



# **DEVELOPING LEADERSHIP AND BUSINESS SKILLS FOR INFORMAL WOMEN WORKERS IN FAIR TRADE**

**Presentation for WIEGO General Assembly  
Indonesia, November 2014**

# Securing Economic Rights for Informal Women Workers

- A **multi-pronged project** to address issues related to **specific categories of informal workers**:
- Domestic workers
- Home-based workers
- Street vendors
- Waste pickers
- Africa, Asia and Latin America/Caribbean
- See [www.wiego.org/wee](http://www.wiego.org/wee) to learn more

# Broad project goal

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- To **assist working poor women** employed in the informal economy to **gain economic self-reliance** and **increase their participation in politics, governance and management**

# WIEGO definition of women's economic empowerment

- **Empowerment** refers to the **process of change** that gives working poor women – as individual workers and as members of worker organizations – **the ability to gain access to the resources they need** while also gaining the **ability to influence the wider policy, regulatory and institutional environment** that shapes their livelihoods and lives.

# Goals of the project “Developing Leadership and Business Skills”

- **Increase women’s participation** as producer cooperative members and leaders
- **Foster increased realization of rights and access to productive assets**
- **Help women increase incomes** through improved design, quality & production
- **Strengthen institutional capacity** for more effective market access and women’s empowerment
- **Strengthen networks and replicability**

# Why women's leadership

- ❑ The work of informal workers is **undervalued, unrecognized and underpaid**
- ❑ Women informal workers are subject to **gender-based discrimination**, increased risks and lower income
- ❑ Their work/income is seen as **secondary**
- ❑ Informal women workers are **unaware of their rights, unrepresented in consultations and policy forums, and under-represented in governance structures.**



Women home-based workers in Uganda

# Project partners

- Country level **Fair Trade networks in Kenya** (KEFAT) **and Uganda** (UGAFAT) affiliated to the World Fair Trade Organization (WFTO)
- **Kuapa Kokoo Cooperative Union** in Ghana (80,000 members in 1,000 primary societies)
- **Gumutindo Coffee Cooperative Union** in Uganda (17 primary societies with 10,000 members)



# Achievements – Uganda/UGAFAT

- **18/25 groups** in Uganda have been **formally registered** at District level as Community-Based Organizations with constitutions
  - Leading to **joint bank accounts**
  - Setting up **credit and loans schemes**
- **All groups are affiliated** to the UGAFAT network through the member Fair Trade Organizations who market their goods



