



## **IndustriALL Global Union**

Introduction IndustriALL and activities on  
ICT, Electrical & Electronics

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# Building Unity and Power



115 countries  
355 unions  
20 million workers



100 countries  
200 unions  
25 million workers



110 countries  
217 unions  
10 million workers



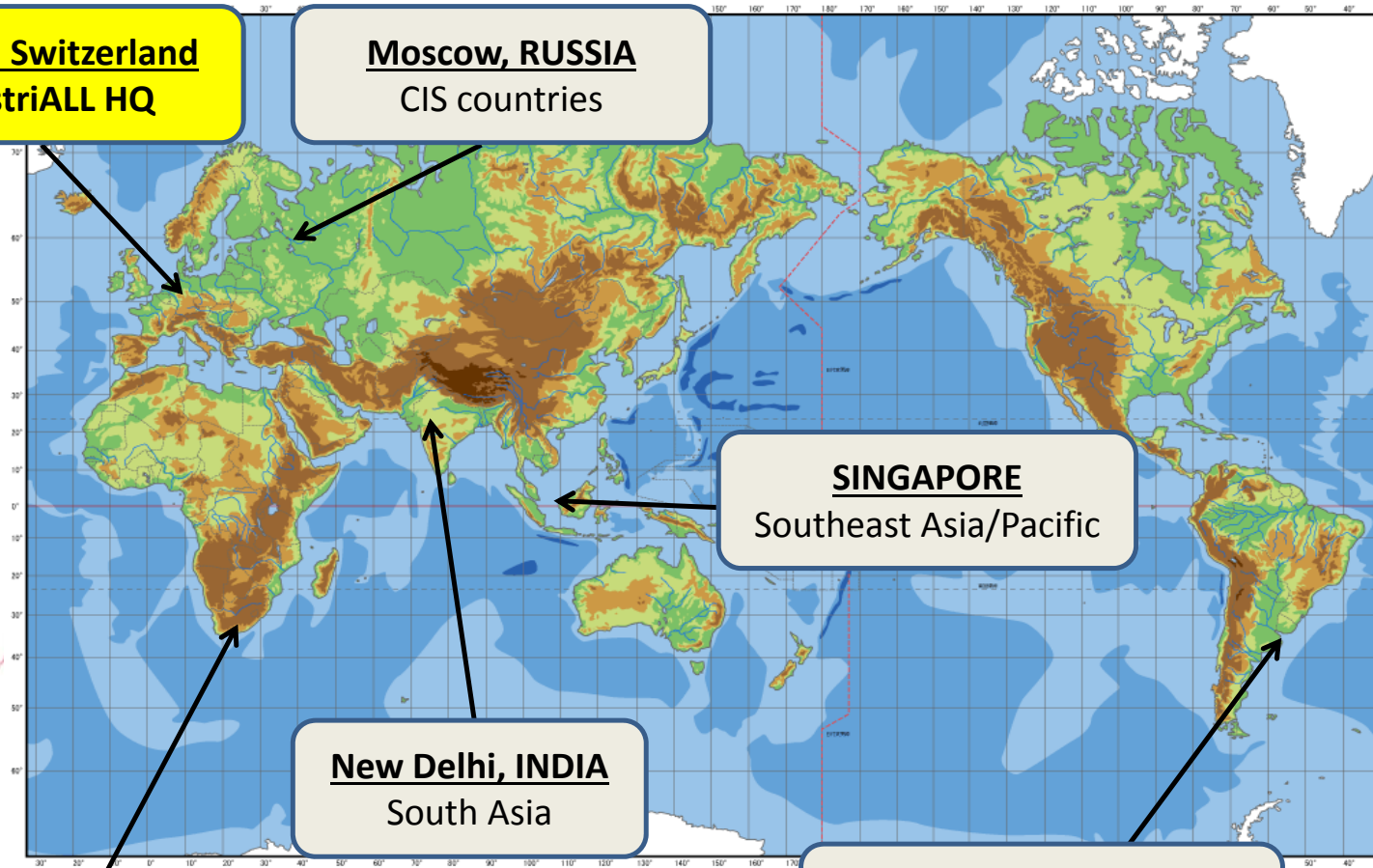
50 million workers  
over 400 unions  
140 countries



