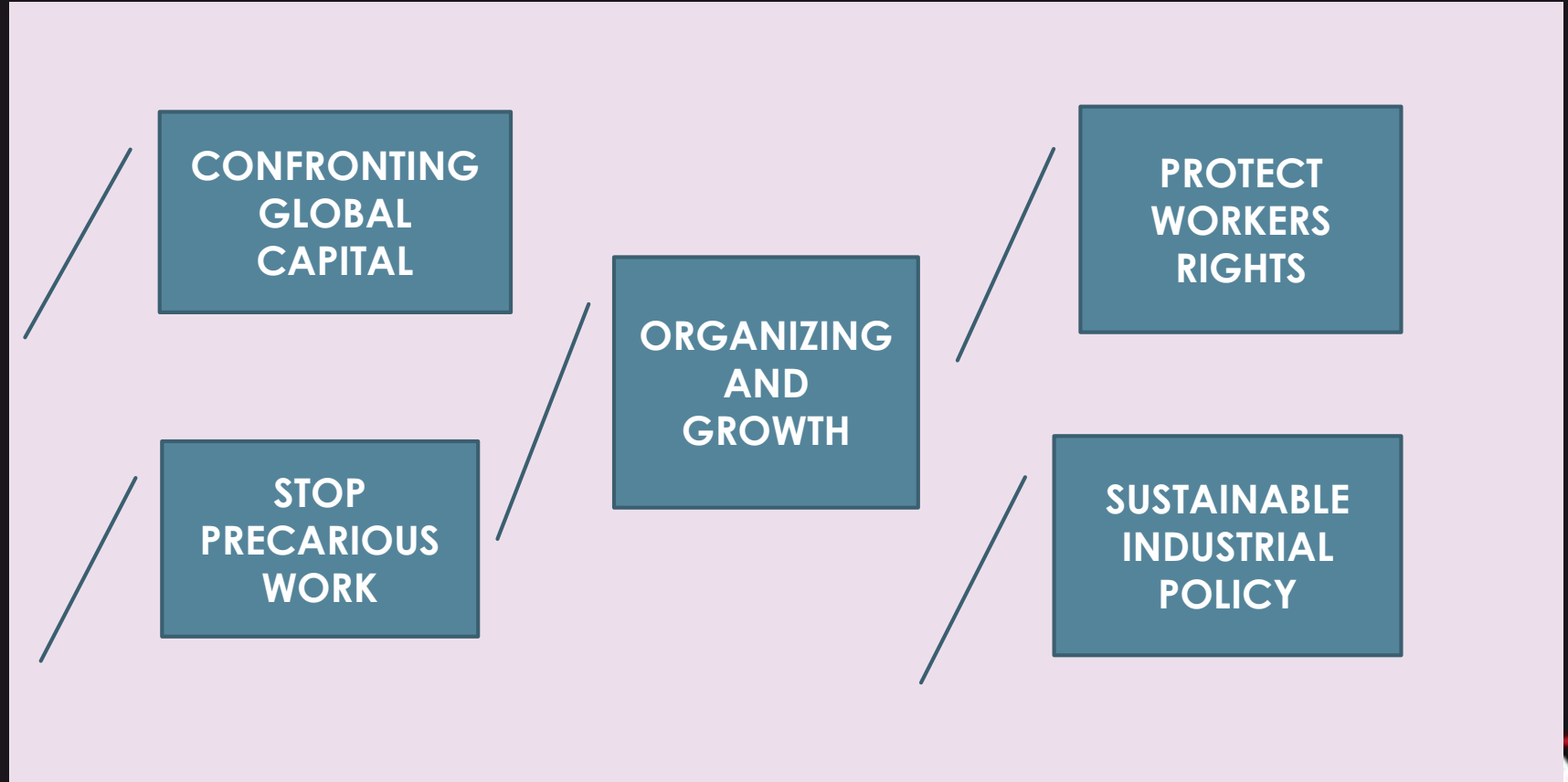
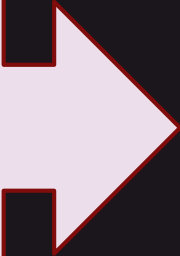
- Montevideo, Uruguay (for Latin America),
- Johannesburg, South Africa (for Sub-Saharan Africa),
- Moscow (for CIS / Eastern Europe),
- Singapore (for South-East Asia) and New Delhi (South Asia)





In the merger Congress of IndustriALL, the 10 points -Action agenda were “translated” into 5 strategic goals for IndustriALL until 2016 /RE-AFFIRMED IN 2016 CONGRESS

That means
that
everything
that
IndustriALL
does fit into
one of these
goals





The general political strategies related to GFAs from the IndustriALL Action Plan

- **Develop cross-border recruitment and organizing campaigns by using union networks in MNCs and Global Framework Agreements (GFAs)**
- **Pursue agreements with MNCs to establish mechanisms of regular social dialogue at global and/or regional level to enable constructive industrial relations leading to global level negotiations**
- **Build up the necessary organizational procedures to enable the conclusion of agreements beyond GFAs with MNCs**
- **Use all available tools including GFAs and the OECD Guidelines**





Guidelines for Global Framework Agreements

Global Framework Agreement must explicitly include references and recognition of the rights reflected by the ILO in its Conventions and jurisprudence, as well as the rights included in the 1998 ILO Declaration on Fundamental Principles and Rights at Work.

- ☐ Freedom of Association and Collective Bargaining (Conventions 87 and 98);
- ☐ Discrimination (Conventions 100 and 111);
- ☐ Forced Labour (Conventions 29 and 105);
- ☐ Child Labour (Conventions 138 and 182);

The Core Labor Standards and relevant jurisprudence of the ILO must take precedence over national laws in case the latter are less favorable than the respective ILO Conventions.





