Nestlé’s Corporate Social Responsibility (CSR)
Instant closure of factories and mass redundancies...

When workers arrived at the Nestlé ice cream factory in Santo Domingo on 19 June 2008 they found their factory surrounded by security guards, police officers, and ambulances and paramedics. The workers were herded into the parking lot and told that the factory was being closed immediately. Then their severance checks were handed out on the spot.

Good Food-Good Life? Goodbye!
Illegal mass dismissals ... 

In February 2007 Nestlé Philippines declared the mass redundancy of sales force workers, targeting union officers and shop stewards. The company violated the national Labour Code by failing to give one month notice and refusing to undertake negotiations with unions.

... and fake ‘promotions’ to bust unions

A year earlier, half the members of one of the sales force unions were transferred to so-called "specialist" positions that involved no change in their work but excluded them from union membership.
Restricting trade union rights through fake “supervisors”...

In countries such as Pakistan, Indonesia and Philippines, Nestlé management created hundreds of “supervisory” positions on production lines. These “supervisors” don’t supervise anyone, have no authority and have the same (or worse) wages and benefits as workers. They’re different in just one way ... they can’t join the union!
Discrimination through unfair wages ...

When the union at Nestlé Peru went on strike for fair wages in October 2008 it challenged Nestlé's discriminatory system of categorizing workers as a violation of Article 23, paragraph 2 of the Universal Declaration of Human Rights, which states, "Everyone, without any discrimination, has the right to equal pay for equal work".
Nestlé Waters workers were denied the right to water

The Nestlé Kabirwala plant in Pakistan started producing "Pure Life" bottled water in 2000. But the only drinking water workers were allowed was ordinary tap water. This is despite daytime temperatures reaching 47 C° in the summer!

In April 2006 the union won the right to have water dispensers installed in the plant, supplied with Nestlé "Pure Life" water. So after 6 years of producing Pure Life bottled water, workers finally won the right to drink it!
Falsely claiming “global policy” as the reason for not negotiating with unions ...

Nestlé management at national level frequently lies about employment conditions and workplace restructuring, claiming that they’re simply implementing a “global policy” that can’t be changed. In other words, they won’t negotiate these policies with unions.
Lying about “global policy” on shift patterns...

When management unilaterally imposed changes to the shift pattern at the Nestlé plant in Cagayan de Oro in 2005 it violated collective agreement provisions requiring negotiations with the union. But management claimed that the new shift pattern was "global practice" in Nestlé ....
In response the union contacted the IUF and obtained collective agreements and information on shift patterns at similar Nestlé plants in other countries and found that there is no such "global practice" or "global benchmarking". It was just an excuse to **impose restructuring measures without negotiating with the union.**
Excessive working hours in violation of the law ...

Throughout 2008 as in previous years, workers at Nestlé Brazil were working 7 days on and one-day off, in violation of the legal 44-hour workweek. According to the union, that left workers with an average 364 hours of unpaid overtime per year. Only in May 2009 did they win the right to one day's rest per week.
Interfering in trade union elections ...

From August 2006 to July 2007 the management of Nestlé Pakistan interfered in union elections, harassing then illegally firing the candidate for union president. On 28 July 2007 a ruling by the Labour Court finally forced Nestlé management to respect the right to free union elections and end its harassment of the elected union president.
Coercing workers to stop the registration of a union

At the new Maggi instant noodle factory in Pantangar, India, workers formed a union and applied for registration with the local authorities. Management quickly intervened to block the union’s registration by forcing several workers to make false statements, then suspended key union leaders. A 3-day strike forced management to back down.
Refusing the basic right to negotiate wages ....

In 2007 the union at Nestlé's KitKat factory in Perm, Russia, sought negotiations for a collective agreement to improve on poverty wages. Management refused to release basic information concerning wage scales or even the number of workers in each wage category, claiming that it was confidential and is Nestlé policy to exclude wages from collective bargaining.
It took 6 months of local, national and international solidarity actions and an IUF submission to the OECD before Nestlé was compelled to respect this basic workers right.
Refusing the right to union recognition ...

At Nestlé Hong Kong, workers suffered 17-hour workdays and casual contracts for decades. The workers formed a union. Nestlé refuses to recognize it. The union is under constant pressure.
17 hour workdays ...

