

**A BRIEF SUMMARY OF  
TWARO SOUTH ASIAN YOUNG LEADERS TRAINING COURSE  
5-8 AUGUST, 2008, SINGAPORE**

TWARO South Asian Young Leaders Training Course was held on 5-8 August, 2008 in Singapore. It should be noted that without assistance of SISEU, Singapore Industrial & Services Employees Union to arrange visa and venue, it could not be materialized.

Also, TWARO resource persons, Brother Kenneth Perkins, Vice President, Sister Annie Adviento, Chair of Women Committee and Brother Leong Fook Kee, former Assistance Secretary as well as Brother K.T. Mathew, Assistance Director, OTC Institute contributed a lot in the success of the Course.

Rather than giving lecture unilaterally, group work methods such as role play mainly on the themes of Gender Equality, Forming Youth Committee and Grievance Handling were utilized so that participants could be involved more directly in the session.

In conclusion, all the participants emphasized the need of more youth activities at national levels as well as regional level and it was proposed that formation of TWARO Youth Committee should be considered.

DATES AND VENUE: 5-8 August, 2008, Downtown East, Singapore

PARTICIPANTS: 21 participants from 7 countries, Bangladesh, India, Japan, Jordan, Nepal, Pakistan and Sri Lanka.

See *ANNEX 1*

PROGRAMME: See *ANNEX 2*

## RESULT OF GROUP WORK ON FORMING A YOUTH COMMITTEE

### **Sri Lanka**

|                |   |
|----------------|---|
| OBJECTIVES     | To make young leaders take root in unions by satisfying their desires and simultaneously train them how to win the labor and human rights and uplift the lives of the global workers for better tomorrow                      |
| STEPS          | <ul style="list-style-type: none"><li>• Union must go to the youth</li><li>• Show them that there is a future for them</li></ul>  |
| HOW TO RECRUIT | <ul style="list-style-type: none"><li>• Organize youth orientation program</li><li>• Direct interference with their overwhelming problems</li><li>• Organize awareness program for youth and their parents</li></ul>          |
| ACTIVITIES     | <ul style="list-style-type: none"><li>• Activities which will attract youth<ol style="list-style-type: none"><li>1. Drama</li><li>2. Music</li><li>3. Computer</li><li>4. English Class</li><li>5. Sports</li></ol></li></ul> |

### **Comments:**

It is better that the activities have more relevance to youth issues. As regards Drama, it should be something that makes them understand what union is. Music class can only be used as a part of strategy to attract youth. You can take the advantage of organizing English class and events to go to the boarding house of the workers. To approach the Youth, setting priorities may get better benefits.

### **Jordan**

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| OBJECTIVES | <ul style="list-style-type: none"><li>• To try to help solve problems</li><li>• To teach youth members to use computers</li><li>• To organize training courses for youth</li></ul> |
| STEPS      | <ul style="list-style-type: none"><li>• Organize meetings on weekly basis</li></ul>  |

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|                | <ul style="list-style-type: none"> <li>• Educate youth and provide them with textbooks on trade union</li> <li>• Recruit new members</li> <li>• Organize training courses</li> </ul> |
| HOW TO RECRUIT | <ul style="list-style-type: none"> <li>• Recruit member from every factory</li> </ul>  |
| ACTIVITIES     | <ul style="list-style-type: none"> <li>• Help solve problems</li> <li>• Teach youth members to use computers</li> <li>• Organize training courses for youth</li> </ul>               |

**Comments:**

Suppose your executive body approves the formation of a youth committee in your union, but no budget is allocated for its activities, what would you do? A way for self-sufficiency must be thought.

