



## Public Services International

### Asia-Pacific Regional Organisation

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## Summary Report on the Questionnaire on Young Workers in Your Union

### Preface

Public Services International – Asia Pacific Regional Organisation (PSI APRO) conducted a questionnaire on **young workers in your union** to affiliated unions in this region. The main purpose of this questionnaire was to follow up the PSI Asia Pacific Youth Forum recommendation proposed to PSI Asia Pacific Regional Conference held in Chennai, India, on 3 to 8 September 2006: **“to provide database of youth membership from its affiliates in Asia Pacific”**. The responses from the questionnaire assist the regional office Youth Database and for establishing youth network among the young workers in this region.

We believe that young workers is very important for the PSI movement in the future, more and more support given to them to strengthening their voices and brings the youth closer together, and to look at new ways involving young peoples actively in public sector union. Affiliated unions play the important roles to provide greater representation of young workers and increase the number of their participation in the leadership position/decision making bodies and union activities. The organisational future of unions depends on organising young workers and unions must address the interests and concerns of these workers.

Asia Pacific Region is the most populated part of the world and experiences an exciting diversity of cultures, religions, languages, economics and politics. The communication is fast improving; however, an enormous disparity in the distribution wealth in the region and many hard hit by poverty and poor economic policies and do not have access to modern facilities. The problems and challenges face public sector unions in this region to accomplish responsibilities and commitment for an efficient and large public service, satisfy workers concerns, and ensure social justice. The problem and challenges of public sector liberalisation and privatisation are threatening its existence; particularly because of deteriorating working conditions and the resulting depletion of the workforce consume the work of the public sector unions.

The right to organize is essential to the collective representation of interests, and realization of the right to collective bargaining is the key to making this representation effective but challenges facing public sector unions in this region to implement the rights at work due to growing violation of trade union rights. We believe that freedom of association and the right to organize and bargain collectively are fundamental workers rights to be respected all over the world. Asian countries under the so-called

"development authoritarianism" often limit freedom of association. The policy of discouraging the establishment of labour unions within "development zones" as a means of attracting foreign investment is an example of this restriction. The fact that many young peoples are working in this zone, the company's gain several advantages by employing them: their wages are low due to lack experience, flexible employment practices introduced to them in order to reducing social security protection and informalisation of labour. In the public sector there are growing trend for the causality or contracting the services, it means many contract workers, they are part of the most vulnerable employees with the least knowledge of their rights and ability to defend them, but they also hardly know about union when they enter the labour market. Negative perceptions of trade unions also another factor that contributes to the young workers not joining the Trade Union. To them, trade union activities only for seniors.

Bringing them together and establish network to give them channel addressing their issues and interests, young workers still believe in union as agent for change; to improve the quality of their work life, but union must change on how the way they manage and organise themselves in the current situation and future development.

## **Definition of Young Workers**

Who are young workers? The definitions of youth vary according to culture, history and social context but for the purpose of this questionnaire based on PSI young workers definition: young workers range from ages 18 to 35 years old:

- affiliated union from Japan member of Japan Public Sector Union (JPSU), Japanese Confederation of National Tax Unions, gave us figure the young members who are below 30 years old;
- All Japan Garrison Forces Labour Union, also member of JPSU, reported that the young members figure who are under 40 years old since their membership data is aggregated by ten years

## **Methodology**

In total we received 27 completed questionnaires (5 from East Asia Sub-region, 1 from Oceania, 17 from South Asia Sub-region and 4 from South East Sub-region) from affiliated unions in Asia Pacific, which number of affiliated unions in this region are 131 from 25 countries (per-April 2007). The responses indicated that only 20.61% completed the questionnaire. We realized that not easy to get response from the unions to return the questionnaire, but we have no idea on why to not returning: might be the communication problem (the circulation was in April 11, 2007 through email direct to the affiliates and follow up by the sub-regional offices: by facsimile, post or forward email, and to be returned in May 31, 2007). The questionnaire completed electronically and returns to the regional office or filled-in manually sent through regular mail and fax.

