

# Korean Auto Sector Overview

Prepared by :

Korean Metal Workers' Union (KWMU) for  
*IndustriALL Automotive Working Group Meeting*  
*11-12 September 2012, St. Petersburg*



**Korean Metal Workers' Union (KMWU-KCTU)**

[www.kmwu.kr/en](http://www.kmwu.kr/en)

# 1. Korean Auto Industry—installed capacity

## 1. 한국 자동차 산업 – 생산능력 (2011)

- Passenger vehicles: 4,406,000 vehicles  
(승용차 4,406,000대)
- Commercial vehicles: 466,000 vehicles, (includes Tata Daewoo and Daewoo Bus)  
(상용차 446,000대, 타타대우, 대우버스 포함)
- Total: 4,872,000 vehicles (합계 487만2천 대)

# 1. Korean Auto Industry – 2011 Production

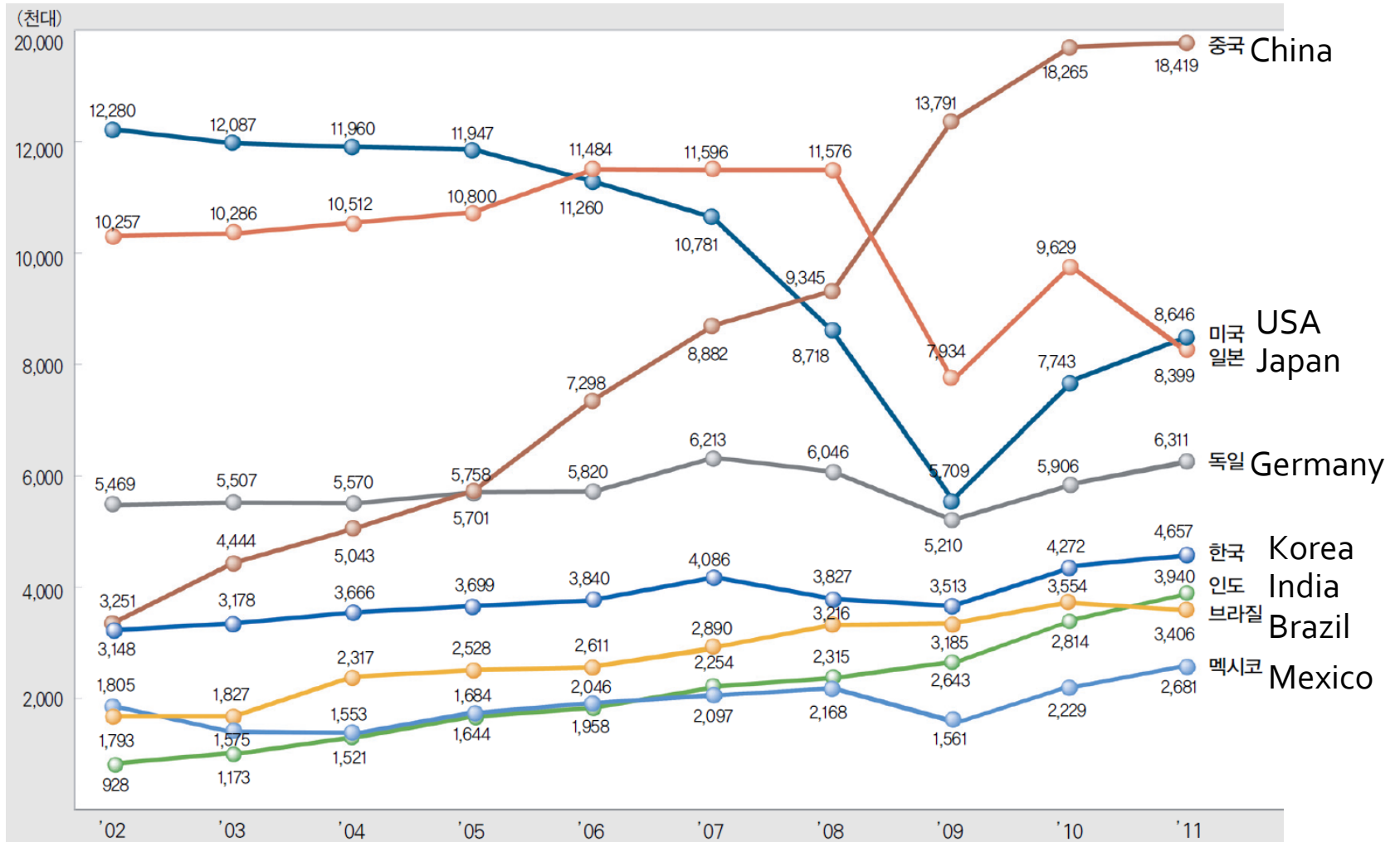
## 1. 한국자동차산업 – 2011년 생산대수

2011:

Korea ranked 5<sup>th</sup> globally in auto production

4.7 m units produced (470만 대)

↑ 9.0% growth of production volume from 2010 (전년 대비 9.0% 성장)



# 1. Union situation by maker (Korea)

## 1. 업체별 노동조합 조직현황 (한국)

As of 2011	Hyundai	Kia	GM-Korea	Renault	Ssangyong
Company est(설립)	1967.12	1944.12	2002.8	2000.9	1954.1
Final assembly plant sites in Korea (국내 완성차 공장 소재지)	Ulsan, Jeonju, Asan 울산, 전주, 아산	Sohari, Hwaseong, Gwangju, 소하리, 화성, 광주	Bupyeong, Gunsan, Changwon 부평, 군산, 창원	Busan 부산	Pyeongtaek, Changwon 평택, 창원
2011 Production (2011년 생산실적)	1,892,000 vehicles	1,584,000 vehicles	811,000 vehicles	244,000 vehicles	113,000 vehicles
Unionization (노조현황)	Yes, KMWU	Yes, KMWU	Yes, KMWU	Yes, KMWU + α	Yes, KMWU + α
Workers (노동자 수)	57,105	32,247	17,000	5500(생산파트 3500)	~
Unionist members (조합원 수)	Union shop (46,362) 2,362 women (여성)	Union shop (27,536) 258 women (여성)	14,500	~10%	
Employee headcount & Union includes:	Namyong R&D(남영), Sales, A/S(판매정비)	Sales (판매) A/S (정비)	A/S (정비)	-	A/S(정비)

## 2. Precarious Work

## 2. 불안정노동(비정규직)

- In auto sector, “dispatch” work disguised as “in-plant subcontracting” (illegal dispatch)
- KMWU-organized precarious workers in Hyundai, Kia, GM-Korea, and Ssangyong Motor
- Major fight for “regularization” of status to regular, permanent based on :
  - Supreme Court rulings of 2010.07.22 & 2012.02.23
  - Demand of regular and precarious workers with industrial action & Collective Bargaining
  - ILO Committee on Freedom of Association Rulings (joint complaint of KMWU and IMF)

## 2. Precarious Work

## 2. 불안정노동(비정규직)

- Recently company-hired security forces assaulted and kidnapped officers of the KMWU Hyundai Motor Ulsan Irregular Workers' Local on 18 August 2012  
(Company is forced by regular, permanent workers' branch to issue an apology, prevent recurrence and punish the persons responsible)

### 최근 현대차 경비대 울산비지회 간부 폭행 납치 사건

(8/18 새벽 1:30- 비지회 김성욱 조직부장, 이진환 선전부장 → 30여명 경비대 버스에 나와 기습폭행, 동부경찰서.  
18:30 천의봉 사무장, 이도한 총무부장 기습폭행 → 납치 → 현대중공업 인근 꽃바위에 버림 → 현자치부 대응으로 사과, 재발방지, 책임자 처벌 등)

- Continued challenge → Special Bargaining  
계속적인 과제 → 특별교섭틀

# KMWU members at Hyundai Motor Ulsan Irregular Workers' Local



[left] Elected general secretary of the KMWU Hyundai Motor Ulsan Irregular Workers' Local, Mr. CHEON, Il-bong (right) and local general affairs director LEE, Dohan (left) were gang-beaten, kidnapped and stuffed in the back of a Starex van then dumped far away from the plant on 18 August (intimidation of local union officers)

[Right] Protest rally of KMWU Hyundai Motor Ulsan Irregular Workers' Local (unionized precarious workers) who also went on strike to protest the kidnapping and physical assault of the company security guards against the local union officers



## 3. Issues in Korea

### 3. 한국 현안 사항

- KMWU Hyundai / Kia Motor Branches(현대,기아차지부)
  - Fight to abolish night work, reorganize work into 2 day shifts (annual working hours of ~2650 in 2011)-> 2013.3 (심야노동 철폐, 주간연속 2교대 쟁취투쟁 - 2011년에 연간 노동시간 2650시간 참조-> 2013.3 시행 합의)
  - Fight to regularize precarious workers and equalize working conditions (비정규직 정규직화 및 처우개선)
  - Fight for workers' rights (노동기본권)
  - Fight for corporate social responsibility (기업 사회적 책무)



# KMWU Hyundai Motor Branch Wage Bargaining 2012 – historic conclusion of agreement to abolish night work as of 2012 March 4



# Solidarity Request : 30 November 2011 International Day of Action



# Solidarity Request : Hyundai Motor Group Shareholders' Annual Meeting (16 March 2012)

- Adopted statement, Flyering, Press Conference, Presence of US unions and civil rights leaders at Hyundai Motor Company AGM to Deliver open letter



# Solidarity Request: 22 August 2012 International Day of Action



**For Humane working time & work shifts!**

**Implement the Supreme Court ruling  
to regularize precarious workers!**

**Stop union busting at Yuseong  
Piston Rings!**

**Shame on Hyundai Kia Motor Group!**



Workers are not owls!  
Abolish night work!

