



987-30 Minamiyama, Komenoki, Nisshin, Aichi 470-0111 JAPAN
 Tel +81-561-73-1950 Fax +81-561-73-1990 Email: info@ahi-japan.jp
 Homepage: <http://ahi-japan.sakura.ne.jp/english/html/> Facebook: <https://www.facebook.com/AHI.JP>

Women Workers in Struggle!



Ms. Januka and Mr. Uma Nath (center) talking to the women in the factory in Nepal.

From your Editor Ms. Joy A. Bastian

Is industrialization good for women? To some women, especially poorer women, it offers opportunity to get out of the home, break away from the stifling situation of domestic patriarchy, join workers associations, and earn wages independently. However, it may also result to double burden among women playing household roles and earning a living at the same time. Women are also exposed to possible sexual harassment at work and unjust labor practices. They might even get some diseases and other health hazards while working in the factories which are not observing proper health safety measures in order to cut cost and beef up profits.

This issue focuses on the fate of women working in the factories and those fighting for just compensations. In Nepal, women working in the carpet factories do not get the standard salaries and wages. Some of them suffered from sexual abuse and filthy toilets at work. While in Sri Lanka, women were

asserting for fair compensation for their houses damaged during the highway construction. Street rallies are also highlighted. On the other hand, Vietnam presented some health issues in the workplace that caused absenteeism especially among women workers, and the countermeasures they established to alleviate the situation.

The flash articles provide rich inputs about the resiliency of the Filipino people after the devastation of typhoon Yolanda (Haiyan), and the horrible landslide in the plantation of Sri Lanka that killed lives.

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FOCUS ARTICLES

Voice From Nepal

Ms. Januka and the Women Labors in the Carpet Factory in Nepal *Ms. Kyoko Shimizu, AHI*

This article is originally written in Japanese for the AHI Japanese Newsletter on April, 2013 and translated into English.

1. From rural town to urban city and overseas

Kathmandu is Nepal's capital city that is 1,330 meters above sea level with a quite low temperature. As you step out from the main avenue you would see the slope narrow road and intricate pathways. Kathmandu is basically a city of temple. Since the civil war had ended in 2006, it could have earned more investments from foreign countries that increased the number of moderately tall buildings. There are two gloomy city malls in Kathmandu which are not well lighted, and with broken escalator.

On the other hand, the traditional alley in which many small stores stand is crowded with more people than in the city mall. More than 80% of the Nepalis are Hindu. The caste system greatly influenced how people live. However, marriages between and among other castes or ethnic groups is an emerging trend.

In Nepal, power shortage is a problem of which a 14-hour blackout every day is common. They mainly rely on hydroelectric power which pegs 90% of its power source. Sufficient amount of electricity cannot be produced. On top of that, they are selling this valuable small amount of electricity to India that mounted power shortage. While we were staying in Nepal, we had faced sudden power failure for countless times. Thanks to the candles!

As we traversed from Kathmandu to the countryside, I saw a canyon which reminded me of Japan.- Many overturned buses and trucks were left on the roadside of the mountain. At the border of the urban city and the rural area, there was a slum village, and many houses are being built. In Kathmandu there is a barracks along the riverside which is a little far

from the city. People living there are originally from rural areas who moved to the capital city looking for better jobs. They are mainly working at construction sites, factories, restaurants and bars. A few may work in the sex industry.

The concentration of urban development resulted to migration of people from rural areas to the city causing depopulation of the former. Wandering in the city with unstable jobs, they even contributed in making the gap between rich and poor more visible. There were also cases wherein some well-to-do people go abroad seeking for much better jobs.

2. About Ms. Januka

Ms. Januka is supporting women who are working in the carpet factory located in the suburb of Kathmandu. She was born in a poor family and went through enormous hardships. She began working at a factory of which the compensation is just 1/3 compared to men's. She also suffered from sexual abuse while working there.



Ms. Januka

In 1996 she established an organization named "Shakti Samha" (powerful group) with her comrades. It was the first organization run by survivors of human trafficking. They help and support women who suffer from sexual abuse and gender discrimination in cooperation with the media and other organizations. The network federated across the country tackling social issues especially gender discrimination. When she joined AHI's ILDC in 2010, she enthusiastically said: "You better take a closer look of the situation of the local women! And let's do our best to work on resolving the problem of female discrimination and poverty beyond countries!" After she quit from Shakti Samuha, she leads the women in the carpet factory to form an organization.

3. Women working in the carpet factory

Tibetan carpet is beautiful with its ethnic traditional painting. The making of Tibetan carpet began in the 1960s. The Tibetan people who were ousted from China had migrated to Nepal and began making carpets as source of income. Each handmade carpet takes several months to complete depending on the

complexity of its design. In the 1990s, child labor issue became a social problem with the trade partner in Europe causing the demand to drop drastically. Even then it remained Nepal's main export.



Women working in the carpet factory.

The carpet is mainly manufactured by women living in rural areas. Some of them are even from minority groups. They could not live well in their previous village. So they moved to Kathmandu living in the dormitory of the factory with their families. One accommodation that I visited was like a tenement. It was a very small dark room of which a family of five live. They work from 4:00 a.m. to 10:00 p.m. and are underpaid. They can only get about 4,000 to 6,000 rupees (40-60 USD) per month. They do not even have enough time to take care of their children. Some keep working even if they are sick. It is quite a luck if the husbands also work in the same factory or in a construction site in the city. Some of them do not work at all. As a result, many women in the factory are working very hard to support the whole family. No matter how hard they work they are not spared from domestic violence.

4. Making use of the experience at AHI to make their situation better

There are 17 groups which Ms. Januka is supporting. Each factory has one group of 20 members. The three factories that I visited have about 300 laborers of which half were women. Of these women laborers, 50% belonged to the group. Ms. Januka visits the factories and participates in the meetings that the women hold every month. The group has its own savings which can be used in emergencies and the fees are collected in the meeting. If she cannot pay she must explain why. The reasons for faltering to pay vary. For instance, the husband left home taking all the money, a kid got sick, and so on. During the dialogue, the group could identify the validi-

ty of non-payment and provide appropriate assistance to the woman concerned. In cases like this, the group lend her money from the savings, or take care of her kids while she is working.

Sexual harassment and the working environment sometimes come up in the meeting. Then Ms. Januka encourages the group members to negotiate with the factory owner. She gives them hints. Currently, there are few groups which have good leaders and do not depend on Ms. Januka anymore. She also provides free medical service with her old friend doctor. She organizes annual general assembly to share knowledge, information, and experiences.

“I want to make a group like **Tomo no Kai* which I met in AHI's ILDC”, said Ms. Januka. She said her goal is to make strong groups where members can express their sufferings and work together to resolve problems. In the future, she wants their groups to engage in lending activities as side job to improve their quality of life. She also plans to put forward the problematic working condition of women in the factory. She dreams that one day those women can demand for their rights by themselves.



