

HOMEWORKERS IN GARMENT SUPPLY CHAINS: Research From India And Nepal

HomeNet South Asia Trust

APRIL 2021



Network of Homebased workers in South Asia



Co-funded by the European Union

Acknowledgements

This report is a result of a collaborative effort of many individuals and institutions. HNSA is grateful for the co-funding from the European Union for the survey, a part of the Hidden Homeworkers project. HNSA is also thankful to its affiliates and project partners: SEWA Bharat (in Delhi), SAVE, and SABHA Nepal for providing feedback on the survey questionnaire, taking the lead in implementing the survey, coordinating with data collectors for homeworkers' data, and providing key insights to enrich the report. HNSA is also grateful to the data collectors for their efforts to gather the required information from homeworkers.

HNSA is grateful for Himalaya Comprehensive Research Pvt. Ltd who took the lead in analysing the data and writing the report in collaboration with HNSA. HNSA gratefully acknowledges project partners Traidcraft Exchange and Homeworkers Worldwide for providing valuable comments and feedback to enrich the survey questionnaire and the report.

Lastly, HNSA is grateful to the homeworkers in India and Nepal who provided their valuable time to participate in the survey and gave insights that constitute the findings of this report.

The Hidden Homeworkers Project, an initiative of the following organisations:



Co-funded by the European Union

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Acronyms

HBWCSN	Home-based Workers Concern Society Nepal
HBWs	Home-based workers
HCR	Himalaya Comprehensive Research Pvt. Limited
HNSA	HomeNet South Asia Trust
HWs	Homeworkers
ILO	International Labour Organization
INR	Indian Rupee
KIIs	Key informant interviews
N	Number of respondents
NGO	Non-Governmental Organisation
NPR	Nepalese Rupee
SABAH	SAARC Business Association of Home-Based Workers
SAVE	Social Awareness and Voluntary Association
SEWA	Self Employed Women's Association
SSK	SEWA Shakti Kendra
USD	US Dollar
WIEGO	Women in Informal Employment: Globalizing and Organising
WWW	Women Working Worldwide

Executive Summary

This research report offers an understanding about women piece-rate workers, also known as homeworkers. Homeworkers work from their homes or adjacent premises other than those of the workplace of an employer. They are sub-contracted workers found at the lower tiers of the global supply chains. The survey was conducted in two countries, India and Nepal, with particular concentration in Delhi and Tirupur in India and Kathmandu Valley and Sankhuwasabha in Nepal between January and March 2020.

This research is a product of the Hidden Homeworkers Project co-funded by the European Union and in partnership with Traidcraft Exchange, Homeworkers Worldwide, HomeNet South Asia and its affiliates: SAARC Business Association of Home-Based Workers (SABAH) Nepal, CLASS Nepal, Self Employed Women's Association (SEWA) BHARAT (in Delhi), Social Awareness and Voluntary Association (SAVE), and HomeNet Pakistan. Three organisations—project partners representing homeworkers—took the lead in conducting the survey: SEWA Bharat, SAVE from Tirupur and SABAH Nepal. While all surveyed homeworkers in Delhi and Tirupur were members of SEWA Bharat (Delhi), a union and SAVE, an NGO respectively, homeworkers surveyed in Nepal belonged to more than one organisation: 53 percent were members of women groups,

42 percent were members of different cooperatives, 39 percent were members of SABAH Nepal, and 9 percent were members of an organisation called Home-Based Women Workers Concern Society Nepal. The research was conducted before COVID-19, hence the findings reflect the pre-COVID-19 situation of homeworkers in the target clusters and come under the following headings:

- Homeworker's Work Details
- Working Conditions
- Nature of Agreements and Remuneration
- Access to Social Security and Basic Services
- Supply Chain Transparency

Work Details

The survey revealed that a majority of the homeworkers included in interviews mentioned that they started working as a homemaker either to earn an income, as was the case of those in Nepal, or to enable them to take care of housework, children and elderly in their family, as was the case for those in India. But ultimately, both reasons mean more or less the same: earning an income to make life comfortable for themselves and their family. In all locations, husbands were the primary earners while homeworkers supplemented family income, although a small minority of the women were either widowed or divorced.

In Delhi, embellishment and embroidery was the most common

type of work the homeworkers surveyed were involved in. In Tirupur, homeworkers' work consisted of cropping, folding and embellishment. In Nepal, the surveyed homeworkers were mainly involved in knitting, stitching and weaving. The average homeworking years in Delhi and Tirupur were lower (5 and 6 years, respectively) compared to the average working years of 10 years and higher in Nepal.

In Delhi and Tirupur, the major source of work to homeworkers came from sub-contractors/agents. In Delhi, sub-contractors were from both within the community and outside the community, while in Tirupur, they were mostly from within the community. In Kathmandu Valley it was the contractors, sub-contractors and community leaders who provided most of the work, while in Shankuwasabha it was mostly community leaders. Community leaders were mostly part of SABAH Nepal. For the majority of the respondents, their place of work was mostly inside the house (Delhi, Kathmandu Valley and Sankhuwasabha) or just outside the house such as in their veranda or in a nearby street (Tirupur). Most of the homeworkers in all locations worked fewer than 8 hours per day. However, a minority reported working longer hours. They started work after completing all household duties and child care responsibilities. The number of

working days varied by location; it was less than 15 days per month for homeworkers in Tirupur, and between 15 to 20 days per month for homeworkers in Delhi. In both locations in Nepal, the majority of homeworkers worked 21 to 30 days per month.

Working Conditions

Homeworkers' working conditions were similar between the two countries. Safety equipment was not seen. Respondents stated that the use of safety equipment was unnecessary as they were not involved in work that uses hazardous materials. Health issues resulting from work were reported by homeworkers in Delhi: most common were eye strain or headache, back pain, cuts and wounds from needle/thread, and neck/shoulder pain. A majority of homeworkers in Tirupur and Kathmandu Valley did not report any health issues; however, for the low percentage of homeworkers who did report, eye strain or headache and back pain were the common issues. Eye strain or headache was also a common health issue reported by homeworkers in Shankuwasabha. In Delhi and Tirupur, homeworkers took rest and used over-the-counter medicine to deal with their health issues; in Nepal, homeworkers mentioned going for health checkups.

The majority of homeworkers in all locations did not experience any harassment or abuse from contractors or persons who provided them work. Based on key informant interviews (KIIs), organised homeworkers

were better treated than non-organised homeworkers. Being part of an organisation or union gave them a stronger voice and solidarity when faced with adversity, although only a small minority could actually identify concrete improvements that had been achieved, reflecting their weak position economically in relation to contractors.

Nature of Agreements and Remuneration

In all locations, homeworkers mentioned having verbal agreements with the contractors or agents who provided them with work. However, KIIs explained that even when there was a verbal agreement, contractors or agents frequently changed the piece rates or deadlines afterwards, as large work orders could take anything from a few days to up to weeks or even months. Lack of proper agreement allowed contractors or agents to alter their piece rates once orders were completed by homeworkers. Having no written agreement rendered homeworkers hidden and out of the view of their primary employers and the brands they work for. Despite the lack of formal agreement, producer companies like SABAH Nepal ensured that they maintained transparency by keeping registers at the work centres accessible to all members and providing wage cards, which are considered a form of agreement between homeworkers and SABAH Nepal. In Delhi, homeworkers mentioned that they noted work details down in their diary regularly (not signed by the contractors or employers); they also mentioned

that their contractors also kept records. In Tirupur, 46 percent of homeworkers tracked their orders by keeping a passbook that was signed by the contractor. In Kathmandu Valley, a majority of homeworkers noted details in their diary, which was not signed by the contractors, and contractors or employers also kept records of their work.

In all locations homeworkers were paid on a piece-rate basis. The majority of homeworkers in Delhi, Kathmandu Valley and Shankuwasabha received payment once a month, while the majority of homeworkers in Tirupur were paid once a week. Based on KIIs, homeworkers earnings had been based on the number of pieces they produced and not based on monthly salary, which meant they were paid once the tasks were completed. Hence, payment was late and irregular depending on the contractor and job order. Average monthly earnings in all locations were very low as compared to the country's or state's monthly minimum wage. KIIs revealed the difficulties in determining homeworkers piece rates and their monthly earnings. To determine piece-rate earnings, many factors would need to be considered such as the type of work, quantity, any extra time needed to rectify damaged pieces, and the household environment and housing conditions that directly impact the output of the homeworkers. When asked if homeworkers knew their country's minimum wage, in all locations, they were not aware of it. Homeworkers were also asked if they had conducted any

negotiations to increase their piece-rate wages. Based upon the findings, less than 50 percent of homeworkers in Delhi and Nepal had actively taken part in negotiations that helped them gain a little increase in their piece rate. It was found that in Delhi, the majority of homeworkers were not interested in negotiating due to high competition and the fear of losing the only work they have. In Tirupur, the majority of homeworkers had not been involved in any negotiations and in Kathmandu Valley, negotiation was mainly dependent on buyers' willingness to increase wages. In all locations, the majority of homeworkers did not believe that they earn enough to meet their basic needs. While the collective voice was strong among homeworkers who were organised into membership-based organisations, they had

not raised any issues as a group in all locations of the survey.

Access to Social Security and Basic Services

Access to social security benefits was not present in all locations, which meant that homeworkers did not have access to health, old age and incidental benefits. As for social protection benefits provided by the government, while a majority of homeworkers were aware of the different schemes available from the government, the scheme they had access to in Delhi and Tirupur was ration card and food support. Homeworkers in Nepal mentioned the lack of availability of facilities for informal workers. In regards to basic services, homeworkers in Nepal had better access to personal toilet, electricity, regular water supply, housing, solid

waste management, street lights, and systematic drains, compared to homeworkers in Delhi and Tirupur. In Tirupur, the majority of homeworkers only had access to regular water supply. The KIIs in Delhi revealed that despite the availability of all basic services, these were poorly maintained.

SupplyChainTransparency

The survey showed that there is lack of transparency and awareness amongst homeworkers on where their products were sold or for which brand they worked. KIIs revealed that the lack of awareness had been mostly due to the lack of interest and/or lack of information sharing by the contractors or agents who provided homeworkers with work, as well as the poor bargaining power of homeworkers to demand transparency.



1. About the Report

This report is the product of the Hidden Homeworkers Project, co-funded by the European Union and in partnership with Traidcraft Exchange, Homeworkers Worldwide, and HNSA affiliates: SABAH Nepal, CLASS Nepal, SEWA Bharat (Delhi), SAVE and HomeNet Pakistan.

This report presents the findings of the research entitled 'Homeworkers In Garment Supply Chains: Research From India And Nepal'. A research survey was conducted with homeworkers between January and March 2020 by HNSA affiliates, SAARC Business Association of Home-Based Workers (SABAH) Nepal, Self Employed Women's Association (SEWA) Bharat (Delhi) and Social Awareness and Voluntary Association (SAVE). The data was analysed in Nepal by Himalaya Comprehensive

Research Pvt. Limited (HCR) on behalf of HNSA. The main objective of the research was to map the presence of women homeworkers and the different tiers associated in manufacturing garment products.¹ Other specific objectives consisted of understanding homeworkers' work details and working conditions; their wage-rates, income and financial conditions; the nature of agreements they have with sub-contractors/intermediaries; accessibility to social security and basic services; accessibility to social protection/assistance; domestic and international supply chains they were involved in; and the extent of their organisation and collective voice. The research was conducted before the COVID-19 pandemic. Therefore, the findings reflect the pre-COVID-19 situation of homeworkers in the

target clusters.

The research provides a wealth of information about how women homeworkers work in the garment industry sub-contracting chains in two locations of India: National Capital Region of Delhi and Tirupur, Western Tamil Nadu, and two locations of Nepal: Kathmandu Valley and Sankhuwasabha. Findings of the research also highlight the issues and needs of women homeworkers. Both countries have used the same questionnaire for a comparative analysis of homeworkers' perceptions and experiences. The findings can contribute to building new programmes and strategies in this sector by providing a comprehensive picture of the situation of the women homeworkers in garment sub-contracting chains in the region.

¹At this stage, this report does not say anything about the different tiers associated in the home-based garment industries because the research has not conducted interviews of other stakeholders such as contractors/sub-contractors, small production units, suppliers, factories, export houses and brands, etc.

2. Overview of the Home-based Workers and Homeworkers in Garment Industries

The ILO Convention 1996 on Home Work (No. 177) defines homework as:

“work carried out by a person, to be referred to as a homeworker, (i) in his or her home or in other premises of his or her choice, other than the workplace of the employer; (ii) for remuneration; (iii) which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used unless this person has the degree of economic independence necessary to be considered an independent worker under national laws, regulations or court decisions”.

The Convention further states that *“the term ‘employer’ means a person, natural or legal, who either directly or through an intermediary, if any, gives out home work in pursuance of his or her business activity”.*

There are two main categories of home-based workers: self-employed (or own account) home-based workers and sub-contracted piece-rate home-based workers (often called homeworkers). Homeworkers are a type of home-based workers

who are sub-contracted by a contractor (or a series of sub-contractors or intermediaries) to produce or add value to goods in their own homes or adjacent premises. This informal workforce performs key aspects of production for both domestic and global supply chains. They do not have direct access to raw materials or markets. On the other hand, self-employed or own-account home-based workers produce goods and/or offer services from their own homes or adjacent premises, but they directly access raw materials and markets. Homeworkers, on the other hand, are sub-contracted and are provided with orders, deadlines and raw materials by intermediaries or sub-contractors based on which they deliver orders and get paid on a piece-rate basis. They are not involved in the sale of final products they produced (Chen and Sinha, 2016; Chen and Sinha, 2019).

However, both self-employed home-based workers and sub-contracted homeworkers also have to cover many of the non-wage costs of production

such as workplace, equipment, utilities, and transport. They also bear many production risks such as delayed or cancelled orders, unreliable supply of raw materials, delayed payments, and rejected goods (Chen and Sinha, 2019).

It was estimated that there were 41.85 million home-based workers in India as of 2017-18, nine percent of the country's total employment. Of these, 33 million were in the non-agriculture sector and 8.62 million in the agriculture sector (Raveendran, 2020). The number of women representing the non-agriculture sector was 12.48 million (27 percent of women workers as compared to 9 percent of men). The number of home-based workers in non-agricultural sector of Nepal was estimated to be 1,010,222, out of which about more than half a million (i.e. 55 percent) were women (Koolwal and Vanek, 2021). They comprised about 55 percent of non-agricultural women workers, whereas men home-based workers constituted 46 percent of men workers engaged in non-agricultural sector in Nepal.

Table 2.1: Number of Home-based Workers (in millions) in Non-agricultural Sector, By Sex (Percentages of home-based workers in non-agricultural sector are given inside parentheses)

Country	Women	Men	Both
India (2017-2018)	12.48 (37.6%)	20.75 (62.4%)	33.23 (100.0%)
Nepal (2017-2018)	0.55 (54.7%)	0.46 (45.3%)	1.01 (100.0%)

Source: Raveendran, 2020; Koolwal and Vanek, 2021; Chen and Sinha, 2016

In Nepal, about 30 percent of women home-based workers were involved in retail trade, while another 5 percent were in manufacture of food products and beverages. Nearly 9 percent of them were in manufacture of wearing apparel, dressing and dyeing of fur (Koolwal and Vanek, 2021). In India, involvement of women home-based workers in the manufacturing sector was focused in three sub-groups: wearing apparel (16 percent); textiles (11 percent); and tobacco products (15 percent). These three sub-groups accounted for 42 percent of home-based workers in the manufacturing sector in 2017-18 (Raveendran, 2020). Another 12 percent were in trade. These two sectors accounted for nearly 54 percent of women home-based workers in India as of 2017-18 (Raveendran, 2020). So, manufacturing was the sector with the highest concentration of women home-based workers in India, while retail trade was the most significant sector for women home-based workers in Nepal.

Homeworkers, a subset of home-based workers, occupy a significant share of the labour force in global supply chains of Asia. It was estimated that there were around 5 million homeworkers contributing to domestic and global supply chains of garment and textile industries in India (Sinha, and Mehrotra, 2016; Chen and Sinha, 2016; Chen and Sinha, 2019). About 11,000 workers were identified as homeworkers in Nepal in 2008 (Raveendran and Vanek 2013). However, numbers of homeworkers were possibly underestimated as many home-based workers classified as independent or self-employed were in fact homeworkers due to classification methods employed in surveys (Raveendran and Vanek, 2013; Chen and Sinha, 2019).

Despite the fact that they are an integral part of domestic and global supply chains, many homeworkers are unaware of which brands they produce goods for. They generally do not know about the supply chain links they are engaged in beyond

their contractors. Written contracts or work agreements between contractors and homeworkers are uncommon. So, homeworkers lack access to information about the brands they work for, their rights, and the scope of their responsibilities (Sinha and Mehrotra, 2016). All of these things have serious repercussions on their bargaining power with sub-contractors, leaving homeworkers vulnerable to various forms of exploitation. Payments were also highly irregular and delayed with long intervals. In addition, average earnings are found to be well below the national minimum wages and were not adequate to raise a family (Chen and Sinha, 2016; Sinha and Mehrotra, 2016). Though homeworkers are an integral part of the garment and textile manufacturing industry, they work in poor and unsafe conditions. They were also likely to be exposed to harmful chemicals, fumes, fibre dust or hazardous materials (UN Women, 2018; HNSA and WIEGO, 2020).

3. Methodology Overview

3.1 RESEARCH DESIGN

The research gathered specific information from homeworkers in garment supply chains. For this, purposive sampling was used. Locations of homeworkers working for global supply chains were pre-identified by HNSA member organisations and project partners: SAVE in Tirupur, SEWA Bharat (in Delhi) and SABAH Nepal.² A customized questionnaire was developed, and key informant interviews (KIIs) were used to match and compare responses, and to identify errors, omissions or contradictory statements. The study is cross-sectional in nature as data was gathered from four

locations: Delhi and Tirupur from India, and Kathmandu Valley and Sankhuwasabha from Nepal, using the same tool. The questionnaire was piloted in each country, revised and translated into local languages prior to collecting data from homeworkers. This gave space for a comparative study of homeworkers' conditions in each location. A total of 1,014 homeworkers took part in the survey and KIIs were conducted with three organisations/project partners who took the lead in data collection from homeworkers. KIIs were held in English with a predetermined

list of questions, based on the responses received from the quantitative survey, to provide an in-depth understanding of homeworkers' responses. KIIs were conducted via the Zoom app and recorded for note-taking purposes. The data set obtained through the survey with homeworkers was first entered in CSPro 6.5 software by data collectors from each location and was analyzed statistically using SPSS Software for statistical analysis. The data was cross-checked through KIIs to verify the findings and understand the deeper meaning behind the data.

3.2 POPULATION AND FIELD SITES

The population of the study was women homeworkers who work in garment supply chains for global brands. The site for fieldwork in Delhi was in New Ashok Nagar, where large numbers of homeworkers were members of SEWA Bharat (Delhi) and working for export companies. In Tirupur, fieldwork sites included both urban and rural areas where export garment factories exist and where homeworkers were working. Homeworkers surveyed

were all members of SAVE.

In Nepal, two locations were selected: Kathmandu Valley, which consists of three districts—Kathmandu, Bhaktapur and Lalitpur—and Sankhuwasabha District. These locations were selected based on the availability of the informal sector workers, a larger number of homeworkers involved in global supply chains, and locations within SABAH's Nepal working

areas. Surveys were conducted in semi-urban and rural areas. Before conducting the survey, a feasibility study was conducted to assess the scenario for the data collection. For example, in the case of Sankhuwasabha, the majority of homeworkers were working in the Allo value chain, which has more demands in the international market. Similarly, members from Bhaktapur and Lalitpur were mostly engaged in knitting and weaving work

² SAVE is a non-government organisation, SEWA Bharat is a women's trade union and SABAH Nepal is a producer company owned and managed by its members. SEWA Bharat has a sister organisation called Ruuab that provides work to homeworkers; SABAH Nepal provides work to homeworkers through their community leaders. SAVE does not provide work to homeworkers but is involved in activities related to their advocacy and empowerment.

that was linked to global supply chains. Not all homeworkers who were surveyed were

members of SABAH Nepal, other organisations, cooperatives and women's groups who had

homeworkers were also selected for the survey.

