

design for  
change

**Informed design**  
for non-profits since 2004

**Never doubt that a small group  
of thoughtful, committed citizens  
can change the world; indeed,  
it's the only thing that ever has.**

– Margaret Mead

**I care about  
what I do  
and why  
I am doing it.**

**I design for change**, leveraging 30 years of experience in advertising and the non-profit sector. I create accessible, strategic communications focused on the informal economy, gender rights, education, healthcare, youth, and environmental issues. I partner with non-profits to facilitate social change through informed, impactful visual communication.

## **My design services include:**

- › editorial, publication, and graphic design for both print and digital;
- › toolkits and educational materials;
- › social media assets and websites;
- › books (print and digital);
- › custom illustration and data-driven infographics; and
- › brand identities.

# Design in action: Portfolio selections

The following projects are selections from a long-standing practice. For over two decades, **design for change** has partnered with non-profits to translate advocacy material and complex research into purposeful design. My approach is rooted in an active engagement with the subject matter, ensuring that every visual tool is as informed as the content it represents.

# Illustration / digital design >

## How waste pickers prevent marine waste pollution

- 1** We extract organic materials from unlined dumpsites, which stops toxins from seeping into groundwater and ocean environments.
- 2** We provide a low-cost waste collection service that governments can afford so that poorer communities can also access this service, which helps to prevent informal dumping.
- 3** We provide collection services that prevent open waste burning, which can pollute the ocean.
- 4** We collect materials for recycling and reuse from residents, businesses, or the street and stop them from polluting the environment.
- 5** By recycling and reusing, we prevent the need for new materials (virgin raw materials) to be made, which can destroy environments.
- 6** We provide reusable dishes to prevent the use of single-use plastics that can end up in the environment.
- 7** We meet with residents face-to-face and work with them to advocate for better waste management practices and to communicate new initiatives like single-use plastic bags, etc.
- 8** We push for new policies to encourage everyone's participation in the recycling, reuse, and reduction of waste.
- 9** We sort and process recyclable materials locally preventing contamination when shipping to other countries (where they might end up in the ocean).
- 10** We are helping ourselves by organizing and learning new skills so that we can create better waste management for non-recyclable waste.

**WIEGO**  
Women in Informal Employment:  
Globalizing and Organizing

For more information about WIEGO's Reducing Waste in Coastal Cities project, please visit [www.wiego.org/rwcc](http://www.wiego.org/rwcc)

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## Waste pickers and the environment

**WIEGO**  
(Women in Informal Employment:  
Globalizing and Organizing)

Posters and social media shareables in English, Spanish, and French, exploring the relationship between waste pickers and the environment. These assets were designed to translate global advocacy goals into accessible, community-led visual narratives.



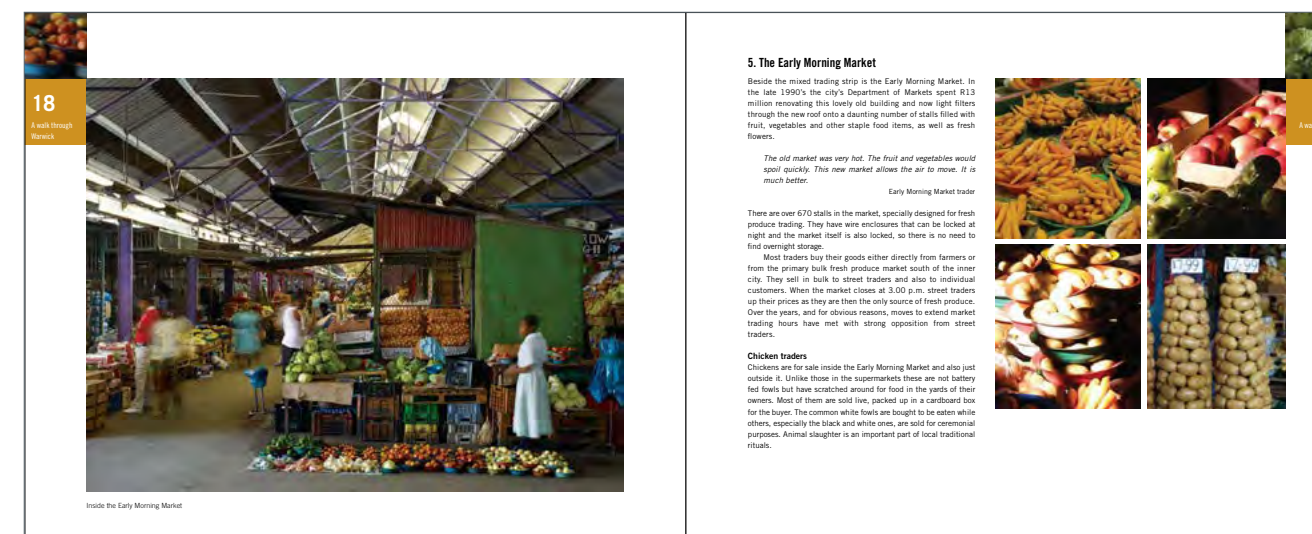
# Working in Warwick

Including street traders in urban plans

Richard Dobson and Caroline Skinner with Jillian Nicholson



Chapter 1  
A walk through Warwick



5. The Early Morning Market

Beside the street trading site is the Early Morning Market. In the late 1990s, the City Department of Markets spent R1.2 million renovating the heavily old building and now light flows through the market and a shopping complex of goods that sell fresh, vegetables and other staple food items, as well as fresh flowers.

The old market was very hot. The fruit and vegetables would sweat away. This new market allows the air to move. It is much better.

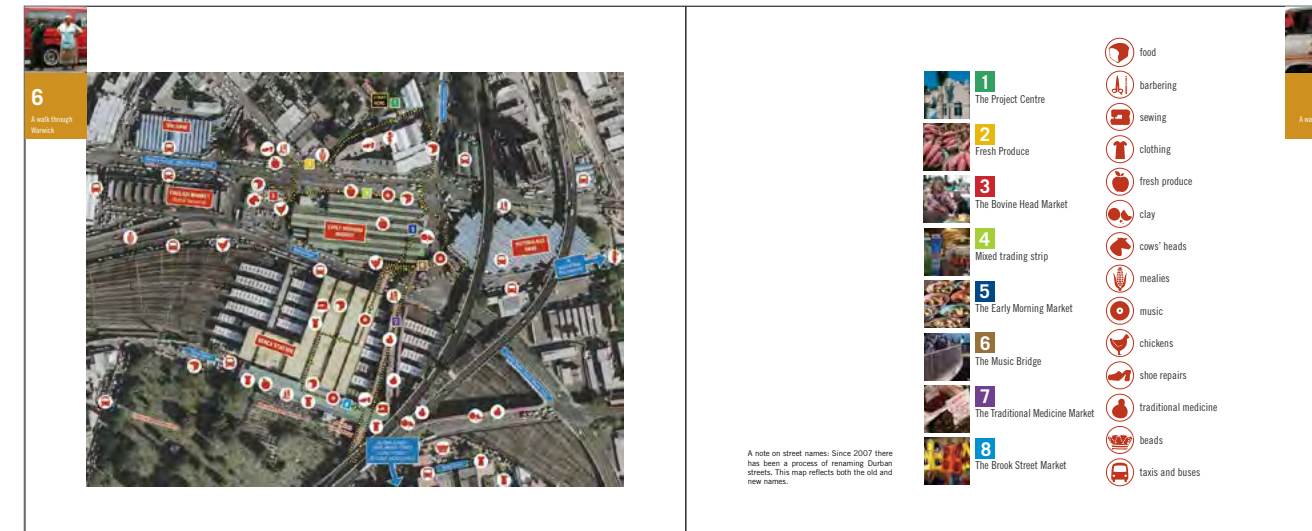
Early Morning Market stalls There are over 170 stalls in the market, specially designed for fresh produce trading. They have air circulation that can be locked at night and the market staff is also better, so there is no need for overnight storage.

Market traders have their goods either directly from farmers or from the primary fresh produce market south of the river city. They sell in bulk to street traders and also in individual quantities. When the market closes at 3:00 p.m., street traders can take home their goods and sell them in their own shops. Some 50 stalls, and 100 traders, are in the market. Some 100 stalls, and 100 traders, are in the market. Some 100 stalls, and 100 traders, are in the market.

Chicken traders Chickens are for sale inside the Early Morning Market and also just outside it. Unlike those in the supermarkets these are still healthy but have not been washed around for food in the parts of their bodies. Most of them are sold live, packed up in cardboard boxes for the buyer. The chickens are bought to be eaten when eaten, because the track and the noise, and other commercial pressures, make it an important part of local traditional food.



Chapter 3  
Different sectors, different challenges



- 1 The Project Centre
- 2 Fresh Produce
- 3 The Marine Head Market
- 4 Street Trading Site
- 5 The Early Morning Market
- 6 The Music Bridge
- 7 The Traditional Medicine Market
- 8 The Street Market

A note on street markets: Since 2007 there has been a plan of reorganising Durban's street markets. This plan includes both the old and new markets.

## Working in Warwick

AeT (Asiye eTafuleni)

This book documents the Warwick Junction Project, an internationally recognised model of inclusive planning where the eThekweni Municipality, the surrounding community, and over 5,000 informal traders collaborated to manage public space to the benefit of all.

# Interactive e-book >

## Child Care in Markets

A story of how workers in the informal economy in South Africa, Ghana and Rwanda are informing, developing and implementing child-care policy and running early-childhood-development centres in market places. These centres reduce the burden on women who both work and care for children, and those who work as carers without pay.



a WIEGO network project

July 2024



Photo: Courtesy of Aet

Mothers who are simultaneously trying to work and care for young children have to be continually vigilant in the markets. Amid the noise and bustle of stalls and streets, curious children can easily wander off and get lost.

**Introduction**

Before there were child-care centres in the central city markets of Durban's Warwick Junction, Samekisiwe, a 34-year-old mother and street vendor at the Brook Street Market, would get up long before dawn each day to get her children ready for school. She could not afford child care for her baby, so she used to leave him with a neighbour.

Like Samekisiwe and many South Africans who live on the outskirts of the city, Siyabonga, a 37-year-old trader at the Early Morning Market (EMM) in the port city of Durban, on South Africa's east coast, also has a long commute into work in the city centre. With no child-care options close to the market, his earnings were affected. Siyabonga said:

"I stay in eNtando and had to commute twice every day to take my son to creche and then proceed to the EMM for work. This meant that I had to spend more money yet open my stall for shorter hours."

Market traders and street vendors face similar challenges in Ghana and Rwanda. While there are some home-based child-care centres, vendors find few affordable, easily accessible centres near their workplaces. Sometimes children are left alone at home, or with neighbours or grandparents, or are taken by their parents to work. None of these solutions are ideal. In many cases, children are at risk of neglect or not meeting their developmental milestones due to being in unenriching environments. Mothers – for this burden falls mostly on women – are exhausted and their earnings are affected.

"When you sell food with a child who is just some months old and you breastfeed and change diapers alongside, people don't buy from you because of the unpleasant scene these things create; they see it as disgusting and so is the food!" (Ghanian street vendor)

WIEGO's Child Care in Markets project sought ways to remedy this. Across three countries in Africa – South Africa, Ghana and Rwanda – with the help of workers' organizations and partners, workers in the informal economy are now writing and influencing policies that guide child care to ensure their voices are heard and their needs addressed. They are also helping to implement these policies – collaborating with governments, municipalities, trade unions and early childhood development (ECD) specialists. Workers in the informal economy are setting up and running informal child-care centres, conveniently close to where they work.

**WHO IS A WORKER IN THE INFORMAL ECONOMY?**

Workers in the informal economy are workers who do not have access to labour or social protections through their work. In Africa, these workers dominate economic activity, making up over 80 per cent of employment.<sup>1</sup> Almost half of workers in the informal economy are self-employed own-account workers, such as market and street vendors, waste pickers and home-based workers. This means they do not have any kind of formal employment relationship through which they can access protections, and are vulnerable to poverty. This book focuses mainly on the needs of street and market vendors.

<sup>1</sup> ILO and WIEGO Policy Brief No. 1, [Quality child care services for workers in the informal economy](#).  
<sup>2</sup> ILO, 2003, [Women and Informal Employment: Making Connections](#).

2 Child Care in Markets

**CHAPTER 1 BACKGROUND**

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**CHAPTER 2 GHANA:** Developing inclusive policy to protect mothers in informal employment.

**CHAPTER 3 SOUTH AFRICA:** Piloting a pop-up child-care facility in inner-city Durban.

**CHAPTER 4 RWANDA:** Publicizing needs, implementing policy and setting up child-care centres.

**CHAPTER 5** Child-care initiatives around the world for workers in informal employment.

Photo: Jonathan Torgovnik

**The parenting conundrum**

**Constantly trying to find a way to both earn and care for children**

Across the globe, working parents find themselves relentlessly juggling the need to earn an income and care for children at the same time. It is women who feel the weight of this – worldwide figures show that, on average, women do three times more unpaid care work than men per day.<sup>1</sup> In order to nurture children, women often lose earning opportunities and forfeit careers, and women who work come home to more work: unpaid child care and domestic chores.

