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



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RECEIVERS (INTERPRETER)

- CH1: ENGLISH
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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.

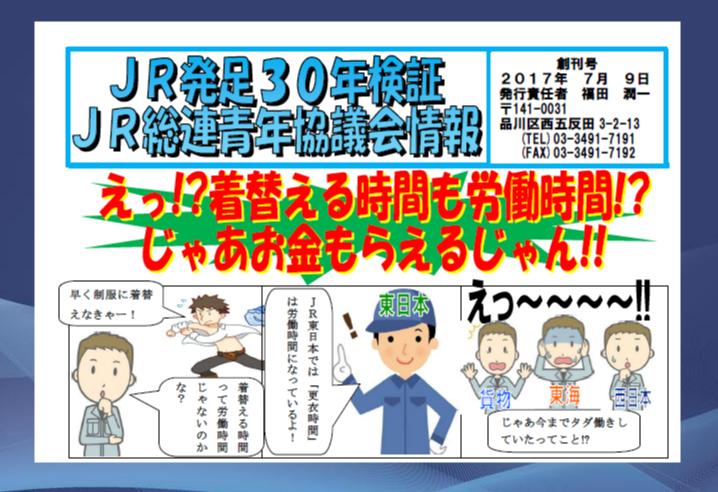


KEEP FIGHTING

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



JR総連青年協議会情報(1/4)





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、<u>法を遵守する企業として、</u>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年機能 JR総連青年協議会情報

第2号 2017年9月7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 (FAX) 03-3491-7192

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・・・

台灣鐵路工會參加 2017 ICLS大會



JR総連青年協議会情報(4/4)

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!!

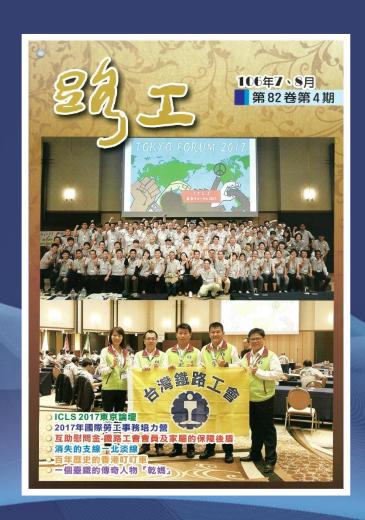


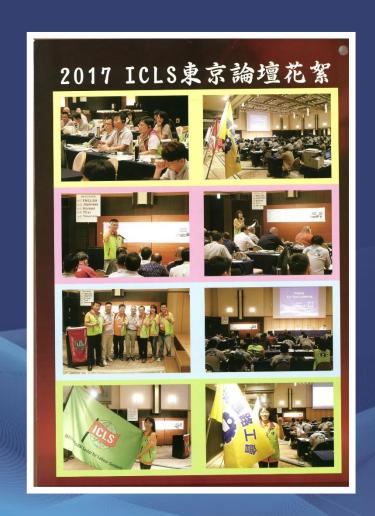


じゃあ皆で声をあげて要求すれば 臨時ボーナスもらえるじゃん!!



鐵路工會ICLS大會-路工月刊 1/2







ICLS 2017東京論壇 藉由國際經驗強化工會力量



行,台灣鐵路工會的國際勞工交流大會 會員為各國的鐵路工會以及交通運輸業 v),並於論壇討論四大重要護題: 頭及工會組織發展,跨國的工會組織論 增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 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 3. 團結年輕及女性工人 (Organizing of 資方的談判籌碼。

此次東京舉辦的國際論壇,新進成 4. 工作場所中團結及發展勞工力量 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 5為日本、韓國、台灣、菲律賓、緬 古,總共有172位來自11個國家的工會勞 國際勞工組織 (ILO · International Labour



輕工人增長工會力量,團結組織一致以 顯得格外重要。ICLS全名為國際勞工團 合力對抗不平等 (Growing union power 結中心 (International Center for Labor with young workers to fight inequality Solidarity) , 於2005年創立,目前主要 through improved organization and unit

- 工會等。面對全球化趨勢,勞動意識抬 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
- 驗及內部紛爭,記取彼此執訓作為借 2.利潤與安全之間的連鎖問題(Is there a linkage between profit and safety)
 - vouth and women workers)
 - (Workplace organizations to develop

