WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

FINANCIAL STATEMENTS
(COMpany LIMITED BY GUARANTEE)
For the year ended 31 March 2016

CHARITY COMMISSION
FIRST CONTACT
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ACCOUNTS
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For the year ended 31 March 2016

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## Legal and Administrative Information

### For the year ended 31 March 2016

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<th>Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited</th>
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<tr>
<td><strong>Charity Registration No:</strong></td>
<td>1143510</td>
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<td><strong>Company Registration No:</strong></td>
<td>6273538</td>
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</tbody>
</table>
| **Principal and Registered Address** | 521 Royal Exchange  
Manchester  
M2 7EN  
United Kingdom |
| **Telephone:** | 0161 819 1200 |
| **Website:** | www.wiego.org |

### Names of Current Directors

The Directors of WIEGO, which is a charitable company, are its trustees for the purposes of charity law. Throughout this report the Directors are collectively referred to as the Board.

- Renana Jhabvala (Chair)
- Juliana Brown-Afari
- Barbro Budin
- Debra Davis (Treasurer)
- Ravi Kanbur
- Vicky Kanyoka (appointed 22 June 2015)
- Lin Lean Lim
- William (Biff) Steel
- Jeemol Unni
- Carmen Vildoso
- Martha Chen
- Joseph Holly (stepped down 22 June 2015)
- Jacqui Fendall (appointed 22 June 2015)

### Company Secretary

- Royal Bank of Scotland  
Manchester St Ann Street Office  
PO Box 320  
Manchester  
M60 2SS

- The Cooperative Bank  
PO Box 250  
Delf House Southway  
Skelmersdale WN8 6WT

### Auditors

- Crowe Clark Whitehill LLP  
The Lexicon  
Mount Street  
Manchester  
M2 5NT
WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION
For the year ended 31 March 2016

Solicitors
Bates Wells and Braithwaite
2 - 6 Cannon Street
London
EC4M 6YH

Other Advisers
Co-operatives UK Ltd
Holyoake House
Hanover Street
Manchester M60 0AS

Programmes Team

Martha Chen  International Co-ordinator
Chris Bonner  Programme Director, Organization & Representation
Francoise Carré  Research Coordinator
Rhonda Douglas  Programme Strategy Advisor
Elaine Jones  Programme Director, Global Trade
Francie Lund  Programme Director, Social Protection
Karin Pape  Regional Advisor Europe
Carmen Roca  Regional Advisor Latin America
Sally Roever  Programme Director, Urban Policies
Joann Vanek  Programme Director, Statistics
Marlese von Broembsen  Programme Director, Law

Operations Team

Martha Chen  International Co-ordinator
Jacqui Fendall  Financial Controller / Company Secretary
Rhonda Douglas  Programme Strategy Advisor
Mike Bird  Operations Director
Karen McCabe  Secretariat Manager
The Board of Directors of Women in Informal Employment: Globalizing and Organizing (WIEGO) Ltd presents the Directors' Annual Report for the year ended 31 March 2016.

1. STRUCTURE, GOVERNANCE AND MANAGEMENT

WIEGO's structure, governance and management are illustrated by the organogram in Appendix 1.

Structure

WIEGO is a charity registered in England and Wales (No. 1143510) and is constituted as a company registered in England and Wales and limited by guarantee (No. 6273538). The Directors, officers and advisors of the organisation during 2015-16 are listed on page 1 and 2 of the Directors' Administrative Report. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under our Articles of Association. Revised governing documents of WIEGO conforming to the Companies Act 2006 and the decisions of the Global Assembly in April 2010 were accepted by the Board and lodged with Companies House in July 2011. In the event of the company being wound up members are not required to contribute an amount exceeding £1.

All WIEGO funds are routed through the Operations Office of WIEGO in Manchester, UK. WIEGO pays into an account at Harvard University to cover the costs related to the WIEGO Secretariat at the Harvard Kennedy School, where the International Coordinator is a member of the faculty. By the end of the financial year, seven institutional funders provided financial support for WIEGO including an eighteen-month $3 million grant from the William and Flora Hewlett Foundation, a three-year unrestricted grant from Sida, a four-year grant from the Government of the Netherlands' FLOW fund, and grants from the Ford Foundation, Comic Relief, Solidarity Centre and the Rockefeller Foundation.

The WIEGO accounts at Harvard University are audited each year as part of the annual financial audit of Harvard University. Income within those accounts is recognised in the accounts of WIEGO in the UK and these are audited each year by an external auditor.

Governance

WIEGO is governed by a 10-person Board of Directors. The Directors are the Members of the Company and also the trustees of WIEGO as a registered charity. The Board ensures that WIEGO's activities carry into effect the Charity's object. Its work includes setting the strategic direction; scrutinising performance, quality and finances; and agreeing the financial strategy and operational budgets. The Board meets at least three times a year either physically, by teleconference, or by electronic means. The Board met physically in Manchester, UK in September 2015 and then in Delhi, India in March 2016. Other meetings were held as teleconferences and email exchanges.

WIEGO's Board of Directors is comprised of three representatives of membership-based organizations of informal workers (one of whom serves as the Chair); two representatives each from the other two constituencies of WIEGO (researchers and development professionals); and three other persons co-opted by the Board as needed to carry out the functions of the Board.

The Board was re-constituted during the four-yearly General Assembly that was held in Yogyakarta, Indonesia in November 2014. Seven of the current Board of Directors were nominated and elected by the membership of the wider WIEGO network at this General Assembly. Two others were co-opted by the Board in the same month and a third, Vicky Kanyoka who is the Africa Regional Coordinator of the International Domestic Workers' Federation, was co-opted in June 2015. The Board has representation from Africa, Latin America and Asia as well as Europe and North America. A full term for any Director is four years and Directors may be re-elected or re-appointed to serve for a further term in any given office. The Board represents all WIEGO members between General Assemblies in accordance with WIEGO's Articles of Association.
The International Coordinator speaks regularly with the Chair of the Board, the Treasurer and other Directors to ensure that they are all kept fully informed. Delegated decisions made at other levels of WIEGO are regularly reported to the Board and its Committees to ensure Directors have full information to fulfil their roles. The Board is supported in its work by the Management Committee, the Finance Committee and other ad hoc committees and working groups as required. The Human Resources Subcommittee of the Management Committee considers and makes recommendations regarding human resource issues. Each Committee had its Terms of Reference reviewed and revised where necessary at the Board's meeting in March 2016. Committee reports are a standing agenda item for the Board of Directors meetings.

The Management Committee consists of 5 members including four Directors and the International Coordinator. The Management Committee is chiefly responsible for overseeing the programmes and policies of WIEGO. The core programmes of WIEGO (Global Trade, Social Protection, Organisation and Representation, Urban Policies, Statistics, and Law) are each led by a Programme Director. Reports are received from the Programme Directors of these programme areas by the International Coordinator and the Management Committee, together with reports from the Company Secretary, Programme Strategy Advisor, Regional Advisors, the Research Coordinator and the Operations Director.

The Finance Committee reports to the Board of Directors and consists of 5 members, comprising 3 Directors, the International Coordinator and the Financial Controller. It convenes at least four times a year to consider reports from, among others the Treasurer, the International Coordinator, the Financial Controller, the Company Secretary and external auditors. The Finance Committee is responsible for reviewing and monitoring all aspects relating to the preparation and production of the annual financial statements of WIEGO. Specifically, in terms of annual statutory accounts, this includes consideration of accounting policies, levels of disclosure, risk management policies, compliance with applicable corporate governance requirements, and reviewing any relevant matters relating to annual financial statements raised by the external auditors as a result of audit work. The Finance Committee recommends the audited financial statements to the Board of Directors for approval. It makes recommendations regarding the appointment of the external auditors and approves their remuneration and terms of engagement. It reviews the performance and reports the results of external auditors' work annually to the Board.

Since our incorporation, WIEGO has undergone considerable change and expansion. This change and expansion has required an extensive updating of our management and operations processes and procedures. As this organisational development has progressed, WIEGO has ensured that our governance arrangements are appropriate, effective and evolving to changed circumstances by having Directors who bring a wealth of organisational, research and professional experience to WIEGO. Because of this the Operations Manual is regularly updated.

The Directors are assisted by WIEGO's International Coordinator, the Programme Directors, the Programme Strategy Advisor, the Operations Director, the Financial Controller / Company Secretary. Board Members are kept informed about major issues affecting WIEGO. All Directors are aware of their legal and financial responsibility to run the company effectively and to act in its best interests.

All WIEGO Directors are also aware of their responsibility for WIEGO's strategic direction and their responsibility to fulfil WIEGO's objectives through assessing the organisation's performance, ensuring the correct policies are in place and that WIEGO's activities reflect the needs of our beneficiaries. Reflecting this responsibility, the WIEGO Board and Team monitor the implementation of the current 5-year strategic plan, which was set out in 2013. The implementation of the strategy is integrated with the fund-raising campaign and succession management for both the Board and the WIEGO Team.

The Directors also have access to professional advice and guidance from external advisors, including WIEGO's external auditors, Crowe Clark Whitehill, Co-operatives UK and its solicitors, Bates Wells & Braithwaite LLP.
Recruitment and Appointment

The seven Board members selected by the General Assembly are from each of the constituencies of members at the General Assembly. A Nominating Committee solicits nominations from the WIEGO Membership and then proposes a slate of nominees to the Board and the General Assembly for their approval. The Nominating Committee consists of five persons, two appointed by the Board and one person elected by each constituency of the membership at the time of each quadrennial General Assembly. Elections are usually agreed by consensus but if that is not possible then by a simple majority of votes cast. In preparing the slate of nominees for the Board, from among those nominated by the membership, the Nominating Committee is guided by the principle of achieving reasonable balance on the Board as a whole and ensuring representation from each of the three membership constituencies. The Nominating Committee also takes into account the range of skills and experience required for the Board to exercise its responsibilities and to conduct its business in an efficient and effective manner to the benefit of WIEGO and its beneficiaries. The Nominations Committee was directed at the Board’s meeting in March 2014 to canvas WIEGO's membership for nominees for Directorship at the General Assembly in November 2014 and oversaw the process from nominations through to selection by the membership of each constituency.

The Board has powers to co-opt to fill vacancies. It co-opted Debra Davis, a chartered accountant with international experience as a Director and Treasurer; and Carmen Vildoso, an independent consultant specialising in employment and gender and former Director of Business Development in Lima Municipality, Peru. As mentioned above, Vicky Kanyoka from Dar es Salaam, Tanzania was also co-opted in June 2015. Each has a commitment to WIEGO’s aims and their appointment ends at the next General Assembly, to be held in 2018. They can be re-appointed.

Induction and training

In accordance with National Council for Voluntary Organisations (NCVO) guidelines, all Directors were inducted into the work of WIEGO and the legal roles and responsibilities of Directors, through briefings by the International Co-ordinator, the Company Secretary and the Programme Directors. An update on developments in the charitable sector was provided at the physical meetings of the Board in India, March 2016.

