



**IndustriALL Global Union**  
**Steering Committee Meeting**  
**on ICT, Electrical&Electronics**  
Bogor, INDONESIA, 22-23 May 2017

**Global Trends and Sectoral Activities**  
*Background documents for discussion*

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# Global Trends

## Selected Large ICT Electrical&Electronics Companies (by revenue, 2015-2016)

Company	Annual Revenue (US\$ million)	Employees (2014-15)	Employees (2015-16)	Origin of Country	GFA	TUN	Presence of IndustriALL
<b>Apple</b>	233 715	115 000	110 000	USA			No
<b>Samsung Electronics</b>	177 440	307 000	319 000	South Korea			Very Low
<b>Foxconn</b>	141 213	1 300 000	1 060 000	Taiwan-China			Low
<b>General Electric</b>	140 389	305 000	333 000	USA		In planning	YES
<b>Amazon</b>	107 000	---	230 800	USA			No
<b>Hewlett-Packard</b>	103 355	302 000	287 000	USA			Partly YES
Hitachi	100 340	326 240	335 244	Japan			YES
<b>Alphabet Inc.</b>	90 270	---	61 814	USA			No
<b>Microsoft</b>	85 320	---	114 000	USA			No
<b>IBM</b>	79 919	377 757	380 300	USA		YES with UNI	Partly YES
Siemens	79 640	348 000	351 000	Germany	YES	YES(cluster)	YES
<b>Dell</b>	74 000	108 800	140 000	USA			No
Sony	67 510	131 700	125 300	Japan			Low
Panasonic	62 920	254 084	249 520	Japan			YES
<b>Huawei</b>	62 850	---	170 000	China			No
<b>Intel</b>	59 380	106 700	106 000	USA			No
Toshiba	50 170	198 741	188 000	Japan			YES
<b>LG Electronics</b>	50 000	82 000	77 000	South Korea			YES
<b>Out of Ranking(revenue below US 50 billion)</b>							
Fujitsu	47 300	162 393	159 000	Japan			YES
Nokia	23 610	114 256	101 787	Finland			YES
Philips	---	105 365	114 000	Netherlands			YES
Ericsson	25 000	118 055	111 464	Sweden		YES with UNI	YES
Schneider Electric	26 840	167 124	144 001	France		In 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	
	<a href="#">C087</a>	<a href="#">C098</a>	<a href="#">C029</a>	<a href="#">C105</a>	<a href="#">C100</a>	<a href="#">C111</a>	<a href="#">C138</a>	<a href="#">C182</a>
<a href="#">EU</a>	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue
<a href="#">United States</a>	Red	Red	Red	Blue	Red	Red	Red	Blue
<a href="#">Cambodia</a>	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue
<a href="#">China</a>	Red	Red	Red	Red	Blue	Blue	Blue	Blue
<a href="#">India</a>	Red	Red	Blue	Blue	Blue	Blue	Red	Red
<a href="#">Indonesia</a>	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue
<a href="#">Japan</a>	Blue	Blue	Blue	Red	Blue	Red	Blue	Blue
<a href="#">Korea, Republic of</a>	Red	Red	Red	Red	Blue	Blue	Blue	Blue
<a href="#">Malaysia</a>	Red	Blue	Blue	Red	Blue	Red	Blue	Blue
<a href="#">Myanmar</a>	Blue	Red	Blue	Red	Red	Red	Red	Red
<a href="#">Philippines</a>	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue
<a href="#">Singapore</a>	Red	Blue	Blue	Red	Blue	Red	Blue	Blue
<a href="#">Thailand</a>	Red	Red	Blue	Blue	Blue	Red	Blue	Blue
<a href="#">Viet Nam</a>	Red	Red	Blue	Red	Blue	Blue	Blue	Blue

source: ILO NORMLEX



# EICC members are growing (mainly from USA, Korea, and China-Taiwan)

AMERICAS		EMEA	ASIA
3M	Lexmark	ASML Holding	AcBel Polytech Inc.
Advanced Micro Devices	Logitech Inc.	Atea ASA	Acer Inc.
Amazon.com Inc.	Marvell Technology Group Ltd	Edwards Ltd	Advanced Semiconductor Engineering, Inc.
Amkor Technology, Inc.	Micron Technology, Inc.	Nielsen	ASUSTeK Computer Inc.
Amphenol Corporation	Microsoft	NXP	Chicony Electronics Co., Ltd
Analog Devices, Inc.	ModusLink	Philips	Compel Electronics, Inc.
Apple, Inc	Molex Incorporated	Philips Lighting	Foxconn
Applied Materials	Motorola Solutions	Sky CP Ltd	Fujitsu Limited
Arista Networks, Inc.	NetApp	STMicroelectronics N.V. International	HTC Corp.
ARRIS	Netgear	Technicolor SA	Huawei Technologies Co., Ltd.
Aveva Inc.	Nu Mark	TomTom International BV	Inventec Corporation
Best Buy	Nvidia Corporation	TT Electronics Plc	Konica Minolta, Inc.
Broadcom Communications Systems, Inc.	ON Semiconductor		Lenovo
Celestica	Oracle America, Inc.		LG Electronics
Ciena Limited	Flexus Corp.		Longwell Company
Cisco Systems Inc.	Polycorn		New Kinpa Group
Citrix Systems	Qorvo		Pegatron
Cypress Semiconductor Corp.	Qualcomm		Powertech Technology Inc.
Dell Inc.	Sanmina-SCI		Quanta Computer Inc.
Fabrinet	Seagate Technology		Samsung Electronics
Fitbit, Inc.	Semtech Corporation		Senju Metal Industry Co., Ltd.
Flex	Sierra Wireless, Inc.		SK Hynix Inc. - Icheon
Ford Motor Company	Skyworks Solutions, Inc.		Sony Corporation
General Electric	SMART Modular Technologies, Inc.		Taiwan Chinsan Electronics Industrial Co., Ltd.
GlobalFoundries U.S. Inc.	Snap, Inc.		Taiwan Semiconductor Manufacturing Company, Ltd. (TSMC)
Hesbro, Inc.	SunEdison, Inc.		Tokyo Electron Limited
HP Inc.	Symantec		Tohiba Corp.
HPE	Syncreon		Wistron Corp.
IBM Corporation	Teala, Inc.		XP Power LLC
Infineon Technologies Americas Corp.	Texas Instruments		
Intel Corporation	Veritas		
Jabil	Vishay Intertechnology		
Juniper Networks	Western Digital		
Keurig Green Mountain, Inc.	Xerox		
Kingston Technology Company, Inc	Zebra Technologies Corporation		
KLA Tencor			

