Global Trends and Situation of IndustriALL Activities in the Sector
## World’s Top IT E&E Companies by Revenue (2013)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Industry</th>
<th>Employees</th>
<th>HQ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Samsung Electronics</td>
<td>Electronics</td>
<td>326,000</td>
<td>South Korea</td>
</tr>
<tr>
<td>Apple</td>
<td>Electronics</td>
<td>80,300</td>
<td>USA</td>
</tr>
<tr>
<td>Foxconn</td>
<td>Electronics</td>
<td>1,290,000</td>
<td>Taiwan</td>
</tr>
<tr>
<td>HP</td>
<td>Hardware</td>
<td>317,500</td>
<td>USA</td>
</tr>
<tr>
<td>IBM</td>
<td>Computer Services</td>
<td>433,362</td>
<td>USA</td>
</tr>
<tr>
<td>Hitachi</td>
<td>Electrical &amp; Electronics</td>
<td>326,240</td>
<td>Japan</td>
</tr>
<tr>
<td>Microsoft</td>
<td>Software</td>
<td>99,000</td>
<td>USA</td>
</tr>
<tr>
<td>Amazon.com</td>
<td>Internet</td>
<td>117,300</td>
<td>USA</td>
</tr>
<tr>
<td>Sony</td>
<td>Electrical &amp; Electronics</td>
<td>146,300</td>
<td>Japan</td>
</tr>
<tr>
<td>Panasonic</td>
<td>Electrical &amp; Electronics</td>
<td>327,512</td>
<td>Japan</td>
</tr>
<tr>
<td>Google</td>
<td>Internet</td>
<td>53,546</td>
<td>USA</td>
</tr>
<tr>
<td>Dell</td>
<td>Hardware</td>
<td>108,800</td>
<td>USA</td>
</tr>
<tr>
<td>Toshiba</td>
<td>Electrical &amp; Electronics</td>
<td>168,733</td>
<td>Japan</td>
</tr>
<tr>
<td>LG Electronics</td>
<td>Electronics</td>
<td>38,718</td>
<td>South Korea</td>
</tr>
<tr>
<td>Intel</td>
<td>Semiconductor</td>
<td>104,700</td>
<td>USA</td>
</tr>
</tbody>
</table>

10 out of 15 Top IT E&E companies have **Very low or No union** density with IndustriALL
Ex. Standard Wages of Manufacturing Workers in Asia
(2012, in US dollar/month RED: Engineer BLUE: Production)

Labour intensive production is shifting to ASEAN+INDIA

Organizing target zone in ICT E&E sector (USD 150-350/month)

Data Source: JETRO
INDIA

THAILAND
Increase its importance on production-supply chain Hub of Greater Mekong Subregion (Thailand, Cambodia, Laos, Vietnam, Myanmar, China-Yunnan) in Automobile and ICT E&E industries.

MALAYSIA
In the transitional period of shifting to value-added electronics industry such as Solar Photovoltaics industry.

PHILIPPINE
Electronics industry clusters are expected to grow in next 3-5 years with preferential treatment by the government.

VIETNAM

INDONESIA
Foreign investments has been recently accelerating in Bekasi-Karawan area, Western Java.
MNCs situation in ICT, E&E sector on GFAs, TUNs, and Organizing

IndustriALL affiliate unions

GFAs
- Electrolux
- BSH
- Indesit
- Siemens

Unions in the home country
- SEB
- Panasonic, Hitachi, Toshiba, Mitsubishi Elec., Sharp, LG, Schneider, Nokia, Philips, etc.

Non affiliates in the home country
- Sony
- Epson etc.
- IBM (HP)

No unions or very low union density (except China)
- Samsung
- Foxconn
- Apple
- Haier
- Hisense
- TCL etc.