Management

The Board has delegated day-to-day leadership and management of WIEGO's affairs and the implementing of agreed policies and strategies to the International Coordinator. She is assisted by a team of Programme Directors, the Global Projects Advisor, Regional Advisors, a Research Coordinator, and an Operations Team who operate within an approved scheme of delegation. (See Appendix 1)

The development of the organisation since 2007 has required the extension and updating of operational procedures. This is a continuing process requiring revision of the Operations Manual on occasion through 2015/16.

Equality and Diversity

In its Articles of Association, WIEGO is committed to opposing discrimination in matters of gender, race, faith, age, sexual orientation, or disability, and to operate within an equal opportunities framework. This commitment is currently applied to the delivery of WIEGO's programme, our employment practices and for the organisation of our membership.
Staff Involvement

WIEGO seeks to engage all employees, key contractors and members in our activities and achievements. A number of teams have been set up to improve working together and ensure delivery of results. These include the Operations Team, the Programmes Team, the Communications Team, the Fundraising Team and others. There are a number of routine communication methods, notably frequent and regular emails, and an email system that can also operate as an intranet but also skyping, teleconferences, and periodic physical meetings. All teams are kept up-to-date by the International Coordinator with the activities and development of WIEGO, such as Directors’ decisions after each cycle of Board and Committee meetings.

There is also a WIEGO Team Retreat each year. One was held in Manchester, UK during September 2015 at which the strategic plans, policy stances and a number of operational, budgetary and programme issues were discussed. With a diverse and geographically dispersed team, face-to-face meetings are essential to establishing a team spirit and providing an opportunity to share ideas and challenges. The Team Retreat, in addition to providing an opportunity to have all voices and perspectives present in one place, includes time for side discussions essential to building collaborative working relationships across different programmes, regions and activities.

Risk Management and Internal Controls

Review of the Risk Register is delegated to both the Management Committee and the Finance Committee to support the Board in assessing and prioritising risks and risk-mitigating strategies across WIEGO. Relevant sections of the Risk Register were reviewed by the Finance and Management Committees according to their terms of reference. The Committees monitored the major risks to which WIEGO is exposed, recommended steps to mitigate risks, and oversaw the implementation of effective risk management. The two Committees report once a year to the Board on the Risk Register and the risk management strategy. The Risk Register was amended by the Finance and Management Committees in June 2016 and a further review is scheduled prior to presenting to the Board in August 2016.

The Finance and Management Committees identify the operational, financial and reputational risks WIEGO faces, prioritising them in terms of potential impact and likelihood of occurrence and proposing means of mitigating the risks. With the continuing development of the risk management strategy, the Board is assured that:

- different areas of WIEGO’s risk exposure are reviewed regularly, ensuring that risks have been properly identified by management and are being effectively managed;
- the risk management processes defined by the Finance and Management Committees are in place and operating as intended;
- the Operations and Programme Team are responding to risks effectively so that those risks are reduced to an acceptable level;
- the controls that managers have in place are successful in managing those risks identified in WIEGO’s register.

The key risk to the organisation is insufficient funding to cover project, programme and operational costs. This is currently mitigated however by strategically directed and structured fund raising. Foreign exchange risk is also a key risk as we receive funds in USD, SEK and Euro. Currency matching and the continuing review of the impact of exchange rate fluctuations are in place. Finally Human Resource risks associated with turnover and the fact that team members are on annual contracts, continue to be managed. These issues are lessened by the continuing development of HR policies and a proactive approach to HR management.
Internal Financial Control

The Financial Controller's work is framed largely by WIEGO's regulations, policies, operations manual and risk assessments. The Directors created an Operations Manual when WIEGO was incorporated to ensure the adequacy of WIEGO's internal controls. It has been updated during the year and is reviewed regularly. Audit recommendations are systematically followed up and monitoring reports are received by the Finance Committee. The Accounting Software system used by WIEGO (Xero) provides access to financial information by budget holders and others across the globe.

The Treasurer reviews the work and ensures, through the Finance Committee and the Operations Team, that the Board and the Management Committee have confidence that:

• Processes and procedures are in place to manage the risk of fraud;
• WIEGO's internal control systems and procedures are kept under review;
• Controls are in place for the financial routines and systems that WIEGO operates.

The key procedures which the Directors have established with a view to providing effective internal control are as follows:

• Corporate accounting and procedures
  Responsibility levels are communicated throughout WIEGO. This includes delegation of authority and clear authorisation and approval levels, control processes, segregation of duties (as far as possible in a small organisation) and accounting policies.

• Quality and integrity of personnel
  The competence and integrity of personnel are ensured through high recruitment standards. High quality of personnel is seen as an essential part of the control environment.

• Budgetary process
  Each year Directors approve the annual budget taking account of the key risk areas and also of income and expenditure patterns from the previous year. Performance is monitored and relevant action taken throughout the year through the periodic reporting to the Directors of variances from budget, updated forecasts for the year and information on the key risk areas.

The Board recognises that, to achieve the objectives of WIEGO, the nature of our work requires acceptance of some risks which are outside our control and cannot therefore be eliminated or fully managed. Where this happens, there is active and clear monitoring of such risk. The Board is satisfied that systems are in place to monitor, manage and mitigate WIEGO's exposure to major risks.

Key Management Personnel

The Key Management Personnel are Marty Chen, the International Co-ordinator and Mike Bird, the Operations Director. Marty Chen is employed by Harvard University in Boston, Massachusetts, USA and her salary is calculated according to Harvard University pay scale. She is not contracted to the UK and is not a formal employee.

Mike Bird is employed by WIEGO in the UK, where rates of remuneration are set according to market rates and reviewed periodically by a Management Committee.

2. OBJECTIVES, AIMS AND PUBLIC BENEFIT

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global research-policy network that seeks to improve the status of the working poor, especially women, in the informal economy. By doing so, our aim is to ensure in the long term the well-being of the working poor and the reduction of poverty.
The objects of the charity are set out in paragraphs 3 and 4 of WIEGO’s Articles of Association as follows:

The Company’s objects are to relieve poverty: in particular the poverty of the working poor in the informal economy caused by low earnings, high risks, and adverse working environments and conditions associated with the informal economy worldwide (including non-standard or unprotected employment for formal firms):

a) By conducting and promoting research (making the useful results publicly available) into the experiences and conditions of the working poor, the working environment and conditions within the informal economy, the wider policy and regulatory environments under which the informal workforce operates and the causes, effects and ways of addressing the poverty of the working poor within the informal economy;

b) By advancing the education of policy decision-makers, the wider public, supporters of the working poor and the working poor themselves, in relation to the causes, effects and ways of addressing the poverty of the working poor within the informal economy.

c) By helping organizations of the working poor to address the poverty of their members.

In carrying out its objects, the Company shall promote equality of opportunity and oppose any form of discrimination on grounds of race, ethnic origin, gender, sexual orientation, age, disability or religion.

In order to achieve our objects, WIEGO seeks to increase the Visibility, Validity and Voice of the working poor in informal employment:

- Increased Visibility – by undertaking and sponsoring research; convening and participating in research conferences; and helping to develop and improve official labour force and other economic statistics on informal employment and the informal economy.

- Increased Validity – by promoting mainstream recognition of the working poor in informal employment as legitimate economic agents who contribute to the overall economy and are, therefore, legitimate beneficiaries of economic and social policies; and by promoting the incorporation of informal workers into policy-making and rule-setting processes.

- Increased Voice – through supporting and strengthening organisations of informal workers, networking and linking such organisations and helping them to gain representation in the policy-making and rule-setting bodies that affect their work and lives.

The individuals and institutions in the WIEGO network are drawn from three broad constituencies: membership-based organizations (MBOs) of informal workers; individuals undertaking research and statistical work with regard to informal employment, and development practitioners in agencies of various types (non-governmental, governmental, and inter-governmental).

Together with our allies in the international movement of informal workers, WIEGO seeks:

- to put issues of employment and livelihoods in general and of informal workers in particular at the centre of development discourse, policies, and processes re growth and poverty;

- to investigate and increase understanding of the size, composition, and contribution of the informal economy and of the status, needs, and constraints of specific groups of informal workers, especially women;

- to investigate and increase understanding of how different groups of the working poor, especially women, in the informal economy are linked to the formal economy and inserted into the global economy;
Directors Report
For the year ended 31 March 2016

• to strengthen membership-based organisations of informal economy workers, and assist the self-development of national, regional and global networks;
• to promote appropriate and equitable policies, laws, regulations, and institutions to improve and secure the livelihoods of the working poor in the informal economy.

Since its founding, the WIEGO network has developed several distinct features that enable us to influence mainstream perceptions, policies and institutions. First, WIEGO focuses on the concrete reality of the working poor, especially women, in the informal economy and seeks to integrate an evidenced-based understanding of this concrete reality into mainstream development thinking, policies and institutions.

Second, WIEGO builds effective alliances between our three constituencies and draws on the distinct expertise of each constituency in our work:

• the credible findings and informed analysis of researchers and statisticians;
• the policy leverage and influence of professionals in development agencies;
• the grounded understanding, collective strength and moral authority of democratic membership-based organizations of informal workers.

Third, WIEGO has developed programme initiatives and technical expertise on a range of issues that address the expressed needs and concerns of informal workers. Finally, and importantly, WIEGO builds networks and partnerships by providing technical support to and working closely with membership-based organisations of informal workers. A more detailed account of WIEGO’s activities, achievements and performance during 2015/16 is provided in a separate Appendix 2.

Grant making

Our grant making policy is to work with associations within WIEGO’s wider network who share WIEGO’s objectives and are well placed to deliver effective projects. WIEGO responds to formal requests for grants within this framework. Grants are recognised in the financial statements when they are approved or when there is a legal constructive obligation.

Public Benefit

In preparing this report, the Directors confirm that they have complied with the duty in section 17 of the 2011 Charities Act. To the best of their ability, they took into account and consistently applied the Charity Commission’s guidance on public benefit, as set out in its publications “Charities and Public Benefit: the Charity Commission’s general guidance on public benefit” and “The Prevention or Relief of Poverty for Public Benefit”.

The Charity’s object is set out in our Articles of Association as revised on 19th July 2011 and the Directors’ current interpretation of these is set out in this report, while the report as a whole covers WIEGO’s activities and achievements throughout the world pursuant to this object.

3. ACHIEVEMENTS AND PERFORMANCE

A detailed account of WIEGO’s activities, achievements and performance during 2015/16 is provided as Appendix 2. WIEGO publishes an Annual Report each year for general distribution. Appendix 2 is an abridged version of that Annual Report.
Evidence of Impact

WIEGO put significant time and thought into how our activities are monitored and evaluated especially as part of our Internal Strategic Review completed in 2012. WIEGO worked with our Inclusive Cities partners and funders to develop the Monitoring & Evaluation (M & E) framework for our urban poverty grantees, based on a review of frameworks used by a number of funders. WIEGO developed its own M & E framework, ensuring this framework is applicable and acceptable to all funding partners. A Theory of Change has been developed and was applied as a tool for monitoring, evaluating, and improving the impact WIEGO makes.

During 2014 a final evaluation of the four-year grant from Sida, which finished at the end of March 2015, was undertaken by an external evaluator. The evaluation used a methodology know as “outcome harvesting” to track over 400 separate outcomes of the WIEGO Programme over the past four-year period based on a thorough analysis of all of our reporting. In most cases it was possible to chart how one outcome has built on another to lead to the achievement of important overall objectives such as the securing of international conventions and recommendations, through the International Labour Organisation, that support informal workers; and new and more supportive laws and policies in Thailand, India, Bogota, Colombia and Lima, Peru.

