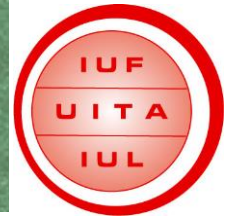


TNC UPDATE #23

11-2015



A regular update of IUF TNC activity exclusively for IUF affiliates. More detail can be requested from the individual IUF staff person identified with each entry.

Contents

Agriculture:

Tea:

- Tata/Tetley
- Unilever

Beverage/Breweries:

- The Coca-Cola Company
- PepsiCo
- ABInBev
- Carlsberg
- Heineken

Catering:

- LSG Sky Chefs
- Sodexo

Dairy Division:

- BEL Group
- Danone
- Saputo

Fast Food:

- Asia/Pacific & Fast Food TNCs

Fisheries:

- Citra Mina/Philfish
- Phillips Seafood
- IUF International Meeting of Fishing Industry and Aquaculture Unions

Flavours & Fragrances

- International Flavors and Fragrances (IFF)

Food Processing:

- Kraft Heinz
- Mondelez
- Nestle
- Unilever

Hotel Chains:

- Accor (Sofitel)
- Holiday Inn
- IUF's International Hotel Housekeepers Campaign

Meat:

- 3rd IUF International Meat Workers' Conference

AGRICULTURE

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Tea: Tata/Tetleys & Unilever

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As part of the ongoing IUF tea workers organizing initiative in Assam and West Bengal, the IUF has welcomed a report from the BBC (<http://www.bbc.com/news/world-asia-india-34173532>) which shows the appalling working conditions on tea plantations in Assam supplying to tea-packing TNCs like Tata/Tetley and Unilever. The IUF supplied information to the BBC research team based on IUF work/research in tea plantations dating back to 2007.

In November/December 2015, the IUF together with the Right to Food NGO FIAN, will send a fact-finding team to Assam and West Bengal to make a further study on working conditions on tea plantations supplying to major tea packing companies in Europe and the USA with a view to increasing pressure on the tea TNCs to take action to clean up their supply chains.

BEVERAGES

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Coca-Cola

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By a majority vote, production workers at the Coca Cola syrup manufacturing facility in Allentown, PA, **USA** have voted to join **Teamsters** Local 773 in Allentown. There are 90 employees in the union bargaining unit.

The Coca-Cola Company announced the formation of a new National Product Supply System ("NPSS") in the **United States** on September 24, 2015. Under the initial terms, it is anticipated that each NPSS bottler will acquire certain production facilities from CCR within their transitioning distribution territories. Consolidated will acquire production facilities in Sandston, Va., Baltimore and Silver Spring, Md., Indianapolis and Portland, In. and Cincinnati, Oh. United will acquire the production facility in New Orleans;

La. Swire will acquire production facilities in Phoenix, Az. and Denver, Co.

The IUF is concerned that this new structure in the United States may lead to organizational change and restructuring. Affiliates in the US that are organized in Coca-Cola are asked to inform us of any changes or effects on the employment or unions' positions that will be caused by the formation of a new National Product Supply System.

In **Spain** more than 200 Coca-Cola employees are celebrating their return to work after they prevented the full the closure of a factory in Fuenlabrada, in the Madrid region. While the workers were reinstated in Fuenlabrada, they have not kept the same jobs with Coca-Cola Iberian Partners deciding to transform the bottling plant into a logistics centre. The National Court said in a ruling in October that Coca-Cola does not have to give their bottling jobs back as long as it maintains their pay and conditions in their new roles. Workers plan to take the National Court's ruling to Spain's Supreme Court. They want the company to re-open some production lines at the plant.

Coca-Cola Enterprises announced its investment and restructuring plan for the Ghent plant in **Belgium**. The restructuring will affect 122 of 443 jobs. IUF affiliated **FGTB-HORVAL** is negotiating a social plan for workers who will lose their jobs.

