



## WIEGO STRATEGIC REVIEW & PLANNING WORKSHOP

### THE WORKING POOR IN THE INFORMAL ECONOMY: STRENGTHENING A GLOBAL ALLIANCE, FORGING A GLOBAL RESPONSE

Rockefeller Foundation Study and Conference Center

Bellagio, Italy  
June 5-6, 2012

## REPORT

To mark the 15<sup>th</sup>. anniversary of its founding, the global network Women in Informal Employment: Globalizing and Organizing (WIEGO) convened a strategic review and planning workshop entitled “The Working Poor in the Informal Economy: Strengthening a Global Alliance, Forging a Global Response” at the Rockefeller Foundation Study and Conference Center in Bellagio, Italy from June 5-6, 2012. Participants in the workshop included 7 external resource persons plus 28 members of the WIEGO Board and Team: see Participant List and Bios in Appendix I. The purpose of the workshop was to reflect on big picture trends affecting the informal economy, including both threats and opportunities (Day #1); WIEGO’s niche or value added compared to other key stakeholders working on the informal economy, especially in respect to new entrants in the field (Day # 2). Members of the WIEGO Board and Team stayed on for a third day to discuss future directions for WIEGO’s work; and members of the WIEGO Team stayed on for a fourth day to reflect on the lessons from the workshop for their work, to further discuss unresolved issues, and to plan how to follow-up on the key ideas and recommendations coming out of the workshop: see Agenda in Appendix II.

This report is on the first two days of the workshop.

### **DAY # 1 – BIG PICTURE TRENDS**

Three sets of background documents were prepared for and presented on Day # 1 of the workshop: on recent and future trends in the informal economy; on recent trends and future challenges in organizing in the informal economy; and on selected areas of policy debates regarding the informal economy. These documents provided a rich overview of big picture trends in the informal economy, including: driving forces, organizing strategies, sector-specific scenarios, and policy responses (global trade, social protection, and urban policies).

#### **1.1 The Informal Economy**

*Size & Significance*

Joann Vanek, Director of WIEGO's Statistics Programme, presented key findings from the forthcoming ILO-WIEGO update of the 2002 statistical publication *Women and Men in the Informal Economy: A Statistical Picture*.

- Informal employment represents more than half of non-agricultural employment in all developing regions except the Middle East and North Africa (where it represents 45 per cent of non-agricultural employment).
- In three (out of five) developing regions and urban China, informal employment is a greater source of non-agricultural employment for women than for men: the exceptions are the MENA region (where the percentage for women is lower than for men) and East Asia region (where the percentages are equal). But, given that women's labour force participation rates are lower than for men in all regions, men comprise the greatest share of non-agricultural informal employment in all regions.
- Twenty-eight developed countries have data for one or more of three categories of non-standard work: own account self-employment, temporary or fixed term work, and part-time employment. As a percentage of total employment, own account self-employment represents 10 per cent or less in 15 countries and 20 per cent or more in 2 countries; temporary or fixed term work represents 10 per cent or less in 12 countries and 20 per cent or more in 4 countries; and part-time employment represents 10 per cent or less in 8 countries and 20 per cent or more in 8 countries. Measuring these three categories represents a first step in measuring informal employment in developed countries.

In presenting these findings, Vanek noted key recent advances made in the collection of data on informal employment thanks to the collaborative efforts of the ILO, the International Expert Group on Informal Sector Statistics (the Delhi Group), the WIEGO network, and a growing number of national statistical offices.

One of the notable advances is the first-ever estimates based on national statistics of the size of specific groups of informal workers. Until recently, domestic workers were the only group of largely informal workers separately estimated in national statistics. WIEGO has led the estimation effort on the other three groups of informal workers that WIEGO has prioritized in its research, action, and advocacy: home-based workers, street vendors, and waste pickers.