Communications, Membership Support and Outreach

WIEGO aims to expand its network – partners, members and allies – to strengthen the collaborative activities under this network, and to extend our reach and impact. As of March 2016, WIEGO had 196 members: 31 Institutional Members and 165 Individual Members in some 40 countries. WIEGO has strengthened membership support and outreach to provide help in building organisational capacity of the Institutional Members (all democratic, member-based organisations of informal workers) and in developing improved two-way communication with them.

WIEGO further consolidated and expanded our communications capacity during 2015/16 to help meet our goals of producing user-friendly publications and improving how we disseminate information. The updating of the communications strategy was initiated in 2013 and a profiling strategy developed to improve impact of activities and assist fund-raising. WIEGO's communications activities are outlined in Appendix 2.

External Factors Affecting Achievement

Due to the international nature of our work and also our link with partners in countries across the globe, WIEGO recognises that there are a number of factors which could affect achievement of our aims and objectives. The continuing and differential impact of the global recession on the working poor in the informal economy and their organisations was the most significant external factor affecting WIEGO's work and achievements. Others included:

Economic, Policy, and Political Environment: faced by the Working Poor in the Informal Economy
- Increasingly exclusive and hostile policy environments: e.g. urban renewal schemes that undermine urban informal livelihoods
- Increased political opposition to working poor in the informal economy
- Increased competition within sectors and value chains
- Increased inflation and/or price fluctuations

Funding Environment: faced by WIEGO and Our Members
- Increased demand for funds and more fund-raising competition
- Reduced funder resources because of reduced return on investments or public expenditure cuts
- Changing priorities and agendas of funders
While all these factors are beyond WIEGO's control, in the event of these factors affecting the working poor and WIEGO's work, we seek advice from international partners and experts and consult with the Board and WIEGO's membership.

Conclusion

From our inception in 1997, WIEGO has been an organisation prepared to undertake policy research and advocacy on behalf of informal workers to increase their Voice, Visibility and Validity and thereby help to increase the well-being and relieve the poverty of the working poor, especially women. This has remained unchanged through 2015/16. WIEGO's mission, vision and purpose have remained essentially unchanged but the breadth and depth of our activities, the size and capacity of our team, and the effectiveness of our operations and governance systems have remained robust.

4. FINANCIAL REVIEW

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the requirements of the Statement of Recommended Practice for Accounting and Reporting by Charities, the Charities Acts, and the Companies Acts.

The financial strategy for the year was developed to build on our strategy and achievements from the previous year, which were designed to ensure the sustainability and future viability of WIEGO. We reviewed the resources expended in relation to activities implemented and results achieved. We have also factored in when current grants will end, in order to carefully monitor expenditure and activities to ensure maximum benefit and minimal disruption for members and partners as we try to raise funds for our future work. During the fiscal year ending March 31, 2016, our total incoming resources were $4,754,773 (as compared to $3,553,580 in the previous year); and our total expenditures were $4,707,897 - (some $993,729 less than the previous year).

The overall aim of the financial strategy is to ensure that resources are used efficiently to contribute to meeting programme and project targets and achieve WIEGO's priorities. In order to achieve our objectives, the maximum levels of resources possible are channelled to the direct benefit of programmes and to deliver necessary quality improvements in research, policy advocacy and capacity building, while maintaining prudent financial management controls over resources of WIEGO as a whole. Budgetary and financial control continues to be reviewed in order to reduce the risks of under or overspending and to mitigate the effect of a drop in income in any one financial year. This is underpinned by the building of reserves.

Going Concern

The directors have reviewed the forecasts and budgets for the forthcoming period. The charity has contractual funding to cover the essential costs of running the organisation through to year ending 31 March 2018. We are also in active discussions with the Ford Foundation and Hewlett Foundation to add to this essential funding. On this basis the directors consider that the charity is a going concern and the financial statements have been prepared accordingly (Financial Statements Note 1.3).

Reserves Policy

WIEGO has built reserves to meet any adverse contingencies. The Board of Directors created reserves to:

- maintain a base fund sufficient to protect WIEGO's continuity of the core programmes;
- allow for an orderly downsizing or closure in the event of funding no longer being available.
During 2015/16 as shown in the Financial Statements, designated reserves were maintained to counter any cash flow issues and to maintain WIEGO's core activities in event of fundraising problems. WIEGO has reserves to make long-term commitments to projects, and to protect our work against the effects of financial fluctuations and other uncertainty. The Board of Directors seeks to have reserves at a level at which core programmes can be maintained for 3 months.

At present, this requires reserves of approximately $460,744. The current reserves reflect this though the level is subject to regular review. We also have $80k set aside for the General Assembly which is a meeting of our members, and a crucial part of our governance structure. This takes place every four years and we are building funds towards meeting that cost.

The free reserves of $1.4m carried forward into the new financial year are to fund budgeted costs of the core programmes over the next financial year.

**Investment Policy and Objectives**

WIEGO's treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO's funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO's statutory background and our Memorandum and Articles of Association.

Returns are currently so low that there is very little advantage in investing them. Liquidity is preferred over investment and there are no formal targets.

**Principal Funding Sources**

During 2015/16 WIEGO received our principal funding from the following funders:

- William and Flora Hewlett Foundation
- FLOW Fund of the Government of The Netherlands
- Swedish International Development Agency (Sida)
- Ford Foundation (USA)
- Comic Relief (UK)
- Rockefeller Technology / Practical Action (USA/UK)
- Solidarity Centre (USA)

Funding from the majority of the above funders is in USD. The exchange rate difference from USD to GBP since the vote to leave the EU is expected to have little effect since we maintain USD bank accounts, from which our expenditure is also in USD.

There are no outstanding liens against WIEGO.
WIEGO does not undertake any commercial or trading activities.

Volunteers play a small, uncosted and uncostable part in WIEGO.

In note 12 to the Statement of Financial Activities, a declaration regarding related parties has been made.

5. PLANS FOR FUTURE PERIODS

Membership

WIEGO is committed to building sector-specific networks or federations of democratic, member-based organisations of informal workers (MBOs). MBOs can become institutional members of WIEGO and form one of three constituencies of membership. Individuals can become members of WIEGO as part of the research-statistics-academic constituency or as part of the development agency constituency. The challenges to WIEGO with regard to our relationships with members are multifarious including how to:

- Work with well-established institutional members, with new but relatively strong institutional members and with new but relatively weak members.
- Concentrate support on federations (nets) of primary organisations at national, regional and international level while not neglecting the formation and development of primary organisations.
- Decide which type of support and capacity building programmes should be implemented for institutional members e.g. in terms of organising as well as financial-operational management.
- Balance continuing support for existing institutional members with recruiting expanding numbers of institutional members.
- Maintain the balance constitutionally between WIEGO’s three constituencies.
- Strengthen support for and networking of researchers-statisticians-academics focusing on the informal economy.

WIEGO’s network is steadily growing. WIEGO has 196 members: 31 Institutional Members and 165 Individual Members in some 40 countries. Our members are drawn from three constituencies: membership-based organizations of informal workers; researchers; and development professionals.

Programmes and functions

WIEGO has five core programmes of work together with global projects and special initiatives. Across these strands of work cut four functions: research, policy advocacy, communication and capacity building. As part of the strategic review that gave rise to the current five-year strategic plan, work plans for the coming period identify the following challenges:

- Developing the functional activities of each core programme to move beyond “problem identification” to “solution specification” for the three thematic programmes (Global Trade, Social Protection and Urban Policies).
- In the statistics programme and research, moving beyond highlighting the size and composition of informal employment to systematically analysing the causes, consequences and contribution of informal employment.
- Ensuring the right choice, mix and balance of functional activities across the five core programmes and special initiatives.
- Balancing follow up of activities (past, current and new) with the flexibility to undertake reactive and proactive activities.

The strategic review also identified the need to establish a Law Programme as a sixth core programme managed separately from the Organisation and Representation Programme. The Law Program has been established during the year with a Director and two Law Coordinators based in South Africa and South America.
Allies and Target Audiences

The natural allies and target audiences for WIEGO's work differ across the domains of our core programmes as highlighted in Appendix 2. Identifying key allies and audiences is difficult in most domains of WIEGO's work as there are often a large number and range of actors with different perspectives. In many contexts, specific organisations can be both allies and target audiences. The major challenge is identifying and mapping organisations and individuals relevant to each programme area and then building co-operation with the key organisations and individuals.

Transitions

WIEGO has successfully addressed many challenges in the past five years. Strong financial and operational systems have been devised and implemented. These are managed by the WIEGO Office in Manchester, UK, where, during 2015/16 the full team comprised an Operations Director, Company Secretary/Financial Controller, a Senior Finance Officer, two Finance Officers and an Event and Logistics Manager. As the external audit showed, good operational and financial systems are in place.

The strength of the team, within the UK office and the Secretariat at the Harvard Kennedy School along with the virtual team around the globe, gave WIEGO the human resource capacity and expertise to conduct our work. However, we continuously assess our human and financial resources. A major fundraising campaign began in mid-2013 and has borne fruit in 2014/15. However we continue to seek further funding to ensure that there is support and funding for all the activities planned through to the end of March 2018 and beyond.

6. STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR FINANCIAL STATEMENTS

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of our net incoming resources for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.
The Directors ensure that there are appropriate financial and management controls in place sufficient to safeguard charitable funds and that these funds are used only in accordance with the conditions under which they have been made available. In addition the Directors are responsible for ensuring the economic, efficient and effective management of WIEGO’s resources so that the benefits that should be derived from the application of charitable funds are not put at risk.

The Directors confirm that, so far as they are aware, the WIEGO auditors were able to examine all relevant audit information. They have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that WIEGO’s auditors may examine that information.

**Political donations**

WIEGO made no political donations and had no such expenditure.

**Financial Risk Management**

WIEGO’s treasury management policy objective is to optimise returns consistent with our cash flow requirements and the overriding need to protect the capital value of WIEGO’s funds. WIEGO funds are invested only with UK Clearing Banks. Treasury management is carried out within the context of WIEGO’s statutory background and our Memorandum and Articles of Association.

The financial risk management and policies are conservative. Hedge accounting is not used and the exposure of the company to price risk, credit risk, liquidity risk and cash flow risk is low.

**Number of employees**

The average number of persons employed by the company in each week during the financial year has been less than 5 full time equivalents.

**Auditors**

Crowe Clark Whitehill LLP (CCW) continues as the auditor of WIEGO following a competitive tender during 2013/14.

This report, which incorporates the Directors’ Report, was approved by the Board of Directors on 15 August 2016 and signed on its behalf by:


Jacqui Fendall  
Company Secretary
INDEPENDENT AUDITORS REPORT

For the year ended 31 March 2016

We have audited the financial statements of Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited for the year ended 31 March 2016 set out pages 18 to 32.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
INDEPENDENT AUDITORS REPORT
For the year ended 31 March 2016

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees’ remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a strategic report in preparing the trustees annual report.

