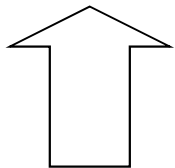
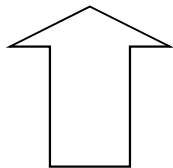


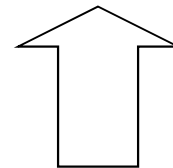
International Transport Workers Federation (ITF)



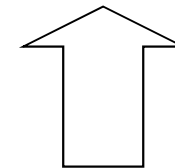
Seafarers



Dockers



**Inland
Transport**



Civil Aviation

Networks

- Shared ownership and **responsibility** for the network – democratic, participatory.
- No hierarchy but requires
 - Coordinators
 - Animators to make it happen – to energise it
- It is what you make it!
- Networks need purpose – a clear aim.

- **Information sharing**
- **Gather Intelligence**
- **To identify and organise key gaps in company or supply chain**
- **Build relationships and foster solidarity actions**
- **Develop joint strategies**

The difficulty with 'grand strategy'

- Aligning union capacity with ideal targets
- Most active unions may be outside the strategic matrix

Searching for 'strategic position'

- The **vertical** approach
 - Mapping the logistics of global value chains to find the economic employer? (Walmart, Boeing)
- The **horizontal** approach
 - Key hubs in logistics Transnational Corporations (DHL)
- **Global transport Hubs** – Airports, Ports, Logistic parks around them.



DHL

- 467,000 employees in 220 countries
- ITF – UNI campaign for a global framework agreement
- Hub and spoke distribution system



**DHL: RESPECT WORKERS' RIGHTS
STOP UNION SACKINGS IN TURKEY**



- July 2011, TUMTIS wins collective agreement for 3000 workers at UPS
- April 2012, TUMTIS starts organising in DHL
- 33 workers fired for union activity
- DHL refuses to reinstate the fired workers, or recognise the union



Agitating horizontally, DHL unions



A multi-faceted pressure campaign

Aggressive and Unlawful:

A Report into Deutsche Post DHL Operations in Turkey

JOHN LOGAN

Professor and Director of
Labor and Employment Studies

College of Business,
San Francisco State University

And Visiting Research Fellow,
Institute for Research on
Labor and Employment

University of California-Berkeley

Protest models target fashion sponsor

15 February 2013

Latest news

As London Fashion Week launched today, War on Want supported a protest by trade unions, with models in outfits made from packaging materials, accusing the company DHL of abusing workers who deliver clothes.

As London Fashion Week launched today, War on Want supported a protest by trade unions, with models in outfits made from packaging materials, accusing the company DHL of abusing workers who deliver clothes.

Outside the week's main venue, Somerset House in the Strand, models Laura Murray and Yemi Olagbemi, with union officials, handed leaflets to visitors which attacked event sponsor Deutsche Post DHL's policies.

Laura and Yemi - in garments designed by the Mass1 agency - together with representatives from the International Transport Workers' Federation and UNI Global Union, highlighted DHL:

