

Twenty-three

Labor Unions and Development: An Annotated List of Selected Resources

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This selected resources list seeks to provide an introduction to the contemporary literature on labor unions and development and signposts to websites and organizations offering further information. In bringing together material from many different sources, we have aimed both to give a flavor of the range and type of organizations working in the fields of labor and development and to highlight resources of particular relevance to the key issues raised by contributors to this volume.

There is an extensive literature on NGOs and issues such as gender and diversity, empowerment and participation, and policy-related advocacy. Much of this literature is covered in the resources lists to earlier titles in this series, all of which are available free of charge at the www.developmentinpractice.org website. Far less familiar is the role of the labor movement in development, and relatively little has yet been written about the relationship between unions and development organizations. Writers tend to represent either one sector or the other, and despite many interests they share in common, the two perspectives are seldom brought together. Case studies about organizing the unorganized, anti-poverty campaigns, or discussions about globalization and the corporate sector—all profoundly relevant to development agencies and labor unions alike—tend to be presented from only one standpoint.

It is also clear that the buzz words now adopted by the multilateral agencies—*civil society organizations, transnational movements, corpo-*

rate social responsibility, anti-globalization campaigns—in fact focus largely on NGOs. Writings on these topics constantly repeat the clichéd litany of “new social movements” such as the environment lobby or the international women’s movement, or specific success stories such as the anti-landmines campaign. This in itself is curious, given that so few development NGOs, including those that are household names, even existed before the Second World War. By contrast, many labor unions have been active in the international arena since the mid-nineteenth century. For instance, the 1891 International Labour Conference established frameworks for transnational cooperation, and the ILO was founded in 1919. Though this is now increasingly challenged, one obvious reason why “civil society” became almost synonymous with NGOs during the 1990s was that, within a neoliberal agenda of deregulation and anti-statism, NGOs became the development delivery channel or implementing body of choice for many donor agencies. This mutual dependence placed NGOs center stage as the “responsible” advocates and interlocutors of civil society, often displacing other more valid (and often more militant) representational bodies such as labor unions, religious congregations, and political parties. It is hoped that the resources listed here will help to redress this imbalance by drawing attention to the critical importance of labor unions within the spectrum of civil society organizations concerned with development and with the broader agenda of social and economic justice for all.

The core business of labor unions is to organize, press for fair terms and conditions of work, negotiate on behalf of the work force, provide services for members, network, and mobilize. Myriad websites containing up-to-date labor union news and information have replaced the activist newsletters, flyers, and magazines of old. Some are run by individual labor union organizations, and others act as information hubs (such as the Cyber Picket Line); they are a particularly useful way to find out about union activities worldwide.

Many of the large European and North American labor unions and global or regional union federations also raise funds from their members for aid and development work. There are far too many to describe each one individually, but some of the most important include AFCSME (www.afscme.org), AFL-CIO (www.afl-cio.org), and the United Electrical, Radio and Machine Workers of America (www.ueinternational.org) in the United States, the Deutsche Gewerkschaftsbund (www.dgb.de) in Germany; the Federatie Nederlandse Vakbeweging (www.fnv.nl) in the Netherlands; the Trade Unions Congress (www.tuc.org.uk) in the UK;

and many of the Scandinavian unions. Some of these have formed specialist development organizations such as Norwegian People's Aid (www.npaid.org), networks such as Solidar (www.solidar.org), and special union funds such as the Steelworkers' Humanity Fund, founded by the United Steelworkers of Canada, whose members donate 40 cents a week on the basis of which co-funding from the government is leveraged, currently running at a total of some CA\$5 million annually.

Similarly, there are many NGOs with strong connections to, or affinities with, the labor movement. These include Amnesty International (www.amnesty.org.uk) and Human Rights Watch (www.hrw.org), which work closely with the labor movement on issues such as freedom of association and the right to organize and join labor unions, as well as the many NGOs and think tanks that research social and labor issues, such as the New Economics Foundation in the UK (www.neweconomics.org) and IBASE in Brazil (www.balancosocial.org.br). A growing number of organizations also undertake some kind of watchdog, monitoring, or campaigning role on the behavior of transnational corporations (TNCs), particularly in relation to labor standards. Space does not permit extensive exploration of these organizations, some of which are described by contributors to this volume, but well-known examples include the Clean Clothes Campaign (www.cleanclothes.org), Corpwatch (www.corpwatch.org), the Ethical Trading Initiative (www.ethicaltrade.org), and SA8000 (www.cepaa.org).

Apart from the labor unions and union-related organizations there are innumerable other agencies, governmental and nongovernmental, that fund initiatives to educate or organize workers in both the formal and informal economies. These include the UK government's Department for International Development (DFID), which recently carried out a survey of labor union activity in developing countries (see Spooner 2000) and is co-funding the educational website, Global Workplace, run by War on Want (see Chapter 9 herein).

The Internet has revolutionized bibliographic research and made it possible to find many of the documents listed here from the comfort of one's home or workplace. Readers who do not have such resources at their fingertips might contact one of the specialist libraries offering research services. Staff at the ILO library will answer queries, and the library of the German Foundation for International Development (www.dse.de) and the Friedrich Ebert Stiftung (www.fes.de) also offer enquiry services.

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Every effort has been made to ensure that the URLs in this list are accurate and up to date. However, with the rapid changes that occur in the World Wide Web, it is inevitable that some pages or other resources will have been discontinued or moved, and some content modified or reorganized. The publisher recommends that readers who cannot find the sources or information they seek with the URLs listed below use one of the numerous search engines available on the Internet.

BOOKS

Addison, John T., and Claus Schnabel, eds. *International Handbook of Trade Unions*. Cheltenham: Edward Elgar Publishing, 2003.

A comprehensive review of the determinants of union membership, models of union behavior, the effects of union membership on wages, pay inequality, and firm performance, including specific chapters examining recent developments in the UK and the United States, and the prospects for Europeanization of collective bargaining. Also includes a review of union density in over one hundred nations.

Balakrishnan, Radhika, ed. *The Hidden Assembly Line: Gender Dynamics of Subcontracted Work in a Global Economy*. Bloomfield CT: Kumarian Press, 2001.

Contributors explore the impact of economic globalization in terms of the dynamics and growth of subcontracted labor among women, including homeworkers. With chapters on India, Pakistan, Philippines, and Sri Lanka, the book seeks to put a human face on macroeconomic trends.

Barber, Mary, ed. *Mapping Trade Unions: British and International Trade Union Organisations*. London: Department for International Development, 1999.

A basic background on labor unions, listing and describing the main labor union organizations in the UK and their international activities (lobbying and development work) as well as their principal European and international counterparts.

Bendt, Heinz. *One World, One Voice, Solidarity: The International Trade Secretariats*. Bonn: Friedrich Ebert Stiftung, 1996.

A handbook and guide to the international trade secretariats (now called Global Union Federations), their history and origins, structure, activities, and programs. Contains useful background information about their relationships to one another and to the ICFTU and other international organizations. A detailed description of each organization is given (with contact details), and an overview section discusses issues and challenges for the future.

Boris, Eileen, and Elisabeth Prügl, eds. *Homeworkers in Global Perspective: Invisible No More*. London: Routledge, 1996.

Homeworkers are usually women and generally dispersed, which makes them more vulnerable to exploitation and thwarts traditional union organizing methods. Establishing networks among them requires a detailed knowledge of international production and supply chains, areas in which some international NGOs and unions have played a role.

Brecher, Jeremy, Tim Costello, and Brendan Smith. *Globalization from Below: The Power of Solidarity*. Cambridge, Mass.: South End Press, 2000.

The 1999 Battle of Seattle saw labor unionists, environmentalists, women's rights groups, and human rights advocates converging in a broad-based global protest movement. This book draws on previous experiences of social mobilization, particularly in the area of organized labor, in order to set out the pitfalls facing the movement and its potential to reshape global politics. See also Brecher and Costello's *Building Bridges: The Emerging Grassroots Coalition of Labor and Community* (New York: Monthly Review Press, 1990).

