



Mapping of Women Home-based Workers in Five Towns of Karachi

HomeNet Pakistan

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ACRONYMS

ANP	Awami National Party
CEDAW	Convention for the Elimination of all forms of Discrimination against Women
CRC	Convention for the Rights of the Child
HBW	Home-based worker
KPK	Khyber Pukhtoonkhwa
LGO	Local Government Ordinance
MDG(s)	Millennium Development Goal(s)
MQM	Muttahida Quomi Movement
NGO	Non-Governmental Organisation
UN	United Nations
UDHR	Universal Declaration of Human Rights
WO	Women's Organisation

EXECUTIVE SUMMARY:

Mapping exercise of home-based workers provides a summary of available knowledge on pilot of mapping exercise done in five towns of Karachi; as well as the short description of the sectors selected for this study. The draft outlines the issues concerning urbanization and impact of law and order situation in Karachi. Home based work in Karachi is widespread and Karachi was among the first cities that had talked about this new form of Labour in Pakistan. Home based work is very complex and diverse in a city like Karachi it ranges from weaving to assembling tools and preparing brooms. Apart from Karachi's home based work's diversity due to its industrial and commercial base the large population of Karachi also makes it more dense.

According to various estimates Karachi has 20 million people and a vast majority of it is composing the largest working class of Pakistan. Mapping the extent and scope of Karachi's is a huge task however one could do sample surveys that too is not an ordinary task. Five towns including Orangi, Lyari, Gadap, SITE and North Nazimabad were selected for study the areas where there is a densification of home-based work. Women specially work in large numbers at home and have many issues. The FGD technique was used due to limited resources and also useful for groups who have similar problems and possibly similar solutions.

In ten Focus Group Discussions 270 workers (Orangi 52, Lyari 40, Gadap 56, SITE 59, North Nazimabad 63) were covered from different sectors of home-based work in Karachi while ten in depth interviews were conducted from the sample.

Summary of Findings:

- Average family size was more than 7 persons; women folk dominated the family size with more than 4 women per household. More than 50 percent workers were married, 10 percent widowed, 8 percent divorced and the remaining 32 percent was unmarried. More than 62 percent were in the age group of 30-40 years. 9 percent were among the age group of 18-25, 11 percent were under 18, while the remaining were more than 50-60 years group.
- More than fifty percent of the sample lives in 60 yards houses and 28 percent lives in 80 yards houses. Almost 77 percent of the sample had own houses while 20 percent were living in rented houses, 3 percent were either living with relatives or had other arrangements. Rent for the houses ranged from Rs. 1200 to Rs.3500 which in more than 70 percent cases had utility bills charges included.
- Child labour is observed during the mapping. It was prevalent in small carton making, bangle embellishing, and stitching and cropping of garments and banarsi cloth.
- 3-4 hours load shedding of electricity was prevalent in all five towns of Karachi while in some instance it was informed that KESC also does unscheduled load shedding which lasts more than 5-6 hours a day.
- The matrix of the work ranged from bangle embellishing: there had been different types of bangles which are made of clay, glass and plastic. Embellishments ranged from sticking dimities, kundan, glitter, at least 15 out of 270 workers were engaged in this work.
- Stitching: 90 out of 270 homebased workers were doing stitching of shalwars, uniforms, shirts, joining different pieces, baba suits, gharara suits, lehanga suits, stitching for boutiques etc.

- Embroidery: More than 50 homebased women workers were engaged in Ada embroidery 18 percent, traditional embroidery 7 percent, shoe embroidery 12 percent, remaining 63 percent works on Synthetic thread embroidery, reship embroidery, dabka, kora, embroidery on sherwanis, bags, and shoes, dabak, Koran, pearl, diamondties, stone sticking on bridal suits, sindhi tanka, balochi tanka, benazir tanka, katcha tanka, charsoti tank and daisy stitch, Mirror work of various sorts etc.
- The above groups were also engaged in stitched cloth cropping, banarsi cloth cropping, hosiery cropping, bed linen cropping, block printing handmade block printing Fabric painting: oil and water colour fabric painting of suits and sofa cushions and table cloth.
- 32 women were doing peeling and grading of sea food making and packing of food Samosa, roll, potato chips, nimko sandwiches, burgers, bun kababs, pastries, halwas, biryani, pulao, kabab, sabzi daal chawal and Packing of sweats, potato chips, nimko.
- 4 women were engaged in assembling of various small parts of jewelers, sticking of pearls, and, glass pieces, plastic jewellery for kids.
- The other small business initiatives included making of eid cards and paper bags, carton making, small items of household such washing powder, dishwashing bars, candles, sweats, potato chips.
- Improper ceiling and sewerage lines cause unhealthy environment. Many women in North Nazimabad Town said that since they live in a Katchi abadi, they often have to buy water and most of them have illegal electricity connections which in slang characterized as *kunda*.
- During monsoon season houses of HBWs become flooded by the rain water. Authorities do not pay a heed to correct the situation. Women workers informed that their materials had been spoilt along with their other belongings however, they do not know how to resolve this issue.
- The working hours of HBWs observed as more than 40 percent work for more than 4 hours a day while 28 percent work more than 7 hours, at least 12 percent work more than 8 hours. In some cases workers need to work more than 8-10 hours when the order is due.
- In 48 percent cases male contractors who work in factories and boutiques and shops, while in the remaining 32 percent contractors are women who have relatives or previous experience in the factories, shops and boutiques where the order comes from. For stitching at home for individual clients such as neighbours, 13 percent are professional tailors in the nearby areas.
- Women who have greater degree of mobility have less prevalence of unemployment and underemployment. More than 20 percent HBWs were found unemployed and 15 percent were underemployed. Almost 60 percent were less than satisfied with the amount of work they are getting however, they did not say that they are underemployed. According to them they would want to do more work due to the price hike and inflation.
- Power crisis and law and order situation in some parts of Karachi Orangi Town and SITE Town became the reason of unemployment or underemployment. In these areas women HBWs are getting lesser work then the past and the sole reason of this was not power crisis but the law and order situation in both the towns.
- Almost all women have said that the amount of work is decreasing. They said that traditionally they would get work mainly from the textile and related industries through the year however, from the last 4-5 years they are witnessing a slow but steady decrease in work. The situation renders them to search for other work.

- Women who are doing embroidery, stitching and doing related work such as block print etc felt that they have accomplished skills, While those who are cropping or peeling and grading sea food thought they have not achieved any skills. Mothers and elder sisters are quoted to coach the younger women. 7 women said that their husbands had been their teachers in teaching them tailoring and cutting etc.
- More than 80 percent women are contributing at least 38 percent of the household income while in some cases women homebased workers contribute 100 percent where they are single parent and have no other working member in the household.
- 30 percent women are spending on education of children in case other household members are earning enough to feed the family. In more than 37 percent cases women are spending their earnings on the food.
- Generally men in family do not allow women to take decisions regarding their personal lives and work. But some of women shared that contributing to fulfil economic needs of the house has increased their social status within the family. 39 percent women shared that that they have decision making choice as to where to spend the income. In more than 44 percent cases women decide on where to spend however, they have to consult with the male members of the family while in other cases the process is more complicated.
- At least 40 percent women said that they send their kids to madressas. Even in some cases the female children are also sent to the same institutions for full day because they do not have enough space to keep them at home.
- There are some groups formed in Gadap Town by women councillors during last couple of years to fight against load shedding of gas and electricity. In fact, their interaction with other relevant NGOs including Pakistan Institute of Labour Education and Research and National Organisation for Working Communities helped them reach the level of political representation of their areas.
- One of the groups in the Gadap town has now been developed as an independent organization by the name of Citizen Rights Organisation which works on civic issues. It requires further support on labour as well as credit and relevant training to manage relatively higher amount of credit. Till to date this group has taken loans from many micro credit banks and returned it successfully. Now they want to take a relatively higher amount of credit and also demand training and exposure so that they could do a successful business. Their previous experience of taking credit has raised the level of trust amongst themselves. It also have given them confidence that they can manage finances.
- In Lyari Town, women have also formed groups to fight injustice and lawlessness. Women are being helped out by the local organizers to fight back the gang war. The group has acquired loans from banks such as Tameer Bank, Burraq, and Kashaf Bank. Lyari women workers have also cited examples where other women have benefitted from the First Women Banks' schemes.

Chapter One

Introduction and Background

Introduction:

The mapping exercise has been done in five towns of Karachi as a Pilot to map HBWs in the towns of Karachi and to assess their present situation. The Mapping was conducted by Now Communities; a member organization of HomeNet Pakistan and supported by HNP.. It has four chapters: in first chapter background is given that would explain the socio, economic and political factors having impact on the terms and conditions of the working people in Karachi in general and more specifically on women workers working at home-based level. The second chapter describes the methodology adopted to conduct the study. The third chapter would deal with the findings of the mapping exercise. The fourth chapter would focus on the way forward suggested in the mapping exercise by the workers as well as what has been understood from the experiences.

Background:

The Constitution of Pakistan contains a range of provisions with regards to labour rights found in Part II: Fundamental Rights and Principles of Policy. Article 11 of the Constitution prohibits all forms of slavery, forced labour and child labour. Article 17 provides for a fundamental right to exercise the freedom of association and the right to form unions. Article 18 proscribes the right of its citizens to enter upon any lawful profession or occupation and to conduct any lawful trade or business. Article 25 lays down the right to equality before the law and prohibition of discrimination on the grounds of sex alone. Article 37(e) makes provision for securing just and humane conditions of work, ensuring that children and women are not employed in vocations unsuited to their age or sex, and for maternity benefits for women in employment. The situation on ground however, is not reflecting the above mentioned provision in the constitution. There are several labour laws that are not in conformity with the constitution and need amendments such as Industrial Relations Act 2010 which has several hurdles for all workers and it does not permit home-based workers to form their unions. Home-based workers are not recognised in other laws as well on the hand and on the other they are not counted in the statistics of economy of Pakistan. According to different estimates Pakistan has more than more than 20 million home-based workers and majority of them is women.

Women in Pakistan do not enjoy equal human rights and this inequality is reflected in the policies of the government and practices of its people. The rights of women to education, health, work, vote, chose a life partner, and other such rights are in jeopardy. Women in KPK are still under constant fear of violence and unequal treatment inflicted upon them by the religious extremists. Situation of women in Baluchistan is also not very satisfactory. Women are under threat of violence due to ongoing tension prevailing for long between state policies and people of Baluchistan. Constant conflict situation does not create employment opportunities for all and especially for women. Situation of Sindh and the Punjab have also not very ideal as far as the violence against women is concerned which also impact negatively on economic empowerment of women. There are instances of acid burning, rape, torture, and work related injustice prevalent in both the provinces. Law and order situation has also a cause of concern for women in both the provinces. Situation is worse in bigger cities where industrial and commercial sector is a source of employment.

Women parliamentarians who compose 17.7 percent of the whole parliament have prepared a draft on domestic violence which was rejected by the Senate. The situation, however, is not all that bleak. Bills on home-based work, flexible working hours in the factories, and against harassment at workplace were also presented in the National Assembly. The Prevention of Harassment at Workplace Act, 2008, was passed in 2010 on 8 March 2010, while Home-based Workers Social Protection Act, 2010, was passed by the Sindh and Baluchistan provincial assemblies.

Before going through the official facts and figures provided on the labor force participation of women, a huge amount of work done by the women must be acknowledged that is not counted by the government. Unpaid women labour in the agricultural fields, domestic work, and home-based work are not counted in the official statistics. All these categories are either not paid or wages are extremely low. More examples are women workers in brick kilns, domestic or home-based work. This situation renders women more poor and vulnerable to get their rights.

According to estimates women are almost the half of Pakistani population. According to Pakistan Institute of Labour Education and Research's report on the Status of Labour 2010, women's acknowledged participation (15 years and above) in labour force has remained painfully low – 21.8 per cent in 2008. It is the lowest in South Asia, especially when compared to the global rate of female labour force participation that stood at 51.7 per cent in 2008. The overwhelming majority of women who joined the labour force during recent years have ended up in non-decent and vulnerable work categories. The following is an overview of the status of women in labour force during 2007-2010, outlining the constraints they continue to face and the adversities they confronted during recent years, including economic crisis, fuel and food price hikes and the impact of 'war on terror' and terrorist activities.

Of the total female work force, 73.8 per cent in 2008 toiled in agriculture, mostly (65 per cent) as unpaid family workers. Only 12.2 per cent found work in industrial sector and 13.9 per cent were engaged in the services sector. Of all the women in the labour force, only 22.9 per cent had access to work that had any financial remuneration. Of these, 43.9 per women were paid on the piece-rate basis and 12.9 per cent were casually-paid employees.

Between 2007 and 2008, share of female employment in informal sector increased from 69.9 per cent to 71.7 per cent. Work in the informal sector (both urban and rural) and in agriculture, in Pakistan, is considered vulnerable and non-decent as both sectors of economy are out of the ambit of labour laws hence conditions are exploitative and unjust beyond imagination.

Women in vulnerable work category include unpaid family workers and own-account workers and 8 out of 10 employed women were working in vulnerable employment.

More women were found to be working for longer hours and receiving one third less wages than their male counterparts. Real wages for women decreased from Rs. 3,607 to Rs. 3,419 per month in 2008 whereas during the same period real wages for men increased from Rs. 4,878 to Rs. 4,917.

According to a conservative estimate more than 20 million women are working as home-based workers who are not counted in the labour force survey of Pakistan. On the other side, the women's workforce is mostly not aware of its rights. They do not consider themselves as workers or work as their basic responsibility. According to many sample surveys, women

qualify themselves as helping their men folk thus not considering themselves as workers. In order to change the unjust situation, there is a need to first raise the awareness among the oppressed that they are contributing a lot to society and their right to demand for not only all human rights but also the rights as a worker is crucial.

There are no laws protecting agriculture labour, domestic workers, and home-based workers. This situation, however, does not affect their status as workers in principle. The public representatives need to legislate to provide labour rights to the above mentioned workers.

