



PEKERJA BERSATU RAKYAT MAJU

PERUTUSAN SETIAUSAHA

HAK PEKERJA TERANCAM

MTUC amat kecewa dengan tindakan Keretapi Tanah Melayu Berhad (KTMB) memecat dua pemimpin kesatuan sementara 110 lagi masih menanti tindakan terhadap mereka selepas menyertai piket pada 9 Mei 2014.

Tindakan sebegini kerap juga telah diamalkan oleh pihak pengurusan seperti di Bank-NUBE, Sektor pembuatan-Ansell di Melaka, Syarikat elektronik di Pinang dan sebagainya.

Walaupun akta memperuntukkan hak bagi ahli dan kesatuan untuk melakukan aktiviti-aktiviti kesatuan secara sah namun majikan masih boleh bertindak melanggari undang-undang ini. Ini jelas melanggari perundangan Antarabangsa yang diiktiraf oleh ILO dan kerajaan Malaysia.

Seksyen 4 Akta 177 Akta Perhubungan Industri 1967, secara jelas menyatakan tidak ada sesiapa boleh masuk campur atau menghalang pekerja dari menyertai aktiviti kesatuan, begitu juga dengan Seksyen 40 memberi kebebasan berpiket dalam menangani sebarang pertikaian yang melibatkan kesatuan sekerja.

MTUC menyeru Perdana Menteri Malaysia dan Menteri Sumber Manusia mengambil tindakan segera dengan mengembalikan kerja mereka dan seterusnya memastikan perkara sedemikian tidak berulang kembali bagi menjaga perhubungan perusahaan yang harmoni dalam negara ini.

N.GOPAL KISHNAM , Setiausaha Agung





Kenyataan Akhbar MTUC

LANDASAN MRT RUNTUH

MTUC amat kesal dan sedih dengan kejadian blok konkrit landasan projek Mass Rapid Transit(MRT) runtuh pada 18hb Ogos 2014 atas sebab tidak mematuhi Prosedur Operasi Standard(SOP) pemasangan landasan oleh pihak kontraktor yang telah meragut nyawa tiga warga pekerja asing berbangsa Bangladesh.

Malah kenyataan ini juga telah disokong oleh pihak Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) yang menyatakan siasatan yang dilakukan oleh inspektor keselamatan JKPP mendapati ketika kejadian, tiada pengawasan oleh jurutera atau penyelia terhadap pemasangan 'parapet wall' di landasan tersebut.

MTUC merasakan adalah tanggungjawab penuh semua pihak yang terlibat tampil kehadapan bagi memberi keadilan yang wajar dalam perkara ini. Ini bukanlah satu perkara yang baru berlaku malah sering terjadi sejak kebelakangan ini.

Semua pihak perlu mengambil ikhtibar dari peristiwa seperti ini supaya segala amalan dan penguatkuasaan peraturan dan undang-undang perlu dipatuhi.

Peraturan keselamatan di tempat kerja pembinaan mesti difahami oleh semua pekerja, ini termasuklah cara penyampaian dengan bahasa yang mudah difahami oleh semua pihak yang terlibat. Penguatkuasaan dan perlaksanaan undang-undang dan peraturan tidak seharusnya diambil sewenang-wenangnya kerana ia boleh mengandaikan nyawa orang.

MTUC merasakan tindakan Ketua Pegawai Eksekutif(CEO) meletak jawatan bukanlah satu penyelesaian kepada permasalahan ini. Semua pihak termasuk kontraktor utama, sub-kontraktor serta pemilik projek Mass Rapid Transit Corporation Sdn Bhd serta Kementerian-kementerian yang terlibat harus bekerjasama dan mencari penyelesaian supaya perkara sedemikian tidak berulang kembali.

MTUC sekali lagi menegaskan pematuhan dan perlaksanaan undang-undang adalah amat penting di mana-mana kawasan, tempat kerja yang melibatkan keselamatan dan nyawa mana-mana pekerja mahupun pekerja tempatan, pekerja asing dan orang awam.

