



# NEWSLETTER

Japan International Labour Foundation

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## Seminars in Chongqing and Nanning: China Field Project

### More Than 800 Participants

The second China Seminar of 2000 was held on December 13-15 in Chongqing and December 17-18 in Nanning. JILAF started the China Seminar field project in response to the request from the All-China Federation of Trade Unions. While continuing to



Seminar proceedings at Nanning

adhere to the socialist market economy, the ACFTU expressed expectation to learn from Japan's experiences in the areas of labor-management relations, labor law and social security systems.

The China Seminars have been held twice each year since the first one was held in Beijing in 1997 and the seminars are held in two Chinese cities each time. So far, seminars have been held in 15 Chinese cities. With attendance for each seminar numbering around 50, total attendance at the China Seminars has now exceeded 800 participants.

### Seminar Itinerary

Four JILAF officials attended this latest seminar: President Teruhito Tokumoto, Vice President Katsumi Sato, Executive Director-General Yoichi Yamada and Deputy Secretary Katsuo Fujimoto. Both the Chongqing and the Nanning seminars followed the same itinerary. President Tokumoto pre-

sented a lecture on the position of Japanese labor unions entitled "The Current State of Japan's Labor Unions and Issues Facing Them." Vice President Sato gave two lectures from legal and administrative points on "Japan's labor laws and social security system" and "Japan's employment policies." Executive Director-General Yamada presented the lectures on "Issues Faced by Labor Unions in Postwar Japan" and "The Role of Japanese Labor Unions in Society." The lectures were translated into Chinese, copies of which were distributed to the participants in advance. Chinese-language overhead projections were also used during the presentations. Participants found the presentations effective and easy to understand.

### Eager Participants

Participants at the Chongqing seminar were leaders of the Chongqing Federation of Trade Unions and its member unions, top officials of the Labour Social Security Department and personnel department officials from local companies.

The seminars were participatory in nature, a form that should be taken as a model for future seminars. Questions fielded during the question-and-answer sessions following the lectures covered a wide range of topics from the legal system to practices and to the real state of affairs on the ground. At Chongqing, one participant even asked, "What is your opinion of Japan's actions toward China during World War II?"

In Nanning, the participants were all officials from industrial trade unions under the umbrella of the Regional Federation of Trade Unions, so ques-

tions centered more on concrete, everyday labor issues such as the grievance procedures.

The participants were serious and attentive and no seats were ever empty during the sessions. During the closing evaluation sessions in both cities, the participants emphasized how important the seminar had been for them.

### Chairman Wei Jianxing Highly Praised Seminar

Immediately upon arriving in Beijing from Japan, the JILAF team met with Chairman Wei Jianxing, Vice Chairman and First Secretary Zhang Junjiu, Vice Chairman Xu Cheng and other top ACFTU officials at the "Sinkiang" Room at the Great Hall of the People. Chairman Wei is a Standing Committee member of the Central Politburo of the Communist Party, a high-ranking position in the People's Republic of China.

At the meeting with the JILAF team, Chairman Wei highly praised JILAF's projects and expressed deep gratitude to JILAF. He asked JILAF to continue its assistance to China.



JILAF officials pose with ACFTU top leaders.

A report on the meeting was broadcast nationwide that night at 7:00 on China's state-run television and detailed articles appeared in the *People's Daily* and *Worker's Daily* newspapers.

# Second Workshop in Indonesia: Indonesia SPMI Collective Agreement Workshop

The 2nd SPMI Collective Agreement Workshop was held in the suburbs of Jakarta, January 18-23. The workshops are held in cooperation with IMF-JC. The first workshop was held in September 2000 and targeted the automobile industry. This second workshop targeted Indonesia's steel and metal machinery industries and aimed at the greater understanding of collective agreements and standardization. Around 40 chairpersons and other top officials from steel and metal machinery unions attended the workshop.