- The numbers of domestic workers and the proportion of the labour force engaged in domestic work are significant (a minimum of 52.6 million domestic workers worldwide, representing 1.7 per cent of total employment and 3.6 per cent of wage employment around the world) and are growing (ILO figures).
- The numbers of home-based workers and the proportion of the labour force engaged in home-based work is significant (representing 3 to 18 per cent of non-agricultural urban employment) (ILO-WIEGO forthcoming).
- The numbers of street vendors and the proportion of the urban labour force engaged in street vending is significant (representing 2 to 20 per cent of non-agricultural urban employment) (ILO-WIEGO forthcoming).
- The numbers of waste pickers and the proportion of the urban labour force engaged in waste picking is far lower than for the other groups (around or below one per cent in most cities with data), but their contribution – specifically, to the environment – is more widely recognized (ILO-WIEGO forthcoming).

These four groups of workers that WIEGO has worked most closely with – domestic workers, home-based workers, street vendors, and waste pickers – represent a significant share of urban employment in developing countries: as high as 33 per cent of total urban employment in India.

### *Recent & Future Trends*

There was a general consensus among the presenters on Day # 1 that the informal economy is likely to grow in most countries and many sectors. In her presentation on the future of the informal economy, Lin Lim, member of the WIEGO Board, predicted that the informal economy will continue to grow, including flexibilization or informalization of wage employment. In his presentation on informal enterprises in Africa, William Steel, a founding member of the WIEGO Board, predicted that the number of informal enterprises and the proportion of the labour force engaged in them will continue to grow in African countries over the next couple of decades, contributing to poverty reduction and economic growth. Steel noted that, despite strong growth over the last decade accompanied by growth of wage and salaried employment, informal enterprises will continue to account for the bulk of new employment in Africa given the small base of wage employment and the continuing shift out of agriculture. Steel also predicted that trade will continue to dominate the informal enterprise sector in Africa with manufacturing a distant second. Although informal operators (and their enterprises) are very visible on the streets and in markets of Africa, Steel reported that one third to one half of own account self-employed in Africa operate from their own homes. Francoise Carre, Research Director of WIEGO, reported on forms of employment in developed country labour markets that are akin to informal employment and appear to be on the rise, including informal wage employment in formal firms; own account self-employment, unregulated employment, and undeclared employment.

The workshop presenters and participants agreed that trend data on informal employment are needed to test these assumptions. Another member of the WIEGO Board, Ravi Kanbur, noted the need to know not only whether the informal economy as a whole but also which segments of the informal economy are growing, persisting, or shrinking: specifically, which of the cells in the Ralf Hussmanns framework presented in the 2002 *Women and Men in the Informal Economy* are growing, persisting, or shrinking: see Appendix III.

The major forces (often interrelated) which serve to drive informal employment, cited by Lim in her presentation and raised by others in the discussion that followed, are listed below under several broad categories:

#### Globalization and Technological Innovations -

- technology-driven sub-contracting and outsourcing of employment
- mega sporting and cultural events and related rules and regulations
- global food production and distribution system

#### Economic Trends -

- economic growth and distribution of wealth
- economic crisis and prolonged economic slowdown
- private sector investment trends
- volatile food prices and food insecurity

#### Employment, Demographic, and Environmental Trends -

- shifting sector shares in total employment

- migration and urbanization
- climate change, severe weather patterns, and natural disasters

#### Economic Policies -

- “rebalancing” and employment-focused policies
- trade and regionalization policies

#### Sector Policies -

- basic infrastructure and social services, including whether these are privatized
- climate change mitigation and green growth policies
- urban planning, land allocation, and other urban policies
- allocation and use of public land in urban areas, notably in central business districts
- solid waste management policy
- land tenure and housing rights

#### Political Trends -

- political instability and conflict
- terrorism and insecurity
- local election cycles

Clearly, no single driving factor – such as regulations – can explain the persistence and growth of informal employment. Further, as Lim noted, many of these driving forces are associated with opportunities, not just threats: with the result that there are winners and losers among informal workers. Individuals or households respond to the opportunities or treats in different ways depending on the sector or locale of their work and other considerations. Individuals may choose to enter or remain in informal employment for a variety of reasons, including: *necessity* due to lack of formal wage jobs; *choice* to seize entrepreneurial opportunities; *social conditioning* regarding what type or location of work is appropriate to men and women and to different population groups; and *tradition* as some informal occupations are hereditary.

