

Elective Session 1 – Decent Work 1

Group Concept


“Decent Work” is an important agenda all over the World. “Decent Work” is employment that “respects the fundamental rights of the human person as well as the rights of workers in terms of conditions of work safety and remuneration... Respect for the physical and mental integrity of the workers in the exercise of his/her employment.” -United Nations Economic and Social Council: International Covenant on Economic, Social and Cultural Rights

“Decent Work” involves “Opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men” –International Labour Organization

This topic was divided into two groups: One group will focalize on collective team work facilitated through the MTA methodology. And the other group will be working based on social venture incubating experiences.

This is the recap of discussions and activities in group 1.

Facilitator

	<p>John Won (South Korea)</p>	<ul style="list-style-type: none">▪ HBM Cooperative Institute, researcher & team coach▪ Prepared MTA KOREA launching project▪ Area of interest: decent work, social venture▪ Major: Advertising & Public relation▪ Started career in advertising agency and studied about cooperative management at Sungkonghoe University
---	-----------------------------------	--

Detailed Program

23 rd Aug	11:00	<p><i>Check In</i></p> <ul style="list-style-type: none"> ▪ Introduce myself? Who I am/Why I am here? ▪ What is your expectation of this section? ▪ Which animals are most similar to me
	12:00	<p><i>Orientation</i></p> <ul style="list-style-type: none"> ▪ What is MTA methodology? How to progress this section ▪ Team & working group ▪ What is your expectation of this section?
	14:00	<p><i>Team Building & Group Dialogue</i></p> <ul style="list-style-type: none"> ▪ What is your childhood dream? (30mins) ▪ Where am I now? (30mins) ▪ Where am I going? (30mins) ▪ How do I get where I want to go? (30mins)
	16:30	<i>Check Out</i>
24 th Aug	10:30	<p><i>Check In</i></p> <p><i>Post- Motorola</i></p> <p><i>Group Dialogue 1</i></p>
	11:30	<ul style="list-style-type: none"> ▪ What is ‘Decent Work’? (60mins) ▪ What is our challenge? (30mins) ▪ What is constraint factors of our challenge? (30mins)
	14:00	<p><i>Group Dialogue 2</i></p> <ul style="list-style-type: none"> ▪ Team performance model & team learning theory (60mins) ▪ Making golden circle (60mins) ▪ Re-define our challenge (60mins) ▪ Ideation & prototype (90mins) ▪ Back forward planning (30mins)
	20:30	<p><i>‘Birth Giving Challenge’</i></p> <p>1st of October 2018 GSEF conference</p> <p>Present your activities on ‘Decent work’ team for 1 year after the camp (From September 2017 to August 2018)</p>
25 th Aug	9:00	<p><i>Feedback on last night event ‘Birth Giving Challenge’</i></p> <p><i>Post- Motorola</i></p>

Day 1(23rd Aug)

Check In – Introduction about Group 1

17 people introduced themselves one by one. We answered about 3 questions. ① Who I am? ② What is your expectation of this section? ③ Which animals are most similar to me?

Example)

① Who I am?

A	South Korea	Supporting social enterprising
B	France	Working in decent projects especially pointed with young people
C	Poland	Searching alternatives, exploration all over the world
D	India	Big fan of K-pop drama and music, love to experience new things
E	Philippines	Introducing the projects E is involved in

② What is your expectation of this section?

- Sharing experience she had in the past
- Introducing our country’s main problem and our efforts that we’re trying to solve the problem

③ Which animals are most similar to me?

