

# Scaling New Heights: Including YOU in Surging Asia Pacific

## I. *Scaling New Heights:* Rebalancing Growth for the Benefit of All

Asia's economic landscape has been changing in a dynamic and complex manner under the myriad processes of globalization and the pressures for economies to open up ceaselessly. Asia's economy is surging. The region is increasingly seen as the world's economic locomotive, pulling other economies in other continents out of the recessionary impact of the global financial crisis (GFC), which continues to roil Greece and a number of European countries eight years after the GFC broke out (see Table 1).

This reaffirms an earlier assertion by the Asian Development Bank that the 21<sup>st</sup> century is "Asia's Century" and that the continent is poised to become the world's dominant economic bloc by 2050, displacing Europe and North America combined at the top.

**Table 1.**  
**GDP growth rates**  
**(2000-2013)**

GDP growth 2000-2013	
China	10.0
India	7.0
ASEAN	5.1
Russia	4.4
Brazil	3.2
Canada	1.9
United States	1.8
UK	1.5
Germany	1.1
France	1.0
Japan	0.8
Italy	0.0

Source:

IMF, *World Economic Outlook*, 2014

**Future of work in Asia and Pacific:** Changes in the economy naturally affect the labor market, which has been exhibiting similar dynamism and complexity in terms of changes in the supply and demand for labor, skills make-up and development, deployment and retention and so on. The Asian jobs market has a lengthening list of "hot jobs" for professionals, engineers, ICT programmers and skilled workers whose cross-border mobility within the region and around the globe is now considered part of the overall regime of trade liberalization under global and regional free trade agreements. But at the same time, the labor market is churning out multitudes of vulnerable casual jobs of varying nature and flexibility.

In turn, the resulting labor precarity and the persistent problems of mass poverty and societal inequality in Asian countries have ushered in daunting challenges and tasks, old

and new, to the Asian and Pacific trade union movement. What is the appropriate trade union policy response to globalization and its good and bad impact on society? What are the appropriate forms of workers' organizing in an economy and labor market that continue to evolve in a perplexing manner? How should trade unions sustain the advocacy for a better, gentler and more humane Asian society?

Asia clearly needs a just rebalancing, not to stop the growth surge but to make growth fair and equitable to all. The trade unions have a central role in this rebalancing task. To clarify the directions rebalancing must take, we need to take a closer look at some of the economic and labor market developments taking shape in globalizing Asia today.

## 1. Asia as the global growth leader

**Historic sea change from the 19<sup>th</sup> century to the present.** Asia today is seen as the global growth leader. Its share in the global GDP is projected to rise to 52 per cent or over half of the world's in 2050 (Asian Development Bank, *Asian 2050: Realizing the Asian Century*, 2011). What a historic sea change this is.

In the 19<sup>th</sup> century, Asia was a vast agrarian colonial outpost for Western powers, mostly Europeans. In the 20<sup>th</sup> century, Asia was a collection of underdeveloped countries either struggling for political independence or trying to catch up with the West or both. At the turn of the millennium, Asia emerged as the world's undisputed industrial workshop, with Factory Asia flooding the world with made-in-Asia's garments, footwear, furniture, household fixtures, integrated circuits, motor engines and so on and so forth. Since 2007-2008, Asia has been leading in the global recovery from the GFC, with growth in Europe and North America weak or flat.

**Largest economies now found in Asia and Pacific.** In 2014, China became the world's largest economy, edging out the United States. The regional economic bloc of ten countries that is the Association of Southeast Asian Nations (ASEAN) is hailed as the world's seventh largest economy, with a combined GDP of US\$2.4 trillion in 2013.

Fast-growing India is shaking South Asia, infusing greater economic dynamism in the region and is poised to replicate China's growth trajectory of the last three decades.

And yes, Japan and the earlier Asian dynamos – South Korea, Taiwan, Singapore and Hong Kong (now an Administrative Region under China) – are able to maintain their significant footholds in the global economy, producing high-value technology products and integrating the regional and global production networks (GPNs) or value chains for products such as I-pads, cellular phones, notebooks, auto parts and so on.

**Global force for finance, commerce and development assistance.** Asia is also seen as a global driving force for finance and commerce – and, more recently, in development assistance. Singapore and Hong Kong are global rivals of London and New York in financial services and logistics. With its capital accounts brimming with surpluses, China has launched the Silk Road Fund and the Asian Infrastructure Investment Bank (AIIB). The latter, the AIIB, is supposed to supplement (“rival” in the opinion of many) the infrastructure development assistance provided to developing economies by the World Bank and the ADB.

**Booming regional commerce.** With rising per capita income, Asia itself has become a major destination for products they produce, fueling the further growth and expansion of the service industries that are growing across Asia. Like the American and European economy, the Asian economy is now becoming a service-led economy, with the service industries providing the most number of jobs.

This service sector boom is easily seen in the growing number of banks and bank branches, travel and tourist assistance agencies, educational and training institutions, malls and retailing shops, food and restaurant chains, hotels and cinemas, entertainment centers and so on sprouting in major cities and towns across the continent.

As a result, the skylines of Asia's major capitals – from Delhi to Tokyo, from Denpasar to Beijing – are all changing. Old government buildings are overshadowed by new and towering bank headquarters, hotels, high-rise condominiums and office buildings, a number of which house the booming call centers catering not only to the global service providers of Europe and America but also to the requirements of commercial and service companies at home.

**Rapid urbanization.** Due to industrialization and tremendous expansion of commerce, Asia is experiencing rapid urbanization, which also contributes heavily to the dramatic transformation of cities and urban areas. The UN Habitat reports that Asia is home to over half of the world's megacities and 53 per cent of the world's urban population.

According to a World Bank study, the total urban population in East Asia increased from 579 million in 2000 to 778 million in 2010. The World Bank said that it took more than 50 years for the same number of people (200 million) to become urbanized in Europe. Density has naturally increased, with some cities having very high levels of density such as Hong Kong (32,000 people per square kilometer).

China accounted for two-thirds of the growth in urban land and more than 80 per cent of urban expansion in the region, with its 477 million urban inhabitants in 2010 larger than the rest of the region combined. Japan had the second highest total of urban land and the third largest urban population.

The fastest annual rates of urban expansion were in the developing economies of Laos and Cambodia (7.3 per cent and 4.3 per cent, respectively), followed by China (3.1 per cent) and Vietnam (2.8 per cent). Among East Asia's megacities are: Beijing (17 million), Shanghai (24 million), Osaka-Kobe (12 million), Tokyo (32 million), Jakarta (23 million), Manila (16.5 million) and Seoul (16 million). South Asia's urban areas are, of course, among the world's largest in populations – Delhi (25 million), Mumbai (21 million), Dhaka (17 million) and Karachi (16 million).

**ICT connectivity.** The rapid commercialization and urbanization of Asian economies have been accompanied by the revolution in the application of ICT advances in almost all spheres of private business, public governance and social/personal life of those who can afford the ICT gadgets (cellular, notebooks, iPad, etc.) and purchase the different programs and “apps” for all kinds of application (e.g., routine office memos, traffic guidance, etc.).

There is a virtual “internet of everything” for operations and maintenance, business and market routing, work monitoring, energy management and so in offices, schools, firms and social clubs.

In turn, an ICT-connected Asia is facilitating the freer flow or circulation of goods, investment, services, information, technology, and, yes, labor. E-commerce, e-banking and much more are changing the way business is done and the manner work or service is delivered. A new generation of “e-empowered” netizens and business people/managers conversing with one another across regional and global boundaries has risen.

In sum, Asia 2015 is a different Asia – productive, innovative, competitive and surging forward.

## **2. Asian growth downsides: Poverty, inequality and unsustainability**

While Asia is hailed today as the world’s fastest growing region, it is also facing social tensions and economic vulnerabilities arising from huge disparities across the region and within each country – from South Asia to Southeast Asia, and from the old economic miracle that is Japan to the new economic colossus that is China. The World Bank, ADB, ILO and various UN agencies have come out with numerous reports documenting the deepening social and economic inequality across Asia over the past 20 years.

The “Asian Century” is imperiled, they all warn.

**Gap between rich and poor.** The gap between Asia’s rich, old and new, and the poor has widened, especially in China, India, Malaysia, Indonesia, Vietnam and other fast-growing economies. In a decade, Asia is poised to overtake Europe in its billionaire population.

The promise to the Asian people was that the benefits of ASEAN growth would trickle down to them. The evidence shows that this has not happened. That is why UNI Global Union and UNI Apro support the call “**The workers of the world need a pay rise**” and the need to push harder to ensure that collective bargaining coverage increases in the region.”

The problem arises when growth is not lifting the many out of the poverty trap. In relation to this, the international development agencies never stop declaring that hundreds of millions have been lifted out of poverty in Asia over the last three decades, for example, only 12 per cent of East Asia’s population in 2010 were living on less than US\$1.25 a day compared to 77 per cent in 1981.

But as pointed out by the Asia Century Institute, a threshold of US \$1.25 is an absurd figure because such an amount is barely enough to buy one McDonald burger even in the least developed Asian countries such as Myanmar and Nepal.

Thus, if the threshold is raised to the more universal US\$2.00 per day, the percentage of the poor in East Asia would rise to 29 per cent and those in South Asia, to 66 per cent.

But this figure is still not enough because US\$2.00 can only buy one full McDonald meal, meaning burger with fries and drink.

A more realistic poverty line is US\$5.00 per day or even higher. If US\$5.00 is adopted as the official poverty threshold, the poor in East Asia would total to 70 per cent and those in South Asia, 96 per cent. Is this not the more realistic picture we see everywhere in Asia?

And how about the middle class? Per reckoning by the ADB, they are families which can afford to allocate US\$10.00 a day per person. This would translate to 250 million or six per cent of the four billion Asians. In sum, the gap has remained wide because the benefits of growth have not filtered down to the poor masses.

Thus, the exultation or hype over the Asian Century is confined mainly in the business journals read by Asia's rich and those who spend most of their waking hours in the golf fairways and the luxury shopping arcades.

**Inequality in the labor market.** A study by the ADB Institute (Zhuang, J., R. Kanbur, and C. Rhee, "Rising Inequality in Asia and Policy Implications", 2014), was forthright in identifying some reasons for Asia's deepening inequality: technological progress, globalization, and market-oriented policies. These factors favor "skilled over unskilled labor, capital over labor, and urban and coastal areas over rural and inland regions". Because of rapid technological changes, those with marketable higher education and skills get the best jobs in the market.

Financial and trade globalization contribute to inequality since the natural tendency of capital is to gravitate in the most developed areas and ignore the underdeveloped provinces or regions. In the labor market, deepening inequality can easily be seen in the share of labor in the total income. For examples, between the mid-1990s and the mid-2000s, labor income as a share of manufacturing output in the formal sector fell from 48 to 42 per cent in China and from 37 to 22 per cent in India.

**Social protection and other problems of the low income earners.** The problems of the poor, the low wage and low income earners, are numerous, too numerous to count. They have to pay for everything with their limited incomes. This is aggravated by the fact that in many Asian countries, governments have limited financing for public services such as public transport, housing, health care, education and other basic services. In some supposedly developed Asian countries such as South Korea, the poor consisting mainly of the elderly and the unemployed casual workers have difficulties surviving because the pension system is inadequate and affordable public services and assistance are absent.

The public services, limited and underdeveloped as they are in many Asian countries, are even being whittled down further in the name of privatization. Under privatization, the poor end up paying for almost all social services such as health care, education, transport and so on. But with limited incomes, they end up buying little or nothing and leading marginal lives.

This is why the trade union demands for universal, affordable and substantial social protection and government-funded basic services have become urgent collective

demands supported by civil society organizations (CSOs) everywhere in Asia. Without a comprehensive social insurance system and help from the extended family system, the poor simply fall on the wayside, especially when accidents or catastrophic natural disasters hit them.

**The growing army of homeless and near-homeless.** To survive, many of the poor settle or reside in informal but vulnerable settlements where rent is either low or non-existent and where basic services and infrastructures are also non-existent. Thus, behind the glittering high-rise towers in the business centers of Asia's capitals are the growing colonies of slums or informal settlements inhabited by the low-income earners. In Southeast Asia, 31 per cent of the urban population were reported to be living in slums as of 2010; in South Asia, 35 per cent.

Also hidden are the squalid home conditions for the low-wage earners and families who rent one-room or narrow flats/apartments in high-rise tenement houses or occupy poorly-developed low-cost housing units. On the streets wearing their office uniforms, they look like part of Asia's rising middle class; at home, their lives are similar to the slum dwellers. They are part of Asia's army of homeless and near-homeless.

