



IndustriALL Global Union

World Conference on ICT, Electrical & Electronics

Petaling Jaya, Malaysia 11-12 June 2015

A grayscale background image showing a factory floor with workers in white uniforms working at assembly lines. The focus is on the hands of a worker in the foreground, who is working on a circuit board.

Global Overview of the Industry and Background of the Sectoral Activities

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Global Overview

ASIA the main production hub in the electronics industry

62 % of TV (LCD, LED)

70 % of semiconductors

76 % of car navigation systems

86 % of mobile/smart phones

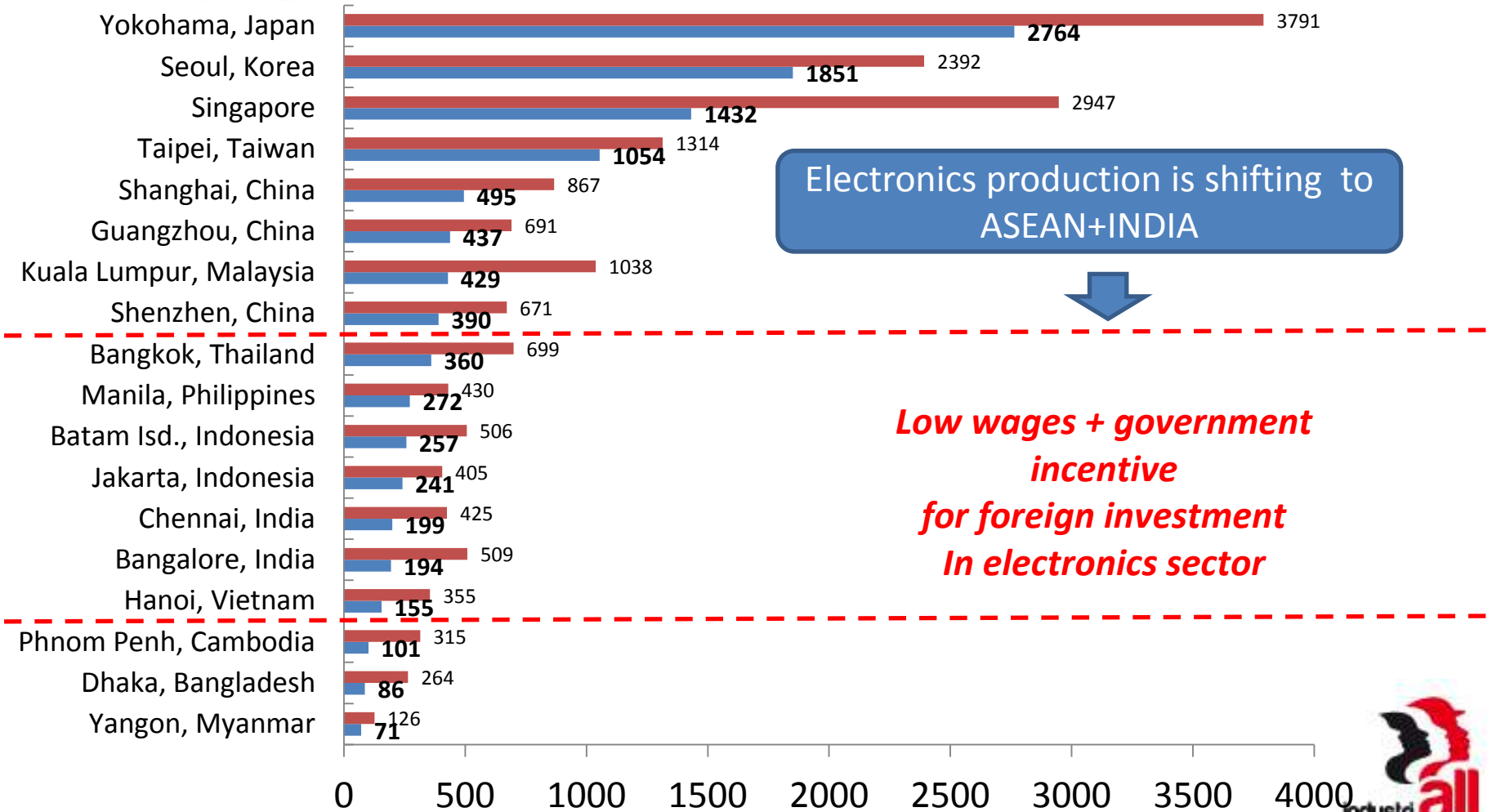
100 % of digital cameras

are manufactured in Asia.



