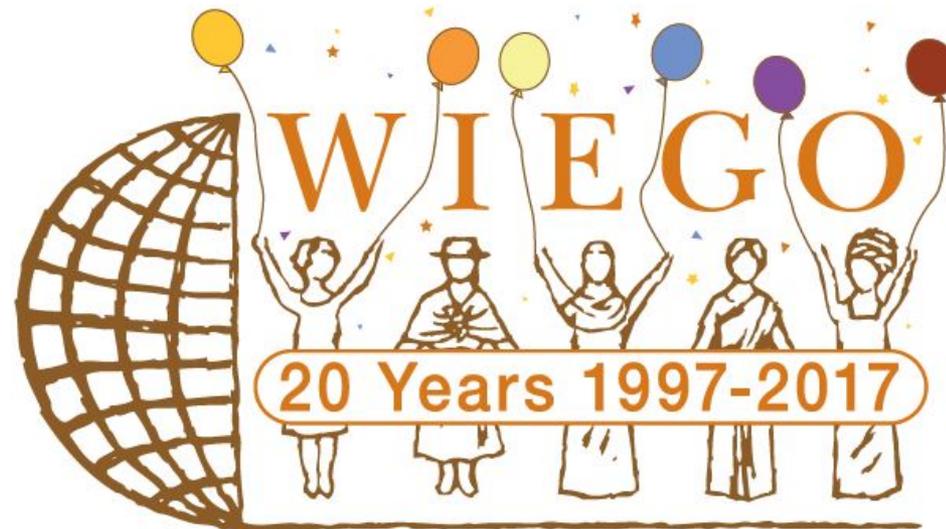


APPENDIX III



**Women in Informal Employment
Globalizing and Organizing**

WIEGO @ 20

WIEGO IN BRIEF

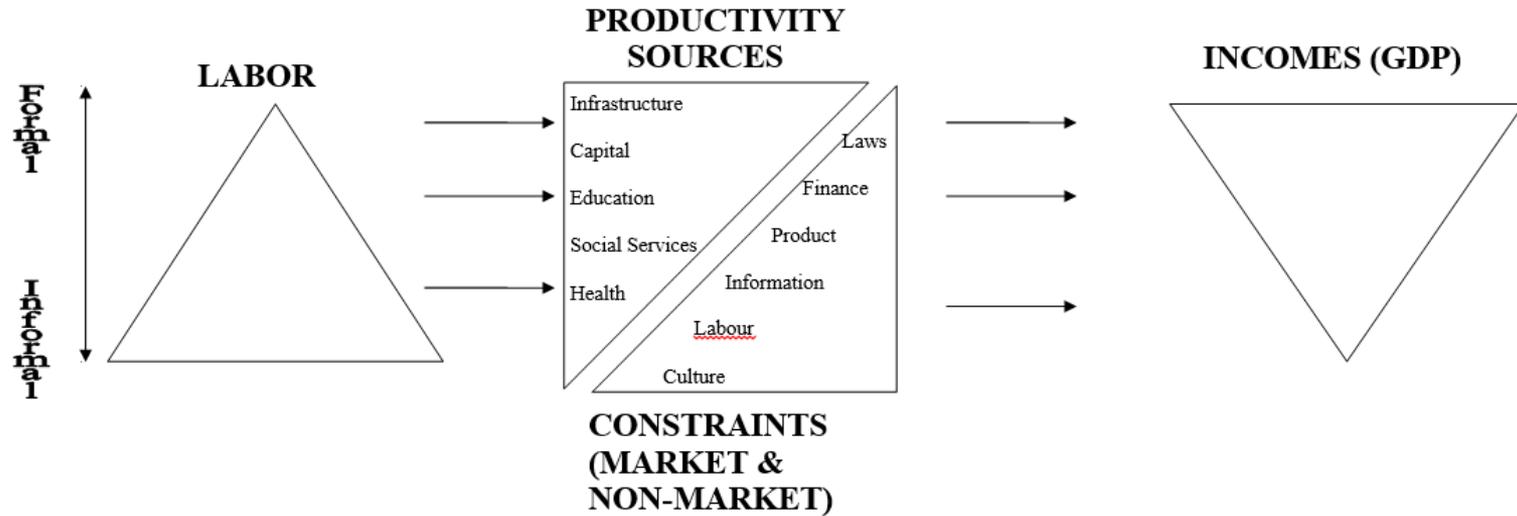
WIEGO is a global action-research-policy & membership network:

