

**FINAL REPORT**

# **Detailed Supply Chain Study in Bangladesh**

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**March, 2013  
Dhaka, Bangladesh**

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## **Acknowledgement**

The Researcher is particularly indebted to all those who extended help and cooperation in completing the assignment. Thanks are particularly due to those home based workers of selected sectors who provided valuable information during the course of the study.

Mr. Farook, CEO of Joyeeta deserves special mentioning for his cooperation and support. Organizations' functionaries dealing with home based workers also extended cooperation by providing relevant data and information. Their contributions are gratefully acknowledged.

Finally, indebtedness to HomeNet South Asia must also be acknowledged for providing the opportunity to conduct the study.

## **1. Introduction**

In Bangladesh, women home workers comprise a significant part of the informal sector of the economy. However, the contribution of home workers remains invisible and unrecognized largely because of considering their income generating activities as integral part of their unpaid care work. Home workers use simple tools for production and most of them do not have any formal training. Therefore, they are frequently labeled as unskilled or semiskilled worker. Although home based work is a major survival strategy of poor families, for the lack of recognition or under representation, it does not attract the penal provisions of labor law. Moreover, since home workers contribute in a part of the production, and the small transactions of home workers are dependent mostly on the informal channels, they remain unaware of the organizations, key personnel and resources which are involved in moving a product to the consumers in domestic or international market.

## **2. Context**

Home Net South Asia is a Regional network of home based workers organizations and groups from Bhutan, Bangladesh, India, Nepal, Maldives, Pakistan and Sri Lanka. Its vision is to take the lead in building regional solidarity among Home Based Workers, especially women workers and empowering them to lead a life of dignity, free of poverty through obtaining decent work and social protection. Taking vision forward, HomeNet South Asia works in five thematic areas for home based workers - Visibility, capability, security, mobility and connectivity.

### **3. Objective of the Study**

#### **3.1. Broad Objective**

The broad or major objective of the study was to identify 5 trades to carry out a detailed Supply Chain Study which would reveal the existing situation of the organized and unorganized home workers who are engaged in the supply chain.

#### **3.2. Research Objectives**

The research objectives included:

- Explore the nature of Home Workers ( i.e. own account or wage worker)
- Determine the terms and conditions of home based work ( i.e. wage/ time per piece, non-wage cost, wage-setting, role and identification of intermediary and the ultimate employer, frequency of work);
- Establish the number of family members involved in home based worker and the presence of child labour, if any;
- Investigate the identified global supply chain vendors (i.e. terms & conditions provided, code of conduct, corporate accountability)

### **4. Approach and Methodology**

The following methodology was used in conducting the study.

The Methodology consisted of:

### Review of Literature

All relevant literature and documents were studied to have a thorough understanding of the research concept 'home based works and workers' and their various dimensions. The literature included, among others, published writings, documents and reports on home based work and those who are engaged with it. The review of the above-mentioned literature helped in understanding the setting of the study and various aspects relating to it and provided the necessary insights to understand the dynamics that are/were involved with it.

### Development and Pre-testing of Tools of Information Collection

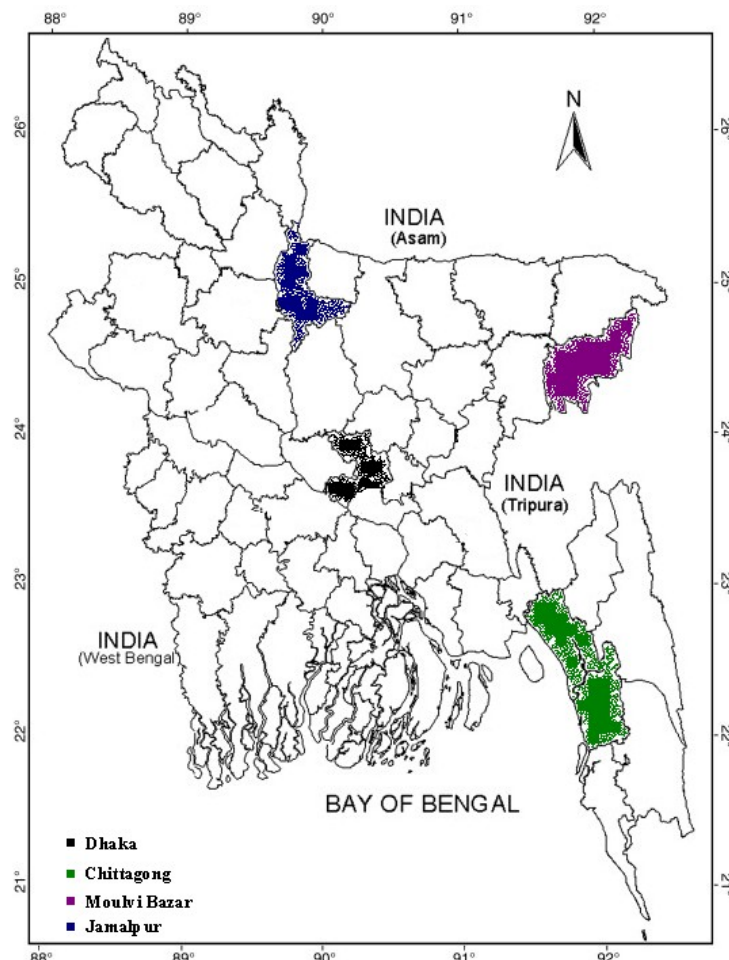
To collect data and information from various sources a number of both qualitative and quantitative methods were used tools were developed. These were questionnaire (please see the annex) for survey, guidelines and checklists for conducting focus group discussions, key informants' interviews on different aspects concerning the objectives of the study. The tools were pre-tested to ascertain their relevance and appropriateness and were standardized after incorporating feedbacks received from field-tests.

### Data collection

Field investigation was undertaken in different geographical locations that included Dhaka, Maulvibazar, Jamalpur and Chittagong where various home based works are done and workers are mostly located. A number of activities were undertaken to collect relevant data and information that were required for the purpose of the study. The activities included:

## Survey

To gather the opinion of the home based workers, a survey was conducted in geographical areas that are mentioned above. As mentioned earlier, the survey was conducted with the help of a pre-designed questionnaire. The survey questionnaire was developed and finalized after pre-testing in the field. The questionnaire recorded relevant information on different aspects of the lives of the home based worker, their trades, skills, income, job conditions and marketing of their products. The respondents were selected through a purposive sampling technique to record their opinions.



Map-1: Study Area

The questionnaire was applied to a total of 325 respondents among

them 225 are unorganized and 75 are organized.

#### Focus Group Discussion

A number of Focus Group Discussion sessions with home based workers of different trades were conducted to gather information on various aspects of the home based work and workers. Here it may be mentioned that 5 FGDs were conducted. Collective meetings were conducted with the office bearers of the organizations working with the home based workers. The FGDs were held with the help of pre-designed guidelines.

#### Key Informants Interview

Knowledgeable persons on home base work and workers that included work providers, owners of organization dealing with the home based workers product were interviewed to gather information on issues relating to the broad and specific objectives of the study.

#### Observation

Observation visits by the researcher to different geographical locations, organizations, and other stakeholder establishments were undertaken to acquire first hand information.

#### Data Entry and Processing

Data collected from the field were entered into and processed in the computer. For this purpose a schematic protocol was designed.

#### Quality Control

Strict quality control mechanisms both in data collection and data processing were put in place to maintain the quality and consistency of field level information and its analysis. The researcher did the field checking of collected data and information. Moreover, the researcher, in most of the cases, carried out the key interviews and FGDs during the data collection process.

### Outputs

Data and information generated from the study, processed and analyzed formed the total output of the study. The outputs were systematically and purposively classified and used to produce the report.

### **Key Challenges and Study Limitations**

Challenges included identification of the home workers. However, it was relatively easy to locate the *karchupi and Benarasi saree* home based workers as they are located in well known areas located with in Dhaka city. But it was very difficult to contact the home workers of other sectors as they are located in far flung areas of the county.

The other challenge was to find out the selected organizations and their functionaries. Most of them were not willing to share information on various aspects especially relating to their relationship with the home based workers.

Time and resources were other constraints for which all avenues could not be explored.

## **5. Sector wise Home based Workers**

The present study included five sectors where in general home based workers are involved. These are Benarasi Saree, Karchupi work, Monipuri fabric, Home Décor and Nakshi Kantha. A brief account of these sectors is furnished below. This will help in understanding the nature, characteristics, skills and workers engagement and business pattern of these sectors. Here it may be noted that some of these sectors are localized in some areas of the country because of history, tradition and natural habitat of the home based workers selected for the purpose of the study.

### **5.1. Benarasi Saree**

History suggests that the Benarasi Saree Industry was set up in Dhaka after the partition of India in 1947. Due to partition a significant geo-political change in this subcontinent forced a large number of Muslim populations to migrate from one region of India to another in both the wings of erstwhile Pakistan. A large number of them with their looms and came to Dhaka, East Pakistan from Bihar, India, to start a new life in a new country. The present day Benarasi Saree workers are their second and third generations still living in Mirpur area of Dhaka.

The craftsmanship and artistic quality of Bihari weavers gave them a new economic identity. According to Bangladesh Handloom Board, the migrant community set up the Benarasi Industry in Mirpur area of Dhaka in 1950. Consequently, the weavers started to weave Jamdani and varieties of Katan and other gorgeous sarees. These hand-made products soon received the appreciation of the elite, especially the fashion conscious women. Generally people used

Banarasi, Katan, and Jamdani as Bridal Dresses in Bangladesh, India Nepal as part of their traditional culture.

The Benarasi market in Mirpur, 'Mirpur Benarasi Polli', which originally started with five or six shops roughly 25 years ago, has grown in size, but the mushrooming of shopping malls in more recent times is not only compressing it in terms of physical area, but also in fashion competitiveness, forcing many of the weavers to leave the profession despite having ties with this industry for generations. Now, about 10 to 15 thousand weavers are involved in this industry where the sarees are designed, hand woven and marketed -all locally by traditional weavers and traders for generations.

#### Home based workers participation in production:-

The study revealed that Benarasi saree-weaving in Bangladesh is still dependent on handlooms. Hence, it is very difficult for a woman to operate it as it requires a lot of physical strength. This factor limits the participation of home based women in weaving of sarees as it would need them to operate the handloom. As a result, they are engaged in thread processing (twining) (charka) and putting those in cones and cutting of extra thread that remains at the end of production of Benarasi sarees. Thus, in the entire production cycle of a banarasi saree, a woman's involvement is very limited.

The first activity starts at the beginning of the production and the second one is done at the end of the production process. The first activity involves processing of threads and putting them into the thread holders which are later attached with the handloom for weaving purpose. Here it should be mentioned that the payment for this work is made on piece rate basis. The women workers at this

stage generally receive on an average about Taka 80-120 for per piece of Benarashi saree.

The second activity is undertaken after completion of weaving of Benarasi sarees. Once the weaving is over, the sarees are sent to the women home based workers for cutting the extra threads that remains with the sarees. In fact, this activity is part of the finishing phase of the whole production process. For this job, home based women workers are paid Taka 30-50 for per piece of sharee, but for a very good quality high priced sharee they receive up to Taka 500 for per piece of saree. Most of the workers receive a weekly payment from the mohajans after delivery of the product.

#### Raw Material

The Benarasi sarees' raw materials that are relevant to the works of the home based workers include chosen untwined threads and unfinished weaved sarees. The work providers send threads to the female home-based workers to twin it and put them into cones. Again, once the weaving is over, the sarees are sent to the home based workers for cutting of threads that remains with sarees. This is part of the finishing process. This revealed from the key informants' interviews that the silk threads are generally imported mainly from countries like India, China, Vietnam, etc. However, the work providers/shop owners buy the threads from the local market. Then some of them have their own dyeing factory where they dye the treads or buy colored threads from the local market.

#### Company/wholesaler

As mentioned earlier that the Benarashi sarees are made from handlooms. In Bangladesh, power looms are not used to make these sarees. It has also been mentioned that operation of handlooms needs physical strengths. For this reason, loom are operated by

males. The Benarashi sarees are quite costly. The price ranges from Taka 1000 to Taka 100,000 and over. These sarees are used for special occasions.

Benarashi sarees made in Mirpur, Bangladesh are sold in shops and markets through out the country. The sarees are sold in the brand name of Mirpur Benrashi sarees. Here it should be mentioned that these are not sold in the brand name of any company or shops.

With respect to market for these sarees it was gathered that the demands for these sarees are there wherever people who wear sarees are there. Nationally, the Benarashi sarees produced in Mirpur are available in different parts of the country. The producers supply these to various market locations in Bangladesh. These sarees could also be found in different countries where Bangladeshis live. In such cases, it should be mentioned that, the sarees are sent through informal channels or are taken by the expatriates.

#### Agent/Contractor

The raw materials are supplied to the home-based workers through agents or middlemen. They are individuals who work for the work providers/shop owners. The middlemen or agents get some commission from the work providers/shop owners. Commission depends on the products' quality or value. There is no written agreement or contract signed by any party. Everything depends on verbal commitment. Women are not involved in saree-weaving or in the major production process, so they do not know where the sarees are sold. Women work for 4 to 5 hours a day in this sector but they are unaware of how many days it takes to make a single saree. The key informants' interviews revealed that one saree takes a minimum of 7 days to be produced and the time required also varies depending on the quality of the saree. If it is a high priced one, like a bridal saree, it takes 3 to 4 months to produce. The rate per piece

also depends on the quality of the saree. It starts from Taka 1000. But the upper limit is very high if the quality is of very high standard. The payment is usually made when the final product is delivered. Workers usually get full-payment. Sometimes they are paid a portion of the total amount. It also depends on the relationship with the middlemen and the workers. Sometimes the worker faces rejection. Nevertheless, this is very rare according to the survey. If a worker damages a saree by mistake or fault she is fined and she loses her payment.

## **5.2. Karchupi work**

‘Karchupi work’ means ornamental needlework on clothes. In Dhaka, many women and children from Camp of stranded Pakistani in Mirpur work for 8 to 10 hours a day in doing Karchupi work throughout the year. Their work load generally increases during festivals like Eids, two great religious festivals of the Muslims. The Karchupi done clothes and dresses are very popular among the women of all ages in the country. It has been reported that during Ramadan, month before Eid ul Fitar, the pressure of Karchupi works increases to such a height that even the children of the Camps leave schools for these days to work as Karchupi workers to earn extra money.

Karchupi work is such a culture that almost every one of the Stranded Pakistani families learn in their childhood. The Karchupi workers work in homes so that they can work whenever they have time. These specific skills take 3-6 months time to learn. There is no training center. Child laborers are visible in this industry. After their school small children also work with their mothers and sisters.

### Home based Workers Participation in Production

The Karchupi work includes stone setting, sequence work, beads work, Jari work (golden thread). The specific type of work is done according to the expertise of the home based workers. During the study, it revealed that most of the Karchupi worker learned skills from their relatives or traditionally these are passed on to them by their elder family members. They mostly receive their payment on weekly basis after the delivery of their products. Their remuneration per piece varies with the quality of the saree or salwaar kameez or dupatta with Karchupi work. It varies from Taka 700 -2000 according to the extensiveness of the Karchupi work.

