

**WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING**

WIEGO



**WOMEN in INFORMAL
GLOBALIZING and**

ANNUAL MEETING

APRIL 12 - 14, 1999

This is a report on the proceedings of the Annual Meeting and Public Seminar of the global network called Women in Informal Employment: Globalizing and Organizing (WIEGO) held April 12-14, 1999 in Ottawa, Canada. The Annual Meeting was hosted by the International Development Research Centre. Attended by 70 persons from 25 countries representing grass roots, academic and international development organizations, the Meeting was designed to help expand and strengthen the network, to share progress and experiences to date, and to plan for the future. The Public Seminar was hosted by the Aga Khan Foundation Canada. Attended by an additional 30 persons from a cross section of Canadian organizations, the Public Seminar was organized to help draw public attention to the issue of women in the informal sector of the global economy.

WIEGO is a worldwide coalition of individuals from grass roots organizations, academic institutions, and international development agencies concerned with improving the conditions and advancing the status of women in the informal sector of the economy, through better statistics, research, programmes, and policies.

The International Development Research Centre (IDRC) is a public corporation created by the Parliament of Canada in 1970 to help developing-country scientists and communities do research and find solutions to their social, economic and environmental problems. Several of its programme areas overlap with WIEGO's programme interest in the areas of urban policies, global markets, and social protection. IDRC is funding several projects being implemented by WIEGO partners in these areas.

Aga Khan Foundation Canada (AKFC) is a non-profit, private development agency that seeks fresh solutions to pressing social and environmental problems. The Aga Khan Foundation, which has units and affiliates on four continents, supports health, education and rural development in low-income countries of Africa and Asia. Since 1994, Aga Khan Foundation Canada has been supporting a series of activities on women's economic empowerment which have played a major part in formulating the WIEGO agenda. It also gives core support to WIEGO.

WIEGO is very grateful to the Ford Foundation as well as to the IDRC and AKFC for their support of the Annual Meeting and Public Seminar.

Women in Informal Employment: Globalizing and Organizing

Annual Meeting and Public Seminar

April 12-14, 1999

Sponsored by the International Development Research Centre,
the Aga Khan Foundation Canada, and the Ford Foundation

Report of the Annual Meeting and Public Seminar of the Global Network called WIEGO. Seventy-five persons from twenty-five countries representing grassroots, academic, and international development organizations participated in the two day Annual Meeting and were joined by another 30 persons from Canadian NGOs, academic institutions, and international development agencies in a one day Public Seminar.

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

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

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

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

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

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

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

BACKGROUND

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

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

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

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

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

Annual Meeting and Public Seminar

WIEGO convened the first Annual Meeting of its affiliates and a Public Seminar from April 12-14, 1999 in Ottawa, Canada. 70 persons from 25 countries participated in the two-day Annual Meeting and were joined by an additional 30 persons from Canadian NGO, academic, and donor communities for a one-day Public seminar. The agenda for both events featured presentations and breakout group discussions on three of the five programmatic themes of WIEGO, namely: urban policies, global markets, and statistics. An additional plenary session featured presentations on related projects and a discussion of WIEGO's other two programme themes: social protection and organization and representation.

This is a report on the proceedings of the Annual Meeting and Public Seminar. To "set the stage" for what follows, the second section of this Report explores the linkages between gender, poverty, and the informal sector and between globalization and the informal sector. Section Three of the Report features summaries of the presentations and breakout group discussions at both the Annual Meeting and the Public Seminar. The final section of the Report presents the future plans of the WIEGO network.

WHY WOMEN IN THE INFORMAL SECTOR?

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

Even before the Asian crisis, official statistics indicated that the share of the informal sector in the non-agricultural workforce ranged from 50 percent in Latin America to 40-60 percent in different parts of Asia to 75 percent in Africa. The contribution of the informal sector — not only its size - is quite large. The contribution of informal sector income to total household income is significant in many regions: for example, in Africa, informal sector income accounts for nearly 25 percent of rural non-agricultural income, nearly 30 percent of total income, and over 40 percent of total urban income. The contribution of the informal sector to GDP is probably also significant. For those countries where estimates exist, the share of the informal sector in non-agricultural GDP is between 45 to 50 percent.

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

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

Gender, Poverty, and the Informal Sector -

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

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

Gender and Incomes in the Informal Economy:

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

Gender and Employment in the Informal Economy:

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

Gender Discrimination and Segregation in the Informal Sector:

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

Policy Implications:

- investment in human capital can improve incomes and increase access to formal sector jobs but the effect of additional education on income and jobs is relatively small
- removal of gender-based discrimination and segregation in labour, capital, factor, and product markets would have equal or greater effect on women's employment and incomes

Globalization and the Informal Sector

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

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

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

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

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

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

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

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

KEY ISSUES

This section of the report is organized around the three issue areas addressed in the Annual Meeting and Public Seminar: urban policies, particularly as they affect street vendors; global trade and investment patterns, particularly as they affect home-based workers; and statistics on the size and contribution of the informal sector. These issue areas represent three of the five core programmes of WIEGO. The other two core programmes of WIEGO - social protection and organization / representation — were discussed briefly during a final plenary session on Related Programmes.

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

URBAN POLICIES

Street vending is a global phenomenon. In cities and towns throughout the world, millions of people earn their living by selling a wide range of goods and services on the streets. Despite a general belief that street vending will recede as economies develop and incomes rise, it actually is on the increase in many places. In developing countries, an estimated 40 to 80 percent of the workforce is in the informal sector and street vendors represent a significant share of that workforce. In many parts of Asia, Africa, and Latin America, women represent a majority of these vendors.

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

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

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

Presentations —

Presentations on the status of street vendors and the projects in the three countries were made by: Pat Horn of the Self-Employed Women's Union (SEWU) and Frances Lund and Caroline Skinner of the University of Natal on South Africa; Winnie Mitullah of the University of Nairobi on Kenya; Ela Bhatt of the Self-Employed Women's Association (SEWA) on India. Ela Bhatt also described the International Alliance of Street Vendors (called StreetNet).

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

Kenya Project: Existing studies on street vending in Kenya provide few (if any) numbers or estimates of street vendors and little (if any) information on the policy and regulatory environment in which street vendors operate or the organizational capacity of street vendors. Whereas many vendors in Kenya participate in small revolving savings and credit organizations, these organizations tend to be weak and do not address the wider policy and regulatory environment faced by the vendors. Moreover, existing small and micro-enterprise development programmes tend to focus on the manufacturing sector to the relative neglect of the trading sector. In four urban centres in Kenya — two large cities (Nairobi and Kisumu), one medium-sized town (Machakos), and one small town (Migori) - the project will undertake surveys of vendors, conduct focus group discussions with members of street vendor associations, and convene policy dialogues with relevant government officials and non-governmental organizations (NGOs). The Kenya Project is also supported by the IDRC.

