

# Engaging MNCs, building worker organisations

GUF AFRICA FORUM, 23 – 26 APRIL 2012

labour research service  
<http://www.lrs.org.za>



- Codes and agreements and guidelines to curb the more destructive behaviour of MNCs and encourage positive behaviour in terms of community, environment, corporate governance.
- **ILO CONVENTIONS**
  - **OECD Guidelines** – countries not companies
  - **GAs** – companies not countries
  - Global Compact
  - JSE SRI criteria

**MNCs – codes and tools**



# MULTINATIONAL COMPANY DATABASE

- **COMPANY**

## **INFORMATION**

- OPERATIONS
- OWNERSHIP
- PERFORMANCE
- DIRECTOR FEES

- **WORKER INFORMATION**

- UNION DENSITY
- AGREEMENTS
- WAGES

...online in 2012

## **Shop steward alliances in SA MNCS:**

- **ICEM / AngloGold Ashanti Africa**
- **UNI / Pick n Pay**
- **UNI / Shoprite Checkers**
  
- Walmart/Massmart 2012

Reports on FES and LRS websites:

- Publications: <http://www.fes-southafrica.org/pages/tu-competence-centre/home.php>
- Company Publications: <http://www.lrs.org.za>

# **Shopfloor internationalism**



<b>Company Name</b>	<b>Sector</b>	<b>Global Union</b>
<b>AngloGold Ashanti</b>	Mining	ICEM
<b>De Beers Family of Companies</b>	Mining	ICEM
<b>Eskom Holdings Limited</b>	Industrial	ICEM
<b>Gold Fields</b>	Mining	ICEM
<b>Illovo</b>	Food and Beverage	IUF
<b>Massmart</b>	Retail	UNI
<b>MTN Group</b>	Technology and Telecommunications	UNI
<b>Network Healthcare Holdings</b>	Health	PSI
<b>Pick n Pay Stores Ltd</b>	Retail	UNI
<b>SABMiller</b>	Food and Beverage	IUF
<b>Sappi</b>	Paper and Packaging	ICEM
<b>Shoprite</b>	Retail	UNI
<b>Standard Bank Group</b>	Banking and Financial Services	UNI
<b>Sun International</b>	Retail	UNI
<b>Vodacom Group Limited</b>	Technology and Telecommunications	UNI
<b>WBHO</b>	Construction	BWI

<b>Section</b>	<b>Variables</b>	<b>Source</b>
<b>Company Information</b>	Contact details, SE listings, Main shareholders	Company Annual Reports, website
<b>Company Performance</b>	Revenue, Profit before tax	Company Annual Reports, website
<b>Director Fees</b>	Salary, benefits, bonus, Long term Incentives	Company Annual Reports, website
<b>Operations</b>	Locations, employment	Company Annual Reports, website
<b>Unionisation</b>	Unions organising, union density	National Affiliate Questionnaire
<b>Worker Wages</b>	By form of employment	National Affiliate Questionnaire
<b>The Wage Gap</b>	Workers' wages compared to the CEO	National Affiliate Questionnaire

**2011 – GUF ENGAGEMENT**



- **Content**

- Provide GUFs with relevant reports of Companies in their sector so as to improve their strategies for building regional trade union alliances and campaigns.
- Provide a report analysing trends revealed by the MN database to inform trade unions in Africa to improve their advocacy and lobbying for relevant CSR, Governance and industrial relations.

- **The process**

- To identify training needs of unions at various levels.

