

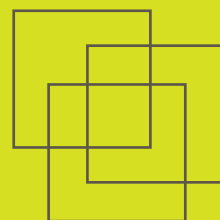


International
Labour
Organization



Developing the WIND training programme in Asia

Participatory approaches to improving safety,
health and working conditions of farmers



Tsuyoshi Kawakami, Ton That Khai, Kazutaka Kogi



Supported by the ILO/Japan Multilateral Programme



Developing the WIND training programme in Asia

Participatory approaches to improving safety, health and working conditions of farmers

Tsuyoshi Kawakami, Ton That Khai, Kazutaka Kogi

ILO Subregional Office for East Asia, Bangkok, Thailand
Cantho Medical College, Cantho, Vietnam
Institute for Science of Labour, Kawasaki, Japan

Copyright © International Labour Organization 2009
First published 2009

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

Kawakami, Tsuyoshi; Khai, Ton That; Kogi, Kazutaka

Developing the WIND training programme in Asia : participatory approaches to improving safety, health and working conditions of farmers / Tsuyoshi Kawakami, Ton That Khai and Kazutaka Kogi ; International Labour Organization ; ILO Subregional Office for East Asia. - Bangkok: ILO, 2009
117 p.

ISBN: 9789221230236; 9789221230243 (web pdf)

International Labour Organization; ILO Subregional Office for East Asia

occupational health / occupational safety / safety training / working conditions / agriculture / farmer / Cambodia / Mongolia / Thailand / Viet Nam

13.04.2

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland, or ILO Subregional Office for East Asia, 10th Floor, United Nations Building, Rajdamnern Nok Avenue, Bangkok 10200, Thailand, email: BANGKOK@ilo.org. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org. Visit our website: www.ilo.org/publns

Layout by Sync Design Co. Ltd. Thailand
Printed in Thailand

Preface

The very first WIND (Work Improvement in Neighbourhood Development) training workshop to improve the safety, health and working conditions of local farmers was held in 1995 in My Tan village in the commune of Hoa Luu (Cantho province) in Viet Nam. Both women and men farmers actively participated in the training. Since then, the WIND training programme has steadily expanded into many other provinces in Viet Nam. Now the WIND programme is widely applied within the framework of the First National Occupational Safety and Health (OSH) Programme of Viet Nam as a practical methodology to improve the quality of working lives of farmers. Inspired by the achievements in Viet Nam, the WIND programme has spread further into neighbouring countries like Cambodia and Thailand, and even further to Central Asia, Africa, Eastern Europe and Latin America.

This book documents the course of the development of the WIND training programme in Viet Nam, and also the efforts of other countries in Asia. The three authors of this book, Dr Tsuyoshi Kawakami, Dr Ton That Khai and Dr Kazutaka Kogi have long been working together in the development and implementation of the WIND programme in cooperation with many local farmers, national and international collaborators. 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.

Nowadays, the ILO receives many inquiries about the WIND programme and I understand that many people need a book that can describe the methodologies and details of the WIND programme in a succinct manner. This 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.

I would like to express my sincere appreciation to the ILO/Japan Multilateral Programme that has long supported the development and implementation of the WIND training programme in Viet Nam and other countries in Asia. The Programme funded the editing and printing of this book.

I am hoping that many people will read this book and widen their collaborative actions with more and more farmers.

Bill Salter
Director
ILO Subregional Office for East Asia

Contents

Abbreviations	6
Introduction	7
Chapter 1. What is the WIND training programme?	9
1-1. Introduction	10
1-2. How a WIND training workshop is organized and carried out	12
1-3. Participatory approaches adopted in the WIND training programme	19
1-4. Conclusions	20
Chapter 2. Learning from the real working lives of local farmers and sugarcane processing workers in the Mekong Delta area in Viet Nam	21
2-1. Understanding the real conditions of farmers' work	23
2-2. Story of a local sugarcane factory	27
2-3. Conclusions	32
Chapter 3. Birth of the WIND programme	33
3-1. Preparing the WIND programme	35
3-2. First WIND training workshop	38
3-3. Evaluating the first WIND training	42
3-4. Conclusions	46
Chapter 4. Developing the WIND farmer volunteer system – Initiatives in Cantho	47
4-1. Farmers train farmers - Birth of the WIND farmer volunteers	49
4-2. Mini WIND workshops by WIND farmer volunteers	50
4-3. Maintaining the WIND farmer volunteer system	53
4-4. Extending the Cantho WIND farmer volunteer system to other provinces	54
4-5. Conclusions	58
Chapter 5. National policy support for the WIND training programme – Extending WIND farmer volunteer system through the National OSH Programme	59
5-1. Promoting national policy support for improving OSH of farmers	61
5-2. Provincial support committees helping WIND farmer volunteers	62
5-3. Impact of the WIND farmer volunteer system with PSC support	65

5-4. Integrating WIND programme into the First National OSH Programme of Viet Nam	70
5-5. Conclusions	72
 Chapter 6. WIND training programme in Cambodia, Mongolia and Thailand	 73
6-1. Sharing the WIND training experiences of Viet Nam with neighbouring countries	75
6-2. Mobilizing people's grassroots networks – Experiences in Cambodia	76
6-3. Inter-ministerial collaboration reaching more farmers – Approaches taken in Thailand	82
6-4. Spread to other Asian countries	85
6-5. WIND programmes in other parts of the world	88
6-6. Conclusions	90
 Chapter 7. Factors in the success of the WIND training in Viet Nam – Promoting farmers' self-help initiatives	 91
7-1. Responding to farmers' immediate needs.	92
7-2. Active participation of women and men	94
7-3. Participatory approaches	95
7-4. Practical training tools	96
7-5. WIND farmer volunteers and mini WIND workshops.	98
7-6. National policy support	99
7-7. International cooperation to support local initiatives	99
7-8. Conclusions	102
 Chapter 8. Recommendations for future developments of the WIND programme	 103
8-1. Recommendation 1. Reach more farmers and extend WIND training activities	105
8-2. Recommendation 2. Continue to upgrade participatory training tools and methodologies. . .	106
8-3. Recommendation 3. Share participatory training methodologies for wider impact.	106
8-4. Recommendation 4. Promote national policy support for scale and impact	110
8-5. Recommendation 5. Strengthen international cooperation that can support local initiatives	110
 Conclusions	 113
Annex: Useful publications and web sites relating to the WIND programme	114

Abbreviations

BSW	Bureau of SafeWork
CMTU	Confederation of Mongolian Trade Unions
ECHO	Centre for Occupational Health and Environment
ILO	International Labour Organization
MOARD	Ministry of Agriculture and Rural Development
MOH	Ministry of Health
MOLISA	The Ministry of Labour, Invalids, and Social Affairs
OSH	Occupational Safety and Health
PCU	Primary Care Unit
POSITIVE	Participation-Oriented Safety Improvements by Trade Union Initiative
PSC	Provincial Support Committees
TOT	Training-of-Trainers
WIN	Work Improvement Network
WIND	Work Improvement in Neighbourhood Development
WISCON	Work Improvement for Small Construction Sites
WISE	Work Improvement in Small Enterprises

Introduction

The WIND training programme was born out of active participation of farmers in My Tan village in the Mekong Delta area of Viet Nam in 1995. The farmers' everyday experiences and wisdom in their real work and life have been a rich source in the course of the development of the WIND programme.

The three authors of this publication have been fortunate in being deeply involved in the development of the WIND programme since its inception. We have worked with many farmers and their collaborators, and shared a number of exciting moments with them to evolve the WIND programme. We have also faced difficulties and constraints and have been able to identify solutions with the encouragement of local farmers.

There are many stories and sincere efforts of participating farmers and their collaborators behind the present growth of the WIND programme. We believe that these stories will be useful for WIND collaborators in various parts of the world. Those who are working at grassroots level towards local development will also benefit from the stories of local farmers in the Mekong Delta and other areas.

This publication documents and analyses the development of the WIND programme in Viet Nam and other countries in Asia and comprises the following eight chapters:

- Chapter 1. "What is the WIND training programme?," briefly introduces to readers the programme and implementation of a WIND training workshop;
- Chapter 2. "Learning from the real working lives of local farmers", tells readers the reality of farmers' work before developing the WIND programme;
- Chapter 3. "Birth of the WIND programme", describes how the first WIND training programme was devised and implemented learning from the real work and life of local farmers;
- Chapter 4. "Developing the WIND farmer volunteer system", tells how farmers can be the best trainers for other farmers and expand the training coverage;
- Chapter 5. "National policy support to the WIND training programme", is a story on how the Vietnamese government has adopted the WIND programme for wider impact and coverage;
- Chapter 6. "WIND training programme in Cambodia, Mongolia and Thailand", documents the interaction of the WIND programme with neighbouring countries;
- Chapter 7. "Factors in the success of the WIND training in Viet Nam", analyses the reasons the WIND programme has been widely accepted and applied; and
- Chapter 8. "Recommendations for future developments of the WIND programme", discusses challenges and perspectives for further development of the WIND programme.

We would like to express our sincere appreciation to all the farmers, collaborators and supporters in different countries who have been developing the WIND programme together. We cannot mention all their names and organizations. However, we would like to convey our sincere thanks to Dr Nguyen Cong Thien, the former Director of the Department of Health, Cantho province, who passed away in 2002. He devoted himself to the health development of farmers in the Mekong Delta area. Without his support, the WIND programme would not have been shaped as it exists now.



CHAPTER 1

What is the WIND training programme?



1-1. Introduction

Interest is growing in participatory programmes for improving working conditions and occupational safety and health in many countries. Recent experiences show these programmes result in a number of improvements that can reduce safety and health risks at work in industry and in agriculture. It is encouraging that participatory steps relying on the initiative of local people and focusing on practical improvements are leading to concrete results in rural areas and in agriculture.

The WIND (Work Improvement in Neighbourhood Development) training programme, designed for improving the safety and health of farmers, is becoming popular in many countries in Asia and other parts of the world. The authors increasingly receive inquiries on the WIND training programme, especially on its participatory approaches and low-cost improvement methodologies. This chapter provides readers with an outline of the WIND training programme content and effective ways to organize the WIND training.

The WIND programme trains farmers through participatory training methods in a systematic manner. These methods include farm visits combined with the checklist exercise (Fig 1-1) and group discussions by farmers (Fig 1-2). WIND trainers show participating farmers many photos of good local examples and facilitate farmers' own discussions to find practical solutions that they can implement using locally available materials and





skills. Usually this is done in a short-term workshop of 1-2 days or in a series of mini-workshops. Participatory training tools, such as illustrated action-checklists and good example photo sheets, assist farmers in understanding their safety and health risks and finding practical low-cost solutions.



Fig 1-1. WIND training: Action-checklist exercise to find improvement points in farms (left) and also their houses (right).

Participating farmers complete four main activities in a WIND training programme:

- (1) They visit a farm or a rice field and conduct the checklist exercise;
- (2) They have five technical sessions that include group discussions;
- (3) They develop improvement proposals for their own farms; and
- (4) They implement priority improvements and organize follow-up activities.



Fig 1-2. Participating husbands and wives jointly make their proposals to improve safety and health (right) and present their proposals (left).

Participatory steps are stressed throughout the training to increase participants' "sense of ownership" in safety and health improvements.

1-2. How a WIND training workshop is organized and carried out

A standard WIND training workshop is conducted over two days. A typical two-day programme for the WIND training is shown in Table 1-1. Experienced WIND trainers organize effective follow-up activities after the initial workshop and continue to support participating farmers. Each WIND training workshop includes the following four steps. (Figure 1-3)

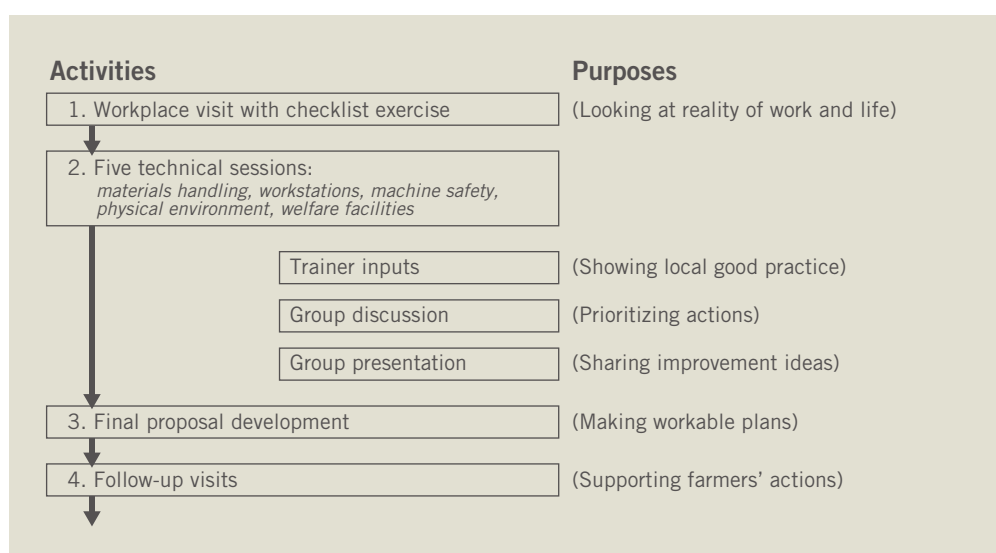


Figure 1-3. Structure of a WIND training workshop

Table 1-1. A typical two-day programme for the WIND training**Day 1**

07.30 – 08.00	Registration
08.00 – 08.30	Opening ceremony
08.30 – 09.00	Orientation to the training
09.00 – 09.20	Short break
	09.20 – 10.50 A farm visit 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	Short break
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	Short break
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	Short 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

1-2-1. Visiting a farm with the checklist exercise

All participants visit a farm or a rice field when conducting the checklist exercise at the beginning of the training. The workshop organizer selects a typical farmer family in the target community for this initial workplace visit. The family should be neither too rich nor too poor, and the farm or rice field should have both good examples and points to be improved in safety and health.

Each participant, by observing the conditions of the farm, completes the checklist based on his or her own experiences. The checklist items help participants to identify key safety and health points and to find corresponding practical solutions. A part of the checklist is shown as Figure 1-4.

9. Adjust the work height so that work is done at elbow level or slightly lower than elbow level. Do you propose action ? ☐ No ☐ Yes ☐ Priority Remarks:	
10. Provide stable chairs or benches with sturdy backrests. Do you propose action ? ☐ No ☐ Yes ☐ Priority Remarks:	
11. Choose work methods to alternate standing and sitting and to avoid bending and squatting postures as much as possible. Do you propose action ? ☐ No ☐ Yes ☐ Priority Remarks:	

Figure 1-4. Example of the WIND checklist with illustrations

The latest WIND checklist (Fig 1-4) consists of 42 items (Table 1-2) covering the five technical areas of the WIND training programme. These are “materials storage and handling”, “work posture”, “machine safety”, “work environment and control

of hazardous agents”, and “welfare facilities and work organization”. Illustrations are attached to these items to assist participating farmers in easily understanding the points. The checklist requires the participants to answer the question, “Do you propose action?” for each of the items listed. The participants can choose an option from “no”, “yes”, or “priority” to identify priority action areas.

