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ASIAN AMERICAN FREE LABOR INSTITUTE

ANNUAL REPORT TO AID

January 1, 1988 - December 31, 1988

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INDONESIA

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Major Developments Affecting AAFLI's Program

During 1988, the Government of Indonesia was unwilling or in some cases, unable to enforce laws that guaranteed the rights to organize unions and bargain collectively, that safeguarded workers' health and safety, that restricted child labor, that prevented sex-based pay discrimination and that mandated the payment of a minimum wage. In addition, employer compliance with the country's labor laws dropped after Cosmas Batubara became Manpower Minister in late-1987. Most observers believe that employers chose to ignore Batubara's because he lacked the clout of his predecessor, a former chief of military intelligence.

AAFLI adjusted its programs to assist the All Indonesia Workers' Union (SPSI) to deal with this reality in a way which might bring some more pressure on key government decision-makers to enforce existing laws and regulations. Specifically, AAFLI doubled its subsidy for the SPSI's monthly magazine, Media Pekerja ("Workers News") in an effort to help the organization report the increased volume of labor law violations. As a result, the number of the magazine's pages devoted to law and protection issues increased by 400% compared to 1987.

While its role as a worker's advocate is still somewhat limited, the SPSI's magazine stood almost alone in Indonesia as an example of determined investigative reporting on workers rights violations. Its stories were remarkable because they were written in a political milieu where journalists are forced to adopt the code of "social control" as a primary tenet of their trade.

AAFLI also adjusted its worker-training programs. This was done to complement a million-dollar ILO project aimed at reducing the chances of a chemical industry disaster. Of concern to the Institute and the SPSI was that the ILO project included little in the area of direct worker training. Rather, most of its funding was earmarked for highly paid consultants and top industry officials. In order to promote union input, AAFLI helped the SPSI organize a Chemical Hazard Team. It also made it possible for the SPSI to bring together over 200 local union leaders to develop a program whose goal was to enhance worker involvement in hazard prevention in the chemical industry. Lastly, to demonstrate its expertise in the field and in the hope of obtaining some ILO funding, the SPSI began an industry survey of hazards. At the

end of the year, it began talks with the ILO aimed at the development of a funding proposal.

As with its hazard training efforts, other AAFLI-assisted programs were directly tied to well-defined goals. These programs included: organizing workplaces in one industrial area (Bekasi), a plan to monitor government-controlled dues collection (Surabaya), assistance to 50,000 plantation workers in Sumatra that bargain a common agreement and a detailed family income study in the same poor neighborhood where the Institute has helped the Dock Workers union establish a small loan fund to assist workers severely affected by containerization (Tanjung Priok).

BROAD OBJECTIVE

To assist in the development of the SPSI as a strong sectoral institution in line with Indonesia's policy of Pancasila Industrial Relations, through a wide spectrum of membership services, communications programs and trade union training.

OPERATIONALLY USEFUL OBJECTIVE 1

To strengthen the institutional capacity of organized labor in order to raise the living standards of workers and to secure their basic rights.

Program Activities to Attain Objective

Funded two technical and support staff from the national center to monitor implementation of programs, keep track of records, and prepare education materials.

Provided financial assistance for the SPSI to conduct a program of national, provincial and local level meetings for union officers. In that regard, the SPSI organized one national level program (76 participants, 16 female); five province level seminars (206 participants, 9 female), and five local-level seminars (522 participants, 18 female).

Objectively Verifiable Indicators

The SPSI's publications institute will continue to publish the national magazine; reporting on SPSI activities at all levels. The SPSI's position on national issues will be articulated through its editorials and the trade union center's policy regarding workers will be reported in the national press. Increased circulation of the magazine to district and local union officers will have strengthened their positions in meetings with government officials and employers.

Supported three one-day chemical hazard information gathering programs. (75 participants, 2 female).

Financed two special studies to enable the national center to speak with authority on issues of concern to workers. One study was on child labor while the other was a survey of family income.

Sponsored a reporter's training seminar for the staff of the SPSI's magazine and other union writers. (27 participants, one female).

Supported the printing and distribution of ten issues of the SPSI Magazine.

The national center will, together with other private organizations, strengthen the enforcement system for protecting the legal rights of workers within the framework of Pancasila Industrial Relations by publishing and updating semi-annually, lists of cases where it has defended Indonesian workers under existing laws and labor standards. In conjunction with allied groups, it will extend an effective defense and promotion of worker rights and welfare of workers outside the industrial sector in at least two cases.

The national center will contract with outside organizations for at least three research studies on worker rights and welfare as well as economic and social studies necessary for its work. At least four of its regional offices will join with the national center in determining studies to be conducted and will work together with outside organizations to gather research data.

Comments on Progress/Problems

While the SPSI held more education programs than in 1987, too much time was given to government representatives in the sessions and too little emphasis was placed on developing strategies to enhance collective bargaining efforts, handle workplace grievances or enforce compliance with industrial safety standards--to name only a few areas. One encouraging aspect of the education programs was the openness with which they were conducted. National leaders often submitted to questioning by participants so that an exchange of ideas and concerns was expressed.

The SPSI's magazine, Media Pekerja, set down in a clear and orderly fashion exactly what was wrong with the state of industrial relations in Indonesia. That is, while workers were relatively compliant, bosses were aggressively taking advantage of them while the government sat on the sidelines. It was remarkable for the publication to refer to Pancasila Industrial Relations as "an empty slogan," but that was how the editors explained government interference in union organizing efforts in Bekasi, West Java. Corruption and abuse of power at the "highest echelon" of the Manpower Ministry was also an occasional theme of the magazine.

Clearly, while the government considered Media Pekerja a manageable irritant, it felt that trade union training programs were more dangerous since they might lead participants to take a more aggressive approach to employer/employee relations. For that reason, AAFLI activities were, in the past year, hitched to goals not proscribed by Pancasila Industrial Relations but more "activist" in nature (organizing and a very specific industrial safety program, for example). It is hoped that in this way, skills will be learned that will be of use when/if the political system opens up to allow more union freedom.

The same problems which prevented AAFLI from holding seminars which would lead to strengthening efforts to enforce workers rights, also made it impossible for the SPSI to conduct studies directly targeted to their application. AAFLI sponsored research efforts instead were focused on providing support for union sponsored income creation schemes.

Unfortunately, no progress was made in developing linkages with other organizations that might share the SPSI's labor and human rights concerns. Given the control that government has over all social groups in the country, the Institute now believes it is impossible to form such alliances in the near future.

OPERATIONALLY USEFUL OBJECTIVE 2

Assist the national labor center to establish programs which identify and develop labor leadership capable of dealing with issues affecting the basic rights and welfare of workers.

Program Activities to Attain Objective

Sponsored five week-long local union educators programs. Ninety-five participants (8 female).

Supported seven week-long programs for workbranch departments within the SPSI. 279 participants (14 female).

Sponsored one day, branch level issues seminars attended by 489 branch level activists (44 females).

Objectively Verifiable Indicators

As a result of the experience they gain through these activities, SPSI leadership at all levels will establish basic criteria which will help it identify at least 15 capable young leaders -- participants in the programs -- who have the potential to sustain a democratic workers organization.

As a result of the education and training programs, SPSI regional, district and local union officers will provide more efficient representation of workers. Communications at all levels will be improved in those areas where meetings to disseminate information are held.

By the end of the year, as a result of SPSI industrial department meetings, the leaders of local units will understand the functions and roles of their respective departments.

Comments on Progress/Problems

AAFLI programs to train local educators represented an attempt to nurture local activists and encourage the development of committed union leaders. Given the realities of Indonesia's industrial relations system and the ability of local elites to punish or coop those who might oppose them, AAFLI had difficulty identifying these individuals.

Seminars for SPSI work-branch departments were an attempt to more clearly define the role which they play. These departments have not functioned effectively for a variety of reasons. First, they have no full-time staff or officers. Second and more importantly, the SPSI formed the departments at the government's insistence to replace already functioning industrial federations. Leaders of these federations continued to operate in an informal manner during the year and in doing so called into question the legitimacy of the departments.

One way AAFLI sought to strengthen the operation of the departments was to design very specific workbranch-related studies or projects that served to bring SPSI officials from the national, regional and local levels of a certain industry together. This was the approach taken in the chemical hazard team described in this report's opening section. Less promising was AAFLI's experience in trying to work with the plantation worker' department at the national level. That departments officials refused to carry out even the barest requirement of program planning after requesting assistance for a five province, coordinated bargaining effort.

The effectiveness of the SPSI's local-level informational meetings is difficult to assess. Since these programs were carried out by local offices of the SPSI, they varied greatly in content. Throughout the year, AAFLI worked with the SPSI to develop a consistent message for use in these meetings.

OPERATIONALLY USEFUL OBJECTIVE 3

To strengthen organized worker solidarity by assisting the SPSI to expand and improve its membership services programs to meet extra-ordinary needs of workers and their families.

Program Activities to Attain Objective

Provided a seed capital grant to a loan program which allows displaced workers and their families to start income-generating projects. Thirty workers' families benefitted from small loans - half of which have been "re-cycled."

Objectively Verifiable Indicators

At least three welfare programs will be developed in different regions of the country. The programs will involve 300 worker families and will increase family incomes of participants by at least five percent on an annual basis. The programs will create additional jobs and/or lower the underemployment rate by at least ten percent on an annual basis among participating families.

Sponsored a week-long training course for thirty union representatives to prepare for the start of the program described above.

Provided emergency assistance to 80 union members and their families displaced by a volcano eruption.

The national labor center will be able to demonstrate, in at least one area where the programs exist that it has increased community support for organized labor. The programs will be established in a manner which will lead to self-support for maintaining the activities following a limited start-up period.

Comments on Progress/Problems

AAFLI's assistance to the SPSI in the area of membership services changed direction in 1988 as it evolved towards programs that sought to help the most disadvantaged and distressed union members and their families. In that regard, AAFLI helped the SPSI to initiate a micro loan program for dock workers whose incomes had been drastically cut by the advent of containerization.

By the end of the year, it was not yet clear whether the intended result of these loans - the creation of income-generating schemes - had been achieved. The suspicion is that these loans were often used to just pay off other loans. AAFLI is continuing its close monitoring of the project and will make changes to insure that it gets back track.

The emergency assistance program provided relief supplies to plantation workers who lost all their possessions when a volcano erupted. Through the program, the SPSI was able to increase its visibility in the larger community and demonstrate its concern for working people.

Women Worker Participation in AAFLI Programs

The SPSI at the national, regional and local levels is dominated by male leadership. In that regard, it is no different than any other major participatory institution in Indonesia. AAFLI has been especially concerned about the low participation rate of women workers in union education programs. Even in meetings specifically for textile workers -- a workbranch dominated by women -- local union

leaders select few women as participants. Perhaps most striking in terms of non-participation is the situation in Kudus, Central Java. The local (DPC) SPSI office has a field staff of over twenty (no women) while tens of thousands of women working at cigarette factories make up a majority of its membership.

The national center has been unable to effectively increase the role of women in unions despite the fact that it created a Women Institute within its headquarters structure to promote female participation in union affairs. With that said, grassroots desire has continued to mount on the SPSI to do more to involve women in union matters. In response, late in 1988, SPSI officials began to plan the first province level women's program ever. In the past, only national-level programs were conducted. The stated goal of the SPSI leadership is to establish chapters of the women's institute in the regions where a high percentage of the union's membership is female. (South Sumatra, for example, is over 40%.) This local approach may offer a solution to the inertia created by intra-union feuding and headquarters politics.

In the past, AAFLI encouraged the SPSI to form its Women's Institute and sponsored a national seminar on issues of specific concern to women including wage differences between male and female workers, conditions of work and rights guaranteed by law.

MALAYSIA

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1988 marked another year of hostility between the Malaysian government and the Malaysian Trade Union Congress (MTUC). Many observers believed that the government feared unions because they had the potential to mobilize political opposition and because their presence might discourage new foreign investment.

In order to keep the lid on union power, the government continued to harass union leaders. In that regard, the MTUC's General Secretary spent part of the year in jail after the government detained him in 1987 for allegedly inciting racial tensions. After he was released, the police continued to closely monitor his activities.

The government also maintained its ban on the formation of a national union of electronics workers. This ban attracted a great deal of international and domestic media attention in 1988 since it clearly portrayed the government's pro-business, anti-union attitude. The ban was also a key element in the AFL-CIO's case to the American government to remove trade advantages granted to Malaysia under labor rights provisions of the law regulating the U.S. Generalized System of Preferences.

During 1988, AAFLI assisted the MTUC in three different areas. With regard to labor education, the Institute sponsored leadership courses for trade union activists in six different regions. The purpose of these courses was to give newly elected leaders the basic tools to run their unions. The courses also served to inform local leaders about MTUC policies and plans.

In the labor rights and counselling field, AAFLI continued to support the work of the MTUC's Penang Free Trade Zone Counseling Center. During 1988, AAFLI donated furniture for the facility and underwrote the expenses of two full-time staff persons. They counselled 128 workers on their legal rights and held twelve courses on basic trade union principles for workers seeking to form unions.

With regard to membership services, AAFLI helped the MTUC-sponsored Worker Institute of Technology (WIT) expand its ability to serve a growing student body. It did so by donating computers and accessories to WIT's computer training department. WIT is a vocational training school that serves all segments of Malaysian society. It fills the gap left by a government policy which restricts entry into state schools to Malays.

PHILIPPINES

Annual Report to AID
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Major Developments Affecting AAFLI's Programs

Democracy's proponents in the Philippines gained ground during 1988. The performance of the executive and legislative branches of government improved and a modest economic up-turn served to bolster investor confidence which resulted in a new-found optimism among Filipinos. That optimism however was tempered by the popular belief that traditional Filipino elites still controlled the government and economy. This widely-held view continued to mean that the insurgency's call for revolutionary change found fertile ground among disadvantaged segments of the population.

Groups like the Trade Union Congress of the Philippines (TUCP) sought to shape governmental policies so that solutions to deep rooted problems could be developed within a democratic frame-work. A variety of AAFLI-supported programs on such issues as land reform, the Philippines foreign debt, labor law reform, and minimum wages gave the TUCP the tools to address important national issues where key questions of equity were involved. Although the TUCP continued to be labelled a conservative labor group by many elements in the press, the public came to regard the confederation as truly representing workers' interests as a result of these programs and other Confederation initiatives. One measure of the public's approval was that in 1988, four independent labor unions representing over 87,000 members formally affiliated to the TUCP.

