

IRENE/CCC Seminar Report
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garment industry labor rights activists
and informal economy experts**

By Nina Ascoly, December 2004

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Wages so low that each month is a struggle to pay your most basic bills; long working hours that mean no free time with your children (instead, sometimes the deadlines are so unreasonable that your kids have to pitch in and help you get your work done on time); a workplace with conditions that are detrimental to your health, yet you receive no health insurance (or any other benefits for that matter); sometimes you are paid months late and your work is so irregular you don't know when you'll next get work or a pay check. On top of that you have no union that will help you negotiate with difficult employers to make things better. You are exhausted from working, yet the government doesn't even recognize you as a "worker" because you're stitching garments or gluing sneakers together in your home, or an illegal workshop, or your factory simply has not given you a proper employment contract. This is not a nightmare, this is reality for thousands of women informal workers in the global garment industry.

Recognizing that informalization, i.e. the creation of jobs with working conditions like those described above, is on the rise in the garment industry the International Restructuring Education Network Europe (IRENE), the Clean Clothes Campaign (CCC), and the Evangelische Akademie Meissen convened a seminar Sept. 23-25, 2004 to address the urgent need to develop better strategies to push for workers' rights in this context. The aim was to discuss informal workers' priorities and the possibilities for international solidarity campaigning in support of those priorities. Forty-five people from 20 countries participated in the three-day gathering in Meissen, Germany. Participants included representatives from NGOs and trade unions both in countries where garments are produced and from those countries where those garments are sold.¹

¹ This seminar was made possible due to financial support provided by the Evangelische Akademie Meissen (the Lutheran Church of Saxonia), the German Federal Ministry for Economic Cooperation and Development, IRENE (International Restructuring Education Network Europe), the Human Rights at Work Foundation, the Evangelischer Entwicklungsdienst (EED), the Friedrich-Ebert-Foundation, FNV Mondiaal (Dutch Federation of trade unions), Catholic Fund Overseas Development (CAFOD), and EuropeAID (budget line B7-6000, now 21-02-03).

Making a Commitment to Work on Informal Economy Issues

Preparations for this gathering had been in the works since January 2004, but interest in moving forward on informal economy campaign strategizing within the CCC network dates back to 2001 when the CCC held an international strategizing meeting and the informal economy was cited as an area on which the international network should focus more attention.² CCC Netherlands network member IRENE has worked to raise awareness on the informal economy for years, explained Anneke van Luijken.³

“In recent years more NGO - trade union coalitions are working on this issue, but years ago when we raised it few knew what we were talking about,” observed Van Luijken. “We want to know how to do campaigning on the informal economy.”

To better develop a framework for the discussions that would lead to this campaign strategy debate, a 19-member international steering committee with participants from 12 countries was formed to guide the process of preparing the seminar. Prior to the seminar, all participants received the IRENE/CCC discussion paper “The Global Garment Industry and the Informal Economy: Critical Issues for Labor Rights Advocates” (Ascoly, 2004) which was commissioned as an input for the seminar. The aim of this paper was to provide participants with common basic information on the issues to be taken up in the context of the seminar.⁴

In order to provide a solid base for the strategy discussions that were the focus of the seminar, the gathering began with information-sharing on key issues for informal economy workers, such as legal and organizing issues, and reports on the actual situation that garment workers face in the informal economy in different parts of the world.

Defining the Informal Economy

The starting point for the discussions was trying to pinpoint what exactly the informal economy is.

² For more on this meeting, please see the report “Clean Clothes International Meeting,” March 2001 available at the CCC website <http://www.cleanclothes.org/news.htm>.

³ Reports on these efforts are available at <http://www.irene-network.nl/>.

⁴ This paper can be downloaded from the Clean Clothes Campaign (www.cleanclothes.org) or IRENE websites (www.irene-network.nl).

“For more than 30 years there’s been a debate on what is the informal economy, informal work, and why women are working there,” said Jini Park of the Committee for Asian Women (CAW), a regional NGO that has done research into the informal economy in various sectors in East Asia. Park made a case for extending the definition of the informal economy.

The concept was introduced in the ‘70s to distinguish from wage-earning jobs and referred mainly to self-employment, she explained. The context was made simple: the world was separated into self-employed and wage-earning, said Park. There was an expectation that if industry developed well, the informal economy would be absorbed by the formal sector.

“But these days we can see a very different situation from what we expected 30 years ago,” said Park. “That is the expansion of the informal economy everywhere. New work is created mainly in the informal economy. Many existing jobs are changing and becoming informal.”

The informal economy refers to workers not protected under regulatory frameworks, who are very vulnerable, explained Park, noting that self-employed and own-account work can all be thought of as informal employment.

Dilek Hattatoglu, of Mugla University and the Working Group on Women Home-Based Workers in Turkey, drew attention to the need for a more-inclusive term to cover work that takes place in the home. She called for the use of the term home-based worker rather than homeworkers. After the ILO convention on homework was adopted, she explained, homework was defined as dependent work, but own-account workers also work at home. The term home-based worker is preferred because it covers both types of workers.

Park noted that in the area of waged employment there is also a lot of informal employment.

“In big companies you can find very very different types of employment situations even in the same factory, many different levels of workers, some are directly employed, others that work there are employed by other companies, for example subcontractors,” said Park. “Why should we extend our definition of the informal economy? If we just use the traditional definition -- street vendors, homeworkers, and the self-employed we miss a lot of people.”

“If we talk about dispatch or temporary workers in a factory, in many cases trade unions say they are not our members. Some organizations try to cover

home-based workers or street vendors issues, but between them there are a lot of temp workers, a lot of undefined unorganized workers – what can we do about them?” asked Park. “If we expand our definition to include these workers who are no longer formal economy workers, we can see where we can cooperate.”

Park noted that when CAW was set up in 1981 its focus was on the formal economy, but in the mid-’90s they conducted research and published a book, *Silk and Steel*, about what happened to women workers after industrial restructuring in various countries in the region. The findings led CAW to decide to expand their point-of-view and examine the informal economy, she said.

“Many women workers disappeared from the formal economy areas after many factories closed down, if we just focus on the formal economy we cannot see them,” said Park. “That’s how CAW saw the link between formal and informal economy – we just follow women’s lives.”

She noted that among workers who move between formal and informal employment are activists fired for their organizing efforts.

Rohini Hensman of the Union Research Group in Mumbai, India, suggested understanding the position of informal workers by thinking of three tiers of privileges.

“There are regular workers, those with permanent contracts with good legal rights; irregular workers with temporary or seasonal contracts, they don’t have so many rights, they don’t usually get paid holiday, proper social security, but they do have some kind of contract; and informal workers -- they have no contract, the fewest privileges and the most difficulty in claiming rights because they have no proof of being employed,” said Hensman.

“There are problems with terminology,” she said. “Even informal economy is problematic because it suggests some kind of separation. I would prefer to talk about informal workers in informal work situations.”

Women are pushed into informal work

Some say that informal work provides opportunities for women who have fewer options because they might be less educated or skilled, noted Jini Park. Also some people say that women prefer informal jobs, especially the home-based jobs, because they can easily manage their work and house responsibilities, as wife and mother, and have power to arrange their work, workplace, and working time.

“But that doesn’t mean the quality of the job is higher than a formal job,” said Park. “These jobs are still oppressive to women workers.”

Home-based workers are isolated and don’t have connections to society at large, or to colleagues, explained Park, and their working conditions are poor.

Another reason why we find women in the informal economy is that women are often the target of downsizing in formal workplaces, she explained.

“They push the women out of the factory, or change their status to temporary or to dispatch workers in the name of flexibility and industrial restructuring,” said Park.

The Informal Economy’s Place in the Global Garment Industry

Camille Warren of Women Working Worldwide (WWW), a Manchester-based NGO that is part of the Clean Clothes Campaign in the UK (known as Labour behind the Label), explained the important role of the informal economy in the garment industry.

In her comments, she drew upon the research work coordinated by WWW on garment industry subcontracting chains, which helped provide an understanding of how formal and informal workers work within the same chains.⁵

“All groups participating in the research found that the backbone of production is the informal economy,” Warren reported. The research found that the majority of subcontracting includes informal work.

The garment sector is increasingly competitive and prices for clothes have become cheaper, explained Warren. Work is being outsourced to places where labor costs are lower and this intense downward pressure on costs impacts on labor. Warren cited the purchasing practices of large companies as the driving force to the increase of informal labor in the garment industry. A flexible labor force is needed to meet the demands of the increasing number of changes in stock that these companies now have. Stock is changing not just a few times per year but now per month, utilizing so called just-in-time production. Dropping retail prices and more competition result in workers not being paid

⁵ For more information on these projects, please see www.poptel.org.uk/women-ww.

social security or the minimum wage, she added.

“The informal economy is nothing new in the garment industry,” observed Warren. “What was made clear by the WWW research is that the role of the informal economy in garments is increasing and is changing in nature.”

In the domestic market there are smaller working units, and more informal labor practices, she said, while in export-oriented production there are the major manufacturers at the top, under them suppliers with OK conditions, some informal arrangements, but beneath them it is informal. Homeworkers were more involved in production for domestic market, but also for major international brands, said Warren.

“Beyond the first two tiers -- big manufacturers and factories -- informal work was common,” explained Warren. However, she added, “there is an unwillingness among large retailers to know their supply chains.” Beyond the top tiers of suppliers, they do not want to know and some have expressed the belief that it is unreasonable to expect them to know, said Warren.

The research showed that the increase in smaller production units globally is connected to the increase in informal work. The work done was seasonal, hard to monitor, and in many countries labor laws did not apply to these workers, they had no legal protection or employment letters.

In Sri Lanka workers were considered self-employed, even though their pay and hours were regulated by the factory, said Warren. Homeworkers were paid the worst and suffered the most abuse, she added.

The research found a trend toward decentralized production, from rich to poor countries, also from cities to rural areas, said Warren. The exploitation of gender and ethnicity is also important in the growth of the informal economy in the garment industry to stay competitive.

“In the UK where I did research most large factories have closed or moved overseas,” said Warren. “There’s been an increase in small units that use immigrant labor because they could pay low wages, work long hours, seasonally, in order to stay competitive in this market. They were producing low quality clothes, and the workers had limited choices because of language and legal status.”

