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PAAM 2018 ANNUAL DINNER AT SHERATON HOTEL, PETALING JAYA ON SATURDAY 6 OCTOBER 2018



By: T E Tan
He is PAAM's President

On Saturday 6th October 2018, PAAM hosted its 2018 Annual Dinner at Feast Restaurant, Sheraton Hotel, Petaling Jaya. Close to a hundred members and guests attended this exciting dinner.

Not only did all of us have a very good dinner with beautiful music by the Sheraton's in-house band, members and friends also had a good time of fellowship and bonding, catching up with one another during the 2-hour long Dinner. And most exciting of all - everyone (Yes! Everyone who attended the Dinner) walked away with a prize in hand!!



Mmm...the food is delicious



Ahh...all eyes on the food



Members and guests mingling around



Sheraton in-house band singing evergreens to PAAM members & guests



President Mr Tan with Mr Gary Tang (President of JAGAM, in white shirt) & CCM members

The Annual Dinner was also graced by our immediate past President, En Abdul Aziz Kamaruddin, Mr Gary Tang, President of JAGAM and members of the Central Committee.

We sincerely thank the Organising Committee

comprising Mr Siao, Chairman, Ms Valerie Cheong, Mr & Mrs S S Yeong and their daughter Ms Yeong and our Administrator, Ms Lim for the hardwork and for making the 2018 Annual Dinner a great success. Minasan, arigatogozaimasu!!

>> more photos on page 8

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MESSAGE FROM THE PRESIDENT, PAAM



Mr Tan Teng Ek
President of PAAM

Greetings to all members and friends of PAAM!

We are glad to be able to, yet again, produce another PAAM Newsletter i.e. issue no: 82, to keep you informed of our recent activities and produce articles contributed by our own members for your reading pleasure.

In this issue, among other items of interest, we are pleased to report on the recent PAAM 2018 Annual Dinner at the PJ Sheraton Hotel where about 100 of our members and friends attended. We also organized a visit to Tzu Chi's Recycling Facilities at Desa Park City and to Tzu Chi's Headquarters in Kepong on Saturday 18th August 2018.

Mr Eric Koh, our long time member, shares his insights on Opportunities in Environmental Service Industry - Wastewater treatment. Whilst Mr T E Tan, in his regular column on Japanese language peculiarities and way of life, discusses his views and observations on one of the most intense struggles faced by the Japanese i.e. high cost of home-ownership in Japan.

Our Committee Member, Ms Jacqueline Hui writes on the issue of Millennials and their possible effects on our workforce.

We hope that you will enjoy this issue of PAAM Newsletter. Please also update our PAAM office on your contact details especially your latest correspondence address, telephone number & email address. This update will ensure that all our correspondences to you will reach you at the right place and in a timely manner.

If you have made a career switch (recent or a few years ago), you can also inform us so that we can update our membership database.

Thank you and warmest regards,

Tan Teng Ek
President of PAAM

What is AOTS?

AOTS or the Association for Overseas Technical Scholarships, a Japanese agency, jointly supported by Japan METI and the industry, is entrusted with the task of developing human resources in the third world. It has trained over 8000 Malaysians over the last 3 decades. AOTS is now renamed as HIDA.

All AOTS ex-trainees are entitled to be admitted as a member of the Persatuan Alumni AOTS Malaysia (PAAM) which is the alumni association for all who have participated in AOTS training programs or even events conducted locally by PAAM.

To be a member all you need to do is to fill up a membership application form and submit it to the Secretariat office. There are 3 categories of membership ie life member, ordinary member and corporate membership.

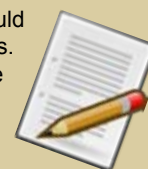
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Announcements

Articles for Newsletter

To make your newsletter more interesting, we would like to appeal for interesting articles from members. Your articles can be on any topic but should not be too technical. We would appreciate articles that are original and will make an interesting read, between 100 to 200 words. As a token of appreciation, PAAM will send you cash vouchers for articles that are published in PAAM Newsletters.