#### *Links with Formal Economy & Formal Regulations*

Kate Meagher, from the London School of Economics, noted that the informal economy has recently moved center stage in international development thinking with a number of new constituencies interested in it, including large-scale businesses and large development agencies. Much of the renewed interest focuses on the linkages between the formal and informal economies. Meagher outlined four new approaches to the informal economy, as below, cautioning that it is important to understand whose interests are being served as these linkages are promoted

- adverse incorporation: incorporation of informal workers and firms in production and distribution chains on adverse terms
- politics of linkages: repurposing of organizations of informal workers to serve the interests of the private sector or the government
- “first-best partnerships”: making the informal economy, seen as the Bottom of the Pyramid, accessible to business
- “second-best partnerships”: use of the informal economy by government to co-produce public services – e.g. collect taxes, deliver social services, collect contributions for insurance

## 1.2 Organizing Informal Workers & The Labour Movement

Dan Gallin, Chair of the Global Labour Institute (GLI), former member of the WIEGO Board, and former Director of WIEGO's Organization & Representation Programme, began by outlining the support that WIEGO has provided to the organizing of informal workers, including: helping to secure recognition of informal workers as workers in the General Discussion on Decent Work and Informal Workers at the 2002 International Labour Conference, and the founding of StreetNet International and the International Domestic Workers Network. But he concluded that the organizing of informal workers depends, ultimately, on self-organizing by informal workers and cautioned that excess funding could destroy organizing efforts.

Renana Jhabvala, National Coordinator of the Self-Employed Women's Association (SEWA) and Chair of the WIEGO Board, explained why SEWA had adopted the twin strategy of "struggle and development" and the joint action of "unions and cooperatives": noting that informal workers have to negotiate with multiple counterparts, not only employers; need access to financial and other services; and need to form cooperatives to jointly produce goods and services. She added that struggles of informal workers are episodic while their development needs are continuous, and that different types of leaders are needed to mount struggles and provide development services.

Chris Bonner, Director of WIEGO's Organization and Representation Programme, explained that a core objective of WIEGO has been to promote and support sector-specific networks of informal workers at the local, national, regional, and international levels. She then classified the current networks as follows:

- StreetNet International: trade union model
- International Domestic Workers Network: trade union-supported model
- HomeNet South Asia: NGO model
- Global Alliance of Waste Pickers: networking model
- Latin American Network of Waste Pickers: social movement model

She concluded by highlighting two challenges: first, whether/how to continue to build and strengthen these networks; and, second, whether/how to build alliances between these networks and technical support organizations, private corporations, and governments.

The discussion that followed these presentations highlighted the need for WIEGO to bridge and/or balance:

- needs of informal wage workers and informal self-employed
- needs of different groups of informal self-employed: own account operators, entrepreneurs, and members of cooperatives/producer groups
- needs of informal workers who are the foci of WIEGO's work - domestic workers, home-based workers, street vendors, and waste pickers - and of other categories of informal workers
- "struggle" and "development" needs of informal workers, including the multiple foci of their struggles (not only for wages/earnings but also for prices, market access/space, financial services, child care and against harassment, bribes, and evictions)
- organizing of informal workers by trade unions, self-organizing by informal workers, and support to organizing by WIEGO

- the different strategies of WIEGO: namely, increasing the Voice (through organization & representation), Visibility (through statistics and research), and Validity (through policy advocacy and policy dialogues) of the working poor, especially women, in the informal economy
- interventions at the local, national, regional, and international levels
- providing services/making interventions versus leveraging services/interventions by others

### **1.3 Policy Responses to Informality**

#### *Social Protection & Informal Workers*

Victor Tokman, former Regional Director for the Americas of the ILO and former member of the WIEGO Board, spoke about social protection and independent/self-employed workers in Latin America, a region in which just over half of all workers are informally employed and 42 per cent of informal workers are self-employed. Across the region, social protection for the self-employed is quite low: around 40 per cent are covered by health and/or pensions. Comparing lessons from different countries in the region, Tokman concluded that universal non-contributory social protection financed through progressive taxation is the best approach for the self-employed who cannot afford to make contributions but that contributions should be made obligatory for better-off self-employed who can afford to make contributions.

