



# Executive Committee

Geneva, May 7-8, 2009

## ***Item 5 (i): Transnational company (TNC) and related work***

This document is in five sections:

- 1. Protecting stable, permanent work - the fight against outsourcing and casualization*
- 2. Work and organizing around Buyout Funds/Private Equity*
- 3. Specific TNC work*
- 4. TNC solidarity actions*
- 5. Global Companies & IUF "Recognition"*

### ***1. Protecting stable, permanent work - the fight against outsourcing and casualization***

There is no doubt that this issue has become one of the major challenges for IUF members around the world. In any list of the main five challenges all our affiliates face it is likely to appear.

Responses to this challenge have varied from a sense of helplessness and inertia to fights for legislation which outlaws precarious work with a series of local struggles and negotiations, occasionally successful, to mitigate the impact of precarious work in between.

#### **“Outlawing” forms of precarious work**

In **Namibia** in 2008 the government passed legislation that outlaws labour hire companies. Similar legislation is under review in **South Africa**. These are the only concrete examples of such legislative progress or deliberation the secretariat is aware of. A global survey would reveal whether such examples are more widespread.

### ***Negotiating to limit the damage***

Elsewhere affiliates are seeking to respond to the dramatic growth of precarious work in a range of ways.

In **Norway** IUF affiliated **NNN** (Norwegian food workers union) has negotiated agreements with two major labour hire firms (Manpower and Adecco) which essentially mean workers hired in through either company get identical wages, benefits and rights to those of the host company's workforce. In **Australia** IUF affiliate AMWU negotiated a similar agreement with labour hire firm Manpower and in the **UK & Ireland** the former T&G did something similar.

A significant number of IUF affiliates have secured direct collective bargaining agreements that limit or eliminate the risk of abusive use of precarious work.

In **Australia** the NUW negotiated Collective Agreements that include a clause that ensures that any casual workers receive "no less favourable" conditions compared to regular workers. This ensures casual workers are not used to undercut permanent workers, making precarious employment arrangements less attractive to the employer.

Again in **Australia** the AMWU bargained an agreement in Nestle confectionery that fixes a 15% limit on the total number of normal (non-overtime) hours that can be worked by non-permanent workers. The total of normal hours undertaken is to be reviewed every three months and any time over the limit is to be converted to permanent jobs according to a formula incorporated into the agreement.

Following a difficult fight against massive outsourcing in 2006, the Coca-Cola Karachi union negotiated an historic job security agreement in **Pakistan** that fixes the minimum number of permanent workers employed at the plant.

Also in **Pakistan** the IUF-affiliated National Federation Food, Beverage & Tobacco Workers (NFFBTW) supported organizing of two unions of labour hire agency workers for the first time in the country, with over 500 members. These two unions are fighting for the right to direct, permanent employment, and have now joined NFFBTW.

An IUF affiliate in **India**, Dynamix Dairy Employees Union (Schreiber) included the demand to make permanent 100 contract workers as part of their collective agreement negotiations. In the current round of collective agreement negotiations the union is demanding another 100 contract workers be made more permanent – reducing the total number of contract workers from 300 to 100 over three years and increasing union membership to 800.

At Nestle **Korea** the union continues to resist management attempts to remove a clause in the Collective Bargaining Agreement that restricts outsourcing. This clause was won after the 145 day strike in 2003.

### ***Sharing our experiences, challenges and successes***

*The IUF secretariat proposes to create a central web-based information exchange where such examples can be stored and accessed by all IUF affiliates.*

### ***Company-focused IUF activity***

In connection with the World Day for Decent Work (October 16, 2008) the IUF launched two web sites to build a "cyber challenge" to two major food companies, **Nestle** and

**Unilever** (respectively [www.nestlewatch.org](http://www.nestlewatch.org) and [www.unileverwatch.org](http://www.unileverwatch.org)). Both sites are focused on these companies' excessive use of precarious work around the globe.

In addition the IUF has started a dialogue with two companies at the global level to assess and seek ways to limit any abusive use of such labour. **Danone** has agreed to explore the possibility of a global agreement addressing the issue and **The Coca-Cola Company** has agreed to make the issue a central theme of our twice-yearly meetings with senior corporate management in Atlanta. In the latter case **India**, where precarious work often accounts for in excess of 65% of a bottling plant's workforce has been identified a possible pilot country with Coca-Cola agreeing in principle that they will work with the IUF to reduce the use of precarious work and grow the proportion of permanent stable workers through its Indian bottling operations. This work is beginning with an initial survey which will form the "base-line" for ongoing discussions and action.