India Project: Street vending is a rapidly growing source of employment for the working poor in, particularly, urban India: both those who come into the cities in search of work and those who are laid off work often take up vending. Given the lack of official data on street vending, local grassroots and non-governmental organizations conducted surveys of street vendors in eight cities of India during 1996-97: the numbers ranged from 15,000 in a small town to 65,000 in a large city to over 200,000 in a very large city (Mumbai or Bombay). In late 1998, these organizations formed a National Alliance of Street Vendors and launched a campaign to demand a national policy on street vendors. The activities of the various member organizations - including research, action, and policy dialogues - will be coordinated through a secretariat and a quarterly newsletter. As part of the campaign, a national workshop on the legal status of street vendors was organized; a team of lawyers met to plan comparative studies of Municipal Corporation Laws, Police Acts, and other related laws in seven cities; and regional policy dialogues between vendors, the police department, and the municipal corporation are being organized. The India Project is supported by the World Bank.

StreetNet: The International Alliance of Street Vendors (called Street Net) was founded at a meeting in Bellagio, Italy in 1995 by a group of vendors, activists, and researchers from eleven countries around the world working to promote and protect the rights of street vendors. Over the past several years, the Alliance has evolved into a network of individuals and organizations committed to increasing the visibility, voice, and bargaining power of street vendors. Through Street Net, members gain an understanding of the common problems of street vendors, develop new ideas for strengthening their organizing and advocacy efforts, and join in an international campaign to promote policies and actions that can contribute to improving the lives of millions of street vendors.

The focal point of action is the Bellagio International Declaration of Street Vendors which was drafted by Alliance founders in 1995 (see Box Two for excerpts from the Bellagio Declaration). This declaration sets forth a plan to create national policies to promote and protect the rights of street vendors. The Declaration also calls for action at four other levels: by individual traders, by traders associations, by city governments, and by international organizations. A longer term objective of the Alliance is to build a case and mobilize support for an ILO convention on the rights of street vendors.

THE BELLAGIO INTERNATIONAL DECLARATION OF STREET VENDORS**Having regard to the fact -**

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

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

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

We further urge follow-up action by City Governments -

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

Common Problems -

Certain problems are common to street vendors across countries worldwide. These include:

- Lack of Space or Poor Location
- Lack of Regulation and Licensing
- Harassment by local authorities, including: eviction from premise; confiscation of goods; and extraction of bribes, fees, or protection money
- Lack of Infrastructure (such as shelter, water, and toilets)
- Lack of Services (including child care and credit)
- Lack of Representation and Voice (in urban planning)
- Crime: Assaults and Thefts

The fact that urban officials and planners tend to ignore or to minimize street vendors in urban plans can be partly attributed to another common problem: the lack of adequate data on street vending. So long as the size and contribution of the street vending sector remains invisible in official statistics, the policy response to street vendors is likely to remain biased or, at least, poorly informed.

Other Issues -

Politicization: The fact that street vendor associations are often started — or run — by trade unions, political parties, business interests, or the local "mafia" makes organizing street vendors particularly tricky and complex.

Public Perceptions: Public responses to street vendors range from outright support to benign neglect or indifference to hostile resistance. It is important to understand how public perceptions differ between those who buy from street vendors and those who do not and between different economic classes.

Promising Responses —

Promising examples of how to respond to the common set of problems include the following:

Access to Space: In Ahmedabad, India, SEWA-organized street vendors won a landmark judgement in the High Court that granted vendors the right to a 4' x 6' space for vending, the right to be represented in the courts by a SEWA lawyer, and the right to be free from harassment by the police and municipal authorities.

Protection from Harassment: A union of vendors in Bhavnagar, India, have witnesses testify in a official record whenever the goods of vendors are confiscated or vendors themselves are evicted.

Organization: Organizing street vendors — at the local, national, and international levels - is seen as an essential dimension of all other strategies. The three country-level projects of WIEGO and the member organizations of StreetNet seek to organize street vendors at the local level in order to: carry out business, self-regulate markets, demand rights, negotiate with other stakeholders, and participate in urban planning. A National Alliance of Street Vendors has been established as part of the India Project. StreetNet is the first international alliance of street vendor organizations.

Gaining Voice and Representation: The South Africa project has organized four policy dialogues at which vendors themselves as well as activists who work with vendors have had the opportunity to discuss street vendor issues with relevant municipal and national government officials.

Breakout Group Report —

The breakout groups were asked to consider WIEGO's Urban Policies proposal to identify gaps and weaknesses, to highlight priorities, and to recommend key players and stakeholders:

Action: More street vendor organizations — and stronger regional and national alliances thereof — should be developed. A more positive image of street vendors in the media should be promoted.

Research: Most of the existing studies on street vendors focus on the characteristics of the vendors themselves (their age, sex, education, etcetera) or on their business (location, products, volume, earnings) to the neglect of the wider environment in which they operate. The following research issues should be explored in a comparative set of cross-regional studies: legal aspects of street vending (licensing, zoning laws, land-related regulations, bribery); urban land issues (zoning laws, designation of market spaces); development infrastructure (education, health services, social protection, legal aid); linkages with the formal sector (subsidization of formal sector wages; competition for resources; examples of cooperation and conflict); linkages with trade unions, political parties, and the “mafia”.

Documentation: Case studies of “bad practice” as well as “good practice” would help specify more precisely what types of changes are needed to improve the working conditions and economic status of street vendors.

Statistics: Comprehensive and accurate statistics on the size, contribution, and demographics of street vendors are needed to inform policy-makers who are planning legal, institutional, and policy reforms.

In terms of operating principles, the breakout groups recommended that WIEGO pursue a balanced distribution of activities between region; develop linkages with trade unions, private sector, and government; design and undertake research in collaboration — or consultation — with street vendor organizations; and make research findings accessible to street vendor organizations.

GLOBAL MARKETS

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

Although increasing attention is now being given to the differential impact of globalization and trade liberalization on women and men, much of the data available is as yet highly theoretical nature or very anecdotal. In addition, there is a bias towards looking at the impact of globalization on women in formal employment and/or women's unpaid work. The impact of globalization on women's paid work in the informal sector has not been adequately examined. In addition, relatively little attention is being given to finding effective ways of helping women to cope with the negative and seize the positive changes involved.

In collaboration with the HomeNet, the international alliance of home-based workers, WIEGO's Global Markets programme aims to trace changes in global production and distribution systems brought about by increased globalization. Changes in production systems have particular relevance for home-based workers involved in sub-contracting chains for formal sector firms. Changes in distribution systems have particular relevance for home-based producers who face increased competition in local/traditional markets and lack the ways and means to link to emerging and increasingly globalized markets. The action-research programme will seek to assist by (a) developing methodologies and undertaking studies and policy dialogues which lead to a better understanding of the impact of globalization on women workers in the informal sector; and (b) finding effective ways of helping women to link directly to new opportunities and emerging markets resulting from changes trade and investment policies.

