

**“The
International
YCW
expresses
solidarity with
the struggle of
young
workers all
over the world.
We continue
our actions in
solidarity and
work united
for freedom,
justice and
equality for all
young
workers.”
IYCW (2007)**

Global Workplace Solidarity Kit

This kit has been created to enable to you and your group to take **action** in your work place around the theme of **global solidarity**.

As part of the global community it is important to create an **awareness** of the different experiences of young workers.

This kit is a tool to help your group look at the theme of **solidarity** and what action your group can take within your own **communities, workplaces, universities** and **schools** to express solidarity with young workers from around the world.

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see.
judge.
act.

the purpose.

The purpose of this kit is to provide a tool - in the form of a suggested action plan - to assist a group in taking a collective action around the theme of global solidarity. If you use this kit you will be developing and acting upon an awareness raising partnership between an Australian group and a group in the Asia Pacific Region (ASPAC).

The idea is to develop an understanding of the reality in the different workplaces and the experiences of young workers from another part of the world.

“...Look through the holes in our thoughts
and wonder how it feels,
to know your neighbours
to be a thread in the web of humanity,
to be a part of a greater community...”

Community by Loren

As this kit is produced in Australia, this action plan will focus on working with a group in the Asia Pacific Region as they are our closest neighbours.

Using this action plan will require a couple of things from your group...

- commitment to learning and sharing as a group
- genuine interest and commitment to developing an awareness raising partnership and relationship with another group in the ASPAC region
- commitment to the challenge of action: taking what you learn and sharing it with others in your individual workplaces

This kit is a long term collective action suitable for

- YCW/YCS groups at a stage where they are ready to reach out into the community.
- Justice groups in schools

(If your group decides to use this kit, it is important to go through each of the following stages thoroughly over a period of 1 -3 months.)

see.
judge.
act.

action guide.

1. Decide as a group that this is something you want to do and come to an understanding of why you think it is important.

- ✓ Choose two people to plan and run these meetings
- ✓ 1- 2 meetings doing SEE section
- ✓ 1-2 meetings doing JUDGE section
- ✓ 1-2 meetings doing ACTION review (upon completion of the action)

2. Initiate and develop a relationship with a group from the ASPAC region. Be patient and commit to a long term collective action as it will take time to contact and develop a relationship with another group.

- ✓ Choose two people to work together to initiate and develop this relationship
- ✓ Contact the AYCW for ASPAC contacts
- ✓ Follow advice and contact ASPAC in suggested manner
- ✓ Initiate relationship based on friendship and solidarity. Introduce group project as you develop the relationship.
- ✓ Explain project and suggest group partnership
- ✓ Gather information for use in your awareness activities
- ✓ Forward your information for their use in awareness activities. If you put enough energy and commitment into developing a relationship with a partner group in the ASPAC region, hopefully they will use the experiences you have gathered as an awareness raising tool in their workplaces or groups.
- ✓ Continue your relationship with this group beyond the completion of our awareness project as an ongoing action of solidarity

3. Develop materials for raising awareness in your workplaces

- ✓ Choose 1-2 people to create these materials which will be used by the members of the group
- ✓ Create a series of posters (one each for see, judge, act) around the information you



have received about the experiences of a young worker from the Asia Pacific Region. Post these in your staff room/locker room where your colleagues will have the opportunity to develop an awareness of a global reality.

- ✓ Create additional materials if you want!

4. Take ACTION in your workplace!

- ✓ Each member needs to talk to their boss about your project. Explain to them what you want to do and why. If you are sure of yourself and your purpose, it is most likely that they will be happy for you carry out your idea.
- ✓ If you get the go ahead, launch your awareness raising ASAP!
- ✓ If your boss does not support you, use the questions included to review this situation with the group. In the meantime, post the materials in another place to still reach into your sphere of influence (e.g. in your dining room, sports club house)

5. Review your ACTION

- ✓ Use the ACTION review to look at the effects of your project in our individual workplaces
- ✓ Use the ACTION review to review how effectively your group worked as a team across the duration of our project

6. Share your experiences!

- ✓ Choose one person to write a report about your group carrying out this project.
 - Include who your group is, how long it took you, the challenges and positives, the effects in your individual workplaces and what you learned.
 - Send this to the AYCW National Secretary and to your partner group in ASPAC



see.

Before reaching out beyond your group with your action, dedicate 1-2 meetings to researching and discussing these topics


What is solidarity?

What is the reality of young workers in your workplaces in Australia?

What is it you are you interested in learning about from other workplaces in the world?

In preparation for these meetings:

- Gather definitions of solidarity from different sources (e.g. Declaration of Human Rights, Catholic Social Teaching)
- Ask your colleagues for their work story in your workplace to gather a broad description of the reality of your workplace
- Think about what it is that you want/hope to learn from the experiences of other young workers in another part of the world



see.
judge.
act.

judge.

In preparation for your action as a group focus a meeting around these questions...

Why do you think **solidarity** is important?

Why are you interested in **learning** about other workplaces in the world?

Do you think it is important to **share** what you learn with other people? **Why?**

see.
judge.
act.



act.

Ok, so you've done the SEE and the JUDGE and if you think about it, through doing that you've already started taking action!

This step though, is focused on taking that action away from your group setting and into your individual workplaces.

The ACT section requires you to follow and adapt the suggested action plan. It will take 2- 4 meetings to plan, prepare and carry out your action. Please refer to the action guide for a more detailed approach.

This will involve a few different steps:

-Getting the go ahead from your boss

-Developing a **relationship with an ASPAC group**

-Giving everyone a **role in developing the action**

**(e.g. initiating contact with ASPAC group,
designing posters planning the meetings)**

-Creating **awareness raising tools**

-Displaying** these tools in your workplace!!**

see.
judge.
act.



action review.

see.

What was the most important thing you learnt about a global workplace?

What was the reaction in your work place to your awareness raising materials?

Do you think it was a successful project?

How did your group work as a team together in developing this project?

judge.

Why do you think it was successful/unsuccessful?

What did you learn about global solidarity as you developed a relationship with an ASPAC group?


What did you learn about solidarity as you carried out this action in your workplace?

act.

What could you do to build upon the impact of your project?

How will you sustain your relationship with the ASPAC group?

How can you share the experience and things you learnt from carrying out this collective action?



see.
judge.
act.

This kit is an initiative of AYCW (Melbourne). It has been produced to explore global solidarity through action and reflection.

What is the YCW?

The Young Christian Workers (YCW) is an international movement that is run by, for and with **young people** between the ages of 18-30.

The YCW seeks to **ORGANISE, EDUCATE** and **EMPOWER** young people to be a positive change within their own lives and the community.

The type of change we make is informed by our **VALUES, BELIEFS AND FAITH.**

The YCW believes that both personal and collective **ACTION** is the starting point for building justice, dignity and harmony.

You can get involved in the YCW in **Perth, Parramatta, Melbourne and Adelaide**

For more info check out our website at

www.ycw.org.au