Mr. Uma Nath

This voluntary activity was initiated only by Ms. Januka and her friend Mr. Uma Nath Dhamala, who participated in ILDC 2013. Finally, a woman from one of the women's groups stands as a new leader. Their group was registered as an NGO called Women Labour Empowerment Society (WLES). They have no office yet. They do not rely on foreign financial support. They operate based on friends' contribution in Nepal, media, medical institutions, educational institutions, etc. “Involving as many people as possible nationwide and strengthening their bonds is very essential to expand and sustain. This is what I learned from AHI's membership system and volunteer activities”, said Ms. Januka.

****Tomo no Kai***, established in 1930, is a federation of 187 Japanese women's voluntary association with more than 20,000 members in Japan and abroad. Its twofold objectives are to improve the living management skill through mutual support among members, and to improve the well-being in family, community and society.

5. Building good relationship with factory owner

Ms. Januka was very concerned about the working environment of the carpet factory since she was in Shakti Samuha. For the factory owner's point of view, he wants to increase the number of orders from overseas. This motivated him to take care of the working condition and the workers' rights in order to give his foreign clients a good impression. Thereby buying their products. That is why most of the factories allow NGOs to do some activities on-site. This strengthens the authority of workers but on the other hand a burden for the factory owners. The latter counter this by limiting the number of NGOs that can visit the factories. By doing so, the NGOs cannot provide workers good enough services and help. "In one incident I was not able to give sufficient advice to the group I formed due to the imposed limits. However, it motivated me to work harder and harder", said Ms. Januka.

Therefore, WLES pays attention in building good relationships with the factory owners. Mr. Uma Nath is well experienced in cooperating with carpet factory since the sales rate of carpet dropped. From the NGO's point of view, he gives inputs to the factory owners who are struggling from dropping sales. He builds good relationships of trust and cooperation. In addition, he also reminded them about the obligation of employers and the rights of workers. That is the teaming foundation of WLES.

6. Keep going forward!



Gathering and talking together.

Ms. Januka is busy with WLES activities. She was awarded with cash prize by a US organization for their activities. She planned to start a movement for anti-female exploitation with her friend who is a journalist. She is now studying psychology in order to become the first sexual health therapist in Nepal.

TESTIMONIES

Voice from the Three Women Groups

"I want to make a group and support it!"

In this factory, 150 families are living as workers. Of them, 17 are members. They said, "We had no idea how to talk about problems within mates. Ms. Januka and Mr. Uma Nath taught us." They actively raised their hands and introduced to us their activities. When asked about their plan, they said, "Not only talking with the group, but doing some events and orientation to recruit members. We want to make another group and help it." We asked why increase the members. One said that "Before I join this group, I could not speak in front of others just like now. Now, I can cooperate with my mates in the factory, which is great. I want others to experience the same."

"Most important for a leader is to 'listen'"

There are 16 group members with the same leader for a long time. After thorough discussion, they decided to change the leader every two years. The new leader said: "Listening to what others say is most important as a leader." Now facing a challenge; one of the group members' husband stole our savings and escaped to Malaysia. We made an offense report and took it to the police office. We are unsure if the police can arrest him, or even if they could, we might not get back the money. However, what they are mostly pleased about is: "We are proud of ourselves that we could follow the legal process in order to act on the problem", they said.

"Let's begin by sitting together and just talk"

There are 80 workers in the factory (35 women). There are 11 members in the group. One day, a non-member woman came and cried about domestic violence. "If you have some problem, then why don't you come to the group monthly meeting?" "I don't have any savings so I can't come" said the woman. Then, Mr. Uma Nath told her "we don't need money first. First of all, sit with your mates and talk. You might find some solution." There are members who joined to solve the problem of women discrimination even if their husbands opposed. They are discussing on how to negotiate with the factory owners to make another washroom exclusive for women. They only have one communal toilet for men and women alike which is horribly dirty.

Voice from Sri Lanka

Do The Poor Really Matter?

*Sr. Noel Christine Fernando, ILDC 1991,
Sramabimani Women Society, Sri Lanka*

'Swarnahansawila' is a tiny village located near Colombo, the commercial capital of Sri Lanka. Most of the families living there are low-income earning casual laborers or vendors.



Sr. Fernando

It has been brought to the public that due to the impact caused by the heavy machineries used for the construction of an express highway, 15 houses of the families of our members who live in this village were badly damaged.

In mid 2012, the members of "Sramabimani Women Society" presented a petition to the divisional secretary with the pictures of the damaged houses to claim compensation. After prolonged period of delay, the officers from the divisional secretariat arrived to examine and assess the damages caused to our houses by this highway construction. Disgustingly, nothing happened from this visit.

Then again, there was a sudden and haphazard survey of the houses by some officers from the divisional secretariat. The members of our society were very unhappy about the way they examined and assessed the damages for compensation. The officers assessed only those houses facing the express highway, but not those in the opposite direction, to indicate their chances of claiming compensation.

Even with those surveys nothing much has happened in addressing this precarious situation. Since there was no response from any officials to the pleas of these families, some of them repaired their houses at their own expense. However, several others who cannot afford such expenses were left in the same state; their houses dilapidated causing much burden to their families and living conditions.

It should be noted that a few days prior to the grand opening of the highway, some of the families were given building materials and financial help to meet their labor charges by a private foreign construction

company. The structural damages caused to their houses are so heavy, a full repair cannot be done with the little help given to them. While giving little compensation, the officers made them sign a letter of no further claims from the company or the Road Development Authority. As such, the responsible authorities failed to do justice to these families.

Compensation was granted based on incomplete survey. According to their criteria only those facing the highway are qualified for compensation and the houses facing the opposite direction, although damaged, were considered unqualified. We, members of the Sramabimani Women's Society, do not agree to the criteria set by the authorities without consulting the affected families.

As mentioned earlier there was no proper examination or study done about the damages. Surprisingly, compensation has been given to some owners of undamaged house. Others whose houses had a little damage got more than what they really needed and while others who suffered extensive damages received hardly enough compensation to repair their houses. It is clear that the criteria used to decide what defines a house is completely ill conceived. Houses, which were constructed using wooden planks, were not considered as houses. Hence, they were not given any compensation.

The example of 'Swarnahansawila' is only one instance of violations of rights of the poor taking place in the north and in the south of Sri Lanka. The Mega Development Projects means profits for the company and commissions for the political elites. All these indicate that the rights of the poor is not a matter of concern to these authorities!

Working Women's Front May Day Rally

*Ms. Yogeshwari Krishna, ILDC 2010,
Institute of Social Development (ISD),
Sri Lanka*

"Join hands to raise the rights of the unorganized and informal sector workers!"



