

MALAYSIAN TRADES UNION CONGRESS

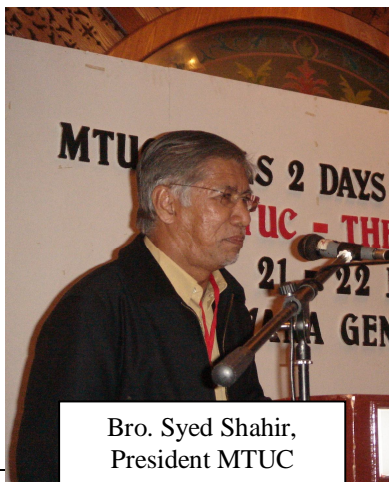
NATIONAL WORKSHOP MTUC-THE WAY FORWARD

21-22 JANUARY 2008

About 70 trade unionists participated in a two days National workshop organised by MTUC at Genting Highland on 21-22 January 2008. The workshop realised that decline in density and inability of trade unions to organise new establishments will cause many problems for trade unions to survive and prosper in future. Organising the unorganised should be the main priority for trade union leaderships.

Prof Nagiah, Researcher on Trade unionism in Malaysia highlighted some of the challenges facing labour movement:

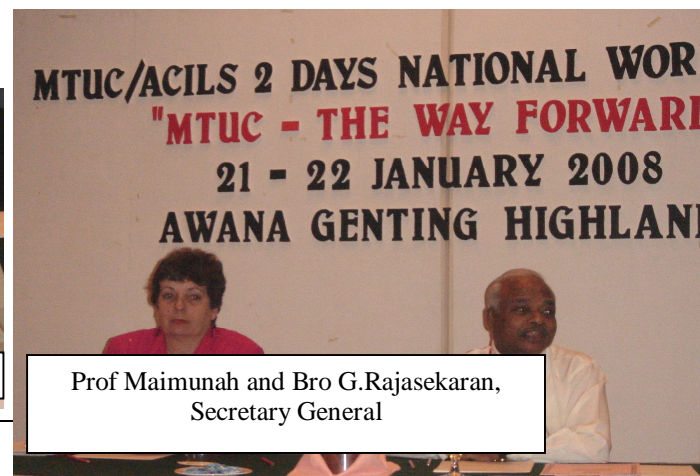
- Power and influence of multinational corporations (MNCs) coupled with their strong anti-union stance, blocked minimum wage legislations, weakened collective bargaining and flooded the labour market with foreign workers.
- Trade liberalisation and deregulation arising from globalisation and competition
- Implementation of technology without due regard to implications on workforce.
- Core labour standards and non-ratification of Convention 87 on Freedom of Association and the Right to Organise and bring relevant legislation, policy and practices in line with the letter and spirit of Conventions 87 and 98.
- Sub-contracting/outsourcing jobs abroad
- Unfavourable national labour laws, excluding trade unions from many economic activities
- Bargaining power and influence of MNCs has tremendously increased. Argument by MNCs is that labour standards and workers' rights' clauses will drive away investors.
- On-going process of massive restructuring, mergers and acquisitions, especially by the MNCs, and the constant downsizing have led to deteriorating employment, working and living conditions across the globe.
- Traditional work systems are changing, with increasing focus on flexibility
- Restructuring, leading to flatter organizations and work intensification
- Environmental protection
- More women are joining the workforce; exposure of women to discrimination, low wages, sexual harassment and poor working conditions.
- Violations of trade union rights.
- The harmful "race to the bottom" competition and cost-cutting measures by unscrupulous employers. The consequence: precarious jobs



Bro. Syed Shahir,
President MTUC



Prof Nagiah



Prof Maimunah and Bro G.Rajasekaran,
Secretary General

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Bengkel dua hari yang berlangsung di Genting dari 21-22 Januari 2008 telah banyak menyogok permasalahan yang dihadapi oleh MTUC. Lebih kurang 70 pemimpin kesatuan sekerja telah mengambil bahagian secara giat dalam bengkel tersebut. Hasil perbincangan dari bengkel dapat diselongkarkan bahawa:

- *Kejatuhan dalam keahlian kesatuan, hanya 8% tenaga buruh yang berkesatuan-* Kesatuan sekerja bersama dengan MTUC seharusnya kembali menumpukan perhatian yang serius terhadap mengurus dan mengelola lebih banyak pekerja dan syarikat dalam kesatuan sekerja.
- Kewangan MTUC yang membimbangkan-Yuran gabungan keahlian seharusnya disemak semula dan sebolehnya ditingkatkan bagi membolehkan MTUC menjalankan pengurusan dan aktiviti dengan lebih berkesan.
RM1.00 yuran gabungan ini telah disyorkan pada tahun 1978-tiada apa-apa semakkan sejak 30 tahun. Kini nilainya adalah RM0.39 mengikut kadar inflasi 3.2% (Prof Nagiah).
- Adalah menjadi tanggungjawab pemimpin-pemimpin kesatuan sekerja untuk berganding bahu dan bekerjasama dalam memperjuangkan hak kaum pekerja. Pemimpin-pemimpin harus sanggup berkorban demi kepentingan kaum pekerja.
- Meningkatkan komunikasi sesama kesatuan gabungan melalui teknologi maklumat. Di samping itu disyorkan juga agar E-union and E-organising di perkenalkan.

Peserta-peserta bengkel sedang giat membincangkan permasalahan dan halatuju MTUC



Prof Maimunah berpendapat bahawa :

Effective and successful trade unions need leadership. Leadership is about serving your followers. Serving your fellow-workers requires sacrifice. Leadership is also about power and struggles to attain power. Internal conflicts and squabbles are inevitable. Yet, these conflicts must NEVER be allowed to dominate the trade union's agenda. When you join a trade union, you should be aware of the sacrifices made by workers in the past, especially in the early days of trade unionism when the whole weight of society was against workers and their struggle.