Deer	Horse	Cat	Dolphin	Ant	Crab
Brid	Unicorn	Elephant	Squirrel	Chameleon	Turtle



Writing Keywords about the thoughts we have about decent work and selecting the interests about the agenda

GENDER	EQUALITY	RESPECT	PAY	WORK & LIFE BALANCE
SALARY	OPPORTUNITY	EMPLOYMENT	REDUCING THE INCOME GAP	BELONGINGNESS
PEACE PROCESS	LOW CRIME RATE	DIGNITY	SAVING LIFE	HEALTH
PLUS	SECURITY	HAVING A VOICE (DEMOCRACY)	MEANINGFUL WORK	CO-CREATION
COOPERATION (INSIDE&OUTSIDE)	PART OF AN ECOSYSTEM	EQUAL PAY	FAIR	EQUAL RIGHTS

Group activities

We were separated into two groups. Each group made its own name and leader.

Activity 1: Discuss what the differences between working group and team are

Group A name: Madagascar

- Move the world to a better place. All teams are all groups but all groups are not all teams
- If a team focuses on ‘why and who’, it can produce high quality performance. Usually people approach easy way of thinking how, what and which can get quick feedback but if we make a solid relationship between members, we can know about details and have better outcomes.
- Because everyone can be group leaders, we shared direction and mission to go journey in a same way.

Group B name: CREW

- Team: People centered, interdependent, complementary, participation, flexible, leader, horizontal, smaller size, takes time to form, shared vision and mission, long term relationship
- Working Group: Job centered, individualistic, random, efficiency, strict, boss, hierarchical, any size, can be formed quickly, shared contract, short term
- Shared experience: Short term project. Work with team members. Encounter obstacles because they were interdependent. Same amount of working hours (interdependency can be positive but also negative as sometimes we need efficiency and follow strict rules such as deadlines)

Both team and working group have strengths and weakness. It was a team learning process.

The image shows two pages of handwritten notes. The left page is titled 'CREW' and compares 'TEAM' and 'WORKING GROUP'. The right page is titled 'Learning GOALS' and lists 'THEORIES', 'SKILLS', 'IMPACT', and 'CUSTOMER ROLE'.

CREW

TEAM

- PEOPLE CENTERED
- INTERDEPENDENT
- COMPLIMENTARY
- PARTICIPATION
- FLEXIBLE
- LEADER
- HORIZONTAL
- SMALLER SIZE
- TAKES TIME TO FORM
- SHARED VISION & MISSION
- LONG TERM

WORKING GROUP

- JOB CENTERED
- INDIVIDUALISTIC
- RANDOM
- EFFICIENCY
- STRICT
- BOSS
- HIERARCHICAL
- ANY SIZE
- CAN BE FORMED QUICKLY
- SHARED CONTRACT
- SHORT TERM

Learning GOALS

- How cooperation works in individual coop. looks like.
- How it affects local community.
- How it develops the region.
- Environmental impact & sustainability approaches.
- Understanding the different models of coops.
- Understand the wider scope/ ecosystem.
- Compare with other countries.
- How it affects workers.

THEORIES

- Evolutionism
- Evolutionism aka System Change

SKILLS

- Observation
- System thinking

IMPACT

- Cooperation in practice
- Long term effects of cooperative practice
- The evolution of its effectiveness
- Desend work **IMPACT** → meanings

CUSTOMER ROLE

- What would you change
- Customer experience
- Customer projections (past & future)
- Feedback
- Interaction customer (expand on brand)
- Tell best of the team
- What does this place means for you for yourself?

Diagram: CUSTOMER ROLE

The diagram shows a central circle with 'CUSTOMER' written inside. To the left, it says 'PAST' and to the right, 'FUTURE (next generation)'. There are four stick figures around the circle, representing different customer segments or roles.

Activity 2: What is your childhood dream? And what is shining moments? Share our past

Activity 3: Our present and future



Check out

Everybody has knowledge but they need to spend time to share it. We already have lots of knowledge ourselves so don't be afraid of or shy to share our stories or opinions.

- Take a next step into sharing ideas and concepts other than getting to know each other
- Appreciate that we could reflect on our past and present
- Time to speak personally and we had open manners that we used to overlook
- We are ready for the further conversation
- Produce our own synergy by creating connections each other
- Social value, similar dream- what makes us bring here
- Friendly environment, became close, feeling like we made friends, enjoyed a lot
- Impressed by how different we are but we have same purpose
- Next session, I hope to hear more practical knowledge and expand the topic

Today's last question: How to connect our dream with decent work?

