

ACTION

ASIAN
COLLECTIVE
INFORMATION

Newsletter

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September 2019



Strengthening Leadership of Women and Youth in the Trade Union Movement

DGB Bildungswerk BUND Asia Program 2019-2021 presents the first Asia regional newsletter! This newsletter series is an attempt to expand personal and organizational knowledge among DGB BW's Asia partners and to strengthen regional and international solidarity in trade union and labour movements. The first newsletter aims at introducing DGB BW's partners in Asia (current as well as former and future ones). Through the support of Indonesia-based Trade Union Rights Center (TURC) as the facilitating organization, you will get updates from the world of work and trade unions in Asia, read updates on the DGB BW Asia partner activities, get a glimpse of the upcoming public activities and the ongoing campaigns by partnering organisations, spark off debates, and comment on topics close to your heart. Sisters and Brothers, this newsletter serves to get you more connected and bring you closer together. So, participate actively and circulate widely!

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Accelerating Women and Youth Leadership in Trade Unions in Bangladesh to promote Decent Work and Social Justice

Established in 1995, the Bangladesh Institute of Labour Studies (BILS) is mainly an education and research institute that focuses on the labour issues. It works with leading Trade Union Federations and Civil Society Organisations (CSOs) of Bangladesh to ensure TUs rights, and promote decent work and social justice. It works to reform the existing labour law and labour rules, enhance the capacity of TUs and revive the traditional and historic role of TUs in Bangladesh.

DGB BW Project Objective

The project aims to extend support to vulnerable and informal sector workers at regional level in 6 selected sectors, namely RMG, Health-Diagnostics, Construction, Hotel-Restaurant, Railway & Port. It also aims to promote decent work and social justice for them, accelerate youth and women in TUs, protect and promote TU rights, and increase living standards of the workers.

Strategies and Activities

Our main strategy is forming teams— Trainers Team, Paralegal Supporters Team, Campaign & Advocacy Team, Rights Reporters Team, Youth Organizers Team, and Internship Team— which then create a wide network and building a common platform of NGOs and CSOs to protect and promote TU rights. A second strategy is to equip TU leadership in all the possible ways for an effective TU movement and organization.

We conduct several activities such as: providing legal support for victim workers, organizing various events such as Safety Fairs, Youth Camps and Health Camps. We also hold a wide range of trainings, do rigorous follow-ups, and interact with the press/media. Thus far, we have submitted 10 Charters of Demands in possible sectors and regularly publish Survey and Research Reports, Case Studies, and various booklets and handbooks on labour issues. We also bring out periodicals such as BILS Bulletin, conduct newspaper content analysis and file news clippings relevant to our work.



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Strengthening Women Leadership within the Trade Union Movement in the Construction Sector in India and Nepal

The Building and Wood Workers International (BWI) is a Global Union Federation bringing together 340 trade unions worldwide that represent around 12 million members from 130 countries in the Building, Building Materials, Wood, Forestry and Allied Sectors.

DGB BW Project Objective

The project is based in India and Nepal, where we work with 7 affiliated unions in India and 3 in Nepal for women empowerment through capacity and skill development.

We aim to build capacity of women construction workers through partnerships and collaboration with government-accredited training institutes/centers. Apart from skills training, the project also provides rights-awareness on different issues that affect

women workers- domestic violence, equal pay for equal work, harassment at workplace, leadership development, communication skills, social security, etc.

Strategies and Activities

Our strategies include building capacity in diverse issues to develop and hone leadership capabilities, which also aim at economic empowerment through skills training and ensuring job-linkages as well as integrating the trained youth and women into union structures at various levels; such integration will in turn positively impact and promote increased participation of women and youth in the unions. Case studies have been compiled to showcase changes in the lives of women construction workers such as developing self-confidence and gaining self-esteem, thereby improving their socio-economic status at various levels.



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Improving and Securing the Situation of Women in the Informal Sector

The Indian Academy for Self Employed Women (IASEW), established in 1991, is an organizational wing of Self Employed Women's Association (SEWA) responsible for capacity building of women workers in informal economy.

DGB BW Project Objective

IASEW is a former partner of DGB Bildungswerk. From 2009-2017, IASEW received project support from DGB-BW for capacity building of informal sector women-workers, and the identity and sustainability of the IASEW.

IASEW built a cadre of self-employed women to take the SEWA movement forward, making them aware about their role as workers, encouraging their active role in their communities, and enabling them to make a bigger contribution to the economy. Capacity building of women was achieved through improved educational services and training opportunities to take them into the mainstream economy. IASEW also developed at the personal and organizational level for the informal sector, and prepared the organisation for the future with provision of necessary

financial and organisational resources.