**The unbanked and un-connected.** Social and economic inequality is further heightened by the limited access of the poor to modern banking and communication services under globalization. For example, in a liberalized, deregulated and globalized Philippine economy, it is surprising to learn that 68 per cent of the population are "unbanked" or do not use the formal banking system. Either they have no savings to park in the banks or are contented to rely on informal savings systems.

ICT connectivity is also alien to many poor because they do not have the means to buy the ICT gadgets needed for such connectivity. If they are able to purchase cheap mobile clones, the usage is limited because they cannot afford wireless Wi-Fi connections and varied "apps" applications. Asia's homeless are the unwashed, unbanked and un-connected.

**Asia's sustainability dilemma.** Finally, given the huge social and economic divide in Asia, a growing number of social scientists and development economists are asking: how sustainable is Asia? How can it manage the social and political tensions that such division generates? The sustainability issue is further aggravated by the problems associated with a degraded environment.

Asia is suffocating from rapid urbanization, slumization, deforestation, waste accumulation, carbon emission, water pollution and general resource exhaustion. Even a well-managed society like Singapore has to periodically close down schools and offices whenever trans-boundary haze originating from neighboring ASEAN countries drifts into its atmosphere. A degraded Asian environment is further threatened by the risks posed by climate change. On the whole, Asia is facing triple sustainability challenges: economic, social and environmental.

### **3. The rebalancing challenge: Addressing root causes of imbalances**

Asia clearly needs some rebalancing, as the international financial institutions led by the World Bank and the ADB keep saying. However, for trade unions, rebalancing means going beyond artificial solutions such as the government-funded dole-out programs of distributing cash to the poor on the condition that their children are enrolled in schools (dubbed by the World Bank as “Conditional Cash Transfer” or CCT) without addressing the root causes of economic and social imbalances, without undertaking major structural reforms in the architecture of unequal globalization that has developed in the region.

This is why since its formation in 2000, UNI Apro has been calling the attention of policy makers and its social partners to these imbalances and their root causes. In particular, UNI Apro has been raising the following development concerns:

**Exclusion of the multitudes in the jobs market.** A major feature of the economic structure that has developed in Asia is the formation of the global value chains (GVCs) or global production networks (GPNs) of multinational corporations (MNCs), which set up production plants for garments, auto parts, chips, footwear, furniture, household utensils and so on in different Asian countries, mostly in union-free export processing zones (EPZs) where investors-locators do not have to pay duties for imported materials and processed exports.

The biggest problem is that not everyone in society is hired or able to work in Factory Asia. Moreover, the operations of investors-locators in EPZs have limited linkages with the domestic market and domestic producers of host countries. The predictable outcome of such an economic arrangement, facilitated by a host of trade and investment liberalization agreements under the World Trade Organization (WTO) and the various bilateral and regional free trade agreements (FTAs), is the non-hiring of many workers who cannot be absorbed by Factory Asia and the weakening of the jobs market for the sector producing mainly for the domestic market.

The ensuing phenomenon of “jobless growth” in a number of Asian countries, amply reported by the UNDP in the 1990s and in the subsequent years, has been accompanied by a rise in informal sector employment, where jobs are generally unregulated and unprotected. Countries with limited participation in the GVCs and GPNs and with weak or underdeveloped domestic economy such as those in South Asia have the highest rates of informal sector employment, as high as 80 to 90 per cent of the labor force; for Southeast Asia, the ILO estimates that two-thirds of the work force are in the informal sector or “informal economy”.

The most vulnerable among the informals are the women workers, especially the single working mothers who have to bear the double burden of work and home or family care. Also extremely vulnerable are the unemployed. It is disturbing to note that among the unemployed are young workers (15-24) and their number has been rising (see table 2) faster than the rate for other age groups. One possible explanation for this is the slowdown in GVC/GPN expansion due to the continuing crisis in Europe.

**Table 2. Youth unemployment rate in Asia**

<i>Region</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>
East Asia	9.7	10.1	10.5
Southeast Asia & Pacific	12.7	13.6	13.6
South Asia	9.9	9.9	10.1

Source: ILO, **2015 World Employment Social Outlook**.

**Good jobs for a few, a Race to the Bottom for the many.** Human resource managers in competitive Asian companies complain about the problem of hiring, training and retaining “talents” and professionals, who have become more mobile under globalization and the liberalized rules for the movement of skilled labor under the various WTO/FTA agreements.

There is a “war for talents” in the huge ICT sector of Asia and in the booming select industries such as telecoms, power, mining, construction, tourism and finance. The most “poachable” are the skilled engineers, accountants, IT programmers and production managers and supervisors. These elite workers enjoy high bonuses and are able to negotiate for better terms of engagement or terms of reference (TOR) on the work or service that they have to deliver.

The problem is that the TOR for the many, who are in the bottom of the jobs ladder, is defined by the requirements of capital for “labor flexibility”, meaning the hiring and reward and retention of workers are generally based on the company’s cost-minimization strategy and the twists and turns in the market.

**Race to the Bottom.** Under a globalized economy and globalized labor market, this has given rise to what UNI Apro calls as a Race to the Bottom – a race among employers and investors to get the cheapest, most productive and most malleable (non-unionized) workers. The Race is playing out at the national, regional and global levels. In the process, workers’ rights are often abused and sacrificed, particularly the right to higher compensation and secure tenure or regularization after years of continuous service.

Under the various ILO labor conventions, the ideal is for the average workers to enjoy “standard” jobs that are regular (or permanent), protected against any abuses and fairly paid or remunerated. However, in surging but globalizing Asia, the “standard” jobs are either irregular or short-term, are vulnerable to employer’s abuse, and are often poorly paid.

The Race to the Bottom is most intense in GPNs or GVCs producing low-technology, labor-intensive products such as sewn garments, as investors are footloose, meaning they can move from one cheaper location to another across boundaries, for example, from Manila to Guangzhou, from Guangzhou to Phnom Penh, and from Phnom Penh to Dacca or Colombo.

The Race to the Bottom is the reason why unions are adamantly against various forms of casual or short-term hiring arrangements, including the use of third-party “employers” or labor contractors or service providers. The Race to the Bottom is widespread not only in EPZ-based enterprises but also in industries and enterprises outside the EPZs, especially in the distribution (retail-wholesaling) and other service industries.



**Migrants and the Race to the Bottom.** The Western and the home-grown Asian multinationals treat Asia and the globe as one production and commercial market. As such, they are able to move not only capital and goods across boundaries in a borderless world but also select groups of workers. They are encouraging these select workers, possessing different skills and capacities, to move from one place to another. In the past, the general direction of Asian migration was towards the West, attracted by the lure of greener pastures such as farms in Hawaii and California, opportunity to work in American hospitals and so on.

The migrants, in fact, have become another source of cheap labor for companies which find their home-grown workers too militant. As a result, migrants are sometimes the object of contempt for the locals when the reality is that migrants are generally victims of mal-development in the labor-sending countries, that migrants are contributing their talents and know-how in the economic development of the labor-receiving countries, and that all workers, migrants and home-grown, have one common cause: decent work for all.

In the 1970s-1980s, the Middle East construction boom attracted a large flow of Asian engineers, contractors, skilled carpenters and plumbers, and even ordinary construction workers going to the Gulf area. But today, labor migration is going in all directions and involve workers occupying different levels of the jobs ladder in each Asian country, from the lowest level involving the 3D work (dirty-dangerous-difficult) to the highest managerial level. Asia itself has become a destination region. The problem is that the rules for humane and civilized treatment of low-level migrants and their rights as workers and human beings are not uniformly established and observed in many Asian countries.

**Qatar's Kafala System** is a case in point. There are some 1.8 million migrant workers trapped in Qatar's kafala system, which denies them the freedom to leave Qatar, change jobs or form trade unions to negotiate for decent wages and working conditions. To avoid international pressure for reform, the Qatar Government has recently amended the labour law. But the changes leave the kafala system intact and instead added new layers of bureaucracy to make it harder for workers to leave Qatar or change jobs. The new provisions allow employers to "lend" workers to other employers without the consent of the workers.

With 1.8 million migrant workers now in Qatar, statistics from Qatar's Supreme Council on Health predict a death toll of 1,090 migrant workers based on this year's migrant worker population. With the number of workers being brought into the country yet to peak, some 7,000 workers will die in Qatar before the scheduled start of the 2022 World Cup unless the country's labour laws are brought into line with the ILO's global standards.

Qatar's government has failed in an attempt to close down an investigation into its system of forced labour by the UN's International Labour Organisation. At the ILO's Governing Body meeting in November 2015, worker and employer representatives combined with government delegates to vote 35 to 13, with 7 abstentions, in favour of sending a High-Level Tripartite mission to Qatar, putting added pressure on the country to end its system of modern slavery.

Qatar, one of the world's richest countries, is easily able to make these reforms. Freedom of movement and freedom of association for migrant workers, a minimum wage regardless of the race of the worker, and a compliance system that actually works would transform the lives of hundreds of thousands of workers and their families back home.

**Guarantees for decent work and social protection for all either missing or a work in progress.** As outlined above, good quality jobs are few. This is why whenever ILO officials spout their definition of decent work as “work obtained in conditions of equity, security and dignity”, trade union organizers automatically ask: where is it or where can it be found? The reality about the Race to the Bottom collides with the ideal goal of Decent Work for All.

Nonetheless, there are continuing debates and dialogues on how decent work can be secured. One area for debate and dialogue is the development of a labor law system that provides ample protection to all under globalization. Here a lot of work is needed. Some Asian countries have antiquated labor law systems that are not enforceable in the present times. Some have emerged from dictatorships and centralized economic-political systems and have yet to develop democratic labor laws in a systematic and comprehensive manner. Most have not anticipated changes in the economy under globalization and how issues such as outsourcing and migration shall be treated legally.

Of course, having a protective labor law system is different from the issue of enforcement. This is also a big problem because there are countries with a weak inspectorate system and ineffective enforcement rules.

Another major area of debate and dialogue is the underdeveloped social security system in most Asian countries. The unemployed and the informals and migrants are generally not covered by the established formal social security systems run by the government. On the other hand, those covered complain that their insurance and pension are too small to cover risks and sustain life after retirement. And some who contribute to the system but get laid off way before retirement age hardly get any.

A number of semi-skilled casual workers are able to work in a series of casual jobs up to age 40 or so; however, after reaching 40, no company wants to hire them anymore and they end up with the jobless middle-age workers who are “too young to retire and yet considered too old to be hired”.

It has also come to the UNI Apro attention that even in developed Japan and South Korea, the pension for the retirees is way too low and has deepened poverty among their ranks. In China, the slowing economy and the downgrading of labor-intensive export-oriented industries such as garments have exposed the underdeveloped social safety nets in a market-oriented Chinese economy.

**Denigration of society's equalizer – the public sector.** Finally, one must raise here the social and economic imbalances brought about by unbridled globalization or the mindless opening up of markets and one-sided reliance of countries on big business investing on enterprise development and job creation.

Under Washington Consensus, the role of the public sector as equalizer -- as the provider of basic services for the people (e.g., health care), as protector of small producers (e.g., assistance to farmers and small-medium enterprises), and as nurturer of critical and strategic industries (e.g. food and basic industries to insure food security and full employment) – has been denigrated and in some cases even abandoned.

All this in the name of global competition, trade and investment liberalization, and the primacy of private sector and the rules of free trade under the WTO and the various bilateral and regional FTAs! As a result, some economies are developing in an even more unequal manner – the poor getting poorer, and the rich getting richer.

And as documented by UNI Apro in the past Conferences, some of those who become rich under globalization go from production to services and eventually to speculation. The last is the main reason why the 1997-98 Asian financial crisis and the 2007-2008 GFC (still unresolved) exploded. Shadowy private equity funds invest on activities which do not create real goods and real jobs, mainly extra money out of speculation on future rises and falls of currencies, stock markets, real estate and commodities. The problem is that these speculators have become big and global and the G20 has been unable to rein in or discipline the big speculators.

In the meantime, Asia’s production and commercial system has become part of an unequal global production and commercial system under globalization. Under the Race to the Bottom and uneven GVC/GPN systems, there is overproduction of goods and services that large segments of humanity, the working masses, are unable to purchase because of low wages and low incomes. This overproduction-under consumption contradiction, raised by UNI Apro in its past Conferences, has unfortunately remained unaddressed by policy makers.

## **II. *Scaling New Heights:* UNI Apro engaging Asia for just and balanced rules**

Clearly, the trade unions, as the most organized representatives of the working people, have to continue scaling up its advocacy work for a just, fair and equitable world of work under globalization. This is inextricably tied to the related advocacy of a new architecture of globalization, which puts people at the center of development.