Trade Union Network

Organizing
- Alliance with UNI, IndustriALL Europe

Need to increase number of GFAs and Trade Union Networks

Need to develop targeting strategy and organizing project
Outcome of the SC 2013 in Singapore - 1
10 priorities and strategies for 2013 to 2016


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 (for 2013, 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.
Outcome of the SC 2013 in Singapore- 2
10 priorities and strategies for 2013 to 2016

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.
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)
Outcome of Questionnaire

Situation of Precarious Work
(11 cases from 9 unions in 7 countries)
<table>
<thead>
<tr>
<th>Situation of Precarious Work(PW)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Last 5 years</td>
</tr>
<tr>
<td>PW has increased with between 1.0-1.5% in the past 5 years. About 90-95% of our workforce have a full time employment. The precarious workers add up to between 5-10% of the workforce.</td>
</tr>
</tbody>
</table>

| 2) Figures                       |
| N.A.                             |

| 3) Affect to core jobs           |
| The effect is less than 1% on full time core jobs. |

<table>
<thead>
<tr>
<th>Consequences of Precarious Work or workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>4) Difference in working condition</td>
</tr>
<tr>
<td>N.A.</td>
</tr>
</tbody>
</table>

| 5) Affect to certain group               |
| Young people and women are a bit more affected. |

| 6) Affect to CBA                        |
| No significant impact.                  |

| 7) PW organized?                       |
| Full time and precarious workers are members in the same unions. |

<table>
<thead>
<tr>
<th>Response of trade unions to Precarious Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>8) Union density</td>
</tr>
<tr>
<td>The Finnish general unionization level varies around 70%. Variation depends strongly on branch and type of work.</td>
</tr>
</tbody>
</table>

| 9) Affect to union                        |
| No affect.                                |

| 10) Union strategy                       |
| Through collective bargaining, political influence and as a part of the public discussion. |
Situation of Precarious Work (PW) in the company

1) Last 5 years
The global trend of PW at the company is flat in the last 5 years with an increasing of temporary labour contracts and a decreasing of hiring via agencies. The company receives state subsidies that are officially conditioned by the global level of employment (precarious jobs included).

2) Figures
**Permanent workers** On Site Contract: 11840 → 11556  
**Precarious workers** Direct hire on temporary contracts: 571 → 745, Agency: 518 → 322

3) Affect to core jobs
PW, especially outsourcing is usually used to perform basic tasks e.g. buildings management

Consequences of Precarious Work or workers

4) Difference in working condition
PW’s salary level and social benefits are lower due to competition for service prices (example: cleaning service...). Temporary labour contracts does not take seniority into account and loss of social benefit.

5) Affect to certain group
Manufacturing activities in cleaning room use the majority of PWs (mostly limited skills) in comparison with support or administrative activities.

6) Affect to CBA
The pressure induced by high unemployment level and precarious work (difficulty to obtain a permanent job) leads to lowering of social demands and protest movement (in and outside of the company).

7) PW organized?
Trade union activity is significantly more difficult in outsourcing companies due to the high number of sites to visit and to organize.

Response of trade unions to Precarious Work

8) Union density
5% / 9%

9) Affect to union
the higher ratio of PW affects to increase our members and our activity.

10) Union strategy
a) Restrict of PW or Improve working condition through CB: Mobilizations (in and outside the company) to obtain internal agreement or national, European, international laws.

b) Organizing PW: For a big manufacturing site (staff: >1000): creating “on-site” union with all the workers of the different companies located on the site (mother company + outsourcing + agencies).

c) Other:
### Situation of Precarious Work (PW) in the Company

<table>
<thead>
<tr>
<th>1) Last 5 years</th>
<th>PW increased in (low value) outsourced activities in France or/and low cost countries.</th>
</tr>
</thead>
<tbody>
<tr>
<td>3) Affect to core jobs</td>
<td>Accounting, IT support, developers, project managers, etc.</td>
</tr>
</tbody>
</table>

