

Organization, Representation and Dialogue



Trade unionist speaking to farm workers, Brazil.

5.3 TRADE UNIONS: REACHING THE MARGINALISED AND EXCLUDED

■ The organization of informal economy actors is recognised as an essential element in addressing the many problems of workers performing work on an informal basis. Such organizations include workers' and employers' organizations and cooperatives. There is no blue print or single model for organising in the informal economy. Instead, there are a wide range of diverse initiatives. Some organizations are established for the purposes of representation or advocacy. Other organizations provide services such as savings and credit unions or skills training. Addressing the multiplicity of problems associated with the informal economy will require diverse approaches adapted to the situations of different groups of informal economy workers. This brief looks at the innovative strategies that trade unions have been developing, building on traditional strengths and extending support and services to workers in the informal economy.



KEY CHALLENGES

- **The diversity of the informal economy**
- **Legal obstacles**
- **Contract and agency labour**
- **Social exclusion**

■ **The diversity of the informal economy.** The growth of informal economic activity is part of a growing governance crisis found at both national and international levels. These developments pose challenges for trade unions' historical mandate to organize the unorganized. During the past two decades, trade unions have sought to reach out workers in the informal economy and to workers performing work in new and often precarious relationships. It is widely accepted by the international trade union movement that organizing workers in the informal economy is a necessity. Many national trade union centres have revised their constitutions so that informal economy workers or their associations can become members. Many have developed innovative strategies to extend services to these workers. Unions are in the process of reviewing their analysis of what is considered the informal economy in their respective spheres and in particular the linkages between the informal and formal economic activity.

Much of what is considered 'informal economy' consists of individuals performing work on an 'own-account' basis, for households or for very small or 'micro' enterprises. Such workers are not likely to be concentrated in large workplaces and may be quite scattered and hard to locate. This increases the difficulty and cost of organizing. Often the same workers will perform work under different employment relationships – at times working for what might be considered an employer and at other times performing work that is similar to services provided by someone considered to be self-employed. These relationships greatly influence both the purpose for organizing and the nature of organization.

■ **Legal obstacles.** Legal obstacles to organising can include outright prohibition which can exist in economic sectors such as domestic or agricultural work. Many legal obstacles are created because the status is not recognised. Such individuals are not able to assert their rights and make claims that will be backed up by authorities or courts. This absence of recognition is not just for the individual worker concerned but also the employer. The lack of status of the self-employed and the enterprise or the legal recognition of the employers is one of the greatest obstacles to organizing.

■ **Contract and agency labour.** Within the formal economy trade unions are also challenged by the rapid growth in the use of contract and agency labour which substitutes or limits permanent direct employment, both in developed and developing countries. Sub-contracting agencies employ workers on a temporary basis with inferior conditions, little or no work security or other forms of social protection. There may be legal or practical impediments to organizing contract and agency workers and the overall bargaining strength of the workforce is consequently undermined.¹

● Among the obstacles to organizing are legal ones, as well as the dispersed, diverse and sometimes hidden nature of work in the informal economy

● Contract and agency labour which substitutes for permanent direct employment is growing

¹ For more information see Resources section to access: ICEM Guide to contract and agency labour, Geneva, September 2008, p.16a

■ **Social exclusion** In addition to the above obstacles trade unions must address the other challenges including those related to exclusion. These obstacles, some of which must be addressed internally, can inhibit their ability or willingness to organize. Much of the work performed on an informal basis is performed by women and by groups that are considered disadvantaged or vulnerable such as ethnic minorities or migrant workers. Such groups are under-represented in union membership and governance structures.

Despite their vulnerability to hazardous work, discrimination and physical harassment, women's participation in trade unions tends to be low for a range of reasons including their 'invisibility' in certain sectors, their fear of reprisals from employers and contractors, the extent of their unpaid work responsibilities and in some cases the male oriented culture within unions. Women's presence in the leadership positions in unions is not surprisingly also rare. Nonetheless trade unions have been working to strengthen their gender and equality structures as a means of reaching the very many unorganized women in the informal economy.

Trade unions are responding to all these challenges. They are in the process of reviewing their own governance structures to give representation to informal economy workers and set aside human and financial resources for organising work and collaborative programmes. They are seeking to identify the key categories of informal economy workers to organize, how best to establish an entry point and what services would be relevant. And, using their institutional strength they are also developing collaborative alliances with existing organizations of informal workers at national and global level.