This is why in 2000, UNI Apro adopted the millennium theme – **People First in the New Economy**. UNI Apro has held on to this theme and has made it the major guidepost in the work of UNI Apro and its affiliates from 2000 onwards.

UNI Apro was also the first global union in Asia to flesh out the upsides and downsides of the new global trade agreement governing the service sector – the General Agreement on Trade in Services (GATS). UNI Apro has called for orderly and labor-friendly adjustments to GATS rules and the need for dialogue and negotiation to address labor dislocations not only during crisis periods but also in “MAC” situations, that is, when financial and other service industries are making corporate adjustments to competition through mergers, acquisitions and consolidations or MACs.

UNI Apro has called for rules to ensure that workers' rights are not violated not only in the WTO's GATS but also in the ASEAN Framework Agreement on Services (AFAS) and the service clauses in the different bilateral and regional FTAs.

UNI Apro has brought these issues and concerns in global and regional forums where it has been recognized as a dialogue partner such as the ADB-Civil Society dialogues, ASEAN integration social dialogues and the Asian/global dialogues organized by the World Economic Forum (WEF).

UNI Apro has also raised these social and labor concerns in the civil society discourse on the huge net of free trade agreements (FTAs) or "noodle bowl" of over a hundred bilateral free trade agreements, regional free trade agreements and global/trans-regional free trade agreements that have cropped up Asia-wide in the last two decades. This noodle bowl include the following:

- The comprehensive Trade in Services Agreement (TiSA) espoused by some countries to expand GATS under the WTO discipline;
- The **ASEAN Economic Community (AEC)** that will come into existence on 31 December 2015. The AEC will comprise the 10 ASEAN members – Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Vietnam. The AEC aims to integrate the 10 economies into a single market with 625 million people and a combined gross domestic product of US\$2.5 trillion in 2014 or one third of the global GDP.
- The **Regional Comprehensive Economic Partnership (RCEP)** that the ten-member ASEAN countries and their six "dialogue" partners (Australia, China, India, Japan, South Korea and New Zealand) are pushing to form a bigger "free trade" area in Asia and Pacific. The RCEP has the potential to cover 3.4 billion people, or half of the world population, with a combined GDP of about US\$22.7 trillion or about the third of the world's current annual GDP. Negotiation started in November 2012 and it is expected to come into being before the end of 2016.
- The **Trans-Pacific Partnership Agreement (TPPA)** being pushed by the Obama Administration to consolidate the US trade offensives under the Asia-Pacific Economic Cooperation (APEC). The 12 members include Brunei, Malaysia, Singapore, Vietnam, Australia, New Zealand, Japan, Canada, Chile, Mexico, Peru and United States. The TPPA covers a region with a population of 800 million and a combined GDP of around US\$30 trillion or about 40% of the global GDP.

After seven years of negotiation, the TPPA deal was struck on 5 October 2015. The agreements spread over 6,000 pages and classified into 30 chapters include a **Chapter on Labour** outlining the member countries' obligations to respect labour rights including those stated in the ILO Declaration. It is now pending signing and ratification by the member countries.

In its current form, the TPPA is a flawed deal which does not present the guarantees we need to safeguard social and environmental standards. As a result, the UNI World Executive Board cannot endorse the TPPA as presented. Therefore UNI urges its

affiliated unions and their members to use their influence and power to mobilize public opinion and to ask for a public and democratic debate in the Parliaments of the 12 countries concerned.

UNI also call upon the UNI Sector Global Unions to conduct a deeper analysis of the potential impacts of the TPPA on their members, especially in Commerce, Finance, Post and Logistics, ICTS and MEI.

UNI Global Union and its Regional Organizations will collaborate closely to ensure that there are **sufficient social guarantees for workers and respect for trade union rights in all trade and investor agreements and regional economic integration, such as the AEC, RCEP, APEC, SAARC and TPPA.**

- The Chinese initiated proposal for an **Asian Infrastructure Investment Bank (AIIB)**, which is aimed at tying disparate Asian countries through a mind-boggling network (a modern “silk road”) of roads, bridges, railways, sea ports, airports and other infras financed by AIIB.

Against the foregoing dynamics on the evolving rules and discourse on globalization, UNI Apro has, within its limitations, been trying to shape these rules in accordance with its Millennium vision of People First.

The following are highlights of UNI Apro’s efforts to influence the rules of globalization in Asia since its last Conference held in Manila in 2011:

## **1. Engaging Asia/ASEAN on global rules**

**Forging a broad TU-CSO coalition for reforms:** UNI Apro realized the importance of forging a broader social coalition in order to shape a Social ASEAN. Thus, in 2005, it was the only trade union group which participated in the first ASEAN Civil Society Conference (ACSC) held in Kuala Lumpur.

The ACSC was initiated by the Malaysian Government. This ACSC was able to submit a ten-point demand to the ASEAN Leaders. Several of the ACSC demands, including the call for the ASEAN observance of the universal labour rights, were drafted and proposed by UNI Apro.

Since then, UNI Apro has been active in either initiating or participating in various trade union-civil society forums and conferences. In all these forums, UNI Apro had been vocal in its general advocacy of ‘putting people at the center of ASEAN integration’.

In 2007, UNI Apro initiated the mechanism that is now widely known as ASETUC to facilitate co-operation among the GUF affiliates in the ASEAN countries to socialize the ASEAN Economic integration process. At this stage, ASETUC is composed of the affiliates of BWI, PSI and UNI in the ASEAN countries.

Since then, UNI Apro has become a dialogue partner on industrial relations in the ASEAN. Together with the ASEAN Services Employees Trade Union Council (ASETUC) UNI Apro has been organizing annual Regional Tripartite Social Dialogue Conferences (RTSDCs) in

the region with the co-operation with the ASEAN Secretariat, hosted by the Ministry of Labour of the respective country and supported by the Friedrich Ebert Stiftung (FES) Germany. Themes of the RTSDCs include occupational health and safety, empowerment of women, skills development, partnership industrial relations and labor market adjustments.

The dialogue process has been scaled up. For example, in 2013 and 2014, the RTSDCs were held in Brunei and Myanmar. This is a historic development for two reasons: one, the themes tackled in these twin conferences are the ground-breaking ASEAN Declaration on Social Protection and the ASEAN program on the empowerment of women, and two, the host countries (through their respective labor ministry) have demonstrated openness and readiness to embrace and deepen the labor reform processes underway in their countries and in the region as a whole.

These labor reform processes are also supported by ASETUC-led studies on labor law reforms such as inquiry on applicable and appropriate labor standards/protection for “non-standard” employees and rules on “termination” and outsourcing of work. The latest study (2014), a joint venture with Friedrich Ebert Stiftung and Vietnam’s labor ministry (MOLISA), gives a comprehensive comparative presentation on good practices and appropriate labor laws on social dialogue, collective bargaining and social protection for women, disabled and other marginalized sectors of ASEAN society.

**Campaigning for an ASEAN Social Charter:** It is in the context of the foregoing that UNI Apro and now ASETUC have been campaigning since 2002 for a different charter - an ASEAN *Social Charter*, which is a proposed bill of rights for the ASEAN workers. The idea is to challenge the ASEAN Leaders and governments to recognize and enforce the rights of workers as provided for in the various ILO Core Conventions.

In this connection, we are delighted that the proposed Agenda for a Social ASEAN - the outcome of a project initiated by various CSOs, Academia and GUFs including UNI Apro and ASETUC and supported by FES Germany is now a reality. The Agenda was launched in Kuala Lumpur on 14 November 2015.

**One ASEAN Agreement:** UNI Apro commend the Law Reform Commission of Thailand (LRCT) for their initiative - in the form of a proposed One ASEAN Agreement to enhance protection for ASEAN Workers. UNI Apro and ASETUC believe that the One Agreement, if adopted by all the ten ASEAN countries will level the playing field and avoid the Race to the Bottom.

At the annual ASETUC Tripartite Social Dialogue Conference held in Kuala Lumpur in September 2015, ASETUC and the ASEAN Confederation of Employers (ACE) have agreed to propose that the ASEAN Minister of Labour Conference include the One Agreement in their Agenda for the next ASEAN Minister of labour Conference to be held in early 2016. UNI Apro hope that it will start the process for the development and implementation of the One Agreement.

**Sharing Responsibility and Working in Partnership with Employer:** UNI Apro believe that cooperative approaches based on an equitable sharing of responsibility among all key stakeholders will enhance economic opportunities and increase respect for

basic human rights including trade union rights. Shared responsibility is a new paradigm for addressing the most entrenched challenges confronting businesses, workers and society. It is a model that requires collective action of all stakeholders, particularly businesses and trade unions to address the challenges.

UNI Apro recognize that businesses as the vanguards in the economic integration process and are hopeful that they can lead the way in humanizing and socializing the integration process. To achieve this, we need rules to strengthen the social and labour dimension of integration without sacrificing the requirements of business for viability and competitiveness. In this regard, we believe that businesses and trade unions should have more social dialogue aimed at minimizing the negative impact of globalization and technological innovations, growing the economic pie and share the benefits more equitably.

On this basis, UNI Apro and ASETUC are endeavoring to develop meaningful social dialogue and constructive partnership with the two main organizations representing businesses/employers, namely the ASEAN Confederation of Employers (ACE) and ASEAN Business Advisory Council (ABAC).

At the regional level, ACE has participated regularly at the annual Tripartite Social Dialogue Conference initiated by ASETUC and hosted by the Ministry of Labour of the ASEAN country where the ASEAN Summit is held. At the national level, UNI Apro and ASETUC are encouraging our affiliates to work in partnership with employers to confront the challenges facing the employers and the workers.

The relation with ABAC was revitalized earlier this year, when the ABAC invited the UNI Apro Regional Secretary, Christopher Ng to participate in discussions on Decent Work and ASEAN Integration at their annual Conference held in Penang. Tan Sri Munir Majid, the current President of ABAC will address the 4<sup>th</sup> UNI Apro Regional Conference to be held in Kuala Lumpur on 8 December 2015.

**Engagement with ADB and AIIB:** However, UNI Apro engagement in the region is not limited to the ASEAN processes. UNI Apro is an active participant in the continuing ADB-Civil Society dialogue. In the interaction with ADB, the trade unions never fail to raise labor compliance concerns in ADB-supported infrastructure projects (e.g., observance of core labor standards in all projects funded by ADB) and engage ADB on market and labor policies being proposed or prescribed by the ADB to borrowing countries.

UNI Apro is also the first Global Union to respond to the call of the newly-established Chinese-initiated AIIB for suggestions on how social and environmental standards shall be integrated in the AIIB's work processes. The Bank expects to be fully operational in 2016. UNI Apro informed the Bank on the importance of the strict observance of labor, environmental and other ethical standards in the implementation of each infrastructure project the Bank will finance. Good governance and social accountability requires rigorous compliance with OSH standards, fair treatment of workers, establishment of transparent wage and compensation system, priority hiring for workers and contractors in the host community to promote local development, and institutionalization of a system of consultation with the trade unions and other stakeholders.

**Engagement with WEF:** At the global level, the UNI General Secretary, Philip Jennings is an active participant of the WEF Forum, particularly the annual Davos Forum. At the regional level, UNI Apro Regional Secretary, Christopher Ng participate regularly at the annual WEF East Asia Forum held in various Asian Capital and the WEF on New Champions held in alternate year in Dalian or Tianjin, China. Among the issues tackled in the WEF-led forums are gender parity, social divide, skills and labor market adjustments in the digital age and the social and economic consequences of globalization and weak global economic recovery after the GFC.

Last year, the WEF invited the UNI Apro Regional Secretary, Christopher Ng to be a member of the WEF Global Agenda Council on Human Rights.

**Promoting the implementation of the Ruggie’s Principles:** In 2010, the UN Human Rights Council officially adopted the Global Framework on Business and Human Rights proposed by the Chair - Prof. John Ruggie. The Framework states that it is the duty of business to Respect human and labor rights; it is the duty of states to Protect these rights; and it is the duty of all stakeholders to find Remedies for any human and labor rights violations. UNI Apro Regional Secretary was invited to be a member of the “Eminent Person Group” to help develop the Reporting and Assurance Framework Guidelines for the “RPR” Global Framework.

In sum, as can be gleaned from the foregoing, UNI Apro’s efforts to help shape the architecture of globalization and put people at the center has truly scaled up – from organized mass actions such as the demonstration behind the barricaded streets during WTO-ministerial meetings (as what happened in Hong Kong in 2005) to intensive regional social dialogues and policy engagement involving the UN Human Rights Council, WEF, ADB, Global Forum on Migration, ASEAN and other and other global/regional institutions that shape the rules of globalization.