3.3 THE FIELDWORK



Data Collection with a homemaker engaged in knitting in Sankhuwasabha, Nepal

The survey was conducted over a period of four months starting from November 2019 till March 2020. Data collectors were all local and hired by member organisations based on their past field experience collecting data from home-based workers and informal workers. Orientation was provided to data collectors in all locations on comprehension of the questionnaire, the research process, ethics, and brief description of the garment supply chains.

The questionnaire was first

finalized by HNSA after many rounds of feedback from project partners. A pilot study was conducted by data collectors after the orientation program which led to the discussion and revalidation of the questionnaire to make additional changes. Homeworkers who were selected for the survey were above 18 years of age, were working in the international garment supply chains and have been working for more than 12 months. Evidence that homeworkers were working for international supply chains was gathered including, for

example: the quality, style and design of garments; homeworkers being located near export oriented factories; information provided by home-based workers' organisations and homeworkers themselves; information provided by intermediaries or community leaders; analysis of the labels homeworkers were working on in Delhi and Tirupur. In Nepal, the research focused on women working in the knitting, stitching and weaving sectors due to the products having high demand in export markets.

3.4 CHALLENGES OF THE STUDY

Challenges faced, as observed by data collectors in all four sites, were homeworkers' discomfort in providing detailed information and contacts of contractors/agents who provide them work. Homeworkers feared losing work or feared work would be provided to others if the contractors/agents names were revealed. In Tirupur, data collectors faced difficulties in finding homeworkers working for global brands as homeworkers were unaware who they were working for. In Delhi, a low number of homeworkers were interviewed; this was firstly due to communal violence in Northeast Delhi in February

2020, in the wake of nationwide resistance and controversy around the Citizenship Amendment Act. Secondly, data collection was further affected in mid-March by the government's social distancing directives and subsequent lockdown measures to prevent the COVID-19 pandemic. In Nepal, data collectors had difficulties in finding homeworkers who worked for different organisations for export purposes. Those organisations that were approached were hesitant to introduce homeworkers to data collectors.

in these two large countries,

although some similarities/commonalities across other clusters may be likely.

The sampling for the research was purposive where the surveyed homeworkers were largely those who already have some links with established organisations working on homeworke's rights and market linkages (SAVE in Tirupur, SEWA Bharat in Delhi, SABAH Nepal in Nepal). Therefore it seems plausible to assume that the homeworkers surveyed may be less hidden and perhaps less vulnerable than their counterparts who have not yet developed any links with established organisations.

3.5 LIMITATIONS OF THE STUDY

The study was limited to homeworkers working in the garment sector supply chains. The study tried to focus only on the international garment brands but due to the difficulties in locating them and homeworkers' limited knowledge of whom they

are producing for, the study also includes homeworkers working for domestic brands at the time of the study. Homeworkers often switch from working with domestic retailers and brands to international retailers and brands and vice versa without knowing it.

The research was conducted in four large clusters, providing an in-depth picture of homeworkers' situations in these locations. However, it should not be taken as 'representative' of the working situation for all homeworkers

4. Respondents' Profile

Of the 614 women homeworkers included in the survey in India, 65 percent were from Tirupur and 35 percent from Delhi. In Nepal, 402 women homeworkers were included in the survey, out of which 69 percent were from Kathmandu Valley while 31 percent were from Sankhuwasabha.

Table 4.1: Composition of the Sample by Location

Location	Frequency	Percent
India		
Delhi	214	34.9
Tirupur	400	65.1
Total	614	100.0
Nepal		
Kathmandu Valley	278	69.2
Sankhuwasabha	124	30.8
Total	402	100.0

In Delhi, 100 percent were from urban areas while in Tirupur respondents came from both semi-urban (69 percent) and urban (31 percent) areas. In Kathmandu Valley, majority of the respondents were from urban areas (91 percent) and very few were from rural areas (9 percent). In Sankhuwasabha, 99 percent were from rural areas while 1 percent was from urban areas.

Table 4.2: Composition of the Sample by Rural-Urban Settlement (in Percent)

Rural-Urban Settlement	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Urban	100.0%	31.5%	91.4%	0.8%
Semi-Urban	0.0%	68.5%	0.0%	0.0%
Rural	0.0%	0.0%	8.6%	99.2%
Total	100.0%	100.0%	100.0%	100.0%
N	214	400	278	124

In Delhi, 50 percent of the respondents were aged between 18-30, 40 percent belonged to the age group of 31-40, 8 percent were in age group between 41-50, and only 2 percent were at the age of 51 and above. In Tirupur, 25 percent were aged between 18-30, 34 percent between the age group of 31-40, 25 percent belong to the age group of 41-50 and only 16 percent were at the age of 51 and above. In Kathmandu Valley, 19 percent of the respondents belonged to the age group between 18 and 30, while another 46 percent belonged to the age group of 31-40. The percentage of those who were aged between 41-50 was 25 percent, while 9 percent were at the age of 51 and above. In Sankhuwasabha, 41 percent

belonged to the age group 18–30 and the age group of 31–40, while 14 percent belonged to the age group between 41 and 50 and only 4 percent were at the age of 51 and above.

Table 4.3: Age Group Composition of the Sampled Respondents (in Percent)

Age Group	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
18 – 30	50.5%	25.3%	19.4%	41.1%
31 – 40	39.7%	34.3%	46.4%	41.1%
41 – 50	7.5%	24.8%	24.8%	13.7%
51 and above	2.3%	15.8%	9.4%	4.0%
Total	100.0%	100.0%	100.0%	100.0%
N	214	400	278	124

A majority of the respondents in all locations were married (Delhi: 85 percent, Tirupur: 93 percent, Kathmandu Valley: 85 percent, and Sankhuwasabha: 87 percent). In Delhi, 11 percent were unmarried, 2 percent were widowed, 1 percent were divorced and separated. In Tirupur, 6 percent were widowed and 1 percent were unmarried. In Kathmandu Valley, 9 percent were unmarried, 5 percent were widowed and 1 percent were divorced. In Sankhuwasabha, 8 percent were unmarried, 2 percent were widowed and divorced, and 1 percent were separated.

Table 4.4: Marital Status of the Sampled Respondents (in Percent)

Marital Status	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Unmarried	11.2%	.8%	8.6%	8.1%
Married	85.0%	93.3%	85.3%	87.1%
Widowed	2.3%	5.8%	4.7%	2.4%
Divorced	.9%	.3%	1.4%	1.6%
Separated	.5%	0.0%	0.0%	.8%
Total	100.0%	100.0%	100.0%	100.0%
N	214	400	278	124

In terms of educational status, the proportion of those who were unable to read and write was 13 percent in Tirupur and 4 percent in Delhi. About 25 percent could write their signature only in Tirupur, where as in Delhi it was 19 percent. Proportion of those who studied basic level of reading and writing was 13 percent in Tirupur and only 4 percent in Delhi. In Delhi, 25 percent of respondents said they completed primary education while in Tirupur only 11 percent has. Another 48 percent mentioned completing secondary education and above in Delhi while only 37 percent in Tirupur had. Among the Nepali respondents, the proportion of those who were unable to read and write was 7 percent in Sankhuwasabha and only 5 percent in Kathmandu Valley. About 27 percent were able to provide signature only in Sankhuwasabha, while it was 20 percent in Kathmandu Valley. The proportion of those who studied basic level of reading and writing was higher in Kathmandu Valley (11 percent) then Sankhuwasabha (8 percent). Nearly 18 percent had completed primary education in Kathmandu Valley while only 13 percent had in Sankhuwasabha. Furthermore, in both locations, 45 percent mentioned completing secondary education and above.

Table 4.5: Educational Status of the Sampled Respondents (in Percent)

Educational Status	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Unable to read and write	3.7%	13.3%	5.0%	6.5%
Able to provide signature only	19.2%	25.5%	20.1%	27.4%
Basic level of reading and writing	3.7%	13.5%	11.2%	8.1%
Completed primary education	25.2%	11.0%	18.7%	12.9%
Completed secondary education and above	48.1%	36.8%	45.0%	45.2%
Total	100.0%	100.0%	100.0%	100.0%
N	214	400	278	124

Most of the respondents included in the survey belonged to the general category (84 percent) in India while another 12 percent belonged to the schedule caste. Schedule tribe

and other backward class constituted about 3 percent and 1 percent, respectively. Among the Nepali sampled respondents, 90 percent belonged to the hill Janajati

while another 6 percent belonged to the hill caste group. Tarai caste, Tarai Janajati and Hill Dalit constitute about 2 percent, 1 percent and less than 1 percent, respectively.

Table 4.6: Caste Composition of the Sample (in Percent)

Caste/Ethnicity	Percent
India	
General	83.9
Scheduled Caste	12.2
Scheduled Tribe	3.4
Other Backward Class	0.5
Total	100.0
Nepal³	
Hill Caste Group	6.0
Hill Janajati	90.3
Hill Dalit	1.0
Tarai Caste	1.5
Tarai Janajati	1.0
Tarai Dalit	0.2
Total	100.0

³ The caste system is a traditional system of social stratification of Nepal. The hill caste group consists of nine groups where the mother tongue is Nepali language; they comprise 31.2 percent of the population in Nepal based on the 2011 Nepal Census. The Hill Janajati has 59 distinct cultural groups as Janajati. Each distinct group has their own mother tongue and traditional culture. The Janajati groups are also divided into two groups – Hill Janajati and Tarai Janajati. They comprise 34.7 percent of the total population. The Hill Dalit group comprise 8.1 percent of the population. The Tarai Caste has caste groups which consist of three caste origin groups and represent 0.8 percent of the population, and Tarai Dalit group (4.5 percent of the population). More information can be found at: <https://nepal.unfpa.org/sites/default/files/pub-pdf/Population%20Monograph%20Vo2.pdf>

5. Findings

5.1 WORK DETAILS

5.1.1 REASONS FOR STARTING WORK AS A HOMEWORKER

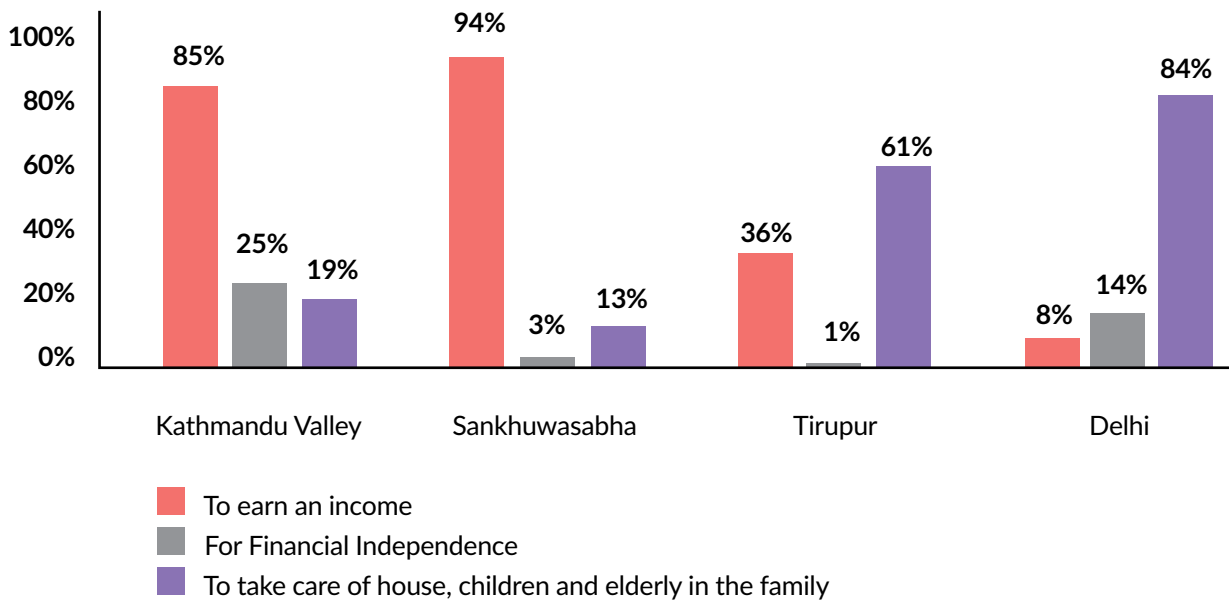
The research revealed that a majority of the homeworkers surveyed mentioned that they started working as a homemaker

either to earn an income, as in the case of Nepal (85 percent in the Kathmandu Valley and 94 percent in Sankhuwasabha), or to enable

them to take care of housework, children and elderly in their family, as in the case of India (61 percent in Tirupur and 84 percent in Delhi).

Figure 5.1

REASON FOR WORKING AS A HOMEWORKER (Base = All)
(Percentages are based on multiple responses)



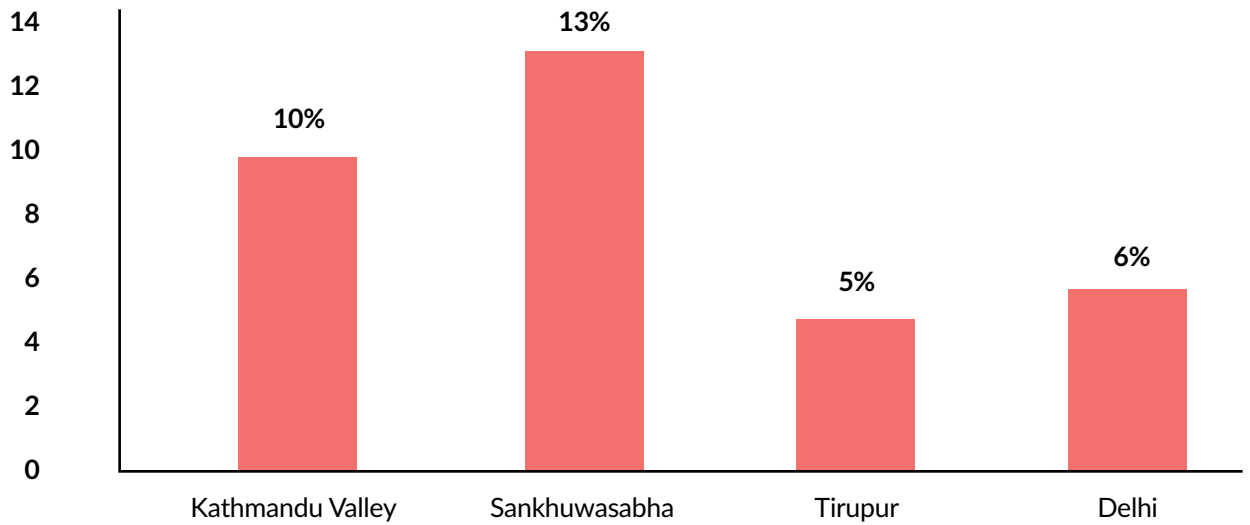
Average years of work in this sector were higher in Nepal than India. Homeworkers of Sankhuwasabha had 13

years of working experience in average, while those of Kathmandu Valley have been working in this sector for 10

years on average. Average years of work were 6 years and 5 years in Delhi and Tirupur, respectively.

Figure 5.2

AVERAGE NUMBER OF YEARS THE RESPONDENTS WERE INVOLVED IN HOMEWORK (Base All)



5.1.2 INTRA-HOUSEHOLD INCOME EARNING RESPONSIBILITIES

The study also found that significant proportions of them were the primary earner in their households. It was generally their though the majority of the in Sankhuwasabha (16 percent), husband who constituted the homeworkers were not the main Tirupur (11 percent) and the primary earner in the household. breadwinners in their family, Kathmandu Valley (9 percent)

Table 5.1: Primary Owner Of The Household (Base =All)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Self	1.9%	10.8%	9.0%	16.1%
Husband	84.1%	86.5%	74.8%	71.8%
Son/daughter	1.9%	2.8%	4.3%	0.8%
Other members of family (including father)	12.1%	0.0%	11.9%	11.3%
Total	100.0%	100.0%	100.0%	100.0%
N	214	400	278	124

5.1.3 ACCESS TO TRAINING

Majority of the homeworkers in any training. Skills development in Sankhuwasabha, 35 percent in Tirupur (72 percent), Delhi (65 percent), Sankhuwasabha (60 percent), and Kathmandu Valley (37 percent) were not involved in training was the most common training received by homeworkers in the surveyed areas (60 percent in Kathmandu Valley, 40 percent in Delhi and 25 percent in Tirupur). Other forms of trainings such as entrepreneurship development trainings, occupation health and

safety, organising, rights based training, and financial literacy has either nil or a very low percentage of women taking those trainings.

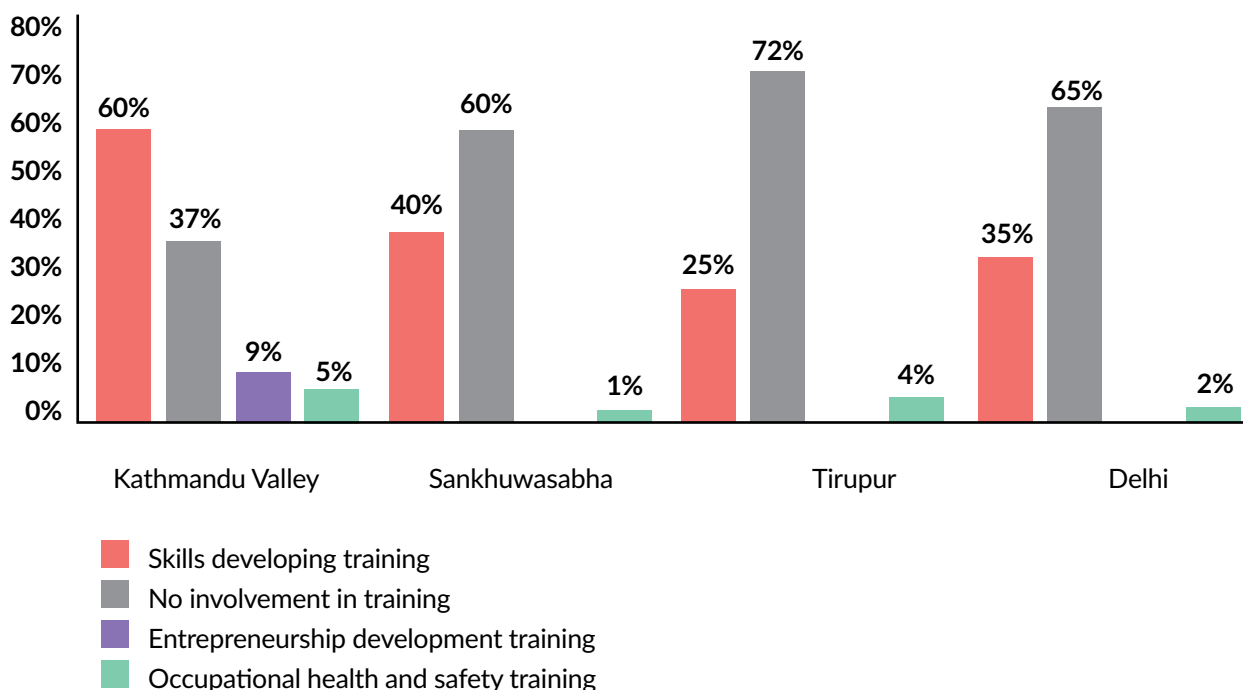
Kills revealed the reason for non-involvement in trainings by homeworkers in all locations. In Delhi, homeworkers engaged in embroidery and embellishment—considered as their traditional

art—learned from their mothers and grandmothers. In Tirupur, the nature of work that homeworkers were engaged in, such as trimming, cropping, labelling, etc., does not require high skills and hence does not require any special training. In Kathmandu Valley, homeworkers involved in the survey were mainly knitters. Girls learn to be knitters before

they reach an adolescent age from other female members of their families. Similarly in Sankhuwasabha, women homeworkers were producers of Allo, a traditional yarn made from the nettle plant. They learn to make yarn and shawl from Allo from very young age and gradually become professionals in the sector.