- ❑ **goal & objectives:** to improve status of the working poor, especially women, in the informal economy through systemic change by increasing their Voice + Visibility + Validity ► changes in mindsets & wider environment
- ❑ **3 constituencies:** organizations of informal workers + researchers/statisticians + development professionals
- ❑ **representative board:** 3 members, including chair, from organizations of informal workers; 2 each from other two constituencies; 3 ad hoc members = 10 members from 9 countries
- ❑ **4 key sectors:** domestic workers + home-based workers + street vendors + waste pickers ► sector-specific networks with affiliates in over 80 countries
- ❑ **5 core programmes:** Organization-Representation + Statistics + Law + Social Protection + Urban Policies (earlier, Global Trade)
- ❑ **4 core functions:** networking/capacity building (of organizations of informal workers) + research/statistics + good practice documentation + policy analysis and dialogues
- ❑ **defining features:** bridging ground reality of the working poor & mainstream disciplines and discourses + combining social movement & think tank functions
- ❑ **committed team:** 44 persons (34 FTE) – 25 programme, 5 programme support, 7 communications, 7 operations – in X countries

WIEGO

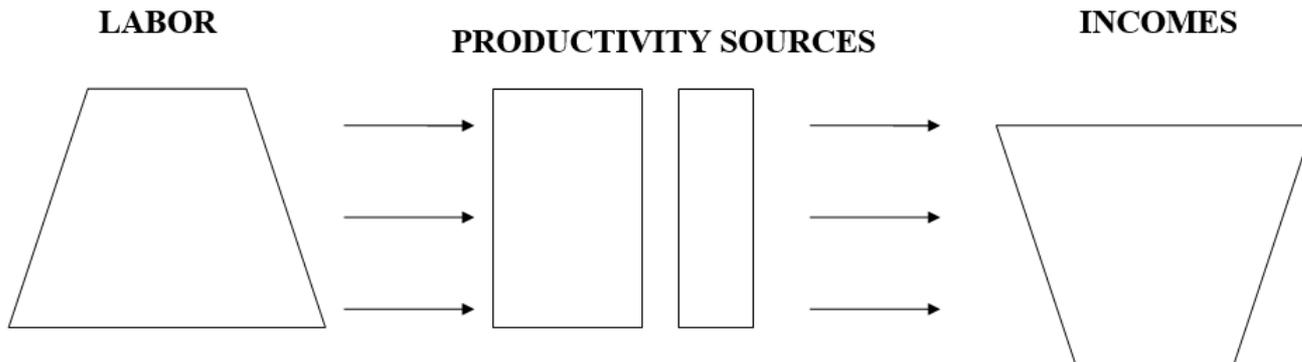
PROBLEM STATEMENT & VISION

(WIEGO Founders – at Bellagio - April 1997)