## **2. Forging global framework agreements (GFAS) and nurturing social partnerships**

Fair and inclusive labor standards and rules are critical in making work decent and sustainable. However, it is not enough to discuss, debate and engage global, regional and national policy makers on these rules and standards. Industry and individual firms must eventually comply with labor standards and rules – everywhere – for it is on the shop floor or in the office (front, back, etc.) where work is done. It is at the work place where workers are treated either fairly or badly, depending on the human resource management perspective and practices of the companies.

Labor compliance and enforcement at the industry level are, of course, never easy. History and experience tell us that unions need to be eternally vigilant in defending and advancing workers’ collective and individual rights. However, history and experience also tell us that fair and inclusive standards and rules are best attained when corporations themselves have been convinced by the unions that commitment to such standards are also good for the corporate bottom lines, community image, business sustainability and stability of work relations.



It is in this context that UNI Apro has been exerting efforts to promote not only bilateral and tripartite social dialogues and collective bargaining in different industries but also **Social Partnership**, with capital “S” and “P”, with corporations that are truly committed to the three Ps – People (especially workers), Planet (environment) and Profit.

For cooperating multinationals (MNCs), UNI Apro forges **Global Framework Agreements** (GFAs), which means the corporations shall observe all the core labor standards in all their Asian branches and shall treat all their workers in these branches, unionized or not, fairly and decently, with the support and cooperation of UNI Apro and its affiliates in the different Asian countries.

In essence, social partnership means joint union-management efforts to make companies productive, competitive and sustainable through continuous social dialogue, collaboration, cooperative conflict management and equitable sharing of pains and gains. This philosophy of social partnership is being promoted by UNI Apro in all cooperating and committed companies in Asia.

UNI Apro is proud that among the global union federations (GUFs) in Asia, UNI Apro has the most number of GFAs in the region and the first to succeed in concluding GFAs with Japanese companies.

**The first GFAs was with Takashimaya Co. Ltd. of Japan.** The Company was founded in 1831 in Kyoto and the Union was established in 1946. Beside a network of domestic stores in Japan, Takashimaya Stores are operating from Singapore, Taipei, Shanghai and expanding to Vietnam and Thailand.

Concluded in 2008, it was also the first GFA to be concluded by a Japanese company with any GUF. Most significantly, it was the first GFA to be initiated and propagated jointly by the Union and Management. The Takashimaya Labour Union commitment to USR or Union Social Responsibility and the Takashimaya Management commitment to CSR spurred them to assume joint responsibility for better governance and for true CSR Management.

### **Takashimaya Labour Union’s Policies on Union Social Responsibility**

- 1) Union activities with emphasis on individual human rights and dignity.**
  - a. Efforts to protect basic human rights at workplace based on the principle of labour laws
  - b. Fair and equal benefits and working conditions
  - c. Union activities focusing on protecting individuals
  
- 2) Union’s role as a key stake holder in developing management with CSR**
  - a) Exercise monitoring function as a union
  - b) Seeking “People First” management philosophy which values employees
  
- 3) Playing a role and function as a global citizen.**
  - a) Seeking raison d’etre of a union as human beings regardless of a framework of a company
  - b) Supporting to create recycling society and co-existence with local communities.

#### **4) Developing labour management relations in new era**

- a) Joint effort to innovate governance sharing a vision
- b) Maintaining 3 principles of productivity: stable and secured employment, labour-management consultation and fair distribution of profits
- c) Developing strong industry-level labour-management relations aiming for “making attractive industry” and “improving social status of the industry”

To Takashimaya Union and Management the GFA is not a Goal but a Starting Point. Through dialogue at labour management consultations, both parties have and will continuously seek to improve the level of the GFA by exchanging information on the implementation.

Their commitment: “Not to make the GFA a sleeping agreement is manifested by the regular social dialogue and comprehensive monitoring process to improve effectiveness of the GFA. Towards this end, it was agreed that the three GFA partners should be guided by the following:

##### **Company should:**

- ✓ familiarise management at each level the philosophy of the GFA and what they should implement,
- ✓ continue sending the commitment as a message to the public including customers and employees through corporate communication,
- ✓ build up firm supply chain by sharing the philosophy of the GFA with business partners,
- ✓ continue self-monitoring, verification and modification.

##### **Trade Union should:**

- ✓ make day-to day efforts to get the significance and the philosophy of the GFA across union members through union activities,
- ✓ collect information on possible risks in cooperation with the then , now UAZENSEN and UNI,
- ✓ make union members implement the contents of agreements in everyday activities.

##### **UNI Global Union should:**

- ✓ provide information on political and economic conditions as well as labour situations of countries where the company operating business using its global network,
- ✓ mediate the parties in conflict and make the utmost efforts for peaceful solution when any dispute arises among workers in overseas operation, and
- ✓ engage in ongoing dialogue with labour and management of the Takashimaya and monitor administration and implementation of the agreement.

#### **Annual Review**

Since the GFA was signed, there have been annual review of the GFAs conducted jointly by the three partners. UNI Apro have always found the Takashimaya's evaluation report comprehensive and analytical - reflective of their commitment to comply with the GFA objectives. We are also encouraged by their focus on issues and challenges on SR of current concern - beyond the coverage of the GFA.

During the last review in October 2015, we were briefed by the Management and Union about their new investments in Vietnam and Thailand. The new store in Ho Chi Minh will be opened in 2016 and the store in Bangkok, Thailand in 2017.

In this connection, it was recalled that UNI Apro (then Apro FIET) provided support to Takashimaya's preparations for opening their Store in Singapore in 1989 that facilitated the unionization of the employees within the year of the store opening. UNI Apro agreed to assist in the preparations for the store opening in Ho Chi Minh by assisting in arranging a study visit program for a delegation from the Management and Union to visit HCM sometime in the near future.

UNI Apro is grateful to Takashimaya Labour Union for sharing their experiences dealing with the GFA with various Companies and Trade Unions, including AEON.

The latest to join the distinguished list of Asian MNCs with GFAs with UNI Apro is **AEON Co., Ltd. of Japan**. AEON is one of the biggest retailer in Asia today. It has 18,740 stores and approximately 440,000 employees in 13 Asian countries. AEON is engaged in a variety of distribution businesses such as general merchandising, supermarket, small store business, pharmacy and drug store, financial services, shopping center operations, specialty store and e-commerce. It also has two centuries of history, which indicates that the company's growth and success are also due to their unwavering commitment to their employees realized through continuous consultation and "equitable sharing of results". It also subscribes to the belief that unions are vital in the modernization of the business.

On the other hand, building up unionism in a large company is not easy. As explained by Kenji Niizuma, President of the Federation of AEON Group Workers' Trade Union (41 unions, 220,000 members, including 165,000 part-time workers), trade unions must have the capacity to deal with the "business system" of the company at each level of corporate governance.

This means the unions are not only focused on conducting collective bargaining on terms and conditions of work for their members but also actively participating in labor-management councils set up at each organizational level to address personnel and organizational concerns at each level, establishing supporting committees to examine issues in specialized areas and find solutions, and ensuring that the labor-management consultation and problem-solving activities do take place on a regular and sustained basis.

The GFA was negotiated by UNI Apro's affiliate in Japan – UA ZENSEN – and was signed in November 2014 with UNI Global as a co-signatory. The core content of the GFA is commitment of AEON and UNI Apro/UNI Global to the observance of basic labor, human and environmental rights in AEON's operations everywhere. Through the GFA, some labor problems in AEON's operations outside Japan have been settled amicably and smoothly by AEON Japan Trade Union and Management and UNI Apro despite the absence of trade unions in some of the AEON branches outside Japan.

As part of their commitment to Labor and Human Rights, the AEON Trade Union and Management have been working closely with UA ZENSEN Japan and UNI Apro to grow

trade union and develop partnership labour management relations in their stores in Cambodia, Vietnam, Malaysia and Indonesia.

### **Global Framework Agreement with Indosat, member of Ooredoo Group**

The Global Framework Agreement was signed in Hanoi on 26th August 2014 in the presence of HE Mr. Nguyen Thanh Hung, Deputy Minister of the Ministry of Information and Communication, Vietnam, Mr. Dang Ngoc Tung, President VGCL Vietnam and Mr. Bui Van Hoan, President of VNUPTW Vietnam.

Indosat is a member of Ooredoo Group where Ooredoo has presence in Middle East as well as in Asia such as Myanmar, Philippines, Pakistan, Maldives and Investment Company in Singapore. Indosat is the second biggest telecom operator in Indonesia. This agreement will enable UNI and UNI Apro to have access to the potential membership in the Ooredoo Group investments in the various countries.

The GFAs are complemented by efforts of UNI Apro to conclude “**Memorandum of Understanding**” (MOUs) with companies and other actors in the labor market regarding the observance of core labor standards in their business operations.

**Ethical Outsourcing:** The most significant among these MOUs are those signed with Asosiasi Bisnis Alih Daya Indonesia (ABADI) of Indonesia and the Philippine Association of Local Service Contractors (PALSCON). Both ABADI and PALSCON have a large number of member companies whose business is the provision of third-party services such as janitorial, messengerial and so on to principals who cannot afford to maintain and maintain a large work force.

The idea in the MOUs is for these service contractors to provide decent jobs, respect basic workers’ rights, including the right to form unions and conclude CBAs by workers deployed by the service contractors. UNI Apro, ABADI and PALSON are co-operating closely to promote Ethical Outsourcing among the service contractors and temporary work agencies in the ASEAN region.

**Working in partnership to develop the Sector:** UNI Apro has succeeded in signing MOUs with two of Asia’s most influential regional network of Media and Postal institutions, namely the **Asia Pacific Broadcasting Union (ABU)** located in Kuala Lumpur, Malaysia and the **Asia Pacific Postal Union (APPU)** based in Bangkok, Thailand.

The MOUs enabled UNI Apro MEI and UNI Apro Post and Logistic to participate and support effort of the respective organisations aimed at promoting co-operation in the respective sector (media and postal) to counter the impact arising of globalisation and technological innovations and the development of the respective sector. Among others, UNI Apro are cooperating with the ABU and APPU to develop skills development and enhancement of occupational and safety.

**Best Practices in Social Partnership:** On social partnership with non-MNC companies, UNI Apro’s affiliates have a number of models. One indicator that social partnership is working is the long period of stable union-management relationship and CBA agreements that span decades such as the experiences of UNI Apro’s affiliates in different service

sectors (finance, commerce, postal, telecoms, media, etc.) in Japan, India, Malaysia and Singapore.

In the Philippines, the biggest union is **Banco de Oro Employees Association of the National Union of Bank Employees (NUBE-BDOEA)**. It has 15,000 plus dues-paying members and has four decades of stable and cooperative partnership with Banco de Oro through hard and good times. The partnership has been scaled up in recent years with the remarkable efforts of NUBE-BDOEA to organize shop stewards in around 1,000 bank branches and offices nation-wide, and with the equally remarkable decision of BDO top management to say Yes to a series of joint steward-manager consultation-dialogue seminars and the formation of a Labor-Management Partnership Program to institutionalize consultation and dialogue at the branch, regional and national levels.

In Indonesia, HERO, the country's oldest and largest supermarket chain has a similar social partnership. However, this partnership did not materialize overnight. Until 2000, there was no union. And when the trade union (HERO Workers' Trade Union) arrived, conflicts and hostile attitudes by both sides characterized the relationship in the early years. Then through the mediation efforts of the then President of UNI Apro, Joe De Bruyn and UNI Apro Regional Secretary, Christopher Ng and the positive response to the partnership industrial relations concept, by a succession of HERO's CEOs, a progressive transformation in the relationship happened.

Both sides not only learned to accept and respect each other's rights. They also learned to work together in sorting out problems on customer service, store management, waste reduction, minimizing pilferages and keeping the store profitable while talking to one another on how to strengthen the union's services to members and strengthen job security and welfare of the employees. Hero Workers' Union is an affiliate of Aspek Indonesia.

**WIN-WIN Relation:** For corporations, the main lesson from BDO, HERO and other companies with social partnership is simple: doing well in labor relations and human resource management is good for business. For trade unions, social partnership means greater job, better wage and better terms and condition of employment including job security.

