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1988

ITGLWF

SEMINAR ON

ASIAN FTZ'S

PART II-COUNTRY REPORTS

Replies to the questionnaire on FTZs

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EXCHANGE RATES

India	1 US\$ = 9.90 Indian Rupees
Indonesia	1 US\$ = 697.00 Indonesian Rupiahs
Korea	1 US\$ = 750.00 Wons
Malaysia	1 US\$ = 2.27 M\$
Pakistan	1 US\$ = 12.80 Pakistan Rupees
Philippines	1 US\$ = 9.55 Pesos
Republic of China	1 US\$ = 39.80 NT\$
Sri Lanka	1 US\$ = 22.00 Sri Lanka Rupees
Thailand	1 US\$ = 22.40 Bahts

Source : Far Eastern Economic Review - 21st Feb. 1983

1-a. Name of FTZs in operation

INDIA

National Labour Organisation (N.L.O.)

Kandla Free Trade Zone
Gandhidham (Kutch) 370 230 India

INDONESIA

SERBITSI - GASBLINDO

Bonded Warehouse Indonesia (B.W.I.) Jakarta

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

1. Masan FTZ
2. Iri FTZ

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

1. Prai Free Trade Zone
2. Bayan Lepas Free Trade Zone
3. Pulau Jerejak Free Trade Zone

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

1. U/u Kelang Free Trade Zone (Selangor)
2. Sungei Way Free Trade Zone (Selangor)

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Taichung Export Processing Zone
 Kaohsiung Export Processing Zone
 Nantze Export Processing Zone

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

Bataan Export Processing Zone - Mariveles, Bataan
 Mactan Export Processing Zone - Mactan, Lapu-lapu City
 Baguio City Export Processing Zone - Baguio City
 Batangas Special Zone - Tabangao- Batangas

JOHOR - MALAYSIAJohor Textile and Garment Workers Union

Senai Free Trade Zone

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Not available.

SRI LANKACeylon Mercantile Union

Katunayake FTZ

1-b. Names of FTZs under construction

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

Cavite EPZ - Rosario, Cavite

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

1. Free Trade Zone in Karachi
2. Free Trade Zone in Lahore

1-c. Names of FTZs under planning

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

Information not available from any Government source.
There is only speculations that some are on the way.

JOHOR - MALAYSIAJohor Textile and Garment Workers Union

Pasir Gudang Free Trade Zone

1-d. (1) Names of companies, (2) Major product, (3) Location, (4) Countries of origin (parent companies), (5) Number of local and foreign employees by sex and (6) Ratio of foreign and local capital participation in our sector of industries (textile, garments, shoe & leather).

INDIANational Labour Organisation (N.L.O.)

Names of Companies	Major Product	Location (Names of FTZs)	Countries of Origin	Local Employees		Total No. of Foreign Employees	Ratio of Foreign and Local Capital Participation
				Males	Females		
1) International Art Embroiders	Embroidary on Cloth	Kandla Free Trade Zone (India)	India	5	15	Nil	100% local capita
2) OM Hari Embroiders	"	"	"	2	10	"	"
3) Mona International	"	"	"	5	10	"	"
4) Modern Art Embroidary	"	"	"	4	12	"	"
5) Apsara Exports	"	"	"	10	5	"	"
6) Excel Apparels	Readymade garments	"	"	20	25	"	"
7) P.R. Garments	"	"	"	Closed at present		"	"
8) Addi Apparels	"	"	"	20	50	"	"
9) Milton's Ltd.	"	"	"	90	1050	"	"
10) Shiva Apparels	"	"	"	30	150	"	"
11) Mahavir Textiles Ltd.	"	"	"	25	25	"	"
12) Addi Implex.	"	"	"	25	50	"	"
13) International Implex Bureau	Art Silk Fabrics	"	"	10	5	"	"
14) Vishnu Textile Mill	"	"	"	20	5	"	"
15) Hanapa Knit (P) Ltd.	Knit Wear Pullovers	"	"	Closed at present		"	"
16) May Fair Knittings	Knitted Garments	"	"	125	20	"	"
17) A.M.D. Cooperation	"	"	"	8	12	"	"
18) Mohan Carpets (I) Ltd.	Woolen Carpets	"	"	20	-	"	"
19) Vishal Internationals	Linen Bed Sheets	"	"	15	90	"	"
				434	1534		

Grand total : 1968

1-d. (1) Names of companies, (2) Major product, (3) Location, (4) Countries of origin (parent companies), (5) Number of local and foreign employees by sex and (6) Ratio of foreign and local capital participation in our sector of industries (textile, garments, shoe & leather).

INDONESIA

SERBITSI - GASBINDO

Names of Companies	Major Product	Location (Names of FTZs)	Countries of origin	Local Employees		Total No. of Foreign Employees	Ratio of Foreign and Local Capital Participation
				Males	Females		
1) Alexandra	Garment	B.W.I.	Domestic	14	3	-	
2) Caldera	"	"	"	53	288	3	
3) Indotunghai	"	"	"	53	250	3	
4) Narisa	"	"	"	41	371	-	
5) Indohinon	"	"	"	25	246	1	
6) Dhaseng	"	"	"	78	708	4	
7) Jagarin	"	"	"	28	584	4	
8) Karwel	"	"	"	42	609	2	
9) Sumber Utama	"	"	"	137	157	-	
10) Golden Castle	"	"	"	51	289	1	
11) Karwor(1)	"	"	"	26	379	1	
12) Sainath (1)	"	"	"	32	452	1	
13) Interland	"	"	"	75	409	6	
14) Premier	"	"	"	48	728	6	
15) Wearwel	"	"	"	81	1,101	5	
				784	7,584	37	

(1) These two factories were totally burnt last December by accident and all the workers were accommodated by the remaining factories.

1-d. (1) Names of companies, (2) Major product, (3) Location, (4) Countries of origin (parent companies), (5) Number of local and foreign employees by sex and (6) Ratio of foreign and local capital participation in our sector of industries (textile, garments, shoe & leather).

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

Names of Companies	Major Product	Location (Names of FTZs)	Countries of Origin	Local Employees		Total No. of Foreign Employees	Ratio of Foreign and Local Capital Participation
				Males	Females		
1) The First Sewing	Leather bag	Masan FTZ	Japan	52	171	Unknown	Local : 18.2%
2) Korea F-One	Garment	"	"	122	374	"	93.1%
3) Korea Swany	Glove	"	"	51	329	"	4.2%
4) Korea Newborn	Umbrella	"	"	21	231	"	0 %
5) Soyo Enterprise	Harness	"	"	15	85	"	50 %
6) Korea Sports	Ball	"	"	24	46	"	0 %
7) Shilla Industry	Silk goods	"	"	11	11	"	95 %
8) Namsung Industry	"	"	"	14	46	"	93 %
9) Sangjin	"	"	Singapore	15	80	"	51 %
10) Kaya Industry	"	"	-	10	28	"	100 %
11) Namyang Industry	Synthetic Fibre	Iri FTZ	Japan		382	"	25 %
12) Iri Wool	Woolen goods	"	"		90	"	80.6%
13) Oriental Swany	Leather goods	"	"		341	"	25.7%
14) Flare Fashion	Garment	"	Germany		1541	"	0 %
15) Korea Cardinal	Glove	"	U.S.A.		68	"	18 %
16) Hwanam	Garment	"	Japan		139	"	33 %
17) Asia Swany	Glove	"	"		396	"	0 %
18) J.A.B.	Leather Bag	"	"		68	"	60 %
19) Hanyang Industry	Silk goods	"	"		30	"	"

1-d. (1) Names of companies, (2) Major product, (3) Location, (4) Countries of origin (parent companies), (5) Number of local and foreign employees by sex and (6) Ratio of foreign and local capital participation in our sector of industries (textile, garments, shoe & leather).

JOHOR - MALAYSIA

Johor Textile and Garment Workers Union

Names of Companies	Major product	Location (Names of FTZs)	Countries of Origin	Local Employees		Total No. of Foreign Employees	Ratio of Foreign and Local Capital Participation
				Males	Females		
Matsushita Sdn. Berhad.	TV. transformer/ Deflection Yoke	Senai FTZs	Japan	(343 workers)		-	-
Lucas (M) Sdn. Berhad	Electrical	Senai FTZs	-	(230 workers)		-	-

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1-d. (1) Names of companies, (2) Major product, (3) Location, (4) Countries of origin (parent companies), (5) Number of local and foreign employees by sex and (6) Ratio of foreign and local capital participation in our sector of industries (textile, garments, shoe & leather).

MALAYSIA (STATE OF PENANG)

Names of Companies	Major Product	Location (Names of FTZs)	Countries of Origin	Local Employees		Total No. of Foreign Employees	Ratio of Foreign and Local Capital Participation
				Males	Females		
1) Penfibre Sdn. Bhd.	Polyester stable fibre	Prai FTZ	Japan & Hong Kong	593	58	13	Nil 100%
2) Woodard Textile Mill Sdn. Bhd.	Polyester cotton blended yarn & fabric	Bayan Lapas FTZ	Japan & Hong Kong	559	1072	6	Nil 100%
3) Pentex Sdn. Bhd.	Polyester cotton blended yarn & fabric	Prai FTZ	Japan & Hong Kong	724	1839	13	10% 90%
4) Penfabric Sdn. Bhd.	Dyeing, Printing & Finishing of fabric	"	Japan & Hong Kong	826	284	18	Nil 100%
5) Pentley Sdn. Bhd.	Yarn dyeing, weaving & finishing	Bayan Lapas FTZ	Japan	427	761	16	Nil 100%
6) Kanebo Spinning Mill Sdn. Bhd.	Acrylic wool, acrylic yarn & blended yarn	Prai FTZ	Japan	159	384	5	15.2% 84.8%
7) Oriental Acrylic Dyeing Works	Acrylic woll, yarn & blended yarn dyeing	Prai FTZ	Japan	75	59	2	15.2% 84.8%
8) Eastern Garment Mfg. Co. Sdn. Bhd.	Manufacture of shirts & blouse	Bayan Lapas FTZ	Hong Kong	535	1605	4	10% 90%
9) Viking Askim Sdn. Bhd.	Fashion Rubber Footwear	Prai FTZ	Norway	210	800	3	35% 65%

Local Foreign

1-d. (1) Names of companies, (2) Major product, (3) Location, (4) Countries of origin (parent companies), (5) Number of local and foreign employees by sex and (6) Ratio of foreign and local capital participation in our sector of industries (textile, garments, shoe & leather).

