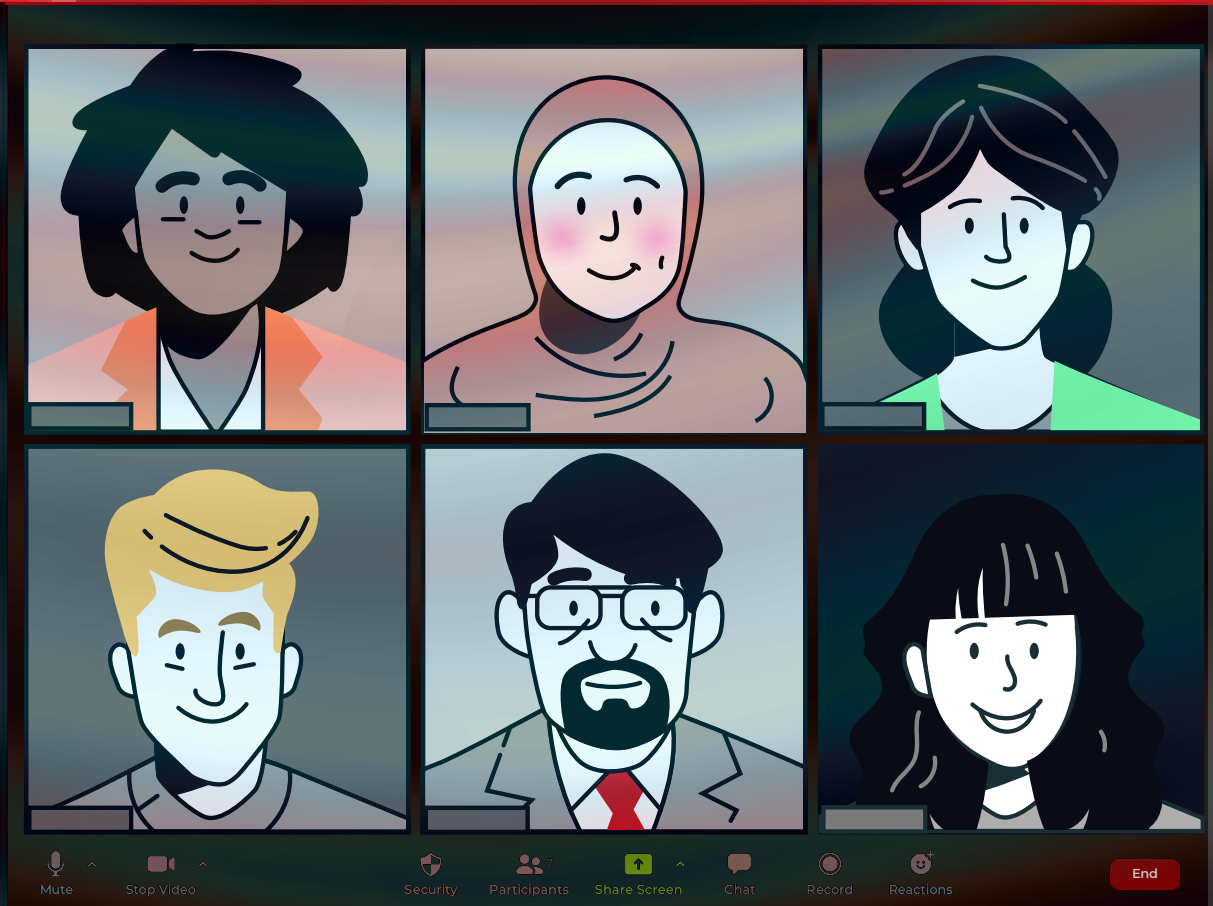


ACTION

ASIAN COLLECTIVE INFORMATION

Newsletter

Fourth Edition
March 2021



“Look to
the future”

Newsletter

Fourth Edition
March 2021

DGB Bildungswerk BUND Asia Program 2019-2021 is delighted to present the fourth edition of ACTION Newsletter. This newsletter series is an attempt to expand personal and organisational knowledge among DGB BW's Asia partners and to strengthen regional and international solidarity in trade union and labour movements. The theme of this issue is 'Look to the future'. As COVID-19 brought the world to its knees, we look back to the year that has gone by. We learn from the past, and look ahead to the future— of work, workers and trade unions.

In this issue, you will get a feel for how each one of us adapted, and forged more bonds of solidarity during this time. BILS showcases the spirited story of a humble restaurant cook in the city of Chattagram in Bangladesh, who won his job back with the support of his trade union, and IASEW presents the creative use of its community radio station to provide vital information about COVID-19 to whole communities in Gujarat, India. We are then taken on a gut-wrenching journey of the difficulties faced by public service frontliners, and PSI's efforts in giving voice to their struggles through powerful campaigns and providing a platform for them to share their experiences. BWI and SLD illuminate the stories of extremely vulnerable informal workers in India, Bangladesh and Nepal whose lives hang in the balance as they try to confront the multiple crises that have befallen them. In a show of strength and resilience, ITUC-AP present to us sketches of women and youth representatives of Cambodia, Indonesia and the Philippines who relentlessly fought for the rights of workers across a multitude of sectors. TURC reflects on Indonesia's citizenry standing up to its government's plan to pass the controversial Omnibus Law. And then it continues to speak with pride about its work as a regional facilitating organisation of DGB BW in Asia.

Read on! to find out how you all demonstrated a commitment to improving the labour landscape for future generations, continually investing in labour education, rights-based advocacy and a fierce passion for dignity of workers. Your ability to persevere through the global pandemic should be celebrated. We salute you!

