

Informal Workers organizing and representation In Eastern Europe and Central Asia

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ILO Moscow office



ILO Office in Moscow represents:

- 10 countries
- 232 mln. Inhabitants
- 20 mln. kilometers
- Team of the Technical Specialists in the directions of the Decent work Programme
- More than 40 mln. trade union members

Background roots

Year of the ILO foundation - 1919

First entry of the USSR - 1934

Re-entry of the USSR - 1954

Foundation of the ILO Office in Moscow - 1959

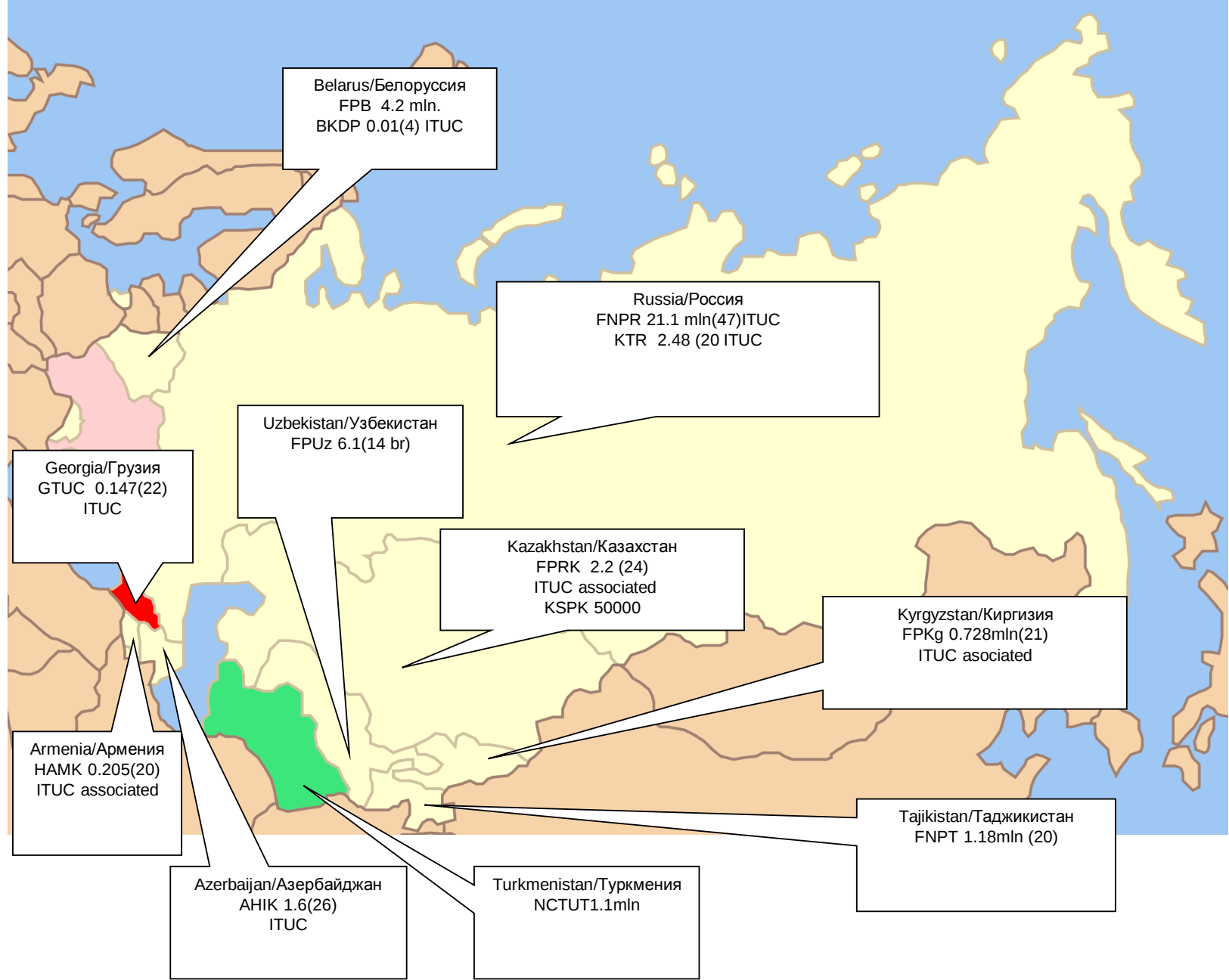
The ILO Office in Moscow got the status of the
Country Office - 1992

