



# NEWSLETTER

Japan International Labour Foundation <http://www.jilaf.or.jp/English-jilaf>  
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## Invitation Program — First Invitation for Cambodia and East Timor —

### Team from Southeast Asia

JILAF invited a Southeast Asia Team to Japan from September 4 to 17. This was the 6th invitation for fiscal year 2003, and for the first time included two persons from Cambodia and one from East Timor. JILAF's Invitation Programs, which have a proud history spanning some 14 years since its foundation in 1989, have welcomed more than 1,500 young trade union leaders from various parts of the world to Japan. However, this was the very first time that leaders from these two countries were invited. Other team members included one person from TUCP (Trade Union Congress of the Philippines) — with the recommendation of ICFTU-APRO (International Confederation of Free Trade Unions, Asian and Pacific Regional Organisation) — two persons from LCT (Labour Congress of Thailand), one from LFTU (Lao Federation of Trade Unions), and two from VGCL (Vietnam General Confederation of Labour).

### Team from CTUCC

Years after prolonged civil wars, Cambodia finally began to attain political stability in the latter half of 1998. Trade unions began to be organized subsequently after that, and seven unions which refer to themselves as 'national centers' have been established in the past four years or so. In February 2003, with the aim of coordinating domestic movements and international relations, these seven unions formed a single coordination body, the Cambodian Trade Union Coordination Council (CTUCC), through the intermediation of ICFTU-APRO. Each of the seven unions takes successive turns in running the secretariat of CTUCC, during three-month intervals. Upon receiving

notification of the establishment of CTUCC, JILAF consulted with APRO and decided to invite two members within the CTUCC framework, as part of the 2003 Invitation Program. Mr. Mom Thol Chuon, President of CUF (Cambodian Union Federation), and Ms. Nhim Morm, President of NIFTUC (National Independent Federation Textile Union of Cambodia), joined the program; both unions are members of CTUCC. In the various meetings they participated in during their stay in Japan, both presidents stated that they wanted to strengthen trade union movement in Cambodia, promote unification, and create an environment where trade unions can play an active role in the society. They added that there were many things they hoped to learn from Japanese trade union movement and they are ardently looking forward to receiving support from Japanese unions, in such forms as invitation programs.

### Young Leader from East Timor

Trade unions began to be formed in East Timor another country from which JILAF invited a young leader this time following its secession and independence from Indonesia in 1999. The Timor Laro-sa'e Trade Union Confederation (TLTUC) was established with aid and assistance from the ICFTU-APRO. After close consultation with APRO, JILAF decided to invite TLTUC for the first time and its President, Jose Da Conseicao Da Costa, to visit Japan. East Timor is

still in the early stage of independence and is now striving to build itself as a nation and to establish various national systems. Trade union movements are also at the groundbreaking stage, and the conditions and environment for such movements still require further improvement. President Da Costa is very youthful (he is 27 years old) and energetic, and has shown his true mettle as a new trade union leader for a newly established country in the 21st century. He stated with hope and conviction his desire to learn many things from Japan and said he was looking forward to receiving suggestions which can be utilized in the future development of East Timor trade unions.

Only a few years have passed since the first trade unions were formed in both East Timor and Cambodia, and union organization still remains somewhat weak in these nations. Also, they often face rather tough conditions. Accordingly, JILAF will continue to support the future development of trade unions in Cambodia and East Timor, in close cooperation with ICFTU-APRO and JTUC-RENGO.



▲ First from the left in the back row: TLTUC President Da Costa  
 Third from the left in the back row: CUF President Mom Thol Chuon  
 Second from the left in the front row: NIFTUC President Nhim Morm

# POSITIVE Program for Small and Medium-sized Enterprises Starts in China

## Seminars Held in Yangzhou, Jiangsu Province, and Shaoxing, Zhejiang Province

JILAF's POSITIVE (Participation-Oriented Safety Improvements by Trade Union Initiative) Program for Occupational Health and Safety for workers of small and medium-sized enterprises was officially launched in China. This program has also been implemented in six other Asian countries, including Pakistan. China now makes the seventh nation in which the Program has been introduced.

JILAF, in coordination with its local partner organization, the All-China Federation of Trade Unions (ACFTU), has continued to promote invitation programs since 1997 and has held several seminars in various parts of China. These include seminars on labor-management relations, where Japan actively shares and exchanges its experiences in trade union movements, as well as seminars focused on the unionization of small and medium-sized enterprises. JILAF has promoted activities which are helpful in addressing the problems that workers face in China, a rapidly developing nation under a socialist market economy.