Figure 5.3

PARTICIPATION IN TRAININGS (Base = All)
(Percentages are based on multiple responses)



5.1.4 SOURCES OF WORK

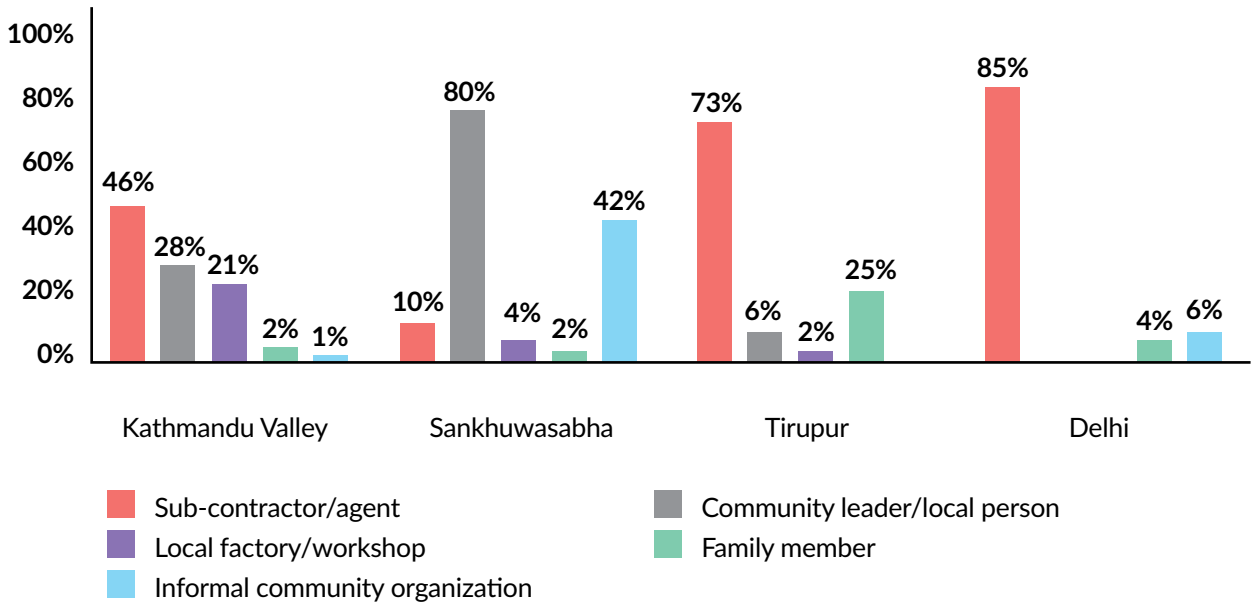
In India, specifically Delhi, the major source of work for homeworkers comes from sub-contractors/agents, where 85 percent of homeworkers received work from them, followed by 6 percent from informal community organisations and 4 percent from

family members. In Tirupur, 73 percent of work came from sub-contractors/agents, followed by 25 percent from family members and 6 percent from community leaders. In Kathmandu Valley, 46 percent of work came from sub-contractors/agents, followed by 28 percent from community

leaders/ focal persons and 21 percent from local factories/workshops. In Sankhuwasabha, 80 percent of the work came from community leaders, followed by 42 percent from informal community organisations and 10 percent from sub-contractors/agents.

Figure 5.4

SOURCES PROVIDING WORK (Base = All)
(Percentages are based on multiple responses)



The key informant interviews acknowledged that in Delhi and Tirupur, contractors or agents provided work directly to homeworkers. In Delhi, contractors who provided work to homeworkers were from both within the community where they lived and from outside the location of the survey. In Tirupur, contractors or agents were from the same community where homeworkers lived. In Nepal, community leaders who were employed by SABAH Nepal and contractors hired by different organisations working in the garment sector were the main people to provide work to homeworkers. The KIIs revealed that in Kathmandu Valley, homeworkers included in the survey did not work only for SABAH Nepal though they were its members, but also worked for other agents and received work from contractors and sub-contractors. As members of

SABAH Nepal, they received work directly from community leaders of SABAH Nepal, and then they distributed work to other women in their community; as many homeworkers lived in different areas, providing work to individual homeworkers became difficult. It was the same case for homeworkers living in remote areas of Sankhuwasabha where community leaders were essential to distribute work to homeworkers.

In the context of homeworkers who were members of SABAH Nepal (N=127), 69 percent mentioned that community leaders provided work, while 19 percent said sub-contractors/agents and 13 percent said informal community organisations provided work. As mentioned earlier, homeworkers who are members of SABAH Nepal had the freedom to work for other organisations or

receive work from contractors who seek their service. Among those who were involved with different cooperatives (N=102), most (52 percent) mentioned that sub-contractors/agents provided work, followed by community leaders (29 percent) and local factories/workshops (13 percent). Among those who were engaged with local women’s groups (N =163), sub-contractors/agents were the most prevalent source of work (41 percent) followed by community leaders (38 percent), informal community organisations (20 percent), and local factories/workshops (20 percent). Sub-contractor or agent as a source for work was the highest (84 percent) among those who were engaged with Home-Based Workers Concern Society Nepal (HBWCSN) (N=19), while 11 percent said family members were a source of work.

Table 5.2: Sources of Providing Work By Organisations Involved with Homeworkers (Only Nepal Cases, Percentages above 100% are due to multiple responses)

	SABAH Nepal	Cooperatives	Women's groups	HBWCSN
Community leader	68.5%	29.4%	38.0%	5.3%
Sub-contractor or agent	18.9%	52.0%	40.5%	84.2%
Local factory or workshop	6.3%	12.7%	19.6%	0.0%
Informal community organisation	12.6%	5.9%	20.2%	0.0%
Manufacturer or export house	7.1%	2.9%	1.8%	0.0%
Family member	0.8%	5.9%	1.2%	10.5%
N	127	102	163	19

5.1.5 TYPES OF WORK

In Delhi, embellishment (e.g. sequins work) was the most common type of work that 94 percent of homeworkers engaged in, followed by embroidery (67 percent). In Tirupur, a majority of the homeworkers

were involved in cropping⁴ (63 percent), followed by folding (19 percent) and embellishment (15 percent). A majority of the homeworkers in Kathmandu Valley and Sankhuwasabha were involved in knitting (71 percent

and 82 percent, respectively). Homeworkers were also engaged in stitching parts of garments (18 percent in Kathmandu) and weaving (8 percent in Kathmandu and 18 percent in Sankhuwasabha).



A homeworker from SEWA Bharat in Delhi working on an embroidery design

⁴ Cropping is a process of removing protruding fibres from the surface of fabric.

Table 5.3: Specific Types of Homework Engaged In (Base = All) (Some women had multiple responses)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Knitting	0.5%	0.3%	70.5%	81.5%
Stitching (part of a garment, sewing buttons or sleeves)	6.5%	3.5%	17.6%	4.0%
Weaving	0.0%	0.0%	8.3%	17.7%
Finishing/quality controlling/checking	0.9%	2.0%	4.3%	0.0%
Embroidery	66.8%	5.5%	1.4%	0.0%
Cutting	5.6%	0.8%	0.7%	0.0%
Ironing	0.9%	0.8%	0.7%	0.0%
Embellishment (e.g. adding sequins)	93.5%	15.0%	0.0%	0.0%
Tailoring (i.e. making a complete garment)	0.5%	2.5%	0.0%	0.0%
Folding	0.5%	19.3%	0.0%	0.0%
Cropping	0.0%	63.0%	0.0%	0.0%
Appliqué work /rilli work	0.0%	0.8%	0.0%	0.0%
Assembling/packing (footwear or other apparel)	0.0%	1.8%	0.0%	0.0%
Washing	0.0%	0.0%	0.0%	0.8%
N	214	400	278	124

5.2 WORKING CONDITIONS

5.2.1 LOCATIONS OF WORK

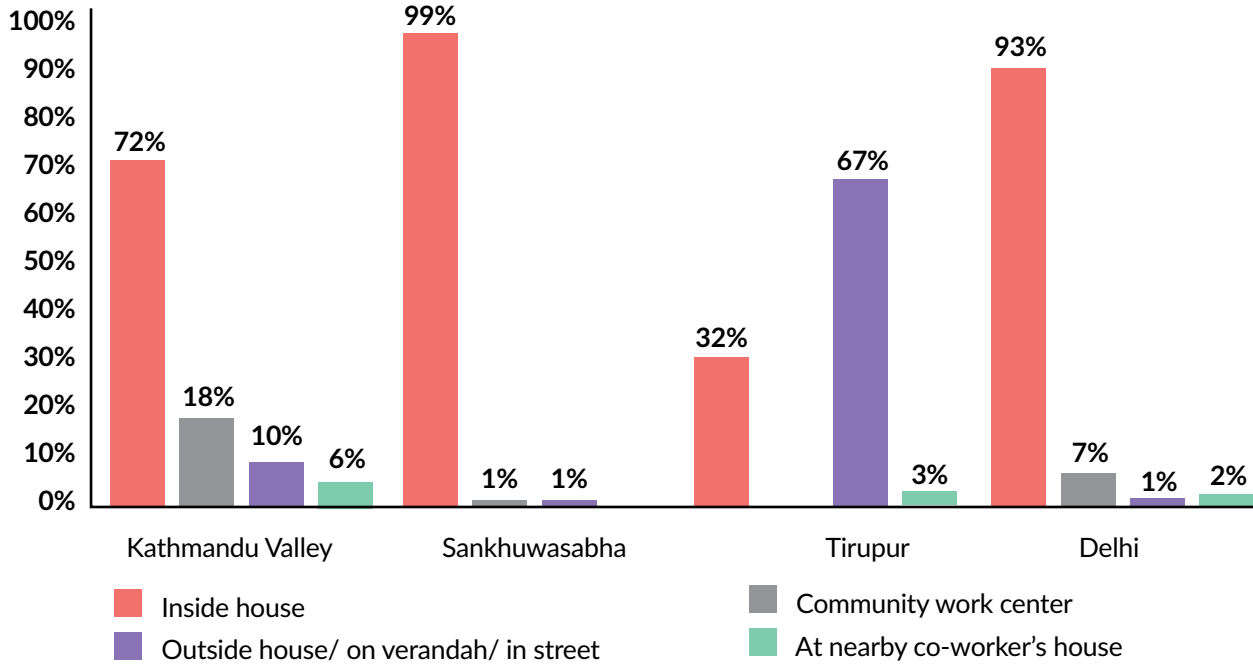
In Delhi, the overwhelming majority of homeworkers worked inside the house (93 percent). About 67 percent of the homeworkers in Tirupur worked just outside the house/in their

verandah/in a nearby street, while 32 percent worked inside their own home. In Nepal, most of the homeworkers worked inside their house (in the Kathmandu Valley, 72 percent; in Sankhuwasabha, 99

percent). Working at community work centre (18 percent) and outside the house/in their verandah/in a nearby street (10 percent) were also prevalent in Kathmandu Valley.

Figure 5.5

LOCATION OF WORK (Base = All) (Percentages are based on multiple responses)



5.2.2 HEALTH ISSUES RELATED TO WORK

About 66 percent of the homeworkers in Delhi mentioned that they had eye strain or headache followed by back pain (44 percent), cuts and wounds from needle/thread (29 percent) and neck/shoulder pain (28 percent). Most of homeworkers

in Tirupur (72 percent) reported that they had no health problems, while 17 percent said that they had eye strain or headache. In Kathmandu Valley, 43 percent had no health problems, while 32 percent had eye strain or headache. Around

22 percent of homeworkers also mentioned back pain. In Sankhuwasabha, more than half of the homeworkers (52 percent) said that they had eye strain or headache while about a third (33 percent) reported having no health problems.



Homeworkers from SAVE in Tirupur cropping off extra fibers from clothes

Table 5.5 Health Problems Faced by Homeworkers Due to the Work (Base = All) (Percentages based on multiple responses)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
No problems reported	19.6%	72.0%	43.2%	33.1%
Eye strain/headache	66.4%	17.3%	31.7%	51.6%
Back pain	43.5%	2.8%	21.6%	5.6%
Neck/shoulder pain	28.0%	5.8%	8.6%	6.5%
Hip/leg pain	8.4%	2.8%	8.6%	12.9%
Feeling tired and sad all the time	1.4%	0.0%	7.6%	2.4%
Chest problems/breathing problems	2.3%	0.0%	3.2%	3.2%
Allergy	0.9%	0.0%	3.2%	0.0%
Vein/joint pain	0.0%	0.0%	0.4%	0.0%
High pressure	0.0%	0.0%	0.4%	0.0%
Cuts and wounds from needle/thread	29.0%	0.0%	0.0%	0.0%
N	214	400	278	124

In Delhi, eye strain or headache was the most pronounced health problem (66 percent) in embroidery work, followed by back pain (41 percent), cuts/wounds (30 percent) and neck/shoulder pain (28 percent). The situation is almost the same in embellishment

work. In Tirupur, half of the homeworkers who worked in embroidery did not have any health problems, 36 percent had eye strain/headache and 9 percent had neck/shoulder pain. Most of the homeworkers working in embellishment (73 percent), folding (62 percent)

and cropping (80 percent) did not have any health problems. However, eye strain/headache were a problem for 36 percent who did embroidery work, 18 percent who did embellishment, 26 percent who did folding and 13 percent who did cropping.

Table 5.6 Health Problems by Type of Work in India (Base = All)

	Delhi		Tirupur			
	Embroidery	Embellishment	Embroidery	Embellishment	Folding	Cropping
No problems reported	21.0%	20.0%	50.0%	73.3%	62.3%	79.8%
Eye strain/headache	65.7%	66.5%	36.4%	18.3%	26.0%	12.7%
Neck/shoulder pain	28.0%	25.5%	9.1%	6.7%	6.5%	5.2%
Back pain	41.3%	42.0%	0.0%	1.7%	2.6%	1.2%
Hip/leg pain	9.1%	7.5%	4.5%	1.7%	3.9%	1.6%
Cuts and wounds from needle or thread	30.1%	29.0%	0.0%	0.0%	0.0%	0.0%
N	143	200	22	60	77	252

Note: Categories with very low responses are omitted from the table.

In Kathmandu Valley, most of the homeworkers working in stitching (53 percent), knitting (42 percent) and weaving (48 percent) mentioned that they had no health problems. However, eye strain/

headache and back pain were also remarkably pronounced amongst these workers in Kathmandu Valley. In Sankhuwasabha, 60 percent of the homeworkers working in stitching did not have any health

problems, but 40 percent reported eye strain/headache. Most of the homeworkers working in knitting (57 percent) and weaving (63 percent) mentioned eye strain/headache in Sankhuwasabha.

Table 5.7 Health Problems by Type of Work in Nepal (Base = All)

	Kathmandu Valley		Sankhuwasabha			
	Stitching	Knitting	Weaving	Stitching	Knitting	Weaving
No problems reported	53.1%	42.4%	48.1%	60.0%	35.9%	31.6%
Eye strain/headache	20.4%	36.4%	25.9%	40.0%	56.5%	63.2%
Back pain	26.5%	21.2%	25.9%	0.0%	7.6%	5.3%
N	44	165	23	5	86	18

Note: Categories with very low responses are omitted from the table.

Health and safety issues are a constant problem in the garment industry. Studies found that homeworkers work in poor and unsafe conditions. Their physical conditions are

worsened by sitting bent over a sewing machine on stools. Furthermore, homeworkers are often exposed to harmful chemicals, fumes, fibre dust and/or hazardous materials in

their work (UN Women, 2018; HomeNet South Asia and WIEGO, 2020). The proportion of homeworkers taking protective measures to

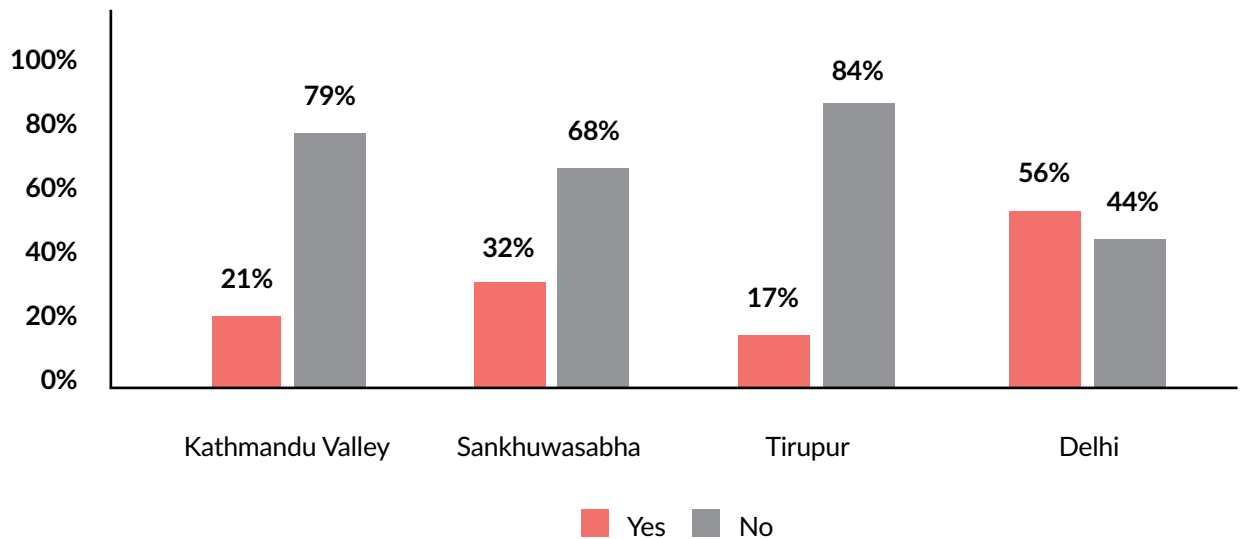
prevent health problems was highest in Delhi (56 percent). Tirupur had the lowest proportion of the homeworkers (17 percent) who mentioned taking protective measures

to prevent health problems; this corresponds to the higher proportion of them facing no health issues. Proportions of homeworkers who took protective measures were

21 percent and 32 percent in Kathmandu Valley and Sankhuwasabha respectively. In all locations none of the workers worked around harmful chemicals and fumes.

Figure 5.6

TAKING PROTECTIVE MEASURES TO PREVENT THE HEALTH PROBLEMS (Base = All)



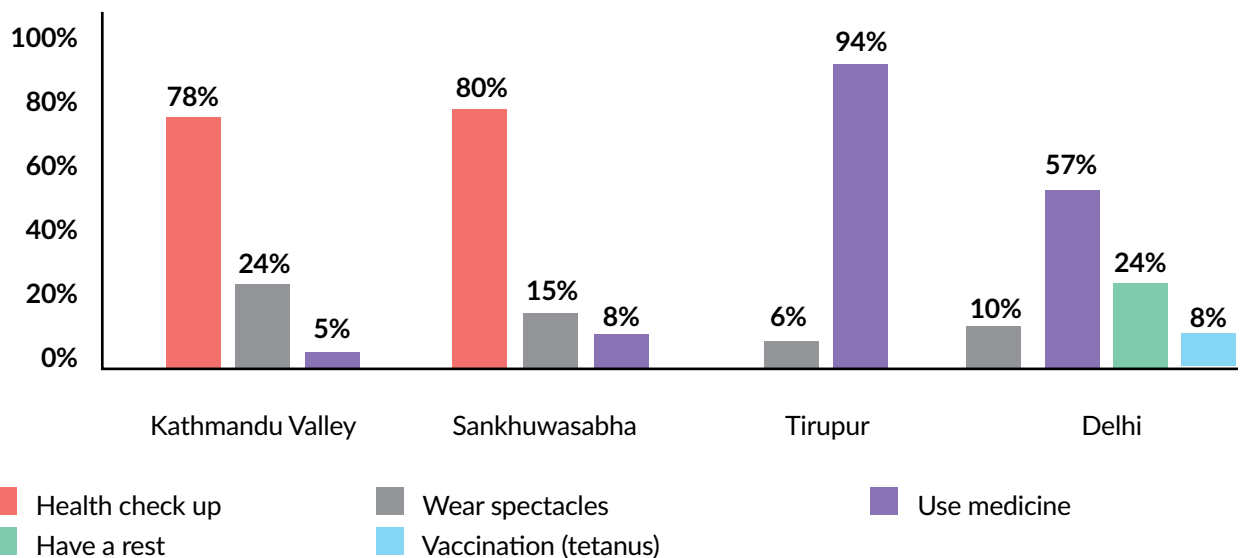
In India, the majority of homeworkers who reported taking protective measures mentioned taking medicine (94 percent in Tirupur and 57 percent in Delhi) as a protective measure to reduce the negative impact

their work had on them. About 24 percent of homeworkers in Delhi also mentioned taking rest to prevent health problems. In Nepal, majority of the participants in Kathmandu Valley (78 percent) and Sankhuwasabha (80 percent)

mentioned getting health check-ups in nearby clinics or hospitals, paid for from their own resources, as a protective measure to prevent health issues, followed by wearing spectacles (24 percent and 15 percent, respectively).

