

Boosting Union Solidarity through Global Framework Agreements (GFAs)

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Global Industrial Relations

- Global Level Social Dialogue
- Global Framework Agreements
- Global/Regional Trade Union Networks: Dialogue mechanisms with employers
- Representation at inter-governmental agencies regarding the issues effecting IndustriALL sectors
- Involvement in CSR processes
 - Inter-governmental organizations
 - Multi-stakeholder initiatives
 - Industry Association initiatives
 - Individual company codes

Basics for Social Dialogue

- To offer social dialogue to employer organizations and companies at global level to build trust, understanding, and to seek to establish a climate for joint action and initiatives
- To expect from employers organizations and companies to adhere to labour laws and social standards, not only stipulated in the respective national law of the countries they operate in, but also in respect to international norms, guidelines, and best practices, particularly ILO Conventions such as 87, 98

Global Framework Agreements (GFA): Important Tool for global dialogue

- Important instrument for recognition for global level industrial relations
- Mechanism to establish a platform of principles / standards which a multinational company will apply wherever it operates in the world regardless of whether it is required to do so by national law
- An environment to secure a continuous improvement and development of good working relations and to establish an open channel between the global union, its affiliated trade unions and management of company concerned

Why to sign a Global Framework Agreements (GFA)?

- To guarantee adherence to the ILO's Core Labour Standards in all facilities of a transnational company, especially in countries, where legislation is insufficient, poorly enforced or anti-worker
- To provide a mechanism to raise complaints
- To expand organising in the company and its suppliers
- To gain influence in the company and improve dialogue at global and local level
- To make improvements to working conditions in the company through active implementation of the GFA

IndustriALL's GFA Reference Documents

- IndustriALL Global Union's Guidelines for Global Framework Agreements (GFAs)
- IndustriALL Global Union's Charter of Solidarity in Confronting Corporate Violations of Fundamental Rights
- IndustriALL Global Union's Checklist for Affiliated Organizations for Implementation and Monitoring of Global Framework Agreements (GFAs)
- IndustriALL Global Union's Checklist for the Secretariat for Implementation and Monitoring of Global Framework Agreements (GFAs)

IndustriALL's GFA Guidelines

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

Developing a common understanding on various issues

- **Neutrality**
- **Access to the workplace**
- **Binding dispute resolution**

Global Framework Agreements - I

Aker, ArcelorMittal(*), Asos, BMW, Bosch, Daimler, EADS (Airbus), EdF, Electrolux, Enel, Engie(**), Eni, Esprit, Essity, Ford, Gamesa, GEA, H&M, Inditex, Leoni, Lukoil, MAN, Mann+Hummel, Mizuno, Norsk Hydro, Norske Skog, Petrobras, Prym, PSA Peugeot Citroen, Renault, Rheinmetall, Röchling, Saab, Safran, SCA, Siemens, SKF, Solvay, Statoil, Stora Enso, ThyssenKrupp, Tchibo, Total, Umicore, Unilever(***), Vallourec, Volkswagen, ZF

**49 Existing
Global
Agreements**

- **46 GFAs**
- **2 OHS agreements**
- **1 joint commitment**

(*) Health and Safety Agreement

(**) In addition to GFA, there is also Health and Safety Agreement

(***) Joint Commitment

Global Framework Agreements - II

Auto –11

Energy – 10

Base Metals – 3

Chemicals – 3

ICT, Electronics and Electrical

Appliances – 2

Textile, Garment, Leather – 7

Aerospace – 3

Shipbuilding – 1

Materials – 0

Mechanical Engineering – 4

Paper – 4

Rubber – 1

Mining – 0

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**Existing Global
Agreements**

**Sectorial
Breakdown**

Global Framework Agreements - III

Germany – 16

France – 9

Sweden – 6

Norway – 4

Italy – 2

Spain – 2

Belgium - 2

USA – 1

Russia – 1

Japan – 1

Brazil – 1

Luxembourg – 1

UK – 1

Sweden/Finland – 1

Anglo-Dutch (*) – 1

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**Existing Global
Agreements**

**Breakdown over
country of origin**

GFAs provide more potential leverage for organizing than ever before

- **Clauses where commit to respect association and bargaining rights**
- **Stronger commitments**
- **No Leverage without awareness:
Organizers should know about
GFAs**

Promoting Awareness through Building Database

- List of all worksites of all companies have GFA with
 - For every worksite: location, company name, facility type, sector
 - For worksites when available: unions present, whether CB agreement
 - Supply chain
- Sources
 - request from company
 - desk research
 - no field research

Deepening Awareness and Capacity Building

- Priority for
 - Sectoral level activities
 - Networks
 - Externally-funded projects
 - Any activity and action related to organizing

Connection of GFAs with Trade Union Networks and Campaigns

- Critically important to liaise trade union networks with GFAs in initiation, negotiation and finalization
- Campaigns-trade union networks-GFAs

Current Debate in IndustriALL on GFAs: Monitoring and Implementation

- Mapping
- Informing, Awareness Raising
- Capacity Building
- Re-active Implementation: Conflict Resolution
- Pre-active Implementation: Union Organizing, Improving quality of Social Dialogue and Industrial Relations
- Role of home unions

IndustriALL's web site access to GFAs and relevant internal documents

Global Framework Agreements

Read this article in: [English](#) | [Français](#) | [Español](#) | [Русский](#)



Global Framework Agreements (GFAs) serve to protect the interests of workers across a multinational company's operations.

Global Framework Agreements are negotiated on a global level between trade unions and a multinational company. They put in place the very best standards of trade union rights, health, safety and environmental practices, and quality of work principles across a company's global operations, regardless of whether those standards exist in an individual country.

IndustriALL prioritizes establishing, monitoring and improving GFAs with multinational companies.

Current agreements











IndustriALL has existing GFAs with the following multinational corporations. Click on each company to view more information and the agreement text.

Aker	ASOS	BMW	Bosch	Daimler
EADS	EDF	Electrolux	Enel	Engie (GDF Suez)
Eni	Esprit	Essity	Equinor	Ford
Gamesa	GEA	H&M	Inditex	Leoni
Lukoil	MAN	Mann + Hummel	Mizuno	Norsk Hydro
Norske Skog	Petrobras	Prym	PSA Peugeot Citroën	Renault
Rheinmetall	Röchling	Saab	Safran	SCA
Siemens	Solvay	SKF	Stora Enso	Tchibo
Total	ThyssenKrupp	Umicore	Vallourec	Volkswagen
ZF				

IndustriALL also has global agreements with multinational corporations covering specific key topics across these corporations' operations. These include our global health and safety agreement with ArcelorMittal and our global agreement on sexual harassment with Unilever.

Main Energy Companies

Oil and Gas

Rank	Company	Country
 #11	Royal Dutch Shell	Netherlands
 #13	ExxonMobil	United States
 #21	Chevron	United States
 #26	Total	France
 #27	Sinopec	China
 #30	PetroChina	China
 #36	BP	United Kingdom
 #43	Gazprom	Russia
 #73	Rosneft	Russia
 #83	Reliance Industries	India

Electric Utilities

Rank	Company	Country
 #75	Enel	Italy
 #115	EDF	France
 #146	Iberdrola	Spain
 #176	Duke Energy	United States
 #179	Exelon	United States
 #180	ENGIE	France
 #182	NextEra Energy	United States
 #230	E.ON	Germany
 #249	National Grid	United Kingdom
 #286	Southern Company	United States

Global Framework Agreements in Energy



Thanks for your attention

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