Challenges by Unions in Embracing Changes

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Mr. Lim wants it – it’s man and Priorities
Green Jobs

• What Leaders have to say
• ILO – Agenda and Definition
• What Decent works means
• The Current Challenges faced by Workers
• MTUC’S Efforts
• What do FDI’s Really look for to Invest?
• Don’t Let FDI’s/business Rule Us
• Humans should work with Dignity
ILO Definition

• Jobs are green when they help reduce negative environmental impact ultimately leading to environmentally, economically and socially sustainable enterprises and economies. More precisely green jobs are decent jobs that:
  – Reduce consumption of energy and raw materials
  – Limit greenhouse gas emissions
  – Minimize waste and pollution
  – Protect and restore ecosystems
The social and Decent Work dimensions of a new Agreement on Climate Change 2010

• Highlights the close inter-linkages between climate change and the world of work and discusses entry points for promoting policy coherence between climate and social and labour policies.

• The first comprehensive study on the emergence of a “green economy” and its impact on the world of work.

• The mounting cost of energy-intensive production and consumption patterns is widely recognized. It is timely to move towards a high-employment, low-carbon economy. Green jobs hold the promise of a triple dividend: sustainable enterprises, poverty reduction and a job-centred economic recovery.
Juan Somavia,
ILO Director-General

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What world leaders say about green jobs
Mr. Ban Ki-moon, UN Secretary-General

• **The crisis, devastating as it is, offers an excellent opportunity to promote green economic development. The way forward should include a focus on labour intensive projects that reduce greenhouse gas emissions and help communities adapt to global warming. The transition to a low-carbon economy can create millions of jobs.**
International Trade Union Confederation, 2nd World Congress, Resolution

- Congress emphasizes the enormous potential for the creation of green and decent work from a successful process of just transition that provides new green jobs opportunities, anticipates potential losses of economic activity, employment and income in certain sectors and regions, and protects the most vulnerable throughout the economy and the whole world.
Mrs. Ronnie Goldberg, Vice-President, International Organisation of Employers

• Employers make an essential contribution to the pursuit of sustainable development. The challenges of climate change require the collaboration of all parts of society. The engagement of business will be critical for workplaces and societies if they are to evolve to more efficient and sustainable lower carbon pathways. The transition to greening of all workplaces and work methods are best achieved where business is part of the solution.
President Barack Obama, United States of America

• Now, the choice we face is not between saving our environment and saving our economy. The choice we face is between prosperity and decline. ... We can allow climate change to wreak unnatural havoc across the landscape, or we can create jobs working to prevent its worst effects.
President Hu-Jintao, China

- Achieving sustainable development and protecting the earth - our common homeland - is closely bound up with the fundamental interests of peoples of the world as well as the immediate interests of vast numbers of workers. Pursuing the civilized development road of faster productivity growth, better standard of living and sound ecosystem and realizing economic and social development while living harmoniously with nature so that workers live and work in a good ecological environment is the basic purpose of achieving sustainable development as well as an important precondition for decent work for all workers.
Why is CSR so important?

In the wake of increasing globalization, we have become increasingly conscious not only of what we buy, but also how the goods and services we buy have been produced. Are they Green?

Environmentally harmful production, child labour, dangerous working environments and other inhumane conditions are examples of issues being brought into the open.
ISO 26000 - Principles

1. Legal Compliance
2. Respect for internationally recognized instruments
3. Recognition of stakeholders and their concerns
4. Accountability
5. Transparency

6. Sustainable development
7. Ethical Conduct
8. Precautionary approach
9. Respect for fundamental human rights
10. Respect for diversity
What is Decent Work?

It is defined as a goal.
It is defined as an aspiration of people everywhere.
Their hope for the :-

“opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity”

Report by the DG to the Conference 1999.
Decent Work Strategic Objectives

• To promote and realize fundamental principles and rights at work

• To create greater opportunities for women and men to secure decent employment and income

• To enhance the coverage and effectiveness of social protection for all

• To strengthen tripartism & social dialogue
Decent Work

It is about:-

“Work to meet the needs of their families in terms of safety and health, educate their children, and offer them income security after their retirement, work in which they are treated decently and their basic rights are respected. That is what decent work is about”

Somavia-Director ILO at UNCTAD meeting 2000
What is Globalization Promoting?

• Basic thinking: *Supremacy of markets.*

• *Government - a problem!*

• One size fits all kind of policies: Open markets for trade, investment & capital flows.

• In the labour markets-employment flexibility
Trade Liberalization the effects

• Privatization, Regulated to Deregulation
• Out sourcing, sub contracting
• Flexible labor relations to working conditions
• Increase in part time, casual and contract workers
• In the UK temp. workers rose from 35% to 45% from 1984 to 1990.
• In Malaysia Fixed term contract is very common;
• How are our youth going to plan their future.
Effects on Labour

• Deterioration of labour standards & social protection provisions; decline in social dialogue – consultations & tripartite machinery;

• Weakening of public services (transport, health care systems, basic education, etc as public expenditure & role of Govt in these sectors declines);

• Growing informal economy– rural rural-urban migration as agriculture becomes non non-viable for small farmers– casual insecure jobs in urban areas with no social protection;
Our Challenges – is ILO relevant

• Too much emphasis to reduce existing protection;
• Government reacting /giving in to needs of capitals; they want right to hire/fire rights;
• Minimum wage still and issue when PLI is at RM 800.00, some say Govt. may go bankrupt;
• Permanent jobs thing of the past;
• Business say no to unions; when law allows;
444,000 workers die annually because of exposure to chemical risk.