During 1988, the Philippines military uncovered key New Peoples Army documents which directly linked the insurgency to so-called legal front groups of the National Democratic Front. These disclosures had a devastating impact on communist efforts to take over the country's free trade unions. In particular, the Kilusang Mayo Uno (KMU), an unregistered trade center which many observers had long identified as a communist front, lost credibility as the military linked many its leaders to the rebellion. The TUCP took advantage of the KMU's woes. With AAFLI's assistance, it used leadership, rank-and-file, membership service, and organizing programs to defeat KMU attempts to take over democratic unions and to expand its hold on the pool of yet-to-be organized workers.

Growing public acceptance of the "new" TUCP and the relative decline on the KMU, also meant that the TUCP could make some strides on the road to self-sufficiency. During 1988, because of the TUCP membership gains noted above, AAFLI was able to make limited reductions in the amount direct subsidies that it gave to the organization.

BROAD OBJECTIVE

To promote the growth, unification, and self-sufficiency of a free and democratic labor movement in the Philippines by upgrading the institutional capabilities of the Trade Union Congress of the Philippines (TUCP) and its constituent democratic unions, so that they can improve the economic and social well-being of their members and meet the challenges and threats of labor groups which embrace totalitarian political philosophies.

OPERATIONALLY USEFUL OBJECTIVE 1

Assist the TUCP, its affiliates, and potential affiliates to become financially sufficient organizations and to enable them to provide specialized education, research, and other services.

Program Activities to Attain Objective

Sponsored an Education Conference Workshop for various TUCP affiliates; 27 participants, 13 were women.

Supported twelve leadership seminars of varying lengths of time attended by 574 participants of which 210 were women. Eight TUCP affiliates held one or more of the seminars.

Objectively Verifiable Indicators

As a result of Teacher Training courses, twelve union education officers will have developed special education programs to meet the specific needs of their local officers and stewards. Over 250 local officers will have participated in these education seminars.

Leadership training seminars conducted for national and local union officers will result in the election or promotion of ten officers to higher level positions and in the development of a cadre of young union officers in all affiliates.

Sponsored three seminars on Collective Bargaining Techniques and Statistics. 128 participants including 23 women from various TUCP affiliates attended.

Supported a comprehensive project to enable the TUCP to develop guidelines and materials for use by its affiliates in holding workshops on democratic ideology. Programs included a symposium that sought to develop a consensus among top leaders on key concepts to be pushed in seminars (60 officers including nine women from 15 affiliates attended) and a two-week seminar for twenty federation and local leaders which prepared them to give presentations on democratic/union concepts at union meetings and workshops.

Partially contributed to the salaries of three TUCP Education Department staff members. The Department is responsible for the development of all TUCP education programs and materials. It also assists affiliates conduct programs as well as evaluates their effectiveness. Beginning in April, TUCP began to contribute 10% of the total administrative cost of the department.

Comments on Progress/Problems

Largely as a result of collective bargaining training conducted by the TUCP, its affiliates were able to successfully negotiate a large number of collective bargaining agreements (CBAs) during the year. Specifically in 1988, TUCP affiliates signed over 125 CBAs which benefited a total of 28,500 members. Almost half of these agreements were first-time CBAs. In addition, these contracts were concluded in a relatively shorter time than in the past and thus averted costly strikes. As evidence of this development, government statistics showed a 40% decline in the number of strikes during the year compared to the 1987. The government widely publicized this

Training on collective bargaining procedures will result in improved CBAs for twenty local unions. More than 100 local union officers will have taken a more active role in union negotiations.

As a result of rank and file training on democratic concepts and ideology, TUCP affiliates will have increased their victories in certification elections by 15% thereby increasing their union's dues collections.

improved industrial relations climate during its campaign to encourage foreign investment. Such investment promoted the Philippines economic recovery which in turn lead to more jobs for Filipino workers.

TUCP efforts to develop a consensus among its affiliates on basic ideological concepts were designed to rebut the claims of communist front organizations. (The key claim of the Communist groups was that the Philippines political system needed a complete overhaul.) The training materials that the Confederation produced as well as the education programs which it sponsored were central elements in the federation's drive to maintain current membership and recruit new members. Seminars were structured to provide participants with basic skills in analyzing ideological concepts and transform them from passive defenders of democracy to active proponents of social change within a democratic setting. The most visible effect of these programs were the increased number of certification election victories won by TUCP affiliates over Kilusang Mayo Uno affiliates. (See organizing section for details.)

Program Activities to Attain Objective

Partially supported the salaries of four TUCP Research Staff members along with some department administrative costs. During the year the TUCP began paying a greater share of the Department's costs in line with a pre-arranged schedule that gradually reduces AAFLI's support. AAFLI also underwrote the costs of short-term contracts covering a computer programmer, data encoder and a research assistant. In addition, the Institute financed the purchase of periodicals and books for the Research Department.

Supported a research conference on Productivity and Gainsharing (in cooperation with the Productivity and Development Center), a symposium on Flexible Training Systems and Their Application and seminars on Labor and Management Consultation Mechanisms and the Development of Project Feasibility Studies. A total of 82 participants including 26 women, from various TUCP affiliates participated in these activities.

Objectively Verifiable Indicators

Research training programs will result in the establishment of five new research departments by TUCP affiliates. Ten union officers and staff will have improved their abilities to provide research services to unions.

Affiliates using data provided by the Research Department will have negotiated improved collective bargaining agreements that allow them to justify increasing membership dues.

As a result of AAFLI's assistance the Center:

published a total of 15 "Research Center Memos". Seven hundred copies of each publication was distributed to TUCP affiliated federations.

did nine surveys on the costs of food and basic non-food items including items previously under price control.

did a special survey on prices of 94 items covered by the Value Added Tax (VAT) to monitor its effects.

developed a computerized mailing list of all the affiliates' union officers and members, other trade union organizations and institutions of interest to the trade union movement.

updated a 1986 Industry directory of "The Top 2,000 Corporations in the Philippines".

completed an analysis of collective bargaining agreements negotiated by organizations linked to Kilusang Mayo Uno.

used in-house data bases to prepare lists of enterprises with CBAs in specific places to assist union organizing campaigns.

assisted various affiliates during collective bargaining negotiations including helping them prepare reviews of individual company financial situations.

completed sixteen background papers, five positions papers, and a variety of questions and country reports

The Research Department will, on a regular basis, publish and distribute bulletins on labor economics; develop studies on trade union administration, operations, and activities. As a result, the TUCP will increase its ability to rebuff raiding attempts by rival unions leading to stabilizing their membership and dues incomes.

Affiliates using data provided by the Research Department will have negotiated improved collective bargaining agreements that allow them to justify increasing membership dues.

Background papers on national issues prepared by the Department will be used by TUCP officers and

for national and international organizations.

department personnel in union lobbying efforts that lead to the passage of legislation favorable to both organized and unorganized workers.

Comments on Progress/Problems

During 1988, the TUCP Research Center continued to provide important services to the confederation's affiliates. It oversaw a variety of training programs that equipped local officers and staff with the skills needed to negotiate better contracts. It also helped them to stay abreast of changes in laws and regulations that directly effected how they negotiated these contracts and organized new members. In that regard, the Center's computerized data base gave affiliates an especially effective tool to use in organizing new members. Supported by statistics and information provided by the Department, TUCP affiliates increased the number of CBAs which they negotiated in 1988, by more than 20 percent over 1987's figures. At the same time, they organized 145 new locals, 40% of which came through certification election victories against rival union groupings.

The Research Department's importance to the TUCP's national leadership also continued to grow. During 1988, it released a number of studies which received wide media coverage. Foremost of among these was a study on "Labor Problems and Plant Closings" and a paper on "The Minimum Wage in the Philippines". In addition the Research Department completed papers and pamphlets on the: "Value Added Tax and its Possible Impact on Wages"; "Making Your Own Price Surveys", "Psycho-social Problems as a Deterrent to Productivity"; "Possible Violations in the Administration of Social Security funds"; "Economic and Labor Developments; and Emerging Policies/Programs of the Aquino Revolution".

The Department also provided Confederation leaders with testimony on proposed legislation before the Philippines Congress. Among the position papers the leaders of TUCP presented to Congress were: Some Economic/Legislative Priorities and Concerns as Viewed by the Labor Sector; A Comparative Analysis of Purchasing Power in the Marcos and Aquino Administrations; Comments on the Proposed Senate Bill Creating National and Area, Wages and Productivity Commissions; Comments on the proposed Senate Bill on the New Labor Code; and Comments on the Medium Term Philippines Development Plan. In several cases, TUCP positions became part of legislation passed by the Congress. Its most significant accomplishment was the passage of a revised Labor Code. The General Secretary of the Confederation was the Code's principal author.

Operationally Useful Objective 2

Assist the TUCP, its affiliates and potential affiliates to enhance the quality of life of members and their dependents through programs or projects which provide benefits outside of collective bargaining agreements.

Program Activities to Attain Objectives

Provided five seed capital grants to existing or new consumer cooperatives operated by TUCP unions.

Provided three seed capital grants to credit/savings programs operated by TUCP unions or affiliated associations of self-employed urban poor.

Made available short-term administrative support to three credit programs.

Provided three seed capital grants to TUCP affiliates which organize small farmers to expand consumer, producer, or credit operations.

Sponsored 26 pre-membership cooperative education seminars held for groups interested in forming credit unions or consumer cooperatives, 627 participants including 267 women.

Funded a total of 14 cooperative leadership training programs for 348 cooperative officers; 37 were women.

Objectively Verifiable Indicators

As a result of ten new membership service programs, 2,500 union members and their families will have seen their real incomes increased. Five local unions' members who have benefited from these programs will have remained with their TUCP affiliates by turning back challenges from rival organizations.

Coordinated organizing programs, supplemented by membership service programs, will cause 20,000 individuals to become members of unions, and rural and urban organizations for the first time.

Supported three management training courses for 82 cooperative officers and activists from various TUCP affiliates.

Supported a comprehensive organizing and education program for the Tabuk Farmers Multi-Purpose Cooperative (TAFILA). In that regard, funded a total of six cooperative organizing seminars that had 128 participants including 48 women, and partially supported TAFILA's annual assembly. At the assembly, members voted to initiate procedures to join the TUCP.

Supported the TUCP Livelihood Demonstration Center by paying the salary of a technician. The Center teaches vermi-composting, growing of medicinal plants and vegetable gardening to local union activists, who in turn initiate programs in the areas where their unions are located.

Provided salary support for two staff of the TUCP Membership Services Department and the Department's share of the TUCP's administrative expenses. The Department is responsible for overseeing all membership service activities undertaken by the confederation and its affiliates. These activities include: cooperative and credit union training programs; evaluation of on-going programs and review of new membership proposals submitted to the TUCP.

Financed the hire of a Community Development Consultant. The Consultant provides technical assistance to the TUCP Membership Department. He also conducts on-site evaluations of TUCP projects during which he reviews cooperatives' books and

Membership services programs will assist the TUCP to organize unions in new geographic locations and among groups of workers not traditionally associated with the the TUCP and its affiliates.

operating procedures; studies aging accounts and collection methods, and meets with co-op officers and members. In addition, he prepares feasibility studies and reviews all requests for assistance.

Provided salary support for staff, and funds for the purchase of medicines and maintenance of equipment at the TUCP Medical and Dental Clinic located at its National Headquarters. The Clinic, which has a doctor, dentist and a nurse, serves members of all TUCP affiliates in metro Manila. The staff also conducts field visits to worksites where a TUCP affiliate is organizing a new local, on strike or campaigning in certification elections. During 1988, the Clinic provided medical services to 5,842 union members and their families. Special field clinics benefited 1,560 union members and their families.

The TUCP Clinic will have served at least 5,000 members.

Comments on Progress/Problems

The membership service projects described above have one objective: to increase the loyalty of current members of TUCP affiliates and to promote the organization of new members. They do so by providing benefits to workers who simply do not earn enough to purchase all the goods and services which they need in the open market. During the past year these membership services greatly contributed to the certification victories which TUCP affiliates won. In addition, non-collective bargaining services were successful in increasing the loyalty of current members to their unions. As a result more than seven TUCP affiliates were able to increase dues payments during 1988.

The TUCP Membership Services Department Program assisted TUCP affiliates start eight new projects in 1988. AAFLI made it possible for the TUCP to provide supplemental assistance to six existing projects. The Department, aided by a membership services consultant, subjected 21 on-going projects to on-site audits in order to determine that they were complying with project agreements. In line with the Institute's policy of encouraging self-sufficiency, the TUCP began supporting ten percent of the department's total salary and administrative expenses in 1988..

The TUCP's efforts to expand its membership to workers outside of its traditional industrial base gained momentum with the establishment of a credit program in Manila. The program served small vendors and other self-employed workers who are members of the KAWAL or the Association of the Landless. As a result of the program, two urban groups with a combined membership of 2,000 joined the TUCP during the year. TUCP associated rural groups who had active membership programs also grew in size. Statistics provided by the TUCP to AAFLI indicate the increase in membership in both non-traditional rural and industrial organizations was 20,272 members in 1988.

OPERATIONALLY USEFUL OBJECTIVE 3

To assist the TUCP, its affiliates and potential affiliates in their organizing and strengthening activities so that they might add new members to their ranks and retain current members.

A. Organizing

Program Activities to Attain Objectives

Provided support to 17 TUCP affiliates' organizing programs including some administrative assistance.

Objectively Verifiable Indicators

TUCP affiliates will have conducted more than 200 organizing campaigns involving 12,000 workers. The number of certification elections won by affiliated unions will increase by 15% resulting in 4,000 new members. Unions will successfully retain representation in 80% of the certification elections conducted at current organized workplaces. More than 3,000 workers who attended union informational programs will have supported TUCP unions in certification elections. Sixty core leaders will successfully complete organizing training programs.

Made it possible for 17 federations and six potential affiliates to conduct 510 information meetings as part of their

organizing drives, 17,093 participants;
5,439 were women.

Supported 251 education programs for 17
affiliates and four potential affiliates
related to organizing. A total of 7,803
union members participated, including 3,432
women.

Provided funding to enable 11
federations to conduct seminars just prior
to, or after their conventions. Over 2,345
union officers and members participated;
198 were women.

Provided support to the Public Sector Labor
Integrative Center (PSLINK) to hold its
founding convention. The convention formally
established the 35,000 member organization.

Supported membership recruitment campaigns
conducted by the National Alliance of
Teachers and Office Workers (SMP-NATOW),
representing over 7,500 members, mostly
teachers.

The National Organizing Committee
of the TUCP will have conducted
20 informational campaigns for
government employees and will have
assisted in the organizing of eight
new public sector unions repre-
senting 15,000 workers. Five
newly organized public sector
unions will have joined the TUCP
and will be paying affiliation
fees.

Thirty five thousand public and
private school teachers will have
joined existing teacher organi-
zations as a result of AAFLI
supported programs. More than 500
teacher union representatives will
have participated in union
education programs and will have
become more actively involved in
their organizations as a result.

