



WIEGO

Women in Informal Employment:
Globalizing and Organizing

FIFTH GENERAL ASSEMBLY
APRIL 19-22, 2010 | BELO HORIZONTE, BRAZIL



Women in Informal Employment
Globalizing and Organizing



This is a report of the Fifth General Assembly of the global research-policy-action network called Women in Informal Employment: Globalizing and Organizing (or WIEGO for short) held in Belo Horizonte, Brazil from 19-22 April 2010. The assembly was attended by 80 participants from 14 countries, including grassroots women leaders from member-based organizations of informal workers, activists and union leaders, academics and researchers, and government officials. Another 18 persons from 7 countries were not able to attend due to the cancellation

of flights in and out of Europe caused by the cloud of ash from a volcanic eruption in Iceland.

On the eve of the General Assembly, participants took part in field visits to waste picker cooperatives, municipal initiatives inclusive of waste pickers, and a shopping mall for vendors. Day #1 of the General Assembly featured exhibits, presentations, and panel discussions by HomeNets South and Southeast Asia, the International Domestic Workers' Network, StreetNet International, and the Global Alliance of Waste Pickers – all of whom receive support of various kinds from WIEGO. At the end of the day, WIEGO programme staff presented progress and highlights of their work over the past four years.

Day #2 began with the presentation of WIEGO work plans, financial report, and revised Articles of Association to the WIEGO members for their approval. The Institutional and Individual Members of WIEGO then met separately to discuss and recommend future directions for WIEGO's work, and to elect representatives to the WIEGO Board and Nominating Committee. After feed-back from the constituency meetings and the announcement of the election results, Ela Bhatt, founder of the Self-Employed Women's Association (SEWA) of India, and founding Chair of WIEGO, gave a keynote address on the future of the informal economy, the member-based organizations of informal workers, and the role of the WIEGO network.

Day #3 included a public seminar entitled "Inclusive Cities for the Working Poor" at the Federal University of Minas Gerais, co-organized with the Department of Political Science at the University, and a photo exhibit-cum-book launch co-organized with the School of Fine Arts at the University that featured some of the photos from the *Working in Warwick* book written by Richard Dobson and Caroline Skinner with Jillian Nicholson. Cultural presentations by local popular theatre groups at different times and places during the General Assembly highlighted local culture and livelihoods but also reinforced a common bond of commitment to the working poor that transcends national boundaries.

"WIEGO is us. WIEGO is precious for us. It is first of its kind, unique in a way. Because WIEGO is worldwide, it is a coalition of grassroots organizations with academic institutions and international development agencies as equals; we all meet together to gain visibility, voice and viability for the working poor women worldwide. WIEGO is our family, we are all related."

Ela Bhatt, SEWA Founder



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Field Visits & Welcome Dinner



On April 19 afternoon, the international participants of the General Assembly took part in field visits to sorting sheds, recycling plants, and warehouses operated by several waste picker cooperatives supported by the municipality of Belo Horizonte within its integrated solid waste management system and a shopping mall set up by the city government to relocate street vendors:

- **ASMARE Recycling Warehouse:** owned and operated by a 20-year old cooperative of 230 waste pickers. About 100 of the cooperative members work in the recycling warehouse, sorting, compacting, and recycling 450-500 tons of paper waste per month
- **Pampulha Recycling Plant:** operated by the COMARP cooperative of waste pickers, mostly women, who collect and sort recyclables. Together with three other local cooperatives, COMARP has formed a network of waste picker cooperatives for the bulk commercialization of recyclables.
- **Cataunidos Plastic Recycling Plant:** plant, started in 2007, which is owned and operated by a network of nine waste picker cooperatives (called Cataunidos), including ASMARE, this plant recycles plastic to produce pellets.
- **Civil Construction Recycling Plant:** one of the three recycling plants for debris within the Environmental Correction Programme of the city government of Belo Horizonte. This programme involves recovering of debris for production of recycled material for civil construction and technical assistance and support to organizing of informal collectors of debris.
- **Shopping OI:** one of five popular shopping malls set up by the Belo Horizonte municipality, in 2003, to relocate street vendors from the streets, this mall contains 400 stalls and is managed by a three-person committee comprised of the landlord and one representative each from the municipal government and the street vendors.

On April 19 evening, all international and local participants were invited to a welcome dinner. Marty Chen, International Coordinator of WIEGO, welcomed the participants and acknowledged those who were not able to come due to the cloud of volcanic ash that disrupted flights to and from Europe. Sonia Dias, WIEGO Waste Picker Specialist and local host of the General Assembly, gave a welcome address: she highlighted the urban planning tradition of Belo Horizonte city, and some of the challenges ahead in furthering an inclusive agenda. Carmen Roca, WIEGO Regional Advisor for Latin America and chair of the General Assembly Planning Committee, described the informal economy and the social context in Latin America, and briefly covered aspects of the regional culture for the participants.

To acknowledge their leadership and welcome their participation, the grassroots women leaders representing member-based organizations of informal workers were called forward to light candles symbolizing their guiding “light” as women leaders, and to be presented with a rose.

The welcome dinner ended with the singing of songs from different regions of the world, in different languages, that featured key words that symbolize the WIEGO network: women, work, and strength.



Grassroots Women Leaders

Sukamati Yakha (GEFONT)
Umesh Upadhyaya (GEFONT)
Ruksana Rubina (HomeNet South Asia)
Pratima Tamang (HomeNet South Asia)
Peni Budi Astuti (HWPRI)
Kavita Pawar (KKPKP)
Abha Chaturvedi (NASVI)
Josephine C. Parilla (PATAMABA)
Maria Delos Santos (PATAMABA)
Lourdes Gula (PATAMABA)
Reena (SEWA Bharat)
Angelique Katani (StreetNet International)
Sandra de Melo Sampaio (LANWP)
Mariny Vazquez (LANWP)
Maria Madalena Duarte Lima (LANWP)
Marcelina Bautista (IDWN)
Myrtle Witbooi (IDWN)

Official Opening



Renana Jhabvala, Chair of the WIEGO Board and National Coordinator of the Self-Employed Women's Association (SEWA) of India, opened the General Assembly by welcoming participants and calling out the names of the countries represented: Argentina, Brazil, Canada, China/Hong Kong, Colombia, Ghana, India, Indonesia, Mexico, Nepal, Pakistan, Peru, Philippines, Puerto Rico, South Africa, Switzerland, the United Kingdom, and the United States of America. Some 18 participants from Benin, France, Ghana, Malaysia, Thailand, Switzerland, and the UK could not make the event because their flights into and out of Europe were cancelled due to the cloud of ash from the eruption of a volcano in Iceland on April 15. Renana commented that, despite different backgrounds, all participants shared a common concern for women workers in the informal economy and a common understanding of the importance of coming together to share experiences and build solidarity.

Marty Chen also extended her welcome and then reviewed the history and purpose of WIEGO general assemblies and noted that this general assembly was the first in Latin America and the first since WIEGO registered as a not-for-profit company in the UK. After acknowledging all of those who could not make it to Belo Horizonte, Marty noted that it was particularly sad that the staff from the WIEGO office in the UK – Susan Cosgrove, Joe Holly, Lucy Hopley, and Dave Spooner – and two Board members – Jacques Charmes and Kofi Asamoah – were not able to come. Sonia Dias and Carmen Roca presented an overview of the agenda for the week, and explained the logistics of the General Assembly and the related public events.

WIEGO General Assemblies: History and Purpose

Since it was founded in 1997, WIEGO has held five general assemblies: in Ottawa, Canada (April 1999), Cambridge, USA (May 2000), Ahmedabad, India (January 2002), Durban, South Africa (April 2006); and Belo Horizonte, Brazil (April 2010). The common purpose of all WIEGO general assemblies has been to share experiences and knowledge, set priorities and frame issues, and review WIEGO's past activities and future plans. At each general assembly, WIEGO has co-organized a public event with local partners:

- Ottawa, Canada (1999) –
The Informal Economy (Aga Khan Foundation, Canada)
- Cambridge, USA (2000) -
Organizing in the Informal Sector: Developing a New Research Agenda (MIT Department of Urban Studies and Planning)
Rethinking the Informal Economy: A Dialogue between Academics and Activists (Radcliffe Public Policy Center)
- Ahmedabad, India (2002)
Framing Policies Towards the Informal Economy: Durban City Council and Ahmedabad Municipal Corporation (SEWA)
SEWA Exposure and Annual Meeting
- Durban, South Africa (2006)
World Class Cities and the Urban Informal Economy: Inclusive Planning for the Working Poor (StreetNet and School of Development Studies, University of KwaZulu Natal)

At the 2006 General Assembly in Durban, South Africa, WIEGO launched its new governance and accountability structure mandated in the constitution that was ratified by the WIEGO Board (then called the Steering Committee) in October 2005. As such, it was a landmark event for the WIEGO network marking the first general assembly with formal Members, both Institutional and Individual. The 2010 General Assembly in Belo Horizonte, Brazil, was the second formal general assembly of WIEGO's membership.



Ottawa, Canada, 1999



Cambridge, U.S.A., 2000



Ahmedabad, India, 2002



Durban, South Africa, 2006

Network Exhibits, Presentations & Panel Discussions



WIEGO is committed to helping build and strengthen sector-specific networks of member-based organizations of the working poor, especially women, in the informal economy. Specifically, WIEGO has helped build and support an international network of street vendor organizations (StreetNet International), an international network of domestic worker organizations (International Domestic Workers' Network), two regional networks of home-based workers organizations (HomeNets

South and South East Asia), an international alliance of waste picker organizations (yet to be formalized into a "net"), and several national affiliates of these networks. HomeNets South and Southeast Asia, the International Domestic Workers' Network, StreetNet International, and the Global Alliance of Waste Pickers were invited by WIEGO to mount exhibitions and make presentations at the General Assembly. The General Assembly participants, divided into two groups, heard presentations from each of these alliances at their respective exhibition areas. Following are summaries from each presentation:

HomeNet South-East Asia

HomeNet South-East Asia (HNSEA) is the regional network of national networks of home-based workers and their organizations. The objectives of HNSEA are to help home-based workers to organize and develop democratically-run and self-sustaining organizations and networks at the national and regional levels and to help them advocate for better working conditions, higher wages or incomes, steadier employment, and greater access to social protection.

Representatives of HomeNet South-East Asia, HomeNet Indonesia, and PATAMABA made a joint presentation: Rosalinda Ofreño (Regional Coordinator) summarized the history and achievements of HNSEA, referring particularly to the achievements of those HNSEA affiliates who were not represented at the General Assembly; Josephine "Olive" Parilla (elected treasurer of the HNSEA Council) outlined the organizational structure of HNSEA; Peni Budi Astuti (leader of the HNSEA affiliate in Indonesia) described organizing efforts in her country; Lourdes Gula (PATAMABA President) and Mary de los Santos (PATAMABA National Coordinator for Organizing) described the structure and strategies of PATAMABA (a national organization of home-based workers in the Philippines).



HomeNet South Asia

HomeNet South Asia is the regional network of national networks of home-based workers, their organizations, and organizations that support them with national affiliates in five South Asian countries: Bangladesh, India, Nepal, Pakistan and Sri Lanka. The objectives of HomeNet South Asia are to increase the visibility of home-based workers and their needs, advocate for national policies benefiting home-based workers in each country, strengthen the member-based organizations of home-based workers in each country, and create and strengthen the South Asia network of home-based workers and their organizations. Both HomeNets are involved in efforts to get national governments to ratify the 1996 ILO Convention 177 on home-based workers.

Sapna Joshi (Regional Coordinator of HomeNet South Asia) made a joint presentation with Pratibha Tabang of HomeNet Nepal and Ruksana Bibi of HomeNet Pakistan. Sapna Joshi reviewed the history and strategy of HomeNet South Asia (HNSA), which has five national affiliates, including developing the regional networking and supporting the national affiliates to organize home-based workers; advocate for the rights and protection of home-based workers;



and improve the livelihoods of home-based workers. Sapna also described the South Asia Business Associations for Home-Based Workers (SABAH) Initiative. Funded and sponsored by the South Asia Association for Regional Cooperation (SAARC), SABAH promotes companies of home-based workers in several countries in South Asia (Afghanistan, Bhutan, Bangladesh, Maldives, Nepal, Pakistan, Sri Lanka) designed to help home-based workers to enhance their skills, develop products for the market, and link more directly to the market. Pratibha Tabang spoke of her experience as a piece-rate home-based worker and the need of home-based workers for housing and infrastructure services – as their homes are their workplaces. Ruksana Bibi spoke about her experiences as a self-employed home-based worker and how working with SABAH had improved her livelihood.



International Domestic Workers Network (IDWN)

The International Domestic Workers Network (IDWN) is made up of organizations and trade unions of domestic workers from around the world. The network was formed as a result of the first-ever international conference for domestic workers' organizations and their supporters hosted by the FNV trade union confederation in the Netherlands in November 2006. Today, the IDWN has a Steering Committee of representatives from organizations of domestic workers

as well as one international and several regional coordinators. The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) is providing an organizational base for the Network. WIEGO was a co-organizer of the 2006 conference and, in collaboration with the IUF, provides support to the Network and its campaign for an ILO convention.