Briskin, Linda, and Patricia McDermott, eds. *Women Challenging Unions: Feminism, Democracy and Militancy*. Toronto: University of Toronto Press, 1993.

While jobs in traditional areas of union membership have declined, there has been an increase in part-time, nonstandard work in small workplaces that are difficult to organize and also in practices such as outsourcing. More women are now in the work force, and more people are employed in sectors and conditions previously associated with women's work. Contributors argue that the gendered nature of economic restructuring requires unions to abandon traditional ideologies about women's work, embrace broader-based bargaining methods, and ensure that their own practices do not marginalize women.

Brown, Malcolm, ed. *Trade Unions and Community Action: Bridging the Gap*. Manchester: William Temple Foundation, 2000.

A collection of papers from a workshop organized by the William Temple Foundation and UK Trade Union Congress in which practitioners from labor unions and different branches of community action explored experiences and the potential of different organizing models. Case studies from the UK and the United States report on progress in a field where new thinking and initiatives are emerging, but where much remains to be done if those who are most exploited are to be empowered.

Castells, Manuel. *The Information Age*, Vol. 1, *The Rise of the Network Society*. Rev. ed. Oxford: Blackwell, 2000.

This classic text presents a systematic theory of the information society taking into account the social and economic effects of information technology on the contemporary world. The book examines the processes of globalization that have marginalized and excluded whole countries and peoples from information networks. It investigates the culture, institutions, and organizations of the network enterprise; explores the concomitant transformation of work and employment;

and suggests that these changes may not generate mass unemployment but rather the extreme flexibilization of work and individualization of labor. Volumes 2 and 3 are *The Power of Identity* (1997), which discusses social movements and transformational politics, and *The End of the Millennium* (1998), which examines globalization and the state.

Clark, John, ed. *Civic Engagement: Civil Society and Transnational Action*. London: Earthscan, 2003.

This book looks at what civil society organizations can achieve and the barriers they face when they participate in global networks. Case studies focus on the effectiveness of transnational action in terms of influencing government policies and public attitudes in a world of rapid structural and ideological change. Civil society organizations studied include NGOs, new forms of citizen mobilization, advocacy organizations, and global union federations.

Cohen, Robin, and Shirin M. Rai. *Global Social Movements*. London: Athlone Press, 2000.

The authors argue that the new global social movements, namely, the human rights, women's, environment, labor, religious, and peace movements, are altering earlier agendas for social change and political engagement. Chapters on the international labor movement suggest that its goals have become more modest and more achievable, and that many union activists recognize their similarities with other social movements. The authors conclude that political life is moving beyond the confines of the nation state to take on new global and cosmopolitan dimensions as part of an emerging global civil society.

Colgan, Fiona, and Sue Ledwith, eds. *Gender, Diversity and Trade Unions: International Perspectives*. London: Routledge, 2002.

This multi-disciplinary compilation drawn from an international team of academics and labor unionists examines the impact of women's activism and new social movement politics on labor unions. Contributors develop an international perspective on labor union gender democracy worldwide, while also identifying and assessing structural and cultural developments in labor unions in different countries as they respond to challenges to the traditional forms of unionism from increasingly diverse agendas.

Compa, Lance, and Stephen F. Diamond, eds. *Human Rights, Labor Rights, and International Trade*. Philadelphia: University of Pennsylvania Press, 1996.

Contributors provide a comprehensive view of labor rights in the international trade system and the options available to workers to protect their rights in a global economy through instruments including international human rights law, trade laws, free trade agreements, corporate codes of conduct, and the legislative framework of organizations such as the World Trade Organization and regional economic structures such as the European Union or the North American Free Trade Agreement. Authors seek to distinguish between union rights that are enshrined in human rights and claims that amount to defending certain privileges.

Craven, Matthew. *The International Covenant on Economic, Social and Cultural Rights: A Perspective on Its Development*. Oxford: Oxford Univ. Press, 1995.

Despite their formal recognition in a number of international instruments since 1945, the second generation of economic, social, and cultural rights have been marginalized. This is particularly apparent with respect to the International Covenant on Economic, Social, and Cultural Rights (ICESCR), which was intended to form part of the International Bill of Rights along with the International Covenant on Civil and Political Rights (ICCPR). This legal study examines the origins and development of the ICESCR and discusses particular aspects of the covenant, such as the nature of state obligations; the principle of nondiscrimination; and the rights to work, to join and form labor unions, to housing, and to food.

Curtin, Jennifer. *Women and Trade Unions: A Comparative Perspective*. Aldershot: Ashgate, 1999.

Examining how women labor unionists have sought to make union structures and policy agendas more inclusive of the interests of women workers, the author analyzes how far such a partnership has been developed between women and labor unions in Austria, Australia, Israel, and Sweden. She addresses questions such as the strategies pursued by women unionists in each country; the circumstances and issues around which women have employed class-based or gender-specific strategies in furthering the interests of women workers; the relevance of the history of women's inclusion and representation by labor unions to their choice of strategy; and the political and cultural environment within which labor unionism has operated.

Elkington, John. *Cannibals with Forks: The Triple Bottom Line of Twenty-first Century Business*. 2nd ed. Oxford: Capstone, 1999.

An exposition of the enlightened self-interest argument for corporate social responsibility, which holds that companies must be seen to address environmental and social concerns and not merely the financial bottom line to avoid the risk of damaging their public credibility. While the author highlights the role of NGOs as watchdogs (such as Greenpeace) or in monitoring codes of conduct, it is noteworthy that neither employees nor organized labor feature as core stakeholders within the "triple bottom line" approach.

Education International. *Education Is a Human Right: EI Barometer on Human and Trade Union Rights in the Education Sector*. Brussels: Education International, 1998.

The report provides statistical information about access to education in every country where EI has a member organization, the incidence of child labor, and the extent to which teachers and educators enjoy fundamental human rights and labor union rights. EI argues that improvements in each area require progress on all three fronts simultaneously.

Edwards, Michael, and John Gaventa, eds. *Global Citizen Action*. Boulder, Colo.: Lynne Rienner, 2001.

This volume examines the agendas encompassed within civil society and explores civil society's engagement with international institutions in relation to four areas:

a conceptual framework defining civil society; influencing the international financial institutions; examples of global campaigns (landmines, debt, free trade, children's rights, sustainable development, the environment, women's rights, urban issues); and lessons for advocacy networks and global citizen action. The focus is mainly on NGOs and global campaigns, though since labor unions are active in many of these areas some of the lessons apply.

Ewing, K. D., and Tom Sibley. *International Trade Union Rights for the New Millennium*. London: Institute of Employment Rights, 2000.

In 1996 the International Centre for Trade Union Rights embarked on a project to review international labor standards and to consider how they might be reformed and adapted. This book reports on the research setting out the case for universal labor standards and international labor union rights. It discusses the modernization of the conventions on freedom of association and the supervision and enforcement of standards. It contains the texts of the main ILO conventions in the Appendices.

Fairbrother, Peter, and Gerard Griffin, eds. *Changing Prospects for Trade Unionism*. London: Continuum, 2002.

After thirty years of national and international economic restructuring, often accompanied by major legislative reforms, the way forward for labor unions is unclear. Throughout the 1980s and into the 1990s union membership slumped in most industrialized economies, and unions lost their former prominence and their place in the polity. This book explores the background, current roles, and prospects of labor unions in six countries in order to determine whether they can reestablish their political salience, or whether there will be still further declines in union strength and power. See also Peter Fairbrother, *Trade Unions at the Crossroads* (London: Mansell, 2002), which focuses on case studies from the manufacturing, privatized utilities, and the public sector in the UK, and looks at the prospects for union renewal.

Fox, Jonathan A., and L. David Brown, eds. *The Struggle for Accountability: The World Bank, NGOs and Grassroots Movements*. Cambridge, Mass.: MIT Press, 1998.

