



Precarious Work and Ineffective Trade Union Organizing

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International Affairs

Confederation of Industrial Labour of Thailand

(CILT)

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Hillton Petaling Jaya Hotel, Malasia

Topics

1

**Number of
Worker and
Membership
of Trade
Union in
Thailand**

2

**Globalization
Capitalism
Impact on
Precarious
Work in
Thailand**

3

**Precarious
Work
In Electronics
and Electric
Appliances
Sector**

4

**Guidelines to
Prevent and
Resolve
Precarious
Work**



Presentation

Topic 1

Number of Worker

And

Membership of

Trade Union in Thailand

Population by Labour Force Status as of April 2015

Total Population : 65,124,716

Over 15 years old : 55.1 million

In Labour Force Status : 38.3 million

Employed : 37.6 million

Agriculture sector : 11.5 million

Apart from Agriculture : 26.1 million

Seasonally inactive Labour Force : 310,000

Unemployed : 360,000

Not in Labour Force Status

16.8 (in million)

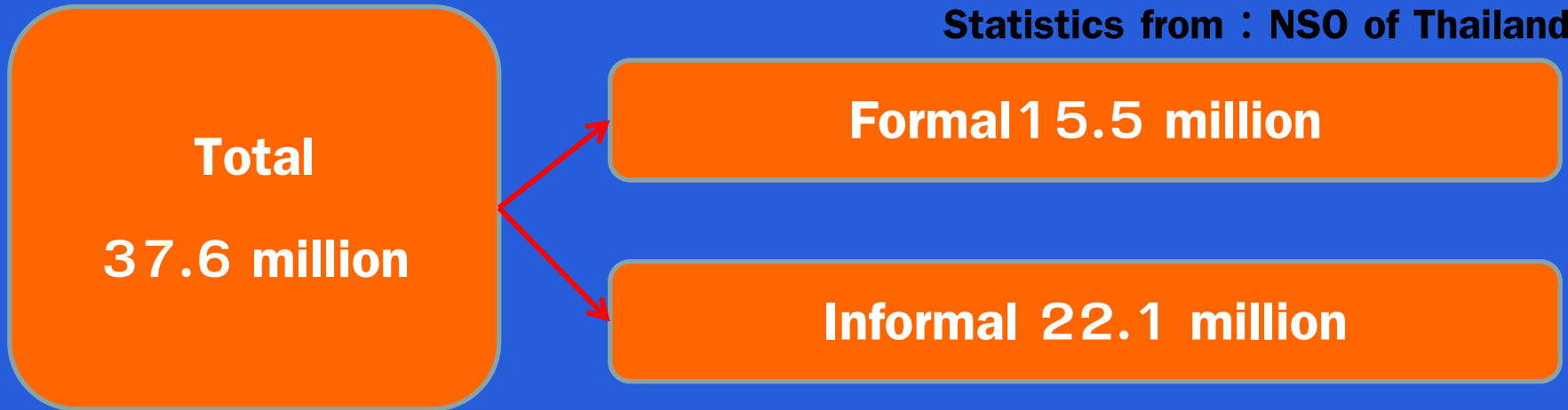
Household work : 4.9

Student : 4.5

Old/Incapable to work: 7.4

Population by Labour Force Status (April 2015)

Statistics from : NSO of Thailand



3 Nationalities of Unskilled Alien Labour are Lao, Burmese and Cambodian
Formal Unskilled Alien Labour : 2,988,302

Overseas Thai Workers as of 2014 :68,802 individuals
(Taiwan 30,047 Japan 6,508 Israel 5,015 South Korea 4,482 Sweden 2,897)

Total Foreign Workers 150,817
(Japanese 35,456 Chinese 16,959 Philippines 12,196 Indian 11,009 English 10,703)

(1)

Nationality proved for alien labour from Burma, Laos and Cambodia

981,568 individuals

(Ministry of Labour, April 2015)

(2)

MOU Labour from Burma, Laos and Cambodia 266,848 individuals
(Ministry of Labour, April 2015)

(5)

Informal Alien Labour

(3)

New registration of alien labour (one stop service 2014)

