

## RETHINKING OF DEVELOPMENT OF WORKER CO-OPERATIVES IN INDONESIA

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### ABSTRAK

*Menghadapi era globalisasi berbagai bisnis/profesi masyarakat Indonesia terancam oleh masuknya pendatang luar negeri yang memiliki sumberdaya yang lebih mampu dan professional. Hasil program dalam peningkatan kualitas sumberdaya manusia masih belum optimal tanpa adanya kegiatan sinergi diantara sumberdaya manusia dalam bisnis/profesi tertentu dalam isu-isu yang ada di dalamnya, karena isu tersebut tidak hanya rendahnya kinerja yang kompetitif pada sumberdaya internal tetapi juga bagaimana memperkuat posisi tawar, kemudian konsep koperasi antar manusia juga relevan dan bagaimanapun sangat penting untuk diperkenalkan pada masyarakat Indonesia. Koperasi pekerja sudah terkenal dan banyak dikembangkan di negara maju dan beberapa negara berkembang, akan tetapi masih belum diaplikasikan di Indonesia. Koperasi Pekerja masih rancu dengan istilah Koperasi Karyawan yang menyebabkan pentingnya koperasi pekerja dikaji lebih lanjut. Terdapat perbedaan antara kedua koperasi tersebut.*

*Kata Kunci: Koperasi pekerja, Daya tawar, Sumberdaya Manusia*

### INTRODUCTION

Economic global was marked by a commercial liberalization process and economic investment on the free market. It requires that every element of the economy to make a change. The further impact by insisting the changing made by every country to make it as an effort to decrease the economic distortion and must increase the business efficiency. The process of economic global got the strong support from two factors, technology and liberalization. Technology made the business efficiently and keep down the cost for circulation of money and goods, whereas circulation through multilateral and bilateral negotiation (WTO) can decrease the barrier (tariff and non tariff) for foreign market and investment (Soejono, 2000).

Based on this reality, it is very urgent that Indonesian should prepare everything in protecting the big attack by businesses from other countries, which are efficient businesses and backed up by their technology. Building the barrier to entry and increasing the bargaining position would not be done unless by using the

same vision and synergic steps from every related institution, this surely could not be done individually. In terms of business organization, this can be realized by strengthening a productive worker/ professional co-operative. Meantime, there are many professional organization in Indonesian, but haven't yet been used optimally to improve their members' business.

Due to bad economic situation, which causes many unemployment, should make every form of this organization to do the real effort which brings positive impact for the member productivity and welfare. It is called worker co-op. Unfortunately the existence of this kind co-operative in Indonesian haven't grown as any worker co-op in other countries. Therefore, the article urgently discusses the conceptual approach of why worker co-op is very important with regard to facing problem

Table 1. A Preliminary Typology of Worker Co-operative

Origin of Co-op	Dominan Motivation behind Formation		
	<i>Philanthropic</i>	<i>Radical / idealistic</i>	<i>Job creation/ saving</i>
Failing firm	-	-	'Rescue' and phoenix co-op
Conversion of Viable business	'endonwed' co-op	E.g. 'alternative convension'	-
New start	'Philanthropic New-start' co-op	E.g. 'alternative co-operative'	'Job-creation' co-op

in global market and, particularly, searching out the solution of current economic crises. The strategy of establishing worker co-op will also be discussed by considering problems and barriers that found in Indonesia.

One of the most famous worker co-op is Mondragon co-op group in Spain. First, it was pioneered by the Jesuit father Jose Maria Arizmendi in 1941. Until now it has about 20.000 members spread of 300 companies which 100 of them are industrial co-operatives (Eberhard, 1994).

In Germany there are many worker co-ops based on different professional background. For example: the biggest doctor co-operative "WINORA Wirtschaftsvereinigung deutscher Ärzte eG" in Hamburg, the Dialyse-Praxisgemeinschaft eG (treatment of kidney patients) and the Zahnärztliche Abrechnungsstelle eG for dentists' central invoicing, both in Düsseldorf. Also, the pharmacists' co-operative "Sanacorp eG" in Planegg and "the NOWEDA eG Nordwestdeutsche Apothekergenossenschaft" in Essen. Next, "The DATEV Datenverarbeitungsorganisation des steuerberatenden Berufes in der Bundesrepublik Deutschland eG" in Nurenberg, which advances its members mainly by operating a computing centre tailor-made for the needs of tax consultants. Further examples are the architects' co-operatives and translators' co-operatives (Aschoff and Henningsen, 1996).

### WORKER CO-OPERATIVE IN INDONESIA

Mostly Indonesian still undervalue co-operative as business institutions. This is caused by negative image on this institution, and also any government effort still hasn't succeeded in developing the national co-operative. Therefore, many co-operation of professional workers use different names, such

as: Association (Indonesian Engineer Association), United (United of Indonesian Journalist) and moreover, some of them used a name of foundation (such as YPLP-PGRI, foundation for Indonesian Teacher). Unfortunately the form of these professional act only for based on increasing and advocating their professional background for their members. Not to mention in increasing effort of member productivity by using a cooperation real business.