無庸置疑的,各國的工人處境仍遭 甸、泰國、紐西蘭、澳大利亞以及蒙 受剝削、壓迫及不平等待遇。日本身為



際公約卻僅批准49項,勞動法令持續保 益平等、安全及和平的目標陷入泥淖。

顧而易見,公司為了增加利潤,最容易 年代表以及12位女性代表。年輕工人參 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 皆遭遇的內部挑戰。要團結年輕工人, 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 榆 工 會 (RMTU, Rail & Maritime 引及團結年輕工人的重點「現在式」不 Transport Unino)表示,該國奧克蘭地 是「過去式」,沉溺在工會過去的抗爭 鐵決定僅安排一位駕駛員於列車工作, 及成果戰績不會吸引青年,而是要以 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

--突破,最終工人-無所獲。所謂的 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 會組織出現分裂,導致資方利用情勢, 境,強化工會組織仍是改善勞動條件的

I.

議題三,特別討論年輕世代以及女 關於利潤與安全之間的連鎖問題, 性工人的問題,此次與會共有逾30位青 加工會的比例普遍不高,這是各國工會 需要有新的思維,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紐西蘭委員偉恩·波斯頓分享,吸 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



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





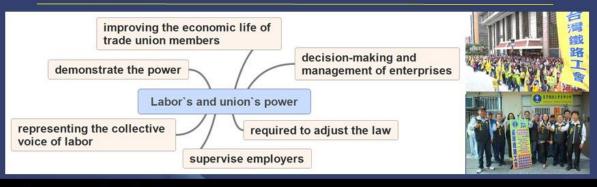
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鐵路工會ICLS大會報告內容 4/9

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









鐵路工會ICLS大會報告內容 5/9

Industrial democracy participative management 1/2 share the results of affect enterprise decision-making development together Industrial democracy 1/2 participative management in business decision making in the workplace (codetermination) (personal work) 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 0 Taiwan Railway Labor Union



鐵路工會ICLS大會報告內容 6/9





鐵路工會ICLS大會報告內容 7/9





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 particuars 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 Movemen

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

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

We hope that you and/or your trade union/labor federation/w 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 U



LEODY Q. DE GUZNIAN

President BMP

HIGHLIGHTS OF THE 'PHILTRANCO 27' CASE

MOTION

馬來西亞

Railwaymens Un

Corporation (RAC), where the Ministry Of Transport planing to transf assest to the RAC under scheme of Railway Network Assets Aggrement (the researsh we finds that the RNAA scheme does not benefit the organas and the workers. Implication in the scheme RNAA does not benefit to I believe because this scheme RNAA its will effect workers@members of R Separation Scheme will efective (VSS), we target that almost 2000-3000 VSS, this is because Railway Malaysian (KTMB) will only as oper department Rolling Stock, Permenent Way etc. will be transfer to RAC, a RAC dont have any experience about Railway, so we believe all the depoutsorce. RNAA will efective on Januari 2018, only few month from know RUM believe in this idea Railway Network Access Agrrement is stupid ide Of Transport, they are not sincere about country, people and workers, i a behind this bad idea is a personal interest.

RUM hope this motion ICLS with solidariy can support and conder Transport Malaysia agains the Railway Network Access Aggrement(RNA: Malaysian Railway (KTMB) collaps, we also hope Malaysian Railway still without interfere by Ministry of Transport and withdraw this RNAA sche that all the assets still with Malaysian Railway not in RAC. RAC must pexisting department within KTMB. In this matter RUM fight for "sa 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

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Be it resolved as above.
RMTU







會員國-臨時動議 2/2

«Special Motion of ICLS Tokyo Forum in 2017 for Korean issues» (draft)

Korean government should admit workers' rights in compliance with international standards, free all prisoners of conscience, and stop and withdraw THAAD

We, ICLS held an international forum at Tokyo from 28th to 29th in September, 2017. At this forum, more than 100 workers, from 10 countries who are representative their colleagues supporting struggles of workers and people and their peaceful cooperation and progress, heard what happened now in South Korea. And for the sake of them, we specially demand what its urgently in need to Korean government as follows.