#### Raw Material

For Karchupi work, it needs to be mentioned that the design and needed raw materials are supplied by the Mohajan, the ultimate work provider, through the Middlemen. They supply raw materials like fabric, string, beads, sequence etc., to the home based workers. With respect to payment for their work it was reported that earlier payments were used to be good. But now a day's it has reduced considerably. As cost cutting measure, the Mohajans sometimes uses village women to do the work at a lesser rate. If the raw material cost becomes high they adjusted it with the workers remuneration.

The key informants interviews revealed that fabric, string, beads, sequence etc., required for Karchupi work are produced both locally and also imported mainly from countries like India and China etc. The Mohajons with large scale operations generally procure the raw materials from the wholesale market, Chak Bazar, located in the old part of the Dhaka city. The small scale Mohajons procure the needed raw materials from the local market in Mirpur.

### Company/wholesaler

Karchupi works are generally done on Benarashi sarees, Orna (dopatta) and Kameez. As mentioned earlier that the Benrashi sarees are made using handlooms in Mirpur. The Orna which is used along with Benarashi saree is also made from handlooms. However, other form of Orna that is used along with Salwar Kameez is not produced in Mirpur. Generally these are produced in factories that use power looms. The same also applies in the case of Salwars.

Benarashi sarees, Orna (dopatta) and Kameez. With Karchupi works are available in shops and markets through out the country. Generally, there is no brand names for these products. These are not sold in the brand name of any company or shops.

Market for these Benarashi sarees, Orna (dopatta) and Kameez with Karchupi works are there wherever people wear them. Products with Karchupi works produced in Mirpur are available in different parts of the country. Shop owners from different parts of the country collect them from Mirpur and sell the products. However, some of these products also reach different parts of the world through informal channels.

### Agent/Contractor

The work providers, in most of the cases, are middleman who works for Mohajans or the ultimate employers who sell the products in own shop or to the general retail customers. The home based workers are not in a direct contact with the real employer or owner of the trade. In most of the cases, the Middlemen determine or fix the price of the products. The workers receive low wage and most of them work on a piece rate basis. On an average, a home based worker works for 8-10 hours per day. The piece rate varies with the quality of the products and the time required producing each of

those. It was learned that home based workers engaged in this sector have no say or bargaining capacity to determine the price of the produced products. They work on an average for 10 hours a day. In the festival time it might go longer. After the Eid or Puja festival their work reduces drastically. In the rainy season they cannot work for long hours. Load shading also create problems during the summer time.

The middlemen deliver the design and the raw materials to the home based workers and after completion of the work they again collect the produced goods. They work on commission basis for the work providers/shop owners.

Karchupi work is the major survival strategy of the poor Urdu speaking families in Mirpur. This is a middleman dominated sector. On an average, a karchupi worker receives Taka 500 - 2000 for embellishing a sharee or dupatta depending on the work. The payment style is very much like Benarasi workers as they get the payment at delivery time.



Minor girls are involved in karchupi Work

### **5.3. Monipuri Fabric**

The growth of Manipur fabrics is related to the socio-religious functions and imbued with their philosophy of life. Woven fabrics often identify the social status of an individual. The craftsmen improved their skills, experimenting with vegetable dyes and different kinds of yarns. Among the Manipuris, handloom weaving had its genesis in the need to clothe the family, and to establish strong emotional bonds within the family unit. Women as part of their domestic chores undertook weaving. It is only recently that the concept of commercialization and marketing of handloom products has gained momentum, and has become a means of providing employment to people.

Home based workers participation in production

Unlike weaving done by others, the Manipuri weaving is entirely the work of women. Weaving is a part of their domestic duties. In fact, it is a primary qualification of a Manipuri woman. This handloom industry is practically monopolized by women not only from the idea of economic necessity but also from the sense of social custom. A Manipuri girl is initiated with this art at a tender age, and throughout her life, she practices this art. Not only does she supply clothing to her family members but also make it a source of their income. It is said that the development of this industry by the women is linked to the fact, that the Manipur men were continuously engaged in wars and these women supplied them with uniforms and maintained their families from the sale product of this industry.



Weaving Manipuri saree

The costumes of Manipuris are simple and functional. The women wear a phanek, a colorfully striped wrap around sarong and an innaphi that covers the upper part of the body. The men sport a white dhoti and, on ceremonial occasions, put on a pagri. It was a tradition among Manipuris to stitch together different clothes having varieties of patterns and colors so as to make a complete cloth. Not

only does this present a kind of colorful cloth, but it also makes stitching of different clothes easier. A very convenient aspect of using such assembled cloth was the possibility of easy removal of an undesirable or torn part of cloth. The open space of cloth was then replaced with a new cloth and it was then used generation after generation.

### Raw Material

Since early times, Manipuri women used spinning tools made of bamboo and wood for the purpose of reeling threads from mulberry silk cocoon. The work of reeling is called Khere Chingba. With the help of the Khwang-lyong loom, different varieties of cloth can be woven and various designs can be created with it. The needed raw materials are generally procured by the Manipuri home based workers themselves. The product design is also done by them. The loom consists of four large, upright bamboo poles, each with a notch and tongue for carrying the front and back rods, konnaba. The four poles, about 130 cm high, are rectangularly braced by small, horizontally placed bamboo poles, two each on the four sides. Various parts of the loom are composed of the treadle, reeds, bamboo strips and wooden rods. Originally, two or more treadles were made for the insertion of the weaver's feet. Later, these were replaced by wooden mechanisms, to be pressed down with the feet. Pressing one treadle pulls up the other and vice versa, thus making the shed. Here it needs to be mentioned that the Manipuri home based workers themselves own the loom which is also operated by them. The loom costs taka 10000-12000.

### Company/wholesaler

Manipuri fabrics are made from special type of handlooms that are being produced are used by them. It was learned that the Manipuri women use these handlooms to produce various products. Here it

needs to be mentioned that the Monipuri women are producing these fabrics for ages. Monipuri menfolks have no role to play in the production of these fabrics.

Monipuri fabrics made by the Monipuris are generally sold in the localities where they live. Fabrics are sold from the homes where these are produced. However, these are also sold in their local markets, haats and shops. In other parts of the country, these fabrics are also available in specific shops and markets know for such type of products and fabrics. These are sold in the brand name of Monipuri fabrics. Generally there is no company or organization brand name for Monipuri fabrics.

These products have wide demand among the Monipuris. It means these have market demand where the Monipuri communities live. These fabrics could also be found in other places of the country where there are shops are markets are there for the sale of these products (cities and large towns). Bangladeshis living in different parts of the world also sometimes buy them sent through informal channels.

#### Agent/Contractor

As stated earlier, the Manipuris generally produce the fabric for their own consumption. However, in some cases, they also supply products when there is order for those. In such cases, the order providers, in most of the cases, are middleman who works for the ultimate order providers who sell the products in own shops. The middlemen deliver the raw materials to the home workers and after completion of the work they again collect the work. They get commission from the employer.

#### **5. 4. Home décor**

### Home based workers participation in Home Décor Work

Home decor includes household decoration materials. Bangladesh has rich heritage of different items of home décor. The demand for these items has increased in recent years, the rich and indigenous handicraft products of Bangladesh slowly regaining popularity.

### Raw Material

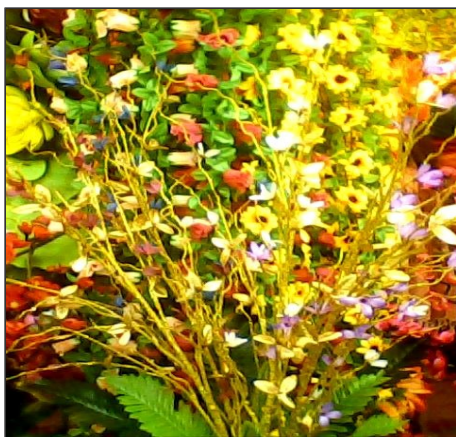
Bangladesh's local crafts, in villages or peri-urban areas where people make livelihoods out of producing these eco-friendly handicrafts generally from clay, cane or bamboo. These raw materials are usually procured locally by the work order providers and home based workers themselves as well.

The history of Bangladeshi pottery is ancient where earthenware was found after the excavation of Mohasthangarh in Bogra (300 BC). The Paharpur and Moinamoti excavation sites also yielded some truly exquisite pieces. The terra cotta art used in the Kantajee temple of Dinajpur is remarkable in terms of texture and quality. The 'Neelpadma' found in the Lalmai of Comilla is unparalleled. The folk arts of these categories are now being used most tastefully in modern design.

Pottery has now become a commercially successful product in Bangladesh. The combination of pottery and green plants can be effectively used to enhance the interiors of any dwelling. Glazed and unglazed khumba matkas (water pots), figurines of birds and animals, and other such products are easily available at different places. Clay pots are widely available in rural Bangladesh; kumars sell their products at the weekly village bazaars or in roadside stalls.

Bamboo is widely available in the country. This is a popular choice of material for making baskets, fish traps, decorative toys, furniture and small accessories such as pen holders and pot plants. Bamboo plays an instrumental role in the lives of Bangladesh's rural residents. Baskets made from bamboo are put to various uses; to carry fish, eggs, vegetables, fruits, bricks, other building materials and so on. In hilly areas like Bandarban, Khagrachari and Modhupur, tribal people still rely on eco-friendly goods for daily use, carrying grain, household goods and even their children in their baskets.

Cane is our traditional substitute for wood. Several hundred species of the Calmonideae family, better known as rattan or cane, are found in Bangladesh. Cane furniture adds a classy touch to any household. Local cane baskets, table mats, place mats, trays and many other household goods are eye-catching. Rush is a beautiful eco-friendly resource. Rush is the name for tall, grass-like plants of various families, many of which have hollow stems. Rushes are used for basketwork, mats, chair seats, and other articles.





The pot chitro is an aesthetically brilliant artwork. In the past, the regions of Jessore and Mymensingh were popular for their specialisation in pot chitro. Other well-liked home décor products are masks and handmade traditional pakhas, mirrors, artificial flowers, made of fabric or paper, hand bag or tissue box made of beads or hand-fans which are very vibrant and colourful.

#### Company/wholesaler

Home décor products are generally hand made products. These products made in different parts of the county by home based workers are sold in shops and markets through out the country. However, these are not sold in the brand name of any company or shops.

With respect to market for these products it was gathered that the demands for them are there through out the country. Nationally, these are available in different parts of the country. The producers supply these to various market locations in Bangladesh. These could also be found in different countries marketed through informal channels or are taken by the expatriates.

Al though at present Bangladeshi handicrafts are being exported to well over 50 countries of different continents, more than 70% of the

total merchandise goes to the European, American, Indian and Japanese market. Majority of the exports goes to the countries like the U.S.A, U.K, Germany, France, Italy, Canada, Belgium, Sweden, Japan, Spain and the Netherlands.

#### Agent/Contractor

The home décor products' work providers, in most of the cases, are middleman who works for Mohajans or the ultimate employers who sell in own shop or to the general retail customers. The home based workers are not in a direct contact with the real employer or owner of the trade. In most of the cases, the Middlemen determine or fix the prices of the products. The workers receive payment for their work on a piece rate basis. The piece rate varies from product to product and the time required producing each of those.

The middlemen sometime deliver the raw materials to the home workers and after completion of the work they again collect the work. They get commission from the employer.

### **5.5. Nakshi kantha**

Nakshi kantha, a type of embroidered quilt, is a type of folk art of Bangladesh. The art has been practiced in rural Bengal for centuries. The basic material used is thread and old cloth. Kanthas are made throughout Bangladesh, but the greater Mymensingh, Jamalpur, Rahshahi, Faridpur and Jessore are most famous for this craft.

The colourful patterns and designs that are embroidered resulted in the name "Nakshi Kantha", which was derived from the Bangla word "naksha", which refers to artistic patterns. The early kanthas had a white background accented with red, blue and black embroidery; later yellow, green, pink and other colours were also included. The

running stitch called Kantha stitch" is the main stitch used for the purpose. Traditionally, kantha was produced for the use of the family. Today, after the revival of the nakshi kantha, they are produced commercially.

The word kantha originated from the Sanskrit word kontha, which means rags, as kantha is made of rags. Like any other folk art, kantha making is influenced by factors such as materials available, daily needs, climate, geography, and economic factors. Probably the earliest form of kantha was the patchwork kantha, and the kanthas of the decorative appliqué type evolved from this.

#### Home based workers in Nakshi kantha

Bangladeshi women in almost every household were expert in the Nakshi Kantha art in the olden days. Kantha making was not a full-time job. Rural women worked at leisure time or during the lazy days of the rainy season, so taking months or even years to finish a kantha were normal.

When a kantha is being made, first the sarees are joined together to attain the required size, and then layers are spread out on the ground. The cloths are then smoothed, and no folds or creases are left in between. During the process, the cloth is kept flat on the ground with weights on the edges. Then the four edges are stitched and two or three rows of large running stitches are done to keep the kantha together. At this stage, the kantha can be folded and stitched at leisure time.

#### Raw Material

Traditionally old sarees, lungis and other fabrics were used to make kanthas. At least five to seven sarees were needed to make a

standard-size kantha. Today the old materials are replaced by new cotton cloths. Traditionally the thread was collected from the old sarees. That is rarely done today. Originally, designs and motifs were not drawn on the cloth. The design was first outlined with needle and thread, followed by focal points, and then the filling motifs were done. In a kantha with a predominant central motif the centre was done first, followed by corner designs and the other details. In some types of kanthas (carpet, like and sujni, etc.) wooden blocks were used to print the outline. The blocks are replaced today by patterns drawn in tracing papers.



Hand made Nakshi Kantha

Thread is one of the major raw materials in the Nakshi kantha sector. These threads are collected mainly from the local market. Most of the threads are made in Bangladesh, but some silk threads that are used are made in India. The raw material supplier buys

colored thread from the market. Mostly the shop owner or organizations buy the raw materials. All Nakshi kantha's are made by hand. Nakshi Kanthas are made for the national market because it suits our weather and environment. Now a days, Naksi kanthas are also exported to the international markets.

#### Company/wholesaler

Nakshi Kanths are hand made products. These products commercially are mainly produced in Jessore and Jamalpur districts. The place of production especially Jessore has acquired the brand name status. These are sold in shops and markets through out the country. However, these are not sold in the brand name of any company or shops.

With respect to market for Nakshi Kantha, there is demand for them both within and outside the country. Nationally, these are available in different parts of the country. The producers supply these to various market locations in Bangladesh. These could also be found in different countries marketed through informal channels or are taken by the expatriates.

