



CHAPTER **6**

WIND training programme
in Cambodia, Mongolia and Thailand



The WIND programme born in Viet Nam has positively influenced neighbouring Asian countries, in particular Cambodia, Mongolia and Thailand, to strengthen their OSH support to farmers. This chapter explains how these countries have applied the WIND training programme to meet the needs of local farmers, and exchanged positive experiences with each other.

CHAPTER

6



6-1. Sharing the WIND training experiences of Viet Nam with neighbouring countries

The dynamic success stories in the WIND programme in Viet Nam have been constantly communicated to neighbouring countries in Asia. These countries have shown an increasing interest to the WIND programme. Viet Nam has actively shared their practical experiences in the WIND programme with neighbouring countries for possible benefits to their farmers. They have used the following opportunities for exchanging experiences:

National safety week and farmers' workshops

Viet Nam organizes the annual National Safety Week in March. This is a nationwide event and all the provinces participate to promote public OSH awareness. Each year, one province hosts the National Safety Week, and a farmer's workshop on OSH has been a regular event as part of the National Safety Week.

The Ministry of Labour, Invalids, and Social Affairs (MOLISA) invited delegates from neighbouring countries to the National Safety Week. Cantho province was the host of the National Safety Week in 2004 and organized a national workshop on OSH in agriculture in conjunction with the National Safety Week. Delegates from Cambodia, China, Indonesia, Laos, the Philippines and Thailand were invited and participated in the event to share their OSH experiences in agriculture. After the workshop, they visited villages in Cantho where the WIND farmer volunteer system had been functioning. The delegates were impressed with the participatory training methods adopted in WIND, the practical support training tools such as action-checklists, and good practice approaches focusing on existing local good examples. This was an important occasion for the delegates from neighbouring countries to catch up with the practical experiences in Viet Nam.

The Mekong Delta international training courses for the WIND training

Since 2000, the Centre for Occupational Health and Environment (ECHO) under the Department of Occupational Health of Cantho City, in collaboration with the Institute for Science of Labour, Kawasaki, Japan and Tokyo Occupational Safety and Health Centre, Tokyo, Japan have organized an international training course on participatory training methods. The WIND programme has been the main focus of the Mekong Delta training. Participants from Bangladesh, India, Japan, Korea, Thailand and Viet Nam have attended the training and later disseminated the WIND training methodologies to farmers in their countries.

The Mekong Delta International Training Course has actively continued every year. The detailed training programme and its results have been uploaded onto the WIN-

ASIA (Work Improvement Network Asia) web site at www.win-asia.org. ECHO is the manager of the web and also uploaded their WIND training materials and improvement photos carried out by WIND farmers.

6-2. Mobilizing people's grassroots networks – Experiences in Cambodia

Developing partnerships

The government of Cambodia has been working hard to strengthen practical OSH services to workers and employers. The Ministry of Labour and Vocational Training has around 20 labour inspectors mainly in Phnom Penh, the capital of Cambodia. However, the Ministry is still developing OSH inspectors and officials at provincial levels. Considering the limitation in the government OSH infrastructure at provincial level, Cambodia has been adopting unique approaches to disseminate the WIND training programme to their farmers.