The WIND checklist exercise encourages participants to learn from the existing good practices of other farmers' work and to find workable safety and health improvement ideas. Technical presentations by trainers are made only after the checklist exercise. This is to ensure that safety and health activities start with farmers' own knowledge instead of waiting for outsiders' assistance and to promote farmers' sense of ownership of the subsequent improvement activities.

Table 1-2. 42 items included in WIND action-checklist

I- MATERIALS STORAGE AND HANDLING

1. Keep passageways clear and in good condition for the movement of people and materials.
2. Eliminate sudden height differences and holes on transport routes.
3. Construct wide and stable bridges over canals or over ditches.
4. Use multi-level shelves or racks near the work area for storing materials, tools or products.
5. Provide containers or baskets of appropriate sizes and with good grips to carry materials and farm products.
6. Use carts, hand trucks, vehicles, boats or animals to carry heavy materials.
7. Attach large wheels to carts and hand trucks to work effectively on field routes.
8. Use roller conveyors or other mechanical means for moving or lifting heavy materials.

II- WORK POSTURE

9. Adjust the work height so that work is done at elbow level or slightly lower than elbow level.
10. Provide stable chairs or benches with sturdy backrests.
11. Choose work methods to alternate standing and sitting and to avoid bending and squatting postures as much as possible.
12. Put frequently used tools, switches and materials within easy reach of farmers.
13. Choose tools that can be operated with minimum force.
14. Provide a home for each tool.
15. Use jigs, clamps or others fixtures to hold items while work is done.

III- MACHINE SAFETY

16. Purchase safe machines and maintain them properly.
17. Attach proper guards to dangerous moving parts of machines.
18. Use appropriate feeding devices to avoid danger and increase production.

19. Make the emergency controls clearly visible and attach local language labels to the controls or switches.
20. Ensure safe use of electricity for machines and equipment.

IV- WORK ENVIRONMENT AND CONTROL OF HAZARDOUS AGENTS

21. Increase the use of natural ventilation to improve the indoor climate.
22. Use daylight and bright walls for lighting up the workplace.
23. Avoid continuous exposure to excessive heat or cold.
24. Select safer pesticides and use the minimum amount.
25. Keep pesticides, agro-chemicals and spraying devices in a safe and designated place.
26. Put labels on pesticides and agro-chemicals.
27. Establish safe methods to store bottles and cans of used pesticides and chemicals.
28. Collect safety and health information such as the safe use of agro-chemicals and disseminate the information to the community.
29. Be aware of animals, insects or worms that may harm farmers.

V- WELFARE FACILITIES AND WORK ORGANIZATION

30. Provide adequate supply of drinking water and refreshment at the farm.
31. Ensure regular timing of meals and have a variety of nutritious foodstuffs.
32. Build clean, hygienic toilets and washing facilities.
33. Provide resting corners and facilities for recovery from fatigue.
34. Use proper protective devices such as clothes, gloves, boots, shoes, hats, helmets to protect from injuries or contact with hazardous substances.
35. Provide first aid equipment.
36. Take special care of pregnant women and farmers with disabilities.
37. Keep children safe to prevent them from having accidents or diseases.
38. Organize a better work layout to reduce the distance for carrying materials.
39. Insert frequent short breaks.
40. Take regular weekly holidays.
41. Perform community jobs together.
42. Share family responsibilities to avoid overburdening a particular family member.





1-2-2. Organizing five technical sessions and group work for prioritizing actions

After returning from the farm visit with their checklists, the participants attend five technical sessions and discuss good points and points to be improved on the farm they visited. The five technical areas of the WIND training programme are directly related to farmers' everyday work. In each of these technical areas, there are many low-cost ways to improve safety and health using the farmers' own ideas.

Each of the five technical sessions comprises “trainer input”, “group discussion” and “group presentation”. In trainer input, WIND trainers show practical guides to improve safety and health in the five technical areas. These guides are to stimulate the farmers' interest in improving safety and health, and are not intended to provide a complete improvement rule. WIND trainers explain the guides by showing easy-to-understand illustrations as well as photos of good local examples to make it easier for participants to understand them. The trainers do not show bad examples or examples from other countries. Good WIND trainers make the effort to find many good local examples and corresponding photos for these presentations.

In each technical session, a group discussion is conducted after the trainer input. Participants are divided into small groups of 5 or 6 farmers. Women and men farmers are normally in the same group. Each group discusses and identifies three good points and three points to be improved on the farm they just visited. They are encouraged to discuss the strong points of the farm first and not its weaknesses. Farmers might have many ideas for improvements, but they are advised to prioritize

three practical actions that can be implemented using local materials and skills.

1-2-3. Developing improvement proposals

Participating farmers develop proposals to improve safety and health in their own farms and rice fields by referring to the practical guides and local good examples shown in the five technical sessions. They identify and present three short-term improvement points which can be done within one month or so, and two long-term improvement points which need up to around 6 months to implement.

1-2-4. Organizing follow-up activities

After conducting the workshop, WIND trainers visit the farmer participants to follow up their planned improvement actions. The follow-up visits are carried out within a few months after the WIND training. Farmers usually complete the first set of improvements in one to three months after attending the WIND training. The farmers are proud to show their improvements to WIND trainers. It is important for WIND trainers to keep in regular contact with these farmers to support their long-term safety and health improvement efforts. The initial WIND training workshop itself is only a start to long-lasting improvement actions by trained farmers.

Regular follow-up visits to the previous WIND training participants provide good opportunities to look at the farmers' improvement actions and discuss further improvement plans. Another effective follow-up action is to organize an achievement workshop where farmers present their improvements, exchange



experiences and ideas for further improvements and discuss future collaborative actions. WIND trainers regularly carry out these follow-up visits and meetings in order to maintain and expand the networks among trained farmers. Chapter 4 of this book provides more details on effective follow-up activities carried out by WIND farmer volunteers.

1-3. Participatory approaches adopted in the WIND training programme

The WIND training programme takes a set of practical measures to promote the active participation of farmers in improving safety and health. The following points are keys.

1-3-1. Promoting the facilitator role of WIND trainers

WIND trainers need to play a facilitator role for the successful organization of the WIND training. They place participating farmers at the centre of the training and pay special attention to activating farmers' own improvement ideas and discussions. Farmer participants are the ones who identify safety and health improvement points, and plan and implement actions. WIND trainers are trained carefully to meet this essential role. Those who are interested in helping farmers have the potential to be good WIND trainers. They are: farmers themselves, community leaders, government officials, or members of workers' and employers' organizations, and NGOs.

1-3-2. Learning from local good initiatives

WIND training takes a positive approach by learning from locally existing good examples in safety and health. WIND trainers always use “local” good examples in their presentations. These good examples show what local farmers can do through their own initiative and increase the farmers' confidence to make positive changes in their own workplaces. WIND trainers use neither bad examples nor examples from other countries.

Experienced WIND trainers visit many farm houses and rice fields to look for new local good examples and ideas in safety and health. They can add these new examples to their presentation files and use them for the next WIND training. Some good examples or improvements might be very basic or even imperfect, but WIND trainers appreciate the farmers' improvement initiatives instead of pointing to their weaknesses, and support their continuing efforts.

1-3-3. Supporting joint improvement actions between women and men

The WIND training invites a woman and a man from one family to promote the equal and active participation of both genders. They can be couples (husbands and wives), brothers and sisters, a mother and her son, or a father and his daughter. Trainers will encourage a woman or a man living alone to attend the WIND training together with her/his friends or neighbours. Gathering views from both women and men often produces innovative improvement ideas.

WIND trainers facilitate active discussions by both genders in addition to ensuring

their equal participation in number. Special care is taken to discourage domination by a few people or a gender. Male participants might dominate discussions on improvements in some training sessions. If this happens, WIND trainers need to take action to encourage women participants to express their views.

1-4. Conclusions

The WIND training programme applies participatory, action-oriented methodologies to assist farmers in improving safety and health at work. The programme can be powerful when farmers are placed at the centre of the training and WIND trainers act as facilitators. Participatory training tools such as the WIND checklist, or photos of local good examples, promote farmers' active participation in identifying practical solutions. Farmers are encouraged to improve safety and health in a step-by-step manner, starting with low-cost, feasible solutions that can be made by using locally available materials. Equal participation of women and men should be carefully promoted to reflect both views and promote cooperative actions in improving safety and health. It is important to learn from local farmers' networks in order to widen the training coverage and sustainability.



CHAPTER 2

Learning from the real working lives of local farmers and sugarcane processing workers in the Mekong Delta area in Viet Nam





This chapter describes how the WIND programme was born in the Mekong Delta area located in the south of Viet Nam. The WIND programme began with gaining an understanding of the real working lives of local farmers in the Mekong Delta and tried to strengthen their initiatives for improving safety, health and working conditions.

The authors' team studied real working and living conditions of local farmers intensively before the birth of the WIND programme. The team directly observed the real work of local farmers such as rice cropping, rice harvesting, or land preparation. These studies were valuable in order to understand the needs of local farmers in their work and their views for improvements.

Two technical institutes in occupational safety and health, the Vi Thanh Hospital School, Vi Thanh district, Cantho province (now Hau Giang province), Viet Nam, and the Institute for Science of Labour, Kawasaki, Japan, worked together with the aim of creating practical support measures to improve the working conditions of local farmers. They shared practical steps to understand the real work of local farmers and then devised the WIND programme. The course of the development of the WIND programme presents a useful model in international technical cooperation.

2-1. Understanding the real conditions of farmers' work

The two institutes, the Vi Thanh Hospital School and the Institute for Science of Labour, began their collaborative activities in 1991 when their staff visited many farms and rice fields to observe the real work of local farmers. The Vi Thanh Hospital School had long contributed to the health development of local farmers and their families and had established a good relationship with them. The Institute for Science of Labour as a research institute had developed practical safety and health risk assessment methodologies and training programmes to improve working conditions. The combination of the practical experiences of the two institutes became the basis for the birth of the WIND programme.

2-1-1. Observing farmers' work in field conditions

The team from the two institutes conducted a field observation study on the workload of farmers in a rice field in Vi Thanh district as their first collaborative step. The joint study team visited a rice field in Vi Thanh in the early morning as farmers started their work before the sunrise. The team selected a farm family and assigned each researcher to follow and observe one farmer. The study team applied a direct observation study method and recorded the work content and work posture of the target farmers every 30 seconds from the beginning of their work until the end. The team also interviewed the farmers every hour about symptoms of fatigue using the 30-item fatigue monitoring questionnaire developed by the Japan Society for Occupational Health.



Figure 2-1. A woman farmer had to maintain a forward bending posture when manually harvesting rice (left) and from time to time took pauses to stretch her back (right)

2-1-2. Safety and health improvement needs of rice farmers

Table 2-1 shows safety and health problems of rice farmers identified from the direct observation studies. Farmers' improvement needs were broad, including sustained

bending work postures (Table 2-2), carrying heavy materials through muddy rice field paths, unstable small bridges over canals, uncovered moving belts of threshing machines, insect and snake bites, and sharp edges of cut-off rice stalks. Welfare facilities such as provision of toilets and safe drinking water at work, or resting corners were also important needs. Women farmers had difficulties in finding appropriate toilets and refrained from urination.

Table 2-1. Examples of safety and health improvement needs in rice field work

Areas	Safety and health improvement needs
Materials handling	Slippery passageways Unsafe and unstable bridges over canals Heavy loads
Work posture and tools	Sustained forward bending posture Heavy hand tools Cutting injuries from knives
Machine safety	Uncovered machine belts Moving heavy agricultural machines
Work environment	Insect and worm bites Eye injuries caused by rice stalks Exposure to strong sunshine
Welfare facilities and work organization	Long and irregular working hours No adequate resting corners Unsafe drinking water and lack of hygienic toilets

**Table 2-2. Postures in percentage of time spent for rice-harvesting work
(Average of 7 farmers in 3 working days)**

Postures	Day 1	Day 2	Day 3
Standing	13.5 %	12.1 %	12.6 %
Slight forward bending (Less than 30 degrees)	4.2 %	7.3 %	4.4 %
Medium forward bending (30 to 90 degrees)	52.4 %	51.7 %	58.5 %
Deep forward bending (More than 90 degrees)	4.3 %	7.4 %	4.7 %
Squatting	9.5 %	11.5 %	10.4 %
Walking	16.1 %	10.0 %	9.4 %
Total	100.0 %	100.0 %	100.0 %

Source: T. Kawakami et al.: "Workload of rice reapers in the Mekong Delta area in Viet Nam", in *Journal of Science of Labour* (1993), Vol. 69, Part II, pp. 21-29.

Farmers' fatigue during the work was associated with these improvement needs. As shown in Figure 2-2, symptoms of fatigue increased as the work proceeded. The symptoms related to physical workloads were particularly outstanding. Working in a state of fatigue increased accident risks and long-term chronic health risks. Low back fatigue in their everyday work could potentially cause chronic low back pain. The farmers who suffered low back pain could not work well and could lose their income. The farmers needed frequent short breaks and other practical measures to reduce their physical workloads.

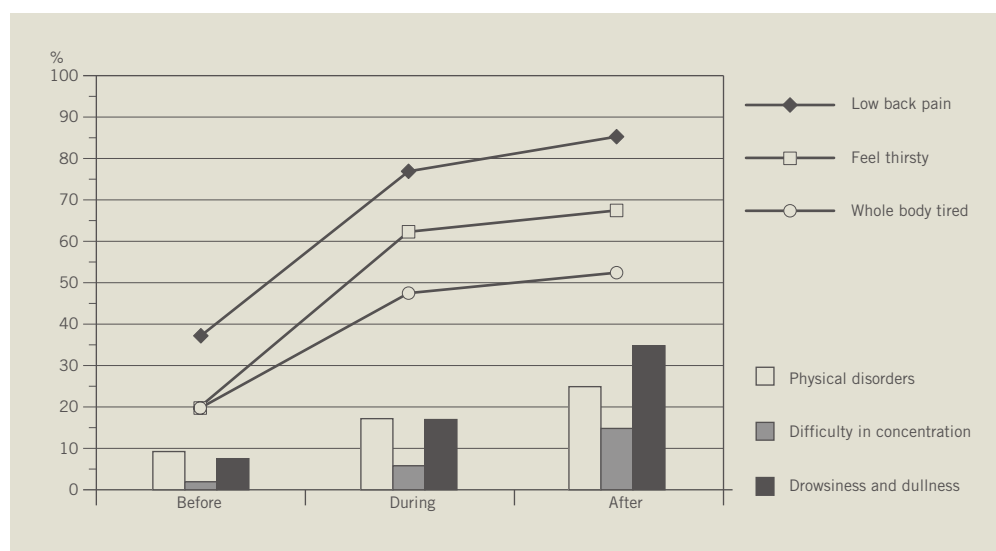


Figure 2-2. Changes in the rates of those who had corresponding fatigue complaints before, during, and after harvesting work (average of 21 farmers)

Source: T. Kawakami and T. Khai: "Sharing positive experiences in making changes in work and life in a local district in Viet Nam", in *Journal Human Ergology* (1997), Vol. 26, pp. 129-140.