To mitigate inequality and tackle the child care issues that working mothers face, governments – to varying degrees – have set out policies to support women. Human rights frameworks have set out guidelines for eliminating discrimination and protecting human rights and labour standards.<sup>2</sup> Human rights conventions and covenants recognize that with access to good quality affordable child-care services, women are better able to contribute to the labour market safe in the knowledge that the needs of their children are being adequately met.

Policies on child care also guide governments in their duties to look after children. Studies show that, in their first five years, children are developing vital physical, emotional and cognitive skills faster than at any other time of their lives. They also learn communication and thinking skills, which set them up for formal schooling. Children need to be safe and stimulated and to receive support, love, attention and good food to develop optimally.<sup>3</sup> Policies and laws are there to assist parents raise healthy, happy children and ensure that their developmental needs are met.

So, although workers in the formal economy, for example, factory workers, office workers and shop attendants, often lack access to affordable child care – particularly those who do not earn high wages – many are protected by legislated paid maternity leave. This allows mothers to attend to the demands of their newborn babies without the risk of losing their income.

Some working mothers employed by large corporates are given support that extends beyond paid leave. Companies including Facebook, Apple, Procter & Gamble and Johnson & Johnson offer employees hundreds of hours of subsidized child care. Amazon provides child care on site. Google provides:

**STATISTICS**

On average, men dedicate one hour and 23 minutes per day to unpaid care work in comparison to women's four hours and 25 minutes. In other words, **women spend three times as much time on unpaid care work.** Data on 31 low- and middle-income countries show that child care is mainly provided by unpaid carers in the absence of available and affordable child care.<sup>4</sup>

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At Warwick Junction in Durban.  
Photo: Jonathan Torgovnik

6 Child Care in Markets

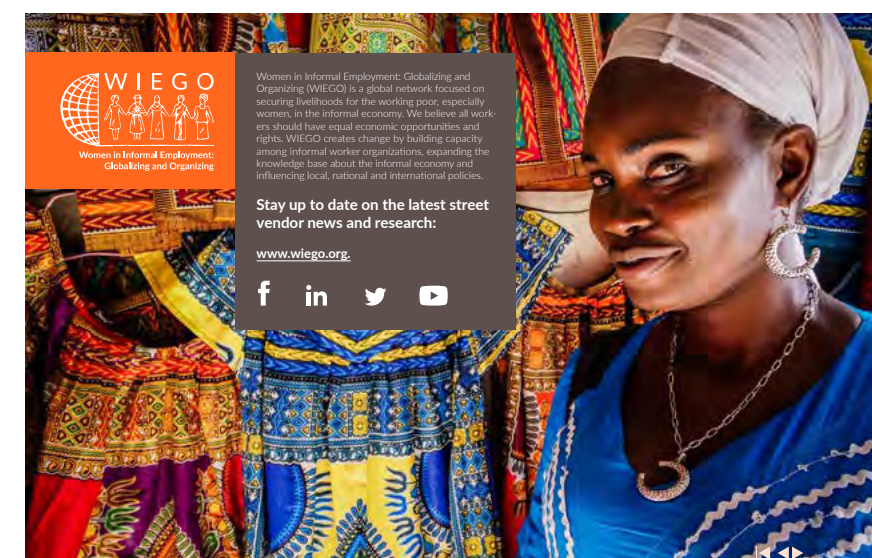
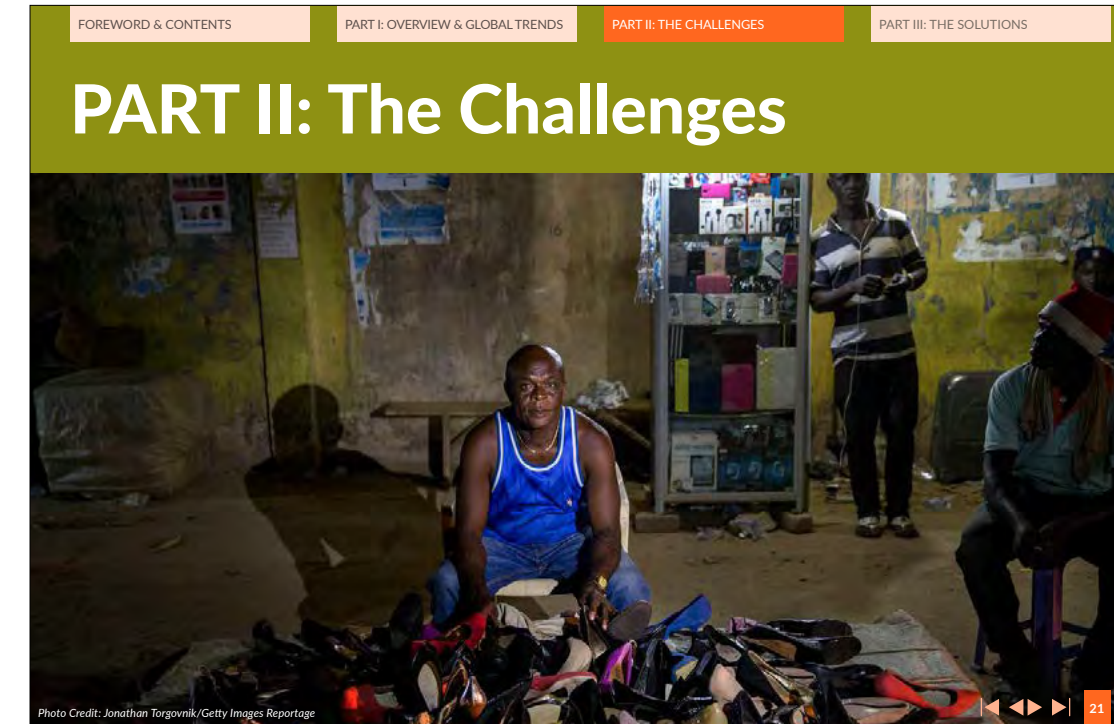
## Child Care in Markets

### WIEGO (Women in Informal Employment: Globalizing and Organizing)

This navigable e-book explores how workers in the informal economy in South Africa, Ghana, and Rwanda are informing, developing, and implementing child-care policy. The publication highlights the vital role of market-based childcare centres in reducing the unpaid care burden on women.

[View / download full resource](#)

# Interactive e-book >



## Street Vendors and Public Space

**WIEGO**  
(Women in Informal Employment: Globalizing and Organizing)

This interactive navigable e-book takes an in-depth look at the vital role street vendors play in urban environments. The publication was designed with a news-story aesthetic to lend a sense of urgency and grounded reporting to the research, helping to transform research and data into a clear, navigable resource for policymakers.

# Interactive e-book >



## Busting Myths and Exploring Fairer Ways to Finance Social Protection for Workers in Informal Employment

Florian Juergens-Grant



October 2025

**Narratives about informal work are undermining universal social protection**



### 3. Framing inclusiveness of social insurance as a sustainable financing strategy

- 1. Narratives about informal work are undermining universal social protection
- 2. Financing social protection by piling taxes on the working poor or creatively clawing contributions from the more powerful
- 3. Framing inclusiveness of social insurance as a sustainable financing strategy
- 4. Towards a fairer and more inclusive social protection paradigm for workers in informal employment

### Framing inclusiveness of social insurance as a sustainable financing strategy



19 > Busting Myths and Exploring Fairer Ways to Finance Social Protection

Tax-financed social protection, which as discussed has become an increasingly important part of the social protection puzzle, enables a basic social protection floor where there are no contributory schemes or where benefits are inadequate. But there are limits to what social protection primarily financed through general taxes can provide for workers, including those in informal employment. Benefits of tax-financed schemes tend to be lower than those of contributory schemes and focused on children, older people and others outside the labour market. For many governments, the natural place for working people and work-related benefits is within the contributory social insurance system. Much of the efforts to ensure the inclusion of workers in informal employment into social protection systems accordingly focuses on contributory schemes. So, while we should certainly explore innovative ways to increase tax revenues in a progressive manner – to finance not just social protection but social services and sustainable development more generally – we cannot afford to lose focus on the fundraising potential of social insurance contributions. Similarly, the ideas presented in earlier chapters on “clawing” contributions from capital for social insurance should not distract us from the less exciting but enduring reality that much of social protection is financed by workers and employers through ordinary social insurance

contributions. One data point in favour of continuing to take contributory social insurance seriously is that, even though the largest share of workers in informal employment globally are own-account workers (47%), the second-largest group are employees (25%) (ILO 2023), which at least theoretically opens space for employer contributions. This justifies taking another look at social insurance contributions themselves, their trends, their relationship with formal and informal labour markets, and how governments attempt to balance the objectives of raising the funds needed to sustainably finance schemes while making sure that contributions are affordable.

“While we should certainly explore innovative ways to increase tax revenues in a progressive manner – to finance not just social protection but social services and sustainable development more generally – we cannot afford to lose focus on the fundraising potential of social insurance contributions.”

- 1. Narratives about informal work are undermining universal social protection
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private insurance. This idea is problematic in several respects because it relies on questionable assumptions: that social policy is a lead driver of informality (as opposed to other factors such as lack of formal work) and that workers have a choice as to their employment status. Most workers in informal employment in fact have little choice as to their position within the labour market. Moreover, the dismantling of contributory social insurance systems weakens a fundamental element of a social protection system. Social insurance (funded by employer, state and worker contributions) opens greater fiscal space for social assistance programmes that rely on general taxation, and may even cross-subsidise such programmes, thereby playing an important redistributive role. Finally, undermining much of the reluctance to invest in social protection adequately – for workers in informal employment, but also more generally – is the belief that social expenditure is an economically unproductive expenditure. The power of this idea means that governments and international financial institutions are unlikely to put up the financing required to achieve social protection for all, including workers in informal employment. It also means that social protection spending is vulnerable to budget cuts during economic crises – when social protection is needed the most. These narratives have a direct influence on the way social protection for workers in informal employment is financed and how policies and programmes are designed. Anyone who has engaged in debates – in particular with international financial institutions and their counterparts in ministries of finance – on the need to expand social protection to workers in informal employment and, critically, where to find the money for this, has been told one or more versions of these narratives.

Exploring a fairer and more inclusive social protection paradigm for the world's workers in informal employment, May 2023. Blog for socialprotection.org. Social media video produced by socialprotection.org.

Challenges and strategies to increase social protection financing for workers in informal employment, 2023. Cyrus Afshar. WIEGO Social Protection Briefing Note No. 7. Available in French and Spanish.

Challenging Global Social Protection Orthodoxy, Episode 26. WIEGO's Informal Economy Podcast: Social Protection.

Challenging Global Social Protection Orthodoxy – part 2, Episode 32. WIEGO's Informal Economy Podcast: Social Protection.



Market trader Veronica Buike sells cosmetics and skin and hair products from her stall at Keane Market in Accra, Ghana. Credit: Jonathan Torgovnik/Getty Images Reportage

“Most workers in informal employment in fact have little choice as to their position within the labour market. Moreover, the dismantling of contributory social insurance systems weakens a fundamental element of a social protection system.”

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# Busting Myths and Exploring Fairer Ways to Finance Social Protection for Workers in Informal Employment

WIEGO  
(Women in Informal Employment: Globalizing and Organizing)

Drawing on WIEGO’s extensive research and partnerships, this navigable e-book challenges dominant narratives surrounding social protection financing, making a compelling case for policy shifts that better protect informal workers.

## COVID-19 GUIDELINES FOR INFORMAL TRADERS (in streets, markets and cuca shops)

### COVID-19 is highly infectious.

It spreads through contact with people who have the virus – even those who do not show symptoms. COVID-19 is spread mainly via respiratory droplets. When someone coughs, sneezes or speaks, they spray small droplets from their nose or mouth.

The virus spreads in spaces with lots of people and little movement of air. The particles disperse quickly if you are outside, particularly if there is a breeze, making contracting the virus less likely.

COVID-19 can also spread from touching contaminated surfaces and then touching your eyes, mouth or nose. The virus sticks to surfaces and can survive for hours, and even days, on banknotes, coins, clothes and other things.

Elderly people (over the age of 60); people with diabetes, high blood pressure, heart disease, HIV/AIDS or cancer; and pregnant women are particularly at risk if they catch COVID-19.

If you are elderly, pregnant or have any of these conditions, or live with someone who does, you should take extra precautions.

If you show these symptoms, you may have COVID-19, which means it is not safe for you to be at work and you can make others sick.



Most people infected with COVID-19 are able to recover at home. If you have a cough, fever, a sore throat and difficulty breathing, seek medical attention.