Trends in the garment industry impact informal workers

Ingeborg Wick of Südwind and the German CCC noted that one of the biggest impacts for workers in the industry is the phase-out of the quota system that has been in place for the past 30 years, known as the Multi-fiber Arrangement (MFA), which will come to an end in 2005.

Quotas pushed the internationalization of the industry that served three main markets – US, the EU and Japan – and there was competition to get quota to serve these markets. There was a decrease in social standards, evidenced by the development of free trade zones, now more than 3000 worldwide, employing 40 million workers, two thirds of them women.

For the countries where the zones were set up the gain was seen to be job creation, but these were precarious jobs, noted Ingeborg Wick, informal work, with a lack of trade union rights, and non-enforcement of national labor laws. Jane Tate of HomeWorkers Worldwide noted that alongside the growth of free trade zones was the growth of informal workplaces. Homeworkers and small workshops could accommodate short orders with quick turnaround times.

Now with quotas being phased-out the prediction is that factories will shut down as companies relocate since obtaining access to quota-share under the MFA will no longer be a factor in their sourcing decisions.

“The MFA is very challenging, there are many organisations afraid that there will be a downward pressure on labour rights and increased informalization,” said Esther de Haan of the CCC International Secretariat.⁶

Similar to the impact of the MFA quotas on fostering garment industries in countries such as Bangladesh, Bettina Musiolek, of the German CCC, noted that the EU trade regime has had an important impact on Central and Eastern European countries, such as Poland and Bulgaria. Such countries have developed big garment assembly industries under EU trade rules, and in the case of Poland have seen their own textile industry destroyed, have appalling working conditions, and as new EU members will face competition on the EU market.

Other developments that currently shape the garment industry, said Wick, are

⁶ For more information on the MFA phase-out and predictions about its impact on garment workers, please see SOMO Bulletin on Issues in Garments & Textiles, No. 5, April 2004, “The Phase-out of the Multifiber Arrangement, ” available at <http://www.somo.nl/html/paginas/pdf/5%20The%20phase-out%20of%20the%20multifiber%20arrangement.pdf>.

rules of origin, which prescribe production requirements, for example that some of the inputs must originate from certain countries, and anti-dumping regulations, which are so-called non-tariff barriers to trade.

Many different activities already underway to address informal economy issues

While there has been an increase in informal work, and the conditions these workers face are difficult, there has been a notable growth in informal economy workers' organizations. Jane Tate of HomeWorkers Worldwide (HWW), reported on these important initiatives to address informal workers' rights.

She explained that in the 1970s self-organizing of informal workers started with organizations such as the Self-employed Women's Association (SEWA), in India, which became a trade union for informal workers; trade unions and NGOs in Europe also started organizing informal workers.

"We tried to learn from each other," said Tate, who began working with homeworkers in the '80s in the UK, a campaign which made links with organizations in other parts of Europe, like in Madeira, Netherlands, and in Italy, where union organizing was going on. Beyond Europe, in Australia and Canada in the '80s research found that for each factory worker in the industry there were 15 homeworkers, she said. Links were made with organizations in South and South-East Asia.

"Then a new trade union emerged in South Africa, the Self-Employed Women's Union (SEWU), that led to the setting up of HomeNet International, a network that is very much an alliance, including in some cases with the trade union movement," explained Tate.

Campaigning took place for the adoption of the ILO convention on homework, which finally happened in 1996 and brought recognition that homeworkers are workers with rights.

"Ratification of the convention is possibly something to follow-up on in this meeting," said Tate.

During the past three years HWW has been doing a mapping project to take account of all this activity, which now is expanding to Eastern Europe, where a lot of UK homework is moving to, said Tate, and some initial work is being done in

China. The mapping program is also used a platform to support activities of organizations and networks in various regions around the world. [See *appendix 2 for more detailed information on the mapping project*]

Tate added that there are also many examples of countries where there has been research on homework but no organizing. She also stressed the importance of looking beyond homework when addressing informal work.

“There’s a kind of continuum up the chain -- women working in home, in small workshops, in factories which are not regulated,” she said.

In addition to the workers organizations that have been active on these issues, Tate noted that there has already been campaigning done in support of these activities, for example by the CCC and No Sweat in Europe, Oxfam has done some short-term campaigns, the Maquila Solidarity Network (MSN) in Canada, and Fair Wear in Australia, which she described as a very important example of broad-based campaigning involving a trade union at the national level. Tri-partite initiatives in some countries are taking up these issues, for example, the ETI in the UK.

“The fundamental change is that there is recognition that this is about workers’ rights, not enterprise development,” said Tate of developments in recent decades.⁷ “The issue is how can these women develop different kinds of organization and how can we implement labor standards in these situations?”

Other organizations taking up informal workers’ rights mentioned by participants included Women in Informal Employment Globalizing and Organizing (WIEGO), which brings together existing organizations, such as Street Net and Homenet, and which carries out important research and awareness raising efforts, and has an important working group which brings together experts from various organizations, including the ILO and UN, to look into statistics on informal work. It was also noted that IRENE has done a lot of work in bringing together European trade unions and NGOs, including from Southern, Central and Eastern Europe, for seminars that specifically take up informal workers issues.

⁷ The related debates that took place during this period and chart these changes in perception can be found in the International Labor Organization (ILO) documents “Reducing the decent work deficit - a global challenge” (ILO, 2001), available at <http://www.ilo.org/public/english/region/ampro/cinterfor/publ/boletin/151/somavia1.htm>, and in “Decent work and the informal economy” (ILO, 2002) <http://www.ilo.org/public/english/standards/relm/ilc/ilc90/pdf/rep-vi.pdf>.

Difficult legal context for informal workers

“This is why we’re here – people don’t have rights or protection,” said Anneke van Luijken of IRENE, speaking of how labor law often falls short of covering all workers because they do not fit into the definition of workers or employees. Another problem is that laws at the national level are not implemented, she said. For example, in the United States health and safety legislation covers “unprotected” workers, but it is still difficult to enforce.

“I think the real battle is enforcing the law. There’s a big gap between what’s in the law and what’s enforced,” noted Mick Duncan of No Sweat in the UK, pointing to the example of the challenge of enforcing the minimum wage for homeworkers.

Still, observed CAW’s Park, “we shouldn’t underestimate the value of the law itself. Without it we don’t have a tool to struggle with, it depends on how you use it, and what you want with it. The law itself cannot give you anything.”

“We do have basic human rights and workers rights which should count for every person in the world,” noted van Luijken. “All states are obliged to respect core labor standards, even states that haven’t ratified these conventions, they have to report to the ILO that they’re not respecting them. They should count in all countries for all people.”

Campaigning for the ratification of the homemaker convention is still important, and also expanding the core labor standards so that they’re relevant to informal workers such as homeworkers, said HWW’s Tate. “We have to look at this issue of who is a worker, and have a broad understanding and not a narrow one.”

There are specific legal challenges for migrant workers – documented or not, noted van Luijken, however, she added migrant workers *do* have rights – “there is the 1944 ILO Declaration of Philadelphia, saying that any person has the right to go elsewhere to make a living. How does this relate to the EU policies of the UN Convention on the Protection of the Rights of All Migrant workers and Members of their Families, which is only ratified by migrant-sending countries?”⁸

Van Luijken said that the issue of social security should be a core issue to take action around.

“With or without law it’s necessary to change the mind set of the unions and NGOs, what can they do to realize protection for informal workers?” asked van Luijken.

⁸ For more on this declaration, please see www.migrantsrights.org

Legal issues to be taken up

To take the discussion on legal issues further, some participants joined a workshop focusing on legal challenges facing informal workers. They pinpointed legal status as a worker; implementation of existing national laws; translation of international law, such as ILO Convention 177 on Homework, into national laws; extending social protection; and the development of more inclusive laws in general, as priorities. They called for campaigning on the basis of both civil law and basic human rights, not just labor law.

There was some discussion about how to deal with the issue of legal status of workers at the international level. Legal status was the issue which workshop participants felt should be a core demand of labor rights campaigns and multi-stakeholder initiatives. Noting that the Homework Convention was one tool that could be used to push for legal status, it was also noted that this convention has only been ratified by a few countries and it does not cover all informal workers. Should legal status be integrated into the core conventions of the ILO? Are more specific laws for informal economy workers needed or should laws be expanded to cover informal workers?

Regional possibilities for taking up legal issues were also noted. The European Union for example can issue directives that must be implemented across the region.

When looking at the national level, workshop participants concluded that it was important to use existing legislation as a tool. Pushing for implementation of laws that also cover small enterprises is important. Measures in laws that prohibit coverage for small scale enterprises need to be addressed. In many national contexts workers need to be registered as workers, naming who they are working for, they need proof of their employee/employer relationship. This raises the issue of whether informal workers are doing subcontracted work or are so-called self-employed workers.

It was noted that in the context of recent ILO discussions on decent labor, the informal economy, employment relationships and migrant workers it was agreed that the scope of who is a worker and who should be protected by law be widened; the term “worker” is much more than the narrow interpretation of the term “employee” laid down by labor law.⁹

⁹ For more on this discussion, please see the following ILO documents: <http://www.ilo.org/public/english/standards/relm/ilc/ilc91/pdf/rep-v.pdf> and www.ilo.org/public/english/decent.htm.

Workshop participants told the seminar attendees that they felt that organizing must underpin all attempts to push for better legal coverage, because workers will have to be organized to see that any laws that are passed are actually implemented. After all, getting legislation is not the ultimate goal, having good laws implemented is more important.

Organizing in the informal economy is difficult

In researching informal work at three levels of garment production the biggest problem found was with the right to organize said Rohini Hensman of the Union Research Group in Mumbai, of the findings from a Women Working Worldwide project.

The project looked at conditions in big factories, smaller workshops (anywhere from 15 to just a few workers), and for homeworkers – either getting work directly from the large factories or smaller workshops, though they did not usually know who they were working for.

“For example 151 workers from a garment factory joined a union and were immediately dismissed,” said Hensman. “This is not legal. The union pushes for reinstatement through the labor courts but the problem is they have no proof of employment -- there was no letter of employment and no payroll.”