**Bangladesh**

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|----------------|--|
| OBJECTIVES     | <ul style="list-style-type: none"> <li>• To organize youth workers</li> <li>• To create awareness on trade unions</li> <li>• To ensure leadership in trade unions</li> <li>• To ensure youth leadership at factory level</li> <li>• To organize training program for capacity building</li> <li>• Collective Bargaining with Government, Employers, Brands and/or International Organizations.</li> <li>• To communicate with senior trade union leadership</li> </ul> |
| STEPS          | <ul style="list-style-type: none"> <li>• Recruit new youth members</li> <li>• Motivate youth to join trade unions</li> <li>• Train youth members</li> </ul>  |
| HOW TO RECRUIT | <ul style="list-style-type: none"> <li>• Fix a target to recruit workers</li> <li>• Communicate with youth workers</li> <li>• Motivate for joining</li> <li>• Print leaflets and circulate</li> <li>• Campaign program</li> </ul>  |
| ACTIVITIES     | <ul style="list-style-type: none"> <li>• Conduct training on national and international labour laws</li> <li>• Train future leaders</li> <li>• Send youth to national and international training programs</li> <li>• Conduct seminar/rally on national and international</li> </ul>  |

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|  | labour issues <ul style="list-style-type: none"> <li>• Publish books/leaflets/posters to motivate</li> <li>• Ensure job security and no harassment in the workplace</li> </ul> |
|--|--|

**Comments:**

More specific steps to attract youth should be developed. It would attract youth if you inform the benefits of joining unions; tell them that trade unions can help improve working conditions.

Generally youth do not take part in the collective bargaining. However the youth committee can discuss youth issues and which should be taken up in the collective bargaining.

**General Comments for All Groups:**

- Should be more realistic and practical. Think about the situation in your countries. Think whether resources are available. Think what you can do and what you need to do now.
- Today's trade unions need new blood (=youth) and radical ideas for change. The participants gathered here for the training is part of the union-preparing for the future of the Union.

**Comments from Bangladesh Group:**

- 40% of garment workers are young, so there is potential to organize.

**India**

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|------------|---|
| OBJECTIVES | <ul style="list-style-type: none"> <li>• To secure Right to Work as a fundamental right</li> <li>• To empower the youth to become future union leaders</li> <li>• To prepare young workers as responsible citizens of the country</li> <li>• To create safe and just workplace for youth in the future</li> </ul>             |
| STEPS      | <ul style="list-style-type: none"> <li>• Youth committee to be formed</li> <li>• Youth involved in main union committees</li> <li>• Series of education by training programme to be organized</li> <li>• Attractive and constructive events to be organized</li> <li>• Give preference to youth in decision-making</li> </ul> |

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| HOW TO RECRUIT | <ul style="list-style-type: none"> <li>• By giving leadership to the youth in factory unions</li> <li>• By attending their immediate issues</li> <li>• By providing proper education by creating awareness</li> <li>• By involving them in non-labor activities like sports, cultural events and in health programs</li> <li>• Promoting micro-financial activities among youth, especially women</li> </ul> |
| ACTIVITIES     | <ul style="list-style-type: none"> <li>•</li> </ul>  |

#### **Additional Report from Indian Group:**

- Pressurize senior leaders to organize Youth Committee
- Involve women in education
- Inform about trade union
- New Constitution to allow establishment of sub-committees
- Money is a problem

#### **Comments:**

- Sri Lankan group commented that they also use micro-finance and feel that it is very useful. Sri Lanka use the finance to hire staff.

### **Japan**

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| OBJECTIVES              | <ul style="list-style-type: none"> <li>• Trigger interest among the next generation to know union better</li> <li>• Create opportunity to listen to the youth and discuss among the youth</li> <li>• Foster next union leaders</li> </ul>  |
| STEPS<br>HOW TO RECRUIT | <p>Steps below are conducted in annual cycle:</p> <ol style="list-style-type: none"> <li>1. Select active and influential members aged 35 and below</li> <li>2. Hold Representative Meetings of Youth Committee, where youth members can learn effective communication, organize educational seminars, and also exchange opinions &amp; information on workplace</li> <li>3. Activities are planned and conducted based on the discussion of the Representative Meetings</li> <li>4. Review and evaluate activities</li> </ol> |

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|------------|---|
|            | 5. Appeal to wide range of youth workers about the Youth Activities and attract their interest, which may lead to participation of new members. |
| ACTIVITIES | Events, Seminars, Volunteer Activities  |

**Question and Answers :**

**Question** How do you recruit members?

**Answer** Youth leaders approach workers during lunch time, or often invite workers to Union Office after work and listen to them.