A large majority of the women workers working in the manufacturing, commercial, and services sectors work as temporary or contract workers. The condition of the women workers working for the government—lady health workers, doctors, and teachers are prominent examples—is pathetic. Most of these workers are far from getting their labour rights. Their basic issues are temporary work status, non-availability of wages on time, and low wages not justifying their hard work. Most of them are not being paid even minimum wages. They do not have access to social security and prevention from health and safety hazards at workplace. Situation of workers in the private sector is even worse where they are not being provided with the minimum wage, employment contract, proof of regular work, protection from discrimination, protection from harassment, maternity benefits, social security, old age pension, and health and safety provisions at the workplace.

Only a fraction of total labour force is organized in Pakistan which comes to 2-3 percent. Participation of women in the labour organizations is very low and marginalised in the formal sector. However, there are strong leaders in the informal and un-protected work categories such as women leaders of All Pakistan Lady Health Workers Association, Home-based Workers Associations, and similar associations in textile and garments sectors, apart from a very enthusiastic leadership in peasants and brick kiln workers. The need, however, is to equip this very passionate and committed breed of women leaders with information and knowledge of human rights and labour rights.

The above-mentioned context provides an overview of women's socio economic and political space in Pakistan and how they have been exploited. It covers information on contextual issues of women's employment in Pakistan.

City of Karachi:

Since the mapping is focused in five towns of Karachi therefore the issues faced by the industrial and commercial hub of Pakistan-Karachi are being briefly explained here with details mentioned in the Annex-A.

Karachi the Economic hub of Pakistan which in various estimates provides 60 percent revenue to Pakistan, the economic activity however, is not going strong for the last several years. The reasons are discussed in detail in the law and order sub section.

The area of Karachi division is 3527sq.km. During the period of 1972-87 population of Karachi has increased from 3.6 million to 7.4 million or by 106.38 percent. It is estimated that 50 percent of the increase is due to migration from other rural and urban areas of Pakistan. In addition, between 1972-78 an estimated 350,000 refugees from Bangladesh moved into Karachi. Again, between 1977 and 1986, about 300,000 Iranian and Afghan refugees also settled in the city. With the influx of Afghan refugees to Pakistan free flow of arms and drugs began which rendered Karachi among the worst effecters.

Process of internal and external migration in Karachi did not stop because of lopsided economic growth, law and order situation in Pakistan. The ever increasing burden on the physical and economic structures in place in Karachi has been dented the socio economic fabric of the city which drastically changed from a peaceful hospitable city to a conflict ridden bathed in blood with its own people.

Chapter Two

Methodology

Mapping exercise of home-based workers would provides a summary of available knowledge on pilot of mapping exercise done in five towns of Karachi; as well as the short description of the sectors selected for this study; The draft would also outline the issues concerning urbanization and impact of law and order situation in Karachi. Home based work in Karachi is widespread and Karachi was among the first cities that had talked about this new form of Labour in Pakistan. Home based work is very complex and diverse in a city like Karachi it ranges from weaving to assembling tools and preparing brooms. Apart from Karachi's home based work's diversity due to its industrial and commercial base the large population of Karachi also makes it more dense.

According to various estimates Karachi has 20 million people and a vast majority of it is composing the largest working class of Pakistan. Mapping the extent and scope of Karachi's is a huge task however one could do sample surveys that too is not an ordinary task.

Methodology

The mapping exercise was divided into two phases to cover half of the sample in first three months and second half in the next quarter. The primary criteria of selecting five towns were there densification of home-based work where the women specially work in large numbers at home and have many issues. The methodology of Focus Group Discussion was adopted due to the resources available for the study were not enough to capture the diversity of home-based work if do individual interviews of workers working for a particular trade. Secondly, focus group discussion was appropriate to engage on average twenty persons on a particular issue in a dialogue and to reach on a consensus. The methodology was found useful for groups as they had similar problems and possibly similar solutions.

Sample

The mapping focused on the sectors of home based work instead of number of workers because the number of workers is not in thousands but in millions, therefore, for the purpose of conducting a representative study in the given timeframe the discussion was held focused on different sectors of the home-based work.

Out of 18 towns of Karachi, five having more representation of home-based work then the others were selected to conduct ten focused groups discussion. It involved 270 workers from different sectors of home-based work in Karachi while had done 10 in depth interviews with selected women home-based workers.

Following were the areas which were included in the study:

LYARI TOWN

Lyari Town is the smallest town by area in the city of Karachi, but also the most densely populated town. It is bordered by the towns of SITE Town to the north across the Lyari

River, Jamshed and Saddar to the east, and Kiamari to the west across the main harbour of Karachi. Estimated population was 607,992 in 1998 the town has 11 union councils.

Ethnically, Lyari perhaps is the most diverse area of Karachi where all linguistic groups are represented with majority of the Baloch population. Since the area has strong influence of Pakistan Peoples' Party it was subjected to torture and violence during Zia era. The town has been affected by the drug and arms mafia which now had turned into gang war. The town has also been neglected by consecutive governments and no major development work has been conducted in the oldest area of Karachi. Lyari has also been affected when the Lyari express way was built. There had been a great resistance from the community and civil society groups to shelve the project because it had negative effects for the residents of Lyari but authorities did not pay a heed to the concerns of the residents of the area and the civil society. Lyari Express Way displaced many residents of Karachi, they had lost their livelihood and homes but were not compensated accordingly. The biggest grievance of the residents is that they have been pushed behind in the process of development like other indigenous people of world. The area is still deprived of basic civic amenities. There are quarters that are affected by the religious extremists. Besides Lyari's problems one should also talk about the resilience and vigour of its people.

GADAP TOWN

Gadap Town is a town located in the north-western part of Karachi with the Hub River on its western limits also forming the provincial border between Sindh and Balochistan, while to the north and east are Dadu District and the Kirthar Mountains with population (1998) 289,564 in 8 Union Councils. Ethnically Gadap is very diverse; one would find representation of all ethnic identities in Gadap town. It has a large population of working people including women workers working at home and outside. The diverse ethnic and political composition of the population also reflects in the political affiliation. It is very interesting to note that in our sample, Gadap town have been emerged as the most promising example of women and workers organization not only working on home-based workers issues but also on the issues of development. The reason perhaps is that people who are involved in the organizations are living in the community for more than forty years. Most of the members of the organizations are mature and have worked as workers all their lives. Many NGOs have worked in this area with long term commitment which helped women workers to organize themselves.

NORTH NAZIMABAD TOWN

North Nazimabad Town is a small densely populated town in the northern part of Karachi, named as such in reference to it being north of the suburb of Nazimabad. The town is bordered by New Karachi Town to the north across the Shahrah-e-Zahid Hussain, Gulberg Town to the east across the Gujar Nala stream, Liaquatabad Town to the south, and SITE Town to the west. The population of North Nazimabad Town was estimated to be about 500,000 in 1998. The town has a large number of colleges, schools, hospitals, roads and other infrastructure in place. Ethnically it is believed to be an Urdu speaking area however; there are pockets where Punjabis, Sindhis and Balochs are living.

Majority of the town is supporter or voter of MQM. ANP holds some quarters of the town, while some areas are affected by the religious extremists.

Women are represented in different sectors of economy. Women migrated from different parts of Pakistan are home-based workers.

ORANGI TOWN

Orangi Town is a small densely populated town in the north-western part of Karachi, that is considered Asia's largest slum. It is bordered by New Karachi Town to the north across the Shahrah-e-Zahid Hussain, Gulberg Town to the east across the Gujar Nala stream, Liaquatabad Town to the south, and SITE Town to the west. The population of Orangi Town was estimated to be more than 720,000 at the 1998.

Ethnically it's a town of late migrants from different parts of India and erstwhile East Pakistan. Some quarters of Orangi are inhabited by the migrants from Burma and Bangladesh. They work in different factories and also work at home. Pushtoons also live in this area. The population however, been polarized during the early 80s when linguistic riots had forced upon the area. Politically it is dominated by MQM with some representation of ANP and some representation of Pakistan Peoples' Party. Orangi has also been affected by the religious extremists and has large Madressahs.

Most of the women folk either work at home or in the factories. The famous Orangi Pilot Project was started for the residents of Orangi in early 70s to build much needed infrastructure and awareness among the diverse community of the Orangi town.

The famous Banarsi cloth has also been made in Orangi. Women are also involved in the making of the cloth. They however work at home doing cropping and cutting of the cloth. The reason to choose Orangi Town was that it's a huge town with ethnic diversity. The area also provides a diversified workforce with a large number of home-based workers.

SITE TOWN

SITE Town is a small, densely populated town in western part of Karachi, Pakistan and is named after the Sindh Industrial Trading estate, which forms the heart of the town. The town is bordered by Gadap Town to the north, Liaquatabad and North Nazimabad to the east across the Orangi Nala stream, Lyari and Saddar to the south across the Lyari River and Kiamari to the west. The estimated population in 1998 was 467,560.

Once the manufacturing hub of Pakistan, SITE town has now lost its glory due to continuous violence prevalent in Karachi. Much of the work has been shifted from here however; the area is still providing employment to much of the working population of Karachi.

SITE town has been the centre of labour movement in the 60s-80s. Though politically this area is diverse however majority of it belongs to Awami National Party. Jamate-Islami, PPP, a small number of MQM supporters are also represented here. Leftist Parties also hold some support in this area.

There is a number of working communities emerged over a period of time in SITE town. The population is mostly Pushtoo speaking migrated from different parts of KPK and Balochistan.

Though the working communities are located in the hub of industrially developed area civic amenities for the working communities are not provided adequately. Colleges, schools, hospitals and roads are not in adequate and in proper order. Employment in the industries has also been suffered due to law and order and now because of the power crisis in Pakistan which renders many unemployed. The area is also affected by the extremism and other forms of violence prevailing in the city. Due to proximity of the industries in the area home-based workers get work relatively regularly. Many of the workers in the factories work as subcontractors of the home-based work¹.

¹ The data regarding physical location of five towns of our sample have been taken from the official web site of City District Government of Karachi

Chapter Three

Findings of Mapping

The research team collected the data of 270 home-based workers during 10 focus group discussions in five towns of Karachi. Lyari had been the most difficult to reach due to its volatile situation during the time of survey, however, it was finally managed to reach there. The town-wise bifurcation of Home-based Workers was as following:

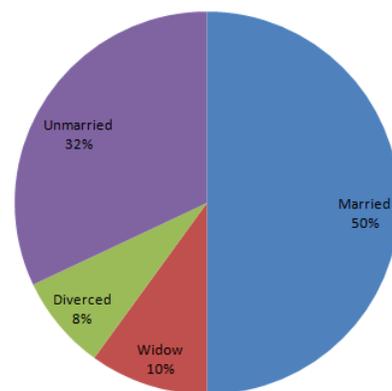
Sample	Orangi Town	SITE Town	Gadap Town	Lyari Town	North Nazimabad Town	Total
No of Union Councils Covered	2	1	2	1	2	8
No of Workers Interviewed	52	59	56	40	63	270

The findings of the study are organized under following categories:

- Demographic, social and living standards
- Processes of work
- Place of work
- Working hours
- Source of Work
- Consistency and Quantity of work
- Skills required for the work
- History of acquiring skills for the work
- Skills accomplished
- Terms and conditions of employment/work
- Income Spending
- Decision making on spending income
- Issues related to work
- Issues related to organization

Demographic, social and living standard

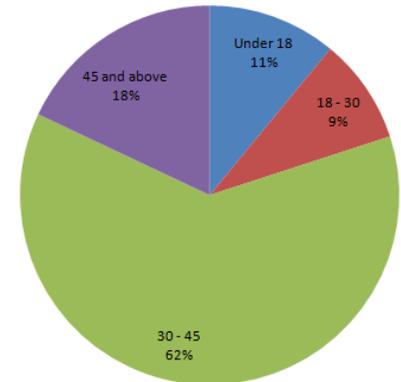
- The majority of home-based women workers are married (50%) followed by unmarried (32%), widows (10%) and divorced (8%).
- Marrying within family was prevalent in most areas especially in Gadap and Lyari Town and SITE Towns while in Orangi and North Nazimabad it was observed that language and other cultural values have been more important than family ties. Average family size was more than 7 persons; women folk dominated the family size with more than 4 women per household. However, we have family size as large as 18 members and as low as three household



Marital Status of HBWs

members.

- The data collected on age group shows that 11% workers are below 18 years of age which means that despite the numerous steps and advocacy campaigns conducted by rights-based organizations, the issue of child labour especially in girls' children is still significant. It is also a contributing factor towards comparatively low literacy rate in girls education in Pakistan. The highest number is observed in the age group of 30 - 45 which is understandable in the sense that the alarming situation of the economy a large number of women households are engaged to back up and participate in economic activities of the household for the fulfilment of basic necessities.



Age group of HBWs

- The lowest number is 9 percent among the age group of 18-30 which normally face most cultural resistance and mobility restriction in Pakistan for youth group of women. The major reason observed for low number for this age group is the child-bearing time span of women.
- The major issue is housing in the lives of home-based workers. Most of them live in shanty towns, slum areas where they do have electricity, natural gas, telephone and water lines however the size of houses is awfully small. More than fifty percent of the sample lives in 60 yards houses, 28 percent lives in 80 yards houses. However, the largest covered area of houses ranged from 122 yards to 160 yards while the smallest was less than 40 yards for an average of 8 persons.
- Almost 77 percent of the sample had own houses while 20 percent were living in rented houses, 3 percent were either living with relatives or had other arrangements. Rent for the houses ranged from Rs.1200 to Rs.3500 which in more than 70 percent cases had utility bills charges included.
- The house rents were gone up because of the internal migration from Swat and other KPK cities. Before that the rents for a 60 yards house was Rs. 1000-1200 which now has risen up to Rs.2600-more than Rs. 3000. Most of the migrants from Swat had gone back but the risen rents did not. Lyari Express way affected the house rent structures however; HBW workers interviewed were not affected because they were not living in rented houses.
- Use of contraceptives is not very popular among home-based workers as they think that it's against religion and cultural values. Mother-in-law and husband are also playing a very crucial role in deciding whether to use contraceptive or not. Local Mullahs also criticize the use of contraceptives in their Friday sermons which further pressurize women to keep themselves away from contraception. Due to lack of family planning willingness among couples HBWs have large family size.