Japanese Language Teacher - Vacancy

WANTED – PAAM is looking for a free lance Japanese Language teacher who can teach small groups preferably in the evenings in clients' office premises. The person we are looking for must have teaching experience and must be able to speak the language fluently, if he/she is not a native speaker. Must have own transport. Interested – please write in to paam@aots.org for further details etc.



A SHORT REPORT ON PAAM'S VISIT TO TZU CHI FOUNDATION'S RECYCLING CENTER IN DESA PARK CITY AND TZU CHI HEADQUARTERS IN KEPONG



By: Jacqueline Hui
She is a member of the Central Committee.

Early in the sunny morning of Saturday 18th August 2018, a group of 13 PAAM members & friends were already gathered at the Tzu Chi recycling facility at Desa Park City. This educational visit to the recycling facility truly reminded us of our role in preserving the environment we live in.



Group photo with some employees of the Center

As the Management of the Recycling Center gave our team a very exciting power-point presentation with facts and statistics on solid waste management in Malaysia, we, from PAAM, were confronted with the amount of trash each family produces everyday through single-use plastic drinking bottles, aluminium cans, plastic food packaging, plastic plates, bowls, forks and spoons etc. Then there is trash from unconsumed food, kitchen scraps, fruit skins, unwanted sections of vegetables and greens, garden refuse and other rubbish we dispose etc. which help in contributing to the mountains of trash produced daily.



A senior management staff of the Center giving a briefing



A section of the PAAM delegation giving full attention to the briefing

At the rate of all the trash being produced in the homes, towns and cities, we realized that soon our country will be running out of landfills for our trash disposal. Multiply this many, many times across the different countries on this planet, and it is obvious we are reaching a point where the earth is groaning under the weight of trash humans are producing. There is also indiscriminate throwing of plastic bags, bottles and non-biodegradable rubbish into rivers which end up in the seas. The fish consume them and when we eat the fish and seafood we poison ourselves.



Various sorting bins & organic farming plots

One way out of this dilemma is to recycle all our trash. It is imperative therefore, that we make it a discipline to separate all our trash for recycling in order to leave a clean, livable environment as a legacy for our children and our children's children.

We saw the different processes these separated trash go through in order to produce textiles for clothes and blankets etc (from plastic bottles). Tetra-paks from milk and juice cartons are transformed into roofing materials and other useful materials are produced from recycled trash. Kitchen scraps, vegetables, fruit skins and food leftovers are turned into compost to fertilize the growing organic crops instead of using chemical fertilizers which destroy the soils in the long run.

JAPANESE LIFE - HOUSING ISSUE IN JAPAN



This is a regular column contributed by Mr Tan Teng Ek on the peculiarities of the Japanese language as well as his observations and insights on everyday life in Japan.

In the last issue (issue no: 81) of PAAM Newsletter, I had shared about the struggles young Japanese students have to go through to get into top-notch universities, as a degree from such universities will land them a job in good corporations and prestigious Government agencies.

In this issue, I'll discuss about the struggles Japanese face in buying an apartment of their own.

About 83% of Japan is mountainous and the remainder 17% of its habitable land is about 62,000 sq. km., less than half the size of Peninsular Malaysia. This causes major pressure on the rest of Japan with its 127 million inhabitants crammed onto only 17% of the island. This leaves a major strain on the housing situation in Tokyo and other mega cities so much so that some parts of these cities have more than 20,000 people per square kilometre. While none of the citizens of Tokyo live in slums, the extremely crowded housing forces many people to share multi-storey public housing with hundreds to thousands of other citizens.

Like anywhere else in other developed countries, the cost of homes in Japan, especially in the mega cities of Tokyo, Osaka and Yokohama, is spiralling unbelievably. I dare say that the cost of homes in these Japanese mega cities is nearly as high as that in Hong Kong, if not more. According to reports from some established realty companies, residential properties (apartments) in these cities cost about six times the annual total household income of the average salary worker in Tokyo, Yokohama or Osaka.