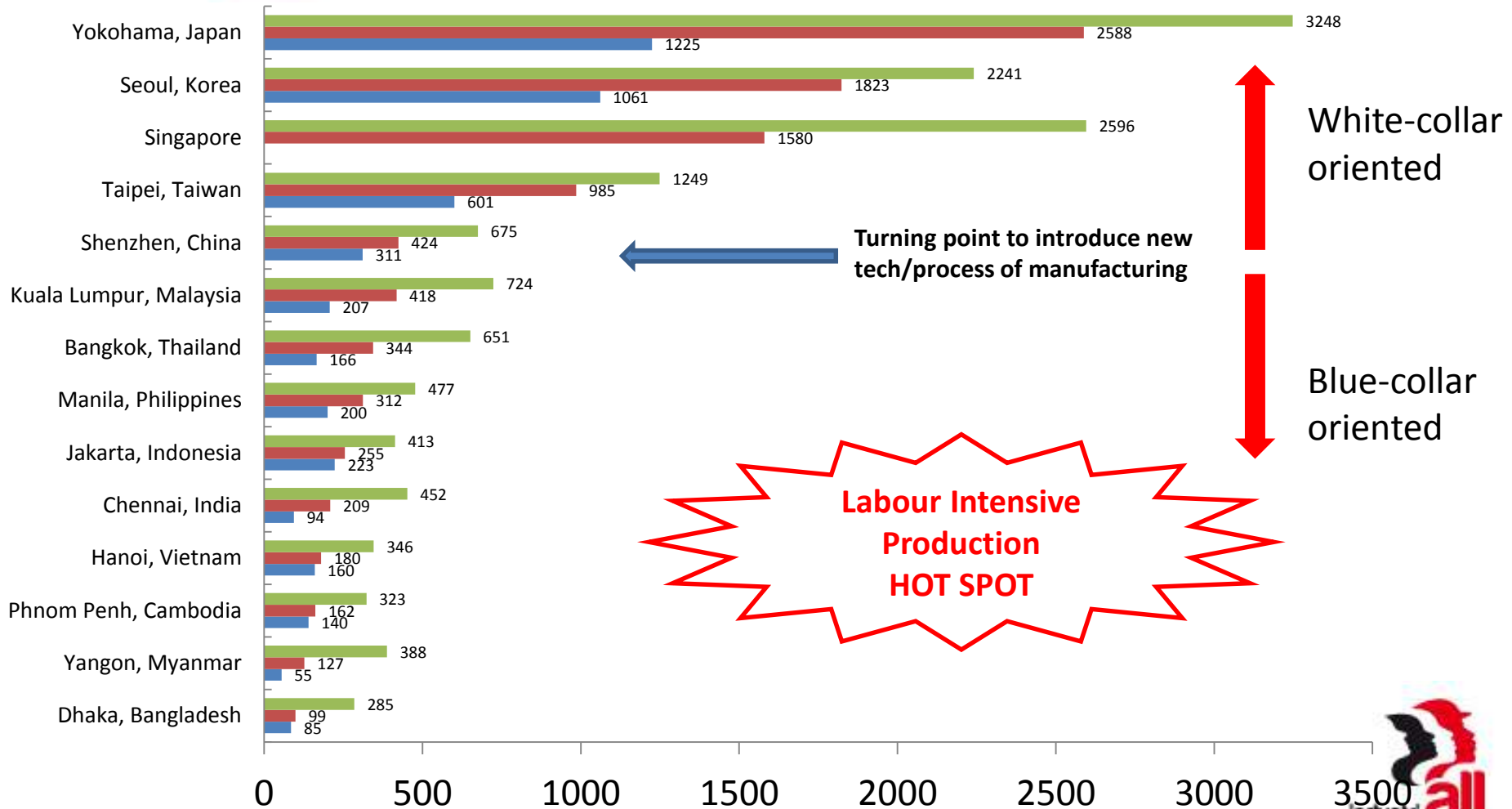


**IndustriALL only has unions in 12 out of 114 EICC member companies**



# Ex. Standard Wages of Manufacturing Workers in Asia

(2015-16, in US dollar/month **BLUE: Minimum Wage, RED: Assembly worker, Green: Engineer**)



Data Source: JETRO



# Industry 4.0

What kind of effect to workers?



