

BARGAINING WITH MULTINATIONALS

- is international union networking the answer?



Oliver Diaz is 28 years old and member of the union SNTT's branch in Buenaventura, Colombia. He negotiated with TC Buen – part of APM Terminals – in connection with a strike in September 2018. He is responsible for the union's Youth Secretariat, for activating the families in the union work, re-creative offers and vocational education and training.



Esteban Barboza Valencia is the president of the union SNTT and participated in the negotiations with TC Buen. He has worked as a taxi driver and had to go into exile because of death threats.

The union organises all types of transport workers in Colombia. It is only 10 years old, affiliated to the Confederation CUT and the Global Union Federation, ITF.

INTERNATIONAL TRADE UNION COOPERATION

The International Transport Workers' Federation, ITF, is the global union federation organising trade unions within all kinds of transport.

The Maersk Network is a trade union network under ITF for all seafarers and dock workers who work directly and indirectly for the company.

The Dock Workers sector club under 3F has a long tradition of doing international solidarity work with dock workers worldwide.



GLOBAL FRAMEWORK AGREEMENT (GFA)

GFAs are negotiated between Global Union Federations and a multinational company. They establish same standards of workers' rights across the company's global operations, regardless of whether those standards exist in an individual country. This ensures that specific regulations about working conditions, wages and benefits can be negotiated in each country. GFAs must also ensure compliance and follow-up.

COLLECTIVE BARGAINING

The right to collective bargaining empowers organised workers to sign legally binding agreements with employers concerning their wages and working conditions. It balances an otherwise unequal bargaining strength between employer and worker.

Collective bargaining is a sustainable road to decent work because it balances the capacity of enterprises with demands and wishes of the worker.

GLOBAL WORKS COUNCILS

Multinationals can establish global works councils the same way as the EU directive regulated European Works Councils may be formed. Representatives of workers and management will meet regularly. It gives the unions better possibilities of contacting, coordinating and a better bipartite collaboration in the company

Buenaventura: A poor city - a lucrative port

POVERTY

- Almost 80% live in poverty
- 41% are extremely poor
- 62% are unemployed
- 17% are illiterate
- 71% have no running water all day
- 40% have no drainage
- 90% are afro-Colombians
- The narco-mafia is strong



AND WEALTH

- Over one third of Colombia's external trade passes through the Port of Buenaventura.
- One million containers and goods worth 12,4 bio. USD passed through the port last year.



Sources: *Razón Pública; el.pais.com.co; elespectador.com; Noticias Caracol; huffingtonpost.com; thenewinquiry.com; sicex.com*

Workers' rights in Colombia

Colombia is the world's most dangerous country for trade unionists. An armed conflict lasted for more than five decades and the fragile peace process requires international support for the promotion of democracy and human rights.

In September 2018 there was a strike in the company TC Buen, which is part of the APM

Terminals company. A settlement was achieved and a new collective agreement was signed after the Vice-minister of Labour mediated and the community and workers from near and far showed their solidarity.

3F has supported sister organisations in Colombia during more than 20 years.

3F's International Work

3F has worked with international solidarity and development for more than 30 years in close collaboration with sister organisations, taking a point of departure in the partners own strategic plans. 3F adds experience from the Danish labour market model and also promotes south-south experience sharing across borders.

3F's programmes are implemented in South and South East Asia, southern Africa, Latin America,

the Middle East as well as Central- and Eastern Europe.

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Read more: <https://tema.3f.dk/international>

3F, Danish Industry and the LO/FTF Council formed a Labour Market Consortium in 2017 and signed a strategic partnership agreement with the Ministry of Foreign Affairs of Denmark for the promotion of well-functioning labour markets as a contribution to the UN Sustainable Development Goal 8.

