

Women in Informal Employment: Globalizing and Organizing

Second Annual Meeting

May 22-24, 2000

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Report of the Second Annual Meeting of the global network called WIEGO. Nearly 100 persons from 26 countries representing grassroots, academic, and international development organizations participated in the two-day Annual Meeting and were joined by 30 faculty, students, and activists from the Massachusetts Institute of Technology (MIT) and other institutions in a one-day Workshop on Organizing in the Informal Sector. Several members of WIEGO stayed on for a further two-day seminar hosted jointly by the Radcliffe Public Policy Center and WIEGO for which a separate report has been prepared.

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Photos

On behalf of WIEGO, I welcome all of you who have come, many of you from very far, some from very near to Cambridge. This is the second Annual Meeting of WIEGO. We are delighted that so many participants from so many countries have been able to attend.

WIEGO is actually a product of the women of the informal sector themselves. In 1994, home-based workers who happen to be a large portion of the informal sector and who had already been organized in several countries, including in India by SEWA, formed their own international body called HomeNet. Similarly, in 1995, street vendors who also tend to be a very large portion of the informal sector and who had already been organized in various cities, formed the International Alliance of Street Vendors (StreetNet). Both of these international alliances were established to increase the visibility and voice of women in the informal sector.

But still this was not enough for us. It so happened that SEWA had taken the lead in what later became an international campaign for an ILO convention on homework. As you may know, for two consecutive years, the ILO had on the agenda of its annual tripartite conference of employers, workers, and governments a convention on homework. In 1995, during the first hearing – the first debate – on the subject of homework, we were short on statistics. Not that we did not have statistics, but the employers used to say: "Who are homeworkers? How many are there? Where are they? They are not there." And they used to make fun of us – to ridicule us. So at the end of the ILO conference that first year I told Dr. Martha Chen of Harvard University that we needed statistics. Together with Jennefer Sebstad, and a graduate student at Harvard, she collected the necessary statistics on homeworkers and wrote a paper on homework that we distributed at the ILO conference the following year. As a result, during the second debate on the convention, the employers raised no more questions about statistics on homeworkers.

So statistics have power. When we are struggling at the grassroots and at the national and international levels, if research and statistics join the action, it brings more power to the struggle. This has been our experience. In the end, we won our struggle – our fight – at the ILO and got the convention on homework. But that was not enough. Over breakfast in Geneva that summer, Martha Chen and I discussed the need to promote joint action of activists and researchers to build up our organizations and, thereby ultimately, to improve the status of women in the informal sector of the economy. So that is how WIEGO was conceived.

As I said, when statistics are in the hands of activists, then struggles are strengthened. So this is why SEWA, HomeNet, StreetNet, Harvard University, and UNIFEM decided to establish WIEGO. UNIFEM is also an outcome from the women's movement – of the women's decade. So our struggles are growing stronger. WIEGO is a global coalition of those who are concerned with improving the status of women in the informal sector of the economy and those who are concerned with building the organizations and strengthening the bargaining power of these women at the local level and also at the international level. In addition to organization and action, the other tools – very important tools – to improve the status of women in the informal sector are statistics and research. Activists, researchers, policy makers all have very important roles to play in strengthening women's visibility and voice.

The purpose of this Annual Meeting is to present – to all those who are here and to all who are concerned about the informal sector – the various activities of WIEGO and to share with you some of the findings that have come out of our work and to discuss with you WIEGO's proposed plans of action. Some of these plans need to be refined. We need – and welcome – your important inputs. It is needless to say that our ultimate goal is to build and strengthen organizations of women in the informal sector and to strengthen the relationships between various individuals, various institutions, and the groups who are concerned about the plight of the poor women in the informal sector.

On behalf of WIEGO, I welcome you and pray that this meeting will take us further – at least half a step further – in our struggle to raise the visibility and voice of women in the informal sector.



BACKGROUND

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a worldwide coalition of institutions and individuals concerned with improving the status of women in the informal sector of the economy, through better statistics, research, programmes and policies. Its name reflects two of its major concerns: that women informal workers are an integral part of a globalizing economy; and that women workers need to be organizing at local and international levels in order to respond effectively to the new opportunities – as well as the negative impacts – associated with global trade and investment.

The coalition was born out of the conviction that women workers – particularly those from low-income households – are concentrated in the informal sector; that the informal sector contributes to both poverty alleviation and economic growth; but that the informal sector remains largely invisible in official statistics and policies. The founding members of WIEGO – who met for the first time in early 1997 and currently serve on its Steering Committee – include representatives from three different types of organizations: grassroots organizations; research or academic institutions; and international development organizations.

The founders were motivated by the troubling lack of public recognition and policy support for the informal sector, especially for the women who work in it. To help frame the objectives and programmes of WIEGO, the founders convened three expert group meetings during late 1997 and early 1998: one each on research, statistics, and programmes. Through this collaborative planning process, five priority areas for WIEGO to focus on were identified: urban policies, particularly as they affect street vendors; global markets (i.e., global trade and investment patterns), particularly as they affect home-based workers; social protection for workers in the informal sector; statistics on the size and contribution of the informal sector; and the organization of informal sector workers as well as their representation in relevant policy-making bodies at all levels.

To help design its programmes, WIEGO commissions background issues papers to identify key programme, research, and policy issues and convenes key grassroots, research, and policy actors in planning workshops. At those workshops, the key actors help frame the issues more precisely and formulate plans of action. The component activities of each programme – a mix of research studies, programmatic interventions, and policy dialogues – are undertaken by interested institutions and individuals in various countries. Project funds for these activities – which may be raised independently or jointly – go directly to the collaborating institutions or individuals.

The institutional framework of WIEGO is as follows: a Steering Committee formulates overall objectives and policies; Expert Advisory Groups help plan and monitor activities under each programme; a part-time Director guides each programme; a network of collaborating institutions and individuals undertakes component activities; and a part-time Coordinator and Administrator promote and support all of the network's activities from a Secretariat at Harvard University.

Annual Meeting and MIT-WIEGO Workshop

WIEGO convened the Second Annual Meeting of its affiliates and a joint workshop with MIT's Department of Urban Studies and Planning from May 22–24, 2000 in Cambridge Mass. Nearly 100 persons from 26 countries participated in the two-day Annual Meeting and were joined by 30 faculty, students, and activists from MIT and other institutions for a one day workshop focussed on Organizations in the Informal Sector. The agenda for the Annual Meeting featured progress reports from the two international alliances of informal sector workers – HomeNet and StreetNet – as well as presentations and breakout group discussions on all five programmatic themes of WIEGO, namely: Global Markets, Organization and Representation, Statistics, Urban Policies and Social Protection. This is a report on the proceedings of the Annual Meeting, including the one-day workshop organized with MIT's Department of Urban Studies and Planning.

As in the report of WIEGO's First Annual Meeting, to 'set the stage' for what follows, the second section explores the linkages between gender, poverty and the informal sector and between globalization and the informal sector. Section Three is a new feature that reports on the progress and plans of HomeNet and StreetNet. Section Four features summaries of the presentations and breakout group discussions on each of WIEGO's five programme areas. The final section of the Report presents the future plans of the WIEGO Network.

WHY WOMEN IN THE INFORMAL SECTOR?

Over the past two decades, employment in the informal sector has risen rapidly in all regions. It was only the once-rapidly-growing economies of East and Southeast Asia that experienced substantial growth of modern sector employment. However, even in these countries, a significant percentage of women workers were in rural and informal employment before the Asian financial crisis: for example, 43 percent of women workers in South Korea and 79 percent of women workers in Indonesia. Moreover, in the wake of the recent crisis, most of these countries have experienced a decline in formal wage employment and a concomitant rise in informal employment.

Even before the Asian crisis, official statistics indicated that the share of the informal sector in the non-agricultural workforce ranged from over 55 percent in Latin America to 45-85 percent in different parts of Asia to nearly 80 percent in Africa. The contribution of the informal sector – not only its size – is quite large. The contribution of informal sector income to total household income is significant in many regions: for example, in several African countries, informal sector income accounts for nearly 30 percent of total income and over 40 percent of total urban income. The contribution of the informal sector to GDP is probably also significant. For those countries where estimates exist, the share of the informal sector in non-agricultural GDP is between 45 to 60 percent.

TABLE 1: SIZE OF THE INFORMAL SECTOR

| SHARE OF INFORMAL SECTOR IN: | LATIN AMERICA CARRIBEAN | AFRICA | ASIA |
|-------------------------------------|--------------------------------|---------------|--------------|
| Non-agricultural employment | 57 | 78 | 45-85 |
| Urban employment | 40 | 61 | 40-60 |
| New jobs | 83 | 93 | NA |

Source: Charmes, Jacques. 1998. "Informal Sector, Poverty, and Gender: A Review of Empirical Evidence." Paper prepared for PREM, World Bank.

Existing data also suggest that the majority of economically active women in developing countries are in the informal sector. The founders of WIEGO and others who have worked closely with women in the informal sector would argue that the informal sector is even larger than official statistics suggest. Their argument is based on the fact that much of women's paid work – not just their unpaid housework – is not counted in official statistics. If the magnitude of women's invisible paid work, particularly home-based remunerative work, were to be fully counted, both the share of women and the share of informal workers in the work force would increase. Recognizing and, more importantly, counting women's invisible paid work would challenge our empirical understanding not only of the informal sector but also of the economy as a whole.

Despite the size and persistence of the informal sector in developing countries, the concept of the "informal sector" has gone in and out of fashion. Some observers feel the sector is too large and varied to be measured or to be meaningful as a concept. Others consider the sector to be marginal, non-modern, and doomed to perish with successful growth. Recently, several independent schools of thought have converged on the fact that the informal sector accounts for a larger share of output and employment than anyone ever dreamed of in the 1950s and 1960s. WIEGO is committed to increasing public understanding of the size, contribution, and characteristics of the informal sector, particularly women workers.

TABLE 2: SHARE OF INFORMAL SECTOR IN NON-AGRICULTURAL WORKFORCE, FEMALE AND MALE, AND SHARE OF WOMEN IN INFORMAL SECTOR

| | Percentage of non-agricultural labor force that is in the informal sector, 1991/1997 | | Women's share of the informal sector in the non-agricultural labor force, 1991/1997 |
|----------------------|--|-----|---|
| | Women | Men | |
| <u>Africa</u> | | | |
| Benin | 97 | 83 | 62 |
| Chad | 97 | 59 | 53 |
| Guinea | 84 | 61 | 37 |
| Kenya | 83 | 59 | 60 |
| Mali | 96 | 91 | 59 |
| South Africa | 30 | 14 | 61 |
| Tunisia | 39 | 52 | 18 |
| <u>Latin America</u> | | | |
| Bolivia | 74 | 55 | 51 |
| Brazil | 67 | 55 | 47 |
| Chile | 44 | 31 | 46 |
| Colombia | 44 | 42 | 50 |
| Coast Rica | 48 | 46 | 40 |
| El Salvador | 69 | 47 | 58 |
| Honduras | 65 | 51 | 56 |
| Mexico | 55 | 44 | 44 |
| Panama | 41 | 35 | 44 |
| Venezuela | 47 | 47 | 38 |
| <u>Asia</u> | | | |
| India | 91 | 70 | 23 |
| Indonesia | 88 | 69 | 43 |
| Philippines | 64 | 66 | 46 |
| Thailand | 54 | 49 | 47 |

Source: The United Nations, 2000. *The World's Women 2000: Trends and Statistics*. Chart 5.13, p. 122

Gender, Poverty, and the Informal Sector -

What are the links between being a woman, working in the informal sector, and being poor? There is an overlap between working in the informal sector and being poor: a higher percentage of people working in the informal sector, relative to the formal sector, are poor. This overlap is even greater for women than for men. However, there is no simple relationship between working in the informal sector and being poor or working in the formal sector and escaping poverty. The relationship between informal employment and the intensity of poverty appears only when informal workers are analyzed by sub-sectors of the economy and type of employment (i.e., employer, self-employed, worker). Refer to Box One for a summary of the findings of two papers commissioned by the World Bank and written by S.V. Sethuraman (Independent Consultant, ex-ILO) and Jacques Charmes (Institute of Development Research and University of Versailles, France) who reviewed the existing literature and statistics, respectively, on the links between gender, poverty, and the informal sector.¹

¹ Some of this analysis also draws on the 1995 book by J.J. Thomas, *Surviving in the City: The Urban Informal Sector in Latin America*.

GENDER, POVERTY, AND THE INFORMAL SECTOR

Gender and Incomes in the Informal Sector:

- incomes of both men and women are lower in the informal sector than in the formal sector
- the gender gap in income/wages appears higher in the informal sector than in the formal sector and exists even when women are not wage workers
- the relatively large gender gap in income/wages in the informal sector is largely due to two interrelated factors:
 - informal incomes worldwide tend to decline as one moves across the following types of employment: employer – self-employed – casual wage worker – sub-contract worker
 - women worldwide are under-represented in high income activities and over-represented in low income activities (notably, sub-contract work)

Gender and Employment in the Informal Sector:

- the majority of women in the informal sector are own account traders and producers or casual and sub-contract workers; relatively few are employers who hire paid workers
- men and women tend to be involved in different activities or types of employment even within the same trades: for example, in many countries, male traders tend to have larger scale operations and to deal in non-food items while female traders tend to have smaller scale operations and to deal in food items

Gender Discrimination and Segregation in the Informal Sector:

- *gender segregation* in the informal sector means that women and men are involved in different types of activities or different employment statuses even within the same trades
- *gender discrimination* leads to gender gaps in education/skills, access to credit/training/information, quality and location of business premises, scale of business, time constraints, and other constraints
- *gender-based discrimination and segregation* largely explain why a) more women relative to men are in informal employment; b) more men relative to women run micro-enterprises in the informal sector; c) more women relative to men are sub-contract workers; and d) income/wage differentials exist between women and men in the informal sector

Policy Implications:

- *investment in human capital* can improve women's wages and increase women's access to formal sector jobs but the effect of additional education on the income and earnings of self-employed women in the informal sector is not as clear
- *removal of gender-based discrimination and segregation* in labour, capital, factor, and product markets might have equal or greater effect on the income or earnings of self-employed women in the informal sector

Globalization and the Informal Sector -

What are the links between globalization of the economy and the informal sector? What follows is a summary of the presentation at the first Annual Meeting of WIEGO by Diane Elson from UNIFEM (on leave from the University of Manchester) on the links between globalization and the informal sector.

“Globalization is often described as a process in which markets are liberalised and integrated. Both trends sound very positive – who would be in favour of authoritarianism and disintegration? But from the perspective of home-based workers, the process has been very one-sided: that is, market liberalization and integration has privileged powerful economic organizations, like transnational corporations, but not women working in their homes.

What greater contrast could there be than that between the global mobility of capital, especially financial capital, and the immobility of poor women, confined to work in their houses, because of economic, social and cultural pressures? That contrast in mobility illustrates an essential, but often overlooked, dimension of globalization – it is a process in which rights are restructured. The rights of the most powerful are strengthened, while the rights of the least powerful are weakened.

The right of companies to move huge sums of money across national borders everyday has been strengthened. The right of poor people to migrate in search of a better standard of living has been yet further constricted. Labour markets certainly have not been liberalised internationally – such liberalization has been selectively in favour of capital and goods markets. Moreover liberalised markets are insecure markets. The international financial system has no effective mechanism for dealing with the risks it generates. Instead, risks are downloaded to the informal sector, which operates as a kind of safety net of last resort. People who lose jobs in formal employment, as a result of the aftermath of financial crises, crowd into informal employment. As a result, earnings and wages in informal employment are likely to fall – and ultimately, the safety net will break. Earnings will be so low that they do not allow people to survive no matter how long the hours they work, or how many members of the family try to earn something. If countries try to achieve competitiveness on the shortsighted basis of even cheaper labour, then the result will be degradation and depletion of human resources.