Ex. Standard Wages of Manufacturing Workers in Asia

(2013, in US dollar/month RED: Engineer BLUE: Production)



Electronics production is shifting to ASEAN+INDIA



Low wages + government incentive for foreign investment in electronics sector

Data Source: JETRO



Selected large electronics Companies (2013-2014)

Company	Annual Revenue (US\$ million)	Employees	Origin of Country
Samsung Electronics	220 185	286 284	Republic of Korea
Apple	170 910	80 300	USA
Foxconn	131 138	1 200 000	Taiwan-China
Hewlett-Packard	112 298	317 500	USA
IBM	99 751	431 212	USA
Hitachi	95 988	320 725	Japan
Microsoft	86 833	128 000	USA
Sony Corporation	71 509	140 900	Japan
Panasonic	71 331	271 789	Japan

Source: "Issues paper for discussion at the Global Dialogue Forum on the Adaptability of Companies to Deal with Fluctuating Demands and the Incidence of Temporary and Other Forms of Employment in Electronics", International Labour Office, December 2014



Ratification of ILO fundamental Conventions by countries where major electronics MNCs are located (Blue:ratified, Red:not yet ratified)

Country	Freedom of association		Forced labour		Discrimination		Child labour	
	C087	C098	C029	C105	C100	C111	C138	C182
-								
EU	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue
United States	Blue	Blue	Blue	Red	Blue	Blue	Blue	Red
Cambodia	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue
China	Red	Red	Red	Red	Blue	Blue	Blue	Blue
India	Red	Red	Blue	Blue	Blue	Blue	Red	Red
Indonesia	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue
Japan	Blue	Blue	Blue	Red	Blue	Red	Blue	Blue
Korea, Republic of	Red	Red	Red	Red	Blue	Blue	Blue	Blue
Malaysia	Red	Blue	Blue	Red	Blue	Red	Blue	Blue
Myanmar	Blue	Red	Blue	Red	Red	Red	Red	Red
Philippines	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue
Singapore	Red	Blue	Blue	Red	Blue	Red	Blue	Blue
Thailand	Red	Red	Blue	Blue	Blue	Red	Blue	Blue
Viet Nam	Red	Red	Blue	Red	Blue	Blue	Blue	Blue

source: ILO NORMLEX



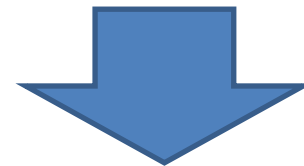
ASEAN Economic Community-AEC 2015



Over 600 million consumers and combined GDP of nearly US\$3 trillion

Five core elements

1. **Free flow of goods**; 2. **Free flow of services**; 3. **Free flow of investment**; 4. **Free flow of capital**; and 5. **Free flow of skilled labour**.



**Big impact for
ICT Electrical & Electronics
workers in the region**



Organizing and Building Union Power



EC supported Projects on Organizing 2014-2018

IndustriALL Global Union will organize and train ICT, E&E workers(of more than 30% are women) in Southeast Asia region. The target countries **are Indonesia, Malaysia, Thailand, Vietnam, Philippines and Taiwan-ROC** by end of 2018.

Total participants of 2014 sessions: 608

Activity	Place	Date	Union	Male	Female	Total (% women)
Global meeting	Ho Chi Min, Vietnam	8-9 April	IndustriALL Global Union	30	12	42(29%)
Workers training	Jungli, Taiwan	11 July	ROCMU	35	7	42(17%)
Workers training	Nakhon Nayok, Thailand	30-31 August	TEAM	31	14	45(31%)
Unionist training	Petaling Jaya, Malaysia	16-17 September	EIWU and EIEU	15	5	20(25%)
Workers training	Bekasi, Indonesia	19 September	FSPMI	31	24	55(44%)
Workers training	Jakarta, Indonesia	20 September	Lomenik-SBSI	49	12	61(20%)
Workers training	Batam, Indonesia	30 October	FSPMI	87	13	100(13%)
Workers training	Johor, Malaysia	9 November	EIEU	34	36	70(51%)
Workers training	Hanoi, Vietnam	21 November	VUIT	20	21	41(51%)
Workers training	Penang and Subang Jaya, Malaysia	23 and 30 November	EIWU and EIEU	-	-	132