The World Health Organization provides regularly updated advice for the public at [who.int/emergencies/diseases/](https://www.who.int/emergencies/diseases/)

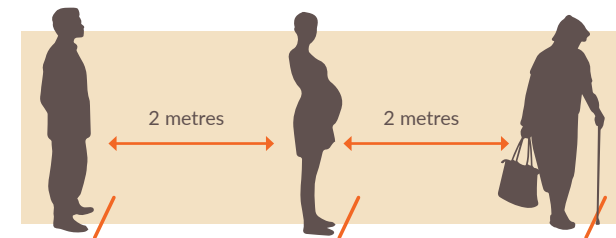
### IF SAFETY GUIDELINES ARE FOLLOWED, INFORMAL TRADERS CAN TRADE AS SAFELY AS FORMAL TRADERS:

- 1 Wear a cloth mask that covers your mouth and nose. Avoid touching the mask.** Wash and iron after use every day. Have a few masks so that you have a clean one to wear every day. Insist that customers wear masks too. Consider wearing a visor to protect your eyes.
- 2 Avoid touching your face – especially your eyes, mouth and nose. When you cough or sneeze, cover your face with the inside of your elbow.**
- 3 Avoid touching people. Do not greet people by touching them.** Keep two metres away from people. Where this is impossible, then at least keep at arm's length.
- 4 Wash your hands with soap and water often:**
  - Wash your hands for at least 20 seconds. Clean all parts of your hands and fists, washing between fingers and fingertips and halfway up your forearms.
  - Wash your hands before you start your workday, throughout the day, and especially before eating.
  - Wash your hands after coughing or sneezing.
  - Wash your hands after any exchanges with customers (of products and cash).
  - Wash your hands as soon as you get home.

**5 Street and market traders need to trade two metres apart,** so local governments need to be flexible with trader layouts and locations.

**6 Customers should keep two metres distance from each other, by queueing alongside trader/market stalls or outside cuca shops.**

Drawing lines on the ground is a simple way to show how people should queue and how far they should stay from you and your stall/shop.



**7 Give priority to high-risk customers** (such as pensioners, people with disabilities and pregnant women) by giving them preference in queues.

**8 Ask customers not to touch products.**



If you or your family develop symptoms please call the toll free number 0800 100 100.

**9 Clean all frequently touched surfaces with sanitiser or disinfectant.** This includes your cell phone and also door handles and railings.

**Street and market traders:** Clean your tables and non-food products with disinfectant. **House shop owners and employees:** Wipe down surfaces such as countertops, tills and handles with disinfectant. **Spray customers' hands with sanitiser.**

**10 Avoid handling cash:** Encourage customers to deposit cash in an envelope, box or jar. COVID-19 droplets can be on coins and banknotes. Consider keeping today's money separate from yesterday's. Wash your hands or use sanitiser between customers. Use digital payment methods such as PayPulse, PayToday, eWallet or Blue Wallet where possible. If you have card payment facilities, clean these with bleach solution before and after each use.

**11 Re-used plastic bags can carry the virus.** If customers use their own bags, avoid touching them. If you provide plastic bags, avoid re-used ones.

**How to make your own disinfectant:** If you do not have sanitiser, 6 teaspoons of bleach in 1 litre of water is an effective disinfectant for surfaces.



**How to build a wash station:** If you do not have running water on site for you and your customers, consider building a wash station. See instructions at [dw-namibia.org/publications/](https://www.dw-namibia.org/publications/)



### KNOW YOUR RIGHTS:

Even under lockdown, all government officials must respect the right to just administrative action when issuing or revoking licences, adjusting trading fees, allocating trading space, confiscating goods, and evicting or moving traders.

Any action taken by a municipal or law enforcement official is an administrative action and it must be "just", according to the law. This right is protected in Article 18 of the Namibian constitution.

#### TO BE "JUST", THESE ACTIONS MUST:

- **BE LAWFUL.** Officials must act within the confines of the law; be authorized to take action and not abuse or exceed their authority.
- **BE REASONABLE.** Actions/decisions taken must be rational and linked to the purpose.
- **BE PROCEDURALLY FAIR.** They must include the right to a hearing, meaningful consultation with affected traders, and the decision-making must be unbiased.

**NOTE:** If an official confiscates your goods, they must give you a receipt. This receipt must include the details of what the goods are, the addresses where they will be stored and how long they will be kept.

#### TO PROTECT YOURSELF, MAKE SURE THAT YOU:

- Follow the health guidelines.
- Always keep a copy of your permit and your documents on you.
- Keep up to date with the permit requirements. These may change during different lockdown stages.

WIEGO has a booklet with information on using administrative law to protect the rights of informal workers including traders.



### INFORMAL TRADERS NEED GOVERNMENTS TO:

#### DO NO HARM:

- Police and other enforcement officials must stop harassing traders.
- Prohibit confiscation of traders' goods during lockdown.

#### FACILITATE SAFE TRADING:

- Provide unlimited water points so that traders can wash their hands, workplaces and products frequently.
- Provide sanitisers and/or bleach as a matter of urgency.
- Be flexible about trading layouts so that street and market traders can practise physical distancing. Some local authorities have allocated streets for trading.
- Provide health screening at trading sites.

#### SIMPLIFY LICENSING AND SUSPEND FEES:

- Make the issuing of permits simple and fair.
- Suspend trading fees while traders re-establish themselves.

#### PROVIDE INCOME SUPPORT AND GRANTS:

- Informal workers have been particularly hard hit by measures to prevent the spread of COVID-19 and need direct income support.

- Traders have used their last savings over lockdown and need cash grants to start trading again.

#### HAVE REGULAR MEETINGS WITH TRADERS AND LOCAL GOVERNMENT OFFICIALS:

- Traders need to be involved in planning and policy decisions that affect them. As StreetNet International says, 'nothing for us without us'.

These guidelines were developed by WIEGO in close consultation with experts in public health (Professors Rajen Naidoo and Leslie London) and the informal economy/food systems. They are informed by South African realities and may need to be adjusted based on your local conditions. October 2020.



### COVID-19 HEALTH GUIDELINES FOR INFORMAL TRADERS (in streets, markets and home shops)

COVID-19 is highly infectious. It spreads through contact with people who already have the virus – even those who do not show symptoms – or from touching contaminated surfaces and then touching your eyes, mouth or nose. COVID-19 sticks to surfaces – cardboard, plastic, wood, metal and money. It can survive for up to five days.



If you show the following symptoms, you may have COVID-19, which means it is not safe for you to be at work and you can make others sick.

#### STAY AT HOME:

Doctors advise staying at home, if you can. This is why direct income support from national government to all informal workers is critical. Elderly people are particularly at risk if they contract the virus. If you are elderly or live with elderly people those over 60, you should stay at home. If you are unwell with an existing condition, or older than 60, you should ask someone else to run your business for you during the COVID-19 epidemic.

### COVID-19 HEALTH GUIDELINES FOR INFORMAL TRADERS IF YOU ARE AT WORK AS AN ESSENTIAL SERVICE PROVIDER:

If safety guidelines are followed, informal traders can trade as safely as supermarkets.

- 1 Wash your hands with soap and water often:**
  - Wash your hands for at least 20 seconds. Clean all parts of your hands and fists, washing between fingers and fingertips and halfway up your forearms.
  - Wash your hands before you start your workday, throughout the day, and especially before eating.
  - Wash your hands after coughing or sneezing.
  - Wash your hands after touching any object that others regularly touch.
  - Wash your hands as soon as you get home.
- 2 Avoid touching your face – especially your eyes, mouth and nose. When you cough or sneeze, cover your face with the inside of your elbow.**
- 3 Wear a cloth mask that covers your mouth and nose. Avoid touching the mask. Wash and iron after use. Have a few masks so that you always have a clean one to wear. Encourage customers to wear masks too.**
- 4 Avoid touching people. Do not greet people by touching them. Keep two metres away from people. Where this is impossible, then at least keep at arm's length.**

### COVID-19 HEALTH GUIDELINES FOR INFORMAL TRADERS

If safety guidelines are followed, informal traders can trade as safely as supermarkets.

- 5 Street and market traders need to trade two metres apart,** so local governments need to be flexible with trader layouts and locations.
- 6 Customers should keep two metres distance from each other, by queueing alongside trader/market stalls or outside cuca shops.** Drawing lines on the ground is a simple way to show how people should queue and how far they should stay from you and your stall/shop.
- 7 Give priority to high-risk customers** (such as pensioners, people with disabilities and pregnant women) by giving them preference in queues.
- 8 Ask customers not to touch products (as far as possible).**

### COVID-19 HEALTH GUIDELINES FOR INFORMAL TRADERS

- 9 Clean all frequently touched surfaces,** including your cell phone, and also door handles and railings.
- 10 Street and market traders:** Clean your tables and products with disinfectant. **House shop owners and employees:** Wipe down surfaces such as countertops, tills and handles with disinfectant. Provide sanitiser for customers entering and leaving if possible.
- 11 Avoid handling cash:** Encourage customers to deposit cash in a box or jar. Coins can be dropped into a soapy/bleach solution first. Use sanitiser between customers. Use digital payment methods where possible. Consider signing up for Snapscan. If you have card payment facilities, like Yoco, iKhokha, FLASH and bank card machines, clean these with bleach solution before and after each use.
- 12 Recycled plastic bags can carry the virus.** If customers use their own bags, avoid touching them. If you provide plastic bags, avoid recycled ones.

If safety guidelines are followed, informal traders can trade as safely as supermarkets.

## COVID-19 Guidelines for informal traders

WIEGO  
(Women in Informal Employment: Globalizing and Organizing)

These posters and social media shareables provided informal workers with essential health and human rights information to help them trade safely during the pandemic. Designed for global application, the resources were translated into seven languages and disseminated internationally, to help make critical safety protocols accessible to informal worker organisations worldwide.