### Consequences of Precarious Work or workers

<table>
<thead>
<tr>
<th>4) Difference in working condition</th>
<th>20-30% less salary-benefits for PW</th>
</tr>
</thead>
<tbody>
<tr>
<td>5) Affect to certain group</td>
<td>Every groups can be affected</td>
</tr>
<tr>
<td>6) Affect to CBA</td>
<td>Precarious work is always a threat. Union members/workers are afraid of the jobs to be outsourced according to the negotiation of collective bargaining.</td>
</tr>
<tr>
<td>7) PW organized?</td>
<td>No. they would like to be hired and are easily manipulated by employers + they are isolated within teams.</td>
</tr>
</tbody>
</table>

### Response of Trade Unions to Precarious Work

<table>
<thead>
<tr>
<th>8) Union density</th>
<th>10% among blue collar workers, less than 1% for white collar workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>9) Affect to union</td>
<td>Decrease in membership, increase of stress, isolation of workers, etc.</td>
</tr>
<tr>
<td>10) Union strategy</td>
<td>a) Restrict of PW or Improve working condition through CB: Yes</td>
</tr>
<tr>
<td></td>
<td>b) Organizing PW: some attempts but not yet succeeded</td>
</tr>
<tr>
<td></td>
<td>c) Other: use of press and public opinion when fail in negotiation alert regarding the HSE responsibility of the company</td>
</tr>
</tbody>
</table>
**Situation of Precarious Work (PW) in the company**

<table>
<thead>
<tr>
<th>1) Last 5 years</th>
<th>PW increased in last 5 years in the name of Logistics and Alternative Agencies.</th>
</tr>
</thead>
</table>
| 2) Figures      | *Permanent workers* On Site Contract: M4573-F1→M3202,  
*Precarious workers* Agency: M1260-F10→M1396-F40 |
| 3) Affect to core jobs | Loss of permanent workers and jobs nearly 1400 due to contract / logistics |

**Consequences of Precarious Work or workers**

<table>
<thead>
<tr>
<th>4) Difference in working condition</th>
<th>Precarious workers has to work more for less salary, medical/insurance facilities are not at par with permanent employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>5) Affect to certain group</td>
<td>Women workers are affected by the precarious workers. Eg. Telephone Operators / Stenographers</td>
</tr>
<tr>
<td>6) Affect to CBA</td>
<td>As they are working for less pay and doing more work due to this, bargaining power of union become weak</td>
</tr>
<tr>
<td>7) PW organized?</td>
<td>Not so effectively organized as they are splitted</td>
</tr>
</tbody>
</table>

**Response of trade unions to Precarious Work**

<table>
<thead>
<tr>
<th>8) Union density</th>
<th>100% for all permanent employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>9) Affect to union</td>
<td>Yes, slowly precarious workers increase and due to modernisation and technological developments our union strength come down from 7200 to 3200 within the span of 32 years (1981 to 2013)</td>
</tr>
</tbody>
</table>
| 10) Union strategy | a) Restrict of PW or Improve working condition through CB: Stopping or avoiding precarious workers are very tough and union is demanding more salary for contract workers.  
b) Organizing PW: Yes, union is on the job  
c) Other: By negotiation effort, union got bonus for precarious workers also |
### Situation of Precarious Work (PW)

1) **Last 5 years**
   - The number of PW reduced as a result of the union’s Campaign. But in the other hand, the number of outsourcing workers increased. (outsourcing worker means agency worker in Indonesia)

2) **Figures**
   - **Permanent workers** On Site Contract: M65001-F41361 → M93179-F61739
   - **Precarious workers** Direct hire on temporary contracts: 9520 → 13775, Agency: 565 in 2012

3) **Affect to core jobs**
   - According to the Labor law, outsourcing workers only allowed in 5 area such as: Cleaning service, Security, Canteen, Offshore, and Driver. But in reality, mostly PW also work in core jobs (production line)

### Consequences of Precarious Work or workers

4) **Difference in working condition**
   - Comparison of average wage: Permanent USD152 vs Contract USD127 vs Outsourcing USD113
   - Social Security Coverage: Permanent 96.6% vs Contract 89.6% vs Outsourcing 86.5%

