



IndustriALL Global Union

Steering Committee Meeting on ICT, Electrical&Electronics

Fuchu, Tokyo, 6-7 April 2016

Global Trends and Sectral Activities

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IndustriALL Global Union



Global Overview

Selected Large Electrical&Electronics Companies (by revenue, 2014-2015)

Company	Annual Revenue (US\$ million)	Employees	Origin of Country	GFA	TUN	Presence of IndustriALL
Samsung Electronics	148 944	307 000	South Korea			Very low
General Electric	147 616	305 000	USA		<i>Europe</i>	YES
Hewlett-Packard	127 245	302 000	USA			Partly YES
Hitachi	122 419	326 240	Japan			YES
Hon Hai(Foxconn)	117 514	1 300 000	Taiwan-China			Low
Siemens	113 349	348 000	Germany	YES	Partly YES	YES
Apple	108 249	115 000	USA			No
IBM	106 916	377 757	USA		YES with UNI	Partly YES
Panasonic	99 373	254 084	Japan			YES
Sony	82 237	131 700	Japan			Low
Toshiba	77 261	198 741	Japan			YES
Dell	62 071	108 800	USA			No
Fujitsu	56 582	162 393	Japan			YES
Intel	53 999	106 700	USA			No
Nokia	53 753	61 656	Finland			YES
LG Electronics	48 977	82 000	South Korea			YES
Mitsubishi Electric	46 098	120 958	Japan			YES
Canon	44 631	191 889	Japan			Low
Cisco Systems	43 218	71 833	USA			No
Quanta Computer	37 770	70 000	Taiwan			No
Ingram Micro	36 329	21 800	USA			No
Oracle Corporation	35 622	135 070	USA			No
Philips	35 152	105 365	Netherlands			YES
Ericsson	34 958	118 055	Sweden		In Progress	YES
Huawei	31 543	170 000	China			No
Schneider Electric	31 128	167 124	France		Planning	YES



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	Red	Red	Red	Blue	Red	Red	Red	Blue
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



Chinese and Taiwanese MNCs in Electrical and Electronics are quickly growing and expanding in the world

Hisense 海信



ZTE Tomorrow never waits



HUAWEI

Lenovo

Midea®



Haier

FOXCONN®



BenQ



Kingston TECHNOLOGY

acer

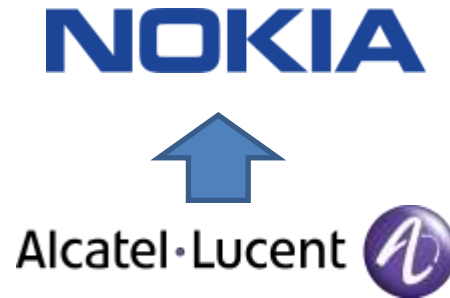
ASUS®

NVIDIA®

VIZIO

Industry Reorganization M&A(mergers and acquisitions)