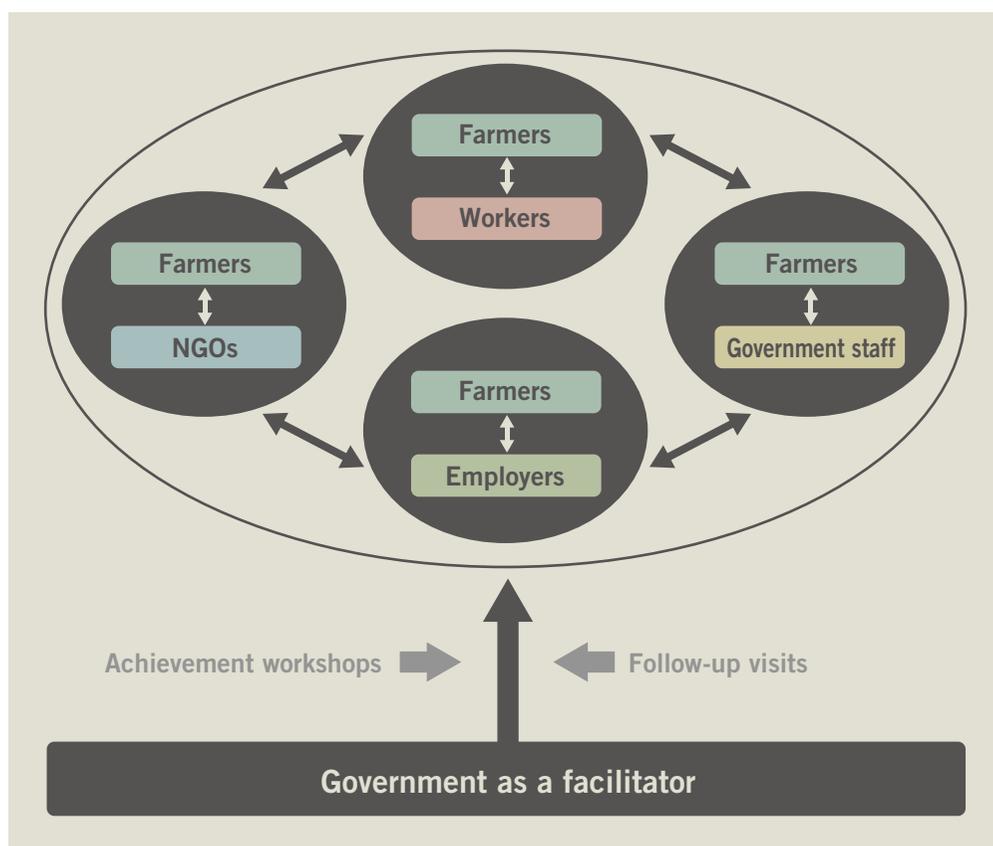


Figure 6-1. Reaching more farmers through varied people's networks

Government agencies and workers' and employers' organizations have worked together for this purpose (Figure 6-1). The Ministries of Labour and Agriculture have taken the lead and worked closely together to reach farmers in remote villages. Workers' and employers' organizations have also applied their own formal and informal human channels to reach the grassroots level. Many trade union leaders and members were from the provinces and had farmer friends. They used these informal human channels to organize the WIND training.

NGOs were also strong implementation partners in Cambodia. Many of them were working with farmers at the grassroots level to reduce poverty. The NGOs found the WIND training programme and related participatory training programmes useful in improving the quality of working lives of Cambodian farmers. Within the framework of the ILO's Informal Economy and Poverty Reduction Project and in 2005 with financial assistance from DFID, UK, we organized the first WIND/TOT course in Siem Reap city in the western part of Cambodia.

WIND/TOT

The first task in preparing for the WIND/TOT was to collect local OSH good examples in agriculture in Cambodia. We met several farmers and visited their farms and rice fields, and collected sufficient good example photos in the areas of materials handling, work posture, machine and electrical safety, work environment and control of pesticides, and welfare facilities. As usual, local farmers had already made many unique improvements using locally available resources. The use of machines and pesticides seemed less popular than in Viet Nam. Later in the WIND/TOT, some participants pointed this out and mentioned that these areas were not important to Cambodian farmers. However, others responded by mentioning that in the near future, these OSH hazards would be more and more important to local farmers.

The participants of the WIND/TOT consisted of government officials from Labour and Agriculture ministries, workers' and employers' organizations, and NGOs. This variety of participants with different backgrounds made the training discussions rich and lively.

The programme was conducted over 4 days (Table 6-1). The first two days were to experience the standard WIND training programme and the last two days were for learning participatory training skills.

Table 6-1. Programme of 1st WIND/TOT workshop in Siem Reap, Cambodia in 2005**Day 1**

07.30 – 08.00	Registration
08.00 – 08.30	Opening ceremony Representative from Cambodia ILO representative
08.30 – 08.45	Introduction to the Informal Economy project
08.45 – 09.00	Orientation to the training
09.00 – 09.20	Coffee
09.20 – 10.50	Visits to farms with the action checklist exercise
09.20 – 09.50	Transport to the workplace
09.50 – 10.50	Checklist exercise by walk-through
10.50 – 11.20	Transport back to the training venue
11.20 – 12.00	Group discussion
12.00 – 13.00	Lunch
13.00 – 14.50	Session 1. Materials handling and storage
13.00 – 13.40	Trainer presentation
13.40 – 14.20	Group discussion
14.20 – 14.50	Group presentation and general discussion
14.50 – 15.10	Coffee
15.10 – 17.00	Session 2. Machine safety
15.00 – 15.40	Trainer presentation on Physical environment
15.40 – 16.20	Group discussion
16.20 – 17.00	Group presentation and general discussion