#### Agent/Contractor

All raw materials such as fabric, thread, design, motif, everything are provided by the work providers/shops. Home based workers only stitch the kantha. The work providers supply raw materials through the middlemen who are usually an individual not any community leader or group leader. Time duration of making a kantha depends on the design or quality of the work. The simple ones take one week and the heavy or exclusive ones sometimes take 3 months time. Some times two/three persons together make one katha. The Middlemen work on commission basis for the ultimate work

providers/shops on piece rate basis. There is no written contract or agreement for this job.

## 6. Survey Findings and Analysis

In this chapter the findings of the study have been discussed. Here it should be mentioned that a number of methods were used for the purpose of the study. The findings are the result of those exercises that included survey, FGDs, key informants' interview, organization study and observations.

### 6.1 Home base Workers and Different Sectors

Under the study, a survey was conducted on the home based workers. They included types of workers, such as organized and unorganized and sectors like, Benarasi Saree, Karchupi work, Home decor and Nakshi Kantha. The number of respondents was determined purposively based on the nature of the study, time and resources available. The distribution pattern of the surveyed home based workers is presented in the Table provided below.

**Table-1: Respondents Distribution by Type and work sector**

Type of Worker	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
Organized worker	15		15		15		15		15		75	
Unorganized worker	50	100.00	50		50		50		50		250	
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

It can be observed that in total 325 home based were selected as the respondents. Each sector constituted about 65 home based workers. Of them, 50 were unorganized workers, while the rest 15 were organized sector. As stated earlier, the number of respondents for survey was determined purposively. The difference between the two classes of workers lies in terms of job and social security that the former enjoys and the later struggles for. Here organized

workers mean those workers which only work for one specific organization, while the unorganized may be defined as those workers who work for many organizations.

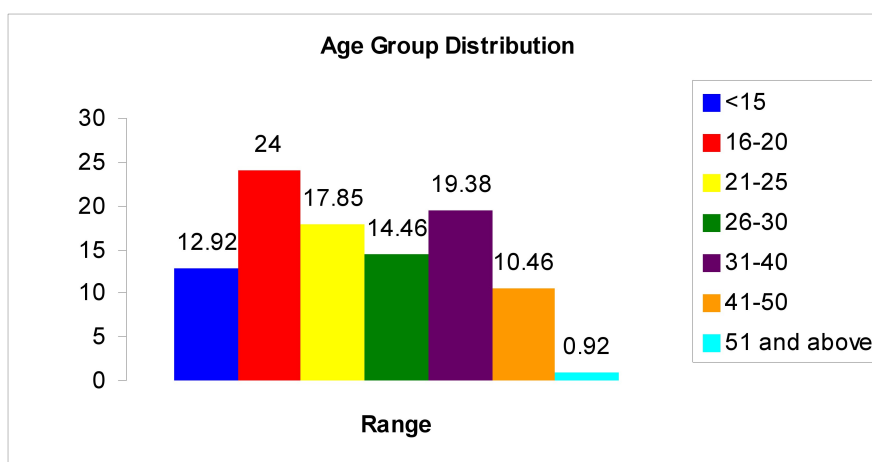
## **6.2. Socio-economic Profile of the Home based workers**

It is an accepted fact that socio-economic factors play an important role in human lives. To have a fair understanding of the socio-economic background of the home based workers a number of them such as, age, educational background, marital status, religion, father's or parents occupation, income level etc. have been taken into consideration. Relevant data and information on were collected. These are presented below.

### **6.2.1. Age**

The graph presented below projects the distribution of sampled home based workers by age. It provides a comparative picture of the age of the home based workers by trades. It can be observed that majority of them (78) out of the total of 325 belong to the age group of 16-20. About 19.38 per cent of them fall under the age bracket of 21-41. The next group of the surveyed home based workers (58) belongs to the age group of 21-25. The graph further projects that a little over 11 per cent of the home based workers are above 41 years old. On the other hand, about 12.92 per cent of them are below 15 years of age. It revealed that the presence of child labour is highest or maximum in this sector compared to others. The collected data indicates that the overwhelming majority of the home based workers (about 75%) are within the age bracket of 16-40 years. Trade wise distribution also shows that the same pattern of distribution of respondents by age groups. Most of the sampled HBWs belonging to all the five selected trades Benarasi saree, Karchupi work, Monipuri fabric Homedecor, and Nakshi Kantha. From the collected data it can be inferred that the home based workers engage themselves in various trades at a very early

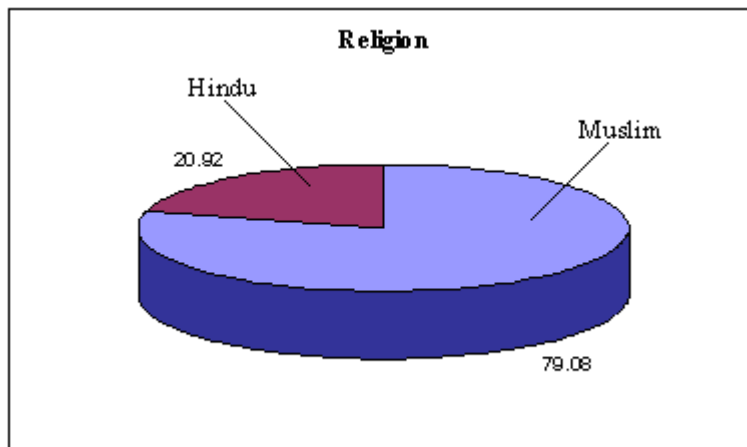
age. The reason could be that as the works are home based they need not to go out to any work place rather can work in homes along with their family members from a very early age. The other reason could be that in most of the cases the skills of selected trades are generally passes on to the younger generations by the older ones. This process of transfer of skills starts from home and at a relatively early age.



Graph 1: Age group Distribution, Source: Field survey, 2012

### 6.2.3. Religion

Religion serves as an important factor in studying the socio-economic background of a target population. Bangladesh is a predominantly a Muslim majority country. More than 86.6 per cent of the population is Muslims. Other religious groups comprise viz. Hindus 12.1 per cent and the



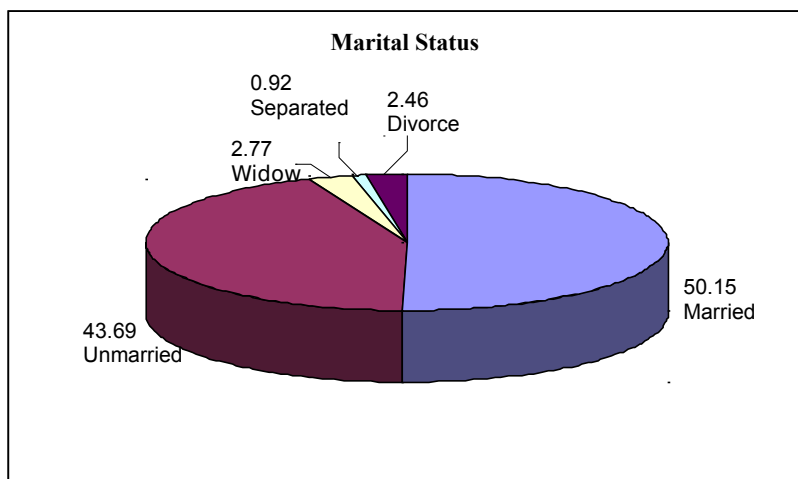
Graph 2: Religion of the respondents

Rest 1.2 per cent of the total population of the country belongs to other religions. Collected data on the HBWs' religion also present the similar distribution pattern. It can be observed from the above that 79.08 respondents or the surveyed home based workers are Muslims by religion. In trades like Benarasi and Karchupi 100 per cent of them are reported to be Muslim. The reason could be that these two jobs are mainly done at Mirpur, Dhaka where the majority of them are Urdu speaking Muslims and have migrated to erstwhile East Pakistan now Bangladesh during the partition of India in 1947. Home based workers belonging to other religious faiths were found in Monipuri fabrics, Homedecor and Nakshi Kantha trades. They constitute about 20.92 per cent of the total number of surveyed home based workers. Here it needs to be mentioned that more than 75 per cent of the home based workers surveyed under the Manipuri fabrics are Hindus. This is because the Monipuris living in Bangladesh are predominantly Hindus though there are also Muslim Manipuris.

#### **6.2.4. Marital Status**

Collected data on marital status are provided in the pie chart presented below. It projects that about 50 per cent of the surveyed home based workers are married. It was reported that a little over

43 per cent of them are unmarried. The widow and separated constitute about 3 per cent of the total number of the respondents. In Manipuri and home décor the unmarried outnumber the married workers.



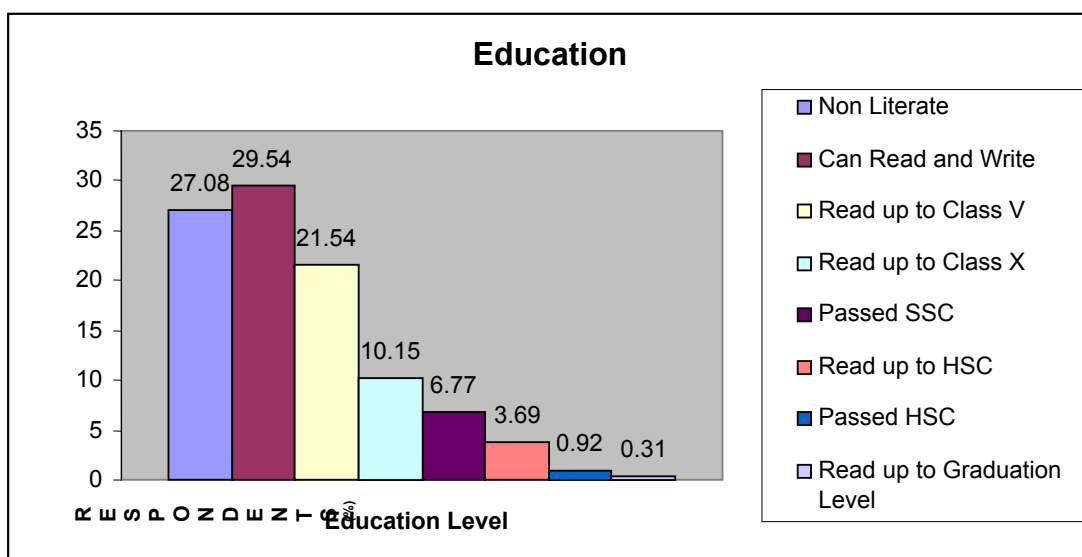
Graph 3: Marital status

### 6.2.5. Education

Education is one of the important factors through which socio-economic standing of an individual in the community could be measured. For this purpose, data and information on the level of education of the Home Based Workers were also collected. The collected information could be seen from the table presented below.

Attainments in terms of education were categorized as, non literate, can read and write, read up to class V, read up to class X, passed SSC, read up to HSC, passed HSC and read up to graduation level. Literate in Bangladesh is defined as one who can write his name. From the survey data it has been observed that a little over a quarter of them are non literate. It indicates that they can not even write their names. The highest concentration of this category is in Benarasi saree and Karchupi trades. As mentioned earlier, the overwhelming majority in these two trades are predominantly Urdu speaking. The other category with respect to education 'can read

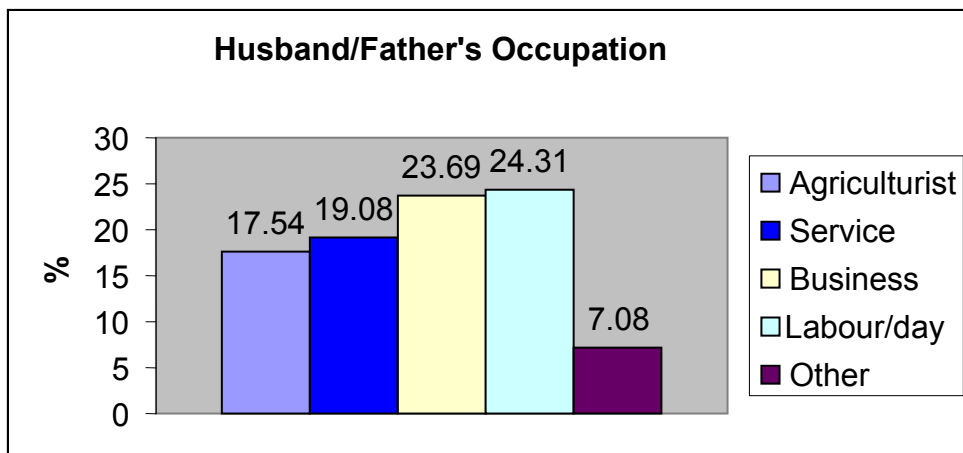
and write’, here also the maximum number come from these two trades. It can be inferred that they have little interest in sending their children to schools. The graph further projects that attainment of education is higher among homedecor, Nakshi Kantha and Monipuri home based workers. It indicates that quest for education is higher among these home based workers. The other factor could be that some level of education is also needed for acquiring skills of these trades.



Graph 4: Education of the respondents

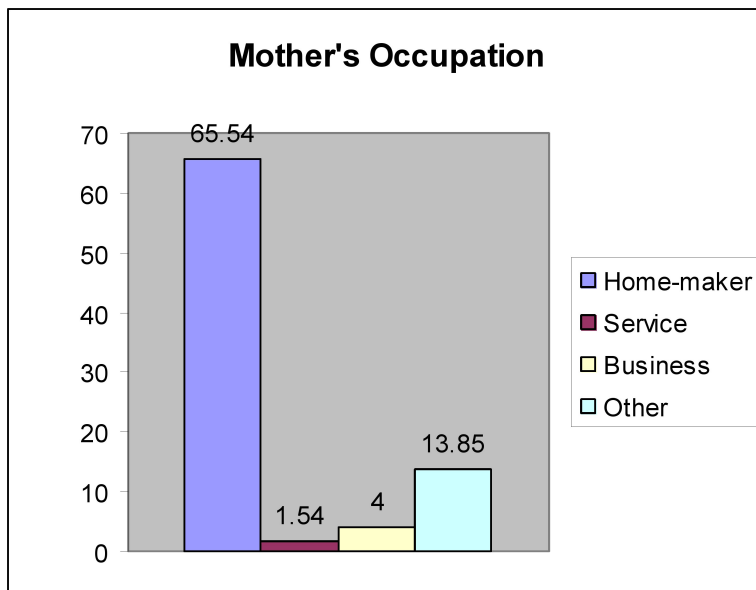
### 6.2.6. Parents' Occupation

With respect to fathers' or husbands' occupation gathered data and information presented in the graph given below projects that only one of the Home based workers in Karchupi and two in home décor sector are agriculturists. It is quite natural for them as they are primarily urban based. On the other hand, in other categories agriculture as occupation is dominant. It supports the fact that Bangladesh is still predominantly an agriculture based country. The other occupations like, service, business and labourer are found in all the categories of the selected work sectors.



Graph 5: Husband/Father's occupation

In the current study, data and information about the occupation of the mothers' of the home based of selected sectors were also collected. The graph presented here under contain those information. It can be observed from it that other than the Monipuri mothers the overwhelming majority mothers of the home based workers of other sectors are home makers or manages home affairs of their families. The only exception is with the mothers of the Monipuri home based workers. They reported that only 26.15 per cent of their mothers are home makers and about 18.46 per cent stated that their mothers are also involved in business. Here business primarily means they themselves are producing and selling of Monipuri fabrics.