### **IUF Publications**

In addition to regular reports on the IUF web site relating to this issue the IUF published a manual in 2008. The manual entitled "Outsourcing and Casualization in the Food and Beverage Industries" is available in the following languages. English, French, Spanish, Portuguese, Russian, Croatian, Romanian and Filipino, and (without graphics) in Bulgarian, Polish, Ukrainian, Urdu, Hindi, Thai, Malaysian, Indonesian, Korean, Japanese and Chinese with an abridged version available in Serbian). Copies will be available at the EC meeting. The publication has been received with enthusiasm by affiliates who have used it in their education or organizing activities. It continues to be available to affiliates and is also available as a download from the IUF web site in all languages.

## ***2. Work and organizing around Buyout Funds/Private Equity***

### ***Wider issues***

The IUF continues to be active in the debate around the regulation of private equity and hedge funds. Peter Rossman of the international secretariat has been actively involved with the European socialist group and its president Poul Nyrup Rasmussen in developing policy and legislative proposals, culminating in the report adopted by the European Parliament on September 23, 2008 on political regulation of these funds. Concrete appreciation from the group has been expressed for the IUF's informed analysis and for our contribution to their policy development.

The recent crisis in the financial sector has further highlighted the urgent need for regulatory measures on a global scale of the finance sector players including private equity and hedge funds.

### ***Engagement with the Private Equity industry***

The IUF together with UNI, TUAC, ITUC and key US affiliates sought to directly engage the grouping of private equity funds known as the US Private Equity Council. Three meetings took place in 2007 and 2008. The first with a number of PEC member firms and the last two with the PEC secretariat. The consensus approach from the trade union side was aimed at tying the PEC and its members to a set of operating principles and standards around labour issues which could be jointly agreed with the global trade union organizations.

An initial proposal from the PEC was unacceptable and the counter proposal from the trade union side appears equally unacceptable to a significant number of PEC members.

As such the process stands currently frozen. The EC will receive any updated information available to the secretariat at time of writing.

### ***British Private Equity and Venture Capital Association (BVCA)***

The IUF will have had an informal meeting with the Chief Executive & Chief Operating Officer of the BVCA by the time of the EC. A verbal report of this meeting will be presented though it was set up on an "off the record" basis.

### ***Individual Private Equity Firms***

#### **Permira**

The IUF general secretary maintains an ongoing dialogue with Permira, a major UK-based international PE firm with 22bn Euro assets under management.

Whilst not leading at present to a concrete outcome in broad terms the relationship has been helpful in one or two specific cases.

At UNI's request the IUF was able to secure dialogue between the UNI affiliate Shop Distributive and Allied Employees' Union (SDA) in Australia and a senior Permira partner at a time when Permira were bidding to acquire a major Australian retailer (Coles Supermarkets Australia PTY). Permira did not eventually acquire the portfolio company but their agreement to meet with the SDA resulted from the ongoing IUF-Permira dialogue.

Following Permira's acquisition of Unilever's frozen food businesses Birds Eye (UK) and Iglo (Germany) the IUF secured a meeting between the two IUF affiliates principally affected, the CEO of the portfolio company and a senior representative of Permira who joined the meeting recognizing their role as owner of the business and thus in part employer. The outcome eventually was agreement over a union-based European consultation process that both affiliates expressed satisfaction with once the agreement had been signed.

#### **The Blackstone Group**

With support from IUF North American affiliate UNITE HERE contact was established with the Blackstone Group, a US-based private equity firm with USD119.4 billion assets under management. A number of exploratory meetings will have taken place with senior management responsible for their acquisition of Hilton Hotels and an update will be provided at the meeting.

#### **EQT**

Contact via IUF affiliate Livs in Sweden with EQT, a Swedish-based PE firm with an 11bn Euro assets under management, has led to a possible opening to engage in dialogue with EQT which is a major player in the hospitality sector. The EC will receive feedback about the development of this relationship.

#### **IUF objectives for contact with PE firms**

In addition to value that might arise from access to senior people in these funds there are some concrete aims the secretariat has developed.

This has initially involved efforts to get agreement from PE firms individually that they will respect existing union recognition agreements and collective agreements when they

acquire companies. In Europe for example there is a loophole which might exempt funds from "acquired rights" obligations. Pending a regulatory closing of such a loophole and guarantees elsewhere in the world we are seeking voluntary agreement that such acquired rights would be respected by the particular fund.

### **Publications and information**

To follow the highly successful publication "A Workers' Guide to Private Equity" (currently being updated and re-printed) the IUF published a leaflet, "*Private Equity and Collective Bargaining: Guidelines for Negotiating with Portfolio Companies*", containing guidance to negotiators facing a private equity acquisition of company where unions represent workers.

