

Fighting Against Precarious Work



Biodata

- Mohd Ridzwan Rama Abdullah
- Assistant General Secretary of Electrical Industry Workers Union
- Panasonic AVC Networks System Kuala Lumpur (M) Sdn Bhd.



To know Malaysia is to love Malaysia.

- Multi racial and multi cultural
 - Gastronomical paradise
 - Colourful festivals
- Warm and friendly people.

Fighting Against Precarious Work



- Current challenges faced by the Unions fighting against Precarious Work
- Expectation to the outcome of ILO - Global Dialogue Forum

Issues identified



- Labour intensive.
- Rise in contract manufacturing.
- Growth in foreign migrant workers.
- Estimates of registered and unregistered foreign workers in Malaysia is 5.8 million in 2014.
- 2.9 million workers officially registered.
- Around 70 to 80 percent of migrant workers in the both sectors are womens.

Issues identified (cont):



- Amendment to the Employment Act - to legalize labour suppliers.
- The legislation passed in March 2012.
- Licenses provided to 277 labour outsourcing agencies.
- Large factories to use several agencies at a time.
- Outsourcing to 3rd parties.

Issues identified (cont):



- Suffering due to exploitation and discriminations.
- Prohibited from joining trade unions.
- Work in fear and worry of deportation.
- Laying off the permanent workers - downsizing.
- The Unions weakening due to decrease in the membership.

Issues identified (cont):



- Could not be organized - Labour regulations
- Union is losing its power - bargaining.
- “Employment Relationship” becomes difficult
- Safety and Health – working in dangerous, dirty and degrading tasks.
- Not provided proper safety equipments.
- Contract and Agency labour - to do away with union influence.

UNION'S EXPECTATION



- To promote direct employment by the Government Agency or Government to Government not by private agencies or third parties.
- To ensure the Malaysian Government to ratify ILO Convention 87 – Freedom of Association and Protection of the Right to Organize.

UNION'S EXPECTATION



- To ensure the contract workers has the right to join a trade union.
- To ensure the contract workers rights is protected under a collective agreement and the rights for collective bargaining.

UNION'S EXPECTATION



- To ensure the contract workers is treated equally in all aspects.
- To ensure the safety and health of the contract workers at work.
- To promote employment relationship by discussion with the Union the reasons for using contract workers.

UNION'S EXPECTATION



- To limit precarious work through legislation and collective bargaining.
- To engage in solidarity actions with other unions where possible.

CONCLUSION...



Lastly what I would like to say is Let Us
Work Together in Solidarity to Protect
Workers from Precarious Work.

CONCLUSION...



THANK YOU