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

<u>Names of Companies</u>	<u>Major Product</u>	<u>Location (Names of FTZs)</u>	<u>Countries of Origin</u>	<u>Local Employees Males</u>	<u>Local Employees Females</u>	<u>Total No. of Foreign Employees</u>	<u>Ratio of Foreign and Local Capital Participation</u>
Midford Malaysia Sdn. Bhd.	Garment	U/u Kelang Free Trade Zone	Australia	14	345	4	Australian 70% Malaysian 30%

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

A. Bataan Export & Zone Location

<u>Name of Company & Zone Location</u>	<u>Nationality/Foreign Asso. or Partners</u>	<u>Project Activity or Maj. Products</u>	<u>No. of Rank & File Workers</u>	<u>Indicate if Workers are organized or not</u>
1. Accessories Specialists, Incorp.	Japanese	ladies' glass beaded bags	189	Unionized
2. Ampang Industries	Malaysian	unplasticized shipping tubes	32	No Union
3. Apparel Worldwide Corporation	Filipino	men's and women's slacks	-	No Union
4. Astec Electronics	British (Hong Kong)	Electronics components	770	No Union
5. Bataan International Garments, Inc.	German	Men's suits & coats	542	Unionized
6. Bataan Leather goods, Inc.	Japanese	Leather goods	263	Unionized
7. Bataan Optical, Inc.	French	Plastic optical lenses	100	No Union
8. Bataan Shipyard and Engineering Co., Inc.	Filipino	Ship repair	800	Unionized
9. Chemark Electric Motors, Inc.	Filipino-American	Fractional motors	114	Unionized
10. Cresta Monte Wood Producers, Co.	Filipino	Sawn lumber and mouldings	20	No Union
11. Crismina Garments, Inc.	Filipino	Denim pants and jackets	369	Unionized
12. Doorphil Mfg. Corp.	Filipino-Korean	Ladies' shirts, mens' sports shirts	179	No Union
13. Encore Textiles Mfg. Corp.	British-Filipino	Nylon and woolen jackets & denims	-	No Union
14. Filpah Industries Inc.	Filipino	Polythylene plastic packaging	149	Unionized
15. Fitshuh Mfg. Corp.	Austrian	Leather footwear	297	Unionized
16. Fjor Phils., Inc.	Norwegian-Filipino	Fiberglass cagin cruisers	18	No Union
17. Ford Philippines Stamping Plant	Canadian	Stamping of car bodies	644	Unionized
18. Onytex Mills, Inc.	Filipino	Knitted fabrics	-	No Union
19. Hitachi Cable	Japanese-Filipino	Aluminium steel cables	78	No Union
20. Integrated Electronics Ind.	Filipino	Transistor radios	-	-

Name of Company & Zone Location	Nationality/Foreign Asso. or Partners	Project Activity or Maj. Products	No. of Rank & File Workers	Indicate if Workers are organized or not
21. Integrated Shoe, Inc.	Filipino	Leather footwear	-	-
22. Inter-Asia Container Industries, Inc.	Japanese-Filipino	Polypropylene bags	105	Unionized
23. Intercontinental Garments Mfg. Corp.	British (Hongkong) Filipino	Men's ladies' and children's wear	1007	Unionized
24. International Plastics Mfg. Corp.	Chinese-Filipino	Plastic bags	-	-
25. International Sports Co. (Phil.), Inc.	British-Australian	Tennis balls and other sports goods	107	No Union
26. Lotus Export Specialist, Inc.	Korean	Leather footwear; rubber shoes	1254	No Union
27. Manila Glove Mfg. Inc.	American	Industrial gloves	807	No Union
28. Mariveles Apparel Corporation	Japanese-Filipino	Men's suits, sports coats and nests	1648	Unionized
29. Mattel Philippines Incorporated	American	Dolls and toys and doll costumes	3136	Unionized
30. McCoa Industries Incorporated	Singaporean-Indonesian-Filipino	Cacao processing	178	No Union
31. Mikuni International Incorporated	Japanese-Taiwanese	Baseball/sports caps	149	No Union
32. Mitsumi Philippines	Japanese	Electronic components	802	Unionized
33. Monasteria Knitting Incorporated	German-Filipino	Men's knitwear and sweaters	318	Unionized
34. Montilla Mfg. Corp.	Filipino	Long sleeved shirts and jackets	289	No Union
35. Pasing Textile Industries, Inc.	Japanese	Knitted fancy gloves	314	Unionized
36. Phil. Dockyard Corp.	Filipino	Shipbuilding	400	Unionized
37. Phil-German Wire Mesh	Filipino-German	Reinforced steel	-	-
38. Ricoh Watch Phils, Inc.	Japanese	Watch movements & complete watch assembly	1248	Unionized
39. San Ros Mfg. and Trading Corp.	Filipino	Semi-processed shoe components, leather accessories and packaging materials	294	No Union
40. Selectra Electronic Corporation	Filipino	Consumer electronic devices & instruments	520	No Union

Name of Company & Zone Location	Nationality/Foreign Asso. or Partners	Project Activity or Maj. Product	No. of Rank & File Workers	Indicate if Workers are organized or not
41. Soltron Electronics (Phils.), Inc.	Japanese	Electronic camera Flashguns	197	Unionized
42. Sui Tai Garment (Phil.) Corp.	Chinese-Filipino	Garments	551	Unionized
43. United Hongkong Philippines, Inc.	Chinese-British Filipino	Men's ladies' and children wear	46	No Union
44. Viron Garments Mfg. Co.	Filipino-Chinese British (Hongkong)	Knitted shirts, toddlers' pullovers	100	No Union
45. Wilson Electronics Inc.	American-Japanese	Power amplifier, mobile radio and held VHP radios	126	No Union
B. Mactan Export Processing Zone				
1. Am Cable TV Industries, Inc.	American	Equipments used in CATV industry	-	No Union
2. Eltra Asia/Pacific, Inc.	American	Telecommunication parts and components	-	No Union
3. Fairchild Semiconductor (Hongkong) Ltd.	American-British	Transistors, integrated circuits, diode lamps	-	No Union
4. Mactan Apparel, Inc.	Filipino	Garments	-	No Union
5. TWX Philippines, Inc.	American	Watches	-	No Union
C. Baguio City Export Processing Zone				
1. Adriste (Phils.), Inc.	Italian-British (Hongkong)	High-fashion leather gloves	-	No Union
2. Caffio International Ltd.	American	Artificial flowers and foliage	-	No Union
3. Horizons Sans Ltd.	American	Soft sculptured toys Christmas decors and infant accessories	-	No Union
4. Legris Mfg. Corp.	French-Filipino	Brass ball valves universal fitting, plastic tubings and other related products	-	No Union
5. Tara of Manila, Inc.	Filipino-Canadian	Embroidered household lines	-	No Union

Name of Company & Zone Location	Nationality/Foreign Asso. or Partners	Project Activity or Maj. Product	No. of Rank & File Workers	Indicate if workers are organized or not
6. Texas Instruments (Phils.), Inc.	American	Semi-conductor integrated circuits, calculators and electronic educational products	-	No Union
D. Batangas Special Zone				
1. Shell Gas Phil. Inc.	Dutch-British	Liquefied petroleum gas	-	No Union

Notes : 1. Employment at BEPZ as of December 31, 1981 19,950
 2. Employment at MEPZ as of December 31, 1981 1,827
 3. Employment at Baguio City EPZ as of December 31, 1981 867
 4. Six (6) companies which closed down as of July 1982 were not indicated here.

1-d. (1) Names of companies, (2) Major product, (3) Location, (4) Countries of origin (parent companies), (5) Number of local and foreign employees by sex and (6) Ratio of foreign and local capital participation in our sector of industries (textile, garments, shoe & leather).

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

Names of Companies	Major Product	Location (Names of FTZs)	Countries of Origin	Local Employees		Total No. of Foreign Employees	Ratio of Foreign and Local Capital Participation	
				Males	Females		Foreign	Local Capital
1) Panasia Co., Ltd.	Knitting	Kaohsiung	ROC	10	143	The total No. of foreign employees in 3 FTZs is 587.	Domestic Capital is 14.88%. Foreign Capital including Overseas Chinese Capital is 83.12%.	15
2) Shih Mei Co., Ltd.	"	"	"	10	188			
3) Sankyo Co., Ltd.	"	"	Japan	13	228			
4) King's Eagle Corp.	Garment	Nantze	"	10	300			
5) N. Nomura (Taiwan)	"	Kaohsiung	"	9	130			
6) General Manufacturing	"	"	ROC	50	987			
7) Itt Manufacturing	"	"	"	76	1740			
8) Sangwoo Co., Ltd.	"	"	"	15	218			
9) Taitex Co., Ltd.	"	"	"	64	640			
10) Good Earth Factory	"	"	"	9	130			
11) Eagle Garment Ltd.	"	"	"	28	203			
12) Popular Industrial	"	"	"	40	1001			

MALAYSIA (STATE OF PENANG)

<u>Names of organized companies (factories)</u>	<u>No. of organized workers</u>
Penfibre Sdn. Bhd.	503
Woodard Textile Mill Sdn. Bhd.	936
Pentax Sdn. Bhd.	1476
Penfabric Sdn. Bhd.	753
Pentley Sdn. Bhd.	465
Kanebo Spinning Mill Sdn. Bhd.	239
Oriental Acrylic Dyeing Works Sdn. Bhd.	98
Viking Askim Sdn. Bhd.	580

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

<u>Names of organized companies (factories)</u>	<u>No. of organized workers</u>
Midford Malaysia Sdn. Bhd.	325

REPUBLIC OF CHINARepublic of China Textile Workers Committee

<u>Names of organized companies (factories)</u>	<u>No. of organized workers</u>
ITT Textile Manufacturing Co., Ltd.	1816
N. Nomura (Taiwan) & Co., Ltd.	139
General Garment Manufactory	1037
King's Eagle Suits Corp.	310
Sangwoo Clothing Mfg. Co., Ltd.	233

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

<u>Names of organized companies (factories)</u>	<u>No. of organized workers</u>
Accessories Specialists Incorporated	189
Bataan International Garments, Inc.	542
Bataan Leather Goods, Inc.	263
Bataan Shipyard & Engineering Co., Inc.	800
Chemark Electric Motors, Inc.	114
Crismina Garments, Inc.	369
Filpah Industries, Inc.	149
Fitshuh Mfg. Corp.	297
Ford Philippines Stamping Plant	644
Inter-Asia Container Industries, Inc.	105
Intercontinental Garments Mfg. Corp.	1007
Mariviles Apparel Corporation	1648
Mattel Philippines Incorporated	3136
Mitsumi Philippines	802
Monasteria Knitting, Incorporated	318
Pasig Textile Industries, Inc.	314
Phil. Dockyard Corp.	400
Ricoh Watch Phils., Inc.	1248
Soltron Electronics (Phils.), Inc.	197
Sui Tai Garment (Phil.) Corp.	551

JOHOR - MALAYSIAJohor Textile and Garment Workers Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKACeylon Mercantile Union

Not available

1-f. Number of companies and workers engaged in other industries in the FTZs

INDIANational Labour Organisation (N.L.O.)