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

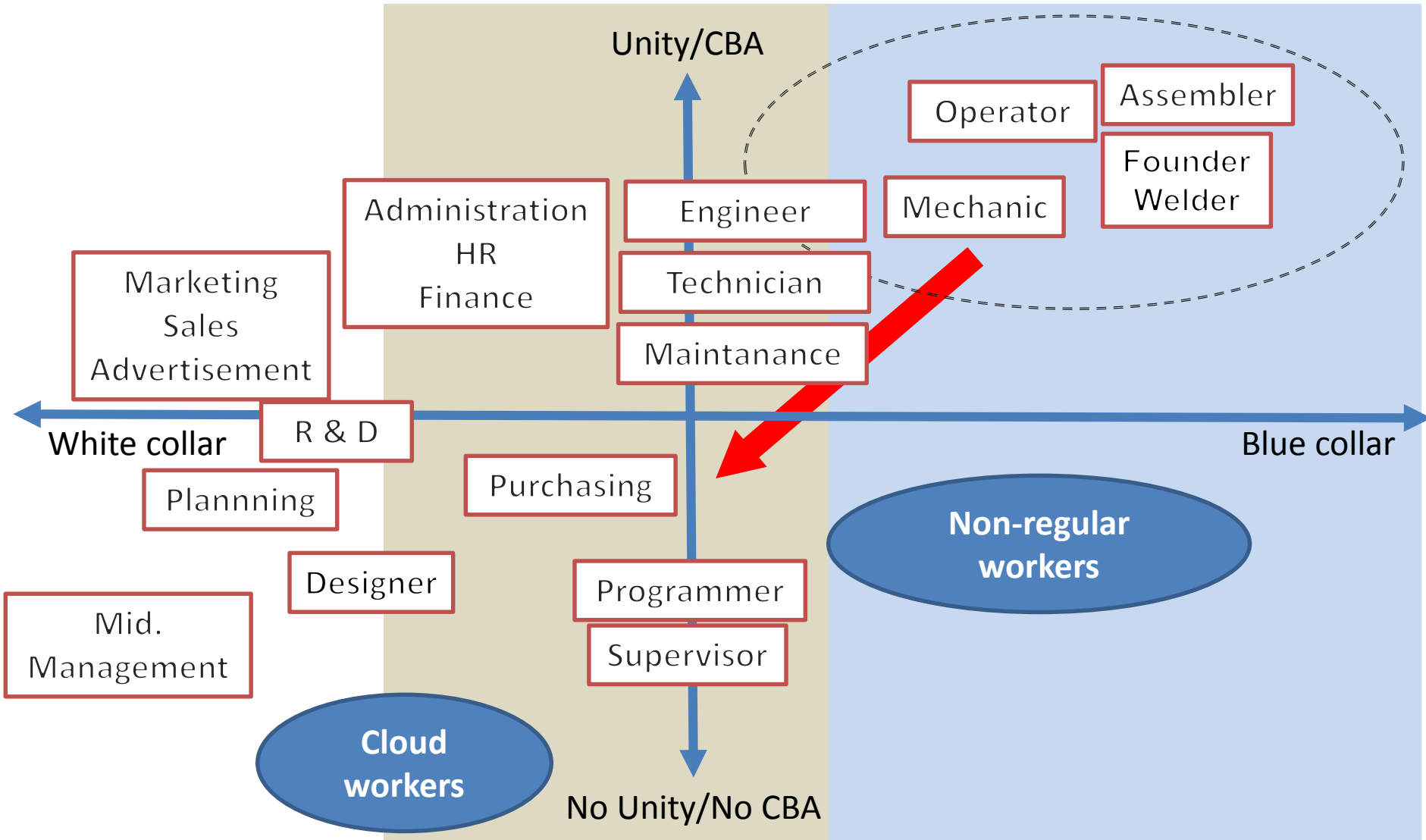
*Example: "Fox-bot" (USD25,000) could replace up to four workers. Foxconn had almost 1.3million workers in 2013-14, but in 2016 it reduced to 1.06million while the company gained its revenue. (reduced more than 200,000workers in 3-4 years.) the company has installed 40,000 robots. (Foxconn has reportedly replaced 60,000 factory workers with robots in just one factory.) It is estimated that 200,000workers were replaced by the robots over 3-4 years.*

**How can we achieve Just Transition ?**



# Ex : Type of Occupation in electrical/electronics company

How we can define the category of blue-collar and white-collar





# ***Organizing and Building Union Power***



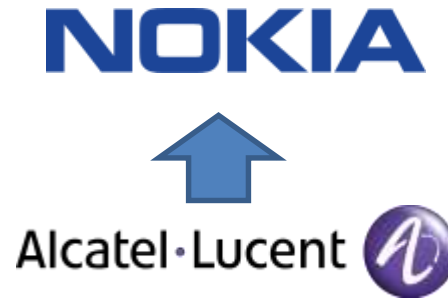
## EC supported Projects on Organizing 2014-2018

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.

- **1671** trade union activists and workers participated at training sessions (women participation rate is **35.07%**)
- Positive outcome to reach out to **unorganized workers, precarious workers, migrant**, women and young workers, in order to include them in the protection of a collective agreement.
- Positive/Numerical Results: **more than 12,000** workers newly joined IndustriALL.
- Number of CBA increased.