This book analyzes reforms within the World Bank to adopt more rigorous environmental and social policies, and the subsequent conflicts over how and whether to apply them. The World Bank has become more accountable as the result of protest and public scrutiny, and the empowering effect of these on inside reformers. Transnational NGO networks are also becoming more accountable to their local partners, partly because grassroots movements are demanding this and partly in response to the World Bank's challenge to the legitimacy of its NGO critics. Although the book contains little on labor union-NGO alliances as such, the lessons it draws about advocacy work are relevant to both sectors.

Fyfe, Alec, and M. Jankanish. *Trade Unions and Child Labour: A Guide to Action*. Geneva: ILO, 1997.

The international labor union movement is crucial in the fight against child labor. Workers' organizations are ideally placed to discover and denounce abuses and to

advocate both for the right of children to adequate education and for adults to receive decent wages, thereby reducing the need for child labor in poor families. The authors show how unions can be involved in specific measures locally and nationally, and they describe the main UN agencies, instruments, and standards regulating child labor. Case studies present innovative approaches by workers' organizations to serve as examples of good practice and an inspiration for action.

Gallin, Dan. *Trade Unions and NGOs: A Necessary Partnership for Social Development*. Geneva: UNRISD, 2000.

A discussion paper on the role of labor unions and NGOs in relation to other actors in civil society (religious organizations, educational institutions, professional associations, and so on) in which the author argues that they are distinguished by having specific agendas for the improvement of society. The paper reviews the historical background, the record, and the potential for and constraints to cooperation. Drawing on examples of collaboration between NGOs and labor unions (especially in relation to human rights, women's rights, the informal economy, environmental issues, and corporate codes of conduct) the paper examines the conditions that must be met in order to strengthen such alliances.

Gunnell, Barbara, and David Timms, eds. *After Seattle: Globalisation and Its Discontents*. London: Catalyst, 2000.

The demonstrations leading to the collapse of the WTO talks in Seattle in December 1999 were among the first major public expressions of concern about contemporary economic globalization, particularly in relation to the environment and the rights of workers within a global trade regime. The chapter by John Edmonds, general secretary of the GMB, is entitled "An Agenda for the Labour Movement."

Harper, John, ed. *Trade Unions of the World*. 6th ed. London: John Harper Publishing, 2005.

John Harper provides a comprehensive directory of labor union organizations worldwide, with an introductory section for each country outlining the national political and economic context within which unions operate. This is followed by an overview of the history, structure, scale, and influence of the union movement, including information on ratification of ILO Convention No. 87 (Freedom of Association and Protection of the Right to Organise, 1948) and Convention No. 98 (Application of the Principles of the Right to Organise and to Bargain Collectively, 1949). A third section describes the various labor union centers and gives detailed information on affiliates in countries where the labor union movement is highly developed and industry-level unions are significant in social and political life. An appendix gives details of international and regional labor union organizations.

Hosmer Martens, Margaret, and Swasti Mitter. *Women in Trade Unions: Organising the Unorganised*. Geneva: ILO, 1994.

A collection of case studies from around the world on organizing women workers at national and local level in areas that are difficult to mobilize: small-scale enterprises, the informal economy, homework, domestic service, and export processing zones.

Hutchinson, Jane, and Andrew Brown, eds. *Organising Labour in Globalizing Asia*. London: Routledge, 2001.

This study of contemporary organizing capacities of workers in Asia with case studies from Bangladesh, China, India, Indonesia, Malaysia, the Philippines, and Thailand examines workers' responses to class relations through independent unions, NGOs, and (dis)organized struggles. While economic globalization is generally held to have negative consequences for labor organizing, some openings for local activism can arise from transnational production arrangements.

International Council on Human Rights Policy. *Beyond Voluntarism: Human Rights and the Developing International Legal Obligations of Companies*. Versoix: ICHRP, 2002.

The responsibility of private companies to respect human rights is now of major concern to companies as well as governments, multilateral agencies, NGOs, investors, and consumers. This report reviews the applicability and implementation of existing human rights laws in this context. Voluntary codes alone are regarded as ineffective while their proliferation is leading to contradictory or incoherent efforts. Campaigns that play to the self-interest of companies, ethical trading initiatives, consumer boycotts, and voluntary codes of conduct all have a role to play; but the authors stress the role of international law in ensuring that companies are accountable in relation to human rights.

International Labour Organization. *Freedom of Association: An Annotated Bibliography*. Geneva: ILO, 1999.

A trilingual (English, French, and Spanish), annotated bibliography prepared by the editorial staff of the *International Labour Review*, this practical reference book provides source information for officials, researchers, and activists promoting human rights and, in particular, protection of freedom of association and labor union rights. The bibliography covers the major sources of international law on the subject, with information on global and regional institutions and a fully referenced guide to supervisory bodies and procedures.

International Labour Organization. *World Labour Report 1997–8: Industrial Relations, Democracy and Social Stability*. Geneva: ILO, 1998.

This report focuses on the state of labor union membership and industrial relations worldwide with a statistical summary and overview of the main issues in the changing global economy. Separate chapters discuss current issues for labor unions; changes within labor unions; employers' organizations; new features of production and industrial relations; diverse institutions of social dialogue (collective bargaining, national agreements, legislation, and so forth); industrial relations and the informal sector; and future social dynamics.

Jenkins, Rhys, Ruth Pearson, and Gill Seyfang, eds. *Corporate Responsibility and Labour Rights: Codes of Conduct in the Global Economy*. London: Earthscan, 2002.

The proliferation of voluntary corporate codes of conduct since the early 1990s responds to a widespread retreat from state regulation of TNCs and a consequent

emphasis on self-regulation in areas such as basic working conditions, environmental standards, and human rights. Academics, practitioners, NGO workers, and activists review such codes particularly in relation to labor rights and global value chains. The book also lists major websites relating to this aspect of global corporate activity.

Jose, A. V., ed. *Organized Labour in the 21st Century*. Geneva: International Institute for Labour Studies, 2002. Available from the ILO.

Growing out of a research project on the role of the labor union movement in contributing to dynamic social policy and equitable growth, this book focuses on the changing environment of labor and unions; labor union responses to these changes; and future perspectives for labor in society and in the global economy. The project included an electronic network linking labor unionists with academics and the ILO as well as comparative research into union responses and strategies. The book offers an overview of labor issues and lessons for developing countries followed by case studies on Chile, Ghana, India, Israel, Republic of Korea, Lithuania, Niger, South Africa, Sweden, and the United States.

Kabeer, Naila. *The Power to Choose: Bangladeshi Women and Labour Market Decisions in London and Dhaka*. London: Verso, 2000.

In Bangladesh, despite a history of female seclusion, women are now a prominent industrial labor force. By contrast, Bangladeshi women in the UK, a secular society with a long tradition of female employment, are largely concentrated in homeworking for the garment industry. Kabeer contrasts these work experiences to ask what constitutes “fair” competition in international trade. She concludes that international labor standards must take account of the forces of inclusion and exclusion *within* local labor markets.

Keck, Margaret E., and Kathryn Sikkink. *Activists beyond Borders: Advocacy Networks in International Politics*. Ithaca, N.Y.: Cornell Univ. Press, 1998.

Transnational activist networks have a long history, including the antislavery and women’s suffrage campaigns. The authors sketch the dynamics of emergence, strategies, and impact of contemporary pressure groups on issues such as human rights, the environment, and violence against women—issues that are also relevant to international NGOs (and NGOs working internationally) and to the international labor movement.

Kester, Gérard, and Ousmane Oumarou Sibidé, eds. *Trade Unions and Sustainable Democracy in Africa*. Aldershot: Ashgate, 1997.