Presentations —

There were three sets of presentations on global trade and investment issues. The first featured conceptual frameworks for assessing the impact of global trade and investment patterns on women in the informal sector in the three regions of the developing world. Lucy Lazo from HomeNet Southeast Asia presented the Asia framework, Ruvimbo Chimedza from the University of Zimbabwe presented the Africa framework, and Guadalupe Espinosa from UNIFEM's Mexico office presented the Latin America/Caribbean framework. The conceptual frameworks present typologies of likely impact. Each framework will be tested in selected countries in the respective region.

The second set featured background issues papers on the impact of global trade and investment patterns on three sub-sectors of the economy: Julie Delahanty and Ann Weston of the North-South Institute presented the background paper on garment making, Sue Szabo of the Aga Khan Foundation Canada presented the background paper on agro- and food-processing, and Marilyn Carr of IDRC presented the background paper on non-timber forest products. For each of the three sub-sectors, the background paper laid out the key issues, identified gaps in current research and practice, identified key actors (activists, organizations, researchers, and policy makers), and identified areas for future research and action.

The third set featured two programmatic responses to the globalization of the economy: Renana Jhabvala described how SEWA has organized and supported women salt and gum collectors in India and Jane Tate described how HomeNet has organized home-based workers at the international level.

In her comments on the presentations, Diane Elson contrasted the differential impact on labour and capital of global market liberalization and integration (see Section One).

A. Regional Impact Frameworks

Asia Framework: A conceptual framework for assessing the impact of the Asian economic crisis on women in the informal sector — particularly, home-based workers — was developed at a workshop hosted by HomeNet Thailand in January 1999 in Bangkok and sponsored by the World Bank and the Friedrich Ebert Stiftung. This framework builds on and expands the social impact frameworks developed by the World Bank and the ILO². These earlier frameworks focused on the impact of the crisis on workers in the formal sector (to the neglect of those who work in the agricultural sector and the informal sector) and featured three types of effects: a drop in the demand for labour, a rise in the cost-of-living, and a decline in public expenditures. The HomeNet Southeast Asia framework focuses on workers plus producers in the informal sector, both rural and urban, and features additional types of effects: notably, a drop in the demand for products and services and a rise in the costs of production. See Box Three for the HomeNet Southeast Asia framework: the text in bold represents the impact variables that were not included in the World Bank and ILO frameworks. This framework will be tested in three countries - Thailand, Indonesia, and the Philippines — by HomeNet activists in collaboration with local researchers.

²These are *Social Consequences of the East Asian Financial Crisis* by Tamar Manuelyan Atinc and Michael Walton (World Bank) and *The Asian Financial Crisis: The Challenge for Social Policy* by Eddy Lee (ILO).

IMPACT OF THE ASIAN CRISIS ON THE INFORMAL SECTOR

	FORMAL SECTOR WORKERS	INFORMAL SECTOR WORKERS	INFORMAL SECTOR PRODUCERS
EMPLOYMENT EFFECTS	layoffs (visible) resulting in: unemployment Shifts to - self-employment sub-contract work part-time work migration (urban, rural, overseas)	layoffs (invisible) resulting in: unemployment shifts to - self-employment casual work migration (urban, rural, overseas)	loss of livelihood shifts to sub-contract work shifts between sectors (e.g. to agriculture) intensification of work migration (rural, urban, overseas)
PRODUCTION EFFECTS			scarcity of raw materials drop in market demand loss of marketing outlets competition + crowding drop in volume of production
INCOME EFFECTS	drop in real wages	drop in real wages	drop in volume/value of sales
PRICE EFFECTS	rise in cost of living	rise in cost of living	rise in cost of living rise in input prices drop in output prices
PUBLIC SPENDING EFFECTS	lack of public services rise in cost of public services	lack of public services rise in cost of public services	lack of public services rise in cost of public services

Africa Framework: A conceptual framework for assessing the impact of trade and investment liberalization on women and men in the informal sector in Africa was developed at a workshop hosted by the University of Zimbabwe in February 1999 and sponsored by the IDRC. A related issue that was addressed at the workshop was how women's livelihoods can be enhanced in the context of trade and investment liberalization. Drawing on case studies that highlighted the impact of trade and investment policies on informal sector workers in Uganda, Senegal, Gambia, and Mali, four types of effects were identified:

- **employment effects:** changes in level, type, and security of employment
- **employment-related effects:** changes in hours of work, wages, worker benefits and conditions)
- **production effects:** changes in costs of/access to/demand for inputs and outputs, and
- **distribution effects:** changes in demand; marketing systems and transactions; savings and investment rates; incomes and assets.

This framework will be tested in four countries - possibly, Zimbabwe, Malawi, Uganda, and Senegal — with coordination provided by a regional research organization such as Gender and Economic Reform in Africa (GERA) or the Association of African Women for Research and Development (AAWORD).

Latin America/Caribbean Framework: During 1997 and 1998, UNIFEM supported an in-depth study on the impact of NAFTA on women and men workers in three sectors in Mexico: textiles and garments; maquiladora industry; and agriculture. In textiles and garments, it was found that women are being replaced by men in factory jobs that were formerly carried out by women and that women increasingly are employed in informal microenterprises. In maquiladoras, although the sector is growing in general, female employment has grown at a slower rate than that of male employment, and women are increasingly found in locations further away from the border where wages are lower. In agriculture, there has been an increase in work shifts and increased employment of women in export crops on a piece-rate basis that has resulted in very long hours, as they still have to care for their families.

The methodology and findings of the study were discussed at a workshop held in Mexico City in November 1998 which was attended by government officials, researchers, and NGO representatives from Mexico, USA and Canada, as well as from Central America and the Caribbean and the Mercosur region. It was agreed that it would be useful to further develop the methodology used in Mexico to come up with a common conceptual framework that could then be adapted to sub-regional specificities and tested in one or two countries in each sub-region.

B. Sub-Sector Papers

Garment Making: The garment sector is undergoing rapid changes. The key factors behind these rapid changes include a) new trade agendas (notably, global and regional trade agreements as well as the responses to the Asian economic crisis); b) new technologies (notably, the bar code as well as information technologies); and c) new production and distribution systems (including such features as mobility of capital, sub-contracting chains, lean retailing, labour migration). Some of the specific topics for further research include: the increase in sub-contracting (including in the North); increased flux and volatility in the sector due to the Asian crisis; and likely repercussions when the current Multi-Fibre Agreement ends in 2005. Also of interest is how various stakeholders are responding to the changes in the sector through: trade mechanisms, legal strategies, international standard setting, and organizing of garment workers. This research is being supported by IDRC.