Vicky Sealist
Senior Statutory Auditor
For and on behalf of
Crowe Clark Whitehill LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT

19th October 2016
## Statement of Financial Activities

For the year ended 31 March 2016

### Income

<table>
<thead>
<tr>
<th>Category</th>
<th>Restricted Funds 2016</th>
<th>Unrestricted Funds 2016</th>
<th>Total Funds 2016</th>
<th>Total Funds 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations and legacies</td>
<td>2</td>
<td>2,719</td>
<td>2,719</td>
<td>4,342</td>
</tr>
<tr>
<td>Investment income</td>
<td>3</td>
<td>3,375</td>
<td>3,586</td>
<td>9,001</td>
</tr>
<tr>
<td>Charitable activities</td>
<td>4</td>
<td>4,173,125</td>
<td>4,748,468</td>
<td>3,540,237</td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td><strong>575,554</strong></td>
<td><strong>4,179,219</strong></td>
<td><strong>4,754,773</strong></td>
<td><strong>3,553,580</strong></td>
</tr>
</tbody>
</table>

### Expenditure

<table>
<thead>
<tr>
<th>Category</th>
<th>Restricted Funds 2016</th>
<th>Unrestricted Funds 2016</th>
<th>Total Funds 2016</th>
<th>Total Funds 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charitable activities</td>
<td>5</td>
<td>911,812</td>
<td>4,707,897</td>
<td>5,701,626</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURE</strong></td>
<td><strong>911,812</strong></td>
<td><strong>3,796,085</strong></td>
<td><strong>4,707,897</strong></td>
<td><strong>5,701,626</strong></td>
</tr>
</tbody>
</table>

### Net Incoming/(Outgoing) Resources

<table>
<thead>
<tr>
<th></th>
<th>Restricted Funds 2016</th>
<th>Unrestricted Funds 2016</th>
<th>Total Funds 2016</th>
<th>Total Funds 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NET INCOMING/(OUTGOING)</strong></td>
<td>(336,258)</td>
<td>383,134</td>
<td>46,876</td>
<td>(2,148,046)</td>
</tr>
<tr>
<td><strong>TOTAL FUNDS AT 1 APRIL 2015</strong></td>
<td>397,416</td>
<td>1,572,854</td>
<td>1,970,270</td>
<td>4,118,316</td>
</tr>
<tr>
<td><strong>TOTAL FUNDS AT 31 MARCH 2016</strong></td>
<td>61,158</td>
<td>1,955,988</td>
<td>2,017,146</td>
<td>1,970,270</td>
</tr>
</tbody>
</table>

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 21 to 32 form part of these financial statements.
**WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO) LIMITED**

**BALANCE SHEET**  
Registered Number: 6273538  
As at 31 March 2016

<table>
<thead>
<tr>
<th>Note</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>8</td>
<td>321,709</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>2,158,973</td>
<td>5,152,331</td>
</tr>
<tr>
<td></td>
<td>2,480,682</td>
<td></td>
</tr>
<tr>
<td><strong>CREDITORS:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>amounts falling due within one year</td>
<td>9</td>
<td>(463,536)</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td>2,017,146</td>
</tr>
<tr>
<td>FUNDS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted Funds</td>
<td>10</td>
<td>1,955,988</td>
</tr>
<tr>
<td>Restricted Funds</td>
<td>10</td>
<td>61,158</td>
</tr>
<tr>
<td></td>
<td>2,017,146</td>
<td></td>
</tr>
</tbody>
</table>

The financial statements were approved and authorised for issue by the Directors on 15 Aug 2016 and signed on their behalf, by:

D. Davis  
Director and Treasurer

The notes on pages 21 to 32 form part of these financial statements.
WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

CASH FLOW STATEMENT
As at 31 March 2016

<table>
<thead>
<tr>
<th>Note</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**Cash flows from operating activities**

Net cash provided by/used in operating activities 15 (2,996,944) 824,534

**Cash Flows from investing activities**

Interest received 3,586 9,001

Net cash provided by investing activities 3,586 9,001

Change in cash and cash equivalents in the year. (2,993,358) 833,535

Cash and cash equivalents at the beginning of the year. 5,152,331 4,318,796

Cash and cash equivalents at the end of the year. 2,158,973 5,152,331

**ANALYSIS OF CASH AND CASH EQUIVALENTS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at hand</td>
<td>2,158,973</td>
<td>5,152,331</td>
</tr>
</tbody>
</table>
1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Ireland (FRS102) and the Companies Act 2006.

Women in Informal Employment: Globalizing and Organizing (WIEGO) Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost at transaction value unless otherwise stated in the relevant accounting policy note.

1.2 Company information

The charity is a company limited by guarantee (registered number 6273538) which is incorporated and domiciled in the UK. The address of the registered office is 521 Royal Exchange, Manchester, M2 7EN.

1.3 Going concern

The directors have reviewed the forecasts and budgets for the forthcoming period. The charity has contractual funding to cover the essential costs of running the organisation through to the year ending 31 March 2018. We are also in active discussions with the Ford Foundation and representatives of the Government of Norway to add to this essential funding. On this basis the directors consider that the charity is a going concern and the financial statements have been prepared accordingly.

1.4 Company status

WIEGO Limited is a registered charitable company. The members of the company are the directors named on page 1. In the event of the company being wound up the Articles of Association indemnify the members of the council, officers and the directors against all liabilities incurred by them in their respective capacities.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charitable company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.
1.6 **Incoming resources**

Voluntary income including donations, gifts, income arising from fundraising events, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Income from charitable activities, including income received under contract and grants where entitlement to funding is subject to specific performance conditions, is recognised as earned (as the related goods or services are provided). Grant income included in this category provides funding to support activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when the donor has imposed conditions which must be met before the charity has unconditional entitlement or the donor has specified the funds can only be utilised in future accounting periods.

Gifts in kind received are accounted for in the Statement of Financial Activities as soon as it is prudent and practical to do so. They are valued as by the donor in the grant documentation.

Investment income is recognised on a receivable basis.

1.7 **Resources expended**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Overheads have been allocated on the above basis of allocation.

Support costs are those costs incurred directly in support of expenditure on the objects. Where costs cannot be directly attributed they have been allocated or apportioned on a fair and consistent basis.

Governance costs are those incurred in the governance of the Company's assets and are associated with constitutional and statutory requirements.

1.8 **Tangible fixed assets and depreciation**

All tangible fixed assets costing more than $3,000 are capitalised.

1.9 **Value added tax**

Value Added Tax is not recoverable by the company and as such, is included in the relevant cost in the Statement of Financial Activities.

1.10 **Foreign currencies**

The charity's financial statements are presented in US dollars which is the presentation currency. The charity's functional currency is US dollars. The exchange rate difference from USD to GBP since the vote to leave the EU is expected to have little effect since we maintain USD bank accounts, from which our expenditure is also in USD.

Assets and liabilities in foreign currencies are translated into dollars at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into dollars at the rate of exchange ruling at the date of the transaction. Any gain or loss arising on translation is included in the Statement of Financial Activities. The exchange rate between sterling and the US dollar at 31 March 2016 was £1: $1.43672.
1.11 Grant making policy
Grants are recognised in the financial statements when they are approved or when there is a legal or constructive obligation.

1.12 Interest Receivable
Interest on funds held on deposit in included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.13 Operating Leases
Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

1.14 Debtors
Short term debtors are measured at transaction price, less any impairment.

1.15 Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Creditors
Short term creditors are measured at the transaction price after allowing for any trade discount due.

1.17 Financial Instruments
The charity only has basic financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are measured at amortised cost using the effective interest rate method.

1.18 Judgements in applying accounting policies and key sources of estimation uncertainty
In the application of the entity's accounting policies which are described above, the Directors are required to make judgments, estimates, assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Directors, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.
## 2. DONATIONS AND LEGACIES

<table>
<thead>
<tr>
<th></th>
<th>Restricted Funds</th>
<th>Unrestricted Funds</th>
<th>Total Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2016</td>
<td>2016</td>
<td>2016</td>
<td>2015</td>
</tr>
<tr>
<td>Membership fees</td>
<td>-</td>
<td>2,719</td>
<td>2,719</td>
<td>4,342</td>
</tr>
</tbody>
</table>

## 3. INVESTMENT INCOME

<table>
<thead>
<tr>
<th></th>
<th>Restricted Funds</th>
<th>Unrestricted Funds</th>
<th>Total Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2016</td>
<td>2016</td>
<td>2016</td>
<td>2015</td>
</tr>
<tr>
<td>Bank Interest</td>
<td>211</td>
<td>3,375</td>
<td>3,586</td>
<td>9,001</td>
</tr>
</tbody>
</table>

## 4. CHARITABLE ACTIVITIES

<table>
<thead>
<tr>
<th></th>
<th>Restricted Funds</th>
<th>Unrestricted Funds</th>
<th>Total Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2016</td>
<td>2016</td>
<td>2016</td>
<td>2015</td>
</tr>
<tr>
<td>Hewlett Foundation</td>
<td>3,000,000</td>
<td>3,000,000</td>
<td>-</td>
<td>236,696</td>
</tr>
<tr>
<td>Bill &amp; Melinda Gates Foundation</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Sida</td>
<td>948,299</td>
<td>948,299</td>
<td>1,265,039</td>
<td>1,265,039</td>
</tr>
<tr>
<td>FLOW</td>
<td>474,856</td>
<td>474,856</td>
<td>1,049,712</td>
<td>1,049,712</td>
</tr>
<tr>
<td>Rockefeller Health</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>266,250</td>
</tr>
<tr>
<td>Ford Foundation</td>
<td>224,750</td>
<td>224,750</td>
<td>200,000</td>
<td>200,000</td>
</tr>
<tr>
<td>Hewlett Fundraising</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>150,000</td>
</tr>
<tr>
<td>Hewlett Child Care Initiative</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>111,355</td>
</tr>
<tr>
<td>Comic Relief</td>
<td>66,734</td>
<td>66,734</td>
<td>104,052</td>
<td>104,052</td>
</tr>
<tr>
<td>Rockefeller Technology/Practical Action</td>
<td>12,000</td>
<td>-</td>
<td>12,000</td>
<td>88,000</td>
</tr>
<tr>
<td>Rockefeller Prize</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>25,000</td>
</tr>
<tr>
<td>Action Aid</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>11,144</td>
</tr>
<tr>
<td>Solidarity Centre US</td>
<td>10,361</td>
<td>-</td>
<td>10,361</td>
<td>9,650</td>
</tr>
<tr>
<td>Vital Wave</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3,385</td>
</tr>
<tr>
<td>ACV Voeding En</td>
<td>10,824</td>
<td>-</td>
<td>10,824</td>
<td>-</td>
</tr>
<tr>
<td>Other income</td>
<td>568</td>
<td>76</td>
<td>644</td>
<td>1,048</td>
</tr>
</tbody>
</table>

Total: 575,343, 4,173,125, 4,748,468, 3,540,237
5. RESOURCES EXPENDED

<table>
<thead>
<tr>
<th>Payments to Sub</th>
<th>Activities Under</th>
<th>Support Costs</th>
<th>Total 2016</th>
<th>Total 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>grantees taken</td>
<td>directly</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