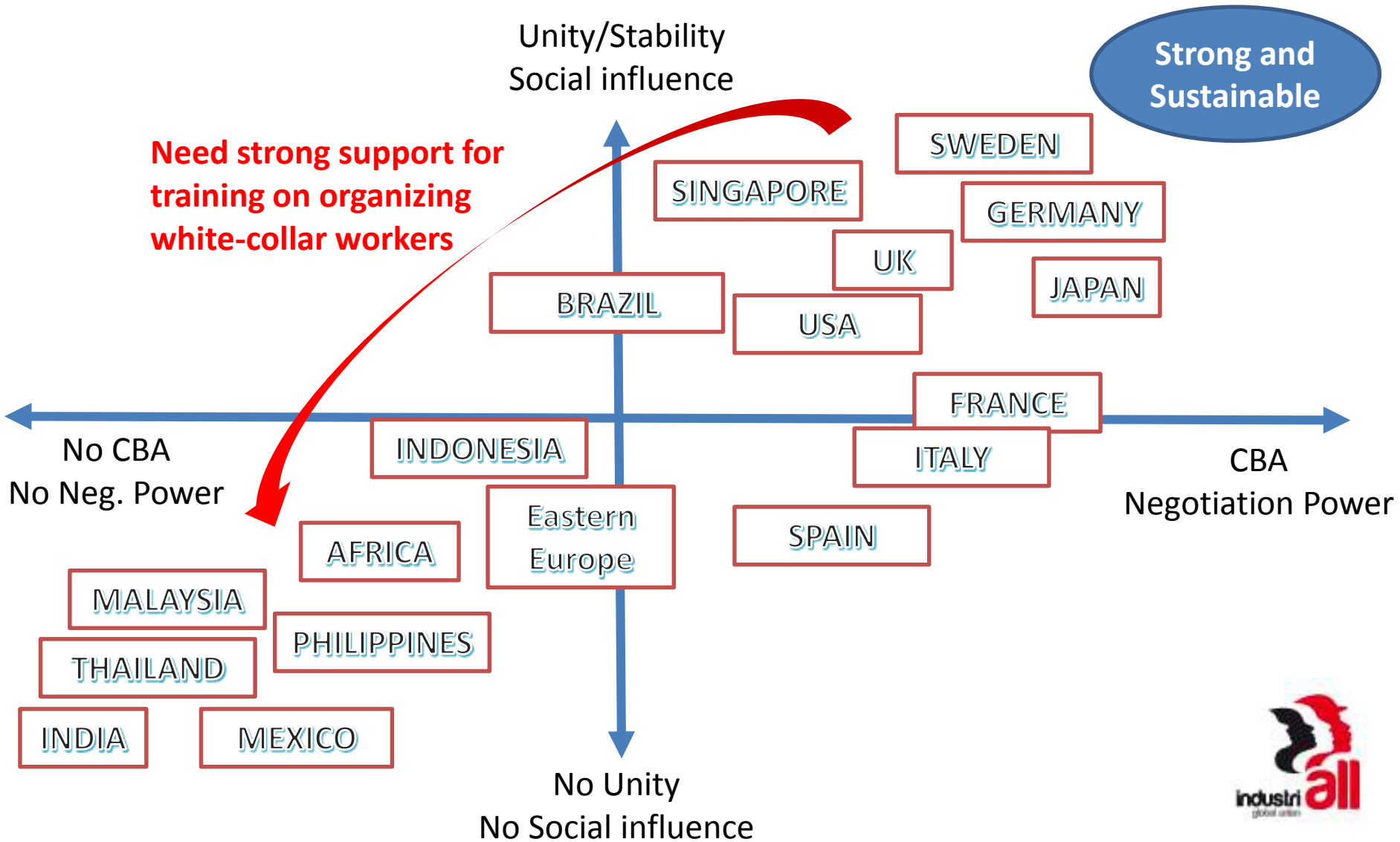
# Ex. Industry Reorganization M&A(mergers and acquisitions)