Just to relate an interesting real-life story. I have a friend who used to work in an American oil-and-gas company. After serving in US for a number of years as a Sales Manager, he was given a promotion and transferred to Japan to head their office in Yokohama. That was in the mid 1980s. As house rental was very expensive in Japan, the company picked up his rental tab of about RM20,000/month for a small apartment.

The thing that troubled him when he was first posted

to Japan was that his son, then was about 8-9 years old, was always appearing to be very unhappy. One day my friend caught his son crying silently in his own room. After some persuasion, his son confided that he felt that the oil-and-gas company was ill-treating the father. The small boy actually believed that the company not only demoted his father but sent him to work in Japan to punish him!! When asked why he said that, the small boy explained that at last posting in US, they stayed in a 6-room detached house with a 12,000 sq. feet of lawn. But now they had to cramp into a tiny 2-room apartment which was slightly bigger than the hall in their old house. How do we explain to the 8 year old that the father was indeed promoted to a more senior position but yet has to live like a pauper, having to make do with everything so tiny - tiny house with tiny bedrooms, tiny kitchen & tiny bathroom, even their family car was so small and compact?

Some big companies try to assist their employees in overcoming the housing problems (and in the process hoping to motivate and retain their good employees) by building or leasing from the Municipalities flatted hostels. These apartments are then rented out to certain employees at a much-subsidized rate. One of these companies is IHI Corporation, a comprehensive heavy-industry manufacturer that hosted my 6-month technical training in Japan. But such companies that provide their employees with living quarters are few and far. Some employers might offer a token monthly allowance as housing subsidy to ameliorate their employees' financial burden.

The suburb of mega cities however offers cheaper homes. It is a truism that the further the home is from the city centre, the cheaper it is. Hence many Japanese salarymen choose to stay very far away from their place of work; some as far as a couple of hundreds of kilometres away. It is therefore not an uncommon routine for these Japanese workers to spend 2 – 3 hours a day commuting by train to and from work. I was always amazed that the Japanese, as they commute to work in the train, would be snoring for an hour or two as if in deep sleep but always they know when to wake up and get off the train!

Because of the high cost of homes, most young people in big Japanese cities have given up the hope of ever buying their own homes. Instead of buying houses, they tend to use their savings for

>> more articles in page 5

JAPANESE LIFE - HOUSING ISSUE IN JAPAN (CONTINUE FROM PAGE 4)

something else. Young Japanese ladies would use their savings to travel the world, visiting exotic places. If you observe carefully, most of the Japanese tourists to Malaysia are ladies. Whereas many young Japanese men would buy fanciful sports cars or take up some expensive hobbies. By the way, Japanese banks offer very low interest rates for deposits. How else then do we expect the young Japanese to spend their substantial savings?

I do hope that we Malaysians will not face such a housing struggle in our lives. But already I am seeing some early signs of such a housing crisis especially in Kuala Lumpur and Petaling Jaya where a decent piece of property will cost nothing less than RM500,000. Nowadays many young Malaysians

need the help of their parents to enable them to purchase such properties. But the Japanese have been facing this horrific housing issue for the past 40 years!

Let's bless our lucky stars for what we have in Malaysia.



An old Japanese building with traditional pagoda roof in front of a modern apartment block in Tokyo city, Japan.

