



NEWSLETTER

Japan International Labour Foundation

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Nepal NTUC/JILAF Non-Formal School Workshop was Opened

NTUC/JILAF Non-Formal School Project Started in 1994

It is said that in Nepal there are several hundred thousand pupils, aged 6 to 14, who cannot attend formal schools. Due to the poverty and ignorance of their parents, most of these children are forced into child labor including slave labor in carpet manufacturing plants, hotels, households, or agriculture. Many become street children. In response, the government of Nepal has implemented a compulsory-education system, recently ratified ILO Convention No. 182 concerning the eradication of child labor, and proclaimed that child labor shall



Participants of the Workshop

be wiped out in that country within 10 years. Nevertheless, a wide range of child labor remains on a massive scale all across the country, as mentioned above. Seven years ago, in 1994, the Japan International Labour Foundation (JILAF) started a non-formal school project to open 12 schools for these children across the country, in response to an enthusiastic request from the Nepal Trade Union Congress (NTUC), a member organization of Nepal for ICFTU. These schools are small, each accommodating only about 50 pupils. In some regions, a room of the regional NTUC office building is used as a classroom for school. NTUC manages the schools and selects teachers with the cooperation of its local organizations and local administrative authorities. In three regions near Kathmandu, the capital of the country, school buildings were constructed last year as a result of aid from the Japanese Ministry of Foreign Affairs that was intended to have benefits on the grass-roots level. This aid is gratefully acknowledged by the local people. Other regions are

also requesting that schools be constructed.

Efforts to Enable Children to Enter Formal Schools

Under the non-formal school project, which aims at providing basic education to children who cannot go to a formal school for various parent-related reasons, it is required first that parents agree to send their children to a non-formal school. During the school terms, which extends for nine months from September of one year through May of the next year, children receive education regarding basic reading, writing, and arithmetic for about four hours every school day in the same way as at formal schools. Some non-formal schools also have English-language lessons and homemaking and music classes, and also take the children on picnics. The children are provided with textbooks, stationery, uniforms, and shoes, so that they will enjoy attending school and will know the pleasure of learning, and especially so that they will be proud of being school students. Efforts are being made to obtain the understanding of parents to permit the children who have finished the non-formal school to then attend a formal school. One important task for teachers and for others concerned, therefore, is to promote a campaign to enhance the awareness of parents in this regard.

School Management Workshops

Every August, just before the school year starts, JILAF holds a school-management workshop to which it invites NTUC personnel, personnel of regional NTUC organizations, and schoolteachers. This year, JILAF held the school-management workshop for three days, August 22-24, at Lalitpur in the suburbs of Kathmandu. The workshop was attended by about 45 persons, including 2 from JILAF. The focus of this workshop was to review school performance (including the number of children who went to formal schools), curricula, daily lives, relationships with their parents, and any problems

experienced during the year. Another objective was to allow attendees to exchange views with the aim of solving problems in order to improve the management of schools. The schedule for the next school year also was confirmed with those involved with the schools.

School Teachers' Enthusiastic Requests and Expectations

A number of very lively discussions were held at the workshop. In particular, teachers expressed a number of strong requests and expectations that only people in the education field would have. They requested that the school terms be extended from 9 months to 12 months; that the procurement of uniforms be entrusted to them locally, because the uniforms currently being supplied do not fit some pupils; that sweaters be supplied to help keep pupils warm while going to school in wintertime; that trousers be supplied; and that desks and chairs be provided. They also requested that the allowance paid to teachers be increased; that more school buildings be constructed; and that school education be linked with vocational training. JILAF and NTUC will consider and discuss these requests.

At the end of the workshop, JILAF honored the schools and the teachers that recorded



Lesson at Baktapur school

the excellent performance during the past year. The attendees expressed their appreciation for JILAF's support of the non-formal school project and requested that JILAF's assistance be continued in the future.

Korea-Japan Joint Seminar on Industrial Relations Held in Seoul

— With the main theme of shorter working hours —

The first joint seminar between KOILAF and JILAF

The Joint Seminar on Industrial Relations was held in Seoul on October 10, 2001, under the cosponsorship of the Korea International Labour Foundation (KOILAF) and the Japan International Labour Foundation (JILAF). The seminar aimed to analyze current industrial relations and seek a viable solution of labor issues in both countries, focusing on shorter working hours, which now is a hot issue in Korea.