**Two kinds of findings- content and process**

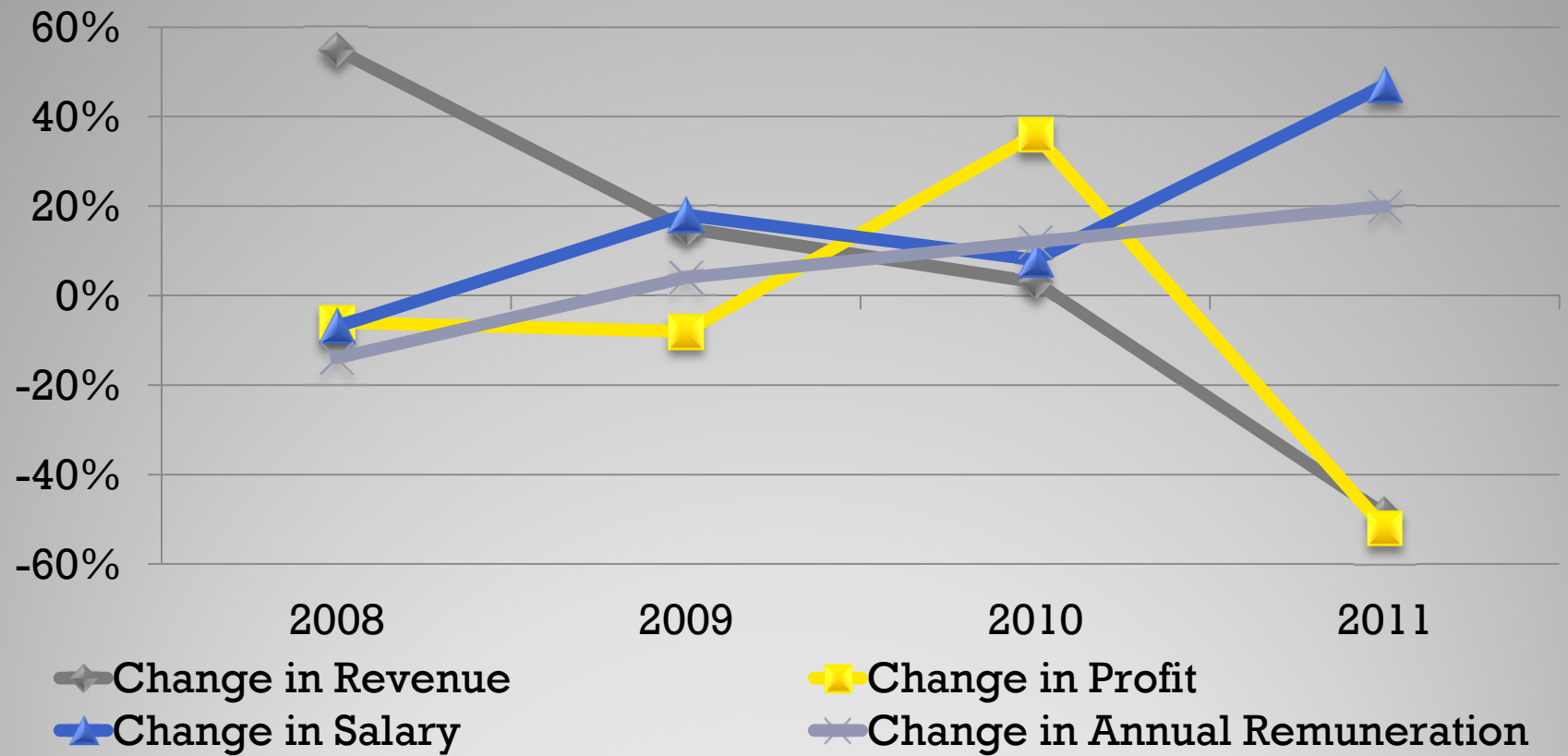


- SA MNC trend report on the FES and LRS websites:
  - Publications: <http://www.fes-southafrica.org/pages/tu-competence-centre/home.php>
  - Company Publications: <http://www.lrs.org.za>
- 10 sectors covered
- Workers and potentially unions in 30 countries given the geographic spread of the companies listed.
- Study covers 573, 348 workers across operations - some not report total employment numbers and the form of employment is not noted; excludes, in most cases, subcontractors, labour brokers and contract workers who are not discussed but are also workers that contribute to the value created by the MNC operations.