Booming in 2015-2016



Organizing and Building Union Power



EC supported Projects on Organizing 2014-2018

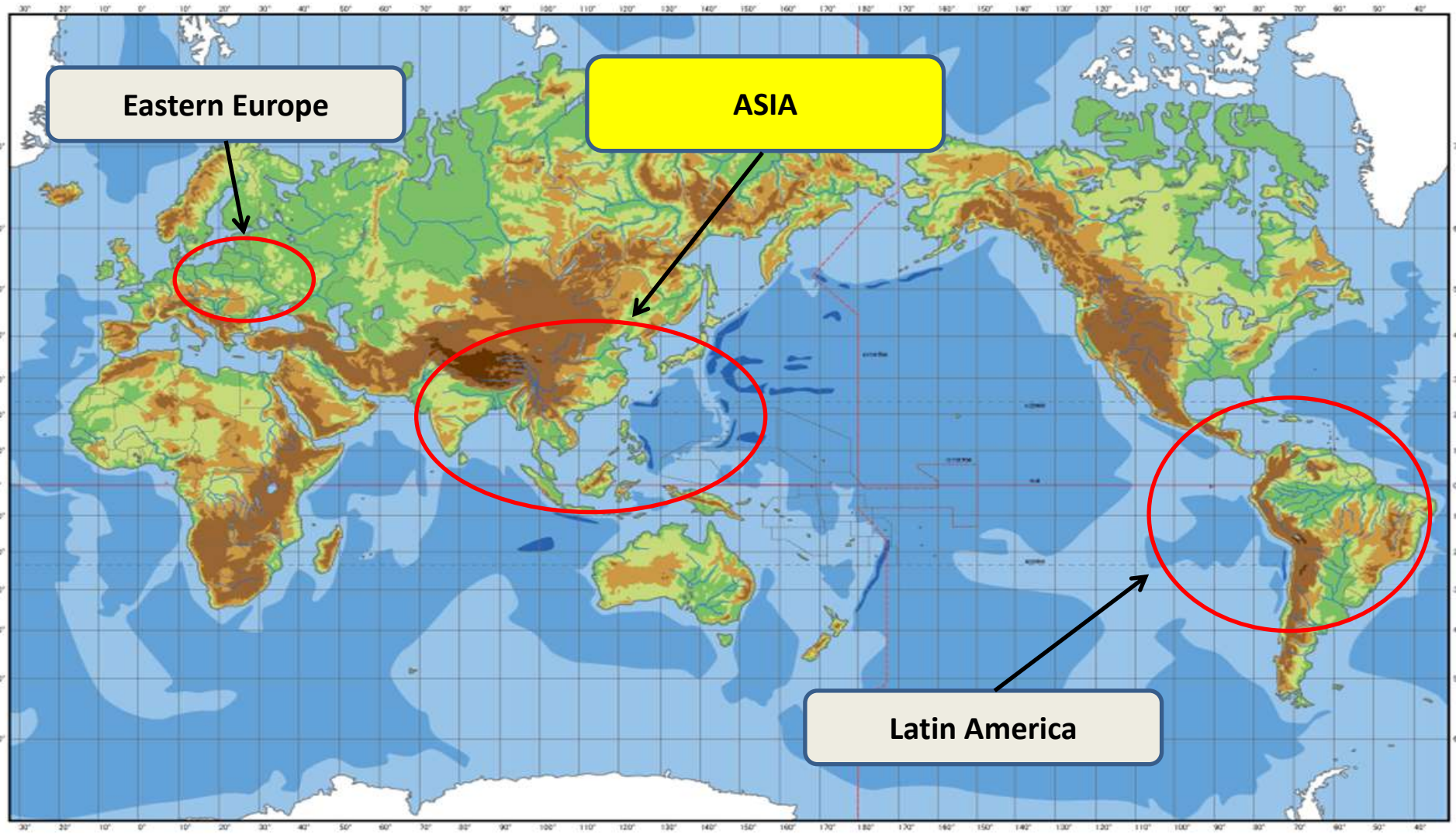
IndustriALL Global Union will organize and train ICT, E&E workers (of more than 30% are women) in Southeast Asia region. The target countries **are Indonesia, Malaysia, Thailand, Vietnam, Philippines and Taiwan-ROC** by end of 2018.

- 13 workers trainings: 1 in Thailand, 2 in Indonesia, 1 in Vietnam, 1 in Taiwan-ROC, 4 in Malaysia and 4 in Philippines
- 1 Unionists' trainings in Philippines
- Global Union meeting on ICT, Electrical&Electronics in Malaysia

**Total participants of the sessions in 2015 : 653 (of 276 women).
Women participation rate is 42.3%**

Positive/Numerical Results in Indonesia, Malaysia, Thailand, and Philippines.