In the workshops the workers were receiving less than one third of the minimum wage. They tried to organize and demand more, said Hensman, but the owner closed down and reopened and hired them at even lower wages.

“The homeworkers, I don’t have an example of them even organizing,” said Hensman. “It’s easy for the employer to just say to them, there is no work, and the employer doesn’t have to do anything to justify it.”

“Proof of employment is the biggest obstacle to organizing,” she said. Even in cases where big unions were organizing them it resulted in the workers being dismissed or the factory closing down.

“Labor law can’t be implemented if workers get dismissed when they organize so we need proof of employment.”

In a series of workshops with the women workers in the context of the WWW research they said what they needed was proof of their status as workers and proof of employment, such as an identity or registration card. Workers suggested

that even though their employment might be shifting, they could keep something like a “production diary” in which employers stamp the period during which the workers work for them.

“The employer should be required to report who works for them,” said Hensman, noting that keeping such records should not be difficult now with computers. She called for some system of registration that should be compulsory. In Bulgaria there is a system that if the worker can prove that they have been employed for three days without the employer registering the employer can be prosecuted, Hensman reported.

“The right to proof of employment is in some of the model codes of conduct,” noted Hensman. “It can be pressed, also to unions when they have international framework agreements. I think we should push for this demand.”

A successful model for organizing that she noted was SEWA, which used a combination of self-help and cooperatives, which gave workers something to fall back on.

“The first organizations in the United States that became trade unions were self-help organizations,” noted Jeffrey Raffo, of the German Organizing and Campaigning Working Group, OrKa.

Another participant suggested that workers could be organized around health issues.

Jini Park noted that the situation is very changeable for informal workers, and sometimes trade unions can catch up to these changes, but in many cases have not.

“We need different types of organizations, that are more flexible,” said Park. “We try to work with other organizations -- cooperatives, workers’ associations.”

She pointed to the example of a women’s union in Korea that is doing well in organizing part time workers using a different approach and in doing so is also stimulating to existing trade unions.

“How can you stimulate existing trade unions to do more for these workers that are not organized? How can you bring workers in the informal economy closer to the trade unions?” asked Wim de Groof of the World Confederation of Labour (WCL), citing some of the questions unions now must grapple with. He explained

that in 2001 the WCL made a decision to focus more specifically on the informal economy. He felt that it was not a good idea to organize separate groups of workers in the informal economy.

“If we see them as separate from the formal workers, you think there’s two groups of workers, but a trade union is obligated to defend all workers,” said De Groof. He noted that informal workers are more difficult to organize.

The WCL program to address informal workers will include different structures and activities, for example juridical protection, said De Groof.

“If you don’t have juridical protection, what can you do for the workers. You need to give them a juridical status. It’s not easy, but it is possible,” he said.

Sergejus Glovackas, of the ICFTU’s CEE unit reported on ICFTU activities in Eastern Europe that involved organizing informal workers who drive minibuses in Moldova, people who collect money for parking in Bulgaria, and informal workers in other sectors in Ukraine and Russia. However, he had no examples of ICFTU organizing among informal workers in the garment industry there.

“A political decision has been taken to focus on informal economy, now it just remains to be seen how to implement this,” said Glovackas. “The situation for informal workers in our region is that the workers don’t know that they have any labor rights, there are few complaints about workers rights. They really need education. In previous times we had a good education system, these workers were well-educated. Now young people don’t know anything about trade unions, old people just remember state trade unions.”

Glovackas said that one of his tasks is organizing informal economy projects in Eastern European countries and that they would like to promote better relations with NGOs. He urged participants to contact him with questions about unions in the region or complaints about union behavior.

“Cooperation is important,” said Glovackas, adding that unions need it to survive in the face of the growing informal economy. “We want to take care of all employees. My aim here is to make contacts and work together.”

It was noted that quite a lot of factory work in the CEE region is also informal. Statistics are difficult to come by, said Bettina Musiolek but estimated that 70% of factory workers are informal.

Unions don't have experience with dealing with the issue of informalization in the factories, noted Glovackas.

In some contexts, it was noted, there are legal obstacles to organizing informal workers into unions. "We tried for 10 years to work with the trade union," said PhanWanabriboon of Homenet Thailand. "But under Thai law homeworkers cannot become members of trade unions."

To prevent companies from simply relocating when workers (not just informal workers) begin to organize, Jane Tate noted that it is important to work internationally and to make links between workers up and down supply chains. "It's difficult but that's the challenge," she said.

Experiences with the right to organize

In a workshop on the right to organize, participants drew upon their knowledge of organizing experiences, ranging from a campaign, that supported cleaners in Korea who successfully pushed for a minimum wage increase, a trade union campaign underway to change union structures in Poland, the situation of undocumented migrant workers in garment sweatshops in Belgium who are not covered by law and have not been a priority for trade unions, the formation of a workers cooperative in Thailand, and a case in Sri Lanka in which the Fair Labor Association and the public took up a case of rights violations in the garment industry.

In some contexts, participants noted that memories of old political regimes in which everything was organized and under tight control posed an additional challenge to organizing workers. Even with a new political regime people resisted being organized because of the legacy of bad memories from the past.

Age can also play a role in facilitating organizing, workshop participants reported. In some contexts older women who have been in a trade union would embrace the idea of organizing into unions, however younger people without that experience, and fearing the loss of their jobs, might be more hesitant. This can make it difficult to build solidarity among the workers. It is important that workers understand that they have a choice -- the right to organize is not an obligation it is a choice.

"We are so focused on organizing that workers might see us as people from outside who want to organize them. It's a slow process," observed Mariana Petcu, of the Association of Human Resources Specialists in Romania. "We should think about how to explain to people that it is an opportunity for them. No one forces them to do it."

Ingeborg Wick, noted that workers also have a choice between forming specific unions for informal workers, like SEWU, or to incorporate their needs into formal unions, or if there are too many fears of unions, to create forums to bring workers together to talk about basic needs.

Understanding Informal Workers' Needs

When strategizing at the national level it is important to distinguish between the needs of own-account workers and those who have an employer, said Jini Park.

Sow Kadiatou, general secretary of the textile trade union federation in Guinea, said that there is a large need for worker education in the informal economy.

"The crucial thing worldwide is to establish strong trade unions and support the organizing of the people," said Karen Pape, of the Global Labour Institute and WIEGO.

"We act according to the belief that knowledge and information must come from the workers themselves, and that home-based workers must say their needs and priorities for themselves," said Dilek Hattatoglu, of the Working Group on Home-based workers in Turkey. "We think local priorities are very important. We must know what the local priorities are, then we can try to have solutions."

In workshops organized by the Working Group in 14 different cities in Turkey, in which home-based workers spoke out about their needs, she said that they all came up with the same top priority: social protection. "Social protection was seen as the aim, and the right to organize was seen as a tool."

Women home-based workers in Turkey do not see themselves as workers, said Hattatoglu. But through the workshop process they recognize themselves as workers and start to organize themselves as workers. Trade unions are stakeholders, she noted, and they were invited to the workshops, but with one exception they did not attend the workshops.

Speaking about the needs of informal workers in Mexico, Ana Enriquez observed that there are no easy answers -- "There is no formula," she said.

It is a slow process simply to understand their situation, their world, even though she had worked with formal workers in the *maquiladoras* in Mexico.

"It is a very different reality, it is a very different dynamic, how they perceive them-

selves and their work,” observed Enriquez “...What we find with informal economy workers, it’s a very hidden and marginalized economy. We have to be very cautious because workers are going to be even more afraid of losing jobs. It’ll be hard to get them involved in going against this, that’s something to reflect upon as campaigners.”

“We usually find that workers concerns are very basic,” continued Enriquez. “ They want to keep jobs, like any other workers. If they are own-account they want to get markets. They want to have skills training. Their interest in organizing is getting benefits and social protection. Once they realize that is possible they say, ‘OK, let’s organize.’”

“I think it’s important -- this issue of information and understanding what is possible in terms of what legally exists already and how much we can make home-based workers visible among NGOs, trade unions and the government,” observed Enriquez. The low-level of awareness of these workers’ needs among NGOs and unions is a major issue, symptomatic is that the difference between own-account and dependent workers had to be explained to some participants. She thought it was possible that actions or campaigns around the ILO convention on homework, which would also serve to raise awareness, could be something that could make a difference.

Challenges facing migrant workers

One seminar workshop focused specifically on the challenges facing migrant workers in the informal economy. Cultural barriers, competition with local workers, racism, gender discrimination, legal status and the immobility that might accompany their lack of documentation were all cited as problems that migrant workers have to contend with. Fear, debt, vulnerability, lack of confidence, unsafe working conditions, difficulties finding housing, isolation, lack of a support network, and cultural pressures from family or community were some of the other problems that were discussed.

Challenges to those seeking to organize migrant workers were also discussed, and included the difficulty of actually finding the workers, dealing with cultural and language barriers, and building up a sense of trust with them.

But despite all these challenges, workshop participants also identified many examples of successful initiatives that pushed for migrant workers’ rights (in general, not in the garment industry). These included the formation of hometown associations, that brought migrants together on the basis of their towns of origins

to create political pressure back home to positively influence their situation in other countries. Examples were also given of migrants organizing through community centers, or apart from their “worker” identity as tenants or bus riders.

Public statements of support for migrant workers rights were seen as a positive step taken by some unions, for example the FNV in the Netherlands and the GMB and the T&G in the UK, as were cases in which unions had hired foreign language organizers or organizers from the same country as the migrant workers.¹⁰ Some unions, for example in Switzerland, had represented workers anonymously in order to protect them, while others had set up special migrant workers’ sections, for example in Germany. One example was given of the use of a “union passport” in which gas station workers from the Baltics were able to have their union membership recognized while working abroad. In some cases unions had “migrated” along with workers – for example Solidarnosc organizers traveled to the UK to work with the Trades Union Congress (TUC) in organizing Polish workers.