The IDWN put up an exhibition that featured posters, photos, books and a clothes line with fact sheets, reports, t-shirts, and an apron pinned onto it. Myrtle Witbooi, President of IDWN and Secretary of the South Africa Domestic Service and Allied Workers Union (SADSAWU) spoke about the experience of domestic workers in South Africa during and after the apartheid system. She appealed to all women's organizations and trade unions to support domestic workers as "we won't be able to do it on our own." Ip Pui (Fish) Yu (Regional Coordinator of IDWN) spoke about the situation of domestic workers in Asia and about the efforts under way to organize locally and regionally and to advocate for domestic workers rights through different campaigns and events. Marcelina Bautista (General Secretary of the Latin American and Caribbean Confederation of

Domestic Workers, CONLACTRAHO) spoke about the working conditions of millions of women domestic workers in Latin America, many of them immigrants and children, who are employed without contracts, minimum-wages, labour or social protection. And she described the different activities, events, workshops and conferences that CONLACTRAHO has organized or supported to bring unity and identity to the sector in the region. All three described the plans of IDWN to prepare a delegation of domestic workers from 14 countries that will participate in the standard-setting discussion on domestic work at the International Labour Conference in Geneva in June 2010. They will advocate for an ILO Convention that sets out the rights of domestic workers as workers and a recommendation that clarifies how to ensure these rights.



StreetNet International

The StreetNet International alliance of street vendors was launched in Durban, South Africa, in November 2002. Membership-based organizations (unions, co-operatives or associations) directly organizing street vendors, market vendors and/or hawkers are entitled to affiliate to StreetNet International. The aim of StreetNet is to promote local, national and international solidarity between organizations of street vendors, market vendors and hawkers (i.e. mobile vendors), stimulate the development of national alliances of such organizations, and stimulate cities around the world to adopt and implement urban policies that are inclusive of – or friendly towards – street vendors.

StreetNet International was represented by Pat Horn (International Coordinator) and two affiliates of the National Association of Street Vendors of India (NASVI): Rakesh Tripathi (Senior Program Manager) and Abha Chaturvedi (President of Hind Mahila Sabha). Pat Horn outlined the structure of StreetNet International, explained the importance of the StreetNet International Congress, described StreetNet's role in organizing and representing street vendors and helping to strengthen affiliates by providing leadership training and regional workshops; and reported on recent efforts to expand StreetNet in Eastern Europe and the Caribbean. She also described the World Class Cities for All campaign of StreetNet which is focused in 2010 on the World Cup in South Africa and the Commonwealth Games in India. Rakesh Tripathi described NASVI and its programmes with street vendors, including the World Class Cities for All campaign. Abha Chaturvedi spoke about Hind Mahila Sabha and its efforts to organize women street vendors.



StreetNet Presentation

1. Structure

International Congress

- Every 3 Years – Rotating Venues
 - 1st 2004 – Korea, 2nd 2007 – Brazil, 3rd. 2010 - Benin
- 50 % of the congress delegates must be women

Executive Committee elected from Congress.

International Council contains an Executive Committee which teleconferences every 3 months. International council meets once per year and has 15 members (of which 50% must be women).

Executive Committee: President, vice-president, secretary, treasurer and 2 member auditors + 11 ordinary members.

Durban Office

- Administration and coordinator
- Organizer Durban
- Organizer Abidjan
- Campaign Co-ordinator Geneva

Alliances with other informal workers between international council and International Congress.

Alliances with social movements and trade union movement between international council and International Congress.

Affiliates

- StreetNet Affiliates in Latin America: 8
- StreetNet Affiliates in Asia: 5
- StreetNet Affiliates in Africa: 21
- StreetNet Affiliates in North America and Europe: 2

2. Goals and Activities

Organization and Representation

Strengthening of Affiliates

- Leadership training
- Regional workshops and focal point coordination.
- Country activities include:
 - Forming national alliances
 - Collective negotiation with authorities
 - Organizational support and capacity-building
- Exchange visits between countries.

Expansion to New Regions

- Eastern Europe
- Caribbean



StreetNet Presentation (continued)

International Theme Meetings

- 2007 Senegal – collective bargaining in informal economy and litigation strategies in street vendor sector.
- 2008 Delhi – Urban policies and planning
- 2009 Durban – employment and class relations in informal economy workplaces
- 2010 Senegal – street vendors organizing waste collectors in Africa
- 2010 Benin – Street vendors and world trade
- 2011 Nepal – Street vendors and disability
- 2011 Argentina – learning through exchanges/ analysing our experiences

International Forums

- ILO/OIT – 2002, 2004, 2006, 2008, 2010
- WSF/FSM – 2003, 2005, 2006, 2007, 2009, 2011

Worker's Education

- Organizing Manual.
- Organizing training materials for informal economy.
- Working with workers education institutions to build capacity to do workers education in informal economy. Eg. DITSELA South Africa, ITUC-Africa, LOME-Togo

Research

- Durban Street Vendors' census 2009/10
- Study on statutory representation between street vendors and local government 2011/12

Campaigns

- World Class Cities for All (WCCA)
 - South Africa – FIFA World Cup 2010
 - India – Commonwealth Games 2010
 - Brazil – FIFA World Cup 2014
 - Other countries – to be initiated
- Street Vendors Manifesto - 2011-2013
- Litigation – ongoing
- Media and publicity – ongoing

Alliance Building

- ITUC/CSI – TU movement
- Social movements
- Human rights organizations
- International level
- National Level – each campaign country



Global Alliance of Waste Pickers

The exhibition and presentation by the waste pickers and organizers working within the Global Alliance of Waste Pickers reflected the extensive work that is being done at the national, regional and global level. The presentation was made by Lucia Fernandez, (WIEGO Global Waste Picker Coordinator), Eduardo (Dudu) Ferreira de Paula (Movimento Nacional de Catadores de Recicláveis, MNCR, of Brazil), and Melanie Samson (WIEGO Waste Picker Coordinator for Africa). Manali Shah from SEWA made a presentation about the Alliance of Indian Waste Pickers (AIW), focusing on the risks associated with the privatization of solid waste management. The presentation also highlighted some historic meetings and events that the waste pickers have been working on.



- March 2008: 1st World Conference of Waste Pickers and 3rd Latin American Conference in Bogota, Colombia, co-organized by the Association of Waste Pickers of Bogota, the Latin American Network of Waste Pickers (LANWP), Kagad Kach Patra Kashtakari Panchayat (KKPKP), Avina Foundation and WIEGO.
- February 2009: first meeting of the Global Alliance in Buenos Aires, Argentina
- June and October 2009: participation of the Global Alliance, with support from the Global Alliance for Incinerator Alternatives (GAIA) and WIEGO, in conferences of the United Nations Framework Convention for Climate Change (UNFCCC)
- July 2009: first national waste pickers meeting in South Africa
- March 2010: first national conference of the Alliance of Indian Waste Pickers
- June 2010: fourth Latin American Conference of Waste Pickers, hosted by the Peruvian Waste Picker Movement.
- September 2010: first regional meeting of waste pickers in Africa, jointly organized by StreetNet International and WIEGO
- late 2011 or early 2012: 2nd World Conference of Waste Pickers to be hosted by KKPKP and the Alliance of Indian Waste Pickers.

Organizing on the ground is important. We organize based on issues that are important to workers. In Pune, police harassment was an issue. Workers were given identity cards. KKPKP uses a strong network of field workers and believes in transparency.

Neha Kagal, Kagad Kach Patra Kashtakari Panchayat

Campaigns in Support of Domestic Workers, Home Workers, and Street Vendors

“Decent Work for Domestic Workers” Campaign

In March 2008, the Governing Body of the International Labour Organization (ILO) decided to begin a standard-setting discussion on “Decent Work for Domestic Workers” at the 2010 International Labour Conference (ILC) with the possibility of adopting a Convention and/or Recommendation on domestic work at the 2011 ILC. The IDWN decided to mount a campaign, in consultation and collaboration with the ILO and the International Trade Union Confederation (ITUC), to prepare for the 2010 and 2011 standard-setting negotiations. The IDWN held regional workshops in Africa, Asia, and Latin America at which it collected the concerns and demands of domestic workers from the three regions: see the IDWN “Platform of Demands” on the WIEGO website. To help domestic workers argue their case, WIEGO produced fact sheets with information on the status of domestic workers worldwide and data on domestic workers in Latin America based on a paper prepared by Victor Tokman (former Regional Director of the ILO for Latin America) for IDWN.

The historic first discussion on “Decent Work for Domestic Workers” took place at the International Labour Conference in Geneva, Switzerland in June 2010. The IDWN was represented at the Conference by members of its Steering Committee and other domestic workers, some of whom were on the official national trade union delegations from their respective countries. In addition, a number of allies, some under the auspices of WIEGO, were there to provide technical support to the IDWN delegation. Karin Pape, the Interim International Coordination of IDWN and WIEGO Regional Advisor for Europe, coordinated the work of the delegation, together with Barbro Budin, the Gender and Equality Officer of the IUF and a new member of the WIEGO Board.

“Ratification of ILO Convention 177” Campaign

In 1996, the International Labour Organization (ILO) adopted the Home Work Convention, known as ‘C177’, which mandates that all home workers should have basic labour rights – irrespective of the sector in which they work - and guarantees the applicability of core labour standards and other standards to all home workers. The adoption of C177 was an important victory for home workers, but it does not carry the full weight of the law unless it is ratified by individual governments, and introduced into national legislation. The campaign to ratify C177 is making slow but important progress. To date, seven countries have ratified the convention: Albania, Argentina, Bosnia and



Campaigns in Support of Domestic Workers, Home Workers, and Street Vendors (continued)



Herzegovina, Bulgaria, Finland, Ireland and the Netherlands. HomeNet South Asia and the Global Labour Institute, with support from WIEGO, continue to encourage unions and other opinion-formers to press for ratification and for the introduction of national laws to implement the Convention's principles. Dan Gallin (GLI Director) has attended recent meetings in Bulgaria and Uruguay; Dave Spooner (WIEGO Membership Support Coordinator) is preparing a manual on ratification for HomeNet South Asia and the GLI.

"World Class Cities for All" Campaign

In 2006, StreetNet International mounted a campaign worldwide to challenge the traditional elitist approach to building "World Class Cities" which often undermines the livelihoods of the urban working poor. Through this campaign called "World Class Cities for All", StreetNet and its allies seek to create a new, more inclusive approach to urban planning and city governance which promotes the inclusion and participation of street vendors and other groups of urban working poor in urban improvement or urban renewal initiatives. StreetNet focused this campaign on the preparations for the FIFA World Cup in South Africa and the Commonwealth Games in India in 2010 to ensure that street vendors would not be unduly disadvantaged by the urban improvement initiatives associated with such mega events and, if they were, would be given viable and acceptable livelihood alternatives. To ensure these demands were met, the Campaign called for participatory consultative processes with the urban working poor – individuals or groups - who may be affected in any substantive or material manner by any aspect of urban improvement or renewal initiatives envisaged in these events. To support the campaign, WIEGO undertook a study on the impact of mega events on the working poor.

The StreetNet International campaign was endorsed by and received critical support from Mary Robinson, former United Nations High Commissioner for Human Rights, and Ela Bhatt, founder of the SEWA – both members of The Elders convened by Nelson Mandela – who strongly recommended the proposals of "World Class Cities for All" campaign when they met with President Zuma of South Africa and the president of FIFA in May 2010: for more details, see the Elders [blog entry by Ela Bhatt](#).

The presentations by the Nets and Global Alliance of Waste Pickers were followed by plenary discussions with 1-2 representatives from each alliance on the key highlights and challenges of their work and on the support that they have received from WIEGO. The first panel discussion featured Pat Horn (StreetNet International), Neha Kagal and Kavita Pawar (KKPKP) and Mariny Vazquez (Latin America Network of Waste Pickers) and was chaired by Chris Bonner, director of WIEGO's Organization and Representation Programme which has the primary responsibility for WIEGO's support to these networks. The second panel discussion featured Marcelina Bautista, Myrtle Witbooi and Ip Pui Yu (International Domestic Workers' Network), Rosalinda Ofreneo (HomeNet Southeast Asia) and Sapna Joshi (HomeNet South Asia) and was chaired by Dan Gallin, former director of WIEGO's Organization and Representation Programme.

Summary of Panel Discussions with Network Representatives

Chris Bonner and Dan Gallin, current and former Directors of WIEGO's Organization and Representation Programme, summarized the panel discussions featuring representatives of the different networks of informal workers as follows:

- Organizing is never easy for formal or informal workers but there are additional difficulties for informal workers.
- Informal workers have proved that they are capable of organizing.
- Organizers are focusing attention on how to build "internal democracy" within their organizations
- Once organizations and networks are formed, it is difficult to remain organized – as there are powerful forces who are against informal workers and their organizations
- Organizations must use legal strategies to benefit from the law.
- Networks benefit from interacting and building solidarity with each other
- The networks are contributing to the emancipation of the working poor, especially women, around the world
- Networks are positive about their association with WIEGO.



People need to feel confidence in the process. Participation in public policy - that comes from the base. Because I am (they are) part of what was developed. Participation is essential so workers have confidence in the process and see the outputs of the process.