Charitable activities

Unrestricted funds

Core Programmes

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global Trade</td>
<td>28,615</td>
<td>37,859</td>
</tr>
<tr>
<td>Law</td>
<td>20,801</td>
<td>189,379</td>
</tr>
<tr>
<td>Organisation &amp; Representation</td>
<td>1,298,017</td>
<td>1,046,170</td>
</tr>
<tr>
<td>Social Protection</td>
<td>221,034</td>
<td>135,933</td>
</tr>
<tr>
<td>Statistics and Research</td>
<td>306,908</td>
<td>330,356</td>
</tr>
<tr>
<td>Urban Policies</td>
<td>879,856</td>
<td>709,043</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,602,487</strong></td>
<td><strong>2,259,361</strong></td>
</tr>
</tbody>
</table>

| Membership Co-ordination/Support | 365,276 | 537,636 |
| Focal Cities                    | 212,446 | -       |

Restricted funds

| Securing Economic Rights for Informal Women Workers | 620,244 | 1,843,701 |

Special Initiatives

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Action Aid</td>
<td>10,338</td>
<td>783</td>
</tr>
<tr>
<td>Comic Relief</td>
<td>75,790</td>
<td>67,266</td>
</tr>
<tr>
<td>Focal Cities Programme</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Rockefeller Health</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Hewlett Fundraising</td>
<td>74,286</td>
<td>75,714</td>
</tr>
<tr>
<td>Hewlett Child Care Initiative</td>
<td>80,356</td>
<td>32,864</td>
</tr>
<tr>
<td>Rockefeller Technology/Pract. Action</td>
<td>97,787</td>
<td>2,213</td>
</tr>
<tr>
<td>Rockefeller Prize</td>
<td>19,307</td>
<td>7,950</td>
</tr>
<tr>
<td>Solidarity Centre</td>
<td>10,350</td>
<td>9,650</td>
</tr>
<tr>
<td>Vital Wave</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Other Expenditure</td>
<td>11,399</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>114,487</td>
<td>503,093</td>
</tr>
</tbody>
</table>

Governance costs

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Gain)/Loss on foreign exchange</td>
<td>(1,917)</td>
<td>(1,917)</td>
</tr>
</tbody>
</table>

**TOTAL RESOURCES EXPENDED**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>346,558</td>
<td>5,701,626</td>
</tr>
</tbody>
</table>

Note: Sub grantees are subcontractors with contract arrangements, who help to deliver the projects. Sub grantees are institutions and consist of the following:- Asiye e Tafuleni, International Union of Food-workers, Plades, StreetNet, Sewa, Uganda Federation for Alternative Trade and Kuapa Kokoo Farmers Union.

Note: The exchange loss from 2015 is an accounting loss due to the fact that our functional currency is USD. A loss of $363k is due to the retranslation of the cash balances of Euro and GBP into USD at the closing rates at 31 March 2015.
5. RESOURCES EXPENDED

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Support Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td>249,887</td>
<td>329,494</td>
</tr>
<tr>
<td>Meeting costs/events</td>
<td>16,383</td>
<td>27,104</td>
</tr>
<tr>
<td>Consultants and professional</td>
<td>18,880</td>
<td>25,592</td>
</tr>
<tr>
<td>Rent and office costs</td>
<td>125,199</td>
<td>85,863</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>410,349</td>
<td>468,053</td>
</tr>
</tbody>
</table>

Support costs have been apportioned across core programmes according to the size of the core programme.

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Governance Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board meetings</td>
<td>79,024</td>
<td>33,534</td>
</tr>
<tr>
<td>Team support</td>
<td>35,540</td>
<td>-</td>
</tr>
<tr>
<td>Company secretarial</td>
<td>34,390</td>
<td>29,386</td>
</tr>
<tr>
<td>Project Evaluation</td>
<td>43,543</td>
<td>58,088</td>
</tr>
<tr>
<td>External Audit</td>
<td>16,129</td>
<td>18,826</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>208,626</td>
<td>139,834</td>
</tr>
</tbody>
</table>

It has been necessary to have two physical Board meetings this year rather than one. Also this year we have included team member’s time in preparing for and attending the Board.

6. NET INCOMING/(OUTGOING) RESOURCES

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating lease rentals - property</td>
<td>$20,538</td>
<td>18,892</td>
</tr>
<tr>
<td>Auditors’ remuneration - Audit fees</td>
<td>12,586</td>
<td>12,750</td>
</tr>
<tr>
<td>Non audit fees</td>
<td>3,308</td>
<td>3,150</td>
</tr>
</tbody>
</table>

7. STAFF COSTS, STAFF NUMBERS AND THE COST OF KEY MANAGEMENT PERSONEL

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and salaries</td>
<td>225,115</td>
<td>228,358</td>
</tr>
<tr>
<td>Social security costs</td>
<td>22,842</td>
<td>22,187</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>247,957</td>
<td>250,545</td>
</tr>
</tbody>
</table>

The key management personnel of the charity comprise Marty Chen and Mike Bird. The total employee benefits of the key management personnel of the charity were £56,500 (2015: £52,260).

No employee received remuneration amounting to more than $88,961 in either year.

Our International Coordinator is an employee of Harvard and is not contracted to the UK and not a formal employee. Staff costs for WIEGO Secretariat in the US amounted to $362,541 and the average number of employees was 3.
The average monthly number of employees during the year was as follows:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

During the year, directors received reimbursement of expenses totalling $11,201 (2015 - $1,206). Expenses were reimbursed to eight directors and consisted of travel expenses only.

The directors received no remuneration or director fees during the year.

8. **DEBTORS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant income receivable</td>
<td>236,874</td>
<td>124,678</td>
</tr>
<tr>
<td>Prepayments and other debtors</td>
<td>84,835</td>
<td>72,302</td>
</tr>
<tr>
<td></td>
<td>321,709</td>
<td>196,980</td>
</tr>
</tbody>
</table>

9. **CREDITORS: Amounts falling due within one year**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrued expenses</td>
<td>463,536</td>
<td>368,217</td>
</tr>
<tr>
<td>Grants deferred</td>
<td>-3,010,824</td>
<td>3,010,824</td>
</tr>
<tr>
<td></td>
<td>463,536</td>
<td>3,379,041</td>
</tr>
</tbody>
</table>
### 10. STATEMENT OF FUNDS

<table>
<thead>
<tr>
<th>Brought Forward</th>
<th>Incoming Resources</th>
<th>Resources Expended</th>
<th>Transfers in/(out)</th>
<th>Carried Forward</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**UNRESTRICTED FUNDS**

<table>
<thead>
<tr>
<th>Designated funds</th>
<th>General Reserves 460,744</th>
<th>General Assembly</th>
<th>UNRESTRICTED FUNDS</th>
<th>1,572,854</th>
<th>4,179,219</th>
<th>(3,796,085)</th>
<th>1,955,988</th>
</tr>
</thead>
</table>

**RESTRICTED FUNDS**

<table>
<thead>
<tr>
<th>FLOW</th>
<th>Rockefeller Health 12,852</th>
<th>Hewlett Fundraising 75,419</th>
<th>Hewlett Child Care Initiative 121,075</th>
<th>Comic Relief 35,750</th>
<th>Rockefeller Technology 85,787</th>
<th>Rockefeller Prize 19,307</th>
<th>Action Aid 10,338</th>
<th>Solidarity 10,361</th>
<th>Other Income 11,392</th>
<th>Total Restricted Funds 397,416</th>
<th>575,554</th>
<th>(911,812)</th>
<th>61,158</th>
</tr>
</thead>
</table>

**TOTAL FUNDS**

| 1,970,270 | 4,754,773 | (4,707,897) | 2,017,146 |

*Note: The $80,000 transfer to designated reserves is to fund the next General Assembly in 2018.*
10. STATEMENT OF FUNDS (continued)

<table>
<thead>
<tr>
<th>Period</th>
<th>Amount</th>
<th>Objective</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Designated funds</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$460,744</td>
<td>Funds set aside which represent 3 month wind up costs.</td>
</tr>
<tr>
<td></td>
<td>$80,000</td>
<td>Funds set aside as a contribution towards the General Assembly in 2018. These funds will be used for core programmes over the next financial year.</td>
</tr>
<tr>
<td></td>
<td><strong>Unrestricted funds</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1/4/2016 – 16/9/2016</td>
<td>$3,000,000 To provide general operating support</td>
</tr>
<tr>
<td></td>
<td>01/04/15-30/03/2018</td>
<td>SEK 24,000,000 To support the core activities</td>
</tr>
<tr>
<td></td>
<td>01/11/08 – 31/12/2014</td>
<td>$18,546,822 To fund the global project <em>Inclusive Cities for the Working Poor</em>. The project addresses urban poverty by supporting capacity building in member organizations in the urban informal economy.</td>
</tr>
<tr>
<td></td>
<td>01/10/09 – 30/06/2014</td>
<td>$735,191 To meet core support costs to the secretariat for <em>Inclusive Cities for the Working Poor</em>.</td>
</tr>
<tr>
<td></td>
<td>01/12/2014 – 30/11/2015</td>
<td>$200,000 Core Support</td>
</tr>
<tr>
<td></td>
<td><strong>Restricted Funds</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1/1/2012 – 31/12/2015</td>
<td>€ 3,239,048 Securing economic rights for Informal Women Workers</td>
</tr>
<tr>
<td></td>
<td>1/10/2013 – 30/9/2014</td>
<td>€ 384,225 Securing economic rights for Informal Women Workers</td>
</tr>
<tr>
<td></td>
<td>01/07/07 – 30/06/2014</td>
<td>$1,500,000 To meet comms, co-ordination and fund-raising costs arising in WIEGO's secretariat, as the centre of the international network and the core programmes.</td>
</tr>
<tr>
<td></td>
<td>1/1/2014 – 1/12/2016</td>
<td>$224,750 To provide general operating support</td>
</tr>
<tr>
<td></td>
<td>01/09/2014-28/02/2015</td>
<td>$266,250 Health for Urban Informal Workers</td>
</tr>
<tr>
<td></td>
<td>1/1/2014–31/12/2014</td>
<td>$100,000 To improve the health &amp; safety of informal workers at Warwick Junction in Durban, South Africa.</td>
</tr>
<tr>
<td></td>
<td>22/7/2013 – 22/7/2015</td>
<td>$161,735 A study on quality child care, women's economic empowerment and social protection.</td>
</tr>
<tr>
<td></td>
<td>13/10/2014-13/05/2015</td>
<td>$150,000 To support the costs of fund raising</td>
</tr>
<tr>
<td></td>
<td>30/06/2014-29/06/2017</td>
<td>$206,726 <em>Kanyenathi: Building an Inclusive Urban Future</em></td>
</tr>
<tr>
<td></td>
<td>1/02/2015-31/01/2016</td>
<td>$100,000 Technology and how it is used by informal workers</td>
</tr>
<tr>
<td></td>
<td>1/12/2014–31/12/2015</td>
<td>$11,144 To fund engagement in Actionaid Women's Rights International Platform.</td>
</tr>
<tr>
<td></td>
<td>30/1/2014–30/4/2014</td>
<td>$10,840 A study to identify mHealth solutions to help meet the needs of informal workers</td>
</tr>
<tr>
<td></td>
<td>01/07/2014–31/1/2018</td>
<td>$10,350 To support research on organising in the informal economy</td>
</tr>
</tbody>
</table>
WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2016