Chemical hazards are currently one of the major causes of occupational mortality in the world (25%).
The environmental crisis. Chemicals and its impacts

There are no borders for chemicals
The environmental crisis. Waste

Waste management

According to the Waste Management Association of Malaysia, 1 kg of solid waste per day and person by 2025 is expected to be of 1.4 kg per day and person.

Figure 6.20 Per capita municipal waste generation in selected Asian countries

Source: Terazano and others, 2006
Big social inequalities exist

- 1 billion people lack access to clean drinking and 2.4 billion people do not have access to any type of improved sanitation facility.
- 1 billion people in the world live on less than one dollar a day. In total, 2.7 billion struggle to survive on less than two dollars per day.
- The right to adequate food is denied to more than 800 million people, including those who work in agriculture.
- Increasing number of **working poor**

Despite all of that…
Sustainable development as a proposal.
Production side

- intra-enterprise changes
- closure and creation of enterprises
- Informal sector, agriculture, fisheries

Going green.
Cleaner production and services

Phase out of certain sectors
New green jobs sectors (renewable, waste management)

Transformation, upgrading.
Closely linked to poverty eradication

To enter a transition and TO DO IT FAIRLY
(JUST TRANSITION)
We care about our future generations
We care about our communities
We care about our health
(occupational health and the environment are linked)
We care about the sustainability of the jobs

+ Trade unions have the capacity to promote changes within the society
+ Environmental action can help us organizing
Why the company should care?

Because we as trade unions ask them
Because it can improve its image towards the costumers and shareholders
Because it will avoid any legal incompliance
Because it will reduce the risk of accidents
Because at mid term will have net benefits (savings in energy, water…)
Because at mid term it is a question of survival of the sector
... and we only have one
Our efforts on Green Jobs

• We have about 14 OSHE training throughout the country for about 15 years now;
• We have request unions have an article on OSHE in their CA’s, since self regulations is not effective;
• We had a training on Sustainable development for Hotel Sector workers;
• MTUC Division in Sabah are having a project.
Theme: To Earth We Love

- MYC, Trade Unions, and Env. Protection, Sabah
- Working on project to promote microorganisms, which eats sludge, and other microorganisms that live on dirt, rubbish, droppings of animals, the rivers, etc. Proved it works.
- Purpose: to save the environment in Sabah since its economy depends largely on Tourism.
- Product is sponsored by the manufacturer.
Seminar on Environmental Management in Hotel facilities

9 - 10 March 2011
Theme Park Hotel, Genting Highlands
Objectives:

1. The environmental crises: major challenges
2. The crises of a model: which type of development path we are following?
3. Sustainable development in a broad context
4. Sustainable tourism
5. The role of the trade unions
Effects of Hospitality Sector

<table>
<thead>
<tr>
<th>APAKAH YANG DI GUNAKAN SEBUAH HOTEL?</th>
<th>APA KESAN KESAN YANG DI AKIBATKAN?</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Tanah: tanah di mana hotel itu berada dan jalan masuknya, kedua dua menggunakan tanah</td>
<td>Kebisingan</td>
</tr>
<tr>
<td>• Tenaga: Mengunakan tenaga jumlah besar untuk fungsi harian hotel dan pengankutannya</td>
<td>• Sisa sisa yang boleh mencemar tanah dan air beberapa generasi.</td>
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<tr>
<td>• Air</td>
<td>• Pancaran gas rumah kaca ke atmosfera</td>
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<td>• Makanan</td>
<td>• Pengunaan bahan bahan kimia yang mencemar udara, air dan tanah</td>
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<td>• Bahan bahan umum</td>
<td>• Lalu lintas manusia manusia dan kenderaan merosakan tanah</td>
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<td>• Penabangan hutan dan kehilangan habitat bagi haiwan dan tumbuhan.</td>
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<td>Risiko Kemalangan</td>
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Four elements of Sustainable Dev.
Effects to Water and Energy
Poisons used in Hotels
Rooms in Hotels
Offices & Storage
Laundry
Swimming Pools
Effects on people who handle them
Threat to environment
To Air quality
Threat to land and forest
Threat to soil, microorganism, water
**UN- 165 liter perkapita se hari**

<table>
<thead>
<tr>
<th>NEGARA</th>
<th>Pengunaan Purata (liter se penduduk sehari)</th>
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<tbody>
<tr>
<td>America Syarikat</td>
<td>575</td>
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<tr>
<td>Jepun</td>
<td>374</td>
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<td>Sepanyol</td>
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<td>Malaysia</td>
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<td>Perancis</td>
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<td>Jerman</td>
<td>193</td>
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<td>Brazil</td>
<td>187</td>
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<td>China</td>
<td>86</td>
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<tr>
<td>Bangladesh</td>
<td>46</td>
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<td>Kemboja</td>
<td>15</td>
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<tr>
<td>Uganda</td>
<td>15</td>
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</tbody>
</table>
Sources: Petrol, Hydro, Wind, Solar
Estimated use of energy by 2035

source: Int’l Energy outlook 2010, US Information Administration
Laundry
Laundry
Chemical Store
Good Practices by Genting’s – to comply with EQA 1974

- REDUCE
- RE-USE
- RECYCLE
- USE OF LED LIGHTS
- RECYCLE OF WATER
- WASTE MANAGEMENT
- MINIMAL USE OF LAND (LESS THAN 15%)
- WATER SOLUBLE / BIO BASED CHEMICAL
Remedies

- Political will of The Government of the Day
- Companies have to be more responsible
- Civil Society; You and me as Malaysians
- Some leaders say if minimum wage. (decent income) is in place the country may go bankrupt, but their families are super rich.
- Do not say someone must do something about it; We can/should bring change
THANK YOU
FOR YOUR TIME