**8·22** Wednesday at 1pm~2pm



**The day we make 1-person pickets**

Workers at Hyundai and Kia in Korea worked an average of 2,546 hours in 2010, as compared to annual working hours of 1,419 in Germany, 1,562 in France, 1,733 in Japan and 1,778 in the USA in 2010. 19% of the Hyundai Motor production workers worked in excess of 2,700 annual hours in 2010. The company's practice of structuring one day shift and one night shift with over-time everyday, weekend holiday work, and weekly shift rotation demands great sacrifices from production workers, who suffer higher disease prevalence, sleep disorders and even "gwaroosa" (death by overwork). After union demands to eliminate night work and organize work into 2 day shifts, in 2005, labor and management at Hyundai Motor and Kia Motor signed agreements to implement a 2 day-shift system by January 2006. However, the workers are still fighting for the company to implement humane working hours and shift work system.

In 2011, Hyundai Motor Group Chairman CHUNG, Mong Koo conspired with Hyundai Motor components supplier Yuseong Piston Ring (YPR) CEO RYU, Shiyoung to violently repress the YPR workers in Korea. The desperate demand of workers to abolish the graveyard shift was mercilessly trampled. Hyundai Motor Group is ignoring the 2012 final ruling of the Supreme Court for regularization of precarious workers at Hyundai Motor; instead, Hyundai Motor Group is victimizing the precarious workers with threat of mass collective dismissals.

For us, there is no hope unless we can change the Hyundai Motor Group's merciless labor repression and exploitation system. 22 August 2012 is the day we call on Hyundai and Kia Motor to implement humane working time and shift system, to support the struggle of Hyundai Motor precarious subcontracted workers for regularization! It is the day we make 1-person pickets to call for the imprisonment of Hyundai Group Chairman CHUNG Mong Koo as the force behind the repression of the workers at Yuseong Piston Ring (YPR).

Please join us.

Date: 22 August 2012 (Wednesday) at 1 pm ~ 2 pm  
Place: in front of Hyundai or Kia Dealerships or anywhere



**Union**

# Solidarity Request: 22 August 2012 International Day of Action



# 3. Issues in Korea

## 3. 한국 현안 사항

- KMWU GM-Korea Branch (한국지엠 지부)
  - Fight to abolish night work, for 2-day shift system & wages but first provisional agreement failed ratification vote so in renegotiation (심야노동 철폐, 2교대 쟁취 그리고 임금협상의 잠정합의안 부결, 현재 재협상 중)
  - Recently amended trade union branch constitution to include white collar workers (최근 사무직 노동자 포함하도록 지부 규칙 개정)
  - In 2011, GM introduced Chevrolet into Korean market at which point dismissed precarious workers won agreement for reinstatement (2011년에 시보레 출시 시 비정규직 지회 해고자 복직 합의)

# KMWU GM-Korea Branch : historic first strike of both white and blue collar workers



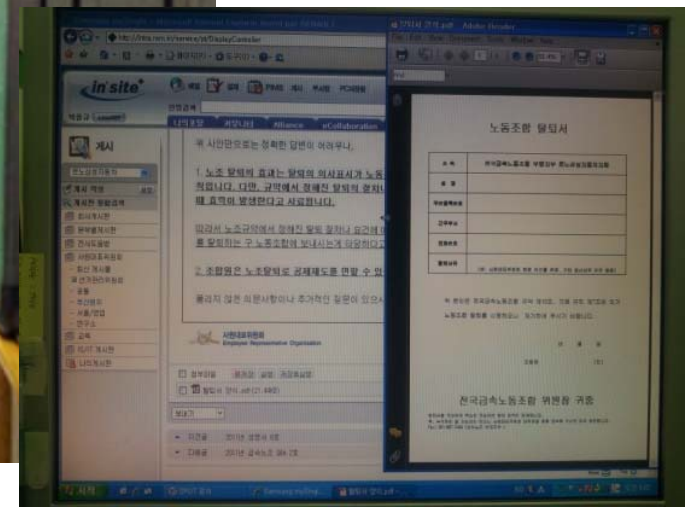
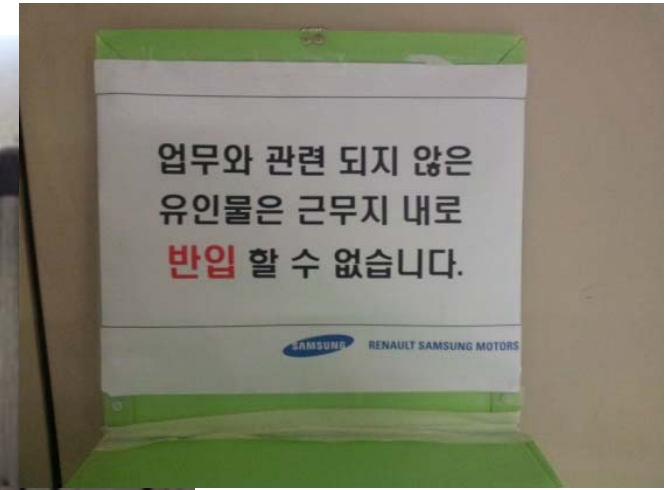
# 3. Issues in Korea