Francie Lund, Director of WIEGO's Social Protection Programme, summarized the Recommendation 202 on a Global Social Protection Floor (increasingly called just Global Social Floor) that was adopted at the 2012 International Labour Conference. The main planks of the Global Social Floor (GSF) are affordable health services, cash transfers (especially for children, older people, unemployed people and informal workers, and those who cannot participate in the labour market) and active labour policies (including formalization of the informal economy). She then also summarized the main recommendations in a joint StreetNet International-WIEGO platform document in response to the GSPF: first, the Global Social Floor is to be warmly welcomed as a start to incremental improvements in income security; however, informal workers need recognition as workers in their own right; second, public provision for child care should be seen as an integral part of the floor; and third, governments and the private sector should recognize the representative organizations of informal workers which are emerging in many countries, and engage in meaningful social dialogue with them. Informal workers need to be included in enduring and permanent platforms for negotiation.

Mirai Chatterjee, Director of Social Security at SEWA and Member of the High Level Expert Group on Universal Health Care in India, described the debates and negotiations around universal health coverage in India, a country in which an estimated 40 million people fall into poverty each year due to illness. After outlining the challenges associated with the universal health coverage (UHC) for informal workers, notably whether the financing, regulation, and implementation of universal health coverage will be equitable and inclusive, she concluded that universal health coverage represented a very significant opportunity for informal workers to obtain basic health services and financial protection.

#### *Ethical and Fair Trade & Informal Workers*

Elaine Jones, Director of WIEGO's Global Trade Programme, summarized what is meant by Ethical Trade and Fair Trade and what is being done by these related social movements. Ethical Trade focuses on working conditions and labour rights of workers in global value chains and applies a system of voluntary governance through the application of codes of conduct. Fair Trade seeks to develop market access on fair terms for poor producers in the global South and applies agreed-upon principles through a certification process. WIEGO works with the Ethical Trade Initiative in the UK to extend the coverage of codes of conduct to home-based workers in global value chains, and with the World Fair Trade Organization to support organizations of informal women producers.

#### *Urban Policies & Informal Workers*

Caroline Skinner, Director of WIEGO's Urban Policies Programme, summarized key troubling trends in urban policies, including privatization of city resources and services as well as biases in urban planning models and practices that favor private property developers and private companies (e.g. incinerator companies) more generally. Despite these trends, Skinner saw opportunities to integrate urban informal livelihoods into current debates around climate change and sustainable urban development: notably, by making the case that waste pickers contribute to reducing carbon emissions and that the informal economy leaves a lower carbon footprint than the formal economy.

Sally Roever, WIEGO Street Vendor Sector Specialist, noted that the key policy challenge related to street vendors is competing uses of public space. She then outlined three trends in response to this challenge:

Trend # 1 – Repressive Approaches are Common

Trend # 2 – Low-Level Harassment Persists

Trend # 3 – Innovative Approaches are Appearing

Roever then pointed out the policy assumptions underlying Trends # 1 and 2: namely, that street vendors represent a crime/insecurity threat, obstacles to city beautification, and a source of road congestion, unfair competition, and/or disease vectors. Trend # 3 is based on a counter-argument that sees street vendors as contributing to the city. To sustain this trend, Roever concluded, street vendors need to have bargaining and negotiating forums, to pursue legal strategies to claim their rights, and to link with other social movements.

Sonia Dias, WIEGO Waste Picker Sector Specialist, noted that there is a growing awareness of the contribution of waste pickers to the environment and to sustainable city development. But the future for waste pickers is not clear: they could be denied access to waste and excluded from solid waste management systems, or allowed to collect waste and included in solid waste management systems. Under the more optimistic scenario, cooperatives of waste pickers would be allowed to bid, alongside private companies, for solid waste management contracts (as has just happened in Bogota, Colombia).

