TRADE UNION ORGANIZING IN THE INFORMAL ECONOMY

CRIMT 25-27 October 2012
FORMAT

- Power point 10 slides
  + Policy and Legislation
  + Organizing strategies and tactics
  + Sustainability
- Flip Chart
- Ball
- Paper Plates
- Tape
POLICY AND LEGISLATION FRAMEWORKS

Purpose & Objectives

Necessary Policies

Necessary Pre-Condition

Necessary Strategy
PURPOSE

- Expanded Trade Union mandate movement (CBs)
- Poor urban and rural societies (Developmental)
- Indecent work and standards of living (Dignity)
- Suppressed freedoms (Liberty, democracy)
- Gap between Have and Poor (Redistribution)
- Jobs exported, Migrants (Productivity)
- Victims of natural disasters/war/poor policies (Equality, Justice)
NECESSITIES

Conditions
- Study & Mapping
- Agreements
- Internal Policy commitment
- MOU

Policies
- Promote social, economic & political exclusion (Culture, Language, behavior, attitude, Geo-Location)
- Legislation – Acts, Agreements, by laws, customary laws, migration laws
- Constitutional

Strategy
- Organize
- Educate
- Visibility
- Reduce vulnerability
ORGANISING - STRATEGIES AND TACTICS

- Make a ball & play
Organizer/educator

Action Researcher

- RBM/HRB
  Decent Work and Decent Life
- Shared Values, vision and mission
- Structure the operations
- Skills for the implementers
- Stakeholder analysis
- Social Dialogue and Representation
- Mainstreaming Systems
- Style Bridging Leadership

- *ZVEM*
SUSTAINABILITY

PAPER PLATES & TAPE

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## Examples of Outcomes That Sustain Relationship

<table>
<thead>
<tr>
<th>OUTCOMES</th>
<th>INDICATORS</th>
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| 1 Improved environment for the invisible persons | • Data collection  
• Social services provided  
• Media Coverage |
| 2 Provision of social and economic services | • National and local policy position  
• Contextualization and presentation of issues  
• National and local budgets  
• Legal framework which militate against mainstreaming of IEW |
| 3 Urbanization | • Construction and maintenance activities  
• Provide for displaced population and refugees |
| 4 Cross cultural services for different nationalities | • Citizens  
• Gender  
• Education  
• Health |
MAKING USE OF STRATEGIC LITIGATION

- Stigmatization
- Discrimination
- Social mobilization
- In court
- Myths
- Isolation
- Advise and counsel
- Comparisons with international cases
- Recognition
- Issue
- Vulnerability
- Injustice

ZVEM
CHALLENGES TO DEAL WITH BIPARTITE

- Develop to IEW – to be one of the drivers for change and transformation in efforts to eliminate poverty (DWA)

- TU & IEW should be capacitated to deal with emerging issues, to have structures to replicate their beneficial effects. Because it is impossible to predict the full range of issues, needs and opportunities, these structures must be capable of learning, evolving and adapting without losing their core mandate.

- TU and IEW must emerge as entities whose interest are not dispersed so as to permit an articulated consensus on matters of policy. Thus they should be able to mobilize dispersed interests with a platform for all parties to express their interests, assess their options and strategies and work out mutually acceptable bargains.

- TU and IEW must create a front whose structures are capable of picking up signals, sensing and anticipating problems and listening to messages from the social, geographic fringes of society. The same structures must be in a position to monitor policy implementation and execution of agreements at local and national levels. This requires a long term commitment and accountability to and from constituencies.
THANK YOU

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