<u>No. of Companies</u>	<u>No. of Workers</u>	<u>Names of FTZs in which they are located</u>
81	6725	India

INDONESIASERBITSI - GASBIINDO

<u>No. of Companies</u>	<u>No. of Workers</u>	<u>Names of FTZs in which they are located</u>
62	26,281	Masan FTZ
6	458	Iri FTZ

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

<u>No. of Companies</u>	<u>No. of Workers</u>	<u>Names of FTZs in which they are located</u>
36	About 25,000	Bayan Lepas FTZ
5	About 1,500	Prai FTZ
1	About 600	Pulau Jerejak FTZ

MALAYSIASelangor & Federal Territory Textile & Garment Industries Union

(in the State of Selangor only)

<u>No. of Companies</u>	<u>No. of Workers</u>	<u>Names of FTZs in which they are located</u>
25	8,000	1) Sungei Way FTZ 2) U/U Kelang FTZ
Mainly electronic Industries		

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

<u>No. of Companies</u>	<u>No. of Workers</u>	<u>Names of FTZs in which they are located</u>
94	25,898	Kaohsiung EPZ
86	20,011	Nantze EPZ
45	13,754	Taichung EPZ

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

<u>No. of Companies</u>	<u>No. of Workers</u>	<u>Names of FTZs in which they are located</u>
22	6,597	Bataan Export Processing Zone
4	Not available	Mactan Export Processing Zone
4	Not available	Baguio City Export Processing Zone
1	Not available	Batangas Special Zone

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

<u>No. of Companies</u>	<u>No. of Workers</u>	<u>Names of FTZs in which they are located</u>
2	573	Senai Free Trade Zone

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

<u>No. of Companies</u>	<u>No. of Workers</u>	<u>Names of FTZs in which they are located</u>
Not available	Not available	Not available

SRI LANKACeylon Mercantile Union

<u>No. of Companies</u>	<u>No. of Workers</u>	<u>Names of FTZs in which they are located</u>
Not available	Not available	Not available

1-g. How many of the companies involved in other industries are organized and what is the total number of unionized workers ?

INDIA

National Labour Organisation (N.L.O.)

8 companies employing about 900 workmen.

INDONESIA

SERBITSI - GASBIINDO

All the workers are organized in T.U. (SBKMI - FBSI)
(Maritime Workers' Union)

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Union

Not available

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

4 companies are organized representing a total membership of about 600 members.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

Electrical industries in FTZs are organized in Selangor. The electrical workers number about 3,000 to 4,000.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

There are 132 companies involved in other industries which are organized. The total number of unionized workers is 47,902.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

10 companies involved in other industries are organized. The total number of unionized workers in 4,648.

JOHOR-MALAYSIA

Johor Textile and Garment Workers Union

Out of the 2 factories, none is organized.

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKA

Ceylon Mercantile Union

Not available

1-h. Generally speaking, are the factories in our sector of industries in the FTZs using more modern machinery compared with the ones used by similar factories outside the FTZs ?

INDIA

National Labour Organisation (N.L.O.)

Not necessarily. They use practically the same machinery which similar factories outside FTZs are using. They are comparatively in a better position to import sophisticated and modern machinery.

INDONESIA

SERBITSI - GASBIINDO

They have similar machineries as the ones outside the FTZ.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

Not available

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

Though no specific data is available it can generally be assumed that in view of the fact that the factories in the FTZs have been established in only the past 10 years or so the machineries are more modern. Further the industries in the FTZs are export oriented, hence a need for modern machineries for higher productivity.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

Restricting our answer to Selangor and Midford Malaysia Sdn. Bhd. Yes, the machinery and equipment used is modern and technically sophisticated.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

The machineries used in the FTZs and outside the FTZs are similar.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

Yes. Factories in the zone are using the latest modern techniques and equipment, especially in textile and garment manufacturing.

JOHOR-MALAYSIA

Johor Textile and Garment Workers Union

Not available

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

Factories are yet to be constructed in the FTZ in Karachi, though sanction has been granted in a number of cases.

SRI LANKA

Ceylon Mercantile Union

Not available

1-i. What are your union's views on the foreign companies' labour policies and business conduct in the FTZs operating in your country ?

INDIA

National Labour Organisation (N.L.O.)

Our Union believes in more job opportunities and so welcomes any entrepreneurs and believes in redressal of genuine grievances of workmen through negotiations, arbitration and adjudication by Industrial Tribunal without hampering production or stoppage of work.

INDONESIA

SERBITSI - GASBIINDO

Similar attitude as our domestic company.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

1. The aim of foreign company is to gain extra profit
2. To gain extra profit, they want to keep employees' wage low
3. They commit unfair labor practices and forbid employees to organize trade union.

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

The labour policies and business conduct, in our view, are not satisfactory. Low wages, a total disregard to health and safety and unfair terminations and lay-offs are good examples. Strained employer-employee relationship is as a result of managements not consulting the union and employees in decision making or implementation of policies.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

The labour policies of these foreign companies are beyond their actual practices in their respective parent companies. These foreign concerns do not emphasize on matters such as safety and health and machinery control as they do in their own countries.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

Foreign companies' labour policies and business conduct in the FTZs are the same as outside FTZs.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

While these foreign companies provide additional employment and foreign exchange for the country, much has to be desired in terms of wages, other terms and conditions of employment, and other facilities for the workers. While the right to organize is allowed for the workers in the zone, they cannot, however, effectively bargain for substantial benefits because of the restriction imposed by law on the right to strike in the zone.

JOHOR-MALAYSIA

Johor Textile and Garment Workers Union

Not available

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

Foreign companies operating in the country outside the FTZs observe national laws and maintain good industrial relations. However as to what their behaviour would be once they start operations within the FTZs, only time can tell.

SRI LANKACeylon Mercantile Union

Not available

1-j. What specific information does your union need on the foreign companies operating in the FTZs ?

INDIANational Labour Organisation (N.L.O.)

Comparative workload, wages, social benefits and general working conditions.

INDONESIASERBITSI - GASBLINDO

Information on wage and working condition in their respective country.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

1. How much profit do they gain each year
2. In how many countries do they have their branches
3. How many branches are organized into union
4. Working conditions of workers inside FTZs.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers Union

1. The labour policies, including wages, terms & conditions provided in the parent companies and in other countries of investment.
2. A record of their industrial relation performance with Unions in the parent companies and in other countries of investments.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

1. Information such as their financial standing in their own countries
2. Whether unionized
3. The contact with the unions
4. Their factory operations and the terms and conditions accorded to their workers in their country of origin.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

By means of the union activities, we already have considerable understanding about the foreign companies in FTZs.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

1. Amount of foreign capital actually brought in
2. Amount of local financing secured in the Philippines
3. Annual profits and dividends being remitted abroad
4. Wage rates of the workers in the country of origin.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Wages

Welfare of the workers

Insurance policy

Safety of the workers

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

We shall be needing the information on industrial relation, productivity, fringe benefits and wage structure of such foreign companies in other countries.

SRI LANKACeylon Mercantile Union

Not available

1-k. Any law or policy on the FTZs companies in your country which provides for the eventual increase of local capital participation in proportion to the reduction of foreign capital ?

INDIANational Labour Organisation (N.L.O.)

No. Any multinational or foreign company can invest 100% capital. There is no compulsion of having local capital participation.

INDONESIASERBITSI - GASBIINDO

Yes, there is.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

Not available.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

Through the New Economic Policy (NEP) it is the desire of the government to gradually reconstruct the equity participation to provide for a ratio 40% non-indigenous, 30% indigenous and 30% foreign participation. However, a high degree of flexibility is provided in the implementation of the NEP and a good number of companies have been allowed to maintain 100% of their equity. The NEP is not a law but only a government policy.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

At the present moment, there is a law that all private concern should have a minimum of 30% indigenous participation (including FTZs).

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

There is no special policy to provide for the eventual increase of local capital participation in proportion to the reduction of foreign capital.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

No such provisions in the applicable laws and decrees for our export processing zones.

JOHOR-MALAYSIAJohor Textile and Garment Workers' Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

There is law requiring participation of the local capital to some percentage.

SRI LANKACeylon Mercantile Union

Not available

1-1. What is your Government's policy on foreign staff working in the FTZs ?

INDIANational Labour Organisation (N.L.O.)

Formal permission of Government of India and Reserve Bank of India required for making payment of salary, fees for consultation charges.

INDONESIASERBITSI - GASBIINDO

They have to transfer their know-how to Indonesia.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

Not available

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

Technical and skilled personnel are allowed entry. However, foreign investors are required to provide training for Malaysians who shall eventually replace the foreign staff. In addition, certain key posts are allowed to be permanently held by foreigners.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

Foreign staff working in FTZs should be firstly qualified for the post subject to immigration requirements. Secondly, these jobs by foreign expatriates should be vacated as soon as a local person is available to perform the duties and functions of this particular job.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

The foreign staff working in the FTZs have same position as they work outside the FTZs.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

1. Fully foreign-owned enterprises are admissable into the zones.
2. Foreign technicians may be employed in supervisory, technical or advisory positions within five (5) years from registration of a zone enterprise and up to 5% of the firm's total personnel in each category.
3. They shall be issued a multiple entry special visa, valid for one (1) year to enter and leave the Philippines without further documentary requirements other than valid passports. They may reside in the country with their spouses and unmarried children under 21 years old.

JOHOR-MALAYSIAJohor Textile and Garment Workers' Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

The Government encourages the employment of Foreign Expert in specialized field in the industries wherein local talent is not forthcoming.

SRI LANKACeylon Mercantile Union

Not available

- 2-a. Can union organisers enter the FTZs freely and also undertake organising projects ?
-

INDIANational Labour Organisation (N.L.O.)