CCEAG announced the full closure of four plants and the partial close-down of two plants as well as the higher capacity utilization of the remaining sites in **Germany**. The restructuring plan affects more than 500 Coca-Cola workers. IUF-affiliated **NGG** negotiated a social plan which included voluntary resignations, transfers to vacant positions in the company, job swapping, and release until age of retirement financed by a transformation of the severance pay. As a result 319 workers left the company, 128 workers were given new jobs and 66 workers remain in the company through cost centre re-assignment or transfer.

PepsiCo

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PepsiSqueeze Human Rights campaign launched

The campaign is in support of workers in India in a warehouse supplying uniquely to PepsiCo. We are seeking to have the company take corrective action for these workers who have been outrageously denied their rights. The campaign slogan is **"PepsiSqueeze: No room**

for human rights". New campaign materials and advice about what you can do with the available campaign material to help these workers are available from [the IUF website](#) under [PepsiCo](#).

IUF members participating in a **global meeting of unions representing PepsiCo workers** held in Geneva September 29-30 pledged to continue their support for the Indian workers, and pointed to a number of other potential issues at the company. The message to PepsiCo is a simple one: respect human rights throughout your operations and in your supply chain!

The IUF Secretariat drafted a media release on the "STOP PepsiSqueeze!" international union campaign. We are encouraging affiliates to promote this and release it to their members, the wider labour movement (for example national centres) and the general media. Please write to burcu.ayan@iuf.org to receive this media release and other material.

In addition to the close to **11,000 supporters** who have contacted PepsiCo directly support has been provided by a growing list of unions and other including but not limited to:

- Affiliates at the 2015 Trans-Tasman Food and Beverage Union meeting
- Affiliates in Benin
- The IUF Asia Pacific regional committee
- Dominican Republic Frito-Lay workers and their union SINTRALAYDO
- The IUF Latin America Executive Committee
- The IUF Global Meat Workers Conference
- Delegates attending the FAO's committee on World Food Security Civil Society Forum
- The Korea Chemical & Textile Workers' Union
- The PepsiCo India Holding Workers Union
- Unite the Union in the UK
- IUF Europe's (EFFAT) Region Tourism Sector
- The Novoprof union in Russia
- The Ukraine food workers
- India PepsiCo plant unions
- IUF affiliates organized in Unilever.
- IUF affiliates in New Zealand
- IUF affiliates in the Faroe Islands
- IUF affiliates in Denmark

- IUF-JCC members in Japan
- Global hotel and tourism meeting delegates in Tunisia
- Affiliates in Russia
- IUF member HRF in Sweden
- Affiliates in Niger
- Affiliates in Korea
- IUF affiliates in Canada
- IUF affiliates in the USA

All demanded the dismissed warehouse workers be reinstated or offered new jobs with full compensation and guarantees that their rights will be respected! Find the details of these actions at www.pepsisqueeze.org.

To send a message to the company demanding the workers be reinstated click [here](#). When you send the electronic message your name will also appear on a postcard ([click here to see the postcard](#)) addressed to the company which will be delivered at a later date.

PepsiCo binges on buybacks while dismissed warehouse worker's family goes hungry and while PepsiCo CEO gets a record compensation, dismissed warehouse workers in India struggle with unemployment and debt. A low-paid worker in one of the warehouses ***Gautam and his workmates were working in at the time they were sacked, would need over 20,350 years to earn what the top PepsiCo boss netted last year*** – but only if they keep their jobs by renouncing their human rights. Read more [here](#).

The IUF Secretariat requested its affiliates to send a letter to the company to ensure that PepsiCo corporate management resolves this long-running conflict in India through direct discussions with the IUF. Please write to burcu.ayan@iuf.org to receive a sample letter and send it to PepsiCo.

BREWERIES

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ABInBev

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Anheuser-Busch InBev has bid to buy its main rival **SABMiller** for £68 billion (\$104 billion), creating a brewery transnational company with annual sales of \$55 billion. The combined firm will be the world's largest beer maker by far, with nine of the world's top 20 branded beers by volume. AB InBev could be asked to divest assets where there's overlap with SABMiller.