**OSH – Facilitate union – management partnership and organizing:** The UNI Apro Guidelines on OSH in the Retail Sector was launched in early 2013. It was the result of the joint effort of our affiliates, namely the SDA Australia, UAZENSEN Japan and the USDAW UK. It has been endorsed by the Indonesian Minister of Manpower and the Cambodian Minister of Labour. The Brunei Government has used the Guidelines to formulate the regulations on OSH in the Retail Sector. The Guidelines has been translated to Bahasa Indonesia, Vietnamese, Thai, Khmer, Burmese and Japanese and increasingly used by retail establishments in various countries, such as the Hero Indonesia, Metro Cash and Carry in Vietnam, AEON in various countries.

It has facilitated cooperation between the unions and the management in various countries. For example in TESCO Lotus Thailand, the cooperation between the union and management to enhance health and safety for employees and customers have gained recognition by the government and appreciation of the community. Tesco Lotus Thailand

was awarded the national OSH award in 2013 and 2014. More importantly, the co-operation on OSH has contributed to the improvement in the labour and management relations and facilitated the unionization of the employees into the Tesco Lotus Workers' Trade Union.

### **3. Mobilizing and organizing for workers' defense**

The reality, however, is not all corporations are prepared to engage in social dialogue and do collective bargaining with their employees, much less go to the higher level of industrial relations, which is social partnership. In fact, the biggest problem of unions in Asia and other continents is the Race to the Bottom among MNCs and investors, especially in the era of globalization. The human resource managers (HRMs) of many companies usually translate this Race to the Bottom into a cost-minimization and no-union strategy in personnel management.

And if accepted as a bargaining or dialogue partner, a union can lose its credibility and bargaining power if its membership is eroded and the organization is found to be weak and ineffective. This is why building and maintaining a strong union that is ready to fight and defend workers' rights are must-do and never-ending tasks for the labor movement. As UNI Global and UNI Apro keep saying: **organize, organize, organize and consolidate, consolidate, consolidate.**

In the last five years, UNI Apro affiliates have scaled up their organizing and mobilization efforts in a number of Asian countries. The most notable are as follows:

**In Japan**, all UNI Apro affiliates have maintained their large membership base despite the neo-liberal economic offensive of the ruling government such as the privatization of the postal and other public services. In fact, some UNI Apro affiliates such as UAZENSEN (a unity merger of JSD and the former UI Zensen) are even able to expand membership by aggressively campaigning for unionism among non-standard employees and going into difficult-to-organize areas such as retail business.

Today, Japan's UNI Liaison Council proudly proclaims that UNI affiliates in Japan have now crossed the millennium target of a total of over one (1) million members, or to be precise: 1,032,200 members. As mentioned earlier, the Japanese affiliates are also able to conclude GFAs with some giant Japanese companies: with Takashimaya then and now with AEON.

UNI Apro affiliates in Japan have also been providing leadership to the different UNI Apro sectors as well as extending solidarity assistance in the following significant regional activities:

- ✓ conduct of special programs such as training for young workers (for examples, UNI-LCJ Youth English Camps and Joint UNI LC Japan/UNI Apro Youth Workshops),
- ✓ establishment of the framework for services sector unions' cooperation at East Asia level (which involved the holding of the successful UNI Apro East Asia Trade Unions Forum in Tokyo in 2012, in Seoul in 2013 in Taipei in 2014 and in Kyoto in 2015),

- ✓ capacity building program for UNI Apro affiliates in Laos and Mongolia (through the conduct of seminars, exchanges and varied training) on how to adjust to rapid structural changes in the economy and growth of the service industries, and
- ✓ bilateral and sectoral cooperation programs for Bangladesh, Cambodia, Hong Kong, India, Indonesia, Malaysia, Nepal, Philippines, Thailand and Vietnam.

**In Malaysia**, the UNI Malaysian Liaison Council (MLC) has under its wing 84 unions with a total of 350,000 members working in seven economic sectors. The tremendous expansion is due largely to the tireless organizing efforts of MLC volunteers and its President, Mohamed Shafie BP Mammal.

During the past fifteen months, the MLC has won all the secret ballots for union recognition for 16 companies conducted by the Ministry of Human Resources. It include companies that, other trade unions have tried to organize, but failed. The DHL that is subjected to various organizing campaigns since it started operation in Malaysia some 25 years ago - is one of the most significant example. The other flying high wins are Telenor, IKEA, Robinson, Rengo and two UNI Apro MEI affiliates: Kesatuan Pekerja-Pekerja Eksekutif Sistem Television Malaysia Berhad (TV3) and Kesatuan Pekerja-Pekerja Eksekutif Primeworks Studios Sdn. Bhd.

When he retired from his work at Telekom Malaysia, Shafie plunged full-time into union organizing, mainly in the non-organized commerce sector and emerging industries such as the cellular industry. As a result, MLC has become a center for organizing and fighting for workers' rights and voice across the bargaining table.

UNI MLC President, Mohamed Shafie BP Mammal is indeed UNI Apro Super Organizer.

What then is the secret of "MLC, the Center" in organizing? The answers are not difficult to find: dedicated leaders and volunteers working 24-7 for the union cause, militancy tempered with reasonable and mature approach to dialogue with employers, acceptance by government labor officials of the credibility of the leaders and the organization, and a clear vision of organizing backed up by a concrete program of services and advocacy. Mohamed Shafie termed it as the **MLC Smart Partnership Approach**.

**In the Philippines**, the banking industry stands out for it has a tripartite agreement on rules to ensure responsible and ethical outsourcing such as no outsourcing of "inherent bank functions", no outsourcing of any work without informing and consulting with the unions, and submission of any dispute arising from outsourcing to BITC-led tripartite mediation. This amazing agreement that binds powerful bank management groups on outsourcing rules is due to the persistent efforts of the National Union of Bank Employees (NUBE) for the Bank Industry Tripartite Council (BITC) to finalize a tripartite agreement on outsourcing, which had been on the drawing board for nearly ten years.

NUBE found a powerful ally to their cause when they got the support of no less than the Bangko Sentral ng Pilipinas (BSP) in the finalization of the agreement. In stark contrast, unions in other industries have been clamoring for decades against "rampant outsourcing" in the country with little success.

In the meantime, NUBE has been working out with the BITC and the BSP programs to develop and enforce minimum labor standards for rural banks' employees, who are generally non-unionized. There are around 1,000 rural banks with close to 400,000 workers.

**In Indonesia**, ASPEK – the union founded by UNI Apro in 1999, continues to make a name for itself -- as a trade union federation committed to the defense and advancement of workers' rights in the context of building an enlightened industrial relations system in a democratic Indonesian society. Conceived at the turn of the millennium, after the collapse of the dictatorial Suharto regime, ASPEK today has over 80,000 members from different service industries, from telecom to commerce. It is well accepted by both industry and labor ministry as a dialogue partner.

In fact, HERO, a model ASPEK affiliate, is often cited as the model for collaborative modern industrial relations that respect the rights of both sides. In February 2015, Aspek Indonesia signed an MOU with the Indonesian Ministry of Manpower to promote OSH in the Retail Sector. ASPEK Indonesia is in discussions with the Indonesian Retail Merchants Association (APRINDO) to sign an MOU to promote the partnership industrial relations concept in the retail sector.

**In India**, UNI Apro have finally succeeded in establishing a trade union presence in the IT and ICT-enabled (ITES) sector. This is a sector some observers said cannot be unionized. Indian laws and policies tend to shield the global ITES sector, with four million workers, from unionism. The powerful NASSCOM or the Indian association of investors and employers composed of hundreds of ITES firms are very wary of unionism. Hence, until 2010, very little came out of the early ITES organizing efforts by UNI Apro and its Indian affiliates. But today, UNITES or the Union for the ITES sector is officially recognized in six states (Andhra Pradesh, Telengana, Karnataka, Kerala, Tamil Nadu, and Maharashtra) of India.

The six unions came together in Hyderabad on 30 November 2014 to launch a Confederation to represent them at the National level. The Confederation, known as **National Confederation of UNITES (NCU)** represent 9,300 ITES Professionals covered by some 30 collective agreements. It is further supported by a network of some 35,000 IT Professionals that have registered on line with NCU.

The Founding Conference was inaugurated by Mr. Bandaru Dattatreya, the India Minister of Labour and Mr. B Sudhakar, Chief Postmaster General of India issued a special First Day Cover to commemorate the birth of NCU. This is the first time that a First Day Cover was issued by the Chief Postmaster General and even then it was granted in record time. As explained by the Post Master General, the decision to issue the First Day Cover and the speed in which it was granted reflect the fact that the establishment of NCU is indeed an historic event.

What accounts for significant breakthroughs? Strategic adjustment in organizing and innovative and flexible organizing strategy is the short and quick answer. Instead of concentrating forces on organizing the biggest companies, UNITES simply re-focused efforts on the smaller ones first for the purpose of getting accreditation at the state level in at least six states to qualify for registration as a Confederation. To achieve the desired



goals in the shortest time, the Organizers and UNITE Officials were given flexibility to adapt their organizing strategy and choose their targets.

The NCU is awaiting registration by the Ministry of Labour. Once register, in accordance with the provision of the Trade Union Act, the NCU is a national organization of a particular sector/industry, NCU can propose/advocate/promote policies related to the interests and concern of their membership. In this way, NASSCOM will have no alternative but to engage in dialogue with NCU. Thus enabling NCU to advocate on behalf of IT and ITES Professionals – making NCU more relevant to them and

**The innovative and flexible organizing strategy** also paved the way for UNI Apro breakthrough in organizing the large potential membership in the **packaging and security printing sector in India**. UNI Apro is confident that the Organizing Campaign initiated in Pune will enable the UNI Apro G & P to expand its representation to India for employees of the AMCOR, Tetra Pak and Kimberly Clark.

At it is, two of the major Trade Unions representing the security printing employees in India, namely India Security Press Mazdoor Sangh and the Tanksal Mazdoor Sabha has applied and were granted affiliation to UNI by the UNI World Executive Board at their meeting in November 2015.

This successful outcome is due to another critical factor for growing UNI membership that is the **support of UNI affiliates**. In this case, UNI Apro is grateful to our Japanese affiliate, ZENINSATSU for sending a delegation to meet with the two Unions in India and convincing them to affiliate with UNI.

**Proposed Asia Pacific Network of Security Printer Employees' Unions:** The affiliation of these two Union from India have provided the foundation for the creation of a network of security printer employees' union in Asia and Pacific. In this connection, UNI Apro and UNI Graphical and Packaging have accepted the two Indian trade unions' invitation to convene a conference in Nasik India, sometime in 2016, to establish the network

**Trade Union Development Activities: A critical part of Organising Strategy and Campaigns:** UNI Nepal Liaison Council (UNI NLC) is the pioneer organization of the trade union consolidation and joint effort for the decent work of the workers. UNI Apro's efforts and initiatives in bringing all scarred affiliates together and establishing a national liaison council in the year 2003 is the motivating factor to all members to grow. The Liaison Council together with the affiliates, have numbers of breakthrough in organizing workers, winning collective agreements and representing their voices.

UNI NLC's organizing strategy was none other than the consolidation , thinking beyond, strategic planning and implementation in organizing and more importantly progressive attitude and behaviour and our deep belief in "togetherness " we can ".

There are different inventions and initiatives that UNI NLC has adopted in achieving progress, especially the non-standard approach and activities. The NLC explanation on "why the UNI NLC approach work?" is instructive for those wanting to grow and strengthen the trade union movement:

- UNI NLC has established the **access with the regulators**. The regulatory bodies are organized and create leverage to have access to the operators and enterprises in the sector.
  - **Banking regulator**- Central bank is unionized and very actively supporting FIEUN/UNI NLC initiative to organise private banks. Similar **Insurance regulators** “Insurance Board”, **Capital Market regulator** “Stock Board” are unionized. **Telecom regulator**, “NTA” is unionized and is part of UNI ICTS; this helps us in approaching telecom operators. In Media, “**Press Council**” is organised which is regulatory part for the Media sector
- UNI NLC has won the trust of the employer as the fair trade union organization. It was possible through the **social dialogue** concept seeded and developed by UNI NLC in Nepal. We believe dialogue can solve the problem, harmonize the industrial relation. So, the industrial relation in the service sector is harmonized, the collective agreements are being effectively implemented and workers are motivated to become the member of the union.

This social dialogues based on smart partnership in Banking, Insurance and Telecom are smoothly working and in retail is it practiced at in local level to prepare for the national. Here when we say SMART partnership, it refers **S**ustainable, **M**eaningful, **A**ssimilative, **R**esponsive and **T**rust worthy partnership.