Globalization not only puts pressure on the livelihoods of those with the least resources by weakening their rights and subjecting them to more and more competition. It also weakens the ability of governments to partially compensate those who lose from competition using public expenditure targeted to their needs. Globally, mobile capital has a tendency to prefer countries that are reducing their levels of expenditure and taxation. Trade and financial liberalization undermines traditional ways of raising revenue. Professionally qualified well-off people can permanently migrate abroad and often constitute a vocal lobby in support of lower taxes.

The challenge we face is to construct global markets as well as national taxation and expenditure on a different basis. There is a growing movement of women around the world mobilizing on the issue of women’s empowerment and government expenditure, including in the Philippines, Brazil, South Africa, Mozambique, Tanzania, Uganda, USA and UK. We also see a variety of mobilizations to create different kinds of global markets, based on three principles:

- Supporting international standards, such as the 1996 ILO Convention on Homework
- Building the countervailing power of collective organization of poorer participants – both employees and small-scale own account workers – HomeNet is a good example
- Constructing developmental marketing institutions committed not only to covering their costs, but also to social justice – such as the growing network of Alternative Trading Organizations.

These initiatives hold out the promise of beginning the transformation of both states and markets in ways that will improve the lives of women around the world, based on a globalization from the grassroots.”

THE INTERNATIONAL ALLIANCES OF INFORMAL SECTOR WORKERS

WIEGO supports the work of the international alliances of informal sector and its agenda is driven by their circumstances and needs. Since last year's meeting, both of the major alliances represented at the meeting have made impressive strides – both in organizing and in implementing various programmes to improve the conditions of their members. Some of this work is covered in the thematic sections later in the Report. This section focuses on the institutional aspects of the alliances summarized in the presentations of their international coordinators, Jane Tate (HomeNet) and Pat Horn (StreetNet).

HomeNet

The long-term aim of HomeNet is to support the development of organizations at the grassroots for home-based workers, in order that they can work together to improve working and living conditions for home-based workers all over the world. The context in which HomeNet is working to develop organization and representation of home-based workers is one of growing informality, inequality and poverty. All over the world, the proportion of those working in formal, unionized jobs, with regulated pay and conditions of employment, is decreasing. More and more people, particularly women, are working informally – that is, without work security or social protection – frequently as home-based workers.

With the vast majority of women home-based workers still unorganized and usually invisible, and with any gains in organizing often wiped out by economic crises and natural disasters, the organizing process at the grassroots is very slow and difficult in comparison with the need that exists. It is this need which HomeNet seeks to address by helping its members to build alliances and by participating in meetings such as this to help mainstream the issues arising from the grassroots.

Over the last year, there has been progress around home-based work in numerous directions. Following its earlier involvement in pushing for the 1996 Convention on HomeWork, HomeNet has been advocating for its ratification by individual governments and monitoring this process. So far, the Convention has been ratified only by two countries, Finland and Ireland – but elsewhere there has been progress in terms of commitment to changing national policies (without full ratification) on home-based work. A good example of this is India, where national policy will focus on the whole issue of social and economic security for informal workers, particularly home-based workers. HomeNet, together with WIEGO, SEWA and UNIFEM is involved in building on this victory through organizing a regional policy dialogue on labour policies and home-based workers in South Asia, to be held in Nepal in October 2000.

Progress has also been made in during the last year on the island of Madeira, with the commitment by the regional government to introduce a social security scheme for all workers, including those who are home-based, in the wickerwork sector; and in mainland Portugal, where the completion of the first major national survey of homeworkers, coordinated by the local HomeNet affiliate was completed. In Australia, the TCFAU – the union for the textile, clothing and leather sector – is bringing a major case claiming half a million dollars in underpayment for homeworkers in the clothing industry. And in the UK, the National Group on Homeworking is now following up on the government's commitment to ensure that homeworkers are included in the provisions of the new national minimum wage brought in a year ago.

New organizations and networks of home-based workers are beginning to spring up in all parts of the world. For example, in Turkey, there is a new group that gained much momentum from a meeting held in Istanbul last October which brought together HomeNet, ICRW, UNIFEM and ILO with home-based workers in Turkey, and with representation from other countries in the region. In Latin America, there is a growing network that gained great visibility at the ILO Seminar on Homework held in Santiago, Chile in May 1999. Three representatives of HomeNet attended this meeting and talked about experiences in organizing in Asia, Africa and Europe.

HomeNet, with the support of WIEGO, was represented at the important ACTRAV meeting held in Geneva in October 1999 to discuss trade union experience of organizing informal sector workers; and at the joint ILO/STEP-WIEGO meeting held in December 1999 on Social Protection.

Key organizations with which HomeNet has worked over the year include: Dfid; the UK-based Ethical Trading Initiative; and the Clean Clothes Campaign. Most recently, in May, with the support of Dfid, HomeNet organized an international workshop to design a major mapping programme to identify and develop organizations of home-based workers at the grassroots.

1996 ILO CONVENTION ON HOMEWORK**Article 4**

1. The national policy on home work shall promote, as far as possible, equality of treatment between homeworkers and other wage earners, taking into account the special characteristics of home work and, where appropriate, conditions applicable to the same or a similar type of work carried out in an enterprise.
2. Equality of treatment shall be promoted, in particular, in relation to:
 - (a) the homeworkers' right to establish or join organizations of their own choosing and to participate in the activities of such organizations;
 - (b) protection against discrimination in employment and occupation;
 - (c) protection in the field of occupational safety and health;
 - (d) remuneration;
 - (e) statutory social security protection;
 - (f) access to training;
 - (g) minimum age for admission to employment or work; and
 - (h) maternity protection.

Article 5

The national policy on homework shall be implemented by means of laws and regulations, collective agreements, arbitration awards or in any other appropriate manner consistent with national practice.

Article 6

Appropriate measures shall be taken so that labour statistics include, to the extent possible, homework.

Article 7

National laws and regulations on safety and health at work shall apply to home work, taking account of its special characteristics, and shall establish conditions under which certain types of work and the use of certain substances may be prohibited in home work for reasons of safety and health.

HomeNet has been fortunate this past year to win core support from the Ford Foundation to assist with consolidation of internal organization and membership. The small staff team, based in the UK, is focussing on a programme to consolidate membership in those parts of the world such as South East Asia which it has been active for some time (including bringing together groups of workers in particular trades such as embroidery), and to expand membership in other areas (with a priority on Latin America) through an on-going mapping process. It is also working on proposals to make the structure of HomeNet more representative and democratic in the process leading up to its third International Planning Meeting to be held in Latin America in late 2000 or early 2001.

StreetNet

StreetNet was conceived through a network comprised of individual vendors, activists, lawyers, researchers, and other people and institutions working to increase the visibility, voice and bargaining power of street vendors throughout the world. The focal point of action is the Bellagio International Declaration of Street Vendors, which was drafted by Alliance founders at a meeting in 1995. (See Box Three for excerpts from the Declaration). This declaration sets forth a plan to create national policies to promote and protect the rights of street vendors and calls for action at four other levels: by individual traders, by traders associations; by city governments; and by international organizations. A longer term objective of StreetNet is to build a case and mobilize support for an ILO Convention on the rights of street vendors.

The StreetNet Association was set up in Durban, South Africa, in December 1999 as a legal entity to build and consolidate StreetNet. Start-up funds for one year from October 1999 to September 2000 were secured from the Ford Foundation, and funds for 2001 and 2002 have been committed by FNV (trade union in the Netherlands) and SASK (Finnish Trade Union Solidarity). The StreetNet Association has a four person Steering Committee which has employed a part-time administrator who commenced work in February 2000 and who carries out the Association's plan of action. Over the next three years, the StreetNet Association has four objectives: to expand and strengthen street vendor networks at the international, regional and national levels; to build an information base on the numbers and situation of street vendors in different parts of the world; to document and disseminate information on effective organizing strategies for promoting and protecting the rights of street vendors; and to build a solid institutional base for StreetNet from which to carry forward its work in the future. Some of the concrete activities proposed include: the launching of StreetNet; development of a five year plan; inventory of associations and leaders; regional issues workshops in Latin America, Africa and Asia; establishing a Web site; and production of a newsletter twice a year. When StreetNet is launched by means of the adoption of a constitution and the election of its executive structures, the StreetNet Association will have completed its work and will disband, handing over all assets to the newly constituted StreetNet.

THE BELLAGIO INTERNATIONAL DECLARATION OF STREET VENDORS

Having regard to the fact -

- that in the fast growing urban sector there is a proliferation of poor hawkers and vendors including those who are children;
- that because of poverty, unemployment and forced migration and immigration, despite the useful service they render to society, they are looked upon as an hindrance to the planned development of cities both by the elite urbanites and the town planners alike;
- that hawkers and vendors are subjected to constant mental and physical torture by the local officials and are harassed in many other ways which at times leads to riotous situations, loss of property rights, or monetary loss;
- that there is hardly any public policy consistent with the needs of street vendor throughout the world.

We urge upon Governments to form a National Policy for hawkers and vendors by making them a part of the broader structural policies aimed at improving their standards of living, by having regard to the following:

- give vendors legal status by issuing licenses, enacting laws and providing appropriate hawking zones in urban plans,
- provide legal access to the use of appropriate and available space in urban areas,
- protect and expand vendors' existing livelihood,
- make street vendors a special component of the plans for urban development by treating them as an integral part of the urban distribution system,
- issue guidelines for supportive services at local levels,
- enforce regulations and promote self governance,
- set up appropriate, participatory, non-formal mechanisms with representation by street vendors and hawkers, NGOs, local authorities, the police and others,
- provide street vendors with meaningful access to credit and financial services,
- provide street vendors with relief measures in situations of disasters and natural calamities,
- take measures for promoting a better future for child vendors and persons with disabilities.

We further urge follow-up action by City Governments -

- to recognize that vendors are an integral part of the urban environment and are not to be treated as criminals
- to increase focus on the situation of special groups of vendors, such as children, people with disabilities, the elderly, and others;
- to promote tripartite mechanisms, with a mandate to resolve disputes, at the city level to include representatives of consumers, municipal authorities, and vendors;
- to recognize the impact of natural disasters, civil conflicts, and wars on vendors and to appropriate relief measures within the national framework; and
- to engage in urban planning which takes into account the need of street vendors as producers and distributors of goods and services.

FIVE PROGRAMME AREAS

This section of the Report is organized around the discussion in the Annual Meeting of WIEGO's five programme areas: Global Markets (i.e. global trade and investment policies), particularly as they affect home-based workers; Organization and Representation; Statistics on the size and contribution of the informal sector; Urban Policies, particularly as they affect street vendors; and Social Protection for informal sector workers.

What follows are summaries for each programme of the relevant presentations in plenary sessions and of the discussions in the breakout groups. The presentations in the plenary sessions were, essentially, progress reports on various WIEGO programme activities made by the individuals involved in these activities. The breakout groups were asked to consider WIEGO's progress to date and plan of action with a view to identifying gaps and weaknesses, to highlighting priorities, and recommending key actors in each thematic area.

GLOBAL MARKETS

Global trade and investment patterns are having a dramatic impact on economies and societies worldwide. While there are both positive and negative effects, women have tended to be the least able to seize opportunities and the most likely to suffer from the changes involved. In the informal sector, women's traditional industries (e.g., food processing and garment making) are the ones that suffer most from competition from cheap imports. Moreover, women producers have been less able than men to adapt to rapid changes in the economy brought about by globalization, and have been less able to take advantage of any new opportunities arising from the spread of new communications technologies. At the same time, workers who are retrenched from the formal sector displace other women from their traditional informal sector activities. Although rapid export-driven growth has created more jobs for women in some parts of the world such as Southeast Asia, these have tended to be of dubious quality – without minimum wages or rights to organize – and even these jobs are now in jeopardy in the aftermath of the Asian financial crisis.

There were three sets of presentations on global trade and investment issues. The first set featured progress reports on work being undertaken on the impact of global trade and investment patterns on three sub-sectors of the economy: Heather Gibb of the North-South Institute made a presentation on the research design workshop meeting on garments which was held in Ottawa in March/April 2000; and Carmen Roca of the International Development Research Centre (IDRC) presented on the regional workshop on agroprocessing and non-timber forest products held in Quito in September 1999.

The second set of presentations featured work being done on trying to better understand the impact of global trade and investment patterns on women in the informal sector within a regional perspective. Rakawin Lee from HomeNet Southeast Asia presented on the Asia Crisis study; Chandni Joshi from UNIFEM in New Delhi on the South Asia Regional Workshop to be held in Nepal in October 2000; and Guadelupe Espinosa from UNIFEM in Mexico on the study on the impact of NAFTA on informal sector women in Mexico.

The third set of presentations featured two proposed programmatic responses to the globalization of the economy. Namrata Bali from the SEWA Academy talked about two proposed initiatives of SEWA: one on the marketing of embroidered products in the US; and the other on the setting up of a Women's Trade Centre.

A. Sub-Sector Workshops

Garments Research Design Workshop. Funded by the International Development Research Centre (IDRC), WIEGO and the South East Asia Gender Equity Program (SEAGEP) of CIDA, and organized by the North-South Institute, the workshop was designed as a practical way to advance work on value chain analysis in the garment sector. One objective was to encourage the development of research proposals that would adopt value chain analysis for consideration by WIEGO. Other important objectives were to build and extend the network of researchers and activists engaged in garment sector work, since the existence of a network can help draw attention to issues at the policy level. The workshop also provided an important opportunity to share information and experiences. In addition to presentations by country participants, there was also a full day session on Global Value Chains given by Hubert Schmitz of the Institute of Development Studies, Sussex, UK. Following the workshop, research teams from India, Morocco, Turkey, Argentina, South Africa and Canada/Mexico submitted proposals to WIEGO,

and funds are now being sought for this multi-country research project. An integral part of the project is the development of a methodology manual on value chain analysis for use by researchers involved in the project as well as others.²

Latin American Workshop on Agroprocessing and Non-Timber Forest Products. This workshop brought together researchers, NGOs, and grassroots associations from nine countries in the region to analyze the current situation of women working in the agro-processing and non-timber forest sectors and the limitations they face in obtaining higher rewards for their activities. The most important products and issues for women in the region were identified, and research teams outlined action research projects within a value chain analysis framework. The case studies proposed for research are based on comparative analyses of the experiences of women in different countries of the region who produce/process the following products: Panama hats; different medicinal plants in four countries; traditional and non-traditional agricultural products; brazil nuts and babacu. Carmen Roca from IDRC is being contracted by WIEGO to follow-up on these draft proposals in collaboration with UNIFEM's Quito Office. An electronic list was created for exchange among participants of the workshop. The address is wiego-la-cl@idrc.ca and is a public space for discussion.

B. Regional Studies

Impact of the Asian Crisis. Following the research design workshop organized by WIEGO and HomeNet South East Asia held in Bangkok in January 1999, research on the impact of the Asian crisis on women in the informal sector has commenced in Thailand with ILO support, and is due to start in the Philippines and Indonesia in late 2000 with World Bank support. HomeNet South East Asia, which is overseeing the project, is making every effort to ensure that a common methodology is being applied so as to enable a comparison of the three countries at the end. As part of this, Jacques Charmes (Co-Director, Statistics Programme) visited all three countries in October 1999 to discuss the questionnaires, sampling methodologies and necessary statistics. In Thailand, where research started in August 1999, the study is focussing on home-based workers in subcontracting chains in the garment and artificial flower sub-sectors. A major objective is to highlight the strengths and weaknesses of women workers in the chains to try to assist them to improve their conditions. This is proving to be a significant learning experience for the academics, NGOs and homeworkers involved in the project.