With vaccines in reach and ground being broken across Asia Pacific's labour landscape, it is an optimistic time for us. It is time, we *Look to the Future...*

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(BANGLADESH)

**ANASUYA
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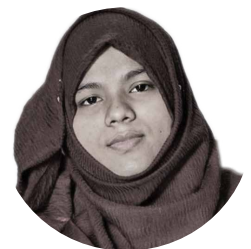
**PATRICIA
LICUANAN**
(PHILIPINES)



Marsinah
Indonesia

Marsinah came from a poor family in an East Javanese village. Even as a child, she gave much importance to education although she could not complete her schooling due to the family's poverty. She moved to the city to find work and after a string of jobs, ended up in a watch factory in Porowng Sidoarjo, Indonesia. She was vocal in defending the rights of factory workers. In 1993, the minimum wage increased in the region by 20%, but her factory management decided not to provide this increased wage to its workers. Soon after, Marsinah led a struggle to demand the rightful wage increase, just as pressures on the workers mounted. The peak of her movement was on 5 May 1993 when she was kidnapped, tortured and murdered. She sacrificed her life in the pursuit of rights and dignity of workers. Marsinah has become a legend in Indonesia's rights-based movements and is an iconic figure in the country's heritage.

Enlisted in BBC 100 Women 2020, Rima Sultana Rimu focuses on prevention of violence against women, and child marriage. She also actively promotes education for Rohingya refugee women and children, eliminating gender inequality, conducting age-based literacy activities, and promoting peace, security, and women's advancement through radio broadcasts and theater performances. She has made numerous contributions to the spread of education, implementation of women's rights, social development, and awareness activities among Rohingya women and children.



Rima Sultana Rimu
Bangladesh



Anasuya Sarabhai
India

Anasuya Sarabhai was the first woman who became a trade union leader in India. She was also the founder of Ahmedabad Textile Labour Association, India's oldest union of textile workers. She played a crucial role in the Kheda Satyagraha and the foundation for Gujarat's oldest labour union, Majoor Mahajan Sangh (Ahmedabad Textile Labour Association or TLA). In 1927, Anasuya also founded Kanyagruha, a school for the daughters of Ahmedabad's textile workers and SEWA (Self-Employed Women's Association of India).

Dao Thi Bich Van was proposed to receive Nobel Peace Prize 2005 along with 1000 other inspiring women. Her work in the trade union of the Department of Education and Training required compassion, courage, and negotiation skills. She organised initiatives to improve the lives of disadvantaged people, especially teachers, people with disabilities, and street children. She empowered teachers to engage in humanitarian programs and social activities. She also encouraged vocational-training teachers to give free classes to street children. With support from some foreign organisations, she was able to upgrade the classrooms. Furthermore, she organised a campaign to grant scholarships for talented and hardworking poor students.



Dao Thi Bich Van
Vietnam



Patricia B. Licuanan
The Philippines

Patricia B. Licuanan is a social psychologist, educator, and women's rights activist in the Philippines. Her teaching, research, and practice in social psychology have focused on human factors in the national development process, education and educational reform, social issues, human resource development, and gender issues. She was one of the first people to bring up the issue of the human costs of overseas employment of Filipino workers. She also continued advocating for the rights of women migrant workers and their families at national and international levels. Her contribution has resulted in increasing awareness about women's rights, and also led to improving the quality and access to higher education in the Philippines.

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A Restaurant Worker Wins His Job Back



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Md. Abdul Awal worked as a Chef in Sadia's Kitchen, a locally popular restaurant located at Chawlbazar, Chattogram. He had been working in the restaurant for 6 years. When COVID-19 situation started to turn severe in Bangladesh, like other enterprises, hotels and restaurants began to shut down. The owner of Sadia's Kitchen also closed the restaurant, advising all employees to go back home and assuring them that they would be re-appointed to their previous positions after improvement of the COVID-19 situation and re-opening of the restaurant business.

Accordingly, Md. Abdul Awal and his co-workers went back home. Three to four months passed by, and in August 2020 the restaurant re-opened. However, when Md. Abdul Awal and his co-workers came back, they were surprised to see that the restaurant-owner had appointed new staff, leaving no jobs for them. The workers did not get a satisfactory answer while they inquired about their service continuation. The workers were also denied the provision of termination and other benefits under the law, though Sadia's Kitchen was a profitable business-enterprise and had other outlets around the city.

Md. Abdul Awal was a trade union activist involved with Bangladesh Trade Union Centre (BTUC). He mentioned all these happenings to Fazlul Kabir Mintu, another BTUC activist and the paralegal team member of BILS. Fazlul Kabir Mintu, on behalf of Md. Abdul Awal, drafted a grievance petition on 13 September 2020 and submitted it to the restaurant management. In the petition, an amount of BDT. 1,04,000/- was claimed besides re-appointment of Chef Md. Abdul Awal. A copy of the grievance was also given to Deputy Inspector General, Department of Inspection for Factory and Establishments (DIFE).

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After a series of communication with the employers, DIFE officials, BTUC and BILS leadership, finally on 1 November 2020 Md. Abdul Awal was re-appointed to his previous position at Sadia's Kitchen. Awal thanked BILS and Fazlul Kabir Mintu for providing him legal assistance and moral support, standing beside him.

