



CHAPTER **8**

Recommendations for future developments of
the WIND programme





CHAPTER

8

This chapter proposes five recommendations to further strengthen the WIND programme as a practical tool for farmers to improve safety, health and working conditions. The WIND programme is growing by absorbing the accumulated improvement experiences of participating farmers in different countries. The everyday effort of these local farmers and their supporters will continue to be a rich source to further strengthen the WIND programme.

The authors have learned from the achievements of the WIND Programme at both grassroots and national policy levels, and have identified the following five recommendations for the future development of the WIND programme. They are: (1) Reach more farmers and sustain WIND training activities; (2) Continue to upgrade participatory training tools and methodologies; (3) Share participatory training methodologies to expand the impact; (4) Mobilize national policy support and networks; and (5) Strengthen international cooperation that can support local initiatives.

8-1. Recommendation 1. Reach more farmers and extend WIND training activities

1) Apply practical WIND training tools to more farmers:

The WIND programme should extend to more farmers to improve safety, health and working conditions on a broader scale and to achieve a greater impact. Although many countries have shown great achievements in the WIND training, the programme coverage is still limited and many farmers do not benefit from the WIND programme. Available human channels to reach farmers at grassroots levels should be identified and mobilized. Our previous experiences have shown the channels of farmers' unions/associations, workers' and employers' organizations, local and international developmental NGOs, local women's groups and government agencies can play vital roles in this regard. The WIND programme has established widely applicable training tools such as the action-checklist, or good example photo sheets. It is easy to organize and carry out pilot WIND training workshops in various communities by using these practical training tools.

2) Train more WIND farmer volunteers and network them:

Villages, districts and countries aiming to improve OSH in agriculture should train WIND farmer volunteers and build WIND farmer volunteer systems for networking. The WIND farmer volunteer system that was invented and developed in Cantho, Viet Nam has opened a practical way on how to expand WIND training programmes at the grassroots level. Many WIND farmer volunteers have demonstrated that farmers can be best trainers for other farmers in safety, health and working conditions by using participatory, action-oriented support. WIND farmer volunteer approaches are widely applicable and have a large potential to extend practical OSH activities among more and more farmers.

3) Strengthen support mechanisms for WIND farmer volunteers:

WIND farmer volunteers need to meet regularly in order to exchange experiences and increase their knowledge of practical, low-cost safety and health solutions. It is important to build support mechanisms at provincial and district levels for the volunteers. Local government units and farmers' or people's organizations can build such support committees, such as the Provincial Support Committees (PSCs) established in Viet Nam. PSCs in Viet Nam consist of provincial departments of labour, health, and agriculture, and women's and farmers' unions. These support committees regularly organize follow-up visits, or achievement workshops to facilitate the exchange of experiences among farmers and farmer volunteers. It is desired that different countries and districts develop their own unique support mechanisms for their WIND farmer volunteers and present their experiences to others.

8-2. Recommendation 2. Continue to upgrade participatory training tools and methodologies

1) Learn from new developments and achievements:

WIND is a growing programme. Its training materials and tools should evolve from the learnings from OSH good practices in different countries as well as from the new achievements of participating farmers. We should continue to seek new practical knowledge in order to better manage safety and health risks in agriculture and upgrade the WIND training materials and tools. However, it is important to remember that WIND training materials should not be voluminous, but practical and concise and easy for farmers to use.

2) Develop locally-adjusted support tools for WIND farmer volunteers:

Support tools for WIND farmer volunteers should be further developed. Clear-cut illustrations and good example photos, locally adjusted action-checklists, and planning sheets to assist farmers with their follow-up actions will continue to be key tools for WIND farmer volunteers to expand their grassroots training activities.

3) Evolve participatory training methodologies:

Participatory training methodologies and approaches adopted in the WIND programme should also grow and evolve with the aim of further facilitating farmers' active participation in safety and health improvements. WIND trainers should continue their efforts to strengthen their facilitator skills, make their presentations even more practical and create lively discussions among farmers. Pleasant games and exercises that facilitate farmers' easy understanding for improvements will also be powerful training methodologies.

8-3. Recommendation 3. Share participatory training methodologies for wider impact

1) Publicize practical experiences of the WIND training:

Practical WIND experiences should be widely known by the public and shared with many farmers and their collaborators. WIND trainers in different countries or districts will be able to disseminate the activities and achievements of the WIND training to reach people who need the programme. We should establish workable knowledge management strategies. There are many ways to do so by using local newspapers, TV, and radio programmes. TV and radio in Viet Nam have broadcasted WIND training activities to farmers several times. It is important to use the media channels that farmers are familiar with, and make the programme contents practical and easy-to-understand.