Figure 5.7

PROTECTIVE MEASURES TAKEN TO PREVENT THE HEALTH PROBLEMS (Base = Only those who took protective measures to prevent health problems)



5.2.3 USE OF SAFETY EQUIPMENT

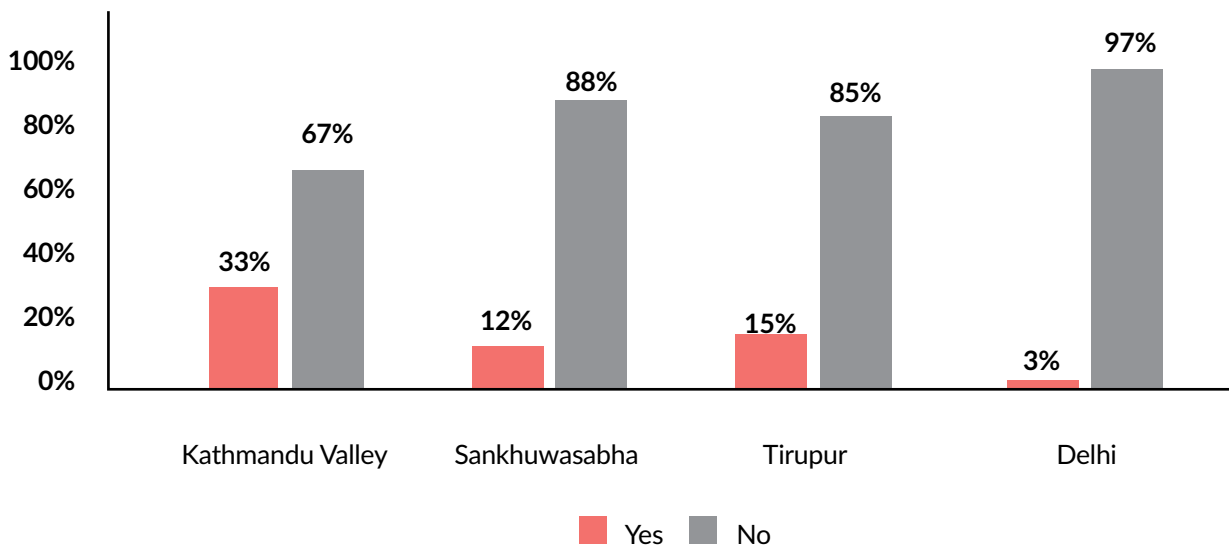
Very few homeworkers used safety equipment such as hand gloves and masks in all the four study sites. Only one-third of them used safety equipment in Kathmandu

Valley, which was the highest amongst the four sites. This proportion was only 12 percent in Sankhuwasabha, 15 percent in Tirupur and 3 percent in Delhi. So, the

practice of using safety equipment was not common. Most homeworkers informed that they didn't feel their work was hazardous and therefore didn't use safety equipment.

Figure 5.8

USAGE OF SAFETY EQUIPMENT SUCH AS HAND GLOVES, MASK DURING WORK (Base = All)



Educational status of the homeworkers did not exert a significant bearing on the usage of safety equipment in Delhi,

Tirupur and Sankhuwasabha, but it did in Kathmandu Valley. Almost 49 percent of those who completed secondary education

and above and 25 percent of those who had completed primary education were found to use safety equipment.

Table 5.4: Proportion of Homeworkers Who Used Safety Equipment, By Educational Status (Base = All)

	Unable to read and write	Able to provide signature only	Have basic level of understanding on reading and writing	Completed primary education	Completed secondary education and above
INDIA					
Delhi	0.0%	2.4%	0.0%	3.7%	3.9%
Tirupur	17.0%	12.7%	24.1%	18.2%	11.6%
NEPAL					
Kathmandu Valley	14.3%	14.3%	29.0%	25.0%	48.8%
Sankhuwasabha	25.0%	2.9%	10.0%	0.0%	19.6%

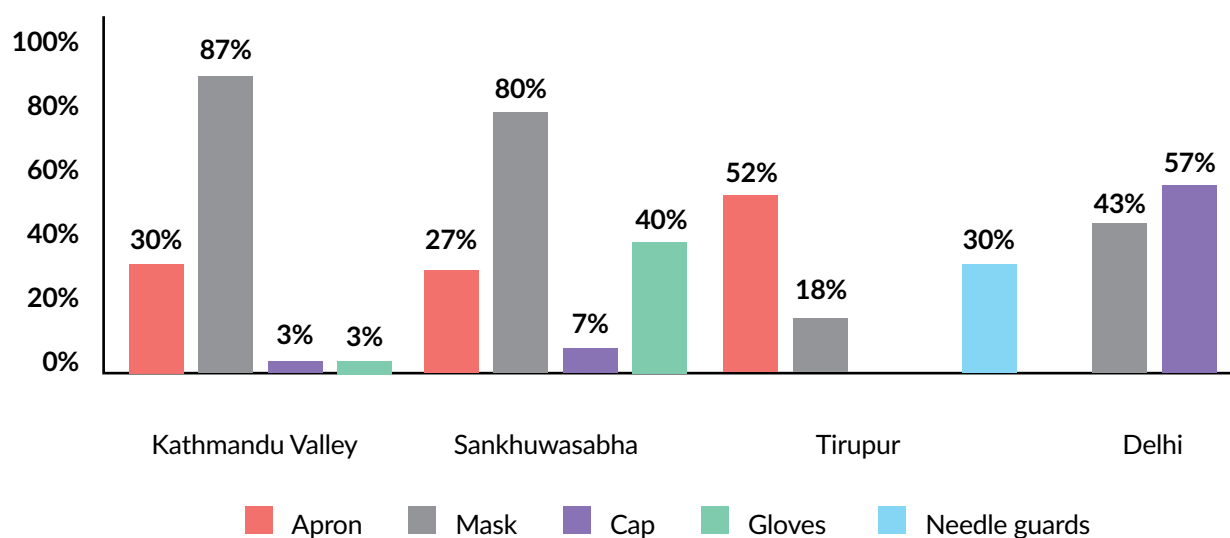
Of those homeworkers in India who reported that they used safety equipment while working, masks were mostly used in Delhi (57 percent) followed by apron (43

percent), while in Tirupur, apron was mostly used (52 percent) followed by needle guards (30 percent). In Nepal, mask was mostly used in both Kathmandu

Valley and Sankhuwasabha (87 percent and 80 percent, respectively) followed by aprons in both locations (30 percent and 27 percent, respectively).

Figure 5.9

SAFETY EQUIPMENTS USED DURING WORK (Base = Only those who said that they used safety equipments)
(Percentages are based on multiple responses)



5.2.4 CONTRACTORS/AGENTS BEHAVIOUR TOWARDS HOMEWORKERS

A majority of homeworkers in all four locations mentioned that they did not experience any form of misbehaviour from the contractors or the persons who provided work. Unlike with garment factory workers in the region⁵, incidences of verbal, physical and sexual abuses from the contractors were very few, probably due to the homeworkers being organised and working from their own home.

Further inquiry into this topic through KIIs revealed that organised homeworkers were more aware of their rights and well treated by the agents and community leaders who

provided them work. In Delhi, SEWA Bharat (Delhi) has had a presence since 2010 and has been organising homeworkers since then. Their sister organisation, Ruaab, whose main office is in New Ashok Nagar along with SEWA Bharat (Delhi), had conducted many rights-based awareness trainings to women living in different communities; this generated more awareness among them. Contractors and agents were also aware that homeworkers were SEWA union members. In Tirupur, through the intervention of SAVE, homeworkers were members of self-help groups where they

supported each other. In Nepal, community leaders provided work to homeworkers and ensured that work was finished on time. Since community leaders work for SABAH Nepal, they did not engage in any form of misbehaviour with their own members. SABAH Nepal also ensures that they follow a transparent structure to monitor community leaders in both Kathmandu Valley and Sankhuwasabha. However, it was also learned through KIIs that the survey tool was not designed to capture data on violence in supply chains, and homeworkers were not comfortable answering questions around violence.

Table 5.8: Homeworkers Reporting Any Form of Misbehaviour from the Contractor or the Person Who Provided the Work (Base = All) (Percentages based on multiple responses)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
No	95.8%	92.0%	85.3%	89.5%
Payment delayed	1.9%	0.8%	13.3%	8.9%
Verbal abuse/insult	2.8%	7.3%	2.5%	1.6%
Physical assault	0.5%	0.0%	0.0%	0.0%
Sexual harassment/abuse	0.0%	0.5%	0.0%	0.0%
N	214	400	278	124

There were very few cases reported of homeworkers not being paid for the piece they had completed. However, about 5 percent of them working in Delhi, 1 percent in Tirupur and 1 percent in Kathmandu Valley

mentioned that there had been some occasions of not being paid on a piece they had worked on. No cases were reported in Sankhuwasabha.

The KIIs confirmed that

homeworkers were paid for their work—some were paid on time, others may have been paid but on a later date. In Delhi, contractors need skilled workers; they have invested their time in forming groups

⁵ Verbal, psychological and sexual harassment of women workers by management are widespread in the garment factories of Bangladesh and Pakistan (Women Working Worldwide, 2003).

of women workers. They keep coming back to homeworkers to give them orders to get their work done every month. There were situations where contractors delayed payments, but they did end up paying them. In Tirupur, the formation of more than 2000 self-help groups ensured that payment was made for the work

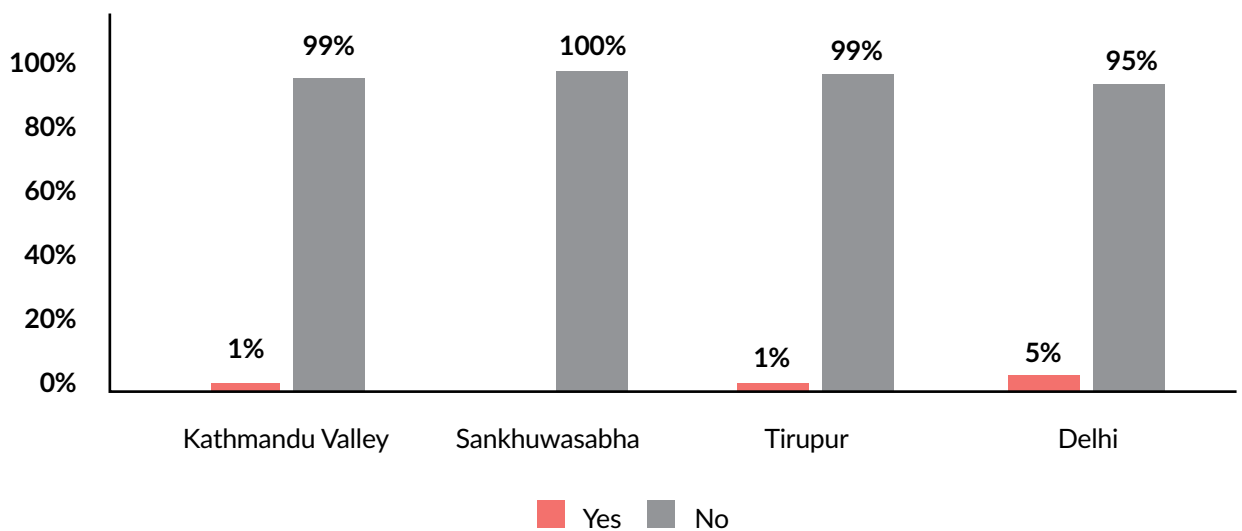
conducted by homeworkers. On any non-payment incidents, homeworkers would raise their voice via their community organisations. In Nepal, payment was made to homeworkers, but there were situations where payments were delayed. Homeworkers did not want to work more when previous payments were

not made, so there was pressure from community leaders when payments were delayed to ensure that payments were made.

Information gathered from KIIs revealed a benefit of organising was to ensure that homeworkers got paid and were less vulnerable to exploitation.

Figure 5.10

INCIDENCE OF NON-PAYMENT FOR COMPLETED WORK (Base = All)



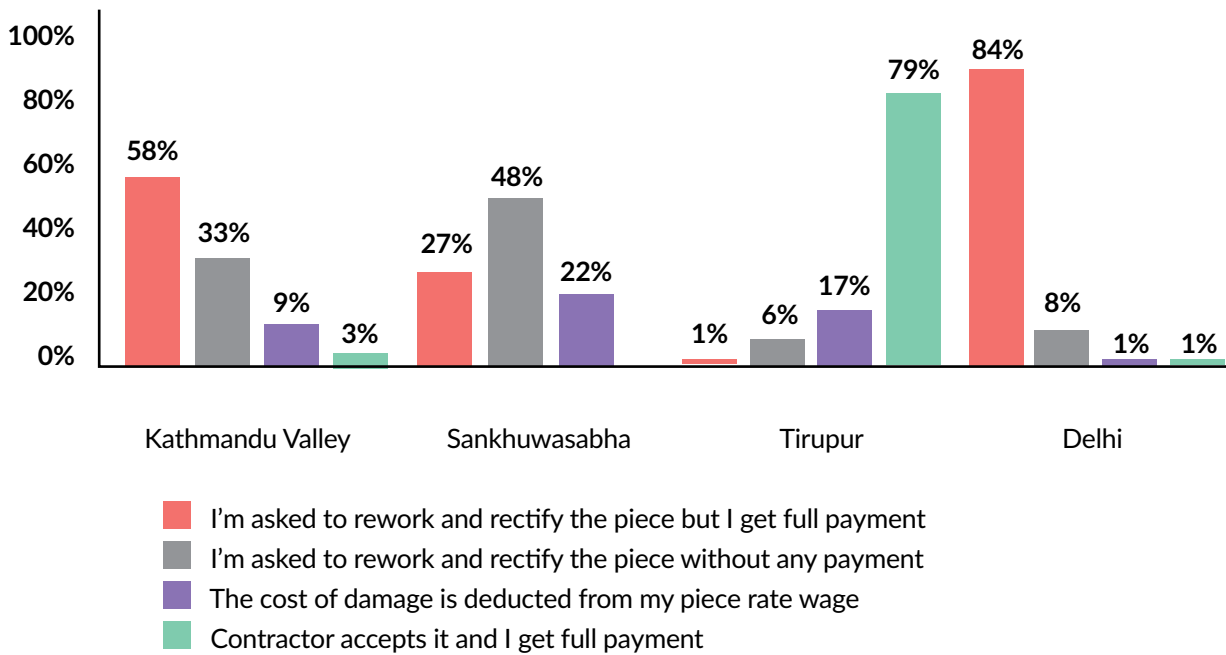
In Delhi, a majority of homeworkers (84 percent) received full payments after reworking and rectifying mistakes made in their work. In Tirupur, most of them (79 percent) received full payments as contractors accepted their products. In most cases in Kathmandu (58 percent),

if homeworkers made mistakes in their work, they were asked to rework and rectify their pieces and then given full payments. However, one-third of them (33 percent) mentioned that they were asked to rework and rectify without any payments. In Sankhuwasabha, about half

of them (48 percent) mentioned the need to rework and rectify but without any payments if they made mistakes and only 27 percent of them mentioned receiving full payment. This revealed that rules were very strict in Sankhuwasabha compared to the other three locations.

Figure 5.11

CONSEQUENCES WHEN WORK ORDERS ARE NOT UP TO THE MARK (Base = All)
 (Percentages are based on multiple responses)



The KIIs revealed that the 79 percent who reported contractors accepting damaged pieces in Tirupur were homeworkers who engaged in trimming pieces (cutting off excess thread on the cloth); a few missed pieces were usually accepted by contractor

and paid in full. However, if it was found that holes were made while trimming, payment was not made. The KII with SABAH Nepal revealed that homeworkers received full payment as per the agreement after rectifying errors. They were given full instructions

prior to taking the tasks. If they did not know how to fix it or could not fix it, their piece rate was deducted due to the need to reassign the work to someone to rectify the error. However, if the piece could not be rectified, payment was not made.

5.2.5 HOURS AND DAYS OF WORK

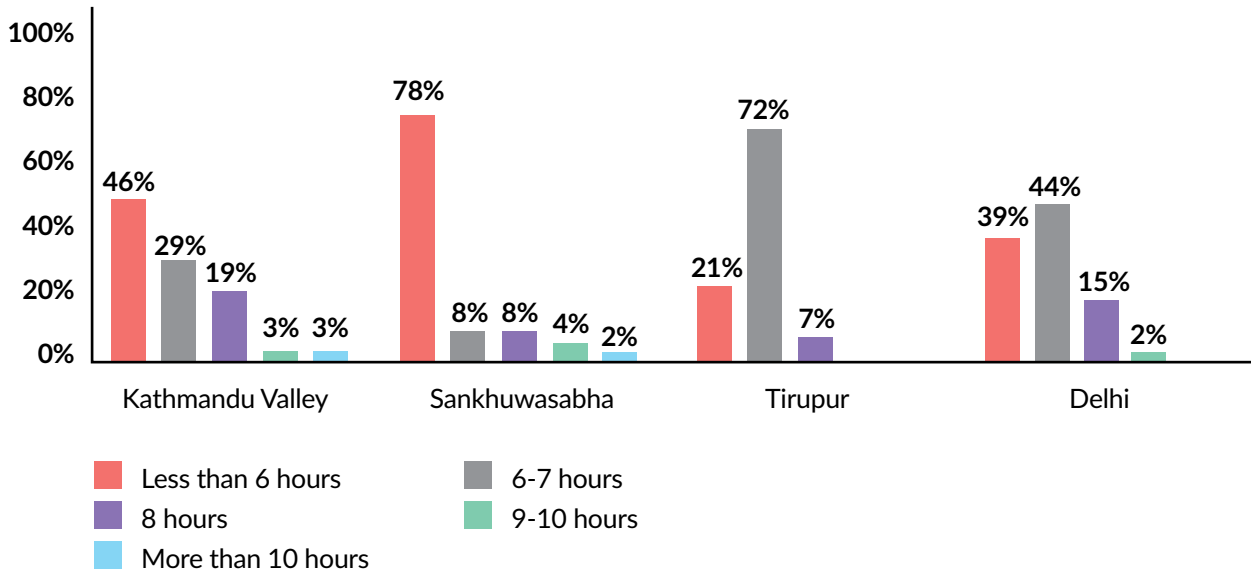
The study showed that working hours were not so intense in all four locations. The majority of homeworkers generally worked 8 hours or less. This was seen in Tirupur (72 percent) and Delhi (44 percent), where homeworkers generally worked between 6 and 7 hours while the majority of homeworkers in Kathmandu Valley (47 percent) and Sankhuwasabha (78 percent) generally worked less than 6 hours.

Based on the KIIs, homeworkers were able to work only after fulfilling their household and child care duties. In Delhi and Tirupur, homeworkers were mainly occupied by household chores and therefore, unable to work 8 hours a day. Only those who lived in a joint family were able to work longer hours due to the availability of other family members to look after their children, elders and attend to other household responsibilities.

In Nepal, homeworkers who had children were mainly engaged in dropping their children off to schools, picking them up and feeding them. They were able to work only after 10 am and till 3 pm. In all locations, the contractors and community leaders would not compel homeworkers to work for 8 hours a day as they were not keen on how many hours homeworkers spent but were more interested in the number of pieces made.