10. STATEMENT OF FUNDS (continued)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted Funds</td>
<td>$1,572,854</td>
<td>$4,179,219</td>
<td>$(3,796,085)</td>
<td>$-</td>
<td>$1,955,988</td>
</tr>
<tr>
<td>Restricted Funds</td>
<td>$397,416</td>
<td>$575,554</td>
<td>$(911,812)</td>
<td>$-</td>
<td>$61,158</td>
</tr>
<tr>
<td>Total of Funds</td>
<td>$1,970,270</td>
<td>$4,754,773</td>
<td>$(4,707,897)</td>
<td>$-</td>
<td>$2,017,146</td>
</tr>
</tbody>
</table>

ANALYSIS OF NET ASSETS BETWEEN FUNDS

<table>
<thead>
<tr>
<th></th>
<th>Restricted Funds 2016</th>
<th>Unrestricted Funds 2016</th>
<th>Total Funds 2016</th>
<th>Total Funds 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current assets</td>
<td>$77,869</td>
<td>$2,402,813</td>
<td>$2,480,682</td>
<td>$5,349,312</td>
</tr>
<tr>
<td>Creditors due within one year</td>
<td>$(16,711)</td>
<td>$(446,825)</td>
<td>$(463,536)</td>
<td>$(3,379,042)</td>
</tr>
<tr>
<td>Total of Funds</td>
<td>$61,158</td>
<td>$1,955,988</td>
<td>$2,017,146</td>
<td>$1,970,270</td>
</tr>
</tbody>
</table>

11. COMPANY LIMITED BY GUARANTEE

The company is a company limited by guarantee. The members of the company are the directors named on page 1 who have each guaranteed to contribute £1 ($1.48) to the company's assets in the event of the company being wound up. The company is controlled by the members.

12. RELATED PARTY DISCLOSURES

According to its Articles of Association, three members of the WIEGO Board should be elected representatives from Institutional Members of WIEGO. From time to time, WIEGO enters into partnership on specific projects with its Institutional Members, including those represented on the WIEGO Board. In addition, Individual Members of WIEGO on the Board and co-opted Board members may have involvement with partner organisations. The WIEGO Board and management agree that in the interest of transparency, such activities and/or relationships should be disclosed in the financial statements.

The WIEGO Board notes that the following Board members have working involvement in organisations that have partnered with WIEGO. In each case, the named trustee or officer was neither directly associated with the project nor in receipt of any compensation related to it.

Barbro Budin, is the Gender & Equality Officer of the International Union of Food and Allied Workers who provided facilitation of various activities of the International Domestic Workers' Network on WIEGO's behalf, under FLOW Project 1, Economic & Employment Rights, Advancing DW Leadership. The International Union of Food and Allied Workers received €106,750 during 2015/16.
12. RELATED PARTY DISCLOSURES (continued)

Juliana Brown Afari is an Executive Member of Street Net International. Street Net International received €54,272 and $57,725 for FLOW Project 6, Strengthening the Global Movement of Street & Market Vendors.

Renana Jhabvala is the National Coordinator of the Self-Employed Women's Association, SEWA. Payments to SEWA were $3,200, €1,709 and 1,343,171 INR during the year.

Renana Jhabvala is also the chair of Home Net South Asia. Payments to Home Net South Asia during the year amounted to €32,017 and $24,562.

Caroline Skinner the Research Director for Urban Policies, is a Board member for Asiye e Tafuleni. Payments to Asiye e Tafuleni were $92,584 during the year.

Elaine Jones the Programme Director for Global Trade is an Assessor for Comic Relief. The organization received £43,103 from Comic Relief during the year.

13. FINANCIAL COMMITMENTS

At 31 March 2016 the Charity had future minimum lease payments under non-cancellable operating leases as follows:

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payable:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Within one year</td>
<td>20,538</td>
<td>18,892</td>
</tr>
<tr>
<td>Between two and five years</td>
<td>40,567</td>
<td>61,187</td>
</tr>
<tr>
<td></td>
<td>61,105</td>
<td>80,079</td>
</tr>
</tbody>
</table>

14. FINANCIAL INSTRUMENTS

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial assets measured at amortised cost</td>
<td>2,395,847</td>
<td>5,277,009</td>
</tr>
<tr>
<td>Financial liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial liabilities measured at amortised cost</td>
<td>463,537</td>
<td>368,217</td>
</tr>
</tbody>
</table>

Financial assets consist of cash and grant income receivable.

Financial liabilities consist of trade creditors, other creditors and accruals.
15. **RECONCILIATION OF NET MOVEMENT TO NET CASH FLOW FROM OPERATING ACTIVITIES**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net incoming resources for the year</td>
<td>46,876</td>
<td>(2,148,046)</td>
</tr>
<tr>
<td>Adjustments for:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest receivable</td>
<td>(3,586)</td>
<td>(9,001)</td>
</tr>
<tr>
<td>(Increase)/decrease in debtors</td>
<td>(124,730)</td>
<td>32,136</td>
</tr>
<tr>
<td>(Decrease) /increase in creditors</td>
<td>(2,915,504)</td>
<td>2,949,445</td>
</tr>
<tr>
<td><strong>Net cash provided by/(used) in operating activities</strong></td>
<td>(2,996,944)</td>
<td>824,534</td>
</tr>
</tbody>
</table>

16. **FIRST TIME ADOPTION OF FRS102**

The policies applied under the entity's previous accounting framework are not materially different to FRS102 and have not impacted on reserves or incoming/(outgoing) resources.
WOMEN IN INFORMAL EMPLOYMENT:
GLOBALIZING AND ORGANIZING (WIEGO) LIMITED

APPENDIX 1
For the year ended 31 March 2016

MEMBERSHIP

BOARD OF DIRECTORS *
Chair [Renana Jhabvala, India]

MANAGEMENT COMMITTEE
[Renana Jhabvala, India]
[Barbro Budin, Switzerland]
[William Steel, Ghana]
[Jeemol Unni, India]

FINANCE COMMITTEE
[Debra Davis, UK]
[Lin Lim Lean, Malaysia]
[William Steel, Ghana]
[Marty Chen, USA]

I MANAGEMENT COMMITTEE FINANCE COMMITTEE
[Renana Jhabvala, India] [Debra Davis, UK]
[Barbro Budin, Switzerland] [Lin Lim Lean, Malaysia]
[William Steel, Ghana] [William Steel, Ghana]
[Jeemol Unni, India] [Marty Chen, USA]

PROPOSAL SUPPORT [CANADA]
Advisor [Rhonda Douglas]
Communications Advisor [Demetria Tsoutouras]

SECRETARIAT** [USA]
International Coordinator [Marty Chen]
Secretariat Manager [Karen McCabe]

REGIONAL ADVISORS
Europe [Karin Pape, Switzerland]
LAC [Carmen Roca, Peru]

CORE PROGRAMMES

GLOBAL TRADE
Programme Director [Elaine Jones]
Programme Director [Francie Lund]
Partner Institutions & Individuals

SOCIAL PROTECTION
Advisory Committee
Programme Director [Francie Lund]
Programme Director [Chris Bonner]
Partner Institutions & Individuals

ORGANIZATION & REPRESENTATION
Advisory Committee
Programme Director [Chris Bonner]
Programme Director [Joann Vanek]
Partner Institutions & Individuals

URBAN POLICIES
Programme Director [Caroline Skinner]
Programme Director [Caroline Skinner]
Partner Institutions & Individuals

STATISTICS
Advisory Committee
Programme Director [Joann Vanek]
Programme Director [Joann Vanek]
Partner Institutions & Individuals

* The full Board is listed on Page 1.
** This organogram illustrates the Delegation of Powers to the International Coordinator and key team members. There are many other team members who contribute to WIEGO's work, many of whom are mentioned in Appendix 2.
Empowering Informal Workers, Securing Informal Livelihoods

In This Report:

Advancing Informal Workers' Demands through Global Advocacy
   A Landmark Victory: ILO Recommendation 204, Transition from the Informal to the Formal
   Habitat III: Advocating for Inclusive Urban Policy and Planning at a Global Scale
   HLP Panel on WEE: Helping to Shape a Global Agenda for Women's Economic Empowerment
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Advancing Informal Workers' Demands through Global Advocacy

A Landmark Victory: ILO Recommendation 204, Transition from the Informal to the Formal

In June 2015, the International Labour Conference (ILC) adopted the new international labour standard: the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). The landmark recommendation is the first-ever international labour standard specifically for the informal economy, and provides a roadmap for policies to facilitate transition from the informal to the formal economy in the ILO's 186 Member States.

WIEGO played a significant role in ensuring informal workers' voices were heard throughout the three-year process leading up to the adoption. In 2013, WIEGO and SEWA participated in the tripartite Experts Meeting at the ILO. In 2014, WIEGO organized three regional workshops— in Africa, Asia and Latin America— where informal workers gave their input into a WIEGO Network Platform on transitioning from the informal to the formal economy. The Network Platform is available in English, French, Spanish and Russian on the website.

In 2014, WIEGO's Organization and Representation Programme (ORP) convened and facilitated a delegation of informal workers, organizers, and supporters at the ILC, who worked with trade union allies to ensure informal workers' voices were heard and included for the first phase of negotiations around the recommendation.

In June 2015, WIEGO's Organizational and Representation Programme (ORP) convened and facilitated another delegation of 32 informal workers' representatives, with full or partial funding from WIEGO, to return for the second year of the negotiations at the ILC 104rd Session in Geneva. Representatives from organizations of street vendors, waste pickers, homeworkers and domestic workers all participated during the discussions. Jane Barrett, Director of ORP, Chris Bonner, Advisor to ORP, Karin Pape, Deputy Director of ORP, and Pat Horn, StreetNet International Coordinator, supported the informal worker representatives to ensure their messages were directly heard during the conference.

The resulting Recommendation 204 contains many provisions supportive of informal workers such as the right to freedom of association and collective bargaining, social protection, occupational health and safety, access for use of public space and access to public natural resources and gender equality, amongst others. It provides that livelihoods are preserved and improved during the process of transition. The task now is to ensure its implementation.
Habitat III: Advocating for Inclusive Urban Policy and Planning at a Global Scale

Habitat III is the United Nations Conference on Housing and Sustainable Urban Development, taking place in Quito, Ecuador, in October 2016. Its goal is to offer a unique opportunity to discuss the important challenge of how cities are planned and managed in order to fulfill their role as drivers of sustainable development, and hence shape the implementation of new global development and climate change goals. It welcomes the participation of all UN Member States and relevant stakeholders, including regional and local government and municipality representatives, trade unions, civil society organizations, professionals and researchers, academia, foundations and the private sector, as well as organizations of the United Nations system and intergovernmental organizations.

Since 2008, WIEGO has attended the biennial World Urban Forum (WUF) convened by UN Habitat. Through its engagement with and contacts through WUF in 2015, WIEGO became involved in the preparations for the Habitat III summit. WIEGO was granted Special Accreditation to Habitat III to attend the Preparatory Committees and the Conference.