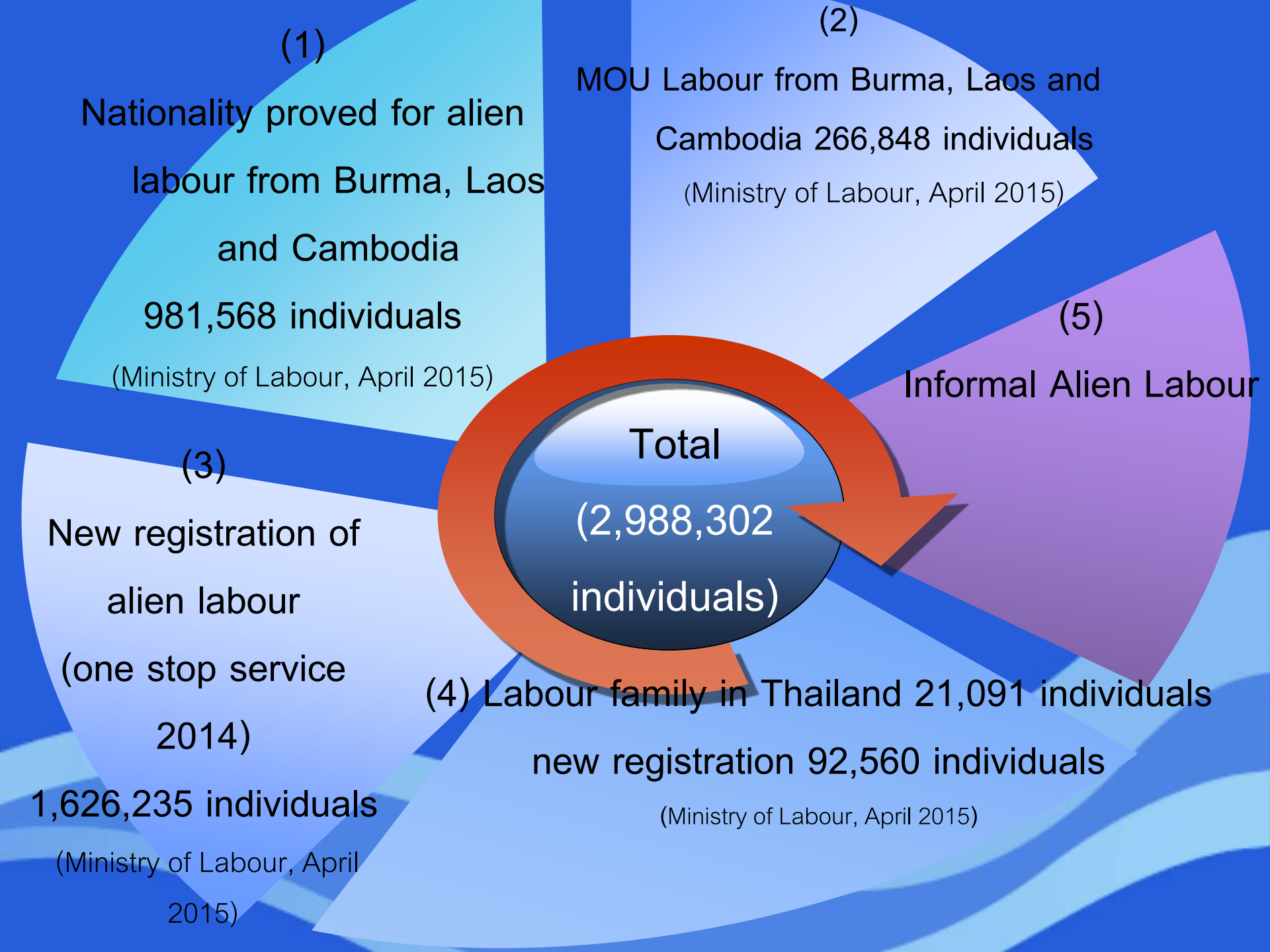
1,626,235 individuals

(Ministry of Labour, April 2015)

(4) Labour family in Thailand 21,091 individuals
new registration 92,560 individuals
(Ministry of Labour, April 2015)

Total

(2,988,302 individuals)



Population by Formal Worker (April 2015)

**Total 15.5
million**

**According to Department of Labour Protection and
Welfare 8,251,591 individuals
(349,860 plants)
figured by over 1 worker in each plant**

**Social Protection article 33
10,058,715 individuals (424,539 plants)**

Where is the missing 5 million (out of labour protection law)

**They are Government Officer, Government Employee, Senior Official,
Local Official, State Enterprise Employee, Private School Teacher,
Foreign Government Employee or Multi-National Organization**

Number of worker who can organizing trade union = 7,282,916

Founding members must be over 10 workers (May 2015)

กรมสวัสดิการและคุ้มครองแรงงาน



Department of Labour Protection and Welfare

หน้าหลัก ภาคเหนือ ภาคตะวันออกเฉียงเหนือ ภาคกลาง

ภาคใต้ กรุงเทพมหานคร 5 จังหวัดรอบกรุงเทพฯ

บริการด้านอสังหาริมทรัพย์ การให้เช่าและบริการทางธุรกิจ	41,512	833,617
การศึกษา	1,366	16,150
การบริการด้านสุขภาพและสังคม	3,929	127,532
การให้บริการชุมชน สังคมและบริการส่วนบุคคลอื่นๆ	11,006	163,372
ลูกจ้างในครัวเรือนส่วนบุคคล	614	1,194
รวม	349,860	8,251,591

ขนาดสถานประกอบการ	จำนวน	
	แห่ง	ลูกจ้าง
1 - 4	163,549	352,077
5 - 9	90,117	616,598
10 - 19	37,179	506,494
20 - 49	35,479	1,124,249
50 - 99	10,062	717,424
100 - 299	9,153	1,527,270
300 - 499	2,223	821,788
500 - 999	1,328	916,179
1000 ขึ้นไป	770	1,669,512
รวม	349,860	8,251,591