Figure 5.12

HOURS OF WORK IN A DAY (Base = All)



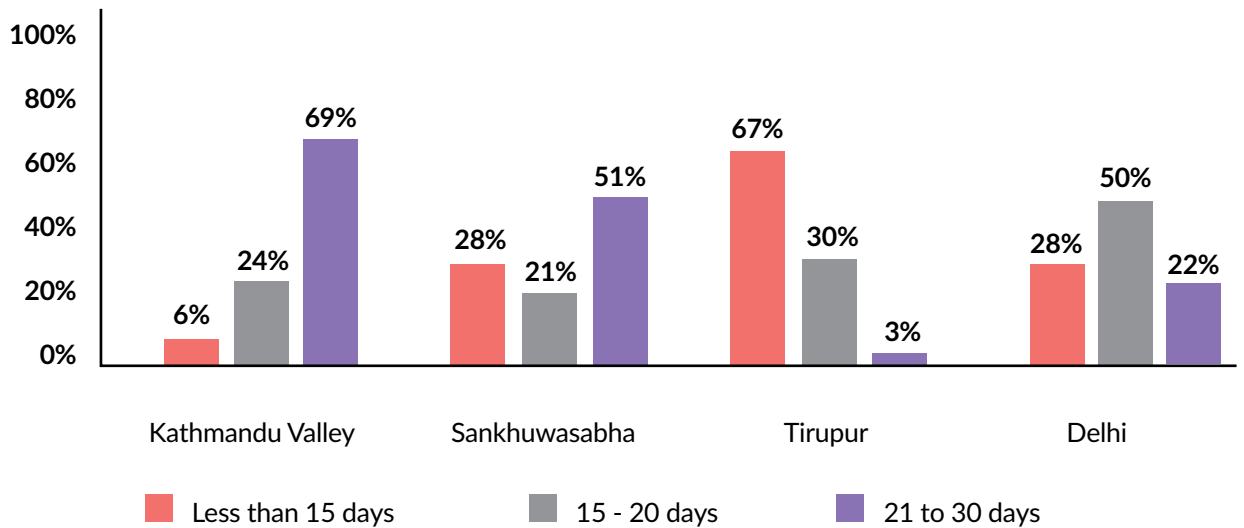
The number of days homeworkers generally worked in a month varied by location. Homeworkers in Tirupur (67 percent) worked less than 15 days in a month, while homeworkers in Delhi

(50 percent) worked between 15 and 20 days in a month. In Nepal, most of the homeworkers generally worked 21 to 30 days in a month (69 percent in the Kathmandu Valley and 51 percent in Sankhuwasabha).

So, the average number of the working days is higher in Nepal than in India. But Nepali homeworkers work less hours than Indian homeworkers. Overall, the two balance out between India and Nepal.

Figure 5.13

NUMBER OF WORKING DAYS IN A MONTH (Base = All)



KIIs with representatives from SEWA Bharat (Delhi) and SAVE Tirupur also revealed that homeworkers

do not get enough work now-a-days due to the presence of a large number of homeworkers, which results

in high competition. Family commitments also played a major factor in lessening the number of working days.

5.3 NATURE OF AGREEMENTS

5.3.1 VERBAL AGREEMENT

Verbal agreement was the most common type of agreement between homeworkers and their ‘employers’, irrespective of location. The overwhelming majority of homeworkers mentioned that they had

verbal agreements with their employers (99 percent in Sankhuwasabha; 68 percent in Kathmandu Valley and Tirupur; and 62 percent in Delhi). Proportions of homeworkers with no agreements were

32 percent in Tirupur and 38 percent in Delhi.⁶ About one-fourth of homeworkers in Kathmandu Valley did not have any agreement; this was true for only 1 percent in Sankhuwasabha.

Table 5.9: Kinds of Agreement with Employers (i.e. supplier/ contractor/ subcontractor/ factory/ company) (Base = All)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
No agreement	37.9%	31.5%	24.5%	0.8%
Verbal agreement	61.7%	68.0%	68.3%	99.2%
Written note (invoices, delivery notes)	0.5%	0.3%	3.6%	0.0%
Written employment contract	0.0%	0.3%	3.6%	0.0%
Total	100.0%	100.0%	100.0%	100.0%
N	214	400	278	124

The KIIs revealed that there were no written agreements made for employing homeworkers. Homeworkers who were part of producer companies like SABAH Nepal maintained registers at the work centres; these were accessible by all members and provided wage cards, which was considered an agreement between homeworkers and SABAH Nepal. As more than 60 percent of the respondents were non-members of SABAH Nepal, they mentioned that they had either a verbal agreement or no

agreement at all. No agreement mainly consists of contractors providing orders without giving proper information on the payment and date of payment. Homeworkers did not ask for formal documents from contractors, agents or companies who provided them work. In Delhi, a majority were receiving work from contractors where only a verbal agreement existed; these were not properly followed. In Tirupur, homeworkers received work for 2 to 3 days or sometimes for a

week—they received different orders from different contractors. Maintaining a formal agreement was not feasible. In both locations in India, verbal agreement was considered as no agreement, as contractors frequently changed the rates after homeworkers were assigned work. In Nepal, a producer company like SABAH Nepal maintained a wage card for every homemaker where piece rate, number of orders and due date were recorded and signed by a SABAH Nepal coordinator and the production

⁶ Research conducted in four countries of South Asia (Bangladesh, India, Nepal and Pakistan) also supports this finding (Sinha and Mehrotra, 2016).

manager. The wage card was kept with the community leader, and homeworkers were free to review it at their convenience. However, in case of respondents from Nepal, 60 percent were of non-SABAH Nepal members, which meant that contractors provided verbal agreements with lower piece rates.

The situation of working without any formal written agreements led to lack of transparency. This made their work hidden as they couldn't prove the primary employer (or brand) they worked for. Another study conducted in Delhi, Kathmandu and Tirupur also showed that there were no written work

contracts or job agreements between homeworkers and contractors (Sinha and Mehrotra, 2016). HomeNet South Asia has recently published a toolkit that shows the different layers of the global supply chain and that homeworkers are the least recognized category of workers (HNSA and WIEGO, 2020).

5.3.2 HOMEWORKING ARRANGEMENTS

In India, in regards to the homeworking arrangements, contractors or employers provided homeworkers with raw materials and designs (but no equipment) and set the piece rate and deadlines to many of homeworkers in both Tirupur (93 percent) and Delhi (74 percent). With the majority of homeworkers in Sankhuwasabha (95 percent), contractors/employers set the number of orders, piece rates and deadlines, and the homeworkers provided raw materials and equipment to complete the order. In Sankhuwasabha, a majority of the homeworkers were producers of Allo yarn, which they weave to make a fabric; this is the reason why the raw materials were provided by them to make different products. In Kathmandu valley, 47 percent mentioned that their contractors or employers provided them with raw materials, designs and equipment, and set the piece rate and deadlines, while 40 percent mentioned that their contractors or employers provided them with raw materials and designs (but no equipment) and set the piece rates and deadlines.



Homeworker from SEWA Bharat - in Delhi using a large needle to place the drawstring into the casing of the skirt

Table 5.10: Types of Arrangements Applied to Homeworking Situation over the Past 12 Months (Base = All) (Percentages based on multiple responses)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Contractor/employer provides me with raw materials, design and equipment, sets piece rate and deadlines	26.2%	13.8%	47.1%	3.2%
Contractor/employer provides me with raw materials and design, sets piece rate and deadlines	73.8%	92.5%	39.6%	0.8%
Contractor sets the no. of orders, piece rate & deadline; I provide raw materials & equipment to complete the orders	0.0%	0.0%	11.9%	95.2%
I take work from contractor/employer for myself and also distribute the work to other homeworkers	0.0%	1.0%	5.0%	0.0%
I provide raw materials and equipment, design the products and sell the final products to customers	0.5%	0.0%	1.8%	0.8%
N	214	400	278	124

The above selection tries to distinguish if women workers were own account workers or piece rate workers. Those who responded ‘Contractor sets the number of orders, designs, piece rate & deadline; I provide raw materials & equipment to complete the orders’ and ‘I provide raw materials and equipment, design the products and sell the final products to customers’ were considered own account workers, whereas the rest of the selection were homeworkers.

In the case of Nepal, KIIs revealed that in Kathmandu Valley, 12 percent of

homeworkers mentioned that they provided raw materials and equipment to complete the orders. For the purposes of this study, we have categorised these homeworkers as piece rate workers as there is clearly a substantial dependency on the contractor. These homeworkers were Dhaka weavers who weave the raw materials. They do everything by themselves, from buying raw materials to making the final products. Contractors only set the order, design, piece rate and deadline—they would not be able to weave the cloth. Homeworkers made the products and added the cost to the price. In Sankhuwasabha,

95 percent were producers of Allo yarn. It was not feasible for contractors to provide Allo as a raw material. Homeworkers would make the yarn from the Allo plant and knit shawls from the yarn as a final product for contractors and producer companies. These homeworkers worked both ways—they worked based on orders from contractors and producer companies but also had some individual customers who would buy directly from them. However, these individual customers made up a very small percentage of their work. Homeworkers, in this study, working for both piece rate and on own account, were

not considered entrepreneurs. The difference was that they would have some direct linkage with the local market, have

access to raw materials and can—to some extent—manage their own account and funds. Because of the limited capacity

of the local market, these homeworkers were dependent upon contractors to sell their products.

5.3.3 TRACKING ORDERS

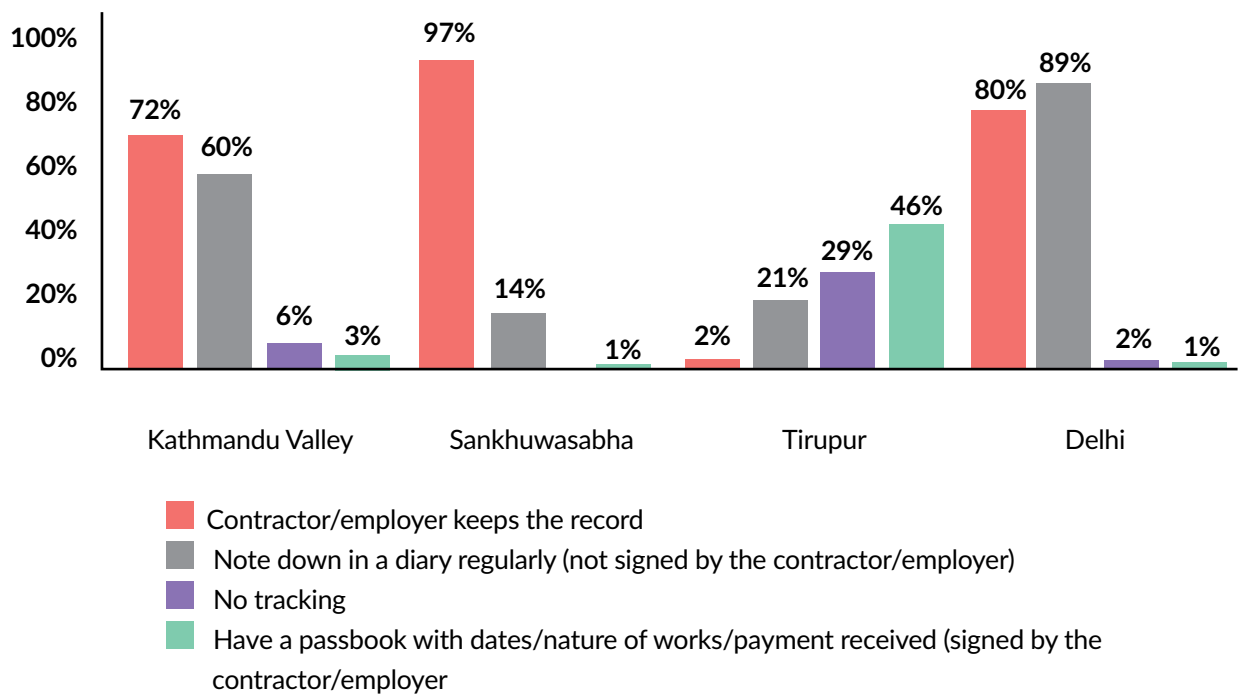
As mentioned earlier, the majority of homeworkers in all locations did not have any agreement with their employers. However, the survey revealed that homeworkers were active in tracking their work. In Delhi, both practices were common: noting down in a diary regularly (but not signed by their contractors or employers) (89 percent); and

keeping the records by their contractors or employers (80 percent). In Tirupur, 46 percent of homeworkers tracked their orders by keeping a passbook with dates, nature of works and payment received—signed by the contractor or employer, whereas 29 percent of homeworkers did not track their work. A majority of homeworkers both in

Kathmandu Valley (72 percent) and Sankhuwasabha (97 percent) said that their contractors or employers kept the record of their work. Also, 60 percent of homeworkers in the Kathmandu Valley mentioned that they noted orders down in their diaries regularly, but these were not signed by their contractors or employers

Figure 5.14

WAYS OF TRACKING THE WORK (Base = All) (Percentages are based on multiple responses)



In Nepal, the majority of homeworkers mentioned that contractors/employers kept the record. The KII with SABAH Nepal revealed that

they have a system of a wage card which has been filled up by community leaders in front of homeworkers. The key informant also highlighted

that they did not use the term 'contractor', but rather use 'leader' as this person has a direct relationship with community leaders. Community

leaders were in the SABAH Nepal payroll system, which allowed the organisation to cross check how many members were being paid. Furthermore,

homeworkers were not bound to work only for SABAH Nepal. They were free to receive work from others. When they worked for others, there was a high

possibility that they used the word 'contractors' or 'agents'. A majority of homeworkers in this survey had also received work from other organisations.

5.4 REMUNERATION

5.4.1 MINIMUM MONTHLY WAGE

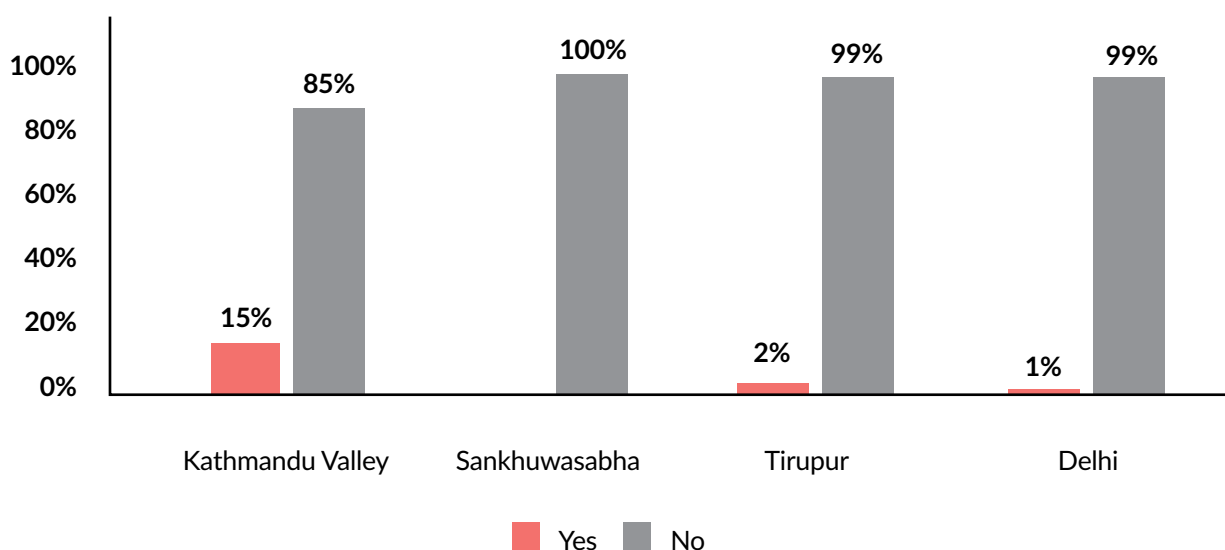
The study also attempted to measure the level of awareness of homeworkers about the minimum monthly wage as specified by their country. In this regard, only 15

percent of the homeworkers in Kathmandu Valley were aware of it. This proportion was very marginal in Tirupur and Delhi. None of the homeworkers in Sankhuwasabha knew

the minimum monthly wage of Nepal. This revealed the low awareness level of homeworkers on their country's minimum monthly wage.

Figure 5.15

AWARENESS OF MINIMUM WAGE AS SPECIFIED BY THE RESPECTIVE COUNTRY (Base = All)



The Government of Nepal had determined NPR 13,450 as the minimum monthly wage (HomeNet South Asia and WIEGO 2020). So, only 7 percent mentioned the minimum monthly wage correctly out

of the total homeworkers in Kathmandu Valley. In India, none of the homeworkers in Tirupur mentioned the minimum monthly wage correctly, while in Delhi only 1 percent mentioned the amount correctly out of

the total homeworkers. The Government of India had determined about INR 14,852 and INR 9,000⁷ as the minimum monthly wage in Delhi and Tirupur respectively (HNSA and WIEGO, 2020).

⁷ Tamil Nadu government has segregated minimum wage based on occupation and zones. The amount depicted here is the starting point of the minimum wage in Tirupur. If the occupation of trimmer under tailoring is to be considered, the minimum wage for Tirupur is INR 9075.

Table 5.11: Knowledge of Minimum Monthly Wage (Base = All)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Minimum wage correctly mentioned	0.5%	0.0%	6.5%	NA
Minimum wage correctly not mentioned	99.5%	100.0%	93.5%	NA
Total	100.0%	100.0%	100.0%	NA
N	214	400	278	NA

5.4.2 NEGOTIATION

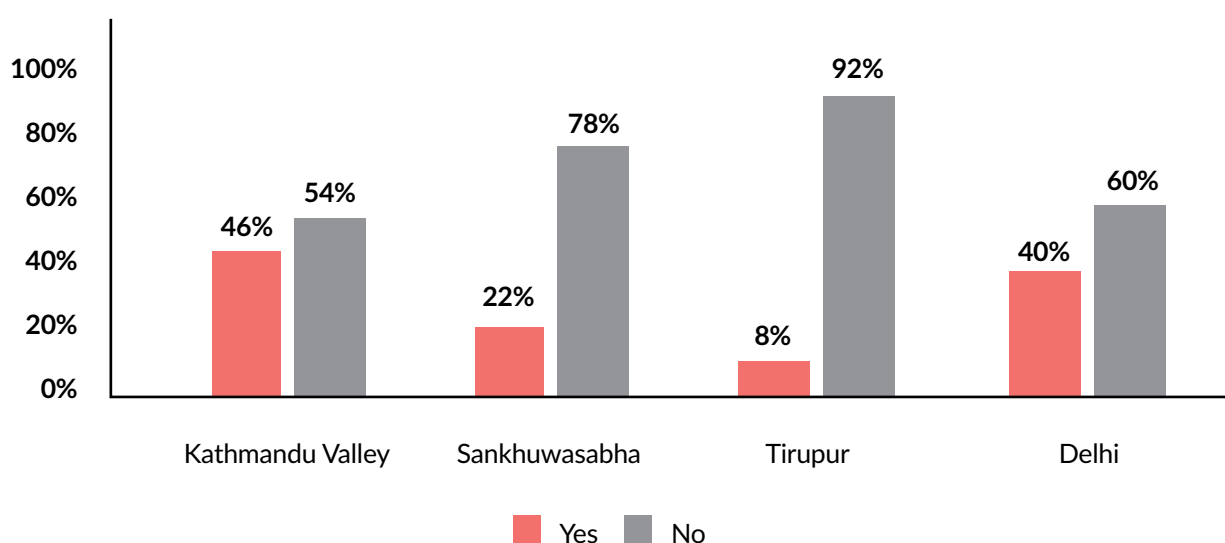
Homeworkers in Kathmandu Valley and Delhi participated in negotiations to increase their piece rates. The proportions

of those who had conducted negotiations to increase the piece rates were 46 percent and 40 percent in the Kathmandu

Valley and Delhi, respectively. This proportion was 22 percent in Sankhuwasabha, while it was the least in Tirupur (only 8 percent).

Figure 5.16

CONDUCTING NEGOTIATIONS TO INCREASE WAGE (Base = All)



In Delhi, the proportion of those who said that they have conducted negotiations to increase their piece rates was relatively higher among those who have a membership in an organisation than among those who do not have a membership (43 percent vs. 30 percent). But the situation was opposite in Tirupur (7 percent

vs. 19 percent). In Kathmandu Valley, the proportion of those who mentioned that they had conducted negotiations was relatively higher among those who have a membership of an organisation than among those who do not have one (52 percent vs. 28 percent). The situation is similar in Sankhuwasabha with a lesser

level of negotiations (26 percent vs. 9 percent). This indicates that homeworkers who are formally organised are more likely to participate in negotiation with their contractors to increase their remuneration as they are most likely to communicate with other members within their organisation on such issues and come up with a solution.