ICT EE Production

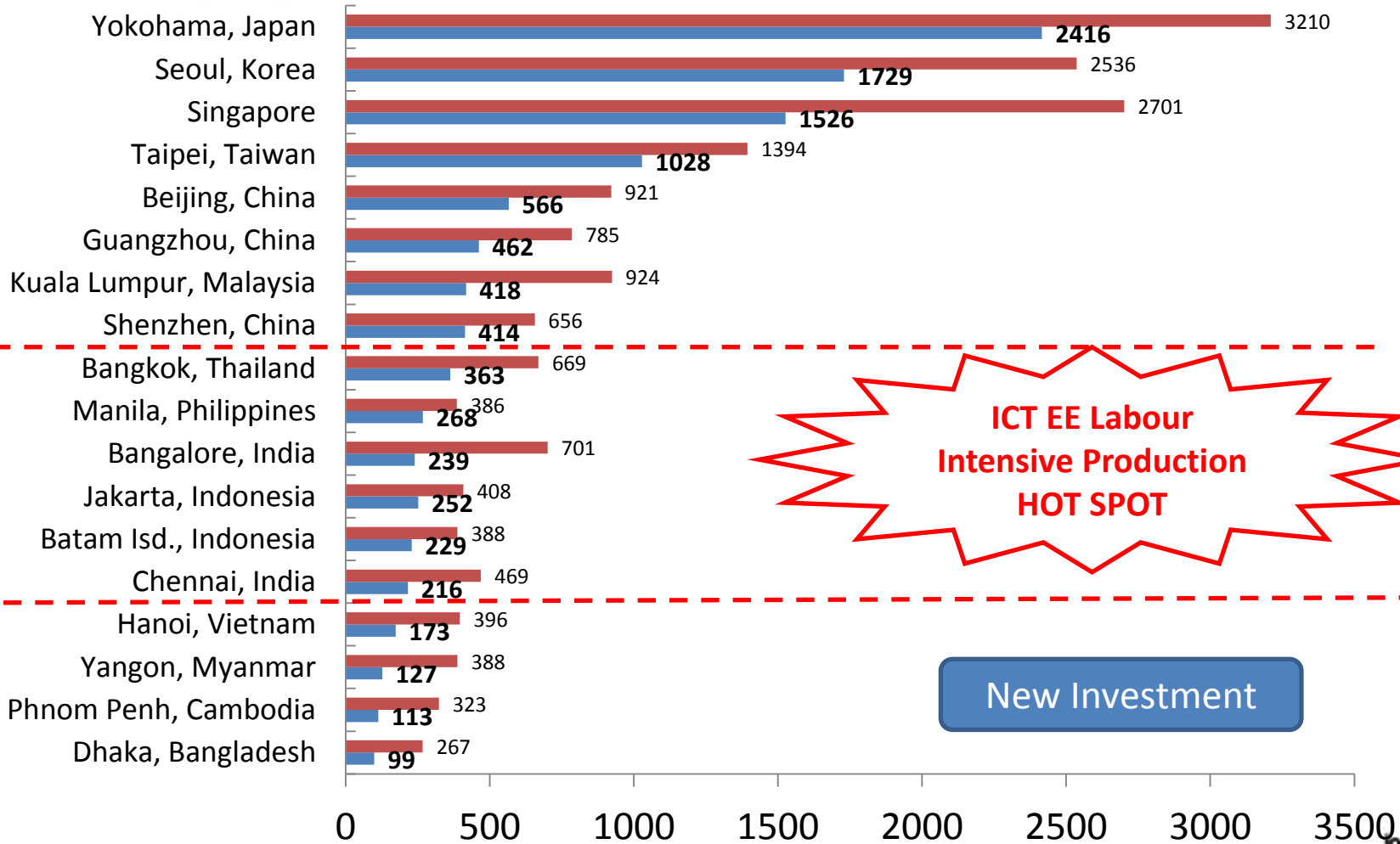


IndustriALL's organizing target regions



Ex. Standard Wages of Manufacturing Workers in Asia

(2014-15, in US dollar/month RED: Engineer BLUE: Production)