Day 2(24th Aug)

Before workshop tour Gurye Naturaldream Park

Pre Motorola

- ① (Learning Goals) What does the workshop mean to our camp?

What are our learning goals for this project / How cooperation works in industrial cooperatives looks like / How it affects local community / How it develops the region / Environmental impact and sustainability approach / Understanding the different models of cooperation / Understanding the wider cooperative’s ecosystem compared with other cooperatives

- ② (Customer Role) What is the customer role in this project?

Customer experience / Customer projections (Past and future) / What would be your change / Feelings / Interactive culture (Good and bad) / The level of the team/ What does this place mean to you for your life

- ③ What theories will we use in this project?

Eco-system / Evolution (aka system change)

- ④ Which skills will we train in this project?

Interviewing / Visualizing / Observation / System thinking

- ⑤ How does this help us to get to our common good?

See how the cooperative work in practice

There are 4 different consumer cooperatives, but they do not incorporate each other. When they first made the cooperative, the working condition was not good. At that time, lower product price for consumer was more important than paying monthly salary to employee. However, they changed their thought and tried to create better environment for employee. They started with activities group who do not know well about managing business, so they employed professional CEOs.

What is better work? Better condition? Or better salary?

An example of successful cooperative in UK: Suma coop



After workshop tour

Post- Motorola

▪ GOOD

safe, clean, humane working hours, good process, automation, fair trade, GMO-free, open and transparent, good buildings, local and sustainable, good quality products, cultural facilities, hospital, increased wages, opportunity for next generation, organic, dignity, working environment, open for everyone, community, near suppliers

▪ BAD

more philanthropic than democratic towards its workers- no direct representation or ownership- top down, no voice from the workforce as the cooperative miss practical ideas to improve its working condition, internal corporate structure, complex and unclear structure, grey areas, repetitive work, language barriers, legal restriction for expansion, far from Seoul for visitor

▪ LEARN

- ① We cannot assess the worker conditions from the outside observation.
- ② Originals are not in cooperatives which results in inconsistencies in structure and culture (top down).
- ③ On the surface it looks great and positive but digging deeper in to the structure, it raises questions about coherence of the organization.
- ④ How things are work, can live a community life in Korea, coop can make so much money, how iCoop considered a lot of different things, income generation for the community, better understanding for new social economy venture.

▪ ACTION

Better understand the model, Be a worker and customer of this coop, Study the potential background, Organize teenager camp at work, Eat the snacks and buy products

Group Dialogue 1

What is Decent Work? Definition of decent work

Power is important when we need to decide something. So voice from labor is what decent work means. Working condition. Workers have rights to be respected by others and work in a safe place. Transparency. Equality. From my experience, when we make a contract between company and employee, it has to be reasonable and understandable. Ownership. Impact. If your company, coop or community are ambitious, workers also can have ownerships given by higher ranks and create a positive impacts. Ownership is not about a property. Physically owning company does not mean they hold whole ownership on the company. Enjoying work. It is hard to find happiness in our work but it is important to look for. More than basic needs. Social culture, organization, pay, right. Creating our own culture without hierarchy, power dynamics, and power. It leads to high quality performance. Work-life balance, salary, gender equality. Decent work place culture. Safety, health, mental health. Create opportunity for society. Women's dignity.