5) **Affect to certain group**
   - Female: Permanent 29.0% vs Contract 46.6% vs Outsourcing 30.8%
   - Male: Permanent 46.1% vs Contract 30.8% vs Outsourcing 23.1%

6) **Affect to CBA**
   - If there is CBA negotiated by plan level union, there are no differences between permanent workers and precarious workers on social benefit such as social security and wages

7) **PW organized?**
   - Yes

### Response of trade unions to Precarious Work

8) **Union density**
   - 14.3% in the sector

9) **Affect to union**
   - The union’s strategy is to organize Outsourcing (agency) workers and include them in the same CBA.
### JAPAN

**Case of JEIU 1: Electrical & Electronics Company**

#### Situation of Precarious Work (PW) in the company

<table>
<thead>
<tr>
<th>1) Last 5 years</th>
<th>the number of PW-non regular workers has not been changed</th>
</tr>
</thead>
</table>
| **2) Figures**  | Permanent workers: On Site Contract: M25662-F2852 → M26918-F3007  
                     Precarious workers: Direct hire on temporary contracts: M3950-F2450 → M5266-F3623, Agency: 5596 → 2973 |
| **3) Affect to core jobs** | Core jobs are basically taken by regular (permanent) workers |

#### Consequences of Precarious Work or workers

| 4) Difference in working condition | There are differences in salary level depend on duties, job specification, roles, etc. |
| 5) Affect to certain group | N.A. |
| 6) Affect to CBA | No certain affect to regular (permanent) workers |
| 7) PW organized? | Due to the limitation of organizing in current CBA, organizing remains only for regular workers. |

#### Response of trade unions to Precarious Work

| 8) Union density | N.A. |
| 9) Affect to union | N.A. |
| **10) Union strategy** |  
   a) Restrict of PW or Improve working condition through CB: union demands the management to hire PW as regular workers  
   b) Organizing PW: organizing PW is in consideration.  
   c) Other: |
## Situation of Precarious Work (PW) in the Company

1) Last 5 years
   - Temporary labour contracts have been increased in the last 5 years. Agency workers are applied depending on the situation.

2) Figures
   - **Permanent workers**: On Site Contract: M680-F74 → M594-F52
   - **Precarious workers**: Direct hire on temporary contracts: M7-F0 → M236-F20, Other: M200-F23 → M35-F3

3) Affect to core jobs
   - Core jobs are not done by PW

## Consequences of Precarious Work or workers

4) Difference in working condition
   - Overtime premium (ex. Weekday): Regular workers 130%, PW 125% (based on labour law)
   - Allowances (family, shift, perfect attendance, etc.): Regular workers Yes, PW No

5) Affect to certain group
   - No affect.

6) Affect to CBA
   - No affect.

7) PW organized?
   - PWs are organized by union.

## Response of trade unions to Precarious Work

8) Union density
   - 70%

9) Affect to union
   - No affect

10) Union strategy
    - N.A.
## Situation of Precarious Work (PW) in the company

1) Last 5 years: PW are decreasing as the production sites decreased.

2) Figures:
   - **Permanent workers**: M4737-F1111 → M3477-F763
   - **Precarious workers**: On site: M48-F98 → M4-F32, Direct hire on temporary contracts: M11-F161 → M0-F0, Agency: M18 – F88 → M0-F9, Outsourcing: M24-F124 → M7-F0, Other: M101-F471 → M11-F41

3) Affect to core jobs: No affect to core jobs.

## Consequences of Precarious Work or workers

4) Difference in working condition: PW’s salary is paid based on contract while regular worker’s salary is based on collective bargaining. PW such as part time worker’s wage level is 60% of regular worker.

5) Affect to certain group: No affect.

6) Affect to CBA: No affect.

7) PW organized?: Part time workers are organized. Union still could not reach out PWs as they are short term contract basis.