Nature and types of Work:

- The matrix of the work ranged from bangle embellishing: there had been different types of bangles which are made of clay, glass and plastic. Embellishments ranged from sticking dimities, kundan, glitter, at least 15 out of 270 workers were engaged in this work.
- 90 out of 270 HBWS were doing stitching of shalwars, uniforms, shirts, joining different pieces, baba suits, gharara suits, lehanga suits, stitching for boutiques etc.
- More than 50 women were engaged in Ada embroidery 18 percent, traditional embroidery 7 percent, shoe embroidery 12 percent, remaining 63 percent works on Synthetic

thread embroidery, reshpi embroidery, dabka, kora, embroidery on sherwanis, bags, and shoes, dabak, Koran, pearl, dinomonties, stone sticking on bridal suits, sindhi tanka, balochi tanka, benazir tanka, katcha tanka, charsoti tank and daisy stitch, Mirror work of various sorts etc.

- The above groups of HBWs were also engaged in stitched cloth cropping, banarsi cloth cropping, hosiery cropping, bed linen cropping, block printing handmade block printing Fabric painting: oil and water colour fabric painting of suits and sofa cushions and table cloth.
- 32 HBWs were doing peeling and grading of sea food making and packing of food Samosa, roll, potato chips, nimko sandwiches, burgers, bun kababs, pastries, halwas, biryani, pulao, kabab, sabzi daal chawal and packing of sweets, potato chips, nimko.
- 4 women were engaged in assembling of various small parts of jewellers, sticking of pearls, and, glass pieces, plastic jewellery for kids.
- The other small business initiatives included making of eid cards and paper bags, carton making, small items of household such washing powder, dishwashing bars, candles, sweats, potato chips.

Aleem-un-Nisa, resident of Orangi, and a *dabka- karchobi* worker

1 Aleem-un-Nisa, a-54-year-old Urdu speaking woman, resident of Orangi, and a *dabka- karchobi* worker, has eight daughters and six sons. Only three daughters have been married off. She lives in an 80 yards two-story house. Two sons, who are also married, are living in the same house. Her Husband was a powerloom worker of banarsi cloth before his retirement due to illness. Aleem-un-Nisa still works with her five daughters and two daughter-in-laws and prepares *sherwanis* and matching shoes. She gets Rs. 25 for preparing a small patch of *dabka* or *kar chobi* on the *sherwani*. It takes her and daughters least three to four hours to prepare one patch and for intricate designs she gets Rs.80 per piece of *Sherwani* or shoes. She thinks that the shoe embroidery is more difficult than the *sherwani* which they prepare on *ada* – a local workplace for embroidery.

She works every day and prepares at least one piece of *sherwani*. She knows that her work is sold on higher price in market, but she never investigated as how much profit her employer is making. She gets work from middle men who work for the boutiques and shops in the local market. She has learnt the skill from her mother-in-law and transferred her skill to her daughters and daughter-in-laws. Her sons are working in the local banarsi power looms while two are working on local shops of banarsi cloth. Except for the youngest one, who is now studying in collage, all her daughters have finished their education till 5th standard due to poverty and family traditions. She says that in her family girls do not get higher education. Primary is enough because they reach to literacy level. She said that they also emphasis on religious education which is to learn Quran and how to offer prayers. The youngest one does not attend her collage due to the law and order situation in the area.

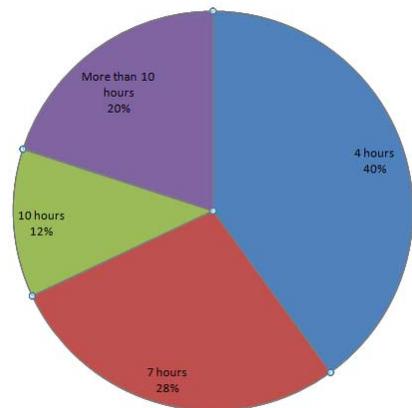
Aleem-un-Nisa has worked all her life and has a fine hand; however, she has never been to big markets or ever tried to meet her employer. Her four sons have studied till 12th grades while two could not finish their schools. She says that she does not want to meet men outside her family because it is not good for a good Muslim woman to meet *ghair murd*.

Her daughters are also disappointed at the financial conditions of their house. Aleem-un-Nisa, however, is content with her circumstance. On the question of her 14 children, she says that it's God's will and she is trying her level best to provide her children with food, shelter, and other necessities of life. Aleem-un-Nisa has many gynaecological and eye problems. She says that it seems that in the next two or three years she would not be able to do much because of poor eye sight.

Though content with her life she does not want the same for her daughters. She says that in today's world a girl should be educated and confident. She says that she want to do everything for her children but she could not because of limited resource. "My girls were very intelligent and I wanted them to peruse studies and to gain confidence in life and do something more meaningful but it did not happen," said Aleem-un-Nisa.

Processes and conditions at work place

- More than one person is engaged in 70 percent tasks and more than 3 persons in the remaining. More work is required in ada, karchobi, and bulk stitching for the boutiques. Women who have small shops also need help from other family members. It was shared that the leading persons who are mostly mothers, mother-in-law or elder sister compensate their family members for their support.
- Most of HBWs are working at small spaces in the house where insufficient light and air is available to work at home. The density of houses is perhaps the biggest issue. During the survey, there were instances where more than 16 people were living in a 60 yard house which was also been used as their work place. Improper ventilation and light causes eye related ailments and injuries and dust had been a major source of allergies and suffocation.
- Improper ceiling and sewerage lines cause unhealthy environment. Many women in North Nazimabad Town shared that since they live in a Katchi abadi of urban city they often have to buy drinking water.
- In Orangi Town, most of the women shared that they have illegal access to electricity connections which in slang characterized as kundas. However, Lyari does not have this issue.
- During monsoon season houses of workers are flooded by the rain water due to poor conditions of streets and roads. Authorities do not pay a heed to address the situation. This is because of the low line areas and vast difference in the level of houses and streets.
- As far as the health and safety issues at the household level are concerned they prevail in various ways. Almost 70 percent women have complained about backache, eye straining, blurred vision, and watery eyes, 40 percent complained about the skin diseases specially those who are doing peeling and grading of sea food and also those who are making imitation jewellery.
- Gas load shedding is a new troubling issue in the lives of home-based women workers in Karachi. In New Karachi (Surjani) and Orangi Town 1-3 hours load shedding per day is observed which left women to start from early morning hours. They get up at least one hour before their normal schedule to prepare breakfast for the family. Nazimabad town and SITE town is comparatively suffering at lower degree with this issue. Lyari has not been affected by this problem as per the information collected.
- Child labour was also observed which is prevalent in small carton making, bangle embellishing, and stitching and cropping of garments and banarsi cloth.
- Some other miscellaneous issues were shared by the women were that the increasing number of Baloch and Makrani migrants, has directly affected the increase in rent in area like North Nazimabad Town. The overall law and order situation has also been affected due to the migration.



Per day working hours of HBWs

Working hours

- The working hours show three major time slots under which home-based workers fall. First is three major

slots including 40 percent home-based workers work for 4 hours which can be defined as part timers or under-worked category of home-based workers who cannot survive fully on the occupation for their livelihoods. Second is another 40 percents (including 28% for 7 hours and 12% for 10 hours) which are equally working as a regular/full time workers and are able to earn a minimal wage to bear costs of their livelihoods. The third category contains 20% of the total HBWs who have to or forced to more than 10 hours. Although they might be able to make extra money but it has implications on their social life as well as the violence of labour policy.

Source of work

- In 48 percent cases male contractors who work in factories, boutiques and shops, while the remaining 32 percent contractors are women who have relatives or previous experience in the factories, shops and boutiques where the order comes from. Relatives in the bangle-making are also a source of work which comes to 4 percent in the total sample. Similarly, it is valid for the situation of stitching at home for individual clients such as neighbours.
- 13 percent of the sample are big tailors in the nearby areas and are also a source of work for tailoring related jobs.

Consistency of work

- In some cases women HBWs are doing more than one contract while in most cases they are working for one contract. However, it is also observed that in some areas of Nazimabad town women did not have work for more than 3 months. The longest period without work was reported one and a half year. The major reason learned from the discussion was the mobility and skill factor. Women having greater degree of mobility had less prevalence of unemployment and underemployment. 20 percent reported them unemployed and the other 15 percent classified themselves as underemployed.
- Another reason that had affected the consistency of work in Lyari was the continuous gang war, however, situation has been relatively calm down due to Sindh government's operation against armed groups in Lyari but it has caused a continuous internal migration that negatively affected the consistency of work.
- Similarly law and order situation in some parts of Karachi Orangi Town and SITE Town became the reason of unemployment or underemployment. During the discussion some examples were shared where factory women workers were denied their right to work because of the continuous unrest. In some parts women were also kidnapped during riots in city. Parents or other members of household did not lodge FIR because lack of trust in concerned authorities of rule of law and order in the city. They were also scared of the resultant violence from community, offenders and law enforcement agencies.
- A majority was less articulated but they showed their concern with the amount of work they are getting. The need was expressed for more work due to the price hike and inflation in Pakistan. In past, the major source of work was textile and related industries, however, it is observed that it is gradually decreasing. The situation renders HBWs to search for other work.

Skills required for the work

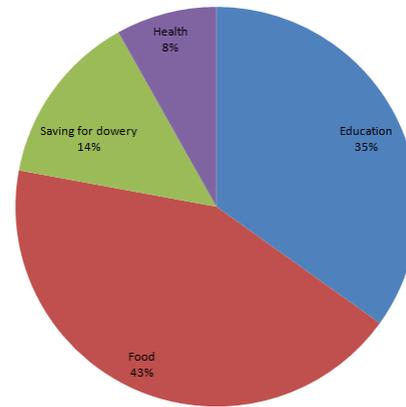
- In works related to embroidery and stitching there is a certain amount of skill required, however, in card making and sticking of mirror and glass a lesser degree of skills is re-

quired. Women, who make full pieces of cloths, *ade ki embroidery*, have acquired skills from their mothers, sisters and mother-in-laws. However, women who do glass, pottery and stain glass painting gotten formal skill training from charitable institutes in the neighbouring areas. Mothers and elder sisters are usually the ones to coach or teach the skill of stitching to the younger women.

- Some women shared that their husbands had been their teachers in teaching them tailoring / stitching and cutting.
- Women who are doing embroidery, stitching and doing related work such as block print etc. have a sense of achievement, while those who are cropping or peeling and grading sea food thought they have not achieved any skills.

Income Spending

- More than 80 percent women are contributing at least 38 percent of the household income while in some cases women contribute 100 percent where they are single parent and have no other working member in the household.
- Almost 30 percent on Education of children in case other household members are earning enough to feed the family, however, at least in more than 37 percent cases women are spending their earnings on the food. There are instances quoted where children’s education had been interrupted due to recent inflation which has reached about 23 percent according to the government sources. Only 5-7 percent spent on health and related expenditures 12 percent quoted to spend their income on saving for dowry.
- At least 40 percent women said that they send their kids to madressas even the female children to the full day boarding schools because they do not have enough space to keep them at home. Children would go to madressha early morning and return back late in evening. Most women never went to see the madrasah themselves. Some women also said that they had to send their kids to madrasah because unemployment of father and ever increasing inflation rendered them with no other choice.



Income spending

Talat Khan, Rasheedabad

Talat Khan, 45, lives in Rasheedabad with her 10 children and husband. Her Husband is a Moazan in a local Mosque. She is a Pathan who makes flowers of *zari* and also joins soles and upper part of shoes. Her house consists of two rooms, one small area for kitchen and one bathroom. Talat has finished her primary education. She lived all her life in Karachi but never had a chance to meet with women of other communities. She was married off when she was 13 years old. Three of her daughters are married. Her eldest daughter is 32 and her younger son is five year old.

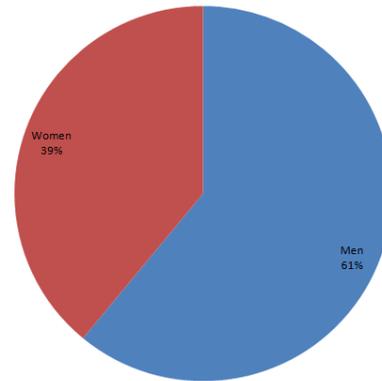
She gets Rs. 10 for 24 flowers. She does not know how much she earns from it because her husband takes the money from the middle man. She along with her three daughters works at home. “I had tried to send my kids to school but could not do much because of the inflation,” said Talat. She also points out that in her community girls do not go to school. Law and order situation has made it even difficult because in her times she could go to school in her area. But with rising ethnic rift she feels very insecure to send her daughters to school. She says that her sons go to madresshas where they spend the whole day. She says she is quite content with the kind of education and care they are getting there. On the question of her ten children, she says that she knows the methods of family planning but her husband does not agree to it. She says that a woman should not go against the will of her husband.

Terms and conditions of employment/work

- Wages are determined by the contractor and if anyone is not agreed for the compensation in return of services, there are many other unemployed women waiting to snatch that work. The work has to be finished according to the agreed schedule with the contractor.

Decision making on spending income

- In 58 percent men decide while in more than 39 percent women take decision as to where to spend the income. It is observed that age and marital status also affect the decision making regarding spending. Does worker have a say in decision making regarding spending of income In more than 44 percent cases women decide on where to spend however, they have to consult with the male members of the family while in other cases the process is more complicated.



Decision making power on income spending

Issues related to mobilisation and organization of HBW Groups

- There are some groups in Gadap Town formed by women councillors during last couple of years to fight against load shedding of gas and electricity. In fact, their interaction with other relevant NGOs including Pakistan Institute of Labour Education and Research and National Organisation for Working Communities helped them reach the level of political representation of their areas.
- One of the groups in the Gadap town has now been developed as an independent organization by the name of Citizen Rights Organisation which works on civic issues. It requires further support on labour as well as credit and relevant training to manage relatively higher amount of credit. Till to date this group has taken loans from many micro credit banks and returned it successfully. Now they want to take a relatively higher amount of credit and also demand training and exposure so that they could do a successful business. Their previous experience of taking credit has raised the level of trust amongst themselves. It also have given them confidence that they can manage finances.
- In Lyari Town, women have also formed groups to fight injustice and lawlessness. Women are being helped out by the local organizers to fight back the gang war. The group has acquired loans from banks such as Tameer Bank, Burraq, and Kashaf Bank. Lyari women workers have also cited examples where other women have benefitted from the First Women Banks' schemes.