At the workshop

The first day of the workshop consisted of an opening ceremony. Specialists in the field of collective agreements gave lectures on days two and three. Days three through five were taken up with group discussions based on prepared sample collective agreements. Day six consisted of an overall wrap-up and closing ceremony.

From Japan, IMF-JC Assistant General Secretary Danno (of the Japan Federation of Steel Workers' Unions), IMF-JC staff member of industrial policy bureau Matsuzaki and JILAF Educational

Cooperation Manager Ando attended the workshop. Mr. Danno's lecture — entitled "The Japanese Labor Movement and Collective Agreements" — addressed the features of Japanese trade unions and labor-management relations, the functions of trade unions and Japanese collective agreements, and was very highly received.

Indonesia's labor movement has been revitalized by the fall of the Suharto government, and trade unions are flooded with new members. In addition to the FSPSI national center dating from the Suharto era, there are now also the Reformasi, which split off from FSPSI, and the SPMI, which split from Reformasi. Currently, there are over 20 national centers. Partly due to this state of flux, none of the national centers are now recognized by ICFTU. ICFTU-APRO, however, is helping to form the ITUC (Indonesia Trade Union Congress) by bringing together the organizations among these overflowing national centers which are on friendly terms with the ITS and which are free and democratic. ICFTU-APRO is working toward the eventual unification of Indonesian trade unions. SPMI, JILAF's local partner in the latest workshop, is an ITUC member.

With changes sweeping through Indonesian trade unions, both the sponsors and the participants in the workshop approached it with the utmost seriousness. In his opening address of the seminar, Mr. Mosii, Chairperson of SPMI, proudly told the participants that the SPMI had received the support of IMF-JC and JILAF. He also told them to do their very best for international goodwill toward SPMI. The partici-



Workshop participants

pants realized that the workshop was tied to the improvement of their own working conditions and listened to the lectures with great keenness and seriousness. There was no end to the questions that followed Mr. Danno's lecture. Unfortunately, due to schedule constraints, the Japanese participants had to return to Japan on day three and weren't able to participate in the group discussions. We are sure that they were lively and substantive.

In May, a similar workshop will be held (with the support of IG Metall, the German metal industries union confederation), targeting the electronics industry. Through these workshops, the basics of collective agreements should become firmly established in the SPMI unions.

Finally, I would like to sincerely thank all those at IMF-JC for their help and cooperation, particularly at this time of the year when trade unions are so busy preparing for the annual spring offensive. We hope that this workshop will help in the further development and unification of the Indonesian labor movement.

## FROM JIMBOGHO

### Chongqing's "Fire Pot"

The China Seminars were held in Chongqing and Nanning in December.

While I will certainly never forget the warm and sincere people of Nanning, Chongqing made the deepest impressions on me.

Chongqing is famous as the setting for the ancient historical novel *The Romance of the Three Kingdoms* and is known to tourists as the starting point for the descent into the famous Three Gorges. Chongqing has recently been designated a special zone on par with the provinces, so the people are in high spirits.

The participants of the Chongqing seminar included not only trade union leaders but also local government officials, busi-

nessmen and academics. This made for a lively seminar. The Japanese lecturers were peppered with one tough question after another.

The person in charge of the Chongqing seminar was Ms. Li, head of the Chongqing Federation of Trade Unions' international department, who visited



The formidable "fire pot"

Japan last May on JILAF's Invitation Program.

While she was in Japan, Ms. Li promised us that if we came to Chongqing she would treat us to

genuine Sichuan cuisine. As promised, every day we were served delicacies from land and sea. The "piece de resistance" was a dish called "fire pot." This dish consists of a thick, red broth with a hot chili bean paste (*tobanjan*) base into which a variety of ingredients are dipped to cook them, similar to "shabu-shabu" in Japan — except for the fiery-hot "tobanjan." At first I was afraid to try this spicy dish, but eventually I was dipping in with everyone else.