...but Nestlé believes workers don’t need a union!

...and a third of workers on revolving casual contracts for years ...

how wages & commissions are calculated is a “secret” ...
Refusing the right to wage bargaining (again) ...

Since 2007, the union at Nestlé's Nescafé factory in Panjang, Indonesia has been struggling to include wages in collective bargaining, with the wage scale included in the Collective Bargaining Agreement. Nestlé management refuses, saying it is not company policy to negotiate wages and that wage scales are "confidential"!
... and refusing union recognition (again) ...

Rather than negotiate, Nestlé has attempted to undermine the union's legitimacy by intimidating members and leaders, attempting to establish a rival organization and pressuring workers to join it. Nestlé has tried to keep wages out of collective bargaining by forcing a solution through the industrial court rather than at the bargaining table.
the Nestle Panjang union has held more than two dozen protest actions over the past two years
Nespresso
Squeezing Workers, Suppressing Rights
Nestlé's **Corporate Business Principles** proclaim their commitment to "respect the right of employees to form representative organizations and to join – or not to join – trade unions" and "refrain from any action restricting the employee’s right to be, or not to be, affiliated to a union."
Denying the right to information (just keep lying) ...

At Nestlé Korea, the union tried to verify press reports that the Nestlé Korea factory would be sold. Management refused to even discuss it with the union, claiming at first that the sale of the country's only factory was a "rumour" - and then alternately claiming that the deal had fallen through, or was still under discussion! Workers still don't know if they'll be working at Nestlé tomorrow.
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>3 March</td>
<td>Media reports on a deal to sell Nestle Korea operations, management denounces the</td>
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<td></td>
<td>rumour as completely untrue</td>
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<td>4 March</td>
<td>The union demands that management provide information about the deal and reasons</td>
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<td></td>
<td>for the sale; management denies any knowledge of a deal to sell the Nestle Korea</td>
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<td></td>
<td>operations</td>
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<td>5, 6, 7, 8 March</td>
<td>Management again denies there is any plan to sell the Nestle Korea operations</td>
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<tr>
<td>9 March</td>
<td>Management says the ongoing discussions on the sale of the Nestle Korea operations</td>
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<td></td>
<td>will not have a negative impact on employees</td>
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<td>10 March</td>
<td>Management says nothing</td>
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<tr>
<td>11 March</td>
<td>Management asks the union not to take actions that undermine a deal if such a deal</td>
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<td></td>
<td>is happening ... which it is not</td>
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<td>12 March</td>
<td>Management denies any knowledge of the deal which is done “over their heads” by</td>
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<td></td>
<td>Nestle head office in Vevey, Switzerland</td>
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<td>13 March</td>
<td>Management denies there is any deal</td>
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<td>14 March</td>
<td>Management says that it's not clear if the deal will affect workers adversely, so</td>
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<td></td>
<td>there's no need to hold negotiations with the union</td>
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<tr>
<td>15 March</td>
<td>Management denies any knowledge of a deal</td>
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16 March
management says that it's not clear if the deal will affect workers adversely, so there's no need to hold negotiations with the union

17 March
management again denies any knowledge of the deal

18 March
management announces the deal with Pulmuone has fallen through

19 March
management refuses to explain how a deal that was not happening "fell through"

20 March
the union learns then that the deal with Pulmuone might be proceeding ....
the right to information

is an essential trade union right....
Banning the basic right to freedom of assembly...

At Nestlé India unions jointly approached management to request that wages be negotiated and not imposed. Management responded with court orders at all 4 unionized factories permanently banning workers from gathering or holding any union activities within 200 meters of their workplaces.
This permanent ban requested by Nestlé India specifically prevents workers from “assembling at the gates of the factory” and “holding any meetings“....
Repeatedly violating the OECD Guidelines on Multinational Enterprises again and again....

The IUF and its affiliates have filed 6 complaints against Nestlé for violations of the OECD Guidelines in the UK, Russia, Indonesia, India and Korea (twice)... and more cases are being prepared....
Nestlé is now a **serial offender** when it comes to violating international conventions and guidelines....
Stop Repressing Trade Unions!
STOP NESSPRESSURE
Squeezing Workers, Suppressing Rights