

'Our Voices.....will be heard'

The group discussions continued the entire afternoon. Following the discussions, each team made a presentation which was as follows:

**Presentation of issues/strategies**

<b>Group Information</b>			
	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>
Countries Represented	Thailand, Taiwan, India, South Africa, Indonesia, The Philippines, Sri Lanka	Thailand, Korea, Japan, Nepal, Indonesia, The Philippines.	Thailand, Pakistan, Belgium, Indonesia
Segment of women workers represented	Vendors, Waste pickers, The self-employed including artisans	Part time workers, Contract workers, Small scale enterprise workers, Dispatch workers	Agriculture-pa Domestic Help Home based workers and c Construction v
<b>Outcome of discussion</b>			
Issues faced	<p><b>Rag Pickers</b></p> <ul style="list-style-type: none"> <li>➤ Vulnerable section</li> <li>➤ Low education and low social status</li> <li>➤ Low level of marketable skills</li> <li>➤ At times organizing results in harming their livelihood possibilities.</li> </ul> <p><b>Vendors</b></p> <ul style="list-style-type: none"> <li>➤ Insecurity of work and income</li> <li>➤ No systemic attempts to integrate the concerns of vendors</li> <li>➤ Absence of their concerns in town</li> </ul>	<p><b>Part timers-</b> The four most important issues faced are:</p> <ul style="list-style-type: none"> <li>➤ Low wages, mostly hourly based wages.</li> <li>➤ No job security, no protection, no labour laws</li> <li>➤ No social security or social welfare</li> <li>➤ Unorganized</li> </ul> <p>The concept of part timers differs for different countries</p>	<p><b>Common Issues</b></p> <ul style="list-style-type: none"> <li>➤ Insecurity</li> <li>➤ Social protection</li> <li>➤ Gender discrimination and sexual harassment</li> <li>➤ Problem in terms of access to services</li> <li>➤ Wages: not paid by most groups</li> <li>➤ Prevalence of informal work</li> <li>➤ Occupational health and safety in agriculture</li> </ul>