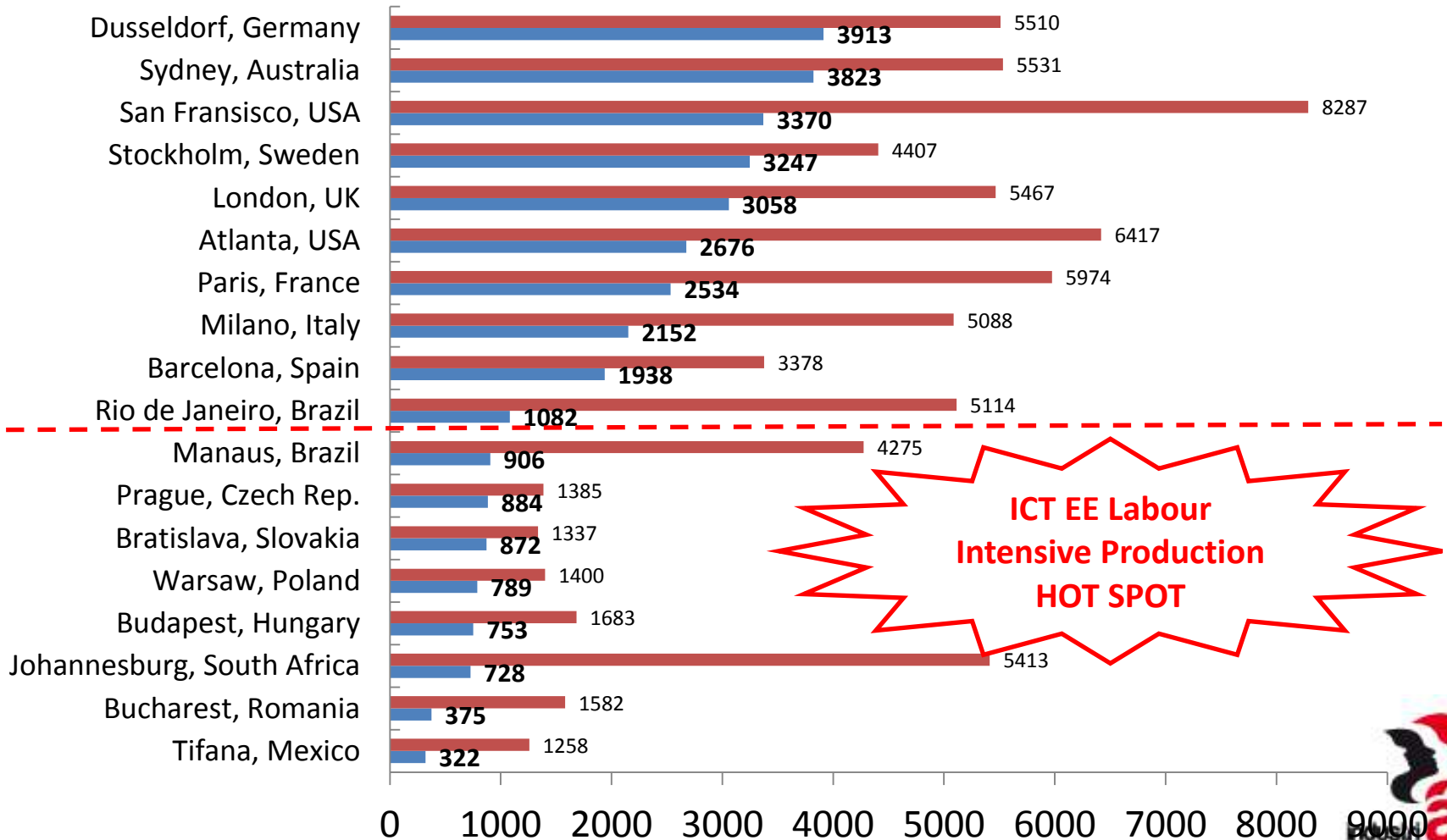
Data Source: JETRO





Ex. Standard Wages of Manufacturing Workers in non-Asian countries

(2014-15, in US dollar/month **RED:** Engineer **BLUE:** Production)