Home-Based Workers in South Asia. For a number of years now, WIEGO and UNIFEM have been working with HomeNet, the Aga Khan Foundation Canada, and IDRC on a series of activities aimed at supporting women workers in the informal sector in South Asia. This included the successful series of workshops and publications entitled *Speaking Out*. The culmination of this process is a Regional Policy Dialogue to be held in Nepal in October 2000. In preparation for this workshop a number of background papers have been prepared including: a status study of home-based workers in Nepal; a study in India looking at the productive linkages between Indian industry and home-based women workers through subcontracting chains in the manufacturing sector; a study on the size and contribution of the informal sector in South Asia; a study on the impact of globalization on women in the informal sector; and a study of five important sub-sectors (coir in Sri Lanka; aggarbati in India; medicinal plants in India; embroidery in Bangladesh; and leather footballs in Pakistan³). The seminar will concentrate on women home-based workers – both piece rate workers who are formally part of sub-contracting chains; and rural workers who are linked with less formal contracting chains. It will focus on the extent to which women's livelihoods are being impacted both positively and negatively by trade and investment policies; the policies required to facilitate increased income and social security for women workers in the informal sector; and the organizing already taking place and strategies for women's voices to be heard in policy making forums and in emerging markets. This will be done within the context of follow up to the ILO Convention on Homework (see Box Two), which UNIFEM with SEWA had lobbied for with 15 Asian Ministers of Labour in 1996 prior to the ILO Conference. The Dialogue will be attended by senior representatives from the Ministries of Labour, key government officials, representatives of home-based workers associations, NGOs and researchers from India, Nepal, Sri Lanka, Bangladesh and Pakistan, as well as representatives of the SAARC Secretariat, UN and donor agencies.

² A full report of the workshop has been compiled by North-South Institute and is available from WIEGO. In addition, a binder of materials related to the workshop has been compiled by IDS, and is also available from WIEGO.

³ All papers are available from WIEGO and from UNIFEM in New Delhi.

IMPACT OF NAFTA ON WOMEN WORKERS IN MEXICO

- the outcome of more than 15 years of economic liberalization and the ratification of NAFTA has been an enormous disparity in the distribution of benefits of economic growth. In many cases benefits only reach populations closely linked to the most favoured enterprises, thus bypassing regions, activities, entire industries and large population segments. These include women working in agriculture and traditional industries and has led, among other effects, to a substantial increase in informal activities and unemployment
- of 2.4 million jobs generated between 1993 and 1996 (mainly lower paying and unprotected), more than half were taken by women. This has not necessarily led to an improvement in their living conditions
- women found more jobs in the vegetable and fruit export sector, but their working hours also increased, as did employment on a piecework basis, so in many cases their general labour conditions worsened
- in sectors such as the apparel industry, women's jobs have declined, since many were taken by men. In 1996, women regained some of these jobs, largely due to a sharp drop in wages. Most of the new jobs for women have been generated in establishments employing between one and five people, which generally offer few if any benefits
- wage inequality between men and women is very marked in Mexico, especially in the agrarian sector which employs over six million people
- a national labour policy must specifically incorporate a policy for the female population since it is the most vulnerable, and should place particular attention on protecting their rights and broadly favouring their labour conditions as household heads, participants in family work, wage earners or migrant day labourers. In all of this, it is important to work closely with the other two NAFTA partners and with other countries in the region affected by regional trade agreements, in order to gain a deeper understanding not only of the dangers but also the opportunities for women's employment in the future

Source: Maria Elena Cardero, et al., *NAFTA's Impact on the Female Work Force in Mexico*, UNIFEM, Mexico City, 2000.

Impact of NAFTA on women workers in Mexico. The Mexico Office of UNIFEM has published its study on women workers in Mexico as a book entitled *NAFTA's Impact on the Female WorkForce in Mexico*, which was authored by Maria Elena Cardero and others. Some of the major conclusions of the study, which focussed on the textiles and garments, the agricultural and the maquila sectors, are presented in Box Four.

C. Responses to Globalization

Founded in 1972, the Self-Employed Women's Association (SEWA) is a trade union of women who work in the informal sector. SEWA's membership includes women who work in a wide range of sub-sectors including embroidery, food processing and minor forest products. While new opportunities in both domestic and export markets exist, it is hard for individual women to reach these markets on their own. To help women gain access to emerging markets, SEWA has organized women into production and marketing cooperatives. At the domestic level, there have been some successes. For example, SEWA has helped women salt processors – who would otherwise have to sell salt to middlemen – to sell directly to salt factories at much higher prices; and women gum collectors – who have to sell their gum to a government run corporation – to obtain licenses to sell on the open market and explore regional markets where prices are higher. More recently, SEWA has begun to explore ways in which it can assist its members to break into export markets, focussing initially on embroidered goods.

Threadlines USA. Following recommendations of a HomeNet 'Threadlines Workshop' held in India in 1999, SEWA and Dastkar are jointly coordinating six groups of Indian women embroiders (with a collective production capacity of 22,000 women) to present their work in exhibitions and sale events in major cities in the USA. The focus is on enabling women to become entrepre-

neurs as well as craftspeople, promoting their own skills internationally. This will build on the headway already made by the local cooperatives in entering the mainstream Indian market. Although some embroidered products are already being sold in the West, the idea now is to enable the women themselves to visit North America so that they can tell their own stories, negotiate their own rates, be their own vendors – see the customers, trends and lifestyles that are their new market, so that they can make their own decisions and enter the mainstream market and be the owners and managers of their enterprise. Leaders from the six groups will travel to the USA in the summer of 2001 to attend some of the major trade fairs held in New York and elsewhere. WIEGO is assisting SEWA and Dastkar with this initiative through liaising with US based trading organizations.

Women's Trade Centre. As an extension of Threadlines USA, SEWA is planning to establish a Women's Trade Centre that will provide the services needed by informal sector women to access international markets for a variety of products. Building on the lessons learned from marketing of embroidered products in the USA, the next step will be to explore markets for these products in Europe.

The third step will be to expand to other products such as organic foods and minor timber products.

Initially servicing SEWA's own members, the Trade Centre will move on to serve other women producers, and eventually will become a model for replication in other parts of the world. Seed money from CIDA has enabled SEWA to start planning this new initiative and WIEGO is providing technical support. It is hoped that it will come into full-scale operation during 2001.

**BOX
5**

STEPS LEADING UP TO INTERNATIONAL NETWORK OF WOMEN'S TRADE CENTRES

Threadlines USA:

- preparatory activities including: collection of information on demands of US Markets and feedback to artisans to make decisions on priority products/colour schemes; collection of information on import/export taxes, sales taxes and distribution and retail makers; assessment of prices charged for similar products from other countries and development of realistic price structure; assessment of production/supply system and training of master craftswomen in new designs/products
- marketing tour: with assistance from Aid to Artisans, sixteen craftswomen and support staff will travel to the USA to participate in a series of events – primarily the New York Gift Fair and to undergo on-the-job training relating to meeting and developing linkages with buyers
- follow-up activities: information workshop for all craftswomen; in-depth training of master craftswomen; systemization of communications between SEWA and US buyers

Threadlines Europe:

- The steps undertaken in the USA would be repeated for selected countries in Europe

Women's Trade Centre in India (Pilot):

- The nascent TFC in India will support Threadlines throughout in a variety of ways – including streamlining of production systems; establishing data bases and introducing communications systems and ICTs for marketing purposes – as well as synthesizing lessons learned along the way. It will also undertake a number of other activities needed to develop itself into a full fledged and partially self-supporting entity at the end of three years. These include: international market studies on other products; studies on Intellectual Property Rights, use of e-commerce and other aspects of international marketing; feasibility study of viability of TFC as a self-financing mechanism through building overhead into sales prices
- There will also be studies on location, size and responsibilities of further TFCs in other Indian States and (with WIEGO assistance) in other countries around the world

Breakout Group Report -

Following a round of introductions from the twenty-five participants in the room, Marilyn Carr presented the draft framework for the Global Markets Programme and asked for questions and comments. The framework has two major parts: research/advocacy; and action/demonstration. The research/advocacy part has three components: national level; regional level; and international level. At the national level, the proposal is to develop work on gender budgets and the informal sector, and a start will be made on this at the IAFFE Conference being held in Istanbul in August 2000 and which will be attended by several WIEGO members. At the regional and international level, she referred to how the research and action components were coming closer and closer together. For example, the development of regional frameworks in Asia and Latin America is emphasizing specific sub-sectors and commodity chains; and at the international level, the work on global commodity chains is increasingly starting from a regional perspective – as with the Quito Regional Workshop and the forthcoming regional meeting on food processing in Africa in early 2001. In addition, the regional policy seminar being held in Nepal in October 2000 has a strong focus on commodity chains in specific sectors. At the moment, there are two sets of activities in the demonstration/action part of the framework: namely, Threadlines USA and Europe and the Women's Trade Centre. More ideas for projects are needed.

Basically, participants agreed with the framework, but requested the addition of more work on data and statistics at the national level and the inclusion of more demonstration/action projects. Several specific needs were then identified:

Global Commodity Chain Analysis: While it was generally agreed that commodity chain analysis seems to be a good framework within which to look at ways in which the distribution of returns and power can be shifted in the direction of women workers in the informal sector, several issues were raised about this. HomeNet participants asked how this related to the vertical and horizontal mapping exercises being undertaken by HomeNet. Several participants who had attended the Ottawa Garments Workshop and been involved in preparing project proposals explained that they really needed more help in thinking through how global commodity chain analysis is done and how a proposal can be put together. To help with the latter problem, Hubert Schmitz of the Institute of Development Studies at Sussex has been recruited to prepare a methodology manual for undertaking global value chain analysis which is both gender and grassroots oriented. This will be done in collaboration with research teams working on the garment sector, but it will be useful for proposed future research in other sectors as well. This should be completed by the end of 2000. HomeNet should be built into this process as much as possible to ensure that the methodology developed is complementary to their vertical and horizontal mapping exercises.

Follow-up on Global and Regional Workshops: There was interest in how WIEGO proposes to follow up on interest generated at the garments and food processing and non-timber forest product workshops already planned or about to be held. With respect to garments, seven proposals were received following the workshop and are being put together for submission for funding by Marilyn Carr and Simel Esim. Participants from that workshop will be helped to stay in touch by means of a list serve, and also through the process of involvement in the production of the methodology manual. With respect to the Quito workshop, a list serve has already been set up by Carmen Roca to network the participants, and WIEGO will recruit Carmen to coordinate the development of specific research proposals for submission to donors. In the case of the South East Asia and Latin American frameworks, Lucy Lazo and Carmen Roca respectively will help the Global Markets Director to further develop and monitor these.

Replication of Food Processing and Non-Timber Forest Product Workshops in other Regions: The learning from the Quito workshop is that it is more difficult to define a collaborative research programme in these sectors because so many products are involved and it is more difficult to know where to focus. In this respect, HomeNet's help is really needed to bring together representatives of home-based workers who can help researchers and policy institutions identify where the greatest needs exist and where the greatest impact might be had. In South Asia, where HomeNet already has a reasonably strong presence, there will be several representatives of home-based worker organizations at the Regional Policy Dialogue being held in Nepal in October 2000 where part of the agenda will be to identify key areas in selected sub-sectors where changes in labour and other policies could improve the conditions of women workers. In Africa, where HomeNet has a less strong base, there is a need to draw in other organizations such as the Women's Centre at the Economic Commission for Africa (ECA) in Addis Ababa, and the Africa Regional Offices of IDRC and UNIFEM which have good knowledge of organizations of women workers. ECA has agreed to help with mapping of grassroots organizations, and IDRC has agreed to recruit Jacques Charmes, Co-Director of WIEGO's Statistics Programme to do a survey of numbers of women food processors in selected countries, as well as to fund a work shop on the food processing sub-sector in early 2000.

Women's Trade Centre: participants from several countries expressed interest in this concept, and wished to be kept informed, but it was felt to be too early as yet to discuss any further. Participants again expressed the need for other demonstration/action projects such as this, and were asked to send ideas in due course.

Global Markets List Serve: to keep the momentum going, the list serve started after last year's meeting will be revived. This time, an information communications person will be available on a part time basis to support the Programme Director. It will be used actively for announcements, comments, new proposals and progress reports, as well as relevant publications from WIEGO and elsewhere.

ORGANIZATION AND REPRESENTATION

There are several compelling reasons why WIEGO feels it must make organization, with its corollary, representation, a priority at this time. These reasons related directly to global integration which, in the last twenty years, has profoundly transformed society and, more specifically, labour markets.

Globalization has led to a new mobility for capital which allows it to escape the constraints imposed on it by society within the framework of the nation-state, and this has meant a tremendous shift in the balance of power in favour of capital which is now in a position to successfully press for deregulation at all levels. This in its turn has led to the dismantling of social protection and public services in most parts of the world.

At the same time, the nature of transnational corporations has been changing – from a producer to the coordinator of production through subcontracting lines at the end of which we find the homeworker. Thus one of the consequences of globalization has been the deconstruction of the formal sector and the rapid growth of the informal and unprotected sectors of labour.

As a response to globalization, informal workers, producers, and traders have begun to organize internationally. Informal sector workers have been organizing at the local and national levels for many years, and more recently, international networks have also begun to emerge. These networks include not just unions, but also cooperatives and other associations that are formed to promote economic and social rights, and serve the purpose of collective bargaining.

Organizing in the informal sector is a gender issue – and means organizing women – as women are over-represented in the informal sector. Organizing is also a human rights issue, not only because it aims to put power in the hands of the most excluded and oppressed, but also because it promotes a democratic political environment where the values of freedom and justice for all are recognized. For all these reasons, WIEGO, HomeNet, and StreetNet need to develop close alliances with the organizations in the international labour movement which are increasingly prepared to accept organizations of informal sector workers on their own terms and to be supportive of their organizing efforts

WIEGO seeks to work together with the existing networks (HomeNet and StreetNet) – as well as other worker networks or organizations – to strengthen organizing capacity and to link all of these in a global movement representative of the informal sector as a whole for the purpose of promoting research and information, mutual support and representation. WIEGO also wants to build alliances with the international trade union movement and other labour movement organizations, and to place the concerns and demands of informal sector workers on the agenda of governments and of other international organizations.

Presentations -

There were three presentations on organization and representation: one by Jane Tate on HomeNet's Mapping Programme; a second by Meenu Tewari on the joint MIT-WIEGO discussion group and workshop on Organizations in the Informal Sector; and a third by Rakawin Lee (HomeNet South East Asia) on Organizing Strategies of Home-Based Workers in Thailand.

A. HomeNet's Mapping Programme

HomeNet is currently working on a mapping programme with the aim of developing a common framework for research to support organizing at the grassroots. There are two aspects to the mapping work. First, horizontal mapping to identify and determine the extent and nature of home-based work as well as the issues surrounding it and the possibilities for extending organizing, either in existing or in new geographical areas. Second, vertical mapping to find out the situation of home-based workers in global commodity chains and to analyze their conditions within the wider economic context. This includes understanding where the products are made, processed or collected by home-based workers; who are the intermediaries; where are

the pressure points for collective bargaining; and where are there alternative supply channels. HomeNet's mapping programme overlaps with work being undertaken by two of WIEGO's programmes – Global Markets and Organization and Representation – and will be undertaken in close collaboration with WIEGO.

The aim of the mapping programme is to develop a coordinated, two way process which supports work at the grassroots and, at the same time, feeds information upwards to strengthen the capacity of HomeNet to

represent its members at different levels. Through this programme, HomeNet hopes to develop the capacity to support grassroots organizations with technical support – for example in statistics and information about relevant sectors – and to build stronger international linkages.

A first step in this process was a planning workshop held in Leeds, U.K. in May 2000 which drew on the experience of members of HomeNet to discuss the purpose, design and details of the mapping programme. Much emphasis was placed on action/participatory research that involved homeworkers, and on ensuring that the research can be used by grassroots organizations as a way of developing or starting organizations of home-based workers. Experience of those working on related issues in research institutes and international organizations (including several members of WIEGO) was also drawn upon during the workshop, and these linkages will be maintained throughout the programme. A number of key issues were highlighted. First, it is necessary to emphasize the importance of organizing and to see this as a long-term process. Second, there is a great range of home-based work, with the division between own-account and piece-rate work often being very unclear and the situation for specific products or sectors being quite fluid. Finally, home-based work is only one form of employment or work done by women who often are also involved in agriculture, vending or small enterprise, as well as their unpaid domestic and agricultural work. With support from Dfid, developing the mapping programme in selected areas of Asia, Africa, Latin America and Eastern Europe will be a central part of HomeNet's work over the next three years. Developing a resource pack for use by grassroots organizations is to be an integral part of the programme.

