

ICLS Tokyo Forum 2017

台灣鐵路工會 理事會報告



鐵路工會ICLS大會報告題目

Work place Organization To Develop Power

如何在工作場所及組織中 發展勞工的力量



PARTICIPANT LIST

• JAPAN	55
• KOREA	21
• PHILIPPINE	6
• MYANMAR	7
• THAILAND	6
• NEW ZEALAND	3
• AUSTRALIA	3
• TAIWAN	5
• MONGOLIA	3
• MARAYSIA	1
• INDONESIA	2



RECEIVERS (INTERPRETER)

- CH1 : ENGLISH
- CH2 : JAPANESE
- CH3 : KOREAN
- CH4 : THAI
- CH5 : TAIWANESE



GROWING UNION POWER

- Report1: Is there growing exploitations, oppressions and inequality of workers?
- Report2: Is there a linkage between profit and safety?
- Report3: Organizing of young and women workers.
- Report4: Workplace organizations to develop power.



KEEP FIGHTING

- The fight never end, constant campaigning and vigilance.
- Member involvement, developing potential young workers as sub-committee and committee in the future.
- Cooperative international relationships.
- Political action.



JR総連青年協議会情報(1/4)

JR発足30年検証 JR総連青年協議会情報

創刊号
2017年 7月 9日
発行責任者 福田 潤一
〒141-0031
品川区西五反田 3-2-13
(TEL) 03-3491-7191
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**えっ!?着替える時間も労働時間!?
じゃあお金もらえるじゃん!!**



JR総連青年協議会情報(2/4)

JR東日本で更衣時間が労働時間に含まれる理由

JR東労組の申し入れに対する、JR東日本の回答

(平成13年7月23日)

平成12年3月、最高裁第一小法廷判決において、三菱重工業長崎造船所事件での更衣時間の扱いについて、「労働時間に該当するか否かは、労働者の更衣が使用者の指揮命令下におかれたものと評価することができるか否かにより客観的に定まる。」との判断が出された。

～中略～

その結果、制服等の着用を就業規則で義務づけている当社の状況及び行為の実態等に照らし合わせ、平成12年3月の判決内容にそって取り扱うことが好ましいと判断し、法を遵守する企業として、実作業開始前の私服から制服への更衣時間及び実作業終了後の制服から私服への更衣時間について、労働時間に算入すべきとの結論に至り、提案したものである。



JR総連青年協議会情報(3/4)

JR発足30年検証 JR総連青年協議会情報

第2号
2017年9月7日
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〒141-0031
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スズキ自動車が始業前の5分間体操に対し 未払い賃金合計1,000万円支給!!



JR総連青年協の第1号情報に更衣時間が労働時間って書いてあったけど、スズキ自動車は始業前5分の体操時間に賃金を支払ったんだって!?

そうなんだよ! スズキ自動車では始業前の5分の体操時間に賃金が支払われていなかったんだけど、労働基準監督署の是正勧告を受けて約500人に対して未払い賃金分の約1,000万円を支払ったんだ!



ということは、JRでも更衣時間や体操時間の未払賃金分を請求できるってこと? 考えた事も無かったけど...



JR総連青年協議会情報(4/4)