Farmers and the study team exchanged their views on improvements in field conditions during these direct observation studies. Farmers actively talked about their work experiences and associated safety and health problems. The on-site discussions stimulated the study team since everybody could directly see the real work problems in front of them. These field study experiences were unforgettable to the team members and later became a rich source of information for developing the WIND action-checklist and clear-cut illustrations to show practical improvement measures.

The farmers invited the study team to their houses after work to see their living conditions. Farmers kept tools and machines at home and their working and living conditions were linked closely. Women needed to do household work such as cooking and cleaning after the hard work in the rice field. This experience produced the idea that both women and men should be trained together in safety, health and

working conditions. Promoting the equal participation of women and men became a key principle of the WIND training programme.

2-3-1. Seasonal changes of working times and workload and the difference in time use between men and women farmers

The study team asked five farmer families to record their working time for one year. This time-budget study (Figure 2-3) was to better understand the seasonal changes of the farmers' work hours and workload. The study also showed a clear difference in time use between male and female farmers. Female farmers worked longer due to the burden of family household work. Male farmers were more engaged in farm work activities often associated with heavy load carrying. These findings were reflected in the WIND programme development.

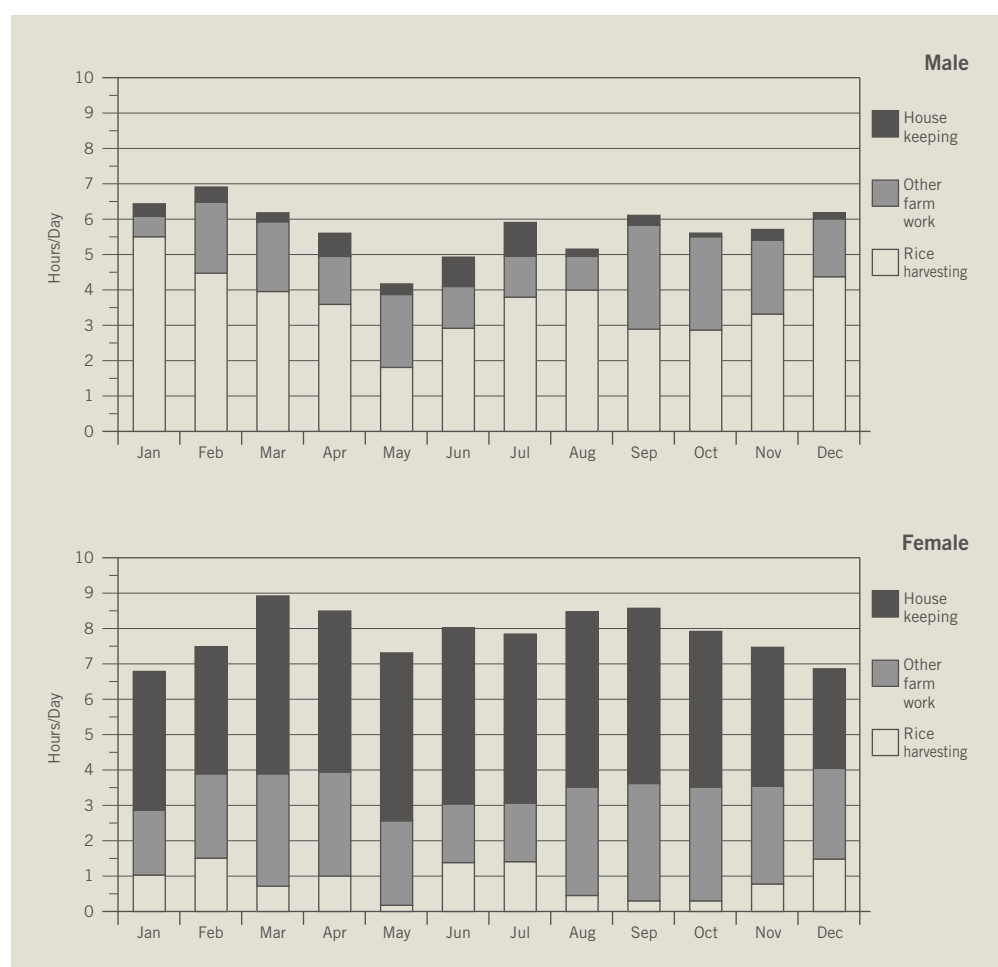


Figure 2-3. Monthly work-hour changes of the farmers studied (average of five households)
Source: T. Kawakami and T. Khai: "Sharing positive experiences in making changes in work and life in a local district in Viet Nam", in *Journal Human Ergology* (1997), Vol. 26, pp. 129-140.



2-2. Story of a local sugarcane factory

Sugarcane, as well as rice, is a major agricultural product in Vi Thanh district of the Mekong Delta area. Many small-scale sugarcane processing factories produced condensed sugar juice. The extracted juice was transferred to larger factories as raw material to make sugar. These factories employed farmers living nearby, including young and women farmers, and provided them with extra income opportunities.

2-2-1. Observing the working conditions at the sugarcane factory

In August 1994, the joint Viet Nam-Japan research team of the Vi Thanh Hospital School and the Institute for Science of Labour studied the working conditions in these sugarcane factories (Figure 2-4) by using the direct observation method



Figure 2-4. A typical local sugar-cane factory and the workplace

and monitoring symptoms of fatigue. They carefully observed the work of farmer sugarcane workers from the beginning of their work until the end in order to identify safety and health risks associated with their work. The study team actively discussed workable solutions with factory owners and their workers while observing their actual work in their workplaces.

Their working conditions were striking. Most of the farmer workers in the sugarcane factory worked continuously for 24 hours from one morning to the next (Figure 2-5). The lighting was insufficient for work at night. The workers, mostly young women, carried bundles of heavy sugar cane (around 50 kg) from a storage area to the crushing machine, extracted the sugarcane juice, and boiled the juice to produce sugar. The floors were slippery and there was an uncovered waste water canal.

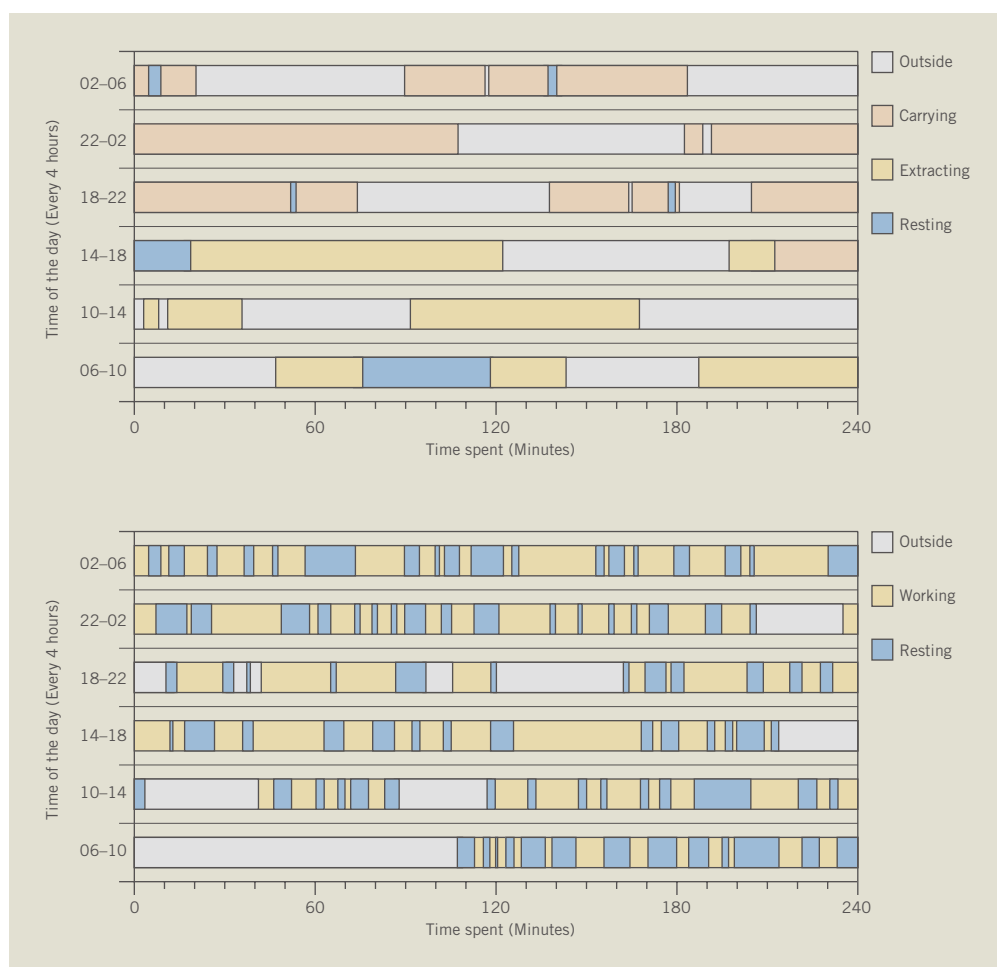


Figure 2-5. Twenty four-hour time-budgets of a sugarcane worker in the extracting section (above) and a worker in the boiling section (below).

Source: T. Khai et al.: "Improving safety and health of rural sugar-cane factories in the Mekong Delta area in Viet Nam", in *Journal of Science of Labour* (1999), Vol. 73, pp. 14-22.

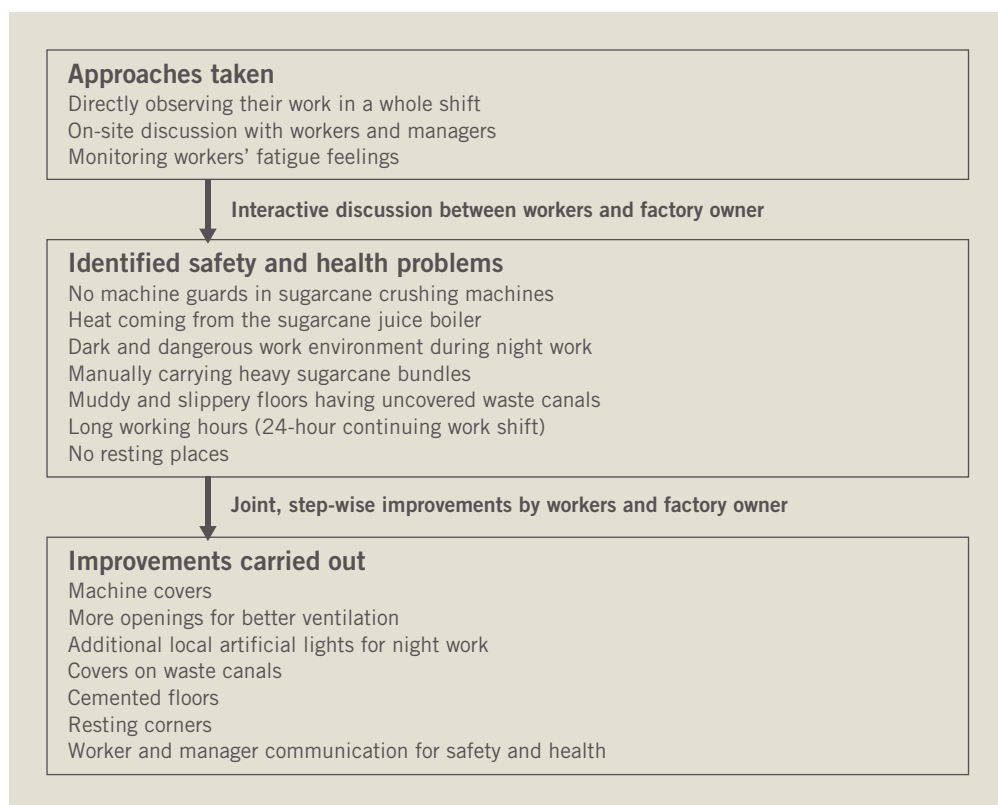


Figure 2-6. Steps taken to share practical experiences to improve safety and health in local sugarcane factories and to develop improvement proposals

Source: T. Khai et al.: "Improving safety and health of rural sugar-cane factories in the Mekong Delta area in Viet Nam", in *Journal of Science of Labour* (1999), Vol. 73, pp. 14-22.





2-2-2. Ideas for improvement

Figure 2-6 shows a summary of the initial direct observation study results and the on-site talks with these workers to develop ideas for improvement. It should be noted that both workers and the factory owner welcomed our observation study and were very positive towards making changes in their workplaces. They needed practical assistance and opportunities for the joint improvements.



Figure 2-7. Guard covering a dangerous rotating part of sugar cane crushing machine

One year later, the team revisited the sugarcane factory and was impressed with the positive changes. As summarized in Figure 2-6, several practical improvements including machine covers, more openings for better ventilation, additional local artificial light for night work, a cover on the waste canal, cemented floors, and resting corners had been made through their own initiatives (Figure 2-7, 2-8). We were pleased that our joint study had facilitated these improvements. Workers and managers in the sugarcane factories had jointly planned and implemented these safety and health improvements by using their own local, available resources.



Figure 2-8. Improved factory premises: before improvement (above) and after (below)

Later, a larger joint-venture sugarcane factory opened in Vi Thanh. This new factory was fully equipped with modern production machines that could manufacture sugarcane juice efficiently. Local small sugarcane factories could not compete with the large-scale factories and have been closed down.

However, the joint work experiences within the small sugarcane factories reconfirmed the strong self-help initiatives of local people in improving the quality of their working lives. The study team increased the confidence that a practical training programme would be able to further support and strengthen these people's own improvement initiatives. This became the principal concept of the WIND training programme, which began two years after the experiences in these local sugarcane factories.

2-3. Conclusions

The Vietnamese-Japanese joint study team observed the real working life of the local farmers and sugarcane processing workers and learned much by hearing from them directly. Fig 2-9 gives a summary of the steps taken by the team. The team stayed in the workplaces from the beginning to the end of the work in order to know the real job content and working conditions of local people, and assess work-related safety and health risks. This field study method promoted active on-site discussions between farmers, sugarcane owners and managers, workers and the study team members. These on-site discussions led them to practical solutions in safety, health and working conditions.