Abdul's story could be one of many thousand workers in the restaurant and hospitality sector who toil away for long hours without any job security or social security. COVID-19 deepened their livelihood crisis. Trade unions and labour organisations have had to adapt to the changing environment, while confronting the reality that it is not possible to meet people in-person. BILS devised new ways to maintain the connect with people, keep its work alive. Some of these include: virtual programs using digital platforms (Zoom, Skype, Facebook etc.), online publications, online campaigns, videography, and utilising youth team for outreach.

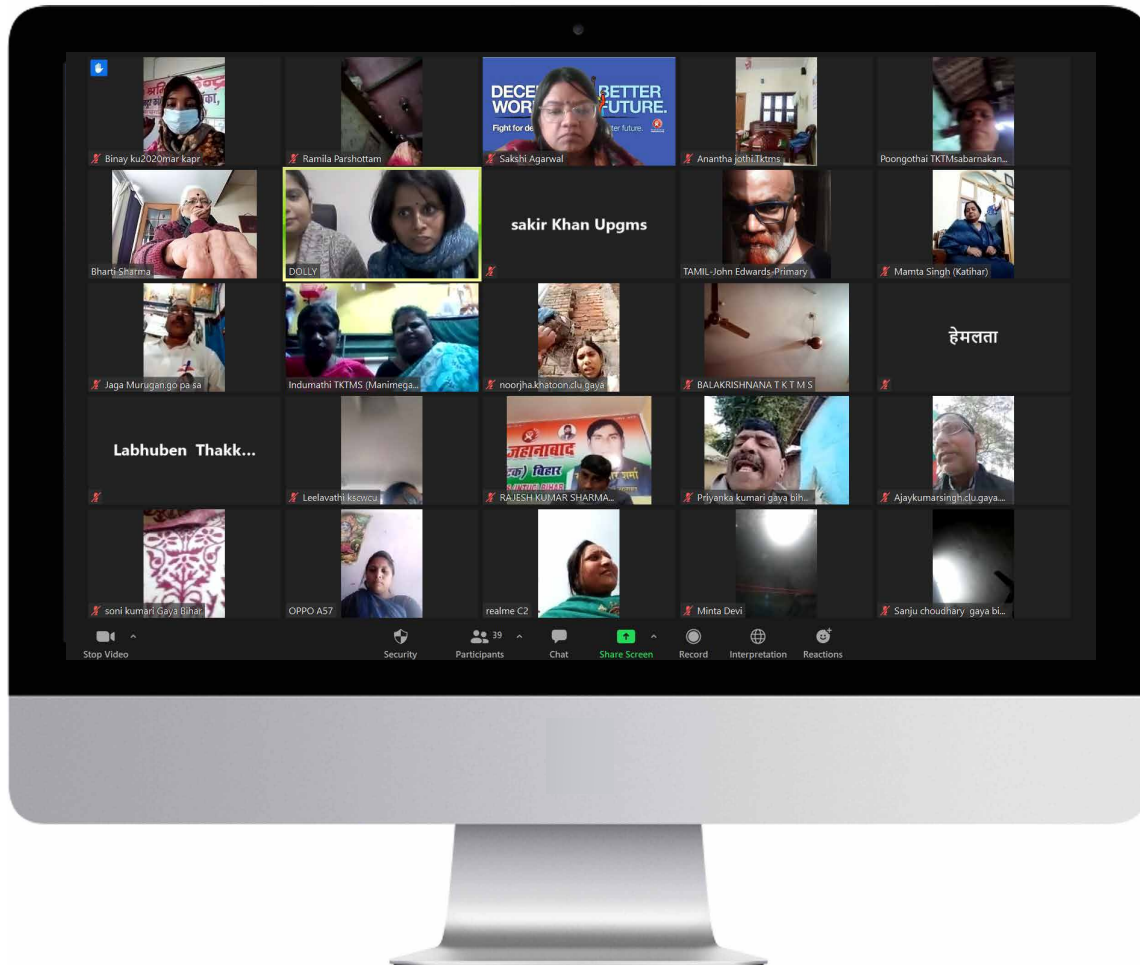


Source : <https://vymaps.com/BD/sadias-kitchen-198516/>

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Mental Health Awareness: Neglected side of COVID-19



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The COVID-19 pandemic compounded the problem of especially women workers who experienced an increase in burden of unpaid work, as a surge in domestic violence and layoffs from work impacted their mental and physical wellbeing. This was also corroborated by DGB-BW partner organisations and concerns were raised about its impact in the future. Taking note of this, the BWI initiated dialogue with specialised CSOs in this area.

The BWI South Asia Office forged a formal collaboration with the NGO Shakti Shalini, which works across India on addressing various issues confronting women including violence against women.

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As part of the collaboration, an online workshop on mental health focusing on the impact of COVID-19 on women workers was organised on 28 December 2020. Thirty-nine participants, including women workers, members and office-bearers involved in the DGB-BW project, took part in the online training.

The participants in the online event were briefed and trained about various measures or steps to handle the crisis impacting women. Shakti Shalini's team outlined their organisational work along with redressal mechanisms and crisis management during the COVID-19 pandemic to ensure physical and mental wellbeing of women. The women were counselled and trained to be able to cope with the anxiety and stress and also, to extend a helping hand to other women in distress as a result of direct and indirect impact of COVID-19.

A helpline number (Shakti Shalini) and a compiled nationwide list of organisations supporting violence survivors during and post lockdown were also shared with participants from across major states. Moving forward, Shakti Shalini expressed its commitment to provide psycho-social support through its existing networks as well as partner networks in the country. It is expected that this collaboration amidst the ongoing pandemic shall improve the quality of life by enhancing physical and mental wellbeing of women members in the organising areas of DGB-BW partners.