- **Using traditional strengths**
- **Addressing the diversity in the informal economy**
- **Strategies for organizing**
 - Establishing and recruiting into new trade union organizations
 - Establishing and recruiting into other organizations:
 - Establishing and recruiting into multifaceted organizations
 - From national organising to international organising
- **Entry points to reach informal economy workers**
 - Occupational safety and health training
 - Tripartite partnerships for occupational safety and health
 - Setting up training and social centres
- **Extending social protection**
- **Policy advocacy and common negotiating platforms**
- **Alliances and partnerships with informal economy workers associations**
- **Tripartism and social dialogue**

■ **Using traditional strengths.** While the sheer diversity and enormous scale of the informal economy requires new and innovative strategies on the part of trade unions, trade unions are also able to use their traditional strengths as entry points for organising workers. These include:²

- their experience with organizing workers;
- their knowledge of rights and labour standards including occupational health and safety which can be applied to different employment situations;
- their skills in collective bargaining equip them to advise and train workers in the informal economy on collective negotiations;
- their presence in areas with concentration of workers who may be organizationally dispersed (for example, industrial zones with both formal and informal workers) allows trade unions to set up union centres that can support both formal and informal workers;
- their understanding and influence in their respective sectors of economic activity that can be used to reach unorganized workers in the same sector including those workers performing work on an informal basis;
- their participation in tripartite boards such as social security systems gives them the opportunity of advocating policies to extend social protection to workers who are not protected;
- their legal status to represent workers and their national and international affiliation and networks.

² See Nathan, Christine, presentation on organising in the informal economy, ITUC –ILO/ACTRAV Training Course, Bangkok, 21-25 November 2005

● Trade unions are responding to the diversity of the informal economy by developing innovative approaches adapted to specific groups

■ **Addressing the diversity of the informal economy.** The heterogeneity of the informal economy calls for a multiplicity of strategies to reach informal economy workers. The following part of the brief explores some of the pioneering ways that trade unions have been using to organize informal economy workers or develop alliances with organizations of informal workers to strengthen their organization and representation and to establish platforms for social dialogue.

While not mutually exclusive, nor exhaustive, these are some approaches that have proven successful:

- Extending the scope of collective bargaining to include workers performing work in the same industry or economic sector including work performed on an informal basis;
- Recruiting workers into trade unions representing workers in the same industry or economic sector including workers performing work in this sector on an informal basis;
- Establishing new trade unions for the purpose of representing specific groups of workers who are not represented;
- Supporting other organizations of specific groups of workers, such as homeworkers, domestic workers or street vendors;
- Providing services, such as skills training programmes, or occupational health and safety training as a first step to organizing these workers;
- Working politically to extend social protection such as social security and health insurance to workers and their families;
- Working for the respect of the rights of workers in global supply chains to join or form trade unions and to bargain collectively;
- Developing alliances and partnerships between trade unions and organizations of informal economy workers including the development of common negotiating platforms with local authorities or governments;
- Using social dialogue as a means of addressing the decent work deficits created where work is performed on an informal basis.

■ **Strategies for organizing.** As already noted, the informal economy consists of a wide variety of disparate activities and situations that give rise to a wide variety of disparate problems for workers. No single model of organising can be proposed, rather different approaches adapted to different contexts are required, often in a combination of strategies.

While the following are not specific models as such, they nonetheless illustrate the multiplicity of strategies which are being developed to organize the unorganized.

- **Establishing and recruiting into new trade union organizations.** In Peru, since the 1980s several initiatives have aimed at gaining street vendors' legal recognition, enhancing their representation with municipal authorities and access to the Vendor's Assistance Fund, a social insurance fund for licenced street vendors. A 1992 decree introduced the possibility for independent workers to form organizations. The Latin American Central of Workers (CLAT) created a new federation of informal workers in Peru in September 2006, FENTRIAAP, which groups eight national unions of national workers³.