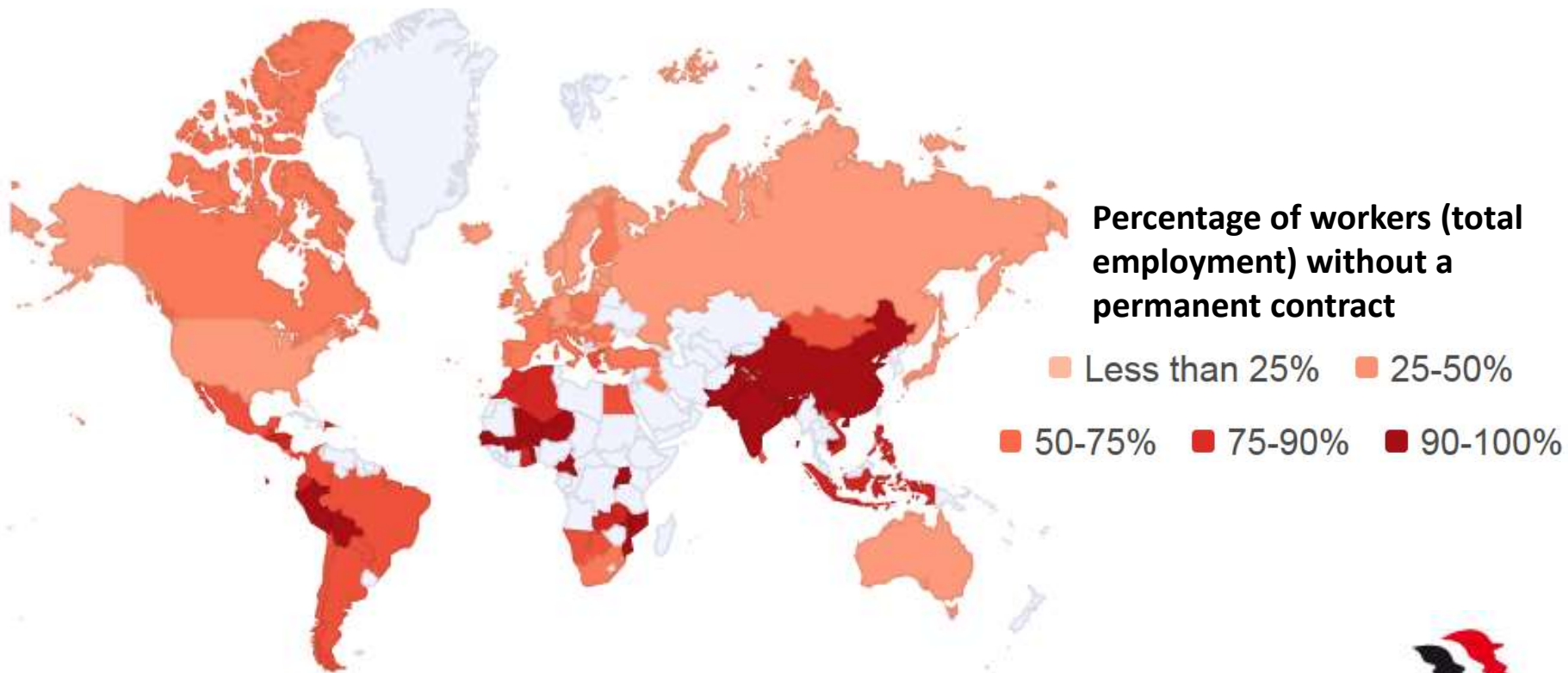
Specific Issues and Needs from the EC project sessions in 2014

Country	Issues	Needs and Strategy
INDONESIA	<ul style="list-style-type: none"> • Implementation of social security: minimum wage, living wage, national pension system • Reaching out the workers in newly emerging companies • Social dialogue with the management and government • Negotiation of CBA at plant level • Collecting data of company 	<ul style="list-style-type: none"> ➤ Political involvement: 2 members of regional assembly ➤ Easy-to-understand CBA explanation to the workers ➤ Effective use of social media ➤ Increase women participation: establish women department ➤ Establish new fee checking system/allocation ➤ Gaining knowledge of social security
MALAYSIA	<ul style="list-style-type: none"> • Trade union/labour laws • Weak organization: lacks of abilities of trade union, no full time officer/organizer, lack of finance, low collection of union fees • Migrant workers • Union recognition • Ability for Communication 	<ul style="list-style-type: none"> ➤ Setup Task Force: Base by region, Follow up meeting with the targeted members ➤ Monthly review: Identify monthly challenges, Networking, Collaboration with various union, Assistance from migrant union leaders ➤ Training on union benefits
THAILAND	<ul style="list-style-type: none"> • low union density • lack of education on labor rights • lack of governmental mechanism on labor issues • Weak organization: lacks of abilities committee/leaders of trade union, no full time officer/organizer, lack of finance • Politically divided labour movement, lack of unity 	<ul style="list-style-type: none"> ➤ Blanced politics, gain knowledge of law, friendship approach with the targeted workers, improve quality of the unions. ➤ Overcome regional “council” barrier and directly recruit workers to the federation ➤ Need for periodical assessment on union activities
VIETNAM	<ul style="list-style-type: none"> • Lack of capacity on organizing by the unions • Lack skills on how to negotiate with employers • Lack of knowledge on trade union activities and CBA among workers • Increase of migrant workers(Province to Province) at workplace 	<ul style="list-style-type: none"> ➤ specific skill-up trainings on organizing, communication, negotiation with employers, and grass root trade union leadership
TAIWAN-ROC	<ul style="list-style-type: none"> • Politically divided labour movement. • Low unionization rate • Precarious workers has rapidly increased, especially in the young generation • Many of labour-management disputes are related to creating/joining a union 	<ul style="list-style-type: none"> ➤ Need of an internal reformation process which will focus on strategic training on organizing and separation of politics and trade union activity. ➤ the coordination for the future cooperation among the unions to re-vitalize the trade union movement and organizing drive.