PERCEPTIONS AND ATTITUDES OF THE MILLENNIAL GENERATION THAT IMPACT THE WORKPLACE



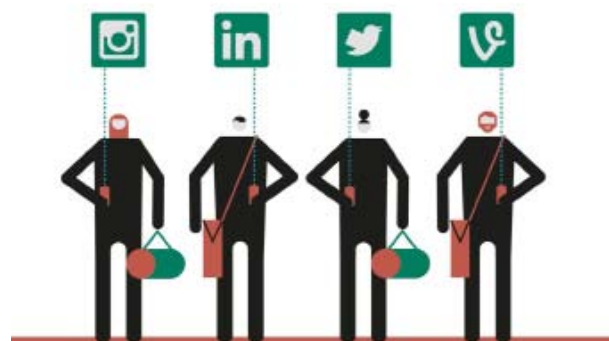
By: Jacqueline Hui

She is a Committee Member of PAAM. She had been an educationist and trainer for many years. She now devotes her time doing charity works.

Generation Y or the Millennials were born in or after the 1980s and entered the labour market in the 2000s. They are highly educated, highly competent users of information and communication technologies and accustomed to the world of social media.

Based on research by many, in particular Costanza, Badger, Fraser, Severt, & Gade (2012), the following conclusions are drawn to assist work organizations and management make changes in staff recruitment and management of this group of workers who will form 75% of the workforce by 2025.

This generation was raised by parents to be inquisitive, to ask questions on anything they didn't understand. As a result, they have grown up to be very independent and aren't afraid to challenge the status quo. As their families are generally small and relationships are close-knit, so in the office they too expect a relationship with the boss to be like that with their parents. They expect their bosses to be more knowledgeable and competent than themselves and if that is not the case, they will have little respect for authority and may challenge decisions made by the bosses.



(image sourcefile from Raconteur.com)

This generation grew up in a time of economic prosperity. Hence their expectations are sometimes over-inflated and unrealistic. They are anxious to rise quickly to the top, expecting high salaries and may not work on a nine to five schedule because they feel that advances in technology should allow them to work from home or anywhere with internet connections.

Generally, Gen Y is good at finding shortcuts in doing things and their mantra is: work smarter, not harder. They believe that work should be meaningful and they seek fulfillment and meaning in whatever they do. They do expect praise and affirmation for their work, as well as immediate feedback for their performance.

Gen Y dislike slowness and get impatient training slow learners. They have no loyalty to employers and may make a carrier change if and when they feel unfulfilled.

Based on all the above research observations, it is imperative that employers be mindful and be equipped to accommodate and devise plans and strategies to draw Gen Y into their corporate culture.

OPPORTUNITIES IN ENVIRONMENTAL SERVICE INDUSTRY - WASTEWATER TREATMENT



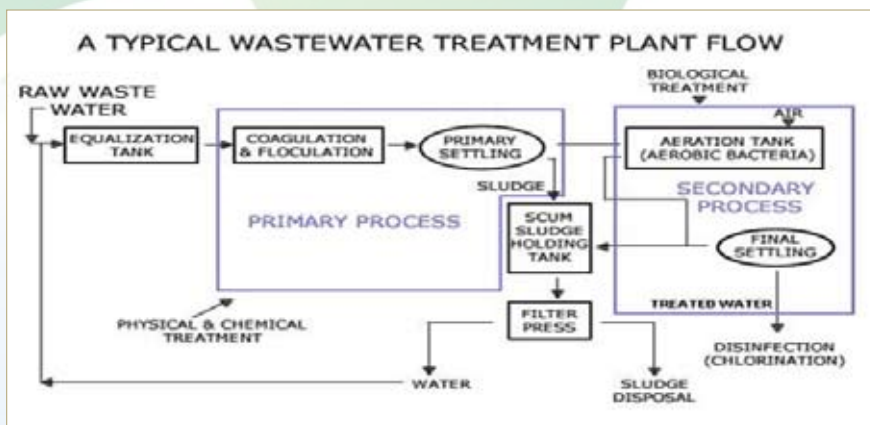
Eric Koh - had served in our Central Committee in different capacities before. An Electrical Engineer by qualification, he specialised in Manufacturing and Industrialization by training. As a Social Entrepreneur, Eric had been involved in Multi-National Industries and Technological joint venture projects, especially on Japanese technology such as Electronics manufacturing, Automotive filter manufacturing and Chemical treatment & Recycle industry. In this article, Eric Koh harnesses his vast experience to share with PAAM readers his observations on the challenges and employment opportunities in the field of environment service industry – wastewater treatment.