**Question** How do you find influential people in the union?

**Answer** It is easy to find such people. They stand out by their words and deeds in the workplace. People who tend to actively involve in discussion are seen to be qualified as leaders.

**Question** Are the leaders of the Youth Committee appointed or elected? Is the Committee a permanent structure? How are activities financed?

**Answer** The leaders are elected, and the Youth Committee is a permanent structure under the Constitution. Annual budgets are allocated for the Committee's activities both at national and enterprise level.

**Question** What is the role of the Committee? Are women members of the Committee?

**Answer** We can make the voice of youth heard. By taking up the opinions and suggestion of the youth, we try to make them reflected in the future activities of our Trade Union. Our Committee keeps good balance between male and female.

**Other Comments:**

In Malaysia, members strongly requested to buy Karaoke in factory and collected money from union members. They also asked money from Management, and the karaoke room was set up. It has been 15 years, but there has been no complaint from Management about the use of Karaoke room. After 15 years, no complaint

about workers goofing off in the room from Management. The members use the Karaoke room for meeting and for organizing members.

## Nepal

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| OBJECTIVES     | <ul style="list-style-type: none"> <li>• Activate Youth Committee</li> </ul>   |
| STEPS          | <ul style="list-style-type: none"> <li>• Talk and bring youth to the Youth Committee</li> <li>• Inform fundamental rights</li> <li>• Address problems of young workers (Importance of Trade Unions)</li> <li>• Senior leaders should encourage young workers to come to the Committee</li> </ul>                       |
| HOW TO RECRUIT | <ul style="list-style-type: none"> <li>• Approach young workers who are members of union</li> <li>• Provide equal opportunity to young workers</li> </ul>  |
| ACTIVITIES     | <ul style="list-style-type: none"> <li>• Carry out new programs for young people</li> <li>• Increase knowledge of young workers (rights, brotherhood)</li> <li>• Make the young workers aware about the importance of joining Union and about their Rights</li> <li>• Support young workers to come forward</li> </ul> |

- There was no Youth Committee in the beginning, but the issues such as Child Labour, HIV-AIDS, Maoist Problems and Harassment against Unions prompted its establishment. Currently members from 22 unions in Garment and Carpet industries join the Youth Committee. Union membership has increased through our Youth Committee.

### Question and Answers :

- Question** How do you give an idea for the future to young workers?
- Answer** Young workers do not know about trade unions so much, therefore the senior leaders must take the initiative to make the youth understand the importance of trade unions. We highlight the points that the rights will be guaranteed and your future may be better through the Union.
- Question** What are the plans for the activities of the Committee?
- Answer** Education for young workers and training on labour laws.
- Comments** English Class and Labour Law Class attract the youth.

Question was raised from participants whether TWARO has a Youth Committee. TWARO Secretary responded that at the last Regional Conference held in 2006, it was proposed by a Malaysian delegate to form the Committee, however, the TWARO EC felt the organization was not ready for that. Survey on youth activities were conducted soon after the Conference and found out that most affiliates do not have youth committees in their unions. TWARO youth training programs are organized to encourage formation of youth committees at national level.

## Pakistan

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|----------------|--|
| OBJECTIVES     | <ul style="list-style-type: none"> <li>• Training for young union leaders-transform youth to become leaders</li> <li>• Welfare society make bright future –as a worker promote ideas, rights of workers</li> </ul>   |
| STEPS          | <ul style="list-style-type: none"> <li>• Selection for leaders (choose good leaders, energetic, how to talk</li> <li>• Leader meetings</li> <li>• Planning-prepare-objectives for 6 months</li> <li>• Work hard and honestly</li> </ul>  |
| HOW TO RECRUIT | <ul style="list-style-type: none"> <li>• Pass leadership to the youth</li> <li>• Awareness-how to stimulate, control, put system, how to establish Youth committee, properly explain our ideals</li> <li>• Educate (English)-buy old newspapers and books, use laptop, improve your education</li> </ul> |
| ACTIVITIES     | <ul style="list-style-type: none"> <li>• Education-try to solve financial problems, sports, health and safety, HIV-AIDS , organizing Union activity</li> </ul>   |

- Program study circles from factory from factory to increase awareness on the rights of workers and health and safety.