Contributors discuss the role labor unions have played in the establishment of political democracy and their potential in making democracy sustainable in this survey of labor unions and development in sub-Saharan Africa, drawing on ten case studies (from Benin, Burkina Faso, Cape Verde, Ghana, Mali, Mozambique, South Africa, Sudan, Tanzania, and Togo). Four issues—democracy, development, labor unions, and participation—are addressed in each study. The overall conclusion is that Africa needs a framework of sustainable democracy, but this will be established only if democracy has a visibly positive effect on development.

van der Linden, Marcel, ed. *The International Confederation of Free Trade Unions*. Berne: Peter Lang Publishing, 2000.

This first history of the ICFTU describes the development of its precursors (the International Secretariat of National Trade Union Centres, the International Federation of Trade Unions, and the World Federation of Trade Unions) and reconstructs the history of the ICFTU from its origins during the Cold War, through anti-colonial struggles, European unification, international campaigns against apartheid, and many other issues. A final chapter discusses the ICFTU's prospects in the twenty-first century.

McBride, Anne. *Gender Democracy in Trade Unions*. Aldershot: Ashgate, 2001.

In 1993 the UK's largest union, UNISON, decided to create a framework for empowering women. This book describes UNISON's strategies for reshaping labor union democracy and achieving gender democracy, illustrating the impact of these strategies on women's participation and representation in the union. Arguing that union structures need to be organized around principles of individual *and* group representation, McBride concludes that reformed structures are necessary to achieve equality between men and women but that they are not a sufficient condition for the empowerment of women.

McNally, David. *Another World Is Possible: Globalization and Anti-Capitalism*. Winnipeg: Arbeiter Ring Publishing, 2002.

The author traces the history of what he calls the anti-corporate globalization movement from 1994, along with the political and economic orders it seeks to resist. Drawing on the experience of radical movements of workers, peasants, and indigenous peoples in countries including Bolivia, Brazil, Indonesia, Korea, and Mexico, McNally proposes an alternative politics based on diversity and internationalism, one that moves beyond commodification and the market. See also David McNally, *Bodies of Meaning: Studies on Language, Labor, and Liberation* (Albany, N.Y.: State Univ. of New York Press, 2001).

Martin, Brendan. *In The Public Service*, London: Zed/PSI, 2002.

Transforming the quality and efficiency of public services is critical to both economic stability and social justice, but ideological and technocratic approaches are not delivering the improvements required. Martin argues for a more participatory approach to reform, involving both service users and public service employees in the process. Case studies include slum dwellers from Brazil's Porto Alegre explaining how a "participative budget" has encouraged local democracy; Swedish social service caretakers directing budget cuts without cutting jobs or services; and doctors in the Czech Republic saving their country's health services by a new approach to public-private partnership. While top-down reforms and business-school fads have largely failed, the new partnership model is rooted in true empowerment, reconciling efficient public spending, quality of service, and secure and satisfying public employment to the benefit of all. See also Brendan Martin, *In the Public Interest? Privatisation and Public Sector Reform* (London: Zed/PSI, 1993).

Meiksins Wood, Ellen, Peter Wood, and Michael Yates, eds. *Rising from the Ashes: Labor in the Age of "Global" Capital*. New York: Monthly Review Press, 1998. A collection of essays by progressive scholars, union leaders, and activists reflecting on the contemporary nature of labor organization and mobilization. Contributors discuss issues including the changing composition of the international working class, patterns of work under contemporary capitalism, the relationship of race and gender to class, the promise and limitations of recent eruptions of labor militancy, and the strategic options available to working people in an age of globalization. The book focuses on the United States but includes essays on Mexico, East Asia, and Europe.

Moody, Kim. *Workers in a Lean World: Unions in the International Economy*. New York: Verso, 1997.

This book looks at the roots and structures of globalization, their impact on the working classes of different parts of the world, and recent responses to the "lean regime" in the workplace, the global jobs crisis, government-imposed austerity, and the general decline in the living standards of working people. The author calls for "social movement unionism," which goes beyond the "organizing" model of unionism to assert the centrality of union democracy as a source of power and broader social vision and also views outreach and alliance building as means of enhancing that power.

Munck, Ronaldo. *Globalisation and Labour: The New 'Great' Transformation*. London: Zed Books, 2002.

The TNCs search for cheap labor on the global market is changing the world of work. Munck argues that the labor movement is increasingly transnational, with workers developing agendas and ways of organizing that transcend national boundaries. He suggests that the union movement could play a major role in regulating a global economic system now largely out of control, arguing that we may be witnessing what Karl Polanyi called "the great transformation," the implications of which profoundly affect workers, unions, and their TNC employers.

Munck, Ronaldo, and Peter Waterman, eds. *Labour Worldwide in the Era of Globalisation: Alternative Union Models in the New World Order*. Basingstoke: Macmillan, 1999.

Arguing that the globalized nature of modern capitalism makes it necessary to reconsider the role of class and of the labor union as an organizational form, the editors believe that for labor to retrieve its political and a moral force, it must make alliances with the "new social movements," such as the women's, environment, or human rights movements. In chapters exploring labor organization in Brazil, India, Japan, North America, Pakistan, Russia, South Africa, and Western Europe, contributors call for a new "social unionism" that addresses civil society as a whole, recognizes new terrains and levels of struggle, and draws on the experience of new social movements. Transcending nations and national labor strategies, social unionism would require emancipatory action within as well as by the union movement. See also Peter Waterman, *Globalisation, Social Movements, and the New Internationalism* (Washington, D.C.: Continuum, 1998).

Munro, Anne. *Women, Work and Trade Unions*. London: Mansell, 1999.

This study focuses on working-class women, in particular catering and cleaning workers, and shows how the institutional bias within labor unions precludes the full representation of women's interests. Based on research carried out in two labor unions in the UK public health service, the author stresses the need to understand how women's work is structured in order to investigate the role of labor unions in challenging or reproducing gender-based inequalities.

Nissen, Bruce, ed. *Unions in a Globalized Environment: Changing Borders, Organizational Boundaries, and Social Roles*. Armonk, N.Y.: M. E. Sharpe, 2002.

Organized labor in the United States has suffered from the impact of TNCs, the establishment of new trade pacts, and the dismantling of certain import barriers. Nissen argues that to revitalize themselves and expand their role on a global stage, US unions must create ties with workers and unions internationally and also focus on recruiting immigrant workers at home. The resulting "social movement unionism" would be less focused on the market and more on social issues and rights. See also Bruce Nissen, *Which Direction for Organized Labor? Essays on Organizing, Outreach, and Internal Transformations* (Detroit: Wayne State Univ. Press, 1999); idem, *Unions and Workplace Reorganization* (Detroit: Wayne State Univ. Press, 1997); idem, *US Labor Relations 1945–1989: Accommodation and Conflict* (New York: Garland Publishing, 1990), and Bruce Nissen, co-editor, *Theories of the Labor Movement* (Detroit: Wayne State Univ. Press, 1987).

O'Brien, Robert, ed. *Global Unions? Theory and Strategies of Organised Labour in the Global Political Economy*. London: Routledge, 2002.

Labor issues are now on the international agenda and unions have sought to influence policies of organizations such as the WTO, the IMF, the EU, and trade agreements in the Americas. The author introduces various theoretical approaches to understanding global union issues, and discusses labor responses to global challenges, constraints on labor internationalism, union responses in the South, labor and the architecture of international economic institutions, the global labor standards debate, and labor as a global social force. The book includes case studies on labor struggles in the United States; labor union training on globalization in the UK and Brazil; transformation in the international policies of US and Canadian unions; and labor and regional integration in the Americas, Europe, and the Asia-Pacific region.

O'Brien, Robert, Anne Marie Goetz, Jan Aart Scholte, and Marc Williams. *Contesting Global Governance: Multilateral Economic Institutions and Global Social Movements*. Cambridge: Cambridge Univ. Press, 2000.