Population by Industrial Sector

(Department of Industrial Works : April 2015)

by : บุษยรัตน์ กาญจนดิษฐ์

(1) Food Industry

8,468 plants

475,454 workers

(4) Metal Industry

13,097 plants

314,018 workers

(2) Electronic and Electric Appliance

2,856 plants

385,187 workers

(5) Automobile and Automotive

10,582 plants

307,571 workers

(3) Garment

2,420 plants

316,806 workers

(6) Poly Chemical

6,374 plants

278,602 workers

(7) Textile
3,005 plants
263,502 workers

(10) Agro-industry
44,236 plants
164,725 workers

(8) Machinery
5,584 plants
202,721 workers



(11) Wood Industry
6,727 plants
149,782 workers

(9) Non Metal(Glass, Ceramic, Cement)
7,539 plants
172,331 workers

(12) Rubber
2,331 plants
139,742 workers

(13) Chemicals
3,451 plants
121,115 workers

(16) Paper
1,357 plants
61,306 workers

(14) Furniture and Decoration
4,391 plants
117,774 workers

(17) Print, Staple and Binder
2,596 plants
64,319 workers

(15) Leather
1,121 plants
109,973 workers

(18) Steel
1,207 plants
59,435 workers



(19) Beverage

647 plants

32,644 workers

(20) Petroleum

699 plants

13,025 workers

(21) Others

13,897 plants

366,155 workers



Number of Trade Union in Thailand compare with Number of Worker who can organize trade union (April 2015)

Number from Social Welfare Department (over 10 workers per union)	7,282,916 workers
Over 10 workers	96,194 plants
(Organizing Trade Union 1,453 plants	Or only 1.5 %)
Member of Trade Union in Private Sector	432,356 workers
(or 5.9% of number of worker who can organize	Trade union)
Member of Trade Union in state enterprise sector	183,813 workers

By Ministry of Labour : April 2015

Labour Organizations in Thailand (April 2015)

By Labour Relation Bureau

Private Sector	1,453 Trade Union
1,355 unions in Worker level	Same employer 562 unions
98 unions in Management level	Same industrial sector 891 unions
Labour Relations	21 unions
Labour Congress	14 unions
State Enterprise Trade Union	47 unions
State Enterprise Labour Federation	1 organization
Abolished Trade Union	1,826 unions
Trade Union Membership	616,619 workers (Including Private and State

Ratio of Asian Pacific Trade Union Membership

Mongolia	38.9
Taiwan	37.7
Fiji	30
Israel	30
Singapore	26
Australia	24
Hong Kong	22
New Zealand	21.5
Japan	18
Sri Lanka	18
Turkey	15

Ratio of Asian Pacific Trade Union Membership

Korea	11
Malaysia	9
India	9
Indonesia	8
Nepal	7
Philippines	7
Pakistan	7
Cambodia	6
Papua NG	5
Bangladesh	4
<u>Thailand</u>	<u>1.47</u>

Ratio of Trade Union and Collective Agreement

**Ratio of Trade Union
Membership**

**Able to organizing Trade
Union 7,282,916 workers**

**Trade Union Member
432,356 workers**

5.9 %

**Ratio of Collective Agreement
on Number of Worker**

**Able to organizing Trade
Union 7,282,916 workers**

**In Collective Agreement
307,703 workers (2014)**

4.22 %

4 issues to weakening Thai Labour Movement

(1)