Last winter, Korean people having candles in their frozen hands fought so called "longstanding evils" such as corruption, un-democracy, regispence of life, repression on workers, and so on, and as a result of that, licked a president into jail. Thanks to those flight, the current government of Moon Jae-in could take a power. Even the Moon's government has admitted it, calling itself "Candle regime". Korean people still largely hope to clean all those evils up and build a democratic society in peace for workers and people with their proper rights, and because of this context they expect somehow the government that has just launched. However, there are also increasing people who have already been disappointed.

Admit all labour rights to workers

In 1991, when Korean government joined the ILO it promised conventions and to improve its legal system as international socie not abilided by its promises. Particularly, Korean government has bild core conventions of the ILO, which are "Freedom of Association Right to Organise Convention, 1948 (No. 87)", "Right to Organise as Convention, 1949 (No. 98)", "Forced Labour Convention, 1930 (No Forced Labour Convention, 1950), "Only 6 countries includibles conventions all.

And it is well known to international society that Korean government with those legal systems deficient in international standards, encroached labour rights of workers, for example toachers and civil servants' and vicilinised them. Until row, the current government has made only their standpoint without further action, which is very dubious based on what its attitude have shown. Moreover, it is shame to a county that is one of

economic powerhouses and called "democracy". Korea government must ratify the 4 core conventions immediately and let workers exercise their rights wholly.

Free Han, Sang-gyun and all prisoners of conscience

We, the ICLS have been noticing that Korean government repress voices wanting their country's advance in politics, labour, and so on. Representatively the KCTU, a leading organization of Korean workers has been a main target by the government, and Han, Sand-gyun, a president of the KCTU has been in jail for almost 2 years, now.

We, defending democracy and progress, have been demanding and protesting Korean government to free all prisoners of conscience including Han, who were kept in jail because of their right advocating. But Korean government does not change, if the current government insists "Candle regime", it is obvious to free them. That any assertion following their conscience must not be punished in democratic society is a basis to all modern society. Korean government must free Mr. Han and all the prisoners without delay.

韓國

However, the crisis has still not changed, during last months the rulers in the U.S. and North Korea make it worse. We consider that the crisis is caused by the U.S's strategy to envolop China, and malicious rulers of North Korea is using this situation for its own sake. Because of this, which has continuously caused anxiety at the surrounding countries, rulers in each country make wer efforts and justify them. Abe in Japan is one of them and even Moon' regime that has forced THAAD deployment is not an exception.

We cannot be victims by these war efforts. The countries in the region, especially the U.S must stop risking war urgently and Korean government stop and withdraw THAAD.

September 29, 2017-09-28

International Centre for Labour Solidarity

The Korean Government shall stop its populism-based labor policy and immediately convert precarious workers to permanent workers.

ICLS strongly calls on the central and municipal governments of Korea and companies to

to regular workers.

are providing the same services at the same workplace as the regular workers, he same wage, and suffer from job insecurity and insufficient welfare benefits. The crust prescrious workers in various areas. They are discriminated in terms of wage, ment, which is the stack against human beings and the value of labor. This is a generates irregular workers and deprives them of the rights to opent, 20 survive.

nd to resist.

The Moon Jee-In administration, hurn by 'the Caudicight Revolucion', officially promised to convert irregular workers to regular workers. However, until row, specific and supportive measures have not been taken yet, so the premise may sound like populism based political proclamation. Without budgets and the pelicy to create more jobs, the government is forcing the regular workers to make concessions. In this context, the promise of new president may rigger the conflicts among workers, and undermine the power of trade unions.

The Korean government shall develop the derail piers and pregnantic measures to convect irregular workers to regular workers have been implemented for the interests of companies and the government. Therefore, the government and comparies shall make concessions, rather than workers. To convent irregular workers to regular workers in a distrible way, the government shall stop its threats to the regular workers and develop the pulsey to hite more workers.

The ICLS calls on the Korean government to trop in populisar-based labor policies. The declaration alone can't guarantee the convention. To convex inegatas worker to regular workers in the pro-labor way, we call on the Korean government.

To establish a presidential organization decirated to convent irregular workers to regular workers!

To digitative Deep-roused Exild* who have resisted to convent irregular workers to regular workers (*
Deep-roused exils are the reliain class who have opposed the people and finally destroyed the autom)!

To immediately convent irregular workers to regular workers to respect tad protect rise values of labor!

Participants in 2017 ICLS Tokyo Forum



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