Peru created a new federation of informal economy workers in 2006

³ Social protection and inclusion : Convening efforts from a global perspective, summary of PROPLI Programme on the promotion of local development, presented to the International Conference on Social Protection, Lisbon 2006

In Spain, the Catalan regional organisation of the Trade Union Confederation of Workers' Commission set up an association of self-employed persons, including vendors, construction workers among others. Union statutes were changed so that the association could be incorporated into the decision-making structures and have full voting rights. The national trade union centre provides education on collective bargaining. It also gives advice on tax and contract issues and negotiations with business and public authorities.

In Spain an association of self-employed persons across a number of sectors has been set up, with full voting rights in the trade union confederation

In the Netherlands, the FNV construction workers' trade union has organized 3,000 out of 30,000 self-employed workers in the building sector in an affiliated organisation with its own policies and employees. This initiative turned out to be successful, despite initial scepticism, since self-employed workers were found to have the same needs for security, regular wages and safe working environment⁴.

- **Establishing and recruiting into other organizations.** Over the last two decades, there has been a significant growth in autonomous membership-based organizations of informal economy workers, predominantly women workers, often with multiple disadvantages, based on ethnicity or migrant status. While some have preferred associative structures, and have formed networks or partnerships with trade unions, or joint policy forums, others have opted to register as trade unions, or have developed a multi-faceted strategy.

The Bangladesh Home-based Women Workers Association for example was established in 1995 and is now present in 64 districts with 18,000 home-based workers. It is affiliated to the International Textile, Garment and Leather Workers' Federation and HomeNet.

In India, the All India Federation of Anganwadi workers and Helpers (AIFAWH) has been organising anganwadi (childcare) workers across a number of states. Leaders of the union went from village to village visiting childcare centres to understand the problems of the workers and find solutions in a collective manner. Their campaigns have paid off with around 250,000 anganwadi workers in 22 states unionised as a result⁵.

- **Establishing and recruiting into multifaceted organizations.** In India, the Self-Employed Women's Association, (SEWA) in India is one of the most well-known examples of a successful initiative to organize and empower poor women, who work in the informal economy. The SEWA model has inspired other initiatives, across the world, particularly in Asia but also in South Africa and Turkey.

Established in 1972, SEWA's strength lies in that it has adopted a multi-faceted approach, and acts as a union, cooperative and women's movement at the same time. It is based on a concept of the need for full employment, work security as well as income, food and social security. Its emphasis is on self-reliance, that the poor can build their own organizations, and the need to provide training to strengthen women's leadership, confidence and bargaining power, both within and outside the home. SEWA provides a wide-range of services, including mobilisation and negotiations along sectoral lines, formation of production and service cooperatives, financial services, insurance and social security associations.

SEWA in India acts as a union, a cooperative and a women's movement at the same time

⁴ Cremers, Jan, 2006. "Undeclared Labour in the Construction Industry: Country report – Denmark." European Institute for Construction Labour Research. June. Manuscript. <http://www.clr-news.org/CLR-Studies/Denmark%2003-OK.pdf>

⁵ For more details see <http://aifawh.org/index.php>

Today, SEWA has over one million self-employed women members and it is affiliated to the international trade union movement both at a sectoral and central level and to development research institutes. Within India, SEWA is part of a larger national network of unorganized sector organizations such as the National Centre for Labour (NCL). The NCL was established to obtain visibility and recognition for unorganized sector workers and to organize for their rights. It includes construction workers' unions, contract workers' and domestic workers' unions, agricultural labourers' and forest workers' unions.

With support from SEWA, the National Association of Street Vendors of India (NASVI) was created in 1998, to obtain greater recognition of street vendors' contribution to the urban economy and to bring about changes in the regulatory environment in order to improve their livelihoods and work security. In 2003, 276 organizations representing 168,000 street vendors from 20 states of India had taken formal membership⁶.

- **From national organising to international organising.** In Costa Rica, the Domestic Workers' Association (ASTRADOMES) was established in 1991. It is affiliated to the Latin American and Caribbean Confederation of Household Workers (CONLACTRAHO). Membership is open to all domestic workers, although its members are mainly Nicaraguan migrant women, reflecting the large number of Nicaraguan migrants employed in Costa Rica. ASTRADOMES provides a range of services, including counselling and legal guidance for domestic workers, a temporary shelter for dismissed workers, training workshops on subjects such as labour rights and reproductive health; and social events to support workers' cultural identity. It formed a partnership (1994-98) with the National Centre for Family and Women's Development (a government agency) to hold a series of training days, which were conducted in a public park, frequented by Nicaraguan migrants. The events were publicised through posters in the streets, and publicity on local radio stations.

