

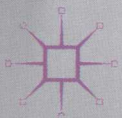
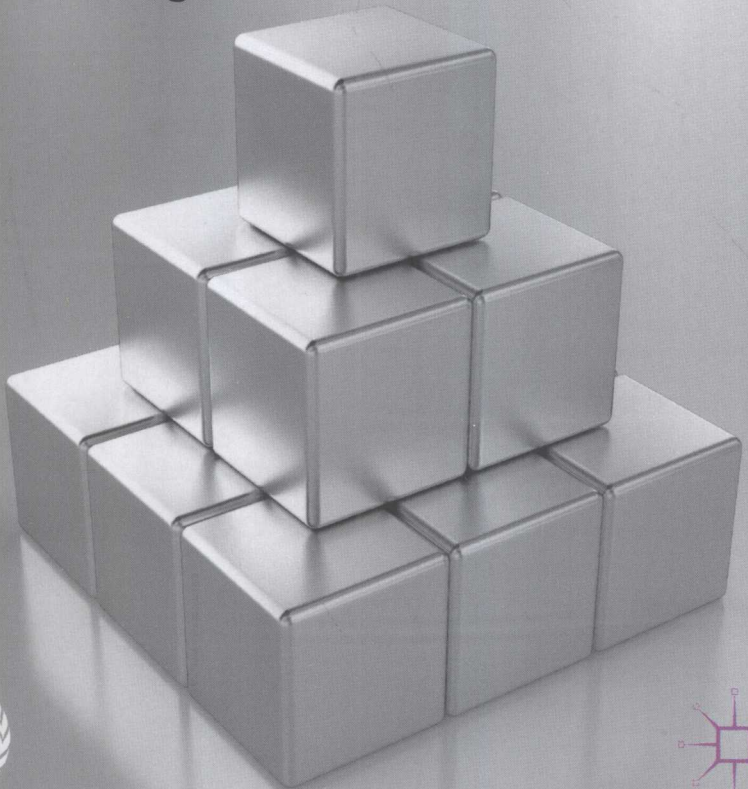


ADVANCES IN
LABOUR STUDIES

Edited by
Konstantinos Papadakis

SHAPING GLOBAL INDUSTRIAL RELATIONS

The Impact of International
Framework Agreements



Shaping Global Industrial Relations

The Impact of International Framework Agreements

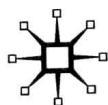
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Shaping Global Industrial Relations

The International Labour Organization

The International Labour Organization was founded in 1919 to promote social justice and, thereby, to contribute to universal and lasting peace. Its tripartite structure is unique among agencies affiliated to the United Nations; the ILO's Governing Body includes representatives of government, and of employers' and workers' organizations. These three constituencies are active participants in regional and other meetings sponsored by the ILO, as well as in the International Labour Conference – a world forum which meets annually to discuss social and labour questions.

Over the years the ILO has issued for adoption by member States a widely respected code of international labour Conventions and Recommendations on freedom of association, employment, social policy, conditions of work, social security, industrial relations and labour administration, among others.

The ILO provides expert advice and technical assistance to member States through a network of offices and multidisciplinary teams in over 40 countries. This assistance takes the form of labour rights and industrial relations counselling, employment promotion, training in small business development, project management, advice on social security, workplace safety and working conditions, the compiling and dissemination of labour statistics, and workers' education.

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UNDERSTANDING GLOBALIZATION, EMPLOYMENT AND POVERTY REDUCTION (*edited by Eddy Lee and Marco Vivarelli*)

Foreword

Many multinational enterprises (MNEs) have adopted corporate codes of conduct that have social provisions, and increasingly sign international framework agreements (IFAs) with global unions representing workers by sector of activity. IFAs constitute the focus of this volume. Contrary to management-driven corporate codes of conduct – broadly described as corporate social responsibility (CSR) practices – IFAs are instruments negotiated with global unions. In addition to self-regulation of labour-management relations across the global value chains of MNEs, IFAs aim to promote compliance with International Labour Organization (ILO) core labour standards, often by direct reference to such standards.