Comments on Progress/Problems

Institute-supported organizing programs for existing affiliates enabled the TUCP to increase membership by more than 22,000 in 1988. An estimated 15,000 of these newly recruited members began paying dues to the TUCP. As importantly, these programs led to the retention of over 20,000 members where affiliates faced challenges from rival labor organizations.

AAFLI programs also had a decisive impact on decisions by four independent labor federations to join the TUCP. These groups together, represented 87,000 workers.

The TUCP gained a toehold in the public sector when it established PSLink in 1988. It formed the organization in response to legislation passed by the Philippines Congress which allowed unions to represent government employees. These workers are the largest pool of unorganized wage earners in the country. PSLINK posted a major breakthrough during the year when it successfully negotiated the first ever public sector CBA. By the end of the year, despite confusion about how the new legislation was to be implemented, the organization had succeeded in expanding its membership by about 15% from its 35,000 base.

The TUCP's combined number of new rank and file members (including public sector workers and members of urban poor groups) totaled 146,000 in 1988. This figure represented approximately a 10% increase from 1987.

AAFLI gradually reduced its support to TUCP affiliates for organizing activities during the year. In that regard, it reduced individual union's support by as much as 30% of the previous year's total. The Institute based its funding cutbacks on the progress achieved in individual organizing programs.

B. Primary Health Care

Program Activities to Attain Objective

Supported up to 79 Primary Health Care (PHC) nurses, in 44 teams. In addition, funded the travel expenses of the TUCP PHC Director, and the salary of the TUCP PHC Coordinator. PHC nurses provided medical services to a total of

Objectively Verifiable Indicators

Organizing campaigns that have primary health care components will achieve a 25% higher success rate than those which do not provide these services.

284,481 persons. The nurses also trained 2,227 Volunteer Health Workers (VHWS).

Provided medicines used by the PHC nursing teams.

Sponsored two training programs for 19 new PHC nurses.

Supported two conferences conducted by TUCP affiliates for their PHC nurses. The conferences emphasized the role of the health workers in the organizing and strengthening programs of the unions and reviewed current problems and strategies.

Comments on Progress/Problems

The PHC program contributed in a major way to the success of the TUCP's organizing activities. It was also an effective mechanism in maintaining current local union affiliations during certification elections. According to reports presented to AAFLI, federations participating in the Primary Health Care program achieved greater increases in membership and higher success rates in certification elections than those which did not take part. To achieve this success rate, PHC nurses worked in tandem with organizers and educators. They visited workers on strike and held field clinics during certification elections. In a number of instances, nurses were the first union representatives to visit a working class community. As such, they laid out a welcome mat for the union's traditional organizers. The PHC nurses were most effective in penetrating targets in far-flung rural areas where government medical services were for the most part, non-existent. They were also tapped to conduct special field clinics in tandem with other assistance provided under AFL-CIO impact project grant to union families who were affected by a series of typhoons.

During the year the nurses continued to train volunteer health workers and inform workers about medical services available from government agencies. Such efforts were used to maintain worker loyalty after the nurses left a given location.

Due to resignations, the number of PHC nurses fell from 72 nurses in 44 teams to 68 nurses in 42 teams by the end of 1988. During the year, TUCP asked its affiliates to bear a larger part of the program's cost. In response, affiliates began to pay the nurses' transportation expenses and their annual bonus. At the end of the year, AAFLI budget reductions forced some federations out of the program. Others indicated that they would continue to support some of their nurses. So far, 31 out of the 68 PHC nurses will be retained by their respective federations. The fact that program has survived is a testament to its effectiveness.

C. Community Development/Rural Workers

Program Activities to Attain Objectives

Objectively Verifiable Indicators

Supported a comprehensive community/cooperative development program for the Federation of Consumers Cooperatives (FEDCOM) in Negros. The program was administrated by the Silliman University Extension Program (SUEP) to which AAFLI provided administrative support.

Supported 21 training courses and cooperative education programs for 594 members and prospective members of FEDCOM cooperatives.

Supported the expenses of FEDCON's 3rd General Assembly. Approximately 150 representatives from member-cooperatives participated. At the Assembly members voted to join the TUCP.

Assisted four FEDCOM member-cooperatives conduct their annual general meetings; 145 participants.

As a part of the overall program, sponsored seminars on agriculture and health, feeding programs for malnourished children, community clinics for rural workers and their families and three herbal medicine preparation seminars; 21 participants.

Supported programs to help expand the membership of the Federation of Free Farmers (FFF) as well as activities to increase the effectiveness of existing FFF local units. Support covered a limited amount of administrative and travel expenses, costs of seminars, and seed capital grants. More than 1,200 participants including 260 women took part in more than 40 seminars, conferences, or meetings. AAFLI also supported a four member, FFF Roving Audit Team which reviewed the financial statements and records of 30 Federation provincial and municipal chapters and 42 livelihood projects.

The FFF will have increased its rural worker members by 2,500.

Comments on Progress/Problems

FEDCON increased its membership from 25 member-cooperatives in 1987 to 35 co-ops by the end of 1988. In addition, three other community cooperatives indicated a desire to join the federation at the end of the year. Assistance to the overall project was gradually reduced during the year beginning with a 10% decrease in April. The total reduction reached 30% in December. AAFLI informed the SUEP Project Director that the Institute's support project would be phased out in 1989.

The FFF/FFFCI continued to receive assistance from AAFLI even after it formally disaffiliated from the TUCP. AAFLI made the decision because the FFF remains the leading democratic farmer's organization in the country and voice of reason on key issues affecting rural workers and farmers. As evidence of its leading role, in 1988, the FFF gained 3,000 new members.

During the year, the FFF figured prominently in the debate on the Comprehensive Agrarian Reform Program (CARP) and a variety of other issues of interest to its members. To that end, the organization issued a large number of press releases and policy statements. In many instances these press statements formed the basis of newspapers stories on government programs in the rural sector.

Following the passage of the CARP, the FFF, with AAFLI's assistance, held a series of meetings for its provincial chapters to discuss the legislation's implementation. Other education programs included workshops for potential members and a national planning conference.

Due to overall budget reductions, AAFLI assistance to the FFF was cut by 30% in 1988.

Women Worker Participation in AAFLI Programs

Women workers in the Philippines face a different set of barriers than in other countries in Asia when they seek to rise to leadership positions in the trade union movement. Unlike Asia's Moslem countries, religious strictures are not a formal barrier. Women also do not face the obstacles that hierarchical Confucian societies put in their way. Nonetheless, culture and tradition in the Philippines have prevented female trade unionists from securing key leadership positions in their unions. Many are however active at the local level and some play key staff roles at the federation level.

Through a variety of different programs, AAFLI has promoted the rise of women to positions of power within the Philippine labor movement. The Institute has trained women as organizers, researchers, and educators. They run Institute-sponsored membership programs and represent the trade union movement in both domestic and international conferences. In that regard, women make up a greater percentage of participants in Institute programs in the Philippines than in any other Asian country. For example, in 1988, over 10,000 women took part in AAFLI-sponsored education programs, conferences, workshops and meetings.

AAFLI's commitment to improving the status of women in the Philippines goes beyond simply boosting the role that they play in unions. At the most basic level, Institute-sponsored health programs provide desperately needed services to poor women who might otherwise go without care. At a much more advanced level, AAFLI supported TUCP efforts which sought to revise the Philippines family code -- a code which left women at the mercy of their husbands in matters of family dispute.

KOREA

Annual Report to AID
(January 1, 1988 - December 31, 1988)

Major Developments Affecting AAFLI's Program

In response to democratization measures announced by Roh Tae-woo in mid-1987, workers organized new unions at an unprecedented rate in Korea during 1988. Union membership leaped from one million workers to 1.5 million early in the year. By the end of 1988 it rose to 1.7 million members. The number of new unions jumped from 2,500 to over 4,000 in the same period.

The rapid increase in union membership put heavy demands on the leadership and resources of the FKTU. The Federation had to provide basic trade union education to hundreds of newly-elected union officers and to upgrade the skills of incumbent union officers. Concurrently, the FKTU had to quickly develop new programs and strategies to respond to the changed political environment. One of the leadership's most urgent tasks was to develop a legislative agenda that had the full support of its membership and that contributed to the development of an equitable labor relations system. In that regard, it was clear to most observers that the development of an industrial relations system in line with the needs of a more democratic political system was urgently needed. Without it, there would be no just way to solve the rash of workplace disputes that had broken out and were sure to break out in the future.

Responding to the FKTU's increased needs, AAFLI provided funding, some of it reprogrammed from other countries, to support the Federation's expanded program of basic trade union education for newly elected union officers. The Institute also supported the FKTU's effort to develop a comprehensive political education program. In addition, AAFLI provided resources that made it possible for the FKTU to draw up a legislative agenda that called for wide-ranging reforms in Korea's laws governing trade unions and labor relations.

Even with AAFLI's efforts to reprogram funding to Korea, the Institute still could not meet the extraordinary needs of the FKTU during the year. This short-fall occurred despite the fact that other Institute-supported programs became less dependent on AAFLI financing. For example, the FKTU's multi-year cooperative project required less Institute funding. All AAFLI financial support for the project will end in calendar year 1991.

BROAD OBJECTIVE: To strengthen and expand the role of the Federation of Korean Trade Unions (FKTU) and its affiliates as institutions capable of more adequately serving workers through the sponsorship of leadership programs and the development of innovative social programs.

OPERATIONALLY USEFUL OBJECTIVE 1

To expose key FKTU officers and staff to the activities and key leaders of trade unions in established democracies in order to improve Korean labor leaders' understanding of the role of trade unions in democratic societies.

Program Activities to Attain Objectives

Objectively Verifiable Indicators

The recipients of the travel grants to the US will use knowledge gained to develop FKTU programs and strategies that in a democratic environment most effectively advance the interests of workers.

Comments on Progress/Problems

The FKTU plans to send two senior trade union officials to the US in early 1989 to study the formulation and implementation of labor laws and regulations in a democratic society. This is part of the FKTU's ongoing effort to respond to the rapid changes taking place in Korean society as the effects of democratization influence the nation's administrative, legislative and regulatory processes.

OPERATIONALLY USEFUL OBJECTIVE 2

To increase national union leaders' awareness of critical issues which affect the entire labor movement so that national union policies and programs of action can be formulated.

Program Activities to Attain Objectives

Supported an FKTU "Survey of Working Women". 200 copies of the survey were published and distributed.

Supported a one-day public hearing on the "Equal Employment Law" attended by 200 labor leaders. More than 90% of the attendees were women.

Supported a one day symposium on the status of working women. Three hundred working women, labor leaders, labor researchers, government officials, and interested public attended the event. Over 90% of the attendees were women.

Contributed to the FKTU's purchase of occupational safety and health testing equipment.

Supported an FKTU research project to develop a model collective bargaining agreement. 7,000 copies of the model contract were published and distributed.

Supported the purchase of a computer and printer for the FKTU Research Department.

Objectively Verifiable Indicators

The results of the survey on women workers will be used as the basis for FKTU legislative proposals, at an FKTU symposium on the problems of women workers, and by industrial federations during collective bargaining negotiations.

The FKTU and its affiliates will make further representations to the government on the need for additional measures to insure economic equality and justice for women and young workers.

Twenty local union contracts will, for the first time contain OSH clauses that provide for safer working conditions for workers covered by these contracts. The FKTU and the national federations will develop their OSH programs and will make recommendations to the ruling party and government for legislative changes seeking to improve working conditions, industrial safety, and OSH compensation awards.

The FKTU research department will collect and collate data on at least two of the nine critical issues it has identified and will seek to influence legislative and administrative changes in support of labor's position on these issues. The FKTU will produce and distribute at least two publications as a result of its research activities. The FKTU will have an enhanced capability to support the research and analysis requirements of the FKTU and its affiliates.

Fifty local union women officers will assume greater responsibility in the areas of collective bargaining and member representation and will play a more active role in strengthening the role of working women in the trade union movement.

Comments on Progress/Problems

Problems faced by women workers were researched by the FKTU which subsequently published and distributed nationwide 200 copies of its "Survey of Working Women". The "Survey" received national press coverage. Government agencies used the results of the survey in their own reports and as the basis for some of their policy recommendations and suggestions for legislation.

The FKTU and its affiliates organized two national symposia on working women to publicize the survey's findings. Based on the results of the symposia, the Confederation developed national policies on working women and made recommendations to the ruling party and government for legislative changes to improve the working conditions of women. The FKTU also cooperated closely with other organizations involved in promoting women's rights. In response to these efforts, the National Assembly revised the "Equal Employment Law" to make it more difficult for employers to discriminate against women in the workplace.

In addition, the government reacted by publicly acknowledging that since women were playing an increasingly important role in the economic development of the country it would be the policy of the ruling party to pay greater attention to the particular concerns of working women. To that end, it announced that it would encourage employers to provide more day care centers and other services to women workers. As a result of the FKTU's education activities, several hundred women trade union leaders became active during the year in addressing the interests of their mostly female membership during collective bargaining and member representation.

The FKTU and its affiliates lobbied for changes in the occupational safety and health laws, especially in the areas of treatment of, and compensation for, work-related injuries and deaths. As a result, the government issued new, stricter measures regarding OSH standards in the workplace. In addition, recent court rulings strengthened the ability of workers and their families to get fairer compensation for work-related injuries, diseases, and deaths. The recent revision of the Labor Standards Law, long fought for by the FKTU, will result in better working conditions for workers through reduced working hours, more vacation time, and fairer compensation standards for work-related injuries and diseases. New OSH clauses in collective bargaining agreements became an important consideration in organized labor's negotiating strategy. For the first time, well over 100 local union contracts which were renegotiated included OSH clauses that protected workers from unsafe industrial practices.

The FKTU Research Bureau compiled and collated data on hundreds of collective bargaining agreements throughout the country. The FKTU used the data to establish a national level, model contract. The FKTU printed 7,000 copies of the contract and distributed it to all of its affiliates for their reference during 1989 contract negotiations. This was the largest project of its kind ever undertaken by the Research Bureau.

The Research Bureau assisted the Women's Affairs Bureau to collect and collate data for the FKTU's "Survey of Working Women". The Bureau also updated data on the consumer price index which was used by the Confederation to successfully support labor's case on the need to substantially increase the minimum wage.

OPERATIONALLY USEFUL OBJECTIVE 3

To assist in the establishment of an integrated labor education program for national, regional, and local union level officers so as to allow them to acquire or to upgrade knowledge of, and skills in union principles and practices.

Program Activities to Attain Objectives

Supported two, three-day residential seminars for 110 new union officers - 105 male, 5 female participants.