## 3. 한국 현안 사항

- Renault (르노 지회)
  - Established local in 2011.8 to address concerns on work intensity and wages ; despite over 30 rounds of bargaining, company drags feet to establish collective agreement (2011.8 노동강도, 임금 관련 협상을 위해 지회 설립; 30차례의 단체교섭에도 아직 협약 체결 못함)
  - Company announces restructuring, converts extra-legal “works council” into union 9/3 (회사가 구조조정 발표, 법외사원대표위원회를 노조로 전환)
  - Fight for survival against company’s union-busting (회사의 노동탄압에 맞서 지회생명을 위한 투쟁)
  - Local began strike on 13 August, also this week; needs solidarity support letters from other Renault unions (지회가 8월 13일 파업 시작-이 번 주에도 파업 예정, 르노 노동조합들의 연대편지 등 연대 필요)



# Renault – company efforts to crush union, strike for survival of union local



# 3. Issues in Korea

## 3. 한국 현안 사항

- KMWU Ssangyong Motor Branch (쌍차지부)
  - Taken over by SAIC (Chinese) -> massive restructuring based on manipulated accounting books, strike to defend livelihood, extreme state repression of strike  
(중국 상하이차에서 인수 -> 회계조작 구조조정 -> 생존권 사수하기 위한 파업, 파업에 대한 국가의 극단적 탄압)
  - 22 deaths by suicide etc -> calling on Mahindra for talks on reinstatement/recall of workers (자살 등 22명 사망 -> 마힌드라에게 노동자 복직/무급자리콜을 위한 대화 촉구)
  - National Assembly Parliamentary investigation demand -> parliamentary hearing (국정조사 촉구 -> 청문회)

# Repression of 77-day Ssanggyong Motor strike for livelihood



# Ssangyong Motor – put restructuring on the national agenda



Workers' Union

# 3. Issues in Korea

## 3. 한국 현안 사항

### Components Makers (부품사업장)

- SJM Union busting efforts (SJM에서 노동탄압)
  - Solidarity from NUMSA (남아공 금속노조 연대)
- Also at YPR (Yuseong Piston Rings), Bosch, Continental, Mando (또한 유성기업, 보쉬, 콘티넨탈, 만도에서 노동탄압)

# Ex : SJM Local (예: 에스제이엠지회)

- SJM Company decides on Lockout, hires Private military company (pmc) raids strike at dawn of 27 July -> union members injured, flushed out of plant
- KMWU solidarity struggle, publicity etc -> arrested manager, Contactus



Workers' Union

# 2012–Historic KMWU general strike (2012년 역사적인 금속노조 총파업)

- 4 national demands (4대 요구):
  - Reduction of working hours! Abolish night work!
  - Eliminate unfair practices (cost reduction pressure of transnationals) of major brands on the supply chain and overcome the *Chaebol* system!
  - Abolish precarious work! Regularize illegal dispatch workers!
  - Win fundamental trade union rights!
- National strikes of KMWU on:
  - 13 July 2012 (Simultaneous strike of 130,000 union members downing tools, largest national KMWU strike in history)
  - 20 July 2012
  - 10 August 2012
  - 17 August 2012
  - 29 August 2012 (with KCTU fight for trade union rights)
- \* 27 July 2012 (urgent call for unionists to assemble at SJM),  
8 August 2012 officers' strike with mass assemblies at SJM and  
at Mando's parent group Halla Group to protest union-busting



# Thank You for Listening!



**Korean Metal Workers' Union (KMWU-KCTU)**

[www.kmwu.kr/en](http://www.kmwu.kr/en)