



JILAF

Japan International Labour Foundation

公益財団法人 国際労働財団

Delivering Thoughts on Grass-roots
Worldwide for Better Labour-Management
Relations





◆ Greetings from the President



We contribute to the development of free and democratic labour movements in countries where further progress is expected, and to social and economic development based on the value of labour.

Since its establishment in 1989, JILAF has made steady progress thanks to the participation and cooperation of all parties involved. At the same time, the contrast between the positive and negative sides of globalization and its effects on people, such as the widening inequality and growing polarization, are accentuated year by year, and the world suffers from a strong sense of stagnation.

In such an environment, the continued implementation of higher-quality social dialogue by the labour movements rooted in various countries is foundational to the development and security not only in those countries but also globally. In this sense, JILAF's international exchange programs centered on the labour field are becoming even more important.

We also need to ensure that the social assets of constructive labour-management relations reach the grass-roots. Our job assistance, places of learning, and other efforts open up new possibilities for the future of each person, including the workers, families, and children in these countries.

JILAF has also demonstrated its function as labour diplomacy by producing many pro-Japanese leaders. And we will continue to respond to the demands of the times while advancing sustainable initiatives that contribute to Japan's own employment stability.







Yasunobu Aihara, President

相原 康伸

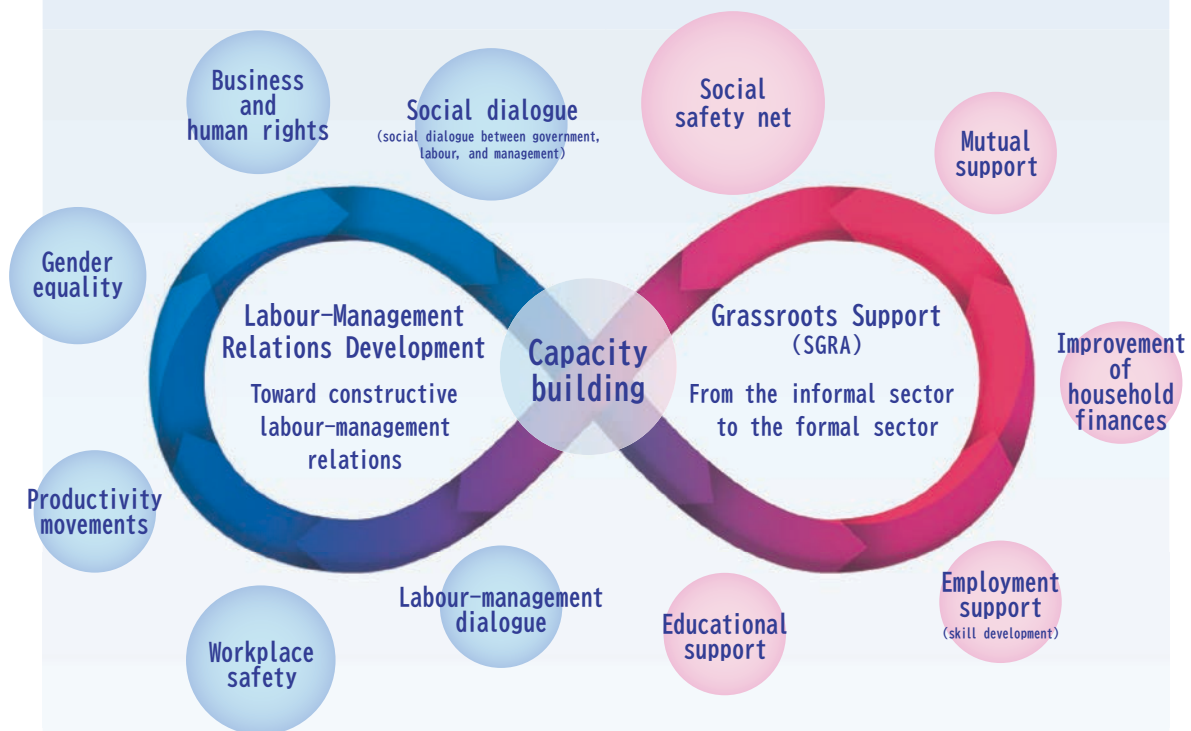
Since 1989 JILAF's History

History



1989	JILAF established; Mr. Tadanobu Usami appointed first president; Invitation Program started; as an equipment supply project, equipment and materials for labour education provided to 13 countries and 1 territory	
1990	"Exchange of Views on Labour Situation" meetings started	
1991	Newsletter issued	
1992	International program started jointly with the Singapore Institute of Labour Studies (SILS) and scholarships provided	
1993	Asia-Pacific Regional Conference held jointly with the Asia-Pacific Regional Organization of the International Confederation of Free Trade Unions (ICFTU-APRO)	
1994	Field Projects started; workplace environment improvement program "POSITIVE" started	
1995	Mr. Haruki Shimizu appointed second president	
1996	School Project for the Eradication of Child Labour started in Nepal; International Activists Training Course started	
1997	Three-party field project conducted by the General Federation of Labour in Israel (HISTADRUT), the Palestinian General Federation of Trade Unions (PGFTU), and JILAF	
1998	School Project for the Eradication of Child Labour started in India; JILAF website launched	
1999	10th anniversary of establishment	
2000	Mr. Teruhito Tokumoto appointed third president	
2003	Invitation of trade unionists from major developed countries started	
2004	Follow-up seminars for invited persons started	
2007	Mr. Tsuyoshi Takagi appointed fourth president	
2008	Training of Peer Educators on HIV/AIDS program started in Thailand	
2009	20th anniversary of establishment; distribution of e-mail magazine started	
2010	Labour-management relations and productivity seminar "PROGRESS" started; joint multinational seminars with the International Labour Organization (ILO) started (Bangkok)	
2011	SGRA (Supporting Grass-Roots Activities through the International Employers' and Workers' Network) project started in Thailand, Nepal, and Bangladesh; JILAF Thailand Office opened	
2012	Acquired status of public-interest foundation	