This questionnaire was a simply form and possible for the union respondents to simply provide information that part of their general information of the union and the

membership, and specific on youth membership and policy (see attached the questionnaire form on appendix 2). Most of the completed questionnaire filled up by unions youth coordinator/youth secretary or the president/chairperson/general secretary/deputy general secretary. The questionnaire were also provided an option to choose when the question regarding the youth activities and issues.

This questionnaire really simply and not using research methods in the written questions and assessing, the methods was used based on experimental views of related young workers in the union.

## General Information

1. The union address and contact number and email provided by them, gave us updated correspondence;
2. Number of membership: true membership not paid membership, but some of them could not provided membership database and specific female and male members and the young workers members;
3. Union Website and youth website, if any: only 6 unions established their union website but no specific website/webpage dedicated for their young members.

### 1) East Asia Sub-region:

#### a. Japan

- JICHIRO ([www.Jichiro.gr.jp](http://www.Jichiro.gr.jp))
- Kokuzei Rouso, JPSU Affiliated Union, ([www.kokuzei-rouso.org](http://www.kokuzei-rouso.org))

#### b. Macao

- ATFPM ([www.atfpm.org.mo](http://www.atfpm.org.mo))

### 2) South Asia

#### a. Sri Lanka

- PSNTUF ([www.psntuf.lk](http://www.psntuf.lk))

### 3) South East Asia

#### a. Philippines

- CIU ([www.ciu.ph](http://www.ciu.ph))

#### b. Singapore

- AUPE ([www.aupe.org.sg](http://www.aupe.org.sg))

## Youth Structure

### 1. East Asia Sub-region

- 1) **Japan:** three affiliated unions of JPSU mentioned that their unions' constitution and bylaws not stated specific policy for youth but the unions' set up youth department to organise young workers, allow young workers to participate in the congress especially for improvement of young women members participation. Affirmative action taken by the unions but not

specific mentioned about young workers quota for them on union leadership position, education programmes or union training, no restriction for them to be participated. JICHIRO under the union constitution and bylaw article 30 stipulates establishment of Youth Department, detail are stipulated under "Rule of the Youth Department". Youth Department consists of youth sections of prefectural headquarters, which shall be a driving power toward achievement of target of JICHIRO Activities. Their affirmative action taken for such as on union leadership structure, education/training programme:

- a. Central Headquarters which manages JICHIRO, including president and general secretary, consists of 30 members elected from each region. It's a constitutional requirement to have one youth representative within it;
  - b. Twice a year, JICHIRO organizes study session for youth section officers in prefectural headquarters to improve skill of industrial bargaining and basic knowledge of trade unions such as wage and conditions.
- 2) **Macao:** no exact information from the AFTPM, only mentioned youth policy under their unions' constitution and bylaw but there is no youth structure in this union, the union selected name to be the contact person for the youth.

## 2. Oceania Sub-region

Only Papua New Guinea Public Sector Association returned it the questionnaire from this sub-region: the union stated that there is no policy regarding youth but the union recognised the important of young workers in the union movement. PSA National Executive Council endorsed and create a youth wing after the union attended the PSI Youth Leaders Conference in Fiji June 2006.

## 3. South Asia Sub-region

- 1) **Bangladesh:** BSSKSF mentioned that no policy for young members in the union constitution and bylaw but the union established the youth committee who consist of 31 members. BAKSAPLAC no policy for the young members but they selected young members to be person in charge for the youth contact
- 2) **India:** HMS stated on their union constitution regarding youth policy "*to increase the membership of youth on leadership and development*" **10%** quota for youth in leadership structure and educational programme. They set up youth wing and selected coordinator. INMLBWF: selected young workers representative in the union. VKMS said affirmative action taken by the union provides many workshops for young members.
- 3) **Nepal:** NICEU there are youth structure in the central level.
- 4) **Pakistan:** AFPSF, PSEFP and LDA Employees Union set up youth affair department to deal and represent the interests of their young members