# HQ and Regional Offices

**Geneva, Switzerland**  
IndustriALL HQ

**Moscow, RUSSIA**  
CIS countries



**SINGAPORE**  
Southeast Asia/Pacific

**New Delhi, INDIA**  
South Asia

**Johannesburg, SOUTH AFRICA**  
East&Southern Africa

**Montevideo, URUGUAY**  
Latin America&Caribbean



## List of industrial sectors within IndustriALL's jurisdiction

Industrial Sectors(15)	
Aerospace	Automotive
Base metals	Chemical, Pharmaceutical and Bio-science
Energy	Industrial and Environment Services
Glass, Ceramic, Cement and Associated Industries	<b>ICT, Electrical and Electronics</b>
Mechanical engineering	Mining and DGOJP
Pulp and Paper	Rubber
Shipbuilding and Shipbreaking	Textile, Leather, Garment Shoes and Textile Services
Service and Miscellaneous Industries	
Cross Sectoral groups(2)	
Women	Non-Manual



## 3 Key Points on IndustriALL GU's Action Plan

- First, **organizing and building stronger unions**. We need to increase our membership to build more power. We need to organize everyone, also precarious workers.
- Second, **trade union rights**. We need to make sure that every worker has the right to join a union of his/her choice and enjoy the protection of a collective agreement. We need to react to every violation by a government or a company.
- Third, fighting for a **new economic and social model that puts people first**. We need to put pressure on political decision-makers for investments in the creation of good quality jobs instead of precarious jobs, for the growth of manufacturing industry instead of financial speculation, and for comprehensive social protection for all citizens.



## ICT, Electrical & Electronics Sector



Work in the electrical and electronics sector deals with a **wide range of companies producing consumer electronics, computer hardware, software and others.** IndustriALL aims at developing trade union strategies for the sector and improving and strengthening the information exchange in transnational companies and supply chains.

### The main purpose of the Steering Committee

Lead the work in the sector and discuss strategies on MNCs, trade union networks, GFAs, organizing, union rights, precarious work and specific industrial policy.

The affiliates who organize ICT E&E workers and would like to actively take part in the policy making process in the sector are eligible for participating at the meeting.



## World's Top IT Companies by Revenue (2012)

Industry	Industry	Employees	HQ
→ Samsung Electronics	Electronics	371,700	South Korea
→ Apple	Electronics	76,100	USA
→ HP	Hardware	331,800	USA
→ Foxconn	Electronics	1,230,000	Taiwan ROC
→ IBM	Computer Service	433,300	USA
Panasonic	Electronics	327,500	Japan
→ Microsoft	Hardware/Software	94,000	USA
→ Dell	Hardware	88,400	USA
→ Amazon.com	Internet	173,100	USA
Fujitsu	Hardware/Software	104,700	Japan

→ Very low or No union density with IndustriALL GU



# Precarious work in ICT E&E sector

Table 3: Comparing the benefits between regular company staff and the agency workers

No:	Benefit item	Regular workers at the company	The agency workers from the seven agencies working at the company
1	Health insurance	OPD = 800 Baht / time up to 30 times a year. Major surgery = 8,000 Baht and 600 Baht for hospital room	Not provided
2	Health care for parents (legal)	3,000 Baht	Not provided
3	Child birth support	1,000 Baht	Not provided
4	Marriage leave	5 days	Not provided
5	Leave for Buddhist monk ordainment	30 days	Not provided
6	Funeral leave	5 days	Not provided
7	Funeral assistance for family (parents, spouse and children)	6,000 Baht plus 500 for funeral wreath	Not provided
8	Annual party	The annual party is celebrated with both regular and contract workers participating	The annual party is celebrated with both regular and contract workers participating
9	Annual trip	Both regular and contract workers join the annual trip	Both regular and contract workers join the annual trip
10	Transportation allowance	400 Baht per month	10 Bath per day
11	Salary adjustment	10 days	Not provided
12	Dental care	1,000	Not provided
13	Birthday present	Provided	Provided
14	Year end bonus	On average, the bonus is equal to 2.6 months wages plus 5000 Baht	6,000 Baht
15	Annual leave	From 15 to 22 days per year, for workers with more than 6 years seniority	6 days per year
16	Uniform	One shirt per year	One shirt per year
17	Safety shoes	One pair is provided per year	One pair is provided per year
18	Transportation	Air conditioned buses and minivans	Non air conditioned buses and trucks with benches
19	Diligence bonus	700 Baht per month	600 Baht per month
20	Food allowance during normal working hours	16 Baht per day	16 Baht per day
21	Food allowance during overtime	16 Baht per day	16 Baht per day
22	Study allowance for offspring (from Kindergarden to BA)	In 2009, 20 conditioned grants were given, this is not a regular benefit	Not provided