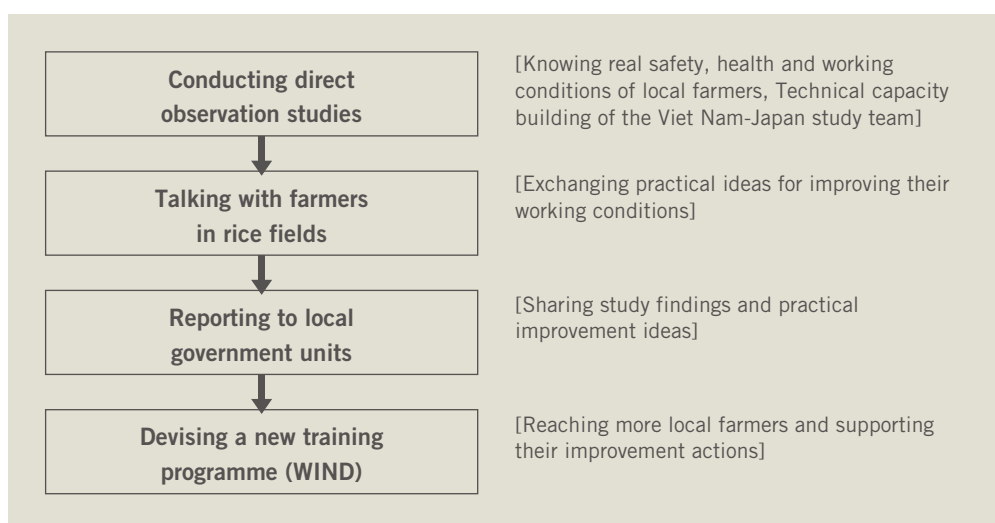


Figure 2-9. Learning from farmers' voices in rice fields through direct observation studies

The direct observation studies were not easy to conduct. The external researchers had to be exposed to the same working environments as local workers and farmers, such as exposure to strong sunshine, snake bites, or night work without sleep. This field work experience was a real opportunity for the team to understand the heavy workload and safety and health risks of the farmers and workers. The farmers and workers welcomed the commitment of the team and both nurtured their friendships for future joint actions.

These field experiences became the corner stone for the birth of the WIND programme. We learned much from the self-initiative of local people towards better working conditions and could share their support needs. This led to the adoption of participatory approaches of the WIND programme as the core methodology. The findings from the direct observation studies provided a number of ideas from which to select practical action-checklist items and develop good example illustrations.



CHAPTER 3

Birth of the WIND programme





This chapter explains how the WIND programme was born in the Mekong Delta in Viet Nam. The improvement initiatives of the local farmers and sugar cane workers mentioned in the previous chapter convinced us that practical training programmes built on local experiences could further strengthen such initiatives and accelerate their improvement actions.

The WISE (Work Improvement in Small Enterprises) training programme developed by the ILO provided us with many ideas to develop such a practical training programme for farmers. The WISE programme had already assisted participating small enterprises to improve productivity and working conditions jointly. WISE was filling the gap between large and small enterprises and had extended basic protection to a large number of workers. Most importantly, WISE relied on simple, low-cost improvements carried out by local workers and employers and promoted participatory, local good practice approaches.

We felt the need to learn more from people's self-help initiatives and to develop practical support tools. The Toyota Foundation provided us with the timely financial assistance to realize these developments. Visiting local workplaces to find and collect existing OSH good practices became our important next step.

3-1. Preparing the WIND programme

3-1-1. Learning from local good examples

The Viet Nam-Japan joint study team visited four hundred farmers' houses and their farms in Vi Thanh to learn from local good examples in their working and living conditions, and found a number of good examples devised by the farmers themselves (Fig 3-1). Good examples in their working conditions were, for example, easier ways to transport heavy agricultural products, safer passageways and bridges to reach their farms, safe use and storage of pesticides, protection from sunlight, and resting facilities in the farms. Typical good examples collected are shown in Figure 3-1 to 3-5. Improvements in living conditions were, for example, kitchen and eating facilities, nutritious foods, lighting and ventilation in their houses, and hygienic toilets. Some families had good plans for family income generation and expenses. We counted these also as good examples in their living conditions. The team took photos of these local good examples and classified them. The local good examples collected were later depicted on slides and widely used as presentation materials for the subsequent WIND training workshop.



Figure 3-1. Safer way to keep pesticide bottles



Figure 3-2. Keeping hand tools in good order



Figure 3-3. Resting place for farmers in the rice field



Figure 3-4. Well-organized kitchen with good ventilation



Figure 3-5. Recording family income and expenditure

3-1-2. Developing the first WIND checklist

Developing a safety and health action checklist for farmers was the next key step. We established the action checklist style from the WISE training programme developed by the International Labour Organization (ILO). WISE is a training package to support small enterprises in improving working conditions and productivity and adopted participatory approaches as the core methodology. The WIND checklist, adapted from the WISE checklist, aimed to assist local farmers to assess their safety and health risks for practical improvement actions. The previous direct observation study experiences with farmers gave many useful insights into how to design the action checklist.

We designed the WIND action checklist (Figure 3-6) as a support tool for farmers to find practical safety and health solutions that can be made at low cost. The WIND

checklist does not present a complete list of all their potential safety and health actions. Instead, the purpose of the checklist is to stimulate farmers' own ideas for improvements by showing basic improvement options. Participating farmers were expected to go beyond the items mentioned in the checklist for their own innovative improvement actions. For this purpose, thirty-two most common action points were selected for the checklist and referred to the collected local good examples. The selected 32 points covered materials handling, work posture, machine safety, physical environment and work-related welfare facilities which could be applied to improve both working and living conditions. Later, the number of checklist items increased to 42 as shown in Table 1-2.

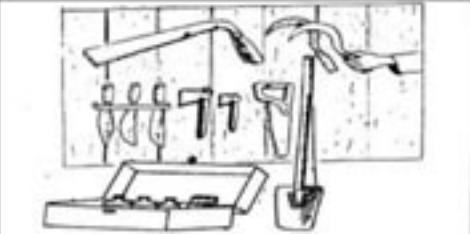
28- Giữ lối đi thông thoáng để dễ đi lại và khuôn vác nguyên vật liệu. Bạn có đề nghị hành động gì không? ☐ Không ☐ Có ☐ Ưu tiên Ghi chú:.....	
33- Đảm bảo máy được bảo trì tốt, không có bộ phận nào bị hư hỏng. Bạn có đề nghị hành động gì không? ☐ Không ☐ Có ☐ Ưu tiên Ghi chú:.....	
31- Có nơi thích hợp để cất giữ dụng cụ lao động nông nghiệp. Bạn có đề nghị hành động gì không? ☐ Không ☐ Có ☐ Ưu tiên Ghi chú:.....	

Figure 3-6. Part of the first version of the WIND checklist

3-1-3. Selecting the first target group and the way to assist farmers

The next step was to choose the target group for the pilot training. The team consulted the provincial departments of labour and health in Cantho province about this issue and selected average farmers earning a middle income as the first training target. The team planned to extend the coverage to poorer farmers after experiencing initial success with the middle-income farmers. The trained farmers were expected to gradually extend practical safety and health information to poorer farmers in the same communities.

A local government unit proposed to provide trained farmers with financial assistance to make improvements. They learned this idea from other income generation projects in Cantho province. After extensive discussions, we agreed that the WIND project would not provide financial assistance for farmers to implement improvements. Instead, the team decided to help farmers start with low-cost, practical solutions that could be made by using available local materials. We believed the best way to make the new training programme widely applicable and sustainable was to rely on the self-improvement initiative of local farmers.

3-2. First WIND training workshop

3-2-1. Failure of the first WIND training course

The first pilot WIND training workshop was planned and organized in the Vi Thanh Hospital School in 1995. Pairs of husbands and wives of farmers' families were invited from the nearby villages. A one-day training programme was prepared consisting of 4 sessions: (1) a farm visit with the action checklist exercise; (2) improving working conditions; (3) improving living conditions; and (4) developing improvement proposals. The action-checklist and the presentation materials using the collection of local good example photos were ready to be tested.

However, this first WIND training was unsuccessful due to the selection of the wrong training venue. Only male farmers came to the training venue. No women farmers attended due to the simple reason that the hospital was 20 minutes away by car from their village. Women farmers busy doing household work could not find the time to attend the training. Another important reason was that women farmers in the village were shy and unfamiliar with attending this kind of training and hesitated to go to the hospital located in the town.

3-2-2. Organizing the WIND training in the community - Learning from the lessons of the first WIND training

The organizers rescheduled the WIND training by choosing a venue that was close to participants, learning from the initial failed experience. They visited the target village and looked for an appropriate place for the training. There was a Buddhist temple located in the centre of the village. The monk from the village had helped the villagers and was respected by them. We asked the monk to permit us to organize the next WIND training workshop in his temple. He was pleased and allowed us to use the temple. The second pilot WIND training was thus conducted in this village temple (Figure 3-7) in Vi Thanh District in Can Tho province.

We invited an equal number of men and women farmers to participate in the



Figure 3-7. First WIND training held in a temple
Equal number of women and men farmers participated (left) and Participants going to the checklist exercise (right).

training. Twenty couples (husbands and wives) came to the temple for the training. We also invited two widows. They helped each other develop their own action plans. It was encouraging that many women farmers, although busy with household work, were able to come together with their husbands. This equal participation was possible because of the convenient location of the training venue.

As shown in Table 3-1, this initial WIND training programme was simple. After a short opening ceremony and an introduction session, participants visited a sugarcane farm and a farmer's house. They applied the 32-item WIND action-checklist and looked for good points and points to be improved there. This checklist exercise was carried out before trainers made technical presentations. This arrangement was to increase the participants' awareness that they were the centre of the WIND training and they could identify many practical ideas before receiving technical input from trainers. The subsequent group work sessions to discuss improvements became lively and had substance since all the participants visited the same farm and farmers' house and had common background experiences for the discussion. This was another advantage of organizing the checklist exercise before the technical presentation.

Table 3-1. Content of the first WIND training programme

07.00 – 07.30	Opening
07.30 – 08.00	Introducing the WIND programme
08.00 – 09.30	Visiting a sugarcane farm and a farmers' house with the checklist exercise
09.30 – 09.50	Tea break
09.50 – 11.20	Session 1. Improving working conditions
09.50 – 10.20	Trainer presentation

	10.20 – 10.50	Group discussion
	10.50 – 11.20	Group presentation
11.20 – 12.30	Lunch	
12.30 – 14.00	Session 2. Improving living conditions	
	12.30 – 13.00	Trainer presentation
	13.00 – 13.30	Group discussion
	13.30 – 14.00	Group presentation
14.00 – 14.20	Tea break	
14.20 – 15.20	Developing an action plan by each farmer family	
	14.20 – 14.50	Discussion
	14.50 – 15.20	Presenting action plans
15.20 – 15.40	Evaluating training programme	
15.40 – 16.00	Closing	

Two technical sessions on improving working and living conditions were conducted after the action checklist exercise. In each session, WIND trainers showed photos of local good examples and presented low-cost improvement ideas. These photos were the ones we had collected from many farms and farmhouses in Vi Thanh.

After the trainer input, farmers discussed in groups and identified three good points and three points to be improved in the farm and farmhouse they had visited with the checklist. Farmers discussed broad improvement needs in working and living conditions, covering materials handling, work environments, and welfare facilities. They also mentioned improvements in family life such as planning family income and expenses, safeguarding children, or increasing family communication. These proposals were born from the farmers' day-to-day working experiences and realized at low-cost.

In the last training session, the participating farmer families developed and presented their own action plans for improving their working and living conditions in their rice fields, farms and houses. They developed practical workplans similar to the proposals shown in table 3-2.

In the course of the training, WIND trainers paid attention to promoting and ensuring the equal participation of women and men. Women participants, although they were shy at the beginning, were encouraged to express their ideas during the group discussions and present their discussion results. Many women participants presented the group work results and increased their confidence and commitment for implementation. This equal participation between women and men became an important background to implementing improvements successfully. Since the first

WIND training, we have observed a number of initiatives and leadership by women to implement improvements in working and living conditions.

The first WIND pilot workshop carried out in a temple was completed with some positive outcomes. Easy access to the training was essential to facilitate the active participation of women farmers. The participatory training programme and tools developed facilitated farmers' active participation and assisted farmers in selecting practical action points which could be carried out at low cost. The subsequent WIND training workshop programmes and training tools and materials have been further improved based on these first WIND training experiences.

Table 3-2. Three improvement points in working and living conditions that participating farmers proposed after the group discussions

	Working conditions	Living conditions
Group 1	1. Wearing shoes when working in the rice field 2. Using long-sleeved shirts to protect farmers against strong heat from the sun 3. Storing pesticides safely	1. Developing safety guards for children 2. Planning home economies (income and expenses) 3. Buying agro-machines together with neighbours
Group 2	1. Using a boat when carrying heavy agricultural products 2. Wearing long-sleeved shirts to protect farmers against strong heat from the sun 3. Building a resting facility in the rice field	1. Ensuring food hygiene for children 2. Planning home economies 3. Increasing family communication
Group 3	1. Wearing long-sleeved shirts to protect farmers against strong heat from the sun 2. Building a resting facility in the rice field 3. Bringing safe drinking water to the rice field	1. Preparing a family first aid kit 2. Washing utensils and clothes in a hygienic way 3. Having more openings in the house for better ventilation and lighting
Group 4	1. Building a resting facility in the rice field 2. Bringing safe drinking water to the rice field 3. Constructing a toilet near the rice field	1. Keeping clothes in a proper and hygienic way 2. Planning home economies 3. Preparing a family first aid kit
Group 5	1. Constructing a toilet near the rice field 2. Wearing shoes for working in the rice field 3. Storing pesticides safely	1. Constructing a hygienic toilet 2. Preparing a family first aid kit 3. Washing utensils and clothes in a hygienic way

3-3. Evaluating the first WIND training

3-3-1. Training programme

The participating farmers evaluated the WIND training programme positively. They liked the technical content, the participatory presentation style, and found the farm visits with the checklist exercise practical. The length of the training was also appropriate for them. They proposed continuing support for their improvement actions and more frequent WIND training workshops to benefit more farmers.

Learning from this first WIND training experience, the project team agreed to upgrade the existing training materials and make them easier to use for participating farmers. The team started collecting more improvement examples made by the farmers through follow-up visits by the previous participant farmers. These new good examples by the WIND training participants were used for subsequent training activities. We also tried to collect more local good examples of working conditions as a priority. These examples were the most convincing training materials for new participant farmers.

3-3-2. Follow-up visits

The project team carried out a follow-up visit to the 20 households three months after the pilot WIND training workshop. Of the 20 households, 19 households had already carried out improvements (Table 3-3). The nature of the improvements covered basic needs of local farmers (Figures 3-8, 3-9, and 3-10) including hand-trucks for carrying heavy materials, safe use of machinery and pesticides, resting facilities, workstations with appropriate working heights, and sanitary toilet facilities.



Figure 3-8. Improvement of kitchen area

Before the improvement, cooking devices were placed on the floor (left) and After the improvement, they were placed on the table to improve the work posture (right)



Figure 3-9. After attending the WIND training, the participants worked together and improved the bridge

Many farmers started with easy-to-apply improvements in their living conditions and home environment such as lighting, ventilation, better cooking stations, or storing clean water, and extended their improvement actions to working conditions including materials handling, heat exposure, handling of pesticides and other work environment points. Some trained farmers extended their scope to improvements in their home economics by carefully planning and recording their income and expenses.