The ILO Office in Moscow got the status of the
Regional Office - 1998

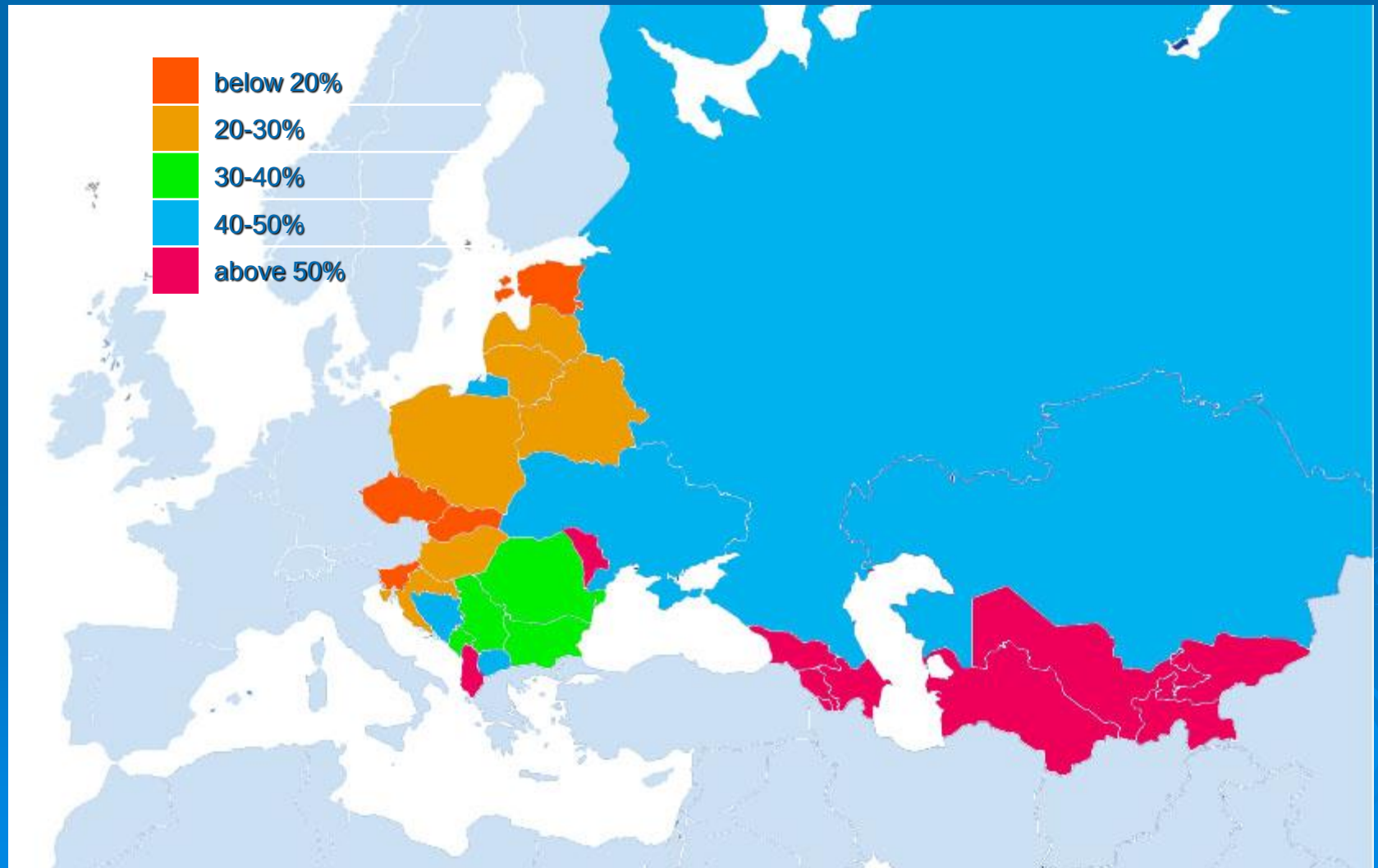
Whereas also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own