Need to build union power during the restructuring process



# Capacity to reach out white-collar workers in ICT EE sector

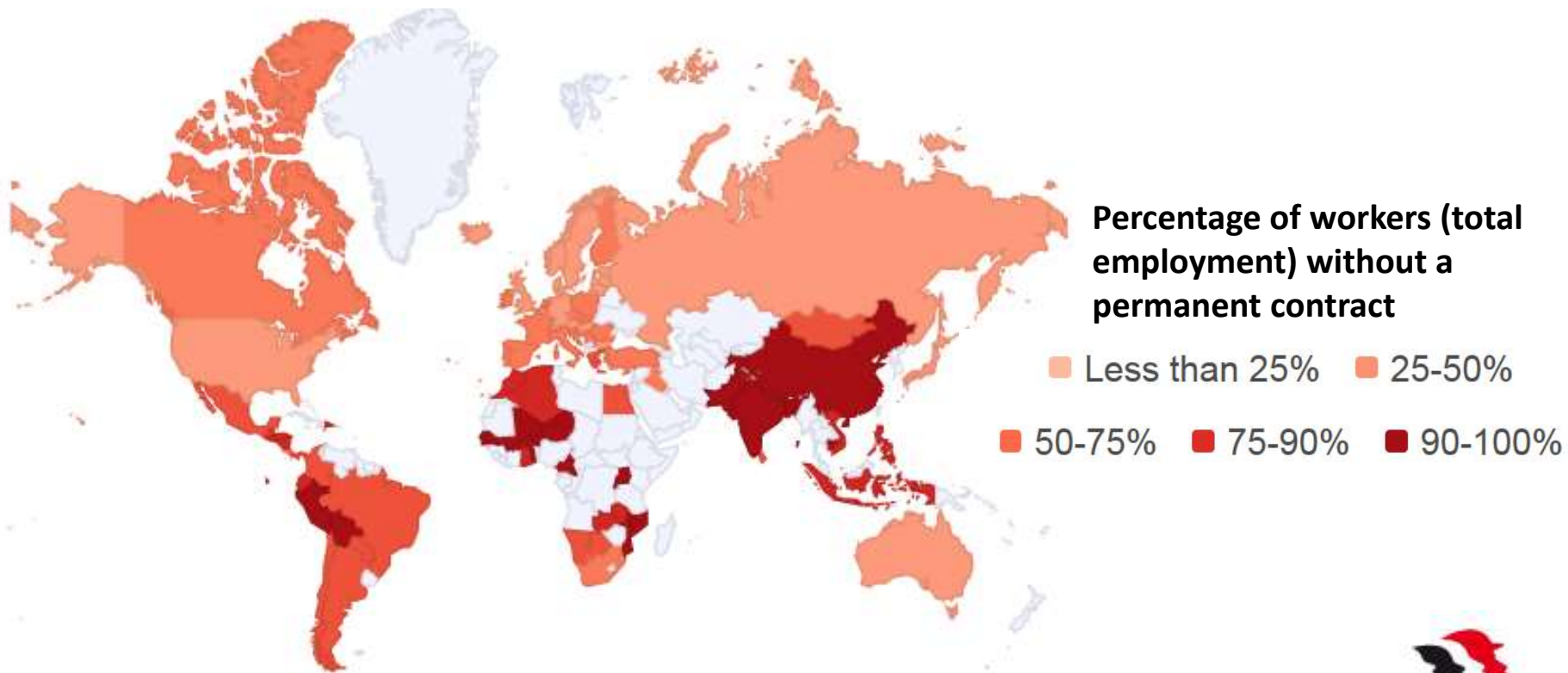
Based on the past/present experience from unions in the sector



# ***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

# Our campaign and actions on Fight Against Precarious Work



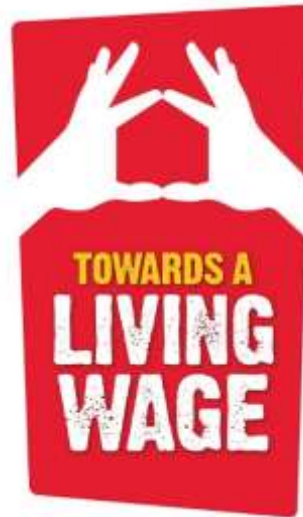
On 7 October, the World Day for Decent Work, IndustriALL Global Union calls on affiliates to mobilize their members and join the global fight to STOP Precarious Work.



IndustriAll demands strong international health and safety standards and empowering workers' rights to:

- know about hazards;
- refuse or stop unsafe work; and
- participate in health and safety decision making.

Workers' rights, employers' responsibilities, and good laws, equal healthy and safe workplaces!



IndustriALL has signed a Memorandum of Understanding with a number of leading brands in the garment industry. The aim of the agreed process, known as ACT, is to establish systems of industry-wide collective agreements supported by brand purchasing practices as the primary means of wage-fixing in the global garment industry.



All workers should enjoy equal rights. Yet female and young workers remain subject to discrimination resulting in many being denied their fundamental rights. IndustriALL fights their discrimination at work by promoting their fairer and stronger participation in trade unions.

# Global Dialogue Forum on the Adaptability of Companies to Deal with Fluctuating Demands and the Incidence of Temporary and Other Forms of Employment in Electronics

9 - 11 December 2014, Geneva

## KEY Points of Consensus

11. **Long-lasting employment relationships** are to be promoted, where possible, and all employment arrangements should be voluntary. **All workers, including temporary workers, should have full access to fundamental principles and rights at work (FPRW)**. Sharing of available information on market developments and demand forecasts with workers and their representatives is particularly helpful for dealing with temporary and other forms of employment.

13. **Labour inspection is central to workplace compliance**. Governments should not only enforce legislation through sanctions, they should also provide corrective, developmental and technical advice and create incentives for outstanding efforts, for example, through **mechanisms fostering tripartite collaboration**.

17. Employer and worker organizations in the electronics industry should:

- (a) promote equitable treatment for all workers, regardless of their employment status;**
- (b) raise awareness and build capacity on FPRW and promote respect of these principles and rights throughout the supply chains;**
- (c) jointly explore options in addition to temporary or other forms of employment to respond to fluctuating demands; and**
- (d) promote long-lasting employment relationships, where possible.**





# Cooperation with other sector: Responsible Mining

**ICT EE sector also has big responsibility on mining.**

## VISION

*IRMA envisions a world where the mining industry is: **respectful** of the human rights and aspirations of affected communities; provides **safe, healthy and respectful workplaces**; avoids or **minimizes harm** to the environment; and leaves **positive legacies**.*

## MISSION

*To establish a **multi-stakeholder and independently verified** responsible mining assurance system that improves **social and environmental performance** and **creates value for the mine sites which lead**.*

