



# ► Challenges to and strategies for giving voice to workers and smallholders in the rural economy and role of trade unions

## ► What emerging concerns raised by workers in the rural economy?

- The increasing prevalence of **unstable and insecure work** as a result of employer preferences for **casual and outsourced labour**.
- Systems of **remuneration that generate inadequate earnings** and pressure workers to **work far in excess of decent working time**
- **Unsafe work environments**, with little evidence of employer attempts at risk mitigation
- **Limited and uneven access to social security**
- **Inadequate structures for social dialogue** on and off the plantations.

## ► What emerging concerns raised by workers in the rural economy?

- **Unequal opportunity and treatment in employment**, especially for **women** but also for **younger men**
- Labour processes that encourage the **use of unpaid spousal** and **child labour**
- **Barriers to freedom of association**, generated both through the **way in which work is organised** and through **anti-union practices**

## ► So what do we do?

- **First get organized:** Which basically means, what is it that you want to change?
  - Initiate dialogue amongst the various groups in the community. Dialogue is not an argument nor is it a debate. It's a process, where best consensus could be found.
  - Make sure that All are part of the dialogue process. Include all and their perspectives.
  - **Identify the common issues and concerns** – amongst the groups.
  - Identify **the most important and urgent problems** that needs addressing.

## ► So what do we do?

### ► Second, dig deeper into understanding the problems

► Once the common problems are found, look at:

► **Why** does this problem arise?

► Is it an **external influence** ( political, employer, authorities, legal system) that is creating the problem?

► Or is it **an internal influence** (personal, family, ethnic group) or behaviour issue that is creating problems?

► Is it a problem **only for a few or a certain group**?

► Or is it a **common and community problem** for all?

## ► So what do we do?

### ► Third look for alternatives:

- Based on the deeper problem analysis, look at what needs to change?
- Which means what is the **practice** or **law or regulation** that needs to change?
- Who is responsible for sustaining this situation? Why is this sustained by that person or persons?
- How do we change things?
  - What alternatives can be proposed?
  - Will the alternative be better for all?
  - Will the alternative be beneficial and sustainable for the industry?
  - Will the community be better off?

## ► So what do we do?

- **Forth, what our negotiating points?**
- Agree amongst all the minimum and maximum states of the what is the most expected or desired solution.
- Then discuss with the employer/s or local or regional authorities
  - Bargaining on interests not rights
  - Coordinate enforcement and legal remedies with local labour authorities on rights not interests
  - Make use of your national union federations, and confederations.
  - Make use of international solidarity movements.

## ► So what do we do?

- **Fifth, review your progress and see what needs to improve more:**
- Ad-hoc negotiating is not as straightforward as it can be. Breakdown the steps of what you want as a solution, to incremental steps. Go for small wins not huge and big wins.
- Best options to would be to Negotiate an agreement for collective wellbeing on interests.
- Build in a grievance management system to address concerns and non-adherence within the CA.
- Persevere to push labour authorities for greater application of the law on rights issues.

► **Thank you !**