Actually, Ms. Li gave me some secret-recipe "tobanjan," so I am waiting to try to make my own "fire pot" one of these days....

(Yamada)

## Women's Activities in the ICFTU-APRO Region

Sharon Burrow was elected as a president of ICFTU-APRO at the 17th regional conference held in Singapore in November 2000. Ms. Burrow, President of the Australia Council of Trade Unions, is the first woman ever to be confirmed as ICFTU-APRO president. Her election forced even the ICFTU to sit up and take notice.

The ICFTU-APRO Women's Committee clearly stated its intention in 1995 of increasing women's participation in all levels of the ICFTU-APRO by 50 percent and resolved to increase the number of women delegates as well. Indeed, ICFTU-APRO decided at this conference to change its rules to increase the number of women delegates by 50 percent.

Women activists within APRO are engaged in an aggressive campaign to increase women's activism. The campaign's slogan "1 + 1 = Women's power" means that if each woman recruits just one other woman into union activities, women and their work will become prominent in trade unions. This campaign is meant to assist in the integration of women into trade unions.

The ICFTU-APRO Women's Committee's role in designing and producing educational and promotional items for the campaign has been a major reason for its success.

On "International Women's Day," held annually around March 8, women leaders have undertaken actions independently to put together a working plan dealing with the conditions of each country, meeting together, lobbying officials and promoting exchanges among workplaces.

The results of four years of these kinds of activities by women have been: 1) When women speak, they show a firm grasp of the issues. They give clear and concise reports, stating precisely what needs to be done next; 2) Women have

### PROFILE



#### Kiyoko Kumazaki

Born August 1938.

Entered secretariat of Katakura Union (ZENSEN-affiliate) in charge of women's affairs. Entered ZENSEN Women's Affairs Bureau in 1973. Elected to the Central Executive Committee and Director of Women's Affairs Bureau of ZENSEN Headquarters at ZENSEN's 40th annual convention in 1984. Elected Deputy General Secretary of JTUC-RENGO at the 5th JTUC-RENGO Convention.

Joined the ICFTU-APRO Executive Board and the Women's Committee from 1996 to 1999. She has served as advisor for the Center for the Advancement of Working Women (CAWW) since April 2000.

developed confidence and assertiveness in their activities; and 3) They feel a deeper sense of connection with their leadership.

Using this campaign as a starting point, I hope we can further our achievements by focusing on the next issue — greater participation by women in unions.

I hope JILAF can help us achieve this goal by including in its project plans activities that will foster women leaders in the Asia-Pacific region. I would like to see JILAF 1) increase training in planning, realizing and follow-up work in the area of policy-making and 2) provide forums for the discussion of research in gender equality and development and provide support activities for such research. Through these kinds of activities, I am convinced that the day will soon come when men and women can walk down the same road as equals.

## Letter from a Trainee (12)

### Day After Day of Super-intensive English Training

About three months have passed since I came to JILAF as a trainee in the 5th International Activists Training Course. I have spent my time taking super-inten-

sive English lessons and preparing mainly for the Field Project in Mongolia (the POSITIVE seminar on occupational safety and health). Later, I will also take charge of the Invitation Program. This world of dealings with national centers of different countries, with JTUC-Rengo and affiliated industrial federations is all new to me. Sometimes I get overwhelmed, but every day is a great learning experience.

Although I am ashamed to admit it, I didn't even know of JILAF's existence

until just before joining this training course. As I learn more and more about JILAF's activities and as I deal more and more with those activities, I have come to realize just how indispensable JILAF is to the labor movement in developing countries and to the international cooperation and international exchanges of our own labor unions in Japan.

I am grateful to have the opportunity to participate in JILAF's work, even if it is just for one short year. Whether I can turn this year into something of significance that I can use when I return to my trade union will depend on my own efforts. I will do my best to make this year a valuable one.