Rhonda Douglas, Director of WIEGO Global Projects, spoke about the messages coming from the membership-based organizations (MBOs) of urban informal workers with cities under the Inclusive Cities for the Urban Working Poor project, as they engage with cities. MBOs find that in many cases, cities are poorly organized and have low capacity themselves, and that national and local responsibilities are not always clear or may overlap with multiple schemes,

departments and ministries involved. Participatory processes can be challenging for uneducated elected local councilors, and MBOs report that self-interest, corruption, and lack of political will are often a part of the problem. Planning is still based on the notion of the modern “world-class” city, and mega-events (such as FIFA 2010) have a significant impact on informal workers, with organizations being told that such things as “FIFA Law” applies. Privatization of public services such as solid waste management is a serious concern for waste pickers, while access to public space (vending spaces for street traders, sorting spaces for waste pickers) is also a key issue. Fundamentally, cities do not recognize informal workers as workers of economic agents, and changes in city personnel due to elections or staffing changes mean that gains can be easily lost unless institutionalized. MBOs need platforms to engage with policy-makers as well as the capacity to engage. Where laws protecting informal workers exist, implementation is the struggle.

In the discussion that followed, Ravi Kanbur noted that the persistence of urban informality and poverty defies a core prediction in economic development theory: namely, as urbanization increases, both informality and poverty will decrease. Ebba Aurell of Sida concluded that there is a real need for WIEGO’s work on the urban informal economy, that WIEGO needs to produce more case studies of opportunities and threats facing the urban informal workforce, and also that WIEGO needs to develop a clear strategic framework and theory of change.

During the discussions on Day # 1, several conceptual frameworks that relate to and could be used to inform WIEGO’s work were suggested, including:

- governance and institutions across the formal-informal divide, including the role of informal economy associations (Kate Meagher)
- different ways that the State and/or corporations are capturing & repurposing the informal economy (Kate Meagher)
  - adverse incorporation
  - politics of linkages
  - Bottom of the Pyramid (BoP)
  - hybrid governance – e.g. co-production of services
- different ways of conceptualizing power (e.g. Steven Lucas) (Kate Meagher)
  - coercion
  - definition of agenda
  - pressure to carry out agenda
- risk, uncertainty, and crises (theme of the WDR 2014) (Tony Addison)
  - household + enterprise risks
  - different contracting arrangements that shift risk to informal economy/informal workers
- business case for investing in informal enterprises/informal workers (Tony Addison)
  - efficiency of spending on IE/IWS
- solidarity economy (Renana Jhabvala)
- value chains
  - export vs. domestic: how inserted? whether excluded? (Tony Addison)
  - food supply: smaller holders to street vendors (Clarisse Ghanoui)

Several topics for further discussion and/or action emerged, including:

- *precarious employment in developed countries*: how to link to WIEGO efforts to promote a common framework of informal employment in both developed and developing countries
- *own account workers and informal enterprises*: whether and how to focus more on the self-employment and enterprise aspects of the informal economy
- *collective enterprises of informal workers*: whether and how to leverage technical support
- *productivity and skills of informal workers*: whether and how to leverage business development and skills training services
- *class differences among informal workers*: how to identify and address these differences
- *youth and informal employment*: whether and how to engage on this topic, other than to commission age-wise breakdowns of informal employment statistics
- *regulations and informal economy*: how to reframe the regulation debate to highlight the fact that, in the absence of appropriate regulatory frameworks, the regulatory authorities treat the informal economy as illegal or criminal
- *global and local balance*: how to decide strategically when/how/who to engage at the global and/or local levels
- *formalization debate*: need to frame and disseminate WIEGO's stance on the formalization debate - including the notion of a continuum from purely informal to purely formal economic arrangements, the recommendation of an incremental approach that extends different dimensions of formalization over time, and the recommendation that formalization include benefits that are commensurate with costs.
- *social protection and universal health coverage*: need to finalize and disseminate WIEGO's stance on these debates
- *vested interests and the informal economy*: need to identify and highlight who are the vested interests in the different policy areas of WIEGO's work (e.g. real estate developers and urban policies, private health insurance and pharmaceutical companies and universal health coverage)
- *urban and rural informal workers*: need to decide whether to work with/on rural informal workers and, if so, which sectors (agriculture?)
- *taxation and the informal economy*: need to expand WIEGO's thinking and work on taxation and the informal economy
- *development economics and informal economy*: need to understand how better to engage with development economists/development economics debates on the informal economy