Ms. Krishna

The May Day rally was followed by a poster campaign to educate the unorganized sector workers on their rights. Part of the contribution for

this event was supported by Women and Media Collective (WMC) to strengthen the May Day Rally of Working Women's Front (WWF). WWF gratefully thanked WMC for the contribution in strengthening the awareness creation on the rights of the unorganized sector workers. This poster campaign has had huge impact on the unorganized sector workers employed in shops, malls, garment factories and saloons.

A meeting was organized by the key members of WWF on November 17, 2013 to plan for the May Day of 2014. The members unanimously suggested to have a special leaflet campaign highlighting the rights issue of the unorganized sector workers expanding it to more towns whereby educating more unorganized sector workers on their statutory rights. The reason was that though a legislation exists for statutory benefits for unorganized sector workers, they are not aware of their entitlements or are not properly educated on how to benefit their entitlements. These issues came up during the mobilizing visits made by the WWF mobilizers. It was also noted by the mobilizers that there are a lot of unorganized sector workers employed in shops, malls, garment factories and saloons based in town areas. So, it was important to make these unorganized sector workers aware about their statutory entitlements which is their right and how to enjoy these benefits.

With the support of Bread for the World, 25,000 leaflets were printed and distributed by them from April and May, 2014 in plantation cities of Kandy and Matale District. The leaflets were printed capturing the rights of the unorganized sector and informal sector workers. The leaflets were distributed mainly to shop owners and shop workers. The response to the leaflet campaign has been immense with telephone calls inquiring about the rights of workers and also supporting the initiatives taken by the WWF. The WWF also received a post card congratulating its efforts. The leaflets were also distributed at Badulla District through selected Rural Development Societies of the estates.

The May Day 2014 was observed by the WWF at the office premises on May 1, 2014 with the presence of 72 members and representatives of civil society



Poster of the May Day Rally

organizations, NGOs and media. The rally commenced with the May Day slogan and the opening remarks delivered by a mobilizer – Ms. Nadeesha. This was followed with speeches by few key members and the general secretary of WWF. In their speeches the importance of observing May Day, the history behind declaring May 1 as May Day and about labor rights and the initiatives of WWF were highlighted. Ms. R. Sivapakiam, pioneer women trade unionist was a special guest and in her speech she said that all what we preached must not fade away but must be practiced in our daily life. The representative from WMC shared her thoughts of the event. The director of ISD, Mr. P. Muthulingam delivered the concluding remarks of the rally.

The following resolutions were adopted on January 5, 2014.

1. We demand the government to ratify the ILO convention 183 which ensures the rights of the female workers and bring it to legislation.
2. We demand the government to ratify the recently passed ILO convention 189 on decent work for domestic workers and to introduce a national legislation for them.
3. We demand the government to create a special tribunal unit to deal the workplace's sexual harassment and abuses.
4. We demand the government to request the corporate sector to appoint a special committee or competent individual in every establishment to resolve specific grievances of women in private and plantation sectors.
5. We demand the government to bring amendment to the Shop and Office Act or new legislation to ensure rights of the workers employed in informal sector
6. Stop pregnancy test when recruiting married girls to employment in the plantation sector.
7. Extend the maternity services given to government workers to the plantation sector and other private sectors including paternal leave.
8. We demand the government to introduce national minimum wage for the private sector and to create a permanent National Wage Commission.

9. We demand the government to introduce multiple social security system to safeguard the private sector workers.

10. We demand the government to introduce unemployment benefits and insurance schemes for youth.

11. We demand the government to amend Wages Board Ordinance to safeguard the rights of the casual workers.

We demand the government to ratify ILO convention 189 and joint campaign for rights and protection for domestic workers.

123rd World Workers Day - May 1
Mr. Roy Antony Rodrigo, ILDC 2011,
Janawaboda Kendraya (JK)
Sri Lanka

The Free Trade Zone Solidarity Network commemorated by 123rd World Workers Day under one banner with workers unions and civil societies members and NGOs with the theme "Stop Every Kind of Suppression". Women's rights organizations, fisheries societies, free trade zone workers and estate workers participated. The themes were 8-hour work per day, job security, stop land grabbing for tourism development and development activities, fisheries issues, and workers issues.



Mr. Rodrigo



The march started with the roadside in 18th post Katunayaka (main road of Colombo-Puttalam) and proceeded to Averiwatta Junction. In front of Katunayaka Police, the rally was



Women asserting their voices to be heard and listened to.

started at 10:15 in the morning explaining the aims by Ms. Shriya Ahangama from women center, Mr. Brito Fernando from Right to Life, Ms. Chamila from Dabindu, and Mr. Herman Kumara (ILDC 1999) from the National Fisheries Solidarity (NAF-SO) addressed the gathering. Vote of thanks given by Ms. Pradeepa Sudarshani from Janawaboda Kendraya (JK). More than 500 people participated. The religious leaders, Centre for Women, JK, NAF-SO, Sri-Vimukthi Fisheries Women Organization, Dabindu, Right to Life, Shramabimani Sansadaya, Platform for freedom, Meepura News Network, Mothers and Daughter of Lanka, Southern Fisheries Organization and Negombo United Peoples Organization gathered with the Name of Free Trade Zone Solidarity.

Voice from Vietnam

Sharing Healthcare Activities at the Hanes Brands Incorporated (HBI)
Ms. Dai Thi Phuong Ho, ILDC 1995,
Vietnam

After 15 years of working with an international non-governmental organization, I decided to shift to the business sector as human resource manager for Hanes Brands Incorporated (HBI) in Vietnam from March 2008 to May 2014.



Ms. Ho

1. About Hanes

Hanes is one of the US garment companies having more than 100 year experience. Hanes currently has 100 manufacturers in 25 countries with 53,300 employees. In Vietnam, we have two manufacturers in Phubai and Hung Yen with nearly 8,000 employees. In Asia, Phubai is the biggest in terms of scale and head count. In Phubai, we have around 5,200 employees of which 4,263 produce the products directly. Our main product is men's brief with 333 production lines working for two shifts. Eighty two percent of the sewing operators are female. Employees earn an average of 3,400,000 VND per month (162 USD). With more than 5,000 employees and the allocation of workers in each sewing floor, we have two health clinics which include five health staff, one part-time doctor, nine beds and all the basic equipments required by the Vietnam Law.



The health team at your service.

2. Health needs of employees

One of the major key performance indicators for the company is turnover (TO) and absenteeism which will directly affect the company business daily. Sickness is the first reason for absenteeism and the fourth reason for TO during the last six years. Therefore, healthcare for employees is top priority for the company to drive the business.

