



Practices of Global Framework Agreements

Jakarta, 29 May 2017

UNI Global Union

- UNI is a global union federation for the service sector
- Has 20 million members worldwide
- Members: 1000 union federations from 152 countries
- To win we have to be stronger – together
- Global Agenda to put a human face on globalisation



GFA's

- Until today, UNI has signed **50 GFAs** with MNCs
- Sectors are Telecom, Bank, Retail, Graphical, Media, Post&Logistic, Security, etc.
- Samples: **H&M and Takashimaya**

BASIC FACTS



- **Company:** H & M Hennes & Mauritz AB
- **Headquarters:** Stockholm, Sweden
- **Industry:** Apparel Retailing, Fashion Retailing
- **Number of Employees :** 93,351
- **Operations:** 6 independent brands
- **Total Stores (Present):** Around 3,700 stores are spread across 61 markets worldwide.
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BRANDS

& other Stories

MONKI

H&M



COS



COUNTRY/UNION PARTICIPANTS (Survey)

○ Asia Pacific Region:

- Australia
- Malaysia

○ North America:

- United States of America
- Canada

○ Europe:

- Austria
 - Belgium
 - Denmark
 - Finland
 - France
 - Germany
 - Ireland
 - Italy
 - Netherlands
 - Norway
 - Poland
 - Sweden (Handels & Unionen)
 - Spain
 - Switzerland
- 

BRANDS AND UNION DENSITY BY COUNTRY

	H&M	Monki	COS	H&M Home*	Weekday	Cheap Monday	&Other Stories
Australia	1-10%						
Austria	11-20%						
Belgium	31-40%		1-10%				1-10%
Canada	>61%						
Denmark	11-20%	11-20%	11-20%	11-20%	11-20%	11-20%	11-20%
Finland	31-40%	31-40%					
France	11-20%	1-10%	1-10%	0%		1-10%	1-10%
Germany	>61%	X	X	X	X	X	X
Ireland	1-10%						
Italy	11-20%						
Malaysia	0%						
Netherlands	1-10%						
Norway	31-40%	1-10%	0%	0%	0%	0%	
Poland	11-20%		X	X			
Spain	1-10%						



SOCIAL DIALOGUE

- **11 unions have established social dialogue with H&M**
 - Asia/Pacific Region: Malaysia and Australia
 - Europe: Sweden (Handels and Unionen), Norway, Belgium, France, Poland, Finland, and Italy
 - North America: United States
- **6 unions have not established social dialogue with H&M**
 - Asia/Pacific Region: None
 - Europe: Denmark, Ireland, Netherlands, Germany, Austria
 - North America: Canada
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ISSUE-BASED QUESTIONS

- **Most problematic issues in recruiting new members:**
 - Union access to workforce (top issue)
 - Workers fearful to speak to union
 - Reaching out to young workers

- **H&M is additionally problematic in the following areas:**
 - Union access and organizing (top issue)
 - Social dialogue
 - Following collective and/or sector agreements
 - Outsourcing and subcontracting
 - Training and education



Global Framework Agreement between H & M Hennes & Mauritz AB (H & M) and Union Network International (UNI)


H&M and UNI will bear joint responsibility for the full implementation in good faith of this agreement by all parties on all levels.

The agreement is based on the following ILO conventions including all core conventions:

29 Forced Labour
87 Freedom of Association and Protection of the Rights to Organise
98 Right to Organise and Collective Bargaining
100 Equal Remuneration
105 Abolition of Forced Labour

111 Discrimination
135 Worker's Representation
138 Minimum age
182 Worst Forms of Child Labour

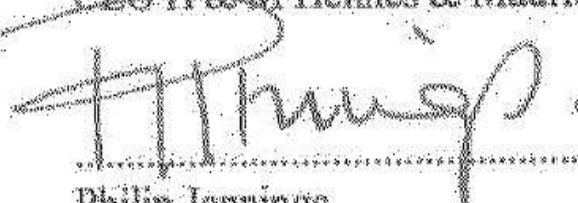
Geneva, 14 January 2004



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Rolf Eriksen

CEO H & M Hennes & Mauritz AB



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Philip Jennings

General Secretary UNI

H&M Retail Unions Network Building

UNI H&M

Global Union Alliance

- **Trade Union officers** from labour unions affiliated with UNI Commerce
- **UNI Commerce** (officers on global and regional levels).

Purpose of the Alliance

- To **unite** H&M workers **worldwide**
- To **build** workers' power through union **organising**
- To **develop dialogue** with H&M to explore mutually beneficial solutions to problems that arise

Structure of the Alliance

8 person steering committee consisting of representatives from unions who has CBA:

- 2 (The Americas),
 - 2 (Sweden),
 - 1 (German Speaking Countries),
 - 2 (Southern Europe) and
 - 1 (French speaking countries).
- **Additional seats** may be appointed and the composition of the steering committee may change as other countries and regions organize and form unions.

Goals of the Alliance

- **Grow free and democratic unions** in H&M
- Work to introduce UNI Commerce affiliates to local H&M management with the aim to **build constructive labour relations with the company at local level.**

Goals of the Alliance

- Monitor and enforce the global agreement that exists between UNI Global Union & H&M and when necessary make recommendations on changes that need to be made.
- Promote exchange of good collective bargaining practices.
- Develop a good dialogue with the company at the global level, particularly on issues such as :
 - Union Access
 - Trade Union Rights
 - Monitoring of the Global Framework Agreement
 - Company policies of a cross-national nature affecting workers

Communication and Networking

- The Alliance will facilitate regular communication among its members by:
 - Creating an **email list** for the Alliance
 - Developing an **alliance webpage** which facilitates information exchange,
 - Actively involves alliance members in activities and publishes related information;
 - Holding **regular meetings**.

GFA with Takashimaya

Content

- **Common Recognition of Human Dignity and Fundamental Human Rights in the Workplace**
 - **Respect** for others in the workplace
 - Maintenance of working environment with consideration for **health and safety**
 - Respect for **freedom of association** and the **right to collective bargaining**

GFA with Takashimaya

All workers shall have **the right to form and join trade unions**.

Where UNI affiliates represent the workers employed in companies owned by **Takashimaya Co. Ltd. and its subsidiaries**, the company shall recognize the right of trade unions to represent said workers in:

a) **Collective bargaining**. On their part unions will agree to negotiate in good faith, with the common aim shared by labour and management of contributing to the development and growth of the company, which guarantees the employment of the workers.

b) Any procedures **settlement of disputes**.

c) **Negotiations and consultations** in all matters affecting jobs and training.

GFA with Takahsimaya

- The right to represent workers.

The company guarantees that workers representatives **shall not be discriminated** against and shall have access to all workplaces necessary to enable them to carry out their representation functions.

GFA with Takashimaya

- **Social Partnership** Framework at the National and Global levels
- Common Recognition of the necessity to deal with impact on **Global Environment**
- Common Recognition of Human Dignity and Fundamental **Human Rights in the Community**
 - Free choice of employment
 - Abolition of discrimination in respect of employment
 - Abolition of Child labour

GFA with Takashimaya

As Takashimaya Co. Ltd. considers the respect for workers rights mentioned in this agreement to be an essential element of progress in the industrial relations, Takashimaya Co. Ltd, **will make efforts to tell the companies that would like to enter into contracts with or provide services to Takashimaya Co. Ltd. the need to adhere to these principles.**

GFA with Takashimaya

Evaluation of this GFA, **every year** among Takashimaya Management, Takashimaya Union, UA Zensen (Union Federation) and UNI Apro

THANK YOU - TERIMA KASIH