Tarikh : MTUC 20hb Ogos 2014

HARGA RUMAH YANG BERPATUTAN BAGI PEKERJA SWASTA-MTUC

MTUC menyeru kerajaan supaya memberi keutamaan kepada semua pekerja secara sama rata. MTUC menyokong seruan kerajaan dan CUEPACs dalam memperlihatkan perihal harga rumah mampu milik bagi pekerja-pekerja sektor awam. Setiausaha Agung MTUC, N. Gopal Krishnam berpendapat adalah wajar sekiranya kerajaan juga memberi pertimbangan yang sama kepada semua pekerja dalam sektor swasta bagi membolehkan mereka mempunyai rumah mampu milik dengan harga yang berpatutan.

Kita tidak dapat nafikan bahawa pekerja dalam sektor swasta juga merupakan penyumbang utama kepada pembangunan ekonomi negara dan masih berhadapan dengan kos sara hidup yang tinggi. Statistik menunjukkan bahawa 25% daripada 6.7 juta keluarga di Malaysia tidak memiliki rumah sendiri. Di samping itu majoriti daripada 1.7 juta keluarga ini adalah dari kalangan isi rumah berpendapatan rendah dibawah RM3000 sebulan.

Kenyataan bank negara semalam yang menaikkan kadar OPR-Overnight Policy Rate dengan kenaikan pada 25 mata akan memberi impak yang sama kepada semua bank yang memberi pinjaman. Keadaan ini secara tidak langsung akan memberi kesan kenaikan beban membayar hutang kepada semua pekerja di negara ini. Walaupun kadar gaji pekerja masih belum tentu dinaikkan sejajar dengan kadar kenaikan kos sara hidup dan lain-lain kos terlindung.

MTUC juga bimbang dengan pengenalan GST sebanyak 6% yang akan memberi kesan nyata pada kadar Indek Harga Pengguna dan menjurus kepada inflasi melebihi 4 peratus seperti yang diunjurkan. Walaupun pada dasarnya kadar inflasi yang dilaporkan adalah dalam lingkungan 3 peratus namun ramai pekerja sedang bergemelut dengan ketidakmampuan mereka berhadapan dengan kadar kenaikan harga barang yang tidak setimpal dengan kenaikan gaji. Apatah lagi keengganannya majikan untuk memberi COLA RM300 kepada semua pekerja-pekerja dalam sektor swasta.

Pertimbangan rumah mampu milik bagi pekerja yang telah berkhidmat lama dalam sektor swasta ini boleh membendung permasalahan sosial yang semakin menular hari ini seperti golongan gelandangan yang terdiri dari ibu tunggal, bapa tunggal, pesara dan sebagainya yang tidak mampu memiliki rumah terpaksa salah mencari tempat penginapan di tepi jalan atau rumah-rumah setinggan, kebajikan dan sebagainya dalam usia tua mereka kerana tidak sanggup membebani anak-anak mereka mahupun ditinggalkan oleh keluarga mereka.

Laungan Perdana Menteri terhadap konsep 1Malaysia perlu diserapkan kepada semua pekerja di Malaysia tanpa mengira pekerja sektor swasta mahupun awam supaya tidak wujud jurang yang membezakan kedua-dua golongan ini. Pekerja-pekerja dari kedua-dua sektor ini haruslah menikmati kehidupan yang selesa dengan memiliki rumah sendiri sejajar dengan wawasan negara menuju kearah negara berpendapatan tinggi. MTUC 11 July 2014



MTUC Selangor

Kursus dijalankan oleh MTUC Bhg Selangor & W.Persekutuan bagi sesi bulan Jun. Kursus diadakan di Carlton Hotel Shah Alam pada 23-24 Jun 2014. Seramai 30 peserta telah hadir.



Penceramah terdiri dari Pegawai MTUC dan penceramah jemputan Perkeso dan JKJR turut bersama dalam program tersebut. Pengurus MTUC Selangor turut hadir



dan turut mengambil satu slot ceramah untuk para peserta.

Perasmian telah dilakukan oleh Sdra Gopal, Setiausaha Agung MTUC diikuti dengan ucapan dan perkongsian maklumat isu-isu semasa manakala Presiden MTUC Sdra Mohd Khalid b Hj Atan hadir pada sessi penutup seminar yang dijalankan 2 hari itu. Semua peserta menerima sijil penyertaan pada petang tersebut. MTUC Selangor & WP mengucapkan ribuan terima kasih kepada semua yang terlibat menjayakan program kali ini.