In examining the roles of unions in relation to migrant workers’ rights, the workshop participants concluded that both should be involved in alliance building – between countries and also between communities. Unions, both at “home” or in destination countries should organize workers. Union members should be educated about migrant issues and involved in these organizing efforts. They should be given training in terms of language and to learn about cultural differences. Union organizations should be flexible, the workshop participants felt, and be willing to use unfamiliar models for organizing. They should take on a protecting or mediating role with public authorities and should support pro-immigrant policies. International union cards (the passports mentioned above) were seen as a good initiative that should be taken up.

Public authorities should blame employers for bad working conditions, not migrant workers, the workshop participants concluded. Public authorities in “receiving” countries should stop harassing and deporting migrant workers, the workshop participants told the group, instead they should give migrant workers legal protection.

The UN Convention on the Rights of Migrants is a good tool, that outlines rights and standards, yet no country in Western Europe has ratified it, noted Rita Vandeloos, of Wereldsolidariteit in Belgium, where campaigning is underway to push for ratification.

Embassies and home authorities can also play a role in protecting migrant work-

¹⁰ For more on this see also “From Marginal Work to Core Business” available from IRENE or FNV-Mondiaal, P.O.Box 8456, 1005 AL Amsterdam, the Netherlands.

ers, concluded the workshop participants. The Philippines embassy for example employs a migrant workers' officer to take on these issues. Public authorities in "sending" countries should do more to create opportunities for workers so that they do not have to migrate.

NGOs should facilitate links between migrants and others and also play a mediation role. The workshop participants felt that NGOs could play an important role in raising awareness of migrant workers issues, among consumers and public authorities. They could also lobby for change or create forums for migrants, such as community centers, that would bring them together and support organizing efforts.

The workshop participants brainstormed on the issue of dealing with competition between migrant and local workers and came up with several ideas. Media or public awareness campaigns could be launched to highlight the contribution that migrant workers make to the community. Social events or other opportunities (also involving the broader community) could be arranged for migrants and locals to get to know each other outside of work. Unions could build links with unions in other countries, and above all unions could organize all workers equally and should strive to equalize pay and conditions, and support efforts to "legalize" migrant workers. In many cases in the West it was noted that the competition claim is a false argument, as local workers often do not want the jobs that migrant workers are filling.

"There is so much hate propaganda pushed out by the media and government about migrant workers," noted Rohini Hensman. "There should be a campaign that foreigners are not enemies, to change the climate."

What value do codes of conduct have to informal economy workers?

Codes of conduct are voluntary initiatives, sometimes referred to as "soft law", that are lists of labor standards that companies agree to respect in the workplaces where their goods are produced. In some cases codes have been used as a tool to support workers who are organizing to defend their rights. One workshop focused on whether or not this tool can also be used by informal workers (or their advocates) to improve their situation.

The workshop participants felt that company codes (those drafted by companies themselves) should cover entire supply chains and make specific reference to problems faced by informal workers. Company codes should also be made to include provision of a living wage. It was suggested that European works councils

that are connected to supply chains that are in the informal economy should be motivated to take up informal workers' issues. State labor inspectors were also highlighted as important actors in implementing codes of conduct and raising their awareness of informal workers' rights is important.

"This is tricky," noted Bettina Musiolek. "Their first impulse will be to close down informal workplaces, and then the workers will be jobless and pushed into more informality."

Including the whole supply chain is crucial to involving informal work in the monitoring of codes – be it company codes or codes of multi-stakeholder initiatives, she said, adding that monitoring and verifying activities should include efforts to reach out to informal workers further down the supply chain during their monitoring and verifying activities.

Workshop participants felt that companies and multi-stakeholder initiatives sometimes have problems finding good auditors to audit workplaces for code compliance, particularly to carry out interviews with workers, which has been shown to be a crucial tool in verifying code compliance. Therefore, they concluded, the capacity of local independent organizations to carry out such tasks should be built, through trusted NGOs. The recent project in Central and Eastern Europe coordinated by the CCC to train researchers is an experience that some workshop participants felt could provide important lessons in this regard.

If codes really have potential to be a tool to help workers, awareness-raising will have to be done. So-called soft law, for example voluntary corporate codes of conduct and the OECD Guidelines are generally unknown among workers, noted Anneke van Luijken.

Reporting on the German CCC filing of an OECD complaint about two factories in Indonesia producing for the German company adidas, Ingeborg Wick noted that even though the OECD guidelines have no enforcement mechanisms, raising complaints through this system would oblige governments to have a discussion about the cases, as opposed to other voluntary means, like codes of conduct where there are no obligations for governments to participate.

Ultimately the OECD complaints procedure were very disappointing, said Wick, but in some ways it was still a useful experience. Recommendations for changes came out of that experience, and the conclusion was that governmental responsibilities have to be enlarged.

“The fact that adidas agreed to talk about living wages and hours of work, this is progress, these are not things covered by the OECD guidelines, and press coverage raised awareness and raised the issue of transparency,” said Wick.

Making use of soft law also requires resources, observed Van Luijken: bringing forward an OECD complaint is difficult and requires good evidence, research, and legal advice.¹¹

Invisibility and recognition top challenges facing home-based workers

Though they recognized that home-based workers have to deal with many issues, participants in the workshop on home-based workers decided to focus on two major issues: the lack of visibility of home-based workers and their lack of recognition as workers. Gender, they noted, plays an important role in both these problems.

Because they are not recognized as workers, sometimes because they have more than one occupation (for example, seasonal home-based work and then seasonal agricultural work), and because they work at the less-visible end of supply chains, they are excluded from the legal rights of workers.

Priorities outlined by the workshop participants were making home-based workers visible, raising awareness that they are in fact workers, pushing for legal and social protection of home-based workers, and their right to organize and bargain collectively. Home-based workers however, should be the ones to determine what support they need, in terms of campaigns and other initiatives, they concluded. Alliances of NGOs and trade unions, such as the Clean Clothes Campaign, as well as government and political parties were also cited by workshop participants as actors who should take up these issues.

Tools highlighted by the workshop participants to address the visibility and recognition issues included laws, codes, campaigns, research, mapping, organizing, and the media.

¹¹ For more information on the OECD Guidelines, please see related documents at www.irene-network.nl and www.oecd-watch.org.

How has the CCC taken up informal economy issues?

Esther de Haan of the Clean Clothes Campaign International Secretariat put the CCC's work on the informal economy into the context of the network's overall activities. She explained that the CCC pursues four broad categories of activity to reach its goal of improving conditions in the global garment industry and empowering garment workers: awareness raising and mobilizing consumers, pressuring companies to take responsibility, solidarity actions, and lobbying and legal action.

"Within campaigning it is very important to get the message across. It is important to work towards awareness of citizens of the issue of working conditions and from there mobilise them into action for change. This would include the awareness raising of consumers that buy the products, of activists to take on these issues, of workers into solidarity etc. Different methods, materials, means are used for different target audiences, the call for action is of course dependent on what you want to reach," said De Haan. "The issue of informal economy is an important issue and we should look at how best to campaign on this issue and which connections to make."

When looking at campaigning efforts of the CCC and partners on the informal economy in recent years distinctions can be made between campaigns that are targeting informal labour within the garment industry as one issue, in connection with other issues in the garment industry; campaigning that targets the informal economy in general and within this addresses informal labor in the garment industry; and campaigning that addresses informal labor in the garment industry as the main issue, explained de Haan.

The living wage campaign in 2000 and 2001 and more recently the Olympics campaign in 2004, in which the right to organize, precarious employment, and purchasing practices were prominent themes, are examples of broader campaigns in which the issue of informal work was raised, said de Haan.

Other initiatives de Haan mentioned included a campaign done by Belgian CCC members Wereldsolidariteit, which demanded a worldwide social security system that would provide minimum protection for workers. The campaign used a number of methods – including a quiz, video, games and informational evenings – to convey information to their target groups.¹²

¹² For more information on these activities, please see www.wsm.be.

De Haan called for the informal economy to be more prominently taken up in future awareness-raising campaigns.

“The links between organisations are there, we should use them and work together with our skills and use the skills we all have,” she said. “Several issues have been mentioned during the last days, the link between migrant workers and the informal economy, the very insecure position for those workers, which would be important to include in campaigning efforts, the link to the right to organize as well, already taken up, but needs more prominent attention, especially connected to the proof of employment issue.”

Campaigns should focus on entire supply chains, she said, stressing the need for more research to better understand the different actors and their relationships, particularly in relation to issues of control and influence, within these chains. The Women Working Worldwide mapping projects were cited as positive examples of initiatives to gather more information on supply chain dynamics. Such research can be used in efforts to push companies to act responsibly throughout their entire supply chains, said De Haan, and build worker solidarity throughout the supply chain, all the way down to homeworkers.

Ideas that have worked well for other campaigning on the garment industry could be used to get more prominence for the informal economy, said de Haan. For example the highly-reproduced representations of the price breakdown of a garment or sports shoe, which show the various costs involved in producing and bringing a product to market and where the wages of workers fit in. Other methods that have worked well to mobilize people around workers’ rights issues in the past include postcard campaigns, signatory campaigns, targeting large events and targeting specific audiences (young people or sports fans) with appropriate educational materials, for example websites set up to reach youth audiences, and providing input for documentary films, such as the Swedish documentary that focused on rights violations in H&M supply chains, which included coverage of conditions for homeworkers in the Philippines doing embroidery on sweaters.

“This was important in getting H&M to take on responsibility, which they have done,” said de Haan.

Adopting good codes of conduct that include proof of employment relationship, as well as implementing and verifying compliance with those standards, have been demands made by the CCC to companies and could be highlighted more in the future, she said.

“As has been mentioned several times during this conference, the link between the proof of employment and exercising the right to organise is very strong. This would mean campaigning on this on a national level and international level,” noted de Haan.

De Haan also stressed the importance of always providing target audience for awareness-raising initiatives with clear actions that they can take.

One of the important functions of the CCC is to act as a clearinghouse for information and this applies to information on the informal economy. The CCC tries to have at least one article on informal economy issues in each edition of its international newsletter and also has a section on its international website dedicated to the informal economy, noted de Haan.