Entry is restricted and previous permission for entry of union organiser is required. There is no ban on organising workers.

INDONESIASERBITSI - GASBIINDO

Yes, they can.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

No.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

In actual fact unauthorized personnel are not allowed entry into the FTZs. However, this rule is flexible. Though being so, it is not possible to undertake organising projects openly.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

As far as the FTZs go, workers can be organized freely subject to Government of Malaysia's approval. The registrar of trade union has the final say. In the case of our union Midford Malaysia is in the free trade zone.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Yes, the union organisers can enter the FTZs freely and also undertake organising projects.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

An organizer can enter the zone freely upon registration at the gate. But organisation work must be done discreetly inside the zone. One is free to do it outside the zone or at the workers' housing project in the zone during off period.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

As far as it is concerned, there shouldn't be any prohibition for union organizers to undertake organising projects in FTZs.

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

At present, there is no restriction or discrimination pertaining to the workers engaged in FTZs in the Labour Legislation such as Trade Union Rights, Minimum Guarantees for working hours, and other fringe benefits such as Social Security, Education Cess for the Education of the Children of the workers, old Age Benefits, Gratuity, Leave, Group Insurance Facilities.

SRI LANKACeylon Mercantile Union

According to a 1980 report, in the fifteen factories in Free Trade Zone, out of a labour force of 6,601; 5,891 are women workers. These women workers are in the age group of 18 - 25 years. The majority of them were school-leavers and had found employment for the first time, on the basis of recommendations of Government Members of Parliament. These young women workers are also screened by the Police, thus driving fear into them.

In consequence, their level of trade union consciousness is very low.

2-b. Do you expect any criminal charges to be faced by your union organisers while engaged in union activities in the FTZs ?

INDIA

National Labour Organisation (N.L.O.)

No. Trade Union Act, 1926 provides certain immunity from civil suit in certain cases to office bearers of Trade Union.

INDONESIA

SERBITSI - GASBIINDO

No.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

Yes. Our labour union law prohibits the third party (except employers and employees of the company) to intervene in organizing labour union.

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

Yes. The law prohibits an assembly of more than 5 people. As organising work requires the meeting of workers in groups, the threat of being prosecuted is ever present. Union officials have to be careful while engaged in union activities in the FTZs.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

No. There has not been any such incident involving criminal charges. We do not envisage nor anticipate such charges.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

No. There are no criminal charges to be faced by our union organizers while engaged in union activities in the FTZs.

PHILIPPINES

National Union of Cordage, Garment and Textile (COGTEX)

No criminal charges have ever been filed by zone authorities against any union organizer so far.

JOHOR - MALAYSIA

Johor Textile and Garment Workers Union

As long as we still follow the laws nobody could take any action on us.

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

In the early formation of Trade Union, such eventualities can be expected from the employer against Trade Union Organization by the organizer.

SRI LANKA

Ceylon Mercantile Union

Not available

2-c. If not, state the legal protection enjoyed by trade union organizers while engaged in union activities in the FTZ.

INDIA

National Labour Organisation (N.L.O.)

SECTION 17 and 18 of Trade Union's Act

17. CRIMINAL CONSPIRACY IN TRADE DISPUTES. - No (officebearer) or member of a Registered Trade Union shall be liable to punishment under sub-section (2) of Section 120-B of the Indian Penal Code, 1860 (45 of 1860) in respect of any agreement made between the members for the purpose of furthering any such objects of the Trade Union as is specified in Sec. 15, unless the agreement is an agreement to commit an offence.

18. IMMUNITY FROM CIVIL SUIT IN CERTAIN CASES. - No suit or other legal proceeding shall be maintainable in any civil court against any registered trade union or any (office-bearer) or member thereof in respect of any act done in contemplation for furtherance of a trade dispute to which a member of trade union is a Party on the ground only that such act induces some other person to break a contract of employment, or that it is in interference with the trade, business or employment of some other person or with the right of some other person to dispose of his capital or of his labour as he will.

A registered Trade Union shall not be liable in any suit or other legal proceeding in any civil court in respect of any tortuous act done in contemplation or furtherance of a trade dispute by an agent of the trade union, if it is proved that such person acted without the knowledge of, or contrary to, express instructions given by the executive of the trade union.

INDONESIA

SERBITSI -GASBIINDO

It is protected by our Law.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

None.

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

There are no legal protection to safeguard Union organizers while engaged in Union activities in the FTZs.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

The Industrial Relations Act 1967 already provides for the formation of trade unions. (Section 4 of the I.R. Act.)

There is no special mention for restriction of FTZ.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

The union organizers are protected under the labour law.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

Legal Provisions on Trade Union Organisation

1. The Philippine Constitution explicitly provides that the State shall assure the rights of workers to selforganisation, collective bargaining, security of tenure, and just and human conditions of work.
(Art.____, Sec.____)
2. Under the Labor Code, a legitimate labor organisation shall have the rights, among others, to organize and act as the representative of the workers in an appropriate bargaining unit for purpose of collective bargaining.

(Art. 243)

3. The Code further provides that it shall be unlawful for an employer to commit following acts of unfair labor practices : (a) To interfere with, restrain or coerce employees in the exercise of their rights to self-organisation; (b) To initiate, dominate, assist or otherwise interfere with the formation of any labor organisation, including the giving of financial or other support to it or its organizers and officers.

(Art. 249)

Despite these provisions, however, organizational work in the zone is being made difficult through administrative restrictions and other requirements in entering the zone premises.

JOHOR-MALAYSIA

Johor Textile and Garment Workers Union

No person shall interfere with, restrain or coerce a workman in the exercise of his rights to form and assist in the formation of and join a trade union and to participate in its lawful activities.

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

At present, our Industrial Relation Law provides legal protection against unfair labour practices which read as below.

S-15 Industrial Relation Ordinance, 1969

S-53

SRI LANKA

Ceylon Mercantile Union

Not available

2-d. What is your union's view on the possibility of organising the workers and enhancing your union activities in each FTZ ?

INDIA

National Labour Organisation (N.L.O.)

There is big potentiality of organising unorganized workers. Union activities can be enhanced by appointing trained field workers and in order to develop contacts with workers pilot projects of recreation centre , child-centre, working women's hostel should be taken up.

INDONESIA

SERBITSI-GASBIINDO

The workers are now organized under SBKMI-FBSI (and now we are negotiating with them to organise the garment workers under SBTS-FBSI).

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

There is little possibility that we lead the organizing activity. But once workers organize unions by themselves, we can educate them on how to manage the union and assist them to bargain with employers.

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

With the exception of one company all other textile factories in the FTZs in the State of Penang have been organized by our Union. In all the union-ized factories we have concluded Collective Agreements and in some it is the 2nd Collective Agreements. The chances of organising the remaining one company and further enhancing our activities are good.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

As for our Union, we have already organized the only company in the FTZ. Should there be any other companies formed in the near future, we would definitely be there to organise the workforce.

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

We intend to look after the workers organized in this area by building :

- 1) Trade Union Office
- 2) Recreation centre
- 3) Library
- 4) Safety and Health educational centre

SRI LANKACeylon Mercantile Union

No organized efforts have been made so far, but individual efforts of Union members to organise workers in the Zone have met with strong resistance from the Government-controlled Greater Colombo Economic Commission which administers the Zone, as well as police interference and threats.

2-e. Does your union wish to organise workers in the FTZs in cooperation with international organisations ?

INDIANational Labour Organisation (N.L.O.)

Yes. We have already completed the spade work and some workers have already joined the union and intend to develop activities in co-operation with international organisations.

INDONESIASERBITSI-GASBLINDO

Yes, we do.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

Sure.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

Yes.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

We would seek the assistance of international organizations should the need arise.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Yes, we do. In FTZs there are 271 companies or factories. However, 165 companies have trade union organisations. This will serve as an impetus for union activities in the other unorganized factories.

PHILIPPINESNational Union of Cordage, Garment and Textile (COGTEX)

Definitely yes! That would further ensure the success and make easier the organizational work in the zone. It has been the desire of COGTEX to organise in the zone. The prospect for success on this project is very bright. But for lack of adequate logistical supports, the Two-Year Organizational Plan already prepared by the union cannot be carried out.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Yes.

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Yes.

SRI LANKACeylon Mercantile Union

Not available.

2-f. How does your union want ITGLWF-ARO to assist your union in the organising work ?

INDIANational Labour Organisation (N.L.O.)

By furnishing information about working conditions of workers in other countries, frequent exchange of visits of our field workers to other countries and if possible, financial assistance for starting pilot projects like - recreation centre, child care centre, working women's hostel, etc.

INDONESIASERBITSI-GASBIINDO

Workers' education programs and publication.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

1. Financial support
2. Information on FTZs in other countries
3. To press the company (main company) to allow workers to organise union.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

We would be obliged to be provided with :

1. Financial aid.
2. Information on the companies' attitude towards unionsation in the country of origin and host countries
3. Information on the companies' terms and conditions of employment and record of industrial relations performance in the countries of origin and host countries.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

The important factor would be financial assistance and this would be of tremendous assistance in organizing. Expertise on organizing could be easily available. Information on multinational companies would also be of great assistance.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

We need the assistance of ITGLWF-ARO when it is necessary.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

Essentially in the form of financial assistance to enable COGTEX to effectively engage not only in the organization work but also in pursuing a program for the workers' education in labour matters through seminars and propaganda campaigns.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

By providing financial assistance.

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

By publishing comparative studies material and educational activities for the Trade Union Leadership.

SRI LANKACeylon Mercantile Union

Not available

2-g. Is your union prepared to undertake joint organizing campaigns in the FTZs with other trade unions in your country ?

INDIANational Labour Organisation (N.L.O.)

No Sir. N.L.O. is against joint fronts as it brings local politics and unhealthy union rivalry.

INDONESIASERBITSI-GASBIINDO

Yes.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

No.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garments Workers' Union

Yes.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

Yes. We would be prepared as the main idea or motive is to succeed in organizing the unorganized. This joint venture basis will undoubtedly reduce our financial liability.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Yes. We are prepared to undertake joint organizing campaigns in the FTZs with other trade unions in our country.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

This possibility may be considered under certain conditions and other arrangements, all of which will be subject to the approval of our National Executive Board.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Yes.

SRI LANKACeylon Mercantile Union

Not available

2-h. What is your National Centre's policy on FTZs, if any ?

INDIANational Labour Organisation (N.L.O.)

