



**Women in Informal Employment
Globalizing and Organizing**

MAKING ILO RECOMMENDATION A REALITY IN SOUTH AFRICA

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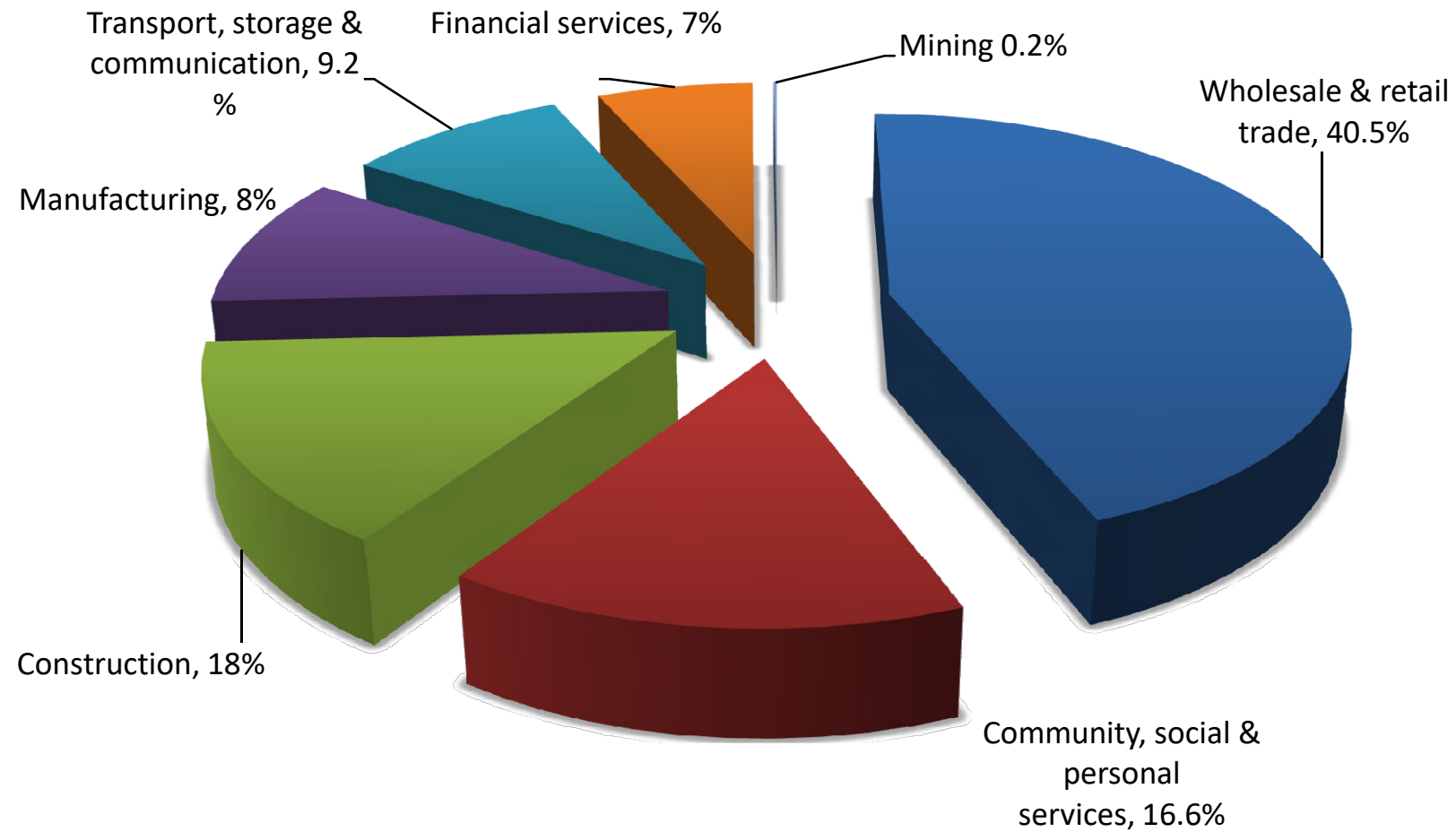
South African context

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- One third of non-agric workers informal (half of whom are own account and the other half employed but informalised through non compliance)
- Well established rights for employed workers, including recognition of disguised employment

Sector distribution of SA informal workers

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Source: QLFS, Q4 2016

South African context cont

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WIEGO workshop for SAITA leadership 2016



Reasonable levels of IW organisation

- National organisations of waste pickers (SAWPA), street vendors (SAITA) and domestic workers (SADSAWU)
- Existing quadripartite statutory negotiating forum for social/labour/economic policy and legislation (NEDLAC), with informal workers represented in the Community Constituency
- Social partners played an active role in negotiating R204