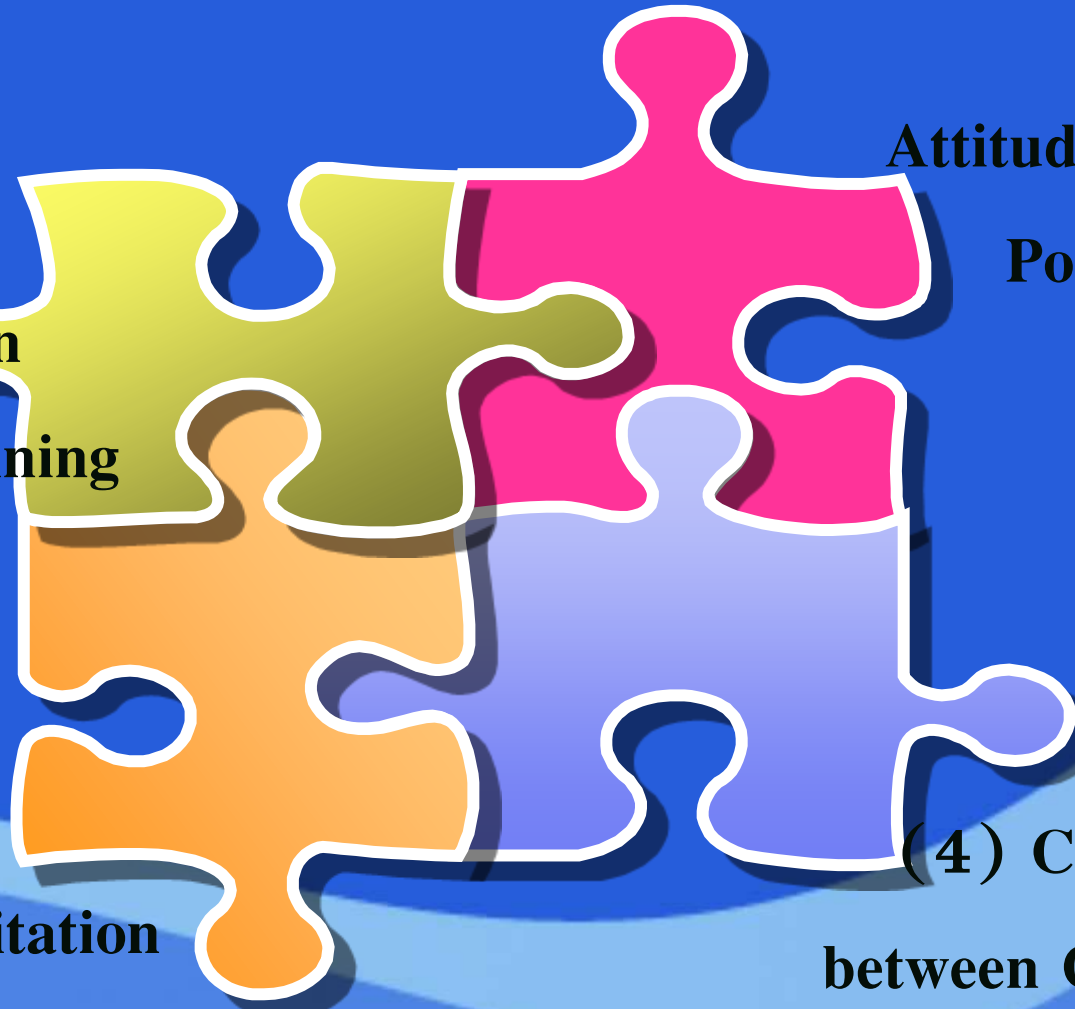
**Government
Restriction on
Workers' Bargaining
Power**

(2)