B. MIT's Discussion Group and Workshop on Organizing in the Informal Sector

In mid-1999, MIT's Department of Urban Studies and Planning and WIEGO decided to jointly run a faculty-student discussion group during the upcoming academic year on Organizations in the Informal Sector. The starting premise of the discussion group was that new forms of labour organizations have emerged in response to transformations in work or employment arrangements. During the fall term 1999, the group met once a month. The format of the sessions was a brief presentation followed by group discussions. The main questions that were addressed by the group were: a) what forms of organizing and organizations exist in the informal sector; and b) what are the most appropriate and successful forms of organizing the informal workforce? During the spring term 2000, Meenu Tewari of MIT taught a course on the subject. Many of the students who participated in the earlier discussion group took that course.

In early 2000, faculty from MIT's Department of Urban Studies and Planning and WIEGO decided to run a one-day workshop on Organizations in the Informal Sector in conjunction with the WIEGO Annual Meeting. The purpose of the workshop was to engage activists and academics in a dialogue on key research issues relating to organizing strategies in the informal sector. The workshop agenda included three panel presentations; each panel was comprised of a mix of activists and academics. The topics of the three panels were, respectively:

- a. emerging patterns of organizations in the informal sector, including: where and under what circumstances are informal sector organizations emerging today?; what forms do they take at different levels (local, national, and international) and for different segments of the informal sector (self-employed; casual workers; homeworkers, etc.)?
- b. successful strategies for organizing the informal sector, including: what issues do informal sector workers organize around?; how do organizing strategies in the informal sector differ from those in the formal sector; and how do informal sector organizations relate to government, trade unions, and political parties?
- c. key challenges for organizing the informal sector in today's world, including: what is the impact of liberalization, globalization, and democratization on organizing informal sector workers?; what are the implications of labour standards for the informal sector and for organizing informal sector workers?; and what are the key challenges to organizing in the informal sector?

Participants were asked to develop an agenda for future research on this issue. See Box Six.

KEY RESEARCH ISSUES ON ORGANIZING IN THE INFORMAL SECTOR

I INVENTORY OR MAPPING

- Who is being/getting organized? by sectors and employment status
- Where are they organizing? by areas or regions
- What types of organizations are they forming? unions, cooperatives, guilds, community-based organizations, federations, or other types?
- What explains the varying types of organizational design?

II. STRENGTHENING AND SPREADING

- Are current organizations representative?
- How can genuine representative organizations be helped to spread, increase, and grow?
- What are the obstacles to growth, spread, and continuity?
- What are the factors that encourage growth, spread, and continuity?
- What kind of public policies would encourage growth, spread, and continuity?

III. REPRESENTATION AND VOICE

- Where or in what type of policy-making/rule-setting bodies (local, national, and international) have the organizations been able to get representation, and how?
- Where or from what type of policy-making/rule-setting bodies (local, national, and international) have the organizations been excluded?
- What have been the stated reasons for exclusion?
- Where or in what type of policy-making/rule-setting bodies (local, national, and international) should the organizations seek representation and voice?
- What will it take to provide such representation?
- What are the factors that promote inclusion and exclusion?
- What kind of public policies would promote inclusion and exclusion?

IV. INTERNATIONAL ORGANIZING (in the age of globalization)

- What type of organizing is taking place at the international level?
- What types of organizations have emerged at the international level?
- In what types of international policy-making/rule-setting bodies have these organizations found representation and voice?
- From what types of international policy-making/rule-setting bodies have these organizations been excluded?
- What have been the stated reasons for seclusion?
- In what types of international policy-making/rule-setting bodies should these organizations seek representation and voice?
- How do grassroots organizations manage to organize at both levels? Is there a sequence to effective organizing – i.e., first at the local level and then at higher levels? Or, does the sequencing differ? what affects the sequence organizations adopt?

C. Organizing Strategies of Home-Based Workers in Thailand

HomeNet Thailand, which began its activities in 1995, is the coordinating body of NGOs working with 5,000 home-based workers in Bangkok (mainly retrenched workers who are now in subcontracting chains) and in rural Thailand (mainly own account workers).

The retrenched workers in Bangkok chose to be organized as a group of subcontracted garment workers because they did not have access to credit or markets to enable them to set up their own business. The main problem they face is the low piece rate, and the main purpose of organizing is to increase their capacity to bargain for higher rates, as well as for safer working conditions and access to social security.

Breakout Group Report -

As this is the newest of WIEGO's programmes, a great deal of the time of the working group was spent in discussing its purpose and objectives, as well as its formation and processes. It was agreed that organizing is the method through which women in the informal sector can reach the mainstream, and can defend and assert themselves. Thus, all efforts should promote more organizing, as well as supporting the organizations of women workers and producers, and should ensure their representation and voice in decision-making forums. One of the long term objectives of the programme is to create a Platform for International Representation of informal sector workers. This platform will bring together sectoral networks to voice common concerns. At present, WIEGO has two sectoral networks – HomeNet and StreetNet – as its members. There are four other potential networks that can be promoted and brought in. These are agricultural workers and farmers, domestic workers, garbage and rag collectors, and forest workers. WIEGO could collaborate with International Union of Food, Agricultural, Hotel, Restaurant Catering, Tobacco and Allied Workers' Associations (IUF) and SOLIDAR (an international federation of solidarity and welfare organizations associated with the social-democratic international labor movement) that are already doing some organizing of farm and domestic workers. The programme should also work closely with the international labour movement and, in particular, with the International Confederation of Free Trade Unions (ICFTU) and the International Trade Secretariats (ITS's). The programme should also develop a number of joint projects with the ILO. Links also need to be built with the international cooperative movement.

The working group recommended that WIEGO should take the following actions: (a) formulate the objectives and mission statement of the Organization and Representation Programme more clearly; (b) explore cooperation with IUF and find out what SOLIDAR is doing; (c) find out about ICFTU's committee on the informal sector and the possibilities of WIEGO becoming a member, as well as exploring possible joint activities with ICFTU and other ITS's; (d) explore working on joint programmes with selected departments of the ILO including the Workers' Bureau, Cooperatives Department, Socio-economic Security Programme, and the Informal Sector Task Force; (e) promote regional conferences in advance of a Global World Conference on the Informal Sector; and, (f) work with researchers, including from MIT, to undertake an inventory and analysis of organizations of informal workers and to highlight successful case studies.

With respect to formation and process, it was decided that an advisory group on Organization and Representation should be established which would consist of representatives from the grassroots organizations of WIEGO, namely SEWA, HomeNet and StreetNet. This group would be responsible for guiding the organization and representation work of WIEGO. The Director of the Organization and Representation Programme would be responsible for linking with other WIEGO Programmes. The working group will spell out a set of working principles for the other working groups to promote organization and representation.

STATISTICS

In 1993, the 15th International Conference of Labour Statisticians adopted an international definition of the informal sector as a component of the labour force. This definition provides an important step in estimating the size of the informal sector and its contribution to GDP. Despite the fact that its wide-ranging activities and diverse modes of operation make the informal sector extremely difficult to measure, special efforts must be made to improve data collection on the informal sector.

Presentations -

There were five presentations on statistics. Jacques Charmes started with an overview of work undertaken during the previous year. There were then presentations by representatives of two major partners – the UN Statistics Division (Grace Bediako and Marge Guerrero) and the ILO Statistics Division (Farhad Mehran). Finally, there were reports on two specific activities – Joann Vanek on The World's Women, and Jeemol Unni on the SEWA-GIDR-NSSO project.

A. Overview

The contribution of the informal sector is not adequately captured in official statistics. As a result, those who work in the informal sector do not receive their full share of benefits from the economy or from economic policies. To promote better public understanding of – and public policy responses to – the informal sector, improved statistics on the size, contribution and characteristics of the informal sector are needed.

The international Expert Group on Informal Sector Statistics (also known as the Delhi Group) requested WIEGO to write a series of papers recommending improved concepts, measures and methods for data collection on the informal sector. With funding from the United Nations Development Programme (UNDP) and technical support from the United Nations Statistical Division, five papers were commissioned: two by Jacques Charmes, two by Lourdes Urdaneta Ferran, and one by Mercedes Pedrero. The authors presented the papers at the second meeting of the Expert Group on Informal Sector Statistics held in Ankara, Turkey in April 1998. Their core recommendations, detailed in Box Seven, were endorsed by the Expert Group. Also in 1998, a report 'Informal Sector, Poverty and Gender: A Review of the Empirical Evidence' was prepared by Jacques Charmes for the 2000 World Development Report on poverty.

Labour Force and Employment Statistics: Over the past year, progress has been made in the compilation of data on self-employment and on the informal sector, including: statistics on non-agricultural self-employment, by industrial sector (industries, trade, services) and employment status for nearly 100 countries over the three past decades; and, statistics on employment in the informal sector over the past decade with the same disaggregations for 30 to 40 countries over three continents.

Less headway has been made on statistics relating specifically to home-based workers and street vendors. Only nine developing countries publish data on the place of work, and these have tended to be disappointing as the figures (generally in the region of five percent) come out much lower than data available from ad hoc surveys would suggest to be the case. This implies that progress in improving concepts and methodologies is needed, and HomeNet has a major role to play in this through its mapping programme. There are data available for the EU countries as well as Australia, New Zealand, Canada and the US, but these need to be harmonized so that comparisons can be made with developing countries.

National Accounts and GDP: Progress has been made in compiling statistics on the contribution of the informal sector to GDP. These are now available for 19 countries (five in Asia and the rest in Africa, both north and south of the Sahara). None was found for Latin America, but Mexico recently produced a non-official estimate and other countries should now follow in order to comply with the recommendations of the new System of National Accounts. Once these estimates are available, it will be possible to calculate the contribution of women in the informal sector to GDP from the production side. This will give more reliable and interesting estimates than those currently available that are calculated from the income side. It is hoped to produce estimates from several African countries as part of an exercise being undertaken through the Economic Commission for Africa (ECA) during 2001.

Income and Salaries: Data on income and salaries are another important gap in gender statistics. It has been possible to compile data on entrepreneur's income and wages in the informal sector in eleven African countries and the data is available by sex in four of these (Benin, Kenya, Mali and Tunisia).

Data Collection: Important data has been collected through national surveys in India, Kenya, and in the Middle East and North African Region. In India, at the request of the National Sample Survey Organization, Jeemol Unni prepared two modules – one for measuring the urban informal sector, and the other for measuring the rural informal sector – to be used by NSSO in its quarterly labour force survey. More details are given below. In Kenya, WIEGO was involved in the 1999 National Baseline Survey of Micro-Enterprises and Informal Sector which was funded by Dfid, IDRC, UNDP and the World

RECOMMENDATIONS OF THE EXPERT GROUP ON INFORMAL SECTOR STATISTICS

1. Given the increasing share of categories such as home-based workers and street vendors in the labour force of many – if not most – countries, and especially in the female labour force, it should be recommended that a question on the place of work be systematically included in labour force surveys and population censuses. The question asked to all the persons in the labour force should distinguish at least:

- large enterprise
- shop, workshop
- home without specific outfits
- home with specific outfits
- permanent market
- non-permanent market
- street with stalls
- street without stalls
- mobile
- other

2. Another issue to be more systematically addressed regarding these two categories should be the degree of dependence/independence by asking questions on the relationships with suppliers and buyers, the provision of equipment, and the mode of remuneration. Countries should be encouraged to supply relevant estimates, disaggregated by gender, for these categories, on the basis of existing sources.

3. As to the size (in terms of employment) and the contribution (in terms of GDP) of the informal sector, it should be recommended that:

- ILO and UNSD pursue their inventory projects
- additional efforts be made in view of providing data and estimates, disaggregated by gender, and by specific groups (home-based workers, street vendors, in particular)

4. It should also be recommended that National Accountants provide to the users of National Accounts the required information for disaggregating GDP estimates:

- by detailed industrial classification
- by formal and informal sector
- by regional locations (mainly urban/rural but also by state, region, or cities)

Bank and published by the Central Bureau of Statistics, the International Centre for Economic Growth and the Kenya-Rural Enterprise Programme (K-REP). This has produced data on the place of work, on value-added and income by sex, as well as an estimate of the contribution of the informal sector to GDP. An important challenge identified in the survey is the large number of women who are employed in the informal sector but do not show up in statistics on informal micro-enterprise employment. These forms of employment – home-based and street-based, particularly those submerged in agro-processing and trade – are challenging areas for future research. WIEGO participates in the Scientific Committee for the programme on the Informal Sector and Micro and Small Enterprise Survey being launched at the end of 2000 but the Economic Research Forum in Cairo for the Middle East and North Africa Region. National surveys on 5,000 economic units will be undertaken in Morocco, Egypt, Lebanon and Turkey. In parallel, and for all the countries in the region, existing data will be compiled using the methodology and tabulation formulated by WIEGO and already used elsewhere. WIEGO is promoting the inclusion of home- and street-based work in these surveys in addition to micro-enterprise establishments. In addition to more formal data collection, WIEGO is collaborating with HomeNet on the ad hoc surveys that are being carried out on samples of 200 households each in Thailand, Philippines and Indonesia through the study ‘Impact of the Financial Crisis on Informal Sector and Home-based Workers’ which is funded by ILO and World Bank.

Collaboration with National Institutes of Statistics and Grassroots Organizations: As a result of its various activities during the year, WIEGO has formed strong alliances with the National Institutes of Statistics in Thailand, the Philippines, Indonesia, Kenya, and Mexico. In each case, local partners have been identified to assist in maintaining linkages. Collaboration with HomeNet has also been fostered through the work in Southeast Asia, as well as participation in the Mapping Workshop held in Leeds, U.K. in May 2000. This workshop has informed the WIEGO Statistics Programme in two ways: (a) HomeNet’s knowledge and understanding of the situation of homeworkers needs to be used to better design official labour force surveys; and (b) the discussion on whether home-based workers should be classified as informal or formal sector is largely theoretical. It is clear that they should be classified as informal sector workers. The challenge is to distinguish between independent home-based workers and dependent homeworkers as separate categories among, respectively, the self-employed and paid employees.

B. United Nations Statistical Division (UNSD)

UNSD is currently implementing the project ‘Gender Issues in the Measurement of Paid and Unpaid Work’ which was developed following recommendations of the Platform for Action adopted by the Fourth World Conference on Women, and which is supported by UNDP/IDRC. An expert group meeting, convened in March/April 1998, reviewed the range of problems and issues which need to be addressed to improve statistics on paid and unpaid work and defined activities which the project could carry out at the international, regional and national levels. The three broad areas of work involved are: (a) promoting the collection of time-use data, particularly in developing countries through methodological work and other means; (b) compiling statistics on ‘difficult to measure’ sectors of the economy, including informal sector, home-based work, and subsistence agriculture; and, (c) improving the measurement of paid and unpaid work in labour force statistics.

With respect to improving and analyzing statistics on women in the informal sector, with specific concern for homeworkers and street vendors, the development and impact of work in this area is substantially enhanced by collaboration with WIEGO, ILO and the Expert Group on Informal Sector Statistics. Collaborative work has included: preparation of five technical WIEGO papers for presentations at the Second Meeting of the Expert Group (see above); compilations of statistics on employment and GDP in the informal sector with sex-disaggregation which has appeared in the UN publication *The World’s Women 2000* (see below); work with the ILO on a methodological study on the inclusion of an item on ‘place of work’ in labour force surveys as a means of identifying informal sector based workers, particularly homeworkers and street vendors. The study is expected to provide necessary inputs to three areas of ILO work, which will contribute to the statistical visibility of women in the labour market: (a) the revision of the ICSE-93; (b) the enhancement of existing informal sector survey methodology; and, (c) eventual guidelines for the identification of street workers, domestic workers, and industrial outworkers (also called homeworkers).

C. ILO Bureau of Statistics

A written submission from ILO elaborated on the UNSD presentation by describing a pilot survey of over 2,000 households in Jordan aimed at field testing a revised questionnaire on employment, unemployment and underemployment in which a

question on place of work was added to identify home-based workers and street vendors. This additional question was introduced in accordance with the ILO/UNDP project for measuring 'home-based workers' and 'street vendors'. Preliminary results, reviewed in December 1999, show only nine home-based workers and 13 street vendors out of a total number of 2,345 employed persons. A detailed analysis of the data examining the reasons for the low incidence of such workers has been commissioned and will provide recommendations for improving measurement to be tested in a subsequent round of the survey.