Graph 6: Mother's occupation

### 6.2.7. Family Members' Involvement in Sectors

In the survey, data and information was collected on the engagement of the family members of the home based workers in different sectors. It can be observed from the Table presented below that about 33 per cent of the surveyed workers stated that some of their family members are involved in the trades they pursue. The family members include brother, sister, mother, father, husband, daughter and son. Thirty three per cent of the Karchupi workers mentioned that their sisters are also engaged in this trade. Mothers' involvement among the Manipuris is little over 15 per cent. In the Benarasi sector family members engagement is 40 per cent, Karchupi about 50 per cent, Manipuri about 37 per cent. The lowest has been recorded in the home décor sector, only 18.46 per cent. In sectors where the involvement of the family members is high could be attributed to the tradition and easy availability of opportunity to find jobs.

**Table-2: Distribution of Respondents by family members' involvement in sectors**

Family member /	Name of the work sector					Total
	Benarasi saree	Karchupi work	Monipuri fabric	Homedecor	Nakshi Kantha	

Relative	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
Brother	4	6.15	5	7.69	2	3.08	3	4.62			14	4.31
Sister	6	9.23	21	32.31	4	6.15	8	12.31	7	10.77	46	14.15
Mother	7	10.77	3	4.62	10	15.38			4	6.15	24	7.38
Father			1	1.54	2	3.08					3	0.92
Husband	1	1.54									1	0.31
Daughter	8	12.31	1	1.54	6	9.23	1	1.54	3	4.62	19	5.85
Son			1	1.54							1	0.31
Total	26	40.00	32	49.23	24	36.92	12	18.46	14	21.54	108	33.23

The age distribution of the family members engaged in the trades projects the following picture as can be seen from the following Table. The age group of up to 15 constitutes about 32.41 per cent of the family members in the same trades.

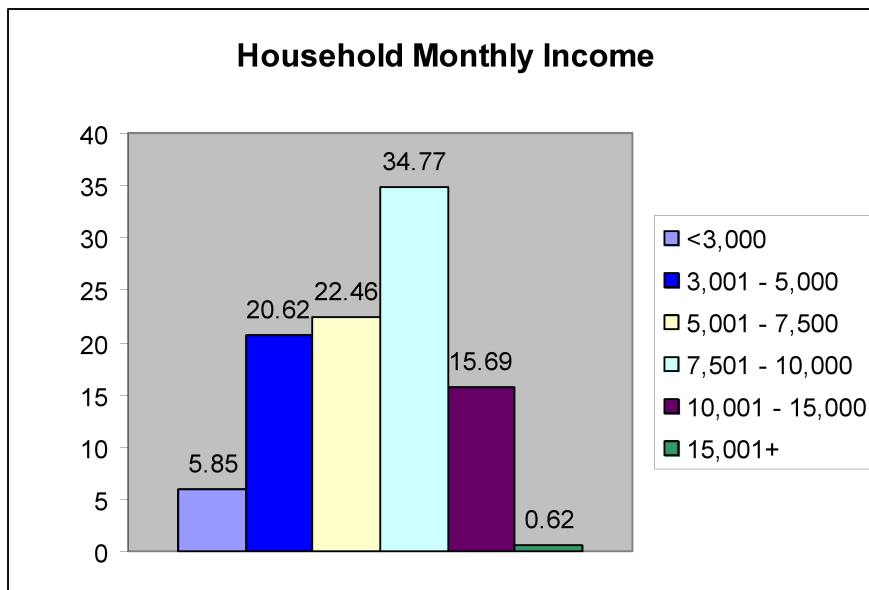
**Table-3: Distribution of Respondents by Family members' Age**

Member's Age Group	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
<= 15	9	34.62	11	34.38	1	4.17	9	75.00	5	35.71	35	32.41
16 - 20	2	7.69	8	25.00	4	16.67	3	25.00	4	28.57	21	19.44
21 - 25			6	18.75	4	16.67			1	7.14	11	10.19
26 - 30	6	23.08	1	3.13	2	8.33					9	8.33
31 - 40	5	19.23	2	6.25	4	16.67			2	14.29	13	12.04
41 - 50	3	11.54	3	9.38	6	25.00			2	14.29	14	12.96
51 and above	1	3.85	1	3.13	3	12.50					5	4.63
Total	26	100.00	32	100.00	24	100.00	12	100.00	14	100.00	108	100.00

About 19.44 per cent are in the age bracket of 16-20 years. They constitute about 50 per cent of the total number of family members involved in the same trades. It indicates that the home based workers family members get involved in these trades quite early of their lives. It also indicates the financial compulsion of these families to involve their family members in earning activities from an early age to financially support their families.

### 6.2.8. Income Level of Home Based Workers

Data and information on the income level of the respondents' households were also collected to assess their economic situation. These are presented in the following graph.



Graph 7: Household monthly income

Here it should be mentioned that the household means the immediate family or the members of a family that take meal together. As such, household income means the average income of the family members that include father/husband, brother/sister and also children taken together. It can be observed from the graph that about half of the home based workers' households of all sectors have an average monthly income of about Taka 7501-15000.

### **6.3 Home Workers and Relevant Aspects of Different Sectors**

Under the above headline job related issues of the home based workers of various sectors have been discussed. The discussion is based on the data and information gather by using different methods during the course of the study. These are presented under different sub headlines.

#### **6.3.1 Type of home based worker**

The present study tried to gather information on the type of the home based workers. The workers have been broadly categorized into two types. The type has been determined based on their nature

of engagement or involvement in their respective sectors. The workers who work independently on their own and are not salaried or exclusively work or tied with one organization has been termed as 'Own Account Workers'. On the other hand, those who are employed and receive salaries for their work from organization are called 'Wage Account Workers'.

**Table- 4: Respondents Distribution by Type of home based worker**

Type of worker	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
Own account worker	51	78.46	50	76.92	46	70.77	51	78.46	50	76.92	248	76.31
Wage account worker	14	21.54	15	23.08	19	29.23	14	21.54	15	23.08	77	23.69
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

The present study conducted a survey on about 325 home based workers involved in 5 sectors. Collected data on the type of home based workers as presented in the above table shows that about three quarters of the total number of the surveyed workers mentioned that they are Own Account Workers. It is interesting to note here that the picture is quite similar in all the sectors. However, they rest are Wage Account Worker. Here it should be mentioned that the only difference between the two is that the 'Wage Account Workers' only work for one organization or client. Whereas the Own Account Workers are free to sell their products to whoever they choose to. It means they are not tied up with only one client or customer for selling or supplying their products. It was further gathered that both the types of the home based workers receive piece based payments. It indicates that they payments received by the two categories of the workers depend on the pieces they produce. Here salaried account does not mean assured income at the end of the month or week.

Interviews and FGDs with the home based workers further revealed that the Own Account workers enjoy more freedom in deciding what they will produce, how they will gather or collect needed raw materials and also what price they would negotiate for their products. But in also most all the cases they above mentioned factors or issues are determined by the market forces of demand and supply.

### 6.3.2 Source of information of the work

Information is an important element that helps in finding employment opportunities. Though it could be wage employment or self employment. Information also motivates and opens opportunity for people looking for gainful engagement. Keeping the above notion in mind in the present study efforts were made to gather information from the home based workers on the source of information about their present work or vocation. In the course, it revealed that the home based workers gather or received work related information from a number of sources. These sources are mention the Table furnished below.

**Table-5: Respondents Distribution by Source of information of the work.**

Source of information of the work	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
Friend	1	1.54	3	4.62			6	9.23	14	21.54	24	7.38
Relative	41	63.08	48	73.85	57	87.69	11	16.92	26	40.00	183	56.31
Neighbour	19	29.23	13	20.00			44	67.69	25	38.46	101	31.08
Organization					8	12.31					8	2.46
Any Other source	4	6.15	1	1.54			4	6.15			9	2.77
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

The table projects that the relatives are the main source of information about work or job. This pattern is highest with home based workers working in the Manipuri and Karchupi sectors. However, it is lowest with respect to workers involved in home

décor. The next important source is the neighbours. During FGDs it was mentioned that many of the home based workers got motivated seeing their neighbours working in those sectors. They further mentioned that relatives and friends provide them with relevant their job or vocation related information. During the survey it was observed that the home based workers are concentrated in certain places. This close proximity with one another also helps them to gather information from the relatives and the neighbours.

### **6.3.3 Learned/acquired skill of the present trade**

On the source or how the home based workers of the under study sectors acquired or learned the skills of their trades, it was stated by them that they learned the skills on their own initiatives. They constitute about 100 per cent of the respondents of the Benarasi, Karchupi, Manipuri and Nakshi Kantha sectors. This kind or type of responses testifies the fact that skills of these vocations are home grown and handed over to the next generations by the earlier generation. In this respect, 86.15 per cent of the total number of respondent of the home décor category mentioned that they acquire trade related skills through training programs. They mentioned the name of certain NGOs that provided them with skills development trainings. Some of these NGOs and organizations as mentioned by them were Barnali (NGO), Jubo Unnayan Academy, Fashion Max, Help Society, Individual Trainer, Yapsa (NGO). Here it should be mentioned that in Bangladesh, many NGOs have skills development programs especially for the women to promote income generating activities through wage and self employment. During FGDs, the participants also mentioned that sometimes the NGOs motivated them for attending training courses and at the same time they also themselves got interested and received training from those sources.

With respect to cost of the training, it was learned that either it was borne by the families or the NGOs that organized and provided those skills development training.

**Table-6: Respondents Distribution by How learned skill of the present trade**

How learned	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
On own initiative	65	100.00	65	100.00	65	100.00	9	13.85	65	100.00	269	82.77
Received training							56	86.15			56	17.23
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

### 6.3.4 Sources of Work Related Information

In this section work related information of the home based workers representing different sectors are presented and discussed. The table furnished below depicts the work related sources of information generally received by the home based workers of various sectors. The sources are neighbours, relatives, organization and worker herself. It can be observed from the Table that the home based workers receive work related information predominantly from two sources, namely, relative and neighbours. Here it should be mentioned that relative includes the family members, and other kin. On the other hand, neighbours are but relatives but live in the same places and have very close social relationship. About 88 per cent of the total number of the home based surveyed under the study mentioned these two as the primary sources. It can also be noted from the table that Monipuri home based workers mentioned organizations as also another source or work related information. They constitute about 21.54 per cent of the workers. Her organization means shops, agencies which are engaged in these trades. The home décor workers mainly receive information from their neighbours (69.23%). As the home décor work is not based on

hereditary skills as such it quite natural that the relatives may not be the primary source of information for them.

**Table-7: Distribution of Respondents by Work related Sources of Information**

Source of information	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
Herself			1	1.54	1	1.54			1	1.54	3	0.92
Neighbour	19	29.23	14	21.54	1	1.54	45	69.23	23	35.38	102	31.38
Relative	39	60.00	49	75.38	47	72.31	11	16.92	38	58.46	184	56.62
Organization					14	21.54			3	4.62	17	5.23
Any other source	7	10.77	1	1.54	2	3.08	9	13.85			19	5.85
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

Source: Field Survey

### 6.3.5 Number of Working Hours

Number of working hour is an important factor in the life of a worker whether or not home based or organization based. With it the question and rationale of wage or remuneration is associated. In the case of the current study it is more relevant to learn about it as the workers are home based and not supervised by any one. Collected data on number of working hours has been classified as 72, 60, 40 hours and other. It is interesting to note that a little over 68 per cent of the home based workers responses fell in the category of other. Here other means less that what has been specifies as mentioned earlier. It means, the working hours could be any thing less than 40 hours in a week. During discussion with them it revealed that the home based workers work when they get or manage time after attending all family chores of affairs. The table projects the flexible nature of working hours of the majority of the home based workers. However, more that 50 per cent of the Benarasi saree workers mentioned that they work for 40 hours in a week. On the other hand, 47.69 per cent of the Karchupi workers reported that they work for 60 hours in a week. It means quite long working hours for

them. They further mentioned that long working hours mean more work leading to more income which is very much needed for maintaining the families. More or less the hours depend on the work load of the HBWs. Like the festival season it increases a lot. That time they work as much as they can and also the employers pressurize them to do more work. Other than that if they have specific order from any body they have work load. Again the lean season like after Eid or Puja season the work decreases a lot. The rainy season is also the lean season for the HBWs. During the Summer time when load shedding is high workers cannot work at night time, the benarasee palli they need electricity even in the day time because it is very dark inside the house and their work is very intricate.

**Table-8: Distribution of Respondents by Number of working hour in a week**

Working hours	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
40 hours	38	58.46	7	10.77	1	1.54	5	7.69	14	21.54	65	20.00
72 hours	2	3.08	1	1.54							3	0.92
60 hours	4	6.15	31	47.69							35	10.77
Others	21	32.31	26	40.00	64	98.46	60	92.31	51	78.46	222	68.31
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

### 6.3.6 Frequency of Work

In the present study information was collected on the frequency of work of the home based workers. By frequency it was meant to extent they remained engaged with their in a year. The responses were recorded as through out the year; sometimes in a year and rarely in a year. Gathered information as could be observed from the table given below projects that the home based workers of the selected sectors remain more or less busy with their works through out the year. They constitute about 95 per cent of the total number of home based workers who were surveyed. Only 3.69 per cent of

them stated that their work for some period in a year. Only 1.54 per cent said that they rarely remain engaged with works in a year.

**Table-9: Distribution of Respondents by Frequency of work**

Work Frequency	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
Regularly through out the year (12 months)	60	92.31	58	89.23	63	96.92	62	95.38	65	100.00	308	94.77
Sometimes in a year	2	3.08	7	10.77			3	4.62			12	3.69
Rarely in a year	3	4.62			2	3.08					5	1.54
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

On further investigation, it revealed that those who remain engaged sometimes or rarely with work do so voluntarily. It was learned that the products they produce have adequate demand through out the year. As such, those who want to remain engaged through out the years have work for them. The only requirements are that they should have required skills in the trade and can maintain work delivery deadlines.

### **6.3.7 Ultimate Employer/ Intermediary**

Usually the home based workers are placed at the margin of any trade or industry. Middlemen/women play a significant role in their trades. Men middlemen are involved in karchupi, benarasi and Home decor industries and the woman is involved in the karchupi, Nakshi kantha and Monipuri industry.

Middlemen/women take orders from the final supplier or owner of the business and contracted the home based workers for specific tasks. In general, one middlemen handles 20-50 workers. In the

karchupi industry, we found different levels of Mohajans who work as middlemen. The first level Mohajans are directly connected with the production houses, local markets, shopping malls from where they collect orders. The second level Mohajans usually receive orders and raw materials from the first level and supply it to the workers. In other cases, the first level supplies orders to the second level and the second level manages the raw materials and contracts the workers. It happens when the first level of middle men's work load is very high.

