

**DRAFT Resolution Nr. 4**  
Document based on a motion submitted by GPA (Austria)

## **Global Framework Agreements must not be an end in itself**

Global Framework Agreements can be an important instrument to guarantee workers' rights in transnational companies. They can help to increase the membership of trade unions and create better working conditions. The conclusion of effective and realisable Global Framework Agreements of a high quality standard is a very desirable outcome.

It is essential to point out that the conclusion of Global Framework Agreements cannot be an end to itself and must include substantial criteria to guarantee that the agreements can also be realized. The conclusion of Global Framework Agreements must increase the field of activity of trade unions and must not limit them.

Crucial criteria for the conclusion of Global Framework Agreements must be that the included obligations are exceeding the current legal framework and bring substantial improvements for the employees. Trade unions in the country where the company headquarter is located must be aware about their special responsibility in context of Global Framework Agreements. In the spirit of international solidarity it must be an obligation for every trade union to also fight for colleagues in other countries.

UNI Europe Commerce demands for the conclusion of Global Framework Agreements in the Commerce Sector and especially for companies with their headquarters in Europe, that:

- All UNI affiliates concerned participate in the development of Global Framework Agreements and whenever possible a Network/Alliance of those unions will be created in order to support the monitoring and implementation of the Global Agreement
- All newly negotiated Global Agreements must include effective dispute resolution mechanisms which will come into force if the agreement is breached.
- Global Agreements must embody "at least" the leading global labour and human rights standards
- Global Framework Agreement's should not limit or inhibit the ability of national trade unions to effectively represent commerce workers within the company that has signed the Agreement; rather, Global Framework

Agreements should promote the activities of trade unions within the company.

- Trade unions in the country where the company headquarter is located must be aware about their special responsibility in the negotiation and implementation of Global Framework Agreements. Together with UNI they will take the lead of the negotiations of a GFA. The national union is responsible for the implementation of the agreement on country level.,

Global Framework Agreements which are already in force must be evaluated according to the defined criteria and shall be improved if necessary. [UNI Europa Commerce calls to set up a UNI Global working group with the task of producing a model agreement for Global framework agreements, criteria for implementation and monitoring of the agreements and strategies for the work on GFA:s that includes all UNI:s sectors.](#)