Updated and including the minimum wage increase of April 2012  
100 Baht = €2,45 (01-05-2012)

Source: SOMO Paper "Temporary agency work in the electronics sector" May 2012

## The ILO's World of Work report 2012

**"The increase in involuntary part-time and temporary employment has been larger than the increase in unemployed and permanent jobs since the crisis. This clearly shows that during the crisis more precarious employment was created."**





## No union involvement/presence in e-waste workplace

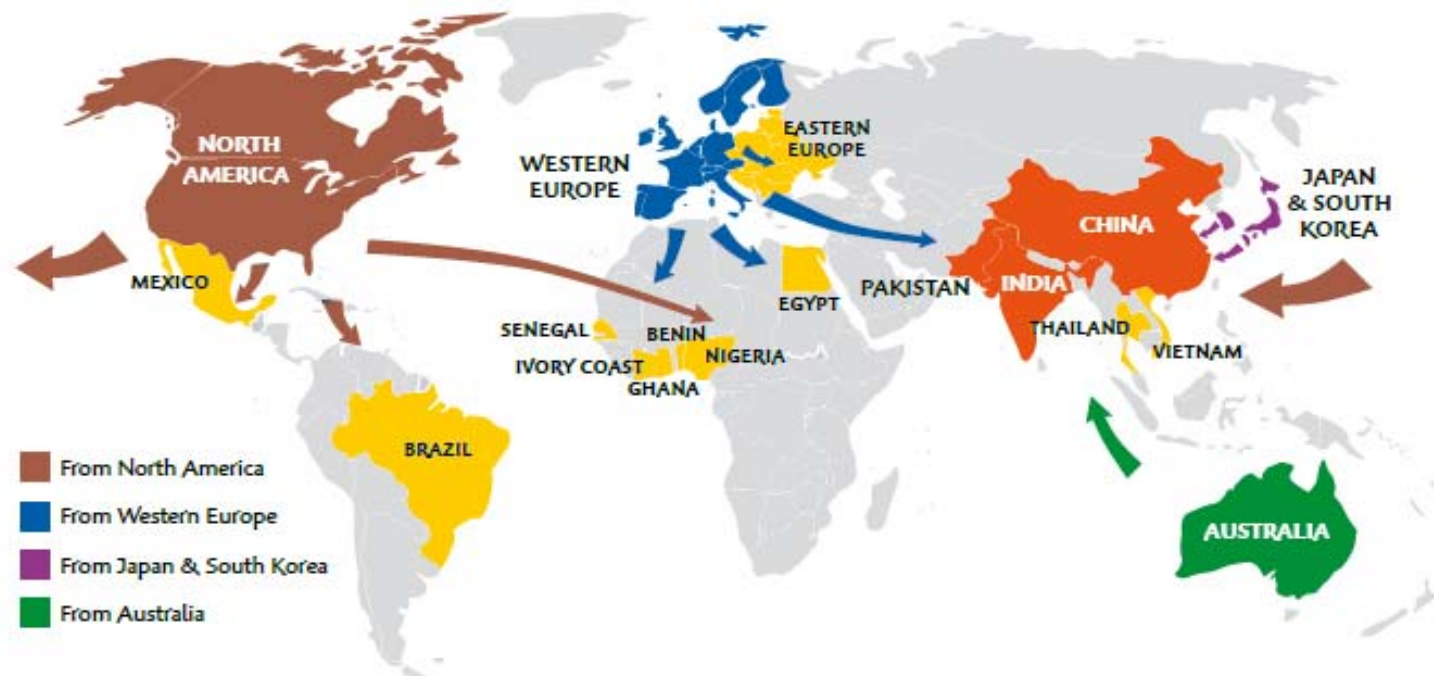


Fig. 2. Export of e-waste (Lewis, 2011)

