### Case 2.2

# KGG Garment Factory workers case

KGG Garment Factory employs around 1,000 workers.The workers called for a meeting with the management because they had three (3) demands:

1. To coordinate with the Workplace Coordination Committee for the workers’ issues.   
     
   It was the workers opinion that the management does not use the Workplace Coordination Committee established at the company.   
     
   The management is of the opinion that the Workplace Coordination Committee is unnecessary and if the management wants to discuss something with the workers, they will just do so. The management wants dialogue at company level, but they do not think it is necessary to formalize it in the WCC.
2. Not to ask the workers to do the cleaning job that is not their responsibility and ask them only to do what they are responsible for.   
     
   The workers had experienced that some timesthey were asked to clean the production halls. The workers found that they are not hired for this job and that is why they should not do it  
     
   The management is of the opinion that the production workers should undertake cleaning assignments – or any other assignment - at the company when needed.
3. To carry out the work-related cases only during normal working hours   
     
   There was a tendency at the company that work-related casestook place after normal working hours without compensation.  
     
   The management found that there is a need to focus on production and if a suddenly risen caseload occurred then the workers were to be flexible.

### Considerations for the negotiations – both for the employer and employee

1. Each party should try to determine if a compromise is possible when it comes to using the WCC for discussion of workers and workplace issues.
2. Is it possible to imagine a compromise when it comes to production workers being requested to clean the facilities?
3. How can the demand of only carrying out work related cases during normal work hours be resolved?

## How can the conciliator find a negotiated solution in this case?