D. *The World's Women 2000.*

One of the UN Statistical Division's flagship publications is *The World's Women*. The most recent edition of *The World's Women* produced in time for the Beijing +5 meeting in 2000 includes for the first time a section on women workers in the informal sector. This has been largely based on the new statistical work promoted through WIEGO. Some of the highlights from the section on the informal sector are given in Box Eight.

E. SEWA-GIDR-NSSO PROJECT

The objective of this project is to estimate the size (in terms of employment) and contribution (in terms of value added) of the informal sector to the economy. It used a two-stage household-cum-enterprise survey approach to be able to capture all kinds of informal enterprises. Those that are relatively invisible and operating from the house or on the street tend to get left out of the conventional methods used in both labour force and establishment surveys. The project classified workers into two broad categories: non-wage employment (own account workers; employers/owners of informal enterprises with at least one hired worker; unpaid family helpers in both types of informal enterprises); and wage employment (employees in the enterprises of informal employers; outworkers or homeworkers – persons working at home, or on premises of her choice other than the employer's to produce goods or services on a contract or order for a specific employer or contractor; independent wage workers not attached to only one employer; informal employment in formal sector enterprises – workers whose pay and benefits do not conform to existing labour regulations).

Findings of the survey, which was conducted in both urban and rural Ahmedabad district, Gujarat state, include:

- in urban areas, the majority of women in the informal sector are homeworkers or unpaid family workers, while in the rural areas, the majority are casual workers;
- although value-added generated by the informal sector could not be gender disaggregated, most of the homeworkers were women, so most of the contribution of these workers can be attributed to women. While 24 percent of women were homeworkers, their contribution to the informal sector was only 14 percent of gross value-added;
- nearly 77 percent of employment in the city of Ahmedabad was generated in the informal sector. About 47 percent of value added was generated in the informal economy by these enterprises and workers.

Breakout Group Report -

The group discussed the goals and objectives of the statistics programme, some of the key strategies needed to meet these objectives, and some specific planned activities.

With respect to the goals and objectives, it was decided that the long-term aim is to be able to generate global, regional and country estimates of employment and output of the informal sector for the purposes of advocacy work which would be based on official country statistics, generated on a regular basis, and officially utilized and accepted. The medium term aims would be: (a) to have developed – led by the ILO/UNSD/Delhi Group – methods and tools for generating statistics and indicators on the informal sector for mainstreaming in official statistics; and (b) to have established a database of statistics and indicators on the informal sector which will have been compiled from existing and ongoing censuses and surveys (time-use) and from pilot studies that the programme has implemented. The short-term aims of the programme are to: (a) have existing statistics, indicators and methodological and research studies on the informal sector packaged, disseminated and discussed; (b) have pilot studies in selected countries that develop and test methods and tools that improve statistics on the informal sector designed and implemented; and, (c) have initiated work with strategically selected countries in developing, testing and piloting frameworks, procedures and guidelines for the harmonization and compilation of data from existing and ongoing censuses and surveys.

HIGHLIGHTS FROM *THE WORLD'S WOMEN 2000* ON THE INFORMAL SECTOR⁴

- Until recently, the lack of both a standard definition of the informal sector and a common methodology for data collection rendered the sector largely invisible and hampered comparison across countries and between different sources of information. The 1993 adoption of an international definition has made possible data collection and statistical estimation. However, due to its wide-ranging activities and diverse modes of operation, the informal sector is characteristically difficult to measure;
- data on the composition of the non-agricultural labour force show the importance of the informal sector in many countries of the developing regions. In some countries in sub-Saharan Africa, virtually all of the female non-agricultural labour force is in the informal sector – 97 percent in Benin and Chad and 96 percent in Mali. Close to half or more of the female non-agricultural labour force is in the informal sector in seven of the 10 Latin American countries for which data are available, and in four Asian countries. In India and Indonesia, the informal sector accounts for nine out of every 10 women working outside agriculture;
- the informal sector is a larger source of employment for women than for men. The proportion of women non-agricultural workers in the informal sector exceeds that of men in most of the reporting countries;
- in nine developing countries, economically active women outnumber economically active men in the informal sector, i.e. their share of the informal sector is more than 50 percent. In most other countries, women's share of the informal sector exceeds their share of the total labour force;
- characteristics of the informal sector vary across regions. In some African countries, almost all women in the informal sector are either self-employed or contributing family workers. In the majority of Latin American and Asian countries with data, more than 20 percent of women in the informal sector are wage workers. In all countries except Guinea, the percentage of employees in the informal sector is higher for men than for women. The larger percentages of informal workers who are employees in Asia and Latin America suggest that the 'micro-enterprise' segment (employing a few employees on a continuous basis) of the informal sector is larger in these regions than in Africa;
- detailed 1996/97 data available for Latin America show that self-employed women and female contributing family workers make up a large majority of the informal sector. In addition, among the self-employed, own-account work provides for more than 80 percent of women's employment in this sector. Though the proportion of self-employed men in the informal sector who are own-account is substantial, it is smaller than that of women;
- the System of National Accounts (SNA) does not provide specific guidelines for compiling separate independent estimates for the informal sector and, in the absence of such guidelines, there have been few attempts to derive national estimates for informal sector production. In three of the eight countries for which data have been reported, Benin, Burkina Faso and Chad, women's share in the informal sector GDP was comparable to men's in 1992/93. Their share of informal sector production matches or exceeds their share of informal sector employment, except in Benin and Kenya, where it is 9 percent and 14 percent lower, respectively.

⁴ See Table Two for data compiled for *The World's Women 2000*.

Several key strategies were identified which need to be implemented to achieve these objectives. These are: (a) to base pilot estimates of core indicators on data from existing and ongoing censuses and surveys; (b) to develop and enhance labour force surveys as core instruments for collecting data on informal sector employment and enterprise characteristics; (c) to promote the adoption of new methods to capture the work of women in the informal sector in national statistical systems; ideally countries which are especially receptive to such efforts should be given technical and financial assistance; and (d) at the international level, to promote the methodological research, the development of guidelines and the compilation of statistics on women in the informal sector; in other words, to mainstream this topic in official statistics at the international level. There was also some discussion on institutional implications of adopting these strategies including personnel requirements.

Four broad areas of specific activities were identified for implementation in the short-term. These are: existing data; on-going surveys and censuses; concepts, classifications and measures; and global estimates. More details are given in Section Five of the Report.

URBAN POLICIES

Street vending is a global phenomenon. In cities and towns throughout the world, millions of people earn their living by selling a wide range of goods and services on the streets. Despite a general belief that street vending will recede as economies develop and incomes rise, it actually is on the increase in many places. In developing countries, an estimated 45 to 85 percent of the workforce is in the informal sector and street vendors represent a significant share of that workforce. In many countries of Asia, Africa, and Latin America, except in those where social norms restrict women's work outside the home, women represent a majority of these vendors.

TABLE 3: SIZE AND CONTRIBUTION OF INFORMAL SECTOR IN TRADE AND WOMEN TRADERS IN INFORMAL TRADE

| | Informal Sector as a Share of: | | Women Traders as a Share of: | |
|---------------------|--------------------------------|-----------------|---------------------------------|--------------------------|
| | Total Trade Employment | Total Trade GDP | Total Informal Trade Employment | Total Informal Trade GDP |
| AFRICA | | | | |
| Benin | 99.1 | 69.8 | 92.2 | 64.3 |
| Burkina Faso | 94.7 | 45.7 | 65.9 | 30.1 |
| Chad | 99.2 | 66.7 | 61.8 | 41.2 |
| Kenya | 84.9 | 61.5 | 50.2 | 27.3 |
| Mali | 98.1 | 56.7 | 81.3 | 46.1 |
| Tunisia | 87.6 | 55.6 | 7.9 | 4.4 |
| ASIA | | | | |
| India | 96.4 | 90.0 | 12.4 | 11.2 |
| Indonesia | 93.0 | 77.2 | 49.3 | 38.0 |
| Philippines | 73.1 | 52.3 | 72.0 | 21.6 |

Source: Charmes, Jacques. 1999. (personal compilation of the author on the basis of official labour statistics and national accounts)

Street vending is the most visible aspect of the informal sector. Yet, street vendors are often viewed as a nuisance or obstruction to commerce. Because they lack legal status and recognition, they experience frequent harassment and evictions from their selling places by local authorities or competing shopkeepers. Their goods may be confiscated and arrests are not uncommon. The places where they work are often dirty and hazardous and lack basic services. Despite the considerable risks associated with this work, street vending is the only option for many poor people. Therefore, the right to vend – within reasonable limits or constraints – should be considered a basic economic right.

Around the world, researchers and policy makers have a limited understanding of the role of street vendors. Little is known about their links to the formal trading sector or about the size and contribution of street vending to the economy as a whole. This is due in part to the fact that the number of street vendors is greatly underestimated in national labour force statistics and national accounts. Moreover, the terms and conditions under which street vendors operate are not always visible. For example, little is known about the actual legal rights of vendors, the extent to which they are organized, the types of organizations for vendors, and the nature and impact of government interventions and planning (or lack thereof) for vendors. As a consequence, public policies, urban plans, and local government bodies often reflect an inherent bias against street vendors.

The key objectives of WIEGO's Urban Policies programme are to highlight the contribution of, advocate the provision of services and infrastructure to, and expand the organization of street vendors as well as their representation in urban planning. To date, in collaboration with the International Alliance of Street Vendors called StreetNet, WIEGO has helped initiate three country-level projects on street vendors: one each in South Africa, India, and Kenya. Each project is designed to improve action, research, statistics, and policies relating to street vending and involves collaboration between grassroots, academic, and policy-making institutions.

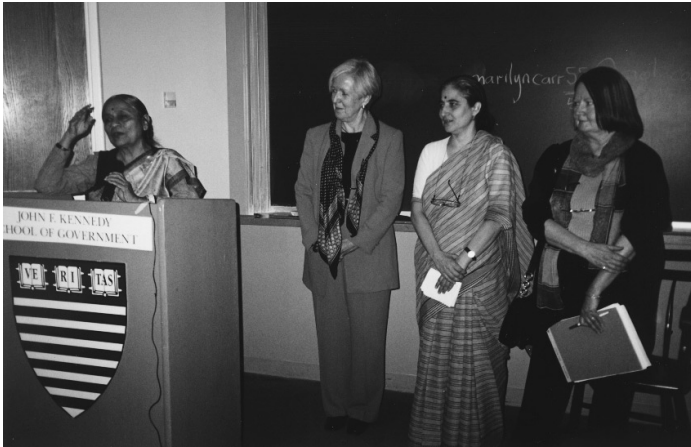
Presentations -

Presentations on the status of street vendors and projects in three countries were made by: Caroline Skinner of the University of Natal on South Africa and Eric Watkinson of the Economic Development Department, Durban Metropolitan Government; Winnie Mitullah of the University of Nairobi on Kenya; and Mirai Chatterjee of the Self-Employed Women's Association (SEWA) on India. In addition, Monique Cohen of USAID talked about the pamphlet on street vendors being produced as part of the SEEDS series and about the panel on street vendors convened at the AWID meeting in Washington DC in November 1999.

A. South Africa Project

Given the high unemployment rate and the small size of the formal sector workforce, especially in manufacturing, the size of the street vending sector is relatively large in South Africa. Following the democratic elections in 1994, there have been significant policy changes in many areas in South Africa, including four that open opportunities to street vendors: deregulation of trade and vending; legislation and institutions to promote small and micro businesses; restructuring of local government to promote, among other objectives, local economic development; and mechanisms to promote the status of women. The South Africa project, which started in late 1997 with support from the IDRC, seeks to take advantage of these new opportunities, in particular by promoting dialogues between street vendors and local government. The Self-Employed Women's Union (SEWU), headquartered in Durban, contracted the University of Natal to do research for the project. The project has synthesized existing studies of the informal sector and street vending in South Africa; conducted focus group discussions with street traders in Durban, Cape Town, Johannesburg, East London, and Queenstown; interviewed government officials in each of these towns or cities; conducted interviews with over twenty organizations of street vendors; and convened policy dialogues between representatives of street vendor associations and government officials. The primary focus of the policy dialogues has been on institutional mechanisms for representation of – or consultation with – street vendors in urban planning; negotiations between street vendors, local municipal councils, and other stakeholders; and coordination among city authorities on street vending issues. One institutional issue of particular concern, reflecting the widespread presumption that street vendors are a nuisance or obstruction, is the fact that the handling of street vendors is assigned to the traffic department in many cities in South Africa.

Several research reports on the project have been produced and are available through WIEGO. These cover major findings and lessons learned from the pilot exercise which include: the critical importance of the institutional location of street trading within local government; the importance of working through organizations such as SEWU when undertaking research relating to street traders; the difficulties of expecting street traders to participate in the research on a voluntary basis because time away from the streets is money lost; and, thus, the importance of visiting traders at their places of work. Some local policy dialogues were successful and have generated constructive debate and numerous requests for further information, as well as setting in motion an on-going process of dialogue between traders and officials. Others were less successful for a variety of reasons including failure to include a good cross section of vendor organizations and poor attendance due to lack of adequate planning.



Ela Bhatt (at podium), Marty Chen, Renana Jhabvala, Marilyn Carr



Winnie Mitullah



Nevin Il, Christina Regalado, Thelma Awori



Manali Shah and Namrata Bali



Pat Horn



Ela Bhatt



Renana Jhabvala with Lucy Lazo and Pat Horn



Lucy Lazo with Pat Horn

Following the policy dialogues, the two researchers, Francie Lund and Caroline Skinner at the University of Natal, were approached by the Durban City Council to assist in the development of an informal sector policy framework. A Technical Task Team was established in November 1999 and towards the end of 2000 will complete the work of developing, through a consultative process, a policy for local government to deal with the informal sector. Future plans include disseminating the 'Durban Experience' through a series of accessible training materials, and to follow-up on progress made in other cities, particularly Johannesburg and Cape Town. A popular version of the research process and results is available in the publication 'Street Trading' by Lund, Nicholson and Skinner. (Copies available from WIEGO).

Francie Lund, Caroline Skinner, and Fred Pietersen (chairperson of the Task Team from the Economic Development Department of local government) attended the workshop for local government of the Kenya Project, which is reported on next.

B. Kenya Project

Existing studies on street vending in Kenya provide few (if any) numbers or estimates of street vendors and little (if any) information on the policy and regulatory environment in which street vendors operate or the organizational capacity of street vendors. Whereas many vendors in Kenya participate in small revolving savings and credit organizations, these organizations tend to be weak and do not address the wider policy and regulatory environment faced by the vendors. Moreover, existing small and micro-enterprise development programmes tend to focus on the manufacturing sector to the relative neglect of the trading sector. The Kenya Project, which was supported by IDRC and Dfid, has undertaken surveys of vendors in two large cities (Nairobi and Kisumu), one medium sized town (Machakos), and one small town (Migori).

BOX
9

FINDINGS AND RECOMMENDATIONS OF KENYA STREET VENDOR PROJECT

- there are no clear policies and regulations regarding street vendors with authorities relying on outdated and/or verbal regulations. Thus, there is a need for urban authorities in collaboration with other stakeholder groups to develop clear policies and regulations, to summarize these policies and regulations and make them available to street vendors and other stakeholders in a manner they can easily understand, and to devise strategies on communication and working relationships between urban authorities, street vendors and other stakeholder groups;
- there is a lack of acceptable sites (especially in the Central Business District) and of basic services for street vendors. Thus, there is a need to set aside communal sites for vendors; to establish a mechanism for handling conflict between street traders and formal traders located in markets/shops; and to provide basic services once appropriate sites have been agreed upon;
- most traders do not operate with licenses – nor do they pay any fees and there is a lack of clear requirements for vending and information on licensing/fees procedures. As a result, the majority of vendors bribe officers which is more costly than having a license or paying a daily fee. Thus, there is a need to devise clear requirements for vendors in respect of licensing/daily fees; vending sites; type of commodities to be sold in specific sites; fees to be charged on different types of commodities; and method of determining amount to be paid per type and quantity of commodity;
- there are no clear guidelines on enforcement which gives rise to manipulation by enforcement officers. Thus, there is a need for enforcement officers to always be in uniform and to collaborate with community development officers. Adequate time and notice of demolition and of confiscation of goods should be given to vendors, the period of confiscation should be specified, and small traders courts or business tribunals should be established to deal with disputes;
- there is poor communications between vendors, urban authorities and other stakeholder groups. To deal with this problem, communication forums need to be organized at the local and national levels, and the capacity of urban authorities to undertake efficient planning and handling of vending activities needs to be strengthened;
- most existing groupings of street vendors are very weak. They combine welfare and business support, have little or no focus, have no membership lists, and tend not to be involved in advocacy activities. Thus there is a need to strengthen the capacity of vendor organizations and to link these into umbrella associations which can liaise with urban councils and with national level authorities.