ASTRADOMES filed a motion of unconstitutionality in 2005 in the Constitutional Court to challenge discriminatory treatment of domestic workers in the Costa Rican Labour Law, in terms of minimum hours worked, vacation, and rights to health services and a pension. The Court has established the right of domestic workers to one full day off per week and the right to enjoy public holidays, although reform to the labour law is still pending⁷.

CONLACTRAHO brings together domestic workers associations and trade unions from 13 countries in Latin America and the Caribbean. While highlighting the vulnerability of many domestic workers, it lobbies for reforms to labour codes and extension of social protection to domestic workers and for the recognition of domestic work on the basis of equality and non-discrimination.

At the international level, trade union federations have played an essential role in campaigning for domestic workers' rights

At the international level, trade union federations have played an important role in campaigning for domestic workers' rights. The International Union of Food, Agricultural, Hotel Restaurant, Catering, Tobacco and Allied Workers Associations (IUF), working with other global unions, has established an international domestic workers' network of trade unions and other organizations.⁸ Its objectives include mapping and liaising with domestic workers'

6 For more details see ILO Governing Body Committee on Employment and Social Policy 298/ESP/4 The Informal Economy p.5 and www.sewa.org

7 See Resources section to access: ILO International Migration Programme Good Practices Database

8 See <http://www.idwn.info/>

organizations, in order promote domestic workers' rights. This network successfully campaigned for the ILO to develop an international instrument on domestic work at the 2010-2011 International Labour Conferences, which was subsequently adopted in 2011.(see brief on domestic workers).

■ Entry points to reach informal economy workers.

- **Occupational safety and health training.** Occupational safety and health (OSH) training and awareness raising programmes can act as a successful entry point to develop contacts and organize informal economy workers. Occupational health and safety interventions are well received by both workers and employers as hazards impact on their capacity to earn incomes and overall productivity. Trade unions can also provide ongoing occupational health and safety advisory services, either unilaterally or in collaboration with the labour inspectorate.

In India the Hind Mazdoor Sabha union (HMS) has been successful in organizing ship breakers, one of the most hazardous and least protected industries. The industry is highly controlled by business organizations and most workers are migrants, without identity papers, making the task of organizing particularly challenging. Ship breaking is the process of dismantling an obsolete vessel for sale as scrap or for disposal. Its operations expose workers to a wide range of hazards, including exposure to asbestos, lead, excessive noise and fire. It involves also hazardous work activities such as metal cutting, paint removal, oil and tank cleaning, entry into confined atmospheres. HMS started organizing ship breaking workers a few years ago, through the Mumbai Port Trust, Dock and General Employees' Union. Officials monitored the work sites and noted that workers were frequently injured, and that many were young workers or children. Workers did not have access to drinking water, or a first aid facility, and there was no transport to the hospital in case of accidents. HMS began by providing drinking water and first aid training. They negotiated with the St John's Ambulance service and Red Cross to station an ambulance permanently on the site. Through this process, workers gained confidence in HMS and began approaching them for other types of complaints. As most workers had no identity papers, they were often vulnerable. Union member cards were distributed, so that the carrier could produce an identity document in case of police controls. At the same time, the authorities were assured by the emphasis on occupational health and safety. With rising confidence in the union, the workers became interested in becoming members of the union. Today, ship breaking workers in Mumbai and other ports are better organized and represented and are part of an international initiative to call for mandatory legislative standards.⁹

HMS in India found various entry points to support workers in shipbreaking – one of the most hazardous and unprotected industries, - and successfully organized them

- **Tripartite partnerships.** Most labour inspectorate systems are overstretched, so covering informal enterprises requires partnerships among a wide variety of organizations that have networks in the informal economy. The most effective initiatives combine statutory mandate, legislation and tripartite backing.