The form of a co-operative found in mainly offices is an employee co-operative (koperasi karyawan). This co-operative is mainly closer to consumption or credit co-operatives, not a worker co-op. For examples, employee co-operative in universities mostly run their business on credit or providing consumer products, but not, for example, a publication of scientific journal and books written by their members. The limited for publication in universities can be a barrier for member promotion. This situation also happens in Police Co-operative, Army Cooperative, etc.

There are only a few professionals who co-operate in a form of co-operative and have proved the power of co-operative institution in improving the member's productivity. One of them is Koperasi Supir Taksi Jakarta Raya (Kosti Jaya), a co-operative of taxi drivers in Jakarta. This co-operative has a reputable name in providing the taxi services in Jakarta. Through the co-operative, every member who is first only as a driver can drive their own taxi. Every Kosti member is a reliable person in running their business, because it is not easy to be a member of this co-operative. Besides having a five-year experience, every candidate must also pass the entrance test, which consists of personality examination. Kosti has contributed for a better education and skills of its members, providing the basic needs and other supported service.

Indonesian Teacher Foundation (YPLP-PGRI) basically is an organization of the teachers which its work principal is closer to co-operative principals than a foundation. The teachers join to build PGRI schools, where they can teach more and will give them more income. Presently, it has 3.589 schools and 56 universities spread of 26 provinces. In fact, Issuing of the Regulation Article 16/2001 about the foundation, forces this organization must not more using a form of foundation.

### **STRATEGIES ON DEVELOPING WORKER CO-OPERATIVES**

Theoretically it is easy to be done, but in the reality, it is not easy to build a worker co-op. The more educated someone in his profession, not means easier to build a worker co-op. The problem is on how good the solidarity exists based on a co-operative rules. In a model of worker co-op, a member obligatory is a main priority. If members are not ready to realize their obligatory, so the cooperation will be not succeed and then will cause the unfulfilled of members rights (Münkner, 1997). Furthermore, Münkner explains, that there are two conditions which should be fulfilled, which are internal and external condition. Internal condition consist of: the existing human quality of the member, the careful selection of the member, and the existing of a deserve compare between incentive and contribution. The external conditions are an emergency condition which can support people to be able to receive a close relation within worker co-op and give their own freedom. In Indonesia, it seems that the external conditions have been fulfilled, because of the economic crises happened for the last few years.

Related to the condition of co-operative movement in Indonesia, there are a few things should be to prepared as efforts to increase the spirit in building this worker co-op.

Regulation. The arrangement of regulation are needed to provide a place for the worker co-op actions. As stated in the Regulation, Article 25/1992, it is not clearly stated that an alternative of worker co-op to develop. This has also a relation to other aspect of regulation, such as taxation and labour regulation. The simple requirement for building a worker co-op needs to be realized

without ignoring a preventive effort on misused the co-operative institution in running the business.

*Institutional Promotion.* Worker co-op needs to be promoted, not only by co-operative movement itself but also by the government and by press. The campaign for developing of worker co-op needs also to be realized, especially in terms of increasing the national productivity. Besides, it is also needed the incentive for increasing motivation in developing worker co-ops by bottom-up approach. For example, offering low interest rate credit schema for co-operative's members. The existence of success worker-co-op needs to be published as an effort to develop the positive public image on co-operative institution.

*Human Resource Promotion.* The developing of worker co-op obviously needs a co-operative human resources, who understand and know exactly the co-operative principals and try to realize them consistently in developing a co-operative and a co-operative system. As mentioned by Soejono (1997) that co-operative system can only be run by co-operative people. Thus, it is necessary for forming the co-operative cadre. The education of co-operative is, therefore, no more only for students in Economic or Agriculture Faculties as we have now. On the other side, the curriculum of this education must consists of strategic issues about the co-operative institution in global era.

*Co-operative Entrepreneur.* More focus on human resource in a co-operative is a need of a few people who have the ability as a co-operative entrepreneur. These people can be one of the co-operative's pioneers, but also can be a catalytic co-operative entrepreneur, who take a part in pioneering a new worker co-op. The point is, these people have a future vision for the institutional worker co-op founded. At least, they have the ability for making a change or the lobbying ability for all people, so that the atmosphere of the co-operative becomes more easily to develop.

## CONCLUDING REMARKS

Being in this global era in one side, and covering the chaos of national economy in other side, can be a motivation of founding various worker co-operation in Indonesia. Because, obviously that every problem faced, could not be solved individually, but by using a co-operation-synergic steps with a beyond vision. The government has the major role in promoting every worker co-op, but still shouldn't interfere deeply as a mistake taken by farmer cooperation (KUD). The developing potential of this worker co-op is better than building a farmer cooperation, because the member is the one who has certain skill and education.

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