

LEARNING AND UNDERSTANDING THE FRAMEWORKS OF RIGHTS AT WORK.



Co-Learning Workshop

A workshop for tech workers and researchers to explore and understand the social and legal frameworks to help assess their working conditions with an introduction to key concepts and simple tools.

Please RSVP through the given link



IT for Change, 393, 17th Main Road,
35th Cross Rd, 4th Block, Jayanagar,
Bengaluru, Karnataka 560041



13th July 2019 / Saturday.
10.30 a.m- 12.30 a.m



Welcome to a Co-Learning Workshop

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July 13th, 2019
Bangalore
Agenda



IDRC | CRDI

International Development Research Centre
Centre de recherches pour le développement international

Canada



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\(Bangalore\)](https://fair.work/ratings/?India%20(Bangalore))

English हिंदी ಕನ್ನಡ

Flipkart			<input checked="" type="checkbox"/> Achieved
			<input type="checkbox"/> Not Achieved / Insufficient Data
Pay	1.1	Pays at least the local minimum wage	<input checked="" type="checkbox"/>
	1.2	Pays the local minimum wage, including costs.	<input checked="" type="checkbox"/>
Conditions	2.1	Mitigates task-specific risks	<input checked="" type="checkbox"/>
	2.2	Actively improves working conditions	<input checked="" type="checkbox"/>
Contracts	3.1	Clear terms and conditions are available	<input type="checkbox"/>
	3.2	Genuinely reflects the nature of the relationship	<input type="checkbox"/>
Management	4.1	Provides due process for decisions affecting workers	<input checked="" type="checkbox"/>
	4.2	Evidence of equity and/or informed consent for data collection	<input checked="" type="checkbox"/>
Representation	5.1	Includes freedom of association and worker voice mechanism	<input checked="" type="checkbox"/>
	5.2	Recognises body that can undertake collective representation/bargaining	<input type="checkbox"/>

Find out more about the ten [Fairwork Foundation standards](#).

Total:  **07**/10

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

Summarizing learnings

Next steps

Thank you!

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