Supported six, two-day residential circuit seminars for 456 union officers of newly organized unions - 438 male, 18 female participants.

Objectively Verifiable Indicators

Over four hundred newly-elected union officers will have been introduced to the fundamentals of union administration and the programs and activities of the FKTU and its affiliated, Consumer Cooperative Federation (CCF). Over two hundred of these officers will have developed new membership services programs for their members or will have participated in regional membership services programs and educational activities, thereby strengthening the structure of the trade union movement.

Comments on Progress/Problems

In a period of rapidly expanding membership, introducing newly-elected trade union officers to the principles of democratic trade unionism and the fundamentals of union administration was one of the FKTU's most important priorities. In 1988, 566 newly-elected trade union officers took part in FKTU education programs. Over 2,000 new union officers and their unions participated in membership services and/or education programs sponsored by the FKTU's regional councils. Their participation further strengthened democratic trade unionism in Korea since it enabled the FKTU to make these new unions capable of serving the interests of their members. The seminars also promoted unity of action among various unions at the local level and promoted a more positive FKTU image among activists who had wrongly believed that the FKTU was controlled by the government.

Program Activities to Attain Objectives

Sponsored two, one-day labor counseling seminars for 43 industrial federation and FKTU regional council union officers; 41 male, two female participants.

Objectively Verifiable Indicators

Forty union offices will have acquired knowledge of labor counseling and grievance handling techniques and will have assisted over 600 union members in labor dispute cases.

Comments on Progress/Problems

As a result of unexpected changes in the labor code and frequent changes in the government regulations and policies on industrial relations, the FKTU developed a comprehensive program to establish and staff labor counseling centers located throughout the country beginning in 1989. These centers, based on a model earlier sponsored by AAFLI, will assist local unions with their problems and help unorganized workers establish new unions. In preparation for their opening, during 1988 the FKTU held two labor counseling seminars for 43 senior unions officers. These participants were the first of over one hundred union officers who will eventually staff the confederation's network of centers.

Program Activities to Attain Objectives

Supported nine, one-day forums in various cities on collective bargaining for 639 local union leaders - 568 male, 71 female participants.

Supported a two-day residential seminar for 68 local union leaders of the FKTU's Kangwon Provincial Council - 66 male, 2 female participants.

Supported a two-day policy seminar for 100 local union presidents in the North Cholla Province area - 99 male, 1 female participant.

Objectively Verifiable Indicators

Over 1,000 local union officers will have upgraded their knowledge and skills in union administration, collective bargaining, labor laws, and grievance handling procedures to counter unfair labor practices. As a result of their increased knowledge, over 200 new contracts negotiated by them will contain more favorable wage and working conditions for the members of their unions.

Supported twelve nationwide, one-day circuit seminars for 1,690 local union officers - 1,630 male, 60 female participants.

Supported a two-day residential leadership seminar for 70 union officers (all male) of the Seafarers Federation.

Supported two, one-day seminars for 250 local union leaders of the United Workers Federation, 235, 15 female.

Supported a three-day residential seminar for 68 local union leaders (all male) of the Taxi Workers Federation.

Supported a three-day seminar for 48 union leaders of the Metalworkers Federation in the Chinju area, 43 male, 5 female.

Through the FKTU's education programs, over 200,000 workers will have access to educational materials that will help them to better understand their union, their rights and the role of the FKTU in protecting those rights.

Comments on Progress/Problems

The knowledge gained by union officers who attended FKTU sponsored seminars directly translated into collective bargaining agreements which yielded higher wages and a better quality of life for workers and their families. In that regard, the Ministry of Labor reported that the average wage increase in 1988 was about 19% - some 12% above the official inflation rate. Many union leaders, applying guidelines and negotiating principles learned from their participation in FKTU education activities obtained even better results - increases above 25% and new or improved non-monetary benefits that enhanced the quality of life of their members.

Participants of FKTU sponsored seminars were given several different kinds of educational materials which they directly distributed to their members or were used by them in their own education programs. We estimate that over 200,000 rank-and-file workers had access to these materials.

The Seafarers Federation has had to cope with a reduction in the number of jobs available for its members aboard foreign flag vessels. The seminar provided the federation with an opportunity to develop programs to assist these unemployed members find work in the industry or in another occupation.

The recently-organized Taxi Workers Federation held its first ever seminar for local union officers in order to develop internal solidarity and common negotiating principles and strategies for use in future collective bargaining sessions. The Federation was at the center of many labor disputes during the year.

The United Workers Federation is an amalgam of unions from several different industrial sectors. As such, one of the Federation's most difficult tasks is meeting the varied educational and support needs of its affiliates. The seminars provided an opportunity for the Federation to bring together local union leaders from various industrial sectors in order to develop education programs and negotiating strategies to meet the specific needs of its individual affiliates.

The Chinju area has very little industry. As a result, the officers of what few metalworkers unions exist there have not often had an opportunity to participate in their federation's education activities. In response, the Metalworkers Federation organized a special seminar for the officers of its local metalworker's unions in the Chinju area in order to upgrade their administrative skills and to familiarize them with changes in the labor code.

Program Activities to Attain Objectives

Supported a three-day wage forum for 35 union officers - 33 male, 2 female participants.

Objectively Verifiable Indicators

Over 50 regional and national level union officers will have acquired increased knowledge of and skills in labor subjects. As a result they will have conducted over 30 labor education courses and assisted over 200 local union officers to achieve improved benefits through contract negotiations.

Comments on Progress/Problems

Although only 35 out of a planned 50 regional and national level union officers attended the FKTU sponsored wage forum, these officers conducted over 50 labor education courses for several hundred trade union leaders. By providing local union leaders with information on wage guidelines and negotiating techniques and strategies, they assisted local unions to get improved benefits for their membership. Increases in wages and benefits at FKTU organized workplaces were 3-4% above average wage and benefit increases in comparable industries.

OPERATIONALLY USEFUL OBJECTIVE 4

To assist in the development and expansion of FKTU membership services programs.

Program Activities to Attain Objectives

Provided salary support and travel expenses for one program officer.

Objectively Verifiable Indicators

Provided partial salary support and travel expenses for two CCF staff members.

Provided partial salary support for two volunteer staff of two regional consumer co-op councils.

Supported a circuit consultation trip by CCF staff to the Taeback mining area for specialized co-op training.

Supported a circuit consultation trip to the Inchon industrial area for specialized co-op training and the development of new, union-based, consumer co-ops.

Supported a two-day policy seminar for 21 CCF national and regional council officers - 11 male, 10 female participants.

Comment on Progress/Problems

AAFLI continued to reduce the level of its assistance to the highly successful FKTU co-op program. At the same time that FKTU supported co-op activities became almost self-sustaining, they also grew rapidly. As a measure of the program's success, the FKTU Co-op Organization's accumulated surpluses were used to purchase office and educational equipment and supplies for the FKTU and its affiliated organizations.

During the year, the FKTU incorporated the CCF's co-op activities into the newly-organized FKTU Welfare Center which is under the direct administration of the FKTU secretary general. The Center will plan for, and supervise implementation of the FKTU's membership services activities including consumer co-ops, housing co-ops, union operated credit unions, and a labor insurance program. Profits from the consumer co-op program will be used to help pay for the programs administered by the Welfare Center.

Twenty new, union-based, consumer co-op stores affiliated to the FKTU/CCF will have become operational. Overall sales at consumer co-op stores will have increased 10% to \$61 million. Preparations for two new group purchasing programs will have begun.

One hundred trade unionists will have increased their knowledge of co-op administration, enabling them to operate more efficiently their consumer co-op stores.

One hundred trade unionists will have been introduced to the concepts of consumer co-op stores and other membership services.

There are seven consumer cooperative regional councils under the FKTU Welfare Center. Five of the councils operate group purchasing programs. Overall sales at FKTU/CCF affiliated consumer co-op stores increased 30% to over \$80 million in 1988. The FKTU plans to establish in 1989 a national group purchasing center using as a model the AAFLI-initiated and now highly successful, Seoul-Inchon Consumer Co-op Group Purchasing Center.

Through a program of circuit consultation trips, senior CCF staff members were able to meet with several hundred local union officers interested in establishing their own, union based, co-op stores. As a result of these circuit consultation trips, 34 new, local union based co-op stores were established.

The FKTU Seoul-Inchon Consumer Cooperative Council helped five trade unions establish consumer co-op stores. Its group purchasing center provided an average of 36% of the inventory needs of 95 affiliates. The Council's average volume of monthly sales exceeded \$370,000. Its steering committee voted to distribute a 12.84% dividend to its affiliates.

The FKTU Pusan City Consumer Cooperative Council provided 60% of the inventory needs to its six union co-op affiliates. The average volume of monthly sales of the group purchasing program exceeded \$8,000. The co-op store under the direct operation of the Council exceeded \$350,000 in sales per month.

The Taegu/Kyungbuk Consumer Cooperative Council provided 80% of the inventory needs of its 30 union co-op affiliates with an average monthly sales volume in excess of \$50,000.

The Kyunggi Consumer Cooperative Council provided about 45% of the inventory needs of its 30 union co-op affiliates. Sales averaged \$85,000 per month. At the request of the Council, the FKTU released \$14,000 from the FKTU/AAFLI Revolving Loan Fund to expand the Council's group purchasing program.

Program Activities to Attain Objectives

Supported a three-day seminar for 47 local union leaders in the Taejon area on the subject of consumer cooperative administration - 32 male, 15 female participants.

Supported a two-day specialized consumer cooperative seminar on financial procedures for 45 participants in the Taejon area - 37 male, 8 female.

Supported a two-day sales clerk seminar on Kanghwa Island for 40 local union consumer co-op sales clerks and managers, 8 male, 32 female participants.

Supported a consumer co-op accounting seminar for 45 local union consumer co-op staff - 10 male, 35 female participants.

Supported the publication of a CCF newsletter and price list - 2,500 copies were distributed.

Supported the publication of 300 copies of a commodity price list, 200 copies of "Theory and Practice of the Consumer Cooperative Movement", and 200 copies of "Consumer Cooperative Accounting", printed and distributed by the Seoul-Inchon Consumer Cooperative Council.

Donated an audio-visual public address system to the FKTU's Sokcho District Council for its welfare center.

Objectively Verifiable Indicators

The promotion of standardized bookkeeping and auditing procedures will have continued. Standardized price lists and other co-op materials will have been distributed to all FKTU/CCF affiliated co-op stores.

Comments on Progress/Problems

Over 240 trade unionists participated in education programs sponsored by the FKTU/CCF to increase their knowledge of consumer co-op administration. The knowledge they gained through attendance at these programs helped them to operate more efficiently their local union based consumer cooperative stores. Increased sales and better profit margins generated as a result of their increased knowledge of store operations helped to provide more consumer goods at cheaper prices to their membership.

As a result of the publication and nationwide distribution of price lists, educational materials, and the holding of specialized seminars on auditing and bookkeeping, all of the FKTU/CCF affiliated consumer co-op stores now use a standardized bookkeeping and auditing system. Prices of commodities vary from region to region but most stores attempt to follow the pricing guidelines established by the CCF.

The audio-visual public address system is available for use by all affiliates of the Sokcho District Council for labor education programs. The new Council building, where the equipment was installed, will also be the location of the Council's planned consumer co-op store.

Program Activities to Attain Objective

Provided partial salary support for two labor counseling officers and a clerk-typist for the North and South Cholla Provinces' Labor Counseling Centers.

Objectively Verifiable Indicators

The South Cholla Province Labor Counseling Center will provide counseling assistance to 40 workers a week. The North Cholla Province Labor Counseling Center will process 15 labor counseling cases a week.

Two new unions will be organized as a result of the activities of the labor counseling centers.

Comments on Progress/Problems

AAFLI substantially reduced support for the two labor counseling officers and the clerk-typist in 1988. It will completely phase out this assistance in calendar year 1991.

The FKTU's North Cholla Province Labor Counseling Center processed an average of 27 cases a week and assisted in the organization of 25 new unions. In addition, the Council held labor education activities attended by 1,573 workers. The South Cholla Labor Counseling Center handled an average of 8 cases a week and assisted activists to organize 20 unions.

The success of the FKTU's Labor Counseling activities prompted the Federation to submit a funding request to government which would allow it to set up a nationwide network of centers. Thus far, the government has reacted positively. As a result, the FKTU expects to open the first of twenty new centers in 1989.

Activities for Women Workers

Since it began working in Korea, AAFLI has made a special effort to increase the involvement of women in unions and to ease their way in assuming leadership roles. This effort has always been and will continue to be an uphill battle in a culture well-known for its Confucian based, male chauvinism.

AAFLI's commitment to overcoming this bias is reflected in the fact that one of its OUO's is dedicated to programs for women workers. These programs allow the Institute to increase the participation of women in its activities since their numbers are usually quite small in mainline AAFLI programs - though it is growing.

In the past year, efforts by the FKTU and women's rights groups had a demonstrable impact on laws passed by the National Assembly. The results of an FKTU survey and a related symposium, both sponsored by AAFLI, had a direct bearing on the content of the legislation.

While specific programs on women's affairs are important, other AAFLI programs can, and do, have a significant effect on the lives of women workers. For example, an AAFLI-sponsored survey on the cost of living led to a raise in the minimum wage. Since many women only earn the minimum and average less than one-half the income of men, this change made a significant difference in their standard of living.

THAILAND

Annual Report to AID
January 1, 1988 - December 31, 1988

Major Developments Affecting AAFLI's Program

The major political development of 1988 was the dissolution of Parliament on April 29. This was followed by national elections and the formation of a government under a new prime minister. The events temporarily set back a number of union legislative initiatives. These included the enactment of the country's first social security law, proposals to increase protections against child labor abuse and the growing practice of hiring workers on a temporary work contract basis. AAFLI helped Thai unions develop or begin the process of developing, comprehensive positions on each of these initiatives.

The political climate which emerged from the elections made it possible for the labor movement to renew efforts to push its legislative agenda. The new government was formed at a time of growing labor unrest. Weak politically, it entered into a dialogue with labor despite its pro-business character in order to shore up its base of support. In the process, it pledged certain reforms such as a minimum wage increase and social security legislation. To some extent, the government was able to make concessions to labor because of the health of the Thai economy (11% GNP growth in 1988). This caused an unanticipated increase in tax revenues that allowed spending on social welfare programs to be expanded. At the same time, GNP increases added additional pressures on government policy-makers to introduce measures which would insure that the fruits of economic growth would be more equally distributed.

In order to take advantage of the improved political and economic climate, AAFLI increased support for the development of unified labor positions on issues of importance to workers and for forums to publicize them. Central were education programs during which union leaders drafted a comprehensive recommendation for labor law reform. All four national labor congresses in a rare show unity endorsed the proposal (see OJO 2). Recognizing temporary employment as a key labor problem, AAFLI placed particular emphasis on helping trade unions increase public awareness about it as part of a coordinated lobbying effort (OJO 3).