2013	Mr. Hiroyuki Nagumo appointed fifth president; seminars to prevent industrial disputes started; seminars on labour-management relations and labour policy (Industrial Relations) started	
2014	Implementation of mini-library in Nepal school project; SGRA project started in Laos	
2015	Fundraising for large earthquake in Nepal	
2016	1st Global Human Resource Development Training program held (reorganization of International Activists Training Course)	
2017	Efforts started to disseminate SGRA project in Vietnam and Sri Lanka; research project on labour-management relations in Asia conducted	
2018	Activities started to disseminate SGRA project in Cambodia	
2019	30th anniversary of establishment	
2021	Mr. Yasunobu Aihara appointed sixth president; labour education agreement with the Thai-Nichi	
2022	Institute of Technology started	
2023	Ceremony for the 10th anniversary of Thailand office opening; Head Office relocated to Uchikanda, Tokyo	
2024	PROACTIVE Program (Workplace Safety + Human Rights Due Diligence) newly developed	

JILAF's philosophy



Developing investment relations and supporting grass-roots resonate with each other and offer endless possibilities.



JILAF strongly promotes the development of each worker, their family, and their local community as well as the economy and society of their country with a foundation of "building constructive labour-management relations" based on dialogue.

JILAF paves the way for workers to become supporters of society through working while improving their skills and realizing their own growth.



JILAF shares the importance of learning as a solid beacon of hope for children's future.

JILAF will continue to make progress together with our colleagues around the world.



Home page
<https://www.jilaf.or.jp/about/jigyou/>



Instagram
https://www.instagram.com/1989_jilaf/



▶ Developing constructive labour-management relations foundational to society

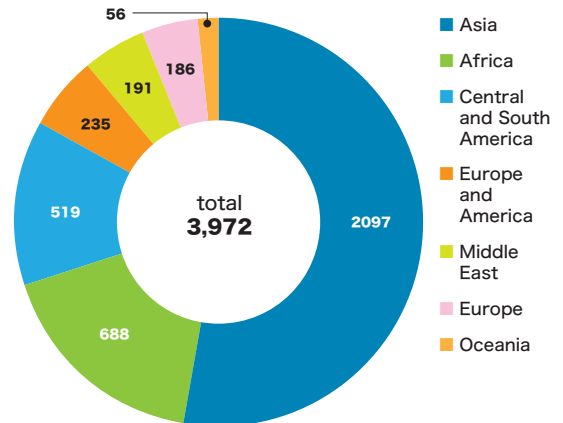
Invitation

The Invitation Program has been conducted since JILAF was established in 1989. We invite trade union leaders from around the world to learn about Japanese labour-management relations, labour legislation, and social security systems, as well as to have them share information on the most recent labour situations in each of their countries.

Program

- Labour lectures**
 Participants learn widely about the Japanese labour movement, the organizational trade unions, and the current state and challenges of the labour movement.
- Visits to labour-related organizations**
 Participants visit the RENGO Head Office, the Ministry of Health, Labour and Welfare, and industrial trade unions to deepen mutual understanding through lectures on the roles to be played by each organization, issues to be addressed, and recent initiatives.
- Visit to Hiroshima or Nagasaki**
 The visit to Hiroshima or Nagasaki provides an opportunity to experience how the labour movement in Japan, the only country to have experienced atomic bombings, is involved in peace activities.
- RENGO regional branch program**
 Participants visit RENGO regional branches to learn about local employment conditions and the efforts of RENGO regional branches. Participants visit unemployment offices, vocational training schools, and local governments to learn about regional employment stability initiatives.
- “Exchange of Views on Labour Situation” meeting; international symposium**
 Participants are given opportunities to report on the labour situations in their countries and provide information to persons involved in Japanese labour-management relations.

■ Total participants in invitational programs (1989–2023)



labour management relations

JILAF has been holding labour-management relations seminars since 1994. Through capacity building of local trade unions and trade union officers, we aim to achieve social and economic development and decent work in various countries.