Employees' sickness is the fourth reason for resignation with 84 employees contracted with cancer, tuberculosis, kidney diseases, mental diseases, stroke and severely injured by accidents. Employees were born with poor health from fetus. Therefore, they are very susceptible to all the circumstances of weather changes and epidemics over time. Even some employees do not know their diseases until one day they felt pain and it was too late for treatment. Preventive health care is not the number one priority in the community because they have to deal with daily livelihood for their households.

The majority of HBI employees live in a big nuclear family with parents, grandparents, aunties, uncles, brothers and sisters. Their family members play an important role in their life. They can support each other to overcome difficulties and earn income to live together. Many family members were sick seriously such as cancer heart attack, stroke, chronic diseases and the like. Therefore, our employees had to stop working to take care of their family members at home, at hospital or even move them to Saigon and Hanoi for treatment. Many cases came back to work after their family members passed away.

Sickness is one of the reasons of high absenteeism. Sick leave are classified into three types such: 1) physical sickness, 2) seasonal or periodic sickness, and 3) occasional sickness.

Physical sickness resulted from poor fetal health. They are sick due to heart attack, hepatitis, pneumonia, anemia, rheumatism, bone inflammation, digestion disorder, neuron pain and the like. They were born in an environment where many generations are living in the same house. Their parents, grandparents and other family members are poor and not healthy and the majority of family members are cigarette addict.

Many employees are in seasonal or periodic sickness. With frequent and drastic change of weather in Hue, our employees are directly affected. With normal flu, employees did not cure it properly and it led to more complicated inflammation of the nostrils. Therefore, sinusitis is very common. It will make the patients have headache, dizziness, tiredness, etc. Besides, flu, influenza, fever, acute bronchitis, pink eyes, dysentery, cholera are also common and last from seven to ten days. These diseases are not so dangerous but are contagious. Our employees cannot stay at home to rest well due to these diseases; they come to work unhealthy. Therefore, they can spread virus to everybody and work with lower efficiency.

The group of occasional sickness also contributes remarkably to the rate of absenteeism with menstrual pain, eyes and ears diseases, dental pain, applying contraceptive methods, and abdominal pain. This group of sickness is often absent from one to two days.

3. Health activities for employees

3.1 Health check

According to the Vietnam Law and some requirements from the Annual Social Compliance audits,

we have to conduct periodic health check for all employees annually. We did once a year. But from January 1, 2014, we had to organize it every six months focusing on a) general medical test, b) urinalysis, and c) CBC or complete blood count test.



Employees receiving health services at work.

We organize health examination for a week with more than 25 doctors and nurses from the Department of Preventive Healthcare out of the working shift without affecting the company business. The result of health is given one week later and HBI health staff have to classify the groups of diseases and communicate to all employees for personal action plan.

Every week, HBI recruits new hires to substitute TO, employees with maternity leave and absenteeism. After giving an orientation for new hires every Monday, they have to undergo basic health check by the HBI health staff and doctor. We sometimes identify employees with tuberculosis (TB) and advise them to cure the diseases from 8 to 12 months in the hospital free of charge before joining HBI. TB is contagious and can be dangerous to many employees in an air conditioned working environment. So they have to rest from work.

On a daily basis, health staff works two shifts to give health advice and healthcare to sick employees, and provide medicines to control the symptoms of the diseases. If employees visit the health clinic for a long time, they are recorded high off standard hour and it will affect his or her efficiency of that working day. So, we have to find the most effective medicine to help employees recover quickly and go back to work. Health staff continues to follow up the status of employees' sickness next day.

In the clinic, a health record is made for every employee, and by the end of the week categorized into

types of diseases. Training is conducted for those employees affected by the disease to educate them about the causes and preventive measures.

3.2 Health education

A health workshop is conducted monthly by a doctor tackling the prevailing diseases among employees to raise their awareness. This is also a venue for them to directly interact with the doctor and air out their health concerns and get direct advice. A plenary is created for employees to share their own traditional experiences vis-a-vis prevention and control of diseases and taking care of their health.

When there is no patient at the health clinic, the health staff can access to the health WebPages of the health departments and relevant health agencies to select information and post to the health bulletin boards for employees to read after meal or before the shift starts. For employees who cannot read and write the announcements from the bulletin boards, they can listen to the PA system which is compiled and announced by the health staff. Each topic is arranged by month. A video is shown on the TV screen all over the sewing floor, too.

Health Fair is conducted twice a month for both shifts to create a chance for employees to ask questions on health issues as well as to access to various information relating to gender equity, family violation, human trafficking, HIV/AIDS and the like. We also introduce some supplementary vitamins for the employees to maintain their health condition especially after the menstrual period or during the time of nourishing their children under 12 months. Each employee has only 30 minutes for meal time, so we organize riddles with small gifts to employees who can give the best answer.

Leaflets and condoms are given free as many INGOs are ready to provide the information for dissemination.



Information leaflets

Preventive healthcare is one of the focal points at HBI to prevent spreading diseases in the plant. The cleaning service workers have to clean the floor with chlorine daily. Spraying chlorine is also done during epidemics such as

dengue fever, pink eyes, rubella diseases, foot and mouth diseases, etc. We encourage employees to clean hands before eating and after using the toilet as part of 5S training program at the workplace and at their home. Some employees were seriously sick and they slowly recovered due to many reasons such as poor nutrition, and care taking of children under 12 months. There is a high tendency for these employees to be absent again so we provide liquid ensure milk and multivitamins to help them recover quickly. We provide Ono candies for male employees to stop smoking.

Many employees are living in the lowland area and their houses are flooded during the rainy season. We support them with life vest to sail the boat safely to go to work. Chlorine powder is also provided for these households to treat the environment and water after flood in order to control epidemic diseases.

3.3 Health training of employees

Every year, we train first aid teams of around 200 employees to be available all over the plant for emergency preparedness. All of them received refresher training and get hepatitis B vaccine thrice. Taking care of the health of the employees inside the plant is a major duty of the company. Moreover, we also have to take care of the health of their families as part of Corporate Social Responsibility (CSR). A mobile clinic is established with financial support from the union to offer health check for the community where our employees are located. The health staff often visit the employees' homes to give direct advice if an employee, their children or family members are trained on 5S, basic healthcare, and various information on health. Also targeting to raise the awareness of 30,000 family members of our employees to take care of their health.

4. Use of health survey data

All of the above activities, we conduct an in depth survey for 500 employees who often have records to the health clinic for many years. This is to identify the root cause of their sickness, to verify the habit of employees out of work, and to identify the factors that might affect poor health condition. The information is stored in the database which serves as basis for action planning for each individual to improve their health condition. We also keep a list of employees who have sick children and often stay at home to take care of them. This gives us an input on how to help them prevent such occurrence. The list is then pass to the Compliance Department and Safety Officers to develop a curriculum and video to raise awareness of employees on the potential accidents for prevention.