The construction unions in the Philippines agreed to partner with the labour department and with employers to implement a new Departmental Order 13 which called for compliance with occupational health and safety standards. The order covered "all operations and undertakings in the construction

Tripartite teams in the Philippines have improved OSH in construction sites

⁹ For more details see <http://www.imfmetal.org/index.cfm?n=644&l=2>

industry and sub-divisions” thus covering both permanent and contract workers. A tripartite team composed of representatives from labour, government and business was established. The team organized a programme of worksite visits and awareness seminars and campaigns in construction sites. Apart from the training, daily meetings were convened between workers and supervisors regarding possible safety and health problems related to each task as well as their solutions. This initiative both empowered the project workers and led to the organisation of the first industry-based union in the Philippines which includes workers performing work on an informal basis. The presence of trade unions in companies which outsource put them in a strategic position to influence health and safety and working conditions generally, throughout the supply chain¹⁰.

- **Setting up training and social centres.** The Hong Kong Domestic Workers’ General Union was started in government retraining centres. The Hong Kong Confederation of Trade Unions (HKCTU) ran programmes at the centres. Women workers took domestic worker skills training courses there. At three of the centres, with the assistance of organizers, the women formed groups, and over an 18 month period, they built the foundations of the union¹¹. The union organizes around the issues of compensation for work-related injuries, minimum wages, pensions, insurance, and revision of labour laws to revise work hours and determine employee status.

In the Philippines, Brazil and Thailand trade unions have been active in lobbying for expansion of social security systems to the informal economy

- **Extending social protection.** Trade unions can play an important political role by seeking to extend social protection. For instance, the tripartite composition of the national social security systems has enabled trade unions in the Philippines and in Thailand to call for the expansion of the system to workers in the informal economy¹². In Brazil, the Central Única dos Trabalhadores (CUT) has lobbied the municipal administration in Sao Paulo and the federal government to develop legislative that is both sensitive to the needs of family and individual micro-enterprises and which include mechanisms that include both appropriate taxation and social security protection¹³.

Another example of a union seeking to extend social protection can be found on the Island of Madeira in Portugal, known for its embroidery since the mid-1800s. The Union of Madeira Embroiders successfully negotiated with the regional government for a law in 1974 that guaranteed embroiderers basic social security benefits for old age and disability and, later, in 1979, sick leave and maternity leave was included as well¹⁴.

Some national trade union confederations have established their own health insurance schemes, either directly managed or else as a group scheme with a private insurance agency. These services can also be offered to informal economy workers who join the union.

10 Sator, Vanessa and Renales, Marilou (2003). “Improving Working Conditions in the Informal Sector.” In *Challenge of Informal Work in the Philippines*. Edited by Sandra O. Yu. Manila: International Labour Office

11 See Resources section to access: Inclusive Cities - Recruiting Informal Workers into Democratic Workers’ organizations : Organizing in the Informal Economy : Resource Book for Organizers Sec.2. p.104

12 Yu, Sandra, 1999. “The Philippines.” In *Labour Education Journal 1999/*: Trade unions in the informal sector: Finding their bearings: Nine country papers. Geneva: International Labour Office.

13 For more details see <http://www.streetnet.org.za/>

14 Chen, Martha; Jhabvala, Renana; and Lund, Frances, 2002. *Supporting workers in the informal economy: A policy framework*. Employment Sector Working Paper on the Informal Economy. 2002/2. Geneva: International Labour Office.

■ **Policy advocacy and common negotiating platforms.** Statutory backing is important to make protective and organizational initiatives effective. Trade unions, like employers' organizations, have advocated for reforms to regulatory frameworks in order to simplify business registration. In addition, they have lobbied for the extension of the labour law to the informal economy in different ways:

- by reducing the minimum number of employees in an enterprise for the labour law to be applicable
- by extending the definition of the terms "employee" and "employment relationship" protected by the labour law to include those who are hired on contract under specific circumstances; (see brief on the Employment relationship)
- by establishing policies that explicitly extend the scope of the labour law to specific sectors in the informal economy such as home workers, domestic workers, construction and agricultural workers

Municipal workers trade unions, in particular, have a key role as advocates with local authorities and councils. In Latin America, ULATMUN, the Latina American Union of Municipal Workers Unions, has adopted a platform of action designed to assist in the transition to formality of street vendors, calling for registration, inclusive public policies and urban planning, including the provision of necessary infrastructure and services. They view their role as facilitating the creation of membership based organizations, which in the context of Latin America, should take into account the particular needs of women and indigenous vendors. (see also brief on Street vendors)¹⁵

■ **Alliances and partnerships with informal economy workers associations.** In some cases, national union centres build alliances and partnership with associations without necessarily incorporating them into their structures. For instance, the British Trade Unions Congress, Oxfam and the National Group on Homeworking came together to mount a campaign to put demands on government and retailers to enforce the law which guarantees minimum wages, ceiling on work hours, paid leaves, and protection against discrimination to home-based workers in the UK.

