

Role of Cooperatives in changing labour regimes

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Changing World of Work
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Bharti Birla
ILO DWT for South Asia and Country
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Overview

- ▶ Introduction
- ▶ Challenges
- ▶ Some examples



Introduction

- ▶ Socio economic transformations and changing labour regimes
- ▶ Changing nature of work and employment relationships
- ▶ Agrarian crises, climate change, rapid development, extractive industries, conflicts
- ▶ Rapid urbanization, pressure on cities, declining spending on social security
- ▶ Enhanced contractulization, increasing intermediaries, lower quality of jobs

What is this resulting into:

- ▶ Distress migration, often labour trafficking and forced labour
- ▶ Growing intermediation of jobs by range of actors, landing of workers in coercive jobs
- ▶ Stratification of worker class and wage depression
- ▶ Excluded and marginalized further excluded – indigenous, tribals, SC/STs, women, young population – adolescents and children
- ▶ Low paid precarious employment with practical exclusion from labour law and labour rights including freedom of association

Mobility by Choice Fair Recruitment Dignity and Decent Work



How Cooperatives Help?
Examples from ILO's Work in Freedom Programme
Bi-regional programme in South Asia and Middle East



Mobility by choice

- ▶ Organize the excluded and marginalized, enabling options
- ▶ Offer livelihood options
- ▶ Empowerment and collectivization
- ▶ Enhancing the value of work (especially women's work) and formalizing it
- ▶ Community mobilization and leadership in local matters



URMILA NAYAK: MOVE TOWARDS SELF-RELIANCE

Urmila had never seen a mushroom, less alone eaten one. But today she is a mushroom cultivator and is exploring markets in nearby city for selling mushroom to earn extra profit.

Reaching the unreached: Women and men from excluded communities



A BAZAAR OF HOPE AND COURAGE: LOCAL WOMEN TAKE CHARGE

SHG group women bid for local haat bazar management.

Local livelihood options : Cooperatives/ collectives/ strengthening existing SHGs – Paper bag making, Leaf plate making, organic agriculture, agarbathi making, milk society (WiF.Partner-SEWA)

Haat Bazar, medicinal plants, poultry, mushroom (WiF Partner – Samarthan)

Links to Skills and Employment: Info and link, employment exchange/job melas, pre decision information, network building

Social Protection : Link to govt. schemes including MGNREGS etc.

Participation in local governance: Community audits along with govt, to strengthen access for excluded communities (WiF partner – CINI)

Fair Recruitment into Decent Work





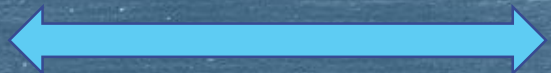
SKILLED WOMEN COLLECTIVES AND COOPERATIVES

SEWA and NDWM (JGKU) – Ranchi, Delhi, Patna, Kerala



SECTOR SKILL COUNCILS AND VOCATIONAL TRAINING PROVIDERS

Building capacities on fair recruitment into decent work



Making the connect



COLLECTIVE OF RETURNEE AND LOCAL WORKERS

Samarthan – Jashpur/Sarguja

Transparency and accountability in recruitment and placement

Wage negotiations and bargaining

Alternate to chain of unscrupulous agents

Mathadi Model: Head loaders tri-partite boards

Design of the Act: Financially sustainable without subsidies

Mandatory Registration and Routing of Wage Payments through the Board-
Board de facto employer of the workers, wage fixation and regulation of employment

Serving as Employment Exchange - Several advantages, fair recruitment, reducing commissions by agents

Comprehensive Implementation structure - Executive Powers by Labour Department, Tripartite Boards and Advisory Committee, Autonomous character of boards,

Organized urban markets where act is implemented - Economic activities concentrated in fairly well regulated Acts, employers are also organized.



Potential role such models can play/are playing

- ▶ Labour rights, social protection, freedom of association
- ▶ Role of labour market intermediary
- ▶ Enhancing employment relationships
- ▶ Grievance redressal and dispute resolution
- ▶ Skill enhancement, use of drudgery reduction practices and innovations
- ▶ Organizing and collectivizing workers and giving them a voice
- ▶ Formalizing the informal economy
- ▶ Reduction of poverty/distress migration
- ▶ Revitalization of low-income communities,
- ▶ Empowerment of low-income families and individuals in rural and urban areas to become fully self-sufficient

Role as labour market intermediary: move towards fair recruitment into decent work