More than 80 participants from various sectors

Because the seminar was backed by trade unions, employers' federations, and the gov-



Lecture meeting

ernment, and because the theme dealt with current needs, it was attended by more than 80 participants. They came from various

organizations: trade unions, Japanese-affiliated companies, Korean companies, employers' federations, governmental organizations, research institutes, mass media, and so on. (The Korean Ministry of Labor, the Federation of Korean Trade Unions [FKTU], the Japanese Trade Union Confederation, and the Korea Employers Federation supported the seminar.)

Speakers at the seminar were: Mr. Teruhito Tokumoto, president of JILAF (former chairman of the Japan Council of Metal workers' Unions), and Mr. Katsumi Sato, vice-president of JILAF (former director of the Labour Standards Bureau of the Ministry of Labor) from Japan; and Mr. Chun-Bok Jo, general secretary of FKTU, and Dr. Won Duck Lee, president of the Korea Labor Institute from Korea. They are experts in their respective fields of specialization.

All the participants were so intensely involved in the program that the session ended far later than the scheduled time. The seminar, including interviews with Dr. Lee and Mr. Tokumoto, was reported on by a television station. The seminar was a success in large part because of the participants' high level of interest in its theme and in the Japanese experience of shorter working hours.

Toward 40-hour workweek

In particular, opinions were enthusiastically exchanged regarding Japanese policies relating to shorter working hours. Although labor, employers, and the government in Korea have reached a basic agreement regarding issues relating to a 40-hour work week, it is said that there remain many problems to be solved. It seems that it will not be

easy for Korea to reach the goal that Japan had reached implementing the related policies as a result of the efforts of the three parties.

At any rate, according to Dr. Lee's lecture,



Enthusiastic participants

a 40-hour workweek, regarding which a basic agreement was reached last year, will be implemented gradually from 2002, after the finalization of a forthcoming detailed agreement this year.

Deepened relationship between Korea and Japan

Early in the morning of October 8, the United States launched an attack on Afghanistan. It was fortunate that we were able to hold the seminar as scheduled, although there was a danger that the attack would have a negative impact on the event. We are convinced that the seminar was evaluated highly by the general public and that it strengthened the bonds between Japan and Korea.

FROM JIMBOCHO

Namaste Nepal!

I visited Kathmandu at the end of August. The streets were crowded with women dressed in red saris, as if the city were a flower garden. I heard that the days were festival when women visit temples.

My purpose in visiting Kathmandu was to attend a meeting where personnel from non formal education (NFE) centers gathered to exchange their experiences in managing 12 schools, located in various places across the country and supported by JILAF. The attendees were local-labor-union leaders, school administrators, and teachers, who

were mostly women. The person who was honored as the best teacher of the year was a nice young woman.

I visited a center in her hometown in the suburbs of Kathmandu. Although it was a holiday, pupils gathered, their eyes glittering with excitement. When they greeted me, saying 'Namaste', with their small hands pressed together in the prayer-like, I was touched and encouraged to do my best, despite my age.

During this trip, I was accompanied by Brother Laxman Basnet, President of the

Nepal Trade Union Congress (NTUC), who drove his minicar himself, and we visited Prime Minister Deuba, former Prime Minister Koilala, and the minister of education, and other high officials from whom we requested support of the JILAF project. Because they are political friends of Brother Basnet, they heartily pledged their support.

(Reported by Yamada)

JILAF's Former Invitees from Zambia Are Now Active There

On the night of June 19, 1998, I was walking in the Gatwick Air port in London, ready to take a British Airways flight to Zambia, when someone behind me cried out, "Brother Akiyama." Looking back, I found Brother Austin Liato, then Vice-President of the Zambia Congress of Trade Unions (ZCTU), smiling amiably. I knew him because he had once visited Japan as an invitee of JILAF. He was on the way back to Zambia from an ILO General Conference in Geneva. He wished me a happy life soon-to-start in Zambia. Since then, we have been good friends for more than three years, during which time our friendship has deepened. He often invited me to his home to enjoy Mrs. Liato's cooking. I also invited him to my home to return his hospitality with curry rice cooked by me.