## Response of trade unions to Precarious Work

8) Union density: 70%

9) Affect to union: No affect

10) Union strategy:
   - a) Restrict of PW or Improve working condition through CB: Part time workers are included in CBA.
   - b) Organizing PW: following strategy of umbrella industrial union.
   - c) Other:
## Situation of Precarious Work (PW) in the company

<table>
<thead>
<tr>
<th>1) Last 5 years</th>
<th>The number of PWs is increasing while the number of regular workers is decreasing.</th>
</tr>
</thead>
</table>
| 2) Figures      | **Permanent workers** M3250-F364 → M2404-F332  
                  **Precarious workers** On site: M0-F3 → M0-F2, Direct hire on temporary contracts: M0-F46 → M3-F47, Agency: M84 – F193 → M145-F151 |
| 3) Affect to core jobs | Basically PWs are assisting role on core jobs, but there are many PWs in core jobs of Software development and sales. |

## Consequences of Precarious Work or workers

| 4) Difference in working condition | PW has lower wage and bonus and no retirement payment. PWs can use welfare programme as regular worker. |
| 5) Affect to certain group | No affect. |
| 6) Affect to CBA | No affect. |
| 7) PW organized? | PW is not yet organized. Union is having difficulty to reach out them as they are separated in various workplaces. |

## Response of trade unions to Precarious Work

| 8) Union density | N.A. (no production site) |
| 9) Affect to union | No affect |
| 10) Union strategy | a) Restrict of PW or Improve working condition through CB:  
                          b) Organizing PW: Union will conduct concrete research on PWs to organize them.  
                          c) Other: |
### Situation of Precarious Work (PW) in the company

1) Last 5 years
   - Increasing gradually, annually the company introduce VSS to permanent (local) workers and replace them with PWs (foreign and local).

2) Figures
   - **Permanent workers** Direct hire on temporary contracts: M1817-F380 → M1516-F321
   - **Precarious workers** Direct hire on temporary contracts: M500-F100 → M300-F50, Agency: M600 –F100 → M700-F100

3) Affect to core jobs
   - Overtime reduce by 50%, precarious workers work 12 hours/day which compulsory overtime of 4 hours.

### Consequences of Precarious Work or workers

4) Difference in working condition
   - Temporary workers (local workers), direct recruitment by the company follow terms and conditions of CBA.
   - Precarious workers not covered by CBA

5) Affect to certain group
   - Yes.

6) Affect to CBA
   - Less members are covered. Workers fearful of job security. Bargaining power weakened.

7) PW organized?
   - Not organized, law thus not facilitate organizing precarious workers because they are informal and temporary in nature

### Response of trade unions to Precarious Work

8) Union density
   - 70%

9) Affect to union
   - Decrease in membership and union dues. Reduce CB power.

10) Union strategy
    - a) Restrict of PW or Improve working condition through CB: No
    - b) Organizing PW: Not possible unless precarious workers are under direct employment of company
    - c) Other:

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**MALAYSIA**

**Case of JEIU 1: Electrical & Electronics Company**
## Situation of Precarious Work (PW) in the company

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1) Last 5 years</strong></td>
<td>PW had increased with the trend of outsourcing non-core business operations like logistics to other companies.</td>
</tr>
<tr>
<td><strong>2) Figures</strong></td>
<td>N.A.</td>
</tr>
<tr>
<td><strong>3) Affect to core jobs</strong></td>
<td>Increase in PW had resulted to outsource non-core business activities, resulting in sale of non-core business units and increase in redundancy of the workers. On the other hand, The outsourcing of non-core business units had resulted in greater efficiency as third party companies are more professional and cost efficient.</td>
</tr>
</tbody>
</table>