## **DAY # 2 – REDEFINING WIEGO'S VALUE ADDED**

### **2.1 Reflections on Day # 1**

As chair of this first session on Day # 2, Ravi Kanbur posed a set of questions to the participants:

- what is informality?
- what is its size and composition?
- what are the trends in informality, and why?
- what are WIEGO's policy objectives?
- which interventions best achieve these?
- what leads to "good" policy change?
- how can WIEGO contribute?

Reflecting on what they had heard on Day # 1, the external resource persons suggested what they felt WIEGO should concentrate on:

Tony Addison, UN University's World Institute for Development Economics Research (UNU WIDER): how informal workers are inserted into or whether excluded from export and domestic value chains; how development economics perceives and theorizes informality

Ebba Aurell, Sida: statistics on the size and composition of the informal economy; how to link local reality to global policy

Mirai Chatterjee, SEWA: why the informal economy expands or shrinks with economic growth depending on the country; how to enable organizing of informal workers, including how to reform restrictive laws

Dan Gallin, Global Labour Institute: how WIEGO is governed; whether all three constituencies – or only the organizations of informal workers – should elect representatives to the Board

Kate Meagher, London School of Economics: how the state and private sector are capturing and re-purposing organizations of informal workers

Elizabeth Tang, International Domestic Workers Network: how organizations of informal workers can carry out multiple functions: how to organize federations of these organizations

Victor Tokman, ex-ILO: how sub-contracting work erodes social protection; linkages between the formal and informal economies

There was a general consensus that WIEGO - and our work - is still very valid, relevant, and necessary, including our sector-specific approach to organizing/networking, research, and policy analysis/advocacy. Our roles in a) bridging ground reality and ground-level practice and mainstream theory-building and policy-making and b) bringing an employment (in general) and informal employment (in particular) perspective to various policy debates – growth, globalization, poverty reduction, and sustainable development – were also highlighted.

## **2.2 Key Stakeholder and Actors**

During this session, the external resource persons and the Board members were asked to identify stakeholders or actors who they thought should be new targets or allies for WIEGO's work, as follows:

- business schools
- Bottom of the Pyramid proponents
- Random Control Trial researchers, especially those working on the informal economy
- DFID-funded research centers – e.g. IZA in Germany
- regional banks
- global media players
- “Occupy Wall Street” and other citizen movements
- support NGOs: for help with
  - building organizing capacity

- business skills + marketing training
- micro-finance institutions, notably around issues relating to MFI clients (risks, livelihood portfolios)
- institutes for local democracy or governance – e.g. International Center for Local Democracy

Also, Lin Lim suggested that WIEGO should consider engaging with the following current policy initiatives: reframing of the MDGs, G20 task force on employment, and ECOSOC global jobs pact.

### 2.3 Redefining WIEGO's Niche

In break-out groups by WIEGO's core programmes, during what was called a "traffic light" exercise, participants were asked to specify what activities WIEGO should add or intensify (green light), phase out (yellow light), or stop (red light). See Appendix IV for a summary of results from this exercise. In brief, lots of activities were ranked as green, a few as yellow, and very few as red. The Team will review all of these at their retreat in October 2012.

There was also a general consensus that the key functions of WIEGO include the following:

- bridging ground realities/practice and mainstream policy discourse
- support to organizing
- case studies of good policies & practice
- naming and documenting patterns of informal employment and associated risks & opportunities
- scenario analyses of different segments of the informal economy – which are growing or shrinking, and why

Some of the questions that emerged related to the *focus or scope* of WIEGO's work, including the following:

- whether and what to do in regard to agriculture workers?
- what to do about own account workers and informal enterprises (both individual and collective)?
- contractual arrangements: wage workers + own account workers
- what about the informal workers who are outside the reach of WIEGO (i.e., not domestic workers, home-based workers, street vendors, and waste pickers)?
- what about the working poor in the formal economy?
- what about issues related to informal employment, such as housing and infrastructure as well as insurance; which of these would be good topics around which to organize and mobilize?
- what to do in regard to non-trade union forms of organizing, such as cooperatives and informal economy associations?