Sometimes, the second level mohajans are hired by the first level and they receive monthly wage from the first level. Some of the prominent mohajans in the karchupi industry have 5-6 regular employees to run their business. At the peak season like during Eid or Puja festival they engage more people.

Among the interviewed mohajans, 2 were previously involved in the karchupi industry as workers. Later they became mohajans. Some mohajans have their own small factory where men are hired as regular workers who are paid Taka 1500-2000 per week while women home based workers are hired as irregular piece rate workers.

The Manipuris generally produce the fabric for their own consumption, but in some cases, they also supply products when there is order for those. In such cases, the order providers are middleman who works for the ultimate order providers who sell the products in own shops. In that case the middlemen deliver the raw materials to the home workers and after completion of the work they again collect the work. They get commission from the employer.

The home décor products' work providers, in most of the cases, are middlemen who work for Mohajans or the ultimate employers who sell in own shop or to the general retail customers. In the case of Home décor the middlemen or the ultimate employer target to sell the products in a seasonal fair or festival. The home based workers are not in a direct contact with the real employer or owner of the trade. In most of the cases, the Middlemen determine or fix the prices of the products. The workers receive payment for their work on a piece rate basis. The piece rate varies from product to product and the time required producing each of those. The middlemen sometime deliver the raw materials to the home workers and after completion of the work they again collect the work. The middlemen get commission from the ultimate employer.

The Nakshi Kantha work providers supply raw materials through the middlemen who are usually an individual not any community leader or group leader. The Middlemen work on commission basis for the ultimate work providers/shops on piece rate basis.

As the surveyed workers are home based then there arises the relevant question as to who are the providers of work to them or who engages them to produce the products. Collected data and information on work providers have computed and presented in the following table. It can be observed from the table that in most of the cases work orders are provided by person or persons working for various organizations. Sometimes they are employed by the marketing organizations or shops and in other cases that are the middlemen who get the job done by the home based workers of different sectors and later supply them to marketing organizations or shops. The responses in this particular category constitute about 66.15 per cent of the total number of the surveyed home based

workers. The second category, i.e., directly by organizations or shops constitute about 19.38 per cent of the total responses.

**Table-10: Distribution of Respondents by Work order provider**

Order provider	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
Directly by the organization	15	23.08	14	21.54	15	23.08	18	27.69	1	1.54	63	19.38
Person working for the organization(s)	49	75.38	51	78.46	4	6.15	47	72.31	64	98.46	215	66.15
Any other source	1	1.54			46	70.77					47	14.46
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

However, it should be pointed out that the Manipuri's mentioned that they do not depend or rely on organizations or person engaged by them rather they produce products at their own will (any other source). However, they mentioned that they produce products keeping in mind the demand for the products in the market. It should be pointed out that the Manipuri fabric products are primarily consumed by the community itself. Of course some of them are also sold at towns and cities as indigenous products of a particular community. However, about 23.8 per cent of them mentioned that organizations and shops also put their orders for Manipuri fabrics.

Home based workers in the Nakshi Kantha sector more or less solely depend on the persons engaged by organizations or the middlemen for work order (98.46%). In the home décor sectors persons representing organizations or middlemen are the main providers of the work orders. They constitute about 72.32 per cent of the total number of home workers of this particular sector. However, they also receive orders directly from the organizations as well (27.99%).

### **6.3.8 Sources/Providers of Raw Materials**

The home based workers include both own account and wage account. As such, it is important to learn about the sources of the

raw materials that are being used for producing their products. Collected data and information on the issue depicts that generally they get raw materials from the sources like, own source, person working for the organization or middlemen, organization itself. The information given in the following table project that the overwhelming majority of the Manipuri's themselves collects their raw materials (81.54%). With respect to the home based workers of the other sectors, it is observed that about 80 per cent of them gather or receive raw materials either from the middlemen or directly from the organization for which they exclusively. It was further learned that the raw material generally includes, fabric, string and beads etc.

**Table-11: Distribution of Respondents by Raw material provider**

Raw material provider	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Naksi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
Self	2	3.08			53	81.54	7	10.77			62	19.08
Person working for the organization(s)	46	70.77	64	98.46			43	66.15	53	81.54	206	63.38
Organization	17	26.15	1	1.54	10	15.38	15	23.08	12	18.46	55	16.92
Any other					2	3.08					2	0.62
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

### 6.3.9 Product Marketing

Product marketing is one of the most important aspects of any production process. The present study made an effort to gather information on the marketing outlets of the products produced by the home based workers of the various sectors. The marketing outlets mentioned by them are particular or specific shop/organization, supply to different domestic shops and outlets and any other. Here any other specially mentioned by the Manipuri home based worker (67.69%) means local community. Here it should be mentioned that the Manipuri community in general wears their

traditional dresses. As such, the products produced by the home based workers are generally purchased by the community members directly from the workers.

**Table-12: Distribution of Respondents by place of product marketing**

Marketing the product	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
Particular shop/organization	6	9.23	1	1.54	17	26.15	5	7.69	38	58.46	67	20.62
Supply to different domestic shops and outlets	59	90.77	64	98.46	4	6.15	60	92.31	26	40.00	213	65.54
Any Other					44	67.69			1	1.54	45	13.85
Total	65	100.00	65	100.00	65	100.00	65	100.00	65	100.00	325	100.00

In other sectors products are marketed generally through different domestic shops and outlet. Here domestic means with in the country itself. On the other hand, about 20 per cent of the surveyed home based workers mentioned that they generally sell or supply their products to some particular shops or organizations.

### 6.3.10 Level of Income

Income level indicates the standard of living of individuals and their families. This also provides information on the social standing of them. We have already mentioned that the current study included the home based workers of both organized (supplying products/working for specific organization/shop) and unorganized sectors (not tied to any particular organization/shop). Data and information was gathered on the income level of these two categories of the home based workers of selected sectors. The table furnished below depicts information on the monthly income of the organized home based workers.

**Table-13: Distribution of Respondents by Monthly Income (organized) wage in Taka**

Monthly Income (organized) wage (Tk.)	Name of the work sector								Total	
	Benarasi saree		Karchupi work		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
<= 1500	3	4.62	2	3.08			2	3.08	7	2.15
1501 - 2000	6	9.23					13	20.00	19	5.85
2001 - 3000	5	7.69	5	7.69					10	3.08
3001 - 5000	1	1.54	8	12.31	10	15.38			19	5.85
5001 and above					4	6.15			4	1.23
Total	15	23.08	15	23.08	14	21.54	15	23.08	59	18.15

Here it should be mentioned that through the worker exclusively in this case work of one organization/shop their remunerations are determined on piece rate. It means they are paid by the organization/shop on the basis of pieces they produce. The traditional concept of monthly salary should not be confused here. It means workers with higher skills and can produce faster generally earn more than others in the organized sector. It was mentioned by the home based workers of the organized sector that they generally do not receive any benefit or help from the organization/shop they exclusively work for. But some of them mentioned that in times of need they receive help in terms of advance or loan to meet their immediate challenges. However, the extended amounts are adjusted later with dues accrued for their works.

**Table-14: Distribution of Respondents by Average monthly income Taka**

Average Income (Tk.)	Name of the work sector										Total	
	Benarasi saree		Karchupi work		Monipuri fabric		Homedecor		Nakshi Kantha			
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )
<= 1000	1	1.54	4	6.15	5	7.69	1	1.54	49	75.38	60	18.46
1001 - 1500	9	13.85	12	18.46			3	4.62			24	7.38
1501 - 2000	20	30.77	13	20.00	10	15.38	21	32.31			64	19.69
2001 - 3000	18	27.69	20	30.77	38	58.46	26	40.00			102	31.38
5001 and above	2	3.08	1	1.54	8	12.31					11	3.38
Total	50	76.92	50	76.92	61	93.85	51	78.46	49	75.38	261	80.31

It can be observed from the above table the average monthly income of the home based workers working as unorganized workers. These workers are not tied with any particular organization or shop of production and selling purposes. As such, their monthly income is determined by the amount of work they do in a month. The table depicts that about 50% of the workers' monthly income ranges from Taka 1501 to Taka 3000 in month. Only about 3.38 per cent mentioned that their month income is over Taka 5000. Here it should be remembered that these are the individual incomes of the home based workers and not of their families.

On the determination of the price of the piece rate the workers of both organized and unorganized sectors overwhelmingly mentioned that prices are solely determined by the organization/shops (80%). The workers do not have any role in them as they are completely depended on them for work orders. This dependence ceases their right to bargain for piece rate prices. But a few of the Banarashi and Karchupi home based workers reported that they fix the piece rate price through bargaining. They constitute about 5.85 per cent of the total number of the home based workers included in the survey.

### 6.3.11 Non wage cost

Most of the Home based workers do not receive any type of benefits from the work providers or the middlemen or agents as they are mostly unorganized workers. Even the organized workers also do not get any type of support. Only a few of them mentioned that they get from their employer the festival bonus as revealed from the survey. About 19% of the total respondents said that they could get a small grant when needed. Only 3% enjoy maternity leave during their work.

**Table 15: Benefits received from the order provider**

Benefits received	Name of the work sector										Total	
	Benarashi saree		Karchupi work		Monipuri fabric		Homedecor		Naksi Kantha		( N )	( % )
	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )	( N )	( % )		
Medical facility							1	1.54			1	0.15
Bonus during festivals			3	4.62			13	20.00	17	26.15	33	10.30
Grant in need	4	6.15	40	61.54			8	12.31	11	16.92	63	19.35
Maternity leave							1	1.54	10	15.38	11	3.39
No Response	36	55.38	21	32.31	57	87.69	51	78.46	27	41.54	192	59.35



## 7. Supply Chain

A supply chain is a system of organizations, people, technology, activities, information and resources involved in moving a product or service from supplier to customer. Supply chain activities transform natural resources, raw materials and components into a finished product that is delivered to the end customer.

A supply chain consists of all parties involved, directly or indirectly, in fulfilling a customer request. The supply chain not only includes the manufacturer and suppliers, but also transporters, warehouses, retailers, and customers themselves. Within each organization, such as manufacturer, the supply chain includes all functions involved in receiving and filling a customer request. These functions include, but are not limited to, new product development, marketing, operations, distribution, finance, and customer service.

The customer is an integral part of the supply chain. The primary purpose from the existence of any supply chain is to satisfy customer needs, in the process generating profits for itself. Supply chain activities begin with a customer order and end when a satisfied customer has paid for his or her purchase. The term supply chain conjures up images of product or supply moving from suppliers to manufacturers to distributors to retailers to customers along a chain. The term supply chain may also imply that only one player is involved at each stage. In reality, a manufacturer may receive material from several suppliers and then supply several distributors. Thus, most supply chains are actually networks.

A typical supply chain may involve a variety of stages. These supply chain stages include:

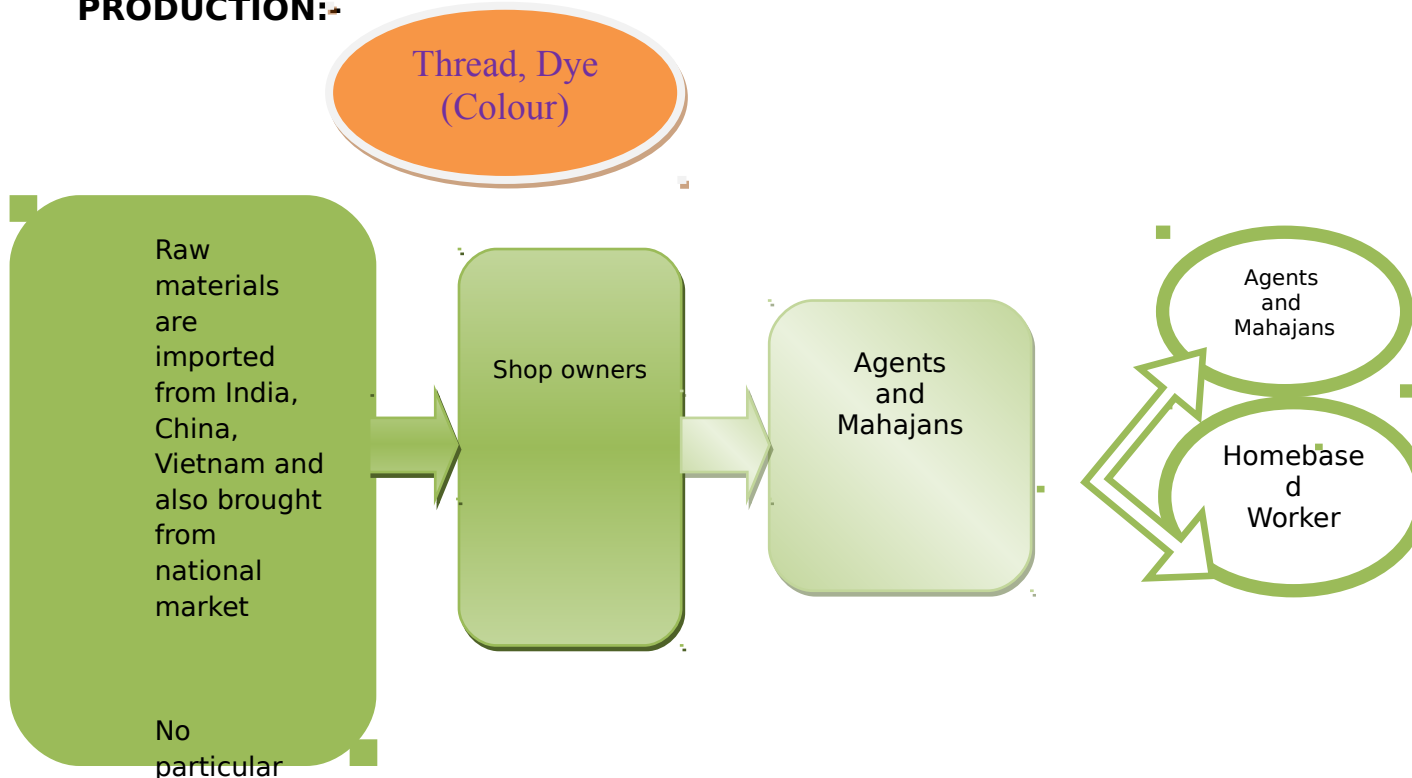
- Component/Raw material suppliers
- Manufacturer
- Wholesalers/Distributors
- Retailers
- Customers

The supply chain of the different sectors of the home based work has been discussed from the mentioned theoretical perspectives (Wikipedia, accessed on 24-01-2013).

## 7.1. Benarasi Supply Chain

The Benarasi saree supply chain is presented from the perspectives of production and marketing.