Fighting against Precarious Work

Globally over 60 per cent of all workers lack any kind of employment contract

In major electrical&electronics production countries, percentage of workers without a permanent contract is more than 75%



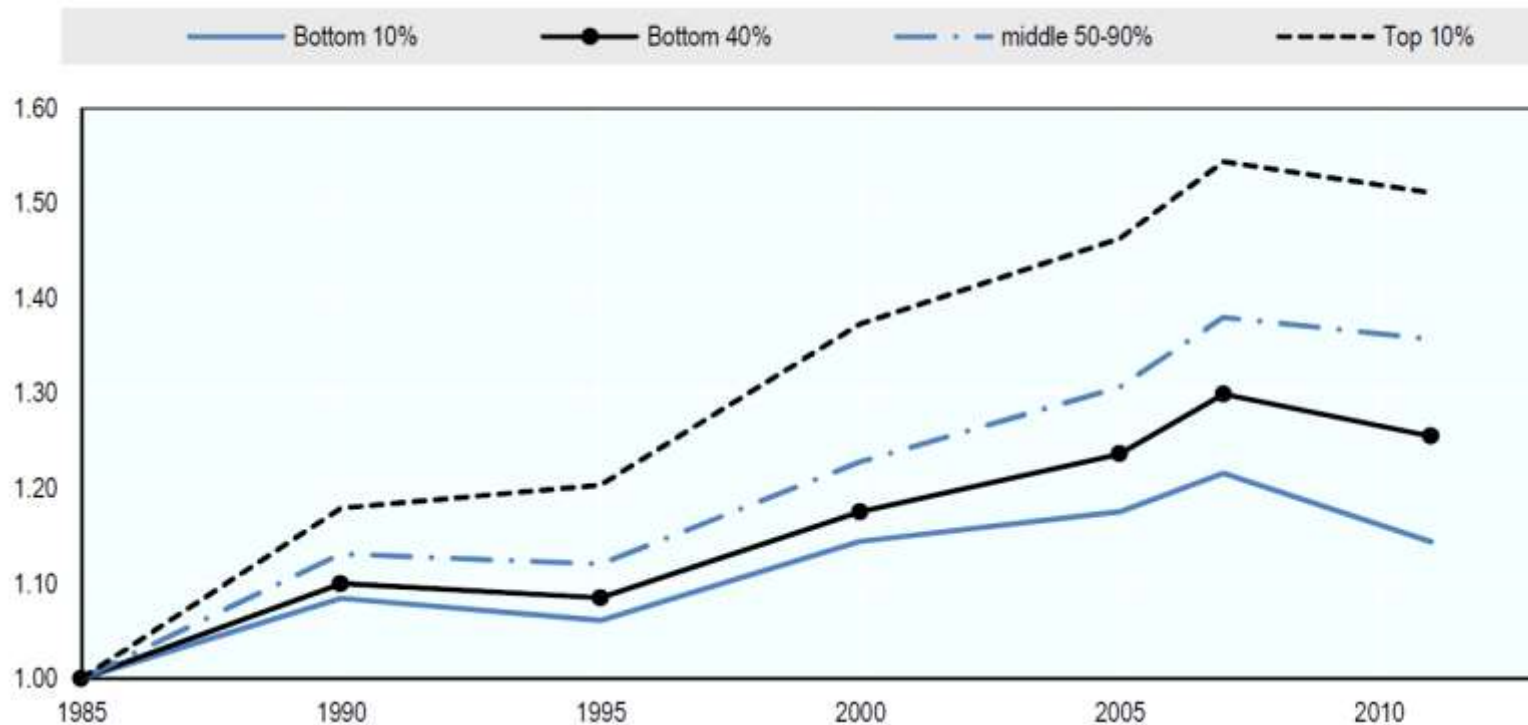
Source: ILO World Employment and Social Outlook 2015



Lower and lowest incomes were increasingly left behind

OECD warns rising inequality threatens social cohesion and growth. Between 1995 and 2013, more than 50 per cent of all jobs created in OECD countries fell into part-time, on temporary contracts or self-employed. Low-skilled temporary workers, in particular, have much lower and instable earnings than permanent workers.

Trends in real household incomes at the bottom, the middle and the top, OECD average, 1985 = 1



Note: Income refers to disposable household income, corrected for household size. OECD is the unweighted average of 17 countries (Canada, Germany, Denmark, Finland, France, United Kingdom, Greece, Israel, Italy, Japan, Luxembourg, Mexico, Netherlands, Norway, New Zealand, Sweden and United States). See notes to Figure 3.5.

Source: OECD Income Distribution Database (IDD), www.oecd.org/social/income-distribution-database.htm



Global Dialogue Forum on the Adaptability of Companies to Deal with Fluctuating Demands and the Incidence of Temporary and Other Forms of Employment in Electronics

9 - 11 December 2014, Geneva

KEY Points of Consensus

11. **Long-lasting employment relationships** are to be promoted, where possible, and all employment arrangements should be voluntary. **All workers, including temporary workers, should have full access to fundamental principles and rights at work (FPRW)**. Sharing of available information on market developments and demand forecasts with workers and their representatives is particularly helpful for dealing with temporary and other forms of employment.

13. **Labour inspection is central to workplace compliance**. Governments should not only enforce legislation through sanctions, they should also provide corrective, developmental and technical advice and create incentives for outstanding efforts, for example, through **mechanisms fostering tripartite collaboration**.