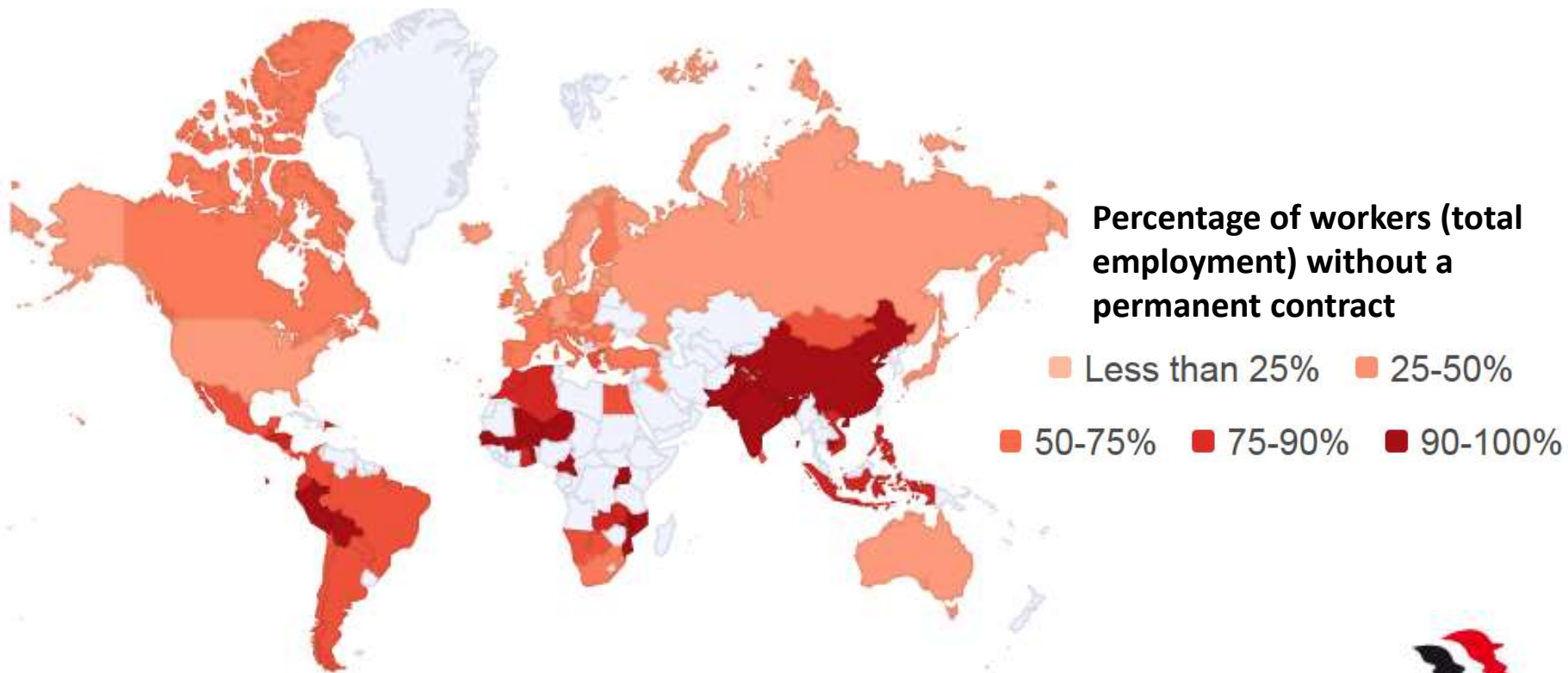
Data Source: JETRO



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



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) 

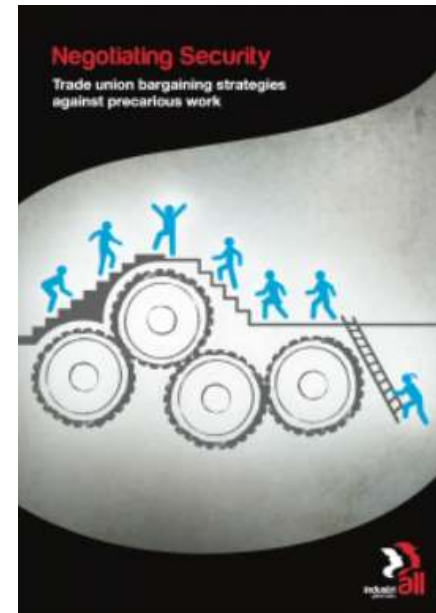
Precarious Workers covered by CBA **NO**

Union Density 

Union Due 

Collective Bargaining Power 

This phenomenon still continues.....



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**



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OHS

Big health risk by handling hazardous materials

- Occupational Health and Safety is a problematic topic in this sector especially due to the lack of corporate responsibility of multinational companies throughout the supply chain. Especially in electronics recycling (e-waste) in developing countries, safety equipment is often not provided for workers extracting hazardous materials.
- The extraction is often done by workers using their bare hands and a few tools. The workers are not protected from the thousands of toxins that exist in the old equipment, including lead, lead oxide and cadmium in circuit boards, cathode ray tubes and batteries, mercury in switches and flat screen monitors and brominated flame retardants.
- Women and children are regularly involved in these operations and hence the most vulnerable to occupational illnesses. Working conditions with subcontractors are often particularly precarious.



Gender Issue



The Women's Conference calls on the IndustriALL Executive Committee and Statutes Working Group to explore all possibilities to achieve the 40 per cent objective.



STOP VIOLENCE AGAINST WOMEN

Violence against women is the most glaring manifestation of gender inequality. From domestic violence to sexual harassment, trafficking, female genital mutilation, and even rape and murder at work, women are the object of violence in all countries every day.

According to the UN, violence has been perpetrated against one woman in five worldwide. Between 60 and 80 per cent of women in the European Union experience unwanted sexual advances, physical contact, sexual harassment or other forms of sexual harassment at their workplace; in Asia-Pacific countries it is 30 to 40 per cent.

The violence is taking on epidemic proportions. Violence against women who secure the basic Peace Industrial benefits, forcing women to work excessive hours and paying them below a living wage.

In times of rising extremism it is women who bear the brunt of assaults, as we see for example in the abductions of young girls in Nigeria. Drug and mafia wars are terrorizing the Americas in Central America. Conflict situations raise the stakes in the Democratic Republic of Congo. The potential of too many women is wasted by gender-based violence.