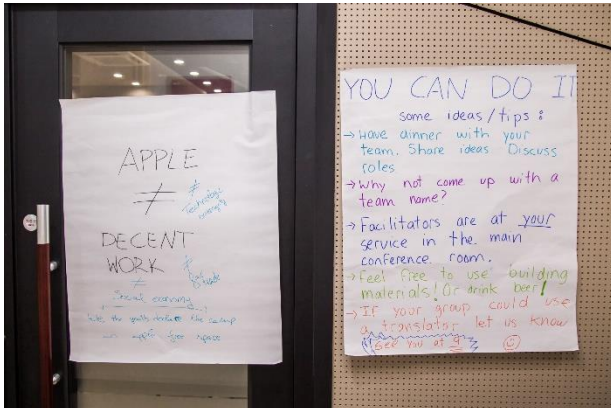
Group Dialogue 2

Activity for Our Reality: Re-defining the Problem

Problem	The lack of decent work for young people
Constraint	Profit driven economy, Mismatch of skills, Lack of capital, Inequality, Changing nature of work, Role of government, Limited jobs available
Valuable resource	Growing movements of fighting for equality, Collective experience, Shift towards sustainably, Social media, Micro changes and case studies, Network- solidarity (sharing resources), Build solidarity with retired people, Passion-motivation for change
Challenge	How do we connect and support young people to join the solidarity economy movement and make available resources? How do we shift the culture of competition to cooperation?

Day 3(25th Aug)

Feedback on last night event “Birth Giving Challenge”



▪ Last night was great as we could have a discussion with other groups and catch up what they were doing so far. We could hear what others think about local community. Given assignment was hard but

meaningful. When hearing other groups’ opinion, it seems like we are thinking similar thing; human being. Even though when they describe their work group topic, I could see that they are on the same boat with us. I realize we want the topics we discussed in each group is what we want in our life. I was surprised by the energy people brought. I felt like we finally made a project together and express it to people. It was a good event.

- In our team, we had heated discussion as they are all intelligent people. I could hear how other people think on the same subject and it was very impressive. And I found out that there can be difficulties if there are too many smart people.
- The preparation time was too short. I hope next time, we can have more time to share our ideas and prepare materials to present.
- Our working group were task-oriented, so I had no chance to get to know them. The most difficult issue was language. We had heated discussion but we needed to help Korean to understand. For our group, we needed a translator due to language barriers. There were many good ideas I guess it is the way to find the creative way of finding a key.
- My team had better understanding of each other as we could share personal experiences. It was not only about experience, but we could feel bonding. The participant from this camp definitely has connections so I hope next time we can have more time to share these stuffs.

Facilitator’s comments: Every participant seemed like me, struggling with their working group. I had many pressures on myself as I wanted to make it perfect. I saw many people asking questions which is hard to answer, and struggling with the time management. However I tried to ignore them as I wanted participants to have their own voice. And later I was surprised to their performance. I hope all of them enjoyed the last night!

Wrap up

We started from an individual, made a team and built a society. Started with a problem, we re-define the challenge. As we didn’t have enough time for our working group, I could not explain about ‘back casting method’ and ‘golden circle’ but I guess we did it in last night’s experience. Back casting is thinking process to think backwards. By thinking in the other way around, we may be able to find a creative ideas.

Post- Motorola about the camp

▪ GOOD

Participants, relationship building, ideas were formed, learning about Korean context, learning Korean culture, beer, culture night, being a part of team building, experiencing solidary, diverse languages, design process, volunteers, priest’s speech, Mayor’s role, visit (temple), material (Book), volunteer team, translator, translation, support community, meaning of concept, media, circus

▪ BAD

Lack of choice in program, flexibility, self-design, need more free time to get to know each other, need a break time, change places for working group, entertainment in working group (game or outdoor activities), lack of variety, schedule was too tight, when we visit some places, we did not have time to enjoy (felt like we are staying there for taking photo), we did not have enough time to learn about action, outcome as we only shared our personal experiences, need different level of context (those who

The 1st Global Youth Camp for SSE “Reviva! The Youth Revive the Society”

wants to learn what the SSE means, and those who wants to take action and build on the value), no certificate provided, transition needed, no time to think about action

- ACTION

Speed up the process, across the whole team (not just a group)

- LEARN

Culture, factories, SSE cases, movements