**Attitude and Social
Popularity**

(3) **Internal Limitation
of Trade Union**

(4) **Cooperation
between Organizations**



1

**Government Issue: Government is still restricts
Workers' Bargaining Power**

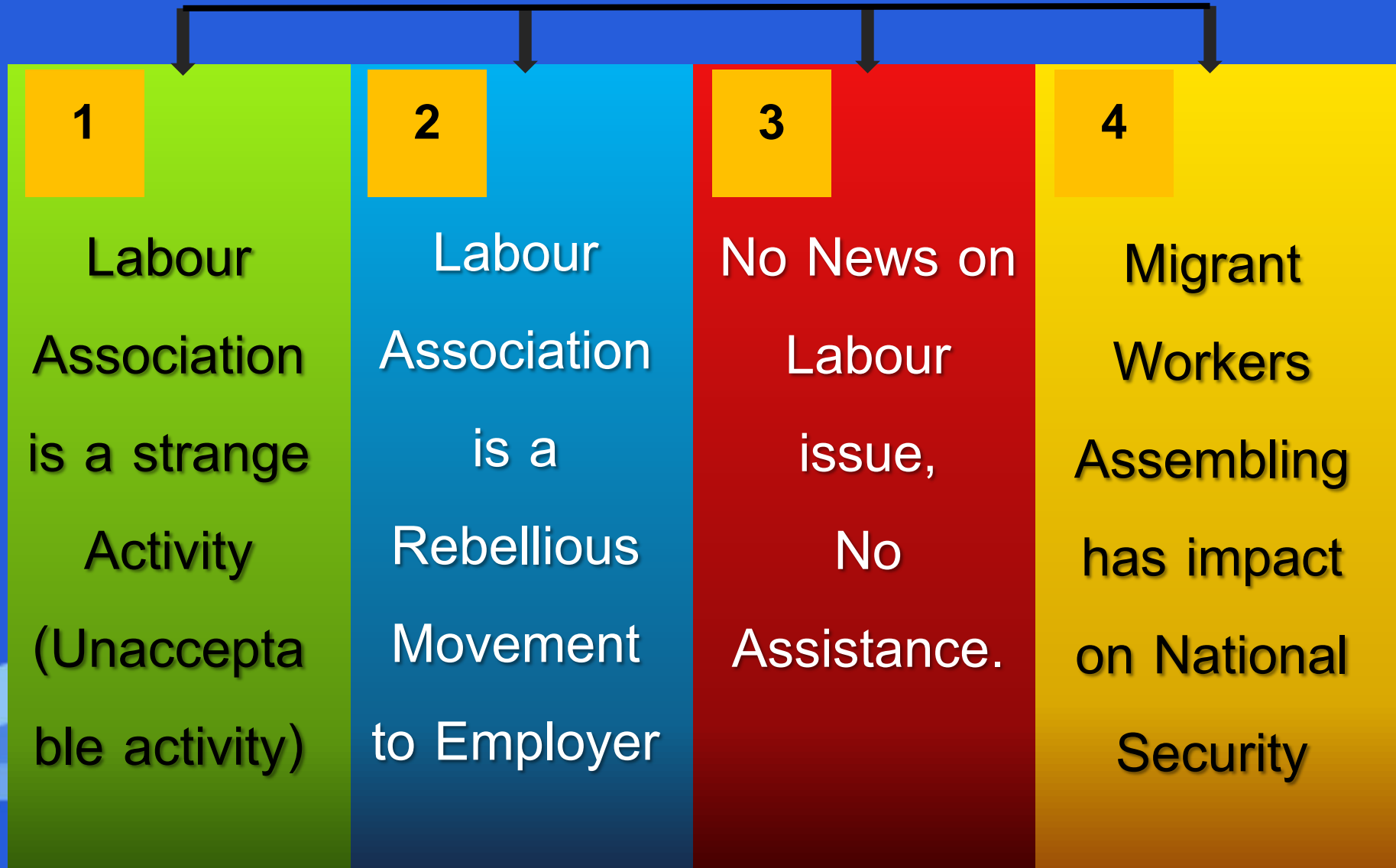
1.1

No Ratification on ILO Conventions No.87,98

1.2

**Labour Relation Acts is not support on Freedom
of Association and the Right to Organize and
Bargain Collectively. Especially in Sub-contract
workers, Migrant workers and Agricultural
workers.**

(2) Attitude and Social Popularity



(3) Internal Limitation of Trade Union

1

Corruption

2

Lack of Democracy

3

Less Supporting Fund from Union Members

4

Lack of Internal/External Communication

5

Monopolize Power of Labour Leader

6

Separation in Labour Movement

(3) Internal Limitation of Trade Union

7 Lack of Staff with Technical Skills

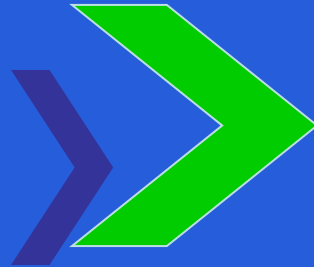
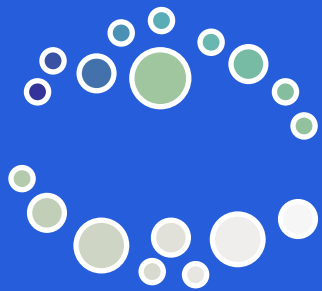
8 Less Members and Member Cooperation

9 Part-Time Trade Union Organizer

10 Lack of Full-Time Trade Union Organizer

11 No Cooperation between Trade Union

12 Lack of Good Activity Plan



(4) Cooperation between Organizations

Trade Union has no self-sufficiency and not try to manage on membership fee, so it can organize an activity which has funds supported by other Organization

In Group of Informal Worker

There is no Organizing Trade Union

(1) Not define as “Employee”

because Scope of Work

(2) Not register as Employer and Employee

Migrant Workers' Exclusivenessform

Organizing Trade Union

01

Labour Relations Act still forbids migrant workers to organize trade union or to represent in union committee and sub-committee. They can only join with union organized by Thai workers.

02

Trade Union founding members must be Thai national

03

The law also restricts the founding members to be over 20 years old.



Presentation

Topic 2

Globalization Capitalism

Impact on

Precarious Work

In Thailand

What is Globalization Capitalism?

-Capitalism that has globalized and made the world "borderless".

-Connect all the world in all aspects of politics, economic, culture, and people.

-All countries are affected from each incident no matter how far it occurs.