# Content

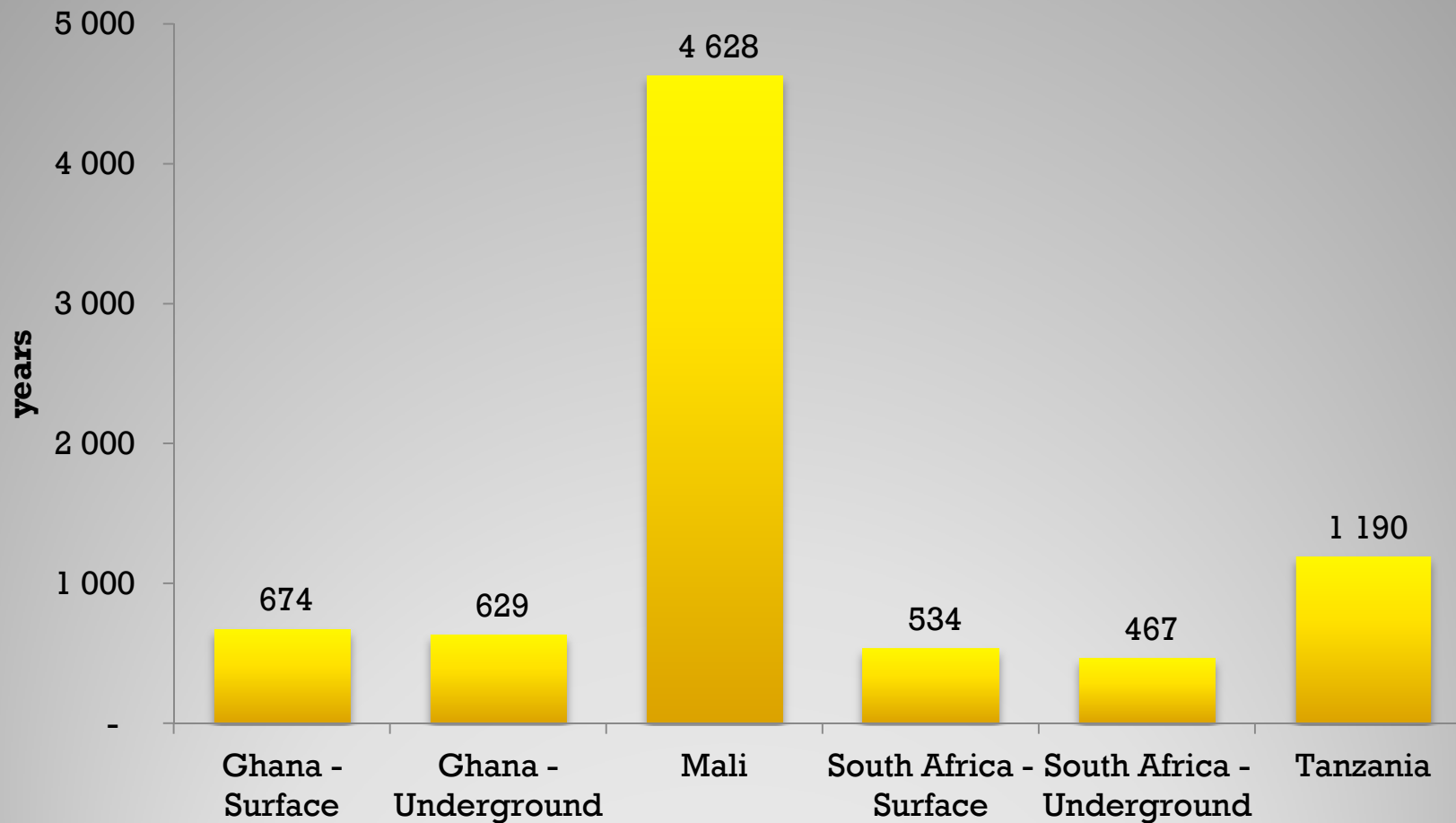






**SA MNCs in Africa**





# The Wage Gap at AGA



- Understanding levels of organisation and where the gaps are – women, contract workers, the young.
- Understand where the weaknesses in affiliate unions are – can they get this information.
- Workers begin to understand their company, know their sister organisation - mapping
- GUFs know where their affiliates are – Unions can report on actual company data
- Centralised tool for data storage over the long term  
Trend report to follow get more extensive over time.
- GUFs can find other GUFs in the country
- Setting the AGENDA based on facts

**Networks, communication,  
information**



*Knowledge is too important to be left in the hands of the bosses*