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

**Workers' exposure  
in developing countries**

**Long-term effects on human  
health and the environment**

**Child labour at  
e-waste recycling sites**



## Priority Issues in the sector

### **Organizing and Fight against Precarious Work**

- Trade union rights, precarious workers and minimum wages
- Non-Manual workers, Women workers, Migrant workers etc.
- Sharing good practices of union activities

### **Promoting Sustainable Industry and Workplace**

- sustainable issues including environment, OHS, e-waste, etc.
- Seeking for synergies with other sectors such as electric power(eg. Smart grid)
- Improving workers' status and working conditions, and securing employment
- Developing the trade union networks in MNCs and GFAs



# Current GFAs of IndustriALL

## Current agreements(43agreements)

IndustriALL has existing GFAs with the following multinational corporations.



Aker, AngloGold, BMW, **Bosch**, Brunel, Daimler, EADS, EDF, **Electrolux**, Endesa, Eni, Evonik, Ford, Freudenberg, GDF Suez, GEA, **Indesit**, Inditex, Lafarge, Leoni, Lukoil, MAN, Mann + Hummel, Mizuno, Norsk Hydro, Norske Skog, Petrobras, **Prym**, PSA Peugeot Citroën, Renault, Rheinmetall, Rhodia, Röchling, Saab, SCA, **Siemens**, SKF, Statoil, Umicore, Vallourec, Volkswagen, ZF