STOP Pregnancy Discrimination

MATERNITY PROTECTION FOR ALL WOMEN

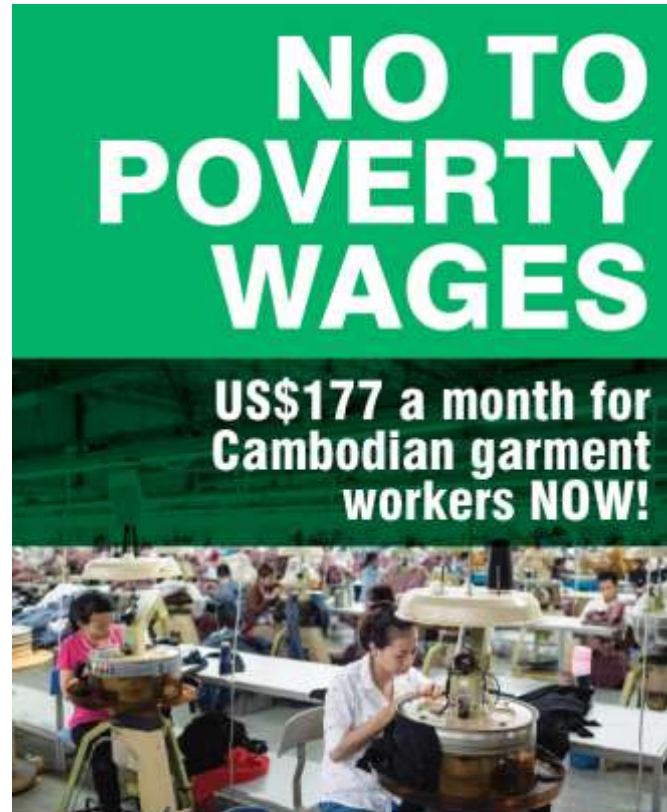
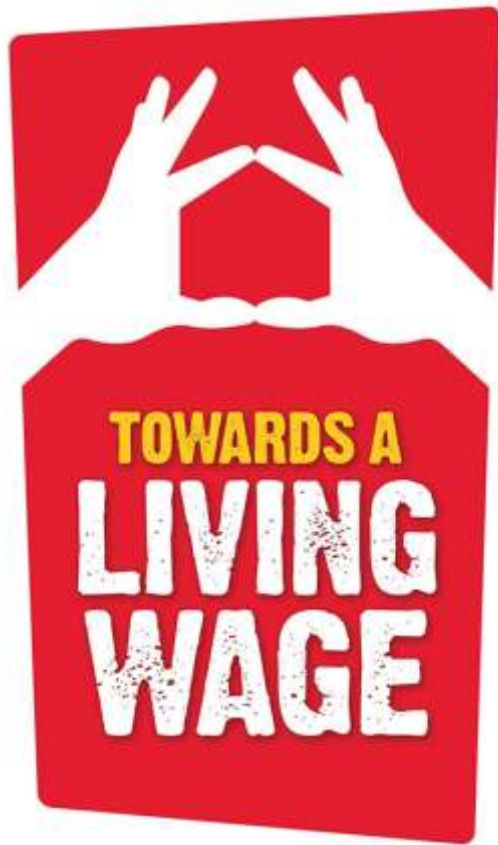
Ratification of ILO Convention 103 would mean:

- No pregnancy discrimination
- Safe and healthy pregnancies
- Minimum 14 weeks paid maternity leave
- For all working women



Living Wage

From Africa to Asia and Latin America the Living Wage is a global issue and central to the Decent Work Agenda. IndustriALL is campaigning on this issue with its affiliates.