Sensitivities over government privatization plans forced the postponement of AAFLI activities intended to promote a dialogue between policy-makers and state enterprise union leaders on labor-related problems. It may be possible to implement such activities in 1989 as awareness grows among government officials that labor concerns must be discussed in order to avoid confrontation.

On the labor front, two significant developments occurred during 1989. Early in the year, long-time union leader, Paisal Thawatchainan, passed away leaving a void in the top leadership of the labor movement. His death, however, provided impetus to increasing cooperation among the various groups in the badly splintered labor movement. This culminated in an agreement by the four national centers to cooperate on matters of concern to workers. AAFLI actively supported this development.

BROAD OBJECTIVE

To establish the labor movement as a major institution in Thai society, both recognized and enduring, so that the benefits of democratization and economic development extend to Thai workers.

OPERATIONALLY USEFUL OBJECTIVE 1

To build a stronger and more cohesive institutional base for union growth and durability

Program Activities to Attain Objective

Sponsored 2, 1-2 day educators' follow-up meetings, 70 participants (60 male, 10 female).

Provided materials and supplies for 16 basic education programs conducted by 16 unions with their own resources, 800 participants.

Objectively Verifiable Indicators

Over 40 graduates of the labor educators program will lecture at basic-level education and shop stewards training programs on at least twenty separate occasions.

AAFLI education materials will be provided to fifty basic programs conducted by unions solely utilizing their own resources.

Printed and distributed 18,000 copies of various materials for use in basic education programs.

Provided English language training for two trade unionists.

Supported 1 Thai Trade Union Congress (TTUC) and 1 Labor Congress of Thailand (LCT) Executive Board Workshop, 82 participants (65 male 17 female)

Supported one education staff secretary for the LCT.

Supported 12 issues of the LCT News, 4,000 copies each.

Supported 14 planning workshops for union and federation executive boards, 536 participants (400 male, 136 female).

Supported 2 shops stewards and branch representatives training programs for 75 representatives (65 male, 10 female).

At least two union leaders will participate in international meetings or conferences without the need for interpretation.

The LCT and TTUC executive boards will have developed more effective planning systems and structures for implementing their programs and providing services to their members in such areas as internal and external communications. The LCT will regularly provide to its affiliates and their members such services as basic level education programs, free legal advice and a monthly newsletter.

As a result of the delegation of authority in four unions, a majority of executive board members will be carrying out new functions for the first time.

As a result of the establishment of a branch representative system, three national unions will continue to grow and will deal in a more structured manner with their member's problems.

Comments on Progress/Problems

AAFLI-trained labor educators continued to play a major role designing, coordinating and lecturing at all labor education programs including those held without AAFLI support. A number of educators have emerged in key union positions. These individuals include the president of the Thai Trade Union Congress, Wattana Ieumbumrung, and presidents of four industrial federations.

AAFLI trade union education materials were revised and updated in 1988. They continue to be about the only written materials available in the Thai language. In addition to being utilized at AAFLI training programs, they were employed at 16 basic level seminar programs conducted by unions with their own resources.

The two labor leaders who received English language training traveled abroad during 1988 represented the Thai labor movement without the need for interpretation. In addition to being responsible for their own transportation expenses for the English language training, both recipients provided 10% of their tuition costs.

Two organizational development and planning seminars were conducted for the largest national labor centers, the TTUC and LCT. The training proved valuable when the two organizations agreed to cooperate with each other on issues of common interest and when they planned joint activities. A major problem inhibiting the development of all union organizations, particularly the national centers and the industrial federations, is the legal requirement that union officials must be full-time employees at their work establishments. This severely curtails the time labor leaders can devote to their work. It is one reason why AAFLI supported an education secretary for the LCT. The support is scheduled to be phased out in 1989. AAFLI support for the LCT newsletter is scheduled to end in 1990.

In addition to improving individual unions planning and administration capabilities, AAFLI-supported planning seminars in an effort to promote inter-union cooperation in a given area and/or industry. This included one program for unions in southern Thailand.

AAFLI sponsored the last shop stewards training workshop of a multi-year program. The program's goal was to put into place an effective stewards system for the Operators of the Bangkok Metropolitan Transport Authority Workers Union. The Union's membership doubled to over 8,000 during the course of the program.

OPERATIONALLY USEFUL OBJECTIVE 2

To increase the number of workers who belong to unions, so that the labor movement is more representative and thus has more influence to shape government policies.

Program Activities to Attain Objective

Sponsored a 10-day Labor Organizers Training Program (LOTP), 22 union activists from 20 unions and industrial federations including 4 women.

Supported a U.S. consultant on organizing for the LOTP, 30 days.

Sponsored two, 1-day follow-up meetings for newly-trained organizers, 38 participants (30 male, 8 female).

Supported travel expenses for newly-trained organizers.

Provided registration forms and materials for newly-organized unions.

Supported one, 2-day internal organizing planning seminar, 30 participants (10 male, 20 female)

Supported 51 basic-level seminars for newly-organized unions, 2,092 participants from 95 unions (1,289 male, 803 female).

Supported one, 5-day labor law reform working group workshop, 15 participants.

Supported two, 1-day follow-up meetings of the labor law reform working group.

Objectively Verifiable Indicators

Teams of trained organizers will be operating coordinated campaigns targeted at high growth, low organized industrial sectors such as textile, hotel and restaurant, and electronics. The number of workers belonging to a union will increase by at least 15,000. Half of this number will be women workers. At least 10 new unions will be organized and survive their first six months.

The number of inspectors working for the Department of Labor will be increased in response to a union campaign for better enforcement of the labor laws.

Comments on Progress/Problems

Due to the chronic disunity plaguing the Thai labor movement and the lack of full-time organizers, AAFLI support for a comprehensive organizing program encountered problems and had to be scaled down. Despite this, union membership increased by approximately 23,000 during 1988. This includes the organization of 77 new unions as well as membership increases resulting from internal organizing campaigns by existing unions. Though exact figures are difficult to obtain, it is estimated that nearly half of the newly organized were women.

Almost all the newly-organized unions survived their first six months despite employer resistance. Union busting activities are on the increase, however, so greater emphasis will be placed during 1989 on training new union leadership in such areas as collective bargaining, union administration and internal organizing.

Union activists completed a comprehensive recommendation to amend the labor code in 1988 which received the endorsement of the four national labor centers and the sixteen industrial federations. The four centers then submitted the recommendation to the appropriate government authorities and the political parties. In response to trade union demands to increase the number of Department of Labor Inspectors, the government agreed to more than double the number of inspectors by 1991. It also promised to upgrade the DOL to a ministry in 1989 though many observers believe that final action to that end is uncertain.

OPERATIONALLY USEFUL OBJECTIVE 3

To increase the participation of labor in making national policy so that the needs of workers are better addressed.

Program Activities to Attain Objectives

Supported two symposia on the enactment of social insurance legislation, 201 participants representing 171 unions (129 male, 72 female).

Supported a 1-day national symposium on comprehensive labor law reform, 198 participants representing 179 unions (128 male, 70 female)

Objectively Verifiable Indicators

Well-researched labor positions on at least two issues of national importance to workers will be hammered out and publicized. A coordinated lobbying campaign for at least one piece of legislation beneficial to workers will result in its successful passage by Parliament.

Supported a 1-day national symposium on temporary employment, 146 participants representing 92 unions (97 male, 49 female)

Supported research by the Arom Pongpangan Foundation on the problem of temporary employment.

Supported a 1-day round-table discussion analyzing labor policy and economic/political prospects under the new government, 80 labor leaders from 65 unions including 15 women labor leaders.

Supported a presentation and tripartite discussion on Workers Rights in a Global Economy, 67 participants.

Supported four, 2-day seminars on the of unions in a democratic society, 153 participants (86 male, 67 female).

Supported the development of basic level democracy materials by a working committee of selected trade unionists.

Supported a local workers' rights consultant.

A dialogue between the government, employers, and workers will be established on an issue of concern to all three parties resulting in a better understanding of each other's position and greater cooperation in finding ways to effectively address the issue.

The number of Thai trade unionists role attending WFTU-sponsored activities will decrease. The effectiveness of the Department of Labor to interfere in the internal affairs of the labor movement will be reduced.

Comments on Progress/Problems

The dissolution of Parliament in July thwarted efforts by the labor movement to press for the enactment of social security legislation. However, the legislation was revived early in 1989.

The research on temporary employment conducted by the Arom Pongpangan Foundation is the first ever done on the problem in Thailand. It was presented at a national symposium attended by 146 unionists and government representatives. Opening remarks were made by the Deputy Director General of Labor. The symposium was covered in both the Thai and language English local press.

Two tripartite discussions were held in 1988. The first provided an opportunity for the newly elected government of Prime Minister Chatchai Choonhavan to present its labor policies to the top leaders of the Thai labor movement and to hear from them what they see as the major problems facing workers. The Deputy Permanent Secretary of the Ministry of Interior who is the chairman of the tripartite National Minimum Wage Committee and the chairman of the tripartite National Labor Relations Advisory Board were among the high level government officials attending the round-table. The second tripartite discussion on international trade and workers rights was the first time that an exchange was organized on this important but sensitive topic.

1988 saw an increase in the number of Thai trade unionists attending WFTU programs but this was primarily a reflection of growing WFTU activity. In response to this trend, more programs on the role of unions in a democratic society were conducted as a means to instill a democratic union ideology among Thai unionists. Thus far, the programs have targeted union leadership but the development of basic-level materials will allow efforts to be expanded to the rank-and-file level.

OPERATIONALLY USEFUL OBJECTIVE 4

To improve the daily lives of workers and their families by assisting in the development of union-sponsored membership and community service programs.

Program Activities to Attain Objectives

Supported nine, 1-2 day credit union leadership workshops, 331 participants (221 male, 110 female).

Supported 122 technical assistance visits to 14 different credit unions.

Objectively Verifiable Indicators

At least three unions will establish credit savings programs. Through better management techniques at least six credit and savings programs will do one or more of the following: increase total membership by 12% and pay a dividend close to the commercial market rate. Not a single credit union operated by a trade union will be taken over by management or go bankrupt.

Provided salary support for 2 field researchers/community organizers.

The children of at least 40 workers will receive quality day care at union-operated, community child care centers.

Made available partial support for the construction of a union-operated child care center.

Provided a temporary rent subsidy for a union-operated child care center.

Assisted the organization of a Navanakorn industrial park labor counseling center.

The daily lives of some 500 workers and family members will be improved by participating in small-scale, self-help projects in their community sponsored by nearby unions.

Supported expenses of attorneys to provide legal counseling to workers at the Navanakorn industrial park.

Supported expenses of a labor educator to assist Navanakorn union leaders to establish an on-going labor education program for new union leaders and members.

Supported a 3-month accounting course for Navanakorn union treasurers and bookkeepers, 25 participants (7 male, 18 female).

Provided partial support for the construction of a union-operated, slum community library.

Supported two, 2-day thrift shop seminars, 51 participants (30 male, 21 female).

Sponsored 2 travel grants to the International Institute for Development, Cooperation and Labor in Tel Aviv. Israel which allowed Thai unionists to attend leadership training programs.

Graduates of the International Institute for Development, Cooperation and Labor will play leading roles in the expansion of their union's co-op ventures and in the planning of new membership service/ community development activities.

Comments on Progress/Problems

Six new union-run credit/savings programs were established during 1988 with the active help of the credit union volunteers. Not a single AAFLI supported credit union, including the six newly organized ones, was dissolved by its members or was taken over by employers.

Six established credit unions surveyed at the end of 1988 showed positive membership growth ranging from 1.5% to 25.7%. Those with the lowest growth already have a high percentage of potential membership. Without exception, the 1988 dividend paid to members exceeded bank savings rates.

The Thai Blanket Workers Union child care center established last year with AAFLI assistance relocated to a larger, better quality facility in 1988. An \$8,000 loan was provided by AAFLI to help the union purchase land in the slum surrounding the factory. The union contributed \$4,800 and was responsible for the construction of the new building at a cost of \$5,680. The union began repaying the the loan into a revolving fund that will be used to provide loan capital for other union-run, child care programs. Thus far, not a single payment has been missed. In less than two years AAFLI has totally disengaged from the project except for an advisory role. The AAFLI-supported community organizer who played a major catalyst role assisting the union to design and implement the program has been transferred to another location. In addition to monthly payments from parents averaging approximately \$800, the union was able to successfully attract support from two local foundations for various operating costs of the center until repayment of the AAFLI loan is completed. Approximately 60 children, age 2-6, attend the center, half from the community and half are the children of union members. The program has proven so popular that there is a waiting list. The Governor of Bangkok showed his support for the center by attending the opening ceremony of the new facility.

AAFLI support for a second union-run child care center began in 1988. The Lucky 3 Textile Workers Union located in the industrial area of Samut Prakhan outside Bangkok established a program on its own in 1987. At the time when the union requested AAFLI assistance, only 6 children attended the center and the center was unable to meet its obligations. AAFLI assistance included support for a full-time community organizer, a temporary rent subsidy, training for the union, child care center committee and the child care attendants, and help to the union to draft proposals for local support. As in the case of the Thai Blanket Workers Union, the Lucky 3 Textile Workers Union was able to secure assistance for teachers salaries, playground equipment and teaching materials. By the end of the year, over 60 children attended the center on a regular basis. Parents paid a monthly fee of \$13 per child. The money was used to provide meals for the children and to cover other operating expenses. AAFLI aid will be phased out during 1989.

The Navanakorn industrial park is located about 30 miles outside Bangkok. Over 100 factories, mostly foreign-owned have located there employing over 35,000 workers. The workers come from the impoverished northeast of Thailand. At the start of 1988 when the Navanakorn union group was formed with AAFLI encouragement ten factories in Navanakorn had a union. The first activity of the group was to establish a labor counseling center. AAFLI provided a loan, payable to a revolving fund, for the purchase of a facility. In addition, the Institute covered the travel expenses of lawyers from the law office of Magsaysay Award winner, human rights attorney Thongbai Thongpao. These lawyers visited the center twice a week to give legal advice to workers. Other AAFLI-assisted programs in the Navanakorn area during 1988 included a 3-month accounting course for union treasurers and bookkeepers and basic level education programs for new union leadership and rank-and-file members. An AAFLI-trained labor educator participated in the design of the basic level education courses and has become an advisor to the union group. By the end of the year, the number of unions and total union membership had doubled.