- 5) **Sri Lanka: COPSITU and SL-NRVSS** mentioned that no youth policy in this unions but constitutional changes is proposed. RSMU mentioned that almost 50% of the union members are young people and step into account to nominate youth members for the leadership structure. **NWSDB:** Paragraph 3 of the union constitution “*it should take steps to develop the unions' young members' knowledge on the history of trade union movement in Sri Lanka and to improve the activities of young members*”. Affirmative Action taken by the union to provide 1/3 of the executive committee members of the union should be from young members; regular education programmes to improve the knowledge of the young members; time to time conduct training programme for young members in order to improve the quality of their union activities

#### 4. South East Asia

- 1) **Malaysia:** UMGSU said that they are looking for the possibility to form the youth committee with representation at the Executive Committee
- 2) **Philippines:** CIU Last December 2006 in the National Convention institutionalized the Youth Committee and 18-35 years of aged as this is the widely accepted definition. The Chairperson of Youth is also part of the National Executive Board. The Confederation also provides different training and workshop.
- 3) **Singapore:** AUPE had taken affirmative action that encourages youths to take up leadership positions. They are also given exposure such as attending PSI meetings and activities, participating in AUPE Study Visits to overseas Union counterparts as well as interaction with visiting foreign union delegations as part of their development.

### Youth Activities and Issues

The unions provide activities to encourage young members actively in the union and prioritised their campaign on youth issues but the questionnaire given them options to choose. The unions taken the priority of their campaign based on issues and challenges faces by their young members in order to provide better services and protect their interests. Organizing and recruitment, and improving term and working conditions through collective bargaining most selected unions activities, herewith the options:

1. organizing and recruitment young member in the union
2. youth employment in the public sector
3. improving term and working through collective bargaining
4. youth unemployment
5. other, if any

The unions provide services and social activities to more attract young workers, the questionnaire also given them options to choose; mostly they selected training and

education activities. Social activities through art and sport also being union strategic to attract young workers with the interactive activities, herewith below the options:

1. training and education
2. insurances
3. art and sport
4. legal service
5. Youth Newsletter/ Bulletin/ Magazine

Many of the unions face difficulties to organizing young people to be active in the union:

1. Young members are unable to give their full commitment to the union: *time availability and job schedule*;
2. growing trend among young people to avoid union activities: *lost interest in the union movement and the understanding of the principles of trade unionism is declining*;
3. lack of financial resources to provide organizing program and activities for the young workers;
4. Civil war situation (Sri Lanka)
5. restriction on national law for organizing and bargain collectively, and also privatisation program in public sector caused for outsourcing and contracting out the services

But the unions still believes that many young workers still want to join with the union movement due to advantages being the members’:

1. Protection of the rights and interests of the workers: *including job security and other benefits associated being members of union, union struggle for young members employment issues*;
2. union capabilities and bargaining position to improving term and working conditions: *wages, career promotion, dispute settlement in the workplace, etc*;
3. services and social activities: *Training Programmes, insurance, art and sport*

Some of the unions dedicated budget for the young members but some not or as ad-hoc project for education, training and social activities, then put up proposals for the union for approval.

## **PSI Asia Pacific Region and the Youth**

Giving young workers a voice in union is increasingly a priority for PSI, through strengthening support given to the young workers intuitively and wants to have more young peoples involved in the activities of PSI, after the World Congress in September 2007 in Vienna, PSI Executive Board invites one young worker from each region as its member. Taking of this opportunity, this Asia Pacific Region will establish Asia Pacific Youth Network (AP Youth Net).

The main activities of AP Youth Net are to addressing the young workers issues and organizing them in the public sector unions.