The research has revealed that the vendor's voice is not heard and has helped to highlight ways in which the doors for meaningful dialogue can be opened. Major findings of the surveys and resulting recommendations given in Box Nine.

C. India Project

Street vending is a rapidly growing source of employment for the working poor in, particularly, urban India: both those who come into the cities in search of work and those who are laid off work often take up vending. Given the lack of official data on street vending, local grassroots and non-governmental organizations conducted surveys of street vendors in eight cities of India during 1996/97: the numbers ranged from 15,000 in a small town to 65,000 in a large city to over 200,000 in very large cities such as Mumbai. In late 1998, these organizations formed a National Alliance of Street Vendors (NASVI) and launched a campaign to demand a national policy on street vendors. Today, NASVI has involved more than 250 organizations from 49 cities and towns in 22 states of India. NASVI has actively encouraged the organizing of vendors everywhere. For example, in Delhi, a union of 600 women vendors has grown over the past year, and in Bangalore, a new state network of street vendors was registered. Moreover, special attempts have been made to reach out to vendors in small towns and in remote areas like the North East.

Studies on vendors have been carried out in nine major cities – Delhi, Mumbai, Calcutta, Bangalore, Ahmedabad, Patna, Indore, Bhubaneswar, and Imphal – to better understand the issues facing vendors and current urban policies and laws in different states. The findings of these studies are being widely circulated among vendors, their organizations, policy makers, the police, local administration, the media, consumer groups and others. Regular contact between NASVI members is maintained through distribution of the newsletter 'Footpath Ki Aawaz', and meetings have been held in towns and cities which have successfully initiated dialogues with planners, administrators and the police. Future action includes starting a dialogue with the central Government of India, through the Planning Commission, to initiate a national-level consultation leading to a national policy for street vendors. The various platforms that street vendors wish to see in such a policy are:

- give vendors legal status by issuing licenses, and providing appropriate hawking zones
- protect and expand vendors' existing livelihoods
- promote and develop the natural market system
- make street vendors a special component of plans for urban development by treating them as an integral part of the urban distribution system
- include vendors in town and city Master Plans
- issue guidelines for supportive services and social security at local levels
- set up a social security fund for street vendors
- promote self-governance of hawkers through organizing
- set up appropriate, participatory, non-formal mechanisms like tripartite or multipartite committees with representation by street vendors and hawkers, NGOs, local authorities, the police and others; and,
- provide street vendors with relief measures in situations of disasters and natural calamities.

Finally, NASVI requested the National Law School to study all judgements of the Supreme Court pertaining to vendors. This report, which is now published, will be used by NASVI to explore the possibility of legal action through a petition in the Supreme Court which will incorporate several issues vendors currently face, including the West Bengal legislation which makes vending a non-bailable offence.

D. The SEEDS Pamphlet and the AWID Panel

The SEEDS project, which has been implemented by the Population Council for the past 20 years, been producing popular pamphlets that document innovative approaches to strengthening women's productive roles. From an earlier emphasis on individual projects, the series is now in a second phase that looks at organizing efforts and collective action both within and across national boundaries to change the working conditions of specific occupational groups of women. The first in this new series (written by Renana Jhabvala and Jane Tate) focussed on home-based workers. The second, which is being prepared by Monique Cohen and Mihir Bhatt focuses on street vendors. The pamphlet includes an assessment of the scale of women's involvement in the sector and identifies the structural constraints facing them. It gives examples of promising developments drawn from a wide range of cities around the world and looks at the sustainability of these endeavours. The pamphlet will be published in late 2000. Both publications have involved a close collaboration between SEEDS, WIEGO, and, respectively, HomeNet and StreetNet.

WIEGO and SEEDS also collaborated in organizing a panel "Organizing Street Vendors" at the Association of Women in Development (AWID) meeting held in Washington D.C. in November 1999. The panel brought together organizers of the vendor community and municipal representatives charged with regulating the presence of street vendors in the urban economy from three cities: Lima in Peru, Durban in South Africa, and Ahmedabad in India.

Breakout Group Report -

Pat Horn gave an overview of urban policies affecting street vendors based on her experiences in Africa. Points included: the importance of organizing around specific issues; the interface between local policies and international policies; the importance of a negotiating framework for street vendors associations and municipal authorities; the importance of ensuring that municipal authorities follow through on commitments; and the fact that conditions vary in different countries and continents which has to be taken into consideration when replicating successful projects elsewhere.

Following this introduction, a framework for action was developed which highlighted: the actors with whom the urban policies programme will work; the activities on which the programme will focus; and the outcomes that the programme aims to achieve. Major objectives include: (a) establishing a (model) forum for negotiation; (b) developing modalities for follow-up through accountability; and, (c) promoting legal reform.

Several key strategies were identified in order to achieve these objectives including: (a) basing communication on action research which can be packaged in 'sound bites' for dissemination to the international community; (b) targeting communication at politicians to sensitize them to the importance of urban policies; (c) twinning cities with each other to facilitate dissemination of best practices; and, (d) including street vending into employment policy and poverty elimination policies.

Discussions on the institutional aspects of WIEGO's Urban Policies Programme pointed to the urgency of appointing a Director for the programme and of developing links with other WIEGO programmes.

SOCIAL PROTECTION

On average, high-income countries spend 10-15 percent of their GDP on social protection whereas low-income countries spend one-to five percent of their GDP on social protection (more in Asia than in Africa). As a result, a significant percentage of the population in the developing world – as high as 90 percent in Africa – are not covered by any type of social protection. Compounding the absence of statutory protection in most developing countries is the absence of labour protection. As much as 85 percent of the work force in low-income countries is outside the formal wage sector, unprotected by labour legislation and unorganized by labour unions. Moreover, current global trade and investment patterns are changing the nature of the social contract that has existed between employers and workers in many sectors, with employers taking less responsibility for the overall welfare of workers and their departments.

When both the private and public sector fail to fulfill their social commitments, the workforce can be put at extreme risk. Most workers in the informal sector, particularly in the developing world have never had access to either state or employer-based systems of social protection. In the absence of formal systems, the working poor rely on informal systems of social protection (e.g. support from friends and relatives, social or kinship networks, goodwill of employers, sending children to work, and rotating savings-and-credit societies) as well as their own resources (e.g. use of savings, sale of assets, sending children to work). But the benefits from such informal sources are seldom adequate and often uncertain.

In industrialized and transition countries, the whole issue of social protection – who should be covered, what risks should be cushioned, and who should contribute – is currently being debated. However, the focus of this debate is primarily on formal sector workers in industrialized economies and former pensioners in transitional economies. The reassessment of state systems needs to take into account the fact that in the developing world a significant proportion of the population does not have a fixed employer and worker benefits, and that in the developed world more people are joining the informal sector where there is no protection.

One overall goal of the WIEGO's Social Protection Programme is to help focus the current debate on the specific risks of working in the informal sector, and particularly those borne by women workers in the developing world. The other is to promote innovative approaches to providing social protection to workers in the informal sector, and particularly for women workers.

Presentations -

Although this is a very new programme, a great deal of interest has been in evidence this past year, and a great deal has been achieved in terms of developing an active programme with numerous partners. Much of the headway made has been as a result of the partnership with ILO/STEP which resulted in the preparation of a substantive background paper as well as a joint, high-level workshop on social protection for the workers in the informal sector held in Geneva in December 1999. The first two presentations related to this collaboration: Frances Lund and Smita Srinivas gave an overview of the background paper they prepared for the December meeting, and Evy Messel (ILO/STEP) talked about the workshop itself. This was followed by two presentations of national level workshops – one by R.K.A.Subrahmanya on a national workshop in India held in April 2000; and one by Rakawin Lee and Ingeborg Ponne on a national workshop held in Thailand in May 2000. There were then two presentations on MicroFinance Institutions (MFIs) and Social Insurance: one by Warren Brown of the Calmeadow Foundation; and the other by Celina Kawas of the International Coalition on Credit for Women.

A. Background Paper prepared for ILO/STEP-WIEGO Workshop⁵

In the background paper, Frances Lund and Smita Srinivas pose the following core questions: (a) under what conditions can which kind of workers in the informal sector (especially women living in poverty) secure access to what core measures of provision; and (b) which measures can be incrementally improved upon in the future. The authors outline a framework within which to view the risks faced across the life-cycle by those who work under informal arrangements. They consider the specific risks that women workers face, especially those that require specific forms of intervention.

The authors question some basic models of labour, gender, private/public sectors – including the informal/formal sector dichotomy – that seem to hinder the development of appropriate social protection programmes. They express concern that all responsibility for risk and social provision should not be downloaded on the poor and argue for active participation and appropriate roles for different institutional players, including the state, the private sector, trade unions, and other organizations of civil society. They also describe some innovative programmes that have taken steps towards long-term comprehensive social protection coverage for the more vulnerable groups of workers.

⁵ This paper, entitled *Learning from Experience: A Gendered Approach to Social Protection for Workers in the Informal Economy*, is available from ILO/STEP and WIEGO.

B. WIEGO and ILO/STEP Meeting and Follow-up

Following discussions between ILO/STEP and WIEGO initiated at the 1999 Annual Meeting of WIEGO, a joint ILO/STEP and WIEGO Workshop on Social Protection for Women in the Informal Sector was held in Geneva in December 1999 with support from the World Bank and IDRC. The objectives of the workshop were: (a) to identify effective ways of providing social protection to those who work in the informal sector, particularly women; (b) to exchange practical experiences and research findings on what is currently being done to extend social protection to informal sector workers through both existing mainstream schemes and innovative alternative schemes, and to look at these from a gender perspective; (c) to prepare recommendations for future programmatic, research and policy initiatives by WIEGO, ILO/STEP, and other development partners committed to providing social protection to informal sector workers; and, (d) to contribute to ILO's efforts to prepare for the Copenhagen +5 and Beijing +5 Conferences. Nearly one hundred participants from membership organizations, NGOs, academia, government and international agencies from 25 countries participated in the workshop.

The workshop was organized around four plenary sessions followed by breakout group discussions. In three plenary sessions, panelists and discussants shared their knowledge and experience on specific components of social protection: integrated social insurance schemes; health insurance schemes; pension and safety net schemes. The papers prepared for these sessions served to illustrate a variety of operational approaches and to raise a number of conceptual and practical issues, including: the nature and intensity of different types of risks; the mechanisms and coverage of different schemes; and the role of different institutions. A fourth plenary sessions focussed on the roles of different institutional players, including local women's organizations, and on alternative institutional arrangements between different players.

BOX
10

RECOMMENDATIONS OF THE WIEGO AND ILO/STEP MEETING ON SOCIAL PROTECTION

- case study documentation: ILO/STEP and WIEGO will collaborate on documenting cases of 'good practice' and different models of providing insurance, particularly health insurance to workers in the informal sector; documenting models of home-based workers' organizations involvement in facilitating, supporting or providing social protection;
- research studies: all ILO/STEP and WIEGO research on topics relating to social protection will take into account variables on gender, sub-sector, and employment status of workers in the informal sector as well as the wider policy and regulatory environment; some research studies will be jointly published and disseminated;
- networking and exchange of information: ILO/STEP and WIEGO will support each other in the dissemination of information materials, research findings, and training materials related to social protection for workers in the informal sector, through different networks, and will look at the possibility of establishing a network and a secretariat to coordinate and facilitate the multiple activities by different players involved in promoting the rights of workers in the informal sector;
- policy dialogue: ILO/STEP and WIEGO will convene national, regional and international policy dialogues with key stakeholders from the state, trade unions, employers' organizations and civil society to promote policies that support the development of alternative schemes to provide insurance for men and women workers in the informal sector.

C. India National Workshop

The India National Workshop was held in New Delhi in April 2000 and was well attended by representatives from a good cross section of organizations. Francie Lund was a key-note speaker. The four working groups focussed on the themes of: income security; health security; maternal and child welfare; and old age security. The success of many self-help groups as well as the need to concentrate on health financing, not just health delivery, were highlighted. The report will be available from the Social Security Association of India and WIEGO.

D. Thailand National Workshop

In Thailand, homework is promoted as a means of income earning for large parts of the population, especially women in rural areas. However, the extension of social insurance and assistance to vulnerable groups, such as home-based workers, is a matter of concern to the Government and NGOs, as well as home-based workers themselves, because they still do not have access to adequate protection. The effects of the recent economic crisis has made the issue even more acute. The Government has launched several initiatives to extend protection to homeworkers, by setting up the National Committee on Home Worker Promotion Development and Protection and by establishing a Division on Home Workers in the Department of Labour Protection Welfare. In many villages, the community has started self-help groups to improve their welfare and many NGOs have developed programmes and projects that promote social protection for all. Within this context, the aim of the Thailand National Workshop is to provide a forum for key governmental agencies and home-based worker representatives to exchange experiences and information on how social security and assistance can be extended to home-based workers – particularly through micro-insurance schemes. The three day meeting will focus on: problems of home-based workers; the existing social security system; and drawing up of agreements and commitments for extending social security to home-based workers and implementing alternative social security schemes.

E. Microfinance Institutions (MFIs) and Insurance

There were two presentations on MFIs and Insurance. The first by Warren Brown highlighted that MFIs are an appropriate channel for delivery of insurance to the informal sector because they have a vested interest in helping to ensure that gains from microfinance are not wiped out by natural or manmade disasters and because they already have established relationships with potential insurance beneficiaries. He presented examples in life, health and property insurance and highlighted two components needed for success: tangible benefits to the client household (from the client perspective) and sustainability (from the MFI perspective). He talked about the complexity of insurance schemes as well as the greater financial risks involved and the ability to deliver on a low-cost basis.

Celina Kawas described a meeting held in Sri Lanka in May 2000 that was organized by Women's World Banking and the International Coalition on Women and Credit. This meeting was convened to provide an opportunity to look at the specific experiences of Asian practitioners in providing insurance to women microentrepreneurs. It pointed to the complexity of insurance and also to the need to ensure that schemes protect the client, rather than the delivery institution. Follow-up will include fostering linkages and country-specific studies.

Breakout Group Report -

The break-out group, consisting of 25 participants from varying backgrounds and geographical regions, was jointly chaired by Francie Lund and Evy Messel. Through discussion of the recommendations provided at the International Workshop on Social Protection held in Geneva in December 1999, the working group made suggestions for the role and direction of the programme over the next three years.

A Framework for Social Protection was outlined covering: contingencies, instruments, agencies, mechanisms and issues/questions raised. Two major roles were identified: information clearing house; and advocacy networking (See Section Five of the Report for more details on these). Important issues which should be considered by the programme were highlighted: the impact of HIV/AIDS; the role of trade union involvement in providing services to workers; occupational health; old age and social protection; and child care. Several participants offered to provide information and contacts in these areas.

At the institutional level, the need to identify a Director for WIEGO's Social Protection Programme to promote programme activities was noted. Greater linkages with other WIEGO programmes – particularly with global markets and urban policies – were called for. Also, closer ties with research institutions to promote social protection as a topic for the development research agenda were called for.