Agro-Processing and Food Processing: Global trade and investment patterns have both negative and positive impacts on women who produce and process agricultural crops and food items. To help women take advantage of emerging market opportunities, topics for future research should include: what products are most affected by global trade and investment patterns, how women who produce and process these products are affected, what actions are needed to increase the competitiveness and productivity of women in these areas. Country case studies, designed to investigate these issues, will be carried

out in Pakistan, India, Bangladesh, Kenya, Uganda, and Tanzania. To increase the capacity of non-governmental organizations (NGOs) to support women engaged in processing crops or food items, local NGOs will be involved in the action research in each country. This research and action programme is being funded and implemented by Aga Khan Foundation Canada.

Non-Timber Forest Products: A range of non-timber forest products will be studied in different countries or regions. These would include medicinal plants (India), shea nuts/butter (Burkina Faso), Brazil nuts (Peru), gum (India), and essential oils (Latin America). The market for all of these products is growing yet women often remain stuck at the lower ends of the processing chain. For women to take advantage of emerging markets, they require mobility, improved technology, and market information. The research will investigate gender dimensions of the collection and processing of these products as well as the social and environmental consequences resulting from the commercialization of these products: more specifically, the impact of growing market demand on women who collect and process these products. IDRC is supporting this programme.

C. Responses to Globalization

Organizing at the Local Level: Founded in 1972, the Self-Employed Women's Association (SEWA) is a trade union of women who work in the informal sector. SEWA's membership includes women who work in a wide-range of sub-sectors, including the three noted above. While new opportunities in both domestic and export markets exist, it is hard for individual women to reach these markets on their own. To help women gain access to emerging markets, SEWA has organized women into production and marketing cooperatives; helped some cooperatives negotiate licenses to collect and sell products; and helped other cooperatives identify and negotiate new markets for their products. For example, SEWA has helped women salt processors — who otherwise would have to sell the salt to agents — to obtain licenses to become agents to sell the salt on the open market; and women gum collectors — who would otherwise have to sell their gum to a government-run corporation - to explore alternative export markets for gum. For a figure depicting what SEWA is doing to help women move through the gum supply chain and to solve the problems at each stage, refer to Box Four.

BOX
4

WOMEN IN THE GUM SUPPLY CHAIN

Collection

Women are heavily involved, often travelling eight to fifteen kilometres per day to the gum sites. Gum is collected during the dry season (usually October-July).

Agents

Agents, who must be licensed by the GSFDC, buy gum from the collectors and sell it to the GSFDC. SEWA has obtained a license and organized eight groups of women with their own agent.

Gujarat State Forest Development Corporation

The GSFDC is the sole purchasing and marketing agency for the forest products of the state. The GSFDC licenses all agents.

Traders

Since the GSFDC has no direct market linkages, gum is marketed to outside markets through traders.

Outside Markets

Organizing at the International Level: The International Alliance of Home-based Workers (called HomeNet) was founded in Belgium in 1994 by a group of home-based workers and those active with home-based workers from both developing and developed countries. At the first HomeNet meeting in Belgium, the founding members planned a global campaign for an international convention that would recognize and promote home-based workers. The culmination of that campaign was the June 1996 vote at the annual general conference of the International Labour Organization (ILO) in favor of an international convention on homework (see Box Five for the key articles of that convention).

**BOX
5**

1996 HOMEWORK CONVENTION

Article 4

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

Article 5

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

Article 6

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

Article 7

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

As of early 1999, HomeNet had member organizations - including, women's organizations, trade unions, non-governmental organizations - in over 30 countries. A key common strategy is the organizing of home-based workers into cooperatives or unions at the local level and into associations or networks at the national and international levels. At the international level, HomeNet seeks to increase the visibility and solidarity of home-based workers, to exchange experiences and information among organizations working with home-based workers, and to coordinate an international lobbying campaign for supportive policy changes.

The member organizations of HomeNet work with home-based women workers - who work either on their own account or as sub-contract workers - in a number of different sub-sectors. Recently, HomeNet decided to promote the international organizing of home-based workers along trade or sub-sector lines. As part of this new strategy, HomeNet organized an international workshop of women embroiderers in March 1999 in New Delhi, India: 30 women embroiderers from 7 countries participated in a 10-day workshop during which they exchanged experiences and, with the assistance of designers from India, developed new designs and products.

Breakout Group Reports —

Regional Frameworks: The regional frameworks need to be more precisely and concretely specified in terms of a) what is happening to the economies of specific countries; b) what is happening to specific sub-sectors within these economies; c) which groups of women are working in which sub-sectors; and d) how access to and power within specific markets — labour, capital, product, and factor markets - are being redistributed. Filling in the gaps of existing impact frameworks, as was done in the case of the Asia framework, is a promising way to proceed.

Garment Making: The need for a multi-country study that investigates the emerging trends in global garment-making chains was underscored. Such a study should investigate the impact of these trends on the range of employment statuses within the garment sector: from formal employment in factories to informal employment in export promotion zones or sweatshops to self-employment to sub-contract work. In each country, the study should focus on context-specific as well as generic themes and attempt to differentiate the specific impacts of different economic trends, including: global trade and investment patterns (e.g., WTO regulations), global production and distribution systems (e.g., lean retailing technology), regional trade agreements, and national economic reforms. In addition to the issues identified in the background paper, future research might address the following topics: the problems of immigrant women workers, the role of children and youth in garment making, the impact of “codes of conduct” and “fair trade” initiatives. In regard to future action programmes, organizing and negotiating strategies that do not risk the loss of jobs for women in the garment sector need to be developed. Also, the impact on and use by home-based workers/producers of new technologies, such as e-commerce, need to be explored.

Agro-Processing and Non-Timber Forest Products: The need for multi-country studies that investigate the emerging trends in selected global commodity chains was underscored. As part of commodity chain analysis, institutional analysis of who controls the trade (and through what means) needs to be undertaken. In each country, the studies should focus on context-specific as well as generic themes and attempt to differentiate the specific impacts of different economic trends, including: global trade and investment patterns (including WTO regulations), global production and distribution systems (including lean retailing technology), regional trade agreements, and national economic reforms. In terms of research partners, the participation of local women's organizations in the research design, implementation, and dissemination is essential to ensure that the research is relevant to and will be used by grassroots women. In addition, alternative trading organizations (e.g. of producers of particular commodities) might be considered as potential research partners.

STATISTICS

In 1993, the 15th International Conference of Labour Statisticians adopted an international definition of the informal sector as a component of the labour force. Following this definition, estimates and figures of the size of the informal sector and of its contribution to GDP can now be more readily made. However, it is still extremely difficult to isolate the contribution of women to the informal sector and to the GDP as a whole. Therefore, special efforts must be made in this area.