In 2015 and 2016, in preparation for Habitat III, WIEGO's team members and member organizations have been engaged in several activities, both directly with UN Habitat and also independently. WIEGO's goals in this process are to create spaces for informal workers and their representative organizations to have their voices heard, to make visible the positive contributions of informal livelihoods to cities, and to advocate for urban policy approaches that would result in greater livelihood security for urban informal workers. Specifically, WIEGO has been involved in:

**Policy units:** Marty Chen, WIEGO's International Coordinator, Sally Roever, Director of the Urban Policies Programme, Sonia Dias, Waste Pickers Sector Specialist, and Alison Brown, consultant to WIEGO on urban planning, were selected to serve as members of three Habitat III Policy Units focused on urban economic development, socio-cultural frameworks, and right to the city. These are three of the ten policy units that helped draft The New Urban Agenda document.

**World Urban campaign:** WIEGO, through Pilar Balbuena of the Urban Policies Programme, is chairing the World Urban Campaign's Communications subcommittee.

**Urban Thinkers Campus:** In October of 2015, WIEGO hosted a panel, "Informal Livelihoods and Inclusive Urban Planning," at UN Habitat's Urban Thinkers Campus India, part of a series of programs that are helping to shape the Habitat III agenda. Shalini Sinha, Home-Based Worker Sector Specialist, moderated the panel, with representatives from the KKPKP waste pickers' union in Pune, the Self-Employed Women's Association in Ahmedabad (SEWA), and the National Association of Street Vendors of India (NASVI). The panel discussed examples of how informal workers can be incorporated into urban policymaking and planning.
General Assembly of Partners: WIEGO is co-chair, alongside Slum/Shack Dwellers International, of the Grassroots Partner Constituency Group of the General Assembly of Partners (GAP). Gloria Solórzano Espinoza represents the WIEGO Network in the GAP. Gloria, a street vendor leader and informal workers' rights advocate from the Peruvian union the National Self-Employed Workers' Network (RENATTA, its Spanish acronym), has contributed to the official GAP discussions at meetings in Nairobi, New York and Prague over the course of the year. Gloria said it was a great opportunity to represent informal workers in a platform with the potential to create important alliances and generate greater visibility for all sectors of the informal economy.

Regional meetings: WIEGO's team members and member organizations have participated in other events in support of inclusive cities and sustainable urban development, including a Regional Meeting in Africa of the Global Platform for the Right to the City in November 2015 in Johannesburg, South Africa, and the International Workshop on Inclusive Cities in January 2016 in Bogotá, Colombia.

Also in January 2016, Victoria Okoye, WIEGO's Urban Advocacy Specialist, participated in the Expert Group Meeting for the Habitat III Regional Report for the Africa Region. Following this, in February, Victoria and Gbenga Komolafe, Secretary General of the Federation of Informal Workers' Organizations of Nigeria (FIWON), along with three additional FIWON representatives, participated in the Habitat III Africa Regional Meeting, where they hosted a side event on informal workers' experiences in Nigeria and where Victoria contributed as part of the Advisory Committee to the meeting's final Abuja Declaration.

In March, Tania Espinosa, Latin America Coordinator of WIEGO's Law Programme, attended a Thematic Meeting on Financing Urban Development in Mexico City. Also in March, Victoria Okoye, Pilar Balbuena, Informal Economy Media Specialist, and street vendor leader Gloria Solórzano participated in Habitat III Regional Meetings for Europe.

Making urban livelihoods a central issue in urban policy discourse is a key goal of WIEGO's Urban Policies Programme (UPP). The UPP's first three objectives are:

- to shape urban policy debates and government practices
- to make visible the key challenges faced by urban workers
- to support the voice of organizations of urban workers

The New Urban Agenda (NUA), to be unveiled at Habitat III, has the potential to impact urban development on a global scale. In the lead up to the October meeting, WIEGO continues to advocate for the recognition and integration of informal workers and their livelihoods into the document.

Finally, in addition to bringing urban informal workers and their livelihoods into the Habitat III agenda, in 2015 WIEGO also participated in the campaigns for the Urban Sustainable Development Goal (SDG #11). The new SDGs were officially adopted by world leaders at a UN summit in September 2015, and include two new stand-alone goals that are of particular significance to the urban working poor:
• Goal 8 calls for sustained, inclusive and sustainable economic growth as well as full and productive employment and decent work for all.
• Goal 11 calls for making cities and human settlements inclusive, safe, resilient and sustainable.

HLP Panel on WEE: Helping to Shape a Global Agenda for Women’s Economic Empowerment

WIEGO is one of two civil society organizations that are represented on the first-ever UN Secretary General’s High-Level Panel on Women’s Economic Empowerment (HLP on WEE). The panel brings together leaders from the public and private sectors, civil society and international agencies to define an actionable agenda for improving economic outcomes for women in alignment with the 2030 Sustainable Development Goals. The UN HLP’s inaugural meeting took place during the 60th session of the Commission on the Status of Women at the United Nations on March 15, 2016. The meeting kicked off a year-long process of research, consultations and dialogue with a broad set of stakeholders around the world. Through this process, the panel aims to produce two reports for the UN Secretary-General. The first report will frame the issues, define priorities and highlight positive examples for a women’s economic empowerment agenda, and will be presented during the annual meeting of the UN General Assembly in September. The second report will be presented in March of 2017 and will primarily focus on implementation.

Renana Jhabvala, Chair of the WIEGO board, is representing WIEGO on the panel. She has provided expertise on women in the informal economy that is grounded in her extensive experience with WIEGO and as National Coordinator of the Self-Employed Women’s Association (SEWA). Marty Chen also represents WIEGO in the role of deputy.

In addition to participating in panel meetings and consultations, WIEGO will contribute to the panel’s work by writing the background paper on one of the six issue areas prioritized by the Panel, “promoting opportunities for women informal workers”. WIEGO will also write policy briefs on each of the other five issue areas identified as key to women’s economic empowerment: pay and work conditions, child care, legal barriers, financial and digital inclusion and women-owned enterprises.

Celebrating Home-Based Workers: Twenty Years and Time for Action

On 20 June 1996, the ILO Home Work Convention (C177) was adopted. Over the last 20 years, only 10 countries worldwide have ratified C177. In March 2016, WIEGO and HomeNet South Asia (HNSA) organized an event in Ahmedabad, India, to mark the 20th anniversary of C177 and to increase visibility and awareness of home-based workers, as well as solidarity, and in this way highlight the need for the Convention’s further ratification. On the same day there was a celebration of home-based workers – event participants were joined by home-based workers from Ahmedabad and took the opportunity to hear directly from them and include them in the celebrations.

While the majority of the participants were from South and South East Asia, WIEGO representatives attended to share knowledge and perspectives from Africa, East Europe, and Latin America. Participants from WIEGO included Marty Chen, Chris Bonner, Rhonda Douglas and three new WIEGO Programme Directors (Jane Barrett, Marlese von Broembsen and Gisele Yasmeen). Renana Jhabvala, (who serves as HNSA President), played a lead role in organizing the event.
This event built on the declaration and plan of action from the Global Conference on Home-based Workers held in February 2015 in New Delhi, India. Since then, home-based worker organizations have been exchanging experiences, building their capacities, and working to advance favourable policies. In Kampala, Uganda, home-based workers and organizers from Ethiopia, Kenya, South Africa, and Uganda gathered to assess progress and make plans on recognition of home-based workers in Africa. Home-based worker representatives from Argentina, Bulgaria, Chile, Pakistan, and Thailand joined the group and developed plans and committed to continued solidarity. In December 2015, 25 home-based worker representatives met in Buenos Aires, Argentina, supported by WIEGO, for a workshop on strategizing proposals to submit to the government to promote the law covering homeworkers and to improve statistical reporting on home-based workers. WIEGO continues to support home-based workers and their organizations to build a global network.

Driving Local Advocacy and Action

In WIEGO's Focal Cities, Accra, Ghana and Lima, Peru, WIEGO has built platforms for on-going negotiations between informal workers and municipalities and trained informal worker leaders in effective negotiating and advocacy skills.

First National Meeting of Informal Workers in Peru

In November 2015, in Lima, WIEGO and the Friedrich Ebert Foundation (FES) convened a national meeting of informal workers' membership-based organizations from different sectors, including domestic workers, waste pickers, newspaper vendors, market and street vendors, market porters, shoe shine workers and moto-taxi drivers from Lima and other regions in Peru. The objective was to promote discussions and exchanges to identify key demands and to elaborate a common platform.

During the first day, in addition to the discussions about the main needs from the different sectors, Federico Parra, WIEGO's Latin America Coordinator for Waste Pickers, made a presentation about the experience of including waste pickers in the municipal solid waste management system in Bogotá, Colombia. During the second day of the meeting, participants presented their proposals to representatives from political parties contending in the first phase of national elections in Peru. Participants shared with the representatives their vision regarding employment, the right to work and the necessary instruments to improve the situation of informal workers. Gastón Benza Pflucker (Partido Aprista Peruano) and Pedro Olaechea (Peruanos Por el Kambio) participated as representative from their parties.

Participants also had the chance to learn from the central trade unions about their efforts to organize informal workers; to discuss the relevance of ILO's Recommendation 204; and to review the calendar of preparatory activities leading up to Habitat III in Quito in October 2016, including the drafting of The New Urban Agenda document that will be adopted at the summit.

More than 100 informal workers from Lima and other regions in Peru participated in the meeting, as well as 15 technical experts that work in partnership with WIEGO.
After the National Meeting of Informal Workers in Peru, starting in March 2016, WIEGO and FES began to facilitate a series of working sessions with 10 informal workers' organizations. The goal of these sessions is for informal workers' leaders to work out in greater detail their platforms of demands and to draft a common platform of demands. Ultimately they hope to present a unified platform to the political parties contending for the presidency in Peru in advance of the final round of national elections in June, 2016.

Capacity Building Workshops

WIEGO continues to focus on building the capacities of informal workers based on the unique needs and demands of different occupational groups situated in varying regional contexts.

Waste pickers

Following the national workshop of women waste pickers in South Africa in May 2015, Vanessa Pillay, Programme Officer of WIEGO's Organization and Representation Programme (ORP), initiated a series of local "listening" meetings with groups of women waste pickers in three South African cities: Sasolburg (November 2015), Pretoria (February 2016), and Pietermartizburg (forthcoming). ORP is planning to hold a series of capacity-building meetings based on priority issues raised by the women waste pickers.

Drawing on the practical needs expressed by women waste pickers who participated in the Gender & Waste educational workshops in Brazil, WIEGO partnered with the International Coaching Federation (ICF) to develop an initiative to improve the communication skills of women waste pickers. During the Gender & Waste Project workshops, many women expressed their desire to improve these skills considered essential to positively impact their roles within the workplace. In May 2015, the ICF held a voluntary, three-hour coaching workshop for 70 women waste pickers from Minas Gerais, Brazil. Valdete Roza, a waste picker leader, says the tools used by her coach have helped her in her work, especially in delegating responsibilities. "I'm learning to understand myself by talking to another person and by analyzing my own attitudes in order to improve the way I deal with others," she commented.