Latin American unions have been lobbying for various measures to enable street vendors to move out of informality

The Alliance for Zambian Informal Economy Associations (AZIEA) is an affiliate of the Zambian national centre, the ZCTU and a member of StreetNet International. It organizes street vendors and calls for recognition of their role in the national economy, and protection and representation. AZIEA has sought to negotiate both with the Ministry of Local Government and Housing for reforms to the Market Act, including changes to the composition of the market board to allow for representation of informal vendors, and with the local governments, on issues related to levies, garbage collection, child care and security. In order to improve their negotiating power, AZIEA has conducted membership education programmes on the role of the association and the need for reforms to the market regulations and bye-laws and increased investment in infrastructure and services. It has lobbied MPs and councillors, consumers and residents, calling for greater transparency and accountability in local government budgeting and expenditure. An alliance building workshop was conducted in March 2005, which brought together the Zambian National Markets Association, the Zambian United Local Authorities Workers Union, the ZCTU and AZIEA. The workshop identified common problems and challenges and agreed a common bargaining platform and

¹⁵ Castillo G, Orsatti A (comp) Trabajo Informal y sindicalismo Montevideo, ILO/CINTERFOR 2005

joint lobbying and advocacy campaign with vis-à-vis the local Zambian authorities¹⁶.

■ **Tripartism and social dialogue.** Where it has been possible to establish tripartite forum or negotiations, there have been significant agreements which have improved income security and social protection.

In Senegal trade unions have been involved in measures to extend social health insurance to informal economy workers

In Senegal for example the transport workers' trade unions (CNTS and CNTS FC) are actively involved in the design and implementation of a social health insurance scheme that aims to cover all transport workers and their families (some 400,000 people). In addition, the National Commission on Social Dialogue has actively engaged in developing a strategy to address the extension of social security to informal economy workers¹⁷.

In India, the Unorganized Workers Social Security Act was passed by Parliament in December 2008. The Act will provide identity cards, life insurance, basic health coverage, maternity and old age support to the self-employed. This has been along-standing demand of SEWA, which first raised the need some 20 years ago and has been achieved through sustained representation, pressure and dialogue¹⁸.

In Ghana, the revised Poverty Reduction Strategy Paper 2006-7 specifically addresses employment creation in the context of the need to up-grade the informal economy through the concept of Decent Work. Two pilot schemes in local districts established mechanisms for social dialogue bringing together local government, elected assembly representatives, small enterprises, trade unions and civil society, to draw up a local economic development plan and small scale projects designed to assist small businesses to up-grade. Women account for two-thirds of the beneficiaries. A sub-committee of the local assembly has created a full inventory of SME's and encouraged those not yet affiliated to associations to organize. They have also been able to extend national health insurance to SME's and have set up decent work savings and credit unions to strengthen economic stability and mobilise capital for investment. The active engagement of the government, the employers' organisation, and the trade unions has played a major part in bringing about this important policy initiative¹⁹.

16 www.streetnet.org/english/PSIreportzambia.htm PSI/Streetnet Alliance Building Workshop, Zambia March 2005

17 For more details see Resources section to access: ILO Governing Body Committee on Employment and Social Policy 298/ESP/4 The Informal Economy p.12

18 SEWA's electronic newsletter, no 17 August-December 2008, www.sewa.org

19 For more details see Resources section to access: ILO Governing Body Committee on Employment and Social Policy 298/ESP/4 The informal Economy



Meeting of women workers, Tajikistan.

RESOURCES

This section provides a list of resources which can enable the reader to delve deeper into the issue. Details of the good practices cited above can be accessed here. The section comprises international instruments, International Labour Conference conclusions, relevant publications and training tools. A bibliography of references in the text is further below. There may be some overlap between the two.

