

Side Session

THE STRUCTURE OF GARMENT SUPPLY CHAINS: THE UBIQUITY OF INFORMAL EMPLOYMENT

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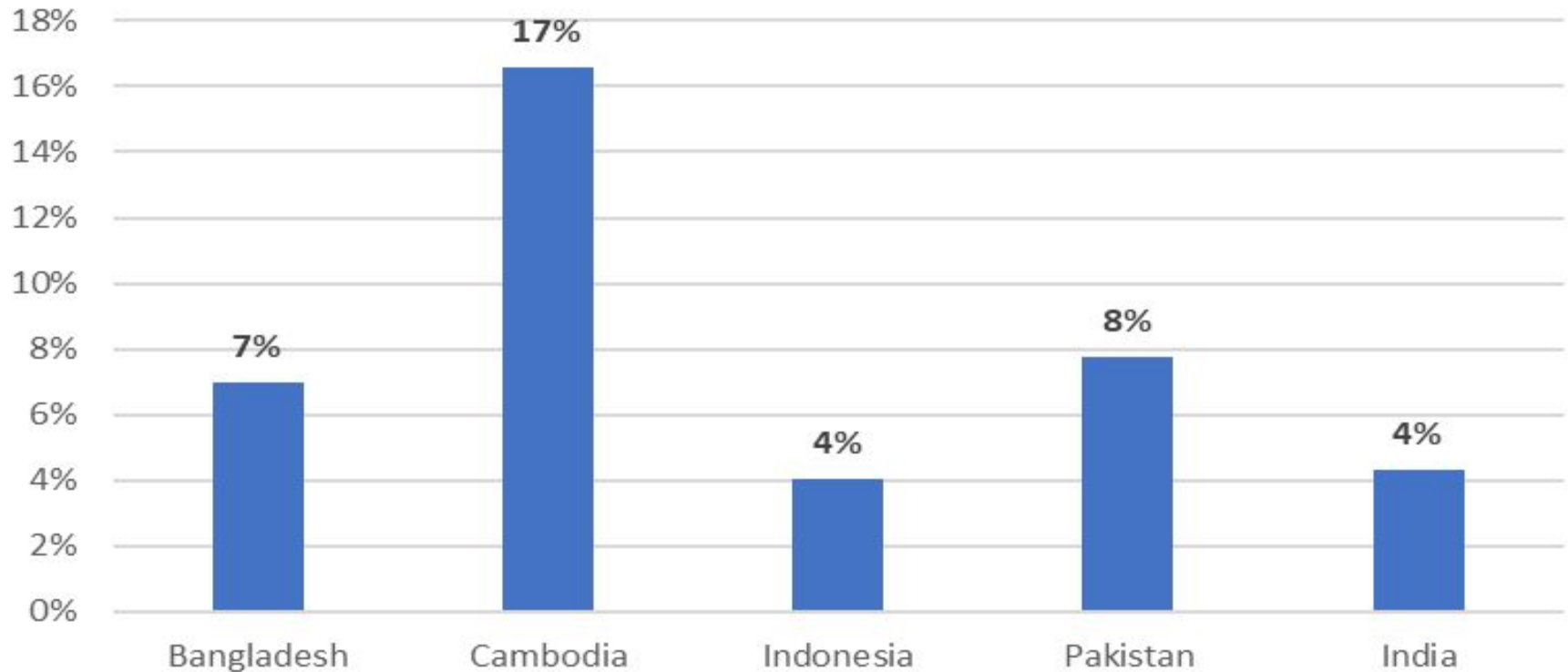
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Garment sector's share in total employment