Mariny Vazquez
(Latin America Network of Waste Pickers)

WIEGO Support to Networks

During the two panel discussions on Day #1 of the General Assembly, the representatives from the different networks or alliances reported that they had received the following support from WIEGO:

- StreetNet International: fund raising support; research findings and statistical data on street vendors; observatory of laws and policies related to street vendors; support to “World Class Cities for All Campaign”; partnership in “Inclusive Cities for the Urban Working Poor” project
- Latin America Waste Pickers Network: global networking and alliance with other waste picker organizations; dissemination of precedent-setting legal cases and other good practices; partnership in “Inclusive Cities” project
- KKPKP Union of Waste Pickers: help with fund raising; global networking with other waste picker organizations; collaboration on occupational health and safety for waste pickers; and partnership in “Inclusive Cities” project
- HomeNet South Asia (HNSA): help with the founding of HNSA (one of the “parents” together with SEWA and UNIFEM); promoting focus on MBOs and urban issues within HNSA; and partnership in and capacity building through the “Inclusive Cities” project
- HomeNet South East Asia (HNSEA): capacity building for research and advocacy (e.g. on Asian financial crisis, social protection); international linkages and exposures through participation in WIEGO general assemblies (SEWA in 2002, StreetNet International in 2006); policy analysis and framing of policy messages
- International Domestic Workers Network (IDWN): help with the founding of IDWN; help with the campaign for an ILO convention on domestic workers (“WIEGO will be with us all the way”); international linkages and exchanges with other “nets”; linkages with specialists and professionals working on domestic worker issues



The fact that we have WIEGO is important to us, they can respond to technical issues statistics and information to convince policy makers.

Pat Horn,
StreetNet International

The presentations by the HomeNets, the International Domestic Workers Network, StreetNet International, and the Global Alliance of Waste Pickers got the General Assembly off to an informative and inspiring start grounded in the reality of the working poor, especially women, in the informal economy.



WIEGO Progress Reports & Work Plans



At the end of Day #1, Marty Chen and the Directors of WIEGO's five core programmes and two global projects (Chris Bonner, Elaine Jones, Francie Lund, Caroline Skinner, Joann Vanek, and Rhonda Douglas) made brief presentations on the progress and highlights of their respective programmes since the last general assembly in Durban, South Africa in 2006.

Between 2006 and 2010, the highlights of WIEGO activities included the following:

- **Organization and Representation**
 - Sector Networks
 - Co-organization of first world conference of wastepickers and follow up activities, including representation at the UNFCCC Climate Change Negotiations (with Inclusive Cities project partners)
 - Support for the formation of the International Domestic Workers' Network and activities around campaign for an ILO Convention (with IUF)
 - Worker Education: 6 Resource Books for Organizers Organizing in the Informal Economy in 4 languages (with StreetNet and International Coordinating Committee on Organizing in the Informal Economy)
 - Expanded Data Base: web launch of interactive data base-WORD www.wiegodatabase.org
- **Statistics**
 - Participation on international technical team preparing the "Manual on Surveys of Informal Employment and Informal Sector" to be published by the ILO in 2010
 - Organization of a workshop on "Measuring Informal Employment in Developed Countries," at Harvard University to launch WIEGO activities on this topic
 - Technical advice on the design of city surveys in China and India as part of a comparative labour market project promoted by Sarah Cook (formerly of IDS, Sussex; now director of UNRISD) and WIEGO
 - Preparations for the update of the 2002 ILO booklet on *Women and Men in the Informal Economy: A Statistical Picture* to provide new much-awaited estimates of informal employment in regions world-wide

- **Global Trade**
 - Launch of project to document women's participation in collective producer groups and market access of these groups through Fair Trade federations in 7 countries (India and Nepal in Asia; Kenya, Tanzania, and Uganda in Africa; Mexico and Nicaragua in Latin America and the Caribbean)
 - Completion of manual for organizers of home-workers with a focus on organizing to achieve greater returns from global value chains
 - Active participation in the Ethical Trading Initiative (ETI), including: membership in Homeworkers Group, membership in NGO Caucus and representation of NGO Caucus on Board, study of impact of purchasing practices on working conditions
- **Social Protection**
 - Co-organization with IDS, Sussex of international workshop on "Social Protection and the Informal Economy"
 - Launch of Occupational Health and Safety Project in Ghana and India (to also be developed in Brazil, Cambodia, Peru, and Tanzania)
 - Production of case studies and advocacy tools for use by MBOs: including
 - case studies of SEWA's disaster work
 - case study of Ghana National Health Insurance
 - "Tools for Advocacy" (with HomeNet Thailand)
 - Launch of project entitled "Strengthening the Voice of Informal Workers in Social Policy Development" in Peru (to also be developed in Colombia and Mexico)
 - Convening of two-day strategic review of the programme with four external advisors
- **Urban Policies**
 - Launch of research programme and completion of initial research reports for global project on "Inclusive Cities for the Urban Working Poor"
 - Completion of the report on the first round of a study in 10 countries of the impact of the global economic crisis on the urban working poor
 - Completion of reports on Informal Economy Budget Analysis in 4 countries (Brazil, Pakistan, Peru, and Philippines)
 - Completion of edited volume on street trade around the world





- Completion and launches of book on project in support of street vendors in the Warwick Junction precinct of Durban, South Africa
- **Global Projects**
 - Launch of global project on “Inclusive Cities for the Urban Working Poor” with partners around the world designed to increase the voice and capacity of member-based groups of home-based producers, street vendors, and waste pickers to affect the urban institutional and economic environment in which they work
 - Launch of global project on “Women’s Economic Empowerment” with a focus on several specific groups of women workers - domestic workers, rural producer groups, home-based producers, and street vendors – and on several themes that affect women workers – fair trade, occupational health and safety, and leadership capacity building
- **Special Initiatives**
 - Continuation of Exposure Dialogue Programme with Cornell University and SEWA including:
 - exposures, technical dialogues, and policy dialogues (in India, Mexico, and South Africa)
 - publication of edited volume of selected papers from conference on member-based organizations of the poor
 - Commissioned research on informality in Africa, Latin America, and South Asia for the Danish Foreign Ministry (on behalf of the Africa Commission), Sida, and the World Bank
 - Policy dialogues on informal employment co-organized in Cambodia, Mexico, Philippines, Thailand, and the USA with, respectively, the Ministry of Women’s Affairs of the Government of Cambodia, Tecnologico de Monterrey and Harvard Kennedy School, the Asian Development Bank, HomeNet Thailand, and the Hauser Center for Non-Profit Organizations, the Committee for Human Rights Studies, and the Kennedy School Center for Business and Government at Harvard University.

At the beginning of Day #2, Marty Chen summarized WIEGO’s 2010-2011 work plans by the key functions of WIEGO, as follows. For more detailed work plans, see Appendix IV.

- **Strengthen MBOs of informal workers and sector-specific “nets” of MBOs**
 - Waste Pickers
 - build regional networks: Asia & Africa
 - support international network
 - International Domestic Workers Network
 - strengthen regional networks: Africa, Asia, & Latin America

- strengthen international network
- support campaign for ILO convention
- HomeNets
 - support curriculum development with SEWA Learning Hub
 - produce manual on organizing home-based workers
- Informal Workers in General
 - maintain and improve data base
 - analyze different approaches to organizing
 - promote worker education materials
- **Improve statistics and promote research on informal employment**
 - complete manual on survey methods
 - prepare updated version of *Women and Men: A Statistical Picture*
 - promote measurement of informal employment in developed countries
 - promote revision of relevant statistical classifications: e.g. employment status
 - compile city-level data
 - compile data on specific groups of urban informal workers
 - organize an agenda-setting research conference & develop an international research network
 - carry out set of studies on urban informal economy with a focus on home-based workers, street vendors, and waste pickers
 - adapt global economic crisis study methodology into an on-going research and monitoring tool
 - carry out project on “Social Policy for Informal Workers” with UNRISD
 - produce edited volume on the working poor in the urban informal economy
- **Document good practice in support of the working poor, especially women, in the informal workforce**
 - further develop “observatory” of urban laws, ordinances, and regulations
 - prepare case studies of good practice examples of urban planning, policies, services for home-based workers, street vendors, and waste pickers
 - prepare case studies of cooperatives and producer groups affiliated with Fair Trade federations in 7 countries
 - document good practice in the area of carbon credits for waste picker organizations
- **Undertake policy analysis and convene policy dialogues**
 - Law and Informal Economy Project: complete phase 3 in India and pilot phase in Colombia & start pilot law project in 2 other countries



- Occupational Health and Safety Project: complete project in 6 countries
 - Voice of Informal Workers in Social Policy Development Project: undertake in 3 LAC countries
 - Informal Economy Budget Analysis: convert into a generic tool and test in 2-3 more countries
 - facilitate joint framing of policy issues and demands of home-based workers, street vendors, and waste pickers
 - create and coordinate opportunities for “representative voice” of urban informal workers in relevant local, national, regional, and international institutions or processes
 - organize national, regional, and international policy dialogues or conferences on “Inclusive Urban Planning for the Urban Informal Economy”
 - convene policy dialogues to disseminate research findings and policy analysis
- **Communicate and disseminate research findings, statistical data, good practice case studies, policy analysis and messages to different audiences**
 - develop and disseminate set of Research Papers, Issue Papers, Policy Briefs, and Fact Sheets
 - develop web resources on a) micro-insurance; b) fair trade; c) relevant laws; d) workers’ education materials; and e) basic statistical tables
 - develop and disseminate user-friendly versions of all research, documentation, and policy analysis publications



WIEGO Articles of Association & Financial Report

Renana Jhabvala reported that, in 2002, the WIEGO Board (then called the Steering Committee) decided to formalize the network and began the process of doing so by drafting a constitution and drawing up criteria for membership (2003-2004), adopting the constitution (2005), inviting and inducting members (2006), registering and opening an office in the UK (2007), and applying for charity status (2009). In the process of registering as a not-for-profit company and applying for charity status, Articles of Association have been drawn up which include the provisions of the original constitution and additional provisions required under UK law.

Joe Holly, the WIEGO Company Secretary who has overseen the process of registration and compliance in the UK, was not able to participate in the General Assembly because of what he referred to as the “cloud of doom”. In his place, William (“Biff”) Steel, a founding member of the WIEGO Board who served on the committee that drafted the original constitution, presented the Articles of Association for approval by the WIEGO membership. The WIEGO members present approved the Articles of Association with two recommended changes, namely: to add the word “usually” after the word “are” in the definition at the end of Article 3; and to delete the words “physically or mentally” in Article 89, clause J.

Debra Davis, WIEGO Treasurer, presented the WIEGO financial report, including an overview of the 2010-2011 budget by categories of expenditure, sources of income, and fiscal sponsor. Please see Appendix V for an overview of WIEGO’s 2010-2011 budget. Debra Davis noted that the role of the Treasurer is to ensure that WIEGO has sufficient funds, uses funds efficiently and well, and follows appropriate financial procedures. She concluded that WIEGO’s finances are well managed and that her main concerns are to protect WIEGO against the risk of foreign exchange fluctuations (by developing a foreign exchange policy) and a sudden cut-off of funds (by building a reserve fund).



WIEGO Members: Constituency Meetings & Elections



Members of WIEGO are drawn from three constituencies: member-based organizations (MBOs) of informal workers; research, academic, or statistical institutions; and development agencies (inter-governmental, governmental, or non-governmental). Member-based organizations (MBOs) of informal workers are invited to join WIEGO

as Institutional Members and to send representatives – or delegates – to the WIEGO general assemblies. Individuals from the other two constituencies are invited to join WIEGO as Individual Members and to participate in WIEGO general assemblies as individuals.

The Individual Members and the delegates from the Institutional Members met separately on Day #2 of the General Assembly to discuss WIEGO's past activities and to make recommendations about WIEGO's future work. The Institutional Members were asked "what do you want WIEGO to be – and be doing - in five years' time?" In addition to continued support to the sector-specific networks, the Institutional Members recommended that WIEGO:

- **Expand the base of MBOs of informal workers in the WIEGO network:** specifically, to increase the representation of rural workers, including migrant and seasonal workers and to identify and link with MBOs in the Middle East and North Africa
- **Continue to help build the capacity of MBOs of informal workers:** specifically, in the areas of organizing, management, leadership, and advocacy
- **Enhance the communication function of WIEGO:** including, sharing of experiences between MBOs and sharing of WIEGO research, policy analysis, good practice documentation with MBOs
- **Build alliances with technical experts and resources needed by the MBOs:** specifically, to create reference groups of lawyers, urban planners, environmentalists, and funders willing to work with the MBOs of informal workers

The Individual Members were asked to discuss two questions: their answers are summarized below -

Question 1: What should WIEGO do better or differently in the future?

- **Research and Statistics:**
 - Continue to develop statistics on informal employment
 - Study how the informal economy is embedded in local social, economic, and institutional contexts
 - Study different organizational forms and collective bargaining strategies
 - Study different contractual or employment arrangements to bring out who is responsible for /has control over what
 - Retain links between researchers and MBOs of informal workers – to ensure that the researchers remain committed to informal workers
- **Policy Analysis and Advocacy**
 - Develop position papers that bring out explicitly the WIEGO policy stance
 - Assess how research can better influence policy
- **Influencing and Convening Key Stakeholders**
 - Build a network of lawyers to document key legal arguments and to provide legal training to MBOs of informal workers, and to train grassroots leaders of the MBOs to be para-legals
 - Develop courses or modules on the informal economy to integrate into urban planning, development economics, and other relevant curricula
- **Communication and Dissemination**
 - Use information technology (IT) to promote real time communication between different constituencies
 - Promote information exchange, including technical support, between Institutional Members and other MBOs of informal workers

Question 2: How can WIEGO better serve its Individual Members?