Fareeda Rashid, Surjani Town

Fareeda Rashid, an Urdu speaking, woman, runs a school canteen with her husband and lives in Surjani Town with four kids. She and her husband get up early in the morning to make samosas, rolls, and naan kababs to make food for more than 500 kids and save more than a thousand rupees every day. She has hired two other women as helpers and wants to expand her business. She has another offer to work for a university canteen which has more than 2500 students. She, however, needs more capital to expand her business which should not be a hassle like the one she faced in the past in regard to loans from banks like Burraq and Kashaf. She termed Tameer to be the best among the rest. She however, says that she wants to take at least Rs. 100, 000 to expand her business. Fareeda says after facing unemployment, one day they decided to do their bit and God helped them. Now her children go to school and eat enough and the parents have saved something for their future. "I want to do more for my sisters in the community so that they could also send their children to school," said Fareeda.

- SITE and North Nazimbad town did not have any such experiences and the reason perhaps was that they are still bound in their ethnic and cultural constraints where no serious political or development sector efforts have been made. There are no local organizations of women and labour that are helping these women to fight for their rights at a sustainable level. Women of SITE Town though come from a community which has a long history of labour movement but women of this community are still confined in the norms of culture and religion set for them by their men folk.
- Pashtoon or Pakhtoon women of SITE town have been assigned to preserve their culture. Though born and brought up in the city of Karachi but still they have been confined to their culture and have not been able to take benefit from the larger labour struggle going on in the area.

Shakeela Asghar, labour councillor, Surjani Town

Shakeela Asghar, a 46-year-old labour councillor, lives in Surjani Town, which is located in Gadap Town. Shakeela has five kids with one daughter married and three still studying. Her husband is a driver and supports her bring change in the lives of poor in the community. Shakeela was born to a Pathan father and Hindko speaking mother in a poor neighbourhood of Nazimbad, Karachi. She studied till grade 8th and got married to her cousin at the age of 15. She worked in many garments and leather factories but now takes small contracts from factories for home-based workers in her community. As a skilled person, she can do many things including packing, stitching and painting. She says that when one is in a dire need of money, he learns everything to fill his empty stomach. These days she is making pots at home and working in a nearby factory.

Despite the fact that her life is full of struggle, she accepts the challenges and tries to bring change in many other lives too. During her councillorship, she took loans from banks like Tameer, Burraq and Kashaf and also helped many other women in taking loan from these banks. She says that women pay back the money with a lot of responsibility. Therefore, the government should try to develop loan schemes for the women in poor areas. She is not very happy with the First Women Bank because it did nothing for the women and no women from her community took loans from the bank due to its hard to fulfil terms and conditions.

Besides her work she tries to solve issues related to civic amenities. She has organized community groups to resolve many issues related to the load-shedding of gas, electricity and building of schools and roads in her community. Community trusts her and respects her struggle.

Chapter Four

Way Forward

Home-based workers typically have the least security and lowest earnings among informal workers. The vast majority are women, who combine paid and unpaid work within their homes. There are two types of home-based workers. The first, *sub-contracted workers*, or industrial outworkers, carry out work for firms or their intermediaries, typically on a piece-rate basis. The second, own account or *self-employed* home-based workers independently produce and sell market-oriented goods or services in their homes.

In urban cities specifically the formation of HBWs women groups based on the category of work or sector wise group formation is the priority in order to make HBWs in urban localities visible. This is important because the organized HBWs groups could advocate for their rights and needs with the policy makers to address their issues related to housing, zoning, sanitation, conflicts and energy crisis.

On the basis of findings of the mapping of five towns of Karachi city study, some specific suggestions are as under:

In order to strengthen and facilitate women home-based workers, HomeNet should adopt the approach focusing on awareness raising, service provision and struggling for the conducive environment for women home-based workers. It is recommended that :

- Awareness raising should be initiated through capacity development programmes with all key strategic partners, i.e. HBWs, government departments, media and civil society organizations that will replicate the programmes within their organisations and in institutions at each tier of the government. The awareness will be reflected through active participation of different stakeholders at interactive dialogues at different stages through a regular programme.
- The provision of services in the areas of skill development, grants/credits for the promotion of small entrepreneurs and relief and rehabilitation of affected HBWs in selected areas as core of the programme.
- Creating conducive environment through extensive mobilisation and engagement of key stakeholders to influence policy making and implementation mechanisms. Regular debates on certain issues that ensure the protection of the rights of HBWs should be initiated. It should be from bottom to upward for local communities, district, provincial, national and international (South Asia) level. This can be achieved through collaboration of strategic partners, developing linkages, research based advocacy and lobbying.

One of the reasons for the limited impact of organizations working with HBWs, is the lack of knowledge and skills to organize and mobilize HBWs to struggle for their rights, and to build pressure on the state to provide these rights. Specifically, women groups who have already taken initiatives as mentioned above need to build capacity of these women to form different organizations.

Women HBWs who have already formed groups and had been successful in getting loans for their work, could organize cooperatives because they have greater trust level in the community as compared to others. Women groups to have access to basic utilities have

more potential to form associations and if there is an amendment in the law to encompass home based workers ;they could also form unions.

Women HBWs who do not have any experience of organization should be organized to form groups and interact with those cluster of groups of women HBWs who have achieved a greater level of organization. The specific issues in relation to advocacy and networking should be taken around the National Policy for Home-based workers. The study has proposed some key strategies and issues to be taken through advocacy, for example, changes are proposed in the Industrial Relations Act 2010 which deals with unionization in Pakistan, for which advocacy and lobbying for the changes suggested in the national policy.

Keeping above in mind it is suggested that the workers should be supported with a clear perspective to not only to create awareness among workers and lobbying with government but also to have innovative schemes for economic empowerment of women home-based workers.

In a changing governance system after the eighteenth amendment the participants of the FGDs also demanded for the restoration of local government with improved participation of workers and women councilors so that the home-based workers rights could be dispense to them effectively.

Recommendations:

- The clusters of HBWs mapped in five towns should be organized in sector wise groups of HBWs and their linkages with larger networks be ensured.
- Campaign for organizing the groups of HBWs into MBO should be the first step.
- Broader alliance with the organizations that are working on civic amenities would also be helpful for women to resolve their area based issues.
- Organizations working on peace should also be encouraged to join workers struggle so that peace related initiatives should become more meaningful.
- Existing trade unions should also be involved in this process. These organizations should take up issues not only related to work but also work for the social security for all. Women empowerment issues should also be part of this organization.
- 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.
- Country wide campaign for the formation of HBWs unions should be initiated.
- Trade unions, labour organizations and community based labour organizations country wide should be encouraged to join hands with HBWs.

ANNEXURE:

- A. Profile of Karachi City
- B. Selected Case Studies
- C. Networking, membership, areas of HBWOs
- D. Primary Information of HBW Organization
- E. Primary Information of HBWs

Annex-A: Profile of Karachi

A beautiful sea port, an inhabitant of more than 18 million people, the rice bowl of our beloved county. Karachi the Economic hub of Pakistan which in various estimates provides 60 percent revenue to Pakistan, the economic activity however, is not going strong for the last several years. The reasons are discussed in detail in the law and order sub section.

The area of Karachi division is 3527sq.km. During the period of 1972-87 population of Karachi has increased from 3.6 million to 7.4 million or by 106.38 percent. It is estimated that 50 percent of the increase is due to migration from other rural and urban areas of Pakistan. In addition, between 1972-78 an estimated 350,000 refugees from Bangladesh moved into Karachi. Again, between 1977 and 1986, about 300,000 Iranian and Afghan refugees also settled in the city. With the influx of Afghan refugees to Pakistan free flow of arms and drugs began which rendered Karachi among the worst effecters.

Process of internal and external migration in Karachi did not stop. The reason behind this is the lopsided economic growth, law and order situation in Pakistan which directly relates with the foreign policy and governance policies that different governments have acquired over the years.

The ever increasing burden on the physical and economic structures in place in Karachi has been dented the socio economic fabric of the city which drastically changed from a peaceful hospitable city to a conflict ridden bathed in blood with its own people.

Housing in Karachi

37 percent of the population of Karachi lives in squatter settlements; 34 percent in semi [permanent high density housing; 7 percent in houses on small plots in planned areas; 13 percent in permanent housing medium size plots in planned areas; 6 percent in large bungalows and 3 percent in apartments. Observation and area studies seem to suggest that now these figures have changed in the last decade. Katchi abadis would now constitute about 50 percent of the population and the number of people living in the apartments would be closer to 6 percent of the population.. Densification is more pronounced in working class areas of the inner city. The population of Katchi abadis has increased by 9.2 percent per years as against a total growth of 3.52 percent per year.²

Majority of our sample lives in Katchi abadis surrounded by different industrial areas, details of which have been given in section two. North Nazimabad town is a residential area which is located in between SITE and New Karachi Industrial area which is closer to Gadap Town.

In these slums or Katchi abadis provision of civic amenities is not adequately administered, which cause extra burden on their already meager resources.

Workers have to buy electricity from kunda operators, water from tanker mafia and send their children to low standard private schools since government schools are not operating in their community. Health is also one of the neglected areas in most of our samples government run health services are not available to the workers.

² The quotes regarding Karachi's law and order has been taken from the study on "Violence in Karachi and its Resolution" that has been conducted by National organization for Working Communities done for OxfamNovib Islamabad in 2010

Proper sanitation is another issue for working women in most areas such as Lyari Town, North Nazimabad Town and Surjani Town. Improper sanitation on the one hand causes health related issues and on the other women works have to spend more time on the cleaning of household. Women often need to spend money to have their sewage lines in order.

Situation of civic amenities in Orangi Town is better than the other towns. The reason is that the Orangi Pilot Project has not only helped the community to build their infrastructure but also created a sense of responsibility and belongingness among the people to look after the infrastructure of their community. Sanitation in Orangi is perhaps among the best in all over Karachi. Provision of electricity, gas, schools, and hospitals are relatively better in Orangi Town. Our sample however, is consists of migrant workers therefore their conditions are not as good as their more settled neighbours in the community. They often need to buy water from the Tanker mafia operating in the city.

Situation of environmental pollution is equally bad in all the towns. All of the sample areas are located near industrial areas therefore they need special measures of health hazards however; there is nothing concrete to be seen in this regard.

In Orangi Town we had witnessed powerlooms working in the residential areas dust, fumes and noise caused due to the production is harmful for the community living in the area which is however un checked by the concerned authorities.

Transport

Catering to the logistic needs of Karachi is huge task. Previously Karachi had a tram way system /Local Railway system and intercity railways in placed but over a period of time both have diminished. Former mayor of the city Mustafa Kamal said that I have made feasibility of mass transit for three times but I could not succeed to make it a reality.

There are interest groups working against the idea of mass transit in Karachi. The present situation is that the transport is in the hands of private sector. Transport has also been used to create ethnic rifts in Karachi. Karachi has Rickshaws, mini buses and Buses. Private taxis are also available. Pashtoon and Pakhtoons are running most of the business. They are also working as drivers mostly on daily wages.

During ethnic riots vehicles are being looted and burned by the angry crowd.

Law and Order in Karachi

The city of Karachi is hostage of violence for a long time. Whether it looms large in the form of strikes called by different ethnic, sectarian, and political groups, heavy firing, burning of vehicles and property, looting in broad daylight on the streets and bazaars and consequent deaths of innocent people and the conspicuous absence of law and order agencies on the crime scene is a common phenomenon.

Target killing is another big issue in Karachi, which is used to settle the political, sectarian, ethnic and sometimes personal conflicts, but end up in spreading and maintaining terror among the inhabitants. More than 170 people had been killed in the in the month of March 2011. There is hardly any law enforcement to check the rising crime and violence in the society. Noted intellectual and architect Arif Hasan pointed out that 17 real estate brokers and

three rights activists working on the issue of illegal encroachments had been murdered in the recent years and nothing was done to apprehend the murderers.

“The empire of Dawood Ebrahim is being run from here,” he said. He said after the World Trade Organization-encouraged deregulation, the underground economy of foreign exchange and counter bank goods was no longer required to be hidden as the black money. Now, the old institutions are giving way to new, post-WTO institutions that encourage the black economy to establish itself as legitimate economy. “This is happening everywhere, in Mumbai, in Ho Chi Minh City, and in Seoul.” Saeed Mazari of the Pearl Continental Workers’ Union said that the Rangers deployed in Sindh in general and in Karachi in particular would never want this lucrative assignment to end, and every time, the Sindh government decided that the Rangers should now leave the province, incidents of target killings would go up within days with the rumours of the situation worsening also started to circulate. He said he had read in a newspaper that the cost of making ice for them was about 100 million rupees a year. He said the total expenses of keeping Rangers was borne by the citizens of Karachi, and the Rangers know that nowhere else would they find such luxuries. “Even their headquarter is an elite building with round-the-clock air-conditioned rooms,” he pointed out. “That building was supposed to be a student hostel.” He complained that even police officials were now enjoying the lives of luxury, with official vehicles being used to take their children to school and bring them back home. On the other side, he said, the common people are still where they were ages ago, still victims of robberies and target killings. Generally, people blame the entire system of governance for this situation. Architect Arif Hasan said the state system had degenerated to suit the vested interests. The best option before him is to have institutions with an empowered bureaucracy to act as a buffer between people and their representatives.

Anis Haroon chairperson of National commission on the status of Women also admitted that “the government never took pain to plan this city properly,” she complained. “The budgets were misdirected towards making plazas and overhead bridges. Water fountains were erected to beautify it when the citizens were not getting water to drink.” The ruling elite of the city including the political parties, she said, was also behind the criminal elements – land mafia et al. One major factor for the decline in the law and order has been highlighted as availability of arms and ammunition in Karachi. “Even mosques are not safe anymore,” she said. “The common man does not want arms licenses. The common man wants that state institutions to be strong enough to provide him or her with the protection.” Our study found that inflow of arms to Karachi has a lot to do with the issue of migration.

