



IndustriALL Global Union

Introduction of Trade Union Network

12-13 November, 2013

Jørlunde, Denmark

Kan Matsuzaki- IndustriALL Global Union





Action Plan of IndustriALL

Extracts related to GFA

- Take responsibility for the respect of union rights and decent working conditions throughout their supply chains
- Develop further a MNC network strategy for exchange of information, joint initiatives, common platforms, coordination of national collective bargaining and mobilization in case of violations of workers' rights by MNCs and their suppliers
- Establish mechanisms of regular social dialogue at global and/or regional level to enable constructive industrial relations leading to global level negotiations
- Build up the necessary organizational procedures to enable the conclusion of agreements beyond GFAs with MNCs





Current GFAs of IndustriALL

Current agreements(43agreements)

IndustriALL has existing GFAs with the following multinational corporations.



Aker, AngloGold, BMW, Bosch, Brunel, Daimler, EADS, EDF, Electrolux, Endesa, Eni, Evonik, Ford, Freudenberg, GDF Suez, GEA, Indesit, Inditex, Lafarge, Leoni, Lukoil, MAN, Mann + Hummel, Mizuno, Norsk Hydro, Norske Skog, Petrobras, Prym, PSA Peugeot Citroën, Renault, Rheinmetall, Rhodia, Röchling, Saab, SCA, Siemens, SKF, Statoil, Umicore, Vallourec, Volkswagen, ZF



Trade Union Network

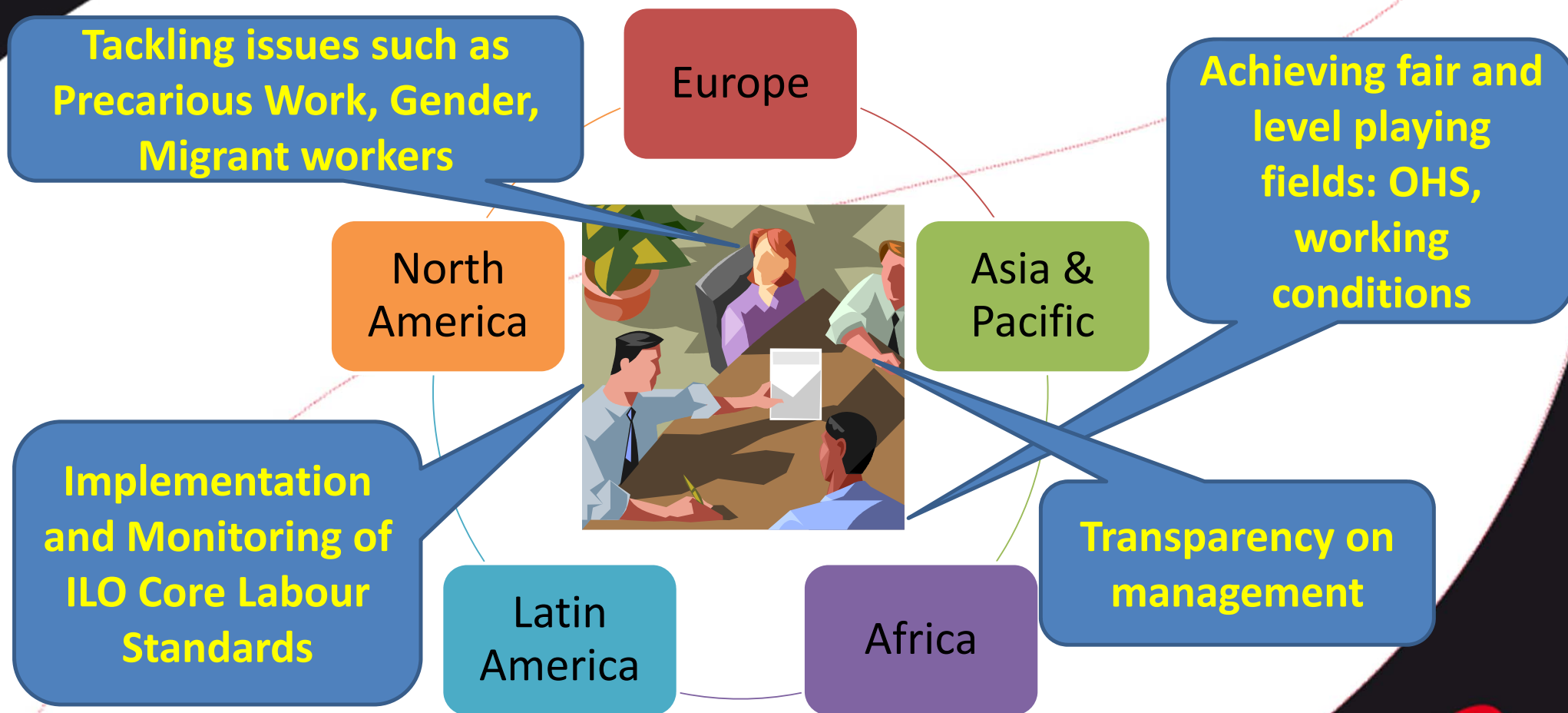
Principal Function

- **Exchange of Information & Experiences**
 - **Collective Agreements, wages, working hours, shift systems, bonus systems, holidays, retirement schemes**
 - **Organizing Strategies**
 - **Occupational Health, Safety & Environment**
 - **Company Information**
- **Building Cross-Border Union Solidarity**
 - **Joint Actions**
 - **Campaigning**
- **Implementing an Effective Communication Strategy**
- **Communication with Central/Regional Management**