The IUF site, "Buyout Watch" ([www.buyoutwatch.info](http://www.buyoutwatch.info)) has attracted considerable interest and is seen as a reference by many union activists engaged in this issue.

### **3. Specific TNC work**

This section reports work in some of the major TNC's over the period since the last EC.

#### ***Brewery TNCs: InBev-Anheuser-Busch, SABMiller, Carlsberg and Heineken***

The joint acquisition of Scottish & Newcastle by Heineken and Carlsberg and InBev's acquisition of Anheuser-Busch have further consolidated the brewery industry landscape in 2008. An industry-wide union approach to defending and strengthening union organizations within the brewery sector is necessary (see item 5(ii)).

#### ***International union working groups around the 4 global brewers InBev-Anheuser-Busch, SABMiller, Carlsberg and Heineken are progressively coming together.***

In November 2008, a majority of International Brotherhood of Teamster (IBT) represented workers at **Anheuser-Busch-InBev (ABI)** breweries in the United States voted to ratify a five-year agreement covering more than 6,500 workers and secured employment guarantees from the newly merged company. The agreement will last until 28 February 2014. Representatives of Belgian and South African unions took part to the Teamsters' Brewery and Soft Drink Conference in 2008.

Under the auspices of IUF affiliates IBT and FAWU and the IUF secretariat an **SABMiller** Union Network is being developed.

Meetings with **Heineken** and **Carlsberg corporate management** have allowed for limited discussions of particularly difficult conflicts in both companies in Russia and in other countries in Eastern Europe and Central Asia. However these conflicts continue and strategies for both companies will need to be developed to change negative corporate behaviour and abuses of workers rights in some parts of their operations.

#### ***Catering/Multi-Service TNCs: Aramark, Compass, Sodexo***

Work to develop a strategic approach to **Aramark, Compass and Sodexo**, three major companies employing globally in excess of one million workers in this sector, has

continued under the auspices of the IUF's Catering Sector Steering Group and through ongoing engagement between the IUF secretariat and in particular Sodexo corporate leadership in Paris. For more detail see item 5(ii).

## **Coca-Cola**

The ***IUF's 2nd Global Coca-Cola Unions Meeting took place on May 22 and 23, 2008*** following five years of IUF Coca-Cola organizing around the world since the first meeting in 2003. This 2nd meeting was hosted and financially supported by the German food workers union, the NGG. Representatives of trade unions with members in Coca-Cola in 32 countries launched ***the Global Coca-Cola Workers Alliance***. A Steering Group of representatives from all regions would lead the Alliance between full Global Alliance meetings and an Alliance "Contact Group" would maintain the twice-yearly meetings with The Coca-Cola Company (TCCC) first negotiated and started in 2005. The Global Alliance of Coca-Cola Unions is open to all IUF affiliates with actual or potential membership in the Coca-Cola system and commits Alliance member unions to support each other in case of conflicts and in efforts to grow membership and raise workers conditions throughout the Coca-Cola system. The first common issue the Alliance has picked to work on is ***precarious employment within the Coca-Cola system***.

## **Danone**

A major breakthrough in Danone has led to the creation of the first global union body in a major food or related TNC. In October 2009 union delegates will come together from around the world prior to meeting the Danone corporate management and CEO. Earlier concerns that the company was seeking to dilute the body to include non-union participants were successfully dealt with in meetings between the IUF Steering Committee and corporate management.

The joint IUF-Danone monitoring of the application of the IUF/Danone Agreements was restarted in late 2008 under the co-ordination of the IUF's Patrick Dalban-Moreynas. Two monitoring visits have taken place thus far: Spain in December 2008 and the Czech Republic in February 2009. Poland, Germany, Indonesia, Russia, Argentina and the USA currently feature in 2009 plans.

## **Fisheries TNCs: Sealord, Calvo and Birds Eye/Igloo**

***Sealord Group Ltd*** is New Zealand's largest fishing company and the largest in the Southern Hemisphere. Building on the initiative of our New Zealand affiliate SFWU, unions organizing or willing to organize Sealord operations have started cooperating with each other through the IUF. These include UNITE, AMWU, CONTRAPECH, and the NISSUI Union in Japan.

Spanish-based ***Calvo*** has been the focus of a lengthy conflict El Salvador. The IUF Latin American region will update the EC on developments.

Work has been undertaken through the private equity group ***Permira*** in relation to its portfolio company ***Birds Eye/Igloo*** with early meetings with the company's corporate management establishing a framework for union/management consultations across Europe.

The IUF and International Transport Workers Federation (ITF) will feature all three companies amongst possible corporate targets for our joint fisheries sector cooperation (see details under item 5(ii)).