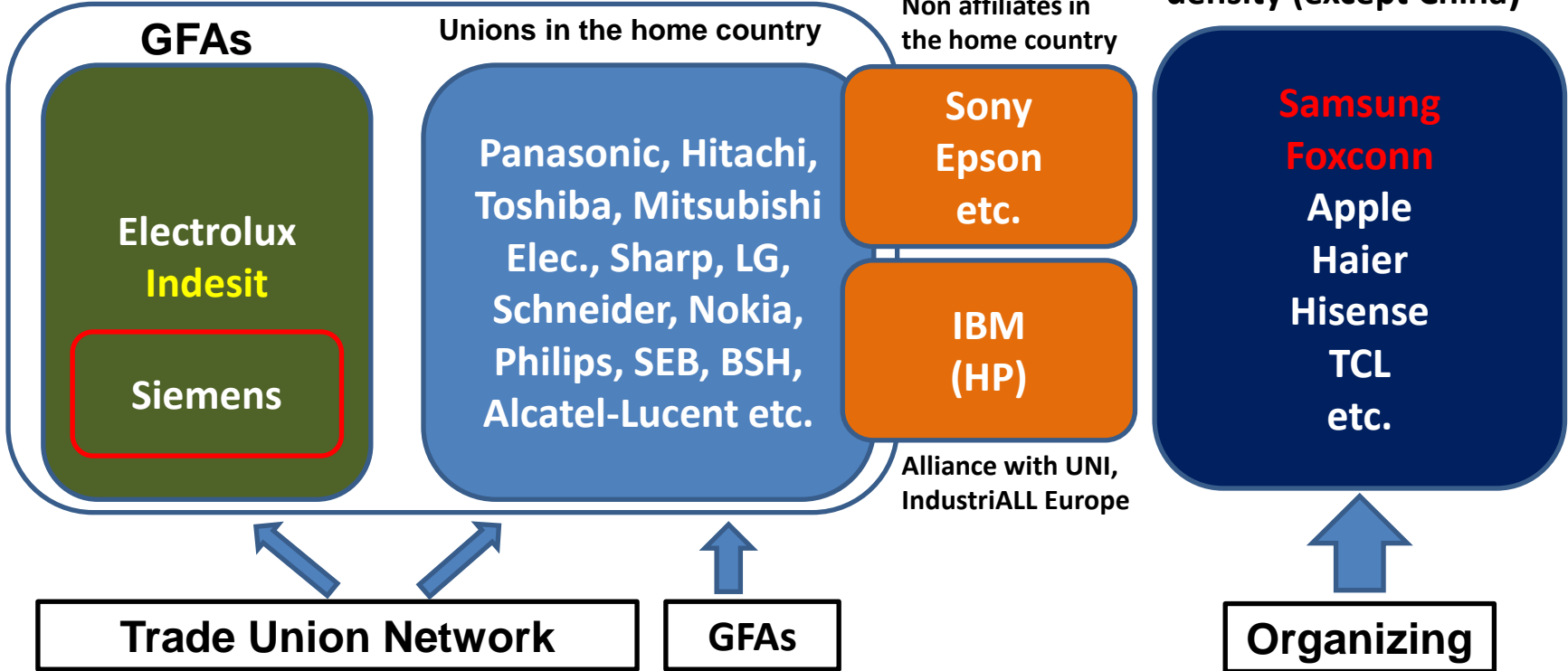


Creating and Developing Trade Union Network

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

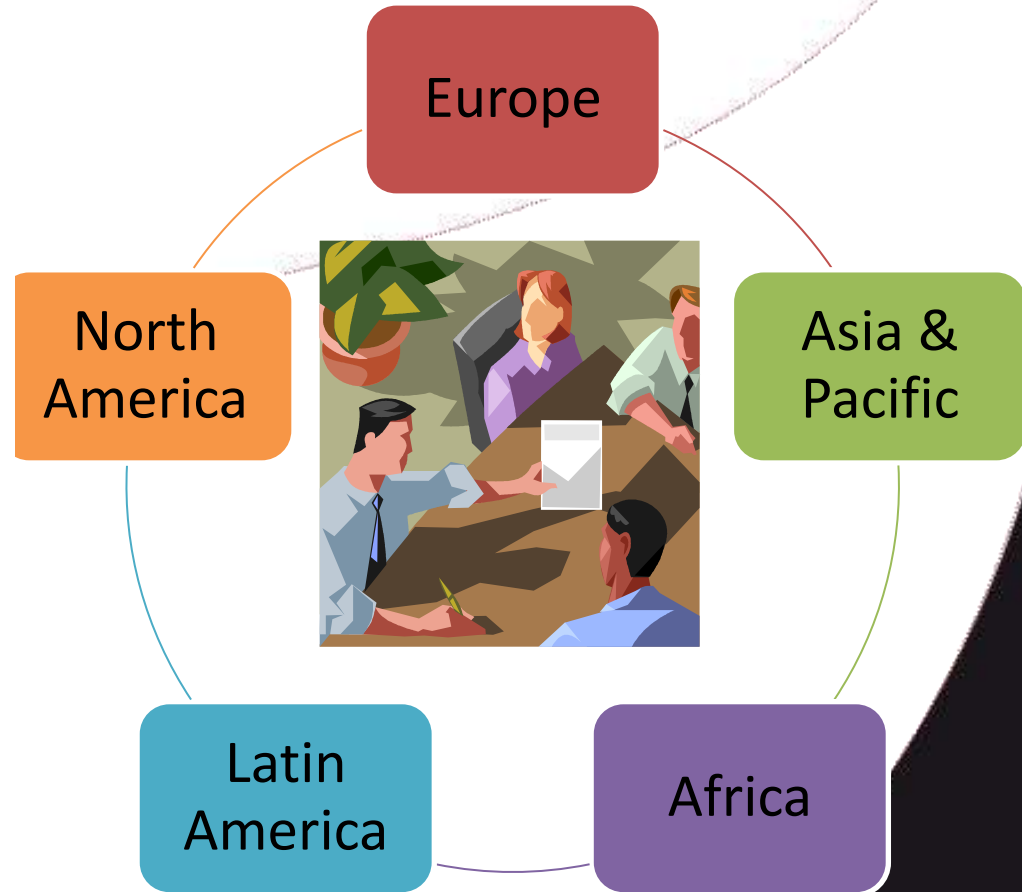
Need to develop targeting strategy and organizing project