17. Employer and worker organizations in the electronics industry should:

- (a) promote equitable treatment for all workers, regardless of their employment status;**
- (b) raise awareness and build capacity on FPRW and promote respect of these principles and rights throughout the supply chains;**
- (c) jointly explore options in addition to temporary or other forms of employment to respond to fluctuating demands; and**
- (d) promote long-lasting employment relationships, where possible.**



Situation of Precarious Work

Outcome of Questionnaire 2014
(11 cases from 9 unions in 7 countries)

Last 5 Years

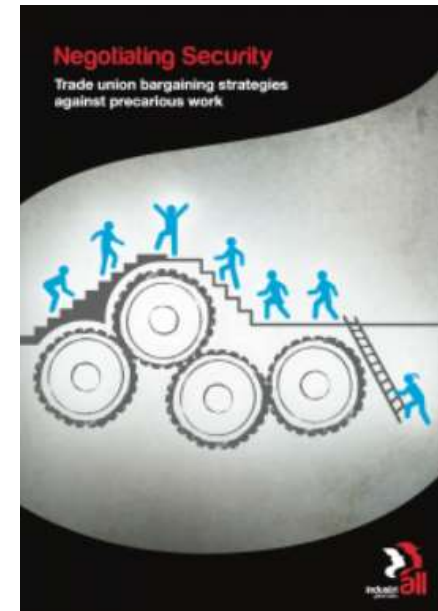
Number of Precarious Workers(temporary contract, Agency) 

Precarious Workers covered by CBA **NO**

Union Density 

Union Due 

Collective Bargaining Power 



Securing OHS and Environment for future

Secure OHS in Electronics industry

A Challenge to the Global Electronics Industry to Adopt Safer and More Sustainable Products and Practices, and Eliminate Hazardous Chemicals, Exposures and Discharges

- Right to safe and healthy workplace. It is the industry's responsibility to ensure effective workplace protections so that workers do not get sick or injured.
- Right to healthy communities and a safe environment, free from harm caused by materials used or disposed throughout the product lifecycle.
- Right to know what hazards are present in the workplace, all chemicals that are there, and what is discharged into the environment.
- Right to an effective remedy when harm has occurred. This includes compensation for workers made sick or injured, and liability for harming the community or the environment.
- Right of workers to organize without interference and bargain collectively.





No union involvement/presence in e-waste workplace

Workers' exposure in developing countries

Child labour at e-waste recycling sites

Long-term effects on human health and the environment

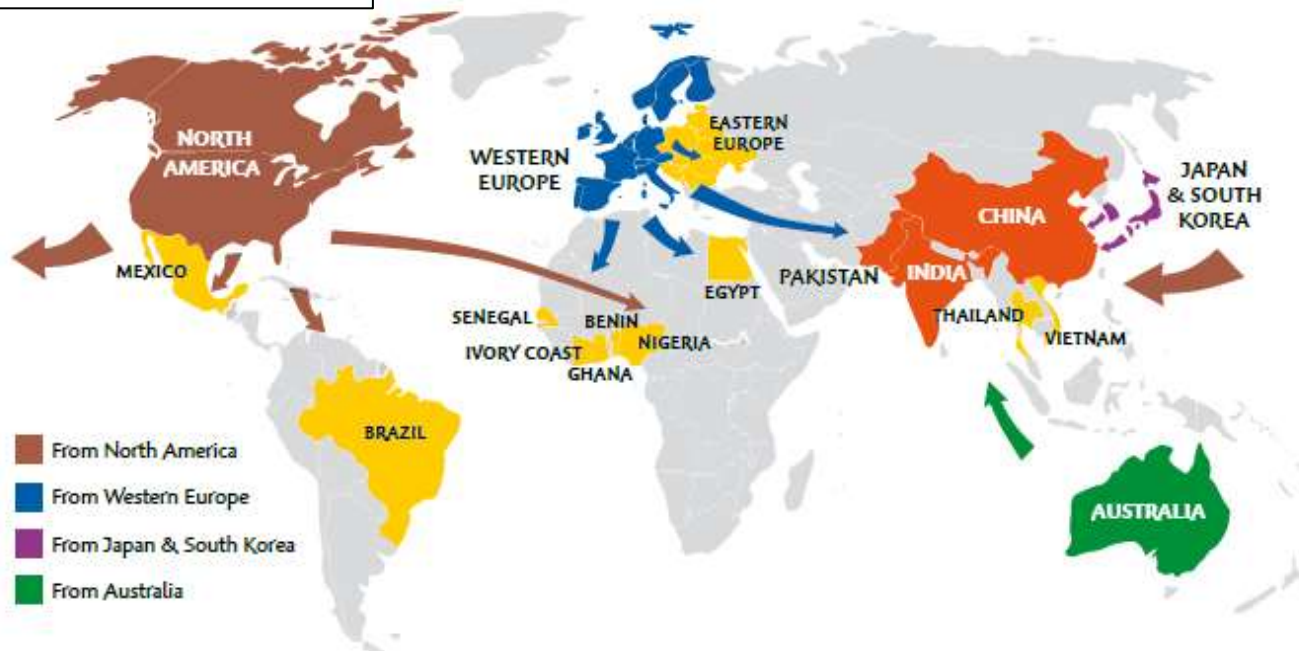


Fig. 2. Export of e-waste (Lewis, 2011)