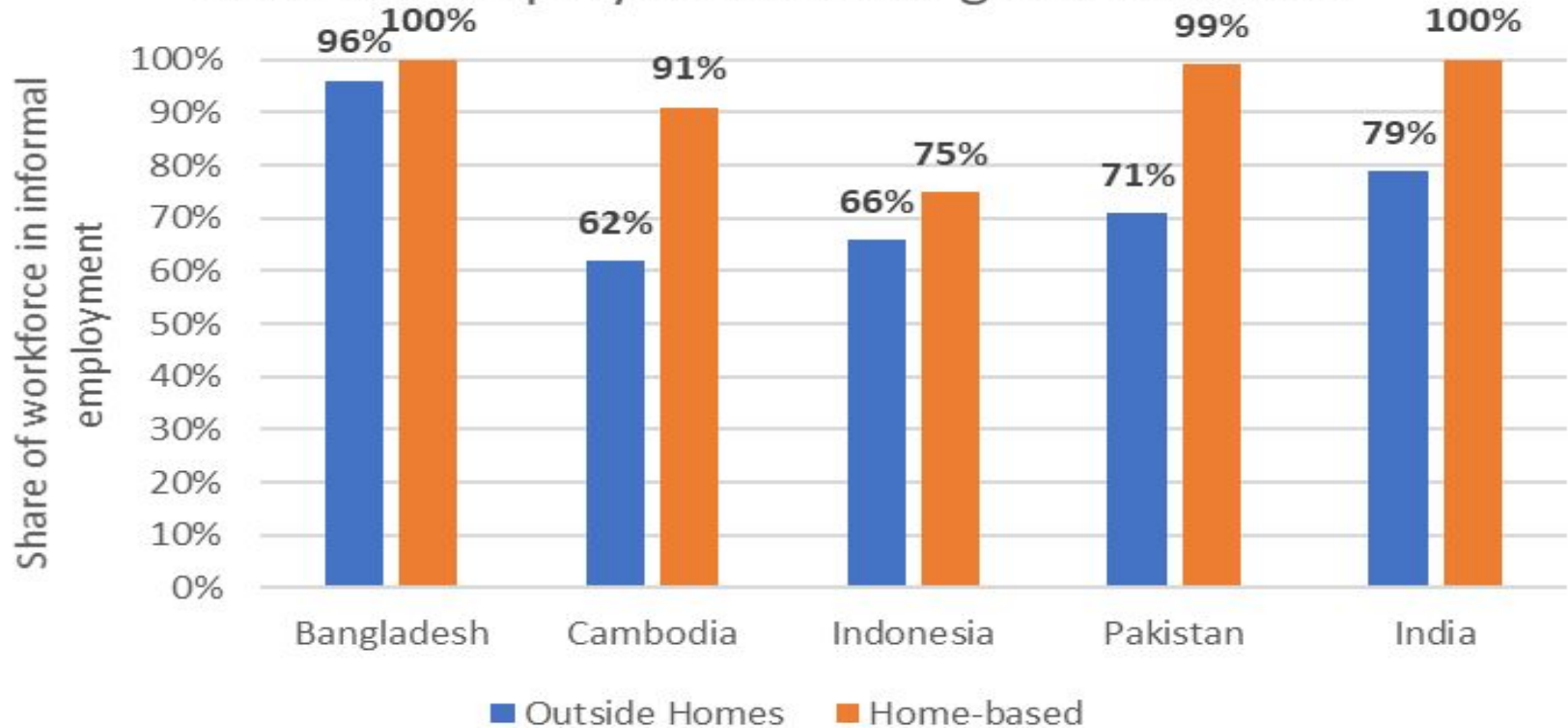
Source: ILOSTAT

Defining Informality

- No legal protection
- No social protection
(ILO 2002; ILO 2015; ILO R204)
- *De iure or de facto no protection*