In terms of important change, the DGB-BW project activities owing to the threat and spread of COVID-19 were carried out on online platforms, in addition to in-person meetings. This ensured that the health pandemic did not deter the undertaking of all the scheduled activities, including skills training in partnership with sectoral skills council under the NSDC, Government of India. The activities were carried out with due care, requisite COVID-19 safeguards and also the Government guidelines.

Adapting to safeguards and new platforms was quite challenging for the grassroot office-bearers and women constructions workers but with efforts from implementing organisations, it was made possible. In the initial phase of lockdowns, mobility was severely affected and technology was embraced to transcend various COVID-19 barriers. Skills trainings were a combination of online and in-person trainings for formal certification.

Dialogue with key stakeholders including construction companies and accredited training providers was held through online meetings.

Multilingual digital campaigns in important issues were planned and carried out with partners who also joined the global 16 days of activism for the elimination of all forms of gender-based violence (25 November – 10 December 2020). Partner organisations also digitalised information of women workers and members that further strengthened the DGB-BW mobile data application that helps and tracks capacity development, skills training and employability of women workers.

The pandemic has created unprecedented situation and circumstances that have forced partner organisations to innovate strategies to ensure that the changes were introduced in line with ground realities and outreach to women construction workers, and that linking them with various interventions and programs, including Governments' COVID-19 financial relief, was undertaken without any hindrance.

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PROMISING & SUSTAINABLE ACTIONS



Source :
Photo by Rudi no Radio

Reflecting on the organisation's movement and government initiatives in India, we see that there were three different types of innovations that had been conducted throughout 2020. These innovations, which seem promising and sustainable for the future of trade unionism, were related to the optimisation of the function of technology to conduct IASEW's daily activities. We used the virtual medium for day-to-day contact and meetings with members, and for creating awareness about the pandemic. We discussed the recent news related to the pandemic and how we should maintain our health. Moreover, we were using the technology not only for meetings

also for recruitment of new members as well as membership renewal. Though the internet connection was a challenge, we were able to utilise Google Meet, Zoom, WhatsApp, webcams, webinars, and conference calls whenever we were connected to the internet. IASEW continuously contributed to workers education and welfare through Community Rudi No Radio Station (CRS), online trainings, and research. The actions contributed to the strengthening of unions.



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Then, the government also actively participated in supporting labour. For instance, they provided three-months supply of food grains and essential provisions such as spices, oil, and tea to IASEW members. Concerning agriculture-related issues, farmers talked to the chief minister about getting fertiliser and seeds, sales of crops, etc. To help the farmers, the government bought crops from them.

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To work hand-in-hand with the government, we regularly shared information about the government's relief schemes, such as Jandhan account cash grant, widow pension, old age pension, Ujala gas scheme, Khedut and Sanman Nidhi to members by using technology. Also, district leaders were made aware about the rules and the needed documents about the ration card scheme and these local leaders spread this information among members of villages and provided handholding support. To monitor this initiative, we also collected data and coordinated with our women leaders and grassroots teachers to see if the government's aid and schemes were working in their neighbourhood and if they needed support.

It did not stop there, with the memorandum being presented to the Ministry of Industry for getting transport permission of salt production. Thus, the listed 320 salt workers also received a food grains and essential provisions from the government. Additionally, the Chief Minister of Gujarat received suggestions via video conference to honour Elaben Bhatt on fighting COVID-19 pandemic.

At the community level, our Community Radio Station (CRS) worked regularly throughout the lockdown and the unlocking phase, with programmes on solidarity, awareness about COVID-19 and health and sanitation issues. Community kitchens were built for the neediest and the affected. Leaders also contributed to the cooking and helped find the neediest for whom the kitchens were created through various donors and the village heads (Sarpanch). In addition, study circles through smartphones with our community leaders and members were available. We had a special online program to keep our groups peaceful and stress-free.

The use of technology, awareness generation, need-based support, action-oriented representation of issues of workers to government and benefits to workers made the actions innovative.

IASEW will focus on moving forward to educate and organise workers and to increase their awareness and sustainability.

First, IASEW will start to find new strategies for workers education in organising workers who have lost their livelihoods. This is essential because unions need to understand the future of informal workers and the kind of training and educational programmes that they will need. Many sectors will take a long time to restart their operations, and while waiting for that to happen, workers will need new skills to come back to the job market. The trainings will support not only workers' personal growth, but also local businesses and local production.

Secondly, we can work it out by limiting our waste to the environment by dropping pollution levels, wisely choosing vehicles and cutting personal carbon footprint. We can use natural cleaners that contain less chemicals. It is also crucial to dispose of waste responsibly. We may cut down energy and water usage by growing herbal medicines and food items at home, and also harvesting rain water. We can always start from something small to create sustainable changes that keep everybody happy and peaceful.



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THEY Came. Saw. Delivered.

During the COVID-19 crisis, we have heard and read inspiring stories of women and young people rising to multi-faceted challenges and showing what real leadership looks like in the midst of a worldwide pandemic. A bunch of enthusiastic women and youth representatives (WYRs) participating under the three-year ITUC-AP/DGB BW Project was prepared for this moment and more.



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Our WYRs toiled on, working with determination, although their organisations were burdened by COVID-restricted operations. They plunged into action immediately accomplishing many things the Project team never thought possible given the circumstances.