Januari 2021

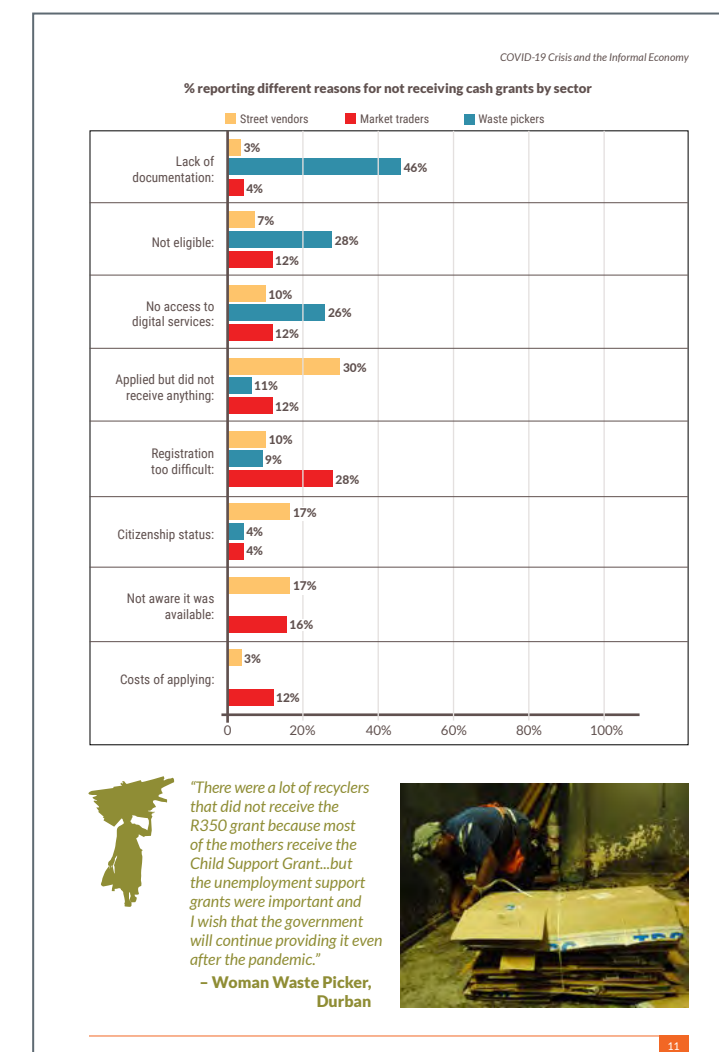
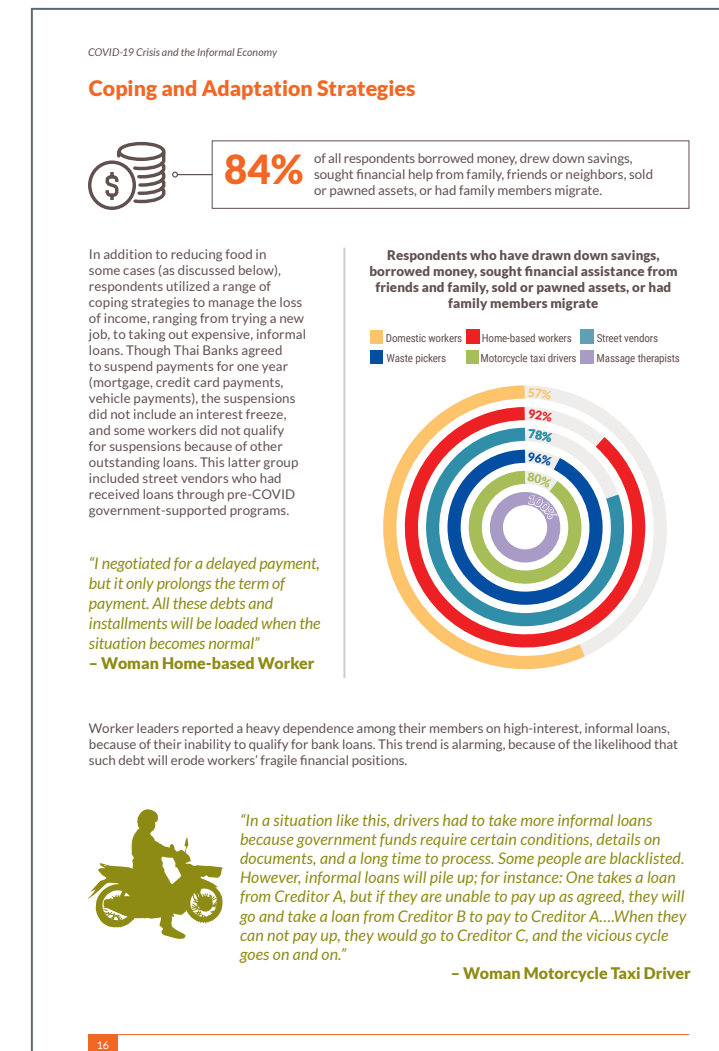
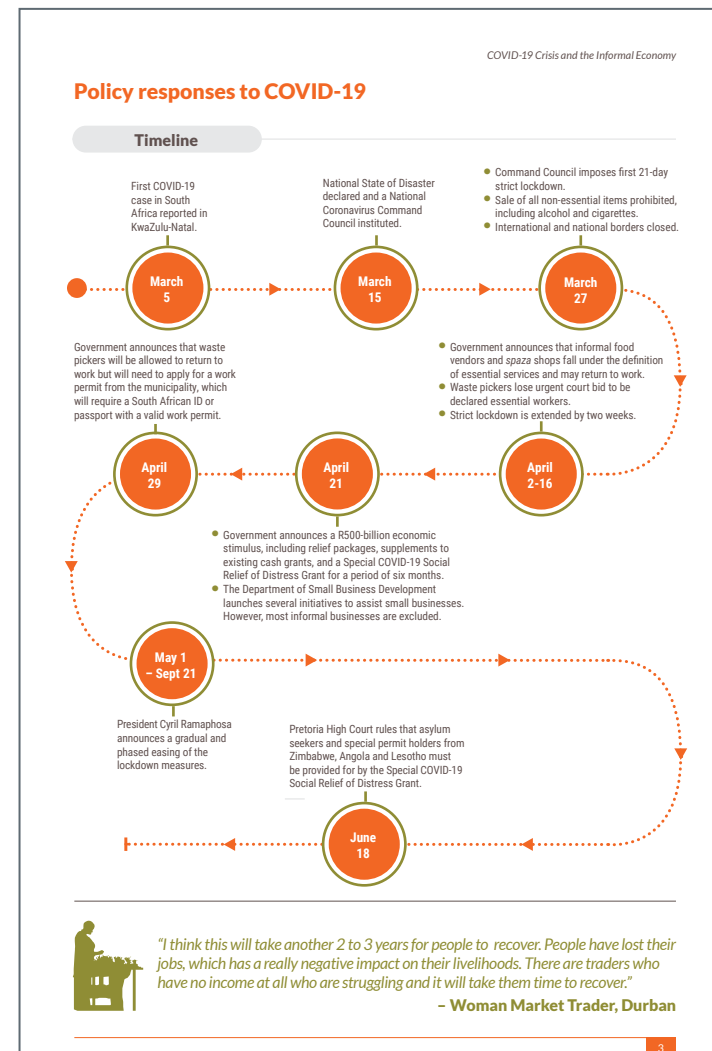
## Athari za janga la CORONA katika Sekta isiyo rasmi: Wafanyakazi wa Sekta Isiyo Rasmi Dar es Salaam, Tanzania



Ashura Abdallah ni mfanyakazi wa majumbani mwenye umri wa miaka 40 ambaye anategemewa na watoto. Picha na: Fanuel Halelwa.

### Matokeo muhimu

- 1 Kabla ya janga hilo kuikumba Tanzania, wafanyakazi wa majumbani walikuwa wakifanya kazi, kwa wastani, wa siku 6.1 kwa wiki.
- 2 Kwa sababu ya kutokuwepo kwa zuiu rasmi au la pamoja, 84% ya wafanyakazi wa majumbani Dar es Salaam waliweza kuendelea kufanya kazi mnamo mwezi Aprili.
- 3 Kati ya wale waliopoteza kazi zao kutokana na janga hilo, ni 11% tu ndio walilipwa na waajiri wao kwa kipindi ambacho hawakufanya kazi.
- 4 Hata kwa wafanyakazi wote wa majumbani wanaoishi na waajiri wao, 27% waliripoti kufanya kazi masaa mengi kuliko hapo awali.
- 5 12% ya wafanyakazi wa majumbani waliripoti viza vya njaa katika kaya zao (zinazoathiri watoto au watu wazima), lakini kiwango hiki kinaongezeka hadi 47% kati ya wafanyakazi walioacha kufanya kazi mnamo Aprili.
- 6 Ili kukabiliana na athari za janga hilo, asilimia 54 ya wafanyakazi wa majumbani walitumia mikakati mbalimbali kama vile kukopa pesa, kutumia akiba au kutafuta msaada kutoka kwa familia, marafiki au majirani.



## Covid-19 Impact Studies

### WIEGO

(Women in Informal Employment: Globalizing and Organizing)

Design and layout of factsheets in several languages for the WIEGO-led 12-city longitudinal study that assessed the longer-term impact of the COVID-19 crisis on specific groups of informal workers and their households.

# Interactive reports / case studies >

1 Executive summary 2 Introduction 3 Tool development lessons 4 Data lessons 5 Tool testing/use lessons 6 Uptake & expansion 7 Conclusions & recommendations

## Decision-Support Tools for Urban Governance

**FUTURE CITIES**

**UK Government**

Lessons from the Future Cities South Africa Programme < << >> >

1 Executive Summary 2 Introduction 3 Anchoring GESI 4 Leveraging expertise 5 The Methodology 6 The Cities 7 Institutionalization 8 Conclusion 9 Lessons summarized

## Embedding Gender Equality and Social Inclusion in Urban Development

**FUTURE CITIES**

**UK Government**

Lessons from the Future Cities South Africa Programme < << >> >

## Use Case Approach to the City's Data Strategy

### What is the City of Cape Town Data Strategy?

The Data Strategy supports the City's efforts to build a culture of evidence-based decision making, by maturing its systems, tools, processes and capabilities to use and manage data for the public good. It recognises that:

- Data is a shared asset
- Data is a collection of public assets that should be managed and used to maximise public benefit
- Data should be multi-use, across departments, spheres of government and with the public
- Data should be transformed into meaningful and relevant information, to effectively support strategic and operational decision-making and performance