Table 5.12: Conducting Negotiations to Increase the Piece Rates by Membership of Organisations (Base = All)

	Membership of Organisations							
	India				Nepal			
	Delhi		Tirupur		Kathmandu Valley		Sankhuwasabha	
	Yes	No	Yes	No	Yes	No	Yes	No
Yes	42.5%	30.0%	7.3%	18.8%	51.9%	27.8%	26.4%	9.1%
No	57.5%	70.0%	92.7%	81.3%	48.1%	72.2%	73.6%	90.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	174	40	384	16	206	72	91	33

Out of those who had conducted negotiations to increase the piece rates, more than half of the homeworkers (55 percent) in Delhi reported that negotiations had not helped to increase their piece rates, while another 43 percent mentioned that it has helped a little. In Tirupur, as high as 81 percent said that it

has helped a little while another 19 percent said it has helped very much. In Kathmandu Valley, 55 percent mentioned that negotiations had helped a little to increase their piece rates while another 45 percent mentioned that it had not helped. In Sankhuwasabha, 82 percent mentioned that it had

helped a little while another 19 percent mentioned that it has not helped. Also, none of the homeworkers in Kathmandu Valley and Sankhuwasabha reported that it has helped very much to increase the piece rates, whereas this proportion was 2 percent and 19 percent in Delhi and Tirupur, respectively.

Table 5.13: Negotiations Helped to Increase Piece-rate Wages (Base = Only those who say that they have conducted negotiations to increase their wage)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Yes, very much	2.3%	19.4%	0.0%	0.0%
Yes, a little	43.0%	80.6%	55.1%	81.5%
No	54.7%	0.0%	44.9%	18.5%
Total	100.0%	100.0%	100.0%	100.0%
N	86	31	127	27

A majority of respondents in Delhi mentioned that negotiations had not helped in increasing piece rates. Further KII revealed that negotiations conducted were subject to competition and buyers' rates. In Delhi, the key informant of SEWA Bharat explained that the

60 percent of homeworkers who did not negotiate was mainly a result of failed attempts in the past due to competition for orders. There is a high number of homeworkers in the local area all seeking to do some piecework. There was a high risk of losing work if homeworkers negotiated

to increase their piece rates. Homeworkers believed that since they were earning by 'sitting at home', their work had little value and hence were not willing to demand piece-rate increases. The KII with SABAH Nepal revealed that for its members who were part of SABAH Nepal

negotiations, their success was due to the buyer's willingness to increase the piece rate, positively

impacting homeworkers' wages. However, non-members who are unorganised may not be linked to

each other in a common platform to form groups and negotiate for increased piece rates.

5.4.3 PAYMENT

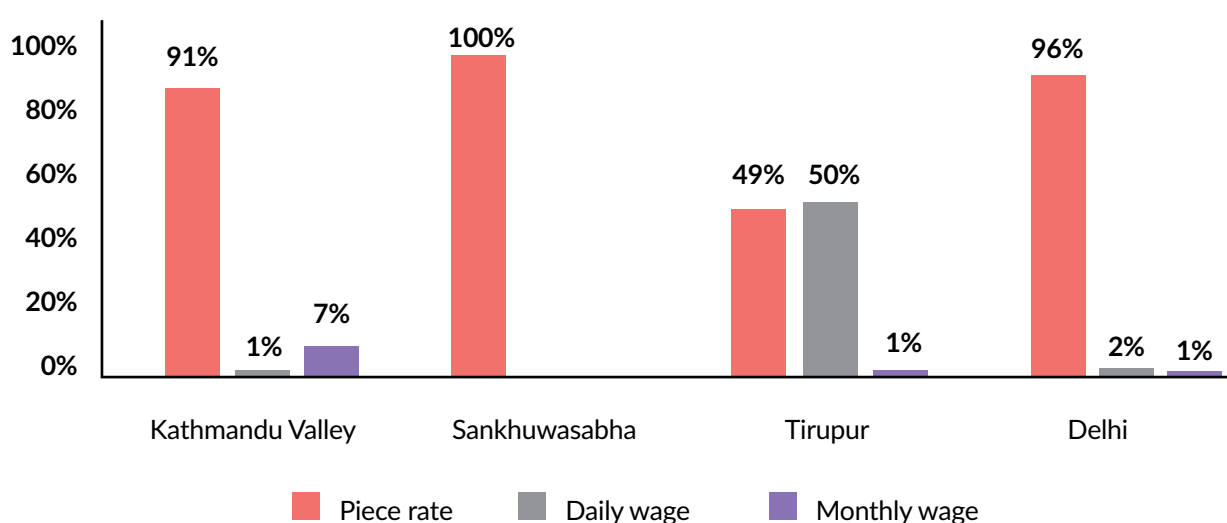
A majority of homeworkers in three locations were paid on a piece-rate basis (Sankhuwasabha: 100 percent; Delhi: 96 percent;

Kathmandu: 91 percent). In Tirupur, half the homeworkers received piece rates and the other half received daily wages

based on the target number of pieces they had to complete in a day to secure their daily rate of pay.

Figure 5.17

BASIS OF GETTING PAID (Base = All)



Most of the homeworkers received payment once a month in Delhi (70 percent), Kathmandu Valley (68 percent) and Sankhuwasabha (67 percent), while a majority of

them in Tirupur were paid once a week. None of the homeworkers mentioned receiving payment as soon as the orders were delivered in Delhi and Tirupur. However, in

Kathmandu and Sankhuwasabha, 3 percent and 17 percent, respectively, mentioned receiving payments as soon as the product was delivered.

Table 5.14: Frequency of Payment by Contractors/Employers (Base = All)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Once a week	1.9%	83.0%	0.4%	6.5%
Twice a month	13.6%	16.5%	2.9%	8.1%
Once a month	70.1%	0.5%	68.3%	66.9%
Once in 3 months	14.5%	0.0%	24.1%	1.6%
Once 6 months	0.0%	0.0%	1.1%	0.0%
As soon as delivery	0.0%	0.0%	3.2%	16.9%
Total	100.0%	100.0%	100.0%	100.0%
N	214	400	278	124

Since a majority of the homeworkers in these four locations had no written contracts with their employers (see Section 5.3), homeworkers were not in a position to complain about late

payments. Their earnings were based on the number of pieces they produced and not based on monthly salary, which meant that getting paid once a week, once a month or once in three

months explicitly shows that they get paid once the finished tasks is completed. Hence, payment may have been late and irregular depending on the contractor and job order.

5.4.4 MONTHLY EARNINGS

Average monthly earnings were much higher in the Kathmandu Valley (NPR 5,943, equivalent

to USD 51) and Sankhuwasabha (NPR 4,732 equivalent to USD 40) than Tirupur (INR 2,183

equivalent to USD 30) and Delhi (INR 2,165 equivalent to USD 30).⁸

Table 5.15: Average Monthly Earning (Base = All)

Currency	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Local currency	2,165	2,183	5,943	4,732
US Dollar	29.5	29.7	50.8	40.4
N	214	400	278	124

Exchange rate: 1 USD = 73.5 INR; 1 USD = NPR 117

Low income was found in all locations where the survey was held. According to the KIs, piece-rate wages were based on hours of work, the order and the capacity of homeworkers. In Delhi, homeworkers were not receiving large orders of sequin work or heavy embroidery work on garments as costs were higher. They were receiving simple work which consisted of placing beads or hooks, some sequins, hemming, or placing buttons. In Tirupur, piece rates were not fixed properly prior to the work being provided and homeworkers were unaware of the exact payment at the end of

the work. There was an unequal power relationship between contractors and homeworkers, and the piece rate was primarily decided by contractors.

Homeworkers who worked for longer hours in a day were more likely to earn more in a month in Delhi and Tirupur. Monthly earning was only INR 1,228 in Delhi for those who worked less than 6 hours in a day while it was INR 7,000 for those who worked more than 10 hours in a day. Similarly in Tirupur, monthly earning was only INR 2,081 for those who worked less than 6 hours in a day while it was INR

3,000 for those who worked more than 10 hours in a day. A similar trend was seen in Kathmandu Valley. Monthly earning was only NPR 3,374 for those who worked less than 6 hours in a day while it was NPR 15,857 for those who worked more than 10 hours in a day. But this was not the situation in Sankhuwasabha. Homeworkers who worked for longer hours were seen to earn fewer amounts in a month. The findings shows that respondents who are working long hours are few in number as compared to homeworkers who are working for 6 hours or less, and 6 to 7 hours.

⁸ Monthly earning was calculated based on either rate per piece or rate per day or rate per month. Homeworkers who said they were paid a rate per piece were asked what number of pieces they produced in a month. Then, monthly earning was calculated by multiplying number of pieces and rate per piece. Monthly earning of those who said they were paid a rate per day or per month was calculated accordingly – e.g. multiplying a rate per day by 30.

Table 5.16: Average Monthly Earning (in local currency) By Hours of Work (Base = All)

	Delhi					Tirupur				
	< 6 H	6-7 H	8 H	9-10 H	>10 H	< 6 H	6-7 H	8 H	9-10 H	>10 H
Monthly Earning	1,228	1,551	5,919	2,500	7,000	2,081	2,239	1,856	3,000	-
N	83	94	32	4	1	82	289	28	1	-
	Kathmandu Valley					Sankhuwasabha				
	< 6 H	6-7 H	8 H	9-10 H	>10 H	< 6 H	6-7 H	8 H	9-10 H	>10 H
Monthly Earning	3,374	5,274	1,0124	1,8571	15,857	3,760	8,650	9,400	5,900	5,500
N	130	80	54	7	7	27	10	10	5	2

In all locations, KII revealed that earnings were dependent on how fast homeworkers can prepare the final products, the rate as every product was priced differently, type of work, quantity and if there were any damaged pieces that needed to be rectified. Furthermore, not all homeworkers worked continuously for several hours as they had to finish their household duties. The housing condition also had a direct impact on the output of the homeworkers. Poor housing conditions or lack of access to basic services reduced the output for homeworkers.

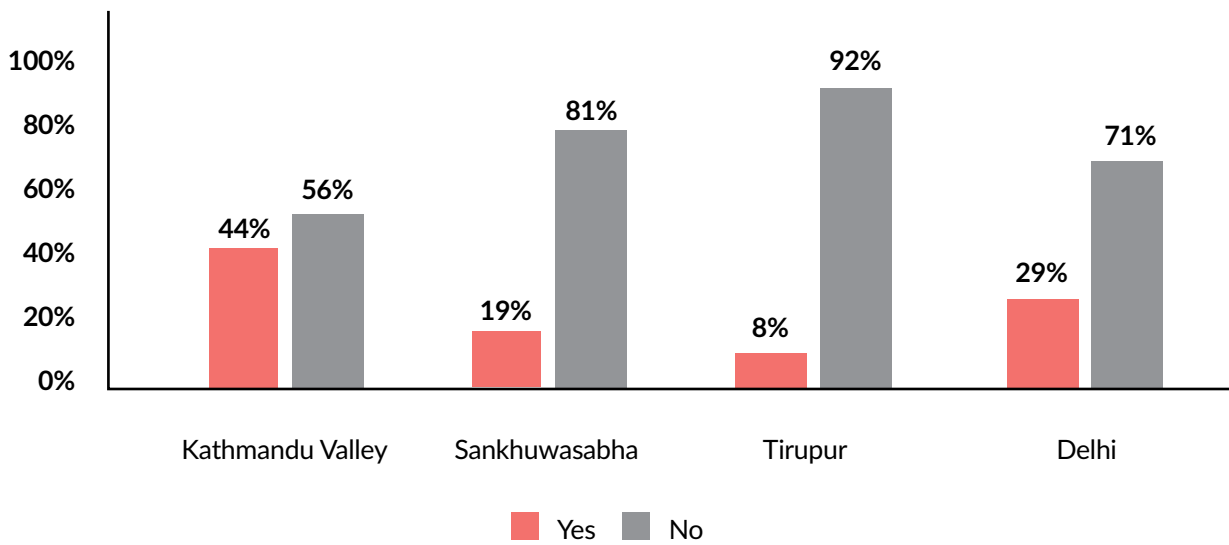
The best way to understand homeworkers' piece rates is by conducting a time and motion study with a small sample size with different products being made. A focused study can determine the exact time a homemaker spends and the exact amount she makes. A toolkit by HNSA provides an explanation on how homeworkers can calculate piece rates (HNSA and WIEGO, 2020).

In Delhi, 71 percent of homeworkers thought that they did not earn enough to meet their basic needs. In Tirupur this rises to 92 percent of

homeworkers. In Nepal, more than half of homeworkers in Kathmandu Valley (56 percent) believed that they did not earn enough, while this was higher in Sankhuwasabha (81 percent). In all locations except Kathmandu Valley, the proportion homeworkers who thought that they earned enough was very low (Delhi: 29 percent; Sankhuwasabha: 19 percent; and Tirupur: 8 percent). Research conducted by Chen and Sinha (2016) also confirmed that most home-based workers do not enjoy adequate economic opportunities.

Figure 5.18

PERCENTAGE OF RESPONDENT HOMEWORKERS WHO BELIEVED THAT THEY EARNED ENOUGH TO COVER BASIC NEEDS (Base = All)



In India and Nepal, homeworkers who worked for more days in a month were more likely to believe that they earned enough to meet their basic needs. Among those who worked less than 15 days in a month in Delhi, only 27 percent believed that they earned enough while 32 percent of those who worked 21 to 30 days in a month thought they

earned enough. The results were similar in Tirupur in this regard. In Kathmandu Valley, 39 percent of those who worked less than 15 days in a month thought they earned enough, while 44 percent of those who worked 21 to 30 days in a month thought in a similar way. Furthermore, 14 percent of those who worked less than 15 days in a month in

Sankhuwasabha thought they earned enough, while it was 22 percent of those who worked 21 to 30 days in a month. It is important to note that majority of homeworkers in this study believed they did not earn enough to meet their basic needs and were secondary earners who were dependent upon their husbands' incomes.

Table 5.18: Proportion of Homeworkers Who Believe that They Earn Enough to Meet Their Basic Needs by Working Days in a Month (Numbers inside the parenthesis are the sizes of sub-samples)

	Less than 15 days	15 to 20 days	21 to 30 days
India			
Delhi	26.7% (16)	29.9% (32)	31.9% (15)
Tirupur	7.8% (21)	8.3% (10)	0.0% (0)
Nepal			
Kathmandu Valley	38.9% (7)	46.3% (31)	43.5% (84)
Sankhuwasabha	14.3% (5)	15.4% (4)	22.2% (14)

5.5 ACCESS TO SOCIAL SECURITY AND BASIC SERVICES

5.5.1 SOCIAL SECURITY PROVIDED BY EMPLOYERS

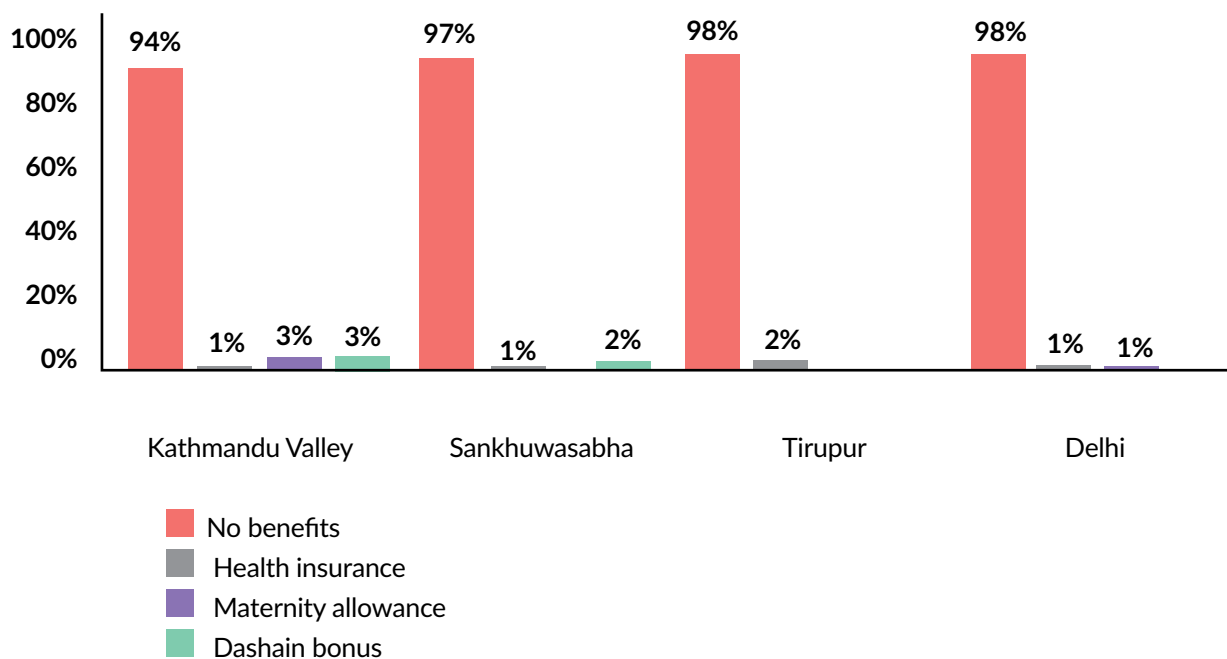
An overwhelming majority of the homeworkers mentioned that there were no social security benefits provided to them by their employers (Delhi: 99 percent; Tirupur: 98 percent; Sankhuwasabha: 97 percent; and Kathmandu Valley:

94 percent). In all locations, very few mentioned having health insurance. Accidental insurance was almost non-existent. A small number of homeworkers in Kathmandu Valley mentioned that they were provided maternity allowance

(only 3 percent). However, the homeworkers in Delhi and Tirupur did not receive any maternity allowance. This finding corresponded with the finding of other research conducted in India (Chen and Sinha, 2016).

Figure 5.19

SOCIAL SECURITY BENEFITS PROVIDED BY EMPLOYERS (Base = All)



It was acknowledged from the KIIs that the majority of homeworkers did not receive any benefits from the employer/contractors or intermediaries. In Delhi, SEWA Bharat assisted homeworkers through their SEWA Shakti Kendra (SSK) centres; this is a centre where people can receive various social protection and social assistance programmes such

as getting forms filled for adhar cards (identity cards), ration cards or get help to access any other social protection services provided by the government. In Tirupur, SAVE takes up the responsibility to educate homeworkers on the different social protection schemes provided by the government for them to access. In Nepal, SABAH Nepal provides benefits to their

general members only. So far, out of 4,000 members, there were only 500 general members in SABAH Nepal. The rest of them were not eligible for any benefits as the producer company had not been able to include them as general members. However, they receive Dashain Allowance (festival allowance) based on the profit margin of the year.

5.5.2 SOCIAL SECURITY PROVIDED BY GOVERNMENT

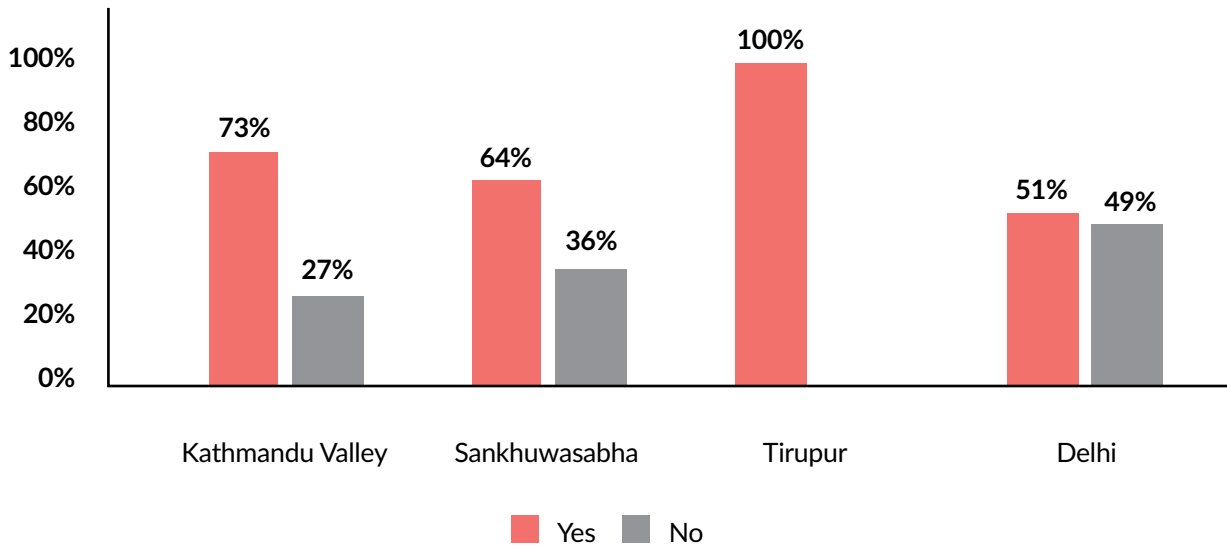
One hundred percent of homeworkers in Tirupur mentioned that they were aware of government-provided social

assistance schemes, while only 51 percent in Delhi were aware of them. In Nepal, the proportion of homeworkers reporting awareness

of government-provided social assistance schemes was higher in the Kathmandu Valley (73 percent) than Sankhuwasabha (64 percent).