Women remain the main source of underestimation of the size and contribution of the informal sector for at least three reasons:

- they are engaged in those informal activities which are the most difficult to capture and measure: home-based work or outwork, and street vending*
- they are engaged, more than men, in second or multiple jobs that are not measured and even their main activities, especially if they work as unpaid family workers, are underestimated*
- their productive activities are hidden not only behind their status as so-called “inactive housewives” but also behind their under-valued status as unpaid family workers*

In addition, the non-response rate in surveys is generally higher for women than for men, especially regarding incomes but also regarding their employment status.

WIEGO's Statistics Programme is designed to improve statistics on the informal sector in collaboration with the ILO Statistics Bureau and the UN Statistics Division. It will focus particularly on the two segments of the informal sector where, in many parts of the world, women are dominant: street vending and home-based work. WIEGO plans to improve statistics on the informal sector in two ways. First, it seeks to analyse, compile, and disseminate existing data on the informal sector. Second, it plans to test improved concepts, classifications, and methods for data collection and to promote their use in official labour force and establishment surveys.

Presentations —

Jacques Charmes from the University of Versailles and the Institute of Development Research, France opened the statistical sessions with a summary of the existing statistics on the links between informality, gender, and poverty (see Box One) and a rationale for improving the statistics on the informal sector in general and on women in the informal sector in particular. The second set of presentations by Lourdes Urdaneta Ferran from the Universidad Central of Venezuela and Mercedes Pedrero from CRI-URNAM in Mexico featured technical recommendations on how to improve statistics on the size and contribution of the informal sector. The third set of presentations featured descriptions of two on-going — and related - initiatives to improve statistics on the informal sector in India by Jeemol Unni from the Gujarat Institute of Development Research and N. S. Sastry from the National Sample Survey Office, respectively.

In commenting on the presentations, Joann Vanek from the United Nations Statistics Division highlighted the importance of collaboration between the producers and users of statistics and the importance of improving statistics on the informal sector, particularly women.

A. Why Informal Sector Statistics?

The informal sector contributes to the economy in several ways: through value added or production; through savings or investment; and through taxes and revenues to the government. Because the informal sector contributes to the economy, it should also receive benefits from the economy. However, the contribution of the informal sector is not adequately captured in official statistics. As a result, those who work in the informal sector do not receive their full share of benefits from the economy. To promote better public understanding of - and public policy responses to - the informal sector, improved statistics on the size, contribution, and characteristics of the informal sector are needed.

Recommended Measures and Methods

The international Expert Group on Informal Sector Statistics, constituted by the UN Statistical Commission, requested WIEGO to write a series of technical papers recommending improved concepts, measures, and methods for data collection on the informal sector. With funding from the United Nations Development Programme (UNDP) and technical support from the United Nations Statistics Division, five papers were commissioned: two by Jacques Charmes and one each by Lourdes Urdaneta Ferran and Mercedes Pedrero. The authors presented the papers at the second meeting of the Expert Group on Informal Sector Statistics held in Ankara, Turkey in April 1998. Their core recommendations, detailed in Box Six, were endorsed by the Expert Group.

BOX
6

CORE STATISTICAL RECOMMENDATIONS

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

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

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

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

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

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

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

C. Improving Informal Sector Statistics in India

GIDR-SEWA Project: The joint project of the Gujarat Institute of Development Research (GIDR) and SEWA, supported by the Ford Foundation, is designed to take a critical look at the official statistics in order to identify problems associated with measuring the size (in terms of employment) and the contribution (in terms of value added) of the informal sector. The key problems being addressed by the project are a) how to capture own-account workers, especially those who work at home or on the streets without premises; b) how to capture different types of workers in the informal sector and sub-contract workers who work for informal or formal units; c) and how to account for the value-added or contribution of these 'invisible' categories of producers and workers. Several methods have been tested — and are recommended - to address these problems: using a mixed household-cum-enterprise survey approach (i.e., conducting a household survey and then canvassing all enterprises identified in the household survey); including questions that capture the location of work, the nature of the employment contract, the mode of remuneration; estimating the number of invisible workers and producers in different activity status categories through appropriate cross-classification; and estimating the output for each category using special output modules.

National Sample Survey: The Government of India recognizes the need to improve statistics on the informal sector. For example, the Government has been criticized for underestimating India's GDP by leaving out certain segments of the economy, particularly the informal sector. Rather than mount large-scale special surveys on the informal sector, the National Sample Survey Office (NSSO) has decided to incorporate new questions and methods into its on-going labour force survey which, in the future, will be conducted four times a year. At the request of the NSSO and the Central Statistical Office, some of these new questions and methods are being developed and tested by the GIDR-SEWA project. On a quarterly basis, beginning 1999-2000, a sub-sample of nearly 200,000 households will be surveyed to get a better estimate of the size of the informal sector and a sub-sample of nearly 400,000 enterprises will be surveyed to estimate the output of the informal sector.

D. Collaborations Between Producers and Users of Statistics

What WIEGO is doing internationally and what GIDR, SEWA, and the National Sample Survey Office are doing at the national level in India represent a very important development in the field of statistics: namely, close linkage between the producers of official statistics and the different users of official statistics. One notable aspect of these unique partnerships is that grassroots organizations are among the users. In the past, many grassroots organizations were unable or unwilling to work with national statisticians and few national statisticians had worked with grassroots activists.

The process of improving statistics is a long-term endeavor and, for that reason, can become frustrating to users, particularly those who are activists rather than researchers.

The process is also expensive and, for that reason, can be off-putting to donors. What is important to note in these collaborations is that SEWA, GIDR, and WIEGO do not plan to undertake special independent surveys of the informal sector - other than small-scale surveys to test improved concepts and measures - but rather to build on and improve existing on-going official surveys. This approach is less costly than mounting special separate surveys and has the added attraction of institutionalizing improved concepts, measures, and methods.

What is being done under these related initiatives represents a broadbased approach. The particular tasks involved are to; a) compile what is already available; b) test improved measures and methods; and c) develop collaborative ties in countries to institutionalize improved measures and methods. These initiatives to improve statistics on the informal sector, and women in particular, are important not only for understanding what is going on in women's lives but also for understanding the operation of how the economy as a whole operates.

Breakout Group Reports -

The breakout groups made the following suggestions for WIEGO's Statistics Programme:

Objectives: The overall objective of the Statistics Programme should be to increase the visibility of women in the informal sector. Improved statistics should be used to establish the significance and contribution of the informal sector in order to leverage resources and support to the informal sector. The goal is to convince policy-makers of the need to pay attention to the informal sector, to develop policies that are 'friendly' to the informal sector, to allocate resources to the informal sector, and to incorporate the informal sector into institutional reforms.