AAFLI provided support for a union-run community library, the first of its kind in Thailand. The library is run by a group of volunteer librarians trained by AAFLI and had over 350 members by the end of 1988. An initial membership fee and monthly dues are sufficient to cover operating costs. AAFLI assistance was also provided for books and bookshelves.

As a result of a thrift shop seminar attended by activists from the Thai Filament Textile Workers Union, the union set in motion plans to establish a workplace consumers cooperative early in 1989. The co-op will benefit an estimated 800 workers.

One graduate of the International Institute for Development, Cooperation and Labor Studies helped his union organize a credit union. It should be officially registered by May 1989. The second graduate was appointed the coordinator of credit union activities for the LCT.

Activities for Women Workers

Over one third of all participants attending AAFLI-assisted labor education activities in 1988 were women. Women made up 62% of those attending basic level programs for newly-organized unions. The latter was the case because the industries targeted for organization under OOU 2 such as textile and electronics employ mostly women. Nearly half of all new union members in 1988 were women and this figure should increase in 1989.

In addition to labor education, the primary target group of AAFLI-supported membership service activities was women workers. Ninety percent of the members of the two union child care committees were women. This not only insured a major role for women in supervising the programs but also has increased their representation on both union's executive boards. Virtually all the volunteer librarians were women as was over 80% of the membership of the library that AAFLI helped to establish.

Since a significant number of workers at the Navanakorn industrial park are women, future activities will be targeted toward them. AAFLI has held discussions to establish a personal counseling program for women workers who work at the park. As currently envisioned, a trained professional will provide advice, on a regular basis, in such areas as family planning, feminine hygiene, pre-and-post natal care, and sexual harassment. The Institute is also considering supporting vocational training for women which will be held at the Navakakorn Counseling Center.

BANGLADESH

Annual Report to AID

January 1, 1988 - December 31, 1988

Major Developments Affecting AAFLI's Program

1988 witnessed intense and frequently violent efforts by the opposition political parties to oust the government of President Hossain Mohammad Ershad. In the labor sector, continuing battles between rival union centers and intra-union leadership struggles prevailed. Both developments negatively effected AAFLI's ability to implement its programs during the year.

Disruptive tactics used by the Bangladesh's political opposition included general strikes, marches and demonstrations. They in turn caused the government to keep in effect the state of emergency which it declared in November, 1987. This uncertain situation caused AAFLI to postpone many activities.

Of more concern to the Institute were the program delays that resulted from what remained an unsettled labor movement. Especially disconcerting was the power struggle that developed at the Bangladesh Free Trade Union Congress (BFTUC). The BFTUC is the chief recipient of AAFLI program support.

During the year, the BFTUC's incumbent president lost the support of the majority of the Congress' executive board. In an effort to maintain control, he delayed the union's convention by various maneuvers. The convention should have been held in March but was postponed first to May, then to June and finally to October 28, 1988.

When the convention was held, the incumbent president in league with the government labor front, rigged its proceedings so that so-called new affiliates could participate. At the same time, he arranged to exclude all of the BFTUC's original members from the proceedings. After receiving the required convention report from both factions, the registrar of trade unions ruled that the incumbent President's rump group complied with the constitution of the BFTUC and, therefore, was rightfully in control of the Congress.

Legitimate BFTUC unions held off from making an immediate challenge to the registrar's order - one that most observers thought they would win - because they knew that the courts would first issue a "show cause" order that would require the status quo to operate for one year. Instead, they sought to negotiate their way out of the dilemma with the rump faction. Unfortunately little progress was made by end of the year to resolve the dispute. The practical effect for AAFLI was the cancellation of all fourth quarter education activities. (The Institute tried throughout the year to resolve the internal struggle at the BFTUC by opening up channels of communication between the warring factions).

BROAD OBJECTIVE

To strengthen and to promote unity among trade unions whose goals and day-to-day practices are in line with democratic principles and whose actions exhibit independence from political domination or personal goals.

Operationally Useful Objective 1

Develop the infrastructure of participating organizations through increased capabilities in administration, dispute settlement, trade union education, communications, research and publications. Assist unions to design and implement special programs on internationally-accepted labor rights standards.

Program Activities to Attain Objective

Sponsored three workshops on trade union administration for three unions, 89 participants.

Provided office furniture, equipment and supplies to two BFTUC unions.

Objectively Verifiable Indicators

By the end of the program year, three unions will have established full-time offices and will be maintaining records of union membership, dues payments, contracts in force.

A corps of at least 60 union administrators will be trained by the end of the year and will perform management functions. Three additional unions will be publishing newsletters by year's end.

Supplied materials for union news sheets to the BFTUC, two of its affiliates and to the Jatiya Sramik Party (JSP.)

Furnished thirty folding chairs to the BFTUC Regional Office at Khulna.

One additional regional trade union center will be established and effectively operating day-to-day activities by year's end.

Supported the cost of union publications.

Comments on Progress/Problems

As explained earlier, infighting at the BFTUC forced the cancellation of many AAFLI-sponsored activities. In that regard, the federation was not able to hold the three administration workshops which AAFLI had agreed to sponsor for it. The JSP, the labor organization of the Jatiya Party, held three administrative workshops and trained 89 union administrators at the junior management level.

Institute-donated printing supplies for news sheets published by BFTUC and the JSP allowed both organizations to communicate with the leaders of their affiliated unions on a regular basis. AAFLI assistance enabled one additional union to begin publishing a newsletter during the year.

AAFLI held discussions with the BFTUC in an effort to establish regional trade union office centers serving affiliates in Chittagong and Dhaka. However, union rivalry and leadership fights prevented any action in this area.

Program Activities to Attain Objectives

Supported the salary/expenses of a BFTUC education coordinator.

Objectively Verifiable Indicators

By the end of the program year, a trained education coordinator will be working full-time with one national center and will be designing the education activities for it and its affiliates.

Supported the cost of three education interns for the JSP.

By year's end, 15 educators will have been trained in effective methods of education and will be familiar with democratic trade union principles.

Supported five rank-and-file seminars, 150 participants from ten unions attended.

At least 300 rank-and-file members will have been introduced to democratic union principles and will understand what their union is trying to accomplish and the methods being used.

Supported five advanced level workshops for six unions, 147 participants.

Three hundred officers of local unions will be able to articulate their union's position on worker rights issues, be able to defend free trade union principles and will have increased their active participation in union activities.

Supported eight special subject seminars for two unions, 236 participants.

Supported three trade union rights workshops for two unions, 79 participants.

Comments on Progress/Problems

For reasons noted above, it was not feasible for AAFLI to support a full-time education coordinator to work with the Bangladesh Free Trade Union Congress. There simply was not enough for that individual to do. Instead, the Institute financed the work of a part-time educator. He designed and coordinated education seminars and workshops for the Congress and assisted educators of affiliated, local unions.

The program in education philosophy and methodology had to be postponed. It is now scheduled to be held early in 1989.

The BFTUC was unable to hold many of the rank-and-file seminars which AAFLI had budgeted for it because of the internal dispute mentioned above. While AAFLI has a general policy of reducing support for rank-and-file seminars, a primary need remains for them in Bangladesh since they allow unions with almost no resources to educate new members. As indicated in previous reports, the notion that members should pay dues to support the work of their unions is not understood in Bangladesh. In fact, it is a concept that political party labor fronts deride since they wish to keep unions under their control. The need to pay dues to ensure that unions stay independent is a primary theme of all rank-and-file seminars.

The skills which participants learned at advanced trade union leadership courses allowed five unions to centralize their filing systems and update their membership lists. In addition, as a result of their officers attendance at these seminar, three unions either established or expanded grievance procedures contained in collective bargaining agreements.

The Bangladesh government has ratified twenty-four ILO conventions. These conventions, in turn, have established internationally-recognized workers rights in Bangladeshi law. AAFLI trade union rights seminars gave labor leaders an opportunity to compare local practices with these ILO conventions. In the process, individuals who attended noted some practices where the law of the land appeared to impair the guarantees under ILO Convention NO. 87 which safeguards freedom of association and the right to organize. This finding may be used as a basis for changes in current labor legislation.

It was not possible to develop programs to improve the research capabilities of BFTUC or its affiliates during the year. In the past, the BFTUC had a central role in such activities. Due to the infighting described above, it could not coordinate these programs.

Operationally Useful Objective 2

Develop among participating unions effective methods of identifying and training potential leaders, and instilling in union members financial responsibility through self-help in dues payments and collection. As a corollary objective, develop programs that strengthen unity, attract new affiliates and organize the unorganized in selected industries.

Program Activities to Attain Objective

Supported the salary of one BFTUC organizing coordinator.

Supported the salaries of fourteen organizing interns.

Supported the cost of 2 bicycles for the BFTUC Regional Office at Khulna.

Objectively Verifiable Indicators

BFTUC will be receiving increased affiliation fees and will be employing at least one full-time professional.

Each BFTUC organizer will have brought in two unions for affiliation.

BFTUC organizers will have enrolled 36,000 garment workers and 25,000 jute workers. The BFTUC will have formed twenty new local unions and two federations.

Comments on Progress/Problems

More than 15,540 new union members were affiliated by BFTUC organizers during the year. In addition, a Bank and Insurance Workers Union was formed but thus far the government has refused to register it. It was not possible for the BFTUC to organize or form federations of garment workers and jute workers in 1988. The goal will be pursued as soon possible. The BFTUC was also not able collect increased affiliation fees or employ a full-time organizer at federation cost due to its leadership squabbles. However, its Khulna Regional Office affiliated six new unions.

Operationally Useful Objective 3

Develop a capability among participating unions to establish and maintain services beyond those associated with collective bargaining and dispute settlement.

Program Activities to Attain Objectives

Supported a multi-union, membership services development workshop, seventeen participants.

Objectively Verifiable Indicators

By the end of the year, two additional unions will have initiated new membership services projects.

Supported the salaries of a seven-member medical team, including two consulting doctors, as a part of a multi-union health maintenance and primary medical care project for the BFTUC in Chittagong.

Provided medicines and supplies for use by medical personnel to treat union members and their dependents.

Provided stipends and the cost of food to 47 apprentices involved in vocational training.

Supported rental of an office and hostel for the BFTUC membership services project in Chittagong. In that regard, purchased 50 foam rubber mattresses and pillows, 50 mosquito nets, kitchen cooking and serving equipment and tables for use by apprentices.

More than 6,000 union members/dependents in the Chittagong area will have received medical care through the health maintenance project.

Forty journeymen will have found jobs paying salaries at scale after learning skills through the apprentice training program.

Comments on Progress/Problems

Initially, BFTUC unions were unable to initiate new membership services projects due to the unstable political climate in the country. Subsequently, the internal leadership squabble at the BFTUC forced the postponement of planned activities.

The BFTUC's Chittagong membership service project represents an attempt by AAFLI to improve the BFTUC's image outside of Dhaka. It also serves to promote coordination of activities among its affiliates in the city. Finally, it acts as a vehicle to entice independent unions to join the Congress. Because of the problems that the BFTUC experienced in 1988, little progress was made in these areas. Despite this, the services which the project offered to Bangladesh's poor had a redeeming value in themselves.

During 1988, forty five trade union member dependents finished their apprenticeship training programs in Chittagong. Eight had journeyman skills in engine mechanics, three as lathe operators, eight in welding, two in vehicle body work, nine in electrical repair, ten in freezer and air conditioner repair, and five in motorcycle repair. Forty-three of the forty-five participants immediately found full-time jobs.

After evaluating the apprenticeship project, the Institute decided to eliminate a central housing facility and meal service for the apprentices.

The primary health care portion of the Chittagong membership services project employed two doctors who provided medical services to BFTUC members each afternoon of the week. In addition, paramedics made home visits during which they taught basic health and sanitation techniques to union members and their families. In 1988, 4,276 individuals were treated under the health maintenance project.

Program Activities to Attain Objectives

Under the rubric of the Tea Workers Union membership services program in the Srimangal plantation area; subsidized the salary of a program manager, a medical doctor, a medical assistant, 6 paramedics and a 15-member community development team.

Supported a workshop to review various aspects of the program, 20 participants.

Supported a stipend and food costs for thirty apprentices in training.

Objectively Verifiable Indicators

By the end of the program year, the Tea Workers Union will expand the project to four new gardens and initiate a series of project activities in each.

More than 12,000 union members/dependents will take part in project activities, such as vegetable gardening, beekeeping, poultry raising and similar food or income-producing programs.

Twenty-five journeymen workers will find jobs after completing their apprentice training.

Supported the cost of medical supplies for Tea Worker Union members/dependents.

Five hundred new members will join the Tea Workers Union as a result of their participation in MSP activities.

Supported the rental of a van for use in the Tea Worker Union medical project and a pilot inoculation project whose majority funding came from the Bangladesh Government.

Comment on Progress/Problems

Tea Workers in Bangladesh are among the poorest of the poor in the country. They live in squalid hovels on the tea estates where they are employed.

As a result of the activities of their union, tea workers have seen their formal incomes grow but only slightly. For example, the union recently negotiated a collective labor agreement with the Tea Employers Association. Average monthly wages increased from \$12.15 to \$13.77.

The union's membership services project is an attempt to raise living standards by non-collective bargaining means. During the year, the project expanded services from eight to 14 estates. Activities included a primary health care component that featured a small testing laboratory, loans for vegetable gardens, sheep, poultry and cow raising, and rice cultivation; and support for fair price shops.

During the past year, more than 35,000 union members/dependents took advantage of medical services offered by the union. Some 15,000 persons took part in other project activities. The union estimates that 1,705 new members joined it as a result of the project.

In 1988 the union made some progress in being able to support the program on its own. For example, in the past the union made loans for summer and winter vegetable gardens, and for cow, sheep and poultry raising on a concessionary basis. During the past year, it discontinued this practice. To insure that loans were paid off, the union was able to negotiate a check off from salaries. These repayments were then deposited in a revolving fund from which additional loans were made. In addition, late in 1988, the union agreed to take over some of the costs of the medical

component of the program beginning in 1989. Over a three-year period, patients will gradually pay increased fees that are supplemented by contributions from the union. The income generated will cover 75% of the cost of the program.

In 1988, twenty nine apprentices completed their training stints. Eleven participants became qualified automobile mechanics; nine became lath operators, five became tailors, six became carpenters, one learned typing; one became a radio repairman and one was qualified as a laboratory technician. Thirty apprentices remained in training at the end of the year.

The pilot inoculation project operated by the government and the union covered workers' families on 50 tea estates in the Srimangal area. Under the agreement worked out, the government provided the vaccines and cold chain. The union's medical team was responsible for the inoculations. The project provided inoculations for diphtheria, polio, tetanus, whooping cough, measles and TB to infants below age two. In addition, medical teams inoculated nursing mothers for tetanus. The doctor in charge reported that the target group of 2,800 children was 75% completed by December 31. The target group of 1,500 nursing mothers taking the tetanus vaccine was 57% completed.