Figure 3-10. This family belonged to low-income group in the village. However, after the WIND training, she covered the wall by using plastic sacks to prevent dust coming from outside as the first step to the further improvements

Table 3-3. Number of improvements carried out by participating farmer families

Improvement areas \ Family	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	Total
Healthy food	2	2	3	0	1	2	1	3	0	0	0	1	2	4	1	1	0	1	0	2	26
Clean water	1	1	3	1	1	0	0	1	0	2	1	1	2	1	1	1	1	2	1	0	21
Home economics	3	0	0	2	1	3	0	0	0	1	1	1	1	0	0	0	0	1	0	0	14
Home environment	0	0	1	0	0	0	2	1	0	0	1	2	0	1	0	1	1	0	2	0	12
Carrying materials	0	2	0	2	0	0	0	0	0	0	0	1	1	1	1	1	0	1	1	0	11
Child safety	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2
Work environment	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Total	6	5	7	5	3	5	4	6	0	3	3	6	6	7	3	4	2	6	5	2	88

Many improvements were carried out at low cost, as shown in table 3-4. 28 of the 88 improvements were implemented at no cost by using available local materials. For example, the trained farmers made a hand-truck to carry heavy materials, or made more openings in their houses for better ventilation. The farmers made many positive changes in their living and working conditions without external financial support. These self-help initiatives can continue to increase when they receive practical technical support and regular opportunities to exchange experiences with other farmers.

Table 3-4. Number of improvements carried out and level of expenditure

Improvement areas \ Costs (US\$)	No cost	Less than \$1	Less than \$5	Less than \$10	Less than \$50	More than \$50	Total cost
Healthy food	11	5	3	3	3	1	26
Clean water	8	4	7	2	0	0	21
Home economics	1	0	3	0	5	5	14
Home environment	4	2	0	2	4	0	12
Carrying materials	2	1	3	1	3	1	11
Child safety	1	0	0	0	1	0	2
Work environment	1	1	0	0	0	0	2
Total number of improvements	28	13	16	8	16	7	88



3-3-3. Initial spread of the WIND training to other villages

The next important step of our team was to help expand the coverage of the WIND programme to other villages by using existing people's networks. The local WIND trainers trained in the first WIND course were sent to the next target village and planned the second WIND training course with responsible village officials. The project team had a belief that this village-to-village collaboration would be the best mechanism for the long-term sustainability of the WIND programme. Though the WIND trainers from the first WIND village were not fully confident of conducting the second WIND course by themselves, the project team encouraged them to do so and promised our support. The head of the first WIND village visited the second village and helped to organize the second WIND training course.

Since then, the WIND training programme has spread spontaneously among farmers through their networks. Farmers trained by the WIND programme have disseminated practical low-cost ideas to their neighbouring farmers. Stimulated by their neighbours, some farmer families started improvement actions without attending any WIND workshop. The people's "informal" dissemination of the WIND programme from one village to another was a powerful method of widening the coverage of the WIND programme. These experiences later produced and materialized the idea of "Farmers can become best WIND trainers to other farmers", and led to the birth of "WIND farmer volunteers".

3-4. Conclusions

The WIND programme was born from the realities of the farmers' work and life in the Mekong Delta. Practical training tools such as the WIND action-checklist and local good example photo sheets were devised to support farmers' own self-help initiatives (Figure 3-11). Participatory training approaches applied in ILO's WISE training programme were the important basis of the WIND programme. The WIND programme facilitated lively discussions between both women and men farmers about their improvement actions. The farmers started real improvement activities after attending the training and demonstrated their initiative towards continuous improvements by using the local wisdom.

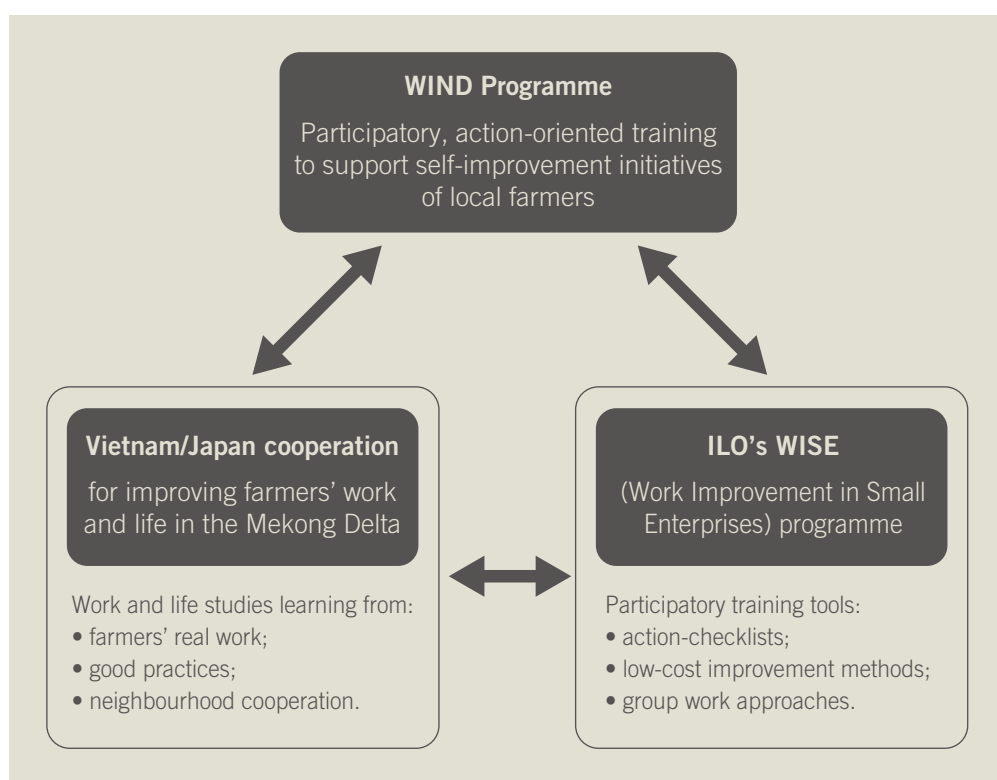


Figure 3-11. Technical backgrounds of WIND programme



CHAPTER 4

Developing the WIND farmer volunteer system
– Initiatives in Cantho



CHAPTER

4



Cantho province in Viet Nam developed the WIND farmer volunteer system (Cantho province became a city in 2003). WIND farmer volunteers trained their neighbouring farmers in practical safety and health points by using simplified WIND training materials. The Provincial Health Department supported WIND farmer volunteers through their village health centre networks. The WIND farmer volunteer system was the answer to the question of how we could sustain the WIND training for a wider coverage. Later, many provinces in Viet Nam adopted the WIND farmer volunteer system and extended their OSH training services to many farmers.

4-1. Farmers train farmers - Birth of the WIND farmer volunteers

As described in Chapter 2, the core methodology and tools of the WIND programme were well established by 1997. Many participating farmers had appreciated the WIND training content and had implemented improvements. However, some farmers had dropped out from the programme after attending the workshop due to the lack of continuous support. Other farmers wanted regular visits and advice from WIND trainers to maintain their improvement activities. We needed to find practical measures to support farmers' improvement actions in a sustainable way.

Another challenge was how to expand the coverage of the WIND programme to the broader farming community. The farmers who had participated in the WIND programme were a small portion of all farmers in Viet Nam. Workable approaches to reach more grassroots farmers in a systematic way were required. The WIND programme, once it reached more Vietnamese farmers, could effectively strengthen the self-help initiative of many others.

The Centre for Occupational Health and Environment (ECHO), Department of Health, Cantho province, invented a practical solution to these fundamental needs. This was the development of the WIND farmer volunteer system as shown in Figure 4-1. ECHO trained the village health centre personnel as WIND trainers. Then, the trained village health centre personnel (WIND trainers) trained farmers as WIND farmer volunteers.

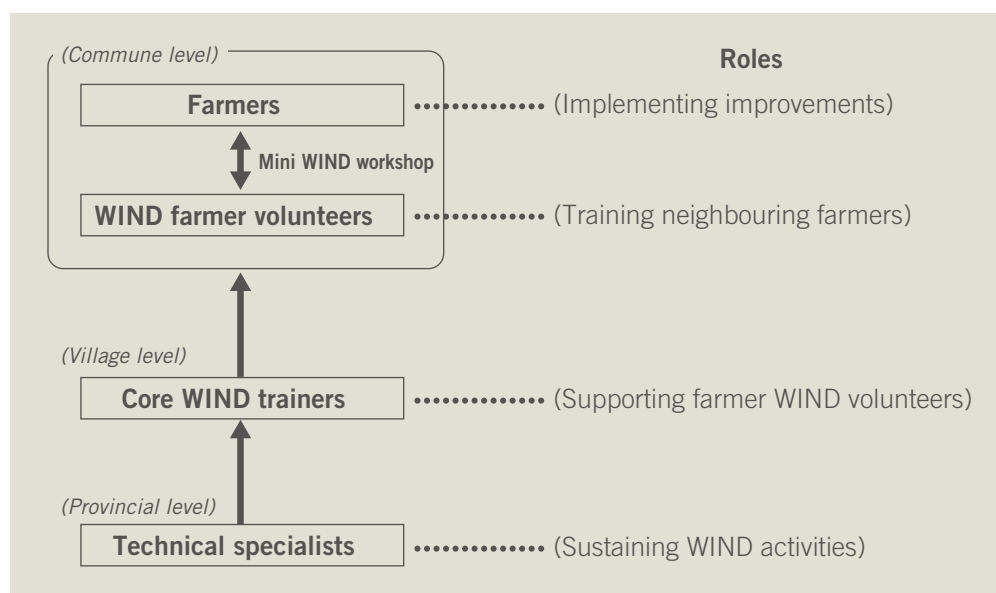


Figure 4-1. Helping WIND farmer volunteers

The village health centre network covers all villages and communities and provides the potential infrastructure to expand and sustain the WIND training for farmers. The village health centres are located at the community level and can make frequent contact local farmers.

ECHO trained the village health centre personnel as WIND trainers. The roles of the core WIND trainers were to train farmers as WIND farmer volunteers and provide regular support to them. In the intensive training, the WIND trainers learned practical, low-cost OSH improvement methodologies and participatory trainer skills to assist farmers. Special emphasis was placed on the importance of the facilitator role of the core trainers to strengthen the self-help initiatives of farmers and sustain their improvement activities.

The WIND trainers in the village health centres trained farmers in their responsible villages to become WIND farmer volunteers. WIND farmer volunteers were selected from among active farmers. Any farmer can become a WIND farmer volunteer regardless of their income and educational level as long as they have a willingness to help neighboring farmers and spend some time in this voluntary work. Some WIND farmer volunteers had already attended the WIND training and made OSH improvements in their farms and houses and were respected by their neighbours.

4-2. Mini WIND workshops by WIND farmer volunteers

The trained WIND farmer volunteers began training their neighbouring farmers by organizing “mini WIND workshops” (table 4-1). Mini WIND workshops are a shortened version of the WIND training which WIND farmer volunteers can easily organize and implement themselves. Easy-to-use training materials such as good example photo sheets and improvement planning books were developed as support tools for WIND farmer volunteers. The WIND trainers in the village health centres and the ECHO staff continued their technical support to WIND farmer volunteers to organize and implement mini WIND workshops.

A mini WIND training workshop takes around 2 hours. The training was usually conducted in a house of a WIND farmer volunteer for five farmer participants. The volunteers explained to the participating farmers how to use the WIND action checklist. Following this, they visited farms, rice fields and neighbouring farmers' houses to check their working and living conditions. After returning from the checklist exercise, the WIND farmer volunteers showed local good example photos in one of the five technical areas of the WIND programme. Both female and male farmers actively trained their neighbouring farmers (Figure 4-2).



Figure 4-2. A woman WIND farmer volunteer organizing a mini WIND workshop in her house for her neighbouring farmers

Table 4-1: Sample programme of a mini WIND workshop

Time	Contents	Tools used
8.00 – 8.10	Introduction to the WIND programme (WIND farmer volunteers)	Photo sheets showing steps of the mini WIND training
8.10 – 8.40	Farm and house visits with the checklist exercise (participants)	WIND action checklist
8.40 – 9.00	Group discussion on the checklist results (participants)	Group work
9.00 – 9.20	Tea break	
9.20 – 9.40	Presenting local good examples in one of the five WIND technical areas (WIND farmer volunteers)	Photo sheets showing good OSH examples in agriculture in Vietnam
9.40 – 10.00	Developing action plans in the participants farms and houses (participants)	Planning and recording book

The WIND action-checklist and local good example photo sheets were two important training tools for the success of mini WIND workshops. These handy, practical training tools assisted many WIND farmer volunteers in organizing and implementing mini WIND workshops. Mini WIND workshops have been organized in many villages where no computers or electronic presentation materials are available. Learning from local good examples, the participating farmers were able to devise many practical ideas to improve their working and living conditions.

The WIND farmer volunteer system had clear merits. Organizing the mini WIND training workshop was easy and low-cost. What the volunteers needed was simple, locally-adjusted training materials (action-checklists, good example photo books, and follow-up sheets) and some tea money to welcome participants. The volunteers met the trained neighbouring farmers frequently and facilitated their improvement actions as the volunteers and their trainee farmers lived in the same community. Local farmers accepted mini WIND workshops as a practical measure to improve their working and living conditions and welcomed WIND farmer volunteers.

In Can Tho province, between 2001 and 2007, with financial support from Bread for the World (a German NGO) and other collaborators, 1,545 farmers were trained as WIND farmer volunteers. It should be noted that 1,013 of them were women. The women farmer volunteers played a dynamic role in spreading the WIND training. The community health centres continued to provide technical assistance to WIND farmer volunteers. As of 2007, the WIND farmer volunteers had carried out 4,891 mini WIND workshops and trained 27, 061 farmer families. One WIND farmer volunteer in Can Tho maintained good relationships with around 20 trained farmer families and encouraged their improvement actions. As a result, 246,642 improvements in working and living conditions were reported between 2001 and 2007.

These experiences in Cantho were significant and opened up new, practical ways to provide OSH services to numerous farmers at the grassroots level in a systematic manner. The Cantho team mobilized existing local governmental health networks for this purpose. The WIND programme functioned as a practical tool.

The project team, particularly the staff of ECHO, invested a great deal of effort in convincing key persons in the health centre network to cooperate for the WIND training. This was a challenge since many health centre staff had been working with a top-down approach in hierarchical systems in the past. They needed some time and sufficient explanations from the ECHO staff before fully understanding the bottom-up, participatory approaches adopted in the WIND programme. Thanks to the efforts of the ECHO staff, the trained health centre staff became strong facilitators of the WIND programme.