- **Platform of sharing and caring:** Unions must move forward with the changes in the employment scenario. Understanding the increased threat of in formalization in the service sector, the industrial federation is being initiated in some sectors where the informal workforces are predominating. UNICTS, UNICOME, UNIME, UNIPHIN are some of the common organizing platform where worker working anywhere can get the direct membership. It is especially designed for those informal workers who are restricted by law to access the enterprise based union.
- UNI NLC is the single structure under which trade union with different ideologies comfortably work with each other. It’s a **melting pot** where all the ideologies assimilate within with the focus only for the workers. This makes UNI NLC a strong and consolidated structure. It has ensured the sharing of the resources, cross sectoral harmony and support in organizing, cross central (multiple national Centres) representation and above all the feeling of "we".
- The employee of Telecom company, Banks or any other enterprises that is unionised and associated with UNI equally raises the voice for the issues of security guard or cleaners who is/cannot be the direct member of his/ her union but it is essentials that they are also protected. Valuing togetherness is taught by UNI in the trade union movement of Nepal.

In Bangladesh - **Accord on Fire and Building Safety in Bangladesh**, the ground-breaking agreement that UNI Global Union and IndustriALL Global Union have signed with brands and retailers producing garments in Bangladesh.

The Accord provides a real opportunity to transform the garment industry in Bangladesh and ensure real industrial relations and collective bargaining. The collapse of Rana Plaza, with all of its horror, was accompanied by an outcry for change around the world. Because of our relationship with so many of the unions and employers in the retail, UNI joined IndustriALL in campaigning for a binding agreement with global unions.

The result was the Accord - which had been signed by 103 brands, after H&M lead the way by signing first. The majority of the brands are European, but there are also some brands from Australia, Japan and the United States. The Accord had just released its list of covered factories and confirmed that it covers at least 1,600 factories (about 50%) and 2 million workers, mostly women, in Bangladesh.

Some of the key elements of the Accord are:

- 1) Thorough and independent inspections.
- 2) A commitment to make resources available for repairs and remediation.
- 3) A requirement that factories cooperate and if they don't, their business relationships will be terminated.
- 4) Brands cannot cut and run from a problem employer, rather they must commit to stay with a factory for at least two years. There is a role for unions and workers, through trainings and access to some of the factories.

And finally, and most important, all of this is a binding and legally enforceable agreement. In addition to the Global Unions and brands, Bangladeshi unions are also signatories to the accord. Several NGOs have played a key role: Clean Clothes Campaign (CCC) and Workers Rights Consortium (WRC) and they have a special status as witness signatories.

To end the race to the bottom and to raise standards for workers in the supply chain across the APRO Region, UNI Apro will continue its support for the Bangladesh Accord. Through the Accord, more than 200 signatory brands take responsibility to improve safety conditions in their supplier factories, which employ 2 million workers. This is new model of supply chain accountability should be expanded to new countries and issues in order to achieve decent work and UNI Apro will support efforts with that aim.

**UNI KLC Korea** continued to be united in their struggle against challenges arising out of the pressures of neo-liberalism, political and economic environment articulated by the conservative government and demographic change.

Among other, the KLC focused during the period include the following:

- In 2012 UNI-KLC held a special seminar on Reduction of Working Hours and attracted wide interest from the public and the attention of the media and trade union movement. The interests was stirred by the shocking revelation that the average working hour of Korean workers in 2010 at 1,749 hours is 444 hours longer than that of the other OECD countries.
- The other issue that are of concern to the Korean trade union movement is the Aging Society. The discussions on this issue at the 2013 UNI-KLC organized UNI Apro East Asia Trade Union Forum in Seoul have provoked lots of constructive dialogues among

participants and created greater awareness of the serious challenges.

- In 2014 UNI-KLC launched a Joint Campaign on Emotional Labor to protect workers from the violence and abuse of language from customers and developed a legislation initiative. This campaign has resulted in the government decision to amend the law to include depression caused by Emotional Labor as illness claimable under the provision of Industrial Accidents Insurance Compensation.

In term of achievements, the KFSU have successfully organized HomePlus Labor Union in 2013 with financial support provided by UNISCORE. KPWU's initiatives have narrowed the gap between the regular and non-regular workers in terms of wages and other benefits through CBA over the last 4 years.

In 2015 KHMU initiated all effort to combat MERS disease by installation of MERS Disease Hot Line on the union website and called for the government to reinforce the accountability of public health care and preventive diseases.

In 2013 KFIU and Korea Bankers Association jointly donated the 5% of increased wage to Firemen Hospital Construction Fund to ensure Trade Union Social Responsibility in the society.

KFIU took the front line by mobilizing 50,000 union members on May Day rally in 2015 to protest the government's unilateral labor reform to give employers a free hand of easier lay off and forced wage peak system which creates the unnecessary conflicts between the senior workers and the youth for job fighting.

### **Pacific**

On 7 October 2015, AFTINET, Union Aid Abroad-APHEDA, ACTU and Pacific Network for Globalisation (PANG), held a rally to coincide with the latest round of talks in Melbourne to call for trade justice for Pacific Islanders.

#### **The PACER+ agreement will disproportionately affect Pacific Island nations. It will:**

- Give unprecedented rights to corporations
- Pacific governments will face restrictions on their regulation of foreign businesses. They will not be able to regulate to keep prices low, or ensure that services are available to everyone in the community.
- Undermine access to essential services
- PACER+ will require Pacific countries to 'list' service sectors (including health, education, and water), allowing Australian and NZ companies to compete to provide these services in the Pacific. This will undermine access to services (especially for vulnerable people, like the unemployed or the rural poor)
- Lead to a loss in public services like health and education
- PACER+ is calling on Pacific nations to drop tariffs on imported goods. This will result in a significant loss of government revenue – up to 19% in Tonga, 18% in Vanuatu, and 12% in Samoa. This loss in revenue is more than their total health or education budgets.
- Lead to business closures and job losses
- Remoteness, small economies of scale and lack of human resources make it difficult for Pacific businesses to engage in global markets. Opening Pacific markets up to Australian and New Zealand corporations may wipe out Pacific businesses due difficulties in competing with their cheaper prices.
- Will not lead to more investment in Pacific Countries

- There is no credible evidence that links the signing of free trade agreements with the increase of foreign investment. Under PACER-Plus the Pacific will be unable to ensure that the maximum benefits of investment are passed on by requiring local content or standards of employment.

**Union Aid Abroad - APHEDA, AFTINET, PANG, the ACTU are calling for:**

- ✓ The immediate suspension of the PACER-Plus negotiations until there has been informed, comprehensive dialogue with civil society to ascertain whether there is a popular mandate for such negotiations;
- ✓ The immediate release of all negotiating texts to allow full, comprehensive and informed input from civil society;
- ✓ Following the release of the texts a properly funded social, cultural, environmental and human rights impact assessment be undertaken to determine the impacts of any proposed outcome.
- ✓ Respect for the rights of Pacific workers and ensuring that Pacific communities can determine their own economic future.

In **Fiji** in August 2011, the Fijian Government introduced the **Essential National Industries Degree (ENI)**. They provided a list of the country's "essential national industries", as determined by the government. The organisation which directly affected our affiliates include:

- 1) Australia & New Zealand Banking Group,
- 2) Bank of Baroda
- 3) Bank South Pacific
- 4) Westpac Banking Corporation
- 5) Fiji National Provident Fund

The decree suppressed fundamental workers and union rights as follows:-

- All existing trade unions must re-register in order to continue their activities (art.6);
- "All existing collective agreements" between employees and their employers are voided 60 days after the commencement of the decree (art.8);
- Elections of trade union representatives are subject to government approval (art.10);
- An employer may appeal to the government to cancel a representative's election if he or she at any time has "reliable objective information and evidence" that "at least 35% of workers" no longer support that representative (art.15); this enables the employer to cancel any "existing or current collective agreement" (art.17);
- "If an employer has suffered operating losses for two consecutive fiscal years, or two years of actual or expected operating losses in a three year period, it shall have the immediate right to renegotiate all its existing collective agreements". If no agreement can be reached with employees, the employer then sends a proposal to the government, which may approve it as binding upon employees, replacing any necessity for an agreement (art.23);
- Within "designated corporations", employees have no entitlement to overtime pay on Saturdays, Sundays or public holidays, unless granted by the employer (art.24);
- Art.24 also abolishes the Wages Council's jurisdiction over "any 'designated corporation' or essential national industry";

- "Disputes over discipline and discharge" are to be settled within the company, or by the government if ultimately unresolved, with no recourse to any court of law or any judicial institution (art.26);
- "No job actions, strikes, sick outs, slowdowns or other financially or operationally harmful activities shall be permitted at any time for any reason". Strikes are permitted only if employees have been negotiating unsuccessfully for at least three years for a collective agreement with their employer, and if they thereupon provide twenty-eight days' advance notice of the strike to their employer and to the government, and if the government approves the requested strike. The employer may then lock out any striking workers and "unilaterally impose terms and conditions of employment". Any worker taking part in an unauthorized strike may face a sentence of up to five years' imprisonment, combined with a fine of up to \$50,000. The government may order the end of any strike (or lockout) in "any essential national industry" at any time (art.27);
- The decree prevails over any inconsistency with any existing law (art.28);
- No court of law, tribunal or commission has any jurisdiction to examine the legality or validity of the decree or of any decision made by the government or by any employer in application thereof (art.30).

### **Effects of ENI Decree on the Membership of Trade Union**

In the case of Fiji Bank and Finance Sector Employees Union (FBFSEU), the declaration of 5 employer organisation including the 4 major banks had a catastrophic effect on the membership of the union. The union's membership fell from 1786 to 1152 in August 2014. There has been a reduction of 35% in membership and 30% in subscription income over the years. The union has scaled down on its expenses and also reduced staff.

UNI and UNI Apro are supporting UNI FLC campaign for the restoration of trade union rights for those excluded by the EIN Degree. The Fiji Bank and Finance Sector Employees Union (FBFSEU) are in discussion with the government to repeal the Essential National Industries Decree. Sailesh Naidu, National Secretary of FBFSEU, made a submission to the Fiji's Parliamentary Standing Committee on Justice, Law and Human Rights, with the hope that Committee will support the Union call for amendment to the Bill to meet their recommendation.

**In New Zealand, FIRST Union came into being on 1 October 2011** when the two UNI affiliates - National Distribution Union and FINSEC amalgamated. FIRST Union are structured into the 5 sectors: Banking, Retail, Transport & Logistics, Finance, Wood, Textile and Clothing. In addition, the members are active in the Women's Committee and a Migrant Workers' Network is building up too.

Since 2013, UNISCORE has been supporting an Organizing Project targeted at the numerous call center employees. FIRST Union has also taken an active role assisting in the unionization of ANZ's Asia-Pacific operations. They took part in UNI Global's Contact Centre Organizing Mission in Manila, where they have strong links and are continuing to work in. They are also playing a key role in the establishment of a private sector union in Samoa (Samoa First Union), where ANZ has a number of branches that will be amongst the first targeted sites for recruitment.

**Organising Workers in Samoa:** The South Pacific and Oceania Council of Trade Unions (SPOCTU) network met in December 2013 in Brisbane. Arising from that meeting was a discussion with the representative from Samoa Trade Union movement, Taupisi Fa'amau, about looking at ways to organise the private sector in Samoa. Following the meeting there was some research done on the State of Employment relations in Samoa.

Through this research we identified that Samoa had made some significant progress to workers issues by becoming a member of the ILO in 2005 and by 2008, had ratified all 8 fundamental Conventions. In 2013 Samoa and her tripartite partners signed the Samoa Decent Work Country Programme. In the programme the Government signalled the desire of the Government for the establishment of the Samoan Trade Union Council (STUC).

There was an opportunity to organise under worker friendly legislation. The First Union scoped the potential industries and developed a strategy and in May 2015, submitted a project for consideration by UNISCOPE.

**New Affiliate in Papua New Guinea** PNGBFIWU was established as an industry based union in 1998. They represent the employees of nine financial institutions including PNG's three major Commercial Banks, Superannuation Funds, Savings & Loans Societies and Insurance Companies. Their present membership stands at 2163 registered members. They have collective agreements providing their members with benefits well above the minimum set in PNG Employment Act 1978. It is the only union in the private sector to have included crucial benefits for women in line with ILO Conventions on paid maternity leave, time off for breast feeding and paternity leave.

In **Australia, the SDA Australia** have managed to defeat a peak retail employers' representative body attempt to deny 20-year-old workers increases in pay first awarded by the Fair Work Commission in March 2014. The Full Federal Court today dismissed the National Retailers Association's second attempt to stop 20-year-olds being paid the full adult rate of pay. The Fair Work Commission ruled in March 2014 that 20-year-old retail workers were being paid unfairly, and that the industry should begin the process of moving to pay these workers full adult rates.

