



SOCIAL DIALOGUE FOR DECENT WORK AND GENDER EQUALITY:

GOOD PRACTICES FROM WIEGO'S WORK WITH A FOCUS ON COLLECTIVE BARGAINING

*Global deal webinar on social dialogue for the
transition from the informal to the formal
economy*

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Overview

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- Defining collective bargaining
- Claiming collective bargaining rights for informal own account workers
- ILO Recommendation 204
- Note on gender and collective bargaining
- Two country case studies: Liberia and Colombia
- Concluding remarks

Collective bargaining: a specific form of social dialogue

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- Formal agreed rules of engagement
- Dispute procedure in the event of no agreement
- Written agreement
- Agreed processes in the event of a breach
- ILO Conventions 98 and 154

Self employed/own account workers

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- Dependent on others to work – very often one or more public authority
- De facto multiple engagements happening all the time, but not formalized in any way
- Paradigm shift: see the counterpart/s as the equivalent of an employer

ILO Recommendation 204

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- Clauses 31 and 32: right of workers and employers to freedom of association, to organize and to bargain collectively

Note on gender equality and collective bargaining

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- Bargaining FOR equality in
 - ▣ Access to livelihoods
 - ▣ Conditions in those livelihoods
- Empowerment of women leaders in the process
 - ▣ Requires strategies for election of women leaders in the first place
 - ▣ Skills training in bargaining skills for women and men

Monrovia case study

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- 86.8% of Liberia's workforce is informal, of whom 69% are self employed
- FEPTIWUL (petty traders union of over 3000 paid up members), affiliated to the Liberia Labour Congress and StreetNet International
- Members were in constant conflict with Monrovia city authorities – largely over solid waste management

Outcomes of Monrovia negotiations

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- 2018 negotiation of a 5 page (plus 6 annexures), 3 year MOU covering:
 - layout & allocation of vending spots
 - collection of annual permit fees
 - union sanitation team
 - daily collection of solid waste by the city
 - penalties for non compliance
 - quarterly meetings on implementation
 - dispute resolution mechanism
 - termination and amendment



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Block meeting of vendors, Central Monrovia, 2019

Photo: Sarah Orleans Reed

Lessons from Monrovia

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- ❑ Not a very happy situation, post the case study
- ❑ MCC started to ignore the agreement
- ❑ FEPTIWUL didn't use the dispute clause
- ❑ Resilient worker organisation AND deep and consistent commitment of officials critical

Colombia case study

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- 60.5% of Colombia workforce is informal, of whom 65.7% are self employed (including 50,000 waste pickers/informal recyclers)
- National Association of Recyclers (ANR) with city affiliates and collaboration with CUT and CGT
- 1994 privatisation of Bogota solid waste collection resulted in exclusion and criminalisation of WPs
- Constitutional Court ruling 2012: WPs to be given exclusive right to collect recyclables and to be compensated
- Further ruling: every municipality to negotiate an implementation plan by 2015



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Norha Padilla, third generation Bogota waste picker and ANR leader

2013 Winner of the Goldman Environmental Prize

Outcomes in Colombia

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Not every city yet in compliance, BUT negotiated agreements now in place in 25 cities and 300 local organisations covering

- Remuneration paid by municipality via local WP organization as a recognized service provider – based on total tonnage. Range 127-253 USD pm
- In addition to income from sales. Range 50-127 USD
- Additional elements of agreement differ from city to city e.g. provision of warehouse, vehicles, protective clothing, recycling routes, technical support

Volumes of recycling increased 5 fold in 2016/17, and WP incomes on average have quadrupled.

Conclusion

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- Collective bargaining plays a critical role in improving and achieving gender equity in the livelihoods and working conditions of self employed workers
- A conceptual mind shift necessary!
- Legislative changes also necessary in some countries e.g. registration as trade unions, inclusion in tripartite statutory forums