### PRODUCTION:-



### MARKETING:-

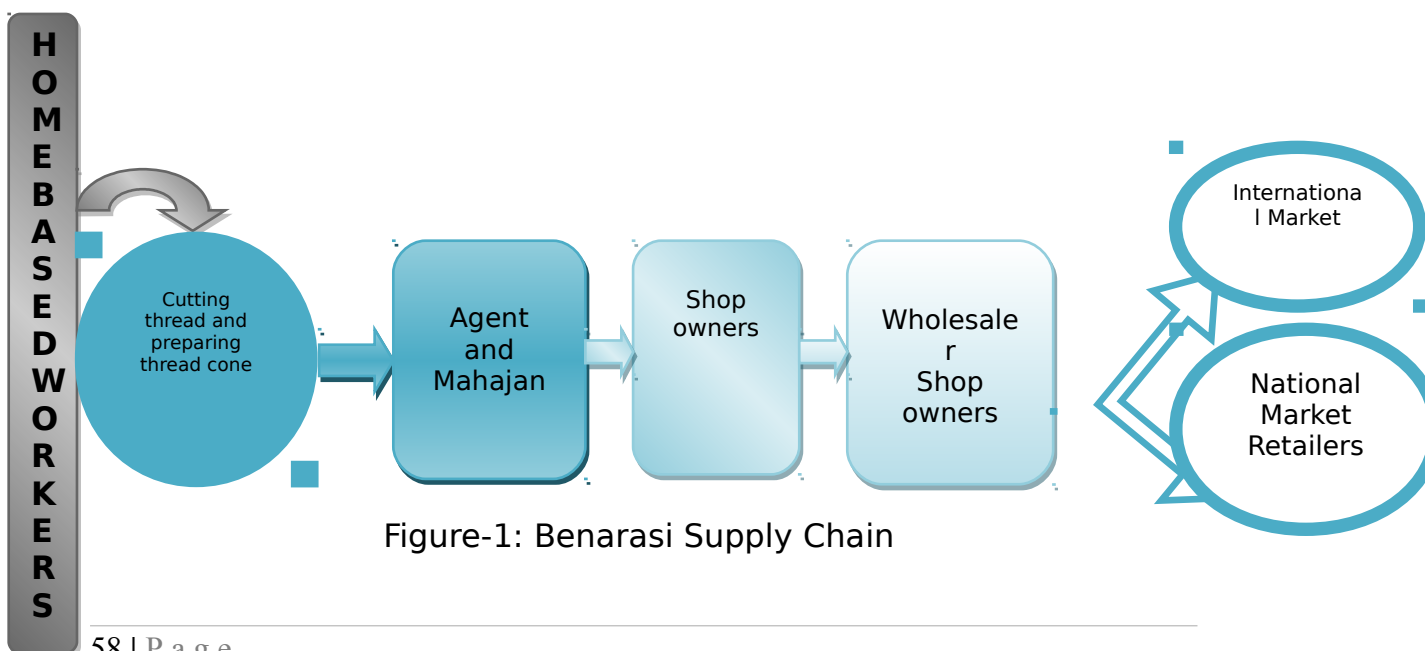


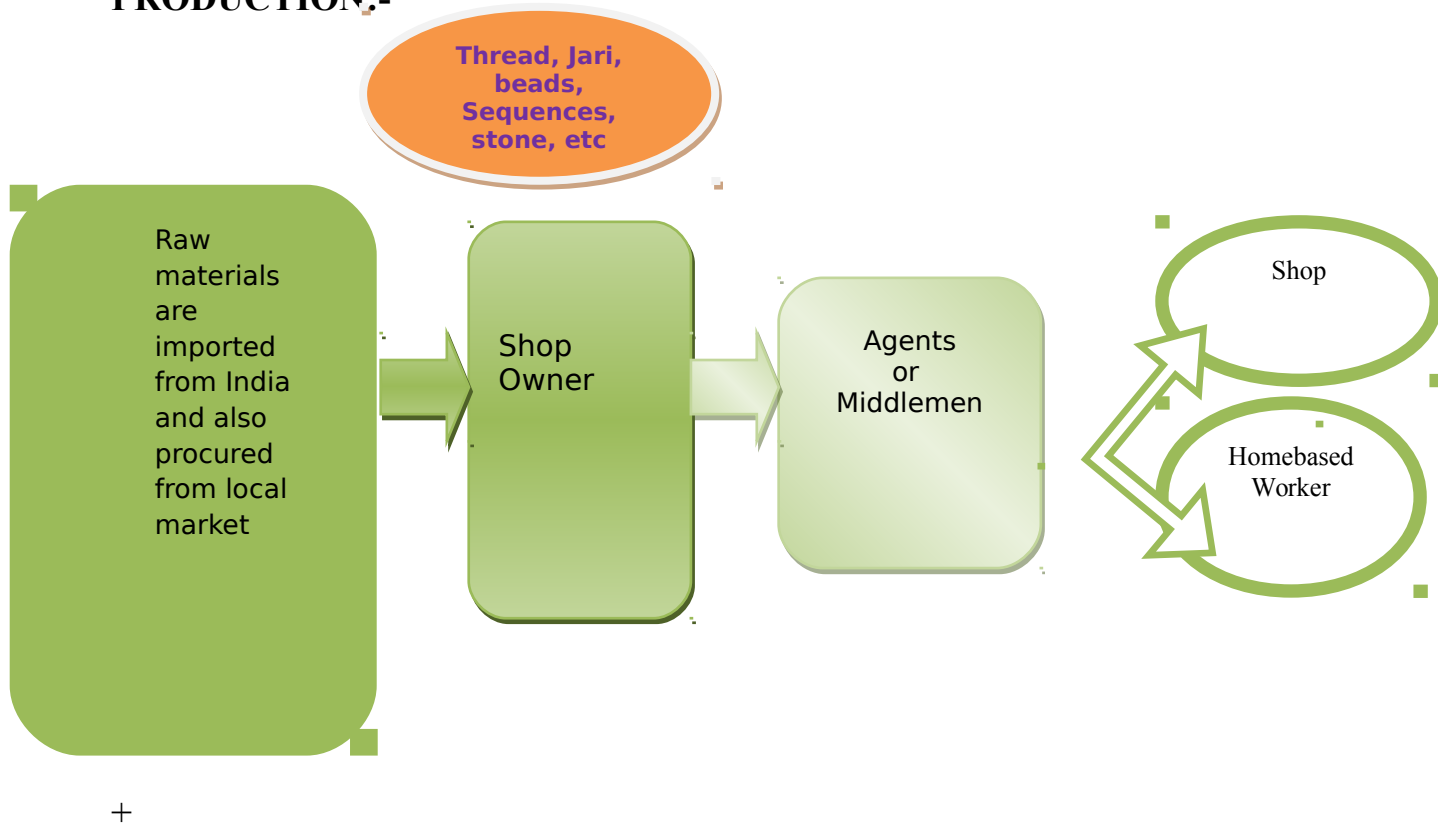
Figure-1: Benarasi Supply Chain

The above figure depicts the supply chain of the Benarasi saree sector. The chain starts with raw materials and their sources, the shop/organization placing orders for sarees including supplying of raw materials including design. In the Benarasi Saree sector, the shop or organization works through middlemen. Here middlemen negotiate the piece rate between the shops/organizations and the home based workers. The agent or the middlemen get commission for their work. On the completion of the job, the assigned agent (s) collects the finished products and delivers it to the shop/institutions. The shop/organizations sell those products in the national markets. In many cases, these are also available in different countries taken through informal channels.

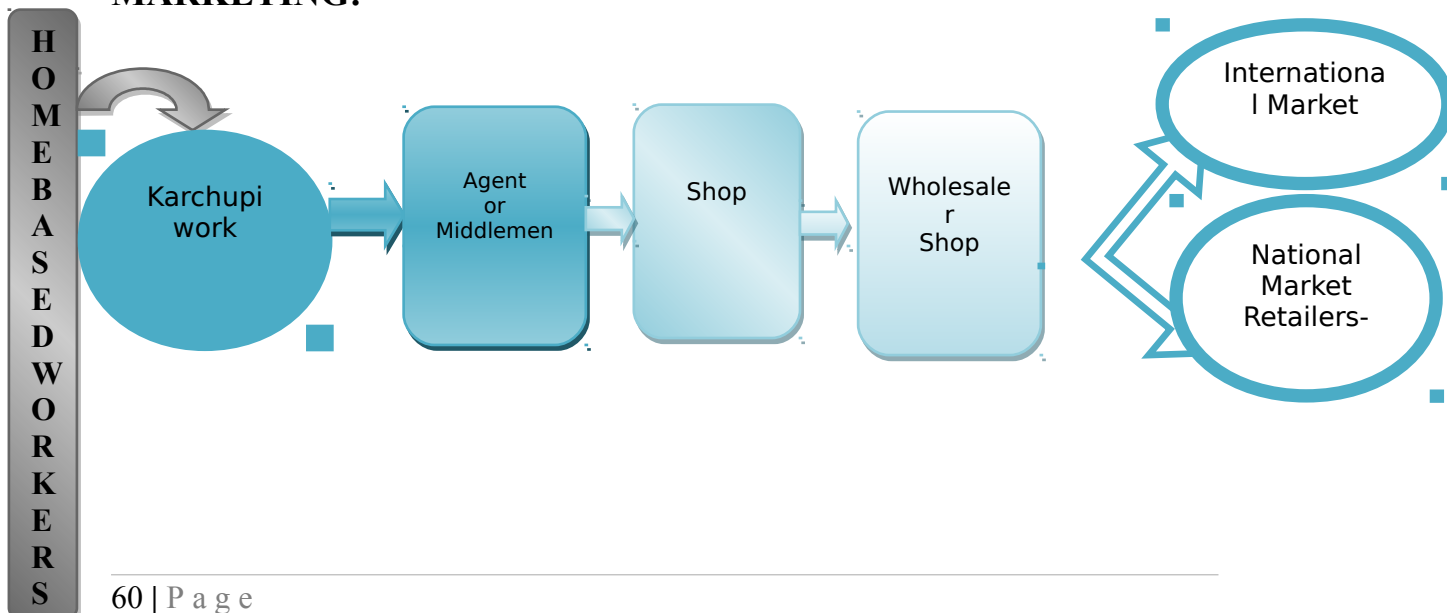
## 7.2. Karchupi Work

The karchupi work supply chain is presented from the perspectives of production and marketing.

### PRODUCTION:-



### MARKETING:-

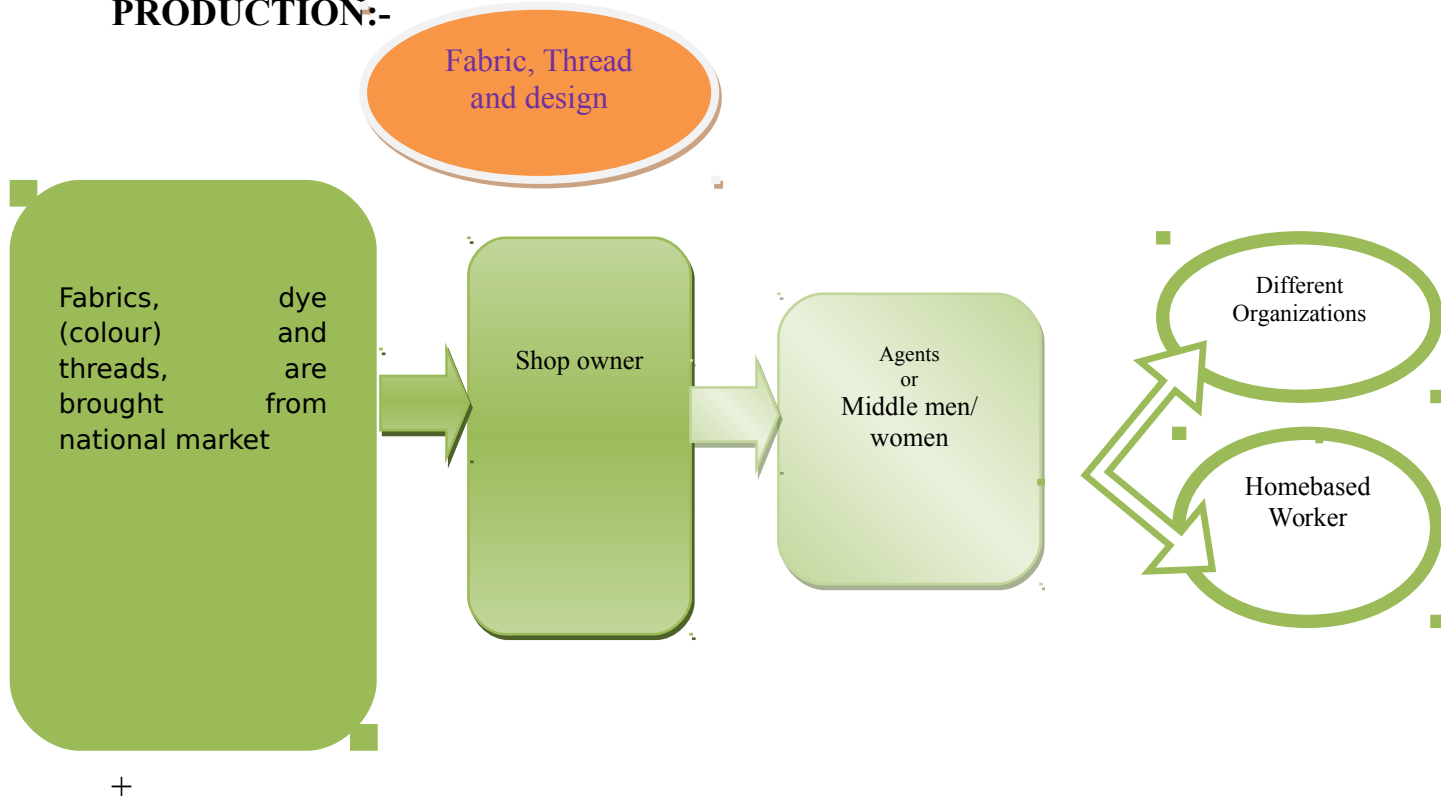


## Figure-2: Karchupi Work Supply Chain

The above figure depicts the supply chain of the Karchupi Work sector. The chain starts with raw materials and their sources, the shop/organization placing orders for karchupi work on sarees, kamezes, ornas etc including supplying of raw materials including design. In the karchupi sector, the shop or organization works through middlemen. Here middlemen negotiate the piece rate between the shops/organizations and the home based workers. The agent or the middlemen get commission for their work. On the completion of the job, the assigned agent (s) collects the finished products and delivers it to the shop/institutions. The shop/organizations sell those products in the national markets. In many cases, these are also available in different countries taken through informal channels.