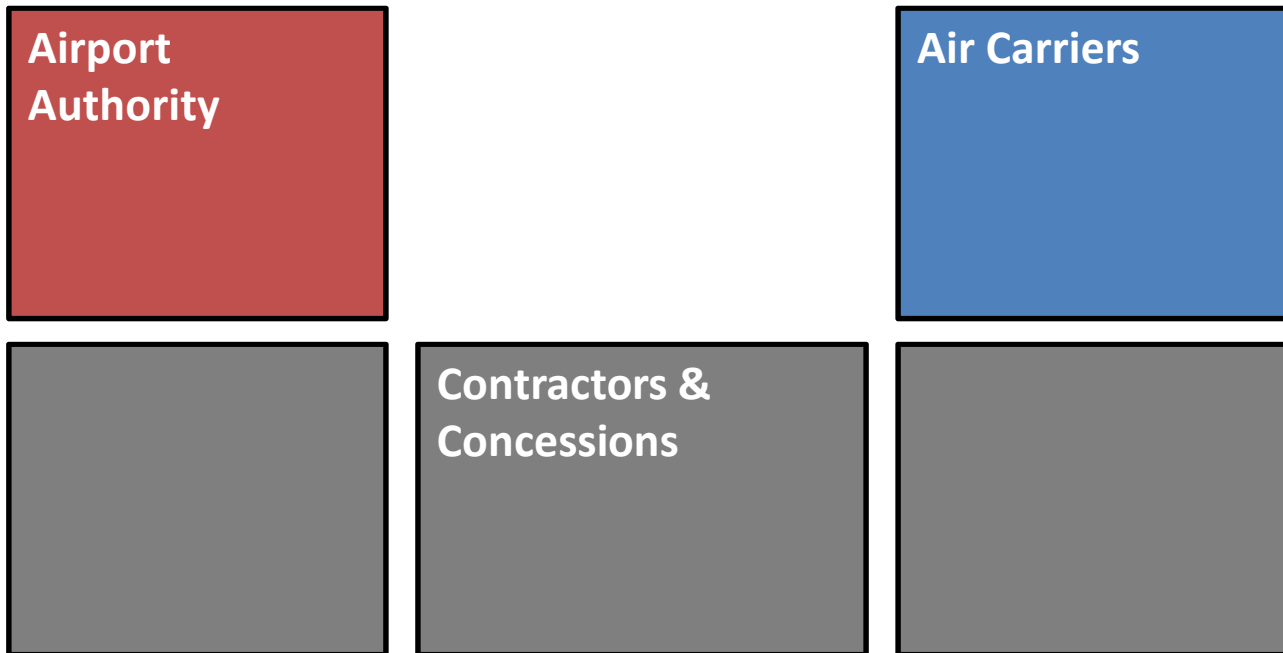


- Customers
- Shareholders
- Sponsorships
- OECD Guidelines on Multinationals

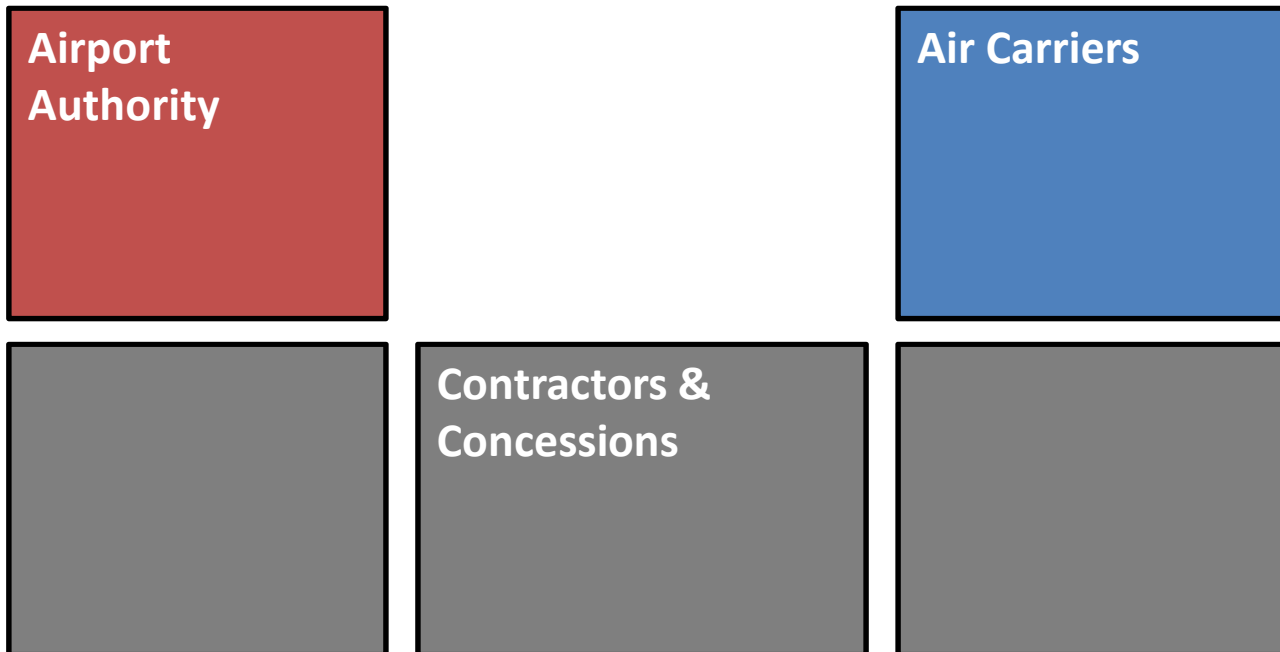
Agitating vertically, customer strategy

- Linking with unions in customer companies
 - Auto, Ford
 - Food, Unilever, Nestle
- Linking with the anti-sweatshop movement