Some of the questions that emerged related to the *levels* of WIEGO's work, including the following:

- when to work at which level?
- how to link work at different levels?
- how to link...

- local to global?
- particular to general?
- ground reality to global players/mainstream thinking?
- practice to analysis to policy debates?

In addition, there was a general consensus that WIEGO needs to hone and further develop our strategy and our stance on various policy issues, as follows:

- elements of a strategy that WIEGO needs to develop:
  - clear ideology/intellectual framework
  - goals
  - theory of change
  - indicators of impact
- areas of policy that WIEGO needs to develop a stance on:
  - social protection
  - formalization
  - privatization
  - Bottom of the Pyramid – as framed by business schools
  - taxation
  - sustainable development/climate change
  - regulations & informality

## **2.4 Reflections on Day # 2**

The external resource persons were asked to offer some final reflections on Day # 2:

Tony Addison: WIEGO is an important movement and should archive and document what you are doing and how your ideas have impact over time; WIEGO should build on your grounded specific knowledge, develop scenarios about future employment trends; and learn from business community hot to assess risks and opportunities for informal workers; WIEGO should focus on fiscal debate around social protection, promote the concept of solidarity economy (of cooperatives that are between the state and the market), and continue to question economic growth in terms of whether or not it is inclusive; and WIEGO should continue to percolate and document innovative practices.

Ebba Aurell: WIEGO's cross-program and cross-sector work is important; WIEGO needs to go for more core funding but, in order to do so, you need to further develop your strategy, theory of change, and indicators of impact; WIEGO needs to retain your gender focus (a unique contribution of WIEGO) and make the business case for informal workers.

Mirai Chatterjee: WIEGO's work on occupational health and safety for informal workers is very important, addressing a huge gap in knowledge and practice; WIEGO needs to further develop and disseminate your position on social protection, especially on universality, contributions, and universal health care; WIEGO needs to document and disseminate the lessons from non-union forms of organizing, such as cooperatives.

Dan Gallin: WIEGO generated a lot of good discussions on strategies during the first two days of the workshop; eager to know the outcome of the next two days of discussion on structure and plans.

Elizabeth Tang: for WIEGO to remain relevant, you will need to address some difficult questions: whether to work at the local vs. global levels and, if both, how to link; whether to promote trade union vs. other forms of organizing; whether to organize workers as workers vs. as entrepreneurs; WIEGO needs very clear strategic objectives and similar goals for all of your programmes.

Victor Tokman: social protection is at the heart of WIEGO's work; incorporation of informal workers into social protection is the pay-off from WIEGO's work; you should not confuse the Global Social Protection Floor with WIEGO's position on social protection; you should continue to bridge macro and sector-specific experiences and perspectives; improved statistics on informal employment is another key contribution of WIEGO; promoting organization of specific groups of informal workers is another asset of WIEGO, but you need to document and disseminate the experience to share lessons with other groups of informal workers.

From all accounts, the Bellagio workshop was a great success: the "best WIEGO meeting ever" according to several WIEGO Board and Team members and the "most stimulating meeting recently attended" according to a couple of the external resource persons.

The immediate outcome of the workshop was a renewed sense of purpose and direction for the WIEGO network and its members from three constituencies: member-based organizations of informal workers; researchers and statisticians working on the informal economy; and development practitioners in governmental, non-governmental, or inter-governmental agencies who are also working on the informal economy. A key output, to be finalized at a WIEGO Team Retreat in October 2012, was a five-year strategy and plan of action for WIEGO's work. The following report is another output of the workshop. Another possible output, proposed by the workshop participants, is an on-line publication of the set of background documents prepared for Day # 1 of the workshop.

Marty Chen  
WIEGO Secretariat  
November 28, 2012