The most likely scenario, analysts say, is that the newly merged company would have to unload SABMiller's 58% financial stake in MillerCoors, possibly to Molson Coors, which currently owns 42%, but has 50% voting share in the joint venture. The two giants have less overlap internationally, meaning there would be fewer anti-trust concerns. They do not see concentration of market share as a significant issue in other overlap markets such as Russia, Ukraine and the UK.

The IUF Secretariat is collecting information from affiliates organized in AB InBev and SABMiller about the possible impact of this acquisition on the workforce in different countries. Affiliates should inform burcu.ayan@iuf.org about any issues that arise locally as a result of AB InBev's proposed acquisition of SABMiller.

Carlsberg

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Carlsberg workers organized by **UNITE the Union** in the **UK** took industrial action on October 1, 2015 with close to 200 Carlsberg engineers, brewers, processors and packers taking part in a continuous ban on overtime and a work-to-rule following the company's imposition of a worldwide pay freeze. Read more [here](#).

Heineken

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International Heineken Unions Meeting

The IUF will organize an **International Heineken Unions' meeting on February 16-17, 2016 in Eastbourne, UK**. For further details and registration, please email burcu.ayan@iuf.org

The IUF has visited **Haiti** to investigate union rights issues at BRANA brewery owned and operated by Heineken since 2012. The main issue is that local management refuses to discuss any individual grievances with the union and imposes a unilateral agenda during meetings in practice therefore refusing to fully recognize the union. Amongst issues the union wants to discuss include alleged unfair dismissals of union members and the dismissal of workers following workplace accidents.

There is safety, health and environment (SHE) committee with 10 people at the workplace but all committee members are managers again freezing the union out. To improve the safety conditions and measures union members have asked to join the committee but have been refused.

The IUF will continue to raise the issues in Haiti with senior corporate management of Heineken

in the Netherlands as we seek to resolve outstanding rights issues. Failure to act on management's part will lead to more public action.

Heineken N.V. and CFAO announced on September 25, 2015 the formation of a joint venture in **Ivory Coast** under the name of "BRASSIVOIRE" to produce and market beer in the country. This new entity is owned 51% by HEINEKEN and 49% by CFAO.

CATERING

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LSG Sky Chefs

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Members of IUF affiliate **Unite Here** continue their campaign for better pay and healthcare for airline workers with demonstrations around the U.S. The campaign demanding that airlines charge an extra 'nickel' (5 cents) a ticket to pay for workers' healthcare was reported in the TNC Update #19.

Recent events include a protest targeting LSG Sky Chefs outside an airline expo in Portland Oregon and you can watch the local TV news item [here](#)

Sodexo

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A long running dispute in **Morocco** which began with the dismissal of the general secretary of the Sodexo branch of the union **ODT** in 2013 is heading towards resolution following recent negotiations on November 6 in Casablanca involving the IUF, representatives of ODT, and local and corporate Sodexo management. Progress will be reported at the next annual **IUF/Sodexo International Meeting** to be held in Paris on November 19.

DAIRY DIVISION

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The next full conference of the Dairy Division will be held in Cape Town, South Africa in April or May 2016.

BEL Group

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As a result of issues with the company in Turkey an initial informal meeting took place between the IUF general secretary and BEL Group corporate management in Paris. Follow-up discussions to be joined by IUF Turkish

affiliate Tekgida Is are now planned for early December.

Danone

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The Danone 2015 CIC meeting was held on October 20-23, 2015 in Geneva. The meeting focused on a restructuring project called "One Danone" which will eliminate some 653 jobs globally at Human Resources, Finance, IT and General Secretary functions and create 404 new positions in a new organizational model for these business functions.

A second extraordinary meeting for information and consultation for Europe will be organized on November 24, 2015.

