

ILO/Japan
Multi-bilateral
Programme

Working from Home

From Invisibility to decent work

*Towards fair and sustainable global supply chains:
Promoting formalization and decent work for invisible
workers in South Asia*

Some experiences

WEBINAR
22 January, 2021
11h – 12h

Bharti Birla



Gaps in data



Bharti Birla @ILO

Wages/Income

| Types of Employment | Remuneration/ Payment | Paid Remuneration | How is it Decided? | Based work # | Raw Material | Buyer | Intermediary |
|---|-----------------------|-------------------|--------------------|------------------------------|-----------------|-----------------|-----------------|
| labours (Contract Day 1-2 hrs for 3 months) | Time Piece Rte | -20 mins - Rs 15 | - Pon Pon | New Zealand (Haastakala kor) | - local shop | - local | - local shop |
| Part Time | - 15 mins - Rs 10 | - Painted flower | - local shop | - local | - local | - self purchase | - self purchase |
| Labour (Full time) | - 15 day - Rs 500 | - Saree | - local shop | - local | - self purchase | - self purchase | - self purchase |
| Contract (New) | Self prepared | - Rs 50 | - Shoes (slip-on) | - local shop | - local | - self purchase | - self purchase |
| Need (part time) | 1 hr/pcs | - Thangka | - Thangka | - local shop | - local | - self purchase | - self purchase |
| basis (Repair) | - 24 hrs (3 days x 8) | - Rs 250 | - Poncho | - X | - International | - International | - Yes |
| Manual | - 24 hrs (3 days) | - Rs 300 | - Wheel Poncho | - intermediary | - International | - International | - Yes |
| Casual (part time) | - 24 hrs (3 days) | - Rs 250 | - Wheel Poncho | - intermediary | - International | - International | - Yes |

| Product | Time | Piece Rate |
|---------------|---------|-------------|
| Clothing item | 30 mins | Rs 10/piece |
| gown | 30 mins | Rs 15/piece |
| Baby | | Rs 25/piece |
| Baby | 35 mins | Rs 15/piece |

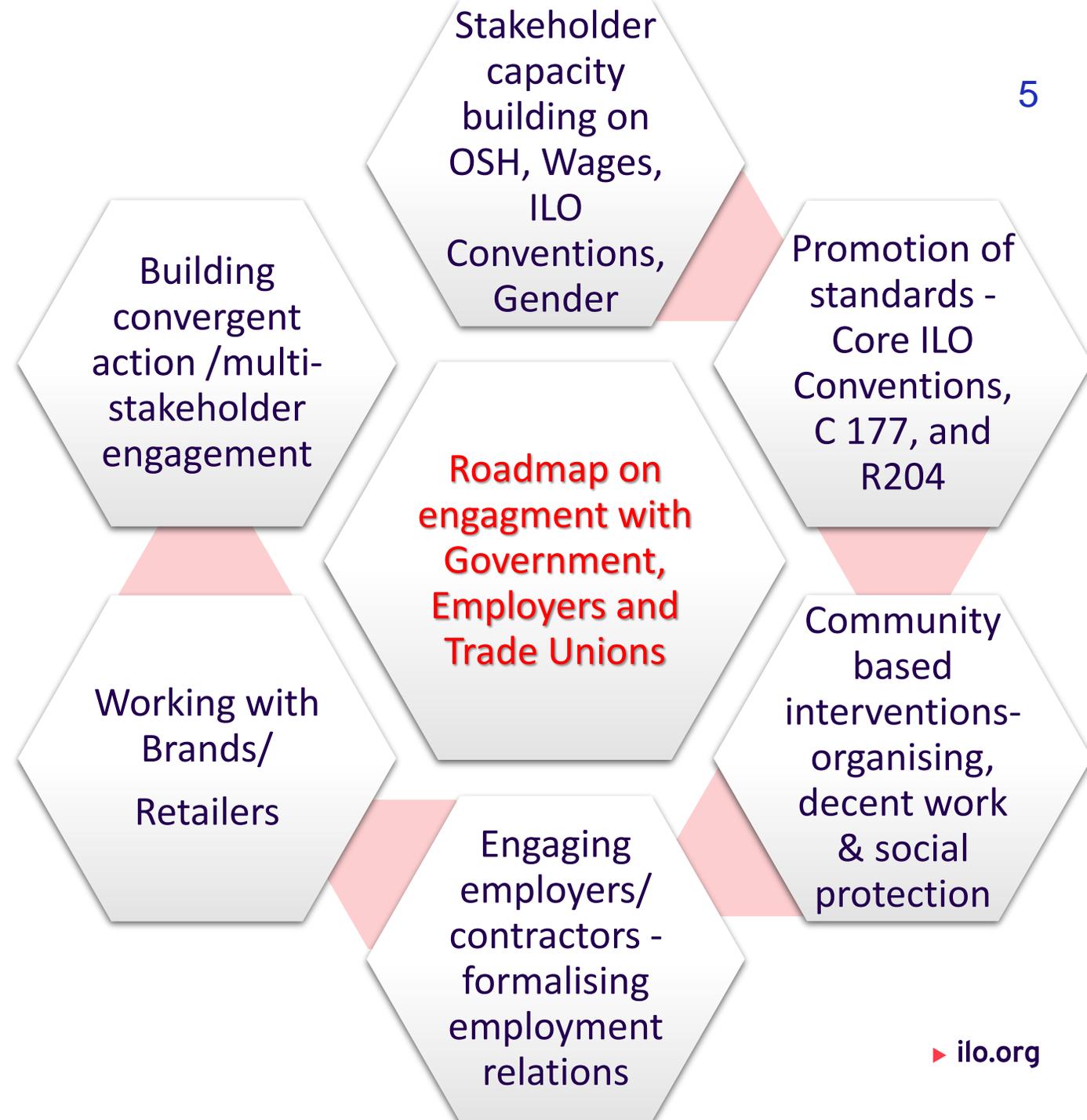
| Task | Person | Days | How Paid |
|------------------------------|--------|------|----------|
| 1) Cloth smoothing | 1 | 2 | 300 |
| 2) Weaving | 1 | 16 | 8000 |
| 3) Gold | 1 | 4 | 3000 |
| 4) D. raw (piece and sewing) | 1 | 1 | 1500 |
| 5) Finishing | 1 | 1 | 1000 |