In 2020, these key factors helped catapult the WYRs and their organisations into the spotlight of trade unionism and the fight for workers' rights:

Some employers used the pandemic to undercut workers' rights and entitlements. In Indonesia, three tyre manufacturing companies closed, displacing 2,300 workers without paying their wages and benefits. A plantation company which produces palm oil, rubber, tea and cocoa in three regions suspended the work of 600 drivers in the guise of safety and refused to pay their religious allowance. In Cambodia, many garment companies refused to pay seniority indemnity (like separation benefits) and the mandated financial support to workers.

A transport company serving the airport in a popular tourist area suspended its operations abruptly, rendering 200 workers, mostly men drivers, out of jobs with no termination benefits.

Negotiation, collective bargaining and social dialogue were key to getting employers (and sometimes, government) to comply with regulations or tripartite agreements or improve the situation of workers. In Indonesia, going to the provincial labour department or resolving the issue of the 2,300 displaced workers compelled the companies to sign a joint agreement to pay workers in stages, forestalling a scheduled strike. After hearing the concerns of the 600 drivers, the transportation ministry gave them the permit to resume transporting goods for the company while the labour ministry ordered the payment of the religious allowance. In Cambodia, after negotiations and tripartite discussions, garment workers received their pay due to them by law, such as the 60% of salary and seniority indemnity from companies and additional financial support from companies and government.

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In the Philippines, two CBAs were concluded resulting in higher wage increases and educational assistance to family members of union members, among other benefits, and four unions obtained security and safety benefits and additional leave with pay through online negotiations during the lockdown. One major telecommunications company extended paying salaries to all workers regardless of status, including vendor (contractor) workers, while one state university provided early salary relief and emergency loans for union members and the union provided mental health and counselling services outside the campus in coordination with the local government unit.

COVID-19, movement restrictions and safety considerations did not deter trade unionists from fighting for workers' rights and welfare. While COVID-19 was raging, the Indonesian government tried and passed the Omnibus Law, integrating labour law with other laws threatening workers' rights and benefits supposedly to encourage investments. During the protests, a young woman among the leaders stood out and amplified the need to repeal the law to thousands, not only workers.

In Cambodia, a woman trade union leader negotiated payment of wages and benefits, including seniority indemnity pay for the 1,400 women (and 100 male machinists) who were displaced when their garment factory closed due to the absence of orders. She asked other factories for jobs for her jobless co-workers, managing to place 60% of them weeks after their job loss. A young woman was the Facebook face of the Cambodian campaign for the release of Rong Chhun (who was arrested for alleged incitement to commit felony arising from his advocacy on border land) and four others who were arrested for leading rallies demanding Chhun's release.

These are stories of some of the WYRs participating in the ITUC-AP/DGB BW project. They were involved in negotiations with companies up to the ministry or tripartite level.



Their actions showed that regulations alone cannot protect workers- unions should use them, employers should respect them, and governments should enforce them. We choose to highlight them because they illustrate the significant role they play in the present and future of the trade union movement.

Everything about the project, how it developed and progressed to where it is now, resonates with how ITUC-AP is accelerating similar substantive and transformative changes in the other sub-regions.

The organisation is in a unique position to do exactly that on a large scale. We are not starting from scratch. WYRs, with support from their leaders, have paved the way for others to build on to create a better, inclusive future. It is the kind of future that we have been struggling for decades. It is a future that these WYRs, with their organisations, joined by others, are working hard to create now. A future we all want.

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YOUNG WORKERS PROJECT



Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
Internationale der Öffentlichen Dienste
Internationell Facklig Organisation för Offentliga Tjänster
國際公務聯盟

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The year 2020 has been a challenging year for all of us and has impacted all parts of our lives. Despite all the challenges, the selfless service of public service workers in health and social services, municipalities, local and regional governments, public administration, and sanitation and garbage collection played a vital role in containing the virus. Health workers, 70% of whom are women, played the most important role as first responders since the outbreak of the virus and as frontliners throughout the pandemic. Overwork, lack of safety and health equipment, poor working conditions, harassment and stigmatisation, risk of contracting the virus and transmitting it to their families and a number of other challenges did not mar them from carrying out their duty with utmost sincerity and dedication.

It was a challenge for young public service workers to actively engage in union activities in 2020 given their overwork time schedule and disorientation of their work life balance. It is high time public service workers are duly given regard for their duty in containing the virus and safeguarding communities across the world. Some of the highlights for our movement in 2020 were protests and campaigns, organisation of workers in public services, and advocacy.

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Protests remained an integral part of the political landscape in the year 2020. With many governments across project countries trying to pass anti worker bills and policies, using the pandemic as a deliberate excuse, protests emerged from various sectors of workers and sections. These protests are still ongoing and the outpour of solidarity can be seen in many of them. Public service workers also protested against the non-payment of salaries, poor working conditions, and cases of harassment reported at workplace, against government policies like privatisation of public services, and the continued attack on trade unions and workers' rights. To counter these attacks, various protests and campaigns were organised despite the dangers of the virus. Few of the campaigns organised were 'Safe Workers Save Lives', 'Community Health Work is Work', online campaigns on International Nurses Day and International Workers Day, and video campaigns.

Young workers also led from the front in a number of protests. A number of protests were organised against violence and harassment at workplace in the health sector, and against the non-payment of dues in the utilities sector, and against privatisation attempts of government. There were also other protests related to demand for safety and health equipment.

Furthermore, young workers in trade unions now see the potential of organising workers in public services. During the pandemic, many workers facing enormous challenges in the workplace could find their support from unions who did not turn their backs on the workers. As a result, young organisers and active young trade unionists wanted to seize the opportunity to organise more workers and bring them to the union fold.