### Question and Answers :

**Question** Are women involved in the activities?

**Answer** Women should be involved and they need to be motivated, using media, for an example. Study circle concept is very useful in motivating women workers to study.

### WHAT IS NEXT?

1. Networking of participants and resource speakers
  - (1) Create a Facebook Group “TWARO SouthAsianYouth”
2. Responsibilities of participants
  - (1) Share views, discussions, pictures, events, blogs
  - (2) Upload trade union information
  - (3) Provide links to trade union website
3. What TWARO and the affiliates concerned should do
  - (1) Send report on the activity to the TWARO President officially. To pressurize the Executive Committee to organize a Youth Committee in TWARO.
  - (2) Forward a proposal for formation of TWARO Youth Committee to the TWARO Executive Committee
  - (3) Propose in your own union to organize a youth activity in the union and to include in the project proposals to be submitted to TWARO for funding.

***ANNEX 1***

**TWARO South Asian Young Leaders Training Course  
5-8 August 2008, Singapore**

**LIST OF PARTICIPANTS**

| <b>Country</b> | <b>Name</b>                     | <b>Union</b>   | <b>Position</b>  |
|----------------|---------------------------------|--|--|
| Bangladesh     | Mr. Chandon Kumar Dey           | Bangladesh Independent Garment Workers Union Federation (BIGUF)                      | President, GSGL Workers Employees League-BIGUF               |
|                | Mr. Sheheli Afroz               | United Federation of Garments Workers  | Organizing Secretary   |
|                | Ms. Mili Akter Shimla           | Bangladesh Homeworkers Women Association (BHWA)                                      | Member (Marketing)   |
|                | Mr. A. K. M. Ashraf Uddin       | Bangladesh Textile & Garments Workers League (BTGWL)                                 | Research Officer (Interpreter)                               |
| India          | Mr. Sanjeev Phatak              | Textile Workers Federation of India - TWFI (HMS)                                     | Secretary, Samazwadi Hosiery WU                              |
|                | Ms. Barot Ishani Amarbhai       | National Textile, Garment and Leather Workers' Federation (NTGLWF)                   | Executive Member, Textile Labour Union Near Water Tank Kalol |
|                | Mr. Muddappa Napanda Muthanna   | Indian National Garment and Leather Workers Federation                               | General Secretary of INGLWF Local Union                      |
| Japan          | Ms. Yukiko Umemoto              | UI Zensen  | EC Member, AsahiKASEI WU                                     |
|                | Mr. Takatsugu Kinoshita         | UI Zensen  | AGS, Seiren Workers Union                                    |
|                | Ms. Mika Odajima                | UI Zensen  | EC member of Textile Department                              |
| Jordan         | Ms. Khawlaismail Mousaalta'any  | The General Trade Union of Workers in Textile Garment & Clothing Industry (GTUWTGCI) | Women Committee Member                                       |
|                | Ms. Iman Fahmei Hussean Hijjawi | The General Trade Union of Workers in Textile Garment & Clothing Industry (GTUWTGCI) | Member (Interpreter)   |
| Nepal          | Mr. Dev Raj Katuwal             | Independent Textile-Garment Workers Union of Nepal                                   | President, WU of Surya Factory                               |
| Nepal          | Ms. Durga Devi G.C              | Nepal Independent Workers Union  | Central Women Workers' Department                            |
|                | Ms. Uma Duba                    | Nepal Factory Labour Congress  | Unit Secretary   |

|           |  |   |                                    |
|-----------|--|---|------------------------------------|
|           | Mr. Youba Raj Karki                    | Nepal Garment Workers Union   | President (Interpreter)            |
| Pakistan  | Mr. Amjad Iqbal                        | Pakistan Textile, Garment & Leather Workers Federation (PTGLWF)                       | WU of Five Star Textile Industries |
|           | Mr. Syed Akram Shah                    | Ittehad Labour Union Carpet Industries of Pakistan (ILUC)                             | Information Secretary              |
|           | Mr. Muhammad Amin                      | Pakistan National Textile, Leather, Garment and General Workers Federation (PNTLGGWF) | EC member (Interpreter)            |
| Sri Lanka | Mr. Wisidagamage Assantha Gerard Silva | Free Trade Zone & General Services Employees Union (FTZGSEU)                          | Union Assistant                    |
|           | Ms. Aithapullige Ramya Priyadarshine   | Free Trade Zone & General Services Employees Union (FTZGSEU)                          | Branch Secretary (Interpreter)     |