- **Research Network**
 - Create an international network of researchers working on the informal economy with the aim of
 - providing support to the research constituency of WIEGO



- promoting next generation of research on the informal economy
- promoting next generation of researchers on the informal economy
- Promote and disseminate “cutting edge” thinking and research
- Website and Other Communication Tools
 - Further develop section of WIEGO website on the Informal Economy as “go-to” resource on the informal economy
 - Provide more information on Institutional Members on website, including links to their sites
 - Explore use of web cast, face book, blog
 - Find effective ways to communicate with MBOs and informal workers who do not have IT access
 - Translate into multiple languages key research both by WIEGO and by others
 - Assess what WIEGO resources the MBOs find particularly useful

During their constituency meetings, WIEGO members were asked to elect representatives to the Board and Nominating Committee, as follows.

- 7 members for the WIEGO Board: 3 from the MBO constituency (one of whom would be selected as Chair by the new Board) and 2 each from the research and development constituencies
- 3 members for the WIEGO Nominating Committee: 1 each from the MBO, research, and development constituencies.

Institutional and Individual Members who were not able to come to Belo Horizonte, due to the cloud of volcanic ash, were asked to cast absentee ballots by email.

The role of the WIEGO Board is to direct the affairs of WIEGO and to ensure that it is solvent, well-run and delivering outcomes to benefit the working poor in the informal economy-especially women (in accordance with WIEGO’s mission). The Board is also responsible for ensuring compliance with the laws and regulations that govern its activities as a limited company in the UK. The role of the WIEGO Nominating Committee is to put forward

names for nomination as candidates for a new board and a new nominating committee after consulting with the three constituencies.



The results of the election, announced at the General Assembly, were as follows:

Election Results

Board

MBO Constituency:

Barbro Budin - International Union of Food and Allied Workers (Switzerland)

Clarisse Gnahoui – USYNVEPID (Benin)

Renana Jhabvala – SEWA (India)

Research Constituency:

Ravi Kanbur – Cornell University (USA)

Jeemol Unni – Institute of Rural Management, Anand (India)

Development Constituency:

Lin Lean Lim – Independent Consultant (Malaysia)

William (Biff) Steel – University of Ghana

Nominating Committee

MBO Constituency:

Namrata Bali – SEWA (India)

Research Constituency:

Imraan Valodia – University of KwaZulu Natal (South Africa)

Development Constituency:

Simel Esim – International Labour Organization (Lebanon)

For short bios of the newly-elected members of the WIEGO Board and Nominating Committee, please see Appendix III.

At its first meeting on April 21, the new Board elected Renana Jhabvala as Chair and co-opted Debra Davis as Treasurer. At its next meeting, the new Board will select members to its two core committees - Management and Finance Committees – and consider whether to co-opt one or two additional members to the Board: under the WIEGO Articles of Association, the Board is entitled to co-opt two other members in addition to the Treasurer.



Keynote Address: Ela Bhatt



The Self-Employed Women's Association (SEWA) of India has been an inspiration to WIEGO and the organizations of informal workers around the world. Ela Bhatt, SEWA's Founder, and Renana Jhabvala, SEWA's National Coordinator, were founding members of WIEGO. Ela Bhatt served as the first chair of WIEGO's Board and has been a keynote speaker at all WIEGO general assemblies. In her keynote address at this General Assembly, Ela Bhatt began by celebrating the organizations of informal workers and noting that organized strength is a key asset of the working poor. She welcomed the new alliances of waste pickers and domestic workers and commended their efforts to reclaim their dignity of self and of occupation. She noted that the situation of waste pickers around the world is particularly painful as they face harassment and discrimination – yet provide such an important service to the public, to cities, and to the environment. She called for a new economic vision wherein the working poor are recognized for their contributions to the economy; corporations and micro-enterprises - businesses and livelihoods – are treated as equal partners; and the interests of stockholders are matched to the needs of stakeholders, including the working poor and nature. She commended WIEGO on its work, embraced WIEGO as an essential ally of the movement of informal workers, and challenged WIEGO to promote this new economic vision by forging relationships with the private sector and otherwise breaking the barrier – the false duality - between the formal and informal economies. For the transcript of Ela Bhatt's keynote address, please see Appendix VI.

Closing Ceremony

Marty Chen thanked all of the participants for sharing their good will, energy, insights, and experience with one another and with WIEGO. She promised that WIEGO will do its best to follow-up on their constructive recommendations regarding WIEGO's future directions and activities. And she thanked all of the people who worked "behind the scenes" to make the General Assembly such a success:

- Sonia Dias - the local "hostess with the most-ess" who shared her energy, her creativity, and her commitment - and her beloved Bel-o-ri-zonch!!
- Beth Graves and Carmen Roca - the two other members of the "dynamic trio" who coordinated all events
- Caroline Skinner and Chris Bonner - two other members of the General Assembly Planning Committee
- Szelena Gray and Pat Carney - two other members of the General Assembly Logistics Team
- Justina Pena Pan - who booked most of the tickets and then, when the cloud of ash descended, worked so hard to reroute participants so that they could make it to Belo Horizonte
- Nicia, Ana, Maira, Leodmila - the local event planner and logistics team
- Field Visits Hosts:
 - ASMARE waste picker cooperative
 - CATAUNIDOS
 - COMARP waste picker cooperative Administracao Regional Centro Sul Superintendence of Public Cleansing
- Federal University of Minas Gerais:
 - Department of Political Science (Marlise Matos, Head) – host of public seminar
 - School of Fine Arts (Luiz Souza, Director and Patricia Azevedo) – host and curator of photo exhibit on *Working in Warwick* book
- Public Theatre Groups:
 - Até Tú SLU
 - Kara e Coragem
 - Parangolé
- Interpreters: "Pablo's Team"

Marty Chen then invited Biff Steel and Francie Lund to lead the participants in the singing of the WIEGO theme song: "WIE-GO! WIE-GO!" to the tune of "Hi! Ho! Hi! Ho!" from the Disney film "Snow White and the Seven Dwarfs": for the lyrics of this and a second WIEGO song, see Appendix VIII. The singing of the WIEGO theme song prompted the singing of other songs from different



organizations and countries, including the civil rights anthem “We Shall Overcome” in several languages.

As a fitting close to the official proceedings of the General Assembly, WIEGO’s own poet laureate – William (Biff) Steele – read the poem that he had just penned to commemorate the General Assembly.

WIEGO’s 5th General Assembly

by Biff Steele

“The time has come,” Marty exulted,
“The General Assembly must be consulted
On ORP, protection, policies urban...
It’s been four years since we met in Durban.
WIEGO Ltd. is ready to launch.
So let’s go to Belhorizonche.”

(That’s how the locals call their city,
Where the Horizon is really Pretty.)
They’re managing to reach the elusive
Goal of making the city inclusive
Of street vendors and work informal;
Belo Horizonte makes it normal.

But best-laid plans can turn to hash
When threatened by volcanic ash.
Though seventy-six made it through,
We were missing twenty-two –
Including, alas, the WIEGO Core:
The Mancunians had to mind the store
While the rest of us greatly enjoyed
The Brazil arrangements they’d deployed.

The field visits were really cool:
Waste recovery at Pampulh.
Those who came late were really sorry
To miss recycling at Asmare.
Though traders’ tents were once destroyed,
Now they can sell at ‘Shopping Oi.’
For song and food, it was great to go
To the wastepickers’ centre: Reciclo.

At exhibitions we heard the stories
Of domestic workers and catadores:
Two new groups we were pleased to meet
And add to the Nets for Home and Street
As groups whose roles we need to know.
Next group: lawyers (pro bono).
Not to leave anyone in the lurch,
We’ll form a network for Research.

A brand new Board was duly anointed
(But were they ‘elected’, or ‘appointed’?)
The Communications Team is really fine
At getting information and the WORD on-line.
To reach the youth vending on the street,
Maybe we’ll have to learn to Tweet!

Our first Assembly in Amerique Latine
Was one of the best that we have seen.
Where people hug and kiss and hold us,
‘Cause they’re so warm, as Carmen told us.
Sonia and the yellow-shirt staff
Took care of us and made us laugh.
So I’ll close by saying, with much bravado:
MUITO, MUITO OBRIGADO!



Public Seminar on “Inclusive Cities for the Working Poor”



On April 22, the Department of Political Science at the Federal University of Minas Gerais and WIEGO co-hosted a public seminar on the topic of “Inclusive Cities for the Working Poor” at the University. More than seventy-five participants from the University and Belo Horizonte city joined the participants from the WIEGO General Assembly at this seminar. Marlise Matos, chair of the Department of Political Science, and Marty Chen gave the opening addresses. Marlise focused on the challenges that claims for social justice pose to existing theories of democracy, taking as examples the

transition process to democracy in Brazil and efforts to promote social inclusion in the city of Belo Horizonte. Marty Chen outlined the current realities of urbanization and informalization and the common problems faced by different groups of urban informal workforce. She concluded that inclusive urban planning requires a new vision of cities and the role played by the urban informal economy. The seminar that followed consisted of three dialogues or panels that featured promising examples from around the world, including Belo Horizonte, of what can be done to support the urban working poor.

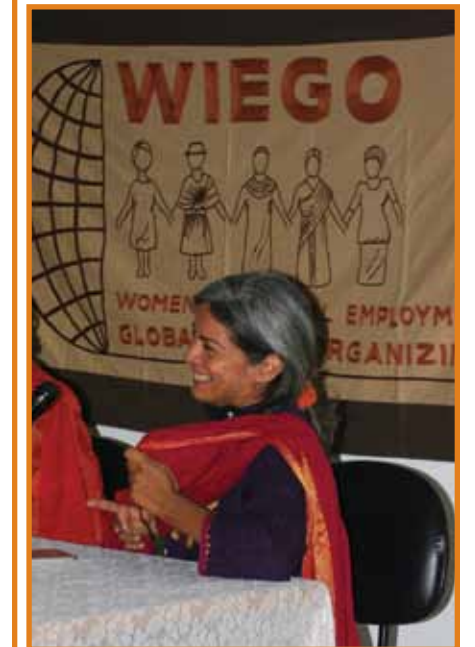
Dialogue # 1: Inclusive Planning and Policies

- Magda Neves (Universidade Católica, Belo Horizonte, Brazil): “Popular Shopping Malls in Belo Horizonte: Rethinking the Use of Public Space” – four shopping malls for vendors have been created by the municipality since 2006 in locations where street vendors used to be concentrated. The formation of popular malls represented the response by the City to the demands of street vendors to remain working downtown by designating shopping areas right at the heart of the city centre.
- Walter Correa (Latin America Network of Waste Pickers, Peru): “Peruvian Law Mandating the Inclusion of Waste Pickers in Solid Waste Management” - two laws designed to protect waste pickers, formalize them into cooperatives, and integrate them into schemes to separate waste at source have recently been introduced. This is thanks to the lobbying efforts of the cooperatives of some 100,000 waste pickers in Peru (who were inspired by the World Conference of Waste Pickers in Colombia in 2007 that WIEGO helped organize)

- Renana Jhabvala (SEWA, India): “Self-Employed Women in India: An Inclusive Approach to Basic Infrastructure Services for the Working Poor” – as part of its integrated strategy of development services and trade union strategies, SEWA, the trade union of 1.2 million women workers in the informal economy in India, provides housing loans and basic housing services to its members, many of whom work from their homes.
- Pat Horn (StreetNet International, headquartered in South Africa): “The ‘World Class Cities for All’ Campaign” – StreetNet International launched this campaign in 2006 to contest the notion of a “World Class City” that excludes the working poor, especially when cities are host to mega world events such as the FIFA Soccer World Cup, the Commonwealth Games, or the Olympics. Pat Horn offered to share StreetNet’s experiences during the preparations for the FIFA World Cup in South Africa in 2010 with the Brazilian social movements to help them prepare for the FIFA World Cup and Olympics in Brazil.

Dialogue # 2 – Strengthening the Livelihoods of the Working Poor

- Manali Shah (SEWA, India): “Upgrading the Skills of Construction Workers in India” - women construction workers represent a large and growing occupational group among SEWA’s membership but they either do not have skills or do not have certified skills in the higher-paid and more-valued construction tasks such as plumbing, plastering, tiling, and electrical wiring. SEWA has arranged for women construction workers to get training in these skills “on the job” and in special SEWA-run schools, organized them into specialized groups by skill, and helped these skill-specific groups of workers negotiate contracts with some of the bigger construction firms.
- Madalena Duarte (National Movement of Waste Pickers, Brazil and Latin America Network of Waste Pickers): “Moving Waste Pickers Up the Value Chain: The Case of the Plastic Recycling Plant of CATAUNIDOS” - the Cataunidos plastic recycling plant was established in 1999 to enable the collective commercialization of recyclables between ASMARE and eight other waste pickers cooperatives in the Metropolitan Region of Belo Horizonte.





- Laxmi Narayan (KKPKP, India): “SWaCH Cooperative in Pune, India” - SWaCH is a public-private partnership established in 2008 to integrate waste pickers into “doorstep” waste collection for the municipality. Laxmi outlined the history of the establishment of SWaCH and the challenges the cooperative faces.

