Asia Pacific Industrial Relations Net is an ILO-sponsored Community of Practice (CoP) for industrial and employment relations specialists across Asia and the Pacific. It is the premier gateway for information on Industrial Relations in the region.

Dear Asia Pacific Industrial Relations Net members and readers,

We are happy to bring the latest news for this November issue. The highlights and new features on this AP-IRNet newsletter include:

- Three featured publications: Promoting collective bargaining (C154 & R163); Promoting Collective Bargaining and Dispute Resolution in the Public Service - An ILO training workbook; Manual on collective bargaining and dispute resolution in the public service
- As well as updated news on industrial relations issues in the region.

To ensure that you receive our community updates in the future, please register as an AP Industrial Relations Net member. You can also view more news, resources and events on industrial relations issues in Asia and the Pacific by clicking here.

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Featured Publications

Promoting collective bargaining (C154 & R163)
Publishing Year 2015

The Collective Bargaining Convention (No. 154) and its accompanying Recommendation (No. 163) were adopted by the International Labour Conference in 1981 to complement Convention No. 98. They set out the types of measures that can be adopted to promote collective bargaining and the aims of these measures. Because it is promotional in nature, Convention No. 154 can be implemented in countries with different economic and social conditions, with different legislative frameworks, and in a variety of industrial relations systems.
This training workbook aims at developing and strengthening the collective bargaining skills and expertise of workers, the public sector unions and government officials. It takes an active learning approach, encouraging dialogue and interaction among participants, so that they engage in 'bargaining' already during training. This training workbook is meant as a practical tool to learn and practice the art of dispute resolution, with emphasis on using a mutual gains method of collective bargaining. These materials are designed to be a user-friendly tool for all who are interested in promoting a better understanding of the use, value and practice of collective bargaining in preventing and resolving disputes in the public service.

This manual seeks to build on the work done in these publications by offering a compilation of good practices in dispute prevention and dispute resolution in public services. The intention is to showcase an array of mechanisms, mostly interconnected, that governments and social partners around the world have developed to minimize and resolve disputes – and especially interest disputes in collective bargaining – in the public services. Specifically, the manual aims to identify approaches and practices around the world which have enabled unions and public sector employers to engage in negotiations regarding wages and conditions of work on a fair footing and with minimal disruption to public services.

For more resources please click here.

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**News Highlights**

**Indonesia: Indonesian capital's minimum wage to rise 15% next year**

The StraitsTimes, 27 Oct 2015 - The official minimum wage in the Indonesian capital will rise by around 15 per cent next year, the Jakarta Post on Tuesday (Oct 27) quoted the governor as saying.

**Japan: Minimum wage increase takes hold, but Japan still has far to go**

The Mainichi, 19 Oct 2015 - A national increase in the minimum wage took effect on Oct. 18, but life remains difficult for those at or near the bottom of the ladder. The average increase around the nation was by 18 yen per hour, the largest increase since the minimum wage began using the hourly rate in fiscal 2002, and the fourth year in a row of double-digit increases.

**Indonesia: Labor union rejects new wage raise formula**

The Jakarta Post, 16 Oct 2015 - A labor union rejected the government’s plan to apply a new formula for an annual wage raise, unless the Manpower Ministry opened up the possibility of negotiations to revise the basic amount of the wage used in calculating the wage increase.

**Vietnam: Vietnam’s latest minimum wage rise business as usual**

EastAsiaForum, 17 Oct 2015 - In September 2015, the National Wage Council (NWC) of Vietnam proposed an increase of 12.4 per cent to the minimum wage in 2016. The key parties — representatives of business in the Vietnam Chamber of Commerce and Industry (VCCI) and the state-sanctioned national union of workers,
the Vietnam General Confederation of Labour (VGCL) — finally reached a consensus after two stalled meetings. The process, after all, is within the state’s annual schedule and hardly goes with any substantive changes to labour market institutions.

Global: Global Wage Forum confirms living wage as core human right

CleanClothes, 12 Oct 2015 - On the first day of the Living Wage Forum in Brussels, bringing together workers, labour leaders, academics and members of the CCC global Network, the right to a living wage was confirmed as a human right. At the forum, organised by Clean Clothes Campaign and held between 12 and 14 October, more than 200 workers, brands, policy makers and campaigners come together to commit to implement a living wage for all garment workers.

India: Raising wages can boost growth in India: ILO

The Hindu, 11 Oct 2015 - The latest International Monetary Fund report has warned of a global slowdown of economic growth to 3.1 per cent, even though countries such as India and China have been projected as doing relatively better when compared to other advanced economies. Given this global context, International Labour Organisation’s Deputy Director General (Policy) Sandra Polaski told The Hindu that increasing wages through state intervention will be the way forward for India to protect its workers and also shield its economy from the ripple effects of slow growth globally.

Pakistan: New survey highlights gaps in implementation of labour laws

The Express Tribune, 10 Oct 2015 - As the world celebrated Decent Work Day on October 7, a new survey revealed urgent need for countries including Pakistan to implement and uphold existing laws to address labour issues.

Nepal: Readymade Clothes Industry Promotion with Decent Work is Possible

GEFONT, 8 Oct 2015 - GEFONT Trade Union Policy Institute (TUPI) organised an interaction program “Promotion of Readymade clothes industry for Decent Work Creation” marking the World Day for Decent Work (WDDW). Delegates from Labour and Employment Ministry, Labour Department, Readymade clothes industries’ organization, Nepal Chamber of Commerce and Industries (FNCCI) and trade union confederations attended the program.

For more news please click here.