Through urgent appeals work on individual cases of rights violations the CCC engages in direct solidarity action, at the same time raising public awareness and pressuring companies with specific demands to improve conditions. In the past cases have focused on casual labor, for example at the Nien Hsing factory in Southern Africa, where more than half the workers were one “gate call”, employed on a day to day basis, and the appeal focusing on the EPZs in Kenya. Perhaps in the future other forms of informal work could be taken up with case-work, for example homeworkers’ rights, suggested de Haan. Cases require cooperation and well-functioning communication channels to facilitate the follow-up that has to take place at different levels, she added.

In terms of legal and legislative initiatives relating to informal workers, the CCC has done some work on the adoption of the ILO convention on homework, said de Haan, but this could be done better.

The outcomes of this seminar and possibilities for follow-up will be discussed at the February 2005 European Coordination meeting of the Clean Clothes Campaign.

Developing a Vision for Future Campaigning

In preparation for workshops focusing on specific campaign targets in relation to informal workers rights, the discussion during the past few days in terms of informal workers’ demands, campaign targets, strategies and obstacles was summarized. Others added in additional clarifications and concerns.

Demands to improve the conditions of informal garment workers that were raised

included recognition as workers, demands relating to the expansion and implementation of the law, the ratification of conventions (on homework and migrants), and also recognition of workers' fundamental rights, specifically the right to organize. Social protection was a clear demand, for example for better and cheaper facilities for child care and health care. Legalization is also a key demand for informal workers who are migrants. Demands in relation to codes of conduct have been for specific clauses relating to informal work and for better quality auditors.

Targets for campaigns that were identified included workers, the labor movement, the public (targeting different audiences, such as consumers, academics), public authorities (including national governments, labor inspectorates, the ILO, and EU), and companies (including agents, EPZ authorities, direct employers, manufacturers and retailers).

In terms of developing strategies to address workers' demands, **gender** was cited as a very important aspect that must be remembered at all times. There is a need for attention to be given to **migration issues** in relation to the informal economy. Other specific strategy ideas mentioned included coming up with **regional strategies** (not just local, national and international level strategies), **supporting flexible organizing** strategies (the example of cooperatives was mentioned), **educational initiatives** (such as workshops given in Turkey), networking (for example between unions, as was done in Poland and the UK), **coalition building** between unions and NGOs (as took place in the context of the Latin American mapping project), **training** for union members on the informal economy (such as the regional seminars organized by the WCL), **awareness raising** for consumers (for example through urgent appeals), and developing a **media strategy** around informal economy issues.

Awareness raising will be an important part of all the initiatives. For example, it was noted that campaigns that deal with legal issues, for example ratification of the ILO homeworkers convention, will need not just a national level legal strategy but also an awareness-raising strategy.

It should be clear that **informal workers' demands remain central** during campaigning initiatives, and that there is discussion of how to develop a process to ensure this is the case, said Tate.

The **local context**, in relation to all these things (demands, strategies, and targets) is important to consider.

Some of the **obstacles** that were mentioned that prevented workers from moving forward with their demands included lack of time, hardcore poverty, lack of family support, gender bias, competition between local and migrant workers, fear, apathy, lack of skills, and lack of awareness. Obstacles for campaigning in support of workers' demands mentioned include lack of information and resources, difficulties with tracing supply chains, lack of leverage, lack of long-term strategy, tension between trade unions and NGOs, and the lack of democratic space that makes it difficult to carry on a campaign.

"The problem with campaigning on informal labor is the term. People immediately think that these are tax evaders," said Bettina Musiolek, of the German CCC. "It looks as if it's the people's own choice, they don't want to pay taxes. How to make clear that it isn't the workers choice that this is how they work? How to relate this to the informalization in our own countries?"

There was some discussion of using educational initiatives to better link the local to the global.

How to Target Companies to Take Positive Action

When trying to work out the specific demands that should be made of companies, it is important to consider the **different types of companies** that are found within supply chains – retailers, brand name companies, agents, and producers, concluded participants in a working group to discuss the demands that should be made of companies in relation to workers in rights in the informal economy. When developing strategy the opportunities that exist to place demands along the supply chain should be considered, and which actors (workers, NGOs, trade unions) are best placed to push demands with different types of companies.

Demands to be made of companies that were listed by the working group include calling upon companies to **map** their **entire supply chains** and **apply good codes of conduct** (including the right to organize and earn a living wage) and **respect the law** all the way down these chains (including homeworkers); also **recognize** that **all workers** in their supply chains are recognized **as workers/employees** and **ensure** that they receive **social protection**; addressing the **impact** of their **purchasing policies** on informal workers; **transparency** with stakeholders; and sign, monitor and enforce **framework agreements**.

In considering the strategies to use in pressuring companies, the group discussed the possible value of casework (urgent appeals) and concluded that the specific demands in a case, always coming directly from the workers, would be the decid-

ing factor in whether or not this would be a worthwhile strategy.

Other strategies directed at influencing companies that were raised in the group included research on companies for example to develop a “black book” of companies past bad labor practices, attaching the informal economy issues to a larger campaign initiative (for example a campaign that targets “price-breakers”(large discount retailers) for labor practices within their supply networks), close coordination between NGOs and trade unions, building a base among informal workers through organizing, pressuring companies through multi-stakeholder initiatives, filing legal complaints against companies, having informal workers give testimony at annual general meetings of companies, form alliances at the local level with workers/unions in other industries, and raise visibility of workplace issues.

The slogan “every worker has an employer” was mentioned, however participants challenged the usefulness of such a campaign tag line which would exclude own-account workers. Perhaps campaigning coalitions such as the CCC should take up issues where they have strength, suggested HWW’s Tate, pushing for respect for workers rights within supply chains, but how to do this without being at odds with campaigns to support own-account workers’ rights (i.e. workers not included in international supply chains)? De Groof, of the WCL, suggested that instead of being separated by status as employee or self-employee, workers and campaigns could come together on the issues that unite them, such as social security.

Many Possible Roles for Governments in Addressing Informal Workers’ Rights

One working group focused specifically on working out demands that could be made of government at various levels in relation to workers’ rights in the informal economy. They saw possibilities for pushing governments, both in countries where garments are produced and those where they are not, at the national level, but also regionally and internationally. Intergovernmental institutions such as the ILO, UN, OECD and WTO were seen as having roles that should be considered, according to the working group participants.

The group came up with an extensive list of possible demands, which they still felt was incomplete. The demands they outlined included: pushing governments for **legal recognition** of informal economy workers **as workers**; pushing governments to **ratify ILO conventions**, particularly the homework convention, **and implement these into national law**; **ratify the UN convention** on the protection of **migrant workers**; pushing for the (voluntary) **OECD guidelines** to become

binding legislation; **expansion of ILO conventions** (for example the convention on the right to organize) to explicitly include informal economy workers; recognize informal economy worker organizations as **social partners** in collective bargaining; **improve legislation**; **social protection and social security for all** informal economy workers; **awareness raising** initiatives, backed up by **research** (for example, for labor inspectorates and collection of better statistics on informal economy activity), which would also make these activities more visible and lessen hostility toward informal economy workers; make **supply chain responsibility** (including social auditing) a **legal** (including extraterritorial) **obligation** for companies; **reorganize tax policies** and **regulation** of employers (linking this to social security); and take these issues up in **WTO/bilateral** and **regional trade agreements**.

The group gathered some general campaigning and lobbying strategies on how to follow up on this lengthy list of demands, including creating networks of different actors (NGOs and trade unions) to move forward with demands; sensitize governmental bodies and workers to these issues (this was seen as a step that should come before actual lobbying efforts to change policy and legislation); and direct reporting to the ILO and UN Commission on Human Rights and other such bodies on these issues, as a way to indirectly disseminate information on issues and promote their recognition by national governments.

“There is a lot of knowledge about campaigning and legal issues; we need to bring that together,” said the WCL’s de Groof on the group’s discussion of the need for more networking.

Other general strategies considered included making use of trade union structures, experience and contacts; better use of the media (for example with cases); organizing knowledge networks based on expertise (to bring together academic, campaign organization, trade union, and worker experiences); and using opinion leaders, including politicians, to raise concrete issues during election times. In relation to any research activities that governments take up, the group emphasized the importance of involving worker organizations. Governments will also have to give input for trade union reports for the ILO on violations of fundamental conventions and also work to reinforce the tripartite system. Good governance should be used to support workers and trade unions and not breaking down their power.

The group noted that trade unions need to change their constitutions to include informal economy workers and create bodies and representation for informal economy workers in order to pursue this work.

Campaigning to Raise Consumer Awareness

Before taking up consumer awareness raising campaigns, the working group that focused on this drew up some pre-conditions that should proceed campaigning. Participants in the group agreed that whatever the campaign focus **campaigners must be in touch with local organizations**. In this case, that would mean having a dialogue with informal economy workers/organizations in order to clarify what their demands are and what the precise aims of campaigning should be.

Workers should be **visible** in campaigning materials, and **different forms of work** in the informal economy should be **highlighted**, as should different types of workers (ex. migrant workers in the informal economy). Trade union research departments were called upon to better support campaigning needs.

It should be clear in public campaigns that **homework** is a standard form of production, that happens worldwide. Connecting to experiences of workers in the country where the awareness campaign takes place was also seen as a good idea.

Messages in materials to different target groups (including the media, and trade union media) should be **clear** and not presuppose knowledge (ex. many will not know what an ILO convention is or what an urgent appeals system is).

Consumer awareness campaigns should always **include action** perspectives that appeal to the public to contact various targets (ex. direct consumers to an urgent appeals system that they can participate in).

“If you raise awareness you have to give people some action they can take, you have to give them an outlet,” noted Sam Maher, of the UK CCC.

There was some discussion of messaging and how to appeal in a fresh and engaging way with a public that, in some countries, has already been the target of numerous awareness raising efforts.

“I have a question about visibility – if I think about people who participate in campaigning, our aim was to make garment workers visible. Now I feel that people will not distinguish between formal and informal garment workers,” said Frieda de Koninck of the Belgian CCC. “So now I feel like you’re doing the same thing twice. For the average consumer they’ll say you’re telling us the same story again. So I have practical problems with this. How can you make this issue visible without

repeating, without making it sensational? I'm talking about this from the European campaigning perspective."