Arguing that increasing engagement between international institutions and sectors of civil society is producing a new form of global governance, the authors investigate "complex multilateralism" in relation to the IMF, the World Bank, and the WTO, and three global social movements (environmental, labor, and women's movements). The book includes a comparative analysis of the institutional response to pressure from social movements, tracing institutional change, policy modification, and the tactics adopted by civil society organizations in trying to

influence the rules and practices governing trade, finance, and development regimes.

Oxfam GB. *Trading Away Our Rights: Women Working in Global Supply Chains*. Oxford: Oxfam GB, 2004.

Based on a twelve-country study, this campaign document highlights the impact of the flexibilization of labor on women workers worldwide. It argues that the export-oriented employment favored by the current model of economic globalization benefits the corporate sector at the expense of the employees at the bottom of the supply chain, particularly women, most of whom are poorly paid and enjoy little or no social protection or job security.

Reynolds, David B., ed. *Partnering for Change: Unions and Community Groups Build Coalitions for Economic Justice*. Armonk, N.Y.: M. E. Sharpe 2004.

Bringing together activists and intellectuals involved in alliances between labor unions and community-based initiatives in the United States, related, for instance, to the environment, religious groups, low-income organizations, local employers, and living-wage campaigns, this volume offers a broad overview of the potential and limitations of labor-community coalitions.

Rose, Kalima. *Where Women Are the Leaders: The SEWA Movement in India*. London: Zed Books, 1992.

SEWA, a forty-thousand-strong union of some of India's poorest women, has become both an example of a new development model and an inspiration to low-income women worldwide. This historic account traces SEWA's work from its initial organizing around basic wage and credit issues to its research and lobbying activities on development policy issues and its growing international influence on employment and resource strategy.

Rowbotham, Sheila, and Swasti Mitter, eds. *Dignity and Bread: New Forms of Economic Organising Among Poor Women in the Third World and the First*. London: Routledge, 1994.

An early account of the growth in casual female labor, analyzing how global economic change is affecting women internationally and focusing on their responses to these developments. Case studies from India, Malaysia, Mexico, the Philippines, Sri Lanka, Tanzania, and the UK give examples of women organizing in the cotton textile and garment industries, in free trade zones, and through the formation of national and international networks of self-employed women. Rowbotham's *Homeworkers Worldwide* (London: Merlin Press, 1993) describes how homeworkers' organizations and labor unions can work together.

Smith, Jackie, and Hank Johnson, eds. *Globalization and Resistance: Transnational Dimensions of Social Movements*. Lanham, Md.: Rowman and Littlefield, 2002.

This collection of theoretical essays and case studies explores how global economics and politics alter the way citizens engage in contentious political action. Chapters include analyses of transnational mobilization and networking in relation to globalization, national politics, local-global linkages, and specific events or projects, such as protests against World Bank projects in the Amazon or the

Battle of Seattle in December 1999. See also Jackie Smith, Charles Chatfield, and Ron Pagnucco, eds., *Transnational Social Movements and Global Politics: Solidarity beyond the State* (Syracuse, N.Y.: Syracuse Univ. Press, 1997).

Southall, Roger, ed. *Trade Unions and the New Industrialisation of the Third World*. London: Zed Books, 1998.

Focusing on issues confronting labor unions in the 1990s, in particular how the globalization of production and prolonged recession have undermined the bargaining power of labor, this book focuses on organized labor and industrialization in the Third World; industrial restructuring, repression, and labor union responses (with studies of labor unionism under military rule in Argentina and in Nigeria, in export processing zones in Sri Lanka, workers' councils in Iran, the "Japanization" of labor unions in Malaysia, and labor unions and human rights in Africa); and the prospects for labor internationalism (with chapters on US labor intervention in Latin America, the ILO and protection of labor union rights, nationalism as a labor union perspective, and a new communications model for working-class internationalism).

Spooner, Dave. *A View of Trade Unions as Part of Civil Society*. London: DFID, 2000.

A background paper prepared for the UK government on labor unions and NGOs in development, this work provides an overview of the different types of labor union organizations and the activities they have funded, particularly in the areas of human rights and freedom of association, and reviews the obstacles and conditions for successful collaboration between the two sectors.

Starr, Amory. *Naming the Enemy: Anti-corporate Social Movements Confront Globalisation*. London: Zed Books, 2001.

The "anti-globalist" opposition to TNCs and globalization comprises a wide range of organizations including NGOs and labor unions. The author defines three types of movement: those trying to constrain corporate power through democratic institutions and direct action, those attempting to create "globalization from below," and those seeking to create an alternative small-scale community "de-linked" from the global economy. Wider issues such as development, small businesses, human rights, labor, the environment, and democracy are also covered.

Thomas, Henk. *Trade Unions and Development*. Labour and Society Programme Discussion Paper DP/100/1999. Geneva: ILO, 1999.

This research paper was written for the International Institute for Labour Studies and reflects on the role of the labor movement in development processes and social transformation, particularly in developing countries. It explores a new methodology to analyze the labor union movement, recognizing that traditional industrial relations patterns no longer offer effective guidelines for policy design and action in many newly industrialized countries, and that as a major player within civil society, the labor movement is vital to sustainable development and participatory democracy. See also Henk Thomas, ed., *Globalisation and Third World Trade Unions: The Challenge of Rapid Economic Change* (London: Zed Books,

1995). Focusing on the crisis facing organized labor in the South in the mid-1990s, this includes case studies from Chile, Malaysia, Pakistan, Venezuela, Zambia, and Zimbabwe. The challenges include new TNC management methods, the growth of the informal economy, the widespread casualization of labor, and the increasing number of women workers who remain inadequately represented by labor unions.

Wets, Johan, ed. *Cultural Diversity in Trade Unions: A Challenge to Class Identity?* Aldershot: Ashgate, 2000.

With particular reference to European unions, the author examines how unions deal with regional differences and competing cultural identities, in particular those of migrant workers, and asks whether regional and cultural differences jeopardize working-class solidarity.

Wunnava, Phanindra V., ed. *The Changing Role of Unions: New Forms of Representation*. Armonk, N.Y.: M. E. Sharpe, 2004.

Leading labor economists analyze the future of labor unionism and conclude that new forms of representing and organizing workers need to be generated in order to replace traditional approaches, which are declining around the world. While not seeking to predict exact models for new employee institutions, contributors argue that working people may experience greater satisfaction from increased representational involvement and a broader community constituency.

JOURNALS

Economic and Industrial Democracy. Published quarterly by Sage on behalf of the Arbetslivsinstitutet (National Institute for Working Life), Sweden. Editors: Lars Magnusson and Jan Ottosson. ISSN: 0143-831X.

Explores the new labor market and work processes, organizational aspects regarding working life and its policy implications, and the interaction among political, technological, and economic factors and various aspects of labor markets and industrial relations. Topics of relevance include gender and equal opportunity, deregulation, and unemployment issues.

Gender, Work and Organization. Published quarterly by Blackwell. Editors: David Knights and Deborah Kerfoot. ISSN: 0968-6673.

Dedicated to the applied analysis of gender relations at work, the organization of gender, and the gendering of organizations, topics recently addressed include the concept of paid and unpaid work, "masculinities," sex work and prostitution, the economics of equal opportunities, and culture change in organizations.

Industrial Relations: Journal of Economy and Society. Published quarterly by Blackwell. Editors: David I. Lefvine and Daniel J. B. Mitchell. ISSN: 0019-8676. Offering an international and multi-disciplinary perspective on developments in labor and employment, *IR* focuses on the implications of change for business,

government, and workers. Issues covered include corporate restructuring and downsizing, the changing employment relationship in union and nonunion settings, high performance work systems, workplace demographics, and the impact of globalization on national labor markets.

International Labour Review. Published quarterly by the ILO in English, French (*Revue Internationale du Travail*, ISSN: 0378-5599), and Spanish (*Revista Internacional de Trabajo*, ISSN: 0378-5548). Editor-in-Chief: Ifthikhar Ahmed. ISSN: 0378-7780.

Publishing original research and analysis by economists, labor lawyers, and other experts on questions of labor and employment issues the *ILR* also includes short articles on emerging issues, and book reviews.