***Hotel Companies: Accor, Hilton, NH Hotels, Sol Melia, Rezidor, Scandic, Club Med, Resorts World Hotel & Casino, Pearl Continental (Pakistan) & Naga Hotel/Casino (Cambodia)***

Work to develop a strategic approach to building union strength in ***Accor, Hilton, NH Hotels, Sol Melia, Rezidor, Scandic*** has continued under the auspices of the IUF's Hotel Chains Steering Group and through ongoing engagement between the IUF secretariat and in particular corporate leadership in Accor and Hilton/Blackstone. For more detail see item 5(ii).

Conflicts in ***Sol Melia*** (Indonesia) and ***Club Med*** (Malaysia) continue with potentially a successful outcome very close in the Sol Melia Indonesia case.

The long-standing conflict at ***Pearl Continental*** (Pakistan) continues though the limited international leverage on this purely domestically-owned and operated hotel has meant IUF engagement has had little impact.

Our affiliate at ***Resorts World*** in Malaysia (the RWEU) has used the IUF "International Union Card" in an innovative way by recruiting migrant workers as direct individual IUF members signing this card. The union itself cannot recruit such workers because of their status under Malaysian labour.

The secretariat is working with our Cambodian affiliate the Cambodian Tourism and Service Workers' Federation (CTSWF) in the fight for reinstatement of fourteen sacked union leaders at the ***Naga Hotel Casino***, a major Malaysian-owned casino complex in Cambodia.

***Kraft***

Initial consultations have started between the secretariat, North American and European affiliates on possibilities for developing a global plan for mutual support amongst union within Kraft. Increased union density in North American and other selected locations are amongst the key objectives being discussed.

***Meat TNCs: Smithfield, Danish Crown, Citterio & JBS/Swift***

IUF North American affiliate UFCW secured a historic victory by winning representation for ***Smithfield's*** Tar Heel workers in North Carolina, the world's largest pork processing plant on 11 December 2008, when a majority of workers voted for the union, joining workers at 26 other Smithfield facilities across North America represented by the UFCW. They are currently negotiating a collective agreement at Tar Heel. The union thanked all IUF affiliates that supported the 15-year long struggle and re-stated its commitment to building an international union organization to secure and defend worker rights within the world's largest pork processor.

In December 2008, Smithfield's European subsidiary Groupe Smithfield was merged into Spanish processor Campofrío Alimentación giving birth to ***Campofrío Foods Group***, creating the largest pan-European company in the packaged meats sector and one of the

five largest worldwide. Smithfield Foods remains the majority shareholder of Campofrío Foods with 34% of the company capital. Its Groupe Smithfield joint venture partner private equity Oaktree Capital owns another 24%. Smithfield Foods, which was previously in breach of its European Works Council (EWC) obligations attached to its Groupe Smithfield joint venture, has once more sought to avoid the creation of a legitimate EWC in Campofrío Foods.

All Smithfield/Campofrío Foods unions present at the Smithfield/Campofrío 10-11 March 2009 meeting in Madrid, Spain, committed themselves to construct their international union network, which is presently the most developed within all IUF-targeted meat companies.

The world's largest meat exporter, **Danish Crown** is a company where all countries in which the company operates (Denmark, USA, UK, Germany, Poland, Sweden) have IUF affiliated union representation (respectively NNF, UFCW, UNITE, , NGG, NSZZ Solidarnosc and Livs). Cooperate across borders on common issues should therefore be possible. UNITE, UK has offered to host an international Danish Crown union meeting in October/November 2009.

Facilitated by the IUF secretariat UFCW Local 1776 representatives from the US branch of Italian deli meat company **Citterio** traveled from Pennsylvania to Parma, Italy, to meet with Italian FLAI-CGIL union representatives from seven Citterio plants in Italy on 13-14 January 2009. The 2-day meeting enabled the US participants to explore the way trade unions negotiate in Italy and to hear about key local practices and principles of industrial relations, shortly before the expiry of the contract of US Citterio workers. Following the visit, Citterio workers in the US are now wearing FLAI CGIL stickers on their helmets and keep in close touch with their Italian brothers and sisters. The exchange consolidated an already existing linkage between the two unions that proved critical in 2006, when international solidarity helped UFCW Local 1776 negotiate an improved agreement for its Citterio US members

Early contacts between Brazilian and North American IUF affiliates have started in one of the fastest growing transnational companies, Brazilian-based **JBS/Swift**. UFCW has secured a major organizing success in this company and there are plans to build union strength internationally.

## **Nestlé**

Nestlé continues to curtail basic worker rights in its operations even as its headquarters contends that respect for trade union rights and co-operation with unions are part of its business principles.

6 months of local and international action (including a formal OECD complaint by the IUF) at Nestlé Russia where the company refused to negotiate wages ended in June 2008 in a victory.