	DGP per capita USD	Life expectancy	Population	Birth rate (per 1000)	Average wage
Russia	18100	70,16	142,5	11,87	620
Belarus	16100	72	9,6	10,6	450
Kazakhstan	14100	70,2	18	19,6	660
Azerbaijan	10800	72	9,7	17	530
Georgia	6100	75	4,9	12.9	470
Armenia	6300	74	3	13	400
Uzbekistan	3800	73	29	17	220
Turkmenistan	9700	69	5,17	19,6	
Kyrgyzstan	2500	70,6	5,6	23,3	160
Tajikistan	2300	67	8	25	120

	Totally ratified conventions	Fundamental 8	Priority - 4	183 156	Since 2010
Azerbaijan	56	8	4	yes	2
Armenia	29	8	3	0	0
Belarus	49	8	3	183	0
Georgia	17	8	1	0	0
Kazakhstan	24	8	4	yes	4
Kyrgyzstan	53	8	3	0	0
Moldova	42	8	4	183	2
Russia	73	8	3	156	9
Tajikistan	50	8	3	0	2
Turkmenistan	9	8	0	0	3
Ukraine	69	8	4	156	2
Uzbekistan	13	7	1	0	0



Informally employed rate (%)



Transparency International 2015

- Georgia -48
- Moldova 103
- Armenia 95
- Belarus 107
- Russia 119
- Kazakhstan 123
- Azerbaijan 119
- Ukraine 130
- Kyrgyzstan 123
- Tajikistan 136
- Uzbekistan 153
- Turkmenistan 154
- Total 168 countries

Estonia 23 Lithuania 32 Latvia 40



ILO and the United Nations Acts related to the informal economy

ILO

8 Fundamental Conventions 87 98 105 29 100 111 138 182

4 Priority Conventions 81 129 122 144

Social conventions 156 102 183 Recommendation 202

On migration 97 143 on type of workers 177 189

Recommendation 203 Recommendation 198

On Occupational safety and health 155 184 187

The rights to organize 141 154

United Nations

The Universal Declaration of Human Rights

International Convention on the Protection of the Rights of Migrant Workers and Their Families

International Covenant on Civil and Political Rights

International Covenant on Economic, Social and Cultural Rights

ILO 90th Session, 2002

- TUs can sensitise workers in the informal economy to the importance of having collective representation through educational programmes;
- TUs can also make efforts to include workers in the IE in collective agreements;
- With women accounting for a majority in the IE, TUs should create or adapt internal structures to promote the participation and representation of women and also to present their specific needs;
- TUs can provide special services to workers in the IE, including information on their legal rights, educational projects, etc.;
- There is also a need to develop and promote positive strategies to combat discrimination of all forms, to which workers of the IE are particularly vulnerable.

ILO 2015

Recommendation 204

- *“...those in the informal economy enjoy freedom of association and the right to collective bargaining [...] an enabling environment...”*
- *“In designing, implementing and evaluating policies and programmes of relevance to the informal economy, including its formalization, Members should consult with and promote active participation of the most representative employers’ and workers’ organizations, which should include in their rank, according to national practice, representatives of membership-based representative organizations of workers and economic units in the informal economy.”*
- *“...workers’ organizations may seek the assistance of the International Labour Office...”*
- As perhaps illustrated in examples throughout this guide, there is no one-size-fits-all approach to organizing informal economy workers. Workers’ organizations have employed a range of strategies, and have variously chosen to focus on particular sectors (such as transport), vulnerable groups (such as migrants), or issue areas (such as occupational safety and health or social protection). See Annex C for a basic list of suggested steps in the organizing process, which can be adapted to specific targets.
- Representatives of the informal economy should be incorporated into the organization’s structures and programmes.
- If possible, workers’ organizations should engage in social dialogue throughout the process of planning and implementing the transition.
- They should not hesitate to request assistance from the ILO, and ACTRAV in particular.