FLASH ARTICLES

Responding to a Grave Disaster with Far-Reaching Effects

Ms. Aida Concepcion-Ishikawa, OMC 1980, Center for Emergency Aid and Rehabilitation. Inc. (CONCERN), the Philippines



Ms. Ishikawa

The Philippines is one of the most vulnerable and disaster-prone countries in the world. Around 20 to 22 typhoons pass the country every year. Other than being a tropical typhoon path, the country is also within the Pacific Ring of Fire.

Whenever disasters occur, societies and people suffer from loss of lives, limbs and properties. Major disasters such as earthquake with tsunami and super typhoon with storm surges like Yolanda (Haiyan) do not only cause thousands of casualties but also so much loss in properties. Most often than not, great disasters can turn back social and economic progress at the most or could take quite a time for people and communities to recover. People who have been most vulnerable even before the calamities struck are further reduced down to almost helplessness. Unless there is any will to survive, or that inherent spirit called resilience, the most vulnerable could even lose hope and their minds.



The destruction of typhoon Yolanda (Haiyan) in Marabut, Samar.

Generally, no one is spared from disasters. It is general knowledge that social and economic developments and geographical locations put countries in

varying degrees of vulnerability to disasters. But if we put our minds on our real concern, i.e., peoples and communities are also in different degrees of vulnerability to calamities. History and recent events show that people's and communities' vulnerability to disasters could be reduced.

Disaster response and disaster preparedness are related though each one is distinct in certain aspects. It is less complicated to respond or react to disasters if people and their communities are prepared economically, organizationally and technically for disasters.

The need to reduce the people's vulnerability and to develop their capabilities and capacities to face natural calamities and to prevent the wanton destruction of the environment due to unregulated mining and logging are the underlying reasons for the Center for Emergency Aid and Rehabilitation's (CONCERN) pursuit of its mandate to serve the most vulnerable peoples and communities.

CONCERN came into being in 1986 in the wake of three consecutive typhoons and at that time when disaster response was highly centralized at the hands of the government and oftentimes divorced from the actual situation and needs of the people and mainly a reaction to emergency and limited to relief, rescue and recovery of the victims. Addressing people's vulnerability to disaster and raising their awareness and capabilities to cope and prevail over calamities were lacking in the agenda of disaster response then.

CONCERN upholds the "People-Based Development-Oriented (PBDO)" principle, a disaster response that is rooted on the actual needs and interests of the victims and is directed to capacitate them to organize themselves in the event of disasters to come. In more than 20 years of service this principle has guided us in disaster response; first, when Mount Pinatubo erupted and caused a series of avalanches of lahar and recently, in responding to typhoon Yolanda's onslaught.

Applying and enriching this principle in these two major disasters and many other calamities has brought CONCERN so much lessons to develop its own capacities as a disaster response and risk reduction institution.

CONCERN has evolved from a relief and rehabilitation NGO to a comprehensive disaster response management institution. The complexities of natural and man-made disasters became the basis for its pursuit of a comprehensive response which recognizes that with people's participation in disaster risk reduction and mitigation, we can make a difference in strengthening their desire to rise up from the ill effects of disasters. With its three main programs, disaster preparedness, emergency response and rehabilitation, resettlement and development programs, it has formed Grassroots Disaster Response Machineries (GDRMs) as an expression of its mission to empower communities to be capable of changing their lives, charting their own disaster response plans.

CONCERN gives premium on disaster preparedness. The post Pinatubo and Yolanda's actual damage to lives, limbs, property and psychological state of minds of the people showed us the lack of preparedness. With the climate change around,

coupled with strong natural disasters like Typhoons Ondoy, Pepeng in Metro Manila, Central Luzon and Northern Luzon (2009), Typhoon Pablo and Sendong in Mindanao (2011 and 2012 respectively) and the recent Yolanda in Visayas (2013). Adding to this are various faults that threaten us, in the case of the magnitude 7.2 earthquake which struck not only Bohol but parts of Cebu and Negros just less than a month before Yolanda's wrath.

There is no better option left for the people but to be prepared. The damage could have been minimized if the people were better prepared and have been taught that they are the actors in mitigating disasters.

The Yolanda experience has given us a chance to improve on our existing projects like the livelihood support. In the midst of hunger we have to provide support for their most basic needs such as food and toiletries. Conditions in evacuation centers and in ravaged villages

(barangays) also necessitate trainings and provisions for Water and Sanitation and Hygiene (WASH). WASH could include a whole range of intervention from restoration or provision of water systems and



Shelter assistance in Tacloban.



Relief delivery in Palompon.

building of latrines or toilets and clean-up campaigns. For the beneficiaries to be more capable, WASH is combined with basic health skills training which is given by HIDS, a partner health NGO of CONCERN.

Another key component of emergency relief and early recovery and of rehabilitation is Psycho-Social Stress Debriefing (PSSD). This intervention is very necessary especially for mothers and children to help them overcome stress and traumas the disasters left in them.



Tribike distribution in Palo.

CONCERN's project for victims of the magnitude 7.2 Bohol earthquake gave the institution an additional experience and capability in disaster response. CONCERN embarked on

shelter assistance and resilient housing. This experience and capability are now being replicated in our response to massive destruction to properties and infrastructures not to mention thousands of deaths and injuries wrought by Yolanda in the Visayas.

Fund sourcing and human resource mobilizations particularly for the scale of Yolanda (Haiyan) is a very big challenge for CONCERN and all other NGOs. A network of volunteers from schools, teachers, parishes, communities and NGOs was established, the Visayan Disaster Response Network (VDRN). This is to beef up our response and also to involve and train more organizations and persons for the enormous tasks of helping victims of super typhoon Yolanda to recover and rehabilitate their lives and communities. This is a collaborative effort of individuals and organizations to support the early recovery programs for the victims of Yolanda.

Participating organizations and individuals in VDRN helped in gathering data and other information of affected areas to be served especially during the period immediately after Yolanda's destructive passage. Many joined in the repacking of goods up to actual delivery of relief items. VDRN volunteers became the backbone of the work force and staff for the relief distribution and early recovery projects of CONCERN.

The GDRMs formed in the affected areas are en-

couraged to become part of VDRN in order for them to be able to continue or follow-up in addressing the problems of rebuilding their lives and communities through proper rehabilitation and resettlement/relocation and livelihoods, especially for the displaced victims in Leyte, Samar, Northern Cebu and also in Bohol where a magnitude 7.2 earthquake occurred before Yolanda.

A statement on the real state of the victims was issued by VDRN on the occasion of the first anniversary of Yolanda. The statement signified VDRN's and the people's continuing efforts to bring to the attention of the national and local governments the issues of resettlement and rehabilitation including the livelihood of the victims.