Dialogue # 3: Participation in Solid Waste Management in Brazil – Hearing the Voices of the Working Poor

- Lucas Gariglio (Director of the Planning Department, Municipality of Belo Horizonte) – the municipality of Belo Horizonte has instituted four main programmes to help generate income for the waste pickers and other low-income groups
 - Selective Waste Collection Scheme – collection of waste from the curbside and drop-off locations and transport of waste to warehouses run by cooperatives of waste-pickers where the materials are processed and then sold to industry.
 - Environmental Recovery of Degraded Areas and Recycling of Civil Construction Waste Programme - integration of and support to informal collectors of construction debris, including support to cooperatives of debris collectors; veterinary care for the horses that pull the debris collectors’ carts; and three construction waste recycling units that produce sub-base for road pavement and blocks for housing construction;
 - Community Cleaner Programme – incorporation of residents of low-income settlements as the main service providers for cleaning jobs mainly sweeping and weeding of streets.
 - Food Programme – collection and distribution of safe but non-sellable foodstuffs from supermarkets, green groceries, and street vegetables fairs to crèches, hostels, rest homes for the elderly and other such institutions.
- Sonia Dias (WIEGO Waste Picker Specialist): “The National Waste and Citizenship Forum: An Assessment” - gave an overview on the genesis, strategies and main results of the National Forum. Some of its achievements were: laws legitimizing waste pickers as service providers; support to the organizing process of waste pickers; public policies for inclusion of cooperatives into formal solid waste systems. Sonia reported many achievements in the integration of waste pickers in formal solid waste management in the last twelve years in Brazil, the increase of social activism of waste pickers, and the legitimization of the waste pickers’ claims for access to recyclables as a “right to the city” thanks to the approach adopted by the Waste and Citizenship Forum.

- Fabiana Goulart (Minas Gerais State Waste and Citizenship Forum and Nenuka’s Institute for Sustainable Development): “Minas Gerais State Waste and Citizenship Forum” – this Forum was created in 2000 with the mission of supporting the municipalities in the state to eradicate open dumps and child labour and to integrate waste pickers into recycling schemes through capacity building of municipalities, research and case studies on waste pickers and their cooperatives, and mobilization of public support through festivals and workshops
- Nely Medeiros (Cooperative COOPERSOLI): Municipal Waste and Citizenship Forum Belo Horizonte – this city-level Forum was created in 2003 to provide a public space where cooperatives of waste pickers could discuss their demands with other stakeholders. This led to the creation of a federation of cooperatives called Redesol in 2004.

The public seminar concluded with the viewing of an inspiring film on waste pickers in Pune, India - called “Full Circle” - made by and featuring Kagad Kach Patra Kashtakari Panchayat (a trade union of waste pickers).

At the end of the public event, the participants were led by a troupe of actors dressed as medieval musicians and singers to an amphitheatre on the university campus. The actors performed two skits – one about waste pickers, the other about street vendors - depicting how both groups are threatened by the police and government authorities. The skit ended with the playing of John Lennon’s song “Imagine” while the actors threw balls of coloured yarn to the audience creating a multi-coloured web – the audience joined in singing “Imagine there’s no heaven...there’s no countries... Imagine all the people living life in peace...sharing all the world”. For that magical moment, the audience and actors felt united as “dreamers” with hopes that the world will, some day, “be as one”.

After the skit, one of the actors emerged in a larger-than-life puppet of Uncle Sam and escorted the participants to the School of Fine Arts for a photo exhibit and book launch.



Photo Exhibit and Launch of *Working in Warwick Book*

The final event was a photo exhibit and book launch featuring the *Working in Warwick* book that documents what has been done for the street vendors of Warwick Junction, Durban, South Africa - reaffirming what is possible when organizations of informal workers, committed and creative professionals, and city government work together. Sonia Dias and Luiz A.C. Souza, Director of the School of Fine Arts, welcomed the audience. Richard Dobson, who led the Warwick Junction project first as a city employee and now as an NGO leader, described the project. Caroline Skinner and Patric Ndlovu, who works with Richard on the project, handed out copies of the book to faculty and students from the School of Fine arts who mounted the exhibit. Marty Chen thanked the School of Fine Arts and recognized Richard Dobson and Patric Ndlovu as “dreamers” who are “not alone” as all of the participants are “as one” in their commitment to supporting the working poor, especially women, in the informal economy. The photo exhibit-cum-book launch was a fitting close to a week of events that served to reinforce a common bond of commitment that transcends occupational, disciplinary, and national boundaries.



Cultural Events & Side Meetings



In addition to the cultural event at the end of the public seminar, performed by the *Parangolé* Theatre Group, two other local public theatre groups performed during the General Assembly - contributing to the special “feel” of this General Assembly. During a break in the public seminar, the *Até Tú SLU* Theatre Group performed a skit that featured the construction debris

collectors and their horse carts. At a dinner at the a cultural centre called *Reciclo* run by waste picker cooperatives, a band and two costumed dancers of the *Kara e Coragem* Theatre Group performed and invited the participants to join the dancers.

As at all WIEGO events, various side meetings – both formal and informal – contribute to the sharing of information and the forging of collaborative ties. Two formal side meetings were pre-arranged for April 23-24:

- Fund-Raising Training Workshop for MBOs of Informal Workers – led by Rhonda Douglas, Director of WIEGO Global Projects
- Meeting of Interim Steering Committee of Global Alliance of Waste Pickers

Equally important and exciting were all of the informal side meetings that participants had over breakfast, lunch, drinks, or dinner and at other moments during the week. As a first step in the follow-up to the General Assembly, WIEGO programme staff had a teleconference in early May to share highlights of the General Assembly and substantive ideas for WIEGO’s future work generated at the General Assembly: see Appendix VII for a list of these ideas.



Appendices

Appendix I: WIEGO General Assembly Agenda

Monday, April 19

8:00-1:00: Arrivals & Check-in
Set Up of Exhibitions

1:00-2:00: Lunch

2:00-6:00: Field Visit

7:00: Welcome Dinner at Hotel

Tuesday, April 20 – General Assembly Day #1

9:00-9:45: Welcome and Introductions:
Renana Jhabvala (Chair, WIEGO Board)
General Assembly Purpose:
Marty Chen (International Coordinator, WIEGO)
General Assembly Programme:
Sonia Dias (Waste Pickers Specialist, WIEGO)
Carmen Roca (Regional Advisor
Latin America, WIEGO)

9:45-11:00: Visit to Exhibition Booths -
StreetNet and Waste Pickers:
Two Rounds of Parallel Briefings (30 minutes each) –
Participants split in two groups to view and engage
with the Delegates from the Nets at one exhibit and
then the other.

11:00-11:30: Coffee and Tea Break

11:30-01:00: Panel Discussion with StreetNet and Waste Pickers –
moderated by Chris Bonner

01:00-2:00: Lunch

2:00-3:15 Visit to Exhibition Booths -
HomeNets and Domestic Workers:
Two Rounds of Parallel Briefings (30 minutes each) –
Participants split in two groups to view and engage
with the Delegates from the associations/network at
one exhibit and then the other.

3:15-3:45: Coffee and Tea Break

3:45-5:15 Panel Discussion with HomeNets and Domestic
Workers – moderated by Dan Gallin

5:15-6:00: Presentation by WIEGO

6:30: Buses: Meet in Hotel Foyer
Dinner at Reciclo
(Waste Pickers Cooperative Recreation Space)

Wednesday, April 21 – General Assembly Day #2

9:00-10:30: WIEGO Governance: Presentations and Approvals of:
Articles of Association
Financial Reports
Work Plans
Chair: Renana Jhabvala

10:30-10:45: Coffee Break

10:45-1:00: Parallel Constituency Meetings:
Institutional and Individual Members
Discussion of Issues Facing Members and
WIEGO Support
Election of Constituency Representatives to
WIEGO Board and Nominating Committee

1:00-2:30: Lunch

2:30-3:30: Election Results and Constituency Discussions:
Report Back and Implications for Future Plans
Chair: William (Biff) Steel

3:30-3:45: Coffee Break

3:45-4:15: Keynote: Ela Bhatt (Founder, SEWA;
Former Chair, WIEGO)
Future of the Informal Workforce and of WIEGO
Chair: Kofi Asamoah

4:15-4:30: Closing Remarks: Marty Chen

4:45-6:15: Board Meeting: Out-Going and
In-Coming Board Members

6:30: Buses: Meet in Hotel Foyer
Closing Dinner at *Cantinho da Terezinha*

Thursday, April 22 – Public Event – at the Federal University of Minas Gerais

8:30: Buses: Meet in Foyer
Public Event: “Inclusive Cities for the Working Poor”

Friday, April 23 – Side Meetings (Departures start)

9:00-1:00: Fundraising Workshop (Agenda TBA)

1:00-2:00: Lunch

2:00-5:00: Waste Pickers Interim Steering Committee Meeting

Saturday, April 24 – Side Meetings (Departures continue)

9:00-1:00: Waste Pickers Interim Steering Committee
Meeting (continued)

1:00-2:00: Lunch

2:00-5:00: Waste Pickers Interim Steering Committee
Meeting (continued)



Appendix II: WIEGO General Assembly Participant List

INSTITUTIONAL MEMBERS

General Federation of Nepalese Trade Unions (GEFONT)

Rajkumari Chaudhary
Umesh Upadhyaya
Sukamati Yakha

Ghana Trades Union Congress (GTUC)

Lydia Afoley Anum*
Kofi Asamoah*

HomeNet South Asia

Samina Khan*
Sapna Joshi
Ruksana Rubina
Pratima Tamang
Om Thapilya

HomeNet Southeast Asia

Rosalinda Ofreneo

HomeNet Thailand

Khampun Salat*
Neeramol Sutipannapong*
Poonsap S. Tulaphan*

Himpunan Wanita Pekerja Rumahan Indonesia (HWPRI)

Peni Budi Astuti
Daniel Stephanus
Cecilia Susiloretno

The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)

Barbro Budin*
Adwoa Sakyi*

Kagad, Kach, Patra Kashtakari Panchayat (KKPKP)

Neha Kagal
Kavita Pawar

Makola Market Union

Juliana Brown Afari*

National Alliance of Street Vendors of India (NASVI)

Abha Chaturvedi
Rakesh Tripathy

PATAMABA

Maria Concepcion F. Delos Santos
Lourdes A. Gula
Josephine C. Parilla

Self-Employed Women's Association (SEWA)

Namrata Bali
Ela Bhatt
Renana Jhabvala
Manali Shah

SEWA Bharat

Nutan Singh
Reena

StreetNet

Clarisse Gnahoui*
Pat Horn
Angelique Kipulu Katani

INDIVIDUAL MEMBERS

Laura Alferts
Uma Amara*
Chris Bonner
Alison Brown*
Patricia Carney
Francoise Carre
Jacques Charmes*
Marty Chen
Debra Davis
Sonia Dias
Donna Doane*
Richard Dobson
Rhonda Douglas
Lucia Fernandez
Dan Gallin
MaryBeth Graves
Szelenia Gray
Joe Holly*
Lucy Hopley*
Zoe Horn
Elaine Jones
Rakawin Leechanavanichpan*
Lin Lim*

Julian Luckham
Francie Lund
Patric Ndlovu
Karin Pape*
Justina Pena-Pan
Adriana Ruiz Restrepo
Carmen Roca
Sally Roever
Melanie Samson
Shalini Sinha
Caroline Skinner
Dave Spooner*
William Steel
Ratna Sudarshan
Victor Tokman
Demetria Tsoutouras
Sofia Trevino
Leslie Tuttle
Jeemol Unni
Imraan Valodia
Jose del Valle
Joann Vanek
Carol Wills*

OTHER PARTICIPANTS

AVINA FOUNDATION

Oscar Fergutz

Global Alliance for Incinerator Alternatives (GAIA)

Manny Calonzo

Christie Keith

Neil Tangri

International Domestic Workers Network (IDWN)

Marcelina Bautista

Myrtle Witbooi

Ip Pui Yu (Fish)

Latin American Network of Waste Pickers

Maria Madalena R. Duarte Lima

Walter Vidal Correa Mitman

Eduardo Ferreira de Paula

Sandra de Melo Sampaio

Mariny Vazquez

Other Project Partners

Shailly Barnes

Simon Ntjanyana Mbata

Guillermo Perez

Margarita Petretera

Vilma Santana

Carmen Vildoso

Other Individuals

Steffany Sinclair

* Not able to attend due to the cloud of volcanic ash.

Appendix III: Newly-Elected WIEGO Board Members

Barbro Budin (Switzerland)

Barbro Budin is the Gender & Equality Officer at the International Union for Food and Allied Workers (IUF), a global union federation based in Geneva. She has spent most of her working life working for the IUF: from 1974-1977 and from 1982 to present. She has also worked for short periods in the hotel sector, for the Swedish National Association of Farmers as well as in the Human Resources Department of a French Multinational company. Barbro has wide experience of the different sectors and different regions that make up the IUF, travelling frequently to different countries and to work with different IUF projects. She speaks several languages: English, French, Spanish, Swedish. Her main focus areas are gender equality, project coordination and trade union development, and responsibility for Nordic Unions.