Program

- Collective bargaining and labour-management consultations**
 This seminar shares the history and current status of collective bargaining and labour-management consultations in Japan, and teaches basic know-how and practices for building constructive labour-management relations based on dialogue.
- Industrial dispute settlement**
 This seminar shares the background of industrial disputes based on a number of reference cases, and teaches the importance of constructive labour-management relations based on the workers' rights and trust between labour and management.
- Labour legislation/minimum wage and collective labour agreements**
 This seminar provides basic know-how relating to labour legislation, working conditions, and the minimum wage, and teaches about concluding and improving collective labour agreements.
- Protection of workers' rights**
 With the aim of raising and improving the status of workers in various countries, this seminar teaches know-how and practical skills to make progress with the organization of trade unions and to promote the protection of workers' rights.
- Workplace Environment Improvement and Human Rights Due Diligence (PROACTIVE Program)**
 This seminar teaches in an integrated manner "workplace safety" and "building a responsible supply chain" as the basis of decent work, reaffirming the role of trade unions as stakeholders and connecting this to actual practice.

■ Total participants in Labour-management relations seminars (~2023)

Countries		the number of persons
East Asia	Philippines	6,218
	China	2,664
	Thailand	2,471
	Mongolia	1,951
	Malaysia	909
	East Timor	73
Southeast Asia	Indonesia	7,990
	Pakistan	4,988
	Bangladesh	1,804
	Nepal	613
	Singapore	565
South Asia	Vietnam	1,298
	Laos	844
	India	712
	Myanmar	657
	Sri Lanka	611
Africa Europe	Cambodia	665
	Southern Africa	300
	Israel/Palestine	73
	Zambia	26
	Czech Republic	22
Poland		17
total		35,471

► Utilizing skills to create a future for each and every person

Project to support grass-roots activities for informal-sector workers

SGRA(Supporting Grass Roots Activities)

Poverty among the economically vulnerable is worsening in developing countries. It is of urgent need to turn informal sector workers into formal sector workers.

JILAF's support in improving people's lives and raising their standard of living supports economic and social stability in the Asian region and human security around the world. Since 2011, JILAF has been developing the "Supporting Grass-Roots Activities through the International Employers' and Workers' Network" subsidized by the Ministry of Health, Labour and Welfare (MHLW). The seven supported countries of Thailand, Nepal, Bangladesh, Laos, Sri Lanka, Vietnam, and Cambodia have organized 10,500 (as of March 2024) informal sector workers without access to public support as network members, whereby they are provided with opportunities and information necessary for vocational training, setting up mutual aid organizations, and life support.



Bringing hope for children's future

'Bridge School' project

There are approximately 160 million child labourers worldwide. This is equivalent to one out of every 10 children between the ages of 5 and 17 (ILO, UNICEF, 2020). With the aim of eradicating child labour, JILAF, in cooperation with trade unions in Nepal and India, has operated "Bridge Schools" since 1996, providing places of learning for poor children between the ages of 8 and 14 who lack access to basic education.

As of April 2024, the number of graduates has exceeded 9,000, nearly all of whom have transferred to public schools. "Bridge Schools" are reliably building bridges for children's future. The operating funds are supported by donations from Japanese trade unions.

Bridge School Nepal

Nine schools are in operation in nine regions. Some of our graduates have enrolled in universities, while others have become Bridge School teachers, mentoring the younger students. We also strive to further improve students' self-expression skills and desire to learn by holding essay and painting contests.



Bridge School India

One school is in operation in one region. Some of our graduates have received scholarships to attend universities. The school serves lunch to the students every day, providing these growing children with daily nutritional support.



► Developing human resources to play an active role in the global labour field

Training Program for Junior Trade Union Leaders

Through learning English, students also learn the history and principles of the Japanese labour movement and the various challenges it faces today. We are expanding our field of activities both domestically and internationally.

Since the start of the JILAF International Activists Training Course (the predecessor of this training course) in 1996 until now, more than 250 young trade union leaders have participated.



Young Leadership Course

It is held jointly with the ITUC-AP (International Trade Union Confederation - Asia Pacific) and the OTC Institute (Ong Teng Cheong Labour Leadership Institute).

Approximately 40 trade union leaders from 30 countries belonging to affiliated and friendship organizations participate. Through group discussions and fieldwork, participants learn from each other about the challenges facing trade unions in the Asia-Pacific region, how to deal with them, and the qualities necessary for trade union leaders.



► Delivering the global labour movement of today

In its e-mail magazine, JILAF occasionally shares information on international labour issues, including information on national centers in various countries, and on its website, regularly shares information on the symposiums and “Exchange of Views on Labour Situation” meetings in various countries.

• National Center Information •
https://www.jilaf.or.jp/nc_data/



• E-mail Magazine •
<https://www.jilaf.or.jp/mail/>





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Instagram

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JILAF supports the Sustainable Development Goals (SDGs).