Welcome to a Co-Learning Workshop

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Agenda
What are the words that first come to mind when you think about rights at work?

What are some things you would like to know or takeaways from this workshop?

**Intros:** Your name & where you are coming from?

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Why a co-learning workshop on rights at work?

Collaborative learning: Coming together for peer-to-peer learning through group work to access each other’s lived experiences and collective knowledge.

Two frameworks & two activities, plus context:

The Five Principles of the Fairwork Foundation
(Pay, Conditions, Contracts, Management, Representation)

The Multidimensional Model of Unacceptable Forms of Work
(Income, OHS, working time, work security, legal protection, etc)

Labour Code Reforms
(40+ laws to 4 main bills: Social protection/welfare, OHS + conditions, employment, and social dialogue)

IT / ITES workers are exempt from a few labour codes like IDA (1947)
Activity 1: Fairwork Principles

The Five Principles of the Fairwork Foundation
(Pay, Conditions, Contracts, Management, Representation)

1. **Fair Pay**: Should earn a decent income in their home jurisdiction after incurred costs

2. **Fair Conditions**: Have policies in place to protect workers from foundational risks and should take proactive measures to protect and promote the health and safety of workers.

3. **Fair Contracts**: Terms and conditions should be transparent, concise, and in an accessible form. Subject to local law and must be identified in the contract.

4. **Fair Management**: A documented due process to appeal decisions. There must be a clear channel of communication to workers involving the ability to appeal management decisions or deactivation.

5. **Fair Representation**: Platforms should provide a documented process through which worker voice can be expressed.
Activity 1: Fairwork Principles

The Five Principles of the Fairwork Foundation
(Pay, Conditions, Contracts, Management, Representation)

Rankings:
https://fair.work/ratings/?India%20(Bangalore)
Activity 2: Unacceptable Forms of Work

The Multidimensional Model of Unacceptable Forms of Work
(Income, OHS, working time, work security, legal protection, etc)

Decent work: Promotes productive work in conditions of freedom, quality, security and human dignity through the promotion of rights at work, employment, social protection, and social dialogue.

Unacceptable forms of work (UFW): Work conditions that deny fundamental principles of rights at work, put at risk lives, health, freedom, human dignity, and security of workers or keep households in conditions of extreme poverty.

1) Forced labour
2) Health and safety
3) Income
4) Security
5) Working time
6) Representation & voice mechanisms
7) Child labour
8) Social protection
9) Equality, human rights & dignity
10) Legal protection
11) Family and community
12) Work organization
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Summarizing learnings
Next steps
Thank you!

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