Strategies and Activities

Our strategies included providing technical, skill-based, functional education, access to income, and improving women's social status. These strategies had significant multiple effects on participants' families, communities and leadership. Integration with SEWA provided them with need-based services. Developing young women leaders continuing our work ensures that the impacts of our programs continue, strengthening our networks and alliances, and broadening our outreach.

After the project with DGB BW ended, IASEW has been sustained. While in the DGB BW projects, we prepared members and leaders, for the next stage we have prepared teachers, trainers, communicators who will take the work forward and increase our reach. Our activities are scaled from regular literacy classes to digital ones. We have also incorporated new kind of trainings in decent work, sexual harassment, menstruation cycle and taboo, online trainings, sustainable livelihood etc. as per the need of our members.



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Strengthening Women and Youth Leadership within the Trade Union Movement for Decent Work in Southeast Asia

The International Trade Union Confederation – Asia Pacific (ITUC-AP) is a regional organisation of the International Trade Union Confederation (ITUC) representing trade unions from countries in Asia and the Pacific. It has 59 affiliated organisations in 34 countries, with a membership of more than 23 million people or an effective membership of 60 million.

DGB BW Project Objective

The ITUC-AP/DGB BW project aims at strengthening women and youth leadership within the trade union movement for decent work in South East Asia, achieving Sustainable Development Goal (SDG) 5 on gender equality and women and girls empowerment and better conditions of work and life for workers and their families in the region.

Strategies and Activities

Internally, the project aims at strengthening women/youth representation in leadership, decision and policy-making bodies within the trade union movement, and externally, it is working to mainstream women/youth policies in union activities and operations and elsewhere.

We plan to achieve the objective through research and knowledge building, capacity building, advocacy and campaigning and mentoring and evaluation, spanning over the 2019-2021 period.



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Strengthening Young Workers and Women Leaders in Public Services Trade Unions in South and Southeast Asia

Public Services International (PSI) brings together more than 20 million workers, represented by over 700 unions in 163 countries and territories. We are a global trade union federation dedicated to promoting quality public services in every part of the world. Our members, two-thirds of whom are women, work in social services, health care, municipal and community services, central government, and public utilities such as water and electricity.

DGB BW Project Objective

The project aims to strengthen capacities and skills of young worker leaders, and particularly young women workers, in public services unions to defend and promote quality public services regionally and globally.

It focuses on educating women and young public services trade unionists on international debate on public sector restructuring, gender equality in public services, leadership skill development and exchange of experience and best practices in trade unions. The project also aims at forging an international

solidarity among young workers in public services to encourage young workers and women workers to aspire to trade union leadership positions and to contribute to trade union renewal. The project is running in two subregions of PSI: South Asia and South East Asia, with two Project Coordinators appointed in both the subregions.

Strategies and Activities

For the project three-year period (2019-2022), a series of capacity building activities at the national and subregional levels are planned. These activities seek to strengthen leadership skills and enhance young workers and women representation for quality public services. These activities will lead to women and young representatives having more knowledge, skills and capacities to take on active role in unions, the creation of a module for mentorship and dissemination for union use, sensitisation of participants about the importance of gender and youth specificity in the world of work, the collection of success stories and best practices (collected in a reflective way), and the publication of a manual.



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Promoting and Strengthening Women and Young Workers' Capacity and Leadership, Individually and Collectively in the Seafood Processing Industry in India and Bangladesh

SLD is a Delhi-based labour rights and a labour support organisation which believes in equitable development through social and economic well-being of labour, migrants, and women workers. SLD engages in its work through collaboration and long-term coalition-building, with a focus on the rights of workers and marginalised people.

DGB BW Project Objective

SLD will be working with DGB BW in India and Bangladesh with women and young workers in Seafood Processing Industry (SPI). The project aims to create a sustainable and inclusive model by strengthening the capacities of women and young workers, to promote their inclusion in workers collectives and to create an eco-system that would promote leadership and representation of women and young workers within workers organisations in India and Bangladesh so that they have the power to contribute towards social justice and decent work.

Strategies and Activities

DGB BW's work with SLD will begin in January 2020. A majority of women and young people work in the Seafood Processing Industry (SPI) in India and Bangladesh. Most of the women and young workers are unaware of their rights as workers and are often victims of rights violation at workplace. The project will work towards sensitising the women and young workers on their rights, building their leadership capacities, and will promote their inclusion in workers collective. It is not only essential to develop the leadership capacities of women and young workers so that they are aware of their rights but it is equally pertinent to ensure their inclusion in workers collective so that they can participate in the decision making processes and secure their rights through the workers collective.



