



NEWSLETTER

Japan International Labour Foundation

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TUCP POSITIVE Seminar held in Philippines

The highly regarded POSITIVE program

From July 31 to August 3, in Cebu in the Philippines, a POSITIVE seminar on occupational safety and health was held. POSITIVE is an abbreviation for Participation-Oriented Safety Improvements by Trade Union Initiative. This project is intended to remedy safety and health problems from the viewpoint of workers who actually work in the workplaces concerned. As a concrete project, it was created through the cooperation of the Institute for Science of Labour at the request of JILAF. Since the start of POSITIVE in 1994, through cooperation with trade union organizations in the Philippines, Thailand, Bangladesh, Mongolia, and Pakistan, specialists have been dispatched from Japan, primarily from the Institute. During this time, the project

Hidemaro Takeyama from Nagoya City University Graduate School of Medical Sciences, which has cooperated every year, participated as a specialist trainer. In addition, Professor Toru Itani and Assistant Professor Norihide Tachi from Nagoya City University participated and cooperated in the seminar.

This seminar was also held as a four-day course for the purpose of nurturing local POSITIVE trainers. The participants were 20 officials of unit unions affiliated with the ALU (Associated Labor Union), a constituent union of the TUCP. (The ALU is a general combined union centered on Cebu Island; the TUCP's President Mendoza also serves as President.) In all POSITIVE seminars, top priority is given to on-site training, and this time, the Cebu Plant of International Pharmaceutical Incorporation (IPI: a pharmaceutical company that manufactures washing powder, disinfectant, and other products) was selected for a factory visit through agreement with management. The plant employs 740 people, 40% of whom are women. Most of the employees belong to the IPI Employees' Union (IPIEU), which is a constituent union of the ALU. The President of IPIEU (the union's only full-time official) participated in last year's POSITIVE seminar. The training method used was for participants themselves to actually visit the plant, and identify and discuss its good points as

well as points that are required improvement.

Takeyama from Nagoya City University. Professor Itani and Assistant Professor Tachi presented additional lectures.

All participants were officials of unit unions affiliated with the ALU, but none held full-time posts. Nine of the 20 were women. Professor Itani and the other specialists from Japan repeatedly emphasized the importance of starting from small matters when remedying safety and health problems in the workplace, and continuing the process, as well as the importance of obtaining understanding from management.

According to assessment by the lecturers from Nagoya City University, it was felt that a considerable number of the participants in the seminar were capable of serving as trainers to varying degrees from now on. In the future, the issues will be how they can autonomously run activities in the workplace, and the extent to which they can gain understanding from management.

Follow-up is essential

Nevertheless, the number of occupational safety and health trainers among trade unions in the Philippines is still small. According to Education Officer Ariel Castro from TUCP, for reasons such as loss of employment and promotion, even if seminars are held and trainers are nurtured, the number of trainers returning to the workplace and continuing as union officials is small, and it is difficult to maintain continuity. Requests were made for seminars to be continued next fiscal year as well, in Cebu and elsewhere.



▲ The union officials who participated in the seminar. We hope they will take on the role of trainers.

has earned high regard in each country, becoming a flagship for JILAF's international support activities. From FY 2002 onward, POSITIVE is also scheduled to start in China.

Cebu seminar

The current Philippine seminar was the seventh in that country since 1996. A seminar was also held in Cebu last year, but no specialists were dispatched from Japan, and the seminar was presented by local instructors only. This time, there was also strong demand from the TUCP, and Assistant

Mr. Ariel Castro, Education Officer from TUCP Headquarters, participated in this seminar. Also in attendance were local trainers: Ms. Josefina C. Lim, Manager of the Education and Public Relations Division of the ALU, and Ms. Lilia A. Estillore, Manager of the Cebu Area Labor and Employment, Department of the Department of Labor and Employment, who undertook the seminar's important items. The program's main sessions comprised lectures primarily by Assistant

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▲ "Card game": After checking the workplace environment, participants, in groups, considered the good points and the points that should be improved, by making notes on cards.

Trade union movement and IT

—JILAF invited an Asian trade union study team to Japan—

Since 1999, JILAF has invited participants who took part in the ILO course conducted by its Turin Training Center for Asia and the Pacific Region, to Japan in order to provide them with opportunities to study the present situation in Japan. This fiscal year as well, 15 trade union leaders, who participated in a ILO course on international labor standards, workers' rights, and methods of utilizing IT for trade union education and publicity activities at the Turin Center in Italy from July 29, visited Japan from

union movement in Japan at JILAF, with the cooperation of each union involved, the participants was also provided with information on day-to-day activities of the organizations concerned as well as on how IT is utilized by them. The participants ranged from those who are responsible for information system in their organiza-

tions to those who are expected to build up the system in their organizations from now on. There was a common recognition among all the participants that expectations to Japan were very high, not only in leading Asian trade union movement but also in the field of IT. The fact that the participants were able to learn approaches, present situation and problems regarding the use of union Websites and e-mail by visiting JTUC-

Rengo, the Japanese Electrical, Electronic and Information Union (JEIU), Rengo Chiba, Chiba Polytechnic Cen-



▲ Seeing around office facilities during visit to Rengo Chiba



▲ Participants visited Sharp Labor Union to become acquainted with Japanese IT

August 24 to 31 at the invitation of JILAF.