Dilaporkan oleh: Mohd Khairi B Man
Setiausaha MTUC SELANGOR & WP.



Worker's Education Programme Organizing & Collective Bargaining : Training For Young Trade Union Leaders.

23 June -04 July 2014 ITC ILO- Turin Italy

This course "ORGANIZING and COLLECTIVE BAR-GAINING" are the training for young trade union's leader based on the International Labour Standard syllabus. It aims to strengthening trade union capacities to represent and defend the interests of their members through the Training programmes provided at the Turin Training Centre.

Emphasis also be placed on sharing experience from European countries and increase emotional and spiritual, moral elements of identity, patriotism, leadership awareness and enhance the spirit of brotherhood and unity through the group work and presentations by the 17 participants from 12 countries in Asia Pacific.
Reported by : Syamsul Azwan Mustar, Youth Secretary MTUC



ISSUES CONCERN

MTUC calls for a five-day work week

PETALING JAYA: The Malaysian Trades Union Congress (MTUC) called on the government to make it compulsory for private sector to implement a five-day work week in a bid to increase productivity.

Its deputy secretary-general, A.Balasubramaniam, said this would also help to streamline the working days with government agencies, departments and the financial institutions.

Speaking to Bernama, he said MTUC had been receiving complaints that many companies in the shipping, forwarding, logistics and ancillary service sectors are still practising a six-day work week with Saturdays as half day.

MTUC survey revealed that these companies dealt mainly with businesses that closed on Saturdays.

"What use is it to open for work when your counterparts are closed," he said, adding that it was indeed a sheer waste of time and money, besides lowering the morale of employees.

He said the Human Resources Ministry should take the initiative to educate these businesses on the benefits of a five-day work week, which, among others, provide leisure and quality time for employees to be with their families and friends, and improve the overall job satisfaction and quality of life. – Bernama, 16 July 2014

source:<http://www.thesundaily.my>

PRESS STATEMENT

FEDERAL COURT REFUSE LEAVE

MTUC is greatly disappointed that the Federal Court has on 18 August 2014 refused to grant leave to President and Secretary of the Trienekens Employees Union to appeal against their dismissal in 2008.

The two officials are employed as lorry driver and loaders by Trienekens Sdn Bhd who is responsible for rubbish collection in the City. They were dismissed for writing and distributing a union circular (which is at the instruction of the Union) that called for a boycott of the Company's family day which was held on a Sunday.

MTUC deeply regret that the Country's Highest Court decline to clarify the law on the protection accorded to Trade Unions Officials against discrimination under the S 5 & 59 Industrial Relations Act and believe that it will create uncertainty and concerns among all employees and may lead to industrial unrest.

MTUC is extremely worried that employers are now embolden to embark on Union busting and to rid of Trade Unions by dismissing key officials.

It may also spell the death of In-House Unions, which is greatly encouraged by the Government. This is because officials of In House unions are all employees of the company and their job will be at risk if they write any union circular or take part in an trade union activity that the employer does not like.

Since the Courts decline to address the law relating to Section 59 of the Act, MTUC now calls on the Minister of Human Resources and the Public Prosecutor to prosecute the Company under this section which essentially makes it an offence for an employer to dismiss an employee because he is a member or official of a trade union or to take part or promote trade union activities

MTUC Sarawak may include file a complain to the International Labour Organisation that Malaysia is a member of.

Andrew Lo

Secretary

MTUC, Sarawak Division ,18/8/2014



NUBE : 22nd Triennial Delegates Conference Brickfields, 25 August, 2014



The Conference was launched by Dato' Sri Nazir Razak, proceeded with the business session of the Union in the afternoon which included the announcement of the Union's Principal Office Bearers, the review of work done for the past three years and the work to be carried out for the next three years.

The Conference ended with a concluding dinner celebrating the success of the Conference and was a platform to fortify bilateral solidarity and working relationships with employers.