IndustriALL's Strategy: GFA and TUN





Building Networks

The seven basic principles to establish a network

International Metalworkers' Federation

GUIDELINES ON TRADE UNION NETWORKS IN TNCs



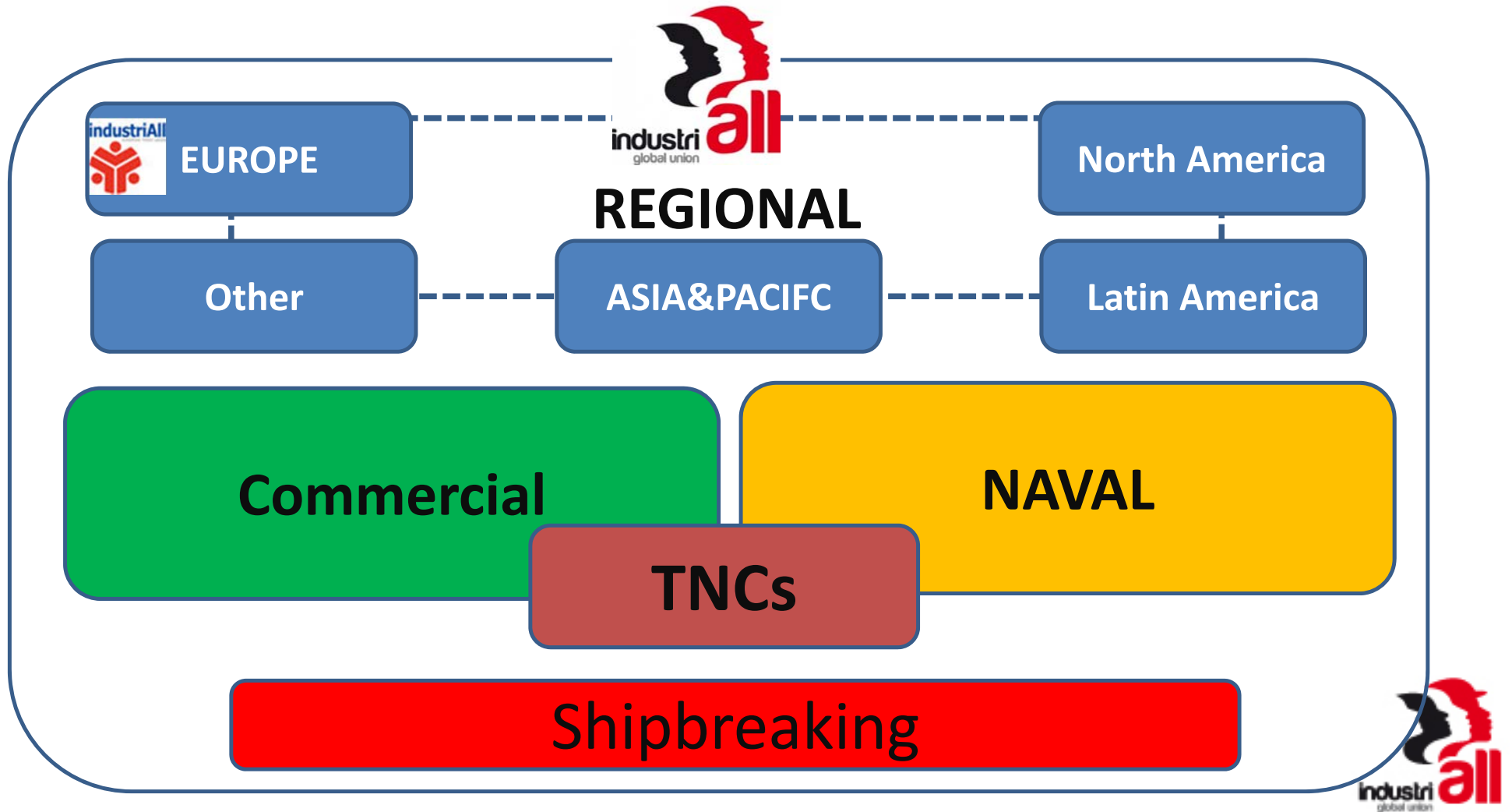
1. A political mandate from the affiliates involved. A network can be initiated by the IMF or its affiliates, after which a sufficient amount of affiliates need to commit themselves to building and participating in the network.
2. Trade unions in the home country of the TNC play a vital role in establishing a network and in making it function. IMF affiliates with membership in the company should be consulted and involved at an early stage of the process. The initiative from the union in the home country of the TNC is an important element.
3. The networks should be independent union bodies. From that independent position, they could pursue recognition from the company, including financial support where appropriate, provided they maintain their independence. In some cases, it may be useful to invite other organizations, in particular those that could facilitate communication and cooperation due to their regional and professional knowledge. The decision on inclusion rests with the participants of the network.
4. The network should also be transparent and open to all unions that wish to participate with the agreement of the IMF affiliates.
5. Each union itself decides over who participates or not in the networks recognizing the importance of representation and participation from the shop floor.
6. An action plan should be developed to set out the objectives, priorities, structure, ways of communication, role of the coordinator, etc. This can be done through a coordination meeting or electronically. There are specific measurable objectives. This can vary from network to network but should have common denominators as set out in the section on the roles of trade union networks.
7. The goal of the network is to increase the power of the unions vis-à-vis the company at the national, regional and global levels.





Creating Network

What kind of network do we need?





Thank You

Website

www.industriALL-union.org