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.

Trade Union Network

Trade Union Network



with UNI



Regions



Asia

Up coming



ERICSSON

with UNI

In Planning



life.augmented

Asian Companies should also be targeted.



Foxconn Sites and Unions

Seeking possibility towards union network

Country	Estimated no. of Employees	Location	Estimated Monthly Average Wage	Union
China	1,000,000	30 sites in 15 locations	Typical base salary: 1,800 yuan (\$287) and 2,000 (\$319) a month (US\$478 in Chongqing including overtime.)	ACFTU
Brazil	6,315	Manaus, Indaiatuba, Jundiai, Sorocaba, Santa Rita do Sapucaí	US\$600-700	Força Sindical , CMN-CUT, Intersindical
Czech Republic	5000(of 2000 agency workers)	Pardubice, Kutna Hora	US\$740	OS KOVO
Hungary	(no data)	Székesfehérvár, Komárom	US\$320	(no info)
Slovakia	(no data)	Trnava, Nitra	(no data)	UNION
Turkey	356	Corlu, Tekirdag	(no data)	Turk Metal
India	600	Chennai	(US\$330)	CITU
Malaysia	(no data)	Kulai in Johor	(no data)	(independent union)
Mexico	4,000	San Jerónimo in Chihuahua , Juárez	(no data)	CTM

Future Manufacturing and Promoting Sustainable Employment

ILO World Employment and Social Outlook – Trends 2016

Global unemployment projected to rise in both 2016 and 2017

- The final figure for **unemployment in 2015 is estimated to stand at 197.1 million** and in 2016 is forecast to rise by about 2.3 million to reach 199.4 million. An additional 1.1 million jobless will likely be added to the global tally in 2017
- In 2015, total global unemployment stood at 197.1 million – 27 million higher than the pre-crisis level of 2007.

“The unstable economic environment associated with volatile capital flows, still dysfunctional financial markets and **the shortage of global demand continue to affect enterprises and deter investment and job creation**” (by the ILO Research Department)

How union can influence the policy-makers to focus more on strengthening employment policies and tackling excessive inequalities?



Industry 4.0

What kind of effect to workers/unions ?



- ❖ Massive impact on the volume of employment
- ❖ Challenged on Employment relationship
- ❖ Influence on dignity and humanity

Example: "Fox-bot" (USD25,000) could replace up to four workers.

How to achieve just transition?

Promoting Sustainable Industry

Points of Challenges and Opportunity in the sector

Economic Challenge:

A supplier to other industries (i.e. automobile, aerospace, mechanical engineering, etc.) as well as a producer for the consumer as the demand for smart technology in the private life also rises. The most rapid globalization process among any other manufacturing sector.

Environmental Challenge:

Especially in the developing world, where companies often work with subcontractors, whose social and environmental standards are poor, soil and water are left highly polluted with heavy metals such as lead, cadmium and mercury as well as solvents, benzene, etc.

New Opportunity:

Expanding business fields to various areas such as the Internet of Things, Cloud Computing, the advent of 5G technologies, digitization of industries, big data to eHealth applications, smart and efficient energy and intelligent transport systems, digital technologies are becoming the foundation of modern economy and societies.





Thank you

Website

www.industriALL-union.org