According to the UNHCR, hundreds and thousands of Afghan refugees are living in Karachi. Members of this group are reportedly involved in businesses of land, arms, transport, and drugs. (This is apart from their other members’ involvement in the working for different industrial and commercial enterprise of the city.) People from other parts of the world migrate to Karachi as cheap labour which is readily welcomed and exploited here. Such people include Burmese and Bengalis. Their arrival in the job market created a local conflict of interest. Matters were further complicated when Pakistan opened its borders to Afghans running from a civil war in their country that started towards the end of the 70s and has continued ever since then. Over 30,000 people arrived in Karachi as a result of that migration, wreaking havoc on the social fabric of the city, since these people brought with them their own way of living and attitudes that were very different from the local population. Drug smuggling brought in black money as well as the disease of heroine addiction that became rampant among the youth. The adverse economic impact of mass immigration and criminal infiltration on Karachi.

In a recent study on the violence in Karachi, Dr. Jaffar Ahmad pointed out that the global economy had also had a great impact on the lives of the people in the city. He says that "Pakistan has rapidly transitioned into a consumer society with very commercial values," he said. "People find it hard to survive in such a society without financial stability and may look for negative short cuts."

In the same study industrialist Majyd Aziz, agreed to this perception. He said that investment climate had been devastated by terrorism and violence. He gave examples of the Ashura Day blast, the murder of Benazir Bhutto and consequent mayhem, and the Marriott Hotel terrorist attack after which the foreign investors decided to back off their commitments.

He pointed out that the budgetary deficit for the country this year (2009-2010) stood at 87.5 billion rupees. This, he mostly attributed to the deteriorating law and order situation in the country in general and in Karachi in particular, even though he believed the city still had a lot of potential.

He said he would trust the major political party of the city, the Muttahida Qaumi Movement (MQM), to help Karachi bounce back. During the study our experts as well as the communities pointed out the external influence on the destabilisation of Karachi however, Anis Haroon said the internal dynamics were more important, even though she was quick to add that the international politics also had a definite role in this crisis. She said Pakistan had been pushed into an international war and made into a frontline state but at the same time it was the country's own internal conflicts that were harming the public the most because the ruling classes were not catering to the needs of the lower classes. She pointed out that all the ideological groups and parties in the country who were anti-imperialist and shared such common values were systematically wiped out by the state agencies. She also partly blamed such groups saying these groups also failed to come up with a local agenda according to the local scenario, and often just tailed behind other political parties or foreign patrons. Arif Hasan also pointed out at the international players in Karachi situation but added that these problems were not Karachi-specific. The conflicts found here are mostly those that the country is faced with. The basic issue, according to him, is that Pakistan is today the hinge of the region"

The basic conflict was between China and America. Americans, he said, wanted the Chinese to stay away from this region, so that the oil route of Iran and China could never be established. Karachi exists right at the spot that is strategically important for all those foreign powers. That is why all collateral damage of this conflict can be seen here in Karachi. "Had there been a Pakistani government sensitive to such realities, it would not have tried to take petty advantage of this conflict," he added. "It would not have tried to become a big power to fulfil its ideological expansion. There was an attempt to make Pakistan a fort of Islam, and this attempt failed. In this effort, the democratic process, which had been started in 1954, was undermined. The ruling actors in Pakistan are the armed forces; any other factor may only be a collaborator." In these circumstances, almost all the people that were contacted for this study showed a need for more democracy, especially in the city of Karachi.

Local government systems should be encouraged so that people can find quick and convenient solutions to their problems. Local administration should be empowered and at the same time the system should be improved to remove the existing flaws. The lack of a democratic process has resulted in disintegration of the society on communal lines, and in Karachi, ethnicity, instead of issues, has played a major role in creating the political divisions.

Ethnic Dimension and labour

This study found ethnic colour rising in the political parties of Karachi, with party leaders issuing statements that reflect their ethnic identity and a commitment to it rather than to any ideology. The Sindh president of the Awami National Party, instead of adhering to the non-parochial objectives and peaceful means that his party espouse in its basic documents, has been acting as the leader of the Pakhtun community of Karachi. He is on record of having said that he has formed a Pakhtun youth force of 10,000 that is fully capable of and ready to fighting any force that may try to expel them from Sindh, against their constitutional right.

The ethnic discord could be seen in the way people described their grievances. An elderly woman in one of the FGDs claimed that during the lingual riots in General Ayub Khan's rule, the Pakhtuns had kidnapped, tortured, and raped a number of Urdu-speaking women. Political division of the city could be seen on ethnic basis. The MQM, despite official claims to the contrary, was admitted by all those who came to the FGDs (including those who belonged to the party itself) to be defending the rights of the Urdu-speaking people. The Awami National Party mostly represented the Pakhtun community of the city. The PPP, FGD participants said, represented the Balochs, Sindhis, Saraikis, and the Punjabis of Karachi.

Most political workers showed grievances against those from the other. The ANP workers said the MQM-led city government did not provide stipulated funds to areas where supporters of the ANP lived. They pointed out that there were many overhead bridges and under passes made in the pre-dominantly Urdu-speaking areas while nothing concrete had been done in the Pakhtun areas. They said if they had been given the same share of development they would have loved to join the MQM. They said there were no schools, hospitals, proper sanitation system, roads, and job opportunities in Pakhtun areas. They also said those areas did not get safe drinking water while people in other areas would use such water on gardening and other luxuries.

Citizens from Lyari, mostly Balochs, many of whom had voted for the PPP in the past many elections, said they had been marginalized in the new system that divided the city in 18 towns. The previous system had placed their Lyari Town in the South District with commercial zones like Kharadar and Mithadar providing revenue for their locality. They believed they too had been targeted on ethnic basis.

Annex-B: Case Studies

1. **Uzma Rasheed**, a 35-year-old Urdu speaking woman, graduated and lives in Surjani town with her four kids. Her husband is a carpenter and a dress maker. Uzma is an excellent tailor, and beautician, and works for a boutique. However, she loves teaching.

She belongs to a lower middle class family and faced boycott from her family when she decided to marry a man of her choice. Her husband is an illiterate but knows trade. She learnt a lot about cutting and stitching from her husband and now she can make any sort of garment. Uzma aspires for a better life for her kids. She also wants to do a lot for the poor women in her community. She says that women are not empowered and unaware about the family planning, and cannot practice it without the permission of their husbands. She says that her husband is very understanding and leaves the decision of family planning on her. Uzma provides skills and employment to many women and wants to take loan from a bank to start her own training and stitching unit in the community.

2. **Nadiya Faryal**, Urdu speaking, Intermediate, lives in Yousuf Goth. She has done promotional marketing in different malls. She married to a man of her choice, who is a social activist and also works with National Health Programme in its vaccination programme. These days she stitches clothes at home to share the burden of her husband. She keeps a lot of books for illiterate women in her community. She also aspires for her own business at home. She thinks that social marketing is a very good job opportunity for the unmarried women which women with kids find hard to do. She however, mentioned that after her successful job experience as a marketing person many women and girls are trying their hand in it. "I feel sad for women in my neighborhood because they know nothing about life outside their homes. She says that family planning and basic education are the keys to provide quality life for women around her.

3. **Sabira Begum, 45**, Urdu speaking, lives in Orangi Town near the infamous Kati Pahari with her five kids. She worked as a home-based worker for more than 30 years. She says that she belonged to a poor family, never had enough to eat, never got a chance to study, and got married when was very young. Her husband died after 8 years of her marriage when her youngest kid was yet to be born. "I had struggled all my life and now struggling for my kids, said Sabira. All of them are going to a madresash near my house because she could not afford to send them to a proper school. She was working for other women who used to give her work at home but later she realized that her hard work does not bring enough money to feed her kids. That made her decide to do something else. With the consultation of other women in the community she started her shop at home. Now she saves Rs. 100 every day. She wants to expand her work so that she could save for the future of her kids. She did not consider remarrying because no man could love and protect her kids as she does.

4. **Batool-un-Nisa**, a 49-year-old Pathan, has studied till 8th grade and gone to Karachi after getting married to her cousin. Her three kids out of seven are married now. She praises her husband a lot. Initially, they were maintaining the life well but her husband was retrenched. "We had been living in near Subzi mandi which is a relatively better off area. After coming to Yousuf Goth we had worked very hard where I used to work with children for hours to meet the both ends meet," said Batool. "I did whatever came my way. I did stitching, em-

broidery, knitting, pot making and grading of fruits and vegetable. Now I work at home and also give work to other women. I also work for the betterment in the provision of civic amenities to our community,” explained Batool. She said she was offered to become a labour or a woman councillor but she had declined the offer because her kids were young and her husband was not very sure about it at that time. “I, however, think that one could do a lot even if he or she is not a councillor. All my daughters have finished their school and my son is a doctor,” said Batool.

According to Batool, the government should open more factories so that many women could earn more for their families. Government should also open more schools and provide work to women in its offices. Batool also feels that she has not attempted to become a councillor but she thinks that their work is very important and it should be praised more.

5. Samina Qadeer Khan in her early 30's has three kids. She had finished her primary education from Karachi. She lives in Kausar Niazi Colony, North Nazimabad. Samina is married to Hindko speaking man while her father was a Pathan. She has faced a lot of criticism from her family on this. Samina is basically a factory worker and had worked in different factories in the capacity of a quality checker and supervisor. She has opted for home-based work because kids. Now she takes orders from the factories and shops. She knows a lot regarding stitching and embroidery. She has also worked as an in-charge of a training center. Though Samina comes from a relatively conservative background where not many Pathan women working in the factories she, however, had to make this choice due to the poverty. Her mother is a domestic worker as well which is also not very common among Pathan women. Despite criticism both mother and daughter have not only pulled their family out of the clutches of poverty but they also managed to provide education to the siblings of Samina. Though Samina is not a very outspoken person but she does her bit quietly. She also works for NGOs as social mobilizer. Samina's children are going to quality private schools. She says that her priority is to provide the maximum level of comfort to my kids. She also does a lot for the community women around her through contacting the right contractor and using contacts of NGO's.

6 Farzana Zaheer, a 35-year-old woman, has three school going kids and her husband works in Saudi Arabia because he could not find work in Karachi. Farzana is a skilled worker who has a diploma in handicrafts and textiles from a government technical training institute. Farzana speaks hindko and was living in Rawalpindi before getting married. She shifted to Karachi and now lives in Kausar Niazi Colony of North Naziamabad.

She says that she wants to provide her kids with the best of education and other facilities of life. “I had practiced family planning and trying to convince others to do the same, but people here are ignorant and do not want to take responsibility of their acts” said Farzana. According to her men in the community are careless who just want to have a good time with their wives and do not want to think about the future.

She, however, thinks that religion has certain restriction on family planning and one should not go for the abortion etc. Farzana's life is full of struggle; she provides training to the girls and women in her vicinity at her home. She also does stitching and embroidery. She aspires for starting a proper training institute for girls and women in her area but she does not have resources for it.

Farzana earns more than 5,000 a month while she works for more than 8-10 hours a day. She lives in a small house in a *kutchi abadi* which has many issues. She has to buy water often because the water supply is abrupt. Though she gets monthly bill of electricity, her connec-

tion is not legal. Living in an energy crisis area she often thinks to have a UPS but again that is far too expensive for her.

Lack of electricity creates disruption in her work and her schedule of work also gets affected. She complains that the people in her community do want to train their daughters in stitching and embroidery but they do not pay the small amount of fee in time. She says that they are very selfish and only want to exploit me.

Farazana also complains about the disruption of work due to her household responsibilities. She says that it's really difficult to fulfill both responsibilities at the same time. She suggests that women who work at home should have a separate space to work. She also points out that in-laws and other relatives do not want to acknowledge the fact that we are also workers. We also need to have some breathing space. In-laws and relatives want to be entertained properly but they do not want to help us when we are in need.

Though she has a matriculation qualification and living in Karachi for the last 12 years but she does not want to do anything for the organization of women. She says that she handles her children alone as her husband comes home in two to three years span. "I have too much responsibility of managing home and earning a supplementary income. I cannot do anything more than that. I would want to become a member of any such organization that works for the betterment of workers but I cannot take any major responsibility, explained Farzana.

Introduction of National Organization for Working Communities (NOWC)

The National Organization for Working Communities consists of dedicated experts in development work in various fields of development concerning labor and women including peace, media, education, and community health. This collective have experience of working in countries most respected organizations. They have come together to fill the gap of much needed innovative approaches to organize workers, women and youth of marginalized working classes of Pakistan.

Almost 95.5 percent labor force either works in informal sector .This stimulated us to seek innovative ways to develop alternative organizational forms of workers. We are working with women, children and informal sector workers in the communities. Our objective is to work with workers in the communities and built their capacity to resolve their issues.

Goal

A society free from discrimination against caste, creed, race, religion, age, and sex, where working people could achieve human dignity.

Objective

A community-based labor organization that will be responsible to built confidence in the working communities to raise their issues related to labor, community, status of women in the society, sexual division of labor, child labor and peace through research, education, and advocacy.

Activities

To obtain the above-mentioned objective, we carry out the following activities:

- Focused group discussions in communities
- Action-oriented research
- Capacity-building educational workshops and seminars
- Formation of women and youth groups on women and labor issues
- Rallies and marches to highlight the issues of working communities
- Referral to other organizations on family law and health-related issues
- Networking among the organizations working on labor issues
- Publications

Priority areas

- Human Rights: Women and labor rights including organization of women workers in the informal sector, home-based, domestic workers, peasant women workers, sexual harassment at workplace and child labor
- Peace
- Governance in special reference with labor and empowerment of women
- HIV/Aids and workers
- Highlighting the issues of workers through the media

Geographical area

Mainly industrial cities of Pakistan especially cities and villages that have a presence of labor and peasant organizations

Projects accomplished

Mapping of Women Homebased Workers in Five Towns of Karachi, the mapping was done for HomeNet Pakistan in 2011

Launching of Campaign of Peace My Right in Karachi district in 2011

Organisational and Lobbying activities for Lady Health Workers in Pakistan and some organizational activities in 2011 for FES

Violence and its Resolution in Karachi, a study conducted for OxfamNovib in 2010

Focus Group Discussions on Peace and Conflict in Karachi for FES and RIVTS, 2009

Unpublished Study on Internally Displaced Women from Swat in Karachi 250 Interviews of women and 50of women from Swat, Bajour, Banu and other areas of NWFP, 2009

Two day National Conference on Peace Diplomacy: efforts, achievements and challenges on March 6-7, 2009, FES Islamabad

- Dialog on Conflict Resolution in Pukhtoonkhwa and Balochistan, September 2008, supported by the Strengthening Democracy through Parliamentary Development of United Nations Development Program, Islamabad.
- Social Movement Assembly, Karachi, January 2008 supported by Freidrich Ebert Stiftung, Pakistan and Church World Service Pakistan Afghanistan.
- Research on effectiveness of the local government system, women's participation in it, the involvement of the working communities in the local governance, and the process of grassroots accountability, for five documentaries on Local Government Reforms, January-March 2008 supported by Decentralization Support Program, Government of Pakistan, Islamabad.
- Programs on International Women's Day, Labor Day, International Children's Day.
- Several activities with Lawyers Movement in Pakistan including Tribute to Women in Lawyers Movement on March 8th 2008.