Through an organized response of the affected communities and with the support of this network and international partners, we can truly prevail over disasters!

Landslide Inundates Plantation

**Mr. Perusal Pitchai Sivapragasam, ILDC
1997, Human Development Organization
(HDO), Sri Lanka**

AHI received the following report on November 3, 2014, just one week after the disaster.



Mr. Sivapragasam

Around 200 missing in the Meeriyabede Estate Earth Slip, Koslanda, Sri Lanka. Many were caught in to an earth slip which took place on October 29, 2014 at around 7:30 in the morning in Haldumulla, Meeriyabedda Estate, Koslanda Police Division, Badulla District, Uva Province, Sri Lanka. More than 100 children, women and men were miss-

ing of whom mostly were feared to be dead. Nine dead bodies were taken out and nine were admitted to Badulla and Bandarawela Hospitals. Rescue operations were carried out by the army men engaged in finding survivors. The entire Meeriyabedda Estate was buried into mounds of earth.

Several buildings, seven sets of power lines with 70 houses, temple, three staff quarters, two shops and a milk collecting center, and estate dispensary were reported to have sunk into the earth. The playground have completely vanished. Two hundred acres of



Mounds of land caused by earthquake.

land and directly 64 families in the area have been affected due to the earth slip with no trace. The operation continues while Haldumulla, Koslanda and Meeriyabedda areas are mourning. Eyes witnesses said the power lines and the temples disappeared in a snap of which the former sunk 30 feet under earth. The disaster has put them losing their loved ones and the survivors in grief.



Weariness and helplessness.

Meeriyabedda was inundated and all the remains of mounds of earth. It was claimed that warnings were given to people in 2005 and 2011 after the area experienced intermittent earth slips to leave. It was also claimed that the National Building Research Center Authorities warned the management of the danger and advised to vacate about two or three days before the tragedy. Unfortunately the estate management had taken no notice of the stale warnings and they shirked their responsibility for the lives of about 100 odd workers and children. Al-



What should we do now?

though the authorities claimed to have warned the people and the management of the impending disaster, neither of them took any serious notice.

Government authorities and the Maskeliya Plantation Company said that the people were forewarned and advised to leave the area. However, the affected people argued that they were not properly informed. The serious problem is that the right to land and housing of the plantation workers was not respected. Only some families were given alternative land and secure facilities for housing construction. The issue of providing secure land and housing is the responsibility of the divisional secretary and the plantation management, and the Plantation Human Development Trust (Trust). Their responsibilities were foregone. Due to this, the right to safety, land and housing was denied. Affected families were evacuated from areas prone to landslides and housed in two welfare centers in Poonagala and Koslanda. About 1,632 children, women and men are camped there.

Victims telling their tragic experiences

One victim said “I was milking the cow when I heard the noise which I mistook as an airplane. I came out to see only to find the earth slipping covering a large area. I escaped running as fast as I can. By the grace of God nothing happened to my family.” Another victim



Recalling tragic experience.

said “I heard a sound similar to a helicopter. When I came out, I found the lamp post about 50 yards away shacking and a huge bunyan tree sliding. I felt there was an earth slip.” An injured victim said that “I heard a big noise. When I came out, the lines were missing and I saw a great mound of earth.”

Relief actions aftermath

Relief activities have been started. Many well-wishers, individuals, NGOs, and government authorities were involved in relief operations. Victims were complaining that they did not receive proper assistance from the government authorities in Poonagala Welfare Center. They also echoed that the government authorities did not efficiently regulate relief activities of private institutions and individuals.

NEWS FROM FRIENDS

The Peace Culture Through the Tears of Hiroshima

*Mr. Anthony Jesudason, ILDC 2010,
National Fisheries Solidarity Movement
(NAFSO), Sri Lanka*

Different kinds of programs were conducted by some representatives who trained at AHI and Negombo with the theme “The Peace Culture Through the Tears of Hiroshima” on August 17, 2014 at the Center of National Fisheries Solidarity Movement, Negombro. It was based on the date of the Hiroshima bombing on August 6, 1945.



Mr. Jesudason

The purpose of arranging these events is to develop the thoughts of the young generation not to be generated any war in the country being reminded the bombing to the Hiroshima as well as the destructions of the country because of more than 30 years’ war in Sri Lanka.

At the beginning of the program, participants were concerned about the environment and child life and the importance of peace and they pointed to some entertainment games. They were given a chance to draw a picture as what their minds absorbed. The children drew different kinds of pictures in the

themes of protecting the environment, influence of destroying the environment and power of unity.



Children and adults participated in the event.

The participants were educated on what the society expects from the children by using songs and short films as the second step. Books were granted to the participated 80 children as gifts with a certificate.



Commemorating the 69th Hiroshima Day.

A program was organized in collaboration with the youth and parents. Sixty nine candles were lit commemorating the date of Hiroshima at the beginning of the program. Participants directed to a meditation about the existing situation of the world by playing a song which related to peace and environment.

Prof. Sunil Siriwardana conducted a lesson to the participants on how art is used to change the world and mitigate the destruction, the responsibility of youth toward this end, and to create a better world. Prof. Sunil stimulated a debate among the participants by imagining what it is like to live in an army-free world.

We achieved our objective and succeed to give messages to the youth and the children. The cost of the program was covered by the organizers.



Children drawing peace.

As a result, we were able to establish MILIJULI HEALTH CO-OPERATIVES on June 30, 2014 based on the policies of the Government of Nepal.



Women busy in the health clinic.

My Expression on Health Sector
Mr. Deepak Kumar Ghimire, ILDC 2013,
Sindhuli Integrated Development Service
(SIDS/Nepal), Nepal

Our organization, SIDS/Nepal has been working to eradicate health related problems in rural areas for 19 years. I found effective the health services provided by Nisshin City, Japan to its people. Hence, I was also thinking some practical health activity that helps improve the health status of local people.



Mr. Ghimire

A two-day Reproductive Health Camp was organized with the joint effort of SIDS/Nepal, Milijuli Health Cooperative and Milijuli Saving and Credit Co-operatives in SIDS' building from October 18 to 19, 2014. The objectives are: a) to raise public awareness on genital infections in women, uterus prolapses, cancer, etc., b) to provide medication service to the initial infected women and c) to identify the patients who need surgical operation.



Participants during the health camp.



After visiting Japan, I and my colleagues initiated discussions about forming an organization that ensures sustainable accessibility of quality health services for the rural communities in Sindhuli District.

The service was provided by a team of 10 health workers including reproductive infection specialists and 20 volunteers from the District Health Office and SIDS/Nepal. There were 502 village women who directly benefitted from this camp. They got the opportunity to be checked and were given recommendations for steps the women have to consider as well as medication based on the needs and operation by the specialist team. Main diseases identified and the respective number of cases in the camp were cervicitis (85), vaginitis (68), politics (19), cancer infection (10), uterus prolapse (24), schistocytis (46), and rectum (19).