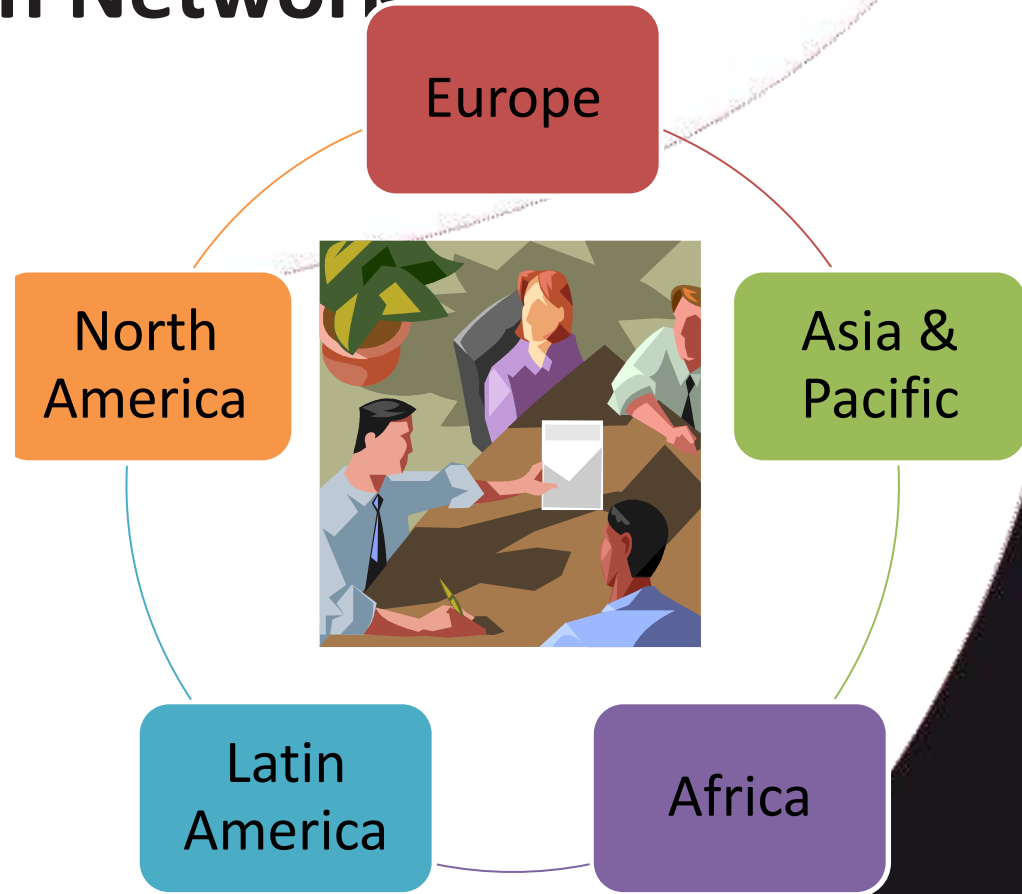
Source: ILO "The global impact of e-waste: Addressing the challenge" 2013

Creating Trade Union Network and Strengthening Solidarity



Trade Union Network

- Exchange of Information & Experiences
 - Collective Agreements, wages, working hours, shift systems, bonus systems, holidays, retirement schemes
 - Organizing Strategies
 - Occupational Health, Safety & Environment
 - Company Information
- Building Cross-Border Union Solidarity
 - Joint Actions
 - Campaigning
- Implementing an Effective Communication Strategy
- Communication with Central/Regional Management