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Strategic Advocacy for Decent Work in Manufacturing Industry in Indonesia

TURC is a labour NGO based in Jakarta. Established in 2004, TURC works in various locations across Indonesia with labour unions/ organizations, activists and trade unionists in the palm-oil sector, the home-based sector, and the manufacturing sector, aiming to promote decent work and empower the working class by providing labour rights education, labour legal assistance, and labour studies. Currently, TURC is widening the work with organizations in South Asia and South-East Asia supported by DGB Bildungswerk.

DGB BW Project Objective

TURC's previous project with DGB BW aimed to raise issues related to the working condition and welfare of the manufacturing workers – with particular attention to the garment and shoe industry. We advocated awareness among the government, members of parliament, trade unions, and other civil society organisations of the working

conditions and welfare of workers in manufacturing industry as well as necessary actions to address what is lacking or flawed. We also worked to raise society awareness of the issues of workers in manufacturing industry to advocate democratic mechanism, equality and equity.

Strategies and Activities

We believe that all workers deserve decent work condition. Promoting that, we took various approaches to different stakeholders regionally, nationally, and internationally. We supported trade unions and labour organizations by working closely with and empowering them through education. At a different level, we seriously built networking to strengthen the decent work and workers solidarity advocacy through campaigns and policy researches, expanding on them with SDG's and socio-economic perspectives. Our networking covers a broad range of parties and issues.



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The Role of Trade Unions in Strengthening the Promotion and Protection of Equality of Workers' Rights in Industrial Zones

The Vietnam General Confederation of Labour (VGCL) is the only national trade union center in Vietnam, established on 28 July 1929. VGCL has structures by geography with 63 Province/City Federations of Labour, and by sector and industry with 20 sectoral/ industrial unions. By the end of 2018, the total membership of VGCL stood at more than 10.3 million members and nearly 127,000 workplace unions.

DGB BW Project Objective

VGCL is a former partner of DGB Bildungswerk. It had cooperation support from DGB BW since 2009 with different project phases under the themes of cooperate social responsibilities and gender equality. In the third phase of the project implemented from 2016 to 2018, the project "Strengthening the role of trade unions in promoting gender equality and protecting female workers' rights in industrial zones in Vietnam" aimed at securing the lawful rights and interests of female workers working in industrial zones.

The project goal was for grassroots trade unions in enterprises in industrial zones to promote female workers' rights and be able to formulate their concerns and

requirements for necessary process of change, to develop ideas and strategies for converting them into improved working conditions for women workers, promote implementation of legal regulations, and bring them in dialogue with the company management.

Strategies and Activities

Concerning the promotion of women leadership in the trade union movement, the VGCL has adopted the Action Plan on Gender Equality 2016-2020 in line with the National Strategy on Gender Equality 2011-2020, with specific objectives of improving educational qualification, professional capacity and skills as well as increasing women leadership.

The VGCL also sets key targets in its action plan: (1) Rate of women in trade union executive committees to reach at least 30%, and Workplace unions with at least 30% of women membership to have women as key leaders, or members of trade union standing committee or executive committee; and (2) 100% of women leaders of at all levels and 100% of women committee members in upper level unions to join training on gender equality and gender mainstreaming in union activities.



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Bangladesh Institute of Labour Studies (BILS)

E-book



Employment Security Wage and Trade Union Rights in Four Industrial Sectors of Chittagong Region

The study is an in-depth investigation of employment security, wage practices and trade union practices in four selected sectors [Readymade Garments/ RMG), Hotel and Restaurant, Health and Diagnostic Centre, and Construction] of Chittagong area. The study is qualitative in nature and has collected information through Focus Group Discussions (FGDs), key informant interview (KII), desk review, consultation, and case studies.

E-book



Internship Study Reports on Four Sectors (Transport, Hotel & Restaurant, Health & Diagnostics and Construction)

The study report was prepared by the interns from the Labour Resource & Support Centre (LRSC). The interns were divided into several small groups and visited and observed the working conditions of selected labour sectors, namely, health & diagnostic, hotel & restaurant, construction and transport sectors. The outcomes of their findings are reflected in their report.