N.L.O. welcomes any effort which creates job opportunities for unemployed persons and as such more Free Trade Zones for job opportunities and earning of foreign exchange are always welcomed.

INDONESIASERBITSI-GASBIINDO

They should organize in Trade Unions and lift up their standard of living and working condition.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

Not available

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

Not available for the time being.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

The National Centre, MTUC, has been long urging the government to allow the FTZ workers to be organized, particularly the electronic industries. MTUC is offering their assistance when called upon to do so.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Not available.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

At the moment, the Trade Union Congress of the Philippines (TUCP), being the only government-recognized labour center in the Philippines has not pursued a definite policy concerning the working conditions of the workers in the EPZs. But it has made declarations from time to time for the upgrading of the wages of the workers in the zone.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Not available.

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

We believe that there should not be any discriminatory policies in the Labour Legislation and Trade Union Rights.

SRI LANKACeylon Mercantile Union

Not available.

2-i. What kind of cooperation can your union expect from your National Centre in your organizing work in the FTZs ? (For example, finance, organizers, etc.)

INDIANational Labour Organisation(N.L.O.)

N.L.O. believes in self reliant organization and would assist at the initial stage of organization with field workers and financial assistance for a limited period and the activity must become self-reliant in course of stipulated time limit.

INDONESIASERBITSI - GASBLINDO

They assist only in the field of political problems.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

Our National Centre said that they will assist "as much as possible", but financial assistance seems impossible.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

Asian-American Free Labour Institute (AAFLI) is at present sponsoring a organizing project through the MTUC (National Centre). A full time organiser, whose services are available as and when needed, is working with the project.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

MTUC can offer assistance in the form of organizers as they are at the present receiving financial aid from AAFLI. But one or two organizers are not sufficient.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Not available.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

For lack of a definite organizational program for EPZs, the TUCP could only be expected to give moral support to the COGTEX by honoring the "No Union Raiding Clause" agreement among the TUCP members, of which Bro. Vincente L. Arniago is a Vice-President in the Centre.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Finance more important to us.

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

1. Education activities
2. Legal assistance
3. Helping to organize.

SRI LANKACeylon Mercantile Union

Not available.

- 2-j. State the major obstacles that would confront your union in its organizing work in each FTZ ?
-

INDIANational Labour Organisation (N.L.O.)

1. Reluctance of workers themselves to join trade union because of illiteracy, poverty and fear of losing jobs.
2. Victimization of trade union workers by employers in the initial stage.
3. Multiplicity of trade unions and influence of political parties on trade unions resulting in inter-union rivalry and ultimately paving the way for implementation of Divide and Rule Policy by the employers.

INDONESIASERBITSI - GASBIINDO

The main problem is how to take over all the Trade Union activities which are now organized by SBKMI-FBSI (Maritime Union) in to our Union (SBTS-FBSI).

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

1. Criminal charge
2. Employer's unfair labor practices (dismissal of workers, etc.)
3. Threat to withdraw capital if union is organized.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

1. Problem of meeting workers in the FTZs - as transport provided it is very difficult to meet workers.
2. Employers' anti-union attitude in practically all cases the employers tactics of intimidating workers creates fear in the workers about joining unions.
3. A lack of experienced organizers.
4. Financial constrains.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

We have only one in the FTZ. This company (Midford M'sia) is already organized and the 1st collective bargaining agreement was in fact signed and the duration of the CBA is for 3 years, beginning in 1981. Should there be other new companies or ventures starting in our area; then we will have to act on the matter at that time with regard to the laws in force.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Not available.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

1. One of the major obstacles in the organizational work in the EPZs is the effective orientation of the workers both on labour relations and labour standard matters. This is to make them responsible and militant union members.
2. Another major problem is how to tackle and confront the prohibition on strike imposed by the Batas Pambansa Bldg. 130. Although the alternative for compulsory arbitration may help solve labour-management disputes, it is still believed that concerted action or strike against the employer is still the most potent, expeditious and effective trade union weapon in trying to secure much better wages and other fringe benefits for the workers.
3. Considering the distant location of the three existing zones from Metro Manila, it would indeed be a problem how to effectively station and maintain teams of national organization near these zones for organizational work. This would require adequate financial support.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

- a. Lack of full-time organizing officers
- b. Conversation (Languages)
- c. They do not know about the union
- d. They are scared of actions that could be taken by the management.

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

There may be some companies which resort to victimisation on the formation of the Union.

The Government might relax the conditions of termination of employment without assigning a reason, and grant easy termination right to the employer in FTZs, Trade Unions bitterly oppose such a move.

SRI LANKACeylon Mercantile Union

Not available.

3-a. Comparative Study in our Sector of Industries

INDIA

National Labour Organisation (N.L.O.)

	Organized FTZ Factories		Unorganized FTZ Factories		Organized Factories Outside FTZs		Unorganized Factories Outside FTZs	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
a. Monthly basic wages of general workers	Rs.200	Rs.400	Rs.200	Rs.300	Rs.400	Rs.700	Rs.275	Rs.350
b. Monthly basic wages of machine operators	Rs.300	Rs.450	Rs.250	Rs.350	Rs.450	Rs.750	Rs.325	Rs.400
c. Monthly basic wages of clerical staff	Rs.275	Rs.425	Rs.225	Rs.325	Rs.425	Rs.725	Rs.300	Rs.375
d. Monthly basic wages of technical staff	Rs.350	Rs.400	Rs.300	Rs.400	Rs.500	Rs.800	Rs.375	Rs.450
e. Monthly basic wages of supervisory staff	Rs.375	Rs.525	Rs.325	Rs.425	Rs.525	Rs.825	Rs.400	Rs.475
f. Working hours per week	48	54	48	54	48	54	48	54
g. Paid public holidays per year	5	7	2	5	5	7	2	5
h. Paid annual vacation	2 Wks	3 Wks	2 Wks	2 Wks	2 Wks	3 Wks	2 Wks	2 Wks
i. Paid sick leave per year	10	20	-	-	10	10	-	-
j. Paid hospitalisation leave per year	-	-	-	-	-	-	-	-
k. Paid industrial accident leave	Half pay leave for total duration till recovery.							
l. Payment for overwork	2 times	2 times	1-1/2 times	2 times	2 times	2 times	single	1-1/2 times
m. Payment for work done on a rest day	double	double	single	single	double	double	single	single
n. Payment for work done on a public holiday	"	"	"	"	"	"	"	"
o. Shift allowance	0.50 P	Re.1/-	--	--	0.50 P	Re.1/-	--	--
p. Overtime meal allowance	--	--	--	--	--	--	--	--
q. Annual bonus	8.33%	20%	8.33%	20%	8.33%	20%	8.33%	20%
r. Retrenchment benefits	15 days average wages for each complete year of service.							
s. Retirement benefits	15 days average wages for each complete year of service.							
t. Any other benefit (uniforms, dormitory, transportation, etc.)	--	2 pairs uniforms & transport facility for female	--	--	--	2 pairs uniforms	--	--

3-a. Comparative Study in our Sector of Industries

INDONESIA

SERBITSI - GASBIINDO

	Organized FTZ Factories		Unorganized FTZ Factories		Organized Factories Outside FTZs		Unorganized Factories Outside FTZs	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
a. Monthly basic wages of general workers	US\$1.00	US\$1.50						
b. Monthly basic wages of machine operators	"1.50	" 2.00						
c. Monthly basic wages of clerical staff	"2.50	" 3.00						
d. Monthly basic wages of technical staff	"2.50	" 3.00						
e. Monthly basic wages of supervisory staff								
f. Working hours per week	: 40 days							
g. Paid public holidays per year	: 11 days							
h. Paid annual vacation	: 12 days							
i. Paid sick leave per year	: -							
j. Paid hospitalisation leave per year	: 3 months							
k. Paid industrial accident leave	: -							
l. Payment for overtime work	: 2-1/2 x wage per hour							
m. Payment for work done on a rest day	: 2 x							
n. Payment for work done on a public holiday	: 2 x							
o. Shift allowance	: -							
p. Overtime meal allowance	: -							
q. Annual bonus	: 1 month salary							
r. Retrenchment benefits	: -							
s. Retirement benefits	: -							
t. Any other benefit (uniforms, dormitory, transportation, etc.)	: uniform, transportation							

3-a. Comparative Study in our Sector of Industries

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

	Organized FTZ Factories		Unorganized FTZ Factories		Organized Factories Outside FTZs		Unorganized Factories Outside FTZs	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
a. Monthly basic wages of general workers								
b. Monthly basic wages of machine operators								
c. Monthly basic wages of clerical staff								
d. Monthly basic wages of technical staff								
e. Monthly basic wages of supervisory staff								
f. Working hours per week								
g. Paid public holidays per year								
h. Paid annual vacation								
i. Sick leave per year								
j. Paid hospitalisation leave per year								
k. Paid industrial accident leave								
l. Payment for overtime work								
m. Payment for work done on a rest day								
n. Payment for work done on a public holiday								
o. Shift allowance								
p. Overtime meal allowance								
q. Annual bonus								
r. Retrenchment benefits								
s. Retirement benefits								
t. Any other benefits (uniforms, dormitory transportation, etc.)								