Supported by a reformer faction, he ran in the election for presi dency of ZCTU at its congress in October 1998, but he was defea ted by Brother Shamenda, then the incumbent President, by a nar row margin. Brother Liato's supporters believe that President Chi luba intervened in the election because of a fear that Brother Liato, who opposes the Chiluba government, would win. However, the truth is anyone's guess.

Brother Liato, who did not win the post of president and who since then has left the position of trade union officer, will run as a strong candidate of an opposition party in the election to select diet members (and the president) this year. He is now actively engaged in the election campaign. According to Brother Liato, the campaign so far has been successful enough to convince him that he might well be elected as a member of the diet. Although he was not able to attain his aim in the labor movement, he intends to realize his enthusiastic ambition in politics. Because his contribu tions to a by-election have been recognized, he is now acting as Deputy National Chairman of UPND, an opposition party. According to UPND personnel, he is likely to assume the office of

PROFILE



Kazuki Akiyama
Chief, International Division
Department of International Affairs
Japanese Trade Union Confederation
(RENGO)

Born in 1968, Mr. Akiyama joined the RENGO Secretariat in 1994 and transferred to the Interna tional Labour Foundation in the same year, returned to the International Policy Division in 1997, was dispatched to the Japanese Embassy in

Zambia in June 1998, and returned to RENGO's International Division in September 2001.

a minister when UPND comes into power. Because he is now only 36 years old, I expect him to have a successful career in the future.

There are a number of former JILAF invitees who are now very active politically in Zambia. President Chiluba, the greatest contri butor to the democratization of Zambia, in 1989 participated in JILAF's invitation program as Chairman-General of ZCTU. In addition, Brother Moonde, Vice-President of the ZCTU, will run for office as a candidate of the UPND in the coming election of diet members.

As in the case of Zambia, there are quite a few former JILAF invitees who bear responsibility for the future of own countries. When I was working for JILAF, I took pleasure in the invitation program in part because I was able to become friends with people from all over the world through my work. I took care of invitees, wishing that they would become pro-Japanese. As an "old boy" of JILAF, it is my great pleasure to see that former JILAF invitees are playing active roles in their respective countries.

A Letter from a Trainee (15)

SILS Training Bolstered the Ties of Friendship

On August 12, I deplaned at Singapore Changi Airport, with large baggage in hand, to attend the ICFTU-APRO/SILS/JILAF* Advanced Leadership Course (SILS Train ing) that would start on the following day.

That was the 10th event of the training



Tarantula game—passing through the top net with everyone's wisdom and power

course this year, with 28 people from 18 countries in the Asia-Pacific region to participate. I felt that the one-month session would be pleasant, in part because the par ticipants were all in the same age group as me.

In the session on "Teamwork and Leader

ship," held on the third day, I learned a very impressive lesson. Because the course had just started, we did not even know the names of the other participants. Neverthe less, we utilized our knowledge and cooper ated with one another to successfully play training "games" one by one. I did not imag ine that we would be able to succeed in the "Tarantula game," which involved passing through a net that was like a spider web. However, we discussed possible solutions and devised a strategy by which we were able to successfully play the game through mutual cooperation, in part because a feel ing of fellowship had arisen among the par ticipants. Isn't feeling such a mind of "solidarity" indispensable for the labour movement?

One of the fruits of the course was that people from different countries could live together for one month and learn about each other's culture. Those who came from India and Bangladesh taught me the pleasure of eating curry directly "hand to mouth." Although at first I was perplexed by this practice, which I had never previously

experienced in my life, I soon became absorbed in this practice. When I was to leave Singapore, my right hand was com pletely yellow from the curry I had eaten



that way.

The participants in this course might now be promoting labour movements in their respective countries by utilizing what they learned in this course. I am encouraged to stand firm when I recall the images of these coparticipants.

Mamiko Suzuki, JILAF Trainee (All NTT Workers Union of Japan)

* A leaders training course for young officers, implemented through the cooperation of JILAF, ICFTU-APRO, and Singapore Institute of Labour Studies (SILS)

The 6th International Activists Training Course Begins — 10 Trainees Completed the 5th Course —

On November 1 (Thursday), the opening ceremony for the 6th International Activists Training Course was held at the conference room of the Japan International Labour Foundation (JILAF). This course, which aims at training personnel who will play an active part in the international labor movement, is favorably regarded by the 41 graduates of the past five courses. Most of the former trainees are now playing vital roles in local industrial unions, individual unions, and other organizations.