Waste management & its current scenario in Malaysia

Waste management is a universal environmental issue in every country. Waste is not only generated at home (domestic waste) and in many public places (municipal waste) but it's also generated by factories which is classified as industrial waste.

Whether in liquid, solid or sludge (mixture of liquid & solid components) form, within this wastes are sediment, nutrients, organic pollutant, heavy metal, bacterial and virus. The degree of concentration in waste may reflect the degree of hazardousness to human health and aquatic life.

Wastewater treatment is one of the solutions to waste management. It is a process that treats any mass of contaminated water so that the treated wastewater will comply with the requirements of the country's environmental laws and can be safely discharged back into the environment. Typically, there are three main treatments in a complete wastewater treatment plant such as physical treatment (filtration to remove the unwanted solid), chemical treatment (remove colour, clear cloudy or hazy water and some degree of toxicity) and biological treatment (anaerobic and aerobic processes involving microorganisms to treat organic impurities).



In the treatment process, certain technologies are also used to recover and reuse certain materials from the waste so treated.

Career opportunity:

RECOVERY



When the Environmental Quality Act 1974 was first implemented, many companies in the industrial sector faced a lot of issues in complying with the requirements of the law. This is largely due to the acute shortage of environmentally-trained/qualified

professionals to ensure that their waste management system complies with the above law.

As our country becomes more industrialised and the Department Of Environment (DOE) had further enhanced the environmental laws with the inclusion of the Classified list of scheduled waste (Regulations 2005) and non-scheduled waste disposition and treatment, Environmental Impact Assessment 1988, etc., there is still a supply shortage of qualified professionals in the environmental industry. To meet this shortage many industrial businesses have to either train their own

employees or to employ qualified professionals from outside to assist them in waste management.

Today the wastewater treatment industry is still experiencing growth. Coupled with the fact that the authorities are now more conscientious in the enforcement of environmental laws/regulations, I believe that there are new job opportunities in this field.

There is also the challenge of using the various technologies to recover precious metals from e-waste (electronics waste). Metals such as gold, copper and nickel are worth recovering because of the substantial returns on investment.

I would therefore encourage PAAM members, especially those with engineering background, to consider the profession in waste management, should they intend to make a career switch.

REPORT ON THE AOTS CHAIRMAN-PAAM MEETING HELD ON 23 JULY 2018 IN SHANGRI-LA HOTEL, KUALA LUMPUR



By: Yap Choon Ming,
Hon. General Secretary

PAAM Office was contacted by AOTS Japan to inform that AOTS Chairman, Mr Hasegawa would be visiting Malaysia in July 2018 and that he would like to meet up with leaders and members of PAAM at 3.00pm on 23 July 2018.

On the said day and time, eight PAAM members comprising Mr. CM Yap (General Secretary), Ms Valerie Cheong (Assistant General Secretary), Mr. Yeong (Committee member), Mr. Yang (Committee member), En. Abdul Aziz & En. Nik Mohd Kamil (both past Presidents of PAAM) and ex-office bearers in the Central Committee Mr. Lim Eng Swee and Mr. Eric Koh attended above mentioned meeting with Mr Hasegawa, AOTS Chairman. The meeting was held in Shangri-La Hotel, Kuala Lumpur.

During the meeting, the PAAM delegation was able to give Mr Hasegawa a brief history on PAAM since its formation sometime in 1983 till present as well as its various programs and activities. After PAAM's presentation, there was also a short time of brain storming on future cooperation & collaborations between PAAM and AOTS to further assist in the development of human resources in Malaysia.

The PAAM team expressed their wish to Mr Hasegawa for better support from AOTS Japan in implementing future programs and activities in Malaysia.