The first extraordinary meeting was held on September 15 in which IUF affiliates in Europe representing Danone workers demanded that Danone management fully respect the 1997 agreement it signed with the IUF that is triggered whenever Danone announces major employment changes anywhere in the Group world-wide.

An independent analysis of the "ONE DANONE" project commissioned by the first extraordinary meeting will analyse the reasons claimed for the planned world-wide restructuring, its effects on employment and working conditions, the economic relevance of the project for Danone's future financial independence, the real cost of implementing the plan and an analysis based on the IUF and Danone agreement on health, safety, working conditions and stress.

Saputo

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IUF affiliates with members in the Canadian dairy TNC **Saputo** have established an **International Saputo Union Alliance**. The affiliates are **ATILRA (Argentina), IBT, (USA and Canada), UNIFOR (Canada)** and the **NUW (Australia)**.

A first conference call was held on November 4 and participants shared information about organizing and collective bargaining.

FAST FOOD

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On August 29, the **1st IUF Asia Pacific Fast Food Strategic Meeting** was held in the Philippines. The meeting was attended by fast food organizers from the Hong Kong Confederation of Trade Unions (HKCTU), the Arbeit Workers' Union (ALBA) from Korea, The Cooks and Servers Union from Thailand and RESPECT, the Fast Food workers' organization

from Philippines. Participants in the meeting shared experiences, discussed current campaigns and each organization outlined their campaign strategies. The participants held up a banner to congratulate the UNITE Union for its successful “End zero hours contract” campaign in pursuit of secure working hours in New Zealand’s fast food industry.

FISHERIES

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Citra Mina / Philfresh

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The issue of the responsibility of sea food corporations was highlighted by IUF and ITF delegates at the **First International Fisheries Stakeholders Forum in Vigo, Spain, on October 8-9.**

The union group underlined that whilst progress achieved had been over the past 20 years in the field of protecting the environment and fish resources, it is no longer acceptable that the industry largely ignores the major human rights violations both at sea and on the ground.

The case of **Citra Mina Philippines** was used as an illustration of the need for urgent action for the change in the industry. A special side panel discussed ways to introduce the human rights dimension into the concept of responsible fishing at the international level.

A group of ILO and FAO experts, as well as several NGOs and IUF, ITF representatives, announced the launch of an initiative to address the worst forms of exploitation in the industry. The initiative will be further discussed at an **ILO tripartite expert meeting in Oslo, November 25 and 26.**

Phillips Seafood

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After intervention with company headquarters by IUF affiliated UFCW calling for an end to the appalling situation of “no-work, no-pay” casual employment situation and the reinstatement of 250 dismissed workers, the company sent senior corporate management to **Indonesia**. However to date there has been no change since the company continues using precarious employment and refuses to reinstate workers and recognize their union Federasi Serikat Buruh Lampung (FSBL). Following these the mass dismissals, Phillips Seafood built an illegal home-based industry called “mini plants” to get the maximum volume of product at minimum cost. The company pays workers in mini plants the lowest possible wages, takes no

responsibility for their health and safety including no arrangements for human waste disposal.

On October 30th, 130 women workers walked through the city to protest in front of the Labour Department and demand the closure of “mini plants”, the return of jobs back to the factory and reinstatement of all the dismissed workers in permanent. The local mobilization is expanding and IUF has now launched an international campaign against Philips Seafood (contact kirill.buketov@iuf.org for details).

Thai Union

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IUF and IUF US affiliates (BIT, SEIU, UFCW), joined the Greenpeace campaign to end destructive fishing and labour exploitation in Thai Union Group’s supply chain. <http://www.greenpeace.org/usa/why-changing-the-tuna-industry-means-stopping-labor-abuse/>

The campaign was launched after an investigation revealed fishing vessels crewed by victims of human trafficking. Migrant workers find themselves duped and effectively imprisoned on rusty fishing vessels for up to three years without returning to land. Fishermen are forced to work for up to 22 hours a day in deplorable conditions. Salaries promised do not materialize; workers are beaten or fined for slowing down or falling asleep, and there is evidence some have even been killed for refusing to work.

