

A Report on Mapping of Home Based Workers of Charsadda and Peshawar



December 2013

GE4DE - ILO

HomeNet Pakistan

Contents

Background	4
Project Introduction	5
Outcomes	6
Methodology	6
Findings of the Study	7
Recommendations	13

Annex I	Mapping questionnaire
Annex II	Personal Profile of Respondents (I)
Annex III	Personal Profile of Respondents (II)
Annex IV	Working Condition (I)
Annex V	Participation in Fairs
Annex VI	Working Condition (II)
Annex VII	Recommendations for Improvement
Annex VIII	Organisational Issues

List of Tables

1. Educational Profile of Respondents
2. Work Experience of Respondents
3. Percentage Distribution of Occupational Category of Respondents (Garments)
4. Percentage Distribution of Occupational Category of Respondents
5. Who decides the Utilisation of Income
6. District Wise Work Related Priority Needs of the Respondents

List of Charts

1. Age Group of Respondents
2. Mode of Payment
3. Major Issues of the Area
4. Challenges Associated with Work

Background

'Home-based worker' refers to the general category of workers, within the informal or unorganised sector, who carry out remunerative work within their homes or in the surrounding grounds. However, the term 'home-based work' encompasses a wide diversity. Home-based workers do piecework for an employer, who can be a subcontractor, agent or a middleman, or they can be self-employed on their own or in family enterprises. They can work in the new economy (assembling micro-electronics) or the old (weaving carpets). Home-based workers are not confined to the developing countries only but are found in developed countries as well. It is estimated that there are over 100 million home-based workers in the world and more than half this number are in South Asia.

The home-based women workers living in almost every low-income urban locality in the country, as well as in remote rural areas, are amongst the most exploited group of workers today. They constitute a major segment of labour deployment in the informal sector of the economy. Bulk of these worker producers live and work in 'on-the margin' survival conditions and do a variety of jobs for industry and trade, ranging from sewing garments, assembling electronic components to simple jobs of sorting, packaging and labeling goods. As a workforce, home-based workers have remained largely invisible.

HomeNet Pakistan is a network of organisations formed to raise awareness about the economic, social, domestic and other working conditions of home-based women workers who comprise 70% of the informal workforce contributing towards the country's economic activities. HomeNet Pakistan has been working for giving a recognition and support to the home-based workers since 2005. Formed under the Societies Registration Act 1862 HomeNet Pakistan is a member of HomeNet South Asia (HNSA). The other Members include Bangladesh, India, Nepal and Sri Lanka.

HomeNet Pakistan believes that home-based women workers need to be recognized as labourers instead of considered as a poor, deserving and insignificant part of the society. They

must be considered as producers and artisans. Their productivity has to be increased by imparting skill development training, improved technologies, direct access to credit schemes, effective marketing opportunities of their products and putting them under some trade/labour policy of the country. The home-based workers also need to be adequately reflected in national statistics and recognized as workers in the labour laws of the country, thus making them eligible for social, economic and legislative protection. They want support in information, knowledge, capacity building – developing contact, presenting issues, advocacy skills, designing and marketing etc. Here organisational strength is required while making efforts to strengthen home based workers; creating linkages, networking, capacity building and advocacy.

HomeNet Pakistan was registered under the Societies Registration Act on November 2nd, 2005. It represents 500 organisations of home based workers and currently has over 50,000 women members. HNP is taking an initiative to bring other organisations to promote HomeNet Pakistan in Pakistan. In the course of the activity they have completed the mapping exercise, which was done to locate organisations working towards organizing and improving the working conditions of home based workers. In addition, along with UNIFEM they have organised a National workshop on home based workers in year 2002. HomeNet Pakistan is widening the network by disseminating and highlighting more and more issues about home based workers and the objective of HomeNet Pakistan. Future plans include advocacy for women home based workers and formulations of National policy, recognition as workers, and provision of social security on Print and Electronic Media campaign. In terms of research, objectives include information/ data collection and compilation on working conditions, occupational health hazards, and wages of women HBW, trade/product wise, at a district level.