-More complexity in industrial production

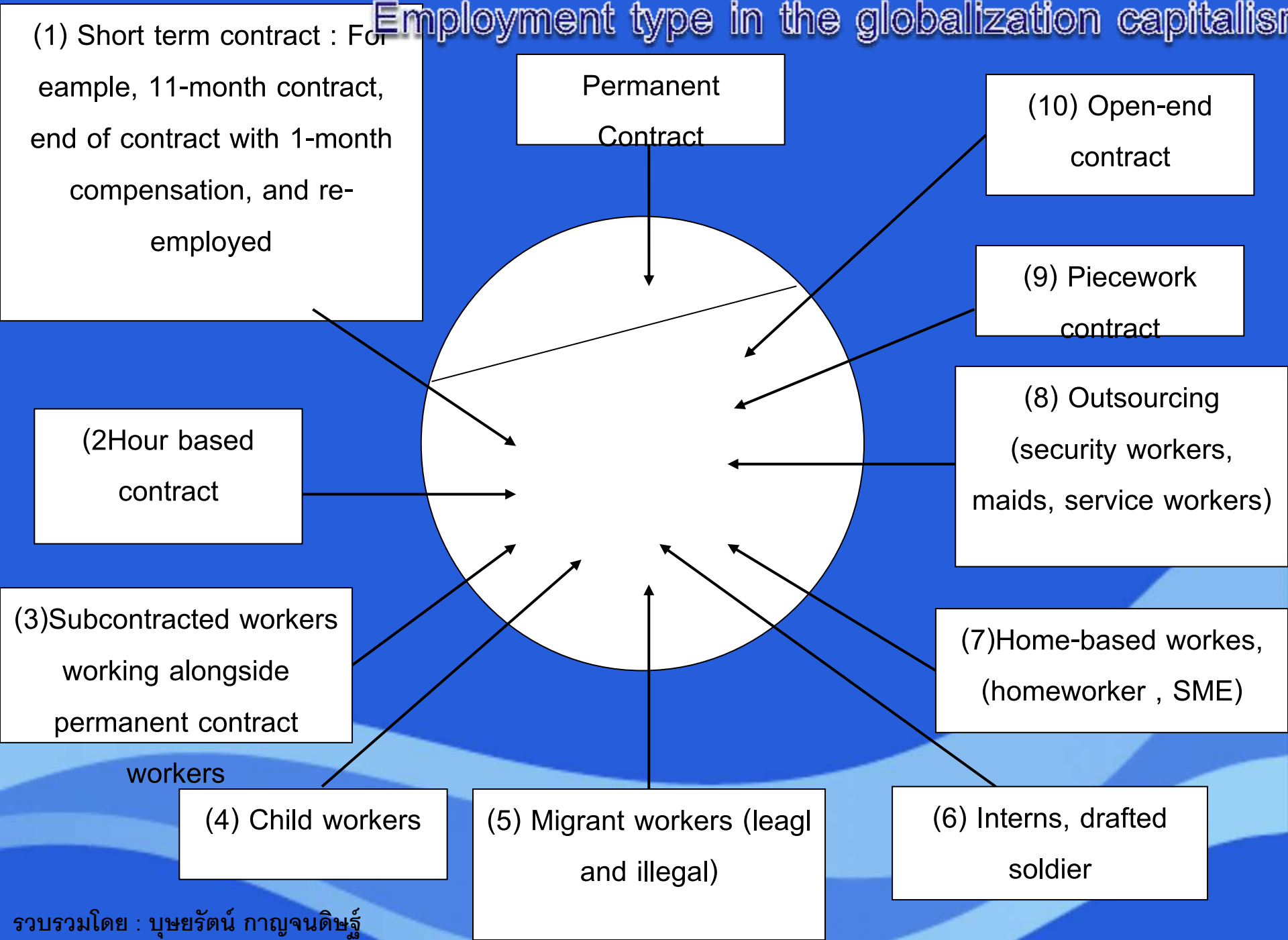
-Rapid and massive movement of capital

-Information Technology connecting trade, investment, and production.

Why Thailand is an attractive investment target

1. Geographic : Thailand is a hub which is convenient to transport good to all ASEAN countries and also to other regions.
2. Skilled Workers
3. Domestic and International Legal Standard
4. Logistics and Infrastructure, connecting with other countries
5. More technology and skill-based investment will move in Thailand

Employment type in the globalization capitalism



More types of employment
causing the change of workplace size
and weakening workers' bargaining power

- Increasing number of Small and Medium Size Workplaces
- Weak bargaining power, more difficult to organize union
- Employers' influence is more present in small and medium sized workplaces.
- This is the reality Thailand is heading toward

Impact of Capitalism on Formal Workers

Privatization
Of State
Enterprises

Precarious Work,
Subcontracting

Relaxing of
legal
requirement in
Private Sector

Weakening
Trade Union
Bargaining Power

Lockout and
Moving of
Production

Enabling

Relaxing Legal
Standard to
Attract Investors

Increasing
inequality

More work, less wage,
less benefit, less working
security

Impact of AEC on Thailand

More unemployment of unskilled/low-skilled workers

Weakening Bargaining Power Of Workers

Thailand will no longer attract investment with low wage



Labor intensive industries will move to countries with lower wage

More Special Economic Zones (with no/lower labor protection)

Facilitate the moving of production to countries with lower wages.



Presentation

Topic 3

Precarious Work

In Electronics

And Electric Appliances

Sector


Electronics and Electric Appliances Sector

แสดงจำนวนผู้ประกอบการ

แบ่งตามผู้ประกอบการ	เล็ก	กลาง	ใหญ่	รวม
Electrical	471	159	105	735
Electronics	319	134	152	605
Supporting Industries	131	61	41	233
Trader	215	34	10	259
non-Specify	34	15	19	68
รวม	1,170	403	327	1,900

แสดงจำนวนแรงงาน

แบ่งตามผู้ประกอบการ	เล็ก	กลาง	ใหญ่	รวม
Electrical	36,759	43,037	118,325	198,121
Electronics	34,997	45,929	244,386	325,312
Supporting Industries	13,070	10,663	15,614	39,347
Trader	7,455	3,197	1,748	12,400
non-Specify	2,739	5,540	7,563	15,842
รวม	95,020	108,366	387,636	591,022



387,636 workers are employed in the large factories (auto and electronics industries) invested by MNCs which almost double the workers employed in medium and small factories.