**Future possible negotiation: SEB**





# Building Networks

The seven basic principles to establish a network

International Metalworkers' Federation

## GUIDELINES ON TRADE UNION NETWORKS IN TNCs

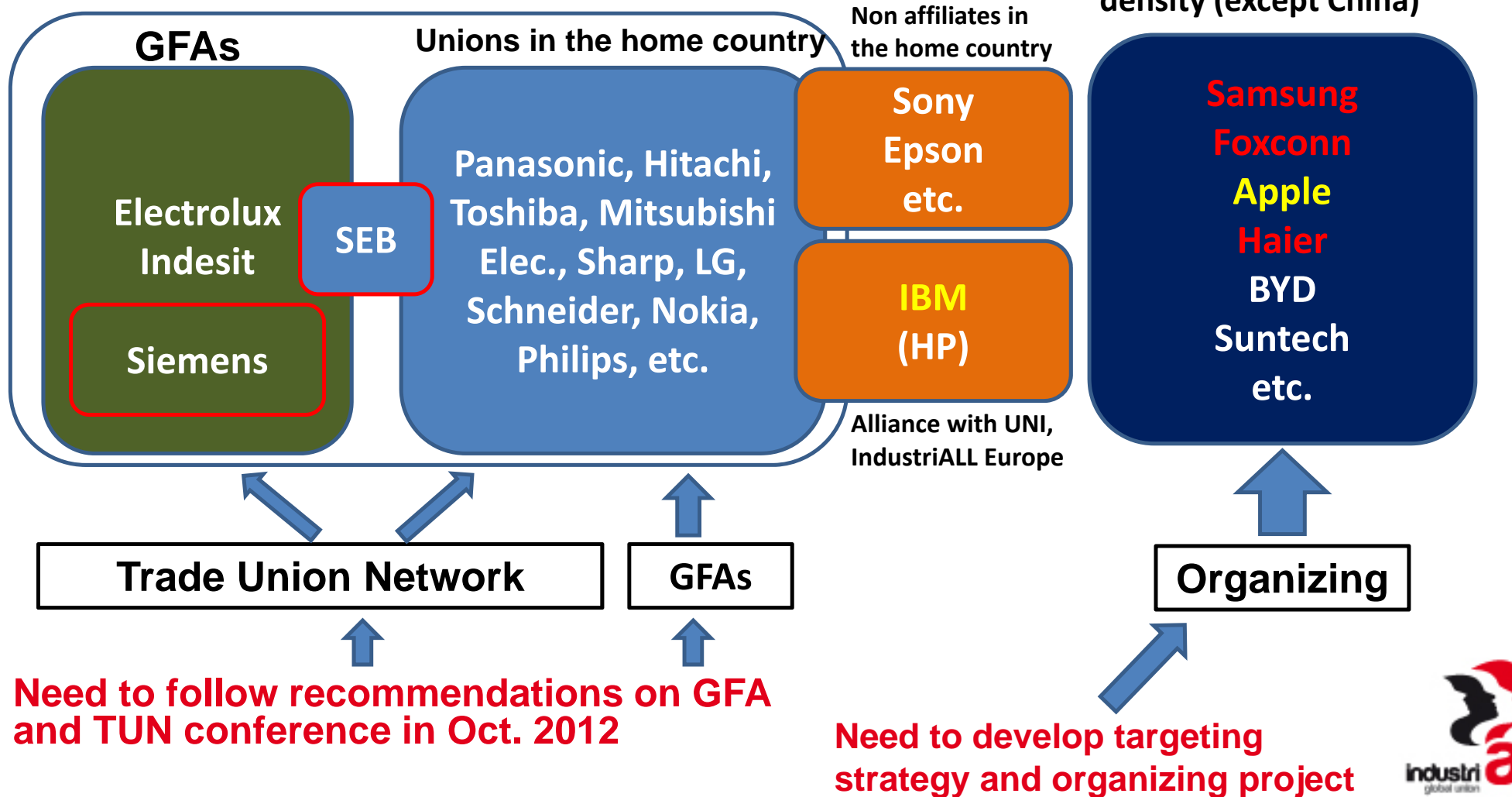


1. A political mandate from the affiliates involved. A network can be initiated by the IMF or its affiliates, after which a sufficient amount of affiliates need to commit themselves to building and participating in the network.
2. Trade unions in the home country of the TNC play a vital role in establishing a network and in making it function. IMF affiliates with membership in the company should be consulted and involved at an early stage of the process. The initiative from the union in the home country of the TNC is an important element.
3. The networks should be independent union bodies. From that independent position, they could pursue recognition from the company, including financial support where appropriate, provided they maintain their independence. In some cases, it may be useful to invite other organizations, in particular those that could facilitate communication and cooperation due to their regional and professional knowledge. The decision on inclusion rests with the participants of the network.
4. The network should also be transparent and open to all unions that wish to participate with the agreement of the IMF affiliates.
5. Each union itself decides over who participates or not in the networks recognizing the importance of representation and participation from the shop floor.
6. An action plan should be developed to set out the objectives, priorities, structure, ways of communication, role of the coordinator, etc. This can be done through a coordination meeting or electronically. There are specific measurable objectives. This can vary from network to network but should have common denominators as set out in the section on the roles of trade union networks.
7. 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







## Program of Activities 2013 on ICT, E&E (Exco, Dec. 2012)

- Establish a Steering Committee to lead the work in the sector and discuss strategies on MNCs, trade union networks, GFAs, organizing and union rights.
- Support organizing and union building with a focus on Southeast Asia (partially supported by externally funded projects) whilst supporting increased union density in membership in the rest of the world
- Develop industrial policies on specific issues including e-waste, health and safety
- Enhance the IBM Global Union Alliance with UNI
- Continue to develop trade union networks in Siemens, IBM, Nokia, Philips and Schneider Electric, seek possibilities to establish networks in Asian-based brand companies. Special efforts will be waged for Siemens, particularly in activities in India and China
- Research mission to China to explore the situation of electronics workers and develop action with particular attention on Foxconn, Suntech, Haier and BYD
- Establish synergies between electric power and ICT, electrical and electronics sectors
- Develop cooperation with other organizations and networks such as GoodElectronics
- Include the sector in the Living Wage campaign



# Thank You

Website

[www.industriALL-union.org](http://www.industriALL-union.org)