The 12 trainees of the 6th course are:

Ms. Yuko Aso and Mr. Yutaka Ito (JTUC-Rengo)

Ms. Akiko Okuda, Ms. Yasuko Matsuda, and Mr. Yuji Kiyosawa (All NTT Workers Union of Japan)

Ms. Yoko Morikawa (UNI-LC Japan)

Ms. Sachiko Nagai (ZENSEN-The Japanese Federation of Textile, Garment, Chemical, Commercial, Food and Allied Industries Workers' Union)

Mr. Koichi Ito (JICHIRO-All Japan Prefectural and Municipal Workers' Union)

Mr. Atsushi Otani (NODANRO-National Federation of Agricultural, Forestry and Fishery Cooperatives' Workers' Unions).

and JILAF's three new personnel.

During the training course, the trainees will learn English intensively and will acquire knowledge of domestic and international labor movements. The cooperation of different unions will contribute greatly to the success of the course, which will last about one year.

On November 20, the closing ceremony was held for the 10 trainees who completed the 5th course. It is expected that they will actively contribute to society.



English class in the International Activist Training Course

JILAF Calendar (September – November 2001)

1. Invitation Programs

- Southern Africa Team (September 6 to 19)
- South American Team (September 20 to October)
- Asian Women's Team (October 4 to 17)
- Middle East Team (October 18 to 31)
- Training for Asian labor unions (November 4 to 10)
- Chinese Team B (November 12 to 23)
- Russian Team (November 29 to December 12)

2. Field Projects (only those projects conducted by specialists sent from Japan)

- Labor-Management Relations Seminar by ACFTU in China (October 28 to November 4)

- Small and Medium-Sized Enterprise Organization Seminar in China (November 24 to December 2)

- National Meeting of POSITIVE Trainers in Nepal (November 25 to December 5)
- Nepal JICA Project in Nepal (November 17 to 26)

3. Conferences

- Social Asia Forum in Taiwan (September 20 to 24)
- Korea-Japan Seminar on Industrial Relations in Seoul (October 10)
- Dispatch of lecturers to the Africa Workshop (in Italy), cosponsored by ILO, RENGO and JILAF (October 22 to 26)
- General Affairs Committee (November 9)
- 34th Meeting of the Board of Directors

- and Councillors (November 30)

4. Overseas Surveys

- Survey of employment in Europe (Geneva, Paris, Berlin, and Brussels) (September 1 to 14)
- Survey of labour situations in Africa (Kenya, Uganda) (September 1 to 10)
- Survey of employment in Korea (September 5 to 13)

5. Human Resources Development Programs

- Opening Ceremony for the 6th International Activist Training Course (November 1)
- Closing Ceremony for the 5th International Activist Training Course (November 20)

Inside Out

Due to the reassignment of personnel at related organizations, some of the JILAF personnel have been changed. Ms. Yoshiko Inagaki, manager of the Research and Public Affairs Department, returned to JICHIRO. JILAF has received Mr. Masumi Aketa as manager of the Field Projects Department, and Ms. Yuko Inoue as a member of the Research and Public Affairs Department. Ms. Mamiko Suzuki, who

reports for the "Letter from a Trainee" section of this JILAF NEWS LETTER, works at JILAF as new staff member of the Field Projects Department, after completing a one-year training course. The cooperation of readers with these new personnel will be highly appreciated.



Masumi Aketa
Field Projects Department
(Transferred from ZENSEN)

I feel resolved at having been given an opportunity to support overseas labor unions when global peace is at stake. I will make efforts to understand the situations of different countries and to promote labor activities, always bearing in mind the wishes of the people in each country. I appreciate your cooperation in, and your encouragement of, our activities.



Yuko Inoue
Research and Public Affairs Department
(Transferred from JICHIRO)

Because I have been assigned tasks that are not related to the international affairs at the organization with which I had been working before this transfer, I am trying my best in the intensive English lessons that started this month. I am now looking forward to having opportunities to work with different labor unions in various nations, and I wish to learn and to help disseminate as much information among nations as possible. I will appreciate your cooperation.