RELATED PROGRAMMES

In a final plenary session, several programmes or activities related to WIEGO were presented. Ratna Sudarshan of the National Council of Applied Economic Research (NCAER) in New Delhi talked about the joint NCAER–SEWA project on the informal sector. Santosh Mehrotra of UNICEF described the UNICEF study on Child Labour and Home–Based Workers. Simel Esim presented on gender budgets and the informal sector, while Jennefer Sebstad talked about key issues related to the livelihoods of adolescent girls in Africa. Carol Richards gave an overview on Women’s Lens: Los Angeles particularly as it relates to migrant women; Linda Yanz of the Maquila Solidarity Network talked about Codes of Conduct, Export Processing and Home–Based Workers; and Maria Riley of the Centre for Concern described the Gender and Trade Network which is co–organized by the Centre. Ela Bhatt gave a presentation on Slum Networking and Urban 21 which is a new urban initiative of the World Bank with UNDP’s Water and Sanitation Programme in which SEWA is heavily involved. Finally, Karl Osner and Annette Krauss of the Association for the Promotion of North South Dialogue talked about their Exposure and Dialogue Programme which brings participants from international donor agencies and political institutions to Southern organizations such as SEWA where they learn directly about the living and working situation of women living in poverty.

NEXT STEPS?

The Second Annual Meeting of WIEGO and the related events attracted even more participants from grassroots organizations, academic institutions and international development agencies than did the First Annual Meeting held in Ottawa in April 1999. Since many participants had been working together during the year on various WIEGO programmes, projects and activities, there was a great sense of cohesion and camaraderie. The effort put into jointly planning activities in the course of break-out groups and various side meetings bodes well for the future of the WIEGO network which, together with HomeNet and StreetNet, will continue to try to improve the conditions and advance the status of women in the informal sector of the economy.

Thanks to increased core support from the Ford Foundation, WIEGO plans to recruit part-time Programme Directors and Regional Coordinators to oversee its ever-expanding programme activities and a full-time Project Manager to assist WIEGO’s part-time Coordinator with communication, publication, fund raising, financial management, and other core functions. WIEGO also plans to establish more formal Advisory Committees for each Programme. Finally, WIEGO plans to facilitate communications between WIEGO affiliates and advisors through a set of managed listserves and to reach out to other individuals and institutions working on the informal sector by updating and expanding its Web site.

WIEGO continues to implement each of its programmes in three phases, as follows:

- Preparatory Phase: background issues papers and planning workshops
- Implementation Phase: action, research and policy dialogues
- Dissemination Phase: publications and conferences

By the First Annual Meeting in April 1999, only three of the five programmes had initiated preparatory activities. By the Second Annual Meeting in May 2000, all five programmes had undertaken preparatory activities and three of the programmes had started to implement activities.

Each programme theme involves a mix of research studies, programmatic activities, and policy dialogues. For a description of the common types of research, programmatic, and policy dialogue activities, see Box Eleven. For a list of activities planned for the next year, under each Programme theme, see Box Twelve.

COMMON TYPES OF WIEGO ACTIVITIES

Research Activities:

Issues Papers: papers that summarize the key research and policy issues as well as relevant conceptual, empirical, or policy frameworks and debates

Thematic Studies: studies of key issues or topics

Sub-Sector Studies: studies of key dimensions – including, size, contribution, working conditions, value-added chain, employment statuses, gender composition, policy environment – of selected sub-sectors

Best Practice Documentation: case study documentation of innovative programmes, institutional reforms, and/or policies

State of the Art Monographs: monographs that provide an overview of the literature, data, programmes, and policies

Programme Activities:

“Mapping”: compiling inventories of key individuals and institutions and key programme and policy initiatives

Pilot Projects: projects to develop or test innovative approaches

Advocacy and Training Materials: preparation of materials that ‘package’ statistical data, research findings, and best-practice documentation for advocacy and training purposes

Policy Dialogues:

Policy dialogues between different key players – grassroots women workers, government, private sector, NGO sector, donor community, international organizations – at the local, national, and international level.

WIEGO'S PROGRAMME OF ACTION

| | RESEARCH | PROGRAMMES | POLICY DIALOGUES |
|---------------------------------|--|---|--|
| GLOBAL MARKETS | Garment sector: 6 countries Food processing sector: 3 countries Minor forest product sector: 3 countries Binder + manual: global value chain analysis by sub-sector, including home-based workers Case-study of SEWA's marketing structure | Women's Trade Centre, India Threadlines USA + Europe | South Asia Regional Policy Workshop |
| URBAN POLICIES | Additional research in 3 countries: South Africa, Kenya, and India New research in 4 countries in Africa | Expansion of 3 country-level projects: South Africa, Kenya, and India Establishment of 4 new country-level projects in Africa Identification of possible countries in LA/C and Southeast Asia | Municipal and national policy dialogues: 3 or more countries |
| SOCIAL PROTECTION | Design of research agenda Case studies of 2-3 successful social protection initiatives Overview of social protection schemes and policies in Southeast Asia | Pilot projects in 2-3 countries Support to micro-insurance network | International Policy Conference |
| ORGANIZATION/ REPRESENTATION | "Mapping" of existing organizations/networks Concept note on "Voice" | Support to existing organizations and networks Promotion of international platform for informal sector organizations/networks | International Conference |
| STATISTICS | Preparation of guidelines Tabulation of existing statistics Compilation of statistics Review of existing surveys Publication on statistical methods and findings | Participation in Delhi Group + technical committees Co-sponsorship of technical workshop on ILO manual Institutionalization of improved methods by national statistical offices | LA/C Regional Conference |

In addition to overseeing the Programme activities summarized above, the WIEGO Secretariat will implement a set of core functions over the next year. These include:

- recruitment of part-time Directors for each of the five Programmes: Global Markets (Marilyn Carr); Urban Policies (Winnie Mitullah); Statistics (Jacques Charmes); Organization and Representation (Dan Gallin); and Social Protection (Frances Lund)
- recruitment of part-time Regional Advisors for Southeast Asia (Lucy Lazo); Latin America (Carmen Roca); Eastern Europe and the Arab States (Simel Esim)
- recruitment of full-time Project Manager (Elena Patiño) for Secretariat
- co-organization of research project on Reconceptualizing Work (with ILO and Radcliffe Public Policy Center);
- co-organization of Asian Workshop on Rethinking the Informal Sector (with SEWA, NCAER, and HomeNet);
- promotion of linkages between WIEGO and other agencies;
- expansion and improvement of WIEGO Web site;
- coordination and production of publications on the informal sector.

WIEGO welcomes individuals or institutions working on related issues to correspond with the network. Interested individuals or institutions can get information on WIEGO's programmes by consulting its website (www.WIEGO.org).

Annex I.

Presenters

Grace Bediako has been Technical Adviser in Gender Statistics/Statistician at the United Nations Statistics Division since November 1991. Prior to her current position, she was Technical Adviser at the International Research and Training Institute for the Advancement of Women (INSTRAW), April 1986 to November 1991). Her work has been to prepare technical materials on measurement of economic and non-economic work, develop training programmes in the compilation and dissemination of gender statistics; and provide technical support to countries and regional commissions of the United Nations, for Africa, western Asia and Asia and the Pacific. She also contributed to the preparation of various technical and methods reports including the “Trial international classification for time-use activities”; sections related to “Economic characteristics” and “Gender statistics” in the revised Principles and Recommendations for Population and Housing Censuses, Rev. 1.; and supervised the preparation of a Handbook for Producing a National Statistics Report on Women and Men, and of the Manual on Compilation of Statistics on Women in the Informal Sector. She holds a Ph.D. in Demography from the University of Pennsylvania (1988).

Ela Bhatt is the founder of the Self-Employed Women’s Association (SEWA) and served as the General Secretary of SEWA from 1972-1996. A lawyer by training, Ms. Bhatt is a respected leader of the international labour, cooperative, women, and micro-finance movements who has won several national and international awards. She was one of the founders of Women’s World Banking and served as its chair from 1980-1998. She currently serves as the Chair of the SEWA Cooperative Bank, of HomeNet, of the International Alliance of Street Vendors, and of WIEGO. She is also a trustee of the Rockefeller Foundation.

Warren Brown worked initially with Calmeadow as a Microfinance Research Specialist and is now working with ACCION International as Director in their Research and Development Department since moving from the world of corporate strategic consulting with Monitor Company two years ago. The focus of much of Mr. Brown’s work in the micro-finance field has been exploring the possibilities for new product development. With Calmeadow, Mr. Brown focused on understanding the opportunities and risks in the developing field of microinsurance (the subject of Mr. Brown’s presentation at the Annual Meeting). At ACCION, Mr. Brown is continuing to stay abreast of developments in microinsurance and is also working on projects developing microfinance loans for housing improvements and testing various tools for better understanding low-income households’ financial services needs and preferences.

Marilyn Carr is a development economist with over 20 years experience in the fields of international trade, small enterprise development, and technology choice and transfer. She holds a M.Sc in Economics from the London School of Economics and a D.Phil in Development Economics from the University of Sussex. Dr. Carr is currently a Public Policy Fellow at the Radcliffe Institute for Advanced Studies at Harvard University and is on leave of absence from UNIFEM in New York where she has been Chief of the Economic Empowerment Programme since 1990. Prior to this she worked as Regional Coordinator for UNIFEM based in Harare, as Senior Economist with the Intermediate Technology Development Group in the UK, and as an Expert in Gender and Technology at the African Training and Research Centre for Women of the UN Economic Commission for Africa in Addis Ababa. Dr. Carr has written or edited 10 books and several articles on the subjects of small enterprise development, rural industrialization, technology choice and women’s economic empowerment, and has done numerous consultancies for a variety of international agencies including the World Bank, ILO, FAO and UNDP.

Jacques Charmes is an economist and statistician. Director of research at the French Scientific Research Institute for Development and Co-operation (IRD, formerly ORSTOM) and Professor of Economics at the University of Versailles – St Quentin en Yvelines, he has been involved in the design and analysis of many labour force, living standards and informal sector surveys in Africa, North and South of Sahara. He has written many articles, reports and manuals on the measurement of informal sector in labour force and National Accounts, with special emphasis on women. He has participated in many UN programmes and activities on these topics, especially: the new international definition of the informal sector adopted in 1993, the handbook on the household sector accounts for the implementation of the new System of national Accounts, the World’s Women statistics compilations, and national human development reports. He is currently working on a manual for informal sector surveys with the ILO.

Martha Chen is the Horner Distinguished Visiting Professor at the Radcliffe Institute for Advanced Study, a Lecturer in Public Policy at the Kennedy School of Government, and Coordinator of WIEGO. An experienced development practitioner and scholar, her areas of specialization are gender and development, poverty alleviation, and the informal economy. She has long-term resident experience in Bangladesh, where she worked with one of the world's largest and best-known non-governmental organizations (BRAC), and in India, where she worked with over 50 non-governmental organizations in her capacity as field representative of Oxfam America for India and Bangladesh. Since joining Harvard University in 1987, Dr. Chen has pursued policy research on women's economic role in development, taught several courses on international development at the Kennedy School of Government, provided advisory services to various international development agencies, written and edited five books, and helped establish WIEGO. Dr. Chen received a Ph.D. in South Asia Regional Studies from the University of Pennsylvania.

Monique Cohen is senior technical advisor in the Office of Microenterprise Development, USAID. She is responsible for the design and management of USAID's AIMS (Assessing the Impact of Microenterprise Services) Project. Her responsibilities also include the direction of the Office's initiatives on poverty and microfinance. She coordinated and coauthored a microfinance contribution to the World Bank's World Development Report 2001 on Poverty, "Microfinance, Risk Management and Poverty". Previously she worked in USAID's Office of Housing and Urban programs, both in Washington and in the regional Office (RHUDO) for the Near East based in Tunis. She has consulted with both international donor agencies, foundations and NGOs. She is author of several articles on Street Food Vendors and is the author of the SEEDS publication on Street Vendors.

Simel Esim has been an economist in the Economic Analysis Division of the International Center for Research on Women (ICRW) for the past two years. Her research and program work has been in the fields of international political economy, institutional economics, and gender and economic development. In the last decade, she has collaborated and consulted with a range of institutions including UN agencies (UNIFEM, UNICEF, and the World Bank), USAID, host country governments, international and local NGOs, women's organizations and networks. She has published articles on the impact of globalization on women's employment, microenterprise development (business development services), engendering macroeconomics (public expenditure priorities, informal sector), and education. Her work has taken her to Turkey, Egypt, Yemen, Jordan, Palestine, Bangladesh, India, China, South Africa and the Philippines. She is a native speaker of Turkish with working knowledge of Italian and Arabic, and is a beginning speaker of Spanish.

Dan Gallin is Chair of the Global Labour Institute (GLI), a foundation established in 1997 with a secretariat in Geneva. The GLI investigates the consequences of the globalization of the world economy for workers and trade unions, develops and proposes labour strategies and promotes international thinking and action in the labour movement. Gallin worked from August 1960 until April 1997 for the International Union of Food, Agricultural, Hotel, Restaurant and Catering, Tobacco and Allied Workers' Associations (IUF), since 1968 as General Secretary. The IUF is an International Trade Secretariat (an international trade union federation by economic/industrial sector) which in 1997 had 310 member unions in 111 countries with a total membership of 2.6 million. Gallin is also President (since 1992) of the International Federation of Workers' Education Associations (IFWEA) (100 national members in 62 countries and seven affiliated international organizations), an organization of labor educational institutions and labor service organizations.

Heather Gibb is currently developing a Workers' Rights research program for the North-South Institute. Previously, she managed the Institute's APEC (Asia Pacific Economic Cooperation) project (now completed), leading projects addressing gender issues in Human Resources Development (HRD) policy for APEC's Human Resources Development Working Group. She also contributed extensively to gender mainstreaming initiatives in APEC. Her career in the Asia-Pacific region includes positions as the Director of the International Division's Pacific Group at the Canadian Chamber of Commerce, where she was responsible for the Canadian Committee, Pacific Basin Economic Council. She also worked for the Canadian National Committee on Pacific Economic Cooperation and the ASEAN-Canada Business Council. She was a writer/researcher for Mr Joe Clark during his tenure as Prime Minister and later during his term as Opposition leader. Gibb was a research assistant with the Japanese Embassy in Ottawa and a consultant for the Canadian School Boards Association. She received her MA in Political Science from the University of British Columbia.

Margarita F. Guerrero is currently on secondment from the National Statistics Office (Philippines) to the United Nations Statistics Division as Project Statistics Coordinator for the UNDP/UNSD/IDRC Project on Gender Issues in the Measurement of Paid and Unpaid Work. In implementing the project, she has provided technical assistance to several developing countries

in the planning, design and review of time-use surveys through country missions and by serving as resource person in various regional seminars/ workshops. As head of the Industry and Trade Statistics Department of the NSO (Philippines), Marge has technical responsibility for major monthly economic indicators. She has worked with international organizations (ADB, ILO, World Bank, UNICEF, UNSD) in the planning, implementation and analysis of population censuses, household surveys on health, labour force, informal sector, and child labour and enterprise surveys in various developing countries in Asia. Marge has a Ph D in Statistics from Iowa State University and was a professor and Director of the Institute of Mathematical Sciences and Physics at the University of the Philippines Los Banos.

Pat Horn is a trade unionist who was active in the South African trade union movement during the 1970s and 1980s at the height of the anti-Apartheid struggle. She became active in the women's movement in the trade unions in the 1980s and then in the ANC Women's League in the early 1990s when the ANC was unbanned. She was one of the founding members of the Women's National Coalition that produced the Women's Charter for Effective Equality in 1994 through a massive participatory research project involving women from all walks of life in South Africa. Inspired by the example of SEWA in India she raised funds in 1993 and combined her experience from the trade unions and the women's movement to establish the Self-Employed Women's Union (SEWU) in 1994 in Durban, South Africa to organize women workers in the informal sector. Pat Horn has been part of the WIEGO Steering Committee since 1998, and in November 1999 started to co-ordinate the work of the international alliance of street vendors (StreetNet).

Renana Jhabvala has been working with the Self Employed Women's Association since (SEWA) 1977. She was elected Secretary of SEWA from 1981 to 1994. At present she is looking after SEWA's national and international activities and its research and development. She is also Secretary of the National Centre for Labour (NCL). She was awarded a Padmashri (Indian National Award) in 1989.