### 7.3 Nakshi kantha Supply Chain

#### PRODUCTION:-



#### MARKETING:-

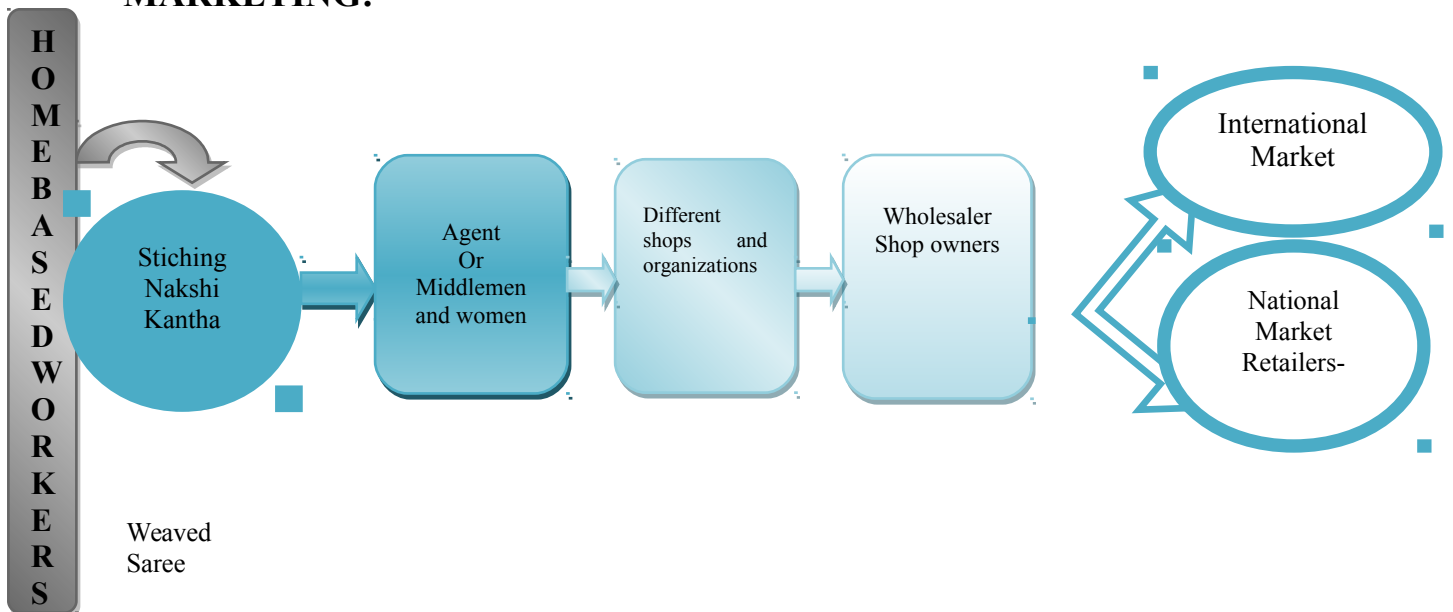


Figure-3: Nakshi Kantha Supply Chain

We have observed similar supply chain in the Nakshi Kantha sector like the Banarashi sector. The chain consists of raw material and their sources, shop/organization, agent or middlemen, home based workers. The marketing is done by the shop/organization particularly in the local or national market. It has been reported that some of the products are also taken to various countries through informal channels.

### 7.4. Monipuri Supply Chain

The supply chain of the Monipuri Fabric sector includes the raw materials and their sources, shop/organization, the agent or middleman/women, home based workers, shop/organization and national and international markets.

#### PRODUCTION:-

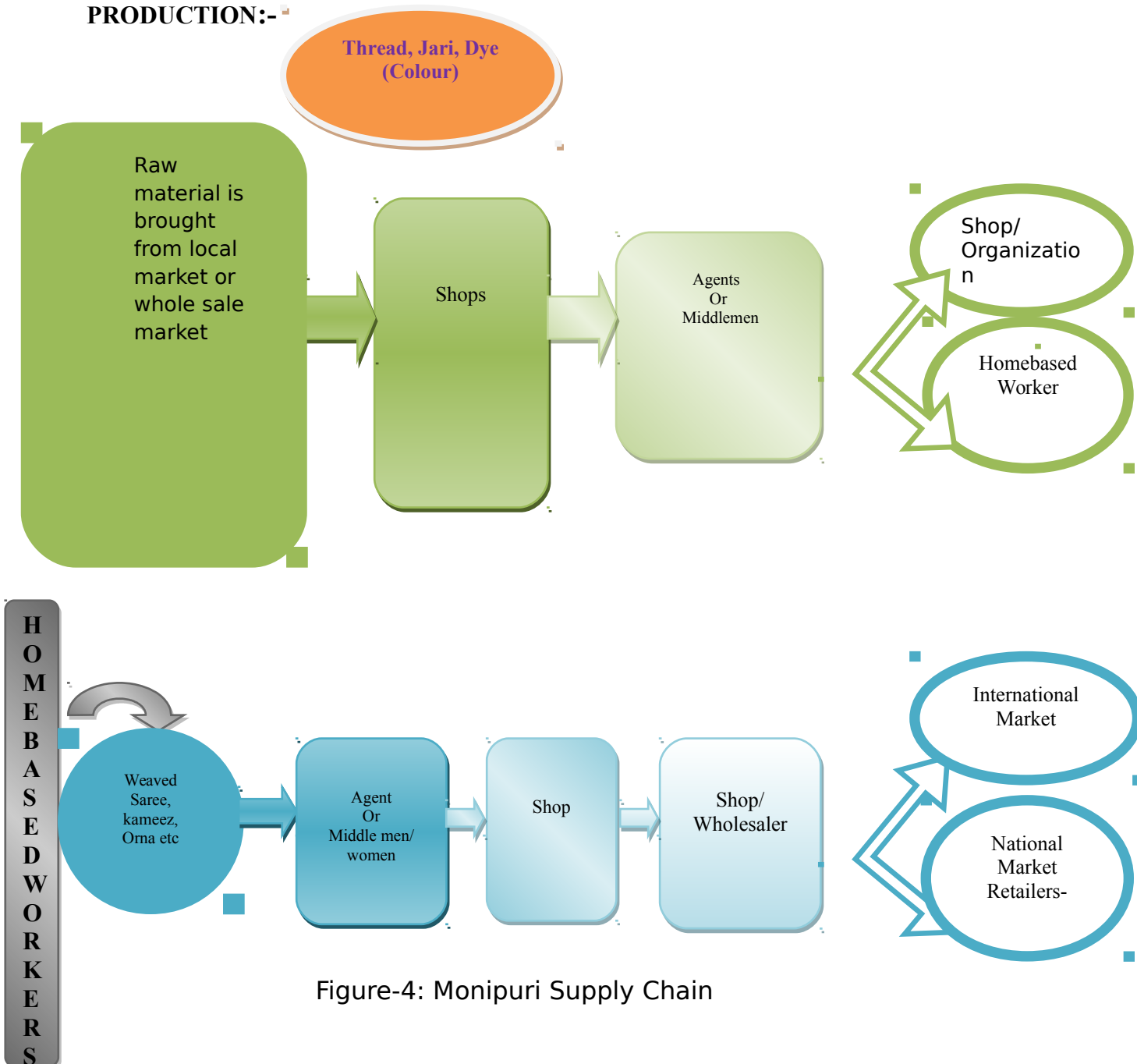
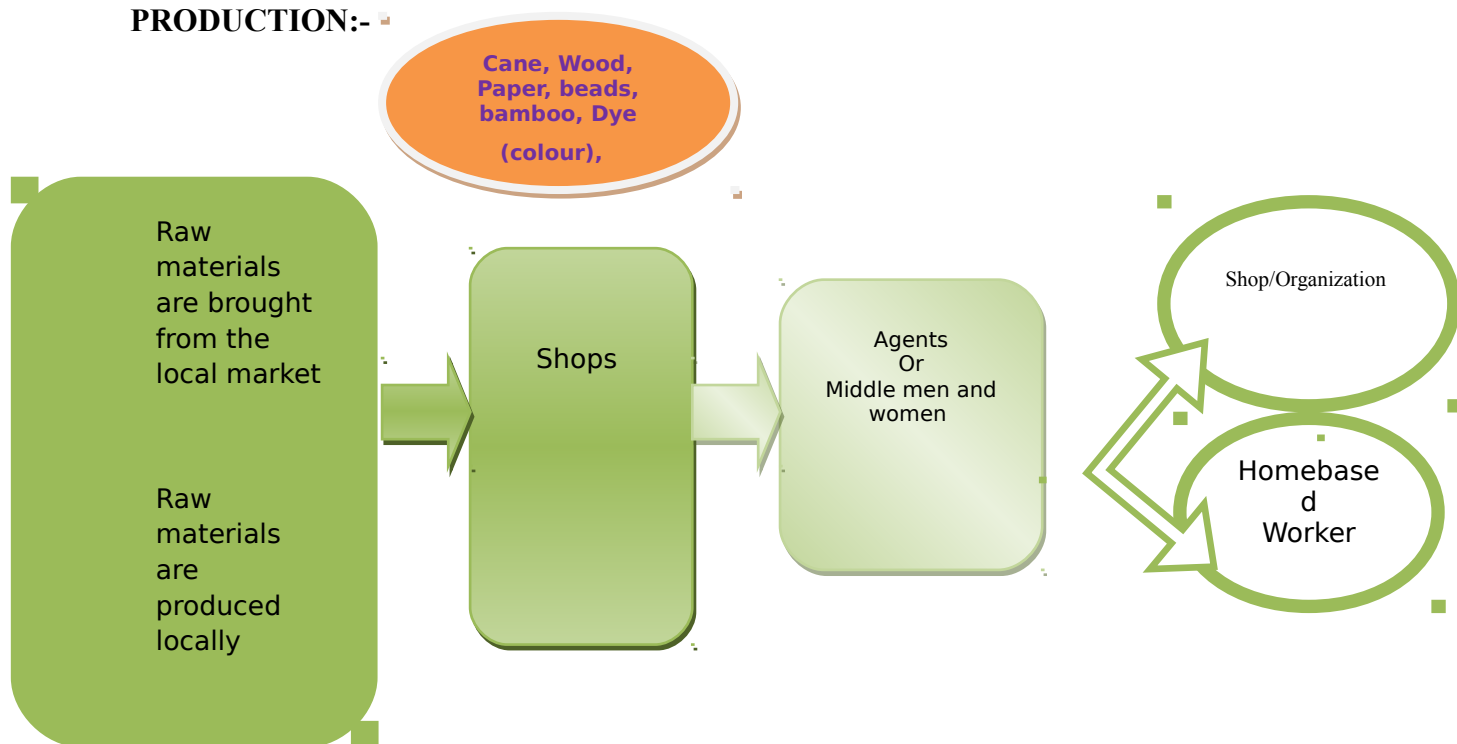


Figure-4: Monipuri Supply Chain

## 7.5. Home decor Supply Chain

The supply chains of the home décor sector can be seen from the figures presented below. It starts with raw materials and their sources, shop or organization, the agent or the middlemen, shop/organization. Marketing is done through shop or organization mainly in the domestic market. However, some of the products reach the international market in Europe, Japan and North America etc.

### PRODUCTION:-



### MARKETING:-

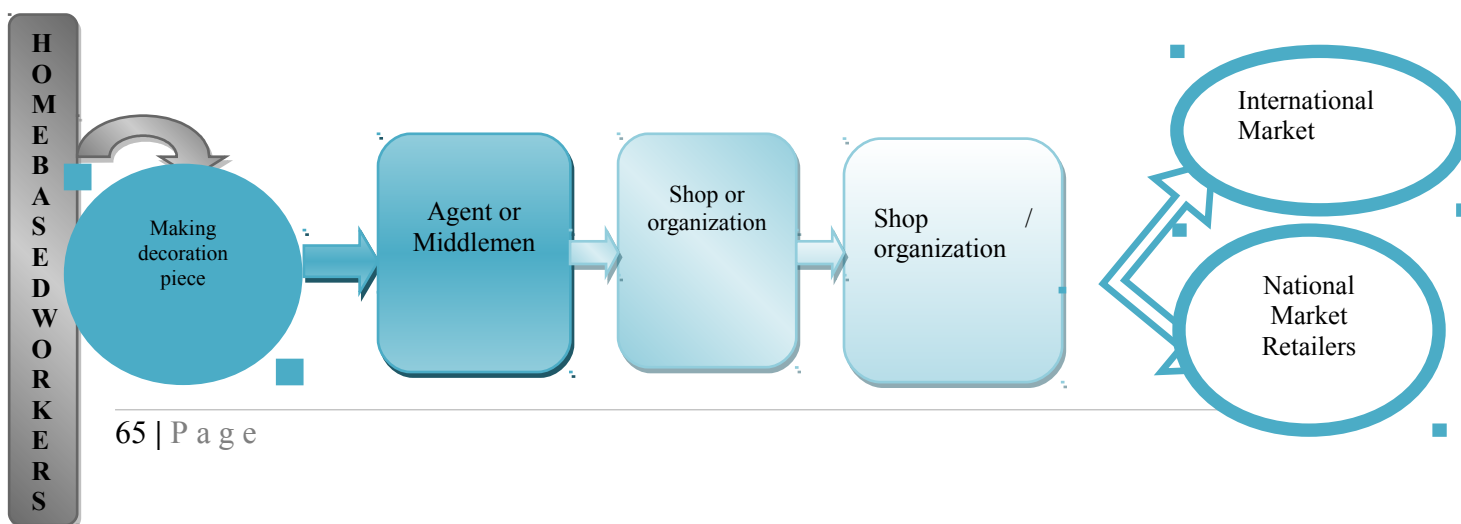


Figure-5: Home decor Supply Chain

## **8. Conclusions and Recommendations**

In Bangladesh, women home workers comprise a significant part of the informal sector of the economy. However, the contribution of home workers remains invisible and unrecognized. It has been seen observed that some of the sectors studied are tradition based in the sense that the skills have been there with in the communities for centuries and these are handed down to the next generations. They take up these skills as livelihood options. These observations seem particularly relevant in the case of the Manipuri, Benarasi and Karchupi sectors. The Nakshi Kantha has also regional flavour in the sense that women of certain districts of Bangladesh are involved for many years in this particular sectors and earned name and fame over the years for their excellent craftsmanship. For the purpose of analysis, we have categorized the home base workers as organized and unorganized. But it revealed that to draw a line to differentiate them in terms of service conditions, code of conduct and benefits is very difficult. Rather it could be said there does not exists any substantive qualitative difference among them. The home based workers in overwhelming cases are economically poor and educationally backward and are not organized as well.

Based of the findings of the study following recommendation are made:

- Very low rate of literacy in Benarasi and Karchupi sector. Need educational support especially for the child worker. However, adult literacy courses should also be organized for them.

- The Benarasi and karchupi sectors are now losing their attractions because of very hard work but low remuneration. They can not also bargain for higher prices as they are not organized. As such, they may be organized under some form of umbrella organization. This will provide them with opportunity to bargain for higher and fair prices from the shops and organizations. Such, organization will also help them to lobby and advocate with relevant government agency for favourable policy and interventions for their benefit.
- Alternative option of work like tailoring, embroidery etc., may be created for them by providing training to them, so that during lean period they can engage themselves in these gainful vocations.
- To further improve their skills advanced training programs should be organized for the home based workers of different sector. This will help them to work for high valued product and increase their income considerably.
- Financial support in the form of soft and collateral free loan could be provided to them so that they can produce things on their own based on market demand and bargain for higher price from the buyers.