In recent years China has achieved remarkable economic growth — as exemplified by its accession to the World Trade Organization — and this growth has mainly taken place in the country's coastal regions. On the other hand, the increased incidence of labor accidents (73,595 cases according to 2002

ILO statistics) has become a major issue which has had a negative impact on workers. Thus the POSITIVE Program has been introduced especially for small and medium-sized enterprises which have been slow to take proper measures in the area of occupational safety and health.

A trial POSITIVE seminar was first held in Ningbo, Zhejiang Province in January 2003



▲ Participants eagerly conducting a group discussion (Seminar in Yangzhou)

and was very well received. Following on the heels of the seminar's success, another POSITIVE seminar focused on 'the fostering of core trainers' was organized and was held in Yangzhou, Jiangsu Province from September 17-20, as well as in Shaoxing, Zhejiang Province from September 23-26.

Within ACFTU, there are established labor protection departments at the national, provincial and municipal levels which are in

charge of occupational safety and health and which regularly provide guidance concerning safety and health at the workplace. Most of the participants who joined the abovementioned POSITIVE seminars comprised directors and deputy directors from labor protection department, who have considerable knowledge and experience in the field of occupational safety and health.

At first, it was uncertain whether the conventional approach used in POSITIVE seminars, in which the various participants (workers) discuss and promote activities for improving the workplace, would be accepted in China. However, it turned out that the participants said that this approach was quite new to them and that they would like to put it into practical use. All of the 41 participants are expected to serve as core trainers in the respective regions they are responsible for, and are also expected to make efforts to improve occupational safety and health at the workplace.

However, it will likely be somewhat difficult to spread this seminar approach widely throughout China due to its vast land area and large population. Therefore, it is important to support the activities of local trainers in each region, including the development and use of training materials such as videos and CD-ROMs.

## Toward Resolving the Problems Mongol Faces

### Seminars on 'Occupational Safety and Health' and 'Labor-Management Relations' Held with CMTU

In coordination with the Confederation of Mongolian Trade Unions (CMTU), JILAF held a two-day local POSITIVE seminar in Tuv (Central) province from September 3-4 and a Labor-Management Relations Seminar in Ulaanbaatar from September 8-9.

Twenty-five persons from the textile industry and the public sector participated in the POSITIVE Seminar. Mr. Tachi, associate professor at Nagoya City University in Japan, also attended this seminar as a recourse. After examining the workplace environment at a textile plant and listening to several lectures, the participants drafted their own individual plans for improving occupational safety and health in their own workplaces. It is our hope that each of these work plans will contribute towards improvements in the workplace environment.

Meanwhile, JILAF President Teruhito Tokumoto attended the Labor-Management Relations Seminar and presented a lecture on



▲ Discussion for improving the workplace environment (POSITIVE Seminar)

Japanese labor-management relations to 32 participants. The participants included those from industrial organizations representing the agricultural, food, and environmental sectors.

The seminar was

followed by a group working session. Through the seminar and the group working sessions the participants were able to have deeper understanding of topics such as "the difference between collective bargaining and the labor-management consultation system," "how to build sound labor-management relations," and "the importance of stronger industrial union movements."

It has been a little more than 10 years now since Mongol began its transition to a market economy, and the country is currently enjoying economic growth. Yet, workers still face severe working conditions. New social problems have been emerging as well, including an increase in the number of street children. Therefore, CMTU and JILAF will continue to closely cooperate with one another in order to resolve the problems Mongol faces.



▲ Participants listening to JILAF President Tokumoto's lecture (Labor Management Relations Seminar)

## International Cooperation Efforts by Trade Unions — No.2

# Planting of Seedlings to Help Produce a "Beautiful Earth" for Future Generations

## JEIU Afforestation Project, "Children's Forest Project"

**Shu Hamada**  
Executive Committee Member,  
Director of General Affairs  
& Financial Department

**Kazuteru Nakamura**  
Executive Committee Member,  
Director of the Organization Department  
The Japanese Electrical Electronic &  
Information Union (JEIU)

### The Project's Background and its Purpose

JEIU recognizes that environmental protection initiatives are important part of the activities of trade unions, and JEIU's basic philosophy is "To strive to produce a beautiful earth where people can live in happiness." In 1992, JEIU established the Earth and Love Fund with contributions from union members, and has since performed activities which: support the mentally and physically disabled, help protect the global environment and preserve nature, relieve and support major disaster-struck areas, strive to reduce poverty, in addition to various other activities. Also, JEIU made the decision to take part in the Children's Forest Project, a program which had been promoted by OISCA, an NGO, and we have been sending planting volunteers to various areas since 1994. Specifically, once a year a group comprising 100 members is sent to one of the countries in Southeast Asia to conduct planting activities. This group consists of union members and their families, including some 25 pairs of parent and child. The volunteers, together with local residents and children, plant seedlings on the

school grounds of primary and middle schools as well as on adjacent lands. The aim of these activities is to make people aware of global environmental issues and to develop friendly ties through seedling-planting activities and exchanges.