Journal of Industrial Relations. Published quarterly by Blackwell on behalf of the Industrial Relations Society of Australia. Editors: Rom Callus and Russell Lansbury. ISSN: 0022-1856.

Focusing on the way in which individuals, groups, organizations, and institutions shape the employment relationship, *JIR* addresses the economic, political, and social influences on the relative power of capital and labor and also the interactions among employers, workers, their collective organizations, and the state.

LABOUR, Capital and Society: a journal on the Third World/TRAVAIL, capital et société: une revue sur le Tiers Monde. Published twice-yearly by the Centre for Developing-Area Studies, McGill University. Editor: Rosalind Boyd. ISSN: 0706-1706.

A bilingual journal on labor issues in Africa, Asia, Latin America, the Caribbean, and the Middle East exploring the social, economic, cultural, and political dimensions of development, labor struggles, and the conditions in which people live and work. Topics covered include women in the labor movement, child labor, labor unions, and unorganized labor protests.

Labour Education. Published quarterly in English, French (*Education Ouvrière*, ISSN: 0378-5572) and Spanish (*Educación Obrera*, ISSN: 0378-5564) by the ILO Bureau for Workers' Activities. Editor: Luc Demeret. ISSN: 0378-5467.

Issues of interest include vol. 90, no. 1 (1993) on women's participation in labor unions; vol. 116, no. 3 (1999) on labor unions in the informal sector; and vol. 121, no. 4 (2000) on what workers and labor unions should know about social protection.

Labor Studies Journal. Published quarterly by West Virginia Univ. Press for the United Association for Labor Education. Editors: Paul Jarley and Bruce Nissen. ISSN: 0160-449X (print), 1538-9758 (online).

Focuses on work, workers, labor organizations, labor studies, and worker education, and including reviews of print, audio-visual, and electronic materials. The *LSJ* is aimed at a general readership of union, university, and community-based labor educators as well as labor activists and scholars from across the social sciences and humanities.

Monthly Review. Published monthly by Monthly Review Press. Editors: Paul M. Sweezy, Harry Magdoff, John Bellamy Foster, and Robert W. McChesney. ISSN: 0027-0520.

Combining scholarship and activism, *MR* seeks to be accessible to workers and labor organizers as well as academics, taking an editorial stand against class, racial, and sexual exploitation and analyzing current realities, their historical roots, and the prospects for change.

New Technology, Work and Employment. Published three times a year by Blackwell. Editor: Christopher Baldry. ISSN 0268-1072.

Focusing on changing technological and organizational systems and processes, this multi-disciplinary journal seeks to promote debate that is rooted in the analysis of current practice. Recent topics include labor union renewal in the UK motor industry, participatory company management, technology and work patterns in the restaurant sector, and teleworking and media workers.

Work, Employment and Society. Published quarterly by the Cambridge Univ. Press for the British Sociological Association. Editor: Theo Nichols. ISSN: 0950-0170.

Analyzing all forms of work and their relation to wider social processes and structures and to quality of life, *WES* focuses on the labor process and changes in labor markets, industrial relations, and the gender and domestic divisions of labor. It supports contemporary, historical, and comparative studies and both qualitative and quantitative methodologies.

ORGANIZATIONS

Business Human Rights

A website that contains information from the UN and ILO, companies, human rights, development, labor, and environmental organizations, governments, academics, journalists, and so on. It serves as an online library to provide easy access (through links) to a wide range of materials and to promote informed discussion of important policy issues. The website contains an overview section (with general information about business and human rights), a section on getting started, and information about human rights across a wide range of business sectors.

www.business-humanrights.org

Catalyst Forum

Describing itself as a non-aligned organization of democratic socialists, Catalyst seeks to promote new, practical policies directed to the redistribution of power, wealth, and opportunity. It publishes policy papers and books across the whole span of social and public policy issues, including labor unions and the world of work.

www.catalystforum.org

CIVICUS: World Alliance for Citizen Participation

A global alliance of organizations committed to strengthening citizen action and civil society, CIVICUS believes that private action for the public good can take place both within the civil sphere and in combination with government or with business and that a healthy society needs an equitable relationship among these sectors. Publications include *Civil Society at the Millennium* (edited by Kumi Naidoo, 1999) and *Promoting Corporate Citizenship: Opportunities for Business and Civil Society Engagement* (Laurie Regelbrugge, 1999). Parts of the website are available in Spanish, French, and German.

www.civicus.org

Commonwealth Trade Union Council (CTUC)

The CTUC works in cooperation with other international labor union organizations and seeks to promote a democratic and prosperous Commonwealth in which international labor standards are observed. Main activities include providing education and training, improving collective bargaining practices, providing technical assistance for capacity building activities, collecting and disseminating information, defending and promoting labor union rights and labor standards, and activities to promote the participatory and leadership role of women.

www.commonwealthtuc.org

Congress of South African Trade Unions (COSATU)

Since its foundation in 1985, COSATU has been in the forefront of the struggle for democracy and workers' rights. It is based on five core principles: non-racism; paid-up membership; one industry, one union, one country, one federation; worker control; and international worker solidarity. The COSATU website contains a useful page of links (labor directories and union organizations worldwide) and a list of its publications.

www.cosatu.org.za

Cyber Picket Line

A web-based resource for the international labor union movement designed to assist direct communication among union activists around the world, to designate useful resources available on the web, and to enliven topics with humor and commentary. The centerpiece of the site is the *World Trade Union Directory*, with over two thousand links to international union organizations, national unions, local branches, and union resource sites in every continent. A section entitled "Trade Union Resources" gives access to the sort of information previously available only in union headquarters.

www.ca.ac.uk/socsci/union

Essential Information

A nonprofit organization that encourages citizens to become active in their communities, EI's information clearinghouse (the Multinational Resource Center) disseminates information to grassroots organizations in the United States and developing countries. Essential Information also publishes a range of books on multinational issues and *The Multinational Monitor*, which tracks corporate activity, especially in

the South, focusing on the export of hazardous substances, health and safety, labor union issues, and the environment (published ten times a year).

www.essential.org

Ethical Trading Initiative (ETI)

An alliance of companies, NGOs, and labor union organizations committed to working together to identify and promote ethical trade, defined as good practice in the implementation of a code of conduct for good labor standards, including the monitoring and independent verification of the observance of code provisions as standards for ethical sourcing. Ethical business includes working toward the ending of child labor, forced labor, and sweatshops, looking at health and safety, labor conditions, and labor rights. Its website has information in various European, African, and Asian languages.

www.ethicaltrade.org

European Trade Union Confederation (ETUC)

Established in 1973 the ETUC is a cross-sectoral organization that seeks to advance the social agenda of its partner organizations in economic and social policy dialogue at the European level. Representing 60 million members in seventy-four national labor union confederations from thirty-four countries, its primary objective is to safeguard and promote the rights of workers and labor unions, which it does through direct representation in various European institutions and advisory bodies and the cultivation of relations with employers. The European Trade Union Institute, the European Trade Union College, and the Trade Union Technical Bureau are all organized under the auspices of the ETUC. The European Trade Union Institute Documentation Centre houses a large collection of labor union publications, answers research enquiries, and is open to external users by appointment.

www.etuc.org

Fair Labor Association (FLA)

A nonprofit alliance of multinational companies and NGOs that have agreed to the FLA Charter Agreement, the first industry-wide code of conduct and monitoring system. This provides for an independent monitoring system to hold companies publicly accountable for their labor practices as well as those of their principal contractors and suppliers. The FLA accredits independent monitors, certifies that companies are in compliance with the code of conduct, and serves as a source of information for the public.

www.fairlabor.org

Friedrich Ebert Stiftung (FES)