IUF International Meeting of Fishing Industry and Aquaculture Unions

As mandated by the IUF’s 26th World Congress, this first international meeting will convene in Oslo on November 23 and 24. More than 45 delegates, from all continents are registered for participation. The meeting will be hosted by the Norwegian Food Workers Union NNN. Meeting documents will shortly be uploaded for IUF members on the IUF web site. <http://www.iufdocuments.org/en/>

FLAVOURS & FRAGRANCES

International Flavors and Fragrances (IFF)

IUF-affiliated Tekgida-Is started organizing members at the IFF factory in Gebze, Turkey on May 22, 2015. The union initially recruited 62 workers of 150 workers and applied to the Labour Ministry for bargaining rights at the enterprise level. The Labour Ministry recognized Tekgida-Is as the bargaining union on June 18, 2015. This decision of the Labour Ministry was challenged by IFF in the local labour court.

Tekgida-Is union tried to communicate with the local management with no success and as a result started local protest actions on September 7, 2015. 30 union members have since been unfairly dismissed.

IUF-affiliated FNV officers visited Turkey and met with the unfairly dismissed workers and the union representatives to investigate. FNV drafted a report of events and facts and shared it with IFF Dutch and US managements. To date workers remain dismissed and union rights remain continue to be denied by management.

The IUF is now contacting major IFF customers advising them of events in Turkey and calling on them to contact their supplier to insist on remedial action.

Failure on the part of IFF management to act will result in further international action by the IUF and affiliates around the world.

FOOD PROCESSING

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Kraft Heinz

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Kraft Heinz will close seven plants in the U.S. and Canada, as part of a downsizing that will eliminate 2,600 jobs, or roughly 14 percent of its North American factory workforce. The closures, which will take place over the next two years are part of a plan to save \$1.5 billion in operating costs by the end of 2017. After the facilities close, Kraft Heinz will have 41 plants in North America that employ about 18,000 people. The IUF Secretariat is talking with North American affiliates to develop an international response to this destruction of jobs and families' futures at Kraft Heinz.

Mondelez (ex-Kraft)

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Mondelez is in a state of permanent restructuring which has resulted in thousands of layoffs around the world over the past two years. The previous TNC update (#22) provided details of some of the countries and affiliates affected and in the first week in November Mondelez announced further closures in Portugal (Biscuits) and Hungary (Candy) with most of the production being re-located to the Czech Republic and Poland.

The constant attacks on workers' rights and livelihoods in the interests of increasing shareholder wealth demands a global response and the IUF has convened a group of affiliates

to develop and coordinate responses to the constant restructuring. The company disinvests in communities without reimbursing taxpayers after it has often received substantial assistance in the form of tax breaks, tax holidays and the like, and has showed no loyalty to local communities. Affiliates will explore industrial and political responses to the restructuring and share and disseminate information.

The IUF Secretariat will gather information on the specifics of restructuring including loss of jobs, negotiated job protections, company investment and disinvestment and production relocation. It will also collate and share any experiences of developing alliances with civil society and politicians to fight plant and line closures.

Affiliates representing Mondelez workers should forward any relevant information, including information about collective bargaining arrangements, to the IUF secretariat.

Nestlé

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Progress was made with various rights issues discussed at the most recent formal IUF/Nestle global meeting held in Vevey, Switzerland on October 29. In the previous TNC update (#22 September 2015) the IUF noted its strong condemnation of Nestlé Japan's inappropriate intervention in the affairs of **Nestlé Union Japan** which led to the union disbanding itself and disaffiliating from **Food Rengo** to be replaced by an employee association where workers' rights were significantly reduced. The IUF protested the refusal by the company in Japan to allow Food Rengo access to correct the misinformation circulated to workers. Food Rengo now understands that there are approximately 400 workers who opposed the dissolution of their union.