Other initiatives were advocacy for promoting Decent Work, and ratification of C-190 and core labour standards. The pandemic has demonstrated the already existing inequalities in our society. As a result of these inequalities, young workers will now work actively to campaign for Decent Work and ratification of ILO convention C-190 to stop harassment and violence, and for other core labour standards to further protect and promote workers' rights.

Young workers were actively involved in trade unions throughout this period and many were elected in active trade union positions in the year 2020. They have played an important role in influencing decision-making and prioritising youth and women issues in trade unions. Online webinars and meetings were organised regularly, and despite the demanding hours of their active frontline duty, young workers provided succour and solidarity support

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STRENGTHENING *WOMEN WORKERS'* CAPACITY & LEADERSHIP

SLD is working on promoting and strengthening women workers' capacities and leadership, individually and collectively, in seafood processing industry (SPI) in India and Bangladesh. Through this project, SLD interacted with women workers and organised approximately 250 women workers from SPI to form women groups at the village level. Many of these workers are young women and are actively participating in the trainings. SLD is positive on seeing at least 25 women workers emerging as leaders which will strengthen the future of the trade unionism by the end of 2021.

Now, let's step back to reflect on what happened in 2020. Last year has not been an easy year for anyone but it has definitely painted a clear picture of the state of workers in this global economy. We witnessed how vulnerable workers were across the globe and situation was no different in India. In fact, it was worse than one can imagine. To combat this, SLD had to think and form strategies that could work in an environment where movement was restricted and migrant workers were stranded. SLD had shared their painful stories in the previous ACTION Newsletter named 'Building resilient workers communities during the pandemic'. Among all the actions that were taken by the SLD, some seem promising and sustainable and can also be relevant for future trade unionism.

First of all, SLD identified and built the capacity of the young workers who volunteered during the difficult times of lockdown and were critical to the research and relief activities carried out by SLD. Then, to create a broader impact, SLD built the capacity of its field organisers. This helped SLD in continuing the field work safely and effectively.

Secondly, SLD established a chain of network with workers of unorganised sectors which can be used to connect and communicate with workers who are not part of the union. We used tools like Google forms and Microsoft forms to collect data on calls for quick research.

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In this time of uncertainty and insecurity when workers are trying their best to meet their ends, it is very difficult to organise them through traditional ways of trade unions. It is essential that trade unions understand the situation of the workers and innovate their strategies and ways of workers mobilisation. To find a strategy that is both effective and applicable to varied geographical locations and sectors is going to be difficult but different strategies can evolve with time and specific requirements of a sector and location. SLD has tried to reach out to workers and form women workers collectives using different strategies which seem to be working.

The first strategy was to identify workers who have leadership qualities, then build their capacities and establish a chain of network to reach out to maximum number of workers. So far, this has been properly implemented with the unorganised domestic workers. The responses turned out very positive.

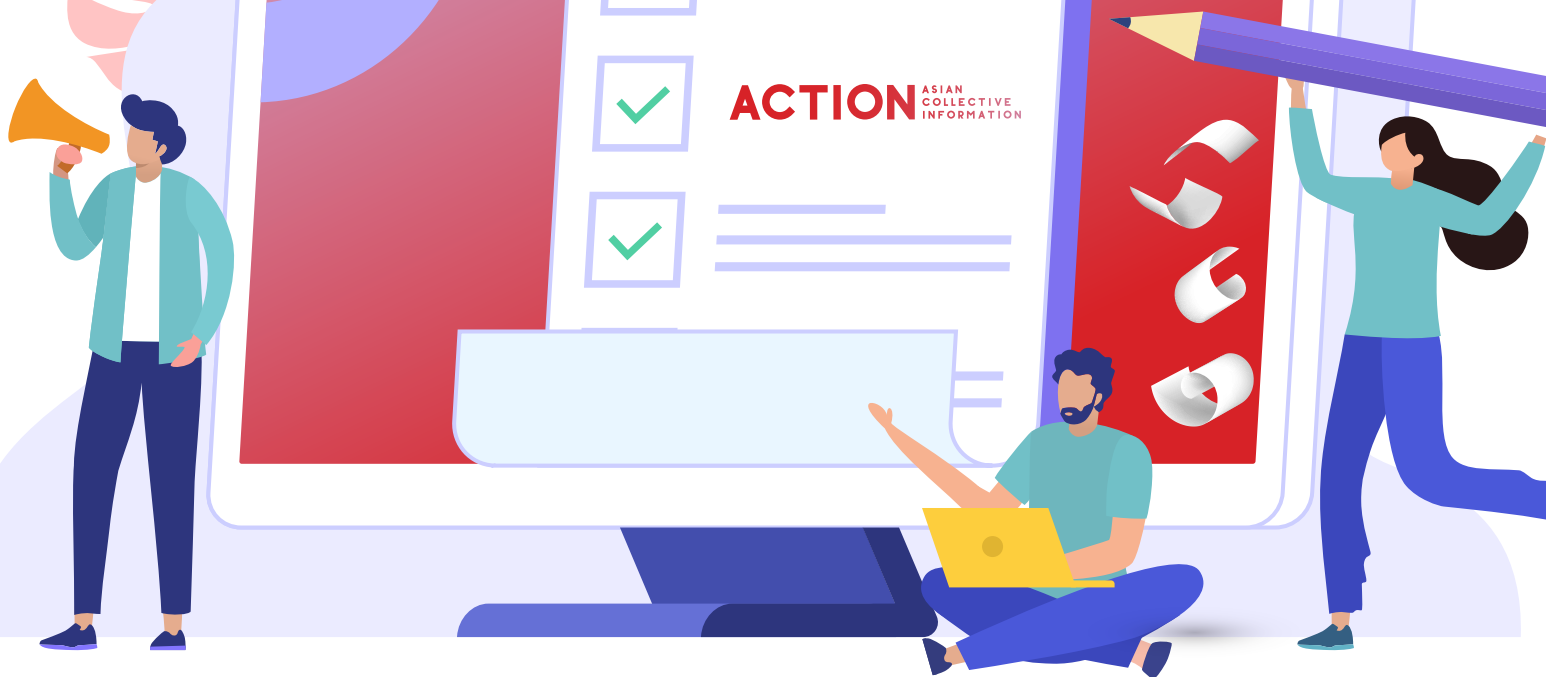
This started when SLD was trying to map the most vulnerable workers during the relief work as it was very difficult to locate and communicate with these workers.