Figure 5.20

AWARENESS OF GOVERNMENT PROVIDED SOCIAL ASSISTANCE SCHEMES (Base = All)



Homeworkers who were aware of government-provided social assistance schemes were further asked which facilities they were currently accessing. In both Tirupur and Delhi, the proportion of those who were receiving ration cards and food support programmes was very high (95 percent and 91 percent respectively). The majority of homeworkers in Kathmandu Valley and Sankhuwasabha (95 percent in both) did not mention receiving any facilities. It should be noted that not all surveyed homeworkers would be eligible for all facilities listed here, e.g. not all were widows or senior citizens or eligible for maternity support. However, the overriding conclusion from the data is



Questionnaire being filled by a data collector inside a homeworker's one-room home

that of weak access to social assistance programmes amongst homeworkers in both countries,

with the exception of ration cards and food support in both clusters in India.

Table 5.19: Social Assistance Facilities that Homeworkers are Currently Accessing (Base = Only those who say that they are aware of the government provided social assistance schemes) (Percentages based on multiple responses)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Ration card/food support programme (India only)	90.9%	94.5%	0.0%	0.0%
Widow allowance	2.7%	4.0%	1.0%	1.3%
Senior citizen allowance	1.8%	0.0%	0.0%	0.0%
Mother care/maternity allowance	0.0%	4.5%	3.9%	0.0%
Scholarship	4.5%	0.0%	0.0%	0.0%
Laadli Yojana/ Protection of girl child (India only)	0.9%	0.0%	0.0%	0.0%
Not any facilities	0.0%	0.0%	95.1%	94.9%
Don't know	0.0%	0.0%	.5%	3.8%
Total	100.9%	103.0%	100.5%	100.0%

5.5.3 SUPPORT TO ACCESS GOVERNMENT SOCIAL SECURITY

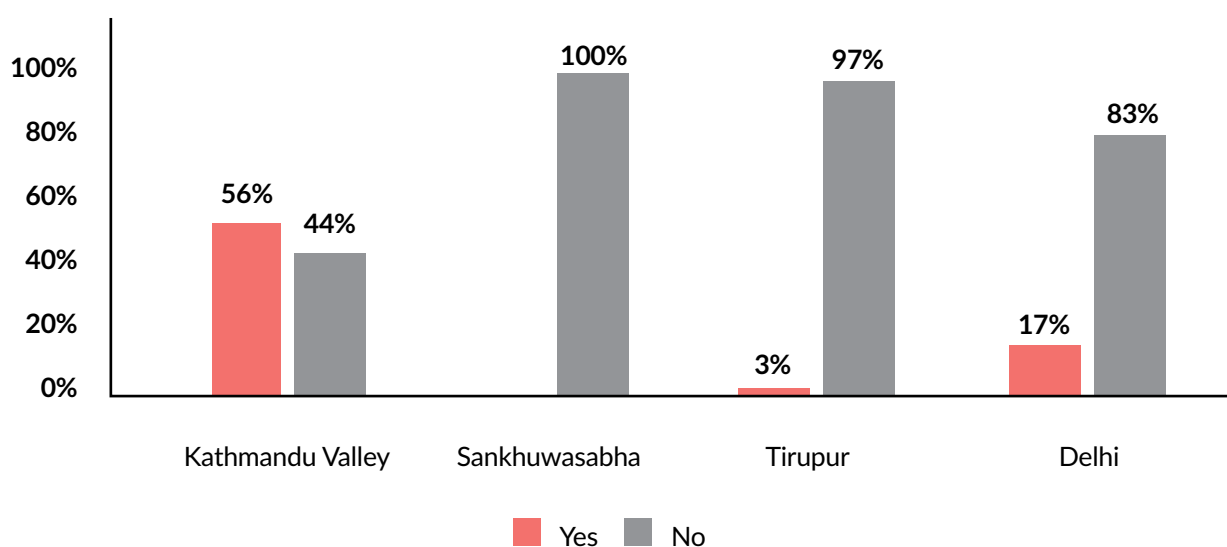
A majority of homeworkers in Kathmandu Valley and Sankhuwasabha did not receive any facilities. Among those who mentioned that they were getting social assistance

facilities from the government (5 percent and 4 percent, respectively), 56 percent of homeworkers mentioned receiving help to access the facilities. Such proportions

were only 17 percent and 3 percent in Delhi and Tirupur, respectively, as a majority of homeworkers were accessing ration card/food support programme.

Figure 5.21

PERCENTAGE OF HOMEWORKER RESPONDENTS WHO WERE PROVIDED SUPPORT TO ACCESS GOVERNMENT SOCIAL ASSISTANCE SCHEMES (Base = Only those who are aware of govt. provided social assistance scheme)



5.5.4 ACCESS TO BASIC SERVICES

With regard to accessibility to basic services, the situation was better in Delhi than Tirupur. The homeworkers' accessibility to all the listed facilities (mentioned in the table below) was higher in Delhi than Tirupur. The accessibility was very low in

Tirupur in every sense. However, accessibility to solid waste management was only 58 percent in Delhi (which was even lower in Tirupur at 14 percent). The highest level of accessibility was in regular water supply in Tirupur (69 percent). In Nepal,

accessibility to basic services was similar in both Kathmandu Valley and Sankhuwasabha except electricity, street lights and municipal drainage. Accessibility to these three services was poorer in Sankhuwasabha than Kathmandu Valley.

Table 5.21: Accessibility to Basic Services (Base = All) (Percentages based on multiple responses)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Personal toilet	98.6%	5.8%	98.9%	97.6%
Electricity	99.1%	28.0%	98.2%	62.9%
Regular water supply	95.8%	68.8%	93.5%	96.8%
Housing	85.0%	0.5%	89.6%	97.6%
Solid waste management	57.5%	14.3%	88.5%	80.6%
Street lights	96.7%	4.0%	87.8%	33.1%
Municipal drainage	85.5%	1.3%	68.0%	22.6%
Total	618.2%	122.5%	624.5%	491.1%
N	214	400	278	124

Though the survey showed that accessibility to basic services was quite high

in Delhi, KII conducted with SEWA Bharat (Delhi) mentioned that infrastructure

of these facilities existed, but they were poorly maintained and managed.

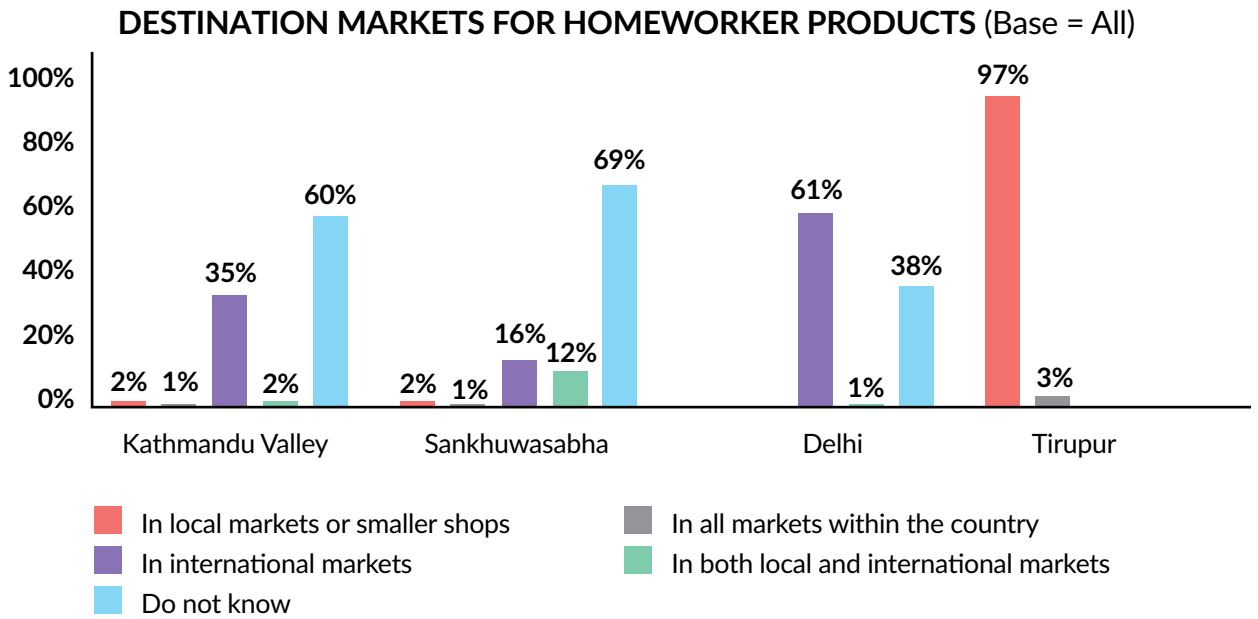
5.6 DOMESTIC AND INTERNATIONAL TRADE

The study revealed that 61 percent of homeworkers in Delhi believed that the products they produced were sold in an international market, while another 38 percent reported that they did not know. In Tirupur, 97 percent believed that the products they worked on were sold in local markets or small shops; none of the homeworkers mentioned

that the products were sold in international markets. However, data collection in Tirupur included a review of the 150 labels on products that homeworkers were currently working on, out of which 32 international brands were identified. About 35 percent of the homeworkers working in Kathmandu Valley believed that the products they produced

were sold in international markets, while 60 percent could not give a definitive answer. In Sankhuwasabha, as high as 69 percent said that they did not know about destination markets, while 16 percent mentioned that the products were sold in international markets and 12 percent mentioned that they were sold in both local and international markets.

Figure 5.22



The study showed that homeworkers in the study locations lacked knowledge about the brands they were producing for. Almost 95 percent of homeworkers in Delhi who mentioned that the products they produced were sold in international markets were not aware which brands they produced for. The remaining homeworkers identified five international

brands. In Nepal, all of the homeworkers in Sankhuwasabha and about 85 percent of respondents in Kathmandu Valley mentioned they did not know where the products were sold to; the remaining percentages identified five brands including their very own SABAH Nepal brand. A study of HNSA conducted in Delhi, Kathmandu and Tirupur in 2016 also revealed that many

homeworkers did not know the brands they were working for and thus, could not provide information about whether they were working for international or local brands (Sinha and Mehrotra, 2016). Homeworkers were not provided information about the brand they were producing for and rarely were their labels put on the garments for homeworkers to see.

Table 5.22: Brands for Which the Products are Exported (Base = Only those who said that they worked on products sold in international markets)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Don't know/cannot say	94.7%	NA	85.4%	100.0%
Total	100.0%	NA	100.0%	100.0%
N	132	NA	103	35

The study revealed that homeworkers in Delhi lacked knowledge about the countries they were producing for compared to homeworkers in Kathmandu Valley and

Sankhuwasabha. As high as 98 percent of homeworkers in Delhi who mentioned that the products they produced were sold in international markets were not aware what countries

these were exported to. Very few of them mentioned Japan, USA and Saudi Arabia. In Kathmandu Valley 59 percent mentioned that the products were exported to Japan,

followed by USA (41 percent), China (22 percent), Australia (21 percent), South Korea (16 percent), India (13 percent), Singapore (13 percent)

and Germany (12 percent). About 69 percent of those in Sankhuwasabha mentioned that the products they worked on were exported to South Korea,

followed by USA (17 percent), India (9 percent) and Japan (6 percent). Also, 20 percent could not give a definitive answer in this regard.

Table 5.23: Countries to Which the Products are Exported(Base = Only those who said they worked on products sold in international markets) (Percentages based on multiple responses)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Japan	0.8%	NA	59.2%	5.7%
America	0.8%	NA	40.8%	17.1%
Saudi Arabia	0.8%	NA	0.0%	0.0%
India	0.0%	NA	12.6%	8.6%
Bhutan	0.0%	NA	1.9%	0.0%
China	0.0%	NA	22.3%	2.9%
Hong Kong	0.0%	NA	2.9%	0.0%
South Korea	0.0%	NA	15.5%	68.6%
Tibet	0.0%	NA	1.0%	0.0%
Germany	0.0%	NA	11.7%	0.0%
Australia	0.0%	NA	21.4%	0.0%
Singapore	0.0%	NA	12.6%	0.0%
Canada	0.0%	NA	1.9%	0.0%
Pakistan	0.0%	NA	0.0%	2.9%
UK	0.0%	NA	3.9%	0.0%
Denmark	0.0%	NA	1.9%	0.0%
Switzerland	0.0%	NA	1.0%	0.0%
Italy	0.0%	NA	1.9%	0.0%
Don't know/cannot say	97.7%	NA	1.0%	20.0%
N	132	NA	103	35

Most of the homeworkers in Delhi who mentioned that the products they produced were sold in international markets also mentioned that they knew about it from their contractors or agents (41 percent), followed by their guess (32 percent),

from labels/tags (12 percent) and from its look (7 percent). In Kathmandu Valley, 53 percent mentioned that they knew the products were sold in international markets from their contractors or agents, followed by manufacturers (25

percent) and relatives/ friends (10 percent). About 46 percent of those in Sankhuwasabha mentioned that they knew this from their contractors or agents, followed by manufacturers (31 percent) and relatives/friends (9 percent).

Table 5.24: Sources of Knowing about the Brands and the Countries Exported to (Base = Only those who said they worked on products sold in the international markets)

	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
From labels/tags	12.1%	NA	0.0%	0.0%
Personal guess	31.8%	NA	0.0%	0.0%
From contractors/agents	40.9%	NA	53.4%	45.7%
Nobody wears here	1.5%	NA	0.0%	0.0%
Other people say it is sold in international market	5.3%	NA	0.0%	0.0%
It looks like an international product	6.8%	NA	0.0%	0.0%
From my many years of experience	0.8%	NA	0.0%	0.0%
From manufacturers	0.0%	NA	25.2%	31.4%
From customers	0.0%	NA	2.9%	0.0%
From relatives/friends	0.0%	NA	9.7%	8.6%
Don't know/cannot say	0.8%	NA	8.7%	14.3%
Total	100.0%	NA	100.0%	100.0%
N	132	NA	103	35

The KIIs also revealed that homeworkers were not interested in knowing where their products were sold. In Tirupur, homeworkers were not interested in knowing where the products they work on were sold or with which brand they were working. Their lack of interest was due to receiving the same piece rate for domestic and international orders. This lack of knowledge among homeworkers led SAVE to take the initiative to understand which brand products were for

separately during this study's data collection stage by looking at the labels attached to garments the homeworkers worked on.

In the case of Nepal, homeworkers did not inquire about where the products were sold or the brands that placed the orders. SABAH Nepal provided information when orders were large and consistent from a particular country, brand or supplier. They provided information to the community leaders who, in turn, may or may

not have given information to homeworkers. Furthermore, a majority of homeworkers may not know the full structure of the supply chain as many leaders may believe it was not necessary to provide detailed information to homeworkers and homeworkers themselves did not inquire. Respondents from the KIIs in all locations mentioned that there was no risk for homeworkers if they knew where their products were exported or the brand they worked for.

5.7 COLLECTIVE VOICE

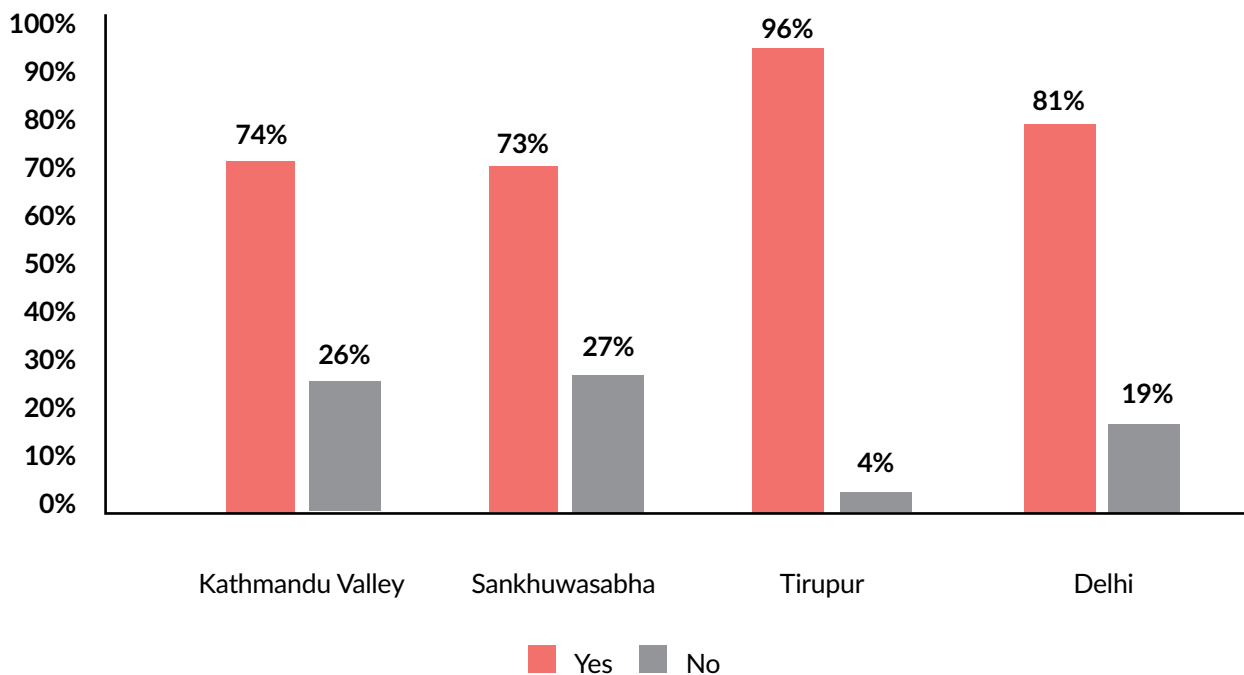
The survey revealed that most of the surveyed homeworkers were members of organisations. Membership was highest in Tirupur (96 percent), followed by Delhi (81 percent). This

proportion was 74 percent in the Kathmandu Valley and 73 percent in Sankhuwasabha. The high percentage of membership in all locations was due to the study being

conducted through purposive sampling and data collection, organised through HNSA member organisations that are responsible for organising homeworkers.

Figure 5.23

PERCENTAGE OF HOMEWORKER RESPONDENTS WHO HELD MEMBERSHIPS IN FORMAL/INFORMAL ORGANISATIONS (Base = All)



In Tirupur, among those who were members of an organisation (96 percent), almost all were involved with an NGO called SAVE. In Delhi, among the 81 percent of organised respondents, 100 percent were involved with SEWA

Bharat (Delhi). The homeworkers in the Kathmandu Valley were mostly involved with different organisations: the majority of homeworkers were involved with women's groups (53 percent), followed by cooperatives (42

percent), and a producer company called SABAH Nepal (39 percent). In Sankhuwasabha, homeworkers were mostly involved with women's groups (62 percent) followed by SABAH Nepal (52 percent) and cooperatives (17 percent).

Table 5.25: Organisations with which Homeworkers Were Involved (Base = Only those who say that they are members of any informal/formal organisations) (Percentages based on multiple responses)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
Women's groups	0.0%	0.0%	52.9%	61.5%
Cooperatives	2.3%	0.0%	42.2%	16.5%
SABAH Nepal	0.0%	0.0%	38.8%	51.6%
HOME-BASED WORKERS				
CONCERN SOCIETY	0.0%	0.0%	8.7%	1.1%
Self help groups	0.0%	.5%	1.0%	0.0%
SAVE	0.0%	99.7%	0.5%	0.0%
Trade unions	0.0%	0.0%	0.5%	0.0%
SEWA	100.0%	0.0%	0.0%	0.0%
N	174	384	206	91

A big majority of the homeworkers in all four locations mentioned that they had not raised any issues as a group (Delhi: 86 percent, Tirupur: 96 percent, Kathmandu Valley: 82 percent and Sankhuwasabha: 87 percent). Seven percent had

raised an issue of social security in Delhi. The same proportion had also raised an issue of increasing piece rate. In Tirupur, only 3 percent had raised an issue of increasing the piece rate. About 17 percent were able to raise the

issue of increasing piece rates as a group in Kathmandu Valley, while 9 percent had raised an issue of irregular work. In Sankhuwasabha, 12 percent mentioned that they had raised the issue of increasing the piece rate.