Day 2

08.00 – 09.40	Session 3. Workstations and work tools
08.00 – 08.40	Trainer presentation
08.40 – 09.10	Group discussion
09.10 – 09.40	Group presentation and general discussion
09.40 – 10.00	Coffee
10.00 – 12.00	Session 4. Work environment and control of hazardous substances
10.00 – 10.40	Trainer presentation
10.40 – 11.10	Group discussion
11.10 – 12.00	Group presentation and general discussion
12.00 – 13.00	Lunch
13.00 – 14.40	Session 5. Welfare facilities
13.00 – 13.40	Trainer presentation
13.40 – 14.10	Group discussion
14.10 – 14.40	Group presentation

14.40 – 15.00	Coffee break
15.00 – 17.00	Session 6. Final proposal development
15.00 – 15.40	Implementation of improvements
15.40 – 16.20	Group discussion
16.20 – 17.00	Group presentation and general discussion

Day 3

08.30 – 09.00	Safety and health rule game
09.00 – 10.00	How to become a participatory trainer
10.00 – 10.20	Coffee
10.20 – 12.00	Preparing presentations
12.00 – 13.00	Lunch
13.00 – 16.50	Presentation practices I (Participants)
13.50 – 14.40	Materials handling and storage (30 minutes for presentation and 20 minutes for comments)
13.50 – 14.40	Machine safety
14.40 – 15.00	Coffee
15.00 – 15.40	Workstations and work tools
15.40 – 16.20	Work environment and control of hazardous substances
16.20 – 17.00	Promotion and success stories

Day 4

08.00 – 09.40	Presentation practices II (Participants)
08.00 – 08.50	Welfare facilities (30 minutes for presentation and 20 minutes for comments)
08.50 – 09.40	Implementation of Improvements
09.40 – 10.00	Coffee
10.00 – 12.00	Participatory training tools. action-checklist, photography and games
10.00 – 11.00	Trainer presentation
11.00 – 11.30	Group discussion
11.30 – 12.00	Group presentation and general discussion
12.00 – 13.00	Lunch
13.00 – 14.00	How to organize a WIND training workshop
14.00 – 16.00	Developing future action plans in Cambodia
14.00 – 14.50	Group discussion
14.50 – 15.10	Coffee
15.10 – 16.00	Group presentation and general discussion
16.00 – 16.30	Evaluation to the workshop Feed-back from the participants
16.30 – 17.00	Closing and certificate distribution



Figure 6-2. Cambodian WIND trainer showing good example photos



Figure 6-3. Checklist exercise, Cambodia

The participants learned participatory training methodologies such as the effective use of photos sheets showing local good examples (Figures 6-2 and 6-3). The trained trainers were expected to conduct WIND training workshops in remote villages with no electricity. The trainers would not be able to use computers (powerpoint presentation methods) and data projectors in such remote villages. Instead, photo-sheets (hard copies of good example photos) were powerful methods to convey good example messages to any remote village.

After the WIND/TOT, the trained WIND trainers visited various agricultural villages through their human channels and carried out many WIND training courses.

Later, follow-up visits confirmed many farmers' initiatives to improve safety and health (Figure 6-4, 6-5). A farmer had attached a hand-made guard to his rice-milling machine to prevent an accident. Another farmer had built a fence around his water reservoir to prevent his children falling down. A woman farmer had designated a place to collect and store used pesticide bottles. Before the improvement, these bottles were scattered around her house.

Several follow-up workshops and gatherings were organized and active farmers and their supporters invited. Their self-help initiatives to improve OSH and working conditions were impressive. Yet OSH legal frameworks for farmers are under development. However, self-help efforts by local farmers demonstrated that practical OSH improvements are actually advancing. These people's efforts will be the strong framework for the future, stronger OSH framework of Cambodia.



Figure 6-4. Father covered a moving belt of a rice-milling machine to protect his daughter from machine accidents

As already shown in Figure 6-1, the WIND programme in Cambodia reached grassroots farmers thanks to various human channels. The Department of Occupational Safety and Health (DOSHS) served as an overall coordinator and organized several follow-up workshops with all the partners. Cambodia launched its 1st National OSH Programme (OSH Master Plan of Cambodia) in 2009. The WIND training programme is mentioned as a tool to improve OSH for farmers.