ILO and UN Instruments and ILC Conference conclusions

<http://www.ilo.org/ilolex/english/convdisp1.htm>

<http://www.ilo.org/ilolex/english/recdisp1.htm>

Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)

Right to Organize and Collective Bargaining Convention, 1949 (No. 98)

Forced Labour Convention, 1930 (No. 29)

Abolition of Forced Labour Convention, 1957 (No. 105)

Minimum Age Convention, 1973 (No. 138)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Equal Remuneration Convention, 1951 (No. 100)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

ILO Resolution Concerning Decent Work and the Informal Economy 2002

<http://www.ilo.org/public/english/standards/relm/ilc/ilc90/pdf/pr-25res.pdf>

Relevant Publications

Ahn, Pong-Sul (Ed.) 2007 Organizing for Decent Work in the Informal Economy: Strategies, Methods and Practices International Labour Office Subregional office for South Asia, Bureau for Workers Activities, New Delhi

Chen, Martha; Jhabvala, Renana; and Lund, Frances, 2002. Supporting workers in the informal economy: A policy framework. Employment Sector Working Paper on the Informal Economy. 2002/2. Geneva: International Labour Office.

ILO 1999. "Trade Unions and the Informal Sector: Towards a Comprehensive Strategy." Background Paper for the International Symposium on Trade Unions and the Informal Sector, 18-22 October.

--- 2007, The transition to formalization: Recent trends, Policy debates and good practices on the informal economy, Proceedings of the Tripartite Interregional Symposium on the Informal Economy: Enabling Transition to Formalisation, Geneva, ILO
http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_110324.pdf

--- 2007 Governing Body Committee on Employment and Social Policy 298/ESP/4 The Informal Economy, March 2007 Geneva
http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_gb_298_esp_4_en.pdf

--- 2010 Report IV(1) Decent work for domestic workers International Labour Conference, 99th Session 2010. Geneva
http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_104700.pdf

--- 2011, Symposium on Precarious Work October 2011, Geneva
http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_165739.pdf

Thanachaisethavut, Bundit and Charoenlert, Voravith, 2006. "Extending labour protection to the informal economy in Thailand," in David Tajgman, Editor. Extending Labour Law to All Workers: Promoting Decent Work in the Informal Economy in Cambodia, Thailand and Mongolia. Bangkok: International Labour Office.

Tools

IFWEA 2008 Recruiting Informal Workers into Democratic Workers' organisations : Organising in the Informal Economy: Resource Book for Organizers IFWEA Cape Town

ICEM (International Confederation of Chemical, Energy, Mine and General Workers' Union) 2008, Mini Guide Dealing with Contract and Agency Labour
<http://www.icem.org/files/PDF/CALdbase/1012.ICEM%20Mini%20Guide%20CAL%20HQ.pdf>

Inclusive Cities, Activist Toolbox, Organizing in the Informal Economy, Resource book for organizers, Recruiting Informal Workers into Democratic Workers' Organizations, StreetNet and WIEGO
<http://www.inclusivecities.org/organizing/building-organizations/>

ILO International Migration Programme Good Practices Database
www.ilo.org/dyn/migpractice/migmain.showPractice?p_lang=en&p_practice_id=35

ILO WIND (Work improvement in neighbourhood development) manual in Kyrgyz and Russian.
http://www.ilo.org/public/english/protection/condtrav/pdf/wind_kyg.pdf

ILO 2002 Promoting Gender Equality: A resource kit for trade unions, Geneva ILO
http://actrav.ilo.org/library/english/06_Gender/resource_kit_for_tu/introduction.pdf

---2002 A job at any price? Decent work and the informal economy. ILO Geneva,
http://www.ilo.org/dyn/infoecon/iebrowse.page?p_lang=en&p_ieresource_id=806

--- 2002 Decent Work and the Informal Economy: CD Rom with 2002 Background papers. ILO Geneva,
<http://www.ilo.org/public/english/standards/relm/ilc/ilc90/pdf/pr-25res.pdf>

--- 2008 Trade Union Manual for Organizing Informal Economy Workers, Subregional office for East Asia, ILO Bangkok

For further information see the ILO's Bureau for Workers' Activities (ACTRAV) website <http://www.ilo.org/actrav/lang-en/index.htm>

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ILO 2007 Governing Body Committee on Employment and Social Policy 298/ESP/4 The Informal Economy, Geneva ILO

Jankulovska, L. Federation of Trade Unions of Macedonia CCM. Employment Sector. ILO Geneva. 2002.

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