



# IndustriALL Global Union

## Electronic Industry Employees Union Northern Region Peninsular Malaysia



### Steering Committee Meeting on ICT, Electrical & Electronic

Novotel Bogor Golf Resort & Convention  
Golf Estate Bogor Raya, 16710 West Java  
Bogor, Indonesia

22<sup>nd</sup> & 23<sup>rd</sup> May, 2017

Bro. Mohamad Fauzi Bin Ibrahim

Bro. Sahul Hamid Bin Hussain

Sis. Siti Aishah Binti Romli

Bro. Bruno Gentil Periera

Bro. Zairolakmar Bin Haron

Sis. Rosmawati Binti Hashim

# ORGANIZING AND BUILDING UNION POWER

## Organization Structure Malaysia (Regional Base Union)

Northern Region  
Penang  
Kedah  
Perlis  
Establish : 31.3.2010  
Estimated Workforce  
80,000

Western Region  
Perak  
Selangor  
Wilayah Persekutuan  
Establish : 1.12.2009  
Estimated Workforce  
80,000

Eastern Region  
Pahang  
Kelantan  
Terengganu  
Establish : 23.8.2010  
Estimated  
Workforce  
5,000

Southern Region  
Johor  
Negeri Sembilan  
Melacca  
Establish : 11.3.2010  
Estimated  
Workforce  
60,000

# ORGANIZING METHODS

Grassroots Campaign



Meeting With Workers



Establish Core Group



Submit Recognition Claim



Ground Work For Balloting



Secret Ballot Process

# ORGANIZING METHODS

Ground Work for Balloting



Ground Work for Balloting





# SECRET BALLOT PROCESS

PANASONIC AUTOMOTIVE SYETEMS MALAYSIA  
SDN. BHD. (PASMY) – 12.4.2017





# Organizing : Strategies

## Strategies

- Set up Communication Group
- WhatsApp Group : Core Group & Workers Group
- Collect Company's Information ie Section, Dept., Workforce, Gender, Local/Migrant

## Strategies

- Company Bus Route
- Flyers Distribution
- Banner
- Counter / Kiosk – Hostel, etc
- International Campaign in Case of Union Busting



# Organizing : Challenges

## Challenges

- Delayed in Recognition Process
- Communications Problem ie Migrant Workers
- Threatening Workers / Sabotage Secret Ballot

## Challenges

- Dismissal of Core Leader
- Threaten Migrant Workers not to Join Union
- Company Challenge Recognition Claims in High Court / Court of Appeal / Federal Court ie delaying Recognition Case (Frustration)

# EMPOWERING MIGRANT WORKERS



MALAYSIAN TRADES UNION CONGRESS  
[PENANG DIVISION]  
MIGRANT WORKERS RESOURCES CENTER  
(MRC PENANG)

## MAKING CONTACTS

at Hostel

at Industrial Areas

at Shopping Mall

at Night Market

etc



# EMPOWERING MIGRANT WORKERS

## EDUCATION / TRAINING

### Related Laws

- ❖ Immigration Law
- ❖ Employment Law
- ❖ Trade Union Law
- ❖ Industrial Relations Law

### Right To Redress

- ❖ Safety & Health
  - ❖ Social Discrimination
- ❖ Employment Discrimination
- ❖ Gender Discremination

### Trade Union Right

- ❖ Right to Ballot
- ❖ Right to Join Union

# EDUCATION / TRAINING



# FLYERS DISTRIBUTIONS/ ADVOCACY





# SUCCESS STORIES

WD MEDIA MALAYSIA SDN  
19/1/2012 – 52.67%

INFINEON TECHNOLOGIES (KULIM) SDN. BHD.  
1 & 2/10/2014 – 54.27%

SILTERRA MALAYSIA SDN. BHD.  
30 & 31/3/2016 -

ELNA PCB SDN. BHD.  
7/3/2017 – 56.18%

PANASONIC AUTOMOTIVE SYSTEMS MALAYSIA SDN BHD.  
12/4/2017 – 64%



# ORGANIZING ACTIVITIES IN 2017

## Pending Recognition



**Showa Denko HD (M) Sdn. Bhd.**  
**Workforce : 500**

**Jabil Circuit Sdn. Bhd.**  
**Workforce : 4,000**



**Osram Opto Semiconductors Malaysia Sdn. Bhd.**  
**Workforce : 8,500**

**Elna Sonic Sdn. Bhd.**  
**Workforce : 650**



# WOMEN CHALLENGES / ISSUES

- Employment
  - Contract of Employment
  - Different Contract of Employment Sending Country & Receiving Country
- Immigration
  - Passport Withheld by Employers / Agent
  - No Proper Work Permit
- Social
  - Housing ie Prices increase
  - Education
  - Health
  - Intercultural Conflict

# WOMEN CHALLENGES / ISSUES

- Sexual Harassment → At Work Place
- Trafficking → Anti Human Trafficking (ATIPSOM)
- Domestic Workers → No Proper Contract of Employment
- Domestic Workers → Longer Working Hours
- Domestic Workers → Salary Not Paid
- Domestic Workers → Passport Held by Employer

# EMPOWERING WORKERS

## EDUCATION / TRAINING

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# ACTIVITIES & TEAM BUILDING





# ACTIVITIES & TEAM BUILDING





# EDUCATION & ADVOCACY





*Ultimate goals*

**UNIONISATION!!!**

**THANK YOU!!!!!!!!!!!!**