The pace of adoption of IFAs – approximately six a year since 2003 – and the systematic use of ILO Conventions and standards in the texts of such agreements show that IFAs not only are in the process of recognizing global unions as the main legitimate counterpart of multinationals, but they are also mainstreaming the ILO regulatory body into the human resources culture of these companies, despite the fact that such standards are traditionally addressed to governments. Inadvertently, because of the growing importance of IFAs, the voluntary initiatives of CSR seem to be progressively migrating from a mainly management-driven approach to an approach where globally representative workers' associations and international public institutions become central actors.

Yet the concern that IFAs, promising as they are (notably due to the joint labour-management monitoring procedures that they establish), may not translate into actual improvements in workers' rights remains open. The present volume attempts to discover if this concern is valid.

This volume has garnered contributions from some of the top international experts in the field. It is the outcome of a research project launched in late 2008 by the Industrial and Employment Relations Department of the ILO and the International Institute for Labour Studies (IILS) which involved collaboration with several research and academic institutions, including Freie Universität Berlin, Colorado State University, the Institut de Recherches Economiques et Sociales (IRES), Centre National pour la Recherche Scientifique (CNRS) and Ecole Normale Supérieure de Cachan/Institutions et Dynamiques Historiques de l'Economie (IDHE), the Centre for Labour Market Studies of the

University of Leicester, the European Foundation for the Improvement of Living and Working Conditions (Dublin), the European Trade Union Institute (ETUI) and the ILO's Better Work Programme. Earlier versions of the chapters in this book were presented and discussed at a workshop of the Industrial and Employment Relations Department, held on 29 September 2009 in Geneva.

In addition to contributing to the academic debate on this topic, the present volume responds to the calls by the ILO Declaration on Social Justice for a Fair Globalization, adopted in 2008, for promoting ILO standards through an approach that reaches out to trade unions and employers' organizations operating at global and sectoral levels, to United Nations agencies and to MNEs.

The ILO's Industrial and Employment Relations Department aims to follow up on this project and volume not only by deepening its knowledge in this area, but also by mainstreaming the question of cross-border social dialogue and agreements into its future activities. If realized, these aims will be major steps towards strengthening the links between the various levels of the global workplace.

Moussa Oumarou

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List of Abbreviations

BWI	Building and Wood Workers International
CGU	Council of Global Unions
CSR	corporate social responsibility
EDF	Electricité de France
EFFAT	European Federation of Trade Unions in the Food, Agriculture and Tourism Sectors
EFJ	European Federation of Journalists
EIF	European Industry Federation
EMF	European Metalworkers' Federation
EPZ	export processing zone
ETUC	European Trade Union Confederation
ETUI-REHS	European Trade Union Institute for Research, Education and Health and Safety
EU	European Union
Eurofound	European Foundation for the Improvement of Living and Working Conditions
EWG	European works council
FAO	Food and Agriculture Organization of the United Nations
GFA	global framework agreement
GPN	global production network
GRI	Global Reporting Initiative
GUF	global union federation
IBC	International Banana Conference
ICEM	International Federation of Chemical, Energy, Mine and General Workers' Unions
ICFTU	International Confederation of Free Trade Unions
IFA	international framework agreement
IFBWW	International Federation of Building and Woodworkers
IFC	International Finance Corporation

IFJ	International Federation of Journalists
IILS	International Institute for Labour Studies
ILO	International Labour Organization
IMF	International Metalworkers' Federation
IMO	International Maritime Organization
IOE	International Organization of Employers
ISO	International Organization for Standardization
ITF	International Transport Workers' Federation
ITGLWF	International Textile, Garment and Leather Workers' Federation
ITS	international trade secretariat
ITUC	International Trade Union Confederation
IUF	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association
MNE	multinational enterprise
NGO	non-governmental organization
NYSE	New York Stock Exchange
OECD	Organisation for Economic Cooperation and Development
PSI	Public Services International
SEC	Securities and Exchange Commission (US)
SEZ	special economic zone
TCA	transnational collective agreement
TCB	transnational collective bargaining
TNC	transnational corporation
TRA	transnational restructuring agreement
UNI	Union Network International
USW	United Steelworkers
WA	Workers' association
WEC	World Employee Committee (Daimler)
WWC	world works council

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