JILAF trainee **Mamiko Suzuki**  
(All NTT Workers Union of Japan)



Practicing a presentation in English class

# JILAF ACTIVITIES

## Organizing Seminar in the Philippines

TUCP and JILAF co-sponsored an organizing seminar, January 23-27. According to the request of TUCP, JILAF sent Mr. Masatoshi Imafuku (an active national organizer, ZENSEN) to the seminar as a lecturer in cooperation with ZENSEN.

The seminar coincided with the ascendancy of Gloria Arroyo to the presidency with the help of the People Power movement. The seminar was held in the midst of this atmosphere of achieving reform through cooperation and of a newly invigorated country.

The feature of the TUCP organizing seminar was that it threw out the conventional classroom, lecture-oriented style in favor of a more concrete and practical participatory style. During the seminar, for example, participants went to the economic zone which is the main target of organizing efforts in the eco-zone. There they talked directly to workers about working conditions and the presence or absence of unions.



Masatoshi Imafuku, national organizer for ZENSEN, gives his presentation.

Mr. Imafuku's session also fit the needs of the participants. He gave practical examples of successful organizing efforts in Japan, revealing his secrets and experiences. Everybody listened eagerly and asked countless questions.

Currently, over half of the companies in the economic zones of the Philippines are Japanese companies. The actual case of a conflict between a Japanese company and its Philippine workers was used as a case study in Mr. Imafuku's session. The seminar participants engaged in lively and energetic discussions as he led the class through step-by-step measures towards the resolution of the conflict for organizing of the workers.

This was followed by a discussion of what is probably the weak link in the current organizing strategy of the Philippines: the importance of accurate information and how to get it. This discussion made a deep impression on all the participants.

In both Mr. Imafuku's lecture and the group discussion on accurate information, it was striking how the issue of Internet use came up time and again. As globalization and IT advance, the IT education of union officers in charge of organizing will become one of the major strategies for Philippine trade unions if the unions are to promote organizing among workers for the multinational corporations concentrated in the economic zones. In point of fact, the gathering together of the People Power movement



Hands-on training session. Interviewing workers in one of the economic zones about working conditions and labor unions.

that played an important role in bringing Arroyo to power was not done through radio, television or the newspapers, but through messages sent through cell phones and the Internet, with groups such as TUCP unions serving as sources of the information. Thus, the transmission of information using IT is already an integral part of the urban lifestyle of the Philippines.

I hope that this seminar will contribute to the unionization strategies of Philippine unions.

### Inside Out

I would like to introduce Ms. Mamiko Suzuki. She has been working for JILAF since November 2000 as a full-time trainee in the 5th International Activists Training Course. Ms. Suzuki has been an executive committee member of the Chiba Branch of All NTT Workers Union of Japan since December 1998, where she has been active in the areas of collective bargaining, mutual aid and gender equality program promotion. She will work in JILAF's Educational Cooperation Department for one year. In addition to taking English classes as part of the International Activists Training Course, she will also undergo hands-on training in both the field projects and the invitation programs.



Mamiko Suzuki

### JILAF Calendar (December 2000 – February 2001)

#### 1. Invitation Program

- China B Team (December 4 to 15)
- Central Asia/Baltic Team (February 1 to 14)
- South Korea Team (February 15 to 28)

#### 2. Field Projects

(only those projects conducted by specialists sent from Japan)

- China (ACFTU) Labor/Management Relations Seminar (December 11 to 20)
- Indonesia (SPMI) Collective

Agreement Seminar (January 18 to 21)

- Thai (LCT) POSITIVE Evaluation Meeting (January 18 to 21)
- Philippine (TUCP) Organizing Seminar (January 22 to 25)
- Mongolia (CMTU) POSITIVE Meeting (January 28 to February 2)

#### 3. Conferences

- Roundtable Conference between the Industrial Federation and ITS (February 6)
- 32nd Board of Directors and Councilors Meeting (February 23)