WIND promoted gender equality. Many women farmer volunteers took the lead in conducting mini WIND workshops and trained their neighbouring farmers. In each WIND training workshop, the equal participation of women and men was promoted and realized. During the group discussions, many women farmers played active roles in developing and presenting improvement ideas. WIND trainers were skilful in facilitating the active participation of women farmers and avoiding men's

domination in the discussions. The WIND programme also promoted sharing of family responsibilities. Some male farmers have actively joined in cooking, cleaning, caring for children and other family responsibilities since attending the WIND training.

4-3. Maintaining the WIND farmer volunteer system

The next important challenge was to help the WIND farmer volunteers and the trained farmers continue their improvement actions. Regular technical support and contact were needed for sustainable development.

Can Tho used the health centre network in order to keep regular contact with WIND farmer volunteers and trained farmers for advice. ECHO, a part of the Department of Health, took the lead in planning and maintaining the WIND farmer volunteer system in Can Tho. ECHO organized a management team consisting of the district health centres and the health education departments. These agencies directly supervised the community health centres, which were expected to play a major role in providing regular support and contact for WIND farmer volunteers.

Cooperation and coordination with other important local agencies were also keys to maintaining good contact with local farmers. People's committees at the provincial, district and village levels provided policy support for the WIND training. The Women's Union and the Farmers' Union, which had active networks with farmers, also became strong promoters of the WIND training.

This management team encouraged and supported the village health centres in organizing regular, monthly meetings of WIND farmer volunteers. To sustain and assist the activities of these volunteers, 976 monthly regular meetings of the volunteers were held from 2003 - 2004. In total, 24,206 volunteers attended the meetings. The meetings were a useful forum for farmer WIND volunteers to exchange their experiences in carrying out mini WIND workshops. The volunteers received technical advice and ideas from other volunteers in order to effectively assist their trained farmers to continue the improvement actions. Some volunteers asked for advice on leadership and training skills such as how to be polite in training farmers who were senior to them. Other volunteers, who had been successful in improving their living conditions, received practical advice to facilitate the improvements in the working conditions in their farms and rice fields.

These meeting results were swiftly reported to the health education department at

district level and were then sent to ECHO for analysis and planning. ECHO and the project team used this information concerning the achievements and challenges of WIND farmer volunteers to provide more effective support for WIND farmer volunteers. In response, the good example photo book was upgraded and a planning sheet for trained farmers was devised. The programme to train new WIND farmer volunteers was revised to include more knowledge and skills to support and maintain the network of trained farmers.

As well as the regular monthly meetings, 17 achievement workshops were conducted and were attended by a total of 1,677 volunteers. The achievement workshops were one-day events for WIND farmer volunteers to present concrete improvement examples and cases. The participating volunteers shared the practical improvements from different communities and strengthened their improvement ideas to better advise their neighbouring farmers.

4-4. Extending the Cantho WIND farmer volunteer system to other provinces

The efforts in Cantho established a workable approach for extending the WIND programme to numerous grassroots farmers in a systematic manner. The local



Figure 4-3. WIND training to farmers in the ethnic minority community, Sapa, Lao cai province. The illustrated checklist without words was applied for farmers who were unfamiliar with reading

government effectively supported the self-help efforts of farmers to build safer and healthier workplaces.

These successful experiences of the Can Tho Department of Health's ECHO in developing WIND farmer volunteer systems were communicated to neighbouring provinces in the Mekong Delta area and to more remote provinces (Figure 4-3). They requested that Cantho hold Training-of-Trainer (TOT) workshops to build WIND farmer volunteer systems in their provinces. In response, Can Tho conducted 6 WIND/TOT courses and trained 120 staff from the Centres for Health Education for 63 provinces as WIND trainers.

The WIND/TOT programme was carefully arranged for the participants (future WIND trainers) to give them a thorough understanding of the participatory training methods which were adopted in the WIND training programme (Table 4-2). As well as knowledge of the five technical areas in WIND, the WIND/TOT focused on usefulness of the participatory training methods and the practicality of essential training tools such as action-checklists and good photo sheets.

Table 4-2. WIND/TOT programme: Intensive training course to train provincial WIND trainers who will train and assist WIND farmer volunteers

-
1. Experience WIND training (day 1-2);
 2. Prepare participatory presentations (day 3-4);
 3. Train WIND farmer volunteers (day 5-6);
 4. Assist WIND farmer volunteers in organizing a mini-WIND workshop (day 7);
 5. Strengthen participatory training skills (day 8);
 6. Develop workplans (day 9).
-

This WIND/TOT programme trained the participants in methods to train WIND farmer volunteers. The participants practiced a two-day WIND farmer volunteer training programme within the WIND/TOT. To support the WIND farmer volunteers, clear illustrations showing local good examples (Figures 4-4, 4-5, and 4-6), key training materials (Figure 4-7) and planning tools were introduced (Table 4-3, Also see Figure 7-4). Four types of recording books were developed for farmers, farmer WIND volunteers, community collaborators, and provincial (or city) support committees. These recording books were designed to assist farmers, volunteers and other collaborators in their voluntary improvement actions, not to monitor their activities by outsiders.

Table 4-3. Support tools developed for farmers and WIND farmer volunteers

Name of materials	Contents
WIND manual	• Practical ideas to improve OSH in agriculture that can be implemented at low-cost by using locally available materials • Good example illustrations
WIND photo sheets book	• Set of good example OSH photos collected or developed in Viet Nam • To be used by WIND farmer volunteers in mini WIND workshops
WIND action checklists	• List of action points with good example illustrations to help farmers find practical, low-cost improvement measures • To be used in the farm or rice field visit with the action-checklist exercise in WIND mini-workshops
OSH improvement recording book for farmers	• Planning and monitoring tool for trained farmers to review and record their OSH improvements
Recording and reporting	• WIND farmer volunteers support tool of for trained farmers. The volunteers record OSH improvements by trained farmers and report them to community collaborators
Recording and reporting book for community collaborators	• Reporting tool of community collaborators. They record all information collected from WIND farmer volunteers and report the information to PSCs
Recording and reporting book for PSCs	• Tool for PSC members to summarize all the information collected from community collaborators and analyze the information for finding better support plans for the volunteers and farmers



Figure 4-4. Easy-to-understand illustration as a tool of WIND farmer trainers



Figure 4-5. Safe storage of agro-chemicals



Figure 4-6. Taking short breaks to recover from fatigue and prevent accidents



Figure 4-7. WIND manuals have been revised learning from new developments

4-5. Conclusions

Cantho province in Viet Nam established WIND farmer volunteer systems as a widely applicable approach to extend the WIND training programme to grassroots farmers. The village health centre networks developed many WIND farmer volunteers and provided regular technical support to the trained volunteers. The WIND farmer volunteers trained many farmers in their own villages through mini WIND training workshops. Many women farmers took the lead in the mini WIND training workshops. Practical training tools and worksheets to assist WIND farmer volunteers and trainer farmers were developed and applied. The WIND farmer volunteer systems relied on the self-help initiative of local farmers and supported their own improvement ideas and steps.



CHAPTER 5

National policy support for the WIND training programme
– Extending WIND farmer volunteer system through the National OSH Programme



Chapters 2 – 4 describe how the people in the Mekong Delta area of Viet Nam, in cooperation with the Institute for Science of Labour, Japan, developed and applied the WIND training programme as a practical method to help farmers improve safety, health and working conditions. The WIND farmer volunteer systems extended practical OSH improvement ideas to many farmers through the village health centre networks. Learning from these positive experiences, the next important challenge was to link the WIND programme to the national OSH policy of Viet Nam to achieve a wider impact and sustainability (Figure 5-1). The ILO (International Labour Organization) actively participated in the WIND training programme development from this stage, and worked together in the course of developing nationwide WIND farmer volunteer systems in Viet Nam.

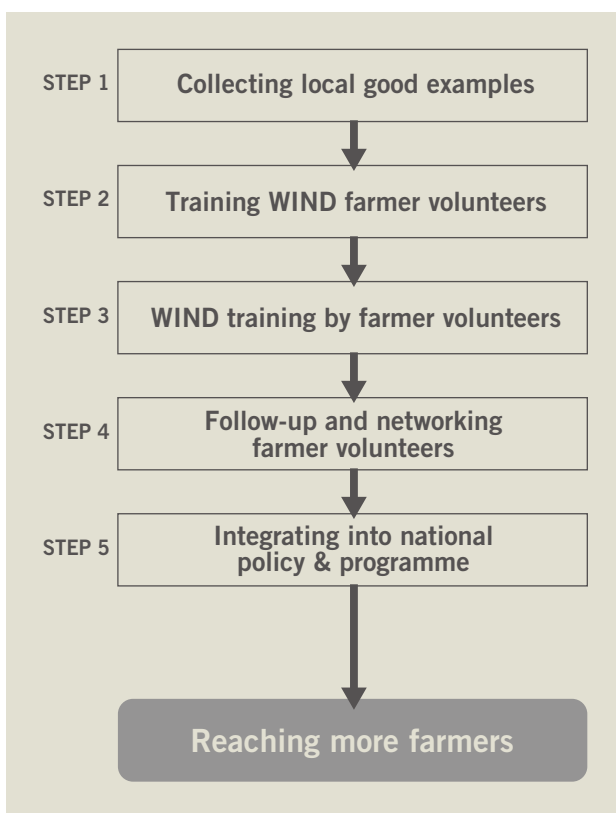


Figure 5-1. Steps taken to extend WIND training and reach more grassroots level farmers



5-1. Promoting national policy support for improving OSH of farmers

In 2004, the Ministry of Labour, Invalids and Social Affairs (MOLISA) in collaboration with the Ministry of Health (MOH) and the Ministry of Agriculture and Rural Development (MOARD) jointly developed a consolidated national policy for improving OSH in agriculture and the quality of farmers' lives.¹ The government of Viet Nam needed practical measures to implement this new policy. The WIND training programme was one measure that filled this immediate need.

The Bureau of SafeWork (BSW), MOLISA, took the lead in promoting the WIND programme, referring to the successful experiences of the WIND training programme in Cantho. MOLISA formed a project steering committee to extend OSH protection to more farmers together with MOH, MOARD, the Farmers' Union and the Women's Union. The ILO, through the ILO/Japan Multilateral Programme, provided timely financial and technical assistance to this initiative of the government of Viet Nam.

The project named “OSH Capacity Building in Agriculture”, with funding support from the ILO/Japan Multilateral Programme, began in 2004 and ended in 2007. The project formulated active interaction mechanisms between national policy and

¹ Source: Directive No 20/2004 by the Prime Minister on the strengthening of steering and implementing occupational safety and health in agriculture.

grassroots workplace level actions (Figure 5-2) to improve OSH among Vietnamese farmers. Practical models and activities at the grassroots level in one province could be shared with many farmers in other provinces for their benefit through national OSH policy support. National OSH policy and programme needed to be practical and realistic to reach workplace levels and promote workable OSH measures through the local government infrastructure.

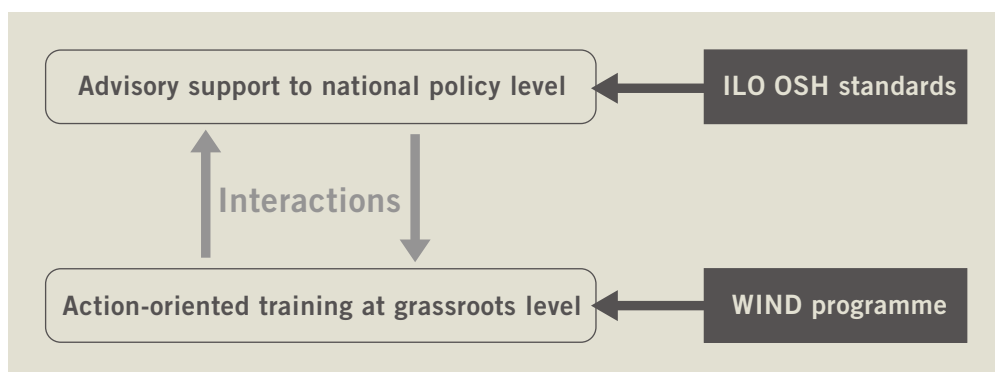


Figure 5-2 WIND aims to make a positive impact on national policy level from the grassroots level

5-2. Provincial support committees helping WIND farmer volunteers

An important challenge in the new project funded by the ILO/Japan Multilateral Programme was how to apply the WIND programme as a practical measure and establish a workable support mechanism at provincial and district levels to WIND farmer volunteers within the national OSH policy framework. The WIND farmer volunteer systems established in Cantho had already been functioning in several provinces and strengthened farmers' own improvement initiatives. We were confident of the appropriateness of the WIND training methods to train many WIND farmer volunteers and maintain their networks in different provinces and districts.

The project selected three provinces (Ha Nam, Nghe An and Hau Giang) and one city (Can Tho) as the initial project sites and established provincial support committees (PSCs) to ensure multi-agency cooperation to use all their channels to reach farmers at the grassroots level. As shown in figure 5-3, PSCs consisted of the five agencies concerned at provincial level. They were the Provincial Departments of Labour, Health, and Agriculture, and Provincial Farmers' Union and Women's Union.

These five agencies had different networks to reach farmers and unique experiences

to improve the quality of farmers' work and life. The Department of Labour has a mandate to protect all workers including farmers through labour inspection. The Department of Health has strong rural health centre networks to improve the health of farmers. The Department of Agriculture understands farmers' needs to apply for new agricultural production methods and safety and health risks associated with the new production methods. Provincial farmers' and women's unions have the strong networks among farmers and farmer families. Cooperation among these five agencies was expected to produce synergy and have a strong impact.

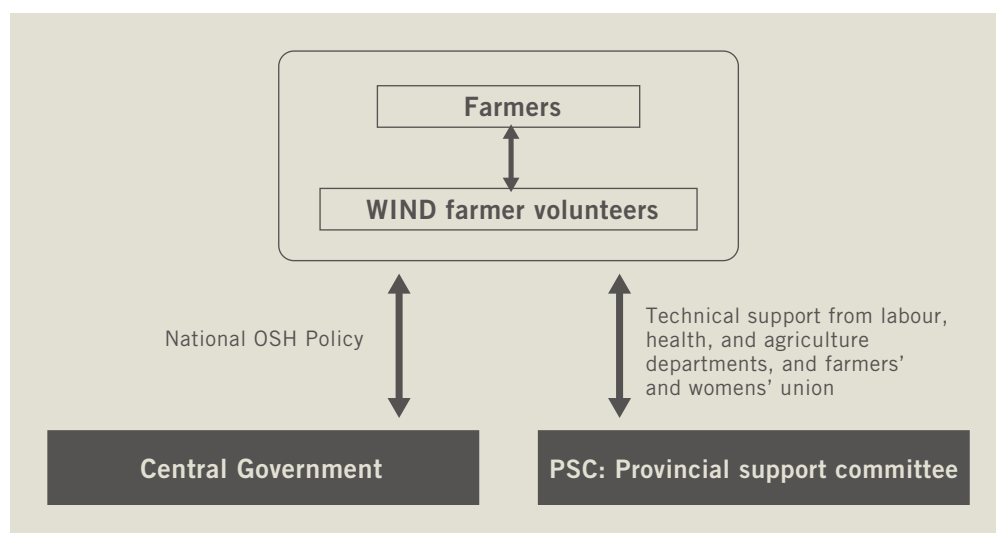


Figure 5-3. Supporting WIND farmer volunteer at provincial and national levels

The established PSCs played vital roles in training WIND farmer volunteers and supporting their mini WIND workshops (Figure 5-4). The main functions of PSCs were the following:

1) Training WIND farmer volunteers:

PSCs organized and carried out Training-of-Trainers (TOT) courses to train farmers to become WIND farmer volunteers. The participating farmers learned participatory training skills and simple, low-cost ideas in improving materials handling, work posture, machine and electrical safety, work environment, control of hazardous chemicals, and welfare facilities.