**CITY OF CAPE TOWN**  
SIBIKO SANSEKAYA  
STAD KAAPSTAD

**FUTURE CITIES**

**UK Government**

## Supporting Cities through the Pandemic

COVID-19 lessons learnt from the Future Cities South Africa Programme

**FUTURE CITIES**

**UK Government**

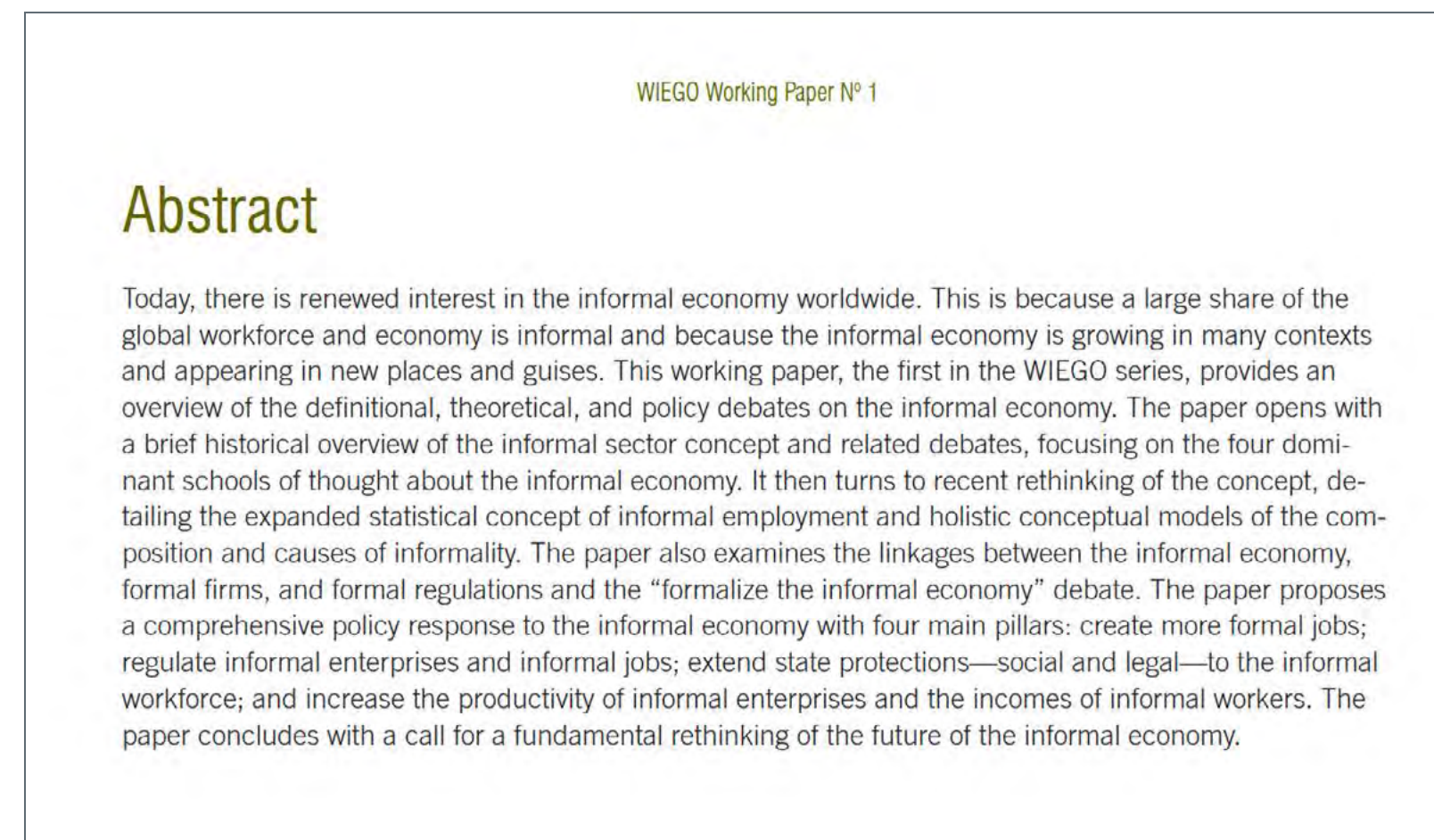
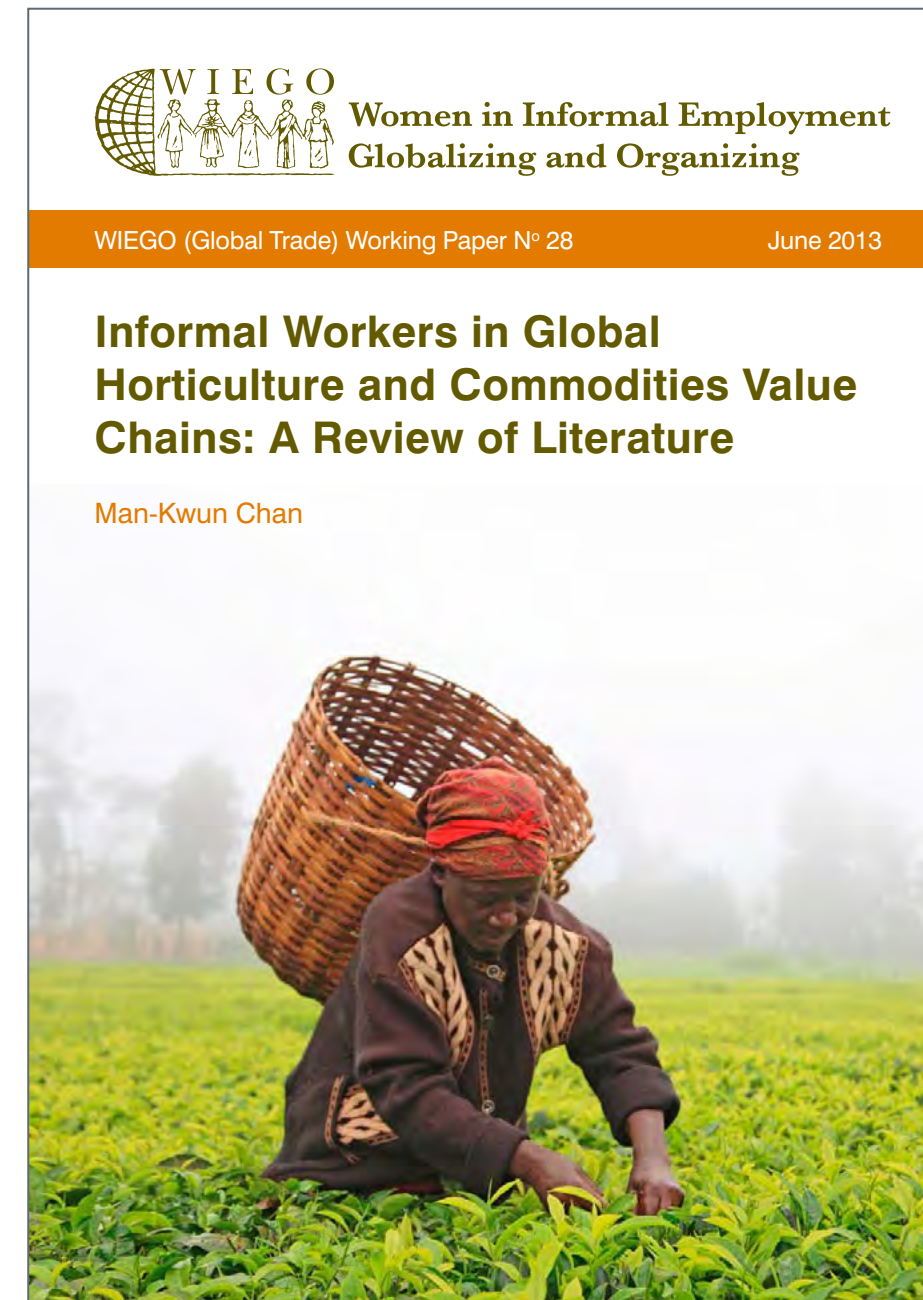
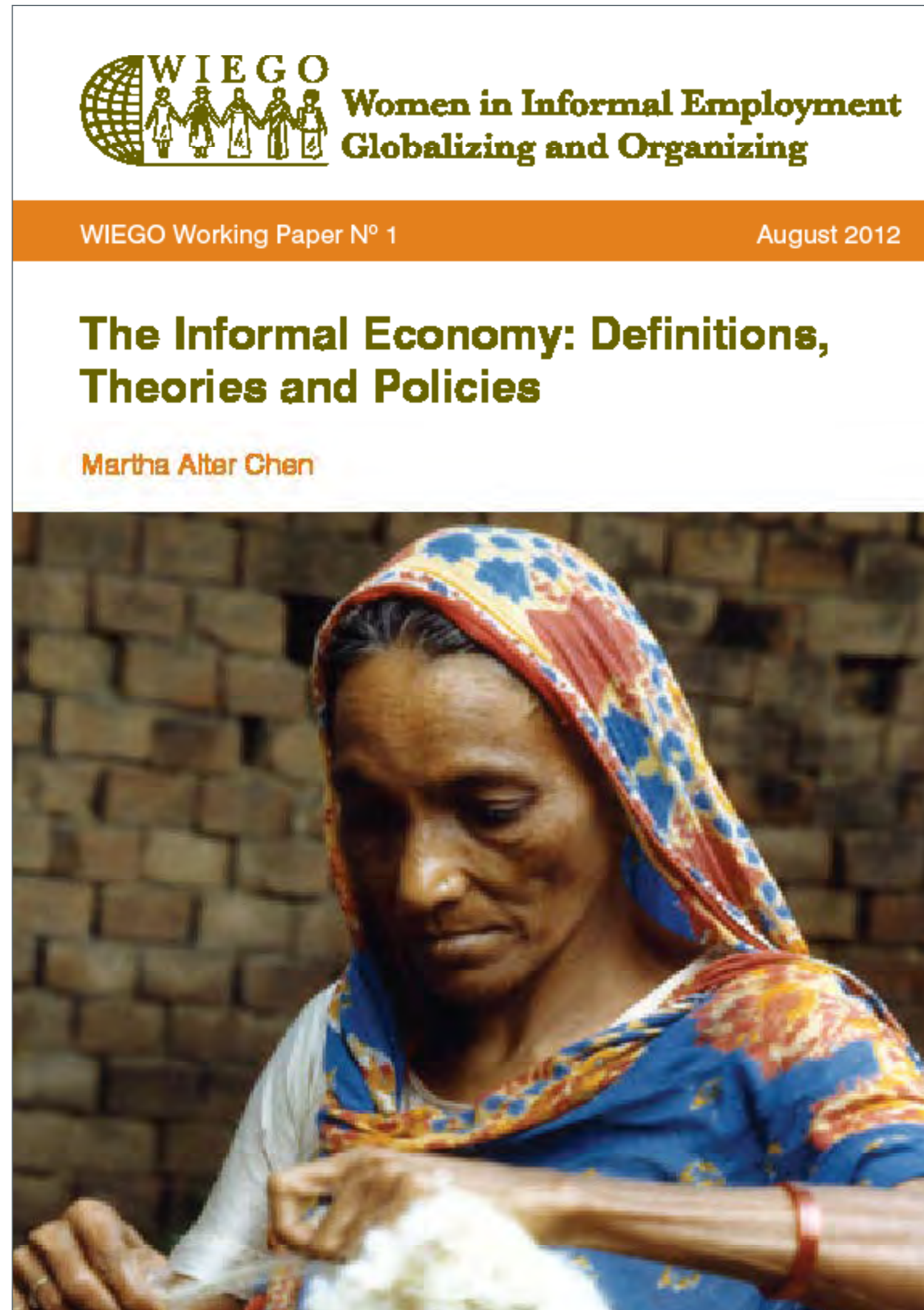
## Digital Reports

FCSA (Future Cities South Africa)

Design of Interactive reports for the UK government's Future South Africa Programme, focused on the three cities of eThekweni, Cape Town, and Johannesburg, over a three year period.

[View / download these resources](#)

# Templates / academic reports >



## WIEGO Publication Series

### Working Papers

(Women in Informal Employment: Globalizing and Organizing)

Master template design and layout for WIEGO's core publication series. The system was developed to provide a unified, professional identity across diverse research outputs, including:

- > Working Papers
- > Policy Briefs
- > Technical Briefs
- > Statistical Briefs
- > Legal Briefs
- > Organising Briefs



### Defining and Categorizing Organizations of Informal Workers in Developing and Developed Countries

Françoise Carré<sup>1</sup>

This paper aims to capture the full range of organizational forms for voice and representation of informal workers, from formal union structures, to associations, to cooperatives and with goals ranging from collective bargaining to mutual aid/self help, and collective economic action. For researchers and activists concerned about informal workers, the paper provides a framework for tackling case study research. It clarifies the dimensions most useful for sorting among the vast variety of organizations that seek to address the representation needs and policy concerns of informal worker concerns in developing and developed countries.

Ultimately, this paper will enable activists and researchers engaged with informal worker movements to identify

and assess levers and constraints for organizing approaches in situations where informal workers are not organized. It will help them become aware of the full range of modes of organizing in order to build the movement of informal workers' organizations, to assess which organizations are membership-based organizations (MBOs) of informal workers, and to decide which organizations to collaborate with. In addition, the paper analyzes the forms of organizing that have been used effectively with different categories of informal workers and the different objectives of organizing: negotiating and collective bargaining; providing development services or interventions; policy advocacy; and mobilizing around issues. Finally, the paper discusses the forms and strategies of organizing that have the best or greatest impact on policy advocacy and improving the economic situation of informal workers, keeping in mind that success ranges from achieving economic and political gains and sustainability to less tangible dimensions like visibility and recognition.

<sup>1</sup> Françoise Carré is Research Director at the Center for Social Policy, J.W. McCormack Graduate School of Policy and Global Studies, University of Massachusetts Boston, and Research Coordinator for WIEGO. She can be contacted at [Francoise.Carre@umb.edu](mailto:Francoise.Carre@umb.edu).



Waste pickers with the KKKPK union of Pune, India salvage valuable recyclables from waste.



### Statistics on Waste Pickers in Brazil<sup>1</sup>

Sonia M. Dias<sup>2</sup>

In the current economic downturn, the job of waste picker has taken on new importance as an employment opportunity for those with limited education and skills. Moreover, waste picking is increasingly recognized as making a valuable contribution to global environmental efforts and the development of cities.

Brazil has been at the forefront of efforts to organize waste pickers and to improve their situation and livelihood. Research and activism by NGOs and worker cooperatives on behalf of waste pickers has been ongoing in Brazil for many years. This work led to the official recognition of waste picking in the Brazilian Classification of Occupations (CBO). The definition of the category was developed in a seminar with representatives of municipal environmental groups, waste picker cooperatives and national statistical authorities. Together they identified all of the activities carried out by waste pickers. Since its adoption in 2002, the waste picker category has been used in all relevant data collection efforts in the country.<sup>3</sup> This includes both the National Research by Household Sample (PNAD<sup>4</sup>), which is the main source of social and economic data in the country, and the Annual Listing of Social Information (RAIS<sup>5</sup>), which provides data on commercial establishments, including those that employ waste pickers. In addition the national statistical agency in Brazil has made statistics available by means of CD-ROM and the Internet. All of these initiatives provide unique information on waste pickers.



Brazil has been at the forefront of efforts to organize waste pickers and to improve their situation and livelihood.

<sup>1</sup> Based on Crivellari, Dias and Souza Pena (2008).  
<sup>2</sup> Sonia M. Dias is WIEGO's Waste Picker Sector Specialist.  
<sup>3</sup> In the 2002 Brazilian Classification of Occupations (CBO), waste pickers – category 5192 – are defined as those who pick, select and sell recyclable material such as paper, cardboard, glass, rags and non-ferrous and other reusable materials, whether working on their own or organized in associations or cooperatives as employees. This contrasts to the category in the International Standard Classification of Occupations (ISCO), which includes not only the collection of recyclables but also other types of solid household waste. In Brazil, household waste collection is done by formal solid waste systems, not by informal refuse collectors.  
<sup>4</sup> PNAD is carried out by the Brazilian Institute of Geography and Statistics (IBGE) annually between the Censuses. It provides information on work, population, education, income, etc. Because it is household based, it permits identification of persons who work informally, including waste pickers.  
<sup>5</sup> RAIS is a national administrative registry of the Ministry of Labour and Employment updated annually. Employers are obliged to declare the occupational status of each employee in continued employment. With the inclusion of waste picking as a category in the Brazilian Classification of Occupations, waste pickers formally employed by commercial establishments are now identified in RAIS.



### Supporting Women Home-Based Workers: The Approach of the Self-Employed Women's Association in India

Shalini Sinha<sup>1</sup>

The Self-Employed Women's Association (SEWA) in India has been organizing home-based workers since its inception in the 1970s. It has developed, over the years, a multipronged and multi-layered strategy to holistically address the needs of home-based workers, who comprise nearly 30 per cent of SEWA's members in Ahmedabad. This brief presents an overview of SEWA's interventions for the urban home-based workers, with a focus on Ahmedabad, the city in which SEWA was started and where it has been particularly active.

#### Introduction to SEWA

SEWA is a national labour union that organizes women workers in the informal economy in India. Registered as a trade union, SEWA offers from traditional trade unions a number of ways. First, unlike those that organize



SEWA is a national labour union that organizes women workers in the informal economy in India. Although it brings together workers from many different occupations, it's focus tends to be on those who work in non-factory settings, e.g. in their own homes as home-based workers, in others' homes as domestic workers, in fields as agricultural labourers, or in public places as street vendors.



SEWA Strategies to Address Needs of Home-Based Workers

This table provides an overview of SEWA strategies that help to address diverse needs of home-based workers who are SEWA members in Ahmedabad city. The information lists the broad areas of intervention, objective of the strategy, and the methods used to achieve those objectives. As mentioned in the introduction of this paper, SEWA has provided various organizations, affiliated to SEWA and owned and managed by the women members, that offer specialized services for members. The implementing Partner column lists the name of the implementing organization with SEWA, or whom the primary responsibility for achieving the stated objective rests.

Issues were raised pertaining to a delay in the payment of scholarships to thousands of children of bed workers, as well as non-issuance of identity cards and inconsistency in bed worker wages. After the mass meeting, SEWA did a rigorous follow-up, collected the data of all those who had not received the scholarships, and gave this data to the Labour Welfare Department. This resulted in the disbursement of bedworker scholarships to more than 1,000 children, deposited in their respective bank accounts; the process is ongoing.