Women Worker Participation in AAFLI Programs

Women workers only make up a small percentage of the formal workforce in Bangladesh though their numbers are rapidly growing. While a few women have taken in part in AAFLI education activities in the past, it has been the Institute's policy to promote their participation whenever possible. In 1988, for example AAFLI had specific plans to train several female educators but these plans had to be cancelled when seminar activities were postponed.

In addition, in recognition of the dominant role that women now play in the garment industry, AAFLI provided funding that enabled the BFTUC to hire a woman to start the process of organizing some of the more than 200,000 female workers that are employed in it. The organizer achieved little progress but at least a start on this immense problem was made.

Lastly, more than 55% of the tea workers union's members are women. As a result, women are significant beneficiaries of the union's AAFLI-supported membership services program.

PAKISTAN

Annual Report to AID
(January 1, 1988 -December 31, 1988)

Two startling events took place in Pakistan in 1988. First, the country's long-time ruler, President, Mohammed Zia-ul-Haq, died in a plane crash on August 17th. Second, on November 16, the opposition, People's Party (PPP) won the right to form a new government in parliamentary elections. Soon thereafter, its 35-year-old leader, Benazir Bhutto, became prime minister.

The PPP's victory came in the country's first party-based national election since Prime Minister Zulfikar Ali Bhutto, Benazir's father, was overthrown by Zia in 1977. Bhutto's rise to power effectively ended the military's direct rule of the country.

Bhutto inherited a failing economy and a rapidly evolving Afghan situation. At the same time, she faced demands for quick action among the country's poor and heady expectations from entrenched interests who had suffered under Zia's rule.

In her first speech on national television, Prime Minister Bhutto said that she intended to bring labor laws into conformity with ILO conventions and unleash the country's long-suffering labor unions. The trade unions with which AAFLI works, reacted positively to her message. While they offered their complete cooperation, many trade union leaders worried that the government might institute reforms in a way that would favor PPP worker fronts organizations at their expense.

During 1988, AAFLI continued to pursue its goal of promoting unity among the Pakistani labor federations affiliated to the International Confederation of Free Trade Unions (ICFTU). These federations are the All Pakistan Federation of Labor (APFOL), the All Pakistan Federation of Trade Unions (APFTU), and the Pakistan National Federation of Trade Unions (PNFTU).

As part of its campaign to build a basis for unity, an AAFLI consultant, for the second consecutive year, conducted two five-day seminars for regional leaders from all three federations on the subject of "Free and Democratic Trade Unionism in Modern Society,". The seminars took place in Lahore and Karachi. Their purpose was to fashion a common perspective and friendships among a new generation of trade union officers from the different groups.

In addition to these multi-union seminars the Institute sponsored eight national, 12 regional, and 16 local education programs for the three federations. A total of 973 participants attended. AAFLI also assisted the three groups formulate and print labor education materials.

SRI LANKA

Annual Report to AID
(January 1, 1988 - December 31, 1988)

Sri Lanka's ethnic conflict/separatist war continued to have a devastating impact on the country's economy in 1988. Compared to 1987 figures, the country lost \$200 million in tourism revenue, \$250 million in foreign investment, and another \$250 million in the agriculture and fishing industries. This economic down-turn inevitably affected the ability of unions to serve their members interests and led to overall stagnation in their development.

Tea continued to be Sri Lanka's major export and the tea plantations generally were not disturbed by civil disorder. The Ceylon Workers Congress (CWC), the country's largest union of tea workers, remained a major actor on the political scene as it cooperated closely with the government to resolve the ethnic conflict.

Since 1987, when the institute was forced to remove its last American staff person because of a lack of funding, AAFLI has gradually restructured its program so as to curtail its involvement in programs where day-to-day monitoring of union staff is necessary. Much of this restructuring took place in 1988 and occurred during three trips made by a senior Washington staff person.

Because there is no single trade union confederation in Sri Lanka that affiliates non-political unions, AAFLI has worked with a number of independent groups. In 1988 it assisted the All Ceylon Federation of Free Trade Unions (ACFFTU), the Ceylon Workers Congress (CWC), the Conference of Public Service Independent Trade Unions (COPSITU), the National Employees Union (Jathika Sevaka Sangamaya-JSS) and its major affiliate, the Lanka Jathika Estate Workers Union (LJEWU), both allied to the ruling United National Party, and the Union of Post and Telecommunications Officers (UPTO).

During the year, AAFLI supported 69 education courses on basic trade union principles, leadership skills, organizing techniques, women's affairs, and community development. Some 1,879 participants attended.

AAFLI donated office equipment to COPSITU and provided funding that allowed it to publish its monthly newsletter. It provided similar support to the ACFFTU for its monthly publication, the "National Worker.". In addition, the Institute supported the salary and expenses of a CWC researcher, who completed four research projects and conducted three training seminars during the year.

AAFLI continued to sponsor a CWC community development program which operated on seventeen tea estates in 1988. The union's Congress Labour Foundation acted as coordinator. The program promoted the development of vegetable gardening and handicraft skills, better health and sanitary practices, and children's recreation and sports activities. Twelve community development workers oversaw these efforts. One of their goals was to turn earlier-formed committees into ongoing organizations which could take over management of the programs in the future.

In a complementary effort, AAFLI also financed the salaries and expenses of the staff of the CWC's Women's Department. The Department held education courses for women and formed special development societies on tea estates that dealt exclusively with women's problems. These activities are especially important since almost half the union's members are women.

In addition to the membership programs that it sponsored for the CWC, AAFLI also supported a variety of activities for the ACFFTU's Women's Council. During the year, the Council conducted monthly demonstration classes in cooking, sewing and typing.

AAFLI also helped the ACFFTU establish a revolving loan fund. The fund provides low-interest, short-term loans to union's members for income generating projects. Lastly, the Institute continued to support a limited community development program for the ACFFTU which serves union members on two tea estates.

CYPRUS

Annual Report to AID
(January 1, 1988 - December 31, 1988)

During 1988, AAFLI continued to have excellent relations with trade union organizations in both the Greek and Turkish sectors of the island. On the Greek side, AAFLI cooperated with Cyprus Workers Confederation (SEK). SEK's main opponent is a communist-inspired grouping named the Pancyprian Federation of Labor (PEO) with whom SEK is engaged in constant organizing battles. Such battles are the result of a labor relations system which encourages a number of unions to exist in a workplace at the same time.

AAFLI programs for SEK have concentrated on enhancing SEK's ability to organize new members. Most recently, Institute programs have stressed training in democratic ideology for union leaders and basic orientation sessions for young workers. In the past, AAFLI helped SEK develop a variety of non-collective bargaining services which helped it attract new members.

In 1988, AAFLI provided matching funds to SEK which allowed it to publish a book entitled "Democracy". The book is based on materials first developed during an Institute-sponsored seminar. AAFLI also paid for half the costs of three youth seminars which were attended by sixty participants, and four training sessions on trade unions in a democratic society attended by eighty-six union leaders.

AAFLI was not able to initiate any activities for Turkish Cypriot Unions during the year. This lack of activity came as a surprise since the Institute had earlier concluded firm project agreements with the Federation. Unfortunately, Turk-Sen experienced a leadership struggle that left the group paralyzed for most of 1988. Near the end of the year, convention delegates elected a new president who expressed an interest in receiving assistance from the Institute. In that regard, he promised to submit a new series of proposals. AAFLI expects to move quickly to implement programs once it has the proposals in hand.

TURKEY

Annual Report to AID
January 1, 1988 - December 31, 1988

Major Developments Affecting AAFLI's Program

Members of trade unions in Turkey experienced a difficult year in 1988 as their workers' real wages fell as the rate of inflation sky-rocketed to 88 percent. Their unions remained impotent as continued labor law prohibitions restricted the rights to bargain collectively and strike. In an attempt to overcome this dismal situation, the Confederation of Turkish Trade Unions (Turk-Is) heightened its opposition to the government of Prime Minister Turgut Ozal. It based its lobbying efforts on a "Democracy Without Eans" platform. In the process, Turk-Is found itself moving closer to the country's opposition parties though it did not enter into formal alliances with them.

Turk-Is's actions at home allowed the confederation to shake off an undeserved image of being under the government's thumb. They also helped it gain membership in the European Trade Union Confederation (ETUC). As a member of the ETUC, the confederation had new leverage to influence Turkish government actions. For example, the ETUC consulted Turk-Is regarding the conditions Turkey should meet before being admitted to the European Economic Community.

Though the Confederation won praise in many quarters for its efforts, it was not able to change anti-worker government policies. As a result, rank and file pressure mounted on the confederation's leaders to take radical action such as calling a general strike. While Turk-Is did not call for a general strike (such a strike was illegal under Turkish law), it did hold a series of rallies and other events to dramatize its opposition to the government's economic policies.

Turk-Is' campaign against the government had an inevitable impact on AAFLI programs. While some programs were delayed or cancelled, other AAFLI-supported initiatives were used to help the Confederation increase its ability to lobby for pro-worker economic policies. In that regard, AAFLI helped Turk-Is fund studies done under the auspices of its Research Department which were used to develop a package of labor law reforms and economic proposals that were sent to the Prime Minister.

AAFLI also worked with Turk-Is to formulate trade union education programs which would help national and local leaders learn how to influence political decision makers. In addition, AAFLI put together specific education materials on democratic principles and political action.

AAFLI also made changes in the assistance that it provided to Turk-Is for union-sponsored co-ops. The Institute adjusted its programs to help co-ops cope with amendments to the laws governing their operations. To that end, AAFLI sponsored a seminar which enabled coop officers to discuss the law's implications and new reporting requirements. As a follow-up to this activity, AAFLI assisted Turk-Is develop a 39-page booklet on the changes in the cooperative law which the confederation subsequently distributed to union cooperatives located throughout the country.

BROAD OBJECTIVE

To help TURK-IS and its affiliates effectively promote and defend trade union and human rights so as to improve the dignity, welfare and quality of life of Turkish working men and women.

OPERATIONALLY USEFUL OBJECTIVE 1

Upgrade the management and technical capabilities of TURK-IS to effectively plan, implement, and evaluate its program activities in the areas of research, international affairs, press and public relations and women's affairs.

Program Activities to Attain Objective

Supported Turk-Is research studies on wage trends and on income distribution.

Objectively Verifiable Indicators

The confederation will be using the studies and data produced by the Turk-Is Research Department to influence public opinion and legislators in order to amend restrictive labor laws, and to assist union representatives on important government boards and committees.

Financed the hire of a librarian who reorganized the Turk-Is library. In the process, 2,500 books were indexed. In addition, made it possible for Turk-Is to purchase 30 new reference books.

Contracted with a local consultant to do a paper on the history of Turk-Is/DISK relations.

Provided a study grant to the Turk-Is Women's Department Director to attend the convention of the AFL-CIO's Coalition of Labor Union Women.

Provided partial support to the Turk-Is Press and Public Relations Department to publish twelve issues of the confederation's monthly magazine.

Financed a video presentation that documented Turk-Is protest rallies against government economic policies and promoting trade union rights.

As a result of indexing its collection of books, 15 Turk-Is affiliates and 25 university students interested in labor will use the Turk-Is library as a research tool.

A white paper which clearly draws distinctions between Turk-Is and DISK as a legitimate, democratic center will be circulated in English and German to Europe's major trade union confederations and to international labor organizations including the ICFTU.

By the end of the year, five Turk-Is affiliates will join international trade union secretariats and four unions will be reinstated as members.

Fifteen Turk-Is affiliates will use articles reprinted from the Turk-Is Magazine in their own publications. Other articles from the magazine will be printed by the national press on 25 different occasions.

For the first time, Turk-Is will use a video message to lobby for its legislative agenda among Turkish parliamentarians and the media.

Partially supported staff and other expenses of the Turk-Is Women's Bureau. (AAFLI assistance for staff support ended on September 1st).

The Women's Department Director will be invited to lecture at a minimum of 12 seminars conducted and financed by Turk-Is affiliates during the year.

Sponsored four women's leadership seminars varying days, 222 participants.

The media will use statements/policy papers released by the Women's Department on five different occasions.

As a result of AAFLI-sponsored seminars at least fifteen additional women activists will be identified.

Comments on Progress/Problems

The two studies produced under the auspices of Turk-Is Research Department were cited in the national press and were used as the basis for proposals that the confederation made to the Minimum Wage and Social Security Commissions and to the National Planning Board. These studies and other data produced by the research department made Turk-Is the leading non-governmental source of information on labor sector developments in Turkey during 1988. In that regard, Turk-Is research data was cited in the national press over fifty times during the year.

Over 100 union officials and staff, 33 journalists and approximately 150 university students used the Turk-Is library during the year to do research on labor-related issues. As such, the library became an important public relations tool for the labor movement. When outsiders used it, the library acted to enhance the Confederation's image as an organization which is in a position to serve workers' interests.

Near the end of the year, AAFLI and Turk-Is contracted with a university professor to write a white paper of the history of Turk-Is/DISK relations. Though DISK was closed down by the military for alleged communist ties, former officers are still quite active. For example, they have effectively spread a message throughout Europe that Turk-Is is controlled by the government. The white paper will present Turk-Is's point of view. Its completion was delayed as a result of Turk-Is' inability to find a qualified person to write it.

Turk-Is affiliates were not able to upgrade their relations with international trade union secretariats during the year. There were two reasons for this. First, most of their energies were focused on the domestic labor situation. Second, Turk-Is found it difficult to choose federations to take part in programs which would stimulate international affiliations because it feared alienating those federations that were not chosen to participate.

AAFLI awarded a U.S. study grant to the Director of the Turk-Is Women's Department in an effort to upgrade her standing within the Confederation's headquarter's bureaucracy. During her stay in the United States, she visited a number of AFL-CIO affiliates for discussions about their efforts to service female members.

The Turk-Is magazine continued to play a vital role in informing local and national trade union leaders about the confederation's policies and activities. Turk-Is affiliates often used excerpts from the magazine in their own publications.

Turk-Is used its rallies' video program during membership education seminars. The confederation also showed it to international trade union visitors.

As a result of AAFLI's support, the Director of the Turk-Is Women's department was able to participate in ten different seminars and meetings during which spoke about Turk-Is' position on various women's issues. When AAFLI terminated its support to the Department in September, some union leaders wanted to close it down. They were overruled by other Turk-Is officials who felt that the Confederation could not step back from this formal, institutional commitment to improve the status of women within the trade union movement. The fact that the department survived is a testament to the years of support that AAFLI provided to it.

As in the past, AAFLI used women's leadership seminars to encourage the development of grassroots activists. This has been a slow process. However, the Institute has reason to believe that there are more women in leadership positions than ever before in history of the Turkish trade union movement. AAFLI seminars served to encourage this process.