Project Introduction

The project named 'Extending Support to HBWs Policy Process in the Post devolution scenario in Pakistan'. GE4DE ILO funded project was initiated in April 2012 for a period of one year which afterwards was extended for another six months.

The project aimed at facilitating provincial governments in Pakistan to develop HBW policies and Social Protection legislation in post devolution scenario. Home based workers (HBWs) brought into mainstream development, in Pakistan. Objectives of the project were to strengthen the ongoing policy process in the four provinces to formulate the HBWs policies for the provinces and to provide the support to HomeNet Pakistan to orient the labour department on the informal sector specifically for HBWs.

Goal:

Home based workers (HBWs) brought in sphere of mainstream development, in Pakistan.

Purpose of the Project:

Facilitating the provincial government in Pakistan to develop HBW policies and social protection legislation in post devolution scenario.

Purpose of the Mapping:

During the course of following up on the home based workers policy finalization, adoption ; the department of labour showed their concerns on the processes of the Home based workers as adopted by Punjab and Sindh , the prevalence proportion of HBWs and their specific provincial based issues . The department was not agreeing to the processes adopted by other provinces (Punjab and Sindh) and stressed the need to develop the argument on evidence based findings in KP. The department of labour KP was interested in getting more information on HBWs as to which sectors they are involved, the demographic status and most importantly the issues that these HBWs face. Thus during the round of advocacy meetings, focus group discussions around the home based workers and Orientation of DoL on issues of informal sector workers. Consensus was developed to have a mapping of two districts and later based on the findings of the mapping build concrete set of interventions for HBWs of the province.

Outcomes of the Mapping:

1. Home based Workers' task force notified in KP and policy approved in KP and work on implementation plans begins
2. Departments of Labour capacity strengthened to implement the HBW policy
3. Social protection bill finalized for adoption
4. P&D tools and Labour Force surveys amended to include category of HBW Registration and data collection

As part of Outcome 5, (revision of the work plan), a Mapping exercise was carried out in two districts of Khyber Pukhtun Khwa i.e. Charsadda and Peshawar

Methodology

A detailed questionnaire (Annex I) was developed with the support of **GE4DE-ILO** for the mapping of home based workers in the above mentioned two districts. The questionnaire contained questions related to the personal and occupational profile of the women home based workers while taking into account the hazards they face and their organisational affiliations. ILO's representatives facilitated in arranging the focus group discussions with first group in SRSP's project areas Charsadda and accompanied the researcher in accumulating information from the first group of respondents in Charsadda.

Findings of the study

As part of the mapping exercise, 61 questionnaires were filled with 26 and 35 questionnaires from Charsadda and Peshawar, respectively. All the participants from Charsadda were from rural background, while in case of Peshawar, **20% responses** were obtained from home based workers residing in urban dwellings.

Personal Information:

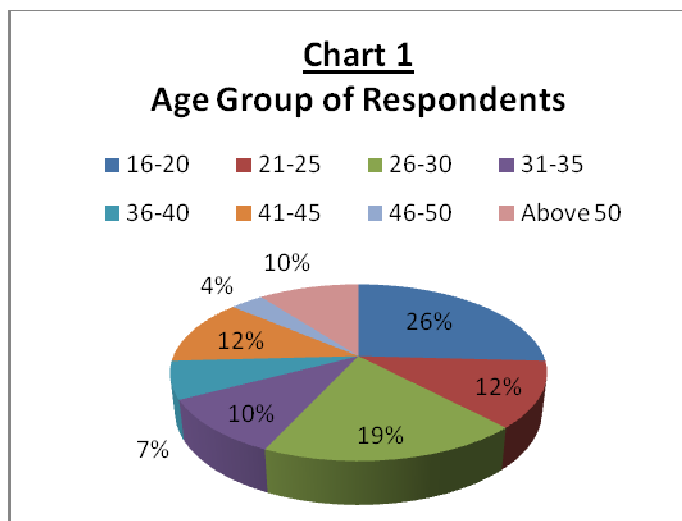
- It was reported that 54% of the respondents had their ID cards.
- Information related to voter's registration was not mentioned in most of the questionnaires.