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	<p>planning.</p> <p><b>Commonalities between vendors and rag-pickers:</b></p> <ul style="list-style-type: none"> <li>➤ Need to establish the right to livelihood</li> <li>➤ Need for a formal system of registration and licensing</li> <li>➤ Debate about licensing and the responsibility of the State to provide livelihoods.</li> <li>➤ Debate about the ownership of the waste itself: who has a right over the waste anyway? The municipality? The rag pickers? Or the first owners?</li> <li>➤ Stronger lobbies of big business against these sections.</li> <li>➤ Similar type of gender discrimination against both women rag pickers and women vendors.</li> </ul> <p><b>Artisans</b></p> <ul style="list-style-type: none"> <li>➤ No access to regular training, markets</li> <li>➤ Insecurity of job, need to shift occupations.</li> <li>➤ Absence of planning to develop space for groups like vendors etc.</li> <li>➤ Impact of global market-for example, the price of raw material</li> </ul>	<p>for e.g. in Korea- 8 hours / day; 44 hours/week with protection, 15 hours /week without protection but can struggle via collective bargaining,</p> <p>Thailand-per hour basis, cannot form unions</p> <p>Nepal- per hour basis with lower wage,</p> <p>Indonesia- 8 hours/day or 40 hours /week, no contract/no protection.</p> <p>Japan- 35 hrs/week “fewer hrs” a week- obscure definition: equal access to social insurance.</p> <p>The categories almost full time /contract is different from permanent and without duration.</p> <p>The Philippines: casual / seasonal workers, per hour basis</p> <p>Wages are received on an hourly basis, often without a written contract.</p> <p><b>Contract workers</b></p> <ul style="list-style-type: none"> <li>➤ 3-12 month contract</li> <li>➤ No job security</li> </ul>	<p><b>Self employ</b></p> <ul style="list-style-type: none"> <li>➤ No so</li> <li>➤ Irregu</li> <li>➤ Occup</li> <li>➤ No fix</li> <li>➤ Lack c</li> <li>➤ No be</li> <li>➤ No wr</li> <li>➤ Migrat</li> <li>➤ Exploi</li> <li>➤ Exploi</li> <li>➤ Lack c</li> </ul> <p><b>Agriculture</b></p> <ul style="list-style-type: none"> <li>➤ Low w</li> <li>➤ Minim</li> <li>➤ Occup</li> <li>unclea</li> <li>➤ Work</li> <li>➤ No rec</li> <li>➤ No pr</li> <li>➤ Isolate</li> <li>➤ No pu</li> <li>➤ Wome</li> <li>age 2</li> <li>comm</li> <li>➤ Low ir</li> <li>➤ In the</li> <li>before</li> <li>since</li> <li>morni</li> </ul>
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	<p>of the artisans is affected by import-export policies. The coir market in Sri Lanka was affected by the Trade Tower incident.</p> <ul style="list-style-type: none"> <li>➤ Child labour.</li> <li>➤ Absence of any kind of social security and of benefits. Wherever there exist a few provisions, these are so often due to trade union initiatives and not state initiative.</li> </ul>	<ul style="list-style-type: none"> <li>➤ No benefits/do not enjoy all benefits</li> <li>➤ Weakening the collective bargaining power of regular workers</li> </ul> <p>Details of different countries          Thailand: since 1997 financial crisis numbers of contractual workers has been increasing, 3-4 month contract then reapply (4 months probation, employers violate)          Wage: minimum wage /being violated; no benefits (under law there should be); piece rate (garment, footwear, steel)          Indonesia-3-12 months; is stipulated by law that they will not get benefits          Korea-less than 1 year, after that work is renewed; type of workers-part time contract worker, subcontracting; no benefits; overseas workers/trainees get medical benefits          Japan- limited work duration less than 1 year; for women over 60 years or people with higher educational</p>	<p><b>Construction</b></p> <ul style="list-style-type: none"> <li>➤ Delay</li> <li>➤ Many</li> <li>➤ Lack emplo</li> <li>➤ Loss o</li> <li>➤ Health</li> <li>➤ Skill u</li> </ul> <p><b>Domestic H</b></p> <ul style="list-style-type: none"> <li>➤ Low w</li> <li>➤ No for</li> <li>➤ Long v</li> <li>➤ No ov</li> <li>➤ No so</li> <li>➤ Violen</li> <li>➤ Worki</li> <li>➤ traveli</li> <li>➤ Occup</li> <li>➤ diseas</li> <li>➤ No fix</li> </ul>
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		<p>qualifications, contract upto 3 years, overseas trainees are not protected and get less than the minimum wage. Nepal- 6 months, discretion of the management, no benefits, same wages Philippines- 3-5 months; no benefits; minimum wage under law in practice, cannot form unions, “docile and cheap labour”</p> <p><b>Workers of Small and Medium scale Enterprises (SMEs)</b></p> <ul style="list-style-type: none"><li>➤ Small scale enterprises employ less than 10 persons</li><li>➤ The work in SMEs is being subcontracted.</li><li>➤ Low level of wages, often at exploitative piece-rate basis.</li><li>➤ No job security</li><li>➤ Long working hours.</li><li>➤ No safety and protection</li><li>➤ No contract.</li><li>➤ Paid by “per piece rate”</li></ul> <p>Details of different countries:</p>	
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		<p>Thailand- less than 10 workers (subcontract)</p> <p>Korea- less than 5 (cannot fully enjoy benefits)</p> <p>Nepal-5-10 workers (no benefits)</p> <p>Indonesia-less than 5 workers</p> <p>Japan-less than 10 workers</p> <p>The Philippines-less than 10 workers (subcontract/piece rate); no benefits; lower wage/irregular wage; long working hours; no safety/protection; no contract</p> <p><b>Dispatch Workers</b></p> <ul style="list-style-type: none"> <li>➤ Need to define and expand the existing definition – need to include service workers and subcontracting workers.</li> <li>➤ Need strategy to remove ambiguity in terms</li> <li>➤ Should define it maybe as indirectly employed workers</li> <li>➤ Dispatch workers=temp workers.</li> </ul>	
Strategies		<b>Part time workers</b>	➤ Data colle

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		<ul style="list-style-type: none"> <li>➤ Need for organizing and educating</li> <li>➤ There should be a broadest possible alliance forged</li> <li>➤ Invoke international conventions</li> <li>➤ Campaign and advocacy</li> </ul> <p><b>Contract workers</b></p> <ul style="list-style-type: none"> <li>➤ Regular workers and contract workers should have alliance</li> <li>➤ Campaign and advocacy</li> <li>➤ Unions need to take more initiative</li> <li>➤ In the Philippines, there is a national movement against contractualization that involves trade unions, communities and contract workers themselves.</li> </ul> <p><b>Dispatch workers</b></p> <ul style="list-style-type: none"> <li>➤ Need to bargain with users and not only employers; dispatch workers are employed by the company, but actually work with other organizations. Agents employ people.</li> <li>➤ Need to redefine</li> </ul>	<ul style="list-style-type: none"> <li>➤ and NGO mapping.</li> <li>➤ Groups a community</li> <li>➤ Conduct campaign</li> <li>➤ Networkin</li> <li>➤ Advocacy laws.</li> </ul> <p>Social safety protection aq maternity ber</p> <p>An approach should be do by NGOs, CBO</p>
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		<b>unionization users / customers</b>	<b>vis-à-vis clients and</b>	<b>the and</b>
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