



# UNION EXPERIENCE PROMOTING LABOUR & TRADE UNION RIGHTS AND COLLECTIVE BARGAINING WITH MNE'S IN EPZ's

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# OVERVIEW

- ▶ Population : 263.198.586
- ▶ Labour force : 120.647.697 (source National Statistic Body, 2016)
- ▶ Main sector : Manufactur (garment, electronic, otomotif), Service (distribution, ware house)
- ▶ Main Investment : Korea, Japan, India, Taiwan
- ▶ Number of company : 368.000

# EPZ's & MNE's in Indonesia

- ▶ **Epz's** : Batam, KIM (Medan Industry Zone), KBN Cakung&Marunda, Jababeka, Megapolis Manunggal 2100, KIIC (Karawang International Industrial City)
- ▶ **Electronic** : Samsung, Toshiba, Hitachi, Panasonic
- ▶ **Garment & Foot Wear** : NIKE, ADIDAS, PUMA, New Balance etc
- ▶ **Automobile** : Toyota, Daihatsu, Hyundai, Tata, Cevrolet, Nissan

# TRADE UNION

- ▶ CONFEDERATION : 14
- ▶ National Federation : 120
- ▶ Company Level TU (affiliated) : 7.294
- ▶ Enterprise union : 5.704
- ▶ Total workers organizing : 2.700.000,- from 49.000.000 formal workers
- ▶ CBA : ±12.998 (Garment : 164)

# Experiences :

- ▶ Conducting International seminar “decent work in the GSC, 2016 attended by TU's, Social movement and NGO's, promoting International Labor Standard
- ▶ MOU between KSBSI and VGCL Vietnam, also MTUC Malaysia
- ▶ Organizing workers in MNC's
- ▶ Advocacy
- ▶ Campaign
- ▶ Lobby
- ▶ Networking
- ▶ Social dialogue among brands, suppliers and Employer Association

# Protocol :

- ▶ Agreement between trade union with brands : NIKE, ADIDAS, PUMA, ASICS, New Balance and Pentland
- ▶ 5 Trade Unions : SPN, GSBI, KASBI, TSK Reformasi and Garteks
- ▶ Scope : Freedom Of Association, Wages, Employment Relation

# Better Work Indonesia

- ▶ Part of the ILO Better Work Program :
  1. 167 factories members, 40 brands
  2. Activity : Factory Assessment, Workers Capacity Building, Trade Union Capacity Building,
  3. 4 Trade unions involved : Garteks, TSK Rekosnsiliasi, TSK Kongres Jakarta, SPN

# IndustriALL GFA

- ▶ National Monitoring Committee : SPN & Garteks for H&M : Facilitator and find solution
- ▶ Activity : Socialization of GFA through Capacity Building, FGD and regular meeting, assist resolution of industrial relation issues and disputes
- ▶ Goal : to support good relation and facilitating CBA, including wages



# Multi Company CBA

- ▶ 10 company in Subang
- ▶ H&M, GAP, AOE, Target,
- ▶ Trade Union involved : SPSI-TSK, SPN, SPSI-LEM, Garteks, SPMI