However the company continues to deny this right elsewhere, claiming consistently that setting wages is the prerogative of management.

The IUF is currently assisting affiliates in disputes in Indonesia, Hong Kong, Korea and India. The abuses in Indonesia and Korea are subjects of complaints to the Swiss government as Nestlé firmly establishes itself as a persistent offender of the OECD Guidelines. Details can be found at our web site [www.iuf.org](http://www.iuf.org).

A trade union briefing on "The Right to Know: the right to company information is integral to the right to collective bargaining in transnational companies" has been written by the IUF A/P Region as a tool for unions facing employer refusal to provide information necessary for collective bargaining. The briefing draws from the ILO Tripartite Declaration and the OECD Guidelines.

In Europe European Works Council delegates unanimously issued a statement critical of Nestlé's "Code of Conduct" which was distributed without prior consultation with the EWC or with works committees in a number of countries and appears to be used to limit the activities of trade unionists. The EWC also criticised Nestlé's continued unwillingness to address inequity in terms of opportunities for promotion and career development experienced by women working in Nestlé. The EWC also raised the acts of discrimination against active union representatives in a number of Nestlé facilities.

### ***Tobacco TNCs: British American Tobacco(BAT), Imperial & Japan Tobacco International (JTI)***

The IUF is working with the Farm Labor Organizing Committee (FLOC) in the US to ensure that **British American Tobacco (BAT)** guarantees that **Reynolds America Incorporated (RAI)** in which BAT holds the largest shareholding does everything possible within its supply chain to **secure** rights and decent working conditions for 25,000 tobacco agricultural workers in five US tobacco-growing States.

Following the completion of its acquisition of Altadis in January 2008, **Imperial** announced restructuring plans in Europe involving the closure of 6 factories and the elimination of 2,600 jobs. These plans were presented to the Imperial and Altadis EWCs in separate meetings. The restructuring is clearly driven by pressure to satisfy financial markets including its need to access funding to pay down debt. Imperial has of course rejected this analysis, and rejected out of hand all alternative proposals which would have preserved some or all jobs.

Imperial's attempts to separate the two EWCs was countered when the IUF and EFFAT (IUF Europe) organised a meeting of delegates and officials from unions representing workers at Imperial and Altadis in Brussels in October. This was followed by an invitation from worker representatives in the Altadis EWC to union representatives in Imperial to attend an EWC preparatory meeting in Madrid in December. This cooperation whilst not able to stop the closures and job cuts proved beneficial at least in terms of comparing company proposals for social plans and severance terms.

A first meeting of affiliates aimed at strengthening our capacity for joint union support within **Japan Tobacco International (JTI)** will be hosted on May 7 2009 by IUF affiliate Zen Tobacco.

### ***Unilever PLC***

Major conflicts in this company have led to the most comprehensive campaign plan developed by the IUF in the face of any major transnational company. The work in relation to this ongoing campaign will be outlined in detail in the presentation under agenda item 4 and not repeated here.

#### 4. TNC solidarity actions

The following is an overview of the major cases in which the IUF undertook protest / solidarity action during the past year. The cases mentioned are ones to which the IUF gave wide publicity (through information on the IUF website and/or urgent action circulars) and which involved solidarity interventions by affiliates.

| Company                         | Dates               | Issue/Action                                                                                                                                                                                        | Orgs. Involved<br>Web story                                                                                                                    |
|---------------------------------|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Marriott</b>                 | Oct 2006            | Korean Federation of Service Workers struggle for reinstatement of workers illegally transferred to a bogus agency by the Renaissance Marriott in Seoul                                             | <a href="http://www.iuf.org/den3741">http://www.iuf.org/den3741</a>                                                                            |
|                                 | July 2007           | Court ruled in favour of reinstatement<br><br>To date, the company has ignored the court ruling; the union continues to demonstrate in front of the hotel                                           | <a href="http://www.iuf.org/den4390">http://www.iuf.org/den4390</a>                                                                            |
|                                 | Mar 2008            | Successful drive to get the hotel dropped from a list of hotels recommended to delegates to a major event taking place in Seoul.                                                                    |                                                                                                                                                |
| <b>Nestlé</b>                   | Dec 2007 - Jun 2008 | Dispute at Nestlé Russia over the right to negotiate wages ends in victory                                                                                                                          | <a href="http://www.iuf.org/den5106">http://www.iuf.org/den5106</a>                                                                            |
|                                 | Dec 2007 - Nov 2008 | Support for Nestlé Workers Union Panjang (Indonesia) in fight for negotiating rights, against intimidation and yellow unionism<br><br>OECD complaint filed                                          | <a href="http://www.iuf.org/den5321">http://www.iuf.org/den5321</a>                                                                            |
|                                 | Jul 2008            | Strike at Nestlé Hong Kong for decent working conditions                                                                                                                                            | <a href="http://www.iuf.org/den5240">http://www.iuf.org/den5240</a>                                                                            |
|                                 | Jan 2009 -          | Nestlé continues to refuse to recognise the union created following the July strike, reneges on commitments made<br><br>Successful strike to protest suspension of union president                  | <a href="http://www.iuf.org/den5624">http://www.iuf.org/den5624</a><br><br><a href="http://www.iuf.org/den5722">http://www.iuf.org/den5722</a> |
|                                 | Jan 2009 -          | Nestlé refuses to negotiate wages, obtains ban on workers' freedom of assembly at 4 sites in India                                                                                                  | <a href="http://www.iuf.org/den5795">http://www.iuf.org/den5795</a>                                                                            |
|                                 | Mar 2009 -          | Support for Nestlé Korea workers fight for information and consultation rights<br><br>OECD complaint filed                                                                                          | <a href="http://www.iuf.org/den5825">http://www.iuf.org/den5825</a>                                                                            |
| <b>Pearl Continental Hotels</b> | Nov 2001 –          | Police involvement in anti-union repression at Karachi hotel: suppression of union protest activities, continued harassment, detention of union leaders on dubious charges, cases of physical abuse | PCHETUF                                                                                                                                        |