Types of Activities: Three broad types of statistical activities should be pursued: namely, developing improved concepts, classifications, and methods; incorporating these improved concepts and measures into on-going official surveys; and compiling and disseminating existing data. The first set of activities involves developing and testing improved classifications, questions, and measures. The second set of activities involves selecting countries within each region to work with and finding the appropriate technical experts to work with them. The third set of activities involves not only compiling existing data but also 'packaging' it in appropriate ways for different users: from grassroots organizations to international development organizations. For informal sector statistics to have the maximum policy impact, two strategies should be followed: first, to generate and compile time-series data on the informal sector; and, second, to prepare and present the data in a format that is easily accessible for use by policy makers and international development organizations.

RELATED PROGRAMMES

In a final plenary session, several programmes or activities related to WIEGO were described. Ratna Sudarshan of the National Council of Applied Economic Research (NCAER) in New Delhi, India described a collaborative NCAER-SEWA project on the informal sector; Marilyn Carr of IDRC described a South Asia regional policy workshop on home-based workers to be held in Nepal in September 1999; and S. V. Sethuraman summarized his overview study of the literature on the links between gender, poverty, and the informal sector (see Box One). Also, in this session, Renana Jhabvala of SEWA and Marty Chen of Harvard University, described the plans for the other two programmes of WIEGO: namely, social protection and organization /representation.

NCAER-SEWA Project: The National Council of Applied Economic Research (NCAER) and the Self-Employed Women's Association (SEWA) in India have collaborated on a two-year research project on the informal sector. The overall goal of the project is to develop a workable definition of the informal sector and informal employment; evaluate new and existing methodologies for measuring the size and contribution of the informal sector; and examine the implications for economic theory of having a large informal sector. This collaborative research project, which is supported by the Ford Foundation, has three components. The first component is a set of studies on the measurement of the contribution of the informal sector, including one that looks at the contribution and characteristics of the informal sector overall and another that looks at the contribution of one sub-sector (medicinal herbs) to the national economy. The second component is a set of studies on the structure of the Indian economy, including analysis of the income and expenditure flows between the informal and formal sectors and savings behavior in the informal sector. And the third component is a field study of whether and how existing health insurance is available to informal sector. As the current project ends in mid-1999, NCAER and SEWA are discussing the feasibility and desirability of extending the project.

South Asia Policy Workshop: As the second phase of a larger project on women's economic empowerment in South Asia, the Aga Khan Foundation Canada is supporting research and a policy dialogue on the national, regional, and international policies affecting women's economic empowerment and on the form that women's organizing should take at the regional and global levels in order to balance the globalizing of markets. The regional policy dialogue, to be organized jointly by AKFC and UNIFEM, will be held in Nepal in September 1999. Attending this will be Labour Ministers, Permanent Secretaries and other senior officials from five South Asian countries, as well as representatives of home-based workers associations, NGOs, and research institutions. This policy dialogue will place major emphasis on the need for national policies to improve the conditions under which home-based workers operate given the approval of the Convention on Homeworkers at the 1996 ILO

Conference. A background paper is being prepared for the policy dialogue based on a) research carried out by WIEGO partners over the past two years and b) research undertaken specifically for the policy dialogue (with IDRC support) on the size and contribution of the informal sector in South Asia and on the productive roles played by women and men in important sub-sectors including medicinal plants, garments, leather work, and coir.

Social Protection: On average, high-income countries spend 10-15 percent of their GDP on social protection whereas low income countries spend 1-5 percent of their GDP on social protection (more in Asia than in Africa). The net result is that a significant percentage of the population in the developing world — as high as 90 percent in Africa — is not covered by any type of social protection. Compounding the absence of state protection in developing countries is the absence of labour protection. As much as 85 percent of the workforce in low-income countries is outside the formal wage sector, unprotected by labour legislation and unorganized by labour unions. Moreover, current global trade and investment patterns are fundamentally eroding the relationship between employers and workers.

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

In industrialized and transition countries, the whole issue of social protection — who should be covered, what risks should be cushioned, and who should contribute — is currently being debated. However, the focus of this debate is primarily on formal sector workers in industrialized economies and former pensioners in transitional economies. The reassessment of state systems needs to take into account that in the developing world a significant proportion of the population does not have a fixed employer and worker benefits.

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

Organization and Representation: Over the past two decades, membership in trade unions has declined worldwide. Some part of this decline can be attributed to the decline in formal employment and the increase in informal employment. In the past, mainstream trade unions actively opposed organizing the informal workforce as they felt that it would undermine the strength of the unions. However, in recent years, many trade unions have come to recognize the expansion of informal employment and, therefore, the importance of organizing informal sector workers. Unfortunately, mainstream trade unions often do not have the techniques, experience, or motivation to do so.

Over the past two decades, many alternative trade unions — or associations - of informal sector workers have grown and flourished in many countries. More recently, local unions or organizations of informal sector workers have formed federations or networks at the national level: for example, the National Centre for Labour and the National Fishworkers Federation in India, the Conferacion Nacional Agraria in Peru. The International Alliance of Homebased Workers (HomeNet) and the International Alliance of Street Vendors (StreetNet) represent some of the first efforts by informal sector workers to network and to organize at the international level.

WIEGO's Programme on Organization and Representation is designed to promote and strengthen organizations of informal sector workers — as well as their representation in policy-making bodies - at the local, national, and international levels. To do so, WIEGO will undertake documentation of different forms of organization and representation, promote exchanges between organizations in different countries, and convene policy dialogues on related issues (e.g. on the links between formal trade unions and informal sector workers). The overall goal is to help informal sector workers to gain visibility and voice in policy making and to increase their bargaining power.

WHAT NEXT?

The WIEGO Annual Meeting and Public Seminar held in April 1999 represented, perhaps, the first time that so many men and women from a cross-section of grassroots organizations, academic institutions, and international development agencies from so many countries worldwide have met to discuss issues relating to women in the informal sector. The energy and excitement - as well as the expertise and experience - of the participants was palpable throughout the three days of meetings.

In partnership with the international alliances of home-based workers (HomeNet) and street vendors (StreetNet) and other affiliates, through a mix of research, statistics, programme, and policy activities, WIEGO will continue to try to improve the conditions and advance the status of women in the informal sector of the economy.

To build on the commitment and momentum coming out of the meeting, WIEGO plans to convene expert working groups to help further develop and monitor its five programmes; to convene reference groups - particularly from HomeNet and StreetNet - to advise on the design of specific programme activities; to involve as many participants who would like to - as well as others - in the implementation of the programme activities; and to continue to help raise funds for the five programmes.

WIEGO envisions a three-phase cycle for each of its programmes, as follows:

1. Preparatory Phase: background issues papers and planning workshop
2. Implementation Phase: action, research, and policy dialogues
3. Dissemination Phase: publications and conference

Other than the Statistics Programmes, which involves a more specialized set of activities, each programme involves a mix of research and programmatic activities. At planning workshops held during phase one of each programme, participants will help decide which institutions or individuals will carry out the component activities in which countries. For a description of the common types of research and programmatic activities, see Box Seven. For the particular mix of activities to be implemented under each programme, see Box Eight.