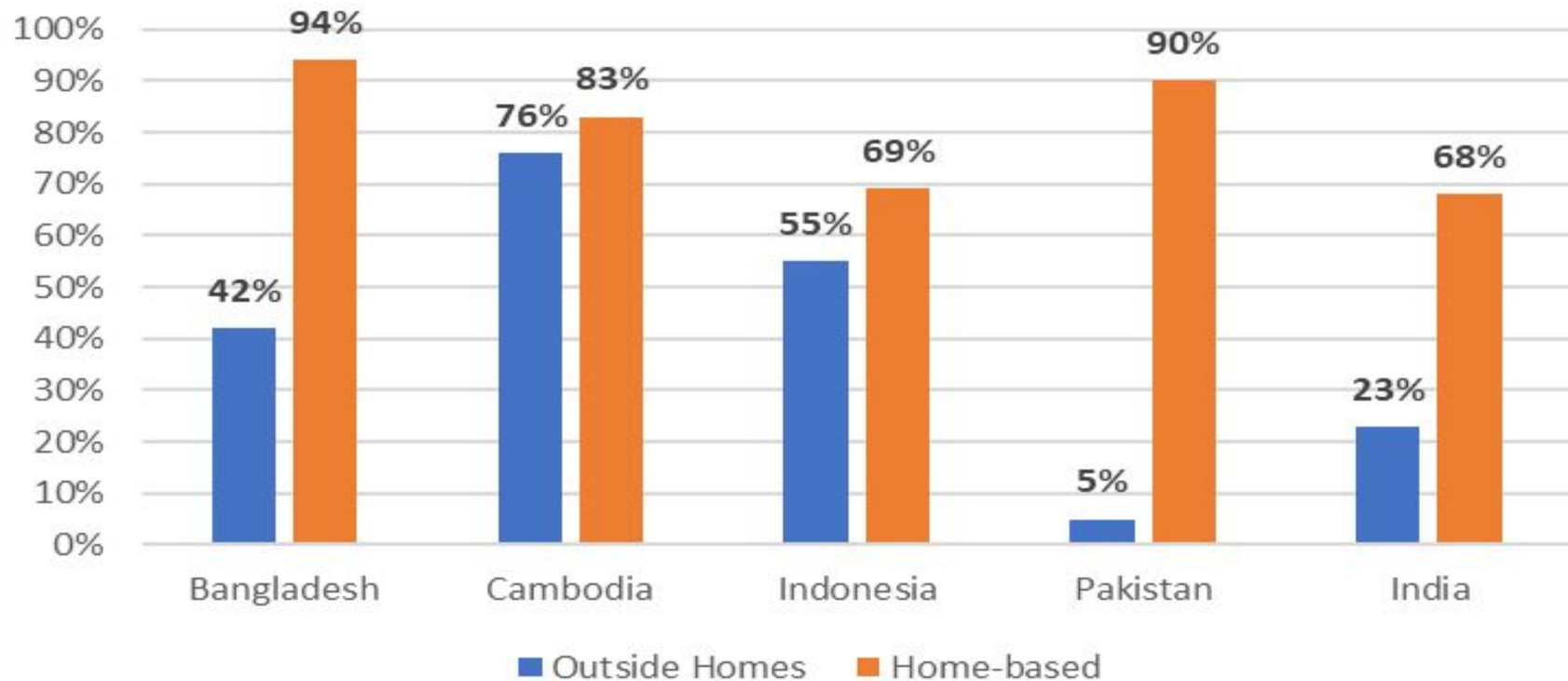


Informal employment in the garment sector



Source: ILOSTAT

Women's share in garment employment



Source: ILOSTAT



Defining Informality continued

Standard Employment	Non-standard Employment
Permanent	1 Temporary <ul style="list-style-type: none">• Fixed term contract (time)• Casual (per job- piece rate)
Full-time	2 Part-time (< 35 hrs per week)
Direct supervision on employers' premises	3 Off premises: subcontracted outwork, homework
Bilateral relationship between employer and employee	4 Engaged through intermediary <ul style="list-style-type: none">• Labour broker (fixed term contract)• Homeworkers

Ref: Fenwick et al 2007

Garment supply chain in India





Why Women Work from Home?

- Gender division of labor: Women are often responsible for household and caregiving duties, caring for the children and elderly family members, and housework, while men typically have income-generating activities. So, women need more time to spend at home.
- Women contribute to household income as men's earnings may not cover the expenses of family members.
- The retirement age for factory workers is 55, which means that women over 55 must work from home to earn a living.
- Women in villages can get work from contractors and they can't travel into cities to work
- Some religions traditions don't allow women to work outside of the home

Thai Homeworkers' Protection Act, 2010

- To protect homeworkers from exploitation of unfair wages and hazardous working conditions.
- After studying C177, HNT, the movement of HBWs in Thailand, collaborates with the political party and House of Representatives to start the Homeworkers' Protection Act.
- The essence of the act:
 1. Wage Protection: Employers must pay HWs the same wage as factory workers.
 2. OSH Protection: Employers have to provide PPE and compensate for work-related sickness, injury or death."

Challenges!

- Ministry of Labour does not play an active role in implementation; they wait for HWs to file complaints.
- HWs are still afraid to negotiate their legal rights for fear of losing their jobs.

What's Next?

- Advocacy on ratification of C177, in order to draw global attention to our government's implementation efforts.
- Advocacy on ratification of C87 and C98 to strengthen the negotiation power of HWs
- Developing the Social Security program for HWs and all workers in the informal economy needs to continue.