"I think in a lot of ways it is a continuation of a campaign that people are already doing," observed HWW's Tate. "The general emphasis should be that we want to continue for better conditions up and down the chain, it's just that the homeworkers are the least visible. As more and more workers are becoming unprotected we need to take that on board. I think those of us in Europe should really look at homework in Europe, there's still quite a lot. I don't think that's a new campaign."

The campaigning efforts, concluded the group, should be viewed as a process, that will need follow-up.

Towards an Agenda for Action

One of the aims of this seminar was to generate some concrete goals and strategies for labor rights campaigns that want to take action to support the people working in the garment sector's informal economy. The final session of the gathering was an opportunity for the entire group to try to draw some key targets, demands, and strategies out of all the previous sessions. Participants were encouraged to bring these ideas back to their organizations for further discussion and debate.

Demands for Corporate Responsibility

In terms of pressuring companies, calling upon them to **implement the CCC model code** all the way down their supply chains was cited as a key demand, with particular attention to the right to organize and the recognition of all workers within supply chains. Networking in support of local organizing of these workers was seen as something necessary to support these demands.

"The main demand is **recognition of workers**," said Ana Enriquez. "There is even lack of recognition from unions, so if the workers don't have a strong base of support from other organizations that want to support them, the pressure that you make on companies is going to be in the air."

The examination of the impact of companies' **purchasing practices** on informal workers was also cited as a priority. The group discussed the importance of pushing these demands with companies at different levels – retailers, brand name companies, and producers.

Suggested possible strategies included making these demands the focus of a

campaign targeting cost-cutting retailers (sometimes referred to as “price breakers”), confronting companies through the multi-stakeholder initiatives that they participate in, and launching a campaign around the recognition of informal workers as workers (the slogan “every worker has an employer” was suggested, however such a slogan was seen as being at odds with the demands of own-account workers, and though some campaigns might be focused solely on workers employed within supply chains, such a slogan could still generate confusion in relation to initiatives to push for the rights of own-account workers).

Key Demands for Governmental Action

Legal recognition of informal workers as workers was also cited as a top demand to be made from governments. **Ratification and implementation of ILO conventions** on homework and migrant work at the national level was seen as a priority, as was pushing governments to provide **social protection for all workers**, including those working informally.

Action to be Taken to Raise Public Awareness

Participants felt that future awareness-raising campaigns should make **informal workers** and the role(s) they play in supply chains **more visible** to the public. Such campaigns should also help to **improve public attitudes** towards informal garment workers, **building understanding** among the public **of the legal rights** of informal workers, and their **right to organize** and earn a **living wage**.

Other ideas suggested were that awareness-raising campaigns on these topics should be global, that the approach to be taken in such campaigns could be that these issues are basic human rights, that they could all include components that relate to the situation in the country where the campaign is taking place, or that campaigns should highlight the need for social protection for all.

Solidarity Action to Support Informal Workers

In discussing priorities for **solidarity action** to be taken, it was noted that the principal usually followed is that such action is **taken when there is a mandate**. Some NGOs and trade unions have experience in fostering solidarity between workers, and between workers and the public. Tools that have been used in the past include work on specific cases of rights violations (urgent appeals), worker exchanges, supporting for worker education through organizing informational seminars, and creating space for workers’ voices to be heard (for example at public events, during speaker tours, and in our materials).

Conclusion: One Step in a Process

The difficulties of trying to focus in on priorities for future action, which some felt was too ambitious, was acknowledged.

“I appreciate that you included this last session. It was hard, ” observed Alejandra Domenzain, of Sweatshop Watch in the United States. “It’s good that you pushed people and ask questions. The easy part is to say what the problems are, and then our demands. But the question of the how and creating new alliances...I appreciate that you wanted to push us to that level. I understand that it’s a process. ”

In closing the seminar Bettina Musiolek acknowledged that the aims of the gathering were ambitious – addressing the informal economy in the garment industry is a complex undertaking involving a complex set of actors, she said.

“I think the road is straight but it is steeply steep, ” remarked Francois Beaujolin, of Fondation des Droit de l’Homme au Travail (FDHT), on the future work that needs to be done. He noted that it was encouraging so see so many young activists participating in the seminar.

When the seminar opened, most participants said that it was the desire to learn more about conditions and organizing efforts in the garment industry’s informal economy and better understand how they could act upon that knowledge that had brought them to the gathering. In an evaluation round, participants reported that during the seminar they felt they had learned a lot about activities related to informal economy research, organizing, and campaigning that are going on throughout the world. The information exchange and brainstorming provided new ideas for their work in the future, participants noted, and in some situations gave them a clearer idea of the possible entry points for addressing these issues. Some participants felt that they were able to draw strength and inspiration from the fact that so many others are working in this area.

Many remarked on the good networking opportunity the seminar had presented and called for more discussion and cooperation among participants on these issues in the future.

“It was a very useful meeting for me. Thank you very much for the criticism. We see a big space for how we have to improve our activities,” said Sergejus Glovackas, of the ICFTU’s CEE unit. “I don’t see any alternative, except to work together.”

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Appendix 1

International Steering Committee

An de Wit

Wereldsolidariteit, Belgium
e-mail: an.dewit@wsm.be

Angela Hale

Women Working Worldwide, United Kingdom
e-mail: angela@women-ww.org

Anneke van Luiken

IRENE, the Netherlands
e-mail: AvLuijken@irene-network.nl*

Bettina Musiolek

Evangelische Akademie Meissen/CCC Germany, Germany
e-mail: bettina.musiolek@ev-akademie-meissen.de*

Ivana Sindlerová

European Contact Group "Ecumenical Network for Economic and Social Action,"
Czech Republic
e-mail: ivana.ecg@ecn.cz

Jane Tate

HomeWorkers Worldwide, United Kingdom
e-mail: JaneTate@gn.apc.org

Lucy Brill

HomeWorkers Worldwide, United Kingdom
e-mail: lucy@homeworkersww.org.uk

Lynda Yanz

Maquila Solidarity Network, Canada
e-mail: info@maquilasolidarity.org

Mabel Au

(formerly CAW), Hong Kong
e-mail: aumeipo@yahoo.com

Majda Sikosek

FELICITAS, Serbia

e-mail: majdasikosek@hotmail.com

Marieke Eyskoot

Clean Clothes Campaign International Secretariat, Netherlands

e-mail: marieke@cleanclothes.org*

Mick Duncan

No Sweat, United Kingdom

e-mail: mick@skooldog.fsnet.co.uk

Nela Perle

Frauensolidaritaet, Austria

e-mail: n.perle@frauensolidaritaet.org

Neng Magno / Jini Park

Committee For Asian Women (CAW), Thailand,

e-mail: petrat@inet.co.th / jini@caw.jinbo.net

Nina Ascoly

Clean Clothes Campaign International Secretariat, Netherlands,

e-mail: nina@cleanclothes.org*

Phan Wannaboriboon

HomeNet Thailand and WIEGO, Thailand

e-mail: pwanabriboon@yahoo.com

Rakawin Leechanavanickpan

HomeNet Thailand and WIEGO, Thailand

e-mail: homenet@asianet.co.th

Simel Esim

ILO, Lebanon/Turkey

e-mail: esim@ilo.org

Sujata Gothoskar

Workers' Solidarity Centre, India

e-mail: sujatagothoskar@yahoo.com

**also member seminar organizing committee*

Appendix 2

The Mapping Programme: Action research yields more than information

“It is possible to organize home-based workers,” said Jane Tate, coordinator of the HomeWorkers Worldwide (HWW) mapping project. “It is a slow process, a step-by-step process.”

In the Mapping Programme – a three-year action research project focusing on home-based work the basic principle was for homeworkers to develop organizations themselves, explained Tate, pointing to initiatives in Bulgaria and Brazil as successful examples that emerged. The project revealed the diversity of home-based works and possibilities for organizing in these contexts. In South Asia, for example, self-help groups were used as the basic unit of organizing.

“On one level the project supported the development of new organizations,” said Tate. “It also raised visibility and recognition of these workers as workers, which is very important.”

Information from the project was used in a variety of ways, for example to write articles or as the basis of a radio program.

The basic project methodology was action-research.

“This was a two-way process,” explained Tate. “We did horizontal and vertical mapping and tried to involve homeworkers in that process, not just in collecting information from the homeworkers and writing up reports, but they did the surveys themselves, trained them, had discussions, etc. -- that was a long process.”

Horizontal mapping meant finding out where home-based workers were and what they were doing in each country, in terms of cities, communities, *favelas*, and towns, explained Ana Enriquez, coordinator of the mapping project in Central and South America. There was also an informational and training component to this horizontal part of the project. Exchanges were also an important part of the process. From the vertical perspective the project was intended to trace the supply chain in industries where home-based workers are found, both for local or international markets, as these had relevance for worker organizing efforts, she explained.

“Vertical mapping was done to understand not just who was doing homework and in what conditions but where they were in the production chain. Many were

working for local markets but also for production for other countries,” said Tate. “In understanding the chain they could see it wasn’t something private and isolated but a system used around the world. Also they could understand the weak points in the chain, where you could put pressure and where alliances could be made.”

An important aspect of the mapping program was to draw upon the experience of people in the international network, Tate explained. For example, HomeNet Thailand, participants in the project, had been organizing home-based workers for years.

“It is important to bring hope, through examples of what’s been achieved in other places,” observed Tate.

Thailand

Phan Wanabriboon, coordinator of HomeNet Thailand, said that the Mapping Programme in Thailand examined the reality of homeworkers, street vendors and domestic workers. It was intended to support the organizing activities of HomeNet in Thailand and to extend their network; to give more prominence to the issue of the informal economy in Thailand, and to support campaigning on policy need to support informal workers rights in that country.

Researchers looked into the conditions of work, with particular attention to migrant workers and women’s issues. They gathered information on social and legal protection and organizing efforts. Wanabriboon said that researchers working on the project included academics, NGO activists, and worker organizers. She noted that research done in teams, by NGO representatives and others seemed to work best. Now the organization is considering how to make the best use of the research findings. Participating in the project built up her organization’s membership, noted Wanabriboon.