In 2007 Barbro was instrumental in ensuring that the developing network of domestic workers (International Domestic Workers' Network) found an organizational base within the IUF. She now plays a key role in managing and promoting the domestic workers project within the IUF and providing support, technical advice and political direction to the Network, in collaboration with the Steering Committee and the Interim International Coordinator. Barbro also plays a very active and important role in the ITUC Equality Committee and in 2009 she joined the Advisory Committee for WIEGO's Organization and Representation Programme.

Clarisse Gnahoui (Benin)

Fandy Clarisse Gnahoui is a street vendor who sells stationery, fabrics and other items at the international market in Dantokpa, Cotonou, Benin. She is the Treasurer of the trade union of vendors at the Dantokpa Usynvepid market; President of the Benin women traders' group called Axissinon Kpan Akon; Second Assistant Secretary General of the confederation of Benin vendors and other informal economy workers (CSPID); and Vice-President of the International Council of StreetNet International.

Renana Jhabvala (India)

Renana Jhabvala is the Chair of the WIEGO Board. She has been working with the Self Employed Women's Association (SEWA) since 1977 and is currently SEWA's National Coordinator as well as a member of the board of SEWA Bank and chairperson of SEWA Bharat. Her most recent publications include *Social Income and Insecurity: A Study of Gujarat* which she co-authored with Guy Standing and Jeemol Unni, *The Progress of the World's Women 2005: Women, Work and Poverty* which she co-authored with Martha Chen, Joann Vanek, James Heintz, and Chris Bonner; *Informal Economy Centrestage: New Structures of Employment* which she co-edited with Ratna M. Sudarshan and Jeemol Unni; and *The Unorganized Sector:*

Work Security and Social Protection, which she co-edited with R.K.A. Subramanya. Renana has represented SEWA in many national and international policy fora and has played a leadership role in supporting the development of the HomeNets in Asia. Renana chairs the Advisory Committee of WIEGO's Organization and Representation Programme and is a member of the International Coordinating Committee on Organizing in the Informal Economy (ICC).

Ravi Kanbur (USA)

Ravi Kanbur was born in India and brought up in India and in England. He did his University education in economics at Cambridge (undergraduate) and Oxford (doctorate). After his doctorate he taught for 10 years, at the Universities of Cambridge, Essex, Princeton and Warwick, before joining the World Bank. The positions he held at the World Bank included Head of the Ghana Field Office, Chief Economist for Africa,

and Principal Adviser to the Chief Economist of the World Bank (Joseph Stiglitz). As Chief Economist for Africa, he was a member of the joint World Bank/IMF task force that designed the Heavily Indebted Poor Countries (HIPC) debt relief initiative. After 8 years at the World Bank he returned to academia, to a Chair at Cornell University. He has been at Cornell since 1997. His academic CV shows over 150 published items, and he has published in the leading journals in economics, including *American Economic Review*, *Journal of Political Economy* and *Economic Journal*. He has been involved in joint research with SEWA for over a decade, and has held the SEWA Chair at the SEWA Academy in Ahmedabad. With Renana Jhabvala and Marty Chen he initiated the Cornell-SEWA-WIEGO Dialogue process, which brings together academic economists, non-economists, and ground level activists to discuss and debate key issues in economic analysis and economic policy.

Lin Lean Lim (Malaysia)

Lin Lean Lim, an independent consultant, is a development economist by training. She retired from the International Labour Organization at the end of 2008, after serving for 20 years. From 2007-2008, she developed the ILO global programme to make decent work a central objective of development policies, as part of the efforts to achieve the Millennium Development Goals. From 2004- 2006, she was Deputy Regional Director of the ILO Regional Office for Asia and the Pacific, where her responsibilities included the supervision of regional programmes in areas such as labour migration, youth employment, labour market governance and local economic development. From 1994-2004, her positions at ILO Headquarters involved providing policy advice, implement projects and conducting research dealing mainly with gender issues and the protection of vulnerable women workers and informal economy issues. She wrote the technical report and served as the Secretary-General's representative for the 2002

International Labour Conference discussion on Decent Work and the Informal Economy. The ILC resolution was a major breakthrough in terms of the technical approach and global programmes on the informal economy. She was also responsible for an ILO global programme on More and Better Jobs for Women. Before joining the ILO, she was Associate Professor of Applied Economics at the University of Malaya and Visiting Fellow at several other universities. She is the author of several books, journal articles and technical reports.

William Steel (Ghana)

William (Biff) Steel is one of the founding members of WIEGO, and has participated actively in the WIEGO Steering Committee/Board, Management and Finance Committees. At the end of 2005, he retired as Senior Adviser in the Africa Region Private Sector Group of the World Bank, where he had worked since 1983, specializing in small enterprise development and microfinance. He is currently living in Accra, Ghana, teaching part-time at the University of Ghana and consultant for the World Bank, International Fund for Agricultural Development, and others. He led a WIEGO team in preparing the Diagnostic Framework for the World Bank's study on Raising Productivity and Reducing Risks of Household Enterprises in six African countries, and is overseeing the Ghana study.

As Co-Chair of the Committee of Donor Agencies for Small Enterprise Development (1991-2004), Biff led the development of Guiding Principles for donor support both for microfinance (1995) and for business development services (2001). He has published numerous studies, articles and books on small enterprise development, informal financial markets, microfinance regulation, employment of women, and industrial adjustment. He previously taught economics at Vanderbilt University and the University of Ghana, and he has served as an Advisor in the African Development Bank and the Indonesia National Planning Agency.

Jeemol Unni (India)

Jeemol Unni is the RBI Chair Professor in Rural Economics at Institute of Rural Management, Anand (IRMA) and was Professor of Economics at the Gujarat Institute of Development Research, Ahmedabad. She holds a Ph.D and M.Phil in Economics. She was a post-doctoral Fellow at the Economic Growth Center, Yale University. She was Visiting Faculty at the Institute of Social Studies, The Hague, CEPT University,

Ahmedabad, and International Center for Research on Women, WashingtonDC. Her research addresses informallabour, gender issues, education and social protection. She was ILO Consultant with the National Commission for Enterprises in the Unorganized Sector, New Delhi and to the Prime Minister's High Level Committee on Status of Muslims of India (Sachar Committee). She is member of the Editorial Board of the *Indian Journal of Labour Economics*, New Delhi and of the

Advisory Committees of WIEGO's Statistics and Social Protection Programmes; was a member of the Advisory Group on Employment and Shared Growth, World Bank; Independent Group on Definition and Statistics on Home-based Workers, Ministry of Statistics, New Delhi; Group of Feminist Economists for the 11th Plan, Planning Commission. Her recent books are *Social Income and Insecurity: A Study of Gujarat* (co-authored), *Flexibility of Labour in Globalizing India: The Challenge of Skills and Technology*, (co-authored), and *Informal Economy Centrestage: New Structures of Employment* (co-edited).

Appendix IV: WIEGO Work Plans: 2010-2011

Global Trade Programme

- a) ETI-related Activities
 - 1) Better incorporate home workers into codes of conduct and other CSR initiatives
 - 2) Collaborate on Turkish pilot project to improve labour standards through changes in purchasing practices
- b) Fair Trade Case Studies
 - 1) Commission case studies on the integration of informal producers into the Fair Trade movement
 - 2) Edit volume of case studies
 - 3) Strengthen and integrate producer MBOs in seven countries into national and international networks
 - 4) Convene workshop of cooperatives and small producer groups to discuss case studies
- c) Produce user-friendly, popular manual on organizing home-based workers for market access
- d) Train those who organize women informal producers in market access

Organization and Representation Programme

WASTE PICKERS

- a) Develop and strengthen regional networks of waste pickers in Asia and Africa
- b) Develop and strengthen an international network of waste pickers
- c) Produce popular materials in local languages based on existing publications for use by waste picker organizations in [first] African and [later] other countries

DOMESTIC WORKERS

- d) Strengthen and promote International Domestic Workers' Network
- e) Strengthen regional networks of domestic workers in Africa, Asia and Latin America
- f) Increase numbers of domestic workers organized in MBOs
- g) Improve representation of domestic workers' needs and demands to national governments and ILO
- h) Increase national and international trade union support for domestic workers' representation and demands
- i) Support campaign for ILO standard on the rights of domestic workers

LAW & INFORMAL ECONOMY

- j) Undertake phase 3 of “Law and Informal Economy” project in India
- k) Complete pilot phase of “Law and Informal Economy” project in Colombia
- l) Begin pilot “Law and Informal Economy” projects in two additional countries
- m) Update web micro-site on “Law and Informal Economy” to include all information from Colombia and India

CO-OPERATIVES & INFORMAL WORKERS

- n) Analyse and document organizing efforts of unions, cooperatives, quasi-unions and associations
- o) Form new relationships with national and international co-operative federations and agencies

WORKER EDUCATION

- p) Produce and disseminate booklets on organizing with ICC and StreetNet and a set of user-friendly materials on organizing for WIEGO Members
- q) Document and make available worker education resources
- r) Develop, test, and disseminate Workers’ Education Materials for urban informal workers that focus on the urban informal economy and urban planning, and the role/relationship of different categories of urban informal workers to urban planning

DATABASE AND RESEARCH

- s) Maintain and improve database of informal worker organizations
- t) Develop and plan a research project on different approaches to organizing non-standard workers
- u) Publish historical overview and analysis of the organization of home-based workers, street vendors, and waste pickers, with a focus on good practise in organizing (one sector per year, then collated volume).

OTHER INITIATIVES

- v) Support development of sector-based MBOs of informal economy workers in Thailand
- w) Prevent and reduce harassment of street vendors in Durban, South Africa during 2010 World Cup Support for StreetNet World Class Cities for All Campaign
- x) Support the development of informal economy organizations (informal sector coordinating committee, street vendor group and others) in Liberia through partnerships with StreetNet, Ghana TUC and others

- y) Support the work of HomeNet South Asia in strengthening the development of MBOs of home-based workers in South and South-East Asia

Social Protection Programme:

- a) OHS Project
 - 1) Complete two-step project on Occupational Health & Safety (OHS) under informal employment conditions
 - 2) Improve provision of information on OHS in relation to women informal workers
 - 3) Increase awareness of informal workers of OHS issues and measures for improvement
 - 4) Achieve positive policy changes to improve OHS for women informal workers
- b) Implement “Voice of Informal Workers in Social Policy Development” project in LAC
- c) Begin joint project with UNRISD on “Social Policy for Informal Workers”
- d) Develop and disseminate set of user-friendly materials on Social Protection for WIEGO Members
- e) Develop and maintain web resource on micro insurance options

Statistics Programme:

- a) Publish and disseminate manual on survey methods to measure the informal sector/informal employment
- b) Produce updated version of Women and Men in the Informal Economy: A Statistical Picture
- c) Promote uses of statistical concept of informal employment in developed countries and efforts towards the revision of related statistical classifications
- d) Promote the development of statistics on informal employment
- e) Analyse and publish data on specific categories of informal workers
- f) Develop user-friendly basic statistics tables for the WIEGO website
- g) Create new statistical profiles of the urban informal economy for 12 global cities

Urban Policies Programme

- a) Create and coordinate opportunities for “representative voice” of urban informal workers through policy dialogues and consultations, especially at the international level

- b) Facilitate joint framing of policy issues and demands of home-based workers, street vendors, and waste pickers
- c) Create and leverage opportunities for MBOs to voice their issues and promote their issue-based campaigns
- d) Provide technical assistance to National and Regional Policy Dialogues on “Inclusive Urban Planning” with a focus on home-based workers, street vendors, and waste pickers
- e) Organize international Policy Conference on “Inclusive Urban Planning” with a focus on home-based workers, street vendors, and waste pickers with relevant stakeholders
- f) Organize international Research Conference on the “Urban Informal Economy”
- g) Undertake policy analysis in support of national, regional, and international issue-based advocacy campaigns of the MBOs of home based workers, street vendors, and waste pickers
- h) Facilitate joint development of Fact Sheets, Policy Briefs, and Issue Papers in support of these campaigns
- i) Facilitate the development of a joint research agenda based on broad strategic needs as identified by urban informal workers and their organizations
- j) Coordinate implementation and provide substantive oversight and technical support to a priority set of research activities
- k) Organize research workshops to share research methods and findings
- l) Organize policy dialogues to disseminate research findings
- m) Promote better statistics and develop statistical profile of urban informal economy and specific categories of informal workers (where possible) in a select set of cities; update statistical profiles as data become available
- n) Disseminate research findings through internet and other means
- o) Collect, synthesize, and disseminate other available evidence on urban informal workers
- p) Publish edited volume on working poor in the urban informal economy
- q) Develop an “observatory” of urban and other laws, ordinances, and regulations that affect the urban informal economy
- r) Prepare syntheses and develop case studies of good practice – urban policies, planning processes, services/infrastructure, and programmes – for home-based workers, street vendors, and waste pickers
- s) Develop, test, and begin to institutionalize an Urban Planning curriculum on the urban informal economy

- t) In support of Street Net International’s “World Class Cities for All” campaign, help monitor the impact of the World Cup and Commonwealth Games in 2010 on the urban informal workforce and develop a policy message and approach to ensure that planning for such “mega events” is inclusionary (rather than exclusionary) of the urban working poor
- u) Convert “Informal Budget Analysis” into a generic tool and test in 2-3 more countries
- v) Organize workshops to share good practice examples with partner organizations and other MBOs of urban informal workers