2) Assisting WIND farmer volunteers in conducting mini WIND training:

PSCs distributed training materials (good example photo sheets, checklists, planning sheets, etc.) to WIND farmer volunteers and advised them on how to organize the mini WIND training workshops effectively. WIND farmer volunteers carried out the mini WIND workshops by themselves without direct participation of PSC members.



Figure 5-4. Participatory training from provincial WIND trainers to WIND farmer volunteers

3) Organizing follow-up activities after mini WIND workshops:

PSCs organized three types of follow-up activities to support WIND farmer volunteers. Firstly, PSCs held regular follow-up meetings for WIND farmer volunteers together with farmers who had participated in the mini WIND training. In the follow-up meetings, the volunteers learned from each other examples of OSH improvements made by the trainer farmers in different target villages. This was an opportunity to increase their improvement ideas. These good examples were often added to their presentation materials in the following mini WIND workshops. In the follow-up meetings, the volunteers also exchanged their problems and constraints and learned solutions from the experiences of other WIND farmer volunteers.

Secondly, PSCs and WIND farmer volunteers directly visited trained farmers. The PSC members observed the improvements made by the trained farmers and learned the steps on how the farmers developed their ideas for improvements and materialized them. PSCs used the knowledge and experiences obtained from these direct visits to renew the training materials and programmes.

Thirdly, PSCs organized achievement workshops once a year in their provinces. The achievement workshop invited representatives of WIND farmer volunteers and trained farmers. This was a pleasant opportunity for farmers and volunteers to show their improvement results and exchange practical ideas for further improvements. PSCs provided awards for farmers who made excellent improvements.

4) Collecting improvements and reporting to the Bureau for SafeWork, MOLISA:

PSCs collected improvement examples, classified them, and counted the total number of improvements according to technical areas. The collection was made in cooperation



3. Farmer WIND volunteers train farmers



4. Farmers implement improvements

with WIND farmer volunteers. The consolidated improvement reports were sent to the Bureau for SafeWork (BSW), MOLISA. BSW analyzed the reported results for policy making to strengthen their support measures to farmers. Good examples newly developed by farmers were used to upgrade the WIND training materials.

5-3. Impact of the WIND farmer volunteer system with PSC support

The WIND farmer volunteer system developed in Cantho has gradually expanded into different provinces in Viet Nam within the framework of the MOLISA/ILO project, “Capacity building of OSH in agriculture”. The PSCs have played essential support roles in this development. As shown in figure 5-5, 480 WIND farmer volunteers were trained and 7,922 farmers participated in the mini WIND training. To 2007, more than 28,508 improvements were reported to MOLISA through PSCs from the participating WIND farmers. After the end of the project in 2007, the WIND farmer volunteer systems were integrated into the 1st National OSH Programme and have continued to grow (see Figure 5-4).

The WIND farmer volunteer system with support from the PSCs has produced significant impacts on OSH developments in agriculture in Viet Nam and has introduced new, workable approaches to help farmers make positive changes in their work and lives. In addition to the changes to OSH and working conditions of farmers, the WIND training has had a positive impact on the attitude and way of thinking of many WIND trainers, who were local government officials or the staff of local agencies. The project analyzed these positive experiences and has identified the following impacts:

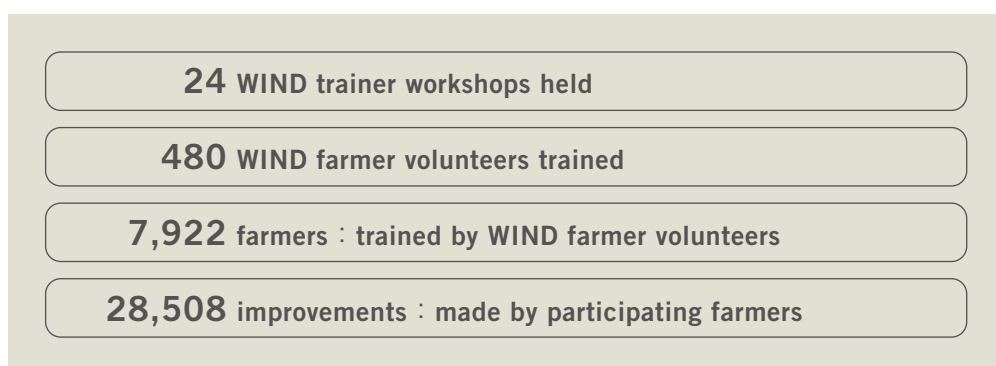


Figure 5-5. Expanding WIND farmer volunteer systems in Viet Nam
- Achievements of the MOLISA/ILO project, 2005-2007

1) Focusing on visible improvements:

The farmer WIND volunteer system has proven effective for the practical dissemination of the WIND methods to more and more grassroots level farmers. Figure 5-6 to 5-9 are examples of improvements made by the participating farmers. The numbers of participating farmers and their improvements are still growing. In addition, the WIND training has positively influenced farmers who did not attend the training. Learning from their neighbouring WIND farmers, they have also implemented many low-cost improvements autonomously.



Figure 5-6. Improvement example made by farmers: Self-made hand trucks for carrying heavy materials



Figure 5-7. Safe storage of pesticides (left) and used bottles (right)

2) Farmer-centred approaches:

The volunteer system has positively changed the mindset of local government officials who became WIND trainers. In the past, they had assisted local farmers through regulatory or supervisory approaches. Following the introduction of the WIND farmer volunteer system, farmer-centred approaches were taken. They have played more advisory roles in a friendly manner and relying on farmers' own initiatives.

3) Follow-up and sustainability:

Follow-up activities after the WIND training to promote sustainability became routine for the WIND trainers involved and the WIND farmer volunteers. A common understanding was established that the WIND training itself is just a starter for long-lasting improvement actions and cooperation. The importance of networking efforts, regular follow-up contacts with each other, and step-wise improvements was shared as key ideas for sustainability.



Figure 5-8. Covering moving machine belts.



Figure 5-9. Multi-level rack for a convenient kitchen

4) Good practice approaches:

WIND has promoted good practice approaches. In the past, some officials or OSH practitioners tended to look at and mention the weak points of farmers and photos of dangerous farms or accidents were shown without solutions in the OSH training and information dissemination. Good practice approaches shifted these mindsets to be more positive and action-oriented, focusing on existing good practices among farmers.

5) Effective use of audio-visual aids:

WIND trainers used audio-visual tools effectively to explain the local improvement examples to participating farmers. They used digital cameras and photographed local good examples and improvements implemented by trained farmers. The WIND trainers developed clear-cut powerpoint presentation files showing these good example photos. Photo sheets were used for mini WIND workshops. The project provided each target province with a digital camera, a note computer, and a data projector. The WIND trainers fully applied them as powerful training devices.

6) Inter-ministerial cooperation:

In the course of the development of the WIND farmer volunteer system, different ministries and agencies were able to work together for the same purpose. These opportunities strengthened their communication and cooperation. At a national policy level, representatives of the Ministries of Labour, Health and Agriculture

frequently gathered together to discuss and develop a joint national policy on OSH in agriculture and training programmes for farmers.

7) Mobilizing local government units:

Inter-departmental/agency cooperation matured and became routine at the provincial level. The five agencies, consisting of the provincial departments of labour, health, and agriculture, farmers' union and women's union, worked closely to train and support WIND farmer volunteers. The representatives of the five agencies at provincial level jointly prepared the training workshops, visited the trained farmers, convened follow-up activities, and collected the improvements carried by the trained farmers. During the follow-up and achievement workshops at provincial and national levels, they assisted participating farmers to develop their presentations.

8) Empowering farmers to improve multiple aspects of their working lives:

The WIND programme assisted participating farmers to make positive changes in their work and lives at their own initiative. These positive experiences increased their confidence that they could make changes themselves. Improvement actions in safety and health became an entry point to changes of many farmers. They looked at broader aspects of their working lives. Some of them started using new farming methods and producing new agriculture products to generate a better income while others improved family financial planning.



5-4. Integrating WIND programme into the First National OSH Programme of Viet Nam

Viet Nam launched the 1st National OSH Programme² in 2006 referring to ILO Promotional Framework for OSH Convention, 2006 (No. 187). The Prime Minister endorsed the National OSH Programme. The National Programme selected “Promoting prevention and control of occupational accidents and occupational diseases in agriculture and rural occupations” as one of the seven priority actions. The other six priority areas were: (1) Capacity building and improvement of the effectiveness of the State administration on labour protection; (2) Improvement of working conditions in enterprises with focus on minimizing occupational accidents in mining and quarrying, use of electricity and construction; (3) Improvement of the quality of labour protection performance in small and medium-sized enterprises; (4) Enhancement of prevention of occupational diseases; (5) Dissemination of information, education and training to enhance awareness of different levels, sectors, organizations and individuals to bring into play the roles of the public in labour protection activities; and (6) Capacity building in the study and application of OSH scientific and technological advances.

The consolidated government cooperation mechanisms between OSH-related ministries and agencies played a vital role in reviewing and analyzing the existing OSH situation in Viet Nam to create its strategic and practical national OSH policy. They jointly collected existing OSH information from different sources by using various channels and reviewed and analyzed them. The information collected and analyzed was comprehensive covering occupational injury and disease statistics, laws and regulations, inspection, training, research, information and campaign activities. This joint effort produced the first national OSH profile in Viet Nam. The profile described the current OSH situation in Viet Nam in detail and provided useful information to further develop OSH in this country.



OSH in agricultural and rural sectors was highlighted because of the background activities and achievements in OSH in agriculture through the development of the WIND farmer volunteer systems. The National OSH Programme confirmed the collaborative implementation structure between the Ministries of Agriculture,

² Source: Ministry of Labour, Invalids and Social Affairs of Vietnam; National Programme on Labour Protection, Occupational Safety and Occupational Health up to 2010.



Labour and Farmers' Union and secured the necessary national budget for implementation.

The WIND farmer volunteer systems have been growing within the framework of the National OSH Programme by using the national budget and government infrastructure. As of 2009, 140 WIND farmer volunteers are working in 27 provinces. In total, 10,722 farmers have participated in the mini WIND training. PSCs counted 42,969 improvements implemented by the trained farmers.

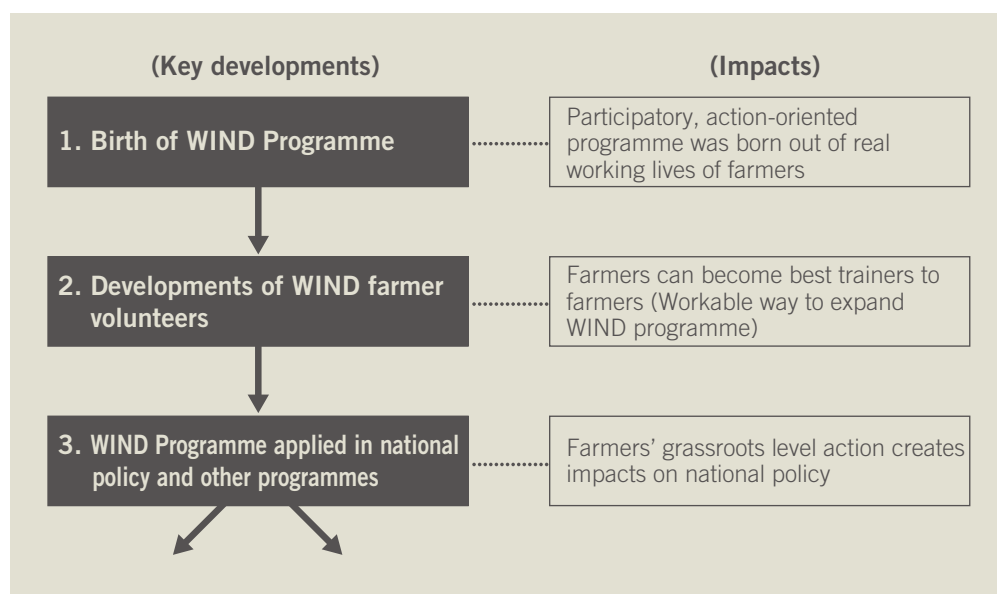


Figure 5-10. Three key developments of WIND Programme

5-5. Conclusions

The WIND programme, which started as a small pilot activity in 1994 in the Mekong Delta, continued to grow and was finally adopted in the consolidated national OSH policy of Viet Nam to progressively cover all farmers (Figure 5-10). WIND farmer volunteer systems originally developed in Cantho were accepted and functioned well in many new provinces. Provincial Support Committees (PSCs) consisting of Provincial Departments of Labour, Health, and Agriculture, and Farmers' Union and Women's Union provided consolidated support to many WIND farmer volunteers for their sustainable action. This inter-agency cooperation was the key to the success of the WIND programme at the provincial level. Participatory approaches adopted in WIND empowered participating farmers to make changes in broad aspects of their working lives. Many WIND trainers, most of whom were local government officials, also learned measures to support farmers positively through the WIND training.



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.