After receiving lectures on the trade

ter, and Sharp Labor Union brought the course to an extremely significant conclusion.

Through the program, it was keenly felt that the "IT wave" is rapidly advancing within the trade union movement. It was more importantly felt that the participants were encouraged to note that, no matter how far IT advances, it is not the technology nor the equipment but the enthusiasm of the leaders who advance the movement how IT is effectively utilized at last. It is expected that well-balanced activities will be carried out in the future.

Greetings from the Executive Director-General

Yukuo Ajima



As of May 24, the JILAF Board of Directors and Board of Councilors appointed me Executive Director-General. I would like to support President Tokumoto, and endeavor to run JILAF with all officials and

members acting in concert. Accordingly, I would like to request your support and guidance, as was the case for former Executive Director-General Yamada.

During the latter half of about 30 years in the labor movement, I have been

involved in the international labor movement as an executive of the Japanese Electrical, Electronic and Information Union (JEIU) and the Japan Council of Metalworkers' Unions (IMF-JC). Looking at Japan's post-war history, it is clear that a strong labor movement has achieved appropriate distribution of results to workers, and contributed to Japan's high standard of living and economic development. A strong labor movement requires strong leaders and strong leadership. The purpose of JILAF, when it was founded 13 years ago, was to invite union leaders from developing countries, to nurture good leaders through training, and consequently, to deepen understanding

between other countries and Japan. Even now, this principle has not changed. Since JILAF was founded, support for various social development activities, such as measures to combat child labor and environmental problems, has started to become a pillar of JILAF's activities. Among Rengo affiliate unions, some support developing countries in the planting of forests, the creation of schools, and the like, and in the future, we may cooperate in such social contribution projects, utilizing JILAF's know-how as an NGO. Accordingly, I would like to ask the many unions affiliated with Rengo to lend further strength to JILAF.

High hopes for JILAF

In Japanese society today, something is different. I think it's not just me who considers that something is strange. Untoward incidents and accidents, such as child abuse, food safety problems, and false reports on nuclear power inspections, are being reported on a daily basis, and situations unthinkable in previous eras are actually being seen and heard. One cannot avoid feeling that, given such phenomena, the beginning of the 21st century is a futile period.

As Japan is set to play certain roles as part of the international community in the future as well, I think that now is the time for another review of the domestic situation.

It is said that trade union activities know no borders. Japan's trade unions are confident that they have much to be proud of worldwide, including sound relations between labor and management, but restricting this valuable asset to Japan alone would be truly a waste. As the international community advances, I think we must note that there are many developing nations in need of the know-how from Japan's trade union activities.

Under such circumstances, as a JILAF field project from FY 2002, ICEM-JAF has started educational activities for establishment-level officials of Indonesia's FSPKEP. For the time being, the main theme will be items relating to the conclusion of labor agreements, which are essential for creating sound labor-management relations. In the future, while assessing how far the current theme is becoming established, we would like to conduct sustained educational activities, introducing new themes such as trade union management and the building-up of trade union education systems.

Expectations regarding these educational activities are that they can contribute to the reconstruction of trade unions in strife-torn Indonesia, and, most importantly, that those trade unions will become independent organizations. It is also hoped that in the future, Indonesian trade unions will become

PROFILE



Satoshi Wada

General Secretary, International Federation of Chemical, Energy, Mine and General Workers' Unions - Japanese Affiliates Federation (ICEM-JAF)

Born in 1947. In 1966, joined Tokyo Electric Power Company (TEPCO), and in 1983, became a full-time official of Tokyo Electric Power Workers Union. In 1999, appointed General Secretary of International Federation of Chemical, Energy, Mine and General Workers' Unions - Japanese Affiliates Federation (ICEM-JAF).

equal partners with Japan as fellows in the same international organizations.

Also, I think we must not forget that there are countries in the Asia-Pacific region, our most familiar neighborhood, in need of educational activities. Even if various problems must be overcome, such as lack of funds, insufficient educational materials, difficulty in dispatching lecturers, and the issue of results relative to investment, I think we need to consider sufficiently what is needed where, what can be done now, and the like.