- Communicate information through email among young members across region;
- Continue to publish the existing bulletin **Youth for Youth** in every two month
- Establish and develop effective strategy on how to recruit young workers in the union and set up young workers structure and training programmes in respective countries of PSI affiliates;
- Provide progress report of activities and necessary policy recommendation of young members to the SUBRAC and APREC

To work closely with the young members in this region, we called the affiliated unions to provides youth contact or coordinators in their unions in order to develop and coordinate network and level of young workers information from the regional office to the affiliated unions and on the contrary. The 27 affiliated unions who returned their completed questionnaire give us contact name for further communicate. Youth contacts among the affiliates have been set up early after PSI Youth Forum September 2006 in Chennai, India, and they have already communicated virtually, through email, to spread information and issues related youth workers. The Organising and Communication Coordinator appointed to manage and maintain the communication to the youth contacts.

To improve and develop better communication among young members, herewith below the affiliated unions' expectation and suggestion for PSI Asia Pacific Region:

- to actively set up youth activities, programs and network and improve communications for Young workers in the Asia and Pacific region via emails, websites and organizing meetings and conferences for young union leaders regularly so that young leaders within the region can come together and discuss issues affecting them;
- Appoint a youth officer to monitor youth activities in the Region as well as to improve / strengthen networking among them;
- provide programme with adequate budget; *youth exchange program, education and training for young members in order to strengthening trade union movement;*
- *more interactive programme: online discussion;*
- publish regularly bulletin/magazine dedicated to young members;

After PSI Youth Forum September 2006 in Chennai, India, this region publishes **YOUTH TO YOUTH: the information for young members in the Asia and Pacific Region (a bi-monthly and e-bulletin)**:

- some of the unions regularly received the Youth to Youth and contributed by sending the article of their news or activities;
- the design of youth to youth use Microsoft Publisher and converted into PDF for circulation but it would be good to provide Word Style Format; easy to receive or open the document and also for translation (Japan);

- Not all youth contacts and the unions actively using internet (there are digital gap between our affiliated unions in this region: lacks of infrastructure and the skills), printed youth to youth bulletin and send it to regular mail are requested;
- Add more visual information including photos for youth to youth bulletin

Appendix 1

List of the Unions and Youth Contacts

No	Name of The Union	Country	Contact Person for Youth	Email
<b>East Asia Sub-region</b>				
1	All Japan Prefectural and Municipal Workers Union	Japan	Naoki Tsutsui	<a href="mailto:international@jichiro.gr.jp">international@jichiro.gr.jp</a>
2	Federation of Japanese Customs Personnel Labor Unions(affiliate of JPSU)	Japan	Koji Eguchi	<a href="mailto:zeikan-roso@kfy.biglobe.ne.jp">zeikan-roso@kfy.biglobe.ne.jp</a>
3	Japanese Confederation of National Tax Unions (affiliate of JPSU)	Japan	Mitsuhiro NAKAMURA, Deputy General Secretary	
4	All Japan Garrison Forces Labour Union (affiliated to JPSU)	Japan	Kenji Watanabe	<a href="mailto:k-watanabe@kokko.jtuc-rengo.jp">k-watanabe@kokko.jtuc-rengo.jp</a>
5	Macao Civil Servants Association	Macao	Ana Nanhao	<a href="mailto:jcoutinho@atfpm.org.mo">jcoutinho@atfpm.org.mo</a>
<b>Oceania Sub-region</b>				
6	Public Employees Association	Papua New Guinea	Robert Kutapai and Kila Numa	<a href="mailto:rkutapai@yahoo.com">rkutapai@yahoo.com</a>
<b>South Asia Sub-region</b>				
7	Bangladesh Gano Sramik Karmachari Songjukta Parishad (BAKSAP)	Bangladesh	Md. Ahasanur Rahman, Chairperson and Md. Azizur Rahman, Secretary	<a href="mailto:baksaplac@yahoo.com">baksaplac@yahoo.com</a>
8	Bangladesh Sarkari Sramik Karmachari Songjukt Federation (BSSKSF)	Bangladesh	Md. Maksudur Rahman and Promila Poddar	<a href="mailto:rana-ds81@yahoo.com">rana-ds81@yahoo.com</a>