## Consequences of Precarious Work or workers

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>4) Difference in working condition</strong></td>
<td>PWs have lesser job security and benefits as compared to the permanent workers as a result of the competitiveness of wages and benefits of the precarious workers in outsource company.</td>
</tr>
<tr>
<td><strong>5) Affect to certain group</strong></td>
<td>The profile of PWs in the sector is young, foreign workers who are employed on contract basis. There is also a group of matured female workers who are employed as operators. They are long serving employees with low wages.</td>
</tr>
<tr>
<td><strong>6) Affect to CBA</strong></td>
<td>The wages of the permanent local workforce had being suppressed as a result of cheap foreign labour.</td>
</tr>
<tr>
<td><strong>7) PW organized?</strong></td>
<td>Yes.</td>
</tr>
</tbody>
</table>

## Response of trade unions to Precarious Work

<p>| | |</p>
<table>
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<tr>
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</thead>
<tbody>
<tr>
<td><strong>8) Union density</strong></td>
<td>57.57%</td>
</tr>
<tr>
<td><strong>9) Affect to union</strong></td>
<td>No</td>
</tr>
<tr>
<td><strong>10) Union strategy</strong></td>
<td>a) Restrict of PW or Improve working condition through CB: The union is pushing for the implementation of Progressive Wage Model (PWM) by industry clusters through sectoral tripartism. The PWM centres around helping workers earn better wages through skills upgrading and productivity. At the same time, PWM also helps companies attract, retain and make better use of every worker.</td>
</tr>
<tr>
<td></td>
<td>b) Organizing PW: Better benefits for low wage workers in the form of U Stretch Vouchers, Back-to-School Vouchers and Scholarship and Bursaries for low wage members to apply.</td>
</tr>
</tbody>
</table>
Organizing and Fight against Precarious Work
Industriall global campaign

STOP Precarious Work
Campaign goals

• Stop the massive expansion of precarious work
• Equal wages and conditions for precarious workers and regular workers
• Direct employment NOT triangular relationships
• Global campaign is integrated into all IndustriALL activities including **regional and sectoral meetings**

• **Company networks** develop action plans to address precarious work:
  
  • identify and target MNCs that overuse precarious employment or that refuse to make precarious workers permanent
  
  • push for language on precarious work to be included in GFAs
GDF Suez GFA

‘GDF SUEZ recognizes the importance of secure employment for both the individual and for society through a preference for permanent, open-ended and direct employment. GDF SUEZ and all sub-contractors … shall not seek to avoid obligations of the employer to dependent workers by disguising what would otherwise be an employment relationship or through the excessive use of temporary or agency labour.’
Precarious work project

• A network of regional project coordinators assisting affiliates to:
  • Fight legislation that expands precarious work
  • Use collective bargaining to address precarious work
  • Gain permanent status for precarious workers and improve their working conditions
  • Recruit precarious workers
Global Union principles on temporary work agencies

The first principle is that the primary form of employment shall be permanent, open-ended and direct.

The use of temporary agencies should be restricted to cases of legitimate need. As a minimum, there should be defined limits on the use of agency workers, as well as restrictions on the duration of such employment.
Living wage campaign

Poverty wages have a devastating impact on workers, in Cambodia thousands of malnourished workers have fainted in the last 2 years and in Bangladesh workers are being forced to survive on a dollar a day.

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.
Change purchasing practices

Pay prices that enable suppliers to pay a living wage.

• Eliminate purchasing practices that put downward pressure on wages

• Make payment of a living wage/the agreed CBA rate a contractual obligation for suppliers
  ▪ Ensure that the labour costs of each order are separately itemized and ringfenced so that wages become a fixed cost
  ▪ Require suppliers to disclose details of wage costs and assumptions on piece rates

• Support suppliers in bearing the risk of paying higher wages by providing greater stability in orders (Accord principle)

• Commit to not to switching production from one country to another in pursuit of lower wages

Factor in factory efficiency in wage costing
• Demand suppliers respect their workers’ right to join a union
• Actively promote collective bargaining

• Encourage suppliers to hold regular meetings with unions on issues that affect wages, including piece rates, targets and incentives
• Work with unions to identify ways of ensuring that higher prices are passed on to the workers
• Engage with IndustriALL and other brands in cooperative initiatives with joint suppliers eg training of managers and workers on FoA and bargaining.
• Issue Right to Unionise/Non Victimisation Guarantees in all supplier factories
• Demand action from governments on living wages and respect for labour rights to build a sustainable and profitable industry
IndustriALL’s Living Wage strategy

Mainly focused on the textile, garment and leather sectors, but expanding to include other low pay sectors.