 - Garment and textile customers
- Direct approaches, appeals to codes of conduct
 - Pharmaceuticals, e.g. Novartis
- DHL global customers, not just those linked with Turkey operations

Power structure



Elements

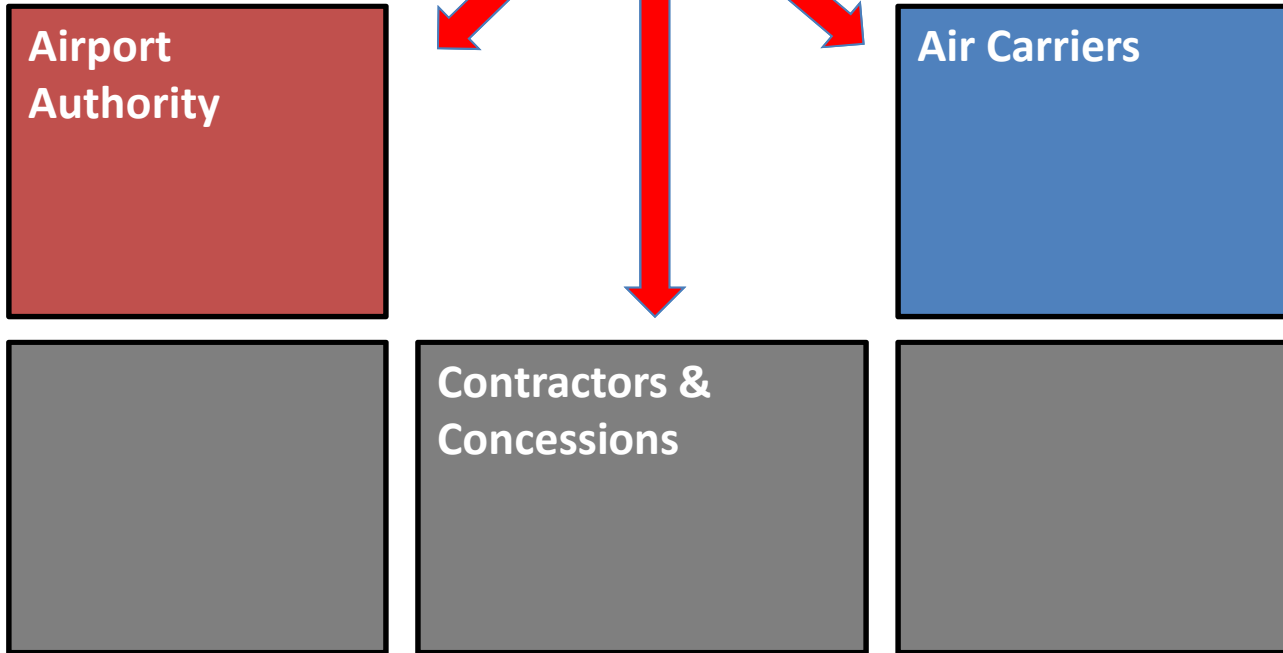


Field strategy (organizing & activation)