9	Akhil Bhartiya Sinchai Karmachari Mahasangh (ABSKMS)	India	Ram Pandey Dharmendra Pandey	
10	Hind Mahila Sabha (HMS)	India	Shweta Tripathi Rekha Savita Nidhi Dubey	<a href="mailto:shweta.t_1984@yahoo.com">shweta.t_1984@yahoo.com</a>
11	Indian National Municipal & Local Bodies Workers Federation (INMLBF)	India	Adil Shariff-Youth Secretary  T. Ravila- Organising Secretary	<a href="mailto:adilshariff-2003@yahoo.com">adilshariff-2003@yahoo.com</a>
12	Vidhut Karamchari Morcha Sangathan Uttar Pradesh (VKMS)	India	Tar Joshi Gufran Khan	
13	Nikhila Orissa Bidyut Sramik Mohasangha	India	-	-
14	Nepal Inter Corporation Employees Union (NICEU)	Nepal	Anil Paudel Niraj Bhattra	<a href="mailto:shisir777@hotmail.com">shisir777@hotmail.com</a>
15	All Pakistan Paramedical Staff Federation (APPMSF)	Pakistan	Nadene Janed- President Faiza Arshad- Secretary Arif Shahqad- Assistant Secretary	<a href="mailto:appmsf_pk@hotmail.com">appmsf_pk@hotmail.com</a>
16	Public Sector Employees Federation of Pakistan (PSEFP)	Pakistan	Sakina Kalsoom- Secretary Youth Affair Maryam Aamir- Assistant Secretary Youth Affairs	<a href="mailto:psefp@skpwal.net.pk">psefp@skpwal.net.pk</a> or <a href="mailto:psefp.skp@gmail.com">psefp.skp@gmail.com</a>
17	Lahore Development Authority Employees Union (LDAEU)	Pakistan	Sajjad Haider	<a href="mailto:sajjadhaider33@yahoo.com">sajjadhaider33@yahoo.com</a>

18	Punjab Irrigation Employees Welfare Federation (PIEWF)	Pakistan	Asghar/Muhammad Arshad/Safdar Ali	<a href="mailto:pif@asia.com">pif@asia.com</a>
19	Confederation of Public Service Independent Trade Union (COPSITU)	Sri Lanka	Contact General Secretary through: Adhikarijayaratne	<a href="mailto:copsitu@sltnet.lk">copsitu@sltnet.lk</a>
20	Public Services National Trade Union Federation (PSNTUF)	Sri Lanka	A.A.D Lalith Indika Asantha G.P. Budhika De Silva L.R.D Nuwan Budhika	<a href="mailto:info@psntuf.lk">info@psntuf.lk</a>
21	SRI LANKA NIDAHAS RAJAYE VURTHIYA SAMITHI SAMMELANAYA	Sri Lanka	Subhashini T.B.J  Sudam Chathurika Ramawickrama  Sudesh Priyadarshana	<a href="mailto:padanidhyani@yahoo.com">padanidhyani@yahoo.com</a>  <a href="mailto:CMHOLDING@GMail.com">CMHOLDING@GMail.com</a>  Sudesh <a href="mailto:priyadarshana@yahoo.com">priyadarshana@yahoo.com</a>
22	Sri Lanka Railway Station Masters' Union	Sri Lanka	B. Janaka Fernando  Vidusuru Karunadasa  P.D.G.M.C Wijesuriya	
23	Podu Sevaka Sangamaya, National Water Supply and Drainage Board	Sri Lanka	Jeewa Kumara Abeywickrema	<a href="mailto:psi-psssi@yahoo.com">psi-psssi@yahoo.com</a>
<b>South East Asia Sub-region</b>				
24	Pharmaceutical and Health Workers Union (PHWU)	Indonesia	Idris Idham	<a href="mailto:rt_shalya@yahoo.com">rt_shalya@yahoo.com</a>