Not available

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3-a. Comparative Study in our Sector of Industries

JOHOR - MALAYSIAJohor Textile and Garment Workers Union

	Organized FTZ Factories		Unorganized FTZ Factories		Organized Factories Outside FTZs		Unorganized Factories Outside FTZs	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
a. Monthly basic wages of general workers	-	-	M\$3.00 to 4.00		M\$ 140/= to 180/=			
b. Monthly basic wages of machine operators	-	-	-	-	190/= to 220/=			
c. Monthly basic wages of clerical staff	-	-	-	-	150/= to 220/=			
d. Monthly basic wages of technical staff	-	-	-	-	500/= to 1,300/=			
e. Monthly basic wages of supervisory staff	-	-	48 hrs/48 hrs		48 hrs/45 hrs		48 hrs/48 hrs	
f. Working hours per week	-	-	10 days		10 to 13 days		10 days	
g. Paid public holidays per year	-	-	14 to 22 days		10 to 22 days		14 to 22 days	
h. Paid annual vacation	-	-	-	-	60 days		-	
i. Paid sick leave per year	-	-	-	-	Under S/Leave		Under S/Leave	
j. Paid hospitalisation leave per year	-	-	-	-	M\$1.5		M\$1.5	
k. Paid industrial accident leave	-	-	M\$1.5		2 days		1 to 2 days	
l. Payment for overtime work	-	-	1 to 2 days		2 to 3 days		1 to 2 days	
m. Payment for work done on a rest day	-	-	1 to 2 days		M\$ 0.50/3.50		M\$ 0.50/2.00	
n. Payment for work done on a public holiday	-	-	-	-	M\$2.00		-	
o. Shift allowance	-	-	-	-	1/2 to 2 mths		-	
p. Overtime meal allowance	-	-	-	-	M\$1.75 to 2.50		-	
q. Annual bonus	-	-	-	-	40% to 60%		-	
r. Retrenchment benefits	-	-	-	-			-	
s. Retirement benefits	-	-	-	-			-	
t. Any other benefit (uniforms, dormitory, transportation, etc.)	-	-	-	-	Yes		-	

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3-a. Comparative Study in our Sector of Industries

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

	Organized FTZ Factories		Unorganized FTZ Factories	
	Min.	Max.	Min.	Max.
a. Monthly basic wages of general staff	M\$170	M\$240	M\$130	M\$170
b. Monthly basic wages of machine operators	M\$200	M\$290	M\$150	M\$200
c. Monthly basic wages of clerical staff	M\$240	M\$420	M\$200	M\$300
d. Monthly basic wages of technical staff	M\$300	M\$490	M\$230	M\$400
e. Monthly basic wages of supervisory staff	M\$320	M\$722	M\$250	M\$450
f. Working hours per week	48	48	48	48
g. Paid public holidays per year	15	16	10	13
h. Paid annual vacation	8	28	8	16
i. Paid sick leave per year	14	22	14	22
j. Paid hospitalisation leave per year	60	60	60	60
k. Paid industrial accident leave	6 mos	No Limit	As per social Security Act	3 mos
l. Payment for overtime work (1)	1-1/2 x	1-1/2 x	1-1/2 x	1-1/2 x
m. Payment for work done on a rest day (2)	2 x	2 x	2 x	2 x
n. Payment for work done on a public holiday ⁽³⁾	3 x	3 x	3 x	3 x
o. Shift allowance	1.00	2.50	0.70	1.80
p. Overtime meal allowance	1.00	1.50	Nil	1.00
q. Annual bonus	1 mo	1 mo	Nil	1 mo
r. Retrenchment benefits	+ 17 days	20 days	10 days	20 days
s. Retirement benefits	++ 17 days	20 days	Nil	Nil
t. Any other benefit (uniforms, dormitory, transportation, etc.)	Transport, Uniforms, Hosp. Cost	Transport, Uniforms	Transport, Uniforms (in some companies)	Transport, Uniforms, Hosp. Cost

(1) 1.5 x hourly rate of pay
+ 17/20 10/25 days for each year of service

(2) 2.0 x daily rate of pay

(3) 3.0 x daily rate of pay
++ Same as (+)

3-a. Comparative Study in our Sector of Industries

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

	Organized FTZ Factories		Unorganized FTZ Factories	
	Min.	Max.	Min.	Max.
a. Monthly basic wages of general workers	M\$160	M\$230	-	-
b. Monthly basic wages of machine operators	M\$180	M\$360	-	-
c. Monthly basic wages of clerical staff	M\$260	M\$450	-	-
d. Monthly basic wages of technical staff	-	-	-	-
e. Monthly basic wages of supervisory staff	-	-	-	-
f. Working hours per week	-	34-3/4 hrs	40 hrs	48 hrs
g. Paid public holidays per year	-	17 days	12 days	17 days
h. Paid annual vacation	8 days	18 days	8 days	28 days
i. Paid sick leave per year	14 days	22 days	14 days	22 days
j. Paid hospitalisation leave per year	-	60 days	60 days	60 days
k. Paid industrial accident leave	-	-	-	-
l. Payment for overtime work	1-1/2 x	Normal rate	1-1/2 x	1-1/2 x
m. Payment for work done on a rest day	2 x	"	2 x	2 x
n. Payment for work done on a public holiday	3 x	"	3 x	3 x
o. Shift allowance	-	-	M\$1.50	M\$3.50
p. Overtime meal allowance	-	-	-	-
q. Annual bonus	1/4 mo	1 mo	1/4 mo	2 mo
r. Retrenchment benefits	10 days	20 days	10 days	35 days
s. Retirement benefits	14% EPF (Employees Provident Fund)		10 days	20 days
t. Any other benefit (uniforms, dormitory, transportation, etc.)	Uniform 1-2 pairs per year Transport during emergency		10 days	20 days

3-a. Comparative Study in our Sector of Industries

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

	Organized FTZ Factories		Unorganized FTZ Factories		Organized Factories Outside FTZs		Unorganized Factories Outside FTZs	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
a. Monthly basic wages of general workers								
b. Monthly basic wages of machine operators								
c. Monthly basic wages of clerical staff								
d. Monthly basic wages of technical staff								
e. Monthly basic wages of supervisory staff								
f. Working hours per week								
g. Paid public holidays per year								
h. Paid annual vacation								
i. Paid sick leave per year								
j. Paid hospitalisation leave per year								
k. Paid industrial accident leave								
l. Payment for overtime work								
m. Payment for work done on a rest day								
n. Payment for work done on a public holiday								
o. Shift allowance								
p. Overtime meal allowance								
q. Annual bonus								
r. Retrenchment benefits								
s. Retirement benefits								
t. Any other benefit (uniforms, dormitory, transportation, etc.)								

Not available

3-a. Comparative Study in our Sector of Industries

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

	Organized FTZ Factories		Unorganized FTZ Factories		Organized Factories Outside FTZs		Unorganized Factories Outside FTZs	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
a. Monthly basic wages of general workers								
b. Monthly basic wages of machine operators								
c. Monthly basic wages of clerical staff								
d. Monthly basic wages of technical staff								
e. Monthly basic wages of supervisory staff								
f. Working hours per week								
g. Paid public holidays per year								
h. Paid annual vacation								
i. Paid sick leave per year								
j. Paid hospitalisation leave per year								
k. Paid industrial accident leave								
l. Payment for overtime work								
m. Payment for work done on a rest day								
n. Payment for work done on a public holiday								
o. Shift allowance								
p. Overtime meal allowance								
q. Annual bonus								
r. Retrenchment benefits								
s. Retirement benefits								
t. Any other benefit (uniforms, dormitory, transportation, etc.)								

See Annex "E"

PHILIPPINES

Annex "E"

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LEGISLATED MINIMUM WAGE RATES AND
ALLOWANCES FOR INDUSTRIAL WORKERS

(Effective January 1, 1982)

<u>Area Coverage</u>	<u>Daily Rate</u>	<u>Monthly Rate</u>	<u>Total Monthly Allowance</u>
Within NCR	₱18.00	₱471.00	₱210.000 - monthly plus ₱4.000 - daily
Outside NCR	₱17.00	₱443.83	₱210.000 - monthly plus ₱4.00 - daily

OTHER LEGISLATED FRINGE BENEFITS
FOR ALL INDUSTRIAL WORKERS

1. 13th Month Pay employees not receiving more than ₱1,000.00 monthly are entitled to one twelfth (1/12) of their basic salary within a calendar year (Presidential Decree 851)
2. Holiday Pay employees are paid eleven (11) regular holidays during a year even if they do not report for work during the said period (Labour Code)
3. Incentive Leave Pay..... employees are also entitled to five (5) days incentive leave with pay during a year (Labour Code)
4. Premium Pay Additional 30% of the basic pay for work during holiday and rest day
5. Overtime Pay Plus 25% of the basic pay for work beyond 8-hours during regular working day
6. Night Differential Pay additional 10% of the basic pay for work between 10:00 p.m. to 6:00a.m.
7. Other benefits Social Security Benefits, Medicare for hospitalization, State Insurance Fund for accident and workconnected sickness, and Maternity Leave with pay

PHILIPPINES

Annex "E"

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EFFECTIVE WAGE RATES FOR INDUSTRIAL WORKERS

Within NCR ₱31.82 a day
 Outside NCR ₱30.74 a day

(Said rates include allowance, 13th month pay, 11 regular holidays pay and 5 days incentive leave pay)

NOTES :

1. NCR - means National Capital Region or Metro Manila Area.
Export Processing Zones are classified as outside NCR or outside Metro Manila;
2. Data being asked on page 7 of Questionnaire are still under compilation. But it has already been established that workers inside the zones received less wages and other benefits compared with those outside the zones. Required data will be presented in the country report during the conference.

3-a. Comparative Study in our Sector of Industries

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

	Organized FTZ Factories		Unorganized FTZ Factories		Organized Factories Outside FTZs		Unorganized Factories Outside FTZs	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
a. Monthly basic wages of general workers	NT\$7000	12000	7000	12000	7000	12000	7000	12000
b. Monthly basic wages of machine operators	7500	12500	7500	12500	7500	12500	7600	12500
c. Monthly basic wages of clerical staff	8000	12500	8000	12500	8000	12500	8000	12500
d. Monthly basic wages of technical staff	10000	15000	10000	15000	10000	15000	10000	15000
e. Monthly basic wages of supervisory staff	13000	25000	13000	25000	13000	25000	13000	25000
f. Working hours per week	40-48	hours	40-48	hours	40-48	hours	40-48	hours
g. Paid public holidays per year	16	days	16	days	16	days	16	days
h. Paid annual vacation	52	days	52	days	52	days	52	days
i. Paid sick leave per year	Please refer to the Country Report distributed separately							
j. Paid hospitalisation leave per year								
k. Paid industrial accident leave								
l. Payment for overtime work								
m. Payment for work done on a rest day								
n. Payment for work done on a public holiday								
o. Shift allowance								
p. Overtime meal allowance								
q. Annual bonus								
r. Retrenchment benefits								
s. Retirement benefits								
t. Any other benefit (uniforms, dormitory, transportation, etc.)								

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3-a. Comparative Study in our Sector of Industries

SRI LANKA

Ceylon Mercantile Union

<u>Free Trade Zone</u>	
Trainees	Rs. 15/- per day all inclusive (Rs. 375/- for 25 days)
Unskilled	Rs. 17/50 per day - do - (Rs. 437/50 ")
Semi-skilled	Rs. 20/- per day - do - (Rs. 500/- ")
Office Staff Higher Grade	Rs. 600/- per menses plus allowances
Office Staff Grade II	Rs. 500/- "
Office Staff Grade I	Rs. 400/- "
Office Peons	Rs. 350/- "

(Scales introduced as at October 1980)

Outside Zone

Learners	Rs. 434/84 for 25 days work
Unskilled	Rs. 475/86 "

Checkers, cutters, etc. Rs. 497/96 to Rs. 515/90 for 25 days work

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3-B-a. Do unorganized workers in the FTZs have any right of consultation with management on matters concerning their terms and conditions of employment including industrial health and safety ?