SEWA also advocates for the formation of other welfare boards, and inclusion of its members. SEWA was instrumental in pushing for the creation in 2007 of the Urban Informal Economy Workers Welfare Board in Gujarat, and ensured that home-based workers such as the scarves and shawls, ready-made garment stitchers and kite-makers were included. SEWA also worked with the State's labour department to ensure workers have their own bank cards and its benefits, and that they were issued identity cards. Also, SEWA has been advocating that the Board go beyond the usual benefits, such as scholarships and medical benefits, to also include skill training and provision of equipment.

SEWA facilitates linkages of its members to the schemes by providing them information about the law

**SEWA Trade Facilitation Centre**  
 SEWA's Trade Facilitation Centre (TFC) is a major initiative focused on production and marketing of craft products. Registered under Sec. 25 of the Indian Companies Act, the company is owned by the home-based worker artisans themselves. It plays a facilitation role by providing an array of business development inputs to its member-producers. These range from market readiness, market linkages, market intelligence, product development, quality standardization, research and development, information systems, access to capital, and inclusion of its members. SEWA is instrumental in pushing for the creation in 2007 of the Urban Informal Economy Workers Welfare Board in Gujarat, and ensured that home-based workers such as the scarves and shawls, ready-made garment stitchers and kite-makers were included. SEWA also worked with the State's labour department to ensure workers have their own bank cards and its benefits, and that they were issued identity cards. Also, SEWA has been advocating that the Board go beyond the usual benefits, such as scholarships and medical benefits, to also include skill training and provision of equipment.

**Gujarat State Women's SEWA Cooperative Federation**  
 Gujarat State Women's SEWA Cooperative Federation brings together a great many poor women's cooperatives. The Federation believes women workers can take a firm hold in the marketplace – thus securing their livelihoods and increasing income – by building their own collective businesses. In order to make its members competitive and compatible with market demands, the Federation provides need-based training, guidance, marketing and design services. It also promotes SEWA Kalandri, a retail marketing outlet for the products generated by women artisans organized under cooperatives. Kalandri is a concept of collective marketing to mainstream the products of these cooperatives, directing linking customers to the artisans' products and streamlining the middlemen. The Federation also has an export license, which



Social security is a crucial need for all home-based workers, health care, maternal benefits and childcare are of particular importance.

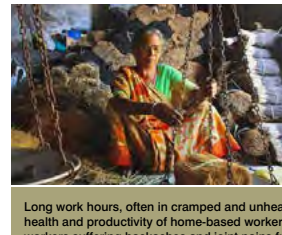
#### Introducing Social Protection

Social security is a crucial need for all home-based workers. Because a large proportion of these workers are women, family-oriented needs such as health care, maternal benefits and childcare are of particular importance. Typically, home-based workers have little to no legal and social protection or workers' benefits. The geographically dispersed nature of the workplace poses real challenges. Another major obstacle to introducing contributory social insurance schemes is the difficulty in identifying the home-based worker's employer.

**Microinsurance**  
 SEWA's insurance program, ViroSEWA, was established in 1992 to protect women and their families from catastrophic expenditures. Close to 100,000 women and children are insured by ViroSEWA. The woman policy is the primary insured, and she has the option of insuring her family for an additional premium. The current insurance package is an integrated product, with the (natural and accidental) asset and medical coverage implemented in partnership with insurance companies, the product has evolved over time to consistently meet the needs of women in the informal sector. As in all social security services, the approach to implementation has been key: SEWA has learned that decentralized services close to women and managed by local organizations are most effective.

**Welfare Boards**  
 One of the models developed in India for providing social protection to workers in the informal economy are Welfare Boards on which representatives of workers, employers and government sit. The advantages of the boards are that they involve all interested parties in the implementation and enforcement of welfare boards. Also, they help weak workers

sometimes with the mediation of the labour department. Tripartite agreements are formed between the workers, the union and the employer, and in the long run, have effectively changed the balance of power in the bargaining relationship between the worker and the employer-tractor. These agreements refer to work rates, monitoring compliance and resolving conflicts. Often long-term relationships are formed with the employer groups, and these become forums for multiple requests and grievances for both the workers and the employer. This is a distinct and important contribution of SEWA that has developed due to the invisible,



Long work hours, often in cramped and unhealthy postures with poor lighting and unhygienic work conditions, have an adverse reaction on the health and productivity of home-based workers, making poor health an occupational health issue. Examples of this include Agarbatti and Bidi workers suffering backaches and joint pains from sitting in a hunched position for long hours, inhaling of agarbatti powder leading to continuous coughing.

(pHarm) and protest marches) and negotiations, and occasionally finding alternate work for its members.



A good example is SEWA's intervention in the sector of agarbatti workers, the incense stick rollers. SEWA has been struggling for the rights of these workers since the 1980s. In the 1990s, SEWA made a representation to government to include the agarbatti workers in the Minimum Wages Act and to fix the rates of minimum wages for them. SEWA also sought to constitute a fund on the lines of existing Welfare Funds for bidi<sup>2</sup> workers. After many representations and years of struggle, the government was ready to acknowledge the existence of the agarbatti workers

dependent and secure nature of home-based workers. However, there has been resistance when a large number of workers (be it on the trader has changed name and on location, and in such instances SEWA has employed a multiple strategy of taking legal recourse for reinstatement of dismissed, strong organizing, stronger struggle



and agreed to conduct a time and motion study on them. For the study, women workers from different age groups and areas were called and research was conducted to know how many incense sticks a worker can make in an hour. A medical examination was conducted by home-based workers based on piece rate and not time rates, and that the fashion and implementation be undertaken by a tripartite welfare board.

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**ABOUT INCLUSIVE CITIES:** Launched in 2008, the Inclusive Cities project aims to strengthen membership-based organizations (MBOs) of the working poor in the areas of organizing, policy analysis and advocacy in order to ensure that urban informal workers have the tools necessary to make themselves heard within urban planning processes. Inclusive Cities is a collaboration between MBOs of the working poor, international alliances of MBOs and those supporting the work of MBOs. For more information see [www.inclusivecities.org](http://www.inclusivecities.org).

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<sup>1</sup> Shalini Sinha is WIEGO's Home-Based Worker Sector Specialist and can be contacted at [shalini@wiego.org](mailto:shalini@wiego.org).  
<sup>2</sup> Bidi is a traditional Indian smoking pipe made of clay and used for smoking tobacco. It is a common sight in many parts of India.  
<sup>3</sup> SEWA has been organizing women in the informal economy since its inception in the 1970s. For more information, see [www.wiego.org](http://www.wiego.org).


### WIEGO (Women in Informal Employment: Globalizing and Organizing)

A series of impact stories profiling individual informal workers from the developing world. These resources use narrative-driven storytelling to explore the daily realities and challenges faced by workers globally.

 [view / download example](#)

**WIEGO Women in Informal Employment Globalizing and Organizing**

WIEGO Workers' Lives N°2 October 2012



## Headstrong


Profile of a Headloader in Ahmedabad, India

by Leslie Vryenhoek<sup>1</sup>

A leader among headloaders in Ahmedabad's busy textile market, Shanta Bababahi Bhalerao knows firsthand how belonging to the growing SEWA movement can help lift a worker's burdens.

**WIEGO Women in Informal Employment Globalizing and Organizing**

WIEGO Workers' Lives N° 1 March 2012



## God is My Alarm Clock

A Brazilian Waste Picker's Story

by Deia de Brito<sup>1</sup>

Dona Maria Brás was a tireless force in helping Brazilian waste pickers overcome persecution and gain respect and security as members of cooperative ventures.

Photo: S. Dias

**WIEGO Women in Informal Employment Globalizing and Organizing**

WIEGO Workers' Lives N° 3 October 2012



## Organizing the Patience Industry

Profile of a Domestic Worker in Maputo, Mozambique

by Ruth Castel-Branco<sup>1</sup>

Camarada Albertina Mundlovo has been a leader in the struggle for domestic worker justice in Maputo, Mozambique. An Indian Ocean port city a stone's throw from South Africa, Maputo is Mozambique's largest economic node, and home to three domestic workers' organizations. Albertina is a member of the National Union of Domestic Workers (SINED).

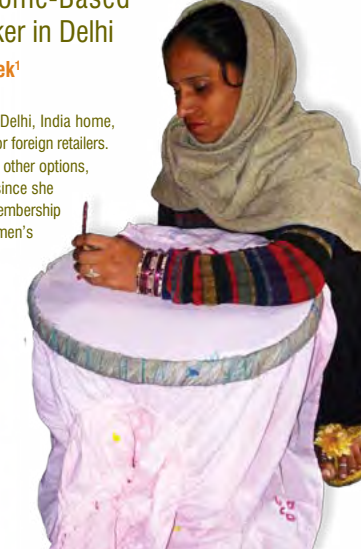
**WIEGO Women in Informal Employment Globalizing and Organizing**

WIEGO Workers' Lives N° 4 June 2013

## Small World, Big Goals

Profile of a Home-Based Garment Worker in Delhi

by Leslie Vryenhoek<sup>1</sup>



Farida-ben works in her Delhi, India home, embroidering garments for foreign retailers. Denied an education and other options, she has done this work since she was a girl. Today, her membership in the Self-Employed Women's Association (SEWA) and her involvement with an ethical, SEWA-based producer company Ruab have dramatically expanded her world.

A large window on the far wall brightens the space. That's important, because the electricity is out again. It's a common occurrence, Farida-ben says. Power outages happen as often as twice a day and can last for hours.

Farida-ben sits on the concrete floor of the two-room home she shares with her husband and their four children. Laying out the day's work, she pulls the fabric flat across a circular frame and begins. The girls' dresses she's sewing today are flowing, with a ruffle at the bottom and spaghetti straps at the shoulders. They aren't the sort of garment the girls in the Muslim family ever wear, but that's irrelevant. These clothes are needed for the racks of a retail chain probably in the UK or in North America—the rarely known job here.

Farida-ben was 17 when she met her husband. She says, often more money per piece plus timely payments. Before, she might earn 100 or even 150 rupees per day but have to wait months to get paid. Now she earns a reliable (if variable) income—today's dresses will bring 200 rupees—and can receive health benefits through SEWA. These include eye clinics to help combat the strain caused by such constant, close work.

Trade union activity successfully negotiating better wages and working conditions across a range of occupations, is core to SEWA, but it has developed into a multifaceted movement that embraces a holistic approach. Coming together in sustainable organizations, SEWA believes, is the best way for women to promote their own development. Hundreds of "water" organizations within the SEWA family address myriad needs: financial, social security (including childcare), health, skills training, and marketing (Gina 2013). All are comprised of SEWA members, and all are strongly bound by a shared ideology of women's empowerment.

Farida-ben first connected with SEWA about nine years ago when she responded to the SEWA Delhi Fair, a neighborhood-suggested day to go to the nearby SEWA Centre and ask for some embroidery jobs. Until then, Farida-ben had worked, as most home-based workers do, for middlemen. Modernism to constructivist family economy spaces in the separation between the producer and the retailer. Along with taking a substantial cut of the proceeds, these intermediaries dictate the working conditions at the bottom of the production chain. Retail brands can't always see whether the people who make their garments are exploited. SEWA, however, works differently because it focused on improving the livelihoods and raising the status of home-based producers.

Farida-ben's London adventure was made possible by Ruab and by her own dogged determination. SEWA Brand Executive Director Deeya Kumar and three other managers were going on a trade mission to meet buyers from major retail chains and show off the work of the company's artisans—and they wanted to have one of their skilled workers along. Farida-ben secured the single spot by being the most prolific worker, embroidering around the clock for 20 days to earn over 10,000 rupees.

Since her oldest child, a daughter Yasmin, was born, Farida-ben has saved an impressive 40,000 rupees. Despite the family's limited means, she explains that she deposits at least 50 rupees, and whatever else she can, in an account at SEWA Bank Cooperative every month. She is the family planner. Alas, she admits, is less interested in working about the future. The savings are all earmarked for the children's education and for her wedding, which are large, expensive multi-day affairs.

Farida-ben is adamant that all of her children, sons and daughters, will be educated and have ample employment choices. The Right to Education Act in India guarantees children a free education, including books and supplies, only between the ages of 6 and 14 or through the 8th standard. At 15, Yasmin will be in 8th standard soon—the oldest son is close behind—and while the government has waived the fees for the poor even for higher grades, Farida-ben estimates it will cost about 1,000 rupees per month for uniforms and school supplies.

However, she insists she won't force her daughter to take up embroidery work to earn money, as she was made to, though she shows a taste.

Coming together in sustainable organizations, SEWA believes, is the best way for women to promote their own development.

Farida-ben is paid by the piece to decorate garments like these pre-stamped girls' sundresses, which are destined for far-off retail stores.

SEWA offers vocational training to young women. This includes traditional skills such as embroidery and tailoring, but also computer and business skills.

She knows the value of earning money will be learned soon enough, and she fervently hopes her daughters will have more opportunities than she did.