| Company           | Dates        | Issue/Action                                                                                                                                                                                                                            | Orgs. Involved<br>Web story                                                                                                                |
|-------------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
|                   | 2003         | ILO determines that serious rights violations have been committed                                                                                                                                                                       |                                                                                                                                            |
|                   | Sept 2005    | Campaign urging cricket clubs and fans not to patronise the Pearl Continental Karachi during the English team's tour of Pakistan in late 2005.                                                                                          | <a href="http://www.iuf.org/den2326">http://www.iuf.org/den2326</a>                                                                        |
|                   | 2008         | The struggle continues as management refuses to reinstate unjustly dismissed workers, recognise the PCHETUF and bargain, while the government has yet to commission an independent inquiry into the dismissals as requested by the ILO. | <a href="http://www.iuf.org/den3966">http://www.iuf.org/den3966</a><br><a href="http://www.iuf.org/den5255">http://www.iuf.org/den5255</a> |
|                   | Dec 2008     | Campaign urging BBC not to give award to hotel owner's charitable foundation<br><br>Letter to ILO re: ILO project with hotel owner's charitable foundation                                                                              | <a href="http://www.iuf.org/den5609">http://www.iuf.org/den5609</a>                                                                        |
|                   | Feb 2009     | Union leaders acquitted of all charges brought against them in 2002                                                                                                                                                                     |                                                                                                                                            |
| <b>Smithfield</b> | Aug 2006     | Co-ordination of international action day in support of UFCW's organising efforts at facility in Tar Heel, North Carolina (USA)                                                                                                         | <a href="http://www.iuf.org/den3842">http://www.iuf.org/den3842</a>                                                                        |
|                   | Oct 2007     | Smithfield continues to refuse to recognise the union and has brought a lawsuit against UFCW in an attempt to silence publicity of Smithfield's irresponsible corporate behavior                                                        | <a href="http://www.iuf.org/den4607">http://www.iuf.org/den4607</a>                                                                        |
|                   | Oct 2008     | Settlement reached                                                                                                                                                                                                                      | <a href="http://www.iuf.org/den5465">http://www.iuf.org/den5465</a>                                                                        |
|                   | Dec 2008     | Workers choose UFCW to represent them at Tar Heel plant                                                                                                                                                                                 | <a href="http://www.iuf.org/den5586">http://www.iuf.org/den5586</a>                                                                        |
| <b>Sol Melia</b>  | Jul-Sep 2008 | Refusal to implement CBA, discriminatory dismissals, withholding union dues and service charge at Gran Melia Hotel in Jakarta                                                                                                           | <a href="http://www.iuf.org/den5307">http://www.iuf.org/den5307</a>                                                                        |
| <b>Teekanne</b>   | Mar-May 2008 | Support for BCTGM on strike at US subsidiary Redco Foods                                                                                                                                                                                | <a href="http://www.iuf.org/den4866">http://www.iuf.org/den4866</a>                                                                        |
| <b>Unilever</b>   | May 2006     | Appeal to affiliates to protest illicit closure of the Hindustan Lever plant in Mumbai                                                                                                                                                  | <a href="http://www.iuf.org/den3697">http://www.iuf.org/den3697</a>                                                                        |
|                   | Nov 2007 -   | The protest continues as HLEU gathers support from Unilever workers throughout India                                                                                                                                                    | <a href="http://www.iuf.org/den4650">http://www.iuf.org/den4650</a>                                                                        |
|                   | Aug 2007 -   | Union busting at Doom Dooma (India) factory: lockout, forced resignation from union as a condition for return to work after the lockout was lifted, creation of a bogus union                                                           | <a href="http://www.iuf.org/den4496">http://www.iuf.org/den4496</a>                                                                        |
|                   | Oct 2007     | OECD complaint filed                                                                                                                                                                                                                    | <a href="http://www.iuf.org/den4612">http://www.iuf.org/den4612</a>                                                                        |