Electric Appliances : More export in the cooling technology
: Less export in Compressor, Fan, Washing Machine, Microwave Oven, Thermos, Rice Cooker

Supreme Court
Decision

Section 11/1 (2008)

Lay off of
Subcontracted Workers

1998 Labor
Protection Act

- No working security
- No labor and legal rights
- No rights to associate
- Inequality with Permanent Workers
- First to be laid off
- Joined with trade unions to fight for their rights

1997 Crisis

Precarious WOrk

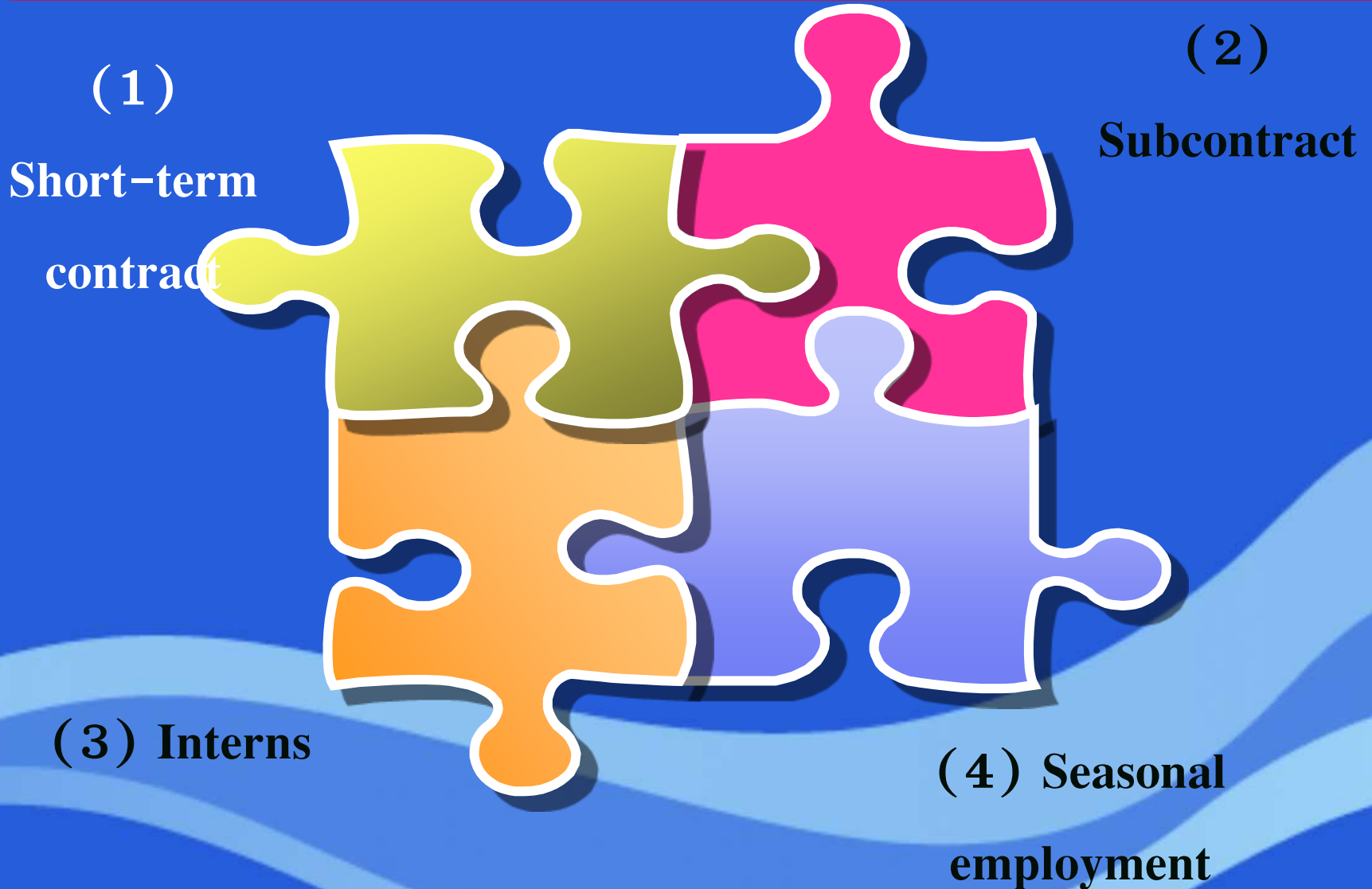
Move production out of Taylorism

Liberalize Capital Flow and Global
Trade since 1980s

The Third National Economic and
Social Development plan (1972 - 1976)

Precarious work

in Electronics and Electric Appliance Sector





Presentation

Topic 4

Guidelines to

Prevent and Resolve

Precarious Work

Proposals to end precarious work : Labour Policy level



1

Government should review Social Developing plan and consider on fair employment to create “Decent Work”



2

To Ratify ILO Convention 87, 98(Freedom of Association and Right to Organise and Collective Bargaining) and 111 (Discrimination in Respect of Employment and Occupation)

Proposals to end precarious work : Organizational level



1

Review of organizational structure, to enable the membership of precarious workers.



