

Global agreements: A key element of sustainability

June 5, 2012

Sustainability must include

- A voice for workers
- Decent work
- Collective bargaining
- Fair pay

UNI's Global Agreements



- 45 Employers
- 10 million workers
- Most are European
- Among largest private sector employers in the world

Standard elements

- Respect for the core labor standards:
 - Protection for workers representatives
 - Respect for Freedom of Association
 - Respect for Collective bargaining
 - No child labor/forced labor
- Regular meetings with UNI and unions

Best practices

- Organising rights such as access and commitment « not to oppose » union.
- Monitoring and enforcement
- Commitments for « living » or decent wage
- Health and safety protection

Agreements in Commerce

- Inditex (Zara)
- H&M
- Carrefour
- Total employees: 700,000
- Number of countries: About 100

How do these agreements contribute to sustainability?

- Facilitate creation and growth of unions in areas where this is otherwise difficult or impossible:
 - Colombia
 - Romania
 - US
 - HongKong

Romania

- Access agreement- August, 2011
- 2500 new members in 8 months
- Negotiated cba
- Salary increases/Holiday bonuses
- Bonuses for births, marriage
- Shop stewards

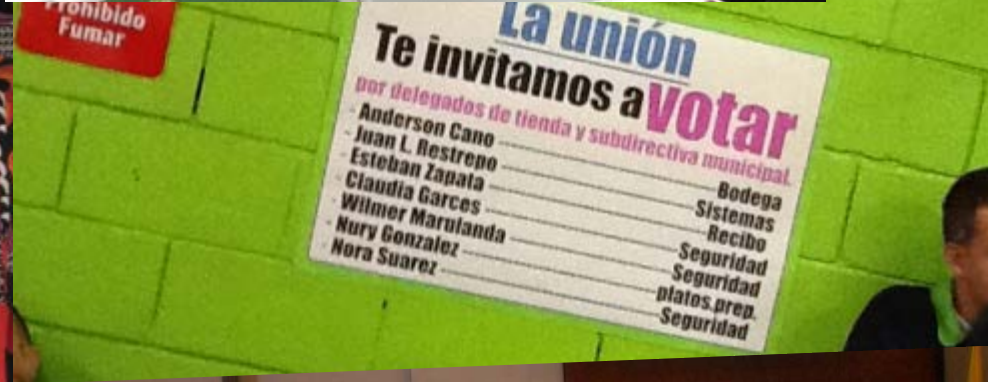
Colombia

- Agreement with Carrefour in October 2011.
- Aim: a new model of industrial relations in Colombia
- November to February:
 - 500 meetings,
 - 27 cities
 - 72 stores

The Colombia story

- Over 200 union stewards elected
- 4000 members, many more will now join
- Collective bargaining agreement signed in March
- Results: Improved pay, dignity on the job
- Covers 12,000 workers!
- A new day for Colombia

Carrefour - Colombia



United States- Canada

- Virtually impossible to organise in US at this time in history.
- H&M agreed to a fair process
- Cba has been signed, wage improvements, basic dignity, sick days and « just cause » dismissal.

H&M



U
al
n
global
union

Hong Kong

- Agreement which covers all stores and 600 workers.
- Includes access to workers and fair atmosphere
- Organising at early stage, aim is for first and only collective agreement in HK.

But.. agreements not perfect

- Enforcement not always easy
- Must have active Alliance or network
- We must insist upon enforcement across every border
- Deeper use in Europe important

Why do employers sign?

- Pressure from unions
- Pressure from investors, civil society organisations, government
- Protect image and reputation
- Allows them to implement a more sustainable policy in markets where there is local resistance.