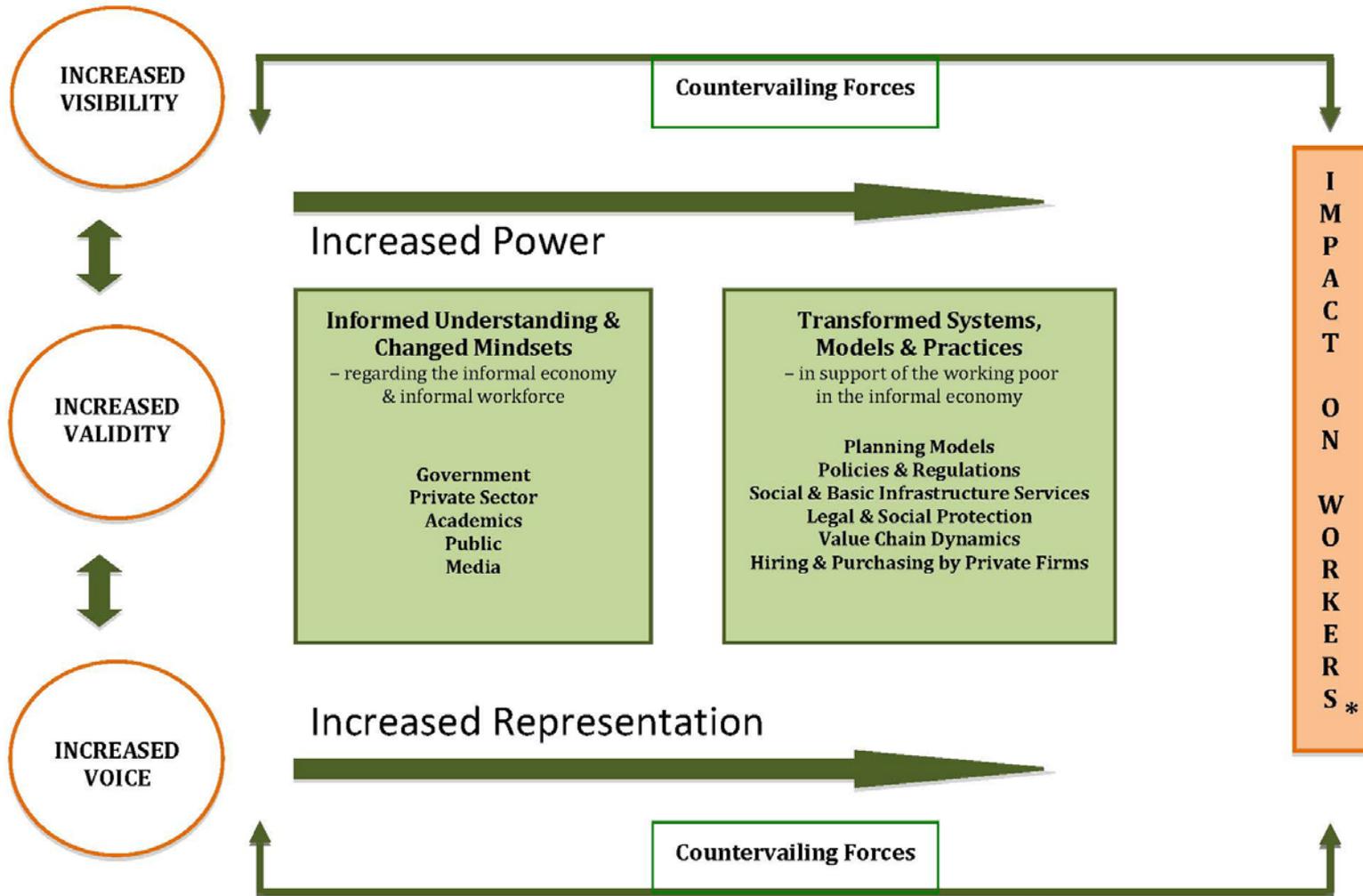


DESIRED RESULT

LEVEL PLAYING FIELD



WIEGO MODEL OF CHANGE



* Enhanced Ability to Voice Demands & Shape Wider Environment

* Increased Incomes, Reduced Risks, & Improved Well-Being

INCREASED VOICE: HIGHLIGHTS OVER 20 YEARS

- **Sector-Specific Networks** – with 207 affiliates in 84 countries
 - national:
 - National Association of Street Vendors in India (1998)
 - Kenya National Alliance of Street Vendors and Informal Traders (2003)
 - regional:
 - HomeNet South Asia (2000) – 57 affiliates in 8 countries
 - HomeNet Eastern Europe (2014) – 12 affiliates in 8 countries
 - Africa Domestic Worker Network (2013) – 19 affiliates
 - international:
 - Street Net (2002) - 54 affiliates in 48 countries
 - International Domestic Workers Network (2009) ► Federation (2013) – 57 affiliates in 46 countries
 - *Global Alliance of Waste Pickers (2009)- 99 organizations on 5 continents*
- **Organizing in the Informal Economy**
 - promotion
 - 1 international + 3 regional conferences
 - 6 resources books
 - knowledge generation
 - 2 data bases: WORD & WOW
 - multiple publications

INCREASED VOICE: HIGHLIGHTS OVER 20 YEARS

■ **Collective Representative Voice**

■ **Global Forums:** informal worker delegations

- 2002 ILC: Decent Work & the Informal Economy
- 2009-2011: climate change conferences
- 2010-2011 ILCs: Convention 189 on Decent Work & Domestic Workers
- 2013 ILC: Sustainable Development, Decent Work & Green Jobs
- 2008, 2012, and 2014: UN Habitat World Urban Forums
- 2014-15 ILCs: Recommendation 204: Transition from Informal to Formal Economy
- 2016 ILC: Global Value Chains
- 2015-16: Habitat III preparatory process & summit

■ **Focal Cities:** informal worker dialogues with city authorities

- Lima, Peru (since 2011)
- Accra, Ghana (since 2012)
- Bangkok, Thailand & Delhi, India (since 2016)
- Dakar, Senegal & Mexico City (begun in February 2017)