Ongoing projects

- Lead Organisation of Sindh for the project on Peace/ Rights in Crisis Campaign Scoping Phase 1
- Conducting a study on the Prioritizing Issues for Working Communities.
- Focused Groups discussing political preferences of working communities.
- Collecting data on the issues faced by the domestic workers.
- Collecting data on Peace from the Perspective of Working Communities.
- Dialog between internally displaced women due to war in the north-western tribal belt of the country and women and youth of Karachi with the support of Aman, Pakistan.
- National Coordinating Body of Women's World March, an initiative of FFQ Montreal, Canada, started in 1998.

Registration:

The National Organization for Working Community is registered under Social Welfare Ordinance 1961. We got the registration in January 2008 and the registration number is DSW (3177) K.

National Organization for Working Communities (NOWCommunities)

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**Annex-D:
Networking, membership, areas of HBWOs**

Name of the Head of the Organization	Home Worker Doing their Own Work			Number of HW working on piece rate		Organization is Registered as:			Type of Projects	Participation in industrial and cultural fairs and exhibitions					
	Male	Female	Children	Male	Female	NGO	Trade /Union	Social Welfare Society		Individual	Organization-al	District	Provincial	National	International
PILER	NA	NA	NA	NA	NA	Yes	No	Yes	Resource Centre on Labour Issues	NA	NA	NA	NA	NA	NA
Citizens Rights Organization	50	70	Nil	Nil	430	No	No	No	Mobilize and organize on work and development issues	NO	NO	No	No	No	No
WADA	6	NA	NA	NA	394	Yes	No	Yes	Education, Health, research, awareness, empowerment		Yes	Yes	no	No	No
Lyari Community Development Organisation	NA	NA	NA	NA	25	Yes	No	Yes	Education, Advocacy, Organizational Activities, Entrepreneurship	No	Yes	Yes	No	No	Yes
Orangi Pilot Project	NA	NA	NA	NA	NA	NGO	NO								

Annexure D:
Primary information of HBW Organizations

Organization	Contact Person	Number	City	Are they organized HBWs	Livelihood	Social security	Health	Area of work	Progress	Urban issues
PILER	Sharafat Ali	021-36351145-47	Karachi, Faisalabad, Lahore, Sialkot	No	No	Yes	No	Research, Education, Advocacy		Yes
Citizens Rights Organization	Shakeela Asghar	0343-2734311	Karachi	Yes	Yes	Yes	Yes	Organisation and Mobilization on Labour Issues And Civic issues	550 HBWS	Yes
WADA	Hameeda Sikander		Karachi	Yes	Yes	Yes	Yes	Organization, Mobilization and Skill Development	400	Yes
Lyari Community Development Organization	Sbiha Shah		Karachi	NO	YES	YES	Yes	Organisation, Mobilisation and Entrepreneurship		
Orangi Pilot Project	Parveen Rehman		Karachi	Yes	Yes	Yes		Entrepreneurship	Several Saving Groups of Women	Yes

Annexure E:
Primary information of HBW

Sr No	Name	Age	Education (literate or illiterate)	No of children	City	Area/ Town	Contact number (if any)	Category or Area of work	Self employed or piece rate	Are they organized HBWs	Linked with any Org (if yes give name)	Weekly earning	Monthly earning	Registered in Social security	Urban issues
1	Shakila asghar	47	Under matric	-	Karachi	Gadap		Garments	Self		NOW Communities, PILER, ECDI		12,000	NO	Helps in getting NIC
2	Uzma rashid	32	Primary edu	2	Karachi	Gadap		Boutiques Garments	Piece rate	-	NOW Communities, PILER, ECDI		10,000	NO	helps other women to find work
3	Sadaf sajid	23	Inter	1	Karachi	Gadap		pot making	Piece rate	-	NOW Communities, PILER, ECDI		2000	NO	Training Awareness Raising
4	Sadia	20	literate	7	Karachi	Gadap		Toys	Piece rate	-	NOW Communities, PILER, ECDI		7000	NO	Training Awareness Raising
5	Nafisa shukat	60	literate	3	Karachi	Gadap		Garments	Piece rate	-	NOW Communities, PILER, ECDI		12,000	NO	Civic Issues and Labour Issues
6	Kishwar feroz	40	Primary edu		Karachi	Gadap		Garments	Piece rate	-	NOW Communities, PILER, ECDI		8000	NO	Civic Issues
7	Farida Rashid	35	Inter	3	Karachi	Gadap		Food canteen	Self		ECDI, NOW Communities		30,000	NO	Civic Issues
8	Farhana inam ul haq	30	literate		Karachi	Gadap		Garments	Piece rate		NOW Communities, PILER, ECDI		2000-300	NO	Civic Issues
9	Rehana nazir	45	literate	1	Karachi	Gadap		Garments	Piece rate		NOW Communities, PILER, ECDI		4000	NO	Civic Issues
10	Najma Riaz	33	Inter	6	Karachi	Gadap	-	Garments	Piece rate		NOW Communities, PILER, ECDI		2000-300	NO	Civic Issues
11	Kulsom Umer	34	Primary	NA	Karachi	Gadap		Garments	Piece rate		NOW Communities, ECDI		7000	NO	Civic Issues
12	Shahida Qayum	57	literate	3	Karachi	Gadap	-	Garments	Piece rate	-	Now communities		3000	NO	Civic Issues

13	Fatima Ejaz	59	Inter	3	Karachi	Gadap		Garments	Piece rate		Nowcommunities	-	-6000	NO	Civic Issues
14	Rukaiya Alam	40	Illiterate	3	Karachi	Gadap		Garments	Piece rate		Nowcommunities		7000	NO	Civic Issues
15	Amber	21	Illiterate	NA	Karachi	Gadap	-	Garments	Piece rate	-	Nowcommunities	-	4500	NO	Civic Issues
16	Sana	30	matric	NA	Karachi	Gadap	-	Stitching	Piece rate	-	Nowcommunities	-	3000	NO	Civic Issues
17	Shamim	58	literate	5	Karachi	Gadap	-	Bangles	Piece rate	-	Nowcommunities	-	3000	NO	Civic Issues
18	Ambreen Zubair	-49	Primary edu	6	Karachi	Gadap	-	Bangles	Piece rate		Nowcommunities		1800	NO	Civic Issues
19	Ayesha	-35	Illiterate	5	Karachi	Gadap		Stitching	Piece rate	-	Nowcommunities	-	1200	NO	Civic Issues
20	Razia mohammad anwar	-48	illiterate	6	Karachi	Gadap	-	Flower making		-	Nowcommunities	-	2000	NO	Civic Issues
21	Zareena nazir	55	illiterate	10	Karachi	Gadap	-	property dealer at home	Self		Nowcommunities	-	did not disclose the amount	NO	Civic Issues
22	Uzma Rashid	35	-primary	3	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1000	NO	Civic Issues
23	Shameem	30	Illiterate	5	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1500-2000	NO	Civic Issues
24	Hajira	22	Illiterate	NA	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1200-1500	NO	Civic Issues
25	Faiza Munir	22	Illiterate	1	Karachi	Gadap		Bangles	Piece rate		Nowcommunities		3000-5000	NO	Civic Issues
26	Muniba	49	primary	6	Karachi	Gadap		Bangles	Piece rate		Nowcommunities		3000	NO	Civic Issues
27	fouzia	34	primary	7	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1200-1500	NO	Civic Issues
28	Sabira	40	Illiterate	5	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1200-1500	NO	Civic Issues
29	Batool Un Nisa	55	Illiterate	7	Karachi	Gadap		Hangicrafts	Piece rate		Nowcommunities		7000-1000	NO	Civic Issues
30	Zavia	15	primary	NA	Karachi	Gadap		Cartons for Medicines	Piece rate		Nowcommunities		800	NO	Civic Issues
31	Zobia	30	Illiterate	NA	Karachi	Gadap		Cartons for Medicines	Piece rate		Nowcommunities		800-1000	NO	Civic Issues
32	Faiqa	17	Illiterate	NA	Karachi	Gadap		pot making	Piece rate		Nowcommunities		800-1000	NO	Civic Issues
33	Moazam	19	Illiterate	1	Karachi	Gadap		pot making	Piece rate		Nowcommunities		1000-1500	NO	Civic Issues

34	Nazia	23	Illiterate	NA	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1000-1500	NO	Civic Issues
35	Maziya	19	Primary	NA	Karachi	Gadap		Bangles	Piece rate		Nowcommunities		1800	NO	Civic Issues
36	Faiqa	36	Illiterate	NON E	Karachi	Gadap		Garments	Piece rate		Nowcommunities		2000-3000	NO	Civic Issues
37	Habiba	38	Primary	3	Karachi	Gadap		Garments	Piece rate		Nowcommunities		2000-3000	NO	Civic Issues
38	Asia	23	Primary	2	Karachi	Gadap		Self Contractor	Piece rate		Nowcommunities		6000-8000	NO	Civic Issues
39	Amna	26	Middle	5	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1200-1500	NO	Civic Issues
40	Mariyam	18	Middle	NA	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1500-2000	NO	Civic Issues
41	Faiza	31	inter	3	Karachi	Gadap		Garments	Piece rate		Nowcommunities		3000-4000	NO	Civic Issues
42	Mariyam	35	Middle	3	Karachi	Gadap		Shop	Self		Nowcommunities		3000	NO	Civic Issues
43	Mona	33	Illiterate	4	Karachi	Gadap		food	Piece rate		Nowcommunities		3000	NO	Civic Issues
44	Rabia	28	Middle	2	Karachi	Gadap		food	Piece rate		Nowcommunities		2500	NO	Civic Issues
45	Naima	17	metric	NA	Karachi	Gadap		Packing	Piece rate		Nowcommunities		2500	NO	Civic Issues
46	Muniba	20	Illiterate	NA	Karachi	Gadap		Packing	Piece rate		Nowcommunities		2500	NO	Civic Issues
47	Freiha	21	Illiterate	NA	Karachi	Gadap		Packing	Piece rate		Nowcommunities		2500	NO	Civic Issues
48	Murad Bibi	26	primary	3	Karachi	Gadap		Garments	Piece rate		Nowcommunities		3000	NO	Civic Issues
49	Mahira	31	Illiterate	2	Karachi	Gadap		Garments	Piece rate		Nowcommunities		3000	NO	Civic Issues
50	Fabiha	50	Illiterate	2	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1500-2000	NO	Civic Issues
51	Murreed Bibi	32	Illiterate	4	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1500-2000	NO	Civic Issues
52	Muneerra	21	Illiterate	1	Karachi	Gadap		Food	Self		Nowcommunities		3500-4000	NO	Civic Issues
53	Mahira	21	primary	NON E	Karachi	Gadap		Packaging	Piece rate		Nowcommunities		2500	NO	Civic Issues
54	Sadia	21	metric	NON E	Karachi	Gadap		Health dispenser and Garments	Piece rate		Nowcommunities		5000	NO	Civic Issues
55	Azhar	32	Illiterate	NON E	Karachi	Gadap		Garments	Piece rate		Nowcommunities		2000	NO	Civic Issues
56	Muzna	18	Illiterate	NON E	Karachi	Gadap		Garments	Piece rate		Nowcommunities		1800	NO	Civic Issues

57	Zehra Alam	34	illitete	7	Karachi	Orangi		Cropping og Banarsi Cloth	Piece rate		Nowcommunities		1500-1800		Awarness Raising on Homebased and other labour issues
58	Rubina	-36	-illiterate	-	Karachi	Orangi	-	Cropping of Banarsi Cloth	Unemployed		Nowcommunities		none		Awarness Raising on Homebased and other labour issues
59	Zahir ul nisa	40	Primary	7	Karachi	Orangi	-	Jewelry making	Piece rate		Nowcommunities		800-1000		Awarness Raising on Homebased and other labour issues
60	Sabra	-57	Primary	-	Karachi	Orangi	-	Cropping of Banarsi Cloth	Piece rate		Nowcommunities		1200-1500		Awarness Raising on Homebased and other labour issues
61	Memona	34	Primary	5	Karachi	Orangi	-	Flower making	Piece rate		Nowcommunities		2500-3000		Awarness Raising on Homebased and other labour issues
62	Safia	35	literate	5	Karachi	Orangi	-	Making agarbatti	Piece rate		Nowcommunities		1200-1500		Awarness Raising on Homebased and other labour issues
63	Nai-ma/Sami a	22	matric	NA	Karachi	Orangi	-	Cropping of Banarsi Cloth	Piece rate		Nowcommunities		3000-5000		Awarness Raising on Homebased and other labour issues
64	Neha	32	literate	-	Karachi	Orangi	-	Cropping of Banarsi Cloth	Piece rate		Nowcommunities		1500-2000		Awarness Raising on Homebased and other labour issues
65	Wahida	40	literate	1	Karachi	Orangi	-	Garments	Piece rate		Nowcommunities		2000		Awarness Raising on Homebased and other labour issues
66	Samina	35	literate	NA	Karachi	Orangi	-	Health dispenser	Piece rate		Nowcommunities				Awarness Raising on Homebased and other labour issues
67	Shabana	30	matric	2	Karachi	Orangi	-	Garments	Piece rate		Nowcommunities		1500-1800		Awarness Raising on Homebased and other labour issues