We should spend greater efforts to identify and work with various people's organizations, for example, farmers' association, women and youth organizations, workers' and employers' organizations, and other NGOs. Information on practical WIND training can be shared with them and good contacts should be established so that more WIND training workshops can be organized through their networks.

Easy-to-understand promotional materials such as leaflets, or good example booklets should be further developed and widely applied. Good example photos should be included to attract readers. Posters showing farmers' good practices will also be helpful. The WIND trainers in Cantho have developed large, attractive posters to assist farmers to plan and implement their safety and health improvements. Many farmers display these posters at home, and see them everyday with their family members to continue their plans and actions.

Internet is another powerful tool to disseminate information and manage knowledge. We should upload farmers' achievement stories together with good example photos onto available websites that people can easily access. The Work Improvement Network of Asia (known as WIN-ASIA) provides a good example of voluntary network initiatives to disseminate the WIND information. See their web at <www.win-asia.org>. It important to assist local people to develop their web sites in their own language. Local WIND trainers and collaborators will increase their technical skills through the web developments and strengthen their collaborative networks. National and international supporters will be able to publicize the local websites for mutual exchanges and gain a wider impact.



Figure 8-1. China Enterprise Confederation (CEC) has been assisting small enterprises in improving working conditions and productivity through ILO's WISE training programme.

2) Exchange experiences with other participatory programmes to address varied workplace needs:

Participatory, action-oriented training programmes (PAOT) taken in the WIND training programme have been increasingly applied in various occupations and workplaces. Many sister programmes of WIND such as ILO's WISE (Work Improvement in Small Enterprises) or JILAF (Japan International Labour Foundation)'s POSITIVE (Participation-Oriented Safety

Improvements by Trade Union Initiative) programme for trade unions have already provided active support to various occupations and workplaces.



Figure 8-2. JILAF's POSITIVE training programme assists labour union leaders and members in addressing safety and health issues and strengthening their union networks (Lao PDR)

It is important to apply PAOT methodologies accumulated in WIND and its sister programmes to new areas and workplaces. The recent impressive developments are, for instance, the WISCON (Work Improvement in Small Construction Sites) programme for small construction sites, the WISH (Work Improvements for Safe Home) programme for home workers, the APPLE programme for eliminating the use of asbestos, and WIPE (Work Improvements for Protection of Environment) for the protection of the environment. PAOT approaches are now also being applied for health care workers in Japan and other countries, waste collectors in Fiji, the control of pandemic influenza in small enterprises in Thailand and other countries. These growing experiences need to be linked for mutual assistance and technological exchanges.



Figure 8-3. WISH programme reaches home workers through various people's networks (Mongolia)



Figure 8-4. WISCON programme focuses on small construction sites that seldom receive safety and health protection (Cambodia)



Figure 8-5. Participatory training methodologies are widely applied in pandemic influenza (H1N1) control in small enterprises (Thailand)

3) Integrate safety, health and working conditions with the basic needs of local people:

The WIND programme is an entry point to address farmers' basic needs in their working lives. Many participating farmers of the WIND training, after the initial improvements in safety and health, have started new activities beyond safety and health such as new agricultural products, income generation, community cooperation, or environmental protection. The practical, low-cost improvement experiences from the WIND training triggered these new activities. The farmers increased their confidence in making changes in their working lives. We should assist farmers in addressing their everyday needs in an integrated manner.



Figure 8-6. New participatory training programme is being developed to improve the working conditions of waste collectors in Fiji

8-4. Recommendation 4. Promote national policy support for scale and impact

1) Place the WIND programme in the national OSH policy and programme:

The WIND programme should have a proper place within the national OSH policy and programme as a practical measure to improve the safety and health of farmers. The national OSH policy and programme of Viet Nam, which selected OSH in agriculture as a priority, widely applied the WIND farmer volunteer system. This is a useful example of how national policy strengthened the WIND programme and its coverage. The national budget and national OSH systems can be used when the WIND programme has a proper place in the national OSH policy for scale and greater impact.

2) Make the WIND training part of the routine activities at provincial and district levels:

The WIND programme is implemented at local workplace level. Local government officials and collaborative agencies like farmers' associations should have clear guidance from the central government that the WIND training is an official part of the work assignments of local officials, and not an ad-hoc pilot activity. The local government unit would then be able to allocate necessary time and financial resources for the WIND training, and make annual work plans for its implementation and follow-up.