- While taking into account the educational profile of the respondents it was found that 79% of the respondents were illiterate while 7%, 6%, 3% and 2% have done Primary, Middle, Matric and FA, respectively.

Table 1: Educational Profile of Respondents

District	Illiterate	Primary	Middle	Matric	FA
Charsadda	21	3	0	1	1
Peshawar	27	2	4	1	0
Total	48	5	4	2	1

- 26% of the respondents belonged to 16-20 years of age. Chart 1 shows the percentage distribution of respondents in various age groups.



- 57% of the respondents were married while 34% were unmarried, 7% widow and 2% of the respondents were divorced.
- The average number of children of the married respondents was 3.5 per respondent.

- Out of the 57% married respondents, 51% reported that their children were going to school while the remaining 49% were either not able to send their children to school because of poverty or were not of school going age.
- Majority of the respondents 84% did not answer the question related to the nature of their family i.e. joint or unit.
- Out of 61 respondents 41 shared their family size, according to which their average family size was 8.1 persons/ household.
- 57% of the respondents have taken vocational training related to their work, 36% have not taken any training and the remaining 7% have not responded to the question.

- 49% of the respondents told that they were working to support their families, 26% were doing it for income generation while 25% did not share their purpose of work.

Table 2: Work Experience of Respondents

Age Group of Respondents	No. of Respondents	%
1-5 years	36	59
6-10 years	11	18
11-15 years	5	8
16-20 years	4	7
Above 20 years	2	3

- 93% of the respondents were in search of work that is reflective of the fact that they were not satisfied with their current source of income.
- 75% of the respondents were assisted in their work by female members while 20% told that they were accompanied by male members in their work. Only 9% of the respondents admitted that children contributed in their work. However, observation has proved that mostly women home based workers are assisted by their children from a tender age.
- Most of the respondents (82%) shared that they have paid contributing members while 15% told that they have unpaid contributing members.
- While referring to the type of contract of the women HBWs, 97% reported that they worked only on the basis of a verbal agreement without any written contract. This type of contract has no weight age and could be breached at any point without any prior notice.
- As far as the occupational category of the women home based workers was concerned, majority of them were engaged in Garments sector in stitching 50%. In Charsadda district, following stitching the second most common sector was carpet weaving (approximately 46%) while stitching garments and needle work on adda got 27% score.

In Peshawar district, stitching garments was the most common sector with 57% of the respondents. It was followed by stitching (50%) and Needle work on *Adda* (34%).

Table 3: Percentage Distribution of Occupational Category of Respondents in the Garments Sector

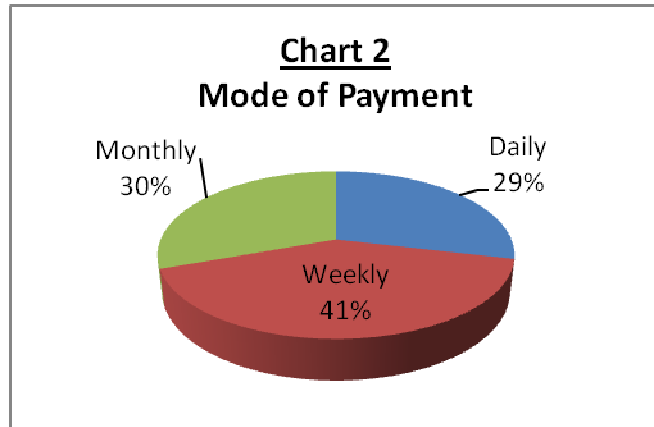
Occupational Category	Charsadda %			Peshawar %			Cumulative %	
	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
Stitching	50	-	50	36	14	50	86	14
Stuffed toys	-	-	-	-	6	6	-	6
Stitching garments	27	-	27	40	17	57	67	17
Gotta work	8	-	8	14	6	20	22	6
Needle work on adda	27	-	27	29	6	34	55	6
Lace making	-	-	-	3	-	3	3	-
Embroidery	15	-	15	6	3	9	21	3
Others	46	-	46	11	3	14	58	3