Founded in 1925 as a political legacy of Germany's first democratically elected president, FES runs a major social and political education program within Germany through its four academies, workshops and conferences, and the provision of scholarships. About half of its annual budget is spent on international activities in over one hundred countries, focusing on support for labor unions, independent media structures, human rights work, democratization, and peace and cooperation. FES houses the largest specialized library and archives on the German and

international labor movement. Its journal, *International Politics and Society*, is published in English.

www.fes.de

Focus on the Global South

Based in Thailand, this policy-oriented research organization emphasizes a Southern perspective with a particular focus on the Asia-Pacific region. Its central purpose is to acknowledge innovative activities by grassroots civil society organizations, and to relate these to broader macro questions of state relations and the role of Northern NGOs in sustainable development. Focus takes a strong position in questioning the legitimacy of labor unions in helping the poorest workers.

www.focusweb.org

Global Alliance for Workers and Communities

An alliance of private, public, and nonprofit organizations to improve the lives, workplace experience, and communities of young workers in global manufacturing and service companies, the Global Alliance aims to help corporations respond to workers' needs and aspirations on a factory-by-factory basis. Its main goal is to build a sustainable assessment-and-development process and the infrastructure to ensure it lasts.

www.theglobalalliance.org

Global Labour Institute

A labor service organization established in 1997 in Geneva, the Global Labour Institute supports the efforts of the labor movement to deal with the globalization of the world economy. To this end it works to strengthen the links between labor unions and other civil society organizations in the defense of human and democratic rights.

www.global-labour.org

Global Unions

A news bulletin board jointly owned and managed by the group of global union federations (GUFs) associated with the ICFTU and other international labor union organizations, enabling members to publicize union news and campaigns (www.global-unions.org). The GUFs are Education International (www.ei-ie.org); the International Federation of Chemical, Energy, Mine and General Workers' Unions (www.icem.org); the International Federation of Building and Wood Workers (www.ifbww.org); the International Federation of Journalists (www.ifj.org); the International Metalworkers' Federation (www.imfmetal.org); the International Textile, Garment and Leather Workers' Federation (www.itglwf.org); the International Transport Workers' Federation (www.itf.org.uk); the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (www.iuf.org); Public Services International (www.world-psi.org); and Union Network International (www.union-network.org). While all have some involvement in development issues, some GUFs have a more sustained relationship with development agencies, including NGOs. For example, EI, the largest of the GUFs, was a key member of the Education Now! campaign, and the ITGLWF is actively

involved in the Ethical Trading Initiative and with organizations concerned with homeworkers, such as HomeNet.

The Global Workplace

A development education project among labor unions coordinated by the UK NGO War On Want and funded by DFID and the EU. The website illustrates the impact of globalization on workers' rights and labor union strategies to protect those rights. It also has links to campaigns being coordinated by WoW as well as urgent actions from unions worldwide, labor union education materials, links to WoW affiliates and overseas partners, and a page on women workers.

www.globalworkplace.org

HomeNet

An international network of organizations working with homeworkers to render them visible, fight for recognition of their rights, and campaign for improvements in their living and working conditions. HomeNet collects and disseminates information on homework, assists in obtaining technical assistance for homeworkers, and publishes a regular newsletter for homeworkers and their organizations.

www.homenetww.org.uk

Institute of Employment Rights

Launched in 1989 as a labor law think tank supported by the labor union movement, the institute exists to provide research, ideas, and detailed argument. The IER does not claim that legal remedies can offer ultimate solutions for political, economic, and social problems, but it recognizes that law plays a role in influencing the employment relationship both individually and collectively.

www.ier.org.uk

International Confederation of Free Trade Unions

Founded in 1949 as the result of a split within the World Federation of Trade Unions (WFTU), the ICFTU is by far the largest confederation of labor union centers, with 221 affiliated organizations from 148 countries and territories worldwide. Its primary activities include coordinating campaigns; representing the interests of its affiliates in international bodies and agencies; and providing research, education, training, and information services. The ICFTU is based in Brussels and maintains offices in Geneva, New York, and Washington D.C. Regional affiliates are the Asian and Pacific Regional Organisation in Singapore, the African Regional Organisation in Nairobi, and the Inter-American Regional Organisation of Workers in Caracas. Regular publications include the annual *Survey of Trade Union Rights*, which details over one hundred countries that violate basic labor union rights, and the monthly magazine *Trade Union World* (also available as *Le Monde Syndical* and *El mundo sindical*).

www.icftu.org

International Cooperative Alliance (ICA)

An international umbrella NGO for cooperatives worldwide, ICA's website provides information on the cooperative movement in sectors including agriculture,

banking, credit, consumer, energy, fisheries, housing, insurance, workers, tourism, and healthcare. It also contains case studies, further resources, and information about ICA publications on cooperative and development issues.

www.coop.org

International Centre for Human Rights and Democratic Development (Rights and Democracy)

Founded in 1988 to encourage and support the universal values of human rights and the promotion of democratic institutions and practices worldwide, Rights and Democracy works with individuals, organizations, and governments to promote the human and democratic rights defined in the UN International Bill of Human Rights, including the right of workers to organize. Its bimonthly e-magazine *Libert@s* is also distributed in print twice yearly.

www.ichrdd.ca

International Federation of Workers' Education Associations (IFWEA)

A global federation of labor unions, NGOs, and political institutions active in workers' and labor union education, the IFWEA was founded in 1947 with the aim of promoting "free and voluntary educational work, according to the principles of solidarity and cooperation, justice and equality, democracy and freedom." It publishes a quarterly journal, *Workers' Education*, and the Red, White and Blue Pamphlet Series, which focuses on social and economic issues, political freedom and democracy, and various technical concerns of the workers' education movement. The IFWEA coordinates an innovative distance-learning project through International Study Circles on topics such as migrant workers in the global economy, women and the global food industry, and tackling TNCs.

www.ifwea.org

International Institute for Labour Studies (IILS)

Established in 1960 as an autonomous facility of the ILO to promote policy research and public discussion on emerging labor issues, IILS provides a global forum on social policy enabling governments, business, and labor to interact informally with the academic community and other opinion makers; international research programs and networks linking academics with business, labor, and government representatives to explore emerging policy issues and contribute to policy formulation; and educational programs to assist labor unions, employers' organizations, and labor administrations in developing their institutional capacities for research, analysis, and policy formulation in the economic and social fields.

www.ilo.org/public/english/bureau/inst

International Labour Organization (ILO)

The ILO is the UN specialized agency advocating social justice and universal human and labor rights. It formulates international labor standards in the form of conventions and recommendations setting minimum standards across the entire spectrum of work-related issues and supervises their application worldwide. The ILO also provides technical assistance in vocational training and rehabilitation and on issues such as employment policy, labor law and industrial relations, and

occupational health and safety. It promotes the development of independent employers' and workers' organizations and provides training and advisory services. The ILO's unique tripartite structure comprises workers, employers, and national governments, and its business is conducted through three main organs: the International Labour Conference, the Governing Body, and the International Labour Office. ILO publications include technical manuals and reference works, training materials, the annual *World Labour Report*, two journals available in English, French, and Spanish (*International Labour Review* [ISSN: 0378-5548] and *Labour Education* ISSN: 0378-5564), and the magazine *World of Work* (five times a year, ISSN: 1020-0010), which covers health and safety issues internationally.

www.ilo.org

ILO Bureau for Workers' Activities (ACTRAV)

ACTRAV focuses on activities to strengthen workers' organizations at the international, regional, and national levels. Its mandate is to strengthen representative, independent, and democratic labor unions worldwide, to enable them to play their role effectively in protecting workers' rights and interests and in providing effective services to their members, and to promote the ratification and implementation of ILO conventions. Specific programs include standards and fundamental principles and rights at work, employment, social protection, social dialogue, gender promotion, and decent work.

www.ilo.org/public/english/dialogue/actrav/

ILO Library

Located at the ILO headquarters in Geneva, the ILO Bureau of Library and Information Services is the world's leading library in the field of labor and labor issues. Its collections include books, periodicals, reports, journal articles, legislation and statistics covering labor relations, employment, child labor, social security, vocational training, women workers, working conditions, and all labor-related aspects of economics, social development, and technological change in countries around the world. Much of the catalogue is available online, and library staff will carry out bibliographical searches on request.