			Rita Hendratiningsih	<a href="mailto:djufnieashary@cbn.net.id">djufnieashary@cbn.net.id</a>
25	University of Malaya General Staff Union (UMGSU)	Malaysia	Intan Mat Som Mazmir Sharmila Dewi Ramasame	<a href="mailto:vinothan@um.edu.my">vinothan@um.edu.my</a>
26	Confederation of Independent Unions in the Public Sector (CIU)	Philippines	Rodel E. Leocario	<a href="mailto:apo_sphinx@yahoo.com">apo_sphinx@yahoo.com</a>
27	Amalgamated Union of Public Employees (AUPE)	Singapore	Yeo Chun Fing Fauziah bte Zainal Stephanie Lee Shy Ying	<a href="mailto:yeocf@aupe.org.sg">yeocf@aupe.org.sg</a> <a href="mailto:fzainal@aupe.org.sg">fzainal@aupe.org.sg</a> <a href="mailto:leesy@aupe.org.sg">leesy@aupe.org.sg</a>



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## Questionnaire - YOUNG WORKERS IN YOUR UNION

The PSI AP Youth Forum held in Chennai, India on 3<sup>rd</sup> September 2006 recommended PSI to provide database of youth membership from its affiliates in Asia Pacific. In accordance with the said recommendation and to develop the PSI AP Youth Database as well as network among youth members/leaders in Asia and Pacific, your union responses to the following questions will be of great assistance.

*(Who are young workers? The definitions of youth vary according to culture, history and social context. Among PSI affiliates, young workers range from 18 to 35 years)*

General Information	
Country	:
Name of the union	:
Union Address	:
	Telephone : Facsimile : Email :
Website Address (if any)	:
Youth Website (If Any)	:
Number of Membership	In Total:                      Female :                      Male :
Number of young members (below 35 year)	In Total:                      Female :                      Male :
Person in charge for answer this question	:
Position	:
Youth Structure	
Does your union have a policy regarding youth?	Your union Constitution and Bylaw: _____ _____ _____

	Affirmative action (or quota for young members) such as on union leadership structure, education/training programme: <hr/> <hr/> <hr/> <hr/>
Does your union have a youth structure?	:
Who is the contact person for youth in your union?	1. Name : Email : Tel: : Fax: :  2. Name : Email : Tel: : Fax: :  3. Name : Email : Tel: : Fax: :
<b>Youth Activities and Issues</b>	
What are your union's current priorities and campaigns on youth issues? (please choose)	6. organizing and recruitment young member in the union 7. youth employment in the public sector 8. improving term and working through collective bargaining 9. youth unemployment 10. other, please explain _____ <hr/>
Which are the services and social activities that your union provides to young members? (please choose)	6. training and education 7. insurances 8. art and sport 9. legal service 10. Youth Newsletter/ Bulletin/ Magazine 11. other, please explain _____ <hr/>
Does your union face difficulties organising young people to be active in the union?	Yes or No : _____  If yes, why? _____ <hr/>

	_____
Which is the main reason why young workers join your union?	:
Does your union dedicated budget for youth activities/programme	:
<b>PSI Asia Pacific and The Youth</b>	
What are your union expectation for PSI APRO on setting up youth activities or programme or network?	:
Does your union regularly receive <b>Youth to Youth</b> News (The Information for young members in Asia and Pacific Region, publish electronically every two month)	Yes or No : If yes, any suggestion for improvement! _____ _____ _____ If not, Why? _____ _____ _____
Does your union send information/news regularly for <b>Youth to Youth</b> ?	
Any suggestion to improve communication for the youth members in Asia and Pacific Region?	:

Thank you very much to taking your time fill up this questionnaire, we appreciated if you are willing to return back to PSI APRO before 31<sup>st</sup> May 2007 by email to: [indah.budiarti@world-psi.org](mailto:indah.budiarti@world-psi.org) or Fax to: +65 6280 4919 or by mail to:

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*"Giving young workers a voice in unions is increasingly a priority for PSI. By the next Congress we want to have more young people involved in the activities of PSI. Wherever we have affiliates, we must find ways to make young workers have a real influence I the work trade union doing" Hans Engelberts, PSI General Secretary*