Table 4: Percentage Distribution of Occupational Category of Respondents

- As far as the rural/urban proportions are concerned, most of the respondents belonged to the rural areas primarily engaged in stitching sector. No visible change in sectors was observed in rural/urban distribution. However, on an overall basis making of stuffed toys was carried out in the urban localities of Peshawar district (Table 3).
- Other than the garments category, 18% respondents were employed in carpet weaving while 10% packed various food products. (Table 4)

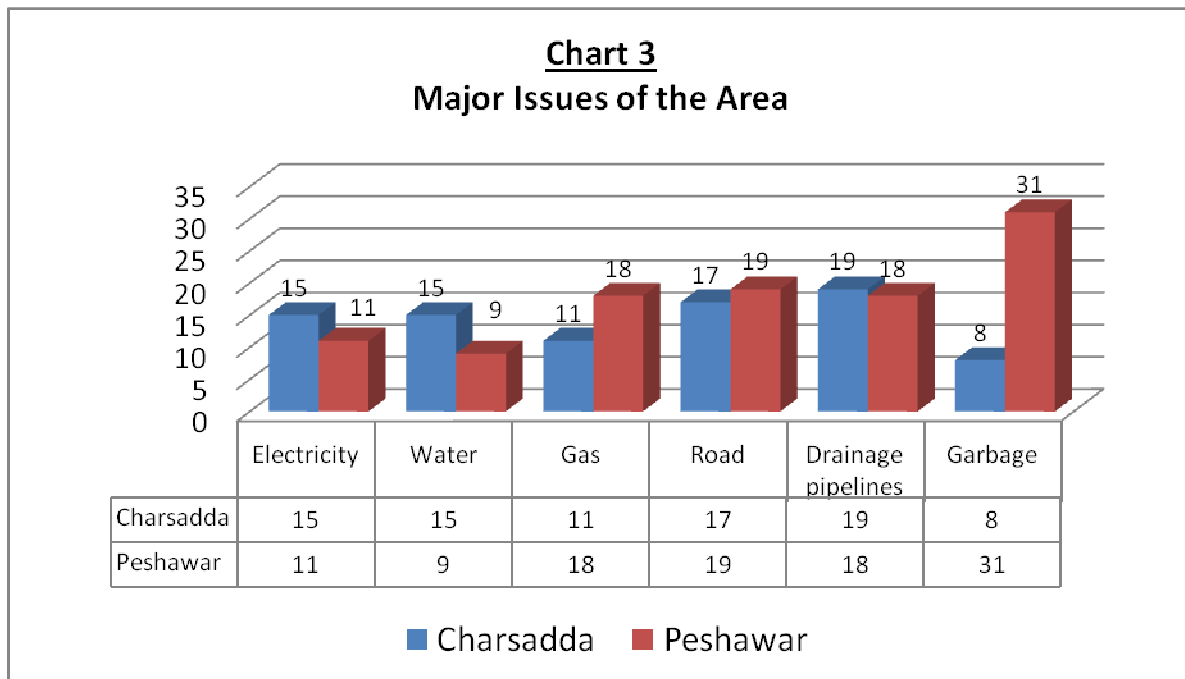
Occupational Category	Frequency	%
Pottery making	2	3
Food making	2	3
Packing food products	6	10
Sauce/Pickle making	2	3
Packing peanuts	1	2
Poultry farming	2	3
Milk products	1	2
Heater plates making	1	2
Pranda/Azar band	2	3
Carpet weaving	11	18
Baan making	1	2

- 34% of the respondents admitted that they have to do chores other than income generation activities.
- 87% of the respondents told that they have not worked as domestic workers, 5% have occasionally worked as domestic workers.
- 49% women home based workers have not worked in association with any organisation while 36% have joined organisation primarily for getting financial support. 15% have not recorded their responses.



