



**IndustriALL Global Union's
Checklist for Affiliated Organizations
for Implementation and Monitoring
of Global Framework Agreements (GFAs)**

- 1. Compilation and Up-date of List of Subsidiaries of the company concerned in the country:**
 - a. Check with IndustriALL Secretariat
 - b. Check on the web site of the company concerned
 - c. Check with local organizations
- 2. Mapping of Union Presence:**
 - a. Check if there is a union at the subsidiary concerned.
 - b. If so, check which union with details and collect data
 - c. If not, check if there was already union organizing campaign at the plant, and if so, collect reasons why it failed.
- 3. Awareness of global framework agreement (GFA) at subsidiaries:**
 - a. Check if there is a version of local language of the GFA concerned
 - b. Check if it is already announced and/or distributed to workers
 - c. Check if management of the plant concerned is aware of existence of global agreement
- 4. Compliance with global framework agreement provisions:**
 - a. Check if the plant concerned acts in accordance with provisions of the global agreement
 - b. If not, try identify main violations breaching provisions of the global agreement
 - c. Communicate with IndustriALL to discuss escalation procedure to stop the violations / to develop a corrective action plan (CAP) solve the problems. At a first stage, problems shall be tackled locally or nationally. Only

once all attempts to reach a local or national solution have failed, a regional or central approach will be taken.

5. Suppliers and contractors:

- a. Check main suppliers and contractors of the company with details
- b. Check if suppliers and contractors are with union or not and collect data.
- c. Check if GFA is announced to suppliers.

6. Union building activities

- a. Check if unions in all subsidiaries are recognized and are able to carry out union activities
- b. If not, check which union building activities are needed, e. g. capacity building, organizational development
- c. If there is more than one union in the subsidiaries, try to unify them or develop a joint bargaining platform

7. Organizing Plans:

- a. If a subsidiary is not unionized, develop an organizing strategy with IndustriALL
- b. In case of a unionized plant, check composition of union membership with a view to enlarge union density

8. Participation at union network:

- a. Please check if there is a union network.
- b. Please also check if there is an EWC
- c. Contact with IndustriALL to join and/or form a network

9. Reporting:

- a. Report happenings at the plant concerned
- b. In case of conflict check Solidarity Charter of IndustriALL

10. Regular reviewing on implementation of GFA by the GFA signatories.