The follow-up to the project will be training and education, which showed up as a strong need during the project. During the project tools were developed and translated into different languages; these are available to anyone who would like to adapt and use them. Tate noted that now many groups beyond the original project participants are now using these materials, and the development of additional materials is planned.

Home-based workers in Latin America

The main problems faced by home-based workers are lack of social protection, lack of work or loose contracts, and intensive working hours and low payment,

explained Enriquez, who told seminar participants about what was learned during a three-year project focusing on home-based work in Mexico, Chile, Brazil, and Bolivia.

Importantly, the four countries in which the project took place had different legal frameworks, she noted. In Mexico and Bolivia the workers were covered by labor law, but in the Brazil and Chile the workers had limited legal rights.

Enriquez drew upon her direct involvement in the project in Tijuana, Mexico, which took place between 2001 and 2004. When the project began the workers were not organized, by the end they had formed their own self-help group.

“The workers created organizations based on what they want, in the case of Mexico they were not interested in unions,” explained Enriquez. “In the case of Chile they decided to form unions. First they get together as a group and they start the process to be recognized as a union under Chilean labor law, it’s a process, it takes time. The own-account and subcontracted workers got together, which makes it very interesting.”

During the project the workers they were in contact with in Tijuana were from urban areas, were doing subcontracted and or own account home-based work. In some cases the women were combining home-based work with some other type of informal work, such as domestic work, or work in the *maquilas*.

Enriquez said that the women said that they generally chose home-based work because of convenience and the need to take care of their families.

With the mapping project coming to an end in the region, a book is being prepared to document all these experiences as is a regional center for home-based workers.

Home-based work in Eastern Europe

The HWW Mapping project started in Central and Eastern Europe (CEE) in March 2002 when participants from seven countries in the region met in Bulgaria to share their own experiences and learn about experiences from other regions, such as Asia and Latin America.

Information about small-scale research carried out in Estonia, the Czech Republic, Romania, and Slovakia was shared as well, explained Danica Pop-Mitic, of Felicitas in Serbia. The data showed that home-based work exists in those countries and is apparently quite widespread, particularly in the textile, garment, and footwear industries.

More detailed and long-term work included research, such as horizontal and vertical mapping, and organizing of home-based workers was carried out in Bulgaria, Serbia and Lithuania. Horizontal mapping of own-account home-based workers was done first, as this was in some ways more visible than the dependent work done with subcontractors, explained Pop-Mitic. An important part of the project in those countries was the international links that were made through workshops and visits, she said.

Informal garment and sports shoe work in Bulgaria

In Petrich in Bulgaria an estimated 5,000 homeworkers work mainly for Greek and Italian companies, explained Rozalina Ivanova, coordinator of Kaloian, a homeworkers association there that was involved in the HWW project.

There are four basic types of homework: sewing the upper parts of shoes; sewing bead and pearls onto garments; assembling carrier and gift bags; and just recently, finishing off loose threads from garments assembled in factories, explained Ivanova. Homework is given out by subcontractors and is usually done by women in towns or villages who cannot find regular jobs and have small children. Sometimes they have regular jobs but they are either not being paid at all or only partially, and therefore need another job to survive.

Homeworkers have to pick-up their work from the workshops and factories to finish it for a certain deadline and to deliver it back to the subcontractor. Women who stitch the uppers of leather shoes get their work at 5 p.m., for example, and have to return it finished by 10 a.m. the next morning, said Ivanova, adding that sanctions for being late or for supposed poor quality work are severe.

“People who do homework have serious problems,” said Ivanova, who herself was a homeworker for four years. The pay is low, she said, usually around the minimum wage if they work 12 to 16 hours a day.

“There is one factory where they made sports shoes...25 cents goes to the worker and [the shoes] retail abroad for \$150. “The subcontractors don’t treat the women like human beings, they are known by number and not by name.”

“It is very hard to even speak about rights. For example, the usual number of shoes is ten pairs per person to be completed over night. If the subcontractor gives a woman 15 pairs, it is difficult for her to refuse. He will threaten to stop any future work.”

Women have to be ready to work at a moment’s notice, explained Ivanova, and

when there are no orders the women get no work and therefore no income.

Homeworkers do not have any social insurance and very often different homeworkers are paid different rates for the same work. Payments to women in the villages are often lower than those to women in town.

In addition to the homeworkers, there are thousands of women in Bulgaria, particularly in the garment and sports shoe industry working in small informal workshops, noted Ivanova.

“In the town of Petrich alone for example there are 54 of this type of workshop, mainly unregulated,” she said. So far the trade unions have not responded positively to any requests to get involved in Kaloian’s work. They say “they don’t have time for us,” said Ivanova.

Organizing homeworkers is a long and slow process, noted Ivanova, and it takes hours to talk with workers, but there have been some successes. For example, when a Greek subcontractor, with no prior warning lowered the rate paid to homeworkers half the homeworkers refused to take any more work. So he was late with his deliveries because he could not finish the job.

“Since he could not fill up the lorry, nothing was sent to Greece,” said Ivanova. “So he was forced to put the rate back up to 7 leva and the homeworkers agreed to take work again. That was the first successful step that we took in organizing homeworkers. Another issues that we are focusing on is the same pay for all homeworkers doing the same work. We go out to the villages, where women are paid a lower rate than the women stitching shoes in town, and meet with the women there. We talk to them about their work and other problems and encourage them to work together. In one village, the women have been able to get an increase in their rate of pay, so that now they have the same rate as in the town. We are still working in other villages.

Pop-Mitic explained that the mapping and organizing of home-based workers that was done in CEE led to the following conclusions:

- a. home-based work has become one of the dominant types of work in countries in transition, due to social and political changes.
- b. Self-awareness and economic-political reality do not change at the same pace
- c. There are two basic groups of home-based workers in former-social countries now in transition: (1) workers who are not employed elsewhere and

home-based work is their only job and (2) workers formally employed in state-owned firms but

- for years have not been invited to go to work, that is they go from time to time, either because there is no production or it is minimal
 - they receive salaries rarely (once or twice a year) or not at all
 - their pension and social benefits are interrupted for several years
 - they do not quit their jobs because they are waiting for the return of the “old times,” when the only security for a worker was employment in a state-owned firm
 - in the meantime their income comes from home-based work, which they consider to only be a temporary solution and they do not consider themselves to be home-based workers
- d. home-based workers need to be provided with knowledge, information and support, in order to strengthen their mutual relationships and their negotiating positions
- e. the real economic and social state of home-based workers is not always obvious; their poverty is hidden

For more information on the HWW Mapping Programme, please see <http://www.homeworkersww.org.uk/>.

Appendix 2

Seminar Program

Campaigning strategies on informal labour in the global garment industry

23rd - 25th September, 2004 - Evangelische Akademie Meissen, Germany

Aim

To share information on (1) the current challenges facing workers in the garment sector's informal economy and (2) organising, campaigning and other initiatives involving or in support of these workers; and (3) to formulate specific goals and strategies for labour rights campaigns seeking to support workers in the garment sector's informal economy.

Participants

Organisations campaigning on labour rights, representatives of relevant organisations in countries with informal garment production.

Introduction

Garment and sportswear production is being reorganized to be increasingly flexibilized and decentralized, through diverse forms of subcontracting. Subcontractors meanwhile are increasingly operating in the informal economy: meaning production involves workplaces and workers who have been marginalized, de-linked, or excluded from the mainstream economy and society and legal frameworks. Garment workers in the informal economy are often: women, migrants, not legally recognized as workers, unprotected, barred from organizing, working in conditions that fall far below internationally-recognized standards in workplaces that are not legally recognized as such. To say that they face an array of challenges when seeking to improve their working conditions is an understatement.

Because of the important (and growing) role of the informal economy in garment and sportswear production and the particularly vulnerable position of these workers within supply networks, an increasing number of labor rights groups focusing on these industries aim to more actively take up these issues, including solidarity activist networks such as the Clean Clothes Campaign (CCC). While there has been recognition of the key role that the informal economy plays in the garment and sportswear sectors, campaigning organizations such as the CCC acknowledge that

there has not been sufficient strategizing about how international solidarity action can best be used as a tool to support workers' attempts to address labor rights violations in the informal economy. Though the CCC has stated that the informal economy should be considered in the context of all CCC activities, issues of priorities, targets, demands, and other strategic questions have yet to be thoroughly debated at the network level (see for ex. "Clean Clothes Campaign discussion Paper: Evaluating the CCC," Ascoly and Zeldenrust, Dec. 2000; "Clean Clothes International Meeting, Barcelona 2001," Ascoly and Zeldenrust, July 2001). This is not to say that demands have not been placed on industry to improve conditions that currently exist in the informal economy (ex. in the context of the CCC Olympics campaign in 2004 demands were made that sportswear suppliers and factory managers ensure legal employment and employment benefits to all categories of workers) , but that activists could take these concerns up more extensively in their activities.

This seminar is intended to bring together labor rights activists who focus on the garment industry with those doing research and organizing in the industry's informal economy. By acting as a space for the sharing of information and experiences specifically on the garment industry, it is hoped that those with more insight into the reality and needs of informal economy workers will better inform those, such as the CCCs, who are seeking to formulate strategies for solidarity campaigns to support these workers' struggles. This seminar is seen as an opportunity to invigorate the dialogue among these organizations on informal garment economy issues and move closer toward developing a joint agenda for action. Optimally, the proceedings should generate concrete goals and strategies for labor rights campaigns who seek to take action to support women working in the garment sector's informal economy.

September 23rd - Welcome and introduction

14.00 **Registration and coffee & snacks**

Facilitation: Regina Barendt, INKOTA-netzwerk e.V. (INKOTA)

15.00 **Welcome and introduction**

Bettina Musiolek, Evangelische Akademie Meissen

- > Explanation of the motivation and aim of the seminar, process for developing the programme (role of steering committee).
- > Explanation of the structure of the programme.

15.20 **Round of introductions**

Participants introduce themselves and share what they hope to get out of the seminar.