The Conference's concluding dinner was honored with the official address by Puan Nora Manaf, President of Malayan Commercial Banks Association, Bro Khalid Atan, President of Malaysian Trade Union Congress and Key Note Address by Bro M R Shah, General Secretary of Asian Regional Organisations for Banking, Insurance and Financial Institutions who is also the Chairman of the Merchant and Savings Bank Sri Lanka. Source: NUBE website

KURSUS MTUC/PERKESO



Bahagian Perak telah mengadakan Kursus Kesedaran Keselamatan dan Kesihatan MTUC/PERKESO selama dua hari dari 25-26hb Ogos 2014 di Kuala Gula Taiping Perak.

MTUC tawar selesai aduan pekerja asing

BY HJ KH

Petaling Jaya: Kongres Kesatuan Sekerja Malaysia (MTUC) semalam menawarkan diri untuk bekerjasama dengan majikan dan Jabatan Tenaga Kerja untuk menyelesaikan aduan yang dibangkitkan pekerja asing.

Presiden MTUC, Khalid Atan, memberitahu BERNAMA langkah itu akan turut membantu mengekalkan keharmonian perindustrian di negara ini.

Beliau mengulas dakwaan rusuhan oleh 800 pekerja Nepal di kilang JYC HDD Technology Sdn Bhd di Kawasan Perindustrian Kelapa Sawit, Johor, awal minggu ini.

Insiden serupa turut dilaporkan di cawangan syarikat itu di Kawasan Perindustrian Tebrau.

Dakwa tak bayar gaji

Khalid berkata MTUC mendapat aduan bahawa pekerja terbabit didakwa dianiayai dan ada antara mereka tidak dibayar gaji empat bulan.

Bagaimanapun, Khalid berkata ini tidak bermakna MTUC membiarkan keingkaran atau tindakan merusuh dilakukan pekerja, sebaliknya sentiasa menggalakkan pekerja supaya 'melindungi hak mereka menerusi saluran perundangan.



Kursus Keselamatan dan Kesihatan MTUC/PERKESO bahagian Kelantan telah diadakan Kota Raudah selama dua hari dari 27-28hb Ogos 2014.



Foreign workers should treated with dignity

Malaysia Trades Union Congress (MTUC) calls for an immediate tripartite meeting between employers of JCY HDD Technology Sdn Bhd (JCY), Human Resource Ministry and MTUC on the recent strike by their foreign workers in protest of the companies, negligence in handling of health issues of their workers. towards worker is totally unacceptable. These fundamental issues have been put off so long that workers have lost total confidence with the management of JCY. Our national policy and practices on protection of Migrant workers too have failed to address significantly the rights of migrant workers.

Our MTUC Johor Division officers on the ground have been following the case closely with some of JCY's migrant workers. Workers shared that their protest escalated when one of the staff of JCY provoked by throwing stones at their private part when the workers refuse to 'play the game of throwing stone's' at each other in their workplace at Kulaijaya. These workers, about 20 of them who participated in the strike in Tebrau were forcefully moved to Kulaijaya' At Kulaijaya

these workers were forced to play a game of "volley ball with stone, as a punishment for taking part in the strike at Tebrau over the death of their co-worker who complained of having difficulty in breathing.

According to the workers they resort to industrial action as they were dissatisfied in the manner the management handled their grievances. Their main concerns were on the issues concerning their health,

work condition, poor hostel facilities, calculation of overtime, not adhering to off day's entitlement, various deductions in their salaries and low compensation for accident and injuries. The workers were also displeased with the attitude of the management in that workers are beaten for any mistakes made. They said that the management have constantly not treating them with dignity and respect. Their concern at workplace worsened over the years that their only option was industrial action.

MTUC is very concerned in the way the management of JCY handle the issues of worker's grievances at workplace- Management's intimidation and hostile attitudes

Human Recourse Ministry have repeatedly denied our call for Migrant workers to be given SOSCO benefit just as Malaysia workers. Instead migrant workers are covered by Workmen Compensation Scheme with computation of compensation differs extensively. There is no justification why dual set of computation of compensation is need for Malaysian and Migrant workers.

At the same time MTUC is concerned on the over dependency of Migrant workers in JCY. It has been noted that about 95% of foreign workers employed by JCY are production workers. JCY's depends on more than 10,000 migrant workers mainly from Nepal, Bangladesh, India, Myanmar and Vietnam- These only raises concerns that wage distribution and condition of employment offered have been inadequately address that prompt many Malaysian in Johor to work in Singapore instead.