Taking blood pressure.

I hope Milijuli Health Co-operatives will provide effective quality health services to the marginalized and indigenous people in the remote villages particularly women at very reasonable cost.



Reproductive health check.

**Beauty Class Course for People
With HIV/AIDS**

*Sr. Maria Francisca, ILDC 1996,
Spiritus Sancti (SSpS), Indonesia*

Tuesday, March 11, 2014, a meeting was held at the Polyclinic St. Vincentius Paulo located in Jalan Ciliwung, 42 Surabaya. Regular meetings held once a month is always filled with a variety of activities. There are 35 members of whom majority of women and children are living with HIV/AIDS. They named their group



"Couple Community". The group is composed of People With HIV/AIDS (PWA) and served by the community nuns who built the Spiritus Sancti (SSpS) in Java. The PWA are stigmatized. They suffer from prejudice. Upon the discovery of the PWA among the gay community and the drug users in the 1980s, the SSpS nuns created a support group therapy. The SSpS nuns provide not only support but also giving health education, entertainment and skills.

The meeting in March was opened with Support Therapy by Dr. Prijono Satyabakta, a lecturer and a volunteer concerned with HIV/AIDS at the Airlangga University. Dr. Satyabakta assumes that all PWA are children who need to be guided and motivated. He repeatedly expressed thanks to the SSpS community which has provided a forum for PWA to interact, evolve, and mutually encourage one another.



The meeting continued with a "Beauty Class" course. Materials for training skills are haircuts and basic hair treatment. Beauty Class was guided by Maria Margaretha who worked as cosmetic teacher of St. Agnes High School Surabaya. They met seven times and a one-time meeting with exam on March to April 2014. This activity was followed by four participants and will be re-echoed to the members of "Couple Community". After the practice exam, they will receive a certificate of recognition and makeup tools from SSpS community.



Condolence for the Passing of Dr. Juan Flavier aka “Mr. Let’s DOH It!”

Ms. Joy Ayuste-Bastian, AHI



Dr. Juan Flavier (center) wearing lei with the Municipal Health Officer and Barangay Health Workers trained by IPHC-DMSF in 1985.

The passing of Dr. Juan Flavier on October 30, 2014 saddened us here in AHI, Japan. He was a closed friend and a mentor to AHI. He gave some useful thoughts to AHI founder Dr. Hiromi Kawahara in the early beginnings of AHI. He also visited and lectured to the ILDC in the 1980s.

Personally, I had a brief yet fruitful time with Dr. Flavier as one of the team leaders during his senatorial campaign in Mindanao. He came to my former office, the Institute of Primary Health Care-Davao Medical School Foundation (IPHC-DMSF), during the campaign period. He was a very close friend of the former IPHC director, the late Ms. Sony J. Chin, who was one of the main supporters of Dr. Flavier in the Mindanao campaign. I was tasked to organize his campaign tour in the Davao del Norte Province. Face-to-face encounter with him was enriching and fun. He was small (4’11”) but incredible.

His humble roots in Tondo, Manila honed him to become an honest and dedicated public servant; as Secretary of Health (1992), and as Senator (1995). He grew up in a mining community in Benguet and then in Baguio City, the Philippines. He went to the University of the Philippines, School of Medicine and to the John Hopkins University. He got attractive offers abroad but his passion was to work as a doctor to the barrio (village) after graduation.

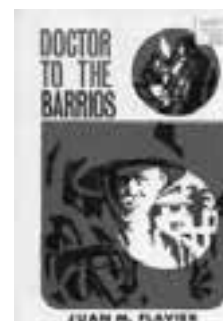
He presided the International Institute of Rural Reconstruction (IIRR) in 1977, an NGO dedicated to improve the quality of life in rural areas through

education, income generation and health programs. After IIRR, he was president to the Philippine Rural Reconstruction Movement (PRRM) (1978-1992). In 1992 he was appointed as the Secretary of the Department of Health (DOH) under the Ramos Administration. Under Dr. Flavier, the country was declared by the World Health Organization as polio-free, a result of his nationwide immunization campaign, “Oplan Alis Disease”. He was behind the DOH programs on nutrition “Sangkap Pinoy”, AIDS awareness, family planning, and rural health along with campaign against cholera “Kontra Kolera” and tuberculosis “Stop TB”.

As a senator, he legislated the promotion of public health care and improve quality of life for Filipinos. He penned the Traditional Medicine Law, the Poverty Alleviation Law, the Clean Air Act, and the Indigenous People's Rights Act. Reelected in 2001, he continued to advocate health, environment, and development issues. He authored and sponsored the Anti-money Laundering Act of 2001, the declaration of Eid ul-Fitr as a national holiday, the Barangay Micro-Business Enterprise, the National Service Training Program for Tertiary Students of 2002, the Dangerous Drugs Act of 2002, the Plant Variety Protection Act, the Philippine Nursing Act of 2002 and the Tobacco Regulation Act.

Dr. Flavier was known for his folksy charm and sense of humor. He used jokes in different languages to illustrate and drive home his points about health and well-being of Filipinos. He retired as a Senator and served as a trustee at the Board of Philippine Health Insurance Corporation (Philhealth). He also served as a trustee for the SM Foundation. He was well-known in his slogan “Let’s DOH It!” It effectively delivered the message for health improvement across the Philippines. He inspired many health service providers particularly from the public sector to “just do it” with passion and dedication in order to eradicate common diseases.

He wrote books based on his experiences. Medical schools found his publications useful in educating young doctors to also serve the rural villages. Among his publications are *Doctor to the Barrios* (1970), *My Friends in the Barrios* (1974), *Back to the Barrios* (1978), *Mobilizing Local Leaders for Rural Development: The Case of the People’s School* (1980), *Parables of the Barrio* (1991), *Let’s DOH It! How We Did It!* (1998), and *From Barrio to Senado* (2009).



HERE AND THERE

The International Course on Leadership for Community Health and Development 2014



The ILDC participants with Dr. Hiromi Kawahara (center, sitting).

The International Course on Leadership for Community Health and Development was held from September 7 to October 13, 2014 with the theme “People’s Participation in Local Governance in Health.” Twelve participants (9 females, 3 males) from Bangladesh, Bhutan, Cambodia, India, Nepal, and the Philippines came. This time a special session on Universal Health Coverage with a Japanese NGO study group was included.

After the course, Ms. Meenakshi Rai from Respect, Educate, Nurture and Empower Women (RENEW) of Bhutan extended her stay in Japan for the speaking tour in Aichi Prefecture after the course.