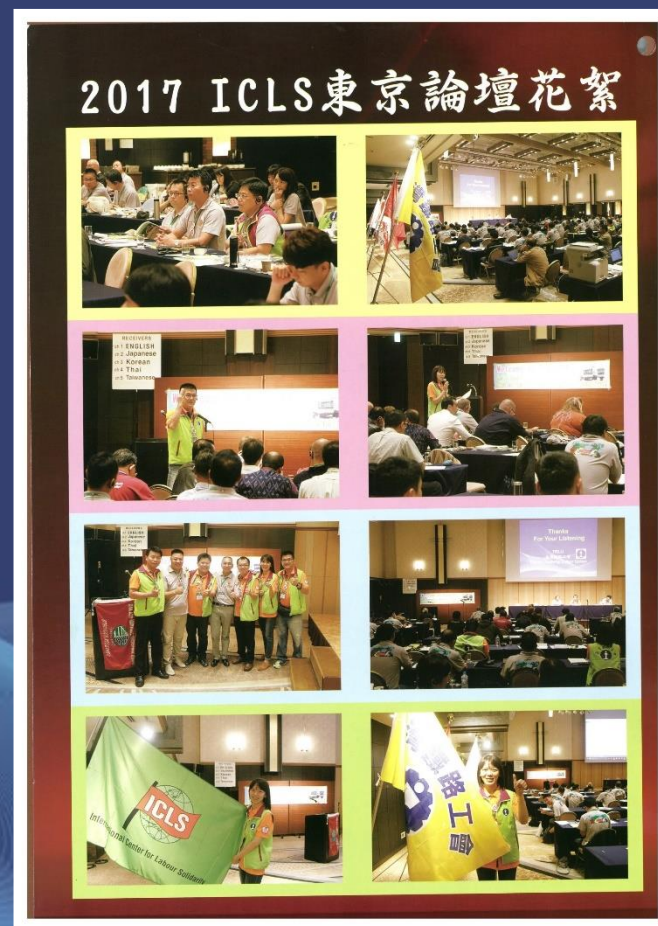
**労働基準法では2年さかのぼって
賃金を請求する権利が認められている!!**

労働基準法では過去2年間の未払賃金を請求する権利が認められているんだよ！更衣時間で考えると、新人からベテランまでの平均賃金から平均時給を割り出すと、およそ 3,000 円。更衣時間を1勤務当たり 10 分とすると 500 円、泊まり勤務月 10 回の出勤で 5,000 円、年 12 ヶ月で 60,000 円、2年間なら 12 万円を請求できるんだ！日勤職なら倍の 24 万円だね！！



**じゃあ皆で声をあげて要求すれば
臨時ボーナスもらえるじゃん!!**

鐵路工會ICLS大會-路工月刊 1/2



鐵路工會ICLS大會-路工月刊 2/2



ICLS 2017東京論壇 藉由國際經驗強化工會力量

特派小組



隨著我國外交環境持續增加，此行，台灣鐵路工會的國際勞工交流大會顯得格外重要。ICLS全名為國際勞工團結中心（International Center for Labor Solidarity），於2005年創立，目前主要會員為各國的鐵路工會以及交通運輸業工會等。面對全球化趨勢，勞動意識抬頭及工會組織發展，跨國的工會組織論壇除了報告各國的勞動現況，討論重要勞動議題，亦包括分享工會組織運作經驗及內部紛爭，記取彼此教訓作為借鏡。更重要是藉由國際對話，團結國際勞工力量，強化各國工會組織及增加對資方的談判籌碼。

此次東京舉辦的國際論壇，新進成員有馬來西亞鐵路工會（RUM）及印度尼西亞鐵路工會（SPKA），另外既有會員為日本、韓國、台灣、菲律賓、緬甸、泰國、紐西蘭、澳大利亞以及蒙古，總共有112位來自11個國家的工會勞

工代表參加。本屆論壇口號為：統合年輕工人增長工會力量，團結組織一致以合力對抗不平等（Growing union power with young workers to fight inequality through improved organization and unity），並於論壇討論四大重要議題：

1. 工人遭剝削、壓迫及不平等待遇的情況是否持續增長（Is there growing exploitations, oppressions, inequality of workers）
2. 利潤與安全之間的連鎖問題（Is there a linkage between profit and safety）
3. 團結年輕及女性工人（Organizing of youth and women workers）
4. 工作場所中團結及發展勞工力量（Workplace organizations to develop power）

無庸置疑的，各國的工人處境仍遭受到剝削、壓迫及不平等待遇。日本身為國際勞工組織（ILO, International Labour

Organization）的會員，日本政府對於2011年7月國際勞工組織通過的189項國際公約卻僅批准40項，勞動法令持續保守不進。另外各國經驗都有相同的情形，不同世代的工人差異以及內部個別的紛爭，致使工會創立困難甚至既有工會組織出現分裂，導致資方利用情勢，煽動工人間的鬥爭，這將使實現勞工權益平等、安全及和平的目標陷入泥淖。

關於利潤與安全之間的連鎖問題，顯而易見，公司為了增加利潤，最容易犧牲到工作場所的安全性。2010年11月紐西蘭派克河礦山災難有29名工人活埋至今，肇因於礦產公司考慮生產利潤，未建立有效的監控系統。鐵路相關的一人乘務工作議題，紐西蘭鐵路及船舶運輸工會（RMTU, Rail & Maritime Transport Unions）表示，該國奧克蘭地鐵決定僅安排一位駕駛員於列車工作，日本JRE工會亦提出相同問題，資方為了增加營運利潤，竟要犧牲乘務員、搭乘旅客以及用路人的安全，當然ICLS全體成員表達不容許這樣的勞動條件，保護工人的安全是絕對的堅持。對此，本會亦分享抗爭經驗，基於台鐵局持續漠視平交道系統安全問題及駕駛員過勞問題，2015年2月由火聯會發起的火車通過平交道降速行駛之抗爭行動，造成全線列車延誤。該事件引起社會關注並由總統指示應儘速妥善處理，促使資方迅速於三日內召開協調會議，並達成雙方共識，包括編列預算改善平交道設施以及增加人力等承諾。經驗告訴我們，團結工人是爭取權利的唯一途徑，個別的要求只會讓資方