| Company     | Dates        | Issue/Action                                                                                                                                              | Orgs. Involved<br>Web story                                               |
|-------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
|             | Sep 2007 -   | Mass firing of temporary workers, police deployment at Rahimyar Khan factory (Pakistan) in response to union action against outsourcing and casualisation | <a href="http://www.iuf.org/den4642">http://www.iuf.org/den4642</a>       |
|             | Nov 2007     | OECD complaint filed                                                                                                                                      | <a href="http://www.iuf.org/den4669">http://www.iuf.org/den4669</a>       |
|             | Sep 2008     | Unilever retaliates against the temporary workers' struggle by attempting to withhold profit share payment<br>2 <sup>nd</sup> OECD complaint filed        | <a href="http://www.iuf.org/den5380">http://www.iuf.org/den5380</a>       |
|             | Jun 2008     | Summary dismissal of workers for creating a union; refusal to recognize union at Unilever Pakistan co-manufacturer, Dalda Foods                           | <a href="http://www.iuf.org/den5422">http://www.iuf.org/den5422</a>       |
|             | Sep 2008     | Letter to UN World Food Programme re: their partnership with Unilever in Pakistan and promotion of Blue Band margarine produced by Dalda Foods            |                                                                           |
|             | Jul 2008     | Support for Turkish transport union's struggle for trade union rights at transport companies providing services to Unilever                               | <a href="http://www.iuf.org/den5441">http://www.iuf.org/den5441</a>       |
|             | Jan 2009 -   | Campaign in support of permanent status for the over 700 contract workers at the Lipton Tea factory in Khanewal (Pakistan)                                | <a href="http://www.iuf.org/den5622">http://www.iuf.org/den5622</a>       |
|             | Feb 2009     | Launch of Casual-T Campaign                                                                                                                               | <a href="http://www.iuf.org/casualtea/">http://www.iuf.org/casualtea/</a> |
|             | Mar 2009     | OECD complaint filed                                                                                                                                      | <a href="http://www.iuf.org/den5770">http://www.iuf.org/den5770</a>       |
| <b>VION</b> | Jun-Aug 2008 | Support for NGG on strike at German subsidiary Südfleisch                                                                                                 | <a href="http://www.iuf.org/den5223">http://www.iuf.org/den5223</a>       |

### ***Sectoral solidarity actions***

| Sector             | Date         | Issue/Action                                                                                                      | Web story                                                           |
|--------------------|--------------|-------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>Agriculture</b> | Oct 2006     | Support for Indian agricultural workers resisting land eviction in West Bengal                                    | <a href="http://www.iuf.org/den4017">http://www.iuf.org/den4017</a> |
|                    | Oct 2008     | Tata Motors abandons plans to use farmland seized by the state government over 2 years ago in Singur, West Bengal | <a href="http://www.iuf.org/den5421">http://www.iuf.org/den5421</a> |
| <b>Meat Sector</b> | Feb-Apr 2008 | IUF support for UNITE (UK) campaign for equity for meat workers; target: Marks & Spencer                          | <a href="http://www.iuf.org/den4844">http://www.iuf.org/den4844</a> |
|                    | Dec 2008 -   | IUF support for UNITE (UK) campaign for equity for meat workers; target: Tesco                                    | <a href="http://www.iuf.org/den5554">http://www.iuf.org/den5554</a> |
|                    | Jul-Sep 2008 | Support for NSZZ Solidarnosc against mass dismissals at Polish turkey processor Indykpol                          | <a href="http://www.iuf.org/den5242">http://www.iuf.org/den5242</a> |

| Sector              | Date         | Issue/Action                                                                                          | Web story                                                           |
|---------------------|--------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>Sugar Sector</b> | Oct-Nov 2008 | Support for sugar cane workers in Colombia and their successful strike for decent work                | <a href="http://www.iuf.org/den5485">http://www.iuf.org/den5485</a> |
|                     | Feb 2009     | Support for Haft Tapeh Sugar Workers Union in Iran against repression, incarceration of union leaders | <a href="http://www.iuf.org/den5743">http://www.iuf.org/den5743</a> |