MTUC also urge that police investigation should look into the provocation and alleged assault made by the management over the incident in Kulaijaya. Police investigation must be fair and unbiased towards all parties involved. Meanwhile MTUC Johor Division will offer our services to all migrant workers especially workers who are affected in the incident in Kulaijaya and Tebrau. Migrant workers can call our hotline number at 016-2118024 should they need any assistance or inquiries.

PS, Date : 29 August 2014, Migrant Workers desk MTUC.



Aktiviti Belia MTUC



InstaMag

Jul 20, 2014

- ♦ Majlis berbuka puasa bersama Timbalan Perdana Menteri telah diadakan pada 20 Julai 2014 @ 6.30 petang bertempat di kediaman rasmi YAB Timbalan Perdana Menteri di Sri Satria Presint 16, Putrajaya dengan penyertaan terdiri daripada Ahli Jawatankuasa Kerja Kongres Kesatuan Sekerja Malaysia (MTUC).
- ♦ Majlis ini bertujuan mengeratkan silaturahim dan ramah mesra bersama Pemimpin Negara bersama-sama dengan NGO dan rakyat jelata.



- ♦ Majlis berbuka puasa bersama Pemimpin Muda Belia telah dianjurkan pada 15 Julai 2014 @ 7.00 petang bertempat di Kelab Golf Bukit Jalil Selangor dengan penyertaan Belia seramai 20 orang dari kalangan semua Kesatuan Gabungan MTUC.
- ♦ Majlis ini bertujuan merapatkan lagi silaturahim dan keakraban sesama Belia di bawah Gabungan MTUC. Selain dari itu, kami memperuntukkan sejam bagi berbual bicara dan berbincang agenda memantapkan dan menjatikkan organisasi Belia MTUC.

Dilaporkan oleh: Syamsul Azwan Mustar,
Setiausaha, Jawatankuasa BELIA MTUC.

Program Kepimpinan Belia dan Halatuju Belia MTUC

Buat julung kalinya Jawatankuasa Kerja Belia Kongres Kesatuan Sekerja Malaysia (MTUC) telah berjaya menganjurkan Program Pembangunan Modal Insan yang bertajuk '**Kepimpinan Belia dan Halatuju Belia MTUC 2014**' dari 25-27 Mei 2014 di Hulu Selangor. Ianya merupakan program yang mengikut kehendak latihan masakini yang mengutamakan peningkatan emosi dan spiritual, penerapan unsur jatidiri, patriotisme, kesedaran kepimpinan dan meningkatkan semangat persaudaraan kesatuan melalui aktiviti fizikal dan mental.

Program ini memberi ruang kepada barisan kepimpinan belia MTUC untuk bersedia menjadi pemimpin pelapis yang lebih terdedah dengan tanggungjawab sebagai seorang pemimpin dalam menerajui sesuatu organisasi terutamanya dalam kesatuan sekera. Program ini berjaya memberi tumpuan kepada pengukuhan dan pemantapan personaliti Belia supaya menjadi insan cemerlang di dunia dan akhirat. Program ini telah berjaya



Presiden Mohd Khalid Atan bersama-sama ahli belia MTUC

melibatkan seramai 30 peserta. Setiap peserta yang terlibat adalah terdiri dari pemimpin belia MTUC dan AJK serta beberapa



wakil belia dari kesatuan MTUC dari Melaka, Pahang dan Perak di samping Kuala Lumpur dan Selangor. Komitmen dan keazaman yang ditunjukkan amatlah membanggakan dan menyemarakkan semangat untuk meneruskan program ini sehingga ke akhirnya dengan jayanya.

Setinggi-tinggi ucapan terima kasih diucapkan kepada Presiden MTUC Sdra. Mohd Khalid b. Hj Atan kerana sudi meluangkan masa untuk merasmikan program ini. Sememangnya Presiden MTUC sentiasa memberikan galakan dan kerjasama serta sokongan kepada Jawatankuasa Belia dalam apa juar program yang dianjurkan.