In that sense, we naturally have high hopes regarding JILAF in both physical and spiritual terms.

JILAF 6th International Labor Activists Training Course

Completing one-year training course

This course, which started last November, will finally end on October 9. We asked students their impressions of the year.

Before joining the course, I always felt that I was bad at English. Even when I traveled abroad, I could hardly speak English, and although I must have studied hard when I took university entry exams, I sadly thought my study had gone entirely to waste. But now that I've finished my training, I'm astonished that I can somehow give presentations and hold discussions in English regarding trade unions.

The amazing thing about this training is that it takes students from the situation of "I'm supposed to know this English, but I can't use it, and I can't understand it when I

hear it," to "I can actually use it." For this reason, we learn using systematic methods such as shadowing (the practice method of repeating English while following the speaker very closely). For me, it was as if "the scales fell from my eyes," and I even had the feeling, "So it's OK to study English like this?" Looking back, I studied very intently, to the extent that I wondered if I'd ever tried so hard, but when I got into the rhythm of English and did shadowing, I was able to study quite enjoyably, feeling as if I'd become a Hollywood actress (when I actually recorded myself, I was disappointed to find that my pronunciation was poor, but...).

Having said that, though, during the long, hard period of training, I came up against some walls. But with the 12 members of us

encouraging each other, we all kept going, and owing to that, I was able to overcome my difficulties. Also, I am truly grateful to our teachers, Kunii-san, Hashimoto-san, and Utsunomiya-san, who worked so hard to improve our English ability.

I think that among trade unions from now on, international activities will become increasingly important. During the year, I have become strongly motivated to continue striving hard, so that I can contribute to such international labor activities.

(Yasuko Matsuda, All NTT Workers Union Data HQ)

Tokyo Electric Power Workers Union supports JILAF's Non-Formal School Project

Tokyo Electric Power Workers Union has provided funds for the purpose of supporting JILAF's School Project.

Tokyo Electric Power Workers Union is holding a campaign to support volunteer activities, and this time, the Union has donated part of the expenses required to manage and provide textbooks for JILAF's non-formal School Project in India and Nepal.

In this School Project, which started in Nepal in 1994, 12 non-formal schools in Nepal and one in India are currently operated, in cooperation with the respective national centers. As part of efforts to combat child labor, these schools provide an opportunity for children (8-14 years old) from poor families, who cannot attend formal schools, to receive an education. They also conduct activities to promote awareness among parents and local communities regarding the importance of education. In addition, during this fiscal year, a group of representatives from Tokyo Electric Power Workers Union is planning to visit the non-formal school in India, for interchange with the children through activities such as presentation of textbooks.

We would like to thank the members of Tokyo Electric Power

Workers Union for their generous support.



▲ Children learning eagerly in the JILAF non-formal Schools Project (Nepal)

JILAF Calendar (June — August 2002)

1. Invitation Program

- Southern Africa Team (June 13-26)
- Central and South America Team (June 27 to July 10)
- Central Africa Team (July 11-24)
- Asian Labor Union Training Team (August 24-31)

2. Field Projects (Only those involving specialists from Japan)

- Mongolia POSITIVE Seminar (June 23 to July 3)
- Thailand POSITIVE Seminar (July 13-24)
- Indonesia FSP-KFP Seminar on Collective Bargaining

(July 6-12)

- China Labor-Management Relations Seminar (July 28 to August 4)
- Philippines POSITIVE Seminar (July 28 to August 6)

3. Conferences, etc.

- Attendance at ILO General Meeting (June 1-12, Geneva)
- ICFTU-APRO/JILAF Joint Women's Seminar (July 10-12, Manila)

4. Overseas Surveys

- Study Meetings on International Labor Problems (June 24 and July 22, Tokyo)

- Surveys related to employment in China (July 23 to August 3, China)
- Surveys on labor conditions in Africa (July 29 to August 8, South Africa and Zambia)
- Surveys on labor conditions in Central and South America (August 27 to September 7, Mexico and Panama)

5. Others

- ICFTU-APRO/OTC Institute/JILAF Advanced Leadership Course (August 14 to September 10, Singapore)

Inside Out

There have been a few changes among JILAF officials and staff. Former Executive Director-General Yoichi Yamada resigned from his post and was appointed a JILAF Adviser as of May 24. Mamiko Suzuki in the Field Project Department returned to the NWJ in July, and in her stead, we welcome Sho Inaba.

"I would like to learn from the know-how regarding international cooperation that JILAF has cultivated so far, and as well as improving my skills, to work hard to make even a small contribution to the advancement of labor unions in developing countries."

(Sho Inaba, seconded from All NTT Workers Union of Japan)