Prior to the FWC ruling, 20-year-olds were being paid 10 per cent less than their 21-year-old co-workers. The Fair Work Commission ruled that the move to fair rates of pay for 20-year-olds should occur in two phases – 95 per cent pay from 1 July 2014 before moving to 100 per cent pay on 1 July 2015.

The Court's decision to dismiss the NRA's attempt to have the Fair Work Commission decision overturned is a great outcome for the country's younger workers. They deserve to be paid appropriately for their work. Despite what the retail lobby groups say, paying 20-year-old retail workers the full adult rate will only have beneficial outcomes for employment in Australia.

**THIS YEAR, UNITED VOICE TURN 100!** In 1910 thirty workers met together in a small room in Trades Hall Sydney to form a tiny union which became The Misso's (Federated Miscellaneous Workers Union). The First award they achieved made it illegal for employers to have watchmen working more than 72 hours a week. That was in 1911, and the union has been working for members ever since.

UNITED VOICE have been assisting UNI Apro in growing the Property Services, Casino and UNICARE sectors.

**Fiona Jordan is the National Secretary of the Finance Sector Union of Australia (FSU)**, elected by a national ballot of the union's members in 2014, Fiona assumed the role on 1st August 2014. Prior to her election as National Secretary, the union's National President from 2011 to 2014

The FSU's submission to the Senate Inquiry into the economic security of women in retirement confirms that women working in the finance sector are at risk of retiring in poverty, without adequate superannuation. In its submission, the FSU presents seven case studies of women who have little superannuation because they earn less than men and have taken unpaid breaks from the workforce to care for children and elderly parents.

Some notable examples of the FSU's recent work to highlight and address the problems facing women in this area include:

- Participating in joint gender pay equity audits with employers in our industry
- Negotiating for superannuation contributions to be paid on both paid and unpaid parental leave periods, up to 2 years in Westpac and ANZ and up to 1 year in CBA and NAB
- Extension of paid parental leave schemes through both collective bargaining and legislative change. We note with concern that advances made in this area are now under threat with the Fairer Paid Parental Leave Bill currently before parliament, which will see many working women stripped of 18 weeks paid parental leave
- Bargaining with major employers to remove discriminatory provisions in performance based pay systems that disadvantage workers who take extended breaks from the paid workforce

### **China-Australia Free Trade Agreement (ChAFTA).**

**AMWU** and CFMEU and ETU paid for a television ad about the threat to jobs from the China free trade agreement. This follow the ALP National Conference decision to block the China deal in Parliament until it includes a proper package of skills testing and safeguards on bringing in foreign labour. The ALP Conference endorsed a push by unions to renegotiate the labour chapters of the agreement, which removes local skills testing for Chinese workers. It also allows entire labour forces to be brought into Australia for projects worth over \$150 million which have as little as \$22.5 million of Chinese investment. Unions are concerned the ChAFTA will unfairly lock out local skilled workers, undermine Australian sovereignty, drive down wages and conditions, endanger safety and exploit any foreign employees brought into the country.

**The Australian Services Union** along with the ACTU and other unions are opposing a number of aspects of the **China-Australia Free Trade Agreement (ChAFTA)**. In addition to unions, other community based organisations, fair trade groups and other sections of civil society have expressed strong opposition to the ChAFTA for various reasons.



The ASU has lodged a submission with the Senate Inquiry examining the ChAFTA. Due to the potential far-reaching and detrimental impacts of the ChAFTA, the ASU and other unions are demanding:

- ✓ Adherence to international conventions on labour rights;
- ✓ Investment in local jobs;
- ✓ Investment in local skills and quality standards;
- ✓ No Investor State Dispute Settlement (ISDS) provisions that put foreign profits before the national interest (see below for details); and
- ✓ Increased transparency and accountability.

**Launch of UNICARE** is a welcome breakthrough for many employees in the growing care sector in many countries. UNI Apro is co-operating closely with UNICARE Global to build power and coordinate globally to empower UNICARE professionals and employees to enable them to have decisive impact on the development of the expanding private care sector in various countries and globally.

With the support of the UNI Apro and the guidance of UNI Nepal Liaison Council and UNICARE, private hospital workers have been organized in three large hospitals and have voted overwhelmingly to form unions and have negotiated collective agreements. This initiative has now been expanded with organizing achievement in seven more private hospitals. Union of Private Hospital, Health and Care Workers in Nepal (UNIPHIN) is now established as a sectorial federation with the recognition from the government.

**Casinos all over Asia Pacific:** This is a sector that is being monitored closely by UNI Apro. UNI Apro has two affiliates in Genting Malaysia and an affiliate in Nepal. However, casino workers in other Asian countries are not organized and need urgent assistance given the unique work conditions that they have to endure such as strict work discipline imposed by managers in a 24-7 work schedule.

UNI Apro has established contact with activists in casinos in Macao and Philippines and potential affiliate in Singapore. This is in addition to ongoing effort to develop the capacity and capability of assisting affiliates in Nepal and Malaysia to grow their unions. UNI Apro and IUF AP will continue to co-operate in growing this sector.

**Integrating Women into Trade Union Movement and closing the Gender Parity Gap** has been the priority for UNI Apro Women. UNI Apro and UNI Apro Women have been working to secure the active and committed involvement of affiliates and members in integrating women into decision-making processes; getting women involve starting from the planning stage to implementation, accountability and evaluation stages.

Our relentless efforts to empower women and raise awareness especially for men have some desired effect. During the period in review, we saw some outstanding women who have taken leadership positions, such as

- Mirah Sumirat, UNI Apro Women's Committee member has been elected President of ASPEK Indonesia. She is the 1<sup>st</sup> woman leading ASPEK.

- Lo Hui-Ju, UNI Apro Women's Committee member has been elected General Secretary of CPWU Taiwan. She is the 2<sup>nd</sup> woman General Secretary in the union's 85 years history.
- Shruti Avadhane, UNI Apro Finance sector Committee member has become a Central Committee of National Confederation of Bank Employees in India. She is the 1<sup>st</sup> woman from her union, AIBOBEF to be nominated.
- Chandrika Eladatte, UNI Apro Post & Logistics Committee member made a presentation on behalf of UNI Apro Post & Logistics at the APPU Executive Council in Colombo, September 2014.

### **Enhancing People's Welfare by Strengthening Decent Work for Women Workers**

Persistent efforts are needed to raise public awareness on the need for men and women to share responsibilities without gender-based stereotypes. In the service sector where more women workers are employed, it is necessary to ensure that women are also able to get support at the workplace, at home, and from trade unions. There has to be a balanced gender representation in all levels of their organizations for women to be properly represented to ensure that their concern reflected in policy development.

This is the key message conveyed by Yoko Ogawa Director for Equal Opportunities to the 6<sup>th</sup> Regional Tripartite Social Dialogue for Growth, Employment and Sound Industrial Relations in the Services Sectors in ASEAN. The Conference was held on 13 – 14 January 2015 in Nay Pyi Taw, the Republic of the Union of Myanmar. It was organized jointly by the Ministry of Labour, Employment and Social Security, Myanmar with the ASEAN Services Employees Trade Unions Council (ASETUC) and the ASEAN Confederation of Employers (ACE) and FES. It was inaugurated by the Minister of Labour of Myanmar.

The delegates discussed the effects of ASEAN economic integration on women workers as well as on how to address the issues pertaining to the labour markets, in particular to labour migration and informalization, outlined regional and national actions or policies on how to narrow the legislative gaps on advancing decent work for women workers to address gender inequality and defined concrete and continuing cooperation and engagement among social partners and within ASEAN in areas pertaining to decent work for women workers, by encouraging social dialogue.

From UNI Apro Women, Mirah Sumirat (Indonesia), Nilaimol Montreekaon (Thailand), Nguyen Thuy Hue and Ta Thi Bich Lien (Vietnam), Yoko Ogawa and others actively contributed to the Conference recommendation.

**Young workers need trade union** and trade unions must take more creative initiative to engage with these workers. A timely warning issued by ILO 2014 report pointing out that the Youth in the Asia and Pacific face a bleak future. According to the Report: Nearly half of workers aged 15 to 29 in Asia and the Pacific are self-employed and two in three youth are in paid work without a written contract, says

According to the study Labour market transitions of young women and men in Asia and the Pacific, informality and vulnerable employment are the reality for the vast majority of young workers in region. The findings reflect that while unemployment remains an important concern for young people in the region, the low-quality of work is by far a

bigger problem. Of those who do have jobs, very few have a written employment contract or access to core benefits like paid sick leave or social security coverage.

The lack of prospects for secure employment, along with increased education, access to modern technology and exposure to the perceived advantages of developed economies, create the risk of frustration among youth. This, in turn, can culminate in political unrest and external migration,” says Sara Elder, ILO youth employment specialist and author of the report.

This was the focus of the deliberations at the 4<sup>th</sup> UNI Apro Youth Conference held in Kuala Lumpur on 19-20 Oct 2014. In response to the warning by ILO, UNI Apro Regional Secretary, Christopher Ng called upon the affiliates to intensify efforts to recruit young workers into the trade unions and empower them to support trade union campaigns for decent work and respect for trade union rights.

The 4th UNI Apro Youth Conference adopted the “Breaking Through Action Plan” which focus on amongst others:

- 1) Including Youth for Trade union growth in strength and influence; and
- 2) Youth the agent of change for a better world.

**UNI Apro P & M to network with Professional Associations:** Organizing and integrating the professionals and managers into the trade union movement is a task the trade union movement cannot avoid - as failing to do so will only jeopardize the future of the trade union movement.

UNI Apro want P&M to be covered by labour laws and the system of unionism and collective bargaining, or a system where they can have a collective say about the work rules and job security as well as a system of redress for grievances, especially for disciplinary actions that are arbitrarily imposed in a one-sided manner.

In this connection, we are encouraged by the effort of UNI Apro affiliates in Singapore, grouped under the **UNI SLC**. Their collective effort, together with that of the SNTUC have resulted in the amendments to the **Singapore Employment Act (EA)**. The amendments allows PMEs earning a basic monthly salary of up to \$4,500 to the general protection for statutory employees covered under the general provisions of the EA. This include regulations concerning the contract of service, termination of services and payment of salary. This will benefit about 300,000 PMEs. UNI affiliates in Singapore have initiated various campaigns and introduced innovative strategy to bring them into the fold of the Singapore trade union movement.

Attracting and retaining P&M members in to trade unions have become a challenge to many trade unions. Trade Unions, including those representing P & M must endeavour to engage Professional Associations for dialogues to persuade them about the positive contributions of trade unions to the challenges confronting our common membership – the P & M. This is critical to UNI Apro effort to integrate the Professionals and Managers into the trade union movement.

In line with this strategic approach adopted by the 3<sup>rd</sup> UNI Apro Regional Conference in Singapore in December 2013, UNI Apro have established contact with various Professional Associations in various countries and discussions are on-going to develop joint program to confront common challenges facing common membership.

#### **4. Moving forward: further scaling up**

Clearly, 2011 to 2015 are great momentous years for UNI Apro – in organizing, defending workers’ rights, and conducting social dialogue at the firm, industry, national, regional and global levels on fair and inclusive rules of globalization.

Nonetheless, so much still has to be done. There is a need to further deepen and widen the advocacy work of UNI Apro and its affiliates in shaping a fair, just and equitable Social Asia. As things have turned out, “trade in services” have indeed become big in Asia. The services sector is now the biggest Asia-wide. The GPN/GVC system of the multinationals has also come under the control of the multinational integrators – the finance and logistics MNCs. And the global and regional outsourcing of services, through the call centers and business process outsourcing (BPO) units, are spreading Asia-wide, with India and the Philippines as the BPO leaders. The service industries and the trade in services should be humanized and subjected to the rules of business fairness and decent work. Along this line,

- ✓ UNI Apro, working in partnership with ASETUC, shall deepen participation in the on-going global talks on TiSA and various regional negotiations in the ASEAN and other regional forums, such as AEC, RCEP, and TPPA on the so-called “deepening” of trade in services such as the proposed integration of ASEAN financial services by 2020.
- ✓ UNI Apro and affiliates shall seek guarantees for labor rights and job protection in all these agreements.
- ✓ UNI Apro and affiliates shall push for a different flexibility, meaning securing the policy space that shall enable countries to make orderly adjustments to globalization and liberalization without adhering to a sweeping one-size-fits-all formula that neglects the level of development of a given country and the interests of the working people. This is fully in line with what UNI Apro has been pointing out in relation to the different free trade agreements under the WTO umbrella – trading countries must recognize the principle of special and differential treatment or SDT for not all countries are created equal or at the same level of development.
- ✓ UNI Apro and affiliates shall deepen the dialogue on the rules on outsourcing, especially in relation to the GPN/GVC system and the call center-BPO sector. Similarly, UNI Apro and affiliates shall continue and deepen the dialogue with governments, regional bodies and other stakeholders on the rules of engagement that labor outsourcing companies or third-party service contractors that recruit and deploy workers must observe.
- ✓ UNI Apro and affiliates shall forge unity with other GUFs and CSOs in the campaign for universal, affordable and comprehensive social protection for all Asian citizens. In the meantime, governments shall be asked to redouble efforts on job creation, put

more resources on conditional-cash-for-public-works arrangements and, yes, rebuild, not denigrate, the public sector.

