

What is the POSITIVE programme?

Opening the seminar



It is essential to make the programme simple so that participants can understand and implement it easily. By using illustrations and photos as much as possible, the programme helps participants to understand it.

Participants are guided to think and make suggestions by themselves so that they can take steps for the improvement of OSH after their return to the workplace. They acquire the skills of conducting effective training in the workplace as trainers.



Presentation, sharing ideas

Factory visit, Checklist exercise



The action checklist is designed so that participants are encouraged to check existing conditions and widen their viewpoints. Participants can start improvement activities in OSH by making use of the action checklist without any special knowledge of OSH.

Positive involvement of participants is promoted through such participatory methods as group discussion and group presentation. The method is also designed so that participants can nurture their minds to continue to actively participate in improvement activities in their workplaces.



Group work dynamics

Aims of POSITIVE programme

1. Improvement of safety and health conditions at work

The programme aims to protect workers and their families from work-related injuries and diseases by promoting safety and health activities meeting the needs of workplaces from the worker's point of view. The emphasis is placed on creating the initiative of workers.

2. Improvement of labour-management relations

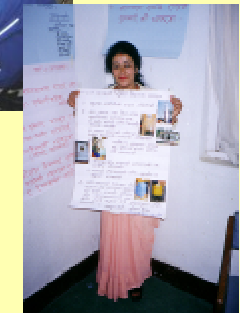
The programme also aims to improve the labour and management relations by increasing opportunities for dialogue between labour and management. This is based on the mutual recognition that the improvement of safety and health in the workplace is beneficial for both of them and thus nurturing cooperation between them.

3. Change of workers' attitudes

The programme also aims to change workers' attitudes and the way of thinking towards OSH. The POSITIVE programme has facilitated workers' own thinking and actions to improve safety and health, resulting in their self-confidence in improving safety and health.

4. Strengthening trade union organization

In addition, the programme aims to build up and strengthen the network of trade union leaders by jointly participating in it. The recruitment of new members and formation of trade unions are promoted by making workers recognize the importance of trade unions by conducting safety and health education for them.



The history and the future of POSITIVE programme:

The POSITIVE programme has been developed to promote action-oriented training in occupational safety and health (OSH) by trade union initiatives in industrially developing countries. The programme is supported since 1994 by the Japan International Labour Foundation (JILAF) and has spread to nine countries in Asia. The action-oriented nature of the seminar is greatly appreciated by participants. Thus, we requested Dr. Kazutaka Kogi who had extensive experiences in the ILO's WISE (Work Improvement in Small Enterprises) programme and similar participatory methods in cooperation with the Institute for Science of Labour. The programme adjusted to trade union situations in developing countries in Asia. The programme is conducted in Bangladesh, China, Indonesia, Mongol, Nepal, Pakistan, The Philippines, Thailand and Vietnam.

Characteristics of POSITIVE

1. Simple and practical approach
2. Action checklist
3. Learning local good examples
4. Participatory methods
5. Learning by doing

Six technical areas of the **POSITIVE** programme for improving working conditions and occupational safety and health

The POSITIVE training programme covers six technical areas:



(1) Materials handling



(2) Workstation changes



(3) Machine safety



(4) Physical environment



(5) Welfare facilities



(6) Environmental protection

Each technical area has 6-10 simple checkpoints. Emphasis is placed on simple solutions that can improve both working conditions and productivity. For example, better materials handling using mobile racks and carts can lead to quicker transport and better product quality. Appropriate work height can facilitate safer, smooth production. Similarly, the checklists used in various ergonomic interventions in Asian countries within our networking cover all these major areas.

Inter-country networking and international workshops



(ACFTU-JILAF project supported by JICA grass-roots funds, China)



(International workshops for POSITIVE trainers, 2004 Tokyo)

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POSITIVE

Participation-Oriented Safety Improvements
by Trade Union Initiative



POSITIVE is an action-oriented training programme in occupational safety and health (OSH) by trade union initiative since 1994.

JILAF

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