INCREASED VISIBILITY: HIGHLIGHTS OVER 20 YEARS

- **Statistics** – in collaboration with the ILO, UN Statistical Commission, UN Statistics Division, regional economic commissions and statistical organizations, and national statistical offices
 - Official Statistical Definition of Informal Employment (2003 ICLS)
 - ILO-WIEGO Statistical Reports (2002 and 2013)
 - ILO Statistical Manual on Measuring Informality (2013)
 - ILO-WIEGO Data Base ► ILOSTAT (main ILO data base)
 - Regional Estimates of Informal Employment – WIEGO Working Paper # 2
 - Analysis of National Data - for multiple publications, including WIEGO Working Papers & Statistical Briefs
 - Key Indicators + Data on 19 Cities and 4 Groups – on WIEGO Dashboard
 - Methodological Guide for Data on Specific Groups - WIEGO Statistical Brief # 8
 - ILO-WIEGO Indicator on Structure of Employment – for MDG#3 + SDG#8
 - ILO Expert Group on International Classification of Status in Employment + ECE Expert Group on Quality of Employment

INCREASED VISIBILITY: HIGHLIGHTS OVER 20 YEARS

- **Field Research** – multi-country field studies with organizations of informal workers and local researchers using specially-designed research methods
 - street trade in 5 African countries: 1998-1999
 - informal workers in garment & horticulture value chains in 2 countries: 2001-2002
 - government budgets & expenditures related to the informal economy in 4 countries and, including revenues, in 1 country: 2010 and 2014 (Informal Economy Budget Analysis)
 - impact of global economic crisis in 12 countries: 2009 and 2010
 - drivers of change in urban informal economy in 10 cities/9 countries: 2012 (Informal Economy Monitoring Study)
 - occupational health & safety of informal workers in 5 countries:
 - health and urban informal workers in 3 cities/countries: 2014-15
 - technology and urban informal workers in 3 cities/countries: 2015-16
- **Publication Series** – x Working Papers + y Briefs + X Workers' Lives
- **Website** – “go to” knowledge base on informal economy, including dashboard + thematic mini-sites

INCREASED VALIDITY: HIGHLIGHTS OVER 20 YEARS

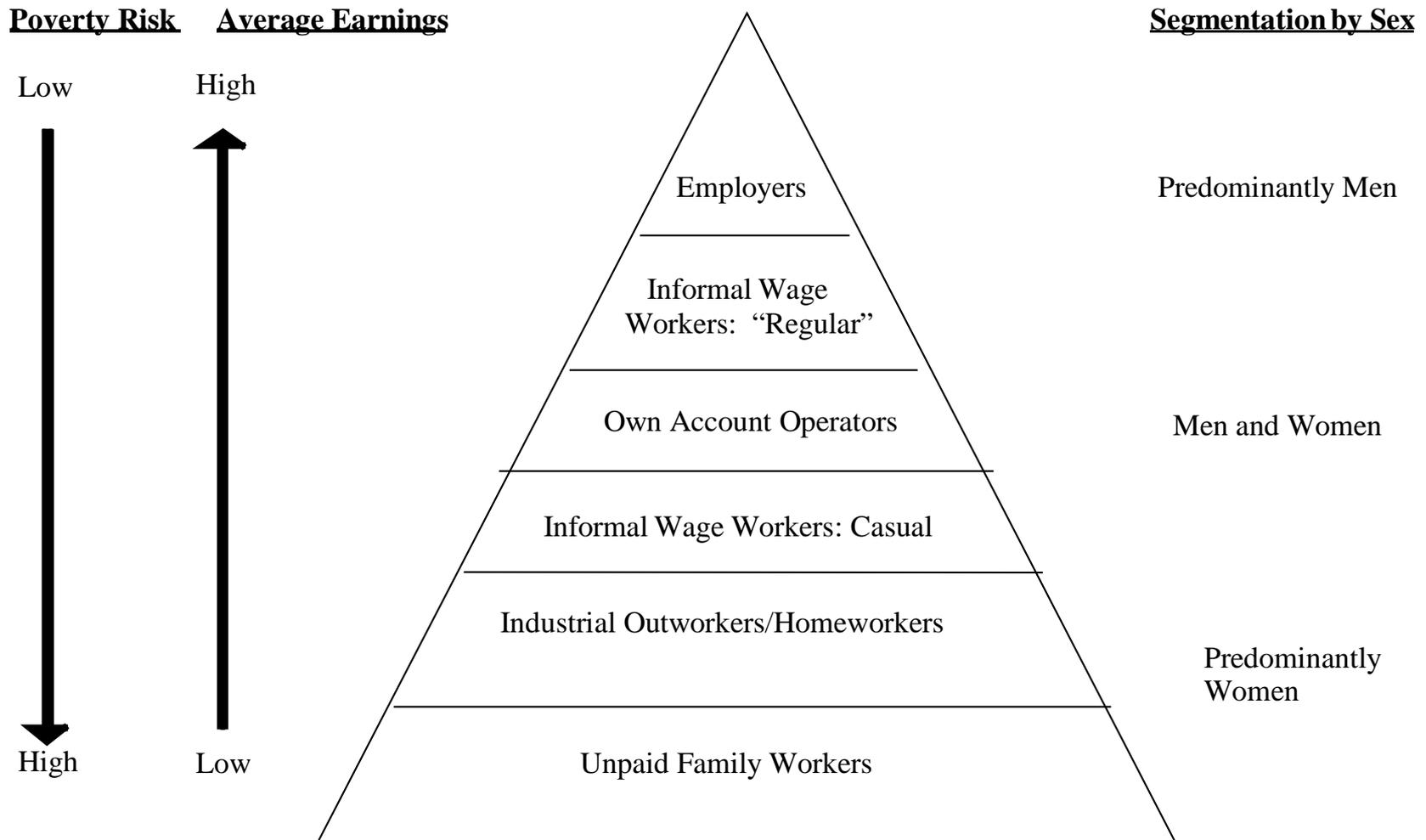
Increasing **recognition in policy circles** of...