## Five Stakeholder Groups



# e-waste is precarious workplace

Social Dialogue will take place at ILO in coming years

Workers' exposure in developing countries

Child labour at e-waste recycling sites

Long-term effects on human health and the environment

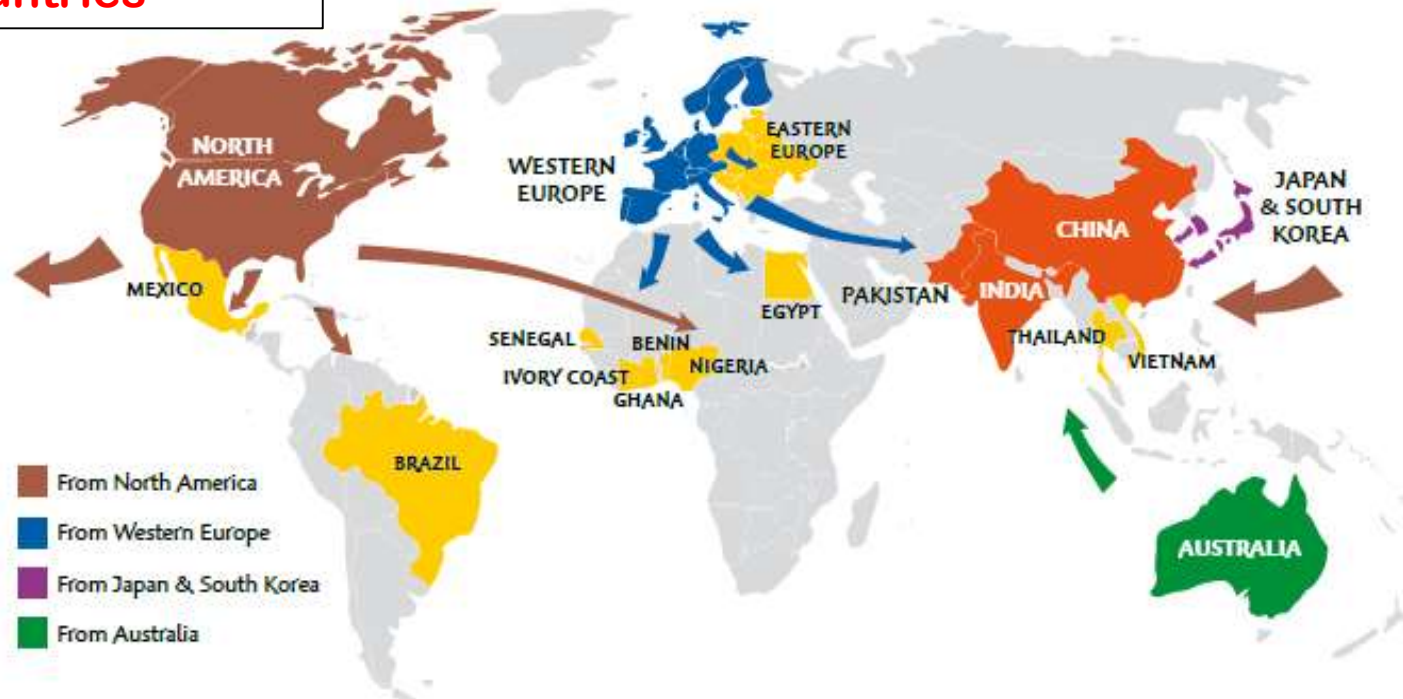


Fig. 2. Export of e-waste (Lewis, 2011)

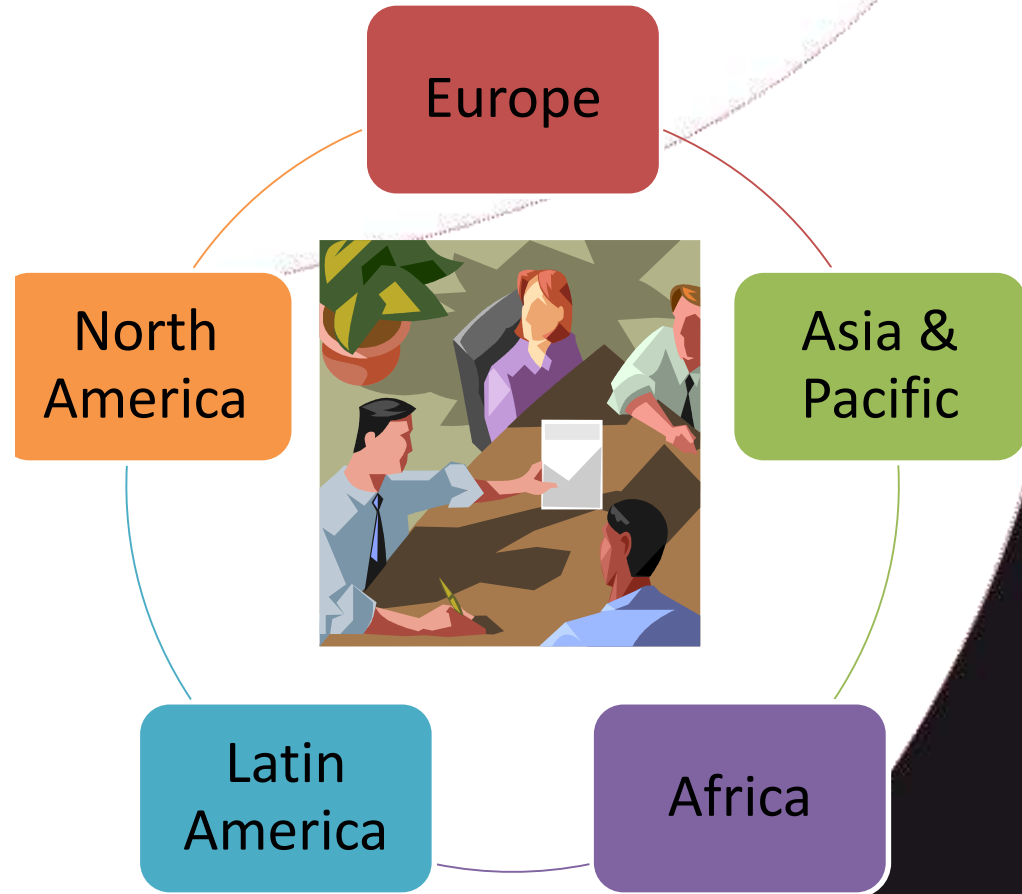
Source: ILO "The global impact of e-waste: Addressing the challenge" 2013