一一突破，最終工人一無所獲。所謂的你不做，還有第二個人願意做，還有第三個人願意做，唯有團結全部人的力量，才有辦法將資方請上談判桌，以及社會的重視，最終獲得法令上的保障。爭取勞工權利，安全以及和平的工作環境，進化工會組織仍是改善勞動條件的正確道路。

議題三，特別討論年輕世代以及女性工人的問題，此次與會共有逾30位青年代表以及12位女性代表。年輕工人參加工會的比例普遍不高，這是各國工會皆遭遇的內部挑戰。要團結年輕工人，需要新的思維，面對年輕工人的需求需要持續溝通，並教育相關權利義務。ICLS紐西蘭委員傑恩·波斯頓分享，吸引及團結年輕工人的重點「現在式」不是「過去式」，沉溺在工會過去的抗爭及成果戰績不會吸引青年，而是要以「現在」工會可以做什么，需要共同面對的挑戰及被需要，對青年才有吸引力。而日本與泰國工會都分享了設立工會青年部的經驗，有利於團結青年，為工會注入新氣象。女性工人兼具勞動及家庭照顧的雙重責任，爭取女性工人在工作環境及勞動條件的保障是討論的重

第 82 卷第 4 期



工會報導



106年7、8月 3

鐵路工會ICLS大會報告內容 1/9

Workplace Organization To Develop Power

TRLU

台灣鐵路工會

Taiwan Railway Labor Union



鐵路工會ICLS大會報告內容 2/9

Workplace Organization To Develop Power



The importance of labor's power

Labor's and union's power

Industrial democracy: participative management

Development of labor's and union's power in Taiwan



TRLU 台灣鐵路工會
Taiwan Railway Labor Union



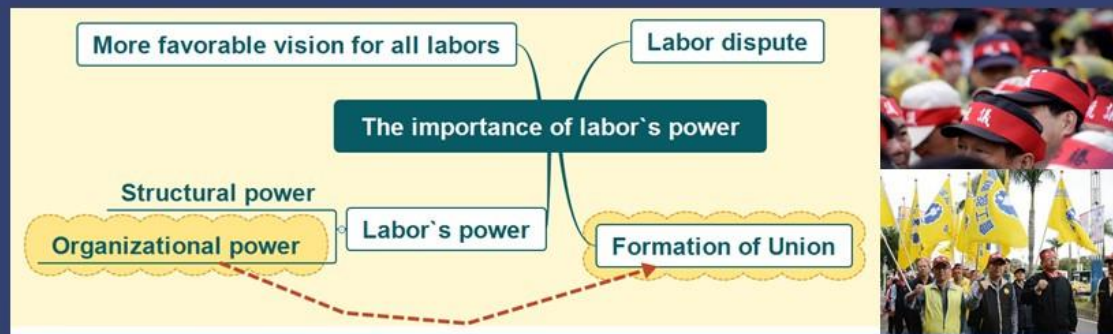
理事會專題報告

台灣鐵路工會參加 2017 ICLS大會



鐵路工會ICLS大會報告內容 3/9

The importance of labor's power



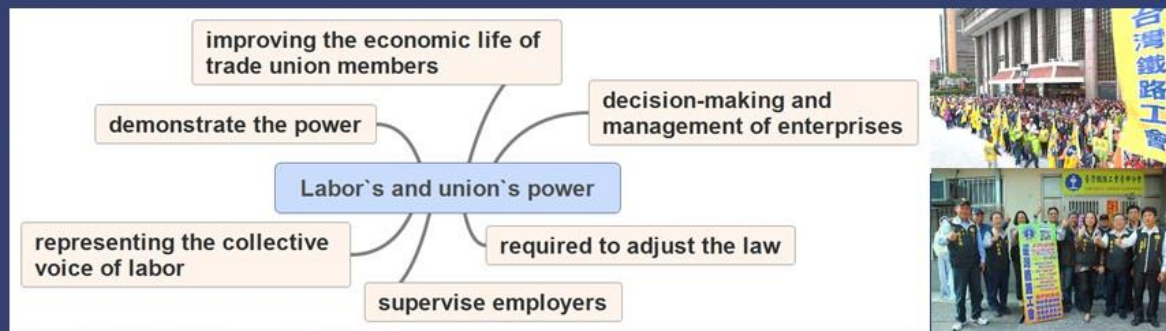
- More favorable vision for all labors
- Labor dispute
- Labor's power
 - Organizational power
 - Structural power
- Formation of Union