The next strategy was to actively interact with young workers. Young workers are comparatively more informed and tended to ask questions to understand the work better. SLD feels that instead of directly exposing them to only labour rights and related issues, it is preferable to first build their capacity in understanding their sector and how it operates. We also agreed that it was essential to build their capacities in communication, problem-solving, decision-making, and to slowly expose them to legal aspects of the labour rights and entitlements. The idea behind this approach is to create a sustainable ecosystem where workers will be capable of taking leadership roles and deciding on their own to strengthen their solidarity and will to be part of trade unions.

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Strengthening Bargaining Power through Trade Unionism



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Last year was a challenging year for most workers in Indonesia, not only because of the massive layoffs driven by the COVID-19 pandemic, but also because of the hasty passage of the controversial Omnibus Bill into law, which is considered to continue to erode labour rights and is more likely to take side with employers to create a sleek investment climate. With these two major tragedies, the labour movement in Indonesia is entering a period of arduous struggle. Along with other trade unions, TURC keeps trying to fight for labour rights and has taken various initiatives to keep labour movements going despite the hardships.

Evidence-based Approach

The Indonesian government's early response to the pandemic was to establish some relief programs for the society such as providing the direct cash assistance (BLT), deferral of electricity cost, and the Pre-employment Card. The implementation and urgency remained problematic, though. Take the Pre-employment Card as an example.

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The initiative provides some relief fund but mainly focuses on upskilling. The fund turns out to be far from fulfilling workers' basic living needs – only covering 20% of full wages that workers usually get, and upskilling is not the priority for workers during the pandemic. Responding to this situation, TURC then has initiated an online survey in order to gather workers' perspectives about the pre-employment card policy which led to a need to re-analyse the effectiveness and efficiency of this program. The results of the re-analysis have been forwarded to the government to be considered for more efficient policies in the future.

In regard to the alarming impacts of the pandemic on textile and garment industry workers in Indonesia, TURC has conducted a COVID-19 Survey, whose results show the actual conditions of the workers regarding the wage structure in the pandemic situation, health and safety equipment for workers, and gender-based violence at workplace, to name a few. The results will be brought to relevant stakeholders, along with some recommendations. The use of such survey data is part of TURC's ongoing initiative to train trade unions to be able to do data-based advocacy. It has been a positive encouragement to improve union's bargaining power when they do advocacy work.

Staying connected in a highly distant world

Despite the challenges, TURC has been adjusting a number of activity implementation methods to ensure the program quality through innovations in communicating with the beneficiaries and project partners. We analyzed the possible risks and the needs of our beneficiaries or project partners before deciding on which activity to conduct. Based on the analysis, we better understood what to conduct to reach maximum outcomes. Through the DGB BW Asia Regional Component project, TURC as the facilitating organisation has conducted online discussions to maintain the consistency of the communications with the other partners.

We have hosted Fireside conversation, Masterclass, and Stories of Hope to discuss and share among partners organisations the issues faced during the pandemic and the way we can stand stronger together. The initiative teaches us a lot about the dynamics of labour issues that exist in Southeast Asian and South Asian countries as well as lessons to continue to innovate to provide space for partners to always be able to share experiences with one another.

The plentiful feedback from partners on each of the activities having been carried out by TURC makes us become more aware of partners' needs and curiosity

that are expected through this program initiative. The change of format from offline to online activities also stimulates us to always think creatively and innovatively to reach the targets, becoming the facilitating organisation that brings positive impacts on the way DGB BW partners run their programs. Hopefully, we not only learn from one another but also give mutual support. Through this Asia Regional Component Program, TURC can better understand how to develop, manage, and circulate various kinds of information received from partners to be conveyed to a wider audience.

Through this Asia Regional Component Program, TURC can better understand how to develop, manage, and circulate various kinds of information received from partners to be conveyed to a wider audience.

In this period of time, TURC also understand the importance of people's participations in raising social issues. Therefore, conducting social welfare campaign through social media is an effective strategy that should be implemented by more trade unions since it is essential to advocate for the rights of workers and for what they deserve at the workplace in a more engaging way. We believe that if trade unions can balance their advocacy work with organisational work that focuses on the livelihood aspects of workers, then more workers might be more interested in joining unions. Moreover, finding the best approach to do the upskilling would improve workers' bargaining power before employers and policy makers.