### Initiatives Focused on the Concept of "Schools"

The key concept of this afforestation project is "schools." Members work closely together to preserve tropical forests, and through these activities local people, including children, and the Japanese volunteers are able to learn about the importance of forest conservation. Moreover, Japanese children can encounter experiences which help them grow and learn as youngsters as they plant seedlings together with local school children. The planting project therefore can be said to play a vital educational role, similar to that of "schools."

### Future Challenges

According to Shigeru Tatsukawa, General Secretary of the 9th Volunteer Planting Mission, the JEIU volunteer seedling-planting program represents an introductory experi-



▲ Local children and staff planting seedlings

ence to the world of volunteer activity. He says, "I believe that if participants in this volunteer program actively discuss the valuable experiences they gain and their

impressions of the project and then act locally, this will help achieve the goals of JEIU's basic philosophy, which is "To strive to produce a beautiful earth where people can live in happiness."

We expect JEIU to continue to further promote such activities.

(For details, log onto JEIU's website: URL: <http://www.jeiu.or.jp/activity/forest/index.html>)

## Lending a Hand to Support Activities in Developing Countries Management of Non-Formal Schools for Child Laborers, Fighting against HIV/AIDS, etc.

In Nepal, a nation where approximate two fifths of school age children are child laborers, JILAF and the Nepal Trade Union Congress (NTUC) have continued to run non-formal education schools for such child workers since 1996.

In fiscal 2003, we received support from JEIU (DENKI RENGO), as well as from the Tokyo Electric Power Workers Union and the Mitsubishi Electric Workers Union, and were successfully able to open three more new schools, in addition to the existing 12 schools. We would like to take this opportunity to express our sincere gratitude to these supporting organizations.

At the schools run by JILAF, the new academic year began in mid-July 2003. Currently, there are some 50 students at each school, or 750 students in total, and they study subjects such as their national language, English, mathematics and others, in a nine-month curriculum which enables them to later transfer to public school systems.

At the same time, in order to help these students attend regular public schools, we continue to make efforts to improve their school life, including: implementing a campaign to educate and enlighten for their parents, holding conferences for school administration and operation, and conducting teacher training. We have received

many kind words of thanks and appreciation from the students and their parents. And in districts where the schools are run, "JILAF schools" have garnered a very positive and good reputation. We receive a considerable number of requests to establish more schools so that educational opportunities can be extended to a larger number of children. We have also received similar requests in India, where JILAF schools had been in operation until June 2003, and we are reviewing the possibility of opening schools there again next year.

Moreover, JILAF is in the process of preparing national centers in combating with HIV/AIDS in developing countries.

Such activities have received high marks from local trade unions. We have received comments such as, "these activities not only resolve problems but also help improve the social status of trade unions and strengthen their organization," and that "they are visible efforts toward international solidarity by Japanese trade unions."

To broaden this solidarity and intensify efforts to combat with child labor and HIV/AIDS, JILAF would like the RENGO-affiliated unions to have a deeper understanding of our activities, and we look forward to working directly with you to promote activities in developing countries.



▲ Students studying hard



▲ Textbooks, school uniforms and school bags are provided by JILAF.

## Participating in the 12th ICFTU-APRO/OTC-Institute/JILAF Advanced Leadership Course

The hardest thing to get used to during the first week or so was not the heat of Singapore or its unique foods, but rather getting used to the diversity in Asian English which was spoken. Those of us in the Japanese delegation joined the course after having completed the JILAF Training Program for young Japanese trade union leaders. However, we were stunned and impressed by the power of English spoken by the participants from other countries. Our fellow brothers and sisters were able to communicate smoothly with each other regardless of the individual pronunciation and expressions that are unique to each country. This shows that English is truly the common language used by Asian trade union activists. All of the classes during the course comprised sessions of discussion, group work, and presentations. My fellow Japanese participants and I found it somewhat difficult to fully join in the classes on equal terms, probably because we have not fully experienced in engaging in English discussion. Twenty-seven members from 18 countries, including the very first participants from Cambodia and Laos, attended the 12th Advanced Leadership Course. The theme of this year's course was "Trade Unions & Globalization: Strengthening Basics." Through the lectures and some class exercises, we were able to heighten our awareness of the real situations regarding trade union movements in each country under the trend of globalization. We also