68	Shenaz	18	literate	NA	Karachi	Orangi	-	Cropping of Banarsi Cloth	Piece rate		Nowcommunities		1500-1800		Awarness Raising on Homebased and other labour issues
69	Iqra	40	Primary edu	NA	Karachi	Orangi	-	Cutting of banarsi Cloths	Piece rate		Nowcommunities		1500-2000		Awarness Raising on Homebased and other labour issues
70	Rukhsana	34	Illiterata	-	Karachi	Orangi	-	Garments	Contracter		Nowcommunities		7000-10000		Awarness Raising on Homebased and other labour issues
71	Abida	40	Illiterata	1	Karachi	Orangi	-	Garment/Dispenser	Self		Nowcommunities		3000-5000		Awarness Raising on Homebased and other labour issues
72	Mariyam	37	inter	9	Karachi	Orangi	-	Making jewelry & Stitching	Self		Nowcommunities		3000-5000		Awarness Raising on Homebased and other labour issues
73	Razia sultana	38	primary	4	Karachi	Orangi	-	Lady health worker & shop at home	Self		Nowcommunities		10000		Awarness Raising on Homebased and other labour issues
74	Fatima	38	primary	-	Karachi	Orangi	-	Garments	Piece rate		Nowcommunities		3000		Awarness Raising on Homebased and other labour issues
75	Abda/jaffar	30	Illiterata		Karachi	Orangi		Making jewelry & stitching	Piece rate		Nowcommunities		1500-2000		Awarness Raising on Homebased and other labour issues
76	Shaheen	30	literate	4	Karachi	Orangi	-	Clinic at home	Piece rate		Nowcommunities		1000-3000		Awarness Raising on Homebased and other labour issues
77	Maziya	33	Illiterata	3	Karachi	Orangi	-	stitching	Piece rate		Nowcommunities		12000		Awarness Raising on Homebased and other labour issues
78	Haleema	34	Illiterata	-	Karachi	Orangi	-	Garments	Piece rate		Nowcommunities		5000		Awarness Raising on Homebased and other labour issues

79	Tahira	30	Primary	NA	Karachi	Orangi	-	stitching	Piece rate		Nowcommunities		3000		Awarness Raising on Homebased and other labour issues
80	Saira	30	Primary	-	Karachi	Orangi	-	Garments	Piece rate		Nowcommunities		2500-3000		Awarness Raising on Homebased and other labour issues
81	Zoya jabeen	17	inter	NA	Karachi	Orangi	-	Tuitions & making chips	Piece rate		Nowcommunities		4500		Awarness Raising on Homebased and other labour issues
82	Asia Bano	52	Ilitera	13	Karachi	Orangi		Garments	Piece rate		Nowcommunities		2000		Awarness Raising on Homebased and other labour issues
83	Musarat Bano	31	Ilitera	3	Karachi	Orangi		making cones for textile thread	Piece rate		Nowcommunities		2500-3000		Awarness Raising on Homebased and other labour issues
84	Kaneez	36	Ilitera	5	Karachi	Orangi		cropping of garments	Piece rate		Nowcommunities		1200		Awarness Raising on Homebased and other labour issues
85	Sheela	27	metric	NA	Karachi	Orangi		embroidery of Shervani	Piece rate		Nowcommunities		1800		Awarness Raising on Homebased and other labour issues
86	Naheed	35	inter	3	Karachi	Orangi		embroidery of Shervani	Piece rate		Nowcommunities		7000		Awarness Raising on Homebased and other labour issues
87	atiya	33	metric	NON E	Karachi	Orangi		embroidery of Shervani	Piece rate		Nowcommunities		4000		Awarness Raising on Homebased and other labour issues
88	Rubina Niza	40	primary	6	Karachi	Orangi		Cartons for Medicines	Piece rate		Nowcommunities		1000-2000		Awarness Raising on Homebased and other labour issues
89	sameena	22	primar	2	Karachi	Orangi		Toys	Piece rate		Nowcommunities		2500-3000		Awarness Raising on Homebased and other labour issues

90	Haleema	19	primary	none	Karachi	Orangi		block prints	Piece rate		Nowcommunities		4000		Awarness Raising on Homebased and other labour issues
91	Aleem Un Nisa	55	Ilitera	14	Karachi	Orangi		Embriodery on Shrivani	Piece rate		Nowcommunities		5000-7000		Awarness Raising on Homebased and other labour issues
92	mahiya	31	Ilitera	3	Karachi	Orangi		embriodery on dupattas	Piece rate		Nowcommunities		5000		Awarness Raising on Homebased and other labour issues
93	Wahida	47	Ilitera	5	Karachi	Orangi		shope at home	Self		Nowcommunities		800		Awarness Raising on Homebased and other labour issues
94	Husan Ara	30	Ilitera	NON E	Karachi	Orangi		Cartons for Medicines	Piece rate		Nowcommunities		1800-2500		Awarness Raising on Homebased and other labour issues
95	Sofiya	24	primary	2	Karachi	Orangi		embriodery on dupattas	Piece rate		Nowcommunities		1000-1200		Awarness Raising on Homebased and other labour issues
96	Fatima	38	Ilitera	8	Karachi	Orangi		Jewelry making	Piece rate		Nowcommunities		2000		Awarness Raising on Homebased and other labour issues
97	Razia Ansari	37	Ilitera	6	Karachi	Orangi		Embriodery on dupattas	Piece rate		Nowcommunities		1200-1500		Awarness Raising on Homebased and other labour issues
98	Shabana	22	Ilitera	NON E	Karachi	Orangi		Cropping of Banarsi Cloth	Piece rate		Nowcommunities		1200-1500		Awarness Raising on Homebased and other labour issues
99	Sadia	21	Ilitera	NON E	Karachi	Orangi		Cropping of Banarsi Cloth	Piece rate		Nowcommunities		1200-1500		Awarness Raising on Homebased and other labour issues
100	Saiqa	20	metric	None	Karachi	Orangi		Jewelry making	Piece rate		Nowcommunities		1000		Awarness Raising on Homebased and other labour issues

101	Sobia	25	metric	3	Karachi	Orangi		embriodery on dupattas	Piece rate		Nowcommunities		1800-2000		Awarness Raising on Homebased and other labour issues
102	Batool Un Nisa	30	Ilitera	4	Karachi	Orangi		Cropping og Banarsi Cloth	Piece rate		Nowcommunities		1500		Awarness Raising on Homebased and other labour issues
103	Asia	40	Ilitera	9	Karachi	Orangi		Cropping og Banarsi Cloth	Piece rate		Nowcommunities		1500		Awarness Raising on Homebased and other labour issues
104	Noor	39	Ilitera	7	Karachi	Orangi		Embriodery on Shervani	Piece rate		Nowcommunities		4500		Awarness Raising on Homebased and other labour issues
105	Faiqa	25	primary	4	Karachi	Orangi		Embriodery on Shervani	Piece rate		Nowcommunities		5000		Awarness Raising on Homebased and other labour issues
106	Laiqa	34	prima	6	Karachi	Orangi		Cropping of garments	Piece rate		Nowcommunities		1200-1500		Awarness Raising on Homebased and other labour issues
107	Saniya	26	Ilitera	3	Karachi	Orangi		croppin of Banarsi cloth	Piece rate		Nowcommunities		1200-1500		Awarness Raising on Homebased and other labour issues
108	Surriya begum	29	Ilitera	7	Karachi	Orangi			Piece rate		Nowcommunities				Awarness Raising on Homebased and other labour issues
109	Jan Pari	50	Ilitera	5	Karachi	SITE		decorative items	self		Nowcommunities		5000-7000		NICs and other Civic and Labour Issues
110	Malak Jan	51	Ilitera	9	Karachi	SITE		decorative items	Piece rate		Nowcommunities		700-1000		NICs and other Civic and Labour Issues
111	Bano	37	Ilitera	6	Karachi	SITE		decorative items	Piece rate		Nowcommunities		700-1000		NICs and other Civic and Labour Issues
112	Rabia	40	Ilitera	9	Karachi	SITE		stitching	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues

113	Asifa	35	Ilitera	7	Karachi	SITE		stitching	Piece rate		Nowcommunities		2500		NICs and other Civic and Labour Issues
114	Naima	18	Ilitera	1	Karachi	SITE		embriodery	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues
115	Somia	16	Ilitera	none	Karachi	SITE		embriodery	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues
116	kamila	17	Ilitera	NON E	Karachi	SITE		embriodery	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues
117	shifa	16	primary	NA	Karachi	SITE		Embriodery on Shoes	Piece rate		Nowcommunities		2500		NICs and other Civic and Labour Issues
118	Bano	16	Ilitera	NA	Karachi	SITE		Shoe Making	Piece rate		Nowcommunities		1200-1500		NICs and other Civic and Labour Issues
119	Safia	27	Ilitera	6	Karachi	SITE		Shoe Making	Piece rate		Nowcommunities		1200-1500		NICs and other Civic and Labour Issues
120	Farhat	39	Ilitera	7	Karachi	SITE		Embriodery on Shoes	Piece rate		Nowcommunities		2000		NICs and other Civic and Labour Issues
121	sabiha	24	Ilitera	3	Karachi	SITE		Embriodery on Shoes	Piece rate		Nowcommunities		2000-2500		NICs and other Civic and Labour Issues
122	sahib jan	22	Ilitera	3	Karachi	SITE		Embriodery	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues
123	saira	27	Ilitera	2	Karachi	SITE		embriodery	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues
124	Rahima Bibi	30	primaru	7	Karachi	SITE		embriodery	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues
125	Ismat Jan	17	Middle	NOne	Karachi	SITE		Pakcing	Piece rate		Nowcommunities		2000		NICs and other Civic and Labour Issues
126	Saiqa Bibi	17	Middle	NA	Karachi	SITE		Embriodery	Piece rate		Nowcommunities		2000		NICs and other Civic and Labour Issues
127	Sohbat Jan	37	Ilitera	NON E	Karachi	SITE		decorative items	Piece rate		Nowcommunities		700-1200		NICs and other Civic and Labour Issues

128	Talat Khan	50	Ilitera	11	Karachi	SITE		decorative items	Piece rate		Nowcommunities		1200		NICs and other Civic and Labour Issues
129	Suriya	18	Ilitera	1	Karachi	SITE		Cropping	Piece rate		Nowcommunities		1200-1500		NICs and other Civic and Labour Issues
130	Begum	30	Ilitera	6	Karachi	SITE		cropping	Piece rate		Nowcommunities		1200-1500		NICs and other Civic and Labour Issues
131	Zar bana	21	Ilitera	3	Karachi	SITE		Cropping	Piece rate		Nowcommunities		1200-1500		NICs and other Civic and Labour Issues
132	Bibi gul	35	Middle	7	Karachi	SITE		joining of shoes	Piece rate		Nowcommunities		1500-1800		NICs and other Civic and Labour Issues
133	Suriya	31	Middle	4	Karachi	SITE		joining of shoes	Piece rate		Nowcommunities		1500-1800		NICs and other Civic and Labour Issues
134	Sabiha begum	12	Ilitera	NA	Karachi	SITE		Cropping	Piece rate		Nowcommunities		1200-1500		NICs and other Civic and Labour Issues
135	Asia	40	Ilitera	5	Karachi	SITE		cropping	Piece rate		Nowcommunities		1200-1500		NICs and other Civic and Labour Issues
136	Zari	32	Ilitera	3	Karachi	SITE		joining of shoes	Piece rate		Nowcommunities		1500-1800		NICs and other Civic and Labour Issues
137	zarghoon	18	Ilitera	none	Karachi	SITE		joining of shoes	Piece rate		Nowcommunities		1500-1800		NICs and other Civic and Labour Issues
138	Liaqat Bibi	41	Ilitera	6	Karachi	SITE		embriodery	Piece rate		Nowcommunities		2500		NICs and other Civic and Labour Issues
139	Sultana	30	Middle	6	Karachi	SITE		embriodery	Piece rate		Nowcommunities		3000-4500		NICs and other Civic and Labour Issues
140	Bano	22	Middle	3	Karachi	SITE		stitching	Piece rate		Nowcommunities		3000-5000		NICs and other Civic and Labour Issues
141	sofia	26	Ilitera	3	Karachi	SITE		stitching	Piece rate		Nowcommunities		1200-1800		NICs and other Civic and Labour Issues
142	mahira	21	Ilitera	2	Karachi	SITE		stitching	Piece rate		Nowcommunities		1200-1800		NICs and other Civic and Labour Issues

143	tofeeq	21	Ilitera	3	Karachi	SITE		embriodery	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues
144	safia	40	Ilitera	7	Karachi	SITE		Rily making	Piece rate		Nowcommunities		5000-7000		NICs and other Civic and Labour Issues
145	Zareena	37	Middle	3	Karachi	SITE		Rily making	Piece rate		Nowcommunities		5000-7000		NICs and other Civic and Labour Issues
146	Zehra	28	Middle	3	Karachi	SITE		decorative items	Piece rate		Nowcommunities		1000-1200		NICs and other Civic and Labour Issues
147	Maida	18	Middle	NON E	Karachi	SITE		decorative items	Piece rate		Nowcommunities		1200		NICs and other Civic and Labour Issues
148	Areesha	20	primary	3	Karachi	SITE		Shoe Making	Piece rate		Nowcommunities		1200		NICs and other Civic and Labour Issues
149	Sonia	23	primar	2	Karachi	SITE		Rily making	Piece rate		Nowcommunities		2000-2500		NICs and other Civic and Labour Issues
150	Zaitoon	39	Ilitera	7		SITE		Rily making	Piece rate		Nowcommunities		5000-7000		NICs and other Civic and Labour Issues
151	Shakira	40	Ilitera	9	Karachi	SITE		Shoe Making	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues
152	Salma	40	Ilitera	9	Karachi	SITE		Shoe Making	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues
153	Muneerra	26	Ilitera	3	Karachi	SITE		stitching	Piece rate		Nowcommunities		3000-4500		NICs and other Civic and Labour Issues
154	Rabia	16	Middle	none	Karachi	SITE		stitching	Piece rate		Nowcommunities		3000-4000		NICs and other Civic and Labour Issues
155	Freehja	16	Ilitera	none	Karachi	SITE		decorative items	Piece rate		Nowcommunities		1000-1200		NICs and other Civic and Labour Issues
156	Nusrat	33	Ilitera	3	Karachi	SITE		stitching	Piece rate		Nowcommunities		3000		NICs and other Civic and Labour Issues
157	Sobia	17	primary	none	Karachi	SITE		embroidery	Piece rate		Nowcommunities		2500-3000		NICs and other Civic and Labour Issues