Ms. Meenakshi Rai

AHI Alumni Reunion Seminar in India 2014



Participants of the reunion seminar with AHI staff Mr. Eichi Shibata and Ms. Shiori Ui.

The AHI Reunion Seminar on “Holistic Health for People and for Ourselves” was hosted by AYUSHYA Center for Healing and Integration of Kerala, India from November 17 to 20, 2014 with the support from AHI. A total of 26 members including 17 AHI alumni and two AHI staff, Ms. Ui and Mr. Shibata were housed at the AYUSHYA dormitory. They shared their knowledge, skills and experience on Holistic Health both theories and practices. Thanks to Sr. Kuppuzahckel and the team of selected resource persons for playing a great role to the success of the activities and by compiling a report.

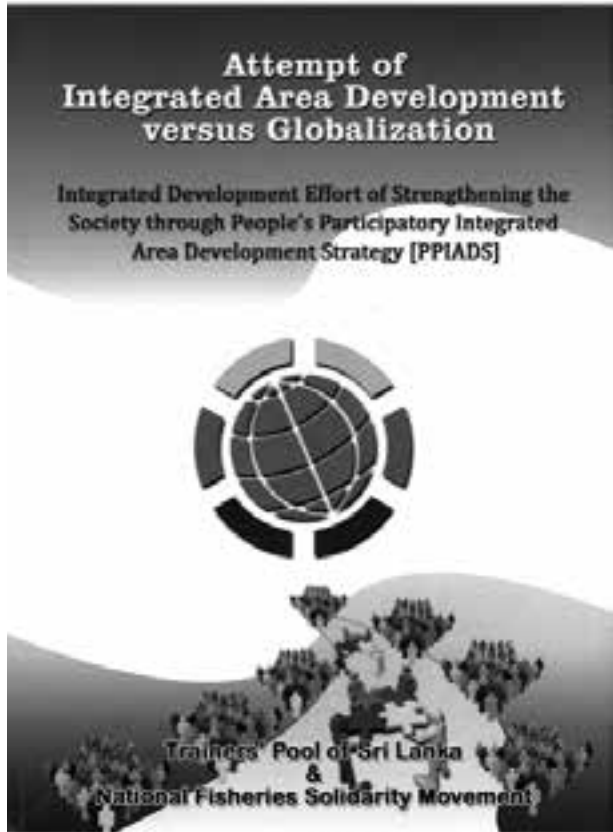


Warm compress demonstration by a Filipino participant in the reunion seminar.

Browse and download the PDF file from the AHI’s website: http://ahi-japan.sakura.ne.jp/english/html/modules/pico/index.php?content_id=53

ANNOUNCEMENT

Book Published



Mr. Herman Kumara (ILDC 1999), who belongs to the National Fisheries Solidarity Movement (NAFSO) and the Trainers Pool of Sri Lanka published a new book entitled "Attempt of Integrated Area Development versus Globalization – Integrated Development Effort of Strengthening the Society through People's Participatory Integrated Area Development Strategy [PPIADS]".

This book is a compilation of nine years experience of NAFSO/TP-AHI collaborative project.

Browse and download the PDF file from the AHI's website : http://ahi-japan.sakura.ne.jp/english/html/modules/pico/index.php?content_id=14

You may also contact NAFSO directly through:

E-mail: hermankumara@gmail.com

Tel: +94 (31) 2239750. Fax: +94 (31) 4870658

AHI Annual Report 2013

AHI has published the Annual Report 2013 and the Financial Report 2013 on its website. Browse and download the PDF files from AHI's website here-under.

http://ahi-japan.sakura.ne.jp/english/html/modules/pico/index.php?content_id=12

The Third Asia-Pacific CBR Congress

The Third Asia-Pacific Community Based Rehabilitation (CBR) Congress will be held in Tokyo, Japan from September 1 to 3, 2015. This congress is co-organized by the Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD), Japan NGO Network on Disabilities (JANNET) and CBR Asia-Pacific Network. AHI is a member of JANNET.

The main theme of the congress is "Poverty Reduction through Community-based Inclusive Development (CBID) and Sustainable Development Goals (SDGs)". The sub-themes are: Inclusiveness (Day 1), Empowered Community (Day 2), and Sustainability (Day 3).

• Registration category and fee

Category	Fee
Regular (until May 31, 2015)	30,000 JPY
Regular (after June 1, 2015)	40,000 JPY
Student	15,000 JPY
Personal Attendance	10,000 JPY

For more details and application form, please visit the website <http://www.apcbr2015.jp/>

ANNOUNCEMENT ! for Peace Builders

MPI Training Course 2015

The Mindanao Peacebuilding Institute (MPI) offers intensive courses in conflict transformation, peace education, religious peace building, transformative justice and trauma healing that are taught by distinguished roster of facilitators from the Asia-Pacific and other countries. **The course will be held from May 18 to June 5, 2015 in Davao, Philippines. Deadline of application is March 31, 2015.**

Visit the website and apply online:
www.mpiasia.net

CALL FOR ARTICLES

Your chance to publish your field experiences along these themes for free!

1. Holistic Health
2. Traditional and/or Alternative Medicine
3. Universal Health Coverage (UHC) under Post MDGs
4. Health and Peace Building in Conflict Areas
5. Community Based Inclusive Development (CBID)
6. Disaster, Prevention, Response and Management

You may write an article in the list. Just email AHI: info@ahi-japan.jp.

Kindly follow the writing guidelines:

**Font style Times New Roman, size 11, single space, no indent, regular typeface, black text, email high quality 2-3 photos with captions and your solo photo. Do not resize the photos to keep their quality.*

BE AN AHI MEMBER NOW!!! PLEASE SUPPORT AHI!

AHI has some of its Alumni as supporting members.

AHI is supported by over 4,000 individual regular members and occasional donors. Recently, however, the number is decreasing due to aging population and sluggish economy in Japan. Even so, it is getting more important for AHI to commit working with the disadvantaged people living in endless uncertainty in Asian communities. That's why we need to get more supporters to achieve our goals.

How to support AHI...

For those who live in foreign countries and have credit cards, AHI started its secure on-line money transfer system thru PAYPAL (www.paypal.com), by which the membership fee or donation is easily and safely transferred to AHI's account.

1. Supporting Member

Annual Membership Fee:

- **Organization (S): \$ 300.00 per year**
- **Individual (A): \$ 100.00 per year**
- **Individual (B): \$ 50.00 per year**
- **Individual (C): \$ 30.00 per year**

2. Donation

Donation at anytime of any amount as you wish is always welcome.

Please check our website and go to the page "support AHI".

http://ahi-japan.sakura.ne.jp/english/html/modules/pico/index.php?content_id=14

If you have any questions, please send an e-mail to: info@ahi-japan.jp.