- ✓ UNI Apro and affiliates shall negotiate with employers and concerned state agencies to insure that workers are given all opportunities to scale up their skills and knowledge through better career pathing and balanced work loading to enable workers to enroll skills development programs.
- ✓ UNI Apro and affiliates shall forge unity with GUFs, CSOs, policy makers and other stakeholders in pushing for a rebalancing of the architecture of globalization and regional integration through rules that guarantee democratic rights for all, promote social and economic balance and put the region on the path of environmental renewal and sustainability.

### **UNI Apro Breaking Through Strategic Action Program**

Internally, UNI Apro and its affiliates shall strengthen union capacity for the multi-faceted tasks of organizing, advocacy work, and bargaining, union service delivery, campaigning for workers' rights, campaigning for the rights of whole society and working with other sectors in the overall effort to bring about a better Asian society.

Such capacity building shall give special focus on the role of women, youth, professionals & Managers and the informals in making unions a force for sustainable development for all.

UNI Apro Secretariat in close consultation with the UNISCORE and the various Heads of UNI Sectors and Inter-professional Groups shall develop a comprehensive UNI Apro Breaking Through Action Program for endorsement by the UNI Apro Executive Committee at the annual meeting.

**UNICARE and UNI World Athletes:** The Strategic Action Program must include activities to complement and support UNI Global effort to grow the newly established Sectors: UNICARE and UNI World Athletes in the Asia and Pacific Region.

**Gaming Sector and Temporary Work Agency:** The Strategic Action Program must consider focused effort to grow the membership in this two sectors.

**Future of Work:** In line with the UNI World Executive Board decision with regard to the Future of Work, UNI Apro and the sectors will put particular focus on the question of how unions redesign their approaches in order to succeed as a source of power for workers in the future. This will be featured at each UNI Apro Executive Committee meeting in the period up to the 5<sup>th</sup> UNI Apro Regional Conference in 2019.

**Climate Change:** UNI Apro will be guided by UNI as outlined in UNI GS Circular UNI049/GS dated 30 September 2015.

### **III. *Scaling New Heights:* Pushing for a Global Asian Deal**

To sum up, Asia is leading the world in the growth process. However, majority of the working people of Asia are unable to identify with this growth process. Under mindless globalization and rapid technological innovations, many are excluded from the growth process – workers who cannot find jobs in the globalized sectors of the economy, workers who find jobs in these sectors and yet are discriminated in the sharing of the fruits of their own labor, workers without or limited social protection, and workers who suffer from the huge decent work deficits under an untamed Race to the Bottom. As the UNI Apro Regional Secretary put it, “We are now living in an era of job insecurity, of terrible imbalances in economic development.”

The imbalances must be rebalanced, poverty and unemployment eliminated, inequalities reduced, and workers’ rights recognized and respected everywhere. For this, we need to scale up the advocacy and struggle for a globalization with a human face, for an integrating Asian society where people are at the center – not only in words but through concrete policies and programs that work in the real economy of working people. We need a global deal based on the vision propounded by UNI Global and UNI Apro.

#### **Cultivating industrial relations (IR) as A shared responsibility of workers and employers**

What we see in Asia and Pacific is an absence of this. For an equitable Asia and Pacific we have to use the tools we know that work. It is important for all workers to have a voice on the job, to be able to join unions “free from fear.” The workers’ voice should be heard in the enterprise and in the sector through collective bargaining. There should be a national tripartite dialogue to contribute to balanced growth. We need a new approach to labour relations in Asia and Pacific to build worker participation and a fair distribution of the mounting economic benefits.

In terms of IR or labor relations, the most significant principles that should be included in this deal are the following:

- 1) Business cannot go into business without fulfilling its responsibility to society, without according labour and the host community the respect that they are entitled and deserve. This is what true CSR or corporate social responsibility means.
- 2) When workers are recognized, have a seat at the table and are actively contributing to corporate social responsibility, they are given the opportunity to be constructive partners in dealing with all the competitive pressures that a modern day business is confronted with. They will encourage responsible management, as well as skills development to boost productivity, thus creating a practical win-win partnership.
- 3) The ideal relationship is social partnership based on co-operative and harmonious labour management relations. Enlightened employers look at their partnership with the employees and their trade unions as a long-term proposition and make the strategic decision to keep relations with their union stable and mature. On the other

hand, unions see their employers as production partners, who also deserve respect and work commitment from the workers.

- 4) In overcoming industrial discord and ensuring industrial harmony, employers and trade unions must recognize that “social partnering” must be based on the fundamentals of a progressive industrial relations system, where labour and management:
- 5) Recognize and respect each other’s basic rights and interests under a country’s Constitution and legal system, ILO conventions and the UN Guiding Principles on Business and Human Rights.
- 6) Accept that there are areas where the interests of both labour and management converge and diverge. Both parties should mutually strive to accommodate each party’s interests to the maximum possible and resolve conflicts in a harmonious win-win fashion.
- 7) Collaborate closely to develop appropriate confidence and capacity-building mechanisms and nurture an environment supportive of the foregoing principles and processes.
- 8) The development of mutual trust bred by mutual respect, goodwill, understanding and accommodation of each other’s interests must be the basis of sound industrial relations. This should be the main guidepost in balancing the requirements of business for greater market and work flexibility in facing competition and the requirements of labor for job, wage and union security. The idea is to have “flexicurity” that enhance competitiveness and reinforce employment security at the same time. Flexicurity policies should be arrived at through a process of information sharing, consultation and dialogue both at the bipartite and tripartite levels.
- 9) There should be explicit law to protect the rights and interests of all workers, especially migrant workers and those employed on atypical basis such as the casuals, temporary and part time workers. Globalization and regional integration have also led to the globalization and regionalization of the labor market.
- 10) All sectors of society should realize that all workers have universal human and labor rights which should be respected wherever they work. In this context, the proposal for ASEAN to have one minimum decent labor standard, as suggested by Thailand Law Reform Commission and supported by ASETUC, should also be adopted by the larger Asian Pacific community.

The overall guidepost for social partners is to help transform – at the firm, industry, national, regional and global levels – the Race to the Bottom into a Race to the Top.

### **Shaping Global Social Asia and Pacific**

The reality, of course, is that an enlightened IR system as propounded above cannot work or can happen only in a limited way with the support of enlightened employers if an

unequal and exclusivistic globalization remains unreformed. If the general rule of business is a Race to the Bottom, how can there be a Race to the Top in labor relations?

Thus, UNI Apro reaffirms its call for a globalization with a human face, for a global economic architecture where people are at the center.

In this context, UNI Apro is determined to continue engaging AEC, RCEP, TPPA, APEC and SAARC and other forums for trade and investment agreements on the unshakeable importance of global, regional and national rules guaranteeing the rights of workers. Trade, investment and related agreements now shaping the architecture of globalization should and need to be reformed in line with a people-centered vision of globalization. Along this line, UNI Apro demands the following:

1. A halt to mindless privatization. Yes, the private sector, as the economy's dynamo, plays a central role in growing jobs and wealth. However, not everything should be left to the invisible hand of the private sector, especially of companies with long hands, meaning the multinationals.
2. The public sector should be maintained and strengthened to insure that basic public services such as health and education remain public and provided to the least capable in society. The public sector is needed to prevent monopolies and monopolistic behavior of a few companies. In short, the public sector should stay as society's equalizer. The public sector should be there to guarantee social protection for all.
3. An end to speculative banking and a return to real banking. Asia and the world have seen and experienced the ruinous impact of financial hedging on commodities, currencies, stock markets and real estate. Enough is enough.

Banking should be restored to its original task of mediating between savers and real producers of goods and services. The G20, the international financial institutions (World Bank and IMF), ADB, AIIB and other global and regional trade and financial institutions should all work for a ban on speculative banking and its numerous variants.

4. Policy space for people and national development. As repeatedly pointed out, not all countries are created equal. Equal trade and investment rules often lead to greater inequalities between the powerful and the weak or between the heavyweights and the lightweights.

There should be formal recognition of the SDT principle in trade, and the right of countries to give priority to priority development programs or launch programs to help the neediest, for example, the right to manufacture and distribute cheaper medicines without being hailed to international arbitration by powerful drug multinationals.

If trade and investment agreements have to be inked, such agreements should be made public and commitments should be calibrated to the needs of the people and the level of development of a given country.



5. Sustainability for all. Finally, Mother Earth should be allowed to breathe and sustain life for all of humanity. Nature can only be ignored at the peril of all. All economic, social and labor rules of engagement should cohere with the requirements of environmental sustainability.

More jobs should be created in the green sectors – renewables, retrofitting, pollution abatement, reforestation, etc. At the same time, jobs in existing industries, including services such as banking, telecoms, etc., should be made “decent” because as a general rule, decent jobs require good environmental working conditions. On the other hand, decent work conditions lead to higher productivity with less energy consumption and degradation of the environment.

### **UNI Apro affiliates as transformers**

Is the foregoing vision of development doable?

Yes, if UNI Apro and its affiliates work in tandem with other like-minded stakeholders in society – other GUFs, civil society groups, government reformers, etc. -- in the pursuit of this vision.

Yes, if UNI Apro and its affiliates continue enhancing their capacity to deal with the multi-varied tasks of union organizing, bargaining and advocacy for voice and reform at all levels of corporate and societal governance.

Affiliates should be reminded of their commitment to help organize workers of all categories such as what the Japanese and Australian trade unions have successfully been doing when they organize part-time and non-standard workers.

Affiliates should also have the capacity to anticipate and address changes and emerging issues in the labor market under globalization. For example, the P&M ranks are growing and new jobs, mostly unregulated and unprotected, are also sprouting, such as on-demand or on-contract job, casino, care services and other service sectors, “apps” and new IT application work such as search engine specialist and social media management, etc. In the distribution industry, e-commerce is now the fastest growing segment for some companies. All these have serious implications on unionism, collective bargaining and worker representation.

Trade Unions should also remain the organization of choice for young workers, the millennials, professionals and managers, informals and the women workers. This can only happen if the trade unions are able to respond to the needs of these workers, especially the professional, managers, informals, young workers and working women. Trade Unions should be seen as allies in the attainment of their aspirations in life.

In short, for trade unions to be able to transform society and globalization, the Trade Unions themselves should be transformed into strong institutions in 21<sup>st</sup> Century Asia.

UNI Apro as an organic part of UNI Global Union are aligned in the cause for union growth and a social dimension to regionalization and globalization. We have and will continue to work closely together with UNI Global Union as a whole and UNISCOPE, the various UNI Global Sectors and UNI Global Inter-professional Groups in particular.

Together, UNI and UNI Apro will develop joint strategic response to the challenges confronting our membership at the global and regional levels.

Together, working in partnership, we will scale new heights in our quest to reach the common goals outlined in the UNI Apro Breaking Through Action Plan adopted in the Manila Conference, UNI Breaking Through Action Plan adopted in Nagasaki Congress and underlined in Cape Town Congress and in every UNI World Executive Board and UNI Apro Executive Committee meetings.

I submit this report for deliberations by the 4<sup>th</sup> UNI Apro Regional Conference.

**Christopher Ng**  
**UNI Apro Regional Secretary**

**27 November 2015**

**Attachments to the UNI Apro Regional Secretary's Report  
to the 4<sup>th</sup> UNI Apro Regional Conference.**

Summary Report of the 4<sup>th</sup> UNI World Congress, December 2014 Cape Town  
Resolutions adopted by the 4<sup>th</sup> UNI World Congress  
Climate Change in Union Business  
Summary Report of the 3<sup>rd</sup> UNI Apro Regional Conference, July 2011, Manila  
Summary Report of the 4<sup>th</sup> UNI Apro Joint Sectors Conferences, July 2013 Bangkok  
Chairman's Statement of the 27<sup>th</sup> ASEAN Summit, Kuala Lumpur, 21<sup>st</sup> November 2015  
Labour Chapter of TPPA 5 October 2015  
UNI World Executive Board Statement on TPPA, 12 November 2015