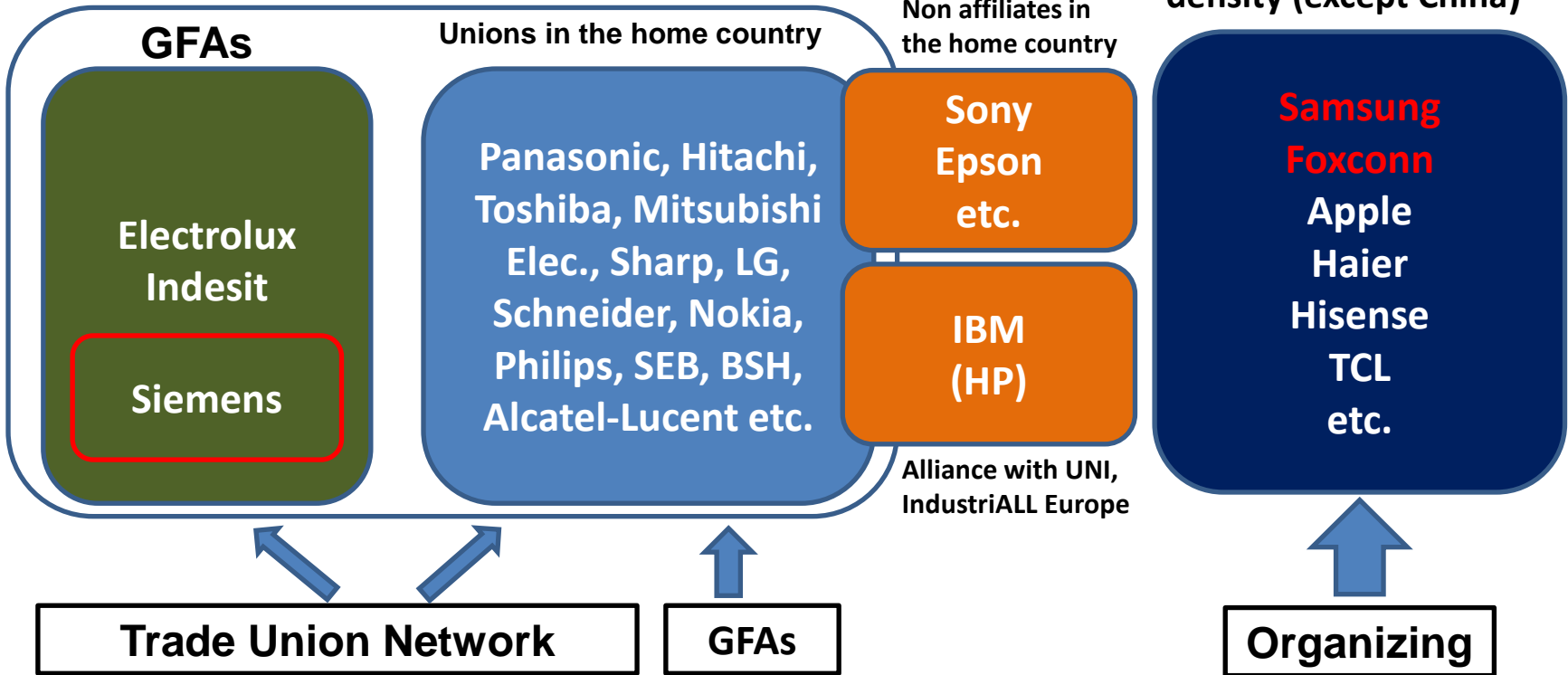


The goal of the network is to increase the power of the unions vis-à-vis the company at the national, regional and global levels.

MNCs situation in ICT, E&E sector on GFAs, TUNs, and Organizing

IndustriALL affiliate unions

No unions or very low union density (except China)



Need to increase number of GFAs and Trade Union Networks

Need to develop targeting strategy and organizing project



Towards Future Activities and Action Plan



10 Priorities and Strategies for 2013 2016

Work Progress

Red: not yet in progress **Black: in preparation** **Blue: in progress** **Green: progressed**

Organizing and Fight against Precarious Work

- ❖ Strengthen the support for union and organizing activities in certain countries, industries, and free trade processing zones (SEZs, EPZs) where the trade union rights are restricted (such as electronics industry in Malaysia)
- ❖ Expand research, education and training activities related to workers' basic rights and organizing precarious workers, women workers, young workers and migrant workers (conduct survey on situation of precarious work and seek collaboration with Living Wage campaign)
- ❖ Support organizing and union building focused on developing countries and MNCs with no or low union density (partially supported by externally funded projects). **In addition, start the workplace research to conduct OHS training and organizing in e-waste industry.**
- ❖ Gain ability to utilize the international rules and guidelines such as the OECD Guidelines for Multinational Enterprises to penetrate compliance of core labour standards into all the supply chain.





10 Priorities and Strategies for 2013 2016

Work Progress

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Promoting Sustainable Industry and Workplace

- ❖ Explore collaborated activities and synergy effect with other sectors which relate industrial policy such as electric power sector. (ex. information exchange on job creation in new technologies and infrastructure such as smart grid and mutual participation of the respective meetings).
- ❖ Develop IndustriALL's Sustainable Industrial Policy and strengthen demanding activities against the government in cooperation with the national centers and other industrial unions in their own countries.
- ❖ Focus on industrial policy regarding Just Transition to secure sustainable employment for the future.
- ❖ Strengthen the industrial policy on the specific issues including e-waste and OHS.





10 Priorities and Strategies for 2013 2016

Work Progress

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Developing the TUNs and the GFAs

- ❖ Based on the process of discussion/decision at the Executive Committee, increase number of **the trade union networks (TUNs)** and **Global Framework Agreement (GFAs)**. In particular, make effort to achieve to create TUN and/or GFA in Asian based companies.

