



## Sustainability: experiences with framework agreements

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## Why speaking about transnational framework agreements (TFA) in link with sustainability?

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- TFAs and sustainability ask to the same concern: how to embrace the globalisation and the consequent organisation of the companies? How to limit negative impacts of enterprise's activities? How to promote the best standards?
  
- TFAs are viewed as a sustainable tool
  - > accessing to public procurement,
  - > being considered as the best by the social rating agencies
  - > Enhancing and deepening the quality of the social dialogue
  - > Preventing risks: social, economic, environmental, of reputation...
  - > Securing the supply chain in including the subcontractors, the suppliers...in the scope of TFAs (especially for international framework agreements)
  
- For the workers: how to use the broad concept of sustainability to improve workers conditions? How to move sustainability from environment to social?



## Why TFA's are sustainable tool?

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- Sustainability is much more than accountability with the law.
- Transnational framework agreements don't exist in law except as gentlemen's agreements. There is not legal definition. TFAs are not collective bargaining.
  - > In 2004, the International Trade Union Confederation propose a definition: « *establish frameworks of principle and are not detailed collective agreements. They are not intended to compete or conflict with collective bargaining agreements at national level. Indeed, they are intended to help create the space for workers to organise and bargain.* »
- Sustainability needs multi stakeholder dialogue. TFAs are a non unilateral management decision → signatories:
  - > On employee side: European or international federations: almost all European texts, 1/3 of global texts; European worker's representatives: 1/2 of European texts almost global texts; National worker's organisations
  - > On management side: Corporate management, CEO, HR; Local management; National management
  - > Most of the time, a combination of signatories especially on employee side
- Transnational scale: European and/or global agreement. You can't be responsible just in your national area.



## Why TFA's are sustainable tool?

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- Sustainable commitments: only one or several subjects
  - > organization of social dialogue,
  - > restructuring and anticipating of change,
  - > training/mobility,
  - > health and safety,
  - > non discrimination/equal opportunity,
  - > working time,
  - > financial participation, wages,
  - > core ILO conventions,
  - > environmental issues,
  - > AIDS,
  - > corporate social responsibility...
  
- Sustainability is not marketing or public relations. Monitoring and follow-up procedures are an important issue of TFAs:
  - > annual meetings among the signatories, definition of performance indicators, conflict resolution mechanisms, implementation through national agreements...
  
- International and European union federations develop standard agreements and favour coordination.



# Roles of the worker's representatives

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- The different types of worker's representatives can intervene at the successive stages of the TFA:
  - > Initiating
  - > Negotiating
  - > Signing
  - > Implementing
  - > Monitoring
  
- But how to ensure
  - > Legitimacy?
  - > Representativeness?



## The future of transnational framework agreements and sustainability

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- In the field of transnational agreements and sustainability, no two experiences are the same. The walk remain an individual answer made up by the reality of the business and the industrial relations.
- It's today difficult to assess the effects directly generated by transnational framework agreements and obviously by the sustainability.
- How to link this new level of regulation-transnational- with the others? Strategies of the involved actors who may want to separate the different levels
- How to link this tool of regulation with the others (law, code of conduct, charters...)
- For the both, sustainability and TFAs, it's just the first step in a long fight.



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## Thank you for your attention

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