BOX 7

Common Types of Activities

Research Activities:

- **Issues Papers:** papers that summarize the key research and policy issues as well as relevant conceptual, empirical, or policy frameworks and debates
- **Thematic Studies:** studies of key issues or topics
- **Sub-Sector Studies:** studies of key dimensions - including, size, contribution, working conditions, value-added chain, employment statuses, gender composition, policy environment — of selected sub-sectors
- **Best Practice Documentation:** case study documentation of innovative programmes, institutional reforms, and/or policies
- **State of the Art Monographs:** monographs that provide an overview of the literature, data, programmes, and policies

Programme Activities:

- **“Mapping”:** compiling inventories of key individuals and institutions and key programme and policy initiatives
- **Pilot Projects:** projects to develop or test innovative approaches
- **Advocacy and Training Materials:** preparation of materials that 'package' statistical data, research findings, and best-practice documentation for advocacy and training purposes
- **Policy Dialogues:** policy dialogues between different key players — grassroots women workers, government, private sector, NGO sector, donor community, international organizations — at the local, national, and international level

WIEGO's Programme of Action: Five Core Programmes

	Research	Programme
Urban Policies	Issues Papers Street Vendors Studies Thematic Studies: e.g. Migrant Vendors State of Art Monograph	"Mapping" Country Projects: South Africa India Kenya & 4 others Policy Dialogues
Global Markets	Issues Papers Sub-Sector Studies: Garments Food Processing NTFP Thematic Studies: Impact Frameworks Impact Studies State of Art Monograph	"Mapping" Pilot Projects: Market Links Trading Corporation Intellectual Property Rights Policy Dialogues
Social Protection	Issues Papers Best Practice Documentation State of Art Monograph	"Mapping" Pilot Projects Technical Assistance Policy Dialogues
Organization /Representation	Issues Papers Best Practice Documentation Thematic Studies: e.g. Economic Rights Workplace Violence Advocacy and Training Materials State of Art Monograph	"Mapping" Alliance Strengthening Policy Dialogues
Statistics	Improved Measures National Estimates Compilation of Data On-Going Surveys	

WIEGO welcomes individuals or institutions working on related issues to join the network. Interested individuals or individuals can get information on WIEGO's programmes by consulting its website (www.WIEGO.org) or can share experience and expertise by joining one or more of its thematic listservs (listservs on urban policies, global markets, social protection, organization /representation, and statistics are to be established by September 1999).

PRESENTERS

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

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

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

Martha Chen is a Lecturer in Public Policy at the Kennedy School of Government, a Development Advisor at the Harvard Institute for International Development (HIID), and coordinator of WIEGO. An experienced development practitioner and researcher, her areas of specialization are gender and development, poverty alleviation, and non-governmental organizations. She has long-term resident experience in Bangladesh and India. She has written several books and numerous articles on the economic roles of women and the coping strategies of households. Dr. Chen received a Ph.D. in South Asia Regional Studies from the University of Pennsylvania.

Julie Delahanty is a Researcher with the North South Institute's gender programme where she works on issues related to globalization, employment, and women's health. She is a graduate of Carleton University, having earned a BA with Highest Honours in Law and a Master's with Distinction in international affairs from the Norman Paterson School of International Affairs. Delahanty was the 1993-94 and 1994-95 recipient of the Joint Social Science and Humanities Research Council/Natural Sciences and Engineering Research Council's Master's Scholarship in Science Policy. She previously worked for South Asia Partnership and at the Institute as a research assistant. Her publications include "The Re-emergence of Tuberculosis: Barometre of Social Welfare," (1998) *Gender and Jobs in China's New Economy*, co-authored with Joanna Kerr (1996), "Wish You Weren't Here: The Population Debate" (1996), and "Breasts, Babes and Big Business: Regulating Breastmilk Substitutes with Women in Mind" (1994). She also recently completed a study of Bangladeshi garment workers' health.

Diane Elson is Professor of Development Studies at the University of Manchester, UK, and Special Advisor to the Executive Director, UNIFEM, New York. She is also a member of the Advisory Group for the Human Development Report; the Editorial Board of Feminist Economics; and the board of directors of Women Working Worldwide, a UK based NGO. She has acted as consultant to many development cooperation organizations, including the Commonwealth Secretariat, CIDA, SIDA, DFID, DGIS and the OECD DAC WID Expert Group. She is the author of numerous studies of gender and development economics, focussing in particular on export oriented industrialization, labour markets, structural adjustment, and national budgets. Among her most recent publications are 'Integrating Gender Issues into National Budgetary Policies and Procedures: Some Policy Options', Journal of International Development, Vol.10.1998 and 'The economic, the Political, and the Domestic: Businesses, States, and households in the Organization of Production', New Political Economy, Vol.3, No.2,1998.

Lourdes Ferrán Economist; Ph.D. Universidad Central de Venezuela: Teaching in Universidad Central de Venezuela and Universidad Andrés Bello, Caracas; Visiting Scholar Columbia University; Lectures in Mexico and Spain. National Accountant in Central Bank of Venezuela; National accountant in Statistical Office of United Nations, New York; Consultancies in countries in Asia, Africa and Latin America. Contributor to several United Nations publications; Author of books on economics, finance, women in the economy, national accounts, and distribution of income.

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

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

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

Winnie V. Mitullah is currently a Researcher at the Institute for Development Studies at the University of Nairobi. Formerly, she was a principal researcher with Mazingira Institute, Kenya and Coordinator, Urban Basic Services, Ministry of Local Government/UNICEF contract, Kenya. She has also collaborated and consulted for a number of UN and other local and international agencies, notably UNICEF, UNCHS/HABITAT, UNDP, UNDESA, UNIFEM, DFID, USAID, DANIDA and a number of NGOs. Dr. Mitullah holds a doctorate in political science, majoring in provision and management of urban services with an emphasis on politics relating to same. Her publications are in the areas of urban development and survival strategies, gender and the contribution of women to development, politics and administration.

Mercedes Pedrero studied applied mathematics, and earned a masters in Demography in Mexico, and holds a Ph.D. in Demography from the University of Pennsylvania. Her main interest has been women's participation in economic activities, with special emphasis on the field of labour statistics. Therefore, she has always taken care to analyze gathering procedures of any statistics she uses and their applicability to the realities of Mexico. She has been heavily involved in Mexican labour force statistics, beginning with the revision of the Occupation Classification (1979-1981), and later with the design and implementation of the Mexican Household Labour Force Survey. Since 1989, She has been a full time researcher at the Mexican National University (UNAM), but has also advised on labour force statistical projects in Mexico as well as in other countries through missions organized by the United Nations Statistical Office or other UN agencies.