### **Resource Persons**

|                     |  |
|---------------------|--|
| Mr. K. T. Matthew   | Assistant Director of OTC Institute  |
| Mr. Kenneth Perkins | Vice President of TWARO<br>General Secretary of Penang & Province Wellesley Textile and Garment Workers' Union (PPWTGWU)<br>Malaysia |
| Ms. Annie Adviento  | Chair of TWARO Women's Committee<br>General Secretary of ITGWLF-Philippines Council  |

### **TWARO Secretariat**

|                   |   |
|-------------------|---|
| Ms. Akiko Gono    | TWARO Secretary   |
| Ms. Hanae Nakano  | Deputy Director, International Affairs Bureau,<br>UI Zensen |
| Mr. Satoshi Tamai | International Affairs Bureau, UI Zensen                     |
| Mr. F. K. Leong   | Ex-Assistant Secretary of TWARO                             |

**TWARO South Asian Young Leaders Training Course**  
**5-8 August 2008, Singapore**

|                         | <b>Mon<br/>4 August</b>    | <b>Tue<br/>5 August</b>  | <b>Wed<br/>6 August</b>  | <b>Thu<br/>7 August</b>  | <b>Fri<br/>8 August</b>   | <b>Sat<br/>9 August</b> |
|-------------------------|----------------------------|--|--|--|---|-------------------------|
| Session1<br>9:00-10:30  | Arrival of<br>Participants | <b>Opening:</b><br>- Orientation<br>- Introduction of<br>participants<br><b>Icebreaker Activity</b>  | <b>Plenary Session:</b><br><b>“Organizing”</b><br><i>by Bro. Kenneth Perkins<br/>Vice President, TWARO</i> | <b>Plenary Session:</b><br><b>“Collective Bargaining”</b><br><i>by Mr. K.T. Mathew,<br/>Assistant Director<br/>OTC Institute</i> | <b>Group Presentation</b><br>Report from <b>Group 3</b> on<br>“Grievance Handling”  | Departure               |
| Coffee<br>10:30-11:00   |                            | Coffee   | Coffee   | Coffee   | Coffee  |                         |
| Session2<br>11:00-12:30 |                            | <b>Plenary Session:</b><br><b>“What is TWARO”</b><br><i>by Sis. Akiko Gono<br/>Secretary, TWARO</i>  | Continuation   | Continuation   | <b>The Wrap-Up of<br/>the Training Course &amp;<br/>Evaluation</b><br>by Bro. Kenneth Perkins<br>Vice President, TWARO<br><b>Concluding Remarks</b> |                         |
| Lunch<br>12:30-13:30    |                            | Lunch  | Lunch  | Lunch  | Lunch   |                         |
| Session3<br>13:30-15:00 |                            | <b>Plenary Session:</b><br><b>“Gender Equality<br/>in the Workplace and<br/>in Trade Unions”</b><br><i>by Sis. Annie Adviento<br/>Chairperson,<br/>TWARO Women’s<br/>Committee</i> | <b>Working Group Session:</b><br>Introduction &<br>Group discussions                                       | <b>Group Presentation</b><br>Report from <b>Group 1</b> on<br>“Gender Equality”  | <b>Tour (2PM~):</b>   |                         |
| Coffee<br>15:00-15:30   |                            | Coffee   | Coffee   | Coffee   |   |                         |
| Session4<br>15:30-17:00 |                            | Continuation   | Continuation   | <b>Group Presentation</b><br>Report from <b>Group 2</b> on<br>“Forming a Youth<br>Committee”                                     |   |                         |
| 19:00-                  |                            |  | <b>TWARO Dinner</b>  |  |   |                         |

**Topics for Group Work:** Group 1 –Gender Equality    Group 2 - Forming a Youth Committee    Group 3 – Grievance Handling