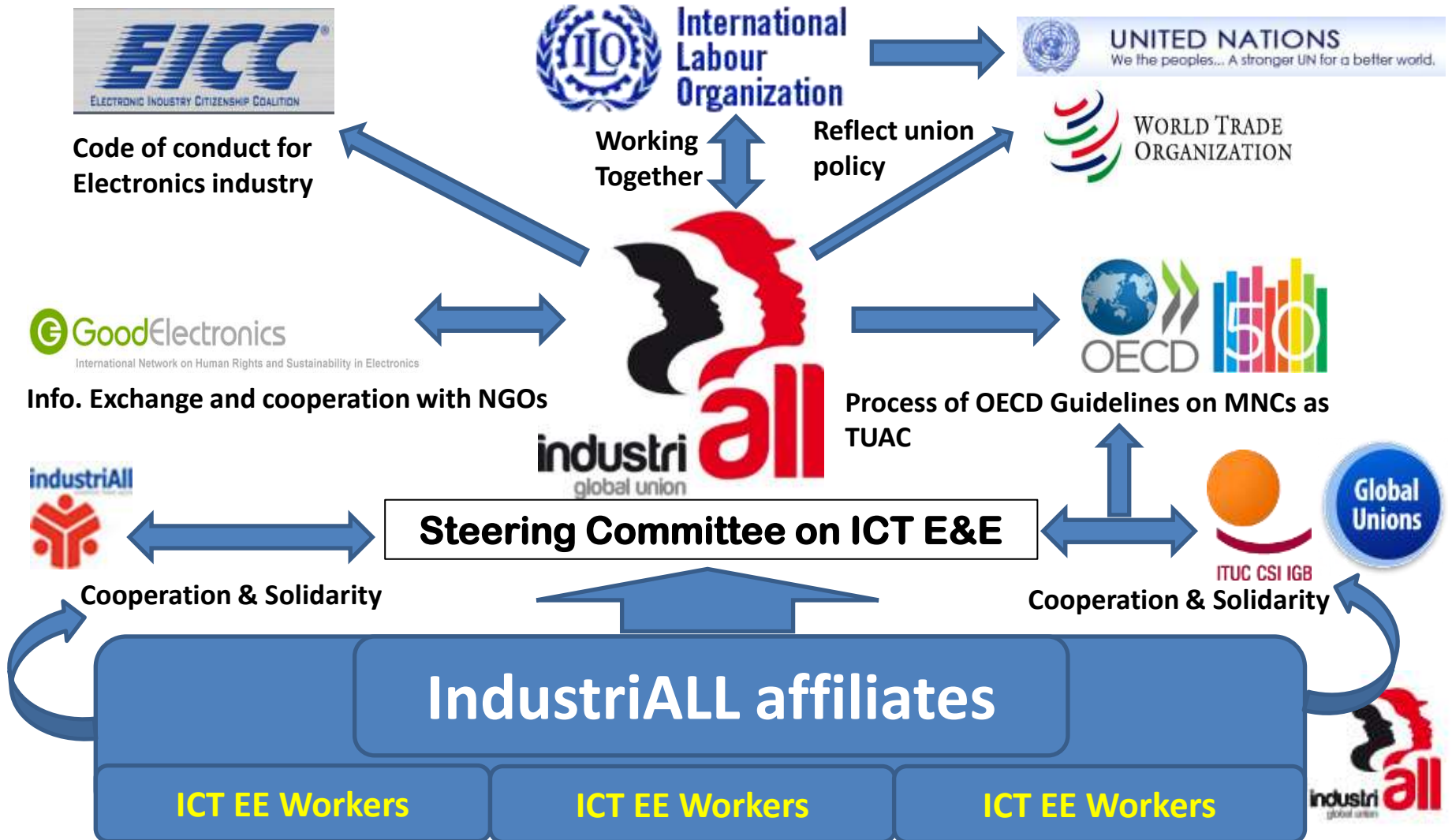
Women

- ❖ **Achieve at least more than 30% women participation rate in the meetings/conferences of this sector.**

20.0% in 2013 → 27.5% in 2014 → **32.4%** in 2015(Delagate)



Relationship with other organizations and international policy making process





Gender Issues

Women World Conference on 14-16 September

Sexual
Harrssment

Maternity
Protection



HIV AIDS

Organizing
Women



IndustriALL's Living Wage strategy

Three key elements:

1. Supporting national minimum wage campaigns
2. Increasing union capacity to bargain for a living wage
3. A global brand strategy



STOP PRECARIOUS WORK



www.industriall-union.org



Taking the battle to governments and employers

Unions all over the world are in the frontlines of the battle against precarious work. Companies are replacing their full-time workforces with temporary, part-time, agency and on-call workers at a frightening rate. Governments are bringing in legislation that makes it easier for companies to rely on precarious forms of employment rather than employing a stable and secure workforce.

The best way to prevent precarious work undermining wages and destroying hard-won employment rights is to stop it in its tracks.

Unions worldwide are taking the fight to governments and employers and demanding:

- Legislation that protects workers and their rights from being undermined
- Collective agreements that ban the use of precarious work or put defined limits on it
- Respect for and enforcement of labour rights – for all workers

On October 7, the World Day for Decent Work, join the global union fight against the spread of precarious work.

Together we can **STOP Precarious Work**



Thank you

Website

www.industriALL-union.org

