

3) **Knowing your learning value: Value game – stay true**

The main benefit of **knowing your learning values** was that we, as facilitator, will gain tremendous clarity and focus, but ultimately to discovering the participants' values on trade Unionism and its challenges facing young workers

Value game – stay true

From the game of answering four questions led by Sister Indah, there was a general consensus from all the participants on the following:

- 1) We believed that joining the union is necessary and beneficial although we were often told by employers and by co-workers and also the media that Unions neither necessary nor beneficial for workers.
- 2) We agreed that young workers would also benefit from the collective agreement just like any other union members as the collective agreement was negotiated between the union and the employers for things like a fair and safe workplace, better wages, job security, family-friendly policies, health and social schemes.
- 3) We agreed that the unions are often not ready to address the issues and concerns faced by the young workers. We are currently living in an era with a fast-paced development. The changes involved are often permanent and this sometimes affects organising workers. Often, the concern raised is more on the pace of the change itself and not on the content of the change. This could affect the relationships amongst members, especially when dealing with young workers where most of these changes usually involve them.
- 4) Lastly, we agreed that the future of the union rely upon the young workers.

The participants also shared on the challenges they faced in their union or country. One of the challenges in getting more youth members is that there is a common trend of high turnover rate observed in young workers.

Young workers are often misinformed on matters related to industrial relations and this could create a misinterpretation of union work amongst the young workers. Another challenge faced was that there was a weak representation from the young workers at a higher level as their voices were often ignored or less represented.

5) **Union and young workers? Why there's a need to organise?**

Sister Indah shared on the key factors for the trade union in organising young workers.

The target is young workers as they represent the union's vitality and its future. However, most of the young workers lack of information about union and how union could protect them.

As such, unions must find ways to attract more young workers to join trade unions and also be committed to engaging young workers in all aspects of union policy and union work.

Some of the suggested ways are as follows:

- 1) Union could start to give more power to youth in **organising youth-to-youth strategic** campaigns and the union could support the youths by providing funds for them to organise such approach.

- 2) Union could **implement a quota system** to affirm more participation to the young workers in trade union activities so that there would be an integrated structure in all union levels.

A discussion amongst the youth participants took place next whereby each group was to discuss on what was their take on the need to organise.

The participants agreed that trade unions are powerful organisations and have a key role to play in shaping the present and future of the global economy. The participants also believe that young workers are very important for the organisation movement in the future. However, the traditional role of trade unions to promote unionism and encourage young people to join a union often limits unions in reaching young people.

The age gap in relation to taking up the issues and negative perceptions of trade unions are also factors that contribute to the young workers and their perceptions about joining a trade union. To them, trade unions are only for seniors. By organising more for young workers, it could narrow the gap between the current leaders and young workers. This could also change the perceptions young workers have of joining a trade union.

The youths also agreed that the reasons for organising is for succession planning in preparing for future leaders and this would involve identifying and grooming of the future leaders. By developing the right young leaders, this would allow sustainability and continuity of trade union movement in the future.

Also by organising, it could mobilise a much bigger group of members and leaders understanding the same objectives. With this, the voice raised would be stronger and this could strengthen the ability to voice out any issues.

The targets for organising are the young workers who have just joined the working world, current permanent workers who have yet to join union as well as all union members.

The participants also discussed on the different ways which we could organise. Most of us agreed that a youth committee need to be formed within each union. This youth committee could then focus on organising events and activities that are targeting at youth members. Planning these events and activities could be based on:

- (i) Building relationship;
- (ii) Representation;
- (iii) Mobilisation;
- (iv) Understand ground sentiments, and;
- (v) Assessing global issues

These events or activities should also focus on educating the youth members as well as the existing members on industrial relations matter. Opportunities should also be created for the youth members to meet the current leaders on a regular basis so that both parties could understand each other better.

The participants also shared on the existing organizing models. Most of the participants mentioned that they could utilize the available tools such as social media. Some of the social media platforms that could be used are Facebook, YouTube, Twitter or Myspace. Other platform includes hand phone apps which could connect people immediately no matter where they are. Examples of such apps are Whatsapp, Line or Skype.

Another model that was shared at the workshop was the '3F' which the unions in Singapore are promoting and encouraged to implement. The 3F model involve the following: '**Flow In**' where identifying new members and bringing them in unions, '**Flow Up**' where potential leaders are identified and groomed and lastly, '**Flow On**' where senior leaders are encouraged to mentor and pass on their knowledge gained over the years to the future leaders, was also discussed.

6) Communication strategy and social media

Sister Indah elaborated and discussed with the participants about their understanding on what is organising campaign? What is a campaign and why campaign?

