

**Workshop on Training Manual
AMRC-KASBI, August 1, 2010
Informalization in formal sector**



This workshop was the follow up of the first workshop on organizing informal workers held on October 9-11, 2009. In the earlier workshop, the participants recommended capacity building activity focusing on the strengthening of informal workers' organization and enhancement of negotiation skills. We also agreed that the capacity building activity had to target both informal workers in formal sector and informal economy. The first follow up workshop on August 1, 2010 was aimed to elaborate case studies of organizing informal worker in formal sector and structure them into manuals applicable for contract workers and the organizers.

This workshop was attended by 28 workers representing 10 organizations affiliated to KASBI. It was started by elaborating the case study of PBKM (Association of Contract Workers against the Contract System). PBKM, initially, was founded on Kahatex factory in Cimahi, Bandung. It was triggered by the excessive overtime to meet the production target. The contract workers backed up by the independent plant-level union then set up the association which served as a "intermediate" organization linking the contract workers with the union as the contract workers are not entitled to the rights to unionize. The mistake was committed when PBKM held a huge protest causing the dismissal of 400 contract workers in that factory. Based on this bitter experience, the plant level union and PBKM then changed their organizing method. Workers had to start over the organizing work as many contract workers were demoralized by this accident. The contract workers organization then was set up outside the factory. The plant level union then was encouraged to set up a coordination mechanism with the contract workers' organization. This case study then motivated other participants to reflect their own experiences.

Workshop Methodology

In general, the workshop was divided into four sessions those were elaboration of organizing strategy and forms of organizations developed, the leverage of contract workers organization in the bargaining process, role of federation and plant-level union in supporting the contract workers and structuring those experiences into a manual.



General findings

these are initiatives developed so far in organizing contract workers

	Bandung	Krawang	Tangerang
Organizing Strategy	<ul style="list-style-type: none"> • Door to door organizing (contract workers organizing is conducted outside the factory) • Distributing petition and leaflets on against the contract system • In some garment factories, the organizing is still at the level of rising the awareness of contract workers through “interpersonal” communication between the organizers and contract workers • Carrefour contract workers in Bandung tried to denounce the contract system through the available industrial dispute mechanism 	<ul style="list-style-type: none"> • Distributing leaflet against the contract system around the industrial zones • FSPK (Federation of Karawang Unions) facilitates regular meeting with contract workers • Setting up Krawang Informal Workers Union (SBIK)—This union is also to accommodate informal economy workers. They registered the union to the Manpower office but it was rejected since the office did not want to recognize informal economy workers 	<ul style="list-style-type: none"> • The organizers use “economy” approach by setting up a community forum. The forum also set up a small cooperative providing basic needs for workers and community. • So called “night schooling” or regular education and discussion is held in this forum
Bargaining target and strategy	The bargaining target of garment contract workers in Bandung is still confined to the workplace level that is negotiating the normative rights with the management. In terms of	Besides targeting the management, FSPK initiated hearing with the local parliament. It also questioned the contract practice to the manpower office	In Tangerang (Balaraja sub district) the management/HRD from various factories also set up their forum to monitor workers’ movement.

	strategy, the role of federation or “formal workers” union at the plant level is very prominent in representing the interests of the contract workers		The forum set up by workers and community must be able to counter the management forum
Forms of organization	Association or forum –The organization is fully back up by the plant level union	Informal workers union affiliated to the federation	Community forum
Impediments	--They have already solved the competition issue between formal-contract workers --Punitive action from the management	Contract workers are easily discouraged/demoralized	Punitive actions/tactic from the management to intimidate contract workers

Manual Structure: Content, Form and Education Method

Organiser Manual: The content in general focuses on multi layered strategy and negotiation technique

Forms of organization:

Contract workers association
Community forum recruiting contract workers from various factories
Informal workers union
Others, adjusted with the interests of contract workers

Role of federation/KASBI at province level to represent the contract workers

National Level

Targeting: Local parliament
Province and district level Manpower Office

Targeting: The management

Strategy:

Mapping the workplace issue and rise the awareness of contract workers
Gaining the community support for “outside” factory organizing
Setting up an organizational mechanism in which the local federation and plant level unions provide the support

Strategy:

Mapping labour policies at the regional /provincial level
Working together with other resource groups such as legal aid institute,etc

Community

Manual for contract workers:

- Labour law on contract system and rights to organize
- Basic skills of organizing inside the workplace

Forms and Education Method:

The manual will be “reader friendly” that it will be based on the real experiences/ concrete case studies. Some visuals like comic form of manuals are preferable. KASBI follows up the workshop with interviews to elicit stories from the ground to be put into the manual. The first draft will be tried out in the small training. This is to get more inputs to improve the draft. Besides regular training, workers recommended personal approach for contract workers so they have a comprehensive understanding on the context and content. Some indicators will be set up in the manual to measure the impacts on the organizing work.