Guidelines for Global Framework Agreements

The GFAs must :

- ❑ cover all company operations throughout the world without exception;
- ❑ include a strong and unequivocal commitment by the multinational company concerned that suppliers and sub-contractors adopt these standards for their workers;
- ❑ guarantee a commitment from the company to treat unions positively, and refrain from all anti-union activities and to remain strictly neutral concerning employee preference to join, remain with, transfer, or abandon their relationship with a union organization
- ❑ union representatives should have a reasonable access to the workplace.
- ❑ contain an effective mechanism for implementation, enforcement and a procedure for binding dispute resolution





Guidelines for Global Framework Agreements (GFAs)

Standing Working Group to review proposed and current GFAs provide an annual report to the Executive Committee on the status of GFAs signed by IndustriALL, including a summary of successes, challenges and other developments, and to provide the Secretariat and Executive with comments and recommendations regarding proposed GFAs.

In case of complaint or violation of the provisions of a global framework agreement, along with agreed mechanisms, *IndustriALL Global Union's Charter of Solidarity in Confronting Corporate Violations of Fundamental Rights* shall be applied.





IndustriALL Global Union's Charter of Solidarity in Confronting Corporate Violations of Fundamental Rights

Notification/investigation

Letter to management
for social dialogue

Union in HQ to take the
issue to the central
management=missions,
negotiations at different
level,

Industrial actions-media,
demonstration, global
action day

Legal action (OECD
complaints, GFA case,
ILO complaints
procedure

- Applied to all MNCs with or without GFA with IndustriALL Global Unions
- translated in various languages
- Action depends on -type of dispute, MNCs, unionization, response or action taken





Current agreements (45)

IndustriALL has existing GFAs with the following multinational corporations. Aker, BMW, Bosch, Daimler, EADS, EDF, Electrolux, Endesa, Enel, Eni, Evonik, Ford, Gamesa, GDF Suez, GEA, H&M, Indesit, Inditex, Lafarge, Leoni, Lukoil, MAN, Mann + Hummel, Mizuno, Norsk Hydro, Norske Skog, Petrobras, Prym, PSA Peugeot Citroën, Renault, Rheinmetall, Röchling, Saab, SCA, Siemens, Solvay, SKF, Statoil, Tchibo, Total, ThyssenKrupp, Umicore, Vallourec, Volkswagen, ZF

RENEWALS:

SOLVAY
PSA PEUGEOT CITROEN
MIZUNO
EDF
ENGIE
ENEL

NEW GFA: ONGOING NEGOTIATIONS

1. STORA ENZO a Swedish paper company
2. Safran – French aerospace
3. La-Farge Holcim Cement
4. Mango- Spanish clothing



Inditex -Spain



Cambodia- 115 companies =120,550 workers

Indonesia- 16 companies = 29036

Vietnam – 134 companies = 152099

China – 1503 companies =340891

Total : 1768 companies = 642639

Union in HQ- CCOO



What is Trade Union Network?

- **Exchange of Information & Experiences**
 - **Collective Agreements, wages, working hours, shift systems, bonus systems, holidays, retirement schemes**
 - **Organizing Strategies**
 - **Occupational Health, Safety & Environment**
 - **Company Information**
- **Building Cross-Border Union Solidarity**
 - **Joint Actions**
 - **Campaigning**
- **Implementing an Effective Communication Strategy**
- **Communication with Central/Regional Management**



What is Trade Union Network?





Trade Union Network in MNCs



FACILITATING FACTOR: UNION IN HEADQUARTERS OF THE MNC





Sectoral Trade union networks





Organizing in MNCs with GFA

- cover all company operations throughout the world without exception;
- include a strong and unequivocal commitment by the multinational company concerned that suppliers and sub-contractors adopt these standards for their workers;
- guarantee a commitment from the company to treat unions positively, and refrain from all anti-union activities and to remain strictly neutral concerning employee preference to join, remain with, transfer, or abandon their relationship with a union organization
- union representatives should have a reasonable access to the workplace.



Lowest hanging fruit!



Mapping the supply chain

Workplace data – about workers

Labels – take photos

History of union formation

History of compliance to labor laws

Identify who is the key person of the company

Chronology of union formation

Does the potential organizing target have

- Brands? Multi-Brands? Which is the biggest customer? Buyers?
- GFA? Customer of the MNC with GFA?
- Workplaces/unions in other countries?
- a global union network?
- a relationship with IndustriALL?
- Leverage ? Pressure points?



Enabling environment for GFA and TUNs

- Union in the HQ of the MNC
- Effective corporate research
- strong unions at the national level
- Communication structure
- Transparency (factory list, access to factory, missions)
- Involvement of unions from start of the negotiation, implementation, monitoring and assessment
- Built-in dispute settlement mechanism
- Regular dialogue with the MNCs
- Training and education
- Information
- Review of the contents and processes (timeline)
- Focal persons from both sides at every level
- Strong policy guidelines on GFAs



Challenges (some)

- *weak workers' representation/No union/parallel workers' representation*
- *Outdated organizing strategies of unions*
- *Lack of information from the ground*
- *Weak implementation of labor law*
- *lack of understanding on the GFA/how to use it/when to use it*
- *Language*
- *Bad faith*
- *How to follow procedures (e.g. dispute resolution)*
- *Dispute resolution in non-unionized factory/unionized but non-IndustriALL affiliate*
- *Non-disclosure (global supply chain) of the MNC*
- *Reactive approach*
- *Too much expectations*



Relationship with other organizations and international policy making process