3) Support people's organizations and networks:

Local farmers have formal and informal (and visible and invisible) human networks and connections. There are, for instance, farmers' cooperatives, women's groups, youth associations, skill development/income generation groups, and several others. WIND trainers and collaborators should look for these peoples' organizations and explain to them the usefulness of the WIND programme and carry it out. The WIND programme will be able to spread through these networks. Active training experiences in the WIND programme would also activate these people's networks and contribute to their original purposes as well.

8-5. Recommendation 5. Strengthen international cooperation that can support local initiatives

1) Play a catalyst role:

The main actors in the WIND programme are farmers and their local collaborators. International collaborators should play a catalyst role in promoting the WIND programme relying on self-help initiatives of farmers and their collaborators.

Experienced international collaborators would help to strengthen the confidence of local people to make changes in their working lives. They would assist farmers, WIND trainers and other local resource persons in implementing what they can do best as facilitators and technical advisors. When two local groups have different views, international collaborators would facilitate constructive discussion to identify common solutions. The international collaborators could also be good communicators to transfer the successful WIND training stories from one country to another.

2) Promote inter-country networking to exchange experiences:

Different countries and regions have created their own unique approaches and achievements in the WIND programme. International cooperation should assist the farmers and their collaborators in different countries in exchanging their practical experiences. Farmers in different countries would be able to learn from each other's wisdom and accelerate their improvement initiatives with renewed confidence. International cooperation could help them network to keep their regular contacts for mutual consultation and exchange of their achievements.

Inter-country exchanges should be enhanced to facilitate the sharing of experiences among WIND farmers. Governments and national OSH technical institutions could establish their WIND-related networks and collaborate together to enhance practical national policies in OSH in agriculture. As the building of mutually productive relationships is important to sustain activities, international cooperation networks to connect employers' and workers' organizations and NGOs working in different countries by using the WIND programme would also play vital roles in promoting WIND.

3) Use key ILO OSH instruments:

ILO OSH instruments provide sound guidance for the promotion of OSH in agriculture. In particular, the Occupational Safety and Health in Agriculture Convention, 2001 (No. 184) and the Safety and Health in Agriculture Recommendation, 2001 (No. 192) cover broad technical and human aspects that our OSH activities with farmers should address. The technical areas and scope of the WIND programme have been growing, referring to these Convention and Recommendation.

There are several other useful OSH instruments developed by the ILO. The Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) defines the measures to create a national preventative safety and health culture and strategic medium-term national OSH programmes. The ILO Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 2001)

provide practical guidance to farms on establishing systematic OSH systems for risk assessment and continual improvements. These instruments have given us clear ideas on how to promote the WIND programme in a systematic way at both workplace and national policy levels for synergy and a greater impact.

Conclusions

The WIND programme was born out of the wisdom and self-help initiatives of farmers at the grassroots level. Practical training tools such as action-checklists or good example photo sheets have supported farmers' own improvement initiatives. Participating farmers have made positive changes in their working and living conditions through their own ideas. These visible changes carried out using low-cost improvement methods have further increased farmers' confidence to address a range of needs to improve their quality of life.

Experienced farmers were trained as WIND farmer volunteers and disseminated WIND training to their neighbouring farmers. This was an innovative way to widen the coverage of the WIND training. The government and other agencies at provincial and district levels established mechanisms to support and maintain WIND farmer volunteer activities. Follow-up actions and achievement workshops to exchange experiences and share information were of particular importance in sustaining WIND farmer volunteer systems.

The WIND programme has spread into many other countries in Asia and other parts of the world. Governments have systematically applied the WIND programme to provide practical assistance for their farmers. International cooperation activities that can enhance these national efforts are needed in the future. The WIND programme has been growing and will continue to grow, learning from the real conditions of farmers' work and their improvement experiences.