Pointing to a clear precedent agreed in 2013 under the auspices of the OECD National Contact Point in Japan the IUF has insisted on an assurance from Nestlé that workers in Nestlé Japan who wish to remain union members can exercise their rights and can do so through the granting of access to Food Rengo to meet with those workers.

The company will shortly respond to the IUF concerning our formal request for access and appropriate recognition of any independent union which is established in Nestlé Japan, including the right for such a union to enter into collective bargaining with the company.

The IUF reiterated its serious concern that Nestlé failed to undertake human rights due diligence

when it entered into the **joint venture with Lotte in Korea**. The company has still not implemented a 2013 Supreme Court ruling on ordinary pay and is now restructuring without negotiation and threatening 114 jobs. The IUF again demanded that Nestlé to assert its influence to respect and protect human rights in its joint venture with Lotte in Korea.

US affiliates the **UFCW** and **IBT** and the IUF general secretary met with Nestlé's North American management on October 14 to discuss the company's obligations to allow its employees to access their right to freedom of association. Progress has been made through these discussions and Nestlé corporate provided an assurance that separate operating divisions in the U.S. will be aligned and there will be one policy and one operational approach to the issues the IUF and affiliates have raised.

The IUF and Nestlé have agreed to convene a meeting of at least one full day in **Moscow** most likely in February 2016 with representatives from Nestlé corporate, Nestlé local management, the IUF secretariat and IUF affiliate the **AIWUR**, to explore putting industrial relations in Russia onto a more positive foundation following recent recognition and wage bargaining issues.

In **Chile** IUF affiliate unions have accused the company of influencing new workers to join a non-representative union which has agreed to weaken aspects of the collective bargaining agreement to the benefit of the company. IUF affiliates in Chile have alleged unfair labour practices, anti-union practices and unfair collective bargaining practices in the Labour Court and at the time of writing we await the Court's decision.

In the recent Maggi Food recall in **India**, the IUF Asia Pacific region communicated twice daily with Nestlé management to prevent mass layoffs. A total of 21 lines in 5 factories were shut down affecting 1,956 permanent workers and 3,000 contract workers. All permanent workers were reassigned with none made redundant. The IUF A/P region successfully intervened in the planned termination of all contract workers to ensure a compensation package for temporary layoffs with guaranteed re-employment on the basis of seniority. The management met with the **Federation of All India Nestlé Employees** for the first time since the federation was formed in 2006 and they now have a schedule of regular meetings planned.

In the **Gender equality working group** with Nestlé, the IUF consistently raised the need to

lift global standards to the level of ILO Convention 183 to provide primary caregivers with 14 weeks paid leave and the right to extend that by another 6 months paid or unpaid to be based on locally agreed arrangements. Finally in June, Nestlé launched such a policy and required implementation by 2018. Where these standards are not yet met, the IUF is urging affiliates to bargain with the company at the earliest opportunity to ensure the standards of the ILO convention are implemented as soon as possible.

The working group has identified the **Nestlé Oceania Discrimination-Free Workplace Policy** which has been negotiated with affiliates in Australia, as an example of good practice and the IUF is advocating the policy or similar be adopted globally and implemented through negotiation with IUF affiliates.

Unilever

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An **IUF/IndustriAll/Unilever Bi-annual Meeting** was held in London on October 30, it was agreed that formal signing and publication of the agreement on preventing sexual harassment in the workplace, accompanied by a joint public announcement and information for affiliates, should be completed by end November. The final text was agreed and approved by all parties in October. IUF will be providing information to affiliates on implementation and follow-up at plant level, in accordance with the detailed implementation measures set out in the agreement which require negotiations between unions and management. Unilever agreed with the IUF proposal that union representatives must receive paid time off for training on implementation of the agreement.