Table 5.26: Issues Raised as a Group (Base = All) (Percentages based on multiple responses)

	India		Nepal	
	Delhi	Tirupur	Kathmandu Valley	Sankhuwasabha
No issues raised	85.5%	96.0%	81.7%	87.1%
Increase in piece rates	7.0%	3.3%	16.5%	12.1%
Regular work	0.5%	0.0%	8.6%	0.0%
Social security	7.0%	0.3%	1.8%	0.0%
Violence	0.0%	0.0%	1.4%	0.0%
Occupational health issues	0.0%	0.5%	1.4%	4.0%
N	214	400	278	124

The KIIs support these findings. In Delhi, SEWA Bharat (Delhi branch) had recently started conducting advocacy-related activities with homeworkers. They were organising them and

linking them to SEWA union and enrolling them in the Thrift and Cooperative Society. Organising homeworkers to raise their concerns was at a nascent stage. In Tirupur, homeworkers were

not aware they could ask as a group or perhaps they simply accepted their current situation. In Nepal, homeworkers were not aware of their rights and did not know where they needed to go to

demand their rights. Many were unorganised. They were busy with their work and did not realize that there were other homeworkers facing the same issues as them.

As for SABAH Nepal members, they knew each other and had the ability to raise issues as a group to be resolved or assisted by SABAH Nepal. It has been shown from the

study that those who belong to membership-based organisations were better able to raise issues, while non-members were more isolated.

6. Conclusions

The analysis in this research paper reveals that while organised homeworkers working in the supply chains enjoy some benefits, they are deprived of employee-employer agreements, minimum wages, and social security. Homeworkers also lack awareness about what brands they produce for and where it is sold.

One major benefit of organising, as portrayed by a majority of homeworkers in this research, was the lack of harassment or abuse from contractors or persons who provided work. The study showed that organised homeworkers were better treated than non-organised homeworkers and they were paid for their work. Some homeworkers had experienced delayed payment, but payment was always received. Organisations or unions of homeworkers have been providing awareness to them, enabling stronger voice and solidarity.

The research findings showed verbal agreement was the most common type of agreements irrespective of the locations. An overwhelming majority of the homeworkers mentioned that they had verbal agreements with their employers in all the four locations. Only those who

were part of producer companies like SABAH Nepal maintained registers at the work centres, accessible by all members, and were provided wage cards which had been considered as an agreement between them and SABAH Nepal. In both locations of India, verbal agreement was considered as no agreement, as contractors frequently changed the rates after homeworkers were assigned work. To counteract this situation, homeworkers would note their work details down in their diary. This situation where no written agreement exists rendered homeworkers hidden and out of the view of their primary employers and the brands they work for.

Findings also revealed that homeworkers were involved in different kinds of work ranging from unskilled work in Tirupur such as cropping and folding to skilled work such as embellishment (Tirupur and Delhi), embroidery (Delhi) and knitting, stitching and weaving (Nepal). However, their type of work did not relate to the level of income they earned. Aggregated average monthly earnings in all locations were very low as compared to the country's or state's monthly minimum wage. There was a lack of fixed rate for the work homeworkers did.

The findings also showed that a majority of homeworkers were unaware of their country/state minimum wage. The difficulties in determining homeworkers' piece rates and their monthly earnings were expressed by their representative organisations. Many factors such as the type of work, quantity, extra time to rectify damaged pieces, household environment and housing condition that directly impact the output of the homeworkers affects their piece-rate earnings. A time and motion study was recommended to determine the value of money for the type of work.

Homeworkers in all locations did not have access to social security benefits. Government-provided social protection benefits were limited to ration cards and food support in Delhi and Tirupur. Homeworkers in Nepal expressed a lack of facilities for informal workers.

The survey also showed homeworke's were unaware of the brands they produced for or where the products were sold. Their unawareness was based on either their lack of interest in knowing the details of their work or due to limited information shared by the contractors or agents who provided work.

7. Recommendations

The survey findings provide an important tool to use in educating and organising homeworkers and awareness on homeworkers conditions for actors in the global supply chains and governments. Information can also be used in trainings, campaigning and advocacy. The following recommendation arising from the survey findings have been made targeting home-based workers' Organisations, brands and governments.

1) Home-Based Workers Organisation

There are over 61 million home-

based workers in four South Asian countries—Bangladesh, India, Nepal and Pakistan—of which 50 percent are women (Kala, 2020). All the affiliates of HomeNet South Asia have collectively organised around 900,000 home-based workers. While the benefits of organising are well established, the organising efforts need to increase manifold, especially of organising homeworkers in garment supply chains.

Home-based workers' organisations also need to ramp up their capacity building efforts towards educating homeworkers

in technical subjects such as the importance of transparency, dynamics of garment supply chains, both international and domestic. Most urgent issues include calculating piece-rate wages based on minimum wage, the importance of solidarity and collective voice, awareness on Occupation Safety and Health in the workplace (even when the workplace is the home) and rights to basic services. Furthermore, organisations should conduct a time and motion study on major work involved by homeworkers to educate them about their rights to a decent piece-rate wage.



A homemaker from SABAH Nepal engaged in weaving

2) Suppliers

Suppliers need to acknowledge that they have homeworkers in their supply chain and recognise them as workers with equal rights, developing policies and systems that affirm this.

Suppliers need to work with their subcontractors to ensure that they are mapped and registered and that their working conditions are consistent with national and international labour standards. This will include ensuring:

- Transparency processes are incorporated, such as time and motion studies, in order to assign appropriate piece rates.
- Homeworkers are paid piece or wage rates that meet or exceed minimum wage requirements.
- Social security arrangements (such as pension schemes etc) for homeworkers as for other workers.
- Access to safe grievance redressal mechanisms.

Suppliers need to work collaboratively with buyers and lead firms to facilitate due diligence processes that advance transparency and improve working conditions for homeworkers.

3) Brands

Brands need to recognize that homeworkers exist in their supply chains. Their efforts should be geared towards formal recognition and inclusion of homeworkers of their supply chains. They need to be accountable for the conditions of homeworkers and ensure that labour and human rights are adhered to. Brands also need to provide decent work to homeworkers, which includes minimum wages and access to social security as the bare minimum.

Brands have the power to make decisions on where to produce, by whom and for how much, creating competition among suppliers to provide the lowest price for manufacturing products. Transparency within supply chains down to the last mile should be the responsibility of brands—not homeworkers, who are the least visible and most vulnerable workers. Brands have more power than other stakeholders in the supply chain. They also have the capacity to promote transparency to ensure the inclusion and recognition of

different actors involved. Once all brands exercise this power, homeworkers will have a better chance to access decent work.

4) Government

It is of the utmost importance that governments recognize homeworkers as workers, ratify and implement C177 or have a policy for home-based workers based on C177 and to ensure its implementation. This will allow homeworkers to be able to fight for their rights for piece rates matching the minimum wages, social security, and a safe workplace. Governments must also accurately record data and statistics of homeworkers and their contribution towards national economy.

Governments need to make employers are more accountable for the conditions of homeworkers and ensure that decent work is provided to them. The government also needs to ensure that brands and retailers outsourcing in their countries abide by the law, ILO Conventions, OECD Guidelines or country codes of conduct to ensure that workers' human rights are not violated.

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Annex-1: Executive Summary Table

	Delhi		Tirupur		Kathmandu Valley		Sankhuwasabha	
Number of homeworkers surveyed	214		400		278		124	
Q13: Surveyed homeworkers who have participated in								
	%	Number	%	Number	%	Number	%	Number
Skills dev. training	34.6	74	25.3	101	60.4	168	40.3	50
Entrepreneurship training	0.0	0	0.3	1	9.0	25	0.0	0
OHS training	1.9	4	4.0	16	5.0	14	0.8	1
No training	65.4	140	71.5	286	37.1	103	59.7	74
Q14: Surveyed homeworkers who have work provided by								
	%	Number	%	Number	%	Number	%	Number
Sub-contractors / agents	84.6	181	72.5	290	46.4	129	9.7	12
Local factories/ workshops	0.0	0	1.8	7	20.9	58	4.0	5
Informal community orgs.	6.1	13	0.0	0	1.1	3	41.9	52
Community leader/ local person	0.5	1	6.0	24	28.1	78	79.8	99
Family member	3.7	8	25.0	100	2.2	6	2.4	3
Q15: Surveyed homeworkers who report doing the following types of work [most common responses only]								
	%	Number	%	Number	%	Number	%	Number
Knitting	0.5	1	0.3	1	70.5	196	81.5	101
Stitching sections of garments	6.5	14	3.5	14	17.6	49	4.0	5
Weaving	0.0	0	0.0	0	8.3	23	17.7	22
Finishing / quality control	0.9	2	2.0	8	4.3	12	0.0	0
Embroidery	66.8	143	5.5	22	0.7	2	0.0	0
Cutting	5.6	12	0.8	3	0.7	2	0.0	0
Embellishment	93.5	200	15.0	60	0.0	0	0.0	0
Folding	0.5	1	19.3	77	0.0	0	0.0	0
Cropping	0.0	0	63.0	252	0.0	0	0.0	0

	Delhi		Tirupur		Kathmandu Valley		Sankhuwasabha	
Q16: Surveyed homeworkers who report working in the following locations								
	%	Number	%	Number	%	Number	%	Number
Inside house	93.0	199	31.5	126	71.9	200	99.2	123
Community work centre	7.5	16	0.0	0	18.3	51	0.8	1
Outside house /veranda/street	0.9	2	66.8	267	10.4	29	0.8	1
At coworkers house	2.3	5	3.3	13	6.1	17	0.0	0
Q17: Surveyed homeworkers who report using safety equipment								
	%	Number	%	Number	%	Number	%	Number
Yes	3.3	7	15.0	60	33.5	93	12.1	15
No	96.7	207	85.0	340	66.5	185	87.9	109
Q17.1: Of those surveyed homeworkers who report using safety equipment [most common responses only]								
	%	Number	%	Number	%	Number	%	Number
Apron	42.9	3	51.7	31	30.1	28	26.7	4
Mask	57.1	4	18.3	11	87.1	81	80.0	12
Cap	0.0	0	0.0	0	3.2	3	6.7	1
Gloves	0.0	0	0.0	0	3.2	3	40.0	6
Needle guards	0.0	0	30.0	18	0.0	0	0.0	0
Q18: Surveyed homeworkers who report health problems due to work [most common responses only]								
	%	Number	%	Number	%	Number	%	Number
None	19.6	42	72.0	288	43.2	120	33.1	41
Eye strain/headache	66.4	142	17.3	69	31.7	88	51.6	64
Back pain	43.5	93	2.8	11	21.6	60	5.6	7
Neck/shoulder pain	28.0	60	5.8	23	8.6	24	6.5	8
Hip/leg pain	8.4	18	2.8	11	8.6	24	12.9	16
Chest/breathing problems	2.3	5	0.0	0	3.2	9	3.2	4
Cuts/wounds from needle	29.0	62	0.0	0	0.0	0	0.0	0
Q19: Surveyed homeworkers who report taking protective measures to prevent health problems								
	%	Number	%	Number	%	Number	%	Number
Yes	55.6	119	16.5	66	20.9	58	32.3	40
No	44.4	95	83.5	334	79.1	220	67.7	84

	Delhi		Tirupur		Kathmandu Valley		Sankhuwasabha	
Q19.1: Of those surveyed homeworkers who report taking protective measures [most common responses only]								
	%	Number	%	Number	%	Number	%	Number
Health check-ups	0.0	0	0.0	0	77.6	45	80.0	32
Spectacles	10.1	12	6.1	4	24.1	14	15.0	6
Medicines	57.1	68	93.9	62	5.2	3	7.5	3
Take rest	23.5	28	0.0	0	0.0	0	0.0	0
Vaccination	8.4	10	0.0	0	0.0	0	0.0	0
Q20: Surveyed homeworkers who report experiencing misbehaviour from people who provide work [most common responses only]								
	%	Number	%	Number	%	Number	%	Number
None	95.8	205	92.0	368	85.3	237	89.5	111
Delayed payment	1.9	4	0.8	3	13.3	37	8.9	11
Verbal abuse/ insult	2.8	6	7.3	29	2.5	7	1.6	2
Q29: Surveyed homeworkers who report not being paid for work completed								
	%	Number	%	Number	%	Number	%	Number
Yes	4.7	10	10.0	4	0.7	2	0.0	0
No	95.3	204	99.0	396	99.3	276	100.0	124
Q30: Surveyed homeworkers who report the following when mistakes are made on the work								
	%	Number	%	Number	%	Number	%	Number
Asked to rework, but receive full payment	84.1	180	1.0	4	57.6	160	27.4	34
Asked to rework without payment	7.9	17	5.8	23	32.7	91	48.4	60
Cost of damage deducted from piece rate	0.9	2	16.8	67	8.6	24	21.8	27
Contractor accepts, receive full payment	0.9	2	78.5	314	2.5	7	0.0	0
Q31: Surveyed homeworkers who report the following hours of work per day								
	%	Number	%	Number	%	Number	%	Number
< 6 hrs	38.8	83	20.5	82	46.8	130	78.2	97
6-7 hrs	43.9	94	72.3	289	28.8	80	8.1	10
8 hrs	15.0	32	7.0	28	19.4	54	8.1	10
9-10 hrs	1.9	4	0.3	1	2.5	7	4.0	5
> 10 hrs	0.5	1	0.0	0	2.5	7	1.6	2

	Delhi		Tirupur		Kathmandu Valley		Sankhuwasabha	
Q32: Surveyed homeworkers who report the following number of days work per month								
	%	Number	%	Number	%	Number	%	Number
< 15 days	28.0	60	67.3	269	6.5	18	28.2	35
15-20 days	50.0	107	30.0	120	24.1	67	21.0	26
21-30 days	22.0	47	2.8	11	69.4	193	50.8	63

	Delhi		Tirupur		Kathmandu Valley		Sankhuwasabha	
Q21: Surveyed homeworkers who report the following types of agreement with their employer								
	%	Number	%	Number	%	Number	%	Number
No agreement	37.9	81	31.5	126	24.5	68	0.8	1
Verbal	61.7	132	68.0	272	68.3	190	99.2	123
Written note	0.5	1	0.3	1	3.6	10	0.0	0
Written contract	0.0	0	0.3	1	3.6	10	0.0	0
Q22: Surveyed homeworkers who report the following working arrangements								
	%	Number	%	Number	%	Number	%	Number
Contractor provides materials, design, equipment, sets piece rate & deadlines	26.2	56	13.8	55	47.1	131	3.2	4
Contractor provides materials, design, sets piece rate & deadlines	73.8	158	80.0	320	39.6	110	0.8	1
Contractor sets no. of orders, piece rate & deadline; HW provides materials & equipment	0.0	0	12.5	50	11.9	33	95.2	118
HW takes work from contractor for herself & distributes some to other HWs	0.0	0	1.0	4	5.0	14	0.0	0

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Q23: Surveyed homeworkers who report the following ways of tracking their work								
	%	Number	%	Number	%	Number	%	Number
Contractor keeps records	80.4	172	1.8	7	72.3	201	96.8	120
HWS keeps diary (unsigned by contractor)	88.8	190	21.0	84	59.7	166	13.7	17
None	2.3	5	28.8	115	6.1	17	0.0	0
Passbook (signed by contractor)	0.9	2	45.8	183	3.2	9	0.8	1
Q27: Surveyed homeworkers who report conducting negotiations to increase piece rates								
	%	Number	%	Number	%	Number	%	Number
Yes	40.2	86	7.8	31	45.7	127	21.8	27
No	59.8	128	92.3	369	54.3	151	78.2	97

Q28: Of those surveyed homeworkers who report conducting negotiations, the following results in terms of increased piece rates are reported

	%	Number	%	Number	%	Number	%	Number
Yes very much	2.3	2	19.4	6	0.0	0	0.0	0
Yes a little	43.0	37	80.6	25	55.1	70	81.5	22
No	54.7	47	0.0	0	44.9	57	18.5	5

Q33: Surveyed homeworkers who report the following payment terms

	%	Number	%	Number	%	Number	%	Number
Piece rate	95.8	205	49.3	197	91.4	254	100.0	124
Daily wage	2.3	5	49.8	199	1.4	4	0.0	0
Monthly wage	1.4	3	1.0	4	7.2	20	0.0	0

Q36: Surveyed homeworkers' monthly earnings

Local currency	2165	2183	5943	4732				
USD	29.5	29.7	50.8	40.4				

Q37: Surveyed homeworkers who believe they earn enough to meet basic needs

	%	Number	%	Number	%	Number	%	Number
Yes	29.4	63	7.8	31	43.9	122	18.5	23
No	70.6	151	92.3	369	52.2	145	79.8	99

Q38: Surveyed homeworkers who report the receiving social security benefits from their employer

	%	Number	%	Number	%	Number	%	Number
None	99.1	212	98.0	392	94.2	262	96.8	120
Health insurance	0.5	1	1.8	7	0.7	2	0.8	1
Maternity allowance	0.0	0	0.0	0	2.9	8	0.0	0
Dashain bonus	0.0	0	0.0	0	2.9	8	1.6	2

Q40: Surveyed homeworkers who are aware of government social security schemes

	%	Number	%	Number	%	Number	%	Number
Yes	51.4	110	100.0	400	73.4	204	63.7	79
No	48.6	104	0.0	0	26.6	74	36.3	45

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Q41: Of those surveyed homeworkers who are aware of government social security schemes, the following schemes are accessed								
	%	Number	%	Number	%	Number	%	Number
Ration card/food support (India only)	90.9	100	94.5	378	0.0	0	0.0	0
Widow allowance	2.7	3	4.0	16	1.0	2	1.3	1
Senior citizen allowance	1.8	2	0.0	0	0.0	0	0.0	0
Maternity allowance	0.0	0	4.5	18	3.9	8	0.0	0
Scholarship	4.5	5	0.0	0	0.0	0	0.0	0
None	0.0	0	0.0	0	95.1	194	94.9	75

	Delhi		Tirupur		Kathmandu Valley		Sankhuwasabha	
Q39: Surveyed homeworkers with access to basic services								
	%	Number	%	Number	%	Number	%	Number
Personal toilet	98.6	211	5.8	23	98.9	275	97.6	121
Electricity	99.1	212	28.0	112	98.2	273	62.9	78
Regular water supply	95.8	205	68.8	275	93.5	260	96.8	120
Housing	85.0	182	0.5	2	89.6	249	97.6	121
Solid waste management	57.5	123	14.3	57	88.5	246	80.6	100
Street lights	96.7	207	4.0	16	87.8	244	33.1	41
Systematic drains	85.5	183	1.3	5	68.0	189	22.6	28
Q24: Market destinations for products reported by surveyed homeworkers								
	%	Number	%	Number	%	Number	%	Number
Local markets or small shops	0.0	0	97.0	388	1.8	5	1.6	2
All markets within India or Nepal	0.0	0	2.8	11	1.1	3	0.8	1
International markets	60.7	130	0.0	0	35.3	98	16.1	20
Local & international markets	0.9	2	0.0	0	1.8	5	12.1	15
Unknown	38.3	82	0.3	1	60.1	167	69.4	86
Q43: Surveyed homeworkers who are members of organisations								
	%	Number	%	Number	%	Number	%	Number
Yes	81.3	174	96.0	384	74.1	206	73.4	91
No	18.7	40	4.0	16	25.9	72	26.6	33
Q44: Surveyed homeworkers who are members of the following organisations								
	%	Number	%	Number	%	Number	%	Number
Women's groups	0.0	0	0.0	0	51.9	107	61.5	56
Cooperatives	2.3	4	0.0	0	42.2	87	16.5	15
Sabah Nepal	0.0	0	0.0	0	38.8	80	51.6	47
HBW Concerned Society	0.0	0	0.0	0	8.7	18	1.1	1
Self-help groups	0.0	0	0.5	2	1.0	2	0.0	0
SAVE	0.0	0	99.7	383	0.5	1	0.0	0
SEWA	100.0	174	0.0	0	0.0	0	0.0	0

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