Figure 6-5. Using a platform to avoid forward bending posture

6-3. Inter-ministerial collaboration reaching more farmers – Approaches taken in Thailand

Thailand also has widely applied the WIND training programme to assist farmers in improving safety, health and working conditions (Figure 6-5). The first WIND training was carried out in 1998 in Rayong province, located in the eastern region of the country by the Department of Occupational Safety and Health of Mahidol University Faculty of Public Health, Bangkok, Thailand and the provincial department of public health in cooperation with the Institute for Science of Labour, Kawasaki, Japan. This first target group was farmers working in rubber plantations. The WIND training used a similar style of action-checklist with illustrations and group work methods to those with success in Viet Nam. Since this initial application, the WIND programme has gradually increased in popularity in Thailand with many farmers attending.



Figure 6-6. WIND training workshop in Thailand

The uniqueness of the WIND programme in Thailand has been the close cooperation and coordination among the three Ministries of Labour, Health and Agriculture. The three ministries have actively applied the WIND-style participatory training methods to extend its coverage through their different infrastructures.

Ministry of Labour

The Ministry of Labour strengthened OSH services in agriculture, and used their inspector network at the provincial level. The Ministry developed a comprehensive OSH training programme for farmers, and the WIND programme became an integral part of this programme. The WIND checklist adapted to Thai agricultural conditions was developed and used. Good practice approaches, participatory tools such as the action-checklist with illustrations, were well accepted by the training participants.

Ministry of Public Health

The Ministry of Public Health expanded the WIND training by using their nationwide rural health centre networks which cover practically all the villages in Thailand and provide primary health care services such as infectious disease prevention and mother and child health. There was the potential to deliver basic OSH services to farmers through the health centre networks by adding OSH services to their routine health service activities. The Ministry of Public Health, through the Bureau of Occupational and Environmental Disease Control, implemented pilot WIND training courses in some provinces and confirmed the usefulness of the participatory approaches of WIND. Based on the initial experiences, the Ministry has started more ambitious plans to integrate OSH services into their Primary Care Unit (PCU) activities by the rural health centres. The Ministry carried out base-line surveys on OSH in selected rural districts and has been progressively training PCU officials working in rural health centres. The details of this important initiative are documented in their report³.

Ministry of Agriculture and Cooperatives

The Ministry of Agriculture and Cooperatives has a broad function to assist farmers. The ministry staff worked closely with farmers and have been providing practical support to modernize agricultural practices to increase production and income generation. The improvement of farmers' working conditions and their quality of life is another important mandate of the Ministry. The Department of Rural Development in the Ministry is responsible for improving the quality of life of farmers including safety and health. With the modernization of agricultural production methods, farmers were increasingly facing new OSH hazards and risks and needed practical support for improvements.

The Department of Rural Development supervised agricultural extension service workers at district and provincial levels. The extension service workers visited farmers regularly to provide advice and were regarded as another potential strong

3 Source: S. Siriruttanaprak et al: *Integrating occupational health services into public health systems: A model developed with Thailand's primary care units* (Bangkok, ILO, 2006).



Figure 6-7. WIND farmers in Viet Nam visited Thai farmers to share improvement experiences through the WIND training.

network to facilitate the improvement of OSH for farmers through the WIND training programme. The Department has trained these extension service workers as WIND trainers, and has supported the trained extension workers to conduct WIND training workshops for farmers at provincial levels.

The WIND trained extension workers have approached cooperative networks among farmers at community level to build sustainable WIND training networks. The WIND training and subsequent improvement actions were particularly active in such villages that had strong collaborative ties among farmers. Farmers in Samut Songkram province, for example, have grown Aloe Vera together as a new agricultural product to increase income generation and have processed it as juice and cosmetic products for sale in the markets in big cities. The WIND programme has assisted farmers in improving materials handling, work posture and handling of hazardous substances, and has contributed to overall efficiency in their work. A group of WIND farmers from Viet Nam visited this village and exchanged experiences (Figure 6-7).

Cooperation and coordination

The Ministries of Labour, Public Health, and Agriculture and Cooperatives have had good coordination functions to exchange experiences and support each other's activities. They attended each other's WIND training workshops, organized joint WIND Training-of-Trainer workshops, developed training materials together, and undertook follow-up visits together to the trained WIND farmers. In 2004, the three ministries organized a joint national workshop to discuss the joint national actions to advance OSH protection and services for farmers.