Tweekembe Home-based workers' group Uganda

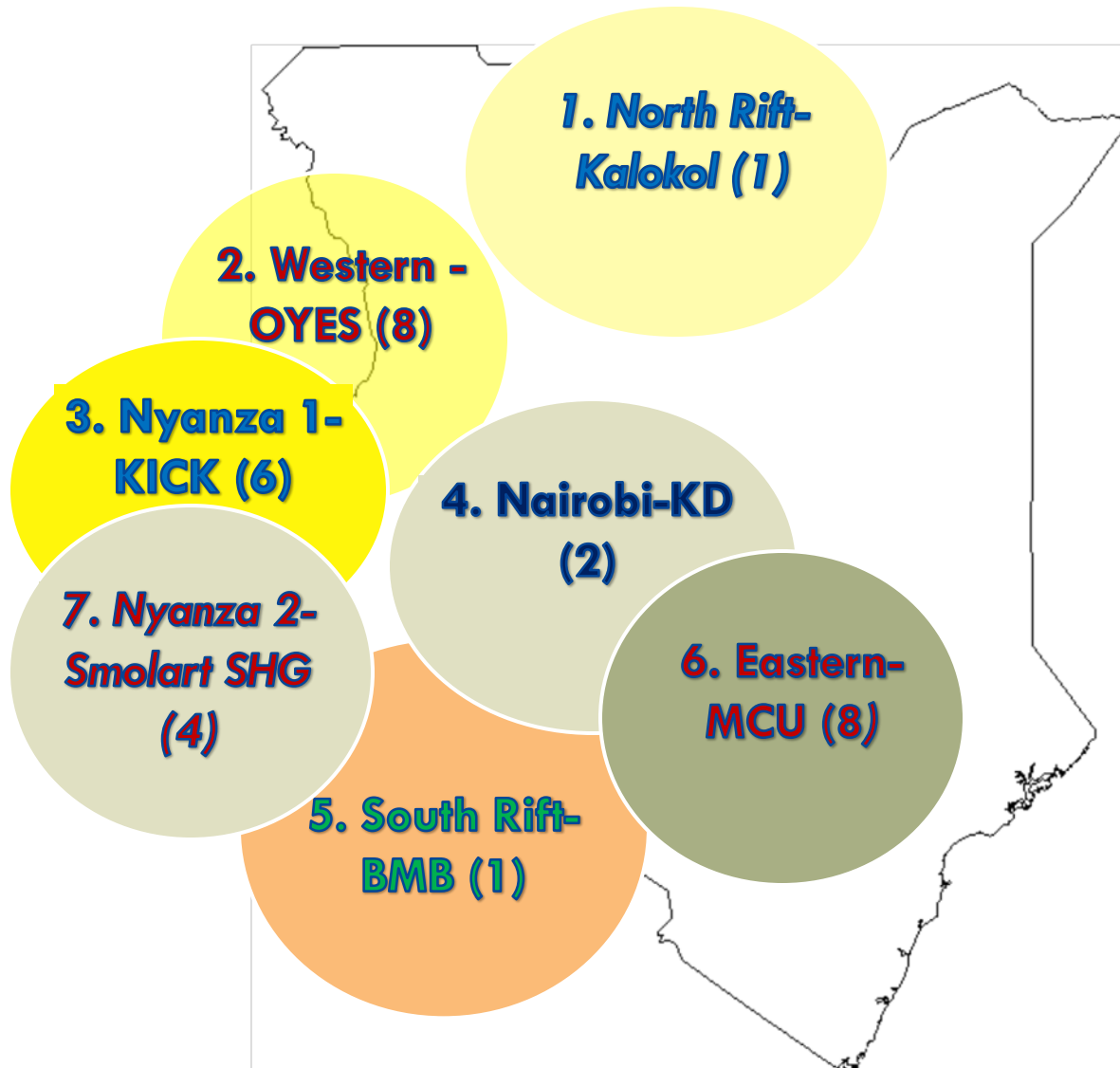
# Achievements Uganda -Gumutindo

- **44 local facilitators from 10 primary societies** trained in developing leadership and business skills
- Improvements in **governance** of primary societies in group activities where there is an increase in women's leadership
- **Improvements in quality** of coffee have increased income to women farmers

# Achievements in Kenya/KEFAT

- **Cluster-based coordination** has achieved wide geographical outreach through members of national Fair Trade network.
- Capacity building trainings in the core thematic areas have reached over **3,000 informal workers**, most of whom are home-based workers.

# Participating Organizations Kenya







Basecamp Women's Group Masai Mara Kenya

# Progress in Ghana against Goal

- GOAL: By 2015, a total of 2,800 women cocoa farmers, members of Kuapa Kokoo Farmers' Cooperative in Ghana will be trained in leadership and **will increase their participation as members and leaders of producer cooperatives to an estimated 30% of the total membership.**
- 2,244 leadership positions, representing **40.7% of available leadership positions, were won by women** during the election in July 2014.

# Lessons Learned

- Working with Fair Trade networks **improves reach to informal workers and their linkages** between each other.
- Capacity building **improves organizational effectiveness, access to productive assets, realization of rights and market readiness.**
- Formal registration of groups as community-based organizations (CBOs) makes **groups visible to local and national authorities.**



# Lessons Learned

- Stories of change **capture and improve the voice of informal workers** and document the process of change.
- Fair Trade networks and their members need to focus on **the specific policy/advocacy areas to improve the visibility, voice and enabling environment for informal workers.**

# Benefits of Formal Registration

- **Harriet Nosolo (Chair)**
- “We have finalized our registration process with the District Local Government Youth, Culture and Gender Office. The benefits are that we become more visible and get more support from different institutions especially government.”