S.V. Sethuraman holds a Ph.D. in Economics from the University of Chicago. Between 1973 and 1995 he served the International Labour Organization in Geneva in various capacities starting as a Senior Research Economist and ending as head of the urban and informal sector unit responsible for poverty, employment and related issues. During this time he also served as a consultant for the World Bank, United Nations and IFAD, traveling extensively in Asia and Africa on work assignments. He has a number of publications that include books, journal articles as well as technical advisory reports. Currently engaged as an independent consultant and a member of the steering committee of the WIEGO project, his most recent work is a global review of gender, informality and poverty for the World Bank.

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

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

Sue Szabo is Programme Manager, South Asia with Aga Khan Foundation Canada, managing projects in rural development, gender and enterprise, and microfinance. Sue was previously a senior economist in the Chief Economist's Office at the Canadian International Development Agency, addressing poverty reduction and microfinance. Prior to that she worked in the East Asia region at the World Bank, implementing education and health projects. She did her honours undergraduate degree in economics and political science at McGill University, followed by a Masters and PhD in economics from the University of Cambridge.

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

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

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

Ann Weston is the Vice President and Research Co-ordinator of the North-South Institute. Her current research focuses on the World Trade Organization and its implications for Canada and developing countries. She has conducted extensive research on the consequences of the North American Free Trade Agreement (NAFTA), resulting in a number of publications, notably *The NAFTA Papers: Implications for Canada, Mexico and Developing Countries*, and *Jamaica After NAFTA: Trade Options and Sectoral Strategies*. She co-authored *Women and The New Trade Agenda*, published by UNIFEM. Before joining the Institute, Weston worked as Senior Economics Officer in the Economic Affairs Division of the Commonwealth Secretariat, and as Research Officer at the Overseas Development Institute (ODI) in London. Weston received her degrees at the Universities of Sussex and London.

WORKING PAPERS PRESENTED*

Cardero, Maria Elena, Antonieta Barron and Eugenia Gomez-Luna. 1998. 'The Impact of NAFTA on Female Employment in Mexico.' Draft Report prepared for United Nations Development Fund for Women.

Charmes, Jacques. 1998. 'Informal Sector, Poverty and Gender: A Review of Empirical Evidence.' Washington, D.C.: The World Bank.

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*Most of these papers will be available for download at WIEGO website (www.wiego.org).

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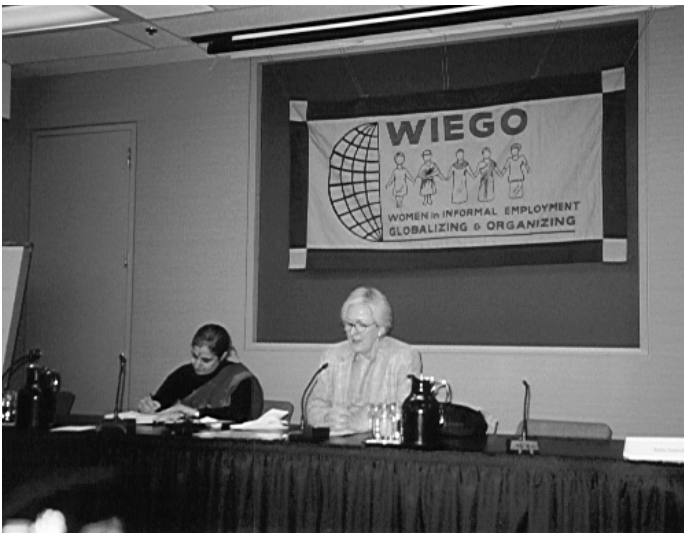
April 14, 1999

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Heather Gibb	The North/South Institute, Canada
Marla Gitterman	International Coalition on Women and Credit
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Shameela Karmali Rawji	Member from Ontario, Ismaili Council for Canada
Nancy Lee	Public Education Coordinator, Calmeadow
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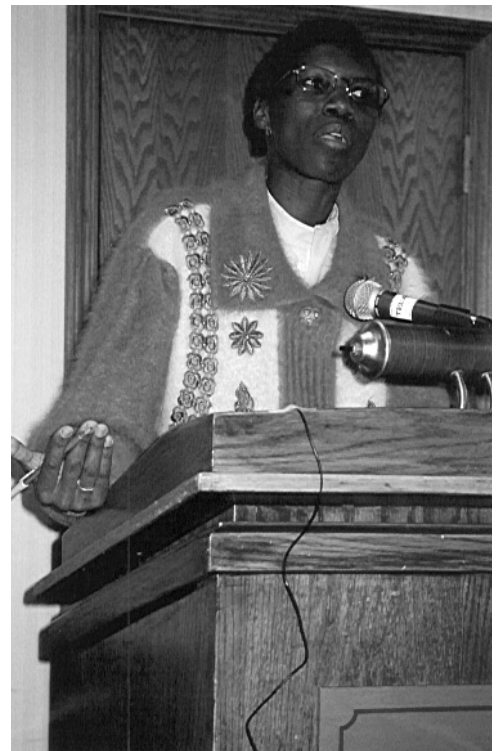
Marty Chen speaking at Annual Meeting



Pat Horn and Ela Bhatt during Urban Policies Discussion



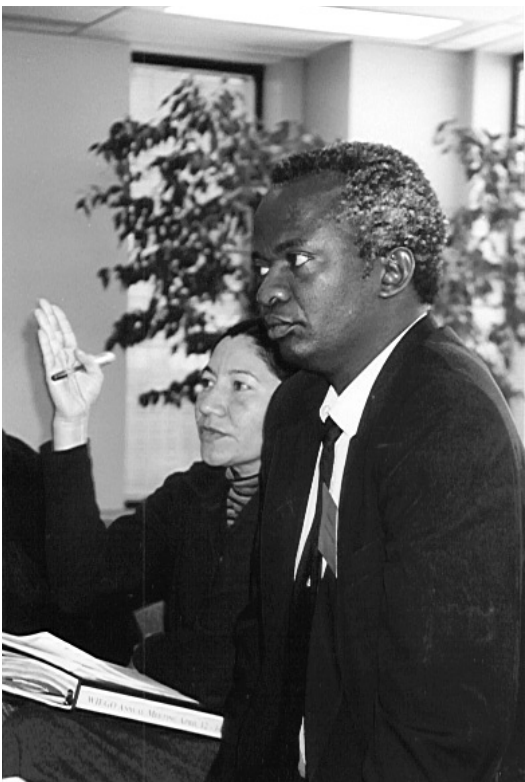
Ela Bhatt greeting Maureen O'Neil at IDRC Lunch



Winnie Mitullah speaking at Public Seminar



Lourdes Ferran speaking to Brent Hebert-Copley



Rosanna Perez and A.D. Kiwara during Annual Meeting



Pat Horn, Ela Bhatt, Andrea Singh, Brent Herbert-Copley



Renana Jhabvala speaking at Public Seminar



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