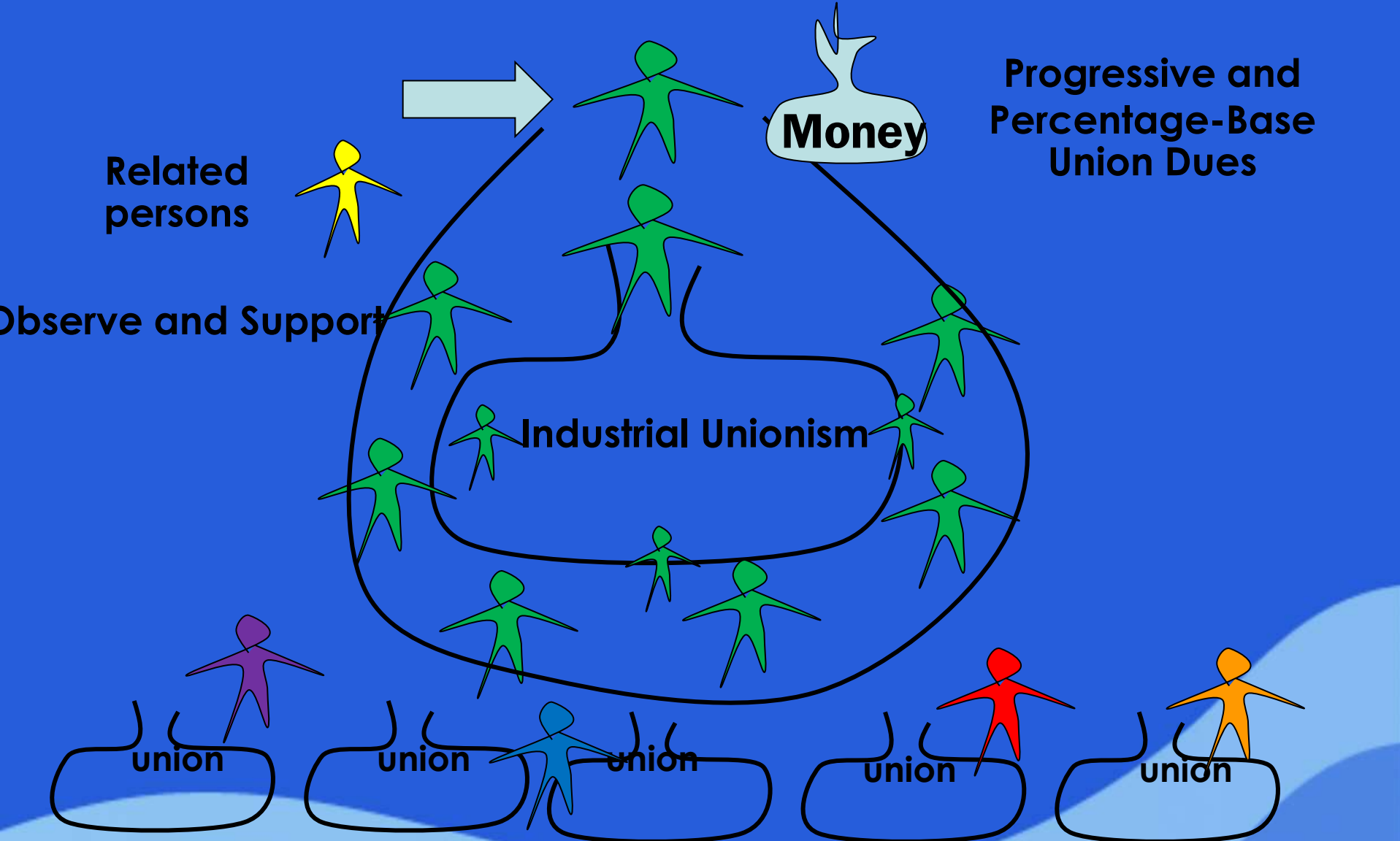
2

Coordinate with labor movement from other countries that also deal with increasing precarious employment, in order to promote regional or industrial association and collective bargaining.



3

Establish academic department to follow up with precarious work and present the information to the labor leaders.



Collective of Resources, Funding, Leaders, and all Capacities

The only way the workers will survive in Precarious Work Era