- 23% home based workers are assisted in their work by children between the age of 10-15 years.
- While discussing the mode of payment 66% respondents got their payments in cash while 34% did not report anything.
- 66% of the respondents got their incomes on time, 13% got delayed payments. Primary reasons for this delay were poverty of the persons who distributed work, late payment from the intermediaries or late completion of work.
- Only 36% of the married respondents told that their husbands were engaged in any economic activity. Out of this 36%, 69% gave money for household expenses. In 64% of the households the only bread earners were home based workers only.
- 57% of the respondents resided in rented houses or camps, 28% had houses of their own. Majority of the respondents who had own houses reported that their houses were not made of concrete.
- Instead of the difficult circumstances, 70% of the respondents showed their satisfaction from the work they were doing. Main reasons for discontentment were lack of work, poverty and low income associated with the nature of their work.

- While discussing participation in any industrial/cultural fair, 67% home based workers have never participated in any such activity. 23% respondents who shared that they have participated have done at organisational or individual level. Respondents who have participated at organisational level had to share the profit amongst the group members. Mostly these opportunities were provided on the International Rural Women’s Day by PODA/PPAF.
- While highlighting major issues of the area, on an overall basis the respondents considered accumulation of garbage as their major issue. This was followed by absence of drainage facility and lack of infrastructure, primarily roads as the second and third major issues of the area.



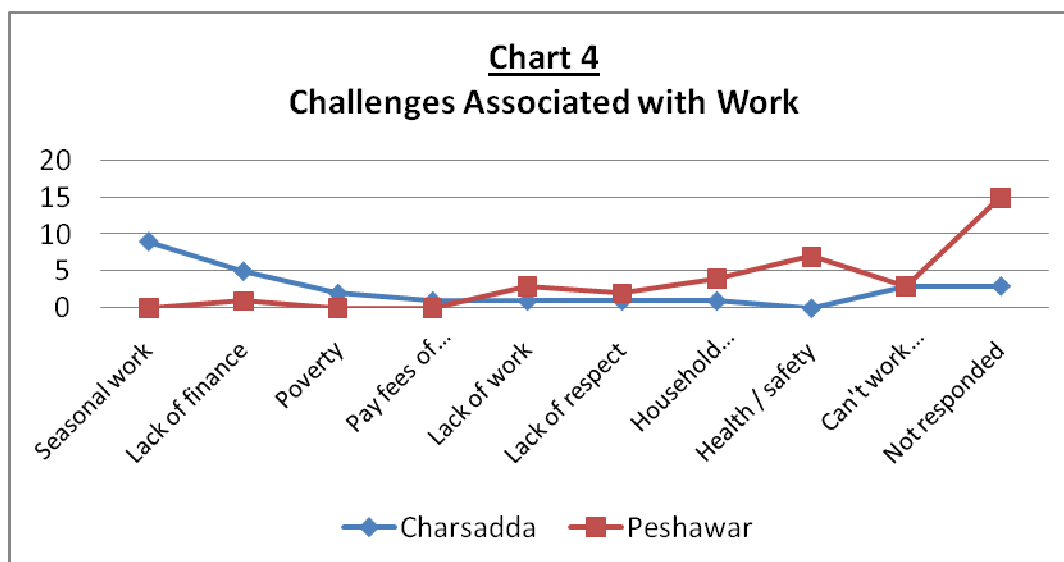
- 77% of the respondents told that they have school and health care centre in their area.
- 82% of the interviewed home based workers get work from the contractor, while 10% either get it from the market or from the centre providing work.
- Only 5% of the respondents told that they have to go out of their homes to get work while 95% get work at their doorstep through the contractor.