learned: how to make effective presentations, what "leadership" really is, how to "set goals and strategies," "collective bargaining skills," and other key topics. Asian trade union movements currently face a mountain of issues at various levels. However, despite this, the participants from the other countries demonstrated bright smiles and a cheerful attitude, and you could sense the deep compassion they have for others. It is because they are aware of their role and responsibility and have set clear objectives. This course made me re-appreciate the importance of JILAF's role in contributing to free, democratic trade union movements. At the closing ceremony, we were sad at the fact that we would perhaps not be able to meet again all of the fine and outstanding people we had come to closely know, and we were unable to hold back the tears. Our shared experiences during the course had indeed made us true 'comrades and compatriots.' Without a doubt, our fellow participants are out there somewhere conducting trade union activities right now with renewed passion and enthusiasm. Of course, I also will strive to engage in such activities with strengthened conviction.

Thank you, my sisters and brothers! Together as one and in solidarity forever!

**Keiko Yamanaka**  
JILAF

## 8th JILAF Training Program for Young Japanese Trade Union Leaders Commence 10 Trainees Completed the 7th Program

On November 5, an opening ceremony for the 8th JILAF Training Program for young Japanese trade union leaders was held at the JILAF conference room. The eleven trainees include Kanako Osaki from Zentei; Yukako Narita from UI Zensen; Saori Kume, Ikumi Matsumoto and Takako Yamamura from JOHO-ROREN; Yasuko Fukumasa from JTUC-RENGO; Chihiro Kawashima and Yoichi Chigami from Research Institute for Advancement of Living Standards (RENGO-RIALS); plus three staff members from JILAF: Akira Umeyama who was seconded from JOHO-ROREN; Ken Watanabe seconded from the All-Japan Prefectural and Municipal Workers Union; and Kimihiko Yanagitani seconded from The Federation of Electric Power Related Industry Workers Unions of Japan. This Program was origi-

nally launched with the aim of developing Japanese young union members that are capable of playing an active role in the international field of trade union movements. The total number of trainees who have completed the program to date stands at 60, many of who are now actively working in the international arena. The trainees of the 8th Program will participate in courses designed to help them improve their English proficiency and help them acquire knowledge about domestic and international trade union movements. The members will undergo training which will last until September 2004.

In the meantime, the graduation ceremony for the 7th Program was held on October 15 for the ten trainees who completed the program.

### JILAF Calendar (September — November 2003)

#### 1. Invitation Programs

- Southeast Asia Team: September 4-17
- Southern Africa Team: September 24-October 7
- Women's Trade Union Team: October 8-21
- Middle East / North Africa / Pakistan Team: October 23 - November 5
- West Africa Team: November 6-19
- China Team: November 13-26

#### 2. Field Projects

- Mongol POSITIVE/Labor Management Relations Seminar: August 31 - September 11; Ulaanbaatar, and elsewhere
- China ACFTU/JILAF POSITIVE Seminar: September 15-27; Jiangsu Province, and elsewhere
- Bangladesh ICFTU-BC/JILAF Follow-

up Seminar: October 14-25; Dhaka, and elsewhere

- Philippine TUCP/JILAF Productivity Seminar (in Quezon and elsewhere) and Preliminary meeting on POSITIVE seminar in Vietnam (Hanoi and elsewhere): October 17 - November 1
- HIV/AIDS Project feasibility study: November 10-26; Zambia, and elsewhere

#### 3. Surveys, Education, etc.

- Employment Survey in Indonesia and Malaysia: September 2-13; Jakarta, Kuala Lumpur, and elsewhere
- Employment Survey in Australia and New Zealand: September 20-October 4; Melbourne, Wellington, and elsewhere
- JILAF's 8th Training Program for young

Japanese trade union leaders: November 5, 2003 - September 30, 2004; Tokyo

- Dispatch of specialists to ILO/RENGO/JILAF Regional Workers' Education Seminar on "the advantages of productivity improvement": November 21 - December 1; Cameroon

#### 4. Meetings, etc.

- Meeting on International Labor Issues: September 5, October 1; Tokyo
- General Affairs Committee Meeting: October 28; Tokyo
- ICFTU-APRO Coordination Meeting: November 10-14; Singapore
- Board Meeting and Councilors Meeting: November 28; Tokyo

### Inside Out

There have been some changes in JILAF's staff lineup. Yuko Inoue, who had belonged to the Research and Public Affairs Department, returned to the All-Japan Prefectural and Municipal Workers Union (Jichiro) in September, and Ken Watanabe newly joined from Jichiro.

*"The number of opportunities I have to talk with people from overseas has rapidly increased since I became a member of JILAF. And I have come to re-appreciate the diverse values that people share in the world."*

**Ken Watanabe**  
Seconded from Jichiro