# ***Creating and Developing Trade Union Network***



# 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

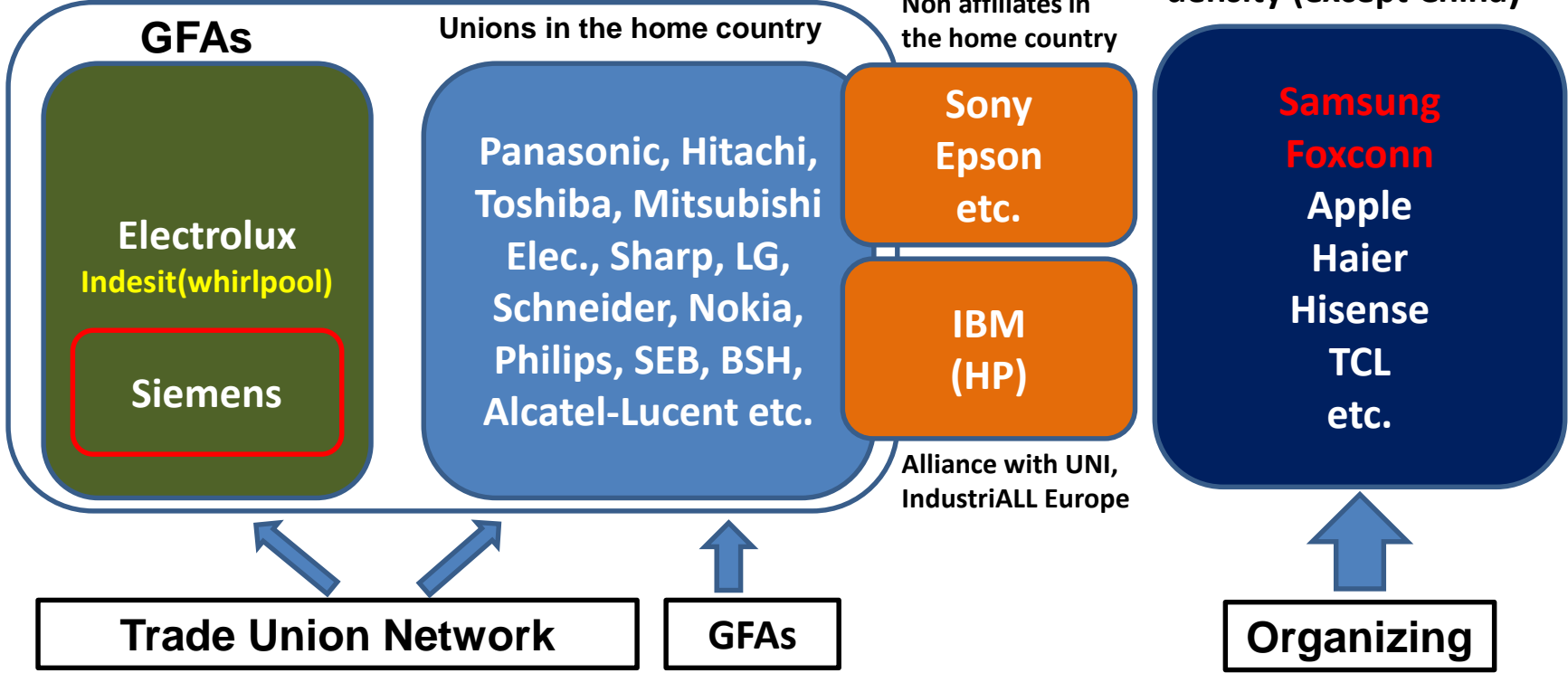


**The goal of the network is to increase the power of the unions vis-à-vis the company at the national, regional and global levels.**

# 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 Networks in ICT EE

## Trade Union Network



with UNI



Clusters/Regions



Asia

## New TUN(from 2016)



ERICSSON

with UNI



life.augmented

## In Planning



and Asian company(ies)

**We need more TUNs in this sector.**



# ***Future Manufacturing and Promoting Sustainable Employment***

# 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.





# Summary of the UN's Sustainable Development Goals until 2030, adopted in December 2015

Industry 4.0 comes with a variety of new challenges and requirements for the qualifications of workers.