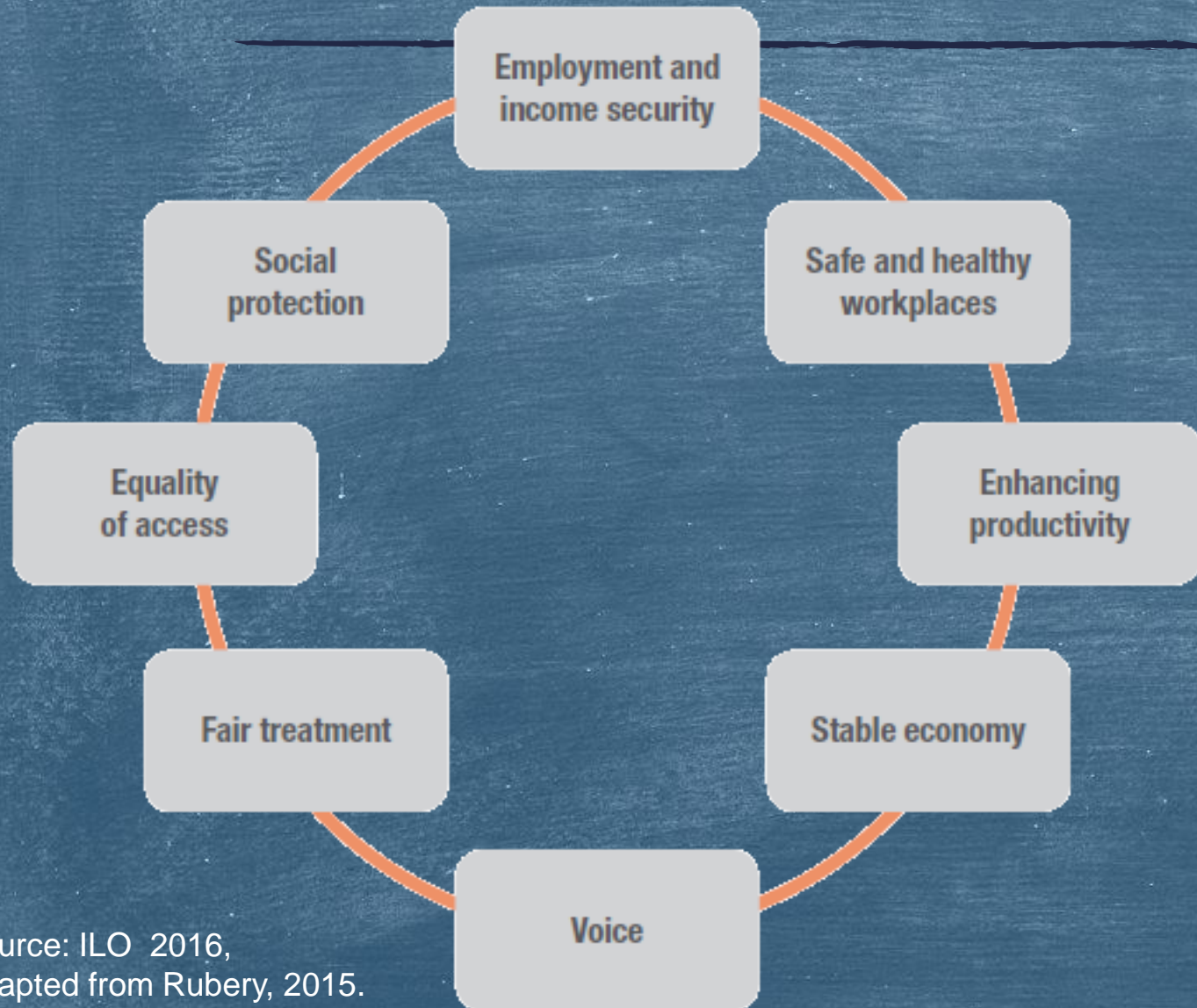
Working to improve the efficiency of the job matching process (accepting the labour market as given);

Working to improve the ability of supply-side workforce development institutions to meet employer needs (accepting employer demand);

Trying to change employer demand for labour in ways that reduce inefficiencies and inequalities in wages, benefits, job security, and advancement;

Providing labour, personnel and human resource services - **enabling labour rights, enabling access to justice -grievance and dispute resolution, social security, welfare**

Potential role for better employment relationships



Recognition that the employment relationship serves multiple purposes, in addition to the provision of social protection.

Tackling the challenge of disguised employment relationships and dependent self-employment by defining a transparent employment relationship

Thank You

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