INDIA

National Labour Organisation (N.L.O.)

Yes. Works Committees provided under Industrial Disputes Act, 1947 in certain units can also look after health and safety.

INDONESIA

SERBITSI - GASBIINDO

All organized in Trade Union.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

Yes. Any business should have the Labour-Management Council to consult on such matters as grievance handling, safety, improvement of working environment and so on. This Council is composed equal numbers of workers' and management representatives.

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

No. However, in some companies a joint committee of management and workers is appointed by the management. Though supposed to serve as a platform for consultations, for all practical purposes it serves as an outlet to quell workers' dissatisfaction and objections.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

In the context of industrial relations they do. But where do we find employers entertaining such a request. Never at all.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

Yes. Most of the unorganized workers in the FTZs have the right of consultation with management.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

They have such right, but cannot use it effectively for lack of legal personality to represent other workers in the company.

JOHOR-MALAYSIA

Johor Textile and Garment Workers Union

In my view, no. The attitude of the companies is the same whether in the FTZs or not. Frankly speaking, to bring management to the table to discuss workers' problems or other matters, is a dream.

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

Under the present Industrial Relations Order (IRO) 1969 provision, the workers have such rights. The relevant Section 23 on the subject are reproduced below :

- (6) The management shall not take any decision in the following matters without the advice in writing of the workers' representatives, namely :
- (i) framing of service rules and policy about promotion & discipline of workers.
 - (ii) changing physical working conditions in the factory;
 - (iii) in service training of workers;
 - (iv) recreation and welfare of workers,
 - (v) regulation of daily working hours and breaks,
 - (vi) preparation of leave schedule, and
 - (vii) matters relating to the order and conduct of workers within the factory.

SRI LANKACeylon Mercantile Union

Not available.

3-B-b. In the event of a dismissal what are the avenues available to an unorganized worker in the FTZs to seek redress ?

INDIANational Labour Organisation (N.L.O.)

Dismissed employees can challenge action of employer and can approach Labour Court constituted under Industrial Disputes Act, 1947.

INDONESIASERBITSI - GASBIINDO

Through T.U.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

If this dismissal is against the Labour Standard Law, dismissed workers can appeal to labour inspector. He can go to the Civil Law.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

In accordance with Section 20 of the Industrial Relations Act of 1967, a dismissed workman who is not a member of a trade union can make representation with the Ministry of Labour who may in turn refer the matter to the Industrial Court for arbitration.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

The Industrial Relations Act 1967, i.e. : Section 20 allows a workman who is not a member of any trade union to report any dismissal to the Minister of Labour and Manpower.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

A dismissal is settled according to Labour Law.

PHILIPPINESNational Union of Cordage, Garment and Textile(COGTEX)

A dismissed worker can file complaint to the branch office of the Ministry of Labour stationed inside the zone in Mariveles, Bataan.

JOHOR - MALAYSIAJohor Textile and Garment Workers Union

They have to refer the case to the Labour Dept. or Industrial Relations Dept.

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Yes.

SRI LANKACeylon Mercantile Union

Not available.

3-B-c. How does his position differ from that of an unorganized worker outside the FTZs ? (legally and/or in practice)

INDIANational Labour Organisation (N.L.O.)

Do not differ materially.

INDONESIASERBITSI - GASBIINDO

They have the same right legally and also in practice.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

No difference.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

The same procedure as in 3-B-b.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

No difference whether within the FTZ or not.

REPUBLIC OF CHINARepublic of China Workers' Committee

No difference.

PHILIPPINESNational Union of Cordage, Garment and Textiles(COGTEX)

The remedy is the same outside the zone. But a worker outside the zone could more effectively prosecute his complaint because he could easily secure the services of a lawyer at lesser cost since the venue is usually within the urban or city proper.

JOHOR - MALAYSIAJohor Textile and Garment Workers Union

It would be the same whether outside or inside FTZs.

PAKSITANAll Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKACeylon Mercantile Union

Not available

3-B-d. Give an example each of an actual trade dispute involving organized and unorganized workers in the FTZs ?

INDIANational Labour Organisation (N.L.O.)

No major disputes so far.

INDONESIASERBITSI - GASBIINDO

Not available

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

In 1976 we organized a trade union in Korea Swany Co. inside Masan FTZ, and there accrued a dispute between employer and trade union.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

Organized (Pentex-Textile Mill) - 8 general stove workers were instructed to carry out duties normally assigned to contract labourers. The workers refused and were subsequently dismissed. Attempts by the Union to settle the matter met with adamant and unreasonable attitude from the management. Union members laid down tools and walked out.

Ruf Malaysia (Electronics) - Workers' attempts to form a Union was met with resistance and intimidation by the management. Subsequently the active workers were dismissed. Workers walked out in protest and met with Police harrasment.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

Mainly, the trade disputes involving an organized or unorganized worker centre around a dismissal or termination of employment.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Because the working conditions and the wages are same, they have no trade dispute.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

Dismissal due to violation of company rules and regulations.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKACeylon Mercantile Union

Does not arise in view of what has been stated above. However, what has been stated earlier applies to the Investment Promotion Zone located at Katunayake itself. The area of control and direction of the Greater Colombo Economic Commission extends beyond the Investment Promotion Zone in Katunayake. Within the outer Free Trade Zone area the Union has successfully organized several Branch Unions and recently entered into a unique collective agreement with a transnational company.

At Monta Garment Industries Ltd., also within the outer periphery of the Zone, as reported earlier, 467 workers lost their employment, immediately after they enrolled as members of the Union and formed a Branch. Their cases are now before a Labour Tribunal.

3-B-e. What was the nature of the dispute ?

INDIANational Labour Organisation (N.L.O.)

Not available

INDONESIASERBITSI - GASBIINDO

Wage and working condition.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

The company threatened to withdraw capital if the Government approved the union. The company also dismissed union leaders.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

1. Dismissal of 8 workers for not carrying out instruction.
2. Attempt to form a trade union and subsequent dismissal of active workers.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

Not available.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Not available

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

Dismissal due to violation of company rules and regulations.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKACeylon Mercantile Union

Not available

3-B-f. How were the disputes settled ? (by both parties or the intervention of a third party ?)

INDIANational Labour Organisation (N.L.O.)

Not available

INDONESIASERBITSI - GASBIINDO

Mostly by both parties.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

The company dismissed union leaders and harassed other workers. And the union was disorganized in the end.

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers Union

1. The matter was finally settled with the intervention of the union's officials.
2. The matter was settled with the intervention of the officers of the Ministry of Labour and Manpower.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

Cases of the above nature are either settled by conciliation by the Ministry of Labour and Manpower or by arbitration in the industrial court.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Not available

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

The case of the organized worker was settled amicably between the union and the management; the case of the other was resolved judicially by the Labour Ministry.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKACeylon Mercantile Union

Not available

3-B-g. In your view in whose favour were the disputes settled ?

INDIANational Labour Organisation (N.L.O.)

Not available

INDONESIASERBITSI - GASBIINDO

Fifty-fifty

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

It was settled in favour of the employer.

MALAYSIA (STATE OF PENANG)Penang*Province Wellesley Textile and Garment Workers' Union

1. The matter was settled with the reinstatement of all 8 workers which was in favour of the Union.
2. The matter was definitely settled in favour of the management. The attempt to unionize was not successful.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

In many cases there is settlement reached by way of compensation in lieu of reinstatement.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Not available

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

The first case, was settled in favour of the organized worker. For the second one, the management won against the unorganized worker.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKACeylon Mercantile Union

Not available

3-B-h. Which foreign investors offer the best terms and conditions of employment to their employees in the FTZs ? Present your list, by country, in the descending order.

INDIANational Labour Organisation (N.L.O.)

1. Hindustan Ciba Geigy Ltd. - Swiss
2. Hechst - W. Germany

INDONESIASERBITSI - GASBIINDO

They have similar terms and conditions among the factories in FTZ.

REPUBLIC OF KOREAFederation of Korean Textile Workers Unions

Not available

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile Garment Workers' Union

In our view the list is as follows :

American, Japanese, Germans, Hong Kong/Taiwanese.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

- | | |
|-------------|----------------|
| 1. British | 4. Indians |
| 2. Japanese | 5. Australians |
| 3. German | 6. Hong Kong |

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Most of the foreign investors offer the best terms and conditions of employment to their employees in the FTZs.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

No factual findings yet.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKACeylon Mercantile Union

Not available

3-B-i. Which foreign investors have the best industrial relations with their employees ? Present your list, by country, in the descending order.

INDIANational Labour Organisation (N.L.O.)

1. Hindustan Ciba Geigy Ltd., - Swiss
2. Hoechst- W. Germany

INDONESIASERBITSI - GASBIINDO

They have similar industrial relations.

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

Not available

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Not available

MALAYSIA (STATE OF PENANG)Kesatuan Pekerja Pekerja Perusahaan Membuat Tekstil Dan Pakaian Pulau Pinang Dan Seberang Perai

In our view the list is as follows :

Japanese, Americans, Germans, Hong Kong and Taiwanese.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

- | | |
|-------------|----------------|
| 1. British | 4. Indians |
| 2. Japanese | 5. Australians |
| 3. German | 6. Hong Kong |

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

1. Lever Brothers
2. Bata
3. Attock Oil Refinery

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

Not available

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

Generally speaking, most of the foreign investors have the best industrial relations with their employees.

SRI LANKACeylon Mercantile Union

Not available

3-B-j. State your view on the relations between the foreign staff and the local employees in the FTZs ?

INDIANational Labour Organisation (N.L.O.)

Foreign staff is negligible in number. Generally, they come at installation stage. The relation with them as and when they come are cordial.

INDONESIASERBITSI - GASBIINDO

Not available

REPUBLIC OF KOREAFederation of Korean Textile Workers' Unions

Not available

MALAYSIA (STATE OF PENANG)Penang and Province Wellesley Textile and Garment Workers' Union

In the textile industry the relationship is satisfactory.

MALAYSIASelangor & Federal Territory Textile & Garment Industries Employees Union

Relationship in the managerial capacity is good but in the lower manual category there is always an strained relationship.