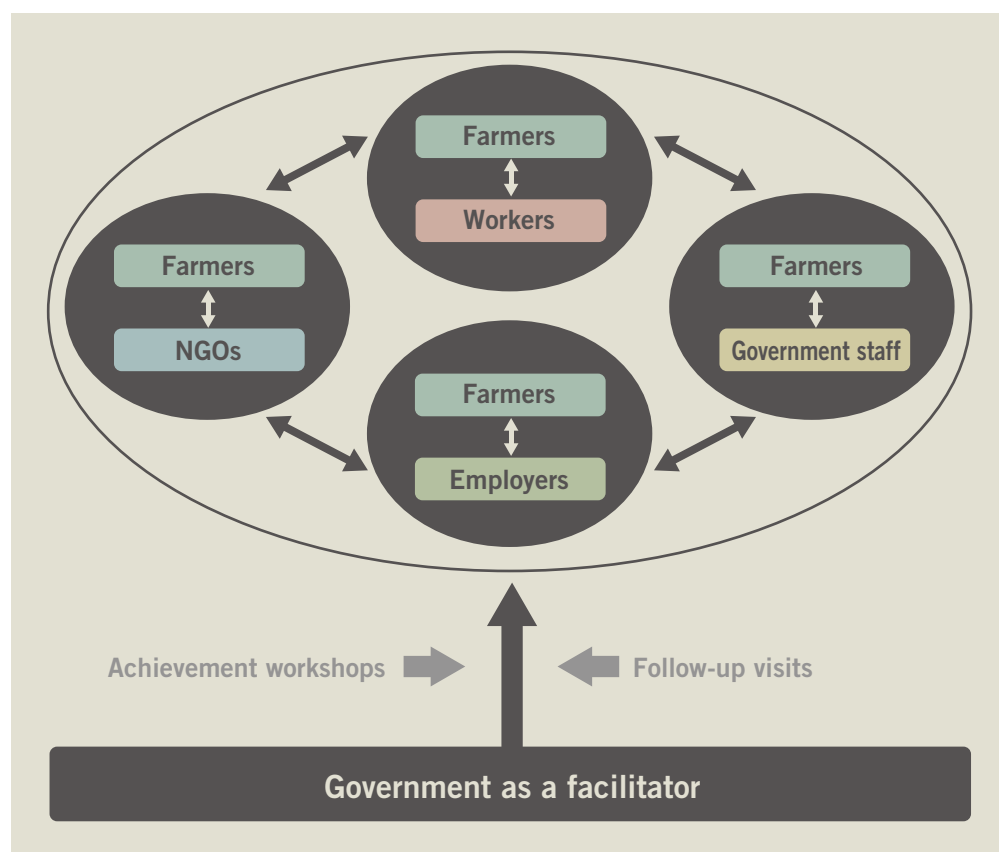


Figure 6-1. Reaching more farmers through varied people's networks

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 (DOSH) 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. Siriruttanapruk 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,



Senegalese



Vietnamese

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.



CHAPTER 7

Factors in the success of the WIND training in Viet Nam
- Promoting farmers' self-help initiatives



In the previous chapters, the authors have described the development of the WIND training programme since its inception in a remote agricultural village in the Mekong Delta area in Viet Nam. Reviewing the rich experiences of the WIND programme, this chapter analyses and discusses the reasons the WIND programme was able to provide practical support measures to many farmers in Viet Nam and other countries. The authors pointed to: (1) responding to farmers' immediate needs; (2) Active participation of women and men; (3) participatory approaches; (4) practical training tools; (5) WIND farmer volunteers and mini WIND workshops; (6) national policy support; and (7) international cooperation to support local initiatives, as important reasons for the success of the WIND programme and have described some details of these seven points. These points will continue to be key issues for the future success of the WIND training programme in different countries and regions.

7-1. Responding to farmers' immediate needs

The WIND training programme was designed to respond to farmers' immediate needs to improve their safety, health and quality of life. It promoted simple and practical improvements such as better work posture, passageways, wheeled devices, ventilation, heat protection, and resting facilities. These were the areas many farmers actually wanted to change in their everyday working lives and were also areas in which they could make visible changes by using their own available resources.

Farmers in different countries have applied this immediate needs approach and their work experiences to devise practical improvements. This has given external collaborators like us important lessons on how we can work with farmers relying

on their own initiatives. Outsiders like us may have our own views and agendas when we approach farmers. Technical specialists might be interested in addressing the more narrow technical aspects of farmers' working lives such as unsafe use of pesticides and machines, and carrying heavy materials. However, local farmers identify their immediate needs in a more wholistic manner. Flexible, multi-faceted support measures are required to meet local immediate needs. The WIND programme has tried to become a support package in this regard.

The WIND training was built on farmers' daily practices. Before the training, we found a number of local good examples which farmers had implemented without having any safety and health training. Improving safety, health and working conditions was already part of their daily practices. Some specialists and practitioners in occupational safety and health have asked the same question of the authors, "Why did farmers not implement their improvements before the WIND training?" We have responded to them by mentioning, "Yes, farmers have carried out improvements before the WIND training. The WIND training was to further support and speed up their self-help actions."

Practical experiences in safety and health improvements through the WIND training have facilitated new actions of participating farmers. Some farmers have started producing new agricultural products to increase their income. Others have improved work layouts and methods to improve productivity. In addition, the WIND training has enhanced family ties as well as collaborative actions at the community level. The WIND training has served as an entry point to development activities at both family and community levels.



7-2. Active participation of women and men

Women farmers have played a crucial role in the success of the WIND training programme. Women farmers understood the need to improve many aspects of both their working and living conditions and have proposed practical ideas for immediate improvements. They were responsible for their proposals. They started their improvement actions with simple, practical household improvements such as removing unnecessary materials from floors, adjusting the working height in the kitchens, attaching labels to their ingredient bottles, or relocating utensils in good order. These immediate, visible changes have increased their confidence, and led to their sustained improvement efforts.

The WIND training has promoted the equal participation of women and men farmers, and facilitated their joint improvement actions. Participating women and men from the same families presented their improvement plans in the training as their joint commitment. If only one woman or man from a single household had attended the training, they would have needed to explain their improvement plans to other family members and some of them might have failed to convince the family members.

The WIND training provides important opportunities to recognize and respect each other's work. We have witnessed that male farmers who participated in the WIND training appreciated the work of their wives and actively participated in household work such as cooking and cleaning after attending the training. These changes in male farmers have built up a solid basis for the cooperative actions between women and men.

Many women farmers later became active WIND farmer volunteers. The WIND training spread through their personal networks in their communities. Even women who had not directly attended the WIND training carried out improvements after looking at those developed in their neighbouring families.



Figure 7-1. Both men and women participating in household work



Figure 7-2. Confident women WIND farmer volunteers carry out many mini WIND workshops

7-3. Participatory approaches

Participatory approaches have been fundamental to the WIND training. WIND trainers have spent a lot of energy in supporting the active participation of farmers during the training and enhanced the farmers' sense of ownership in the training. At the beginning of the training sessions, WIND trainers told participating farmers that they were the centre of the WIND training. After a brief introduction session, the participants were taken to a farm and a farmer's house for the checklist exercise. It was essential to organize this checklist exercise at the start of the training before providing presentations by trainers. This was to encourage farmers to plan their improvements instead of waiting for outside support. In the WIND training, farmers have always been at the centre of planning and implementation, not the passive recipients of technical knowledge.

The WIND training organized many small group discussions among participating farmers. Even shy farmers spoke about their improvement ideas in small group discussions. Group work increased participants' sense of ownership with regard to the training and implementation of the improvements. Participating farmers found their daily work experiences in their farms and rice fields to be rich sources for improving safety, health and working conditions. Active discussions with neighbouring farmers have facilitated the exchange of diverse improvement ideas and the achievement of practical consensus.

Participating farmers presented group discussion results in front of other participants. Many presentations have received positive feedback from participating farmers. This was the first such experience for some farmers at least and increased their confidence, "Yes, we can make changes through our own ideas and actions!".

Following the training, participating farmers implemented improvements in their working and living conditions. These improvements were visible evidence that farmers can make changes using their own ideas. The “sense of achievements” further motivated the farmers to sustain their innovative actions.

7-4. Practical training tools

The WIND training programme has three key tools to promote the active participation of farmers in improving their working conditions. They are: (1) WIND action-checklist; (2) good example photo sheets; and (3) follow-up books for planning and recording. These three tools have translated the concept of participatory approaches into real actions of participating farmers. These tools were easy-to-understand and have many clear-cut illustrations for the immediate action of participating farmers. The inter-related tools provide farmers with practical assistance at different stages of their planning and action.

The WIND action-checklist was the heart of the participatory training tools used in the WIND training. Details of the action-checklist are already mentioned in Chapter 1 (See Figure 1-3). The WIND action-checklist was the core planning tool for farmers. With the application of the action-checklist, they were able to look at their working and living conditions with fresh eyes and come up with initial ideas for improvements. Action phrases and clear-cut illustrations used in the action-checklist motivated participating farmers to develop practical ideas from their own work experiences.



Figure 7-3. Photo sheet showing good examples was a powerful tool for WIND farmer volunteers



Figure 7-4. Support tools for WIND farmer volunteers: action-checklists, good example photo sheets, and follow-up books for planning and recording.

Photo sheets or photo booklets showing local good examples provided participating farmers with a number of practical ideas for improvements. We have also developed many illustrations based on good example photos. The farmers were able to devise their own improvement ideas after looking at the examples of the photo booklet. Since they were all good examples made by farmers from the same country with a similar socio-economic background, participating farmers were able to agree on the ideas from these examples and apply them to make their own improvements.

Follow-up books served as a practical tool for farmers to plan, record and sustain their improvement activities after attending the initial WIND training. Each farmer family was given one follow-up book. Participating farmers and family members recorded their family improvement plans in the book and, one by one, recorded the improvements they had implemented. Later, WIND trainers in Cantho developed a poster to record the progress of the improvements. Farmers displayed the posters in their houses as a reminder of their improvement plans. In fact, many farmers enjoyed recording the progress of the improvements and have continued their planning and actions. WIND trainers collected the improvement examples and counted the number of the improvements through the follow-up books.

WIND farmer volunteers and community collaborators regularly visited participating farmers and collected examples of improvements implemented. The follow-up books recorded which planned improvements had actually been carried out and which had not. The results provided useful information for WIND trainers to understand the further support needs of local farmers.



Figure 7-5. Good example photo contest in an achievement workshop (Dien Bien province, Viet Nam)

7-5. WIND farmer volunteers and mini WIND workshops

The WIND farmer volunteer system presented an innovative way to extend the WIND training widely at the grassroots level. Previously we had to rely on safety and health specialists, practitioners or inspectors to provide OSH training. The number of these resource persons was limited and many farmers could not be reached. On some occasions, the resource persons were not very familiar with the practical needs of local farmers.

Having created the WIND farmer volunteer system in Cantho, the Centre for Occupational and Environmental Health then began to disseminate it widely in Cantho and surrounding provinces in Viet Nam. The Centre proved that farmers are the best trainers for other farmers in safety, health and working conditions since they know the immediate needs of their neighbouring farmers. Practical training materials have been developed to support the training activities of WIND farmer volunteers. As a result, the number of improvements developed by trained farmers continues to increase. This multiplier effect has been possible because of the extensive training activities by many WIND farmer volunteers at grassroots level. Safety and health specialists alone could not have reached such a huge number of farmers.

The mini WIND workshop was another invention in Cantho in order to extend the coverage of the WIND training. Mini WIND workshops have been held in houses of WIND farmer volunteers by using simplified WIND action-checklists and good example photo booklets. Five or six farmers gathered together and spent 2 – 3 hours in each mini WIND training workshop. Mini WIND workshops have become popular in many villages since the training content was immediately useful to farmers and the training venue was easy to access (It's in their village!).

7-6. National policy support

The 1st National OSH Programme of Viet Nam selected agriculture as the country's priority action area in OSH. The WIND training programme was integrated into the National Programme as a practical measure to reach the national goal. This strong national policy support was epoch-making and ensured that WIND trainers now receive support from the national government system to extend the programme.

Funds from the national budget were allocated for the programme and inter-agency cooperation was promoted to implement the programme. The government regularly reviewed the achievements of the WIND programme for their effectiveness. The PSCs, consisting of departments of labour, health and agriculture, and women's unions and farmers' unions at provincial level, strengthened the networking of WIND farmer volunteers as already described in Chapter 5.

The National OSH Programme of Viet Nam also provided a good example to neighbouring countries. Cambodia, Lao PDR, Mongolia and Thailand included OSH in agriculture as a priority action area in their National OSH Programmes and recognized the WIND training programme as a practical measure to realize their goals.

7-7. International cooperation to support local initiatives

International technical cooperation has played a vital role in developing and promoting the WIND programme. The initial cooperation activities launched in 1991 between the Vi Thanh Hospital School, Viet Nam and the Institute for Science of Labour, Japan focused on observing the real work of farmers in the Mekong Delta and identified their practical improvement needs. These findings and experiences later formed the essential background from which to select appropriate items for the WIND action-checklist, promote equal participation of women and men, and organize farmers to be WIND farmer volunteers.

The ILO's WISE (Work Improvement in Small Enterprises) training programme provided the WIND programme with practical, participatory training methodologies such as action-checklist exercises, group work, or low-cost improvement approaches. The WIND programme applied the five technical areas of the WISE programme (materials handling, workstation design, physical environment, machine safety and welfare facilities) and modified them for farmers' practical needs.

Facilitator roles in international cooperation for inter-ministerial actions

International collaborators in Viet Nam and other countries have facilitated collaborative action among different ministries and agencies within the same country to promote the WIND programme. The participatory methodologies used in the WIND training were new to government officials and different from their own training methods. Vietnamese WIND trainers have been asked fundamental questions about participatory methodologies, for example, “Why do we show only good examples, and not bad examples?”, “Why do we start the training with the checklist exercise and not with technical presentations?”. The Vietnamese WIND trainers have responded to these kinds of questions carefully and have stressed the importance of positive reinforcement of the self-help improvement initiatives of local farmers. In addition to the improvement efforts of local trainers, international collaborators have provided technical explanations and showed success stories from other countries. The joint efforts of local and international resource persons have increased the understanding of local government officials on the WIND training methodologies.





The advisory role of international resource persons has facilitated closer collaboration among the WIND trainers from different organizations and agencies. For instance, Cambodia trained WIND trainers from the government, workers' and employers' organizations and NGOs. International and national resource persons have worked together in national planning and achievement workshops on the WIND programme and consolidated collaboration among different agencies.

Cooperation with neighbouring countries

International cooperation has facilitated the exchange of experiences between neighbouring countries. Safety and health practitioners from Malaysia, the Philippines and Thailand were invited to contribute to the initial bilateral cooperation activities in the development of the WIND programme between Japan and Viet Nam. Subsequently, ILO technical cooperation activities in WIND have facilitated this kind of exchange between neighbouring countries and organized regional meetings. The regional networks were a powerful means of exchanging information and practical solutions in OSH in agriculture.

The WIND training experiences in Cambodia and Viet Nam have been shared within ASEAN-OSHNET. ASEAN-OSHNET is a strong regional network of occupational safety and health departments of the governments of the ten ASEAN (Association of South-East Asian Nations) countries. ASEAN-OSHNET is increasingly playing important roles in promoting safety and health in agriculture and other grassroots workplaces.

7-8. Conclusions

The reasons behind the success of the WIND training programme encompass a range of positive efforts at different levels: from the wisdom of women and men farmers at the grassroots level to government policy support at a national level, or, from local initiatives to develop user-friendly training materials to international efforts to extend the coverage of the WIND programme. Everyone involved shared the will to improve OSH and working conditions of farmers and contributed to devising practical approaches and tools in the WIND training programmes. Their mutual efforts produced a synergy which increased the impact of the WIND programme.



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.

CHAPTER 8

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
DECENT WORK
DECADE 2006
2015

DECENT WORK

A better world starts here.



ISBN: 9789221230236