## **DRAFT** Policy Paper:

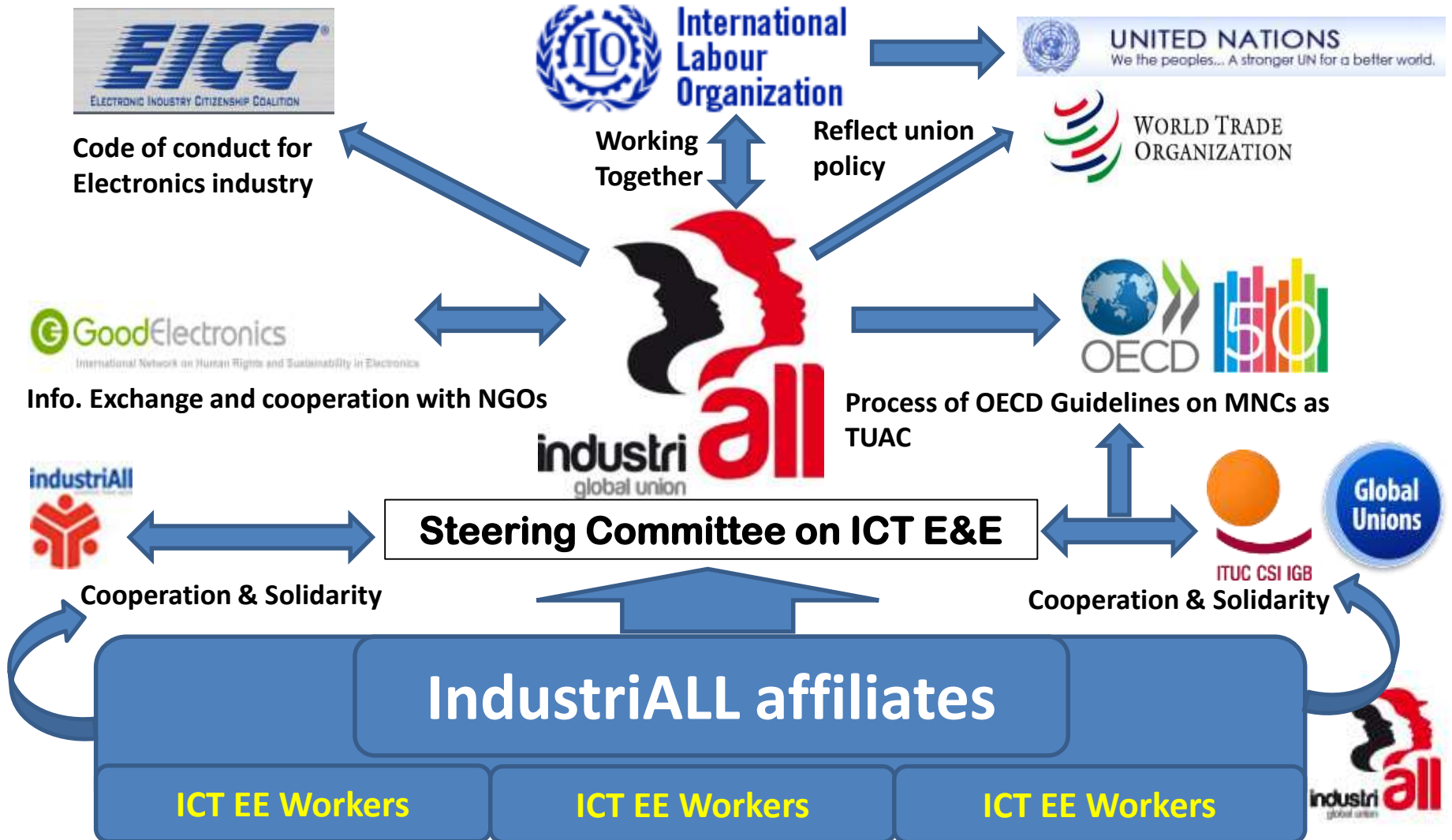
# **The Challenge of Industry 4.0 and the Demand for New Answers**

## **(DRAFT) Political action is needed for IndustriALL**

1. acknowledge that Industry 4.0 is not just another technological innovation, but instead quite possibly the industrial transformation with the strongest impact on the workforce in the history of manufacturing
2. globally discuss the potential threats with its members and make Industry 4.0 a top priority for strategic policy in the future
3. formulate a policy on Industry 4.0 aligned with the existing Sustainable Industrial Policy Action Plan
4. take a seat at the table with governments and companies when the fates of millions of workers, their families and communities are decided upon
5. formulate a consistent and extensive Just Transition proposal to be part of the discussion with governments and companies
6. make consequences and changes along with Industry 4.0 part of the agenda in Social Dialogue committees and Global Framework Agreement negotiations
7. engage intensively and join forces with the ILO as well as with the UN on behalf of the Sustainable Development Goals given the commitment to decent work, reduced inequalities and partnership to ensure a Just Transition that does not worsen the preexisting inequalities between capital and labor, especially in the developing world
8. encourage IndustriALL member unions lobby to upgrade national educational policies to match the changing skills demand following Industry 4.0
9. engage in intense union building activities, especially in the developing world and sectors with predominantly precarious work
10. develop a strategy for trade union roles in the future given the decreasing number of traditional laborers and a possible loss in membership



# Relationship with other organizations and international policy making process





# Thank you

Website

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