Domestic Workers

In December 2015, domestic workers from English and Portuguese speaking countries across Africa and members of the International Domestic Workers Federation (IDWF) met in Cape Town, South Africa. WIEGO has supported the development of the African Domestic Workers Network (AfDWN) over the past five years, and this workshop demonstrated the progress made by women domestic workers in the region. WIEGO's ORP team members used participatory methods to facilitate interactive sessions on planning for their unions.

Home-based workers

In July and August 2015, WIEGO's Home-based Worker Coordinator for Latin America, Laura Morillo, met with a union organizing home-based workers in Montevideo, Uruguay and MBOs in Santiago, Chile to move forward on organizing and policy work to engage with government on changes to the law and statistics for home workers.
In September 2015, HomeNet Eastern Europe and WIEGO were partners in a regional conference, “Social Protection of Home-based Workers in the Kyrgyz Republic.” The meeting was convened by the Mountain Societies Development Support Programme (MSDSP KG), an initiative of the Aga Khan Foundation. The focus was to initiate a process towards including home-based workers into the labour laws framework of Kyrgyzstan by trying to establish a national platform which would take up the issue of home-based workers.

Expanding Legal Focus

New Law and Informal Employment Programme

WIEGO’s new Law and Informal Employment Programme held its first strategy meeting in November 2015 in Boston, USA. The Law Programme Director, Marlese von Broembsen, previously convened an interdisciplinary master’s programme in social justice at the University of Cape Town before taking up a Harvard South Africa Fellowship. Her special interest is in global value chains, including the integration of homeworkers in global value chains. She was joined by the coordinator for Africa, Pamhidzai Bamu-Chipunza, a labour lawyer from Zimbabwe, who has long worked on domestic workers’ issues, and the coordinator for Latin America, Tania Espinosa Sanchez, a human rights lawyer from Mexico City with expertise in waste pickers. The members of the newly formed programme met with senior members of the WIEGO team to strategize and plan the Law Programme’s work over the next three years, building on the lessons learned from an earlier multi-country project on law and informal employment.

The programme will be working with WIEGO colleagues and members in various capacities, including the Organization and Representation Programme to realize Recommendation 204 (Transitioning from the Informal to the Formal Economy) at the national level, and with the delegation of homeworkers at the discussion on global supply chains at the ILC in June of 2016. Tania is working on the submission of a case to the Inter-American Commission of Human Rights to foreground the human rights violations visited upon informal workers in South America. Additionally, the Law Programme team will work with the Urban Policies Programme and the Focal Cities teams on realizing the bundle of rights that constitute the “right to the city” and on legal strategies for street traders and waste pickers at the city level.

Generating and Sharing Knowledge about the Informal Economy

Technology and the Future of Informal Work

In February 2015, WIEGO and Practical Action, a UK-based non-governmental organization (NGO), began a collaborative one-year project funded by the Rockefeller Foundation called, “Technology & the Future of Informal Work”. Through a specially designed set of qualitative methods, an exploratory research project was designed to study the technology currently being used by informal workers, the emerging technologies in their sectors, and the impact of city-level technology systems (energy, transport, and waste) on informal workers and their livelihoods in five cities: Ahmedabad, India (in partnership with SEWA Academy); Dhaka, Bangladesh; Durban, South Africa (in partnership with Asiye eTafuleni); Lima, Peru; and Nairobi, Kenya.
A report of findings from the WIEGO network’s research (covering Ahmedabad, Durban and Lima) was published in late March, 2016. The WIEGO team members and local partners who worked on this study plan to follow-up on the findings and lessons from the study: notably, by highlighting and addressing the factors that discourage informal workers from investing in improved technology, including fear of theft and confiscation by local authorities.

**Generating Statistics on Informal Work**

WIEGO continues to work towards the revision of the International Classification of Status in Employment-93 (ICSE), one of the three major international classifications in labour statistics. As members of the International Labour Organization (ILO) Working Group for this revision, Françoise Carré, WIEGO’s Research Coordinator, and Joann Vanek, Director of Statistics, are focusing on the improved identification and classification of several categories of informal workers: homeworkers, dependent contractors, domestic workers, and casual day labourers.

Françoise and Joann participated in the second meeting of the group in December 2015 at the ILO in Geneva, Switzerland. Dependent contractors and homeworkers/outworkers were among the main categories considered at this meeting, specifically the criteria used to identify these workers as having special intermediary statuses of employment distinct from the self-employed and employees.

Joann was also a resource person in the ILO Training Programme, Labour Market Statistics and Analysis Academy, held at the ITC-ILO International Training Center in Turin, Italy, in November 2015. The course had 90 participants from 50 countries and included labour statisticians, data analysts, and senior managers. The focus of Joann’s lecture was gender and labour statistics, including informal employment and the collection and compilation of data on specific categories of informal workers.

Françoise and Joann were invited to serve as members of the Expert Group on Measuring Quality of Employment, which was established by the Conference of European Statisticians. This group has included informal employment as an experimental indicator in the framework for measuring quality of employment. Membership in this group provides an opportunity for WIEGO to work on the testing of this variable and, in this way, contribute to the application of the concept of informal employment in developed countries.

**Waste Pickers Sector Report: Informal Economy Monitoring Study**

On International Waste Pickers’ Day, March 1, 2016, WIEGO launched a global report, the Informal Economy Monitoring Study (IEMS) Sector Report: Waste Pickers, written by Sonia Maria Dias, Waste Sector Specialist, and Melanie Samson, WIEGO’s former Africa Waste Sector Coordinator. The report presents evidence on the systemic forces driving change in the waste sector in five cities – Belo Horizonte, Brazil; Bogota, Colombia; Durban, South Africa; Nakuru, Kenya; Pune, India – and the responses of waste pickers and their organizations to these driving forces. This is the last of three sector reports that have been published as part of the 10-city Informal Economy Monitoring Study. The first two focused on home-based workers and street vendors.
Data Visualization Dashboard

During 2015 and 2016, WIEGO has been working on a project to transform years of accumulated resources on the informal economy into a more accessible format for users via an interactive online dashboard. The dashboard will feature an interactive map of the world that will allow visitors to access WIEGO's Publications and Resources, a comprehensive Statistics Database, and to view WIEGO's Presence by country, or region, around the world. The dashboard is designed to make data and resources on the informal economy more accessible to policy-makers, academics, development practitioners and informal worker organizations. Look for the launch of the data visualization dashboard in August 2016 via the WIEGO homepage.

Governance, Operations and Finance

New Directors for Organization and Representation and Social Protection Programmes

As part of a planned transition, and after a global search, WIEGO announces the appointment of Jane Barrett as the new Organization and Representation Programme Director and Gisele Yasmeen as the new Social Protection Programme Director. Jane, a trade unionist from South Africa with over 30 years of experience in the labour movement, is a former General Secretary of the Transport and General Workers Union (now the South African Transport and Allied Workers Union) and most recently the Affiliate Support Officer in the Congress of South African Trade Unions (COSATU). Gisele was most recently a senior fellow with the University of British Columbia's Institute of Asian Research. She was previously the vice president for partnerships, and then research, at the Social Sciences and Humanities Research Council of Canada. Her doctoral dissertation was on street food vendors in Bangkok, Thailand. The outgoing directors, Chris Bonner and Francie Lund, will continue to work with WIEGO as senior advisers to their respective programmes.

Board of directors

The current Board was established at the WIEGO General Assembly in 2014:

Directors
Renana Jhabvala (Chair), Self-Employed Women’s Association, India
Juliana Brown Afari, StreetNet International, Ghana
Barbro Buđin, International Union of Food and Allied Workers, Switzerland
Debra Davis (Treasurer), Independent Consultant, UK
Ravi Kanbur, Cornell University, USA
Vicky Kanyoka, International Domestic Workers' Federation, Tanzania
Lin Lean Lim, Independent Consultant, Malaysia
William Steel, University of Ghana, Ghana
Jeemol Unni, Institute of Rural Management/Anand, India
Carmen Vildoso, Independent Consultant, Peru

Highlights of WIEGO Publications, Resources and Blog posts from 2015-16

Informal Economy Monitoring Study Publications (IEMS)

Worker Education/Organizing Materials
Introduction & Training Module 1: Understanding Gender and Employment Relations, January 2016
Training Module 2: Understanding Women's Economic and Social Contribution to Effective Poverty Reduction, January 2016
Training Module 3: Promoting Democratic Participation and Accountability, January 2016
Training Module 4: Enhancing Financial and Business Management Skills, January 2016
Training Module 5: Understanding the Market, January 2016
Training Module 7: Improving Innovation and Production Techniques, January 2016

Additional Publications
Mean Streets: Migration, Xenophobia and Informality in South Africa, October 2015
Charter for a Street-Trading Friendly African City; Steps that African Mayors can take to embrace inclusive and sustainable street trading management, November 2015
Engendering Waste Pickers Cooperatives in Brazil, November 2015
WIEGO and Ghana TUC Law Project Discussions and Recommendations from the Legal Team, November 2015
Alfers, Laura. 2015. WIEGO Child Care Initiative Annotated Bibliography. WIEGO
Alfers, Laura. 2015. WIEGO Child Care Initiative Literature Review. WIEGO
Budlender, Debbie. 2015. WIEGO Child Care Initiative Institutional Mapping of Child Care Actors. WIEGO.
Dias, Sonia Maria and Ana Carolina Ogando. 2015. Rethinking Gender and Waste: Exploratory Findings from Participatory Action Research in Brazil in Work Organisation, Labour & Globalisation Volume 9, Number 2, winter 2015
Law & Informal Economy End of Project Report, January 2016
Legal Empowerment of the Working Poor: Consolidating the Gains Peru, January 2016


Review of Literature for the Technology & the Future of Work Project, February 2016

Technology & the Future of Informal Work: Case Studies from India and South Africa, February 2016


Dias, Sonia Maria and Ana Carolina Ogando. 2016 From Theory to Action: Gender and Waste Recycling: A Toolkit for Teachers, Researchers and Practitioners and supporting materials (available in English, Spanish and Portuguese)

WIEGO Blog

In 2015-16, WIEGO launched a successful blog to address contemporary “hot-button” issues related to the informal economy. Below is a selection of highlighted popular blog-posts:

Inclusive Cities: What Have We Learned? By Rhonda Douglas, 30 October 2015

Tunisia Leads the Way: Peaceful Dialogues After the Arab Spring by Ela Bhatt, 10 November 2015

How a New Kind of “Modern” Urban Development Can Include Street Vendors by Victoria Okoye, 11 November 2015

Pope Francis, the Environment and Waste Pickers by Tania Espinosa Sánchez, 9 December 2015

Four Lessons from Thailand’s Participatory Process in Gaining Universal Health Coverage by Laura Alfers and Francie Lund, 9 December 2015

Growing a Dream: The Vaal Park Recycling Centre by Leslie Vryenhoek, 3 February 2016

Inclusive Cities for Informal Workers by Marty Chen, 17 February 2016 (originally published on the World Bank’s Jobs and Development Blog)

The People’s Economy and the Future of Cities by Sally Roever, 22 February 2016 (originally published on the World)