**Annex -1: Study Instruments**

**Survey Questionnaire: Home based Workers (organized and unorganized)**

Respondent/Case No

Name of the Interviewer:  
\_\_\_\_\_

Date of Interview: \_\_\_\_/\_\_\_\_/\_\_\_\_

Interview Taken: Starting Time: \_\_\_\_\_ Ending Time: \_\_\_\_\_

District: \_\_\_\_\_ C  Upazilla:   
\_\_\_\_\_ Code:

Union: \_\_\_\_\_    
Ward No:

Village: \_\_\_\_\_

**1.** Organized worker  Unorganized worker

**Section 1: Socio Economic Background**

1. Name of respondents : .....  
.....

2. Name of respondent's father/husband: .....  
.....

3. Age:

4. Education  (use code number)  
(Non literate - **1**, can read and write - **2**, read up to class V - **3**,  
read up to class X - **4**, passed SSC - **5**, read up to HSC - **6**, passed  
HSC - **7**, read up to graduation level - **8**, graduate and above - **9**)

5. Marital status: (Married - **1**, Unmarried - **2**, Widow - **3**, Separated - **4**, Divorced - **5**)

6. Religion/ethnicity:  (Islam - **1**, Hinduism - **2**, Buddhism - **3**, Christianity - **4**, Other - **5**)

7. Husband/father's occupation:  (Agriculturist - **1**, Service - **2**, Business - **3**, Labour/day labour - **4**, Other - **5** (please specify ... ..))

8. Mother's occupation:  (Home maker - **1**, Service - **2**, Business - **3**, Other - **4** (please specify ... ..))

9. Household income (monthly ): ... ..

## **Section 2: Nature of Home Workers**

2.1. Type of homebased worker :

**1.** Own account worker       **2.** Wage account worker

2.2. Name of the work s :

**1.** Benarasi saree; **2.** Karchupi work; **3.** Leather product; **4.** Monipuri fabric; **5.** Homedecor; **6.** Nakshi Kantha

2.3. Source of information of the wo

**1.** Friend, **2.** Relative , **3.** Neighbour, **4.** Organization (please mention name ... ..), **5.** Any other source (please specify ... ..)

2.4. How learned/acquired skill of the prese ade:

**1.** On own initiative; **2.** Received training

2.5. Cost for acquiring skills bo y,

**1.** Herself, **2.** Family, **3.** Organization (Please mention the name ... ..)

2.6. Where skill development training ld:

**1.** at home; **2.** training institution (please mention the name and place ... ..)

2.7. Time duration of training:

a. \_\_\_\_\_ week (s); b. \_\_\_\_\_ months; c. \_\_\_\_\_ year (s)

**Section 3: Terms and conditions of home-based work**

3.1. Please mention the type of your emp[ ]e[ ]

1. Wage based; 2. Piece based; 3. Any other (please mention ... ..)

3.2. Please mention the number of working hou[ ]a week:

1. 40 hours; 2. 72 hours; 3. 60 hours; 4. any other (please mention ... ..)

3.3. If wage based, please mention the monthly wage in taka. [ ][ ][ ][ ]

3.4. If piece based, please mention per piece rate in taka. [ ][ ][ ]

3.5. If piece based, please say, average monthly in [ ][ ][ ][ ]

3.6. Do you keep any record of your [ ]ne?  
1. Yes 2. NO

3.7. Frequency of w[ ]  
1. Regularly through out the year (12 months); 2. Sometimes in a year (please mention, number of months ... ..); 3. Rarely in a year (please mention, number of months ... ..)

3.8. Please mention the source of order [ ]vider:

1. Directly by the organization; 2. Person working for the organization (s); 3. Middleman/ Mohajon; 4. Producer's Company

3.9. If working for any organization, please mention the name of it:  
... ..

3.10. Where the organization market the pro[ ][ ]

1. Own shop; 2. supply to other domestic shops and outlets; 3. Export to other country; 4. Any other, please specify ... ..

3.11. Raw material provided

- 1.** Self; **2.** Person working for the organization(s); **3.** Organization; **4.** Any other, (Please specify ... ..  
... ..)

3.12. Types of raw material

- 1.** Fabric, **2** String, **3.**Beads, **4.** Others (please specify ... ..  
... ..)

3.13. Wage determined

- 1.** Bargain; **2.** Organization/order provider determines; **3.** Any other way, please mention

3.14. Any other benefit (s) received from the     
provider/organization:

- 1.** medical facility; **2.** bonus during festivals; **3.** Grant in need;  
**4.** Maternity leave; **5.** any other (please specify ... ..  
... ..)

3.15. Source of information of present work/employment

- 1.** Herself; **2.** Neighbour; **3.** Relative; **4.** Organization approached (please mention name of the organization; **5.** any other source, (please specify ... ..  
... ..)

3.16. Whether any other member (s) of the family working as home based worker (s)

- 1.** Yes; **2.** No

3.17. If yes, please mention them stating their number and age:

- a.** brother (s) :  number   age
- b.** sister (s) : number   age
- c.** mother : number  age
- d.** father : number  age
- e.** husband : number  age
-

f. daughter (s) : number age

g. son (s) : number  age

3.18. Have you ever not being paid by your  employer?

1. Yes; 2. No

3.19. How do you receive payment for your  work?

1. Daily, 2. Weekly, 3. Monthly, 4. At the time of delivery, 5. Any other (please specify ... ..)

3.20. Do you think that Home Based Workers should  organized?

1. Yes 2. No

3.21. Why? ... ..  
... ..

3.22. Do you like your  job?

1. Yes 2. No

3.23. Why? ... ..  
... ..

3.24 How collects the finished product ?

1. Middleman 2. You yourself go to give the finished product

3.25 Do you know where your finished product goes?

1. Yes 2. No

3.25.1. If yes Where-

1. National Market

2. International Market

3.26 How many days are you given to finish the entire product? One week/ two weeks/ one month/ as much as it takes

3.27 Does the person/ organization to whom you submit your work keep any record?

1. Yes 2. No

3.28 How often have you faced rejection to your work because of poor quality/ finishing?

1. Never, 2.Frequently, 3.Rarely

#### **Section 4: Work and Supply chain:**

4.1. What product (s) you make using above skills?

4.2. Who provides you the work?

4.3. From where do you buy the raw material?

**1. Direct Market 2. Shop/middleman/ Organization**

If Local Market:-

- If you buy raw material directly from the market? Where do you sell it? What is the buying price for raw material and selling price of the product?
- What is the price of the product per piece?
- Do you know where the finished product goes and at what price?

**1. Middleman 2. Organization:-**

- What price do you get per piece from Middleman/ Organization?
- Do you know where the Middleman/ Organization market their products?

## FGD Guideline

### Focus Group Discussion (FGD) Guideline: Home based workers (organized and un-organized)

**District:**

**Upazila:**

**Ward/Union:**

**Date of FGD:**

**Total Number:**

Sl. No.	Name	O/Un	Age
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			

### Issues to be discussed

This FGD checklist is designed to guide the discussion session. All questions listed below are to be discussed in details. Notes are to be taken against each topic of discussion.

#### 1. Nature and type of Home work

- Please mention the nature of organized/unorganized home based work
- Please mention how you have become a home based worker (gathered information, motivators, training and order provider etc.
- Please mention how work is organized and the work procurement process
- Please mention the role of the stakeholders like, the organization, work order provider and any other concerned person/organization
- Please mention the raw material procurement process and the role of the stakeholders like, organization, work order provider and home based worker

- Please mention the marketing process of the products and the role of the stakeholders especially the organization and the work order provider

## 2. Wage and remuneration

- How wage and remuneration are determined and roles of stakeholders
- Is there any other benefits other than wages and piece rate

## 3. Other issues

- Whether other family members are also engaged as home based workers (relationships, age and sex)
- How the generated income contributes to the family affairs
- What are the constraints and problems that are faced by the home based workers

## 4. Please identify and rank three most significant constraints/problems

1.

2.

3.

## 6. Please put forward suggestions and recommendations on home based work

**Collective Meeting/Focus Group Discussion (FGD) Guideline:  
Organization office bearers**

<b>Sl. No.</b>	<b>Name</b>	<b>O/Un</b>	<b>Age</b>
<b>1</b>			
<b>2</b>			
<b>3</b>			
<b>4</b>			
<b>5</b>			
<b>6</b>			
<b>7</b>			
<b>8</b>			
<b>9</b>			
<b>10</b>			
<b>11</b>			
<b>12</b>			

**Issues to be discussed**

This meeting/FGD checklist is designed to guide the discussion session. All questions listed below are to be discussed in details. Notes are to be taken against each topic of discussion.

1. Please mention the role of the organization in the following:
  - worker selection
  - training and skill development
  - order management
  - raw material procurement and supply
  - wage determination
  - marketing of products
  
2. Successes and limitations of home based work
  - employment and income generation
  - economic and social empowerment
  - ensuring fair wage and remuneration
  - addressing the poverty situation
  - constraints and problems

3. Please identify and rank three most significant problems

1.

2.

3.

4. Please put forward your suggestion (s) to improve the condition of the home based workers

## Checklist for Consultation with Employer

**Name:**

**Name of the organization with address:**

This consultation/interview checklist is designed to guide the discussion session. All questions listed below are to be discussed in details. Notes are to be taken against each topic of discussion.

1. Please mention the role of the organization in the following:

- worker selection
- training and skill development
- order management
- raw material procurement and supply
- wage determination
- marketing of products

2. Constraints and prospects of home based work

- constraints
- prospects

3. Please identify and rank three most significant problems

1.

2.

3.

4. Suggestions and recommendations on home based work

## Case Study Guideline

Author/s details	Name (prepared by): Place (Village, Union, District): Date:
Title	Provide a title that reflects the key focus of the case.
Abstract	An opening paragraph which summarizes the focus of the case and its relevance to the study.
Situation	Brief outline of the situation, issue, problem, gap, event, process or aspect that precipitated the home based work discussed in the case study.
Background	Brief description of the key stakeholders - in particular if they play a major role in the home based work. Brief outline of any other factor(s) that is relevant to understanding the case study.
Options & Action	Briefly outline of the options considered, and the actual path taken. Further, provide some description of the enablers, hindrances and challenges that were encountered.
Conclusion	Outline the implications that arise from the case study and summaries key points of advice. In particular, discuss how particular hindrances were dealt with, and how enablers were encouraged.
Style	Writing should be clear, concise and accessible. Use bullet points in places in order to summaries key points. Cases should be between 300-500 words in length.

## Annex 2: Participant List

### Division-Dhaka District-Dhaka

Meeting with Home based worker Mirpur, Benarasi Saree

Meeting with Home base worker , Benarasi Saree

Sl No.	Name	Designation
1	Parveen Akhter	Benarasi Saree worker
2	Lucky Begum	Benarasi Saree worker
3	Nuria Begum	Benarasi Saree worker
4	Munni Begum	Benarasi Saree worker
5	Nur Jahan Begum	Benarasi Saree worker
6	Salma Begum	Benarasi Saree worker
7	Hosne Ara	Benarasi Saree worker
8	Shefali	Benarasi Saree worker
9	Sufia	Benarasi Saree worker
10	Ameena Begum	Benarasi Saree worker

### Division-Dhaka District-Dhaka

FGD with Home Based Worker Karchupi Work  
Mirpur, Dhaka

Sl No.	Name	Designation
1	Shakila	Karchupi Worker
2	Salma	Karchupi Worker
3	Josna	Karchupi Worker
4	Morjina	Karchupi Worker
5	Moushumi	Karchupi Worker
6	Farjana	Karchupi Worker
7	Rubi Akhter	Karchupi Worker
8	Akhi	Karchupi Worker
9	Golap Shah	Karchupi Worker
10	Rozy	Karchupi Worker
11	Selina Khatun	Karchupi Worker
12	Shefali	Karchupi Worker

**Division-Dhaka****District-Jamalpur**FGD with Home Based Worker Nakshi Kantha  
Jamalpur

Sl No.	Name	Designation
1	Laily Begum	Nakshi Kantha worker
2	Rekha Rani Shil	Nakshi Kantha worker
3	Kajol	Nakshi Kantha worker
4	Chaina	Nakshi Kantha worker
5	Sheuli	Nakshi Kantha worker
6	Shilpi	Nakshi Kantha worker
7	Bithi	Nakshi Kantha worker
8	Morjina	Nakshi Kantha worker
9	Konika	Nakshi Kantha worker
10	Nirala	Nakshi Kantha worker
11	Emily	Nakshi Kantha worker
12	Alpana Rani Shil	Nakshi Kantha worker

**Division-Chittagong****District-Chittagong**FGD with Home Based Worker Home Décor  
Chittagong

Sl No.	Name	Designation
1	Jesmin Akhter	Home Décor Worker
2	Shamsu nahar	Home Décor Worker
3	Ismat Ara begum	Home Décor Worker
4	Bina tara	Home Décor Worker
5	Shuroshi	Home Décor Worker
6	Rahela Begum	Home Décor Worker
7	Ferdous Ara	Home Décor Worker
8	Jesmin begum	Home Décor Worker

**Division-Sylhet****District-Molvibazar**

## FGD with Home Based Worker Monipuri

Moulvi bazar

Sl No.	Name	Designation
1	Shanchita	Monipuri worker
2	Smita	Monipuri worker
3	Ranjita	Monipuri worker
4	Rozina	Monipuri worker
5	Chandraboli Sinha	Monipuri worker
6	Tripina	Monipuri worker
7	Shandha	Monipuri worker
8	Golapi	Monipuri worker

Meeting with Employer of Home based worker

Sl No.	Name	Designation
1	Momtaj mia	Employer, benarasi saree
2	Jasim Uddin	Employer, benarasi saree
3	Munna Bhai	Employer, benarasi saree
4.	Mahmuda begum kalpana	Employer , Nakshi katha
5	Lily begum	Employer, Nakshi knatha
6	Naima	Employer, Nakshi kantha
7	Gulshan Ara	Employer, Nakshi kantha
8	Smita choudhury	Employer, Monipuri
9	Shanchita	Employer, Monipuri
10	Arif ahmed	Employer, Home Dcor
11	Jahangir	Employer, Home Dcor
12	Helal	Employer, Home Decor

Meeting with Middle man of Home based worker

Sl No.	Name	Designation
1	Md. Afsar	Benarasi
2	Morjina	Benarasi
3	Laily begum	Nakshi kantha
4	Rokeya begum	Nakshi kantha
5	Azam ahmed	Home decor
6	Pata	Home decor
7	Momen Mia	Karchupi Work

Meeting with Organization Functionaries

Sl No.	Name	Organization
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1	Z I Farook	Joyeeta
2	Ranjeeta	Monipuri Tant Emporium
3	Hosne Ara	Hand Touch
4	Robin	Hand and cloth
5	Shefali	Nari Uddag Kendra
6	Cristofer Gomes	Viator Bangladesh Limited
7	Shanjoy Mondol	Tarango Handicrafts
8	Forquan Begum	Sabah, Bangladesh
9	Shamsul Alam	Joyeeta