REPUBLIC OF CHINARepublic of China Textile Workers' Committee

The relations between the foreign staff and the local employees in the FTZs are very good.

PHILIPPINESNational Union of Cordage, Garment and Textiles (COGTEX)

Foreign staff are decidedly in a much better and advantageous position in terms of wages and incentives than their local counterparts.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Not available

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKACeylon Mercantile Union

Not available

4-a. List the government incentives enjoyed by investors (employers) in the FTZs.

INDIANational Labour Organisation (N.L.O.)

1. Streamlined administration. All approvals are given at one single point within 45 days, KAFTZ Administration is at hand to help sanctioned units get down to production quickly.
2. Total waiver of licensing for import of capital goods and other production materials.
3. Duty free import of capital goods and equipment from preferred sources.
4. Exemption from customs duty and other additional countervailing duty on raw materials, components, consumables, spares, tooling and packaging materials imported.
5. Exemption from Central Excise duties and other levies on products manufactured within the Zone or goods brought into KAFTZ from D.T.A. for use by the industries for the production of goods or in connection with the products.
6. Capital goods, and all other inputs supplied to the Zone from the rest of the country are treated as exports and are eligible for all export benefits.
7. Special dispensations and relaxations in local laws and levies including Municipal Tax, Octroi, Sales Tax, Property Tax, etc.
8. The statement on industrial policy authorises the Government to consider even fully-owned foreign companies in 100% export-oriented ventures. 100% foreign-ownership is permissible in KAFTZ.
9. Central sales tax paid on purchases from outside the state is re-imbursed by Zone Administration.
10. Transport Subsidy determined by Govt. of India from time to time for movement of goods between Bombay and KAFTZ.

11. Term finance of very low rate of interest for fixed assets.
12. Cash subsidy on fixed capital investment in plant building and machinery from Gujarat Government beyond initial period of five years which expired on 30-10-1982, is under consideration.
13. Exemption from the restrictions under Export Control Order on products manufactured and exported from KAPTZ.
14. Clearance for disposal of scrap and waste in the D.T.A. on payment of duty.
15. Packing Credit facility for a period of 90 days without production of firm export orders or letter of credit.
16. Exemption from stamp duty on lease deed executed.

INDONESIA

SERBITSI - GASBIINDO

Tax holiday and tax exemption.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

1. Exemption from duties on imported materials.
2. Exemption from the application of laws regarding foreign investment.
3. Industrial complex and facilities.

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

Total tax exemption up to 10 years; low rental and payment rates for facilities and infrastructures; accelerated Depreciation Allowance on qualifying plant expenditure; minimum control over repatriation of profits.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

1. Pioneer status. There is no levy of income tax for five (5) years and probably an extension of 2 years or more.

2. Items such as wages and other terms and conditions will be as stipulated in the Labour Law.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

The Government offers tax exemption.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

INCENTIVES FOR ZONE ENTERPRISES

TAX BENEFITS :

- Tax-free and duty-free importation of machinery, raw materials and operating supplies.
- Exemption from the payment of export tax.
- Exemption from the payment of municipal and provincial taxes.
- Exemption from the payment of property tax on production equipment not attached to the real estate.
- Exemption from the payment of contractor's tax on gross receipts of registered zone enterprises.
- Net operating loss incurred in any of the first ten (10) years of operation as a registered zone enterprise may be carried over as a deduction from taxable income for the six (6) years immediately following the year of such loss.
- Accelerated depreciation of fixed assets.
- Additional deduction from taxable income of 1/2 the value of labour training expenses but not exceeding 10% of direct labour wages.
- Deduction from taxable income of organizational and preoperating expenses for a period of not more than 10 years.
- Tax credits on sales, compensating and specific taxes and duties on local purchase of supplies and raw materials.

FOREIGN INVESTMENT GUARANTEES :

Repatriation of foreign investment and remittance of profits and dividends at any time in full are allowed at prevailing exchange rates.

FOREIGN EXCHANGE AND FINANCING :

Priority in the allocation of foreign exchange for the importation of merchandise, equipment and raw materials.

IMPORT-EXPORT RULES SIMPLIFIED :

Documentation and procedures assure release of all imports and exports within 48 hours.

JOHOR-MALAYSIAJohor Textile and Garment Workers Union

Exemption from all forms of taxes.

PAKISTANAll Pakistan Federation of Trade Unions (APFTU)

1. Taxation facilities
2. Repatriation of profits
3. Import of the machinery and raw material without duty.

SRI LANKACeylon Mercantile Union

As mentioned more comprehensively in (g) below, the incentives offered to investors by the Government are 100% tax exemption for a period of 10 years, with a further concessionary period of 15 years. The exemption also includes exemption from corporate and personal income tax, as well as royalties and dividends.

The financial position of the undertakings in the Investment Promotion Zone that are making super-profits as a result of the 'incentives' offered by the Government to investors could be described as phenomenal. For example, companies opening up in the zone are ensured 100% tax exemption up to a maximum of 10 years. This is not all, the exemption includes taxes on the corporate and personal income of investors, including royalties and dividends, and the 10-years' tax-free period will be followed by a further concessionary tax period for up to 15 years.

The wages paid to workers in the Zone are recognized as being the lowest rates in Asia. On the other hand, the productivity of the work force in the Zone has been assessed as being second only to Singapore. Thus, the opportunity to earn super-profits by the undertakings in the Zone (and elsewhere) are limitless, at the cost of the super-exploitation of the workers.

4-b. Do employees in the FTZs have the legal right to organize themselves into trade unions ?

INDIA

National Labour Organisation (N.L.O.)

Yes. Trade Unions Act 1925 provides that any seven persons can form a trade union which can be registered and gets a right to represent.

INDONESIA

SERBITSI-GASBIINDO

Yes, they have.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

Yes.

MALAYSIA (STATE OF PENANG)

Fenang and Province Wellesley Textile and Garment Workers' Union

Yes.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

All workers in the country have right to organize or be organized depending on the opinion of the Govt. i.e. : The Registrar of Trade Union, should he deem it fit.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

Yes, they have absolute right to organize themselves into trade unions.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

Yes, they have the legal right to form and join trade unions.

JOHOR-MALAYSIA

Johor Textile and Garment Workers Union

Yes.

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

Yes.

SRI LANKA

Ceylon Mercantile Union

There are no legal restrictions preventing the organizing of workers in the Free Trade Zone. All the labour laws are said to apply to the workers in the Zone. The Government-appointed Greater Colombo Economic Commission is, however, vested with the responsibility of stipulating minimum standards in the area of wages, conditions of employment, safety and health, as well as the responsibility for regulating relations between the employers and the workers, through settlement of disputes, and to encourage a high standard of productivity. As explained earlier, since the workers are young women workers, mainly, in employment for the first time, the para-military conditions under which they are forced to work has resulted in no right to freedom of association being extended and consequently no collective bargaining whatsoever.

4-c. Do they have the legal right to bargain ?

INDIA

National Labour Organisation (N.L.O.)

Yes. They can represent and bargain personally as well as through Government officials or trade unions.

INDONESIA

SERBITSI - GASBIINDO

Yes they have.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

Yes.

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers' Union

Yes. However, benefits under part XII of the Employment Act 1955 cannot be improved upon unless such improvement is approved by the Minister for Labour on representation by both the employer and union.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

No.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

Yes, they have. Most of the companies take the open-minded attitude to negotiate with the workers.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

Yes, they have the legal right to bargain with their employer for a CBA.

JOHOR-MALAYSIA

Johor Textile and Garment Workers Union

Yes, if they join unions and are recognized by employers.

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

Yes.

SRI LANKA

Ceylon Mercantile Union

Not available

4-d. Do they have the legal right to strike in support of their demands ?

INDIA

National Labour Organisation (N.L.O.)

Yes, except in Public Utility Industries and Services.

INDONESIA

SERBITSI - GASBIINDO

No.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

Yes. But they should go through mediation and arbitration before they stage strike.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

Although they have the legal right to strike, there are too many restrictions in the law which make it almost impossible to exercise that right. Two-thirds of the members involved in a dispute must vote for the strike, following which the union must give two weeks' notice of the strike to the Registrar of Trade Unions. However, in the meantime, or when the strike is on, the Minister of Labour may refer the dispute for compulsory arbitration and once that happens the strike must be called off. The findings of the Industrial Court are binding on both parties and normally stay in force for a period of three years. The labour laws of the country also empower the Industrial Court to make awards that may be inferior to negotiated conditions of employment.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

The workers have the right to strike under the Law, but the social peace must not be affected. Their demands are negotiated with the employers.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

No! Strikes in the zone are prohibited under Batas Pambansa Bldg. 130. This weakened the union's position at the bargaining table.

JOHOR-MALAYSIA

Johor Textile and Garment Workers Union

Yes.

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

Yes, but at present the provisions of Industrial Relations Ordinance, 1969 pertaining to strikes and lock-outs are suspended due to Martial Law Regulations Compulsory arbitration through Labour Courts has been introduced in case of failure of negotiation between the parties.

SRI LANKA

Ceylon Mercantile Union

Not available

4-e. Are there any legal restrictions in obtaining information on the operations of companies in the FTZs ?

INDIA

National Labour Organisation (N.L.O.)

No, but reluctance in guise of trade secrets comes in the way.

INDONESIA

SERBITSI - GASBIINDO

No.

REPUBLIC OF KOREA

Federation of Korean Textile Workers' Unions

No.

MALAYSIA (STATE OF PENANG)

Penang and Province Wellesley Textile and Garment Workers Union

Though there are no legal restrictions, it is made very difficult by the respective bodies when attempting to gather information.

MALAYSIA

Selangor & Federal Territory Textile & Garment Industries Employees Union

Yes. Should the company not be registered as a public company, there is no way to get any information on them.

REPUBLIC OF CHINA

Republic of China Textile Workers' Committee

There are no legal restrictions on obtaining information on the operations of companies in the FTZs. But most companies keep their information secret.

PHILIPPINES

National Union of Cordage, Garment and Textiles (COGTEX)

Yes. There is information considered as classified matters, such as concerning the finances of the enterprises.

JOHOR-MALAYSIA

Johor Textile and Garment Workers Union

Not available

PAKISTAN

All Pakistan Federation of Trade Unions (APFTU)

Not available

SRI LANKA

Ceylon Mercantile Union

Not available

TWARO Asian Seminar on Free Trade Zones
in Cooperation with FES and Japan IKO Association
6th - 12th March 1983, Tokyo

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