Useful publications and web sites relating to the WIND programme

A) Publications documenting the development of the WIND programme

1. International Labour Office (ILO). 2005. *Informal Economy, Poverty and Employment Project: The first eighteen months: A progress review*. (Bangkok)
2. Kawakami, T.; Khai, T.; Toi, L.; Sakai, K. 1993. "Workload of rice reapers in the Mekong Delta area in Viet Nam", In *Journal of Science Labour*. Vol. 69, pp. 21-29.
3. Kawakami, T.; Khai, T. 1997. "Sharing positive experiences in making changes in work and life in a local district in Viet Nam", In *Journal of Human Ergology*. Vol. 26, pp 129-140.
4. Kawakami, T.; Khai, T. 1997. "Improving conditions of work and life in a rural district in the Mekong Delta area in Viet Nam", In *Environmental Management and Health*. Vol. 8, pp 175-176.
5. Kawakami, T.; Khai, T.; Kogi, K. 1998. "Development and practice of the participatory action training programme for improving working and living conditions of farmers in the Mekong Delta Area in Viet Nam", In *Journal of Science Labour*. Vol. 75, pp 51-63.
6. Kawakami, T. 2006. "Networking grassroots efforts to improve safety and health in informal economy workplaces in Asia". In *Industrial Health*. Vol. 44, pp. 42-47. Available at: http://www.jniosh.go.jp/en/indu_hel/index.html [8 Dec. 2009].
7. Kawakami, T. 2007. *Participatory approaches to improving safety, health and working conditions in informal economy workplaces – Experiences of Cambodia, Thailand and Vietnam* –, ILO Interregional symposium on the Informal Economy, Geneva. Available at: <http://www.ilo.org/public/english/employment/policy/events/informal/materials.htm> [8 Dec. 2009].
8. Kawakami, T.; Van, V.; Theu, N.; Khai, T.; Kogi, K. 2008. "Participatory support to farmers in improving safety and health at work - Building WIND farmer volunteer networks in Viet Nam –". In *Industrial Health*. Vol. 46, pp. 455-462. Available at: http://www.jniosh.go.jp/en/indu_hel/index.html [8 Dec. 2009].
9. Khai, T.; Kawakami, T.; Toi, L.; Kogi, K. 1996. "Improving safety and health of rural sugar-cane factories in the Mekong Delta Area in Viet Nam". In *Journal of Science Labour*. Vol. 73, pp. 14-22.
10. Kogi, K. 1995. "Participatory ergonomics that builds on local solutions". In *Journal of Human Ergology*. Vol. 24, pp. 37-45.
11. Kogi, K. 2006. "Low-cost risk reduction strategy for small workplaces: how can we spread good practices?". In *La Medicina del Lavoro*. Vol. 97, pp. 303-311.

12. Siriruttanapruk, S. 2007. "Improving occupational health of farmers through primary health care units in rural districts in Thailand". In *Asian-Pacific Newsletter on Occupational Health and Safety*. Vol. 14. pp. 62-65. Available at: http://www.ttl.fi/NR/rdonlyres/033A86C5-E1C2-4593-B940-9BFD522CA995/0/newsletter_3_2007.pdf [8 Dec. 2009]
13. Tong, L.; Kannitha, Y.; Vanna, C. 2007. "Participatory approaches to improving safety and health of farmers in Cambodia – Practical application of the WIND training programme –". In *Asian-Pacific Newsletter on Occupational Health and Safety*. Vol. 14. pp. 56-57. Available at: http://www.ttl.fi/NR/rdonlyres/033A86C5-E1C2-4593-B940-9BFD522CA995/0/newsletter_3_2007.pdf [8 Dec. 2009]

B) Training materials and tools relating to WIND

1. Kawakami, T.; Khai, T.; Kogi, K. 2005 *Work Improvement in Neighbourhood Development (WIND), Training programme on safety, health and working conditions in agriculture – Asian Version –*. (Cantho, Centre for Occupational Health and Environment). Available at: http://www.ilo.org/asia/whatwedo/publications/lang--en/docName--WCMS_099075/index.htm [8 Dec. 2009]
2. Khai, T.; Kawakami, T.; Kogi, K.; Son, N. 1996. *Ergonomic checkpoints for agricultural working and living conditions*. (Cantho, Centre for Occupational Health and Environment).
3. Khai, T.; Kawakami, T.; Kogi, K. 2002. *Work Improvement in Neighbourhood Development (WIND), Training programme on safety, health and working conditions in agriculture*. (Cantho, Centre for Occupational Health and Environment).

C) Other participatory training programmes and materials

1. International Labour Office (ILO). 2002. *WISE (Work Improvements in Small Enterprises): Trainers' Package*. (Bangkok). Available at: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/presentation/wcms_116062.pdf [8 Dec. 2009]
2. Kawakami, T.; Khai, T. 2003. *WISCON - Work Improvement in Small Construction Sites: Action checklist*. (Bangkok, ILO). Available at: http://www.ilo.org/asia/whatwedo/publications/lang--en/docName--WCMS_110354/index.htm [8 Dec. 2009]
3. Kawakami, T.; Arphorn, S.; Ujita, Y. 2006. *WISH (Work Improvement for Safe Home): Action manual for improving safety, health and working conditions of home workers*. (Bangkok, ILO). Available at: http://www.ilo.org/asia/whatwedo/publications/lang--en/docName--WCMS_099070/index.htm [8 Dec. 2009]
4. Kawakami, T. 2009. *Protecting Your Employees and Business from Pandemic Human Influenza: Action manual for small and medium-sized enterprises*. (Bangkok, ILO). Available at: <http://www.ilo.org/asia/whatwedo/publications/lang-->