Building and Wood Workers International (BWI)

Video

Skills training for women construction workers

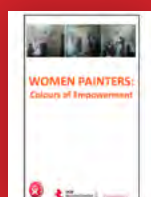


It has snapshots of the training, learning and its impact on the lives of women

construction workers who were part of the training. Women shared that they have gained self confidence especially while talking to men (contractor, mason at worksite), pronunciation & identification of tools in English language, knowledge regarding occupational, health & safety during work, awareness in relation to labour rights and improvement in their wages. Few also pointed out that they had to convince their families to attend the training.

E-book

Training Modules for Masonry and Painting Workers



In 2018, under the DGB-BW project, BWI has developed two training modules for masonry and painting workers and distribute it to 6 implementing unions in English. The modules were also translated in local languages Hindi, Gujarati and Tamil by the respective unions for wider dissemination i.e. among project participants.

Indian Academy for Self Employed Women (IASEW)



Impact Stories of IASEW's successful work with women workers in the informal economy in India

Since its inception in 1984, Video SEWA has been working to deliver technology into the hands of the common people and to use video as a tool for



development communication. Video SEWA has produced countless tapes and more than a hundred programmes on organising, training and advocacy. These tapes reach villagers and slum dwellers in Gujarat as well as policy makers in Delhi. Video SEWA is a source of information as well as inspiration.

Public Services International (PSI)



Public Services International Research Unit (PSIRU)

While the principal focus of PSIRU's work is on water, energy, waste management and healthcare, it also addresses the gen-

eral questions of the role and structure of public services; the role of multinational companies in globalisation; and the role of the international financial institutions. The work touches on a number of issues, including corruption, public enterprise, multinationals' labour relations policies, public-private partnerships, political and economic effects of long-term private financing, use of internet and databases for sharing information internationally, and social network analysis.

Trade Union Rights Centre (TURC)

Video: Regional Conference DGB BW Surabaya



E-Learning Video: Women's Workers Rights (In Bahasa)



Decent work for all workers: Testimony from Michiko Miyamoto ILO



E-Learning Video: Against Sexual Harassment at Workplace (In bahasa)





TURC is proud to host the Asia regional workshop 2019 which brings together all DGB-BW Asia partners to share experiences and knowledge, exchange learnings and develop strategies for building solidarity in the region

Can you find 10 words hidden both horizontally, vertically and diagonally in the rows and columns of letters below? Hint: All the words are related to labour issues.

U	I	L	D	E	G	A	W	P	D	L	Z	Y	E	E	F	C	F	L	I
Y	V	C	W	E	E	D	L	K	Y	V	L	H	M	J	N	F	L	M	Y
Y	F	G	B	V	M	M	K	R	G	Z	S	I	U	C	F	H	F	X	D
G	X	O	H	X	P	O	Q	E	M	Z	T	W	L	P	G	U	X	I	Q
W	V	Q	M	N	L	A	N	D	P	R	I	S	M	U	E	Q	B	U	I
F	I	S	Q	I	O	W	Y	S	E	T	T	F	D	G	V	W	B	C	C
B	E	N	K	N	Y	O	V	T	O	D	J	Q	S	A	L	A	R	Y	
J	V	I	S	T	E	J	O	R	C	R	I	U	D	K	E	H	O	N	A
Y	S	N	K	E	R	V	B	L	K	K	A	W	X	K	L	I	L	J	Q
N	T	M	G	R	I	Y	Z	Z	F	E	F	T	I	W	Y	A	L	N	Z
D	P	Y	N	N	J	Z	O	V	D	I	R	R	I	Y	T	D	G	J	W
Q	F	R	E	S	H	O	V	T	K	O	T	E	M	O	I	C	Y	Y	X
R	N	D	L	H	E	L	N	K	N	S	N	M	M	J	N	V	Z	O	R
A	D	W	V	I	J	E	I	P	I	O	T	P	Y	W	R	U	Q	D	I
O	X	D	K	P	S	Y	K	C	Q	Q	H	L	Y	Z	E	H	R	B	F
F	H	U	Q	D	E	T	U	X	H	C	R	O	H	B	T	D	K	B	J
U	G	C	V	R	R	Y	Q	J	L	J	X	Y	Z	Q	A	H	Z	Z	P
W	T	V	H	A	J	G	X	M	Q	U	O	E	H	E	M	K	L	J	T
P	U	E	H	Z	L	V	B	T	C	W	V	E	S	F	G	F	C	M	H
X	J	U	F	D	O	U	B	X	B	L	B	X	L	E	N	S	R	G	G

Demonstration, Internship, Salary, Worker, Employee, Maternityleave, Strike, Employer, Overtime, Wage

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