Farida-ben is adamant that all of her children, sons and daughters, will be educated and have ample employment choices.

Farida-ben's London adventure was made possible by Ruab and by her own dogged determination. SEWA Brand Executive Director Deeya Kumar and three other managers were going on a trade mission to meet buyers from major retail chains and show off the work of the company's artisans—and they wanted to have one of their skilled workers along. Farida-ben secured the single spot by being the most prolific worker, embroidering around the clock for 20 days to earn over 10,000 rupees.

Yasmin's embroidery skills are displayed on this kurti. But Farida-ben will not compel her daughter to take up embroidery work. Instead, she wants Yasmin to study a range of trades at SEWA's Polytechnic.

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Since her oldest child, a daughter Yasmin, was born, Farida-ben has saved an impressive 40,000 rupees. Despite the family's limited means, she explains that she deposits at least 50 rupees, and whatever else she can, in an account at SEWA Bank Cooperative every month. She is the family planner. Alas, she admits, is less interested in working about the future. The savings are all earmarked for the children's education and for her wedding, which are large, expensive multi-day affairs.

Farida-ben is adamant that all of her children, sons and daughters, will be educated and have ample employment choices. The Right to Education Act in India guarantees children a free education, including books and supplies, only between the ages of 6 and 14 or through the 8th standard. At 15, Yasmin will be in 8th standard soon—the oldest son is close behind—and while the government has waived the fees for the poor even for higher grades, Farida-ben estimates it will cost about 1,000 rupees per month for uniforms and school supplies.

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<sup>1</sup> It would be easy to assume this home-based garment worker in a Delhi slum cannot imagine the life of those who work with—let alone for—the movement she would be joining. Farida-ben's membership in the Self-Employed Women's Association (SEWA) and her engagement in the SEWA-based producer company Ruab have dramatically expanded her world on the world.

About WIEGO: Women in Informal Employment: Globalizing and Organizing is a global performance-activist network that seeks to improve the status of the working poor, especially women, in the informal economy. WIEGO draws its membership from membership-based organizations of informal workers, researchers and statisticians working on the informal economy. For more information see [www.wiego.org](http://www.wiego.org).

<sup>2</sup> WIEGO Workers' Lives N° 4

<sup>5</sup> WIEGO Workers' Lives N° 4

<sup>9</sup> WIEGO Workers' Lives N° 4

<sup>8</sup> WIEGO Workers' Lives N° 4

<sup>10</sup> WIEGO Workers' Lives N° 4

# Print design / resource kit >

## From foetus to adolescence

**Say What?**

### The human life cycle

Just like all other living things, humans have a natural life cycle. We are born, we grow up, we grow old and then we die. We reproduce (have children). In this way, the cycle carries on, with a new generation. We all move from one stage to the next. So the pattern repeats over and over again and the human race continues.

We are all unique, so we each go through the different stages at our own pace. One girl may develop breasts at 10 years; another may develop breasts at 12 years. One boy might get a deep voice at 12 years, another boy may get it at 14 years. But we do all go through the same stages.

### Getting pregnant

The life cycle of a new person starts with someone getting pregnant. This is called conception. How does it happen? When a girl ovulates (usually about 14 days before her period) it means that her ovaries release an egg – an ovum (oh-vee-ohs). During sex, when a male ejaculates (eh-juh-eh-mee) inside a female's vagina, a tablespoon or more of semen – containing millions of sperm – is released into the vagina. The sperm swim from the vagina into the womb and fallopian tubes, where the female's egg has been released. If just one of these sperm implants itself into the egg, fertilisation happens. If the fertilised egg then implants in the wall of the womb, conception occurs and a new human life begins.

**A girl can get pregnant the first time a boy and girl have unprotected sex, even if they were virgins up to then.**

**A girl can get pregnant if she has unprotected sex, even if she is not ovulating when she has unprotected sex.** This is because sperm can live for 5 to 6 days after sex.

**If you have unprotected sex, pregnancy is not the only risk you take. You also risk sexually transmitted infections (STIs) like HIV. If you have unprotected sex, take an HIV test.**

**THINK ABOUT IT!**

You or your girlfriends gets pregnant. Who is responsible for the pregnancy? Who is going to take responsibility for the baby? The girl? The boy? Someone else?

### Life as a foetus

Pregnancy lasts about 40 weeks. Humans begin as a single cell called a zygote. The cell in the fertilised ovum divides and divides until by 5 weeks there is an embryo which is less than 1cm long. By 6 weeks, you can see a head and face and the fingers, toes, ears and eyes start to form. By the end of 8 weeks, the embryo is called a foetus and is about 3cm long. By 12 weeks the brain has started to develop properly and the foetus can make a fist.

continued on next page

## Having sex for the first time how do you know if you are ready?

Some people say that having sex is not a big thing. They are wrong! It is a big thing. There are lots of issues around having sex and you need to make sure that you are ready.

There is a physical risk to having sex; the risk of pregnancy. There are health risks; the risk of sexually transmitted infections (STIs) like HIV. There are also legal issues; are you old enough? And then, there are emotional consequences (impingela engabanga umnyaka). Sex is not just physical because your feelings are involved. If you do not have a strong relationship based on respect and trust, you could easily get hurt.

Taking the decision to have sex is taking a big step. Our advice is: Don't have sex until you are ready!

### Are you ready for sex?

How do you know if you are ready? Here are some questions to help you decide

**1 Does your partner respect you?** YES NO

Respect for someone is when you accept and value that person's view and beliefs. **Does your partner listen to what you want and respect your views? When you say you do not want to do something, do they listen and stop asking you?** Or do they push you to do things you do not want to do? Many people have sex because their partner pushes them to do it and not because they want to do it. Have you heard things like this before?

If someone is saying these things to you, they are trying to make you feel bad about saying no. They don't respect you and your views. If the person really loved you, they would wait until you are ready. Respect is very important in a healthy relationship and if your partner does not respect you, then they are not the right person to have sex with.

**2 Do you make your own decisions?** YES NO

Does it seem like everyone is having sex except you? Sometimes it is all anyone talks about. Many teens have sex for the first time because their friends put pressure on them to do it and it is not really their decision. Are your friends saying things like this?

You're still a boy but you become a man.

Are you scared?

I've been doing it for years!

Well, you are still a virgin, so you wouldn't understand.

Everybody is doing it. What are you waiting for?

You will never get a boyfriend if people hear that you are so cold.

**watch out!**

This is what people in love do.

If you want I'll find someone who will show me how much you love me.

I'm really turned on now. If you don't give it to me, I'll be in pain.

It will bring us much closer and make our relationship stronger.

If you don't do it, I'll be mad at you.

**THINK ABOUT IT!**

If you are thinking about having sex because your friends make you feel stupid or young, think again. Good friends will accept you for who you are, even if you're different from them. And just remember, not everyone is having sex, even if they say they are.

## RHIVA Programme: My life! My future!

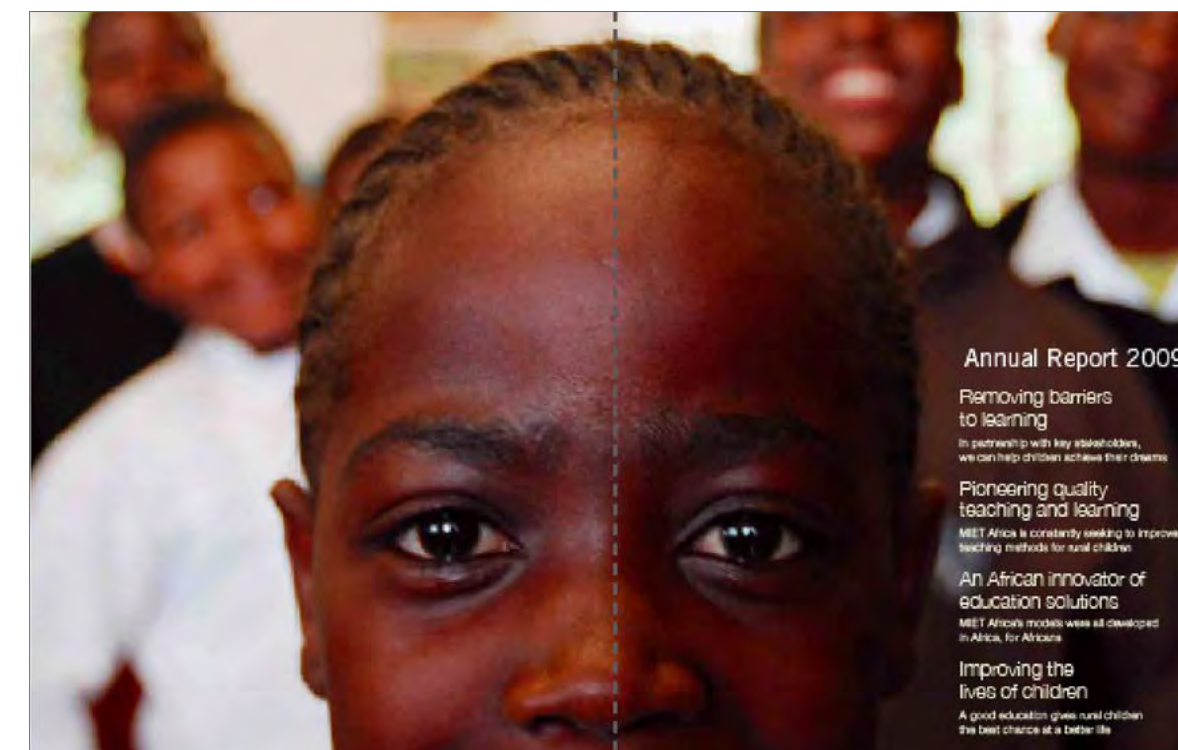
MiET Africa for the KZN Department of Education

This ground-breaking, school-based HIV-prevention initiative focused on empowering adolescents through cash-incentivised milestones and life-skills training. The scope of my work included creative direction, design and layout, photo shoots, and illustration. The central resource, 'Staying Healthy', was designed with a youth-focused, magazine aesthetic.

[View / download pages from this resource](#)



# Print design / annual report >



## Annual Reports

### MIET Africa

Design and layout of consecutive annual reports for a leading regional social impact organisation.

## Event ID and branding >

**NBS**  
House & Garden show  
Kagiso Exhibitions

The essence of good-living

**28 June - 7 July**  
Durban Exhibition Centre

**NBS**  
House & Garden show  
Kagiso Exhibitions

The essence of good-living

A record 87 000+ visitors came to the 2001 show  
72% of the visitors shopped at the show  
98% would recommend the show to others

www.housegardenshow.co.za

**NBS**  
House & Garden show  
Kagiso Exhibitions

28 June - 7 July 2002

Venue: Durban Exhibition Centre  
Entrance: Adults - R25  
Kids under 12 free  
Students, scholars & pensioners (with cards) - R14  
Times: Weekdays - 11am - 10pm  
Saturdays - 10am - 10pm  
Sundays - 10am - 8pm  
www.housegardenshow.co.za

The essence of good-living

**THE MERCURY**  
150th ANNIVERSARY

## House & Garden Show

### Kagiso Exhibitions

Conceptualisation, design, and layout of the comprehensive event branding and advertising for the exhibition. I managed a high-volume, multi-platform identity—ranging from billboards and streetpole ads to print media and exhibition environments.