Inclusive Cities Project: Coordination, Communications and Technical Support

- a) Hold regular meetings of Inclusive Cities partners
- b) Develop framework for monitoring and evaluation of Inclusive Cities project; provide technical assistance for the implementation of M&E Framework
- c) Develop sustainability plans for Inclusive Cities partners who need them; provide technical assistance for implementation of sustainability plans
- d) Develop “roster” of available technical resources for MBOs of working poor
- e) Develop two Learning Hubs – SEWA, Asiye eTafuleni – to share learning re-organization of home-based workers and infrastructure needs of street vendors
- f) Create and support opportunities for Exchange and Learning among partner organizations -- initial focus on waste pickers
- g) Map the key policymakers and international development community audience relevant to urban poverty and the informal economy
- h) Support waste picker trade union, KKPKP in Pune, India in building its operational capacity and improving its organizational sustainability in order to develop a network of Asian waste picker organizations
- i) Assist street vendor-support organization, Asiye eTafuleni, in Durban, South Africa in building its operational capacity and improving its organizational sustainability
- j) Develop and implement communications strategy to disseminate research, good practice examples, and lessons learned from organizing and issue-based campaigns to different audiences and in different languages (English, Portuguese, Spanish)
- k) WIEGO website expanded to make Inclusive Cities page a leading global resource on the urban informal economy

- l) Educate and influence the international development community about the issues raised by home-based workers, street vendors, and waste pickers
- m) Provide technical support to Inclusive Cities partners in reporting and donor guidelines; other key organizational development issues arising during course of project which may impede their project progress

Inclusive Cities: Organizing, Worker Education, and MBO Advocacy Support

- a) Document and disseminate good practice in the area of carbon credits for waste picker groups, to facilitate subsequent model development; in collaboration with the waste picker associations in Latin America and Asia, help research, explore feasibility and develop a possible model for an approach to secure Carbon Credits for waste pickers
- b) Support waste pickers in having their voices heard in the United Nations Climate Change negotiations

Special Initiatives

- a) Convene a technical dialogue and an exposure dialogue, plus edit a volume of EDP notes, as part of Exposure-Dialogue Programme with SEWA and Cornell University
- b) Provide technical advice to comparative research programme on labour markets in China and India
- c) Develop international network of researchers and data analysts working on the informal economy
- d) Further develop WIEGO network, including through the organization of the 2010 General Assembly

Appendix V: WIEGO Financial Report



2010-11 BUDGET OVERVIEW

Debra Davis
WIEGO Treasurer

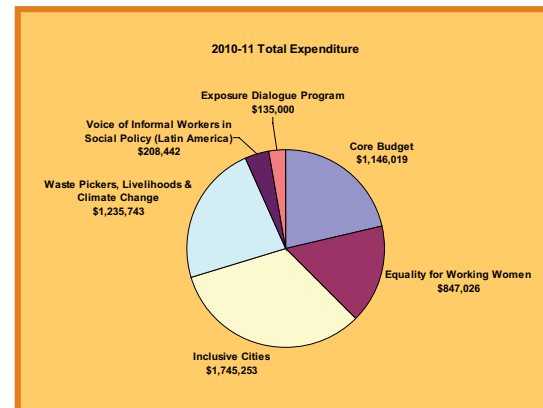
Slide 1

2010/11 Budget Overview

Total Expenditure – approx. US\$5.3 million

- Core Expenditure - approx. \$1.1 million
- Project Expenditure - approx. \$4.2 million
 - WIEGO Projects – approx. \$2.3 million
 - Sub-Contracts & Sub-Grantees – approx. \$1.9 million

Slide 2

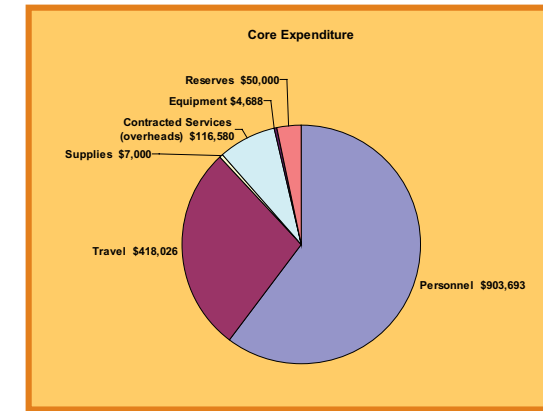


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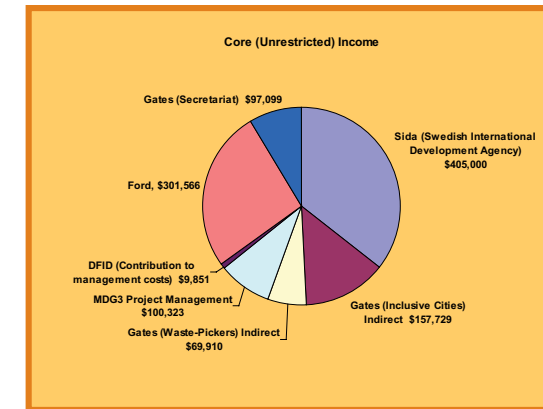
Management, Network & Programme Coordination

Core Budget	\$1,898,651
Less Project Contribution to Core	-\$752,632
	\$1,146,019

Slide 4



Slide 5



Slide 6

2010-11 Budget Summary

Project and Special Initiatives Budgets

Equality for Working Women	\$847,026
Inclusive Cities	\$1,745,253
Waste Pickers, Livelihoods & Climate Change	\$1,235,743
Voice of Informal Workers in Social Policy (Latin America)	\$208,442
Exposure Dialogue Program	\$146,920
Total Expenditure	\$4,183,384

Of which....

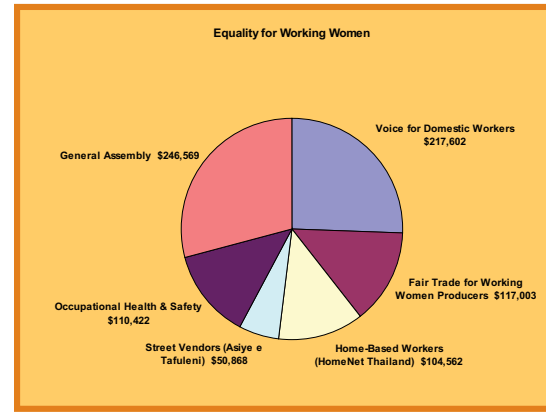
Sub-Grants & Sub-Contracts	\$1.9 million
WIEGO Projects	\$2.3 million

Slide 7

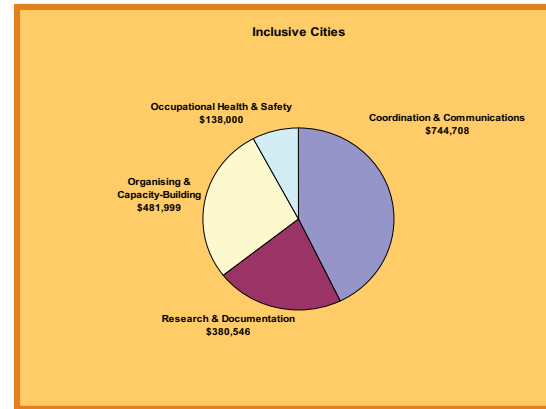
Sub-Grants & Sub-Contracts to External Partners

Asiye e Tafuleni	\$202,808
ANW Network Development	\$65,660
KKPKP (Waste Pickers Asia Network)	\$98,450
Law Project	\$50,000
South Africa & Kenya Wastepickers	\$72,920
Waste Pickers in Pune (SWaTCH)	\$248,000
Waste Pickers and Climate Change (GAIA)	\$570,000
Asia Waste Picker Organising	\$75,000
Africa Waste Picker Organising	\$60,000
Latin America Waste Picker Organising	\$40,000
Chintan waste processing	\$30,000
SMS waste technologies	\$30,000
International Union of Foodworkers (Domestic Workers)	\$217,602
Home-Based Workers (HomeNet Thailand)	\$104,562
Street Vendors (Asiye e Tafuleni)	\$50,868
Total Sub-Grants & Sub-Contracts	\$1,915,870

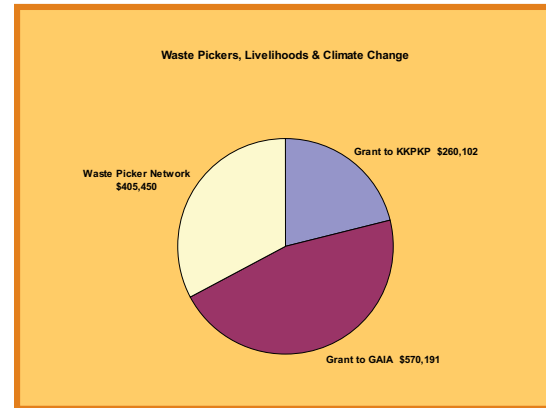
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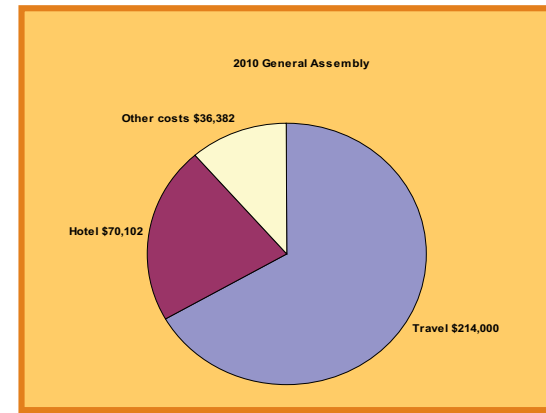
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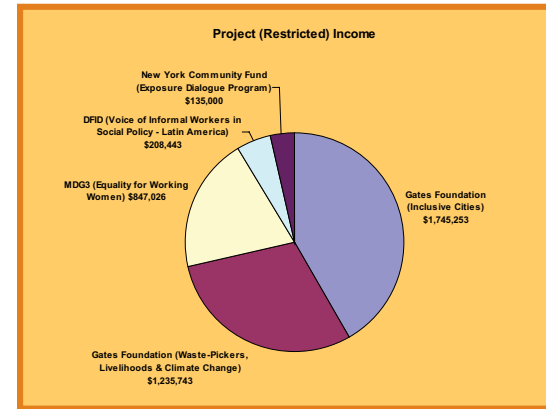
Slide 10



Slide 11



Slide 12



Slide 13

- ### WIEGO
- WIEGO Ltd.
 - UK Limited Company and registered Charity
 - Audited Accounts available on the WIEGO website
 - WIEGO has two fiscal sponsors in the USA for funds which cannot be routed via the UK
 - Harvard University
 - Tides Center

Slide 14



Appendix VI: Keynote Address by Ela Bhatt

During this annual meeting of WIEGO, this time, the first time, the first thing I realized is that how much is international unionizing is crucial and that in today's globalizing economy, WIEGO is a necessity for us.

While Corporate power is increasing rapidly, the tiny labour enterprises of the poor cannot compete, and feel powerless, rather they fear of being destroyed, while power of the middle class has increased, the state's role of intervening in support of the poor has terribly declined. In any case, the state itself has been bypassed by the fast increase in international trade and huge investments by the Corporates. And while decision-making is at such a far way and at global level where local cooperatives, trade unions and people's organizations have no reach, WIEGO is a necessity for us.

WIEGO is us. WIEGO is precious for us. It is first of its kind, unique in a way. Because WIEGO is worldwide, it is a coalition of grassroots organization with academic institutions, international development agencies as equals; we all meet together to gain visibility, voice and viability for the working poor women worldwide. WIEGO is our family, we are all related.

Looking to the future challenges, that we learnt from presentations by all the Networks, I learn that organizing is never enough. Organizing is an on-going process and it must insititutionalize in different ways, over time. Our organizations must have the capacity to respond in different contexts. We organize into unions, cooperatives, in sectors like banking, trading, servicing, farming, crafts, fishing, dairying, even mining, forestry, at local level and national level. We organize across states and countries on issues common to us. We organize across economic sectors, social networks, national boundaries, occupational groupings, traditions, faith; organized unified strength is an asset of our own. So, that is the essence of our organizing and 'wiego-ing'!

Perhaps, you have no idea how happy and hopeful and peaceful I feel to see the WIEGO growing up. I deeply appreciate all the thoughtful efforts gone into building up WIEGO. Dear Renana, Dear Marty, the Board, the experts, and your able dedicated teams – to all of you I heartily greet you with congratulations for the accomplishments, on behalf of all of us and wish you more skill and strength to lead our movement in these difficult times.

What has filled me with higher spirits, this time, like you is the joining of waste pickers and domestic workers, who happen to be at the almost lowest rung of women's work within the informal work. Both the groups I heard, are wanting to reclaim their dignity – dignity of self and their occupation. Domestic workers say to the world ILO "no apron any more". The woman leader at the ASMIRE (waste), at the warehouse said, "earlier I did not know I exist, today I think of my health". What we saw at the warehouse was treasure, not waste. So we are treasure collectors, not waste, of course.

Yet, the case of waste is painful in particular. Waste is the only resource of a wasted people, on this bountiful earth! We have to recover the waste economy of our women and men, because vulnerability is battling with obsolescence. If we do not voice we will be buried as obsolete communities. As you know, obsolete communities, informal economies, dying crafts and skills, marginalized economies may not be good today for private business. But we ourselves should first realize, friends, that tomorrow is different. Because at the end of the day, they are the forms holding safe our life, our life world, our life chances for future. And, it is we who will have to sustain these economies. We are the future of today.

