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RESPECT!



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Source: Deutsche Post AG

Frank says, “You are free to join Your Union”

DHL’s most senior management, from Dr. Appel down, have repeatedly stressed that they respect workers’ rights. DHL states that it is guided by the Universal Declaration of Human Rights, the UN Global Compact, the ILO’s conventions and that all of its employees are bound by the DHL Code of Conduct.

1. You have the right to join the union

DHL participates in the UN Global Compact, which has ten principles. One of them permits freedom of association, the right to join a union. Employers should neither interfere in an employee’s decision to associate, nor discriminate against an employee. The employer’s right to freedom of expression should not infringe on a worker’s right to make a free decision on whether or not to join a trade union.

The freedom to join a union also allows for workers (and organisations) to undertake activities that promote and defend their economic and social interests.

DHL has been a participant in the UN Global Compact since 2006; it has agreed that its operations should “strive to meet international standards and not infringe on human rights”.

International Labour Organization conventions 87 and 98, which give the right to freedom of association and protection of the right to organise, are two of the ILO’s eight ‘core’ conventions. The core conventions in turn form the basis of the ILO Declaration of Fundamental

Principles and Rights at Work 1998, which by its unique legal character places obligations on all member states by the very fact of membership rather than ratification of the relevant conventions.

Therefore, even if your country has not ratified these ILO conventions, DHL should nevertheless strive to reach these international standards.

2. You have the right to collectively bargain

The UN Global Compact also expects companies such as DHL to recognise the rights of their employees to collectively bargain. That is to say that workers and/or their representatives in the form of union officials may negotiate on behalf of their members for improvements to their terms and conditions of work.

3. DHL's Code of Conduct

Since mid-2006, Deutsche Post DHL's Code of Conduct has committed DHL to creating a working environment free from discrimination, and states that it "will be guided by the principles of the United Nations Compact" and that it will respect human rights.

Your right to join a union is enshrined in the UN Global Compact and is one of these fundamental rights.

4. Employment agency workers also have rights

Temporary agency workers employed at DHL through Manpower and Adecco (along with several other employment agencies) are covered through a Memorandum of Understanding that was signed in 2008. This also gives them the right to join a union and collectively bargain free from interference.

5. My local DHL managers do not follow DHL's Code of Conduct, who should I speak to?

Both the ITF and UNI Global Union know hundreds of trade unions across the world and will put you in contact with the union in your country. In the first instance, you should speak to your national union. If this is not possible, then contact us through the website www.respect4workers.org where you can join our network and also get in direct contact with us.

Employed directly or indirectly by
DHL, UPS, TNT, Fedex?

Then join the network! Click on:
www.respect4workers.org

The ITF (International Transport Workers' Federation) represents transport unions with 4.6 million members globally. **UNI Global Union**, the global union federation for trade and service occupations, represents 2.5 million workers in the postal and logistics sector worldwide.

This flier has been put together by ITF/UNI so that people employed directly by DHL or who work for DHL through various sub-contractors understand that they have the right not only to join a union, but also to be able to do so free from any harassment from company management. If you have any questions or wish to report any problems you have in joining a union at DHL, please contact the ITF through organising@itf.org.uk and UNI through postal@uniglobalunion.org. Should you feel that you are being prevented from joining a union, please say which union you would like to join. Both the ITF and UNI will be happy to hear from you and assist you in exercising your legal rights.