# Campaign identity / website / print & merchandise design >

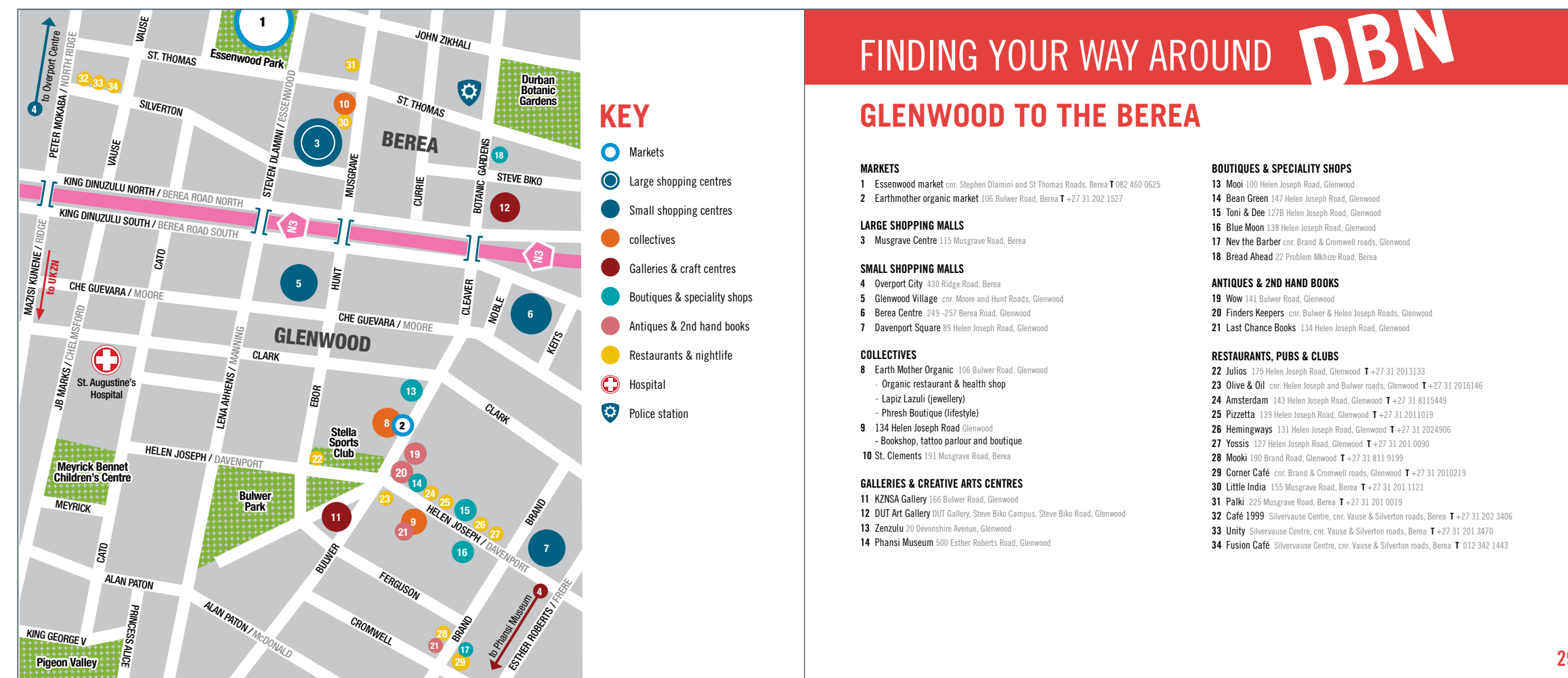
## “Power to the People”

### Knorr Cup-a-Soup

Full campaign concept and design for a nationwide brand penetration drive. The project design included a “strike kit” and digital platform designed to engage employees through a playful “strike for soup” activation.



# Print design / booklet / information systems



## SHOP DBN: A guide to shopping in Durban

Durban Tourism: eThekweni Municipality

A printed booklet publicising Durban's cultural and shopping attractions. As the sole creative lead, I directed the entire project lifecycle—personally conducting the primary research, co-authoring, and field photography, alongside the mapping and publication design.

This slide illustrates the technical mapping and data systems designed to create a user-centric resource that navigates the intersection of formal and informal urban economies.

# Print design / booklet / editorial storytelling >



Visit the **MARKETS OF WARWICK** for an unforgettable journey into the extraordinary world that has grown up around this buzzing central transport hub, where tradition and modern African-city style converge to create something truly remarkable.

**DOWNTOWN DURBAN** is where the East really meets Africa. In the **YUSUF DADOO STREET** area, you will meet Zulu crafters, Ghanaian barbers and Indian tailors, and be offered

everything from avocados to *Kwaito*\* CDs by the traders who line the bustling streets. Or step into shops specialising in everything from cell phones to fabrics: saris rainbow-hued from molten reds to brilliant blues; traditional Zulu geometric escher-esque *Shweshwe*\* prints in duotones; wax prints from Northern Africa bursting with riotous colours and designs. Sample *Bombay Crushes*, *Bunny Chows* and juicy pineapples dipped in *Masala* spice. Just walking through the streets of downtown Durban is a breathtaking sensory journey. Experience the cultural diversity which Durban thrives on and is so proud of right here in the throbbing heart of this bustling, vibrant city.

The history of this area can be mapped through its fascinating buildings: time imprinted Victorian colonial-era and art deco buildings jostle for position with modern conversions and sky-scrapers; apartheid-era monuments share space with liberation-era edifices; the formal gives way to the informal. Visit the various museums dotted around the **CITY CENTRE** to trace the story.

## Markets

### HAZRATH BADSHA PEER / BROOK STREET MARKET

**Joseph Nduli Street; TRADING TIMES: Every day**  
Edwardian-styled Zulu pinafores in many colours, traditional Zulu hats and shoes, handbags, music and household goods are on sale, displayed in a fascinatingly artful manner. Every year trading stops for a few days by mutual agreement between the vendors and the Badsha Peer Society for a week-long ceremony to honour Badsha Peer, a Muslim saint who arrived in Durban in 1860. This market borders the Hazrath Badsha Peer Shrine and Dr Pixley Kaserne Street / West Street Cemetery which houses Christian, Muslim and Jewish burial sites.

## MAKE A DAY TRIP OF IT...

Step into another world and spend an unforgettable morning in THE WARWICK JUNCTION Area with the **Markets of Warwick** walking tour. To book email [phumzile@aet.org.za](mailto:phumzile@aet.org.za).

Then head to one of the renowned historical Indian eateries in the next-door YUSUF DADOO STREET area for lunch: **Patel's Vegetarian Refreshment Room** or **Little Gujarat** are recommended. Spend the afternoon exploring this area, making sure to visit the absorbing **Madressa Arcade**. Make a refreshment stop for traditional Indian sweetmeats at **The Victory Lounge**.

Book into the famous 32nd floor **Roma Revolving Restaurant** for dinner with fantastic panoramic 360° views.



Shweshwe aprons at the Brook Street Market in Warwick Junction

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## SHOP DBN: Cultural narratives

### Durban Tourism: eThekweni Municipality

To capture the authentic spirit of Durban, I conducted extensive field research and interviews across the city's diverse urban landscapes. These selected spreads illustrate the integration of photography with storytelling to promote the city's unique cultural heritage and local entrepreneurship.

**DURBAN CENTRAL**

**ENGLISH MARKET**  
Opposite Early Morning Market, Julius Nyerere Street  
**TRADING TIMES: Mon to Fri: 6am-5pm, Sat: 6am-2pm**  
Enjoy two storeys of wall-to-wall shopping where an array of products including cream cakes, meat, medicines and a traditional Zulu chemist can be found.

**VICTORIA STREET MARKET**  
151 Bertha Mkhize Street  
**TRADING TIMES: Mondays to Fridays: 6am-6pm**  
**Sundays: 10am-3pm**  
Durban's open-air markets first opened in the 1870s and moved to Victoria Street Market around 1910. Durban has a huge Indian population, the largest outside of Asia, and it shows at this market with men in their kurtas and women wearing beautiful silk saris. There are over 170 stalls at the Victoria Street Market resembling a scaled-down Maharajah's palace.

This is where you'll find out how hot the famous Mother-in-law-tongue spice truly is! There's a wonderful heady fragrant scent as you enter this market with countless fresh spices in vibrant reds and stunning sunshine-yellows on display in massive hessian sacks. Enjoy expert spice advice from Deena Moodley aka Mr. Curry, who operates R.A. Moodley, one of the specialist spice stalls. They personally mix a powerful blend of spices for you to make the most sensational Durban curry.

This buzzing bazaar where you can buy zebra skins, hand-bags made from ostrich and crocodile, African sculptures in verdite or fresh fish from the market downstairs is definitely worth a visit.

**MADRESSA ARCADE**  
Off Dr Yusuf Dadoo, between Dr Yusuf Dadoo and Cathedral  
Explore and shop in this wonderful historic bazaar built in 1927 and named for the *Madressas*\* on the upper level, right next to the historic **Juma Masjid Mosque**. The narrow

SA vegetable relish traditionally served with bread, *pap*, *samp*, stews or curries. To balance its fiery flavour, it is sometimes served with *amas* (thick sour milk). Traditionally men eat their *inhloko* in the seated area while women enjoy it as a take-away. If you are a female traveller, it would be respectful to follow this tradition.

The vibrant streets of the Grey Street Shopping district

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**DURBAN CENTRAL**

walkway below with stalls jostling together on either side has a wide variety of goods on offer from subtly-coloured enamel bowls and traditional Zulu aprons to aromatic spices. Historically this was where all the finest Indian tailors were based, but **tailor Ramduth Ramautar** at the entrance of the arcade who has been here for over 50 years, still remains, and says he loves working in this vibrant arcade. One is taken back in time by the sole elderly Indian gentleman watch repairer left in the arcade (**Arcade Watch Repairs**) as he bends over his work, seemingly impervious to the changes that have happened around him.

Madressa Arcade is now about finding the most beautiful Zulu beading in original fresh designs from necklaces to belts to beaded jewellery in every colour combination imaginable. You can buy traditional Zulu beaded black tuckies and pleated Zulu skirts in turquoise, hot-pinks, sunshine yellows, tomato-reds and apricots. If you're planning to get married you can even buy your father-in-law the traditional gift of a *lobola-jazi* (a *lobola*\* jacket).

Next door is another historic arcade the *Ajmeri* which now has a more formal and modern feel. Lined with tailors and stores selling wedding dresses, it is interesting to wander through.

**THE GRAIN STORES OF DR GOONAM STREET**  
Western end of Dr Goonam Street  
Dr Goonam was SA's first female Indian Doctor who was key in the leadership of the Natal Indian Congress (NIC). She was an eccentric who loved the theatre and challenged societal conventions of women in the 1940s by smoking cigarettes when wearing her sari. These grain stores are located in the area where Dr Goonam had her practice. Wander through an atmospheric maze of huge sacks of pulses, grains and fragrant spices. Indian prayer goods are also on sale here.

**CHURCH WALK MARKET**  
Next door to Durban Central Post Office  
Here you can buy a variety of clothing including traditional *shweshwe* dresses, leather shoes, hand-bags and even curtains and bedding. Best to avoid the Chinese imports and support local by buying artwork from the KwaMashu and Clermont artists. There are local food stalls under the big tree where they sell *putu*, *samp* and *shisa nyama*.

**Tailor, RAMDUTH RAMAUTAR of Nu Fashion Ware has operated in MADRESSA ARCADE for over 50 years: The atmosphere here is great... we have so much to offer for shopping... spices and fabrics and Zulu beads for Africa! Where else can you eat a quarter vegetarian bunny from Little Gujarat for only R8! That's what I have for lunch every day. I couldn't ever imagine working in a better place.**

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**DURBAN CENTRAL**

**HISTORICAL BUNNY CHOW VENUES**

**Victory Lounge** (187 Dr. Yusuf Dadoo Street)  
**Patel's** (202 Yusuf Dadoo Street)  
**Little Gujarat** (107 Dr Goonam Street)

Visit [www.quarterbunners.co.za](http://www.quarterbunners.co.za) for the low-down on the best *bunnys* in Durban from seriously enthusiastic local bunny aficionados.

**SUNRISE CHIP RANCH**  
1/4 BROAD BEANS BUNNY  
Free Juice R10.00

From left clockwise: A bunny chow being served up at the Victory Lounge; This is what it looks like; "Bunny" culture has inspired iconic home-grown signage all around Durban.

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**DURBAN CENTRAL**

**Restaurants**

**"GREY STREET" AREA**

**Victory Lounge** (187 Dr. Yusuf Dadoo Street) is the house of bunny chows, chilli bites and decadent sweet meats. This classic Indian style family-owned eatery has been around since 1946. Try their sweet *jalebis*, the cinnamon-spiced *go-lab jamboo* or their delicious condensed milk-soaked *burfee*. Their bunny-chows and vegetarian curries are legendary as is their *puri* and *patha*.

**Patel's Vegetarian Refreshment Room** (202 Yusuf Dadoo Street, formerly Grey Street) sell 100% vegetarian and specialize in making the famed Durban bunny chow. Regulars get here by 11am before the long lunch queues as Patel's is wildly popular. Not surprisingly, seeing as they have been serving consistently awesome bunnies since 1922! The story goes that Mr. Patel invented the bunny chow to serve as take-away's to African patrons who historically, by law, were not permitted to sit in the restaurant. They have become so popular that Patel's now serve 400 to 500 bunny chows a day, so make sure you get there before 2pm or there will be nothing left!

**Little Gujarat** (107 Dr. Goonam Street) is where you go for that refreshing *Bombay Crush*, scrumptious *masala dosa* (a *dosa* is a wafer-thin crispy pancake) and a cup of steaming *masala chai*. This family run business has been going for twenty years. Everything here is beautifully vegetarian from their broad beans bunny to their curry sandwiches. Expect friendly service and a lively ambience.

**Roma Revolving Restaurant** (32nd Floor John Ross House, Margaret Mncadi Avenue) Situated on the 32nd floor 105 metres above sea level is Roma Revolving Restaurant, the only genuine revolving restaurant in the southern hemisphere.

**Regular at VICTORY LOUNGE, Riaz Moosa:**  
"This ... cultural eatery is right next door to the Grey Street Mosque so we go for prayer and then after prayer we come to Victory Lounge for something sweet. My grandfather and my father came here and now I come here. In the old days this shop and this whole area was open until 10pm and all the families came here in the evenings. Things may have changed, but Grey Street is still Grey Street."

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# design for change

**Informed design**  
for non-profits since 2004

Anna Chappé de Leonval



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