Chandni Joshi has been the Regional Programme Advisor of the United Nations Development Fund for Women (UNIFEM), in the South Asian Region since 1990. Her work in the region involves lobbying with the governments for gender auditing, linking micro voices with macro policies, and advocating and lobbying with all stakeholders for mainstreaming women's concerns and perspectives in national/organizational programmes and policies. Making optimum use of skills of negotiation to convince, energize and raise funds. Highlighting UNIFEM's visibility and mandate at assorted fora, forging new partnerships and networks, leading to an increase in the critical mass. Using large canvas in development approach, encouraging and bringing together key partners towards a common shared goal. Making proactive interventions, and providing effective technical assistance and advisory services to partner agencies. Her role involves furthering UNIFEM's long term objective of strengthening collaboration with other UN agencies, with Governments, with other bi-lateral donors, and with NGOs who work for the advancement of women. Ms. Joshi received her masters degree in English Literature from Tribhuvan University in 1965, where she taught and rose to be the Head of the Department in English Literature. She has many publications to her credit.

Celina Kawas is the Coordinator of the International Coalition on Women and Credit, a network of institutions engaged in microenterprise lending and development. Before joining the Coalition, Ms. Kawas worked as a researcher and evaluator utilizing participatory methodologies on issues such as the urban informal sector in developing countries, gender and development, housing, health and microenterprise. Ms Kawas has a Masters degree in Sociology of Development from the University of Texas at Austin and is a native of Honduras works as a consultant with the Association for the Promotion of North-South Dialogue, Germany, and with the Special Unit for Microfinance of UNCDF in New York. She specializes in training programs for policy makers, practitioners, donors, and key persons from civil society with regard to technical, institutional, and political aspects of microfinance and related self-help initiatives. She received a Doctorate degree in International and Development Economics from the University of Bochum, Germany, in 1999.

Lucy Lazo is the Executive Director, Center for the Informal Sector, the Vice-president of Technology and Entrepreneurship Associates, Inc., and former Chief Technical Adviser of the ILO-DANIDA Subregional Project On Homeworkers in the Philippines, Thailand and Indonesia. She is also a practising international and national consultant. Her current involvements include: Urban Poverty Alleviation Study for the Asian Development Bank; UNDP-Manila national project on the informal sector; and membership on the Board representing the NGO Sector, National Vocational Training and Development Center for Women in the Philippines.

Rakawin Leechanavanichpan is the Director of HomeNet Thailand, and was former Advisor and Program Officer for the Labour Justice and Peace Commission. She has extensive experience as a lecturer, advisor, and as a member of several executive committees concerned with social welfare. She received a Masters degree in Political Science from Kasetsart University in Bangkok, Thailand.

Francie Lund has specialized in social policy and is Associate Professor at the University of Natal in Durban, South Africa. She has done extensive research in social security, analyzing the effects of various forms of social assistance on poor households, and especially their effects for women in rural areas. After the democratic elections in 1994, she was appointed Chairperson of the Lund Committee on Child and Family Support, which investigated ways of supporting young children in poor households. She is presently research co-ordinator of the WIEGO pilot study, in South Africa, of women street traders. She lectures in Social Policy in the School of Development Studies.

Santosh Mehrotra, Economic Advisor, Division of Evaluation, Policy and Planning, UNICEF, is just starting a new research project involving country studies on home-based work by women and children. He studied at Jawaharlal Nehru University, New Delhi, New School for Social Research, New York, and Cambridge University (Ph.d. Econ., 1985). He worked on international economic policy issues at a government think-tank in New Delhi and taught Economics at the Nehru University while consulting for UNCTAD and ILO before moving to UNICEF New York in October 1991. His work at UNICEF involves analysis of the links between macro-economic policy and health/education, and issues in the economics of basic education. Books include *Development with a Human Face* (Clarendon, Oxford, 1997 – edited with Richard Jolly); *India and the Soviet Union: Trade and Technology Transfer* (Cambridge University Press, 1990); and a forthcoming book on *Public Spending and ODA on Basic Social Services in Developing Countries*.

Evy Messell is a senior official in the International Labour Organization, and is currently working in the core team of the ILO Global Programme STEP (Strategies and Tools against Social Exclusion and Poverty). Within the team she is responsible for the Gender Programme and the coordination of the STEP activities in Asia. Her different assignments in the ILO have always been in the field of technical cooperation and development work, through advisory services, supervising design and supervise research and planning, managing and evaluating projects and programmes. For six years she was responsible for an ILO's unit set up to promote and provide advisory services on ways to incorporate the gender dimension into ILO's technical cooperation projects. Recent assignments have included to co-manage an ILO programme on Environment and the World of Work and the promotion of the human rights of persons with disabilities to employment. She was also responsible for one of the task-teams set up to prepare the recently approved ILO Policy on Gender Equality. Her work, for NORAD and ILO, has led her to live and work extensively in many countries in Africa and Asia.

Winnie V. Mitullah is a researcher and a lecturer at the Institute for Development Studies (IDS), University of Nairobi. She holds a Ph.D from University of York, UK, majoring in Housing Policy. A political scientist by training, Mitullah has over the years researched in the areas of provision and management of urban services, and policies applying to the same. Her focus in this area has included an examination of community development, including the gender dimension in urban policy formulation, planning and management of programmes. Dr. Mitullah has worked both in the public and the nonprofit sector. In the latter, Mitullah worked as a principal researcher in a comparative study of seven African cities; while in the former, she set up the Social Services coordination Unit within the Planning Department of the Ministry of Local Government, under a Ministry of Local Government and UNICEF contract. This exposed her not only to researching, planning, monitoring and working with urban councils but actual implementation, monitoring and evaluation of programmes.

Karl Osner, Managing Director of the Association for the Promotion of North South Dialogue (NSD) based in Bonn, Germany. After more than 30 years as a senior official in the German Ministry of Cooperation and Development and Church-related relief agencies, he started the Exposure- and Dialogue initiative in 1985, which became NSD in 1992. The purpose of NSD's programs is capacity building and action-oriented advocacy for policy makers and key persons in favour of member-based self-help organizations in the South.

Carol Richards is an Anthropologist and a founder of A Women's Lens on Global Issues-Los Angeles. Women's Lens is a coalition of community organizers, policy activists and researchers in Los Angeles addressing the impact of globalization on the lives of women in Los Angeles and developing countries. She is a former co-chair of the Women's Rights Committee of

Human Rights Watch L.A., a member of the program committee of the L.A. Women's Foundation, and a co-founder of Burma Forum, which supports democracy and human rights in Burma.

Maria Riley, OP, an Adrian Dominican, is currently on the research staff and coordinator of the Women's Project at the Center of Concern in Washington, DC. The work at the Center has engaged her leadership in a variety of settings, including adult education, lectures, seminars and writing. Together with Peggy Antrobus of DAWN Caribbean convened the Womens' Strategic Planning Seminar on Gender and Trade which gathered some 48 women from different regions of the world to address the new challenges arising from the liberalization on trade and investment. The seminar, held in Grenada in December of 1999, launched processes for developing research on gender and trade, developing trade/economic literacy outreach and for organizing regional gender and trade networks.

Jennefer Sebstad has worked as a consultant for the past ten years in the areas of microenterprise development, informal sector employment, and poverty issues in developing countries. Her work has focused on program planning, project design, evaluation, and research in Africa and Asia. Prior to this she was employed as a program officer for the Ford Foundation Office for Eastern and Southern Africa, a project officer for USAID, and a staff associate for the International Center for Research on Women. In 1980 and 1981 Ms. Sebstad worked with the Self Employed Women's Association in India, documenting their institutional development processes and strategies for organizing women in informal employment. Her academic training includes undergraduate studies in geography at the University of Michigan and graduate work in urban planning at the University of California, Los Angeles.

Caroline Skinner was appointed the full time researcher for WIEGO project on women street traders in South Africa in May 1998. She has a social science degree majoring in politics and philosophy from the University of Cape Town and is in the process of completing her masters in development studies at the University of Natal, Durban. Outside of academic work she has focused on gender issues both in campus based women's movements and locally based non-governmental organizations.

Smita Srinivas is an independent research consultant and is based in Massachusetts, USA. She has been a staff member in the UN system and has worked with various non-governmental organizations in India and abroad as well as the International Labour Organization (ILO) in Geneva, Switzerland. She is currently consultant to the unit Strategies and Tools against social Exclusion and Poverty (STEP), ILO and to WIEGO. Her current work focuses on social protection, risk management and social insurance for workers in the informal sector and the role of participatory organizations in developing such measures. She is a co-author of the recent book *Learning from Experience: A Gendered Approach to Social Protection for Workers in the Informal Economy*, with Frances Lund published by the International Labour Organization, Switzerland (2000). She is also author of a recent technical manuscript on the health insurance program of SEWA, India, with the ILO.

R.K.A. Subrahmanya is presently working as Secretary General Social Security Associations of India and Chairman Study Group on Social Security of the National Commission on Labour. He entered a Civil Service under the Government of India, known as the Indian audit and Accounts Service, in 1950, and has served in various areas concerned with social security for five decades. He worked as Additional Secretary in the Union Ministry of Labor and held the office for over five years. During this period he was responsible for policy formulation and programme administration relating to labor welfare and social security and wages at the national level. He has organized seminars, symposia workshops and other forms of informed debate and discussion and organized, researched and studied various aspects of social security, traveled extensively in Asia, Europe, and the Americas, and was awarded the Medal of Merit by the International Social Security Association for service rendered in the cause of social security.

Ratna Sudarshan is a Senior Economist with the National Council of Applied Economic Research, New Delhi, where she has been for the last four years. She is currently coordinating a project on the Contribution of the Informal Sector to the Economy, which is being done in collaboration with SEWA, and is in charge of gender studies at NCAER. Prior to this, she has worked with the South Asia Regional Office of the IDRC, the Institute of Social Studies Trust (a women's studies institute in Delhi), and as a Lecturer in Economics in Delhi University. Her professional experience includes, apart from research, teaching and research management, several participatory evaluations. She holds an M.A. in Economics from the University of Delhi and a M.Sc. in Economics from the University of Cambridge. She has published several articles and recently edited a book (with Maitreyi Krishnaraj and Abusaleh Shariff) titled *Gender, Population and Development* (New Delhi: Oxford University Press, 1998).

Jane Tate has been involved with HomeNet since its creation in 1994, raising the visibility of homework and encouraging grassroots organizations. Building on her work with homeworkers in the UK, as HomeNet's co-ordinator she was active in the international campaign for the ILO Convention on Homework and has helped to bring together many organizations worldwide through personal contact, workshops, exchange visits and publications. Her extensive travel, especially in South Asia, South East Asia and Europe has given her wide experience of the needs of homeworkers and methods of organization.

Jeemol Unni is an Economist, currently an Associate Professor at the Gujarat Institute of Development Research, a semi-government Social Science research institute, with which she has been associated since October 1987. Her research interests are the informal sector, rural labour markets, non-farm employment, national income, savings and investment, and social sectors, particularly education and social security, with a particular emphasis on gender. She holds a M.Phil in Applied Economics from the Centre for Development Studies, Trivandrum and a Ph.D. in Economics from the Sardar Patel Institute of Economic and Social Research, Ahmedabad, India. She has been a Visiting Fellow at Yale University, and a Senior Research Fellow at the Institute of Social Studies in the Netherlands. She has also worked as a Consultant to the World Bank, to the International Labour Organization's South Asia Multi-disciplinary Advisory Team (SAAT) and Asian Regional Team for Employment Promotion (ARTEP), and to the NABARD and SIDBI, specialized banks in India. Recently her work has included a project with the Self Employed Women's Association (SEWA): to conduct a series of national level research studies on the theme of Contribution of the Informal Sector to National Income. She is also working with the Central Statistical Organization and the National Sample Survey Organization of the Government of India on the Informal Sector Employment and Output modules, part of the National Labour Force Survey of July 1999.

Joann Vanek is the Chief of the Social and Housing Statistics Section of the United Nations Statistics Division. Since 1980 when she joined the United Nations, Ms Vanek has been working to improve the availability and use of gender statistics. She coordinated the production of two issues of the United Nations global statistical report on women, *The World's Women*. She received a Ph.D. in sociology from the University of Michigan and based on her doctoral dissertation, wrote "Time Spent in Housework" which was published in *Scientific American* November 1974.

Lynda Yanz coordinates the Maquila Solidarity Network (MSN), a Canadian network that promotes solidarity with women's and labour rights groups in Mexico, Central America and Asia working with export processing zone workers to improve working conditions and wages. The MSN builds solidarity through a program of corporate campaigns, government lobbying, research and popular education. She is the author and co-author of numerous articles on the globalized garment industry and on the strengths and weaknesses of codes of conduct as tools for improving working conditions, including a 1999 report published by Status of Women Canada, entitled *Policy Options to Improve Standards for Garment Workers Internationally*.

Annex II.

WIEGO Publications

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Annex IV.

ORGANIZING IN THE INFORMAL SECTOR:

Developing a New Research Agenda May 24th

Jointly Organized By

Department of Urban Studies and Planning, Massachusetts Institute of Technology (MIT)

and

Women in Informal Employment: Globalizing and Organizing (WIEGO)

The following faculty, students, and activists from MIT and elsewhere joined the WIEGO participants in a one-day workshop:

| | |
|-------------------------------|---|
| Rajagopal Balakrishnan | Department of Urban Studies and Planning, MIT |
| Abhijit Banerjee | Department of Economics, MIT |
| Nirmala Banerjee | Centre for Studies in Social Sciences, India |
| Lourdes Beneria | Cornell University |
| Lauren Benton | New Jersey Institute of Technology & Rutgers University |
| Elaine Bernard | Trade Union Program, Harvard University |
| Tito Bianchi | Department of Urban Studies and Planning, MIT |
| Ron Blackwell | Department of Corporate Affairs, AFL-CIO |
| Jan Breman | Centre for Asian Studies, University of Amsterdam |
| Ray Bromley | University of Albany, New York |
| Chris Candland | Wellesley College |
| Francoise Carre | Radcliffe Public Policy Center, Harvard University |
| Sylvia Dohnert | Department of Urban Studies and Planning, MIT |
| Susan Eaton | Kennedy School of Government, Harvard University |
| Richard Freeman | Department of Economics, Harvard University |
| Marshall Ganz | Kennedy School of Government, Harvard University |
| Raquel Gomes | Department of Urban Studies and Planning, MIT |
| Natasha Iskander | Sloan School, MIT |
| Richard Locke | Department of Political Science, MIT |
| Neeta Misra | Cornell University |
| Karen Nussbaum | Women Workers' Department, AFL-CIO |
| Poonam Pillai | Department of Urban Studies and Planning, MIT |
| Michael Piore | Department of Economics, MIT |
| Bish Sanyal | Department of Urban Studies and Planning, MIT |
| Hubert Schmitz | Institute of Development Studies, Sussex |
| Amira Solh | Cornell University |
| Manoj Srivastava | Special Program for Urban and Regional Studies (SPURS), MIT |
| Guy Standing | International Labour Organization, Switzerland |
| Madhura Swaminathan | Indian Statistical Institute, India |
| Judith Tandler | Department of Urban Studies and Planning, MIT |

Annex V.

WIEGO Steering Committee

| | |
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| Ela Bhatt | Self–Employed Women’s Association (SEWA), India |
| Marilyn Carr | UNIFEM and Radcliffe Institute for Advanced Study, USA |
| Jacques Charmes | Université de Versailles and IRD, France |
| Marty Chen | Harvard University, USA |
| Pat Horn | Self–Employed Women’s Union (SEWU), South Africa |
| Renana Jhabvala | Self–Employed Women’s Association (SEWA), India |
| S.V. Sethuraman | Independent Consultant, Switzerland |
| William Steel | The World Bank, USA |
| Jane Tate | HomeNet, UK |
| Victor Tokman | International Labour Organization (ILO), Peru |
| Joann Vanek | United Nations Statistics Division, USA |