- **What is organising campaign? What is a campaign?** A campaign is a series of coordinated events that may include public speaking, protests, meetings and publications with the aim of achieving a social or political goal. A campaign can go for a few months or weeks, or be ongoing, to achieve a range of outcomes but never quite coming to an end.
- **Why campaign?** It is easy to identify problems but it's more difficult to think about ways to influence and change something for the better. By campaigning, young members make a difference in the workplace on the issues that affect them directly, such as job security and training, apprenticeships, workplace rights, pay and conditions problems and bullying. If you are Union member you can take part on your Union campaigns. It takes courage, energy and resources to start a campaign. Having said that, let's get started.

Using new communication tools and the need to take advantage of the opportunities provided by social media and mobile technologies.

The use of social media and new technology for organizing has been particularly effective among young workers, many of whom have grown up with computers and the internet their whole lives.

7) Planning your Union campaign: **setting up your organizing campaign!**

Participants were then asked to discuss and plan a campaign.

All the participants shared that their ultimate objective is to strengthen the young workers network in Philippines and other South East Asia countries.

The participants from the Philippines, Malaysia and Indonesia shared with the rest on their plan to start campaigning to strengthen their young workers network in their respective countries. They also shared on the timeline as well as the activities planned throughout the campaign to attract more young workers.

The participants from Singapore shared on the campaign that is currently going on, i.e. to have one million union members by 2015. They also shared on the various activities organised and policies made in order to achieve the main aim.

The participants agreed that a good campaign needs to have a clearly defined and achievable aim set. With a reasonable aim set, everybody would understand their purpose in getting themselves involved in the campaign. Besides setting an achievable aim, the timeline for the campaign needs to be clearly defined too. With a clearly defined timeline, the activities that are to be part of the campaign could be properly planned and executed.

It is also advisable to have regular evaluations throughout the campaign period. This process is necessary to monitor the progress of the campaign and the proper execution of each activity. By having regular evaluation sessions, it could also provide a channel for any revision if there was any deviation from the aim set observed.

8) Conclusion and Recommendation

After a fruitful session of discussions and workshops, the participants deliberated and agreed on the following recommendations to be raised at the next level:

- i) Revitalising and strengthening young worker network at country, sub-regional, regional and global level.
- ii) Organising and enhancing capability building through education and campaigns for young workers.
- iii) Implementing 30% quota of young worker participation in each activity runs by PSI and its affiliates.

Chair : Fandi Setia, Southeast Asia Young Workers Network Coordinator
Facilitator : Indah Budiarti, Organising and Communication Coordinator
Report prepared by : Surianah Sufarman, Chairperson of Young AUPE

Appendix 1: List of Participants

No	Name	F/M	Union	Country	Contact
1	Fandi Setia	M	PP Indonesia Power	Indonesia	fandisetia@indonesiapower.co.id
2	Andi Wijaya	M	PP Indonesia Power	Indonesia	andy.wijaya_81@yahoo.com
3	Yuyun Ari Nugraha	M	SP PJB	Indonesia	ari.nugraha84@gmail.com
4	Yusa Pridasa H	M	SP PJB	Indonesia	yusa@ptpjb.com
5	Eddy Pooson	M	SMSU	Malaysia	dson_84@yahoo.com.my
6	Selyvester Kundian	M	SMSU	Malaysia	sely5115@yahoo.com
7	Surianah Sufarman	F	AUPE	Singapore	Surianah_SUFARMAN@nea.gov.sg
8	Jayvern Goh	F	AUPE	Singapore	gohs@aupe.org.sg
9	Saaravanan s/o Vengadasan	M	PUBEU	Singapore	saaravanan_vengadasan@pub.gov.sg saaravanan82@hotmail.com
10	Eileen Teo	F	SURAWU	Singapore	eileen_teo@ura.gov.sg
11	Isidro Esparraguerra	M	PGEA	Philippines	iesparraguerra@yahoo.com
12	Kathy L. Melendres	F	AFW	Philippines	kathymelendres@yahoo.com
13	John Mark Dollete	M	AFW	Philippines	dollete06@yahoo.com.ph
14	Ryan Evangelista	M	CIU	Philippines	r_yan26@yahoo.com
15	Mark Stanley V. Cleto	M	MWSA	Philippines	stanley.cleto@mayniladwater.com.ph
16	Randy M. Epino	M	MWSA	Philippines	randy.epino@mayniladwater.com.ph
17	Mike Angelo B. Batac	M	MWSA	Philippines	mike.batac@mayniladwater.com.ph
18	Jeric Axalan	M	MWSA	Philippines	jeric.axalan@mayniladwater.com.ph
19	MA. Angelica A. Santiago	F	MWSA	Philippines	ange.santiago@mayniladwater.com.ph
20	Roxanne C. Sukanob	F	MWSA	Philippines	roan.cortez@mayniladwater.com.ph
21	Indah Budiarti	F	PSI	Singapore	indah.budiarti@world-psi.org
22	Norman Grecia	M	PSI	Philippines	norman.grecia@world-psi.org
23	Glen Pastorfide	M	PSI	Philippines	glen_pastorfide@yahoo.com