16.15 **Break**

16.30 **Introductory issues and context**

Panel of speakers

- > What is the informal economy (definitions, figures, different forms of, debates regarding, etc.), why [women] workers increasingly find themselves in informalised work situations [15 min] – *Jini Park, Committee of Asian Women (CAW)*
- > Role of the informal economy in the garment industry (domestic, international production networks, purchasing practices) [15 min] – proposal: *Camille Warren, Women Working Worldwide (WWW)*
- > Brief map of field of existing organisations (unions, worker organizations, NGOs, international solidarity campaigns, ILO, etc) taking up these issues, different approaches and activities (with examples of success stories) [15 min] – *Jini Park (CAW), Jane Tate, HomeWorkers Worldwide (HWW)*

17.15 **Q&A and discussion**

18.00 **Informal work in the textile and garment industry of the "Euro-Region" in South-East-Germany, South-West-Poland and Northern Czech Republic**

Stephan Hennig, IG Metall local office Bautzen

18.15 **Dinner**

Afterwards, free time – getting to know each other, videos, etc.

September 24th - Context: Sharing Information on Key Issues

Facilitation: Regina Barend (INKOTA)

9.00 **Welcome and explanation of the day**

Including aims and methods – *Anneke van Luijken, IRENE*

9.15 **Introduction: the main challenges facing workers in the informal garment sector**

Panel of speakers - discussion of all issues to give attention to gender context women workers deal with. Including discussions of:

- > Legal context (in relation to defining status of worker, job security, social security, other benefits, status of migrant/undocumented workers) – *Anneke van Luijken, IRENE* [15 min],
- > Difficulty of organising – *Rohini Hensman, Union Research Group, Mumbai* [15 min]
- > Trends in the garment industry (ex. coming restructuring due to quota phase-out - *Ingeborg Wick, Südwind Institut* [15 min])

10.10 **Q&A and discussion**

10.45 **Coffee/tea**

11.00 **Towards awareness raising on informal labour in the garment sector**

Introduction to how research serves as the basis for awareness raising, the need for information, information gaps and why they exist, plus an introduction to the *HomeWorkers Worldwide (HWW)* mapping programme – *Jane Tate, HWW*

11.15 **Presentation of existing research/mapping**

- > Americas [10+10 min Q&A] – *Ana Enriquez, HWW Mexico*
- > Asia [10+10 min Q&A] – *Phan Wanabriboon, Homenet Thailand*
- > Eastern and Central Europe [30+10 min Q&A] – *Rozalina Ivanova (on Bulgaria; HWW), Alvyda Purauskute (on Lithuania; Local Labour Exchange), Danica Pop-Mitic (on the overall regional research; Felicitas)*

12.35 **Lunch**

Facilitation: Peter Pennartz (IRENE)

13.30 **Workers' experiences**

Panel of speakers

Drawing upon workers' experiences, this presentation features ideas on

priorities for international campaigners who want to support their struggle. When possible speakers will outline existing initiatives or specific opportunities that the international movement can support.

Workers/Representatives from:

- > Asia [20+10 min Q&A] – *Irene Xavier*
- > Eastern/Central Europe [20+10 min Q&A] – *Sergejus Glovackas, International Confederation of Free Trade Unions (ICFTU) Lithuania*
- > Turkey [20+10 min Q&A] – *Ayşe Uras and Dilek Hattatoglu, Turkish Working Group on Women Homebased Workers*

15.00 **Break**

16.00 **Tackling specific issues**

Participants will form small groups to discuss ideas and experiences regarding specific issues in the informal garment industry:

- > Right to organise (facilitated by *Jürgen Klute, Urban and Industrial Mission - KDA*)
- > Legal status (facilitated by *Esther de Haan, CCC*)
- > Migrant workers' rights (facilitated by *Alejandra Domenzain, Sweatshop Watch*)
- > Value of codes of conduct/ monitoring initiatives (facilitated by *Jeffrey Raffo, Organizing and Campaigning Working Group - OrKa*)
- > Homework (*Rita Vandello, Wereldsolidariteit*)

Participants should draw upon their experiences on working on these issues (success stories should be shared!). During these discussions participants could begin to consider what role campaigns could play in making progress in relation to these issues. Main demands are included as outputs of each group.

17.30 **Reporting back**

Each working group presents the three most important outcomes of their discussion, as input for the next day.

18.15 **Dinner**

Evening possibilities:

Visit to the local wine festival, visit to Dresden's famous baroque centre

September 25th - Campaigning

Facilitation: Peter Pennartz (IRENE)

9.00 **Welcome and explanation of the day**

Including aims and methods – *Marieke Eyskoot, CCC*

9.10 **Introduction on campaigning in the global garment industry: experience and challenges, linked to the informal economy** - *Esther de Haan, CCC*

9.30 **Campaigning vision**

Discussion, led by *Frieda de Koninck (CCC Belgium North)*, with input from discussion paper and previous sessions

- > Who are the main targets? [20 min]
- > What are our main demands? [20 min]
- > What are the responsibilities of the different actors/stakeholders (NGOs, TUs etc.)? [15 min]
- > What are the tools and methods that we can use that are most appropriate in the context of the informal garment economy (urgent appeal system)? [20 min]

10.45 **Coffee / tea**

11.00 **Towards campaigning on informal labour**

Working groups on campaigning strategies and goals, incorporating previous days' discussions and giving specific attention to different roles of for instance trade unions and NGOs:

Campaigning to raise consumer awareness - *Nico de Beukelaer, Wereldsolidariteit*

- > What are the specific demands towards consumers?
- > How to communicate the issues to consumers?
- > Which campaigning strategy, methods and tools can support this?

Campaigning towards governments / ILO etc – lobbying - *Wim de Groof, World Confederation of Labour - WCL*

- > What are the specific demands towards governments?
- > What lobbying strategies to use?
- > Which campaigning strategy, methods and tools can support this?

Campaigning towards companies / MSIs - Mick Duncan, No Sweat

- > What are the specific demands towards companies / MSIs?
- > What is the value of casework [use of urgent appeals system]?
- > How to develop a sectoral approach [use of codes?] / influence purchasing practices?
- > Which campaigning strategy, methods and tools can support this?

12.30 **Lunch**

13.30 **Reporting back**

Each working group presents the three most important outcomes of their discussion, as input for the next session.

14.15 **Agenda for Action: Concrete proposals for direct action and cooperation**

Facilitator: Sam Maher, Labour Behind the Labour

In relation to the four CCC areas of action

- > Solidarity action
- > Consumer awareness raising
- > Legal lobbying
- > Pushing for corporate responsibility

15.30 **Coffee / tea**

16.00 **Continued: Agenda for Action**

17.00 **Conclusion**

Bettina Musiolek, EA

Summarising of seminar, evaluation and follow up.

17.30 **End of seminar**

Appendix 3

Seminar Participants

THAILAND

Phan Wanabriboon - coordinator of HOMENET THAILAND
Jini Park / CAW – COMMITTEE FOR ASIAN WOMEN

INDIA

Rohini Hensman, Union Reseach Group, Mumbai, INDIA

SRI LANKA

Irene Xavier, TIE – ASIA

MEXICO

Ana Enriquez, Homeworking Worldwide mapping project in Mexico

GUINNEE

Sow Kadiatou, Textile trade union federation, general secretary FSPTCA

POLAND

Ania Kaminska, KARAT-coalition-secretariat, Warsaw – coordinator Train the Trainers-project for Poland

Bozena Wtulich, Solidarnocs, textile/garment („light“) industry,

Boleslaw Bartnik, NSZZ Przemyslu Lekkiego

BULGARIA

Zveti Lenkova, Bulgarian-European-Partnership Association BEPA

Rozalina Ivanova, Homeworkers Worldwide

Stoyanka Minkova – translator, Organisation: Ideas and Values Foundation

ROMANIA

Mariana Petcu, AUR-Association of Human Ressources Specialists – coordinator Train the Trainers-project for Romania

SERBIA / MONTE NEGRO

Danica Pop-Mitic, FELICITAS

FYRO-MACEDONIA

Katerina Milenkova, Women’s Organization-Stip – coordinator Train the Trainers-project for FYROM

LITHUANIA

Alvyda Purauskyte, Organisation: Local Labour Exchange
Sergejus Glovackas, ICFTU CEE Unit

TURKEY

Dilek Hattatoglu, Assistant Professor, Department of Sociology, Mugla University, Kotekli/Mugla, Turkey
Ayse Uras, coordinator train the trainers-project for Turkey
Ercument Celik, Uni-Freiburg, Institute fur Soziologie / Global Studies Programme.

SWEDEN

Johanna Ritscher, Red Cross Youth Organisation

SWITZERLAND

Karen Pape, Global Labour Institute and WIEGO

UNITED KINGDOM

Sam Maher, Labour Behind the Label
Mick Duncan, No Sweat
Camille Warren, Women Working Worldwide
Jane Tate, HomeWorkers Worldwide

BELGIUM NORTH

Wim De Groof, WVA - World Conf. of Labour (WCL)
Rita Vandeloop and Nico de Beukelaer, Wereldsolidariteit- ACV union organisation
Frieda de Koninck, Schone Kleren Campagne, Belgium

NETHERLANDS

Nina Ascoly, Marieke Eyskoot, Esther de Haan, Clean Clothes Campaign, International Secretariat
Ruth Vermeulen, FNV Mondiaal
Peter Pennartz, Anneke van Luijken, IRENE

FRANCE

Francois Beaujolin, FDHT Geneva/Paris

UNITED STATES

Alejandra Domenzain, Sweatshop Watch

GERMANY

Jürgen Klute, KDA/ urban and industrial mission

Ingeborg Wick, Südwind-Institut

Stephan Hennig, IG Metall, regional office for Saxonia, Bautzen, Germany

Marlis Dahne, IG Metall, Berlin

Regina Barendt, INKOTA-network + co-coordinator Train The Trainers-project in Central- and Eastern Europe

Evelyn Bahn, INKOTA network, Berlin

Martin Zuber, Ökumenisches Zentrum, Dresden

Jeffrey Raffo, Campaigner, OrKa - Organizing & Campaigning Working Group, Dortmund, Germany

Bettina Musiolek, Evangelische Akademie, Meißen

Translators:

Bojan Stanislawski – Polish/English

Jaqueline Fabre – French/English

Ilia Tabere – Russian/English

Seminar participants can be contacted via the CCC International Secretariat at info@cleanclothes.org.