Three key elements:

1. **Supporting national minimum wage campaigns**
2. **Increasing union capacity to bargain for a living wage**
   - preference is given to industry-wide agreements
3. **A global brand strategy**

IndustriALL is keen to work with brands to target a living wage in specific countries by:

- pushing for increases to the minimum wage
- exploring possibilities to negotiate industry wage agreements
- promoting unionization and collective bargaining
EC supported Projects on Organizing 2014-2018
EC supported Project on Organizing - 1
EC supported Project on Organizing -2

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 and one other country (Taiwan-ROC or another developing country) by end of 2018.

IndustriALL Global Union conducts 5 strategy meetings (4 steering committee and 1 world conference), 5 training sessions for trade unionists/education officers, and 40 training and organizing sessions for workers in 5 years, by end of 2018. Training documents & materials are also produced.

Between 2016-2018, the affiliates (or newly affiliated electronics union(s)) will conduct 5 negotiation of CBA (also related to GFA matters) with companies. Also, 6 (country or/and regional) TUN meetings will be held.
Priorities and Strategy for 2014-2015
## Key strategies for 2014-2016

<table>
<thead>
<tr>
<th>Goal</th>
<th>2014</th>
<th>2015</th>
<th>2016 Congress</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1) Build union power</strong></td>
<td>EC supported project to be launched. Awareness of workers’ rights and initial steps on organizing workers by ICT E&amp;E unions to be taken in 5 countries in Southeast Asia.</td>
<td>Visible results to be expected. Clear organizing targets on companies to be strategized.</td>
<td>Net increase of membership in the sector</td>
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<td><strong>2) Confront global capital</strong></td>
<td>Creating structure between the unions and IndustriALL on targeting/identifying the companies such as Samsung and Foxconn</td>
<td>Organizing Campaign to be launched/conducted.</td>
<td>Unions are newly organized at the companies with low-no union density</td>
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<td>The negotiation/evaluation process to be developed with WG. Deepening mutual understandings and cooperation on MNCs with Chinese workers.</td>
<td>The process to be followed-up and revised. Increasing work with Chinese workers on TUNs/GFAs.</td>
<td>2-3 GFAs or/and TUN are negotiated/signed/developed</td>
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<td><strong>3) Defend workers rights</strong></td>
<td>Collaboration on company profiling/campaign with GE network(such as Samsung). IBM alliance to be developed with UNI.</td>
<td>Joint activities on MNCs, training programme to be conducted.</td>
<td>Cooperation/collaboration activities with other organizations to be developed</td>
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<td>Clear improvements to be seen compared to the past events.</td>
<td>30% women participation to be achieved.</td>
<td>At least more than 30% women participation in every events to be achieved.</td>
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<td><strong>4) Fight against precarious work</strong></td>
<td>Clear indications that the unions take visible actions and gain participation to the Campaign. Collaboration activities with Living Wage to be developed.</td>
<td>Increasing awareness and involvement in global Fight Against Precarious Campaign</td>
<td></td>
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<td><strong>5) Ensure sustainable industrial employment</strong></td>
<td>Good practices on sustainable industrial policy activities to be shared and the next steps to be discussed.</td>
<td>Sustainable industrial policy demand actions to be taken by the unions. Activities against the governments in cooperation with national centers and other industrial unions to be strengthened</td>
<td>Sustainable industrial policy demand actions to be taken by the unions</td>
</tr>
</tbody>
</table>
Thank You

Website

www.industriALL-union.org