Background

- ICFTU Informal Economy Task Force 2001
- CEE Trade unions Council Conference “Informal Economy, Migrant Workers and Role of Unions”, Gdansk 2003
- ILO-ICFTU CEE Programme 2004-2005
- PERC Founding Conference Rome 2007
- FNV-ITUC/PERC Programme 2007-2010
- ITUC/PERC ACTRAV activity 2011-2015

- **TREE SEGMENTS OF IE**
- >Legal: domestic work; mutual services; atypical forms;
- >Semi-legal/grey: unregistered employment
- >Criminal;
- **DIFERENT DRIVING FORCES /criminal; income-job; tradition driven/**
- **TU INVOLVMENT /action research method/**
- **EARLY MOVE/OPENTO SOCIAL PARTNERS**

Three activity directions

1. Raising awareness
2. Organising
3. Social Dialog



- Common indicators for trade union actions;
- Structural reforms for all-inclusive representation of all the groups of workers;
- Unionisation and collective representation;
- Common actions by the social partners;
- joint alliance building and cooperation with relevant civil society organisations

Outcome 6 ACTRAV priority

- Annual IE network meetings(Bishkek, Baku, Tbilisi, Yerevan)
- Pilot programmes Tajikistan Kyrgyzstan
- Training Kit
- Organising campaign Georgia Azerbaijan
- Public awareness campaigns in Central Asia

Recommendations

- Creative and flexible approach
- IE workers organisations network formalization
- NGOs, International Organisations and Trade Unions working in this field and ongoing projects database
- To help IE workers create cooperatives and get involved into cooperative movement and organize credit unions to help IE workers organisations refuse non-TU functions.
- To prepare targeted sectoral IE workers organising methodologies and organisers training system

Successes

- Networking and coordination
- IE workers organisations capacity building
- Synergy of theory and practice
- Publicity and campaigning
- National and sub regional "task force"
- Cooperation with different partners
- Experience summary - "Guide"
- Political priority

IE workers organisations



Russia
Lithuania
Poland
Bulgaria
Kazakhstan
Romania



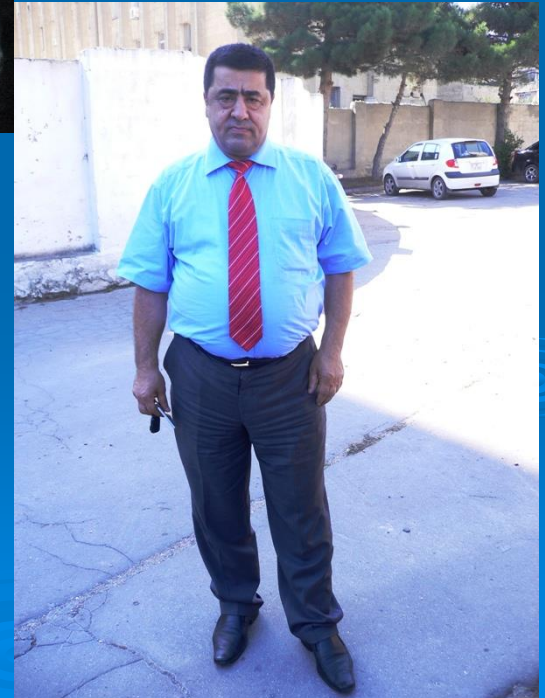
Georgia - Commerce and transport
Armenia - Service and transport
Azerbaijan - Service, Commerce, Agriculture
Kyrgyzstan - Commerce, Sewing, Transport, Agriculture
Ukraine - Transport, Commerce, Service, IT
Moldova - Commerce, Service, Transport
Belarus - Self-employed TU
Serbia
Croatia



Organising



Leaders



Subregional Conference in Baku June 2016



conclusions

- Level of information and understanding on IE phenomena in the region is rather high.
- Now it is time for the practical actions and daily work on the IE workers' representation and organizing.
- The second step should be the national events on a new ACTRAV Manual training and testing.
- Next year Trade Unions' IE sub regional network should meet again and discuss the results of recommendations and Action plans' implementation, efficiency and usefulness of the ACTRAV manual, to prepare further actions.
- IE remains one of the main priorities and challenges for the Trade Unions in the region.

- http://www.ilo.org/moscow/news/WCMS_492712/lang--en/index.htm
- Results
- Action plan
- Recommendations to the national and international Tus organisations
- Recommendations to the new ACTRAV Manual on IE

What next?

We need each other!