www.ilo.org/bibl

International Centre for Trade Union Rights (ICTUR)

ICTUR is a research and advocacy center established in 1987 to extend and strengthen the rights of labor unions in line with the major UN declarations and international agreements on human and labor rights. ICTUR publishes the quarterly journal *International Union Rights* (ISSN: 1018-5909), containing articles on specific countries and regions or taking up broader international issues concerning labor unions, freedom of association, and related rights. The most recent issue is available on the ICTUR website.

www.ictur.labournet.org

International Labor Rights Fund (ILRF)

An advocacy organization dedicated to achieving just and humane treatment for workers worldwide, ILRF promotes labor rights through public education and

mobilization; research; litigation; legislation; and collaboration with labor, government, and business groups. Its books include *Workers in the Global Economy* (2000), *Trade's Hidden Cost* (John Cavanagh et al., 1988) and *Global Village versus Global Pillage: A One-World Strategy for Labor* (Jeremy Brecher and Tim Costello, 1991).

www.laborrights.org

Labour and Society International (LSI)

LSI works for human rights in the global workplace through advocacy, education, and research, in partnership with labor unions and civil society organizations in developing and transition economies. LSI's work includes helping unions to campaign for basic human and labor rights; develop labor union education programs, including tutor training and materials development; negotiate and campaign for improvements in health and safety; ensure that the concerns of women workers are reflected in unions' priorities; and recruit and work with unorganized workers. LSI coordinates *LabourStart*, a news bulletin produced by a worldwide network of 100 volunteer correspondents.

www.labourstart.org

LabourNet

A website containing news, information, and articles submitted by individual labor unionists and labor unions, LabourNet promotes computer communications as a medium for strengthening and building organized labor. Part of the Association for Progressive Communications, LabourNet organizations are now based in Austria, Canada, Germany, Japan, Korea, Spain, the UK, and the United States.

www.labournet.net

Labour Telematics Centre (LTC)

Established in 1993 to support and encourage labor unions and labor organizations in gaining access to and benefits from computer-based electronic communications and information technology (telematics), the LTC is also concerned with the impact of such technologies on the labor process, conditions of employment, and the nature of work itself. It provides technical consultancy, organizes seminars and conferences, publishes research and reports, and supports national unions in Africa, Asia, and Central and Eastern Europe to make better use of online communication.

www.labourtel.org.uk/Welcome.html

Maquila Solidarity Network (MSN)

Promoting solidarity with groups in Mexico, Central America, and Asia organizing in *maquila* factories and export processing zones to improve conditions and wages, the MSN works through corporate campaigns, government lobbying, popular education, and international links. Its campaign Exposing the Labour behind the Label exposes the "global sweatshop" behind everyday goods in order to make retailers and international companies accountable for the conditions under which their products are made and to increase consumer understanding of the issues.

www.maquilasolidarity.org

The National Labor Committee for Worker and Human Rights (NLC)

A human rights advocacy group dedicated to promoting and defending the rights of workers. Through its longstanding relationships with NGOs and human rights, labor, and religious organizations, primarily in Latin America, NLC seeks to put a human face on the global economy. The NLC educates and involves the public in action aimed at ending labor abuses, improving living conditions for workers and their families, promoting the concept of a living wage, and achieving true independent monitoring.

www.nlcnet.org

Norwegian People's Aid (NPA)

Founded in 1939 by the Norwegian labor movement, NPA is one of Norway's largest NGOs. Based upon the principles of solidarity, unity, human dignity, peace, and freedom, NPA is involved in more than four hundred projects in thirty countries. Its international activities include long-term development assistance, emergency assistance, mine-clearance and mine-awareness programs, and conflict prevention and resolution.

www.npaid.org

Public Services International Research Unit (PSIRU)

Set up in 1998 to carry out empirical research into privatization, public services, and globalization, PSIRU houses an extensive database on the economic, political, financial, social, and technical experience of privatizations of public services worldwide and tracks the involvement of specific TNCs in such processes. Many of its reports are published on its website.

www.psiru.org

Self-Employed Women's Association (SEWA)

An organization of self-employed women workers in the informal economy (in which women constitute 93 percent of the labor force in India), SEWA is a *sangam* or confluence of the labor movement, the cooperative movement, and the women's movement. Its main goals are to organize women workers for full employment and self-reliance.

www.sewa.org

Solidar

An alliance of NGOs, labor unions, and campaigning groups from fifteen countries with links to the social democratic and socialist parties and to the labor union movement, Solidar is active in the fields of development work, humanitarian and emergency assistance, social welfare policy, development education, policy formulation, lobbying, and mediation.

www.solidar.org

StreetNet

A global network of street sellers, activists, researchers, and others working to increase the profile and bargaining power of street vendors throughout the world, StreetNet seeks to mobilize support for an ILO convention on the rights of street

vendors and exchange information and ideas on critical issues facing street vendors and on practical organizing and advocacy strategies.

www.streetnet.org.za

Trade Union Advisory Committee (TUAC)

An interface among fifty-six national labor unions from the thirty OECD member countries, TUAC aims to represent its affiliates in intergovernmental discussions, such as the G7 economic summits and employment conferences, and to advance the social agenda in economic policy debates. TUAC's recent work has focused on structural adjustment and labor market policies, the impact of globalization on employment, education and training, multinational enterprises, and OECD relations with nonmember countries, as well as the environment, sustainable development, and the globalization of information.

www.tuac.org

UNRISD

An autonomous agency within the UN system that carries out research, stimulates dialogue, and contributes to policy debates on the social dimensions of contemporary problems affecting development, UNRISD focuses on how development policies and processes of economic, social, and environmental change affect different social groups. UNRISD publishes extensively, and its work in progress is often available online.

www.unrisd.org

Women in Informal Employment: Globalizing and Organizing (WIEGO)

Established in 1997, WIEGO is a worldwide coalition (including SEWA, UNIFEM, and Harvard University) concerned with improving the status of women in the informal economy, which is where women workers, particularly the poorest, are concentrated. Their work and the contribution it makes to the broader economy remain largely invisible in official statistics and policies. WIEGO seeks to improve the status of the informal economy by compiling better statistics, conducting research, and developing programs and policies.

www.wiego.org

Women Working Worldwide (WWW)

An NGO working with a global network of women workers' organizations, WWW supports the rights of women workers in an increasingly globalized economy in which they are used as a source of cheap and flexible labor. The focus has been on industries that have moved to the South, particularly the textile and garment and electronics industries. WWW publishes a range of working papers and coordinates the Labour Behind the Label network, which campaigns for improved conditions in the international garment industry.

www.poptel.org.uk/women-ww/

World Bank Labor Markets Group

The website of the Labor Markets Group gives information about labor unions, particularly in developing countries; the role of unions in economic and social

development; and cooperative initiatives between the World Bank and international labor unions.

www.worldbank.org/labormarkets.

World Confederation of Labour (WCL)

Founded as the International Federation of Christian Trade Unions in 1920, with a strong focus on Europe and Latin America, the WCL was reconstituted in 1968 and describes itself as being inspired by humanist, ethical, and moral values. With affiliates in 116 countries, WCL's regional structures are the Latin American Central Federation of Workers, the Brotherhood of Asian Trade Unionists, and the Democratic Organisation of African Workers' Trade Unions.

www.cmt-wcl.org

World Federation of Trade Unions (WFTU)

Established in 1945, the WFTU replaced the earlier International Trade Union Confederation, taking its inspiration from the defeat of fascism and prospect of decolonization and propelled by unions across Europe and the Soviet Union. During the Cold War the WFTU was essentially the labor union arm of the Eastern bloc, though also drawing strength from its affiliates in developing countries.

www.wftu.cz