en/docName--WCMS_101420/index.htm

5. Kawakami, T.; Ratananakorn, L. 2009. *Protecting your health and business from avian influenza: action manual for farmers and poultry workers*. (Bangkok, ILO). Available at: http://www.ilo.org/asia/whatwedo/publications/lang--en/docName--WCMS_101420/index.htm [8 Dec. 2009]
6. Khai, T.; Kawakami, T.; Kogi, K. 2005. *Participatory action-oriented training – PAOT programme – Trainers’ manual*. (Cantho, Centre for Occupational Health and Environment). Available at: www.win-asia.org [8 Dec. 2009]
7. Kogi, K.; Phoon, W.; Thurman, J. 1988. *Low-cost ways of improving working conditions: 100 examples from Asia*. (Geneva, ILO).
8. Kogi, K.; Kawakami, T. 1999. *POSITIVE (Participation-Oriented Safety Improvement by Trade-union Initiative) Programme*. (Tokyo, Japan International Labour Foundation). Available at: <http://www.jilaf.or.jp/English-jilaf/genpro/positive/index.html> [8 Dec. 2009]
9. Thurman, J.; Louzine, A.; Kogi, K. 1988. *Higher productivity and a better place to work – Practical ideas for owners and managers of small and medium-sized industrial enterprises – Action manual*. (Geneva, ILO).

D) National policy documents

1. Cambodia. Ministry of Labour and Vocational Training. 2009. *The first occupational safety and health master plan 2009–2013*. (Phnom Penh). Available at http://www.ilo.org/asia/whatwedo/publications/lang--en/docName--WCMS_112931/index.htm [8 Dec. 2009]
2. Lao PDR. 2005. *Occupational Safety and Health Master Plan. 2005–2010*. (Vientiane).
3. Mongolia, Ministry of Social Welfare and Labour. 2005. *National Programme on Improving Occupational Safety, Health and Working Environment*. (Ulaan Baatar).
4. Nyam, A. 2006. *National occupational safety and health profile of Mongolia*. (Ulaan Baatar). Available at http://www.ilo.org/asia/whatwedo/publications/lang--en/docName--WCMS_BK_PB_303_EN/index.htm [8 Dec. 2009].
5. Siriruttanapruk, S. et al. 2006. *Integrating occupational health services into public health systems: a model developed with Thailand’s primary care units*. (Bangkok, ILO). Available at http://www.ilo.org/asia/whatwedo/publications/lang--en/docName--WCMS_BK_PB_309_EN/index.htm [8 Dec. 2009]
6. Thailand. Department of Labour Protection and Welfare, Ministry of Labour. 2002. *Master Plan Occupational Safety, Health and Working Environment. Thailand. Years 2002–2006*.
7. Viet Nam. Ministry of Labour, Invalids and Social Affairs. 2006. *National*

Programme on Labour Protection, Occupational Safety and Occupational Health Up to 2010 Viet Nam. (Hanoi). Available at <http://www.ilo.org/asia/whatwedo/publications> [8 Dec. 2009].

Developing the WIND training programme in Asia

The WIND (Work Improvement in Neighbourhood Development) training programme to improve the safety, health and working conditions of local farmers was born out of active participation of farmers in the Mekong Delta area of Vietnam in 1995. The farmers' everyday experiences and wisdom in their real work and life have been a rich source in the development of the WIND programme. Inspired by the achievements in Vietnam, the WIND programme has spread into neighbouring countries like Cambodia and Thailand, and even further to Central Asia, Africa, Eastern Europe and Latin America.

This book documents and analyses the course of the development of the WIND training programme in Vietnam and also the efforts of other countries in Asia. The authors have paid particular attention to the usefulness of participatory training methodologies and how much the WIND programme has respected and supported the self-help initiative of local farmers. The book will give an insight into participatory approaches for those who plan to apply the WIND programme and also for those who are interested in achieving local developments in a participatory manner.

ILO Subregional Office for East Asia

United Nations Building, 10th floor
Rajdamnern Nok Avenue, Bangkok 10200, Thailand
Tel. 662 288 1234, Fax. 662 288 3062
Email: BANGKOK@ilo.org

www.ilo.org/asia

ASIAN 2006
DECENT WORK 2015
DECADE

DECENT WORK

A better world starts here.



ISBN: 9789221230236