- 52% of the interviewees use machine/equipment for their work. 94% of these respondents own machines of their own while the rest either get it from the contractor or use it on rent.
- 18% of the respondents who owned their machines got them from Sarhad Rural Support Programme (SRSP) financial assistance. 16% have used their personal savings for buying these machines or equipments needed for their work.
- Utilisation of income is a major concern when the resources are limited. While responding to the question of how do the respondents decide to use their income, 48% responses were obtained that do the allocation of funds depending on household needs, 25% told that they decide it themselves how to spend their income. While surprisingly only 2% told that their husbands decide it.
- Almost 66% of the interviewed HBWs told that they themselves decide the utilisation of income, 25% do it as their parents desire while 5% did it according to the wish of their husbands. Nearly 4% respondents did not respond to the question.

Table 5: Who decides the Utilisation of Income

Utilisation of income	Charsadda	Peshawar	Total
Husband	1	2	3
Parents	3	12	15
HBW	20	20	40
Not Responded	2	1	3

- Chart 5 shows the challenges associated with work. In Charsadda district the major challenge associated with work remained the seasonal nature of the work available. However, in Peshawar the major challenge was health and safety of the home based workers. Financial inadequacy is the second challenge faced by the respondents of Charsadda while the respondents of Peshawar shared that they had to do many household chores as well that hinder their way in carrying out other income generation activities.



- 30% of the respondents faced difficulty in work because of their residential constraints while 59% reported that being woman is a constraint in the economic uplift of their households.
- The area wise priority needs of the respondents found that the highest priority was given to shelter 66% followed by security (48%) and sewage system (41%). Multiple responses were obtained in some cases.
- While sharing the work related priority needs, highest ranking was given to training, followed by access to micro credit, machinery and marketing.

Table 6:

District Wise Work Related Priority Needs of the Respondents

Priority Need	Charsadda (%)	Peshawar	Total
Training	25	31	56
Machinery	22	26	48
Credit	21	32	53
Marketing	24	24	48
Production place	20	7	27
Sales outlet	18	2	20
Advertising and promotion	21	7	28
Social security	22	14	36

- Only 10% of the respondents had any organisational affiliation whereas the remaining 90% did not report any contact with organisations.

Recommendations

- The home based workers mapped in the two districts of Khyber Pukhtoon Khwa i.e. Charsadda and Peshawar should be organised and their linkages should be developed with other organisations/networks.
- Area based issues that have been highlighted need to be addressed in collaboration with line agencies/departments.
- Once the home based workers get organised they will be in a better position to take up issues related work, occupation, health, as well as EOBI, social security, etc.
- Women empowerment through increased involvement in decision making could be ensured after organizing of HBWs in the districts.
- Trade Unions, local networks including HomeNet Pakistan have a play a lead role in organizing HBWs in the province especially in districts where skill based work is in progress.
- Organisations that are working on micro credit and entrepreneurship should also be consulted regarding the work of home based workers and possibilities of turning their work into independent businesses where workers rights should also be safeguarded.
- The mapping exercise carried out in Charsadda and Peshawar needs to be replicated in other districts and provinces as well.
- Based on the findings of the mapping exercise there is need to advocate with the policy makers for larger awareness on the issue.
- Taking in consideration the cultural back ground of the province and the need to work for the women; the department of social welfare and women development can play a lead role in reaching out to the women home based workers in the province. The existing schemes for women with regard to the skill development and marketing facilities could be extended to the HBWs keeping in view their requirements.
- The Department of labour role is very significant in the respect of identifying the women HBWs labour force. A pilot project in the respective districts need to implemented in close collaboration of DoL and HNP. Based on the assessment, findings of the Pilot, legislative frameworks would be developed.
- Social Welfare department's provisions for women skill development need to be further linked with HBWs.