TRLU 台灣鐵路工會
Taiwan Railway Labor Union



鐵路工會ICLS大會報告內容 4/9

Labor's and union's power



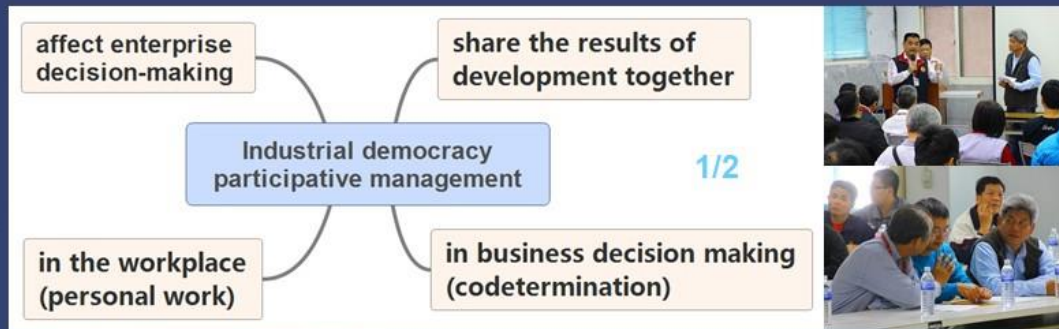
- demonstrate the power
- improving the economic life of trade union members
- decision-making and management of enterprises
- representing the collective voice of labor
- supervise employers
- required to adjust the law

TRLU 台灣鐵路工會
Taiwan Railway Labor Union



鐵路工會ICLS大會報告內容 5/9

Industrial democracy participative management 1/2



- **affect enterprise decision-making**
- **share the results of development together**
- **in the workplace (personal work)**
- **in business decision making(codetermination)**

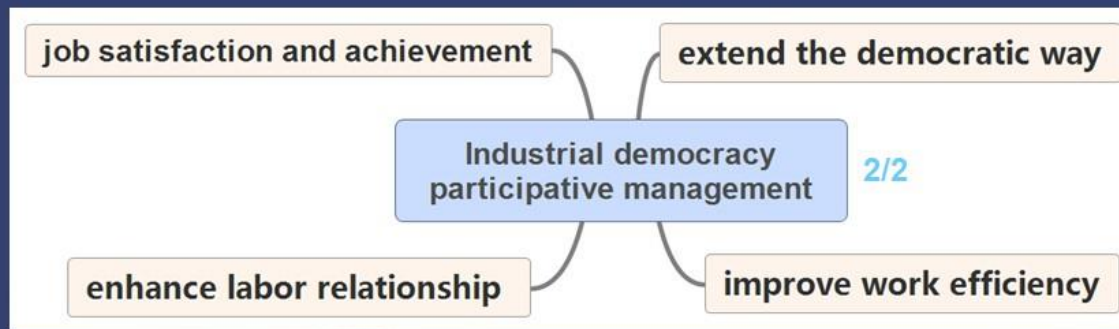


TRLU 台灣鐵路工會
Taiwan Railway Labor Union



鐵路工會ICLS大會報告內容 6/9

Industrial democracy participative management 2/2



- job satisfaction and achievement
- extend the democratic way
- enhance labor relationship
- improve work efficiency



TRLU 台灣鐵路工會
Taiwan Railway Labor Union



鐵路工會ICLS大會報告內容 7/9

Development of labor's and union's power in Taiwan



- information, resources and congenital unequal
- Labor-management conference
- difficult set up union in private enterprise
- exert pressure on the government



TRLU 台灣鐵路工會
Taiwan Railway Labor Union



鐵路工會ICLS大會報告內容 8/9

TRLU Members working description



Taiwan railway labor union
members working description

TRLU 台灣鐵路工會
Taiwan Railway Labor Union



鐵路工會ICLS大會報告內容 9/9

**Thanks
For Your Listening**

TRLU
台灣鐵路工會
Taiwan Railway Labor Union



MOTIONS-Myanmar

YDTWU will apply Union Registration last 2016 December but still under processing labor law. Scrutinize the particulars contained in the application as a labor organization submitted by the township registrar and documents attached whether or not they are true and sufficient and allow or refuse to register by mentioning the reason within 30 days from the day of receipt of such application it by labor law.

