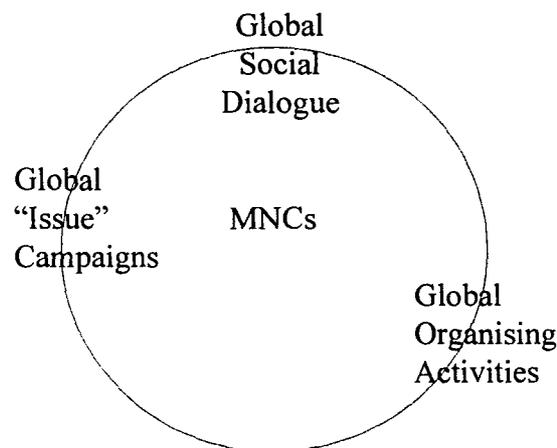




People First in Multinationals

Future Priorities

1. International business is increasingly being controlled by MNCs, so FIET must do all it can to ensure that they are driven in a socially responsible manner. FIET must develop its three-pronged policies in a complementary and mutually reinforcing manner.



2. In addition to its policy of developing a social dialogue with MNCs, FIET must play a full part in efforts to obtain a social dimension to regional and global integration and to ensure that regional institutions develop measures to promote the provision of information and consultation by MNCs.
3. The Trade Sections in all regions will be the driving force for FIET's activities on MNCs and the secretariat should increase its IT capacity to develop databases and promote communications networks with affiliates.

Global Standards for Trade and Labour Relations

4. FIET should continue to campaign for MNCs to respect core labour standards, including:
 - a) Freedom of association;
 - b) Rights to organise and bargain collectively;
 - c) Freedom from exploitation and discrimination, especially of women and young workers;
 - d) Minimum standards for health and safety;
 - e) Minimum age for work;
 - f) Abolition of forced labour and child labour;
 - g) Regulation of working time.

Codes of Conduct

5. FIET should continue to campaign to ensure that the ILO tripartite declaration and OECD code of conduct are followed by MNCs.
6. FIET, together with the affiliates, should develop a model code based on the ILO and OECD codes of conduct and national regulations in force with a view to concluding agreements with multinational companies on conduct and social responsibility. This work should be linked to the long-term efforts of FIET and its affiliates to awaken public opinion and increase pressure on the multinationals to behave in a socially acceptable manner. Important areas for this work are, for instance:
 - a) elimination of child labour;
 - b) minimum standards of employment;
 - c) corporate governance;
 - d) transparency and disclosure;
 - e) health and safety;
 - f) guaranteed trade union rights for all, including professional and managerial staff and workers in atypical employment relationships

Ethical Investment

7. Working people are important investment "stakeholders" through pension funds and other means. FIET advocates the adoption of a policy for investment in freedom, where MNCs will be expected to conclude agreements with relevant trade unions on, for example:

- a) **apply ILO conventions to their own staff,**
- b) **ensure these are also applied to sub-contractors;**
- c) work with suppliers to promote employment rights;
- d) social accountability will be used as a means of respecting social and ethical values in addition to traditional economic parameters.

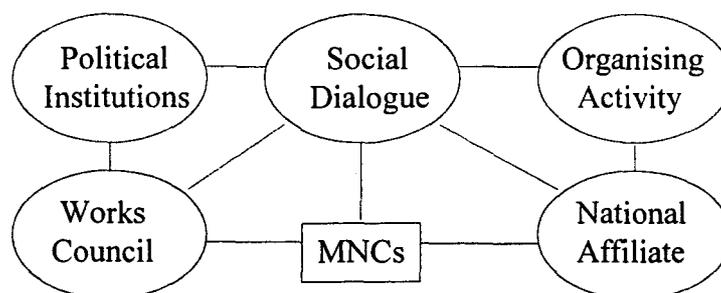
Global Social Dialogue

8. **The development and the effectiveness of a global social dialogue are central** to the FIET strategy.
9. Of all the regions, it is in Europe where there is currently the greatest opportunity for progress. The European employees of MNCs have a statutory right to be informed and consulted about the company's transnational business plans. Trade unions have the possibility to make their case to the European institutions and to negotiate with employers at the European level. Agreements thus reached have to be incorporated into European legislation. This is why in Euro-FIET the task of developing European Works Councils and Social Dialogue generally is given such a priority.
10. By developing the following strategy, advances in Europe can then be a springboard to complement and link in with progress in other regions:
 - a) establish European Works Councils as a matter of priority;
 - b) push for these to embrace "non European Union" European countries, for example, Central and Eastern Europe;
 - c) develop effective union networks in individual MNCs and also IT networks to provide databases and global strategic information;
 - d) **press for enlargement of the terms of reference of European Works Councils** to include a real say prior to the employer's decisions on all matters affecting relations between the employer and employees and also on wider labour related issues. FIET will ensure that relevant information is transmitted to affiliates in other regions;
 - e) link in "issue" campaigns (for example, Child Labour) with organising activities;
 - f) Confront excesses in Human Resource Management policies by working for approaches and values, which promote investments in human capital/people;
 - g) push for global voluntary agreements (for example, on ILO core standards) and for global works councils.

Global "Issue" Campaigns

11. FIET has many policy objectives as part of the World Action Programme and MNCs should be judged according to their compliance with these demands. The Programme should be available to all European and global works council members. FIET should further develop advice to affiliates on how the Programme may be implemented. The priority should be campaigns on the following:
 - a) the drive for quality jobs and quality working hours in the enterprise;
 - b) the need to develop general as well as vocational education and training;
 - c) the problems of inequality and exploitation, particularly based on age, race, gender or immigrant status;
 - d) aim for quality in work and improvement in occupational safety and concern for the environment;
 - e) to ensure respect for human and trade union rights and collective bargaining.
12. Other issues will be of special relevance to one particular sector or one particular MNC and these campaigns should be directed by the trade section concerned.
13. Where an issue becomes a campaign, the objective will be four-fold:
 - a) raising social/political awareness of the problem;
 - b) achieving a concrete resolution of the problem;
 - c) using the issue to promote social dialogue;
 - d) linking the issue with corporate organising activities.
14. Whichever the means, whether by cyber campaigns, lobbying, demonstrations, being present at stockholders' meetings, etc., the aim will be to strengthen and complement FIET's solidarity work and implementation of the World Action Programme.

Integrated Campaigning



Global Organising Activities

15. Rising unemployment, de-regulation and attacks on trade union rights have made it harder to organise. And these problems are often compounded by the growth of employment practices which are based on fear and insecurity and which seek to bypass the union and the notion of collective bargaining.
16. But if a strategy of developing global social dialogue is to succeed, then the unions must be representative of the employees. In other words, recruitment and organisation has to be a complementary feature of general campaigning and an essential ingredient in developing meaningful progress towards global bargaining structures.
17. FIET must use its comprehensive Corporate Campaigning Strategy to build up an active and involved membership capable of balancing the power of the MNC with a positive voice. But there is also a need to help and organise those who so often are the less visible part of a MNC operation such as:
 - a) women and young people;
 - b) part-time and casual workers;
 - c) workers in the informal sector;
 - d) home workers and other distance workers;
 - e) agency and sub-contractor employees.