- ❑ **size and contribution** of informal economy
- ❑ **composition** of informal economy: sector/branch of industry + status in employment + place of work
- ❑ **poverty & vulnerability** of most segments of informal workers – other than employers
- ❑ **4 sectors of workers**: domestic workers + home-based workers + street vendors + waste pickers
- ❑ **own account workers** as working class (not entrepreneurs)
- ❑ **homeworkers** as dependent contractors
- ❑ **formalization of informal workers** should include legal recognition + enabling policies + legal & social protection + access to public resources & services, not just registration & taxation
- ❑ formalization so defined = **key pathway to reducing poverty & inequality**

RECONCEPTUALIZATION: HIGHLIGHTS OVER 20 YEARS

- ❑ **expanded concept of informal employment:** which includes self-employment and wage employment both inside and outside the informal sector (i.e. informal enterprises)
- ❑ **multi-causal theory of informal employment:** including economic trends + trade and technology+ policy & legal environment + hiring practices of formal firms + tradition - not just excessive regulations or preferences of informal workers
- ❑ **segmented model of informal employment:** by status in employment, average earnings, poverty risk – disaggregated by women and men
- ❑ **informal economy/employment as the norm, not the exception:** not limited to employment in informal enterprises; also includes informal wage employment in formal firms and households
- ❑ **impact of sector policies & macro policies on the informal economy, more so than labour regulations:** as half of the world's workforce is self-employed and 1 per cent or less of informal workers are employers

SEGMENTATION OF THE INFORMAL ECONOMY: BY AVERAGE EARNINGS, POVERTY RISK AND SEX



NORMS, POLICIES & LAWS: HIGHLIGHTS OVER 20 YEARS

- **ILO Conventions:**
 - C177 for Homeworkers
 - C189 for Domestic Workers
- **ILO Standard:** Recommendation 204 on Transition from the Informal to the Formal Economy
- **National Laws, Regulations & Schemes**
 - Colombia: constitutional court ruling on right of waste pickers to bid for solid waste management contracts + national resolution to replicate Bogota model in other cities
 - Ghana: registration of market porters in National Health Insurance System
 - Thailand: home-based worker law & domestic worker regulation
- **City-Level Regulations & Schemes**
 - Bogota, Colombia: municipal scheme to pay waste pickers
 - Lima, Peru: simplified registration system for own account operators + ordinance to regulate and protect street vendors
 - Accra, Ghana: lifting of punitive toll on market porters in Accra, Ghana
- **Precedent-Setting Legal Cases – Durban, South Africa**
 - 2 cases against building mall in historic market area
 - 1 case against confiscation of street vendor goods

WIEGO ORGANIZATION & NETWORK: HIGHLIGHTS OVER 20 YEARS

■ **WIEGO, the Organization**

- Secretariat at Harvard University (since 1997)
- Registration in UK as not-for-profit company (2007)
- Charity status in UK (2011)
- Operations office in Manchester (since 2007)
- 44-person team (34 FTE) from X countries