6-4. Spread to other Asian countries

6-4-1. Lao PDR

Lao PDR carried out the first WIND training in Vientiane in July 2009 with financial support from the ILO/Japan Multilateral Programme. The Ministries of Labour and Agriculture worked together in cooperation with workers' and employers' organizations. Laos has extensively applied PAOT and WIND was accepted as the next step to extending OSH services to farmers. OSH in agriculture is mentioned in the first National OSH Programme of Laos as a priority area. WIND is expected to grow further as a practical measure to assist Laotian farmers.

6-4-2. Mongolia

The Informal Economy Project also assisted Mongolia in conducting a pilot WIND training activity in Batsenbur district near Ulaan Baatar, capital of Mongolia. The target groups were herders and farmers. We collected many good example photos from their workplaces and used them for the pilot WIND training. The uniqueness of this pilot WIND project in Batsenbur was good collaboration between the central and district levels. At the central level, the Ministries of Labour and Agriculture worked together and supported the local government in Batsenbur. At district level, the Batsenbur local government unit took the lead in implementing the WIND training and organizing follow-up activities to assist the trained farmers and herders with their improvement actions. After the initial success, the district allocated their own budget to maintain support for farmers in their improvement actions.

In 2005, Mongolia launched the 3rd national OSH programme to accelerate the OSH development of the country. One of the priority areas was to extend OSH protection into rural and informal sectors. The pilot experience of the WIND training in Batsenbur provided a practical example to gradually realize the OSH protection coverage for farmers and informal economy workers.



Figure 6-8. WIND training in Mongolia: Checklist exercise (left) and group discussion (right)



The WIND activities in Mongolia were inter-related with other participatory training activities in small enterprises, home workplaces and construction sites. The WISE (Work Improvement in Small Enterprises) training programme was applied by MONEF (Mongolian Employers' Federation) to assist small enterprises. The Informal Economy Project promoted the use of the WISE programme for home workers and the WISCON programme for workers in small construction sites. CMTU (Confederation of Mongolian Trade Unions) actively supported their construction worker members through the WISCON (Work Improvement for Small Construction Sites) training. The participatory OSH trainers for these programmes often gathered together to exchange training experiences and upgrade their training skills.

6-4-3. Philippines

The Philippines has also actively carried out WIND training workshops in cooperation with the ILO. Before WIND, the WISE programme had been widely applied in the Philippines and many Filipinos were already familiar with the participatory training approaches. The Department of Labor and Employment (DOLE) of the Philippines government conducted the first WIND training in a village near Manila. Bureau of Rural Workers, Bureau of Working Conditions and Centre for Occupational Health and Safety under DOLE worked together for the first WIND workshop. The WIND training manual was translated into Tagalog and the contents and illustrations were modified to suit local situations. Since the

first training, WIND training workshops have been organized from time to time by DOLE and also by DAR (Department of Agrarian Reform).

6-4-4. Republic of Korea

The first WIND training workshop in the Republic of Korea was carried out in 2007. A team of Korean OSH specialists consisting of Soonchunhyang University in Gumi city, Korean Occupational Safety and Health Agency (KOSHA), Korean Industrial Health Association (KIHA), and Hanyang University worked together to promote the WIND programme and PAOT (Participatory, Action-Oriented Training) methodologies.

The teamwork efforts of the Korean OSH specialists to promote the WIND programme started when they attended the 3rd Mekong Delta International Training Course for the WIND Training held in Cantho city in 2002. They looked at active participation of farmers in the Mekong Delta to OSH improvements and were impressed with the participatory approaches adopted in the WIND programme. Since then, the Korean specialist team has promoted PAOT and WIND training activities (Figure 6-9). The WIND programme in Republic of Korea is now steadily expanding through the Safe Farm Zone Project by the Rural Development Administration. The WIND specialist team continues their technical support to the project.

The Republic of Korea has made another important contribution to the WIND programme through the ILO/Korea Partnership Programme. Korean Labour



Figure 6-9. Korean version of WIND checklist

Education Institute (KLEI) in cooperation with the ILO International Training Centre in Turin hosted the first ILO/Korea Fellowship Training Programme on Participatory Approaches to Improving Working and Employment Conditions in Seoul in 2004. This fellowship training programme continues as an annual event and has provided useful forums for WIND and PAOT practitioners to exchange experiences. In 2009, KOSHA first hosted this fellowship training due to the closure of KLEI.



