

UNI IKEA

Global Union Alliance



Istanbul, 6-8 March 2012

Draft Meeting Report

Worker and Organising Stories

During two panel discussions, workers and union organisers from around the world spoke about their experience working at IKEA and about their organising and collective bargaining experience with the company.

The panellists presented a diverse picture of experiences which clearly demonstrated that IKEA is not consistent in its approach to labour relations, union representation & collective bargaining or on occupational health & safety promotion.

Panellists:

Worker Stories

Denmark: Birgitta Kajn (HK Handel)

Germany: Katrin Tauchnitz (ver.di)

Sweden: Susanne Håkansson (Unionen)

Turkey: Ertan Kizildere (Koop-Is)

Organising Stories

Austria: Georg Grundei (GPA-DJP)

Ireland: Brian Forbes (Mandate)

Malaysia: Mohd Azri Ramsi (UNICOME)

Sweden: Therese Möller (Handels)

Turkey: Ahmet Bircan Akdoğan (Koop-Is)

Presentations given by the panellists can be downloaded from the meeting website.

Corporate Overview and EWC

The vice-chair of the IKEA European Works Council (EWC), Markus Bielemeier (ver.di, Germany) and the UNI IKEA EWC Coordinator, Marie Kihlberg Nelving (Unionen, Sweden) presented the meeting with a detailed overview of the company structure and the work of the EWC.

The EWC has on a number of occasions supported UNI's call on IKEA to negotiate a global agreement. A large number of EWC members participated in this meeting and supported the Alliance launch.

Presentations can be downloaded from the meeting website.

Meeting with company representatives

IKEA Global Human Resources Director, Ms. Petra Hesser and Global Labour Relations Advisor, Mr. Albert Martens participated in a session of the meeting. Ms. Hesser presented the IKEA

UNI IKEA

Global Union Alliance



Istanbul, 6-8 March 2012

corporate values and principles and responded to questions by participants regarding their practical implementation. Participants put questions to company management on a number of local challenges regarding social dialogue and union representation.

Ms. Hesser clearly stated that the IKEA company values apply to all IKEA workplaces, including those stores operated under a franchise agreement.

She welcomed the creation of the UNI IKEA Global Union Alliance and committed to further developing the dialogue with UNI.

Alliance representatives Peter James Stark, HK Handel (Denmark) and Georg Grundei, Austria (GPA-DJP) presented the company with our proposals for further cooperation and with a statement adopted by the meeting, demanding the company to intervene in Turkey in order to immediately stop the ongoing intimidation and threats to workers about their union organising drive.

Group Work on Organising and Social Dialogue

During a working group session participants had the opportunity to work in smaller groups to allow more for a more intense exchange on organising and social dialogue experiences with IKEA in the different countries. The groups identified Best Practices and made suggestions how those could be promoted through the work of the Alliance, for instance:

- Regular meetings between union and company
- Swedish joint union/company project on part-time / full-time
- Organising training for union representatives and shop stewards
- Union participation in company induction process for new workers
- Encourage the company to be part of the national employers association
- Joint programmes to promote occupational health & safety

International Women's Day Celebration

Host union Koop-Is had prepared a ceremony during which women workers and their achievements were celebrated. The importance of recruiting women into unions was underlined and that it was necessary to create favourable conditions in unions to encourage active women participation at all union levels.

All women participants at the meeting received a beautiful rose and a gift (silk scarf) from the Turkish colleagues.

UNI IKEA

Global Union Alliance



Istanbul, 6-8 March 2012

Alliance Framework and Action Plan

The UNI IKEA Global Union Alliance adopted a framework which is going to guide its work. This document outlines the purpose of the Alliance, defines who its members are, how the work is to be coordinated and what the Alliance is aiming to achieve.

See attachment: IKEA Alliance Framework

Action Plan 2012 / 13

The Alliance adopted an action plan for one year which is based on the adopted framework and outlines the actions to be taken:

- Develop the Alliance into the global voice of IKEA workers and their unions
- Negotiate a Global Agreement with IKEA Global Management which
 - Guarantees workers their right to freedom of association without fear from retaliation, collective bargaining and all other fundamental ILO labour rights
 - Guarantees unions access to workers at all IKEA workplaces
 - Requires local management to openly engage with unions and to negotiate collective agreements
- Develop web tools that facilitate the work of the Alliance, particularly regular information exchange
- Celebrate an annual Action Day around a common theme, taking into account local situations
- Share details on Swedish joint union/company project on part-time / full-time and promote its application in other countries
- Exchange information on organising training for union representatives and shop stewards
- With the active participation of Alliance members, regularly update existing research and create a database which is accessible for all Alliance members
- Organise an annual meeting of the Alliance

Press Conference and Media

UNI IKEA

Global Union Alliance



Istanbul, 6-8 March 2012

After the closing of the Alliance meeting, a press conference was held which reported on the results of the meeting and launched an "Analysis of good and bad labour practices at IKEA".

At the press conference the Alliance was represented by the following representatives:

- Alke Boessiger, Head of UNI Commerce
- Therese Möller, Handels (Sweden), member of the EWC and Board member of IKEA Sweden
- Metin Güney, Koop-Is (Turkey), General Secretary
- Brian Forbes, Mandate (Ireland), Organising Director

The Alliance launch drew a big media attention, numerous interviews with representatives from newspapers, radio and TV stations were conducted.

A press review as well as photos of the meeting can be downloaded from the meeting website.

Additional information

Meeting website

All meeting documents, including Powerpoint presentations, the statement on Turkey as well as press releases and photos can be downloaded from the meeting website:

<http://www.uniglobalunion.org/Apps/uni.nsf/pages/meetingsEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIMeeting.nsf/0/029C39EEEF8805F2C12577EE005BD2CC>

User name: union

Password: action

Facebook URL

<http://www.facebook.com/UnionAllianceIKEA>

Participants

Number of participants: 95 (including 37 women)

Number of Unions: 24

Number of Countries: 19

The list of participants can be downloaded from the meeting website.