■ **WIEGO, the Network**

- Constitution: ratified by membership in 2006
- Membership: 34 Institutional Members (all organizations of informal workers) + 159 Individual Members (researchers & development professionals) from 45 countries
- Board of Directors: 10 members from 9 countries representing 3 constituencies, including Chair representing organizations of informal workers

INCREASING VOICE: GAPS & CHALLENGES

- ▣ **Capacity of Nets & Organizations of Informal Workers:** democratic functioning + advocacy & collective bargaining + organizational management + strategic planning + fundraising + advocacy & collective bargaining
- ▣ **Platforms for Collective Voice:** representation in existing platforms (e.g. ILC) + creation of new platforms (e.g. city-level)
- ▣ **Trainings & Resource Materials:** for Organizing & Collective Voice
- ▣ **Ties with Trade Union Movement:** ILO + ITUC + GUFs + National TUCs
- ▣ **Ties with Other Movements:** e.g. Cooperative + Ethical Trade + Fair Trade + Slum/Shack Dwellers

Capacity of WIEGO: 5-person Organization & Representation Team (xFTEs) + support from other over-stretched members of WIEGO team

INCREASING VISIBILITY: GAPS & CHALLENGES

▣ **Statistics**

- **3 major challenges:** revisions to International Classification of Status in Employment + application of informal employment concept to developed countries + worldwide estimates of informal employment
- **additional areas of data development:** contribution of informal economy + earnings of self-employed + informal enterprises
- **overarching concern:** fewer countries doing labour force surveys

▣ **Research**

- strategic choices: types of research + where to publish
- engagement with mainstream research community: especially economists
- engagement with research constituency

▣ **Good Practice Documentation**

- improved methodology
- dissemination & updating of documented cases

Capacity of WIEGO: part-time Statistics Director (.6 FTE) with support from part-time Research Director (.6 FTE) + 7 other Research Team members all of whom have other primary responsibilities within WIEGO

INCREASING VALIDITY GAPS & CHALLENGES

- ▣ **Addressing Additional Policy Debates re Informal Economy:** taxation + productivity + social protection financing
- ▣ **Addressing Wider Policy Debates that impact the Informal Economy:** e.g. climate change + trade agreements + economic policies
- ▣ **Honing & Targeting Policy Messages:** for specific policy audiences + media + organizations of informal workers
- ▣ **Training Future Policy Makers:** e.g. urban planners & designers + development economists

CHANGING MINDSETS GAPS & CHALLENGES

- Making the case that mainstream analysts should:
 - use **official statistical definition** of informal employment
 - use **ILOSTAT data base** on informal employment
 - promote **labour force surveys**, not only multi-purpose surveys
- Making the case that:
 - **aggregate measures** of informal economy/employment are need to attract attention of policy makers mainstream
 - **disaggregated measures** of informal employment – by sectors, status in employment, place of work and women-men – are needed to inform policy making
- Deepening **understanding of linkages** between informal employment and:
 - **macro-economic policies**, especially taxation, procurement & privatization
 - **micro-economic policies**: sector, urban and labour
 - **formal economy**, including backward-forward linkages & hiring/procurement
 - **economic theory**: re productivity, labour market structure & behaviour

CHANGING NORMS, POLICIES & LAWS

GAPS & CHALLENGES

- ▣ **Implementing gains made at the global level:**
Conventions 177 and 189; Recommendation 204; New Urban Agenda; SDGs 1, 5, 8 and 11
- ▣ **Identifying & prioritizing which existing norms, policies & laws need to be changed + which new ones are needed**
- ▣ **Creating platforms** at different levels for policy dialogues, negotiations and collective bargaining – and **instituting these platforms** as on-going and/or statutory
- ▣ **Building capacity of organizations of informal workers** to engage in effective policy dialogues, negotiations and collective bargaining

WIEGO GOING FORWARD

GAPS & CHALLENGES

■ **WIEGO, the Organization**

- determining optimal size & structure
- determining optimal balance in team composition: between programmes, programme support, communication & operations + Global South-North
- reinforcing culture & values, as team size increases
- ensuring team members are not too over-stretched
- raising sufficient funds

■ **WIEGO, the Network**

- building and strengthening Institutional Members (i.e. networks/organizations of informal workers)
- engaging effectively with Individual Members, especially researchers
- expanding membership at a judicial pace



**Women in Informal Employment
Globalizing and Organizing**