PAAM delegation with Mr Hasegawa (front row 3rd from right)

AOTS REPRESENTATIVE IN JAKARTA VISITED PAAM

Mr Tanaka AOTS Representative in Jakarta visited PAAM office on 6 Sept 2018. Present to meet with Mr Tanaka was PAAM President, Mr TE Tan. PAAM understands that AOTS Japan has met up with members of the Associated Chinese Chamber of Commerce & Industry Malaysia (ACCCIM) Board to explore the possibility of conducting training programs for ACCCIM members.

During the above AOTS/PAAM meeting, Mr Tanaka and Mr Tan discussed, among other things, how PAAM could cooperate in the promotion, marketing & implementation of these training programs to ACCCIM. Mr Tanaka appreciated the many useful inputs provided by Mr Tan on the policies and claiming procedures of HRDF which AOTS needed to consider when organising the said programs.



Mr Tan having dinner with Mr Tanaka (in white shirt)

JAPANESE LANGUAGE CLASSES FOR PANASONIC MANAGEMENT, MALAYSIA

Sometime in the mid of this year, PAAM was tasked by Panasonic Industrial Devices (M) Sdn Bhd to conduct intensive Japanese Language training for four of their staff. After the Japanese Language classes, some of these employees would be shortlisted for further intensive industrial training in Japan beginning 2019.



Training in session

RECRUITMENT OF MALAYSIANS FOR TRAINING COURSE ON TOYOTA WAY OF MANAGEMENT IN AOTS JAPAN SEPT 3 – 7 2018

PAAM was given the responsibility to submit applications from Malaysians for the Training Program on: Toyota Way of Management which was held in September 3-7 2018. This program was organized by AOTS in collaboration with Toyota Management Institute (TMG) and participants were also able to acquire an official TMS Certification (Grade-4) issued by TMS & TPS Certificate Institute exclusively for this program after passing the examination at the end of the session.



Participants from various countries in Toyota Way of Management program

Program participants had the opportunity to learn the Toyota Way Management System (TMS) which ensures great achievements in not only the manufacturing department but also indirect departments. In Japan, this management system is adopted by many companies and institutes including manufacturers, governmental agencies and major IT companies such as Osaka Gas, Kawaju Gifu Engineering, Fujitsu etc.

A total of 7 applications from 2 Malaysian companies were submitted to AOTS Japan for consideration for this training program

AOTS EXPERIENCE JAPAN PROGRAM 2018



Calling all youths in Malaysia! Do you want to have a first-hand experience living in Japan?

The above program scheduled from 17-21 December will give you the opportunity to observe and learn the various Japanese cultural practices and sharpen your communication skills as you interact with their people in Japan. This eye-opening exposure will enhance your global career development and at the same time, you be serving as a bridge between Japan and Malaysia.

Application forms and more info from : <https://ari.aots.jp/biz-study/arej2/>

PAAM 2018 ANNUAL DINNER (MORE PHOTOS)



A section of PAAM guests enjoying the food



The immediate past President En Abd Aziz with some members

dining restaurant in Petaling Jaya. Attendees were treated to an array of gastronomic delights ranging from curried lobster to sashimi. We were pleasantly surprised by the variety of food that the buffet served with its generous portion of seafood. As we dine the evening away and chatted with our neighbors. It was a delight to see members mingling around and old friends catching up. The highlight of the evening was the lucky draw session which saw everyone being a winner. Needless to say it was a joyous event filled with laughter and smiles.

A NOTE OF APPRECIATION FROM MEMBER - MR LOW KIANG

I would like to thank our President, Miss Lim and the Organising Committee for the most wonderful PAAM 2018 Annual Dinner which took place on Saturday, 6th October 2018, with almost a hundred attendees whereby many of which includes the family members of the association's members. The annual event was held at Feast, Sheraton hotel's modern all-day



Mr Low Kiang and his family during PAAM Annual Dinner