We must realize that the recycling industry will play a crucial role in future. I have no doubt about it. Let me elaborate.

The rag picker/waste picker picks recyclables from garbage, sorts them into broad categories, and sells them to a dealer-contractor. The scrap dealer further sorts, cleans, packs, and sells the material to small-scale units and factories that process and prepare new raw material. The material is sold to manufacturing plants which are part of the formal sector. They in turn produce new products from the recycled stuff that we (informal) have prepared for them (the formal).

This is typical of most industries in India – and many other countries to different extent that more than half the production process, which is labour intensive, is done by low-paid labour in the informal economy until it even reaches the factory / plant.

What we have to do – is to make the world recognize that every worker at every stage of the production process is integral to the industry and the economy. Thus we change and correct (as we do with statistics) the concept of what we call 'industry' – Not only recycling industry but all other industries whether 'food', 'textile and garment' or 'construction' – need to have an integrated/inclusive concept of 'industry'. But a caution! These industries I mentioned are predominantly laboured by women. Historically, every time an industry modernizes, formalizes, beautifies, the women working in it as part of informal sector get pushed out and the formal sector, dominated by men, steps in to reap the benefits – whether it is in the case of agriculture or crafts or fisheries or forestry, or servicing like waste picking. Remember, WIEGO is for emancipation of women, women labour. In our enthusiasm of expansion our focus on women should not shift elsewhere.

In our case, the city plans need to recognize the enormous services provided by the waste workers to the city and its residents and integrate them into a fair equitable system. Here lies the opportunity to link the formal and informal sector workforce in one industry.

But often I question, why this artificial divide between the 'formal' and the 'informal' sector at all in the world of work?! We all work, paid in different modes or work on unpaid family labour as workers, producers, entrepreneurs. We, in WIEGO have to fundamentally break

this barrier between Formal and Informal. The WIEGO scholars have understood our dual situation, so, together we will change and create an integrated, inclusive approach to the concepts and definitions that keep on ignoring hence suppressing us.

It is not easy. All my life I have been confronted with conceptual blocks during struggles of SEWA. There are many such conceptual blocks on our way. These are like, for example, 'private sector' (we vendors, homebased workers, cleaners are all private sector), 'partnership' (we partner the company with our labour/skill/capital/community strength). During the conference, on Panels of StreetNet and HomeNet, the issue of urban land and land price came up. We were then actually reclaiming our citizenship in the city which is a political action in the broad sense of 'politics' Because we are changing, tilting a little bit the balance of power in favour of poor.

We must realize it and learn to do it better, more strategically. This should be part of our Workers Education classes explaining the power struggles – because at the end we have to come in a bargaining position at the mainstream. Who/where will teach us to position ourselves better, stronger, strategically in this power stricken world? How do we overcome the conceptual blocks that we face in various ways?

The second point that I want to make is on the challenge of 'climate change' that all global leaders will have to deal with very seriously – including WIEGO as a rising global leader.

We see and experience the adverse impact of climate change in our regions. We know that it is not the poor who contribute to the climate disasters through their lives or livelihoods. In fact it is the contrary. Actually the lives and livelihoods of the poor contribute to the mitigation of risk of climate disasters. This fact is neither recognized nor realized by others in the world. The informal economy has very small carbon foot print in most cases. And, particularly women live greener and cleaner economic life. WIEGO has evidence of this through her visits, encounters, studies and statistics. WIEGO must make these messages well argued and peer reviewed by millions of poor, women, so that IPCC accepts WIEGO's messages.

The WIEGO Reports clearly reveals, and so does the Unions' ongoing experience that the formal economy still confronts the informal economy. It is understood that the formal who is a problem, is a problem solver, and a solution that needs to be invited, to be pleaded to. I see a danger here. We cannot speak about climate change and human face and sustainability in those older categories.

One, because it is continuation of the older forms of economic power. Two, private investment is necessary but what is necessary is a framework of a new vision of relationships.

Essentially, today we are facing clash between community as an economy and the Corporation as an economy which is actually the

conflict between livelihood and business. In both cities and rural areas. This is what we heard from the Networks StreetNet, HomeNet, Recyclers. This is as if we seek for a new, clean green game where neither the players nor the terms of the game, nor the objectives of the game has changed. Caution! Packaging has power to sell dirty water as elixir of life, but it cannot extend life itself.

Our search of future, therefore, as I for one, envision is for the way the community invents and recreates itself. With this regard, I would suggest is that private sector is invited not as an overwhelming force but as part of a new vision where livelihood meets business. This dialogue cannot be understood through 'adaptation' or compromise. May be in future will WIEGO open a dialogue with Business, as we do with Universities and governments and the Bank. We should convince them that business profits must be measured in terms of e.g. how many people it took ahead towards greener or cleaner, say gentler economy.

Moreover, the language of stockholders must meet the needs of the stakeholders, in the widest senses, with Nature invariably a stakeholder. Let us equip ourselves to talk with the world's stockholders. Let us explain to them that every community has been a form of economics of survival and livelihoods – long before (you) private business came in. The community economics combines ideas of the informal economy and biomass society. The community is today's civil society. They believe that one, Nature is an economy and it works. Two, that gender is crucial in the form of women's work and that any idea of sustainability depends on Nature, gender and women's work. Unless the concerns of climate change and private sector recognize this framework, little will be possible in a creative sense, I do believe it.

The real challenge for future for WIEGO is to influence the world that 'adaptation' itself becomes a growth economy. What I mean, making small size farm holdings more profitable to the actual producers, workers and the local business, is growth. Similarly, in manufacturing sector, generating higher economic growth through millions more small/medium green and clean production units, is growth.

This will decide what technology to use, what supportive policy environment to build. Higher rate of growth must not *lead to*, in fact, itself be *due to* widespread livelihoods and employment generation that replenishes the loss of Nature, and repair our ecology. Wasn't WIEGO the first one to state that the link between poverty and Growth is informal sector! Essentially, we are the future – women, informal and nature. We have the right framework for future times. We are at a historic moment. There is so much to accomplish. WIEGO has a long way to go. Friends, colleagues, sisters, with our increased understanding, I hope in coming years, we will organize tighter and globalize farther.

Organizing is our job, globalizing is WIEGO's task. Together we go, go ahead. Thank you.

Appendix VII: Ideas and Commitments from 2010 General Assembly

WIEGO PROGRAMME TEAM: May 2010

The Programme Team of WIEGO held a teleconference on May 10, 2010 to share personal highlights as well as ideas or commitments from the 2010 WIEGO General Assembly. What follows is the list of ideas and commitments grouped according to the key functions of WIEGO.

1. Support to Networks and MBOs of Informal Workers

- Expand base of MBOs in WIEGO
- Promote cross-learning and sharing among MBOs and with WIEGO
- Continue to develop strategy for capacity building of MBOs and Nets: for whom, what, how much, and by whom
- Propose the establishment of other working groups in the Global Alliance of Waste Pickers, in addition to the climate change group, with links to WIEGO: such as working groups on law and capacity building
- Follow-up to Fundraising Workshop, including creating links to Global Philanthropy Forum and disseminating basic principles of good governance
- Clarify plans for workshop on organizing in conjunction with next Annual Learning Meeting of the Inclusive Cities partners
- Develop plans for a workshop for the Global Alliance of Waste Pickers to plan a project on laws affecting waste pickers
- Develop sustainability plans with partners in Inclusive Cities project
- Strengthen ties with GEFONT by having Karin Pape agree to serve on advisory committee for GEFONT-UK Trade Union project funded by DFID and inviting Umesh Upadhyaya to participate in meetings/research on social protection and the informal economy
- Consider establishing “nets” of member-based organizations of construction worker and different groups of rural workers
- Explore and promote ways in which the various sectors of workers can learn from and build solidarity with each other
- Provide training to member-based organizations of informal workers on WIEGO’s theories and concepts, core values, policy stance and messages, “cutting edge” ideas

2. Research and Data Analysis

- Finalize plans for a research conference leading to a research network, including:
 - Focus on next generation of researchers
 - Plans for the next generation of research, including the following types:
 - “strategic” research – researchers analyze issues proposed by MBOs + WIEGO develops its “take” on issues
 - “cutting edge” research – research to forecast trend

- Comparison of concepts and methods

- Finalize plans for the WIEGO Working Paper series, including review process and criteria (including whether to feature research by established researchers and/or young researchers)
- Follow-up on discussions held regarding research on impact of mega events on informal workers
- Assess what types of WIEGO research have been most useful to and used by the MBOs of informal workers
- Assess the process by which research has/is used for policy influence
- Share draft of paper on different approaches to organizing informal workers
- Improve statistics on specific categories of informal workers:
 - Work with HomeNet South Asia – on improving statistics on home-based workers in South Asia
 - Work with International Domestic Workers Network – on deciding who which categories of workers to include/exclude in statistical definition of “domestic work”
- Analyze - “mine” - new statistical data as they become available
- Promote additional research and analysis on:
 - class identity of informal workers
 - different forms of organizing
 - different types of contracts/employment relations with a focus on “who is responsible for what”
- Maintain links between research/researchers and ground reality/member-based organizations of informal workers

3. Policy Analysis and Policy Dialogues

- Document and disseminate documents on WIEGO’s:
 - theories and concepts
 - core values
 - policy stance and messages
 - “cutting edge” ideas
- Follow-up on discussions between Peru team and Francie re Voice and Social Policy project
- Follow-up with Fair Trade case study partner in Tanzania
- Develop “position papers” with WIEGO “take” on issue

4. Good Practice Documentation

- Document and disseminate best practice examples in support of domestic workers, including: “right to inspect homes” policy in Uruguay; employer associations in several European countries; organizing efforts and member-based organizations; and collective bargaining models
- Document and disseminate different models of support to waste pickers from Belo Horizonte city
- Document and disseminate precedent-setting legal cases with a focus on legal arguments “that can migrate across countries”

5. Technical Advice and Reference Groups

Note: several GA participants recommended that WIEGO maximize its reputation as what they called a “power house”: by convening expert groups of lawyers, planners, environmentalists, researchers willing to work on key issues related to informal workers

- Convene reference group of lawyers: to assemble legal cases and arguments; train MBOs on their legal rights; train representatives of MBOs as “para legals”
- Convene reference group of planners: to do a “radical reappraisal” of urban planning from a livelihood perspective; develop curriculum for urban planning students on the urban informal economy
- Assemble syllabi, reading lists, and lecture notes from existing courses on informal economy (including those of Caroline Skinner, Francie Lund, Imraan Valodia, Jeemol Unni, Marty Chen) as web resource and basis for future curriculum development
- Liaise with existing groups such as the one on “Designing for the Other 90%”
- Follow-up on the design of prototypes for equipment and the idea of a “design fair” with an emphasis on the design *process*

6. Communications

- Use IT tools to foster “real time” communication between members of the different constituencies of WIEGO
- Translate key existing publications, WIEGO and non-WIEGO, into other languages
- Provide more information on Institutional Members on website
- Explore costs-benefits of using blog, face book, and webcast
- Develop media links and strategy
- Collect photos or hold photo competitions on different aspects of informal work: waste picker carts, street vendor sites, “workspace” of home-based workers
- Convene a reference group of popular theatre groups in different countries: to develop and perform plays or skits about the reality and needs of informal workers
- Develop a project with the School of Fine Arts, Federal University of Belo Horizonte, to promote photo documentation of informal work by local fine arts or design schools in collaboration with member-based organizations of informal workers in Brazil, India, and South Africa
- Post a select set of ppt presentations by WIEGO staff, members, and partners on the WIEGO website
- Follow-up with Communications Team on how best to disseminate the manual on organizing home-based workers
- Post documents re Fair Trade case studies on micro-site being developed for the Women’s Economic Empowerment (MDG3 fund) project

7. Other Ideas

- Follow-up on idea of Focal Cities where several projects (e.g. Voice, OHS, Informal Economy Budget Analysis, Inclusive Cities) already are or could be “clustered”
- Prepare briefing note on purpose and process of General Assemblies for all future participants, especially new-comers
- Plan how to provide interpretation/translation at informal “side meetings”, including “strategically sprinkling” bi-lingual speakers in different side meetings
- Need to develop strategies for engaging with powerful interest groups: real estate developers and solid waste management contractors



Appendix VIII: WIEGO Songs

WIE GO! WIE GO!

(to the tune of: "Hi Ho! Hi Ho! It's Off to Work We Go!")

WIE GO! WIE GO!
 It's off to work we go,
 Protecting women all day long:
 WIEGO, WIEGO, WIEGO.

We know, we know,
 We have to link the local workers
 to the global markets so, to grow, to grow

And sow the seeds
 Of meeting women's needs.
 Informal workers organized
 To show, to show, to show
 The sta-tus quo
 Has really got to go.
 We work together to support
 WIEGO, WIEGO, WIEGO – WIEGO!!



Here WIE GO!

(to: "Off We Go into the Wild Blue Yonder")

Here WIE GO, Informal women workers,
 Here WIE GO, let's organize!
 Globally, we're action researchers.
 Statistics, we'll feminize!

With HomeNet, homeworkers are
 connected.

Convention, we'll analyze;
 Impact of trade;
 Ways to aid.

Nothing can stop the way that WIE GO!





Women in Informal Employment: Globalizing and Organizing

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