### ***OECD Guidelines for Multinational Enterprises***

| Company         | Date      | Issue/Action                                                                                                                                                                    | Orgs. Involved                                                                                         |
|-----------------|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| <b>Unilever</b> | Oct 2006  | Submission to UK and Netherlands NCPs concerning violation by Hindustan Lever of Indian legislation through the sale of a factory to a bogus company and its subsequent closure | HLEU                                                                                                   |
| <b>Unilever</b> | Oct 2007  | Submission to UK NCP concerning violation by Hindustan Unilever of OECD Guidelines with respect to freedom of association                                                       | Hindustan Lever (PPF) Workers Union                                                                    |
| <b>Unilever</b> | Nov 2007  | Submission to UK NCP concerning violation by Unilever Pakistan of OECD Guidelines with respect to freedom of association and sustainable development                            | Unilever Employees Federation of Pakistan                                                              |
| <b>Unilever</b> | Oct 2008  | Submission to UK NCP concerning violations at Rahim Yar Khan factory                                                                                                            | Action Committee for Dismissed Rahim Yar Khan Workers<br>Nat'l Fed of Food, Beverage & Tobacco Workers |
| <b>Unilever</b> | Mar 2009  | Submission to UK NCP concerning violations at Lipton Tea factory in Khanewal                                                                                                    | Nat'l Fed of Food, Beverage & Tobacco Workers                                                          |
| <b>Nestlé</b>   | Feb 2008  | Submission to Swiss NCP concerning violation by Nestlé Russia of OECD Guidelines with respect to negotiation and information rights                                             | Nestlé Perm Workers Union                                                                              |
|                 | May 2008  | Meeting between NCP, IUF and union delegation from Perm                                                                                                                         |                                                                                                        |
|                 | June 2008 | Proceedings closed after agreement signed in Russia between Nestlé and union                                                                                                    |                                                                                                        |
|                 | Nov 2008  | Submission to Swiss NCP concerning violation by Nestlé Indonesia of trade union, negotiation, information and consultation rights                                               | SBNIP                                                                                                  |
|                 | Jan 2009  | NCP completes initial assessment and accepts case                                                                                                                               |                                                                                                        |

| Company | Date     | Issue/Action                                                                                                                                                                                                                      | Orgs. Involved |
|---------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
|         | Mar 2009 | Submission to Swiss and Korean NCPs concerning violation by Nestlé Korea of information rights in connection with restructuring plans                                                                                             | NKLU           |
| Hyatt   | Mar 2009 | Submission to US NCP concerning violation by Hyatt in the Philippines of trade union, negotiation, information and consultation rights at the Manila Hyatt going back to 2001 and culminating in the closure of the hotel in 2007 | NUWHRAIN       |

### ***ILO Committee on Freedom of Association***

| Government | Date       | Issue/Action                                                                                                                                                                                                                                    | Orgs. Involved                                            |
|------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| Pakistan   | Nov 2001   | Police involvement in anti-union repression at Pearl Continental Karachi: suppression of union protest activities, ongoing harassment of union leaders                                                                                          | Pearl Continental Hotel Employees Trade Unions Federation |
|            | Jan 2002   | Detention on dubious charges and the subsequent dismissal of 9 union officers<br><br>ILO complaint submitted                                                                                                                                    |                                                           |
|            | June 2003  | Only partial information has been received from the government of Pakistan thus far; Committee concludes that the acts of management constitute anti-union discrimination and calls on Government to investigate, in particular, the dismissals |                                                           |
|            | June 2004  | ILO notes it has still not received the observations of the government of Pakistan                                                                                                                                                              |                                                           |
|            | April 2009 | Submission to ILO to put pressure on Pakistan government to implement the recommendations of 2003 (further to January court decision acquitting the union leaders of all charges brought in 2002)                                               |                                                           |

## ***5. Global Companies & IUF "Recognition"***

1997 - 2008 evolution of recognition of the IUF and willingness to meet at senior corporate level on the part of major global companies:

### **1997:**

Accor  
Danone  
Nestlé (Europe only)

### **2009:**

AB-INBEV

Accor  
Blackstone/Hilton  
British American Tobacco  
Cadbury's  
Carlsberg (2008)  
Chiquita  
Club Med  
Coca-Cola  
Compass  
Danone  
Del Monte  
Dole  
Favorita (Ecuador bananas)  
Fonterra  
Heineken  
Hershey Foods  
Imperial Tobacco  
Japan Tobacco International  
Mars Incorporated  
Nestlé (2008)  
Permira (Private Equity Fund)

- Bird Eye/Igloo
- Galaxy Entertainment (Macau)

Philip Morris International  
Shangri-La  
Sodexo  
Unilever (2008)