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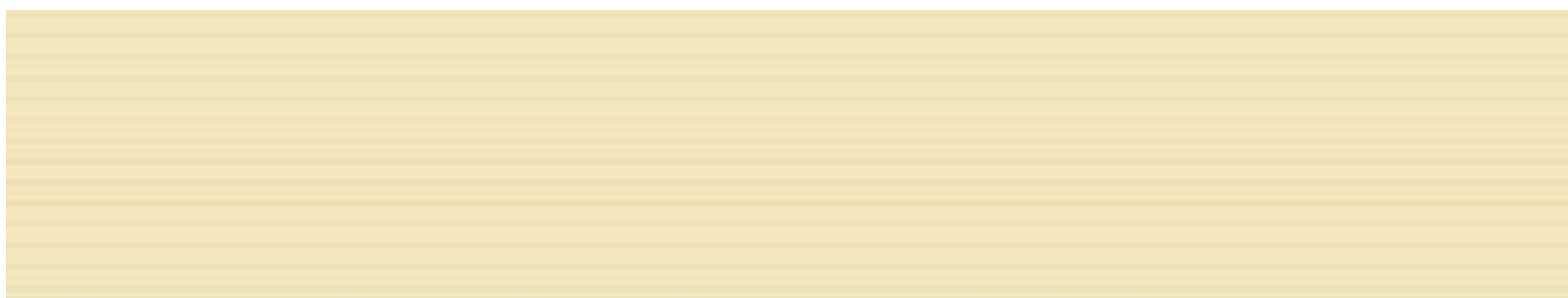
Rosheda Muller, Acting President of SAITA





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WIEGO gender and waste workshop for SAWPA women leaders, 2016





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WIEGO leadership workshop for SAWPA, 2018

SA Context cont

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- South Africa one of the ILO's target countries for R204 implementation, as well as for its Decent Work Country Programme (2nd 5 year Plan developed 2015). Future of Work also a local focus via NEDLAC.
- Existence of the SA Local Government Association (SALGA) with an expressed interest in supporting the transition

Strategic bringing together of 3 interrelated ILO focuses

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- ILO funded workshop of IW organisations and trade unions focusing on R204 implementation, April 2016, with concrete recommendations
- Follow up bilateral meeting between Community Constituency IW Organisations and ILO, with agreement to proceed by discussing required national and local interventions under the Decent Work Country Programme (DCWP) engagements at NEDLAC, and in the context of the Future of Work discussions
- National Quadripartite workshop on R204 implementation May 2017, with agreement reached on headings for national and local government interventions

Agreed national interventions

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- Establish a national co-ordinating Task Team with Dept of Labour leading. IW organisations and all relevant government departments to be represented (established mid 2017)
- Legal Reform (Task Team established)
- Hold a National Summit on the Transition from the Informal to the Formal Economy (3 days, held March 2018)
- Proposal to establish a stream of work on Social Protection
- Produce accessible worker education materials on R204 and formalisation



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National R204 Task Team representatives



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SAWPA leaders at the R204 National Summit

Outcomes of National Summit

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Recommendations for a roadmap on

- Building an enabling regulatory and policy environment
- Strengthening participation of workers and economic units
- Strengthening the capacity of national, provincial & local Government
- Measuring informality
- Coordination process

Agreed local government interventions

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- Framed as building local government capacity for employment promotion
- Intent to focus on 5 targeted municipalities (identification now in part happening organically through requests to ILO)
- Practical focus on local governments and their responsibility to
 - ▣ Home-based workers
 - ▣ Street vendors
 - ▣ Subsistence fisher people
 - ▣ Waste pickers
 - ▣ Minibus taxi drivers, conductors and washers
 - ▣ And migrants/refugees in all the above sectors

Focus of local government interventions

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- Kick-start with collaborative workshop amongst others to identify existing policies and practice
- Develop data bases on sectors of IWs
- Promote local collective bargaining, starting with training of officials and worker representatives
- Re-work by-laws and regulations, including issues of incentives, compliance and enforcement
- Establish a local forum based on NEDLAC architecture
- Exchange visits to other municipalities
- Develop sector specific approaches/projects

WIEGO related ingredients

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- Tenacious leader of informal workers in the quadripartite forum NEDLAC (StreetNet International Coordinator and former trade unionist Pat Horn)
- Availability of South African WIEGO team members to provide technical support to the processes – law, organising, social protection and urban policy. A geographic accident!

Contradictions

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- Ongoing evictions, especially currently of waste pickers
- Abrogation by municipalities of any responsibility for the safety of informal workers e.g. Two workers killed by compactor trucks this year on the Pietermaritzburg landfill site
- Johannesburg City recent contracts with private recycling companies displacing informal recyclers

Challenges

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- Very limited financial resources for IW organisations to meet independently with each other
- National organisations of informal workers own resource limitations to keep accountable
- Ongoing poor coordination between government departments, with some progress being made in overcoming the dominance of the “small business upliftment” discourse
- Relatively weak ILO informal economy capacity, including poor design, quality and monitoring of research
- South African propensity for lots of talking and less action



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Never give up!

Recyclers meeting with residents in Brixton suburb, Johannesburg to build solidarity



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Never give up!

Waste pickers at Goudkoppies landfill site in Joburg meeting with site manager regarding safety issues



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Never give up!.....We are workers

Mushroomville (Pretoria) waste pickers protest
against eviction