intermediary adds gold and design → sells for minimum 25,000
Buyer sells for 100,000

Working conditions OSH challenges

Role of agents/sub contractors





Some initiatives

Trade Unions and MBOs

- National Working Group – Strategic Agenda
- Drafting National Policy
- Organizing and Unionizing
- Wages, OSH, Collective Negotiation
- Cooperatives and Collectives
- Access to rights and entitlements for improving living and working conditions



Some initiatives

Sectoral Employers Organizations

- Sessions on OSH sessions, piece rates aligned with minimum wages
- Workplace improvements
- Acknowledging home work (brands as well)
- Special focus on hazardous homebased work
- Help formalize micro/homebased units and employment relationships
- Enabling transparency and accountability
- Skill development (?)



Some initiatives

Government

- Policy framework/Road map
- Prioritizing agenda for informal and home based workers
- Rights as workers – focus on wages and OSH and social protection
- Access to entitlements
- Visibility in data and statistics
- National OSH Policy and Programme
- Skills for informal workers
- Transition from informality to formality – Informality diagnostic and recommendations



Some initiatives – Capacity Building

Trade Unions:

- I. More than **14109** workers have organized and unionized (11579 women and 2530 men) using participatory approach by CTUs.
- II. HBWs unions registered, leadership developed
- III. Collectives/cooperatives being formed

Sectoral Employers' organizations supported

- I. Registration of **150** women-led micro enterprises and small businesses to become part of global supply chains, and **200** small businesses for services support
- II. Conducted trainings in **OSH** and **Piece Rate Wages**
- III. Lead **Health and Safety Code for non ferrous metal work**

More than **13,164** tri-partite participants (5914 men and 7250 women) tripartite plus partners trained on Wages, calculation of piece rate wages in line with minimum wages of the country health and safety, using ILO's WISH Methodology, etc.



Some Lessons Learned

- ❑ Social dialogue is critical, focus on 'rights based' agenda
- ❑ Mere formalization/well drafted laws may not promote decent work, progressive formalization to reduce decent work deficits
- ❑ National Diagnostics of Informality can help create buyin of constituents and set up priority agenda, focus on macro economic policies in addition to labour
- ❑ Sustaining and promoting small enterprises & business critical
- ❑ Responsible and accountable supply chains is responsibility of all involved in proportion to their power and role
- ❑ Statistical measurement, contribution to economy -- Role in policy formulations
- ❑ Bridging of 'silos' between different types of workers and sector – while they may require different practical approaches, the policy challenges are similar
- ❑ Long term comprehensive pilots, understand how and which policy coherence processes are needed, complexities in enforcement, innovative models as pilots as well to see enforcement

What works

The role of state is important, *Social dialogue is critical*

Balancing needs of workers, businesses and governments.

Accountability and responsibility across the supply chains/work organization.

Partnerships apply the principles (of the ILO - tripartite, value-based and mandate-driven)

Inclusive approach - Full involvement of the workers (and interest groups), especially those who are excluded, vulnerable, invisible, and lack collective voice

Global agenda and mandate

National context, participation and adaptation

Horizontal and vertical linking of existing structures and resources

Inclusion, diversity, comprehensive & multi-pronged approach



Thank You

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