Elements



Collective bargaining



Field strategy (organizing & activation)

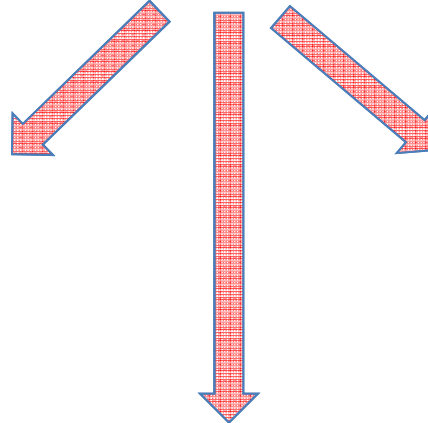
Elements



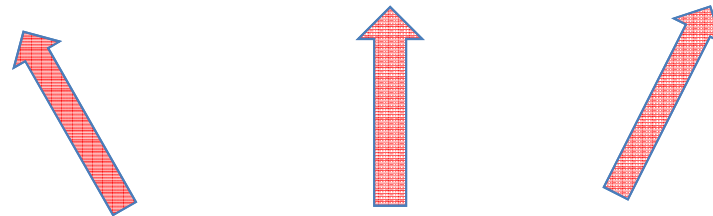
Political strategy



Collective bargaining



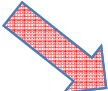
Field strategy (organizing & activation)



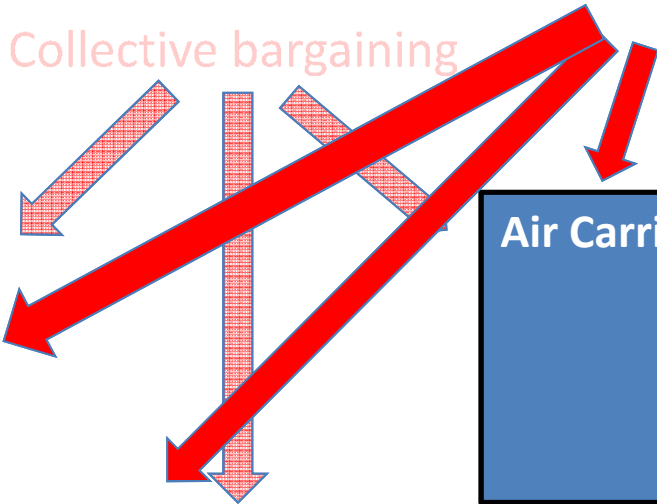
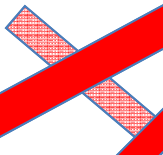
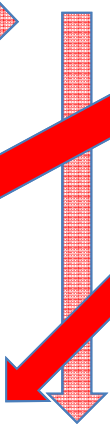
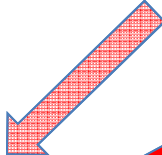
Elements



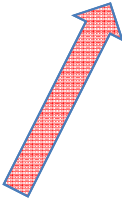
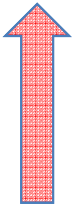
Political strategy



Collective bargaining



Capital Strategy



Field strategy (organizing & activation)

Production Side

OEM	Design, assembly, integration & service (Boeing, Airbus, Rolls Royce)
Tier 1	Systems integration - engine, systems and aero-structures suppliers
Tier 2	Sub-assembly manufacture (principle component manufacture)
Tier 3	Sub-component manufacture
Tier 4	Materials and processes – raw materials, casting, foundry

Where to Start?

- Vertical approach to supply chain (follow a components through production tiers, operation and aftercare) Multiple firms in all tiers.
- Horizontal approach – lead firms (Boeing, Embraer, Airbus, Rolls Royce etc)

Aerospace, Aviation, MRO