The Trade Union Movement We Hope in 2021

A word cloud featuring 20 terms related to social and organizational values. The words are arranged in a circular pattern around the central word 'INCLUSIVE'. The words are: 'UNITE', 'REGENERATION', 'IMPRESSIVE', 'CONCERN', 'RESPONSIVE', 'GOOD PARTNERSHIP', 'POPULIST', 'SINCERE', 'DIVERSITY', 'STRONG', 'EMPOWERED', 'ADAPTIVE', 'DEMOCRATIC', 'BOLD', 'APPRECIATE', 'COLLABORATION', 'TOGETHERNESS', 'UNITY', 'EMPOWERING', 'INCLUSIVE', 'BOLD', 'CONCERN', 'DIVERSITY', 'APPRECIATE', 'SINCERE', 'ADAPTIVE', 'EMPOWERED', 'REGENERATION', 'GOOD PARTNERSHIP', 'DEMOCRATIC', 'CARE', 'TOGETHERNESS'.

UNITE REGENERATION IMPRESSIVE CONCERN RESPONSIVE GOOD PARTNERSHIP POPULIST SINCERE DIVERSITY STRONG EMPOWERED ADAPTIVE DEMOCRATIC BOLD APPRECIATE COLLABORATION TOGETHERNESS UNITY EMPOWERING INCLUSIVE BOLD CONCERN DIVERSITY APPRECIATE SINCERE ADAPTIVE EMPOWERED REGENERATION GOOD PARTNERSHIP DEMOCRATIC CARE TOGETHERNESS

These hopes are collected from :

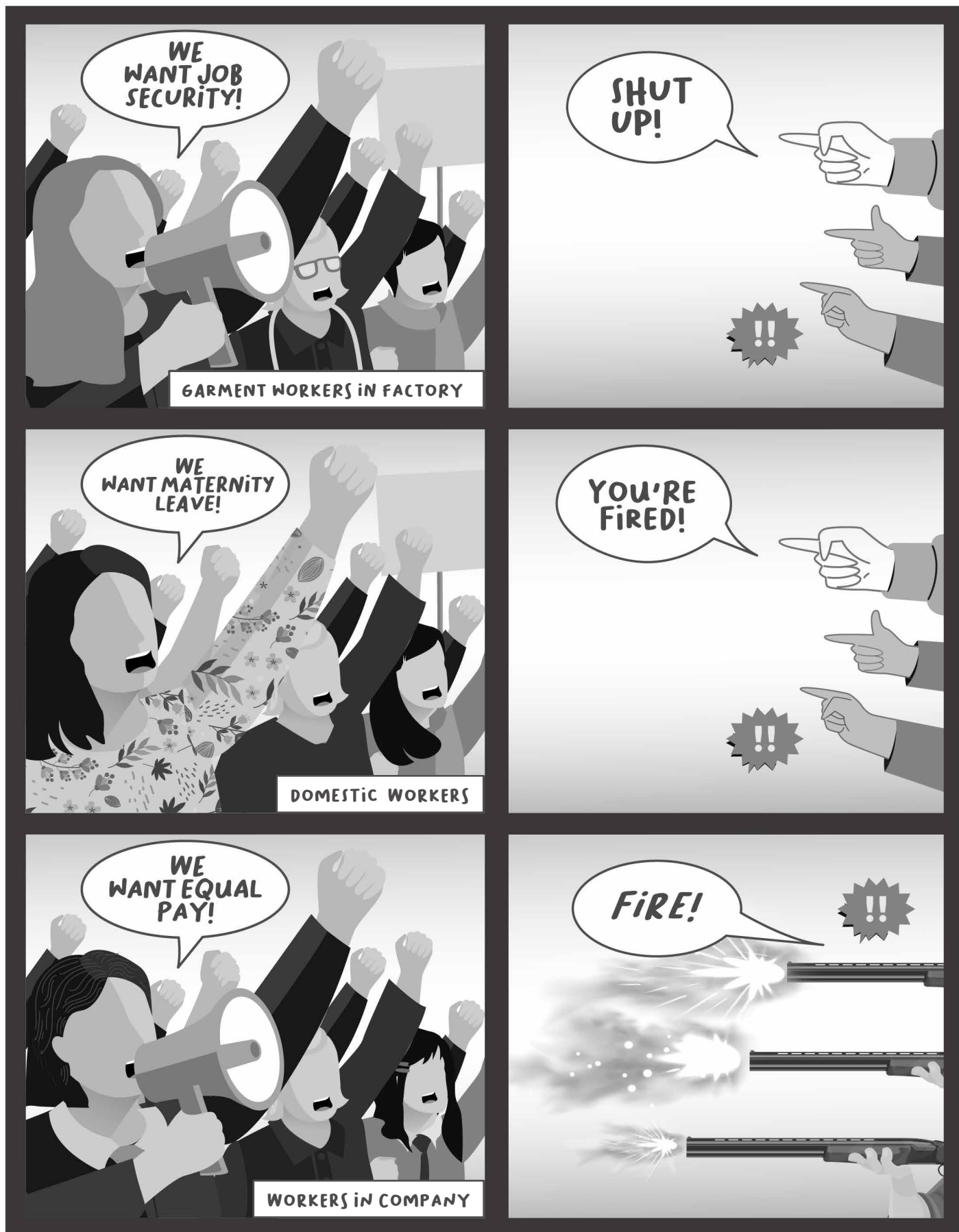


ITUC - Asia Pacific
INTERNATIONAL TRADE UNION CONFEDERATION - ASIA PACIFIC



Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
Internationale der Öffentlichen Dienste
Internationell Facklig Organisation för Offentliga Tjänster
國際公職聯盟







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