OPERATIONALLY USEFUL OBJECTIVE 2

To sharpen the skills of trade union officers and staff to more effectively service their membership.

Program Activities To Attain Objectives

Sponsored a week-long seminar on the role of trade unions in a democratic society. Fifty-two top leaders attended. A U.S. consultant designed the program and conducted many of the seminars' sessions.

Supported the development of manuals based on the lectures given at the Democracy Seminar.

Provided an operating subsidy to the Samsun Labor College.

Sponsored three, two day seminars on occupational safety and health hazards in the mining industry, 181 participants.

Supported the printing of a 200 page manual on Occupational Safety and Health.

Sponsored a five day organizers' training seminar for the Hotel Workers Union, 20 participants.

Supported the development/translation of education materials on organizing.

Objectively Verifiable Indicators

As a result of a national seminar on Democratic Ideology and Trade Unionism, a variety of spinoff materials including a manual will circulate among Turk-Is affiliates and be used in their own education programs. Participants at the seminar will articulate concepts learned in speeches and interviews with the press.

Four hundred pages of foreign language materials on occupational safety and health, the role of trade unions in a democratic society, organizing techniques and women's affairs will be available to Turk-Is and its affiliates.

As a result of first time education activities in occupational safety and health, hazards and their remedies will be identified in two industrial sectors.

Coordinated organizing campaigns based on concepts learned in a seminar sponsored by AAFLI will result in the organization of 12 workplaces.

Sponsored a national training seminar for Turk-Is regional and city representatives, 48 participants attended.

Through training of new City Representatives and updating the information available to those continuing to serve in their posts, standard policy positions will be communicated to provincial and city government officials, to local unions and to the media.

Comments on Progress/Problems

The national seminar on trade unions in a democratic society was the first of its kind sponsored by AAFLI in Turkey. Turk-Is used the seminar to build a broad ideological consensus from which it could develop approaches to influence government policies. The confederation's leaders considered this consensus to be crucial to defusing an increasingly destructive disagreement within their ranks over how to deal with the recalcitrant Ozal government. One of the more positive outcomes of the seminar was that it seemed to get bickering leaders talking again. The seminar also generated positive press coverage. Articles connected to the seminar portrayed leaders generally in agreement with each other.

The Samsun Labor College was the venue of over 20 week-long seminars during 1988. AAFLI's subsidy to the facility is being slowly phased out.

AAFLI sponsored seminars on occupational safety and health solely in the mine industry because of the rash of industrial accidents that occurred in it during 1988. Participants learned basic provisions of the law regulating safety conditions, how to organize safety committees, and how to handle violations and file grievances.

The organizers' seminar was the first ever held by AAFLI in Turkey. Turk-Is chose the hotel industry because a large number of new hotels had opened in the country. Participants in the seminar organized 3,200 workers by the end of the year.

Turk-Is used the regional and city representatives seminar to brief participants on its policies and plans.

OPERATIONALLY USEFUL OBJECTIVE 3

To assist Turk-Is promote the development of non-collective bargaining services which in turn increase union members' loyalty and lead to the strengthening, growth and institutionalization of Turk-Is and its affiliates.

Program Activities to Obtain Objective

Continued to support the salary, office and travel expenses of a full-time cooperative specialist.

Sponsored five, one day cooperative development seminars and one, two day managers' seminar, 311 participants.

Supported the publication of 500 copies of a book on co-op legislative changes, 500 copies of a booklet on co-op by-laws, and 500 copies of a book on co-op financial procedures.

Sponsored a one day workshop on consumer protection issues, 72 participants.

Supported the publication of a quarterly bulletin on consumer issues, 500 copies each quarter.

Supported the printing and distribution of 500 hundred posters promoting consumer protection themes.

Objectively Verifiable Indicators

At least 200 people will seek the counsel and advice of the cooperative specialist during the program year on co-op and consumer affairs questions.

The performance of twenty co-op managers will be evaluated leading to recommendations on how their performance can be upgraded.

A video tape on the formation of housing cooperatives will be used by ten local unions resulting in the formation of four housing co-ops.

Turk-Is will play a leading role in the formation of a national consumers union.

In recognition of Turk-Is efforts on behalf of the nation's consumers, the press will reprint articles released by the confederation on consumer affairs on twenty occasions and quote Turk-Is officials on related matters the same number of times.

Comments on Progress/Problems

Turkey's continued spiraling inflation rate made Turk-Is's promotion of non-collective bargaining services more important than ever in supplementing wages negotiated at the bargaining table. Chief among these non-collective bargaining services were union-operated consumer cooperatives. While union-co-ops were certainly not able to hold the line on prices during the year, they did manage to help union members stretch their wages somewhat further.

The confederation's consumer protection activities were a natural complement to its co-op programs. Aside from filling a truly pressing need, the positive publicity that this work generated for the Confederation among the public was an extremely important plus in its overall effort to win the support of the Turkish public for labor law reforms.

The co-op organizer coordinated preparations for, and participated as a lecturer in all of Turk-Is' consumer co-op and consumer protection education activities. In addition, he wrote, or oversaw the writing of all co-op and consumer protection education materials. In that regard, he wrote fourteen articles on co-op and consumer subjects for the Turk-Is magazine and for affiliated unions' publications. During the year, he received requests for interviews from the media on twenty-one occasions and was quoted in national dailies twelve times.

Turk-Is used co-op development seminars to brief participants on new requirements posed by amendments to the country's co-op legislation. The manager's seminar also reviewed the law. Turk-Is used additional sessions to upgrade the skills of the participants especially in the financial area.

As a result of the passage of the law, the production of a how-to-do video tape on housing cooperatives was shelved in favor of a booklet which explained the law's provisions.

The consumer protection workshop focused on attention on current consumer protection issues and the need for legislation which would safeguard the rights of consumers. In order to get its consumer protection message out, Turk-Is invited a number of journalists to attend the workshop.

The quarterly consumers bulletin was appended to the Turk-Is Magazine. Turk-Is used it to alert union members to the dangers of certain items such as food additives and pesticides. In addition, Turk-Is printed posters to publicize the confederation's leading role in the consumer protection field.

Women Worker Participation in AAFLI Programs

A key AAFLI goal in Turkey for over ten years, has been to increase the participation of women in the trade union movement. The Institute has basically taken two program approaches to accomplish this goal. The first approach has been to build an institutional entity at the Turk-Is headquarter to serve as an advocate for women workers and to promote the development of female leadership in the trade union movement. That institution, in the name of the Turk-Is Women's Department, is now fully supported by the Confederation as AAFLI ended its operating subsidy in 1988. AAFLI's second approach has been to develop a cadre of women leaders. While there are now more activists in leadership positions because of AAFLI programs than in the past, their numbers remain small because of male resistance. As such, during 1988, AAFLI continued to sponsor seminars that promoted the emergence of female trade union leaders at the local level. In addition, the Institute made plans for a national conference on women workers issues to be held early in 1989. The conference will maintain pressure on union leaders to give more than lip service to women workers concerns.

UNION-TO-UNION PROGRAMS

The union-to-union program allows AFL-CIO affiliates to provide direct technical assistance to their Asian counterparts in cooperation with their International Trade Union Secretariats (ITS). AAFLI plays a coordinating role which insures that these initiatives support overall country labor plan objectives in a given country.

American Federation of Teachers (AFT)

In cooperation with the Malaysian National Union of the Teaching Profession (NUTF), the AFT sponsored a regional educators' seminar in Penang. Twenty participants from 15 countries received intensive training aimed at helping them to develop full-fledged labor education departments in their respective unions. The NUTF's, grassroots labor education project, served as a model. A team of four foreign instructors, including two Americans from the AFT's Union Leadership Institute ran the seminar.

The AFT's International Affairs Department and its Union Leadership Institute conducted a leadership training program in the United States for six leaders of the newly-formed Women Teachers' Association of Thailand (WTA). While the program covered a number of topics, it emphasized instruction in union operating and administrative procedures. The training session followed the delegation's attendance at the AFT Convention.

The AFT used Union-to-Union program funds to partially cover costs associated with the stationing an American representative at the headquarters of the International Federation of Free Teachers Union (IFFTU) in Geneva. (The IFFTU is the International Trade Secretariat (ITS) to which the AFT is affiliated.) He administers and evaluates program activities there.

The International Ladies' Garment Workers' Union (ILGWU)

The ILGWU and its respective ITS, the Textile Workers Asian Regional Organization (TWARO) of the International Textile, Garment and Leather Workers Federation (ITGLWF), organized a seminar on "Leadership Training" for the Banladesh Textile Garment and Leather Workers Federation (BTGLWF) and the Banladesh Textile Workers League (BTWL). The six-day seminar was attended by 53 participants. Leading trade unionists, government officials and academics presented lectures on a wide range of subjects.

The ILGWU sponsored organizing programs in Bangladesh, India, Malaysia and Pakistan. In Bangladesh, the ILGWU/TWARO sponsored an organizing program for the BTWL. Four BTWL staff persons organized 7,574 workers in 26 factories. In India, two Indian National Textile Workers Federation (INTWF) representatives organized 775 workers in 16 factories. In Malaysia, four representatives of the Negeri Sembilan and Malacca Textile and Garment Manufacturing Industry Workers Union, organized 1,600 workers in 6 factories and in Pakistan two organizers from the Pakistan National Textile Leather and Garment Workers Federation (PNTLGWF), recruited 11,500 workers in two large factories.

AAFLI continued to provide funds to cover administrative and travel costs associated with the program.

Transportation Communications Union (TCU)

The International Transport Workers Federation (ITF), the TCU's respective ITS, conducted an Asia/Pacific Region Evaluation Seminar for 19 education officers, representing 12 countries, in Tokyo. The seminar was held in conjunction with the Second Asia/Pacific Regional Conference on "The ITF Long-Term Labor Education Program." The objective of the long-term education program, is to develop a self-reliant worker's education program in each of 18 Asian-Pacific countries where the ITF has affiliates.

Union-to-Union funds made it possible for the ITF to publish nine issues of the "ITF News," an internationally-circulated trade union news bulletin as well as quarterly issues of the "Asian Pacific Regional News." AAFLI also covered TCU travel and administrative expenses connected to the program.

United Food and Commercial Workers International Union (UFCW)

The UFCW is affiliated to two different ITSS. Its most important affiliation is to the International Federation of Commercial, Clerical and Technical Employees (FIET). During the year it supported seminars under FIET's auspices for the Malaysian National Union of Commercial Workers, the Turkish Union of Commercial and Clerical Employees (Tez-Koop-Is), and the Philippines National Union of Bank Employees. The theme of the Philippines conference was "The Changing Conditions of the Work Environment in the Banking Industry; a Women's Response."

The UFCW also sponsored the attendance of three Asian trade unionists at an education conference held in connection with the ISETU/FIET World Conference. The participants came from the Philippines, India and Sri Lanka. ISETU is a sub-organization of FIET that represents workers in the music and entertainment industries.

The UFCW's second international affiliation is to the International Federation of Plantation, Agricultural and Allied Workers (IFPAAW). During 1988, the UFCW made it possible for nine Indian trade union delegates to attend the IFPAAW World Congress held in Lausanne, Switzerland.

AAFLI also supported trips by UFCW international affairs representatives for program evaluation and implementation purposes.

International Association of Machinists (IAM)

The IAM and the International Metal Workers Federation (IMF) held a regional seminar on computer training, in Taipei, for 18 participants from eight countries. The purpose of the seminar was to introduce trade union administrators to the uses of personal computers. As a follow-up to this program, the IAM will donate personal computers to unions in a number of countries.

AID
1988/89 Grant ANE 7028
Financial Summary

	BUDGET	REGIONAL	BANGLADESH	INDONESIA	KOREA	PHILIPPINES	THAILAND	TURKEY	TOTAL DIRECT	TOTAL INDIRECT
1. SALARIES:	1,218,049	220,187	30,747	29,747	76,326	23,671	36,625	35,699	453,002	526,274
2. EMPLOYEE BENEFITS	625,218	97,317	22,743	26,953	33,512	15,408	21,981	22,235	240,149	239,550
3. TRAVEL & TRANSPORTATION	180,405	28,987	4,715	4,700	8,416	1,217	10,323	3,147	61,505	42,166
4. TRAVEL, PER DIEM	85,054	10,428	231	1,112	1,110	689	4,424	5,868	23,862	32,089
5. OFFICE RENT, UTILITIES, M&R	278,612	73,176	13,618	9,591	14,636	4,700	13,425	6,627	135,773	140,744
6. FURNITURE, FIXTURES, SUPPLIES	86,378	18,855	1,233	3,156	500	1,825	835	1,639	28,043	52,125
7. COMMUNICATIONS & POSTAGE	87,082	1,029	1,747	2,815	3,532	3,506	3,998	3,054	19,681	56,148
8. OTHER DIRECT COSTS	54,617	8,043	656	1,581	1,517	2,329	2,128	2,091	18,345	34,146
SUB-TOTAL	2,615,415	458,022	75,690	79,655	139,549	53,345	93,739	80,360	980,360	1,123,242
REIMBURSED - NED	(379,599)	0							0	(380,226)
REIMBURSED - USIA	(37,305)	0							0	(56,112)
TOTAL	2,198,511	458,022	75,690	79,655	139,549	53,345	93,739	80,360	980,360	686,904
PROGRAM SUPPORT EXPENSES			53,490	56,700	109,837	39,079	58,607	57,934	375,647	
EDUCATION & SOCIAL PROG.	713,039	0	118,365	98,064	216,320	123,752	142,555	142,585	841,641	0
CONSULTANTS	31,600	31,600	0	0	0	0	0	0	31,600	0
REGIONAL PROGRAMS	185,850	212,847	0	0	0	0	0	0	212,847	0
UNION TO UNION	141,000	141,001	0	0	0	0	0	0	141,001	0
PARTICIPANT TRAINING	30,000	30,000	0	0	0	0	0	0	30,000	0
TOTAL	3,300,000	873,470	247,545	234,419	465,706	216,176	294,901	280,879	2,613,096	686,904
Financial Plan per Grant Document	BUDGET	ACTUAL								
Salaries	471,948	453,001								
Employee Benefits	243,770	240,149								
Travel & Transportation	123,639	85,367								
Equipment, Materials & Supplies	28,055	28,043								
Rent, Utilities, Communications and Other Direct Costs	152,246	173,799								
Consultants	31,600	31,600								
Education & Social Programs	1,352,247	1,430,137								
Union - to - Union	141,000	141,000								
Participant Training	30,000	30,000								
Indirect Expense	725,495	686,904								
Total	3,300,000	3,300,000								