So, I would like to request to ICLS please send Strong letter to Ministry of labor and Aung San Su Kyi, state Counselor.



MOTIONS-NZ

- **Emergency Motion no.1**
That the Tokyo Forum 2017 of the international center for the labour solidarity (ICLS) condemns the decision of Auckland Transport (AT) and Transdev Auckland to introduce Driver only operations on the Auckland suburban metro trains as it will create an unsafe environment for train passengers, ICLS is concerned that Transdev and AT are sacrificing safety for cash.
ICLS calls on Transdev Auckland and AT to abandon its plans to remove the onboard train managers from trains.
- **Emergency Motion No.2**
The Tokyo Forum 2017 of the International center for labour solidarity (ICLS) commends the RMTU Transdev Wellington members for their strike action on 4 October 2017 and pledges eternal solidarity and support to oppose and reject the employer attacks on workers terms and conditions of employment in the current bargaining ICLS calls upon Transdev and Hyundai Rotem company to cease their attacks on the workers in Wellington NZ.



會員國-臨時動議 1/2

Urgent Appeal for Solidarity to Detained Workers of Philtranco Bus

7 August 2017
Quezon City
Philippines

Dear Comrades of the International Working Class Movement

The **Bukluran ng Manggagawang Pilipino (BMP/Solidaridad)** forwarding to all of you an Urgent Appeal regarding the ill twenty-seven (27) transport workers belonging to the 1 Association of Genuine Labor Organizations (PWU-AGL) transport company in the Philippines and is one of the four companies.

We hope that your trade union and/or labor organization immediate release from jail of the **'Philtranco 27'**. They in Pasay City jail on trumped-up charges in relation to a current and severe form of union-busting by the capitalist bosses exposed and strongly condemned by international working-class the Philippine working-class movement.

We hope that you and/or your trade union/labor federation/work on to this **Urgent Appeal to Free the Philtranco 27!**

Please see attached draft letter to Philippine president Department of Justice Secretary Vitaliano Aguirre II, and the said case.

Workers Union

菲律賓

LEODY Q. DELGOSMAN
President
BMP

HIGHLIGHTS OF THE 'PHILTRANCO 27' CASE

MOTION

馬來西亞

Railwaymen Union (RUM) of the National Railways Corporation (RAC), where the Ministry of Transport planning to transfer asset to the RAC under scheme of Railway Network Assets Agreement (RNAA). In the research we find that the RNAA scheme does not benefit the organization and the workers. Implication in the scheme RNAA does not benefit to RUM believe because this scheme RNAA its will effect workers@members of R Separation Scheme will effective (VSS), we target that almost 2000-3000 VSS, this is because Railway Malaysian (KTMB) will only as open department Rolling Stock, Permanent Way etc will be transfer to RAC, RAC don't have any experience about Railway, so we believe all the department RNAA will effective on January 2018, only few month from know RUM believe in this idea Railway Network Access Agreement is stupid idea of Transport, they are not sincere about country, people and workers, in behind this bad idea is a personal interest.

RUM hope this motion ICLS with solidarity can support and condemn Transport Malaysia against the Railway Network Access Agreement (RNAA). Malaysian Railway (KTMB) collapse, we also hope Malaysian Railway still without interfere by Ministry of Transport and withdraw this RNAA scheme that all the assets still with Malaysian Railway not in RAC. RAC must keep existing department within KTMB. In this matter RUM fight for "as workers".

Thanks

Be it resolved as above.
RUM

Emergency Motion no.1

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ICLS calls on Transdev Auckland and AT to abandon its plans to remove the onboard train managers from trains

Emergency Motion No.2

The Tokyo Forum 2017 of the International Center for Labour Solidarity (ICLS) commends the RMTU Transdev Wellington members for their strike action on 4 October 2017 and pledges external solidarity and support to oppose and reject the employer attacks on workers terms and conditions of employment in the current bargaining ICLS calls upon Transdev and Hyundai Rotem company to cease their attacks on the workers in Wellington NZ

Be it resolved as above.
RMTU

紐西蘭

理事會專題報告

台灣鐵路工會參加 2017 ICLS大會



鐵路工會ICLS大會報告-現場概況



鐵路工會ICLS大會報告-現場概況



報告完畢