A world without forced migration Why migrants should support the call for development justice

International Migrants Alliance (IMA) Campaign for People's Goals for Sustainable Development

Currently, there are 232 million international migrants in the world and this is projected to increase in the coming years. This includes migrant workers and immigrants who are mainly in agriculture, industries and the service sector. This number does not yet include the millions more irregular (or undocumented) migrants, as well as refugees.

Present-day migration is a result of inequities existing in the world perpetuated by policies of neoliberal globalization.

Migration pattern is mainly characterized by migration from less developed countries to the more developed ones such as the migration of people from Latin American and the Caribbean to North America, from Southeast Asia to the richer countries of East Asia, from South Asia to the Middle East, or Eastern Europe to Russia and to Western Europe.

The past four decades of implementing neoliberal globalization policies has deepened the mal development of third world countries. The destruction of agriculture, deindustrialization, and contraction of public social services in the country of origin of migrants has led to mass displacement, dislocation and forced migration.

It has also heightened the need for a more "flexible" – skilled, cheap, disempowered – labour force that are sourced from the less developed countries always on the lookout for labour markets to absorb its ever expanding labour force that its regressive economy cannot absorb.

Within countries of origin, neoliberal economics only benefit the ruling elites that include the big traders of imported goods, exporters of raw materials and agricultural produce, local partners of giant multinational mining corporations, and the local land-owning classes. Through the labour export program used to prop up the constantly flagging economy and diffuse the social volcano created by an impoverished majority, the local elites not only maintain the status quo but even profit further from the labour export-related businesses – recruitment agencies, financing agencies, medical facilities, and even real estates.

In receiving countries, migrants and immigrants are used as bargaining chips for capitalists to depress the wage of all workers, erode labour rights and even destroy unions. Migration ensures profits while the local working class and their families struggle for survival.

Current migration also demonstrates the inequities existing between men and women. For the past decades, female migration has shoot up and even surpassed male migration in some areas. This so-called "feminization" of migration is not an indication of uplifting the economic participation of women but is an indication of the worsening condition of women in sending countries. It also shows the contraction of overseas labour market that is now focused more on jobs perceived to be for women – domestic work, care industry, and jobs in the service sector.

With a nominal recognition that neoliberal globalization has not brought development for the people, the United Nations, in

2000, formulated the Millennium Development Goals that consisted of concrete targets on major development themes.

Now, with just over a year before the target completion of the MDGs on 2015 comes, confidence on the delivery of the MDGs – in the context of worsening and protracted economic, food, financial and climate crisis – is not high.

When the MDGs were formulated, migration was not discussed as a context or as a theme to be addressed. In fact, even the 2013 Report on the MDGs did not mention the condition of migrants, immigrants and families as a measure of how the development goals are faring.

While the UN remains optimistic of the MDGs, the fact remains that since the MDG was formulated, international migration increased from 175 million to 232 million. In 1990 when conferences that served as bases of the MDG started, there were 154 million international migrants.

If development is indeed getting propelled, why is migration – that even UN member states recognize as a forced one – still very much on the rise?

Ironically, instead of treating migration as a development problem, it is now being considered as a development opportunity. The World Bank, various UN agencies and other multilateral and multi-stakeholder bodies such as the Global Forum on Migration and Development, all choose to emphasize the enormous contribution of migration for development. They are advancing the flawed strategy of using remittance as a motor for development: be it as part of the GDP, as a credit-rating booster, or as a means to increase social capital through economic capacity given to households of migrants.

Remittance – that is even greater than official development aid and second only to foreign direct investments – is targeted as a source of "new and additional" financing for sustainable development.

It is disturbing that current discussions on the Post-MDG agenda are geared towards developing and further systematizing migration and labour export programs. Migrant-sending countries are markedly pushing for an increase in migration flows and the lowering of restrictions in destination countries. Host countries, meanwhile, are pushing to attract skilled workers and professionals – an agenda they've had since the GATS Mode 4 was introduced and is now being continued in the TISA negotiations – and are perfecting their temporary workers/ guest workers programs.

The myth of migration for development is set to be perpetuated and further reinforced by its integration into the so-called Post-2015 development agenda.

Asia Pacific Mission for Migrants (APMM)

Office Address: G/F, No.2 Jordan Road, Kowloon, Hong Kong SA