158	Rani	18	primar	none	Karachi	SITE		embroidery	Piece rate		Nowcommunities		3000-5000		NICs and other Civic and Labour Issues
159	Rahat	16	Ilitera	none	Karachi	SITE		Shoe Making	Piece rate		Nowcommunities		1200-1500		NICs and other Civic and Labour Issues
160	Pash-meena	51	Ilitera	6	Karachi	SITE		decorative items	Piece rate		Nowcommunities		1200		NICs and other Civic and Labour Issues
161	Ruqiya	71	Ilitera	10	Karachi	SITE		decorative items	Piece rate		Nowcommunities		1200		NICs and other Civic and Labour Issues
162	Rafia	64	Ilitera	5	Karachi	SITE		decorative items	Piece rate		Nowcommunities		800		NICs and other Civic and Labour Issues
163	Fareeda	21	Ilitera	3	Karachi	SITE		Shoe Making	Piece rate		Nowcommunities		1200		NICs and other Civic and Labour Issues
164	Inam Bibi	60	Ilitera	7	Karachi	SITE		Shoe Making	Piece rate		Nowcommunities		1200		NICs and other Civic and Labour Issues
165	Kulsom	58	Ilitera	9	Karachi	SITE		decorative items	Piece rate		Nowcommunities		1200		NICs and other Civic and Labour Issues
166	Aila	43	Ilitera	9	Karachi	SITE		stitching	Piece rate		Nowcommunities		3000		NICs and other Civic and Labour Issues
167	Talat Khan	50	Ilitera	6	Karachi	SITE		Flower making	Piece rate		Nowcommunities		1200		NICs and other Civic and Labour Issues
168	Rhmat Safeerulah	30	Ilitera	6	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities and ARMS		1200-1500		Peace and other Civic Issues
169	Razia	30	Middle	4	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1200-1500		
170	Kainat	18	Middle	NOne	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1200-1500		
171	Saleema	17	primary	NOne	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1200-1500		
172	Kashaf	28	Middle	2	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1000		
173	Saiqa	32	Middle	2	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1000		
174	Mah bibi	56	lierate	7	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1200		
175	Do-shambe	60	lierate	9	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1200		

176	Shakira	15	Ilitera	none	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
177	Rehana	23	Ilitera	NON E	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
178	Khanum	40	Ilitera	none	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
179	Kulsoom	39	lierate	5	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
180	Zaitoon	40	lierate	7	Karachi	Lyari		Rily making	Piece rate		Nowcommunities		3000-5000		
181	Zohra	22	lierate	4	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
182	Shifaat	20	Middle	none	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
183	Nazima	20	Middle	none	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
184	Rahat	22	Ilitera	2	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
185	Rabia	21	Middle	2	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
186	Robiya	20	Middle	none	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
187	Roha	15	Middle	none	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
188	Romesa	16	Ilitera	NON E	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
189	Alishba	18	Ilitera	NON E	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1500		
190	Sobia	34	Ilitera	3	Karachi	Lyari		Grading of sea food	Piece rate		Nowcommunities		1200		
191	Nasira	33	lierate	6	Karachi	Lyari		Grading of sea food	Piece rate		NOWcommunities a LCDO		1000		
192	Sultana	35	lierate	6	Karachi	Lyari		Grading of sea food	Piece rate		NOWcommunities a LCDO		1000		
193	Amtul	22	lierate	3	Karachi	Lyari		Jewelry making	Piece rate		NOWcommunities a LCDO		1000-1200		
194	Ziyarat Bibi	25	lierate	NON E	Karachi	Lyari		Grading of sea food	Piece rate		NOWcommunities a LCDO		800-1200		
195	Gul Faraz	27	lierate	5	Karachi	Lyari		Grading of sea food	Piece rate		NOWcommunities a LCDO		1000-1200		
196	Mumtaz	27	lierate	4	Karachi	Lyari		Grading of sea food	Piece rate		NOWcommunities a LCDO		1500		
197	Sabiha	40	lierate	4	Karachi	Lyari		Grading of sea food	Piece rate		NOWcommunities a LCDO		1000		
198	Sabahat	53	lierate	7	Karachi	Lyari		Embriodery	Piece rate		NOWcommunities a LCDO		1000		
199	Rehmat Jan	55	lierate	7	Karachi	Lyari		Packing	Piece rate		NOWcommunities a LCDO		2500		
200	Faiz bibi	21	lierate	none	Karachi	Lyari		Packing	Piece rate		NOWcommunities a LCDO		1200		
201	Mah Bibi	21	lierate	none	Karachi	Lyari		Flower making	Piece rate		NOWcommunities a LCDO		1200		

202	Najma	30	Middle	4	Karachi	Lyari		Embriodery	Piece rate		NOWcommunities a LCDO		800-1000		
203	Warda	17	Middle	none	Karachi	Lyari		Grading of sea food	Piece rate		NOWcommunities a LCDO		2500-3000		
204	Anum	19	Primary	none	Karachi	Lyari		Grading of sea food	Piece rate		NOWcommunities a LCDO		1200		
205	Akifa	16	Primary	none	Karachi	Lyari		embriodery	Piece rate		NOWcommunities a LCDO		1200		
206	Rasheedada	17	primary	none	Karachi	Lyari		Grading of sea food	Piece rate		NOWcommunities a LCDO		1500		
207	Arifa	27	primary	3	Karachi	Lyari		embriodery	Piece rate		NOWcommunities a LCDO		2500-3000		
208	Nargis	33	literate	6	Karachi	N Nazi-mabad		Gharara sutis	Piece rate		NOWCommunities		800-1200		Awareness Raising on HB and other Labour Issues
209	Nasira wajid	26	primary	2	Karachi	N Nazi-mabad		Gharara sutis	Piece rate		NOWCommunities		1200		
210	Farzana	35	intermediate	3	Karachi	N Nazi-mabad		gharara suits	Piece rate		NOWCommunities		1200		
211	Rehana	22	literate	3	Karachi	N Nazi-mabad		Ghara sutis	Piece rate		NOWCommunities		1000		
212	Samra	36	literate	5	Karachi	N Nazi-mabad		Ghara sutis	Piece rate		NOWCommunities		700-1000		
213	Shabana	36	literate	5	Karachi	N Nazi-mabad		Ghara sutis	Piece rate		NOWCommunities		1500		
214	Naemma	39	literate	5	Karachi	N Nazi-mabad		Ghara sutis	Piece rate		NOWCommunities		1500		
215	Shahnaz	40	literate	7	Karachi	N Nazi-mabad		Flower making	Piece rate		NOWCommunities		500-700		
216	Khadeeja	26	literate	2	Karachi	N Nazi-mabad		Making cards of Dimonties	Piece rate		NOWCommunities		4000-6000		
217	Samin Qadeer	30	literate	3	Karachi	N Nazi-mabad		Ghara sutis	Piece rate		NOWCommunities		1000		
218	Munaza	26	literate	None	Karachi	N Nazi-		Ghara sutis	Piece rate		NOWCommunities		1200		

						mabad									
219	Salma Bibi	30	Middle	NOne	Karachi	N Nazi-mabad		Ghara sutis	Piece rate		NOWCommunities		1200		
220	Murad Begum	27	lierate	4	Karachi	N Nazi-mabad		Ghara sutis	Piece rate		NOWCommunities		1500		
221	Nawab Bibi	32	lierate	4	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOWCommunities		1500		
222	Afzal Bibi	34	liltera	5	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOWCommunities		500-700		
223	Saima	37	Middle	5	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOWCommunities		500-700		
224	Noor	40	Middle	5	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOWCommunities		1000		
225	Nafeesa begum	41	liltera	6	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOW Communities		1000		
226	sitwat	50	liltera	4	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOW Communities		700		
227	Anum	25	primary	NOne	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOWCommunities		1000		
228	Mehwish	26	metric	NOne	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOW Communities		700		
229	Muna-war	35	metric	NOne	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOW Communities		1200		
230	Safwa	34	Middle	3	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOW Communities		1200		
231	Asifa	36	Middle	3	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOW Communities		1200		
232	Musarat	18	lierate	NOne	Karachi	N Nazi-mabad		sticking of dimon-ties	Piece rate		NOW Communities		1500-1800		
233	Mehnaz	56	Middle	NOne	Karachi	N Nazi-		Ghara sutis	Piece rate		NOW Communities		800		

						mabad									
234	Sha-meema	54	Illitera	11	Karachi	N Nazi- mabad		Ghara sutis	Piece rate		NOW Communities		1200		
235	Rabia	34	metric	4	Karachi	N Nazi- mabad		Ghara sutis	Piece rate		NOW Communities		1200		
236	Shakeela	51	metric	8	Karachi	N Nazi- mabad		Ghara sutis	Piece rate		NOW Communities		1200		
237	Shah Bano	60	Middle	10	Karachi	N Nazi- mabad		Flower making	Piece rate		NOW Communities		1000		
238	Musarat Begum	57	Middle	10	Karachi	N Nazi- mabad		Ghara sutis	Piece rate		NOW Communities		1200- 1500		
239	Maimo-na	45	Middle	4	Karachi	N Nazi- mabad		Ghara sutis	Piece rate		NOW Communities		1200- 1500		
240	Fehmida	54	primary	6	Karachi	N Nazi- mabad		Ghara sutis	Piece rate		NOWCommunities		800		
241	Mumtaz	16	literate	None	Karachi	N Nazi- mabad		Ghara sutis	Piece rate		NOWCommunities		1500		
242	Tehreem	16	literate	None	Karachi	N Nazi- mabad		sticking of dimon-ties	Piece rate		NOWCommunities		700- 1000		
243	Ansar bibi	40	literate	3	Karachi	N Nazi- mabad		shop keeping	self		NOWCommunities		3000		
244	Zahida Noor	46	primary	8	Karachi	N Nazi- mabad		sticking of dimon-ties	Piece rate		NOWCommunities		700- 1000		
245	Rafia	70	primary	7	Karachi	N Nazi- mabad		sticking of dimon-ties	Piece rate		NOWCommunities		1500		
246	Mushfiq	37	primary	5	Karachi	N Nazi- mabad		sticking of dimon-ties	Piece rate		NOWCommunities		1000		
247	Shahida	40	primary	4	Karachi	N Nazi- mabad		sticking of dimon-ties	Piece rate		NOWCommunities		700- 1000		
248	Nafeesa	40	primary	4	Karachi	N Nazi-		Ghara sutis	Piece rate		NOWCommunities		1500		

						mabad									
249	Rehmat Bibi	16	lierate	NOne	Karachi	N Nazi-mabad		Ghara sutis	Piece rate		NOW Communities		1200-1500		
250	Jacquiline	33	lierate	5	Karachi	N Nazi-mabad		sticking of dimonties	Piece rate		NOWCommunities		700-1000		
251	Narjis	45	lierate	9	Karachi	N Nazi-mabad		sticking of dimonties	Piece rate		NOWCommunities		1000		
252	Nuzhat	43	lierate	10	Karachi	N Nazi-mabad		sticking of dimonties	Piece rate		NOWCommunities		1000		
253	Mehroz	16	Ilitera	NOne	Karachi	N Nazi-mabad		sticking of dimonties	Piece rate		NOWCommunities		1500-2000		
254	Massoma	37	Ilitera	4	Karachi	N Nazi-mabad		Ghara sutis	Piece rate		NOWCommunities		1200-1500		
255	Safia	24	lierate	NOne	Karachi	N Nazi-mabad		sticking of dimonties	Piece rate		NOWCommunities		700		
256	Stella	36	lierate	NOne	Karachi	N Nazi-mabad		sticking of dimonties	Piece rate		NOWCommunities		700		
257	Farhat	32	lierate	5	Karachi	N Nazi-mabad		stitching	Piece rate		NOWCommunities		2000-3000		
258	Tahira	18	lierate	NOne	Karachi	N Nazi-mabad		stitching	Piece rate		NOWCommunities		2000-3000		
259	Naila	34	lierate	6	Karachi	N Nazi-mabad		sticking of dimonties	Piece rate		NOWCommunities		700-1200		
260	Tayyaba	45	Ilitera	11	Karachi	N Nazi-mabad		stitching	Piece rate		NOWCommunities		3000		
261	Sabiha	33	lierate	7	Karachi	N Nazi-mabad		sticking of dimonties	Piece rate		NOWCommunities		1200		
262	Nayyar	53	lierate	6	Karachi	N Nazi-mabad		Gharara suits	Piece rate		NOWCommunities		1500		
263	Samina	34	lierate	8	Karachi	N Nazi-		Gharara suits	Piece rate		NOWCommunities		1200		

						mabad									
264	sitwat	16	Ilitera	NOne	Karachi	N Nazi- mabad		Gharara Suits	Piece rate		NOWCommunities		1200		
265	Sifwat	46	Ilitera	8	Karachi	N Nazi- mabad		sticking of dimon- ties	Piece rate		NOWCommunities		700		
266	Samina	23	Ilitera	3	Karachi	N Nazi- mabad		sticking of dimon- ties	Piece rate		NOWCommunities		700		
267	Tajdar	31	Ilitera	6	Karachi	N Nazi- mabad		sticking of dimon- ties	Piece rate		NOWCommunities		1200- 1500		
268	Waqar Banao	32	primary	NON E	Karachi	N Nazi- mabad		sticking of dimon- ties	Piece rate		NOWCommunities		1200- 1500		
269	Naima	16	primary	NON E	Karachi	N Nazi- mabad		sticking of dimon- ties	Piece rate		NOWCommunities		1200- 1500		
270	Razia	40	Middle	4	Karachi	N Nazi- mabad		Gharara Suits	Piece rate		NOWCommunities		1200		