Following on a number of disputes at companies in Unilever's supply chain, including Crown, Huhtamaki and DHL, the IUF will seek to agree with Unilever on a mechanism and strategy for resolving conflicts over basic rights in the Unilever supply chain, rather than on an ad hoc basis as conflicts arise. The IUF expects engagement on these issues with Unilever at corporate level. The IUF's current dispute with PepsiCo over the rights of workers in Indian warehouses that exclusively supply PepsiCo, moreover, was not simply a supply chain issue, because Unilever has a joint venture in drinks with PepsiCo operating in a number of countries and Unilever is thus directly linked to these abuses.

Following on investigations of the employment situation and the use of casual and/or agency labour in ice cream and beverages, the

IUF/Unilever Working Party on Sustainable Employment will again be formally examining the situation this time in the entirety of the company's manufacturing operations. The IUF will strongly promote the critical role of negotiations with unions in moving precarious workers to permanent, direct employment contracts.

HOTEL CHAINS

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IUF International Housekeepers' Campaign

“Make my workplace safe – Dignity for Hotel Housekeepers!”

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Under the slogan “***UTHGRA values you, UTHGRA takes care of you***” (UTHGRA te valoriza, UTHGRA te cuida), over 1200 hotel housekeepers have participated in meetings and workshops organized by UTHGRA in ***Argentina*** since May 2015 to launch the initiative.

The second ***Asia/Pacific region strategic meeting on the Global Housekeeping Initiative*** held 11-12 September in Langkawi, Malaysia, brought together 62 participants from 15 federations and national level unions from 13 countries to continue building the initiative. Every participating union recognized that the series of educational meetings, actions and rallies have brought gains including conversion of casual housekeepers to regular employment in Pakistan and the Philippines.

Participants evaluated the current stage of the campaign and identified priorities to carry it forward. These included education and plan to raise concrete demands to hotel managements aimed at making their workplaces safe.

In the ***Philippines*** IUF-affiliated ***NUWHRAIN*** set up a Campaign Committee in August after joining the Global Housekeeping Initiative and has already won important gains for local union branches at ***Accor's Sofitel*** and ***Holiday Inn*** in Manila. The union has succeeded in eliminating the room quotas for housekeepers at the two hotels, shifts are limited to 8 hours, a group of casual housekeeper employees have been converted to permanent employment and more conversions to permanent status are expected. NUWHRAIN is also seeking to involve the country's Department of Labor and Employment

(DOLE) in their fight to raise standards for housekeepers across the industry.

On August 11 and 19, IUF-affiliates ***NUHPSW*** and ***HAPSSSA*** held two workshops in, ***Nigeria***, to promote the hotel housekeeping initiative as part of a women workers' project. Some 30 participants, both female and male, attended the workshops to identify the problems facing workers in the hospitality industry. Participants identified the establishment of Health and Safety committees, the provision of adequate PPEs (Personal Protective Equipment) and a reduction in the number of rooms to be cleaned, as key union priorities.

MEAT

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Meat sector TNCs

The ***3rd IUF Global Meat Conference*** was held on October 13 and 14 in Chicago, USA.

Participants discussed the rapidly globalizing meat sector which is increasingly dominated by TNC's which have grown through mergers and acquisitions in recent years. 12 of the world's top 100 food companies are meat focused, led by the giant Brazilian based company ***JBS*** which now operates across 6 continents. The other three giants in the industry are the U.S based ***Tyson*** and ***Cargill*** and China-based ***WH Group***. 700,000 workers are employed by the top 15 companies.

In many of these companies migrants dominate the workforce in many countries and affiliates at the conference discussed the urgent requirement to resource the organizing of migrant workers. Participants affirmed the union principle that all workers have the same rights regardless of where they originate from before entering the workforce in any country.

The IUF has requested affiliates to help with the provision of information to assist the IUF to assess union strength in the major meat TNC's to allow meat sector affiliates measure progress as we build strategies to increase union density within these companies.

Participants welcomed a proposal to establish an IUF meat division with a strong focus on TNCs.