6-5. WIND programmes in other parts of the world

The WIND training programme has been increasingly used in different parts of the world such as Africa, Central Asia, Eastern Europe and Latin America. For example,

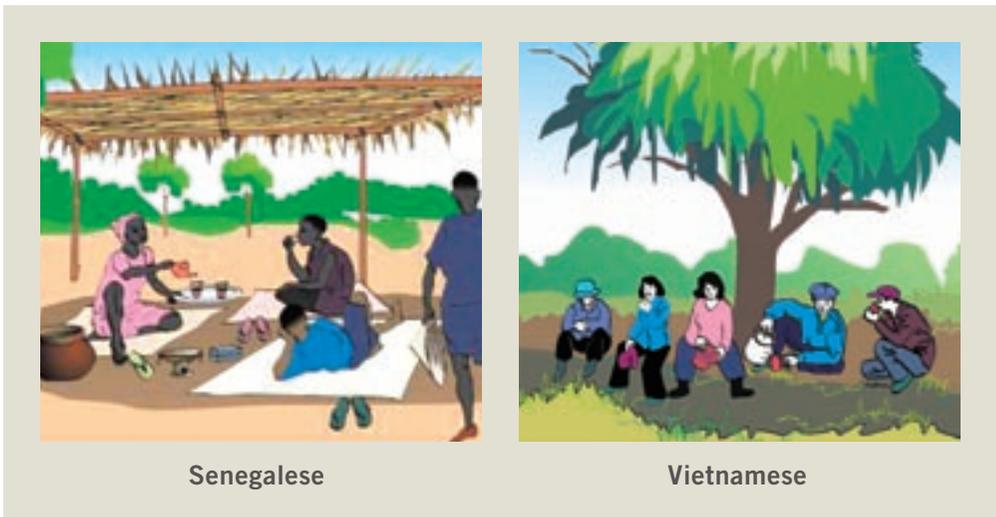


Figure 6-10. Taking short breaks to recover from fatigue and prevent accidents. Developing locally-adjusted illustrations showing good examples in Senegal



Figure 6-11. A WIND farmer in Kyrgyzstan explaining his improvements to visitors from the ILO

a Vietnamese WIND trainer (Dr Ton That Khai, one of the authors of this book) first visited Senegal in western Africa in 2007 and carried out a pilot WIND training workshop within the framework of an ILO's WIND project funded by the French Government. The Vietnamese WIND trainer in cooperation with local counterparts collected local good example photos and developed many illustrations by adopting the Vietnamese illustrations (Figure 6-10). Since then, trained Senegalese WIND trainers have been promoting the WIND training.

Kyrgyzstan hosted an international WIND conference in 2008 and facilitated the exchanges of WIND experiences between Asia, Africa, Central Asia, and Latin America (Figure 6-11). Central Asian countries including Kyrgyzstan, in cooperation with the ILO, have actively applied the WIND training method to provide practical OSH measures to farmers after shifting the national system from a planned economy to a market-oriented economy.

There is an increasing need to develop an international version of the WIND training manual. In response, the ILO and the International Ergonomics Association (IEA) has been working together to publish "Ergonomic Checkpoints in Agriculture". Good example illustrations and ideas applied in the original WIND manual have been referred to in the course of the development of the Ergonomic Checkpoints in Agriculture.

ILO TRAVAIL (Working conditions branch) extensively reviews the progress of WIND in different parts of the world, and will be able to provide detailed information and recommendations in the near future.

6-6. Conclusions

With the success stories in Viet Nam, the WIND training programme has spread gradually to neighbouring Asian countries and further to Africa, Central Asia, Eastern Europe and Latin America. Farmers in different parts of the world have accepted the participatory, action-oriented nature of the WIND programme and implemented improvements in different socio-economic settings. The WIND trainers in these countries have collected local good examples and adjusted illustrations and checklists to suit local immediate needs. All the participating countries have systematically delivered the WIND training to increasing numbers of farmers by using available human and government networks. International efforts have facilitated the exchange of experiences in the WIND training in different countries. Now the WIND training programme is about to enter a new phase as an internationally recognized tool to support farmers and to be applied even more widely.